

# Quarterly Multi-Topic Survey Labour Force Module

## Quarter 3: 2023



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**STATISTICS BOTSWANA**



# **Quarterly Multi-Topic Survey: Labour Force Module**

**Quarter 3: 2023**

Quarterly  
Multi-Topic Survey:  
Labour Force Module

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# Preface

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

The first quarterly survey was the quarter three (Q3) (July-September) of 2019, whose results were published in January 2020. This was followed by the reports for the fourth quarter (Q4) of 2019, the first quarter (Q1) of 2020, the Q4s of 2020, 2021 and 2022. The complete round of the quarterly survey was supposed to be completed in the quarters of 2020 and 2021, to allow for the computation of annualized labour indicators covering the four seasons of a year. This however, was not possible due to the outbreak of COVID-19 and subsequent lockdown(s).

This report presents results for data collected in the Q3 (July to September) of 2023. It presents information on employment, unemployment, wages from the formal sector, youth labour force 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.

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 the analysis of modules which shall be covered on a rotational basis. I hope you find this publication informative and useful for monitoring and decision making.



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**Dr. Burton Mguni**  
**Statistician General**  
**February 2024**



# Summary Headline Labour Force Indicators

This is the sixth report of the labour force module from the Quarterly Multi Topic Survey (QMTS). 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 QMTS includes several sections of interest that provide useful indicators, which are tracked on a quarterly basis to continually monitor change in the labour force market, particularly on the supply side. It is hoped that this set of indicators will inform policy formulation, targeted programming and interventions and monitoring of the labour market by stakeholders and government.

The summary table (Table 1.0) below provides headline indicators that would assist in monitoring the 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 trend of QMTS labour force module indicators for Q4 2021 through Q3 2023 are also presented in the summary Table 1.0. It is worth noting that when comparison/change is being made between the two quarters, indicators could be affected by seasonality.

The Employed population (15 years and above) recorded an increase between Q4 2022 and Q3 of 2023, from 717,725 to 788,616 persons, an increase of 9.9 percent. This was accompanied by an increase of 12.5 percent of unemployed persons, from 244,594 to 275,159 persons over the period.

Formal sector employment increased from 486,379 in Q4 of 2022 to 490,861 in Q3 of 2023, an increase of 0.8 percent.

The youth labour force increased by 10.5 percent between Q4 2022 and Q3 of 2023, from 471,139 to 520,582. Youth unemployment rate went up by 0.9 of a percentage point over the period, from 33.5 to 34.4 percent. Unemployment rate (persons aged 15 years and above) increased by 0.5 percentage points, from 25.4 percent in Q4 of 2022, to 25.9 percent in Q3 2023.

Extended unemployment rate, which is the combination of people actively seeking work and those who were willing to work but did not take steps looking for jobs, decreased from 31.4 percent to 31.2 percent, a decrease of 0.2 percentage points.

The Youth not in Education, not in Employment or Training (NEET Rate %) went down from 39.9 to 38.5 percent between the two periods, a decrease of 1.4 percentage points.

**Table 1.0: National Headline Labour Force Indicators –QMTS Quarter 4 of 2022 and Quarter 3, 2023**

	Indicator/Statistics	Q4 2021	Q4 2022	QMTS Q3 2023 Totals			% Changes Q4 2021 TO Q3 2023)	% Changes (Q4 2022 TO Q3 2023)
				Total	Male	Female		
1	Population (15 years and above)	1,637,822	1,611,892	1,673,626	792,176	881,450	2.2	3.8
2	Population Outside Labour Force (15 years and above)	668,088	649,574	609,848	259,890	349,958	(8.7)	(6.1)
3	Labour Force (15 years and above)	969,734	962,319	1,063,776	532,288	531,488	9.7	10.5
4	Employed Population	717,418	717,725	788,616	403,718	384,898	9.9	9.9
5	Unemployed Population	252,316	244,594	275,160	128,570	146,590	9.1	12.5
6	Population (18 years and above)	1,504,263	1,484,278	1,533,512	720,339	813,173	1.9	3.3
7	Labour Force (18 years and above)	965,680	956,124	1,054,067	526,789	527,278	9.2	10.2
8	Employed Population (18 years and above)	716,510	716,120	787,204	402,807	384,397	9.9	9.9
9	Unemployed Population (18 years and above)	249,171	240,004	266,863	123,982	142,881	7.1	11.2
10	Time Related Under Employed Population	46,988	57,320	53,648	10,819	42,829	14.2	(6.4)
11	Formal Sector employment	494,457	486,376	490,625	237,095	253,530	(0.8)	0.9
12	Formal Employment	394,446	390,413	386,621	197,050	189,571	(2.2)	(1.1)
13	Average Cash Earnings (in Pula)	5,320	5,701	6,029	6,290	5,741	13.3	5.8
14	Estimated Population of Youth (15 – 35 years)	851,545	805,228	837,003	409,984	427,019	(1.7)	3.9
15	Youth Labour Force	486,706	471,139	520,582	265,313	255,269	7.0	10.5
Change (Percentage points)								
16	Employment to Population Ratio (EPR)	43.8	44.5	47.1	51.0	43.7	3.3	2.6
17	Labour Force Participation Rate (LFPR)	59.2	59.7	63.6	67.2	60.3	4.4	3.9
18	Unemployment Rate % (15 year and above)	26.0	25.4	25.9	24.2	27.6	(0.1)	0.5
19	Unemployment Rate % (18 years and above)	25.8	25.1	25.3	23.5	27.1	(0.5)	0.2
20	Extended Unemployment Rate % (15 years and above)	31.1	31.4	31.2	29.4	33.0	0.1	(0.2)
21	Youth Unemployment Rate (15-35 years)	34.4	33.5	34.4	31.2	37.6	-	0.9
22	Youth not in Education, not in Employment or Training (NEET Rate %)	39.4	39.9	38.5	34.9	41.9	(0.9)	(1.4)

## 1.0 INTRODUCTION

Statistics Botswana started data collection for the first QMTS in July 2019. The first six consecutive quarterly labour force module reports were for Q3 and Q4 of 2019, Q1 of 2020 and Q4s of 2020, 2021 and 2022. Reports for other quarters of 2020 and 2021 were not produced due to COVID-19 outbreak, which halted data collection activities. The last QMTS labour force module produced was for the Q4 of 2022, which was published in February 2023.

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

This report presents results from the Labour Force module of the QMTS Q3 of 2023, covering the months of July to September 2023.

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 QMTS is to provide a comprehensive set of indicators for labour market and other indicators as guided by stakeholder needs and national priorities. The set of indicators derived from the QMTS will support Labour Market indicators required for the Labour Market Information System set up by the Human Resource Development Council (HRDC) and the National Monitoring and Evaluation System (NMES) on a regular basis. In addition, the indicators that will guide the Poverty Eradication Strategy and poverty eradication programs implemented by the stakeholders.

The plan is to conduct the QMTS continually, every quarter, to provide indicators for Sustainable Development Goals (SDGs), Vision 2036, National Development Plan 11 (NDP11) (and subsequent NDPs), and Africa Agenda 2063.

This will be achieved by rotating modules on topics as required by stakeholders. To that end QMTS started with and had a total of 12 modules, being;

**Demographic Characteristics**

**Disability**

**Education**

**Labour**

**Own Production**

**Sources of household income**

**Safety Nets**

**Housing**

**Non-farm enterprises**

**Subjective welfare**

**Food Insecurity Experience Scale**

**ICT- household questionnaire**

**The Information Communication Technology (ICT) modules were carried out in the survey for the Q3 of 2019 only (household module).**

## 1.2 Scope of Analysis

The preliminary results presented in this report cover current economic activities for the 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 paid 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 107 (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/her 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.

To adhere to international standards, while 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.

### 1.2.1 The Employed Population

The employed comprise all persons of working age, who, during a specified brief period of 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 working age persons who were:

1. **Not employed in past seven 7 days / reference week**
2. **Carried out activities to seek employment in past 30 days / reference Month.**
3. **Available to start job/business in reference week or in short period**



### 1.2.3 Population Outside 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 nor 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.

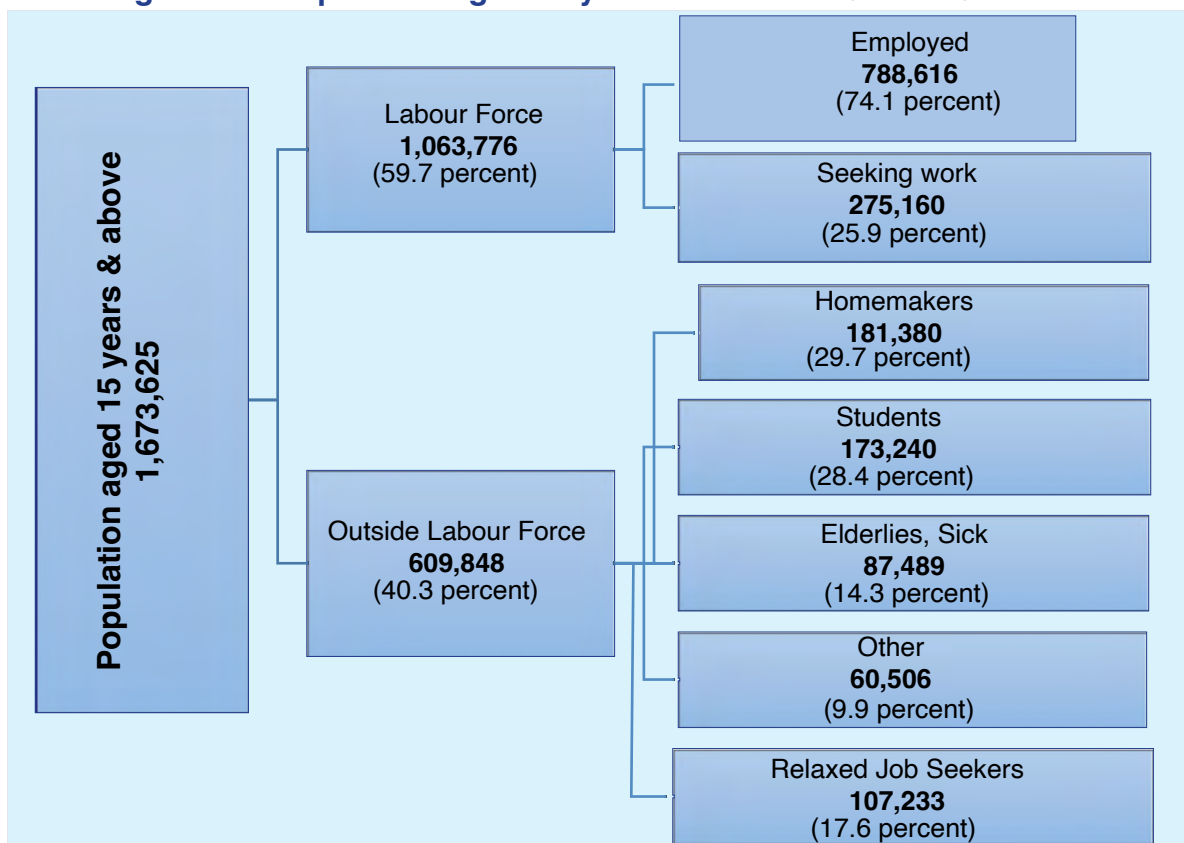
The headline indicators include total labour force, employed and unemployed, unemployment rates, employment by occupation and industry.

### 2.1 Population Aged 15 Years and Above

**Figure 1.1** presents information on the target population, aged 15 years and above, which was estimated at 1,673,625. The Labour Force (economically active population), which participated actively in economy, was estimated at 1,063,773 (59.7 percent) of the target population, of which 788,616 (74.1 percent) was employed, and 275,159 (25.9 percent) was unemployed. Compared with the fourth quarter of 2022, the size of the labour force recorded an increase of 10.5 percent, from 962,319 in Q4 2022 to 1,063,773 in Q3 2023.

The population outside labour force or economically inactive population aged 15 years and above was estimated at 609,850. These include homemakers, students, elderlies & the sick, and others. Homemakers accounted for the highest percentage (29.7 percent) of population outside labour force with 181,380 persons, followed by students at 28.4 percent, with 173,240 persons. **See Table LFO1a from Appendix 3 and Figure 1.1 below.**

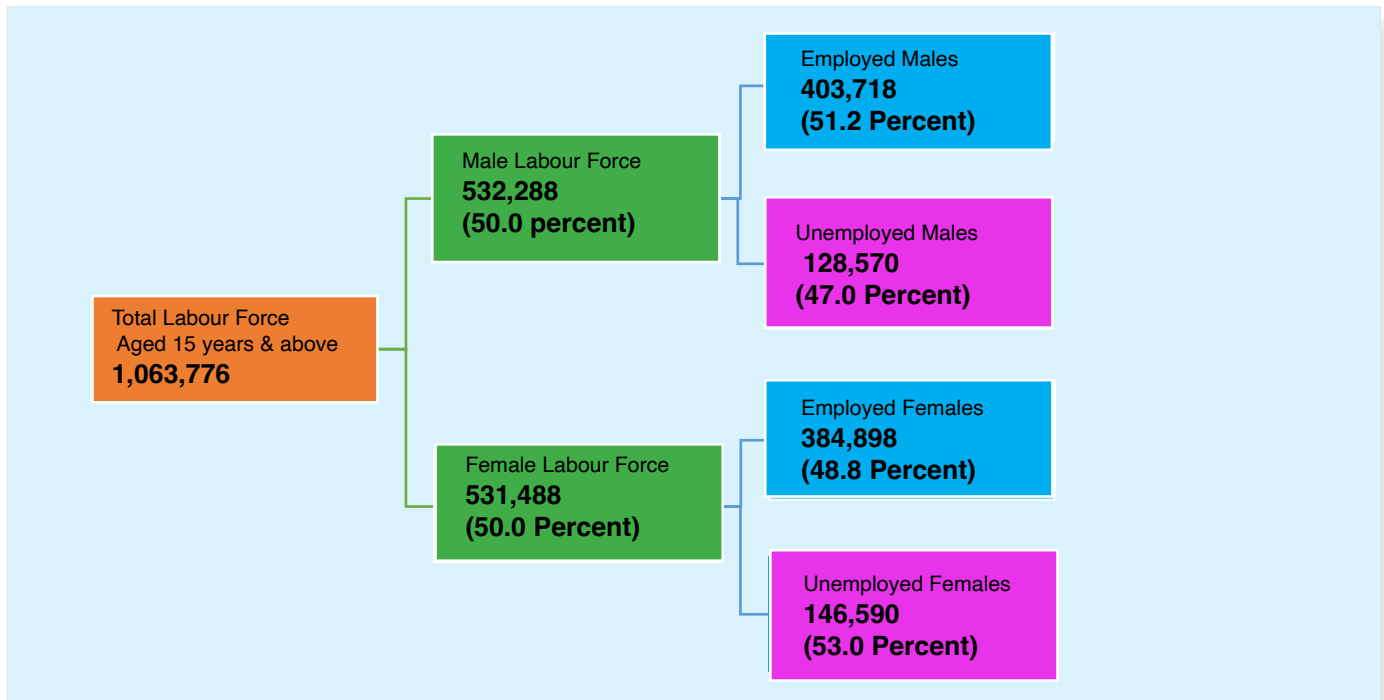
**Figure 1.1: Population aged 15 years & above – QMTS- Q3 - 2023**



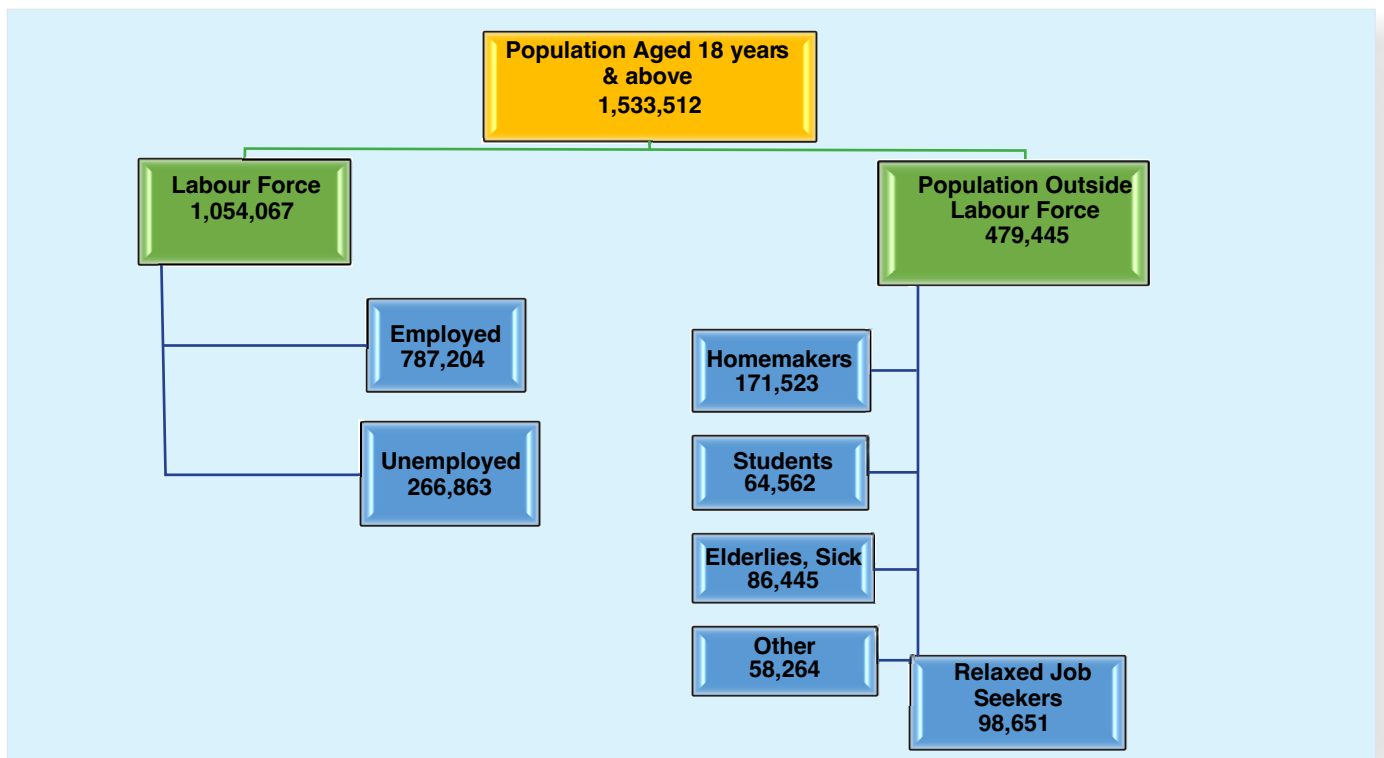
## 2.2 Labour Force (Economically Active Population) by Sex

The total labour force aged 15 years and above was estimated at 1,063,773 persons, comprising of 532,288 (50.0 percent) males, and 531,488 (50.0 percent females) as presented in **Figure 1.2** below. Out of a total of 275,159 job seekers, 53.0 percent (146,590) were females, compared to 47.0 percent (128,570) males

**Figure1.2: Labour Force Aged 15 years and above by sex**



**Figure 1.3: Population Aged 18 years and above QMTS 2023 Q3**





## 2.3 Population Aged 18 years and Over

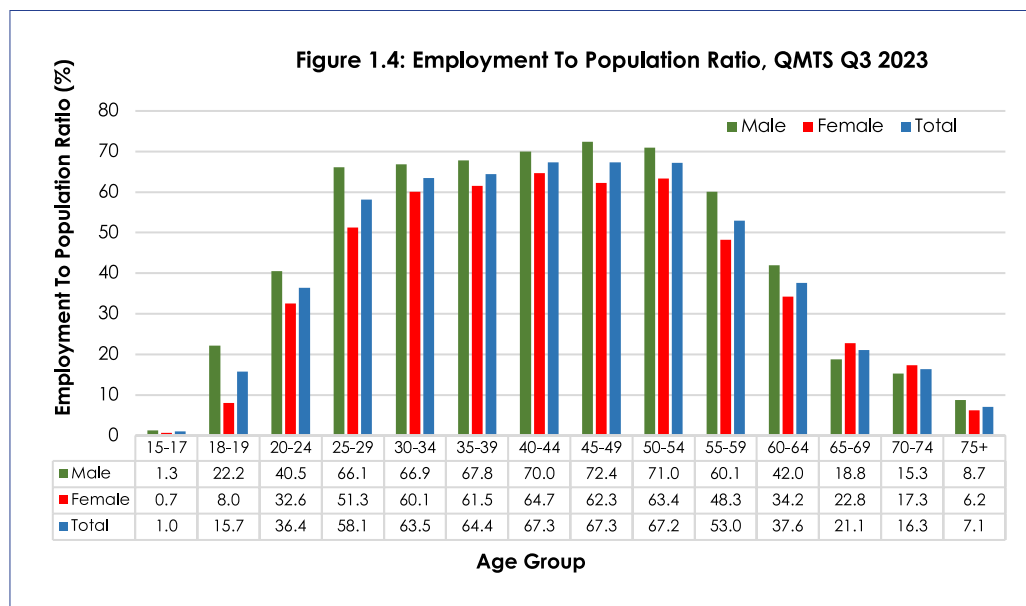
**Figure 1.3** above shows population aged 18 years and above. The total number of persons aged 18 years and above was estimated at 1,533,512, of which 1,054,067 were the labour force and 479,445 were outside labour force. The Labour Force or economically active consisted of 787,204 employed and 266,863 unemployed persons.

## 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 the 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 an indication of the 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 results showed that in Q3 of 2023 (July to September) the overall Employment to Population Ratio was 47.1 percent. The EPR increased by 2.6 percent from 44.5 percent for the fourth quarter of 2022 to 47.1 percent for quarter 3 2023 ([see Table 1.0](#)), with males and females recording 51.0 and 43.7 percent respectively. The ratio for males was higher than that of their female counterparts for all the age groups except for age group 65-69 and 70-74. [See figure 1.4](#) below.



**Table 1.1: Employment to Population Ratio (15 years and above) QMTS Q3 2023**

Age Group	Population			Employed			Employment to Population Ratio			Q4 2022
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
15-17	71,837	68,277	140,113	911	501	1,412	1.3	0.7	1.0	1.3
18-19	41,379	34,468	75,847	9,168	2,768	11,936	22.2	8.0	15.7	13.5
20-24	98,867	106,964	205,831	40,067	34,846	74,912	40.5	32.6	36.4	34.7
25-29	86,106	100,808	186,914	56,877	51,742	108,619	66.1	51.3	58.1	53.1
30-34	93,766	97,054	190,820	62,770	58,346	121,116	66.9	60.1	63.5	59
35-39	83,014	98,418	181,432	56,318	60,530	116,847	67.8	61.5	64.4	62.3
40-44	84,994	90,400	175,394	59,535	58,495	118,030	70.0	64.7	67.3	64.9
45-49	61,473	63,296	124,769	44,520	39,445	83,965	72.4	62.3	67.3	63.5
50-54	46,714	45,785	92,500	33,171	29,034	62,205	71.0	63.4	67.2	61.8
55-59	31,661	49,013	80,674	19,042	23,685	42,727	60.1	48.3	53.0	54.4
60-64	29,710	38,883	68,593	12,467	13,315	25,782	42.0	34.2	37.6	29.8
65-69	22,265	28,433	50,698	4,186	6,492	10,678	18.8	22.8	21.1	23.3
70-74	17,580	18,108	35,687	2,693	3,136	5,829	15.3	17.3	16.3	10.4
75+	22,810	41,543	64,353	1,993	2,563	4,556	8.7	6.2	7.1	5.3
<b>Total</b>	<b>792,176</b>	<b>881,450</b>	<b>1,673,625</b>	<b>403,718</b>	<b>384,898</b>	<b>788,616</b>	<b>51.0</b>	<b>43.7</b>	<b>47.1</b>	<b>44.5</b>

## 2.5 Labour Force Participation Rates (LFPR)

The total labour force participation rate by age group between males and females is shown 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 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 63.6 percent, with males recording 67.2 percent compared to 60.3 percent recorded for females. For both males and females, the participation rate in economic activity was higher for age groups between 25-29 and 50-54 years. The highest rate was recorded for age group 30-34 at 85.1 percent, followed by the age groups 25-29, 35-39 and 40-44 with 83.9, 82.5 and 82.2 percent respectively. From the age group 55-59, the rate declined gradually until it reached 7.4 percent for age group 75 and above.

The total LFPR increased by 3.9 percentage point, from 59.7 percent estimated in quarter four 2022 to 63.6 percent in quarter three of 2023, see Table 1.2a. Comparison with Quarter 3 2019 showed an increase of 3.8 percentage point increase in LFPR, from 59.8 in quarter three 2019 to 63.6 percent in the third quarter of 2023. [See Table 1.0](#)

**Table 1.2 a: Labour Force Population Participation Rates by Age Group and Sex, QMTS Q3 2023**

Age Group	Total Population			Labour Force			Participation Rate %			Q4 2022
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
15 - 17	71,837	68,277	140,113	5,499	4,210	9,709	7.7	6.2	6.9	4.9
18 - 19	41,379	34,468	75,847	18,266	7,856	26,121	44.1	22.8	34.4	30.3
20 - 24	98,867	106,964	205,831	68,729	65,942	134,672	69.5	61.6	65.4	61.5
25 - 29	86,106	100,808	186,914	74,530	82,300	156,830	86.6	81.6	83.9	77.1
30 - 34	93,766	97,054	190,820	83,211	79,136	162,347	88.7	81.5	85.1	79.5
35 - 39	83,014	98,418	181,432	70,175	79,568	149,743	84.5	80.8	82.5	80.6
40 - 44	84,994	90,400	175,394	73,014	71,113	144,128	85.9	78.7	82.2	80.0
45 - 49	61,473	63,296	124,769	52,569	47,307	99,875	85.5	74.7	80.0	75.8
50 - 54	46,714	45,785	92,500	38,573	33,386	71,959	82.6	72.9	77.8	71.8
55 - 59	31,661	49,013	80,674	21,885	29,355	51,241	69.1	59.9	63.5	62.5
60 - 64	29,710	38,883	68,593	14,260	17,344	31,604	48.0	44.6	46.1	36.1
65 - 69	22,265	28,433	50,698	6,133	7,157	13,290	27.5	25.2	26.2	25.5
70 - 74	17,580	18,108	35,687	3,450	4,012	7,462	19.6	22.2	20.9	12.8
75 +	22,810	41,543	64,353	1,993	2,801	4,794	8.7	6.7	7.4	5.3
<b>Total</b>	<b>792,176</b>	<b>881,450</b>	<b>1,673,625</b>	<b>532,287</b>	<b>531,487</b>	<b>1,063,775</b>	<b>67.2</b>	<b>60.3</b>	<b>63.6</b>	<b>59.7</b>

**Table 1.2 b: Labour Force Participation Rates by Age Group, QMTS 2019 - 2023**

Age Group	Labour Force					Labour Force Participation Rates				
	Q3 2019	Q4 2020	Q4 2021	Q4 2022	Q3 2023	Q3 2019	Q4 2020	Q4 2021	Q4 2022	Q3 2023
	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total
15 - 17	6,209	2,470	4,054	6,197	9,709	4.6	1.8	3.0	4.9	6.9
18 - 19	25,944	26,811	26,097	23,280	26,121	33.7	34.3	33.2	30.3	34.4
20 - 24	114,546	120,581	118,282	112,874	134,672	57.5	60.3	59.1	61.5	65.4
25 - 29	158,261	167,978	156,096	142,949	156,830	74.1	78.5	74.5	77.1	83.9
30 - 34	143,654	159,209	151,136	152,179	162,347	80.2	83.5	79.0	79.5	85.1
35 - 39	150,106	150,587	155,510	157,111	149,743	82.1	83.1	81.1	80.6	82.5
40 - 44	114,315	116,083	129,437	122,001	144,128	81.3	78.8	84.0	80.0	82.2
45 - 49	71,996	88,512	92,091	90,326	99,875	75.1	79.3	75.9	75.8	80.0
50 - 54	64,043	66,922	62,504	63,611	71,959	70.4	73.3	70.8	71.8	77.8
55 - 59	40,623	40,026	41,002	47,452	51,241	63.3	59.0	54.9	62.5	63.5
60 - 64	27,503	18,346	17,959	22,744	31,604	44.2	30.9	32.6	36.1	46.1
65 - 69	12,824	8,496	7,830	14,244	13,290	29.3	20.8	16.7	25.5	26.2
70 - 74	5,511	3,375	4,556	3,724	7,462	16.8	9.5	14.6	12.8	20.9
75 +	5,010	3,215	3,180	3,629	4,794	9.2	5.1	5.2	5.3	7.4
<b>Total</b>	<b>940 545</b>	<b>972,609</b>	<b>969,734</b>	<b>962,321</b>	<b>1,063,775</b>	<b>59.8</b>	<b>60.0</b>	<b>59.2</b>	<b>59.7</b>	<b>63.6</b>

## 2.6 Total Employed Population

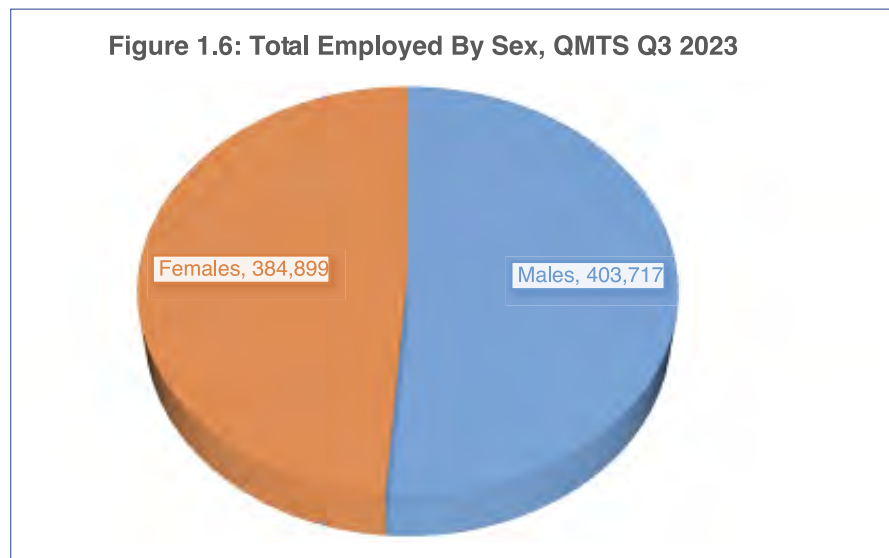
### 2.6.1 Employed Population Characteristics (Population 15 years and above)

Employed persons refer 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

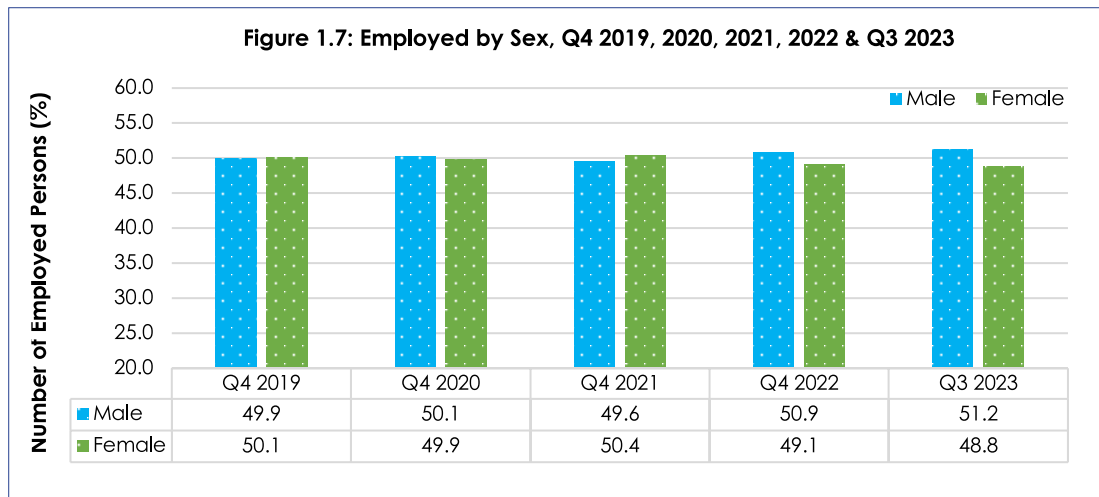
The overall estimated employment by sex is shown in **figure 1.6** and **1.7** below. The total estimated employment for 2023 Q3 was 788,616, of which 403,717 (51.2 percent) were males while 384,899 (48.8 percent) were females. This results showed that there was a slight increase in overall employment from 717,725 persons in Q4 2022 to 788,616 persons in Q3 2023 (an increase of 70,891 persons).

**Figure 1.7** below showed that employment for males increased from 50.9 percent in Q4 2022 to 51.2 percent in this quarter whereas females' employment recorded a decline from 49.1 percent in Q4 2022 to 48.8 percent in Q3 2023.



**Figure 1.7** below showed that employment for males increased from 50.9 percent in Q4 2022 to 51.2 percent in this quarter whereas females' employment recorded a decline from 49.1 percent in Q4 2022 to 48.8 percent in Q3 2023.





### 2.6.3 Total Employed Population by District

The estimation of total employment by census districts is displayed in **Tables 1.3a & 1.3b**. **Table 1.3a** showed that Gaborone district contributed the highest proportion of all employed persons with 15.3 percent, followed by Kweneng East and Central Serowe/Palapye with 13.6 percent & 8.6 percent each respectively.

**Table 1.3a: Total Employed Persons by District & Sex, QMTS Q3 2023 & Q4 2022**

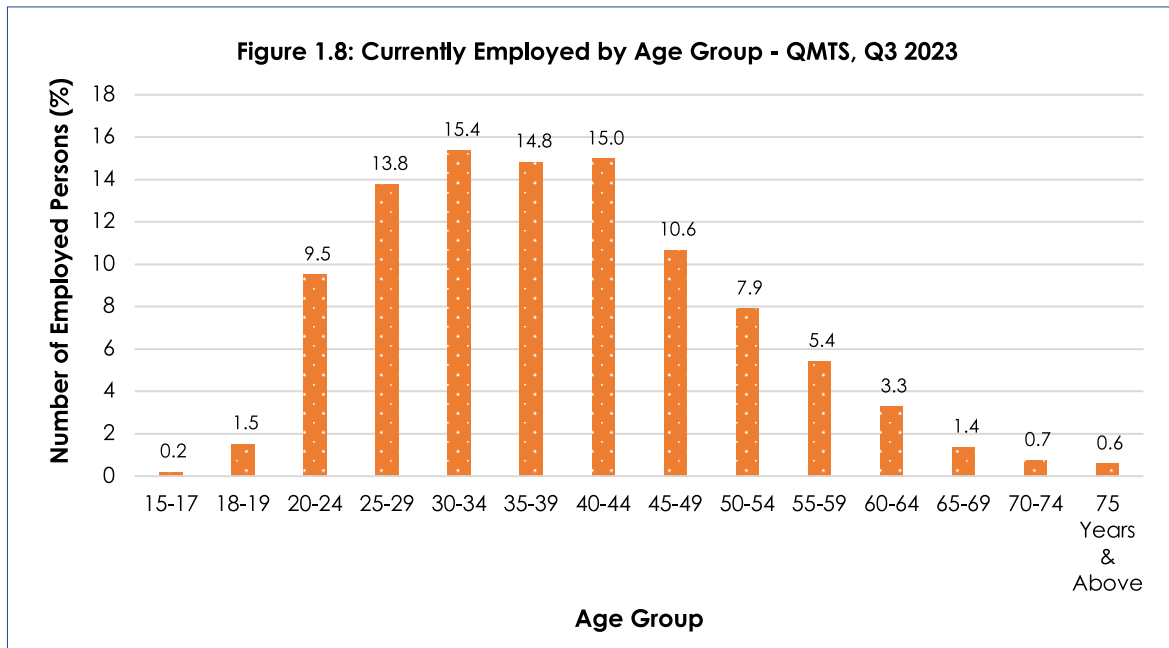
District	Q3 2023						Q4 2022	
	Counts			Proportions				
	Male	Female	Total	Male	Female	% Total	Counts	% Total
Gaborone	63,135	57,811	120,947	52.2	47.8	15.3	111,130	15.5
Francistown	17,804	20,565	38,369	46.4	53.6	4.9	36,794	5.1
Lobatse	5,595	3,540	9,134	61.3	38.8	1.2	10,083	1.4
Selibe Phikwe	5,164	8,344	13,509	38.2	61.8	1.7	14,362	2.0
Orapa	2,484	1,345	3,829	64.9	35.1	0.5	3,221	0.4
Jwaneng	3,651	4,671	8,322	43.9	56.1	1.1	6,589	0.9
Sowa	789	704	1,492	52.9	47.2	0.2	1,435	0.2
Ngwaketse South	15,730	13,325	29,055	54.1	45.9	3.7	30,240	4.2
Borolong	11,872	11,420	23,293	51.0	49.0	3.0	22,097	3.1
Ngwaketse West	2,701	3,308	6,008	45.0	55.1	0.8	4,847	0.7
South East	26,722	20,262	46,983	56.9	43.1	6.0	45,202	6.3
Kweneng East	53,927	53,653	107,580	50.1	49.9	13.6	88,846	12.4
Kweneng West	9,191	9,246	18,438	49.8	50.1	2.3	17,273	2.4
Kgatleng	27,307	21,706	49,013	55.7	44.3	6.2	42,530	5.9
Central Serowe/Palapye	36,157	31,317	67,474	53.6	46.4	8.6	61,824	8.6
Central Mahalapye	15,731	16,455	32,186	48.9	51.1	4.1	32,180	4.5
Central Bobonong	8,033	11,441	19,474	41.2	58.8	2.5	20,932	2.9
Central Boteti	11,652	10,424	22,076	52.8	47.2	2.8	17,591	2.5
Central Tutume	29,601	28,347	57,949	51.1	48.9	7.3	50,099	7.0
North East	10,242	9,966	20,209	50.7	49.3	2.6	19,329	2.7
Ngamiland East	15,340	17,895	33,235	46.2	53.8	4.2	31,074	4.3
Ngamiland West	8,369	6,339	14,708	56.9	43.1	1.9	13,556	1.9
Chobe	7,705	5,313	13,018	59.2	40.8	1.7	11,206	1.6
Ghanzi	5,509	7,619	13,128	42.0	58.0	1.7	11,487	1.6
Kgalagadi South	5,263	5,485	10,748	49.0	51.0	1.4	7,904	1.1
Kgalagadi North	4,041	4,399	8,440	47.9	52.1	1.1	5,893	0.8
Total	403,717	384,899	788,616	51.2	48.8	100.0	717,725	100.0

**Table 1.3b: Total Employed Population by District QMTS 2020 to 2023**

District	Q1 2020		Q4 2020		Q4 2021		Q4 2022		Q3 2023	
	Counts	%	Counts	%	Counts	%	Counts	%	Counts	%
Gaborone	106,559	14.2	106,100	14.5	115,358	16.1	111,130	15.5	120,947	15.3
Francistown	38,871	5.2	42,213	5.8	39,148	5.5	36,794	5.1	38,369	4.9
Lobatse	11,477	1.5	10,599	1.4	10,640	1.5	10,083	1.4	9,134	1.2
Selibe Phikwe	13,843	1.8	10,374	1.4	10,323	1.4	14,362	2.0	13,509	1.7
Orapa	4,111	0.5	4,389	0.6	4,801	0.7	3,221	0.4	3,829	0.5
Jwaneng	10,095	1.3	9,119	1.2	9,850	1.4	6,589	0.9	8,322	1.1
Sowa	1,601	0.2	1,489	0.2	1,491	0.2	1,435	0.2	1,492	0.2
Ngwaketse	26,857	3.6	21,991	3.0	20,803	2.9	30,240	4.2	29,055	3.7
Borolong	20,282	2.7	22,949	3.1	21,146	2.9	22,097	3.1	23,293	3.0
Ngwaketse West	3,704	0.5	4,947	0.7	4,330	0.6	4,847	0.7	6,008	0.8
South East	54,367	7.2	61,673	8.4	57,798	8.1	45,202	6.3	46,983	6.0
Kweneng East	105,172	14.0	107,388	14.6	102,171	14.2	88,846	12.4	107,580	13.6
Kweneng West	22,068	2.9	20,250	2.8	17,851	2.5	17,273	2.4	18,438	2.3
Kgatleng	33,601	4.5	46,616	6.4	44,381	6.2	42,530	5.9	49,013	6.2
Central Serowe/Palapye	47,267	6.3	43,868	6.0	47,043	6.6	61,824	8.6	67,474	8.6
Central Mahalapye	25,648	3.4	26,973	3.7	21,031	2.9	32,180	4.5	32,186	4.1
Central Bobonong	29,465	3.9	21,180	2.9	25,789	3.6	20,932	2.9	19,474	2.5
Central Boteti	36,500	4.9	29,846	4.1	24,094	3.4	17,591	2.5	22,076	2.8
Central Tutume	45,841	6.1	40,295	5.5	36,267	5.1	50,099	7.0	57,949	7.3
North East	16,174	2.2	17,013	2.3	18,073	2.5	19,329	2.7	20,209	2.6
Ngamiland East	32,191	4.3	27,651	3.8	26,903	3.7	31,074	4.3	33,235	4.2
Ngamiland West	20,254	2.7	19,208	2.6	18,754	2.6	13,556	1.9	14,708	1.9
Chobe	17,746	2.4	12,347	1.7	11,082	1.5	11,206	1.6	13,018	1.7
Ghanzi	12,607	1.7	12,078	1.6	13,055	1.8	11,487	1.6	13,128	1.7
Kgalagadi South	7,712	1.0	6,773	0.9	7,509	1.0	7,904	1.1	10,748	1.4
Kgalagadi North	7,785	1.0	6,546	0.9	7,729	1.1	5,893	0.8	8,440	1.1
<b>Total</b>	<b>751,798</b>	<b>100.0</b>	<b>733,875</b>	<b>100.0</b>	<b>717,418</b>	<b>100.0</b>	<b>717,725</b>	<b>100.0</b>	<b>788,616</b>	<b>100.0</b>

## 2.6.4 Employed Population by age group

Tables 1.4a, 1.4b, 1.4c, Figure 1.8 & 1.9 below shows employed persons by age groups, with table 1.4b being estimates for age group 18 years -and above. Age group 30 -34 years recorded the highest number of employees with 15.4 percent, followed by age group 40 -44 years with 15.0 percent and age group 35 -39 percent with 14.8 percent. Age group 25 -29 years also contributed a large share constituting 13.8 percent of the overall employment.



Furthermore comparison of employment by sex and age group showed that there were 60,530 females (15.7 percent) compared to 56,318 males in age group 35 -39.

**Table 1.4a: Currently Employed by Age Group and Sex, QMTS Q3 2023**

Age Group	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
15-17	911	501	1,412	0.2	0.1	0.2
18-19	9,168	2,768	11,936	2.3	0.7	1.5
20-24	40,067	34,846	74,912	9.9	9.1	9.5
25-29	56,877	51,742	108,619	14.1	13.4	13.8
30-34	62,770	58,346	121,116	15.5	15.2	15.4
35-39	56,318	60,530	116,847	13.9	15.7	14.8
40-44	59,535	58,495	118,030	14.7	15.2	15.0
45-49	44,520	39,445	83,965	11.0	10.2	10.6
50-54	33,171	29,034	62,205	8.2	7.5	7.9
55-59	19,042	23,685	42,727	4.7	6.2	5.4
60-64	12,467	13,315	25,782	3.1	3.5	3.3
65-69	4,186	6,492	10,678	1.0	1.7	1.4
70-74	2,693	3,136	5,829	0.7	0.8	0.7
75 years & Above	1,993	2,563	4,556	0.5	0.7	0.6
<b>Total</b>	<b>403,717</b>	<b>384,899</b>	<b>788,616</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

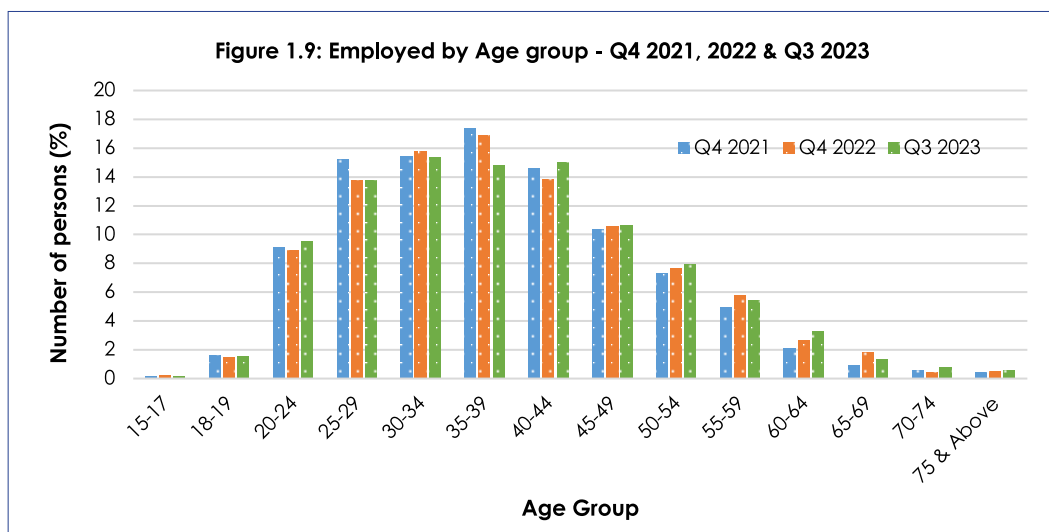


**Table 1.4b** presents employment for age group 18 years and above. The results showed that in Q3 2023 there was increase of 71,086 persons in employment for persons aged 18 years and above. It increased from 716,118 persons in Q4 2022 to 787,204 persons in Q3 2023.

**Table 1.4b: Currently Employed by Age Group (18 & above) and Sex, QMTS Q3 2023 & Q4 2022**

Age Group	Q3 2023						Q4 2022	
	Counts			Percentages (%)				
	Male	Female	Total	Male	Female	Total	Counts	% Total
18-19	9,168	2,768	11,936	2.3	0.7	1.5	10,413	1.5
20-24	40,067	34,846	74,912	9.9	9.1	9.5	63,691	8.9
25-29	56,877	51,742	108,619	14.1	13.5	13.8	98,434	13.7
30-34	62,770	58,346	121,116	15.6	15.2	15.4	112,997	15.8
35-39	56,318	60,530	116,847	14.0	15.7	14.8	121,437	17.0
40-44	59,535	58,495	118,030	14.8	15.2	15.0	99,041	13.8
45-49	44,520	39,445	83,965	11.1	10.3	10.7	75,660	10.6
50-54	33,171	29,034	62,205	8.2	7.6	7.9	54,739	7.6
55-59	19,042	23,685	42,727	4.7	6.2	5.4	41,304	5.8
60-64	12,467	13,315	25,782	3.1	3.5	3.3	18,755	2.6
65-69	4,186	6,492	10,678	1.0	1.7	1.4	12,984	1.8
70-74	2,693	3,136	5,829	0.7	0.8	0.7	3,036	0.4
75 years & Above	1,993	2,563	4,556	0.5	0.7	0.6	3,629	0.5
Total	402,806	384,398	787,204	100.0	100.0	100.0	716,118	100.0

**Figure 1.9** presents overall employment for Q4 2021, Q4 2022 and Q3 2023. The overall employment for age group 35 – 39 was observed to have declined over this period. It declined from 17.3 percent in 2021 to 16.9 percent in 2022 and to 14.8 percent.



**Table 1.4c: Employment (%) by Age Group, QMTS 2019 - 2023**

Age Group	Q3 2019	Q4 2019	Q1 2020	Q4 2020	Q4 2021	Q4 2022	Q3 2023
15-17	0.4	0.2	0.2	0.1	0.1	0.2	0.2
18-19	1.9	1.6	0.9	1.8	1.6	1.5	1.5
20-24	10.4	9.2	9.1	9.3	9.1	8.9	9.5
25-29	15.9	15.5	15.7	15.7	15.2	13.7	13.8
30-34	15.2	15.5	14.6	16.4	15.4	15.7	15.4
35-39	16.4	16.5	17.1	16.9	17.3	16.9	14.8
40-44	13.0	12.8	13.0	13.2	14.6	13.8	15.0
45-49	8.1	10.1	10.3	10.1	10.4	10.5	10.6
50-54	7.6	7.5	7.4	8.0	7.3	7.6	7.9
55-59	4.9	5.0	5.1	4.7	5.0	5.8	5.4
60-64	3.3	2.8	3.5	2.1	2.1	2.6	3.3
65-69	1.6	1.8	1.5	1.0	0.9	1.8	1.4
70-74	0.6	0.9	0.7	0.4	0.6	0.4	0.7
75 & Above	0.6	0.7	0.8	0.4	0.4	0.5	0.6
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**Table 1.4d: Currently Employed (Non-Citizens) by Age Group and Sex, QMTS Q3 2023**

Age Group	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
15-17	-	232	232	-	1.1	0.3
18-19	794	234	1,028	1.6	1.1	1.5
20-24	6,259	3,290	9,549	12.7	15.3	13.5
25-29	7,658	3,970	11,628	15.6	18.5	16.4
30-34	6,784	3,384	10,167	13.8	15.7	14.4
35-39	6,166	4,178	10,344	12.5	19.4	14.6
40-44	6,070	1,628	7,698	12.3	7.6	10.9
45-49	6,173	1,647	7,820	12.5	7.7	11.1
50-54	4,273	1,862	6,135	8.7	8.7	8.7
55-59	2,881	541	3,423	5.9	2.5	4.8
60-64	1,360	186	1,546	2.8	0.9	2.2
65-69	522	360	882	1.1	1.7	1.2
70-74	293	-	293	0.6	-	0.4
<b>Total</b>	<b>49,233</b>	<b>21,512</b>	<b>70,745</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

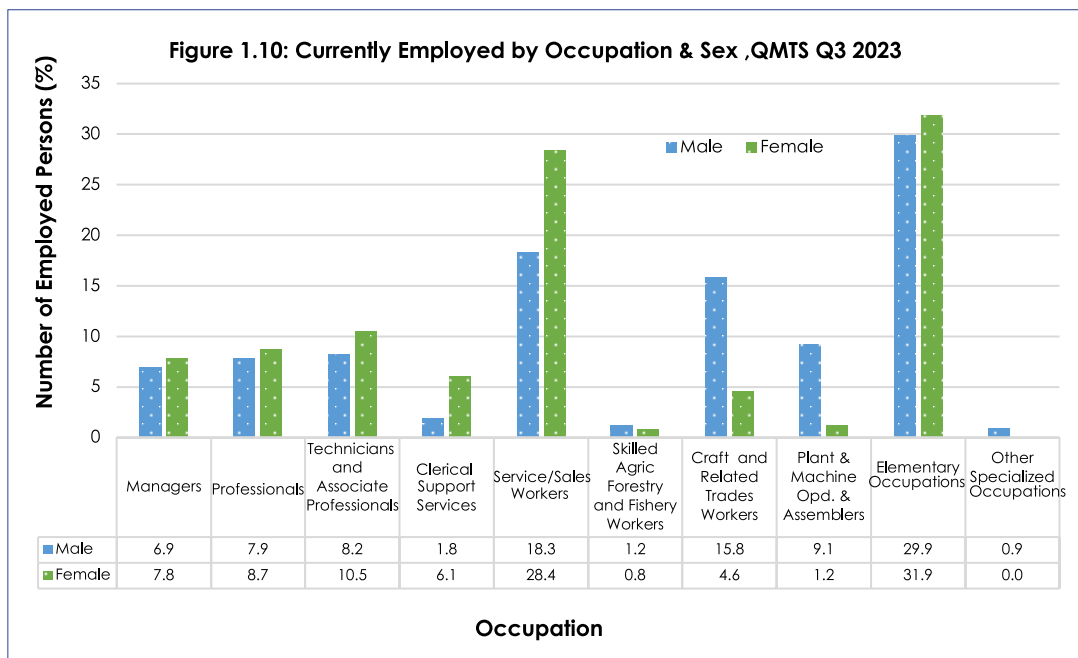
## 2.6.5 Employed Population by Occupation

Occupation is the activity that an individual is involved in. it is described as the specific set of tasks and duties which are carried out or assigned to an individual to perform. Employment by occupation comprises of statistics on jobs classified according to major groups of Botswana Standard Classification of Occupations (BOSCO).

**Figure 1.10, Tables 1.5a and 1.5b** below present employment by occupation, sex and citizenship.

The results for Q3 2023 shows that just like other previous quarters, elementary and service/sales workers occupations had the highest number of employed persons. This is mainly because the tasks and duties in these occupations does not require high level of education as the category include occupations such as cleaners, domestic personnel and laborers among others.

From the 788,616 employed persons, 30.8 percent (243,280 persons) were elementary workers followed by Service/sales workers with 23.2 percent (183,261 persons). Craft and Related Trades Workers was the third largest with 10.3 percent (81,307 persons).



Comparison of occupations by sex shows that more women are in service/sales workers category compared to males (28.4 percent were females while 18.3 percent were males). Occupation categories such as plant & machine operators and craft & related trades had less women. For plant & machine operators 1.2 percent were females whereas 9.1 percent were males.

**Table 1.5a** shows that from the total of 788,616 persons, 717,871 persons were citizens while 70,745 persons were non-citizens.

**Table 1.5a: Currently Employed by Occupation, Citizenship & Sex, QMTS Q3 2023**

Occupation	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers	22,739	29,198	51,937	5,247	961	6,209	27,986	30,159	58,145
Professionals	27,150	31,755	58,905	4,543	1,775	6,318	31,693	33,530	65,223
Technicians	30,629	38,355	68,984	2,413	1,959	4,372	33,042	40,314	73,356
Clerical Support Services	7,432	23,383	30,815	-	-	-	7,432	23,383	30,815
Service/Sales Workers	72,281	107,021	179,302	1,749	2,210	3,959	74,030	109,231	183,261
Skilled Agric. Workers	4,115	3,189	7,305	749	-	749	4,864	3,189	8,053
Craft and Related Workers	53,286	16,665	69,951	10,466	891	11,357	63,752	17,556	81,307
Plant & Machine Operators	36,275	4,672	40,947	621	-	621	36,897	4,672	41,569
Elementary Occupations	97,082	109,037	206,119	23,446	13,716	37,162	120,528	122,753	243,280
Other	3,494	112	3,606	-	-	-	3,494	112	3,606
<b>Total</b>	<b>354,483</b>	<b>363,387</b>	<b>717,871</b>	<b>49,233</b>	<b>21,512</b>	<b>70,745</b>	<b>403,717</b>	<b>384,899</b>	<b>788,616</b>

**Table 1.5b: Percentage of Currently Employed by Occupation, Citizenship & Sex QMTS Q3, 2023**

Occupation	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers	6.4	8.0	7.2	10.7	4.5	8.8	6.9	7.8	7.4
Professionals	7.7	8.7	8.2	9.2	8.3	8.9	7.9	8.7	8.3
Technicians	8.6	10.6	9.6	4.9	9.1	6.2	8.2	10.5	9.3
Clerical Support Services	2.1	6.4	4.3	-	-	-	1.8	6.1	3.9
Service/Sales Workers	20.4	29.5	25.0	3.6	10.3	5.6	18.3	28.4	23.2
Skilled Agric. Workers	1.2	0.9	1.0	1.5	-	1.1	1.2	0.8	1.0
Craft and Related Workers	15.0	4.6	9.7	21.3	4.1	16.1	15.8	4.6	10.3
Plant & Machine Operators	10.2	1.3	5.7	1.3	-	0.9	9.1	1.2	5.3
Elementary Occupations	27.4	30.0	28.7	47.6	63.8	52.5	29.9	31.9	30.8
Other	1.0	0.0	0.5	-	-	-	0.9	0.0	0.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Employment for Q4 2022 and Q3 2023 showed that elementary occupation increased from 205,796 persons (28.7 percent) in Q4 2022 to 243,280 persons (30.8 percent). Service/sales workers increased from 22.2 percent in Q4 2022 to 23.2 percent in Q3 2023.

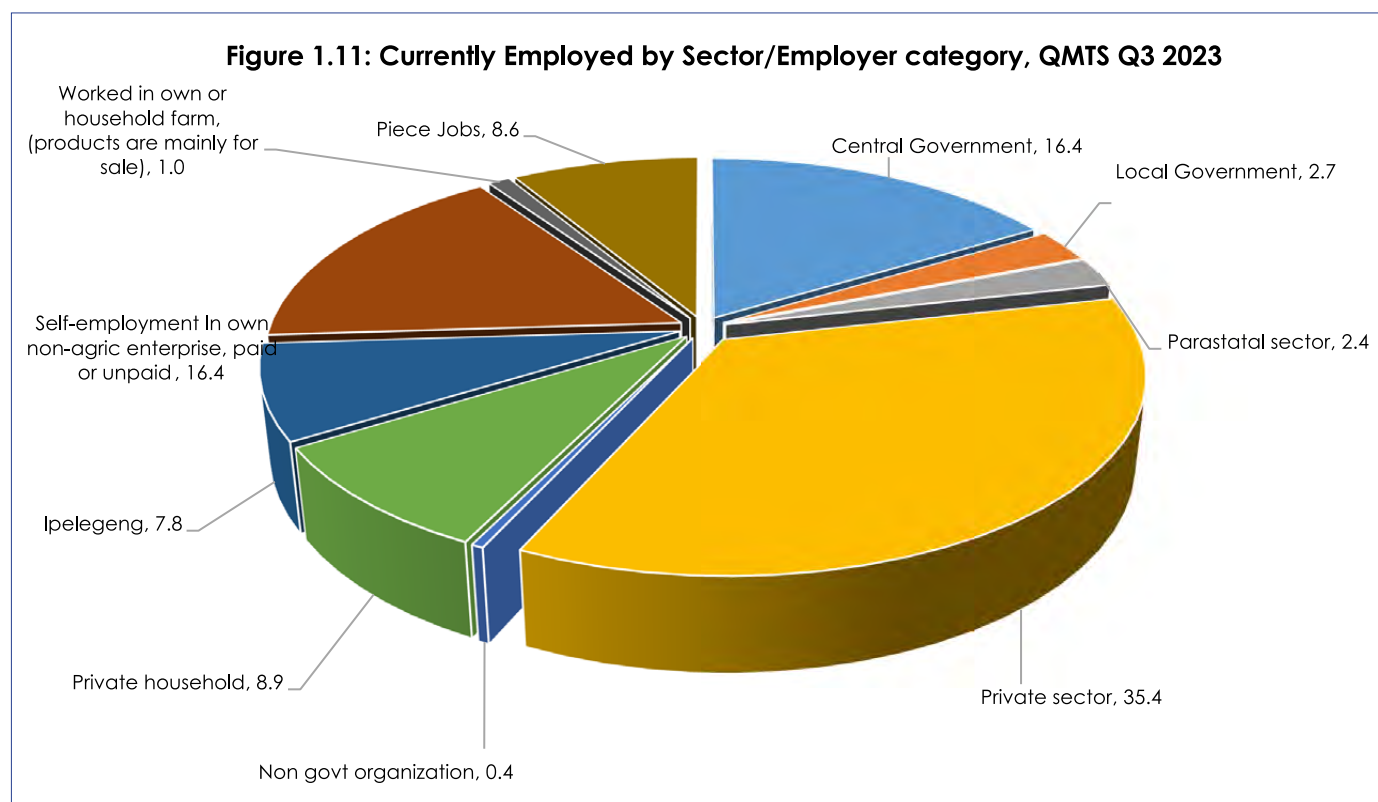
**Table 1.5c: Currently Employed by Occupation & Sex QMTS Q1 & Q4 2020, Q4 2021, Q4 2022 & Q3 2023**

Occupation	Q1 2020		Q4 2020		Q4 2021		Q4 2022		Q3 2023	
	Counts	%	Counts	%	Counts	%	Counts	%	Counts	%
Managers	73,052	9.7	67,072	9.1	62,072	8.7	74,220	10.3	58,145	7.4
Professionals	43,958	5.8	45,326	6.2	48,663	6.8	47,789	6.7	65,223	8.3
Technicians	69,384	9.2	59,216	8.1	69,576	9.7	70,505	9.8	73,356	9.3
Clerical Support Services	35,397	4.7	36,417	5.0	30,393	4.2	31,179	4.3	30,815	3.9
Service/Sales Workers	168,275	22.4	176,879	24.1	171,289	23.9	159,439	22.2	183,261	23.2
Skilled Agric. Workers	14,221	1.9	17,735	2.4	10,395	1.4	9,465	1.3	8,053	1.0
Craft and Related Workers	72,984	9.7	79,892	10.9	82,503	11.5	75,792	10.6	81,307	10.3
Plant & Machine Operators	49,994	6.6	49,010	6.7	48,806	6.8	40,502	5.6	41,569	5.3
Elementary Occupations	221,154	29.4	199,818	27.2	190,693	26.6	205,796	28.7	243,280	30.8
Other	3,276	0.4	2,509	0.3	3,028	0.4	3,039	0.4	3,606	0.5
Not Stated	103	0.0	-	-	-	-	-	-	-	-
<b>Total</b>	<b>751,798</b>	<b>100.0</b>	<b>733,875</b>	<b>100.0</b>	<b>717,418</b>	<b>100.0</b>	<b>717,725</b>	<b>100.0</b>	<b>788,616</b>	<b>100.0</b>

## 2.6.6 Employed Population by Sector/ Employer category

Sector /employer category refers to whom the person/ individual works for, for example central government, private sector, parastatals etc.

Employment by sector/ employer category is presented in **Tables 1.6a, 1.6b** and **figure 1.11**. The results show that generally there was an increase in employment in all sectors. Private sector, central government, and self-employment non-agricultural business remained the major contributors in employment. Private sector emerged to be the top employer, constituting 35.4 percent of overall employment followed by Central Government and Self-Employment in own non-agriculture with 16.4 percent each.



**Table 1.6a: Currently Employed by Sector/ Employer Category & Sex QMTS, Q3 2023 & Q4 2022**

Sector/Employer Category	Q3 2023						Q4 2022	
	Counts			Percentages (%)				
	Male	Female	Total	Male	Female	Total	Total	% Total
Central Government	54,160	75,184	129,344	13.4	19.5	16.4	120,105	16.7
Local Government	9,305	12,223	21,528	2.3	3.2	2.7	22,917	3.2
Parastatal sector	11,032	7,980	19,012	2.7	2.1	2.4	18,674	2.6
Private sector	160,638	118,590	279,228	39.8	30.8	35.4	257,618	35.9
Non govt organization	979	2,468	3,447	0.2	0.6	0.4	3,537	0.5
Private household	41,113	28,836	69,949	10.2	7.5	8.9	66,379	9.2
Ipelegeng	12,726	48,670	61,396	3.2	12.6	7.8	51,616	7.2
Self-employment In own non-agric enterprise	56,433	72,819	129,252	14.0	18.9	16.4	116,603	16.2
Worked in own or household farm,	4,864	3,066	7,930	1.2	0.8	1.0	10,586	1.5
Piece Jobs	52,467	15,064	67,530	13.0	3.9	8.6	49,691	6.9
Total	403,717	384,899	788,616	100.0	100.0	100.0	717,725	100.0



The Q3 2023 results compared to Q4 2022 shows that private sector employment increased from 257,618 persons to 279,228 persons while Central government increased from 120,105 persons to 129,344 persons.

In addition, employment for those working for private households increased from 66,379 persons to 69,949 persons during this quarter. Piece jobs employment increased from 6.9 percent to 8.6 percent.

See table 1.6a & 1.6b

**Table 1.6b: Currently Employed by Sector/ Employer Category & Sex QMTS**

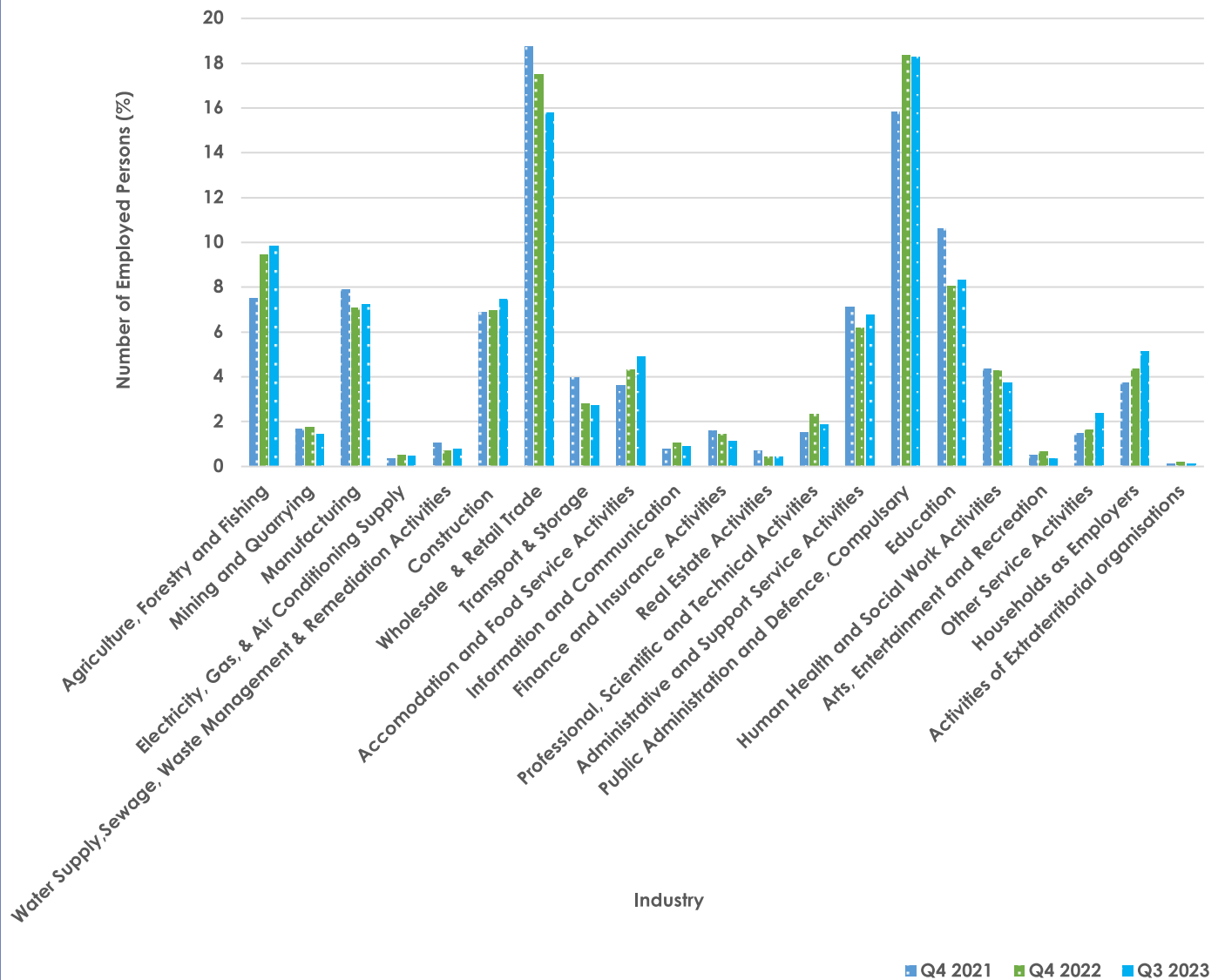
Sector/Employer Category	Q1 2020		Q4 2020		Q4 2021		Q4 2022		Q3 2023	
	Counts	%	Counts	%	Counts	%	Counts	%	Counts	%
Central Government	135,575	18.0	122,185	16.6	130,926	18.2	120,105	16.7	129,344	16.4
Local Government	19,913	2.6	30,788	4.2	21,299	3.0	22,917	3.2	21,528	2.7
Parastatal sector	26,591	3.5	18,993	2.6	21,056	2.9	18,674	2.6	19,012	2.4
Private sector	251,326	33.4	250,715	34.2	268,086	37.4	257,618	35.9	279,228	35.4
Non Govt Organization	5,180	0.7	6,364	0.9	4,821	0.7	3,537	0.5	3,447	0.4
Private household	48,767	6.5	48,644	6.6	46,931	6.5	66,379	9.2	69,949	8.9
Ipelegeng	73,045	9.7	54,544	7.4	51,217	7.1	51,616	7.2	61,396	7.8
Self-employment in own Enterprise	120,901	16.1	126,378	17.2	117,110	16.3	116,603	16.2	129,252	16.4
Worked in own or household farm	14,623	1.9	18,904	2.6	10,411	1.5	10,586	1.5	7,930	1.0
Piece Jobs	55,774	7.4	56,359	7.7	45,562	6.4	49,691	6.9	67,530	8.6
Not Stated	103	0.0	-	-	-	-	-	-	-	-
<b>Total</b>	<b>751,798</b>	<b>100.0</b>	<b>733,875</b>	<b>100.0</b>	<b>717,418</b>	<b>100.0</b>	<b>717,725</b>	<b>100.0</b>	<b>788,616</b>	<b>100.0</b>

## 2.6.7 Employed Population by Industry/Economic Activity

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

Desegregation of employment by industry showed that in Q3 2023, Public Administration was the highest employer constituting 18.3 percent of the total employed persons followed by Wholesale & Retail Trade with 15.3 percent and Agricultural industry with 9.8 percent. Education industry was the fourth with 8.3 percent.

Figure 1.12: Currently Employed by Industry, Q4 2021, 2022 &amp; Q3 2023



Comparison by sex shows that industries such as Agriculture and construction had more males than females. These are industries that usually requires more intensive manpower. Construction industry reported 16.4 percent of males compared to 2.9 percent of females. However for industries such as education, wholesale & retail trade and others had more females than males.

**Table 1.7a: Currently Employed by Industry/ Economic Activity & Sex, QMTS Q3 2023**

Industry	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	66,287	11,209	77,497	16.4	2.9	9.8
Mining and Quarrying	8,942	2,469	11,412	2.2	0.6	1.4
Manufacturing	29,798	27,149	56,947	7.4	7.1	7.2
Electricity, Gas, & Air Conditioning Supply	3,357	285	3,641	0.8	0.1	0.5
Water Supply and Waste Management	3,733	2,319	6,052	0.9	0.6	0.8
Construction	55,096	3,788	58,884	13.6	1.0	7.5
Wholesale & Retail Trade	52,512	71,857	124,369	13.0	18.7	15.8
Transport & Storage	18,292	3,303	21,595	4.5	0.9	2.7
Accommodation and Food Service	11,856	26,805	38,661	2.9	7.0	4.9
Information and Communication	4,054	2,960	7,014	1.0	0.8	0.9
Finance and Insurance Activities	3,438	5,444	8,883	0.9	1.4	1.1
Real Estate Activities	685	2,696	3,382	0.2	0.7	0.4
Professional, Scientific and Technical	9,596	5,032	14,628	2.4	1.3	1.9
Administrative and Support Service s	34,081	19,339	53,420	8.4	5.0	6.8
Public Administration	54,551	89,650	144,200	13.5	23.3	18.3
Education	21,169	44,361	65,530	5.2	11.5	8.3
Human Health and Social Work Activities	10,157	19,274	29,431	2.5	5.0	3.7
Arts, Entertainment and Recreation	1,821	1,124	2,945	0.5	0.3	0.4
Other Service Activities	6,987	11,567	18,554	1.7	3.0	2.4
Households as Employers	7,088	33,587	40,674	1.8	8.7	5.2
Activities of Extraterritorial organizations	216	681	897	0.1	0.2	0.1
<b>Total</b>	<b>403,717</b>	<b>384,899</b>	<b>788,616</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**Table 1.7b** presents distribution of employment by industry for different quarters. The results further showed that most industries recorded the increase in employment. Agricultural industry increased from 67,839 persons (9.5 percent) in Q4 2022 to 77,497 persons (9.8 percent), manufacturing increased from 7.1 percent to 7.2 percent.

However Wholesale & Retail trade declined from 125,506 (17.5 percent) in Q4 2022 to 124,369 persons (15.8 percent) in this quarter.

**Table 1.7b: Currently Employed by Industry/ Economic Activity & Sex QMTS, Q4 2020, 2021, 2022 & Q3 2023**

Industry	Q4 2020		Q4 2021		Q4 2022		Q3 2023	
	Counts	%	Counts	%	Counts	%	Counts	%
Agriculture, Forestry and Fishing	60,149	8.2	53,830	7.5	67,839	9.5	77,497	9.8
Mining and Quarrying	8,156	1.1	12,037	1.7	12,723	1.8	11,412	1.4
Manufacturing	48,974	6.7	56,802	7.9	50,853	7.1	56,947	7.2
Electricity, Gas, & Air Conditioning	1,622	0.2	2,427	0.3	3,563	0.5	3,641	0.5
Water Supply and Waste Management	8,169	1.1	7,736	1.1	5,166	0.7	6,052	0.8
Construction	53,158	7.2	49,449	6.9	50,041	7.0	58,884	7.5
Wholesale & Retail Trade	147,412	20.1	134,436	18.7	125,506	17.5	124,369	15.8
Transport & Storage	26,237	3.6	28,325	3.9	20,023	2.8	21,595	2.7
Accommodation and Food Service	26,519	3.6	26,086	3.6	30,955	4.3	38,661	4.9
Information and Communication	5,241	0.7	5,506	0.8	7,508	1.0	7,014	0.9
Finance and Insurance Activities	10,199	1.4	11,392	1.6	10,378	1.4	8,883	1.1
Real Estate Activities	1,302	0.2	4,993	0.7	3,121	0.4	3,382	0.4
Professional, Scientific and Technical	10,518	1.4	10,850	1.5	16,679	2.3	14,628	1.9
Administrative and Support Service	47,994	6.5	51,003	7.1	44,212	6.2	53,420	6.8
Public Administration	133,071	18.1	113,518	15.8	131,650	18.3	144,200	18.3
Education	73,347	10.0	76,125	10.6	57,902	8.1	65,530	8.3
Human Health and Social Work	23,795	3.2	31,139	4.3	30,703	4.3	29,431	3.7
Arts, Entertainment and Recreation	3,688	0.5	3,599	0.5	4,555	0.6	2,945	0.4
Other Service Activities	15,459	2.1	10,465	1.5	11,823	1.6	18,554	2.4
Households as Employers	27,518	3.7	26,753	3.7	31,156	4.3	40,674	5.2
Activities of Extraterritorial organisations	1,347	0.2	946	0.1	1,371	0.2	897	0.1
<b>Total</b>	<b>733,875</b>	<b>100.0</b>	<b>717,418</b>	<b>100.0</b>	<b>717,725</b>	<b>100.0</b>	<b>788,616</b>	<b>100.0</b>

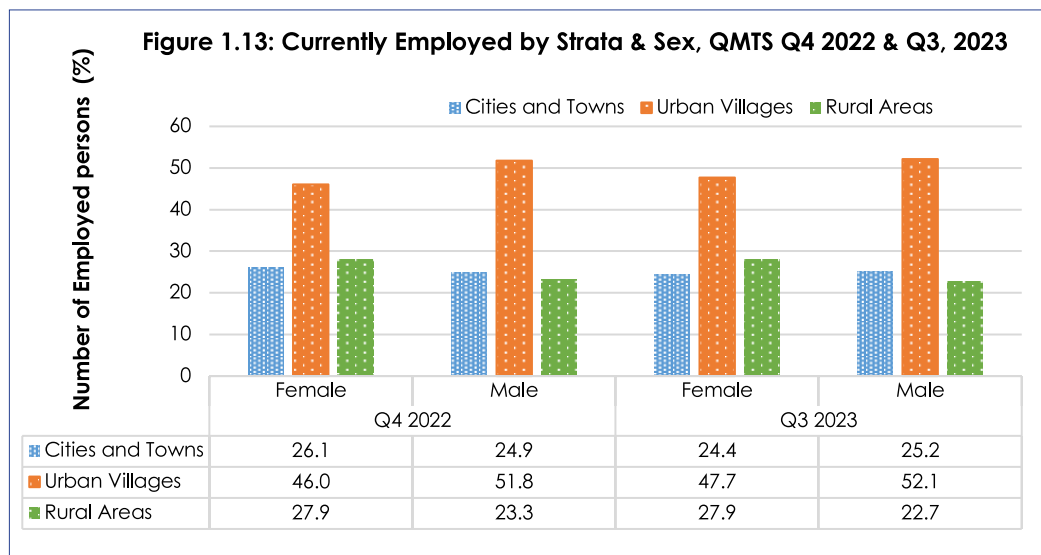
## 2.6.8 Total employment by Strata

Employment by Strata is presented in **Tables 1.8a, 1.8b** and **figure 1.13**. Urban villages constituted largest share of employed persons constituting 49.9 percent (393,205 persons) of total employment, followed by rural areas with 25.3 percent (199,810 persons) and Cities & Towns with 24.8 percent (195,602 persons).

**Table 1.8a: Currently Employed by Strata & Sex QMTS, Q3 2023**

Strata	Counts			Percentages (%)			% within	
	Male	Female	Total	Male	Female	Total	Male	Female
Cities and Towns	98,622	96,980	195,602	24.4	25.2	24.8	50.4	49.6
Urban Villages	192,547	200,657	393,205	47.7	52.1	49.9	49.0	51.0
Rural Areas	112,547	87,262	199,810	27.9	22.7	25.3	56.3	43.7
<b>Total</b>	<b>403,717</b>	<b>384,899</b>	<b>788,616</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>51.2</b>	<b>48.8</b>

**Table 1.8a** shows that males were slightly higher than females in both rural areas and Cities & Towns whereas for urban areas females were more than males, constituting 52.1 percent compared to 47.7 percent of males.



Estimated employment for urban villages increased from 350,733 persons in Q4 2022 to 393,205 persons in Q3 2023. This was also noticed between Q4 2021 and Q4 2022 where urban village's employment increased from 326,810 persons (Q4 2021) to 350,733 persons (Q4 2022).

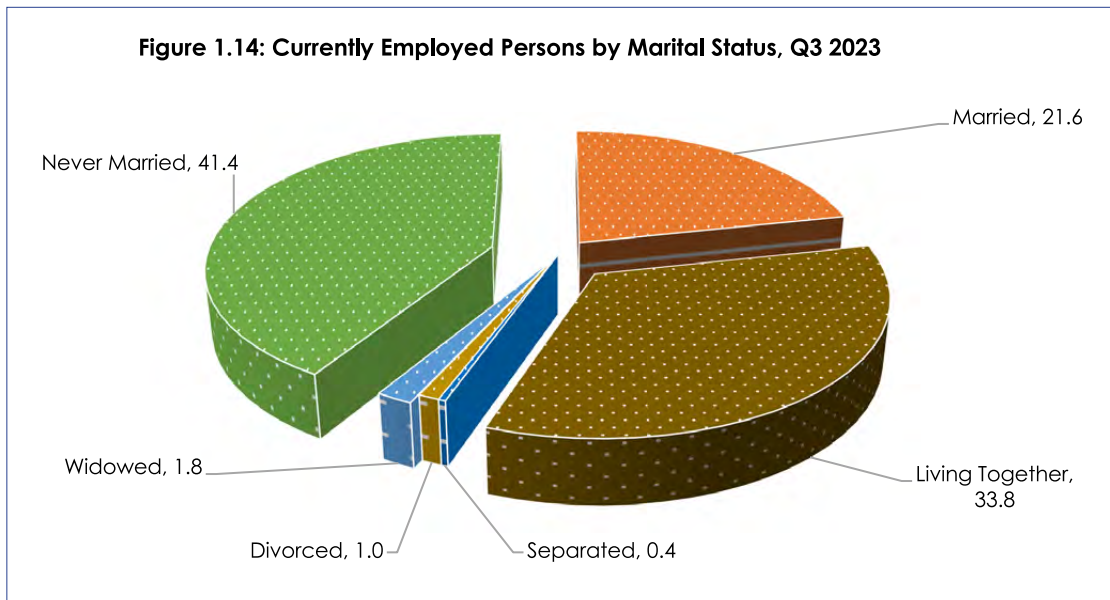
**Table 1.8b: Currently Employed by Strata & Sex QMTS Q4 2021, 2022 & 2023**

Strata	QMTS Q4 2021			QMTS Q4 2022			QMTS Q3 2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Cities and Towns	98,428	93,182	191,610	95,344	87,579	182,924	98,622	96,980	195,602
Urban Villages	157,713	169,097	326,810	168,271	182,462	350,733	192,547	200,657	393,205
Rural Areas	99,630	99,367	198,997	101,885	82,184	184,068	112,547	87,262	199,810
<b>Total</b>	<b>355,771</b>	<b>361,647</b>	<b>717,418</b>	<b>365,500</b>	<b>352,225</b>	<b>717,725</b>	<b>403,717</b>	<b>384,899</b>	<b>788,616</b>
<b>Percentages (%)</b>									
Cities and Towns	27.7	25.8	26.7	26.1	24.9	25.5	24.4	25.2	24.8
Urban Villages	44.3	46.8	45.6	46.0	51.8	48.9	47.7	52.1	49.9
Rural Areas	28.0	27.5	27.7	27.9	23.3	25.6	27.9	22.7	25.3
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

## 2.6.9 Employed Population by Marital Status

This section presents the employed population by their marital status categories.

**Figure 1.14** shows that from the total employed persons, 41.4 percent (326,233 persons) were never married, while 33.8 percent (266,810 persons) were living together and 21.6 percent (170,580 persons) were married. The widowed, divorced and separated constituted lowest percentages. 1.8 percent were widowed, 1.0 percent were divorced and 0.4 percent were separated.

**Figure 1.14: Currently Employed Persons by Marital Status, Q3 2023****Table 1.9: Currently Employed by Marital status & Sex QMTS, Q3 2023**

Marital Status	Counts			Percentages (%) Total			% Within	
	Male	Female	Total	Male	Female	Total	Male	Female
Married	93,746	76,834	170,580	23.2	20.0	21.6	55.0	45.0
Living Together	144,784	122,027	266,810	35.9	31.7	33.8	54.3	45.7
Separated	1,458	1,344	2,803	0.4	0.3	0.4	52.0	47.9
Divorced	4,325	3,810	8,136	1.1	1.0	1.0	53.2	46.8
Widowed	3,530	10,524	14,054	0.9	2.7	1.8	25.1	74.9
Never Married	155,873	170,360	326,233	38.6	44.3	41.4	47.8	52.2
Total	403,717	384,899	788,616	100.0	100.0	100.0	51.2	48.8

## 2.6.10 Employed Population by Education

Employment by education shows the estimates of employed persons according to their level of education. Education plays an important role in labour supply and productivity. It can lead to greater job stability, good earnings as well as to entitlement to better work benefits. Majority of people with lower education levels (general/basic education) are usually employed in elementary occupations.

**Tables 1.10a** shows that from the total estimated of 788,616 employed persons, 47.2 percent (372,599 persons) had secondary education, followed by those with university education and primary education respectively. University education constituted 18.5 percent (145,885 persons) whereas primary education had 12.5 percent (98,991 persons) of the total employed persons.

Comparison by sex showed that for those with apprentice, 75.7 percent were males while only 24.3 percent were females. In addition, within technical/vocational and brigade educational levels, males were more than females. However for categories such as Institute of health sciences, non-formal education and education college education, females were more than males. For Institute of Health Sciences (HIS), females recorded 76.0 percent compared to 24.0 percent of males.



**Table 1.10a: Currently Employed by Educational level & Sex QMTS, Q3 2023**

Educational Level	Counts			Percentages (%) totals			% Within	
	Male	Female	Total	Male	Female	Total	Male	Female
Never Attended School	18,775	13,216	31,991	4.7	3.4	4.1	58.7	41.3
Primary	52,862	46,090	98,953	13.1	12.0	12.5	53.4	46.6
Secondary	190,194	182,405	372,599	47.1	47.4	47.2	51.0	49.0
Non-formal	606	1,489	2,095	0.2	0.4	0.3	28.9	71.1
Apprentice	1,602	513	2,115	0.4	0.1	0.3	75.7	24.3
Brigade	17,873	8,860	26,733	4.4	2.3	3.4	66.9	33.1
Technical/Vocational	30,675	17,976	48,651	7.6	4.7	6.2	63.1	36.9
Educational College	21,101	31,330	52,431	5.2	8.1	6.6	40.2	59.8
Institute of Health Sciences	1,685	5,325	7,011	0.4	1.4	0.9	24.0	76.0
University	68,344	77,542	145,885	16.9	20.1	18.5	46.8	53.2
Not Stated	-	153	153	-	0.0	0.0	-	100.0
<b>Total</b>	<b>403,717</b>	<b>384,899</b>	<b>788,616</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>51.2</b>	<b>48.8</b>

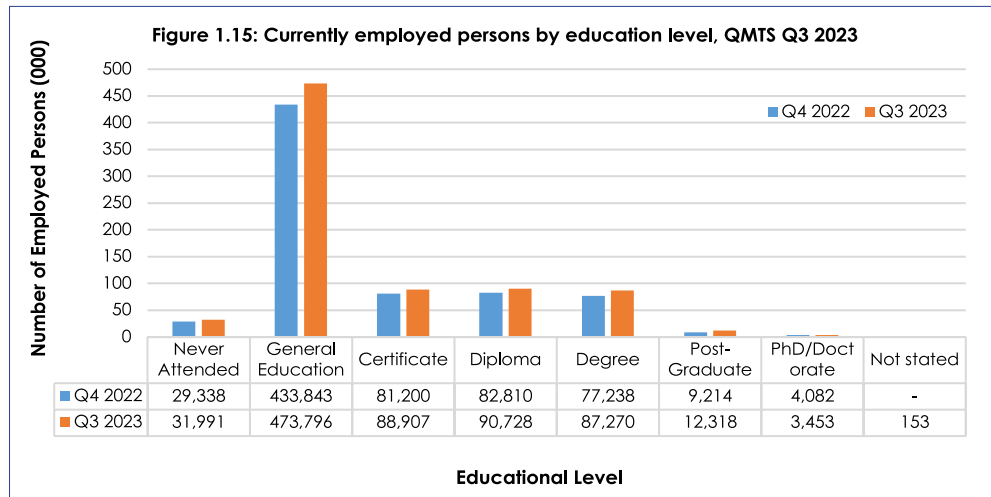
Overall employment for different quarters of QMTS is shown in [Table 1.10b](#) below. From the table, secondary education contributed the highest proportion of all persons who were employed in all quarters whereas apprentice and non-formal education had been constituting the lowest numbers. Between Q4 2022 and Q3 2023, employment for those with secondary education increased from 46.6 percent (334,677 persons) in Q4 2022 to 47.2 percent (372,599 persons) in Q3 2023.

**Table 1.10b: Currently Employed by Educational level & Sex, Q4 2020, 2021, 2022 & Q3 2023**

Educational Level	Q4 2020		Q4 2021		Q4 2022		Q3 2023	
	Counts	%	Counts	%	Counts	%	Counts	%
Never Attended School	27,683	3.8	25,652	3.6	29,338	4.1	31,991	4.1
Primary	90,274	12.3	79,062	11.0	97,468	13.6	98,953	12.5
Secondary	358,717	48.9	334,752	46.7	334,677	46.6	372,599	47.2
Non-formal	3,253	0.4	4,481	0.6	1,604	0.2	2,095	0.3
Apprentice	2,300	0.3	4,522	0.6	1,316	0.2	2,115	0.3
Brigade	22,376	3.0	22,294	3.1	19,668	2.7	26,733	3.4
Technical/Vocational	49,412	6.7	51,021	7.1	38,555	5.4	48,651	6.2
Educational College	54,140	7.4	57,795	8.1	54,239	7.6	52,431	6.6
Institute of Health Sciences	7,207	1.0	7,155	1.0	7,107	1.0	7,011	0.9
University	118,514	16.1	130,683	18.2	133,754	18.6	145,885	18.5
Not Stated	-	-	-	-	-	-	153	0.0
<b>Total</b>	<b>733,875</b>	<b>100.0</b>	<b>717,418</b>	<b>100.0</b>	<b>717,725</b>	<b>100.0</b>	<b>788,616</b>	<b>100.0</b>

**Figure 1.15** below shows that general education constituted the highest number of the employed persons with 473,796 persons, followed by diploma and certificate holders with 90,728 and 88,907 persons each respectively.

In addition, employment for those with general education increased from 433,843 persons in Q4 2022 to 473,796 persons in Q3 2023 while employment for those with PHD/Doctorate declined from 4,082 persons in Q4 2022 to 3,453 persons in Q3 2023.





## 3.0 FORMAL SECTOR EMPLOYMENT, FORMAL EMPLOYMENT AND AVERAGE EARNINGS, QMTS Q3 2023

### 3.1.1 Formal Sector Employment

This section presents information on Formal Sector Employment from the 2023 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 a 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 and they are not supposed to be operating in Households.
4. Total formal sector employment was recorded at 490,861, of which 237,295 were males (48.3 percent) and 253,566 (51.7 percent) were females (**Table 1.11a**). Comparison of the 2023 third quarter of QMTS Formal Sector Employment with the fourth quarter of 2022 showed that there had been an increase in formal sector employment. The employment increased from 486,832 persons to 490, 861 persons. This was an increase of 0.9 percent (4,429 persons). Comparing Q3 2019 with Q3 2023, the formal sector employment has increased from 483,814 in 2019 to 490,861 in 2022, an increase of 1.5 percent in employment. **See Table 1.11c.**

#### 3.1.1.1 Formal Sector Employment by Industry, Citizenship and Sex

**Table 1.11a** and **Table 1.11b** present formal sector employment by citizenship. The tables show that out of the 490,861 in the Formal Sector Employment, 19,561 were non-citizens, (4.0 percent), while 471,300 were citizens, (96.0 percent). At the industry level, Wholesale, Retail & Repair of Motor Vehicles had more non-citizens employees, recording 19.0 percent (3,752 persons), followed by Education and Manufacturing with 15.9 (4,343 persons) and 14.6 percent (3,489 persons), respectively.

Formal Sector Employment by Industry showed that Public Administration had the largest proportion of employment at 29.3 percent (143,647 persons), followed by Education with 12.7 percent (62,151 persons) and Wholesale, Retail & Repair of Motor Vehicles at 12.5 percent (61,488 persons) of total employment. At the industry level, Real Estate Activities had employed more females, accounting for 85.7 percent of employees working in the industry, followed by Education with 68.6 percent. Electricity, Gas, & Air Supply and Construction Activities were the two industries which had employed lowest proportion of females, recording 7.8 percent and 17.8 percent respectively. See **Table FSE 3** from **Appendix 3**.

Sector/ Economic Activity	2023 Q3									Q4 2022
	Citizens			Non-Citizens			All Employees			
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Agriculture, Forestry and Fishing	7,672	3,402	11,074	1,273	98	1,372	8,945	3,500	12,446	14,114
Mining and Quarrying	7,842	2,186	10,028	329	-	329	8,171	2186	10,357	11,607
Manufacturing	17,581	11,525	29,105	2,648	201	2,849	20,229	11,726	31,954	32,593
Electricity, Gas, & Air Supply	3,357	285	3,641	-	-	-	3,357	285	3,641	3,563
Water Supply and Waste Management	3,733	2,319	6,052	-	-	-	3,733	2319	6,052	4,403
Construction	15,626	3,575	19,200	922	-	922	16,548	3,575	20,122	20,080
Wholesale, Retail & Repair of Motor Vehicles	28,624	29,112	57,736	3,370	382	3,752	31,994	29,494	61,488	68,987
Transport & Storage	6,895	2,001	8,896	476	-	476	7,371	2,001	9,372	9,885
Accommodation and Food Service	6,522	12,227	18,748	40	1,104	1,145	6,562	13,331	19,893	23,162
Information and Communication	3,427	2,548	5,976	176	-	176	3,603	2,548	6,152	6,956
Finance and Insurance Activities	3,231	4,849	8,080	208	-	208	3,439	4,849	8,288	9,392
Real Estate Activities	168	997	1,164	-	-	-	168	997	1,164	1,537
Professional, Scientific and Technical	5,758	4,333	10,090	888	319	1,207	6,646	4,652	11,297	15,184
Administrative and Support Service	29,820	16,789	46,608	-	305	305	29,820	17,094	46,913	40,877
Public Administration	53,525	89,650	143,175	472	-	472	53,997	89,650	143,647	130,924
Education	17,401	41,644	59,045	2,144	963	3,106	19,545	42,607	62,151	56,351
Human Health and Social Work Activities	8,812	17,231	26,043	1,110	1,064	2,175	9,922	18,295	28,218	28,939
Arts, Entertainment and Recreation	1,152	853	2,005	-	-	-	1152	853	2,005	2,856
Other Service Activities	1,679	2,579	4,258	200	346	546	1,879	2,925	4,804	3,650
Activities of Extraterritorial Organizations	-	375	375	216	306	522	216	681	897	1371
Total	222,822	248,478	471,300	14,473	5,088	19,561	237,295	253,566	490,861	486,432

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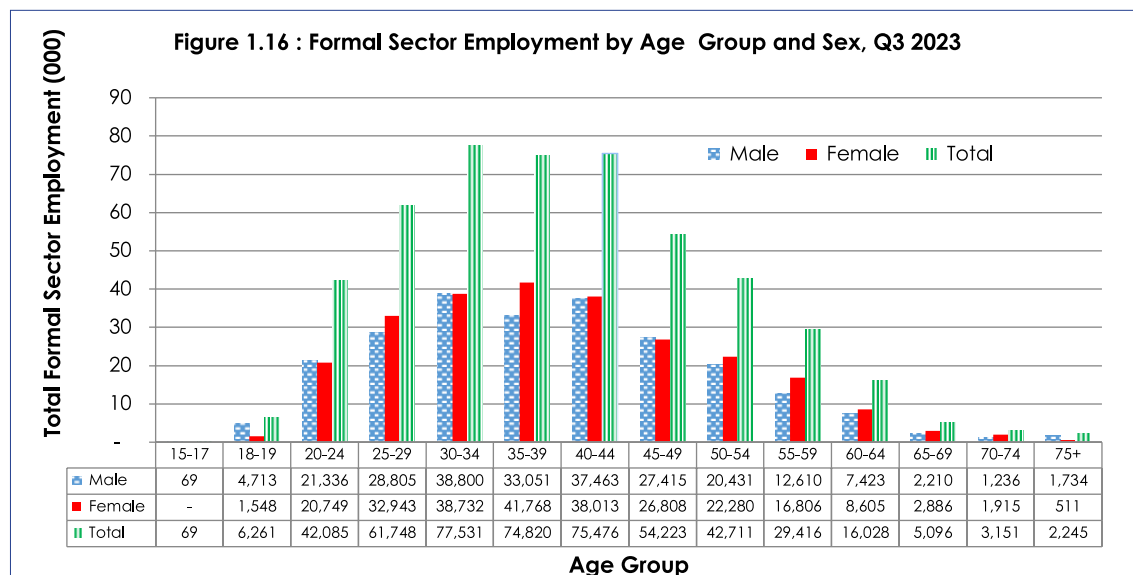


**Table 1.11c: Formal Sector Employment by Industry, QMTS 2019 - 2023**

Sector/ Economic Activity	Q3 2019	Q4 2019 Total	Q1 2020 Total	Q4 2020 Total	Q4 2021 Total	Q4 2022 Total	Q3 2023 Total
Agriculture, Forestry and Fishing	11,987	9,114	11,149	11,097	13,412	14,114	12,446
Mining and Quarrying	9,255	8,141	10,422	7,832	11,558	11,607	10,357
Manufacturing	28,829	31,124	32,612	31,189	39,144	32,593	31,954
Electricity, Gas, & Air Conditioning Supply	2,437	2,164	2,901	1,409	2,427	3,563	3,641
Water Supply and Waste Management	6,064	6,529	9,864	8,168	6,143	4,403	6,052
Construction	22,098	24,229	20,018	20,453	20,648	20,080	20,122
Wholesale, Retail & Sale of Motor Vehicles	65,084	60,962	57,220	67,418	68,386	68,987	61,488
Transport & Storage	14,006	15,186	15,995	11,503	13,685	9,885	9,372
Accommodation and Food Service	19,812	17,226	18,289	19,085	19,039	23,162	19,893
Information and Communication	5,390	4,427	4,136	4,592	5,197	6,956	6,152
Finance and Insurance Activities	12,509	10,090	10,852	9,089	11,165	9,392	8,288
Real Estate Activities	1,540	1,433	1,061	794	3,205	1,537	1,164
Professional, Scientific and Technical Activities	11,451	9,413	10,057	8,502	9,419	15,184	11,297
Administrative and Support Service Activities	36,645	37,801	38,096	42,626	46,061	40,877	46,913
Public Administration	140,280	147,091	146,195	132,118	113,196	130,924	143,647
Education	58,034	63,939	68,568	71,755	74,663	56,351	62,151
Human Health and Social Work Activities	28,702	25,903	24,237	21,954	28,831	28,939	28,218
Arts, Entertainment and Recreation	3,329	2,890	3,188	2,829	3,135	2,856	2,005
Other Service Activities	6,059	7,620	7,625	3,955	4,197	3,650	4,804
Activities of Extraterritorial Organizations	202	244	431	1,347	945	1,371	897
<b>Total</b>	<b>483,814</b>	<b>485,524</b>	<b>492,915</b>	<b>477,716</b>	<b>494,457</b>	<b>486,432</b>	<b>490,861</b>

### 3.1.1.2 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 30-34 recording the highest employment with 15.8 percent (77,531 persons). The 40-44 and 35 – 39 years age groups followed with 15.4 percent and 15.2 percent respectively, (75,476 and 74,820 persons). Age group 25-29 recorded 12.6 (61,748 persons) percent. **See Table FSE 2** from **Appendix 3**.





### 3.1.1.3 Formal Sector Employment by District and Sex

**Table 1.12a** and **Table 1.12b** show that Gaborone recorded the highest number of people working in the Formal Sector, recording 18.5 percent (90,884 persons), followed by Kweneng East with 12.1 percent (62,314 persons) and Central Serowe with 8.1 percent (39,711 persons). Females dominated their male counterparts in Formal Sector Employment constituting 51.7 percent as compared to the 48.3 percent of their male counterparts. See **Table FSE 3** from **Appendix 3**

**Table 1.12a: Formal Sector Employment by District, Citizenship and Sex, QMTS 2023 Q3**

District	Citizens			Non-Citizens			All Employees			Q4 2022
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Gaborone	43,019	39,231	82,251	6,008	2,624	8,633	49,027	41,855	90,884	92,631
Francistown	10,975	13,108	24,083	2,347	206	2,553	13,322	13,314	26,636	24,922
Lobatse	4,226	2,819	7,045	-	-	-	4,226	2,819	7,045	8,412
Selibe Phikwe	3,495	5,724	9,218	-	-	-	3,495	5,724	9,218	11,834
Orapa	2,349	747	3,096	-	-	-	2,349	747	3,096	2,656
Jwaneng	3,072	2,909	5,981	-	-	-	3,072	2,909	5,981	6,146
Sowa Town	719	541	1,261	42	19	61	761	560	1,322	1,348
Ngwaketse	7,442	9,416	16,857	-	-	-	7,442	9,416	16,857	18,390
Barolong	5,045	8,038	13,084	-	-	-	5,045	8,038	13,084	11,083
Ngwaketse West	935	2,342	3,278	-	-	-	935	2,342	3,278	2,660
South East	18,101	14,487	32,588	356	559	916	18,457	15,046	33,504	33,834
Kweneng East	28,939	32,137	61,076	878	360	1,238	29,817	32,497	62,314	52,811
Kweneng West	4,124	6,253	10,378	-	-	-	4,124	6,253	10,378	12,220
Kgatleng	12,843	11,509	24,352	1,011	-	1,011	13,854	11,509	25,363	26,007
Central Serowe	16,679	21,143	37,823	1,592	296	1,888	18,271	21,439	39,711	38,262
Central Mahalapye	6,512	9,236	15,749	-	-	-	6,512	9,236	15,749	19,390
Central Bobonong	3,196	7,626	10,822	-	455	455	3,196	8,081	11,277	13,249
Central Boteti	5,283	5,745	11,029	-	-	-	5,283	5,745	11,029	10,585
Central Tutume	10,319	14,379	24,699	562	248	810	10,881	14,627	25,509	26,092
North East	3,974	7,055	11,030	849	-	849	4,823	7,055	11,879	11,955
Ngamiland East	9,082	12,298	21,381	275	229	503	9,357	12,527	21,884	22,993
Ngamiland West	6,223	3,825	10,048	177	-	177	6,400	3,825	10,225	10,344
Chobe	5,713	3,309	9,022	161	-	161	5,874	3,309	9,183	8,813
Ghanzi	4,550	6,570	11,120	15	-	15	4,565	6,570	11,135	8,684
Kgalagadi South	3,317	4,410	7,728	-	91	91	3,317	4,501	7,819	6,563
Kgalagadi North	2,687	3,616	6,304	-	-	-	2,687	3,616	6,304	4,543
Total	222,822	248,478	471,300	14,273	5,087	19,361	237,095	253,565	490,661	486,432

**Table 1.12b: Percentage of Formal Sector Employment by Sex, QMTS Q3 2023**

District	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Gaborone	19.3	15.8	17.5	42.1	51.6	44.6	20.7	16.5	18.5
Francistown	4.9	5.3	5.1	16.4	4.0	13.2	5.6	5.3	5.4
Lobatse	1.9	1.1	1.5	-	-	-	1.8	1.1	1.4
Selibe Phikwe	1.6	2.3	2.0	-	-	-	1.5	2.3	1.9
Orapa	1.1	0.3	0.7	-	-	-	1.0	0.3	0.6
Jwaneng	1.4	1.2	1.3	-	-	-	1.3	1.1	1.2
Sowa Town	0.3	0.2	0.3	0.3	0.4	0.3	0.3	0.2	0.3
Ngwaketse	3.3	3.8	3.6	-	-	-	3.1	3.7	3.4
Barolong	2.3	3.2	2.8	-	-	-	2.1	3.2	2.7
Ngwaketse West	0.4	0.9	0.7	-	-	-	0.4	0.9	0.7
South East	8.1	5.8	6.9	2.5	11.0	4.7	7.8	5.9	6.8
Kweneng East	13.0	12.9	13.0	6.2	7.1	6.4	12.6	12.8	12.7
Kweneng West	1.9	2.5	2.2	-	-	-	1.7	2.5	2.1
Kgatleng	5.8	4.6	5.2	7.1	-	5.2	5.8	4.5	5.2
Central Serowe	7.5	8.5	8.0	11.2	5.8	9.8	7.7	8.5	8.1
Central Mahalapye	2.9	3.7	3.3	-	-	-	2.7	3.6	3.2
Central Bobonong	1.4	3.1	2.3	-	8.9	2.4	1.3	3.2	2.3
Central Boteti	2.4	2.3	2.3	-	-	-	2.2	2.3	2.2
Central Tutume	4.6	5.8	5.2	3.9	4.9	4.2	4.6	5.8	5.2
North East	1.8	2.8	2.3	5.9	-	4.4	2.0	2.8	2.4
Ngamiland East	4.1	4.9	4.5	1.9	4.5	2.6	3.9	4.9	4.5
Ngamiland West	2.8	1.5	2.1	1.2	-	0.9	2.7	1.5	2.1
Chobe	2.6	1.3	1.9	1.1	-	0.8	2.5	1.3	1.9
Ghanzi	2.0	2.6	2.4	0.1	-	0.1	1.9	2.6	2.3
Kgalagadi South	1.5	1.8	1.6	-	1.8	0.5	1.4	1.8	1.6
Kgalagadi North	1.2	1.5	1.3	-	-	-	1.1	1.4	1.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

### 3.1.1.4 Formal Sector Employment by Education Level

The highest percentage (41.2 percent) of people in Formal Sector Employment had secondary school education as their highest education attainment. These were followed by those with University and Educational College education with 26.0 and 9.2 percent respectively. A small percentage (0.3 percent and 0.2 percent) of people in Formal Sector Employment have non-formal education and apprenticeship. See [Table 1.13a](#) and [Table 1.13b](#).

**Table 1.13a: Estimated Formal Sector Employment by Education/Training Level, Citizenship and Sex, QMTS Q3 2023**

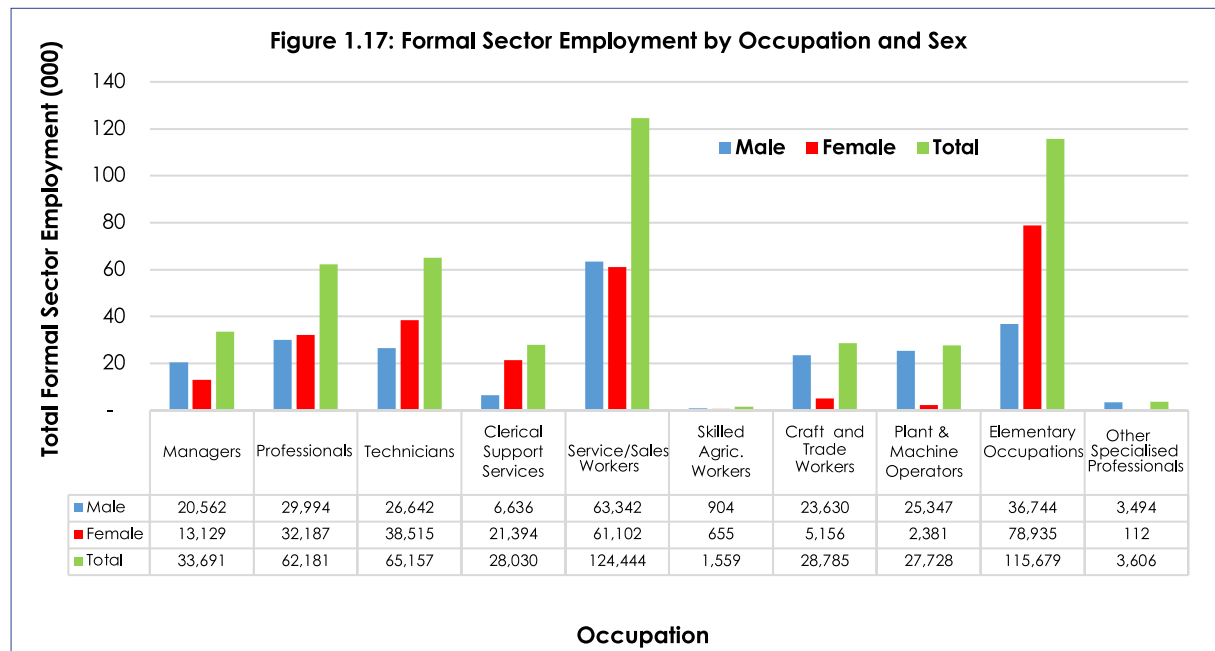
School Attendance	Citizens			Non-Citizens			All Employees			Q4 2022 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Primary	19,912	24,641	44,552	259	-	259	20,171	24,641	44,811	49,147
Secondary	97,695	100,425	198,120	3,454	884	4,338	101,149	101,309	202,458	210,577
Non-formal	-	788	788	-	-	-	-	788	788	1,323
Apprentice	981	513	1,494	-	-	-	981	513	1,494	861
Brigade	9,748	5,551	15,299	-	-	-	9,748	5,551	15,299	12,494
Technical/Vocational	19,104	11,315	30,419	1,792	430	2,222	20,896	11,745	32,641	27,673
Educational College	16,938	26,310	43,248	1,190	592	1,782	18,128	26,902	45,030	48,120
Institute of Health Sciences	1,685	4,974	6,660	-	351	351	1,685	5,325	7,011	7,107
University	50,511	66,566	117,077	7,778	2,678	10,457	58,289	69,244	127,534	116,163
Never attended	6,247	7,396	13,644	-	-	-	6,247	7,396	13,644	12,966
Not Stated	-	-	-	-	153	153	-	153	153	-
Total	222,821	248,479	471,300	14,473	5,088	19,561	237,294	253,567	490,861	486,432

**Table 1.13b: Percentage of Formal Sector Employment by Education/Training Level and Citizenship, QMTS Q3 2023**

School Attendance	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Primary	8.9	9.9	9.5	1.8	-	1.3	8.5	9.7	9.1
Secondary	43.8	40.4	42.0	23.9	17.4	22.2	42.6	40.0	41.2
Non-formal	-	0.3	0.2	-	-	-	-	0.3	0.2
Apprentice	0.4	0.2	0.3	-	-	-	0.4	0.2	0.3
Brigade	4.4	2.2	3.2	-	-	-	4.1	2.2	3.1
Technical/Vocational	8.6	4.6	6.5	12.4	8.5	11.4	8.8	4.6	6.6
Educational College	7.6	10.6	9.2	8.2	11.6	9.1	7.6	10.6	9.2
Institute of Health Sciences	0.8	2.0	1.4	-	6.9	1.8	0.7	2.1	1.4
University	22.7	26.8	24.8	53.7	52.6	53.5	24.6	27.3	26.0
Never attended	2.8	3.0	2.9	-	-	-	2.6	2.9	2.8
Not Stated	-	-	-	-	3.0	0.8	-	0.1	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

### 3.1.1.5 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 Service/Sales Workers with 124,444 persons (25.4 percent), followed by the Elementary occupations with 115,679 persons (23.6 percent) and Technicians at 65,157 persons (13.3 percent).



### 3.1.1.6 Average monthly cash earnings from Formal Sector Employment by occupation for Wage Earners

**Table 1.14** shows monthly average cash earning by occupation for wage earners. The average earnings for Managers were the highest at P21,942, followed by Professional and Technicians & Associate Professionals with P19,653 and P13,725 respectively. Elementary occupations average earnings were lowest at P1,393.

### 3.1.1.7 Average monthly cash earnings from Formal Sector Employment by Industry for Wage Earners

**Table 1.15** presents the estimated average cash earning for formal sector employment wage earners by industry and citizenship (both Citizens and Non – citizens). Average earnings was estimated at P7,296 for citizens, P15,863 for non-citizen and P7,692 for all employees.

Overall, male employees' average monthly cash earnings were estimated at P8,668 compared to P6,815 for their female counterparts in the formal sector.

Comparing the fourth quarter of 2022 (October to December 2022) estimated average cash earning from the QMTS Formal Sector Employment (FSE) with the third quarter of 2023 shows that there was an increase in average earnings, an increase of 13.1 percent. The estimated third quarter of 2023 formal sector employment monthly average cash earnings for wage earners was P7,692, compared with P6,803, which was estimated for the fourth quarter of 2022.

**Table 1.14: Estimated Formal Sector Employment Monthly Average Earnings (Pula)  
by Occupation, Citizenship and Sex, QMTS Q3 2023**

Occupation	Citizens			Non-Citizens			All Employees			Q4 2022
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Managers	9,654	17,395	12,992	17,827	19,408	18,085	20,115	24,178	21,942	18,809
Professionals	19,076	18,385	18,698	20,582	12,890	18,910	21,149	18,368	19,653	18,361
Technicians and Associate Professionals	16,463	11,544	13,545	9,089	13,888	11,733	16,377	11,895	13,725	12,868
Clerical Support Services	5,053	4,553	4,672	-	-	-	5,053	4,610	4,716	5,230
Service/Sales Workers	4,345	2,987	3,678	3,307	1,105	2,239	4,416	3,059	3,753	3,237
Craft and Related Trades Workers	4,813	4,340	4,723	5,523	-	5,523	5,289	5,211	5,276	4,887
Plant & Machine Operators	5,197	3,279	5,030	4,933	-	4,933	5,319	3,402	5,156	5,096
Elementary Occupations	1,801	1,198	1,385	1,948	1,723	1,888	1,808	1,202	1,395	1,504
Other Specialized Professional Services	14,693	26,290	15,053	-	-	-	14,693	26,290	15,053	14,628
Total	7,696	6,482	7,056	13,645	11,957	13,206	8,668	6,815	7,692	6,803

**Table 1.15 a: Estimated Formal Sector Employment Monthly Average Earnings ( Pula)  
by Industry, Citizenship and Sex, QMTS Q3 2023**

Sector/ Economic Activity	Citizens			Non-Citizens			All Employees			Q4 2022 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Agriculture, Forestry and Fishing	3,371	1,669	2,880	2,791	1,502	2,698	3,280	1,663	2,858	2,764
Mining and Quarrying	20,583	25,894	21,741	19,984	-	19,984	20,559	25,894	21,685	23,065
Manufacturing	5,457	3,992	4,888	12,227	-	12,227	6,269	3,992	5,453	5,206
Electricity, Gas, & Air Supply	14,486	2,150	13,525	-	-	-	14,486	2,150	13,525	11,198
Water Supply and Waste Management	10,200	13,325	11,398	-	-	-	10,200	13,325	11,398	9,183
Construction	3,617	3,394	3,572	4,928	-	4,928	3,682	3,394	3,626	5,742
Wholesale, Retail & Sale of Motor Vehicles	4,102	3,208	3,631	16,415	7,998	15,793	4,998	3,235	4,100	4,038
Transport & Storage	6,598	10,896	7,685	8,200	-	8,200	6,718	10,896	7,714	5,402
Accommodation and Food Service	3,517	2,761	3,040	17,671	4,070	4,541	3,605	2,882	3,134	2,967
Information and Communication	14,215	8,134	11,412	-	-	-	14,215	8,134	11,412	13,277
Finance and Insurance Activities	25,456	28,017	26,993	9,996	-	9,996	24,528	28,017	26,566	16,098
Real Estate Activities	44,930	6,160	11,761	-	-	-	44,930	6,160	11,761	4,087
Professional, Scientific and Technical	8,628	6,774	7,642	51,913	12,107	39,138	15,485	7,160	11,262	10,504
Administrative and Support Service	3,100	2,523	2,899	-	1,819	1,819	3,100	2,509	2,891	2,879
Public Administration	10,530	5,347	7,285	2,105	-	2,105	10,456	5,347	7,268	5,745
Education	12,818	10,526	11,190	21,136	11,770	18,239	13,756	10,554	11,546	10,668
Human Health and Social Work Activities	11,586	8,583	9,564	20,025	15,927	18,024	12,490	8,969	10,166	9,006
Arts, Entertainment and Recreation	4,016	5,862	4,801	-	-	-	4,016	5,862	4,801	3,822
Other Service Activities	6,529	7,004	6,822	40,094	6,516	25,152	11,355	6,966	8,717	3,185
Activities of Extraterritorial Organizations	-	37,922	37,922	40,037	74,985	60,524	40,037	54,576	51,075	39,225
Total	8,216	6,686	7,396	16,569	13,938	15,863	8,668	6,815	7,692	6,803

**Table 1.15 b: Estimated Formal Sector Employment Monthly Average Earnings ( Pula)  
by Industry, QMTS 2019 - 2023**

Sector/ Economic Activity	Q3 2019 Total	Q1 2020 Total	Q4 2020 Total	Q4 2021 Total	Q4 2022 Total	Q4 2023 Total
Agriculture, Forestry and Fishing	2 320	2,044	2,640	2,375	2,764	2,858
Mining and Quarrying	16 643	14,074	14,411	19,051	23,065	21,685
Manufacturing	4 068	3,530	3,675	3,929	5,206	5,453
Electricity, Gas, & Air Conditioning Supply	17 810	12,697	10,812	11,325	11,198	13,525
Water Supply and Waste Management	6 426	7,665	8,898	9,692	9,183	11,398
Construction	3 044	3,296	4,314	4,102	5,742	3,626
Wholesale, Retail & Sale of Motor Vehicles	2 349	2,468	2,260	3,109	4,038	4,100
Transport & Storage	8 725	8,484	7,943	7,117	5,402	7,714
Accommodation and Food Service	2 566	2,034	3,727	3,685	2,967	3,134
Information and Communication	9 350	11,524	12,366	7,058	13,277	11,412
Finance and Insurance Activities	14 118	9,512	13,401	14,693	16,098	26,566
Real Estate Activities	7 620	9,689	11,360	9,019	4,087	11,761
Professional, Scientific and Technical Activities	8 478	4,872	9,468	8,872	10,504	11,262
Administrative and Support Service Activities	2 562	2,787	2,310	2,673	2,879	2,891
Public Administration	4 748	4,871	6,091	6,131	5,745	7,268
Education	8 507	9,347	8,942	9,259	10,668	11,546
Human Health and Social Work Activities	7 035	7,093	8,698	8,034	9,006	10,166
Arts, Entertainment and Recreation	3 975	2,514	7,684	2,986	3,822	4,801
Other Service Activities	7,358	3,928	5,187	3,258	3,185	8,717
Activities of Extraterritorial Organizations	13 677	2,990	22,529	37,342	39,225	51,075
<b>Total</b>	<b>5 404</b>	<b>5,392</b>	<b>6,014</b>	<b>6,299</b>	<b>6,803</b>	<b>7,692</b>



### 3.1.2 INFORMAL SECTOR EMPLOYMENT, QMTS Q3 2023

Informal Sector Employment considers the characteristics of an establishment where an individual works. The establishment is considered to be informal on the basis of it being not registered, not keeping a set of formal accounts and employing less than five employees. Questions on establishing the informal sector employment characteristics were asked to people who were employees and those who were self-employed. The scope of the questions exclude people who were employed in households doing domestic activities, it includes people who were employed in companies whether being employees or in self-employment.

Total informal sector employment for QMTS Q3 2023 was recorded at 227,890 of which 125,509 were males (55.1 percent) and 102,381 (44.9 percent) were females. Informal sector employment accounted for 28.9 percent of Total employment.

#### 3.1.2.1 Informal Sector Employment by Industry and Sex

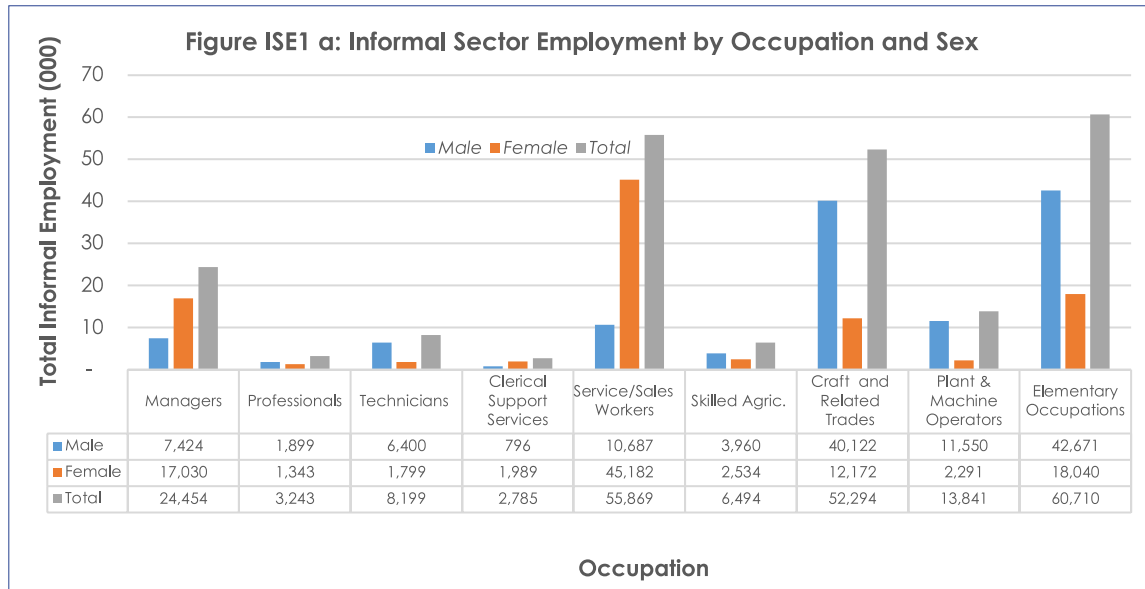
**Table ISE1** presents informal sector employment by industry and sex. The table shows that Wholesale and Retail Trade, constituted the largest share of total informal sector employment recording 60,182 persons (26.4 percent). These are mostly the workers in tuck-shops and street hawkers, (**Table ISE5**). Construction and Agriculture Activities followed with 17.0 percent (38,761 persons) and 11.2 percent (25,648 persons) respectively. The lowest Informal sector employment was recorded in the Finance & Insurance Activities, Information & Communication and Arts, Entertainment & Recreation. These industries recorded 0.3 percent and 0.4 percent of the total informal sector employment.

**Table ISE1: Informal Sector Employment by Industry and Sex, QMTS Q3 2023**

Industry	Total Informal Sector Employment			Total Percentange	Q4 2022
	Male	Female	Total		
Agriculture, Forestry and Fishing	19,369	6,279	25,648	11.2	15,336
Mining and Quarrying	771	283	1,055	0.5	634
Manufacturing	9,569	14,964	24,532	10.8	16,822
Water Supply and Waste Management	0	0	0	0	473
Construction	38,548	213	38,761	17.0	26,124
Wholesale and Retail Trade	20,518	39,664	60,182	26.4	54,791
Transport & Storage	10,921	1,302	12,223	5.4	9,168
Accommodation and Food Service	5,294	13,261	18,555	8.1	7,567
Information and Communication	451	412	863	0.4	551
Finance and Insurance Activities	-	595	595	0.3	986
Real Estate Activities	518	1,700	2,217	1.0	1,583
Professional, Scientific and Technical	2,951	380	3,331	1.5	1,707
Administrative and Support Service	4,816	2,245	7,061	3.1	3,261
Education	1,624	1,755	3,378	1.5	1,551
Human Health and Social Work	235	978	1,213	0.5	1,764
Arts, Entertainment and Recreation	669	271	940	0.4	1,699
Other Service Activities	5,308	8,642	13,950	6.1	8,173
Households as Employers	3,947	9,437	13,384	5.9	9,636
<b>Total</b>	<b>125,509</b>	<b>102,381</b>	<b>227,890</b>	<b>100.0</b>	<b>161,825</b>

### 3.1.2.2 Informal Sector Employment by Occupation and Sex

**Figure ISE1** and **Table ISE2** show that informal sector employment is concentrated in the Elementary Occupations category with 26.6 percent (60,710 persons). Service/Sales Workers and Craft & Related Trades Workers followed with 24.5 percent and 22.9 percent respectively, (55,869 and 52,294 persons). The proportion of females compared to the males for the Services workers was the highest, recording of 80.9 percent (10,687 males as compared to 45,182 females).



**Table ISE2: Informal Sector Employment by Occupation and Sex, QMTS Q3 2023**

Occupation	Total Informal Sector Employment			Total Percentage
	Male	Female	Total	
Managers	7,424	17,030	24,454	10.7
Professionals	1,899	1,343	3,243	1.4
Technicians	6,400	1,799	8,199	3.6
Clerical Support Services	796	1,989	2,785	1.2
Service/Sales Workers	10,687	45,182	55,869	24.5
Skilled Agric. and Fishery	3,960	2,534	6,494	2.8
Craft and Related Trades	40,122	12,172	52,294	22.9
Plant & Machine Operators	11,550	2291	13,841	6.1
Elementary Occupations	42,671	18,040	60,710	26.6
Total	125,509	102,380	227,889	100.0

### 3.1.2.3 Informal Sector Employment by District and Sex

**Table ISE3** shows that Kweneng East had the highest number of people working in Informal Sector Employment, recording 15.2 percent (34,747 persons), followed by Gaborone with 11.1 percent (25,229 persons) and Central Tutume with 9.7 percent (22,113 persons). Overall, total number of males in informal sector employment across most districts was greater than their female counterparts.

**Table ISE3: Informal Sector Employment by District and Sex, QMTS Q3 2023**

District	Total Informal Sector Employment			Total Percentage
	Male	Female	Total	
Gaborone	13,788	11,441	25,229	11.1
Francistown	4,482	6,794	11,275	4.9
Lobatse	1368	594	1,962	0.9
Selibe Phikwe	1,670	2,087	3,756	1.6
Orapa	135	334	469	0.2
Jwaneng	579	1182	1,761	0.8
Sowa Town	27	98	124	0.1
Ngwaketse	5,036	3,310	8,345	3.7
Barolong	3,507	3,158	6,665	2.9
Ngwaketse West	588	834	1,422	0.6
South East	7,551	3,930	11,481	5.0
Kweneng East	19,838	14,909	34,747	15.2
Kweneng West	2,260	1,670	3,930	1.7
Kgatleng	11,443	8,306	19,749	8.7
Central Serowe	11,950	7,133	19,083	8.4
Central Mahalapye	7,730	4,627	12,357	5.4
Central Bobonong	3,866	2,883	6,749	3.0
Central Boteti	3,998	3,841	7,839	3.4
Central Tutume	10,484	11,629	22,113	9.7
North East	3,144	2,330	5,475	2.4
Ngamiland East	4,986	4,882	9,867	4.3
Ngamiland West	1,969	2,286	4,255	1.9
Chobe	1,738	1,564	3,302	1.4
Ghanzi	945	970	1,915	0.8
Kgalagadi South	1,515	876	2,391	1.0
Kgalagadi North	912	714	1,626	0.7
<b>Total</b>	<b>125,509</b>	<b>102,380</b>	<b>227,889</b>	<b>100.0</b>

### 3.1.2.4 Informal Sector Employment by Education and Sex

Secondary school education recorded the highest percentage (56.5 percent) of persons in informal sector employment, followed by those with primary education at 16.0 percent. The smallest percentage (0.3 and 0.6 percent) of people in informal sector employment were those having Apprentice and Non-formal education, respectively. (**Table ISE4**)

**Table ISE4: Informal Employment by Education and Sex, QMTS Q3 2023**

Education	Total Informal Sector Employment			Total Percentage
	Male	Female	Total	
Primary	20,108	16,443	36,550	16.0
Secondary	69,378	59,451	128,829	56.5
Non-formal	606	701	1,307	0.6
Apprentice	621	0	621	0.3
Brigade	7,389	3,064	10,453	4.6
Technical/Vocational	9,141	5,764	14,904	6.5
Educational College	2,973	4,081	7,054	3.1
University	9,923	7,925	17,849	7.8
Never attended	5,370	4,952	10,322	4.5
<b>Total</b>	<b>125,509</b>	<b>102,380</b>	<b>227,889</b>	<b>100.0</b>

### 3.1.2.5 Informal Sector Employment by Sector/Employer Category and Sex

Informal sector employment by Employer category is shown in **Table ISE5** below. The largest proportion of informal sector employees were recorded in self-employed in household enterprises with 106,283 persons (46.6 percent), followed by those engaged in piece jobs with 67,531 persons (29.6 percent).

**Table ISE5: Informal Sector Employment by Industry and Employer Category, QMTS Q3 2023**

Industry	Private sector	Self-employment in own non-agric. enterprise	Worked in own or household farm	Piece Jobs	Total
Agriculture, Forestry and Fishing	9,225	1,928	6,275	8,220	25,648
Mining and Quarrying	658	188	-	209	1,055
Manufacturing	4,665	15,988	-	3,879	24,532
Construction	2,601	6,791	-	29,369	38,761
Wholesale & Retail Trade	8,970	46,897	-	4,316	60,182
Transport & Storage	5,643	5,973	-	607	12,223
Accommodation and Food Service	6,182	10,191	-	2,181	18,555
Information and Communication	204	247	-	412	863
Finance and Insurance Activities	595	-	-	-	595
Real Estate Activities	210	2,007	-	-	2,217
Professional, Scientific and Technical	1,359	1,972	-	-	3,331
Administrative and Support Service	3,587	874	-	2,600	7,061
Education	1,013	1,282	-	1,083	3,378
Human Health and Social Work ,	216	997	-	-	1,213
Arts, Entertainment and Recreation	562	378	-	-	940
Other Service Activities	2,109	10,294	-	1,547	13,950
Households as Employers	-	276	-	13,108	13,384
<b>Total</b>	<b>47,799</b>	<b>106,283</b>	<b>6,275</b>	<b>67,531</b>	<b>227,888</b>
<b>Total Percentage</b>	<b>21.0</b>	<b>46.6</b>	<b>2.8</b>	<b>29.6</b>	<b>100.0</b>

**Table ISE5a: Percentage of Informal Sector Employment by Industry and Employer Category, QMTS Q3 2023**

Industry	Private sector	Self-employment In own non-agric. enterprise	Worked in own or household farm	Piece Jobs	Total
Agriculture, Forestry and Fishing	19.3	1.8	100.0	12.2	11.3
Mining and Quarrying	1.4	0.2	-	0.3	0.5
Manufacturing	9.8	15.0	-	5.7	10.8
Construction	5.4	6.4	-	43.5	17.0
Wholesale & Retail Trade	18.8	44.1	-	6.4	26.4
Transport & Storage	11.8	5.6	-	0.9	5.4
Accommodation and Food Service	12.9	9.6	-	3.2	8.1
Information and Communication	0.4	0.2	-	0.6	0.4
Finance and Insurance	1.2	-	-	-	0.3
Real Estate	0.4	1.9	-	-	1.0
Professional, Scientific and Technical	2.8	1.9	-	-	1.5
Administrative and Support Service	7.5	0.8	-	3.9	3.1
Education	2.1	1.2	-	1.6	1.5
Human Health and Social Work	0.5	0.9	-	-	0.5
Arts, Entertainment and Recreation	1.2	0.4	-	-	0.4
Other Service Activities	4.4	9.7	-	2.3	6.1
Households as Employers	-	0.3	-	19.4	5.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

### 3.1.2.6 Average monthly cash earnings from Informal Sector Employment by Industry for Wage Earners

**Table ISE6** presents the number of the Wage earners from the Informal Sector Employment. The table shows that most of the wage earners were from the construction industry, recording 27.7 percent, followed by the Agriculture activities with 15.1 percent.

**Table ISE7** presents the estimated average cash earning for Informal sector employment wage earners by industry. Average earnings were estimated at P2, 292 for males, P1, 791 for females and finally, P2, 142 for all employees.

At industry level, Human Health and Social Work recorded the highest average earning, with P15,014, followed by Mining & Quarrying recording P10,354. Households as Employers recorded the smallest average earning, recording P895.

**Table ISE6: Wage Earners in the Informal Sector Employment by Industry and Sex, QMTS Q3 2023**

Industry	Total Informal Sector Employment			Total Percentage
	Male	Female	Total	
Agriculture, Forestry and Fishing	13,700	3,745	17,445	15.1
Mining and Quarrying	583	283	867	0.8
Manufacturing	5,329	3,215	8,544	7.4
Construction	31,970	-	31,970	27.7
Wholesale and retail Trade	7,524	5,762	13,286	11.5
Transport & Storage	5,950	300	6,249	5.4
Accommodation and Food Service	3,397	4,967	8,364	7.3
Information and Communication	204	412	615	0.5
Finance and Insurance Activities	-	595	595	0.5
Real Estate Activities	210	-	210	0.2
Professional, Scientific and Technical	1,140	220	1,359	1.2
Administrative and Support Service	3,942	2,245	6,187	5.4
Education	906	1,190	2,096	1.8
Human Health and Social Work	-	216	216	0.2
Arts, Entertainment and Recreation	292	271	562	0.5
Other Service Activities	1,785	1,871	3,656	3.2
Households as Employers	3,947	9,161	13,108	11.4
<b>Total</b>	<b>80,878</b>	<b>34,452</b>	<b>115,330</b>	<b>100.0</b>

**Table ISE7: Estimated Informal Sector Employment Monthly Average Earnings ( Pula) by Industry and Sex, QMTS Q3 2023**

Industry	Total Informal Sector Employment		
	Male	Female	Total
Agriculture, Forestry and Fishing	1,401	1,031	1,321
Mining and Quarrying	7,142	17,008	10,354
Manufacturing	1,767	1,820	1,787
Construction	2,516	-	2,516
Wholesale and Retail Trade	1,871	1,478	1,700
Transport & Storage	2,768	2,995	2,779
Accommodation and Food Service	2,077	1,421	1,687
Information and Communication	3,997	2,428	2,953
Finance and Insurance Activities	-	1,777	1,777
Real Estate Activities	1,377	-	1,377
Professional, Scientific and Technical	6,916	2,496	6,206
Administrative and Support Service	2,197	1,753	2,036
Education	1,399	1,938	1,705
Human Health and Social Work	-	15,014	15,014
Arts, Entertainment and Recreation	1,499	1,798	1,646
Other Service Activities	6,357	5,492	5,914
Households as Employers	984	856	895
<b>Total</b>	<b>2,292</b>	<b>1,791</b>	<b>2,142</b>



### 3.1.2.7 Average monthly cash earnings from Informal Sector Employment by Occupation for Wage Earners

**Table ISE8** presents the number of the Wage earners from the Informal Sector Employment by occupation and sex. The table depicts that most of the wage earners were engaged in elementary occupations, recording 49.7 percent, followed by the Craft and Related Trades workers with 23.1 percent.

**Table ISE9** shows monthly average cash earning by occupation for wage earners. The average earnings for Professionals were the highest at P15,421, followed by Managers and Technicians & Associate Professionals with P10,924 and P3,274 respectively. Elementary occupations average earnings were lowest at P1,321.

**Table ISE8: Wage Earners in the Informal Sector Employment by Industry and Sex, QMTS Q3 2023**

Occupation	Total Informal Sector Employment			Total Percentage
	Male	Female	Total	
Managers	902	216	1,118	1.0
Professionals	583	938	1,521	1.3
Technicians	2,544	741	3,285	2.8
Clerical Support Services	796	1,989	2,785	2.4
Service/Sales Workers	4,840	10,719	15,559	13.5
Craft and Related Trades	25,063	1,530	26,593	23.1
Plant & Machine Operators	6,634	556	7,190	6.2
Elementary Occupations	39,517	17,764	57,281	49.7
Total	80,878	34,452	115,330	100.0

**Table ISE9: Mean Monthly Earnings (Pula) in the Informal Sector by Occupation and Sex. QMTS Q3 2023**

Occupation	Total Informal Sector Employment		
	Male	Female	Total
Managers	12,821	3,003	10,924
Professionals	15,628	15,292	15,421
Technicians	2,800	4,903	3,274
Clerical Support Services	3,227	1,641	2,094
Service/Sales Workers	2,321	1,607	1,829
Craft and Related Trades	2,674	1,903	2,630
Plant & Machine Operators	2,900	2,723	2,886
Elementary Occupations	1,456	1,022	1,321
Total	2,292	1,791	2,142

### 3.2.1 FORMAL EMPLOYMENT, QMTS Q4 2022

This section presents information on Formal Employment from the fourth quarter of 2022 (October to December). 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 and 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 a fixed number of hours, if they work more hours they are supposed to be paid overtime or given off days.

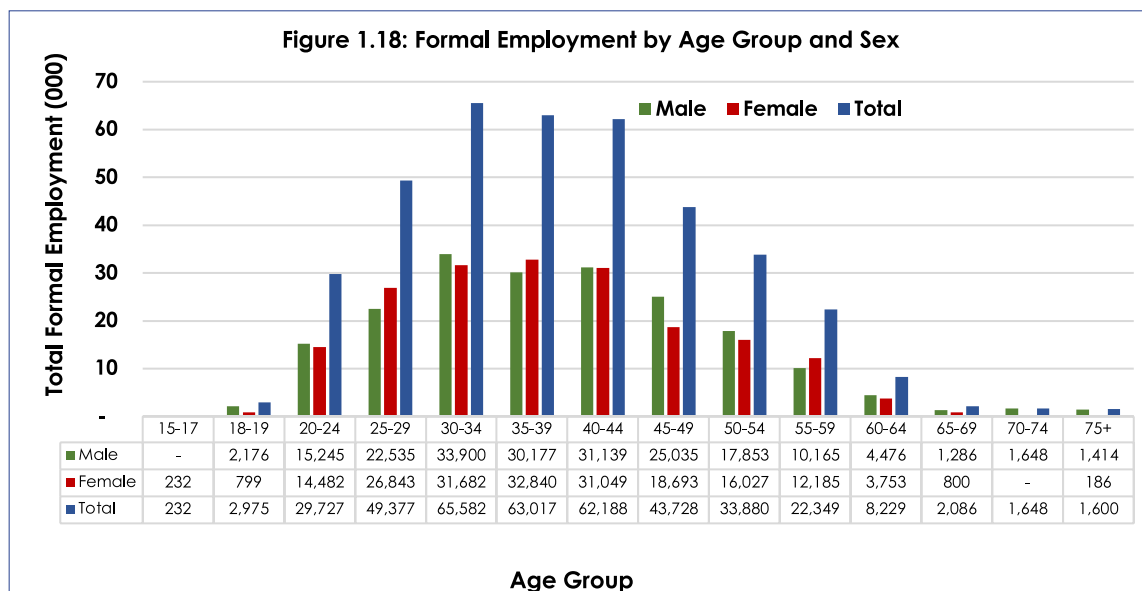
Total formal employment was recorded at 386,621, accounting for 49.0 percent of total employment. Males in formal employment were estimated at 197,051 accounting for 51.0 percent of persons in formal employment, with females accounting for 49.0 percent at 189,571 (see Table 1.16a).

#### 3.2.1.1 Formal Employment by Industry, Citizenship and Sex

Table 1.16a and Table 1.16b present formal employment by citizenship. The tables show that out of the 386,621 persons in formal employment, 20,409 were non-citizens, (5.3 percent), while 366,212 were citizens, (94.7 percent). At the industry level, Education had most non-citizens employees, recording 16.0 percent (3,259 persons), followed by Agriculture and Manufacturing with 15.5 percent (3,162 persons) and 13.6 percent (2,770 persons) respectively.

#### 3.2.1.2 Formal employment by Age Group and Sex

Figure 1.18 shows that formal employment is concentrated in the ages 30 -34 years with 17.0 percent (65,582 persons). The 35-39 and 40-44 years age groups followed with 16.3 percent and 16.1 percent respectively, (63,017 and 62,188 persons). Age groups 25-29 and 45-49 recorded 12.8 (49,377 persons) and 11.3 (43,728 persons) percent respectively. The figure shows that there were more male formal employees than female formal employees in all age groups except at age groups 25-29, 35-39 and 55-59.



### 3.2.1.3 Formal Employment by District and Sex

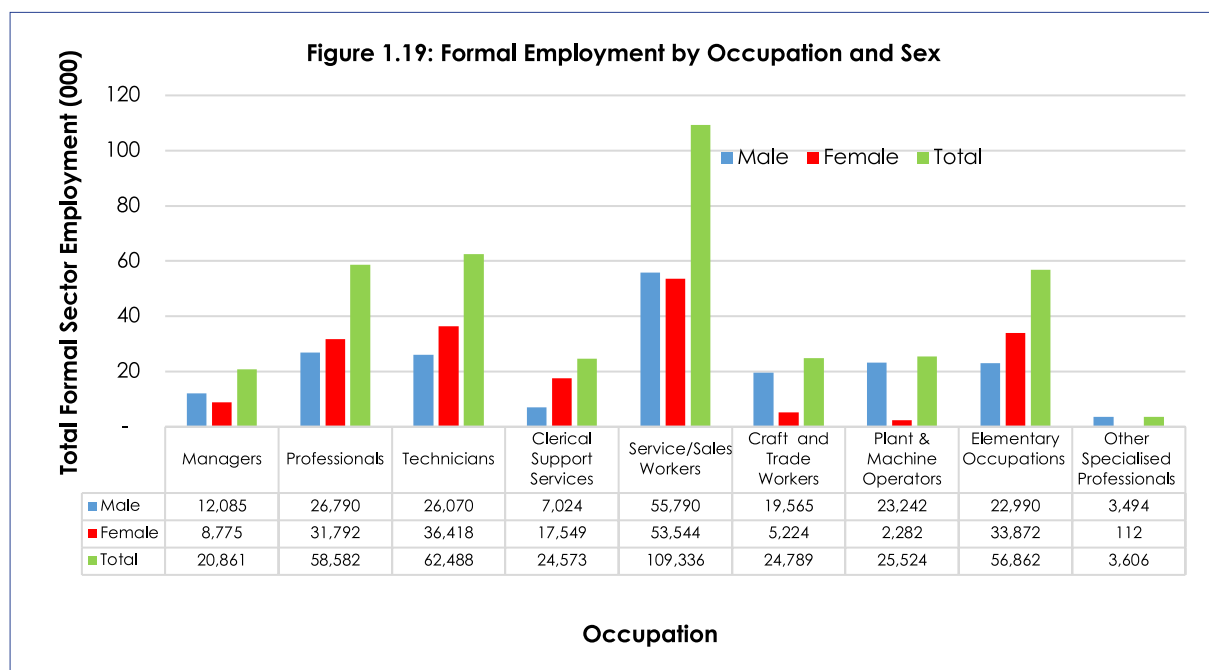
**Table 1.18** shows that Gaborone had the highest number of people working in Formal Employment, recording 20.7 percent (80,210 persons), followed by Kweneng East with 13.5 percent (52,208 persons) and Central Serowe with 7.7 percent (29,852 persons). Overall, number of males were greater than their female counterparts in Formal Employment, contributing 51.0 percent, while females were 49.0 percent.

### 3.2.1.4 Formal Employment by Education Level

The highest percentage (39.8 percent) of people in Formal Employment reportedly had secondary school education followed by those with University education at 29.1 percent. A small percentage (0.3 and 1.4 percent) of people in Formal Employment have apprenticeship and never attended school, respectively. See **Table 1.19a** and **1.19b**

### 3.2.1.5 Formal Employment by Occupation

**Figure 1.19**, **Table 1.20a** and **Table 1.20b** show formal employment by occupations. The largest proportion of formal employees are found in the Service/Sales Workers occupations with 109,336 persons (28.3 percent), followed by the Technicians with 62,488 persons (16.2 percent) and Professionals at 58,582 persons (15.2 percent).



### 3.2.1.6 Formal Employment by Industry

**Table 1.21** presents Formal Employment by Industry. Overall, Public Administration had the largest portion of employment at 20.1 percent (77,536 persons), followed by Education with 14.8 percent (57,201) and Wholesale, Retail & Sale of Motor Vehicles with 13.7 percent (53,027). Administrative & Support Service accounted for 10.3 percent (39,723 persons) of total formal employment.

At industry level, Real Estate activities employed more females, accounting for 85.7 percent of formally employed persons in the industry, followed by Households as Employers with 82.9 percent. Electricity, Gas, & Air Supply and Construction were the two industries which had employed the lowest proportion of females, recording 2.4 percent and 19.2 percent of female employees respectively.

### 3.2.1.7 Monthly average cash earnings from Formal Employment by Industry

**Table 1.22** presents estimated average monthly cash earning for formal employees by industry and citizenship (both Citizens and Non – citizens). The average monthly cash earnings for citizens were estimated at P8, 877, P13, 654 for non-citizen and P9, 129 for all employees. Overall, monthly average cash earning for persons in formal employment were estimated at P9, 566 for males and P8, 674 for females.

**Table 1.23** shows Industry by the range of monthly earnings for formal employment. The table shows that 28.3 percent of persons in formal employment earned in the range, P2,001 – P4,000, followed by 26.1 and 19.4 percent who were earning in the ranges of P10,001 – P30, 000 and P4,001 – P10, 000, respectively.

### 3.2.1.8 Monthly cash earnings from Formal Employment by occupation

**Table 1.24** shows monthly average cash earnings by occupation. The average earnings for Managers were the highest, recording an estimated average of P22, 793, followed by Professionals and Technicians & associate professionals at P20, 010 and P13, 955, respectively. Elementary occupations average earnings were the lowest at P2, 147.

**Tables 1.25** and **1.26** show occupation by the range of monthly earnings for formal employees. The tables show that most of the employees in formal employment (49.1 percent) who were earning P500 and below, were working as managers. The group of employees who were earning between P30, 001 and P150, 000, 49.8 percent of them were Professionals, followed by managers at 34.1 percent within the group.

**Table 1.16a: Estimated Formal Employment by Industry and Citizenship, QMTS Q3 2023**

Sector/ Economic Activity	Citizens			Non-Citizens			All Employees			Q4 2022 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Agriculture, Forestry and Fishing	6,802	1,737	8,539	2,641	521	3,162	9,443	2,258	11,701	22,987
Mining and Quarrying	7,947	2,000	9,947	329	-	329	8,276	2,000	10,276	12,737
Manufacturing	13,718	11,405	25,123	2,493	277	2,770	16,211	11,682	27,893	28,266
Electricity, Gas, & Air Supply	3,357	83	3,440	-	-	-	3,357	83	3,440	3,350
Water Supply and Waste Management	3,412	2,319	5,731	-	-	-	3,412	2,319	5,731	4,371
Construction	10,721	2,692	13,412	638	-	638	11,359	2,692	14,050	16,489
Wholesale, Retail & Sale of motor vehicles	22,366	28,210	50,576	2,298	153	2,451	24,664	28,363	53,027	54,132
Transport & Storage	5,783	2,001	7,783	476	-	477	6,259	2,001	8,260	8,565
Accommodation and Food Service	6,719	10,638	17,356	333	842	1,176	7,052	11,480	18,532	18,044
Information and Communication	3,183	2,548	5,731	-	-	-	3,183	2,548	5,731	5,563
Finance and Insurance Activities	3,193	4,316	7,509	208	-	208	3,401	4,316	7,717	8,018
Real Estate Activities	168	997	1,164	-	-	-	168	997	1,164	932
Professional, Scientific and Technical	4,312	3,270	7,582	675	320	994	4,987	3,590	8,576	11,398
Administrative and Support Service	25,316	14,102	39,418	-	305	304	25,316	14,407	39,722	37,522
Public Administration	39,559	37,681	77,241	295	-	294	39,854	37,681	77,535	72,462
Education	15,819	38,123	53,942	2,144	1,116	3,259	17,963	39,239	57,201	48,947
Human Health and Social Work	7,703	15,870	23,573	1,003	1,173	2,176	8,706	17,043	25,749	24,680
Arts, Entertainment and Recreation	867	572	1,439	-	-	-	867	572	1,439	2,245
Other Service Activities	1,336	1,289	2,625	201	360	560	1,537	1,649	3,185	2,400
Households as Employers	821	2,885	3,706	-	1,088	1,088	821	3,973	4,794	6,138
Activities of Extraterritorial Organizations	-	375	375	216	306	522	216	681	897	1,167
<b>Total</b>	<b>183,100</b>	<b>183,112</b>	<b>366,212</b>	<b>13,951</b>	<b>6,459</b>	<b>20,409</b>	<b>197,051</b>	<b>189,571</b>	<b>386,621</b>	<b>390,413</b>

**Table 1.16b: Percentage of Formal Employment by Industry and Citizenship, QMTS Q4 2023**

Sector/ Economic Activity	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	3.7	0.9	2.3	18.9	8.1	15.5	4.8	1.2	3.0
Mining and Quarrying	4.3	1.1	2.7	2.4	-	1.6	4.2	1.1	2.7
Manufacturing	7.5	6.2	6.9	17.9	4.3	13.6	8.2	6.2	7.2
Electricity, Gas, & Air Conditioning Supply	1.8	0.0	0.9	-	-	-	1.7	0.0	0.9
Water Supply and Waste Management	1.9	1.3	1.6	-	-	-	1.7	1.2	1.5
Construction	5.9	1.5	3.7	4.6	-	3.1	5.8	1.4	3.6
Wholesale, Retail & Sale of motor vehicles	12.2	15.4	13.8	16.5	2.4	12.0	12.5	15.0	13.7
Transport & Storage	3.2	1.1	2.1	3.4	-	2.3	3.2	1.1	2.1
Accommodation and Food Service	3.7	5.8	4.7	2.4	13.0	5.8	3.6	6.1	4.8
Information and Communication	1.7	1.4	1.6	-	-	-	1.6	1.3	1.5
Finance and Insurance Activities	1.7	2.4	2.1	1.5	-	1.0	1.7	2.3	2.0
Real Estate Activities	0.1	0.5	0.3	-	-	-	0.1	0.5	0.3
Professional, Scientific and Technical Activities	2.4	1.8	2.1	4.8	5.0	4.9	2.5	1.9	2.2
Administrative and Support Service Activities	13.8	7.7	10.8	-	4.7	1.5	12.8	7.6	10.3
Public Administration	21.6	20.6	21.1	2.1	-	1.4	20.2	19.9	20.1
Education	8.6	20.8	14.7	15.4	17.3	16.0	9.1	20.7	14.8
Human Health and Social Work Activities	4.2	8.7	6.4	7.2	18.2	10.7	4.4	9.0	6.7
Arts, Entertainment and Recreation	0.5	0.3	0.4	-	-	-	0.4	0.3	0.4
Other Service Activities	0.7	0.7	0.7	1.4	5.6	2.7	0.8	0.9	0.8
Households as Employers	0.4	1.6	1.0	-	16.8	5.3	0.4	2.1	1.2
Activities of Extraterritorial Organizations	-	0.2	0.1	1.5	4.7	2.6	0.1	0.4	0.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**Table 1.16 c: Formal Employment by Industry, QMTS 2019 - 2023**

Sector/ Economic Activity	Q4 2019 Total	Q4 2020 Total	Q4 2021 Total	Q4 2022 Total	Q3 2023 Total
Agriculture, Forestry and Fishing	9,634	10,572	12,435	22,987	11,701
Mining and Quarrying	8,141	7,031	11,582	12,737	10,276
Manufacturing	26,905	27,823	33,068	28,266	27,893
Electricity, Gas, & Air Supply	2,164	1,622	2,427	3,350	3,440
Water Supply and Waste Management	6,816	7,282	5,361	4,371	5,731
Construction	18,227	16,483	13,962	16,489	14,050
Wholesale, Retail & Sale of motor vehicles	53,096	59,035	61,307	54,132	53,027
Transport & Storage	12,913	11,111	13,233	8,565	8,260
Accommodation and Food Service	13,856	18,133	16,333	18,044	18,532
Information and Communication	4,271	4,407	4,785	5,563	5,731
Finance and Insurance Activities	9,572	9,201	9,431	8,018	7,717
Real Estate Activities	1,394	562	2,877	932	1,164
Professional, Scientific and Technical	8,317	7,055	8,535	11,398	8,576
Administrative and Support Service	42,077	40,940	43,061	37,522	39,722
Public Administration	68,787	77,272	60,773	72,462	77,535
Education	52,792	60,398	60,561	48,947	57,201
Human Health and Social Work Activities	22,128	19,105	24,822	24,680	25,749
Arts, Entertainment and Recreation	3,365	2,829	2,490	2,245	1,439
Other Service Activities	4,976	3,575	2,880	2,400	3,185
Households as Employers	3,971	1,954	3,818	6,138	4,794
Activities of Extraterritorial Organizations	244	1,347	704	1,167	897
<b>Total</b>	<b>373,644</b>	<b>387,735</b>	<b>394,446</b>	<b>390,413</b>	<b>386,621</b>



Age	Citizens			Non-Citizens			All Employees			Q4 2022 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
15-17	-	232	232	-	-	-	-	232	232	635
18-19	2,176	799	2,975	-	-	-	2,176	799	2,975	5,708
20-24	14,152	13,694	27,846	1,093	788	1,881	15,245	14,482	29,727	29,640
25-29	21,524	25,782	47,306	1,011	1,061	2,071	22,535	26,843	49,377	58,991
30-34	31,689	31,119	62,808	2,211	563	2,774	33,900	31,682	65,582	63,441
35-39	28,262	31,931	60,193	1,915	909	2,824	30,177	32,840	63,017	71,912
40-44	29,559	30,422	59,981	1,580	627	2,207	31,139	31,049	62,188	56,183
45-49	22,534	18,152	40,686	2,501	541	3,042	25,035	18,693	43,728	43,332
50-54	16,117	14,974	31,091	1,736	1,053	2,789	17,853	16,027	33,880	30,098
55-59	9,398	11,815	21,212	767	370	1,137	10,165	12,185	22,349	21,341
60-64	3,834	3,567	7,401	642	186	828	4,476	3,753	8,229	5,822
65-69	1,086	440	1,526	200	360	560	1,286	800	2,086	1726
70-74	1,355	-	1,355	293	-	293	1,648	-	1,648	829
75+	1,414	186	1,600	-	-	-	1,414	186	1,600	754
Total	183,100	183,112	366,212	13,950	6,459	20,409	197,050	189,571	386,621	390,413

[illegible]

**Table 1.18: Formal Employment by District and Sex, QMTS Q3 2023**

District	All Employees			All Employees			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Gaborone	41,581	38,628	80,210	21.1	20.4	20.7	51.8	48.2	100.0
Francistown	12,013	10,246	22,260	6.1	5.4	5.8	54.0	46.0	100.0
Lobatse	3,997	2,483	6,480	2.0	1.3	1.7	61.7	38.3	100.0
Selibe Phikwe	2,990	4,844	7,835	1.5	2.6	2.0	38.2	61.8	100.0
Orapa	2,427	939	3,366	1.2	0.5	0.9	72.1	27.9	100.0
Jwaneng	2,786	2,919	5,704	1.4	1.5	1.5	48.8	51.2	100.0
Sowa Town	788	513	1,301	0.4	0.3	0.3	60.6	39.4	100.0
Ngwaketse	6,740	5,118	11,858	3.4	2.7	3.1	56.8	43.2	100.0
Barolong	4,931	5,948	10,880	2.5	3.1	2.8	45.3	54.7	100.0
Ngwaketse West	943	1,667	2,609	0.5	0.9	0.7	36.1	63.9	100.0
South East	14,139	12,822	26,961	7.2	6.8	7.0	52.4	47.6	100.0
Kweneng East	24,805	27,404	52,208	12.6	14.5	13.5	47.5	52.5	100.0
Kweneng West	1,603	2,583	4,186	0.8	1.4	1.1	38.3	61.7	100.0
Kgatleng	10,562	8,952	19,514	5.4	4.7	5.0	54.1	45.9	100.0
Central Serowe	17,425	12,427	29,852	8.8	6.6	7.7	58.4	41.6	100.0
Central Mahalapye	4,361	8,207	12,568	2.2	4.3	3.3	34.7	65.3	100.0
Central Bobonong	3,148	5,179	8,327	1.6	2.7	2.2	37.8	62.2	100.0
Central Boteti	4,372	3,504	7,877	2.2	1.8	2.0	55.5	44.5	100.0
Central Tutume	8,930	9,312	18,241	4.5	4.9	4.7	49.0	51.0	100.0
North East	3,962	5,051	9,013	2.0	2.7	2.3	44.0	56.0	100.0
Ngamiland East	8,624	8,386	17,009	4.4	4.4	4.4	50.7	49.3	100.0
Ngamiland West	4,006	2,469	6,475	2.0	1.3	1.7	61.9	38.1	100.0
Chobe	4,638	2,521	7,159	2.4	1.3	1.9	64.8	35.2	100.0
Ghanzi	2,369	2,634	5,003	1.2	1.4	1.3	47.4	52.6	100.0
Kgalagadi South	3,006	3,108	6,115	1.5	1.6	1.6	49.2	50.8	100.0
Kgalagadi North	1,906	1,705	3,611	1.0	0.9	0.9	52.8	47.2	100.0
<b>Total</b>	<b>197,050</b>	<b>189,571</b>	<b>386,621</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>51.0</b>	<b>49.0</b>	<b>100.0</b>

**Table 1.19a: Estimated Formal Employment by Education/Training Level and Sex, QMTS Q3 2023**

School Attendance	Citizens			Non-Citizens			All Employees			Q4 2022 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Primary	13,663	8,572	22,235	256	250	506	13,919	8,822	22,741	31,321
Secondary	78,239	69,624	147,863	3,950	1,883	5,833	82,189	71,507	153,696	165,117
Apprentice	944	216	1,160	-	-	-	944	216	1160	861
Brigade	7,851	4,832	12,683	-	-	-	7,851	4,832	12,683	11,050
Technical/Vocational	16,596	9,646	26,243	1,399	429	1,829	17,995	10,075	28,072	24,299
Educational College	16,225	25,574	41,799	881	592	1,473	17,106	26,166	43,272	43,821
Institute of Health Sciences	1,685	4,974	6,660	-	351	351	1,685	5,325	7,011	7,107
University	43,676	58,944	102,620	7,062	2,801	9,863	50,738	61,745	112,483	100,982
Never attended	4,222	728	4,950	401	-	401	4,623	728	5,351	5,855
Not Started	-	-	-	-	153	153	-	153	153	-
Total	183,100	183,112	366,212	13,950	6,459	20,409	197,050	189,571	386,621	390,414

**Table 1.19b: Percentage of Estimated Formal Employment by Education/Training Level and Sex, QMTS Q3 2023**

[illegible]

Occupation	Citizens			Non-Citizens			All Employees			Q4 2022 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Managers	8,912	8,151	17,064	3,173	624	3,797	12,085	8,775	20,861	20,224
Professionals	22,957	30,125	53,082	3,833	1,667	5,500	26,790	31,792	58,582	43,538
Technicians and Associate Professionals	24,672	34,660	59,332	1,398	1,758	3,156	26,070	36,418	62,488	60,871
Clerical Support Services	7,024	17,549	24,573	-	-	-	7,024	17,549	24,573	27,624
Service/Sales Workers	55,245	53,248	108,494	545	296	842	55,790	53,544	109,336	106,892
Skilled Agric. Forestry and Fishery Workers	-	-	-	-	-	-	-	-	-	-
Craft and Related Trades Workers	17,554	4,948	22,502	2,011	276	2,287	19,565	5,224	24,789	29,404
Plant & Machine Operators	22,834	2,282	25,116	408	-	408	23,242	2,282	25,524	27,983
Elementary Occupations	20,408	32,036	52,444	2,582	1,836	4,418	22,990	33,872	56,862	70,840
Other	3,494	112	3,606	-	-	-	3,494	112	3,606	3,039
Total	183,100	183,112	366,212	13,950	6,459	20,409	197,050	189,571	386,621	390,414

[illegible]

**Table 1.21: Estimated Formal Employment by Industry & Sex, QMTS Q3 2023**

Sector/ Economic Activity	All Employees			All Employees			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	9,443	2,258	11,701	4.8	1.2	3.0	80.7	19.3	100
Mining and Quarrying	8,276	2000	10,276	4.2	1.1	2.7	80.5	19.5	100
Manufacturing	16,211	11,681	27,893	8.2	6.2	7.2	58.1	41.9	100
Electricity, Gas, & Air Supply	3,357	83	3,440	1.7	0.0	0.9	97.6	2.4	100
Water Supply and Waste Management	3,412	2319	5,731	1.7	1.2	1.5	59.5	40.5	100
Construction	11,359	2,692	14,050	5.8	1.4	3.6	80.8	19.2	100
Wholesale, Retail & Sale of motor vehicles	24,664	28,363	53,027	12.5	15.0	13.7	46.5	53.5	100
Transport & Storage	6,259	2,001	8,259	3.2	1.1	2.1	75.8	24.2	100
Accommodation and Food Service	7,053	11,480	18,532	3.6	6.1	4.8	38.1	61.9	100
Information and Communication	3,183	2,548	5,731	1.6	1.3	1.5	55.5	44.5	100
Finance and Insurance Activities	3,401	4,316	7,717	1.7	2.3	2.0	44.1	55.9	100
Real Estate Activities	168	997	1164	0.1	0.5	0.3	14.4	85.7	100
Professional, Scientific and Technical	4,987	3,589	8,576	2.5	1.9	2.2	58.2	41.8	100
Administrative and Support Service	25,316	14,407	39,723	12.8	7.6	10.3	63.7	36.3	100
Public Administration and Defence	39,854	37,681	77,536	20.2	19.9	20.1	51.4	48.6	100
Education	17,963	39,239	57,201	9.1	20.7	14.8	31.4	68.6	100
Human Health and Social Work Activities	8,706	17,043	25,749	4.4	9.0	6.7	33.8	66.2	100
Arts, Entertainment and Recreation	867	572	1,439	0.4	0.3	0.4	60.3	39.7	100
Other Service Activities	1536	1,649	3,185	0.8	0.9	0.8	48.2	51.8	100
Households as Employers	821	3,973	4,794	0.4	2.1	1.2	17.1	82.9	100
Activities of Extraterritorial Organizations	216	681	897	0.1	0.4	0.2	24.1	75.9	100
<b>Total</b>	<b>197,050</b>	<b>189,571</b>	<b>386,621</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>51.0</b>	<b>49.0</b>	<b>100.0</b>

**Table 1.22a: Estimated Formal Employment Monthly Average Earnings by Industry, Citizenship & Sex, QMTS Q3 2023**

Sector/ Economic Activity	Citizens			Non-Citizens			All Employees			Q4 2022 Average
	Male	Female	Average	Male	Female	Average	Male	Female	Average	
Agriculture, Forestry and Fishing	3,284	1,913	3,005	2,202	1,335	2,059	2,981	1,780	2,750	1,987
Mining and Quarrying	20,713	30,178	22,616	19,984	-	19,984	20,684	30,178	22,532	20,387
Manufacturing	6,142	3,754	5,058	11,396	2,494	10,506	6,950	3,724	5,599	5,316
Electricity & Gas Supply	14,486	1,299	14,168	-	-	-	14,486	1,299	14,168	11,913
Water Supply and Waste Management	11,045	13,325	11,967	-	-	-	11,045	13,325	11,967	8,385
Construction	3,546	3,689	3,575	5,424	-	5,424	3,651	3,689	3,658	5,932
Wholesale, Retail & Sale of motor vehicles	4,300	3,157	3,663	14,970	7,998	14,535	5,294	3,184	4,165	4,354
Transport & Storage	6,997	10,896	8,001	8,200	-	8,183	7,089	10,896	8,011	5,450
Accommodation and Food Service	3,461	2,686	2,986	3,356	4,713	4,325	3,456	2,835	3,071	2,931
Information and Communication	13,560	8,134	11,148	-	-	-	13,560	8,134	11,148	14,774
Finance and Insurance Activities	25,712	31,220	28,878	9,996	-	9,996	24,751	31,220	28,369	16,856
Real Estate Activities	44,930	6,160	11,761	-	-	-	44,930	6,160	11,761	4,693
Professional, Scientific and Technical	8,719	7,812	8,328	51,913	12,069	39,138	14,565	8,191	11,899	11,662
Administrative and Support Services	3,141	2,583	2,941	-	1,819	1,825	3,141	2,567	2,933	2,910
Public Administration	13,962	11,837	12,925	2,998	-	3,008	13,881	11,837	12,888	9,906
Education	13,597	11,287	11,964	21,136	10,430	17,476	14,496	11,262	12,278	11,875
Human Health and Social Work Activities	12,263	9,233	10,223	20,025	15,759	17,725	13,157	9,682	10,857	9,882
Arts, Entertainment and Recreation	4,844	7,414	5,866	-	-	-	4,844	7,414	5,866	4,273
Other Service Activities	6,054	9,274	7,635	39,895	25,152	30,489	10,480	12,740	11,653	3,875
Households as Employers	2,207	1,996	2,043	-	1,649	1,649	2,207	1,901	1,953	1,539
Activities of Extraterritorial Organizations	-	37,922	37,922	40,037	74,985	60,524	40,037	54,576	51,075	41,522
<b>Total</b>	<b>9,182</b>	<b>8,571</b>	<b>8,877</b>	<b>14,605</b>	<b>11,599</b>	<b>13,654</b>	<b>9,566</b>	<b>8,674</b>	<b>9,129</b>	<b>7,809</b>



**Table 1.22 b: Estimated Formal Employment Monthly Average Earnings( Pula)  
by Industry, QMTS 2019 - 2023**

Sector/ Economic Activity	Q4 2019 Total	Q4 2020 Total	Q4 2021 Total	Q4 2022 Total	Q3 2023 Total
Agriculture, Forestry and Fishing	2,105	2,550	2,438	1,987	2,750
Mining and Quarrying	17,765	15,653	18,673	20,387	22,532
Manufacturing	3,733	3,827	4,031	5,316	5,599
Electricity, Gas, & Air Supply	4,765	9,589	11,325	11,913	14,168
Water Supply and Waste Management	7,734	8,898	9,677	8,385	11,967
Construction of Buildings	5,314	4,601	4,450	5,932	3,658
Wholesale, Retail & Sale of motor vehicles	3,056	2,237	3,136	4,354	4,165
Transport & Storage	10,822	7,799	6,587	5,450	8,011
Accommodation and Food Service	2,381	3,660	3,500	2,931	3,071
Information and Communication	11,939	12,437	8,287	14,774	11,148
Finance and Insurance Activities	9,212	14,520	15,451	16,856	28,369
Real Estate Activities	10,820	11,360	8,158	4,693	11,761
Professional, Scientific and Technical	10,979	10,188	8,700	11,662	11,899
Administrative and Support Service	2,516	2,311	2,562	2,910	2,933
Public Administration and Defense	9,954	9,866	10,825	9,906	12,888
Education	10,679	10,315	11,000	11,875	12,278
Human Health and Social Work Activities	9,150	9,445	8,912	9,882	10,857
Arts, Entertainment and Recreation	5,136	7,684	3,204	4,273	5,866
Other Service Activities	6,365	6,772	5,519	3,875	11,653
Households as Employers	1,442	1,447	1,800	1,539	1,953
Activities of Extraterritorial Organizations	14,990	22,529	34,714	41,522	51,075
<b>Total</b>	<b>7,015</b>	<b>6,940</b>	<b>7,230</b>	<b>7,809</b>	<b>9,129</b>

**Table 1.23: Estimated Formal Employment by Industry & Range of Earnings, QMTS Q3 2023**

Sector/ Economic Activity	Gross Monthly Salary (Pula)							Total
	1-500	501-1000	1001-2000	2001-4000	4001-10000	10001-30000	30001-200000	
Agriculture, Forestry and Fishing	-	1,450	6,101	2,578	1,266	307	-	11,701
Mining and Quarrying	-	-	258	815	2,562	4,441	2,200	10,276
Manufacturing	228	232	8,387	9,562	5,366	3,650	468	27,893
Electricity & Gas Supply	-	-	215	454	587	1,970	214	3,440
Water Supply and Waste Management	-	195	1,076	270	1,846	1,935	409	5,731
Construction	-	245	3,781	5,348	4,677	-	-	14,050
Wholesale, Retail & Sale of motor vehicles	197	784	23,907	18,212	6,172	2,981	773	53,027
Transport & Storage	-	93	1,328	2,185	1,739	2,914	-	8,260
Accommodation and Food Service	-	827	7,984	6,897	2,067	758	-	18,532
Information and Communication	-	-	238	2,549	1,309	1,154	481	5,731
Finance and Insurance Activities	-	-	-	427	1,742	3,436	2,112	7,717
Real Estate Activities	-	-	-	355	642	-	168	1,164
Professional, Scientific and Technical	-	-	255	3,244	2,672	1,859	547	8,576
Administrative and Support Service s	-	306	10,784	24,976	3,078	349	229	39,722
Public Administration	422	2,285	1,838	13,429	21,961	32,876	4,724	77,535
Education	-	3,462	2,967	10,216	8,707	30,746	1,104	57,201
Human Health and Social Work Activities	-	1,197	1,365	4,496	7,214	10,908	568	25,749
Arts, Entertainment and Recreation	-	-	51	697	433	258	-	1,439
Other Service Activities	-	252	195	1,110	783	205	641	3,185
Households as Employers	-	329	2,958	1,507	-	-	-	4,794
Activities of Extraterritorial Organizations	-	-	-	-	-	104	793	897
<b>Total</b>	<b>847</b>	<b>11,657</b>	<b>73,688</b>	<b>109,325</b>	<b>74,824</b>	<b>100,850</b>	<b>15,431</b>	<b>386,621</b>
<b>Percentage Total</b>	<b>0.2</b>	<b>3.0</b>	<b>19.1</b>	<b>28.3</b>	<b>19.4</b>	<b>26.1</b>	<b>4.0</b>	<b>100.0</b>

**Table 1.24: Estimated Formal Employment Monthly Average Earnings (Pula) by Occupation, Citizenship & Sex, QMTS Q3 2023**

Monthly Gross Salary (Pula)										
Occupation	Citizens			Non-Citizens			All Employees			Q4 2022 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Managers	18,378	26,179	22,103	25,773	26,530	25,897	20,319	26,204	22,793	20,730
Professionals	21,183	18,905	19,890	23,299	16,257	21,164	21,486	18,766	20,010	18,661
Technicians and Associate Professionals	16,643	12,110	13,995	10,351	15,475	13,205	16,306	12,273	13,955	13,148
Clerical Support Services	5,044	5,203	5,157	-	-	-	5,044	5,203	5,157	5,401
Service/Sales Workers	4,704	3,286	4,008	2,192	1,802	2,053	4,679	3,278	3,993	3,527
Craft and Related Trades Workers	5,743	4,575	5,486	4,954	2,503	4,658	5,662	4,465	5,410	5,181
Plant & Machine Operators	5,527	3,396	5,333	4,933	-	4,933	5,516	3,396	5,327	5,139
Elementary Occupations	2,301	2,099	2,178	1,949	1,542	1,780	2,261	2,069	2,147	2,119
Other	14,693	26,290	15,053	-	-	-	14,693	26,290	15,053	14,628
Total	9,182	8,571	8,877	14,606	11,599	13,654	9,566	8,674	9,129	7,809

**Table 1.25: Estimated Formal Employment by Occupation & Range of Average Earnings, QMTS Q3 2023**

Monthly Gross Salary (Pula)								
Occupation	1-500	501-1000	1001-2000	2001-4000	4001-10000	10001-30000	30001-200000	Total
Managers	422	-	-	1,415	6,718	7,047	5,260	20,861
Professionals	-	495	1,815	2,807	10,265	35,514	7,687	58,583
Technicians and Associate Professionals	-	503	2,168	6,854	15,254	35,646	2,063	62,488
Clerical Support Services	-	1,679	2,344	9,155	8,279	3,117	-	24,573
Service/Sales Workers	-	5,128	28,608	49,734	15,287	10,443	135	109,335
Craft and Related Trades Workers	228	245	4,920	9,870	6,255	3,194	78	24,790
Plant & Machine Operators	-	-	4,179	8,228	9,870	3,246	-	25,523
Elementary Occupations	197	3,608	29,654	21,261	2,041	102	-	56,862
Other	-	-	-	-	856	2,542	208	3,606
<b>Total</b>	<b>847</b>	<b>11,657</b>	<b>73,688</b>	<b>109,325</b>	<b>74,824</b>	<b>100,850</b>	<b>15,431</b>	<b>386,621</b>

**Table 1.26: Percentage of Estimated Formal Employment Earnings by Occupation & Range of Earnings, QMTS Q3 2023**

Monthly Gross Salary (Pula)								
Occupation	1-500	501-1000	1001-2000	2001-4000	4001-10000	10001-30000	30001-150000	Total
Managers	49.8	-	-	1.3	9.0	7.0	34.1	5.4
Professionals	-	4.2	2.5	2.6	13.7	35.2	49.8	15.2
Technicians and Associate Professionals	-	4.3	2.9	6.3	20.4	35.3	13.4	16.2
Clerical Support Services	-	14.4	3.2	8.4	11.1	3.1	-	6.4
Service/Sales Workers	-	44.0	38.8	45.5	20.4	10.4	0.9	28.3
Skilled Agric. Forestry and Fishery Workers	26.9	2.1	6.7	9.0	8.4	3.2	0.5	6.4
Craft and Related Trades Workers	-	-	5.7	7.5	13.2	3.2	-	6.6
Plant & Machine Operators	23.3	31.0	40.2	19.4	2.7	0.1	-	14.7
Elementary Occupations	-	-	-	-	1.1	2.5	1.3	0.9

### 3.2.2 INFORMAL EMPLOYMENT, QMTS Q3 2023

Informal employment or jobs refer to work that is not subject to national labour legislation, income taxation, social protection or entitlement to certain employment benefits such as advance notice of dismissal, severance pay, paid annual or sick leave. Questions on establishing the informal employment characteristics were asked to people who were employees, not the self-employed.

Total informal employment for QMTS Q3 2023 was recorded at 264, 469. This accounts for (33.5 percent of total employment. Males accounted for 55.0 percent of Informal employment at 145,369, with females making up the remaining 45.0 percent at 119,100.

#### 3.2.2.1 Informal Employment by Industry and Sex

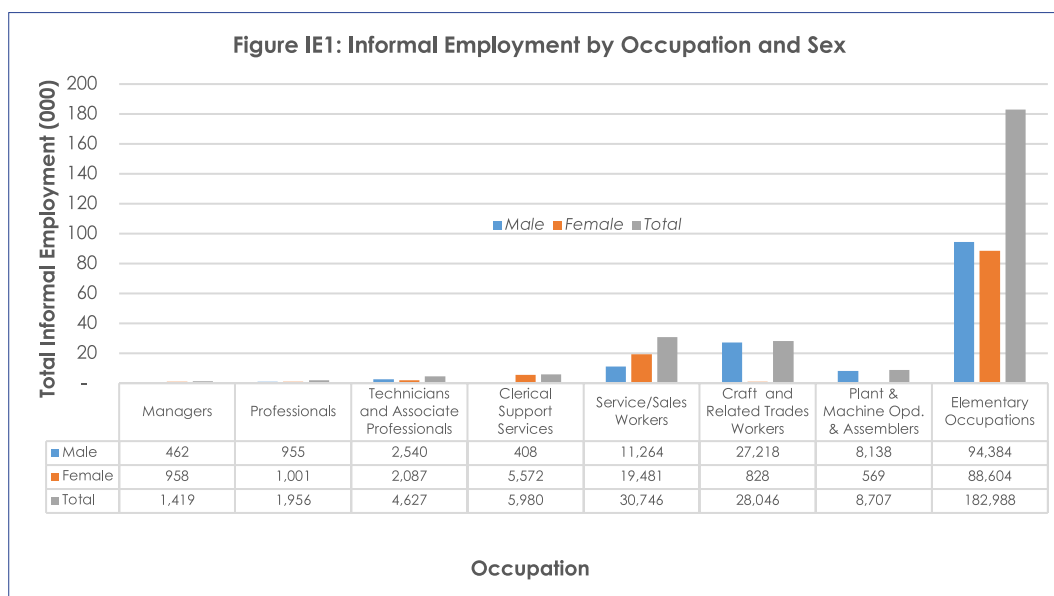
**Table IE1** presents informal employment by industry and sex. The table shows that Public Administration, constituted the largest share of the total informal employment with a record of 66,665 persons (25.2 percent). These were mostly the Ipelegeng workers that are under Local government sector. (**Table IE5**). Agriculture Activities and Construction followed with 21.2 percent (56,033 persons) and 13.7 percent (36,345 persons) respectively. The lowest Informal employment was recorded by Electricity, Gas, & Air Conditioning Supply, Water Supply & Waste Management and Real Estate Activities. These industries recorded 0.1 percent of the total informal employment each.

**Table IE1: Informal Employment by Industry and Sex, QMTS Q3 2023**

Industry	Total Informal Employment			Percentage %
	Male	Female	Total	
Agriculture, Forestry and Fishing	50,271	5,762	56,033	21.2
Mining and Quarrying	479	470	948	0.4
Manufacturing	7,907	2,480	10,386	3.9
Electricity, Gas, & Air Conditioning Supply	-	202	202	0.1
Water Supply and Waste Management	321	-	321	0.1
Construction of Buildings	35,462	883	36,345	13.7
Wholesale and Retail Trade	9,218	7,451	16,670	6.3
Transport & Storage	6,086	300	6,385	2.4
Accommodation and Food Service Activities	2,731	5,648	8,379	3.2
Information and Communication	-	412	412	0.2
Finance and Insurance Activities	38	1,128	1,166	0.4
Real Estate Activities	210	-	210	0.1
Professional, Scientific and Technical Activities	413	1,020	1,433	0.5
Administrative and Support Service Activities	6,633	3,476	10,109	3.8
Public Administration and Defence, Compulsory	14,697	51,968	66,665	25.2
Education	1,961	4,334	6,295	2.4
Human Health and Social Work Activities	662	1,362	2,024	0.8
Arts, Entertainment and Recreation	576	552	1,128	0.4
Other Service Activities	1,439	2,314	3,753	1.4
Households as Employers	6,267	29,338	35,605	13.5
<b>Total</b>	<b>145,369</b>	<b>119,100</b>	<b>264,469</b>	<b>100.0</b>

### 3.2.2.2 Informal Employment by Occupation and Sex

**Figure IE1** and **Table IE2** show that a large share of informal employment is concentrated in the Elementary Occupations category with 69.2 percent (182,988 persons). Service/Sales Workers and Craft & Related Trades Workers followed with 11.6 percent and 10.6 percent respectively, (30,746 and 28,046 persons). The proportion of female to male informal employees in the Clerical Support Services was the highest, recording 93.2 percent (5,572 females compared to 408 males females).



**Table IE2: Informal Employment by Occupation and Sex, QMTS Q3 2023**

Occupation	Total Informal Employment			Percentages (%)		
	Male	Female	Total	Male	Female	Total
Managers	462	958	1,419	0.3	0.8	0.5
Professionals	955	1,001	1,956	0.7	0.8	0.7
Technicians and Associate Professionals	2,540	2,087	4,627	1.7	1.8	1.7
Clerical Support Services	408	5,572	5,980	0.3	4.7	2.3
Service/Sales Workers	11,264	19,481	30,746	7.7	16.4	11.6
Craft and Related Trades Workers	27,218	828	28,046	18.7	0.7	10.6
Plant & Machine Opd. & Assemblers	8,138	569	8,707	5.6	0.5	3.3
Elementary Occupations	94,384	88,604	182,988	64.9	74.4	69.2
Total	145,369	119,100	264,469	100.0	100.0	100.0

### 3.2.2.3 Informal Employment by District and Sex

**Table IE3** shows that Kweneng East had the highest number of people working in Informal Employment, recording 13.1 percent (34,764 persons), followed by Central Serowe with 10.4 percent (27,483 persons) and Central Tutume with 10.3 percent (27,239 persons). Overall, total male informal employment across most districts was greater than their female counterparts in informal Employment. Orapa and Sowa did not record any male informal employment

**Table IE3: Informal Employment by District and Sex, QMTS Q3 2023**

District	Total Informal Employment			Percentages (%)		
	Male	Female	Total	Male	Female	Total
Gaborone	10,405	10,107	20,512	7.2	8.5	7.8
Francistown	2,789	5,347	8,136	1.9	4.5	3.1
Lobatse	906	700	1,607	0.6	0.6	0.6
Selibe Phikwe	2,174	2,647	4,821	1.5	2.2	1.8
Orapa	-	206	206	-	0.2	0.1
Jwaneng	577	871	1,448	0.4	0.7	0.5
Sowa Town	-	72	72	-	0.1	0.0
Ngwaketse	6,693	6,465	13,157	4.6	5.4	5.0
Barolong	5,903	2,824	8,727	4.1	2.4	3.3
Ngwaketse West	1,504	807	2,311	1.0	0.7	0.9
South East	6,332	4,022	10,354	4.4	3.4	3.9
Kweneng East	19,739	15,026	34,764	13.6	12.6	13.1
Kweneng West	7,317	5,437	12,754	5.0	4.6	4.8
Kgatleng	11,726	7,311	19,037	8.1	6.1	7.2
Central Serowe	15,000	12,483	27,483	10.3	10.5	10.4
Central Mahalapye	7,612	5,248	12,860	5.2	4.4	4.9
Central Bobonong	3,379	4,094	7,473	2.3	3.4	2.8
Central Boteti	4,737	5,075	9,812	3.3	4.3	3.7
Central Tutume	16,822	10,417	27,239	11.6	8.7	10.3
North East	4,662	2,721	7,383	3.2	2.3	2.8
Ngamiland East	4,896	5,243	10,140	3.4	4.4	3.8
Ngamiland West	3,544	2,449	5,993	2.4	2.1	2.3
Chobe	2,621	1,645	4,266	1.8	1.4	1.6
Ghanzi	2,968	4,368	7,337	2.0	3.7	2.8
Kgalagadi South	1,801	1,702	3,502	1.2	1.4	1.3
Kgalagadi North	1,261	1,812	3,074	0.9	1.5	1.2
Total	145,369	119,100	264,469	100.0	100.0	100.0

### 3.2.2.4 Informal Employment by Education and Sex

Secondary school education recorded the highest percentage (58.1 percent) of persons in informal Employment, followed by those with Primary education at 21.7 percent. The smallest percentage (0.5 and 0.4 percent) of people in informal Employment are those in Non-formal and Apprentice education, respectively. (**Table IE4**)



**Table IE4: Informal Employment by Education and Sex, QMTS Q3 2023**

Education Level	Total Informal Employment			Percentages (%)		
	Male	Female	Total	Male	Female	Total
Primary	33,077	24,355	57,432	22.8	20.4	21.7
Secondary	80,072	73,559	153,632	55.1	61.8	58.1
Non-formal	606	788	1,394	0.4	0.7	0.5
Apprentice	659	296	955	0.5	0.2	0.4
Brigade	7,148	1,605	8,753	4.9	1.3	3.3
Technical/Vocational	6,776	1,964	8,740	4.7	1.6	3.3
Educational College	962	2,093	3,055	0.7	1.8	1.2
University	4,387	5,729	10,116	3.0	4.8	3.8
Never attended	11,681	8,709	20,391	8.0	7.3	7.7
<b>Total</b>	<b>145,369</b>	<b>119,100</b>	<b>264,469</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

### 3.2.2.5 Informal Employment by Sector/Employer Category and Sex

Informal employment by Employer category is shown in **Table IE5** below. The largest proportion of informal employees were recorded in Piece Jobs with 67,530 persons (25.5 percent), followed by the Private Sector with 63,734 persons (24.1 percent). Ipelegeng and Private Households employees recorded 61,396 and 60,096 persons respectively (23.2 and 22.7 percent).

**Table IE5: Informal Employment by Sector and Sex, QMTS Q3 2023**

Sector/Employer Category	Total Informal Employment			Percentages (%)		
	Male	Female	Total	Male	Female	Total
Central Government	2,612	5,794	8,406	1.8	4.9	3.2
Local Government	757	1,818	2,575	0.5	1.5	1.0
Parastatal sector	529	202	731	0.4	0.2	0.3
Private sector	39,564	24,170	63,734	27.2	20.3	24.1
Private household	36,713	23,383	60,096	25.3	19.6	22.7
Ipelegeng	12,726	48,670	61,396	8.8	40.9	23.2
Piece Jobs	52,466	15,064	67,530	36.1	12.6	25.5
<b>Total</b>	<b>145,369</b>	<b>119,100</b>	<b>264,469</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

### 3.2.2.6 Average monthly cash earnings from Informal Employment by Occupation and Sex

**Table IE6** shows monthly average cash earning by occupation for wage earners. The average earnings for Professionals were the highest at P15,421, followed by Managers and Technicians & Associate Professionals with P10,924 and P3,274 respectively. Elementary occupations average earnings were lowest at P1,321.

**Table IE6: Estimated Informal Employment Monthly Average Earnings (Pula) by Occupation & Sex, QMTS Q3 2023**

Occupation	Total Informal Employment		
	Male	Female	Total
Managers	525	848	744
Professionals	4,369	2,861	3,597
Technicians and Associate Professionals	3,508	2,830	3,202
Clerical Support Services	1,644	1,682	1,679
Service/Sales Workers	2,209	1,369	1,677
Craft and Related Trades Workers	2,613	2,453	2,608
Plant & Machine Operators	2,783	2,763	2,782
Elementary Occupations	1,269	868	1,075
<b>Total</b>	<b>1,737</b>	<b>1,059</b>	<b>1,431</b>

### 3.2.2.7 Average monthly cash earnings from Informal Employment by Industry and Sex

**Table IE7** presents the estimated average cash earning for Informal employment wage earners by industry. Average earnings was estimated at P2, 292 for males, P1, 791 for females and finally, P2, 142 for all employees.

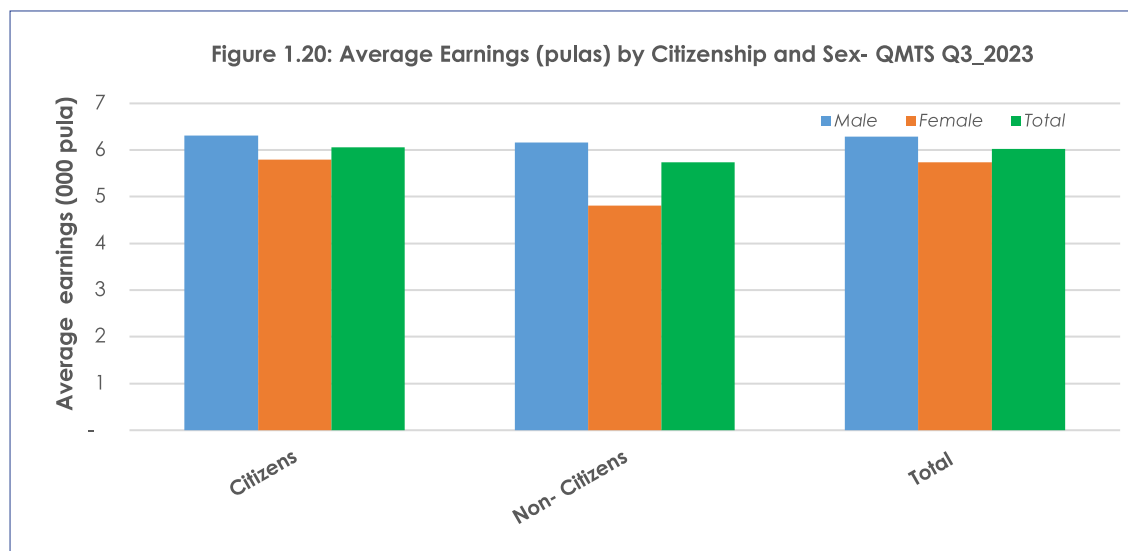
At industry level, Professional, Scientific and Technical recorded the highest average earning, with P2,655, followed by construction recording P2,637. Public Administration recorded the smallest average earning at P675.00.

**Table IE7: Estimated Informal Employment Monthly Average Earnings by Industry and Sex, QMTS Q3 2023**

Industry	Total Informal Employment		
	Male	Female	Total
Agriculture, Forestry and Fishing	1,202	1,038	1,185
Mining and Quarrying	2,017	2,256	2,138
Manufacturing	1,839	1,799	1,830
Electricity, Gas, & Air Conditioning Supply	-	2,500	2,500
Water Supply and Waste Management	1,226	-	1,226
Construction	2,641	2,495	2,637
Wholesale and Retail Trade	1,653	1,293	1,492
Transport & Storage	2,474	2,995	2,499
Accommodation and Food Service s	2,090	1,641	1,788
Information and Communication	-	2,428	2,428
Finance and Insurance Activities	3,951	1,920	1,986
Real Estate Activities	1,377	-	1,377
Professional, Scientific and Technical	2,982	2,523	2,655
Administrative and Support Service	2,626	1,782	2,336
Public Administration	795	641	675
Education	1,265	1,777	1,618
Human Health and Social Work Activities	3,708	1,000	1,886
Arts, Entertainment and Recreation	1,501	2,258	1,872
Other Service Activities	2,095	1,657	1,825
Households as Employers	1,099	1,115	1,112
<b>Total</b>	<b>1,737</b>	<b>1,059</b>	<b>1,431</b>

### 3.3 Average Earnings in Pula

**Figure 1.20** below shows overall average cash earnings (in pula) for both Citizen and Non – Citizen wage earners for Quarter three 2023. Overall total average earnings was estimated at P6, 029. This is a 5.7 percent increase as compared to the P5, 701 (pula) that was estimated for Quarter four 2022. Average earnings for citizens was estimated at P6, 058. Non-citizen Average earnings was P5, 743. Total male average earnings (6, 290 pula) were higher than that of their female counterparts who recorded an average of 5, 743 pula. For non-citizens, female average earnings (4, 817) were lower than male average earnings (6,164).

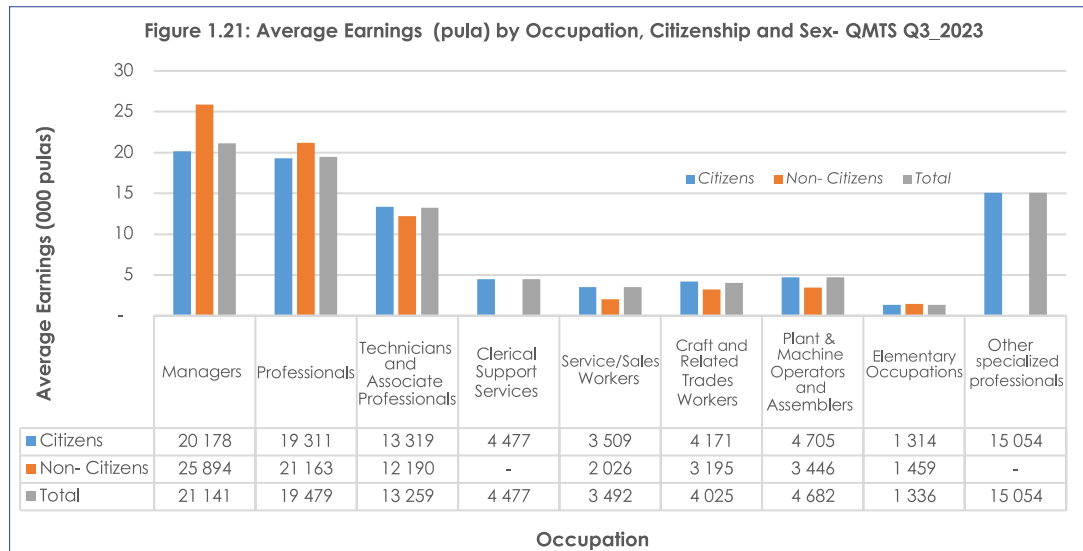


Comparison of average earnings for Q4-2019, Q4-2020, Q4-2021, Q4-2022 and Q3-2023 indicates that average earning at the end of each of the survey years were increasing from year to year. In Q4-2019, the earnings were recorded at P4,818.00. The earnings went up to P4,997.00 in Q4-2020 and increased further to 5,320 and 5701 in Q4-2021 and Q4 2022 respectively. The results show an increase of 20.8 percent in average earnings from Q3-2019 to the last quarter (Q3-2023). (**Table 1.27 below**)

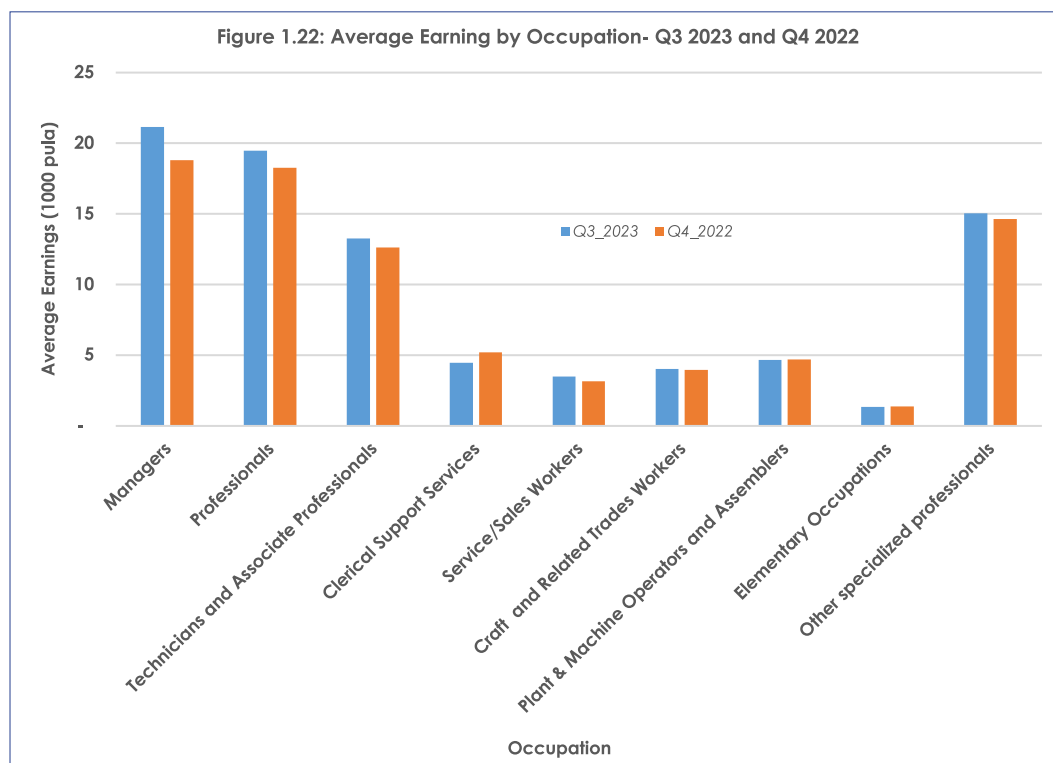
**Table 1.27: Trend in Average Earnings (in Pula) for wage earners (15 years & above) by Occupation and Sex, Q3\_2019 to Q3\_2023**

Occupation	Average Earnings						
	Q3_2019	Q4_2019	Q1_2020	Q4_2020	Q4_2021	Q4_2022	Q3_2023
Managers	16,685	15,857	15,127	18,709	16,567	18,786	21,389
Professionals	13,199	15,295	14,926	16,533	15,587	18,265	19,479
Technicians and Associate Professionals	10,431	11,048	11,718	11,812	12,071	12,636	13,259
Clerical Support Services	3,741	4,026	4,591	4,343	5,035	5,210	4,477
Service/Sales Workers	2,521	2,668	2,772	2,772	2,898	3,142	3,486
Skilled Agric Forestry and Fishery Workers	1,464	2,936	1,896	400	2,938	-	-
Craft and Related Trades Workers	4,266	4,162	3,988	3,511	4,031	3,974	4,025
Plant & Machine Opd. & Assemblers	3,842	3,848	3,804	4,358	4,258	4,711	4,679
Elementary Occupations	1,222	1,202	1,270	1,190	1,293	1,387	1,336
Other specialized professionals	19,908	19,358	19,093	20,340	22,192	14,628	15,054
Total	4,989	4,818	4,848	4,997	5,320	5,701	6,029

Average earnings at occupation category for both citizens and non- citizens is shown in **Figure 1.21** below. The highest average earnings was recorded for Managers at P21,389 Pula. Professionals followed with total average earnings of P19,479, whilst Other specialized professionals and Technicians & Associate Professionals averaged P15,054 and P13,259 respectively. Managers, Craft & Related trades and Other specialized professionals recorded higher total female average earnings. All other occupation categories recorded higher male average earnings. For non-citizens, females in the Managers and Technicians & Associate Professionals categories recorded the highest average earnings of P26,519 and P15,471 respectively.



**Figure 1.22** below depicts average earnings by occupation categories between Q4 2022 and Q3 2023. There was an increase in average earnings across most of the occupation categories. Average earnings for Clerical Support Services decreased from P5,210 in quarter four 2022 to P4,477 in quarter three 2023, whilst Plant & Machine Operators and Assemblers averaged P4,679 in Q3 2023 from the P4,711 that was estimated in Q4 2022. Elementary Occupations average earnings also decreased from P1, 387 to P1,336 in quarter 3 2023.







## 4.0 UNEMPLOYED AND UNDER EMPLOYED POPULATION

### 4.1.1 Currently Unemployed

Currently 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.

The Q3 2023 Quarterly Multi Topic Survey results estimated total unemployment at 275,160 persons. This is an increase by 30,566 persons (12.5 percent) from 244,594 persons estimated from quarter four of 2022. For Quarter three 2019, total unemployment was estimated at 194,990 persons. The total unemployed increased to 211,743 in Q4 2019, indicating a quarterly increase of 8.6 percent. Between Q1 2020 and Q4 2020, an increase of 5.4 percent was recorded, that is, from 226,598 in Q1 2020 to 238,731 in Q4 2020. The number of unemployed persons further went up in Q4 2021 reaching a total of 252,316. For Q4 2022, total unemployment went down to 244,594. ([Table 2.1 a](#))

The total number of discouraged job seekers for Q3 2023 was estimated at 82,387. This is a decrease of 2.3 percent (1,945) in the total number of discouraged job seekers, compared to the 84,332 persons that were estimated for Q4 2022. Annual change in the total number of discouraged job seekers from Q4 2020 to Q4 2021 depicts a decline of 5.0 percent (4,024). In Q4 2022, the total number of discouraged job seekers increased by 9.5 percent (7,348) to 84,332.

**Table 2.1a: Total Unemployed (15 years and above) by Age Group and Sex, QMTS Q3 2023**

Age Group	Total Unemployed Q3_2023			Q4_2022 Total	Q4_2021 Total	Q4_2020 Total	Q1_2020 Total	Q4_2019 Total	Q3_2019 Total
	Male	Female	Total						
15-17	4,588	3,709	8,297	4,591	3,146	1,509	4,412	3,572	3,445
18-19	9,098	5,087	14,185	12,867	14,471	13,683	11,273	10,543	11,440
20-24	28,662	31,097	59,759	49,183	53,330	52,432	48,029	36,150	36,758
25-29	17,654	30,558	48,212	44,515	46,860	52,909	44,715	46,631	39,444
30-34	20,441	20,790	41,231	39,182	40,366	39,162	38,470	32,661	30,698
35-39	13,857	19,039	32,896	35,674	31,168	26,872	27,442	30,725	27,548
40-44	13,479	12,619	26,097	22,960	24,719	19,446	21,350	19,347	17,101
45-49	8,049	7,861	15,910	14,666	17,565	14,662	11,887	11,449	11,950
50-54	5,402	4,352	9,754	8,872	10,094	8,144	7,888	8,506	7,155
55-59	2,843	5,670	8,514	6,148	5,478	5,265	6,284	4,742	4,151
60-64	1,793	4,029	5,821	3,989	3,097	2,816	4,045	6,621	2,997
65-69	1,947	665	2,612	1,260	1,256	1,082	396	413	1,195
70-74	757	876	1,633	688	508	416	407	196	918
75+	-	238	238	-	259	333	-	187	191
<b>Total</b>	<b>128,570</b>	<b>146,590</b>	<b>275,160</b>	<b>244,594</b>	<b>252,316</b>	<b>238,731</b>	<b>226,598</b>	<b>211,743</b>	<b>194,990</b>



The extended unemployed persons - that is, the combination of persons actively seeking and those not seeking employment in the reference period, stood at 357,546 in Q4 2023. Of these, 77.0 percent (275,160) were actively seeking work and 23.0 percent (82,387) were discouraged job seekers. **(Table 2.1b)**

**Table 2.1b: Extended Unemployment, QMTS Q3 2023**

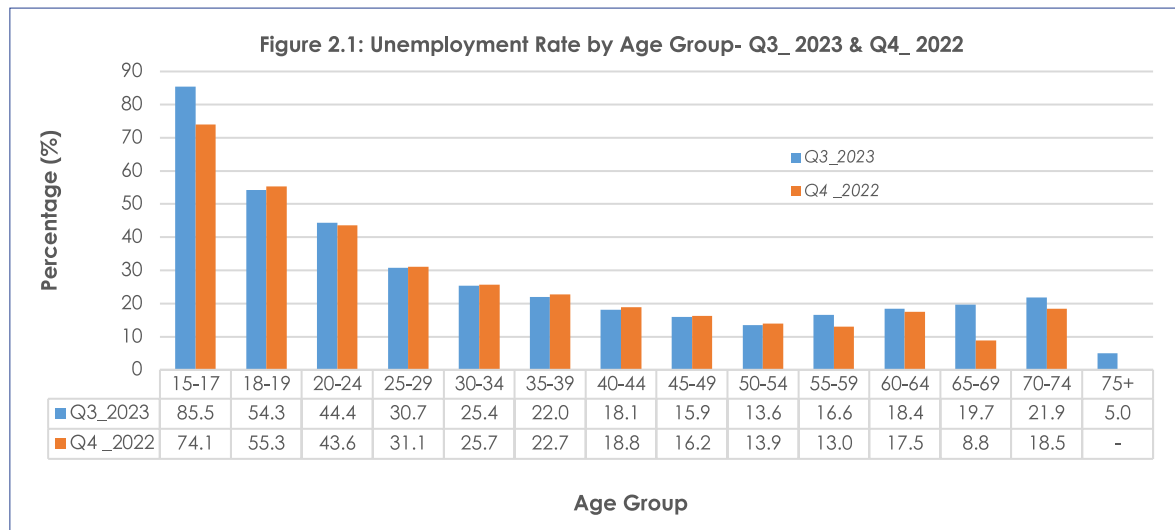
Age Group	Discouraged job seekers			Active Job Seekers			Extended Unemployment		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	4,323	3,320	7,643	4,588	3,709	8,297	8,911	7,028	15,940
18-19	2,881	3,016	5,897	9,098	5,087	14,185	11,979	8,104	20,082
20-24	8,205	6,816	15,021	28,662	31,097	59,759	36,868	37,913	74,780
25-29	4,330	5,771	10,101	17,654	30,558	48,212	21,984	36,329	58,313
30-34	2,533	3,668	6,201	20,441	20,790	41,231	22,974	24,458	47,433
35-39	3,809	3,507	7,317	13,857	19,039	32,896	17,667	22,546	40,213
40-44	3,296	3,699	6,995	13,479	12,619	26,097	16,775	16,318	33,092
45-49	2,698	4,352	7,051	8,049	7,861	15,910	10,747	12,214	22,961
50-54	1,712	1,752	3,464	5,402	4,352	9,754	7,114	6,104	13,218
55-59	1,670	2,072	3,742	2,843	5,670	8,514	4,513	7,743	12,256
60-64	1,655	1,971	3,627	1,793	4,029	5,821	3,448	6,000	9,448
65-69	1,520	1,769	3,289	1,947	665	2,612	3,466	2,434	5,901
70-74	1,123	720	1,843	757	876	1,633	1,879	1,596	3,476
75+	-	197	197	-	238	238	-	435	435
<b>Total</b>	<b>39,755</b>	<b>42,632</b>	<b>82,387</b>	<b>128,570</b>	<b>146,590</b>	<b>275,160</b>	<b>168,325</b>	<b>189,222</b>	<b>357,546</b>

Overall unemployment rate for Q3 2023 was estimated at 25.9 percent, up by 0.5 of a percentage point compared to the 25.4 percent estimated for Q4 2022. This estimate relates to individuals who were actively seeking work during the reference period. Female unemployment rate was estimated at 27.6 percent while males recorded 24.2 percent.

Unemployment rate has been increasing from quarter to quarter since the inception of the survey, except for the last quarter of 2022 where a decline in the rate was recorded. In Q3 2019, the rate was recorded at 20.7 percent. The following quarter (Q4 of 2019), 22.2 percent was recorded whilst Q1 2020 and Q4 2020 recorded 23.2 and 24.5 percent respectively. In Q4 2021, the rate continued to go up, reaching 26.0 percent. The annual change between Q4 of 2019 and Q4 2020 showed an increase of 2.3 percent in the overall unemployment rate. Between Q4 2021 and Q4 2022, an annual decline of 0.6 percent was recorded. The results show an increase of 5.2 percent in the unemployment rate from Q3 2019 to Q3 2023 of the survey. **(Table 2.1c)**

The estimated extended unemployment rate for Q3 2023 was 31.2 percent, a decrease of 0.2 percentage point when compared to 31.4 percent recorded in Q4 2022.

Unemployment rate (actively seeking) for Q3 2023 and Q4 2022 by age group is displayed in **Figure 2.1 below**. The most affected age groups were the 15-17 to 25-29 years. Q3 2023 shows that Age group 15-17 recorded the highest unemployment rate of 85.5 percent. This was followed by the 18-19 age group with 54.3 percent. Age groups 20-24 and 25-29 recorded 44.4 and 30.7 percent respectively.



**Table 2.1c: Unemployment Rate by Age Group (15 years & above) and Sex, QMTS Q3 2023**

Age Group	Unemployed			Employed			Labour Force			Unemployment Rate Q3_2023			Q4_2022 Total	Q4_2021 Total	Q4_2020 Total	Q1_2020 Total	Q4_2019 Total	Q3_2019 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total						
15-17	4,588	3,709	8,297	911	501	1,412	5,499	4,210	9,709	83.4	88.1	85.5	74.1	77.6	61.1	73.6	74.1	55.5
18-19	9,098	5,087	14,185	9,168	2,768	11,936	18,266	7,856	26,121	49.8	64.8	54.3	55.3	55.5	51.0	63.4	47.5	44.1
20-24	28,662	31,097	59,759	40,067	34,846	74,912	68,729	65,942	134,672	41.7	47.2	44.4	43.6	45.1	43.5	41.3	34.7	32.1
25-29	17,654	30,558	48,212	56,877	51,742	108,619	74,530	82,300	156,830	23.7	37.1	30.7	31.1	30.0	31.5	27.5	28.8	24.9
30-34	20,441	20,790	41,231	62,770	58,346	121,116	83,211	79,136	162,347	24.6	26.3	25.4	25.7	26.7	24.6	25.9	22.1	21.4
35-39	13,857	19,039	32,896	56,318	60,530	116,847	70,175	79,568	149,743	19.7	23.9	22.0	22.7	20.0	17.8	17.6	20.1	18.4
40-44	13,479	12,619	26,097	59,535	58,495	118,030	73,014	71,114	144,128	18.5	17.7	18.1	18.8	19.1	16.8	17.9	16.9	15.0
45-49	8,049	7,861	15,910	44,520	39,445	83,965	52,569	47,307	99,875	15.3	16.6	15.9	16.2	19.1	16.6	13.3	13.3	16.6
50-54	5,402	4,352	9,754	33,171	29,034	62,205	38,573	33,386	71,959	14.0	13.0	13.6	13.9	16.1	12.2	12.3	13.3	11.2
55-59	2,843	5,670	8,514	19,042	23,685	42,727	21,885	29,355	51,241	13.0	19.3	16.6	13.0	13.4	13.2	14.1	11.3	10.2
60-64	1,793	4,029	5,821	12,467	13,315	25,782	14,260	17,344	31,604	12.6	23.2	18.4	17.5	17.2	15.3	13.4	24.1	10.9
65-69	1,947	665	2,612	4,186	6,492	10,678	6,133	7,157	13,290	31.7	9.3	19.7	8.8	16.0	12.7	3.4	3.1	9.3
70-74	757	876	1,633	2,693	3,136	5,829	3,450	4,012	7,462	21.9	21.8	21.9	18.5	11.1	12.3	7.2	2.7	16.7
75+	-	238	238	1,993	2,563	4,556	1,993	2,801	4,794	0.0	8.5	5.0	-	8.2	10.4	-	3.3	3.8
Total	128,570	146,590	275,160	403,717	384,899	788,616	532,286	531,489	1,063,776	24.2	27.6	25.9	25.4	26.0	24.5	23.2	22.2	20.7

Overall unemployment rate for persons aged 18 years and above, (actively seeking work) was estimated at 25.3 percent. This is a 0.6 of a percentage point decrease compared to the 25.9 percent rate recorded for ages 15 years and above. Females recorded unemployment rate of 27.1 percent as compared to 30.8 percent recorded for their male counterparts. [See Table 2.1d](#)

**Table 2.1d: Unemployment Rate by Age Group (18 years & above) and Sex, QMTS Q3 2023**

Age Group	Unemployed			Employed			Labour Force			Unemployment Rate			Q4 2022 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
18-19	9,098	5,087	14,185	9,168	2,768	11,936	18,266	7,856	26,121	99.2	64.8	54.3	55.5
20-24	28,662	31,097	59,759	40,067	34,846	74,912	68,729	65,942	134,672	71.5	47.2	44.4	45.1
25-29	17,654	30,558	48,212	56,877	51,742	108,619	74,530	82,300	156,830	31.0	37.1	30.7	30.0
30-34	20,441	20,790	41,231	62,770	58,346	121,116	83,211	79,136	162,347	32.6	26.3	25.4	26.7
35-39	13,857	19,039	32,896	56,318	60,530	116,847	70,175	79,568	149,743	24.6	23.9	22.0	20.0
40-44	13,479	12,619	26,097	59,535	58,495	118,030	73,014	71,114	144,128	22.6	17.7	18.1	19.1
45-49	8,049	7,861	15,910	44,520	39,445	83,965	52,569	47,307	99,875	18.1	16.6	15.9	19.1
50-54	5,402	4,352	9,754	33,171	29,034	62,205	38,573	33,386	71,959	16.3	13.0	13.6	16.1
55-59	2,843	5,670	8,514	19,042	23,685	42,727	21,885	29,355	51,241	14.9	19.3	16.6	13.4
60-64	1,793	4,029	5,821	12,467	13,315	25,782	14,260	17,344	31,604	14.4	23.2	18.4	17.2
65-69	1,947	665	2,612	4,186	6,492	10,678	6,133	7,157	13,290	46.5	9.3	19.7	16.0
70-74	757	876	1,633	2,693	3,136	5,829	3,450	4,012	7,462	28.1	21.8	21.9	11.1
75+	-	238	238	1,993	2,563	4,556	1,993	2,801	4,794	-	8.5	5.0	8.2
Total	123,981	142,881	266,863	402,806	384,398	787,204	526,787	527,279	1,054,066	30.8	27.1	25.3	25.8

Unemployment (15 years and above) at stratum level shows that Urban Areas recorded unemployment rate of 28.1 percent. Rural Areas followed with 27.8 percent, whilst Cities & Towns recorded 18.5 percent. Female unemployment rate was higher than male unemployment rate at stratum level. The highest unemployment rate for females was recorded in Rural Areas at 31.7 percent. Males recorded the highest unemployment rate in Urban villages with 27.3 percent.

**Table 2.2: Unemployment Rate by Strata and Sex, QMTS Q3 2023**

Stratum	Employed			Unemployed			Labour Force			Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Cities and Towns	98,622	96,980	195,602	19,969	24,309	44,278	118,591	121,289	239,880	16.8	20.0	18.5
Urban Villages	192,547	200,657	393,205	72,171	81,862	154,033	264,718	282,519	547,237	27.3	29.0	28.1
Rural Areas	112,547	87,262	199,810	36,430	40,419	76,849	148,977	127,681	276,658	24.5	31.7	27.8
Total	403,717	384,899	788,616	128,570	146,590	275,160	532,286	531,489	1,063,776	24.2	27.6	25.9

#### 4.1.2: Currently unemployed by duration looking for Work

**Table 2.3** presents unemployed population (actively seeking work), by duration looking for work or start a business. The results show that, 37.8 percent (104,066 persons) reported that they have been seeking work for two years and more. These were followed by persons who reported to have been looking for work for one to two years with 25.4 percent (69,758), whilst those who reported that they spent six month to twelve months stood at 12.6 percent (34,647).

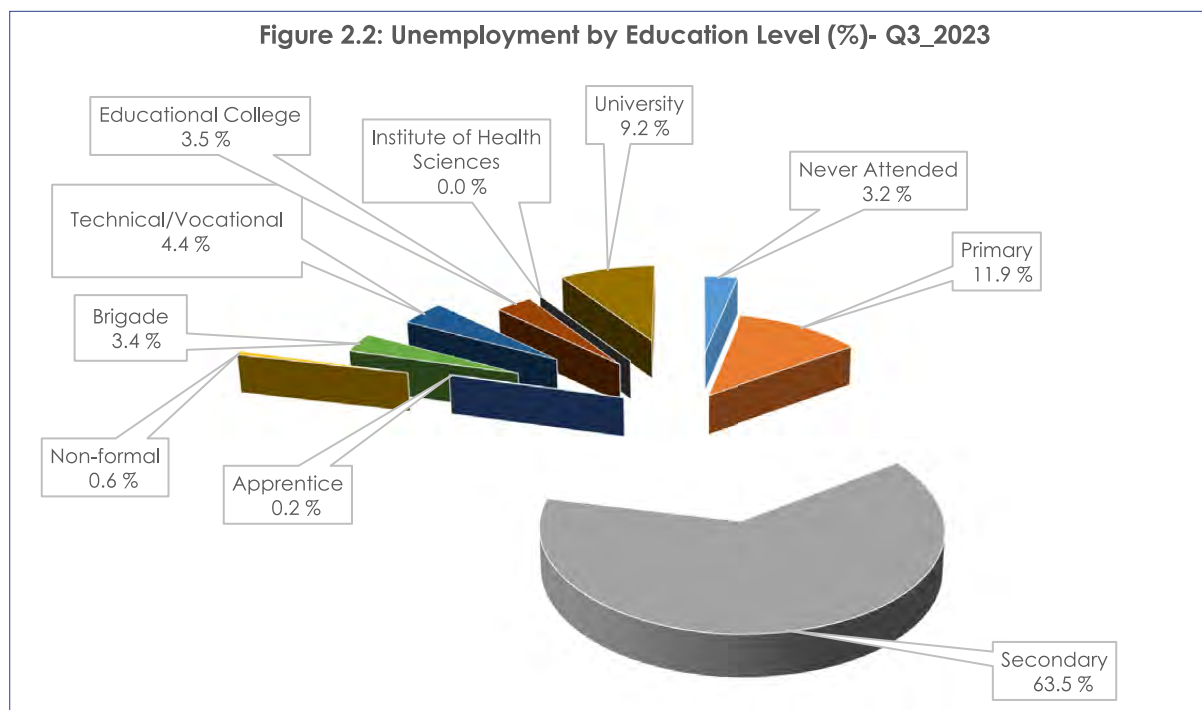
Amongst persons who spent two (2) years or more looking for work, the majority, 54,324 (52.2) percent) were Urban villages, followed by 30,948 (29.7 percent) in Rural areas, Cities and Towns had the lowest number, at 18,793 (18.1 percent).

**Table 2.3: Unemployment by duration looking for work/ to start a business, QMTS Q3 2023**

Duration looking for	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	1,316	834	2,151	2,813	2,813	5,626	1,241	2,317	3,558	5,371	5,964	11,335
One month to 3 months	2,505	3,579	6,084	6,426	9,103	15,530	5,706	5,035	10,741	14,637	17,717	32,355
3 months to 6 months	1,033	2,838	3,872	5,027	6,908	11,935	3,145	4,048	7,194	9,206	13,794	23,000
Six months to 12 months	1,672	2,380	4,051	12,045	10,577	22,621	2,396	5,579	7,974	16,112	18,535	34,647
One year to 2 years	4,205	5,122	9,327	21,892	22,105	43,997	7,500	8,934	16,433	33,597	36,161	69,758
Two years or more	9,237	9,556	18,793	23,967	30,357	54,324	16,442	14,506	30,948	49,646	54,419	104,066
<b>Total</b>	<b>19,969</b>	<b>24,309</b>	<b>44,278</b>	<b>72,171</b>	<b>81,862</b>	<b>154,033</b>	<b>36,430</b>	<b>40,419</b>	<b>76,849</b>	<b>128,570</b>	<b>146,590</b>	<b>275,160</b>
<b>Percentage Distribution</b>												
Less than 1 month	6.6	3.4	4.9	3.9	3.4	3.7	3.4	5.7	4.6	4.2	4.1	4.1
One month to 3 months	12.5	14.7	13.7	8.9	11.1	10.1	15.7	12.5	14.0	11.4	12.1	11.8
3 months to 6 months	5.2	11.7	8.7	7.0	8.4	7.7	8.6	10.0	9.4	7.2	9.4	8.4
Six months to 12 months	8.4	9.8	9.1	16.7	12.9	14.7	6.6	13.8	10.4	12.5	12.6	12.6
One year to 2 years	21.1	21.1	21.1	30.3	27.0	28.6	20.6	22.1	21.4	26.1	24.7	25.4
Two years or more	46.3	39.3	42.4	33.2	37.1	35.3	45.1	35.9	40.3	38.6	37.1	37.8
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

### 4.1.3 Currently Unemployed Population by Education Level

Unemployed persons by level of education shows that Secondary education holders contributed most to unemployed persons with 63.5 percent, followed by Primary school holders and University graduates at 11.9 and 9.2 percent respectively. Amongst the unemployed Secondary education holders, 47.7 percent (70,029) were males whilst 52.3 percent were females (76,928). [See Figure 2.2 below](#)



## 4.2 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 35 hours.

Time related under employment is one of the aspects 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,

- **Wanted to work additional hours,**
- **Whose working time in all jobs were less than a specified hours threshold,**
- **Were available to work additional hours if given an opportunity to do more work.**

### 4.2.1 Currently Under-Employed

The number of persons who reported that they were currently under-employed stood at 53,648, representing 6.8 percent of the total currently employed population (788,616). Of the 53,648 persons currently under employed, 42,829 were females (79.8 percent) and 10,819 males (20.2 percent).

### 4.2.2 Currently Under-Employed by Industry

**Table 3.1** below shows under employed people by Industry and Sex. The table shows that 76.8 percent of the under employed were working in public administration, followed by those who were working in Education and Human Health & Social Work with 6.4 percent and 3.9 percent respectively.

**Table 3.1: Currently Underemployed by Industry and Sex, QMTS Q3 2023**

Industry	Total Underemployed			Percentage		
	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	1,043	293	1,336	9.6	0.7	2.5
Manufacturing	156	216	372	1.4	0.5	0.7
Water Supply & Waste Management	228	201	429	2.1	0.5	0.8
Construction	203	-	203	1.9	-	0.4
Wholesale Trade and sale of Motor Vehicles	-	197	197	-	0.5	0.4
Accommodation and Food Service	-	652	652	-	1.5	1.2
Information and Communication	313	-	313	2.9	-	0.6
Finance and Insurance Activities	-	247	247	-	0.6	0.5
Professional, Scientific and Technical	-	198	198	-	0.5	0.4
Public Administration	7,480	33,712	41,192	69.1	78.7	76.8
Education	530	2,930	3,460	4.9	6.8	6.4
Human Health and Social Work	-	2,076	2,076	-	4.8	3.9
Arts, Entertainment and Recreation	674	271	944	6.2	0.6	1.8
Households as Employers	192	1,835	2,027	1.8	4.3	3.8
Total	10,819	42,829	53,648	100.0	100.0	100.0

### 4.2.3 Currently Under-Employed by Strata

**Table UNDE 4a** and **UNDE 4b** from **Appendix 3** show Under-employment by strata. Under-employment was more prevalent in rural areas and urban villages (45.9 and 41.3 percent respectively) compared to Cities/towns at 12.8 percent. The tables also show that under employment was mostly among people working in Ipelegeng project which falls under Local Government, recording 69.2 percent followed by Central Government with 14.2 percent.

### 4.2.4 Currently Under-Employed by Hours Worked

Under-employed by hours worked indicated that the majority (73.3 percent) of the under-employed worked between 20 and 29 hours per week. Individuals who worked between 1 and 9 hours accounted for only 4.7 percent of the total. **See Table 3.2.**

**Table 3.2 Underemployed by Actual Hours Worked and Employment Status, QMTS Q3 2023**

Hours Worked	In a business operated by a household or family member	As an employee for someone else	As an apprentice, intern/tirelo sechaba	Total
1-6	-	1,565	-	1,565
7-9	-	966	-	966
10-14	197	437	-	634
15-19	-	1,000	-	1,000
20-24	-	20,689	188	20,877
25-29	427	15,197	2,843	18,467
30-34	-	8,031	2,109	10,140
<b>Total</b>	<b>624</b>	<b>47,884</b>	<b>5,140</b>	<b>53,648</b>
<b>Percentage</b>				
1-6	-	3.3	-	2.9
7-9	-	2.0	-	1.8
10-14	31.6	0.9	-	1.2
15-19	-	2.1	-	1.9
20-24	-	43.2	3.7	38.9
25-29	68.4	31.7	55.3	34.4
30-34	-	16.8	41.0	18.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

### 4.2.5 Currently Under-Employed by Education Level

**Table 3.3a** below shows that Under-employment was more prevalent amongst persons who completed secondary and primary school with 28,516 (53.2 percent) and 12,307 persons (22.9 percent) respectively. The least affected group was those who have Health Sciences education with 201 persons (0.4 percent).



Age	Primary	Secondary	Non-Formal	Apprentice	Brigade	Technical/ Vocational	Educational College	Institute of Health Sciences	University	Never Attended	Total
15-17	-	-	-	-	-	-	-	-	-	-	-
18-19	285	1,481	-	-	-	-	-	-	-	-	1,766
20-24	271	4,292	-	-	-	223	446	-	531	200	5,964
25-29	574	6,618	-	-	169	221	496	-	557	-	8,636
30-34	691	3,426	-	-	-	334	191	-	1,033	325	6,001
35-39	913	4,528	313	-	122	-	-	-	569	405	6,850
40-44	1,437	3,715	-	-	198	332	-	-	235	216	6,133
45-49	1,394	2,274	95	296	-	-	-	-	-	244	4,304
50-54	2,779	1,719	-	-	-	-	-	201	-	592	5,290
55-59	2,390	462	-	-	-	-	-	-	-	948	3,800
60-64	1,079	-	313	-	-	297	-	-	-	1,156	2,845
65-69	-	-	-	-	-	-	-	-	-	745	745
70-74	493	-	-	-	-	-	195	-	-	520	1,208
75+	-	-	-	-	-	-	-	-	-	106	106
Total	12,307	28,516	721	296	489	1,408	1,328	201	2,926	5,455	53,648
Total Percentage	22.9	53.2	1.3	0.6	0.9	2.6	2.5	0.4	5.5	10.2	100.0

[illegible]

## 5.0 YOUTH (15 – 35 years) LABOUR FORCE

The youth population (15-35 years) was estimated to be 837,002 in the third quarter of 2023. This represents a 3.9 percent (31,774) growth over the fourth quarter 2022 results, which estimated the overall youth population at 805,228 people. Males accounted for 48.98 percent (409,985) of the total youth population, while females accounted for 51.02 percent (427,017). (YE1 Appendix 3)

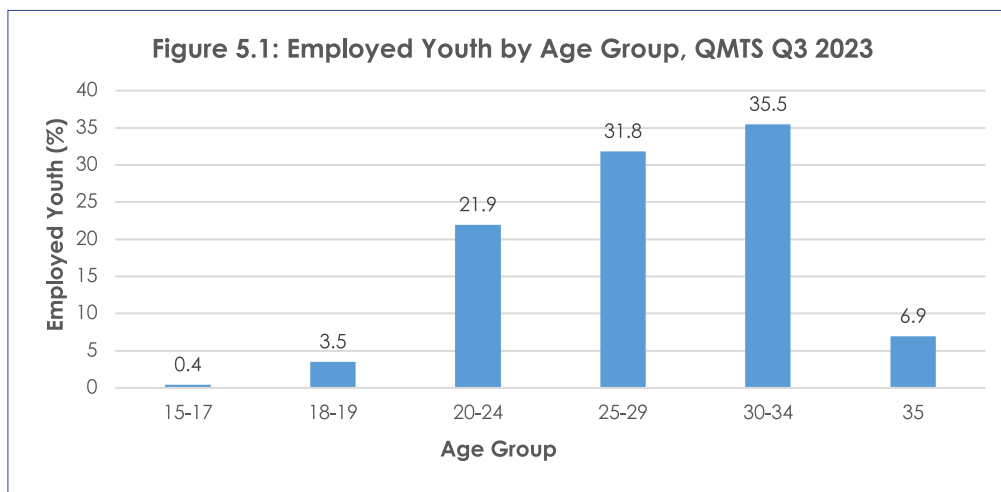
### 5.1 Youth Labour Force

The youth labour force was estimated at 525,054 persons. The employed made up 341,637 (65.1 percent) of the entire youth labour force, while the unemployed made up 183,417 (34.9 percent). According to an analysis of education levels, the majority of the youth labour force (62.8 percent) had finished secondary school. The youth who completed University and Primary came in second and third, with 15.9 and 5.3 percent, respectively.

### 5.2 Employed youth

53.4 percent (182,441) of the 341,637 employed youth were men, while 46.6 percent (159,196) were females. With 35.5, 31.8, and 21.9 percent, the age groups 30 - 34, 25 - 29, and 20-24 contributed the most to the youth employed population respectively. Appendix 3: Figure 5.1 and Table YE2.

According to the findings, the majority of the employed (172,404 people) lived in Urban Villages. This accounts for 50.5 percent of all employed youth. Cities and towns had 85,555 (25 percent) of the employed young population, while rural areas recorded lowest number of person at 83,678(24.5percent).



**Table YE7 - Appendix 3** illustrates the occupations of employed youth. The bulk of employed youth (33.5 percent) worked in Elementary Occupations. These were followed by 28.8 percent of young people working in service and sales. With 0.2 percent, youth in Other specialized professionals had the lowest proportion of employed youth.

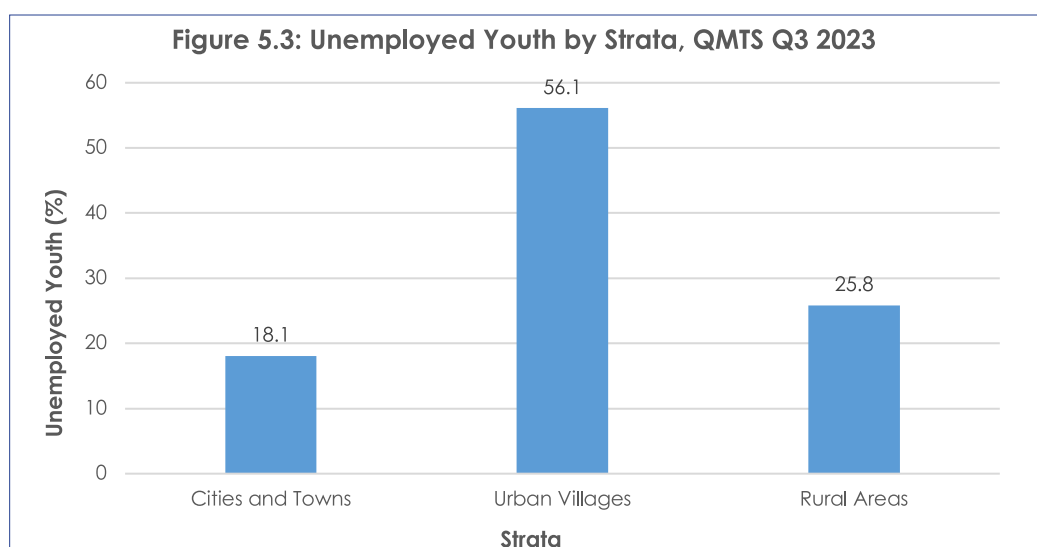
### 5.3 Youth Unemployment

Youth unemployment rate for quarter three 2023 was estimated at 34.4 percent. Females recorded unemployment rate of 37.4 percent compared to 31.2 percent recorded by their male counterparts.

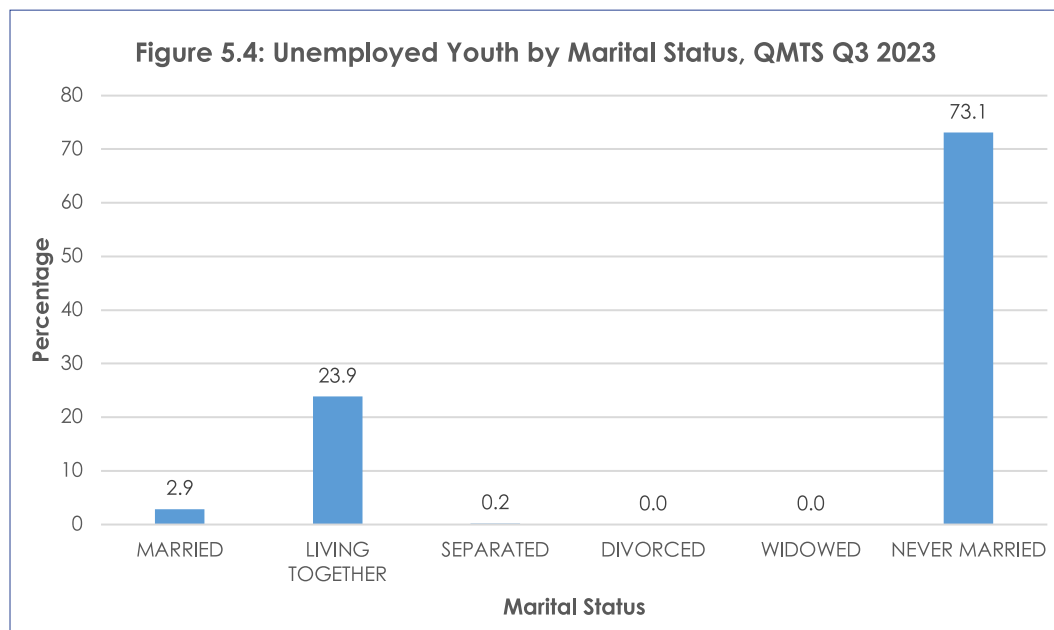
Unemployment rate by age group shows that the rate was highest in age group 15-17 at of 85.5 percent. Age group 18-19 recorded 55.3 percent, followed by Age group 20-24 with 44.4 percent. (Table YE2 Appendix 3)

### 5.3.1 Total Unemployed Youth by Education

Secondary school graduates were the most affected by unemployment, accounting for 71.3 percent of all unemployed youth, followed by university graduates (11.5 percent). Primary levers and Technical/Vocational holders each recorded 5.2 and 4.2 percent. Unemployed secondary school graduates comprises of 48.8 percent of the male population and 51.2 percent of the female population.



According to a marital status analysis of the unemployed youth, those who never married accounted for 73.1 percent, followed by those who live together at 23.9 percent. The married only made up 2.9 percent of all unemployed youth. Widowed and divorced statuses were not reported by any unemployed youth.



## 5.4 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 quarter three 2023 results was estimated at 322,094 persons. Of these, 44.5 percent (143,286) were males and 55.5 percent (178,808) were females. The total number shows an increase of 1,012 persons (0.3 percent) from the 321,082 that was recorded in quarter four 2022 of the survey. [See Table YE8 Appendix 3.](#)

The overall NEET rate as shown in [Table 4.1](#) below, was estimated at 38.5 percent as compared to 39.9 percent that was estimated for quarter four of 2022. Male NEET rate was 34.9 percent whilst females recorded 41.9 percent. Age group 20-24 recorded the highest NEET rate (49.0 percent), followed by the 18-19 and 25-29 years age groups with 47.8 and 39.2 percent respectively.

**Table 4.1- NEET rate by Age Group and Sex, QMTS Q3 2023**

Age Group	NEET Rate (%)			Q4_2022 Total
	Male	Female	Total	
15-17	22.0	19.6	20.8	16.1
18-19	44.0	52.3	47.8	48.6
20-24	47.5	50.4	49.0	50.4
25-29	30.4	46.7	39.2	43.3
30-34	32.8	39.1	36.0	39.8
35 years	29.8	43.5	36.9	35.1
Total	34.9	41.9	38.5	39.9

## 6.0 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 Outside Labour Force or 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 Outside Labour Force rate or Inactive rate at 36.4 percent, with females and males recording 39.7 and 32.8 percent respectively. The ratio for females was higher than their male counterparts for all the age groups except for age group 70-74.

**Table 6.1: Outside Labour Force Rates (15 years and above), QMTS Q3 2023**

Age	Total Population			Population Outside Labour Force			Outside Labour Force Rate			Q4 2022 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
15-17	71,837	68,277	140,113	66,338	64,067	130,404	92.3	93.8	93.1	95.1
18-19	41,379	34,468	75,847	23,113	26,613	49,725	55.9	77.2	65.6	69.7
20-24	98,867	106,964	205,831	30,138	41,021	71,159	30.5	38.4	34.6	38.5
25-29	86,106	100,808	186,914	11,576	18,507	30,084	13.4	18.4	16.1	22.9
30-34	93,766	97,054	190,820	10,555	17,918	28,472	11.3	18.5	14.9	20.5
35-39	83,014	98,418	181,432	12,839	18,850	31,689	15.5	19.2	17.5	19.4
40-44	84,994	90,400	175,394	11,980	19,287	31,266	14.1	21.3	17.8	20.0
45-49	61,473	63,296	124,769	8,905	15,989	24,894	14.5	25.3	20.0	24.2
50-54	46,714	45,785	92,500	8,142	12,399	20,541	17.4	27.1	22.2	28.2
55-59	31,661	49,013	80,674	9,776	19,657	29,433	30.9	40.1	36.5	37.5
60-64	29,710	38,883	68,593	15,450	21,538	36,989	52.0	55.4	53.9	63.9
65-69	22,265	28,433	50,698	16,132	21,275	37,408	72.5	74.8	73.8	74.5
70-74	17,580	18,108	35,687	14,130	14,095	28,226	80.4	77.8	79.1	87.2
75+	22,810	41,543	64,353	20,817	38,742	59,559	91.3	93.3	92.6	94.7
<b>Total</b>	<b>792,176</b>	<b>881,450</b>	<b>1,673,625</b>	<b>259,890</b>	<b>349,958</b>	<b>609,848</b>	<b>32.8</b>	<b>39.7</b>	<b>36.4</b>	<b>40.3</b>

The estimated total number of persons outside labour force was 609,848, out of which 259,890 (42.6 percent) were males and 349,958 (57.4 percent) were females. Persons outside the labour force were concentrated in age groups from 15 to 29 years. The 15-17 year age group recorded 21.4 percent, followed by the 20-24 years group with 11.7 percent. The age groups 18-19 and 25-29 recorded 8.2 percent. **See Table 6.2 below**

**Table 6.2: Population outside of Labour Force by Age Group and Sex, QMTS Q3 2023**

Age Group	Population Outside Labour Force			% Distribution		
	Male	Female	Total	Male	Female	Total
15-17	66,338	64,067	130,404	25.5	18.3	21.4
18-19	23,113	26,613	49,725	8.9	7.6	8.2
20-24	30,138	41,021	71,159	11.6	11.7	11.7
25-29	11,576	18,507	30,084	4.5	5.3	4.9
30-34	10,555	17,918	28,472	4.1	5.1	4.7
35-39	12,839	18,850	31,689	4.9	5.4	5.2
40-44	11,980	19,287	31,266	4.6	5.5	5.1
45-49	8,905	15,989	24,894	3.4	4.6	4.1
50-54	8,142	12,399	20,541	3.1	3.5	3.4
55-59	9,776	19,657	29,433	3.8	5.6	4.8
60-64	15,450	21,538	36,989	5.9	6.2	6.1
65-69	16,132	21,275	37,408	6.2	6.1	6.1
70-74	14,130	14,095	28,226	5.4	4.0	4.6
75+	20,817	38,742	59,559	8.0	11.1	9.8
<b>Total</b>	<b>259,890</b>	<b>349,958</b>	<b>609,848</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**Table LFO1** from **Appendix 3**, shows that persons in household responsibilities or homemakers accounted for 29.7 percent of the population outside the labour force. These were followed by persons engaged in Studies or Training who recorded 28.4 percent while the relaxed job seekers accounted for 17.6 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 62.7 percent, followed by the 20-24 and 18-19 with 17.0 and 16.2 percent respectively. **See Table LFO2.**





# ● APPENDIX





**APPENDIX 1: DEFINITION OF TERMS AND CONCEPTS**

**APPENDIX 2: SURVEY METHODOLOGY**

**APPENDIX 3: TABLES**

## 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.

### Unemployment 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:

1. **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.**
2. **Unemployment, reflecting an active job search by persons not in employment who are available for work.**
3. **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 the private sector which are supported by the 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:-

1. **Not registered as a company**
2. **Not registered with a professional association**
3. **Less than 5 employees**
4. **Informal accounts or none**
5. **Expenditure not easily distinguishable from household expenditure**
6. **Employees casually hired**
7. **Often temporary or mobile or in the 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
  - a. **Tax Authorities,**
  - b. **Department of Trade and Industry**
  - c. **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 person's 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 2023

#### 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 QMTS 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 of 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 QMTS is more focused on labour issues.

#### 2.0 Sampling Design

The Sampling Frame and sample selection are based on the last Population and Housing Census which was undertaken in 2022. In 2022 PHC, there were 6 509 Primary Sampling Units (PSUs) and 750 611 households constituting the sampling frame with a population of 2,359, 609 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 strata, otherwise known as domains and these are (i) Cities & Towns (ii) Urban Villages, and (iii) Rural areas as defined by the 2022 PHC.

##### 2.01 Design Assumptions

The predicted or anticipated prevalence (coverage rate) for the key indicator used is the unemployment rate = 31.3% (PHC 2022)

The margin of error or allowable error to be tolerated (in general 1 percentage points) = 0.019 ≈ 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 = 3.3 (2022 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  $D0.65$ , as a factor necessary to increase the national sample size, where  $D$  is the number of domains (cities/towns, urban villages and rural areas),  $D=30.65 \approx 2.04$ , the sample size should be designed necessarily to generate sub-national estimates, however more often the subnational estimates are required to inform policy decisions and

The proportion of the total population in the specified target group; population 15 years and above (PHC 2022) = 0.669

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 QMTS 2022, a sample of 312 PSUs, translating to 3,747 households was selected with Probability Proportional to Size (PPS) method; where Measure of size (MOS) is the number of households as enumerated from the 2022 Population & Housing Census.

## 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 &amp; Occupation, QMTS Q3 2023

Industry	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 Opd. & Assemblers	Elementary Occupations	Other Specialized Professionals	Total
Agriculture, Forestry and Fishing	262	136	229	307	148	8,053	311	1,104	66,946	-	77,497
Mining and Quarrying	337	1,593	2,802	-	885	-	1,708	3,291	795	-	11,412
Manufacturing	2,703	2,809	3,353	3,662	2,812	-	28,579	6,417	6,611	-	56,947
Electricity, Gas, & Air Conditioning Supply	-	419	637	-	-	-	507	1,382	698	-	3,641
Water Supply, Sewage, Waste Management & Remediation Activities	136	591	1,270	-	538	-	463	1,140	1,915	-	6,052
Construction	1,455	1,251	4,133	1,220	493	-	26,949	2,254	21,127	-	58,884
Wholesale & Retail Trade	25,867	2,006	2,733	3,010	64,177	-	13,828	3,291	9,457	-	124,369
Transport & Storage	1,280	1,269	920	518	1,729	-	313	14,289	1,278	-	21,595
Accommodation and Food Service Activities	4,074	188	1,856	3,316	20,313	-	1,698	196	7,020	-	38,661
Information and Communication	1,120	2,179	1,010	738	412	-	1,213	-	343	-	7,014
Finance and Insurance Activities	1,741	3,499	1,730	1,023	494	-	-	-	396	-	8,883
Real Estate Activities	1,838	677	440	-	-	-	136	-	290	-	3,382
Professional, Scientific and Technical Activities	2,522	4,215	3,351	1,944	1,628	-	490	-	479	-	14,628
Administrative and Support Service Activities	3,813	678	1,031	2,621	33,397	-	1,253	1,362	9,265	-	53,420
Public Administration and Defence, Compulsary	7,318	15,793	12,250	9,922	21,520	-	1,542	3,941	68,309	3,606	144,200
Education	1,995	20,097	21,020	902	15,391	-	452	197	5,476	-	65,530
Human Health and Social Work Activities	277	6,254	10,841	1,074	8,024	-	210	1,816	935	-	29,431
Arts, Entertainment and Recreation	-	258	1,497	204	517	-	177	-	292	-	2,945
Other Service Activities	767	1,310	2,101	252	10,783	-	1,477	888	975	-	18,554
Households as Employers	-	-	-	-	-	-	-	-	40,674	-	40,674
Activities of Extraterritorial organisations	640	-	153	104	-	-	-	-	-	-	897
Total	58,145	65,223	73,356	30,815	183,261	8,053	81,307	41,569	243,280	3,606	788,616



Table M2: Currently Employed by Occupation, Stratum &amp; Sex, QMTS Q3 2023

	Occupation	Counts				Percentages (%)			
		Cities and Towns	Urban Villages	Rural Areas	Total	Cities and Towns	Urban Villages	Rural Areas	Total
Both Sexes	Managers	19,903	28,370	9,872	58,145	10.2	7.2	4.9	7.4
	Professionals	27,960	30,120	7,143	65,223	14.3	7.7	3.6	8.3
	Technicians and Associate Professionals	22,759	37,835	12,763	73,356	11.6	9.6	6.4	9.3
	Clerical Support Services	7,326	18,838	4,651	30,815	3.7	4.8	2.3	3.9
	Service/Sales Workers	51,402	102,046	29,814	183,261	26.3	26.0	14.9	23.2
	Skilled Agric Forestry and Fishery Workers	1,253	3,121	3,679	8,053	0.6	0.8	1.8	1.0
	Craft and Related Trades Workers	20,994	45,047	15,266	81,307	10.7	11.5	7.6	10.3
	Plant & Machine Opd. & Assemblers	8,359	26,803	6,406	41,569	4.3	6.8	3.2	5.3
	Elementary Occupations	34,591	98,895	109,794	243,280	17.7	25.2	54.9	30.8
	Other Specialized Professionals	1,054	2,130	422	3,606	0.5	0.5	0.2	0.5
	Total	195,602	393,205	199,810	788,616	100.0	100.0	100.0	100.0
Males	Managers	12,472	11,363	4,150	27,986	12.6	5.9	3.7	6.9
	Professionals	13,165	15,439	3,089	31,693	13.3	8.0	2.7	7.9
	Technicians and Associate Professionals	12,143	16,949	3,950	33,042	12.3	8.8	3.5	8.2
	Clerical Support Services	1,562	5,124	746	7,432	1.6	2.7	0.7	1.8
	Service/Sales Workers	23,229	37,588	13,212	74,030	23.6	19.5	11.7	18.3
	Skilled Agric Forestry and Fishery Workers	791	1,282	2,792	4,864	0.8	0.7	2.5	1.2
	Craft and Related Trades Workers	17,753	35,277	10,722	63,752	18.0	18.3	9.5	15.8
	Plant & Machine Opd. & Assemblers	7,033	23,936	5,928	36,897	7.1	12.4	5.3	9.1
	Elementary Occupations	9,420	43,460	67,648	120,528	9.6	22.6	60.1	29.9
	Other Specialized Professionals	1,054	2,130	311	3,494	1.1	1.1	0.3	0.9
	Total	98,622	192,547	112,547	403,717	100.0	100.0	100.0	100.0
Females	Managers	7,431	17,007	5,721	30,159	7.7	8.5	6.6	7.8
	Professionals	14,796	14,681	4,054	33,530	15.3	7.3	4.6	8.7
	Technicians and Associate Professionals	10,616	20,886	8,813	40,314	10.9	10.4	10.1	10.5
	Clerical Support Services	5,764	13,714	3,905	23,383	5.9	6.8	4.5	6.1
	Service/Sales Workers	28,172	64,457	16,601	109,231	29.0	32.1	19.0	28.4
	Skilled Agric Forestry and Fishery Workers	462	1,839	888	3,189	0.5	0.9	1.0	0.8
	Craft and Related Trades Workers	3,242	9,770	4,544	17,556	3.3	4.9	5.2	4.6
	Plant & Machine Opd. & Assemblers	1,326	2,867	479	4,672	1.4	1.4	0.5	1.2
	Elementary Occupations	25,171	55,435	42,146	122,753	26.0	27.6	48.3	31.9
	Other Specialized Professionals	-	-	112	112	-	-	0.1	0.0
	Total	96,980	200,657	87,262	384,899	100.0	100.0	100.0	100.0





**Table M5: Currently Employed by Education level, Sex and Stratum, QMTS Q3 2023**

	Occupation	Cities and Towns	Urban Villages	Rural Areas	Total	Cities and Towns	Urban Villages	Rural Areas	Total
Both Sexes	Never Attended School	2,422	12,991	16,578	31,991	1.2	3.3	8.3	4.1
	Primary	12,931	42,921	43,101	98,953	6.6	10.9	21.6	12.5
	Secondary	83,639	191,146	97,814	372,599	42.8	48.6	49.0	47.2
	Non-formal	261	1,083	750	2,095	0.1	0.3	0.4	0.3
	Apprentice	1,049	856	211	2,115	0.5	0.2	0.1	0.3
	Brigade	4,823	15,806	6,103	26,733	2.5	4.0	3.1	3.4
	Technical/Vocational	13,837	29,403	5,411	48,651	7.1	7.5	2.7	6.2
	Educational College	15,764	26,122	10,545	52,431	8.1	6.6	5.3	6.6
	Institute of Health Sciences	1,592	3,697	1,722	7,011	0.8	0.9	0.9	0.9
	University	59,130	69,179	17,576	145,885	30.2	17.6	8.8	18.5
	Not Stated	153	-	-	153	0.1	-	-	0.0
	<b>Total</b>	<b>195,602</b>	<b>393,205</b>	<b>199,810</b>	<b>788,616</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Males	Never Attended School	977	7,558	10,239	18,775	1.0	3.9	9.1	4.7
	Primary	5,754	19,418	27,690	52,862	5.8	10.1	24.6	13.1
	Secondary	40,924	95,587	53,683	190,194	41.5	49.6	47.7	47.1
	Non-formal	-	229	377	606	-	0.1	0.3	0.2
	Apprentice	833	559	211	1,602	0.8	0.3	0.2	0.4
	Brigade	3,380	9,876	4,616	17,873	3.4	5.1	4.1	4.4
	Technical/Vocational	8,423	19,274	2,978	30,675	8.5	10.0	2.6	7.6
	Educational College	7,066	9,524	4,511	21,101	7.2	4.9	4.0	5.2
	Institute of Health Sciences	824	299	563	1,685	0.8	0.2	0.5	0.4
	University	30,441	30,223	7,680	68,344	30.9	15.7	6.8	16.9
	<b>Total</b>	<b>98,622</b>	<b>192,547</b>	<b>112,547</b>	<b>403,717</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Females	Never Attended School	1,445	5,433	6,339	13,216	1.5	2.7	7.3	3.4
	Primary	7,178	23,502	15,411	46,090	7.4	11.7	17.7	12.0
	Secondary	42,715	95,559	44,131	182,405	44.0	47.6	50.6	47.4
	Non-formal	261	855	373	1,489	0.3	0.4	0.4	0.4
	Apprentice	216	296	-	513	0.2	0.1	-	0.1
	Brigade	1,443	5,930	1,487	8,860	1.5	3.0	1.7	2.3
	Technical/Vocational	5,414	10,129	2,433	17,976	5.6	5.0	2.8	4.7
	Educational College	8,698	16,599	6,034	31,330	9.0	8.3	6.9	8.1
	Institute of Health Sciences	768	3,398	1,159	5,325	0.8	1.7	1.3	1.4
	University	28,689	38,957	9,896	77,542	29.6	19.4	11.3	20.1
	Not Stated	153	-	-	-	0.2	-	-	-
	<b>Total</b>	<b>96,980</b>	<b>200,657</b>	<b>87,262</b>	<b>384,899</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**Table M6: Currently Employed by Subject of Training and Sex, QMTS Q3 2023**

Subject of Training	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
No Training	247,744	240,367	488,112	61.4	62.4	61.9
Basic, Literacy & Numeracy and Personnel Development Programs	5,627	17,947	23,573	1.4	4.7	3.0
Education Programs	4,526	6,648	11,174	1.1	1.7	1.4
Arts and Humanities	4,992	2,853	7,845	1.2	0.7	1.0
Social & Behavioural	3,161	4,927	8,088	0.8	1.3	1.0
Journalism, Information and Documentation	1,381	2,778	4,159	0.3	0.7	0.5
Business and Administration Programs	24,860	50,542	75,402	6.2	13.1	9.6
Programs in Law	3,476	759	4,235	0.9	0.2	0.5
Life and Physical Sciences Programs	1,994	2,060	4,054	0.5	0.5	0.5
Mathematics and Statistics Programs	1,044	302	1,346	0.3	0.1	0.2
Computer Programs	9,359	9,170	18,529	2.3	2.4	2.3
Engineering Trade Programs	15,377	2,244	17,621	3.8	0.6	2.2
Manufacturing and Processing Programs	1,511	6,790	8,301	0.4	1.8	1.1
Industrial Programs	12,345	690	13,035	3.1	0.2	1.7
Architecture and Building Program	4,306	1,785	6,091	1.1	0.5	0.8
Building and Construction Programs	24,335	3,790	28,125	6.0	1.0	3.6
Agric, Forestry & Fishery	4,725	2,734	7,459	1.2	0.7	0.9
Veterinary Programs	-	-	-	-	-	-
Health Programs	6,303	12,618	18,921	1.6	3.3	2.4
Social Services Programs	143	939	1,083	0.0	0.2	0.1
Personal Services Programs	2,408	9,015	11,423	0.6	2.3	1.4
Transport Services Programs	13,137	679	13,816	3.3	0.2	1.8
Environmental Protection Programs	3,354	3,176	6,529	0.8	0.8	0.8
Security Services Programs	7,609	1,934	9,543	1.9	0.5	1.2
Not Stated	-	153	153	-	0.0	0.0
Total	403,717	384,899	788,616	100.0	100.0	100.0

Table M7: Currently Employed by Occupation and usual hours of work per day, QMTS Q3 2023

	Occupation	Usual Hours of work per day					
		Counts					
		Less than 1 Hour	1 - 4 Hours	5 - 9 Hours	10 - 14 Hours	Not Stated	Total
Both Sexes	Managers	-	2,185	37,900	18,061	-	58,145
	Professionals	-	1,397	62,197	1,629	-	65,223
	Technicians and Associate Professionals	-	2,913	67,356	3,087	-	73,356
	Clerical Support Services	-	-	28,898	1,918	-	30,815
	Service/Sales Workers	-	9,520	115,497	58,243	-	183,261
	Skilled Agric Forestry and Fishery Workers	-	1,337	3,355	3,361	-	8,053
	Craft and Related Trades Workers	1,062	10,105	57,947	11,195	999	81,307
	Plant & Machine Opd. & Assemblers	-	1,665	31,077	8,827	-	41,569
	Elementary Occupations	3,487	57,886	147,691	34,215	-	243,280
	Other Specialized Professionals	-	-	3,606	-	-	3,606
	Total	4,549	87,008	555,524	140,535	999	788,616
Males	Managers	-	455	20,633	6,898	-	27,986
	Professionals	-	875	29,421	1,397	-	31,693
	Technicians and Associate Professionals	-	1,948	29,156	1,937	-	33,042
	Clerical Support Services	-	-	6,989	443	-	7,432
	Service/Sales Workers	-	1,992	41,002	31,036	-	74,030
	Skilled Agric Forestry and Fishery Workers	-	712	1,652	2,500	-	4,864
	Craft and Related Trades Workers	1,062	8,925	44,835	7,931	999	63,752
	Plant & Machine Opd. & Assemblers	-	825	28,170	7,901	-	36,897
	Elementary Occupations	1,225	25,384	69,775	24,144	-	120,528
	Other Specialized Professionals	-	-	3,494	-	-	3,494
	Total	2,287	41,117	275,127	84,187	999	403,717
Females	Managers	-	1,729	17,267	11,163	-	30,159
	Professionals	-	522	32,776	232	-	33,530
	Technicians and Associate Professionals	-	964	38,200	1,150	-	40,314
	Clerical Support Services	-	-	21,909	1,475	-	23,383
	Service/Sales Workers	-	7,529	74,495	27,207	-	109,231
	Skilled Agric Forestry and Fishery Workers	-	626	1,703	861	-	3,189
	Craft and Related Trades Workers	-	1,180	13,112	3,264	-	17,556
	Plant & Machine Opd. & Assemblers	-	839	2,907	925	-	4,672
	Elementary Occupations	2,262	32,502	77,917	10,071	-	122,753
	Other Specialized Professionals	-	-	112	-	-	112
	Total	2,262	45,892	280,397	56,348	-	384,899



Table M7 Cont'd : Currently Employed by Occupation and usual hours of work per day, QMTS Q3 2023

	Occupation	Percentages (%)					
		Counts					
		Less than 1 Hour	1 - 4 Hours	5 - 9 Hours	10 - 14 Hours	Not Stated	Total
Both Sexes	Managers	-	2.5	6.8	12.9	-	7.4
	Professionals	-	1.6	11.2	1.2	-	8.3
	Technicians and Associate Professionals	-	3.3	12.1	2.2	-	9.3
	Clerical Support Services	-	-	5.2	1.4	-	3.9
	Service/Sales Workers	-	10.9	20.8	41.4	-	23.2
	Skilled Agric Forestry and Fishery Workers	-	1.5	0.6	2.4	-	1.0
	Craft and Related Trades Workers	23.3	11.6	10.4	8.0	100.0	10.3
	Plant & Machine Opd. & Assemblers	-	1.9	5.6	6.3	-	5.3
	Elementary Occupations	76.7	66.5	26.6	24.3	-	30.8
	Other Specialized Professionals	-	-	0.6	-	-	0.5
	Total	100.0	100.0	100.0	100.0	100.0	100.0
Males	Managers	-	1.1	7.5	8.2	-	6.9
	Professionals	-	2.1	10.7	1.7	-	7.9
	Technicians and Associate Professionals	-	4.7	10.6	2.3	-	8.2
	Clerical Support Services	-	-	2.5	0.5	-	1.8
	Service/Sales Workers	-	4.8	14.9	36.9	-	18.3
	Skilled Agric Forestry and Fishery Workers	-	1.7	0.6	3.0	-	1.2
	Craft and Related Trades Workers	46.4	21.7	16.3	9.4	100.0	15.8
	Plant & Machine Opd. & Assemblers	-	2.0	10.2	9.4	-	9.1
	Elementary Occupations	53.6	61.7	25.4	28.7	-	29.9
	Other Specialized Professionals	-	-	1.3	-	-	0.9
	Total	100.0	100.0	100.0	100.0	100.0	100.0
Females	Managers	-	3.8	6.2	19.8	-	7.8
	Professionals	-	1.1	11.7	0.4	-	8.7
	Technicians and Associate Professionals	-	2.1	13.6	2.0	-	10.5
	Clerical Support Services	-	-	7.8	2.6	-	6.1
	Service/Sales Workers	-	16.4	26.6	48.3	-	28.4
	Skilled Agric Forestry and Fishery Workers	-	1.4	0.6	1.5	-	0.8
	Craft and Related Trades Workers	-	2.6	4.7	5.8	-	4.6
	Plant & Machine Opd. & Assemblers	-	1.8	1.0	1.6	-	1.2
	Elementary Occupations	100.0	70.8	27.8	17.9	-	31.9
	Other Specialized Professionals	-	-	0.0	-	-	0.0
	Total	100.0	100.0	100.0	100.0	-	100.0

**Table M8: Currently Employed by Industry and usual hours of work per day, QMTS Q3 2023**

Industry	Usual Hours of work per day					
	Less than 1 Hour	1 - 4 Hours	5 - 9 Hours	10 - 14 Hours	Not Stated	Total
Agriculture, Forestry and Fishing	136	11,278	41,756	24,326	-	77,497
Mining and Quarrying	-	209	9,786	1,416	-	11,412
Manufacturing	444	4,939	43,447	8,117	-	56,947
Electricity, Gas, & Air Conditioning Supply	-	-	3,641	-	-	3,641
Water Supply, Sewage, Waste Management & Remediation Activities	-	-	5,782	270	-	6,052
Construction	710	10,382	41,926	4,867	999	58,884
Wholesale Trade, except Motor Vehicles and Motor Cycles	261	6,078	86,418	31,611	-	124,369
Transport & Storage	-	933	12,571	8,091	-	21,595
Accommodation and Food Service Activities	-	1,866	31,006	5,789	-	38,661
Information and Communication	-	972	5,492	550	-	7,014
Finance and Insurance Activities	-	407	7,738	738	-	8,883
Real Estate Activities	-	632	1,615	1,135	-	3,382
Professional, Scientific and Technical Activities	-	588	13,238	802	-	14,628
Administrative and Support Service Activities	279	1,134	21,699	30,308	-	53,420
Public Administration and Defence, Compulsary	-	31,090	110,879	2,231	-	144,200
Education	-	1,012	62,237	2,281	-	65,530
Human Health and Social Work Activities	-	630	25,720	3,081	-	29,431
Arts, Entertainment and Recreation	-	1,016	1,930	-	-	2,945
Other Service Activities	86	3,635	9,467	5,365	-	18,554
Households as Employers	2,632	10,209	18,277	9,556	-	40,674
Activities of Extraterritorial organisations	-	-	897	-	-	897
<b>Total</b>	<b>4,549</b>	<b>87,008</b>	<b>555,524</b>	<b>140,535</b>	<b>999</b>	<b>788,616</b>

**Table M9: Currently Employed by Employment status, Citizenship and Sex, QMTS Q3 2023**

	Employment Status	Counts			Percentages (%)		
		Citizens	Non Citizens	Total	Citizens	Non Citizens	Total
Both Sexes	In his/her own business activity	123,111	10,878	133,989	17.1	15.4	17.0
	In a business operated by a household or family member	6,774	416	7,190	0.9	0.6	0.9
	As an employee for someone else	519,350	46,781	566,130	72.3	66.1	71.8
	As an apprentice, intern/tirelo sechaba	13,777	-	13,777	1.9	-	1.7
	In piece Jobs	54,859	12,671	67,530	7.6	17.9	8.6
	Total	717,871	70,745	788,616	100.0	100.0	100.0
Males	In his/her own business activity	51,995	8,153	60,148	14.7	16.6	14.9
	In a business operated by a household or family member	3,087	215	3,302	0.9	0.4	0.8
	As an employee for someone else	253,965	31,240	285,205	71.6	63.5	70.6
	As an apprentice, intern/tirelo sechaba	2,595	-	2,595	0.7	-	0.6
	In piece Jobs	42,842	9,625	52,467	12.1	19.5	13.0
	Total	354,483	49,233	403,717	100.0	100.0	100.0
Females	In his/her own business activity	71,116	2,725	73,840	19.6	12.7	19.2
	In a business operated by a household or family member	3,687	201	3,888	1.0	0.9	1.0
	As an employee for someone else	265,385	15,541	280,925	73.0	72.2	73.0
	As an apprentice, intern/tirelo sechaba	11,182	-	11,182	3.1	-	2.9
	In piece Jobs	12,018	3,046	15,064	3.3	14.2	3.9
	Total	363,387	21,512	384,899	100.0	100.0	100.0

**Table M10: Currently Employed by Age group, Citizenship and Sex, QMTS Q3 2023**

	Age Group	Counts			Percentages (%)		
		Citizens	Non Citizens	Total	Citizens	Non Citizens	Total
Both Sexes	15-17	1,180	232	1,412	0.2	0.3	0.2
	18-19	10,908	1,028	11,936	1.5	1.5	1.5
	20-24	65,364	9,549	74,912	9.1	13.5	9.5
	25-29	96,991	11,628	108,619	13.5	16.4	13.8
	30-34	110,949	10,167	121,116	15.5	14.4	15.4
	35-39	106,503	10,344	116,847	14.8	14.6	14.8
	40-44	110,333	7,698	118,030	15.4	10.9	15.0
	45-49	76,145	7,820	83,965	10.6	11.1	10.6
	50-54	56,070	6,135	62,205	7.8	8.7	7.9
	55-59	39,305	3,423	42,727	5.5	4.8	5.4
	60-64	24,236	1,546	25,782	3.4	2.2	3.3
	65-69	9,796	882	10,678	1.4	1.2	1.4
	70-74	5,536	293	5,829	0.8	0.4	0.7
	75 years &Above	4,556	-	4,556	0.6	-	0.6
	Total	717,871	70,745	788,616	100.0	100.0	100.0
Males	15-17	911	-	911	0.3	-	0.2
	18-19	8,374	794	9,168	2.4	1.6	2.3
	20-24	33,808	6,259	40,067	9.5	12.7	9.9
	25-29	49,219	7,658	56,877	13.9	15.6	14.1
	30-34	55,986	6,784	62,770	15.8	13.8	15.5
	35-39	50,151	6,166	56,318	14.1	12.5	13.9
	40-44	53,465	6,070	59,535	15.1	12.3	14.7
	45-49	38,347	6,173	44,520	10.8	12.5	11.0
	50-54	28,898	4,273	33,171	8.2	8.7	8.2
	55-59	16,160	2,881	19,042	4.6	5.9	4.7
	60-64	11,107	1,360	12,467	3.1	2.8	3.1
	65-69	3,664	522	4,186	1.0	1.1	1.0
	70-74	2,400	293	2,693	0.7	0.6	0.7
	75 years &Above	1,993	-	1,993	0.6	-	0.5
	Total	354,483	49,233	403,717	100.0	100.0	100.0
Females	15-17	270	232	501	0.1	1.1	0.1
	18-19	2,534	234	2,768	0.7	1.1	0.7
	20-24	31,556	3,290	34,846	8.7	15.3	9.1
	25-29	47,772	3,970	51,742	13.1	18.5	13.4
	30-34	54,962	3,384	58,346	15.1	15.7	15.2
	35-39	56,352	4,178	60,530	15.5	19.4	15.7
	40-44	56,867	1,628	58,495	15.6	7.6	15.2
	45-49	37,798	1,647	39,445	10.4	7.7	10.2
	50-54	27,172	1,862	29,034	7.5	8.7	7.5
	55-59	23,144	541	23,685	6.4	2.5	6.2
	60-64	13,129	186	13,315	3.6	0.9	3.5
	65-69	6,132	360	6,492	1.7	1.7	1.7
	70-74	3,136	-	3,136	0.9	-	0.8
	75 years &Above	2,563	-	2,563	0.7	-	0.7
	Total	363,387	21,512	384,899	100.0	100.0	100.0

**Table M11: Currently Employed by Industry, Citizenship and Sex, QMTS Q3 2023**

Industry	Citizens			Non Citizens			All Employed		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	46,678	8,865	55,543	19,609	2,345	21,954	66,287	11,209	77,497
Mining and Quarrying	8,613	2,469	11,083	329	-	329	8,942	2,469	11,412
Manufacturing	25,232	26,057	51,289	4,566	1,092	5,658	29,798	27,149	56,947
Electricity, Gas, & Air Conditioning Supply	3,357	285	3,641	-	-	-	3,357	285	3,641
Water Supply, Sewage, Waste Management & Remediation Activities	3,733	2,319	6,052	-	-	-	3,733	2,319	6,052
Construction of Buildings	47,089	3,788	50,877	8,007	-	8,007	55,096	3,788	58,884
Wholesale Trade, except Motor Vehicles and Motor Cycles	46,700	71,050	117,751	5,812	807	6,618	52,512	71,857	124,369
Transport & Storage	17,316	3,303	20,619	975	-	975	18,292	3,303	21,595
Accommodation and Food Service Activities	11,229	25,346	36,575	627	1,459	2,086	11,856	26,805	38,661
Information and Communication	3,878	2,960	6,838	176	-	176	4,054	2,960	7,014
Finance and Insurance Activities	3,231	5,444	8,675	208	-	208	3,438	5,444	8,883
Real Estate Activities	685	2,696	3,382	-	-	-	685	2,696	3,382
Professional, Scientific and Technical Activities	8,709	4,713	13,421	888	319	1,207	9,596	5,032	14,628
Administrative and Support Service Activities	33,585	19,034	52,619	497	305	801	34,081	19,339	53,420
Public Administration and Defence, Compulsary	54,079	89,650	143,729	472	-	472	54,551	89,650	144,200
Education	18,591	43,246	61,837	2,577	1,116	3,693	21,169	44,361	65,530
Human Health and Social Work Activities	9,047	17,993	27,040	1,110	1,281	2,391	10,157	19,274	29,431
Arts, Entertainment and Recreation	1,352	1,124	2,476	469	-	469	1,821	1,124	2,945
Other Service Activities	5,656	9,965	15,621	1,331	1,602	2,933	6,987	11,567	18,554
Households as Employers	5,724	22,705	28,429	1,364	10,881	12,245	7,088	33,587	40,674
Activities of Extraterritorial organisations	-	375	375	216	306	522	216	681	897
<b>Total</b>	<b>354,483</b>	<b>363,387</b>	<b>717,871</b>	<b>49,233</b>	<b>21,512</b>	<b>70,745</b>	<b>403,717</b>	<b>384,899</b>	<b>788,616</b>

**Table M12: Percentage of Currently Employed by Industry, Citizenship and Sex, QMTS Q3 2023**

[illegible]



## AVERAGE EARNINGS

**Table AE1: Average Monthly Earnings (in Pula) for wage earners by Occupation and Sex, QMTS Q3 2023**

Occupation	Average Earnings			Q4_ 2022 Total
	Male	Female	Total	
Managers	19,590	23,707	21,389	18,786
Professionals	20,897	18,280	19,479	18,265
Technicians and Associate Professionals	15,292	11,761	13,259	12,636
Clerical Support Services	4,858	4,354	4,477	5,210
Service/Sales Workers	4,264	2,772	3,486	3,142
Craft and Related Trades Workers	4,003	4,190	4,025	3,974
Plant & Machine Opd. & Assemblers	4,807	3,270	4,679	4,711
Elementary Occupations	1,477	1,203	1,336	1,387
Other specialized professionals	14,692	26,396	15,054	14,628
Total	6,290	5,741	6,029	5,701

**Table AE1 (b): Trend in Average Earnings (in Pula) for wage earners by Occupation and Sex**

Occupation	Average Earnings						
	Q3_ 2019	Q4_ 2019	Q1_ 2020	Q4_ 2020	Q4_ 2021	Q4_ 2022	Q3_ 2023
Managers	16,685	15,857	15,127	18,709	16,567	18,786	21,389
Professionals	13,199	15,295	14,926	16,533	15,587	18,265	19,479
Technicians	10,431	11,048	11,718	11,812	12,071	12,636	13,259
Clerical Support Services	3,741	4,026	4,591	4,343	5,035	5,210	4,477
Service/Sales Workers	2,521	2,668	2,772	2,772	2,898	3,142	3,486
Skilled Agric. and Forestry	1,464	2,936	1,896	400	2,938	-	-
Craft and Related Trades	4,266	4,162	3,988	3,511	4,031	3,974	4,025
Plant & Machine Operators	3,842	3,848	3,804	4,358	4,258	4,711	4,679
Elementary Occupations	1,222	1,202	1,270	1,190	1,293	1,387	1,336
Other specialized professionals	19,908	19,358	19,093	20,340	22,192	14,628	15,054
Total	4,989	4,818	4,848	4,997	5,320	5,701	6,029

**Table AE2: Average Earnings (in Pula) for wage earners by Occupation, Citizenship and Sex, QMTS Q3 2023**

Occupation	Citizens			Non citizens			Total Wage earners		
	Male	Female	Average	Male	Female	Average	Male	Female	Average
Managers	17,498	23,514	20,463	25,771	26,519	25,894	19,590	23,707	21,389
Professionals	20,512	18,389	19,311	23,298	16,254	21,163	20,897	18,280	19,479
Technicians and Associate Professionals	15,717	11,583	13,319	8,955	15,471	12,190	15,292	11,761	13,259
Clerical Support Services	4,858	4,354	4,477	-	-	-	4,858	4,354	4,477
Service/Sales Workers	4,296	2,782	3,503	2,321	1,436	2,026	4,264	2,772	3,486
Craft and Related Trades Workers	4,156	4,271	4,171	3,221	2,500	3,195	4,003	4,190	4,025
Plant & Machine Opd. & Assemblers	4,835	3,270	4,702	3,446	-	3,446	4,807	3,270	4,679
Elementary Occupations	1,451	1,196	1,314	1,582	1,253	1,459	1,477	1,203	1,336
Other specialized professionals	14,692	26,396	15,054	-	-	-	14,692	26,396	15,054
Total	6,307	5,800	6,058	6,164	4,817	5,743	6,290	5,741	6,029

**Table AE3: Average earnings (in Pula) for wage earners by Industry, Citizenship and Sex, QMTS Q3 2023**

Industry	Citizens			Non citizens			Total Wage earners			Q4_2022 Total Average
	Male	Female	Average	Male	Female	Average	Male	Female	Average	
Agriculture, Forestry and Fishing	1,491	1,273	1,464	1,538	1,184	1,498	1,506	1,247	1,475	1,555
Mining and Quarrying	19,651	24,872	20,835	20,000	-	20,000	19,664	24,872	20,810	21,404
Manufacturing	4,673	3,405	4,161	8,724	2,500	8,278	5,274	3,387	4,576	4,701
Electricity, Gas, & Air Conditioning Supply	14,488	2,151	13,523	-	-	-	14,488	2,151	13,523	11,868
Water Supply,Sewage, Waste Management & Remediation Activities	10,201	13,323	11,398	-	-	-	10,201	13,323	11,398	7,951
Construction of Buildings	2,961	3,394	2,997	2,741	-	2,741	2,928	3,394	2,961	3,875
Wholesale Trade, except Motor Vehicles and Moter Cycles	3,602	2,780	3,162	13,810	3,672	12,436	4,387	2,790	3,559	3,747
Transport & Storage	4,835	9,870	5,682	4,573	-	4,573	4,814	9,870	5,608	4,654
Accomodation and Food Service Activities	3,149	2,305	2,608	1,993	4,068	3,316	3,075	2,417	2,653	2,834
Information and Communication	13,560	7,340	10,563	-	-	-	13,560	7,340	10,563	13,138
Finance and Insurance Activities	25,460	25,149	25,265	10,000	-	10,000	24,525	25,149	24,907	15,773
Real Estate Activities	20,740	6,162	10,169	-	-	-	20,740	6,162	10,169	4,010
Professional, Scientific and Technical Activities	8,217	6,554	7,426	51,915	12,092	39,124	13,678	6,938	10,575	10,842
Administrative and Support Service Activities	3,047	2,425	2,825	1,500	1,820	1,672	3,034	2,414	2,812	2,816
Public Administration and Defence, Compulsary	10,427	5,347	7,258	2,106	-	2,106	10,355	5,347	7,242	5,740
Education	12,397	10,316	10,925	21,137	10,435	17,474	13,348	10,319	11,262	10,503
Human Health and Social Work Activities	11,586	8,583	9,564	20,029	15,758	17,726	12,490	9,040	10,204	8,859
Arts, Entertainment and Recreation	4,017	4,882	4,444	1,500	-	1,500	3,508	4,882	4,110	3,825
Other Service Activities	4,292	5,160	4,800	15,420	25,162	18,943	6,809	7,265	7,059	3,035
Households as Employers	1,044	1,191	1,161	1,994	1,245	1,329	1,227	1,209	1,212	1,112
Activities of Extraterritorial organisations	-	37,927	37,927	40,000	75,000	60,508	40,000	54,585	51,070	39,219
Total	6,307	5,800	6,058	6,164	4,817	5,743	6,290	5,741	6,029	5,701

Occupation	Citizens			Non-Citizens			All Employees			Q4 2022 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Managers	16,190	12,276	28,466	4,372	853	5,225	20,562	13,129	33,691	40,440
Professionals	25,655	30,982	56,637	4,339	1,205	5,544	29,994	32,187	62,181	47,215
Technicians and Associate Professionals	25,050	36,556	61,605	1,592	1,959	3,552	26,642	38,515	65,157	63,800
Clerical Support Services	6,636	21,394	28,030	-	-	-	6,636	21,394	28,030	31,102
Service/Sales Workers	62,831	60,619	123,451	511	483	993	63,342	61,102	124,444	124,464
Skilled Agric. Forestry and Fishery	889	655	1,544	15	-	15	904	655	1,559	949
Craft and Related Trades Workers	22,018	5,156	27,173	1,612	-	1,612	23,630	5,156	28,785	33,946
Plant & Machine Operators	24,939	2,381	27,320	408	-	408	25,347	2,381	27,728	28,819
Elementary Occupations	35,120	78,347	113,467	1,624	588	2,212	36,744	78,935	115,679	112,656
Other Specialized Professionals	3,494	112	3,606	-	-	-	3,494	112	3,606	3,039
Total	222,822	248,478	471,300	14,473	5,088	19,561	237,295	253,566	490,861	486,432

[illegible]

**Table FSE 2: Estimated Formal Sector Employment by Age Group, Citizenship & Sex, QMTS Q3 2023**

Age Group	Citizens			Non-Citizens			All Employees			
	Male	Female	Total	Male	Female	Total	Male	Female	Total	% Total
15-17	69	-	69	-	-	-	69	-	69	0.0
18-19	4,713	1,548	6,261	-	-	-	4,713	1,548	6,261	1.3
20-24	21,016	20,274	41,290	320	475	795	21,336	20,749	42,085	8.6
25-29	27,872	32,943	60,815	933	-	933	28,805	32,943	61,748	12.6
30-34	36,708	38,224	74,931	2,092	508	2,600	38,800	38,732	77,531	15.8
35-39	31,533	41,124	72,658	1,518	644	2,162	33,051	41,768	74,820	15.2
40-44	35,065	37,386	72,451	2,398	627	3,025	37,463	38,013	75,476	15.4
45-49	24,778	25,696	50,474	2,637	1,112	3,749	27,415	26,808	54,223	11.0
50-54	18,483	21,275	39,758	1,948	1,005	2,953	20,431	22,280	42,711	8.7
55-59	11,427	16,436	27,862	1,183	370	1,554	12,610	16,806	29,416	6.0
60-64	6,580	8,419	14,999	843	186	1,029	7,423	8,605	16,028	3.3
65-69	1,902	2,727	4,629	308	159	467	2,210	2,886	5,096	1.0
70-74	943	1,915	2,858	293	-	293	1,236	1,915	3,151	0.6
75+	1,734	511	2,245	-	-	-	1,734	511	2,245	0.5
<b>Total</b>	<b>222,822</b>	<b>248,478</b>	<b>471,300</b>	<b>14,473</b>	<b>5,088</b>	<b>19,561</b>	<b>237,295</b>	<b>253,566</b>	<b>490,861</b>	<b>100.0</b>
<b>Total Percentage</b>	<b>45.4</b>	<b>50.6</b>	<b>96.0</b>	<b>2.9</b>	<b>1.0</b>	<b>4.0</b>	<b>48.3</b>	<b>51.7</b>	<b>100.0</b>	

**Table FSE 3: Estimated Formal Sector Employment by Industry & Sex, QMTS Q3 2023**

Sector/ Economic Activity	All Employees			All Employees			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	8,945	3,500	12,446	3.8	1.4	2.5	71.9	28.1	100.0
Mining and Quarrying	8,171	2,186	10,357	3.4	0.9	2.1	78.9	21.1	100.0
Manufacturing	20,229	11,726	31,954	8.5	4.6	6.5	63.3	36.7	100.0
Electricity, Gas, & Air Supply	3,357	285	3,641	1.4	0.1	0.7	92.2	7.8	100.0
Water Supply and Waste Management	3,733	2,319	6,052	1.6	0.9	1.2	61.7	38.3	100.0
Construction	16,548	3,575	20,122	7.0	1.4	4.1	82.2	17.8	100.0
Wholesale, Retail & Repair of Motor Vehicles	31,994	29,494	61,488	13.5	11.6	12.5	52.0	48.0	100.0
Transport & Storage	7,371	2,001	9,372	3.1	0.8	1.9	78.6	21.4	100.0
Accommodation and Food Service	6,562	13,331	19,893	2.8	5.3	4.1	33.0	67.0	100.0
Information and Communication	3,603	2,548	6,152	1.5	1.0	1.3	58.6	41.4	100.0
Finance and Insurance Activities	3,439	4,849	8,288	1.4	1.9	1.7	41.5	58.5	100.0
Real Estate Activities	168	997	1,164	0.1	0.4	0.2	14.4	85.7	100.0
Professional, Scientific and Technical	6,646	4,652	11,297	2.8	1.8	2.3	58.8	41.2	100.0
Administrative and Support Service	29,820	17,094	46,913	12.6	6.7	9.6	63.6	36.4	100.0
Public Administration	53,997	89,650	143,647	22.8	35.4	29.3	37.6	62.4	100.0
Education	19,545	42,607	62,151	8.2	16.8	12.7	31.4	68.6	100.0
Human Health and Social Work Activities	9,922	18,295	28,218	4.2	7.2	5.7	35.2	64.8	100.0
Arts, Entertainment and Recreation	1,152	853	2,005	0.5	0.3	0.4	57.5	42.5	100.0
Other Service Activities	1,879	2,925	4,804	0.8	1.2	1.0	39.1	60.9	100.0
Activities of Extraterritorial Organizations	216	681	897	0.1	0.3	0.2	24.1	75.9	100.0
<b>Total</b>	<b>237,295</b>	<b>253,566</b>	<b>490,861</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>48.3</b>	<b>51.7</b>	<b>100.0</b>

## UNEMPLOYMENT TABLES

**Table UN1: Currently Unemployed by Age Group and Sex, QMTS Q3 2023**

Age Group	Total Unemployed Q3_2023			Q4_2022 Total	Q4_2021 Total	Q4_2020 Total	Q1_2020 Total	Q4_2019 Total	Q3_2019 Total
	Male	Female	Total						
15-17	4,588	3,709	8,297	4,591	3,146	1,509	4,412	3,572	3,445
18-19	9,098	5,087	14,185	12,867	14,471	13,683	11,273	10,543	11,440
20-24	28,662	31,097	59,759	49,183	53,330	52,432	48,029	36,150	36,758
25-29	17,654	30,558	48,212	44,515	46,860	52,909	44,715	46,631	39,444
30-34	20,441	20,790	41,231	39,182	40,366	39,162	38,470	32,661	30,698
35-39	13,857	19,039	32,896	35,674	31,168	26,872	27,442	30,725	27,548
40-44	13,479	12,619	26,097	22,960	24,719	19,446	21,350	19,347	17,101
45-49	8,049	7,861	15,910	14,666	17,565	14,662	11,887	11,449	11,950
50-54	5,402	4,352	9,754	8,872	10,094	8,144	7,888	8,506	7,155
55-59	2,843	5,670	8,514	6,148	5,478	5,265	6,284	4,742	4,151
60-64	1,793	4,029	5,821	3,989	3,097	2,816	4,045	6,621	2,997
65-69	1,947	665	2,612	1,260	1,256	1,082	396	413	1,195
70-74	757	876	1,633	688	508	416	407	196	918
75+	-	238	238	-	259	333	-	187	191
<b>Total</b>	<b>128,570</b>	<b>146,590</b>	<b>275,160</b>	<b>244,594</b>	<b>252,316</b>	<b>238,731</b>	<b>226,598</b>	<b>211,743</b>	<b>194,990</b>

**Table UN2: Currently Unemployed by Age Group, Strata and Sex, QMTS Q3 2023**

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	92	-	92	3,343	2,345	5,688	1,153	1,364	2,517	4,588	3,709	8,297	3.6	2.5	3.0
18-19	886	883	1,769	5,512	2,184	7,696	2,700	2,021	4,721	9,098	5,087	14,185	7.1	3.5	5.2
20-24	6,503	5,437	11,940	16,451	18,082	34,533	5,708	7,579	13,287	28,662	31,097	59,759	22.3	21.2	21.7
25-29	3,192	5,601	8,793	9,374	17,444	26,818	5,088	7,513	12,601	17,654	30,558	48,212	13.7	20.8	17.5
30-34	3,890	4,321	8,211	10,000	12,168	22,168	6,552	4,300	10,852	20,441	20,790	41,231	15.9	14.2	15.0
35-39	2,748	3,751	6,499	8,459	9,921	18,381	2,651	5,366	8,016	13,857	19,039	32,896	10.8	13.0	12.0
40-44	1,174	1,933	3,107	7,658	7,862	15,520	4,647	2,824	7,471	13,479	12,619	26,097	10.5	8.6	9.5
45-49	577	343	920	4,741	5,374	10,115	2,731	2,144	4,875	8,049	7,861	15,910	6.3	5.4	5.8
50-54	222	661	883	2,777	1,456	4,233	2,402	2,236	4,638	5,402	4,352	9,754	4.2	3.0	3.5
55-59	-	458	458	2,011	2,328	4,338	833	2,884	3,717	2,843	5,670	8,514	2.2	3.9	3.1
60-64	-	222	222	914	2,083	2,997	878	1,724	2,602	1,793	4,029	5,821	1.4	2.7	2.1
65-69	685	462	1,147	718	-	718	543	203	746	1,947	665	2,612	1.5	0.5	0.9
70-74	-	-	-	211	616	827	545	260	806	757	876	1,633	0.6	0.6	0.6
75+	-	238	238	-	-	-	-	-	-	-	238	238	0.0	0.2	0.1
<b>Total</b>	<b>19,969</b>	<b>24,309</b>	<b>44,278</b>	<b>72,171</b>	<b>81,862</b>	<b>154,033</b>	<b>36,430</b>	<b>40,419</b>	<b>76,849</b>	<b>128,570</b>	<b>146,590</b>	<b>275,160</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**Table UN3: Unemployment Rate by Marital Status and Sex, QMTS Q3 2023**

Marital Status	Employed			Unemployed			Labour Force			Unemployment Rate			Q4_2022 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Married	93,746	76,834	170,580	8,851	13,143	21,994	102,597	89,977	192,574	8.6	14.6	11.4	11.1
Living Together	144,784	122,027	266,810	32,517	49,804	82,321	177,300	171,831	349,131	18.3	29.0	23.6	22.0
Separated	1,458	1,344	2,803	307	-	307	1,765	1,344	3,110	17.4	0.0	9.9	46.5
Divorced	4,325	3,810	8,136	-	1,453	1,453	4,325	5,263	9,588	0.0	27.6	15.1	18.3
Widowed	3,530	10,524	14,054	662	3,133	3,794	4,192	13,657	17,849	15.8	22.9	21.3	11.6
Never Married	155,873	170,360	326,234	86,233	79,058	165,290	242,106	249,418	491,524	35.6	31.7	33.6	33.9
Total	403,717	384,899	788,616	128,570	146,590	275,160	532,286	531,489	1,063,776	24.2	27.6	25.9	25.4

**Table UN4: Currently Not Seeking Employment by Age Group and Sex, QMTS Q3 2023**

Age Group	Discouraged Job Seekers			Q4_2022 Total
	Male	Female	Total	
15-17	4,323	3,320	7,643	4,078
18-19	2,881	3,016	5,897	7,919
20-24	8,205	6,816	15,021	13,869
25-29	4,330	5,771	10,101	10,821
30-34	2,533	3,668	6,201	10,182
35-39	3,809	3,507	7,317	9,667
40-44	3,296	3,699	6,995	7,992
45-49	2,698	4,352	7,051	6,458
50-54	1,712	1,752	3,464	4,684
55-59	1,670	2,072	3,742	3,867
60-64	1,655	1,971	3,627	3,000
65-69	1,520	1,769	3,289	578
70-74	1,123	720	1,843	656
75+	-	197	197	562
Total	39,755	42,632	82,387	84,332

**Table UN5: Currently Not Seeking Employment by Reason, Strata and Sex, QMTS Q3 2023**

Main reason not find work/start business	Cities and Towns			Urban Villages			Rural areas			Total Unemployed		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Waiting for results of a precious search	1,449	2,505	3,954	2,547	2,409	4,956	995	1,429	2,424	4,992	6,343	11,335
Awaiting recall from a precious search	296	-	296	566	1,745	2,311	1,400	1,326	2,726	2,262	3,071	5,333
Waiting for the season to start	-	-	-	676	922	1,597	-	158	158	676	1,080	1,756
Waiting to start new job or business	244	197	441	636	561	1,197	539	731	1,270	1,420	1,488	2,908
Tired of looking for jobs, no jobs in the area	1,235	1,696	2,931	11,373	10,118	21,491	6,634	9,476	16,110	19,242	21,290	40,532
No jobs matching skills, lacks experience	870	534	1,404	2,882	2,577	5,459	2,067	2,025	4,091	5,819	5,135	10,954
Considered too young/old by employers	204	379	583	1,662	2,114	3,776	3,478	1,732	5,210	5,344	4,225	9,569
<b>Total</b>	<b>4,299</b>	<b>5,310</b>	<b>9,609</b>	<b>20,342</b>	<b>20,445</b>	<b>40,788</b>	<b>15,113</b>	<b>16,876</b>	<b>31,990</b>	<b>39,755</b>	<b>42,632</b>	<b>82,387</b>

**Table UN6: Extended Unemployment Rate, QMTS Q3 2023**

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	8,911	7,028	15,940	911	501	1,412	9,822	7,530	17,352	90.7	93.3	91.9
18-19	11,979	8,104	20,082	9,168	2,768	11,936	21,146	10,872	32,018	56.6	74.5	62.7
20-24	36,868	37,913	74,780	40,067	34,846	74,912	76,934	72,758	149,693	47.9	52.1	50.0
25-29	21,984	36,329	58,313	56,877	51,742	108,619	78,860	88,071	166,931	27.9	41.2	34.9
30-34	22,974	24,458	47,433	62,770	58,346	121,116	85,744	82,804	168,548	26.8	29.5	28.1
35-39	17,667	22,546	40,213	56,318	60,530	116,847	73,985	83,075	157,060	23.9	27.1	25.6
40-44	16,775	16,318	33,092	59,535	58,495	118,030	76,310	74,813	151,123	22.0	21.8	21.9
45-49	10,747	12,214	22,961	44,520	39,445	83,965	55,267	51,659	106,926	19.4	23.6	21.5
50-54	7,114	6,104	13,218	33,171	29,034	62,205	40,285	35,138	75,423	17.7	17.4	17.5
55-59	4,513	7,743	12,256	19,042	23,685	42,727	23,555	31,428	54,983	19.2	24.6	22.3
60-64	3,448	6,000	9,448	12,467	13,315	25,782	15,915	19,316	35,231	21.7	31.1	26.8
65-69	3,466	2,434	5,901	4,186	6,492	10,678	7,652	8,926	16,578	45.3	27.3	35.6
70-74	1,879	1,596	3,476	2,693	3,136	5,829	4,572	4,733	9,305	41.1	33.7	37.4
75+	-	435	435	1,993	2,563	4,556	1,993	2,999	4,992	0.0	14.5	8.7
<b>Total</b>	<b>168,325</b>	<b>189,222</b>	<b>357,546</b>	<b>403,717</b>	<b>384,899</b>	<b>788,616</b>	<b>572,041</b>	<b>574,121</b>	<b>1,146,162</b>	<b>29.4</b>	<b>33.0</b>	<b>31.2</b>



Highest Educational Level	Total Unemployed			Percentage (%)	
	Male	Female	Total	Q4_ 2022	Q4_ 2021
Never Attended	4,823	3,920	8,743	3.2	3.6
Primary	15,775	16,975	32,750	11.9	11.5
Secondary	83,278	91,442	174,720	63.5	60.1
Non-formal	483	1,265	1,748	0.6	0.1
Apprentice	451	-	451	0.2	0.1
Brigade	6,534	2,944	9,479	3.4	3.2
Technical/Vocational	5,843	6,287	12,130	4.4	4.6
Educational College	2,293	7,432	9,725	3.5	4.1
Institute of Health Sciences	27	-	27	0.0	0.1
University	9,062	16,325	25,387	9.2	12.5
Total	128,570	146,590	275,160	100.0	100.0

[illegible]

**Table UN9: Currently Unemployed by Subject of Training and Sex, QMTS Q3 2023**

Training type	Total Unemployed			Percentage Distribution		
	Male	Female	Total	Male	Female	Total
Still attending general education	-	657	657	-	0.4	0.2
No Training	103,311	111,675	214,986	80.4	76.2	78.1
Basic General Programs, Pre-primary	196	3,308	3,504	0.2	2.3	1.3
Primary Teachers Training Programs	-	239	239	-	0.2	0.1
Teachers Trainers and For Handicapped Children	-	233	233	-	0.2	0.1
General and Specialized Teacher-Training Programs	162	259	421	0.1	0.2	0.2
Fine Arts: Drawing, Painting and Sculpture Subjects	-	195	195	-	0.1	0.1
Graphic and Audio-Visual Arts: Photography, Music Production	506	198	704	0.4	0.1	0.3
Design and Craft Skills, including Jewellery Making Courses	201	-	201	0.2	-	0.1
Religion and Theology	-	279	279	-	0.2	0.1
Other Humanities Programs NEC	-	391	391	-	0.3	0.1
Community Development Programs; Social Welfare/Social Work	233	833	1,066	0.2	0.6	0.4
Economics and Economic History Programs	69	452	520	0.1	0.3	0.2
Journalism Courses	-	256	256	-	0.2	0.1
Archival Sciences	-	234	234	-	0.2	0.1
Film Making Programs	204	511	715	0.2	0.3	0.3
Retailing Programs	-	201	201	-	0.1	0.1
Marketing and Sales Programs	-	383	383	-	0.3	0.1
Finance and Banking Programs	297	-	297	0.2	-	0.1
Accounting, Auditing and Bookkeeping Programs	931	2,640	3,572	0.7	1.8	1.3
Management and Public Administration Programs	-	541	541	-	0.4	0.2
Secretarial and Office Work Programs	229	1,064	1,293	0.2	0.7	0.5
Personnel Administration Programs	-	468	468	-	0.3	0.2
Financial Management Programs	220	222	441	0.2	0.2	0.2
Business\Commercial Administration Programs	1,534	389	1,923	1.2	0.3	0.7
Materials Management Courses	334	1,120	1,453	0.3	0.8	0.5
Other Business and Administration Programs NEC	229	-	229	0.2	-	0.1
Law (General, International, Labour, Maritime Law e.t.c ) Programs	-	251	251	-	0.2	0.1
Biology, Botany, Bacteriology, Microbiology and Genetics Programs	307	120	427	0.2	0.1	0.2
Other Allied Sciences, excluding Clinical and Veterinary Science	-	57	57	-	0.0	0.0
Physics and Other Allied Subjects Programs	-	143	143	-	0.1	0.1
Chemistry and Other Allied Subjects Programs	305	-	305	0.2	-	0.1
Computer Sciences: System Design Programs	256	211	467	0.2	0.1	0.2
Computer Programming Programs	300	-	300	0.2	-	0.1
Data Processing Programs	250	-	250	0.2	-	0.1
Network and Website Development Programs	-	918	918	-	0.6	0.3
Other Computing Programs NEC	57	2,156	2,213	0.0	1.5	0.8
Mechanics Engineering Programs	395	-	395	0.3	-	0.1
Mining and Metallurgy Programs	-	344	344	-	0.2	0.1
Electrical Engineering Programs	456	-	456	0.4	-	0.2
Electronics and Telecommunications (Radio and Computer) Programs	724	-	724	0.6	-	0.3
Energy and Chemical Engineering Programs (Water)	-	240	240	-	0.2	0.1
Vehicle Maintenance Programs	211	-	211	0.2	-	0.1
Surveying Programs, Quantity Surveying Programs	441	-	441	0.3	-	0.2
Other Engineering and Engineering Trades NEC	659	195	855	0.5	0.1	0.3
Food and Drink Processing Programs	-	223	223	-	0.2	0.1
Textiles and Clothes Programs	-	2,063	2,063	-	1.4	0.7

**Table UN9 Con't: Currently Unemployed by Subject of Training and Sex, QMTS Q3 2023**

Training type	Total Unemployed			Percentage Distribution		
	Male	Female	Total	Male	Female	Total
Other Manufacturing and Processing Programs NEC	136	-	136	0.1	-	0.0
Welding and Fabrication Programs	1,063	514	1,577	0.8	0.4	0.6
Refrigeration and Air Conditioning Training Programs	293	-	293	0.2	-	0.1
Motor Mechanics Programs	468	456	924	0.4	0.3	0.3
Other Industrial Programs NEC	512	-	512	0.4	-	0.2
Architecture and Town Planning Programs	404	188	592	0.3	0.1	0.2
Cartography Programs	182	-	182	0.1	-	0.1
Civil Engineering Programs	1,242	514	1,757	1.0	0.4	0.6
Other Architecture and Building Programs NEC	304	-	304	0.2	-	0.1
Painting/Songwriting Programs	-	295	295	-	0.2	0.1
Carpentry/Joinery Programs	1,649	-	1,649	1.3	-	0.6
Masonry and Bricklaying Programs	4,184	549	4,733	3.3	0.4	1.7
Electrical Programs	513	-	513	0.4	-	0.2
Other Building and Construction Trades Programs NEC	-	392	392	-	0.3	0.1
Agronomy Programs	196	-	196	0.2	-	0.1
Horticulture and Gardening Programs	-	168	168	-	0.1	0.1
Paramedical Training Programs	543	250	792	0.4	0.2	0.3
Psychiatry, Radiology and Ophthalmology Programs	-	267	267	-	0.2	0.1
Public Health Services, Hygiene Programs and Sanitation Programs	-	169	169	-	0.1	0.1
Pharmacy and Pharmacology Programs	-	257	257	-	0.2	0.1
Laboratory Technician (Medical) Programs	-	252	252	-	0.2	0.1
Basic Nursing Programs	27	228	254	0.0	0.2	0.1
Other Health Programs NEC	-	1,175	1,175	-	0.8	0.4
Counseling Programs	-	540	540	-	0.4	0.2
Hotel and Catering Programs	538	208	746	0.4	0.1	0.3
Travel and Tourism Programs	1,354	1,666	3,020	1.1	1.1	1.1
Sports and Leisure Programs	-	384	384	-	0.3	0.1
Hairdressing Programs	122	442	564	0.1	0.3	0.2
Other Personal Services Programs NEC	480	251	732	0.4	0.2	0.3
Air Crew and Air Traffic Control Programs	-	77	77	-	0.1	0.0
Road Motor Vehicle Operations Programs (Including Driving School)	539	-	539	0.4	-	0.2
Other Transport Programs NEC	271	411	681	0.2	0.3	0.2
Labour Protection and Security Programs	533	3,266	3,799	0.4	2.2	1.4
<b>Total</b>	<b>128,570</b>	<b>146,590</b>	<b>275,160</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**Table UN10: Current Unemployment Rate by District and Sex, QMTS Q3 2023**

District	Unemployed			Employed			Labour Force		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Gaborone	10,253	10,786	21,040	63,135	57,811	120,947	73,389	68,598	141,987
Francistown	5,337	5,409	10,746	17,804	20,565	38,369	23,142	25,974	49,115
Lobatse	1,524	3,448	4,972	5,595	3,540	9,134	7,118	6,988	14,106
Selibe Phikwe	2,291	3,576	5,867	5,164	8,344	13,509	7,456	11,920	19,376
Orapa	199	392	591	2,484	1,345	3,829	2,683	1,737	4,420
Jwaneng	293	577	870	3,651	4,671	8,322	3,944	5,248	9,192
Sowa	71	121	192	789	704	1,492	860	825	1,684
Ngwaketse South	7,056	6,574	13,630	15,730	13,325	29,055	22,787	19,899	42,686
Ngwaketse West	552	1,437	1,989	2,701	3,308	6,008	3,253	4,744	7,997
Borolong	3,918	3,702	7,620	11,872	11,420	23,293	15,790	15,122	30,913
South_East	6,621	4,760	11,382	26,722	20,262	46,983	33,343	25,022	58,365
Kweneng East	19,387	24,151	43,538	53,927	53,653	107,580	73,315	77,804	151,118
Kweneng West	4,961	7,584	12,545	9,191	9,246	18,438	14,153	16,830	30,983
Kgatleng	6,936	7,265	14,201	27,307	21,706	49,013	34,243	28,971	63,214
Serowe Palapye	12,850	16,494	29,344	36,157	31,317	67,474	49,006	47,811	96,818
Central Mahalapye	8,267	9,124	17,391	15,731	16,455	32,186	23,998	25,579	49,577
Central Bobonong	5,585	4,523	10,108	8,033	11,441	19,474	13,618	15,964	29,582
Central Boteti	5,951	5,516	11,466	11,652	10,424	22,076	17,603	15,939	33,542
Central Tutume	7,074	9,328	16,402	29,601	28,347	57,949	36,675	37,676	74,351
North East	3,623	3,605	7,228	10,242	9,966	20,209	13,865	13,572	27,437
Ngami East	5,554	5,635	11,189	15,340	17,895	33,235	20,894	23,530	44,424
Ngamiland West	4,378	7,218	11,595	8,369	6,339	14,708	12,747	13,556	26,303
Chobe	1,152	997	2,148	7,705	5,313	13,018	8,856	6,310	15,166
Ghanzi	2,149	2,648	4,796	5,509	7,619	13,128	7,658	10,266	17,924
Kgalagadi North	863	959	1,823	4,041	4,399	8,440	4,905	5,358	10,262
Kgalagadi South	1,724	761	2,485	5,263	5,485	10,748	6,987	6,246	13,234
<b>Total</b>	<b>128,570</b>	<b>146,590</b>	<b>275,160</b>	<b>403,717</b>	<b>384,899</b>	<b>788,616</b>	<b>532,286</b>	<b>531,489</b>	<b>1,063,776</b>

## UNDER EMPLOYED TABLES

**Table UNDE1: Currently Underemployed by Occupation and Sex, QMTS Q3 2023**

Occupation	Total			% Total	Proportion (%)		
	Male	Female	Total		Male	Female	Total
Managers	462	195	657	1.2	70.3	29.7	100.0
Professionals	570	225	796	1.5	71.6	28.3	100.0
Technicians	674	1,702	2,375	4.4	28.4	71.7	100.0
Clerical Support Services	0	2,291	2,291	4.3	-	100.0	100.0
Service/Sales Workers	1288	5422	6710	12.5	19.2	80.8	100.0
Craft and Related Trades	156	216	372	0.7	41.9	58.1	100.0
Elementary Occupations	7,669	32,778	40,447	75.4	19.0	81.0	100.0
Total	10,819	42,829	53,648	100.0	20.2	79.8	100.0

Table UNDE2a: Currently Underemployed by Sector, Sex and Employment Status, QMTS Q3 2023

Sector	In a business operated by a household or family member	As an employee for someone else	As an apprentice, intern/tirelo sechaba	Total
Central Government	-	3,360	4,237	7,597
Local Government	-	800	903	1,703
Private Sector	214	3,136	-	3,349
Non Govt Organization	-	146	-	146
Private Household	411	3,301	-	3,712
Ipelegeng	-	37,142	-	37,142
Total	624	47,884	5,140	53,648
MALE				
Central Government	-	467	597	1,064
Local Government	-	462	257	719
Private Sector	-	1,324	-	1,324
Non Govt Organization	-	-	-	-
Private Household	-	1,172	-	1,172
Ipelegeng	-	6,541	-	6,541
Total	-	9,966	854	10,819
FEMALE				
Central Government	-	2,893	3,640	6,533
Local Government	-	339	646	984
Private Sector	214	1,812	-	2,026
Non Govt Organization	-	146	-	146
Private Household	411	2,128	-	2,539
Ipelegeng	-	30,601	-	30,601
Total	624	37,919	4,286	42,829

**Table UNDE2b: Percentage of Currently Underemployed by Employment Status, Sector and Sex, QMTS Q3 2023**

Sector	In a business operated by a household or family member	As an employee for someone else	As an apprentice, intern/tirelo sechaba	Total
Central Government	-	7.0	82.4	14.2
Local Government	-	1.7	17.6	3.2
Private Sector	34.3	6.5	-	6.2
Non Govt Organization	-	0.3	-	0.3
Private Household	65.9	6.9	-	6.9
Ipelegeng	-	77.6	-	69.2
Total	100.0	100.0	100.0	100.0
<b>MALE</b>				
Central Government	-	1.0	11.6	2.0
Local Government	-	1.0	5.0	1.3
Private Sector	-	2.8	-	2.5
Non Govt Organization	-	-	-	-
Private Household	-	2.4	-	2.2
Ipelegeng	-	13.7	-	12.2
Total	-	20.8	16.6	20.2
<b>FEMALE</b>				
Central Government	-	6.0	70.8	12.2
Local Government	-	0.7	12.6	1.8
Private Sector	34.3	3.8	-	3.8
Non Govt Organization	-	0.3	-	0.3
Private Household	65.9	4.4	-	4.7
Ipelegeng	-	63.9	-	57.0
Total	100.0	79.2	83.4	79.8



**Table UNDE3a: Currently Underemployed by Age Group and Employment Status, QMTS Q3 2023**

Age Group	In a business operated by a household or family member	As an employee for someone else	As an apprentice, intern/ tirelo sechaba	Total
15-17	-	-	-	-
18-19	-	1,766	-	1,766
20-24	-	3,953	2,011	5,964
25-29	-	5,507	3,129	8,636
30-34	-	6,001	-	6,001
35-39	214	6,636	-	6,850
40-44	197	5,935	-	6,133
45-49	-	4,304	-	4,304
50-54	214	5,077	-	5,290
55-59	-	3,800	-	3,800
60-64	-	2,845	-	2,845
65-69	-	745	-	745
70-74	-	1,208	-	1,208
75+	-	106	-	106
<b>Total</b>	<b>624</b>	<b>47,884</b>	<b>5,140</b>	<b>53,648</b>

**Table UNDE3b: Percentage of Currently Underemployed by Age Group and Employment Status, QMTS Q3 2023**

Age Group	In a business operated by a household or family member	As an employee for someone else	As an apprentice, intern/ tirelo sechaba	Total
15-17	-	-	-	-
18-19	-	3.7	-	3.3
20-24	-	8.3	39.1	11.1
25-29	-	11.5	60.9	16.1
30-34	-	12.5	-	11.2
35-39	34.3	13.9	-	12.8
40-44	31.6	12.4	-	11.4
45-49	-	9.0	-	8.0
50-54	34.3	10.6	-	9.9
55-59	-	7.9	-	7.1
60-64	-	5.9	-	5.3
65-69	-	1.6	-	1.4
70-74	-	2.5	-	2.3
75+	-	0.2	-	0.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**Table UNDE4a: Currently Underemployed by Sector, Strata and Employment Status, QMTS Q3 2023**

Sector	In a business operated by a household or family member	As an employee for someone else	As an apprentice, intern /tirelo sechaba	Total
Central Government	-	3,360	4,237	7,597
Local Government	-	800	903	1,703
Private Sector	214	3,136	-	3,349
Non Govt Organization	-	146	-	146
Private Household	411	3,301	-	3,712
Ipelegeng	-	37,142	-	37,142
Total	624	47,884	5,140	53,648
<b>CITIES AND TOWNS</b>				
Central Government	-	305	-	305
Local Government	-	143	-	143
Private Sector	214	1,034	-	1,248
Non Govt Organization	-	-	-	-
Private Household	214	-	-	214
Ipelegeng	-	4,948	-	4,948
Total	427	6,431	-	6,858
<b>URBAN VILLAGES</b>				
Central Government	-	1,504	2,711	4,214
Local Government	-	201	903	1,104
Private Sector	-	1,168	-	1,168
Non Govt Organization	-	-	-	-
Private Household	-	1,730	-	1,730
Ipelegeng	-	13,956	-	13,956
Total	-	18,559	3,614	22,172
<b>RURAL AREAS</b>				
Central Government	-	1,551	1,526	3,077
Local Government	-	456	-	456
Private Sector	-	934	-	934
Non Govt Organization	-	146	-	146
Private Household	197	1,571	-	1,768
Ipelegeng	-	18,237	-	18,237
Total	197	22,895	1,526	24,618

**Table UNDE4b: Percentage of Currently Underemployed by Strata, Sector and Employment Status, QMTS Q3 2023**

Sector	In a business operated by a household or family member	As an employee for someone else	As an apprentice, intern/ tirelo sechaba	Total
Central Government	-	7.0	82.4	14.2
Local Government	-	1.7	17.6	3.2
Private Sector	34.3	6.5	-	6.2
Non Govt Organization	-	0.3	-	0.3
Private Household	65.9	6.9	-	6.9
Ipelegeng	-	77.6	-	69.2
Total	100.0	100.0	100.0	100.0
<b>CITIES AND TOWNS</b>				
Central Government	-	0.6	-	0.6
Local Government	-	0.3	-	0.3
Private Sector	34.3	2.2	-	2.3
Non Govt Organization	-	-	-	-
Private Household	34.3	-	-	0.4
Ipelegeng	-	10.3	-	9.2
Total	68.4	13.4	-	12.8
<b>URBAN VILLAGES</b>				
Central Government	-	3.1	52.7	7.9
Local Government	-	0.4	17.6	2.1
Private Sector	-	2.4	-	2.2
Non Govt Organization	-	-	-	-
Private Household	-	3.6	-	3.2
Ipelegeng	-	29.1	-	26.0
Total	-	38.8	70.3	41.3
<b>RURAL AREAS</b>				
Central Government	-	3.2	29.7	5.7
Local Government	-	1.0	-	0.8
Private Sector	-	2.0	-	1.7
Non Govt Organization	-	0.3	-	0.3
Private Household	31.6	3.3	-	3.3
Ipelegeng	-	38.1	-	34.0
Total	31.6	47.8	29.7	45.9

**Table UNDE5a: Currently Underemployed by Actual Hours Worked,  
Sector and Sex, QMTS Q3 2023**

Hours Worked	In a business operated by a household or family member	As an employee for someone else	As an apprentice, intern/tirelo sechaba	Total
1-6	-	1,565	-	1,565
7-9	-	966	-	966
10-14	197	437	-	634
15-19	-	1,000	-	1,000
20-24	-	20,689	188	20,877
25-29	427	15,197	2,843	18,467
30-34	-	8,031	2,109	10,140
<b>Total</b>	<b>624</b>	<b>47,884</b>	<b>5,140</b>	<b>53,648</b>
<b>MALE</b>				
1-6	-	656	-	656
7-9	-	-	-	-
10-14	-	437	-	437
15-19	-	421	-	421
20-24	-	4,357	-	4,357
25-29	-	2,957	290	3,247
30-34	-	1,138	564	1,702
<b>Total</b>	<b>-</b>	<b>9,966</b>	<b>854</b>	<b>10,819</b>
<b>FEMALE</b>				
1-6	-	909	-	909
7-9	-	966	-	966
10-14	197	-	-	197
15-19	-	579	-	579
20-24	-	16,332	188	16,520
25-29	427	12,240	2,553	15,220
30-34	-	6,893	1,545	8,438
<b>Total</b>	<b>624</b>	<b>37,919</b>	<b>4,286</b>	<b>42,829</b>

**Table UNDE5b: Percentage of Currently Underemployed by Actual Hours Worked, Sector and Sex, QMTS Q3 2023**

Hours Worked	As an employee for someone else	As an apprentice, intern/tirelo sechaba	Helping a household member	Total
1-6	-	3.3	-	2.9
7-9	-	2.0	-	1.8
10-14	31.6	0.9	-	1.2
15-19	-	2.1	-	1.9
20-24	-	43.2	3.7	38.9
25-29	68.4	31.7	55.3	34.4
30-34	-	16.8	41.0	18.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>MALE</b>				
1-6	-	1.4	-	1.2
7-9	-	-	-	-
10-14	-	0.9	-	0.8
15-19	-	0.9	-	0.8
20-24	-	9.1	-	8.1
25-29	-	6.2	5.6	6.1
30-34	-	2.4	11.0	3.2
<b>Total</b>	<b>-</b>	<b>20.8</b>	<b>16.6</b>	<b>20.2</b>
<b>FEMALE</b>				
1-6	-	1.9	-	1.7
7-9	-	2.0	-	1.8
10-14	31.6	-	-	0.4
15-19	-	1.2	-	1.1
20-24	-	34.1	3.7	30.8
25-29	68.4	25.6	49.7	28.4
30-34	-	14.4	30.1	15.7
<b>Total</b>	<b>100.0</b>	<b>79.2</b>	<b>83.4</b>	<b>79.8</b>

## YOUTH LABOUR FORCE

**Table YE1: Total Youth (15-35) Population by Age Group and Sex,QMTS Q3 2023**

Age Group	Total Youth			Q4_2022 Total
	Male	Female	Total	
15-17	71,837	68,277	140,114	127,614
18-19	41,379	34,468	75,847	76,851
20-24	98,867	106,964	205,831	183,534
25-29	86,106	100,808	186,914	185,300
30-34	93,766	97,054	190,820	191,387
35	18,029	19,448	37,477	40,542
Total	409,985	427,017	837,002	805,228

**Table YE2a: Total Youth (15-35) Labour Force by Age Group and Sex, QMTS Q3 2023**

Age Group	Employed Youth			Unemployed youth			Youth Labour Force			Unemployment Rate			Q4_2022 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
15-17	911	501	1,412	4,588	3,709	8,297	5,499	4,210	9,709	83.4	88.1	85.5	74.1
18-19	9,168	2,768	11,936	9,098	5,087	14,185	18,266	7,856	26,121	49.8	64.8	54.3	55.3
20-24	40,067	34,846	74,912	28,662	31,097	59,759	68,729	65,942	134,672	41.7	47.2	44.4	43.6
25-29	56,877	51,742	108,619	17,654	30,558	48,212	74,530	82,300	156,830	23.7	37.1	30.7	31.1
30-34	62,770	58,346	121,116	20,441	20,790	41,231	83,211	79,136	162,347	24.6	26.3	25.4	25.7
35	12,649	10,993	23,642	2,429	4,832	7,261	15,078	15,825	30,903	16.1	30.5	23.5	22.6
Total	182,441	159,196	341,637	82,873	96,073	178,946	265,314	255,269	520,583	31.2	37.6	34.4	33.5

**Table YE2 b: Trend in Youth Unemployment Rate (15-35), QMTS Q3 2023**

Age Group	Youth Unemployment Rate Q_3 2023			Q4_2022 Total	Q4_2021 Total	Q4_2020 Total	Q1_2020 Total	Q4_2019 Total	Q3_2019 Total
	Male	Female	Total						
15-17	83.4	88.1	85.5	74.1	77.6	61.1	82.1	74.1	55.5
18-19	49.8	64.8	54.3	55.3	55.5	51.0	46.2	47.5	44.1
20-24	41.7	47.2	44.4	43.6	45.1	43.5	41.2	34.7	32.1
25-29	23.7	37.1	30.7	31.1	30.0	31.5	27.9	28.8	24.9
30-34	24.6	26.3	25.4	25.7	26.7	24.6	24.2	22.1	21.4
35	16.1	30.5	23.5	22.6	29.1	16.3	15.6	20.7	20.0
Total	31.2	37.6	34.4	33.5	34.4	32.4	30.5	28.8	26.7



**Table YE3: Total Youth (15-35) Labour Force by Education Level and Sex,Q3 2023**

Education Level	Employed Youth			Unemployed Youth			Total Youth Labour Force			Youth Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Never Attended	2,025	213	2,238	-	452	452	2,025	665	2,690	-	67.9	16.8
Primary	13,172	4,158	17,330	5,227	4,808	10,035	18,398	8,966	27,364	28.4	53.6	36.7
Secondary	115,789	93,790	209,579	62,256	65,381	127,636	178,045	159,171	337,216	35.0	41.1	37.9
Non-formal	-	574	574	-	787	787	-	1,362	1,362	-	58	58
Apprentice	202	216	418	245	-	245	447	216	663	54.8	-	36.9
Brigade	6,809	3,506	10,315	3,134	2,034	5,168	9,943	5,540	15,483	31.5	36.7	33.4
Technical/Vocational	9,411	6,370	15,781	3,050	4,460	7,510	12,461	10,830	23,291	24.5	41.2	32.2
Educational College	8,097	12,156	20,253	1,195	5,274	6,469	9,292	17,430	26,722	12.9	30.3	24.2
Institute of Health Sciences	924	1,496	2,421	27	-	27	951	1,496	2,447	2.8	-	1.1
University	26,012	36,716	62,728	7,740	12,877	20,617	33,752	49,593	83,345	22.9	26.0	24.7
Total	182,441	159,196	341,637	82,873	96,073	178,946	265,314	255,269	520,583	31.2	37.6	34.4

**Table YE4: Total Youth (15-35) Labour Force by Strata and Sex, QMTS Q3 2023**

Stratum	Employed Youth			Unemployed Youth			Total Youth Labour Force			Youth Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Cities and Towns	43,641	41,913	85,555	15,010	17,340	32,350	58,651	59,253	117,904	25.6	29.3	27.4
Urban Villages	88,231	84,173	172,404	45,821	54,556	100,376	134,052	138,729	272,780	34.2	39.3	36.8
Rural Areas	50,569	33,109	83,678	22,043	24,177	46,220	72,611	57,287	129,898	30.4	42.2	35.6
Total	182,441	159,196	341,637	82,873	96,073	178,946	265,314	255,269	520,583	31.2	37.6	34.4

Table YE5: Total Youth (15-35) Labour Force by District and Sex, QMTS Q3 2023

District	Employed Youth			Unemployed Youth			Total Youth Labour Force			Youth Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Borolong	5,135	3,971	9,106	2,344	2,116	4,460	7,479	6,087	13,565	31.3	34.8	32.9
Central Bobonong	3,909	4,295	8,204	3,795	2,017	5,812	7,704	6,312	14,016	49.3	32.0	41.5
Central Boteti	4,242	3,928	8,170	2,845	4,755	7,600	7,087	8,683	15,770	40.1	54.8	48.2
Central Mahalapye	5,515	6,774	12,288	5,068	4,641	9,709	10,583	11,414	21,997	47.9	40.7	44.1
Central Tutume	12,692	10,186	22,878	3,922	6,264	10,186	16,614	16,450	33,064	23.6	38.1	30.8
Chobe	3,736	2,505	6,240	1,060	997	2,056	4,795	3,501	8,297	22.1	28.5	24.8
Francistown	7,946	9,883	17,829	3,687	3,629	7,316	11,633	13,511	25,145	31.7	26.9	29.1
Gaborone	28,634	23,399	52,032	8,130	8,966	17,096	36,764	32,364	69,128	22.1	27.7	24.7
Ghanzi	3,292	3,750	7,041	1,346	1,643	2,990	4,638	5,393	10,031	29.0	30.5	29.8
Jwaneng	1,014	2,631	3,645	293	577	870	1,307	3,208	4,515	22.4	18.0	19.3
Kgalagadi North	1,599	1,562	3,161	623	422	1,045	2,222	1,984	4,206	28.0	21.3	24.8
Kgalagadi South	1,904	1,691	3,595	1,390	596	1,986	3,294	2,287	5,581	42.2	26.1	35.6
Kgatleng	16,694	9,578	26,272	4,340	6,303	10,643	21,034	15,881	36,915	20.6	39.7	28.8
Kweneng East	26,070	23,617	49,687	13,419	16,127	29,545	39,488	39,744	79,233	34.0	40.6	37.3
Kweneng West	4,885	2,201	7,086	2,915	5,755	8,669	7,800	7,956	15,755	37.4	72.3	55.0
Lobatse	2,416	1,898	4,314	1,047	1,827	2,874	3,463	3,725	7,188	30.2	49.0	40.0
Ngamiland East	5,658	8,471	14,128	3,584	4,027	7,611	9,241	12,498	21,739	38.8	32.2	35.0
Ngamiland West	4,519	2,579	7,098	3,199	4,699	7,898	7,718	7,278	14,996	41.5	64.6	52.7
Southren	8,752	5,795	14,547	4,398	4,975	9,373	13,150	10,769	23,920	33.4	46.2	39.2
Ngwaketse West	798	1,712	2,510	225	878	1,103	1,023	2,590	3,614	22.0	33.9	30.5
North East	3,209	3,386	6,595	2,587	2,396	4,984	5,796	5,782	11,578	44.6	41.4	43.0
Orapa	534	420	954	199	192	392	734	612	1,346	27.2	31.4	29.1
Selibe Phikwe	2,851	3,432	6,283	1,582	2,028	3,610	4,433	5,460	9,893	35.7	37.1	36.5
Central Serowe/ Palapye	14,550	11,934	26,484	6,584	7,781	14,365	21,135	19,715	40,850	31.2	39.5	35.2
South East	11,642	9,348	20,991	4,219	2,342	6,561	15,861	11,690	27,552	26.6	20.0	23.8
Sowa	247	251	498	71	121	192	318	372	690	22.3	32.6	27.9
Total	182,441	159,196	341,637	82,873	96,073	178,946	265,314	255,269	520,583	31.2	37.6	34.4

Table YE6: Total Youth (15-35) Labour Force by Marital Status and Sex, QMTS Q3 2023

Marital status	Employed			Unemployed			Total Youth Labour Force			Youth Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Married	12,105	12,473	24,579	1,201	3,932	5,134	13,307	16,406	29,712	9.0	24.0	17.3
Living Together	63,684	62,144	125,829	11,978	30,746	42,724	75,662	92,891	168,553	15.8	33.1	25.3
Separated	-	-	-	307	-	307	307	-	307	100.0	-	100.0
Divorced	266	184	450	-	-	-	266	184	450	-	-	-
Widowed	-	-	-	-	-	-	-	-	-	-	-	-
Never Married	106,385	84,394	190,780	69,387	61,394	130,781	175,772	145,788	321,560	39.5	42.1	40.7
Total	182,441	159,196	341,637	82,873	96,073	178,946	265,314	255,269	520,583	31.2	37.6	34.4

**Table YE7: Employed Youth (15 – 35) by Occupation and Sex,QMTS Q3 2023**

Occupation	Male	Female	Total
Managers	7,311	7,836	15,147
Professionals	13,297	14,196	27,492
Technicians and Associate Professionals	10,862	13,817	24,679
Clerical Support Services	2,570	9,787	12,357
Service/Sales Workers	40,385	58,047	98,432
Skilled Agric Forestry and Fishery Workers	945	1,223	2,168
Craft and Related Trades Workers	27,190	4,622	31,812
Plant & Machine Operators	12,679	1,616	14,295
Elementary Occupations	66,643	47,939	114,582
Other specialized professionals	560	112	671
<b>Total</b>	<b>182,441</b>	<b>159,196</b>	<b>341,637</b>

**Table YE8: Youth (15-35) not in Education, Not in Employment by Age Group, Strata and Sex, QMTS Q3 2023**

Age Group	Cities and Towns			Urban Villages			Rural Areas			NEET			Q4_2022 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
15-17	1,095	455	1,550	8,122	6,569	14,690	6,611	6,340	12,951	15,827	13,364	29,191	20,564
18-19	1,587	2,444	4,031	10,993	8,877	19,870	5,628	6,716	12,344	18,208	18,036	36,244	37,331
20-24	8,827	9,634	18,462	26,617	27,406	54,023	11,496	16,911	28,407	46,940	53,951	100,891	92,554
25-29	3,741	8,032	11,774	14,127	26,664	40,791	8,301	12,403	20,705	26,169	47,100	73,269	80,189
30-34	5,303	7,227	12,530	15,679	21,576	37,255	9,779	9,099	18,878	30,762	37,902	68,663	76,196
35	742	1,684	2,426	2,220	3,365	5,585	2,418	3,406	5,824	5,380	8,455	13,835	14,249
<b>Total</b>	<b>21,296</b>	<b>29,476</b>	<b>50,771</b>	<b>77,758</b>	<b>94,456</b>	<b>172,214</b>	<b>44,233</b>	<b>54,876</b>	<b>99,109</b>	<b>143,286</b>	<b>178,808</b>	<b>322,094</b>	<b>321,082</b>

**Table YE9: NEET Rate by Age group and Sex, QMTS Q3 2023**

Age Group	NEET			Total Youth population			NEET Rate (%)			Q4 2022 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
15-17	15,827	13,364	29,191	71,837	68,277	140,114	22.0	19.6	20.8	16.1
18-19	18,208	18,036	36,244	41,379	34,468	75,847	44.0	52.3	47.8	48.6
20-24	46,940	53,951	100,891	98,867	106,964	205,831	47.5	50.4	49.0	50.4
25-29	26,169	47,100	73,269	86,106	100,808	186,914	30.4	46.7	39.2	43.3
30-34	30,762	37,902	68,663	93,766	97,054	190,820	32.8	39.1	36.0	39.8
35	5,380	8,455	13,835	18,029	19,448	37,477	29.8	43.5	36.9	35.1
<b>Total</b>	<b>143,286</b>	<b>178,808</b>	<b>322,094</b>	<b>409,985</b>	<b>427,017</b>	<b>837,002</b>	<b>34.9</b>	<b>41.9</b>	<b>38.5</b>	<b>39.9</b>

## POPULATION OUTSIDE LABOUR FORCE

Table LFO1a: Population Outside Labour Force, 15 years and above, QMTS Q3 2023

Age Group	Relaxed Job Seekers	Studying or Training	Household Responsibilities	Subsistence Farming	Illness or Own Disability	Retired or Pensioners	Other	Total	Total Percentage
15-17	8,586	108,680	9,858	161	1,041	-	2,079	130,404	21.4
18-19	6,095	28,102	9,804	500	1,416	-	3,809	49,725	8.2
20-24	15,500	29,452	19,368	702	2,888	-	3,251	71,159	11.7
25-29	10,101	4,518	10,727	1,001	823	-	2,913	30,084	4.9
30-34	6,522	1,040	13,843	1,162	3,871	-	2,035	28,472	4.7
35-39	7,494	127	17,278	2,906	2,812	-	1,073	31,689	5.2
40-44	7,495	1,155	15,637	1,606	3,488	-	1,884	31,266	5.1
45-49	7,146	168	10,622	3,309	2,836	267	545	24,894	4.1
50-54	3,656	-	8,662	4,289	2,702	576	658	20,541	3.4
55-59	4,806	-	13,703	4,873	3,774	1,550	728	29,433	4.8
60-64	5,684	-	16,833	4,294	4,331	5,848	-	36,989	6.1
65-69	7,387	-	11,415	4,711	5,632	7,463	798	37,408	6.1
70-74	5,093	-	9,001	2,953	3,378	7,033	767	28,226	4.6
75+	11,672	-	14,630	3,498	10,965	14,794	4,000	59,559	9.8
<b>Total</b>	<b>107,237</b>	<b>173,242</b>	<b>181,381</b>	<b>35,965</b>	<b>49,957</b>	<b>37,531</b>	<b>24,540</b>	<b>609,849</b>	<b>100.0</b>
<b>Total Percentage</b>	<b>17.6</b>	<b>28.4</b>	<b>29.7</b>	<b>5.9</b>	<b>8.2</b>	<b>6.2</b>	<b>4.0</b>	<b>100.0</b>	

Table LFO1b: Population Outside Labour Force, 18 years and above, QMTS Q3 2023

Age Group	Relaxed Job Seekers	Studying or Training	Household Responsibilities	Subsistence Farming	Illness or Own Disability	Retired or Pensioners	Other	Total	Total Percentage
18-19	6,095	28,102	9,804	500	1,416	-	3,809	49,725	10.4
20-24	15,500	29,452	19,368	702	2,888	-	3,251	71,159	14.8
25-29	10,101	4,518	10,727	1,001	823	-	2,913	30,084	6.3
30-34	6,522	1,040	13,843	1,162	3,871	-	2,035	28,472	5.9
35-39	7,494	127	17,278	2,906	2,812	-	1,073	31,689	6.6
40-44	7,495	1,155	15,637	1,606	3,488	-	1,884	31,266	6.5
45-49	7,146	168	10,622	3,309	2,836	267	545	24,894	5.2
50-54	3,656	-	8,662	4,289	2,702	576	658	20,541	4.3
55-59	4,806	-	13,703	4,873	3,774	1,550	728	29,433	6.1
60-64	5,684	-	16,833	4,294	4,331	5,848	-	36,989	7.7
65-69	7,387	-	11,415	4,711	5,632	7,463	798	37,408	7.8
70-74	5,093	-	9,001	2,953	3,378	7,033	767	28,226	5.9
75+	11,672	-	14,630	3,498	10,965	14,794	4,000	59,559	12.4
<b>Total</b>	<b>98,651</b>	<b>64,562</b>	<b>171,523</b>	<b>35,804</b>	<b>48,916</b>	<b>37,531</b>	<b>22,461</b>	<b>479,445</b>	<b>100.0</b>
<b>Total Percentage</b>	<b>20.6</b>	<b>13.5</b>	<b>35.8</b>	<b>7.5</b>	<b>10.2</b>	<b>7.8</b>	<b>4.7</b>	<b>100.0</b>	

Table LFO2: Population Outside Labour Force, QMTS Q3 2023

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	8,586	6,095	15,500	10,101	6,522	7,494	7,495	7,146	3,656	4,806	5,684	7,387	5,093	11,672	107,233
Studying or Training	108,680	28,102	29,452	4,518	1,040	127	1,155	168	-	-	-	-	-	-	173,240
Household Responsibilities	9,858	9,804	19,368	10,727	13,843	17,278	15,637	10,622	8,662	13,703	16,833	11,415	9,001	14,630	181,380
Subsistence Farming	161	500	702	1,001	1,162	2,906	1,606	3,309	4,289	4,873	4,294	4,711	2,953	3,498	35,965
Retired or Pensioners	1,041	1,416	2,888	823	3,871	2,812	3,488	2,836	2,702	3,774	4,331	5,632	3,378	10,965	49,959
Illness or Own Disability	-	-	-	-	-	-	-	267	576	1,550	5,848	7,463	7,033	14,794	37,530
Other	2,079	3,809	3,251	2,913	2,035	1,073	1,884	545	658	728	-	798	767	4,000	24,541
Total	130,404	49,725	71,159	30,084	28,472	31,689	31,266	24,894	20,541	29,433	36,989	37,408	28,226	59,559	609,848
Percentage															
Relaxed Job Seekers	8.0	5.7	14.5	9.4	6.1	7.0	7.0	6.7	3.4	4.5	5.3	6.9	4.7	10.9	100.0
Studying or Training	62.7	16.2	17.0	2.6	0.6	0.1	0.7	0.1	-	-	-	-	-	-	100.0
Household Responsibilities	5.4	5.4	10.7	5.9	7.6	9.5	8.6	5.9	4.8	7.6	9.3	6.3	5.0	8.1	100.0
Subsistence Farming	0.4	1.4	2.0	2.8	3.2	8.1	4.5	9.2	11.9	13.5	11.9	13.1	8.2	9.7	100.0
Retired or Pensioners	2.1	2.8	5.8	1.6	7.7	5.6	7.0	5.7	5.4	7.6	8.7	11.3	6.8	21.9	100.0
Illness or Own Disability	-	-	-	-	-	-	-	0.7	1.5	4.1	15.6	19.9	18.7	39.4	100.0
Other	8.5	15.5	13.2	11.9	8.3	4.4	7.7	2.2	2.7	3.0	-	3.3	3.1	16.3	100.0
Total	21.4	8.2	11.7	4.9	4.7	5.2	5.1	4.1	3.4	4.8	6.1	6.1	4.6	9.8	100.0





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