

Quarterly Multi-Topic Survey (QMTS)

QUARTER 4, 2021

Private Bag 0024
Gaborone
Tel: 3671300 **Fax:** 3952201
Toll Free: 0800 600 200

Private Bag F193,
City of Francistown
Tel: 241 5848,
Fax: 241 7540

Private Bag 32
Ghanzi
Tel: 371 5723
Fax: 659 7506

Private Bag 47
Maun
Tel: 371 5716
Fax: 686 4327

E-mail: info@statsbots.org.bw

Website: <http://www.statsbots.org.bw>



STATISTICS BOTSWANA

Table of Contents

Preface.....	5
Summary Headline Labour Force Indicators.....	6
1.0 Introduction.....	8
1.1 Objectives of Survey.....	8
1.2 Scope of Analysis.....	8
1.2.1 The Employed Population.....	9
1.2.2 The Unemployed Population.....	9
1.2.3 Population Outside the Labour Force (Economically Inactive).....	9
2.0 Labour Force Results.....	9
2.1 Population Aged 15 Years and Above.....	10
2.2 Labour Force (Economically Active Population) by Sex.....	11
2.3 Population Aged 18 Years and Above.....	12
2.4 Employment to Population Ratio (EPR).....	13
2.5 Labour Force Participation Rates (LFPR).....	14
2.6 Total Employed Population.....	16
2.6.1 Employed Population Characteristics (Population 15 years and above).....	16
2.6.2 Total employed population.....	16
2.6.3 Total Employed by District.....	17
2.6.4 Employed by age group.....	19
2.6.5 Employed by Occupation.....	22
2.6.6 Employed by Sector/ Employer category.....	23
2.6.7 Employed by Industry/Economic Activity.....	25
2.6.8 Total employment by Strata.....	26
2.6.9 Employed by Marital Status.....	27
2.6.10 Employed by Education.....	28
3.0 Formal Sector Employment, Formal Employment and Average Earnings, QMTS Q4 2021.....	30
3.1 Formal Sector Employment, QMTS Q4 2021.....	30
3.1.1 Formal Employment by Industry, Citizenship and Sex.....	30
3.1.2 Formal Sector Employment by Age Group and Sex.....	32
3.1.3 Formal Sector Employment by District and Sex.....	33
3.1.4 Formal Sector Employment by Education Level.....	34
3.1.5 Formal Sector Employment by Occupation.....	35
3.1.6 Average monthly cash earnings from Formal Sector Employment by occupation for Wage Earners.....	35
3.1.7 Average monthly cash earnings from Formal Sector Employment by Industry for Wage Earners.....	36
3.2 FORMAL EMPLOYMENT, QMTS Q4 2021.....	37
3.2.1 Formal Employment by Industry, Citizenship and Sex.....	37
3.2.2 Formal employment by Age Group and Sex.....	37
3.2.3 Formal Employment by District and Sex.....	38
3.2.4 Formal Employment by Education Level.....	38
3.2.5 Formal Employment by Occupation.....	38
3.2.6 Formal Employment by Industry.....	39
3.2.7 Monthly cash earnings from Formal Employment by Industry.....	39
3.2.8 Monthly cash earnings from Formal Employment by Occupation.....	39
3.3 Average Earnings in Pula.....	48
4.0 CURRENTLY UNEMPLOYED POPULATION.....	50
4.1 Currently Unemployed.....	50
4.1.2: Currently unemployed by duration looking for Work.....	53
4.1.3 Currently Unemployed Labour Force by Education Level.....	54
4.2 UNDER-EMPLOYMENT.....	54
4.2.1 Currently Under-Employed.....	54
4.2.2 Currently Under-Employed by Industry.....	54
4.2.3 Currently Under-Employed by Strata.....	55
4.2.4 Currently Under-Employed by Hours.....	55
4.2.5 Currently Under-Employed by Education Level.....	56
5.0 DISABILITY IN LABOUR FORCE.....	57
5.1 Labour Force with Disability.....	57
5.2 Currently Employed Persons with Disability.....	57
5.3 Unemployment by Disability.....	59

6.0 YOUTH (15 – 35 years) LABOUR FORCE	60
6.1 Youth Labour Force.....	60
6.2 Employed youth.....	60
6.3 Unemployed Youth.....	61
6.4 YOUTH NOT IN EDUCATION, NOT IN EMPLOYMENT OR TRAINING (NEET).....	62
7.0 POPULATION OUTSIDE THE LABOUR FORCE (POLF)	63
8.0 THE IMPACT OF COVID – 19 TO EMPLOYMENT & HOUSEHOLD ENTERPRISES	64
8.1 Introduction.....	64
8.2 Survey Results.....	64
8.2.1 Currently Employed due to Covid19.....	65
8.2.2 Population that lost Jobs/Businesses due to Covid 19.....	66
8.2.3 Population that lost Jobs/Businesses due to Covid 19 and are now working.....	68
APPENDIX 1: Definition of Terms and Concepts	70
Appendix 2: Survey Methodology	73
APPENDIX 3: Tables	75
Table M1: Currently Employed by Industry & Occupation, QMTS Q4 2021.....	76
Table M2: Currently Employed by Occupation & Strata, QMTS Q4 2021.....	77
Table M3: Currently Employed by Age group & Marital status, QMTS Q4 2021.....	78
Table M4: Currently Employed by Occupation & Marital status, QMTS Q4 2021.....	79
Table M5: Currently Employed by Education level and Sex, QMTS Q4 2021.....	80
Table M6: Currently Employed by Subject of Training and Sex, QMTS Q4 2021.....	81
Table M7: Currently Employed by Occupation and usual hours of work per day, QMTS Q4 2021.....	81
Table M8: Currently Employed by Industry and usual hours of work per day, QMTS Q4 2021.....	82
Table M9: Currently Employed by Employment status and Sex, QMTS Q4 2021.....	82
AVERAGE EARNINGS	83
Table AE1a: Average Earnings (in Pula) for wage earners by Occupation and Sex, QMTS Q4 2021.....	83
Table AE1b: Trend in Average Earnings (in Pula) for wage earners by Occupation and Sex, QMTS Q4 2021.....	83
Table AE2: Average Earnings (in Pula) for wage earners (15 years & above) by Occupation, Citizenship and Sex, QMTS Q4 2021.....	83
Table AE3: Average earnings (in Pula) for wage earners (15 years & above) by Industry, Citizenship and Sex, QMTS Q4 2021.....	84
Table FSE 1a: Estimated Formal Sector Employment by Occupation, Citizenship & Sex, QMTS Q4 2021.....	84
Table FSE 1b: Percentage of Estimated Formal Sector Employment by Occupation Citizenship & Sex, QMTS Q4 2021.....	84
Table FSE 2: Estimated Formal Sector Employment by Age Group, Citizenship & Sex, QMTS Q4 2021.....	85
Table FSE 3: Estimated Formal Sector Employment by Industry & Sex, QMTS Q4 2021.....	85
UNEMPLOYMENT TABLES	86
Table UN1: Currently Unemployed by Age Group and Sex, QMTS Q4 2021.....	86
Table UN2: Currently Unemployed by Age Group, Strata and Sex, QMTS Q4 2021.....	87
Table UN3: Unemployment Rate by Marital Status and Sex, QMTS Q4 2021.....	87
Table UN4: Currently Not Seeking Employment by Age Group and Sex, QMTS Q4 2021.....	87
Table UN5: Currently Not Seeking Employment by Reason, Strata and Sex, QMTS Q4 2021.....	87
Table UN6: Extended Unemployment Rate, QMTS Q4 2021.....	88
Table UN7: Unemployment Rate (seeking) by Marital Status and Sex, QMTS Q4 2021.....	88
Table UN8: Currently Unemployed by education Level and Sex, QMTS Q4 2021.....	89
Table UN9: Currently Unemployed by education Level, Strata and Sex, QMTS Q4 2021.....	90
Table UN10: Currently Unemployed by Subject of Training and Sex, QMTS Q4 2021.....	92
UNDER EMPLOYED TABLES	93
Table UNDE1: Currently Underemployed by Industry and Sex, QMTS Q4 2021.....	93
Table UNDE2: Currently Underemployed by Occupation and Sex, QMTS Q4 2021.....	93
Table UNDE3a: Currently Underemployed by Sector, Sex and Employment Status, QMTS Q4 2021.....	94
Table UNDE3b: Percentage of Currently Underemployed by Employment Status, Sector and Sex, QMTS Q4 2021.....	95
Table UNDE4a: Currently Underemployed by Age Group and Employment Status, QMTS 2021.....	95
Table UNDE4b: Percentage of Currently Underemployed by Age Group and Employment Status, QMTS 2021.....	96
Table UNDE5a: Currently Underemployed by Sector, Strata and Employment Status, QMTS Q4 2021.....	96
Table UNDE5b: Percentage of Currently Underemployed by Strata, Sector and Employment Status, QMTS Q4 2021.....	97
Table UNDE6a: Currently Underemployed by Actual Hours Worked, Sector and Sex, QMTS Q4 2021.....	98
Table UNDE6b: Percentage of Currently Underemployed by Actual Hours Worked, Sector and Sex, QMTS Q4 2021.....	99

DISABILITY IN LABOUR FORCE.....	100
Table DA1: Labour force of population with disability, QMTS Q4 2021.....	100
Table DA2: Employed and Unemployed Population (15 years & above) with Disability by Education level & Sex, QMTS Q4 2021.....	100
Table DA3: Employed and Unemployed Population (15 Years & above) with Disability by Strata & Sex, QMTS Q4 2021.....	101
Table DA4: Employed Persons with Disability by Occupation & Sex., QMTS Q4 2021.....	101
Table DA5: Employed Persons with Disability (15 years & above) by Marital status & Sex, QMTS Q4 2021.....	102
YOUTH LABOUR FORCE.....	103
Table YE1: Total Youth (15-35) Population by Age Group and Sex, QMTS Q4 2021.....	103
Table YE2: Total Youth (15-35) Unemployment Rate by Age Group and Sex, QMTS Q4 2021.....	103
Table YE3: Total Youth (15-35) Labour Force by Education Level and Sex, QMTS Q4 2021.....	103
Table YE4: Total Youth (15-35) Labour Force by Strata and Sex, QMTS Q4 2021.....	104
Table YE5: Total Youth (15-35) Labour Force by District and Sex, QMTS Q4 2021.....	104
Table YE6: Total Youth (15-35) Labour Force by Marital Status and Sex, QMTS Q4 2021.....	104
Table YE7: Employed Youth (15 – 35) by Occupation and Sex, QMTS Q4 2021.....	104
Table YE8: Youth (15-35) not in Education, Not in Employment by Age Group, Region and Sex, QMTS Q4 2021.....	104
Table YE9: NEET Rate by Age group and Sex, QMTS Q4 2021.....	104
POPULATION OUTSIDE LABOUR FORCE.....	106
Table LFO1a: Population Outside Labour Force, 15 years and above, QMTS Q4 2021.....	106
Table LFO1b: Population Outside Labour Force, 18 years and above, QMTS Q4 2021.....	106
Table LFO2: Population Outside Labour Force, QMTS Q4 2021.....	107
Table COV 1: Population that lost Jobs/ Businesses due to covid 19 by District and Sex, QMTS Q4 2021.....	107

Preface

This is the 5th Labour force report from the Quarterly Multi-Topic Survey (QMTS). The QMTS is multi modular survey intended to provide more frequent indicators for planning and decision making. The QMTS primary module is the labour force one. Other modules are included on rotational basis in different quarters as per stakeholder and user needs.

The first QMTS was conducted in 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 and the fourth quarter of 2020. 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 2021. It presents information on employment, unemployment, wages from the formal sector, youth employment and unemployment, disability employment and other labour force indicators. Included in the report is the impact of COVID-19 on employment and household enterprises.

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 2022

Summary Headline Labour Force Indicators

This is the fifth report of the labour force module from the quarterly multi topic survey (QMTS). The COVID-19 outbreak meant that data collection could not be undertaken for other quarters of 2021. Readers are advised to note that results of quarterly surveys have a seasonal variation component and comparison with immediate previous results of the surveys in a calendar year 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, on the supply side. It is hoped this set of indicators will inform policy formulation, targeted programming and interventions and monitoring of the labour market by stakeholders and government.

Table 1.0 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 quarters four 2019, 2020 and 2021 (excluding quarters for which data collection could not be undertaken,) are presented in the summary Table 1.0. It is worth noting that when comparison is being made between seasonally different quarters of a calendar year, indicators could be affected by seasonality.

The Employed population (15 years and above) recorded a decline of 2.2 percent between quarters four (4) 2020 and four (4) of 2021, from 733,875 to 717,418 persons. This was accompanied by an increase of 5.7 percent of unemployed persons, from 238,731 to 252,316 persons over the period.

Formal sector employment went up from 477,716 in quarter four of 2020 to 494,457 in quarter four of 2021, an increase of 3.5 percent.

The youth labour force decreased by 4.4 percent between quarter four 2020 and four of 2021, from 509,195 to 486,706. Youth unemployment rate went up by 2.0 percentage point over the period, from 32.4 to 34.4 percent.

Unemployment rate (persons aged 15 years and above) went up by 1.5 percentage points, from 24.5 percent in fourth of 2020, to 26.0 percent in fourth quarter of 2021.

The Youth not in Education, not in Employment or Training (NEET Rate %) went up from 37.5 to 39.4 percent between the two periods, an increase of 1.9 percentage points.

Table 1.0: National Headline Labour Force Indicators –QMTS Quarter 4 2020 and Quarter 4 2021

	Indicator/Statistics	Totals		QMTS Q4 2021			% Changes	% Changes
		Q4 2019	Q4 2020	Total	Male	Female	(Q4 2019 TO Q4 2021)	(Q4 2020 TO Q4 2021)
1	Population (15 years and above)	1,618,068	1,621,403	1,637,822	744,331	893,491	1.2	1
2	Population Outside Labour Force (15 years and above)	663,947	648,794	668,088	275,997	392,092	0.6	3
3	Labour Force (15 years and above)	954,121	972,609	969,734	468,334	501,400	1.6	-0.3
4	Employed Population	742,378	733,875	717,418	355,771	361,647	-3.4	-2.2
5	Unemployed Population	211,743	238,734	252,316	112,563	139,753	19.2	5.7
6	Population (18 years and above)	1,470,731	1,481,036	1,504,263	672,468	831,794	2.3	1.6
7	Labour Force (18 years and above)	949,304	970,139	965,680	465,328	500,352	1.7	-0.5
8	Employed Population (18 years and above)	741,131	732,914	716,510	355,373	361,136	-3.3	-2.2
9	Unemployed Population (18 years and above)	208,171	237,225	249,171	109,955	139,216	19.7	5
10	Time Related Under Employed Population	50,051	52,043	46,988	8,611	38,377	-6.1	-9.7
11	Formal Sector employment	485,524	477,716	494,457	232,394	262,063	1.8	3.5
12	Formal Employment	373,644	387,735	394,446	196,581	197,865	5.6	1.7
13	Average Cash Earnings (in Pula)	4,818	4,997	5,320	5,587	5,062	10.4	6.5
14	Estimated Population of Youth (15 – 35 years)	856,131	861,672	851,545	410,258	441,287	-0.5	-1.2
15	Youth Labour Force	474,193	509,195	486,706	244,195	242,511	2.6	-4.4
16	Unemployed Population with Disability	2,248	2,652	2,195	1,055	1,140		
Change (Percentage points)								
17	Employment to Population Ratio (EPR)	45.9	45.4	43.8	47.8	40.5	-2.1	-1.6
18	Labour Force Participation Rate (LFPR)	59	60	59.2	62.9	56.1	0.2	-0.8
19	Unemployment Rate % (15 year and above)	22.2	24.5	26	24	27.9	3.8	1.5
20	Unemployment Rate % (18 years and above)	21.9	24.5	25.8	23.6	27.8	3.9	1.3
21	Extended Unemployment Rate % (15 years and above)	27.5	30.3	31.1	29.2	32.8	3.6	0.8
22	Youth Unemployment Rate (15-35 years)	28.8	32.4	34.4	30.6	38.1	5.6	2
23	Persons with Disability Unemployment Rate (%)	20.5	30.7	19	24.5	15.7	-1.5	-11.7
24	Youth not in Education, not in Employment or Training (NEET Rate %)	36.1	37.5	39.4	34.1	44.4	3.3	1.9

1.0 Introduction

Statistics Botswana started data collection for the Quarterly Multi-Topic Survey (QMTS) in July 2019. The first three (3) consecutive quarterly labour force module reports were for quarters three and four of 2019 and quarter one of 2020. Data collection for quarters two (2) and three (3) of 2020 was not undertaken due to restricted population movement due to COVID19 pandemic, which abated in the fourth quarter of 2020, allowing for data collection and production of the labour force report for the fourth quarter of 2020. The last QMTS labour force module report produced was for the fourth quarter of 2020, which was published in February 2021.

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

This report presents results from the Labour Force module of the QMTS quarter four of 2021, covering the months of October to December 2021. Included along with the labour force module is a module on the impact of COVID-19 on employment and self-employment, as well as impact on informal enterprises.

The QMTS collected data on Labour Force activities adhering to 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.

Objectives of Survey

The primary objective of the QMTS is to provide a comprehensive set of indicators for labour market and other indicators as guided by stakeholder needs and national priorities. The set of indicators derived from the QMTS are intended to support Labour Market indicators required for the Labour Market Information System (LMIS) set up by the Human Resource Development Council, and the National Monitoring and Evaluation System (NMES), on a regular basis.

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 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
- FIES
- ICT- household questionnaire

1.2 Scope of Analysis

The 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 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 (ILO), and satisfy national planning needs, this brief provides, for some indicators like unemployment rate, indicators for both 15 & 18 years and above target populations. The analysis is focused on the target population of 15 years and above.

1.2.1 The Employed Population

The employed population comprises 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**). Persons who did some work in the reference period includes those who worked for at least one (1) hour for payment/profit.

1.2.2 The Unemployed Population

The unemployed persons or population refers to all persons aged 15 years and above, whom during a specified reference period (30 days) were seeking and also being available for work, or start a business. 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 or start a business in past 30 days / reference month
3. Available to start job/business in reference week OR in short period

1.2.3 Population Outside Labour Force (Economically Inactive)

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

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

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

2.0 Labour Force Results

The results presented in this report summarize the status of economic activity for population aged 15 years and above, who are economically active (employed or unemployed/seeking work) and economically inactive individuals, which are those 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. Analysis and commentary focuses on the target population of 15 years and above.

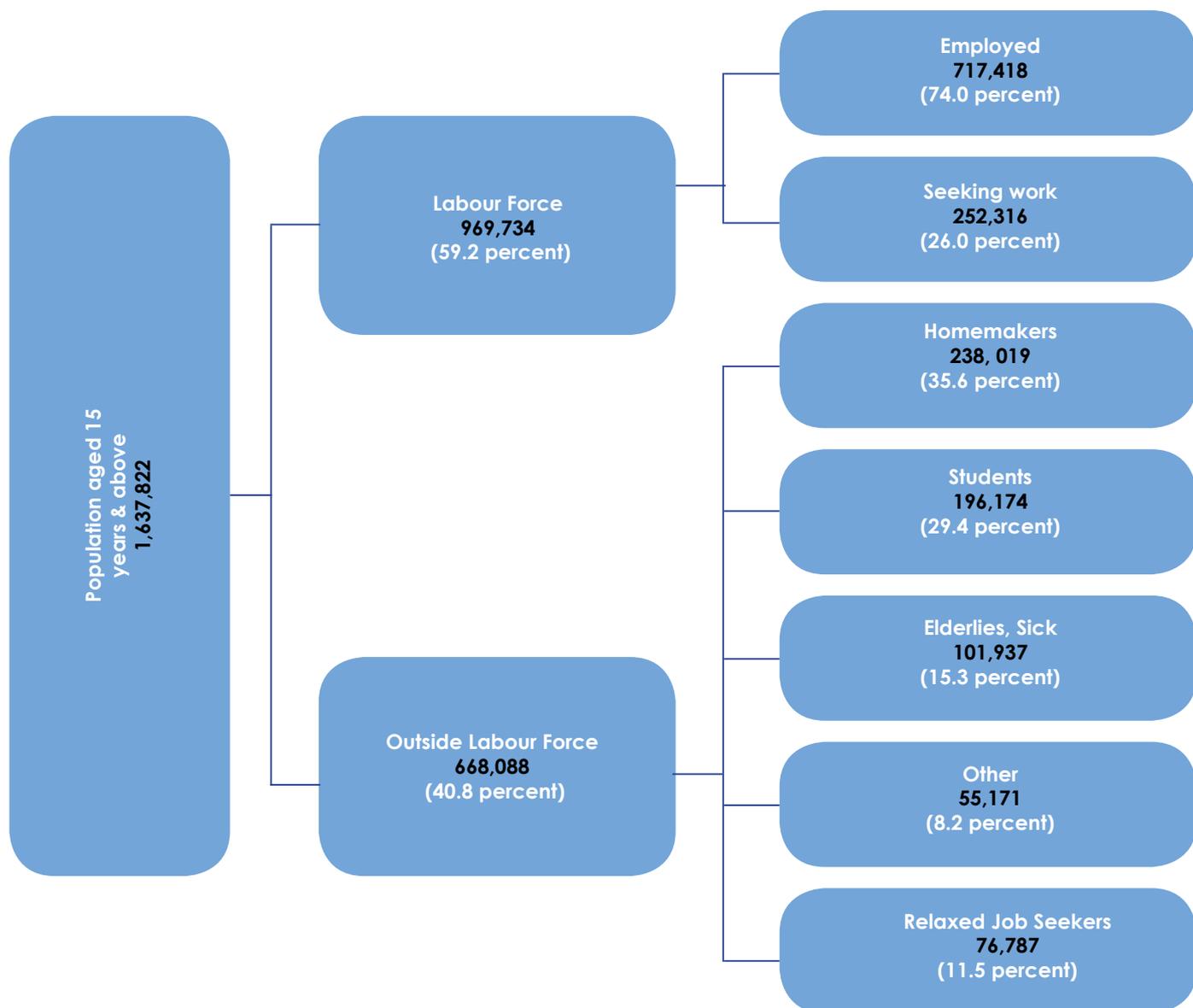
The headline indicators include total labour force, employed and unemployed, Unemployment rates, employment by occupation and industry.

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 1,637,822. The Labour Force (economically active population), which participated actively in the economy, was estimated at 969,734 (59.2.0 percent) of the target population, of which 717,418 (74.0 percent) was employed, and 252,316 (26.0 percent) was unemployed. Compared with the fourth quarter of 2020, the labour force indicates a decrease of 0.3 percent, from 972,606 in Q4 2020 to 969,734 in Q4 2021.

The population outside labour force or economically inactive population aged 15 years and above stood at 668,088. These include homemakers, students, elderlies & the sick, and others. Homemakers accounted for the highest percentage (35.6 percent) of population outside labour force with 238,019 persons, followed by students at 29.4 percent, with 196,174 persons. See **Table LFO1** in **Appendix 3**.

Figure 1.1: Population aged 15 years & above – QMTS- Q4-2021



2.2 Labour Force (Economically Active Population) by Sex

The total labour force aged 15 years and above was estimated at 969,734 persons, comprising of 468,334 (48.3 percent) males, and 501,400 (51.7 percent females) as presented in Figure 1.2 below. Out of a total of 252,316 job seekers, 55.4 percent (139,753) were females, compared with 44.6 percent (112,563) males.

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

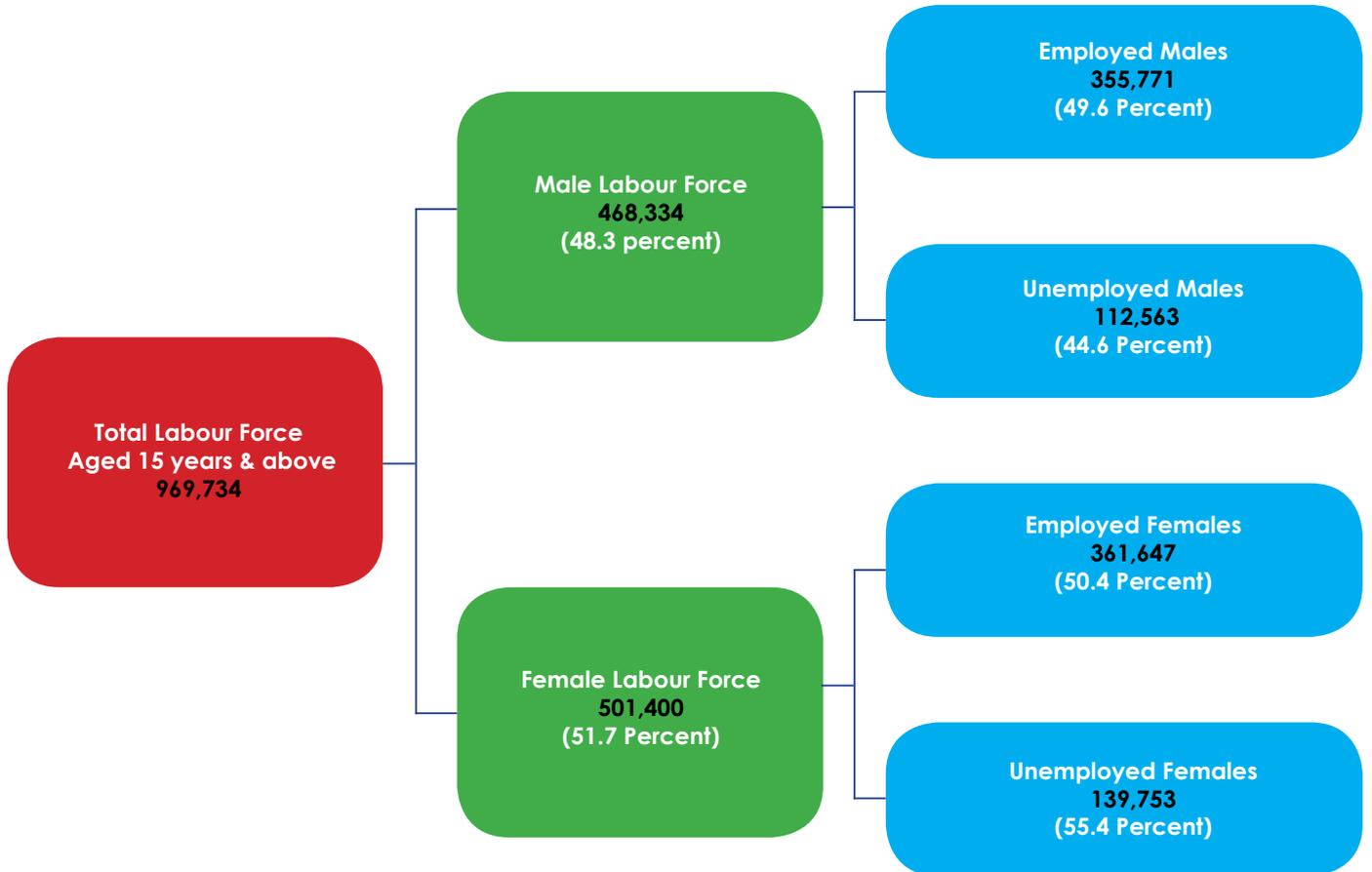
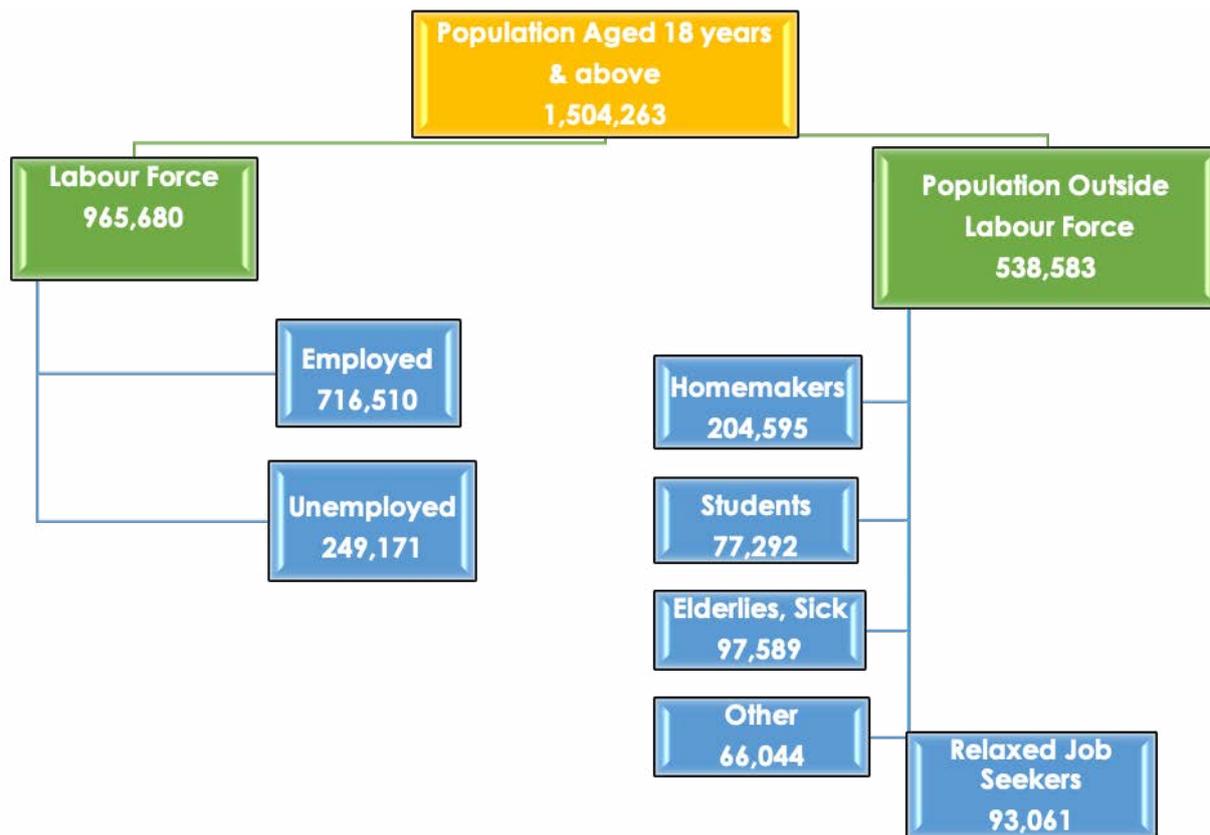


Figure 1.3: Population Aged 18 years and above QMTS 2021 Q4



2.3 Population Aged 18 years and Over

Figure 1.3 above shows the population aged 18 years and above. The total number of persons aged 18 years and above was estimated at 1,504,263, of which 965,680 were the labour force and 538,583 were outside the labour force. The Labour Force or economically active consisted of 716,510 employed and 249,171 unemployed persons.

2.4 Employment to Population Ratio (EPR)

The Employment to Population Ratio (EPR) reflects the extent to which a country's population is growing compared with the creation of employment, that is, EPR is an indicator showing the ability of the economy to provide employment to its growing population. A decline in EPR may be considered 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 2021 (October to December) the overall Employment to Population Ratio was estimated at 43.8 percent, (1.5 percentage points less than the estimate recorded for the fourth quarter of 2020, see Table 1.0), with males and females recording 47.8 and 40.5 percent respectively. Between quarter four 2020 and quarter 4 2021, the EPR decreased by 1.5 percentage points, from 45.4 percent estimated for quarter four 2020, to 43.8 estimated for quarter four 2021, (Table 1.1). The ratio for males was higher than that of their female counterparts for all the age groups except for age group 55-59. See figure 1.4 below.

Figure 1.4: Employment To Population Ratio, QMTS Q4 2021

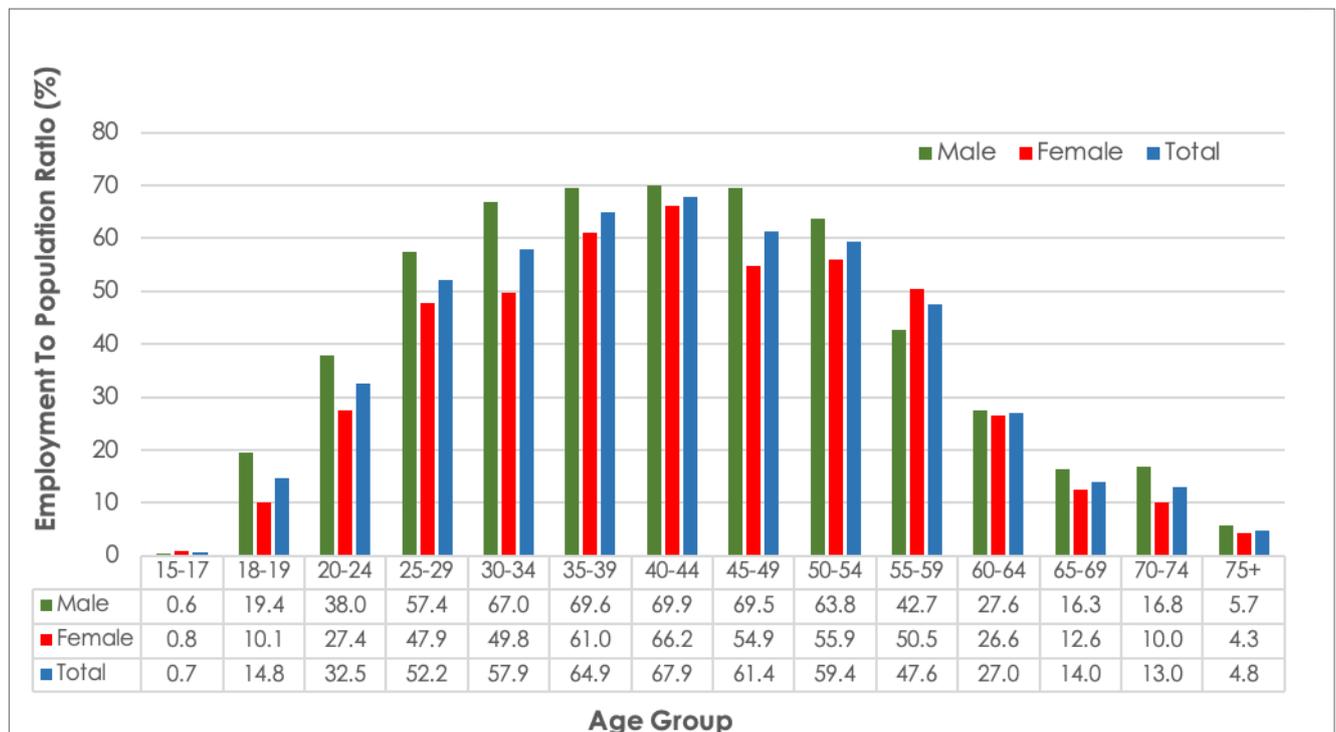


Table 1.1: Employment to Population Ratio (15 years and above) QMTS 2021

Age Group	(October to December)									Q4 2020
	Population			Employed			Employment to Population Ratio			
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
15-17	71,862	61,697	133,559	398	510	908	0.6	0.8	0.7	0.7
18-19	39,369	39,315	78,685	7,641	3,985	11,626	19.4	10.1	14.8	16.8
20-24	95,488	104,557	200,045	36,277	28,674	64,952	38.0	27.4	32.5	34.1
25-29	93,643	115,767	209,410	53,782	55,455	109,236	57.4	47.9	52.2	53.8
30-34	90,262	100,965	191,227	60,460	50,310	110,769	67.0	49.8	57.9	63.0
35-39	86,106	105,625	191,731	59,947	64,394	124,341	69.6	61.0	64.9	68.3
40-44	72,072	82,058	154,131	50,391	54,328	104,718	69.9	66.2	67.9	65.6
45-49	54,081	67,312	121,394	37,568	36,957	74,526	69.5	54.9	61.4	66.2
50-54	39,293	48,942	88,235	25,051	27,359	52,410	63.8	55.9	59.4	64.4
55-59	27,791	46,870	74,661	11,853	23,671	35,524	42.7	50.5	47.6	51.2
60-64	21,656	33,474	55,130	5,969	8,893	14,863	27.6	26.6	27.0	26.1
65-69	18,204	28,739	46,942	2,962	3,612	6,575	16.3	12.6	14.0	18.1
70-74	13,560	17,679	31,239	2,284	1,765	4,049	16.8	10.0	13.0	8.3
75+	20,943	40,491	61,433	1,188	1,733	2,921	5.7	4.3	4.8	4.6
Total	744,330	893,491	1,637,822	355,771	361,646	717,418	47.8	40.5	43.8	45.3

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 59.2 percent, with males recording 62.9 percent compared to 56.1 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 40-44 at 84.0 percent, followed by the age groups 35-39 and 30-34 with 81.1 and 79.0 percent respectively. From the age group 55-59, the rate declined gradually until it reached 5.2 percent for age group 75 and above.

The total LFPR went down by 0.8 percentage point, from 60.0 percent estimated in quarter four 2020 to 59.2 percent in quarter four of 2021, see [Table 1.2a](#).

Figure 1.5: Labour Force Participation Rates, QMTS Q4 2021

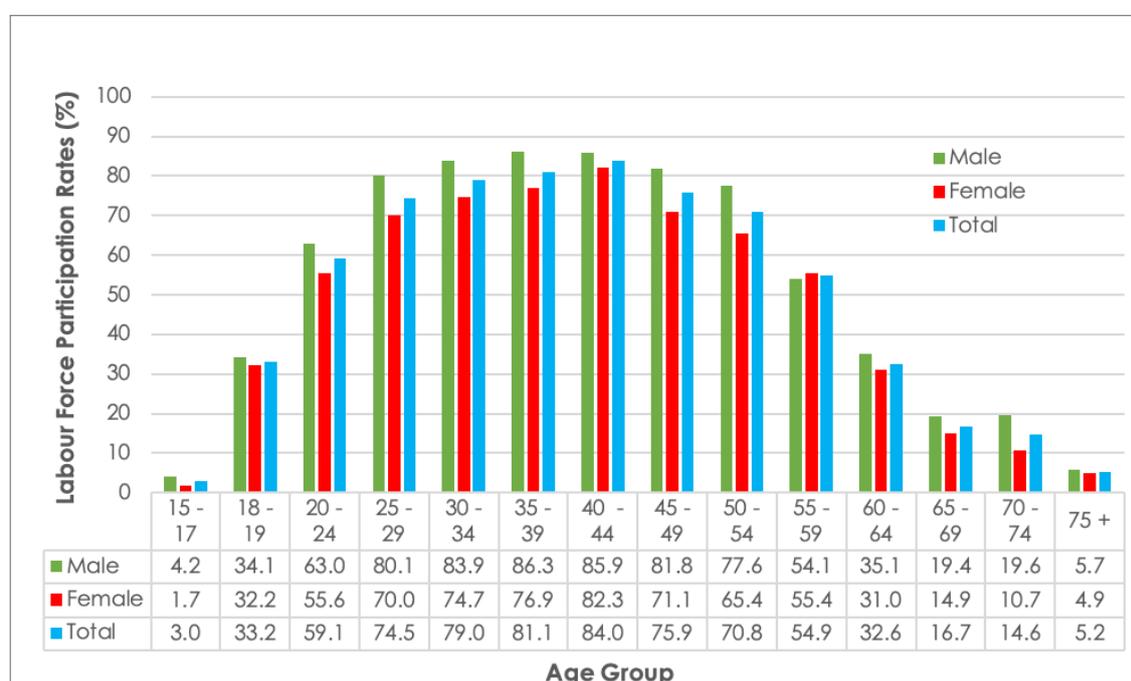


Table 1.2a: Labour Force Participation Rates by Age Group and Sex, QMTS Q4 2021

Age Group	Total Population			Labour Force			Participation Rate %			Q4 2020
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
15 - 17	71,862	61,697	133,559	3,007	1,047	4,054	4.2	1.7	3.0	1.8
18 - 19	39,369	39,315	78,685	13,427	12,670	26,097	34.1	32.2	33.2	34.3
20 - 24	95,488	104,557	200,045	60,198	58,083	118,282	63.0	55.6	59.1	60.3
25 - 29	93,643	115,767	209,410	75,020	81,076	156,096	80.1	70.0	74.5	78.5
30 - 34	90,262	100,965	191,227	75,720	75,416	151,136	83.9	74.7	79.0	83.5
35 - 39	86,106	105,625	191,731	74,294	81,216	155,510	86.3	76.9	81.1	83.1
40 - 44	72,072	82,058	154,131	61,914	67,523	129,437	85.9	82.3	84.0	78.8
45 - 49	54,081	67,312	121,394	44,251	47,840	92,091	81.8	71.1	75.9	79.3
50 - 54	39,293	48,942	88,235	30,494	32,011	62,504	77.6	65.4	70.8	73.3
55 - 59	27,791	46,870	74,661	15,029	25,972	41,002	54.1	55.4	54.9	59.0
60 - 64	21,656	33,474	55,130	7,597	10,362	17,959	35.1	31.0	32.6	30.9
65 - 69	18,204	28,739	46,942	3,535	4,296	7,830	19.4	14.9	16.7	20.8
70 - 74	13,560	17,679	31,239	2,661	1,895	4,556	19.6	10.7	14.6	9.5
75 +	20,943	40,491	61,433	1,188	1,992	3,180	5.7	4.9	5.2	5.1
Total	744,331	893,491	1,637,822	468,334	501,400	969,734	62.9	56.1	59.2	60.0

Table 1.2 b: Labour Force Participation Rates by Age Group, QMTS 20190 - 2021

Age Group	Labour Force					Labour Force Participation Rates				
	Q3 2019	Q4 2019	Q1 2020	Q4 2020	Q4 2021	Q3 2019	Q4 2019	Q1 2020	Q4 2020	Q4 2021
	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total
15 - 17	6,209	4,819	5,992	2,470	4,054	4.6	3.3	4.4	1.8	3
18 - 19	25,944	22,194	17,778	26,811	26,097	33.7	27.7	22.9	34.3	33.2
20 - 24	114,546	104,208	116,378	120,581	118,282	57.5	55.9	61.3	60.3	59.1
25 - 29	158,261	162,069	162,854	167,978	156,096	74.1	74.7	75.1	78.5	74.5
30 - 34	143,654	147,634	148,307	159,209	151,136	80.2	79.9	81.2	83.5	79
35 - 39	150,106	152,878	156,184	150,587	155,510	82.1	83.7	81.6	83.1	81.1
40 - 44	114,315	114,382	119,124	116,083	129,437	81.3	80.4	81.9	78.8	84
45 - 49	71,996	86,250	89,493	88,512	92,091	75.1	78.6	81.1	79.3	75.9
50 - 54	64,043	63,904	63,886	66,922	62,504	70.4	68.4	68.7	73.3	70.8
55 - 59	40,623	42,075	44,652	40,026	41,002	63.3	60.8	59.4	59	54.9
60 - 64	27,503	27,431	30,090	18,346	17,959	44.2	40.3	42.6	30.9	32.6
65 - 69	12,824	13,481	11,745	8,496	7,830	29.3	29.2	25.2	20.8	16.7
70 - 74	5,511	7,152	5,678	3,375	4,556	16.8	21.1	16.1	9.5	14.6
75 +	5,010	5,644	6,235	3,215	3,180	9.2	9.9	9.5	5.1	5.2
Total	940,545	954,121	978,396	972,609	969,734	59.8	59	59.7	60	59.2

2.6 Total Employed Population

2.6.1 Employed Population Characteristics (Population 15 years and above)

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

2.6.2 Total employed population

The QMTS quarter (Q4) 2021 recorded a total of 717,418 employed persons of which 49.6 percent (355,771 persons) were males and 50.4 percent were females (361,647 persons) during the three months of the survey, being October to December 2021 (Quarter 4 2021). See figure 1.6 and Table 1.3a

Figure 1.6: Total Employed persons by Sex - QMTS Q4, 2021

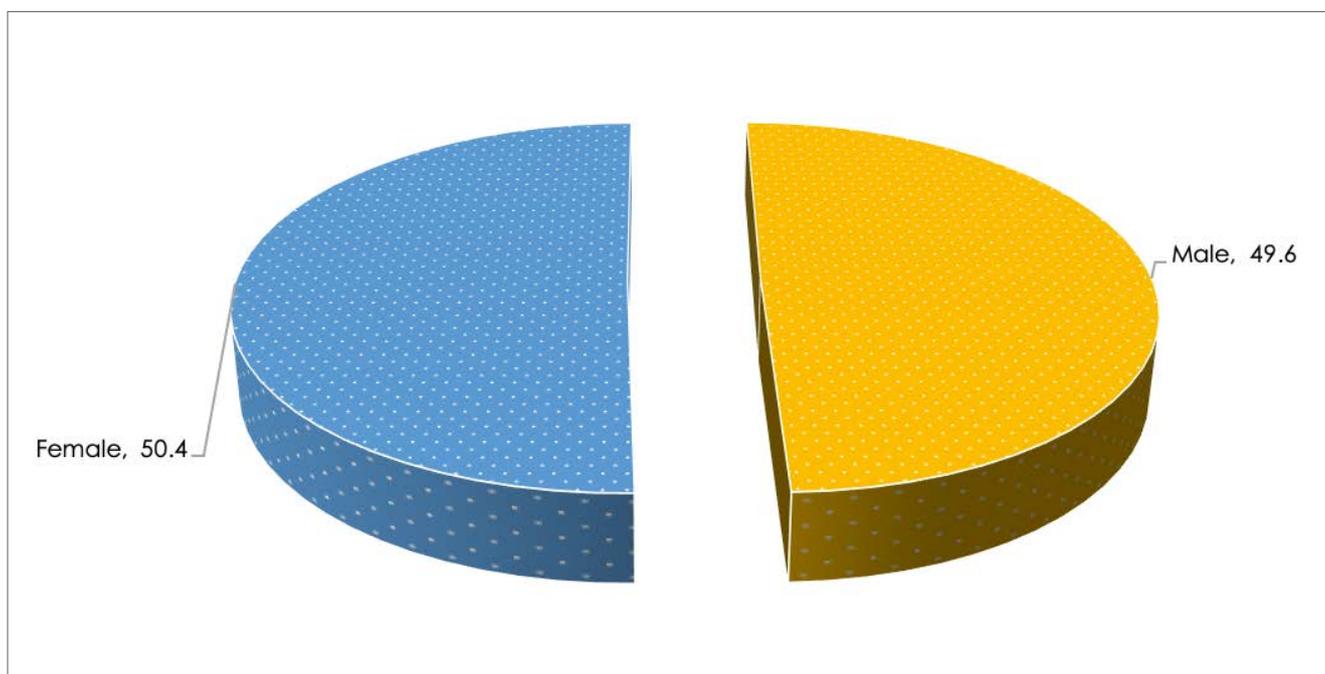
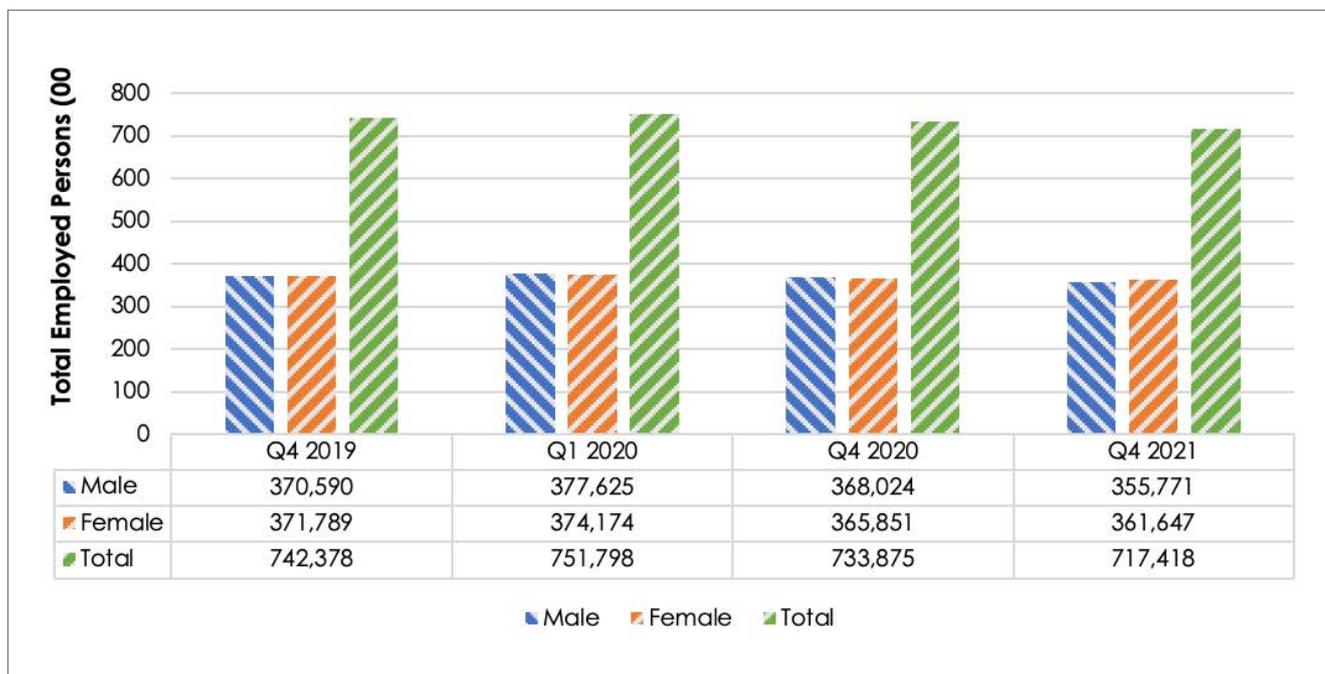


Figure 1.7 below shows the overall employment of different quarters for different years. There were some minor differences in the overall employment figures. The results for Q4 2019 and Q1 2020 showed an increase in total employment from 742,378 in Q4 2019 to 751,798 in Q1 2020, an increase of 9,420 persons over a period of three months. In addition comparisons by sex showed that for both Q1 & Q4 2020 employed males were more than females while for Q 2019 & Q4 2021 females outstood males.

Figure 1.7: Total employment by Sex - QMTS



2.6.3 Total Employed by District

The currently employed persons by district is displayed in Tables 1.3a & 1.3b. From Table 1.3a, Gaborone had the highest number of employed persons followed by Kweneng East and South East districts respectively. Gaborone accounted for 16.1 percent of the total employed, with Kweneng East recording 14.2 percent, followed by South East with 8.1 percent, of the overall employment. Kweneng East recorded a decreased in employment from 16.6 percent in Q4 2020 to 14.2 percent in Q4 2021, whereas Gaborone recorded an increase in total employed persons from 14.5 percent in Q4 2020 to 16.1 percent in Q4 2021.

Table 1.3a: Total Employed by District & Sex QMTS Q4, 2021 & 2020

District	Q4 2021						Q4 2020	
	Counts			Proportions			Counts	% Total
	Male	Female	Total	Male	Female	% Total		
Gaborone	61,378	53,980	115,358	53.2	46.8	16.1	106,100	14.5
Francistown	19,998	19,150	39,148	51.1	48.9	5.5	42,213	5.8
Lobatse	5,030	5,610	10,640	47.3	52.7	1.5	10,599	1.4
Selibe Phikwe	3,771	6,552	10,323	36.5	63.5	1.4	10,374	1.4
Orapa	2,537	2,263	4,801	52.8	47.1	0.7	4,389	0.6
Jwaneng	4,777	5,074	9,850	48.5	51.5	1.4	9,119	1.2
Sowa	937	554	1,491	62.8	37.2	0.2	1,489	0.2
Ngwaketse South	8,899	11,904	20,803	42.8	57.2	2.9	21,991	3.0
Borolong	9,279	11,867	21,146	43.9	56.1	2.9	22,949	3.1
Ngwaketse West	2,873	1,457	4,330	66.4	33.6	0.6	4,947	0.7
South East	31,710	26,087	57,798	54.9	45.1	8.1	61,673	8.4
Kweneng East	53,347	48,824	102,171	52.2	47.8	14.2	107,388	14.6
Kweneng West	7,193	10,658	17,851	40.3	59.7	2.5	20,250	2.8
Kgatleng	25,985	18,396	44,381	58.5	41.5	6.2	46,616	6.4
Central Serowe/Palapye	22,169	24,874	47,043	47.1	52.9	6.6	43,868	6.0
Central Mahalapye	10,933	10,097	21,031	52.0	48.0	2.9	26,973	3.7
Central Bobonong	9,822	15,967	25,789	38.1	61.9	3.6	21,180	2.9
Central Boteti	11,984	12,109	24,094	49.7	50.3	3.4	29,846	4.1
Central Tutume	15,666	20,601	36,267	43.2	56.8	5.1	40,295	5.5
North East	9,127	8,945	18,073	50.5	49.5	2.5	17,013	2.3
Ngamiland East	11,330	15,573	26,903	42.1	57.9	3.7	27,651	3.8
Ngamiland West	7,683	11,071	18,754	41.0	59.0	2.6	19,208	2.6
Chobe	4,585	6,496	11,082	41.4	58.6	1.5	12,347	1.7
Ghanzi	6,803	6,252	13,055	52.1	47.9	1.8	12,078	1.6
Kgalagadi South	4,099	3,410	7,509	54.6	45.4	1.0	6,773	0.9
Kgalagadi North	3,854	3,876	7,729	49.9	50.1	1.1	6,546	0.9
Total	355,771	361,647	717,418	49.6	50.4	100.0	733,875	100.0

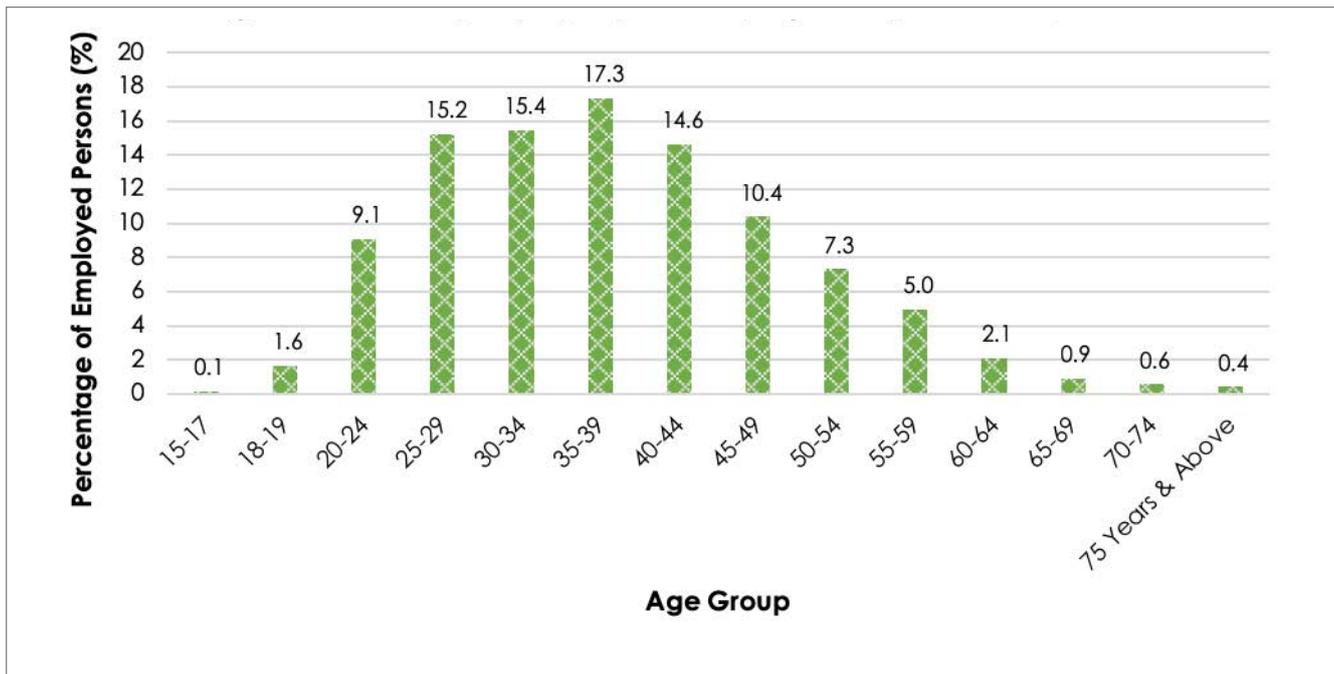
Table 1.3b: Total Employed by District & Sex, QMTS 2019, 2020 & 2021

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

2.6.4 Employed by age group

Presentation of the currently employed persons by age group is shown in Tables 1.4a, 1.4b, 1.4c, Figure 1.8 below & 1.9 below, Table 1.4a being employed for age 15 years and above whereas Table 1.4b is for those aged 18 years and above and Table 1.4c is for the quarterly figures from Q3 2019 to Q4 2021. Persons in the age group 35 – 39 constituted the highest proportion of total employment with 17.3 percent, followed by those aged 30 – 34 with 15.4 percent. Age groups 25 – 29 and 40 – 44 were third and the fourth largest at 15.2 percent and 14.6 percent, respectively.

Figure 1.8: Currently Employed persons by Age Group - QMTS Q4, 2021



Furthermore employment by sex and age group showed that in the indicated highest top three groups, males were in the majority in the age group 30 - 34 whereas females were in the majority in the remaining two age groups (35 -39 & 25 -29). [See table 1.4a](#)

Table 1.4a: Currently Employed by Age Group (15 & above) and Sex QMTS Q4, 2021

Age Group	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
15-17	398	510	908	0.1	0.1	0.1
18-19	7,641	3,985	11,626	2.1	1.1	1.6
20-24	36,277	28,674	64,952	10.2	7.9	9.1
25-29	53,782	55,455	109,236	15.1	15.3	15.2
30-34	60,460	50,310	110,769	17.0	13.9	15.4
35-39	59,947	64,394	124,341	16.8	17.8	17.3
40-44	50,391	54,328	104,718	14.2	15.0	14.6
45-49	37,568	36,957	74,526	10.6	10.2	10.4
50-54	25,051	27,359	52,410	7.0	7.6	7.3
55-59	11,853	23,671	35,524	3.3	6.5	5.0
60-64	5,969	8,893	14,863	1.7	2.5	2.1
65-69	2,962	3,612	6,575	0.8	1.0	0.9
70-74	2,284	1,765	4,049	0.6	0.5	0.6
75 years & Above	1,188	1,733	2,921	0.3	0.5	0.4
Total	355,771	361,647	717,418	100.0	100.0	100.0

From the total estimated employment of 717,418 for all persons aged 15 years and over in the fourth quarter of 2021, employment for those aged 18 years and above was reported at 716,510 persons. This is a decline of 22,496 persons from 739,006 persons which was recorded in quarter four of 2020.

Table 1.4b: Currently Employed by Age Group (18 & above) and Sex QMTS Q4, 2021

Age Group	Counts			Percentages (%)			Q4 2020	
	Male	Female	Total	Male	Female	Total	Counts	% Total
18-19	7,641	3,985	11,626	2.2	1.1	1.6	13,128	1.8
20-24	36,277	28,674	64,952	10.2	7.9	9.1	68,472	9.3
25-29	53,782	55,455	109,236	15.1	15.4	15.2	115,703	15.7
30-34	60,460	50,310	110,769	17.0	13.9	15.5	120,410	16.3
35-39	59,947	64,394	124,341	16.9	17.8	17.4	125,227	16.9
40-44	50,391	54,328	104,718	14.2	15.0	14.6	99,378	13.4
45-49	37,568	36,957	74,526	10.6	10.2	10.4	73,830	10.0
50-54	25,051	27,359	52,410	7.0	7.6	7.3	59,061	8.0
55-59	11,853	23,671	35,524	3.3	6.6	5.0	35,013	4.7
60-64	5,969	8,893	14,863	1.7	2.5	2.1	15,530	2.1
65-69	2,962	3,612	6,575	0.8	1.0	0.9	7,413	1.0
70-74	2,284	1,765	4,049	0.6	0.5	0.6	2,958	0.4
75 years & Above	1,188	1,733	2,921	0.3	0.5	0.4	2,882	0.4
Total	355,373	361,137	716,510	100.0	100.0	100.0	739,006	100.0

Total employment for age group 35 – 39 increased from 16.9 percent in Q4 2020 to 17.3 percent in Q4 2021, while the age groups 30 – 34 and 25 – 29 recorded a decline in employment. Age group 30 -34 dropped from 16.4 percent in Q4 2020 to 15.4 percent in Q4 2021 and 25 -29 decreased from 15.7 percent in Q4 2020 to 15.2 percent in Q4 2021. **See figure 1.9 and table 1.4c below.**

Figure 1.9: Employment by Age group Q4 2019, Q4 2020 & Q 2021

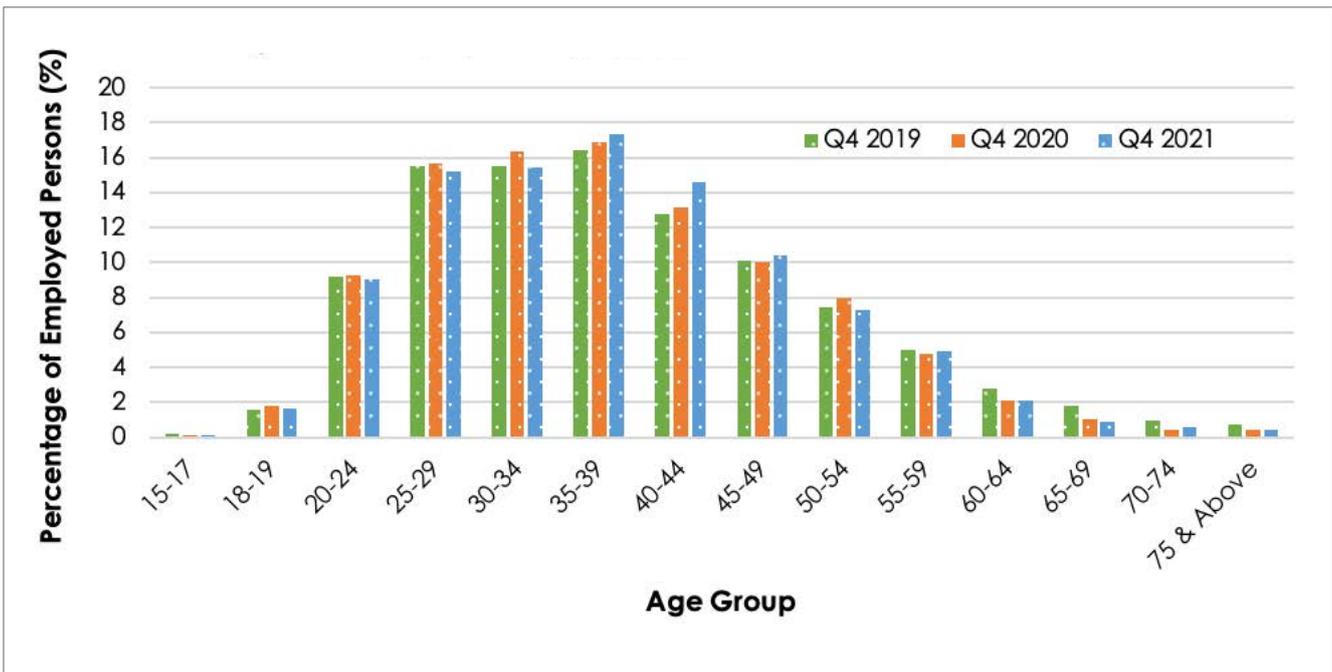


Table 1.4c: Currently Employed by Age Group (15 & above) QMTS 2019, 2020 & 2021

Age Group	Q3 2019	Q4 2019	Q1 2020	Q4 2020	Q4 2021
15-17	0.4	0.2	0.2	0.1	0.1
18-19	1.9	1.6	0.9	1.8	1.6
20-24	10.4	9.2	9.1	9.3	9.1
25-29	15.9	15.5	15.7	15.7	15.2
30-34	15.2	15.5	14.6	16.4	15.4
35-39	16.4	16.5	17.1	16.9	17.3
40-44	13	12.8	13	13.2	14.6
45-49	8.1	10.1	10.3	10.1	10.4
50-54	7.6	7.5	7.4	8	7.3
55-59	4.9	5	5.1	4.7	5
60-64	3.3	2.8	3.5	2.1	2.1
65-69	1.6	1.8	1.5	1.0	0.9
70-74	0.6	0.9	0.7	0.4	0.6
75 & Above	0.6	0.7	0.8	0.4	0.4
Total	100.0	100.0	100.0	100.0	100.0

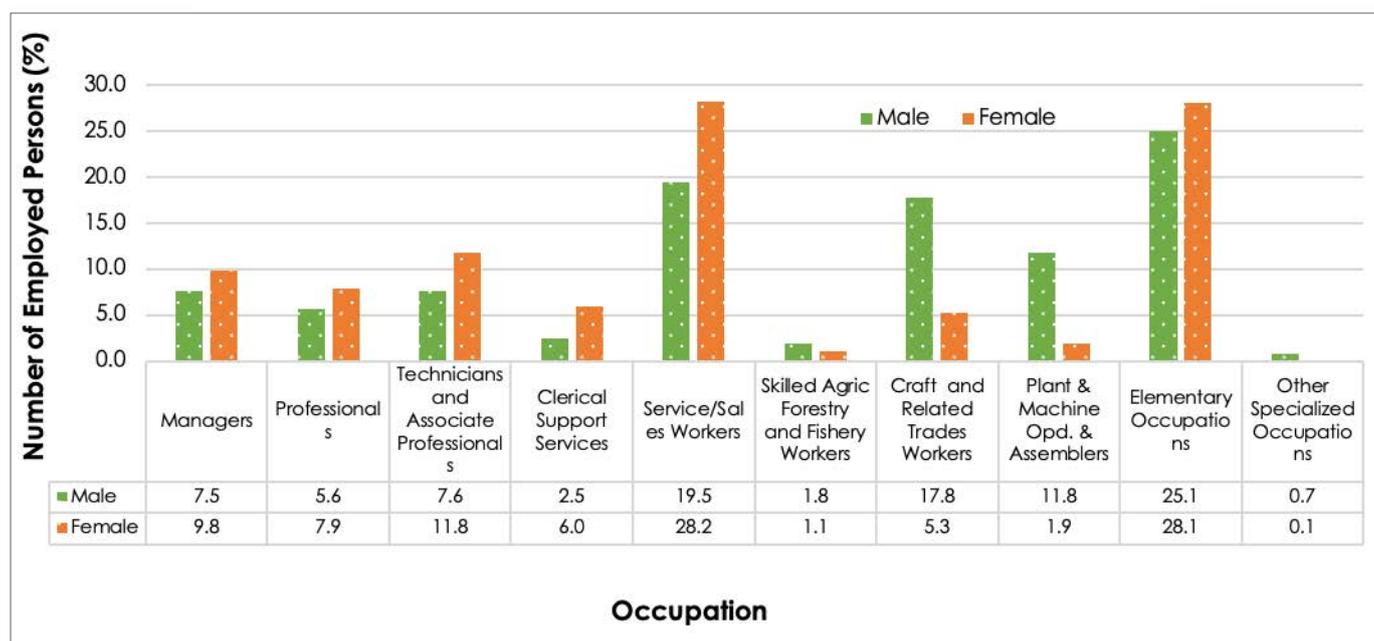
2.6.5 Employed by Occupation

Occupation is described as the specific set of tasks and duties which are carried out or assigned to an individual to perform. It provides information on the distribution of employment across different occupational categories. Additionally the information is important in identifying the changes in skill levels in the labour force of a country, as well its economic stage and resultant employment opportunities.

Figure 1.10 and **Table 1.5a** and **Table 1.5b** below present employment by occupational categories. Results showed that the majority of employees were in the elementary and service/sales occupational categories. This was the case in the previous quarters. Elementary and service/sales workers occupations usually include among others jobs like cleaners, laborers', domestic workers, shop sales assistants, cashiers, stall and market sales persons, security guards etc. They usually do not require high levels of skills associated with higher levels of education and/or training education. They are mostly simple and routine tasks that can be performed using hand held tools.

Out of a total of 717,418 employed persons, 26.6 percent (190,693 persons) reported being elementary occupations followed by those in Service/sales workers category with 171,289 persons (23.9 percent). Craft and Related Trades Workers constituted 11.5 percent of the total employed.

Figure 1.10: Currently Employed by Occupation & Sex QMTS Q4, 2021



Comparisons of occupational categories by sex showed that in most occupations females recorded the highest proportions as compared to males, except in occupations such as Skilled Agricultural, Forestry & Fishery Workers, Craft & Related Trades Workers and Plant & Machine operator's occupations which are usually dominated by males. For plant & machine operators males recorded 86.2 percent, compared to only 13.8 percent for females, whereas in clerical support occupations, females recorded the highest proportion of 70.8 percent, than their male counterparts of 29.2 percent. **See table 1.5a below.**

Table 1.5a: Currently Employed by Occupation & Sex QMTS Q4, 2021

Occupation	Counts			total Percentages (%)			% within	
	Male	Female	Total	Male	Female	Total	Male	Female
Managers	26,789	35,283	62,072	7.5	9.8	8.7	43.2	56.8
Professionals	19,982	28,681	48,663	5.6	7.9	6.8	41.1	58.9
Technicians and Associate Professionals	27,075	42,501	69,576	7.6	11.8	9.7	38.9	61.1
Clerical Support Services	8,874	21,519	30,393	2.5	6.0	4.2	29.2	70.8
Service/Sales Workers	69,340	101,950	171,289	19.5	28.2	23.9	40.5	59.5
Skilled Agric Forestry and Fishery Workers	6,515	3,880	10,395	1.8	1.1	1.4	62.7	37.3
Craft and Related Trades Workers	63,394	19,109	82,503	17.8	5.3	11.5	76.8	23.2
Plant & Machine Operators	42,055	6,751	48,806	11.8	1.9	6.8	86.2	13.8
Elementary Occupations	89,191	101,502	190,693	25.1	28.1	26.6	46.8	53.2
Other Specialized Professionals	2,556	472	3,028	0.7	0.1	0.4	84.4	15.6
Total	355,771	361,647	717,418	100.0	100.0	100.0	49.6	50.4

From table 1.5b it is observed that both elementary and service/sales workers recoded a decline in employment in this quarter compared with Q4 of 2020. Elementary occupations dropped from 27.2 percent in Q4 2020 to 26.6 percent in Q4 2021 while service/sales workers also declined from 24.1 percent in Q4 2020 to 23.9 percent in Q4 2021. On the other side Craft & related trades workers had an increase in employment (from 10.9 percent in Q4 2020 to 11.5 percent in Q4 2021).

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

Occupation	Q4 2019		Q1 2020		Q4 2020		Q4 2021	
	Counts	%	Counts	%	Counts	%	Counts	%
Managers	63,054	8.5	73,052	9.7	67,072	9.1	62,072	8.7
Professionals	48,280	6.5	43,958	5.8	45,326	6.2	48,663	6.8
Technicians and Associate Professionals	65,477	8.8	69,384	9.2	59,216	8.1	69,576	9.7
Clerical Support Services	41,463	5.6	35,397	4.7	36,417	5.0	30,393	4.2
Service/Sales Workers	174,037	23.4	168,275	22.4	176,879	24.1	171,289	23.9
Skilled Agric Forestry and Fishery Workers	13,081	1.8	14,221	1.9	17,735	2.4	10,395	1.4
Craft and Related Trades Workers	77,015	10.4	72,984	9.7	79,892	10.9	82,503	11.5
Plant & Machine Operators	50,180	6.8	49,994	6.6	49,010	6.7	48,806	6.8
Elementary Occupations	204,777	27.6	221,154	29.4	199,818	27.2	190,693	26.6
Other Specialized Professionals	5,014	0.7	3,276	0.4	2,509	0.3	3,028	0.4
Not Stated	-	-	103	0.0	-	-	-	-
Total	742,378	100.0	751,798	100.0	733,875	100.0	717,418	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 that the Private sector remains the leading employer constituting 34.7 percent of overall employment. This is an increase in employment from 34.2 percent which was reported in Q4 of 2020. The Central government was the second largest employer with 18.2 percent followed by Self-employment in own non-agriculture business which declined from 17.2 percent in Q4 2020 to 16.3 percent in this quarter.

Employment for those who are in piece jobs declined from 7.7 percent in Q4 2020 to 6.4 percent in Q4 2021.

Figure 1.11: Currently Employed by Sector/Employer category QMTS Q4, 2021

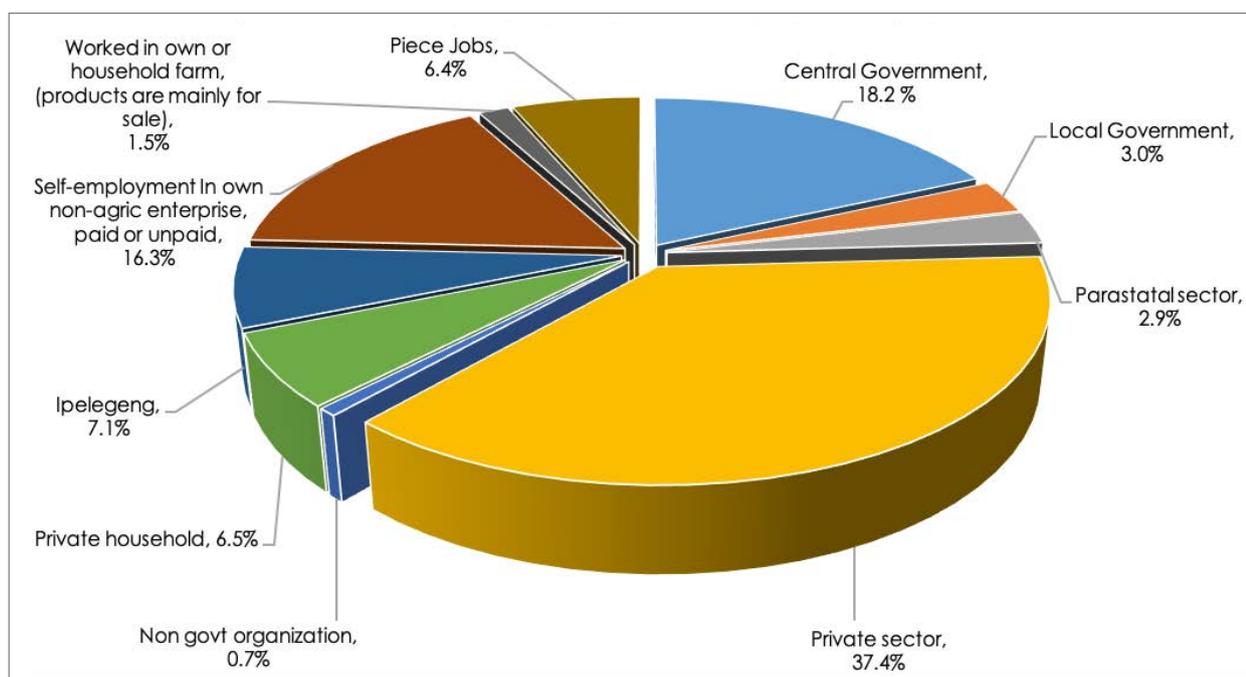


Table 1.6a: Currently Employed by Sector/ Employer Category & Sex QMTS Q4, 2021 & Q4,2020

Sector/Employer Category	Q4 2021						Q4 2020	
	Counts			Percentages (%)			Total	% Total
	Male	Female	Total	Male	Female	Total		
Central Government	46,248	84,678	130,926	13.0	23.4	18.2	122,185	16.6
Local Government	9,728	11,572	21,299	2.7	3.2	3.0	30,788	4.2
Parastatal sector	10,965	10,092	21,056	3.1	2.8	2.9	18,993	2.6
Private sector	151,931	116,155	268,086	42.7	32.1	37.4	250,715	34.2
Non govt organization	2,309	2,512	4,821	0.6	0.7	0.7	6,364	0.9
Private household	27,051	19,879	46,931	7.6	5.5	6.5	48,644	6.6
Ipelegeng	9,259	41,957	51,217	2.6	11.6	7.1	54,544	7.4
Self-employment in own non-agric enterprise	56,365	60,745	117,110	15.8	16.8	16.3	126,378	17.2
Worked in own or household farm	6,284	4,127	10,411	1.8	1.1	1.5	18,904	2.6
Piece Jobs	35,633	9,930	45,562	10.0	2.7	6.4	56,359	7.7
Total	355,771	361,647	717,418	100.0	100.0	100.0	733,875	100.0

Furthermore table 1.6a shows that Ipelegeng employment declined from 7.4 percent in Q4 2020 to 7.1 percent in Q4 2021 whereas employment in own/household farm and products mainly for sale declined from 2.6 percent in Q4 2020 to 1.5 percent in Q 2021.

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

Sector/Employer Category	Q4 2019		Q1 2020		Q4 2020		Q4 2021	
	Counts	%	Counts	%	Counts	%	Counts	%
Central Government	132,712	17.9	135,575	18.0	122,185	16.6	130,926	18.2
Local Government	24,073	3.2	19,913	2.6	30,788	4.2	21,299	3.0
Parastatal sector	23,497	3.2	26,591	3.5	18,993	2.6	21,056	2.9
Private sector	250,778	33.8	251,326	33.4	250,715	34.2	268,086	37.4
Non govt organization	6,839	0.9	5,180	0.7	6,364	0.9	4,821	0.7
Private household	55,281	7.4	48,767	6.5	48,644	6.6	46,931	6.5
Ipelegeng	66,028	8.9	73,045	9.7	54,544	7.4	51,217	7.1
Self-employment in own non-agric enterprise	121,753	16.4	120,901	16.1	126,378	17.2	117,110	16.3
Worked in own or household farm	8,714	1.2	14,623	1.9	18,904	2.6	10,411	1.5
Piece Jobs	52,704	7.1	55,774	7.4	56,359	7.7	45,562	6.4
Not Stated	-	-	103	0.0	-	-	-	-
Total	742,378	100.0	751,798	100.0	733,875	100.0	717,418	100.0

2.6.7 Employed by Industry/Economic Activity

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

The Wholesale & Retail Trade sector remains the highest employment sector in Botswana constituting 18.7 percent of the total employed persons followed by Public Administration and Educational sectors with 15.8 & 10.6 percent respectively.

Figure 1.12: Currently Employed by Industry, Q4 2020 & 2021

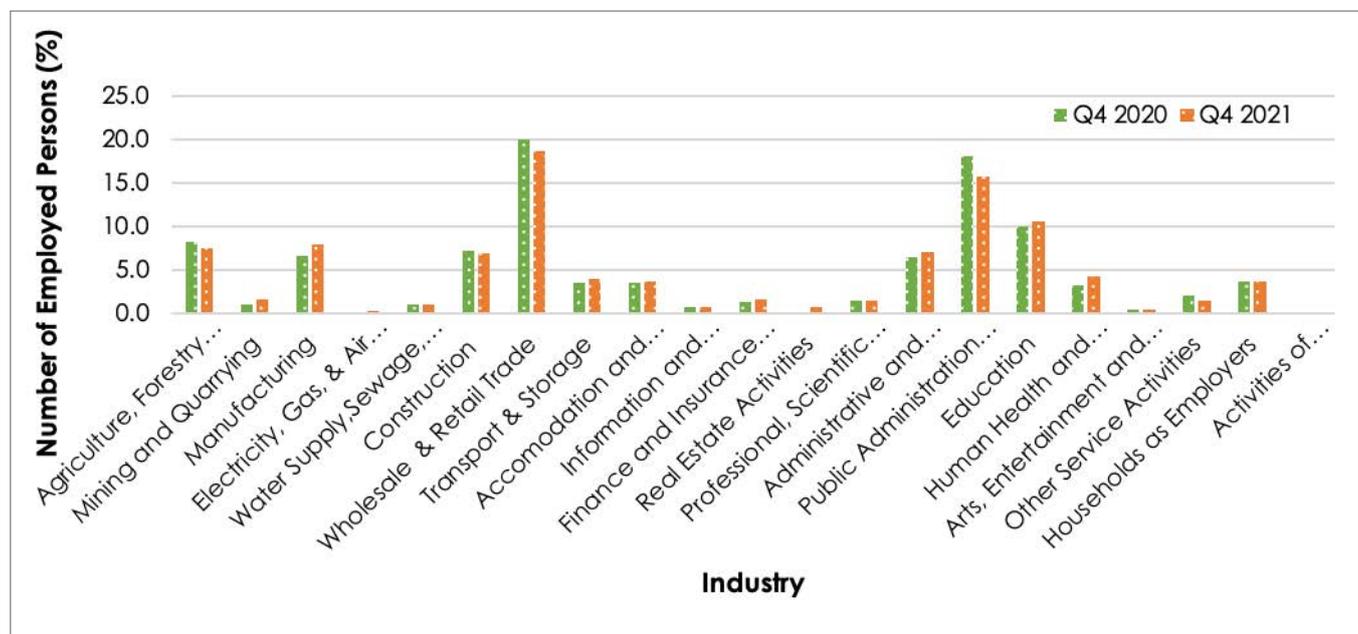


Table 1.7a below presents employment by industry and sex. The table shows that 11.9 percent of males are reported to be in Agriculture, Forestry and Fishing industry compared to 3.2 percent of females. In the educational industry 15.5 percent were females while 5.7 percent were males.

Table 1.7a: Currently Employed by Industry/ Economic Activity & Sex QMTS Q4, 2021

Industry	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	42,419	11,411	53,830	11.9	3.2	7.5
Mining and Quarrying	9,384	2,653	12,037	2.6	0.7	1.7
Manufacturing	31,516	25,286	56,802	8.9	7.0	7.9
Electricity, Gas, & Air Conditioning Supply	1,677	750	2,427	0.5	0.2	0.3
Water Supply and Waste Management	4,284	3,452	7,736	1.2	1.0	1.1
Construction	46,223	3,225	49,449	13.0	0.9	6.9
Wholesale & Retail Trade	55,657	78,779	134,436	15.6	21.8	18.7
Transport & Storage	23,031	5,294	28,325	6.5	1.5	3.9
Accommodation and Food Service Activities	11,751	14,335	26,086	3.3	4.0	3.6
Information and Communication	4,108	1,399	5,506	1.2	0.4	0.8
Finance and Insurance Activities	3,203	8,189	11,392	0.9	2.3	1.6
Real Estate Activities	3,035	1,958	4,993	0.9	0.5	0.7
Professional, Scientific and Technical Activities	4,908	5,942	10,850	1.4	1.6	1.5
Administrative and Support Service Activities	30,420	20,584	51,003	8.6	5.7	7.1
Public Administration	41,948	71,570	113,518	11.8	19.8	15.8
Education	20,171	55,954	76,125	5.7	15.5	10.6
Human Health and Social Work Activities	9,730	21,409	31,139	2.7	5.9	4.3
Arts, Entertainment and Recreation	2,830	769	3,599	0.8	0.2	0.5
Other Service Activities	3,693	6,772	10,465	1.0	1.9	1.5
Households as Employers	5,296	21,457	26,753	1.5	5.9	3.7
Activities of Extraterritorial organisations	487	459	946	0.1	0.1	0.1
Total	355,771	361,647	717,418	100.0	100.0	100.0

The results further showed that both Wholesale & Retail Trade and Public Administration industries recorded declines in employment. Wholesale & Retail Trade decreased from 20.1 percent in Q4 2020 to 18.7 percent in Q4 2021 while Public Administration declined from 18.1 percent in Q4 2020 to 15.8 percent in Q4 2021. However Educational industry increased from 10.0 percent in Q4 2020 to 10.6 percent in Q4 2021.

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

Industry	Q4 2019		Q4 2020		Q4 2021	
	Counts	%	Counts	%	Counts	%
Agriculture, Forestry and Fishing	51,706	7	60,149	8.2	53,830	7.5
Mining and Quarrying	8,856	1.2	8,156	1.1	12,037	1.7
Manufacturing	57,650	7.8	48,974	6.7	56,802	7.9
Electricity, Gas, & Air Conditioning Supply	2,164	0.3	1,622	0.2	2,427	0.3
Water and Waste Management Activities	7,611	1	8,169	1.1	7,736	1.1
Construction	60,124	8.1	53,158	7.2	49,449	6.9
Wholesale & Retail Trade	135,046	18.2	147,412	20.1	134,436	18.7
Transport & Storage	27,905	3.8	26,237	3.6	28,325	3.9
Accommodation and Food Service Activities	22,071	3	26,519	3.6	26,086	3.6
Information and Communication	5,032	0.7	5,241	0.7	5,506	0.8
Finance and Insurance Activities	10,364	1.4	10,199	1.4	11,392	1.6
Real Estate Activities	1,997	0.3	1,302	0.2	4,993	0.7
Professional, Scientific and Technical Activities	12,032	1.6	10,518	1.4	10,850	1.5
Administrative and Support Service Activities	51,148	6.9	47,994	6.5	51,003	7.1
Public Administration	147,419	19.9	133,071	18.1	113,518	15.8
Education	65,982	8.9	73,347	10	76,125	10.6
Human Health and Social Work Activities	30,694	4.1	23,795	3.2	31,139	4.3
Arts, Entertainment and Recreation	3,742	0.5	3,688	0.5	3,599	0.5
Other Service Activities	16,753	2.3	15,459	2.1	10,465	1.5
Households as Employers	23,838	3.2	27,518	3.7	26,753	3.7
Activities of Extraterritorial organizations	244	0	1,347	0.2	946	0.1
Total	742,378	100	733,875	100	717,418	100

2.6.8 Total employment by Strata

Tables 1.8a, 1.8b and Figure 1.13 present employment by Strata. Urban villages had the largest share of employed persons constituting 45.6 percent (326,810 persons), followed by rural areas with 27.7 percent (198,997 persons) and Cities & Towns was last with 26.7 percent (191,610 persons).

Table 1.8a: Currently Employed by Strata & Sex QMTS, Q4 2021

Strata	Counts			Percentages(%)			% within	
	Male	Female	Total	Male	Female	Total	Male	Female
Cities and Towns	98,428	93,182	191,610	27.7	25.8	26.7	51.4	48.6
Urban Villages	157,713	169,097	326,810	44.3	46.8	45.6	48.3	51.7
Rural Areas	99,630	99,367	198,997	28.0	27.5	27.7	50.1	49.9
Total	355,771	361,647	717,418	100.0	100.0	100.0	49.6	50.4

Comparison of currently employed persons for Q4 2021 and Q4 of 2020 showed that urban villages and Rural Areas had declines in employment, while Cities & Towns had an increase. Urban areas employment declined from 46.7 percent in Q4 2020 to 45.6 percent in Q4 2021, Rural Areas from 28.2 percent to 27.7 percent. Employment for Cities & Towns increased from 25.1 percent in Q4 2020 to 26.7 percent in Q4 2021.

Figure 1.13: Currently Employed by Strata & Sex QMTS Q4 2020 & Q4, 2021

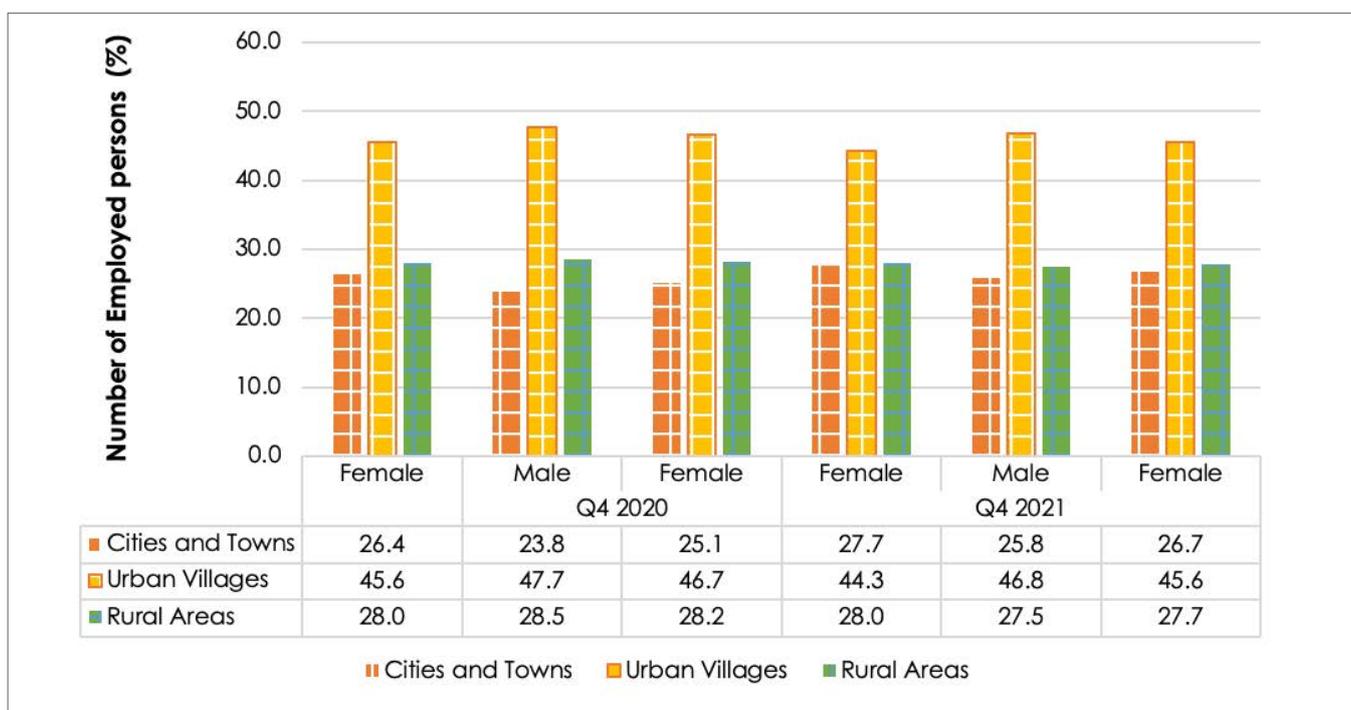


Figure 1.13 presents employment data by strata and sex for Q4 2020 & Q4 2021. For the last quarter of 2021, employment for females in Urban Areas was slightly higher than for males (46.8 percent and 44.3 percent respectively). In Rural Areas males' employment was constant at 28.0 percent in both quarters, while employment for females declined from 28.5 percent in Q4 2020 to 27.5 percent in Q4 2021.

Table 1.8b: Currently Employed by Strata & Sex QMTS Q1, Q4 2020 & Q4 2021

Strata	QMTS Q1 2020			QMTS Q4 2020			QMTS Q4 2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Cities and Towns	98,198	88,359	186,558	97,126	87,157	184,283	98,428	93,182	191,610
Urban Villages	168,994	173,126	342,120	167,874	174,519	342,393	157,713	169,097	326,810
Rural Areas	110,433	112,688	223,121	103,024	104,175	207,199	99,630	99,367	198,997
Total	377,625	374,174	751,798	368,024	365,851	733,875	355,771	361,647	717,418
Percentages (%)									
Cities and Towns	26.0	23.6	24.8	26.4	23.8	25.1	27.7	25.8	26.7
Urban Villages	44.8	46.3	45.5	45.6	47.7	46.7	44.3	46.8	45.6
Rural Areas	29.2	30.1	29.7	28.0	28.5	28.2	28.0	27.5	27.7
Total	100.0								

2.6.9 Employed by Marital Status

This section presents the employed population by their marital status.

Figure 1.14 shows that the majority of employed persons were those who were in the never married category at 41.3 percent, followed by those in the living together category with 34.0 percent, and the married with 21.5 percent. Divorced and separated were the least with 1.1 and 0.1 percent's respectively.

Within the married and the living together categories, employed males were higher than females, whereas for the other remaining categories females' employment was higher than that of males. In never married category, 52.2 percent were females while 47.8 percent were males.

Figure 1.14: Currently Employed Persons by Marital Status, Q4 2021

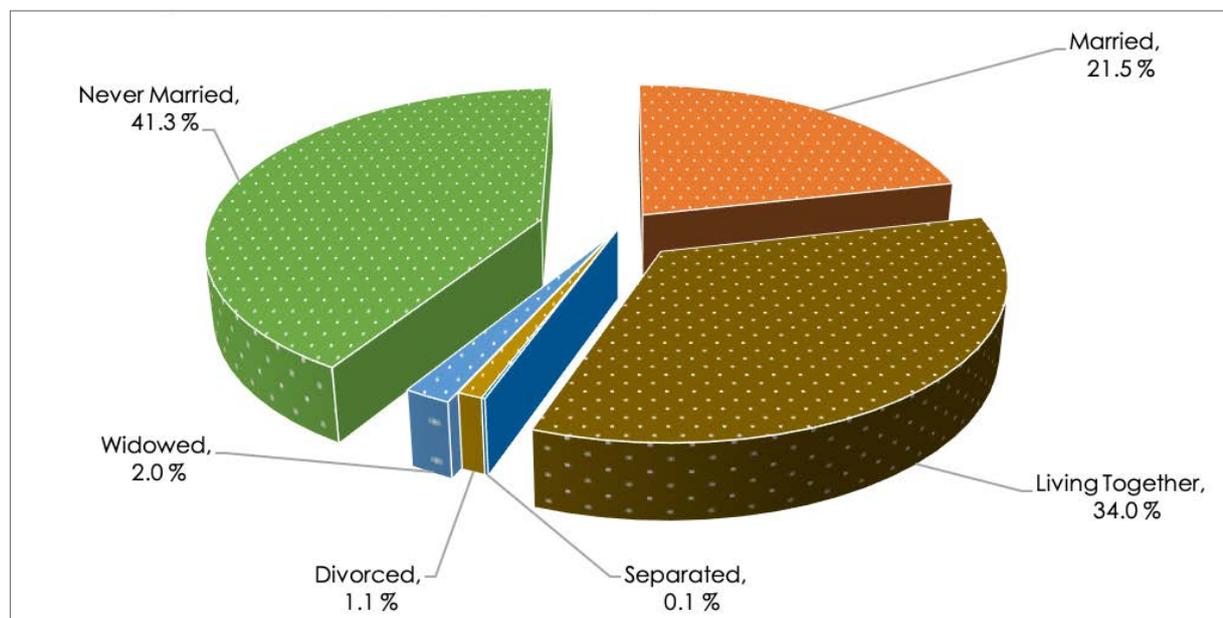


Table 1.9: Currently Employed by Marital status & Sex QMTS Q4,2021

Marital Status	Counts			Percentages (%) Total			% Within	
	Male	Female	Total	Male	Female	Total	Male	Female
Married	78,449	75,647	154,096	22.1	20.9	21.5	50.9	49.1
Living Together	130,328	113,906	244,234	36.6	31.5	34.0	53.4	46.6
Separated	250	801	1,051	0.1	0.2	0.1	23.8	76.2
Divorced	2,593	4,969	7,563	0.7	1.4	1.1	34.3	65.7
Widowed	2,414	11,730	14,144	0.7	3.2	2.0	17.1	82.9
Never Married	141,736	154,592	296,329	39.8	42.7	41.3	47.8	52.2
Total	355,771	361,647	717,418	100.0	100.0	100.0	49.6	50.4

2.6.10 Employed by Education

Education and training play an important role in the labour force. It empowers individuals with certain skills and knowledge required to participate meaningfully in the labour market. As the economy grows and diversify, the labour force should also evolve to meet the requirements of the demand side of the labour market.

Tables 1.10a, 1.10b and figure 1.15 provide information on education levels of the employed population. Persons with Secondary education constituted the largest share of the employed persons, accounting for 46.7 percent, followed by those with university education with 18.2 percent while those with primary education were third with 11.0 percent.

Table 1.10a: Currently Employed by Educational level & Sex QMTS Q4,2021

Educational Level	Counts			Percentages (%) totals			% Within	
	Male	Female	Total	Male	Female	Total	Male	Female
Never Attended School	14,561	11,091	25,652	4.1	3.1	3.6	56.8	43.2
Primary	35,480	43,583	79,062	10.0	12.1	11.0	44.9	55.1
Secondary	174,646	160,106	334,752	49.1	44.3	46.7	52.2	47.8
Non-formal	672	3,809	4,481	0.2	1.1	0.6	15.0	85.0
Apprentice	3,612	909	4,522	1.0	0.3	0.6	79.9	20.1
Brigade	16,141	6,153	22,294	4.5	1.7	3.1	72.4	27.6
Technical/Vocational	28,532	22,488	51,021	8.0	6.2	7.1	55.9	44.1
Educational College	19,530	38,266	57,795	5.5	10.6	8.1	33.8	66.2
Institute of Health Sciences	1,406	5,750	7,155	0.4	1.6	1.0	19.7	80.4
University	61,191	69,492	130,683	17.2	19.2	18.2	46.8	53.2
Total	355,771	361,647	717,418	100.0	100.0	100.0	49.6	50.4

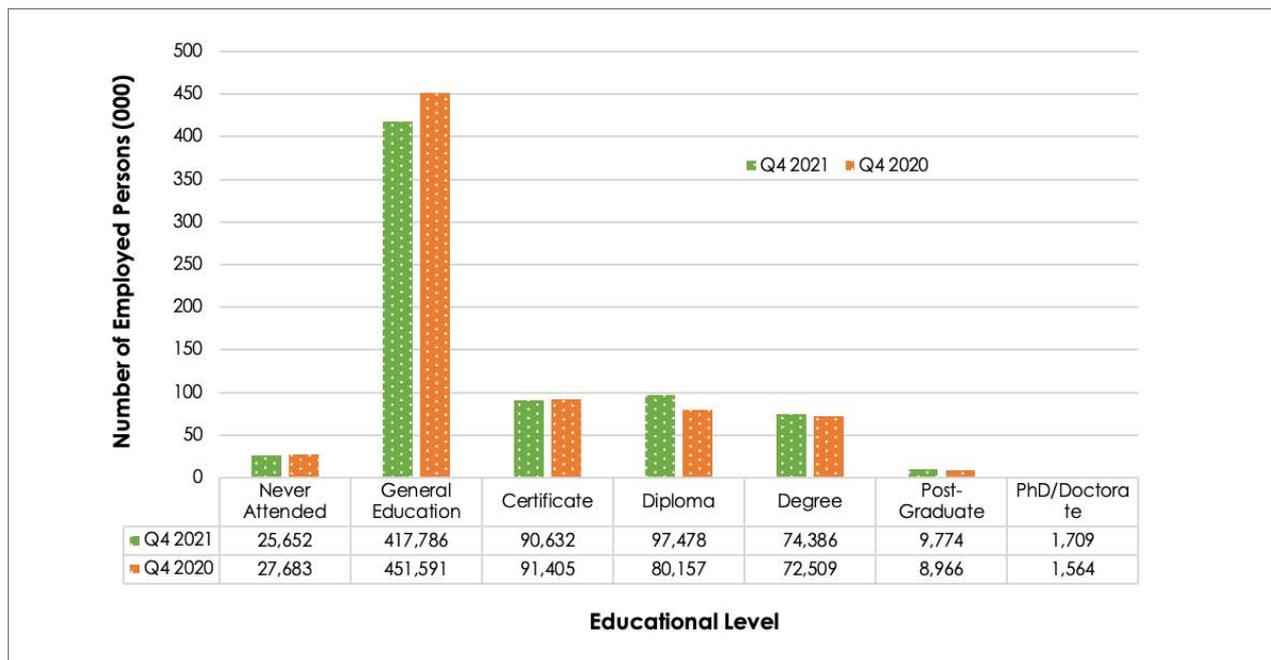
Table 1.10b below presents the employed population by Education for quarters four of 2019, 2020 and 2021. Employment for those with secondary education reduced from 48.9 percent in Q4 2020 to 46.7 percent in Q4 2021. For those having University education it increased from 16.1 percent in Q4 2020 to 18.2 percent in Q4 2021.

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

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

Furthermore, comparisons of employed population by educational level for Q 2020 & 2021 showed that persons who had general education constituted the highest proportion in overall employment. This group reported to having no training. This could explain, to some extent the high numbers of employment in Elementary occupations. **See figure 1.15 below and tables M4 & M6 in the appendix tables.**

Figure 1.15: Currently Employed Population by Educational Level, Q4 2020 & 2021



3.0 FORMAL SECTOR EMPLOYMENT, FORMAL EMPLOYMENT AND AVERAGE EARNINGS, QMTS Q4 2021

3.1 Formal Sector Employment

This section presents information on Formal Sector Employment from the 2021 quarter four QMTS. The module was administered to individuals aged 15 years and above.

Formal sector employment refers to work in an establishment that 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 five (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 494,457, of which 232,394 were males (47.0 percent) and 262,063 (53.0 percent) were females (Table 1.11a). Comparison of the 2021 fourth quarter of QMTS Formal Sector Employment with the fourth quarter of 2020 showed that there had been an increase in formal sector employment. The employment increased from 477,915 persons to 494,457 persons. This is an increase of 3.5 percent (16,741 persons). Comparing Q4 2019 with Q4 2021, the formal sector employment showed an increase, of 1.8 percent, from 485,524 in 2019 to 494,457 in 2021. **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 494,457 in the Formal Sector Employment, 16,740 were non-citizens, (3.4 percent), while 477,717 were citizens, (96.6 percent). At the industry level, Wholesale, Retail & Repair of Motor Vehicles had more non-citizens employees, recording 22.8 percent (3,819 persons), followed by Education and Manufacturing with 16.5 (2,762 persons) and 13.4 percent (2,239 persons), respectively.

Formal Sector Employment by Industry showed that Public Administration had the largest proportion of employment at 22.9 percent (113,196 persons), followed by Education with 15.1 percent (74,463 persons) and Wholesale, Retail & Repair of Motor Vehicles at 13.8 percent (68,386 persons) of total employment. At the industry level, Education had employed more females, accounting for 73.8 percent of employees working in the industry, followed by Other Service Activities with 71.8 percent. Real Estate Activities and Construction Activities were the two industries which had employed the lowest proportion of females, recording 13.4 percent and 15.6 percent respectively. See **Table FSE 3 from Appendix 3.**

Table 1.11a: Formal Sector Employment by Industry and Citizenship, QMTS 2021 Q4

Sector/ Economic Activity	Citizens			Non-Citizens			All Employees			Q4 2020
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
Agriculture, Forestry and Fishing	7,734	4,701	12,435	690	287	977	8,424	4,988	13,412	11,097
Mining and Quarrying	9,129	2,194	11,323	17	217	235	9,146	2411	11,558	7,832
Manufacturing	21,989	14,916	36,905	1,962	276	2,239	23,951	15,192	39,144	31,189
Electricity, Gas, & Air Supply	1,677	750	2,427	-	-	-	1,677	750	2,427	1,409
Water Supply and Waste Management	3,179	2,964	6,143	-	-	-	3,179	2,964	6,143	8,168
Construction	16,352	3,225	19,577	1,071	-	1,071	17,423	3,225	20,648	20,453
Wholesale, Retail & Sale of Motor Vehicles	30,926	33,641	64,567	3,819	-	3,819	34,745	33,641	68,386	67,418
Transport & Storage	9,283	4,076	13,358	86	241	327	9,369	4,317	13,685	11,503
Accommodation and Food Service	8,957	9,692	18,649	173	218	390	9,130	9,910	19,039	19,085
Information and Communication	2,137	1,188	3,325	1,872	-	1,872	4,009	1,188	5,197	4,592
Finance and Insurance Activities	2,744	7,831	10,575	419	171	590	3,163	8,002	11,165	9,089
Real Estate Activities	2,468	290	2,759	309	138	446	2777	428	3,205	794
Professional, Scientific and Technical	3,861	5,559	9,419	-	-	-	3,861	5,559	9,419	8,502
Administrative and Support Service	27,743	18,317	46,061	-	-	-	27,743	18,317	46,061	42,626
Public Administration	41,864	71,332	113,196	-	-	-	41,864	71,332	113,196	132,118
Education	17,716	54,185	71,901	1,824	938	2,762	19,540	55,123	74,663	71,755
Human Health and Social Work Activities	7,655	19,612	27,267	700	864	1,564	8,355	20,476	28,831	21,954
Arts, Entertainment and Recreation	2,319	769	3,088	47	-	47	2366	769	3,135	2,829
Other Service Activities	1,001	3,012	4,014	183	-	183	1,184	3,012	4,197	3,955
Activities of Extraterritorial Organizations	487	241	728	-	217	217	487	458	945	1347
Total	219,222	258,495	477,717	13,172	3,568	16,740	232,394	262,063	494,457	477,716

Table 1.11b: Percentage of Formal Sector Employment by Industry and Citizenship, QMTS 2021 Q4

Sector/ Economic Activity	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	3.5	1.8	2.6	5.2	8.0	5.8	3.6	1.9	2.7
Mining and Quarrying	4.2	0.8	2.4	0.1	6.1	1.4	3.9	0.9	2.3
Manufacturing	10.0	5.8	7.7	14.9	7.7	13.4	10.3	5.8	7.9
Electricity, Gas, & Air Supply	0.8	0.3	0.5	-	-	-	0.7	0.3	0.5
Water Supply and Waste Management	1.5	1.1	1.3	-	-	-	1.4	1.1	1.2
Construction	7.5	1.2	4.1	8.1	-	6.4	7.5	1.2	4.2
Wholesale, Retail & Sale of Motor Vehicles	14.1	13.0	13.5	29.0	-	22.8	15.0	12.8	13.8
Transport & Storage	4.2	1.6	2.8	0.7	6.8	2.0	4.0	1.6	2.8
Accommodation and Food Service	4.1	3.7	3.9	1.3	6.1	2.3	3.9	3.8	3.9
Information and Communication	1.0	0.5	0.7	14.2	-	11.2	1.7	0.5	1.1
Finance and Insurance Activities	1.3	3.0	2.2	3.2	4.8	3.5	1.4	3.1	2.3
Real Estate Activities	1.1	0.1	0.6	2.3	3.9	2.7	1.2	0.2	0.6
Professional, Scientific and Technical	1.8	2.2	2.0	-	-	-	1.7	2.1	1.9
Administrative and Support Service	12.7	7.1	9.6	-	-	-	11.9	7.0	9.3
Public Administration	19.1	27.6	23.7	-	-	-	18.0	27.2	22.9
Education	8.1	21.0	15.1	13.8	26.3	16.5	8.4	21.0	15.1
Human Health and Social Work Activities	3.5	7.6	5.7	5.3	24.2	9.3	3.6	7.8	5.8
Arts, Entertainment and Recreation	1.1	0.3	0.6	0.4	-	0.3	1.0	0.3	0.6
Other Service Activities	0.5	1.2	0.8	1.4	-	1.1	0.5	1.1	0.8
Activities of Extraterritorial Organizations	0.2	0.1	0.2	-	6.1	1.3	0.2	0.2	0.2
Total	100.0	100.0	100.0						

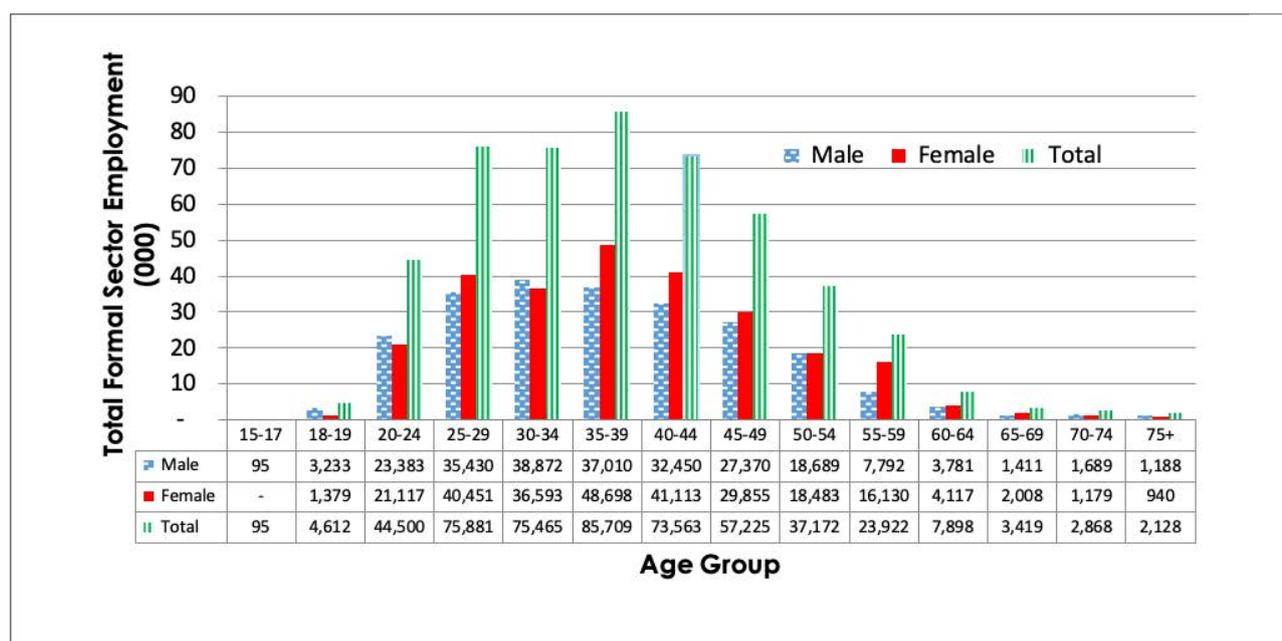
Table 1.11c: Formal Sector Employment by Industry, QMTS 2019 - 2021

Sector/ Economic Activity	Q3 2019	Q4 2019	Q1 2020	Q4 2020	Q4 2021
	Total	Total	Total	Total	Total
Agriculture, Forestry and Fishing	11,987	9,114	11,149	11,097	13,412
Mining and Quarrying	9,255	8,141	10,422	7,832	11,558
Manufacturing	28,829	31,124	32,612	31,189	39,144
Electricity, Gas, & Air Conditioning Supply	2,437	2,164	2,901	1,409	2,427
Water Supply and Waste Management	6,064	6,529	9,864	8,168	6,143
Construction of Buildings	22,098	24,229	20,018	20,453	20,648
Wholesale, Retail & Sale of Motor Vehicles	65,084	60,962	57,220	67,418	68,386
Transport & Storage	14,006	15,186	15,995	11,503	13,685
Accommodation and Food Service	19,812	17,226	18,289	19,085	19,039
Information and Communication	5,390	4,427	4,136	4,592	5,197
Finance and Insurance Activities	12,509	10,090	10,852	9,089	11,165
Real Estate Activities	1,540	1,433	1,061	794	3,205
Professional, Scientific and Technical Activities	11,451	9,413	10,057	8,502	9,419
Administrative and Support Service Activities	36,645	37,801	38,096	42,626	46,061
Public Administration and Defense	140,280	147,091	146,195	132,118	113,196
Education	58,034	63,939	68,568	71,755	74,663
Human Health and Social Work Activities	28,702	25,903	24,237	21,954	28,831
Arts, Entertainment and Recreation	3,329	2,890	3,188	2,829	3,135
Other Service Activities	5,836	7,620	7,625	3,955	4,197
Activities of Extraterritorial Organizations	202	244	431	1,347	945
Not Stated	323				
Total	483,814	485,524	492,915	477,716	494,457

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 17.3 percent (85,709 persons). The 25-29 and 30 – 34 years age groups followed with 15.3 percent each (75,881 and (75,465 persons). Age group 40-44 recorded 14.9 (73,563 persons) percent. The figure shows that from age group 35-39 to 65-69, the female formal sector employment was above male employment. See Table FSE 2 from Appendix 3.

Figure 1.16 : Formal Sector Employment by Age Group and Sex, Q4 2021



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, followed by Kweneng East with 14.6 percent and South East with 8.0 percent. Out of the seven cities/towns, males were in the majority except in Selibe Phikwe, Lobatse and Jwaneng, which recorded 64.9, 52.5 and 51.2 percent of females in Formal Sector Employment respectively. Formal sector employment for females was higher than that of males in all the districts except Kgalagadi South, Kgatleng, Kweneng East and Central Boteti District. Overall females employment in the formal sector were in the majority, constituting 53.0 percent as compared to the 47.0 percent for males.

Table 1.12a: Formal Sector Employment by District, Citizenship and Sex Q4 2021

District	Citizens			Non-Citizens			All Employees			Q4 2020
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
Gaborone	44,110	42,886	86,996	5,481	1,661	7,141	49,591	44,547	94,137	86,498
Francistown	12,298	11,797	24,095	1,278	-	1,278	13,576	11,797	25,373	29,724
Lobatse	3,899	4,337	8,236	193	193	387	4,092	4,530	8,623	9,914
Selibe Phikwe	2,096	4,130	6,226	138	-	138	2,234	4,130	6,364	6,332
Orapa	2,469	1,920	4,389	69	-	69	2,538	1,920	4,458	3,977
Jwaneng	3,791	4,167	7,957	174	-	174	3,965	4,167	8,131	7,659
Sowa Town	831	448	1,279	64	-	64	895	448	1,343	1,371
Ngwaketse	5,213	8,192	13,404	-	-	-	5,213	8,192	13,404	11,751
Barolong	4,270	9,507	13,777	130	-	130	4,400	9,507	13,907	15,684
Ngwaketse West	694	1,361	2,055	-	-	-	694	1,361	2,055	2,447
South East	19,008	20,052	39,060	456	-	456	19,464	20,052	39,516	38,634
Kweneng East	35,205	33,247	68,452	2,705	909	3,614	37,910	34,156	72,066	62,575
Kweneng West	3,784	8,491	12,275	-	-	-	3,784	8,491	12,275	9,849
Kgatleng	13,588	10,979	24,566	409	487	896	13,997	11,466	25,462	25,651
Central Serowe	14,640	17,457	32,098	226	-	226	14,866	17,457	32,324	28,357
Central Mahalapye	4,287	7,338	11,624	743	-	743	5,030	7,338	12,367	15,929
Central Bobonong	5,075	11,245	16,320	-	-	-	5,075	11,245	16,320	14,147
Central Boteti	8,288	8,126	16,414	310	272	582	8,598	8,398	16,996	19,154
Central Tutume	5,255	11,389	16,644	-	-	-	5,255	11,389	16,644	20,585
North East	4,646	6,228	10,874	-	-	-	4,646	6,228	10,874	10,091
Ngamiland East	5,558	11,271	16,830	363	-	363	5,921	11,271	17,193	16,737
Ngamiland West	6,037	7,956	13,993	-	-	-	6,037	7,956	13,993	12,879
Chobe	4,055	5,226	9,281	172	46	219	4,227	5,272	9,500	9,884
Ghanzi	4,096	4,818	8,914	126	-	126	4,222	4,818	9,040	8,343
Kgalagadi South	3,283	2,616	5,900	134	-	134	3,417	2,616	6,034	4,422
Kgalagadi North	2,745	3,311	6,056	-	-	-	2,745	3,311	6,056	5,123
Total	219,222	258,495	477,717	13,172	3,568	16,740	232,394	262,063	494,457	477,716

Table 1.12b: Percentage of Formal Sector Employment by District and Citizenship, QMTS 2021 Q4

District	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Gaborone	20.1	16.6	18.2	41.6	46.6	42.7	21.3	17.0	19.0
Francistown	5.6	4.6	5.0	9.7	-	7.6	5.8	4.5	5.1
Lobatse	1.8	1.7	1.7	1.5	5.4	2.3	1.8	1.7	1.7
Selibe Phikwe	1.0	1.6	1.3	1.0	-	0.8	1.0	1.6	1.3
Orapa	1.1	0.7	0.9	0.5	-	0.4	1.1	0.7	0.9
Jwaneng	1.7	1.6	1.7	1.3	-	1.0	1.7	1.6	1.6
Sowa Town	0.4	0.2	0.3	0.5	-	0.4	0.4	0.2	0.3
Ngwaketse	2.4	3.2	2.8	-	-	-	2.2	3.1	2.7
Barolong	1.9	3.7	2.9	1.0	-	0.8	1.9	3.6	2.8
Ngwaketse West	0.3	0.5	0.4	-	-	-	0.3	0.5	0.4
South East	8.7	7.8	8.2	3.5	-	2.7	8.4	7.7	8.0
Kweneng East	16.1	12.9	14.3	20.5	25.5	21.6	16.3	13.0	14.6
Kweneng West	1.7	3.3	2.6	-	-	-	1.6	3.2	2.5
Kgatleng	6.2	4.2	5.1	3.1	13.6	5.4	6.0	4.4	5.1
Central Serowe	6.7	6.8	6.7	1.7	-	1.4	6.4	6.7	6.5
Central Mahalapye	2.0	2.8	2.4	5.6	-	4.4	2.2	2.8	2.5
Central Bobonong	2.3	4.4	3.4	-	-	-	2.2	4.3	3.3
Central Boteti	3.8	3.1	3.4	2.4	7.6	3.5	3.7	3.2	3.4
Central Tutume	2.4	4.4	3.5	-	-	-	2.3	4.3	3.4
North East	2.1	2.4	2.3	-	-	-	2.0	2.4	2.2
Ngamiland East	2.5	4.4	3.5	2.8	-	2.2	2.5	4.3	3.5
Ngamiland West	2.8	3.1	2.9	-	-	-	2.6	3.0	2.8
Chobe	1.8	2.0	1.9	1.3	1.3	1.3	1.8	2.0	1.9
Ghanzi	1.9	1.9	1.9	1.0	-	0.8	1.8	1.8	1.8
Kgalagadi South	1.5	1.0	1.2	1.0	-	0.8	1.5	1.0	1.2
Kgalagadi North	1.3	1.3	1.3	-	-	-	1.2	1.3	1.2
Total	100.0	100.0	100.0						

3.1.4 Formal Sector Employment by Education Level

The majority of people, 42.6 percent, employed in Formal Sector Employment had secondary school education as their highest educational attainment. These were followed by those with University and College education with 24.2 and 9.5 percent respectively. A small percentage (0.4 percent and 0.7 percent) of people in Formal Sector Employment had 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 2021 Q4

School Attendance	Citizens			Non-Citizens			All Employees			Q4 2020
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
Primary	15,516	23,636	39,152	181	-	181	15,697	23,636	39,333	41,269
Secondary	99,327	107,759	207,086	3,140	217	3,357	102,467	107,976	210,443	218,948
Non-formal	272	1,687	1,959	-	-	-	272	1,687	1,959	2,097
Apprentice	2,713	909	3,623	-	-	-	2,713	909	3,623	1,654
Brigade	11,699	4,502	16,201	-	-	-	11,699	4,502	16,201	12,021
Technical/Vocational	19,558	16,770	36,328	1,477	447	1,924	21,035	17,217	38,252	33,043
Educational College	12,999	30,643	43,642	2,948	505	3,453	15,947	31,148	47,095	43,916
Institute of Health Sciences	1,339	4,980	6,319	67	399	465	1,406	5,379	6,784	6,979
University	50,119	62,171	112,290	5,358	2,000	7,358	55,477	64,171	119,648	104,655
Never attended	5,678	5,438	11,116	-	-	-	5,678	5,438	11,116	13,133
Total	219,222	258,495	477,717	13,172	3,568	16,740	232,394	262,063	494,457	477,716

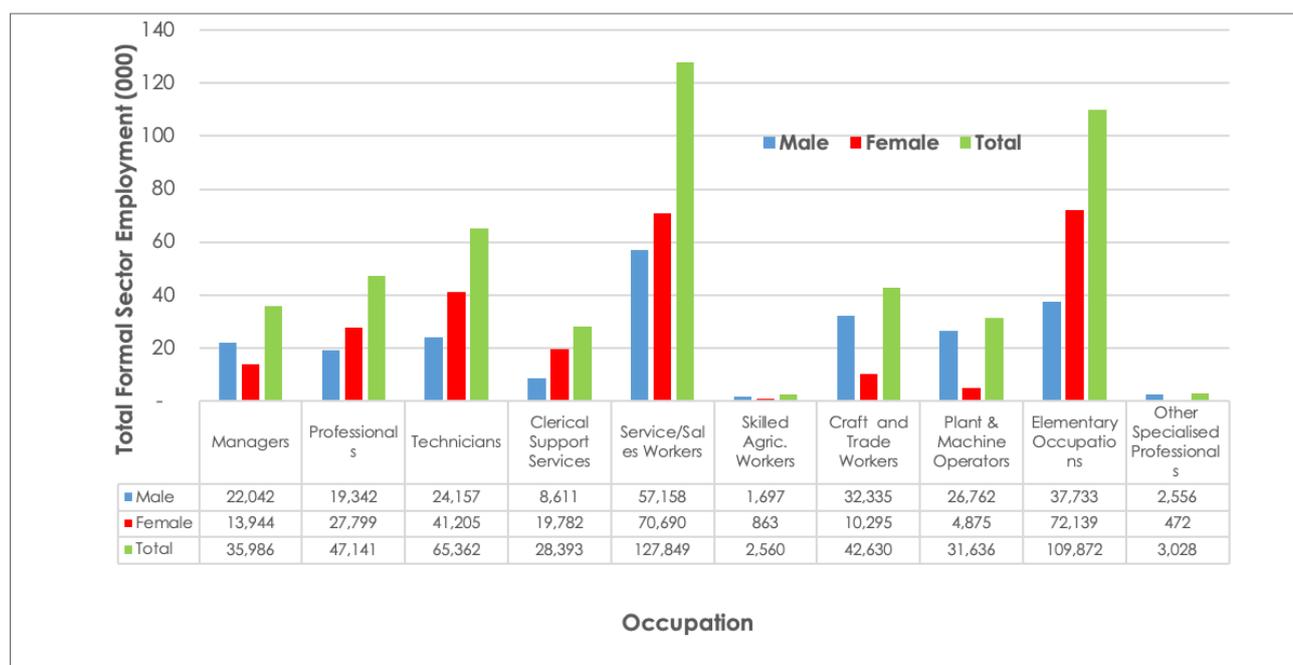
Table 1.13b: Percentage of Formal Sector Employment by Education/Training Level and Citizenship, QMTS 2021 Q4

School Attendance	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Primary	7.1	9.1	8.2	1.4	-	1.1	6.8	9.0	8.0
Secondary	45.3	41.7	43.3	23.8	6.1	20.1	44.1	41.2	42.6
Non-formal	0.1	0.7	0.4	-	-	-	0.1	0.6	0.4
Apprentice	1.2	0.4	0.8	-	-	-	1.2	0.3	0.7
Brigade	5.3	1.7	3.4	-	-	-	5.0	1.7	3.3
Technical/Vocational	8.9	6.5	7.6	11.2	12.5	11.5	9.1	6.6	7.7
Educational College	5.9	11.9	9.1	22.4	14.2	20.6	6.9	11.9	9.5
Institute of Health Sciences	0.6	1.9	1.3	0.5	11.2	2.8	0.6	2.1	1.4
University	22.9	24.1	23.5	40.7	56.1	44.0	23.9	24.5	24.2
Never attended	2.6	2.1	2.3	-	-	-	2.4	2.1	2.2
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 was found in the Service/Sales Workers with 127,849 persons (25.9 percent), followed by the Elementary occupations with 109,872 persons (22.2 percent) and Technicians at 65,362 persons (13.2 percent).

Figure 1.17: Formal Sector Employment by Occupation and Sex



3.1.6 Average monthly cash earnings from Formal Sector Employment by occupation 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 P16,696, followed by Professionals at P15,802, and Technicians & Associate Professionals with P12,320. Elementary occupations average earnings were lowest at P1,384.

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 P6,219 for citizens, and P9,275 for non-citizen. The average earnings for all employees (Citizen and Non-Citizens) was P6,299. The table shows that in almost all the industries, average cash earnings ‘for males were higher than those of females, except in few industries like Mining & Quarrying, Electricity, Gas, & Air Supply, Water Supply & Waste Management, Transport & Storage and Information and Communication.

Overall, male employees' average monthly cash earnings were estimated at P6,963 compared to P5,734 for their female counterparts in the formal sector.

The average monthly cash earnings for all employees (citizens and non-citizens) was estimated at P6,299 in the fourth quarter 2021, compared to P6,014 in the fourth quarter of 2020, an increase of 4.7

Table 1.14: Estimated Formal Sector Employment Monthly Average Earnings by Occupation, Citizenship and Sex, QMTS Q4 2021

Occupation	Citizens			Non-Citizens			All Employees			Q4 2020
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
Managers	15,267	18,193	16,339	13,812	30,021.77	20,917	15,165	19,280	16,696	18,870
Professionals	17,853	14,919	16,060	9,706	14,664	11,868	17,146	14,907	15,802	16,686
Technicians and Associate Professionals	14,360	11,741	12,645	4,907	10,934	6,401	13,350	11,725	12,320	12,086
Clerical Support Services	4,739	5,246	5,095	3,952	25,019	10,163	4,701	5,419	5,200	4,422
Service/Sales Workers	3,967	2,411	3,115	9,517	2,505	7,834	4,035	2,412	3,149	3,009
Skilled Agric. Workers	4,497	0	4,497	-	-	-	4,497	0	4,497	
Craft and Related Trades Workers	5,098	2,960	4,514	4,411	-	4,411	5,035	2,960	4,507	4,211
Plant & Machine Operators	5,069	4,298	4,947	3,009	-	3,009	5,058	4,298	4,938	4,827
Elementary Occupations	1,764	1,188	1,383	1,824	-	1,824	1,764	1,188	1,384	1,320
Other Specialised Professional Services	24,154	11,564	22,191	-	-	-	24,154	11,564	22,191	20,338
Total	6,977	5,593	6,219	6,657	16,872	9,275	6,963	5,734	6,299	6,014

Table 1.15: Estimated Formal Sector Employment Monthly Average Earnings by Industry, Citizenship and Sex, QMTS Q4 2021

Sector/ Economic Activity	Citizens			Non-Citizens			All Employees			Q4 2020
	Male	Female	Total	Total	Female	Total	Male	Female	Total	Total
Agriculture, Forestry and Fishing	2,866	1,612	2,411	3,001	-	1,745	2,872	1,513	2,375	2,640
Mining and Quarrying	16,934	28,352	19,188	20,212	12,024	12,565	16,940	26,882	19,051	14,411
Manufacturing	3,854	3,201	3,578	11,996	-	11,996	4,425	3,201	3,929	3,675
Electricity, Gas, & Air Supply	9,768	14,807	11,325	-	-	-	9,768	14,807	11,325	10,812
Water Supply and Waste Management	10,271	9,130	9,692	-	-	-	10,271	9,130	9,692	8,898
Construction	4,005	3,947	3,995	7,313	-	7,313	4,134	3,947	4,102	4,314
Wholesale, Retail & Sale of Motor Vehicles	3,613	2,514	3,057	4,529	-	4,529	3,676	2,514	3,109	2,260
Transport & Storage	6,863	7,761	7,182	1,503	6,002	4,819	6,801	7,663	7,117	7,943
Accommodation and Food Service	4,003	2,904	3,448	4,001	19,955	13,743	4,003	3,375	3,685	3,727
Information and Communication	11,242	8,873	10,354	1,476	-	1,476	6,499	8,873	7,058	12,366
Finance and Insurance Activities	17,602	13,752	14,747	4,994	25,019	13,366	16,534	14,007	14,693	13,401
Real Estate Activities	9,958	8,672	9,723	2,502	-	2,502	9,088	8,672	9,019	11,360
Professional, Scientific and Technical	11,062	7,533	8,872	-	-	-	11,062	7,533	8,872	9,468
Administrative and Support Service	2,759	2,541	2,673	-	-	-	2,759	2,541	2,673	2,310
Public Administration	9,633	4,076	6,131	-	-	-	9,633	4,076	6,131	6,091
Education	12,309	8,330	9,309	10,229	4,131	7,650	12,168	8,258	9,259	8,942
Human Health and Social Work Activities	8,293	7,206	7,519	16,179	18,877	17,854	8,802	7,716	8,034	8,698
Arts, Entertainment and Recreation	3,166	2,139	2,884	9,027	-	9,027	3,298	2,139	2,986	7,684
Other Service Activities	7,179	1,654	3,241	3,506	-	3,506	6,484	1,654	3,258	5,187
Activities of Extraterritorial Organizations	10,000	45,017	21,592	-	90,178	90,178	10,000	66,414	37,342	22,529
Total	6,977	5,593	6,219	6,657	16,872	9,275	6,963	5,734	6,299	6,014

Table 15 b: Estimated Formal Sector Employment Monthly Average Earnings by Industry, QMTS 2019 - 2021

Sector/ Economic Activity	Q3 2019	Q4 2019	Q1 2020	Q4 2020	Q4 2021
	Total	Total	Total	Total	Total
Agriculture, Forestry and Fishing	2,320	1,807	2,044	2,640	2,375
Mining and Quarrying	16,643	17,765	14,074	14,411	19,051
Manufacturing	4,068	3,210	3,530	3,675	3,929
Electricity, Gas, & Air Conditioning Supply	17,810	4,765	12,697	10,812	11,325
Water Supply and Waste Management	6,426	7,778	7,665	8,898	9,692
Construction of Buildings	3,044	4,072	3,296	4,314	4,102
Wholesale, Retail & Repair of Motor Vehicles	2,349	2,728	2,468	2,260	3,109
Transport & Storage	8,725	9,348	8,484	7,943	7,117
Accommodation and Food Service	2,566	1,935	2,034	3,727	3,685
Information and Communication	9,350	11,394	11,524	12,366	7,058
Finance and Insurance Activities	14,118	8,820	9,512	13,401	14,693
Real Estate Activities	7,620	10,023	9,689	11,360	9,019
Professional, Scientific and Technical Activities	8,478	9,371	4,872	9,468	8,872
Administrative and Support Service Activities	2,562	2,227	2,787	2,310	2,673
Public Administration and Defense	4,748	5,010	4,871	6,091	6,131
Education	8,507	9,069	9,347	8,942	9,259
Human Health and Social Work Activities	7,035	7,713	7,093	8,698	8,034
Arts, Entertainment and Recreation	3,975	5,657	2,514	7,684	2,986
Other Service Activities	5,567	5,638	3,928	5,187	3,258
Activities of Extraterritorial Organizations	13,677	14,990	2,990	22,529	37,342
Total	5,404	5,495	5,392	6,014	6,299

3.2 FORMAL EMPLOYMENT, QMTS Q4 2020

This section presents information on Formal Employment from the fourth quarter of 2021 (October to December). The module was administered to individuals aged 15 years and above.

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 the 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 394,446 of which 196,581 were males (49.8 percent) and 197,865 (50.2 percent) were females (see Table 1.16a).

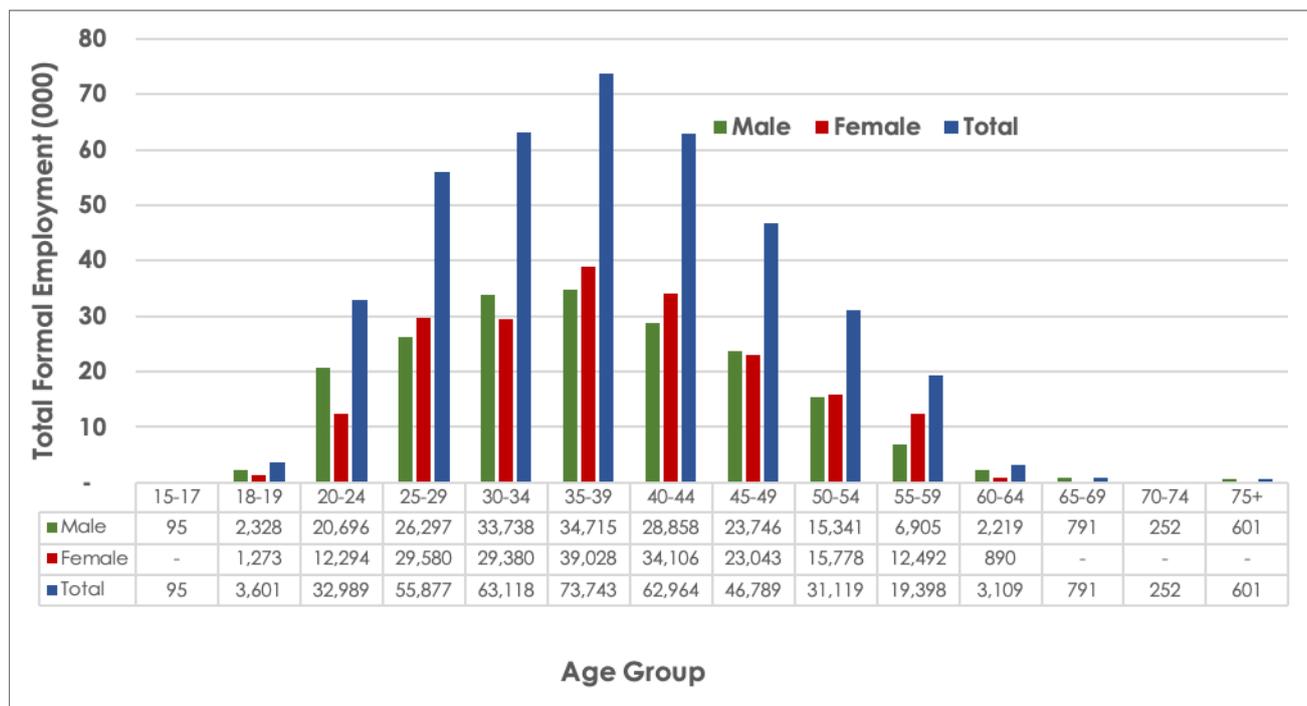
3.2.1 Formal Employment by Industry, Citizenship and Sex

Table 1.16a and Table 1.16b present formal employment by citizenship. The tables show that out of the 394,446 persons in formal employment, 17,159 were non-citizens, (4.4 percent), while 377,287 were citizens, (95.6 percent). At the industry level, Agriculture Activities had most non-citizens employees, recorded 25.0 percent (4,295 persons), followed by Education at 12.4 percent (2,134 persons), and Wholesale, Retail & Repair of Motor Vehicles with 10.8 percent (1,848 persons).

3.2.2 Formal employment by Age Group and Sex

Figure 1.18 shows that formal employment was concentrated in the age group 35 -39 years, with 18.7 percent (73,743 persons). The 30-34 and 40-45 years age groups followed with 16.0 percent each, (63,118 and 62,964 persons). Age groups 25-29 and 45-49 recorded 14.0 (55,877 persons) and 11.9 (46,789 persons) percent respectively.

Figure 1.18: Formal Employment by Age Group and Sex - Q4 2021



3.2.3 Formal Employment by District and Sex

Table 1.18 shows that Gaborone had the highest number of Formal Employment, recording 20.3 percent, followed by Kweneng East with 16.0 percent and South East at 10.3 percent. In cities/towns, males were the majority in formal employment, except for Selibe Phikwe and Jwaneng, which recorded 65.1 percent and 50.5 percent of females in Formal Employment. There were more males in formal employment compared to females in most of the districts.. Overall, females constituted 50.2 percent of formal employment.

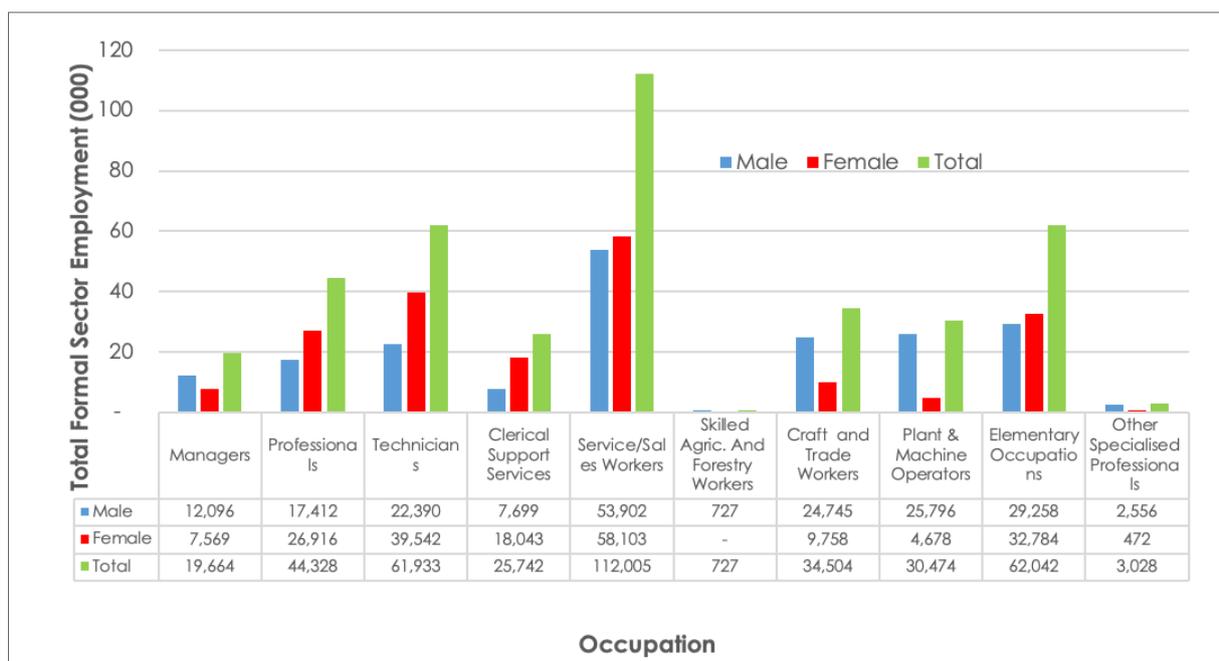
3.2.4 Formal Employment by Education Level

The highest percentage (41.8 percent) of people in Formal Employment had secondary school education as their highest level of attainment followed by those with University education with 25.8 percent. A small percentage (0.1 and 0.8 percent) of people in Formal Employment had non-formal education and apprenticeship 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 were found in the Service/Sales Workers occupations with 112,005 persons (28.4 percent), followed by the Elementary occupations with 62,042 persons (15.7 percent) and Technicians at 61,933 persons (15.7 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, Wholesale, Retail & Sale of Motor Vehicles had the largest portion of employment at 15.5 (61,307 persons), followed by Public Administration and Education, with 15.4 percent each, (60,773 and 60,561 persons) and Administrative & Support Service at 10.9 percent (43,061 persons) of total formal employment.

Within industries, Households as Employers employed more females, accounting for 93.6 percent of employees working in the industry, followed by Finance & Insurance Activities with 75.2 percent. Mining & Quarrying and Information & Communication were the two industries which had employed the lowest proportion of females, recording 22.9 percent and 24.3 percent of female employees respectively.

3.2.7 Monthly 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 were at P7,238 for citizens, P7,057 for non-citizens, and P7,230 for all employees (citizens and non-citizens) Average monthly cash earnings for males and females in formal employment were estimated at P7,429 and P7,032,

Table 1.23 shows the numbers of employees in formal employment grouped by average monthly cash earnings ranges.. The table shows that 30.1 percent of persons in formal employment earned P2,001 – P4,000, followed by 24.2 and 23.3 percent who were earning in the ranges of P10,001 – P30,000 and P2,001 – P4, 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 P17,590, followed by Professionals and Technicians & associate professionals at P15,951 and P12,400, respectively. Elementary occupations average earnings were the lowest at P2,051.

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 (66.5 percent) who were earning P501 – P1,000, were working as Service/Sales Workers. For the group of employees who were earning between P10,001 and P30,000, 38.6 percent of them were technicians, followed by professionals at 30.8 percent.

Table 1.16a: Estimated Formal Employment by Industry and Citizenship, QMTS Q4 2021

Sector/ Economic Activity	Citizens			Non-Citizens			All Employees			Q4 2020
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
Agriculture, Forestry and Fishing	5,484	2,656	8,140	3,629	666	4,295	9,113	3,322	12,435	10,572
Mining and Quarrying	8,911	2,436	11,347	17	217	235	8,929	2,653	11,582	7,031
Manufacturing	17,773	13,999	31,772	1,296	-	1,296	19,069	13,999	33,068	27,823
Electricity, Gas, & Air Supply	1,677	750	2,427	-	-	-	1,677	750	2,427	1,622
Water Supply and Waste Management	2,838	2,523	5,361	-	-	-	2,838	2,523	5,361	7,282
Construction	10,667	2,735	13,403	559	-	559	11,227	2,735	13,962	16,483
Wholesale, Retail & Sale of Motor Vehicles	30,362	29,097	59,460	1,848	-	1,848	32,210	29,097	61,307	59,035
Transport & Storage	8,430	4,076	12,505	487	241	728	8,917	4,317	13,233	11,111
Accommodation and Food Service	7,527	8,588	16,115	-	218	218	7,527	8,806	16,333	18,133
Information and Communication	1,982	1,165	3,147	1,638	-	1,638	3,620	1,165	4,785	4,407
Finance and Insurance Activities	2,099	6,923	9,022	238	171	409	2,337	7,095	9,431	9,201
Real Estate Activities	1,355	1,352	2,706	171	-	171	1,526	1,352	2,877	562
Professional, Scientific and Technical	3,251	5,284	8,535	-	-	-	3,251	5,284	8,535	7,055
Administrative and Support Service	26,164	16,897	43,061	-	-	-	26,164	16,897	43,061	40,940
Public Administration and Defense	30,095	30,678	60,773	-	-	-	30,095	30,678	60,773	77,272
Education	15,992	42,435	58,427	1,196	938	2,134	17,188	43,373	60,561	60,398
Human Health and Social Work Activities	6,586	16,844	23,429	528	864	1,392	7,114	17,708	24,822	19,105
Arts, Entertainment and Recreation	2,035	408	2,443	47	-	47	2,082	408	2,490	2,829
Other Service Activities	785	1,912	2,697	183	-	183	968	1,912	2,880	3,575
Households as Employers	243	1,785	2,029	-	1,789	1,789	243	3,574	3,818	1,954
Activities of Extraterritorial Organizations	487	-	487	-	217	217	487	217	704	1,347
Total	184,744	192,543	377,287	11,838	5,322	17,159	196,581	197,865	394,446	387,735

Table 1.16b: Percentage of Formal Employment by Industry and Citizenship, QMTS Q4 2021

Sector/ Economic Activity	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	3.0	1.4	2.2	30.7	12.5	25.0	4.6	1.7	3.2
Mining and Quarrying	4.8	1.3	3.0	0.1	4.1	1.4	4.5	1.3	2.9
Manufacturing	9.6	7.3	8.4	10.9	-	7.6	9.7	7.1	8.4
Electricity, Gas, & Air Conditioning Supply	0.9	0.4	0.6	-	-	-	0.9	0.4	0.6
Water Supply and Waste Management	1.5	1.3	1.4	-	-	-	1.4	1.3	1.4
Construction of Buildings	5.8	1.4	3.6	4.7	-	3.3	5.7	1.4	3.5
Wholesale, Retail & Sale of Motor Vehicles	16.4	15.1	15.8	15.6	-	10.8	16.4	14.7	15.5
Transport & Storage	4.6	2.1	3.3	4.1	4.5	4.2	4.5	2.2	3.4
Accommodation and Food Service	4.1	4.5	4.3	-	4.1	1.3	3.8	4.5	4.1
Information and Communication	1.1	0.6	0.8	13.8	-	9.5	1.8	0.6	1.2
Finance and Insurance Activities	1.1	3.6	2.4	2.0	3.2	2.4	1.2	3.6	2.4
Real Estate Activities	0.7	0.7	0.7	1.4	-	1.0	0.8	0.7	0.7
Professional, Scientific and Technical Activities	1.8	2.7	2.3	-	-	-	1.7	2.7	2.2
Administrative and Support Service Activities	14.2	8.8	11.4	-	-	-	13.3	8.5	10.9
Public Administration and Defense	16.3	15.9	16.1	-	-	-	15.3	15.5	15.4
Education	8.7	22.0	15.5	10.1	17.6	12.4	8.7	21.9	15.4
Human Health and Social Work Activities	3.6	8.7	6.2	4.5	16.2	8.1	3.6	8.9	6.3
Arts, Entertainment and Recreation	1.1	0.2	0.6	0.4	-	0.3	1.1	0.2	0.6
Other Service Activities	0.4	1.0	0.7	1.5	-	1.1	0.5	1.0	0.7
Households as Employers	0.1	0.9	0.5	-	33.6	10.4	0.1	1.8	1.0
Activities of Extraterritorial Organizations	0.3	-	0.1	-	4.1	1.3	0.2	0.1	0.2
Total	100.0	100.0	100.0						

Table 1.16 c: Formal Employment by Industry, QMTS 2019 - 2021

Sector/ Economic Activity	Q4 2019	Q1 2020	Q4 2020	Q4 2021
	Total	Total	Total	Total
Agriculture, Forestry and Fishing	9,634	10,493	10,572	12,435
Mining and Quarrying	8,141	10,871	7,031	11,582
Manufacturing	26,905	29,773	27,823	33,068
Electricity, Gas, & Air Supply	2,164	2,664	1,622	2,427
Water Supply and Waste Management	6,816	8,994	7,282	5,361
Construction of Buildings	18,227	16,701	16,483	13,962
Wholesale, Retail & Sale of motor vehicles	53,096	48,928	59,035	61,307
Transport & Storage	12,913	13,982	11,111	13,233
Accommodation and Food Service	13,856	15,565	18,133	16,333
Information and Communication	4,271	4,549	4,407	4,785
Finance and Insurance Activities	9,572	10,409	9,201	9,431
Real Estate Activities	1,394	384	562	2,877
Professional, Scientific and Technical	8,317	8,181	7,055	8,535
Administrative and Support Service	42,077	48,037	40,940	43,061
Public Administration and Defense	68,787	64,807	77,272	60,773
Education	52,792	59,321	60,398	60,561
Human Health and Social Work Activities	22,128	21,229	19,105	24,822
Arts, Entertainment and Recreation	3,365	2,662	2,829	2,490
Other Service Activities	4,976	5,014	3,575	2,880
Households as Employers	3,971	2,700	1,954	3,818
Activities of Extraterritorial Organizations	244	431	1,347	704
Total	373,644	385,693	387,735	394,446

Table 1.17a: Formal Employment by Age Group and Sex, QMTS Q4 2021

Age	Citizens			Non-Citizens			All Employees			Q4 2020
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
15-17	95	-	95	-	-	-	95	-	95	0
18-19	2,328	587	2,915	-	686	686	2,328	1,273	3,601	4,276
20-24	18,949	12,294	31,243	1,747	-	1,747	20,696	12,294	32,989	32,944
25-29	24,650	28,526	53,176	1,647	1,055	2,701	26,297	29,580	55,877	61,236
30-34	33,101	29,059	62,160	637	321	958	33,738	29,380	63,118	66,016
35-39	31,992	37,763	69,755	2,723	1,265	3,988	34,715	39,028	73,743	67,233
40-44	27,996	33,889	61,885	861	217	1,079	28,858	34,106	62,964	54,459
45-49	21,043	22,825	43,868	2,703	218	2,921	23,746	23,043	46,789	43,624
50-54	14,830	15,327	30,157	511	451	962	15,341	15,778	31,119	29,632
55-59	6,368	11,554	17,922	537	938	1,475	6,905	12,492	19,398	20,514
60-64	1,747	719	2,466	472	171	643	2,219	890	3,109	4,783
65-69	791	-	791	-	-	-	791	-	791	1,738
70-74	252	-	252	-	-	-	252	-	252	218
75+	601	-	601	-	-	-	601	-	601	1063
Total	184,744	192,543	377,287	11,838	5,322	17,159	196,581	197,865	394,446	387,735

Table 1.17b: Percentage of Formal Employment by Age Group and Sex, QMTS Q4 2021

Age	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	0.1	-	0.0	-	-	-	0.0	-	0.0
18-19	1.3	0.3	0.8	-	12.9	4.0	1.2	0.6	0.9
20-24	10.3	6.4	8.3	14.8	-	10.2	10.5	6.2	8.4
25-29	13.3	14.8	14.1	13.9	19.8	15.7	13.4	14.9	14.2
30-34	17.9	15.1	16.5	5.4	6.0	5.6	17.2	14.8	16.0
35-39	17.3	19.6	18.5	23.0	23.8	23.2	17.7	19.7	18.7
40-44	15.2	17.6	16.4	7.3	4.1	6.3	14.7	17.2	16.0
45-49	11.4	11.9	11.6	22.8	4.1	17.0	12.1	11.6	11.9
50-54	8.0	8.0	8.0	4.3	8.5	5.6	7.8	8.0	7.9
55-59	3.4	6.0	4.8	4.5	17.6	8.6	3.5	6.3	4.9
60-64	0.9	0.4	0.7	4.0	3.2	3.7	1.1	0.4	0.8
65-69	0.4	-	0.2	-	-	-	0.4	-	0.2
70-74	0.1	-	0.1	-	-	-	0.1	-	0.1
75+	0.3	-	0.2	-	-	-	0.3	-	0.2
Total	100.0	100.0	100.0						

Table 1.18a: Formal Employment by District and Sex, QMTS Q4 2021

District	Citizens			Non-Citizens			All Employees			% Total	Q4 2020
	Male	Female	Total	Male	Female	Total	Male	Female	Total		Total
Gaborone	44,110	42,886	86,996	5,481	1,661	7,141	49,591	44,547	94,137	19.0	86,498
Francistown	12,298	11,797	24,095	1,278	-	1,278	13,576	11,797	25,373	5.1	29,724
Lobatse	3,899	4,337	8,236	193	193	387	4,092	4,530	8,623	1.7	9,914
Selibe Phikwe	2,096	4,130	6,226	138	-	138	2,234	4,130	6,364	1.3	6,332
Orapa	2,469	1,920	4,389	69	-	69	2,538	1,920	4,458	0.9	3,977
Jwaneng	3,791	4,167	7,957	174	-	174	3,965	4,167	8,131	1.6	7,659
Sowa Town	831	448	1,279	64	-	64	895	448	1,343	0.3	1,371
Ngwaketse	5,213	8,192	13,404	-	-	-	5,213	8,192	13,404	2.7	11,751
Barolong	4,270	9,507	13,777	130	-	130	4,400	9,507	13,907	2.8	15,684
Ngwaketse West	694	1,361	2,055	-	-	-	694	1,361	2,055	0.4	2,447
South East	19,008	20,052	39,060	456	-	456	19,464	20,052	39,516	8.0	38,634
Kweneng East	35,205	33,247	68,452	2,705	909	3,614	37,910	34,156	72,066	14.6	62,575
Kweneng West	3,784	8,491	12,275	-	-	-	3,784	8,491	12,275	2.5	9,849
Kgatleng	13,588	10,979	24,566	409	487	896	13,997	11,466	25,462	5.1	25,651
Central Serowe	14,640	17,457	32,098	226	-	226	14,866	17,457	32,324	6.5	28,357
Central Mahalapye	4,287	7,338	11,624	743	-	743	5,030	7,338	12,367	2.5	15,929
Central Bobonong	5,075	11,245	16,320	-	-	-	5,075	11,245	16,320	3.3	14,147
Central Boteti	8,288	8,126	16,414	310	272	582	8,598	8,398	16,996	3.4	19,154
Central Tutume	5,255	11,389	16,644	-	-	-	5,255	11,389	16,644	3.4	20,585
North East	4,646	6,228	10,874	-	-	-	4,646	6,228	10,874	2.2	10,091
Ngamiland East	5,558	11,271	16,830	363	-	363	5,921	11,271	17,193	3.5	16,737
Ngamiland West	6,037	7,956	13,993	-	-	-	6,037	7,956	13,993	2.8	12,879
Chobe	4,055	5,226	9,281	172	46	219	4,227	5,272	9,500	1.9	9,884
Ghanzi	4,096	4,818	8,914	126	-	126	4,222	4,818	9,040	1.8	8,343
Kgalagadi South	3,283	2,616	5,900	134	-	134	3,417	2,616	6,034	1.2	4,422
Kgalagadi North	2,745	3,311	6,056	-	-	-	2,745	3,311	6,056	1.2	5,123
Total	219,222	258,495	477,717	13,172	3,568	16,740	232,394	262,063	494,457	100.0	477,716
Percentage Total	44.3	52.3	96.6	2.7	0.7	3.4	47.0	53.0	100.0		

Table 1.18b: Percentage of Formal Employment by District and Sex, QMTS Q4 2021

District	All Employees			All Employees			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Gaborone	42,124	37,836	79,960	21.4	19.1	20.3	52.7	47.3	100.0
Francistown	11,627	10,113	21,741	5.9	5.1	5.5	53.5	46.5	100.0
Lobatse	4,152	3,688	7,840	2.1	1.9	2.0	53.0	47.0	100.0
Selibe Phikwe	1,560	2,907	4,467	0.8	1.5	1.1	34.9	65.1	100.0
Orapa	2,400	1,714	4,115	1.2	0.9	1.0	58.3	41.7	100.0
Jwaneng	3,589	3,666	7,255	1.8	1.9	1.8	49.5	50.5	100.0
Sowa Town	856	448	1,304	0.4	0.2	0.3	65.6	34.4	100.0
Ngwaketse	4,706	6,420	11,126	2.4	3.2	2.8	42.3	57.7	100.0
Barolong	3,298	6,655	9,953	1.7	3.4	2.5	33.1	66.9	100.0
Ngwaketse West	286	264	550	0.1	0.1	0.1	52.0	48.0	100.0
South East	19,825	20,908	40,733	10.1	10.6	10.3	48.7	51.3	100.0
Kweneng East	31,729	31,391	63,120	16.1	15.9	16.0	50.3	49.7	100.0
Kweneng West	3,257	4,634	7,890	1.7	2.3	2.0	41.3	58.7	100.0
Kgatleng	13,735	11,105	24,840	7.0	5.6	6.3	55.3	44.7	100.0
Central Serowe	13,773	12,227	26,000	7.0	6.2	6.6	53.0	47.0	100.0
Central Mahalapye	3,311	4,417	7,729	1.7	2.2	2.0	42.8	57.1	100.0
Central Bobonong	4,273	6,865	11,138	2.2	3.5	2.8	38.4	61.6	100.0
Central Boteti	6,320	4,461	10,781	3.2	2.3	2.7	58.6	41.4	100.0
Central Tutume	3,954	5,067	9,021	2.0	2.6	2.3	43.8	56.2	100.0
North East	3,196	3,174	6,370	1.6	1.6	1.6	50.2	49.8	100.0
Ngamiland East	4,266	6,901	11,166	2.2	3.5	2.8	38.2	61.8	100.0
Ngamiland West	4,757	4,074	8,831	2.4	2.1	2.2	53.9	46.1	100.0
Chobe	3,459	4,584	8,042	1.8	2.3	2.0	43.0	57.0	100.0
Ghanzi	2,507	1,817	4,324	1.3	0.9	1.1	58.0	42.0	100.0
Kgalagadi South	1,689	723	2,412	0.9	0.4	0.6	70.0	30.0	100.0
Kgalagadi North	1,931	1,807	3,738	1.0	0.9	0.9	51.7	48.3	100.0
Total	196,581	197,865	394,446	100.0	100.0	100.0	49.8	50.2	100.0

Table 1.19a: Estimated Formal Employment by Education/Training Level and Sex, QMTS Q4 2021

School Attendance	Citizens			Non-Citizens			All Employees			Q4 2020
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
Primary	11,198	9,762	20,959	181	665	847	11,379	10,427	21,806	22,672
Secondary	85,129	73,343	158,472	4,525	2,006	6,530	89,654	75,349	165,002	176,028
Non-formal	0	340	340	-	-	-	-	340	340	1,312
Apprentice	2,344	720	3,064	-	-	-	2,344	720	3,064	1,473
Brigade	9,488	2,615	12,103	-	-	-	9,488	2,615	12,103	10,519
Technical/Vocational	17,542	15,663	33,205	1,421	171	1,592	18,963	15,834	34,797	28,900
Educational College	11,116	28,951	40,067	2,339	217	2,557	13,455	29,168	42,624	40,721
Institute of Health Sciences	1,339	4,801	6,139	67	398	466	1,406	5,199	6,605	5,656
University	42,065	54,441	96,507	3,306	1,862	5,167	45,371	56,303	101,674	93,460
Never attended	4,522	1,909	6,430	-	-	-	4,522	1,909	6,430	6,993
Total	184,744	192,543	377,287	11,837	5,322	17,159	196,581	197,865	394,446	387,735

Table 1.19b: Percentage of Estimated Formal Employment by Education/Training Level and Sex, QMTS Q4 2021

School Attendance	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Primary	6.1	5.1	5.6	1.5	12.5	4.9	5.8	5.3	5.5
Secondary	46.1	38.1	42.0	38.2	37.7	38.1	45.6	38.1	41.8
Non-formal	-	0.2	0.1	-	-	-	-	0.2	0.1
Apprentice	1.3	0.4	0.8	-	-	-	1.2	0.4	0.8
Brigade	5.1	1.4	3.2	-	-	-	4.8	1.3	3.1
Technical/Vocational	9.5	8.1	8.8	12.0	3.2	9.3	9.6	8.0	8.8
Educational College	6.0	15.0	10.6	19.8	4.1	14.9	6.8	14.7	10.8
Institute of Health Sciences	0.7	2.5	1.6	0.6	7.5	2.7	0.7	2.6	1.7
University	22.8	28.3	25.6	27.9	35.0	30.1	23.1	28.5	25.8
Never attended	2.4	1.0	1.7	-	-	-	2.3	1.0	1.6
Total	100.0	100.0	100.0						

Table 1.20a: Estimated Formal Employment by Occupation, Citizenship & Sex, QMTS Q4 2021

Occupation	Citizens			Non-Citizens			All Employees			Q4 2020
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
Managers	11,199	7,110	18,309	897	459	1,355	12,096	7,569	19,664	19,461
Professionals	15,848	25,706	41,554	1,564	1,210	2,774	17,412	26,916	44,328	41,261
Technicians and Associate Professionals	20,162	38,733	58,895	2,228	809	3,038	22,390	39,542	61,933	52,941
Clerical Support Services	7,290	17,872	25,162	409	171	580	7,699	18,043	25,742	33,014
Service/Sales Workers	53,210	57,886	111,096	692	217	909	53,902	58,103	112,005	111,598
Skilled Agric. Forestry and Fishery Workers	269	-	269	458	-	458	727	-	727	0
Craft and Related Trades Workers	22,711	9,758	32,469	2,034	-	2,035	24,745	9,758	34,504	31,754
Plant & Machine Operators	25,309	4,678	29,987	487	-	487	25,796	4,678	30,474	33,469
Elementary Occupations	26,189	30,329	56,518	3,069	2,455	5,524	29,258	32,784	62,042	61,728
Other	2,556	472	3,028	-	-	-	2,556	472	3,028	2,509
Total	184,744	192,543	377,287	11,837	5,322	17,159	196,581	197,865	394,446	387,735

Table 1.20b: Percentage of Estimated Formal Employment by Occupation, Citizenship & Sex, QMTS Q4 2021

Occupation	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers	6.1	3.7	4.9	7.6	8.6	7.9	6.2	3.8	5.0
Professionals	8.6	13.4	11.0	13.2	22.7	16.2	8.9	13.6	11.2
Technicians and Associate Professionals	10.9	20.1	15.6	18.8	15.2	17.7	11.4	20.0	15.7
Clerical Support Services	3.9	9.3	6.7	3.5	3.2	3.4	3.9	9.1	6.5
Service/Sales Workers	28.8	30.1	29.4	5.8	4.1	5.3	27.4	29.4	28.4
Skilled Agric. Forestry and Fishery Workers	0.1	-	0.1	3.9	-	2.7	0.4	-	0.2
Craft and Related Trades Workers	12.3	5.1	8.6	17.2	-	11.9	12.6	4.9	8.7
Plant & Machine Operators	13.7	2.4	7.9	4.1	-	2.8	13.1	2.4	7.7
Elementary Occupations	14.2	15.8	15.0	25.9	46.1	32.2	14.9	16.6	15.7
Other	1.4	0.2	0.8	-	-	-	1.3	0.2	0.8
Total	100.0	100.0	100.0						

Table 1.21: Estimated Formal Employment by Industry & Sex, QMTS Q4 2021

Sector/ Economic Activity	All Employees			All Employees			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	9,113	3,322	12,435	4.6	1.7	3.2	73.3	26.7	100.0
Mining and Quarrying	8,929	2,653	11,582	4.5	1.3	2.9	77.1	22.9	100.0
Manufacturing	19,069	13,999	33,068	9.7	7.1	8.4	57.7	42.3	100.0
Electricity, Gas, & Air Supply	1,677	750	2,427	0.9	0.4	0.6	69.1	30.9	100.0
Water Supply and Waste Management	2,838	2,523	5,361	1.4	1.3	1.4	52.9	47.1	100.0
Construction of Buildings	11,227	2,735	13,962	5.7	1.4	3.5	80.4	19.6	100.0
Wholesale, Retail & Sale of Motor Vehicles	32,210	29,097	61,307	16.4	14.7	15.5	52.5	47.5	100.0
Transport & Storage	8,917	4,317	13,233	4.5	2.2	3.4	67.4	32.6	100.0
Accommodation and Food Service	7,527	8,806	16,333	3.8	4.5	4.1	46.1	53.9	100.0
Information and Communication	3,620	1,165	4,785	1.8	0.6	1.2	75.7	24.3	100.0
Finance and Insurance Activities	2,337	7,095	9,431	1.2	3.6	2.4	24.8	75.2	100.0
Real Estate Activities	1,526	1,352	2,877	0.8	0.7	0.7	53.0	47.0	100.0
Professional, Scientific and Technical	3,251	5,284	8,535	1.7	2.7	2.2	38.1	61.9	100.0
Administrative and Support Service	26,164	16,897	43,061	13.3	8.5	10.9	60.8	39.2	100.0
Public Administration and Defense	30,095	30,678	60,773	15.3	15.5	15.4	49.5	50.5	100.0
Education	17,188	43,373	60,561	8.7	21.9	15.4	28.4	71.6	100.0
Human Health and Social Work Activities	7,114	17,708	24,822	3.6	8.9	6.3	28.7	71.3	100.0
Arts, Entertainment and Recreation	2,082	408	2,490	1.1	0.2	0.6	83.6	16.4	100.0
Other Service Activities	968	1,912	2,880	0.5	1.0	0.7	33.6	66.4	100.0
Households as Employers	243	3,574	3,818	0.1	1.8	1.0	6.4	93.6	100.0
Activities of Extraterritorial Organizations	487	217	704	0.2	0.1	0.2	69.2	30.8	100.0
Total	196,581	197,865	394,446	100.0	100.0	100.0	49.8	50.2	100.0

Table 1.22: Estimated Formal Employment Monthly Average Earnings by Industry, Citizenship & Sex, QMTS Q4 2021

Sector/ Economic Activity	Citizens			Non-Citizens			All Employees			Q4 2020
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
Agriculture, Forestry and Fishing	3,290	1,819	2,810	1,757	1,600	1,733	2,679	1,775	2,438	2,550
Mining and Quarrying	16,934	25,625	18,800	20,212	12,024	12,565	16,938	24,512	18,673	15,653
Manufacturing	4,033	3,202	3,667	12,953	-	12,953	4,639	3,202	4,031	3,827
Electricity & Gas Supply	9,768	14,807	11,325	-	-	-	9,768	14,807	11,325	9,589
Water Supply and Waste Management	9,668	9,686	9,677	-	-	-	9,668	9,686	9,677	8,898
Construction	4,384	4,126	4,331	7,313	-	7,313	4,529	4,126	4,450	4,601
Wholesale, Retail & Sale of Motor Vehicles	3,556	2,565	3,071	5,215	-	5,215	3,651	2,565	3,136	2,237
Transport & Storage	6,289	7,761	6,769	2,200	6,002	3,459	6,065	7,663	6,587	7,799
Accommodation and Food Service	3,879	2,750	3,277	-	19,955	19,955	3,879	3,176	3,500	3,660
Information and Communication	11,242	12,599	11,744	1,644	-	1,644	6,899	12,599	8,287	12,437
Finance and Insurance Activities	19,424	14,370	15,546	4,994	25,019	13,366	17,955	14,624	15,451	14,520
Real Estate Activities	12,737	4,279	8,515	2,502	-	2,502	11,590	4,279	8,158	11,360
Professional, Scientific and Technical	11,370	7,058	8,700	-	-	-	11,370	7,058	8,700	10,188
Administrative and Support Service s	2,795	2,202	2,562	-	-	-	2,795	2,202	2,562	2,311
Public Administration	13,033	8,659	10,825	-	-	-	13,033	8,659	10,825	9,866
Education	13,349	10,276	11,117	10,647	4,131	7,783	13,161	10,143	11,000	10,315
Human Health and Social Work Activities	9,176	8,070	8,381	16,179	18,877	17,854	9,695	8,598	8,912	9,445
Arts, Entertainment and Recreation	3,166	2,720	3,092	9,027	-	9,027	3,298	2,720	3,204	7,684
Other Service Activities	7,153	5,041	5,656	3,506	-	3,506	6,463	5,041	5,519	6,772
Households as Employers	2,870	1,986	2,090	-	1,471	1,471	2,870	1,728	1,800	1,447
Activities of Extraterritorial Organizations	10,000	-	10,000	-	90,178	90,178	10,000	90,178	34,714	22,529
Total	7,554	6,935	7,238	5,487	10,548	7,057	7,429	7,032	7,230	6,940

Table 1.22 b: Estimated Formal Employment Monthly Average Earnings by Industry, QMTS 2019 - 2021

Sector/ Economic Activity	Q4 2019	Q1 2020	Q4 2020	Q4 2021
	Total	Total	Total	Total
Agriculture, Forestry and Fishing	2,105	2,398	2,550	2,438
Mining and Quarrying	17,765	14,284	15,653	18,673
Manufacturing	3,733	3,836	3,827	4,031
Electricity, Gas, & Air Supply	4,765	13,577	9,589	11,325
Water Supply and Waste Management	7,734	8,303	8,898	9,677
Construction of Buildings	5,314	4,750	4,601	4,450
Wholesale, Retail & Sale of motor vehicles	3,056	3,092	2,237	3,136
Transport & Storage	10,822	9,612	7,799	6,587
Accommodation and Food Service	2,381	2,396	3,660	3,500
Information and Communication	11,939	11,897	12,437	8,287
Finance and Insurance Activities	9,212	10,468	14,520	15,451
Real Estate Activities	10,820	22,940	11,360	8,158
Professional, Scientific and Technical	10,979	6,052	10,188	8,700
Administrative and Support Service	2,516	2,761	2,311	2,562
Public Administration and Defense	9,954	10,072	9,866	10,825
Education	10,679	10,691	10,315	11,000
Human Health and Social Work Activities	9,150	8,233	9,445	8,912
Arts, Entertainment and Recreation	5,136	2,835	7,684	3,204
Other Service Activities	6,365	6,125	6,772	5,519
Households as Employers	1,442	1,421	1,447	1,800
Activities of Extraterritorial Organizations	14,990	2,990	22,529	34,714
Total	7,015	6,915	6,940	7,230

Table 1.23: Estimated Formal Employment Earnings by Industry & Range of Earnings, QMTS Q4 2021

Sector/ Economic Activity	Gross Salary							Total
	1-500	501-1000	1001-2000	2001-4000	4001-10000	10001-30000	30001-150000	
Agriculture, Forestry and Fishing	-	371	7,646	2,824	1,302	293	-	12,435
Mining and Quarrying	-	241	175	783	3,604	5,187	1,590	11,582
Manufacturing	-	-	14,342	11,992	4,177	2,305	252	33,068
Electricity & Gas Supply	-	-	-	309	593	1,525	-	2,427
Water Supply and Waste Management	-	156	-	1,181	2,151	1,788	84	5,361
Construction	-	-	1,896	7,677	3,264	1,125	-	13,962
Wholesale, Retail & Sale of Motor Vehicles	-	1,715	34,627	15,308	5,538	4,118	-	61,307
Transport & Storage	-	-	978	3,971	5,153	3,131	-	13,233
Accommodation and Food Service	-	735	8,483	4,666	1,287	1,162	-	16,333
Information and Communication	1,404	-	482	197	1,158	1,545	-	4,785
Finance and Insurance Activities	-	-	158	1,308	2,858	3,877	1,230	9,431
Real Estate Activities	-	177	268	1,454	480	258	240	2,877
Professional, Scientific and Technical	210	404	307	2,753	2,854	1,790	218	8,535
Administrative and Support Service s	-	582	11,957	27,596	2,443	484	-	43,061
Public Administration	-	661	877	14,422	17,070	26,937	806	60,773
Education	-	1,516	3,348	12,046	11,356	31,855	440	60,561
Human Health and Social Work Activities	-	-	2,168	6,290	8,577	7,331	456	24,822
Arts, Entertainment and Recreation	-	66	487	1,673	207	57	-	2,490
Other Service Activities	-	-	718	1,577	41	544	-	2,880
Households as Employers	-	138	2,804	730	146	-	-	3,818
Activities of Extraterritorial Organizations	-	-	-	-	487	-	217	704
Total	1613	6,762	91,723	118,756	74,745	95,314	5,533	394,446
Percentage Total	0.4	1.7	23.3	30.1	18.9	24.2	1.4	100.0

Table 1.24: Estimated Formal Employment Monthly Average Earnings by Occupation, Citizenship & Sex, QMTS Q4 2021

Occupation	Citizens			Non-Citizens			All Employees			Q1 2020
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
Managers	16,530	17,913	17,067	13,812	45,785	24,653	16,328	19,603	17,590	17,965
Professionals	18,562	14,782	16,224	9,706	14,664	11,868	17,767	14,777	15,951	16,385
Technicians and Associate Professionals	14,606	11,685	12,685	5,391	10,948	6,869	13,689	11,670	12,400	12,152
Clerical Support Services	5,194	5,666	5,529	3,952	25,019	10,163	5,128	5,849	5,634	5,255
Service/Sales Workers	4,057	2,711	3,356	9,517	2,505	7,843	4,127	2,711	3,392	3,332
Skilled Agric. Forestry and Fishery Workers	4,497	-	4,497	2,800	-	2,800	3,428	-	3,428	3,321
Craft and Related Trades Workers	5,341	2,911	4,610	5,054	-	5,051	5,317	2,911	4,636	4,247
Plant & Machine Operators	5,051	4,298	4,934	2,200	-	2,200	4,997	4,298	4,890	4,059
Elementary Occupations	2,137	2,079	2,106	1,480	1,506	1,491	2,068	2,036	2,051	1,921
Other	24,154	11,564	22,191	-	-	-	24,154	11,564	22,191	19,089
Total	7,554	6,935	7,238	5,488	10,548	7,057	7,429	7,032	7,230	6,914

Table 1.25: Estimated Formal Employment Earnings by Occupation & Range of Earnings, QMTS Q4 2021

Occupation	1-500	501-1000	1001-2000	2001-4000	4001-10000	10001-30000	30001-150000	Total
Managers	-	-	613	2,513	4,526	9,775	2,237	19,664
Professionals	-	-	126	2,564	10,400	29,377	1,861	44,328
Technicians and Associate Professionals	1,404	153	2,207	3,947	16,681	36,822	718	61,933
Clerical Support Services	210	272	3,470	9,497	8,468	3,604	222	25,742
Service/Sales Workers	-	4,499	33,414	54,294	12,695	6,893	211	112,005
Skilled Agric. Forestry and Fishery Workers	-	-	-	458	269	-	-	727
Craft and Related Trades Workers	-	-	10,446	13,513	6,403	4,141	-	34,504
Plant & Machine Operators	-	-	3,385	12,407	12,485	2,129	69	30,474
Elementary Occupations	-	1,838	38,062	19,563	2,578	-	-	62,042
Other	-	-	-	-	240	2,571	216	3,028
Total	1613	6,762	91,723	118,756	74,745	95,314	5,533	394,446

Table 1.26: Percentage of Estimated Formal Employment Earnings by Occupation & Range of Earnings, QMTS Q4 2021

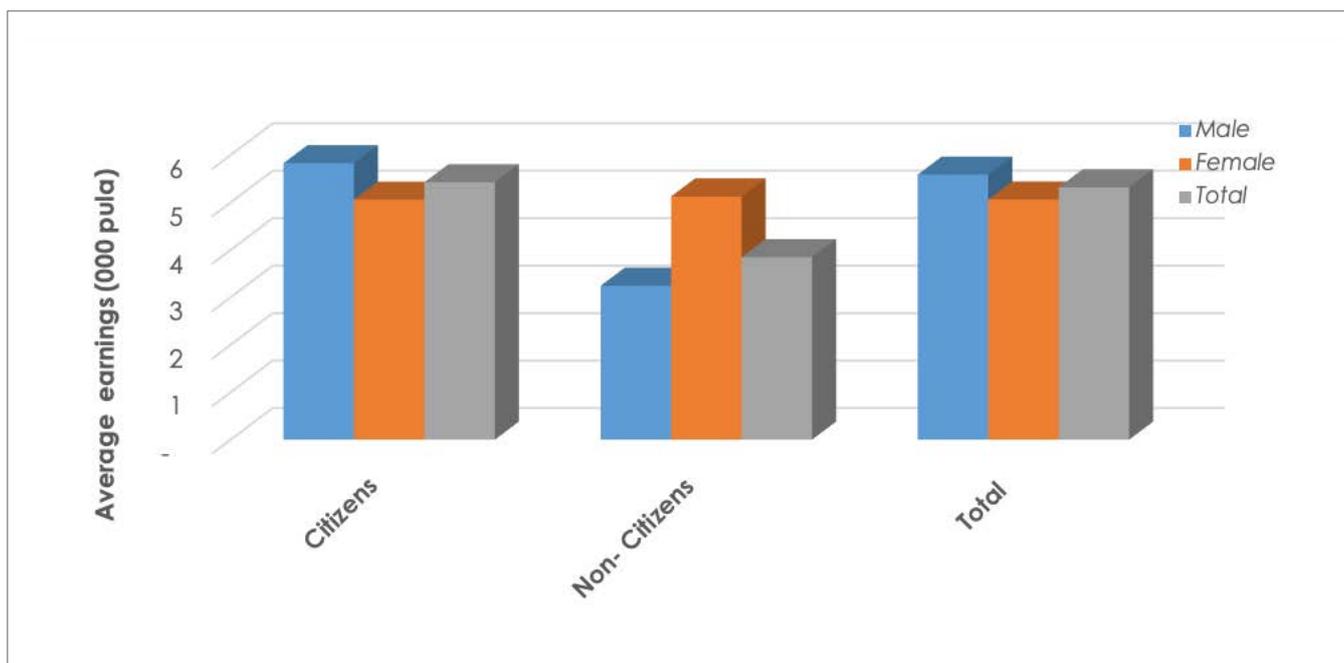
Occupation	1-500	501-1000	1001-2000	2001-4000	4001-10000	10001-30000	30001-80000	Total
Managers	-	-	0.7	2.1	6.1	10.3	40.4	5.0
Professionals	-	-	0.1	2.2	13.9	30.8	33.6	11.2
Technicians and Associate Professionals	87.0	2.3	2.4	3.3	22.3	38.6	13.0	15.7
Clerical Support Services	13.0	4.0	3.8	8.0	11.3	3.8	4.0	6.5
Service/Sales Workers	-	66.5	36.4	45.7	17.0	7.2	3.8	28.4
Skilled Agric. Forestry and Fishery Workers	-	-	-	0.4	0.4	-	-	0.2
Craft and Related Trades Workers	-	-	11.4	11.4	8.6	4.3	-	8.7
Plant & Machine Operators	-	-	3.7	10.4	16.7	2.2	1.2	7.7
Elementary Occupations	-	27.2	41.5	16.5	3.4	-	-	15.7
Other	-	-	-	-	0.3	2.7	3.9	0.8
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 2021. The total average earnings were estimated at P5, 320. This is a 6.4 percent increase as compared to the P4, 997 (pula) that were estimated for Quarter four 2020. Average earnings for citizens was estimated at P5, 426. Non-citizen average earnings was P3, 846. Males average earnings (5, 587 pula) were higher than that of their female counterparts which were estimated at 5,062 pula. For non-citizens, females average earnings (5,127 pula) were higher than males average earnings (3,244 pula).

Comparison of average earnings for Q4-2019, Q4-2020 and Q4-2021 indicates that average earning at the end of each of the three years of the survey were relatively stable. In Q4-2019, the earnings were 4,989. The earnings went down to 4,977 in Q4-2020 and increased to 5,320 in Q4-2021. There was an increase of 6.6 percent in average earning from the first quarter of the survey (Q4-2019) to the last quarter (Q4-2021). **(Table AE 1a)**

Figure 1.20: Average Earnings (pulas) by Citizenship and Sex- QMTS Q4_2021



Average earnings at occupation level for both citizens and Non- citizens is shown in **Figure 1.21** below. The highest Average Earnings (pula) was recorded by Other Specialised Professional Services Personnel with 22, 192 pula. This category comprises citizen wage earners only. Managers, Professionals and Technicians & Associate Professionals recorded total average earnings of 16,567, 15, 587 and 12,071 pula respectively. All occupation categories recorded higher total average earnings for males except for Managers and Clerical Support Services. For non- citizens, female Managers recorded the highest average earnings of 30, 039 pula.

Figure 1.21: Average Earnings (pula) by Occupation, Citizenship and Sex- QMTS Q4_2021

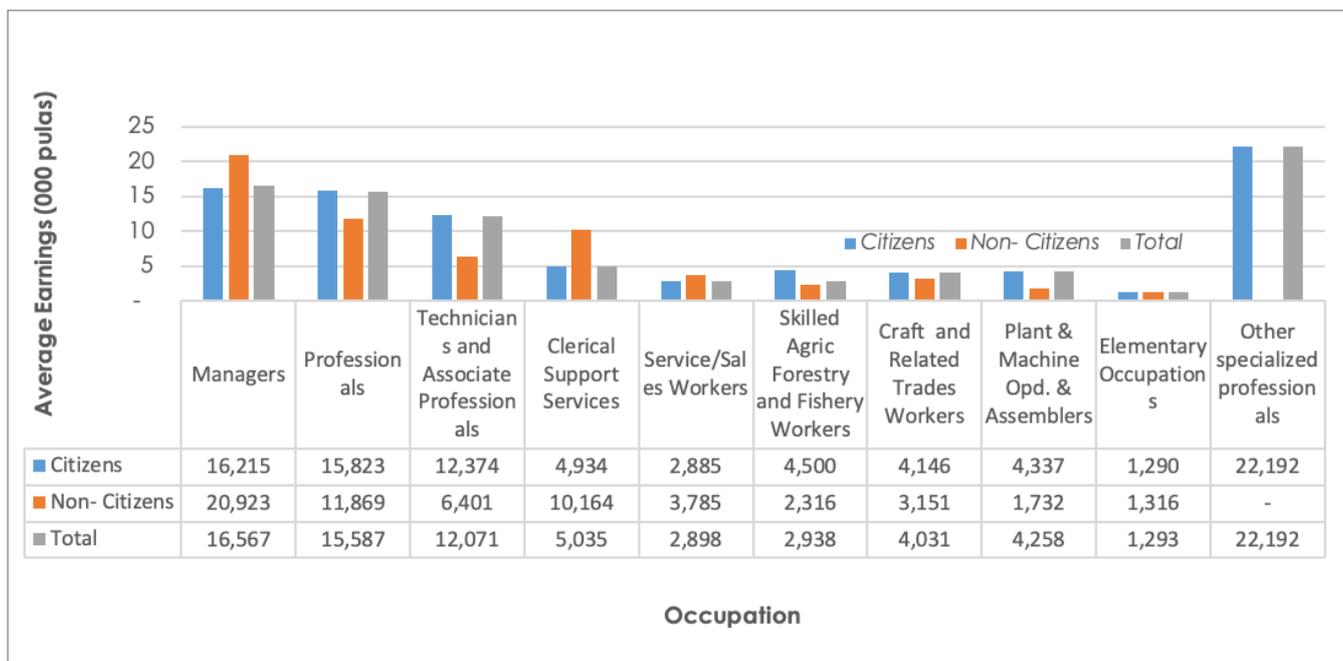
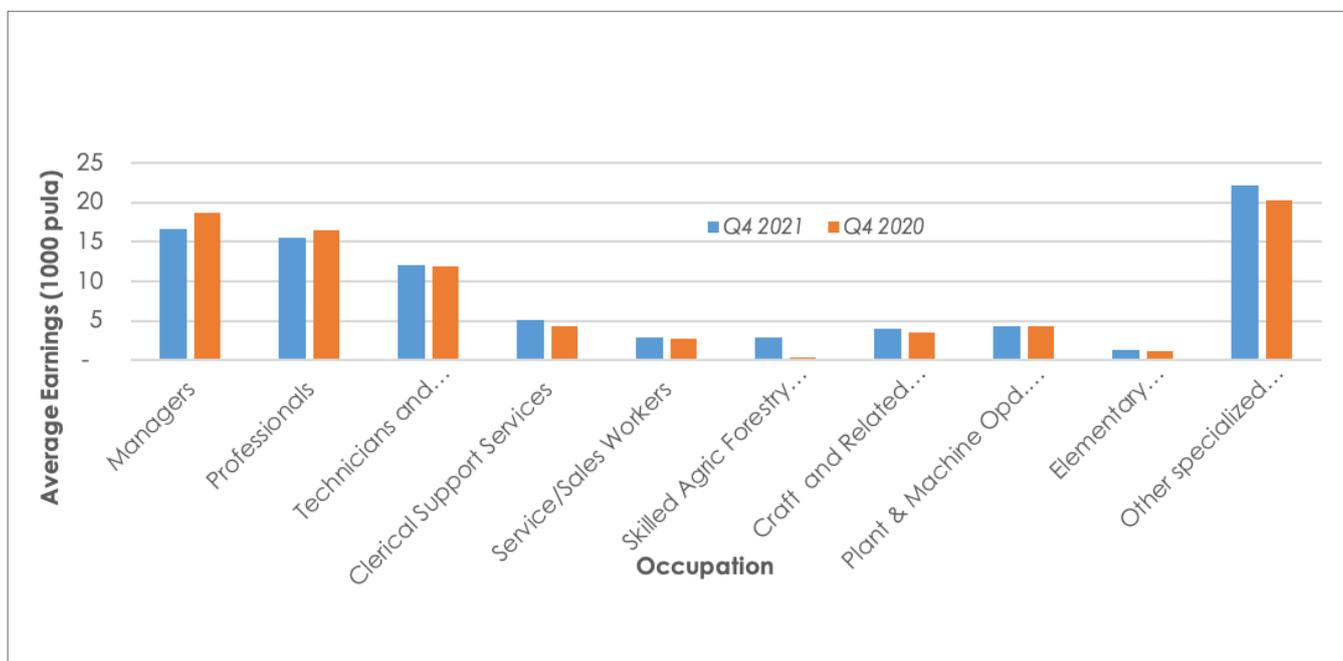


Figure 1.22 below depicts average earnings by occupation categories between Q2 2021 and Q4 2020. All occupation categories recorded an increase in average earnings, except for Managers, Professionals and Plant & Machine Operators. Average earnings for Skilled Agric. workers increased from 400 pula in quarter four 2020 to 2,938 in quarter four 2021.

Figure 1.22: Average Earning by Occupation- Q4 2021 and Q4 2020



4.0 UNEMPLOYED AND UNDER EMPLOYED POPULATION

4.1.1 Currently Unemployed

Currently Unemployed persons refer to 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. The currently unemployed excludes individuals who were temporarily absent from work, s and were definitely going to return to work

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 reference. 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. The discouraged job seekers are those who indicate that they wanted to be employed and were available for employment, but were not actively seeking employment for labour market related reasons as opposed to personal, family or other non-labour related reasons.

Comparison of the estimated total number of unemployed persons for quarters four of 2019, 2020 and 2021 shows an annual increase. In quarter four of 2019, the unemployed persons were estimated at 211, 473, increasing to 238, 731 in quarter four of 2020. The 2021 fourth quarter estimate was 252, 316, an increase of 5.7 percent on quarter four of 2020. (**Table 2.1 a**)

The total number of discouraged job seekers for Quarter four 2021 was estimated at 76,984. This shows an annual decline of 5.2 percent (4,024), compared to the 81,008 that was estimated for quarter four of 2020.i.

Table 2.1a: Unemployment rate by Age Group (15 years & above) and sex, QMTS Q4_2021

Age Group	Total Unemployed Q4_2021			Q4_2020	Q1_2020	Q4_2019	Q3_2019
	Male	Female	Total	Total	Total	Total	Total
15-17	2,609	537	3,146	1,509	4,412	3,572	3,445
18-19	5,786	8,685	14,471	13,683	11,273	10,543	11,440
20-24	23,921	29,409	53,330	52,432	48,029	36,150	36,758
25-29	21,238	25,621	46,860	52,909	44,715	46,631	39,444
30-34	15,260	25,106	40,366	39,162	38,470	32,661	30,698
35-39	14,347	16,822	31,168	26,872	27,442	30,725	27,548
40-44	11,524	13,195	24,719	19,446	21,350	19,347	17,101
45-49	6,682	10,883	17,565	14,662	11,887	11,449	11,950
50-54	5,443	4,651	10,094	8,144	7,888	8,506	7,155
55-59	3,177	2,302	5,478	5,265	6,284	4,742	4,151
60-64	1,628	1,469	3,097	2,816	4,045	6,621	2,997
65-69	572	683	1,256	1,082	396	413	1,195
70-74	378	130	508	416	407	196	918
75+	-	259	259	333	-	187	191
Total	112,563	139,753	252,316	238,731	226,598	211,743	194,990

The **extended unemployment** – sums the number of actively seeking work with those who discouraged jobseekers in the reference period. The extended unemployed persons were estimated at 329,301 in quarter four of 2021. Of these, 76.6 percent were actively seeking work and 23.4 percent were discouraged job seekers. (**Table 2.1b**)

Table 2.1b: Unemployment Rate by Age Group (18 years & above) and Sex, QMTS Q4_2021

Age Group	Discouraged job seekers			Active Job Seekers			Extended Unemployment		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	661	1,121	1,783	2,609	537	3,146	3,270	1,658	4,928
18-19	3,307	1,623	4,930	5,786	8,685	14,471	9,093	10,308	19,401
20-24	5,322	3,913	9,235	23,921	29,409	53,330	29,243	33,322	62,565
25-29	5,702	8,041	13,743	21,238	25,621	46,860	26,941	33,662	60,602
30-34	5,571	4,085	9,655	15,260	25,106	40,366	20,831	29,191	50,022
35-39	3,479	7,182	10,661	14,347	16,822	31,168	17,826	24,003	41,829
40-44	3,344	3,301	6,645	11,524	13,195	24,719	14,867	16,497	31,364
45-49	1,777	3,522	5,300	6,682	10,883	17,565	8,460	14,405	22,865
50-54	1,566	2,928	4,494	5,443	4,651	10,094	7,009	7,580	14,588
55-59	1,938	1,967	3,905	3,177	2,302	5,478	5,114	4,269	9,384
60-64	1,516	535	2,052	1,628	1,469	3,097	3,144	2,004	5,148
65-69	914	1,350	2,265	572	683	1,256	1,487	2,033	3,520
70-74	268	448	716	378	130	508	645	578	1,223
75+	1,206	396	1,602	-	259	259	1,206	655	1,861
Total	36,572	40,412	76,984	112,563	139,753	252,316	149,136	180,165	329,301

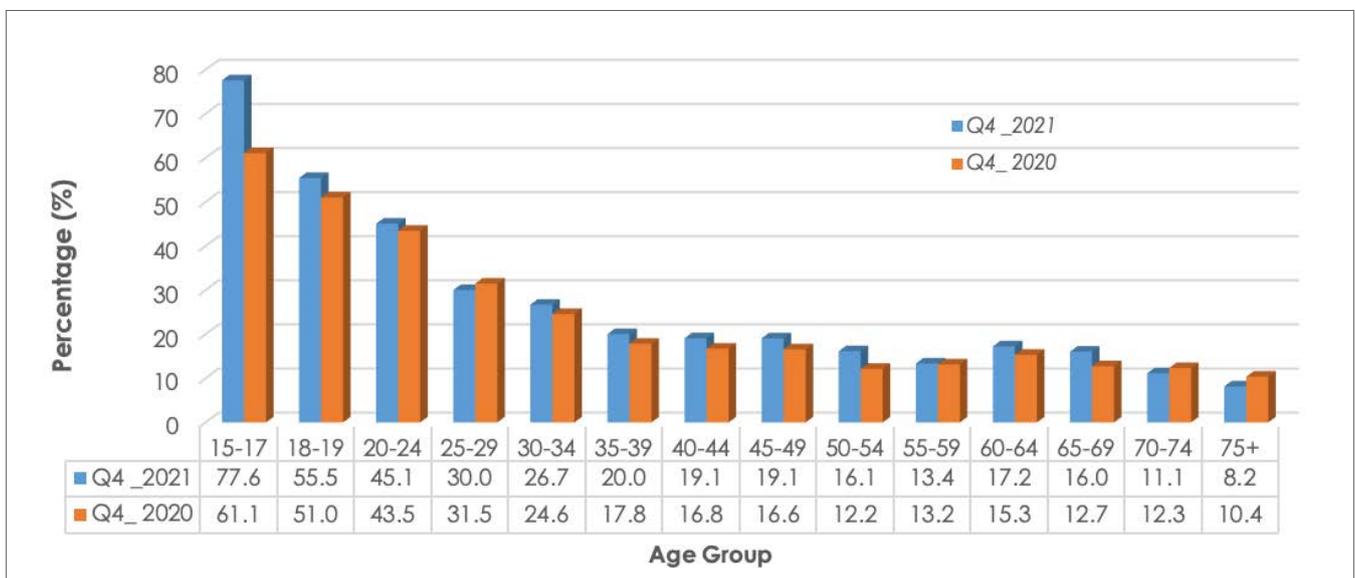
Overall unemployment rate for quarter four 2021 was estimated at 26.0 percent, This is an increase of 1.5 percentage points compared to the 24.5 percent unemployment rate estimated for the fourth quarter of 2020.. This estimate the percentage of labour force which was **actively seeking work** during the reference period. Female unemployment rate was estimated at 27.9 percent, compared with 24.0 percent for males.

Unemployment rate has been increasing from year to year. In quarter four 2019, the rate was recorded at 22.2 percent. The following year (quarter four of 2020), 24.5 percent was recorded. In quarter four 2021, the rate continued to go up, reaching 26.0 percent. The annual change between quarter four of 2019 and quarter four 2020 showed an increase by 2.3 percentage points in the overall unemployment rate. Between quarter four 2020 and quarter four 2021, an annual increase of 1.5 percentage points was recorded. (Table 2.1 c)

Quarter four 2021 estimate for the extended unemployment rate was 31.1 percent as compared to 30.3 percent recorded in quarter four of 2020.

Unemployment rate (actively seeking) for quarter four 2021 and quarter four 2020 by age group is displayed in **Figure 2.1** below. Age groups 15-17 to 20-29 recorded unemployment rates above overall unemployment of 26.0 percent. Age group 15-17 recorded the highest unemployment rate of 77.6 percent, followed by the 18-19 age group with 55.5 percent. Age groups 20-24 and 25-29 recorded 45.1 and 30.0 percent respectively. This shows unemployment rate decreasing with age, that is, it is highest for younger age groups. The same scenario was observed in the previous quarter (quarter 4 2020).

Figure 2.1: Unemployment Rate by Age Group, QMTS Q4_2021 & Q4_2020



Overall unemployment rate for persons aged 18 years and above, (actively seeking work) was estimated at 25.8 percent. This is a 0.2 percentage point difference when compared to the 26.0 percent rate recorded for ages 15 years and above. The estimated unemployment rate for females for the labour force aged 18 years and above was 27.8 percent compared to 23.8 percent for males. See [Table 2.1d](#)

Table 2.1c: Unemployment Rate by Age Group(15 years & above) and Sex, Q4_2021

Age Group	Unemployed			Employed			Labour Force			Unemployment Rate Q4_2021			Q4_2020	Q1_2020	Q4_2019	Q3_2019
	male	female	Total	male	female	Total	male	female	Total	male	female	Total	Total	Total	Total	Total
15-17	2,609	537	3,146	398	510	908	3,007	1,047	4,054	86.8	51.3	77.6	61.1	73.6	74.1	55.5
18-19	5,786	8,685	14,471	7,641	3,985	11,626	13,427	12,670	26,097	43.1	68.6	55.5	51.0	63.4	47.5	44.1
20-24	23,921	29,409	53,330	36,277	28,674	64,952	60,198	58,083	118,282	39.7	50.6	45.1	43.5	41.3	34.7	32.1
25-29	21,238	25,621	46,860	53,782	55,455	109,236	75,020	81,076	156,096	28.3	31.6	30.0	31.5	27.5	28.8	24.9
30-34	15,260	25,106	40,366	60,460	50,310	110,769	75,720	75,416	151,136	20.2	33.3	26.7	24.6	25.9	22.1	21.4
35-39	14,347	16,822	31,168	59,947	64,394	124,341	74,294	81,216	155,510	19.3	20.7	20.0	17.8	17.6	20.1	18.4
40-44	11,524	13,195	24,719	50,391	54,328	104,718	61,914	67,523	129,437	18.6	19.5	19.1	16.8	17.9	16.9	15.0
45-49	6,682	10,883	17,565	37,568	36,957	74,526	44,251	47,840	92,091	15.1	22.7	19.1	16.6	13.3	13.3	16.6
50-54	5,443	4,651	10,094	25,051	27,359	52,410	30,494	32,011	62,504	17.8	14.5	16.1	12.2	12.3	13.3	11.2
55-59	3,177	2,302	5,478	11,853	23,671	35,524	15,029	25,972	41,002	21.1	8.9	13.4	13.2	14.1	11.3	10.2
60-64	1,628	1,469	3,097	5,969	8,893	14,863	7,597	10,362	17,959	21.4	14.2	17.2	15.3	13.4	24.1	10.9
65-69	572	683	1,256	2,962	3,612	6,575	3,535	4,296	7,830	16.2	15.9	16.0	12.7	3.4	3.1	9.3
70-74	378	130	508	2,284	1,765	4,049	2,661	1,895	4,556	14.2	6.9	11.1	12.3	7.2	2.7	16.7
75+	-	259	259	1,188	1,733	2,921	1,188	1,992	3,180	0.0	13.0	8.2	10.4	-	3.3	3.8
Total	112,563	139,753	252,316	355,771	361,647	717,418	468,334	501,400	969,734	24.0	27.9	26.0	24.5	23.2	22.2	20.7

Table 2.1d: Unemployment Rate by Age Group (18 years & above) and Sex, Q4_2021

Age Group	Unemployed			Employed			Labour Force			Unemployment Rate			Q4_2020
	male	female	Total	male	female	Total	male	female	Total	male	female	Total	Total
18-19	5,786	8,685	14,471	7,641	3,985	11,626	13,427	12,670	26,097	43.1	68.6	55.5	51.0
20-24	23,921	29,409	53,330	36,277	28,674	64,952	60,198	58,083	118,282	39.7	50.6	45.1	43.5
25-29	21,238	25,621	46,860	53,782	55,455	109,236	75,020	81,076	156,096	28.3	31.6	30.0	31.5
30-34	15,260	25,106	40,366	60,460	50,310	110,769	75,720	75,416	151,136	20.2	33.3	26.7	24.6
35-39	14,347	16,822	31,168	59,947	64,394	124,341	74,294	81,216	155,510	19.3	20.7	20.0	17.8
40-44	11,524	13,195	24,719	50,391	54,328	104,718	61,914	67,523	129,437	18.6	19.5	19.1	16.8
45-49	6,682	10,883	17,565	37,568	36,957	74,526	44,251	47,840	92,091	15.1	22.7	19.1	16.6
50-54	5,443	4,651	10,094	25,051	27,359	52,410	30,494	32,011	62,504	17.8	14.5	16.1	12.2
55-59	3,177	2,302	5,478	11,853	23,671	35,524	15,029	25,972	41,002	21.1	8.9	13.4	13.2
60-64	1,628	1,469	3,097	5,969	8,893	14,863	7,597	10,362	17,959	21.4	14.2	17.2	15.3
65-69	572	683	1,256	2,962	3,612	6,575	3,535	4,296	7,830	16.2	15.9	16.0	12.7
70-74	378	130	508	2,284	1,765	4,049	2,661	1,895	4,556	14.2	6.9	11.1	12.3
75+	-	259	259	1,188	1,733	2,921	1,188	1,992	3,180	0.0	13.0	8.2	10.4
Total	109,955	139,216	249,171	355,373	361,137	716,510	465,328	500,352	965,680	23.6	27.8	25.8	24.5

Unemployment rate for labour force aged 15 years and above at stratum level showed Urban Areas recording the highest rate of 29.1 percent. Rural Areas and Cities & Towns recorded 28.0 and 17.6 percent respectively. Unemployment rate for females was higher than that of males in all strata. The highest rate for females was recorded in urban villages at 30.3 percent, with the highest for males also in the urban Villages stratum at 27.8 percent.

Table 2.2: Unemployment Rate by Strata and Sex, QMTS Q4_2021

Region	Employed			Unemployed			Labour Force			Unemployment Rate		
	male	female	Total	male	female	Total	male	female	Total	male	female	Total
Cities and Towns	98,428	93,182	191,610	16,504	24,372	40,875	114,931	117,554	232,485	14.4	20.7	17.6
Urban Villages	157,713	169,097	326,810	60,600	73,609	134,209	218,313	242,706	461,019	27.8	30.3	29.1
Rural Areas	99,630	99,367	198,997	35,460	41,773	77,232	135,090	141,140	276,229	26.2	29.6	28.0
Total	355,771	361,647	717,418	112,563	139,753	252,316	468,334	501,400	969,734	24.0	27.9	26.0

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 attempting to start a business. The results showed that, *41.8 percent* (105,474 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 at *22.3 percent* (56,289), whilst those who reported that they spent six month to twelve months stood at *13.4 percent* (33,890).

Amongst persons who spent two (2) years or more looking for work, the majority were in Urban villages with a record of *58,956 (55.9 percent)*. Rural areas followed with *29,903 (28.4 percent)* and Cities and Towns recorded *16,614 (15.8 percent)*.

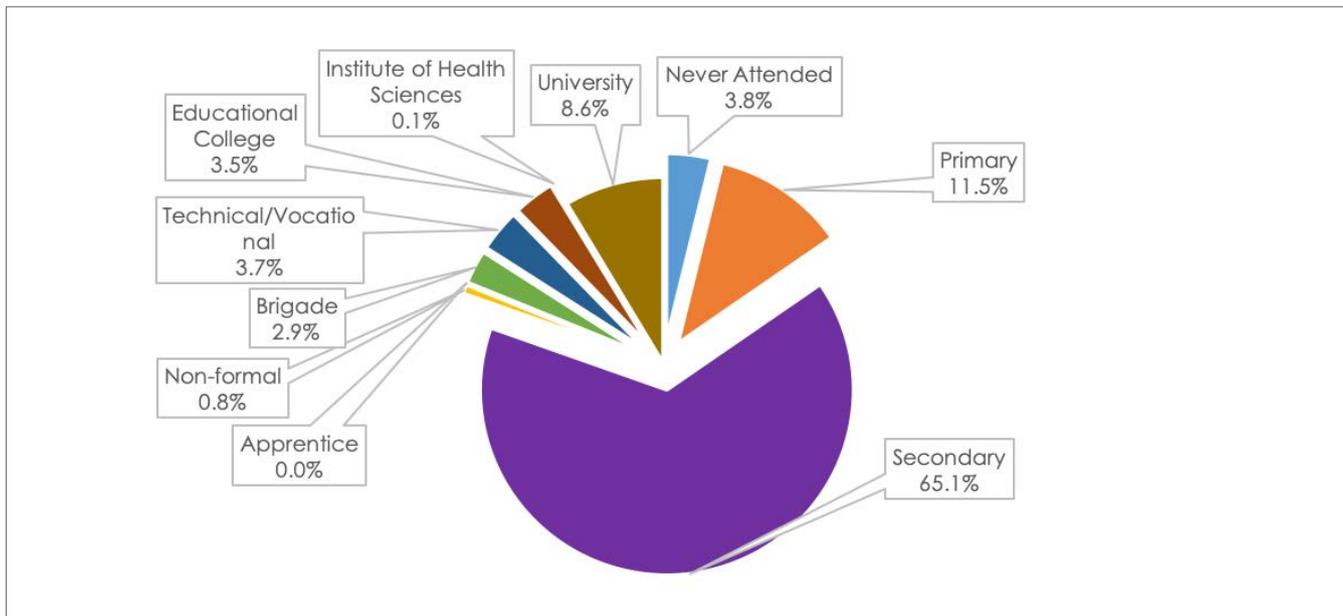
Table 2.3: Unemployment by duration looking for work/ to start a business, QMTS Q4_2021

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	754	1,315	2,068	2,912	2,265	5,177	362	938	1,300	4,028	4,517	8,545
One month to 3 months	1,853	2,026	3,879	7,230	6,237	13,466	4,580	4,278	8,858	13,664	12,540	26,204
3 months to 6 months	1,160	1,569	2,729	3,333	7,182	10,515	3,813	4,857	8,670	8,306	13,608	21,914
Six months 12 months	2,853	3,821	6,674	6,411	10,558	16,969	4,660	5,588	10,248	13,923	19,967	33,890
One year to 2 years	3,685	5,226	8,911	13,229	15,897	29,126	8,908	9,345	18,253	25,822	30,467	56,289
Two years or more	6,199	10,415	16,614	27,485	31,471	58,956	13,136	16,767	29,903	46,820	58,653	105,474
Total	16,504	24,372	40,875	60,600	73,609	134,209	35,460	41,773	77,232	112,563	139,753	252,316
Percentage Distribution												
Less than 1 month	4.6	5.4	5.1	4.8	3.1	3.9	1	2.2	1.7	3.6	3.2	3.4
One month to 3 months	11.2	8.3	9.5	11.9	8.5	10	12.9	10.2	11.5	12.1	9	10.4
3 months to 6 months	7	6.4	6.7	5.5	9.8	7.8	10.8	11.6	11.2	7.4	9.7	8.7
Six months 12 months	17.3	15.7	16.3	10.6	14.3	12.6	13.1	13.4	13.3	12.4	14.3	13.4
One year to 2 years	22.3	21.4	21.8	21.8	21.6	21.7	25.1	22.4	23.6	22.9	21.8	22.3
Two years or more	37.6	42.7	40.6	45.4	42.8	43.9	37	40.1	38.7	41.6	42	41.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Less than 1 month	8.8	15.4	24.2	34.1	26.5	60.6	4.2	11	15.2	47.1	52.9	100.0
One month to 3 months	7.1	7.7	14.8	27.6	23.8	51.4	17.5	16.3	33.8	52.1	47.9	100.0
3 months to 6 months	5.3	7.2	12.5	15.2	32.8	48	17.4	22.2	39.6	37.9	62.1	100.0
Six months 12 months	8.4	11.3	19.7	18.9	31.2	50.1	13.8	16.5	30.2	41.1	58.9	100.0
One year to 2 years	6.5	9.3	15.8	23.5	28.2	51.7	15.8	16.6	32.4	45.9	54.1	100.0
Two years or more	5.9	9.9	15.8	26.1	29.8	55.9	12.5	15.9	28.4	44.4	55.6	100.0
Total	6.5	9.7	16.2	24	29.2	53.2	14.1	16.6	30.6	44.6	55.4	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 in the majority, constituting 65.1 percent of the unemployed, followed by Primary school holders and University graduates at 11.5 and 8.6 percent respectively. Amongst the unemployed Secondary education holders, 43.7 percent (71,737) were males whilst 56.3 percent were females (92,460). See **figure 2.2** below.

Figure 2.2: Unemployment by Education Level (%) QMTS Q4_2021



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 .

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 46,988, representing 6.5 percent of the total currently employed population (717,418). Of the 46,988 persons currently under employed, 38,377 were females (81.7 percent) and 8,611 males (18.3 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 69.3 percent of the under employed were working in public administration, followed by those who were working in Education and Human Health & Social Work Activities with 18.8 percent and 2.9 percent respectively.

Table 3.1: Currently Underemployed by Industry and Sex, QMTS Q4 2021

Industry	Total Underemployed			Percentage		
	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	1,238	-	1,238	14.4	-	2.6
Manufacturing	-	498	498	-	1.3	1.1
Construction of Buildings	95	-	95	1.1	-	0.2
Wholesale Trade, except Motor Vehicles and Motor Cycles	-	424	424	-	1.1	0.9
Transport & Storage	-	210	210	-	0.5	0.4
Accommodation and Food Service Activities	-	101	101	-	0.3	0.2
Information and Communication	-	234	234	-	0.6	0.5
Finance and Insurance Activities	-	128	128	-	0.3	0.3
Professional, Scientific and Technical Activities	-	217	217	-	0.6	0.5
Public Administration and Defence, Compulsory	6,203	26,337	32,541	72.0	68.6	69.3
Education	641	8,200	8,841	7.4	21.4	18.8
Human Health and Social Work Activities	31	1,342	1,373	0.4	3.5	2.9
Other Service Activities	262	-	262	3.0	-	0.6
Households as Employers	140	685	825	1.6	1.8	1.8
Total	8,611	38,377	46,988	100.0	100.0	100.0

4.2.3 Currently Under-Employed by Strata

Table UNDE 5a and **UNDE 5b** from Appendix 3 show Under-employment by strata. Under-employment was more prevalent in rural areas and urban villages (60.0 and 32.1 percent respectively) compared to Cities/towns at 7.9 percent. The tables also show that under employment was mostly among people working in Ipelegeng projects which falls under Local Government, recording 73.4 percent followed by Central Government with 15.6 percent.

4.2.4 Currently Under-Employed by Hours Worked

Under-employed by hours worked indicated that the majority (95.8 percent) of the under-employed worked between 15 and 34 hours per week. Persons who worked between 1 and 9 hours accounted for only 2.0 percent of the total. See **Table 3.2**.

Table 3.2 Underemployed by Actual Hours Worked and Employment Status, QMTS Q4 2021

Hours Worked	As an employee for someone else	As an apprentice, intern/tirelo sechaba	Helping a household member who works for someone else	Total
01-06	457	-	-	457
07-09	253	-	234	487
10-14	1,023	-	-	1,023
15-19	1,559	-	-	1,559
20-24	11,348	-	-	11,348
25-29	13,959	1,787	-	15,745
30-34	13,648	2,722	-	16,370
Total	42,246	4,508	234	46,988
Percentage				
01-06	1.1	-	-	1.0
07-09	0.6	-	100.0	1.0
10-14	2.4	-	-	2.2
15-19	3.7	-	-	3.3
20-24	26.9	-	-	24.2
25-29	33.0	39.6	-	33.5
30-34	32.3	60.4	-	34.8
Total	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 29,311 (62.4 percent) and 9,889 persons (21.0 percent) respectively. The least affected group was those who have brigade education with 1,038 persons (2.2 percent).

Table 3.3a: Currently Underemployed by Age Group and Educational Level, QMTS Q4 2021

Age	Primary	Secondary	Non-formal	Brigade	Technical/ Vocational	Educational College	University	Never Attended	Total
15-17	-	-	-	-	-	-	-	-	-
18-19	-	755	-	-	-	-	-	-	755
20-24	-	7,249	-	182	-	379	-	-	7,811
25-29	398	5,509	-	449	673	-	580	138	7,746
30-34	274	3,270	-	196	-	277	258	-	4,275
35-39	1,334	6,109	-	-	-	128	358	-	7,929
40-44	1,006	2,641	-	210	360	384	-	326	4,927
45-49	2,919	1,833	-	-	240	-	-	-	4,992
50-54	910	513	202	-	-	-	-	298	1,923
55-59	1,113	963	98	-	-	-	-	419	2,594
60-64	1,281	469	417	-	-	-	-	490	2,656
65-69	194	-	-	-	-	-	-	305	499
70-74	459	-	422	-	-	-	-	-	881
75+	-	-	-	-	-	-	-	-	-
Total	9,889	29,311	1,139	1038	1,272	1169	1,195	1,976	46,988
Percentage	21.0	62.4	2.4	2.2	2.7	2.5	2.5	4.2	100.0

Table 3.3b: Percentage of Currently Underemployed by Age Group and Educational Level, QMTS Q4 2021

Age	Primary	Secondary	Non-formal	Brigade	Technical/ Vocational	Educational College	University	Never attended	Total
15-17	-	-	-	-	-	-	-	-	-
18-19	-	2.6	-	-	-	-	-	-	1.6
20-24	-	24.7	-	17.5	-	32.4	-	-	16.6
25-29	4.0	18.8	-	43.3	52.9	-	48.5	7.0	16.5
30-34	2.8	11.2	-	18.9	-	23.7	21.6	-	9.1
35-39	13.5	20.8	-	-	-	10.9	30.0	-	16.9
40-44	10.2	9.0	-	20.2	28.3	32.8	-	16.5	10.5
45-49	29.5	6.3	-	-	18.9	-	-	-	10.6
50-54	9.2	1.8	17.7	-	-	-	-	15.1	4.1
55-59	11.3	3.3	8.6	-	-	-	-	21.2	5.5
60-64	13.0	1.6	36.6	-	-	-	-	24.8	5.7
65-69	2.0	-	-	-	-	-	-	15.4	1.1
70-74	4.6	-	37.1	-	-	-	-	-	1.9
75+	-	-	-	-	-	-	-	-	-
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

5.0 DISABILITY IN LABOUR FORCE

Literature from the past has shown that people living with disabilities were frequently denied or had limited opportunities to work. They were faced with barriers to equal job opportunities as compared to those without disabilities. Majority of employers are still hesitant to employ people with disabilities because they believe they may bring problems in the workplace. Only a few employers are willing to hire workers with disabilities. This as a result makes people living with disability to be affected by high unemployment and insufficient social protection which then further increases their risk of poverty. The International Labour Organisation (ILO) is advocating for the inclusion of people with disability in the world of work and Botswana as a country too is advocating for their inclusion in the work places.

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

5.1 Labour Force with Disability

Table 4.0 below shows the estimates of total labour force for people living with disability. The total labour force for people with disability was estimated at 11,553 persons, an increase of 2,904 persons over a period of twelve months (from 8,649 persons recorded in Q4 2020). From this total, 4,313 persons were males while 7,240 were females. In addition 2,195 persons were unemployed whereas 9,358 persons were employed. Furthermore the data showed the majority of labour force with disability were in Urban Villages(6,185), 3,708 were in rural areas and 1,661 in Cities & Towns.

Table 4.0: Employed and Unemployed Population (15 Years & above) with Disability by Strata & Sex, Q4 2021

Strata	Q4 2021								
	Employed Persons			Unemployed Persons			Labour force - disability		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Cities and Towns	600	587	1,186	-	475	475	600	1,062	1,661
Urban Villages	2,195	3,056	5,252	395	538	933	2,590	3,594	6,185
Rural Areas	463	2,457	2,921	660	127	787	1,123	2,584	3,708
Total	3,258	6,100	9,358	1,055	1,140	2,195	4,313	7,240	11,553

5.2 Currently Employed Persons with Disability

In this quarter, from a total estimate of 717,418 employed persons about 1.3 percent (9,358 persons) reported to be people living with disability. This is an increase by 3,361 persons from the last quarter of 2020 (from 5,997 persons in Q4 2020) to 9,358 persons in Q4 2021.

Figure 4.1: Total Employed persons with disability by Sex QMTS Q1, Q4 2020 & Q4, 2021

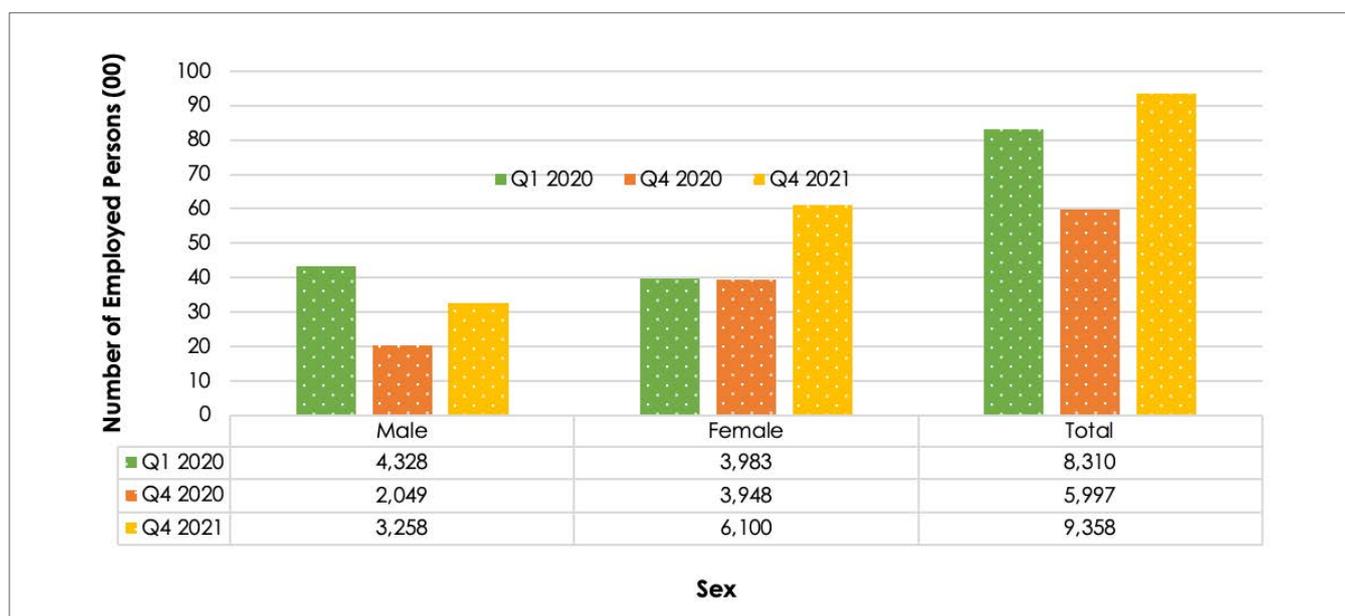


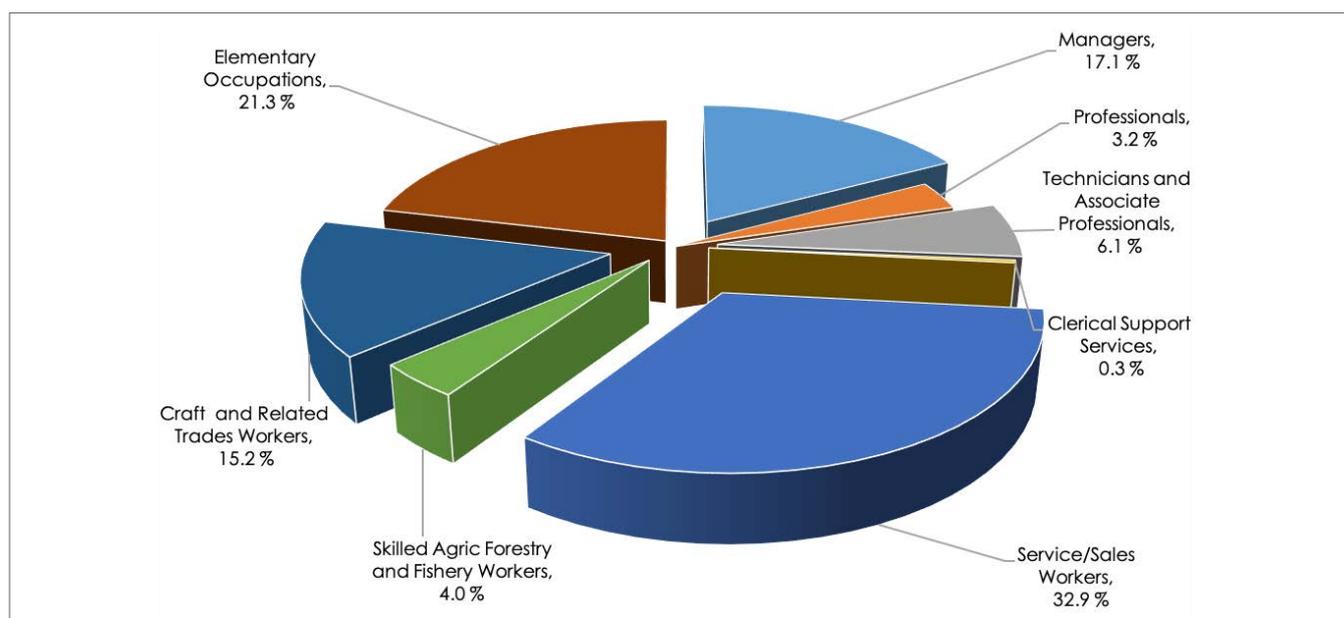
Table 4.1 below presents an estimates of employed persons with disability disaggregated by strata and sex. Comparison of the last quarters of 2020 & 2021, showed that for Q4 2021, urban areas had majority of employed persons with disability followed by rural areas and lastly Cities and Towns with 56.1 percent, 31.2 percent and 12.7 percent respectively. Whereas for Q4 2020, rural areas recorded the highest percentage at 44.0 percent, followed by Cities & Towns with 36.6 percent and Urban Villages at 19.5 percent.

Table 4.1: Employed person with disability by sex and strata QMTS Q4 2019, Q1 ,Q4 2020 & Q4, 2021

Strata	Q4 2021					
	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
Cities and Towns	600	587	1,186	18.4	9.6	12.7
Urban Villages	2,195	3,056	5,252	67.4	50.1	56.1
Rural Areas	463	2,457	2,921	14.2	40.3	31.2
Total	3,258	6,100	9,358	100.0	100.0	100.0
Q4 2020						
Cities and Towns	299	1,894	2,193	14.6	48.0	36.6
Urban Villages	364	805	1,169	17.8	20.4	19.5
Rural Areas	1,386	1,249	2,636	67.6	31.6	44.0
Total	2,049	3,948	5,997	100.0	100.0	100.0
Q1 2020						
Cities and Towns	553	1,343	1,897	12.8	33.7	22.8
Urban Villages	1,878	539	2,417	43.4	13.5	29.1
Rural Areas	1,896	2,100	3,996	43.8	52.7	48.1
Total	4,328	3,983	8,310	100.0	100.0	100.0
Q4 2019						
Cities and Towns	794.0	775.0	1,569.0	19.4	16.8	18.1
Urban Villages	1,565	2,310	3,875	38.3	50.2	44.6
Rural Areas	1,726	1,520	3,246	42.3	33.0	37.3
Total	4,085	4,605	8,691	100.0	100.0	100.0

Presentation of employment for people with disability is shown in [figure 4.2 below and table DA5 in the appendix](#). Unlike for the total employment for all (15 years and above) where elementary occupations constituted the largest share, for employed persons with disability, service/sales workers occupational category was the highest with 32.9 percent followed by elementary occupations with 21.3 percent.

Figure 4.2: Employed persons with disability by Occupation QMTS Q4, 2021

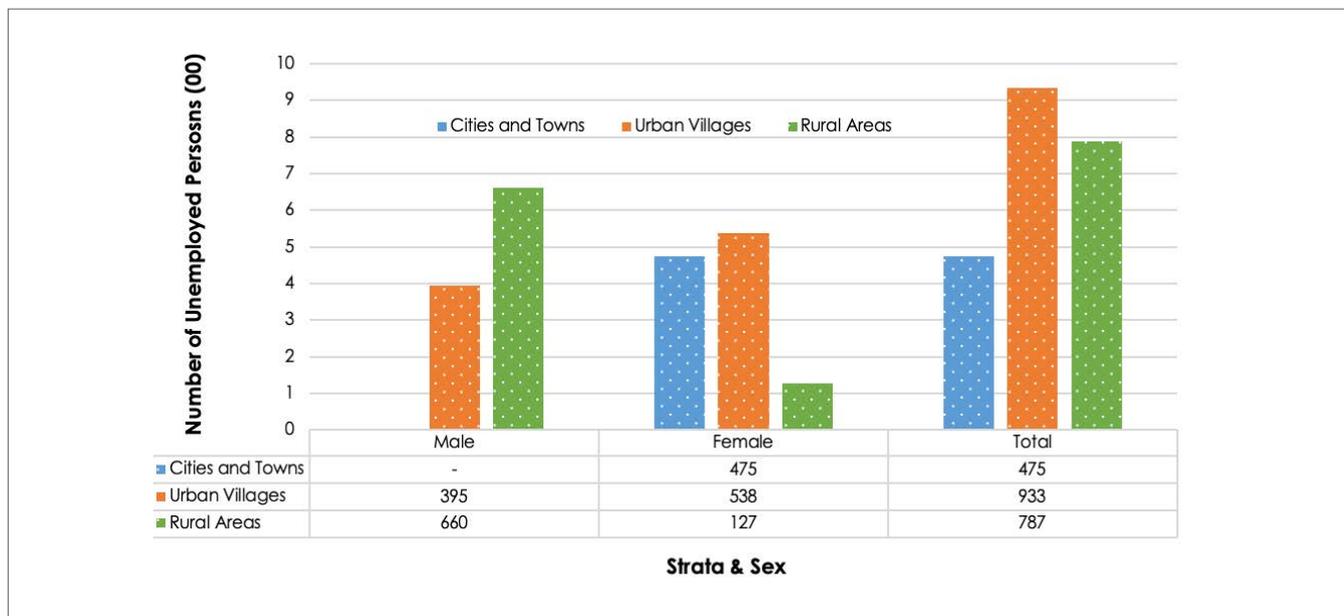


5.3 Unemployment of persons with Disability

Q4 2021 recorded a total of 2,195 persons as the number of unemployed persons with disability. This is a decrease from 2,652 persons which was recorded in Q4 2020. Unemployment rate for persons with disability was estimated at 19.0 percent. Male's unemployment rate stood at 19.0 percent compared to 24.5 percent for females. **See table DA1 & DA3 in the appendix.**

Figure 4.3 below shows that 933 persons reported to be in urban areas followed by rural areas with 787 persons and then Cities and towns with 475 persons.

Figure 4.3: Total Unemployed persons with disability by Strata & Sex, Q4 2021



Unemployed population with disability by age group is presented in **Table 4.2 below**. The results show that there were 1,055 males and 1,145 females. Age groups 30-34 years & 50-54 years were the highest with each constituting 422 persons (19.2 percent each), followed by 40-44 years and 20-24 years with 17.5 percent (384 persons) and 17.3 percent (379 persons) each respectively.

Table 4.2: Unemployed Persons with Disability by Age Group and Sex, Q4 2021

Age Group	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
15-17	-	-	-	-	-	-
18-19	-	-	-	-	-	-
20-24	252	127	379	23.9	11.2	17.3
25-29	-	207	207	-	18.1	9.4
30-34	-	422	422	-	37.0	19.2
35-39	238	-	238	22.6	-	10.8
40-44	-	384	384	-	33.7	17.5
45-49	-	-	-	-	-	-
50-54	422	-	422	40.0	-	19.2
55-59	-	-	-	-	-	-
60-64	143	-	143	13.6	-	6.5
65-69	-	-	-	-	-	-
70-74	-	-	-	-	-	-
75 & Above	-	-	-	-	-	-
Total	1,055	1,140	2,195	100.0	100.0	100.0

6.0 YOUTH (15 – 35 years) LABOUR FORCE

Youth population (15-35 years) for Quarter four 2021 was estimated at 861,672 persons. This is a decrease of 1.2 percent (10,127), compared to the fourth quarter of 2020 results, which estimated the total youth population at 861,672 persons. Male youth population recorded 48.2 percent (410,258) while females recorded 51.8 percent (441,287) of the total youth population. (Table YE1 Appendix 3)

6.1 Youth Labour Force

Youth Labour Force was estimated at 486,706 persons. The Employed were estimated at 319,489 (65.6 percent) of the total youth labour force, while 167,216 (34.4 percent) were the unemployed. Analysis by education level shows that most of the youth labour force had completed Secondary education (63.8 percent). These were followed by the youth who completed University and Education College with 14.6 and 6.3 percent respectively.

6.2 Employed youth

Out of the 319,489 employed youth, 53.0 percent (169,472) were males while 47.0 percent (150,017) were females. Age groups 30 – 34, 25 – 29 and 20-24 contributed the largest share to the youth employed population with 34.7, 34.2 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 148,296 persons. This accounts for 46.4 percent of the total employed youth population. Rural Areas recorded 87,380 (27.3 percent) while Cities and Towns recorded the lowest number of the employed youth population with 83,814 (26.2 percent).

Figure 5.1: Employed Youth by Age Group (%), QMTS Q4_2021

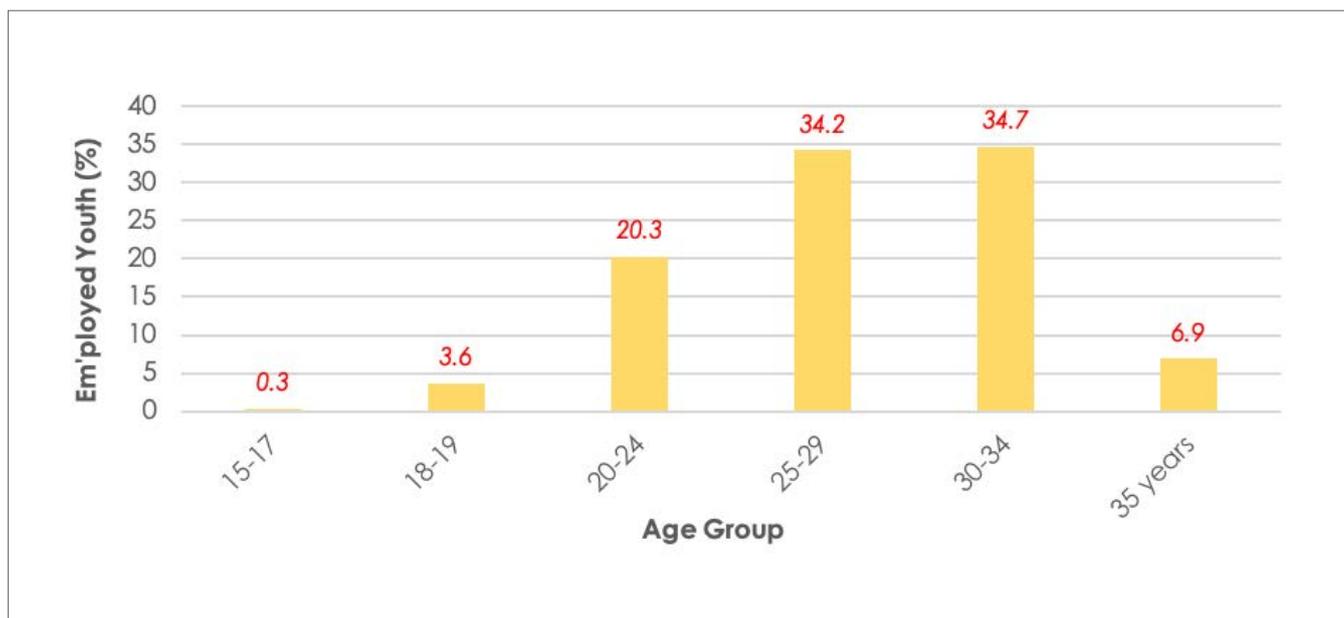


Table YE7 – Appendix 3 shows employed youth population by occupation. The majority of the employed youth was in Service & Sales with a record of 30.6 percent. These were followed by youth employed in Elementary Occupations with 29.1 percent. Youth in category of Other specialized professionals recorded the lowest proportion of the employed youth with 0.1 percent.

6.3 Youth Unemployment rate

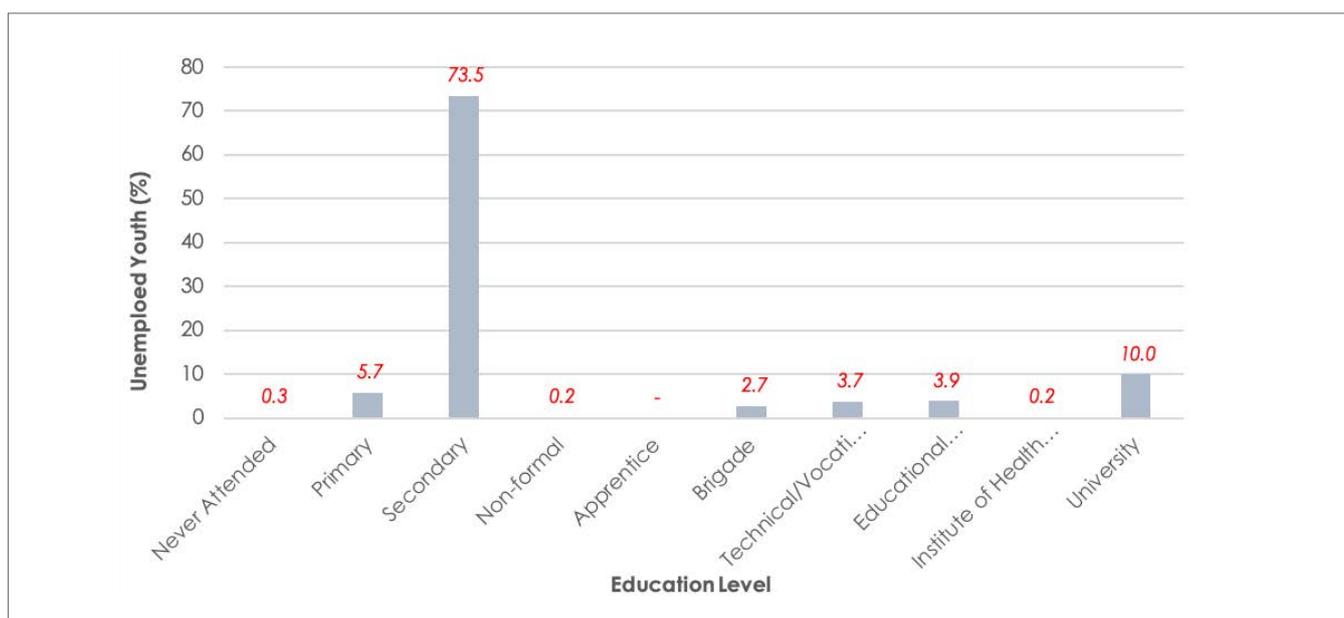
Youth unemployment rate for quarter four 2021 was estimated at 34.4 percent. Females recorded unemployment rate of 38.1 percent compared to 30.6 percent recorded by their male counterparts.

Unemployment rate by age group shows that the rate was highly concentrated in age group 15-17 with a record of 77.6 percent. Age group 18-19 recorded 55.5 percent, followed by Age group 20-24 with 45.1 percent. (Table YE2 Appendix 3)

6.3.1 Total Unemployed Youth by Education

Secondary school holders were the most affected by unemployment, recording 73.5 percent of the total unemployed youth, followed by Primary school levers with 5.7 percent. Education College and Technical/Vocational holders recorded 3.9 and 3.7 percent respectively. Unemployed Secondary school holders comprised 44.8 percent males and 55.2 percent females.

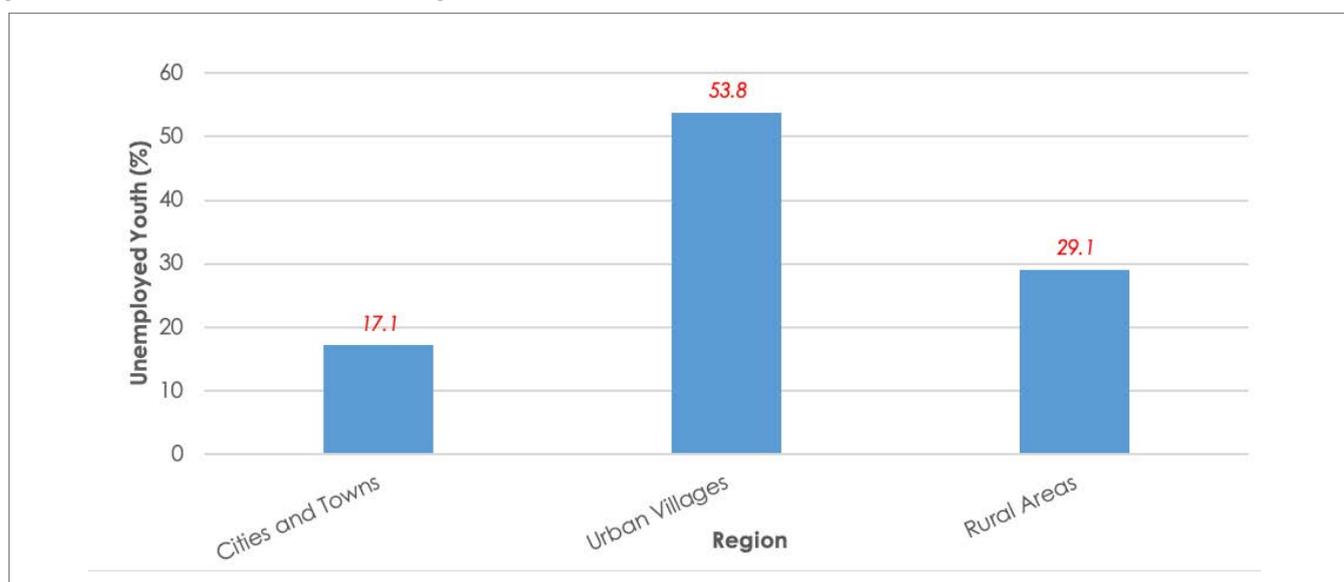
Figure 5.2: Unemployed Youth by Education Level (%), QMTS Q4_2021



6.3.2 Unemployed Youth by Strata

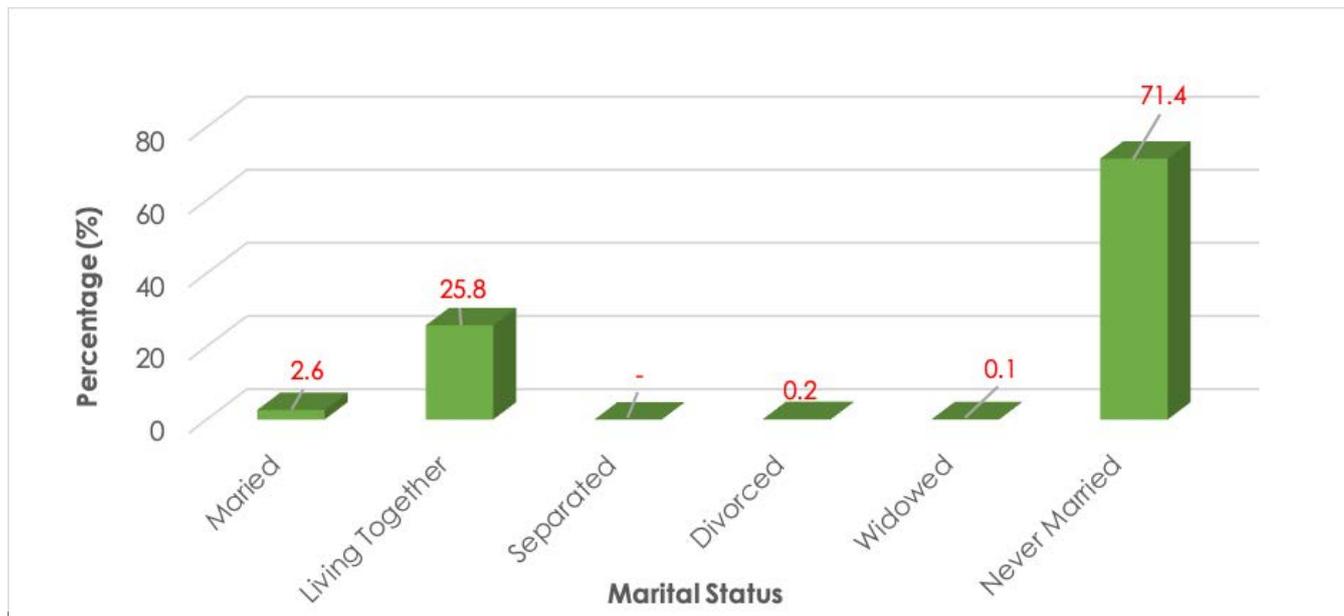
Figure 5.3 below shows that majority of the unemployed youth population were recorded in Urban villages with 53.8 percent, followed by unemployed youth in Rural Areas and Cities & Towns with 29.1 and 17.1 percent respectively.

Figure 5.3: Unemployed Youth by Region (%), QMTS Q4_2021



Analysis by marital status of the Unemployed youth indicates that persons who never married accounted for 71.4 percent, followed by the Living together with 25.8 percent. The Married constituted 2.6 percent of the total unemployed youth. No unemployed youth reported the Separated status. No unemployed youth reported the Divorced status. No unemployed youth reported the Widowed status.

Figure 5.4: Unemployed Youth by Marital Status (%), QMTS Q4_2021



6.4 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 2021 results was estimated at 322,849 persons. Of these, 41.6 percent (139,853) were male and 58.4 percent (196,069) were females. The total number shows an increase of 13,074 persons (4.0 percent) from the 322,849 that was recorded in quarter four 2020 of the survey. **See Table YE8 Appendix 3.**

The overall NEET rate as shown in **Table 5.1 below**, was estimated at 39.4 percent as compared to 39.0 percent that was estimated for quarter four of 2020. Male NEET rate was 34.1 percent whilst females recorded 44.4 percent. Age group 20-24 recorded the highest NEET rate (51.2 percent), followed by the 18-19 and 25-29 years age groups with 45.8 and 42.2 percent respectively.

Table 5. 1- NEET rate by Age Group and Sex, QMTS Q4 2021

Age Group	NEET Rate (%)			Q4_2020
	Male	Female	Total	Total
15-17	10.8	9.4	10.2	9.7
18-19	41.7	49.4	45.5	45.8
20-24	45.5	56.3	51.2	51.2
25-29	37.0	48.1	43.1	42.2
30-34	32.0	48.2	40.6	40.7
35	44.4	40.2	42.3	42.3
Total	34.1	44.4	39.4	39.0

7.0 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 40.8 percent, with females and males recording 43.9 and 37.1 percent respectively. The ratio for females was higher than their male counterparts for all the age groups except for age group 55-59.

Table 6.1: Outside Labour Force Rates (15 years and above), QMTS Q4 2021

Age Group	Total Population			Population Outside Labour Force			Outside Labour Force Rate			Q4 2020
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
15-17	71,862	61,697	133,559	68,856	60,650	129,505	95.8	98.3	97.0	98.2
18-19	39,369	39,315	78,685	25,942	26,646	52,588	65.9	67.8	66.8	65.7
20-24	95,488	104,557	200,045	35,290	46,474	81,763	37.0	44.4	40.9	39.7
25-29	93,643	115,767	209,410	18,623	34,691	53,314	19.9	30.0	25.5	21.5
30-34	90,262	100,965	191,227	14,542	25,549	40,091	16.1	25.3	21.0	16.5
35-39	86,106	105,625	191,731	11,812	24,409	36,221	13.7	23.1	18.9	16.9
40-44	72,072	82,058	154,131	10,158	14,535	24,693	14.1	17.7	16.0	21.2
45-49	54,081	67,312	121,394	9,831	19,472	29,303	18.2	28.9	24.1	20.7
50-54	39,293	48,942	88,235	8,800	16,931	25,731	22.4	34.6	29.2	26.7
55-59	27,791	46,870	74,661	12,762	20,898	33,660	45.9	44.6	45.1	41.0
60-64	21,656	33,474	55,130	14,059	23,112	37,171	64.9	69.0	67.4	69.1
65-69	18,204	28,739	46,942	14,669	24,443	39,112	80.6	85.1	83.3	79.2
70-74	13,560	17,679	31,239	10,899	15,784	26,683	80.4	89.3	85.4	90.5
75+	20,943	40,491	61,433	19,755	38,498	58,253	94.3	95.1	94.8	94.9
Total	744,331	893,491	1,637,822	275,997	392,092	668,088	37.1	43.9	40.8	40.0

The estimated total number of persons outside labour force was 668,088, out of which 41.3 percent (275,997) were males and 58.7 percent (392,092) were females. Persons outside the labour force were concentrated in age groups from 15 to 29 years. The 15-17 year age group recorded 19.4 percent, followed by the 20-24 years group with 12.2 percent. The age groups 25-29 and 18-19 recorded 7.9 and 8.0 percent respectively. See **Table 6.2** below

Table 6.2: Population out of Labour Force by Age Group and Sex, QMTS Q4 2021

Age Group	Population Out of Labour Force			% Distribution		
	Male	Female	Total	Male	Female	Total
15-17	68,856	60,650	129,505	24.9	15.5	19.4
18-19	25,942	26,646	52,588	9.4	6.8	7.9
20-24	35,290	46,474	81,763	12.8	11.9	12.2
25-29	18,623	34,691	53,314	6.7	8.8	8.0
30-34	14,542	25,549	40,091	5.3	6.5	6.0
35-39	11,812	24,409	36,221	4.3	6.2	5.4
40-44	10,158	14,535	24,693	3.7	3.7	3.7
45-49	9,831	19,472	29,303	3.6	5.0	4.4
50-54	8,800	16,931	25,731	3.2	4.3	3.9
55-59	12,762	20,898	33,660	4.6	5.3	5.0
60-64	14,059	23,112	37,171	5.1	5.9	5.6
65-69	14,669	24,443	39,112	5.3	6.2	5.9
70-74	10,899	15,784	26,683	3.9	4.0	4.0
75+	19,755	38,498	58,253	7.2	9.8	8.7
Total	275,997	392,092	668,088	100.0	100.0	100.0

Table LFO1 from **Appendix 3**, shows that persons in household responsibilities or homemakers accounted for 31.5 percent of the population outside the labour force. These were followed by persons engaged in Studies or Training who recorded 29.3 percent while the Relaxed job seekers accounted for 14.2 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 60.5 percent, followed by the 20-24 and 18-19 with 16.8 and 16.0 percent respectively. See **Table LFO2**.

8.0 THE IMPACT OF COVID – 19 TO EMPLOYMENT & HOUSEHOLD ENTERPRISES

8.1 INTRODUCTION

With the outbreak of the coronavirus in December 2019 and its spread across the world, the World Health Organization (WHO) declared the coronavirus disease, COVID-19, as world pandemic on 11th March 2020. Botswana recorded confirmed cases in March 2020, and went on lockdown on the 2nd of April 2020, which was lifted on the 22nd of May 2020. While the first lockdown was lifted on 22nd May 2020 extreme social distancing, travel restrictions, meetings and workshops restrictions were encouraged.

The outbreak of COVID-19 has affected many countries worldwide differently. It has come with both negative and positive impacts. Economies have been adversely affected. There have increases in the levels of unemployment as people lost their jobs and life due to the pandemic. On the other side some people gained employment due to the existence of COVID-19.

This chapter seeks to capture the impact of COVID-19 on jobs and businesses.

8.2 Summary of Survey Results

The 522,618 people who have stated that they were working or having businesses since the first Covid 19 lockdown, indicated that they have been affected by the pandemic in their jobs or businesses in Different ways, which is being shown by **Table 7.1** below. Even though some people have lost their jobs during this period of the pandemic, there were people who found jobs or business opportunities through the activities which are related to COVID-19.

Table 7.1: The Impact of Covid 19 to the Jobs and Businesses & Sex, QMTS Q4 2021

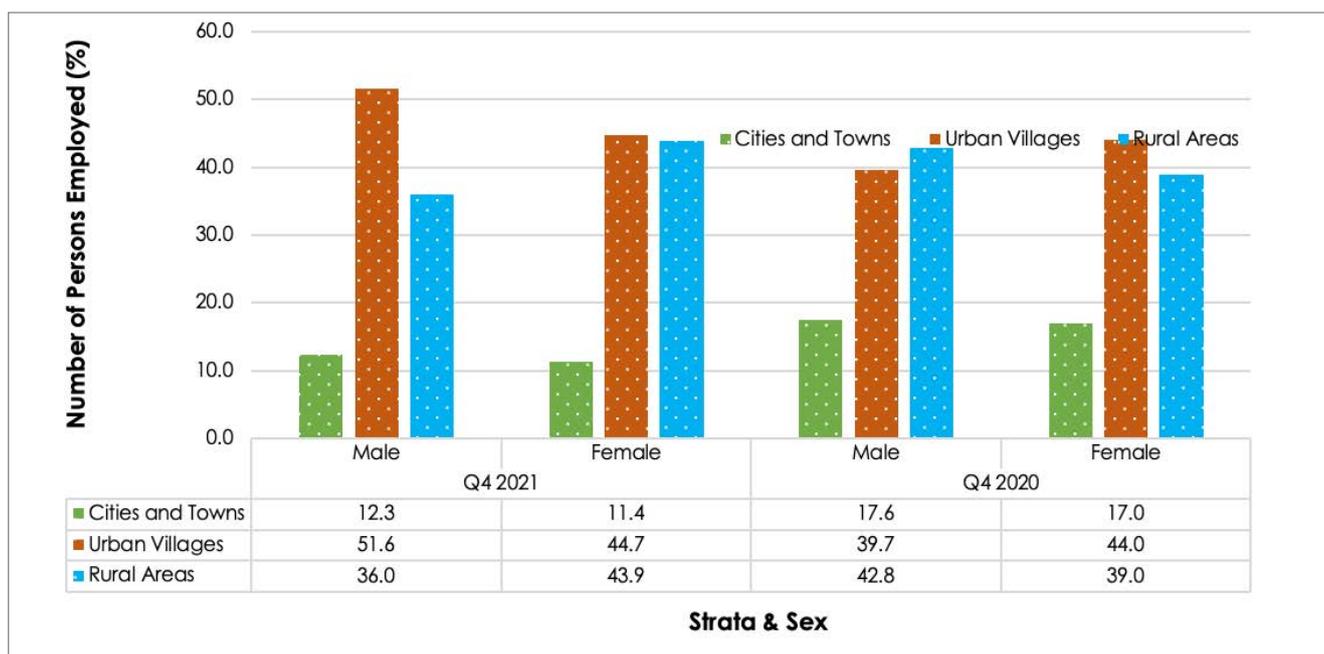
Employees	Male	Female	Total	Male	Female	Total
Salary decreased	23,175	18,136	41,311	8.5	7.2	7.9
Salary increased	1,478	1,097	2,575	0.5	0.4	0.5
Hours of work decreased	17,788	20,010	37,798	6.6	8	7.2
Hours of work increased	3,934	6,062	9,996	1.4	2.4	1.9
Terms of contract changed	5,573	4,025	9,598	2.1	1.6	1.8
No change	138,219	136,800	275,019	50.9	54.5	52.6
Other (Specify)	15,507	12,784	28,291	5.7	5.1	5.4
Sub Total	205,674	198,915	404,588	75.7	79.2	77.4
Self-Employment						
Business went down	44,058	40,811	84,868	16.2	16.3	16.2
Business went up	3,298	4,686	7,984	1.2	1.9	1.5
Business closed	664	921	1,585	0.2	0.4	0.3
No change in business	2,528	1,465	3,993	0.9	0.6	0.8
Accumulated business debts	310	431	742	0.1	0.2	0.1
No/ low piece job opportunities	14,460	3358	17,818	5.3	1.3	3.4
No change in piece jobs	575	464	1,040	0.2	0.2	0.2
Sub Total	65,893	52,137	118,030	24.3	20.8	22.6
Total	271,567	251,052	522,618	100.0	100.0	100.0

8.2.1 Currently Employed due to Covid-19

Covid-19 crisis has impacted on employment in the labour force. There were people who lost their jobs or businesses, and some businesses that shut down. On the other hand, there was labour force that gained employment or opened businesses as a result of "opportunities" deriving from the COVID-19 pandemic some people have gained from this crisis. Some have found jobs, some have found new businesses and some businesses also have went up.

From the QMTS Q4 2021 survey results, a total of 17,770 persons reported to have found employment because of Covid 19. From this total females had the largest share, with 12,720 persons whereas 5,050 were males. This is a decrease of 1,342 persons over a period of twelve months (from a total of 19,112 persons which was recorded in Q4 2020).

Figure 7.0: Number of Persons who found Employment due to COVID 19, QMTS Q4 2021



Presentation of total persons who found employment due to Covid 19 is in table 7.2 below. The table shows that 22.6 percent of persons were in age group 30 – 34, 20.1 percent in 25 -29 years while 16.8 percent were aged 30 – 34.

Table 7.2: Total persons who have found Jobs or Businesses due to Covid 19 by Age Group & Sex, Q4 2021

Age group	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
15-17	-	-	-	-	-	-
18-19	-	253	253	-	2.0	1.4
20-24	537	1,981	2,518	10.6	15.6	14.2
25-29	1,519	2,054	3,573	30.1	16.1	20.1
30-34	890	3,119	4,010	17.6	24.5	22.6
35-39	1,588	1,398	2,986	31.4	11.0	16.8
40-44	264	1,753	2,017	5.2	13.8	11.4
45-49	-	692	692	-	5.4	3.9
50-54	-	737	737	-	5.8	4.1
55-59	-	467	467	-	3.7	2.6
60-64	-	266	266	-	2.1	1.5
65 & Above	252	-	252	5.0	-	1.4
Total	5,050	12,720	17,770	100.0	100.0	100.0

The number of persons who found jobs and were in Cities & Towns reduced from 17.1 percent in Q4 2020 to 11.7 percent in Q4 2021 while rural areas increased from 39.9 percent to 41.7 percent.

Table 7.3: Total Persons who found Jobs/Businesses due to Covid 19 by Strata & Sex, Q4 2020 & 2021

Strata	Q4 2021					
	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
Cities and Towns	623	1,448	2,071	12.3	11.4	11.7
Urban Villages	2,607	5,683	8,290	51.6	44.7	46.7
Rural Areas	1,820	5,590	7,410	36.0	43.9	41.7
Total	5,050	12,720	17,770	100.0	100.0	100.0
	Q4 2020					
Cities and Towns	821	2,456	3,277	17.6	17.0	17.1
Urban Villages	1,856	6,351	8,207	39.7	44.0	42.9
Rural Areas	2,001	5,628	7,628	42.8	39.0	39.9
Total	4,678	14,434	19,112	100.0	100.0	100.0

8.2.2 Population that lost Jobs/ Businesses due to Covid 19

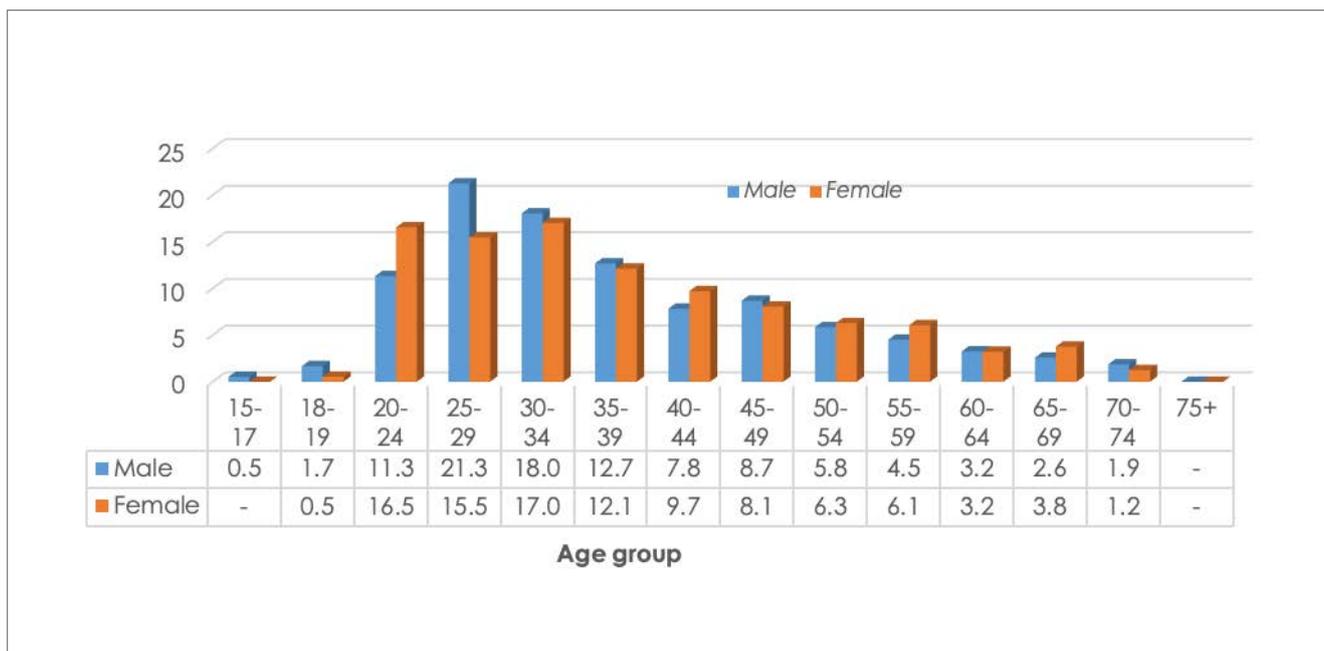
The results estimated the total number of persons who lost jobs or businesses due to Covid-19 at 64,347 persons. The majority of persons affected by the pandemic were females. A total of 34,103 females (53.0 percent) was recorded to have lost jobs/ businesses whilst 30,245 males (47.0 percent) was recorded for males. (Table 7.7)

Table 7.7: Population that lost Jobs/ Businesses due to covid by Age Group and Sex, Q4_2021

Age Group	Lost job or Business due to COVID			Q4_2021	Q4_2020
	Male	Female	Total	(%)	(%)
15-17	-	-	-	-	0.5
18-19	-	-	-	-	0.7
20-24	2,408	3,811	6,219	9.7	15.9
25-29	5,869	5,798	11,667	18.1	24.1
30-34	4,260	5,663	9,924	15.4	19.9
35-39	4,045	5,885	9,929	15.4	11.2
40-44	3,512	3,503	7,015	10.9	8.3
45-49	2,272	5,040	7,312	11.4	10.1
50-54	3,768	2,380	6,148	9.6	2.4
55-59	1,379	1,118	2,498	3.9	6.4
60-64	1,710	710	2,420	3.8	10.5
65-69	756	-	756	1.2	-
70-74	266	194	460	0.7	-
75+	-	-	-	-	-
Total	30,245	34,103	64,347	100.0	100.0

Analysis of job/ business loss by age group is shown in Figure 7.2 below. The results indicate that job/businesses loss was more prevalent amongst the youth in age group 25-29. This group recorded 18.1 percent of all persons who lost jobs due to Covid. Age groups 30-34 and 35-39 followed with 15.4 percent each. Job/ business loss was relatively low from age group 55-59 to 70-74, with age group 70-74 recording of 0.7 percent. Age groups 15-19 and 75+ recoded no job/ business loss.

Figure 7.2: Percentage of population that lost jobs/ businesses due to Covid by Age Group and Sex- Q4_2020



The results indicate that Secondary school leavers were the most prevalent job/ business losers due to Covid 19. These recorded 59.5 percent (38,297) of the total job/ business losses, followed by Primary school leavers with 13.8 percent (8,859). Persons who never attended school recorded 6.4 percent (4,143) of job/ business losses. **Table 7.8**

Table 7.8: Population that lost Jobs/ Businesses due to covid by Education Level and Sex, Q4_2021

Education Level	Lost job or Business due to COVID			Q4_2021
	Male	Female	Total	(%)
Never Attended	3,366	777	4,143	6.4
Primary	5,271	3,588	8,859	13.8
Secondary	14,880	23,417	38,297	59.5
Non-formal	521	153	674	1.0
Apprentice	-	-	-	-
Brigade	1,202	939	2,141	3.3
Technical/Vocational	1,425	1,586	3,011	4.7
Educational College	1,073	2,212	3,285	5.1
Institute of Health Sciences	-	-	-	-
University	2,508	1,429	3,937	6.1
Total	30,245	34,103	64,347	100.0

Analysis at stratum level indicates that more job/ business loss was in Urban Villages with a total of 29,631 persons (46.0 percent). Rural Areas and Cities & Towns recorded 31.0 and 23.0 percent respectively. **(Table 7.9)**

Table 7.9: Population that lost Jobs/ Businesses due to Covid by Region and Sex, Q4_2021

Region	Lost job or Business due to COVID			Percentage (%)
	Male	Female	Total	
Cities and Towns	7,870	6,932	14,802	23.0
Urban Villages	12,258	17,372	29,631	46.0
Rural Areas	10,117	9,798	19,915	30.9
Total	30,245	34,103	64,347	100.0

8.2.3 Population that lost Jobs/ Businesses due to Covid-19 and are now working

Out of the total of 64,347 persons who reported to have lost jobs/ businesses due to Covid-19, 8.2 percent (5,280) were able to find new jobs. The majority of person who were able to find new jobs/ businesses were males with 60.5 percent, while females recorded 30.4 percent.

Comparison of job/business loss due to Covid 19 between quarter four 2020 and quarter four 2021 depicts a reduction of 4.1 percent (2,785) in the number of jobs/ businesses lost.

Service/Sales Workers Elementary occupations recorded the highest new jobs/ business with 29.7 percent. Craft & Related Trades Workers and Elementary Occupations recorded 24.5 and 16.8 percent respectively. Professionals, Technicians & Associate professionals and Other specialised professionals did not record any new job/business found by persons who lost jobs/ businesses due to Covid 19. (Table 7.10)

Table 7.10: Population that lost Jobs/ Businesses due to covid (and now Working) by Occupation Level and Sex, Q4_2021

Occupation	Lost job or Business due to COVID			Q4_2021	Q4_2020
	Male	Female	Total	(%)	(%)
Managers	251	238	489	9.3	-
Professionals	-	-	-	-	-
Technicians and Associate Professionals	-	-	-	-	10.5
Clerical Support Services	-	253	253	4.8	-
Service/Sales Workers	1,103	465	1,568	29.7	6.7
Skilled Agric Forestry and Fishery Workers	197	-	197	3.7	14.4
Craft and Related Trades Workers	1,007	284	1,291	24.5	-
Plant & Machine Opd. & Assemblers	367	228	595	11.3	-
Elementary Occupations	268	618	886	16.8	68.4
Other specialized professionals	-	-	-	-	-
Total	3,194	2,086	5,280	100.0	100
Percentage (%)	60.5	39.5	100.0		

The population that lost jobs/ businesses due to Covid-19 and is currently seeking work is displayed in Table 7.11 below. A total of 30,642 persons reported to be looking for jobs/ businesses. This constitutes 47.6 percent of the total population that lost jobs/ businesses due to Covid-19.

Age group 25-29 years reported the highest percentage (19.2 percent) of the job seekers. This was followed by age groups 30-34 and 35-39 years with 17.1 and 16.6 percent respectively.

Table7.11: Population that lost Jobs/ Businesses due to covid (Actively Seeking) by Age Group and Sex, Q4_2021

Age Group	Lost job or Business due to COVID			Q4_2021	Q4_2020
	Male	Female	Total	(%)	(%)
15-17	-	-	-	-	0.5
18-19	-	-	-	-	0.7
20-24	1,784	1,541	3,325	10.9	15.9
25-29	2,793	3,096	5,889	19.2	24.1
30-34	1,864	3,376	5,240	17.1	19.9
35-39	2,542	2,531	5,073	16.6	11.2
40-44	2,116	1,756	3,872	12.6	8.3
45-49	1,377	2,290	3,668	12.0	10.1
50-54	2,301	472	2,773	9.0	2.4
55-59	258	294	552	1.8	6.4
60-64	252	-	252	0.8	0.5
65-69	-	-	-	-	0
70-74	-	-	-	-	0
75+	-	-	-	-	0
Total	15,286	15,356	30,642	100.0	100.0

Table 7.12 shows Job seekers by Education Level, Region and sex. Urban villages had the highest job seekers with a record of 15,247 persons (49.8 percent). Cities & Towns followed with 8,239 (26.9 percent) whilst Rural Areas recorded 7,156 persons (23.4 percent). Job seekers by education indicates that Secondary school levers recorded 64.3 percent of the job seekers. Of these, 49.0 percent are in Urban Villages, 28.0 percent in Cities & Towns and 23.0 percent in Rural Areas.

Table 7.12: Population that lost Jobs/ Businesses due to covid (Actively Seeking) by Education Level, Region and Sex, Q4_2021

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	-	-	-	1,116	-	1,116	-	-	-	1,116	-	1,116
Primary	399	-	399	931	524	1,455	1,315	-	1,315	2,646	524	3,169
Secondary	2,429	3,079	5,509	3,491	6,169	9,660	2,346	2,188	4,534	8,266	11,436	19,702
Non-formal	-	-	-	-	-	-	195	153	349	195	153	349
Apprentice	-	-	-	-	-	-	-	-	-	-	-	-
Brigade	-	131	131	524	-	524	-	204	204	524	335	859
Technical/Vocational	461	321	783	171	378	549	204	-	204	836	700	1,536
Educational College	228	669	897	325	533	858	288	262	550	840	1,465	2,305
Institute of Health Sciences	-	-	-	-	-	-	-	-	-	-	-	-
University	217	303	520	646	440	1,086	-	-	-	863	742	1,606
Total	3,735	4,504	8,239	7,203	8,044	15,247	4,348	2,808	7,156	15,286	15,356	30,642

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 2019

1.0 Introduction

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

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

2.0 Sampling Design

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

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

2.01 Design assumptions

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

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

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 = 3.68 (2011 PHC)

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

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

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

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

2.02 Final sample size and methodology

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

The sample size will be segmented into four (4) rotation groups where each rotation group is made up of a representative subset (68 PSUs) of the full sample which is 25%. The sampled households in a particular rotation

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

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

3.0 Weighting

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



APPENDIX 3:

Tables

Table M1: Currently Employed by Industry & Occupation, QMTS Q4 2021

Industry	Managers	Professionals	Technicians and Associate Professionals	Clerical Support Services	Service/Sales Workers	Skilled Agric Forestry and Fishery Workers	Craft and Related Trades Workers	Plant & Machine Operators	Elementary Occupations	Other Specialized Professionals	Total
Agriculture, Forestry and Fishing	1,581	127	293	263	1,241	10,395	546	2,483	36,901	-	53,830
Mining and Quarrying	911	700	3,427	529	756	-	1,105	3,419	1,189	-	12,037
Manufacturing	2,460	1,393	2,790	2,102	3,512	-	29,087	7,455	8,004	-	56,802
Electricity, Gas, & Air Conditioning Supply	440	-	310	-	153	-	1,215	252	57	-	2,427
Water Supply and Waste Management	654	653	1,321	768	212	-	676	1,474	1,977	-	7,736
Construction	2,772	1,025	1,926	591	386	-	23,396	2,602	16,751	-	49,449
Wholesale & Retail Trade	31,521	1,199	598	5,567	59,932	-	15,716	2,059	17,844	-	134,436
Transport & Storage	1,199	392	1,182	597	3,352	-	1,681	18,482	1,440	-	28,325
Accommodation and Food Service Activities	3,208	553	1,241	925	13,975	-	563	1,328	4,294	-	26,086
Information and Communication	1,020	1,599	2,089	-	-	-	715	-	84	-	5,506
Finance and Insurance Activities	2,200	2,409	2,099	4,252	432	-	-	-	-	-	11,392
Real Estate Activities	3,013	-	919	615	268	-	-	-	177	-	4,993
Professional, Scientific and Technical Activities	184	3,211	3,099	1,870	1,922	-	-	356	209	-	10,850
Administrative and Support Service Activities	1,377	139	772	1,606	33,421	-	847	2,245	10,596	-	51,003
Public Administration	5,587	10,586	10,294	6,108	21,353	-	2,930	3,436	50,195	3,028	113,518
Education	2,759	19,295	23,615	1,192	14,195	-	1,684	635	12,751	-	76,125
Human Health and Social Work Activities	210	3,507	11,403	3,406	6,924	-	153	2,206	3,329	-	31,139
Arts, Entertainment and Recreation	506	-	1,187	-	1,112	-	-	-	793	-	3,599
Other Service Activities	252	1,147	1,009	-	6,059	-	1,416	376	207	-	10,465
Households as Employers	-	-	-	-	2,084	-	774	-	23,896	-	26,753
Activities of Extraterritorial organisations	217	728	-	-	-	-	-	-	-	-	946
Total	62,072	48,663	69,576	30,393	171,289	10,395	82,503	48,806	190,693	3,028	717,418

Table M2: Currently Employed by Occupation, Strata & Sex, QMTS Q4 2021

Total	Occupation	Counts				Percentages (%)			
		Cities and Towns	Urban Villages	Rural Areas	Total	Cities and Towns	Urban Villages	Rural Areas	Total
	Managers	19,792	25,110	17,169	62,072	10.3	7.7	8.6	8.7
	Professionals	20,490	22,392	5,780	48,663	10.7	6.9	2.9	6.8
	Technicians and Associate Professionals	22,508	35,676	11,393	69,576	11.7	10.9	5.7	9.7
	Clerical Support Services	10,544	15,657	4,192	30,393	5.5	4.8	2.1	4.2
	Service/Sales Workers	50,300	81,496	39,493	171,289	26.3	24.9	19.8	23.9
	Skilled Agric Forestry and Fishery Workers	954	5,228	4,213	10,395	0.5	1.6	2.1	1.4
	Craft and Related Trades Workers	22,839	39,807	19,857	82,503	11.9	12.2	10.0	11.5
	Plant & Machine Operators	14,660	26,899	7,247	48,806	7.7	8.2	3.6	6.8
	Elementary Occupations	28,079	72,961	89,653	190,693	14.7	22.3	45.1	26.6
	Other Specialized Professionals	1,442	1,586	-	3,028	0.8	0.5	-	0.4
	Total	191,610	326,810	198,997	717,418	100.0	100.0	100.0	100.0
Males	Managers	7,808	12,562	6,419	26,789	7.9	8.0	6.4	7.5
	Professionals	8,658	9,936	1,388	19,982	8.8	6.3	1.4	5.6
	Technicians and Associate Professionals	11,128	12,196	3,752	27,075	11.3	7.7	3.8	7.6
	Clerical Support Services	3,292	4,052	1,530	8,874	3.3	2.6	1.5	2.5
	Service/Sales Workers	22,727	32,890	13,723	69,340	23.1	20.9	13.8	19.5
	Skilled Agric Forestry and Fishery Workers	817	3,125	2,573	6,515	0.8	2.0	2.6	1.8
	Craft and Related Trades Workers	19,201	29,810	14,382	63,394	19.5	18.9	14.4	17.8
	Plant & Machine Operators	12,093	23,155	6,808	42,055	12.3	14.7	6.8	11.8
	Elementary Occupations	11,263	28,873	49,055	89,191	11.4	18.3	49.2	25.1
	Other Specialized Professionals	1,442	1,114	-	2,556	1.5	0.7	-	0.7
	Total	98,428	157,713	99,630	355,771	100.0	100.0	100.0	100.0
Females	Managers	11,985	12,548	10,750	35,283	12.9	7.4	10.8	9.8
	Professionals	11,833	12,456	4,392	28,681	12.7	7.4	4.4	7.9
	Technicians and Associate Professionals	11,380	23,480	7,641	42,501	12.2	13.9	7.7	11.8
	Clerical Support Services	7,252	11,605	2,662	21,519	7.8	6.9	2.7	6.0
	Service/Sales Workers	27,574	48,606	25,770	101,950	29.6	28.7	25.9	28.2
	Skilled Agric Forestry and Fishery Workers	137	2,102	1,640	3,880	0.1	1.2	1.7	1.1
	Craft and Related Trades Workers	3,638	9,997	5,474	19,109	3.9	5.9	5.5	5.3
	Plant & Machine Operators	2,567	3,744	439	6,751	2.8	2.2	0.4	1.9
	Elementary Occupations	16,816	44,088	40,598	101,502	18.0	26.1	40.9	28.1
	Other Specialized Professionals	-	472	-	472	-	0.3	-	0.1
	Total	93,182	169,097	99,367	361,647	100.0	100.0	100.0	100.0

Table M3: Currently Employed by Age group & Marital status, QMTS Q4 2021

Age Group	Counts						Total
	Married	Living Together	Separated	Divorced	Widowed	Never married	
15-17	-	-	-	-	-	908	908
18-19	-	445	-	-	-	11,181	11,626
20-24	96	21,337	-	-	-	43,519	64,952
25-29	7,977	43,283	-	-	-	57,976	109,236
30-34	12,461	51,314	56	541	786	45,612	110,769
35-39	26,811	53,363	-	146	472	43,549	124,341
40-44	29,026	36,285	422	1,143	794	37,049	104,718
45-49	28,774	18,637	-	1,981	1,238	23,895	74,526
50-54	23,644	11,074	-	1,272	3,495	12,925	52,410
55-59	13,293	3,668	379	1,887	3,703	12,592	35,524
60-64	7,295	2,065	-	-	1,104	4,398	14,863
65-69	1,776	1,601	194	593	1,432	978	6,575
70-74	1,422	927	-	-	217	1,484	4,049
75 years & Above	1,520	236	-	-	904	262	2,921
Total	154,096	244,234	1,051	7,563	14,144	296,329	717,418
Percentages (%)							
15-17	-	-	-	-	-	0.3	0.1
18-19	-	0.2	-	-	-	3.8	1.6
20-24	0.1	8.7	-	-	-	14.7	9.1
25-29	5.2	17.7	-	-	-	19.6	15.2
30-34	8.1	21.0	5.3	7.2	5.6	15.4	15.4
35-39	17.4	21.8	-	1.9	3.3	14.7	17.3
40-44	18.8	14.9	40.2	15.1	5.6	12.5	14.6
45-49	18.7	7.6	-	26.2	8.8	8.1	10.4
50-54	15.3	4.5	-	16.8	24.7	4.4	7.3
55-59	8.6	1.5	36.1	25.0	26.2	4.2	5.0
60-64	4.7	0.8	-	-	7.8	1.5	2.1
65-69	1.2	0.7	18.5	7.8	10.1	0.3	0.9
70-74	0.9	0.4	-	-	1.5	0.5	0.6
75 years & Above	1.0	0.1	-	-	6.4	0.1	0.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table M4: Currently Employed by Occupation & Marital status, QMTS Q4 2021

Occupation	Counts						Total
	Married	Living Together	Separated	Divorced	Widowed	Never married	
Managers	26,377	14,870	-	1,236	1,077	18,511	62,072
Professionals	20,756	10,562	-	-	647	16,698	48,663
Technicians and Associate Professionals	24,993	18,827	-	1,715	1,263	22,779	69,576
Clerical Support Services	5,175	10,074	-	718	824	13,602	30,393
Service/Sales Workers	22,606	60,779	379	601	2,332	84,592	171,289
Skilled Agric Forestry and Fishery Workers	5,476	3,747	-	-	430	741	10,395
Craft and Related Trades Workers	18,558	30,828	250	1,395	2,010	29,462	82,503
Plant & Machine Operators	10,319	20,363	-	826	196	17,103	48,806
Elementary Occupations	17,736	73,472	422	1,073	5,366	92,624	190,693
Other Specialized professionals	2,100	712	-	-	-	216	3,028
Total	154,096	244,234	1,051	7,563	14,144	296,329	717,418
Percentages (%)							
Managers	17.1	6.1	-	16.3	7.6	6.2	8.7
Professionals	13.5	4.3	-	-	4.6	5.6	6.8
Technicians and Associate Professionals	16.2	7.7	-	22.7	8.9	7.7	9.7
Clerical Support Services	3.4	4.1	-	9.5	5.8	4.6	4.2
Service/Sales Workers	14.7	24.9	36.1	7.9	16.5	28.5	23.9
Skilled Agric Forestry and Fishery Workers	3.6	1.5	-	-	3.0	0.3	1.4
Craft and Related Trades Workers	12.0	12.6	23.8	18.4	14.2	9.9	11.5
Plant & Machine Operators	6.7	8.3	-	10.9	1.4	5.8	6.8
Elementary Occupations	11.5	30.1	40.2	14.2	37.9	31.3	26.6
Other Specialized professionals	1.4	0.3	-	-	-	0.1	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 2021

Total	Occupation	Cities and Towns	Urban Villages	Rural Areas	Total	Cities and Towns	Urban Villages	Rural Areas	Total
	Never Attended School	2,947	7,922	14,783	25,652	1.5	2.4	7.4	3.6
Primary	13,335	28,983	36,744	79,062	7.0	8.9	18.5	11.0	
Secondary	81,713	157,104	95,934	334,752	42.6	48.1	48.2	46.7	
Non-formal	241	2,164	2,076	4,481	0.1	0.7	1.0	0.6	
Apprentice	992	2,463	1,066	4,522	0.5	0.8	0.5	0.6	
Brigade	5,618	11,146	5,530	22,294	2.9	3.4	2.8	3.1	
Technical/Vocational	14,471	28,519	8,031	51,021	7.6	8.7	4.0	7.1	
Educational College	16,002	27,441	14,352	57,795	8.4	8.4	7.2	8.1	
Institute of Health Sciences	2,745	2,950	1,460	7,155	1.4	0.9	0.7	1.0	
University	53,547	58,117	19,020	130,683	27.9	17.8	9.6	18.2	
Total	191,610	326,810	198,997	717,418	100.0	100.0	100.0	100.0	
Males	Never Attended School	1,721	4,846	7,994	14,561	1.7	3.1	8.0	4.1
	Primary	6,713	11,054	17,713	35,480	6.8	7.0	17.8	10.0
	Secondary	43,336	80,882	50,428	174,646	44.0	51.3	50.6	49.1
	Non-formal	241	31	400	672	0.2	0.0	0.4	0.2
	Apprentice	662	1,884	1,066	3,612	0.7	1.2	1.1	1.0
	Brigade	4,182	8,022	3,937	16,141	4.2	5.1	4.0	4.5
	Technical/Vocational	7,799	15,915	4,819	28,532	7.9	10.1	4.8	8.0
	Educational College	6,865	7,931	4,733	19,530	7.0	5.0	4.8	5.5
	Institute of Health Sciences	659	348	399	1,406	0.7	0.2	0.4	0.4
	University	26,251	26,799	8,142	61,191	26.7	17.0	8.2	17.2
	Total	98,428	157,713	99,630	355,771	100.0	100.0	100.0	100.0
Females	Never Attended School	1,226	3,076	6,789	11,091	1.3	1.8	6.8	3.1
	Primary	6,622	17,929	19,031	43,583	7.1	10.6	19.2	12.1
	Secondary	38,377	76,222	45,507	160,106	41.2	45.1	45.8	44.3
	Non-formal	-	2,133	1,676	3,809	-	1.3	1.7	1.1
	Apprentice	331	579	-	909	0.4	0.3	-	0.3
	Brigade	1,436	3,123	1,594	6,153	1.5	1.8	1.6	1.7
	Technical/Vocational	6,672	12,604	3,212	22,488	7.2	7.5	3.2	6.2
	Educational College	9,137	19,510	9,619	38,266	9.8	11.5	9.7	10.6
	Institute of Health Sciences	2,086	2,602	1,062	5,750	2.2	1.5	1.1	1.6
	University	27,296	31,318	10,878	69,492	29.3	18.5	10.9	19.2
	Total	93,182	169,097	99,367	361,647	100.0	100.0	100.0	100.0

Table M6: Currently Employed by Subject of Training and Sex, QMTS Q4 2021

Subject of Training	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
No Training	209,261	215,231	424,492	58.8	59.5	59.2
Basic, Literacy & Numeracy and Personnel Development Programs	6,016	22,909	28,925	1.7	6.3	4.0
Education Programs	4,855	4,456	9,311	1.4	1.2	1.3
Arts and Humanities	5,228	3,464	8,693	1.5	1.0	1.2
Social & Behavioural	2,772	3,579	6,351	0.8	1.0	0.9
Journalism, Information and Documentation	1,506	3,596	5,102	0.4	1.0	0.7
Business and Administration Programs	23,712	52,392	76,104	6.7	14.5	10.6
Programs in Law	437	1,116	1,553	0.1	0.3	0.2
Life and Physical Sciences Programs	1,118	311	1,429	0.3	0.1	0.2
Mathematics and Statistics Programs	268	189	457	0.1	0.1	0.1
Computer Programs	10,197	11,242	21,439	2.9	3.1	3.0
Engineering Trade Programs	12,749	1,763	14,512	3.6	0.5	2.0
Manufacturing and Processing Programs	3,312	3,720	7,032	0.9	1.0	1.0
Industrial Programs	11,393	1,456	12,849	3.2	0.4	1.8
Architecture and Building Program	6,109	1,487	7,596	1.7	0.4	1.1
Building and Construction Programs	20,576	3,719	24,295	5.8	1.0	3.4
Agric, Forestry & Fishery	3,052	1,600	4,652	0.9	0.4	0.6
Veterinary Programs	102	-	102	0.0	-	0.0
Health Programs	5,565	13,227	18,792	1.6	3.7	2.6
Social Services Programs	549	695	1,245	0.2	0.2	0.2
Personal Services Programs	3,277	9,088	12,365	0.9	2.5	1.7
Transport Services Programs	15,242	1,556	16,798	4.3	0.4	2.3
Environmental Protection Programs	2,520	2,130	4,650	0.7	0.6	0.6
Security Services Programs	5,953	2,719	8,672	1.7	0.8	1.2
Total	355,771	361,647	717,418	100.0	100.0	100.0

Table M7: Currently Employed by Occupation and usual hours of work per day, QMTS Q4 2021

Occupation	Usual Hours of work per day					
	Less than 1 Hour	1 - 4 Hours	5 - 9 Hours	10 - 14 Hours	Not Stated	Total
Managers	-	3,729	38,217	20,126	-	62,072
Professionals	-	386	47,425	852	-	48,663
Technicians and Associate Professionals	264	1,519	63,342	4,451	-	69,576
Clerical Support Services	-	268	28,736	1,389	-	30,393
Service/Sales Workers	-	5,152	113,266	52,871	-	171,289
Skilled Agric Forestry and Fishery Workers	-	3,217	3,089	4,089	-	10,395
Craft and Related Trades Workers	369	7,635	59,521	14,978	-	82,503
Plant & Machine Operators	-	2,078	34,178	12,550	-	48,806
Elementary Occupations	1,394	26,728	131,405	30,035	1,131	190,693
Other Specialized Professionals	-	-	3,028	-	-	3,028
Total	2,027	50,712	522,208	141,340	1,131	717,418

Table M8: Currently Employed by Industry and usual hours of work per day, QMTS Q4 2021

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	537	6,855	24,316	21,890	231	53,830
Mining and Quarrying	-	238	10,602	1,197	-	12,037
Manufacturing	-	3,110	44,942	8,750	-	56,802
Electricity, Gas, & Air Conditioning Supply	-	-	2,117	310	-	2,427
Water Supply and Waste Management	-	678	6,846	212	-	7,736
Construction	264	7,119	33,579	8,202	285	49,449
Wholesale, Retail Trade and Sale of Motor Vehicles	369	6,877	92,655	34,535	-	134,436
Transport & Storage	-	1,321	17,297	9,707	-	28,325
Accommodation and Food Service Activities	-	1,357	17,912	6,816	-	26,086
Information and Communication	-	332	4,739	435	-	5,506
Finance and Insurance Activities	-	-	11,174	218	-	11,392
Real Estate Activities	-	229	4,462	302	-	4,993
Professional, Scientific and Technical Activities	-	369	8,998	1,483	-	10,850
Administrative and Support Service Activities	113	1,101	18,495	31,295	-	51,003
Public Administration	-	10,223	102,069	1,227	-	113,518
Education	-	4,932	67,960	3,232	-	76,125
Human Health and Social Work Activities	-	288	29,456	1,395	-	31,139
Arts, Entertainment and Recreation	-	47	3,012	540	-	3,599
Other Service Activities	-	791	5,380	4,294	-	10,465
Households as Employers	744	4,843	15,253	5,299	615	26,753
Activities of Extraterritorial organisations	-	-	946	-	-	946
Total	2,027	50,712	522,208	141,340	1,131	717,418

Table M9: Currently Employed by Employment status and Sex, QMTS Q4 2021

Employment Status	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
In his/her own business activity	64,665	63,398	128,063	18.2	17.5	17.9
In a business operated by a household or family member	2,214	3,374	5,588	0.6	0.9	0.8
As an employee for someone else	250,095	274,920	525,014	70.3	76.0	73.2
As an apprentice, intern/tirelo sechaba	3,164	9,861	13,025	0.9	2.7	1.8
Helping a household member who works for someone else	-	-	-	-	-	-
In piece Jobs	35,633	10,094	45,727	10.0	2.8	6.4
Total	355,771	361,647	717,418	100.0	100.0	100.0

AVERAGE EARNINGS

Table AE1: Average Earnings (in Pula) for wage earners by Occupation and Sex, QMTS Q4 2021

Occupation	Average Earnings			Q4_2020
	Male	Female	Total	Total
Managers	15,260	18,649	16,567	18,709
Professionals	16,994	14,659	15,587	16,533
Technicians and Associate Professionals	13,013	11,522	12,071	11,812
Clerical Support Services	4,693	5,177	5,035	4,343
Service/Sales Workers	3,823	2,211	2,898	2,772
Skilled Agric Forestry and Fishery Workers	3,429	1,300.00	2,938	400
Craft and Related Trades Workers	4,366	2,803	4,031	3,511
Plant & Machine Operators	4,323	3,867	4,258	4,358
Elementary Occupations	1,419	1,185	1,293	1,190
Other specialized professionals	24,151	11,575	22,192	20,340
Total	5,587	5,062	5,320	4,997

Table AE1 (a): Trend in Average Earnings (in Pula) for wage earners by Occupation and Sex, Q4 2021

Occupation	Average Earnings				
	Q3_2019	Q4_2019	Q1_2020	Q1_2020	Q1_2021
Managers	16,685	15,857	15,127	18,709	16,567
Professionals	13,199	15,295	14,926	16,533	15,587
Technicians and Associate Professionals	10,431	11,048	11,718	11,812	12,071
Clerical Support Services	3,741	4,026	4,591	4,343	5,035
Service/Sales Workers	2,521	2,668	2,772	2,772	2,898
Skilled Agric Forestry and Fishery Workers	1,464	2,936	1,896	400	2,938
Craft and Related Trades Workers	4,266	4,162	3,988	3,511	4,031
Plant & Machine Operators	3,842	3,848	3,804	4,358	4,258
Elementary Occupations	1,222	1,202	1,270	1,190	1,293
Defence Force Personnel	19,908	19,358	19,093	20,340	22,192
Total	4,989	4,818	4,848	4,997	5,320

Table AE2: Average Earnings in Pula for wage earners (15 years & above) by Occupation, Citizenship and Sex, QMTS Q4 2021

Occupation	Citizens			Non citizens			Total Wage earners		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers	15,367	17,591	16,215	13,813	30,039	20,923	15,260	18,649	16,567
Professionals	17,670	14,659	15,823	9,708	14,661	11,869	16,994	14,659	15,587
Technicians and Associate Professionals	13,948	11,534	12,374	4,908	10,941	6,401	13,013	11,522	12,071
Clerical Support Services	4,728	5,017	4,934	3,954	25,000	10,164	4,693	5,177	5,035
Service/Sales Workers	3,782	2,222	2,885	5,989	1,274	3,785	3,823	2,211	2,898
Skilled Agric Forestry and Fishery Workers	4,500	-	4,500	2,800	1,300	2,316	3,429	1,300	2,938
Craft and Related Trades Workers	4,577	2,803	4,146	3,151	-	3,151	4,366	2,803	4,031
Plant & Machine Operators	4,418	3,867	4,337	1,732	-	1,732	4,323	3,867	4,258
Elementary Occupations	1,436	1,174	1,290	1,323	1,306	1,316	1,419	1,185	1,293
Other specialized professionals	24,151	11,575	22,192	-	-	-	24,151	11,575	22,192
Total	5,828	5,059	5,426	3,244	5,127	3,846	5,587	5,062	5,320

Table AE3: Average earnings in Pula for wage earners (15 years & above) by Industry, Citizenship and Sex, QMTS Q4 2021

Industry	Citizens			Non citizens			Total Wage earners			Q4_2020
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
Agriculture, Forestry and Fishing	1,549	1,331	1,509	1,448	1,021	1,391	1,519	1,262	1,476	1,416
Mining and Quarrying	16,503	25,629	18,422	20,000	12,000	12,586	16,510	24,512	18,306	14,035
Manufacturing	3,664	2,963	3,357	7,246	-	7,246	4,061	2,963	3,612	3,165
Electricity, Gas, & Air Conditioning Supply	9,768	14,800	11,324	-	-	-	9,768	14,800	11,324	9,592
Water Supply, Sewage, Waste Management & Remediation Activities	7,726	7,903	7,808	-	-	-	7,726	7,903	7,808	8,898
Construction of Buildings	2,945	3,947	3,038	2,831	-	2,831	2,931	3,947	3,015	3,078
Wholesale, Retail and Sale of Motor Vehicles	3,303	2,238	2,735	3,862	-	3,862	3,343	2,238	2,774	2,004
Transport & Storage	4,654	7,153	5,278	2,095	6,000	3,251	4,550	7,094	5,191	5,522
Accommodation and Food Service Activities	3,482	2,484	2,951	4,000	20,000	13,761	3,490	2,833	3,139	3,231
Information and Communication	11,242	10,545	10,953	1,476	-	1,476	6,498	10,545	7,575	11,612
Finance and Insurance Activities	17,440	13,475	14,493	5,000	25,000	13,371	16,402	13,730	14,450	13,583
Real Estate Activities	11,631	4,280	8,209	2,500	-	2,500	10,724	4,280	7,891	11,364
Professional, Scientific and Technical Activities	10,226	7,059	8,347	-	-	-	10,226	7,059	8,347	9,049
Administrative and Support Service Activities	2,691	2,449	2,593	1,000	-	1,000	2,669	2,449	2,581	2,260
Public Administration	9,616	4,068	6,118	-	-	-	9,616	4,068	6,118	6,061
Education	12,170	8,241	9,208	10,233	4,130	7,651	12,040	8,171	9,162	8,773
Human Health and Social Work Activities	8,213	6,988	7,335	16,167	18,876	17,848	8,715	7,484	7,839	8,490
Arts, Entertainment and Recreation	3,166	2,140	2,885	2,096	-	2,096	3,048	2,140	2,820	6,421
Other Service Activities	6,113	3,309	3,976	3,500	-	3,500	5,724	3,309	3,957	4,787
Households as Employers	1,916	1,125	1,305	1,234	1,288	1,280	1,741	1,186	1,296	896
Activities of Extraterritorial organisations	10,000	45,000	21,589	-	90,000	90,000	10,000	66,339	37,320	22,530
Total	5,828	5,059	5,426	3,244	5,127	3,846	5,587	5,062	5,320	4,997

Table FSE 1a: Estimated Formal Sector Employment by Occupation, Citizenship & Sex, QMTS Q4 2021

Occupation	Citizens			Non-Citizens			All Employees			Q4 2020
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
Managers	18,704	13,061	31,765	3,338	883	4,221	22,042	13,944	35,986	35,518
Professionals	17,234	26,589	43,823	2,108	1,210	3,318	19,342	27,799	47,141	43,199
Technicians and Associate Professionals	21,343	40,395	61,738	2,814	810	3,624	24,157	41,205	65,362	54,459
Clerical Support Services	8,202	19,611	27,813	409	171	580	8,611	19,782	28,393	34,751
Service/Sales Workers	56,466	70,473	126,939	692	217	910	57,158	70,690	127,849	122,947
Skilled Agric. Forestry and Fishery	1,523	863	2,386	174	-	174	1,697	863	2,560	449
Craft and Related Trades Workers	29,155	10,019	39,174	3,180	276	3,456	32,335	10,295	42,630	35,236
Plant & Machine Operators	26,624	4,875	31,498	138	-	138	26,762	4,875	31,636	34,716
Elementary Occupations	37,414	72,139	109,553	319	-	319	37,733	72,139	109,872	113,931
Other Specialized Professionals	2,556	472	3,028	-	-	-	2,556	472	3,028	2,509
Total	219,222	258,495	477,717	13,172	3,568	16,740	232,394	262,063	494,457	477,716

Table FSE 1b: Percentage of Estimated Formal Sector Employment by Occupation Citizenship & Sex, QMTS Q4 2021

Occupation	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers	8.5	5.1	6.6	25.3	24.7	25.2	9.5	5.3	7.3
Professionals	7.9	10.3	9.2	16.0	33.9	19.8	8.3	10.6	9.5
Technicians and Associate Professionals	9.7	15.6	12.9	21.4	22.7	21.6	10.4	15.7	13.2
Clerical Support Services	3.7	7.6	5.8	3.1	4.8	3.5	3.7	7.5	5.7
Service/Sales Workers	25.8	27.3	26.6	5.3	6.1	5.4	24.6	27.0	25.9
Skilled Agric. Forestry and Fishery Workers	0.7	0.3	0.5	1.3	-	1.0	0.7	0.3	0.5
Craft and Related Trades Workers	13.3	3.9	8.2	24.1	7.7	20.6	13.9	3.9	8.6
Plant & Machine Operators	12.1	1.9	6.6	1.0	-	0.8	11.5	1.9	6.4
Elementary Occupations	17.1	27.9	22.9	2.4	-	1.9	16.2	27.5	22.2
Other Specialized Professionals	1.2	0.2	0.6	-	-	-	1.1	0.2	0.6
Total	100	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table FSE 2: Estimated Formal Sector Employment by Age Group, Citizenship & Sex, QMTS Q4 2021

Age Group	Citizens			Non-Citizens			All Employees			
	Male	Female	Total	Male	Female	Total	Male	Female	Total	% Total
15-17	95	-	95	0	0	0	95	0	95	0.0
18-19	3,233	1,162	4,395	0	217	217	3,233	1,379	4,612	0.9
20-24	23,010	21,117	44,127	373	0	373	23,383	21,117	44,500	9.0
25-29	33,755	39,859	73,614	1,675	592	2,267	35,430	40,451	75,881	15.3
30-34	38,102	36,317	74,419	770	276	1,046	38,872	36,593	75,465	15.3
35-39	35,328	47,970	83,298	1,682	728	2,411	37,010	48,698	85,709	17.3
40-44	30,856	40,608	71,464	1,594	505	2,099	32,450	41,113	73,563	14.9
45-49	23,998	29,638	53,636	3,372	217	3,589	27,370	29,855	57,225	11.6
50-54	17,324	17,894	35,218	1,365	589	1,954	18,689	18,483	37,172	7.5
55-59	7,005	15,858	22,863	787	272	1,059	7,792	16,130	23,922	4.8
60-64	2,819	3,946	6,765	962	171	1,133	3,781	4,117	7,898	1.6
65-69	1,237	2,008	3,245	174	0	174	1,411	2,008	3,419	0.7
70-74	1,271	1,179	2,450	418	0	418	1,689	1,179	2,868	0.6
75+	1,188	940	2,128	0	0	0	1,188	940	2,128	0.4
Total	219,222	258,495	477,717	13,171	3,568	16,739	232,393	262,063	494,456	100.0
Total Percentage	44.3	52.3	96.6	2.7	0.7	3.4	47.0	53.0	100.0	

Table FSE 3: Estimated Formal Sector Employment by Industry & Sex, QMTS Q4 2021

Sector/ Economic Activity	All Employees			All Employees			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	8,424	4,988	13,412	3.6	1.9	2.7	62.8	37.2	100.0
Mining and Quarrying	9,146	2,411	11,558	3.9	0.9	2.3	79.1	20.9	100.0
Manufacturing	23,951	15,192	39,144	10.3	5.8	7.9	61.2	38.8	100.0
Electricity, Gas, & Air Supply	1,677	750	2,427	0.7	0.3	0.5	69.1	30.9	100.0
Water Supply and Waste Management	3,179	2,964	6,143	1.4	1.1	1.2	51.7	48.3	100.0
Construction	17,423	3,225	20,648	7.5	1.2	4.2	84.4	15.6	100.0
Wholesale, Retail & Sale of Motor Vehicles	34,745	33,641	68,386	15.0	12.8	13.8	50.8	49.2	100.0
Transport & Storage	9,369	4,317	13,685	4.0	1.6	2.8	68.5	31.5	100.0
Accommodation and Food Service	9,130	9,910	19,039	3.9	3.8	3.9	48.0	52.1	100.0
Information and Communication	4,009	1,188	5,197	1.7	0.5	1.1	77.1	22.9	100.0
Finance and Insurance Activities	3,163	8,002	11,165	1.4	3.1	2.3	28.3	71.7	100.0
Real Estate Activities	2,777	428	3,205	1.2	0.2	0.6	86.6	13.4	100.0
Professional, Scientific and Technical	3,861	5,559	9,419	1.7	2.1	1.9	41.0	59.0	100.0
Administrative and Support Service	27,743	18,317	46,061	11.9	7.0	9.3	60.2	39.8	100.0
Public Administration	41,864	71,332	113,196	18.0	27.2	22.9	37.0	63.0	100.0
Education	19,540	55,123	74,663	8.4	21.0	15.1	26.2	73.8	100.0
Human Health and Social Work Activities	8,355	20,476	28,831	3.6	7.8	5.8	29.0	71.0	100.0
Arts, Entertainment and Recreation	2,366	769	3,135	1.0	0.3	0.6	75.5	24.5	100.0
Other Service Activities	1,184	3,012	4,197	0.5	1.1	0.8	28.2	71.8	100.0
Activities of Extraterritorial Organizations	487	458	945	0.2	0.2	0.2	51.5	48.5	100.0
Total	232,394	262,063	494,457	100.0	100.0	100.0	47.0	53.0	100.0

UNEMPLOYMENT TABLES

Table UN1: Currently Unemployed by Age Group and Sex, QMTS Q4 2021

Age Group	Total Unemployed Q4_2021			Q4_2020	Q1_2020	Q4_2019	Q3_2019
	Male	Female	Total	Total	Total	Total	Total
15-17	2,609	537	3,146	1,509	4,412	3,572	3,445
18-19	5,786	8,685	14,471	13,683	11,273	10,543	11,440
20-24	23,921	29,409	53,330	52,432	48,029	36,150	36,758
25-29	21,238	25,621	46,860	52,909	44,715	46,631	39,444
30-34	15,260	25,106	40,366	39,162	38,470	32,661	30,698
35-39	14,347	16,822	31,168	26,872	27,442	30,725	27,548
40-44	11,524	13,195	24,719	19,446	21,350	19,347	17,101
45-49	6,682	10,883	17,565	14,662	11,887	11,449	11,950
50-54	5,443	4,651	10,094	8,144	7,888	8,506	7,155
55-59	3,177	2,302	5,478	5,265	6,284	4,742	4,151
60-64	1,628	1,469	3,097	2,816	4,045	6,621	2,997
65-69	572	683	1,256	1,082	396	413	1,195
70-74	378	130	508	416	407	196	918
75+	-	259	259	333	-	187	191
Total	112,563	139,753	252,316	238,731	226,598	211,743	194,990

Table UN2: Currently Unemployed by Age Group, Strata and Sex, QMTS Q4 2021

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	-	-	-	527	128	655	528	326	854	1,055	454	1,509	0.0	0.0	0.0
18-19	481	924	1,405	4,538	4,203	8,741	1,654	1,882	3,536	6,673	7,010	13,683	0.0	0.0	0.0
20-24	5,311	4,813	10,125	13,573	14,714	28,287	7,971	6,182	14,153	26,856	25,709	52,565	0.0	0.0	0.0
25-29	5,870	4,368	10,238	12,659	17,331	29,990	5,307	7,407	12,713	23,836	29,105	52,941	0.0	0.0	0.0
30-34	2,604	4,155	6,759	7,566	13,132	20,698	6,638	5,346	11,985	16,808	22,634	39,441	0.0	0.0	0.0
35-39	1,313	1,705	3,018	6,678	7,893	14,571	4,571	4,744	9,316	12,562	14,342	26,904	0.0	0.0	0.0
40-44	731	2,810	3,541	4,558	3,718	8,276	3,048	4,860	7,909	8,337	11,388	19,725	0.0	0.0	0.0
45-49	1,612	-	1,612	2,297	4,966	7,263	2,898	2,889	5,787	6,808	7,855	14,662	0.0	0.0	0.0
50-54	408	599	1,007	2,664	2,381	5,045	523	1,569	2,091	3,595	4,549	8,144	0.0	0.0	0.0
55-59	-	683	683	1,175	1,956	3,132	834	616	1,450	2,010	3,255	5,265	0.0	0.0	0.0
60-64	-	-	-	1,723	574	2,297	436	82	519	2,159	657	2,816	0.0	0.0	0.0
65-69	208	144	353	-	-	-	457	273	730	665	417	1,082	0.0	0.0	0.0
70-74	-	-	-	229	-	229	188	-	188	416	-	416	0.0	0.0	0.0
75+	-	-	-	-	-	-	333	-	333	333	-	333	0.0	0.0	0.0
Total	18,538	20,203	38,741	58,187	70,996	129,183	35,388	36,175	71,563	112,113	127,374	239,487	0.0	0.0	0.0

Table UN3: Unemployment Rate by Marital Status and Sex, QMTS Q4 2021

Marital status	Employed			Unemployed			Labour Force			Unemployment Rate			Q4_2020
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
Married	78449	75647	154096	8,974	14,866	23,840	87,423	90,513	177,936	10.3	16.4	13.4	10.0
Living Together	130328	113906	244234	28,259	42,302	70,561	158,587	156,208	314,796	17.8	27.1	22.4	21.0
Separated	250	801	1051	196	-	196	446	801	1,247	43.9	0.0	15.7	14.9
Divorced	2593	4969	7563	873	1,944	2,818	3,467	6,914	10,381	25.2	28.1	27.1	18.0
Widowed	2414	11730	14144	292	2,629	2,921	2,706	14,359	17,065	10.8	18.3	17.1	9.0
Never married	141736	154592	296329	73,969	78,012	151,981	215,706	232,604	448,310	34.3	33.5	33.9	34.4
Total	355771	361647	717418	112,563	139,753	252,316	468,334	501,400	969,734	24.0	27.9	26.0	24.5

Table UN4: Currently Not Seeking Employment by Age Group and Sex, QMTS Q4 2021

Age Group	Discouraged Job Seekers			Q4_2020
	Male	Female	Total	Total
15-17	661	1,121	1,783	2,531
18-19	3,307	1,623	4,930	5,407
20-24	5,322	3,913	9,235	16,388
25-29	5,702	8,041	13,743	12,726
30-34	5,571	4,085	9,655	7,987
35-39	3,479	7,182	10,661	7,445
40-44	3,344	3,301	6,645	7,450
45-49	1,777	3,522	5,300	4,161
50-54	1,566	2,928	4,494	4,484
55-59	1,938	1,967	3,905	2,694
60-64	1,516	535	2,052	4,700
65-69	914	1,350	2,265	3,133
70-74	268	448	716	1,304
75+	1,206	396	1,602	600
Total	36,572	40,412	76,984	81,008

Table UN5: Currently Not Seeking Employment by Reason, Strata and Sex, QMTS Q4 2021

Main reason not find work/start business	Cities and Towns			Urban Villages			Rural areas			Total Unemployed		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Waiting for results of a precious search	218	251	468	529	562	1,092	561	1,408	1,969	1,308	2,221	3,529
Awaiting recall from a precious search	542	-	542	1,774	585	2,359	436	602	1,039	2,753	1,187	3,940
Waiting for the season to start	252	-	252	1,521	2,505	4,026	2,426	1,227	3,653	4,199	3,733	7,932
Waiting to start new job or business	268	268	537	-	1,235	1,235	153	-	153	422	1,504	1,925
Tired of looking for jobs, no jobs in the area	1,417	436	1,853	4,244	7,661	11,904	11,492	10,924	22,417	17,153	19,021	36,175
No jobs matching skills, lacks experience	-	457	457	2,692	3,039	5,731	2,320	1,589	3,909	5,012	5,085	10,097
Considered too young/old by employers	-	584	584	1,498	1,073	2,571	2,116	2,132	4,248	3,614	3,789	7,403
Shortage of money to find/ start job or business	-	-	-	1,591	2,200	3,791	520	1,673	2,192	2,111	3,873	5,984
Total	2,698	1,996	4,694	13,849	18,861	32,710	20,026	19,555	39,581	36,572	40,412	76,984

Table UN6: Extended Unemployment Rate, QMTS Q4 2021

Age Group	Extended Unemployed			Employed			Extended Labour Force			Extended Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	3,270	1,658	4,928	398	510	908	3,668	2,168	5,836	89.1	76.5	84.4
18-19	9,093	10,308	19,401	7,641	3,985	11,626	16,734	14,292	31,027	54.3	72.1	62.5
20-24	29,243	33,322	62,565	36,277	28,674	64,952	65,520	61,996	127,516	44.6	53.7	49.1
25-29	26,941	33,662	60,602	53,782	55,455	109,236	80,722	89,117	169,839	33.4	37.8	35.7
30-34	20,831	29,191	50,022	60,460	50,310	110,769	81,290	79,501	160,791	25.6	36.7	31.1
35-39	17,826	24,003	41,829	59,947	64,394	124,341	77,773	88,398	166,170	22.9	27.2	25.2
40-44	14,867	16,497	31,364	50,391	54,328	104,718	65,258	70,825	136,083	22.8	23.3	23.0
45-49	8,460	14,405	22,865	37,568	36,957	74,526	46,028	51,363	97,391	18.4	28.0	23.5
50-54	7,009	7,580	14,588	25,051	27,359	52,410	32,060	34,939	66,999	21.9	21.7	21.8
55-59	5,114	4,269	9,384	11,853	23,671	35,524	16,967	27,940	44,907	30.1	15.3	20.9
60-64	3,144	2,004	5,148	5,969	8,893	14,863	9,113	10,897	20,011	34.5	18.4	25.7
65-69	1,487	2,033	3,520	2,962	3,612	6,575	4,449	5,646	10,095	33.4	36.0	34.9
70-74	645	578	1,223	2,284	1,765	4,049	2,929	2,343	5,272	22.0	24.7	23.2
75+	1,206	655	1,861	1,188	1,733	2,921	2,394	2,388	4,782	50.4	27.4	38.9
Total	149,136	180,165	329,301	355,771	361,647	717,418	504,907	541,812	1,046,718	29.5	33.3	31.5

Table UN7: Currently Unemployed by education Level and Sex, QMTS Q4 2021

Highest Educational Level	Total Unemployed			Percentage (%)	
	Male	Female	Total	Q4_2021	Q4_2020
Never Attended	5,661	3,977	9,638	3.8	3.9
Primary	16,083	13,011	29,094	11.5	11.2
Secondary	71,737	92,460	164,198	65.1	61.2
Non-formal	735	1,175	1,910	0.8	0.2
Apprentice	-	-	-	-	0.1
Brigade	3,996	3,373	7,369	2.9	1.8
Technical/Vocational	4,398	4,870	9,269	3.7	4.4
Educational College	2,674	6,274	8,948	3.5	5.4
Institute of Health Sciences	-	252	252	0.1	0.2
University	7,278	14,360	21,638	8.6	11.5
Total	112,563	139,753	252,316	100.0	100.0

Table UN8: Currently Unemployed by education Level, Strata and Sex, QMTS Q4 2021

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	402	138	540	3,774	2,881	6,655	1,486	958	2,444	5,661	3,977	9,638
Primary	1,530	-	1,530	6,756	6,765	13,521	7,798	6,246	14,044	16,083	13,011	29,094
Secondary	8,777	16,917	25,694	40,792	45,332	86,124	22,168	30,212	52,381	71,737	92,460	164,198
Non-formal	-	284	284	444	458	902	291	433	724	735	1,175	1,910
Apprentice	-	-	-	-	-	-	-	-	-	-	-	-
Brigade	359	509	867	3,328	1,859	5,187	309	1,005	1,314	3,996	3,373	7,369
Technical/Vocational	1,510	884	2,394	1,486	3,340	4,827	1,402	646	2,048	4,398	4,870	9,269
Educational College	1,080	2,661	3,740	782	3,256	4,037	813	358	1,171	2,674	6,274	8,948
Institute of Health Sciences	-	-	-	-	252	252	-	-	-	-	252	252
University	2,846	2,980	5,826	3,239	9,466	12,705	1,193	1,914	3,107	7,278	14,360	21,638
Total	16,504	24,372	40,875	60,600	73,609	134,209	35,460	41,773	77,232	112,563	139,753	252,316
Percentage distribution												
Never Attended	2.4	0.6	1.3	6.2	3.9	5.0	4.2	2.3	3.2	5.0	2.8	3.8
Primary	9.3	-	3.7	11.1	9.2	10.1	22.0	15.0	18.2	14.3	9.3	11.5
Secondary	53.2	69.4	62.9	67.3	61.6	64.2	62.5	72.3	67.8	63.7	66.2	65.1
Non-formal	-	1.2	0.7	0.7	0.6	0.7	0.8	1.0	0.9	0.7	0.8	0.8
Apprentice	-	-	-	-	-	-	-	-	-	-	-	-
Brigade	2.2	2.1	2.1	5.5	2.5	3.9	0.9	2.4	1.7	3.5	2.4	2.9
Technical/Vocational	9.1	3.6	5.9	2.5	4.5	3.6	4.0	1.5	2.7	3.9	3.5	3.7
Educational College	6.5	10.9	9.2	1.3	4.4	3.0	2.3	0.9	1.5	2.4	4.5	3.5
Institute of Health Sciences	-	-	-	-	0.3	0.2	-	-	-	-	0.2	0.1
University	17.2	12.2	14.3	5.3	12.9	9.5	3.4	4.6	4.0	6.5	10.3	8.6
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 Q4 2021

Training type	Total Unemployed			Percentage distribution		
	Male	Female	Total	Male	Female	Total
No training	92,693	109,009	201,702	82.3	78.0	79.9
Still in General Education	197	279	476	0.2	0.2	0.2
Basic General Programs, Pre-primary	-	947	947	-	0.7	0.4
Primary Teachers Training Programs	228	-	228	0.2	-	0.1
Secondary Teachers Training Programs	-	384	384	-	0.3	0.2
Teacher Training for Pre-school, Kindergarten, Elementary School	-	507	507	-	0.4	0.2
General and Specialized Teacher-Training Programs.	-	300	300	-	0.2	0.1
Educational Research and Other Education Science Programs NEC	325	-	325	0.3	-	0.1
Fine Arts: Drawing, Painting and Sculpture Subjects	-	338	338	-	0.2	0.1
Graphic and Audio-Visual Arts: Photography, Music Production,	334	-	334	0.3	-	0.1
Radio and Television Production	281	-	281	0.2	-	0.1
Design and Craft Skills, including Jewellery Making Courses	347	-	347	0.3	-	0.1
Linguistics Courses	-	217	217	-	0.2	0.1
Community Development Programs; Social Welfare/Social Work Programs	-	197	197	-	0.1	0.1
Economics and Economic History Programs	251	95	346	0.2	0.1	0.1
Political Science and Sociology Programs	-	458	458	-	0.3	0.2
Psychology Programs	-	316	316	-	0.2	0.1
Other Social and Behavioural Sciences Programs NEC	-	240	240	-	0.2	0.1
Journalism Courses	-	252	252	-	0.2	0.1
Archival Sciences.	-	444	444	-	0.3	0.2
Radio/Broadcasting Programs	67	-	67	0.1	-	0.0
Public Relations Programs	-	69	69	-	0.0	0.0
Real Estate Programs	-	252	252	-	0.2	0.1
Finance and Banking Programs;	-	154	154	-	0.1	0.1
Accounting, Auditing and Bookkeeping Programs	955	960	1,915	0.8	0.7	0.8
Management and Public Administration Programs,	212	472	684	0.2	0.3	0.3
Secretarial and Office Work Programs.	-	2,621	2,621	-	1.9	1.0
Personnel Administration Programs;	453	221	674	0.4	0.2	0.3
Business\Commercial Administration Programs	1,024	2,723	3,747	0.9	1.9	1.5
Materials Management Courses	-	388	388	-	0.3	0.2
Other Business and Administration Programs NEC	-	138	138	-	0.1	0.1
Biology, Botany, Bacteriology, Microbiology and Genetics Programs	171	-	171	0.2	-	0.1
Chemistry and Other Allied Subjects Programs	174	-	174	0.2	-	0.1
Statistics and Other Allied Fields Programs.	-	17	17	-	0.0	0.0
Computer Programming Programs	-	136	136	-	0.1	0.1
Other Computing Programs NEC	1,712	3,008	4,720	1.5	2.2	1.9
Mechanics Engineering Programs	816	-	816	0.7	-	0.3
Electrical Engineering Programs	454	317	771	0.4	0.2	0.3
Electronics and Telecommunications (Radio and Computer) Programs	207	361	569	0.2	0.3	0.2
Vehicle Maintenance Programs	252	-	252	0.2	-	0.1
Other Engineering and Engineering Trades NEC	321	-	321	0.3	-	0.1
Food and Drink Processing Programs	-	264	264	-	0.2	0.1
Textiles and Clothes Programs (Tailoring, Textile Trades, Pattern Making etc)	-	1,674	1,674	-	1.2	0.7
Welding and Fabrication Programs	497	110	606	0.4	0.1	0.2
Refrigeration and Air Conditioning Training Programs	-	258	258	-	0.2	0.1
Motor Mechanics Programs	205	527	731	0.2	0.4	0.3
Architecture and Town Planning Programs	345	-	345	0.3	-	0.1
Building and Construction (Valuation) Programs	171	226	396	0.2	0.2	0.2
Civil Engineering Programs	-	864	864	-	0.6	0.3
Carpentry/Joinery Programs	2,406	642	3,047	2.1	0.5	1.2
Masonry and Bricklaying Programs	2,427	224	2,651	2.2	0.2	1.1
Plumbing	560	683	1,243	0.5	0.5	0.5
Other Building and Construction Trades Programs NEC	69	-	69	0.1	-	0.0

Table UN9 Continued: Currently Unemployed by Subject of Training and Sex, QMTS Q4 2021

Training type	Total Unemployed			Percentage distribution		
	Male	Female	Total	Male	Female	Total
Crop Production Programs	-	155	155	-	0.1	0.1
Livestock Production Programs	384	192	576	0.3	0.1	0.2
Animal Husbandry Programs	487	-	487	0.4	-	0.2
Horticulture and Gardening Programs	290	228	518	0.3	0.2	0.2
Range and Pasture Management Programs	-	487	487	-	0.3	0.2
Agricultural Engineering Programs	400	-	400	0.4	-	0.2
Paramedical Training Programs	40	268	308	0.0	0.2	0.1
Public Health Services, Hygiene Programs and Sanitation Programs	381	1,475	1,856	0.3	1.1	0.7
Pharmacy and Pharmacology Programs	-	323	323	-	0.2	0.1
Other Health Programs NEC	-	353	353	-	0.3	0.1
Childcare Programs	-	143	143	-	0.1	0.1
Counseling Programs	-	258	258	-	0.2	0.1
Hotel and Catering Programs	21	1,036	1,057	0.0	0.7	0.4
Travel and Tourism Programs	464	1,259	1,723	0.4	0.9	0.7
Sports and Leisure Programs	-	194	194	-	0.1	0.1
Other Personal Services Programs NEC	-	167	167	-	0.1	0.1
Road Motor Vehicle Operations Programs (Including Driving Skills)	128	-	128	0.1	-	0.1
Other Transport Programs NEC	-	69	69	-	0.0	0.0
Environmental Conservation Programs	-	543	543	-	0.4	0.2
Labour Protection and Security Programs	1,456	1,243	2,699	1.3	0.9	1.1
Other Environmental Protection Programs NEC	154	69	223	0.1	0.0	0.1
Other Security Services Programs NEC	207	-	207	0.2	-	0.1
Total	112,563	139,753	252,316	100.0	100.0	100.0

Table UN10: Current Unemployment Rate by District and Sex, QMTS Q4 2021

District	Unemployed			Employed			Labour Force			Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Borolong	6,498	7,251	13,749	9,279	11,867	21,146	15,778	19,118	34,895	41.2	37.9	39.4
Central Bobonong	3,268	4,191	7,459	9,822	15,967	25,789	13,090	20,158	33,248	25.0	20.8	22.4
Central Boteti	3,464	4,042	7,506	11,984	12,109	24,094	15,448	16,152	31,600	22.4	25.0	23.8
Central Mahalapye	4,322	5,054	9,376	10,933	10,097	21,031	15,255	15,151	30,406	28.3	33.4	30.8
Central Tutume	10,570	14,000	24,570	15,666	20,601	36,267	26,235	34,601	60,837	40.3	40.5	40.4
Chobe	4,813	5,744	10,558	4,585	6,496	11,082	9,398	12,241	21,639	51.2	46.9	48.8
Francistown	3,787	7,229	11,016	19,998	19,150	39,148	23,785	26,379	50,164	15.9	27.4	22.0
Gaborone	7,447	12,534	19,981	61,378	53,980	115,358	68,825	66,514	135,339	10.8	18.8	14.8
Ghanzi	1,092	1,446	2,538	6,803	6,252	13,055	7,895	7,699	15,593	13.8	18.8	16.3
Jwaneng	521	299	819	4,777	5,074	9,850	5,297	5,372	10,669	9.8	5.6	7.7
Kgalagadi North	131	487	618	3,854	3,876	7,729	3,984	4,363	8,347	3.3	11.2	7.4
Kgalagadi South	821	352	1,173	4,099	3,410	7,509	4,920	3,762	8,682	16.7	9.4	13.5
Kgatleng	6,751	9,330	16,081	25,985	18,396	44,381	32,736	27,725	60,462	20.6	33.6	26.6
Kweneng East	14,842	19,549	34,391	53,347	48,824	102,171	68,189	68,373	136,562	21.8	28.6	25.2
Kweneng West	2,489	5,167	7,656	7,193	10,658	17,851	9,682	15,825	25,507	25.7	32.7	30.0
Lobatse	1,033	1,358	2,391	5,030	5,610	10,640	6,063	6,968	13,031	17.0	19.5	18.3
Ngami East	2,738	2,775	5,513	11,330	15,573	26,903	14,068	18,348	32,416	19.5	15.1	17.0
Ngamiland West	4,100	2,405	6,505	7,683	11,071	18,754	11,783	13,476	25,258	34.8	17.8	25.8
Ngwaketse South	10,645	9,743	20,388	8,899	11,904	20,803	19,544	21,647	41,191	54.5	45.0	49.5
Ngwaketse West	406	1,123	1,529	2,873	1,457	4,330	3,280	2,579	5,859	12.4	43.5	26.1
North East	1,845	1,799	3,644	9,127	8,945	18,073	10,972	10,744	21,716	16.8	16.7	16.8
Orapa	137	617	754	2,537	2,263	4,801	2,675	2,880	5,555	5.1	21.4	13.6
Selibe Phikwe	3,510	2,120	5,630	3,771	6,552	10,323	7,281	8,672	15,952	48.2	24.4	35.3
Serowe Palapye	12,026	11,920	23,945	22,169	24,874	47,043	34,195	36,793	70,988	35.2	32.4	33.7
South East	5,240	9,002	14,242	31,710	26,087	57,798	36,950	35,090	72,040	14.2	25.7	19.8
Sowa	69	214	283	937	554	1,491	1,005	769	1,774	6.8	27.9	16.0
Total	112,563	139,753	252,316	355,771	361,647	717,418	468,334	501,400	969,734	24.0	27.9	26.0

UNDER EMPLOYED TABLES

Table UNDE1: Currently Underemployed by Industry and Sex, QMTS Q4 2021

Industry	Total Underemployed			Percentage		
	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	1,238	-	1,238	14.4	-	2.6
Manufacturing	-	498	498	-	1.3	1.1
Construction of Buildings	95	-	95	1.1	-	0.2
Wholesale Trade, except Motor Vehicles and Motor Cycles	-	424	424	-	1.1	0.9
Transport & Storage	-	210	210	-	0.5	0.4
Accommodation and Food Service Activities	-	101	101	-	0.3	0.2
Information and Communication	-	234	234	-	0.6	0.5
Finance and Insurance Activities	-	128	128	-	0.3	0.3
Professional, Scientific and Technical Activities	-	217	217	-	0.6	0.5
Public Administration and Defence, Compulsory	6,203	26,337	32,541	72.0	68.6	69.3
Education	641	8,200	8,841	7.4	21.4	18.8
Human Health and Social Work Activities	31	1,342	1,373	0.4	3.5	2.9
Other Service Activities	262	-	262	3.0	-	0.6
Households as Employers	140	685	825	1.6	1.8	1.8
Total	8,611	38,377	46,988	100.0	100.0	100.0

Table UNDE2: Currently Underemployed by Occupation and Sex, QMTS Q4 2021

Occupation	Total			% Total	Proportion (%)		
	Male	Female	Total		Male	Female	Total
Managers	95	515	610	1.3	15.6	84.4	100.0
Technicians and Associate Professionals	262	618	881	1.9	29.7	70.1	100.0
Clerical Support Services	262	1,541	1,803	3.8	14.5	85.5	100.0
Service/Sales Workers	1,260	5,861	7,121	15.2	17.7	82.3	100.0
Craft and Related Trades Workers	0	154	154	0.3	-	100.0	100.0
Plant & Machine Operators	0	344	344	0.7	-	100.0	100.0
Elementary Occupations	6,732	29,343	36,075	76.8	18.7	81.3	100.0
Total	8,611	38,377	46,988	100	18.3	81.7	100.0

Table UNDE3a: Currently Underemployed by Sector, Sex and Employment Status, QMTS Q4 2021

Sector	As an employee for someone else	As an apprentice, intern/firelo sechaba	Helping a household member who works for someone else	Total
Central Government	3,730	3,594	-	7,323
Local Government	311	649	-	960
Parastatal Sector	555	-	-	555
Private Sector	1,545	-	234	1,779
Non-Gov. Organization	262	-	-	262
Private Household	1,637	-	-	1,637
Ipelegeng	34,205	265	-	34,471
Total	42,246	4,508	234	46,988
Male				
Central Government	632	467	-	1,100
Local Government	-	299	-	299
Parastatal Sector	-	-	-	-
Private Sector	761	-	-	761
Non Gov. Organization	262	-	-	262
Private Household	712	-	-	712
Ipelegeng	5,211	265	-	5,477
Total	7,579	1,032	-	8,611
Female				
Central Government	3,097	3,126	-	6,224
Local Government	311	350	-	661
Parastatal Sector	555	-	-	555
Private Sector	784	-	234	1,018
Non Gov. Organization	-	-	-	-
Private Household	925	-	-	925
Ipelegeng	28,994	-	-	28,994
Total	34,666	3,477	234	38,377

Table UNDE3b: Percentage of Currently Underemployed by Employment Status, Sector and Sex, QMTS Q4 2021

Sector	As an employee for someone else	As an apprentice, intern/tirelo sechaba	Helping a household member who works for someone else	Total
Central Government	8.8	79.7	-	15.6
Local Government	0.7	14.4	-	2.0
Parastatal Sector	1.3	-	-	1.2
Private Sector	3.7	-	100.0	3.8
Non Gov. Organization	0.6	-	-	0.6
Private Household	3.9	-	-	3.5
Ipelegeng	81.0	5.9	-	73.4
Total	100.0	100.0	100.0	100.0
Male				
Central Government	1.5	10.4	-	2.3
Local Government	-	6.6	-	0.6
Parastatal Sector	-	-	-	-
Private Sector	1.8	-	-	1.6
Non Gov. Organization	0.6	-	-	0.6
Private Household	1.7	-	-	1.5
Ipelegeng	12.3	5.9	-	11.7
Total	17.9	22.9	-	18.3
Female				
Central Government	7.3	69.3	-	13.2
Local Government	0.7	7.8	-	1.4
Parastatal Sector	1.3	-	-	1.2
Private Sector	1.9	-	100.0	2.2
Non Gov. Organization	-	-	-	-
Private Household	2.2	-	-	2.0
Ipelegeng	68.6	-	-	61.7
Total	82.1	77.1	100.0	81.7

Table UNDE4a: Currently Underemployed by Age Group and Employment Status, QMTS Q4 2021

Age Group	As an employee for someone else	As an apprentice, intern/tirelo sechaba	Helping a household member	Total
15-17	-	-	-	-
18-19	755	-	-	755
20-24	5,826	1,750	234	7,811
25-29	5,254	2,493	-	7,746
30-34	4,009	265	-	4,275
35-39	7,929	-	-	7,929
40-44	4,927	-	-	4,927
45-49	4,992	-	-	4,992
50-54	1,923	-	-	1,923
55-59	2,594	-	-	2,594
60-64	2,656	-	-	2,656
65-69	499	-	-	499
70-74	881	-	-	881
75+	-	-	-	-
Total	42,246	4,508	234	46,988

Table UNDE4b: Percentage of Currently Underemployed by Age Group and Employment Status, QMTS Q4 2021

Age Group	As an employee for someone else	As an apprentice, intern/tirelo sechaba	Helping a household member	Total
15-17	-	-	-	-
18-19	1.8	-	-	1.6
20-24	13.8	38.8	100.0	16.6
25-29	12.4	55.3	-	16.5
30-34	9.5	5.9	-	9.1
35-39	18.8	-	-	16.9
40-44	11.7	-	-	10.5
45-49	11.8	-	-	10.6
50-54	4.6	-	-	4.1
55-59	6.1	-	-	5.5
60-64	6.3	-	-	5.7
65-69	1.2	-	-	1.1
70-74	2.1	-	-	1.9
75+	-	-	-	-
Total	100.0	100.0	100.0	100.0

Table UNDE5a: Currently Underemployed by Sector, Strata and Employment Status, QMTS Q4 2021

Sector	As an employee for someone else	As an apprentice, intern/tirelo sechaba	Helping a household member	Total
Central Government	3,730	3,594	-	7,323
Local Government	311	649	-	960
Parastatal Sector	555	-	-	555
Private Sector	1,545	-	234	1,779
Non-Gov. Organization	262	-	-	262
Private Household	1,637	-	-	1,637
Ipelegeng	34,205	265	-	34,471
Total	42,246	4,508	234	46,988
Cities and Towns				
Central Government	229	21	-	251
Local Government	-	-	-	-
Parastatal Sector	210	-	-	210
Private Sector	217	-	234	451
Private Household	451	-	-	451
Ipelegeng	2,352	-	-	2,352
Total	3,460	21	234	3,715
Urban Villages				
Central Government	1,168	1,908	-	3,076
Local Government	-	392	-	392
Parastatal Sector	-	-	-	-
Private Sector	662	-	-	662
Non-Gov. Organization	-	-	-	-
Private Household	279	-	-	279
Ipelegeng	10,652	-	-	10,652
Total	12,761	2,300	-	15,061
Rural Areas				
Central Government	2,333	1,664	-	3,997
Local Government	311	257	-	568
Parastatal Sector	344	-	-	344
Private Sector	666	-	-	666
Non-Gov. Organization	262	-	-	262
Private Household	907	-	-	907
Ipelegeng	21,202	265	-	21,467
Total	26,025	2,187	-	28,212

Table UNDE5b: Percentage of Currently Underemployed by Strata, Sector and Employment Status, QMTS Q4 2021

Sector	As an employee for someone else	As an apprentice, intern/ tirelo sechaba	Helping a household member	Total
Central Government	8.8	79.7	-	15.6
Local Government	0.7	14.4	-	2.0
Parastatal Sector	1.3	-	-	1.2
Private Sector	3.7	-	100.0	3.8
Non-Gov. Organization	0.6	-	-	0.6
Private Household	3.9	-	-	3.5
Ipelegeng	81.0	5.9	-	73.4
Total	100.0	100.0	100.0	100.0
Cities and Towns				
Central Government	0.5	0.5	-	0.5
Local Government	-	-	-	-
Parastatal Sector	0.5	-	-	0.4
Private Sector	0.5	-	100.0	1.0
Private Household	1.1	-	-	1.0
Ipelegeng	5.6	-	-	5.0
Total	8.2	0.5	100.0	7.9
Urban Villages				
Central Government	2.8	42.3	-	6.5
Local Government	-	8.7	-	0.8
Parastatal Sector	-	-	-	-
Private Sector	1.6	-	-	1.4
Non-Gov. Organization	-	-	-	-
Private Household	0.7	-	-	0.6
Ipelegeng	25.2	-	-	22.7
Total	30.2	51.0	-	32.1
Rural Areas				
Central Government	5.5	36.9	-	8.5
Local Government	0.7	5.7	-	1.2
Parastatal Sector	0.8	-	-	0.7
Private Sector	1.6	-	-	1.4
Non-Gov. Organization	0.6	-	-	0.6
Private Household	2.1	-	-	1.9
Ipelegeng	50.2	5.9	-	45.7
Total	61.6	48.5	-	60.0

Table UNDE6a: Currently Underemployed by Actual Hours Worked, Sector and Sex, QMTS Q4 2021

Hours Worked	As an employee for someone else	As an apprentice, intern/tirelo sechaba	Helping a household member	Total
1-6	457	-	-	457
7-9	253	-	234	487
10-14	1,023	-	-	1,023
15-19	1,559	-	-	1,559
20-24	11,348	-	-	11,348
25-29	13,959	1,787	-	15,745
30-34	13,648	2,722	-	16,370
Total	42,246	4,508	234	46,988
Male				
1-6	262	-	-	262
7-9	-	-	-	-
10-14	320	-	-	320
15-19	-	-	-	-
20-24	2,917	-	-	2,917
25-29	2,200	504	-	2,704
30-34	1,880	528	-	2,408
Total	7,579	1,032	-	8,611
Female				
1-6	195	-	-	195
7-9	253	-	234	487
10-14	702	-	-	702
15-19	1,559	-	-	1,559
20-24	8,431	-	-	8,431
25-29	11,759	1,283	-	13,042
30-34	11,767	2,194	-	13,962
Total	34,666	3,477	234	38,377

Table UNDE6b: Percentage of Currently Underemployed by Actual Hours Worked, Sector and Sex, QMTS Q4 2021

Hours Worked	As an employee for someone else	As an apprentice, intern/firelo sechaba	Helping a household member	Total
1-6	1.1	-	-	1.0
7-9	0.6	-	100.0	1.0
10-14	2.4	-	-	2.2
15-19	3.7	-	-	3.3
20-24	26.9	-	-	24.2
25-29	33.0	39.6	-	33.5
30-34	32.3	60.4	-	34.8
Total	100.0	100.0	100.0	100.0
Male				
1-6	0.6	-	-	0.6
7-9	-	-	-	-
10-14	0.8	-	-	0.7
15-19	-	-	-	-
20-24	6.9	-	-	6.2
25-29	5.2	11.2	-	5.8
30-34	4.5	11.7	-	5.1
Total	17.9	22.9	-	18.3
Female				
1-6	0.5	-	-	0.4
7-9	0.6	-	100.0	1.0
10-14	1.7	-	-	1.5
15-19	3.7	-	-	3.3
20-24	20.0	-	-	17.9
25-29	27.8	28.5	-	27.8
30-34	27.9	48.7	-	29.7
Total	82.1	77.1	100.0	81.7

DISABILITY IN LABOUR FORCE

Table DA1: Labour force of population with disability, QMTS Q4 2021

Age	Employed persons			Unemployed Persons			Labour force - disability			Unemployment Rate (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	-	-	-	-	-	-	-	-	-	-	-	-
18-19	-	-	-	-	-	-	-	-	-	-	-	-
20-24	-	-	-	252	127	379	252	127	379	100.0	100.0	100.0
25-29	275	268	543	-	207	207	275	475	750	-	43.6	27.6
30-34	381	359	740	-	422	422	381	781	1,162	-	54.0	36.3
35-39	211	972	1,183	238	-	238	449	972	1,421	53.0	-	16.8
40-44	808	93	901	-	384	384	808	477	1,285	-	80.5	29.9
45-49	431	671	1,102	-	-	-	431	671	1,102	-	-	-
50-54	787	548	1,335	422	-	422	1,209	548	1,757	34.9	-	24.0
55-59	-	1,307	1,307	-	-	-	-	1,307	1,307	-	-	-
60-64	113	325	438	143	-	143	256	325	581	55.9	-	24.7
65-69	-	384	384	-	-	-	-	384	384	-	-	-
70-74	-	422	422	-	-	-	-	422	422	-	-	-
75 years & Above	253	750	1,003	-	-	-	253	750	1,003	-	-	-
Total	3,258	6,100	9,358	1,055	1,140	2,195	4,313	7,240	11,553	24.5	15.7	19.0

Table DA2: Employed and Unemployed Population (15 years & above) with Disability by Education level & Sex, Q4 2020 & 2021

Education Level	Q4 2021								
	Employed			Unemployed			Labour force - disability		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Never Attended School	307	-	307	565	-	565	872	-	872
Primary	1,184	1,390	2,574	-	384	384	1,184	1,774	2,958
Secondary	556	1,528	2,085	238	-	238	794	1,528	2,323
Non-formal	-	806	806	252	-	252	252	806	1,058
Apprentice	-	-	-	-	-	-	-	-	-
Brigade	384	359	743	-	-	-	384	359	743
Technical/Vocational	509	-	509	-	395	395	509	395	904
Educational College	-	961	961	-	361	361	-	1,322	1,322
Institute of Health Sciences	-	371	371	-	-	-	-	371	371
University	319	686	1,004	-	-	-	319	686	1,004
Total	3,258	6,100	9,358	1,055	1,140	2,195	4,313	7,240	11,553
	Q4 2020								
Never Attended School	539	-	539	-	-	-	539	-	539
Primary	372	1,336	1,708	389	705	1,094	761	2,041	2,802
Secondary	602	1,333	1,935	307	1,018	1,325	909	2,351	3,260
Non-formal	294	-	294	-	-	-	294	-	294
Apprentice	-	-	-	-	-	-	-	-	-
Brigade	-	249	249	-	-	-	-	249	249
Technical/Vocational	69	351	420	233	-	233	302	351	653
Educational College	-	678	678	-	-	-	-	678	678
Institute of Health Sciences	-	-	-	-	-	-	-	-	-
University	174	-	174	-	-	-	174	-	174
Total	2,049	3,948	5,997	928	1,723	2,652	2,977	5,671	8,649

Table DA3: Employed and Unemployed Population (15 Years & above) with Disability by Strata & Sex, QMTS Q4 2021

Strata	Q4 2021								
	Employed Persons			Unemployed Persons			Labour force - disability		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Cities and Towns	600	587	1,186	-	475	475	600	1,062	1,661
Urban Villages	2,195	3,056	5,252	395	538	933	2,590	3,594	6,185
Rural Areas	463	2,457	2,921	660	127	787	1,123	2,584	3,708
Total	3,258	6,100	9,358	1,055	1,140	2,195	4,313	7,240	11,553
Percentages (%)									
Cities and Towns	18.4	9.6	12.7	-	41.7	21.6	13.9	14.7	14.4
Urban Villages	67.4	50.1	56.1	37.4	47.2	42.5	60.1	49.6	53.5
Rural Areas	14.2	40.3	31.2	62.6	11.2	35.9	26.0	35.7	32.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Q4 2020									
Cities and Towns	299	1,894	2,193	-	227	227	299	2,121	2,420
Urban Villages	364	805	1,169	622	856	1,477	986	1,661	2,646
Rural Areas	1,386	1,249	2,636	307	641	947	1,693	1,890	3,583
Total	2,049	3,948	5,997	928	1,723	2,652	2,977	5,671	8,649
Percentages (%)									
Cities and Towns	14.6	48.0	36.6	-	13.2	8.6	10.0	37.4	28.0
Urban Villages	17.8	20.4	19.5	67.0	49.6	55.7	33.1	29.3	30.6
Rural Areas	67.6	31.6	44.0	33.0	37.2	35.7	56.9	33.3	41.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table DA4: Employed & Unemployed Population with Disability (15 years & above) by Marital status & Sex QMTS Q4, 2021

Marital Status	Employed			Unemployed			Labour Force		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Married	365	2,276	2,641	-	-	-	365	2,276	2,641
Living Together	1,079	1,590	2,669	422	384	806	1,501	1,974	3,475
Separated	-	379	379	-	-	-	-	379	379
Divorced	-	760	760	-	154	154	-	914	914
Widowed	-	379	379	-	-	-	-	379	379
Never married	1,813	715	2,529	633	602	1,235	2,446	1,317	3,764
Total	3,258	6,100	9,358	1,055	1,140	2,195	4,313	7,240	11,553
Percentages (%)									
Married	11.2	37.3	28.2	-	-	-	8.5	31.4	22.9
Living Together	33.1	26.1	28.5	40.0	33.7	36.7	34.8	27.3	30.1
Separated	-	6.2	4.1	-	-	-	-	5.2	3.3
Divorced	-	12.5	8.1	-	13.5	7.0	-	12.6	7.9
Widowed	-	6.2	4.1	-	-	-	-	5.2	3.3
Never married	55.6	11.7	27.0	60.0	52.8	56.3	56.7	18.2	32.6
Total	100.0								

Table DA5: Employed Persons with Disability (15 years & above) by Occupation & Sex, QMTS, Q1, Q4 2020 & Q4 2021

Occupation	QMTS Q4 2021					
	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
Managers	478	1124	1,602	14.7	18.4	17.1
Professionals	93	204	297	2.9	3.3	3.2
Technicians and Associate Professionals	0	569	569	-	9.3	6.1
Clerical Support Services	31	0	31	1.0	-	0.3
Service/Sales Workers	1292	1783	3075	39.7	29.2	32.9
Skilled Agric Forestry and Fishery Workers	0	371	371	-	6.1	4.0
Craft and Related Trades Workers	638	785	1423	19.6	12.9	15.2
Plant & Machine Operators	-	-	-	-	-	-
Elementary Occupations	726	1,265	1,990	22.3	20.7	21.3
Total	3,258	6,100	9,358	100.0	100.0	100.0
	QMTS Q4 2020					
Managers	461	499	960	22.5	12.6	16.0
Professionals	-	-	-	-	-	-
Technicians and Associate Professionals	174	504	678	8.5	12.8	11.3
Clerical Support Services	-	712	712	-	18.0	11.9
Service/Sales Workers	230	724	954	11.2	18.3	15.9
Skilled Agric Forestry and Fishery Workers	205	-	205	10.0	-	3.4
Craft and Related Trades Workers	380	227	607	18.5	5.7	10.1
Plant & Machine Operators	-	-	-	-	-	-
Elementary Occupations	600	1,281	1,882	29.3	32.4	31.4
Total	2,049	3,948	5,997	100.0	100.0	100.0
	QMTS Q1 2020					
Managers	411	1,260	1,671	9.5	31.6	20.1
Professionals	-	213	213	-	5.3	2.6
Technicians and Associate Professionals	837	456	1,293	19.3	11.4	15.6
Clerical Support Services	-	378	378	-	9.5	4.5
Service/Sales Workers	623	511	1,134	14.4	12.8	13.6
Skilled Agric Forestry and Fishery Workers	280	-	280	6.5	-	3.4
Craft and Related Trades Workers	944	-	944	21.8	-	11.4
Plant & Machine Operators	367	-	367	8.5	-	4.4
Elementary Occupations	866	1,165	2,031	20.0	29.2	24.4
Total	4,328	3,983	8,310	100.0	100.0	100.0

YOUTH LABOUR FORCE

Table YE1: Total Youth (15-35) Population by Age Group and Sex, Q4 2021

Age Group	Total Youth			Q4_2020
	Male	Female	Total	Total
15-17	71,862	61,697	133,559	140,366
18-19	39,369	39,315	78,685	78,238
20-24	95,488	104,557	200,045	199,821
25-29	93,643	115,767	209,410	214,049
30-34	90,262	100,965	191,227	190,570
35	19,634	18,986	38,620	38,627
Total	410,258	441,287	851,545	861,672

Table YE2 a: Total Youth (15-35) Labour Force by Age Group and Sex, Q4_2021

Age Group	Employed Youth			Unemployed youth			Youth Labour Force Q4_2021			Q4_2020
	Male	Female	Total	male	female	Total	male	female	Total	Total
15-17	398	510	908	2,609	537	3,146	3,007	1,047	4,054	2,470
18-19	7,641	3,985	11,626	5,786	8,685	14,471	13,427	12,670	26,097	26,811
20-24	36,277	28,674	64,952	23,921	29,409	53,330	60,198	58,083	118,282	120,581
25-29	53,782	55,455	109,236	21,238	25,621	46,860	75,020	81,076	156,096	167,978
30-34	60,460	50,310	110,769	15,260	25,106	40,366	75,720	75,416	151,136	159,209
35-39	10,915	11,083	21,998	5,908	3,136	9,044	16,823	14,219	31,042	32,147
Total	169,472	150,017	319,489	74,722	92,494	167,216	244,195	242,511	486,706	509,195

Table YE2 b: Total Youth (15-35) Unemployment Rate by Age Group and Sex, Q4 2021

Age Group	Youth Unemployment Rate Q_4 2021			Q4_2020	Q1_2020	Q4_2019	Q3_2019
	male	female	Total	Total	Total	Total	Total
15-17	86.8	51.3	77.6	61.1	82.1	74.1	55.5
18-19	43.1	68.6	55.5	51.0	46.2	47.5	44.1
20-24	39.7	50.6	45.1	43.5	41.2	34.7	32.1
25-29	28.3	31.6	30.0	31.5	27.9	28.8	24.9
30-34	20.2	33.3	26.7	24.6	24.2	22.1	21.4
35-39	35.1	22.1	29.1	16.3	15.6	20.7	20.0
Total	30.6	38.1	34.4	32.4	30.5	28.8	26.7

Table YE3: Total Youth (15-35) Labour Force by Education Level and Sex, Q4 2021

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	2,362	605	2,967	424	-	424	2,786	605	3,391	15.2	0.0	12.5
Primary	9,503	6,275	15,778	6,660	2,951	9,612	16,163	9,226	25,389	41.2	32.0	37.9
Secondary	106,802	80,787	187,589	55,001	67,882	122,883	161,802	148,669	310,472	34.0	45.7	39.6
Non-formal	-	-	-	252	-	252	252	-	252	-	-	-
Apprentice	458	156	614	-	-	-	458	156	614	0.0	-	0.0
Brigade	7,365	2,816	10,181	1,609	2,870	4,479	8,974	5,686	14,660	17.9	50.5	30.6
Technical/Vocational	10,520	8,185	18,706	2,961	3,172	6,133	13,481	11,357	24,838	22.0	27.9	24.7
Educational College	8,156	16,088	24,244	2,218	4,286	6,504	10,374	20,374	30,748	21.4	21.0	21.2
Institute of Health Sciences	1,202	3,618	4,820	-	252	252	1,202	3,869	5,072	0.0	6.5	5.0
University	23,105	31,487	54,592	5,598	11,081	16,679	28,703	42,568	71,271	19.5	26.0	23.4
Total	169,472	150,017	319,489	74,722	92,494	167,216	244,195	242,511	486,706	30.6	38.1	34.4

Table YE4: Total Youth (15-35) Labour Force by Strata and Sex, Q4 2021

Region	Employed Youth			Unemployed Youth			Total Youth Labour Force			Youth Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Cities and Towns	43,787	40,027	83,814	11,869	16,796	28,665	55,656	56,823	112,479	21.3	29.6	25.5
Urban Villages	74,037	74,258	148,296	41,408	48,514	89,922	115,445	122,773	238,218	35.9	39.5	37.7
Rural Areas	51,648	35,732	87,380	21,446	27,184	48,630	73,094	62,916	136,010	29.3	43.2	35.8
Total	169,472	150,017	319,489	74,722	92,494	167,216	244,195	242,511	486,706	30.6	38.1	34.4

Table YE5: Total Youth (15-35) Labour Force by District and Sex, Q4 2021

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	3,022	3,862	6,884	4,044	5,240	9,285	7,067	9,102	16,169	57.2	57.6	57.4
Central Bobonong	3,773	6,439	10,211	2,308	2,271	4,579	6,081	8,709	14,790	38.0	26.1	31.0
Central Boteti	7,418	5,038	12,456	2,179	3,091	5,270	9,597	8,130	17,726	22.7	38.0	29.7
Central Mahalapye	4,251	2,296	6,547	3,152	2,956	6,107	7,403	5,251	12,654	42.6	56.3	48.3
Central Tutume	7,526	6,375	13,901	7,540	7,737	15,277	15,066	14,112	29,178	50.0	54.8	52.4
Chobe	2,822	3,102	5,924	3,305	3,769	7,074	6,128	6,871	12,998	53.9	54.9	54.4
Francistown	9,593	9,176	18,770	2,754	4,540	7,294	12,347	13,717	26,064	22.3	33.1	28.0
Gaborone	29,227	23,295	52,522	5,467	9,086	14,553	34,694	32,381	67,075	15.8	28.1	21.7
Ghanzi	4,154	3,781	7,935	723	1,062	1,785	4,877	4,842	9,720	14.8	21.9	18.4
Jwaneng	1,409	1,765	3,174	347	299	646	1,756	2,063	3,819	19.8	14.5	16.9
Kgalagadi North	1,707	1,674	3,380	54	389	442	1,760	2,062	3,823	3.0	18.8	11.6
Kgalagadi South	1,785	960	2,745	714	244	958	2,498	1,204	3,703	28.6	20.3	25.9
Kgatleng	14,888	7,974	22,862	5,052	6,937	11,989	19,940	14,911	34,851	25.3	46.5	34.4
Kweneng East	24,721	19,547	44,268	9,436	12,782	22,218	34,158	32,329	66,487	27.6	39.5	33.4
Kweneng West	4,016	4,556	8,572	1,300	4,021	5,321	5,316	8,577	13,894	24.5	46.9	38.3
Lobatse	1,802	2,516	4,319	793	900	1,693	2,595	3,416	6,011	30.6	26.3	28.2
Ngami East	4,875	6,791	11,666	2,421	2,596	5,017	7,296	9,387	16,683	33.2	27.7	30.1
Ngamiland West	3,731	6,232	9,964	2,426	1,948	4,374	6,157	8,181	14,338	39.4	23.8	30.5
Ngwaketse South	4,413	4,448	8,861	6,195	5,475	11,669	10,607	9,923	20,530	58.4	55.2	56.8
Ngwaketse West	1,662	812	2,474	262	550	812	1,924	1,362	3,286	13.6	40.4	24.7
North East	3,729	3,938	7,666	1,054	903	1,958	4,783	4,841	9,624	22.0	18.7	20.3
Orapa	274	617	892	69	411	480	343	1,029	1,372	20.0	40.0	35.0
Selibe Phikwe	1,192	2,423	3,616	2,370	1,449	3,819	3,563	3,872	7,435	66.5	37.4	51.4
Serowe Palapye	11,489	9,736	21,225	6,604	7,139	13,743	18,092	16,875	34,967	36.5	42.3	39.3
South East	15,704	12,430	28,133	4,085	6,590	10,674	19,789	19,019	38,808	20.6	34.6	27.5
Sowa	289	233	522	69	111	180	358	345	703	19.2	32.3	25.6
Total	169,472	150,017	319,489	74,722	92,494	167,216	244,195	242,511	486,706	30.6	38.1	34.4

Table YE6: Total Youth (15-35) Labour Force by Marital Status and Sex, Q4 2021

Marital status	Employed			Unemployed			Total Youth Labour Force			Youth Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Married	8,567	15,641	24,207	834	3,555	4,389	9,400	19,196	28,596	8.9	18.5	15.3
Living Together	66,062	58,408	124,470	14,494	28,596	43,089	80,556	87,003	167,559	18.0	32.9	25.7
Separated	56	-	56	-	-	-	56	-	56	-	-	-
Divorced	-	541	541	-	255	255	-	796	796	-	-	-
Widowed	-	786	786	-	131	131	-	918	918	-	-	-
Never Married	94,787	74,642	169,429	59,395	59,956	119,351	154,182	134,598	288,780	38.5	44.5	41.3
Total	169,472	150,017	319,489	74,722	92,494	167,216	244,195	242,511	486,706	30.6	38.1	34.4

Table YE7: Employed Youth (15 – 35) by Occupation and Sex, Q4 2021

Occupation	Male	Female	Total
Managers	8,913	8,642	17,556
Professionals	5,822	11,724	17,546
Technicians and Associate Professionals	10,769	15,533	26,301
Clerical Support Services	4,429	9,384	13,813
Service/Sales Workers	41,224	56,435	97,659
Skilled Agric Forestry and Fishery Workers	2,088	599	2,686
Craft and Related Trades Workers	24,818	5,455	30,273
Plant & Machine Operators	17,799	2,679	20,478
Elementary Occupations	53,370	39,566	92,936
Other specialized professionals	240	-	240
Total	169,472	150,017	319,489

Table YE8: Youth (15-35) not in Education, Not in Employment by Age Group, Region and Sex, Q4 2021

Age Group	Cities and Towns			Urban Villages			Rural Areas			NEET			Q4_2020
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
15-17	984	1,463	2,447	4,215	1,722	5,937	2,557	2,631	5,189	7,756	5,816	13,572	15,602
18-19	2,367	2,989	5,356	6,950	8,614	15,564	7,110	7,806	14,916	16,427	19,409	35,837	36,089
20-24	5,939	7,933	13,872	23,510	27,619	51,129	13,993	23,349	37,341	43,441	58,901	102,342	101,065
25-29	5,639	7,819	13,458	15,086	27,406	42,492	13,880	20,422	34,302	34,605	55,647	90,251	89,316
30-34	4,393	6,405	10,798	13,208	26,248	39,456	11,303	16,017	27,321	28,905	48,670	77,575	69,048
35	660	303	963	4,737	3,040	7,778	3,322	4,282	7,605	8,719	7,626	16,345	11,728
Total	19,981	26,912	46,893	67,707	94,649	162,356	52,165	74,508	126,673	139,853	196,069	335,923	322,849

Table YE9: NEET Rate by Age group and Sex, Q4 2021

Age Group	Cities and Towns			Urban Villages			Rural Areas			NEET			Q4_2020
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
15-17	984	1,463	2,447	4,215	1,722	5,937	2,557	2,631	5,189	7,756	5,816	13,572	15,602
18-19	2,367	2,989	5,356	6,950	8,614	15,564	7,110	7,806	14,916	16,427	19,409	35,837	36,089
20-24	5,939	7,933	13,872	23,510	27,619	51,129	13,993	23,349	37,341	43,441	58,901	102,342	101,065
25-29	5,639	7,819	13,458	15,086	27,406	42,492	13,880	20,422	34,302	34,605	55,647	90,251	89,316
30-34	4,393	6,405	10,798	13,208	26,248	39,456	11,303	16,017	27,321	28,905	48,670	77,575	69,048
35	660	303	963	4,737	3,040	7,778	3,322	4,282	7,605	8,719	7,626	16,345	11,728
Total	19,981	26,912	46,893	67,707	94,649	162,356	52,165	74,508	126,673	139,853	196,069	335,923	322,849

POPULATION OUTSIDE LABOUR FORCE

Table LFO1a: Population Outside Labour Force, 15 years and above, QMTS Q4 2021

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	1,782	118,575	6,702	-	848	-	1,597	129,505	19.4
18-19	4,930	31,298	12,622	851	943	-	1,943	52,588	7.9
20-24	9,234	32,842	30,953	2,118	2,786	-	3,829	81,763	12.2
25-29	13,742	8,828	26,237	1,981	1,171	-	1,354	53,314	8.0
30-34	9,656	3,384	21,142	2,178	2,662	-	1,070	40,091	6.0
35-39	10,660	277	19,521	1,995	3,127	-	641	36,221	5.4
40-44	6,646	207	10,745	2,821	3,378	207	690	24,693	3.7
45-49	5,300	259	14,589	4,671	4,187	-	297	29,303	4.4
50-54	4,494	-	14,571	2,457	2,332	1,454	422	25,731	3.9
55-59	3,906	-	15,163	5,326	6,940	2,326	-	33,660	5.0
60-64	2,052	307	19,095	4,579	4,726	6,330	84	37,171	5.6
65-69	2,263	-	18,879	4,945	3,171	9,648	204	39,112	5.9
70-74	716	-	11,406	2,612	2,084	9,584	281	26,683	4.0
75+	1,602	197	16,390	4,380	10,294	23,739	1,652	58,253	8.7
Total	76,985	196,174	238,015	40,914	48,650	53,287	14,064	668,088	100
Total Percentage	11.5	29.4	35.6	6.1	7.3	8.0	2.1	100.0	

Table LFO1b: Population Outside Labour Force, 18 years and above, QMTS Q4 2021

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	4,930	31,298	12,622	851	943	-	1,943	52,588	9.8
20-24	9,234	32,842	30,953	2,118	2,786	-	3,829	81,763	15.2
25-29	13,742	8,828	26,237	1,981	1,171	-	1,354	53,314	9.9
30-34	9,656	3,384	21,142	2,178	2,662	-	1,070	40,091	7.4
35-39	10,660	277	19,521	1,995	3,127	-	641	36,221	6.7
40-44	6,646	207	10,745	2,821	3,378	207	690	24,693	4.6
45-49	5,300	259	14,589	4,671	4,187	-	297	29,303	5.4
50-54	4,494	-	14,571	2,457	2,332	1,454	422	25,731	4.8
55-59	3,906	-	15,163	5,326	6,940	2,326	-	33,660	6.2
60-64	2,052	307	19,095	4,579	4,726	6,330	84	37,171	6.9
65-69	2,263	-	18,879	4,945	3,171	9,648	204	39,112	7.3
70-74	716	-	11,406	2,612	2,084	9,584	281	26,683	5.0
75+	1,602	197	16,390	4,380	10,294	23,739	1,652	58,253	10.8
Total	75,201	77,599	231,313	40,914	47,801	53,288	12,467	538,583	100.0
Total Percentage	14.0	14.4	42.9	7.6	8.9	9.9	2.3	100.0	

Table LFO2: Population Outside Labour Force, QMTS Q4 2021

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	1,782	4,930	9,234	13,742	9,656	10,660	6,646	5,300	4,494	3,906	2,052	2,263	716	1,602	76,985
Studying or Training	118,575	31,298	32,842	8,828	3,384	277	207	259	0	0	307	0	0	197	196,174
Household Responsibilities	6,702	12,622	30,953	26,237	21,142	19,521	10,745	14,589	14,571	15,163	19,095	18,879	11,406	16,390	238,015
Subsistence Farming	0	851	2,118	1,981	2,178	1,995	2,821	4,671	2,457	5,326	4,579	4,945	2,612	4,380	40,914
Retired or Pensioners	0	0	0	0	0	0	207	0	1,454	2,326	6,330	9,648	9,584	23,739	53,287
Illness or Own Disability	848	943	2,786	1,171	2,662	3,127	3,378	4,187	2,332	6,940	4,726	3,171	2,084	10,294	48,650
Other	1,597	1,943	3,829	1,354	1,070	641	690	297	422	0	84	204	281	1,652	14,064
Total	129,505	52,588	81,763	53,314	40,091	36,221	24,693	29,303	25,731	33,660	37,171	39,112	26,683	58,253	668,088
Percentage															
Relaxed Job Seekers	2.3	6.4	12.0	17.9	12.5	13.8	8.6	6.9	5.8	5.1	2.7	2.9	0.9	2.1	100.0
Studying or Training	60.4	16.0	16.7	4.5	1.7	0.1	0.1	0.1	-	-	0.2	-	-	0.1	100.0
Household Responsibilities	2.8	5.3	13.0	11.0	8.9	8.2	4.5	6.1	6.1	6.4	8.0	7.9	4.8	6.9	100.0
Subsistence Farming	-	2.1	5.2	4.8	5.3	4.9	6.9	11.4	6.0	13.0	11.2	12.1	6.4	10.7	100.0
Retired or Pensioners	-	-	-	-	-	-	0.4	-	2.7	4.4	11.9	18.1	18.0	44.5	100.0
Illness or Own Disability	1.7	1.9	5.7	2.4	5.5	6.4	6.9	8.6	4.8	14.3	9.7	6.5	4.3	21.2	100.0
Other	11.4	13.8	27.2	9.6	7.6	4.6	4.9	2.1	3.0	-	0.6	1.5	2.0	11.7	100.0
Total	19.4	7.9	12.2	8.0	6.0	5.4	3.7	4.4	3.9	5.0	5.6	5.9	4.0	8.7	100.0

Table COV 1: Population that lost Jobs/ Businesses due to Covid 19 by District and Sex, QMTS Q4 2021

District	Lost job or Business due to COVID 19			Percentage distribution		
	Male	Female	Total	Male	Female	Total
Gaborone	4,701	3,829	8,529	15.5	11.2	13.3
Francistown	2,273	2,265	4,537	7.5	6.6	7.1
Lobatse	180	-	180	0.6	-	0.3
Selibe Phikwe	543	528	1,071	1.8	1.5	1.7
Orapa	-	137	137	-	0.4	0.2
Jwaneng	174	174	347	0.6	0.5	0.5
Sowa Town	-	-	-	-	-	-
Ngwaketse South	1,851	302	2,153	6.1	0.9	3.3
Ngwaketse West	102	102	204	0.3	0.3	0.3
Borolong	1,062	1,612	2,674	3.5	4.7	4.2
Kweneng East	5,228	3,813	9,041	17.3	11.2	14.0
Kweneng West	1,870	2,551	4,420	6.2	7.5	6.9
Kgatleng	1,572	3,284	4,855	5.2	9.6	7.5
Serowe Palapye	2,204	2,789	4,994	7.3	8.2	7.8
South East	976	2,240	3,216	3.2	6.6	5.0
Central Bobonong	637	2,153	2,790	2.1	6.3	4.3
Central Boteti	698	904	1,601	2.3	2.6	2.5
Central Mahalapye	652	863	1,515	2.2	2.5	2.4
Central Tutume	1,205	1,213	2,418	4.0	3.6	3.8
North East	514	1,034	1,548	1.7	3.0	2.4
Ngami East	618	671	1,289	2.0	2.0	2.0
Ngamiland West	1,012	1,428	2,440	3.3	4.2	3.8
Chobe	1,383	1,438	2,822	4.6	4.2	4.4
Ghanzi	289	584	873	1.0	1.7	1.4
Kgalagadi North	148	54	202	0.5	0.2	0.3
Kgalagadi South	354	136	491	1.2	0.4	0.8
Total	30,245	34,103	64,347	100.0	100.0	100.0

