

Quarterly Multi-Topic Survey Quarter 4, 2022

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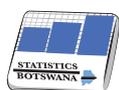
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**Quarterly Multi-Topic Survey
Quarter 4, 2022**

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Quarterly Multi-Topic Survey Quarter 4, 2022

PREFACE

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

The first quarter of the survey was quarter three (July-September) of 2019, whose results were published in January 2020. This was followed by the reports for the fourth quarter of 2019, the first quarter of 2020, the fourth quarter of 2020 and fourth quarter of 2021. 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 fourth quarter (October to December) of 2022. It presents information on employment, unemployment, wages from the formal sector, youth employment and unemployment, disability employment and other labour force indicators.

It is important to note that results of quarterly surveys are almost always subject to seasonal variations. This survey is no exception and thus the results that will be obtained over the four quarters of any year will have a seasonal effect. Assessment of the results for long term trends would be better done through analysis of year on year quarterly changes. Statistics Botswana has once again, as it did in the conduct of the more extensive 2015/16 Botswana Multi-Topic Household Survey (BMTHS), collaborated with the World Bank in the planning and conduct of this survey. We are grateful for its invaluable technical guidance and support. We are also grateful for the advice and guidance given by other National Statistics Offices in Africa through the consultations that were done.

Statistics Botswana will continue to engage stakeholders on the content of this publication to ensure that it responds to their needs and also invite them to participate in analysis of modules which shall be covered on a rotational basis.

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

Thank you



Dr. B. Mguni
Statistician General
February 2023

Summary Headline Labour Force Indicators

This is the sixth report of the labour force module from the quarterly multi topic survey (QMTS). The COVID-19 outbreak and financial constraints meant that the QMTS reports could not be produced consistently for all quarters of the calendar year. Reports for quarters 2 & 3 of 2020 could not be produced as data collection was affected by COVID-19. Readers are advised to note that results of quarterly surveys have a seasonal variation component and comparison with previous results of surveys that were conducted over a period of 12 months should be done taking into account this seasonal variation.

The Labour Force Module of the Quarterly Multi Topic Survey (QMTS) includes several sections of interest that provide useful indicators which 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 2020 through Q4 four 2022 are 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 a slight increase between quarters four (4) 2021 and four (4) of 2022, from 717,418 to 717,725 persons. This was accompanied by a decrease of 3.1 percent of unemployed persons, from 252,316 to 244,594 persons over the period.

Formal sector employment went down from 494,457 in Q4 quarter four of 2021 to 486,379 in Q4 of 2022, a decrease of 1.6 percent.

The youth labour force decreased by 3.2 percent between Q4 2021 and Q4 of 2022, from 486,706 to 471,139. Youth unemployment rate went down by 0.9 of a percentage point over the period, from 34.4 to 33.5 percent.

Unemployment rate (persons aged 15 years and above) declined by 0.6 percentage points, from 26.0 percent in Q4 of 2021, to 25.4 percent in Q4 2022.

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, increased from 31.1 percent to 31.4 percent, an increase of 0.3 percent.

The Youth not in Education, not in Employment or Training (NEET Rate %) went up from 39.4 to 39.9 percent between the two periods, an increase of 0.5 percentage points.

Table 1.0: National Headline Labour Force Indicators –QMTS Q4 2021and Q4 2022

	Indicator/Statistics	Totals		QMTS Q4 2022			% Changes (Q4 2020 TO Q4 2022)	% Changes (Q4 2021 TO Q4 2022)
		Q4 2020	Q4 2021	Total	Male	Female		
1	Population (15 years and above)	1,621,403	1,637,822	1,611,892	759,430	852,461	-0.6	-1.6
2	Population Outside Labour Force (15 years and above)	648,794	668,088	649,574	278,927	370,645	0.1	-2.8
3	Labour Force (15 years and above)	972,609	969,734	962,319	480,502	481,817	-1.1	-0.8
4	Employed Population	733,875	717,418	717,725	365,500	352,225	-2.2	0.0
5	Unemployed Population	238,734	252,316	244,594	115,002	129,592	2.5	-3.1
6	Population (18 years and above)	1,481,036	1,504,263	1,484,278	694,068	790,209	0.2	-1.3
7	Labour Force (18 years and above)	970,139	965,680	956,124	476,793	479,327	-1.4	-1.0
8	Employed Population (18 years and above)	732,914	716,510	716,120	364,984	351,134	-2.3	-0.1
9	Unemployed Population (18 years and above)	237,225	249,171	240,004	111,809	128,193	1.2	-3.7
10	Time Related Under Employed Population	52,043	46,988	57,320	15,511	41,810	10.5	22.4
11	Formal Sector employment	477,716	494,457	486,376	234,653	251,723	1.8	-1.6
12	Formal Employment	387,735	394,446	390,413	206,663	183,751	0.7	-1.0
13	Average Cash Earnings (in Pula)	4,997	5,320	5,701	5,914	5,466	14.1	7.2
14	Estimated Population of Youth (15 – 35 years)	861,672	851,545	805,228	392,945	412,283	-6.6	-5.4
15	Youth Labour Force	509,195	486,706	471,139	237,763	233,376	-7.5	-3.2
Change (Percentage points)								
16	Employment to Population Ratio (EPR)	45.4	43.8	44.5	48.1	41.3	-0.9	0.7
17	Labour Force Participation Rate (LFPR)	60.0	59.2	59.7	63.3	56.5	-0.3	0.5
18	Unemployment Rate % (15 year and above)	24.5	26.0	25.4	23.9	26.9	0.9	-0.6
19	Unemployment Rate % (18 years and above)	24.4	25.8	25.1	23.5	26.7	0.6	-0.7
20	Extended Unemployment Rate % (15 years and above)	30.3	31.1	31.4	30.4	32.4	1.1	0.3
21	Youth Unemployment Rate (15-35 years)	32.4	34.4	33.5	30.6	36.5	1.1	-0.9
22	Youth not in Education, not in Employment or Training (NEET Rate %)	37.5	39.4	39.9	36.2	43.4	2.4	0.5



1.0 INTRODUCTION

Statistics Botswana started data collection for the first Quarterly Multi-Topic Survey (QMTS) in July 2019. The first five consecutive quarterly labour force module reports were for quarters three, four of 2019, quarters one, four of 2020 and quarter 4 of 2021. 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 fourth quarter of 2021, which was published in February 2022.

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 Q4 of 2022, covering the months of October to December 2022.

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 was 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 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 third quarter of 2019 only (household module).**
- **FIES**
- **ICT- household questionnaire**

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

1.2.1 The Employed Population

The employed 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 the Labour Force (Economically Inactive)

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

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

2.0 LABOUR FORCE RESULTS

The results presented in this report summarize 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.

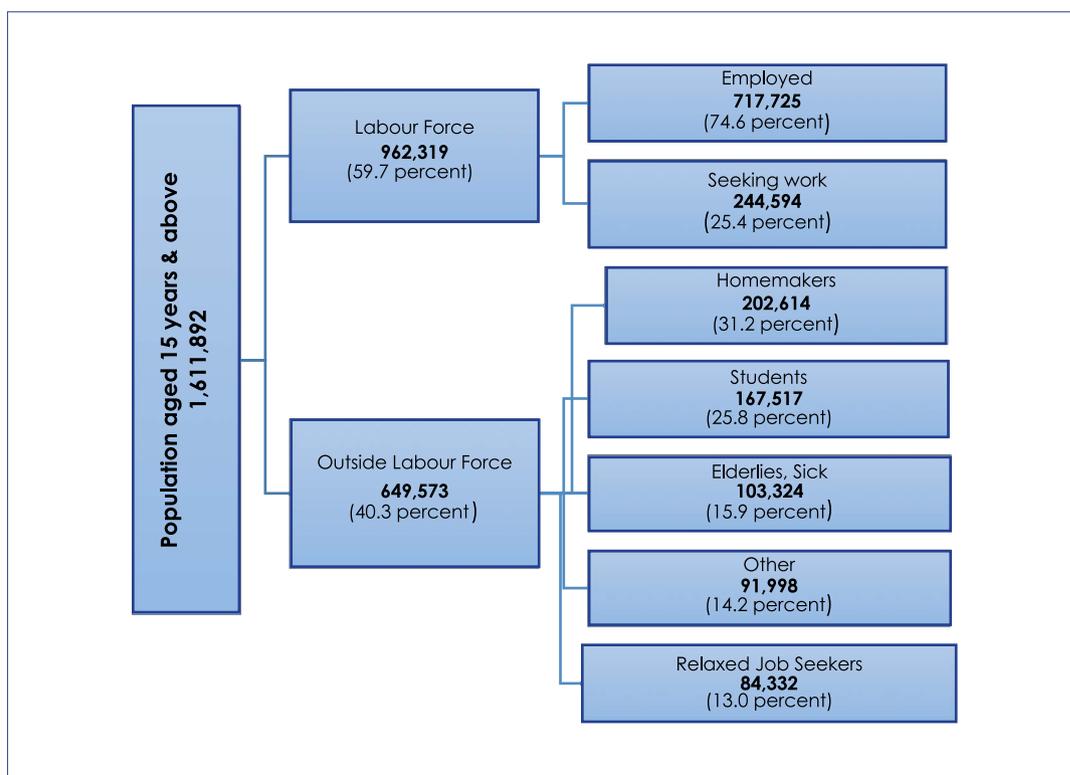
The headline indicators include total labour force, employed and unemployed, Unemployment rates, employment by occupation and industry.

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 1,611,892. The Labour Force (economically active population), which participated actively in the economy, was estimated at 962,319 (59.7 percent) of the target population, of which 717,725 (74.6 percent) was employed, and 244,594 (25.4 percent) was unemployed. Compared with the fourth quarter of 2021, the labour force indicates a decrease of 0.8 percent, from 969,734 in Q4 2021 to 962,319 in Q4 2024.

The population outside labour force or economically inactive population aged 15 years and above stood at 649,573. These include homemakers, students, elderlies & the sick, and others. Homemakers accounted for the highest percentage (31.2 percent) of population outside labour force with 202,614 persons, followed by students at 25.8 percent, with 167,517 persons. See **Table LFO1a from Appendix 3**.

Figure 1.1: Population aged 15 years & above – QMTS- Q4-2022



2.2 Labour Force (Economically Active Population) by Sex

The total labour force aged 15 years and above was estimated at 962,319 persons, comprising of 480,502 (49.9 percent) males, and 481,817 (50.1 percent females) as presented in **Figure 1.2** below. Out of a total of 244,594 job seekers, 53.0 percent (129,592) were females, compared to 47.0 percent (115,002) males.

Figure 1.2: Labour Force Aged 15 years and above by sex

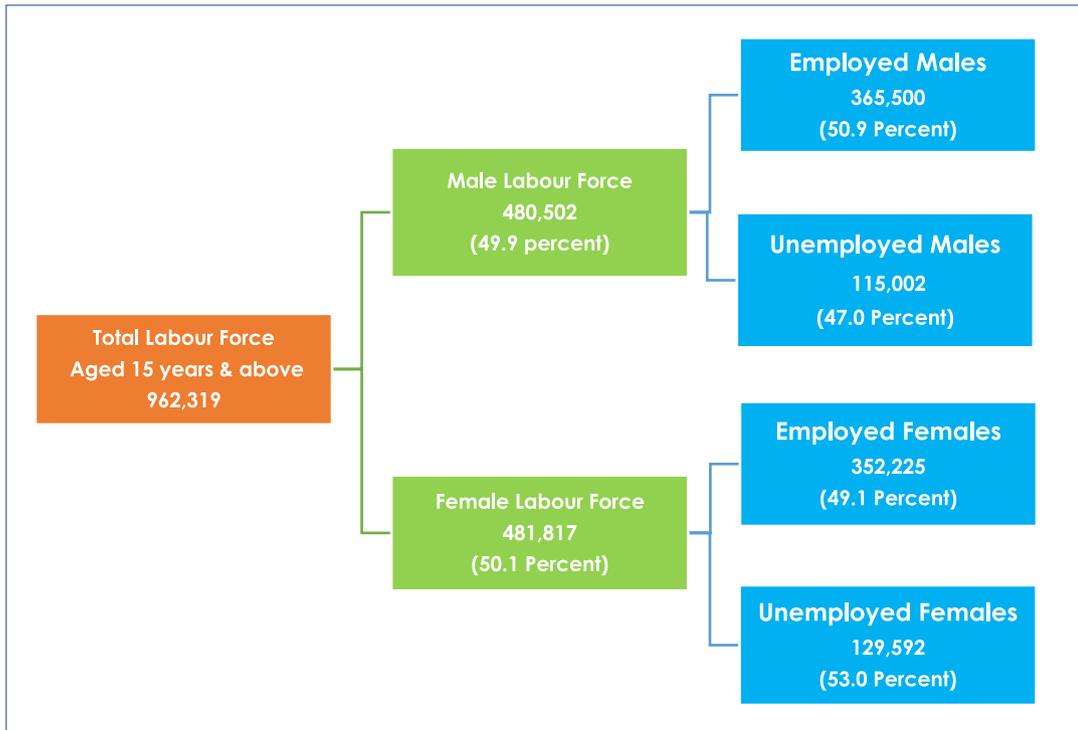
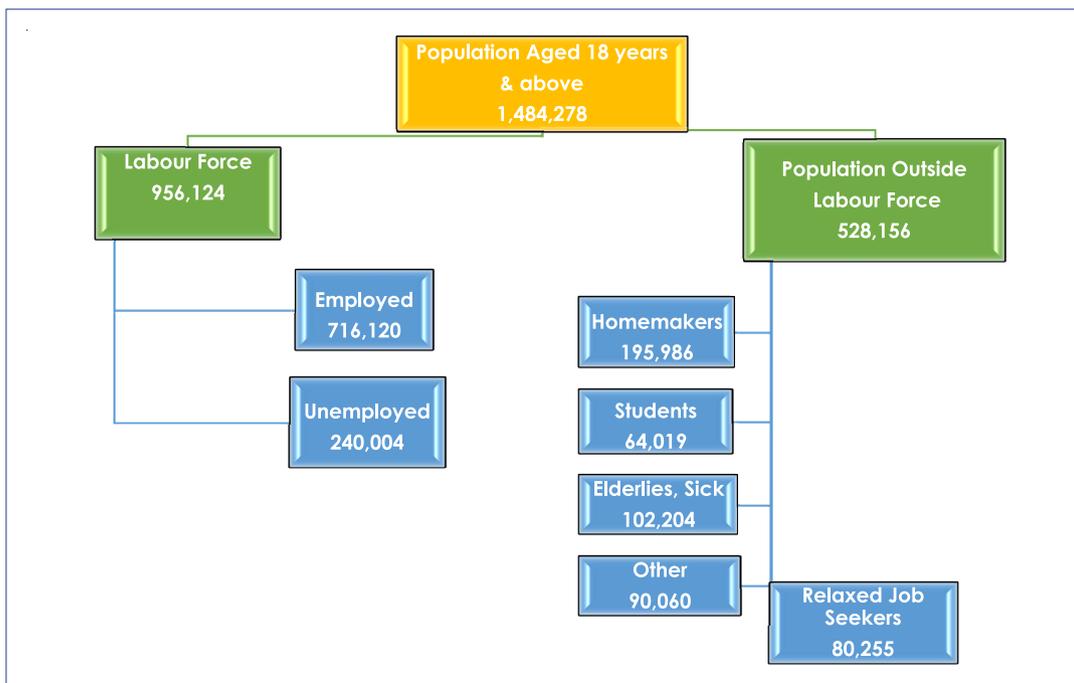


Figure 1.3: Population Aged 18 years and above QMTS 2022 Q4



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 1,484,278, of which 956,124 were the labour force and 528,156 were outside labour force. The Labour Force or economically active consisted of 716,120 employed and 240,004 unemployed persons.

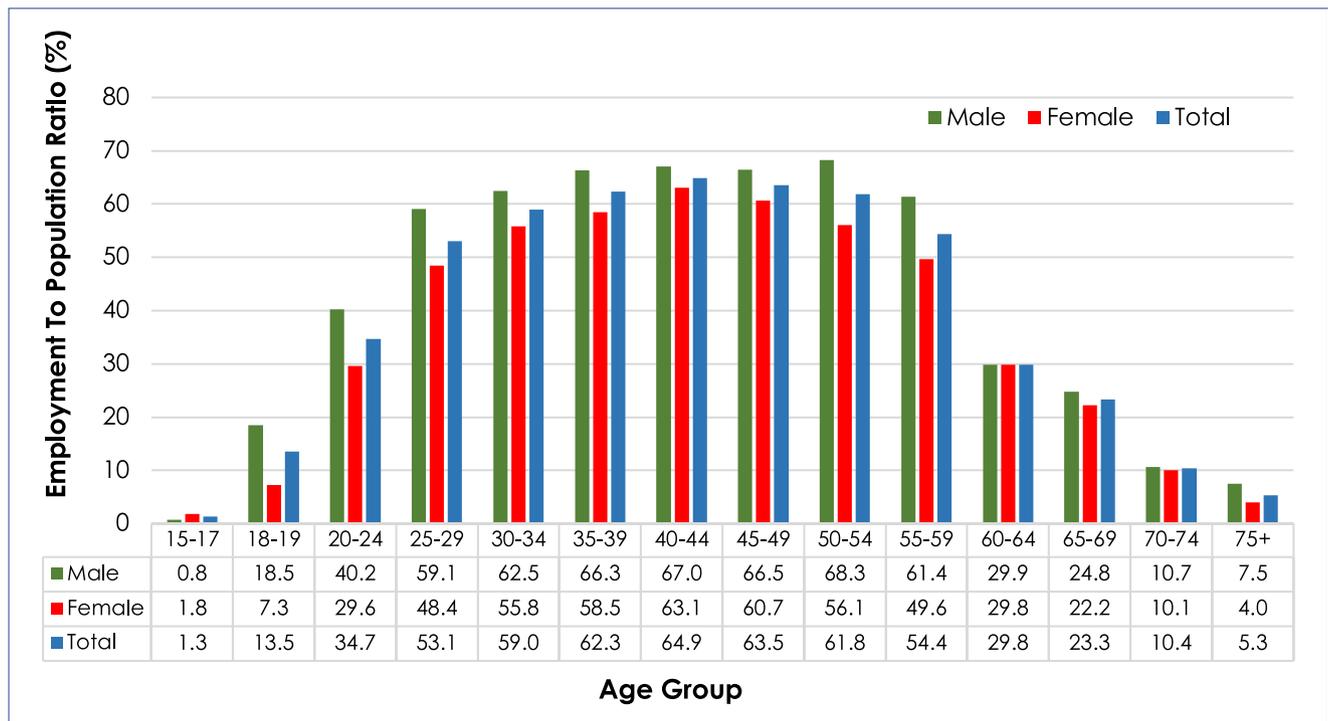
2.4 Employment Population Ratio (EPR)

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 the fourth quarter of 2022 (October to December) the overall Employment to Population Ratio of 44.5 percent, (0.7 percent greater than the estimate recorded for the fourth quarter of 2021, see Table 1.0), with males and females recording 48.1 and 41.3 percent respectively. Between Q4 2021 and Q4 2022, the EPR increased by 0.7 percent from 43.8 percent estimated for Q4 2021, to 44.5 estimated for Q4 2022, (Table 1.1). The ratio for males was higher than that of their female counterparts for all the age groups except for age group 15-17. See figure 1.4 below.

Figure 1.4: Employment To Population Ratio, QMTS Q4 2022



**Table 1.1: Employment to Population Ratio (15 years and above)
QMTS 2022 (October to December)**

Age Group	Population			Employed			Employment to Population Ratio			Q4 2021
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
15-17	65,362	62,252	127,614	515	1,091	1,606	0.8	1.8	1.3	0.7
18-19	42,878	33,973	76,851	7,949	2,464	10,413	18.5	7.3	13.5	14.8
20-24	88,340	95,194	183,534	35,478	28,212	63,691	40.2	29.6	34.7	32.5
25-29	82,127	103,174	185,300	48,505	49,929	98,434	59.1	48.4	53.1	52.2
30-34	92,438	98,949	191,387	57,814	55,183	112,997	62.5	55.8	59.0	57.9
35-39	95,471	99,503	194,974	63,267	58,170	121,437	66.3	58.5	62.3	64.9
40-44	72,186	80,376	152,562	48,359	50,682	99,041	67.0	63.1	64.9	67.9
45-49	58,499	60,601	119,100	38,875	36,785	75,660	66.5	60.7	63.5	61.4
50-54	41,732	46,813	88,546	28,497	26,241	54,739	68.3	56.1	61.8	59.4
55-59	31,144	44,736	75,880	19,136	22,168	41,304	61.4	49.6	54.4	47.6
60-64	26,988	35,948	62,936	8,057	10,698	18,755	29.9	29.8	29.8	27.0
65-69	22,659	33,150	55,809	5,610	7,374	12,984	24.8	22.2	23.3	14.0
70-74	14,344	14,815	29,159	1,538	1,498	3,036	10.7	10.1	10.4	13.0
75+	25,262	42,977	68,240	1,899	1,730	3,629	7.5	4.0	5.3	4.8
Total	759,430	852,461	1,611,892	365,500	352,225	717,725	48.1	41.3	44.5	43.8

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 59.7 percent, with males recording 63.3 percent compared to 56.5 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 35-39 at 80.6 percent, followed by the age groups 40-44 and 30-34 with 80.0 and 79.5 percent respectively. From the age group 55-59, the rate declined gradually until it reached 5.3 percent for age group 75 and above.

The total LFPR increased by 0.5 percentage point, from 59.2 percent estimated in quarter four 2021 to 59.7 percent in quarter four of 2022, see **Table 1.2a**. Comparison with Quarter 4 2019 showed an increase of 0.7 percentage point increase in LFPR, from 59.0 in quarter four 2019 to 59.7 percent in the fourth quarter of 2022. See **Table 1.0**

Figure 1.5: Labour Force Participation Rates, QMTS Q4 2022

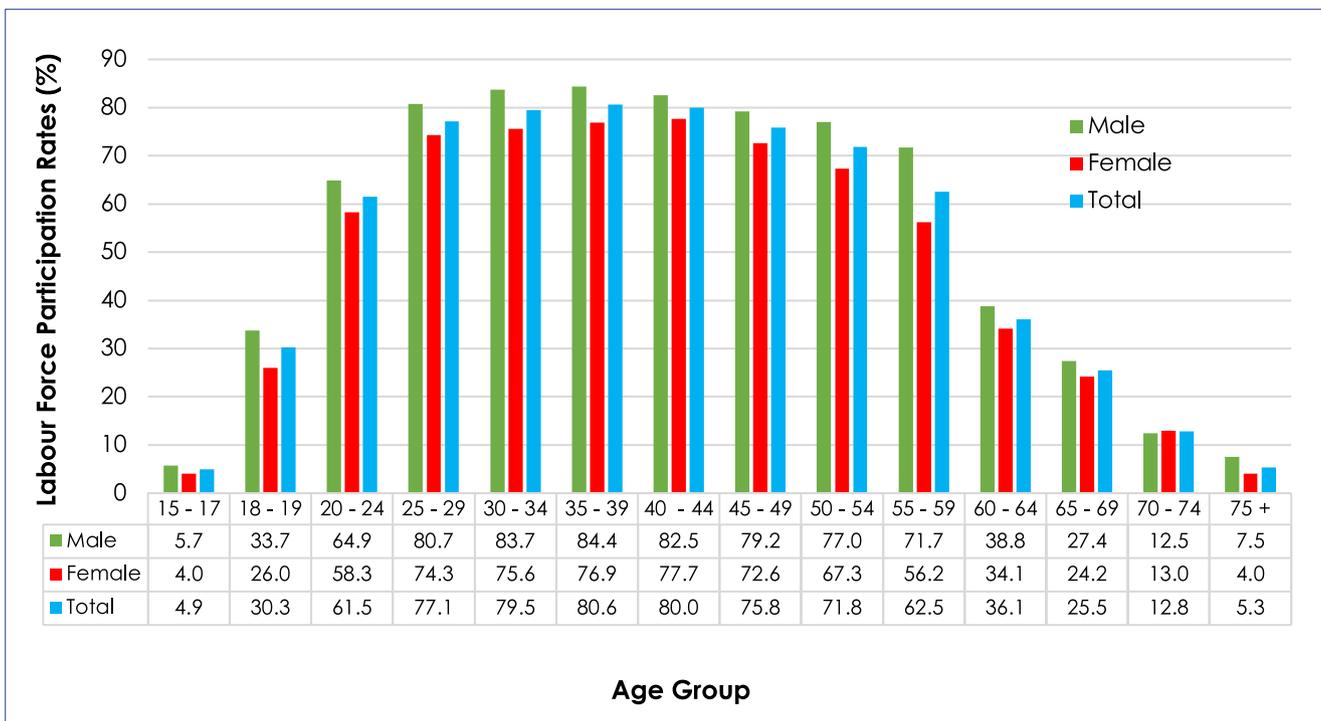


Table 1.2 a: Labour Force Participation Rates by Age Group and Sex, QMTS Q4 2022

Age Group	Total Population			Labour Force			Participation Rate %			Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
15 - 17	65,362	62,252	127,614	3,707	2,489	6,197	5.7	4.0	4.9	3.0
18 - 19	42,878	33,973	76,851	14,438	8,842	23,280	33.7	26.0	30.3	33.2
20 - 24	88,340	95,194	183,534	57,356	55,516	112,874	64.9	58.3	61.5	59.1
25 - 29	82,127	103,174	185,300	66,248	76,701	142,949	80.7	74.3	77.1	74.5
30 - 34	92,438	98,949	191,387	77,416	74,762	152,179	83.7	75.6	79.5	79.0
35 - 39	95,471	99,503	194,974	80,607	76,505	157,111	84.4	76.9	80.6	81.1
40 - 44	72,186	80,376	152,562	59,554	62,447	122,001	82.5	77.7	80.0	84.0
45 - 49	58,499	60,601	119,100	46,350	43,976	90,326	79.2	72.6	75.8	75.9
50 - 54	41,732	46,813	88,546	32,116	31,493	63,611	77.0	67.3	71.8	70.8
55 - 59	31,144	44,736	75,880	22,325	25,127	47,452	71.7	56.2	62.5	54.9
60 - 64	26,988	35,948	62,936	10,479	12,265	22,744	38.8	34.1	36.1	32.6
65 - 69	22,659	33,150	55,809	6,214	8,030	14,244	27.4	24.2	25.5	16.7
70 - 74	14,344	14,815	29,159	1,791	1,933	3,724	12.5	13.0	12.8	14.6
75 +	25,262	42,977	68,240	1,899	1,730	3,629	7.5	4.0	5.3	5.2
Total	759,430	852,461	1,611,892	480,500	481,816	962,321	63.3	56.5	59.7	59.2

Table 1.2 b: Labour Force Participation Rates by Age Group, QMTS 2019 - 2022

Age Group	Labour Force					Labour Force Participation Rates				
	Q4 2019	Q1 2020	Q4 2020	Q4 2021	Q4 2022	Q4 2019	Q1 2020	Q4 2020	Q4 2021	Q4 2022
	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total
15 - 17	4,819	5,992	2,470	4,054	6,197	3.3	4.4	1.8	3.0	4.9
18 - 19	22,194	17,778	26,811	26,097	23,280	27.7	22.9	34.3	33.2	30.3
20 - 24	104,208	116,378	120,581	118,282	112,874	55.9	61.3	60.3	59.1	61.5
25 - 29	162,069	162,854	167,978	156,096	142,949	74.7	75.1	78.5	74.5	77.1
30 - 34	147,634	148,307	159,209	151,136	152,179	79.9	81.2	83.5	79.0	79.5
35 - 39	152,878	156,184	150,587	155,510	157,111	83.7	81.6	83.1	81.1	80.6
40 - 44	114,382	119,124	116,083	129,437	122,001	80.4	81.9	78.8	84.0	80.0
45 - 49	86,250	89,493	88,512	92,091	90,326	78.6	81.1	79.3	75.9	75.8
50 - 54	63,904	63,886	66,922	62,504	63,611	68.4	68.7	73.3	70.8	71.8
55 - 59	42,075	44,652	40,026	41,002	47,452	60.8	59.4	59.0	54.9	62.5
60 - 64	27,431	30,090	18,346	17,959	22,744	40.3	42.6	30.9	32.6	36.1
65 - 69	13,481	11,745	8,496	7,830	14,244	29.2	25.2	20.8	16.7	25.5
70 - 74	7,152	5,678	3,375	4,556	3,724	21.1	16.1	9.5	14.6	12.8
75 +	5,644	6,235	3,215	3,180	3,629	9.9	9.5	5.1	5.2	5.3
Total	954,121	978,396	972,609	969,734	962,321	59.0	59.7	60.0	59.2	59.7

2.6 Total Employed Population

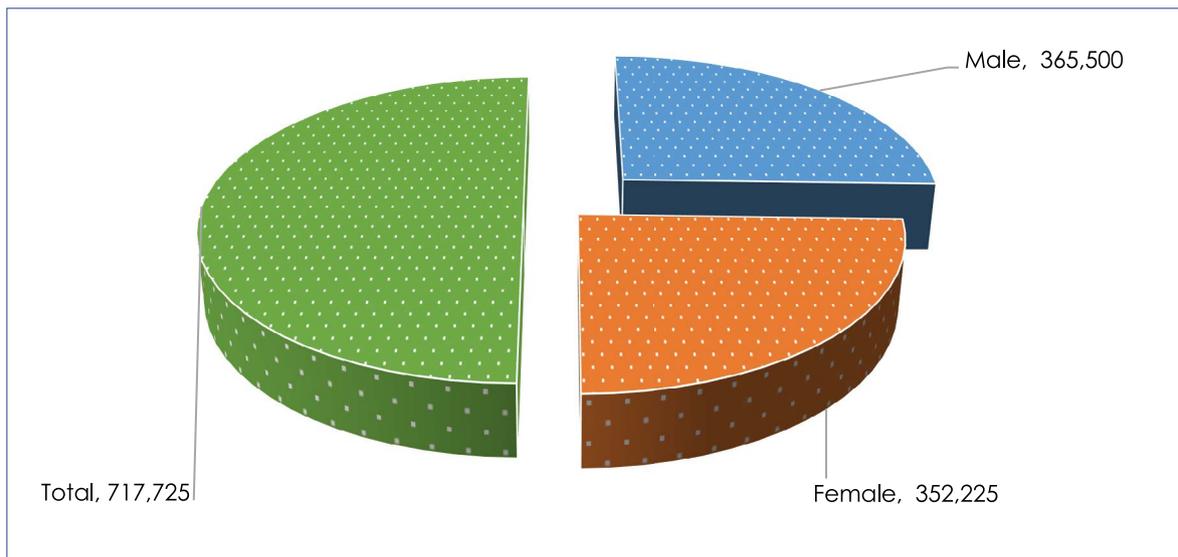
2.6.1 Employed Population Characteristics (Population 15 years and above)

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

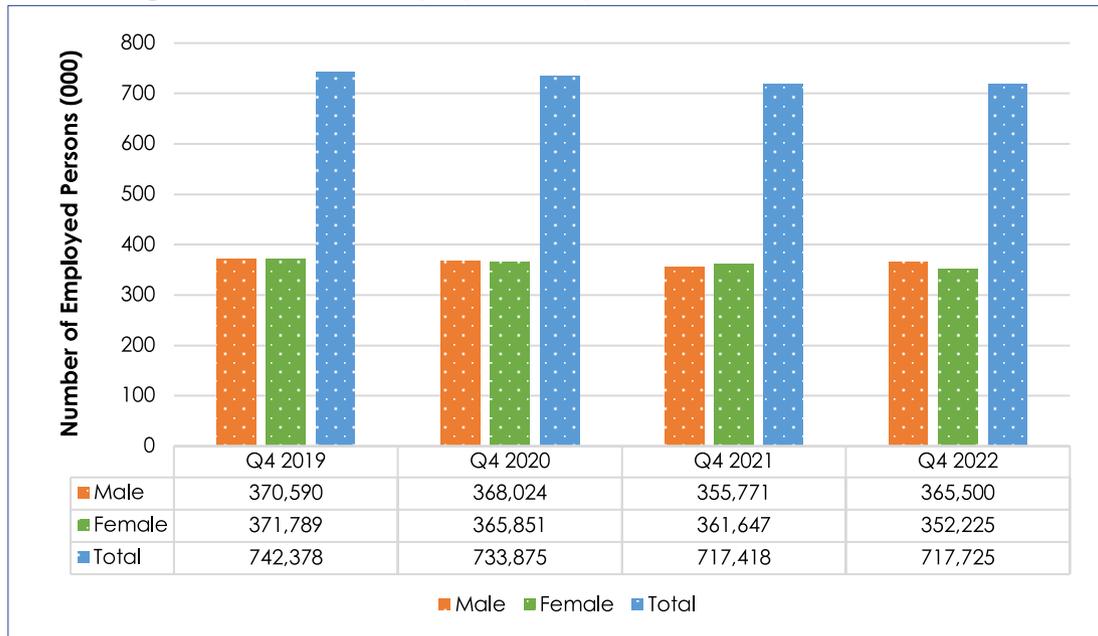
Figure 1.6 below is a presentation of the overall estimated employment by sex. The results showed the slight increase in overall employment. It slightly increased from 717,418 persons in Q4 2021 to 717,725 persons in the last quarter of 2022 (an increase of 297 persons over the period of twelve months). From this total, 365,500 persons (50.9 percent) were males whereas 352,225 persons (49.1 percent) were females.

Figure 1.6: Total Employed Persons by Sex - QMTS Q4, 2022



Overall employment for fourth quarters of 2019 to 2022 is shown in **figure 1.7 below**. Generally there were minor changes in employment figures. Total employment reduced from 742,378 persons in Q4 2019 to 717,725 persons in Q4 2022. Comparisons of the overall employment by years and sex showed that in both 2019 and 2021 the number of females were slightly higher than males, whereas in 2020 and 2022 males had higher numbers than females.

Figure 1.7: Total Employment by Sex - QMTS 2019 -2022



2.6.3 Total Employed by District

The estimation of employed persons by district is displayed in **Tables 1.3a & 1.3b**. From the results, Gaborone district was the highest with 15.5 percent, followed by Kweneng East with 12.4 percent and Central Serowe/ Palapye with 8.6 percent. Total estimated employment for Gaborone decreased from 115,358 persons in Q4 2021 to 111,130 persons in Q4 2022, a decrease of 3.7 percent, whereas Kweneng East also dropped from 102,171 persons in Q4 2021 to 88,846 persons in this quarter, a decrease of 13.0 percent.

Additionally, the results showed that South East district had a decrease in employment as it declined from 57,798 persons (8.1 percent) in Q4 2021 to 45,202 persons (6.3 percent) in Q4 2022.

Table 1.3a: Total Employed Persons by District & Sex, QMTS Q4 2021 & Q4 2022

District	Counts				Proportions (%)			Q4 2021	
	Male	Female	Total	% Total	Male	Female	% Total	Counts	% Total
Gaborone	58,948	52,182	111,130	15.5	53.0	47.0	100.0	115,358	16.1
Francistown	19,379	17,414	36,794	5.1	52.7	47.3	100.0	39,148	5.5
Lobatse	4,180	5,903	10,083	1.4	41.5	58.5	100.0	10,640	1.5
Selibe Phikwe	6,135	8,226	14,362	2.0	42.7	57.3	100.0	10,323	1.4
Orapa	1,739	1,482	3,221	0.4	54.0	46.0	100.0	4,801	0.7
Jwaneng	4,080	2,509	6,589	0.9	61.9	38.1	100.0	9,850	1.4
Sowa	709	726	1,435	0.2	49.4	50.6	100.0	1,491	0.2
Ngwaketse South	15,990	14,249	30,240	4.2	52.9	47.1	100.0	20,803	2.9
Borolong	10,802	11,295	22,097	3.1	48.9	51.1	100.0	21,146	2.9
Ngwaketse West	2,843	2,004	4,847	0.7	58.7	41.3	100.0	4,330	0.6
South East	23,624	21,579	45,202	6.3	52.3	47.7	100.0	57,798	8.1
Kweneng East	44,516	44,329	88,846	12.4	50.1	49.9	100.0	102,171	14.2
Kweneng West	7,248	10,024	17,273	2.4	42.0	58.0	100.0	17,851	2.5
Kgatleng	22,693	19,837	42,530	5.9	53.4	46.6	100.0	44,381	6.2
Central Serowe/Palapye	34,474	27,350	61,824	8.6	55.8	44.2	100.0	47,043	6.6
Central Mahalapye	14,220	17,961	32,180	4.5	44.2	55.8	100.0	21,031	2.9
Central Bobonong	8,826	12,106	20,932	2.9	42.2	57.8	100.0	25,789	3.6
Central Boteti	10,672	6,918	17,591	2.5	60.7	39.3	100.0	24,094	3.4
Central Tutume	25,208	24,891	50,099	7.0	50.3	49.7	100.0	36,267	5.1
North East	10,888	8,440	19,329	2.7	56.3	43.7	100.0	18,073	2.5
Ngamiland East	15,807	15,266	31,074	4.3	50.9	49.1	100.0	26,903	3.7
Ngamiland West	5,298	8,258	13,556	1.9	39.1	60.9	100.0	18,754	2.6
Chobe	6,033	5,173	11,206	1.6	53.8	46.2	100.0	11,082	1.5
Ghanzi	4,264	7,223	11,487	1.6	37.1	62.9	100.0	13,055	1.8
Kgalagadi South	4,430	3,474	7,904	1.1	56.0	44.0	100.0	7,509	1.0
Kgalagadi North	2,491	3,402	5,893	0.8	42.3	57.7	100.0	7,729	1.1
Total	365,500	352,225	717,725	100.0	50.9	49.1	100.0	717,418	100.0

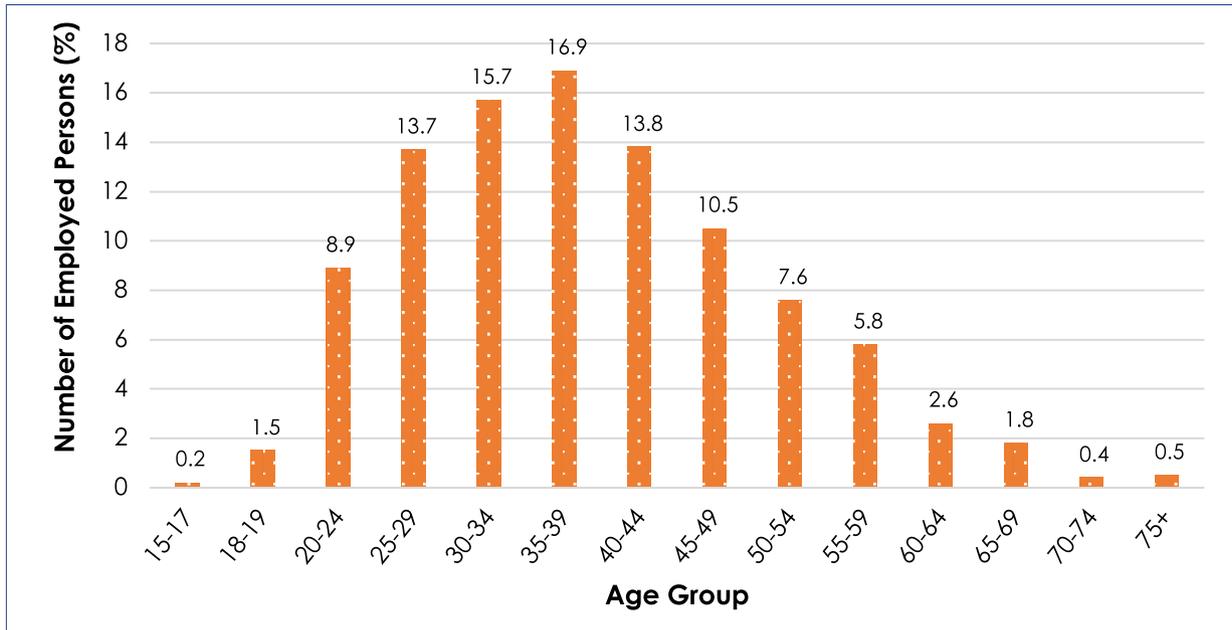
Table 1.3b: Total Employment by District, QMTS Q4 2019, Q1 2020, Q4 2020, Q4 2021 & Q4 2022

District	Q4 2019		Q1 2020		Q4 2020		Q4 2021		Q4 2022	
	Counts	%								
Gaborone	105,388	14.2	106,559	14.2	106,100	14.5	115,358	16.1	111,130	15.5
Francistown	38,063	5.1	38,871	5.2	42,213	5.8	39,148	5.5	36,794	5.1
Lobatse	12,308	1.7	11,477	1.5	10,599	1.4	10,640	1.5	10,083	1.4
Selibe Phikwe	11,054	1.5	13,843	1.8	10,374	1.4	10,323	1.4	14,362	2.0
Orapa	4,526	0.6	4,111	0.5	4,389	0.6	4,801	0.7	3,221	0.4
Jwaneng	10,719	1.4	10,095	1.3	9,119	1.2	9,850	1.4	6,589	0.9
Sowa	1,659	0.2	1,601	0.2	1,489	0.2	1,491	0.2	1,435	0.2
Ngwaketse	23,351	3.1	26,857	3.6	21,991	3.0	20,803	2.9	30,240	4.2
Borolong	16,302	2.2	20,282	2.7	22,949	3.1	21,146	2.9	22,097	3.1
Ngwaketse West	3,927	0.5	3,704	0.5	4,947	0.7	4,330	0.6	4,847	0.7
South East	56,989	7.7	54,367	7.2	61,673	8.4	57,798	8.1	45,202	6.3
Kweneng East	104,950	14.1	105,172	14.0	107,388	14.6	102,171	14.2	88,846	12.4
Kweneng West	23,056	3.1	22,068	2.9	20,250	2.8	17,851	2.5	17,273	2.4
Kgatleng	35,027	4.7	33,601	4.5	46,616	6.4	44,381	6.2	42,530	5.9
Central Serowe/Palapye	46,620	6.3	47,267	6.3	43,868	6.0	47,043	6.6	61,824	8.6
Central Mahalapye	28,771	3.9	25,648	3.4	26,973	3.7	21,031	2.9	32,180	4.5
Central Bobonong	30,933	4.2	29,465	3.9	21,180	2.9	25,789	3.6	20,932	2.9
Central Boteti	37,227	5.0	36,500	4.9	29,846	4.1	24,094	3.4	17,591	2.5
Central Tutume	42,888	5.8	45,841	6.1	40,295	5.5	36,267	5.1	50,099	7.0
North East	18,051	2.4	16,174	2.2	17,013	2.3	18,073	2.5	19,329	2.7
Ngamiland East	25,632	3.5	32,191	4.3	27,651	3.8	26,903	3.7	31,074	4.3
Ngamiland West	18,386	2.5	20,254	2.7	19,208	2.6	18,754	2.6	13,556	1.9
Chobe	17,333	2.3	17,746	2.4	12,347	1.7	11,082	1.5	11,206	1.6
Ghanzi	13,048	1.8	12,607	1.7	12,078	1.6	13,055	1.8	11,487	1.6
Kgalagadi South	7,402	1.0	7,712	1.0	6,773	0.9	7,509	1.0	7,904	1.1
Kgalagadi North	8,766	1.2	7,785	1.0	6,546	0.9	7,729	1.1	5,893	0.8
Total	742,378	100.0	751,798	100.0	733,875	100.0	717,418	100.0	717,725	100.0

2.6.4 Employed by age group

Tables 1.4a, 1.4b, 1.4c, Figure 1.8 & 1.9 below show employed persons by age groups, with table 1.4b being estimates for age group 18 years and above. The overall results showed that employment is at the peak at age groups 25 – 44 years with age group 35 – 39 years recording the highest share of 16.9 percent, followed by age group 30 – 34 with 15.7 percent, age group 40- 44 being the third largest with 13.8 percent and 25 – 29 emerging fourth with 13.7 percent.

Figure 1.8: Currently Employed by Age Group - QMTS Q4, 2022



Furthermore comparison of employment within sex and age group showed that in those highest indicated groups, for age group 35 -39 years 52.1 percent were females while 47.9 percent were males. For age group 40 – 44 years 51.2 percent were females and 48.8 percent were males. See [table 1.4a](#)

**Table 1.4a: Currently Employed by Age Group (15 & above) and Sex
QMTS Q4, 2022**

Age Group	Counts			Overall Percentages (%)			Percentages (%) within	
	Male	Female	Total	Male	Female	Total	Male	Female
15-17	515	1,091	1,606	0.1	0.3	0.2	32.1	67.9
18-19	7,949	2,464	10,413	2.2	0.7	1.5	76.3	23.7
20-24	35,478	28,212	63,691	9.7	8.0	8.9	55.7	44.3
25-29	48,505	49,929	98,434	13.3	14.2	13.7	49.3	50.7
30-34	57,814	55,183	112,997	15.8	15.7	15.7	51.2	48.8
35-39	63,267	58,170	121,437	17.3	16.5	16.9	52.1	47.9
40-44	48,359	50,682	99,041	13.2	14.4	13.8	48.8	51.2
45-49	38,875	36,785	75,660	10.6	10.4	10.5	51.4	48.6
50-54	28,497	26,241	54,739	7.8	7.5	7.6	52.1	47.9
55-59	19,136	22,168	41,304	5.2	6.3	5.8	46.3	53.7
60-64	8,057	10,698	18,755	2.2	3.0	2.6	43.0	57.0
65-69	5,610	7,374	12,984	1.5	2.1	1.8	43.2	56.8
70-74	1,538	1,498	3,036	0.4	0.4	0.4	50.7	49.3
75+	1,899	1,730	3,629	0.5	0.5	0.5	52.3	47.7
Total	365,500	352,225	717,725	100.0	100.0	100.0	50.9	49.1

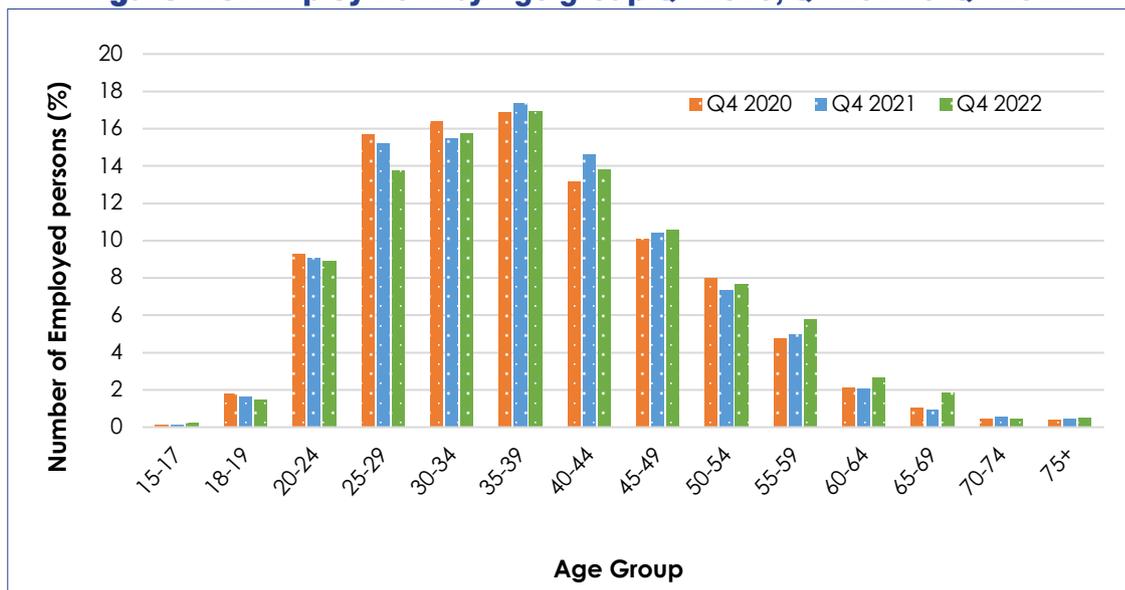
Table 1.4b presents employment for age group 18 years and above. The results showed that employment for 18 years and above decreased from 716,510 persons in Q4 2021 to 716,118 persons in Q4 2022. This is a decrease of 392 persons (0.1 percent) over the past 12 months.

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

Age Group	Counts			Percentages (%)			Q4 2021	
	Male	Female	Total	Male	Female	Total	Counts	% Total
18-19	7,949	2,464	10,413	2.2	0.7	1.5	11,626	1.6
20-24	35,478	28,212	63,691	9.7	8.0	8.9	64,952	9.1
25-29	48,505	49,929	98,434	13.3	14.2	13.7	109,236	15.2
30-34	57,814	55,183	112,997	15.8	15.7	15.8	110,769	15.5
35-39	63,267	58,170	121,437	17.3	16.6	17.0	124,341	17.4
40-44	48,359	50,682	99,041	13.2	14.4	13.8	104,718	14.6
45-49	38,875	36,785	75,660	10.7	10.5	10.6	74,526	10.4
50-54	28,497	26,241	54,739	7.8	7.5	7.6	52,410	7.3
55-59	19,136	22,168	41,304	5.2	6.3	5.8	35,524	5.0
60-64	8,057	10,698	18,755	2.2	3.0	2.6	14,863	2.1
65-69	5,610	7,374	12,984	1.5	2.1	1.8	6,575	0.9
70-74	1,538	1,498	3,036	0.4	0.4	0.4	4,049	0.6
75+	1,899	1,730	3,629	0.5	0.5	0.5	2,921	0.4
Total	364,985	351,134	716,118	100.0	100.0	100.0	716,510	100.0

Comparison of Q4 2021 and 2022 showed that employment for age group 35 – 39 years decreased from 17.3 percent in 2021 to 16.9 percent in 2022. Age group 25 – 29 reduced from 15.2 percent in 2021 to 13.7 percent in 2022 whereas employment for age group 30 -34 had the increase in employment. It increased from 15.4 percent in Q4 2021 to 15.7 percent in Q4 2022.

Figure 1.9: Employment by Age group Q4 2020, Q4 2021 & Q4 2022



**Table 1.4c: Employment (%) by Age Group
(15 years & above) QMTS**

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

2.6.5 Employed by Occupation

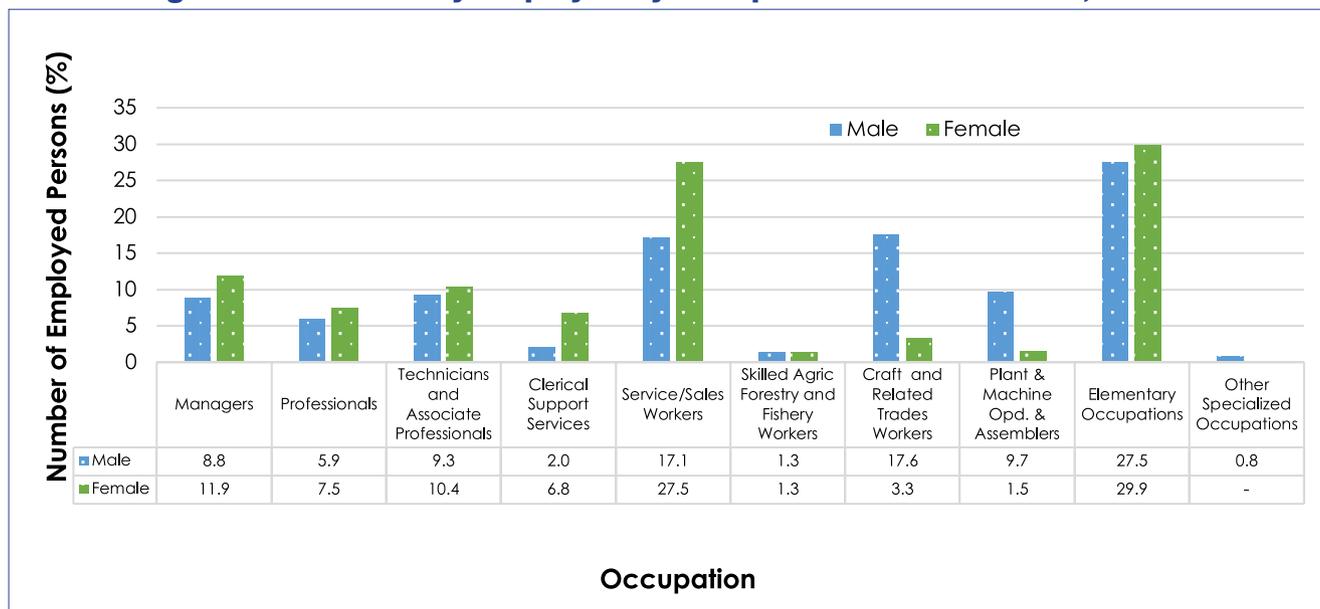
Occupation is the activity that an individual is involved in. it is described as the specific set of tasks and duties which are carried out or assigned to an individual to perform.

Employment by occupational categories is presented in **Figure 1.10**, **Table 1.5a** and **Table 1.5b** below.

From the results, elementary and service/sales workers are the highest occupational categories just like from the previous quarters. This is mainly because Elementary occupation usually do not require high level of education to perform the task and duties assigned. The occupations among others include jobs like cleaners, laborers', domestic workers, etc.

From the overall total of 717,725 employed persons, 28.7 percent (205,796 persons) reported to be in elementary occupations followed by Service/sales workers category with 159,439 persons (22.2 percent). Craft and Related Trades Workers was the third largest with 10.6 percent (75,792 persons) followed by Managers and Technicians & Associate professionals with each constituting 10. 3 and 9.8 percent's respectively. **See table 1.5a**

Figure 1.10: Currently Employed by Occupation & Sex QMTS Q4, 2022



Distribution of employment by Sex and occupation shows that there are fewer women in Craft & related trades and plant & machine operators' occupations compared to their male counterparts. From **table 1.5a** below, in Craft & related trades, 84.9 percent were male compared to only 15.1 percent of females within the same group. Women are more in occupations such as clerical support and service/ sales workers occupations. For example, within clerical support services, 76.4 percent were females while only 23.6 percent were males. Additionally in service/sales workers occupations 60.7 percent were females compared to 39.3 percent of males.

Table 1.5a: Currently Employed by Occupation & Sex QMTS Q4, 2022

Occupation	Counts			Overall Percentages (%)			% within	
	Male	Female	Total	Male	Female	Total	Male	Female
Managers	32,176	42,044	74,220	8.8	11.9	10.3	43.4	56.6
Professionals	21,406	26,383	47,789	5.9	7.5	6.7	44.8	55.2
Technicians and Associate Professionals	33,908	36,597	70,505	9.3	10.4	9.8	48.1	51.9
Clerical Support Services	7,356	23,822	31,179	2.0	6.8	4.3	23.6	76.4
Service/Sales Workers	62,623	96,816	159,439	17.1	27.5	22.2	39.3	60.7
Skilled Agric Forestry and Fishery Workers	4,772	4,693	9,465	1.3	1.3	1.3	50.4	49.6
Craft and Related Trades Workers	64,312	11,479	75,792	17.6	3.3	10.6	84.9	15.1
Plant & Machine Operators	35,313	5,189	40,502	9.7	1.5	5.6	87.2	12.8
Elementary Occupations	100,593	105,203	205,796	27.5	29.9	28.7	48.9	51.1
Other Specialized Professionals	3,039	-	3,039	0.8	-	0.4	100.0	-
Total	365,500	352,225	717,725	100.0	100.0	100.0	50.9	49.1

In **table 1.5b** it is observed that between Q4 2021 and Q4 2022, Elementary occupation increased from 26.6 percent in 2021 to 28.7 percent in 2022 whereas service/sales workers occupations decreased from 23.9 percent in 2021 to 22.2 percent in 2022.

Table 1.5b: Currently Employed by Occupation & Sex QMTS 2019, 2020, 2021 & 2022

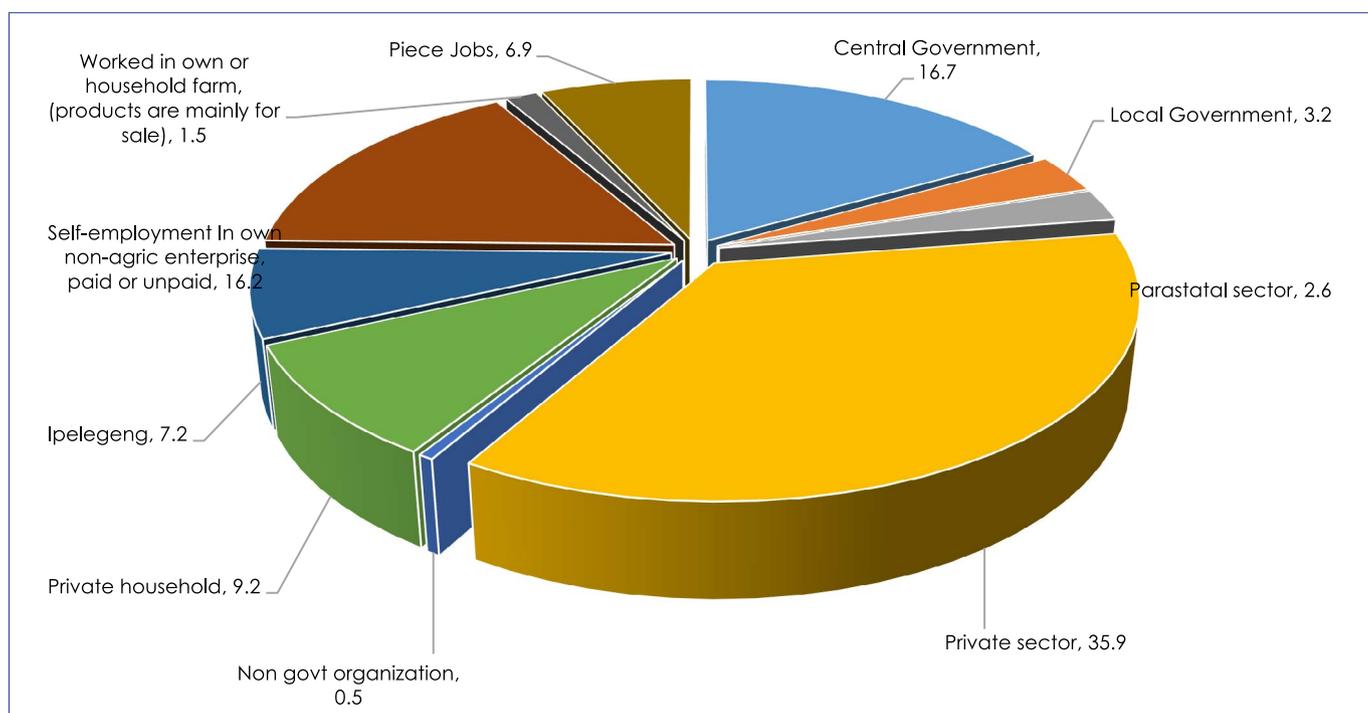
Occupation	Q4 2019		Q1 2020		Q4 2020		Q4 2021		Q4 2022	
	Counts	%								
Managers	63,054	8.5	73,052	9.7	67,072	9.1	62,072	8.7	74,220	10.3
Professionals	48,280	6.5	43,958	5.8	45,326	6.2	48,663	6.8	47,789	6.7
Technicians & Associate Professionals	65,477	8.8	69,384	9.2	59,216	8.1	69,576	9.7	70,505	9.8
Clerical Support Services	41,463	5.6	35,397	4.7	36,417	5.0	30,393	4.2	31,179	4.3
Service/Sales Workers	174,037	23.4	168,275	22.4	176,879	24.1	171,289	23.9	159,439	22.2
Skilled Agric. and Forestry	13,081	1.8	14,221	1.9	17,735	2.4	10,395	1.4	9,465	1.3
Craft and Related Trades Workers	77,015	10.4	72,984	9.7	79,892	10.9	82,503	11.5	75,792	10.6
Plant & Machine Operators	50,180	6.8	49,994	6.6	49,010	6.7	48,806	6.8	40,502	5.6
Elementary Occupations	204,777	27.6	221,154	29.4	199,818	27.2	190,693	26.6	205,796	28.7
Other Specialized Professionals	5,014	0.7	3,276	0.4	2,509	0.3	3,028	0.4	3,039	0.4
Not Stated	-	-	103	0.0	-	-	-	-	-	-
Total	742,378	100.0	751,798	100.0	733,875	100.0	717,418	100.0	717,725	100.0

2.6.6 Employed 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 showed decline in employment in most sectors. However, Private sector remained the leading employer constituting 35.9 percent of overall employment followed by Central Government with 16.7 percent and Self-Employment in own non-agriculture business with 16.2 percent.

Figure 1.11: Currently Employed by Sector/Employer category QMTS Q4, 2022



**Table 1.6a: Currently Employed by Sector/ Employer Category & Sex
QMTS Q4 2021 & Q4, 2022**

Sector/ Employer Category	Counts			Percentages (%)			Q4 2021	
	Male	Female	Total	Male	Female	Total	Total	% Total
Central Government	49,968	70,137	120,105	13.7	19.9	16.7	130,926	18.2
Local Government	8,749	14,168	22,917	2.4	4.0	3.2	21,299	3.0
Parastatal sector	10,542	8,132	18,674	2.9	2.3	2.6	21,056	2.9
Private sector	149,107	108,511	257,618	40.8	30.8	35.9	268,086	37.4
Non govt organization	967	2,569	3,537	0.3	0.7	0.5	4,821	0.7
Private household	45,317	21,063	66,379	12.4	6.0	9.2	46,931	6.5
Ipelegeng	9,372	42,243	51,616	2.6	12.0	7.2	51,217	7.1
Self-employment in own enterprise	48,129	68,474	116,603	13.2	19.4	16.2	117,110	16.3
Worked in own or household farm,	6,245	4,340	10,586	1.7	1.2	1.5	10,411	1.5
Piece Jobs	37,103	12,588	49,691	10.2	3.6	6.9	45,562	6.4
Total	365,500	352,225	717,725	100.0	100.0	100.0	717,418	100.0

Comparisons of Q4 2021 & 2022 shows that there was a decrease of 10,468 persons in private sector employment (it reduced from 268,086 persons in 2021 to 257,618 persons in 2022, a decrease of 3.9 percent). Central government reduced from 18.2 percent (130,926 persons) in 2021 to 16.7 percent in 2022 (120,105 persons).

Employment for those working for private households increased from 6.5 percent in 2021 to 9.2 percent during this quarter. Piece jobs employment increased from 6.4 percent in Q4 2021 to 6.9 percent in Q4 2022. **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	
	Counts	%	Counts	%	Counts	%	Counts	%
Central Government	135,575	18.0	122,185	16.6	130,926	18.2	120,105	16.7
Local Government	19,913	2.6	30,788	4.2	21,299	3.0	22,917	3.2
Parastatal sector	26,591	3.5	18,993	2.6	21,056	2.9	18,674	2.6
Private sector	251,326	33.4	250,715	34.2	268,086	37.4	257,618	35.9
Non govt organization	5,180	0.7	6,364	0.9	4,821	0.7	3,537	0.5
Private household	48,767	6.5	48,644	6.6	46,931	6.5	66,379	9.2
Ipelegeng	73,045	9.7	54,544	7.4	51,217	7.1	51,616	7.2
Self-employment in own enterprise	120,901	16.1	126,378	17.2	117,110	16.3	116,603	16.2
Worked in own or household farm,	14,623	1.9	18,904	2.6	10,411	1.5	10,586	1.5
Piece Jobs	55,774	7.4	56,359	7.7	45,562	6.4	49,691	6.9
Not Stated	103	0.0	-	-	-	-	-	-
Total	751,798	100.0	733,875	100.0	717,418	100.0	717,725	100.0

2.6.7 Employed 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 Q4 2022, Public Administration emerged the highest employer in Botswana constituting 18.3 percent of the total employed persons followed by Wholesale & Retail Trade with 17.5 percent and Agricultural industry with 9.5 percent.

Figure 1.12: Currently Employed by Industry, Q4 2021 & Q4 2022

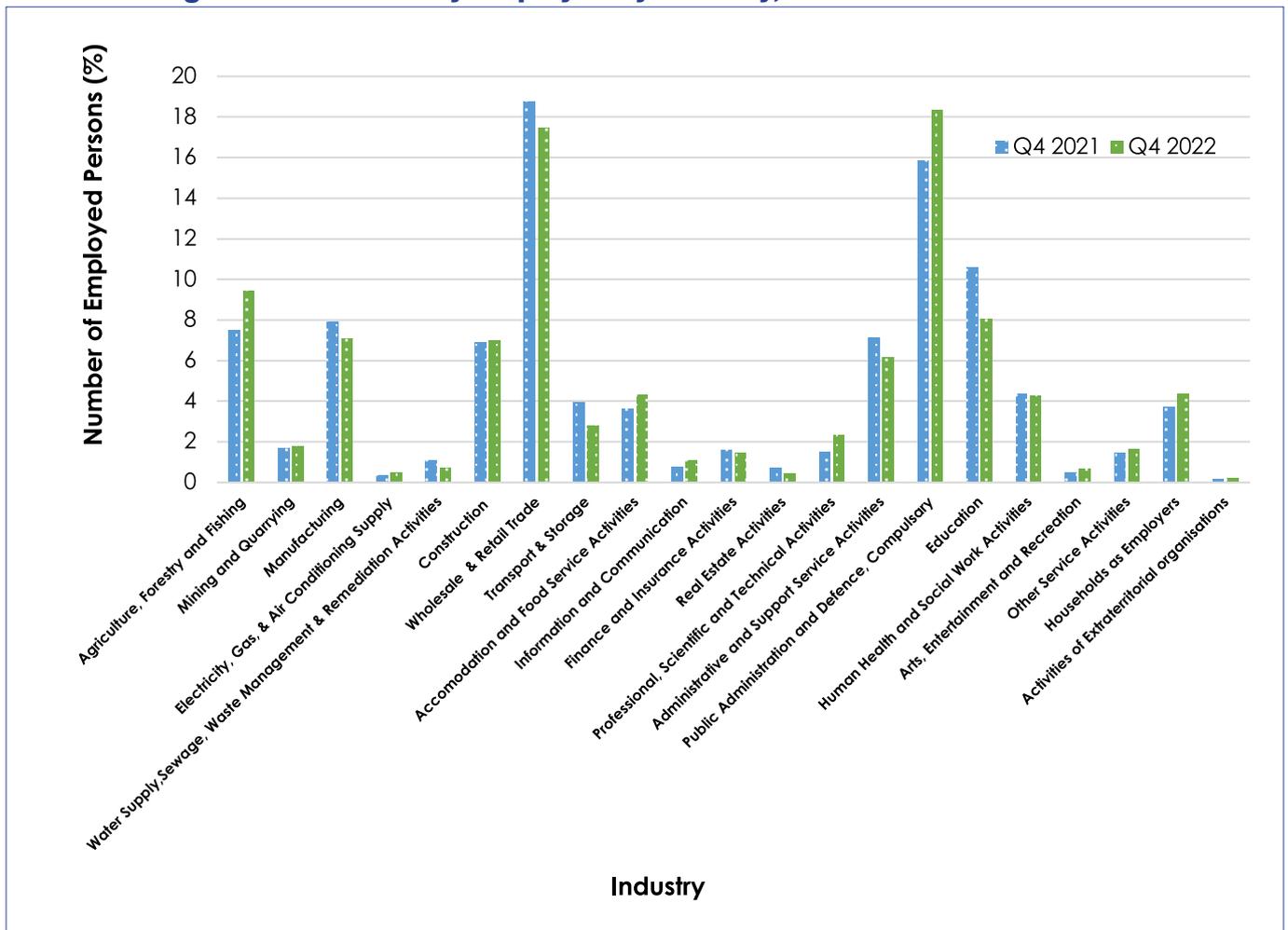


Table 1.7a shows that industries that usually requires more intensive labour are dominated by men. Construction industry reported a total of 50,041 employed persons, and from this total 47,845 were males whereas only 2,196 were females. In Agricultural industry, out of 67,839 persons, 55,826 were males whereas 12,012 were females.

Table 1.7a: Currently Employed by Industry/ Economic Activity & Sex QMTS Q4, 2022

Industry/ Economic Activity	Counts			Percentages (%)			
	Male	Female	Total	Male	Female	Total	Total
Agriculture, Forestry and Fishing	55,826	12,012	67,839	15.3	3.4	9.5	100.0
Mining and Quarrying	9,772	2,951	12,723	2.7	0.8	1.8	100.0
Manufacturing	31,792	19,061	50,853	8.7	5.4	7.1	100.0
Electricity, Gas, & Air Supply	2,398	1,165	3,563	0.7	0.3	0.5	100.0
Water Supply and Waste Management	4,122	1,043	5,166	1.1	0.3	0.7	100.0
Construction	47,845	2,196	50,041	13.1	0.6	7	100.0
Wholesale & Retail Trade	48,306	77,200	125,506	13.2	21.9	17.5	100.0
Transport & Storage	16,274	3,749	20,023	4.5	1.1	2.8	100.0
Accommodation and Food Service	9,863	21,092	30,955	2.7	6	4.3	100.0
Information and Communication	4,960	2,548	7,508	1.4	0.7	1	100.0
Finance and Insurance Activities	3,889	6,489	10,378	1.1	1.8	1.4	100.0
Real Estate Activities	1,293	1,828	3,121	0.4	0.5	0.4	100.0
Professional, Scientific and Technical	9,205	7,475	16,679	2.5	2.1	2.3	100.0
Administrative and Support Services	28,652	15,559	44,212	7.8	4.4	6.2	100.0
Public Administration	48,903	82,747	131,650	13.4	23.5	18.3	100.0
Education	16,872	41,030	57,902	4.6	11.6	8.1	100.0
Human Health and Social Work	11,671	19,032	30,703	3.2	5.4	4.3	100.0
Arts, Entertainment and Recreation	2,652	1,902	4,555	0.7	0.5	0.6	100.0
Other Service Activities	4,284	7,539	11,823	1.2	2.1	1.6	100.0
Households as Employers	6,518	24,639	31,156	1.8	7	4.3	100.0
Activities of Extraterritorial organizations	403	968	1,371	0.1	0.3	0.2	100.0
Total	365,500	352,225	717,725	100.0	100.0	100.0	100.0

Table 1.7b presents distribution of employment by industry for different quarters. The results further showed that both Wholesale & Retail Trade industry recorded the decline in employment whereas and Public Administration had the increase. Wholesale & Retail Trade decreased from 18.7 percent in Q4 2021 to 17.5 percent in Q4 2022. Public Administration increased from 15.8 percent in Q4 2021 to 18.3 percent in Q4 2022.

**Table 1.7b: Currently Employed by Industry/ Economic Activity & Sex
QMTS Q4 2019, 2020, Q4 2021 & 2022**

Industry/ Economic Activity	Q4 2019		Q4 2020		Q4 2021		Q4 2022	
	Counts	%	Counts	%	Counts	%	Counts	%
Agriculture, Forestry and Fishing	51,706	7.0	60,149	8.2	53,830	7.5	67,839	9.5
Mining and Quarrying	8,856	1.2	8,156	1.1	12,037	1.7	12,723	1.8
Manufacturing	57,650	7.8	48,974	6.7	56,802	7.9	50,853	7.1
Electricity, Gas, & Air Conditioning Supply	2,164	0.3	1,622	0.2	2,427	0.3	3,563	0.5
Water Supply and Waste Management	7,611	1.0	8,169	1.1	7,736	1.1	5,166	0.7
Construction	60,124	8.1	53,158	7.2	49,449	6.9	50,041	7.0
Wholesale & Retail Trade	135,046	18.2	147,412	20.1	134,436	18.7	125,506	17.5
Transport & Storage	27,905	3.8	26,237	3.6	28,325	3.9	20,023	2.8
Accommodation and Food Service Activities	22,071	3.0	26,519	3.6	26,086	3.6	30,955	4.3
Information and Communication	5,032	0.7	5,241	0.7	5,506	0.8	7,508	1.0
Finance and Insurance Activities	10,364	1.4	10,199	1.4	11,392	1.6	10,378	1.4
Real Estate Activities	1,997	0.3	1,302	0.2	4,993	0.7	3,121	0.4
Professional, Scientific and Technical Activities	12,032	1.6	10,518	1.4	10,850	1.5	16,679	2.3
Administrative and Support Services	51,148	6.9	47,994	6.5	51,003	7.1	44,212	6.2
Public Administration	147,419	19.9	133,071	18.1	113,518	15.8	131,650	18.3
Education	65,982	8.9	73,347	10.0	76,125	10.6	57,902	8.1
Human Health and Social Work	30,694	4.1	23,795	3.2	31,139	4.3	30,703	4.3
Arts, Entertainment and Recreation	3,742	0.5	3,688	0.5	3,599	0.5	4,555	0.6
Other Service Activities	16,753	2.3	15,459	2.1	10,465	1.5	11,823	1.6
Households as Employers	23,838	3.2	27,518	3.7	26,753	3.7	31,156	4.3
Activities of Extraterritorial organizations	244	0.0	1,347	0.2	946	0.1	1,371	0.2
Total	742,378	100.0	733,875	100.0	717,418	100.0	717,725	100.0

2.6.8 Total employment by Strata

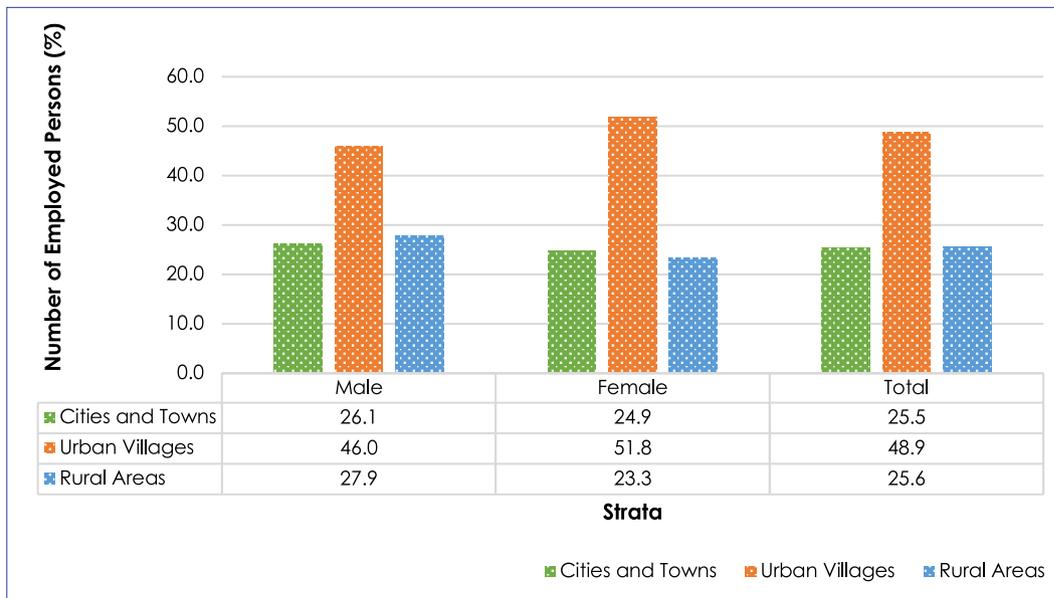
Employment by Strata is presented in **Tables 1.8a, 1.8b** and **figure 1.13**. **Table 1.8a** below shows indicates that Urban villages constituted largest share of employed persons constituting 48.9 percent (350,733 persons) of the total, followed by rural areas and Cities & Towns with 25.6 percent (184,068 persons) and 25.5 percent (182,924 persons) respectively.

Table 1.8a: Currently Employed by Strata & Sex – QMTS Q4, 2022

Strata	Counts			Percentages (%)			% within	
	Male	Female	Total	Male	Female	Total	Male	Female
Cities and Towns	95,344	87,579	182,924	26.1	24.9	25.5	52.1	47.9
Urban Villages	168,271	182,462	350,733	46.0	51.8	48.9	48.0	52.0
Rural Areas	101,885	82,184	184,068	27.9	23.3	25.6	55.4	44.6
Total	365,500	352,225	717,725	100.0	100.0	100.0	50.9	49.1

Comparisons of the employed persons within strata shows that both in rural Areas and Cities & Towns, number of employed males were slightly higher than females whereas for urban areas females outstood males. In Cities & Towns males reported 52.1 percent of the employed persons compared to 47.9 percent of females. In Rural Areas 55.4 percent were males while 44.6 percent were females and within urban villages 52.0 percent were females and 48.0 percent were males.

Figure 1.13: Currently Employed Persons by Strata, Q4 2022



Q4 2022 and Q4 of 2021 showed that estimated employment in urban villages increased from 326,810 persons in 2021 to 350,733 persons, an increase of 23,923 persons, (7.3 percent) in 2022 while Cities & Towns and rural areas recorded the decline in employment. Cities & Towns decreased from 191,610 persons in 2021 to 182,924 persons, a decrease of 8,686 persons, (4.5 percent) in 2022 whereas rural areas employment declined from 198,997 persons, a decrease of 14,929 persons, (7.5 percent) in 2021 to 184,068 persons in 2022.

Table 1.8b: Currently Employed by Strata & Sex QMTS Q4 2020, 2021 & 2022

Strata	QMTS Q4 2020			QMTS Q4 2021			QMTS Q4 2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Cities and Towns	97,126	87,157	184,283	98,428	93,182	191,610	95,344	87,579	182,924
Urban Villages	167,874	174,519	342,393	157,713	169,097	326,810	168,271	182,462	350,733
Rural Areas	103,024	104,175	207,199	99,630	99,367	198,997	101,885	82,184	184,068
Total	368,024	365,851	733,875	355,771	361,647	717,418	365,500	352,225	717,725
Percentages (%)									
Cities and Towns	26.4	23.8	25.1	27.7	25.8	26.7	26.1	24.9	25.5
Urban Villages	45.6	47.7	46.7	44.3	46.8	45.6	46.0	51.8	48.9
Rural Areas	28.0	28.5	28.2	28.0	27.5	27.7	27.9	23.3	25.6
Total	100.0								

2.6.9 Employed by Marital Status

This section presents the employed population by their marital status.

From the estimated 717,725 employed persons, 42.0 percent (301,313 persons) reported to be in the never married category, followed by 30.1 percent (215,860 persons) of those living together and 23.4 percent (168,028 persons) of those who are never married. Those who reported to be divorced constituted 1.8 percent of the employed population while those separated stood at 0.4 percent.

Figure 1.14: Currently Employed Persons by Marital Status, Q4 2022

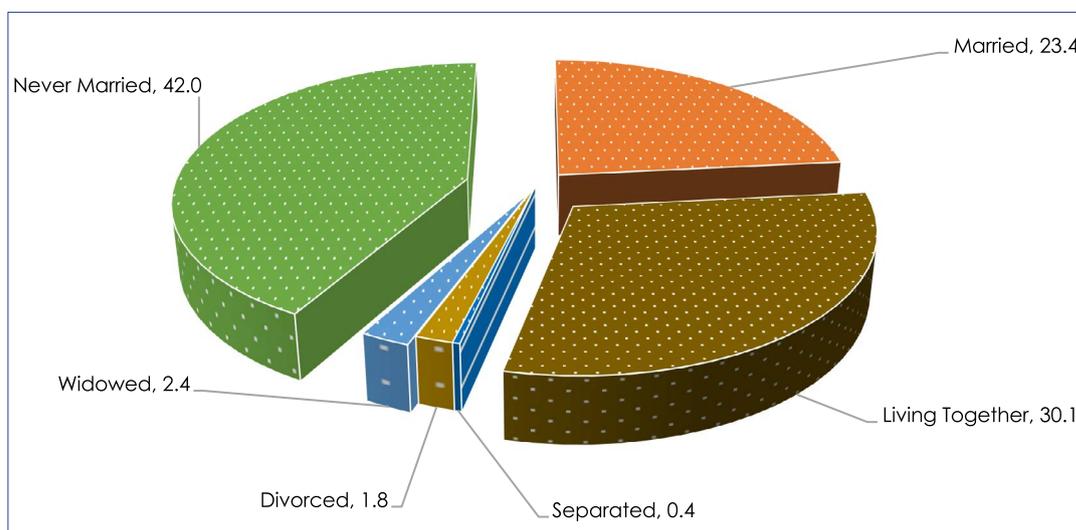


Table 1.9: Currently Employed by Marital status & Sex QMTS Q4, 2022

Marital status	Counts			Percentages (%) Total			% Within	
	Male	Female	Total	Male	Female	Total	Male	Female
Married	92,614	75,413	168,028	25.3	21.4	23.4	55.1	44.9
Living Together	120,406	95,454	215,860	32.9	27.1	30.1	55.8	44.2
Separated	938	1,603	2,541	0.3	0.5	0.4	36.9	63.1
Divorced	4,397	8,567	12,964	1.2	2.4	1.8	33.9	66.1
Widowed	3,947	13,072	17,020	1.1	3.7	2.4	23.2	76.8
Never Married	143,197	158,115	301,313	39.2	44.9	42.0	47.5	52.5
Total	365,500	352,225	717,725	100.0	100.0	100.0	50.9	49.1

2.6.10 Employed by Education

Education plays a vital role in labour supply and productivity. It is a key determinant for both business and economic growth as it helps in producing skilled and component work force required for the development of different sectors of the country's economy.

Tables 1.10a, 1.10b and figure 1.15 provide information on education levels of the employed population. In overall, the results shows that in all quarters, majority of the employed persons were those with general education. From the table below, persons with Secondary education was the largest 46.6 percent, followed by those with university education with 18.6 percent while those with primary education constituted 13.6 percent of the total employed persons.

Furthermore comparisons by sex showed that for those with technical/vocational education, 63.2 percent were males whereas 36.8 percent were females. 93.2 percent were females with non-formal education compared to only 6.8 percent of males in the same group.

Table 1.10a: Currently Employed by Educational level & Sex QMTS, Q4 2022

Educational level	Counts			Percentages (%) totals			% Within	
	Male	Female	Total	Male	Female	Total	Male	Female
Never Attended School	17,112	12,225	29,338	4.7	3.5	4.1	58.3	41.7
Primary	49,745	47,723	97,468	13.6	13.5	13.6	51.0	49.0
Secondary	172,211	162,466	334,677	47.1	46.1	46.6	51.5	48.5
Non-formal	109	1,495	1,604	0.0	0.4	0.2	6.8	93.2
Apprentice	993	323	1,316	0.3	0.1	0.2	75.5	24.5
Brigade	13,884	5,784	19,668	3.8	1.6	2.7	70.6	29.4
Technical/Vocational	24,360	14,195	38,555	6.7	4.0	5.4	63.2	36.8
Educational College	22,753	31,485	54,239	6.2	8.9	7.6	41.9	58.0
Institute of Health Sciences	2,912	4,195	7,107	0.8	1.2	1.0	41.0	59.0
University	61,419	72,335	133,754	16.8	20.5	18.6	45.9	54.1
Total	365,500	352,225	717,725	100.0	100.0	100.0	50.9	49.1

Table 1.10b below presents employed population by Education for different quarters. In all the previous quarters, those with secondary education constituted the largest share of the employed persons. However there was a slight decrease for those with secondary education from 46.7 percent in 2021 to 46.6 percent in 2022. Employment for those with university education increased from 18.2 percent in Q4 2021 to 18.6 percent in this quarter.

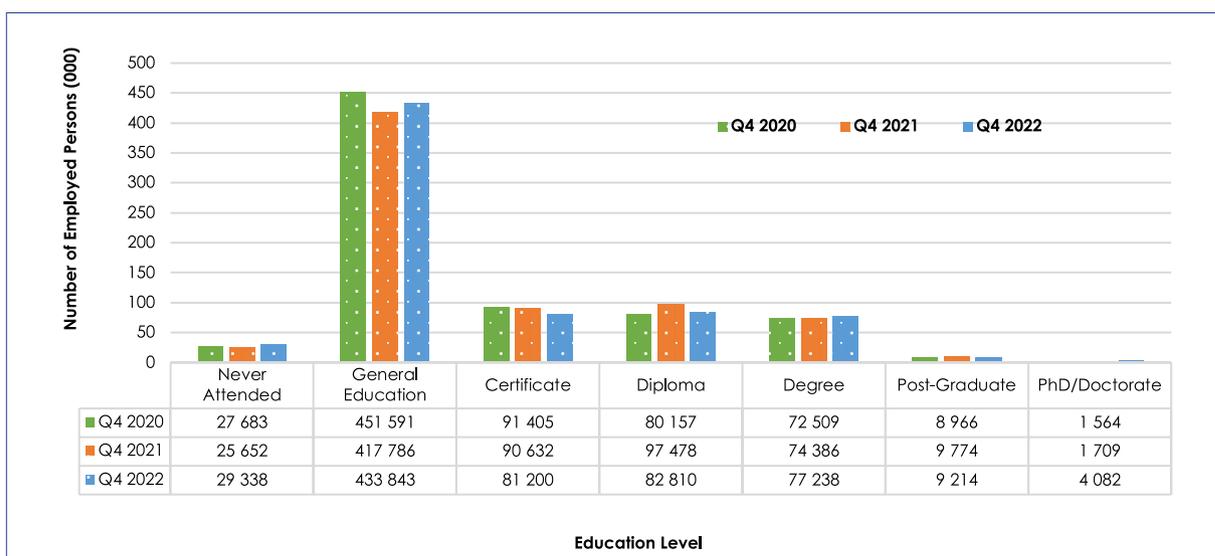
Table 1.10b: Currently Employed by Educational level & Sex, Q4 2019, Q4 2020 & Q4 2021 & Q4 2022

Educational level	Q4 2019		Q4 2020		Q4 2021		Q4 2022	
	Counts	%	Counts	%	Counts	%	Counts	%
Never Attended School	47,741	6.4	27,683	3.8	25,652	3.6	29,338	4.1
Primary	111,013	15.0	90,274	12.3	79,062	11.0	97,468	13.6
Secondary	306,908	41.3	358,717	48.9	334,752	46.7	334,677	46.6
Non-formal	5,835	0.8	3,253	0.4	4,481	0.6	1,604	0.2
Apprentice	6,538	0.9	2,300	0.3	4,522	0.6	1,316	0.2
Brigade	30,809	4.2	22,376	3.0	22,294	3.1	19,668	2.7
Technical/Vocational	50,785	6.8	49,412	6.7	51,021	7.1	38,555	5.4
Educational College	60,785	8.2	54,140	7.4	57,795	8.1	54,239	7.6
Institute of Health Sciences	7,363	1.0	7,207	1.0	7,155	1.0	7,107	1.0
University	114,601	15.4	118,514	16.1	130,683	18.2	133,754	18.6
Total	742,378	100.0	733,875	100.0	717,418	100.0	717,725	100.0

Figure 1.15 below shows that general education constituted the highest number of the employed persons with 433,843 persons, followed by diploma and certificate holders with 82,810 and 81,200 persons each respectively.

Furthermore, employment for those with general education increased from 417,786 persons in Q4 2021 to 433,843 persons in Q4 2022 while those with diploma education decreased from 97,478 persons in 2021 to 82,810 persons in Q4 2022.

Figure 1.15: Currently Employed Population by Education Level, Q 2020, 2021 & 2022



3.0 FORMAL SECTOR EMPLOYMENT, FORMAL EMPLOYMENT AND AVERAGE EARNINGS, QMTS Q4 2022

3.1 Formal Sector Employment

This section presents information on Formal Sector Employment from the 2022 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.

Total formal sector employment was recorded at 486,432, of which 234,653 were males (48.2 percent) and 251,723 (51.8 percent) were females (**Table 1.11a**). Comparison of the 2022 fourth quarter of QMTS Formal Sector Employment with the fourth quarter of 2021 showed that there had been a decrease in formal sector employment. The employment decreased from 494,457 persons to 486, 432 persons. This is a decrease of 1.6 percent (8,025 persons). Comparing Q4 2019 with Q4 2022, the formal sector employment has increased from 485,524 in 2019 to 486,432 in 2022, 0.2 percent increase in employment. See **Table 1.11c**.

3.1.1 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 486,432 in the Formal Sector Employment, 23,957 were non-citizens, (4.9 percent), while 462,475 were citizens, (95.1 percent). At the industry level, Manufacturing had more non-citizens employees, recording 22.0 percent (5,263 persons), followed by Wholesale, Retail & Repair of Motor Vehicles and Agriculture with 18.1 (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 26.9 percent (130,120 persons), followed by Wholesale, Retail & Repair of Motor Vehicles with 14.2 percent (68,987 persons) and Education at 11.6 percent (56,351 persons) of total employment. At the industry level, Education had employed more females, accounting for 71.5 percent of employees working in the industry, followed by Other Service Activities with 70.8 percent. Construction Activities and Water Supply and Waste Management were the two industries which had employed lowest proportion of females, recording 9.9 percent and 12.9 percent respectively. See **Table FSE 3** from **Appendix 3**.

Table 1.11a: Formal Sector Employment by Industry and Citizenship, QMTS 2022 Q4

Sector/ Economic Activity	Citizens			Non-Citizens			All Employees			Q4 2021
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
Agriculture, Forestry and Fishing	5,766	4,859	10,625	2,723	767	3,489	8,489	5,626	14,114	13,412
Mining and Quarrying	8,537	2,951	11,488	119	-	119	8,656	2,951	11,607	11,558
Manufacturing	15,716	11,614	27,330	5,092	171	5,263	20,808	11,785	32,593	39,144
Electricity, Gas, & Air Supply	2,198	1,165	3,363	200	-	200	2,398	1,165	3,563	2,427
Water Supply and Waste Management	3,832	570	4,403	-	-	-	3,832	570	4,403	6,143
Construction	16,244	1,980	18,225	1,855	-	1,855	18,099	1,980	20,080	20,648
Wholesale, Retail & Repair of Motor Vehicles	30,872	33,771	64,644	4,173	171	4,343	35,045	33,942	68,987	68,386
Transport & Storage	6,681	2,666	9,346	539	-	539	7,220	2,666	9,885	13,685
Accommodation and Food Service	8,238	14,046	22,284	695	183	878	8,933	14,229	23,162	19,039
Information and Communication	3,848	2,069	5,917	561	479	1,039	4,409	2,548	6,956	5,197
Finance and Insurance Activities	3,335	6,058	9,392	-	-	-	3,335	6,058	9,392	11,165
Real Estate Activities	1,063	474	1,537	-	-	-	1,063	474	1,537	3,205
Professional, Scientific and Technical	6,368	6,653	13,020	1,568	595	2,164	7,936	7,248	15,184	9,419
Administrative and Support Service	25,797	14,900	40,697	180	-	180	25,977	14,900	40,877	46,061
Public Administration	48,903	82,022	130,924	-	-	-	48,903	82,022	130,924	113,196
Education	15,453	39,502	54,955	632	764	1,396	16,085	40,266	56,351	74,663
Human Health and Social Work Activities	9,518	17,610	27,128	981	830	1,811	10,499	18,440	28,939	28,831
Arts, Entertainment and Recreation	1,499	1,357	2,856	-	-	-	1,499	1,357	2,856	3,135
Other Service Activities	751	2,382	3,133	314	203	517	1,065	2,585	3,650	4,197
Activities of Extraterritorial Organizations	239	968	1,207	164	-	164	403	968	1,371	945
Total	214,857	247,618	462,475	19,796	4,160	23,957	234,653	251,778	486,432	494,457

Table 1.11b: Percentage of Formal Sector Employment by Industry and Citizenship, QMTS 2020 Q4

Sector/ Economic Activity	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	2.7	2.0	2.3	13.8	18.4	14.6	3.6	2.2	2.9
Mining and Quarrying	4.0	1.2	2.5	0.6	-	0.5	3.7	1.2	2.4
Manufacturing	7.3	4.7	5.9	25.7	4.1	22.0	8.9	4.7	6.7
Electricity, Gas, & Air Supply	1.0	0.5	0.7	1.0	-	0.8	1.0	0.5	0.7
Water Supply and Waste Management	1.8	0.2	1.0	-	-	-	1.6	0.2	0.9
Construction	7.6	0.8	3.9	9.4	-	7.7	7.7	0.8	4.1
Wholesale, Retail & Repair of Motor Vehicles	14.4	13.6	14.0	21.1	4.1	18.1	14.9	13.5	14.2
Transport & Storage	3.1	1.1	2.0	2.7	-	2.2	3.1	1.1	2.0
Accommodation and Food Service	3.8	5.7	4.8	3.5	4.4	3.7	3.8	5.7	4.8
Information and Communication	1.8	0.8	1.3	2.8	11.5	4.3	1.9	1.0	1.4
Finance and Insurance Activities	1.6	2.4	2.0	-	-	-	1.4	2.4	1.9
Real Estate Activities	0.5	0.2	0.3	-	-	-	0.5	0.2	0.3
Professional, Scientific and Technical	3.0	2.7	2.8	7.9	14.3	9.0	3.4	2.9	3.1
Administrative and Support Service	12.0	6.0	8.8	0.9	-	0.8	11.1	5.9	8.4
Public Administration	22.8	33.1	28.3	-	-	-	20.8	32.6	26.9
Education	7.2	16.0	11.9	3.2	18.4	5.8	6.9	16.0	11.6
Human Health and Social Work Activities	4.4	7.1	5.9	5.0	20.0	7.6	4.5	7.3	5.9
Arts, Entertainment and Recreation	0.7	0.5	0.6	-	-	-	0.6	0.5	0.6
Other Service Activities	0.3	1.0	0.7	1.6	4.9	2.2	0.5	1.0	0.8
Activities of Extraterritorial Organizations	0.1	0.4	0.3	0.8	-	0.7	0.2	0.4	0.3
Total	100.0	100.0	100.0						

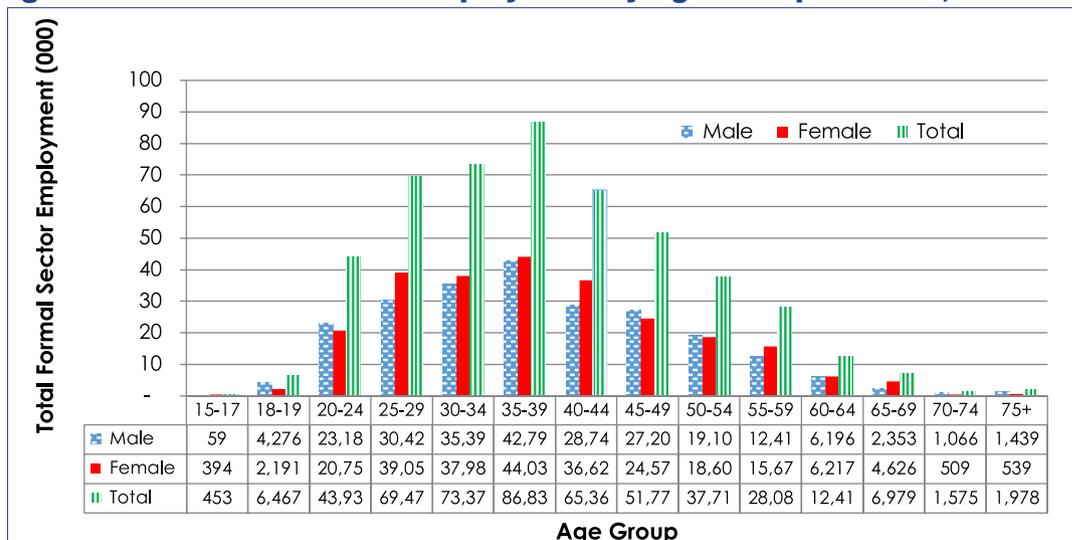
Table 1.11c: Formal Sector Employment by Industry, QMTS 2019 - 2022

Sector/ Economic Activity	Q4 2019	Q1 2020	Q4 2020	Q4 2021	Q4 2022
	Total	Total	Total	Total	Total
Agriculture, Forestry and Fishing	9,114	11,149	11,097	13,412	14,114
Mining and Quarrying	8,141	10,422	7,832	11,558	11,607
Manufacturing	31,124	32,612	31,189	39,144	32,593
Electricity, Gas, & Air Conditioning Supply	2,164	2,901	1,409	2,427	3,563
Water Supply and Waste Management	6,529	9,864	8,168	6,143	4,403
Construction of Buildings	24,229	20,018	20,453	20,648	20,080
Wholesale, Retail & Sale of Motor Vehicles	60,962	57,220	67,418	68,386	68,987
Transport & Storage	15,186	15,995	11,503	13,685	9,885
Accommodation and Food Service	17,226	18,289	19,085	19,039	23,162
Information and Communication	4,427	4,136	4,592	5,197	6,956
Finance and Insurance Activities	10,090	10,852	9,089	11,165	9,392
Real Estate Activities	1,433	1,061	794	3,205	1,537
Professional, Scientific and Technical Activities	9,413	10,057	8,502	9,419	15,184
Administrative and Support Service Activities	37,801	38,096	42,626	46,061	40,877
Public Administration and Defense	147,091	146,195	132,118	113,196	130,924
Education	63,939	68,568	71,755	74,663	56,351
Human Health and Social Work Activities	25,903	24,237	21,954	28,831	28,939
Arts, Entertainment and Recreation	2,890	3,188	2,829	3,135	2,856
Other Service Activities	7,620	7,625	3,955	4,197	3,650
Activities of Extraterritorial Organizations	244	431	1,347	945	1,371
Total	485,524	492,915	477,716	494,457	486,432

3.1.2 Formal Sector Employment by Age Group and Sex

Figure 1.16 shows that persons employed in the Formal Sector are largely concentrated in the ages 25 to 44 years, with age group 35-39 recording the highest employment with 17.9 percent (86,833 persons). The 30-34 and 25 – 29 years age groups followed with 15.1 percent and 14.3 percent respectively, (73,378 and 69,478 persons). Age group 40-44 recorded 13.4 (65,368 persons) percent. See Table FSE 2 from Appendix 3.

Figure 1.16 : Formal Sector Employment by Age Group and Sex, Q4 2022



3.1.3 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 19.0 percent (92,631 persons), followed by Kweneng East with 10.9 percent (52,811 persons) and Central Serowe with 7.9 percent (38,262 persons). Females dominated their male counterparts in Formal Sector Employment constituting 51.8 percent as compared to the 48.2 percent of their male counterparts.

Table 1.12a: Formal Sector Employment by District, Citizenship and Sex, QMTS 2022 Q4

District	Citizens			Non-Citizens			All Employees			Q4
	Male	Female	Total	Male	Female	Total	Male	Female	Total	2021
Gaborone	42,285	41,497	83,782	6,720	2,129	8,849	49,005	43,626	92,631	94,137
Francistown	11,141	10,011	21,153	2,987	782	3,769	14,128	10,793	24,922	25,373
Lobatse	3,564	4,643	8,207	205	-	205	3,769	4,643	8,412	8,623
Selibe Phikwe	4,975	6,149	11,123	474	237	711	5,449	6,386	11,834	6,364
Orapa	1,739	916	2,656	-	-	-	1,739	916	2,656	4,458
Jwaneng	3,637	2,291	5,928	218	-	218	3,855	2,291	6,146	8,131
Sowa Town	687	660	1,348	-	-	-	687	660	1,348	1,343
Ngwaketse	9,168	9,222	18,390	-	-	-	9,168	9,222	18,390	13,404
Barolong	4,647	6,436	11,083	-	-	-	4,647	6,436	11,083	13,907
Ngwaketse West	993	1,667	2,660	-	-	-	993	1,667	2,660	2,055
South East	14,005	16,400	30,405	3,215	214	3,429	17,220	16,614	33,834	39,516
Kweneng East	26,036	25,211	51,247	1,263	301	1,564	27,299	25,512	52,811	72,066
Kweneng West	3,647	8,574	12,220	-	-	-	3,647	8,574	12,220	12,275
Kgatleng	10,796	13,282	24,078	1,674	256	1,929	12,470	13,538	26,007	25,462
Central Serowe	16,652	21,002	37,653	609	-	609	17,261	21,002	38,262	32,324
Central Mahalapye	7,890	11,500	19,390	-	-	-	7,890	11,500	19,390	12,367
Central Bobonong	4,691	8,193	12,884	183	183	365	4,874	8,376	13,249	16,320
Central Boteti	5,288	4,858	10,146	439	-	439	5,727	4,858	10,585	16,996
Central Tutume	10,761	15,331	26,092	-	-	-	10,761	15,331	26,092	16,644
North East	4,697	6,333	11,030	925	-	925	5,622	6,333	11,955	10,874
Ngamiland East	11,253	11,185	22,438	555	-	555	11,808	11,185	22,993	17,193
Ngamiland West	4,172	6,173	10,344	-	-	-	4,172	6,173	10,344	13,993
Chobe	4,446	4,073	8,519	235	59	294	4,681	4,132	8,813	9,500
Ghanzi	2,713	5,877	8,590	94	-	94	2,807	5,877	8,684	9,040
Kgalagadi South	3,239	3,324	6,563	-	-	-	3,239	3,324	6,563	6,034
Kgalagadi North	1,734	2,809	4,543	-	-	-	1,734	2,809	4,543	6,056
Total	214,857	247,618	462,475	19,797	4,160	23,957	234,654	251,778	486,432	494,457

Table 1.12b: Percentage of Formal Sector Employment by Sex, QMTS Q4 2022

District	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Gaborone	19.7	16.8	18.1	33.9	51.2	36.9	20.9	17.3	19.0
Francistown	5.2	4.0	4.6	15.1	18.8	15.7	6.0	4.3	5.1
Lobatse	1.7	1.9	1.8	1.0	-	0.9	1.6	1.8	1.7
Selibe Phikwe	2.3	2.5	2.4	2.4	5.7	3.0	2.3	2.5	2.4
Orapa	0.8	0.4	0.6	-	-	-	0.7	0.4	0.5
Jwaneng	1.7	0.9	1.3	1.1	-	0.9	1.6	0.9	1.3
Sowa Town	0.3	0.3	0.3	-	-	-	0.3	0.3	0.3
Ngwaketse	4.3	3.7	4.0	-	-	-	3.9	3.7	3.8
Barolong	2.2	2.6	2.4	-	-	-	2.0	2.6	2.3
Ngwaketse West	0.5	0.7	0.6	-	-	-	0.4	0.7	0.5
South East	6.5	6.6	6.6	16.2	5.1	14.3	7.3	6.6	7.0
Kweneng East	12.1	10.2	11.1	6.4	7.2	6.5	11.6	10.1	10.9
Kweneng West	1.7	3.5	2.6	-	-	-	1.6	3.4	2.5
Kgatleng	5.0	5.4	5.2	8.5	6.2	8.1	5.3	5.4	5.3
Central Serowe	7.8	8.5	8.1	3.1	-	2.5	7.4	8.3	7.9
Central Mahalapye	3.7	4.6	4.2	-	-	-	3.4	4.6	4.0
Central Bobonong	2.2	3.3	2.8	0.9	4.4	1.5	2.1	3.3	2.7
Central Boteti	2.5	2.0	2.2	2.2	-	1.8	2.4	1.9	2.2
Central Tutume	5.0	6.2	5.6	-	-	-	4.6	6.1	5.4
North East	2.2	2.6	2.4	4.7	-	3.9	2.4	2.5	2.5
Ngamiland East	5.2	4.5	4.9	2.8	-	2.3	5.0	4.4	4.7
Ngamiland West	1.9	2.5	2.2	-	-	-	1.8	2.5	2.1
Chobe	2.1	1.6	1.8	1.2	1.4	1.2	2.0	1.6	1.8
Ghanzi	1.3	2.4	1.9	0.5	-	0.4	1.2	2.3	1.8
Kgalagadi South	1.5	1.3	1.4	-	-	-	1.4	1.3	1.3
Kgalagadi North	0.8	1.1	1.0	-	-	-	0.7	1.1	0.9
Total	100.0	100.0	100.0						

3.1.4 Formal Sector Employment by Education Level

The highest percentage (43.3 percent) of people in Formal Sector Employment had secondary school education as their highest education attainment. These were followed by those with University and primary education with 23.9 and 10.1 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 Q4 2022

School Attendance	Citizens			Non-Citizens			All Employees			Q4 2021
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
Primary	20,028	28,648	48,676	471	-	471	20,499	28,648	49,147	39,333
Secondary	98,908	104,709	203,617	6,687	274	6,960	105,595	104,983	210,577	210,443
Non-formal	109	1,213	1,323	-	-	-	109	1,213	1,323	1,959
Apprentice	791	70	861	-	-	-	791	70	861	3,623
Brigade	7,445	4,396	11,841	653	-	653	8,098	4,396	12,494	16,201
Technical/Vocational	14,215	11,220	25,435	2,238	-	2,238	16,453	11,220	27,673	38,252
Educational College	18,098	27,542	45,640	1,793	687	2,480	19,891	28,229	48,120	47,095
Institute of Health Sciences	2,912	3,885	6,797	-	310	310	2,912	4,195	7,107	6,784
University	45,819	59,500	105,319	7,955	2,889	10,844	53,774	62,389	116,163	119,648
Never attended	6,531	6,435	12,966	-	-	-	6,531	6,435	12,966	11,116
Total	214,857	247,618	462,475	19,797	4,160	23,957	234,654	251,778	486,432	494,457

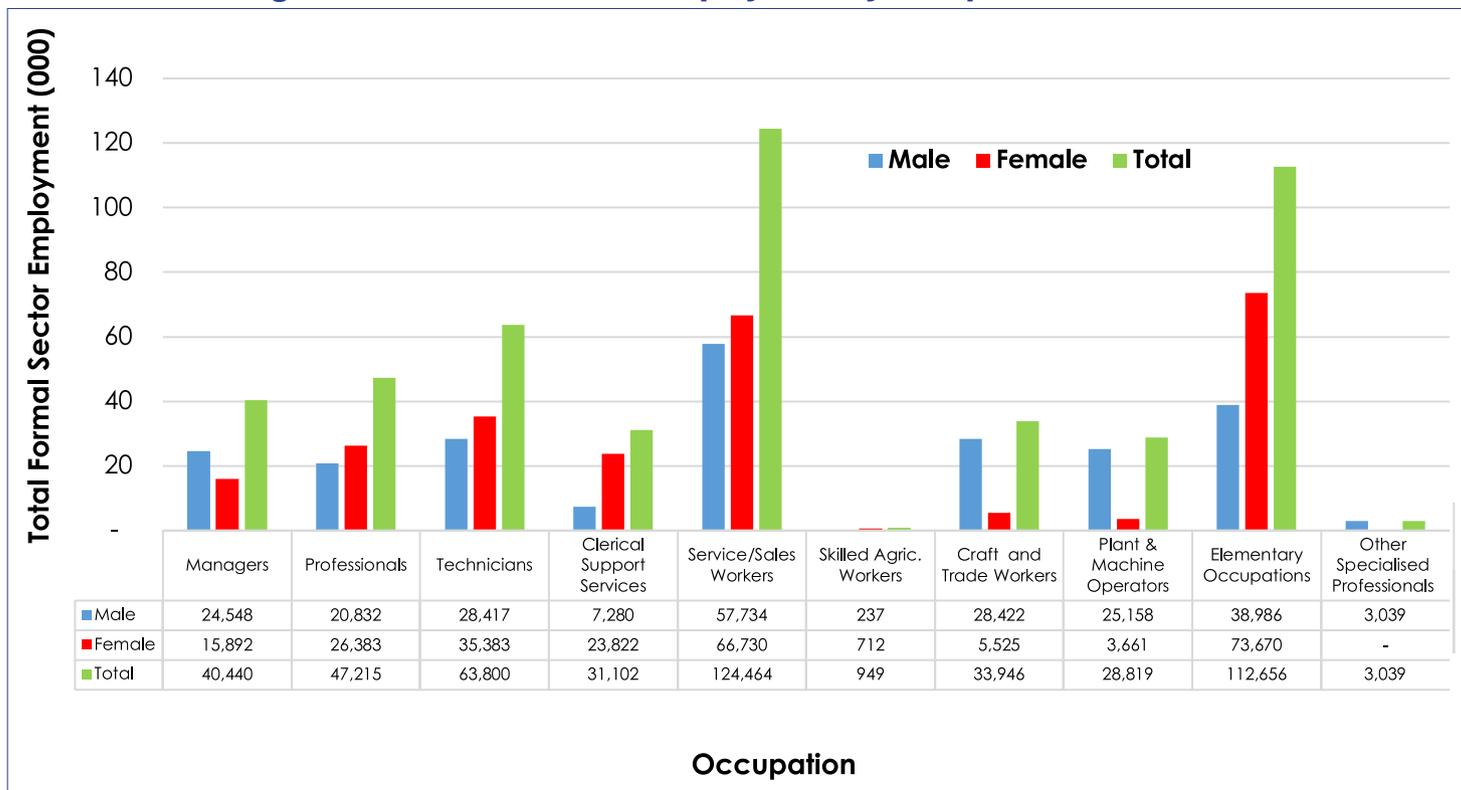
Table 1.13b: Percentage of Formal Sector Employment by Education/Training Level and Citizenship, QMTS Q4 2020

School Attendance	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Primary	9.3	11.6	10.5	2.4	-	2.0	8.7	11.4	10.1
Secondary	46.0	42.3	44.0	33.8	6.6	29.1	45.0	41.7	43.3
Non-formal	0.1	0.5	0.3	-	-	-	0.0	0.5	0.3
Apprentice	0.4	0.0	0.2	-	-	-	0.3	0.0	0.2
Brigade	3.5	1.8	2.6	3.3	-	2.7	3.5	1.7	2.6
Technical/Vocational	6.6	4.5	5.5	11.3	-	9.3	7.0	4.5	5.7
Educational College	8.4	11.1	9.9	9.1	16.5	10.4	8.5	11.2	9.9
Institute of Health Sciences	1.4	1.6	1.5	-	7.5	1.3	1.2	1.7	1.5
University	21.3	24.0	22.8	40.2	69.4	45.3	22.9	24.8	23.9
Never attended	3.0	2.6	2.8	-	-	-	2.8	2.6	2.7
Total	100.0	100.0	100.0						

3.1.5 Formal Sector Employment by Occupation

Figure 1.17, Tables FSE1a and FSE1b in Appendix 3 show formal sector employment by occupations. The largest proportion is found in the Service/Sales Workers with 124,464 persons (25.6 percent), followed by the Elementary occupations with 112,656 persons (23.2 percent) and Technicians at 63,800 persons (13.1 percent).

Figure 1.17: Formal Sector Employment by Occupation and Sex



3.1.6 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 P18,809, followed by Professional and Technicians & Associate Professionals with P18,361 and P12,868 respectively. Elementary occupations average earnings were lowest at P1, 504.

3.1.7 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 P6, 578 for citizens, P12, 111 for non-citizen and finally, P6, 803 for all employees.

Overall, male employees' average monthly cash earnings were estimated at P7, 559 compared to P6, 116 for their female counterparts in the formal sector.

Comparing the fourth quarter of 2021 (October to December 2021) estimated average cash earning from the QMETS Formal Sector Employment (FSE) with the fourth quarter of 2022 shows that there was an increase in average earnings, an increase of 8.0 percent. The estimated fourth quarter of 2022 formal sector employment monthly average cash earnings for wage earners was P6, 803, compared with P6, 299, which was estimated for the fourth quarter of 2021.

Table 1.14: Estimated Formal Sector Employment Monthly Average Earnings by Occupation, Citizenship and Sex, QMTS Q4 2022

Occupation	Citizens			Non-Citizens			All Employees			Q4
	Male	Female	Total	Male	Female	Total	Male	Female	Total	2021
Managers	15,992	23,065	19,040	19,872		17,648	16,851	21,864	18,809	16,696
Professionals	19,314	17,450	18,218	25,962	6,269	20,144	20,116	17,017	18,361	15,802
Technicians and Associate Professionals	13,466	12,330	12,826	10,121	19,914	13,696	13,238	12,570	12,868	12,320
Clerical Support Services	5,577	4,581	4,797	38,600	-	38,600	7,448	4,581	5,230	5,200
Service/Sales Workers	3,842	2,712	3,234	3,658	3,272	3,535	3,839	2,716	3,237	3,149
Craft and Related Trades Workers	4,883	4,531	4,819	5,417	-	5,417	4,956	4,531	4,887	4,507
Plant & Machine Operators	5,414	2,575	5,033	6,438	-	6,438	5,467	2,575	5,096	4,938
Elementary Occupations	1,956	1,265	1,495	2,028	-	2,028	1,960	1,265	1,504	1,384
Other Specialized Professional Services	14,628	-	14,628	-	-	-	14,628	-	14,628	22,191
Total	7,194	6,051	6,578	12,360	10,915	12,111	7,559	6,116	6,803	6,299

Table 1.15a: Estimated Formal Sector Employment Monthly Average Earnings by Industry, Citizenship and Sex, QMTS Q4 2020

Sector/ Economic Activity	Citizens			Non-Citizens			All Employees			Q4 2021
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
Agriculture, Forestry and Fishing	2,396	3,113	2,723	3,001	2,369	2,924	2,573	3,065	2,764	2,375
Mining and Quarrying	19,182	33,408	22,698	57,153	-	57,153	19,717	33,408	23,065	19,051
Manufacturing	4,817	3,960	4,454	9,447	5,002	9,276	5,908	3,977	5,206	3,929
Electricity, Gas, & Air Supply	13,079	9,581	11,867	-	-	-	11,983	9,581	11,198	11,325
Water Supply and Waste Management	8,181	15,058	9,183	-	-	-	8,181	15,058	9,183	9,692
Construction of Buildings	4,844	4,257	4,774	16,923	-	16,923	5,924	4,257	5,742	4,102
Wholesale, Retail & Repair of Motor Vehicles	3,598	3,775	3,689	11,987	6,002	11,600	4,282	3,788	4,038	3,109
Transport & Storage	4,501	7,671	5,446	4,668	-	4,668	4,514	7,671	5,402	7,117
Accommodation and Food Service	2,902	2,906	2,905	2,368	11,982	4,372	2,856	3,038	2,967	3,685
Information and Communication	15,669	8,587	13,193	16,864	9,993	13,696	15,839	8,880	13,277	7,058
Finance and Insurance Activities	18,717	14,952	16,098	-	-	-	18,717	14,952	16,098	14,693
Real Estate Activities	4,122	4,023	4,087	-	-	-	4,122	4,023	4,087	9,019
Professional, Scientific and Technical	7,390	9,593	8,580	27,663	34,278	30,030	9,843	11,105	10,504	8,872
Administrative and Support Service	2,763	2,316	2,600	64,913	-	64,913	3,201	2,316	2,879	2,673
Public Administration	8,730	3,965	5,745	-	-	-	8,730	3,965	5,745	6,131
Education	12,752	9,838	10,659	18,551	4,765	11,019	12,984	9,740	10,668	9,259
Human Health and Social Work Activities	9,778	8,328	8,837	11,047	14,470	12,391	9,879	8,509	9,006	8,034
Arts, Entertainment and Recreation	3,279	4,513	3,822	-	-	-	3,279	4,513	3,822	2,986
Other Service Activities	8,460	1,751	3,282	3,498	1,402	2,679	6,779	1,720	3,185	3,258
Activities of Extraterritorial Organizations	22,003	34,628	32,128	91,453	-	91,453	50,265	34,628	39,225	37,342
Total	7,194	6,051	6,578	12,360	10,915	12,111	7,559	6,116	6,803	6,299

Table 1.15b: Estimated Formal Sector Employment Monthly Average Earnings by Industry, QMTS 2019 - 2022

Sector/ Economic Activity	Q4 2019	Q1 2020	Q4 2020	Q4 2021	Q4 2022
	Total	Total	Total	Total	Total
Agriculture, Forestry and Fishing	1,807	2,044	2,640	2,375	2,764
Mining and Quarrying	17,765	14,074	14,411	19,051	23,065
Manufacturing	3,210	3,530	3,675	3,929	5,206
Electricity, Gas, & Air Conditioning Supply	4,765	12,697	10,812	11,325	11,198
Water Supply and Waste Management	7,778	7,665	8,898	9,692	9,183
Construction of Buildings	4,072	3,296	4,314	4,102	5,742
Wholesale, Retail & Repair of Motor Vehicles	2,728	2,468	2,260	3,109	4,038
Transport & Storage	9,348	8,484	7,943	7,117	5,402
Accommodation and Food Service	1,935	2,034	3,727	3,685	2,967
Information and Communication	11,394	11,524	12,366	7,058	13,277
Finance and Insurance Activities	8,820	9,512	13,401	14,693	16,098
Real Estate Activities	10,023	9,689	11,360	9,019	4,087
Professional, Scientific and Technical Activities	9,371	4,872	9,468	8,872	10,504
Administrative and Support Service Activities	2,227	2,787	2,310	2,673	2,879
Public Administration and Defense	5,010	4,871	6,091	6,131	5,745
Education	9,069	9,347	8,942	9,259	10,668
Human Health and Social Work Activities	7,713	7,093	8,698	8,034	9,006
Arts, Entertainment and Recreation	5,657	2,514	7,684	2,986	3,822
Other Service Activities	5,638	3,928	5,187	3,258	3,185
Activities of Extraterritorial Organizations	14,990	2,990	22,529	37,342	39,225
Total	5,495	5,392	6,014	6,299	6,803

3.2 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 390,413 of which 206,663 were males (52.9 percent) and 183,751 (47.1 percent) were females (see [Table 1.16a](#)).

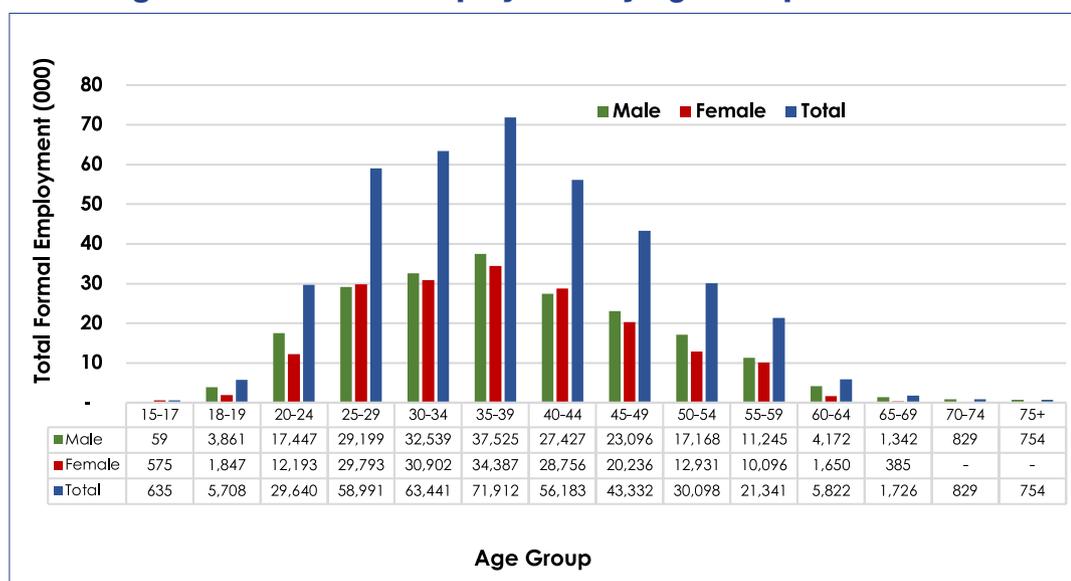
3.2.1 Formal Employment by Industry, Citizenship and Sex

[Table 1.16a](#) and [Table 1.16b](#) present formal employment by citizenship. The tables show that out of the 390,413 persons in formal employment, 21,491 were non-citizens, (5.5 percent), while 368,922 were citizens, (94.5 percent). At the industry level, Agriculture Activities had most non-citizens employees, recording 26.6 percent (5,709 persons), followed by Manufacturing and Wholesale, Retail & Repair of Motor Vehicles with 20.7 percent (4,451 persons) and 11.0 percent (2,374 persons) respectively.

3.2.2 Formal employment by Age Group and Sex

[Figure 1.18](#) shows that formal employment is concentrated in the ages 35 -39 years with 18.4 percent (71,912 persons). The 30-34 and 25-29 years age groups followed with 16.2 percent and 15.1 percent respectively, (63,441 and 58,991 persons). Age groups 40-44 and 45-49 recorded 14.4 (56,183 persons) and 11.1 (43,332 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 and 40-44.

Figure 1.18: Formal Employment by Age Group and Sex



3.2.3 Formal Employment by District and Sex

Table 1.18 shows that Gaborone had the highest number of people working in Formal Employment, recording 19.5 percent (76,005 persons), followed by Kweneng East with 11.2 percent (43,805 persons) and Central Serowe with 6.7 percent (26,289 persons). Overall, number of males were greater than their female counterparts in Formal Employment, contributing 52.9 percent, while females were 47.1 percent.

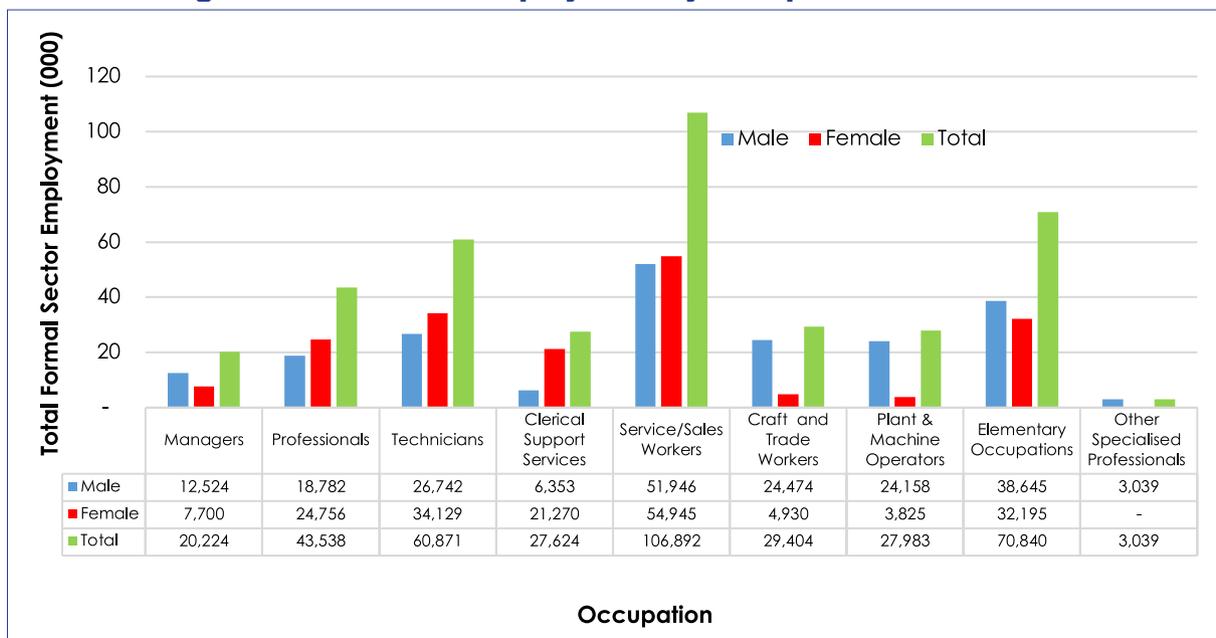
3.2.4 Formal Employment by Education Level

The highest percentage (42.3 percent) of people in Formal Employment reportedly had secondary school education followed by those with University education at 25.9 percent. A small percentage (0.2 and 1.5 percent) of people in Formal Employment have apprenticeship and never attended school, respectively. See **Table 1.19a** and **1.19b**

3.2.5 Formal Employment by Occupation

Figure 1.19 and **Tables 1.20** show formal employment by occupations. The largest proportion of formal employees are found in the Service/Sales Workers occupations with 106,892 persons (27.4 percent), followed by the Elementary occupations with 70,840 persons (18.1 percent) and Technicians at 60,871 persons (15.6 percent).

Figure 1.19: Formal Employment by Occupation and Sex



3.2.6 Formal Employment by Industry

Table 1.21 presents Formal Employment by Industry. Overall, Public Administration had the largest portion of employment at 18.6 percent (61,307 persons), followed by Wholesale, Retail & Sale of Motor Vehicles with 13.9 percent (54,132) and Education with 12.5 percent (48,947). Administrative & Support Service the above mentioned industries at 9.6 percent (37,522 persons) of total formal employment.

At industry level, Households as Employers employed more females, accounting for 83.4 percent of employees working in the industry, followed by Finance & Insurance Activities with 69.4 percent. Construction and Agriculture, Forestry & Fishing were the two industries which had employed the lowest proportion of females, recording 10.2 percent and 19.3 percent of female employees respectively.

3.2.7 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 P7, 647, P10, 600 for non-citizen and P7, 809 for all employees. Overall, monthly average cash earning for persons in formal employment were estimated at P7, 897 for males and P7, 711 for females.

Table 1.23 shows Industry by the range of monthly earnings for formal employment. The table shows that 26.1 percent of persons in formal employment earned P2,001 – P4,000, followed by 23.5 and 21.5 percent who were earning in the ranges of P1,001 – P2,000 and P10,001 – P30, 000, respectively.

3.2.8 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 P20, 730, followed by Professionals and Technicians & associate professionals at P18, 661 and P13, 148, respectively. Elementary occupations average earnings were the lowest at P2, 119.

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 (47.1 percent) who were earning P500 and downwards, were working as Service/Sales Workers. The group of employees who were earning between P10, 001 and P30, 000, 37.6 percent of them were technicians, followed by professionals at 31.8 percent within the group.

Table 1.16a: Estimated Formal Employment by Industry and Citizenship, QMTS Q4 2022

Sector/ Economic Activity	Citizens			Non-Citizens			All Employees			Q4 2021
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
Agriculture, Forestry and Fishing	13,335	3,942	17,278	5,213	497	5,709	18,548	4,439	22,987	12,435
Mining and Quarrying	9,786	2,831	12,617	120	-	120	9,906	2,831	12,737	11,582
Manufacturing	13,521	10,294	23,815	4,280	171	4,451	17,801	10,465	28,266	33,068
Electricity, Gas, & Air Supply	1,952	1,398	3,350	-	-	-	1,952	1,398	3,350	2,427
Water Supply and Waste Management	3,416	955	4,371	-	-	-	3,416	955	4,371	5,361
Construction	12,508	1,689	14,198	2,292	-	2,291	14,800	1,689	16,489	13,962
Wholesale, Retail & Sale of motor vehicles	23,780	27,978	51,758	2,203	171	2,374	25,983	28,149	54,132	61,307
Transport & Storage	5,593	2,420	8,013	552	-	552	6,145	2,420	8,565	13,233
Accommodation and Food Service	6,084	11,595	17,679	183	182	365	6,267	11,777	18,044	16,333
Information and Communication	3,202	1,567	4,769	315	479	794	3,517	2,046	5,563	4,785
Finance and Insurance Activities	2,452	5,566	8,018	-	-	-	2,452	5,566	8,018	9,431
Real Estate Activities	602	330	932	-	-	-	602	330	932	2,877
Professional, Scientific and Technical	4,528	5,908	10,436	552	411	962	5,080	6,319	11,398	8,535
Administrative and Support Service	24,242	12,911	37,154	368	-	368	24,610	12,911	37,522	43,061
Public Administration and Defense	37,965	34,497	72,462	-	-	-	37,965	34,497	72,462	60,773
Education	14,749	33,102	47,852	633	463	1,095	15,382	33,565	48,947	60,561
Human Health and Social Work	8,017	15,352	23,369	797	515	1,311	8,814	15,867	24,680	24,822
Arts, Entertainment and Recreation	1,074	1,172	2,245	-	-	-	1,074	1,172	2,245	2,490
Other Service Activities	615	1,267	1,883	315	203	517	930	1,470	2,400	2,880
Households as Employers	1,016	4,706	5,722	-	416	416	1,016	5,122	6,138	3,818
Activities of Extraterritorial Organizations	239	764	1,003	164	-	164	403	764	1,167	704
Total	188,678	180,244	368,922	17,985	3,507	21,491	206,663	183,751	390,413	394,446

**Table 1.16b: Percentage of Formal Employment by Industry and Citizenship,
QMTS Q4 2022**

Sector/ Economic Activity	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	7.1	2.2	4.7	29.0	14.2	26.6	9.0	2.4	5.9
Mining and Quarrying	5.2	1.6	3.4	0.7	-	0.6	4.8	1.5	3.3
Manufacturing	7.2	5.7	6.5	23.8	4.9	20.7	8.6	5.7	7.2
Electricity, Gas, & Air Conditioning Supply	1.0	0.8	0.9	-	-	-	0.9	0.8	0.9
Water Supply and Waste Management	1.8	0.5	1.2	-	-	-	1.7	0.5	1.1
Construction of Buildings	6.6	0.9	3.8	12.7	-	10.7	7.2	0.9	4.2
Wholesale, Retail & Sale of motor vehicles	12.6	15.5	14.0	12.2	4.9	11.0	12.6	15.3	13.9
Transport & Storage	3.0	1.3	2.2	3.1	-	2.6	3.0	1.3	2.2
Accommodation and Food Service	3.2	6.4	4.8	1.0	5.2	1.7	3.0	6.4	4.6
Information and Communication	1.7	0.9	1.3	1.8	13.7	3.7	1.7	1.1	1.4
Finance and Insurance Activities	1.3	3.1	2.2	-	-	-	1.2	3.0	2.1
Real Estate Activities	0.3	0.2	0.3	-	-	-	0.3	0.2	0.2
Professional, Scientific and Technical Activities	2.4	3.3	2.8	3.1	11.7	4.5	2.5	3.4	2.9
Administrative and Support Service Activities	12.8	7.2	10.1	2.0	-	1.7	11.9	7.0	9.6
Public Administration and Defense	20.1	19.1	19.6	-	-	-	18.4	18.8	18.6
Education	7.8	18.4	13.0	3.5	13.2	5.1	7.4	18.3	12.5
Human Health and Social Work Activities	4.2	8.5	6.3	4.4	14.7	6.1	4.3	8.6	6.3
Arts, Entertainment and Recreation	0.6	0.7	0.6	-	-	-	0.5	0.6	0.6
Other Service Activities	0.3	0.7	0.5	1.8	5.8	2.4	0.5	0.8	0.6
Households as Employers	0.5	2.6	1.6	-	11.9	1.9	0.5	2.8	1.6
Activities of Extraterritorial Organizations	0.1	0.4	0.3	0.9	-	0.8	0.2	0.4	0.3
Total	100.0	100.0	100.0						

Table 1.16 c: Formal Employment by Industry, QMTS 2019 - 2022

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

Table 1.17a: Formal Employment by Age Group and Sex, QMTS Q4 2022

Age	Citizens			Non-Citizens			All Employees			Q4 2021
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
15-17	59	394	453	-	181	182	59	575	635	95
18-19	3,564	1,847	5,411	297	-	297	3,861	1,847	5,708	3,601
20-24	17,066	12,193	29,259	381	-	381	17,447	12,193	29,640	32,989
25-29	27,803	29,433	57,235	1,396	360	1,756	29,199	29,793	58,991	55,877
30-34	28,898	30,588	59,485	3,641	314	3,956	32,539	30,902	63,441	63,118
35-39	34,502	33,645	68,147	3,023	742	3,765	37,525	34,387	71,912	73,743
40-44	24,360	27,861	52,221	3,067	895	3,962	27,427	28,756	56,183	62,964
45-49	20,587	19,976	40,564	2,509	260	2,768	23,096	20,236	43,332	46,789
50-54	15,969	12,390	28,360	1,199	541	1,738	17,168	12,931	30,098	31,119
55-59	9,555	10,096	19,651	1,690	-	1,690	11,245	10,096	21,341	19,398
60-64	3,598	1,650	5,248	574	-	574	4,172	1,650	5,822	3,109
65-69	1,133	170	1,303	209	215	423	1,342	385	1,726	791
70-74	829	-	829	-	-	-	829	-	829	252
75+	754	-	754	-	-	-	754	-	754	601
Total	188,678	180,244	368,922	17,985	3,507	21,491	206,663	183,751	390,413	394,446

Table 1.17b: Percentage of Formal Employment by Age Group and Sex, QMTS Q4 2022

Age	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	0.0	0.2	0.1	-	5.2	0.8	0.0	0.3	0.2
18-19	1.9	1.0	1.5	1.7	-	1.4	1.9	1.0	1.5
20-24	9.0	6.8	7.9	2.1	-	1.8	8.4	6.6	7.6
25-29	14.7	16.3	15.5	7.8	10.3	8.2	14.1	16.2	15.1
30-34	15.3	17.0	16.1	20.2	9.0	18.4	15.7	16.8	16.2
35-39	18.3	18.7	18.5	16.8	21.2	17.5	18.2	18.7	18.4
40-44	12.9	15.5	14.2	17.1	25.5	18.4	13.3	15.6	14.4
45-49	10.9	11.1	11.0	14.0	7.4	12.9	11.2	11.0	11.1
50-54	8.5	6.9	7.7	6.7	15.4	8.1	8.3	7.0	7.7
55-59	5.1	5.6	5.3	9.4	-	7.9	5.4	5.5	5.5
60-64	1.9	0.9	1.4	3.2	-	2.7	2.0	0.9	1.5
65-69	0.6	0.1	0.4	1.2	6.1	2.0	0.6	0.2	0.4
70-74	0.4	-	0.2	-	-	-	0.4	-	0.2
75+	0.4	-	0.2	-	-	-	0.4	-	0.2
Total	100.0	100.0	100.0						

Table 1.18: Formal Sector Employment by District and Sex, QMTS Q4 2022

District	All Employees			All Employees			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Gaborone	38,509	37,496	76,005	18.6	20.4	19.5	50.7	49.3	100.0
Francistown	11,303	8,937	20,239	5.5	4.9	5.2	55.8	44.2	100.0
Lobatse	3,318	3,543	6,861	1.6	1.9	1.8	48.4	51.6	100.0
Selibe Phikwe	4,240	4,510	8,750	2.1	2.5	2.2	48.5	51.5	100.0
Orapa	1,739	1,288	3,027	0.8	0.7	0.8	57.4	42.6	100.0
Jwaneng	3,728	2,006	5,734	1.8	1.1	1.5	65.0	35.0	100.0
Sowa Town	665	615	1,280	0.3	0.3	0.3	52.0	48.0	100.0
Ngwaketse	10,608	5,959	16,568	5.1	3.2	4.2	64.0	36.0	100.0
Barolong	4,044	5,468	9,512	2.0	3.0	2.4	42.5	57.5	100.0
Ngwaketse West	1,567	857	2,424	0.8	0.5	0.6	64.6	35.4	100.0
South East	15,353	14,277	29,631	7.4	7.8	7.6	51.8	48.2	100.0
Kweneng East	25,126	18,679	43,805	12.2	10.2	11.2	57.4	42.6	100.0
Kweneng West	3,442	4,187	7,630	1.7	2.3	2.0	45.1	54.9	100.0
Kgatleng	12,616	11,009	23,625	6.1	6.0	6.1	53.4	46.6	100.0
Central Serowe	14,725	11,564	26,289	7.1	6.3	6.7	56.0	44.0	100.0
Central Mahalapye	5,911	7,094	13,005	2.9	3.9	3.3	45.5	54.5	100.0
Central Bobonong	4,618	4,820	9,437	2.2	2.6	2.4	48.9	51.1	100.0
Central Boteti	5,934	3,694	9,628	2.9	2.0	2.5	61.6	38.4	100.0
Central Tutume	11,490	10,384	21,874	5.6	5.7	5.6	52.5	47.5	100.0
North East	4,808	3,730	8,538	2.3	2.0	2.2	56.3	43.7	100.0
Ngamiland East	9,858	7,990	17,848	4.8	4.3	4.6	55.2	44.8	100.0
Ngamiland West	3,222	4,058	7,280	1.6	2.2	1.9	44.3	55.7	100.0
Chobe	4,011	4,005	8,016	1.9	2.2	2.1	50.0	50.0	100.0
Ghanzi	1,291	3,365	4,656	0.6	1.8	1.2	27.7	72.3	100.0
Kgalagadi South	2,940	2,731	5,671	1.4	1.5	1.5	51.8	48.2	100.0
Kgalagadi North	1,593	1,487	3,081	0.8	0.8	0.8	51.7	48.3	100.0
Total	206,663	183,751	390,414	100.0	100.0	100.0	52.9	47.1	100.0

Table 1.19a: Estimated Formal Employment by Education/Training Level and Sex, QMTS Q4 2022

School Attendance	Citizens			Non-Citizens			All Employees			Q4 2021
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
Primary	18,527	11,505	30,032	1,289	-	1,289	19,816	11,505	31,321	21,806
Secondary	85,564	70,748	156,311	8,149	657	8,806	93,713	71,405	165,117	165,002
Non-formal	-	-	-	-	-	-	-	-	-	340
Apprentice	791	70	861	-	-	-	791	70	861	3,064
Brigade	6,773	3,623	10,397	653	-	653	7,426	3,623	11,050	12,103
Technical/Vocational	13,232	9,682	22,914	1,385	-	1,385	14,617	9,682	24,299	34,797
Educational College	17,038	25,231	42,270	1,100	451	1,551	18,138	25,682	43,821	42,624
Institute of Health Sciences	2,912	3,885	6,797	-	310	310	2,912	4,195	7,107	6,605
University	38,597	54,887	93,484	5,409	2,089	7,498	44,006	56,976	100,982	101,674
Never attended	5,243	612	5,855	-	-	-	5,243	612	5,855	6,430
Total	188,678	180,244	368,922	17,985	3,507	21,492	206,663	183,751	390,414	394,446

Table 1.19b: Percentage of Estimated Formal Employment by Education/Training Level and Sex, QMTS Q4 2022

School Attendance	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Primary	9.8	6.4	8.1	7.2	-	6.0	9.6	6.3	8.0
Secondary	45.3	39.3	42.4	45.3	18.7	41.0	45.3	38.9	42.3
Non-formal	-	-	-	-	-	-	-	-	-
Apprentice	0.4	0.0	0.2	-	-	-	0.4	0.0	0.2
Brigade	3.6	2.0	2.8	3.6	-	3.0	3.6	2.0	2.8
Technical/Vocational	7.0	5.4	6.2	7.7	-	6.4	7.1	5.3	6.2
Educational College	9.0	14.0	11.5	6.1	12.9	7.2	8.8	14.0	11.2
Institute of Health Sciences	1.5	2.2	1.8	-	8.8	1.4	1.4	2.3	1.8
University	20.5	30.5	25.3	30.1	59.6	34.9	21.3	31.0	25.9
Never attended	2.8	0.3	1.6	-	-	-	2.5	0.3	1.5
Total	100.0	100.0	100.0						

Table 1.20a: Estimated Formal Employment by Occupation, Citizenship & Sex, QMTS Q4 2022

Occupation	Citizens			Non-Citizens			All Employees			Q4 2021
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
Managers	9,712	7,002	16,714	2,812	698	3,510	12,524	7,700	20,224	19,664
Professionals	16,624	23,774	40,398	2,158	982	3,140	18,782	24,756	43,538	44,328
Technicians and Associate Professionals	24,834	33,333	58,167	1,908	796	2,704	26,742	34,129	60,871	61,933
Clerical Support Services	5,965	21,270	27,236	388	-	388	6,353	21,270	27,624	25,742
Service/Sales Workers	51,548	54,512	106,061	398	433	831	51,946	54,945	106,892	112,005
Skilled Agric. Forestry and Fishery Workers	-	-	-	-	-	-	-	-	-	727
Craft and Related Trades Workers	20,490	4,930	25,420	3,984	-	3,984	24,474	4,930	29,404	34,504
Plant & Machine Operators	22,868	3,825	26,693	1,290	-	1,290	24,158	3,825	27,983	30,474
Elementary Occupations	33,598	31,597	65,195	5,047	598	5,645	38,645	32,195	70,840	62,042
Other	3,039	-	3,039	-	-	-	3,039	-	3,039	3,028
Total	188,678	180,244	368,922	17,985	3,507	21,492	206,663	183,751	390,414	394,446

Table 1.20b: Percentage of Estimated Formal Employment by Occupation, Citizenship & Sex, QMTS Q4 2022

Occupation	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers	5.1	3.9	4.5	15.6	19.9	16.3	6.1	4.2	5.2
Professionals	8.8	13.2	11.0	12.0	28.0	14.6	9.1	13.5	11.2
Technicians and Associate Professionals	13.2	18.5	15.8	10.6	22.7	12.6	12.9	18.6	15.6
Clerical Support Services	3.2	11.8	7.4	2.2	-	1.8	3.1	11.6	7.1
Service/Sales Workers	27.3	30.2	28.7	2.2	12.3	3.9	25.1	29.9	27.4
Skilled Agric. Forestry and Fishery Workers	-	-	-	-	-	-	-	-	-
Craft and Related Trades Workers	10.9	2.7	6.9	22.2	-	18.5	11.8	2.7	7.5
Plant & Machine Operators	12.1	2.1	7.2	7.2	-	6.0	11.7	2.1	7.2
Elementary Occupations	17.8	17.5	17.7	28.1	17.1	26.3	18.7	17.5	18.1
Other	1.6	-	0.8	-	-	-	1.5	-	0.8
Total	100.0	100.0	100.0						

Table 1.21: Estimated Formal Employment by Industry & Sex, QMTS Q4 2022

Sector/ Economic Activity	All Employees			All Employees			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	18,548	4,439	22,987	9.0	2.4	5.9	80.7	19.3	100.0
Mining and Quarrying	9,906	2831	12,737	4.8	1.5	3.3	77.8	22.2	100.0
Manufacturing	17,801	10,465	28,266	8.6	5.7	7.2	63.0	37.0	100.0
Electricity, Gas, & Air Supply	1,952	1398	3,350	0.9	0.8	0.9	58.3	41.7	100.0
Water Supply and Waste Management	3,416	955	4,371	1.7	0.5	1.1	78.2	21.8	100.0
Construction of Buildings	14,800	1,689	16,489	7.2	0.9	4.2	89.8	10.2	100.0
Wholesale, Retail & Sale of motor vehicles	25,983	28,149	54,132	12.6	15.3	13.9	48.0	52.0	100.0
Transport & Storage	6,145	2,420	8,565	3.0	1.3	2.2	71.7	28.3	100.0
Accommodation and Food Service	6,267	11,777	18,044	3.0	6.4	4.6	34.7	65.3	100.0
Information and Communication	3,517	2,046	5,563	1.7	1.1	1.4	63.2	36.8	100.0
Finance and Insurance Activities	2,452	5,566	8,018	1.2	3.0	2.1	30.6	69.4	100.0
Real Estate Activities	602	330	932	0.3	0.2	0.2	64.6	35.4	100.0
Professional, Scientific and Technical	5,080	6,319	11,398	2.5	3.4	2.9	44.6	55.4	100.0
Administrative and Support Service	24,610	12,911	37,522	11.9	7.0	9.6	65.6	34.4	100.0
Public Administration and Defense	37,965	34,497	72,462	18.4	18.8	18.6	52.4	47.6	100.0
Education	15,382	33,565	48,947	7.4	18.3	12.5	31.4	68.6	100.0
Human Health and Social Work Activities	8,814	15,867	24,680	4.3	8.6	6.3	35.7	64.3	100.0
Arts, Entertainment and Recreation	1074	1,172	2,245	0.5	0.6	0.6	47.8	52.2	100.0
Other Service Activities	930	1,470	2,400	0.5	0.8	0.6	38.8	61.3	100.0
Households as Employers	1016	5,122	6,138	0.5	2.8	1.6	16.6	83.4	100.0
Activities of Extraterritorial Organizations	403	764	1167	0.2	0.4	0.3	34.5	65.5	100.0
Total	206,663	183,751	390,413	100.0	100.0	100.0	52.9	47.1	100.0

Table 1.22: Estimated Formal Employment Monthly Average Earnings by Industry, Citizenship & Sex, QMTS Q4 2022

Sector/ Economic Activity	Citizens			Non-Citizens			All Employees			Q4 2021
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
Agriculture, Forestry and Fishing	1,647	3,290	2,022	1,874	1,976	1,883	1,711	3,143	1,987	2,438
Mining and Quarrying	16,518	32,221	20,042	56,677	-	56,677	17,005	32,221	20,387	18,673
Manufacturing	5,038	3,969	4,576	9,447	5,002	9,276	6,098	3,986	5,316	4,031
Electricity & Gas Supply	14,727	7,984	11,913	-	-	-	14,727	7,984	11,913	11,325
Water Supply and Waste Management	7,999	9,766	8,385	-	-	-	7,999	9,766	8,385	9,677
Construction	5,086	4,731	5,043	11,434	-	11,439	6,069	4,731	5,932	4,450
Wholesale, Retail & Sale of motor vehicles	4,034	3,911	3,968	13,311	6,002	12,785	4,821	3,924	4,354	3,136
Transport & Storage	4,271	8,248	5,472	5,133	-	5,133	4,348	8,248	5,450	6,587
Accommodation and Food Service	3,184	2,670	2,847	1,997	12,048	7,009	3,150	2,815	2,931	3,500
Information and Communication	16,499	9,655	14,250	29,980	9,993	17,923	17,707	9,734	14,774	8,287
Finance and Insurance Activities	19,263	15,796	16,856	-	-	-	19,263	15,796	16,856	15,451
Real Estate Activities	4,816	4,468	4,693	-	-	-	4,816	4,468	4,693	8,158
Professional, Scientific and Technical	8,728	10,108	9,510	35,548	34,195	35,007	11,643	11,675	11,662	8,700
Administrative and Support Services	2,761	2,345	2,617	32,518	-	32,518	3,206	2,345	2,910	2,562
Public Administration	11,065	8,630	9,906	-	-	-	11,065	8,630	9,906	10,825
Education	13,069	11,322	11,860	18,551	4,288	12,537	13,295	11,225	11,875	11,000
Human Health and Social Work Activities	11,117	9,022	9,740	11,047	14,470	12,400	11,110	9,199	9,882	8,912
Arts, Entertainment and Recreation	4,006	4,513	4,273	-	-	-	4,006	4,513	4,273	3,204
Other Service Activities	8,460	2,141	4,204	3,498	1,395	2,679	6,779	2,038	3,875	5,519
Households as Employers	1,794	1,457	1,517	-	1,852	1,852	1,794	1,489	1,539	1,800
Activities of Extraterritorial Organizations	22,003	36,910	33,358	91,453	-	91,453	50,265	36,910	41,522	34,714
Total	7,625	7,670	7,647	10,754	9,806	10,600	7,897	7,711	7,809	7,230

Table 1.22b: Estimated Formal Employment Monthly Average Earnings by Industry, QMTS 2019 - 2022

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

Table 1.23: Estimated Formal Employment by Industry & Range of Earnings, QMTS Q4 2022

Sector/ Economic Activity	Gross Salary								Total
	1-500	501-1000	1001-2000	2001-4000	4001-10000	10001-30000	30001-150000	Not Stated	
Agriculture, Forestry and Fishing	41	5,926	11,681	3,140	1,473	-	164	-	22,425
Mining and Quarrying	-	-	907	1,120	1,847	4,651	2,302	299	11,127
Manufacturing	-	194	10,000	7,547	7,429	3,058	262	-	28,491
Electricity & Gas Supply	-	-	248	869	893	1,166	188	-	3,363
Water Supply and Waste Management	-	-	-	1,035	1,520	1,541	-	-	4,096
Construction	238	267	3,529	6,190	4,814	993	405	53	16,489
Wholesale, Retail & Sale of motor vehicles	439	1,817	26,356	13,396	8,899	2,869	740	304	54,822
Transport & Storage	-	-	1,302	2,559	2,515	1,418	-	501	8,295
Accommodation and Food Service	465	663	8,852	5,370	2,077	617	-	-	18,044
Information and Communication	-	-	-	618	2,037	1,979	646	283	5,563
Finance and Insurance Activities	-	-	453	897	2,008	3,420	1,241	-	8,018
Real Estate Activities	-	-	-	529	403	-	-	-	932
Professional, Scientific and Technical	-	-	787	3,763	3,553	2,328	1,473	315	12,218
Administrative and Support Service s	-	-	11,502	23,015	2,359	358	180	-	37,413
Public Administration	-	2,848	2,735	16,929	21,206	26,796	1,915	632	73,062
Education	-	3,027	5,107	6,740	8,098	24,120	1,641	215	48,947
Human Health and Social Work Activities	-	1,207	2,541	5,201	6,999	7,968	549	529	24,995
Arts, Entertainment and Recreation	-	-	753	863	528	101	-	-	2,245
Other Service Activities	-	-	793	1,180	239	187	-	-	2,400
Households as Employers	257	1,002	3,808	1,072	-	-	-	-	6,138
Activities of Extraterritorial Organizations	-	-	295	-	-	239	633	-	1167
Total	1441	16,951	91,649	102,032	78,898	83,810	12,338	3,132	390,249
Percentage Total	0.4	4.3	23.5	26.1	20.2	21.5	3.2	0.8	100.0

Table 1.24: Estimated Formal Employment Monthly Average Earnings by Occupation, Citizenship & Sex, QMTS Q4 2022

Occupation	Citizens			Non-Citizens			All Employees			Q4_2021
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
Managers	17,414	26,366	21,164	21,292	8,050	18,659	18,285	24,706	20,730	17,590
Professionals	19,801	17,543	18,472	27,834	6,269	21,090	20,724	17,096	18,661	15,951
Technicians and Associate Professionals	14,005	12,390	13,080	10,121	25,365	14,608	13,728	12,693	13,148	12,400
Clerical Support Services	5,962	4,639	4,928	38,600	-	38,600	7,955	4,639	5,401	5,634
Service/Sales Workers	4,037	3,030	3,519	5,699	3,272	4,434	4,050	3,032	3,527	3,392
Craft and Related Trades Workers	5,234	4,957	5,180	5,185	-	5,185	5,226	4,957	5,181	4,636
Plant & Machine Operators	5,473	2,644	5,068	6,614	-	6,614	5,534	2,644	5,139	4,890
Elementary Occupations	2,142	2,195	2,168	1,532	1,682	1,548	2,063	2,186	2,119	2,051
Other	14,628	-	14,628	-	-	-	14,628	-	14,628	22,191
Total	7,625	7,670	7,647	10,754	9,806	10,599	7,897	7,711	7,809	7,230

Table 1.25: Estimated Formal Employment by Occupation & Range of Average Earnings, QMTS Q4 2022

Occupation	1-500	501-1000	1001-2000	2001-4000	4001-10000	10001-30000	30001-150000	Not Stated	Total
Managers	-	-	1,255	1,001	5,346	7,939	3,797	722	20,060
Professionals	-	-	637	1,155	8,360	26,625	5,409	1,352	43,538
Technicians and Associate Professionals	-	243	3,857	4,534	17,662	31,514	2,552	509	60,871
Clerical Support Services	-	1,930	5,731	7,912	8,335	3,191	241	283	27,623
Service/Sales Workers	678	6,201	33,338	44,343	15,066	7,001	-	265	106,892
Craft and Related Trades Workers	-	194	6,917	8,248	11,261	2,784	-	-	29,404
Plant & Machine Operators	-	-	4,658	11,460	9,429	2,294	142	-	27,983
Elementary Occupations	763	8,382	35,256	23,378	2,444	616	-	-	70,839
Other	-	-	-	-	995	1,847	197	-	3,039
Total	1441	16,951	91,649	102,032	78,898	83,810	12,338	3,132	390,249

Table 1.26: Percentage of Estimated Formal Employment Earnings by Occupation & Range of Earnings, QMTS Q4 2022

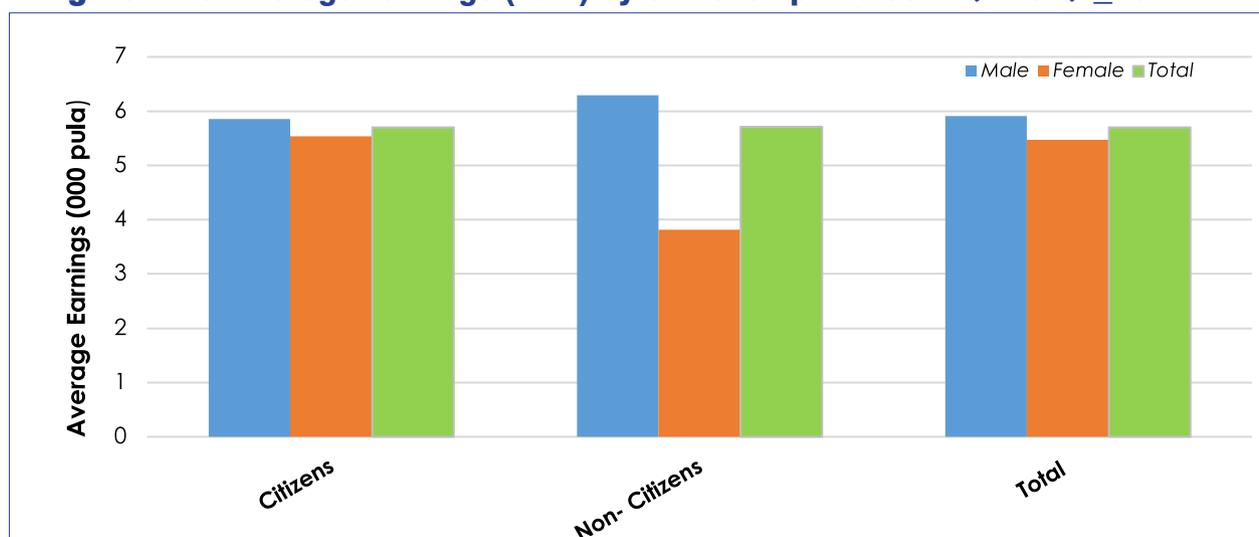
Occupation	1-500	501-1000	1001-2000	2001-4000	4001-10000	10001-30000	30001-150000	Not Stated	Total
Managers	-	-	1.4	1.0	6.8	9.5	30.8	23.1	5.1
Professionals	-	-	0.7	1.1	10.6	31.8	43.8	43.2	11.2
Technicians and Associate Professionals	-	1.4	4.2	4.4	22.4	37.6	20.7	16.3	15.6
Clerical Support Services	-	11.4	6.3	7.8	10.6	3.8	2.0	9.0	7.1
Service/Sales Workers	47.1	36.6	36.4	43.5	19.1	8.4	-	8.5	27.4
Skilled Agric. Forestry and Fishery Workers	-	1.1	7.5	8.1	14.3	3.3	-	-	7.5
Craft and Related Trades Workers	-	-	5.1	11.2	12.0	2.7	1.2	-	7.2
Plant & Machine Operators	52.9	49.4	38.5	22.9	3.1	0.7	-	-	18.2
Elementary Occupations	-	-	-	-	1.3	2.2	1.6	-	0.8
Other	-	-	1.4	1.0	6.8	9.5	30.8	23.1	5.1
Total	100.0								

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 four 2022. Overall total average earnings was estimated at P5, 701. This is a 7.2 percent increase as compared to the P5, 320 (pula) that was estimated for Quarter four 2021. Average earnings for citizens was estimated at P5, 700. Non-citizen Average earnings was P5, 713. Total Male average earnings (5, 914 pula) were higher than that of their female counterparts who recorded an average of 5,466 pula. For non-citizens, female average earnings (3, 819) were lower than male average earnings (6,294).

Comparison of average earnings for Q4-2019, Q4-2020, Q4-2021 and Q4-2022 indicates that average earning at the end of each of the four years were increasing from year to year. In Q4-2019, the earnings were recorded at 4,818 Pula. The earnings went up to 4,997 in Q4-2020 and increased further to 5,320 and 5701 in Q4-2021 and Q4 2022 respectively. There was increase of 18.3 percent in average earnings from Q4-2019 to the last quarter (Q4-2022). (Table AE 1a)

Figure 1.20: Average Earnings (Pula) by Citizenship and Sex- QMTS Q4_2022



Average earnings at occupation level for both citizens and Non- citizens is shown in **Figure 1.21** below. The highest Average Earnings (pula) was recorded by Managers with 18, 786 Pula. Professionals followed with total average earnings of 18,265, whilst Other specialized professionals and Technicians and Associate Professionals recorded 14, 628 and 12,636 Pula respectively. All occupation categories recorded higher total average earnings for males except for Managers and Clerical Support Services. For non- citizens, female in the Technicians and Associate Professionals category recorded the highest average earnings of 19, 915 Pula.

Figure 1.21: Average Earnings (Pula) by Occupation,Citizenship and Sex- QMTS Q4_2022

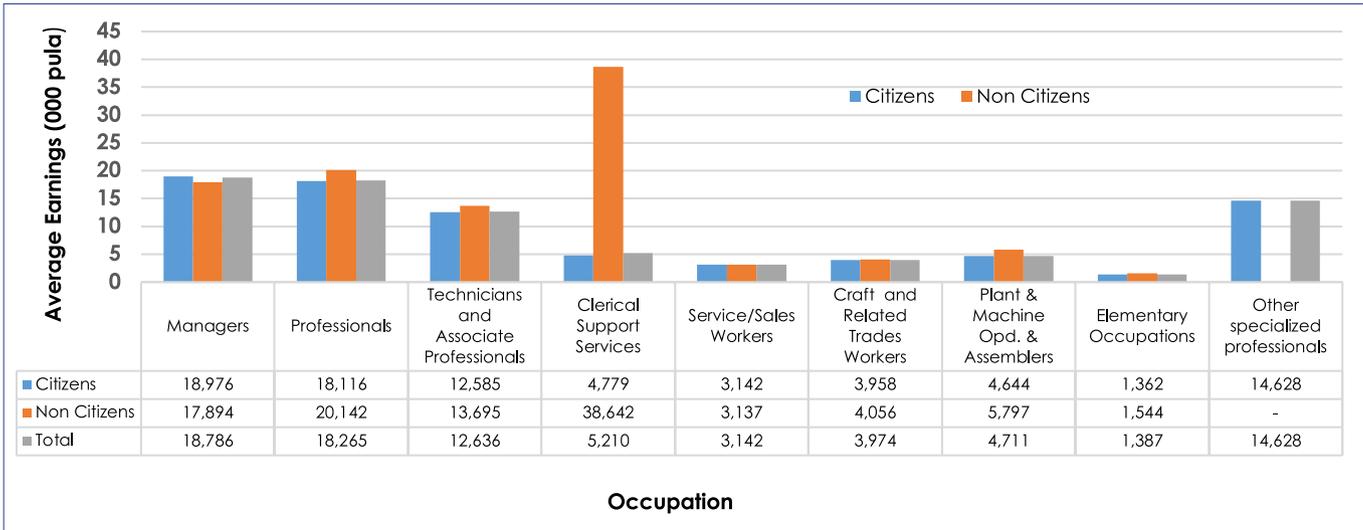
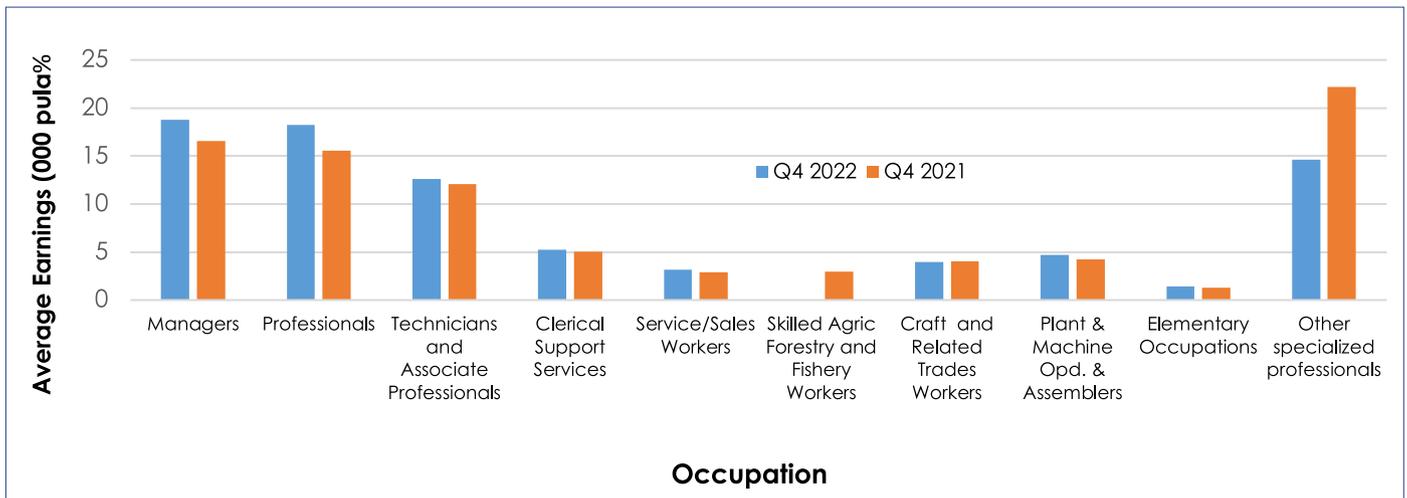


Figure 1.22 below depicts average earnings by occupation categories between Q4 2021 and Q4 2022. There was an increase in average earnings across most of the occupation categories. Average earnings for Managers increased from 16,567 Pula in quarter four 2021 to 18,786 Pula in quarter four 2022, whilst Professionals recorded 18,265 Pula in Q4 2022 from the 15,587 Pula that was recorded in Q4 2021.

Other specialized professionals recorded a decrease in average earnings. An average of 14,628 Pula was recorded in Q4 2022 whilst 22,192 Pula was recorded in Q4 2021.

Figure 1.22: Average Earnings by Occupation- Q4_2022 and Q4_2021



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.

Total unemployment was increasing over all the quarters of the survey. For Quarter three 2019, total unemployment was estimated at 194,990. 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 unemployed further went up in Q4 2021 reaching a total of 252, 316. For Q4 2022, total unemployment went down to 244,594. This is a decrease of 3.1 percent as compared to the previous quarter. (Table 2.1 a)

The total number of discouraged job seekers for Q4 2022 was estimated at 84,332. This shows an annual increase of 9.5 percent (7,347) in the total number of discouraged job seekers as compared to the 76,984 that was estimated for Q4 2021. Annual change in the total number of job seekers from Q4 2020 to Q4 2021 depicts a decline of 5.0 percent (4,024).

Table 2.1a: Total Unemployed (15 years and above) by Age Group and Sex, QMTS Q3_2019 to Q4_2022

Age Group	Total Unemployed Q4_2022			Q4_2021	Q4_2020	Q1_2020	Q4_2019	Q3_2019
	Male	Female	Total	Total	Total	Total	Total	Total
15-17	3,192	1,398	4,591	3,146	1,509	4,412	3,572	3,445
18-19	6,489	6,378	12,867	14,471	13,683	11,273	10,543	11,440
20-24	21,878	27,304	49,183	53,330	52,432	48,029	36,150	36,758
25-29	17,743	26,772	44,515	46,860	52,909	44,715	46,631	39,444
30-34	19,602	19,579	39,182	40,366	39,162	38,470	32,661	30,698
35-39	17,340	18,335	35,674	31,168	26,872	27,442	30,725	27,548
40-44	11,195	11,765	22,960	24,719	19,446	21,350	19,347	17,101
45-49	7,475	7,191	14,666	17,565	14,662	11,887	11,449	11,950
50-54	3,619	5,252	8,872	10,094	8,144	7,888	8,506	7,155
55-59	3,189	2,959	6,148	5,478	5,265	6,284	4,742	4,151
60-64	2,422	1,567	3,989	3,097	2,816	4,045	6,621	2,997
65-69	604	656	1,260	1,256	1,082	396	413	1,195
70-74	253	435	688	508	416	407	196	918
75+	-	-	-	259	333	-	187	191
Total	115,002	129,592	244,594	252,316	238,731	226,598	211,743	194,990

The extended unemployment - that is, the combination of actively seeking and not seeking employed persons in the reference period, stood at 328,926 in Q4 2022. Of these, 74.4 percent were actively seeking work and 25.6 percent were discouraged job seekers. (Table 2.1b)

Table 2.1b: Extended Unemployment, QMTS Q4_2022

Age Group	Discouraged job seekers			Active Job Seekers			Extended Unemployment		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	2,875	1,203	4,078	3,192	1,398	4,591	6,067	2,602	8,669
18-19	5,765	2,154	7,919	6,489	6,378	12,867	12,254	8,532	20,786
20-24	7,287	6,582	13,869	21,878	27,304	49,183	29,165	33,886	63,052
25-29	4,560	6,260	10,821	17,743	26,772	44,515	22,304	33,032	55,336
30-34	4,635	5,547	10,182	19,602	19,579	39,182	24,237	25,127	49,364
35-39	4,423	5,244	9,667	17,340	18,335	35,674	21,763	23,578	45,341
40-44	4,374	3,618	7,992	11,195	11,765	22,960	15,568	15,383	30,952
45-49	3,568	2,890	6,458	7,475	7,191	14,666	11,043	10,082	21,125
50-54	2,744	1,940	4,684	3,619	5,252	8,872	6,363	7,192	13,556
55-59	1,565	2,301	3,867	3,189	2,959	6,148	4,754	5,260	10,014
60-64	1,911	1,089	3,000	2,422	1,567	3,989	4,333	2,656	6,989
65-69	494	84	578	604	656	1,260	1,098	740	1,838
70-74	467	188	656	253	435	688	720	623	1,343
75+	238	324	562	-	-	-	238	324	562
Total	44,906	39,426	84,332	115,002	129,592	244,594	159,908	169,017	328,926

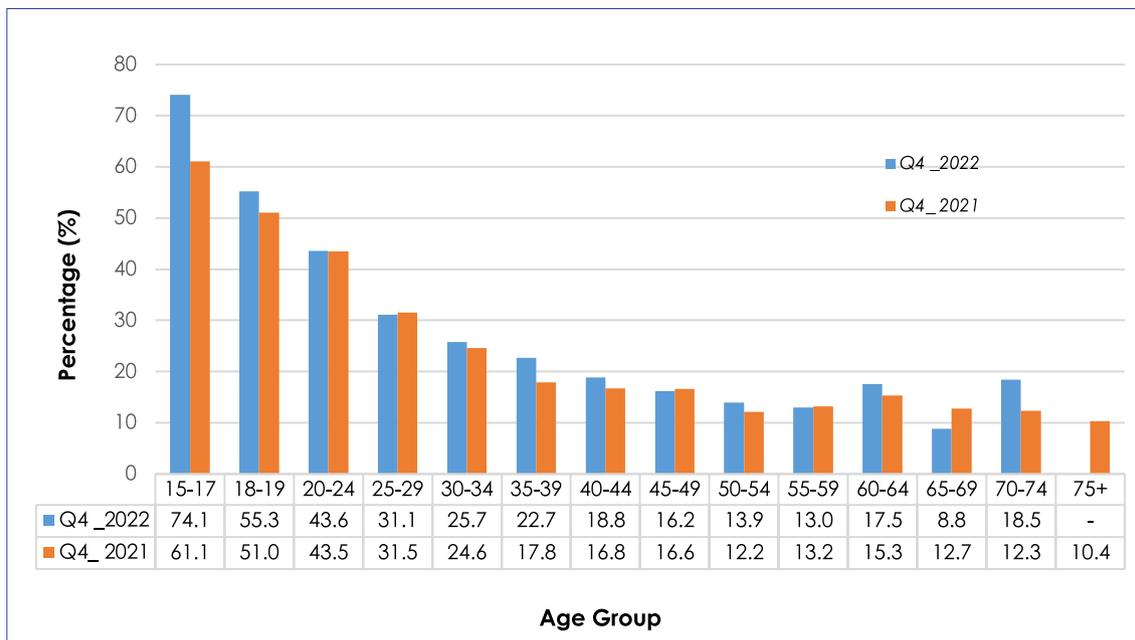
Overall unemployment rate for Q4 2022 was estimated at 25.4 percent as compared to the 26.0 percent estimated for Q4 2021. This estimate relates to individuals who were **actively seeking work** during the reference period. Female unemployment rate was estimated at 26.9 percent while males recorded 23.9 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 depicts 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. (Table 2.1c)

The estimated extended unemployment rate for Q4 2022 was 31.4 percent as compared to 31.1 percent recorded in Q4 2021. The internationally used measure of unemployment is the actively seeking work (25.4 percent).

Unemployment rate (actively seeking) for quarter four 2021 and Q4 2020 by age group is displayed in **Figure 2.1** below. The most affected age groups were the 15-17 to 20-29. Q4 2022 analysis shows that Age group 15-17 recorded the highest unemployment rate of 74.1 percent. This was followed by the 18-19 age group with 55.3 percent. Age groups 20-24 and 25-29 recorded 43.6 and 31.1 percent respectively.

Figure 2.1: Unemployment Rate by Age Group- QMTS Q4_2022 & Q4_2021



Overall unemployment rate for persons aged 18 years and above, (actively seeking work) was estimated at 25.1 percent. This is a 0.3 percent difference as compared to the 25.4 percent rate recorded for ages 15 years and above.

For labour force aged 18 years and above, females recorded unemployment rate of 26.7percent as compared to 23.5 percent recorded for their male counterparts. See **Table 2.1d**

Table 2.1c: Unemployment rate by Age Group (15 years & above) and Sex, QMTS Q4_2022

Age Group	Discouraged job seekers			Active Job Seekers			Extended Unemployment			Unemployment Rate Q4_2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	3,192	1,398	4,591	515	1,091	1,606	3,708	2,490	6,197	86.1	56.2	74.1
18-19	6,489	6,378	12,867	7,949	2,464	10,413	14,438	8,841	23,280	44.9	72.1	55.3
20-24	21,878	27,304	49,183	35,478	28,213	63,691	57,356	55,517	112,873	38.1	49.2	43.6
25-29	17,743	26,772	44,515	48,505	49,929	98,434	66,248	76,701	142,949	26.8	34.9	31.1
30-34	19,602	19,579	39,182	57,814	55,183	112,997	77,416	74,762	152,179	25.3	26.2	25.7
35-39	17,340	18,335	35,674	63,267	58,170	121,437	80,607	76,504	157,111	21.5	24.0	22.7
40-44	11,195	11,765	22,960	48,359	50,682	99,041	59,554	62,447	122,001	18.8	18.8	18.8
45-49	7,475	7,191	14,666	38,875	36,785	75,660	46,350	43,976	90,326	16.1	16.4	16.2
50-54	3,619	5,252	8,872	28,497	26,241	54,739	32,117	31,493	63,610	11.3	16.7	13.9
55-59	3,189	2,959	6,148	19,136	22,168	41,304	22,325	25,127	47,452	14.3	11.8	13.0
60-64	2,422	1,567	3,989	8,057	10,698	18,755	10,479	12,265	22,744	23.1	12.8	17.5
65-69	604	656	1,260	5,610	7,374	12,984	6,214	8,030	14,244	9.7	8.2	8.8
70-74	253	435	688	1,538	1,498	3,036	1,791	1,932	3,723	14.1	22.5	18.5
75+	-	-	-	1,899	1,730	3,629	1,899	1,730	3,629	-	-	-
Total	115,002	129,592	244,594	365,500	352,225	717,725	480,502	481,817	962,319	23.9	26.9	25.4

**Table 2.1c Cont'd: Unemployment rate by Age Group
(15 years & above) and Sex, QMTS Q4_2022**

Age Group	Unemployment Rate					
	Q3_2019	Q4_2019	Q1_2020	Q4_2020	Q4_2021	Q4_2022
	Total	Total	Total	Total	Total	Total
15-17	55.5	74.1	73.6	61.1	77.6	74.1
18-19	44.1	47.5	63.4	51.0	55.5	55.3
20-24	32.1	34.7	41.3	43.5	45.1	43.6
25-29	24.9	28.8	27.5	31.5	30.0	31.1
30-34	21.4	22.1	25.9	24.6	26.7	25.7
35-39	18.4	20.1	17.6	17.8	20.0	22.7
40-44	15.0	16.9	17.9	16.8	19.1	18.8
45-49	16.6	13.3	13.3	16.6	19.1	16.2
50-54	11.2	13.3	12.3	12.2	16.1	13.9
55-59	10.2	11.3	14.1	13.2	13.4	13.0
60-64	10.9	24.1	13.4	15.3	17.2	17.5
65-69	9.3	3.1	3.4	12.7	16.0	8.8
70-74	16.7	2.7	7.2	12.3	11.1	18.5
75+	3.8	3.3	-	10.4	8.15	-
Total	20.7	22.2	23.2	24.5	26.0	25.4

**Table 2.1d: Unemployment Rate by Age Group (18 years & above)
and Sex, QMTS Q4_2022**

Age Group	Unemployed			Employed			Labour Force			Unemployment Rate			Q4_2021
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
18-19	6,489	6,378	12,867	7,949	2,464	10,413	14,438	8,841	23,280	44.9	72.1	55.3	55.5
20-24	21,878	27,304	49,183	35,478	28,213	63,691	57,356	55,517	112,873	38.1	49.2	43.6	45.1
25-29	17,743	26,772	44,515	48,505	49,929	98,434	66,248	76,701	142,949	26.8	34.9	31.1	30.0
30-34	19,602	19,579	39,182	57,814	55,183	112,997	77,416	74,762	152,179	25.3	26.2	25.7	26.7
35-39	17,340	18,335	35,674	63,267	58,170	121,437	80,607	76,504	157,111	21.5	24.0	22.7	20.0
40-44	11,195	11,765	22,960	48,359	50,682	99,041	59,554	62,447	122,001	18.8	18.8	18.8	19.1
45-49	7,475	7,191	14,666	38,875	36,785	75,660	46,350	43,976	90,326	16.1	16.4	16.2	19.1
50-54	3,619	5,252	8,872	28,497	26,241	54,739	32,117	31,493	63,610	11.3	16.7	13.9	16.1
55-59	3,189	2,959	6,148	19,136	22,168	41,304	22,325	25,127	47,452	14.3	11.8	13.0	13.4
60-64	2,422	1,567	3,989	8,057	10,698	18,755	10,479	12,265	22,744	23.1	12.8	17.5	17.2
65-69	604	656	1,260	5,610	7,374	12,984	6,214	8,030	14,244	9.7	8.2	8.8	16.0
70-74	253	435	688	1,538	1,498	3,036	1,791	1,932	3,723	14.1	22.5	18.5	11.1
75+	-	-	-	1,899	1,730	3,629	1,899	1,730	3,629	-	-	-	8.2
Total	111,810	128,193	240,003	364,985	351,134	716,118	476,794	479,327	956,122	23.5	26.7	25.1	25.8

Unemployment (15 years and above) at regional level shows that Urban Areas and Rural Areas recorded the same unemployment rate of 28.1 percent. Cities & Towns recorded 16.4 percent. For all regions, female unemployment rate was higher than male unemployment rate. The highest rate for females was recorded in Rural Areas with 30.1 percent. Males recorded the highest unemployment rate in Urban villages with 26.8 percent

Table 2.2: Unemployment Rate by Region and Sex, QMTS Q4_2022

Region	Employed			Unemployed			Labour Force			Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Cities and Towns	95,344	87,579	182,924	16,759	19,017	35,776	112,104	106,596	218,700	14.9	17.8	16.4
Urban Villages	168,271	182,462	350,733	61,724	75,268	136,993	229,995	257,731	487,726	26.8	29.2	28.1
Rural Areas	101,885	82,184	184,068	36,519	35,307	71,825	138,403	117,490	255,893	26.4	30.1	28.1
Total	365,500	352,225	717,725	115,002	129,592	244,594	480,502	481,817	962,319	23.9	26.9	25.4

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, 38.1 percent (93,194 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 25.9 percent (63,270), whilst those who reported that they spent six month to twelve months stood at 12.9 percent (31,552).

Amongst persons who spent 2 years or more looking for work, the majority were in Urban villages with a record of 52,260 (56.1 percent). Rural areas followed with 26,740 (28.7 percent) and Cities and Towns recorded 14,193 (15.2 percent).

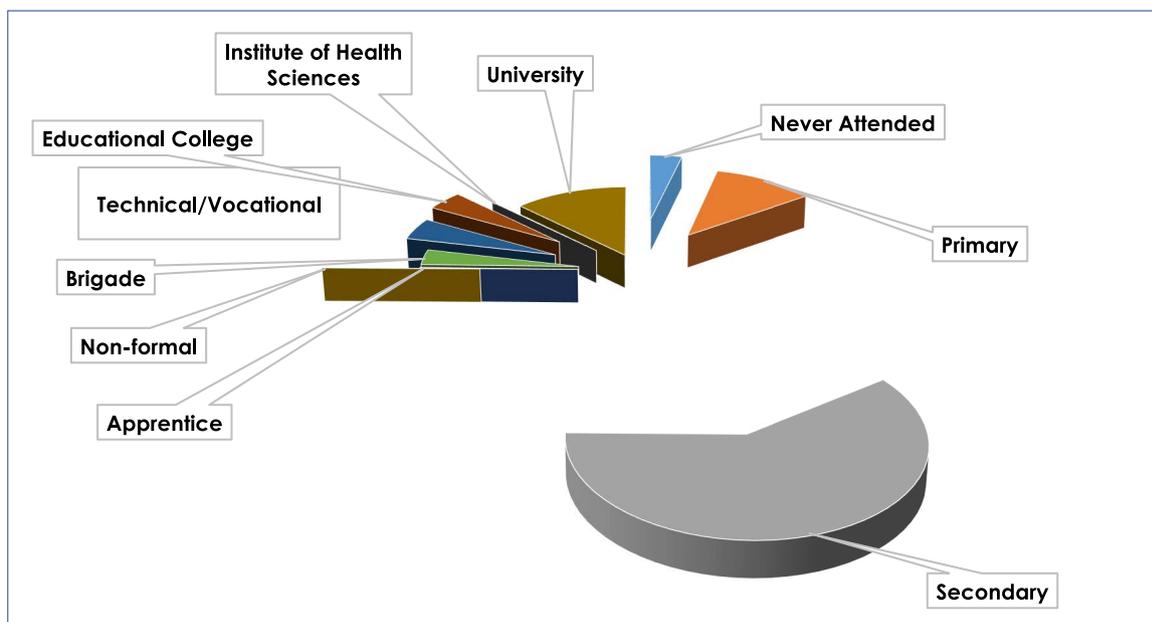
Table 2.3: Unemployment by duration looking for work/ to start a business, QMTS Q4_2022

Duration looking for work/ start a business	Cities and Towns			Urban Villages			Rural Areas			Total Unemployed		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 1 month	507	663	1,170	1,114	4,451	5,566	1,128	1,443	2,572	2,749	6,558	9,308
One month to 3 months	1,823	1,988	3,811	5,798	6,922	12,720	4,554	3,976	8,529	12,174	12,885	25,060
3 months to 6 months	2,601	1,727	4,327	5,965	5,375	11,340	3,083	3,461	6,544	11,649	10,562	22,211
Six months to 12 months	1,843	2,733	4,576	8,726	10,097	18,822	4,013	4,141	8,154	14,582	16,970	31,552
One year to 2 years	3,530	4,168	7,699	17,981	18,304	36,285	10,285	9,001	19,286	31,797	31,473	63,270
Two years or more	6,456	7,738	14,193	22,140	30,120	52,260	13,455	13,285	26,740	42,051	51,143	93,194
Total	16,759	19,017	35,776	61,724	75,268	136,993	36,519	35,307	71,825	115,002	129,592	244,594
Percentage Distribution												
Less than 1 month	3.0	3.5	3.3	1.8	5.9	4.1	3.1	4.1	3.6	2.4	5.1	3.8
One month to 3 months	10.9	10.5	10.7	9.4	9.2	9.3	12.5	11.3	11.9	10.6	9.9	10.2
3 months to 6 months	15.5	9.1	12.1	9.7	7.1	8.3	8.4	9.8	9.1	10.1	8.2	9.1
Six months to 12 months	11.0	14.4	12.8	14.1	13.4	13.7	11.0	11.7	11.4	12.7	13.1	12.9
One year to 2 years	21.1	21.9	21.5	29.1	24.3	26.5	28.2	25.5	26.9	27.6	24.3	25.9
Two years or more	38.5	40.7	39.7	35.9	40.0	38.1	36.8	37.6	37.2	36.6	39.5	38.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

4.1.3 Currently Unemployed Population by Education Level

Analysis of the unemployed persons by level of education showed that Secondary education holders were dominant with 60.1 percent of the unemployed, followed by University graduates and Primary school holders with 12.5 and 11.5 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

Figure 2.2: Unemployment by Education Level (%)- QMTS Q4_2022



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,
- Who was 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 57,320, representing 8.0 percent of the total currently employed population (717,725). Of the 57,320 persons currently under employed, 41,810 were females (72.9 percent) and 15,511 males (27.1 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 65.5 percent of the under employed were working in public administration, followed by those who were working in Education and Agriculture, Forestry & Fishing with 11.6 percent and 6.6 percent respectively.

Table 3.1: Currently Underemployed by Industry and Sex

Industry	Total Underemployed			Percentage		
	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	3,103	693	3,796	20.0	1.7	6.6
Manufacturing	536	451	987	3.5	1.1	1.7
Construction of Buildings	765	-	765	4.9	-	1.3
Wholesale Trade and Motor Vehicles	782	429	1,211	5.0	1.0	2.1
Transport & Storage	280	230	510	1.8	0.6	0.9
Accommodation and Food Service	-	596	596	-	1.4	1.0
Real Estate Activities	-	144	144	-	0.3	0.3
Professional, Scientific and Technical	186	227	413	1.2	0.5	0.7
Administrative and Support Service	280	290	570	1.8	0.7	1.0
Public Administration	8,153	29,386	37,538	52.6	70.3	65.5
Education	346	6,330	6,676	2.2	15.1	11.6
Human Health and Social Work	461	672	1,133	3.0	1.6	2.0
Arts, Entertainment and Recreation	320	-	320	2.1	-	0.6
Other Service Activities	-	690	690	-	1.7	1.2
Households as Employers	299	1,671	1,971	1.9	4.0	3.4
Total	15,511	41,810	57,320	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 (52.7 and 32.4 percent respectively) compared to Cities/towns at 14.9 percent. The tables also show that under employment was mostly among people working in Ipelegeng project which falls under Local Government, recording 58.0 percent followed by Central Government with 15.2 percent.

4.2.4 Currently Under-Employed by Hours Worked

Under-employed by hours worked indicated that the majority (65.8 percent) of the under-employed worked between 20 and 29 hours per week. Individuals who worked between 1 and 9 hours accounted for only 3.4 percent of the total. See **Table 3.2**.

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

Hours Worked	In his/her own business activity	In a business operated by a household member	As an employee for someone else	As an apprentice, intern/Tirelo Sechaba	Helping a household member who works	Total
1-6	-	243	236	-	-	479
7-9	128	-	1,339	-	-	1,467
10-14	480	429	2,258	-	238	3,405
15-19	-	-	1,756	-	-	1,756
20-24	230	-	17,536	1,202	-	18,968
25-29	598	-	14,985	3,138	-	18,721
30-34	592	188	10,181	1,564	-	12,525
Total	2,028	860	48,291	5,903	238	57,320
Percentage						
1-6	-	28.3	0.5	-	-	0.8
7-9	6.3	-	2.8	-	-	2.6
10-14	23.7	49.9	4.7	-	100.0	5.9
15-19	-	-	3.6	-	-	3.1
20-24	11.3	-	36.3	20.4	-	33.1
25-29	29.5	-	31.0	53.2	-	32.7
30-34	29.2	21.9	21.1	26.5	-	21.9
Total	100.0	100.0	100.0	100.0	100.0	100.0

4.2.5 Currently Under-Employed by Education Level

Table 3.3 below shows that Under-employment was more prevalent amongst persons who completed secondary and primary school with 34,333 (59.9 percent) and 13,971 persons (24.4 percent) respectively. The least affected group was those who have Educational College education with 491 persons (0.9 percent).

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

Age	Primary	Secondary	Non-formal	Brigade	Technical/ Vocational	Educational College	University	Never Attended	Total
15-17	-	224	-	-	-	-	-	-	224
18-19	-	748	-	-	-	-	-	-	748
20-24	885	6,317	-	107	-	-	265	-	7,574
25-29	498	7,497	-	-	100	158	1,087	-	9,340
30-34	906	4,578	-	-	-	-	637	454	6,575
35-39	2,143	5,578	-	-	451	-	41	-	8,214
40-44	1,274	4,873	-	53	-	144	-	578	6,922
45-49	665	3,009	-	362	53	-	242	332	4,662
50-54	1,983	1,311	204	-	84	-	-	-	3,583
55-59	3,174	-	-	-	-	189	-	704	4,068
60-64	1,091	-	-	-	-	-	164	684	1,938
65-69	1,173	-	184	-	229	-	-	806	2,392
70-74	-	198	204	-	-	-	-	191	593
75+	179	-	-	-	-	-	-	307	486
Total	13,971	34,333	592	523	917	491	2,437	4,056	57,320
Percentage	24.4	59.9	1.0	0.9	1.6	0.9	4.3	7.1	100.0

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

Age	Primary	Secondary	Non-formal	Brigade	Technical/ Vocational	Educational College	University	Never Attended	Total
15-17	-	0.7	-	-	-	-	-	-	0.4
18-19	-	2.2	-	-	-	-	-	-	1.3
20-24	6.3	18.4	-	20.5	-	-	10.9	-	13.2
25-29	3.6	21.8	-	-	10.9	32.2	44.6	-	16.3
30-34	6.5	13.3	-	-	-	-	26.1	11.2	11.5
35-39	15.3	16.2	-	-	49.2	-	1.7	-	14.3
40-44	9.1	14.2	-	10.1	-	29.3	-	14.3	12.1
45-49	4.8	8.8	-	69.2	5.8	-	9.9	8.2	8.1
50-54	14.2	3.8	34.5	-	9.2	-	-	-	6.3
55-59	22.7	-	-	-	-	38.5	-	17.4	7.1
60-64	7.8	-	-	-	-	-	6.7	16.9	3.4
65-69	8.4	-	31.1	-	25.0	-	-	19.9	4.2
70-74	-	0.6	34.5	-	-	-	-	4.7	1.0
75+	1.3	-	-	-	-	-	-	7.6	0.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

5.0 YOUTH (15 – 35 years) LABOUR FORCE

Youth population (15-35 years) for Quarter four 2022 was estimated at 805,228 persons. This is a decrease of 5.4 percent (46,317), compared to the fourth quarter of 2021 results, which estimated the total youth population at 851,545 persons. Male youth population recorded 48.8 percent (392,945) while females recorded 51.2 percent (412,283) of the total youth population. (Table YE1 Appendix 3)

5.1 Youth Labour Force

Youth Labour Force was estimated at 471,139 persons. The Employed were estimated at 313,201 (66.5 percent) of the total youth labour force, while 157,938 (33.5 percent) were the unemployed. Analysis by education level shows that most of the youth labour force had completed Secondary education (62.8 percent). These were followed by the youth who completed University and Education College with 18.3 and 5.6 percent respectively.

5.2 Employed youth

Out of the 313,201 employed youth, 52.6 percent (164,894) were males while 47.4 percent (148,307) were females. Age groups 30 – 34, 25 – 29 and 20-24 contributed the largest share to the youth employed population with 36.1, 31.4 and 20.3 percent respectively. See Figure 5.1 and Table YE2 Appendix 3.

The results indicate that most of the employed youth were in Urban Villages with a total of 159,620 persons. This accounts for 51.8 percent of the total employed youth population. Cities and Towns recorded 78,806 (25.2 percent) while Rural Areas recorded the lowest number of the employed youth population with 74774 (23.9 percent).

Figure 5.1: Employed Youth by Age Group (%) - QMTS Q4_2022

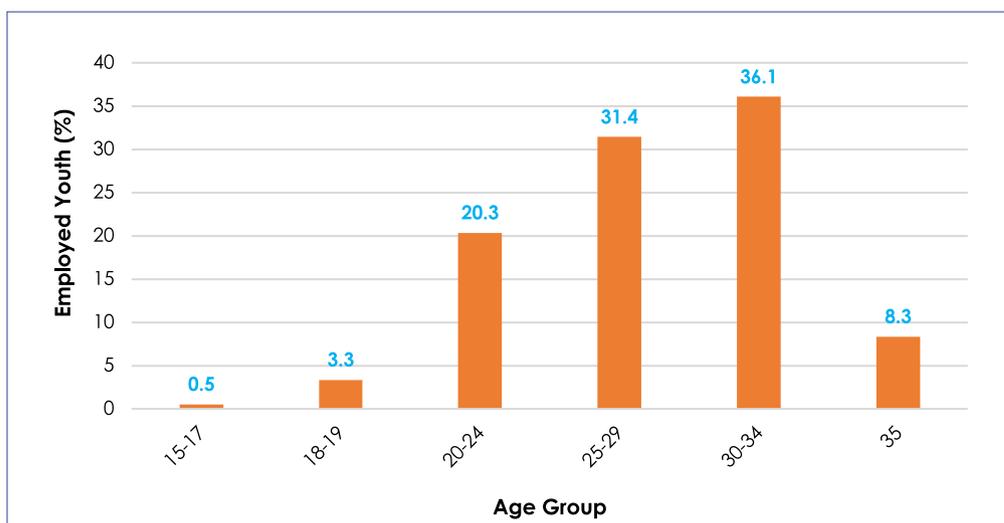


Table YE7 – Appendix 3 shows employed youth population by occupation. The majority of the employed youth was in Elementary Occupations with a record of 29.6 percent. These were followed by youth employed in Service & Sales with 28.5 percent. Youth in Other specialized professionals recorded the lowest proportion of the employed youth with 0.3 percent.

5.3 Youth Unemployment

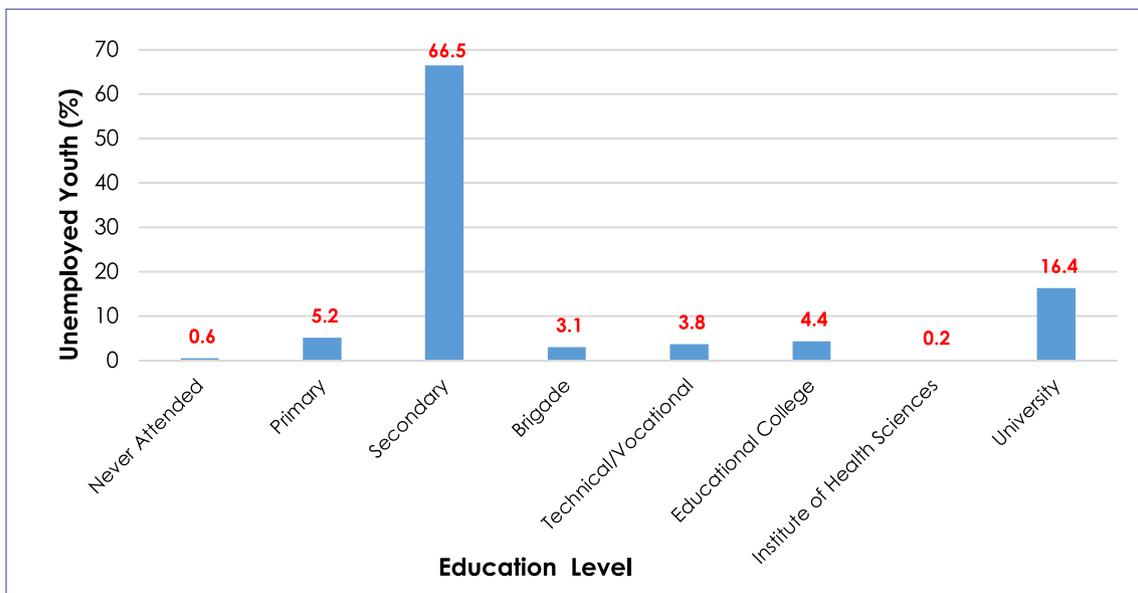
Youth unemployment rate for quarter four 2022 was estimated at 33.5 percent. Females recorded unemployment rate of 36.5 percent compared to 30.6 percent recorded by their male counterparts.

Unemployment rate by age group shows that the rate was highly concentrated in age group 15-17 with a record of 74.1 percent. Age group 18-19 recorded 55.3 percent, followed by Age group 20-24 with 45.6 percent. (**Table YE2 Appendix 3**)

5.3.1 Total Unemployed Youth by Education

Secondary school holders were the most affected by unemployment, recording 66.5 percent of the total unemployed youth, followed by University levers with 16.4 percent. Primary levers and Education College holders recorded 5.2 and 4.4 percent respectively. Unemployed Secondary school holders comprised 47.6 percent males and 52.4 percent females.

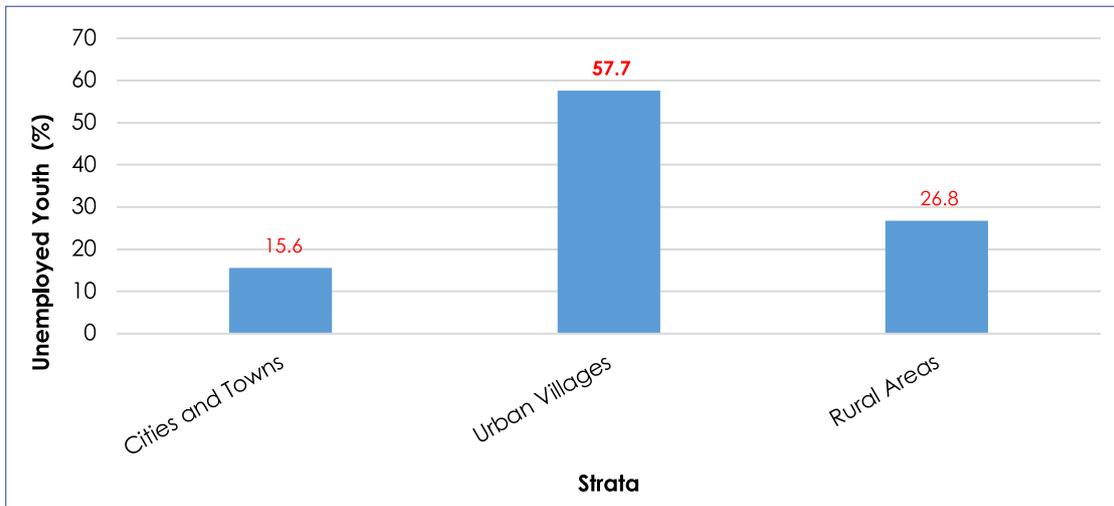
Figure 5.2: Unemployed Youth by Education Level (%) - QMTS Q4_2022



5.3.2 Unemployed Youth by Strata

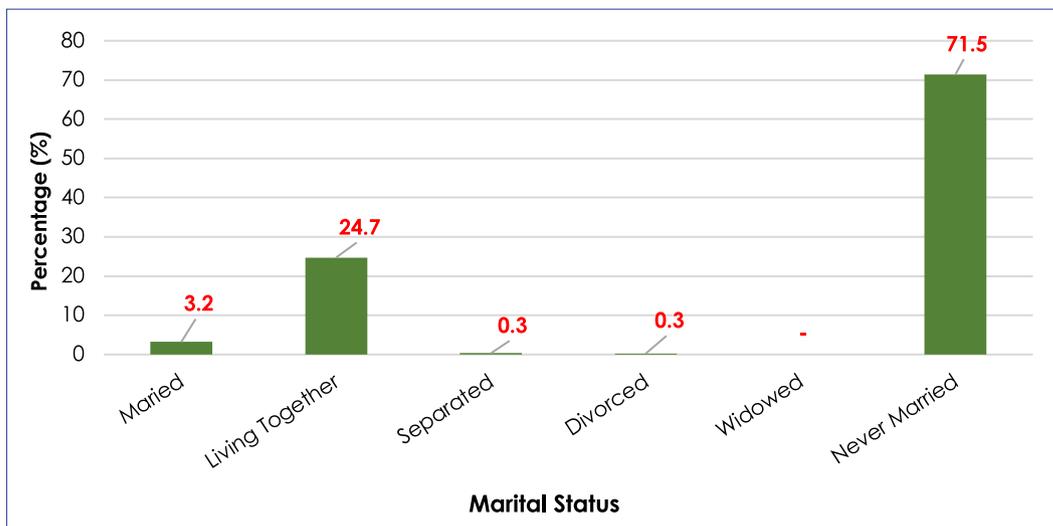
Figure 5.3 below shows that majority of the unemployed youth population were recorded in Urban villages with 57.7 percent, followed by unemployed youth in Rural Areas and Cities & Towns with 26.8 and 15.6 percent respectively.

Figure 5.3: Unemployed Youth by Strata (%) - QMTS Q4_2022



Analysis by marital status of the Unemployed youth indicates that persons who never married accounted for 71.5 percent, followed by the Living together with 24.7 percent. The Married constituted 3.2 percent of the total unemployed youth. No unemployed youth reported the Widowed status.

Figure 5.4: Unemployed Youth by Marital Status (%) - QMTS Q4_2022



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 the quarter four of 2022 results was estimated at 321,082 persons. Of these, 44.3 percent (142,297) were males and 55.7 percent (178,785) were females. The total number shows a decrease of 14,841 persons (4.4 percent) from the 335,923 that was recorded in quarter four 2021 of the survey. See [Table YE8 Appendix 3](#).

The overall NEET rate as shown in [Table 4.1](#) below, was estimated at 39.9 percent as compared to 39.4 percent that was estimated for quarter four of 2021. Male NEET rate was 36.2 percent whilst females recorded 43.4 percent. Age group 20-24 recorded the highest NEET rate (50.4 percent), followed by the 18-19 and 25-29 years age groups with 48.6 and 43.3 percent respectively.

Table 4.1: NEET rate by Age Group and Sex, QMTS Q4_2022

Age Group	NEET Rate (%)			Q4 2021
	Male	Female	Total	Total
15-17	19.8	12.2	16.1	10.2
18-19	45.7	52.1	48.6	45.5
20-24	44.9	55.6	50.4	51.2
25-29	35.7	49.3	43.3	43.1
30-34	36.6	42.8	39.8	40.6
35	31.8	39.0	35.1	42.3
Total	36.2	43.4	39.9	39.4

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 40.3 percent, with females and males recording 43.5 and 36.7 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 Q4 2022

Age Group	Total Population			Population Outside Labour Force			Outside Labour Force Rate			Q4 2021 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
15-17	65,362	62,252	127,614	61,655	59,762	121,417	94.3	96.0	95.1	97.0
18-19	42,878	33,973	76,851	28,439	25,132	53,571	66.3	74.0	69.7	66.8
20-24	88,340	95,194	183,534	30,983	39,678	70,661	35.1	41.7	38.5	40.9
25-29	82,127	103,174	185,300	15,878	26,473	42,351	19.3	25.7	22.9	25.5
30-34	92,438	98,949	191,387	15,022	24,186	39,208	16.3	24.4	20.5	21.0
35-39	95,471	99,503	194,974	14,864	22,999	37,863	15.6	23.1	19.4	18.9
40-44	72,186	80,376	152,562	12,632	17,929	30,561	17.5	22.3	20.0	16.0
45-49	58,499	60,601	119,100	12,149	16,625	28,774	20.8	27.4	24.2	24.1
50-54	41,732	46,813	88,546	9,616	15,320	24,936	23.0	32.7	28.2	29.2
55-59	31,144	44,736	75,880	8,819	19,609	28,428	28.3	43.8	37.5	45.1
60-64	26,988	35,948	62,936	16,509	23,682	40,192	61.2	65.9	63.9	67.4
65-69	22,659	33,150	55,809	16,445	25,120	41,565	72.6	75.8	74.5	83.3
70-74	14,344	14,815	29,159	12,553	12,883	25,436	87.5	87.0	87.2	85.4
75+	25,262	42,977	68,240	23,363	41,247	64,610	92.5	96.0	94.7	94.8
Total	759,430	852,461	1,611,892	278,928	370,645	649,573	36.7	43.5	40.3	40.8

The estimated total number of persons outside labour force was 649,573, out of which 42.9 percent (278,928) were males and 57.1 percent (370,645) were females. Persons outside the labour force were concentrated in age groups from 15 to 29 years. The 15-17 year age group recorded 18.7 percent, followed by the 20-24 years group with 10.9 percent. The age groups 18-19 and 25-29 recorded 8.0 percent and 6.5 percent respectively. See **Table 6.2** below

Table 6.2: Population outside Labour Force by Age Group and Sex

Age Group	Population Outside Labour Force			% Distribution		
	Male	Female	Total	Male	Female	Total
15-17	61,655	59,762	121,417	22.1	16.1	18.7
18-19	28,439	25,132	53,571	10.2	6.8	8.2
20-24	30,983	39,678	70,661	11.1	10.7	10.9
25-29	15,878	26,473	42,351	5.7	7.1	6.5
30-34	15,022	24,186	39,208	5.4	6.5	6.0
35-39	14,864	22,999	37,863	5.3	6.2	5.8
40-44	12,632	17,929	30,561	4.5	4.8	4.7
45-49	12,149	16,625	28,774	4.4	4.5	4.4
50-54	9,616	15,320	24,936	3.4	4.1	3.8
55-59	8,819	19,609	28,428	3.2	5.3	4.4
60-64	16,509	23,682	40,192	5.9	6.4	6.2
65-69	16,445	25,120	41,565	5.9	6.8	6.4
70-74	12,553	12,883	25,436	4.5	3.5	3.9
75+	23,363	41,247	64,610	8.4	11.1	9.9
Total	278,928	370,645	649,573	100.0	100.0	100.0

Table LFO1 from **Appendix 3**, shows that persons in household responsibilities or homemakers accounted for 31.2 percent of the population outside the labour force. These were followed by persons engaged in Studies or Training who recorded 25.8 percent while the relaxed job seekers accounted for 15.2 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 61.8 percent, followed by the 18-19 and 20-24 with 16.7 and 15.9 percent respectively. See **Table LFO2**.

APPENDIX 1: Definition of Terms and Concepts

Population in Labour Force (Economically Active Population)

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

Employed Persons

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

Employed, at work: Worked for pay or profit for at least 1 hour

Employed, not at work: Worked already in the job, but not at work due to: Working time arrangement (shift work, flexi time) temporary absence (expects to return within short period).

Unemployed Persons

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

Not employed in last 7 days / reference week but available to work.

Carried out activities to seek employment in last 4 weeks / reference month

Available to start job/business in reference week OR in short period.

Population Outside Labour Force (Currently Not Economically Active)

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

Attendant at educational institutions;

Retired;

Engaged in family duties;

-Other economically inactive.

Unemployed

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

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 persons occupation depends on the tasks and duties which that person performs.

Industry

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

APPENDIX 2: Survey Methodology

SURVEY DESIGN METHODOLOGY - QUARTERLY MULTI TOPIC SURVEY 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) = $0.019 \approx 1\%$.

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 $D^{0.65}$ as a factor necessary to increase the national sample size, where D is the number of domains (cities/towns, urban villages and rural areas), $D=30.65=2.04$, 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 (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 & Occupation, QMTS Q1 2020

Industry	Managers	Professionals	Technicians and Associate Professionals	Clerical Support Services	Service/Sales Workers	Skilled Agric. Workers	Craft and Trades Workers	Plant & Machine Operators	Elementary Occupations	Other	Total
Agriculture, Forestry and Fishing	1,506	-	305	431	1,373	9,465	389	1,782	52,588	-	67,839
Mining and Quarrying	1,097	1,899	1,811	935	790	-	878	3,906	1,407	-	12,723
Manufacturing	6,783	1,161	3,175	2,189	3,332	-	24,656	6,095	3,462	-	50,853
Electricity, Gas, & Air Conditioning Supply	201	673	435	248	479	-	650	736	143	-	3,563
Water Supply and, Waste Management	682	-	915	462	-	-	886	880	1,341	-	5,166
Construction	2,280	1,135	3,245	241	488	-	26,686	2,048	13,919	-	50,041
Wholesale Trade and sale of Motor Vehicles	36,546	1,626	2,633	5,301	53,224	-	10,858	3,054	12,264	-	125,506
Transport & Storage	1,303	251	884	1,552	1,549	-	-	13,492	992	-	20,023
Accommodation and Food Service	3,796	688	1,863	1,819	15,461	-	918	212	6,198	-	30,955
Information and Communication	793	3,560	866	283	390	-	887	-	728	-	7,508
Finance and Insurance	1,913	2,158	3,644	1,719	746	-	199	-	-	-	10,378
Real Estate Activities	1,737	-	971	144	-	-	269	-	-	-	3,121
Professional, Scientific and Technical	2,430	3,820	3,828	2,249	1,407	-	725	773	1,447	-	16,679
Administrative and Support Services	1,947	412	788	1,410	28,906	-	843	960	8,946	-	44,212
Public Administration	5,327	8,099	13,099	8,747	22,713	-	2,286	5,088	63,253	3,039	131,650
Education	3,110	15,711	19,476	968	12,149	-	1,169	245	5,074	-	57,902
Human Health and Social Work Activities	1,080	4,746	10,421	1,724	8,304	-	901	511	3,016	-	30,703
Arts, Entertainment and Recreation	785	288	1,722	277	552	-	383	67	481	-	4,555
Other Service Activities	904	487	425	482	6,442	-	1,825	653	605	-	11,823
Households as Employers	-	-	-	-	1,135	-	384	-	29,637	-	31,156
Extraterritorial organizations	-	1,077	-	-	-	-	-	-	295	-	1,371
Total	74,220	47,789	70,505	31,179	159,439	9,465	75,792	40,502	205,796	3,039	717,725

Table M2: Currently Employed by Occupation, Strata & Sex, QMTS Q4 2022

	Occupation	Counts				Percentages (%)			
		Cities and Towns	Urban Villages	Rural Areas	Total	Cities and Towns	Urban Villages	Rural Areas	Total
Total	Managers	24,050	37,066	13,104	74,220	13.1	10.6	7.1	10.3
	Professionals	19,884	23,265	4,640	47,789	10.9	6.6	2.5	6.7
	Technicians and Associate Professionals	22,777	35,562	12,165	70,505	12.5	10.1	6.6	9.8
	Clerical Support Services	8,243	17,826	5,110	31,179	4.5	5.1	2.8	4.3
	Service/Sales Workers	43,807	84,346	31,286	159,439	23.9	24.0	17.0	22.2
	Skilled Agric. and Forestry Workers	546	4,824	4,095	9,465	0.3	1.4	2.2	1.3
	Craft and Related Trades Workers	18,841	43,994	12,956	75,792	10.3	12.5	7.0	10.6
	Plant & Machine Operators	9,920	23,571	7,011	40,502	5.4	6.7	3.8	5.6
	Elementary Occupations	34,193	78,790	92,814	205,796	18.7	22.5	50.4	28.7
	Other Specialized Professionals	663	1,489	887	3,039	0.4	0.4	0.5	0.4
	Total	182,924	350,733	184,068	717,725	100.0	100.0	100.0	100.0
Male	Managers	13,856	13,689	4,632	32,176	14.5	8.1	4.5	8.8
	Professionals	10,022	9,554	1,830	21,406	10.5	5.7	1.8	5.9
	Technicians and Associate Professionals	11,559	15,906	6,443	33,908	12.1	9.5	6.3	9.3
	Clerical Support Services	2,489	4,048	819	7,356	2.6	2.4	0.8	2.0
	Service/Sales Workers	18,399	33,045	11,180	62,623	19.3	19.6	11.0	17.1
	Skilled Agric. and Forestry Workers	309	1,734	2,729	4,772	0.3	1.0	2.7	1.3
	Craft and Related Trades Workers	16,482	37,634	10,197	64,312	17.3	22.4	10.0	17.6
	Plant & Machine Operators	7,966	20,935	6,412	35,313	8.4	12.4	6.3	9.7
	Elementary Occupations	13,600	30,237	56,756	100,593	14.3	18.0	55.7	27.5
	Other Specialized Professionals	663	1,489	887	3,039	0.7	0.9	0.9	0.8
	Total	95,344	168,271	101,885	365,500	100.0	100.0	100.0	100.0
Female	Managers	10,195	23,377	8,472	42,044	11.6	12.8	10.3	11.9
	Professionals	9,862	13,711	2,810	26,383	11.3	7.5	3.4	7.5
	Technicians and Associate Professionals	11,218	19,656	5,722	36,597	12.8	10.8	7.0	10.4
	Clerical Support Services	5,754	13,778	4,291	23,822	6.6	7.6	5.2	6.8
	Service/Sales Workers	25,408	51,301	20,107	96,816	29.0	28.1	24.5	27.5
	Skilled Agric. and Forestry Workers	237	3,090	1,366	4,693	0.3	1.7	1.7	1.3
	Craft and Related Trades Workers	2,360	6,360	2,760	11,479	2.7	3.5	3.4	3.3
	Plant & Machine Operators	1,953	2,636	600	5,189	2.2	1.4	0.7	1.5
	Elementary Occupations	20,593	48,552	36,058	105,203	23.5	26.6	43.9	29.9
	Other Specialized Professionals	-	-	-	-	-	-	-	-
	Total	87,579	182,462	82,184	352,225	100.0	100.0	100.0	100.0

**Table M3: Currently Employed by Age group & Marital status,
QMTS Q4 2022**

Age Group	Counts						Total
	Married	Living Together	Separated	Divorced	Widowed	Never Married	
15-17	181	51	-	-	-	1,374	1,606
18-19	308	99	-	-	-	10,006	10,413
20-24	761	15,132	-	-	-	47,798	63,691
25-29	5,006	36,066	386	63	-	56,912	98,434
30-34	18,938	44,084	-	807	-	49,168	112,997
35-39	28,055	43,746	293	1,548	433	47,363	121,437
40-44	30,946	32,912	422	3,217	1,759	29,786	99,041
45-49	30,168	19,744	781	1,192	1,749	22,024	75,660
50-54	23,373	11,227	-	1,303	2,473	16,361	54,739
55-59	15,440	7,308	431	3,030	3,574	11,522	41,304
60-64	7,544	2,072	-	1,443	2,583	5,112	18,755
65-69	5,518	2,136	228	172	1,984	2,946	12,984
70-74	1,526	136	-	188	1,060	125	3,036
75+	263	1,146	-	-	1,405	815	3,629
Total	168,028	215,860	2,541	12,964	17,020	301,313	717,725
Percentages (%)							
15-17	0.1	0.0	-	-	-	0.5	0.2
18-19	0.2	0.0	-	-	-	3.3	1.5
20-24	0.5	7.0	-	-	-	15.9	8.9
25-29	3.0	16.7	15.2	0.5	-	18.9	13.7
30-34	11.3	20.4	-	6.2	-	16.3	15.7
35-39	16.7	20.3	11.5	11.9	2.5	15.7	16.9
40-44	18.4	15.2	16.6	24.8	10.3	9.9	13.8
45-49	18.0	9.1	30.7	9.2	10.3	7.3	10.5
50-54	13.9	5.2	-	10.1	14.5	5.4	7.6
55-59	9.2	3.4	17.0	23.4	21.0	3.8	5.8
60-64	4.5	1.0	-	11.1	15.2	1.7	2.6
65-69	3.3	1.0	9.0	1.3	11.7	1.0	1.8
70-74	0.9	0.1	-	1.5	6.2	0.0	0.4
75+	0.2	0.5	-	-	8.3	0.3	0.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table M4: Employed by Occupation & Marital status, QMTS Q4 2022

Occupation	Counts						Total
	Married	Living Together	Separated	Divorced	Widowed	Never Married	
Managers	31,845	14,331	79	2,812	3,302	21,851	74,220
Professionals	20,295	8,258	186	1,700	473	16,878	47,789
Technicians and Associate Professionals	24,896	19,026	278	1,524	1,027	23,753	70,505
Clerical Support Services	6,090	6,724	100	670	425	17,170	31,179
Service/Sales Workers	22,929	48,612	432	2,039	3,360	82,065	159,439
Skilled Agric. and Forestry Workers	3,247	973	-	-	1,290	3,954	9,465
Craft and Related Trades Workers	18,302	26,993	481	1,430	871	27,715	75,792
Plant & Machine Operators	11,172	15,966	-	631	146	12,587	40,502
Elementary Occupations	27,278	74,571	984	1,962	6,125	94,877	205,796
Other Specialized professionals	1,973	407	-	197	-	462	3,039
Total	168,028	215,860	2,541	12,964	17,020	301,313	717,725
Percentages (%)							
Managers	19.0	6.6	3.1	21.7	19.4	7.3	10.3
Professionals	12.1	3.8	7.3	13.1	2.8	5.6	6.7
Technicians and Associate Professionals	14.8	8.8	10.9	11.8	6.0	7.9	9.8
Clerical Support Services	3.6	3.1	3.9	5.2	2.5	5.7	4.3
Service/Sales Workers	13.6	22.5	17.0	15.7	19.7	27.2	22.2
Skilled Agric. and Forestry Workers	1.9	0.5	-	-	7.6	1.3	1.3
Craft and Related Trades Workers	10.9	12.5	18.9	11.0	5.1	9.2	10.6
Plant & Machine Operators	6.6	7.4	-	4.9	0.9	4.2	5.6
Elementary Occupations	16.2	34.5	38.7	15.1	36.0	31.5	28.7
Other Specialized professionals	1.2	0.2	-	1.5	-	0.2	0.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table M5: Currently Employed by Education level, Sex and Strata, QMTS Q4 2022

	Education	Cities and Towns	Urban Villages	Rural Areas	Total	Cities and Towns	Urban Villages	Rural Areas	Total
Total	Never Attended School	2,778	9,395	17,164	29,338	1.5	2.7	9.3	4.1
	Primary	12,880	39,372	45,215	97,468	7.0	11.2	24.6	13.6
	Secondary	81,446	170,594	82,637	334,677	44.5	48.6	44.9	46.6
	Non-formal	-	722	882	1,604	-	0.2	0.5	0.2
	Apprentice	631	498	188	1,316	0.3	0.1	0.1	0.2
	Brigade	5,033	10,443	4,192	19,668	2.8	3.0	2.3	2.7
	Technical/Vocational	10,613	19,882	8,060	38,555	5.8	5.7	4.4	5.4
	Educational College	16,369	28,802	9,068	54,239	8.9	8.2	4.9	7.6
	Institute of Health Sciences	1,534	3,884	1,689	7,107	0.8	1.1	0.9	1.0
	University	51,641	67,141	14,972	133,754	28.2	19.1	8.1	18.6
	Total	182,924	350,733	184,068	717,725	100.0	100.0	100.0	100.0
Males	Never Attended School	1,346	3,938	11,828	17,112	1.4	2.3	11.6	4.7
	Primary	6,458	16,623	26,664	49,745	6.8	9.9	26.2	13.6
	Secondary	42,910	85,963	43,339	172,211	45.0	51.1	42.5	47.1
	Non-formal	-	-	109	109	-	-	0.1	0.0
	Apprentice	378	428	188	993	0.4	0.3	0.2	0.3
	Brigade	2,599	7,529	3,756	13,884	2.7	4.5	3.7	3.8
	Technical/Vocational	7,027	12,056	5,277	24,360	7.4	7.2	5.2	6.7
	Educational College	6,863	11,507	4,383	22,753	7.2	6.8	4.3	6.2
	Institute of Health Sciences	786	1,294	832	2,912	0.8	0.8	0.8	0.8
	University	26,979	28,932	5,508	61,419	28.3	17.2	5.4	16.8
	Total	95,344	168,271	101,885	365,500	100.0	100.0	100.0	100.0
Females	Never Attended School	1,432	5,458	5,336	12,225	1.6	3.0	6.5	3.5
	Primary	6,423	22,748	18,552	47,723	7.3	12.5	22.6	13.5
	Secondary	38,536	84,631	39,298	162,465	44.0	46.4	47.8	46.1
	Non-formal	-	722	773	1,495	-	0.4	0.9	0.4
	Apprentice	253	70	-	323	0.3	0.0	-	0.1
	Brigade	2,434	2,914	436	5,784	2.8	1.6	0.5	1.6
	Technical/Vocational	3,586	7,826	2,783	14,195	4.1	4.3	3.4	4.0
	Educational College	9,506	17,295	4,685	31,485	10.9	9.5	5.7	8.9
	Institute of Health Sciences	748	2,590	857	4,195	0.9	1.4	1.0	1.2
	University	24,662	38,209	9,464	72,335	28.2	20.9	11.5	20.5
	Total	87,579	182,462	82,184	352,225	100.0	100.0	100.0	100.0

Table M6: Currently Employed by Subject of Training and Sex, QMTS Q4 2022

Subject of Training	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
No Training	226,412	218,580	444,992	61.9	62.1	62.0
Basic, Literacy & Numeracy and Personnel Development Programs	5,900	19,205	25,104	1.6	5.5	3.5
Education Programs	1,064	3,789	4,852	0.3	1.1	0.7
Arts and Humanities	4,773	3,365	8,138	1.3	1.0	1.1
Social & Behavioral	1,819	3,808	5,627	0.5	1.1	0.8
Journalism, Information and Documentation	4,059	2,596	6,656	1.1	0.7	0.9
Business and Administration Programs	25,712	46,939	72,650	7.0	13.3	10.1
Programs in Law	2,616	1,506	4,122	0.7	0.4	0.6
Life and Physical Sciences Programs	975	1,867	2,842	0.3	0.5	0.4
Mathematics and Statistics Programs	906	770	1,676	0.2	0.2	0.2
Computer Programs	8,705	7,648	16,353	2.4	2.2	2.3
Engineering Trade Programs	13,345	1,276	14,621	3.7	0.4	2.0
Manufacturing and Processing Programs	2,021	6,141	8,162	0.6	1.7	1.1
Industrial Programs	10,465	294	10,759	2.9	0.1	1.5
Architecture and Building Program	6,131	1,026	7,157	1.7	0.3	1.0
Building and Construction Programs	18,408	3,855	22,263	5.0	1.1	3.1
Agric. Forestry & Fishery	3,408	3,333	6,740	0.9	0.9	0.9
Veterinary Programs	-	261	261	-	0.1	0.0
Health Programs	6,691	10,875	17,566	1.8	3.1	2.4
Social Services Programs	413	1,255	1,668	0.1	0.4	0.2
Personal Services Programs	2,974	7,205	10,179	0.8	2.0	1.4
Transport Services Programs	8,995	1,029	10,024	2.5	0.3	1.4
Environmental Protection Programs	2,592	3,000	5,591	0.7	0.9	0.8
Security Services Programs	7,118	2,602	9,720	1.9	0.7	1.4
Total	365,500	352,225	717,725	100.0	100.0	100.0

Table M7: Currently Employed by Occupation and Usual Hours of Work per day, QMTS Q4 2022

	Education	Less than 1 Hour	1 - 4 Hours	5 - 9 Hours	10 - 14 Hours	Not Stated	Total
Total	Managers	-	6,132	44,595	23,493	-	74,220
	Professionals	-	520	46,003	1,266	-	47,789
	Technicians	-	2,670	64,128	3,707	-	70,505
	Clerical Support Services	-	-	29,516	1,663	-	31,179
	Service/Sales Workers	99	9,388	102,076	47,876	-	159,439
	Skilled Agriculture Workers	-	2,490	3,222	3,753	-	9,465
	Craft and Trades Workers	287	10,399	49,697	14,043	1,366	75,792
	Plant & Machine Operators	-	2,469	27,768	10,265	-	40,502
	Elementary Occupations	2,370	46,329	125,311	31,785	-	205,796
	Other Specialized Professionals	-	-	3,039	-	-	3,039
	Total	2,756	80,397	495,355	137,851	1,366	717,725
Males	Managers	-	2,544	21,602	8,030	-	32,176
	Professionals	-	334	20,234	838	-	21,406
	Technicians	-	2,345	28,829	2,733	-	33,908
	Clerical Support Services	-	-	6,424	932	-	7,356
	Service/Sales Workers	-	1,177	33,383	28,064	-	62,623
	Skilled Agriculture Workers	-	725	1,701	2,346	-	4,772
	Craft and Trades Workers	287	8,644	42,188	12,042	1,151	64,312
	Plant & Machine Operators	-	1,585	23,762	9,966	-	35,313
	Elementary Occupations	784	19,957	56,642	23,210	-	100,593
	Other Specialized Professionals	-	-	3,039	-	-	3,039
	Total	1,071	37,311	237,805	88,162	1,151	365,500
Females	Managers	-	3,588	22,993	15,463	-	42,044
	Professionals	-	186	25,769	428	-	26,383
	Technicians	-	324	35,298	974	-	36,597
	Clerical Support Services	-	-	23,092	730	-	23,822
	Service/Sales Workers	99	8,212	68,694	19,812	-	96,816
	Skilled Agriculture Workers	-	1,765	1,521	1,407	-	4,693
	Craft and Trades Workers	-	1,755	7,508	2,001	216	11,479
	Plant & Machine Operators	-	884	4,005	300	-	5,189
	Elementary Occupations	1,586	26,372	68,669	8,576	-	105,203
	Other Specialized Professionals	-	-	-	-	-	-
	Total	1,685	43,085	257,550	49,689	216	352,225

Table M7 Cont'd: Currently Employed by Occupation and Usual Hours of Work per day, QMTS Q4 2022

	Education	Less than 1 Hour	1 - 4 Hours	5 - 9 Hours	10 - 14 Hours	Not Stated	Total
Total	Managers	-	7.6	9.0	17.0	-	10.3
	Professionals	-	0.6	9.3	0.9	-	6.7
	Technicians	-	3.3	12.9	2.7	-	9.8
	Clerical Support Services	-	-	6.0	1.2	-	4.3
	Service/Sales Workers	3.6	11.7	20.6	34.7	-	22.2
	Skilled Agriculture Workers	-	3.1	0.7	2.7	-	1.3
	Craft and Trades Workers	10.4	12.9	10.0	10.2	100.0	10.6
	Plant & Machine Operators	-	3.1	5.6	7.4	-	5.6
	Elementary Occupations	86.0	57.6	25.3	23.1	-	28.7
	Other Specialized Professionals	-	-	0.6	-	-	0.4
	Total	100.0	100.0	100.0	100.0	100.0	100.0
Males	Managers	-	6.8	9.1	9.1	-	8.8
	Professionals	-	0.9	8.5	1.0	-	5.9
	Technicians	-	6.3	12.1	3.1	-	9.3
	Clerical Support Services	-	-	2.7	1.1	-	2.0
	Service/Sales Workers	-	3.2	14.0	31.8	-	17.1
	Skilled Agriculture Workers	-	1.9	0.7	2.7	-	1.3
	Craft and Trades Workers	26.8	23.2	17.7	13.7	100.0	17.6
	Plant & Machine Operators	-	4.2	10.0	11.3	-	9.7
	Elementary Occupations	73.2	53.5	23.8	26.3	-	27.5
	Other Specialized Professionals	-	-	1.3	-	-	0.8
	Total	100.0	100.0	100.0	100.0	100.0	100.0
Females	Managers	-	8.3	8.9	31.1	-	11.9
	Professionals	-	0.4	10.0	0.9	-	7.5
	Technicians	-	0.8	13.7	2.0	-	10.4
	Clerical Support Services	-	-	9.0	1.5	-	6.8
	Service/Sales Workers	5.9	19.1	26.7	39.9	-	27.5
	Skilled Agriculture Workers	-	4.1	0.6	2.8	-	1.3
	Craft and Trades Workers	-	4.1	2.9	4.0	100.0	3.3
	Plant & Machine Operators	-	2.1	1.6	0.6	-	1.5
	Elementary Occupations	94.1	61.2	26.7	17.3	-	29.9
	Other Specialized Professionals	-	-	-	-	-	-
	Total	100.0	100.0	100.0	100.0	100.0	100.0

Table M8: Currently Employed by Industry and usual hours of work per day, QMTS Q4 2022

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	197	10,384	31,737	25,520	-	67,839
Mining and Quarrying	-	246	10,457	2,019	-	12,723
Manufacturing	-	3,380	34,800	12,435	238	50,853
Electricity, Gas, & Air Conditioning Supply	-	-	3,071	492	-	3,563
Water Supply & Waste Management	-	577	4,281	307	-	5,166
Construction	127	7,556	33,730	7,741	887	50,041
Wholesale Trade and sale of Motor Vehicles	-	8,698	87,089	29,478	241	125,506
Transport & Storage	-	2,356	11,159	6,507	-	20,023
Accommodation and Food Service	-	2,279	21,469	7,207	-	30,955
Information and Communication	-	364	6,840	304	-	7,508
Finance and Insurance Activities	-	-	9,206	1,173	-	10,378
Real Estate Activities	-	756	1,581	784	-	3,121
Professional, Scientific and Technical Activities	-	364	15,005	1,309	-	16,679
Administrative and Support Service	516	514	16,558	26,624	-	44,212
Public Administration	-	25,570	103,170	2,910	-	131,650
Education	-	2,878	52,669	2,355	-	57,902
Human Health and Social Work Activities	-	930	25,666	4,107	-	30,703
Arts, Entertainment and Recreation	-	703	3,579	272	-	4,555
Other Service Activities	-	3,592	7,423	808	-	11,823
Households as Employers	1,916	9,250	14,655	5,335	-	31,156
Activities of Extraterritorial organizations	-	-	1,207	164	-	1,371
Total	2,756	80,397	495,355	137,851	1,366	717,725

Table M9: Currently Employed by Employment status and Sex, QMTS Q4 2022

Employment status	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
In his/her own business activity	57,450	73,671	131,121	15.7	20.9	18.3
In a business operated by a household member	3,523	4,958	8,481	1.0	1.4	1.2
As an employee for someone else	263,042	250,186	513,228	72.0	71.0	71.5
As an apprentice, intern/Tirelo Sechaba	3,836	10,822	14,658	1.0	3.1	2.0
Helping a household member who works for someone else	547	-	547	0.1	-	0.1
In piece Jobs	37,103	12,588	49,691	10.2	3.6	6.9
Total	365,500	352,225	717,725	100.0	100.0	100.0

AVERAGE EARNINGS

Table AE1 (a): Average Earnings (in Pula) for wage earners by Occupation and Sex, QMTS Q4 2022

Occupation	Average Earnings			Q4_2021
	Male	Female	Total	Total
Managers	17,352	20,922	18,786	16,567
Professionals	19,863	17,017	18,265	15,587
Technicians and Associate Professionals	12,786	12,511	12,636	12,071
Clerical Support Services	7,449	4,561	5,210	5,035
Service/Sales Workers	3,849	2,567	3,142	2,898
Skilled Agric. and Forestry Workers	-	-	-	2,938
Craft and Related Trades Workers	3,920	4,414	3,974	4,031
Plant & Machine Operators	5,004	2,517	4,711	4,258
Elementary Occupations	1,548	1,232	1,387	1,293
Other specialized professionals	14,628	-	14,628	22,192
Total	5,914	5,466	5,701	5,320

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
Managers	16,685	15,857	15,127	18,709	16,567	18,786
Professionals	13,199	15,295	14,926	16,533	15,587	18,265
Technicians and Associate Professionals	10,431	11,048	11,718	11,812	12,071	12,636
Clerical Support Services	3,741	4,026	4,591	4,343	5,035	5,210
Service/Sales Workers	2,521	2,668	2,772	2,772	2,898	3,142
Skilled Agric. and Forestry 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
Plant & Machine Operators	3,842	3,848	3,804	4,358	4,258	4,711
Elementary Occupations	1,222	1,202	1,270	1,190	1,293	1,387
Other specialized professionals	19,908	19,358	19,093	20,340	22,192	14,628
Total	4,989	4,818	4,848	4,997	5,320	5,701

Table AE2: Average Earnings for Wage Earners by Occupation, Citizenship and Sex, QMTS Q4 2022

Occupation	Citizens			Non- Citizens			Total Wage Earners		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers	16,062	22,780	18,976	21,949	5,761	17,894	17,352	20,922	18,786
Professionals	19,044	17,450	18,116	25,959	6,269	20,142	19,863	17,017	18,265
Technicians and Associate Professionals	12,971	12,270	12,585	10,119	19,915	13,695	12,786	12,511	12,636
Clerical Support Services	5,577	4,561	4,779	38,642	-	38,642	7,449	4,561	5,210
Service/Sales Workers	3,852	2,568	3,142	3,658	2,505	3,137	3,849	2,567	3,142
Craft and Related Trades Workers	3,889	4,414	3,958	4,056	-	4,056	3,920	4,414	3,974
Plant & Machine Operators	4,948	2,517	4,644	5,797	-	5,797	5,004	2,517	4,711
Elementary Occupations	1,514	1,234	1,362	1,683	1,208	1,544	1,548	1,232	1,387
Other specialized professionals	14,628	-	14,628	-	-	-	14,628	-	14,628
Total	5,859	5,540	5,700	6,294	3,819	5,713	5,914	5,466	5,701

Table AE3: Average earnings for Wage Earners by Industry, Citizenship and Sex, QMTS Q4 2022

Industry	Citizens			Non- Citizens			Total Wage Earners			Q4 2021
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
Agriculture, Forestry and Fishing	1,366	2,652	1,557	1,533	1,767	1,549	1,420	2,500	1,555	1,476
Mining and Quarrying	18,204	33,402	21,759	14,514	-	14,514	17,972	33,402	21,404	18,306
Manufacturing	4,238	3,840	4,088	8,034	5,000	7,938	5,100	3,858	4,701	3,612
Electricity, Gas, & Air Conditioning Supply	13,080	9,580	11,868	-	-	-	13,080	9,580	11,868	11,324
Water Supply and Waste Management	7,559	9,313	7,951	-	-	-	7,559	9,313	7,951	7,808
Construction of Buildings	3,372	4,231	3,429	5,694	-	5,694	3,855	4,231	3,875	3,015
Wholesale and Retail Trade	3,474	3,426	3,449	10,967	2,482	9,724	4,087	3,413	3,747	2,774
Transport & Storage	3,925	7,094	4,627	5,089	-	5,089	4,009	7,094	4,654	5,191
Accommodation and Food Service Activities	2,974	2,664	2,770	2,368	12,000	4,373	2,920	2,786	2,834	3,139
Information and Communication	14,277	8,586	12,477	30,000	10,000	17,935	15,441	8,880	13,138	7,575
Finance and Insurance Activities	18,714	14,534	15,773	-	-	-	18,714	14,534	15,773	14,450
Real Estate Activities	4,003	4,024	4,010	-	-	-	4,003	4,024	4,010	7,891
Professional, Scientific and Technical Activities	7,390	9,660	8,616	28,530	34,242	30,292	10,494	11,169	10,842	8,347
Administrative and Support Service Activities	2,694	2,308	2,555	32,517	-	32,517	3,097	2,308	2,816	2,581
Public Administration	8,733	3,964	5,740	-	-	-	8,733	3,964	5,740	6,118
Education	12,246	9,770	10,490	18,561	4,767	11,017	12,487	9,674	10,503	9,162
Human Health and Social Work Activities	9,778	8,115	8,685	11,051	14,475	12,395	9,880	8,296	8,859	7,839
Arts, Entertainment and Recreation	3,119	4,978	3,825	-	-	-	3,119	4,978	3,825	2,820
Other Service Activities	5,306	1,830	3,010	4,078	1,400	3,192	5,007	1,798	3,035	3,957
Households as Employers	1,099	1,066	1,074	1,496	1,180	1,214	1,154	1,100	1,112	1,296
Activities of Extraterritorial organizations	22,000	34,618	32,120	91,514	-	91,514	50,275	34,618	39,219	37,320
Total	5,859	5,540	5,700	6,294	3,819	5,713	5,914	5,466	5,701	5,320

Table FSE 1a: Estimated Formal Sector Employment by Occupation, Citizenship & Sex, QMTS Q4 2022

Occupation	Citizens			Non-Citizens			All Employees			Q4 2021
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
Managers	18,456	15,010	33,466	6,092	882	6,974	24,548	15,892	40,440	35,986
Professionals	18,223	25,086	43,309	2,609	1,297	3,906	20,832	26,383	47,215	47,141
Technicians and Associate Professionals	26,325	34,286	60,611	2,092	1,097	3,189	28,417	35,383	63,800	65,362
Clerical Support Services	6,708	23,822	30,531	572	-	571	7,280	23,822	31,102	28,393
Service/Sales Workers	56,807	66,297	123,105	927	433	1,359	57,734	66,730	124,464	127,849
Skilled Agric. Forestry and Fishery	237	261	498	-	451	451	237	712	949	2560
Craft and Related Trades Workers	24,253	5,525	29,777	4,169	-	4,169	28,422	5,525	33,946	42,630
Plant & Machine Operators	23,881	3,661	27,543	1,277	-	1,276	25,158	3,661	28,819	31,636
Elementary Occupations	36,927	73,670	110,597	2,059	-	2,059	38,986	73,670	112,656	109,872
Other Specialized Professionals	3,039	-	3,039	-	-	-	3,039	0	3,039	3,028
Total	214,857	247,618	462,475		4,160	23,957	234,653	251,778	486,432	494,457

Table FSE 1b: Percentage of Estimated Formal Sector Employment by Occupation Citizenship & Sex, QMTS Q4 2022

Occupation	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers	8.6	6.1	7.2	30.8	21.2	29.1	10.5	6.3	8.3
Professionals	8.5	10.1	9.4	13.2	31.2	16.3	8.9	10.5	9.7
Technicians and Associate Professionals	12.3	13.8	13.1	10.6	26.4	13.3	12.1	14.1	13.1
Clerical Support Services	3.1	9.6	6.6	2.9	-	2.4	3.1	9.5	6.4
Service/Sales Workers	26.4	26.8	26.6	4.7	10.4	5.7	24.6	26.5	25.6
Skilled Agric. Forestry and Fishery Workers	0.1	0.1	0.1	-	10.8	1.9	0.1	0.3	0.2
Craft and Related Trades Workers	11.3	2.2	6.4	21.1	-	17.4	12.1	2.2	7.0
Plant & Machine Operators	11.1	1.5	6.0	6.5	-	5.3	10.7	1.5	5.9
Elementary Occupations	17.2	29.8	23.9	10.4	-	8.6	16.6	29.3	23.2
Other Specialized Professionals	1.4	-	0.7	-	-	-	1.3	-	0.6
Total	100.0	100.0	100.0						

Table FSE 2: Estimated Formal Sector Employment by Age Group, Citizenship & Sex, QMTS Q4 2022

Age Group	Citizens			Non-Citizens			All Employees			
	Male	Female	Total	Male	Female	Total	Male	Female	Total	% Total
15-17	59	394	453	-	-	-	59	394	453	0.1
18-19	4,276	2,191	6,467	-	-	-	4,276	2,191	6,467	1.3
20-24	22,208	20,752	42,960	978	-	979	23,186	20,752	43,939	9.0
25-29	29,484	38,853	68,337	938	203	1,141	30,422	39,056	69,478	14.3
30-34	32,802	37,668	70,469	2,594	315	2,909	35,396	37,983	73,378	15.1
35-39	40,050	43,296	83,346	2,745	742	3,487	42,795	44,038	86,833	17.9
40-44	25,167	35,730	60,897	3,576	895	4,471	28,743	36,625	65,368	13.4
45-49	23,468	23,325	46,793	3,733	1,252	4,984	27,201	24,577	51,777	10.6
50-54	17,634	18,061	35,695	1,475	540	2,015	19,109	18,601	37,710	7.8
55-59	9,853	15,672	25,525	2,559	-	2,559	12,412	15,672	28,084	5.8
60-64	5,422	6,217	11,639	774	-	774	6,196	6,217	12,413	2.6
65-69	1,929	4,411	6,341	424	215	638	2,353	4,626	6,979	1.4
70-74	1,066	509	1,575	-	-	-	1,066	509	1,575	0.3
75+	1,439	539	1,978	-	-	-	1,439	539	1,978	0.4
Total	214,857	247,618	462,475	19,796	4,160	23,957	234,653	251,778	486,432	100.0
Total Percentage	44.2	50.9	95.1	4.1	0.9	4.9	48.2	51.8	100.0	

Table FSE 3: Estimated Formal Sector Employment by Industry & Sex, QMTS Q4 2022

Industry	All Employees			All Employees			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	8,489	5,626	14,114	3.6	2.2	2.9	60.1	39.9	100.0
Mining and Quarrying	8,656	2,951	11,607	3.7	1.2	2.4	74.6	25.4	100.0
Manufacturing	20,808	11,785	32,593	8.9	4.7	6.7	63.8	36.2	100.0
Electricity, Gas, & Air Supply	2,398	1,165	3,563	1.0	0.5	0.7	67.3	32.7	100.0
Water Supply and Waste Management	3,832	570	4,403	1.6	0.2	0.9	87.0	12.9	100.0
Construction	18,099	1,980	20,080	7.7	0.8	4.1	90.1	9.9	100.0
Wholesale, Retail & Repair of Motor Vehicles	35,045	33,942	68,987	14.9	13.5	14.2	50.8	49.2	100.0
Transport & Storage	7,220	2,666	9,885	3.1	1.1	2.0	73.0	27.0	100.0
Accommodation and Food Service	8,933	14,229	23,162	3.8	5.7	4.8	38.6	61.4	100.0
Information and Communication	4,409	2,548	6,956	1.9	1.0	1.4	63.4	36.6	100.0
Finance and Insurance Activities	3,335	6,058	9,392	1.4	2.4	1.9	35.5	64.5	100.0
Real Estate Activities	1,063	474	1,537	0.5	0.2	0.3	69.2	30.8	100.0
Professional, Scientific and Technical	7,936	7,248	15,184	3.4	2.9	3.1	52.3	47.7	100.0
Administrative and Support Service	25,977	14,900	40,877	11.1	5.9	8.4	63.5	36.5	100.0
Public Administration	48,903	82,022	130,924	20.8	32.6	26.9	37.4	62.6	100.0
Education	16,085	40,266	56,351	6.9	16.0	11.6	28.5	71.5	100.0
Human Health and Social Work Activities	10,499	18,440	28,939	4.5	7.3	5.9	36.3	63.7	100.0
Arts, Entertainment and Recreation	1,499	1,357	2,856	0.6	0.5	0.6	52.5	47.5	100.0
Other Service Activities	1,065	2,585	3,650	0.5	1.0	0.8	29.2	70.8	100.0
Activities of Extraterritorial Organizations	403	968	1,371	0.2	0.4	0.3	29.4	70.6	100.0
Total	234,653	251,778	486,432	100.0	100.0	100.0	48.2	51.8	100.0

UNEMPLOYMENT TABLES

Table UN1: Currently Unemployed by Age Group and Sex, QMTS Q4 2022

Age Group	Total Unemployed Q4_2022			Q4_2021	Q4_2020	Q1_2020	Q4_2019	Q3_2019
	Male	Female	Total	Total	Total	Total	Total	Total
15-17	3,192	1,398	4,591	3,146	1,509	4,412	3,572	3,445
18-19	6,489	6,378	12,867	14,471	13,683	11,273	10,543	11,440
20-24	21,878	27,304	49,183	53,330	52,432	48,029	36,150	36,758
25-29	17,743	26,772	44,515	46,860	52,909	44,715	46,631	39,444
30-34	19,602	19,579	39,182	40,366	39,162	38,470	32,661	30,698
35-39	17,340	18,335	35,674	31,168	26,872	27,442	30,725	27,548
40-44	11,195	11,765	22,960	24,719	19,446	21,350	19,347	17,101
45-49	7,475	7,191	14,666	17,565	14,662	11,887	11,449	11,950
50-54	3,619	5,252	8,872	10,094	8,144	7,888	8,506	7,155
55-59	3,189	2,959	6,148	5,478	5,265	6,284	4,742	4,151
60-64	2,422	1,567	3,989	3,097	2,816	4,045	6,621	2,997
65-69	604	656	1,260	1,256	1,082	396	413	1,195
70-74	253	435	688	508	416	407	196	918
75+	-	-	-	259	333	-	187	191
Total	115,002	129,592	244,594	252,316	238,731	226,598	211,743	194,990

Table UN2: Currently Unemployed by Age Group, Strata and Sex, QMTS Q4 2022

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	-	426	426	1,585	245	1,830	1,608	727	2,335	3,192	1,398	4,591	2.8	1.1	1.9
18-19	504	475	979	3,950	4,208	8,158	2,035	1,695	3,730	6,489	6,378	12,867	5.6	4.9	5.3
20-24	4,510	4,525	9,035	10,693	16,127	26,820	6,675	6,653	13,328	21,878	27,304	49,183	19.0	21.1	20.1
25-29	2,487	4,672	7,159	10,758	17,005	27,763	4,498	5,094	9,593	17,743	26,772	44,515	15.4	20.7	18.2
30-34	3,317	2,515	5,832	10,195	11,245	21,440	6,089	5,820	11,909	19,602	19,579	39,182	17.0	15.1	16.0
35-39	3,096	2,661	5,757	8,907	10,060	18,967	5,337	5,614	10,951	17,340	18,335	35,674	15.1	14.1	14.6
40-44	1,709	1,833	3,542	6,299	5,712	12,011	3,187	4,220	7,408	11,195	11,765	22,960	9.7	9.1	9.4
45-49	471	636	1,107	4,112	4,643	8,755	2,892	1,913	4,805	7,475	7,191	14,666	6.5	5.5	6.0
50-54	164	731	895	2,019	2,649	4,668	1,436	1,873	3,309	3,619	5,252	8,872	3.1	4.1	3.6
55-59	247	305	552	1,858	1,633	3,492	1,083	1,020	2,104	3,189	2,959	6,148	2.8	2.3	2.5
60-64	-	238	238	1,159	652	1,811	1,263	677	1,940	2,422	1,567	3,989	2.1	1.2	1.6
65-69	-	-	-	188	656	844	416	-	416	604	656	1,260	0.5	0.5	0.5
70-74	253	-	253	-	435	435	-	-	-	253	435	688	0.2	0.3	0.3
75+	-	-	-	-	-	-	-	-	-	-	-	-	0.0	0.0	0.0
Total	16,759	19,017	35,776	61,724	75,268	136,993	36,519	35,307	71,825	115,002	129,592	244,594	100.0	100.0	100.0

Table UN3: Unemployment Rate by Marital Status and Sex, QMTS Q4_2022

Marital status	Unemployed			Employed			Labour Force			Unemployment Rate			Q4_2019
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
Married	92,614	75,413	168,028	6,853	12,475	19,327	99,467	87,888	187,355	6.9	14.2	11.1	13.4
Living Together	120,406	95,454	215,860	27,144	41,714	68,858	147,550	137,169	284,718	18.4	30.4	22.0	22.4
Separated	938	1,603	2,541	-	914	914	938	2,517	3,455	0.0	36.3	46.5	15.7
Divorced	4,397	8,567	12,964	301	1,392	1,693	4,698	9,958	14,656	6.4	14.0	18.3	27.1
Widowed	3,947	13,072	17,020	620	1,230	1,850	4,568	14,302	18,870	13.6	8.6	11.6	17.1
Never married	143,197	158,115	301,313	80,085	71,868	151,953	223,282	229,983	453,265	35.9	31.2	33.9	33.9
Total	365,500	352,225	717,725	115,002	129,592	244,594	480,502	481,817	962,319	23.9	26.9	25.4	26.0

Table UN4: Currently Not Seeking Employment by Age Group and Sex, QMTS, Q4 2022

Age Group	Discouraged Job Seekers			Q4_2021
	Male	Female	Total	Total
15-17	2,875	1,203	4,078	1,783
18-19	5,765	2,154	7,919	4,930
20-24	7,287	6,582	13,869	9,235
25-29	4,560	6,260	10,821	13,743
30-34	4,635	5,547	10,182	9,655
35-39	4,423	5,244	9,667	10,661
40-44	4,374	3,618	7,992	6,645
45-49	3,568	2,890	6,458	5,300
50-54	2,744	1,940	4,684	4,494
55-59	1,565	2,301	3,867	3,905
60-64	1,911	1,089	3,000	2,052
65-69	494	84	578	2,265
70-74	467	188	656	716
75+	238	324	562	1,602
Total	44,906	39,426	84,332	76,984

Table UN5: Currently Not Seeking Employment by Reason, Strata and Sex, QMTS Q4_ 2022

Main Reason Not To 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	915	632	1,548	4,005	3,517	7,522	440	749	1,189	5,360	4,898	10,258
Awaiting recall from a precious search	-	144	144	1,208	408	1,616	675	1,318	1,993	1,882	1,870	3,752
Waiting for the season to start	431	252	684	1,591	995	2,585	1,087	603	1,690	3,109	1,850	4,959
Waiting to start new job or business	-	551	551	533	613	1,146	-	-	-	533	1,164	1,697
Tired of looking for jobs, no jobs in the area	1,677	2,982	4,660	12,871	8,357	21,228	8,137	8,365	16,502	22,686	19,704	42,390
No jobs matching skills, lacks experience	-	575	575	3,409	3,701	7,110	4,247	2,166	6,414	7,656	6,443	14,099
Considered too young/old by employers	-	613	613	1,45	1,906	3,357	2,228	980	3,208	3,679	3,498	7,177
Total	3,024	5,750	8,774	25,068	19,496	44,564	16,814	14,180	30,994	44,906	39,426	84,332

Table UN6: Extended Unemployment Rate, QMTS Q4_ 2022

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	6,067	2,602	8,669	515	1,091	1,606	6,582	3,693	10,275	92.2	70.5	84.4
18-19	12,254	8,532	20,786	7,949	2,464	10,413	20,204	10,995	31,199	60.7	77.6	66.6
20-24	29,165	33,886	63,052	35,478	28,213	63,691	64,644	62,099	126,742	45.1	54.6	49.7
25-29	22,304	33,032	55,336	48,505	49,929	98,434	70,809	82,961	153,770	31.5	39.8	36.0
30-34	24,237	25,127	49,364	57,814	55,183	112,997	82,051	80,310	162,361	29.5	31.3	30.4
35-39	21,763	23,578	45,341	63,267	58,170	121,437	85,030	81,748	166,778	25.6	28.8	27.2
40-44	15,568	15,383	30,952	48,359	50,682	99,041	63,928	66,065	129,993	24.4	23.3	23.8
45-49	11,043	10,082	21,125	38,875	36,785	75,660	49,918	46,866	96,784	22.1	21.5	21.8
50-54	6,363	7,192	13,556	28,497	26,241	54,739	34,861	33,433	68,294	18.3	21.5	19.8
55-59	4,754	5,260	10,014	19,136	22,168	41,304	23,890	27,428	51,318	19.9	19.2	19.5
60-64	4,333	2,656	6,989	8,057	10,698	18,755	12,390	13,354	25,744	35.0	19.9	27.1
65-69	1,098	740	1,838	5,610	7,374	12,984	6,707	8,115	14,822	16.4	9.1	12.4
70-74	720	623	1,343	1,538	1,498	3,036	2,258	2,121	4,379	31.9	29.4	30.7
75+	238	324	562	1,899	1,730	3,629	2,137	2,054	4,191	11.1	15.8	13.4
Total	159,908	169,017	328,926	365,500	352,225	717,725	525,408	521,242	1,046,650	30.4	32.4	31.4

Table UN7: Currently Unemployed by Education Level and Sex, QMTS Q4_ 2022

Highest Educational Level	Total Unemployed			Percentage (%)		
	Male	Female	Total	Male	Female	Total
Never Attended	5,467	3,389	8,856	3.6	3.8	5.0
Primary	12,870	15,329	28,200	11.5	11.5	12.4
Secondary	70,029	76,928	146,957	60.1	65.1	60.2
Non-formal	203	-	203	0.1	0.8	0.2
Apprentice	211	108	319	0.1	-	-
Brigade	6,204	1,668	7,871	3.2	2.9	3.6
Technical/Vocational	6,269	5,090	11,360	4.6	3.7	4.6
Educational College	2,657	7,378	10,035	4.1	3.5	5.4
Institute of Health Sciences	-	298	298	0.1	0.1	0.4
University	11,093	19,403	30,495	12.5	8.6	8.2
Total	115,002	129,592	244,594	100.0	100.0	100.0

Table UN8: Currently Unemployed by Education Level, Strata and Sex, QMTS Q4_ 2022

Education Level	Cities and Towns			Urban Villages			Rural Areas			Total Unemployed		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Never Attended	-	-	-	2,157	1,943	4,100	3,310	1,446	4,755	5,467	3,389	8,856
Primary	627	1,212	1,840	5,423	7,662	13,086	6,820	6,455	13,275	12,870	15,329	28,200
Secondary	10,310	9,142	19,452	39,285	44,845	84,130	20,433	22,941	43,375	70,029	76,928	146,957
Non-formal	-	-	-	-	-	-	203	-	203	203	-	203
Apprentice	-	108	108	211	-	211	-	-	-	211	108	319
Brigade	806	217	1,023	3,533	855	4,388	1,865	595	2,460	6,204	1,668	7,871
Technical/Vocational	1,613	1,987	3,600	3,480	1,965	5,445	1,176	1,138	2,314	6,269	5,090	11,360
Educational College	557	1,758	2,315	1,912	4,835	6,746	189	784	973	2,657	7,378	10,035
Institute of Health Sciences	-	-	-	-	95	95	-	204	204	-	298	298
University	2,846	4,592	7,438	5,723	13,068	18,791	2,523	1,743	4,266	11,093	19,403	30,495
Total	16,759	19,017	35,776	61,724	75,268	136,993	36,519	35,307	71,825	115,002	129,592	244,594
	Percentage Distribution											
Never Attended	-	-	-	3.5	2.6	3.0	9.1	4.1	6.6	4.8	2.6	3.6
Primary	3.7	6.4	5.1	8.8	10.2	9.6	18.7	18.3	18.5	11.2	11.8	11.5
Secondary	61.5	48.1	54.4	63.6	59.6	61.4	56.0	65.0	60.4	60.9	59.4	60.1
Non-formal	-	-	-	-	-	-	0.6	-	0.3	0.2	-	0.1
Apprentice	-	0.6	0.3	0.3	-	0.2	-	-	-	0.2	0.1	0.1
Brigade	4.8	1.1	2.9	5.7	1.1	3.2	5.1	1.7	3.4	5.4	1.3	3.2
Technical/Vocational	9.6	10.4	10.1	5.6	2.6	4.0	3.2	3.2	3.2	5.5	3.9	4.6
Educational College	3.3	9.2	6.5	3.1	6.4	4.9	0.5	2.2	1.4	2.3	5.7	4.1
Institute of Health Sciences	-	-	-	-	0.1	0.1	-	0.6	0.3	-	0.2	0.1
University	17.0	24.1	20.8	9.3	17.4	13.7	6.9	4.9	5.9	9.6	15.0	12.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table UN9: Currently Unemployed by Subject of Training and Sex, QMTS Q1 2020

Training Type	Total Unemployed			Percentage Distribution		
	Male	Female	Total	Male	Female	Total
No training	86,436	94,677	181,113	75.2	73.1	74.0
Still attending general education	751	218	969	0.7	0.2	0.4
Basic General Programs, Pre-primary	-	1,928	1,928	-	1.5	0.8
Primary Teachers Training Programs	242	515	757	0.2	0.4	0.3
Secondary Teachers Training Programs	128	402	531	0.1	0.3	0.2
Teacher Training for Pre-school, Kindergarten, Elementary School	-	614	614	-	0.5	0.3
General and Specialized Teacher-Training Programs.	-	228	228	-	0.2	0.1
Educational Research and Other Education Science Programs NEC	-	239	239	-	0.2	0.1
Fine Arts: Drawing, Painting and Sculpture Subjects	-	307	307	-	0.2	0.1
Design and Craft Skills, including Jewellery Making Courses	479	-	479	0.4	-	0.2
Native Languages: Current or Vernacular Language and Its Literature, eg Setswana	-	135	135	-	0.1	0.1
Linguistics Courses	-	249	249	-	0.2	0.1
Community Development Programs; Social Welfare/Social Work Programs	-	1,297	1,297	-	1.0	0.5
Economics and Economic History Programs	-	462	462	-	0.4	0.2
Psychology Programs	-	199	199	-	0.2	0.1
Journalism Courses	61	606	667	0.1	0.5	0.3
Archival Sciences.	490	-	490	0.4	-	0.2
Radio/Broadcasting Programs	194	732	926	0.2	0.6	0.4
Film Making Programs	243	-	243	0.2	-	0.1
Other Journalism and Information Programs NEC	425	-	42	0.4	-	0.2
Retailing Programs	-	350	350	-	0.3	0.1
Marketing and Sales Programs	557	409	967	0.5	0.3	0.4
Real Estate Programs	301	239	540	0.3	0.2	0.2
Finance and Banking Programs;	225	878	1,104	0.2	0.7	0.5
Accounting, Auditing and Bookkeeping Programs	1,636	953	2,589	1.4	0.7	1.1
Management and Public Administration Programs,	331	752	1,083	0.3	0.6	0.4
Secretarial and Office Work Programs.	-	1,699	1,699	-	1.3	0.7
Insurance and Investment Analysis Programs	252	181	433	0.2	0.1	0.2
Personnel Administration Programs;	-	540	540	-	0.4	0.2
Financial Management Programs	199	431	631	0.2	0.3	0.3
Business \ Commercial Administration Programs	348	2,075	2,423	0.3	1.6	1.0
Materials Management Courses	630	-	630	0.5	-	0.3
Other Business and Administration Programs NEC	730	-	730	0.6	-	0.3
Law (General, International, Labour, Maritime Law e.t.c) Programs	202	270	472	0.2	0.2	0.2
Other Law Programs NEC	-	265	265	-	0.2	0.1
Chemistry and Other Allied Subjects Programs	-	210	210	-	0.2	0.1
Geology and Geophysics Programs	565	-	565	0.5	-	0.2
Physical Geography and Other Geoscience Programs	95	-	95	0.1	-	0.0
Other Mathematics and Statistics Programs NEC	-	283	283	-	0.2	0.1
Computer Sciences: System Design Programs	452	437	889	0.4	0.3	0.4
Computer Programming Programs	241	-	241	0.2	-	0.1
Networks and Website Development Programs	180	835	1,014	0.2	0.6	0.4
Operating Systems, Software Development Programs Only	-	199	199	-	0.2	0.1
Other Computing Programs NEC	810	2,893	3,702	0.7	2.2	1.5
Mechanics Engineering Programs	669	-	669	0.6	-	0.3

Table UN9 Cont'd: Currently Unemployed by Subject of Training and Sex, QMTS Q1 2020

Training Type	Total Unemployed			Percentage Distribution		
	Male	Female	Total	Male	Female	Total
Electrical Engineering Programs	1,340	61	1,401	1.2	0.0	0.6
Electronics and Telecommunications (Radio and Computer) Programs	158	-	158	0.1	-	0.1
Energy and Chemical Engineering Programs (Water)	278	265	543	0.2	0.2	0.2
Vehicle Maintenance Programs	187	45	232	0.2	0.0	0.1
Other Engineering and Engineering Trades NEC	-	24	24	-	0.0	0.0
Textiles and Clothes Programs (Tailoring, Textile Trades, Pattern Making etc)	-	1,495	1,495	-	1.2	0.6
Glass Programs	-	250	250	-	0.2	0.1
Chemicals Programs	70	-	70	0.1	-	0.0
Mining and Extraction Programs	290	-	290	0.3	-	0.1
Fitter/Joinery Programs	212	-	212	0.2	-	0.1
Welding and Fabrication Programs	936	-	936	0.8	-	0.4
Motor Mechanics Programs	503	242	746	0.4	0.2	0.3
Other Industrial Programs NEC	305	-	305	0.3	-	0.1
Architecture and Town Planning Programs	304	189	492	0.3	0.1	0.2
Structural Architecture Programs	24	-	24	0.0	-	0.0
Building and Construction (Valuation) Programs	483	-	483	0.4	-	0.2
Carpentry/Joinery Programs	2,893	-	2,893	2.5	-	1.2
Masonry and Bricklaying Programs	2,534	374	2,908	2.2	0.3	1.2
Plumbing	707	217	924	0.6	0.2	0.4
Electrical Programs	1,736	305	2,041	1.5	0.2	0.8
Other Building and Construction Trades Programs NEC	375	-	375	0.3	-	0.2
Animal Husbandry Programs	514	212	726	0.4	0.2	0.3
Horticulture and Gardening Programs	467	-	467	0.4	-	0.2
Forestry and Forest Product Techniques Programs	67	223	291	0.1	0.2	0.1
Other Agriculture, Forestry and Fishery Programs NEC eg Bee Keeping)	-	256	256	-	0.2	0.1
Veterinary Medicine Programs	-	127	127	-	0.1	0.1
Other Veterinary Services Programs NEC	-	229	229	-	0.2	0.1
Paramedical Training Programs	201	675	876	0.2	0.5	0.4
Public Health Services, Hygiene Programs and Sanitation Programs	-	830	830	-	0.6	0.3
Pharmacy and Pharmacology Programs	-	191	191	-	0.1	0.1
Therapeutics, Physiotherapy, Rehabilitation, Prosthetics and Optometry Programs	-	148	148	-	0.1	0.1
Basic Nursing Programs	-	127	127	-	0.1	0.1
Other Health Programs NEC	463	982	1,445	0.4	0.8	0.6
Childcare Programs	-	61	61	-	0.0	0.0
Counseling Programs	251	307	558	0.2	0.2	0.2
Hotel and Catering Programs	-	1,438	1,438	-	1.1	0.6
Travel and Tourism Programs	594	827	1,420	0.5	0.6	0.6
Hairdressing Programs	-	199	199	-	0.2	0.1
Beauty Treatment and Other Personal Services Programs	-	237	237	-	0.2	0.1
Road Motor Vehicle Operations Programs (Including Driving Skills)	409	-	409	0.4	-	0.2
Telecommunications Operations Programs	180	-	180	0.2	-	0.1
Other Transport Programs NEC	61	241	302	0.1	0.2	0.1
Labour Protection and Security Programs	543	1,668	2,211	0.5	1.3	0.9
Fire-Protection and Fire Fighting Programs	46	-	46	0.0	-	0.0
Other Security Services Programs NEC	-	440	440	-	0.3	0.2
Total	115,002	129,592	244,594	100.0	100.0	100.0

Table UN10: Current Unemployment Rate by District and Sex, QMTS Q4 2022

District	Unemployed			Employed			Labour Force			Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Borolong	5,473	7,133	12,607	10,802	11,295	22,097	16,275	18,428	34,703	33.6	38.7	36.3
Central Bobonong	2,673	3,951	6,624	8,826	12,106	20,932	11,499	16,057	27,556	23.2	24.6	24.0
Central Boteti	3,132	6,275	9,407	10,673	6,918	17,591	13,804	13,194	26,998	22.7	47.6	34.8
Central Mahalapye	7,705	6,480	14,186	14,220	17,961	32,180	21,925	24,441	46,366	35.1	26.5	30.6
Central Tutume	6,629	8,388	15,017	25,208	24,891	50,099	31,837	33,280	65,116	20.8	25.2	23.1
Chobe	612	1,064	1,675	6,033	5,173	11,206	6,645	6,237	12,882	9.2	17.1	13.0
Francistown	3,343	5,255	8,599	19,379	17,414	36,794	22,722	22,670	45,392	14.7	23.2	18.9
Gaborone	7,571	9,798	17,369	58,948	52,182	111,130	66,519	61,980	128,499	11.4	15.8	13.5
Ghanzi	2,327	1,037	3,364	4,264	7,223	11,487	6,591	8,260	14,851	35.3	12.6	22.7
Jwaneng	1,146	1,032	2,177	4,080	2,509	6,589	5,226	3,541	8,766	21.9	29.1	24.8
Kgalagadi North	1,588	1,136	2,723	2,491	3,402	5,893	4,079	4,538	8,616	38.9	25.0	31.6
Kgalagadi South	1,245	1,393	2,638	4,430	3,474	7,904	5,675	4,867	10,542	21.9	28.6	25.0
Kgatleng	8,337	9,484	17,820	22,693	19,837	42,530	31,030	29,321	60,350	26.9	32.3	29.5
Kweneng East	16,430	20,616	37,046	44,516	44,329	88,846	60,946	64,945	125,892	27.0	31.7	29.4
Kweneng West	3,925	3,922	7,847	7,248	10,024	17,273	11,173	13,946	25,119	35.1	28.1	31.2
Lobatse	2,085	1,030	3,115	4,180	5,903	10,083	6,265	6,933	13,198	33.3	14.9	23.6
Ngami East	8,183	7,902	16,085	15,807	15,266	31,074	23,991	23,168	47,159	34.1	34.1	34.1
Ngamiland West	4,814	6,206	11,020	5,298	8,258	13,556	10,111	14,465	24,576	47.6	42.9	44.8
Ngwaketse South	6,326	5,830	12,157	15,990	14,249	30,240	22,317	20,080	42,397	28.3	29.0	28.7
Ngwaketse West	428	1,057	1,485	2,843	2,004	4,847	3,271	3,061	6,332	13.1	34.5	23.5
North East	2,383	2,488	4,871	10,888	8,440	19,329	13,272	10,928	24,200	18.0	22.8	20.1
Orapa	375	423	797	1,739	1,482	3,221	2,114	1,904	4,018	17.7	22.2	19.8
Selibe Phikwe	2,341	1,445	3,786	6,135	8,226	14,362	8,476	9,671	18,147	27.6	14.9	20.9
Serowe Palapye	10,884	10,894	21,777	34,474	27,350	61,824	45,357	38,244	83,602	24.0	28.5	26.0
South East	4,982	5,175	10,157	23,624	21,579	45,202	28,606	26,754	55,360	17.4	19.3	18.3
Sowa	67	178	245	709	726	1,435	776	904	1,680	8.7	19.7	14.6
Total	115,002	129,592	244,594	365,500	352,225	717,725	480,502	481,817	962,319	23.9	26.9	25.4

UNDER EMPLOYED TABLES

Table UNDE1: Currently Underemployed by Occupation and Sex, QMTS Q4 2022

Industry	Counts			% Total	Proportion (%)		
	Male	Female	Male		Male	Male	Total
Managers	795	294	1,089	1.9	5.1	0.7	1.9
Professionals	482	246	728	1.3	3.1	0.6	1.3
Technicians	618	441	1,059	1.8	4.0	1.1	1.8
Clerical Support Services	352	1,404	1,756	3.1	2.3	3.4	3.1
Service/Sales Workers	1,294	8,254	9,548	16.7	8.3	19.7	16.7
Skilled Agric. Forestry Workers	128	243	371	0.6	0.8	0.6	0.6
Craft and Related Trades	850	614	1,464	2.6	5.5	1.5	2.6
Plant & Machine Operators	560	230	790	1.4	3.6	0.6	1.4
Elementary Occupations	10,305	30,084	40,389	70.5	66.4	72.0	70.5
Other Specialized Professionals	127	0	127	0.2	0.8	-	0.2
Total	15,511	41,810	57,320	100.0	100.0	100.0	100.0

Table UNDE2a: Currently Underemployed by Sector, Sex and Employment Status, QMTS Q4 2022

Sector	In his/her own business activity	In a business operated by a household or family member	As an employee for someone else	As an apprentice, intern/tirelo sechaba	Helping a household member who works for someone else	Total
Central Government	-	-	2,893	5,796	-	8,689
Local Government	-	-	2,675	-	-	2,675
Parastatal Sector	-	-	246	-	-	246
Private Sector	779	-	3,124	-	-	3,904
Non Govt Organization	-	-	-	-	-	-
Private Household	241	393	6,208	-	238	7,080
Ipelegeng	-	-	33,145	107	-	33,252
Self-Employment	880	224	-	-	-	1,104
Worked In Household Farm	128	243	-	-	-	371
Total	2,028	860	48,291	5,903	238	57,320
Male						
Central Government	-	-	935	873	-	1,807
Local Government	-	-	955	-	-	955
Parastatal Sector	-	-	-	-	-	-
Private Sector	165	-	1,539	-	-	1,705
Non Govt Organization	-	-	-	-	-	-
Private Household	-	-	4,323	-	238	4,561
Ipelegeng	-	-	5,819	107	-	5,926
Self-Employment	429	-	-	-	-	429
Worked In Household Farm	128	-	-	-	-	128
Total	723	-	13,570	980	238	15,511
Female						
Central Government	-	-	1,958	4,924	-	6,882
Local Government	-	-	1,720	-	-	1,720
Parastatal Sector	-	-	246	-	-	246
Private Sector	614	-	1,585	-	-	2,199
Non Govt Organization	-	-	-	-	-	-
Private Household	241	393	1,886	-	-	2,519
Ipelegeng	-	-	27,326	-	-	27,326
Self-Employment	451	224	-	-	-	675
Worked In Household Farm	-	243	-	-	-	243
Total	1,306	860	34,721	4,924	-	41,810

Table UNDE2b: Percentage of Currently Underemployed by Employment Status, Sector and Sex, QMTS Q4 2022

Sector	In his/her own business activity	In a business operated by a household or family member	As an employee for someone else	As an apprentice, intern/tirelo sechaba	Helping a household member who works for someone else	Total
Central Government	-	-	6.0	98.2	-	15.2
Local Government	-	-	5.5	-	-	4.7
Parastatal Sector	-	-	0.5	-	-	0.4
Private Sector	38.4	-	6.5	-	-	6.8
Non Govt Organization	-	-	-	-	-	-
Private Household	11.9	45.7	12.9	-	100.0	12.4
Ipelegeng	-	-	68.6	1.8	-	58.0
Self-Employment	43.4	26.0	-	-	-	1.9
Worked In Household Farm	6.3	28.3	-	-	-	0.6
Total	100.0	100.0	100.0	100.0	100.0	100.0
Male						
Central Government	-	-	1.9	14.8	-	3.2
Local Government	-	-	2.0	-	-	1.7
Parastatal Sector	-	-	-	-	-	-
Private Sector	8.1	-	3.2	-	-	3.0
Non Govt Organization	-	-	-	-	-	-
Private Household	-	-	9.0	-	100.0	8.0
Ipelegeng	-	-	12.0	1.8	-	10.3
Self-Employment	21.2	-	-	-	-	0.7
Worked In Household Farm	6.3	-	-	-	-	0.2
Total	35.7	-	28.1	16.6	100.0	27.1
Female						
Central Government	-	-	4.1	83.4	-	12.0
Local Government	-	-	3.6	-	-	3.0
Parastatal Sector	-	-	0.5	-	-	0.4
Private Sector	30.3	-	3.3	-	-	3.8
Non Govt Organization	-	-	-	-	-	-
Private Household	11.9	45.7	3.9	-	-	4.4
Ipelegeng	-	-	56.6	-	-	47.7
Self-Employment	22.2	26.0	-	-	-	1.2
Worked In Household Farm	-	28.3	-	-	-	0.4
Total	64.4	100.0	71.9	83.4	-	72.9

Table UNDE3a: Currently Underemployed by Age Group and Employment Status, QMTS Q4 2022

Age Group	In his/her own business activity	In a business operated by a household or family member	As an employee for someone else	As an apprentice, intern/tirelo sechaba	Helping a household member who works for someone else	Total
15-17	-	-	224	-	-	224
18-19	243	-	319	186	-	748
20-24	-	188	5,159	2,226	-	7,574
25-29	513	-	5,562	3,265	-	9,340
30-34	413	467	5,470	226	-	6,575
35-39	636	204	7,374	-	-	8,214
40-44	-	-	6,684	-	238	6,922
45-49	-	-	4,662	-	-	4,662
50-54	-	-	3,583	-	-	3,583
55-59	224	-	3,844	-	-	4,068
60-64	-	-	1,938	-	-	1,938
65-69	-	-	2,392	-	-	2,392
70-74	-	-	593	-	-	593
75+	-	-	486	-	-	486
Total	2,028	860	48,291	5,903	238	57,320

Table UNDE3b: Percentage of Currently Underemployed by Age Group and Employment Status, QMTS Q4 2022

Age Group	In his/her own business activity	In a business operated by a household or family member	As an employee for someone else	As an apprentice, intern/tirelo sechaba	Helping a household member who works for someone else	Total
15-17	-	-	0.5	-	-	0.4
18-19	12.0	-	0.7	3.2	-	1.3
20-24	-	21.9	10.7	37.7	-	13.2
25-29	25.3	-	11.5	55.3	-	16.3
30-34	20.4	54.3	11.3	3.8	-	11.5
35-39	31.4	23.7	15.3	-	-	14.3
40-44	-	-	13.8	-	100.0	12.1
45-49	-	-	9.7	-	-	8.1
50-54	-	-	7.4	-	-	6.3
55-59	11.0	-	8.0	-	-	7.1
60-64	-	-	4.0	-	-	3.4
65-69	-	-	5.0	-	-	4.2
70-74	-	-	1.2	-	-	1.0
75+	-	-	1.0	-	-	0.8
Total	100.0	100.0	100.0	100.0	100.0	100.0

Table UNDE4a: Currently Underemployed by Sector, Strata and Employment Status, QMTS Q4 2022

Sector	In his/her own business activity	In a business operated by a household or family member	As an employee for someone else	As an apprentice, intern/tirelo sechaba	Helping a household member who works for someone else	Total
Central Government	-	-	2,893	5,796	-	8,689
Local Government	-	-	2,675	-	-	2,675
Parastatal Sector	-	-	246	-	-	246
Private Sector	779	-	3,124	-	-	3,904
Non Govt Organization	-	-	-	-	-	-
Private Household	241	393	6,208	-	238	7,080
Ipelegeng	-	-	33,145	107	-	33,252
Self-Employment	880	224	-	-	-	1,104
Worked In Household Farm	128	243	-	-	-	371
Total	2,028	860	48,291	5,903	238	57,320
Cities And Towns						
Central Government	-	-	-	1,157	-	1,157
Local Government	-	-	186	-	-	186
Parastatal Sector	-	-	-	-	-	-
Private Sector	294	-	1,541	-	-	1,835
Non Govt Organization	-	-	-	-	-	-
Private Household	-	-	628	-	-	628
Ipelegeng	-	-	4,175	-	-	4,175
Self-Employment	413	-	-	-	-	413
Worked In Household Farm	128	-	-	-	-	128
Total	835	-	6,529	1,157	-	8,521
Urban Villages						
Central Government	-	-	1,189	2,052	-	3,241
Local Government	-	-	1,399	-	-	1,399
Parastatal Sector	-	-	246	-	-	246
Private Sector	486	-	414	-	-	899
Non Govt Organization	-	-	-	-	-	-
Private Household	241	204	1,088	-	-	1,533
Ipelegeng	-	-	10,785	-	-	10,785
Self-Employment	243	-	-	-	-	243
Worked In Household Farm	-	243	-	-	-	243
Total	969	447	15,121	2,052	-	18,589
Rural Areas						
Central Government	-	-	1,704	2,587	-	4,291
Local Government	-	-	1,090	-	-	1,090
Parastatal Sector	-	-	-	-	-	-
Private Sector	-	-	1,170	-	-	1,170
Non Govt Organization	-	-	-	-	-	-
Private Household	-	188	4,493	-	238	4,919
Ipelegeng	-	-	18,184	107	-	18,291
Self-Employment	224	224	-	-	-	448
Worked In Household Farm	-	-	-	-	-	-
Total	224	413	26,642	2,694	238	30,211

Table UNDE4b: Percentage of Currently Underemployed by Strata, Sector and Employment Status, QMTS Q4 2022

Sector	In his/her own business activity	In a business operated by a household or family member	As an employee for someone else	As an apprentice, intern/tirelo sechaba	Helping a household member who works for someone else	Total
Central Government	-	-	6.0	98.2	-	15.2
Local Government	-	-	5.5	-	-	4.7
Parastatal Sector	-	-	0.5	-	-	0.4
Private Sector	38.4	-	6.5	-	-	6.8
Non Govt Organization	-	-	-	-	-	-
Private Household	11.9	45.7	12.9	-	100.0	12.4
Ipelegeng	-	-	68.6	1.8	-	58.0
Self-Employment	43.4	26.0	-	-	-	1.9
Worked In Household Farm	6.3	28.3	-	-	-	0.6
Total	100.0	100.0	100.0	100.0	100.0	100.0
Cities And Towns						
Central Government	-	-	-	19.6	-	2.0
Local Government	-	-	0.4	-	-	0.3
Parastatal Sector	-	-	-	-	-	-
Private Sector	14.5	-	3.2	-	-	3.2
Non Govt Organization	-	-	-	-	-	-
Private Household	-	-	1.3	-	-	1.1
Ipelegeng	-	-	8.6	-	-	7.3
Self-Employment	20.4	-	-	-	-	0.7
Worked In Household Farm	6.3	-	-	-	-	0.2
Total	41.2	-	13.5	19.6	-	14.9
Urban Villages						
Central Government	-	-	2.5	34.8	-	5.7
Local Government	-	-	2.9	-	-	2.4
Parastatal Sector	-	-	0.5	-	-	0.4
Private Sector	24.0	-	0.9	-	-	1.6
Non Govt Organization	-	-	-	-	-	-
Private Household	11.9	23.7	2.3	-	-	2.7
Ipelegeng	-	-	22.3	-	-	18.8
Self-Employment	12.0	-	-	-	-	0.4
Worked In Household Farm	-	28.3	-	-	-	0.4
Total	47.8	52.0	31.3	34.8	-	32.4
Rural Areas						
Central Government	-	-	3.5	43.8	-	7.5
Local Government	-	-	2.3	-	-	1.9
Parastatal Sector	-	-	-	-	-	-
Private Sector	-	-	2.4	-	-	2.0
Non Govt Organization	-	-	-	-	-	-
Private Household	-	21.9	9.3	-	100.0	8.6
Ipelegeng	-	-	37.7	1.8	-	31.9
Self-Employment	11.0	26.0	-	-	-	0.8
Worked In Household Farm	-	-	-	-	-	-
Total	11.0	48.0	55.2	45.6	100.0	52.7

Table UNDE5a: Currently Underemployed by Actual Hours Worked, Sector and Sex, QMTS Q4 2022

Hours Worked	In his/her own business activity	In a business operated by a household or family member	As an employee for someone else	As an apprentice, intern/tirelo sechaba	Helping a household member who works for someone else	Total
1-6	-	243	236	-	-	479
7-9	128	-	1,339	-	-	1,467
10-14	480	429	2,258	-	238	3,405
15-19	-	-	1,756	-	-	1,756
20-24	230	-	17,536	1,202	-	18,968
25-29	598	-	14,985	3,138	-	18,721
30-34	592	188	10,181	1,564	-	12,525
Total	2,028	860	48,291	5,903	238	57,320
Male						
1-6	-	-	-	-	-	-
7-9	128	-	867	-	-	995
10-14	-	-	1,770	-	238	2,009
15-19	-	-	756	-	-	756
20-24	-	-	4,357	333	-	4,689
25-29	243	-	4,446	375	-	5,063
30-34	352	-	1,375	272	-	1,999
Total	723	-	13,570	980	238	15,511
Female						
1-6	-	243	236	-	-	479
7-9	-	-	472	-	-	472
10-14	480	429	487	-	-	1,396
15-19	-	-	1,000	-	-	1,000
20-24	230	-	13,179	869	-	14,278
25-29	355	-	10,540	2,763	-	13,658
30-34	241	188	8,807	1,291	-	10,527
Total	1,306	860	34,721	4,924	-	41,810

Table UNDE5b: Percentage of Currently Underemployed by Actual Hours Worked, Sector and Sex, QMTS Q4 2022

Hours Worked	In his/her own business activity	In a business operated by a household or family member	As an employee for someone else	As an apprentice, intern/tirelo sechaba	Helping a household member who works for someone else	Total
1-6	-	28.3	0.5	-	-	0.8
7-9	6.3	-	2.8	-	-	2.6
10-14	23.7	49.9	4.7	-	100.0	5.9
15-19	-	-	3.6	-	-	3.1
20-24	11.3	-	36.3	20.4	-	33.1
25-29	29.5	-	31.0	53.2	-	32.7
30-34	29.2	21.9	21.1	26.5	-	21.9
Total	100.0	100.0	100.0	100.0	100.0	100.0
Male						
1-6	-	-	-	-	-	-
7-9	6.3	-	1.8	-	-	1.7
10-14	-	-	3.7	-	100.0	3.5
15-19	-	-	1.6	-	-	1.3
20-24	-	-	9.0	5.6	-	8.2
25-29	12.0	-	9.2	6.4	-	8.8
30-34	17.4	-	2.8	4.6	-	3.5
Total	35.7	-	28.1	16.6	100.0	27.1
Female						
1-6	-	28.3	0.5	-	-	0.8
7-9	-	-	1.0	-	-	0.8
10-14	23.7	49.9	1.0	-	-	2.4
15-19	-	-	2.1	-	-	1.7
20-24	11.3	-	27.3	14.7	-	24.9
25-29	17.5	-	21.8	46.8	-	23.8
30-34	11.9	21.9	18.2	21.9	-	18.4
Total	64.4	100.0	71.9	83.4	-	72.9

YOUTH LABOUR FORCE

Table YE1: Total Youth (15-35) Population by Age-Group and Sex, Q4 2022

Age Group	Total Youth			Q4_2021
	Male	Female	Total	Total
15-17	65,362	62,252	127,614	133,559
18-19	42,878	33,973	76,851	78,685
20-24	88,340	95,194	183,534	200,045
25-29	82,127	103,174	185,300	209,410
30-34	92,438	98,949	191,387	191,227
35	21,801	18,741	40,542	38,620
Total	392,945	412,283	805,228	851,545

Table YE2 a: Total Youth (15-35) Labour Force by Age Group and Sex, Q4_2022

Age Group	Employed Youth			Unemployed Youth			Youth Labour Force Q4_2022			Unemployment Rate			Q4_2021
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
15-17	515	1,091	1,606	3,192	1,398	4,591	3,708	2,490	6,197	86.1	56.2	74.1	77.6
18-19	7,949	2,464	10,413	6,489	6,378	12,867	14,438	8,841	23,280	44.9	72.1	55.3	55.5
20-24	35,478	28,213	63,691	21,878	27,304	49,183	57,356	55,517	112,873	38.1	49.2	43.6	45.1
25-29	48,505	49,929	98,434	17,743	26,772	44,515	66,248	76,701	142,949	26.8	34.9	31.1	30.0
30-34	57,814	55,183	112,997	19,602	19,579	39,182	77,416	74,762	152,179	25.3	26.2	25.7	26.7
35	14,633	11,427	26,060	3,963	3,638	7,601	18,596	15,065	33,661	21.3	24.1	22.6	29.1
Total	164,894	148,307	313,201	72,868	85,069	157,938	237,763	233,376	471,139	30.6	36.5	33.5	34.4

Table YE3: Total Youth (15-35) Labour Force by Education Level and Sex, Q4 2022

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	2,536	641	3,177	195	674	870	2,732	1,315	4,047	7.2	51.3	21.5
Primary	11,860	4,288	16,148	5,241	2,993	8,234	17,101	7,281	24,382	30.6	41.1	33.8
Secondary	104,493	86,468	190,961	49,929	55,023	104,952	154,422	141,490	295,913	32.3	38.9	35.5
Brigade	5,025	2,342	7,367	3,873	988	4,861	8,897	3,330	12,227	43.5	29.7	39.8
Technical/Vocational	6,923	5,256	12,178	2,566	3,391	5,958	9,489	8,647	18,136	27.0	39.2	32.9
Educational College	9,114	10,510	19,625	1,785	5,134	6,918	10,899	15,644	26,543	16.4	32.8	26.1
Institute of Health Sciences	1,083	2,091	3,174	-	298	298	1,083	2,389	3,472	0.0	12.5	8.6
University	23,861	36,711	60,572	9,279	16,568	25,847	33,140	53,279	86,419	28.0	31.1	29.9
Total	164,894	148,307	313,201	72,868	85,069	157,938	237,763	233,376	471,139	30.6	36.5	33.5

Table YE4: Total Youth (15-35) Labour Force by Strata and Sex, Q4 2022

Strata	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	42,135	36,671	78,806	11,329	13,293	24,622	53,464	49,964	103,428	21.2	26.6	23.8
Urban Villages	78,866	80,754	159,620	39,653	51,407	91,059	118,519	132,161	250,680	33.5	38.9	36.3
Rural Areas	43,893	30,881	74,774	21,887	20,370	42,257	65,780	51,251	117,031	33.3	39.7	36.1
Total	164,894	148,307	313,201	72,868	85,069	157,938	237,763	233,376	471,139	30.6	36.5	33.5

Table YE5: Total Youth (15-35) Labour Force by District and Sex, Q4 2022

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	3,862	4,636	8,498	2,514	3,813	6,328	6,376	8,449	14,825	39.4	45.1	42.7
Central Bobonong	3,381	3,331	6,712	2,270	1,827	4,097	5,651	5,158	10,809	40.2	35.4	37.9
Central Boteti	5,254	3,829	9,083	1,771	4,086	5,857	7,025	7,915	14,940	25.2	51.6	39.2
Central Mahalapye	3,417	6,569	9,986	5,249	3,731	8,980	8,667	10,300	18,966	60.6	36.2	47.3
Central Tutume	10,890	9,570	20,460	3,236	5,846	9,081	14,126	15,415	29,541	22.9	37.9	30.7
Chobe	3,194	2,112	5,305	612	905	1,517	3,805	3,017	6,822	16.1	30.0	22.2
Francistown	6,402	7,110	13,512	1,764	3,381	5,144	8,165	10,491	18,656	21.6	32.2	27.6
Gaborone	26,890	23,711	50,602	5,654	7,315	12,969	32,544	31,027	63,571	17.4	23.6	20.4
Ghanzi	2,444	4,816	7,260	1,400	858	2,257	3,843	5,674	9,517	36.4	15.1	23.7
Jwaneng	1,638	607	2,245	622	889	1,511	2,260	1,496	3,756	27.5	59.4	40.2
Kgalagadi North	1,102	962	2,064	1,206	1,003	2,209	2,307	1,965	4,272	52.3	51.0	51.7
Kgalagadi South	2,122	1,619	3,742	763	869	1,632	2,885	2,489	5,374	26.4	34.9	30.4
Kgatleng	11,507	9,244	20,751	5,867	6,046	11,913	17,374	15,290	32,664	33.8	39.5	36.5
Kweneng East	24,132	18,105	42,237	10,247	14,872	25,119	34,380	32,977	67,356	29.8	45.1	37.3
Kweneng West	1,856	3,497	5,353	2,401	2,412	4,812	4,257	5,908	10,165	56.4	40.8	47.3
Lobatse	2,736	2,425	5,161	1,453	545	1,999	4,190	2,970	7,160	34.7	18.4	27.9
Ngami East	6,786	7,052	13,839	4,732	5,488	10,220	11,519	12,540	24,059	41.1	43.8	42.5
Ngamiland West	3,131	4,074	7,205	3,684	3,361	7,045	6,814	7,435	14,249	54.1	45.2	49.4
Ngwaketse South	7,667	4,282	11,949	3,123	3,409	6,531	10,790	7,691	18,481	28.9	44.3	35.3
Ngwaketse West	1,172	958	2,130	328	585	913	1,500	1,543	3,043	21.9	37.9	30.0
North East	5,662	3,021	8,683	1,333	2,092	3,426	6,995	5,113	12,108	19.1	40.9	28.3
Orapa	199	577	776	258	217	476	457	795	1,252	56.5	27.4	38.0
Selibe Phikwe	3,279	2,576	5,855	2,104	732	2,836	5,383	3,308	8,691	39.1	22.1	32.6
Serowe Palapye	16,184	12,659	28,842	6,709	6,578	13,286	22,893	19,236	42,129	29.3	34.2	31.5
South East	9,717	10,807	20,524	3,503	4,032	7,535	13,220	14,839	28,059	26.5	27.2	26.9
Sowa	269	159	428	67	178	245	336	337	673	20.0	52.8	36.4
Total	164,894	148,307	313,201	72,868	85,069	157,938	237,763	233,376	471,139	30.6	36.5	33.5

Table YE6: Total Youth (15-35) Labour Force by Marital Status and Sex, Q4 2022

Marital status	Employed			Unemployed			Total Youth Labour Force			Youth Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Married	13,688	16,932	30,620	1,636	3,417	5,053	15,324	20,349	35,673	10.7	16.8	14.2
Living Together	54,853	49,044	103,897	11,362	27,705	39,067	66,215	76,748	142,963	17.2	36.1	27.3
Separated	-	386	386	-	534	534	-	920	920	-	58.0	58.0
Divorced	199	1,085	1,284	-	403	403	199	1,488	1,687	-	-	-
Widowed	-	-	-	-	-	-	-	-	-	-	-	-
Never Married	96,154	80,860	177,014	59,870	53,011	112,881	156,024	133,871	289,896	38.4	39.6	38.9
Total	164,894	148,307	313,201	72,868	85,069	157,938	237,763	233,376	471,139	30.6	36.5	33.5

Table YE7: Employed Youth (15 – 35) by Occupation and Sex, Q4 2022

Occupation	Male	Female	Total
Managers	7,446	13,015	20,461
Professionals	8,000	11,041	19,041
Technicians and Associate Professionals	12,645	15,309	27,954
Clerical Support Services	2,965	11,029	13,994
Service/Sales Workers	35,350	53,859	89,209
Skilled Agric Forestry and Fishery Workers	1,833	1,399	3,232
Craft and Related Trades Workers	26,890	3,561	30,451
Plant & Machine Opd. & Assemblers	13,368	1,808	15,176
Elementary Occupations	55,507	37,285	92,792
Other specialized professionals	890	-	890
Total	164,894	148,307	313,201

Table YE8: Youth (15-35) not in Education, Not in Employment by Age Group, Strata and Sex, Q4 2022

Age Group	Cities And Towns			Urban Villages			Rural Areas			Neet			Q4_2021
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
15-17	1,608	567	2,176	5,288	3,178	8,465	6,070	3,852	9,922	12,966	7,598	20,564	13,572
18-19	2,225	3,229	5,454	11,269	10,688	21,957	6,120	3,799	9,919	19,614	17,716	37,331	35,837
20-24	7,714	9,548	17,261	19,017	29,849	48,866	12,907	13,520	26,427	39,637	52,916	92,554	102,342
25-29	3,304	9,973	13,277	17,462	30,330	47,793	8,531	10,588	19,119	29,297	50,892	80,189	90,251
30-34	4,994	6,971	11,965	17,223	21,522	38,744	11,631	13,856	25,487	33,848	42,349	76,196	77,575
35	510	1,110	1,621	3,735	3,756	7,491	2,689	2,448	5,137	6,935	7,314	14,249	16,345
Total	20,355	31,398	51,753	73,995	99,322	173,317	47,948	48,064	96,012	142,297	178,785	321,082	335,923

Table YE9: NEET Rate by Age group and Sex, Q4 2022

Age Group	NEET			Total Youth population			NEET Rate (%)			Q4 2021
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
15-17	12,966	7,598	20,564	65,362	62,252	127,614	19.8	12.2	16.1	10.2
18-19	19,614	17,716	37,331	42,878	33,973	76,851	45.7	52.1	48.6	45.5
20-24	39,637	52,916	92,554	88,340	95,194	183,534	44.9	55.6	50.4	51.2
25-29	29,297	50,892	80,189	82,127	103,174	185,300	35.7	49.3	43.3	43.1
30-34	33,848	42,349	76,196	92,438	98,949	191,387	36.6	42.8	39.8	40.6
35	6,935	7,314	14,249	21,801	18,741	40,542	31.8	39.0	35.1	42.3
Total	142,297	178,785	321,082	392,945	412,283	805,228	36.2	43.4	39.9	39.4

POPULATION OUTSIDE LABOUR FORCE

Table LF01a: Population Outside Labour Force, 15 years and above, QMTS Q4 2022

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	4,077	103,497	6,629	1,484	908	-	4,821	121,417	18.7
18-19	7,920	28,021	10,761	424	1,080	-	5,366	53,571	8.2
20-24	13,869	26,684	18,998	1,104	3,062	-	6,943	70,661	10.9
25-29	10,820	5,787	19,416	167	2,881	-	3,281	42,351	6.5
30-34	10,182	2,193	16,064	1,814	4,160	-	4,795	39,208	6
35-39	9,667	733	16,120	3,266	3,962	-	4,116	37,863	5.8
40-44	7,992	253	13,630	2,676	3,868	-	2,142	30,561	4.7
45-49	6,457	184	12,003	4,820	3,309	333	1,666	28,774	4.4
50-54	4,684	-	11,235	5,013	2,278	526	1,199	24,936	3.8
55-59	3,867	164	14,979	3,458	2,318	2,254	1,389	28,428	4.4
60-64	3,001	-	14,732	5,556	5,444	8,370	3,089	40,192	6.2
65-69	578	-	15,180	7,485	4,757	11,437	2,128	41,565	6.4
70-74	656	-	11,062	3,578	2,988	5,915	1,237	25,436	3.9
75+	562	-	21,806	3,758	11,472	21,790	5,223	64,610	9.9
Total	84,332	167,517	202,614	44,603	52,487	50,837	47,395	649,573	100.0
Total Percentage	13.0	25.8	31.2	6.9	8.1	7.8	7.3	100.0	

Table LF01b: Population Outside Labour Force, 18 years and above, QMTS Q4 2022

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	7,920	28,021	10,761	424	1,080	-	5,366	53,571	10.1
20-24	13,869	26,684	18,998	1,104	3,062	-	6,943	70,661	13.4
25-29	10,820	5,787	19,416	167	2,881	-	3,281	42,351	8.0
30-34	10,182	2,193	16,064	1,814	4,160	-	4,795	39,208	7.4
35-39	9,667	733	16,120	3,266	3,962	-	4,116	37,863	7.2
40-44	7,992	253	13,630	2,676	3,868	-	2,142	30,561	5.8
45-49	6,457	184	12,003	4,820	3,309	333	1,666	28,774	5.4
50-54	4,684	-	11,235	5,013	2,278	526	1,199	24,936	4.7
55-59	3,867	164	14,979	3,458	2,318	2,254	1,389	28,428	5.4
60-64	3,001	-	14,732	5,556	5,444	8,370	3,089	40,192	7.6
65-69	578	-	15,180	7,485	4,757	11,437	2,128	41,565	7.9
70-74	656	-	11,062	3,578	2,988	5,915	1,237	25,436	4.8
75+	562	-	21,806	3,758	11,472	21,790	5,223	64,610	12.2
Total	80,255	64,019	195,986	43,119	51,579	50,625	42,574	528,156	100.0
Total Percentage	15.2	12.1	37.1	8.2	9.8	9.6	8.1	100.0	

Table LF02: Population Outside Labour Force, QMTS Q4 2022

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	4,077	7,920	13,869	10,820	10,182	9,667	7,992	6,457	4,684	3,867	3,001	578	656	562	84,332
Studying or Training	103,497	28,021	26,684	5,787	2,193	733	253	184	-	164	-	-	-	-	167,517
Household Responsibilities	6,629	10,761	18,998	19,416	16,064	16,120	13,630	12,003	11,235	14,979	14,732	15,180	11,062	21,806	202,614
Subsistence Farming	1,484	424	1,104	167	1,814	3,266	2,676	4,820	5,013	3,458	5,556	7,485	3,578	3,758	44,603
Retired or Pensioners	908	1,080	3,062	2,881	4,160	3,962	3,868	3,309	2,278	2,318	5,444	4,757	2,988	11,472	52,487
Illness or Own Disability	-	-	-	-	-	-	-	333	526	2,254	8,370	11,437	5,915	21,790	50,837
Other	4,821	5,366	6,943	3,281	4,795	4,116	2,142	1,666	1,199	1,389	3,089	2,128	1,237	5,223	47,184
Total	121,417	53,571	70,661	42,351	39,208	37,863	30,561	28,774	24,936	28,428	40,192	41,565	25,436	64,610	649,573
Percentage															
Relaxed Job Seekers	4.8	9.4	16.4	12.8	12.1	11.5	9.5	7.7	5.6	4.6	3.6	0.7	0.8	0.7	100.0
Studying or Training	61.8	16.7	15.9	3.5	1.3	0.4	0.2	0.1	-	0.1	-	-	-	-	100.0
Household Responsibilities	3.3	5.3	9.4	9.6	7.9	8.0	6.7	5.9	5.5	7.4	7.3	7.5	5.5	10.8	100.0
Subsistence Farming	3.3	1.0	2.5	0.4	4.1	7.3	6.0	10.8	11.2	7.8	12.5	16.8	8.0	8.4	100.0
Retired or Pensioners	1.7	2.1	5.8	5.5	7.9	7.5	7.4	6.3	4.3	4.4	10.4	9.1	5.7	21.9	100.0
Illness or Own Disability	-	-	-	-	-	-	-	0.7	1.0	4.4	16.5	22.5	11.6	42.9	100.0
Other	10.2	11.4	14.7	7.0	10.2	8.7	4.5	3.5	2.5	2.9	6.5	4.5	2.6	11.1	100.0
Total	18.7	8.2	10.9	6.5	6.0	5.8	4.7	4.4	3.8	4.4	6.2	6.4	3.9	9.9	100.0



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