

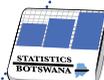
Quarterly Multi-Topic Survey: Labour Force Module Report Quarter 4: 2019

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STATISTICS BOTSWANA

**Quarterly Multi-Topic Survey:
Labour Force Module Report
Quarter 4: 2019**

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Preface

In its drive to provide timely statistics for planning and decision making on an increased periodicity basis, Statistics Botswana started to conduct a quarterly multi modular survey, whose primary module provides labor force statistics. Other modules will be included along with the Labour Force module on a rotational basis in different quarters as per stakeholder needs.

The first quarter of the survey was quarter three (July-September) of 2019, whose results were published in January 2020. This report presents results for data collected in the fourth quarter (October to December) of 2019, and is the second publication of the survey. It presents information on employment, unemployment, wages from the formal sector, youth employment and unemployment, disability employment and other labour force indicators.

It is important to note that results of quarterly surveys are almost always subject to seasonal variations. This survey is no exception and thus the results that will be obtained over the four quarters of any year will have a seasonal effect. Assessment of the results for long term trends would be better done through analysis of year on year quarterly changes. Thus comparison of the quarterly survey results with those of previous Labour Force Surveys which provided annualized results should be done with some caution.

Statistics Botswana will continue to engage stakeholders on the content of this publication to ensure that it responds to their needs and also invite them to participate in analysis of modules which shall be covered on a rotational basis. We are grateful for the support we continue to receive from the sampled households across this country.

I hope you find this publication informative and useful for monitoring and decision making.

Thank you



Dr B. Mguni
Statistician General
June 2020

Summary Headline Labour Force Indicators

This is the second report of the quarterly multi topic survey. Readers are advised to note that results of quarterly surveys have a seasonal variation component and comparison with previous results of surveys that were conducted over a period of 12 months should be done taking into account this seasonal variation.

The Labour Force Module of the Quarterly Multi Topic Survey (QMTS) includes several sections of interest that provide useful indicators which will be tracked on a quarterly basis to continually monitor change in the labour force market, particularly on the supply side.

It is hoped the set of indicators will inform policy formulation, targeted programming and interventions and monitoring of the labour market stakeholders and government.

Table 1.0 provides headline indicators that would assist in monitoring progress being made in employment and job creation. The table presents the total labour force, persons employed, unemployment and employment by sex and the resultant indicators.

A comparison of QMTS 2019 labour module results for quarters four and three are presented in the summary Table 1.0. It is worth noting that when comparison/change is being made between the two quarters of 2019, indicators could be affected by seasonality.

Labour force has increased by 1.4 percent between quarter three and quarter four of 2019, from 940,546 persons to 954,121 persons, respectively. This was accompanied by an increase of 8.6 percent of the unemployed population. There was a decrease of 0.4 percent in the employed population between the two quarters, from 745, 556 in quarter three to 742, 378 in quarter four 2019. This resulted in a decrease of 1.5 percentage points in the employment to population ratio over the period, from 47.4 percent in quarter three to 45.9 percent in quarter four of 2019.

Unemployment rate went up by 1.5 percentage points between the two periods, from 20.7 percent in quarter three to 22.2 percent in quarter four.

The youth labour force decreased by 1.5 percent, from 481,441 in quarter three to 474,193 in the fourth quarter of 2019. This was accompanied by a 2.1 percentage points increase in youth unemployment rate, from 26.7 to 28.8 percent.

The Youth not in Education, not in Employment or Training (NEET Rate %) increased from 35.2 to 36.1 percent between the two periods, an increase of 0.9 percentage points

Table 1.0: National Headline Labour Force Indicators –QMTS Quarter 3 and 4, 2019

| | Indicator/Statistics | QMTS Q4 | | | QMTS Q3 | | | Percentage and percentage point changes (Q3 TO Q4) |
|----|---|------------------|---------|---------|------------------|---------|---------|--|
| | | Total | Male | Female | Total | Male | Female | |
| 1 | Population (15 years and above) | 1,618,068 | 743,580 | 874,489 | 1,572,736 | 734,531 | 838,204 | 2.9 |
| 2 | Population Out of Labour Force (15 years and above) | 663,947 | 270,852 | 393,097 | 632,190 | 264,778 | 367,412 | 5.0 |
| 3 | Labour Force (15 years and above) | 954,121 | 472,730 | 481,392 | 940,546 | 469,753 | 470,793 | 1.4 |
| 4 | Employed Population | 742,378 | 370,589 | 371,789 | 745,556 | 376,563 | 368,993 | -0.4 |
| 5 | Unemployed Population | 211,743 | 102,743 | 109,603 | 194,990 | 93,190 | 101,799 | 8.6 |
| 6 | Population (18 years and above) | 1,470,731 | 669,475 | 801,257 | 1,436,813 | 664,997 | 771,815 | 2.4 |
| 7 | Labour Force (18 years and above) | 949,304 | 469,709 | 479,595 | 934,338 | 465,734 | 468,604 | 1.6 |
| 8 | Employed Population (18 years and above) | 741,131 | 369,806 | 371,325 | 742,792 | 374,894 | 367,898 | -0.2 |
| 8 | Unemployed Population (18 years and above) | 208,171 | 99,903 | 108,270 | 191,546 | 90,840 | 100,706 | 8.7 |
| 9 | Time Related Under Employed Population | 50,051 | 13,793 | 36,258 | 62,940 | 17,788 | 45,151 | -20.5 |
| 10 | Formal Sector employment | 485,524 | 237,296 | 248,229 | 483,814 | 232,568 | 251,246 | 0.4 |
| 11 | Employment to Population Ratio (EPR) | 45.9 | 49.8 | 42.5 | 47.4 | 51.3 | 44.0 | -1.5 |
| 12 | Labour Force Participation Rate (LFPR) | 59.0 | 63.6 | 55.0 | 59.8 | 64.0 | 56.2 | -0.8 |
| 13 | Average Cash Earnings (in Pula) | 4,818 | 5,450 | 4,151 | 4,989 | 6,054 | 3,972 | -3.4 |
| 14 | Unemployment Rate % (15 year and above) | 22.2 | 21.6 | 22.8 | 20.7 | 19.8 | 21.6 | 1.5 |
| 15 | Unemployment Rate % (18 years and above) | 21.9 | 21.3 | 22.6 | 20.5 | 19.5 | 21.5 | 1.4 |
| 16 | Extended Unemployment Rate % (15 years and above) | 27.5 | 27.0 | 27.9 | 26.1 | 25.8 | 26.5 | 1.4 |
| 17 | Estimated Population of Youth (15 – 35 years) | 856,131 | 411,653 | 444,478 | 844,723 | 410,761 | 433,962 | 1.4 |
| 18 | Youth Labour Force | 474,193 | 237,356 | 236,837 | 481,441 | 241,621 | 239,820 | -1.5 |
| 19 | Youth Unemployment Rate (15-35 years) | 28.8 | 28.6 | 29.0 | 26.7 | 25.2 | 28.1 | 2.1 |
| 20 | Unemployed Population with Disability | 2,248 | 821 | 1,427 | 3,309 | 2,003 | 1,306 | -32.1 |
| 21 | Persons with Disability Unemployment Rate (%) | 20.5 | 16.7 | 23.7 | 23.1 | 32.0 | 16.2 | -2.6 |
| 22 | Youth not in Education, not in Employment or Training (NEET Rate %) | 36.1 | 33.6 | 38.5 | 35.2 | 31.5 | 38.7 | 0.9 |

1.0 Introduction

Statistics Botswana started data collection for the Quarterly Multi-Topic Surveys (QMTS) in July 2019. The first report, was for the third quarter of 2019, covering the months of July to September, and was published in January 2020.

The aim of QMTS is to produce timely quarterly estimates on Labour Force Indicators and other key indicators for development frameworks, which will be informed by national priorities and stakeholder needs.

This report presents results from the Labour Force module of the QMTS quarter four of 2019, covering the months of October to December.

The QMTS collected data on Labour Force activities following the 19th International Conference for Labour Statisticians resolutions of 2013. One of the key resolutions is that persons are considered employed only if they work for payment and/or profit gain. This implies that persons engaged in subsistence farming are not considered to be in employment. Activities of producing goods & services mainly for own final use by household are not included under employment.

1.1 Objectives of Survey

The primary objective of the 2019 QMTS was to provide a comprehensive set of indicators for labour market and poverty. The set of indicators derived from the QMTS will provide Labour Market indicators required for the Labour Market Information System set up by the Human Resource Development Council on a regular basis and indicators that will guide the Poverty Eradication Strategy and poverty eradication programs implemented by other stakeholders.

Additionally, conducting the QMTS continually, every quarter, will provide indicators for Sustainable Development Goals (SDGs), Vision 2036, National Development Plan 11 (NDP11)(and subsequent NDPs), and Africa Agenda 2063.

Different modules will be rotated for each quarter as required and guided by stakeholder needs. This QMTS covered the following modules;

Demographic Characteristics

Disability

Education

Labour

Own Production

Sources of household income

Safety Nets

Housing

Non-farm enterprises

Subjective welfare

Food Insecurity Experience Scale (FIES)

1.2 Scope of Analysis

The preliminary results presented in this report cover current economic activities for population aged 15 years and above. These are persons who are currently employed, and those who are actively seeking work. Included in the currently employed persons are those who did some work for at least one (1) hour in the past seven (7) days. The actively seeking work persons are those who, in the past 30 days, made effort(s) to search for work or start a business. Labour force comprises of individuals who are currently employed, and those actively seeking work (unemployed).

The choice of target population (15 years and above) is based on the International Labour Organization (ILO) convention no. 138, which stipulates that minimum age for employment should not be less than 15 years. However countries with less developed economic or educational infrastructure may set the minimum age at 14 years. Botswana has set employment minimum age at 14 years according to the Employment Act Chapter 47:01. The Employment Act Section 105 (2) states that “A child who has attained the age of 14 years and is not attending school may be employed on light work not harmful to his health and development”. In addition, the country has ratified the ILO convention no. 182 on eliminating the worst forms of child labour.

However, Botswana's economic and education infrastructure has developed over the years to an extent that there is compelling argument for the economic activity target population to cover persons aged 18 years and above, considering that persons below 18 years should be, or are still pursuing their education.

In conforming to the international standards (ILO), and satisfying national planning needs, this brief will provide, for some indicators like unemployment rate, indicators for both 15 & 18 years and above target populations. The analysis provides wider coverage on the target population of 15 years and above as it is the one used for international comparability and at the same time includes the 18 years and above.

1.2.1 The Employed Population

The employed population comprises of all persons of working age, who, during a specified brief period, such as one (1) week or one (1) day, were in the following categories:

Paid employment (whether at work or with a job but not at work; or
Self-employment (whether at work or with an enterprise but not at work)

The concept “at work” refers to persons who, during the reference period performed some work for wage or salary, in cash or in kind (**for paid employment**). Or persons who during the reference period performed some work for profit or family gain, in cash or in kind (**for self-employment**). For operational purposes, the notion “some work” may be interpreted as work for at least one hour.

1.2.2 The Unemployed Population

The unemployed persons or population refers to all persons in the working age group (15 years and above), whom during a specified short reference period (30 days) were seeking and also being available for work. This is a category which covers persons who are ready to supply labour for the production of goods and services, but they are still seeking where to supply the labour.

Generally unemployed persons are defined as those within the working age group who:

1. were not employed in past seven 7 days / reference week
2. Carried out activities to seek employment in past 30 days / reference Month.
3. were available to start job/business in reference week OR in short period

1.2.3 Population Outside the Labour Force (Economically Inactive)

The Population outside the Labour Force comprises of all persons who were neither "employed" nor "unemployed" during the short reference period (7 days), used to measure "current activity". This population is split into four groups:

- **Attendant at educational institutions;**
- **Retired;**
- **Engaged in family duties;**
- **Other economically inactive**

The Economically Inactive Population are not part of the supply of labour but are important as they are potential labour supply in the future.

2.0 Labour Force Results

The results presented in this report summarise the status of economic activity for population aged 15 years and above, covering current labour force (economically active, categorized into currently seeking work, currently employed), and total aggregated economically inactive individuals, who were neither employed or looking for jobs.

The labour force presented in this report is drawn from two (2) target populations, one covering individuals aged 15 years and above and the other for individuals aged 18 years and above, but the analysis provides broader coverage on the target population of 15 years and above.

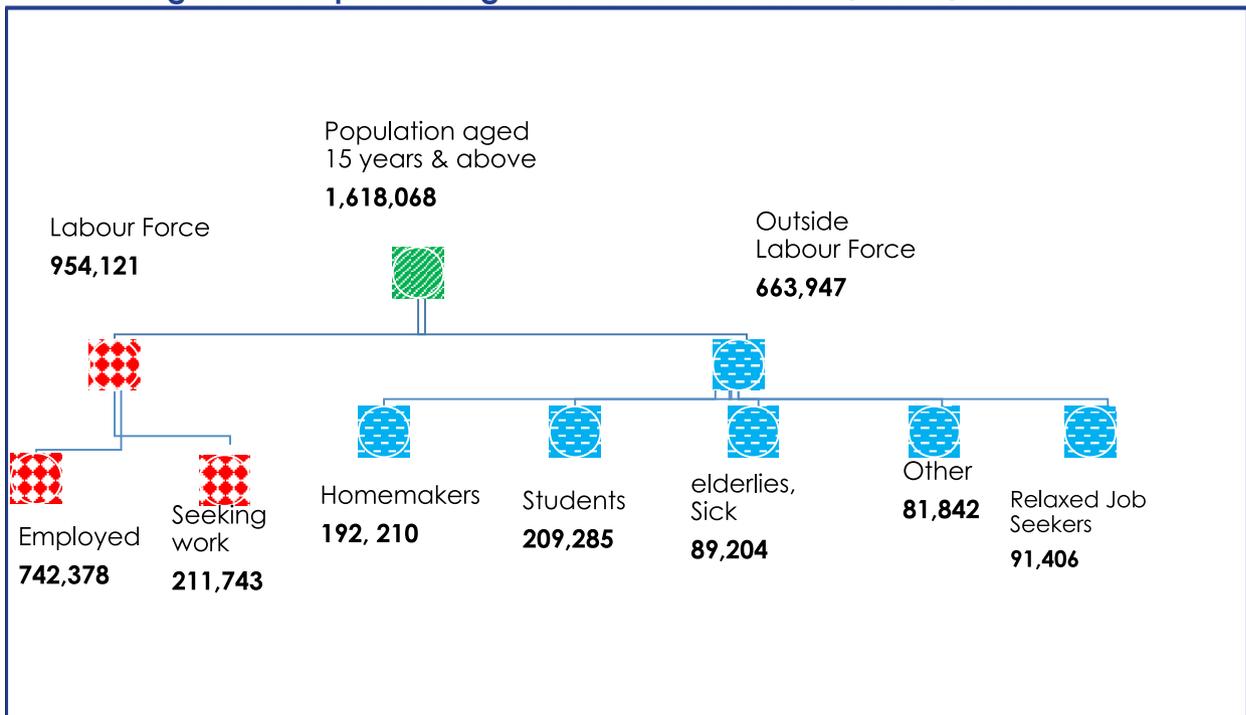
The headline indicators include total labour force, employed and unemployed, Unemployment rates, employment by occupation and industry.

2.1 Population Aged 15 Years and Above

Figure 1.1 presents information on the target population, aged 15 years and above, which is estimated at 1,618,068. The Labour Force (economically active population), which participated actively in the economy, was estimated at 954,121 (59.0 percent) of the target population, of which 742,378 (77.8 percent) was employed, and 211,743 (22.2 percent) was unemployed.

The economically inactive population or population outside labour force aged 15 years and above stood at 663,947. These include homemakers, students, elderlies & the sick, the retired and others. Students accounted for the highest percentage (31.5 percent) of the economically inactive population with 209,285 persons, followed by homemakers at 28.9 percent, with 192,210 persons.

Figure 1.1: Population Aged 15 Years & Above – QMTS- Q4-2019



2.2 Labour Force (Economically Active Population) by Sex

The estimated total labour force aged 15 years and above of 945,121 persons comprised 472,730 (49.5 percent) females, and 481,392 (50.5 % males) as presented in **Figure 1.2**. Out of a total of 211,743 job seekers, 51.8 percent (109,603) were females, compared with 48.2 percent (102,140 males).

The Labour Force has recorded an increase between the two quarters, from 940,546 in quarter three to 945,121 in quarter for of 2019, an increase of 0.5 percent.

Females outnumbered males in the labour force, and were the highest contributors to the currently unemployed labour force with 109,603 individuals compared with 102, 140 males.

Figure1.2: Economically Active Population Aged 15 Years And Above By Sex

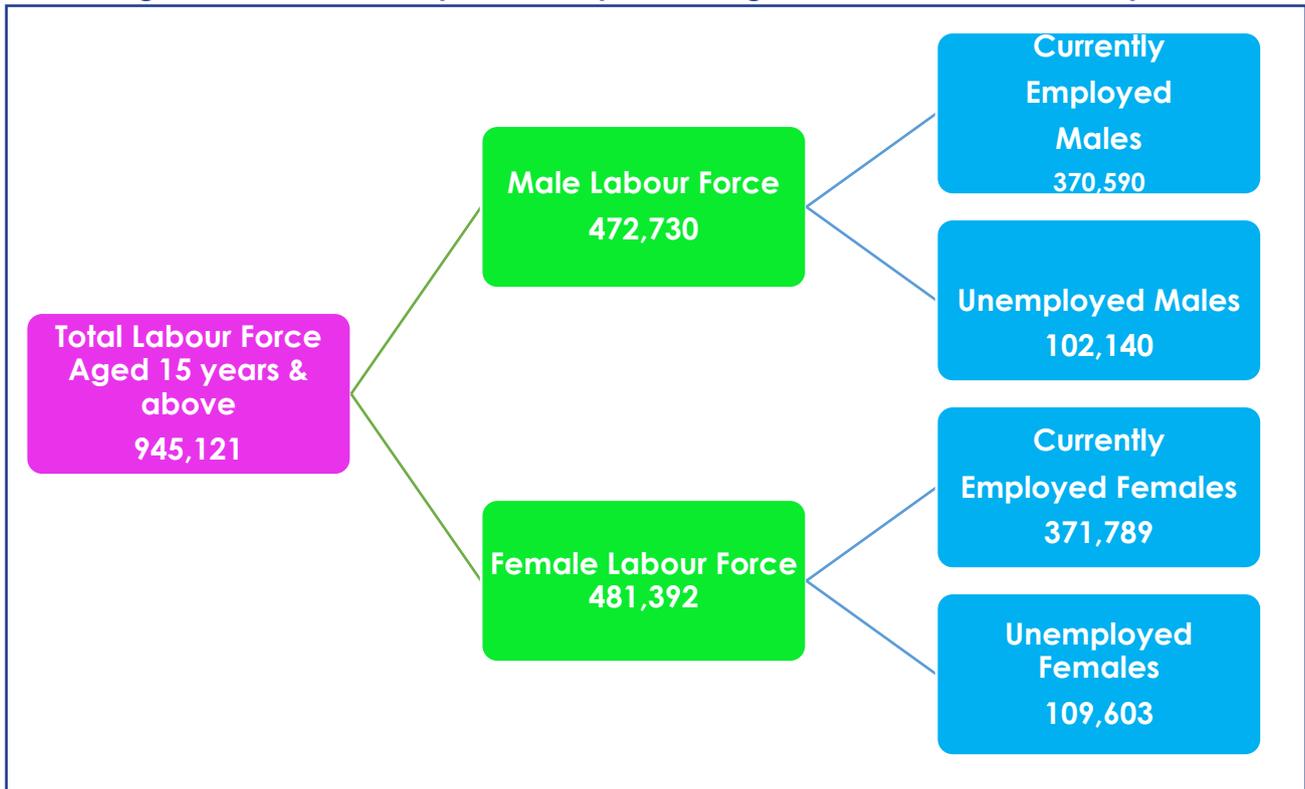
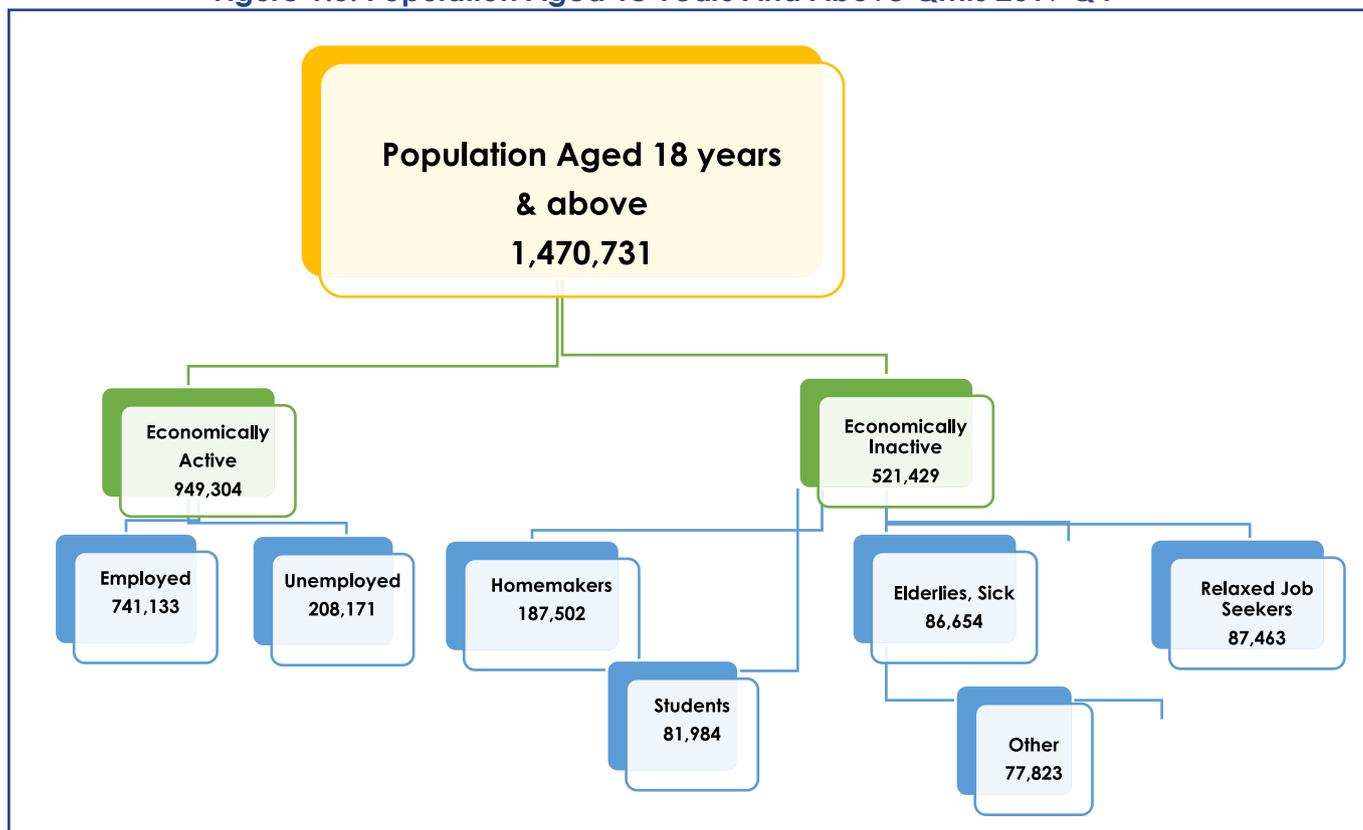


Figure 1.3: Population Aged 18 Years And Above Qmts 2019 Q4



2.3 Population Aged 18 years and Over

Figure 1.3 shows population aged 18 years and above. The total number of persons in this age was estimated at 1,470,731 of which 949,304 were economically active and 521,429 were economically inactive. The economically active or Labour Force consisted of 741,133 employed individuals and 208,171 unemployed.

2.4 Employment to Population Ratio (EPR)

The Employment to Population Ratio (EPR) reflects the extent to which a country's population is growing compared with creation of employment, that is, EPR is an indicator showing the ability of the economy to provide employment to its growing population. A decline in EPR may be considered as an indication of the economy's lack of capacity to absorb the growing number of the labour or general economic slowdown.

A high EPR value means that a large proportion of a country's population is employed, while a low value means that a large share of the population is not involved directly in market-related production activities, either because they are unemployed or (more likely) out of the labour force altogether.

The quarter four 2019 (October to December) Quarterly Multi Topic Survey estimated the overall Employment to Population Ratio of 45.9 percent, with males and females recording 49.8 and 42.5 percent respectively. The EPR decreased by 1.5 percent from 47.4 percent estimated for quarter three 2019, to 45.9 estimated for quarter 4 2019, (Table 1.1). The ratio for males was higher than their female counterparts for all the age groups except for age group 18-19 and 70-74. See Figure 1.4 below.

Figure 1.4: Employment to population Ratio by Age Group & Sex, QMTS 2019- Quarter 4

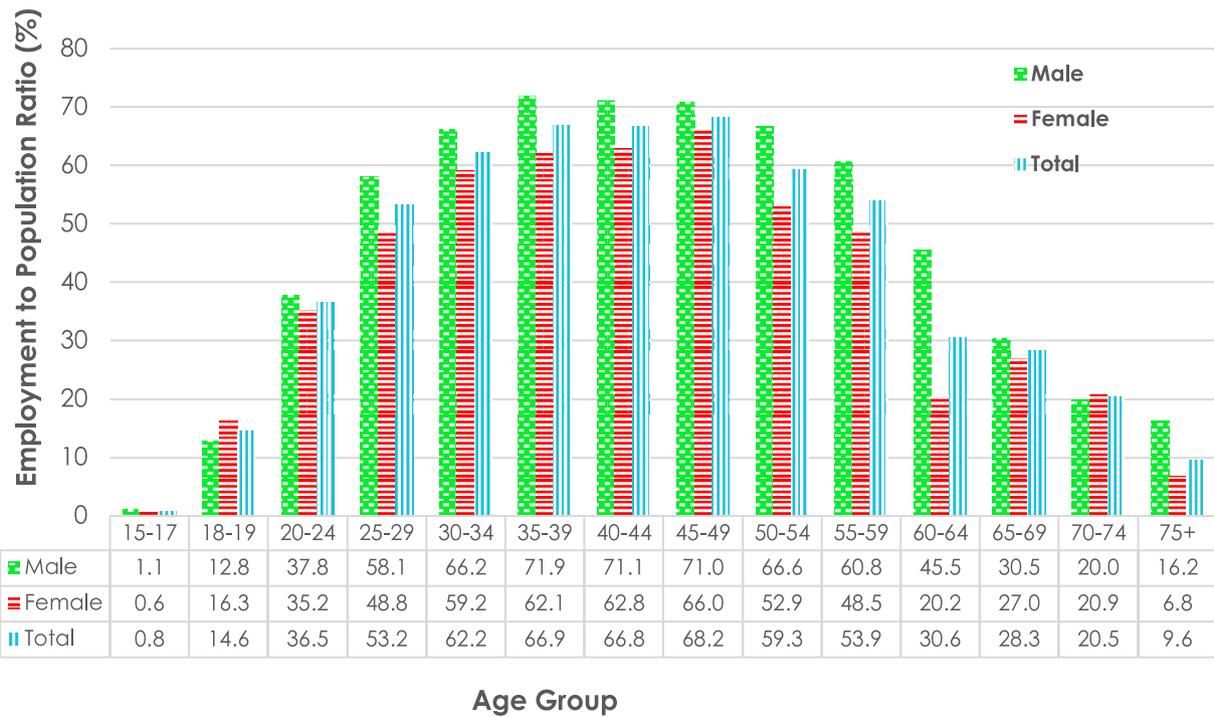


Table 1.1: Employment to Population Ratio (15 years and above) QMTS 2019 (October to December)

| Age Group | Population | | | Employed | | | Employment to Population Ratio | | | Q3 Total |
|--------------|----------------|----------------|------------------|----------------|----------------|----------------|--------------------------------|-------------|-------------|-------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | |
| 15-17 | 74,105 | 73,232 | 147,337 | 783 | 464 | 1,247 | 1.1 | 0.6 | 0.8 | 2.0 |
| 18-19 | 39,240 | 40,773 | 80,012 | 5,019 | 6,632 | 11,651 | 12.8 | 16.3 | 14.6 | 18.9 |
| 20-24 | 92,814 | 93,684 | 186,498 | 35,058 | 33,000 | 68,058 | 37.8 | 35.2 | 36.5 | 39.0 |
| 25-29 | 103,343 | 113,605 | 216,948 | 60,045 | 55,393 | 115,438 | 58.1 | 48.8 | 53.2 | 55.6 |
| 30-34 | 79,539 | 105,292 | 184,830 | 52,660 | 62,313 | 114,973 | 66.2 | 59.2 | 62.2 | 63.0 |
| 35-39 | 89,173 | 93,373 | 182,546 | 64,138 | 58,015 | 122,153 | 71.9 | 62.1 | 66.9 | 67.0 |
| 40-44 | 67,645 | 74,669 | 142,314 | 48,110 | 46,925 | 95,035 | 71.1 | 62.8 | 66.8 | 69.1 |
| 45-49 | 47,472 | 62,250 | 109,723 | 33,687 | 41,114 | 74,801 | 71.0 | 66.0 | 68.2 | 62.7 |
| 50-54 | 43,587 | 49,849 | 93,436 | 29,020 | 26,378 | 55,399 | 66.6 | 52.9 | 59.3 | 62.6 |
| 55-59 | 30,463 | 38,778 | 69,241 | 18,513 | 18,819 | 37,332 | 60.8 | 48.5 | 53.9 | 56.8 |
| 60-64 | 27,892 | 40,144 | 68,035 | 12,697 | 8,114 | 20,811 | 45.5 | 20.2 | 30.6 | 39.4 |
| 65-69 | 17,616 | 28,541 | 46,156 | 5,373 | 7,695 | 13,068 | 30.5 | 27.0 | 28.3 | 26.6 |
| 70-74 | 13,692 | 20,217 | 33,910 | 2,738 | 4,218 | 6,957 | 20.0 | 20.9 | 20.5 | 14.0 |
| 75+ | 16,999 | 40,082 | 57,082 | 2,748 | 2,709 | 5,457 | 16.2 | 6.8 | 9.6 | 8.8 |
| Total | 743,580 | 874,489 | 1,618,068 | 370,590 | 371,789 | 742,378 | 49.8 | 42.5 | 45.9 | 47.4 |

2.5 Labour Force Participation Rates (LFPR)

The total labour force participation rate by age group between males and females is displayed in **Figure 1.5**. The LFPR reflects the extent to which a country's working age group is economically active. The labour force participation rate is a measure of the proportion of a country's working-age population that engages actively in the labour market, either by working or looking for work; it provides an indication of the size of the supply of labour available to engage in the production of goods and services, relative to the population of working age group.

The total LFPR was estimated at 59.0 percent, with males recording 63.6 percent compared to 55.0 percent recorded for females. For both males and females, participation rate in economic activity were higher for age groups between 25-29 and 45-49 years. The highest rate was recorded for age group 35-39 at 83.7 percent, followed by age groups 40-44 and 30-34 with 80.4 and 79.9 percent respectively. From age group 55-59, the rate declined gradually until it reached 9.9 percent for age group 75 and above.

The total LFPR went down by 0.8 percent from 59.8 percent estimated in quarter three to 59.0 percent in quarter four, see **Table 1.2**.

Figure 1.5: Labour Force Participation Rate by Age Group & Sex, QMTS Q4 - 2019

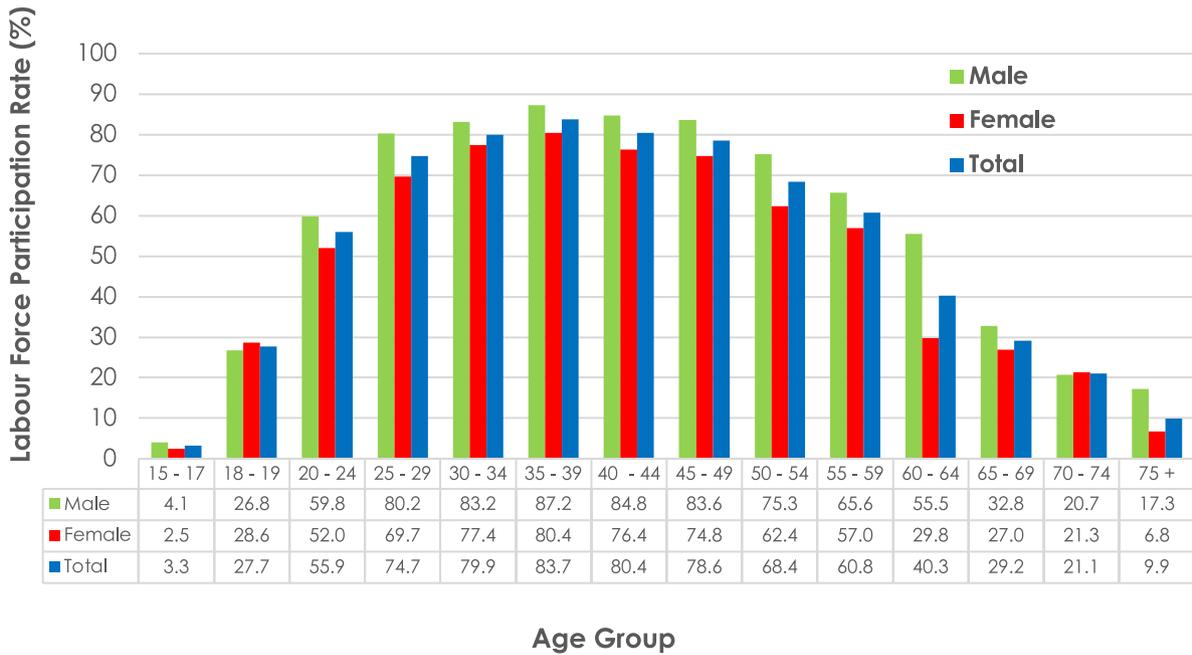


Table 1.2: Labour Force Participation Rates by Age Group and Sex, QMTS Q4 2019

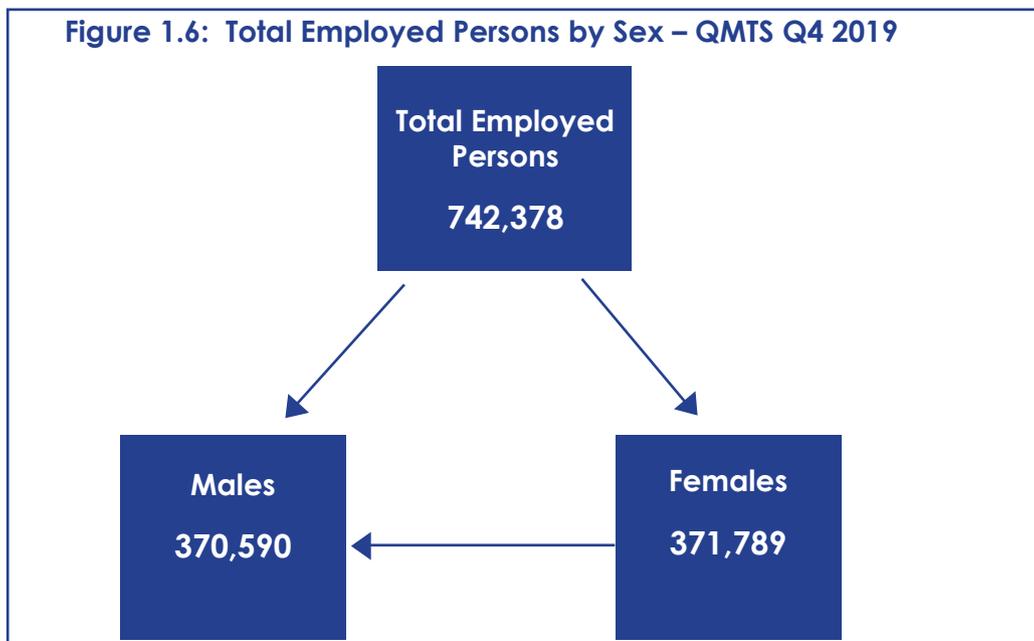
| Age Group | Total Population | | | Economically Active | | | Participation rate % | | | Q3 Total |
|--------------|------------------|----------------|------------------|---------------------|----------------|----------------|----------------------|-------------|-------------|-------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | |
| 15 - 17 | 74,105 | 73,232 | 147,337 | 3,020 | 1,799 | 4,819 | 4.1 | 2.5 | 3.3 | 4.6 |
| 18 - 19 | 39,240 | 40,773 | 80,012 | 10,522 | 11,672 | 22,194 | 26.8 | 28.6 | 27.7 | 33.7 |
| 20 - 24 | 92,814 | 93,684 | 186,498 | 55,483 | 48,725 | 104,208 | 59.8 | 52.0 | 55.9 | 57.5 |
| 25 - 29 | 103,343 | 113,605 | 216,948 | 82,881 | 79,188 | 162,069 | 80.2 | 69.7 | 74.7 | 74.1 |
| 30 - 34 | 79,539 | 105,292 | 184,830 | 66,168 | 81,465 | 147,634 | 83.2 | 77.4 | 79.9 | 80.2 |
| 35 - 39 | 89,173 | 93,373 | 182,546 | 77,781 | 75,097 | 152,878 | 87.2 | 80.4 | 83.7 | 82.1 |
| 40 - 44 | 67,645 | 74,669 | 142,314 | 57,353 | 57,029 | 114,382 | 84.8 | 76.4 | 80.4 | 81.3 |
| 45 - 49 | 47,472 | 62,250 | 109,723 | 39,696 | 46,554 | 86,250 | 83.6 | 74.8 | 78.6 | 75.1 |
| 50 - 54 | 43,587 | 49,849 | 93,436 | 32,808 | 31,096 | 63,904 | 75.3 | 62.4 | 68.4 | 70.4 |
| 55 - 59 | 30,463 | 38,778 | 69,241 | 19,984 | 22,090 | 42,075 | 65.6 | 57.0 | 60.8 | 63.3 |
| 60 - 64 | 27,892 | 40,144 | 68,035 | 15,472 | 11,959 | 27,431 | 55.5 | 29.8 | 40.3 | 44.2 |
| 65 - 69 | 17,616 | 28,541 | 46,156 | 5,786 | 7,695 | 13,481 | 32.8 | 27.0 | 29.2 | 29.3 |
| 70 - 74 | 13,692 | 20,217 | 33,910 | 2,840 | 4,312 | 7,152 | 20.7 | 21.3 | 21.1 | 16.8 |
| 75 + | 16,999 | 40,082 | 57,082 | 2,935 | 2,709 | 5,644 | 17.3 | 6.8 | 9.9 | 9.2 |
| Total | 743,580 | 874,489 | 1,618,068 | 472,730 | 481,391 | 954,121 | 63.6 | 55.0 | 59.0 | 59.8 |

2.6 Total Employed Population

2.6.1 Employed Population Characteristics (Population 15 years and above)

Employed persons refers to all persons who reported to have done some work (even if it was at least for an hour) in the specified reference period for pay or profit gain. Employed comprise of those in **Paid employment** or **Self-employment**. Paid employment includes those who did some work for wages or salary earnings (in cash or in kind payment) and those who were temporarily away for specific reasons but would definitely return to their paid jobs. Self-employment refers to those who work in their own businesses/ enterprises.

2.6.2 Total Employed Population

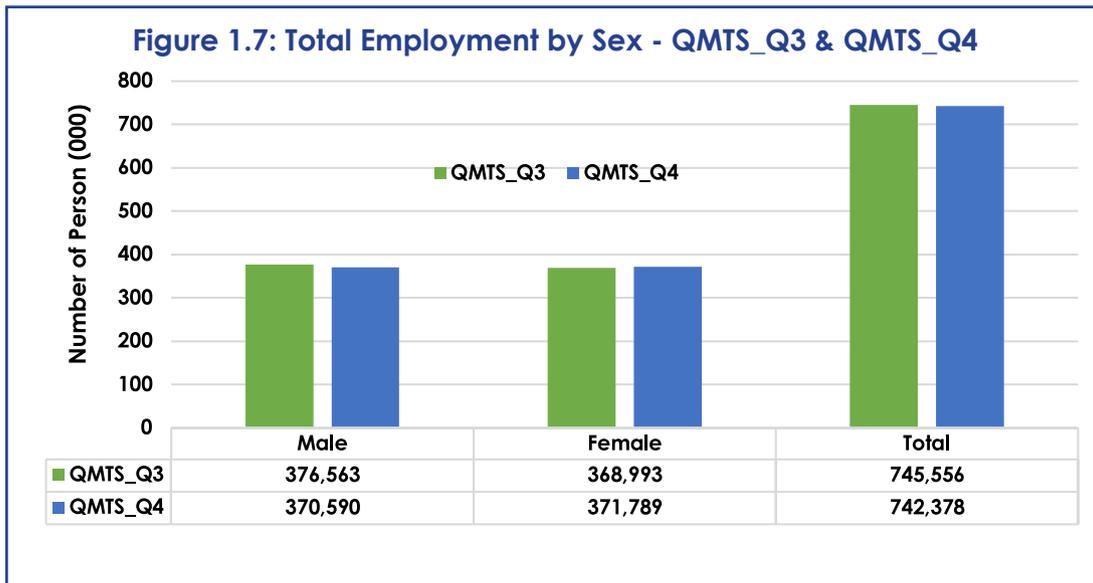


The total of 742,378 was recorded as total employment for the QMTS_Q4. From this total, 370,590 were males while 371,789 were females.

The comparison of total employment between quarter three (Q3) and quarter four (Q4) of 2019 shows that Q4 of 2019 recorded a total of 742,378 persons as total employed compared to 745,556 persons which was recorded in the Q3, showing a decline of 0.4 percent (3,178 persons) in total employment over a period of three months.

Employed females were estimated at 371,789, compared with 370,590 males in the fourth quarter of 2019, slightly higher by 0.2 percent (50.1 percent and 49.9 percent respectively). For Q3 males accounted for 50.5 percent of employed population, while females were at 49.5 percent.

Figure 1.7 below is a graphical presentation of total employment for Q3 and Q4 of 2019.



2.6.3 Total Employed by District

Table 1.3 below shows currently employed persons by the twenty – seven census districts in Botswana. Gaborone and Kweneng East districts had the majority of employed persons. Gaborone accounted for 14.2 percent of total employed persons, with Kweneng East share of total employment at 14.1 percent. South east census district was third at 7.7 percent.

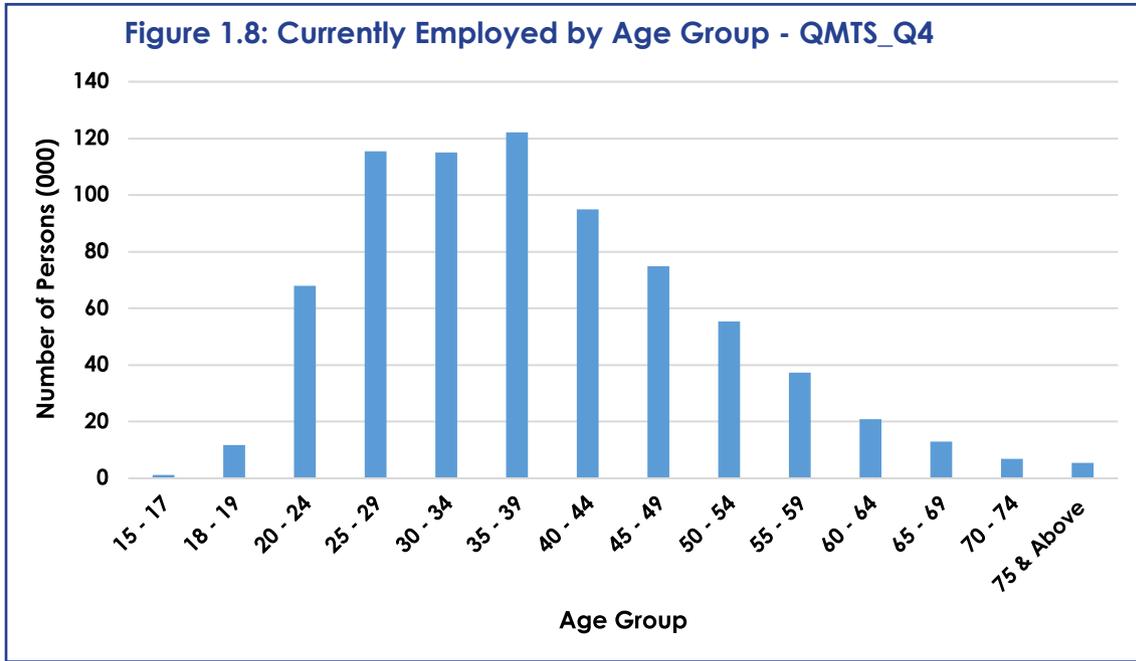
Table 1.3: Total Employed by District & Sex –QMTS_Q4

| District | Counts | | | Percentages (%) | | |
|-------------------------------|----------------|----------------|----------------|-----------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total |
| Gaborone | 56,221 | 49,167 | 105,388 | 15.2 | 13.2 | 14.2 |
| Francistown | 21,151 | 16,912 | 38,063 | 5.7 | 4.5 | 5.1 |
| Lobatse | 5,110 | 7,198 | 12,308 | 1.4 | 1.9 | 1.7 |
| Selibe Phikwe | 5,302 | 5,752 | 11,054 | 1.4 | 1.5 | 1.5 |
| Orapa | 3,018 | 1,509 | 4,526 | 0.8 | 0.4 | 0.6 |
| Jwaneng | 5,312 | 5,406 | 10,719 | 1.4 | 1.5 | 1.4 |
| Sowa | 888 | 772 | 1,659 | 0.2 | 0.2 | 0.2 |
| Ngwaketse | 11,357 | 11,995 | 23,351 | 3.1 | 3.2 | 3.1 |
| Borolong | 6,520 | 9,783 | 16,302 | 1.8 | 2.6 | 2.2 |
| Ngwaketse West | 1,802 | 2,125 | 3,927 | 0.5 | 0.6 | 0.5 |
| South East | 24,832 | 32,157 | 56,989 | 6.7 | 8.6 | 7.7 |
| Kweneng East | 54,883 | 50,067 | 104,950 | 14.8 | 13.5 | 14.1 |
| Kweneng West | 11,106 | 11,950 | 23,056 | 3.0 | 3.2 | 3.1 |
| Kgatleng | 21,609 | 13,417 | 35,027 | 5.8 | 3.6 | 4.7 |
| Central Serowe/Palapye | 23,440 | 23,180 | 46,620 | 6.3 | 6.2 | 6.3 |
| Central Mahalapye | 16,947 | 11,824 | 28,771 | 4.6 | 3.2 | 3.9 |
| Central Bobonong | 13,833 | 17,100 | 30,933 | 3.7 | 4.6 | 4.2 |
| Central Boteti | 17,563 | 19,665 | 37,227 | 4.7 | 5.3 | 5.0 |
| Central Tutume | 22,485 | 20,403 | 42,888 | 6.1 | 5.5 | 5.8 |
| North East | 7,815 | 10,235 | 18,051 | 2.1 | 2.8 | 2.4 |
| Ngamiland East | 12,985 | 12,647 | 25,632 | 3.5 | 3.4 | 3.5 |
| Ngamiland West | 6,260 | 12,126 | 18,386 | 1.7 | 3.3 | 2.5 |
| Chobe | 7,557 | 9,776 | 17,333 | 2.0 | 2.6 | 2.3 |
| Ghanzi | 4,596 | 8,451 | 13,048 | 1.2 | 2.3 | 1.8 |
| Kgalagadi South | 4,047 | 3,355 | 7,402 | 1.1 | 0.9 | 1.0 |
| Kgalagadi North | 3,951 | 4,815 | 8,766 | 1.1 | 1.3 | 1.2 |
| Total | 370,590 | 371,789 | 742,378 | 100.0 | 100.0 | 100.0 |

2.6.4 Employed By Age Group

Analysis of employment by age group is based on age groups categorized into five year age groups except for age group 15 -17 and 18 -19 and also 75 & above which included all those who were 75 and more.

Employment by age group is shown in **Tables 1.4a & 1.4b** and **Figure 1.8** below. The highest percentage of employed persons were in age group 35 -39 with 16.5 percent. Age groups 25-29 & 30-34 both recorded 15.5 percent while age group 40 -44 stood at 12.8 percent. Age groups 15 -17, 70 – 74 and 75 & above contributed the lowest percentages of employment, all recording less than 1 percent.



Comparison of employment by age groups for quarters three and four of 2019 shows declines in employed in the 18-19 through 20-29 age groups, and a marked increase in employment for age group 45-49 years. Age group 45 - 49 increased from 60,046 in Q3 to 74,801 in Q4, an increase of 14,755 persons. See [Figure 1.9](#) below.

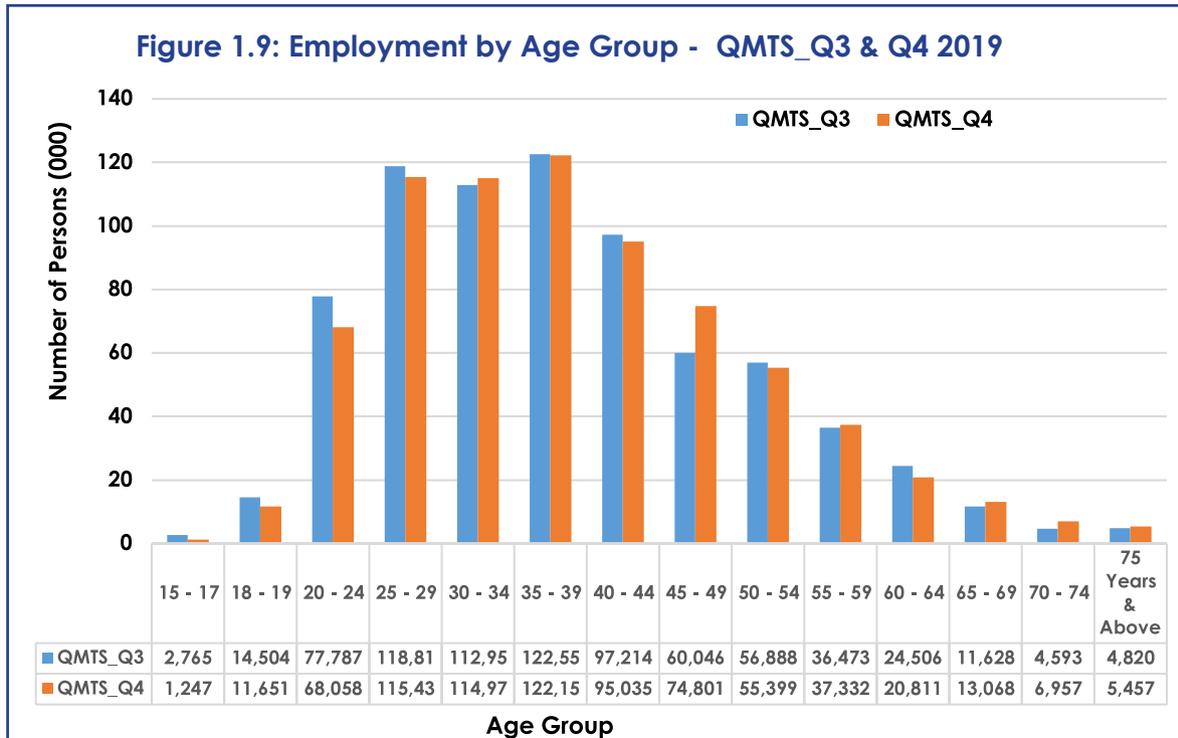


Table 1.4a: Currently Employed by Age Group (15 & above) and Sex – QMTS_Q4, 2019

| Age group | Counts | | | Percentages (%) | | |
|--------------|----------------|----------------|----------------|-----------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total |
| 15-17 | 783 | 464 | 1,247 | 0.2 | 0.1 | 0.2 |
| 18-19 | 5,019 | 6,632 | 11,651 | 1.4 | 1.8 | 1.6 |
| 20-24 | 35,058 | 33,000 | 68,058 | 9.5 | 8.9 | 9.2 |
| 25-29 | 60,045 | 55,393 | 115,438 | 16.2 | 14.9 | 15.5 |
| 30-34 | 52,660 | 62,313 | 114,973 | 14.2 | 16.8 | 15.5 |
| 35-39 | 64,138 | 58,015 | 122,153 | 17.3 | 15.6 | 16.5 |
| 40-44 | 48,110 | 46,925 | 95,035 | 13.0 | 12.6 | 12.8 |
| 45-49 | 33,687 | 41,114 | 74,801 | 9.1 | 11.1 | 10.1 |
| 50-54 | 29,020 | 26,378 | 55,399 | 7.8 | 7.1 | 7.5 |
| 55-59 | 18,513 | 18,819 | 37,332 | 5.0 | 5.1 | 5.0 |
| 60-64 | 12,697 | 8,114 | 20,811 | 3.4 | 2.2 | 2.8 |
| 65-69 | 5,373 | 7,695 | 13,068 | 1.4 | 2.1 | 1.8 |
| 70-74 | 2,738 | 4,218 | 6,957 | 0.7 | 1.1 | 0.9 |
| 75 & Above | 2,748 | 2,709 | 5,457 | 0.7 | 0.7 | 0.7 |
| Total | 370,590 | 371,789 | 742,378 | 100.0 | 100.0 | 100.0 |

Table 1.4b: Currently Employed by Age Group (18 & above) and Sex – QMTS-Q4 2019

| Age group | Counts | | | Percentages (%) | | |
|--------------|----------------|----------------|----------------|-----------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total |
| 18-19 | 5,019 | 6,632 | 11,651 | 1.4 | 1.8 | 1.6 |
| 20-24 | 35,058 | 33,000 | 68,058 | 9.5 | 8.9 | 9.2 |
| 25-29 | 60,045 | 55,393 | 115,438 | 16.2 | 14.9 | 15.6 |
| 30-34 | 52,660 | 62,313 | 114,973 | 14.2 | 16.8 | 15.5 |
| 35-39 | 64,138 | 58,015 | 122,153 | 17.3 | 15.6 | 16.5 |
| 40-44 | 48,110 | 46,925 | 95,035 | 13.0 | 12.6 | 12.8 |
| 45-49 | 33,687 | 41,114 | 74,801 | 9.1 | 11.1 | 10.1 |
| 50-54 | 29,020 | 26,378 | 55,399 | 7.8 | 7.1 | 7.5 |
| 55-59 | 18,513 | 18,819 | 37,332 | 5.0 | 5.1 | 5.0 |
| 60-64 | 12,697 | 8,114 | 20,811 | 3.4 | 2.2 | 2.8 |
| 65-69 | 5,373 | 7,695 | 13,068 | 1.5 | 2.1 | 1.8 |
| 70-74 | 2,738 | 4,218 | 6,957 | 0.7 | 1.1 | 0.9 |
| 75 & Above | 2,748 | 2,709 | 5,457 | 0.7 | 0.7 | 0.7 |
| Total | 369,807 | 371,325 | 741,132 | 100.0 | 100.0 | 100.0 |

2.6.5 Employed by Occupation

Occupation is described as the set of tasks and duties which are carried out by, or assigned to a person. Employment by occupation provides information on the distribution of employment across different occupational categories.

Employment by occupations showed that elementary and service/sales workers occupations were the most commonly reported categories. Elementary occupations recorded 27.6 percent of the total employment, followed by service/sales workers with 23.4 percent while craft & related trades workers was the third largest with 10.4 percent. See [Table 1.5](#).

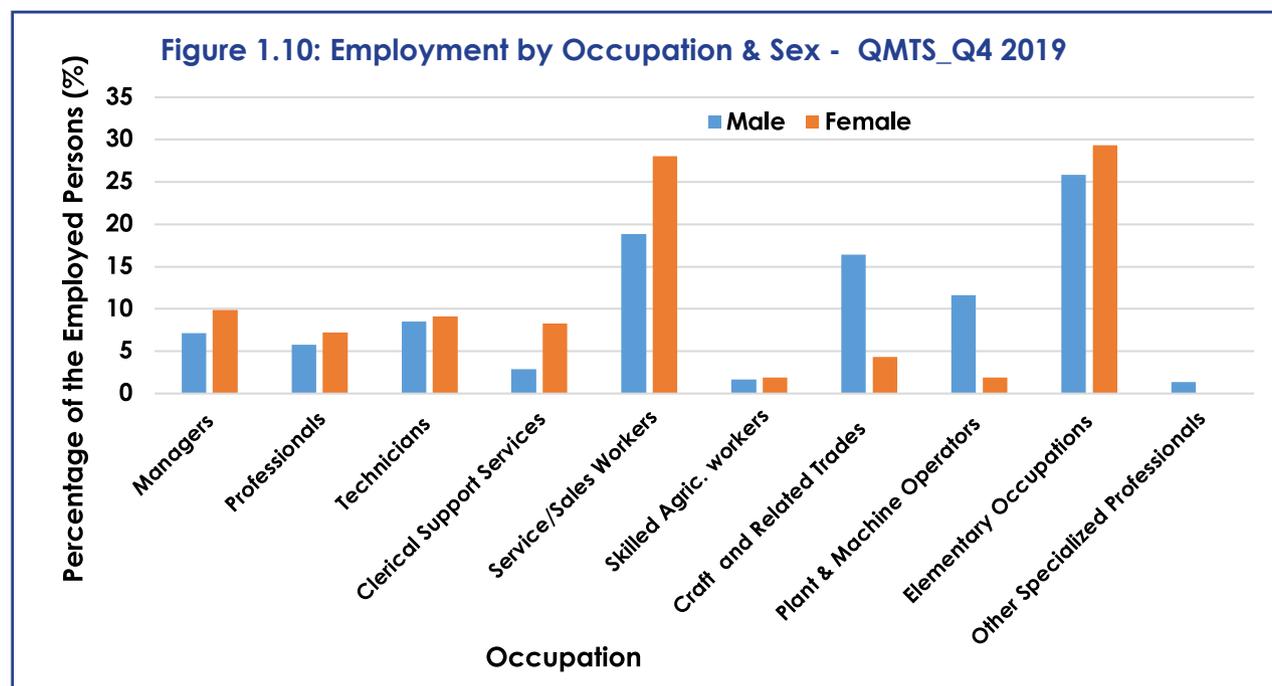


Table 1.5 below presents employment by occupation and sex. Overall, the majority of persons employed are in elementary occupations, at 27.6 percent. Within the elementary occupations there are more females compared to man. Females account for 53.2 percent of those engaged in elementary occupations, compared to males at 46.8 percent. The second highest occupation was the Service/Sales workers at 23.4 percent, which also had more females at 60.0 percent compared to males at 40.0 percent.

However males were more dominant in categories such as Plant & Machine Operators (95,798 for males compared to 6,994 for females) as well as in Craft & Related Trades Workers (60,842 and 16,173 respectively).

Table 1.5: Currently Employed by Occupation & Sex – Quarter 4 2019

| Occupation | Counts | | | Percentages (%) | | |
|---|----------------|----------------|----------------|-----------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total |
| Managers | 26,441 | 36,613 | 63,054 | 7.1 | 9.8 | 8.5 |
| Professionals | 21,340 | 26,940 | 48,280 | 5.8 | 7.2 | 6.5 |
| Technicians and Associate Professionals | 31,532 | 33,945 | 65,477 | 8.5 | 9.1 | 8.8 |
| Clerical Support Services | 10,587 | 30,876 | 41,463 | 2.9 | 8.3 | 5.6 |
| Service/Sales Workers | 69,697 | 104,340 | 174,037 | 18.8 | 28.1 | 23.4 |
| Skilled Agric. Forestry and Fishery | 6,152 | 6,929 | 13,081 | 1.7 | 1.9 | 1.8 |
| Craft and Related Trades Workers | 60,842 | 16,173 | 77,015 | 16.4 | 4.4 | 10.4 |
| Plant & Machine Operators | 43,187 | 6,994 | 50,180 | 11.7 | 1.9 | 6.8 |
| Elementary Occupations | 95,798 | 108,979 | 204,777 | 25.9 | 29.3 | 27.6 |
| Other Specialized Professionals | 5,014 | - | 5,014 | 1.4 | - | 0.7 |
| Total | 370,590 | 371,789 | 742,378 | 100.0 | 100.0 | 100.0 |

2.6.6 Employed by Sector/ Employer category

Sector /employer category refers to whom an employee works for, for example central government, private sector, parastatals etc.

Table 1.6 and **Figure 1.11** below is the presentation of employment by sector. Private sector was the leading employer contributing 33.8 percent (250,778 persons) followed by Central Government with 17.9 percent (132,712 persons) of total employment. Self-employment in own business/enterprise paid or unpaid was the third largest constituting 16.4 percent (121,753 persons).

Those who worked in own/household farming and products which were mainly for sale constituted 1.2 percent of total employed. Those who were engaged in piece jobs recorded 7.1 percent.

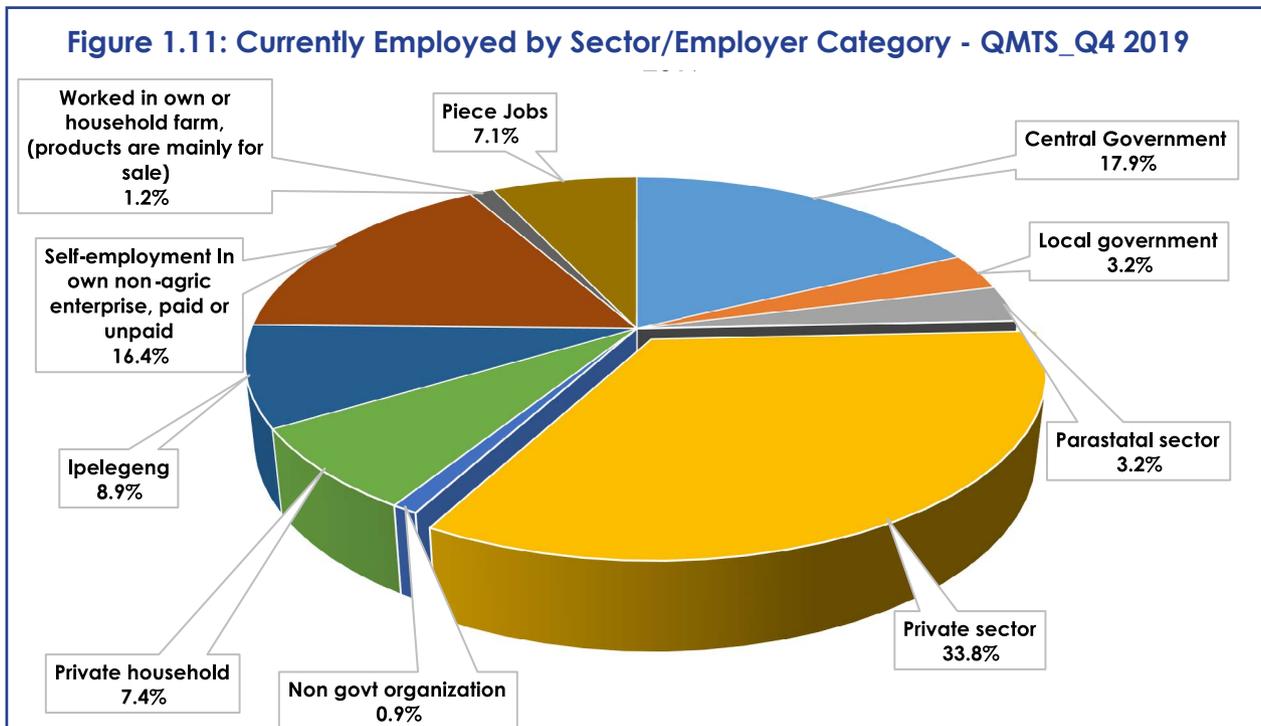


Table 1.6: Currently Employed by Sector/ Employer Category & Sex – Quarter 4 2019

| Sector/Employer Category | Counts | | | Percentages (%) | | |
|-----------------------------------|----------------|----------------|----------------|-----------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total |
| Central government | 57,601 | 75,111 | 132,712 | 15.5 | 20.2 | 17.9 |
| local government | 11,521 | 12,552 | 24,073 | 3.1 | 3.4 | 3.2 |
| Parastatal sector | 13,521 | 9,976 | 23,497 | 3.6 | 2.7 | 3.2 |
| Private sector | 134,660 | 116,118 | 250,778 | 36.3 | 31.2 | 33.8 |
| Non-Government organization | 3,754 | 3,086 | 6,839 | 1.0 | 0.8 | 0.9 |
| Private household | 33,979 | 21,301 | 55,281 | 9.2 | 5.7 | 7.4 |
| Ipelegeng | 19,205 | 46,823 | 66,028 | 5.2 | 12.6 | 8.9 |
| Self-employment In own enterprise | 52,327 | 69,427 | 121,753 | 14.1 | 18.7 | 16.4 |
| Worked in own or household farm | 3,701 | 5,013 | 8,714 | 1.0 | 1.3 | 1.2 |
| Piece Jobs | 40,322 | 12,382 | 52,704 | 10.9 | 3.3 | 7.1 |
| Total | 370,590 | 371,789 | 742,378 | 100.0 | 100.0 | 100.0 |

2.6.7 Employed by Industry/Economic Activity

Industry refers to the main product, services or type of activities performed or offered at the place of work (where the person work).

Figure 1.12 and **Table 1.7** presents currently employed persons by industry. Public administration was the highest employer at 19.9 percent (147,419 persons). Wholesale & Retail Trade was the second largest industry contributing 18.2 percent (135,046 persons) of the total employment for the last quarter of 2019 (October to December). Education, Construction, Manufacturing and Agriculture each contributed 8.9, 8.1, 7.8 and 7.0 percent respectively.

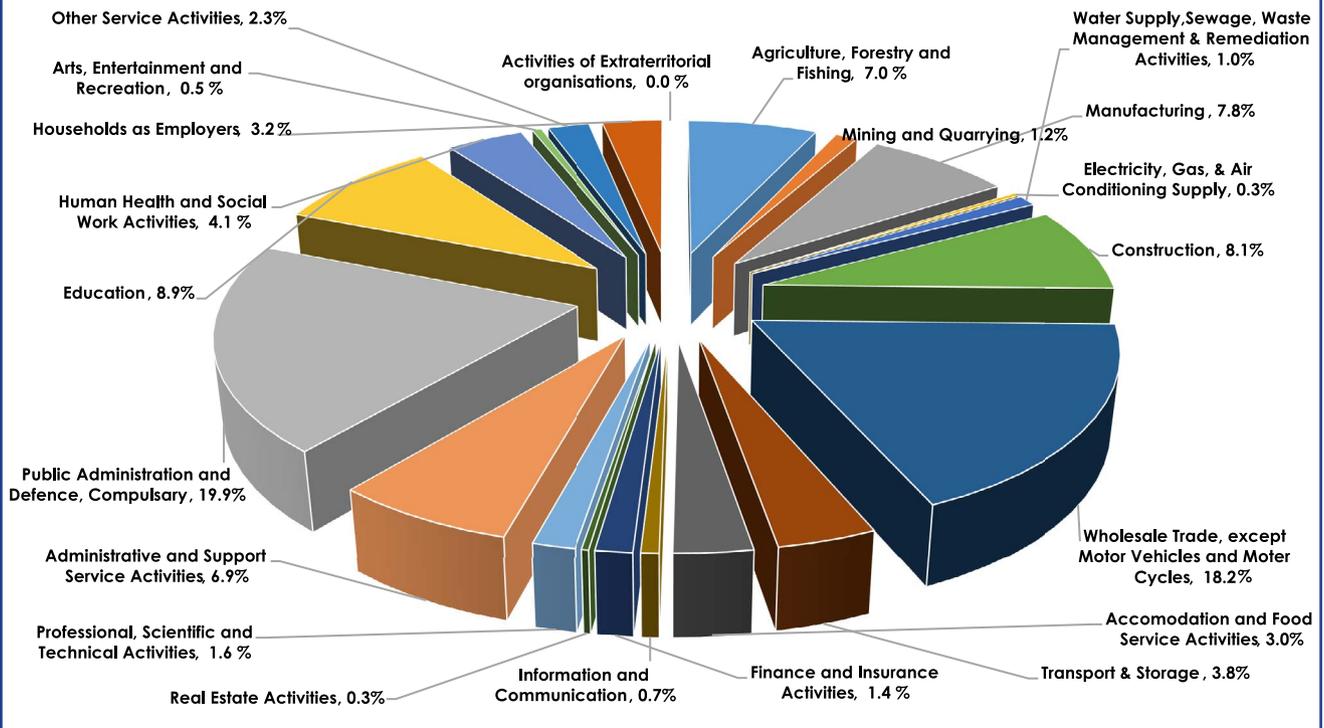
Within industries, males were dominant in construction, Mining & Quarrying, Electricity, gas & air conditioning, Transport & storage, and Agriculture, accounting for 75 percent and over in each of the industries.

Females were mostly in Household as employers (private households) where most of them are working as domestic personnel (house helpers). Arts, entertainment & recreation and Accommodation and food services industries employ significantly more females than males, each having over 80 percent of female employees.

Table 1.7: Currently Employed by Industry/ Economic Activity & Sex

| Industry | Counts | | | Percentages (%) | | |
|--|----------------|----------------|----------------|-----------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total |
| Agriculture, Forestry and Fishing | 38,754 | 12,952 | 51,706 | 10.5 | 3.5 | 7.0 |
| Mining and Quarrying | 7,910 | 946 | 8,856 | 2.1 | 0.3 | 1.2 |
| Manufacturing | 31,233 | 26,417 | 57,650 | 8.4 | 7.1 | 7.8 |
| Electricity, Gas, & Air Conditioning Supply | 1,866 | 298 | 2,164 | 0.5 | 0.1 | 0.3 |
| Water Supply and, Waste Management | 5,730 | 1,881 | 7,611 | 1.5 | 0.5 | 1 |
| Construction | 54,654 | 5,470 | 60,124 | 14.7 | 1.5 | 8.1 |
| Wholesale and Retail Trade | 50,350 | 84,697 | 135,046 | 13.6 | 22.8 | 18.2 |
| Transport & Storage | 22,414 | 5,490 | 27,905 | 6.0 | 1.5 | 3.8 |
| Accommodation and Food Service | 5,512 | 16,559 | 22,071 | 1.5 | 4.5 | 3 |
| Information and Communication | 2,988 | 2,044 | 5,032 | 0.8 | 0.5 | 0.7 |
| Finance and Insurance Activities | 2,691 | 7,674 | 10,364 | 0.7 | 2.1 | 1.4 |
| Real Estate Activities | 654 | 1,343 | 1,997 | 0.2 | 0.4 | 0.3 |
| Professional, Scientific and Technical | 5,063 | 6,969 | 12,032 | 1.4 | 1.9 | 1.6 |
| Administrative and Support Service | 31,932 | 19,216 | 51,148 | 8.6 | 5.2 | 6.9 |
| Public Administration | 65,254 | 82,164 | 147,419 | 17.6 | 22.1 | 19.9 |
| Education | 19,525 | 46,457 | 65,982 | 5.3 | 12.5 | 8.9 |
| Human Health and Social Work | 11,574 | 19,120 | 30,694 | 3.1 | 5.1 | 4.1 |
| Arts, Entertainment and Recreation | 736 | 3,006 | 3,742 | 0.2 | 0.8 | 0.5 |
| Other Service Activities | 7,818 | 8,935 | 16,753 | 2.1 | 2.4 | 2.3 |
| Households as Employers | 3,687 | 20,151 | 23,838 | 1.0 | 5.4 | 3.2 |
| Activities of Extraterritorial Organizations | 244 | - | 244 | 0.1 | - | 0.0 |
| Total | 370,590 | 371,789 | 742,378 | 100.0 | 100.0 | 100.0 |

Figure 1.12: Currently Employed by Industry - QMTS_Q4 2019



2.6.8 Total Employment by Strata

For this part data is presented using three strata being Cities & Towns, Urban villages and rural areas.

Table 1.8 and **Figure 1.13** show employment by Strata. Urban villages had a high proportion of people in employment with 45.6 percent, followed by rural areas with 29.7 percent and Cities & Towns with 24.7 percent.

Comparing Q3 and Q4 of 2019, urban areas and rural areas recorded increase in employment whereas cities & towns had a decline. Employment for urban areas increased from 42.9 percent in Q3 to 45.9 percent in Q4 while for rural areas it increased from 28.7 percent in Q3 to 29.7 percent in Q4. Cities & towns decreased from 26.2 percent in Q3 to 24.7 percent in Q4.

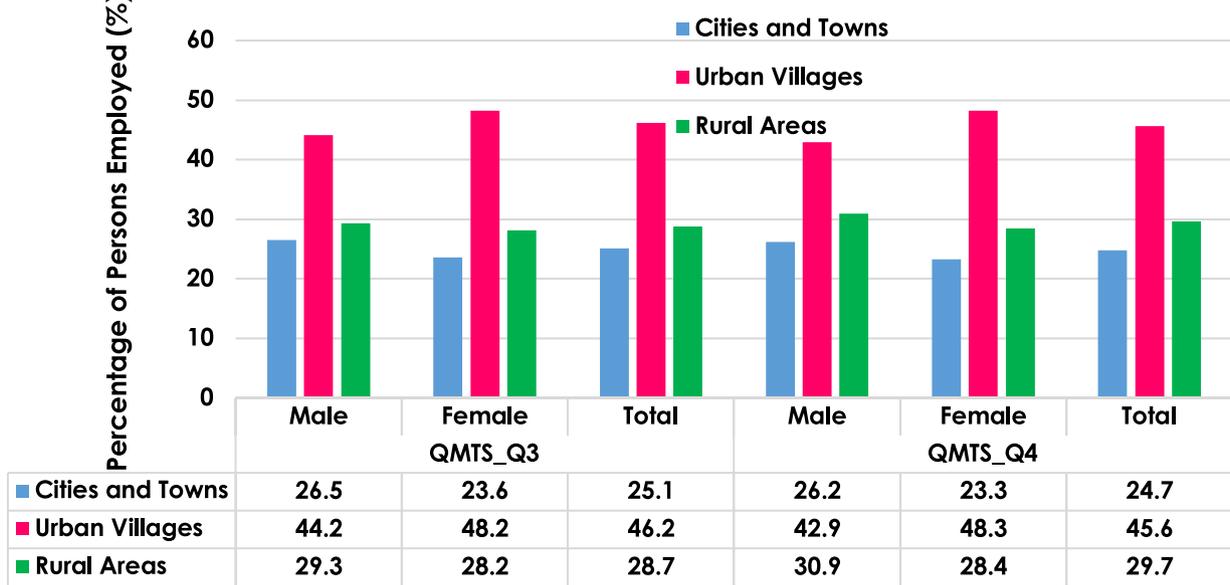
Table 1.8: Currently Employed by Strata & Sex

| Strata | QMTS_Q3 | | | QMTS_Q4 | | |
|------------------|----------------|----------------|----------------|----------------|----------------|----------------|
| | Male | Female | Total | Male | Female | Total |
| Cities and Towns | 99,897 | 87,121 | 187,017 | 97,002 | 86,716 | 183,718 |
| Urban Villages | 166,332 | 177,894 | 344,226 | 158,944 | 179,442 | 338,385 |
| Rural Areas | 110,333 | 103,979 | 214,312 | 114,644 | 105,631 | 220,275 |
| Total | 376,563 | 368,993 | 745,556 | 370,590 | 371,789 | 742,378 |

Percentages (%)

| Strata | QMTS_Q3 | | | QMTS_Q4 | | |
|------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total |
| Cities and Towns | 26.5 | 23.6 | 25.1 | 26.2 | 23.3 | 24.7 |
| Urban Villages | 44.2 | 48.2 | 46.2 | 42.9 | 48.3 | 45.6 |
| Rural Areas | 29.3 | 28.2 | 28.7 | 30.9 | 28.4 | 29.7 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

Figure 1.13: Currently Employed By Strata & Sex - QMTS Q3 & Q4 2019



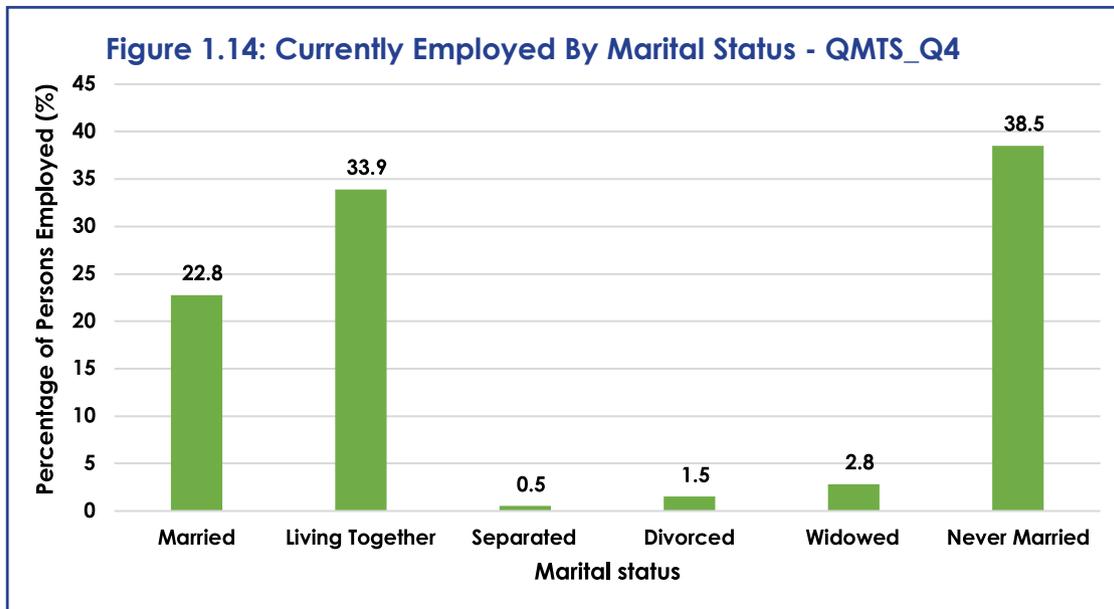
2.6.9 Employed by Marital Status

Employed persons by marital status showed that never married, followed by the living together and the married contribute more in the total employment in Botswana. The never married contributed 38.5 percent of employed persons while those who are living together recorded 33.9 percent followed by the married persons with 22.8 percent. *See Table 1.9 and Figure 1.14 below.*

Employment by marital status and occupation showed that the majority of the people in the never married and living together status were working in the elementary and service/sale workers occupations. *See Tables M3 and M4 in the Appendix 3.*

Table 1.9: Currently Employed by Marital Status & Sex

| Marital status | Counts | | | Percentages (%) | | |
|-----------------|----------------|----------------|----------------|-----------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total |
| Married | 92,114 | 76,830 | 168,943 | 24.9 | 20.7 | 22.8 |
| Living Together | 136,294 | 115,271 | 251,565 | 36.8 | 31.0 | 33.9 |
| Separated | 1,889 | 1,987 | 3,877 | 0.5 | 0.5 | 0.5 |
| Divorced | 3,087 | 8,091 | 11,178 | 0.8 | 2.2 | 1.5 |
| Widowed | 4,362 | 16,609 | 20,971 | 1.2 | 4.5 | 2.8 |
| Never Married | 132,844 | 153,001 | 285,845 | 35.8 | 41.2 | 38.5 |
| Total | 370,590 | 371,789 | 742,378 | 100.0 | 100.0 | 100.0 |



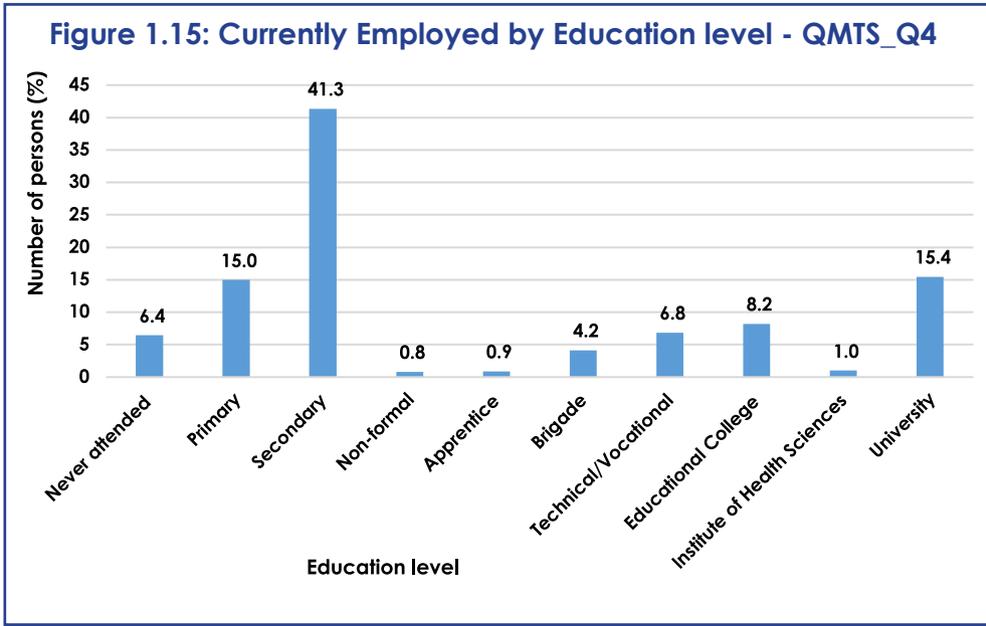
2.6.10 Employed by Education

Employment by education level shows that people who completed secondary school education contributed 41.3 percent of the overall employment, followed by university level with 15.4 percent and primary with 15.0 percent. *See table 1.10 and figure 1.15.* This observation to some extent explains the high numbers of employment in Elementary and Service/sales workers industries presented in *Section 2.6.7: Employment by Industry/Economic activity.*

Table M6 (appendix tables) showed that majority (60.8 percent) of the total employed person have not completed/done any training. These are those in the never attended, primary, secondary and non-formal educational level categories.

Table 1.10: Currently Employed by Educational level & Sex

| Educational level | Counts | | | Percentages (%) | | |
|------------------------------|----------------|----------------|----------------|-----------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total |
| Never attended | 29,292 | 18,449 | 47,741 | 7.9 | 5.0 | 6.4 |
| Primary | 56,414 | 54,598 | 111,013 | 15.2 | 14.7 | 15.0 |
| Secondary | 149,422 | 157,487 | 306,908 | 40.3 | 42.4 | 41.3 |
| Non-formal | 3,136 | 2,699 | 5,835 | 0.8 | 0.7 | 0.8 |
| Apprentice | 5,940 | 598 | 6,538 | 1.6 | 0.2 | 0.9 |
| Brigade | 20,226 | 10,582 | 30,809 | 5.5 | 2.8 | 4.2 |
| Technical/Vocational | 25,979 | 24,806 | 50,785 | 7.0 | 6.7 | 6.8 |
| Educational College | 23,873 | 36,912 | 60,785 | 6.4 | 9.9 | 8.2 |
| Institute of Health Sciences | 2,166 | 5,197 | 7,363 | 0.6 | 1.4 | 1.0 |
| University | 54,140 | 60,461 | 114,601 | 14.6 | 16.3 | 15.4 |
| Total | 370,590 | 371,789 | 742,378 | 100.0 | 100.0 | 100.0 |



3.0 FORMAL SECTOR EMPLOYMENT, QMTS Q4 2019

3.1 Formal Sector Employment

This section presents information on Formal Sector Employment from the 2019 QMTS. The module was administered to individuals aged 15 years and above.

Formal sector employment refers to work in an establishment which is registered as a company, keeps set of formal accounts and has employed five or more employees. In general Formal Sector Employment comprise of people who are working in the companies which fall under the following categories:

1. Companies which are formally registered with

- Tax Authorities
- Department of Trade and Industry
- Professional Institutions

2. The threshold for Formal Sector Employment Surveys in terms of employment in Botswana include companies employing 5 employees and above.

3. The Companies or Businesses must have an office or a permanent structure of location, they are not supposed to be operating in Households.

Total formal sector employment was recorded at 485,524 of which 237,296 were males (48.9 percent) and 248,228 (51.1 percent) were females (**Table 1.9a**).

Comparison of the fourth quarter of QMTS Formal Sector Employment with the third quarter 2019 shows that there has been an increase in employment. The employment increased from 483,814 persons to 485, 524 persons. This is an increase of 0.4 percent (1,710 persons).

3.1.1 Formal Employment by Industry, Citizenship and Sex

Table 1.9a and **Table 1.9b** show formal sector employment by citizenship. The tables show that out of the 485,524 Formal Sector Employment, 16, 949 were non-citizens, (3.5 percent), while 468,575 were citizens, (96.5 percent). At industry level, Education had more non-citizens employment, recording 25.2 percent (4,269 persons), followed by Construction and Human Health and Social Work Activities with 21.2 (3,600 persons) and 18.1 percent (3,069 persons).

Formal Sector Employment by Industry shows that Public Administration had the largest portion of employment at 30.3 percent (147,091 persons), followed by Education with 13.2 percent (63,939 persons) and Wholesale, Retail & Repair of Motor Vehicles with 12.6 percent (60,962 persons) of total employment.

At industry level, Accommodation and Food Service Industry have employed more females, accounting for 74.2 percent of employees working in the industry, followed by Education with 70.6 percent. Mining & Quarrying and Construction were the two industries which have employed lowest proportion of females recording 9.4 percent and 12.9 percent of female employees.

Table 1.9a: Formal Sector Employment by Industry and Citizenship, QMTS 2019 Q4

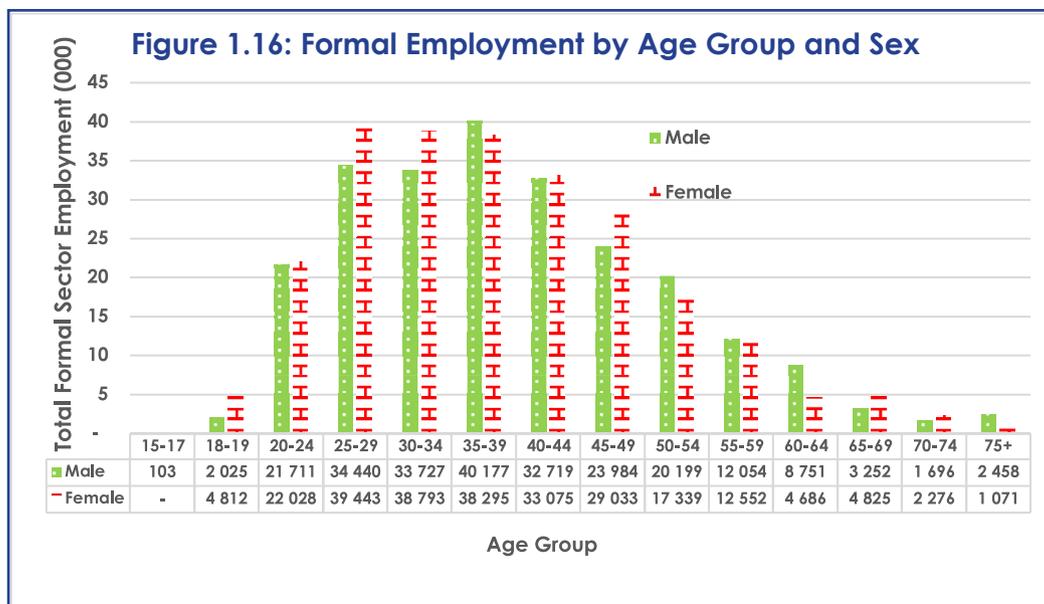
| Sector/ Economic Activity | Quarter 4 2019 | | | | | | | | | Quarter 3 2019 Total |
|--|----------------|----------------|----------------|---------------|--------------|---------------|----------------|----------------|----------------|----------------------|
| | Citizens | | | Non-Citizens | | | All Employees | | | |
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | |
| Agriculture, Forestry and Fishing | 4,281 | 4,488 | 8,769 | 187 | 157 | 345 | 4,468 | 4,645 | 9,114 | 11,987 |
| Mining and Quarrying | 7,378 | 763 | 8,141 | - | - | - | 7,378 | 763 | 8,141 | 9,255 |
| Manufacturing | 17,688 | 11,717 | 29,405 | 1,719 | - | 1,719 | 19,407 | 11,717 | 31,124 | 28,829 |
| Electricity, Gas, & Air Supply | 1,866 | 298 | 2,164 | - | - | - | 1,866 | 298 | 2,164 | 2,437 |
| Water Supply and Waste Management | 4,893 | 1,635 | 6,529 | - | - | - | 4,893 | 1,635 | 6,529 | 6,064 |
| Construction of Buildings | 17,492 | 3,137 | 20,629 | 3,600 | - | 3,600 | 21,092 | 3,137 | 24,229 | 22,098 |
| Wholesale, Retail & Repair of Motor Vehicles | 30,366 | 28,909 | 59,275 | 1,011 | 676 | 1,687 | 31,377 | 29,585 | 60,962 | 65,084 |
| Transport & Storage | 11,186 | 3,999 | 15,186 | - | - | - | 11,186 | 3,999 | 15,186 | 14,006 |
| Accommodation and Food Service | 4,445 | 12,782 | 17,226 | - | - | - | 4,445 | 12,782 | 17,226 | 19,812 |
| Information and Communication | 2,230 | 1,870 | 4,100 | 327 | - | 327 | 2,557 | 1,870 | 4,427 | 5,390 |
| Finance and Insurance Activities | 2,279 | 7,399 | 9,678 | 412 | - | 412 | 2,691 | 7,399 | 10,090 | 12,509 |
| Real Estate Activities | 654 | 778 | 1,433 | - | - | - | 654 | 778 | 1,433 | 1,540 |
| Professional, Scientific and Technical | 3,854 | 5,200 | 9,055 | 358 | - | 358 | 4,212 | 5,200 | 9,413 | 11,451 |
| Administrative and Support Service | 22,698 | 14,437 | 37,135 | 353 | 314 | 666 | 23,051 | 14,751 | 37,801 | 36,645 |
| Public Administration | 64,744 | 82,074 | 146,819 | 272 | - | 272 | 65,016 | 82,074 | 147,091 | 140,280 |
| Education | 16,498 | 43,172 | 59,670 | 2,276 | 1,992 | 4,269 | 18,774 | 45,164 | 63,939 | 58,034 |
| Human Health and Social Work Activities | 7,221 | 15,613 | 22,834 | 1,984 | 1,085 | 3,069 | 9,205 | 16,698 | 25,903 | 28,702 |
| Arts, Entertainment and Recreation | 272 | 2,619 | 2,890 | - | - | - | 272 | 2,619 | 2,890 | 3,329 |
| Other Service Activities | 4,507 | 2,886 | 7,393 | - | 227 | 227 | 4,507 | 3,113 | 7,620 | 5,836 |
| Activities of Extraterritorial Organizations | 244 | - | 244 | - | - | - | 244 | - | 244 | 202 |
| Not Stated | - | - | - | - | - | - | - | - | - | 323 |
| Total | 224,798 | 243,777 | 468,575 | 12,498 | 4,452 | 16,949 | 237,296 | 248,229 | 485,524 | 483,814 |

Table 1.9b: Percentage of Formal Sector Employment by Industry and Citizenship, QMTS 2019 Q4

| Sector/ Economic Activity | Citizens | | | Non-Citizens | | | All Employees | | |
|--|--------------|--------------|--------------|--------------|--------------|--------------|---------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, Forestry and Fishing | 1.9 | 1.8 | 1.9 | 1.5 | 3.5 | 2.0 | 1.9 | 1.9 | 1.9 |
| Mining and Quarrying | 3.3 | 0.3 | 1.7 | - | - | - | 3.1 | 0.3 | 1.7 |
| Manufacturing | 7.9 | 4.8 | 6.3 | 13.8 | - | 10.1 | 8.2 | 4.7 | 6.4 |
| Electricity, Gas, & Air Supply | 0.8 | 0.1 | 0.5 | - | - | - | 0.8 | 0.1 | 0.4 |
| Water Supply and Waste Management | 2.2 | 0.7 | 1.4 | - | - | - | 2.1 | 0.7 | 1.3 |
| Construction of Buildings | 7.8 | 1.3 | 4.4 | 28.8 | - | 21.2 | 8.9 | 1.3 | 5.0 |
| Wholesale, Retail & Repair of Motor Vehicles | 13.5 | 11.9 | 12.7 | 8.1 | 15.2 | 10.0 | 13.2 | 11.9 | 12.6 |
| Transport & Storage | 5.0 | 1.6 | 3.2 | - | - | - | 4.7 | 1.6 | 3.1 |
| Accommodation and Food Service | 2.0 | 5.2 | 3.7 | - | - | - | 1.9 | 5.1 | 3.5 |
| Information and Communication | 1.0 | 0.8 | 0.9 | 2.6 | - | 1.9 | 1.1 | 0.8 | 0.9 |
| Finance and Insurance Activities | 1.0 | 3.0 | 2.1 | 3.3 | - | 2.4 | 1.1 | 3.0 | 2.1 |
| Real Estate Activities | 0.3 | 0.3 | 0.3 | - | - | - | 0.3 | 0.3 | 0.3 |
| Professional, Scientific and Technical | 1.7 | 2.1 | 1.9 | 2.9 | - | 2.1 | 1.8 | 2.1 | 1.9 |
| Administrative and Support Service | 10.1 | 5.9 | 7.9 | 2.8 | 7.1 | 3.9 | 9.7 | 5.9 | 7.8 |
| Public Administration | 28.8 | 33.7 | 31.3 | 2.2 | - | 1.6 | 27.4 | 33.1 | 30.3 |
| Education | 7.3 | 17.7 | 12.7 | 18.2 | 44.7 | 25.2 | 7.9 | 18.2 | 13.2 |
| Human Health and Social Work Activities | 3.2 | 6.4 | 4.9 | 15.9 | 24.4 | 18.1 | 3.9 | 6.7 | 5.3 |
| Arts, Entertainment and Recreation | 0.1 | 1.1 | 0.6 | - | - | - | 0.1 | 1.1 | 0.6 |
| Other Service Activities | 2.0 | 1.2 | 1.6 | - | 5.1 | 1.3 | 1.9 | 1.3 | 1.6 |
| Activities of Extraterritorial Organizations | 0.1 | - | 0.1 | - | - | - | 0.1 | - | 0.1 |
| Total | 100.0 | 100.0 | 100.0 |

3.1.2 Formal Sector Employment by Age Group and Sex

Figure 1.16 shows that persons employed in the Formal Sector are largely concentrated in the ages 25 to 44 years, with age group 35-39 recording the highest employment with 16.2 percent (78,473 persons). The 25-29 years age group follows with 16.0 percent (73,883 persons). Age groups 30-34 and 40-44 recorded 14.9 (72,520 persons) and 13.6 (65,792 persons) percent respectively. The figure shows that from age group 18-19 to 30-34, female formal sector employment was above male employment. The same scenario is observed for age groups 40-44 to 45-49.



3.1.3 Formal Sector Employment by District and Sex

Table 1.10a and **Table 1.10b** show that Gaborone recorded the highest number of people working in Formal Sector, recording 16.6 percent, followed by Kweneng East with 14.3 percent and Central Serowe with 5.8 percent. Males were dominating in formal sector employment almost in all the Cities, except Lobatse recording 52.1 percent of female Formal Sector Employment. More females in formal employment were recorded in all the district except Kgatleng, Ngamiland East, Kweneng East, Central Mahalapye and Central Tutume. Generally females dominated their male counterparts in Formal Sector Employment constituting 51.1 percent as compared to the 48.9 percent of male contribution.

Table 1.10a: Formal Sector Employment by District, Citizenship and Sex Q4

| District | Citizens | | | Non-Citizens | | | All Employees | | | Q3 Total |
|-------------------|----------------|----------------|----------------|---------------|--------------|---------------|----------------|----------------|----------------|----------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | |
| Gaborone | 39,027 | 35,065 | 74,092 | 5,547 | 1,180 | 6,728 | 44,574 | 36,245 | 80,820 | 79,643 |
| Francistown | 13,375 | 9,549 | 22,924 | 1,067 | 757 | 1,824 | 14,442 | 10,306 | 24,748 | 28,157 |
| Lobatse | 4,660 | 5,096 | 9,756 | 237 | 237 | 474 | 4,897 | 5,333 | 10,230 | 10,357 |
| Selibe Phikwe | 3,119 | 3,010 | 6,129 | - | - | - | 3,119 | 3,010 | 6,129 | 6,335 |
| Orapa | 2,675 | 1,372 | 4,046 | - | - | - | 2,675 | 1,372 | 4,046 | 4,371 |
| Jwaneng | 4,704 | 4,479 | 9,183 | 471 | - | 471 | 5,175 | 4,479 | 9,654 | 7,473 |
| Sowa Town | 771 | 603 | 1,375 | - | - | - | 771 | 603 | 1,375 | 1,402 |
| Ngwaketse | 6,256 | 8,024 | 14,281 | 157 | - | 157 | 6,413 | 8,024 | 14,438 | 12,096 |
| Barolong | 4,128 | 6,059 | 10,188 | - | - | - | 4,128 | 6,059 | 10,188 | 11,569 |
| Ngwaketse West | 1,039 | 1,432 | 2,471 | - | - | - | 1,039 | 1,432 | 2,471 | 1,744 |
| South East | 12,319 | 23,743 | 36,062 | 614 | 558 | 1,172 | 12,933 | 24,301 | 37,234 | 37,270 |
| Kweneng East | 33,716 | 32,367 | 66,083 | 2,373 | 757 | 3,129 | 36,089 | 33,124 | 69,212 | 66,864 |
| Kweneng West | 6,415 | 8,987 | 15,402 | - | - | - | 6,415 | 8,987 | 15,402 | 16,497 |
| Kgatleng | 9,873 | 5,991 | 15,864 | 268 | - | 268 | 10,141 | 5,991 | 16,132 | 20,588 |
| Central Serowe | 13,443 | 14,185 | 27,628 | 445 | - | 445 | 13,888 | 14,185 | 28,073 | 30,091 |
| Central Mahalapye | 9,012 | 7,352 | 16,364 | 823 | 549 | 1,372 | 9,835 | 7,901 | 17,736 | 16,459 |
| Central Bobonong | 8,519 | 11,369 | 19,889 | - | 223 | 223 | 8,519 | 11,592 | 20,112 | 22,992 |
| Central Boteti | 13,134 | 14,458 | 27,592 | - | - | - | 13,134 | 14,458 | 27,592 | 21,280 |
| Central Tutume | 11,088 | 9,705 | 20,793 | - | - | - | 11,088 | 9,705 | 20,793 | 22,971 |
| North East | 3,292 | 5,986 | 9,277 | 301 | - | 301 | 3,593 | 5,986 | 9,578 | 9,530 |
| Ngamiland East | 8,553 | 8,462 | 17,015 | - | - | - | 8,553 | 8,462 | 17,015 | 16,527 |
| Ngamiland West | 3,776 | 7,993 | 11,769 | - | - | - | 3,776 | 7,993 | 11,769 | 9,309 |
| Chobe | 5,281 | 6,062 | 11,342 | - | - | - | 5,281 | 6,062 | 11,342 | 11,199 |
| Ghanzi | 1,815 | 6,580 | 8,395 | 148 | 98 | 246 | 1,963 | 6,678 | 8,641 | 8,541 |
| Kgalagadi South | 1,794 | 2,064 | 3,858 | 48 | - | 48 | 1,842 | 2,064 | 3,906 | 4,216 |
| Kgalagadi North | 3,014 | 3,783 | 6,797 | - | 91 | 91 | 3,014 | 3,874 | 6,888 | 6,336 |
| Total | 224,798 | 243,777 | 468,575 | 12,498 | 4,451 | 16,949 | 237,296 | 248,228 | 485,524 | 483,814 |

Table 1.10b: Percentage of Formal Sector Employment by District and Citizenship, QMTS 2019 Q4

| District | Citizens | | | Non-Citizens | | | All Employees | | |
|-------------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Gaborone | 17.4 | 14.4 | 15.8 | 44.4 | 26.5 | 39.7 | 18.8 | 14.6 | 16.6 |
| Francistown | 5.9 | 3.9 | 4.9 | 8.5 | 17.0 | 10.8 | 6.1 | 4.2 | 5.1 |
| Lobatse | 2.1 | 2.1 | 2.1 | 1.9 | 5.3 | 2.8 | 2.1 | 2.1 | 2.1 |
| Selibe Phikwe | 1.4 | 1.2 | 1.3 | - | - | - | 1.3 | 1.2 | 1.3 |
| Orapa | 1.2 | 0.6 | 0.9 | - | - | - | 1.1 | 0.6 | 0.8 |
| Jwaneng | 2.1 | 1.8 | 2.0 | 3.8 | - | 2.8 | 2.2 | 1.8 | 2.0 |
| Sowa Town | 0.3 | 0.2 | 0.3 | - | - | - | 0.3 | 0.2 | 0.3 |
| Ngwaketse | 2.8 | 3.3 | 3.0 | 1.3 | - | 0.9 | 2.7 | 3.2 | 3.0 |
| Barolong | 1.8 | 2.5 | 2.2 | - | - | - | 1.7 | 2.4 | 2.1 |
| Ngwaketse West | 0.5 | 0.6 | 0.5 | - | - | - | 0.4 | 0.6 | 0.5 |
| South East | 5.5 | 9.7 | 7.7 | 4.9 | 12.5 | 6.9 | 5.5 | 9.8 | 7.7 |
| Kweneng East | 15.0 | 13.3 | 14.1 | 19.0 | 17.0 | 18.5 | 15.2 | 13.3 | 14.3 |
| Kweneng West | 2.9 | 3.7 | 3.3 | - | - | - | 2.7 | 3.6 | 3.2 |
| Kgatleng | 4.4 | 2.5 | 3.4 | 2.1 | - | 1.6 | 4.3 | 2.4 | 3.3 |
| Central Serowe | 6.0 | 5.8 | 5.9 | 3.6 | - | 2.6 | 5.9 | 5.7 | 5.8 |
| Central Mahalapye | 4.0 | 3.0 | 3.5 | 6.6 | 12.3 | 8.1 | 4.1 | 3.2 | 3.7 |
| Central Bobonong | 3.8 | 4.7 | 4.2 | - | 5.0 | 1.3 | 3.6 | 4.7 | 4.1 |
| Central Boteti | 5.8 | 5.9 | 5.9 | - | - | - | 5.5 | 5.8 | 5.7 |
| Central Tutume | 4.9 | 4.0 | 4.4 | - | - | - | 4.7 | 3.9 | 4.3 |
| North East | 1.5 | 2.5 | 2.0 | 2.4 | - | 1.8 | 1.5 | 2.4 | 2.0 |
| Ngamiland East | 3.8 | 3.5 | 3.6 | - | - | - | 3.6 | 3.4 | 3.5 |
| Ngamiland West | 1.7 | 3.3 | 2.5 | - | - | - | 1.6 | 3.2 | 2.4 |
| Chobe | 2.3 | 2.5 | 2.4 | - | - | - | 2.2 | 2.4 | 2.3 |
| Ghanzi | 0.8 | 2.7 | 1.8 | 1.2 | 2.2 | 1.5 | 0.8 | 2.7 | 1.8 |
| Kgalagadi South | 0.8 | 0.8 | 0.8 | 0.4 | - | 0.3 | 0.8 | 0.8 | 0.8 |
| Kgalagadi North | 1.3 | 1.6 | 1.5 | - | 2.0 | 0.5 | 1.3 | 1.6 | 1.4 |
| Total | 100.0 | 100.0 | 100.0 |

3.1.4 Formal Sector Employment by Education Level

The highest percentage (39.1 percent) of people in Formal Sector Employment have secondary school education. These were followed by those with University and Primary school education with 20.2 and 11.9 percent respectively. A small percentage (0.7 percent) of people in Formal Sector Employment have non-formal education. See [Table 1.11a](#) and [Table 1.11b](#).

Table 1.11a: Estimated Formal Sector Employment by Education/Training Level, Citizenship and Sex, QMTS 2019 Q4

| School Attendance | Citizens | | | Non-Citizens | | | All Employees | | |
|------------------------------|----------------|----------------|----------------|---------------|--------------|---------------|----------------|----------------|----------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Primary | 26,710 | 30,732 | 57,442 | 225 | - | 225 | 26,935 | 30,732 | 57,667 |
| Secondary | 88,274 | 98,967 | 187,241 | 2,481 | 314 | 2,795 | 90,755 | 99,281 | 190,036 |
| Non-formal | 2,006 | 1,305 | 3,311 | - | - | - | 2,006 | 1,305 | 3,311 |
| Apprentice | 4,963 | 221 | 5,184 | 268 | - | 268 | 5,231 | 221 | 5,452 |
| Brigade | 11,695 | 5,791 | 17,486 | - | - | - | 11,695 | 5,791 | 17,486 |
| Technical/Vocational | 17,441 | 14,578 | 32,020 | 1,071 | 325 | 1,396 | 18,512 | 14,903 | 33,416 |
| Educational College | 17,889 | 27,545 | 45,434 | 1,666 | 1,112 | 2,778 | 19,555 | 28,657 | 48,212 |
| Institute of Health Sciences | 1,891 | 4,922 | 6,813 | 275 | 275 | 550 | 2,166 | 5,197 | 7,363 |
| University | 39,253 | 49,702 | 88,956 | 6,512 | 2,426 | 8,938 | 45,765 | 52,128 | 97,894 |
| Never attended | 14,676 | 10,014 | 24,690 | - | - | - | 14,676 | 10,014 | 24,690 |
| Total | 224,798 | 243,777 | 468,575 | 12,498 | 4,451 | 16,949 | 237,296 | 248,228 | 485,524 |

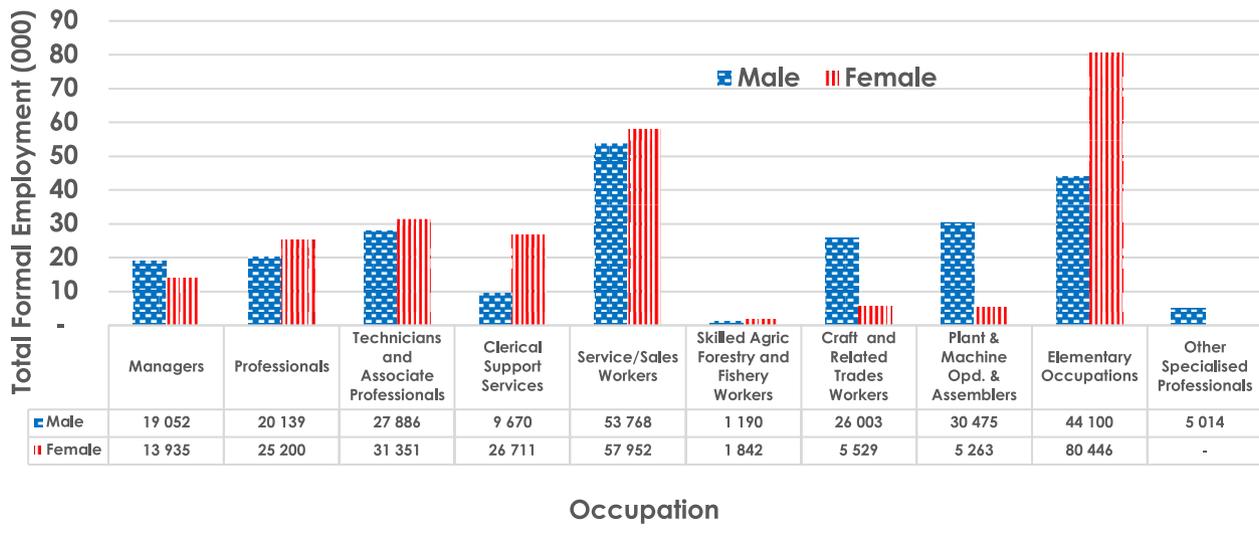
Table 1.11b: Percentage of Formal Sector Employment by Education/Training Level and Citizenship, QMTS 2019 Q4

| School Attendance | Citizens | | | Non-Citizens | | | All Employees | | |
|------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Primary | 11.9 | 12.6 | 12.3 | 1.8 | - | 1.3 | 11.4 | 12.4 | 11.9 |
| Secondary | 39.3 | 40.6 | 40.0 | 19.9 | 7.1 | 16.5 | 38.2 | 40.0 | 39.1 |
| Non-formal | 0.9 | 0.5 | 0.7 | - | - | - | 0.8 | 0.5 | 0.7 |
| Apprentice | 2.2 | 0.1 | 1.1 | 2.1 | - | 1.6 | 2.2 | 0.1 | 1.1 |
| Brigade | 5.2 | 2.4 | 3.7 | - | - | - | 4.9 | 2.3 | 3.6 |
| Technical/Vocational | 7.8 | 6.0 | 6.8 | 8.6 | 7.3 | 8.2 | 7.8 | 6.0 | 6.9 |
| Educational College | 8.0 | 11.3 | 9.7 | 13.3 | 25.0 | 16.4 | 8.2 | 11.5 | 9.9 |
| Institute of Health Sciences | 0.8 | 2.0 | 1.5 | 2.2 | 6.2 | 3.2 | 0.9 | 2.1 | 1.5 |
| University | 17.5 | 20.4 | 19.0 | 52.1 | 54.5 | 52.7 | 19.3 | 21.0 | 20.2 |
| Never attended | 6.5 | 4.1 | 5.3 | - | - | - | 6.2 | 4.0 | 5.1 |
| Total | 100.0 | 100.0 | 100.0 |

3.1.5 Formal Sector Employment by Occupation

Figure 1.17, Tables FSE1a and FSE1b in Appendix 3 show formal sector employment by occupations. The largest proportion is found in the Elementary occupations with 124,546 persons (25.7 percent), followed by the Service/Sales Workers occupations with 111,720 persons (23.0 percent) and Technicians at 59,236 persons (12.2 percent).

Figure 1.17: Formal Sector Employment by Occupation and Sex



3.1.6 Average monthly cash earnings from Formal Sector Employment by occupation

Table 1.12 shows monthly average cash earning by occupation. The average earnings for Professionals were the highest at P14,978, followed by Technicians & Associate Professionals and Managers with P11,231 and P9,013 respectively. Elementary occupations average earnings were lowest at P1,249.

3.1.7 Average monthly cash earnings from Formal Sector Employment by Industry

Table 1.13 presents the estimated average cash earning for formal sector employment earners by industry and citizenship (both Citizens and Non – citizens). Average earnings for citizens was estimated at P5,380, P8,673 for non-citizen and P5,495 for all employees. The table shows that in almost all the industries, males dominated females in terms of having higher average earnings, except in few industries like Mining and Quarrying, Construction, Accommodation & Food Services, Scientific and Technical activities.

Overall, males employees average monthly cash earnings were estimated at P6, 442, and for females at P4, 590 in the formal sector.

Comparing the third quarter of 2019 (July to September 2019) estimated average cash earning from the 2019/20 QMTS Formal Sector Employment (FSE) with the Fourth quarter 2019 shows that there was a slight increase in average earnings. The estimated fourth quarter FSE monthly average cash earnings for Citizens was P5,380, while for the third quarter it was estimated at P5,117.

Table 1.12: Estimated Formal Sector Employment Monthly Average Earnings by Occupation, Citizenship and Sex, QMTS Q4 2019

| Occupation | Citizens | | | Non-Citizens | | | All Employees | | | Q3 Total |
|---|--------------|--------------|---------------|--------------|--------------|---------------|---------------|--------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | |
| Managers | 11,327 | 7,212 | 9,544 | 2,544 | 3,196 | 2,736 | 10,490 | 6,993 | 9,013 | 11,122 |
| Professionals | 16,049 | 13,474 | 14,546 | 18,596 | 19,454 | 18,859 | 16,446 | 13,804 | 14,978 | 12,455 |
| Technicians and Associate Professionals | 11,685 | 11,037 | 11,331 | 11,876 | 5,090 | 9,847 | 11,705 | 10,809 | 11,231 | 10,171 |
| Clerical Support Services | 4,582 | 3,843 | 4,039 | - | - | - | 4,582 | 3,843 | 4,039 | 3,695 |
| Service/Sales Workers | 3,637 | 2,320 | 2,957 | - | 1,309 | 992 | 3,622 | 2,308 | 2,940 | 2,529 |
| Skilled Agric. Forestry and Fishery Workers | 4,108 | 1,716 | 2,654 | - | - | - | 4,108 | 1,716 | 2,654 | 1,307 |
| Craft and Related Trades Workers | 5,164 | 2,233 | 4,619 | 3,832 | - | 3,832 | 5,072 | 2,233 | 4,574 | 4,400 |
| Plant & Machine Operators | 4,398 | 2,285 | 4,082 | 4,542 | - | 4,542 | 4,400 | 2,285 | 4,089 | 4,021 |
| Elementary Occupations | 1,433 | 1,132 | 1,235 | 1,885 | 2,004 | 1,902 | 1,455 | 1,136 | 1,249 | 1,286 |
| Other Specialised Professional Services | 19,360 | - | 19,360 | - | - | - | 19,360 | - | 19,360 | 20,240 |
| Total | 6,312 | 4,521 | 5,380 | 8,777 | 8,382 | 8,673 | 6,442 | 4,590 | 5,495 | 5,404 |

Table 1.13: Estimated Formal Sector Employment Monthly Average Earnings by Industry, Citizenship and Sex, QMTS Q4 2019

| Sector/ Economic Activity | Citizens | | | Non-Citizens | | | All Employees | | | Q3 Total |
|--|--------------|--------------|---------------|---------------|--------------|---------------|---------------|--------------|---------------|---------------|
| | Male | Female | Total | Total | Female | Total | Male | Female | Total | |
| Agriculture, Forestry and Fishing | 2,215 | 1,387 | 1,791 | 1,319 | 3,290 | 2,212 | 2,177 | 1,451 | 1,807 | 2,320 |
| Mining and Quarrying | 17,293 | 22,325 | 17,765 | - | - | - | 17,293 | 22,325 | 17,765 | 16,643 |
| Manufacturing | 3,592 | 2,633 | 3,210 | 3,218 | - | 3,218 | 3,559 | 2,633 | 3,210 | 4,068 |
| Electricity, Gas, & Air Supply | 5,014 | 3,205 | 4,765 | - | - | - | 5,014 | 3,205 | 4,765 | 17,810 |
| Water Supply and Waste Management | 8,555 | 5,456 | 7,778 | - | - | - | 8,555 | 5,456 | 7,778 | 6,426 |
| Construction of Buildings | 3,720 | 4,507 | 3,839 | 5,405 | - | 5,405 | 4,007 | 4,507 | 4,072 | 3,044 |
| Wholesale, Retail & Repair of Motor Vehicles | 2,999 | 2,571 | 2,790 | 227 | 1,068 | 564 | 2,909 | 2,536 | 2,728 | 2,349 |
| Transport & Storage | 10,513 | 6,091 | 9,348 | - | - | - | 10,513 | 6,091 | 9,348 | 8,725 |
| Accommodation and Food Service | 1,708 | 2,013 | 1,935 | - | - | - | 1,708 | 2,013 | 1,935 | 2,566 |
| Information and Communication | 18,030 | 5,473 | 12,303 | - | - | - | 15,724 | 5,473 | 11,394 | 9,350 |
| Finance and Insurance Activities | 11,376 | 7,591 | 8,482 | 16,765 | - | 16,765 | 12,201 | 7,591 | 8,820 | 14,118 |
| Real Estate Activities | 16,377 | 4,694 | 10,023 | - | - | - | 16,377 | 4,694 | 10,023 | 7,620 |
| Professional, Scientific and Technical | 8,189 | 9,626 | 9,013 | 18,417 | - | 18,417 | 9,058 | 9,626 | 9,371 | 8,478 |
| Administrative and Support Service | 2,443 | 1,939 | 2,247 | 829 | 1,477 | 1,136 | 2,418 | 1,929 | 2,227 | 2,562 |
| Public Administration | 7,344 | 3,185 | 5,019 | - | - | - | 7,313 | 3,185 | 5,010 | 4,748 |
| Education | 9,010 | 8,349 | 8,532 | 19,148 | 13,631 | 16,569 | 10,239 | 8,582 | 9,069 | 8,507 |
| Human Health and Social Work Activities | 7,914 | 6,875 | 7,203 | 13,537 | 7,788 | 11,504 | 9,126 | 6,934 | 7,713 | 7,035 |
| Arts, Entertainment and Recreation | 6,393 | 5,578 | 5,657 | - | - | - | 6,393 | 5,578 | 5,657 | 3,975 |
| Other Service Activities | 7,823 | 2,668 | 5,811 | - | - | - | 7,823 | 2,473 | 5,638 | 5,567 |
| Activities of Extraterritorial Organizations | 14,990 | - | 14,990 | - | - | - | 14,990 | - | 14,990 | 13,677 |
| Total | 6,312 | 4,521 | 5,380 | 8,777 | 8,380 | 8,673 | 6,442 | 4,590 | 5,495 | 5,404 |

3.2 FORMAL EMPLOYMENT, QMTS Q4 2019

This section presents information on Formal Employment from the 2019 CMTHS. The module was administered to individuals aged 15 years and above, who, according to the International Labour Organisation (ILO) are the working age group.

Formal employment or jobs refers to work in which an establishment engages an employee under a working agreement that includes, salary or wages, health benefits, defined work hours and workdays. In general Formal Employment or Jobs include employment which is liable for taxation, pension or gratuity, paid leave, maternity leave, allowances, medical services, among others. Employees under formal employment are supposed to be protected under various schemes like minimum wages act, factories act, among others. Workers are supposed to work fixed number of hours, if they work more hours they are supposed to be paid overtime or given off days.

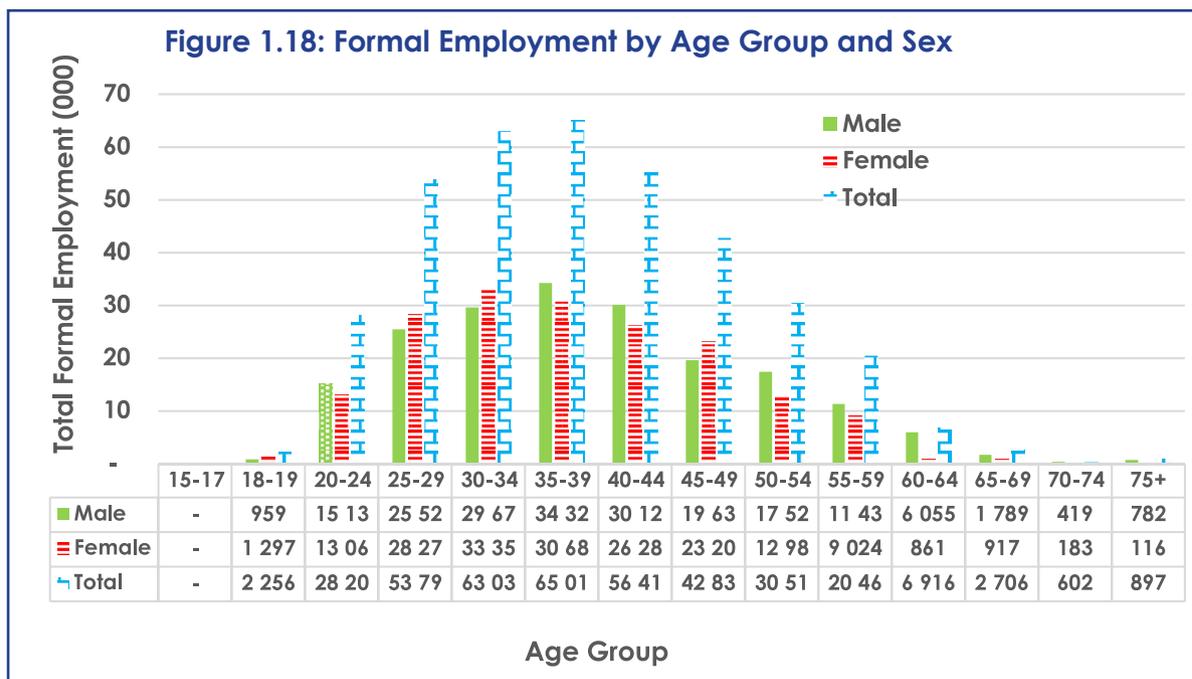
Total formal employment was recorded at 373,644 of which 193,395 were males (51.8 percent) and 180,249 (48.2 percent) were females (see Table 1.14a).

3.2.1 Formal Employment by Industry, Citizenship and Sex

Table 1.14a and Table 1.14b show formal employment by citizenship. The tables shows that out of the 373,644 persons in formal employment, 14,381 were non-citizens, (3.8 percent), while 359,263 were citizens, (96.2 percent). At industry level, Education had most non-citizens employees, recording 31.6 percent (4,543 persons), followed by Construction and Human Health & Social Work Activities with 19.4 (2,787 persons) and 18.0 percent (2,584 persons) respectively.

3.2.2 Formal employment by Age Group and Sex

Figure 1.18 shows that formal employment is concentrated in the ages 35-39 years with 17.4 percent (65,018 persons). The 30-34 years age group follows with 16.9 percent (63,030 persons). Age groups 25-29 and 40-44 recorded 14.4 (53,794 persons) and 15.1 (56,417 persons) percent respectively. The figure shows that from age group 25-29 to 30-34, female formal employment was above male formal employment. The same scenario is observed for age groups 45-49.



3.2.3 Formal Employment by District and Sex

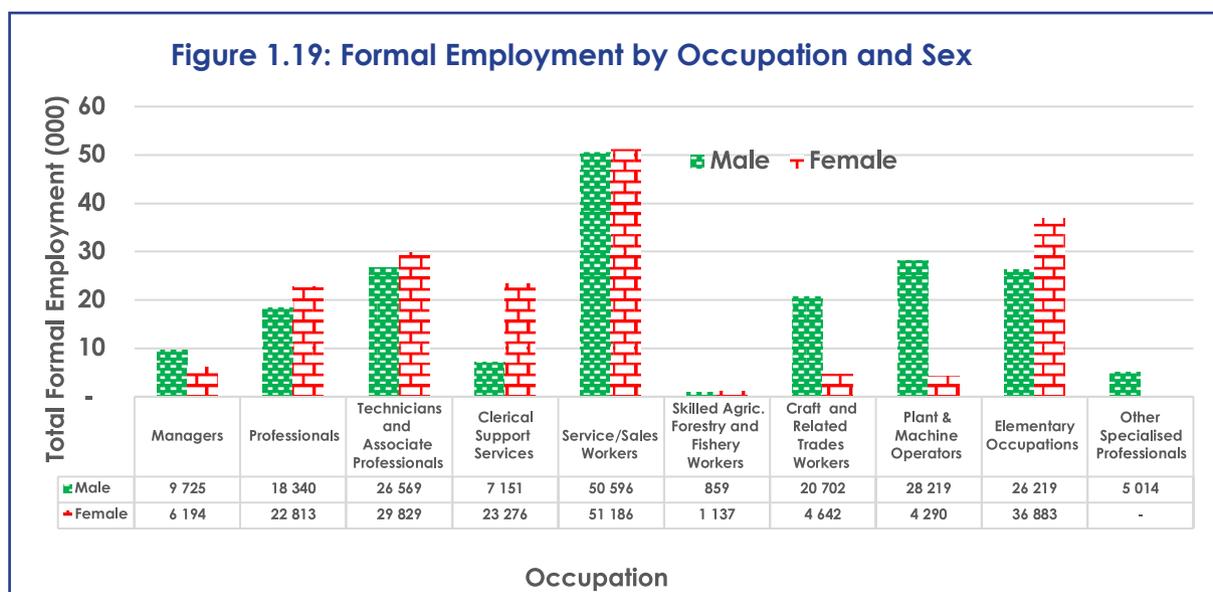
Table 1.16 shows that Gaborone recorded the highest number of people working in Formal Employment, recording 19.8 percent, followed by Kweneng East with 13.2 percent and Francistown with 6.3 percent. Males were dominating in formal employment almost in all the Cities except Lobatse where 54.8 percent of formal employees were females. More females in formal employment were recorded in most of the districts as compared to their male counterparts. Overall, males were in the majority over females in Formal Employment, constituting 51.8 percent as compared to the 48.2 percent of female contribution.

3.2.4 Formal Employment by Education Level

The highest percentage (36.6 percent) of people in Formal Employment have secondary school education. These were followed by those with University education with 22.0. A small percentage (3.0 percent) of people in Formal Employment have never attended school. See **Table 1.17a** and **1.17b**

3.2.5 Formal Employment by Occupation

Figure 1.19 and **Tables 1.18** show formal employment by the occupations. The largest proportion is found in the Service/Sales Workers occupations with 101,782 persons (27.2 percent), followed by the Elementary occupations with 63,102 persons (16.9 percent) and Technicians at 56,398 persons (15.1 percent).



3.2.6 Formal Employment by Industry

Table 1.19 presents Formal Employment by Industry. Overall, Public Administration had the largest portion of employment at 18.4 percent (68,787 persons), followed by Wholesale, Retail & Repair of Motor Vehicles with 14.2 percent (53,096 persons) and Education at 14.1 percent (52,792 persons) of total formal employment.

At industry level, Arts, Entertainment and Recreation Industry employed more females, accounted for 84.2 percent of employees working in the industry, followed by Households as Employers with 79.2 percent. Mining & Quarrying and Electricity, Gas, & Air Supply were the two industries which had employed the lowest proportion of females, recording 9.4 percent and 13.8 percent of female employees respectively.

3.2.7 Monthly cash earnings from Formal Employment by Industry

Table 1.20 presents estimated average monthly cash earning for formal employees by industry and citizenship (both Citizens and Non – citizens). Average monthly cash earnings for citizens was estimated at P6,860, P10,879 for non-citizen and P7,015 for all employees. The table shows that in almost all the industries, males earned more than females, except in Mining & Quarrying and Arts, Entertainment & Recreation. Overall, monthly average cash earning for persons in formal employment were estimated at P7,775 for males and P6,199 for females.

Table 1.21 shows Industry by range of monthly earnings for formal employment. The table shows that 27.1 percent of persons in formal employment earned P1,000 – P2, 000, followed by 25.7 and 21.6 percent who were earning in the ranges of P2, 001 – P4, 000 and P10, 001 – P30, 000, respectively.

3.2.8 Monthly cash earnings from Formal Employment by occupation

Table 1.22 shows monthly average cash earning by occupation. The average earnings for Managers were the highest recording an estimated average of P18,338, followed by Professionals and Technicians & associate professionals at P16,591 and P11,593, respectively. Elementary occupations average earnings were the lowest at P1,916.

Table 1.23 and **1.34** show occupation by range of monthly earnings for formal employees. The tables show that most of the employees in formal employment (39.8 percent) who are earning P1,000 - P2,000, are working as Service/Sales Workers. Elementary Occupation workers accounted for 38.9 percent of employees earning in the range P1, 000 – P2, 000. The group of employees who were earning between P10,001 and P30,000, 37.0 percent of them were technicians, followed by professional at 35.2 percent within the group.

Table 1.14a: Estimated Formal Employment by Industry and Citizenship, CMTHS 2019

| Sector/ Economic Activity | Citizens | | | Non-Citizens | | | All Employees | | |
|---|----------------|----------------|----------------|--------------|--------------|---------------|---------------|----------------|----------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, Forestry and Fishing | 5,373 | 3,967 | 9,340 | 137 | 157 | 294 | 5,510 | 4,124 | 9,634 |
| Mining and Quarrying | 7,378 | 763 | 8,141 | - | - | - | 7,378 | 763 | 8,141 |
| Manufacturing | 14,060 | 11,645 | 25,705 | 1,200 | - | 1,200 | 15,260 | 11,645 | 26,905 |
| Electricity, Gas, & Air Supply | 1,866 | 298 | 2,164 | - | - | - | 1,866 | 298 | 2,164 |
| Water Supply and Waste Management | 5,181 | 1,635 | 6,816 | - | - | - | 5,181 | 1,635 | 6,816 |
| Construction of Buildings | 12,706 | 2,734 | 15,440 | 2,601 | 186 | 2,787 | 15,307 | 2,920 | 18,227 |
| Wholesale, Retail & Repair of Motor Vehicles | 26,126 | 26,128 | 52,254 | 441 | 401 | 842 | 26,567 | 26,529 | 53,096 |
| Transport & Storage | 9,205 | 3,708 | 12,913 | - | - | - | 9,205 | 3,708 | 12,913 |
| Accommodation and Food Service | 3,270 | 10,586 | 13,856 | - | - | - | 3,270 | 10,586 | 13,856 |
| Information and Communication | 2,278 | 1,993 | 4,271 | - | - | - | 2,278 | 1,993 | 4,271 |
| Finance and Insurance Activities | 2,279 | 6,881 | 9,160 | 412 | - | 412 | 2,691 | 6,881 | 9,572 |
| Real Estate Activities | 654 | 740 | 1,394 | - | - | - | 654 | 740 | 1,394 |
| Professional, Scientific and Technical | 3,225 | 4,904 | 8,129 | 188 | - | 188 | 3,413 | 4,904 | 8,317 |
| Administrative and Support Service | 26,329 | 15,433 | 41,763 | - | 314 | 314 | 26,329 | 15,747 | 42,077 |
| Public Administration and Defense | 41,173 | 27,342 | 68,515 | 272 | - | 272 | 41,445 | 27,342 | 68,787 |
| Education | 12,595 | 35,654 | 48,249 | 2,276 | 2,267 | 4,543 | 14,871 | 37,921 | 52,792 |
| Human Health and Social Work Activities | 5,924 | 13,620 | 19,544 | 1,741 | 842 | 2,584 | 7,665 | 14,462 | 22,128 |
| Arts, Entertainment and Recreation | 532 | 2,833 | 3,365 | - | - | - | 532 | 2,833 | 3,365 |
| Other Service Activities | 2,905 | 2,070 | 4,976 | - | - | - | 2,905 | 2,070 | 4,976 |
| Households as Employers | 527 | 2,499 | 3,026 | 298 | 647 | 945 | 825 | 3,146 | 3,971 |
| Activities of Extraterritorial Organizations | 244 | - | 244 | - | - | - | 244 | - | 244 |
| Total | 183,829 | 175,435 | 359,263 | 9,566 | 4,814 | 14,381 | | 180,249 | 373,644 |

Table 1.14b: Percentage of Formal Employment by Industry and Citizenship, CMTHS 2019

| Sector/ Economic Activity | Citizens | | | Non-Citizens | | | All Employees | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|---------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, Forestry and Fishing | 2.9 | 2.3 | 2.6 | 1.4 | 3.3 | 2.0 | 2.8 | 2.3 | 2.6 |
| Mining and Quarrying | 4.0 | 0.4 | 2.3 | 0.0 | 0.0 | 0.0 | 3.8 | 0.4 | 2.2 |
| Manufacturing | 7.6 | 6.6 | 7.2 | 12.5 | 0.0 | 8.3 | 7.9 | 6.5 | 7.2 |
| Electricity, Gas, & Air Conditioning Supply | 1.0 | 0.2 | 0.6 | 0.0 | 0.0 | 0.0 | 1.0 | 0.2 | 0.6 |
| Water Supply and Waste Management | 2.8 | 0.9 | 1.9 | 0.0 | 0.0 | 0.0 | 2.7 | 0.9 | 1.8 |
| Construction of Buildings | 6.9 | 1.6 | 4.3 | 27.2 | 3.9 | 19.4 | 7.9 | 1.6 | 4.9 |
| Wholesale, Retail & Repair of Motor Vehicles | 14.2 | 14.9 | 14.5 | 4.6 | 8.3 | 5.9 | 13.7 | 14.7 | 14.2 |
| Transport & Storage | 5.0 | 2.1 | 3.6 | 0.0 | 0.0 | 0.0 | 4.8 | 2.1 | 3.5 |
| Accommodation and Food Service | 1.8 | 6.0 | 3.9 | 0.0 | 0.0 | 0.0 | 1.7 | 5.9 | 3.7 |
| Information and Communication | 1.2 | 1.1 | 1.2 | 0.0 | 0.0 | 0.0 | 1.2 | 1.1 | 1.1 |
| Finance and Insurance Activities | 1.2 | 3.9 | 2.5 | 4.3 | 0.0 | 2.9 | 1.4 | 3.8 | 2.6 |
| Real Estate Activities | 0.4 | 0.4 | 0.4 | 0.0 | 0.0 | 0.0 | 0.3 | 0.4 | 0.4 |
| Professional, Scientific and Technical Activities | 1.8 | 2.8 | 2.3 | 2.0 | 0.0 | 1.3 | 1.8 | 2.7 | 2.2 |
| Administrative and Support Service Activities | 14.3 | 8.8 | 11.6 | 0.0 | 6.5 | 2.2 | 13.6 | 8.7 | 11.3 |
| Public Administration and Defense | 22.4 | 15.6 | 19.1 | 2.8 | 0.0 | 1.9 | 21.4 | 15.2 | 18.4 |
| Education | 6.9 | 20.3 | 13.4 | 23.8 | 47.1 | 31.6 | 7.7 | 21.0 | 14.1 |
| Human Health and Social Work Activities | 3.2 | 7.8 | 5.4 | 18.2 | 17.5 | 18.0 | 4.0 | 8.0 | 5.9 |
| Arts, Entertainment and Recreation | 0.3 | 1.6 | 0.9 | 0.0 | 0.0 | 0.0 | 0.3 | 1.6 | 0.9 |
| Other Service Activities | 1.6 | 1.2 | 1.4 | 0.0 | 0.0 | 0.0 | 1.5 | 1.1 | 1.3 |
| Households as Employers | 0.3 | 1.4 | 0.8 | 3.1 | 13.4 | 6.6 | 0.4 | 1.7 | 1.1 |
| Activities of Extraterritorial Organizations | 0.1 | 0.0 | 0.1 | 0.0 | 0.0 | 0.0 | 0.1 | 0.0 | 0.1 |
| Total | 100.0 | 100.0 | 100.0 |

Table 1.15a: Formal Employment by Age Group and Sex

| Age | Citizens | | | Non-Citizens | | | All Employees | | |
|--------------|----------------|----------------|----------------|--------------|--------------|---------------|----------------|----------------|----------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| 15-17 | - | - | - | - | - | - | - | - | - |
| 18-19 | 959 | 1,297 | 2,256 | - | - | - | 959 | 1,297 | 2,256 |
| 20-24 | 14,876 | 13,063 | 27,938 | 263 | - | 263 | 15,139 | 13,063 | 28,201 |
| 25-29 | 25,299 | 27,869 | 53,168 | 225 | 401 | 626 | 25,524 | 28,270 | 53,794 |
| 30-34 | 28,346 | 33,259 | 61,605 | 1,333 | 92 | 1,425 | 29,679 | 33,351 | 63,030 |
| 35-39 | 32,724 | 29,271 | 61,995 | 1,605 | 1,417 | 3,023 | 34,329 | 30,688 | 65,018 |
| 40-44 | 28,420 | 25,429 | 53,850 | 1,707 | 860 | 2,567 | 30,127 | 26,289 | 56,417 |
| 45-49 | 17,840 | 21,599 | 39,438 | 1,792 | 1,603 | 3,395 | 19,632 | 23,202 | 42,833 |
| 50-54 | 16,404 | 12,832 | 29,235 | 1,119 | 157 | 1,276 | 17,523 | 12,989 | 30,511 |
| 55-59 | 10,582 | 8,740 | 19,323 | 855 | 284 | 1,140 | 11,437 | 9,024 | 20,463 |
| 60-64 | 5,630 | 861 | 6,491 | 425 | - | 425 | 6,055 | 861 | 6,916 |
| 65-69 | 1,548 | 917 | 2,465 | 241 | - | 241 | 1,789 | 917 | 2,706 |
| 70-74 | 419 | 183 | 602 | - | - | - | 419 | 183 | 602 |
| 75+ | 782 | 116 | 897 | - | - | - | 782 | 116 | 897 |
| Total | 183,829 | 175,435 | 359,263 | 9,566 | 4,814 | 14,381 | 193,395 | 180,249 | 373,644 |

Table 1.15b: Percentage of Formal Employment by Age Group and Sex

| Age | Citizens | | | Non-Citizens | | | All Employees | | |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| 15-17 | - | - | - | - | - | - | - | - | - |
| 18-19 | 0.5 | 0.7 | 0.6 | - | - | - | 0.5 | 0.7 | 0.6 |
| 20-24 | 8.1 | 7.4 | 7.8 | 2.7 | - | 1.8 | 7.8 | 7.2 | 7.5 |
| 25-29 | 13.8 | 15.9 | 14.8 | 2.4 | 8.3 | 4.4 | 13.2 | 15.7 | 14.4 |
| 30-34 | 15.4 | 19.0 | 17.1 | 13.9 | 1.9 | 9.9 | 15.3 | 18.5 | 16.9 |
| 35-39 | 17.8 | 16.7 | 17.3 | 16.8 | 29.4 | 21.0 | 17.8 | 17.0 | 17.4 |
| 40-44 | 15.5 | 14.5 | 15.0 | 17.8 | 17.9 | 17.8 | 15.6 | 14.6 | 15.1 |
| 45-49 | 9.7 | 12.3 | 11.0 | 18.7 | 33.3 | 23.6 | 10.2 | 12.9 | 11.5 |
| 50-54 | 8.9 | 7.3 | 8.1 | 11.7 | 3.3 | 8.9 | 9.1 | 7.2 | 8.2 |
| 55-59 | 5.8 | 5.0 | 5.4 | 8.9 | 5.9 | 7.9 | 5.9 | 5.0 | 5.5 |
| 60-64 | 3.1 | 0.5 | 1.8 | 4.4 | - | 3.0 | 3.1 | 0.5 | 1.9 |
| 65-69 | 0.8 | 0.5 | 0.7 | 2.5 | - | 1.7 | 0.9 | 0.5 | 0.7 |
| 70-74 | 0.2 | 0.1 | 0.2 | - | - | - | 0.2 | 0.1 | 0.2 |
| 75+ | 0.4 | 0.1 | 0.2 | - | - | - | 0.4 | 0.1 | 0.2 |
| Total | 100.0 | 100.0 | 100.0 |

Table 1.16: Formal Sector Employment by District and Sex

| District | Citizens | | | Non-Citizens | | | All Employees | | | % Total |
|-------------------------|----------------|----------------|----------------|--------------|--------------|---------------|----------------|----------------|----------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | |
| Gaborone | 34,648 | 32,801 | 67,449 | 5,248 | 1,218 | 6,466 | 39,896 | 34,019 | 73,915 | 19.8 |
| Francistown | 13,335 | 8,106 | 21,441 | 899 | 1,032 | 1,931 | 14,234 | 9,138 | 23,372 | 6.3 |
| Lobatse | 4,220 | 5,110 | 9,330 | - | - | - | 4,220 | 5,110 | 9,330 | 2.5 |
| Selibe Phikwe | 3,335 | 2,987 | 6,322 | - | - | - | 3,335 | 2,987 | 6,322 | 1.7 |
| Orapa | 2,675 | 1,303 | 3,978 | - | - | - | 2,675 | 1,303 | 3,978 | 1.1 |
| Jwaneng | 4,192 | 3,483 | 7,675 | 471 | - | 471 | 4,663 | 3,483 | 8,146 | 2.2 |
| Sowa Town | 858 | 534 | 1,392 | - | - | - | 858 | 534 | 1,392 | 0.4 |
| Ngwaketse | 4,092 | 5,359 | 9,451 | 157 | - | 157 | 4,249 | 5,359 | 9,608 | 2.6 |
| Barolong | 2,568 | 3,628 | 6,196 | - | - | - | 2,568 | 3,628 | 6,196 | 1.7 |
| Ngwaketse West | 41 | 245 | 586 | - | - | - | 341 | 245 | 586 | 0.2 |
| South East | 11,241 | 18,386 | 29,627 | - | 558 | 558 | 11,241 | 18,944 | 30,185 | 8.1 |
| Kweneng East | 24,153 | 23,168 | 47,321 | 848 | 1,325 | 2,173 | 25,001 | 24,493 | 49,494 | 13.2 |
| Kweneng West | 5,012 | 5,334 | 10,346 | - | - | - | 5,012 | 5,334 | 10,346 | 2.8 |
| Kgatleng | 8,594 | 4,858 | 13,451 | 268 | - | 268 | 8,862 | 4,858 | 13,719 | 3.7 |
| Central Serowe | 10,962 | 8,747 | 19,709 | 743 | - | 743 | 11,705 | 8,747 | 20,452 | 5.5 |
| Central Mahalapye | 7,015 | 4,042 | 11,057 | 549 | 274 | 823 | 7,564 | 4,316 | 11,880 | 3.2 |
| Central Bobonong | 5,471 | 5,955 | 11,427 | - | 223 | 223 | 5,471 | 6,178 | 11,650 | 3.1 |
| Central Boteti | 8,736 | 5,765 | 14,501 | - | - | - | 8,736 | 5,765 | 14,501 | 3.9 |
| Central Tutume | 6,140 | 6,846 | 12,986 | - | - | - | 6,140 | 6,846 | 12,986 | 3.5 |
| North East | 3,365 | 1,893 | 5,258 | - | - | - | 3,365 | 1,893 | 5,258 | 1.4 |
| Ngamiland East | 8,769 | 7,305 | 16,074 | 92 | 92 | 184 | 8,861 | 7,397 | 16,258 | 4.4 |
| Ngamiland West | 2,584 | 4,608 | 7,191 | - | - | - | 2,584 | 4,608 | 7,191 | 1.9 |
| Chobe | 5,878 | 6,097 | 11,975 | - | - | - | 5,878 | 6,097 | 11,975 | 3.2 |
| Ghanzi | 2,509 | 4,922 | 7,431 | 292 | - | 292 | 2,801 | 4,922 | 7,723 | 2.1 |
| Kgalagadi South | 1,034 | 1,639 | 2,674 | - | - | - | 1,034 | 1,639 | 2,674 | 0.7 |
| Kgalagadi North | 2,102 | 2,311 | 4,413 | - | 91 | 91 | 2,102 | 2,402 | 4,504 | 1.2 |
| Total | 183,829 | 175,435 | 359,263 | 9,566 | 4,814 | 14,381 | 193,395 | 180,249 | 373,644 | 100.0 |
| Percentage Total | 49.2 | 47.0 | 96.2 | 2.6 | 1.3 | 3.8 | 51.8 | 48.2 | 100.0 | |

Table 1.17a: Estimated Formal Employment by Education/Training Level and Sex, CMTHS 2019

| School Attendance | Citizens | | | Non-Citizens | | | All Employees | | |
|------------------------------|----------------|----------------|----------------|--------------|--------------|---------------|----------------|----------------|----------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Primary | 22,694 | 13,254 | 35,948 | 467 | - | 467 | 23,161 | 13,254 | 36,415 |
| Secondary | 68,563 | 66,063 | 134,626 | 1,397 | 579 | 1,975 | 69,960 | 66,642 | 136,601 |
| Non-formal | 1196 | 492 | 1,687 | - | - | - | 1196 | 492 | 1,687 |
| Apprentice | 3,498 | 221 | 3,719 | 268 | - | 268 | 3,766 | 221 | 3,987 |
| Brigade | 9,981 | 5,753 | 15,734 | - | - | - | 9,981 | 5,753 | 15,734 |
| Technical/Vocational | 16,094 | 14,905 | 30,999 | 879 | - | 879 | 16,973 | 14,905 | 31,878 |
| Educational College | 17,405 | 26,215 | 43,620 | 1,339 | 1769 | 3,108 | 18,744 | 27,984 | 46,728 |
| Institute of Health Sciences | 1,891 | 4,922 | 6,813 | 275 | 275 | 550 | 2,166 | 5,197 | 7,363 |
| University | 32,653 | 42,337 | 74,990 | 4,943 | 2,192 | 7,135 | 37,596 | 44,529 | 82,125 |
| Never attended | 9,854 | 1,273 | 11,127 | - | - | - | 9,854 | 1,273 | 11,127 |
| Total | 183,829 | 175,435 | 359,263 | 9,566 | 4,814 | 14,381 | 193,395 | 180,249 | 373,644 |

Table 1.17b: Percentage of Estimated Formal Employment by Education/Training Level and Sex, CMTHS 2019

| School Attendance | Citizens | | | Non-Citizens | | | All Employees | | |
|------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Primary | 12.3 | 7.6 | 10.0 | 4.9 | - | 3.2 | 12.0 | 7.4 | 9.7 |
| Secondary | 37.3 | 37.7 | 37.5 | 14.6 | 12.0 | 13.7 | 36.2 | 37.0 | 36.6 |
| Non-formal | 0.7 | 0.3 | 0.5 | - | - | - | 0.6 | 0.3 | 0.5 |
| Apprentice | 1.9 | 0.1 | 1.0 | 2.8 | - | 1.9 | 1.9 | 0.1 | 1.1 |
| Brigade | 5.4 | 3.3 | 4.4 | - | - | - | 5.2 | 3.2 | 4.2 |
| Technical/Vocational | 8.8 | 8.5 | 8.6 | 9.2 | - | 6.1 | 8.8 | 8.3 | 8.5 |
| Educational College | 9.5 | 14.9 | 12.1 | 14.0 | 36.7 | 21.6 | 9.7 | 15.5 | 12.5 |
| Institute of Health Sciences | 1.0 | 2.8 | 1.9 | 2.9 | 5.7 | 3.8 | 1.1 | 2.9 | 2.0 |
| University | 17.8 | 24.1 | 20.9 | 51.7 | 45.5 | 49.6 | 19.4 | 24.7 | 22.0 |
| Never attended | 5.4 | 0.7 | 3.1 | - | - | - | 5.1 | 0.7 | 3.0 |
| Total | 100.0 | 100.0 | 100.0 |

Table 1.18a: Estimated Formal Employment by Occupation, Citizenship & Sex, CMTHS 2019

| Occupation | Citizens | | | Non-Citizens | | | All Employees | | |
|---|----------------|----------------|----------------|--------------|--------------|---------------|----------------|----------------|----------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Managers | 9,083 | 5,708 | 14,791 | 642 | 486 | 1,128 | 9,725 | 6,194 | 15,919 |
| Professionals | 15,533 | 21,473 | 37,006 | 2,807 | 1,340 | 4,147 | 18,340 | 22,813 | 41,153 |
| Technicians and Associate Professionals | 23,993 | 28,359 | 52,352 | 2,576 | 1,470 | 4,046 | 26,569 | 29,829 | 56,398 |
| Clerical Support Services | 7,151 | 23,276 | 30,428 | - | - | - | 7,151 | 23,276 | 30,428 |
| Service/Sales Workers | 50,596 | 50,694 | 101,290 | - | 492 | 492 | 50,596 | 51,186 | 101,782 |
| Skilled Agric. Forestry and Fishery Workers | 859 | 1,137 | 1,996 | - | - | - | 859 | 1,137 | 1,996 |
| Craft and Related Trades Workers | 19,146 | 4,642 | 23,788 | 1,556 | - | 1,556 | 20,702 | 4,642 | 25,344 |
| Plant & Machine Operators | 27,951 | 4,290 | 32,241 | 268 | - | 268 | 28,219 | 4,290 | 32,509 |
| Elementary Occupations | 24,502 | 35,856 | 60,358 | 1,717 | 1,027 | 2,744 | 26,219 | 36,883 | 63,102 |
| Other | 5,014 | - | 5,014 | - | - | - | 5,014 | - | 5,014 |
| Total | 183,829 | 175,435 | 359,263 | 9,566 | 4,814 | 14,381 | 193,395 | 180,249 | 373,644 |

Table 1.18b: Percentage of Estimated Formal Employment by Occupation, Citizenship & Sex, CMTHS 2019

| Occupation | Citizens | | | Non-Citizens | | | All Employees | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|---------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Managers | 4.9 | 3.3 | 4.1 | 6.7 | 10.1 | 7.8 | 5.0 | 3.4 | 4.3 |
| Professionals | 8.4 | 12.2 | 10.3 | 29.3 | 27.8 | 28.8 | 9.5 | 12.7 | 11.0 |
| Technicians and Associate Professionals | 13.1 | 16.2 | 14.6 | 26.9 | 30.5 | 28.1 | 3.7 | 16.5 | 15.1 |
| Clerical Support Services | 3.9 | 13.3 | 8.5 | - | - | - | 3.7 | 12.9 | 8.1 |
| Service/Sales Workers | 27.5 | 28.9 | 28.2 | - | 10.2 | 3.4 | 26.2 | 28.4 | 27.2 |
| Skilled Agric. Forestry and Fishery Workers | 0.5 | 0.6 | 0.6 | - | - | - | 0.4 | 0.6 | 0.5 |
| Craft and Related Trades Workers | 10.4 | 2.6 | 6.6 | 16.3 | - | 10.8 | 10.7 | 2.6 | 6.8 |
| Plant & Machine Operators | 15.2 | 2.4 | 9.0 | 2.8 | - | 1.9 | 14.6 | 2.4 | 8.7 |
| Elementary Occupations | 13.3 | 20.4 | 16.8 | 17.9 | 21.3 | 19.1 | 13.6 | 20.5 | 16.9 |
| Other | 2.7 | - | 1.4 | - | - | - | 2.6 | - | 1.3 |
| Total | 100.0 | 100.0 | 100.0 |

Table 1.19: Estimated Formal Employment by Industry & Sex, CMTHS 2019

| Sector/ Economic Activity | All Employees | | | All Employees | | | All Employees | | |
|--|----------------|----------------|----------------|---------------|--------------|--------------|---------------|-------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, Forestry and Fishing | 5,510 | 4,124 | 9,634 | 2.8 | 2.3 | 2.6 | 57.2 | 42.8 | 100.0 |
| Mining and Quarrying | 7,378 | 763 | 8,141 | 3.8 | 0.4 | 2.2 | 90.6 | 9.4 | 100.0 |
| Manufacturing | 15,260 | 11,645 | 26,905 | 7.9 | 6.5 | 7.2 | 56.7 | 43.3 | 100.0 |
| Electricity, Gas, & Air Supply | 1,866 | 298 | 2,164 | 1.0 | 0.2 | 0.6 | 86.2 | 13.8 | 100.0 |
| Water Supply and Waste Management | 5,181 | 1,635 | 6,816 | 2.7 | 0.9 | 1.8 | 76.0 | 24.0 | 100.0 |
| Construction of Buildings | 15,307 | 2,920 | 18,227 | 7.9 | 1.6 | 4.9 | 84.0 | 16.0 | 100.0 |
| Wholesale, Retail & Repair of Motor Vehicles | 26,567 | 26,529 | 53,096 | 13.7 | 14.7 | 14.2 | 50.0 | 50.0 | 100.0 |
| Transport & Storage | 9,205 | 3,708 | 12,913 | 4.8 | 2.1 | 3.5 | 71.3 | 28.7 | 100.0 |
| Accommodation and Food Service | 3,270 | 10,586 | 13,856 | 1.7 | 5.9 | 3.7 | 23.6 | 76.4 | 100.0 |
| Information and Communication | 2,278 | 1,993 | 4,271 | 1.2 | 1.1 | 1.1 | 53.3 | 46.7 | 100.0 |
| Finance and Insurance Activities | 2,691 | 6,881 | 9,572 | 1.4 | 3.8 | 2.6 | 28.1 | 71.9 | 100.0 |
| Real Estate Activities | 654 | 740 | 1,394 | 0.3 | 0.4 | 0.4 | 46.9 | 53.1 | 100.0 |
| Professional, Scientific and Technical | 3,413 | 4,904 | 8,317 | 1.8 | 2.7 | 2.2 | 41.0 | 59.0 | 100.0 |
| Administrative and Support Service | 26,329 | 15,747 | 42,077 | 13.6 | 8.7 | 11.3 | 62.6 | 37.4 | 100.0 |
| Public Administration and Defense | 41,445 | 27,342 | 68,787 | 21.4 | 15.2 | 18.4 | 60.3 | 39.7 | 100.0 |
| Education | 14,871 | 37,921 | 52,792 | 7.7 | 21.0 | 14.1 | 28.2 | 71.8 | 100.0 |
| Human Health and Social Work Activities | 7,665 | 14,462 | 22,128 | 4.0 | 8.0 | 5.9 | 34.6 | 65.4 | 100.0 |
| Arts, Entertainment and Recreation | 532 | 2,833 | 3,365 | 0.3 | 1.6 | 0.9 | 15.8 | 84.2 | 100.0 |
| Other Service Activities | 2,905 | 2,070 | 4,976 | 1.5 | 1.1 | 1.3 | 58.4 | 41.6 | 100.0 |
| Households as Employers | 825 | 3,146 | 3,971 | 0.4 | 1.7 | 1.1 | 20.8 | 79.2 | 100.0 |
| Activities of Extraterritorial Organizations | 244 | - | 244 | 0.1 | - | 0.1 | 100.0 | - | 100.0 |
| Total | 193,395 | 180,249 | 373,644 | 100.0 | 100.0 | 100.0 | 51.8 | 48.2 | 100.0 |

Table 1.20: Estimated Formal Employment Monthly Average Earnings by Industry, Citizenship & Sex, CMTHS 2019

| Sector/ Economic Activity | Citizens | | | Non-Citizens | | | All Employees | | |
|--|--------------|--------------|---------------|---------------|--------------|---------------|---------------|--------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, Forestry and Fishing | 2,488 | 1,551 | 2,090 | 1,801 | 3,290 | 2,596 | 2,471 | 1,617 | 2,105 |
| Mining and Quarrying | 17,293 | 22,325 | 17,765 | - | - | - | 17,293 | 22,325 | 17,765 |
| Manufacturing | 4,390 | 2,822 | 3,680 | 4,886 | - | 4,886 | 4,429 | 2,822 | 3,733 |
| Electricity & Gas Supply | 5,014 | 3,205 | 4,765 | - | - | - | 5,014 | 3,205 | 4,765 |
| Water Supply and Waste Management | 8,453 | 5,456 | 7,734 | - | - | - | 8,453 | 5,456 | 7,734 |
| Construction | 4,498 | 5,494 | 4,674 | 7,352 | 29,953 | 8,861 | 4,983 | 7,052 | 5,314 |
| Wholesale, Retail & Repair of Motor Vehicles | 3,307 | 2,858 | 3,082 | 1,096 | 1,801 | 1,432 | 3,270 | 2,842 | 3,056 |
| Transport & Storage | 12,553 | 6,525 | 10,822 | - | - | - | 12,553 | 6,525 | 10,822 |
| Accommodation and Food Service | 2,460 | 2,356 | 2,381 | - | - | - | 2,460 | 2,356 | 2,381 |
| Information and Communication | 17,821 | 5,215 | 11,939 | - | - | - | 17,821 | 5,215 | 11,939 |
| Finance and Insurance Activities | 11,376 | 8,044 | 8,873 | 16,765 | - | 16,765 | 12,201 | 8,044 | 9,212 |
| Real Estate Activities | 16,377 | 5,908 | 10,820 | - | - | - | 16,377 | 5,908 | 10,820 |
| Professional, Scientific and Technical | 10,809 | 10,167 | 10,422 | 35,071 | - | 35,071 | 12,146 | 10,167 | 10,979 |
| Administrative and Support Services | 2,686 | 2,248 | 2,524 | - | 1,477 | 1,477 | 2,686 | 2,233 | 2,516 |
| Public Administration | 11,144 | 8,262 | 9,994 | - | - | - | 11,071 | 8,262 | 9,954 |
| Education | 11,202 | 9,862 | 10,211 | 19,148 | 12,123 | 15,643 | 12,418 | 9,997 | 10,679 |
| Human Health and Social Work Activities | 9,499 | 7,982 | 8,442 | 16,220 | 10,980 | 14,506 | 11,025 | 8,157 | 9,150 |
| Arts, Entertainment and Recreation | 4,543 | 5,247 | 5,136 | - | - | - | 4,543 | 5,247 | 5,136 |
| Other Service Activities | 8,033 | 4,026 | 6,365 | - | - | - | 8,033 | 4,026 | 6,365 |
| Households as Employers | 1,584 | 1,393 | 1,427 | 1,202 | 1,622 | 1,490 | 1,446 | 1,441 | 1,442 |
| Activities of Extraterritorial Organizations | 14,990 | - | 14,990 | - | - | - | 14,990 | - | 14,990 |
| Total | 7,573 | 6,112 | 6,860 | 11,645 | 9,359 | 10,879 | 7,775 | 6,199 | 7,015 |

Table 1.21: Estimated Formal Employment Earnings by Industry & Range of Earnings, CMTHS 20199

| Sector/ Economic Activity | Gross Salary | | | | | | | | Total |
|---|--------------|---------------|----------------|---------------|---------------|---------------|--------------|--------------|----------------|
| | 1-500 | 501-1000 | 1001-2000 | 2001-4000 | 4001-10000 | 10001-30000 | 30001-80000 | Unknown | |
| Agriculture, Forestry and Fishing | - | 2,680 | 5,026 | 1,287 | 103 | 316 | - | 221 | 9,634 |
| Mining and Quarrying | - | - | - | 739 | 1,253 | 5,143 | 1,005 | - | 8,141 |
| Manufacturing | 247 | 388 | 11,890 | 6,439 | 5,633 | 2,110 | - | 199 | 26,905 |
| Electricity & Gas Supply | - | - | 321 | 892 | 459 | 275 | - | 218 | 2,164 |
| Water Supply and Waste Management | - | - | 806 | 837 | 4,212 | 791 | 170 | - | 6,816 |
| Construction | - | 191 | 5,950 | 5,883 | 4,175 | 1,453 | 409 | 165 | 18,227 |
| Wholesale, Retail & Repair of Motor Vehicles | - | 1,292 | 33,353 | 11,083 | 5,123 | 1,204 | 440 | 600 | 53,096 |
| Transport & Storage | - | - | 1,584 | 2,643 | 5,729 | 1,830 | 1,127 | - | 12,913 |
| Accommodation and Food Service | - | - | 7,651 | 5,075 | 1,129 | - | - | - | 13,856 |
| Information and Communication | - | - | 821 | 722 | 1,055 | 1,417 | 256 | - | 4,271 |
| Finance and Insurance Activities | - | - | - | 1,709 | 3,918 | 3,316 | 227 | 401 | 9,572 |
| Real Estate Activities | - | - | - | 336 | 824 | - | 234 | - | 1,394 |
| Professional, Scientific and Technical | - | - | 492 | 3,654 | 1,444 | 2,134 | 595 | - | 8,317 |
| Administrative and Support Services | - | 493 | 18,065 | 19,882 | 2,835 | 801 | - | - | 42,077 |
| Public Administration | - | 2,221 | 4,065 | 17,277 | 17,681 | 24,623 | 1,942 | 977 | 68,787 |
| Education | 26 | 1,817 | 4,796 | 8,734 | 10,938 | 25,458 | 1,023 | - | 52,792 |
| Human Health and Social Work Activities | - | - | 1,134 | 6,803 | 5,368 | 8,033 | 241 | 549 | 22,127 |
| Arts, Entertainment and Recreation | - | - | 524 | 1,304 | 1,048 | 489 | - | - | 3,365 |
| Other Service Activities | - | 182 | 1,639 | 440 | 1,516 | 945 | - | 254 | 4,976 |
| Households as Employers | - | 739 | 3,233 | - | - | - | - | - | 3,972 |
| Activities of Extraterritorial Organizations | - | - | - | - | - | 244 | - | - | 244 |
| Total | 272 | 10,004 | 101,348 | 95,740 | 74,442 | 80,583 | 7,669 | 3,585 | 373,644 |
| Percentage Total | 0.1 | 2.7 | 27.1 | 25.6 | 19.9 | 21.6 | 2.1 | 1.0 | 100.0 |

Table 1.22: Estimated Formal Employment Monthly Average Earnings by Occupation, Citizenship & Sex, CMTHS 2019

| Occupation | Citizens | | | Non-Citizens | | | All Employees | | |
|---|--------------|--------------|---------------|---------------|--------------|---------------|---------------|--------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Managers | 21,125 | 16,333 | 19,276 | 6,837 | 4,998 | 6,045 | 20,182 | 15,444 | 18,338 |
| Professionals | 17,764 | 14,706 | 15,990 | 20,815 | 24,352 | 21,958 | 18,231 | 15,273 | 16,591 |
| Technicians and Associate Professionals | 11,830 | 11,564 | 11,686 | 13,496 | 4,924 | 10,382 | 11,992 | 11,237 | 11,593 |
| Clerical Support Services | 5,935 | 4,697 | 4,987 | - | - | - | 5,935 | 4,697 | 4,987 |
| Service/Sales Workers | 3,895 | 2,660 | 3,277 | - | 1,913 | 1,913 | 3,895 | 2,653 | 3,270 |
| Skilled Agric. Forestry and Fishery Workers | 5,435 | 2,552 | 3,793 | - | - | - | 5,435 | 2,552 | 3,793 |
| Craft and Related Trades Workers | 6,317 | 2,436 | 5,559 | 4,971 | - | 4,971 | 6,215 | 2,436 | 5,523 |
| Plant & Machine Operators | 4,608 | 2,719 | 4,356 | 6,992 | - | 6,992 | 4,630 | 2,719 | 4,378 |
| Elementary Occupations | 2,025 | 1,822 | 1,904 | 2,448 | 1,763 | 2,192 | 2,052 | 1,820 | 1,916 |
| Other | 19,360 | - | 19,360 | - | - | - | 19,360 | - | 19,360 |
| Total | 7,573 | 6,112 | 6,860 | 11,645 | 9,359 | 10,879 | 7,775 | 6,199 | 7,015 |

Table 1.23: Estimated Formal Employment Earnings by Occupation & Range of Earnings, CMTHS 2019

| Occupation | 1-500 | 501-1000 | 1001-2000 | 2001-4000 | 4001-10000 | 10001-30000 | 30001-80000 | Unknown | Total |
|---|------------|---------------|----------------|---------------|---------------|---------------|--------------|--------------|----------------|
| Managers | - | - | - | 717 | 4,920 | 6,645 | 3,238 | 398 | 15,918 |
| Professionals | - | - | - | 1,002 | 7,760 | 28,334 | 2,737 | 1,319 | 41,153 |
| Technicians and Associate Professionals | - | 102 | 1,768 | 5,316 | 17,857 | 30,028 | 614 | 711 | 56,398 |
| Clerical Support Services | 26 | 123 | 4,117 | 10,023 | 12,444 | 2,699 | - | 997 | 30,428 |
| Service/Sales Workers | - | 4,009 | 40,334 | 40,447 | 11,749 | 4,901 | 183 | 160 | 101,783 |
| Skilled Agric. Forestry and Fishery Workers | - | 131 | 145 | 1,522 | - | 199 | - | - | 1,996 |
| Craft and Related Trades Workers | - | 548 | 8,158 | 7,585 | 6,085 | 2,342 | 625 | - | 25,344 |
| Plant & Machine Operators | - | - | 7,413 | 13,415 | 9,658 | 2,022 | - | - | 32,508 |
| Elementary Occupations | 247 | 5,091 | 39,415 | 15,712 | 2,569 | 69 | - | - | 63,102 |
| Other | - | - | - | - | 1,400 | 3,342 | 272 | - | 5,014 |
| Total | 272 | 10,004 | 101,348 | 95,740 | 74,442 | 80,583 | 7,669 | 3,585 | 373,644 |

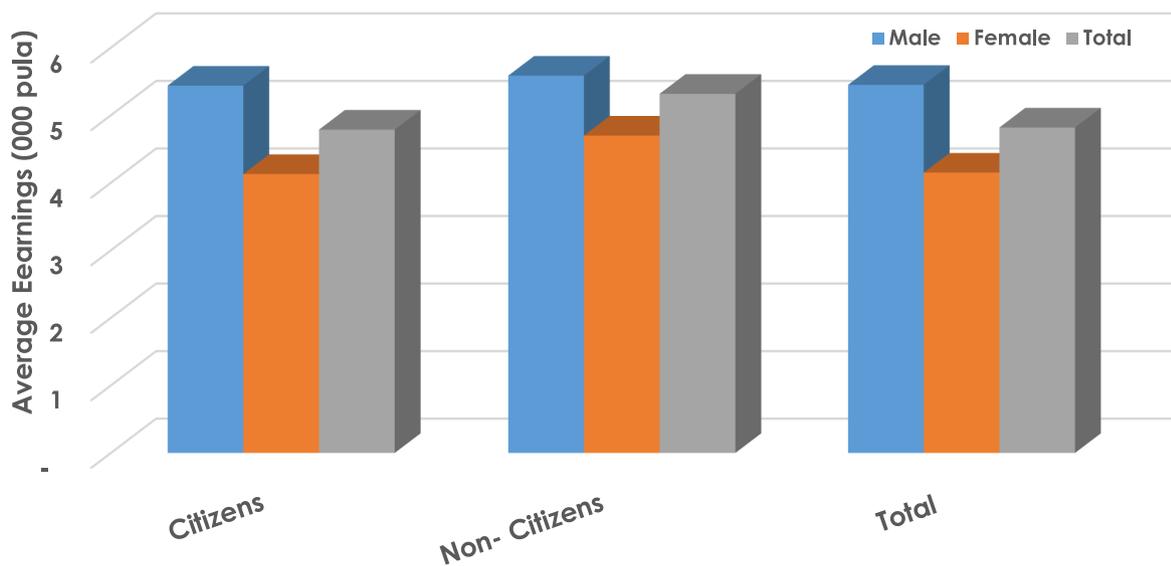
Table 1.24: Percentage of Estimated Formal Employment Earnings by Occupation & Range of Earnings, CMTHS 2019

| Occupation | 1-500 | 501-1000 | 1001-2000 | 2001-4000 | 4001-10000 | 10001-30000 | 30001-80000 | Unknown | Total |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Managers | - | - | - | 0.7 | 6.6 | 8.2 | 42.2 | 11.1 | 4.3 |
| Professionals | - | - | - | 1.0 | 10.4 | 35.2 | 35.7 | 36.8 | 11.0 |
| Technicians and Associate Professionals | - | 1.0 | 1.7 | 5.6 | 24.0 | 37.3 | 8.0 | 19.8 | 15.1 |
| Clerical Support Services | 9.6 | 1.2 | 4.1 | 10.5 | 16.7 | 3.3 | - | 27.8 | 8.1 |
| Service/Sales Workers | - | 40.1 | 39.8 | 42.2 | 15.8 | 6.1 | 2.4 | 4.5 | 27.2 |
| Skilled Agric. Forestry and Fishery Workers | - | 1.3 | 0.1 | 1.6 | - | 0.2 | - | - | 0.5 |
| Craft and Related Trades Workers | - | 5.5 | 8.0 | 7.9 | 8.2 | 2.9 | 8.1 | - | 6.8 |
| Plant & Machine Operators | - | - | 7.3 | 14.0 | 13.0 | 2.5 | - | - | 8.7 |
| Elementary Occupations | 90.8 | 50.9 | 38.9 | 16.4 | 3.5 | 0.1 | - | - | 16.9 |
| Other | - | - | - | - | 1.9 | 4.1 | 3.5 | - | 1.3 |
| Total | 100.0 |

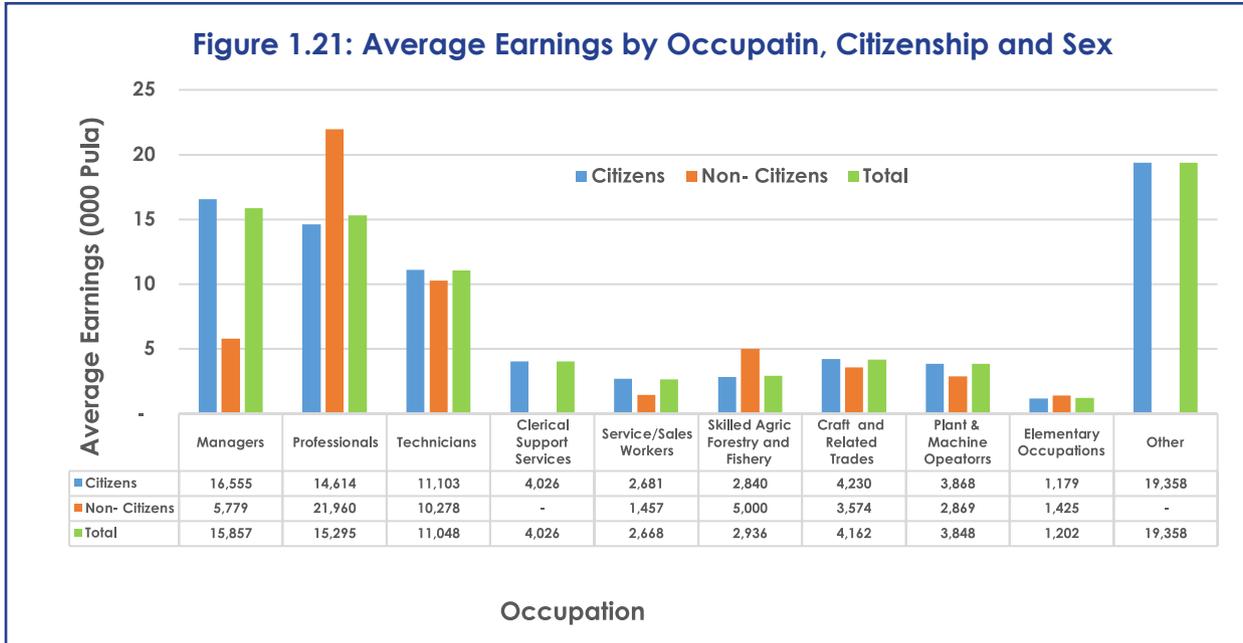
3.3 Average Earnings in Pula

Quarter four 2019 overall average cash earnings (in pula) for both Citizens and Non – citizens wage earners was estimated at P4,818. This is a 3.4 percent decrease as compared to the P4,989 (pula) that was estimated for quarter three. 2019 Average earnings for citizens was estimated at P4, 787, Non-citizen Average earnings was P5, 317. Male average earnings (5,450 pula) were higher than that of their female counterparts who recorded an average of 4,151Pula. See [Figure 1.20](#) below.

Figure 1.20: Average Earnings (Pulas) by Citizenship and Sex-QMTS Q4 2019



Average earnings at occupation level for both citizens and Non- citizens is shown in **Figure 1.21** below. The highest Average Earnings (pula) was recorded by Other Specialised Professional Services Personnel with 19, 358. This category comprises of citizen wage earners only. Managers, Professionals and Technicians & Associate Professionals recorded total average earnings of 15,857, 15,295 and 11,048. The very same trend was observed in the previous quarter. The above categories recorded the highest average earnings with the same pattern.



4.0 CURRENTLY UNEMPLOYED POPULATION

4.1 Currently Unemployed

Unemployed persons are persons who did not do some work in the reference period (past 7 days) for payment (either in cash or in kind), profit or family gain. These people should have been actively seeking work in the past thirty days and were available to start work. It should be noted that individuals who were temporarily absent from the above-mentioned activities and were definitely going to return to them are excluded.

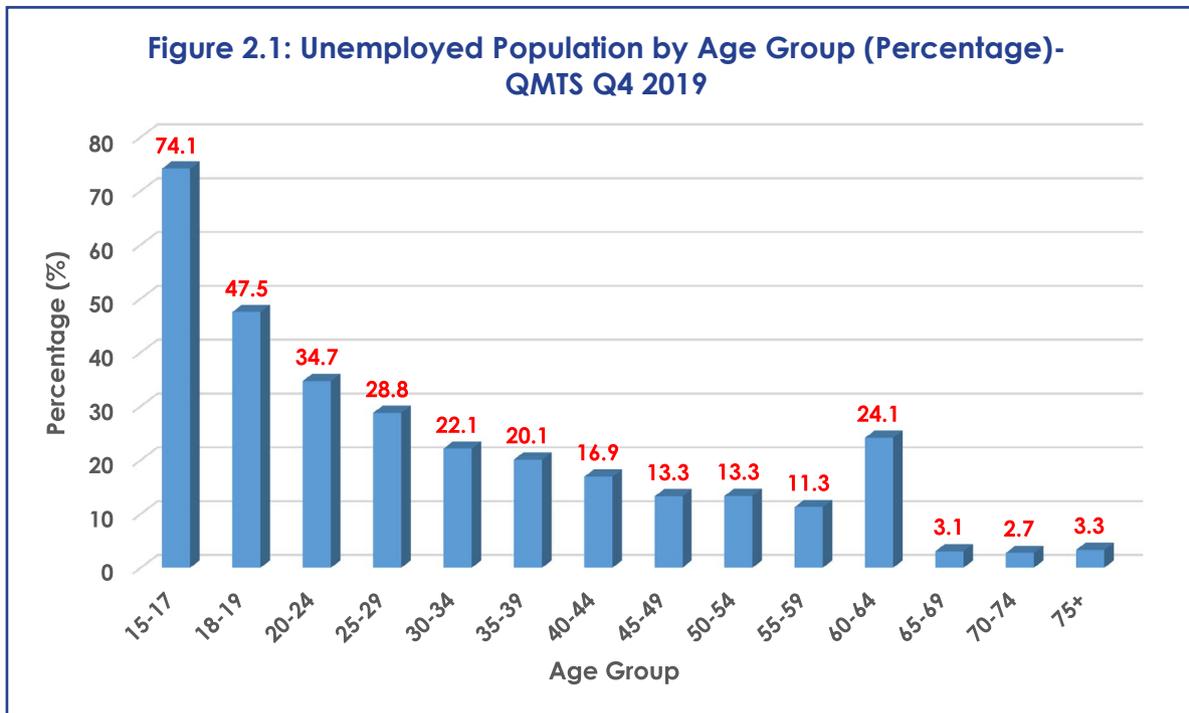
Discouraged job seekers or relaxed job seekers are persons outside the labour force who wanted employment and were currently available but did not seek employment during the short reference period of measurement, for labour market-related reasons. The discouraged job seekers are a subset of the potential labour force, or more particularly, a subset of the “available potential jobseekers.” In the reference period, they wanted and were available for employment, but were not seeking employment for labour market related reasons as opposed to personal, family or other non-labour related reasons.

Quarter four of the 2019 Quarterly Multi Topic Survey, estimated total unemployed of the actively seeking employment population at 211,743. This is a 7.9 percent (16, 753) increase in the total unemployed population estimated from quarter three results. The results indicate an increase of 1.1 percent (739) in the number of discouraged job seekers between quarter three and four, from 68,654 in quarter three to 69,393 in quarter four. The **extended unemployment** - that is, the combination of actively seeking and not seeking employment persons in the reference period, stood at 281,136 in quarter four 2019. Of these, 75.3 percent were actively seeking work and 24.7 percent were discouraged job seekers. (Table UN6)

Overall unemployment rate for Quarter four 2019 was estimated at 22.2 percent as compared to the 20.7 percent estimated for Quarter 3. This estimate relates to individuals who were **actively seeking work** during the reference period. Unemployment rate for Females was estimated at 22.8 percent while males recorded 21.6 percent.

The extended unemployment rate was estimated at 27.5 percent in quarter four 2019, compared to 26.1 percent in the third quarter of 2019, The internationally used measure of unemployment is the actively seeking work (22.2 percent), which focuses on currency with respect to specified period.

Unemployment rate (actively seeking) by age group is displayed in **Figure 2.1** below. The most affected age groups were the 15-17 to 25-29. Age group 15-17 recorded the highest unemployment rate of 74.1 percent. This was followed by the 18-19 age group with 47.5 percent. Age groups 20-24 and 25-29 recorded 34.7 and 28.8 percent respectively.



Overall unemployment rate for the labour force aged 15 years and above, (actively seeking work) was estimated at 22.2 percent, while for persons aged 18 years and above, unemployment rate was estimated at 21.9 percent.

Unemployment rate for females was estimated at 22.8 percent, 1.2 percentage points higher than males unemployment rate of 21.6 percent. For labour force aged 18 years and above, females recorded unemployment rate of 22.6 percent as compared to their male counterparts, who recorded 21.3 percent. (See **Table 2.1a** and **Table 2.1b**) below.

Table 2.1a: Unemployment Rate by Age Group (15 Years & Above) and Sex, QMTS Q4 2019

| Age Group | Unemployed | | | Employed | | | Labour Force | | | Unemployment Rate | | | Q3 Total |
|--------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-------------------|-------------|-------------|-------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total | |
| 15-17 | 2,237 | 1,335 | 3,572 | 783 | 464 | 1,247 | 3,020 | 1,799 | 4,819 | 74.1 | 74.2 | 74.1 | 55.5 |
| 18-19 | 5,502 | 5,040 | 10,543 | 5,019 | 6,632 | 11,651 | 10,522 | 11,672 | 22,194 | 52.3 | 43.2 | 47.5 | 44.1 |
| 20-24 | 20,426 | 15,725 | 36,150 | 35,058 | 33,000 | 68,058 | 55,483 | 48,725 | 104,208 | 36.8 | 32.3 | 34.7 | 32.1 |
| 25-29 | 22,836 | 23,795 | 46,631 | 60,045 | 55,393 | 115,438 | 82,881 | 79,188 | 162,069 | 27.6 | 30.0 | 28.8 | 24.9 |
| 30-34 | 13,509 | 19,153 | 32,661 | 52,660 | 62,313 | 114,973 | 66,168 | 81,465 | 147,634 | 20.4 | 23.5 | 22.1 | 21.4 |
| 35-39 | 13,643 | 17,082 | 30,725 | 64,138 | 58,015 | 122,153 | 77,781 | 75,097 | 152,878 | 17.5 | 22.7 | 20.1 | 18.4 |
| 40-44 | 9,243 | 10,104 | 19,347 | 48,110 | 46,925 | 95,035 | 57,353 | 57,029 | 114,382 | 16.1 | 17.7 | 16.9 | 15.0 |
| 45-49 | 6,008 | 5,441 | 11,449 | 33,687 | 41,114 | 74,801 | 39,696 | 46,554 | 86,250 | 15.1 | 11.7 | 13.3 | 16.6 |
| 50-54 | 3,788 | 4,718 | 8,506 | 29,021 | 26,378 | 55,399 | 32,808 | 31,096 | 63,904 | 11.5 | 15.2 | 13.3 | 11.2 |
| 55-59 | 1,471 | 3,272 | 4,742 | 18,513 | 18,819 | 37,332 | 19,984 | 22,090 | 42,075 | 7.4 | 14.8 | 11.3 | 10.2 |
| 60-64 | 2,775 | 3,846 | 6,621 | 12,697 | 8,114 | 20,811 | 15,472 | 11,959 | 27,431 | 17.9 | 32.2 | 24.1 | 10.9 |
| 65-69 | 413 | - | 413 | 5,373 | 7,695 | 13,068 | 5,786 | 7,695 | 13,481 | 7.1 | - | 3.1 | 9.3 |
| 70-74 | 102 | 94 | 196 | 2,738 | 4,218 | 6,957 | 2,840 | 4,312 | 7,152 | 3.6 | 2.2 | 2.7 | 16.7 |
| 75+ | 187 | - | 187 | 2,748 | 2,709 | 5,457 | 2,935 | 2,709 | 5,644 | 6.4 | - | 3.3 | 3.8 |
| Total | 102,140 | 109,603 | 211,743 | 370,590 | 371,789 | 742,378 | 472,730 | 481,391 | 954,121 | 21.6 | 22.8 | 22.2 | 20.7 |

Table 2.1b: Unemployment Rate by Age Group (18 years & above) and Sex, QMTS Q4 2019

| Age Group | Unemployed | | | Employed | | | Labour Force | | | Unemployment Rate | | | Q3 Total |
|--------------|---------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-------------------|-------------|-------------|-------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total | |
| 18-19 | 5,502 | 5,040 | 10,543 | 5,019 | 6,632 | 11,651 | 10,522 | 11,672 | 22,194 | 52.3 | 43.2 | 47.5 | 44.1 |
| 20-24 | 20,426 | 15,725 | 36,150 | 35,058 | 33,000 | 68,058 | 55,483 | 48,725 | 104,208 | 36.8 | 32.3 | 34.7 | 32.1 |
| 25-29 | 22,836 | 23,795 | 46,631 | 60,045 | 55,393 | 115,438 | 82,881 | 79,188 | 162,069 | 27.6 | 30 | 28.8 | 24.9 |
| 30-34 | 13,509 | 19,153 | 32,661 | 52,660 | 62,313 | 114,973 | 66,168 | 81,465 | 147,634 | 20.4 | 23.5 | 22.1 | 21.4 |
| 35-39 | 13,643 | 17,082 | 30,725 | 64,138 | 58,015 | 122,153 | 77,781 | 75,097 | 152,878 | 17.5 | 22.7 | 20.1 | 18.4 |
| 40-44 | 9,243 | 10,104 | 19,347 | 48,110 | 46,925 | 95,035 | 57,353 | 57,029 | 114,382 | 16.1 | 17.7 | 16.9 | 15.0 |
| 45-49 | 6,008 | 5,441 | 11,449 | 33,687 | 41,114 | 74,801 | 39,696 | 46,554 | 86,250 | 15.1 | 11.7 | 13.3 | 16.6 |
| 50-54 | 3,788 | 4,718 | 8,506 | 29,020 | 26,378 | 55,399 | 32,808 | 31,096 | 63,904 | 11.5 | 15.2 | 13.3 | 11.2 |
| 55-59 | 1,471 | 3,272 | 4,742 | 18,513 | 18,819 | 37,332 | 19,984 | 22,090 | 42,075 | 7.4 | 14.8 | 11.3 | 10.2 |
| 60-64 | 2,775 | 3,846 | 6,621 | 12,697 | 8,114 | 20,811 | 15,472 | 11,959 | 27,431 | 17.9 | 32.2 | 24.1 | 10.9 |
| 65-69 | 413 | - | 413 | 5,373 | 7,695 | 13,068 | 5,786 | 7,695 | 13,481 | 7.1 | - | 3.1 | 9.3 |
| 70-74 | 102 | 94 | 196 | 2,738 | 4,218 | 6,957 | 2,840 | 4,312 | 7,152 | 3.6 | 2.2 | 2.7 | 16.7 |
| 75+ | 187 | - | 187 | 2,748 | 2,709 | 5,457 | 2,935 | 2,709 | 5,644 | 6.4 | - | 3.3 | 3.8 |
| Total | 99,903 | 108,268 | 208,171 | 369,807 | 371,325 | 741,132 | 469,710 | 479,592 | 949,303 | 21.3 | 22.6 | 21.9 | 20.5 |

Unemployment at stratum level showed Urban Areas with a rate of 23.5 percent. Rural Area and Cities & Towns recorded 23.4 and 18.2 percent respectively. Females' unemployment rate was highest in Rural Areas at 25.6 percent. In Cities & Towns and Rural Areas, the unemployment rate for females was higher than that of males. A different scenario is observed for Urban Areas where the unemployment rate for males was higher compared to that of females, at 24.4 and 22.6 percent respectively. (See [Table 2.2](#)).

Table 2.2: Unemployment Rate by Strata and Sex, QMTS Q4 2019

| Region | Employed | | | Unemployed | | | Labour Force | | | Unemployment Rate | | |
|-------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-------------------|-------------|-------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Cities and Towns | 97,002 | 86,716 | 183,718 | 20,064 | 20,832 | 40,895 | 117,066 | 107,547 | 224,613 | 17.1 | 19.4 | 18.2 |
| Urban Villages | 158,944 | 179,442 | 338,385 | 51,248 | 52,486 | 103,734 | 210,192 | 231,928 | 442,120 | 24.4 | 22.6 | 23.5 |
| Rural Areas | 114,644 | 105,631 | 220,275 | 30,828 | 36,285 | 67,113 | 145,471 | 141,916 | 287,388 | 21.2 | 25.6 | 23.4 |
| Total | 370,590 | 371,789 | 742,378 | 102,140 | 109,603 | 211,743 | 472,730 | 481,391 | 954,121 | 21.6 | 22.8 | 22.2 |

4.2: Currently unemployed by duration looking for Work

Table 2.3 below displays unemployed population (actively seeking work), by duration looking for work/ start business. The results show that, 41.4 percent (87,690 persons) reported that they had been seeking work for more than two years. These were followed by persons who reported to have been looking for work for one year to two years at 36,037 (17.0 percent), whilst those who reported that they spent one month to 3 months stood at 34,584 (16.3 percent).

Amongst persons who spent 2 years or more looking for work, Urban villagers dominated the group, with a record of 43,288 persons (49.4 percent). Persons in Rural areas followed with 26,120 (29.8 percent), while persons in Cities and Towns recorded 18,282 (20.8 percent).

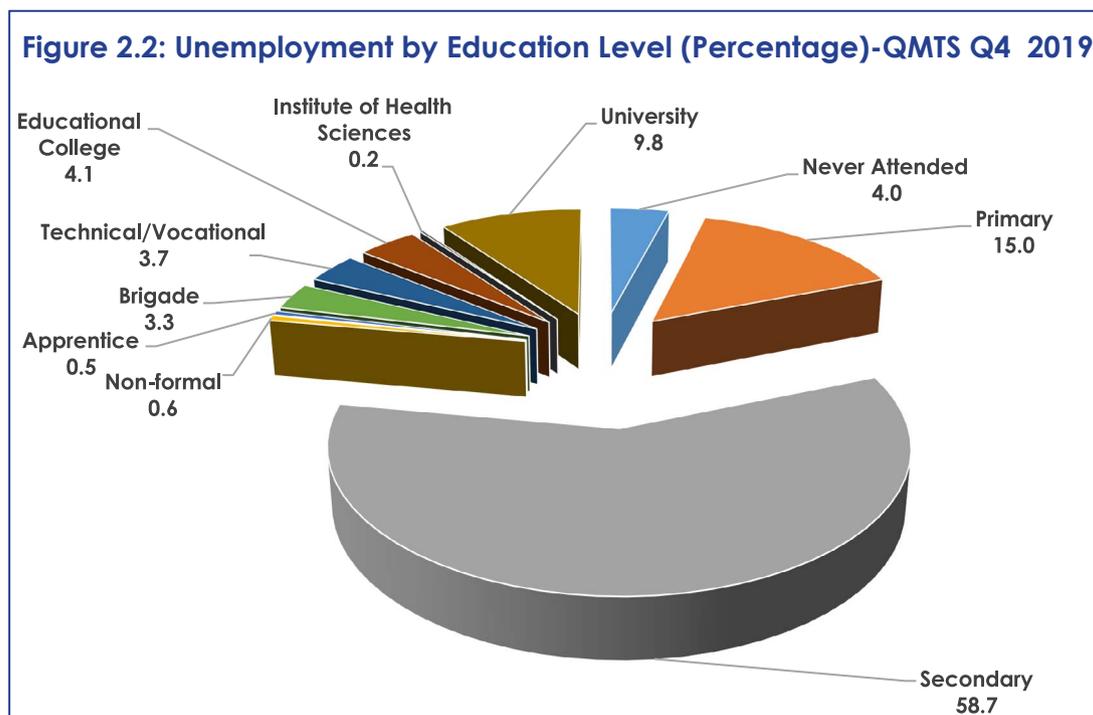
Table 2.3: Unemployment by duration looking for work/ to start a business, QMTS Q4 2019

| Duration looking for work/ start a business | Cities and Towns | | | Urban Villages | | | Rural Areas | | | Total Unemployed | | |
|---|------------------|---------------|---------------|----------------|---------------|----------------|---------------|---------------|---------------|------------------|----------------|----------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Less than 1 month | 1,400 | 204 | 1,604 | 4,107 | 2,024 | 6,132 | 2,606 | 1,747 | 4,353 | 8,114 | 3,975 | 12,088 |
| One month to 3 months | 2,779 | 3,321 | 6,100 | 9,941 | 6,079 | 16,020 | 5,171 | 7,293 | 12,464 | 17,891 | 16,693 | 34,584 |
| 3 months to 6 months | 1,450 | 471 | 1,921 | 5,656 | 4,283 | 9,939 | 2,791 | 3,273 | 6,064 | 9,897 | 8,027 | 17,924 |
| Six months to 12 months | 2,503 | 2,846 | 5,350 | 3,716 | 6,193 | 9,909 | 3,438 | 4,723 | 8,161 | 9,658 | 13,762 | 23,420 |
| One year to 2 years | 3,492 | 4,147 | 7,639 | 6,825 | 11,621 | 18,447 | 5,211 | 4,740 | 9,951 | 15,528 | 20,509 | 36,037 |
| Two years or more | 8,440 | 9,842 | 18,282 | 21,002 | 22,286 | 43,288 | 11,610 | 14,510 | 26,120 | 41,053 | 46,637 | 87,690 |
| Total | 20,064 | 20,832 | 40,895 | 51,248 | 52,486 | 103,734 | 30,828 | 36,285 | 67,113 | 102,140 | 109,603 | 211,743 |

| Percentage Distribution | | | | | | | | | | | | |
|-------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Less than 1 month | 7.0 | 1.0 | 3.9 | 8.0 | 3.9 | 5.9 | 8.5 | 4.8 | 6.5 | 7.9 | 3.6 | 5.7 |
| One month to 3 months | 13.8 | 15.9 | 14.9 | 19.4 | 11.6 | 15.4 | 16.8 | 20.1 | 18.6 | 17.5 | 15.2 | 16.3 |
| 3 months to 6 months | 7.2 | 2.3 | 4.7 | 11 | 8.2 | 9.6 | 9.1 | 9.0 | 9.0 | 9.7 | 7.3 | 8.5 |
| Six months to 12 months | 12.5 | 13.7 | 13.1 | 7.3 | 11.8 | 9.6 | 11.2 | 13 | 12.2 | 9.5 | 12.6 | 11.1 |
| One year to 2 years | 17.4 | 19.9 | 18.7 | 13.3 | 22.1 | 17.8 | 16.9 | 13.1 | 14.8 | 15.2 | 18.7 | 17 |
| Two years or more | 42.1 | 47.2 | 44.7 | 41 | 42.5 | 41.7 | 37.7 | 40 | 38.9 | 40.2 | 42.6 | 41.4 |
| Total | 100.0 |

4.3 Currently Unemployed by Education Level

Results for unemployed persons by level of education showed that Secondary education holders were in the majority at 58.7 percent of the unemployed, followed by Primary school holders and University graduates at 15.0 and 9.8 percent respectively. The same scenario was observed for Quarter 3 results where Secondary education holders recorded the highest proportion of 56.9 percent, with Primary holders and University holders each recorded 12.7 and 9.6 percent respectively. Institute of health sciences level holders recorded the lowest unemployed with 0.2 percent. See **Figure 2.2** below.



5.0 UNDER-EMPLOYMENT

Under-employment covers all persons who worked for less than 35 hours, and also reported that they were available to work more hours. Time-related underemployment, is when the working time of persons in employment is insufficient in relation to alternative employment situations in which persons are willing and available to engage in.

The time-related underemployment rate is a measure of labour underutilization that provides information regarding the share of employed persons who are willing and available to increase their working time and worked fewer hours than a specified time threshold during the reference period, which is the 35 hours.

Time related under employment is one of the aspect of labour underutilization, which others are unemployment rate and the potential labour force. It signals inadequate employment and complements other indicators of labour slack.

In general persons in time-related underemployment are all persons in employment who, during a short, specified period,

- i. Wanted to work additional hours,
- ii. Whose working time in all jobs was less than a specified hours threshold,
- iii. Who were available to work additional hours if given an opportunity to do more work.

5.1 Currently Under-Employed

The number of persons who reported that they were currently under-employed stood at 50, 051, representing 6.7 percent of the total currently employed population (742,378). Of the 50, 051 persons currently under employed, 36,258 were females (72.4 percent) and 13,793 males (27.6 percent).

5.2 Currently Under-Employed by Industry

Table 3.1 below shows under employed people by Industry and Sex. The table shows that 76.5 percent of the under employed were working in public administration, followed by those who were working in Education and Human Health & Social Work Activities with 9.7 percent and 2.8 percent respectively.

Table 3.1: Currently Underemployed by Industry and Sex

| Industry | Total Underemployed | | | Percentage | | |
|--|---------------------|---------------|---------------|--------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total |
| Agriculture, Forestry and Fishing | 263 | 697 | 959 | 1.9 | 1.9 | 1.9 |
| Mining and Quarrying | 183 | - | 183 | 1.3 | - | 0.4 |
| Manufacturing | 480 | - | 480 | 3.5 | - | 1.0 |
| Water Supply & Waste Management | 214 | - | 214 | 1.6 | - | 0.4 |
| Wholesale, Retail & Repair of Motor Vehicles | 423 | 657 | 1,080 | 3.1 | 1.8 | 2.2 |
| Transport & Storage | 268 | - | 268 | 1.9 | - | 0.5 |
| Accommodation and Food Service | 61 | - | 61 | 0.4 | - | 0.1 |
| Professional, Scientific and Technical | 184 | 176 | 360 | 1.3 | 0.5 | 0.7 |
| Administrative and Support Service | 327 | - | 327 | 2.4 | 0.0 | 0.7 |
| Public Administration | 10,207 | 28,072 | 38,279 | 74.0 | 77.4 | 76.5 |
| Education | 404 | 4,435 | 4,839 | 2.9 | 12.2 | 9.7 |
| Human Health and Social Work Activities | 189 | 1,229 | 1,418 | 1.4 | 3.4 | 2.8 |
| Arts, Entertainment and Recreation | 203 | - | 203 | 1.5 | - | 0.4 |
| Other Service Activities | 198 | - | 198 | 1.4 | - | 0.4 |
| Households as Employers | 191 | 992 | 1,183 | 1.4 | 2.7 | 2.4 |
| Total | 13,793 | 36,258 | 50,051 | 100.0 | 100.0 | 100.0 |

5.3 Currently Under-Employed by Region

Table UNDE 6a and **UNDE 6b** show Under-employment by region. Under-employment was more prevalent in rural areas and urban villages (59.6 and 30.3 percent respectively) compared to Cities/towns at 10.1 percent. The tables also show that under employment was mostly among people working in Ipelegeng project which falls under Local Government, recording 62.3 percent followed by Central Government with 19.1 percent.

5.4 Currently Under-Employed by Hours Worked

Under-employed by hours worked indicated that the majority (94.5 percent) of the under-employed worked between 15 and 34 hours per week. Individuals who worked between 1 and 9 hours accounted for only 2.2 percent of the total. See **Table 3.2**.

Table 3.2 Percentage of Currently Underemployed by Actual Hours Worked by Employment Status

| Hours Worked | In a business operated by a household or family member | As an employee for someone else | As an apprentice, intern/Tirelo Sechaba | Helping household member who works for someone else | Total |
|--------------|--|---------------------------------|---|---|--------------|
| 1-6 | - | 0.9 | - | 100.0 | 1.3 |
| 7-9 | - | 1.1 | - | - | 0.9 |
| 10-14 | 51.8 | 3.4 | - | - | 3.3 |
| 15-19 | - | 3.8 | - | - | 3.2 |
| 20-24 | - | 4.0 | 3.6 | - | 3.9 |
| 25-29 | 48.2 | 15.5 | 42.6 | - | 19.4 |
| 30-34 | - | 71.3 | 53.8 | - | 68.0 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

5.5 Currently Under-Employed by Education Level

Table 3.3 below shows that Under-employment was more prevalent amongst persons who completed secondary and primary school with 25,687 (51.5 percent) and 9,857 persons (19.6 percent) respectively. The least affected group was those who completed college education with 390 persons (0.8 percent).

Table 3.3a: Currently Underemployed by Age Group and Educational Level

| Age | Primary | Secondary | Non-formal | Apprentice | Brigade | Technical/ Vocational | Educational College | University | Never attended | Total |
|-------------------|--------------|---------------|--------------|------------|--------------|--------------------------|------------------------|--------------|-------------------|---------------|
| 15-17 | - | - | - | - | - | - | - | - | - | - |
| 18-19 | - | 1,995 | - | - | - | - | - | - | - | 1,995 |
| 20-24 | 712 | 6,868 | - | - | 226 | - | - | - | - | 7,806 |
| 25-29 | 366 | 7,116 | - | - | 176 | 121 | - | 985 | - | 8,764 |
| 30-34 | 543 | 1,879 | - | - | 467 | - | 390 | 80 | 266 | 3,625 |
| 35-39 | 2,135 | 4,316 | - | - | - | 477 | - | 385 | 204 | 7,517 |
| 40-44 | 1,262 | 1,623 | - | - | - | - | - | 225 | 367 | 3,477 |
| 45-49 | 928 | 930 | - | - | 491 | - | - | - | 2,206 | 4,555 |
| 50-54 | 1,083 | 365 | 464 | - | - | - | - | - | 876 | 2,788 |
| 55-59 | 903 | 173 | 149 | - | - | 129 | - | - | 1,492 | 2,846 |
| 60-64 | 1,053 | 421 | 439 | - | - | - | - | 311 | 1,442 | 3,666 |
| 65-69 | 779 | - | - | 628 | - | - | - | - | 405 | 1,812 |
| 70-74 | - | - | - | - | - | - | - | - | 813 | 813 |
| 75+ | 93 | - | - | - | - | - | - | - | 293 | 386 |
| Total | 9,857 | 25,687 | 1,052 | 628 | 1,360 | 727 | 390 | 1,986 | 8,363 | 50,051 |
| Percentage | 19.6 | 51.5 | 2.1 | 1.2 | 2.7 | 1.4 | 0.8 | 4.0 | 16.6 | 100.0 |

Table 3.3b: Percentage of Currently Underemployed by Age Group and Educational Level

| Age | Primary | Secondary | Non-formal | Apprentice | Brigade | Technical/ Vocational | Educational College | University | Never attended | Total |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------------------|------------------------|--------------|-------------------|--------------|
| 15-17 | - | - | - | - | - | - | - | - | - | - |
| 18-19 | - | 7.8 | - | - | - | - | - | - | - | 4.0 |
| 20-24 | 7.2 | 26.7 | - | - | 16.6 | - | - | - | - | 15.6 |
| 25-29 | 3.7 | 27.7 | - | - | 12.9 | 16.6 | - | 49.6 | - | 17.5 |
| 30-34 | 5.5 | 7.3 | - | - | 34.3 | - | 100.0 | 4.0 | 3.2 | 7.2 |
| 35-39 | 21.7 | 16.8 | - | - | - | 65.6 | - | 19.4 | 2.4 | 15.0 |
| 40-44 | 12.8 | 6.3 | - | - | - | - | - | 11.3 | 4.4 | 6.9 |
| 45-49 | 9.4 | 3.6 | - | - | 36.1 | - | - | - | 26.4 | 9.1 |
| 50-54 | 11.0 | 1.4 | 44.1 | - | - | - | - | - | 10.5 | 5.6 |
| 55-59 | 9.2 | 0.7 | 14.2 | - | - | 17.7 | - | - | 17.8 | 5.7 |
| 60-64 | 10.7 | 1.6 | 41.7 | - | - | - | - | 15.7 | 17.2 | 7.3 |
| 65-69 | 7.9 | - | - | 100.0 | - | - | - | - | 4.8 | 3.6 |
| 70-74 | - | - | - | - | - | - | - | - | 9.7 | 1.6 |
| 75+ | 0.9 | - | - | - | - | - | - | - | 3.5 | 0.8 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

6.0 DISABILITY IN LABOUR FORCE

From the past it has been observed that people living with disability were frequently denied or have limited opportunities to work. They were faced with barriers to equal job opportunities as compared to those without disability. ILO has since then advocated for the inclusion of people with disability in the world of work.

For the QMTS, the Washington Group Short Set of Questions on Disability were used. These questions ask about difficulties an individual may have when doing certain activities because of a health problem. From this set of questions, two options being, "Yes a lot of difficulty" and "cannot do it at all" were used to select people with disability.

6.1 Labour Force

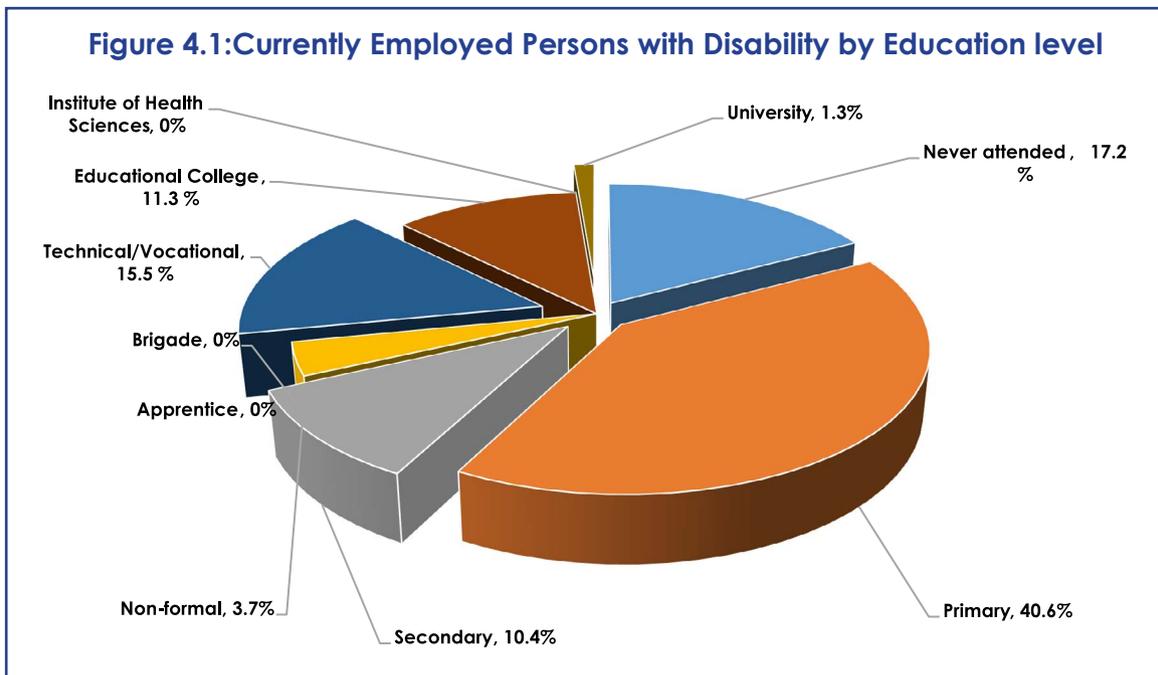
Total labour force of people with disability was estimated at 10,939, of which 4,906 were males, and 6,032 were females. From this total 8,691 were employed and 2,248 were unemployed.

The overall unemployment rate for people living with disability was estimated at 20.5 percent. Unemployment for males with disability was at 16.7 percent compared to 23.7 percent for females. (Table DA1)

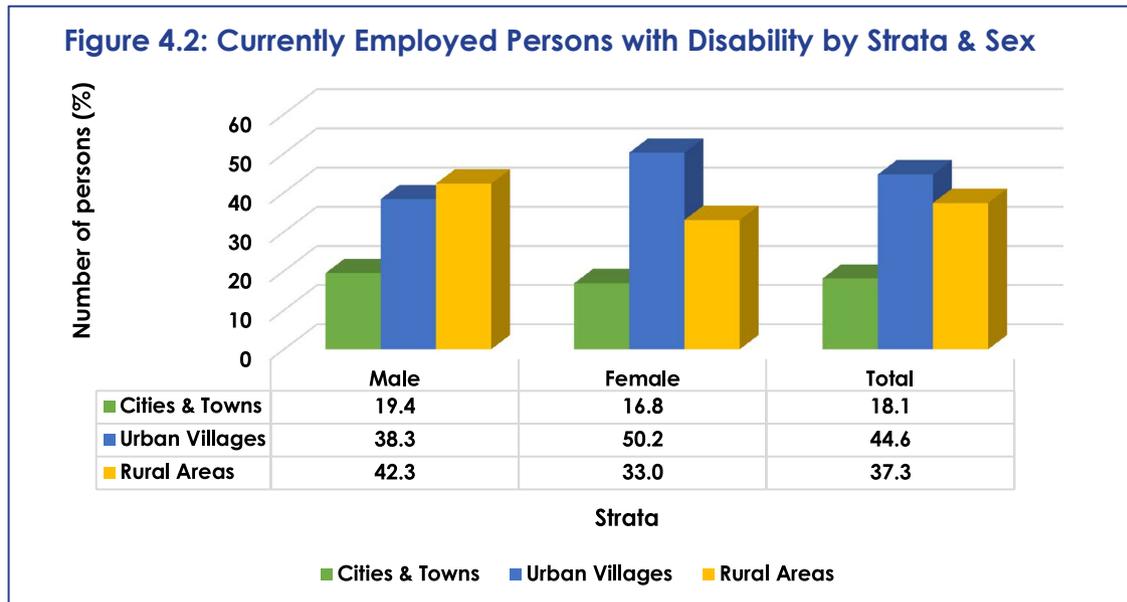
6.2 Currently Employed Persons with Disability

From the total employed population of 742 378, 1.2 percent (8,691 persons) were reported to have some form of disability.

Figure 4.1 below shows that majority of the working persons with disability completed primary education (40.6 percent), followed by those who never attended school with 17.2 percent and those with technical/vocational education at 15.5 percent.



Employed persons with disability by strata and sex shows that again urban areas had the majority of the total employed persons (44.6 percent), followed by rural areas with 37.3 percent and cities and towns with 18.1 percent. See **Figure 4.2** below



6.3 Unemployment by Disability

Out of the total unemployed population of 211,743, an estimated 1.1 percent (2,248 persons) were the persons living with disability. Males were 821 (36.5 percent), compared to females who numbered 1,427 (63.5 percent).

Unemployed persons with disability by age group are presented in **Table 4.1**. The results show that age group 60-64 recorded the highest proportion of 30.7 percent, followed by age groups 40-44 and 25-29 with 18.2 and 16.5 percent respectively.

Table 4.1: Unemployed Population with Disability by Age Group and Sex

| Age group | Counts | | | Percentages | | |
|--------------|------------|--------------|--------------|--------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total |
| 15-17 | - | - | - | - | - | - |
| 18-19 | - | - | - | - | - | - |
| 20-24 | 200 | - | 200 | 24.4 | - | 8.9 |
| 25-29 | 371 | - | 371 | 45.2 | - | 16.5 |
| 30-34 | - | - | - | - | - | - |
| 35-39 | - | 266 | 266 | - | 18.7 | 11.8 |
| 40-44 | 249 | 160 | 409 | 30.4 | 11.2 | 18.2 |
| 45-49 | - | - | - | - | - | - |
| 50-54 | - | 311 | 311 | - | 21.8 | 13.9 |
| 55-59 | - | - | - | - | - | - |
| 60-64 | - | 690 | 690 | - | 48.3 | 30.7 |
| 65-69 | - | - | - | - | - | - |
| 70-74 | - | - | - | - | - | - |
| 75+ | - | - | - | - | - | - |
| Total | 821 | 1,427 | 2,248 | 100.0 | 100.0 | 100.0 |

7.0 YOUTH (15 – 35 years) LABOUR FORCE

Quarter four of 2019 survey results estimated youth population (15-35 years) at 856,131 persons. This showed an increase of 1.4 percent increase, compared to the third quarter of 2019 results, which estimated the total youth population at 844,723 persons. Out of the total 1,618,068 estimated population aged fifteen years and above, the youth population accounts for a proportion of 52.9 %. Male youth population was recorded at 48.1 percent (411,653) while females recorded 51.9 percent (444,478) of the total youth population. (Table YE1 Appendix 3)

7.1 Youth Labour Force

Youth Labour Force was estimated at 474,193 persons. The Employed were estimated at 337,762 (71.2 percent) to the total youth labour force, while 136,432 (28.8 percent) were the unemployed. Analysis by education level showed that most of the youth labour force had completed Apprenticeship (59.0 percent). These were followed by the youth who completed Secondary and Primary education with 34.9 and 32.3 percent respectively.

7.2 Employed youth

Employed youth (15 – 35 years) population accounted for 45.5 percent of the total Employed population (742,378). Out of the 337,762 employed youth, 50.2 percent were males and 49.8 percent were females. Age groups 25 – 29 and 30 – 34 contributed the largest share to the youth employed population with 34.2 and 34.0 percent respectively. See Table YE 2 Appendix 3.

The results indicate that most of the employed youth were in Urban Areas with a total of 158,293 person. This accounts for 46.9 percent of the total employed population. Rural Areas recorded 98,477 (29.2 percent) while Cities and Towns recorded the lowest number of employed youth population of 80,992 (24.0 percent).

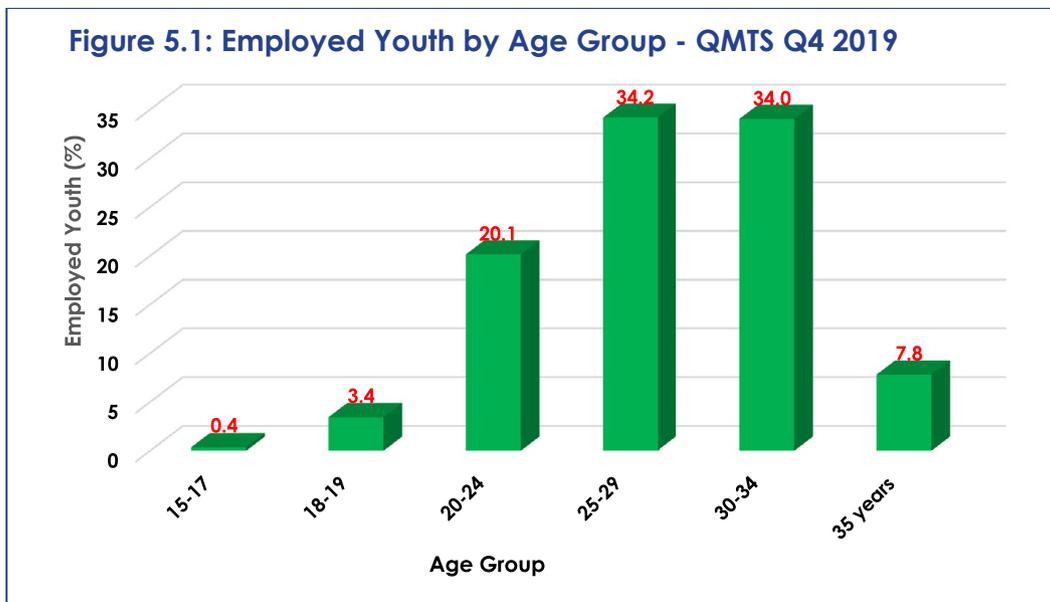


Table YE7 – Appendix 3 shows that 29.5 percent of the employed youth were in Elementary Occupations. Youth employed in service/sales and Trades occupations followed with 28.1 and 9.7 percent respectively.

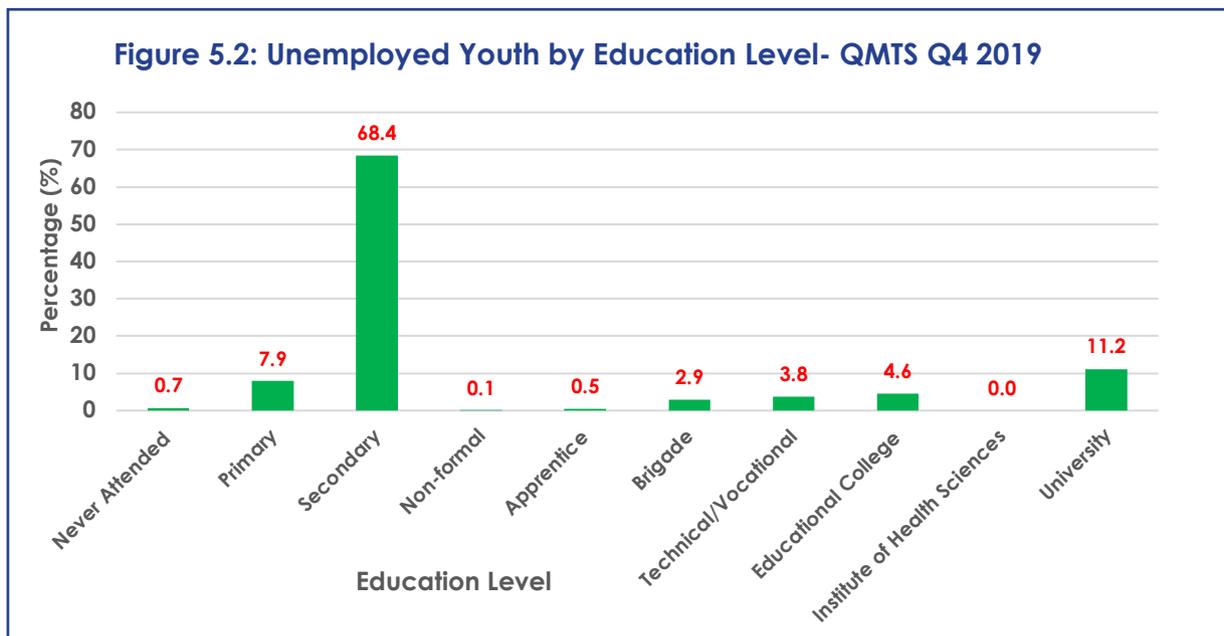
7.3 Unemployed Youth

Youth unemployment rate for quarter four 2019 was estimated at 28.8 percent. Females recorded unemployment rate of 29.0 percent compared to 28.6 percent recorded by their male counterparts.

Unemployment rate by age group showed that the rate was concentrated more in the age groups 15-17 to 20-24. Age group 15-17 recorded 74.1 percent, followed by Age groups 18-19 and 20-24 with 47.5 and 34.7 percent respectively. (**Table YE2 Appendix 3**)

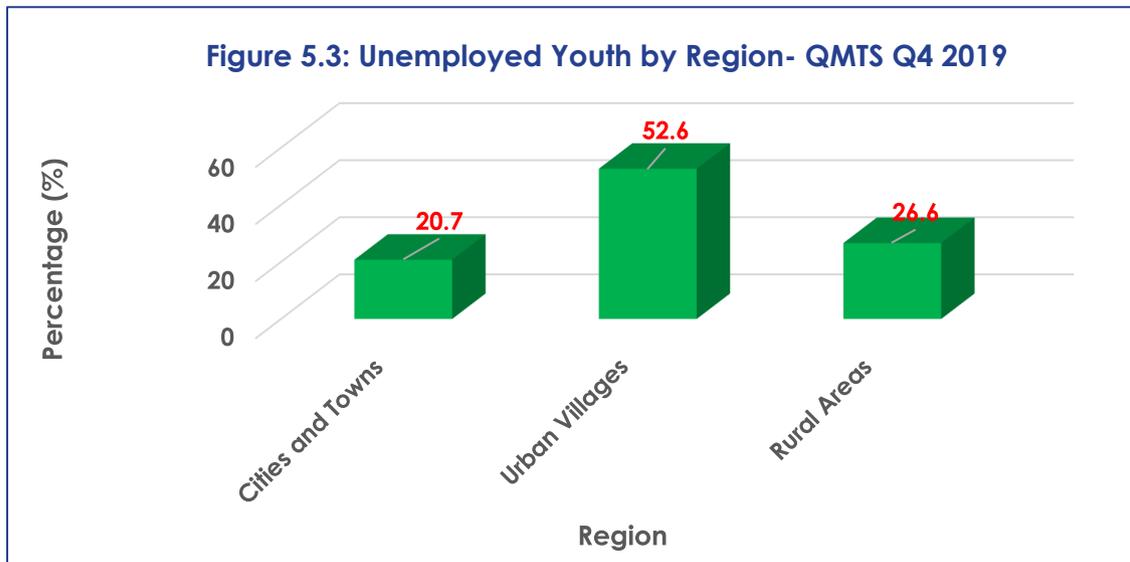
7.3.1 Total Unemployed Youth by Education

Secondary school holders were the most affected by unemployment, recording 68.4 percent of the total unemployed youth, followed by university and Primary education holders with 11.2 and 7.9 percent respectively. Secondary school leavers comprised 50.7 percent males and 49.3 percent females.

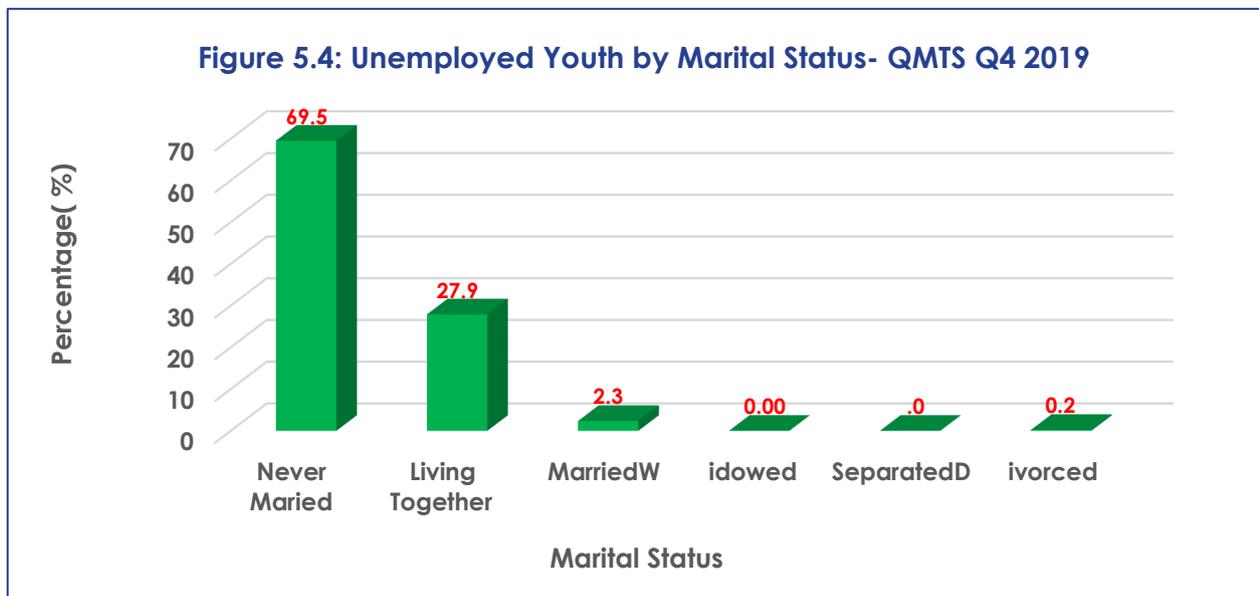


7.3.2 Unemployed Youth by Strata

Figure 5.3 below shows that most of the unemployed youth population was in the Urban villages at 52.6 percent, followed unemployed youth in Rural Areas and Cities & Towns with 26.6 and 20.7 percent respectively.



Analysis by marital status of the Unemployed youth indicates that persons who never married accounted for 69.5 percent, followed by the Living together with 27.9 percent. The Married and the Divorced constituted 2.3 and 0.2 percent respectively. There Widowed and Separated reported no unemployed youth.



7.4 YOUTH NOT IN EDUCATION, NOT IN EMPLOYMENT OR TRAINING (NEET)

The share of youth not in education, employment or training (also known as “the NEET rate”) provides a measure of youth who are outside the educational system, not in training and not in employment, and thus serves as a broader measure of potential youth labour market entrants. It shows the number of young person's not in education, employment or training as a percentage of the total youth population.

The total number of youth not in education, employment or training from the quarter four of 2019 results was estimated at 309,328 persons. Of these, 44.7 percent (138,378) were male and 55.3 percent (170,950) were female. The total number showed an increase by 12,192 persons (4.1 percent) from the 297,136 that was recorded in quarter three of the survey. See **Table YE8** and **YE9** from **Appendix 3**.

The overall NEET rate as shown in **Table 5.1** below, was estimated at 36.1 percent as compared to 35.2 percent that was estimated for quarter three of 2019. Male NEET rate was 33.6 percent as compared to 38.5 percent recorded for females. Age group 20-24 had the highest NEET rate (44.6 percent), followed by the 25-29 and 18-19 years age groups with 43.0 and 39.6 percent respectively.

Table 5. 1- NEET rate by Age Group and Sex, QMTS Q4 2019

| Age Group | NEET Rate (%) | | | Q3 |
|--------------|---------------|-------------|-------------|-------------|
| | Male | Female | Total | Total |
| 15-17 | 12.3 | 14.0 | 13.1 | 14.2 |
| 18-19 | 41.0 | 38.3 | 39.6 | 42.5 |
| 20-24 | 43.5 | 45.6 | 44.6 | 43.2 |
| 25-29 | 38.3 | 47.3 | 43.0 | 38.5 |
| 30-34 | 33.6 | 39.3 | 36.8 | 35.3 |
| 35 | 29.3 | 40.6 | 34.3 | 33.9 |
| Total | 33.6 | 38.5 | 36.1 | 35.2 |

8.0 POPULATION OUTSIDE THE LABOUR FORCE (POLF)

A person is outside the labour force, according to the International Labour Organization definition, if he or she is not part of the labour force, meaning he or she is neither employed nor unemployed/actively seeking work. Persons outside the labour force are also referred to as the "inactive population" and may include, school children, students, pensioners, the sick and housewives or -men, for example, provided that they are not working at all and not available or looking for work either; some of these may be of working-age.

The inactivity rate is the proportion of people outside the labour force (i.e. economically inactive persons) in the total population of the same age group. **Table 6.1** shows the estimated overall Inactive rate at 41.0 percent, with females and males recording 45.0 and 36.4 percent respectively. The ratio for females was higher than their male counterparts for all the age groups except for age group 18-19 and 70-74.

Table 6.1: Economically Inactive Rates (15 years and above), QMTS Q4 2019

| Age Group | Total Population | | | Population Outside Labour Force | | | Inactive Rate | | |
|--------------|------------------|----------------|------------------|---------------------------------|----------------|----------------|---------------|-------------|-------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| 15-17 | 74,105 | 73,232 | 147,337 | 71,085 | 71,433 | 142,518 | 95.9 | 97.5 | 96.7 |
| 18-19 | 39,240 | 40,773 | 80,012 | 28,718 | 29,100 | 57,818 | 73.2 | 71.4 | 72.3 |
| 20-24 | 92,814 | 93,684 | 186,498 | 37,331 | 44,959 | 82,290 | 40.2 | 48.0 | 44.1 |
| 25-29 | 103,343 | 113,605 | 216,948 | 20,462 | 34,417 | 54,879 | 19.8 | 30.3 | 25.3 |
| 30-34 | 79,539 | 105,292 | 184,830 | 13,370 | 23,826 | 37,197 | 16.8 | 22.6 | 20.1 |
| 35-39 | 89,173 | 93,373 | 182,546 | 11,391 | 18,276 | 29,668 | 12.8 | 19.6 | 16.3 |
| 40-44 | 67,645 | 74,669 | 142,314 | 10,292 | 17,640 | 27,932 | 15.2 | 23.6 | 19.6 |
| 45-49 | 47,472 | 62,250 | 109,723 | 7,777 | 15,696 | 23,473 | 16.4 | 25.2 | 21.4 |
| 50-54 | 43,587 | 49,849 | 93,436 | 10,779 | 18,753 | 29,532 | 24.7 | 37.6 | 31.6 |
| 55-59 | 30,463 | 38,778 | 69,241 | 10,479 | 16,687 | 27,166 | 34.4 | 43.0 | 39.2 |
| 60-64 | 27,892 | 40,144 | 68,035 | 12,420 | 28,185 | 40,604 | 44.5 | 70.2 | 59.7 |
| 65-69 | 17,616 | 28,541 | 46,156 | 11,829 | 20,846 | 32,675 | 67.1 | 73.0 | 70.8 |
| 70-74 | 13,692 | 20,217 | 33,910 | 10,852 | 15,906 | 26,757 | 79.3 | 78.7 | 78.9 |
| 75+ | 16,999 | 40,082 | 57,082 | 14,065 | 37,373 | 51,438 | 82.7 | 93.2 | 90.1 |
| Total | 743,580 | 874,489 | 1,618,068 | 270,850 | 393,097 | 663,947 | 36.4 | 45.0 | 41.0 |

The estimated total number of persons out of labour force was 663,947, out of which 40.8 percent (270,850) were males and 59.2 percent (393,097) were females. Persons out of the labour force were concentrated in age groups from 15 to 29 years. The 15-17 year age group recorded 21.5 percent, followed by the 20-24 years group with 12.4 percent. The 18-19 and 25-29 recorded 8.7 and 8.3 percent respectively. See **Table 6.2** below.

Table 6.2: Population out of Labour Force by Age Group and Sex

| Age Group | Population Outside Labour Force | | | % Distribution | | |
|--------------|---------------------------------|----------------|----------------|----------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total |
| 15-17 | 71,085 | 71,433 | 142,518 | 26.2 | 18.2 | 21.5 |
| 18-19 | 28,718 | 29,100 | 57,818 | 10.6 | 7.4 | 8.7 |
| 20-24 | 37,331 | 44,959 | 82,290 | 13.8 | 11.4 | 12.4 |
| 25-29 | 20,462 | 34,417 | 54,879 | 7.6 | 8.8 | 8.3 |
| 30-34 | 13,370 | 23,826 | 37,197 | 4.9 | 6.1 | 5.6 |
| 35-39 | 11,391 | 18,276 | 29,668 | 4.2 | 4.6 | 4.5 |
| 40-44 | 10,292 | 17,640 | 27,932 | 3.8 | 4.5 | 4.2 |
| 45-49 | 7,777 | 15,696 | 23,473 | 2.9 | 4 | 3.5 |
| 50-54 | 10,779 | 18,753 | 29,532 | 4 | 4.8 | 4.4 |
| 55-59 | 10,479 | 16,687 | 27,166 | 3.9 | 4.2 | 4.1 |
| 60-64 | 12,420 | 28,185 | 40,604 | 4.6 | 7.2 | 6.1 |
| 65-69 | 11,829 | 20,846 | 32,675 | 4.4 | 5.3 | 4.9 |
| 70-74 | 10,852 | 15,906 | 26,757 | 4 | 4 | 4 |
| 75+ | 14,065 | 37,373 | 51,438 | 5.2 | 9.5 | 7.7 |
| Total | 270,850 | 393,097 | 663,947 | 100.0 | 100.0 | 100.0 |

Table LFO1 from **Appendix 3**, shows that persons in Studies or Training accounted for 31.5 percent of the population outside the labour force. These were followed by persons engaged in household responsibilities who recorded 28.9 percent while the Relaxed job seekers accounted for 13.8 percent of the population outside the labour force.

People who were in schooling or studying were concentrated in the age groups from 15 to 24 years. The 15-17 age group recorded 60.8 percent, followed by the 20-24 and 18-19 with 17.5 and 16.6 percent respectively. See **Table LFO2**.

APPENDIX 1: Definition of Terms and Concepts

Population in Labour Force (Economically Active Population)

Population in Labour Force or Economically Active Population refers to the combination of the employed and unemployed Population. This provides a measure of the number of persons providing and ready to supply labour for the production of goods and services at a given point in time.

Employed Persons

Persons who did some work in the reference period either for payment in cash or kind (paid employees) or who were in self-employment for profit or family gain, plus persons temporarily absent from these activities but definitely going to return to them (e.g. on leave or sick). So generally the above statement means that there are 2 types of persons involved in employment, being:-

- Employed, at work: Worked for pay or profit for at least 1 hour
- Employed, not at work: Worked already in the job, but not at work due to: Working time arrangement (shift work, flexi time) temporary absence (expects to return within short period).

Unemployed Persons

The unemployed persons or population can be described as all persons in the working age group 15 and above whom during a specified short reference period (30 days or 4 weeks) were seeking and also being available for work. Generally Unemployed persons are defined as working age persons who were:

- Not employed in last 7 days / reference week but available to work.
- Carried out activities to seek employment in last 4 weeks / reference month
- Available to start job/business in reference week OR in short period

Population Outside Labour Force (Currently Not Economically Active)

Population Outside Labour Force or The economically inactive population comprises all persons who were neither "employed" nor "unemployed" during the short reference period (7 days), used to measure "current activity". This population is split into four groups:

- Attendant at educational institutions;
- Retired;
- Engaged in family duties;
- Other economically inactive.

Unemployed

The persons who are unemployed are the ones who were not only available for work but had taken active steps to find work in the last 30 days or 4 weeks.

Unemployed Rate

Unemployment rate is the proportion of the unemployed population to the Total Labour Force (Employed + Unemployed).

Relaxed or Discouraged Job Seekers

Relaxed or Discouraged Job Seekers are persons currently unemployed who have not taken active steps to find work due to different reasons in the last 30 days or 4 weeks, but they are available to work.

Extended Unemployment Rate

This is the calculation of unemployment rate including people who were actively seeking work and those who were not seeking work due to different reasons attached to the labour market.

Labour Under Utilisation

Labour underutilisation refers to mismatches between labour supply and demand that translate into an unmet need for employment among the population. Measures of labour underutilisation include:

- Time-related underemployment, when the working time of persons in employment is insufficient in relation to alternative employment situations in which they are willing and available to engage.
- Unemployment, reflecting an active job search by persons not in employment who are available for work.
- Potential labour force, referring to persons not in employment who express an interest in work but whom existing conditions limit their active job search and/or their availability.

Temporary Absences From Employment

This refers to persons not working in the reference period but having work from which they are temporarily absent. Such a person is included in the employed population provided they keep a strong attachment to the job and there is a definite expectation he/she will return to it. The most common categories are persons on leave from a wage job.

Usually Employed - Persons who were usually employed are those who in the previous 6 or more months in the last 12 months were employed, but also who currently are not employed.

Usual Economic Activity

This is the economic activity done in reference to the long term period of time, usually referred to the previous 12 months.

Current Economic Activity

This is the economic activity done in reference to the short period of time, usually referred to the previous 7 days

Paid Employees are persons who during the reference week performed some work for a wage or salary in cash or kind or were temporarily absent from such work. Permanent, temporary and casual paid employees were also included.

Self Employed are persons who during the reference week performed some work for profit or family gain or were temporarily absent from such work. This includes small and large business people working on their own enterprises. The category can be sub-divided into self-employment with or without employees.

Central Government - Refers to persons working for all Central Government Departments. This includes all Teachers in Government Primary and Secondary schools (including community secondary schools) plus food stampers and night watchmen in schools.

Local Government - Includes persons working for District and Urban Councils. There are a few pre-schools under Local Government.

Ipelegeng - Persons employed on drought relief projects which mostly are under Local Government.

Parastatals - includes the wide range of enterprises owned at least 50% by the government, either profit making or non-profit making. These are enterprises which are exercising certain corporate or business functions and also have rights in connection with public duties. Parastatals are companies in private sector which are supported by government with a public mandate to provide a given service.

Informal Sector - According to the definitions, an establishment/unit qualified to be of an informal activity if it satisfied the following criteria:-

- Not registered as a company
- Not registered with professional association
- Less than 5 employees
- Informal accounts or none
- Expenditure not easily distinguishable from household expenditure
- Employees casually hired
- Often temporary or mobile or in owner's home/plot

Formal Sector employment refers to work in an establishment which is registered as a company, keeps set of formal accounts and has employed five or more employees. In general Formal Sector Employment comprise of people who are working in the companies which fall under the following categories:

1. Companies which are formally registered with

- Tax Authorities
- Department of Trade and Industry
- Professional Institutions

2. The threshold for Formal Sector Employment Surveys in terms of employment in Botswana include companies employing 5 employees and above.

3. The Companies or Businesses must have an office or a permanent structure of location, they are not supposed to be operating in Households.

Formal Employment

Formal employment or jobs refers to work in which an establishment engages an employee under a working agreement that includes, salary or wages, health benefits, defined work hours and workdays. This include employment which is liable for taxation, pension or gratuity, paid leave, maternity leave, allowances, medical services, etc.

Occupation

Occupation covers duties that a person performs most of the time when that person is at work. The persons occupation depends on the tasks and duties which that person performs.

Industry

Industry tries to cover the main kind of product produced or the main service provided by the company or the work unit of an individual.

APPENDIX 2: Survey Methodology

SURVEY DESIGN METHODOLOGY - QUARTERLY MULTI TOPIC SURVEY 2019

1.0 Introduction

The Quarterly Multi Topic Survey (QMTS) is a household-based sample survey conducted by Statistics Botswana which collects data mainly on the labour market activity of individuals aged 15 years and above in the country. The main objective of the CMTHS is to collect quarterly information about persons in the labour market, i.e. those who are employed; those who are unemployed and those who are not economically active. The essence of the quarterly period is to monitor the change of the labour trends between the quarters in the country.

The peculiarity of the survey is realised in the major distinction in the survey methodology from other Labour Force Surveys carried out before in the country. This revision or methodology will result in changes to the frequency of data collection and data releases, and the survey data capture and processing systems. Unlike its predecessor BMTHS, the CMTHS is more focused on labour issues.

2.0 Sampling Design

The Sampling Frame and sample selection is based on the last Population and Housing Census which was undertaken in 2011. In 2011 PHC, there were 5 203 Primary Sampling Units (PSUs) and 550 243 households constituting the sampling frame with a population of 2,024, 904 persons. Only private dwellings would be within the scope of the survey. Institutional dwellings (prisons, hospitals, army barracks, hotels, etc.), and EAs with completely industrial area buildings would not be within the scope of the survey. The coverage would be nation-wide using census districts (administrative district and sub-districts) that are usually used by Statistics Botswana in most surveys and censuses.

The census result gives information on population, number of household at Locality, Enumeration Area (EA), village and district/town levels. Also given for each EA is information on ecological zones in rural areas. The Sampling frame was defined and constituted by all Enumeration Areas (EAs) found in three geographical regions, otherwise known as domains and these are (i) Cities & Towns (ii) Urban Villages, and (iii) Rural areas as defined by the 2011 PHC.

2.01 Design assumptions

The predicted or anticipated prevalence (coverage rate) for the key indicator used is the unemployment rate= 17.6% (BMTHS 2015)

The margin of error or allowable error to be tolerated (in general 1 percentage points) = 0.015≈1%.

The sample design effect (a ratio of the expected sampling variance from the sampling design to be used compared to that of a simple random sample of the same size. It is a measure of how much more unreliable the present survey is compared to a simple random sample); $Deff. = 1.5$

The average household size used is = 3.68 (2011 PHC)

A specific percentage for non-response (for example $g=1/0.95=1.05$ to raise the sample size by 5 percent).

Turner (2000) and Vijay Verma suggested $D^{0.65}$, as a factor necessary to increase the national sample size, where D is the number of domains (cities/towns, urban villages and rural areas), $D=3^{0.65}=2.04$, the sample size should be designed necessarily to generate national estimates, however more often the subnational estimates are required to inform policy

decisions and

The proportion of total population in the specified target group; population >15 years (BMTHS 2015) = 0.656

Cluster size was fixed to $m=12$, translating to Inter Cluster Correlation (ICC) = $(DEFF - 1) / (m - 1) = (1.5-1) / (12-1) = 0.045 = 4.5$ percent. Fixing the cluster is important for self-weighting and improves precision. Due to homogeneity factor, it is assumed that the cluster size of 12 will serve the optimum purpose and increasing it will have a tendency of increasing the standard errors, and costs unnecessarily

2.02 Final sample size and methodology

Based on the final calculation of CMTHS 2019, a sample of 270 PSUs, translating to 3,885 households was selected with Probability Proportional to Size (PPS) method; where Measure of size (MOS) is the number of households as enumerated from the 2011 Population & Housing Census .

The sample size will be segmented into four (4) rotation groups where each rotation group is made up of a representative subset (68 PSUs) of the full sample which is 25%. The sampled households in a particular rotation group are rotated in the same quarter, i.e. Group 1 rotated in Q1, Group 2 rotated in Q2, etc. Therefore, each sampled households (hhlds) remain in the sample for 4 consecutive quarters. This is not a full panel, it is at a ratio of 75:25, where 25% of the sample is being rotated across the strata of the main sample to ensure representativeness. This implies that 25% of the households will not be rotated, but enumerated in the life span of the sample. Rotation means that these households are replaced by new households from the same EA or the next EA on the list, which is intuitively refreshing of the sample.

In conclusion, the 25% rotation tends to refresh the sample to reduce respondent fatigue and introduce few changes into labour characteristics while keeping the 75% of the sample. This will give good indications on the changes between the quarters on labour force trends by keeping the same households in the sample for a while. This is a recommended and preferred methodology because the use of cross sectional methodology implies bringing a new sample each quarter; and thus will not reflect actual changes in the labour force characteristics per quarter but rather quarterly estimates.

3.0 Weighting

Sample weights for the data collected from the sampled households are constructed so that the responses could be properly expanded and generalized to represent the entire populace. They involve array of factors such as the unequal probability of selection of the PSUs, EA adjustments according to the sample and adjustment for non-response.

APPENDIX 3: Tables

Table M1: Currently Employed by Industry & Occupation

| Industry | Occupation | | | | | | | | | | Total |
|---|---------------|---------------|---|---------------------------|-----------------------|---|----------------------------------|--|------------------------|-------------------|----------------|
| | Managers | Professionals | Technicians and Associate Professionals | Clerical Support Services | Service/Sales Workers | Skilled Agric. Forestry and Fishery Workers | Craft and Related Trades Workers | Plant & Machine Operators & Assemblers | Elementary Occupations | Other Occupations | |
| Agriculture, Forestry and Fishing | 986 | - | 631 | 315 | 414 | 11,078 | 427 | 2,002 | 35,853 | - | 51,706 |
| Mining and Quarrying | 590 | 545 | 2,161 | 137 | 780 | - | 853 | 2,265 | 1,525 | - | 8,856 |
| Manufacturing | 4,689 | 1,397 | 853 | 1,131 | 4,313 | - | 28,226 | 7,857 | 9,184 | - | 57,650 |
| Electricity, Gas, & Air Conditioning Supply | - | - | 203 | 218 | 619 | - | 510 | - | 615 | - | 2,164 |
| Water and Waste Management | 568 | 674 | 2,660 | 344 | - | - | 915 | 1,377 | 1,075 | - | 7,611 |
| Construction | 3,697 | 1,334 | 3,181 | 1,663 | 1,090 | - | 26,603 | 2,287 | 20,270 | - | 60,124 |
| Wholesale and Retail Trade | 30,188 | 418 | 3,351 | 5,496 | 63,164 | - | 10,188 | 5,695 | 16,547 | - | 135,046 |
| Transport & Storage | 1,825 | 1,226 | 918 | 1,460 | 2,235 | - | 2,153 | 15,432 | 2,656 | - | 27,905 |
| Accommodation and Food Service | 3,511 | 182 | 294 | 2,213 | 11,407 | - | 268 | 480 | 3,715 | - | 22,071 |
| Information and Communication | 455 | 709 | 1,495 | 1,078 | 755 | - | - | - | 541 | - | 5,032 |
| Finance and Insurance | 957 | 1,943 | 3,504 | 3,291 | 486 | - | - | 183 | - | - | 10,364 |
| Real Estate Activities | 433 | - | 1,006 | 221 | 336 | - | - | - | - | - | 1,997 |
| Professional, Scientific and Technical Activities | 785 | 2,789 | 2,710 | 2,156 | 2,468 | - | - | 193 | 930 | - | 12,032 |
| Administrative and Support Service Activities | 3,449 | 811 | 2,056 | 2,875 | 30,194 | 86 | 648 | 1,727 | 9,302 | - | 51,148 |
| Public Administration | 7,236 | 9,632 | 9,175 | 12,156 | 23,351 | 1,320 | 2,922 | 6,353 | 70,258 | 5,014 | 147,419 |
| Education | 1,439 | 19,792 | 18,345 | 3,104 | 13,915 | 224 | 587 | 2,493 | 6,082 | - | 65,982 |
| Human Health and Social Work | 969 | 4,261 | 11,050 | 2,950 | 7,268 | 234 | 447 | 820 | 2,694 | - | 30,694 |
| Arts, Entertainment and Recreation | 262 | 1,480 | 377 | - | 261 | - | - | 613 | 751 | - | 3,742 |
| Other Service Activities | 1,016 | 1,087 | 1,509 | 413 | 8,234 | - | 2,268 | 402 | 1,824 | - | 16,753 |
| Households as Employers | - | - | - | - | 2,745 | 137 | - | - | 20,956 | - | 23,838 |
| Activities of Extraterritorial Organizations | - | - | - | 244 | - | - | - | - | - | - | 244 |
| Total | 63,054 | 48,280 | 65,477 | 41,463 | 174,037 | 13,081 | 77,015 | 50,180 | 204,777 | 5,014 | 742,378 |

Table M2: Currently Employed by Occupation & Strata

| | Occupation | Counts | | | | Percentages (%) | | | |
|----------|---|----------------|----------------|----------------|----------------|-----------------|----------------|--------------|--------------|
| | | Cities & Towns | Urban Villages | Rural Areas | Total | Cities & Towns | Urban Villages | Rural Areas | Total |
| Both Sex | Managers | 15,374 | 28,856 | 18,825 | 63,054 | 8.4 | 8.5 | 8.5 | 8.5 |
| | Professionals | 18,083 | 25,628 | 4,569 | 48,280 | 9.8 | 7.6 | 2.1 | 6.5 |
| | Technicians | 25,437 | 29,727 | 10,312 | 65,477 | 13.8 | 8.8 | 4.7 | 8.8 |
| | Clerical Support Services | 13,681 | 22,051 | 5,731 | 41,463 | 7.4 | 6.5 | 2.6 | 5.6 |
| | Service/Sales Workers | 41,980 | 84,930 | 47,127 | 174,037 | 22.9 | 25.1 | 21.4 | 23.4 |
| | Skilled Agric. Forestry and Fishery Workers | 1,335 | 5,183 | 6,563 | 13,081 | 0.7 | 1.5 | 3 | 1.8 |
| | Craft and Related Trades Workers | 19,663 | 36,201 | 21,150 | 77,015 | 10.7 | 10.7 | 9.6 | 10.4 |
| | Plant & Machine Operators | 13,948 | 28,473 | 7,760 | 50,180 | 7.6 | 8.4 | 3.5 | 6.8 |
| | Elementary Occupations | 31,805 | 74,802 | 98,170 | 204,777 | 17.3 | 22.1 | 44.6 | 27.6 |
| | Other Occupations | 2,412 | 2,534 | 69 | 5,014 | 1.3 | 0.7 | 0 | 0.7 |
| | Total | 183,718 | 338,385 | 220,275 | 742,378 | 100.0 | 100.0 | 100.0 | 100.0 |
| Male | Managers | 7,346 | 11,581 | 7,515 | 26,441 | 4.0 | 3.4 | 3.4 | 3.6 |
| | Professionals | 8,732 | 10,666 | 1,941 | 21,340 | 4.8 | 3.2 | 0.9 | 2.9 |
| | Technicians and Associate Professionals | 12,966 | 14,383 | 4,182 | 31,532 | 7.1 | 4.3 | 1.9 | 4.2 |
| | Clerical Support Services | 4,534 | 4,208 | 1,845 | 10,587 | 2.5 | 1.2 | 0.8 | 1.4 |
| | Service/Sales Workers | 18,599 | 30,779 | 20,319 | 69,697 | 10.1 | 9.1 | 9.2 | 9.4 |
| | Skilled Agric. Forestry and Fishery Workers | 728 | 2,078 | 3,347 | 6,152 | 0.4 | 0.6 | 1.5 | 0.8 |
| | Craft and Related Trades Workers | 17,170 | 29,139 | 14,533 | 60,842 | 9.3 | 8.6 | 6.6 | 8.2 |
| | Plant & Machine Operators | 11,997 | 24,100 | 7,090 | 43,187 | 6.5 | 7.1 | 3.2 | 5.8 |
| | Elementary Occupations | 12,519 | 29,476 | 53,804 | 95,798 | 6.8 | 8.7 | 24.4 | 12.9 |
| | Other Occupations | 2,412 | 2,534 | 69 | 5,014 | 1.3 | 0.7 | 0.0 | 0.7 |
| | Total | 97,002 | 158,944 | 114,644 | 370,590 | 52.8 | 47.0 | 52.0 | 49.9 |
| Female | Managers | 8,028 | 17,275 | 11,310 | 36,613 | 4.4 | 5.1 | 5.1 | 4.9 |
| | Professionals | 9,351 | 14,962 | 2,627 | 26,940 | 5.1 | 4.4 | 1.2 | 3.6 |
| | Technicians and Associate Professionals | 12,471 | 15,344 | 6,130 | 33,945 | 6.8 | 4.5 | 2.8 | 4.6 |
| | Clerical Support Services | 9,147 | 17,843 | 3,886 | 30,876 | 5.0 | 5.3 | 1.8 | 4.2 |
| | Service/Sales Workers | 23,381 | 54,151 | 26,808 | 104,340 | 12.7 | 16.0 | 12.2 | 14.1 |
| | Skilled Agric. Forestry and Fishery Workers | 607 | 3,105 | 3,216 | 6,929 | 0.3 | 0.9 | 1.5 | 0.9 |
| | Craft and Related Trades Workers | 2,494 | 7,061 | 6,618 | 16,173 | 1.4 | 2.1 | 3.0 | 2.2 |
| | Plant & Machine Operators | 1,951 | 4,373 | 670 | 6,994 | 1.1 | 1.3 | 0.3 | 0.9 |
| | Elementary Occupations | 19,286 | 45,326 | 44,366 | 108,979 | 10.5 | 13.4 | 20.1 | 14.7 |
| | Total | 86,716 | 179,442 | 105,631 | 371,789 | 47.2 | 53.0 | 48.0 | 50.1 |

Table M3: Currently Employed by Age group & Marital Status

| Age Group | Married | Living Together | Separated | Divorced | Widowed | Never Married | Total |
|------------------------|----------------|-----------------|--------------|---------------|---------------|----------------|----------------|
| 15 - 17 | - | - | - | - | - | 1,247 | 1,247 |
| 18 - 19 | - | 887 | - | - | - | 10,765 | 11,651 |
| 20 - 24 | 1,586 | 15,370 | 321 | - | - | 50,781 | 68,058 |
| 25 - 29 | 4,903 | 52,256 | - | - | 168 | 58,111 | 115,438 |
| 30 - 34 | 17,236 | 50,877 | - | 254 | - | 46,605 | 114,973 |
| 35 - 39 | 32,828 | 51,822 | 873 | 901 | 322 | 35,407 | 122,153 |
| 40 - 44 | 29,697 | 35,237 | 1,040 | 1,783 | 1,279 | 25,999 | 95,035 |
| 45 - 49 | 27,398 | 20,535 | 501 | 2,008 | 2,237 | 22,122 | 74,801 |
| 50 - 54 | 22,059 | 12,982 | 403 | 2,637 | 3,275 | 14,043 | 55,399 |
| 55 - 59 | 17,158 | 5,234 | 102 | 1,212 | 3,681 | 9,947 | 37,332 |
| 60 - 64 | 6,274 | 4,588 | 636 | 1,506 | 3,218 | 4,588 | 20,811 |
| 65 - 69 | 5,421 | 946 | - | 592 | 3,283 | 2,826 | 13,068 |
| 70 - 74 | 2,920 | 441 | - | 285 | 1,088 | 2,223 | 6,957 |
| 75 & above | 1,463 | 390 | - | - | 2,421 | 1,182 | 5,457 |
| Total | 168,943 | 251,565 | 3,877 | 11,178 | 20,971 | 285,845 | 742,378 |
| Percentages (%) | | | | | | | |
| 15 - 17 | - | - | - | - | - | 0.4 | 0.2 |
| 18 - 19 | - | 0.4 | - | - | - | 3.8 | 1.6 |
| 20 - 24 | 0.9 | 6.1 | 8.3 | - | - | 17.8 | 9.2 |
| 25 - 29 | 2.9 | 20.8 | - | - | 0.8 | 20.3 | 15.5 |
| 30 - 34 | 10.2 | 20.2 | - | 2.3 | - | 16.3 | 15.5 |
| 35 - 39 | 19.4 | 20.6 | 22.5 | 8.1 | 1.5 | 12.4 | 16.5 |
| 40 - 44 | 17.6 | 14.0 | 26.8 | 16.0 | 6.1 | 9.1 | 12.8 |
| 45 - 49 | 16.2 | 8.2 | 12.9 | 18.0 | 10.7 | 7.7 | 10.1 |
| 50 - 54 | 13.1 | 5.2 | 10.4 | 23.6 | 15.6 | 4.9 | 7.5 |
| 55 - 59 | 10.2 | 2.1 | 2.6 | 10.8 | 17.6 | 3.5 | 5.0 |
| 60 - 64 | 3.7 | 1.8 | 16.4 | 13.5 | 15.3 | 1.6 | 2.8 |
| 65 - 69 | 3.2 | 0.4 | - | 5.3 | 15.7 | 1.0 | 1.8 |
| 70 - 74 | 1.7 | 0.2 | - | 2.5 | 5.2 | 0.8 | 0.9 |
| 75 & above | 0.9 | 0.2 | - | - | 11.5 | 0.4 | 0.7 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

Table M4: Currently Employed by Occupation & Marital status

| Occupation | Married | Living Together | Separated | Divorced | Widowed | Never Married | Total |
|---------------------------|----------------|-----------------|--------------|---------------|---------------|----------------|----------------|
| Managers | 25,447 | 15,041 | 378 | 1,251 | 4,001 | 16,937 | 63,054 |
| Professionals | 19,109 | 11,983 | 514 | 868 | 879 | 14,928 | 48,280 |
| Technicians | 24,468 | 17,327 | 414 | 1,758 | 392 | 21,118 | 65,477 |
| Clerical Support Services | 8,230 | 12,956 | - | 378 | 414 | 19,484 | 41,463 |
| Service/Sales Workers | 30,041 | 65,880 | 1,628 | 2,315 | 2,922 | 71,251 | 174,037 |
| Skilled Agric. Workers | 3,787 | 3,591 | - | 285 | 665 | 4,754 | 13,081 |
| Craft and Related Trades | 16,120 | 32,271 | 102 | 1,033 | 2,247 | 25,242 | 77,015 |
| Plant & Machine Operators | 16,078 | 18,625 | 69 | 837 | 405 | 14,167 | 50,180 |
| Elementary Occupations | 22,844 | 73,249 | 773 | 2,008 | 9,046 | 96,857 | 204,777 |
| Other Occupations | 2,822 | 642 | - | 445 | - | 1,106 | 5,014 |
| Total | 168,943 | 251,565 | 3,877 | 11,178 | 20,971 | 285,845 | 742,378 |
| Percentages (%) | | | | | | | |
| Managers | 15.1 | 6.0 | 9.7 | 11.2 | 19.1 | 5.9 | 8.5 |
| Professionals | 11.3 | 4.8 | 13.3 | 7.8 | 4.2 | 5.2 | 6.5 |
| Technicians | 14.5 | 6.9 | 10.7 | 15.7 | 1.9 | 7.4 | 8.8 |
| Clerical Support Services | 4.9 | 5.2 | - | 3.4 | 2.0 | 6.8 | 5.6 |
| Service/Sales Workers | 17.8 | 26.2 | 42.0 | 20.7 | 13.9 | 24.9 | 23.4 |
| Skilled Agric. Workers | 2.2 | 1.4 | - | 2.5 | 3.2 | 1.7 | 1.8 |
| Craft and Related Trades | 9.5 | 12.8 | 2.6 | 9.2 | 10.7 | 8.8 | 10.4 |
| Plant & Machine Operators | 9.5 | 7.4 | 1.8 | 7.5 | 1.9 | 5.0 | 6.8 |
| Elementary Occupations | 13.5 | 29.1 | 19.9 | 18.0 | 43.1 | 33.9 | 27.6 |
| Other Occupations | 1.7 | 0.3 | - | 4.0 | - | 0.4 | 0.7 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

Table M5: Currently Employed by Education level and Sex

| Educational Level | Counts | | | Percentages (%) | | |
|------------------------------|----------------|----------------|----------------|-----------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total |
| Never attended | 29,292 | 18,449 | 47,741 | 7.9 | 5.0 | 6.4 |
| Primary | 56,414 | 54,598 | 111,013 | 15.2 | 14.7 | 15.0 |
| Secondary | 149,422 | 157,487 | 306,908 | 40.3 | 42.4 | 41.3 |
| Non-formal | 3,136 | 2,699 | 5,835 | 0.8 | 0.7 | 0.8 |
| Apprentice | 5,940 | 598 | 6,538 | 1.6 | 0.2 | 0.9 |
| Brigade | 20,226 | 10,582 | 30,809 | 5.5 | 2.8 | 4.2 |
| Technical/Vocational | 25,979 | 24,806 | 50,785 | 7.0 | 6.7 | 6.8 |
| Educational College | 23,873 | 36,912 | 60,785 | 6.4 | 9.9 | 8.2 |
| Institute of Health Sciences | 2,166 | 5,197 | 7,363 | 0.6 | 1.4 | 1.0 |
| University | 54,140 | 60,461 | 114,601 | 14.6 | 16.3 | 15.4 |
| Total | 370,590 | 371,789 | 742,378 | 100.0 | 100.0 | 100.0 |

Table M6: Currently Employed by Subject of Training and Sex

| Subject of Training | Counts | | | Percentages (%) | | |
|--|----------------|----------------|----------------|-----------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total |
| No Training | 220,688 | 230,414 | 451,102 | 59.6 | 62.0 | 60.8 |
| Basic, Literacy & Numeracy and Personnel Development Programs | 5,931 | 19,320 | 25,252 | 1.6 | 5.2 | 3.4 |
| Education Programs | 1,358 | 3,496 | 4,855 | 0.4 | 0.9 | 0.7 |
| Arts and Humanities | 3,840 | 3,333 | 7,173 | 1.0 | 0.9 | 1.0 |
| Social & Behavioral | 2,448 | 4,460 | 6,908 | 0.7 | 1.2 | 0.9 |
| Journalism, Information and Documentation | 1,439 | 2,837 | 4,276 | 0.4 | 0.8 | 0.6 |
| Business and Administration Programs | 23,899 | 48,089 | 71,988 | 6.4 | 12.9 | 9.7 |
| Programs in Law | 1,354 | 722 | 2,075 | 0.4 | 0.2 | 0.3 |
| Life and Physical Sciences Programs | 1,492 | 612 | 2,104 | 0.4 | 0.2 | 0.3 |
| Mathematics and Statistics Programs | 1,219 | 199 | 1,418 | 0.3 | 0.1 | 0.2 |
| Computer Programs | 11,186 | 15,328 | 26,514 | 3.0 | 4.1 | 3.6 |
| Engineering Trade Programs | 12,257 | 1,258 | 13,515 | 3.3 | 0.3 | 1.8 |
| Manufacturing and Processing Programs | 1,683 | 6,930 | 8,613 | 0.5 | 1.9 | 1.2 |
| Industrial Programs | 11,634 | 1,037 | 12,671 | 3.1 | 0.3 | 1.7 |
| Architecture and Building Program | 5,187 | 1,038 | 6,224 | 1.4 | 0.3 | 0.8 |
| Building and Construction Programs | 23,091 | 2,907 | 25,999 | 6.2 | 0.8 | 3.5 |
| Agric. Forestry & Fishery | 3,354 | 1,997 | 5,351 | 0.9 | 0.5 | 0.7 |
| Veterinary Programs | 358 | - | 358 | 0.1 | - | 0.0 |
| Health Programs | 8,053 | 9,890 | 17,943 | 2.2 | 2.7 | 2.4 |
| Social Services Programs | 448 | 2,193 | 2,641 | 0.1 | 0.6 | 0.4 |
| Personal Services Programs | 3,219 | 10,015 | 13,234 | 0.9 | 2.7 | 1.8 |
| Transport Services Programs | 16,406 | 1,963 | 18,369 | 4.4 | 0.5 | 2.5 |
| Environmental Protection Programs | 2,600 | 2,340 | 4,940 | 0.7 | 0.6 | 0.7 |
| Security Services Programs | 7,445 | 1,410 | 8,854 | 2.0 | 0.4 | 1.2 |
| Total | 370,590 | 371,789 | 742,378 | 100.0 | 100.0 | 100.0 |

Table M7: Currently Employed by Occupation And Usual Hours Of Work Per Day

| Occupation | Usual hours of work per day | | | | | |
|----------------------------------|-----------------------------|---------------|----------------|----------------|--------------|----------------|
| | Less than 1 hour | 1 - 4 hours | 5 - 9 hours | 10 - 14 hours | Not stated | Total |
| Managers | - | 3,596 | 32,287 | 27,172 | - | 63,054 |
| Professionals | - | 1,581 | 44,932 | 1,768 | - | 48,280 |
| Technicians | - | 1,125 | 59,885 | 4,466 | - | 65,477 |
| Clerical Support Services | - | 613 | 38,639 | 2,210 | - | 41,463 |
| Service/Sales Workers | - | 8,616 | 105,688 | 59,459 | 275 | 174,037 |
| Skilled Agric. Workers | - | 3,677 | 6,790 | 2,614 | - | 13,081 |
| Craft and Related Trades Workers | 1,238 | 8,942 | 52,676 | 13,809 | 350 | 77,015 |
| Plant & Machine Operators | - | 2,003 | 32,833 | 15,344 | - | 50,180 |
| Elementary Occupations | 1,456 | 15,089 | 151,474 | 35,495 | 1,263 | 204,777 |
| Other Occupations | - | - | 4,797 | 218 | - | 5,014 |
| Total | 2,694 | 45,240 | 530,000 | 162,555 | 1,888 | 742,378 |

Table M8: Currently Employed By Industry And Usual Hours Of Work Per Day

| Industry | Usual hours of work per day | | | | | Total |
|--|-----------------------------|---------------|----------------|----------------|--------------|----------------|
| | Less than 1 hour | 1 - 4 hours | 5 - 9 hours | 10 - 14 hours | Not stated | |
| Agriculture, Forestry and Fishing | 553 | 6,210 | 22,570 | 22,372 | - | 51,706 |
| Mining and Quarrying | - | - | 8,186 | 670 | - | 8,856 |
| Manufacturing | 512 | 4,209 | 37,710 | 15,218 | - | 57,650 |
| Electricity, Gas, & Air Conditioning | - | - | 1,641 | 524 | - | 2,164 |
| Water Supply and Waste Management | - | 315 | 7,127 | 170 | - | 7,611 |
| Construction | 521 | 10,405 | 37,721 | 10,342 | 1,135 | 60,124 |
| Wholesale and Retail Trade | 384 | 7,743 | 80,505 | 46,138 | 275 | 135,046 |
| Transport & Storage | - | 3,081 | 15,192 | 9,631 | - | 27,905 |
| Accommodation and Food Service | - | 1,070 | 15,830 | 5,171 | - | 22,071 |
| Information and Communication | - | - | 4,343 | 689 | - | 5,032 |
| Finance and Insurance Activities | - | 227 | 9,896 | 242 | - | 10,364 |
| Real Estate Activities | - | 199 | 1,096 | 701 | - | 1,997 |
| Professional, Scientific and Technical | - | 506 | 10,130 | 1,074 | 321 | 12,032 |
| Administrative and Support Service | - | 1,610 | 19,736 | 29,802 | - | 51,148 |
| Public Administration | 238 | 1,588 | 142,679 | 2,914 | - | 147,419 |
| Education | - | 1,067 | 61,355 | 3,404 | 157 | 65,982 |
| Human Health and Social Work | - | 1,483 | 26,955 | 2,257 | - | 30,694 |
| Arts, Entertainment and Recreation | - | 377 | 3,162 | 204 | - | 3,742 |
| Other Service Activities | - | 980 | 10,402 | 5,371 | - | 16,753 |
| Households as Employers | 486 | 4,172 | 13,520 | 5,661 | - | 23,838 |
| Activities of Extraterritorial Organizations | - | - | 244 | - | - | 244 |
| Total | 2,694 | 45,240 | 530,000 | 162,555 | 1,888 | 742,378 |

Table M9: Currently Employed By Employment Status And Sex

| Employment status | Counts | | | Percentages (%) | | |
|--|----------------|----------------|----------------|-----------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total |
| In his/her own business activity | 54,616 | 72,325 | 126,941 | 14.7 | 19.5 | 17.1 |
| Household member business | 4,054 | 5,198 | 9,251 | 1.1 | 1.4 | 1.2 |
| As an employee for someone else | 265,143 | 268,600 | 533,743 | 71.5 | 72.2 | 71.9 |
| As an apprentice, intern/tirelo sechaba` | 5,791 | 13,284 | 19,075 | 1.6 | 3.6 | 2.6 |
| Helping a household member | 664 | - | 664 | 0.2 | - | 0.1 |
| In piece Jobs | 40,322 | 12,382 | 52,704 | 10.9 | 3.3 | 7.1 |
| Total | 370,590 | 371,789 | 742,378 | 100.0 | 100.0 | 100.0 |

AVERAGE EARNINGS

Table AE1: Average Earnings (in Pula) for wage earners (15 years & above) by Occupation and Sex

| Occupation | Average Earnings | | | Q3 |
|--|------------------|--------------|---------------|---------------|
| | Male | Female | Total | Total |
| Managers | 18,189 | 12,575 | 15,857 | 16,685 |
| Professionals | 17,485 | 13,701 | 15,295 | 13,199 |
| Technicians and Associate Professionals | 11,864 | 10,343 | 11,048 | 10,431 |
| Clerical Support Services | 4,704 | 3,804 | 4,026 | 3,741 |
| Service/Sales Workers | 3,386 | 2,084 | 2,668 | 2,521 |
| Skilled Agriculture Forestry and Fishery Workers | 3,960 | 1,984 | 2,936 | 1,464 |
| Craft and Related Trades Workers | 4,451 | 2,316 | 4,162 | 4,266 |
| Plant & Machine Operators & Assemblers | 4,107 | 2,272 | 3,848 | 3,842 |
| Elementary Occupations | 1,301 | 1,116 | 1,202 | 1,222 |
| Other | 19,358 | - | 19,358 | 19,908 |
| Total | 5,450 | 4,151 | 4,818 | 4,989 |

Table AE2: Average Earnings (in Pula) for wage earners (15 years & above) by Occupation, Citizenship and Sex

| Occupation | Citizens | | | Non- Citizens | | | Total | | |
|-------------------------------------|--------------|--------------|---------------|---------------|--------------|---------------|--------------|--------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Managers | 19,038 | 13,077 | 16,555 | 6,295 | 5,000 | 5,779 | 18,189 | 12,575 | 15,857 |
| Professionals | 16,902 | 13,120 | 14,614 | 20,814 | 24,360 | 21,960 | 17,485 | 13,701 | 15,295 |
| Technicians | 11,704 | 10,607 | 11,103 | 13,495 | 4,992 | 10,278 | 11,864 | 10,343 | 11,048 |
| Clerical Support Services | 4,704 | 3,804 | 4,026 | - | - | - | 4,704 | 3,804 | 4,026 |
| Service/Sales Workers | 3,386 | 2,096 | 2,681 | - | 1,457 | 1,457 | 3,386 | 2,084 | 2,668 |
| Skilled Agric. Forestry and Fishery | 3,854 | 1,984 | 2,840 | 5,000 | - | 5,000 | 3,960 | 1,984 | 2,936 |
| Craft and Related Trades Workers | 4,572 | 2,316 | 4,230 | 3,574 | - | 3,574 | 4,451 | 2,316 | 4,162 |
| Plant & Machine Operators | 4,136 | 2,272 | 3,868 | 2,869 | - | 2,869 | 4,107 | 2,272 | 3,848 |
| Elementary Occupations | 1,252 | 1,121 | 1,179 | 1,610 | 1,034 | 1,425 | 1,301 | 1,116 | 1,202 |
| Other | 19,358 | - | 19,358 | - | - | - | 19,358 | - | 19,358 |
| Total | 5,438 | 4,129 | 4,787 | 5,586 | 4,699 | 5,317 | 5,450 | 4,151 | 4,818 |

Table AE3: Average Earnings (In Pula) For Wage Earners (15 Years & Above) By Industry, Citizenship And Sex

| Industry | Citizens | | | Non- Citizens | | | Total | | | Q3 |
|--|--------------|--------------|---------------|---------------|--------------|---------------|--------------|--------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Total |
| Agriculture, Forestry and Fishing | 1,308 | 1,217 | 1,289 | 1096 | 3,285 | 1,137 | 1,256 | 1,264 | 1,257 | 1,365 |
| Mining and Quarrying | 15,783 | 22,322 | 16,345 | - | - | - | 15,783 | 22,322 | 16,345 | 16,140 |
| Manufacturing | 3,756 | 2,573 | 3,282 | 3556 | - | 3,556 | 3,739 | 2,573 | 3,297 | 4,206 |
| Electricity, Gas, & Air Conditioning | 5,014 | 3,200 | 4,764 | - | - | - | 5,014 | 3,200 | 4,764 | 17,809 |
| Water Supply & Waste Management | 7,948 | 5,455 | 7,381 | - | - | - | 7,948 | 5,455 | 7,381 | 6,682 |
| Construction | 2,905 | 4,537 | 3,070 | 5005 | 30,000 | 5,660 | 3,223 | 5,577 | 3,437 | 2,974 |
| Wholesale and Retail Trade | 2,989 | 2,328 | 2,633 | 1409 | 1,800 | 1,488 | 2,918 | 2,323 | 2,603 | 2,572 |
| Transport & Storage | 8,496 | 5,360 | 7,744 | 1600 | - | 1,600 | 8,420 | 5,360 | 7,693 | 7,649 |
| Accommodation and Food Services | 2,304 | 2,097 | 2,141 | - | - | - | 2,304 | 2,097 | 2,141 | 2,513 |
| Information and Communication | 17,824 | 5,110 | 11,811 | - | - | - | 17,824 | 5,110 | 11,811 | 8,816 |
| Finance and Insurance Activities | 11,377 | 7,421 | 8,327 | 16777 | - | 16,777 | 12,203 | 7,421 | 8,662 | 13,443 |
| Real Estate Activities | 16,375 | 5,189 | 9,259 | - | - | - | 16,375 | 5,189 | 9,259 | 6,838 |
| Professional, Scientific and Technical | 8,922 | 8,316 | 8,550 | 35000 | - | 35,000 | 10,104 | 8,316 | 9,027 | 9,161 |
| Administrative and Support Service | 2,671 | 2,139 | 2,475 | 1400 | 1,478 | 1,447 | 2,662 | 2,128 | 2,463 | 2,547 |
| Public Administration | 7,351 | 3,193 | 5,029 | - | - | - | 7,321 | 3,193 | 5,019 | 4,722 |
| Education | 9,035 | 8,191 | 8,421 | 19148 | 12,122 | 15,642 | 10,259 | 8,383 | 8,924 | 8,442 |
| Human Health and Social Work | 8,099 | 6,629 | 7,067 | 16217 | 10,458 | 14,198 | 9,680 | 6,830 | 7,780 | 7,056 |
| Arts, Entertainment and Recreation | 4,541 | 5,248 | 5,136 | - | - | - | 4,541 | 5,248 | 5,136 | 3,888 |
| Other Service Activities | 8,548 | 2,497 | 5,603 | - | 1,200 | 1,200 | 8,548 | 2,330 | 5,309 | 5,186 |
| Households as Employers | 1,062 | 1,025 | 1,031 | 1416 | 992 | 1,067 | 1,172 | 1,015 | 1,042 | 1,026 |
| Activities of Extraterritorial organisations | 15,000 | - | 15,000 | - | - | - | 15,000 | - | 15,000 | 13,654 |
| Total | 5,438 | 4,129 | 4,787 | 5586 | 4,699 | 5,317 | 5,450 | 4,151 | 4,818 | 4,989 |

Table FSE 1a: Estimated Formal Sector Employment by Occupation, Citizenship & Sex, QMTS Q4 2019

| Occupation | Citizens | | | Non-Citizens | | | All Employees | | |
|---------------------------|----------------|----------------|----------------|---------------|--------------|---------------|----------------|----------------|----------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Managers | 17,236 | 13,175 | 30,411 | 1,816 | 760 | 2,576 | 19,052 | 13,935 | 32,987 |
| Professionals | 16,997 | 23,809 | 40,806 | 3,142 | 1,391 | 4,533 | 20,139 | 25,200 | 45,339 |
| Technicians | 25,075 | 30,150 | 55,225 | 2,811 | 1,201 | 4,011 | 27,886 | 31,351 | 59,236 |
| Clerical Support Services | 9,670 | 26,711 | 36,381 | - | - | - | 9,670 | 26,711 | 36,381 |
| Service/Sales Workers | 53,538 | 57,233 | 110,771 | 230 | 719 | 949 | 53,768 | 57,952 | 111,720 |
| Skilled Agric. Workers | 1,190 | 1,842 | 3,032 | - | - | - | 1,190 | 1,842 | 3,032 |
| Craft and Related Trades | 24,197 | 5,529 | 29,726 | 1,806 | - | 1,806 | 26,003 | 5,529 | 31,532 |
| Plant & Machine Operators | 29,998 | 5,263 | 35,261 | 477 | - | 477 | 30,475 | 5,263 | 35,738 |
| Elementary Occupations | 41,882 | 80,066 | 121,948 | 2,218 | 380 | 2,598 | 44,100 | 80,446 | 124,546 |
| Other | 5,014 | - | 5,014 | - | - | - | 5,014 | - | 5,014 |
| Total | 224,798 | 243,777 | 468,575 | 12,498 | 4,451 | 16,949 | 237,296 | 248,228 | 485,524 |

Table FSE 1b: Percentage of Estimated Formal Sector Employment by Occupation Citizenship & Sex, CMTS 2019

| Occupation | Citizens | | | Non-Citizens | | | All Employees | | |
|---------------------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Managers | 7.7 | 5.4 | 6.5 | 14.5 | 17.1 | 15.2 | 8.0 | 5.6 | 6.8 |
| Professionals | 7.6 | 9.8 | 8.7 | 25.1 | 31.3 | 26.7 | 8.5 | 10.2 | 9.3 |
| Technicians | 11.2 | 12.4 | 11.8 | 22.5 | 27.0 | 23.7 | 11.8 | 12.6 | 12.2 |
| Clerical Support Services | 4.3 | 11.0 | 7.8 | - | - | - | 4.1 | 10.8 | 7.5 |
| Service/Sales Workers | 23.8 | 23.5 | 23.6 | 1.8 | 16.2 | 5.6 | 22.7 | 23.3 | 23.0 |
| Skilled Agric. Workers | 0.5 | 0.8 | 0.6 | - | - | - | 0.5 | 0.7 | 0.6 |
| Craft and Related Trades | 10.8 | 2.3 | 6.3 | 14.5 | - | 10.7 | 11.0 | 2.2 | 6.5 |
| Plant & Machine Operators | 13.3 | 2.2 | 7.5 | 3.8 | - | 2.8 | 12.8 | 2.1 | 7.4 |
| Elementary Occupations | 18.6 | 32.8 | 26.0 | 17.7 | 8.5 | 15.3 | 18.6 | 32.4 | 25.7 |
| Other | 2.2 | - | 1.1 | - | - | - | 2.1 | - | 1.0 |
| Total | 100.0 | 100.0 | 100.0 |

Table FSE 2: Estimated Formal Sector Employment by Age Group, Citizenship & Sex, QMTS Q4 2019

| Age Group | Citizens | | | Non-Citizens | | | All Employees | | | % Total |
|-------------------------|----------------|----------------|----------------|---------------|--------------|---------------|----------------|----------------|----------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | |
| 15-17 | 103 | - | 103 | - | - | - | 103 | - | 103 | 0.0 |
| 18-19 | 2,025 | 4,812 | 6,837 | - | - | - | 2,025 | 4,812 | 6,837 | 1.4 |
| 20-24 | 21,239 | 22,028 | 43,267 | 472 | - | 472 | 21,711 | 22,028 | 43,739 | 9.0 |
| 25-29 | 34,123 | 38,815 | 72,938 | 317 | 628 | 945 | 34,440 | 39,443 | 73,883 | 15.2 |
| 30-34 | 31,822 | 38,793 | 70,615 | 1,905 | - | 1,905 | 33,727 | 38,793 | 72,520 | 14.9 |
| 35-39 | 37,908 | 37,535 | 75,444 | 2,269 | 760 | 3,029 | 40,177 | 38,295 | 78,473 | 16.2 |
| 40-44 | 30,755 | 31,978 | 62,732 | 1,964 | 1,097 | 3,060 | 32,719 | 33,075 | 65,792 | 13.6 |
| 45-49 | 21,877 | 27,606 | 49,483 | 2,107 | 1,427 | 3,533 | 23,984 | 29,033 | 53,016 | 10.9 |
| 50-54 | 18,401 | 17,182 | 35,583 | 1,798 | 157 | 1,955 | 20,199 | 17,339 | 37,538 | 7.7 |
| 55-59 | 11,152 | 12,170 | 23,322 | 902 | 382 | 1,284 | 12,054 | 12,552 | 24,606 | 5.1 |
| 60-64 | 8,228 | 4,686 | 12,914 | 523 | - | 523 | 8,751 | 4,686 | 13,437 | 2.8 |
| 65-69 | 3,011 | 4,825 | 7,836 | 241 | - | 241 | 3,252 | 4,825 | 8,077 | 1.7 |
| 70-74 | 1,696 | 2,276 | 3,971 | - | - | - | 1,696 | 2,276 | 3,971 | 0.8 |
| 75+ | 2,458 | 1,071 | 3,530 | - | - | - | 2,458 | 1,071 | 3,530 | 0.7 |
| Total | 224,798 | 243,777 | 468,575 | 12,498 | 4,451 | 16,949 | 237,296 | 248,228 | 485,524 | 100.0 |
| Total Percentage | 46.3 | 50.2 | 96.5 | 2.6 | 0.9 | 3.5 | 48.9 | 51.1 | 100.0 | |

UNEMPLOYMENT TABLES

Table UN1: Currently Unemployed by Age Group and Sex

| Age Group | Q4 Unemployed | | | Q3 Unemployed | | |
|--------------|----------------|----------------|----------------|----------------|---------------|------------|
| | Male | Female | Total | Total | Diff | % Change |
| 15-17 | 2,237 | 1,335 | 3,572 | 3,445 | 127 | 3.7 |
| 18-19 | 5,502 | 5,040 | 10,543 | 11,440 | -897 | -7.8 |
| 20-24 | 20,426 | 15,725 | 36,150 | 36,758 | -608 | -1.7 |
| 25-29 | 22,836 | 23,795 | 46,631 | 39,444 | 7,187 | 18.2 |
| 30-34 | 13,509 | 19,153 | 32,661 | 30,698 | 1,963 | 6.4 |
| 35-39 | 13,643 | 17,082 | 30,725 | 27,548 | 3,177 | 11.5 |
| 40-44 | 9,243 | 10,104 | 19,347 | 17,101 | 2,246 | 13.1 |
| 45-49 | 6,008 | 5,441 | 11,449 | 11,950 | -501 | -4.2 |
| 50-54 | 3,788 | 4,718 | 8,506 | 7,155 | 1,351 | 18.9 |
| 55-59 | 1,471 | 3,272 | 4,742 | 4,151 | 591 | 14.2 |
| 60-64 | 2,775 | 3,846 | 6,621 | 2,997 | 3,624 | 120.9 |
| 65-69 | 413 | - | 413 | 1,195 | -782 | -65.5 |
| 70-74 | 102 | 94 | 196 | 918 | -722 | -78.7 |
| 75+ | 187 | - | 187 | 191 | -4 | -2.0 |
| Total | 102,140 | 109,603 | 211,743 | 194,990 | 16,753 | 8.6 |

Table UN2: Currently Unemployed by Age Group, Strata and Sex

| Age Group | Cities and Towns | | | Urban Villages | | | Rural Areas | | | Total Unemployed | | | Percentage Distribution | | |
|--------------|------------------|---------------|---------------|----------------|---------------|----------------|---------------|---------------|---------------|------------------|----------------|----------------|-------------------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| 15-17 | 407 | - | 407 | 1,681 | 624 | 2,306 | 148 | 711 | 859 | 2,237 | 1,335 | 3,572 | 2.2 | 1.2 | 1.7 |
| 18-19 | 904 | 787 | 1,692 | 3,344 | 3,248 | 6,592 | 1,254 | 1,005 | 2,259 | 5,502 | 5,040 | 10,543 | 5.4 | 4.6 | 5 |
| 20-24 | 5,241 | 4,006 | 9,247 | 9,874 | 7,352 | 17,226 | 5,310 | 4,367 | 9,677 | 20,426 | 15,725 | 36,150 | 20 | 14.3 | 17.1 |
| 25-29 | 5,211 | 3,262 | 8,474 | 12,578 | 14,099 | 26,677 | 5,047 | 6,434 | 11,480 | 22,836 | 23,795 | 46,631 | 22.4 | 21.7 | 22 |
| 30-34 | 2,687 | 4,631 | 7,318 | 6,143 | 8,645 | 14,788 | 4,679 | 5,876 | 10,555 | 13,509 | 19,153 | 32,661 | 13.2 | 17.5 | 15.4 |
| 35-39 | 2,143 | 4,627 | 6,770 | 7,614 | 7,325 | 14,938 | 3,887 | 5,129 | 9,017 | 13,643 | 17,082 | 30,725 | 13.4 | 15.6 | 14.5 |
| 40-44 | 1,689 | 1,715 | 3,405 | 4,856 | 4,733 | 9,589 | 2,698 | 3,655 | 6,353 | 9,243 | 10,104 | 19,347 | 9 | 9.2 | 9.1 |
| 45-49 | 944 | 850 | 1,794 | 1,919 | 1,905 | 3,824 | 3,145 | 2,686 | 5,831 | 6,008 | 5,441 | 11,449 | 5.9 | 5 | 5.4 |
| 50-54 | 382 | 493 | 874 | 1,597 | 1,996 | 3,593 | 1,810 | 2,229 | 4,039 | 3,788 | 4,718 | 8,506 | 3.7 | 4.3 | 4 |
| 55-59 | 229 | 256 | 485 | 201 | 914 | 1,115 | 1,040 | 2,102 | 3,142 | 1,471 | 3,272 | 4,742 | 1.4 | 3 | 2.2 |
| 60-64 | - | 203 | 203 | 1,442 | 1,645 | 3,087 | 1,333 | 1,998 | 3,331 | 2,775 | 3,846 | 6,621 | 2.7 | 3.5 | 3.1 |
| 65-69 | 226 | - | 226 | - | - | - | 187 | - | 187 | 413 | - | 413 | 0.4 | - | 0.2 |
| 70-74 | - | - | - | - | - | - | 102 | 94 | 196 | 102 | 94 | 196 | 0.1 | 0.1 | 0.1 |
| 75+ | - | - | - | - | - | - | 187 | - | 187 | 187 | - | 187 | 0.2 | - | 0.1 |
| Total | 20,064 | 20,832 | 40,895 | 51,248 | 52,486 | 103,734 | 30,828 | 36,285 | 67,113 | 102,140 | 109,603 | 211,743 | 100.0 | 100.0 | 100.0 |

Table UN3: Unemployment Rate by Marital Status and Sex

| Marital status | Unemployed | | | Employed | | | Labour Force | | | Unemployment Rate | | | Q3 |
|------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-------------------|-------------|-------------|-------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total | Total |
| Married | 6,451 | 10,541 | 16,992 | 92,114 | 76,830 | 168,943 | 98,564 | 87,371 | 185,936 | 6.5 | 12.1 | 9.1 | 9.7 |
| Living Together | 28,977 | 39,084 | 68,061 | 136,294 | 115,271 | 251,565 | 165,271 | 154,355 | 319,626 | 17.5 | 25.3 | 21.3 | 19.5 |
| Separated | - | - | - | 1,889 | 1,987 | 3,877 | 1,889 | 1,987 | 3,877 | 0.0 | 0.0 | 0.0 | 15.3 |
| Divorced | 941 | 672 | 1,613 | 3,087 | 8,091 | 11,178 | 4,027 | 8,763 | 12,790 | 23.4 | 7.7 | 12.6 | 0.9 |
| Widowed | 102 | 1,831 | 1,933 | 4,362 | 16,609 | 20,971 | 4,465 | 18,439 | 22,904 | 2.3 | 9.9 | 8.4 | 13.1 |
| Never married | 65,669 | 57,475 | 123,144 | 132,844 | 153,001 | 285,845 | 198,513 | 210,476 | 408,988 | 33.1 | 27.3 | 30.1 | 27.9 |
| Total | 102,140 | 109,603 | 211,743 | 370,590 | 371,789 | 742,378 | 472,730 | 481,391 | 954,121 | 21.6 | 22.8 | 22.2 | 20.7 |

Table UN4: Currently Not Seeking Employment by Age Group and Sex

| Age Group | Discouraged Job Seekers | | |
|--------------|-------------------------|---------------|---------------|
| | Male | Female | Total |
| 15-17 | 1,267 | 1,918 | 3,186 |
| 18-19 | 2,510 | 1,726 | 4,235 |
| 20-24 | 7,098 | 5,704 | 12,801 |
| 25-29 | 5,633 | 5,952 | 11,585 |
| 30-34 | 3,877 | 3,506 | 7,383 |
| 35-39 | 3,575 | 3,798 | 7,373 |
| 40-44 | 3,253 | 3,125 | 6,378 |
| 45-49 | 1,884 | 2,219 | 4,104 |
| 50-54 | 1,215 | 928 | 2,143 |
| 55-59 | 1,069 | 2,509 | 3,578 |
| 60-64 | 2,486 | 1,248 | 3,733 |
| 65-69 | 687 | 854 | 1,540 |
| 70-74 | 711 | 470 | 1,181 |
| 75+ | - | 172 | 172 |
| Total | 35,265 | 34,129 | 69,393 |

Table UN5: Currently Not Seeking Employment by Reason, Strata and Sex

| Main Reason Not To Find Work/Start Business | Cities and Towns | | | Urban Villages | | | Rural Areas | | | Total | | |
|--|------------------|--------------|--------------|----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Waiting for results of a precious search | - | 490 | 490 | 1,638 | 1,618 | 3,256 | 154 | 298 | 452 | 1,793 | 2,405 | 4,198 |
| Awaiting recall from a precious search | - | 406 | 406 | 2,658 | 803 | 3,461 | 1,547 | 1,141 | 2,688 | 4,206 | 2,350 | 6,556 |
| Waiting for the season to start | 181 | 482 | 664 | 1,329 | 2,680 | 4,009 | 879 | 1,116 | 1,995 | 2,389 | 4,278 | 6,667 |
| Waiting to start new job or business | 235 | 985 | 1,220 | 680 | 289 | 970 | - | 203 | 203 | 915 | 1,477 | 2,392 |
| Tired of looking for jobs, no jobs in the area | 911 | 543 | 1,454 | 5,294 | 4,593 | 9,887 | 11,490 | 11,811 | 23,301 | 17,695 | 16,948 | 34,642 |
| No jobs matching skills, lacks experience | 362 | - | 362 | 2,649 | 1,790 | 4,439 | 2,179 | 1,336 | 3,515 | 5,190 | 3,125 | 8,316 |
| Considered too young/old by employers | 419 | 525 | 944 | 1,149 | 1,459 | 2,608 | 1,508 | 1,562 | 3,070 | 3,077 | 3,545 | 6,622 |
| Total | 2,109 | 3,431 | 5,540 | 15,398 | 13,231 | 28,629 | 17,758 | 17,466 | 35,224 | 35,265 | 34,129 | 69,393 |

Table UN6: Extended Unemployment Rate

| Age Group | Extended Unemployed | | | Employed | | | Extended Labour Force | | | Extended Unemployment Rate | | |
|--------------|---------------------|----------------|----------------|----------------|----------------|----------------|-----------------------|----------------|------------------|----------------------------|-------------|-------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| 15-17 | 3,504 | 3,253 | 6,758 | 783 | 464 | 1,247 | 4,287 | 3,717 | 8,004 | 81.7 | 87.5 | 84.4 |
| 18-19 | 8,012 | 6,766 | 14,778 | 5,019 | 6,632 | 11,651 | 13,031 | 13,398 | 26,429 | 61.5 | 50.5 | 55.9 |
| 20-24 | 27,523 | 21,428 | 48,952 | 35,058 | 33,000 | 68,058 | 62,581 | 54,428 | 117,009 | 44.0 | 39.4 | 41.8 |
| 25-29 | 28,469 | 29,747 | 58,216 | 60,045 | 55,393 | 115,438 | 88,514 | 85,140 | 173,654 | 32.2 | 34.9 | 33.5 |
| 30-34 | 17,386 | 22,659 | 40,044 | 52,660 | 62,313 | 114,973 | 70,045 | 84,972 | 155,017 | 24.8 | 26.7 | 25.8 |
| 35-39 | 17,218 | 20,880 | 38,098 | 64,138 | 58,015 | 122,153 | 81,356 | 78,895 | 160,252 | 21.2 | 26.5 | 23.8 |
| 40-44 | 12,496 | 13,229 | 25,725 | 48,110 | 46,925 | 95,035 | 60,606 | 60,154 | 120,760 | 20.6 | 22.0 | 21.3 |
| 45-49 | 7,893 | 7,660 | 15,553 | 33,687 | 41,114 | 74,801 | 41,580 | 48,774 | 90,354 | 19.0 | 15.7 | 17.2 |
| 50-54 | 5,003 | 5,646 | 10,649 | 29,020 | 26,378 | 55,399 | 34,024 | 32,024 | 66,047 | 14.7 | 17.6 | 16.1 |
| 55-59 | 2,540 | 5,780 | 8,320 | 18,513 | 18,819 | 37,332 | 21,054 | 24,599 | 45,653 | 12.1 | 23.5 | 18.2 |
| 60-64 | 5,261 | 5,093 | 10,354 | 12,697 | 8,114 | 20,811 | 17,958 | 13,207 | 31,165 | 29.3 | 38.6 | 33.2 |
| 65-69 | 1,100 | 854 | 1,953 | 5,373 | 7,695 | 13,068 | 6,473 | 8,548 | 15,021 | 17.0 | 10.0 | 13.0 |
| 70-74 | 813 | 564 | 1,377 | 2,738 | 4,218 | 6,957 | 3,551 | 4,782 | 8,333 | 22.9 | 11.8 | 16.5 |
| 75+ | 187 | 172 | 359 | 2,748 | 2,709 | 5,457 | 2,935 | 2,881 | 5,816 | 6.4 | 6.0 | 6.2 |
| Total | 137,404 | 143,732 | 281,136 | 370,590 | 371,789 | 742,378 | 507,994 | 515,520 | 1,023,514 | 27.0 | 27.9 | 27.5 |

Table UN7: Unemployment Rate (Seeking) by Marital Status and Sex

| Marital Status | Unemployed | | | Employed | | | Labour Force | | | Unemployment Rate | | | Q3 |
|------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-------------------|-------------|-------------|-------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total | Total |
| Married | 6,451 | 10,541 | 16,992 | 92,114 | 76,830 | 168,943 | 98,564 | 87,371 | 185,936 | 6.5 | 12.1 | 9.1 | 9.7 |
| Living Together | 28,977 | 39,084 | 68,061 | 136,294 | 115,271 | 251,565 | 165,271 | 154,355 | 319,626 | 17.5 | 25.3 | 21.3 | 19.5 |
| Separated | - | - | - | 1,889 | 1,987 | 3,877 | 1,889 | 1,987 | 3,877 | - | - | - | 15.3 |
| Divorced | 941 | 672 | 1,613 | 3,087 | 8,091 | 11,178 | 4,027 | 8,763 | 12,790 | 23.4 | 7.7 | 12.6 | 0.9 |
| Widowed | 102 | 1,831 | 1,933 | 4,362 | 16,609 | 20,971 | 4,465 | 18,439 | 22,904 | 2.3 | 9.9 | 8.4 | 13.1 |
| Never married | 65,669 | 57,475 | 123,144 | 132,844 | 153,001 | 285,845 | 198,513 | 210,476 | 408,988 | 33.1 | 27.3 | 30.1 | 27.9 |
| Total | 102,140 | 109,603 | 211,743 | 370,590 | 371,789 | 742,378 | 472,730 | 481,391 | 954,121 | 21.6 | 22.8 | 22.2 | 20.7 |

Table UN8: Currently Unemployed by Education Level and Sex

| Highest Educational Level | Total Unemployed | | | Unemployed - Percentage Distribution | | |
|-------------------------------------|------------------|----------------|----------------|--------------------------------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total |
| Never Attended | 4,433 | 4,133 | 8,567 | 4.3 | 3.8 | 4.0 |
| Primary | 15,962 | 15,738 | 31,700 | 15.6 | 14.4 | 15.0 |
| Secondary | 59,251 | 65,083 | 124,334 | 58.0 | 59.4 | 58.7 |
| Non-formal | 224 | 1,073 | 1,297 | 0.2 | 1.0 | 0.6 |
| Apprentice | 1,032 | - | 1,032 | 1.0 | - | 0.5 |
| Brigade | 5,082 | 1,858 | 6,941 | 5.0 | 1.7 | 3.3 |
| Technical/Vocational | 4,860 | 2,971 | 7,830 | 4.8 | 2.7 | 3.7 |
| Educational College | 3,188 | 5,576 | 8,764 | 3.1 | 5.1 | 4.1 |
| Institute of Health Sciences | 356 | 162 | 518 | 0.3 | 0.1 | 0.2 |
| University | 7,751 | 13,008 | 20,760 | 7.6 | 11.9 | 9.8 |
| Total | 102,140 | 109,603 | 211,743 | 100.0 | 100.0 | 100.0 |

Table UN9: Currently Unemployed by Education Level, Strata and Sex

| Education Level | Cities and Towns | | | Urban Villages | | | Rural Areas | | | Total Unemployed | | |
|--------------------------------|------------------|---------------|---------------|----------------|---------------|----------------|---------------|---------------|---------------|------------------|----------------|----------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Primary | 789 | 1,727 | 2,515 | 8,729 | 4,989 | 13,719 | 6,444 | 9,022 | 15,466 | 15,962 | 15,738 | 31,700 |
| Secondary | 15,016 | 13,032 | 28,048 | 27,126 | 31,333 | 58,459 | 17,109 | 20,719 | 37,828 | 59,251 | 65,083 | 124,334 |
| Non-formal | - | 129 | 129 | - | - | - | 224 | 945 | 1,169 | 224 | 1,073 | 1,297 |
| Never Attended | - | 459 | 459 | 1,517 | 2,282 | 3,799 | 2,916 | 1,392 | 4,308 | 4,433 | 4,133 | 8,567 |
| Apprentice | - | - | - | 642 | - | 642 | 390 | - | 390 | 1,032 | - | 1,032 |
| Brigade | 395 | 419 | 815 | 2,578 | 752 | 3,330 | 2,109 | 687 | 2,796 | 5,082 | 1,858 | 6,941 |
| Technical/Vocational | 1,266 | 518 | 1,784 | 3,028 | 2,185 | 5,213 | 565 | 268 | 833 | 4,860 | 2,971 | 7,830 |
| Educational College | 757 | 1,817 | 2,574 | 2,217 | 2,856 | 5,074 | 214 | 903 | 1,116 | 3,188 | 5,576 | 8,764 |
| Institute of Health Sciences | - | - | - | 356 | 162 | 518 | - | - | - | 356 | 162 | 518 |
| University | 1,841 | 2,732 | 4,573 | 5,054 | 7,927 | 12,981 | 857 | 2,350 | 3,206 | 7,751 | 13,008 | 20,760 |
| Total | 20,064 | 20,832 | 40,895 | 51,248 | 52,486 | 103,734 | 30,828 | 36,285 | 67,113 | 102,140 | 109,603 | 211,743 |
| Percentage Distribution | | | | | | | | | | | | |
| Never Attended | 3.9 | 8.3 | 6.2 | 17.0 | 9.5 | 13.2 | 20.9 | 24.9 | 23.0 | 15.6 | 14.4 | 15.0 |
| Primary | 74.8 | 62.6 | 68.6 | 52.9 | 59.7 | 56.4 | 55.5 | 57.1 | 56.4 | 58.0 | 59.4 | 58.7 |
| Secondary | - | 0.6 | 0.3 | - | - | - | 0.7 | 2.6 | 1.7 | 0.2 | 1.0 | 0.6 |
| Non-formal | - | 2.2 | 1.1 | 3.0 | 4.3 | 3.7 | 9.5 | 3.8 | 6.4 | 4.3 | 3.8 | 4.0 |
| Apprentice | - | - | - | 1.3 | - | 0.6 | 1.3 | - | 0.6 | 1.0 | - | 0.5 |
| Brigade | 2.0 | 2.0 | 2.0 | 5.0 | 1.4 | 3.2 | 6.8 | 1.9 | 4.2 | 5.0 | 1.7 | 3.3 |
| Technical/Vocational | 6.3 | 2.5 | 4.4 | 5.9 | 4.2 | 5.0 | 1.8 | 0.7 | 1.2 | 4.8 | 2.7 | 3.7 |
| Educational College | 3.8 | 8.7 | 6.3 | 4.3 | 5.4 | 4.9 | 0.7 | 2.5 | 1.7 | 3.1 | 5.1 | 4.1 |
| Institute of Health Sciences | - | - | - | 0.7 | 0.3 | 0.5 | - | - | - | 0.3 | 0.1 | 0.2 |
| University | 9.2 | 13.1 | 11.2 | 9.9 | 15.1 | 12.5 | 2.8 | 6.5 | 4.8 | 7.6 | 11.9 | 9.8 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

Table UN10: Currently Unemployed by Subject of Training and Sex

| Training Type | Total Unemployed | | | Percentage Distribution | | |
|--|------------------|--------|----------------|-------------------------|--------|-------------|
| | Male | Female | Total | Male | Female | Total |
| Still Attending General Education | 114 | 231 | 344 | 0.1 | 0.2 | 0.2 |
| No training | 78,290 | 84,871 | 163,161 | 76.6 | 77.4 | 77.1 |
| Basic General Programs, Pre-primary | - | 1,821 | 1,821 | - | 1.7 | 0.9 |
| Primary Teachers Training Programs | - | 376 | 376 | - | 0.3 | 0.2 |
| Enhancing Personal Skills and Behavioural Capacities, | 279 | - | 279 | 0.3 | - | 0.1 |
| Teacher Training for Pre-school, Kindergarten, Elementary School | - | 215 | 215 | - | 0.2 | 0.1 |
| Adult Education Courses | - | 384 | 384 | - | 0.4 | 0.2 |
| General and Specialized Teacher-Training Programs. | - | 250 | 250 | - | 0.2 | 0.1 |
| Fine Arts: Drawing, Painting and Sculpture Subjects | - | 262 | 262 | - | 0.2 | 0.1 |
| Performing Arts: Music, Drama, Dance and Circus | 642 | - | 642 | 0.6 | - | 0.3 |
| Design and Craft Skills, including Jewellery Making Courses | 268 | - | 268 | 0.3 | - | 0.1 |
| Other Arts Programs NEC | 183 | - | 183 | 0.2 | - | 0.1 |
| Linguistics Courses | - | 642 | 642 | - | 0.6 | 0.3 |
| Archaeology Programs | - | 129 | 129 | - | 0.1 | 0.1 |
| Other Humanities Programs NEC | - | 284 | 284 | - | 0.3 | 0.1 |
| Political Science and Sociology Programs | 365 | - | 365 | 0.4 | - | 0.2 |
| Psychology Programs | 221 | - | 221 | 0.2 | - | 0.1 |
| Archival Sciences. | - | 288 | 288 | 0.0 | 0.3 | 0.1 |
| Radio/Broadcasting Programs | 452 | - | 452 | 0.4 | - | 0.2 |
| Retailing Programs | - | 398 | 398 | - | 0.4 | 0.2 |
| Marketing and Sales Programs | 658 | 165 | 823 | 0.6 | 0.2 | 0.4 |
| Public Relations Programs | 157 | - | 157 | 0.2 | - | 0.1 |
| Real Estate Programs | - | 231 | 231 | - | 0.2 | 0.1 |
| Finance and Banking Programs; | 129 | 236 | 365 | 0.1 | 0.2 | 0.2 |
| Accounting, Auditing and Bookkeeping Programs | 1,551 | 3,270 | 4,821 | 1.5 | 3.0 | 2.3 |
| Management and Public Administration Programs, | 69 | - | 69 | 0.1 | - | - |
| Secretarial and Office Work Programs. | 40 | 921 | 961 | 0.0 | 0.8 | 0.5 |
| Insurance and Investment Analysis Programs | - | 291 | 291 | 0.0 | 0.3 | 0.1 |
| Personnel Administration Programs; | 319 | 1,303 | 1,622 | 0.3 | 1.2 | 0.8 |
| Business\Commercial Administration Programs | 771 | 1,896 | 2,667 | 0.8 | 1.7 | 1.3 |
| Other Business and Administration Programs NEC | 492 | - | 492 | 0.5 | - | 0.2 |

Table UN10 Cont'd: Currently Unemployed by Subject of Training and Sex

| Training Type | Total Unemployed | | | Percentage Distribution | | |
|---|------------------|----------------|----------------|-------------------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total |
| Other Computing Programs NEC | 1,141 | 3 461 | 4,602 | 1.1 | 3.2 | 2.2 |
| Mechanics Engineering Programs | - | 59 | 59 | - | 0.1 | 0.0 |
| Electrical Engineering Programs | - | 252 | 252 | - | 0.2 | 0.1 |
| Surveying Programs, Quantity Surveying Programs | 262 | - | 262 | 0.3 | - | 0.1 |
| Other Engineering and Engineering Trades NEC | 159 | - | 159 | 0.2 | - | 0.1 |
| Food and Drink Processing Programs | 92 | - | 92 | 0.1 | - | 0.0 |
| Textiles and Clothes Programs (Tailoring, Textile Trades, Pattern Making etc) | 399 | 159 | 558 | 0.4 | 0.1 | 0.3 |
| Welding and Fabrication Programs | 507 | 69 | 576 | 0.5 | 0.1 | 0.3 |
| Motor Mechanics Programs | 429 | - | 429 | 0.4 | - | 0.2 |
| Other Industrial Programs NEC | 554 | - | 554 | 0.5 | - | 0.3 |
| Architecture and Town Planning Programs | 425 | - | 425 | 0.4 | - | 0.2 |
| Landscape Architecture and Land Management Programs | - | 199 | 199 | - | 0.2 | 0.1 |
| Civil Engineering Programs | 401 | - | 401 | 0.4 | - | 0.2 |
| Carpentry/Joinery Programs | 1,280 | 277 | 1,557 | 1.3 | 0.3 | 0.7 |
| Masonry and Bricklaying Programs | 3,891 | 160 | 4,051 | 3.8 | 0.1 | 1.9 |
| Plumbing | 653 | 193 | 846 | 0.6 | 0.2 | 0.4 |
| Electrical Programs | 728 | 101 | 829 | 0.7 | 0.1 | 0.4 |
| Horticulture and Gardening Programs | - | 303 | 303 | - | 0.3 | 0.1 |
| Range and Pasture Management Programs | - | 160 | 160 | - | 0.1 | 0.1 |
| Aeronautical Engineering Programs | 390 | - | 390 | 0.4 | - | 0.2 |
| Public Health Services, Hygiene Programs and Sanitation Programs | 851 | 542 | 1,393 | 0.8 | 0.5 | 0.7 |
| Pharmacy and Pharmacology Programs | - | 262 | 262 | - | 0.2 | 0.1 |
| Basic Nursing Programs | 356 | - | 356 | 0.3 | - | 0.2 |
| Midwifery Programs | - | 162 | 162 | - | 0.1 | 0.1 |
| Other Health Programs NEC | 538 | 937 | 1,475 | 0.5 | 0.9 | 0.7 |
| Childcare Programs | - | 311 | 311 | - | 0.3 | 0.1 |
| Social Services Programs Not Elsewhere Classified | 195 | - | 195 | 0.2 | - | 0.1 |
| Hotel and Catering Programs | 663 | 591 | 1,254 | 0.6 | 0.5 | 0.6 |
| Travel and Tourism Programs | 362 | 596 | 958 | 0.4 | 0.5 | 0.5 |
| Domestic Science Programs. | - | 221 | 221 | - | 0.2 | 0.1 |
| Other Personal Services Programs NEC | - | 140 | 140 | - | 0.1 | 0.1 |
| Road Motor Vehicle Operations Programs (Including Driving Skills) | 975 | - | 975 | 1.0 | - | 0.5 |
| Labour Protection and Security Programs | 96 | 176 | 272 | 0.1 | 0.2 | 0.1 |
| Police Work and Related Law Enforcement (Including Prisons) | 214 | - | 214 | 0.2 | - | 0.1 |
| Total | 102,140 | 109,603 | 211,743 | 100.0 | 100.0 | 100.0 |

Table UN11: Current Unemployment Rate by District and Sex

| District | Unemployed | | | Employed | | | Labour Force | | | Unemployment Rate | | |
|-------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-------------------|-------------|-------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Borolong | 4,114 | 7,166 | 11,279 | 6,520 | 9,783 | 16,302 | 10,634 | 16,948 | 27,582 | 38.7 | 42.3 | 40.9 |
| Central Bobonong | 3,921 | 3,250 | 7,171 | 13,833 | 17,100 | 30,933 | 17,754 | 20,350 | 38,104 | 22.1 | 16.0 | 18.8 |
| Central Boteti | 2,107 | 2,691 | 4,799 | 17,563 | 19,665 | 37,227 | 19,670 | 22,356 | 42,026 | 10.7 | 12.0 | 11.4 |
| Central Mahalapye | 3,424 | 5,452 | 8,876 | 6,947 | 11,824 | 28,771 | 20,370 | 7,277 | 37,647 | 16.8 | 31.6 | 23.6 |
| Central Tutume | 8,862 | 8,829 | 17,691 | 22,485 | 20,403 | 42,888 | 31,347 | 29,233 | 60,579 | 28.3 | 30.2 | 29.2 |
| Chobe | 2,147 | 2,811 | 4,958 | 7,557 | 9,776 | 17,333 | 9,704 | 12,587 | 22,291 | 22.1 | 22.3 | 22.2 |
| Francistown | 4,996 | 3,312 | 8,308 | 21,151 | 16,912 | 38,063 | 26,147 | 20,224 | 46,371 | 19.1 | 16.4 | 17.9 |
| Gaborone | 9,763 | 12,390 | 22,153 | 56,221 | 49,167 | 105,388 | 65,984 | 61,557 | 127,541 | 14.8 | 20.1 | 17.4 |
| Ghanzi | 850 | 757 | 1,607 | 4,596 | 8,451 | 13,048 | 5,446 | 9,208 | 14,655 | 15.6 | 8.2 | 11.0 |
| Jwaneng | 818 | 329 | 1,147 | 5,312 | 5,406 | 10,719 | 6,130 | 5,736 | 11,866 | 13.3 | 5.7 | 9.7 |
| Kgalagadi North | 373 | 609 | 982 | 3,951 | 4,815 | 8,766 | 4,324 | 5,424 | 9,748 | 8.6 | 11.2 | 10.1 |
| Kgalagadi South | 750 | 850 | 1,600 | 4,047 | 3,355 | 7,402 | 4,797 | 4,205 | 9,002 | 15.6 | 20.2 | 17.8 |
| Kgatleng | 5,717 | 7,425 | 13,142 | 21,609 | 13,417 | 35,027 | 27,326 | 20,842 | 48,169 | 20.9 | 35.6 | 27.3 |
| Kweneng East | 14,113 | 14,090 | 28,203 | 54,883 | 50,067 | 104,950 | 68,996 | 64,157 | 133,152 | 20.5 | 22.0 | 21.2 |
| Kweneng West | 4,089 | 4,320 | 8,409 | 11,106 | 11,950 | 23,056 | 15,195 | 16,270 | 31,465 | 26.9 | 26.6 | 26.7 |
| Lobatse | 1,254 | 1,719 | 2,974 | 5,110 | 7,198 | 12,308 | 6,365 | 8,917 | 15,282 | 19.7 | 19.3 | 19.5 |
| Ngami East | 2,592 | 4,160 | 6,752 | 12,985 | 12,647 | 25,632 | 15,577 | 16,807 | 32,385 | 16.6 | 24.8 | 20.9 |
| Ngamiland West | 2,508 | 2,391 | 4,898 | 6,260 | 12,126 | 18,386 | 8,767 | 14,517 | 23,284 | 28.6 | 16.5 | 21.0 |
| Ngwaketse South | 8,223 | 6,918 | 15,140 | 11,357 | 11,995 | 23,351 | 19,579 | 18,912 | 38,492 | 42.0 | 36.6 | 39.3 |
| Ngwaketse West | 734 | 359 | 1,093 | 1,802 | 2,125 | 3,927 | 2,536 | 2,484 | 5,020 | 28.9 | 14.5 | 21.8 |
| North East | 2,597 | 2,590 | 5,187 | 7,815 | 10,235 | 18,051 | 10,412 | 12,826 | 23,238 | 24.9 | 20.2 | 22.3 |
| Orapa | 343 | 343 | 686 | 3,018 | 1,509 | 4,526 | 3,360 | 1,852 | 5,212 | 10.2 | 18.5 | 13.2 |
| Selibe Phikwe | 2,813 | 2,553 | 5,366 | 5,302 | 5,752 | 11,054 | 8,115 | 8,305 | 16,420 | 34.7 | 30.7 | 32.7 |
| Serowe Palapye | 9,534 | 10,508 | 20,042 | 23,440 | 23,180 | 46,620 | 32,974 | 33,688 | 66,662 | 28.9 | 31.2 | 30.1 |
| South East | 5,422 | 3,596 | 9,017 | 24,832 | 32,157 | 56,989 | 30,253 | 35,753 | 66,006 | 17.9 | 10.1 | 13.7 |
| Sowa | 77 | 185 | 262 | 888 | 772 | 1,659 | 965 | 957 | 1,922 | 8.0 | 19.4 | 13.7 |
| Total | 102,140 | 109,603 | 211,743 | 370,590 | 371,789 | 742,378 | 472,730 | 481,391 | 954,121 | 21.6 | 22.8 | 22.2 |

UNDER EMPLOYED TABLES

Table UNDE1: Currently Underemployed by Industry and Sex

| Industry | Total Underemployed | | | Percentage | | |
|--|---------------------|---------------|---------------|--------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total |
| Agriculture, Forestry and Fishing | 263 | 697 | 959 | 1.9 | 1.9 | 1.9 |
| Mining and Quarrying | 183 | - | 183 | 1.3 | 0.0 | 0.4 |
| Manufacturing | 480 | - | 480 | 3.5 | 0.0 | 1.0 |
| Water Supply & Waste Management | 214 | - | 214 | 1.6 | 0.0 | 0.4 |
| Wholesale and Retail Trade | 423 | 657 | 1,080 | 3.1 | 1.8 | 2.2 |
| Transport & Storage | 268 | - | 268 | 1.9 | 0.0 | 0.5 |
| Accommodation and Food Service | 61 | - | 61 | 0.4 | 0.0 | 0.1 |
| Professional, Scientific and Technical | 184 | 176 | 360 | 1.3 | 0.5 | 0.7 |
| Administrative and Support Service | 327 | - | 327 | 2.4 | 0.0 | 0.7 |
| Public Administration | 10,207 | 28,072 | 38,279 | 74.0 | 77.4 | 76.5 |
| Education | 404 | 4,435 | 4,839 | 2.9 | 12.2 | 9.7 |
| Human Health and Social Work | 189 | 1,229 | 1,418 | 1.4 | 3.4 | 2.8 |
| Arts, Entertainment and Recreation | 203 | - | 203 | 1.5 | 0.0 | 0.4 |
| Other Service Activities | 198 | - | 198 | 1.4 | 0.0 | 0.4 |
| Households as Employers | 191 | 992 | 1,183 | 1.4 | 2.7 | 2.4 |
| Total | 13,793 | 36,258 | 50,051 | 100.0 | 100.0 | 100.0 |

Table UNDE2: Currently Underemployed by Occupation and Sex

| Occupation | Total | | | % Total | Proportion (%) | | |
|---------------------------|---------------|---------------|---------------|--------------|----------------|-------------|--------------|
| | Male | Female | Total | | Male | Female | Total |
| Managers | 576 | - | 576 | 1.2 | 100.0 | - | 100.0 |
| Professionals | - | 426 | 426 | 0.9 | - | 100.0 | 100.0 |
| Technicians | 718 | 453 | 1,172 | 2.3 | 61.3 | 38.7 | 100.0 |
| Clerical Support Services | 1,289 | 3,290 | 4,579 | 9.1 | 28.2 | 71.8 | 100.0 |
| Service/Sales Workers | 2,111 | 6,603 | 8,714 | 17.4 | 24.2 | 75.8 | 100.0 |
| Skilled Agric. Workers | - | 131 | 131 | 0.3 | - | 100.0 | 100.0 |
| Craft and Related Trades | 506 | 185 | 691 | 1.4 | 73.2 | 26.8 | 100.0 |
| Plant & Machine Operators | 451 | - | 451 | 0.9 | 100.0 | - | 100.0 |
| Elementary Occupations | 8,141 | 25,170 | 33,312 | 66.6 | 24.4 | 75.6 | 100.0 |
| Total | 13,793 | 36,258 | 50,051 | 100.0 | 27.6 | 72.4 | 100.0 |

Table UNDE3a: Currently Underemployed by Sector, Sex and Employment Status

| Sector | In a business operated by a household or family member | As an employee for someone else | As an apprentice, intern/Tirelo Sechaba | Helping household member who works for someone else | Total |
|-----------------------|--|---------------------------------|---|---|---------------|
| Central Government | - | 4,091 | 5,475 | - | 9,567 |
| Local Government | - | 2,557 | 955 | - | 3,512 |
| Parastatal Sector | - | 426 | - | - | 426 |
| Private Sector | - | 2,340 | - | - | 2,340 |
| Non Gov. Organization | - | 102 | 277 | - | 380 |
| Private Household | 396 | 1,969 | - | 263 | 2,628 |
| Ipelegeng | - | 31,096 | 102 | - | 31,198 |
| Total | 396 | 42,582 | 6,810 | 263 | 50,051 |
| Male | | | | | |
| Central Government | - | 1,010 | 1,028 | - | 2,037 |
| Local Government | - | 265 | 501 | - | 766 |
| Parastatal Sector | - | - | - | - | - |
| Private Sector | - | 1,675 | - | - | 1,675 |
| Non Gov. Organization | - | - | - | - | - |
| Private Household | 205 | 587 | - | 263 | 1,055 |
| Ipelegeng | - | 8,158 | 102 | - | 8,260 |
| Total | 205 | 11,695 | 1,631 | 263 | 13,793 |
| Female | | | | | |
| Central Government | - | 3,082 | 4,448 | - | 7,529 |
| Local Government | - | 2,292 | 454 | - | 2,746 |
| Parastatal Sector | - | 426 | - | - | 426 |
| Private Sector | - | 666 | - | - | 666 |
| Non Gov. Organization | - | 102 | 277 | - | 380 |
| Private Household | 191 | 1,381 | - | - | 1,572 |
| Ipelegeng | - | 22,938 | - | - | 22,938 |
| Total | 191 | 30,888 | 5,179 | - | 36,258 |

Table UNDE3b: Percentage of Currently Underemployed by Employment Status, Sector and Sex

| Sector | In a business operated by a household or family member | As an employee for someone else | As an apprentice, intern/Tirelo Sechaba | Helping household member who works for someone else | Total |
|-----------------------|--|---------------------------------|---|---|--------------|
| Central Government | - | 9.6 | 80.4 | - | 19.1 |
| Local Government | - | 6.0 | 14.0 | - | 7.0 |
| Parastatal Sector | - | 1.0 | - | - | 0.9 |
| Private Sector | - | 5.5 | - | - | 4.7 |
| Non Gov. Organization | - | 0.2 | 4.1 | - | 0.8 |
| Private Household | 100.0 | 4.6 | - | 100.0 | 5.3 |
| Ipelegeng | - | 73.0 | 1.5 | - | 62.3 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Male | | | | | |
| Central Government | - | 2.4 | 15.1 | - | 4.1 |
| Local Government | - | 0.6 | 7.4 | - | 1.5 |
| Parastatal Sector | - | - | - | - | - |
| Private Sector | - | 3.9 | - | - | 3.3 |
| Non Gov. Organization | - | - | - | - | - |
| Private Household | 51.8 | 1.4 | - | 100.0 | 2.1 |
| Ipelegeng | - | 19.2 | 1.5 | - | 16.5 |
| Total | 51.8 | 27.5 | 24.0 | 100.0 | 27.6 |
| Female | | | | | |
| Central Government | - | 7.2 | 65.3 | - | 15.0 |
| Local Government | - | 5.4 | 6.7 | - | 5.5 |
| Parastatal Sector | - | 1.0 | - | - | 0.9 |
| Private Sector | - | 1.6 | - | - | 1.3 |
| Non Gov. Organization | - | 0.2 | 4.1 | - | 0.8 |
| Private Household | 48.2 | 3.2 | - | - | 3.1 |
| Ipelegeng | - | 53.9 | - | - | 45.8 |
| Total | 48.2 | 72.5 | 76.0 | - | 72.4 |

Table UNDE4a: Currently Underemployed by Age Group and Employment Status, QMTS 2019

| Age Group | In a business operated by a household or family member | As an employee for someone else | As an apprentice, intern/Tirelo Sechaba | Helping household member who works for someone else | Total |
|--------------|--|---------------------------------|---|---|---------------|
| 15-17 | - | - | - | - | - |
| 18-19 | 191 | 1,743 | 60 | - | 1,995 |
| 20-24 | - | 5,886 | 1,920 | - | 7,806 |
| 25-29 | - | 3,935 | 4,829 | - | 8,765 |
| 30-34 | 205 | 3,419 | - | - | 3,624 |
| 35-39 | - | 7,518 | - | - | 7,518 |
| 40-44 | - | 3,478 | - | - | 3,478 |
| 45-49 | - | 4,292 | - | 263 | 4,554 |
| 50-54 | - | 2,788 | - | - | 2,788 |
| 55-59 | - | 2,846 | - | - | 2,846 |
| 60-64 | - | 3,666 | - | - | 3,666 |
| 65-69 | - | 1,813 | - | - | 1,813 |
| 70-74 | - | 813 | - | - | 813 |
| 75+ | - | 386 | - | - | 386 |
| Total | 396 | 42,582 | 6,810 | 263 | 50,051 |

Table UNDE4b: Percentage of Currently Underemployed by Age Group and Employment Status, QMTS 2019

| Age Group | In a business operated by a household or family member | As an employee for someone else | As an apprentice, intern/Tirelo Sechaba | Helping household member who works for someone else | Total |
|--------------|--|---------------------------------|---|---|--------------|
| 15-17 | - | - | - | - | - |
| 18-19 | 48.2 | 4.1 | 0.9 | - | 4.0 |
| 20-24 | - | 13.8 | 28.2 | - | 15.6 |
| 25-29 | - | 9.2 | 70.9 | - | 17.5 |
| 30-34 | 51.8 | 8.0 | - | - | 7.2 |
| 35-39 | - | 17.7 | - | - | 15.0 |
| 40-44 | - | 8.2 | - | - | 6.9 |
| 45-49 | - | 10.1 | - | 100.0 | 9.1 |
| 50-54 | - | 6.5 | - | - | 5.6 |
| 55-59 | - | 6.7 | - | - | 5.7 |
| 60-64 | - | 8.6 | - | - | 7.3 |
| 65-69 | - | 4.3 | - | - | 3.6 |
| 70-74 | - | 1.9 | - | - | 1.6 |
| 75+ | - | 0.9 | - | - | 0.8 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

Table UNDE5a: Currently Underemployed by Sector, Strata and Employment Status

| Sector | In a business operated by a household or family member | As an employee for someone else | As an apprentice, intern/Tirelo Sechaba | Helping household member who works for someone else | Total |
|-------------------------|--|---------------------------------|---|---|---------------|
| Central Government | - | 4,091 | 5,475 | - | 9,567 |
| Local Government | - | 2,557 | 955 | - | 3,512 |
| Parastatal Sector | - | 426 | - | - | 426 |
| Private sector | - | 2,340 | - | - | 2,340 |
| Non Govt. Organization | - | 102 | 277 | - | 380 |
| Private Household | 396 | 1,969 | - | 263 | 2,628 |
| Ipelegeng | - | 31,096 | 102 | - | 31,198 |
| Total | 396 | 42,582 | 6,810 | 263 | 50,051 |
| Cities and Towns | | | | | |
| Central Government | - | 966 | 515 | - | 1,481 |
| Local Government | - | - | 244 | - | 244 |
| Private | - | 1,053 | - | - | 1,053 |
| Private Household | - | 884 | - | - | 884 |
| Ipelegeng | - | 1,372 | - | - | 1,372 |
| Total | - | 4,275 | 760 | - | 5,034 |
| Urban Village | | | | | |
| Central Government | - | 1,749 | 3,085 | - | 4,834 |
| Local Government | - | 1,098 | 454 | - | 1,551 |
| Parastatal Sector | - | 426 | - | - | 426 |
| Private Sector | - | 906 | - | - | 906 |
| Non Govt. Organization | - | - | 277 | - | 277 |
| Private Household | 205 | 183 | - | - | 388 |
| Ipelegeng | - | 6,783 | - | - | 6,783 |
| Total | 205 | 11,145 | 3,816 | - | 15,166 |
| Rural Areas | | | | | |
| Central Government | - | 1,376 | 1,875 | - | 3,252 |
| Local Government | - | 1,460 | 257 | - | 1,717 |
| Private Sector | - | 381 | - | - | 381 |
| Non Govt. Organization | - | 102 | - | - | 102 |
| Private Household | 191 | 902 | - | 263 | 1,356 |
| Ipelegeng | - | 22,941 | 102 | - | 23,043 |
| Total | 191 | 27,162 | 2,234 | 263 | 29,850 |

Table UNDE5b: Percentage of Currently Underemployed by Strata, Sector and Employment Status

| Sector | In a business operated by a household or family member | As an employee for someone else | As an apprentice, intern/Tirelo Sechaba | Helping household member who works for someone else | Total |
|-------------------------------|--|---------------------------------|---|---|--------------|
| Central Government | - | 9.6 | 80.4 | - | 19.1 |
| Local Government | - | 6.0 | 14.0 | - | 7.0 |
| Parastatal Sector | - | 1.0 | - | - | 0.9 |
| Private sector | - | 5.5 | - | - | 4.7 |
| Non Govt. Organization | - | 0.2 | 4.1 | - | 0.8 |
| Private Household | 100.0 | 4.6 | - | 100.0 | 5.3 |
| Ipelegeng | - | 73.0 | 1.5 | - | 62.3 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Cities and Towns | | | | | |
| Central Government | - | 2.3 | 7.6 | - | 3.0 |
| Local Government | - | - | 3.6 | - | 0.5 |
| Private | - | 2.5 | - | - | 2.1 |
| Private Household | - | 2.1 | - | - | 1.8 |
| Ipelegeng | - | 3.2 | - | - | 2.7 |
| Total | - | 10.0 | 11.2 | - | 10.1 |
| Urban Villages | | | | | |
| Central Government | - | 4.1 | 45.3 | - | 9.7 |
| Local Government | - | 2.6 | 6.7 | - | 3.1 |
| Parastatal Sector | - | 1.0 | - | - | 0.9 |
| Private Sector | - | 2.1 | - | - | 1.8 |
| Non Govt. Organization | - | - | 4.1 | - | 0.6 |
| Private Household | 51.8 | 0.4 | - | - | 0.8 |
| Ipelegeng | - | 15.9 | - | - | 13.6 |
| Total | 51.8 | 26.2 | 56.0 | - | 30.3 |
| Rural Areas | | | | | |
| Central Government | - | 3.2 | 27.5 | - | 6.5 |
| Local Government | - | 3.4 | 3.8 | - | 3.4 |
| Private Sector | - | 0.9 | - | - | 0.8 |
| Non Govt. Organization | - | 0.2 | - | - | 0.2 |
| Private Household | 48.2 | 2.1 | - | 100.0 | 2.7 |
| Ipelegeng | - | 53.9 | 1.5 | - | 46.0 |
| Total | 48.2 | 63.8 | 32.8 | 100.0 | 59.6 |

Table UNDE6a: Currently Underemployed by Actual Hours Worked, Sector and Sex

| Hours Worked | In a business operated by a household or family member | As an employee for someone else | As an apprentice, intern/Tirelo Sechaba | Helping household member who works for someone else | Total |
|---------------|--|---------------------------------|---|---|---------------|
| 1-6 | - | 363 | - | 263 | 626 |
| 7-9 | - | 448 | - | - | 448 |
| 10-14 | 205 | 1,467 | - | - | 1,672 |
| 15-19 | - | 1,623 | - | - | 1,623 |
| 20-24 | - | 1,717 | 244 | - | 1,961 |
| 25-29 | 191 | 6,610 | 2,900 | - | 9,701 |
| 30-34 | - | 30,355 | 3,665 | - | 34,020 |
| Total | 396 | 42,582 | 6,810 | 263 | 50,051 |
| Male | | | | | |
| 1-6 | - | - | - | 263 | 263 |
| 7-9 | - | - | - | - | - |
| 10-14 | 205 | 651 | - | - | 856 |
| 15-19 | - | 835 | - | - | 835 |
| 20-24 | - | 523 | 244 | - | 767 |
| 25-29 | - | 1,363 | 743 | - | 2,106 |
| 30-34 | - | 8,323 | 643 | - | 8,966 |
| Total | 205 | 11,695 | 1,631 | 263 | 13,793 |
| Female | | | | | |
| 1-6 | - | 363 | - | - | 363 |
| 7-9 | - | 448 | - | - | 448 |
| 10-14 | - | 816 | - | - | 816 |
| 15-19 | - | 788 | - | - | 788 |
| 20-24 | - | 1,194 | - | - | 1,194 |
| 25-29 | 191 | 5,247 | 2,157 | - | 7,595 |
| 30-34 | - | 22,032 | 3,022 | - | 25,053 |
| Total | 191 | 30,888 | 5,179 | - | 36,258 |

Table UNDE6b: Percentage of Currently Underemployed by Actual Hours Worked, Sector and Sex

| Hours Worked | In a business operated by a household or family member | As an employee for someone else | As an apprentice, intern/Tirelo Sechaba | Helping household member who works for someone else | Total |
|---------------|--|---------------------------------|---|---|--------------|
| 1-6 | - | 0.9 | - | 100.0 | 1.3 |
| 7-9 | - | 1.1 | - | - | 0.9 |
| 10-14 | 51.8 | 3.4 | - | - | 3.3 |
| 15-19 | - | 3.8 | - | - | 3.2 |
| 20-24 | - | 4.0 | 3.6 | - | 3.9 |
| 25-29 | 48.2 | 15.5 | 42.6 | - | 19.4 |
| 30-34 | - | 71.3 | 53.8 | - | 68.0 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Male | | | | | |
| 1-6 | - | - | - | 100.0 | 0.5 |
| 7-9 | - | - | - | - | - |
| 10-14 | 51.8 | 1.5 | - | - | 1.7 |
| 15-19 | - | 2.0 | - | - | 1.7 |
| 20-24 | - | 1.2 | 3.6 | - | 1.5 |
| 25-29 | - | 3.2 | 10.9 | - | 4.2 |
| 30-34 | - | 19.5 | 9.4 | - | 17.9 |
| Total | 51.8 | 27.5 | 24.0 | 100.0 | 27.6 |
| Female | | | | | |
| 1-6 | - | 0.9 | - | - | 0.7 |
| 7-9 | - | 1.1 | - | - | 0.9 |
| 10-14 | - | 1.9 | - | - | 1.6 |
| 15-19 | - | 1.9 | - | - | 1.6 |
| 20-24 | - | 2.8 | - | - | 2.4 |
| 25-29 | 48.2 | 12.3 | 31.7 | - | 15.2 |
| 30-34 | - | 51.7 | 44.4 | - | 50.1 |
| Total | 48.2 | 72.5 | 76.0 | - | 72.4 |

Table UNDE7a: Currently Underemployed by Age Group and Educational Level

| Age | Primary | Secondary | Non-formal | Apprentice | Brigade | Technical/Vocational | Educational College | University | Never attended | Total |
|-------------------|--------------|---------------|--------------|------------|--------------|----------------------|---------------------|--------------|----------------|---------------|
| 15-17 | - | - | - | - | - | - | - | - | - | - |
| 18-19 | - | 1,995 | - | - | - | - | - | - | - | 1,995 |
| 20-24 | 712 | 6,868 | - | - | 226 | - | - | - | - | 7,806 |
| 25-29 | 366 | 7,116 | - | - | 176 | 121 | - | 985 | - | 8,764 |
| 30-34 | 543 | 1,879 | - | - | 467 | - | 390 | 80 | 266 | 3,625 |
| 35-39 | 2,135 | 4,316 | - | - | - | 477 | - | 385 | 204 | 7,517 |
| 40-44 | 1,262 | 1,623 | - | - | - | - | - | 225 | 367 | 3,477 |
| 45-49 | 928 | 930 | - | - | 491 | - | - | - | 2,206 | 4,555 |
| 50-54 | 1,083 | 365 | 464 | - | - | - | - | - | 876 | 2,788 |
| 55-59 | 903 | 173 | 149 | - | - | 129 | - | - | 1,492 | 2,846 |
| 60-64 | 1,053 | 421 | 439 | - | - | - | - | 311 | 1,442 | 3,666 |
| 65-69 | 779 | - | - | 628 | - | - | - | - | 405 | 1,812 |
| 70-74 | - | - | - | - | - | - | - | - | 813 | 813 |
| 75+ | 93 | - | - | - | - | - | - | - | 293 | 386 |
| Total | 9,857 | 25,687 | 1,052 | 628 | 1,360 | 727 | 390 | 1,986 | 8,363 | 50,051 |
| Percentage | 19.6 | 51.5 | 2.1 | 1.2 | 2.7 | 1.4 | 0.8 | 4.0 | 16.6 | 100.0 |

Table UNDE7b: Percentage of Currently Underemployed by Age Group and Educational Level

| Age | Primary | Secondary | Non-formal | Apprentice | Brigade | Technical/Vocational | Educational College | University | Never attended | Total |
|--------------|--------------|--------------|--------------|--------------|--------------|----------------------|---------------------|--------------|----------------|--------------|
| 15-17 | - | - | - | - | - | - | - | - | - | - |
| 18-19 | - | 7.8 | - | - | - | - | - | - | - | 4.0 |
| 20-24 | 7.2 | 26.7 | - | - | 16.6 | - | - | - | - | 15.6 |
| 25-29 | 3.7 | 27.7 | - | - | 12.9 | 16.6 | - | 49.6 | - | 17.5 |
| 30-34 | 5.5 | 7.3 | - | - | 34.3 | - | 100.0 | 4.0 | 3.2 | 7.2 |
| 35-39 | 21.7 | 16.8 | - | - | - | 65.6 | - | 19.4 | 2.4 | 15.0 |
| 40-44 | 12.8 | 6.3 | - | - | - | - | - | 11.3 | 4.4 | 6.9 |
| 45-49 | 9.4 | 3.6 | - | - | 36.1 | - | - | - | 26.4 | 9.1 |
| 50-54 | 11.0 | 1.4 | 44.1 | - | - | - | - | - | 10.5 | 5.6 |
| 55-59 | 9.2 | 0.7 | 14.2 | - | - | 17.7 | - | - | 17.8 | 5.7 |
| 60-64 | 10.7 | 1.6 | 41.7 | - | - | - | - | 15.7 | 17.2 | 7.3 |
| 65-69 | 7.9 | - | - | 100.0 | - | - | - | - | 4.8 | 3.6 |
| 70-74 | - | - | - | - | - | - | - | - | 9.7 | 1.6 |
| 75+ | 0.9 | - | - | - | - | - | - | - | 3.5 | 0.8 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

DISABILITY IN LABOUR FORCE

Table DA1: Labour Force of Population with Disability

| Age Group | Employed | | | Unemployed | | | Labour force - Disability | | | Unemployment Rate | | |
|--------------|--------------|--------------|--------------|------------|--------------|--------------|---------------------------|--------------|---------------|-------------------|-------------|-------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| 15-17 | - | - | - | - | - | - | - | - | - | - | - | - |
| 18-19 | - | - | - | - | - | - | - | - | - | - | - | - |
| 20-24 | 187 | - | 187 | 200 | - | 200 | 387 | - | 387 | 51.7 | - | 51.7 |
| 25-29 | 1,132 | 159 | 1,292 | 371 | - | 371 | 1,503 | 159 | 1,663 | 24.7 | - | 22.3 |
| 30-34 | 170 | - | 170 | - | - | - | 170 | - | 170 | - | - | - |
| 35-39 | 459 | 488 | 947 | - | 266 | 266 | 459 | 754 | 1,213 | - | 35.3 | 21.9 |
| 40-44 | 50 | - | 50 | 249 | 160 | 409 | 299 | 160 | 459 | 83.3 | 100.0 | 89.1 |
| 45-49 | 472 | 21 | 494 | - | - | - | 472 | 21 | 494 | - | - | - |
| 50-54 | 484 | 470 | 954 | - | 311 | 311 | 484 | 781 | 1,265 | - | 39.8 | 24.6 |
| 55-59 | - | 1,219 | 1,219 | - | - | - | - | 1,219 | 1,219 | - | - | - |
| 60-64 | 96 | 563 | 658 | - | 690 | 690 | 96 | 1,253 | 1,348 | - | 55.1 | 51.2 |
| 65-69 | 209 | 1,058 | 1,267 | - | - | - | 209 | 1,058 | 1,267 | - | - | - |
| 70-74 | - | 126 | 126 | - | - | - | - | 126 | 126 | - | - | - |
| 75 & above | 826 | 500 | 1,326 | - | - | - | 826 | 500 | 1,326 | - | - | - |
| Total | 4,085 | 4,605 | 8,691 | 821 | 1,427 | 2,248 | 4,906 | 6,032 | 10,939 | 16.7 | 23.7 | 20.5 |

Table DA2: Employed and Unemployed Population (15 years & above) with Disability by Education level & Sex

| Educational Level | Employed | | | Unemployed | | | Labour force - Disability | | |
|------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------------------|--------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Never attended | 944 | 551 | 1,495 | - | 357 | 357 | 944 | 908 | 1,852 |
| Primary | 1,086 | 2,441 | 3,527 | 249 | 644 | 893 | 1,335 | 3,085 | 4,420 |
| Secondary | 357 | 547 | 903 | 200 | 266 | 466 | 557 | 813 | 1,369 |
| Non-formal | 322 | - | 322 | - | - | - | 322 | - | 322 |
| Apprentice | - | - | - | - | - | - | - | - | - |
| Brigade | - | - | - | - | - | - | - | - | - |
| Technical/Vocational | 956 | 392 | 1,349 | - | - | - | 956 | 392 | 1,349 |
| Educational College | 421 | 563 | 984 | 371 | 160 | 531 | 792 | 723 | 1,515 |
| Institute of Health Sciences | - | - | - | - | - | - | - | - | - |
| University | - | 111 | 111 | - | - | - | - | 111 | 111 |
| Total | 4,085 | 4,605 | 8,691 | 821 | 1,427 | 2,248 | 4,906 | 6,032 | 10,939 |
| Percentages (%) | | | | | | | | | |
| Never attended | 23.1 | 12.0 | 17.2 | - | 25.0 | 15.9 | 19.2 | 15.1 | 16.9 |
| Primary | 26.6 | 53.0 | 40.6 | 30.4 | 45.1 | 39.7 | 27.2 | 51.1 | 40.4 |
| Secondary | 8.7 | 11.9 | 10.4 | 24.4 | 18.7 | 20.8 | 11.4 | 13.5 | 12.5 |
| Non-formal | 7.9 | - | 3.7 | - | - | - | 6.6 | - | 2.9 |
| Apprentice | - | - | - | - | - | - | - | - | - |
| Brigade | - | - | - | - | - | - | - | - | - |
| Technical/Vocational | 23.4 | 8.5 | 15.5 | - | - | - | 19.5 | 6.5 | 12.3 |
| Educational College | 10.3 | 12.2 | 11.3 | 45.2 | 11.2 | 23.6 | 16.1 | 12.0 | 13.8 |
| Institute of Health Sciences | - | - | - | - | - | - | - | - | - |
| University | - | 2.4 | 1.3 | - | - | - | - | 1.8 | 1.0 |
| Total | 100.0 | 100.0 | 100.0 |

Table DA3: Employed and Unemployed Population (15 Years & above) with Disability by Strata & Sex

| Strata | Employed | | | Unemployed | | | Labour force - Disability | | |
|------------------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------------------|--------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Cities & Towns | 794 | 775 | 1,569 | - | - | - | 794 | 775 | 1,569 |
| Urban Villages | 1,565 | 2,310 | 3,875 | 371 | 737 | 1,108 | 1,936 | 3,047 | 4,983 |
| Rural Areas | 1,726 | 1,520 | 3,246 | 449 | 690 | 1,139 | 2,175 | 2,210 | 4,385 |
| Total | 4,085 | 4,605 | 8,691 | 821 | 1,427 | 2,248 | 4,906 | 6,032 | 10,939 |
| Percentages (%) | | | | | | | | | |
| Cities & Towns | 19.4 | 16.8 | 18.1 | - | - | - | 16.2 | 12.8 | 14.3 |
| Urban Villages | 38.3 | 50.2 | 44.6 | 45.2 | 51.7 | 49.3 | 39.5 | 50.5 | 45.6 |
| Rural Areas | 42.3 | 33.0 | 37.3 | 54.8 | 48.3 | 50.7 | 44.3 | 36.6 | 40.1 |
| Total | 100.0 | 100.0 | 100.0 |

Table DA4: Employed Persons with Disability by Occupation & Sex

| Occupation | Counts | | | Percentages (%) | | |
|---|--------------|--------------|--------------|-----------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total |
| Managers | 995 | 815 | 1,810 | 24.4 | 17.7 | 20.8 |
| Professionals | - | 90 | 90 | - | 2.0 | 1.0 |
| Technicians and Associate Professionals | 421 | 488 | 908 | 10.3 | 10.6 | 10.4 |
| Clerical Support Services | - | 178 | 178 | - | 3.9 | 2.0 |
| Service/Sales Workers | 689 | 433 | 1,122 | 16.9 | 9.4 | 12.9 |
| Skilled Agric. Forestry and Fishery Workers | 234 | 228 | 462 | 5.7 | 5.0 | 5.3 |
| Craft and Related Trades Workers | 513 | 540 | 1,053 | 12.6 | 11.7 | 12.1 |
| Plant & Machine Operators | - | - | - | - | - | - |
| Elementary Occupations | 1,233 | 1,834 | 3,067 | 30.2 | 39.8 | 35.3 |
| Other | - | - | - | - | - | - |
| Total | 4,085 | 4,605 | 8,691 | 100.0 | 100.0 | 100.0 |

YOUTH LABOUR FORCE

Table YE1: Total Youth (15-35) Population by Age Group and Sex

| Age Group | Total Youth | | | Q3 Total |
|--------------|----------------|----------------|----------------|----------------|
| | Male | Female | Total | |
| 15-17 | 74,105 | 73,232 | 147,337 | 135,922 |
| 18-19 | 39,240 | 40,773 | 80,012 | 76,873 |
| 20-24 | 92,814 | 93,684 | 186,498 | 199,359 |
| 25-29 | 103,343 | 113,605 | 216,948 | 213,667 |
| 30-34 | 79,539 | 105,292 | 184,830 | 179,182 |
| 35-39 | 22,612 | 17,893 | 40,505 | 39,720 |
| Total | 411,653 | 444,478 | 856,131 | 844,723 |

Table YE2: Total Youth (15-35) Unemployment Rate by Age Group and Sex

| Age Group | Employed Youth | | | Unemployed Youth | | | Total Youth Labour Force-Youth | | | Youth Unemployment Rate | | | Q3 Total |
|--------------|----------------|----------------|----------------|------------------|---------------|----------------|--------------------------------|----------------|----------------|-------------------------|-------------|-------------|-------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total | |
| 15-17 | 783 | 464 | 1,247 | 2,237 | 1,335 | 3,572 | 3,020 | 1,799 | 4,819 | 74.1 | 74.2 | 74.1 | 55.5 |
| 18-19 | 5,019 | 6,632 | 11,651 | 5,502 | 5,040 | 10,543 | 10,522 | 11,672 | 22,194 | 52.3 | 43.2 | 47.5 | 44.1 |
| 20-24 | 35,058 | 33,000 | 68,058 | 20,426 | 15,725 | 36,150 | 55,483 | 48,725 | 104,208 | 36.8 | 32.3 | 34.7 | 32.1 |
| 25-29 | 60,045 | 55,393 | 115,438 | 22,836 | 23,795 | 46,631 | 82,881 | 79,188 | 162,069 | 27.6 | 30.0 | 28.8 | 24.9 |
| 30-34 | 52,660 | 62,313 | 114,973 | 13,509 | 19,153 | 32,661 | 66,168 | 81,465 | 147,634 | 20.4 | 23.5 | 22.1 | 21.4 |
| 35-39 | 15,994 | 10,402 | 26,395 | 3,288 | 3,586 | 6,874 | 19,282 | 13,988 | 33,270 | 17.1 | 25.6 | 20.7 | 20.0 |
| Total | 169,558 | 168,203 | 337,762 | 67,798 | 68,634 | 136,432 | 237,356 | 236,837 | 474,193 | 28.6 | 29.0 | 28.8 | 26.7 |

Table YE3: Total Youth (15-35) Labour Force by Education Level and Sex

| Education Level | Employed Youth | | | Unemployed Youth | | | Total Youth Labour Force | | | Percentage Distribution | | |
|------------------------------|----------------|----------------|----------------|------------------|---------------|----------------|--------------------------|----------------|----------------|-------------------------|-------------|-------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Never Attended | 2,363 | 1,799 | 4,162 | 703 | 223 | 926 | 3,065 | 2,022 | 5,088 | 22.9 | 11.0 | 18.2 |
| Primary | 13,225 | 6,995 | 20,220 | 5,649 | 5,190 | 10,839 | 18,874 | 12,185 | 31,059 | 29.9 | 42.6 | 34.9 |
| Secondary | 101,118 | 94,234 | 195,352 | 47,336 | 45,984 | 93,320 | 148,454 | 140,218 | 288,672 | 31.9 | 32.8 | 32.3 |
| Non-formal | 322 | - | 322 | - | 129 | 129 | 322 | 129 | 450 | - | 100.0 | 28.6 |
| Apprentice | 446 | - | 446 | 642 | - | 642 | 1,088 | - | 1,088 | 59.0 | - | 59.0 |
| Brigade | 10,990 | 5,760 | 16,750 | 3,096 | 876 | 3,972 | 14,086 | 6,636 | 20,722 | 22.0 | 13.2 | 19.2 |
| Technical/Vocational | 7,296 | 9,962 | 17,258 | 2,713 | 2,411 | 5,124 | 10,008 | 12,374 | 22,382 | 27.1 | 19.5 | 22.9 |
| Educational College | 9,786 | 17,133 | 26,919 | 2,453 | 3,798 | 6,251 | 12,239 | 20,931 | 33,170 | 20.0 | 18.1 | 18.8 |
| Institute of Health Sciences | 926 | 1,677 | 2,603 | - | - | - | 926 | 1,677 | 2,603 | - | - | - |
| University | 23,087 | 30,644 | 53,731 | 5,207 | 10,022 | 15,229 | 28,294 | 40,666 | 68,960 | 18.4 | 24.6 | 22.1 |
| Total | 169,558 | 168,203 | 337,762 | 67,798 | 68,634 | 136,432 | 237,356 | 236,837 | 474,193 | 28.6 | 29.0 | 28.8 |

Table YE4: Total Youth (15-35) Labour Force by Strata and Sex

| Region | Employed Youth | | | Unemployed Youth | | | Total Youth Labour Force-Youth | | | Percentage | | |
|------------------|----------------|----------------|----------------|------------------|---------------|----------------|--------------------------------|----------------|----------------|-------------|-------------|-------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Cities and Towns | 40,869 | 40,123 | 80,992 | 15,108 | 13,199 | 28,307 | 55,977 | 53,322 | 109,299 | 27.0 | 24.8 | 25.9 |
| Urban Villages | 74,520 | 83,773 | 158,293 | 35,391 | 36,436 | 71,827 | 109,911 | 120,209 | 230,120 | 32.2 | 30.3 | 31.2 |
| Rural Areas | 54,169 | 44,308 | 98,477 | 17,299 | 18,999 | 36,298 | 71,468 | 63,307 | 134,775 | 24.2 | 30.0 | 26.9 |
| Total | 169,558 | 168,203 | 337,762 | 67,798 | 68,634 | 136,432 | 237,356 | 236,837 | 474,193 | 28.6 | 29.0 | 28.8 |

Table YE5: Total Youth (15-35) Labour Force by District and Sex

| District | Employed | | | Unemployed Youth | | | Total Youth Labour Force-Youth | | | Labour Force- % Distribution | | |
|-------------------|----------------|----------------|----------------|------------------|---------------|----------------|--------------------------------|----------------|---------------|------------------------------|-------------|-------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Borolong | 2,503 | 3,392 | 5,895 | 2,483 | 3,869 | 6,352 | 4,986 | 7,260 | 12247 | 49.8 | 53.3 | 51.9 |
| Central Bobonong | 5,639 | 7,544 | 13,182 | 706 | 1,458 | 2,164 | 6,345 | 9,002 | 15347 | 11.1 | 16.2 | 14.1 |
| Central Boteti | 8,342 | 12,114 | 20,456 | 1,925 | 1,940 | 3,864 | 10,266 | 14,053 | 24320 | 18.7 | 13.8 | 15.9 |
| Central Mahalapye | 7,336 | 4,083 | 11,418 | 901 | 2,825 | 3,725 | 8,236 | 6,907 | 15144 | 10.9 | 40.9 | 24.6 |
| Central Tutume | 11,595 | 8,797 | 20,392 | 6,819 | 5,617 | 12,436 | 18,414 | 14,414 | 32828 | 37.0 | 39.0 | 37.9 |
| Chobe | 4,593 | 5,372 | 9,965 | 1,565 | 2,261 | 3,827 | 6,158 | 7,633 | 13792 | 25.4 | 29.6 | 27.7 |
| Francistown | 9,102 | 8,911 | 18,013 | 3,508 | 1,478 | 4,986 | 12,610 | 10,390 | 23000 | 27.8 | 14.2 | 21.7 |
| Gaborone | 25,041 | 22,988 | 48,029 | 7,742 | 8,229 | 15,971 | 32,783 | 31,217 | 64000 | 23.6 | 26.4 | 25.0 |
| Ghanzi | 2,469 | 4,779 | 7,249 | 736 | 287 | 1,024 | 3,206 | 5,067 | 8272 | 23.0 | 5.7 | 12.4 |
| Jwaneng | 1,312 | 2,162 | 3,475 | 635 | 178 | 813 | 1,947 | 2,340 | 4288 | 32.6 | 7.6 | 19.0 |
| Kgalagadi North | 2,133 | 2,282 | 4,415 | 373 | 368 | 741 | 2,506 | 2,650 | 5156 | 14.9 | 13.9 | 14.4 |
| Kgalagadi South | 1,771 | 1,835 | 3,607 | 211 | 386 | 597 | 1,982 | 2,222 | 4204 | 10.7 | 17.4 | 14.2 |
| Kgatleng | 13,623 | 4,960 | 18,582 | 3,903 | 5,733 | 9,636 | 17,526 | 10,692 | 28218 | 22.3 | 53.6 | 34.1 |
| Kweneng East | 23,031 | 20,639 | 43,670 | 11,307 | 8,629 | 19,936 | 34,338 | 29,269 | 63606 | 32.9 | 29.5 | 31.3 |
| Kweneng West | 4,063 | 4,686 | 8,749 | 1,888 | 3,270 | 5,158 | 5,951 | 7,956 | 13907 | 31.7 | 41.1 | 37.1 |
| Lobatse | 1,444 | 2,500 | 3,944 | 818 | 1,104 | 1,922 | 2,263 | 3,604 | 5866 | 36.2 | 30.6 | 32.8 |
| Ngami East | 7,079 | 6,337 | 13,416 | 1,961 | 3,529 | 5,491 | 9,040 | 9,867 | 18907 | 21.7 | 35.8 | 29.0 |
| Ngamiland West | 2,346 | 6,480 | 8,825 | 1,783 | 2,114 | 3,896 | 4,128 | 8,593 | 12721 | 43.2 | 24.6 | 30.6 |
| Ngwaketse South | 3,126 | 4,082 | 7,209 | 5,350 | 3,855 | 9,205 | 8,476 | 7,938 | 16414 | 63.1 | 48.6 | 56.1 |
| Ngwaketse West | 1,116 | 896 | 2,012 | 418 | 359 | 777 | 1,534 | 1,255 | 2788 | 27.2 | 28.6 | 27.9 |
| North East | 3,915 | 3,170 | 7,085 | 1,873 | 1,578 | 3,451 | 5,788 | 4,748 | 10536 | 32.4 | 33.2 | 32.8 |
| Orapa | 686 | 686 | 1,372 | 343 | 274 | 617 | 1,029 | 960 | 1989 | 33.3 | 28.6 | 31.0 |
| Selibe Phikwe | 2,959 | 2,518 | 5,477 | 2,011 | 1,771 | 3,782 | 4,970 | 4,289 | 9259 | 40.5 | 41.3 | 40.8 |
| Serowe Palapye | 10,601 | 8,594 | 19,195 | 4,973 | 4,971 | 9,944 | 15,575 | 13,565 | 29140 | 31.9 | 36.6 | 34.1 |
| South East | 13,409 | 18,039 | 31,448 | 3,515 | 2,386 | 5,901 | 16,923 | 20,425 | 37348 | 20.8 | 11.7 | 15.8 |
| Sowa | 324 | 358 | 682 | 51 | 164 | 215 | 375 | 522 | 897 | 13.6 | 31.4 | 24.0 |
| Total | 169,558 | 168,203 | 337,762 | 67,798 | 68,634 | 136,432 | 237,356 | 236,837 | 474193 | 28.6 | 29.0 | 28.8 |

Table YE6: Total Youth (15-35) Labour Force by Marital Status and Sex

| Marital status | Employed | | | Unemployed | | | Total Youth Labour Force-Youth | | | Labour Force % Distribution | | |
|------------------------|----------------|----------------|----------------|---------------|---------------|----------------|--------------------------------|----------------|----------------|-----------------------------|-------------|-------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Married | 12,216 | 16,422 | 28,638 | 1,070 | 2,128 | 3,197 | 13,286 | 18,549 | 31,835 | 8.1 | 11.5 | 10.0 |
| Living Together | 65,217 | 66,097 | 131,313 | 13,622 | 24,466 | 38,088 | 78,838 | 90,563 | 169,401 | 17.3 | 27.0 | 22.5 |
| Separated | - | 548 | 548 | - | - | - | - | 548 | 548 | - | - | - |
| Divorced | - | 254 | 254 | - | 288 | 288 | - | 542 | 542 | - | 53.1 | 53.1 |
| Widowed | 168 | - | 168 | - | - | - | 168 | - | 168 | - | - | - |
| Never Married | 91,957 | 84,883 | 176,840 | 53,106 | 41,753 | 94,859 | 145,064 | 126,635 | 271,699 | 36.6 | 33.0 | 34.9 |
| Total | 169,558 | 168,203 | 337,762 | 67,798 | 68,634 | 136,432 | 237,356 | 236,837 | 474,193 | 28.6 | 29.0 | 28.8 |

Table YE7: Employed Youth (15 – 35) by Occupation and Sex

| Occupation | Male | Female | Total |
|--|----------------|----------------|----------------|
| Managers | 4,773 | 11,960 | 16,734 |
| Professionals | 8,860 | 11,185 | 20,045 |
| Technicians and Associate Professionals | 12,435 | 12,227 | 24,662 |
| Clerical Support Services | 5,139 | 18,360 | 23,499 |
| Service/Sales Workers | 35,628 | 59,121 | 94,749 |
| Skilled Agric. Forestry and Fishery Workers | 3,084 | 2,266 | 5,350 |
| Craft and Related Trades Workers | 26,851 | 5,864 | 32,715 |
| Plant & Machine Operators | 17,370 | 2,554 | 19,924 |
| Elementary Occupations | 55,139 | 44,666 | 99,806 |
| Other | 279 | - | 279 |
| Total | 169,558 | 168,203 | 337,762 |

Table YE8: Youth (15-35) not in Education, Not in Employment by Age Group, Region and Sex

| Age Group | Cities and Towns | | | Urban Villages | | | Rural Areas | | | Total | | |
|--------------|------------------|---------------|---------------|----------------|---------------|----------------|---------------|---------------|----------------|----------------|----------------|----------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| 15-17 | 992 | 1,478 | 2,470 | 4,919 | 3,928 | 8,847 | 3,171 | 4,830 | 8,002 | 9,082 | 10,237 | 19,319 |
| 18-19 | 2,841 | 2,371 | 5,212 | 7,679 | 7,961 | 15,640 | 5,555 | 5,271 | 10,826 | 16,075 | 15,603 | 31,678 |
| 20-24 | 7,094 | 8,683 | 15,777 | 19,264 | 17,595 | 36,859 | 13,994 | 16,468 | 30,461 | 40,352 | 42,746 | 83,098 |
| 25-29 | 7,667 | 6,250 | 13,918 | 19,318 | 30,115 | 49,433 | 12,581 | 17,354 | 29,934 | 39,566 | 53,720 | 93,285 |
| 30-34 | 3,453 | 8,524 | 11,976 | 11,203 | 17,866 | 29,069 | 12,031 | 14,998 | 27,028 | 26,686 | 41,387 | 68,073 |
| 35-39 | 1,087 | 960 | 2,047 | 3,000 | 4,053 | 7,053 | 2,531 | 2,244 | 4,775 | 6,618 | 7,257 | 13,876 |
| Total | 23,133 | 28,267 | 51,400 | 65,383 | 81,519 | 146,901 | 49,862 | 61,165 | 111,027 | 138,378 | 170,950 | 309,328 |

Table YE9: NEET Rate by Age Group and Sex

| Age Group | Youth Not in Education, in Employment | | | Total Youth population | | | NEET Rate (%) | | | Q3 Total |
|--------------|---------------------------------------|----------------|----------------|------------------------|----------------|----------------|---------------|-------------|-------------|-------------|
| | Male | Female | Total | Total | Female | Total | Male | Female | Total | |
| 15-17 | 9,082 | 10,237 | 19,319 | 74,105 | 73,232 | 147,337 | 12.3 | 14.0 | 13.1 | 14.2 |
| 18-19 | 16,075 | 15,603 | 31,678 | 39,240 | 40,773 | 80,012 | 41.0 | 38.3 | 39.6 | 42.5 |
| 20-24 | 40,352 | 42,746 | 83,098 | 92,814 | 93,684 | 186,498 | 43.5 | 45.6 | 44.6 | 43.2 |
| 25-29 | 39,566 | 53,720 | 93,285 | 103,343 | 113,605 | 216,948 | 38.3 | 47.3 | 43.0 | 38.5 |
| 30-34 | 26,686 | 41,387 | 68,073 | 79,539 | 105,292 | 184,830 | 33.6 | 39.3 | 36.8 | 35.3 |
| 35 | 6,618 | 7,257 | 13,876 | 22,612 | 17,893 | 40,505 | 29.3 | 40.6 | 34.3 | 33.9 |
| Total | 138,378 | 170,950 | 309,328 | 411,653 | 444,478 | 856,131 | 33.6 | 38.5 | 36.1 | 35.2 |

POPULATION OUTSIDE LABOUR FORCE

Table LFO1: Population Outside Labour Force

| Age Group | Relaxed Job Seekers | Studying or Training | Household Responsibilities | Subsistence Farming | Retired or Pensioners | Illness or Own Disability | Other | Total | Total Percentage |
|-------------------------|---------------------|----------------------|----------------------------|---------------------|-----------------------|---------------------------|---------------|----------------|------------------|
| 15-17 | 3,941 | 127,300 | 4,708 | 648 | - | 2,549 | 3,372 | 142,518 | 21.5 |
| 18-19 | 5,692 | 36,541 | 10,143 | 86 | - | 203 | 5,154 | 57,818 | 8.7 |
| 20-24 | 13,393 | 34,671 | 22,290 | 1,481 | - | 2,661 | 7,793 | 82,290 | 12.4 |
| 25-29 | 12,638 | 7,350 | 25,349 | 3,176 | - | 1,037 | 5,329 | 54,879 | 8.3 |
| 30-34 | 7,891 | 1,527 | 18,038 | 2,287 | - | 2,408 | 5,044 | 37,197 | 5.6 |
| 35-39 | 7,372 | 408 | 13,047 | 3,088 | - | 3,486 | 2,265 | 29,668 | 4.5 |
| 40-44 | 6,757 | 388 | 12,239 | 2,915 | - | 3,673 | 1,959 | 27,932 | 4.2 |
| 45-49 | 4,542 | 613 | 11,205 | 1,247 | - | 3,628 | 2,239 | 23,473 | 3.5 |
| 50-54 | 2,966 | 203 | 14,435 | 5,133 | 934 | 4,416 | 1,446 | 29,532 | 4.4 |
| 55-59 | 4,154 | - | 13,914 | 3,535 | 1,498 | 3,629 | 436 | 27,166 | 4.1 |
| 60-64 | 5,468 | 283 | 15,967 | 4,758 | 6,022 | 6,645 | 1,461 | 40,604 | 6.1 |
| 65-69 | 4,111 | - | 12,859 | 3,146 | 4,691 | 5,713 | 2,154 | 32,675 | 4.9 |
| 70-74 | 5,010 | - | 6,373 | 2,075 | 6,662 | 4,453 | 2,184 | 26,757 | 4.0 |
| 75+ | 7,469 | - | 11,643 | 1,181 | 10,995 | 13,900 | 6,251 | 51,438 | 7.7 |
| Total | 91,406 | 209,285 | 192,210 | 34,757 | 30,803 | 58,402 | 47,086 | 663,947 | 100.0 |
| Total Percentage | 13.8 | 31.5 | 28.9 | 5.2 | 4.6 | 8.8 | 7.1 | 100.0 | |

Table LFO2: Population Outside Labour Force

| Age Group | 15-17 | 18-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | 65-69 | 70-74 | 75+ | Total |
|-----------------------------------|-------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| Relaxed Job Seekers | 3,941 | 5,692 | 13,393 | 12,638 | 7,891 | 7,372 | 6,757 | 4,542 | 2,966 | 4,154 | 5,468 | 4,111 | 5,010 | 7,469 | 91,406 |
| Studying or Training | 127,300 | 36,541 | 34,671 | 7,350 | 1,527 | 408 | 388 | 613 | 203 | - | 283 | - | - | - | 209,285 |
| Household Responsibilities | 4,708 | 10,143 | 22,290 | 25,349 | 18,038 | 13,047 | 12,239 | 11,205 | 14,435 | 13,914 | 15,967 | 12,859 | 6,373 | 11,643 | 192,210 |
| Subsistence Farming | 648 | 86 | 1,481 | 3,176 | 2,287 | 3,088 | 2,915 | 1,247 | 5,133 | 3,535 | 4,758 | 3,146 | 2,075 | 1,181 | 34,757 |
| Retired or Pensioners | - | - | - | - | - | - | - | - | 934 | 1,498 | 6,022 | 4,691 | 6,662 | 10,995 | 30,803 |
| Illness or Own Disability | 2,549 | 203 | 2,661 | 1,037 | 2,408 | 3,486 | 3,673 | 3,628 | 4,416 | 3,629 | 6,645 | 5,713 | 4,453 | 13,900 | 58,402 |
| Other | 3,372 | 5,154 | 7,793 | 5,329 | 5,044 | 2,265 | 1,959 | 2,239 | 1,446 | 436 | 1,461 | 2,154 | 2,184 | 6,251 | 47,086 |
| Total | 142,518 | 57,818 | 82,290 | 54,879 | 37,197 | 29,668 | 27,932 | 23,473 | 29,532 | 27,166 | 40,604 | 32,675 | 26,757 | 51,438 | 663,947 |
| | Percentage | | | | | | | | | | | | | | |
| Relaxed Job Seekers | 4.3 | 6.2 | 14.7 | 13.8 | 8.6 | 8.1 | 7.4 | 5.0 | 3.2 | 4.5 | 6.0 | 4.5 | 5.5 | 8.2 | 100.0 |
| Studying or Training | 60.8 | 17.5 | 16.6 | 3.5 | 0.7 | 0.2 | 0.2 | 0.3 | 0.1 | - | 0.1 | - | - | - | 100.0 |
| Household Responsibilities | 2.4 | 5.3 | 11.6 | 13.2 | 9.4 | 6.8 | 6.4 | 5.8 | 7.5 | 7.2 | 8.3 | 6.7 | 3.3 | 6.1 | 100.0 |
| Subsistence Farming | 1.9 | 0.2 | 4.3 | 9.1 | 6.6 | 8.9 | 8.4 | 3.6 | 14.8 | 10.2 | 13.7 | 9.1 | 6.0 | 3.4 | 100.0 |
| Retired or Pensioners | - | - | - | - | - | - | - | - | 3.0 | 4.9 | 19.6 | 15.2 | 21.6 | 35.7 | 100.0 |
| Illness or Own Disability | 4.4 | 0.3 | 4.6 | 1.8 | 4.1 | 6.0 | 6.3 | 6.2 | 7.6 | 6.2 | 11.4 | 9.8 | 7.6 | 23.8 | 100.0 |
| Other | 7.2 | 10.9 | 16.6 | 11.3 | 10.7 | 4.8 | 4.2 | 4.8 | 3.1 | 0.9 | 3.1 | 4.6 | 4.6 | 13.3 | 100.0 |
| Total | 21.5 | 8.7 | 12.4 | 8.3 | 5.6 | 4.5 | 4.2 | 3.5 | 4.4 | 4.1 | 6.1 | 4.9 | 4.0 | 7.7 | 100.0 |

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