



Quarterly Multi-Topic Survey: Labour Force Module Report Quarter 1: 2020

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

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

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

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



STATISTICS BOTSWANA



**Quarterly Multi-Topic Survey:
Labour Force Module Report
Quarter 1: 2020**

Published by

Statistics Botswana,
Private Bag 0024,
Gaborone

Tel: (267) 3671300

Fax: (267) 3952201

E-mail: info@statsbots.org.bw

Website: www.statsbots.org.bw

ISBN: 978-99968-482-4-7 (e-book)

Extracts may be published if source is duly acknowledged.

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Multi-Topic Survey Quarter 1, 2020 Labour Force Module Report

Preface

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

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

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

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

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

Thank you



Dr. B. Mguni
Statistician General
July 2020

Summary Headline Labour Force Indicators

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

The Labour Force Module of the Quarterly Multi Topic Survey (QMTS) includes several sections of interest that provide useful indicators which will be tracked on a quarterly basis to continually monitor change in the labour force market, particularly on the supply side. It is hoped 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 comparison of QMTS labour force module results for quarter one of 2020 and the fourth quarter of 2019 are presented in the summary Table 1.0. It is worth noting that when comparison/change is being made between the two quarters, indicators could be affected by seasonality.

Generally, the results show that the size of the labour force increased by 2.5 percent between the fourth quarter of 2019 and the first quarter of 2020, from 954,121 to 978,396 persons, respectively. This was accompanied by an increase of 7.0 percent of the unemployed population along with an increase of 1.3 percent in the employed population between the two quarters, from 742,378 in quarter four 2019 to 751,798 in quarter one 2020. The employment to population ratio was 45.9 percent in quarter one, which was the same as estimated for fourth quarter of 2019.

Unemployment rate went up by 1.0 percentage point between the two quarters, from 22.2 percent in fourth quarter of 2019 to 23.2 percent in the first quarter of 2020.

The youth labour force (15-35) increased by 2.4 percent, from 474,193 in quarter four 2019 to 485,554 in the first quarter of 2020. This was accompanied by a 2.5 percentage point increase in the youth unemployment rate, from 28.8 to 31.3 percent.

The Youth not in Education, not in Employment or Training (NEET Rate %) increased from 36.1 to 39.7 percent between the two periods, an increase of 3.6 percentage points.

Table 1.0: National Headline Labour Force Indicators –QMTS Quarter 4 2019 and Quarter 1, 2020

	Indicator/Statistics	QMTS Q1 2020			QMTS Q4 2019			Percentage & Percentage point changes (Q4 TO Q1)
		Total	Male	Female	Total	Male	Female	
1	Population (15 years and above)	1,637,964	756,295	881,670	1,618,068	743,580	874,489	1.2
2	Population Out of Labour Force (15 years and above)	659,568	264,147	395,421	663,947	270,852	393,097	-0.7
3	Labour Force (15 years and above)	978,396	492,148	486,249	954,121	472,730	481,392	2.5
4	Employed Population	751,798	377,625	374,174	742,378	370,589	371,789	1.3
5	Unemployed Population	226,598	114,523	112,075	211,743	102,743	109,603	7.0
6	Population (18 years and above)	1,500,626	689,697	810,929	1,470,731	669,475	801,257	2.0
7	Labour Force (18 years and above)	972,404	489,011	483,398	949,304	469,709	479,595	2.4
8	Employed Population (18 years and above)	750,219	376,746	373,473	741,131	369,806	371,325	1.2
8	Unemployed Population (18 years and above)	222,186	112,263	109,923	208,171	99,903	108,270	6.7
9	Time Related Under Employed Population	52,114	13,301	38,813	50,051	13,793	36,258	4.1
10	Formal Sector employment	492,914	236,442	256,474	485,524	237,296	248,229	1.5
11	Formal Employment	385,693	201,569	184,124	373,644	193,395	180,249	3.2
12	Employment to Population Ratio (EPR)	45.9	49.9	42.4	45.9	49.8	42.5	0.0
13	Labour Force Participation Rate (LFPR)	59.7	65.1	55.2	59.0	63.6	55.0	0.7
14	Average Cash Earnings (in Pula)	4,848	5,283	4,385	4,818	5,450	4,151	0.6
15	Unemployment Rate % (15 year and above)	23.2	23.3	23.0	22.2	21.6	22.8	1.0
16	Unemployment Rate % (18 years and above)	23.3	23.4	23.2	21.9	21.3	22.6	1.4
17	Extended Unemployment Rate % (15 years and above)	27.5	27.5	27.6	27.5	27.0	27.9	0.0
18	Estimated Population of Youth (15 – 35 years)	847,633	406,763	440,870	856,131	411,653	444,478	-1.0
19	Youth Labour Force	485,554	247,057	238,496	474,193	237,356	236,837	2.4
20	Youth Unemployment Rate (15-35 years)	31.3	30.4	32.2	28.8	28.6	29.0	2.5
21	Unemployed Population with Disability	746	186	561	2,248	821	1,427	-66.8
22	Persons with Disability Unemployment Rate (%)	8.2	4.1	12.3	20.5	16.7	23.7	-12.3
23	Youth not in Education, not in Employment or Training (NEET Rate %)	39.7	36.8	42.3	36.1	33.6	38.5	3.6

1.0 Introduction

Statistics Botswana started data collection for the Quarterly Multi-Topic Survey (QMTS) in July 2019. The first quarterly labour force module report was for the third quarter of 2019, covering the months of July to September. The report was published in January 2020. The second report, covering the months of October to December 2019, and published in June 2020.

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 one of 2020, covering the months of January to March 2020.

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

Objectives of Survey

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

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

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

- Demographic Characteristics
- Disability
- Education
- Labour
- Own Production
- Sources of household income
- Safety Nets
- Housing
- Non-farm enterprises
- Subjective welfare
- FIES
- ICT- household questionnaire

The Food Insecurity Experience Scale (FIES) and the Information Communication Technology (ICT) modules were carried out in the survey for the third quarter of 2019 only.

1.2 Scope of Analysis

The preliminary results presented in this report covers 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 will provide, for some indicators like unemployment rate, indicators for both 15 & 18 years and above target populations. The analysis provides wider coverage on the target population of 15 years and above as it is the one used for international comparability and at the same time includes the 18 years and above.

1.2.1 The Employed Population

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

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

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

1.2.2 The Unemployed Population

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

Generally Unemployed persons are defined as working age persons who were:

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

1.2.3 Population Outside the Labour Force (Economically Inactive)

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

- Attendant at educational institutions;

- Retired;
- Engaged in family duties;
- Other economically inactive

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

2.0 Labour Force Results

The results presented in this report summarise the status of economic activity for population aged 15 years and above, covering current labour force (economically active, categorized into currently seeking work, currently employed), and total aggregated economically inactive individuals, who were neither employed nor looking for jobs.

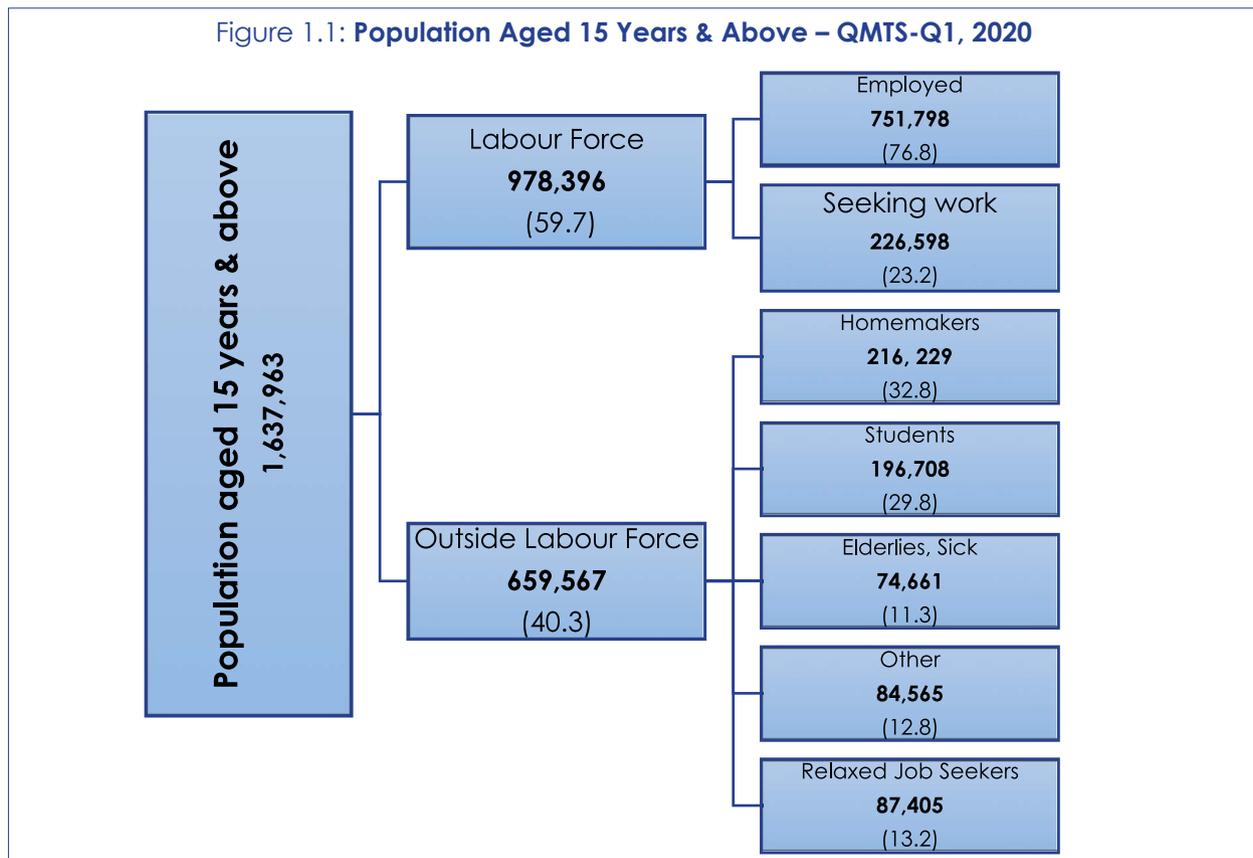
The labour force presented in this report is drawn from two (2) target populations, one covering individuals aged 15 years and above and the other for individuals aged 18 years and above, but the analysis provides broader coverage on the target population of 15 years and above.

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

2.1 Population Aged 15 Years and Above

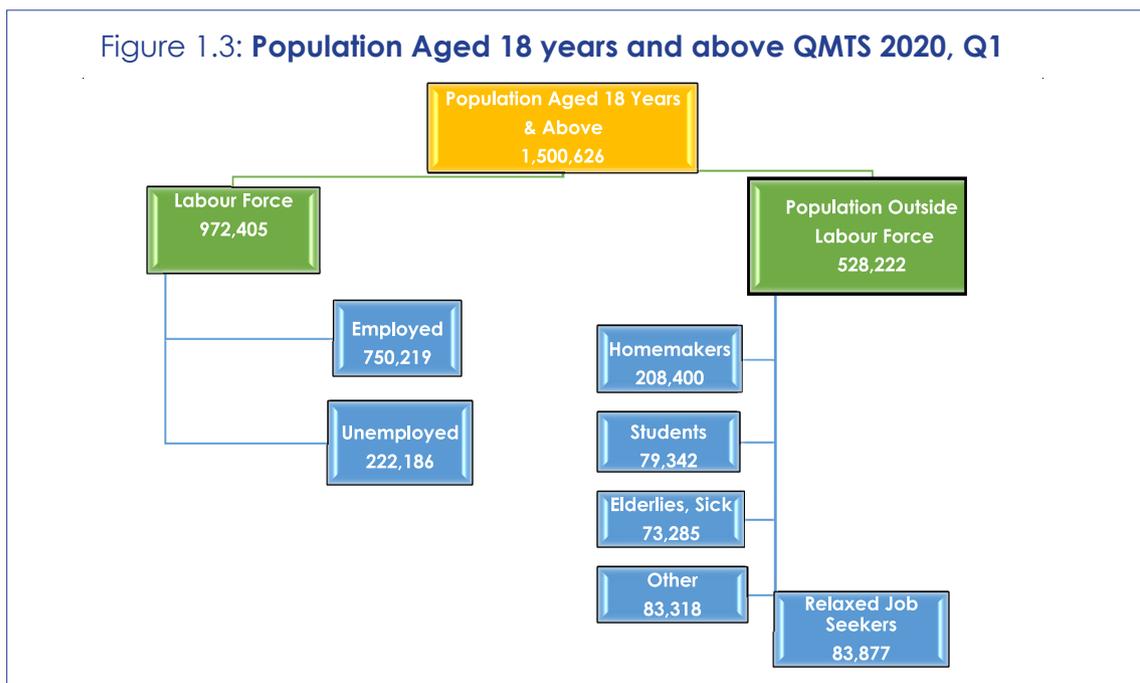
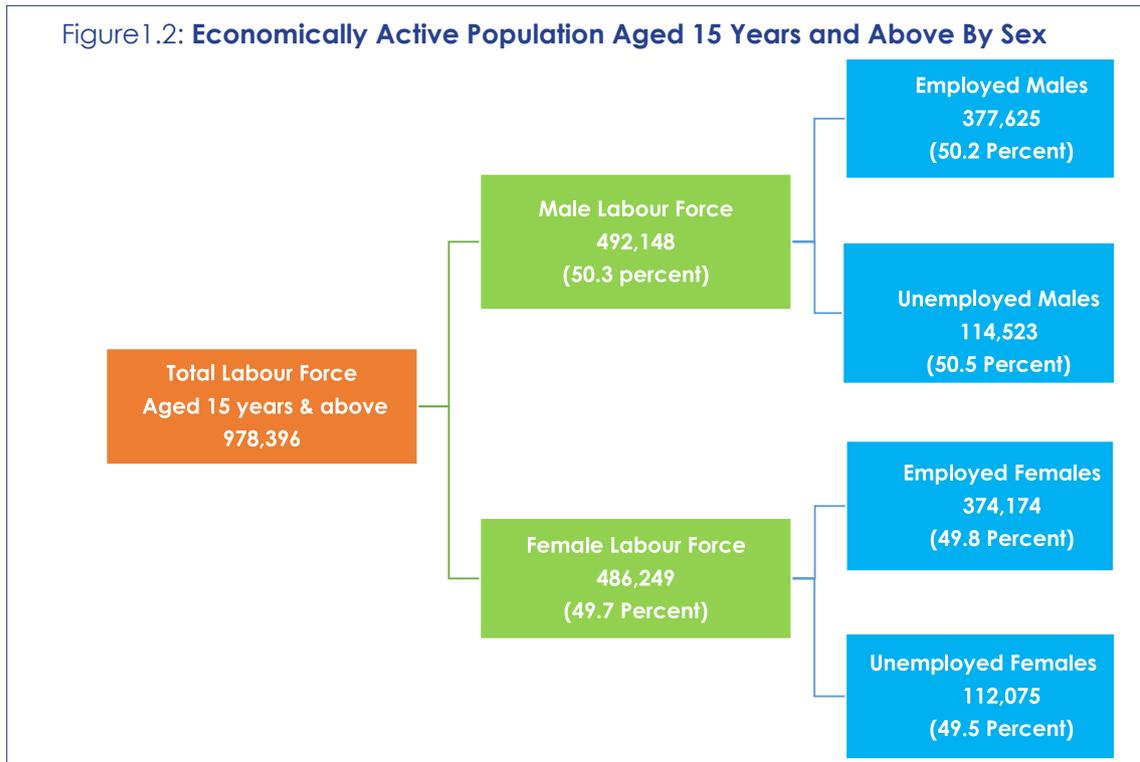
Figure 1.1 presents information on the target population, aged 15 years and above, which was estimated at 1, 637,963. The Labour Force (economically active population), which participated actively in the economy, was estimated at 978,396 (59.7 percent) of the target population, of which 751,798 (76.8 percent) was employed, and 226,598 (23.2 percent) was unemployed.

The economically inactive population or population outside labour force aged 15 years and above stood at 659,567. These include homemakers, students, elderlies & the sick, and others. Homemakers accounted for the highest percentage (32.8 percent) of the economically inactive population with 216,229 persons, followed by students at 29.8 percent, with 196,708 persons. See **Table LFO1a** from **Appendix 3**.



2.2 Labour Force (Economically Active Population) by Sex

The estimated total labour force aged 15 years and above was estimated 978,396 persons, comprising of 492,148 (50.3 percent) males, and 486,249 (49.7 % females) as presented in **Figure 1.2** below. Out of a total of 226,598 job seekers, 49.5 percent (112,075) were females, compared with 50.5 percent (114,523) males.



2.3 Population Aged 18 years and Over

Figure 1.3 above shows population aged 18 years and above. The total number of persons aged 18 years and above was estimated at 1,500,626 of which 972,405 were economically active and 528,222 were economically inactive. The economically active or Labour Force consisted of 750,219 employed and 222,186 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 show that in the first quarter of 2020 (January to March) the overall Employment to Population Ratio of 45.9 percent, with males and females recording 49.9 and 42.4 percent respectively. The EPR for the first Quarter 2020 was the same as the estimate recorded in the fourth quarter of 2019, (**Table 1.1**). The ratio for males was higher than that of their female counterparts for all the age groups except for age groups 18-19 and 65-69. See **Figure 1.4** below.

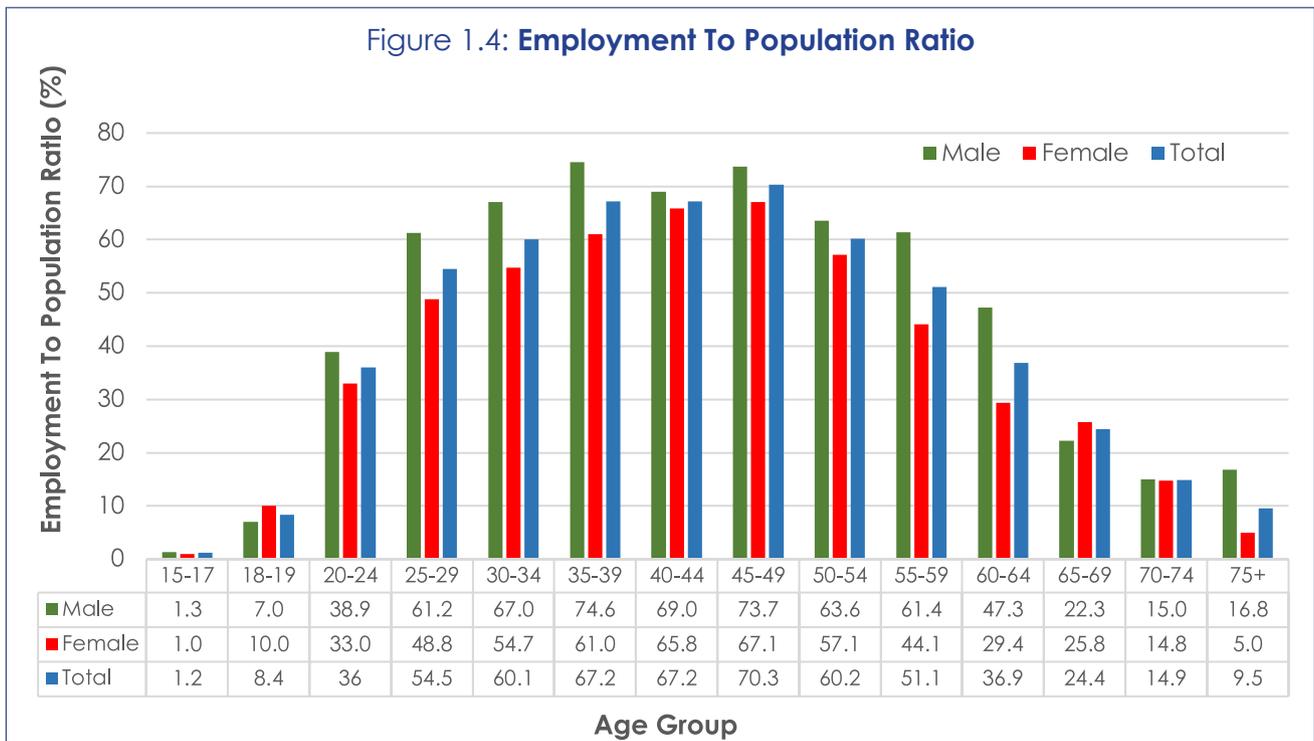


Table 1.1: Employment to Population Ratio (15 years and above) QMTS 2020 (January to March)

Age Group	Population			Employed			Employment to Population Ratio		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	66,597	70,741	137,338	879	701	1,580	1.3	1.0	1.2
18-19	42,439	35,212	77,651	2,986	3,519	6,505	7.0	10.0	8.4
20-24	97,241	92,696	189,937	37,789	30,559	68,349	38.9	33.0	36.0
25-29	99,643	117,185	216,827	60,971	57,168	118,139	61.2	48.8	54.5
30-34	80,675	101,954	182,628	54,076	55,761	109,837	67.0	54.7	60.1
35-39	88,253	103,188	191,440	65,829	62,914	128,742	74.6	61.0	67.2
40-44	63,715	81,749	145,464	43,949	53,825	97,774	69.0	65.8	67.2
45-49	53,555	56,804	110,358	39,484	38,122	77,606	73.7	67.1	70.3
50-54	44,448	48,581	93,029	28,265	27,733	55,998	63.6	57.1	60.2
55-59	30,255	44,870	75,125	18,581	19,787	38,368	61.4	44.1	51.1
60-64	29,486	41,129	70,615	13,937	12,108	26,045	47.3	29.4	36.9
65-69	19,556	27,050	46,605	4,369	6,981	11,349	22.3	25.8	24.4
70-74	15,502	19,872	35,374	2,321	2,950	5,271	15.0	14.8	14.9
75+	24,930	40,642	65,572	4,190	2,046	6,235	16.8	5.0	9.5
Total	756,295	881,670	1,637,964	377,625	374,174	751,798	49.9	42.4	45.9

2.5 Labour Force Participation Rates (LFPR)

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

The total LFPR was estimated at 59.7 percent, with males recording 65.1 percent compared to 55.2 percent recorded for females. For both males and females, the participation rate in economic activity was higher for age groups between 25-29 and 45-49 years. The highest rate was recorded for age group 40-44 at 81.9 percent, followed by the age groups 35-39 and 30-34 with 81.6 and 81.2 percent respectively. From the age group 55-59, the rate declined gradually until it reached 9.5 percent for age group 75 and above.

The total LFPR went up by 0.7 percentage point, from 59.0 percent estimated in quarter four 2019 to 59.7 percent in quarter one of 2020, see [Table 1.2](#).

Figure 1.5: Labour Force Participation Rates, QMTS Q1, 2020

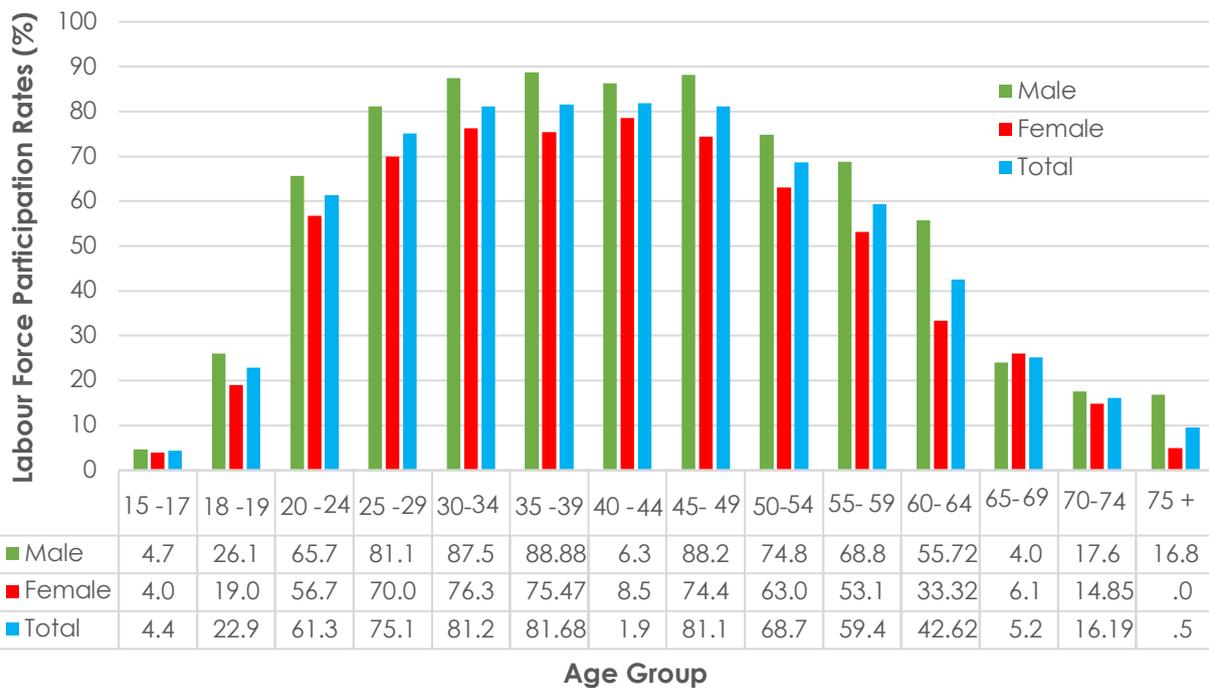


Table 1.2: Labour Force Participation Rates by Age Group and Sex, QMTS Q1, 2020

Age Group	Total Population			Economically Active			Participation rate %		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15 - 17	66,597	70,741	137,338	3,139	2,853	5,992	4.7	4.0	4.4
18 - 19	42,439	35,212	77,651	11,089	6,690	17,778	26.1	19.0	22.9
20 - 24	97,241	92,696	189,937	63,860	52,517	116,378	65.7	56.7	61.3
25 - 29	99,643	117,185	216,827	80,842	82,013	162,854	81.1	70.0	75.1
30 - 34	80,675	101,954	182,628	70,551	77,757	148,307	87.5	76.3	81.2
35 - 39	88,253	103,188	191,440	78,365	77,820	156,184	88.8	75.4	81.6
40 - 44	63,715	81,749	145,464	54,975	64,149	119,124	86.3	78.5	81.9
45 - 49	53,555	56,804	110,358	47,225	42,268	89,493	88.2	74.4	81.1
50 - 54	44,448	48,581	93,029	33,256	30,630	63,886	74.8	63.0	68.7
55 - 59	30,255	44,870	75,125	20,830	23,822	44,652	68.8	53.1	59.4
60 - 64	29,486	41,129	70,615	16,414	13,676	30,090	55.7	33.3	42.6
65 - 69	19,556	27,050	46,605	4,686	7,060	11,745	24.0	26.1	25.2
70 - 74	15,502	19,872	35,374	2,728	2,950	5,678	17.6	14.8	16.1
75 +	24,930	40,642	65,572	4,190	2,046	6,235	16.8	5.0	9.5
Total	756,295	881,670	1,637,964	492,148	486,249	978,396	65.1	55.2	59.7

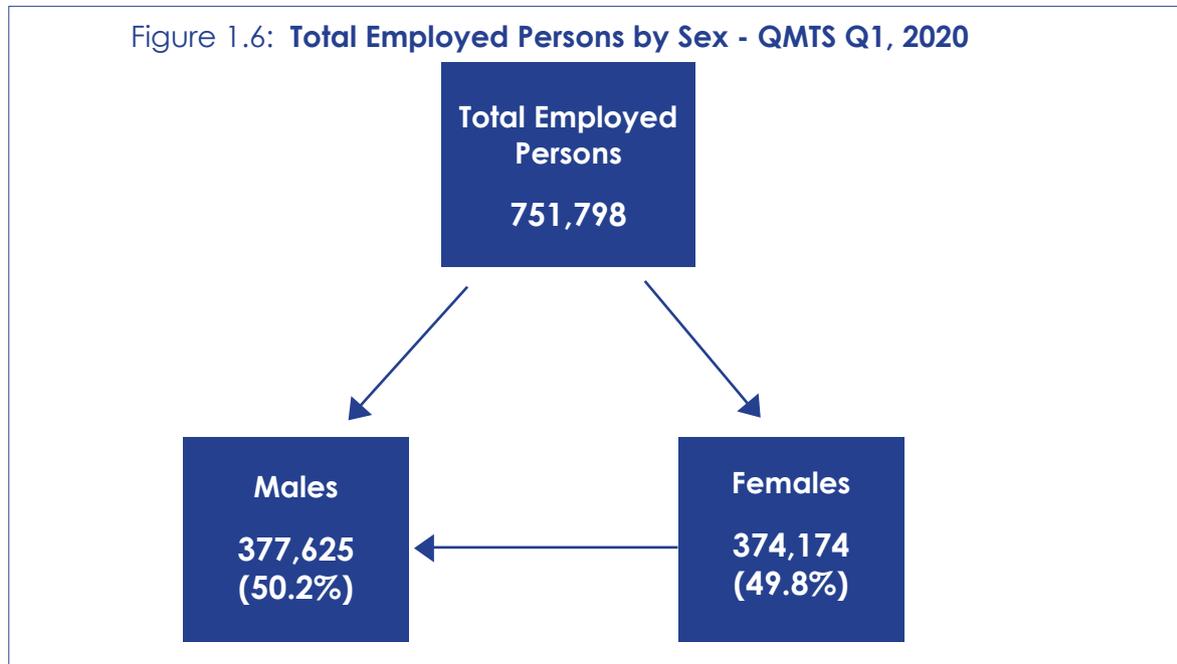
2.6 Total Employed Population

2.6.1 Employed Population Characteristics (Population 15 years and above)

Employed persons refer to all persons who during the reference period 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. The employed comprise of those in **Paid employment** or **Self-employment**. The 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

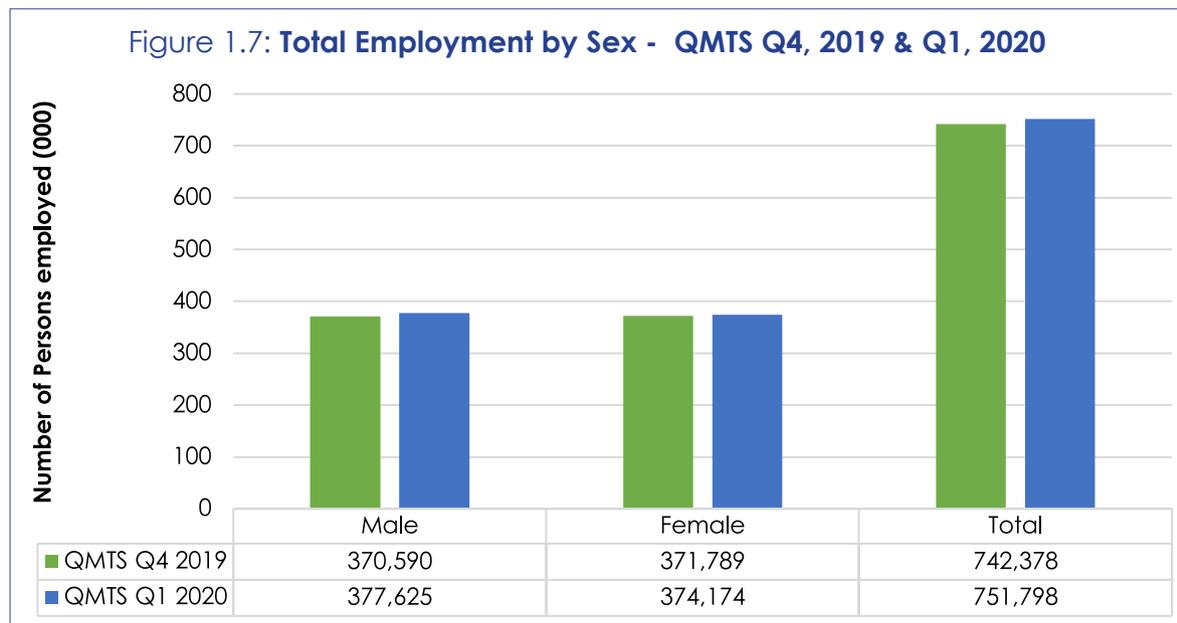
A total of 751,798 persons was recorded as total employment in the first quarter of 2020. From this total, 377,625 (50.2 percent) were males while 374,174 (49.8 percent) were females.



There was an increase in total employment when comparing the fourth Quarter of 2019 and the first Quarter of 2020. Total employment increased from 742,378 persons in Q4 of 2019 to 751,798 persons in Q1 of 2020, an increase of 9,420 persons (1.3 percent) over a period of three months.

Male employment increased from 370,590 in Q4 to 377,625 (1.9 percent) while female employment have increased from 371,789 to 374,174 (0.3 percent).

See figure 1.7 below



2.6.3 Total Employed by District

Table 1.3 below presents the currently employed persons by census districts in Botswana. Gaborone district constituted the highest proportion of the employed persons with 14.2 percent, followed by Kweneng East with 14.0 percent. SouthEast district was the third largest with 7.2 percent.

Table 1.3: Total Employed by District & Sex – QMTS Q1, 2020

District	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
Gaborone	53,537	53,023	106,559	14.2	14.2	14.2
Francistown	24,023	14,848	38,871	6.4	4.0	5.2
Lobatse	4,993	6,484	11,477	1.3	1.7	1.5
Selibe Phikwe	6,399	7,444	13,843	1.7	2.0	1.8
Orapa	2,873	1,238	4,111	0.8	0.3	0.5
Jwaneng	5,674	4,421	10,095	1.5	1.2	1.3
Sowa	700	901	1,601	0.2	0.2	0.2
Ngwaketse	13,688	13,168	26,857	3.6	3.5	3.6
Borolong	7,980	12,302	20,282	2.1	3.3	2.7
Ngwaketse West	1,544	2,160	3,704	0.4	0.6	0.5
South East	27,220	27,148	54,367	7.2	7.3	7.2
Kweneng East	58,863	46,309	105,172	15.6	12.4	14.0
Kweneng West	9,545	12,524	22,068	2.5	3.3	2.9
Kgatleng	21,182	12,419	33,601	5.6	3.3	4.5
Central Serowe/Palapye	23,294	23,973	47,267	6.2	6.4	6.3
Central Mahalapye	14,074	11,574	25,648	3.7	3.1	3.4
Central Bobonong	10,668	18,797	29,465	2.8	5.0	3.9
Central Boteti	16,654	19,846	36,500	4.4	5.3	4.9
Central Tutume	23,554	22,287	45,841	6.2	6.0	6.1
North East	6,656	9,518	16,174	1.8	2.5	2.2
Ngamiland East	14,708	17,483	32,191	3.9	4.7	4.3
Ngamiland West	9,283	10,971	20,254	2.5	2.9	2.7
Chobe	9,201	8,545	17,746	2.4	2.3	2.4
Ghanzi	5,100	7,507	12,607	1.4	2.0	1.7
Kgalagadi South	3,087	4,625	7,712	0.8	1.2	1.0
Kgalagadi North	3,126	4,659	7,785	0.8	1.2	1.0
Total	377,625	374,174	751,798	100.0	100.0	100.0

2.6.4 Employed By Age Group

Table 1.4a and **figure 1.8** show the employed population aged 15 years & above while **table 1.4b** is for those aged 18 years & above.

The majority of the employed persons were aged between 25 to 39 years. Age group 35 – 39 had the highest number with 128,742 persons (17.1 percent) followed by age group 25 -29 with 118,139 persons (15.7 percent) and age group 30 – 34 was third at 14.6 percent (109,837 persons).

Figure 1.8: Currently Employed Persons By Age Group - Q1, 2020

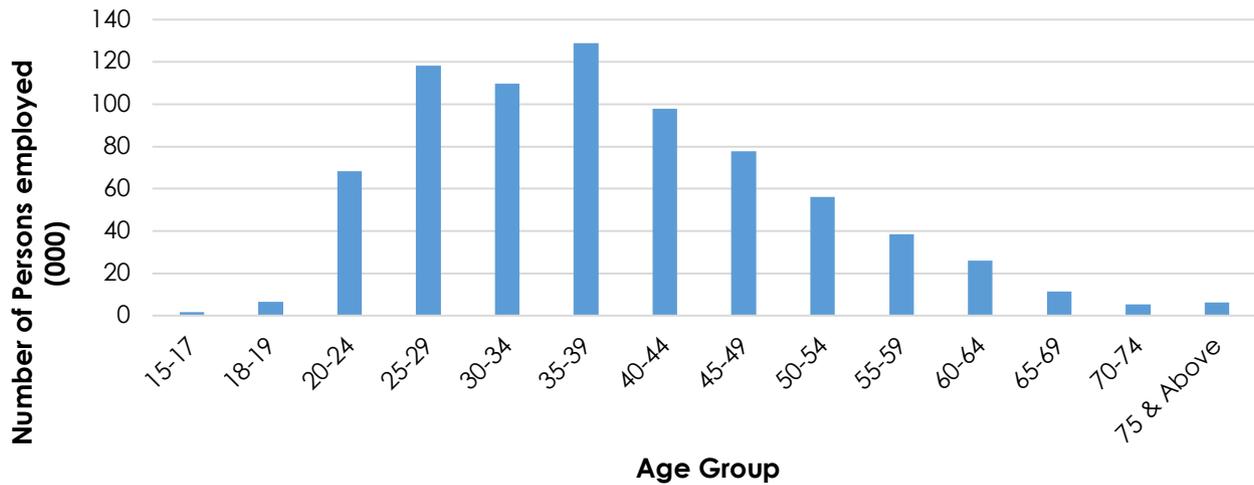


Table 1.4a: Currently Employed by Age Group (15 & above) and Sex – QMTS Q1, 2020

Age group	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
15-17	879	701	1,580	0.2	0.2	0.2
18-19	2,986	3,519	6,505	0.8	0.9	0.9
20-24	37,789	30,559	68,349	10.0	8.2	9.1
25-29	60,971	57,168	118,139	16.1	15.3	15.7
30-34	54,076	55,761	109,837	14.3	14.9	14.6
35-39	65,829	62,914	128,742	17.4	16.8	17.1
40-44	43,949	53,825	97,774	11.6	14.4	13.0
45-49	39,484	38,122	77,606	10.5	10.2	10.3
50-54	28,265	27,733	55,998	7.5	7.4	7.4
55-59	18,581	19,787	38,368	4.9	5.3	5.1
60-64	13,937	12,108	26,045	3.7	3.2	3.5
65-69	4,369	6,981	11,349	1.2	1.9	1.5
70-74	2,321	2,950	5,271	0.6	0.8	0.7
75 & Above	4,190	2,046	6,235	1.1	0.5	0.8
Total	377,625	374,174	751,798	100.0	100.0	100.0

Figure 1.9: Employment by Age group - Q4, 2019 & Q1, 2020

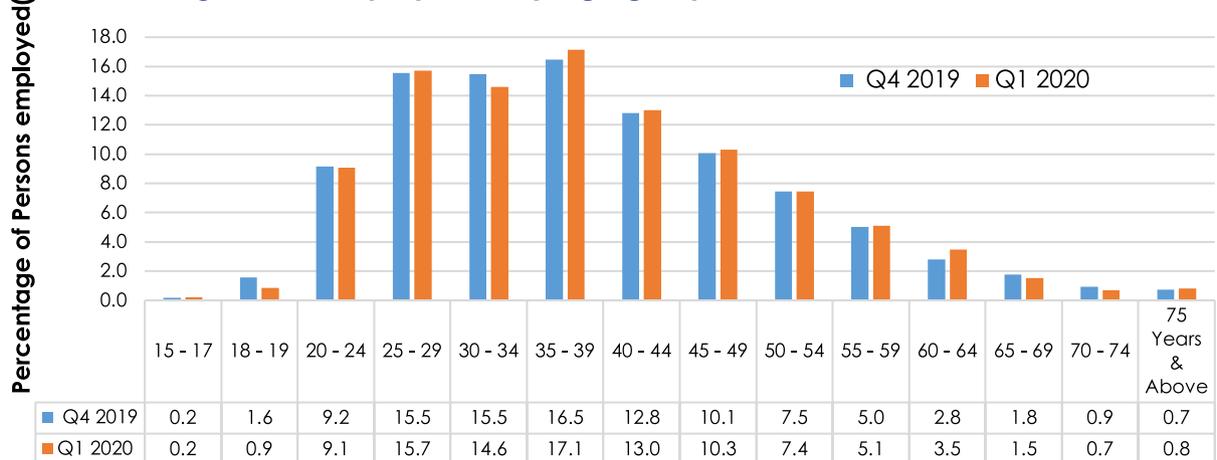


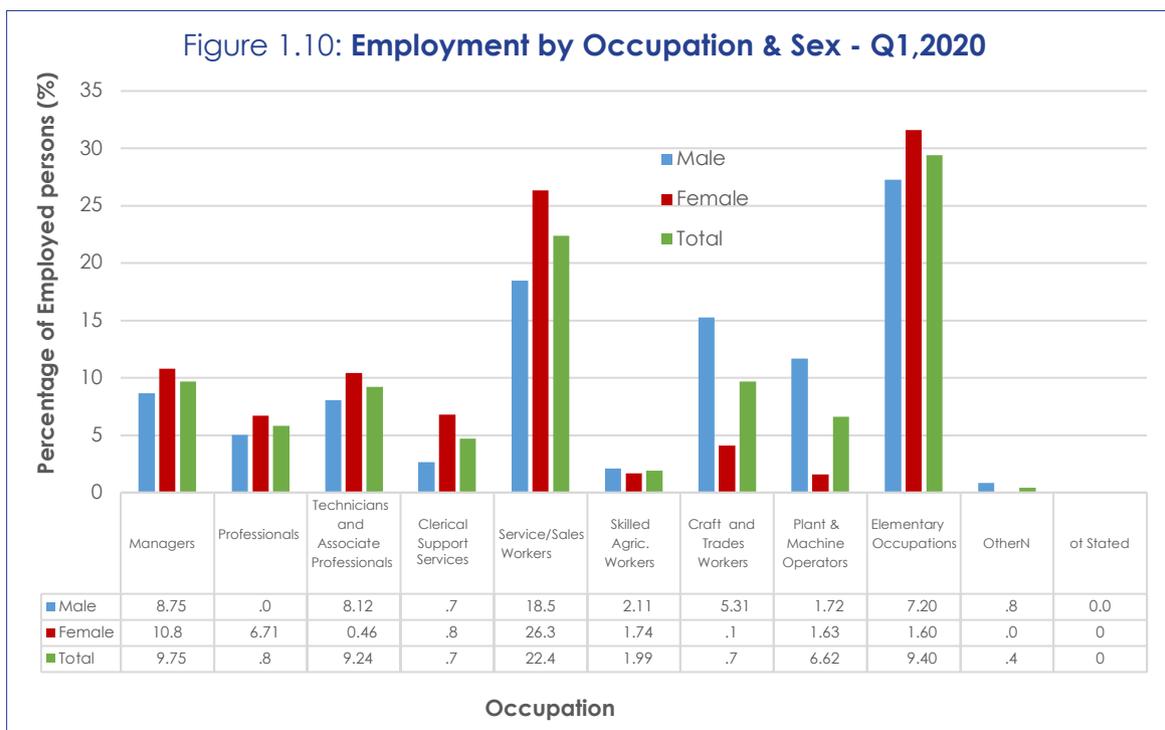
Table 1.4b: Currently Employed by Age Group (18 & above) and Sex – QMTS Q1, 2020

Age group	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
18-19	2,986	3,519	6,505	0.8	0.9	0.9
20-24	37,789	30,559	68,349	10.0	8.2	9.1
25-29	60,971	57,168	118,139	16.2	15.3	15.7
30-34	54,076	55,761	109,837	14.4	14.9	14.6
35-39	65,829	62,914	128,742	17.5	16.8	17.2
40-44	43,949	53,825	97,774	11.7	14.4	13.0
45-49	39,484	38,122	77,606	10.5	10.2	10.3
50-54	28,265	27,733	55,998	7.5	7.4	7.5
55-59	18,581	19,787	38,368	4.9	5.3	5.1
60-64	13,937	12,108	26,045	3.7	3.2	3.5
65-69	4,369	6,981	11,349	1.2	1.9	1.5
70-74	2,321	2,950	5,271	0.6	0.8	0.7
75 & Above	4,190	2,046	6,235	1.1	0.5	0.8
Total	376,746	373,473	750,219	100.0	100.0	100.0

2.6.5 Employed by Occupation

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

Figure 1.10 and Table 1.5 below show that elementary and service/sales workers were the most commonly reported categories. Elementary occupations recorded 29.4 (221,154 persons) percent of the total employment, followed by service/sales workers with 22.4 percent (168,275 persons), while Managers and craft & related trades workers were third largest with 9.7 percent each.



Employment within occupation categories, shows that males dominated in Craft & Related Trades and Plant & Machine Operators categories, whereas females were more in categories such as Service/Sales Workers, Elementary Occupations and clerical support service jobs. For Service/Sales Workers, females recorded 98,496 persons (58.5 percent) compared to 69,779 (41.5 percent) of their male counterparts. For Craft & Related Trades Workers males recorded 57,639 persons (79.0 percent) compared to 15,346 of females (21.0 percent). See **Table 1.5**

Table 1.5: **Currently Employed by Occupation & Sex – Q1 2020**

Occupation	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
Managers	32,726	40,326	73,052	44.8	55.2	100.0
Professionals	18,953	25,005	43,958	43.1	56.9	100.0
Technicians and Associate Professionals	30,399	38,986	69,384	43.8	56.2	100.0
Clerical Support Services	10,045	25,353	35,397	28.4	71.6	100.0
Service/Sales Workers	69,779	98,496	168,275	41.5	58.5	100.0
Skilled Agric. Workers	7,894	6,327	14,221	55.5	44.5	100.0
Craft and Trades Workers	57,639	15,346	72,984	79.0	21.0	100.0
Plant & Machine Operators	44,048	5,945	49,994	88.1	11.9	100.0
Elementary Occupations	102,893	118,261	221,154	46.5	53.5	100.0
Other	3,147	130	3,276	96.1	4.0	100.0
Not Stated	103	-	103	100.0	-	100.0
Total	377,625	374,174	751,798	50.2	49.8	100.0

2.6.6 Employed by Sector/ Employer Category

Figure 1.11 and **Table 1.6** present employment by sector. Private sector was the leading employer contributing 33.4 percent (251,326 persons) followed by Central Government with 18.1 percent (135,575 persons) of total employment. Self-employment in own business/enterprise paid or unpaid was the third largest constituting 16.1 percent (120,901 persons).

Comparison of employment between the first quarter of 2020 and the fourth quarter four of 2019 shows that Central government employment increased from 132,712 persons in quarter four 2019 to 135,575 persons in the first quarter of 2020. Private households recorded a decline in employment, decreasing from 55,281 in the last quarter of 2019 to 48,767 persons during the first quarter of 2020. See **Table 1.6**

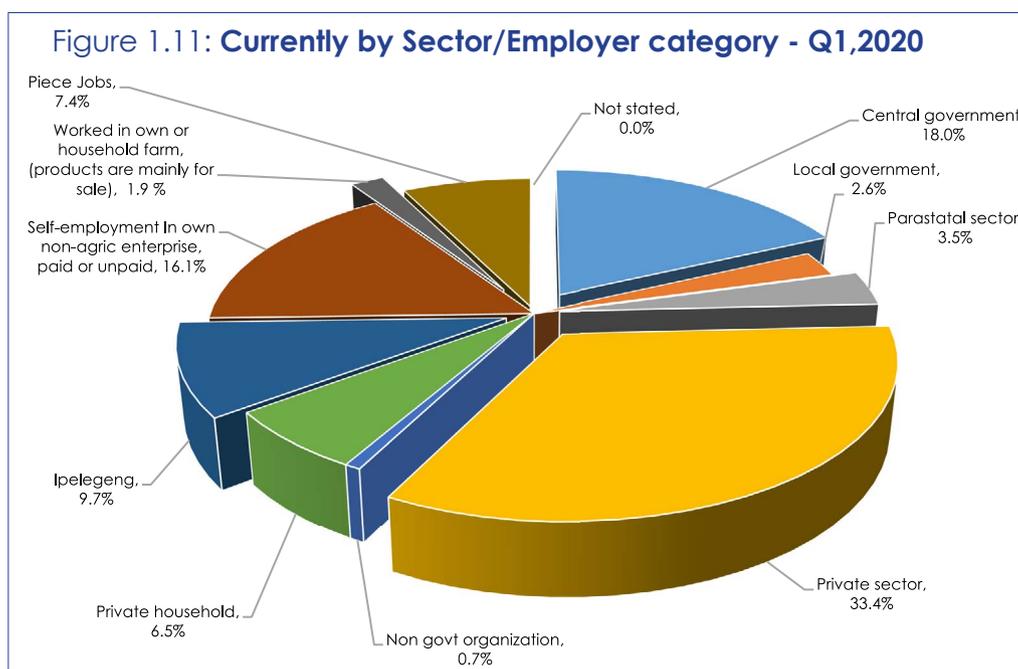


Table 1.6: Currently Employed by Sector/ Employer Category & Sex-Q1, 2020 & Q4, 2019

Sector/Employer Category	QMTS Q1,2020						Total	% Total
	Counts			Percentages (%)				
	Male	Female	Total	Male	Female	Total		
Central government	55,099	80,476	135,575	14.6	21.5	18.0	132,712	17.9
Local government	9,087	10,826	19,913	2.4	2.9	2.6	24,073	3.2
Parastatal sector	15,124	11,467	26,591	4.0	3.1	3.5	23,497	3.2
Private sector	140,795	110,531	251,326	37.3	29.5	33.4	250,778	33.8
Non govt. organization	2,285	2,896	5,180	0.6	0.8	0.7	6,839	0.9
Private household	30,195	18,573	48,767	8.0	5.0	6.5	55,281	7.4
Ipelegeng	20,454	52,590	73,045	5.4	14.1	9.7	66,028	8.9
Self-employment in own non-agric. enterprise	50,542	70,359	120,901	13.4	18.8	16.1	121,753	16.4
Worked in own or household farm, (products are mainly for sale)	8,538	6,085	14,623	2.3	1.6	1.9	8,714	1.2
Piece Jobs	45,403	10,372	55,774	12.0	2.8	7.4	52,704	7.1
Not stated	103	0	103	0.0	0	0.0	-	-
Total	377,625	374,174	751,798	100.0	100.0	100.0	742,378	100.0

2.6.7 Employed Persons by Industry

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

Figure 1.12 and **Table 1.7** present the currently employed persons by industry. Employment by industry showed that Public Administration was the highest employer with 147,994 persons (19.7 percent) of total employment. Wholesale & Retail trade was the second largest industry contributing 17.0 percent (127,726 persons). Education, Construction, Agriculture and Manufacturing also contributed significantly, contributing 9.5, 7.6, 7.4 & 7.1 percent respectively.

Employment Within industries showed that males were in the majority in Construction, Real Estate Activities, Electricity, gas & air conditioning, and Mining & Quarrying, accounting for over 80 percent in each of the industries.

Females were mostly in Education, where most of them were working as teachers and teachers Aids. Finance & Insurance Activities, Households as Employers and Accommodation & Food Service industries employ significantly more females than males, each having over 70 percent of female employees.

Figure 1.12: Currently Employed by Industry/Economic Activity

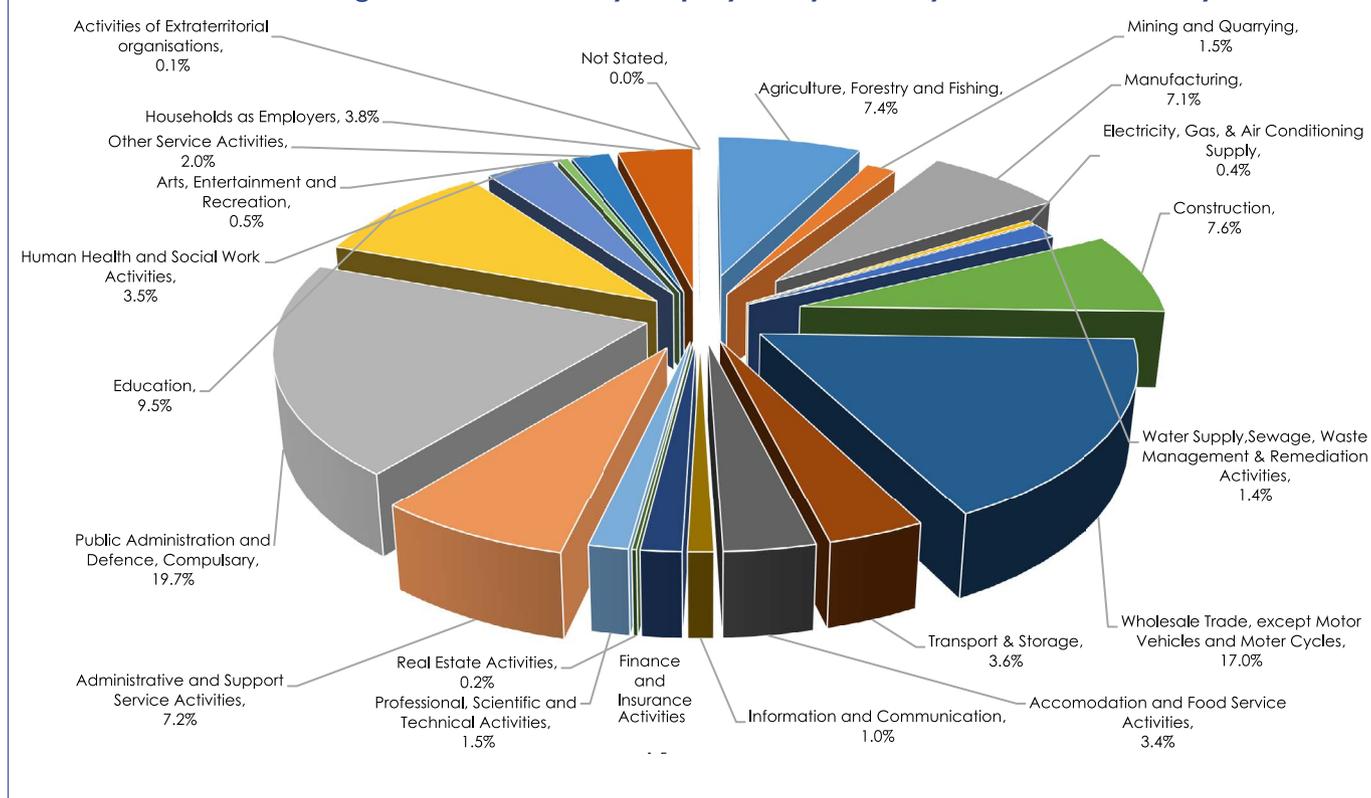


Table 1.7: Currently Employed by Industry/ Economic Activity & Sex - Q1, 2020

Industry	Employed			Percentages (%)			Percentages (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	43,191	12,741	55,932	11.4	3.4	7.4	77.2	22.8	100.0
Mining and Quarrying	9,303	2,230	11,533	2.5	0.6	1.5	80.7	19.3	100.0
Manufacturing	31,154	22,177	53,331	8.2	5.9	7.1	58.4	41.6	100.0
Electricity, Gas, & Air Conditioning	2,365	536	2,901	0.6	0.1	0.4	81.5	18.5	100.0
Water Supply & Waste Management	8,152	2,696	10,848	2.2	0.7	1.4	75.1	24.9	100.0
Construction	52,102	4,904	57,006	13.8	1.3	7.6	91.4	8.6	100.0
Wholesale and Retail Trade	47,188	80,538	127,726	12.5	21.5	17	36.9	63.1	100.0
Transport & Storage	20,453	6,834	27,288	5.4	1.8	3.6	75.0	25.0	100.0
Accommodation and Food Service	7,670	17,974	25,644	2.0	4.8	3.4	29.9	70.1	100.0
Information and Communication	4,375	2,855	7,230	1.2	0.8	1	60.5	39.5	100.0
Finance and Insurance Activities	3,374	8,084	11,458	0.9	2.2	1.5	29.4	70.6	100.0
Real Estate Activities	1,115	187	1,302	0.3	0.0	0.2	85.6	14.4	100.0
Professional, Scientific and Technical	3,694	7,430	11,124	1.0	2.0	1.5	33.2	66.8	100.0
Administrative and Support Service	34,619	19,779	54,399	9.2	5.3	7.2	63.6	36.4	100.0
Public Administration	60,963	87,031	147,994	16.1	23.3	19.7	41.2	58.8	100.0
Education	19,051	52,075	71,126	5.0	13.9	9.5	26.8	73.2	100.0
Human Health and Social Work	9,588	16,799	26,386	2.5	4.5	3.5	36.3	63.7	100.0
Arts, Entertainment and Recreation	2,606	1,441	4,047	0.7	0.4	0.5	64.4	35.6	100.0
Other Service Activities	7,607	7,500	15,107	2.0	2.0	2.0	50.4	49.6	100.0
Households as Employers	8,520	20,364	28,883	2.3	5.4	3.8	29.5	70.5	100.0
Activities of Extraterritorial organizations	431	-	431	0.1	-	0.1	100.0	-	100.0
Not Stated	103	-	103	-	-	-	100.0	-	100.0
Total	377,625	374,174	751,798	100.0	100.0	100.0	50.2	49.8	100.0

2.6.8 Total Employment by Strata

Results for this part data of the report are presented using three strata being Cities & Towns, Urban villages and rural areas.

Table 1.8 and **Figure 1.13** show employment by Strata. Urban villages had a high proportion of people in employment with 45.5 percent, followed by rural areas with 29.7 percent and Cities & Towns at 24.8 percent.

Comparing the last quarter (Q4) of 2019 and the first quarter (Q1) of 2020, employment had increased in all the three strata. The number of employed persons in Cities & Towns increased from 183,718 in Q4 to 186,558 persons (1.5 percent) while those in Rural Areas increased from 220,275 to 223,121 persons (1.3 percent) and Urban Villages increased from 338,385 to 342,120 persons (1.1 percent) in the first quarter of 2020.

However, a look at employment by sex, the data shows that there have been declines in the total employed in certain strata. For instance, the number of employed males reduced from 114,644 persons in Q4 of 2019 to 110,433 persons in rural areas in the first quarter of 2020 while that of females declined from 179,442 persons in Q4 to 173,126 persons in the first quarter of 2020 for urban areas.

Table 1.8: **Currently Employed by Strata & Sex**

Strata	QMTS Q1 2020			QMTS Q4 2019		
	Male	Female	Total	Male	Female	Total
Cities and Towns	98,198	88,359	186,558	97,002	86,716	183,718
Urban Villages	168,994	173,126	342,120	158,944	179,442	338,385
Rural Areas	110,433	112,688	223,121	114,644	105,631	220,275
Total	377,625	374,174	751,798	370,590	371,789	742,378

Percentages (%)

Strata	QMTS Q1 2020			QMTS Q4 2019		
	Male	Female	Total	Male	Female	Total
Cities and Towns	26.0	23.6	24.8	26.2	23.3	24.7
Urban Villages	44.8	46.3	45.5	42.9	48.3	45.6
Rural Areas	29.2	30.1	29.7	30.9	28.4	29.7
Total	100.0	100.0	100.0	100.0	100.0	100.0

Figure 1.13: **Currently Employed by Sex & Strata - Q1 2020 & Q4 2019**



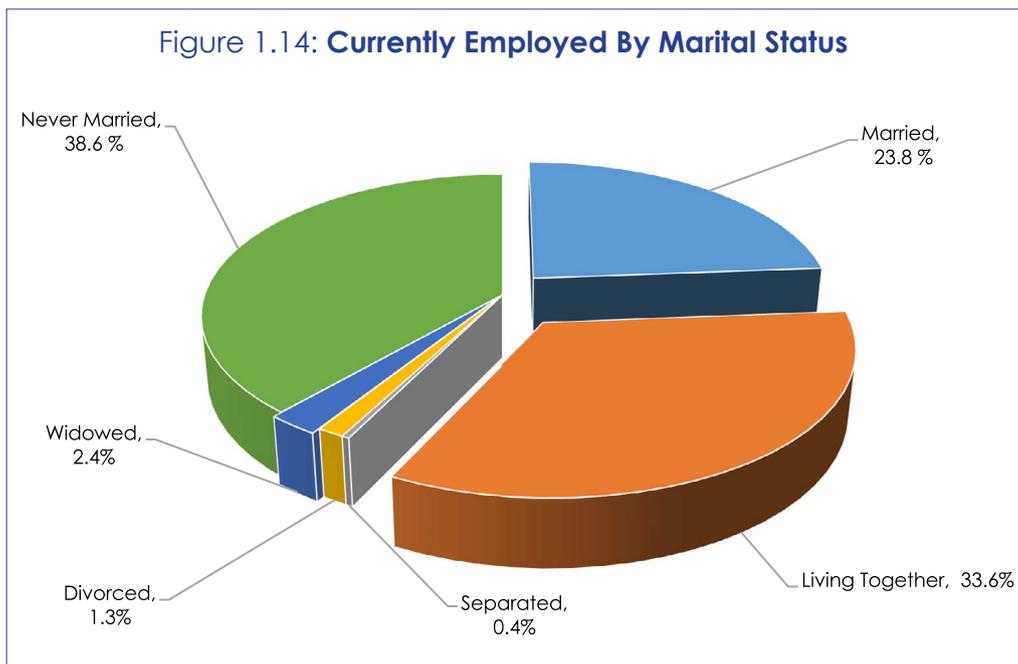
2.6.9 Employed by Marital Status

Employed persons by marital status showed that the never married, followed by the “living together” and the married contribute more to total employment in Botswana. The never married contributed 38.6 percent of employed persons while those who are living together recorded 33.6 percent followed by married persons with 23.8 percent. See **Table 1.9** and **Figure 1.14** below.

Employment by marital status and occupation showed that the majority of the people in the ‘never married’ and ‘living together’ status were working in the elementary and service/sale workers occupations. The ‘never married’ category in elementary occupations was estimated at 111,435 persons while for the living together still in the elementary occupation was 76,912 persons. See **Table M4** in **Appendix 3**.

Table 1.9: **Currently Employed By Marital Status & Sex**

Marital status	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
Married	96,496	82,196	178,692	25.6	22.0	23.8
Living Together	134,643	117,873	252,516	35.7	31.5	33.6
Separated	1,109	1,551	2,660	0.3	0.4	0.4
Divorced	2,534	7,041	9,576	0.7	1.9	1.3
Widowed	3,801	14,579	18,380	1.0	3.9	2.4
Never Married	139,041	150,934	289,975	36.8	40.3	38.6
Total	377,625	374,174	751,798	100.0	100.0	100.0



2.6.10 Employed by Education

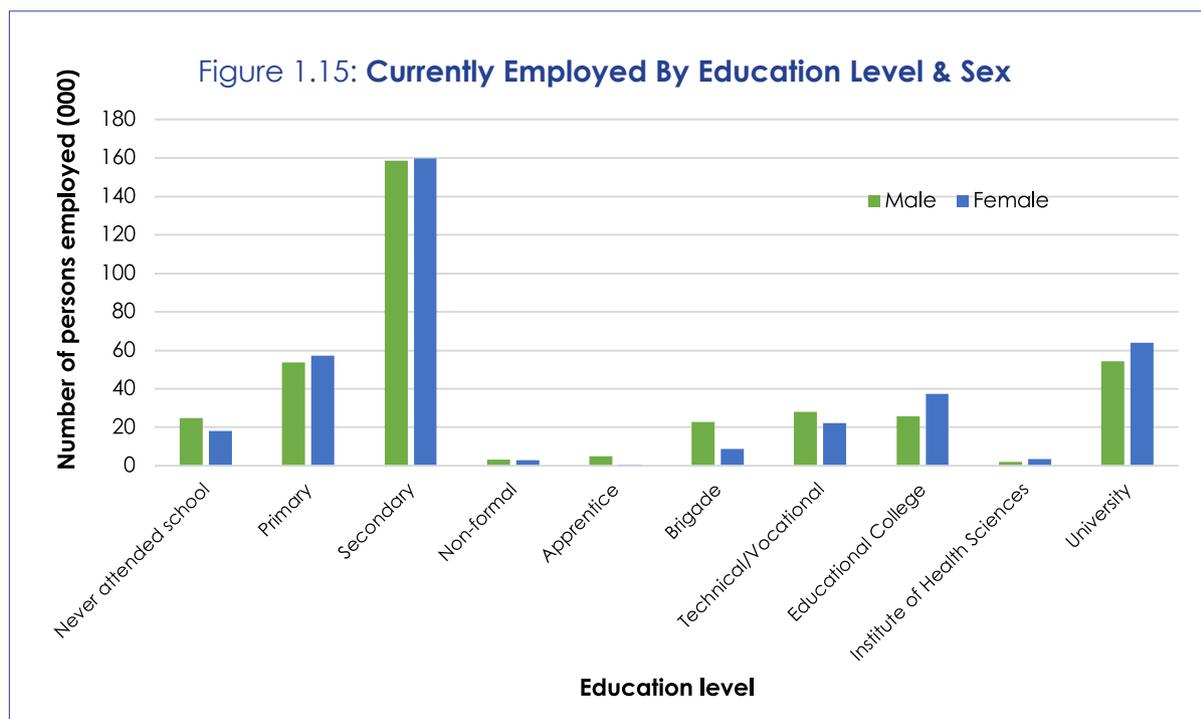
Table 1.10 and **Figure 1.15** show employment by education level. The presentations show that people who completed secondary school education contributed 42.4 percent of the overall employment, followed by those with university level with 15.7 percent and primary with 14.7 percent.

From a total of 751,798 employed persons, 458,371 (61.0 percent) did not have any training, the majority of whom were those who had never attended school, completed primary, secondary and non-formal educational. See **Table M6** in the appendix tables.

The observation to some extent may explain the high number of employment in Elementary and Service/sales workers industries presented in section 2.6.7: Employment by Industry/Economic activity.

Table 1.10: **Currently Employed by Educational level & Sex**

Educational level	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
Never attended school	24,698	18,004	42,701	6.5	4.8	5.7
Primary	53,628	57,235	110,863	14.2	15.3	14.7
Secondary	158,694	159,855	318,549	42.0	42.7	42.4
Non-formal	3,059	2,942	6,001	0.8	0.8	0.8
Apprentice	4,963	615	5,578	1.3	0.2	0.7
Brigade	22,700	8,783	31,483	6.0	2.3	4.2
Technical/Vocational	28,099	22,145	50,244	7.4	5.9	6.7
Educational College	25,616	37,282	62,897	6.8	10.0	8.4
Institute of Health Sciences	1,895	3,398	5,293	0.5	0.9	0.7
University	54,273	63,915	118,188	14.4	17.1	15.7
Total	377,625	374,174	751,798	100.0	100.0	100.0



3.0 FORMAL SECTOR EMPLOYMENT AND FORMAL EMPLOYMENT, QMTS Q1 2020

3.1 Formal Sector Employment

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

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

1. Companies which are formally registered with;
 - Tax Authorities
 - Department of Trade and Industry
 - Professional Institutions
2. The threshold for Formal Sector Employment Surveys in terms of employment in Botswana include companies employing 5 employees and above.
3. The Companies or Businesses must have an office or a permanent structure of location and they are not supposed to be operating in Households.

Total formal sector employment was recorded at 492,915, of which 236,442 were males (48.0 percent) and 256,473 (52.0 percent) were females (**Table 1.11a**).

Comparison of the 2020 first quarter of QMTS Formal Sector Employment with the fourth quarter of 2019 showed that there had been an increase in formal employment. The employment increased from 485,524 persons to 492, 915 persons. This is an increase of 1.5 percent (7,391 persons).

3.1.1 Formal 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 492,915 in the Formal Sector Employment, 12, 538 were non-citizens, (2.5 percent), while 480,377 were citizens, (97.5 percent). At the industry level, Education had more non-citizens employees, recording 15.1 percent (1,890 persons), followed by Construction and Wholesale, Retail & Repair of Motor Vehicles with 14.1 (1,773 persons) and 13.3 percent (1,662 persons), respectively.

Formal Sector Employment by Industry showed that Public Administration had the largest proportion of employment at 29.7 percent (146,195 persons), followed by Education with 13.9 percent (68,568 persons) and Wholesale, Retail & Repair of Motor Vehicles at 11.6 percent (57,220 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 Finance & Insurance Activities with 69.3 percent. Real Estate Activities and Electricity, Gas, & Air Supply were the two industries which had employed lowest proportion of females, recording 17.6 percent and 18.5 percent respectively. See **Table FSE 3** from **Appendix 3**.

Table 1.11a: Formal Sector Employment by Industry and Citizenship, QMTS 2020 Q1

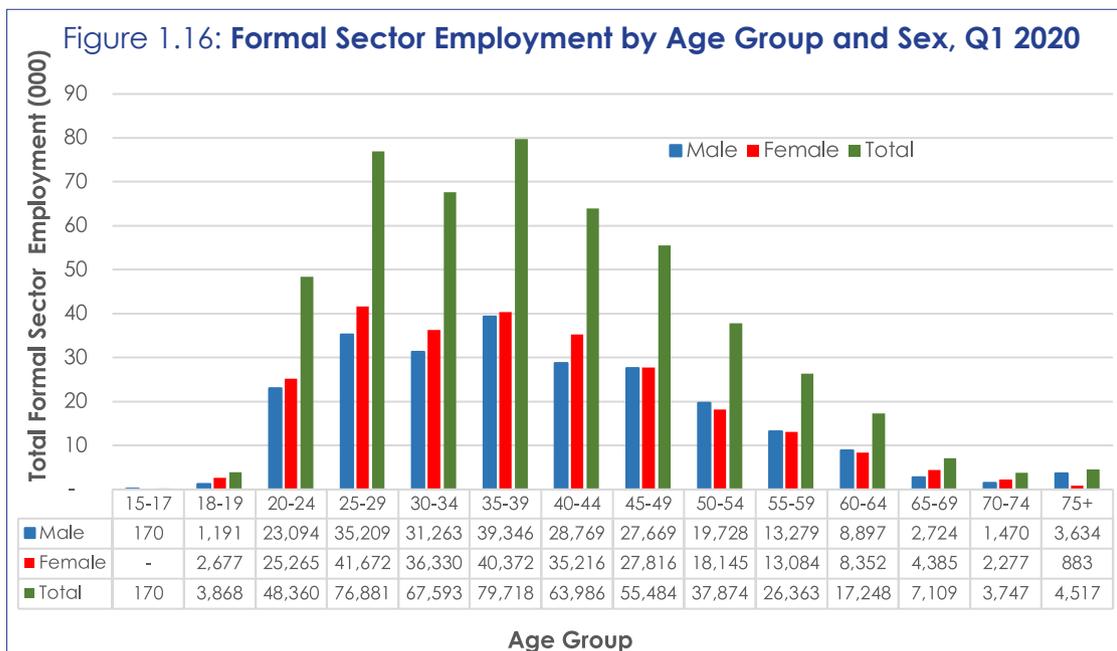
Sector/ Economic Activity	Quarter 4 2019									Quarter 4 2019
	Citizens			Non-Citizens			All Employees			
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Agriculture, Forestry and Fishing	6,590	3,896	10,486	484	180	663	7,074	4,076	11,149	9,114
Mining and Quarrying	8,010	2,230	10,241	181	-	181	8,191	2,230	10,422	8,141
Manufacturing	19,875	11,330	31,205	1,407	-	1,407	21,282	11,330	32,612	31,124
Electricity, Gas, & Air Supply	2,365	536	2,901	-	-	-	2,365	536	2,901	2,164
Water Supply and Waste Management	7,261	2,603	9,864	-	-	-	7,261	2,603	9,864	6,529
Construction	14,419	3,827	18,245	1,773	-	1,773	16,192	3,827	20,018	24,229
Wholesale, Retail & Repair of Motor Vehicles	28,632	26,926	55,558	891	771	1,662	29,523	27,697	57,220	60,962
Transport & Storage	10,235	5,519	15,754	-	241	241	10,235	5,760	15,995	15,186
Accommodation and Food Service	6,449	11,584	18,033	-	256	256	6,449	11,840	18,289	17,226
Information and Communication	2,563	1,572	4,136	-	-	-	2,563	1,572	4,136	4,427
Finance and Insurance Activities	2,882	7,521	10,403	449	-	449	3,331	7,521	10,852	10,090
Real Estate Activities	874	187	1,061	-	-	-	874	187	1,061	1,433
Professional, Scientific and Technical	3,482	6,384	9,866	-	191	191	3,482	6,575	10,057	9,413
Administrative and Support Service	23,499	14,180	37,680	416	-	416	23,915	14,180	38,096	37,801
Public Administration	59,550	86,198	145,749	446	-	446	59,996	86,198	146,195	147,091
Education	17,098	49,580	66,678	902	989	1,890	18,000	50,569	68,568	63,939
Human Health and Social Work Activities	8,253	14,514	22,767	875	594	1,470	9,128	15,108	24,237	25,903
Arts, Entertainment and Recreation	2,001	1,188	3,188	-	-	-	2,001	1,188	3,188	2,890
Other Service Activities	3,806	2,325	6,131	344	1,150	1,494	4,150	3,475	7,625	7,620
Activities of Extraterritorial Organizations	431	-	431	-	-	-	431	0	431	244
Total	228,275	252,102	480,377	8,167	4,371	12,538	236,442	256,473	492,915	485,524

Table 1.11b: Percentage of Formal Sector Employment by Industry and Citizenship, QMTS 2020 Q1

Sector/ Economic Activity	Quarter 4 2019								
	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	2.9	1.5	2.2	5.9	4.1	5.3	3.0	1.6	2.3
Mining and Quarrying	3.5	0.9	2.1	2.2	-	1.4	3.5	0.9	2.1
Manufacturing	8.7	4.5	6.5	17.2	-	11.2	9.0	4.4	6.6
Electricity, Gas, & Air Supply	1.0	0.2	0.6	-	-	-	1.0	0.2	0.6
Water Supply and Waste Management	3.2	1.0	2.1	-	-	-	3.1	1.0	2.0
Construction	6.3	1.5	3.8	21.7	-	14.1	6.8	1.5	4.1
Wholesale, Retail & Repair of Motor Vehicles	12.5	10.7	11.6	10.9	17.6	13.3	12.5	10.8	11.6
Transport & Storage	4.5	2.2	3.3	-	5.5	1.9	4.3	2.2	3.2
Accommodation and Food Service	2.8	4.6	3.8	-	5.9	2.0	2.7	4.6	3.7
Information and Communication	1.1	0.6	0.9	-	-	-	1.1	0.6	0.8
Finance and Insurance Activities	1.3	3.0	2.2	5.5	-	3.6	1.4	2.9	2.2
Real Estate Activities	0.4	0.1	0.2	-	-	-	0.4	0.1	0.2
Professional, Scientific and Technical	1.5	2.5	2.1	-	4.4	1.5	1.5	2.6	2.0
Administrative and Support Service	10.3	5.6	7.8	5.1	-	3.3	10.1	5.5	7.7
Public Administration	26.1	34.2	30.3	5.5	-	3.6	25.4	33.6	29.7
Education	7.5	19.7	13.9	11.0	22.6	15.1	7.6	19.7	13.9
Human Health and Social Work Activities	3.6	5.8	4.7	10.7	13.6	11.7	3.9	5.9	4.9
Arts, Entertainment and Recreation	0.9	0.5	0.7	-	-	-	0.8	0.5	0.6
Other Service Activities	1.7	0.9	1.3	4.2	26.3	11.9	1.8	1.4	1.5
Activities of Extraterritorial Organizations	0.2	-	0.1	-	-	-	0.2	-	0.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

3.1.2 Formal Sector Employment by Age Group and Sex

Figure 1.16 shows that persons employed in the Formal Sector are largely concentrated in the ages 25 to 44 years, with age group 35-39 recording the highest employment with 16.2 percent (79,718 persons). The 25-29 years age group followed with 15.6 percent (76,881 persons). Age groups 30-34 and 40-44 recorded 13.7 (67,593 persons) and 13.0 (63,986 persons) percent respectively. The figure shows that from age group 18-19 to 45-49, the female formal sector employment was above male employment. See Table FSE 2 from Appendix 3.



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 15.9 percent, followed by Kweneng East with 13.2 percent and South East with 7.8 percent. Out of the seven cities/towns, males were in the majority except in Sowa Town, Lobatse and Selibe Phikwe, which recorded 55.1, 54.2 and 53.4 percent of females in Formal Sector Employment, respectively. In addition, a higher number of females in formal employment were recorded in all the districts except Kweneng East and Chobe District. Generally females dominated their male counterparts in Formal Sector Employment constituting 52.0 percent as compared to the 48.0 percent of their male counterparts.

Table 1.12a: Formal Sector Employment by District, Citizenship and Sex Q1, 2020

District	Citizens			Non-Citizens			All Employees			Q4 2019 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Gaborone	37,292	37,706	74,997	2,703	457	3,160	39,995	38,163	78,157	80,820
Francistown	16,984	7,626	24,610	1,103	758	1,861	18,087	8,384	26,471	24,748
Lobatse	4,564	5,424	9,987	430	430	859	4,994	5,854	10,846	10,230
Selibe Phikwe	3,250	3,688	6,938	-	-	-	3,250	3,688	6,938	6,129
Orapa	2,602	834	3,437	-	-	-	2,602	834	3,437	4,046
Jwaneng	4,673	3,481	8,153	442	-	442	5,115	3,481	8,595	9,654
Sowa Town	602	737	1,339	-	-	-	602	737	1,339	1,375
Ngwaketse	8,667	9,646	18,313	231	-	231	8,898	9,646	18,544	14,438
Barolong	4,367	8,445	12,812	-	-	-	4,367	8,445	12,812	10,188
Ngwaketse West	753	1,574	2,327	-	-	-	753	1,574	2,327	2,471
South East	16,664	19,324	35,987	898	1,330	2,228	17,562	20,654	38,215	37,234
Kweneng East	33,401	30,182	63,584	1,161	475	1,635	34,562	30,657	65,219	69,212
Kweneng West	5,339	7,884	13,224	-	-	-	5,339	7,884	13,224	15,402
Kgatleng	8,283	8,797	17,080	-	-	-	8,283	8,797	17,080	16,132
Central Serowe	14,373	15,451	29,824	-	-	-	14,373	15,451	29,824	28,073
Central Mahalapye	7,674	8,584	16,258	562	-	562	8,236	8,584	16,820	17,736
Central Bobonong	6,197	12,555	18,752	-	-	-	6,197	12,555	18,752	20,112
Central Boteti	11,115	15,842	26,958	-	-	-	11,115	15,842	26,958	27,592
Central Tutume	10,729	11,308	22,037	-	771	771	10,729	12,079	22,808	20,793
North East	4,061	4,955	9,017	-	-	-	4,061	4,955	9,017	9,578
Ngamiland East	10,227	12,422	22,648	-	-	-	10,227	12,422	22,648	17,015
Ngamiland West	5,468	8,608	14,075	-	-	-	5,468	8,608	14,075	11,769
Chobe	5,202	4,329	9,531	-	-	-	5,202	4,329	9,531	11,342
Ghanzi	1,889	5,818	7,707	544	93	636	2,433	5,911	8,343	8,641
Kgalagadi South	1,507	3,520	5,027	94	-	94	1,601	3,520	5,121	3,906
Kgalagadi North	2,393	3,362	5,755	-	59	59	2,393	3,421	5,814	6,888
Total	228,275	252,102	480,377	8,167	4,371	12,538	236,442	256,473	492,915	485,524

Table 1.12b: Percentage of Formal Sector Employment by District and Citizenship, QMTS Q1 2020

District	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Gaborone	16.3	15.0	15.6	33.1	10.5	25.2	16.9	14.9	15.9
Francistown	7.4	3.0	5.1	13.5	17.3	14.8	7.6	3.3	5.4
Lobatse	2.0	2.2	2.1	5.3	9.8	6.9	2.1	2.3	2.2
Selibe Phikwe	1.4	1.5	1.4	-	-	-	1.4	1.4	1.4
Orapa	1.1	0.3	0.7	-	-	-	1.1	0.3	0.7
Jwaneng	2.0	1.4	1.7	5.4	-	3.5	2.2	1.4	1.7
Sowa Town	0.3	0.3	0.3	-	-	-	0.3	0.3	0.3
Ngwaketse	3.8	3.8	3.8	2.8	-	1.8	3.8	3.8	3.8
Barolong	1.9	3.3	2.7	-	-	-	1.8	3.3	2.6
Ngwaketse West	0.3	0.6	0.5	-	-	-	0.3	0.6	0.5
South East	7.3	7.7	7.5	11.0	30.4	17.8	7.4	8.1	7.8
Kweneng East	14.6	12.0	13.2	14.2	10.9	13.0	14.6	12.0	13.2
Kweneng West	2.3	3.1	2.8	-	-	-	2.3	3.1	2.7
Kgatleng	3.6	3.5	3.6	-	-	-	3.5	3.4	3.5
Central Serowe	6.3	6.1	6.2	-	-	-	6.1	6.0	6.1
Central Mahalapye	3.4	3.4	3.4	6.9	-	4.5	3.5	3.3	3.4
Central Bobonong	2.7	5.0	3.9	-	-	-	2.6	4.9	3.8
Central Boteti	4.9	6.3	5.6	-	-	-	4.7	6.2	5.5
Central Tutume	4.7	4.5	4.6	-	17.6	6.1	4.5	4.7	4.6
North East	1.8	2.0	1.9	-	-	-	1.7	1.9	1.8
Ngamiland East	4.5	4.9	4.7	-	-	-	4.3	4.8	4.6
Ngamiland West	2.4	3.4	2.9	-	-	-	2.3	3.4	2.9
Chobe	2.3	1.7	2.0	-	-	-	2.2	1.7	1.9
Ghanzi	0.8	2.3	1.6	6.7	2.1	5.1	1.0	2.3	1.7
Kgalagadi South	0.7	1.4	1.0	1.2	-	0.7	0.7	1.4	1.0
Kgalagadi North	1.0	1.3	1.2	-	1.3	0.5	1.0	1.3	1.2
Total	100.0	100.0	100.0						

3.1.4 Formal Sector Employment by Education Level

The highest percentage (39.9 percent) of people in Formal Sector Employment had secondary school education as their highest education attainment. These were followed by those with University and Primary school education with 20.5 and 11.2 percent respectively. A small percentage (0.8 percent) of people in Formal Sector Employment have non-formal education. See [Table 1.13a](#) and [Table 1.13b](#).

Table 1.13a: **Estimated Formal Sector Employment by Education/Training Level, Citizenship and Sex, QMTS Q1 2020**

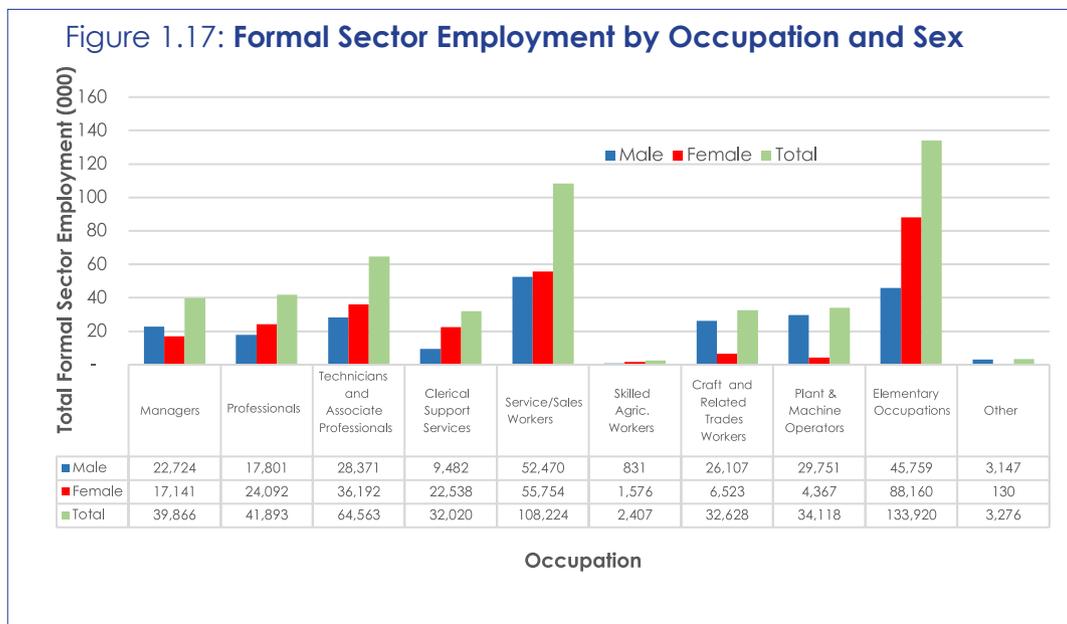
School Attendance	Citizens			Non-Citizens			All Employees			Q4 2019
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
Primary	23,160	31,587	54,746	362	59	421	23,522	31,646	55,167	57,667
Secondary	92,359	100,462	192,821	2,026	1,647	3,672	94,385	102,109	196,493	190,036
Non-formal	1,556	2,162	3,717	-	-	-	1,556	2,162	3,717	3,311
Apprentice	3,677	471	4,148	231	-	231	3,908	471	4,379	5,452
Brigade	11,988	4,680	16,668	-	771	771	11,988	5,451	17,439	17,486
Technical/Vocational	20,030	14,514	34,544	613	93	706	20,643	14,607	35,250	33,416
Educational College	17,609	30,385	47,995	1,457	395	1,852	19,066	30,780	49,847	48,212
Institute of Health Sciences	1,895	2,931	4,826	-	-	-	1,895	2,931	4,826	7,363
University	43,035	53,201	96,236	3,325	1,406	4,731	46,360	54,607	100,967	97,894
Never attended	12,965	11,710	24,675	154	-	154	13,119	11,710	24,829	24,690
Total	228,274	252,103	480,376	8,168	4,371	12,538	236,442	256,474	492,914	485,524

Table 1.13b: **Percentage of Formal Sector Employment by Education/Training Level and Citizenship, QMTS Q1 2020**

School Attendance	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Primary	10.1	12.5	11.4	4.4	1.3	3.4	9.9	12.3	11.2
Secondary	40.5	39.8	40.1	24.8	37.7	29.3	39.9	39.8	39.9
Non-formal	0.7	0.9	0.8	-	-	-	0.7	0.8	0.8
Apprentice	1.6	0.2	0.9	2.8	-	1.8	1.7	0.2	0.9
Brigade	5.3	1.9	3.5	-	17.6	6.1	5.1	2.1	3.5
Technical/Vocational	8.8	5.8	7.2	7.5	2.1	5.6	8.7	5.7	7.2
Educational College	7.7	12.1	10.0	17.8	9.0	14.8	8.1	12.0	10.1
Institute of Health Sciences	0.8	1.2	1.0	-	-	-	0.8	1.1	1.0
University	18.9	21.1	20.0	40.7	32.2	37.7	19.6	21.3	20.5
Never attended	5.7	4.6	5.1	1.9	-	1.2	5.5	4.6	5.0
Total	100.0	100.0	100.0						

3.1.5 Formal Sector Employment by Occupation

Figure 1.17, Tables FSE1a and FSE1b in Appendix 3 show formal sector employment by occupations. The largest proportion is found in the Elementary occupations with 133,920 persons (27.2 percent), followed by the Service/Sales Workers occupations with 108,224 persons (22.0 percent) and Technicians at 64,563 persons (13.1 percent).



3.1.6 Average Monthly Cash Earnings From Formal Sector Employment By Occupation

Table 1.14 shows monthly average cash earning by occupation. The average earnings for Professionals were the highest at P14,714, followed by Technicians & Associate Professionals and Managers with P11,312 and P8,638 respectively. Elementary occupations average earnings were lowest at P1,239.

3.1.7 Average monthly cash earnings from Formal Sector Employment by Industry

Table 1.15 presents the estimated average cash earning for formal sector employment earners by industry and citizenship (both Citizens and Non – citizens). Average earnings was estimated at P5,354 for citizens was estimated and, P6,839 for non-citizen and finally, P5,392 for all employees. The table shows that in almost all the industries, the male average cash earnings were higher than those of females, except in few industries like Electricity, Gas, & Air Supply, Construction, Accommodation & Food Services, Information & Communication and Scientific & Technical activities.

Overall, male employees' average monthly cash earnings were estimated at P6,148 compared to P4,695 for their female counterparts in the formal sector.

Comparing the fourth quarter of 2019 (October to December 2019) estimated average cash earning from the 2019/20 QMTS Formal Sector Employment (FSE) with the first quarter of 2020 shows that there was a slight decrease in average earnings. The estimated first quarter of 2020 formal sector employment monthly average cash earnings for all employees was P5,392, compared with P5,495 which was estimated for the fourth quarter of 2019.

Table 1.14: **Estimated Formal Sector Employment Monthly Average Earnings by Occupation, Citizenship and Sex, QMTS Q1 2020**

Occupation	Citizens			Non-Citizens			All Employees			Q4 2019 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Managers	9,595	7,982	8,898	7,985	-	4,793	9,487	7,512	8,638	9,013
Professionals	16,392	13,349	14,628	10,763	22,855	16,550	16,080	13,705	14,714	14,978
Technicians and Associate Professionals	12,313	10,658	11,356	10,102	11,714	10,411	12,125	10,675	11,312	11,231
Clerical Support Services	5,189	4,355	4,602	-	-	-	5,189	4,355	4,602	4,039
Service/Sales Workers	3,935	2,192	3,045	-	3,799	3,111	3,912	2,232	3,046	2,940
Skilled Agric. Forestry and Fishery Workers	2,930	1,319	1,836	-	-	-	2,626	1,319	1,770	2,654
Craft and Related Trades Workers	4,231	3,070	3,992	1,409	2,995	1,563	4,050	3,068	3,854	4,574
Plant & Machine Operators	3,987	2,976	3,857	1,531	-	1,531	3,968	2,976	3,841	4,089
Elementary Occupations	1,419	1,133	1,230	2,479	1,409	2,212	1,441	1,134	1,239	1,249
Other Specialized Professional Services	19,512	8,866	19,096	-	-	-	19,512	8,866	19,096	19,360
Total	6,139	4,643	5,354	6,383	7,691	6,839	6,148	4,695	5,392	5,495

Table 1.15: **Estimated Formal Sector Employment Monthly Average Earnings by Industry, Citizenship and Sex, QMTS Q1 2020**

Sector/ Economic Activity	Citizens			Non-Citizens			All Employees			Q4 2019 Total
	Male	Female	Total	Total	Female	Total	Male	Female	Total	
Agriculture, Forestry and Fishing	2,465	1,331	2,044	1,707	2,995	2,059	2,413	1,405	2,044	1,807
Mining and Quarrying	14,777	10,909	13,933	22,012	-	22,012	14,937	10,909	14,074	17,765
Manufacturing	3,987	2,287	3,370	7,078	-	7,078	4,192	2,287	3,530	3,210
Electricity, Gas, & Air Supply	10,899	20,632	12,697	-	-	-	10,899	20,632	12,697	4,765
Water Supply and Waste Management	8,248	6,038	7,665	-	-	-	8,248	6,038	7,665	7,778
Construction	3,188	3,510	3,255	3,708	-	3,708	3,245	3,510	3,296	4,072
Wholesale, Retail & Repair of Motor Vehicles	3,124	1,807	2,486	3,465	-	1,858	3,134	1,757	2,468	2,728
Transport & Storage	9,844	5,894	8,460	-	10,002	10,002	9,844	6,066	8,484	9,348
Accommodation and Food Service	1,508	2,345	2,046	-	1,199	1,199	1,508	2,321	2,034	1,935
Information and Communication	10,088	13,873	11,524	-	-	-	10,088	13,873	11,524	11,394
Finance and Insurance Activities	15,331	7,654	9,781	3,281	-	3,281	13,707	7,654	9,512	8,820
Real Estate Activities	11,762	-	9,689	-	-	-	11,762	-	9,689	10,023
Professional, Scientific and Technical	4,704	4,751	4,735	-	11,972	11,972	4,704	4,961	4,872	9,371
Administrative and Support Service	3,119	2,294	2,809	855	-	855	3,080	2,294	2,787	2,227
Public Administration	7,201	3,223	4,848	12,362	-	12,362	7,240	3,223	4,871	5,010
Education	10,563	8,675	9,159	11,451	20,134	16,001	10,608	8,899	9,347	9,069
Human Health and Social Work Activities	6,905	7,070	7,010	8,038	8,901	8,381	7,013	7,142	7,093	7,713
Arts, Entertainment and Recreation	2,646	2,288	2,514	-	-	-	2,646	2,288	2,514	5,657
Other Service Activities	3,417	4,764	3,928	8,708	2,500	3,929	3,855	4,015	3,928	5,638
Activities of Extraterritorial Organizations	2,990	-	2,990	-	-	-	2,990	-	2,990	14,990
Total	6,139	4,643	5,354	6,383	7,691	6,839	6,148	4,695	5,392	5,495

3.2 FORMAL EMPLOYMENT, QMTS Q1 2020

This section presents information on Formal Employment from the first quarter of 2020 (January to March). The module was administered to individuals aged 15 years and above, who, according to the International Labour Organisation (ILO) are the working age group.

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

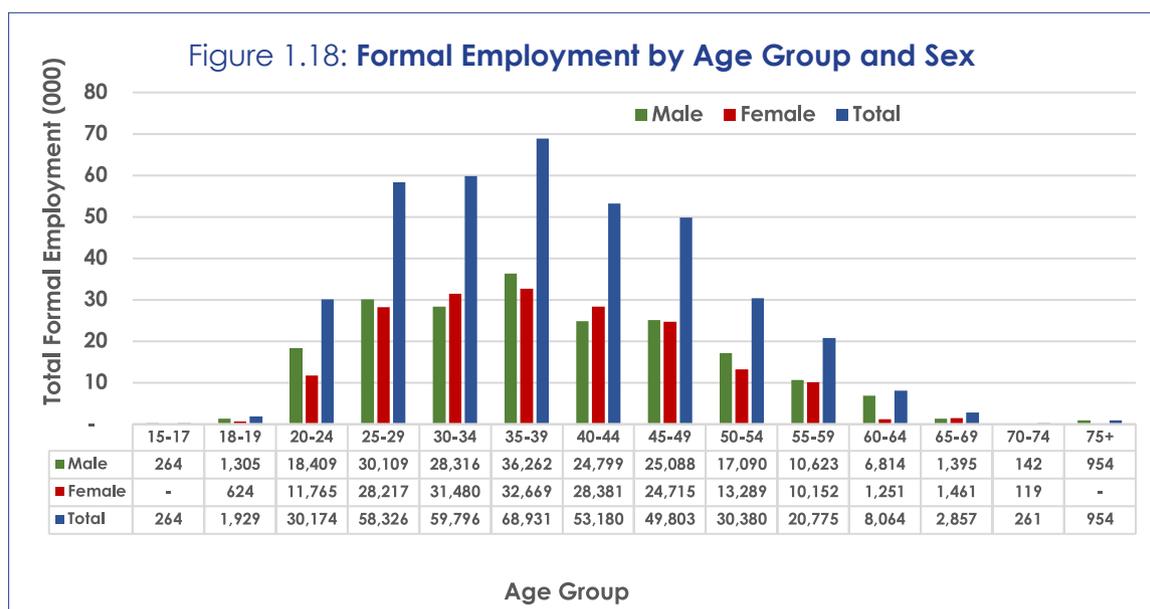
Total formal employment was recorded at 385,693 of which 201,569 were males (52.3 percent) and 184,124 (47.7 percent) were females (see Table 1.16a).

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 385,693 persons in formal employment, 10,920 were non-citizens, (2.8 percent), while 374,773 were citizens, (97.2 percent). At the industry level, Construction had most non-citizens employees, recording 17.7 percent (1,932 persons), followed by Education and Agriculture Activities with 13.3 percent each, (1,890 persons and 1,887 persons).

3.2.2 Formal Employment by Age Group and Sex

Figure 1.18 shows that formal employment is concentrated in the ages 35 -39 years with 17.9 percent (68,931 persons). The 30-34 years age group follows with 15.5 percent (59,796 persons). Age groups 25-29 and 40-45 recorded 15.1 (58,326 persons) and 13.8 (53,180 persons) percent respectively. The figure shows that from age group 30-34 and 40-44, there were more female formal employees than male formal employees. The same scenario is observed for age groups 65-69.



3.2.3 Formal Employment by District and Sex

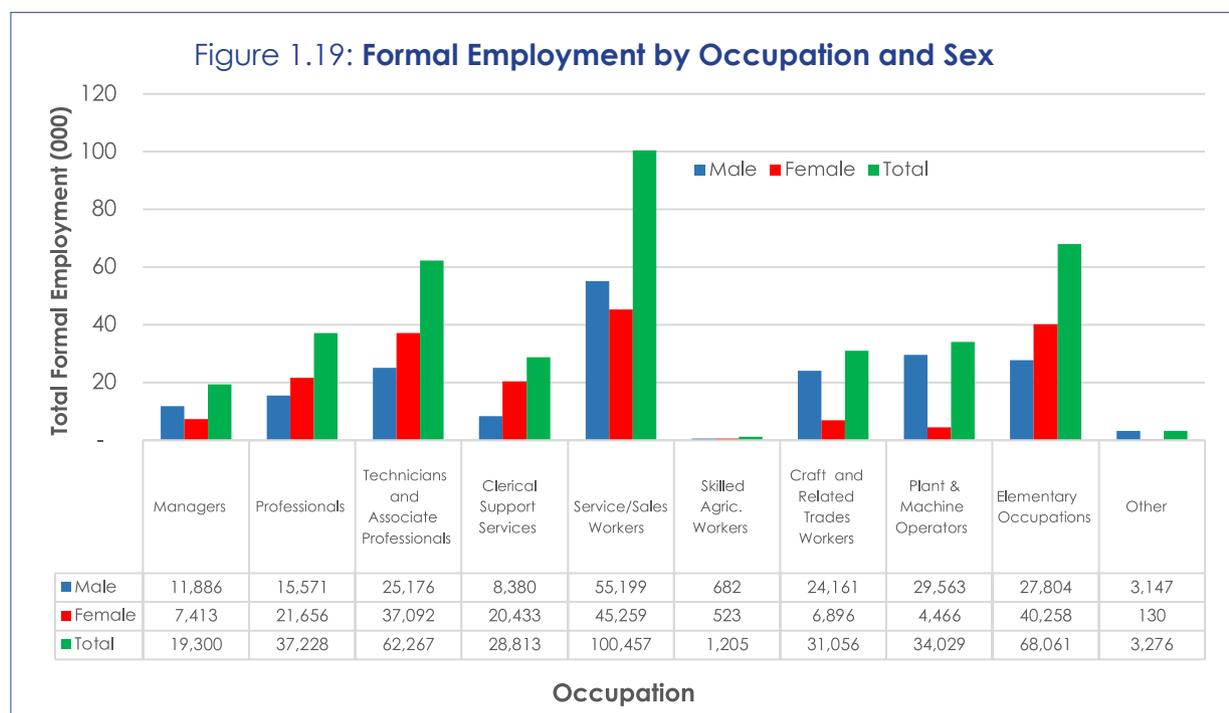
Table 1.18 shows that Gaborone had the highest number of people working in Formal Employment, recording 17.8 percent, followed by Kweneng East with 14.2 percent and South East with 8.9 percent. In cities/towns, males were the majority in formal employment, except for Selibe Phikwe, Lobatse and Sowa Town, which recorded 57.0 percent, 55.2 percent and 52.2 percent of females in Formal Employment respectively. More females in formal employment was recorded in most of the districts as compared to their male counterparts. Overall, males were in the majority over females in Formal Employment, constituting 52.3 percent as compared to the 47.7 percent of female contribution.

3.2.4 Formal Employment by Education Level

The highest percentage (36.6 percent) of people in Formal Employment reportedly had secondary school education followed by those with University education with 22.0. A small percentage (3.0 percent) of people in Formal Employment had never attended school. See **Table 1.19a** and **1.19b**

3.2.5 Formal Employment by Occupation

Figure 1.19 and **Tables 1.20** show formal employment by occupations. The largest proportion of formal employees are found in the Service/Sales Workers occupations with 100,457 persons (26.0 percent), followed by the Elementary occupations with 68,061 persons (17.6 percent) and Technicians at 62,267 persons (16.1 percent).



3.2.6 Formal Employment by Industry

Table 1.20 presents Formal Employment by Industry. Overall, Public Administration had the largest portion of employment at 16.8 percent (64,807 persons), followed by Education, with 15.4 percent (59,321 persons) and Wholesale & Retail Trade at 12.7 percent (48,928 persons) of total formal employment.

At industry level, Households as Employers employed more females, accounting for 90.6 percent of employees working in the industry, followed by Accommodation & Food Service with 69.9 percent. Construction and Mining & Quarrying were the two industries which had employed the lowest proportion of females, recording 18.2 percent and 18.9 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 for citizens were estimated at P6,853, P9,024 for non-citizen and P6,915 for all employees. The table shows that in almost all the industries, males earned more than females, except in Construction and Other Service Activities where there is significant differences. Overall, monthly average cash earning for persons in formal employment were estimated at P7,287 for males and P6,507 for females.

Table 1.23 shows Industry by the range of monthly earnings for formal employment. The table shows that 29.4 percent of persons in formal employment earned P2,001 – P4,000, followed by 26.4 and 22.6 percent who were earning in the ranges of P1,001 – P2, 000 and P10,001 – P30,000, respectively.

3.2.8 Monthly cash earnings from Formal Employment by occupation

Table 1.24 shows monthly average cash earnings by occupation. The average earnings for Managers were the highest recording an estimated average of P17,965, followed by Professionals and Technicians & associate professionals at P16,385 and P12,152, respectively. Elementary occupations average earnings were the lowest at P1,921.

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 informal employment (40.2 percent) who were earning P2,001 – P4,000, were working as Service/Sales Workers. Elementary Occupation workers accounted for 40.6 percent of employees earning in the range P1, 000 – P2, 000. The group of employees who were earning between P10,001 and P30,000, 39.6 percent of them were technicians, followed by professionals at 30.2 percent within the group.

Table 1.16a: Estimated Formal Employment by Industry and Citizenship, QMTS Q1 2020

Sector/ Economic Activity	Citizens			Non-Citizens			All Employees			Q4 2019 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Agriculture, Forestry and Fishing	5,794	2,812	8,606	1,512	375	1,887	7,306	3,187	10,493	9,634
Mining and Quarrying	8,631	2,060	10,690	181	-	181	8,812	2,060	10,871	8,141
Manufacturing	18,418	10,090	28,508	1,265	-	1,265	19,683	10,090	29,773	26,905
Electricity, Gas, & Air Supply	2,128	536	2,664	-	-	-	2,128	536	2,664	2,164
Water Supply and Waste Management	6,809	2,185	8,994	-	-	-	6,809	2,185	8,994	6,816
Construction	12,066	2,703	14,769	1,596	336	1,932	13,662	3,039	16,701	18,227
Wholesale, Retail & Repair of Motor	24,141	24,394	48,535	393	-	393	24,534	24,394	48,928	53,096
Transport & Storage	8,485	5,256	13,741	-	241	241	8,485	5,497	13,982	12,913
Accommodation and Food Service	4,684	10,625	15,309	-	256	256	4,684	10,881	15,565	13,856
Information and Communication	2,490	2,059	4,549	-	-	-	2,490	2,059	4,549	4,271
Finance and Insurance Activities	2,926	7,188	10,114	295	-	295	3,221	7,188	10,409	9,572
Real Estate Activities	384	-	384	-	-	-	384	-	384	1,394
Professional, Scientific and Technical	2,541	5,449	7,990	-	191	191	2,541	5,640	8,181	8,317
Administrative and Support Service	30,173	17,415	47,588	237	212	449	30,410	17,627	48,037	42,077
Public Administration and Defense	36,896	27,696	64,591	216	-	216	37,112	27,696	64,807	68,787
Education	15,177	42,254	57,431	902	989	1,890	16,079	43,243	59,321	52,792
Human Health and Social Work	7,229	13,193	20,422	544	263	807	7,773	13,456	21,229	22,128
Arts, Entertainment and Recreation	1,696	967	2,662	-	-	-	1,696	967	2,662	3,365
Other Service Activities	2,734	1,361	4,095	344	575	919	3,078	1,936	5,014	4,976
Households as Employers	254	2,446	2,700	-	-	-	254	2,446	2,700	3,971
Activities of Extraterritorial Organizations	431	-	431	-	-	-	431	-	431	244
Total	194,086	180,687	374,773	7,483	3,437	10,920	201,569	184,124	385,693	373,644

Table 1.16b: Percentage of Formal Employment by Industry and Citizenship, QMTS Q1 2020

Sector/ Economic Activity	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	3.0	1.6	2.3	20.2	10.9	17.3	3.6	1.7	2.7
Mining and Quarrying	4.4	1.1	2.9	2.4	-	1.7	4.4	1.1	2.8
Manufacturing	9.5	5.6	7.6	16.9	-	11.6	9.8	5.5	7.7
Electricity, Gas, & Air Conditioning Supply	1.1	0.3	0.7	-	-	-	1.1	0.3	0.7
Water Supply and Waste Management	3.5	1.2	2.4	-	-	-	3.4	1.2	2.3
Construction	6.2	1.5	3.9	21.3	9.8	17.7	6.8	1.7	4.3
Wholesale, Retail & Repair of Motor Vehicles	12.4	13.5	13.0	5.3	-	3.6	12.2	13.2	12.7
Transport & Storage	4.4	2.9	3.7	-	7.0	2.2	4.2	3.0	3.6
Accommodation and Food Service	2.4	5.9	4.1	-	7.4	2.3	2.3	5.9	4.0
Information and Communication	1.3	1.1	1.2	-	-	-	1.2	1.1	1.2
Finance and Insurance Activities	1.5	4.0	2.7	3.9	-	2.7	1.6	3.9	2.7
Real Estate Activities	0.2	-	0.1	-	-	-	0.2	-	0.1
Professional, Scientific and Technical Activities	1.3	3.0	2.1	-	5.6	1.7	1.3	3.1	2.1
Administrative and Support Service Activities	15.5	9.6	12.7	3.2	6.2	4.1	15.1	9.6	12.5
Public Administration and Defense	19.0	15.3	17.2	2.9	-	2.0	18.4	15.0	16.8
Education	7.8	23.4	15.3	12.1	28.8	17.3	8.0	23.5	15.4
Human Health and Social Work Activities	3.7	7.3	5.4	7.3	7.7	7.4	3.9	7.3	5.5
Arts, Entertainment and Recreation	0.9	0.5	0.7	-	-	-	0.8	0.5	0.7
Other Service Activities	1.4	0.8	1.1	4.6	16.7	8.4	1.5	1.1	1.3
Households as Employers	0.1	1.4	0.7	-	-	-	0.1	1.3	0.7
Activities of Extraterritorial Organizations	0.2	-	0.1	-	-	-	0.2	-	0.1
Total	100.0	100.0	100.0						

Table 1.17a: Formal Employment by Age Group and Sex, QMTS Q1 2020

Age	Citizens			Non-Citizens			All Employees			Q4 2019 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
15-17	264	-	264	-	-	-	264	-	264	-
18-19	1,305	624	1,929	-	-	-	1,305	624	1,929	2,256
20-24	17,913	11,765	29,678	496	-	496	18,409	11,765	30,174	28,201
25-29	29,895	27,961	57,856	214	256	470	30,109	28,217	58,326	53,794
30-34	27,019	30,710	57,729	1,297	770	2,067	28,316	31,480	59,796	63,030
35-39	34,823	32,428	67,251	1,439	241	1,680	36,262	32,669	68,931	65,018
40-44	23,073	28,190	51,263	1,726	191	1,917	24,799	28,381	53,180	56,417
45-49	24,126	23,400	47,526	962	1,315	2,277	25,088	24,715	49,803	42,833
50-54	16,394	12,894	29,288	696	395	1,092	17,090	13,289	30,380	30,511
55-59	10,404	10,152	20,556	219	-	219	10,623	10,152	20,775	20,463
60-64	6,551	982	7,532	263	269	532	6,814	1,251	8,064	6,916
65-69	1,224	1,461	2,686	171	-	171	1,395	1,461	2,857	2,706
70-74	142	119	261	-	-	-	142	119	261	602
75+	954	-	954	-	-	-	954	-	954	897
Total	194,086	180,687	374,773	7,483	3,437	10,920	201,569	184,124	385,693	373,644

Table 1.17b: Percentage of Formal Employment by Age Group and Sex, QMTS Q1 2020

Age	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	0.1	-	0.1	-	-	-	0.1	-	0.1
18-19	0.7	0.3	0.5	-	-	-	0.6	0.3	0.5
20-24	9.2	6.5	7.9	6.6	-	4.5	9.1	6.4	7.8
25-29	15.4	15.5	15.4	2.9	7.4	4.3	14.9	15.3	15.1
30-34	13.9	17.0	15.4	17.3	22.4	18.9	14.0	17.1	15.5
35-39	17.9	17.9	17.9	19.2	7.0	15.4	18.0	17.7	17.9
40-44	11.9	15.6	13.7	23.1	5.6	17.6	12.3	15.4	13.8
45-49	12.4	13.0	12.7	12.9	38.3	20.9	12.4	13.4	12.9
50-54	8.4	7.1	7.8	9.3	11.5	10.0	8.5	7.2	7.9
55-59	5.4	5.6	5.5	2.9	-	2.0	5.3	5.5	5.4
60-64	3.4	0.5	2.0	3.5	7.8	4.9	3.4	0.7	2.1
65-69	0.6	0.8	0.7	2.3	-	1.6	0.7	0.8	0.7
70-74	0.1	0.1	0.1	-	-	-	0.1	0.1	0.1
75+	0.5	-	0.3	-	-	-	0.5	-	0.2
Total	100.0	100.0	100.0						

Table 1.18: Formal Sector Employment by District and Sex, QMTS Q1 2020

District	Citizens			Non-Citizens			All Employees			% Total	Q4 2019 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Gaborone	32,054	33,790	65,843	2,532	457	2,988	34,586	34,247	68,831	17.8	73,915
Francistown	16,207	7,847	24,054	641	758	1,399	16,848	8,605	25,453	6.6	23,372
Lobatse	3,889	4,412	8,302	-	386	386	3,889	4,798	8,688	2.3	9,330
Selibe Phikwe	2,408	3,197	5,605	-	-	-	2,408	3,197	5,605	1.5	6,322
Orapa	2,740	770	3,509	-	-	-	2,740	770	3,509	0.9	3,978
Jwaneng	4,542	3,187	7,730	312	-	312	4,854	3,187	8,042	2.1	8,146
Sowa Town	650	710	1,360	-	-	-	650	710	1,360	0.4	1,392
Ngwaketse	5,348	5,486	10,834	-	-	-	5,348	5,486	10,834	2.8	9,608
Barolong	2,429	5,052	7,481	-	-	-	2,429	5,052	7,481	1.9	6,196
Ngwaketse West	164	239	403	-	-	-	164	239	403	0.1	586
South East	15,973	17,227	33,200	237	755	992	16,210	17,982	34,192	8.9	30,185
Kweneng East	29,224	23,312	52,536	1,540	811	2,350	30,764	24,123	54,886	14.2	49,494
Kweneng West	3,451	3,942	7,393	-	-	-	3,451	3,942	7,393	1.9	10,346
Kgatleng	9,155	6,747	15,901	-	-	-	9,155	6,747	15,901	4.1	13,719
Central Serowe	12,266	10,331	22,597	728	-	728	12,994	10,331	23,325	6.0	20,452
Central Mahalapye	7,403	5,264	12,668	562	-	562	7,965	5,264	13,230	3.4	11,880
Central Bobonong	4,318	5,973	10,291	-	212	212	4,318	6,185	10,503	2.7	11,650
Central Boteti	7,100	7,016	14,116	-	-	-	7,100	7,016	14,116	3.7	14,501
Central Tutume	7,325	7,011	14,336	537	-	537	7,862	7,011	14,873	3.9	12,986
North East	3,126	3,675	6,800	-	-	-	3,126	3,675	6,800	1.8	5,258
Ngamiland East	8,635	8,585	17,219	-	-	-	8,635	8,585	17,219	4.5	16,258
Ngamiland West	4,120	4,254	8,374	-	-	-	4,120	4,254	8,374	2.2	7,191
Chobe	6,073	5,162	11,235	-	-	-	6,073	5,162	11,235	2.9	11,975
Ghanzi	2,398	3,620	6,018	395	-	395	2,793	3,620	6,413	1.7	7,723
Kgalagadi South	1,363	2,071	3,434	-	-	-	1,363	2,071	3,434	0.9	2,674
Kgalagadi North	1,727	1,808	3,535	-	59	59	1,727	1,867	3,594	0.9	4,504
Total	194,086	180,687	374,773	7,483	3,437	10,920	201,569	184,124	385,693	100.0	373,644
Percentage Total	50.3	46.8	97.2	1.9	0.9	2.8	52.3	47.7	100.0		

Table 1.19a: Estimated Formal Employment by Education/Training Level and Sex, QMTS Q1 2020

School Attendance	Citizens			Non-Citizens			All Employees			Q4 2019 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Primary	18,113	11,817	29,930	952	59	1,012	19,065	11,876	30,942	36,415
Secondary	81,118	68,506	149,624	2,218	1,479	3,697	83,336	69,985	153,321	136,601
Non-formal	843	736	1,578	-	-	-	843	736	1,578	1,687
Apprentice	3,655	471	4,126	-	-	-	3,655	471	4,126	3,987
Brigade	11,526	3,439	14,966	-	-	-	11,526	3,439	14,966	15,734
Technical/Vocational	17,158	13,810	30,969	782	-	782	17,940	13,810	31,751	31,878
Educational College	16,638	29,315	45,953	1,328	395	1,724	17,966	29,710	47,677	46,728
Institute of Health Sciences	1,895	3,211	5,106	-	-	-	1,895	3,211	5,106	7,363
University	36,795	47,014	83,810	2,202	1,503	3,705	38,997	48,517	87,515	82,125
Never attended	6,345	2,367	8,712	-	-	-	6,345	2,367	8,712	11,127
Total	194,086	180,687	374,773	7,483	3,437	10,920	201,569	184,124	385,693	373,644

Table 1.19b: Percentage of Estimated Formal Employment by Education/Training Level and Sex, QMTS Q1 2020

School Attendance	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Primary	12.3	7.6	10	4.9	-	3.2	12	7.4	9.7
Secondary	37.3	37.7	37.5	14.6	12	13.7	36.2	37	36.6
Non-formal	0.7	0.3	0.5	-	-	-	0.6	0.3	0.5
Apprentice	1.9	0.1	1	2.8	-	1.9	1.9	0.1	1.1
Brigade	5.4	3.3	4.4	-	-	-	5.2	3.2	4.2
Technical/Vocational	8.8	8.5	8.6	9.2	-	6.1	8.8	8.3	8.5
Educational College	9.5	14.9	12.1	14	36.7	21.6	9.7	15.5	12.5
Institute of Health Sciences	1	2.8	1.9	2.9	5.7	3.8	1.1	2.9	2
University	17.8	24.1	20.9	51.7	45.5	49.6	19.4	24.7	22
Never attended	5.4	0.7	3.1	-	-	-	5.1	0.7	3.0
Total	100.0	100.0	100.0						

Table 1.20a: Estimated Formal Employment by Occupation, Citizenship & Sex, QMTS Q1 2020

Occupation	Citizens			Non-Citizens			All Employees			Q4 2019 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Managers	11,205	7,413	18,619	681	-	681	11,886	7,413	19,300	15,919
Professionals	14,918	20,752	35,670	653	904	1,558	15,571	21,656	37,228	41,153
Technicians and Associate Professionals	23,101	36,277	59,377	2,075	815	2,890	25,176	37,092	62,267	56,398
Clerical Support Services	8,380	20,433	28,813	-	-	-	8,380	20,433	28,813	30,428
Service/Sales Workers	55,199	44,443	99,641	-	816	816	55,199	45,259	100,457	101,782
Skilled Agric. Forestry and Fishery Workers	682	523	1,205	-	-	-	682	523	1,205	1,996
Craft and Related Trades Workers	22,306	6,716	29,021	1,855	180	2,035	24,161	6,896	31,056	25,344
Plant & Machine Operators	29,335	4,466	33,801	228	-	228	29,563	4,466	34,029	32,509
Elementary Occupations	25,814	39,535	65,349	1,990	723	2,712	27,804	40,258	68,061	63,102
Other	3,147	130	3,276	-	-	-	3,147	130	3,276	5,014
Total	194,086	180,687	374,773	7,483	3,437	10,920	201,569	184,124	385,693	373,644

Table 1.20b: Percentage of Estimated Formal Employment by Occupation, Citizenship & Sex, QMTS Q1 2020

Occupation	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers	5.8	4.1	5.0	9.1	-	6.2	5.9	4.0	5.0
Professionals	7.7	11.5	9.5	8.7	26.3	14.3	7.7	11.8	9.7
Technicians and Associate Professionals	11.9	20.1	15.8	27.7	23.7	26.5	12.5	20.1	16.1
Clerical Support Services	4.3	11.3	7.7	-	-	-	4.2	11.1	7.5
Service/Sales Workers	28.4	24.6	26.6	-	23.7	7.5	27.4	24.6	26.0
Skilled Agric. Forestry and Fishery Workers	0.4	0.3	0.3	-	-	-	0.3	0.3	0.3
Craft and Related Trades Workers	11.5	3.7	7.7	24.8	5.2	18.6	12.0	3.7	8.1
Plant & Machine Operators	15.1	2.5	9.0	3.0	-	2.1	14.7	2.4	8.8
Elementary Occupations	13.3	21.9	17.4	26.6	21.0	24.8	13.8	21.9	17.6
Other	1.6	0.1	0.9	-	-	-	1.6	0.1	0.8
Total	100.0	100.0	100.0						

Table 1.21: Estimated Formal Employment by Industry & Sex, QMTS Q1 2020

Sector/ Economic Activity	All Employees			All Employees			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	7,306	3,187	10,493	3.6	1.7	2.7	69.6	30.4	100.0
Mining and Quarrying	8,812	2060	10,871	4.4	1.1	2.8	81.1	18.9	100.0
Manufacturing	19,683	10,090	29,773	9.8	5.5	7.7	66.1	33.9	100.0
Electricity, Gas, & Air Supply	2,128	536	2,664	1.1	0.3	0.7	79.9	20.1	100.0
Water Supply and Waste Management	6,809	2,185	8,994	3.4	1.2	2.3	75.7	24.3	100.0
Construction	13,662	3,039	16,701	6.8	1.7	4.3	81.8	18.2	100.0
Wholesale, Retail & Repair of Motor Vehicles	24,534	24,394	48,928	12.2	13.2	12.7	50.1	49.9	100.0
Transport & Storage	8,485	5,497	13,982	4.2	3.0	3.6	60.7	39.3	100.0
Accommodation and Food Service	4,684	10,881	15,565	2.3	5.9	4.0	30.1	69.9	100.0
Information and Communication	2,490	2,059	4,549	1.2	1.1	1.2	54.7	45.3	100.0
Finance and Insurance Activities	3,221	7,188	10,409	1.6	3.9	2.7	30.9	69.1	100.0
Real Estate Activities	384	,	384	0.2	-	0.1	100.0	-	100.0
Professional, Scientific and Technical	2,541	5,640	8,181	1.3	3.1	2.1	31.1	68.9	100.0
Administrative and Support Service	30,410	17,627	48,037	15.1	9.6	12.5	63.3	36.7	100.0
Public Administration and Defense	37,112	27,696	64,807	18.4	15.0	16.8	57.3	42.7	100.0
Education	16,079	43,243	59,321	8.0	23.5	15.4	27.1	72.9	100.0
Human Health and Social Work Activities	7,773	13,456	21,229	3.9	7.3	5.5	36.6	63.4	100.0
Arts, Entertainment and Recreation	1,696	967	2,662	0.8	0.5	0.7	63.7	36.3	100.0
Other Service Activities	3,078	1,936	5,014	1.5	1.1	1.3	61.4	38.6	100.0
Households as Employers	254	2,446	2,700	0.1	1.3	0.7	9.4	90.6	100.0
Activities of Extraterritorial Organizations	431	,	431	0.2	-	0.1	100.0	-	100.0
Total	201,569	184,124	385,693	100.0	100.0	100.0	52.3	47.7	100.0

Table 1.22: **Estimated Formal Employment Monthly Average Earnings by Industry, Citizenship & Sex, QMTS Q1 2020**

Sector/ Economic Activity	All Employees			All Employees			All Employees			Q4 2019 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Agriculture, Forestry and Fishing	3,042	1,696	2,602	1,279	2,219	1,466	2,677	1,757	2,398	2,105
Mining and Quarrying	14,711	11,809	14,153	22,012	-	22,012	14,861	11,809	14,284	17,765
Manufacturing	4,257	2,449	3,617	8,779	-	8,779	4,548	2,449	3,836	3,733
Electricity & Gas Supply	11,801	20,632	13,577	-	-	-	11,801	20,632	13,577	4,765
Water Supply and Waste Management	8,705	7,051	8,303	-	-	-	8,705	7,051	8,303	7,734
Construction	4,040	4,943	4,205	4,475	30,004	8,915	4,091	7,714	4,750	5,314
Wholesale, Retail & Repair of Motor Vehicles	3,744	2,370	3,054	7,856	-	7,856	3,810	2,370	3,092	3,056
Transport & Storage	11,722	6,189	9,606	-	10,002	10,002	11,722	6,356	9,612	10,822
Accommodation and Food Service	2,256	2,486	2,416	-	1,199	1,199	2,256	2,456	2,396	2,381
Information and Communication	12,544	11,115	11,897	-	-	-	12,544	11,115	11,897	11,939
Finance and Insurance Activities	15,251	8,746	10,628	4,994	-	4,994	14,311	8,746	10,468	9,212
Real Estate Activities	22,940	-	22,940	-	-	-	22,940	-	22,940	10,820
Professional, Scientific and Technical	6,386	5,688	5,910	-	11,972	11,972	6,386	5,901	6,052	10,979
Administrative and Support Services	2,991	2,397	2,774	1,501	1,300	1,406	2,980	2,383	2,761	2,516
Public Administration	11,081	8,610	10,022	24,959	-	24,959	11,162	8,610	10,072	9,954
Education	11,860	10,033	10,516	11,451	20,134	16,001	11,837	10,264	10,691	10,679
Human Health and Social Work Activities	7,910	8,022	7,983	12,928	17,990	14,578	8,261	8,217	8,233	9,150
Arts, Entertainment and Recreation	2,978	2,583	2,835	-	-	-	2,978	2,583	2,835	5,136
Other Service Activities	4,975	8,260	6,067	8,708	4,999	6,388	5,392	7,292	6,125	6,365
Households as Employers	1,368	1,426	1,421	-	-	-	1,368	1,426	1,421	1,442
Activities of Extraterritorial Organizations	2,990	-	2,990	-	-	-	2,990	-	2,990	14,990
Total	7,286	6,389	6,853	7,327	12,718	9,024	7,287	6,507	6,915	7,015

Table 1.23: Estimated Formal Employment Earnings by Industry & Range of Earnings, QMTS Q1 2020

Sector/ Economic Activity	Gross Salary								Total
	1-500	501-1000	1001-2000	2001-4000	4001-10000	10001-30000	30001-80000	Unknown	
Agriculture, Forestry and Fishing	-	1,352	6,201	1,676	1,038	226	-	-	10,493
Mining and Quarrying	-	-	988	1,260	1,984	5,354	1,069	217	10,871
Manufacturing	-	341	14,077	7,823	5,328	2,203	-	-	29,773
Electricity & Gas Supply	-	-	324	1,042	223	838	236	-	2,664
Water Supply and Waste Management	-	-	1,432	569	4,493	2,323	178	-	8,994
Construction	-	-	6,370	5,588	2,888	1,549	69	237	16,700
Wholesale, Retail & Repair of Motor Vehicles	-	1,440	26,800	15,721	3,144	1,126	445	252	48,927
Transport & Storage	-	-	1,908	4,186	4,576	2,728	584	-	13,982
Accommodation and Food Service	-	58	8,586	5,785	933	204	-	-	15,565
Information and Communication	-	-	687	832	986	2,045	-	-	4,549
Finance and Insurance Activities	-	-	1,739	1,211	4,615	2,387	457	-	10,408
Real Estate Activities	-	-	-	-	167	-	217	-	384
Professional, Scientific and Technical	-	-	392	3,872	2,098	1,818	-	-	8,180
Administrative and Support Services	-	636	19,569	24,487	1,860	1,290	196	-	48,038
Public Administration	-	1,328	3,182	16,670	16,673	25,014	1,722	219	64,807
Education	-	811	4,856	13,112	9,860	29,888	768	25	59,321
Human Health and Social Work Activities	321	-	1,525	6,522	4,497	8,104	-	260	21,228
Arts, Entertainment and Recreation	-	-	538	1,436	203	69	-	416	2,662
Other Service Activities	-	259	638	962	2,833	167	154	-	5,014
Households as Employers	-	402	1,843	455	-	-	-	-	2,700
Activities of Extraterritorial Organizations	-	-	-	-	258	-	-	173	431
Total	321	6,628	101,654	113,210	68,656	87,332	6,093	1,799	385,693
Percentage Total	0.1	1.7	26.4	29.4	17.8	22.6	1.6	0.5	100.0

Table 1.24: Estimated Formal Employment Monthly Average Earnings by Occupation, Citizenship & Sex, QMTS Q1 2020

Occupation	Citizens			Non-Citizens			All Employees			Q4 2019 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Managers	18,490	17,226	17,986	17,385	-	17,385	18,427	17,226	17,965	18,338
Professionals	18,337	14,706	16,224	16,235	22,855	20,066	18,249	15,046	16,385	16,591
Technicians and Associate Professionals	13,905	10,886	12,061	11,724	19,895	14,028	13,725	11,084	12,152	11,593
Clerical Support Services	5,910	4,987	5,255	-	-	-	5,910	4,987	5,255	4,987
Service/Sales Workers	3,919	2,546	3,307	-	6,477	6,477	3,919	2,617	3,332	3,270
Skilled Agric. Forestry and Fishery Workers	3,136	3,563	3,321	-	-	-	3,136	3,563	3,321	3,793
Craft and Related Trades Workers	4,781	3,069	4,385	2,200	2,995	2,270	4,583	3,068	4,247	5,523
Plant & Machine Operators	4,230	3,063	4,076	1,531	-	1,531	4,209	3,063	4,059	4,378
Elementary Occupations	2,010	1,877	1,930	1,826	1,400	1,713	1,997	1,869	1,921	1,916
Other	19,506	8,866	19,089	-	-	-	19,506	8,866	19,089	19,360
Total	7,285	6,389	6,853	7,327	12,718	9,024	7,287	6,507	6,914	7,015

Table 1.25: Estimated Formal Employment Earnings by Occupation & Range of Earnings, QMETS Q1 2020

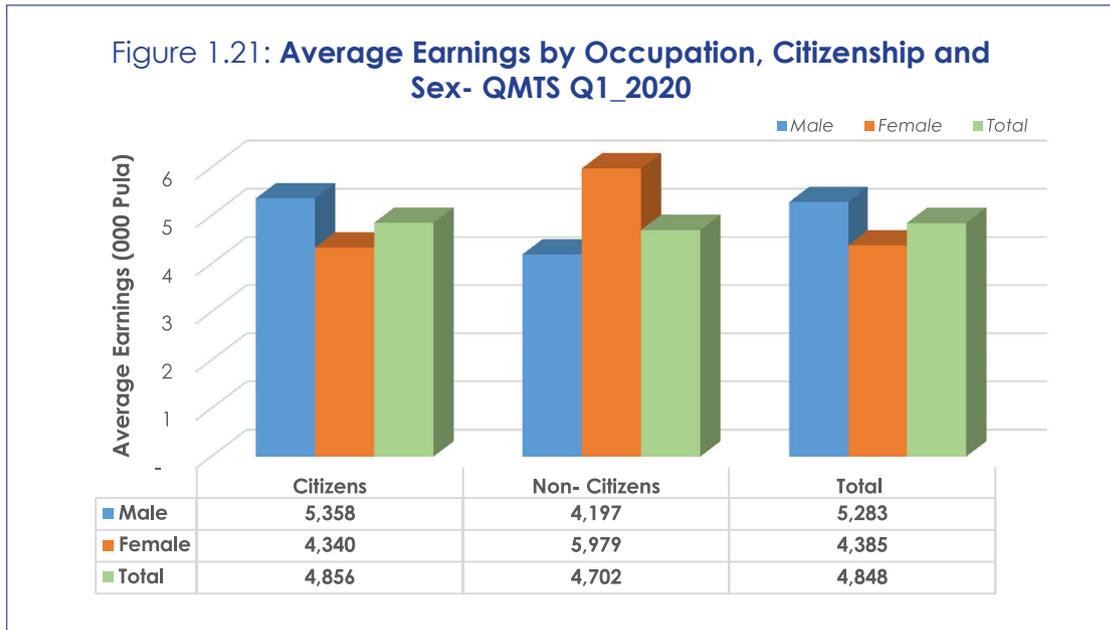
Occupation	1-500	501-1000	1001-2000	2001-4000	4001-10000	10001-30000	30001-80000	Unknown	Total
Managers	-	-	312	2,643	3,687	10,024	2,634	-	19,299
Professionals	-	-	383	1,534	6,435	26,384	2,233	260	37,228
Technicians and Associate Professionals	-	66	3,232	5,826	16,915	34,586	1,008	633	62,267
Clerical Support Services	-	569	2,812	10,147	12,258	2,887	-	140	28,813
Service/Sales Workers	321	2,193	36,005	45,475	10,280	6,158	-	25	100,457
Skilled Agric. Forestry and Fishery Workers	-	-	216	567	422	-	-	-	1,205
Craft and Related Trades Workers	-	442	9,979	10,701	6,857	2,840	-	237	31,057
Plant & Machine Operators	-	-	7,472	14,594	9,789	1,890	-	285	34,029
Elementary Occupations	-	3,359	41,242	21,723	1,556	181	-	-	68,061
Other	-	-	-	-	456	2,383	219	219	3,276
Total	321	6,628	101,654	113,210	68,656	87,332	6,093	1,799	385,693

Table 1.26: Percentage of Estimated Formal Employment Earnings by Occupation & Range of Earnings, QMETS Q1,2020

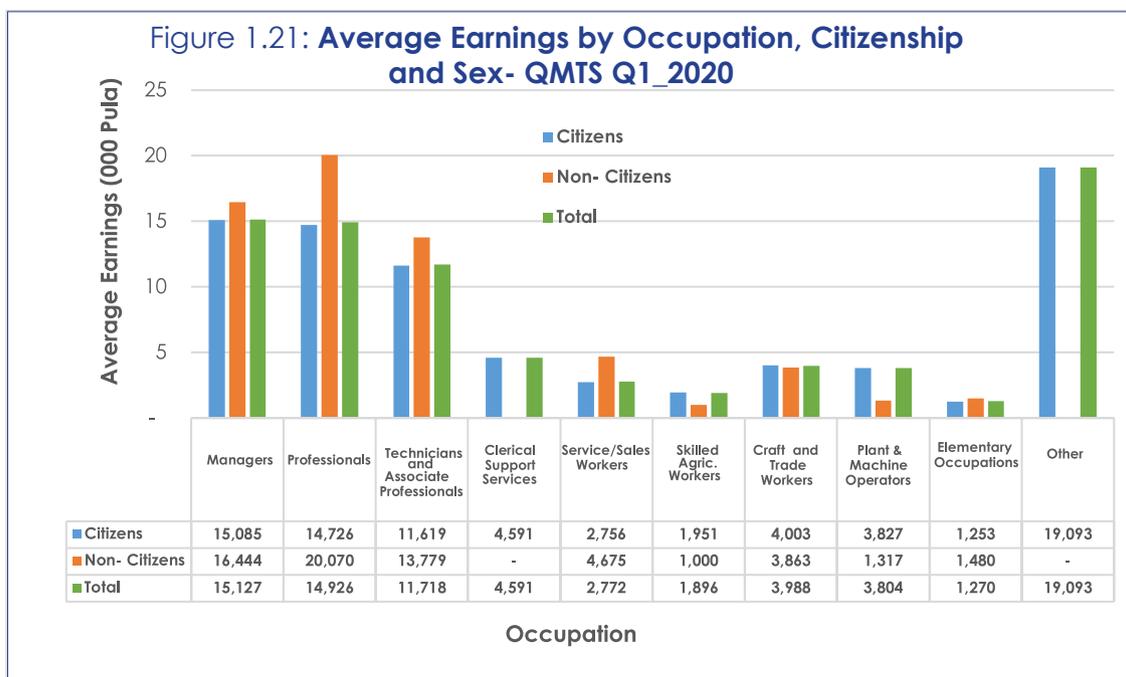
Occupation	1-500	501-1000	1001-2000	2001-4000	4001-10000	10001-30000	30001-80000	Unknown	Total
Managers	-	-	0.3	2.3	5.4	11.5	43.2	-	5.0
Professionals	-	-	0.4	1.4	9.4	30.2	36.6	14.5	9.7
Technicians and Associate Professionals	-	1.0	3.2	5.1	24.6	39.6	16.5	35.2	16.1
Clerical Support Services	-	8.6	2.8	9.0	17.9	3.3	-	7.8	7.5
Service/Sales Workers	100.0	33.1	35.4	40.2	15.0	7.1	-	1.4	26.0
Skilled Agric. Forestry and Fishery Workers	-	-	0.2	0.5	0.6	-	-	-	0.3
Craft and Related Trades Workers	-	6.7	9.8	9.5	10.0	3.3	-	13.2	8.1
Plant & Machine Operators	-	-	7.4	12.9	14.3	2.2	-	15.8	8.8
Elementary Occupations	-	50.7	40.6	19.2	2.3	0.2	-	-	17.6
Other	-	-	-	-	0.7	2.7	3.6	12.2	0.8
Total	100.0								

3.3 Average Earnings in Pula

During the first quarter of 2020 overall average cash earnings (in pula) for both Citizens and Non – citizens' wage earners was estimated at P4,848. This is a 0.6 percent increase as compared to the P4,818 (pula) that was estimated for quarter four 2019. Average earnings for citizens were estimated at P4, 856, Non-citizen Average earnings was P4, 702. Male average earnings (5,283 pula) were higher than that of their female counterparts who recorded an average of 4,385 pula. See **Figure 1.20** below



Average earnings at the occupation level for both citizens and Non- citizens are shown in **Figure 1.21** below. The highest Average Earnings (pula) was recorded for Other Specialised Professional Services Personnel with 19, 093. This category comprises of citizen wage earners only. Managers, Professionals and Technicians & Associate Professionals recorded total average earnings of 15,127, 14,926 and 11,718.



4.0 CURRENTLY UNEMPLOYED POPULATION

4.1 Currently Unemployed

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

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

The first quarter of 2020 Quarterly Multi Topic Survey estimated the total number of unemployed of the actively seeking employment population at 226,598. This was a 7.0 percent (14, 855) increase in the total unemployed population estimated from fourth quarter of 2019 results. The first quarter of 2020 estimated the total number of discouraged job seekers at 59,215, down by 14.7 percent (10,178 persons), of the number of discouraged job seekers estimated in quarter four 2019 of 69,393. (**Table UN4** from **Appendix 3**)

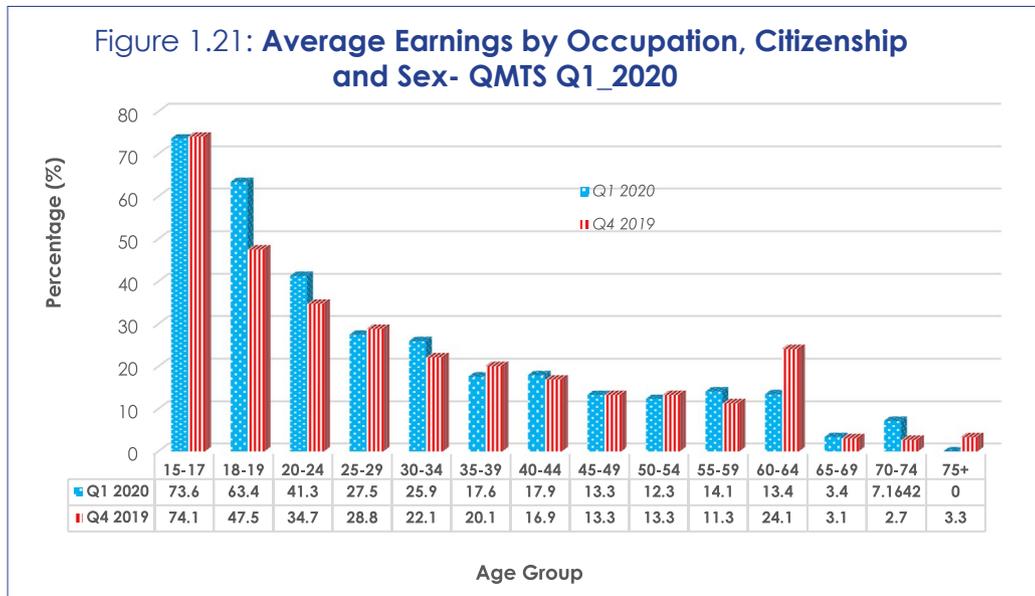
The **extended unemployment** which is, a combination of those actively seeking and those not seeking employment persons in the reference period, stood at 285,813 in the first quarter of 2020. Of these, 79.3 percent were actively seeking work and 20.7 percent were discouraged job seekers. (**Table UN6** from **Appendix 3**)

The overall unemployment rate for Quarter one 2020 was estimated at 23.2 percent as compared to the 22.2 percent estimated for Quarter 4 of 2019. This estimate relates to individuals who were **actively seeking work** during the reference period. Unemployment rate for Females was estimated at 23.0 percent compared to 23.3 percent for their male counterparts.

The extended unemployment rate was estimated at 27.5 percent in quarter one 2020. This is the same rate that was estimated in the previous quarter (quarter 4 of 2019). The internationally used measure of unemployment is the actively seeking work (23.2 percent).

Unemployment rate (actively seeking) by age group is displayed in **Figure 2.1** below. The most affected age groups were the 15-17 to 20-24. Age group 15-17 recorded the highest unemployment rate of 73.6 percent. This was followed by the 18-19 age group with 63.4 percent. Age groups 20-24 and 25-29 recorded 41.3 and 27.5 percent respectively.

Figure 1.21: Average Earnings by Occupation, Citizenship and Sex- QMTS Q1_2020



Overall unemployment rate for the labour force aged 15 years and above, (actively seeking work) was estimated at 23.2 percent, while for persons aged 18 years and above, unemployment rate was estimated at 22.8 percent.

Unemployment rate for females was estimated at 23.0 percent, 0.3 percentage points lower than males unemployment rate of 23.3 percent. For labour force aged 18 years and above, females recorded unemployment rate of 22.7 percent as compared to their male counterparts, who recorded 23.0 percent. (See Table 2.1a and Table 2.1b) below.

Table 2.1a: Unemployment Rate by Age Group (15 years & above) and Sex, QMTS Q1_2020

Age Group	Unemployed			Employed			Labour Force			Unemployment Rate			Q4 2019 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
15-17	2,260	2,152	4,412	879	701	1,580	3,139	2,853	5,992	72.0	75.4	73.6	74.1
18-19	8,103	3,171	11,273	2,986	3,519	6,505	11,088	6,690	17,779	73.1	47.4	63.4	47.5
20-24	26,071	21,958	48,029	37,789	30,559	68,349	63,861	52,517	116,378	40.8	41.8	41.3	34.7
25-29	19,871	24,845	44,715	60,971	57,168	118,139	80,841	82,013	162,854	24.6	30.3	27.5	28.8
30-34	16,475	21,996	38,470	54,076	55,761	109,837	70,551	77,757	148,308	23.4	28.3	25.9	22.1
35-39	12,536	14,906	27,442	65,829	62,914	128,742	78,365	77,819	156,184	16.0	19.2	17.6	20.1
40-44	11,026	10,324	21,350	43,949	53,825	97,774	54,975	64,148	119,123	20.1	16.1	17.9	16.9
45-49	7,741	4,146	11,887	39,484	38,122	77,606	47,225	42,268	89,493	16.4	9.8	13.3	13.3
50-54	4,991	2,897	7,888	28,265	27,733	55,998	33,256	30,629	63,886	15.0	9.5	12.3	13.3
55-59	2,249	4,035	6,284	18,581	19,787	38,368	20,830	23,822	44,652	10.8	16.9	14.1	11.3
60-64	2,477	1,569	4,045	13,937	12,108	26,045	16,413	13,677	30,090	15.1	11.5	13.4	24.1
65-69	317	79	396	4,369	6,981	11,349	4,685	7,060	11,745	6.8	1.1	3.4	3.1
70-74	407	-	407	2,321	2,950	5,271	2,728	2,950	5,678	14.9	0.0	7.2	2.7
75+	-	-	-	4,190	2,046	6,235	4,190	2,046	6,235	0.0	0.0	0.0	3.3
Total	114,523	112,075	226,598	377,625	374,174	751,798	492,147	486,249	978,396	23.3	23.0	23.2	22.2

Table 2.1b: Unemployment Rate by Age Group (18 years & above) and Sex, QMTS Q1_2020

Age Group	Unemployed			Employed			Labour Force			Unemployment Rate			Q4 2019 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
18-19	8,103	3,171	11,273	2,986	3,519	6,505	11,088	6,690	17,779	73.1	47.4	63.4	47.5
20-24	26,071	21,958	48,029	37,789	30,559	68,349	63,861	52,517	116,378	40.8	41.8	41.3	34.7
25-29	19,871	24,845	44,715	60,971	57,168	118,139	80,841	82,013	162,854	24.6	30.3	27.5	28.8
30-34	16,475	21,996	38,470	54,076	55,761	109,837	70,551	77,757	148,308	23.4	28.3	25.9	22.1
35-39	12,536	14,906	27,442	65,829	62,914	128,742	78,365	77,819	156,184	16.0	19.2	17.6	20.1
40-44	11,026	10,324	21,350	43,949	53,825	97,774	54,975	64,148	119,123	20.1	16.1	17.9	16.9
45-49	7,741	4,146	11,887	39,484	38,122	77,606	47,225	42,268	89,493	16.4	9.8	13.3	13.3
50-54	4,991	2,897	7,888	28,265	27,733	55,998	33,256	30,629	63,886	15.0	9.5	12.3	13.3
55-59	2,249	4,035	6,284	18,581	19,787	38,368	20,830	23,822	44,652	10.8	16.9	14.1	11.3
60-64	2,477	1,569	4,045	13,937	12,108	26,045	16,413	13,677	30,090	15.1	11.5	13.4	24.1
65-69	317	79	396	4,369	6,981	11,349	4,685	7,060	11,745	6.8	1.1	3.4	3.1
70-74	407	-	407	2,321	2,950	5,271	2,728	2,950	5,678	14.9	0.0	7.2	2.7
75+	-	-	-	4,190	2,046	6,235	4,190	2,046	6,235	0.0	0.0	0.0	3.3
Total	112,263	109,923	222,186	376,746	373,473	750,219	489,009	483,396	972,404	23.0	22.7	22.8	21.9

Unemployment at stratum level showed Urban Areas with a rate of 25.5 percent. Rural Areas and Cities & Towns recorded 24.0 and 17.4 percent respectively. Females' unemployment rate was highest in Urban Areas at 25.2 percent. In Urban Villages and Rural Areas, the unemployment rate for males was higher than that of females. A similar scenario was observed for Cities & Towns where the unemployment rate for females was higher compared to that of males, at 17.7 and 17.2 percent respectively. (See Table 2.2).

Table 2.2: Unemployment Rate by Strata and Sex, QMTS Q1_2020

Region	Employed			Unemployed			Labour Force			Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Cities and Towns	98,198	88,359	186,558	20,352	18,961	39,313	118,550	107,321	225,871	17.2	17.7	17.4
Urban Villages	168,994	173,126	342,120	58,576	58,426	117,001	227,569	231,552	459,121	25.7	25.2	25.5
Rural Areas	110,433	112,688	223,121	35,595	34,689	70,284	146,028	147,377	293,405	24.4	23.5	24.0
Total	377,625	374,174	751,798	114,523	112,075	226,598	492,147	486,249	978,396	23.3	23.0	23.2

4.2: Currently Unemployed by Duration Looking for Work

Table 2.3 presents the unemployed population (actively seeking work), by duration looking for work/start business. The results show that, 35.1 percent (79,551 persons) reported that they had been seeking work for two years and more. These were followed by persons who reported to have been looking for work for one year to two years at 21.3 percent (48,214), whilst those who reported that they spent one month to 3 months stood at 40,907 (18.1 percent).

Amongst persons who spent 2 years or more looking for work, the majority were in Urban villages at 38,002 (47.8 percent). Rural areas followed with 23,548 (29.6 percent), and Cities and Towns recorded 18,001 (22.6 percent).

Table 2.3: Unemployment by duration looking for work/ to start a business, QMTS Q1_2020

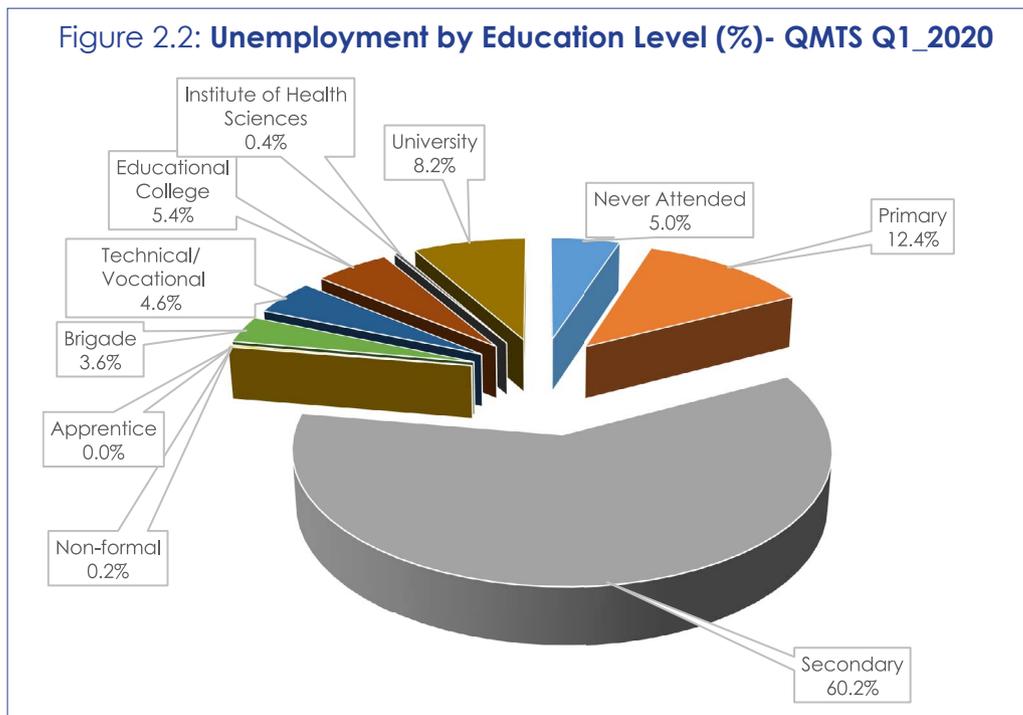
Duration looking for work/ start a business	Cities and Towns			Urban Villages			Rural Areas			Total Unemployed		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 1 month	1,623	1,513	3,136	5,860	1,873	7,733	2,699	1,908	4,607	10,182	5,293	15,476
1- 3 months	3,561	2,016	5,576	15,193	11,038	26,231	2,770	6,329	9,099	21,524	19,383	40,907
3 - 6 moths	425	679	1,104	7,476	3,856	11,332	4,893	2,630	7,523	12,794	7,165	19,959
6- 12 months	2,062	627	2,689	3,655	5,943	9,597	5,067	5,139	10,206	10,784	11,708	22,492
1- 2 years	2,807	6,000	8,807	11,190	12,917	24,106	6,862	8,438	15,300	20,859	27,355	48,214
Two years or more	9,875	8,126	18,001	15,203	22,799	38,002	13,303	10,245	23,548	38,380	41,171	79,551
Total	20,352	18,961	39,313	58,576	58,426	117,001	35,595	34,689	70,284	114,523	112,075	226,598

Percentage Distribution

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

4.3 Currently Unemployed Population by Education Level

Unemployed persons by the level of education showed that Secondary education holders were in the majority at 60.2 percent of the unemployed, followed by Primary school holders and University graduates at 12.4 and 8.2 percent respectively. The same scenario was observed for quarter four 2019 results, where Secondary education holders recorded the highest proportion of 58.7 percent. Amongst the unemployed Secondary education holders, 51.1 percent (69,706) were males whilst 48.9 percent were females (66,647). See Figure 2.2 below.



5.0 UNDER-EMPLOYMENT

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

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

5.1 Currently Under-Employed

The number of persons who reported that they were currently under-employed stood at 52,114, representing 6.9 percent of the total currently employed population (751,798). Of the 52,114 persons currently under employed, 38,813 were females (74.5 percent) and 13,301 males (25.5 percent).

5.2 Currently Under-Employed by Industry

Table 3.1 below shows under employed people by Industry and Sex. The table shows that 73.8 percent of the under employed were working in public administration, followed by those who were working in Education and Households as Employers Activities with 11.0 percent and 4.0 percent respectively.

Table 3.1: Currently Underemployed by Industry and Sex

Industry	Total Underemployed			Percentage		
	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	221	-	221	1.7	-	0.4
Manufacturing	612	196	808	4.6	0.5	1.6
Electricity, Gas, & Air Conditioning Supply	69	-	69	0.5	-	0.1
Water Supply & Waste Management	142	-	142	1.1	-	0.3
Construction	269	25	294	2.0	0.1	0.6
Wholesale, Retail & Repair of Motor Vehicles	-	498	498	-	1.3	1.0
Information and Communication	80	-	80	0.6	-	0.2
Professional, Scientific and Technical Activities	219	293	512	1.6	0.8	1.0
Administrative and Support Service Activities	89	-	89	0.7	-	0.2
Public Administration	9,366	29,069	38,435	70.4	74.9	73.8
Education	446	5,267	5,712	3.4	13.6	11.0
Human Health and Social Work Activities	472	1,506	1,978	3.5	3.9	3.8
Arts, Entertainment and Recreation	500	-	500	3.8	-	1.0
Other Service Activities	-	704	704	-	1.8	1.4
Households as Employers	816	1,256	2,072	6.1	3.2	4.0
Total	13,301	38,813	52,114	100.0	100.0	100.0

5.3 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 (57.4 and 32.0 percent respectively) compared to Cities/towns at 10.6 percent. The tables also show that under employment was mostly among people working in Ipelegeng project which falls under Local Government, recording 64.6 percent followed by Central Government with 20.3 percent.

5.4 Currently Under-Employed by Hours Worked

Under-employed by hours worked indicated that the majority (73.2 percent) of the under-employed worked between 15 and 34 hours per week. Individuals who worked between 7 and 9 hours accounted for only 1.4 percent of the total. See **Table 3.2**.

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

Hours Worked	In His/Her Own Business Activity	As An Employee For Someone Else	As An Apprentice, Intern/Tirelo Sechaba	Total
7-9	-	713	-	713
10-14	-	1,059	-	1,059
15-19	-	1,430	-	1,430
20-24	-	2,412	-	2,412
25-29	218	5,594	2,566	8,379
30-34	-	32,231	5,892	38,122
Total	218	43,438	8,458	52,114
Percentage				
7-9	-	1.6	-	1.4
10-14	-	2.4	-	2.0
15-19	-	3.3	-	2.7
20-24	-	5.6	-	4.6
25-29	100.0	12.9	30.3	16.1
30-34	-	74.2	69.7	73.2
Total	100.0	100.0	100.0	100.0

5.5 Currently Under-Employed by Education Level

Table 3.3 below shows that Under-employment was more prevalent amongst persons who completed secondary and primary school with 25,030 (48.0 percent) and 14,384 persons (27.6 percent) respectively. The least affected group was those who were in apprenticeship with 574 persons (1.1 percent).

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

Age	Primary	Secondary	Non-formal	Apprentice	Brigade	Technical/ Vocational	Educational College	University	Never attended	Total
15-17	-	-	-	-	-	-	-	-	-	-
18-19	-	638	-	-	-	-	-	-	-	638
20-24	1,195	5,628	-	-	338	202	262	-	-	7,624
25-29	1,061	7,019	-	-	608	83	290	641	-	9,702
30-34	347	3,223	-	-	206	310	-	-	261	4,347
35-39	351	4,481	-	-	25	-	161	632	91	5,742
40-44	2,107	1,766	174	-	119	559	-	215	-	4,941
45-49	1,605	1,597	-	-	89	-	-	-	654	3,946
50-54	1,384	459	174	69	-	-	-	-	1,098	3,183
55-59	1,659	-	307	-	-	187	-	-	212	2,364
60-64	3,460	220	101	-	-	-	-	-	2,561	6,342
65-69	883	-	-	274	-	-	-	-	231	1,389
70-74	161	-	-	231	-	-	-	-	850	1,242
75+	169	-	-	-	-	-	-	-	486	655
Total	14,384	25,030	755	574	1,386	1,340	713	1,488	6,444	52,114
Percentage	27.6	48.0	1.4	1.1	2.7	2.6	1.4	2.9	12.4	100.0

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

Age	Primary	Secondary	Non-formal	Apprentice	Brigade	Technical/ Vocational	Educational College	University	Never attended	Total
15-17	-	-	-	-	-	-	-	-	-	-
18-19	-	2.5	-	-	-	-	-	-	-	1.2
20-24	8.3	22.5	-	-	24.4	15.1	36.7	-	-	14.6
25-29	7.4	28.0	-	-	43.9	6.2	40.7	43.1	-	18.6
30-34	2.4	12.9	-	-	14.9	23.1	-	-	4.1	8.3
35-39	2.4	17.9	-	-	1.8	-	22.6	42.5	1.4	11.0
40-44	14.6	7.1	23.0	-	8.6	41.7	-	14.4	-	9.5
45-49	11.2	6.4	-	-	6.4	-	-	-	10.1	7.6
50-54	9.6	1.8	23.0	12.0	-	-	-	-	17.0	6.1
55-59	11.5	-	40.7	-	-	14.0	-	-	3.3	4.5
60-64	24.1	0.9	13.4	-	-	-	-	-	39.7	12.2
65-69	6.1	-	-	47.7	-	-	-	-	3.6	2.7
70-74	1.1	-	-	40.2	-	-	-	-	13.2	2.4
75+	1.2	-	-	-	-	-	-	-	7.5	1.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Percentage	27.6	48.0	1.4	1.1	2.7	2.6	1.4	2.9	12.4	100.0

6.0 DISABILITY IN LABOUR FORCE

Literature from the past has shown that people living with disability were frequently denied or had limited opportunities to work. They were faced with barriers to equal job opportunities as compared to those without disability. The International Labour Organisation (ILO) is advocating for the inclusion of people with disability in the world of work.

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

6.1 Labour Force with Disability

The Total labour force of people with disability was estimated at 9,056, of which 4,514 were males, and 4,544 were females. From this total, 8,310 were employed and 746 were unemployed.

6.2 Currently Employed Persons with Disability

From the total employed the population of 751,798, an estimate of 8,310 persons (1.1 percent) reported to having some form of disability during the first quarter of 2020.

The comparison of the employed persons with disability for Q1 2020 & Q4 2019 showed that there was a bit of decline in the number of employed persons with disability. The total declined from 8,691 persons in the last quarter of 2019 to 8,310 persons during the first quarter of 2020. See [Table 4.1](#) and [Figure 4.2](#)

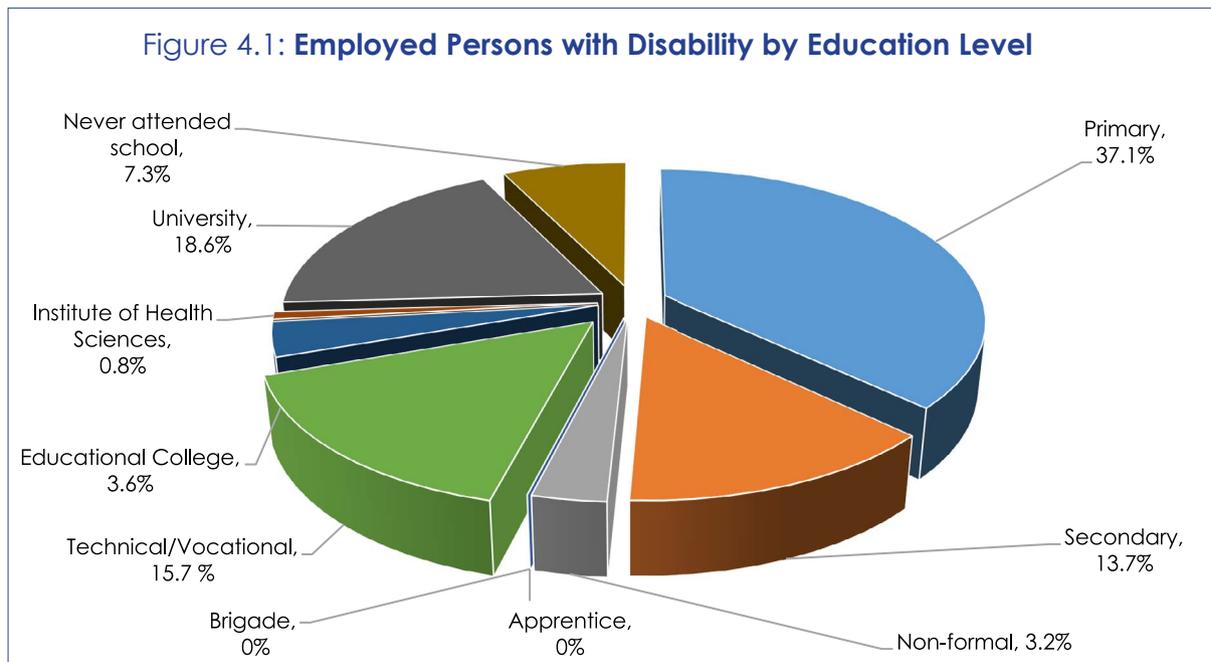


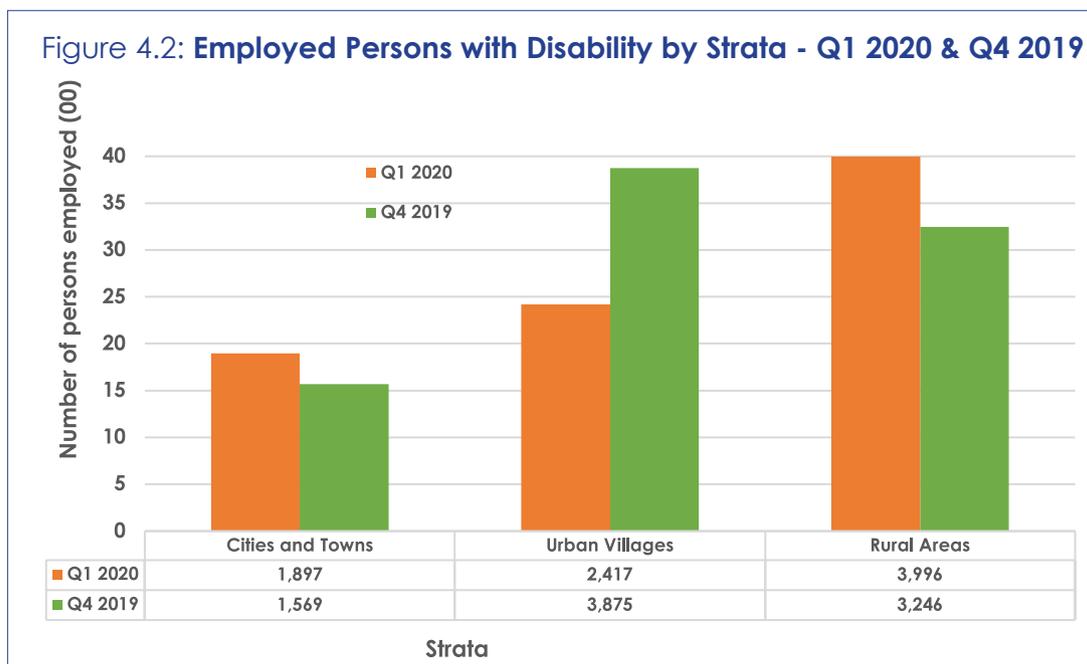
Figure 4.1 above shows that 37.1 percent of the working persons with disability have primary education, followed by those with university education at 18.6 percent. Those who have technical/vocational education recorded 15.7 percent.

Furthermore 24.4 percent of people living with disability reported being working in elementary occupations, followed by those in managerial positions with 20.1 percent. The third was the technicians with 15.6 percent and service/sales workers with 13.6 percent. See [Table DA4 in the appendix tables](#).

Table 4.1: Employed Person With Disability By Sex And Strata

Strata	QMTS Q1 2020					
	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
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
Strata	QMTS Q4 2019					
	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
Cities and Towns	794	775	1,569	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

In the first quarter of 2020, the results showed that the majority of the employed persons with a disability were in rural areas (48.1 percent), followed by those in urban villages with 29.1 percent however during the last quarter of 2019 majority were reported to be urban areas with 44.6 percent while rural areas were second with 37.3 percent.



6.3 Unemployment by Disability

Unemployed persons living with disability by age group are presented in **Table 4.2** below.

Disability was reported only in three groups being, age group 20 -24, 55 -59 and 60 -64 years. Age group 60-64 recorded the highest proportion of 51.1 percent, followed by age groups 55 – 59 with 26.2 percent and lastly 20 – 24 years with 22.7 percent.

Table 4.2: Unemployed Population with Disability by Age Group and Sex

Age group	Counts			Percentages		
	Male	Female	Total	Male	Female	Total
15-17	-	-	-	-	-	-
18-19	-	-	-	-	-	-
20-24	-	170	170	-	30.3	22.7
25-29	-	-	-	-	-	-
30-34	-	-	-	-	-	-
35-39	-	-	-	-	-	-
40-44	-	-	-	-	-	-
45-49	-	-	-	-	-	-
50-54	-	-	-	-	-	-
55-59	-	195	195	-	34.9	26.2
60-64	186	195	381	100.0	34.9	51.1
65-69	-	-	-	-	-	-
70-74	-	-	-	-	-	-
75 & Above	-	-	-	-	-	-
Total	186	561	746	100.0	100.0	100.0

7.0 YOUTH (15 – 35 years) LABOUR FORCE

Youth population (15-35 years) for the first quarter of 2020 was estimated at 847,633 persons. This was a decline of 1.0 percent (8,498), compared to the fourth quarter of 2019 results, which estimated the total youth population at 856,131 persons. Male youth population was constituted 48.0 percent (406,762) while females recorded 52.0 percent (440,870) of the total youth population. **(Table YE1 Appendix 3)**

7.1 Youth Labour Force

Youth Labour Force was estimated at 485,554 persons. The number of Employed youth was estimated at 333,595 (68.7 percent) to the total youth labour force, while 151,959 (31.3 percent) were the unemployed. Analysis by education level showed that most of the youth labour force had completed Secondary (62.7 percent). These were followed by the youth who completed University and Education College with 13.5 and 7.0 percent respectively.

7.2 Employed youth

Employed youth (15 – 35 years) population accounted for 44.4 percent of the total Employed population (751,798). Out of the 333,595 employed youth, 51.5 percent were males and 48.5 percent were females. Age groups 25 – 29 and 30 – 34 contributed the largest share to the youth employed population with 35.4 and 32.9 percent respectively. **See table YE2 Appendix 3.**

The results indicate that most of the employed youth were in Urban Villages with a total of 158,422 persons. This accounts for 47.5 percent of the total employed youth population. Rural Areas recorded 95,395 (28.6 percent) while Cities and Towns recorded the lowest number of the employed youth population of 79,778 (23.9 percent).

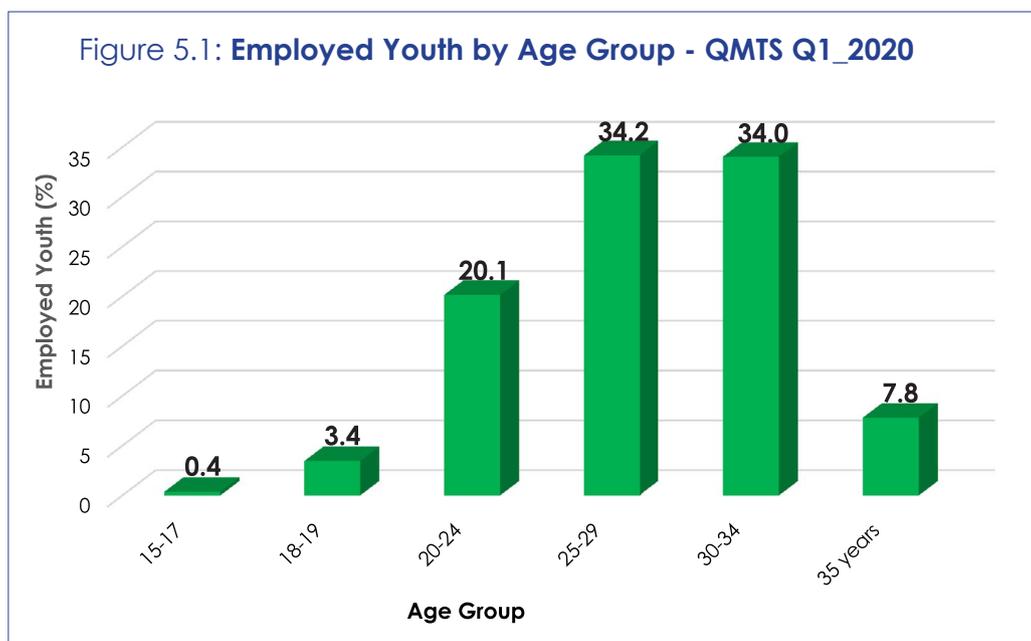


Table YE7 – Appendix 3 shows that 31.5 percent of the employed youth were in Elementary Occupations. Youth employed in Service/Sales and Craft & Related Trades occupations followed with 28.0 and 9.0 percent respectively.

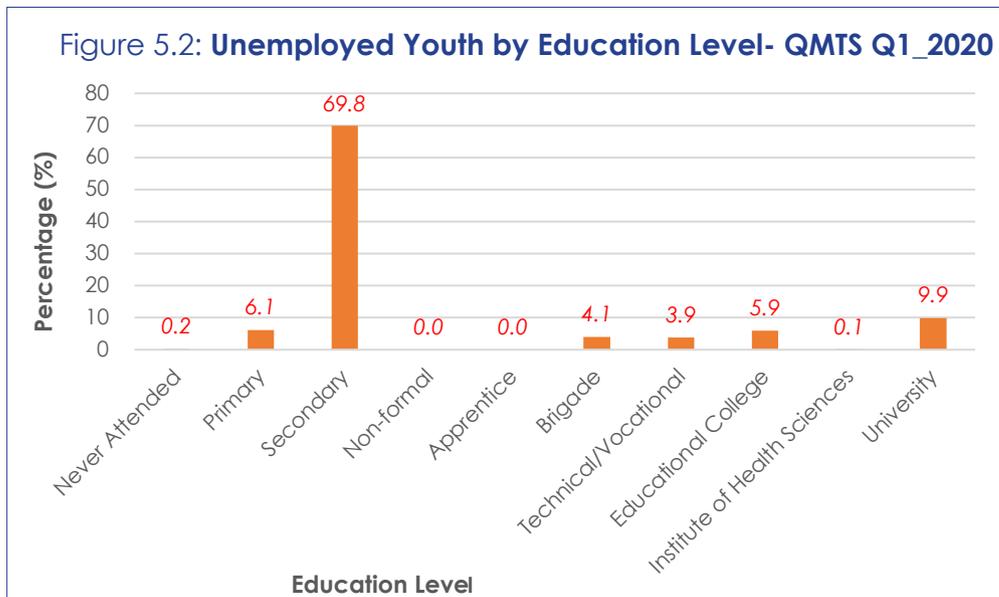
7.3 Youth Unemployment

The Youth unemployment rate for quarter one of 2020 was estimated at 31.3 percent. Females recorded unemployment rate of 32.2 percent compared to 30.4 percent recorded by their male counterparts.

The Unemployment rate by age group showed that the rate was concentrated more in the age groups 15-17 to 20-24. Age group 15-17 recorded 73.6 percent, followed by Age groups 18-19 and 20-24 with 63.4 and 41.3 percent respectively. **(Table YE2 Appendix 3)**

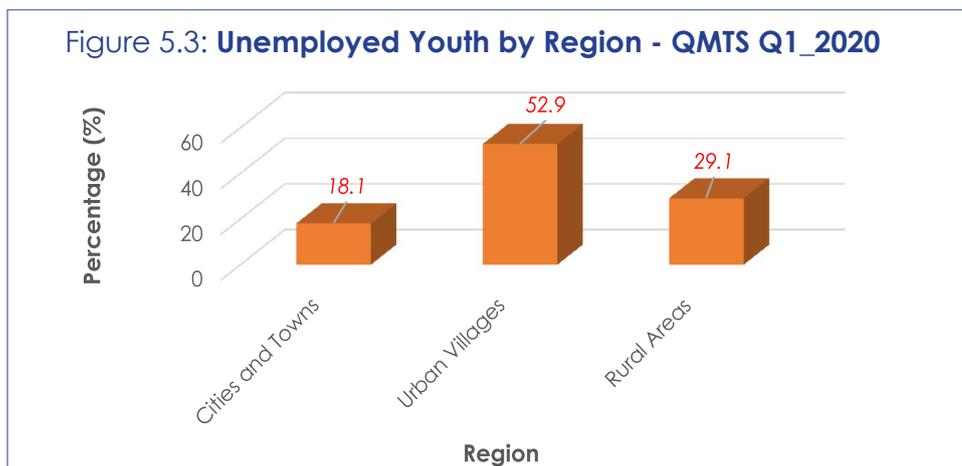
7.3.1 Total Unemployed Youth by Education

Secondary school holders were the most affected by unemployment, recording 69.8 percent of the total unemployed youth, followed by university and Primary education holders with 9.9 and 6.1 percent respectively. Secondary school leavers comprised 50.4 percent males and 49.6 percent females.

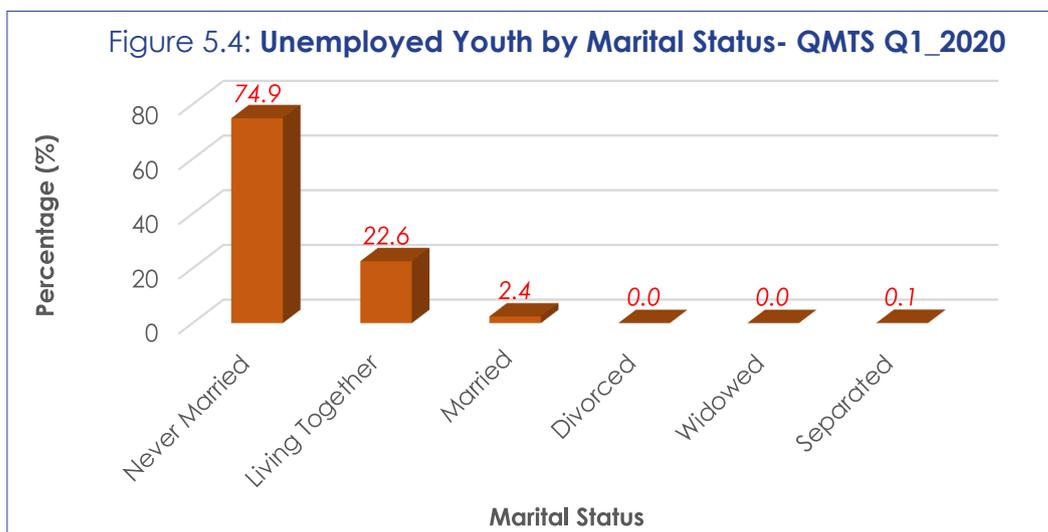


7.3.2 Unemployed Youth by Strata

Figure 5.3 below shows that most of the unemployed youth population was in the Urban villages at 52.9 percent, followed unemployed youth in Rural Areas and Cities & Towns with 29.1 and 18.1 percent respectively.



Unemployment by marital status showed that youth who were never married accounted for 74.9 percent of the unemployed persons, followed by those “Living together” with 22.6 percent. The Married and the Separated constituted 2.4 and 0.1 percent respectively. The Widowed and Divorced reported no unemployed youth.



7.4 Youth Not In Education, Not In Employment Or Training (NEET)

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

The total number of youth not in education, employment or training from quarter one of 2020 results was estimated at 339,752 persons. Of these, 44.6 percent (151,610) were male and 55.4 percent (188,141) were female. The total number shows an increase of 30,423 persons (9.8 percent) from the 309,328 in quarter four 2019 to 339,752 persons in quarter one of 2020. [See Table YE8 and YE9 from Appendix 3.](#)

Table 5.1 presents NEET by age group. Overall NEET rate was estimated at 39.7 percent in the first quarter of 2020, compared with 36.1 percent that was estimated for quarter four of 2019. Male NEET rate was 36.8 percent compared to 42.3 percent recorded for females. Age group 18-19 had the highest NEET rate (60.7 percent), followed by the 20-24 and 25-29 years age groups with 48.9 and 40.0 percent respectively.

Table 5. 1- NEET rate by Age Group and Sex, QMTS Q1_2020

Age Group	NEET Rate (%)			Q4_2019
	Male	Female	Total	Total
15-17	20.1	20.6	20.4	13.1
18-19	66.4	55.1	60.7	39.6
20-24	50.9	47.0	48.9	44.6
25-29	32.5	46.8	40.0	43.0
30-34	31.3	42.6	37.7	36.8
35	21.8	47.6	33.2	34.3
Total	36.8	42.3	39.7	36.1

8.0 POPULATION OUTSIDE THE LABOUR FORCE (POLF)

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

The inactivity rate is the proportion of people outside the labour force (i.e. economically inactive persons) in the total population of the same age group. **Table 6.1** shows the estimated overall Inactive rate at 40.3 percent, with females and males recording 44.8 and 34.9 percent respectively. The ratio for females was higher than their male counterparts for all the age groups except for age group 65-69.

Table 6.1: **Economically Inactive Rates (15 years and above), QMTS Q1 2020**

Age Group	Total Population			Population Outside Labour Force			Inactive Rate			Q4 2019 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
15-17	66,597	70,741	137,338	63,458	67,888	131,346	95.3	96.0	95.6	96.7
18-19	42,439	35,212	77,651	31,350	28,522	59,873	73.9	81.0	77.1	72.3
20-24	97,241	92,696	189,937	33,381	40,179	73,559	34.3	43.3	38.7	44.1
25-29	99,643	117,185	216,827	18,801	35,172	53,973	18.9	30.0	24.9	25.3
30-34	80,675	101,954	182,628	10,124	24,197	34,321	12.5	23.7	18.8	20.1
35-39	88,253	103,188	191,440	9,888	25,368	35,256	11.2	24.6	18.4	16.3
40-44	63,715	81,749	145,464	8,740	17,600	26,340	13.7	21.5	18.1	19.6
45-49	53,555	56,804	110,358	6,330	14,536	20,865	11.8	25.6	18.9	21.4
50-54	44,448	48,581	93,029	11,192	17,951	29,143	25.2	37.0	31.3	31.6
55-59	30,255	44,870	75,125	9,425	21,048	30,473	31.2	46.9	40.6	39.2
60-64	29,486	41,129	70,615	13,072	27,453	40,525	44.3	66.7	57.4	59.7
65-69	19,556	27,050	46,605	14,870	19,990	34,860	76.0	73.9	74.8	70.8
70-74	15,502	19,872	35,374	12,774	16,922	29,696	82.4	85.2	83.9	78.9
75+	24,930	40,642	65,572	20,740	38,596	59,337	83.2	95.0	90.5	90.1
Total	756,295	881,670	1,637,964	264,147	395,421	659,568	34.9	44.8	40.3	41.0

The estimated total number of persons outside labour force was 659,568, out of which 40.0 percent (264,147) were males and 60.0 percent (395,421) were females. Persons outside the labour force were concentrated in age groups from 15 to 29 years. The 15-17 year age group recorded 19.9 percent, followed by the 20-24 years group with 11.2 percent. The 18-19 and 25-29 recorded 9.1 and 8.2 percent respectively. See **Table 6.2** below

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

Age Group	Population Outside Labour Force			% Distribution		
	Male	Female	Total	Male	Female	Total
15-17	63,458	67,888	131,346	24.0	17.2	19.9
18-19	31,350	28,522	59,873	11.9	7.2	9.1
20-24	33,381	40,179	73,559	12.6	10.2	11.2
25-29	18,801	35,172	53,973	7.1	8.9	8.2
30-34	10,124	24,197	34,321	3.8	6.1	5.2
35-39	9,888	25,368	35,256	3.7	6.4	5.3
40-44	8,740	17,600	26,340	3.3	4.5	4.0
45-49	6,330	14,536	20,865	2.4	3.7	3.2
50-54	11,192	17,951	29,143	4.2	4.5	4.4
55-59	9,425	21,048	30,473	3.6	5.3	4.6
60-64	13,072	27,453	40,525	4.9	6.9	6.1
65-69	14,870	19,990	34,860	5.6	5.1	5.3
70-74	12,774	16,922	29,696	4.8	4.3	4.5
75+	20,740	38,596	59,337	7.9	9.8	9.0
Total	264,147	395,421	659,568	100.0	100.0	100.0

Table LFO1 from **Appendix 3**, shows that persons in household responsibilities accounted for 32.8 percent of the population outside the labour force. These were followed by persons engaged in Studies or Training who recorded 29.8 percent while the Relaxed job seekers accounted for 13.3 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 59.7 percent, followed by the 18-19 and 20-24 with 16.9 and 16.6 percent respectively. See **Table LFO2**.

APPENDIX 1: Definition of Terms and Concepts

Population in Labour Force (Economically Active Population)

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

Employed Persons

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

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

Unemployed Persons

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

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

Population Outside Labour Force (Currently Not Economically Active)

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

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

Unemployed

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

Unemployed Rate

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

Relaxed or Discouraged Job Seekers

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

Extended Unemployment Rate

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

Labour Under Utilisation

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

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

Temporary Absences From Employment

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

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

Usual Economic Activity

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

Current Economic Activity

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

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

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

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

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

Ipelegeng - Persons employed on drought relief projects which mostly are under Local Government.
Parastatals - includes the wide range of enterprises owned at least 50% by the government, either profit making or non-profit making. These are enterprises which are exercising certain corporate or

business functions and also have rights in connection with public duties. Parastatals are companies in private sector which are supported by government with a public mandate to provide a given service.

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

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

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

1. Companies which are formally registered with

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

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

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

Formal Employment

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

Occupation

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

Industry

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

APPENDIX 2: Survey Methodology

SURVEY DESIGN METHODOLOGY - QUARTERLY MULTI TOPIC SURVEY 2019

1.0 Introduction

The Quarterly Multi Topic Survey (QMTS) is a household-based sample survey conducted by Statistics Botswana which collects data mainly on the labour market activity of individuals aged 15 years and above in the country. The main objective of the CMTS 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 BMTS, the CMTS is more focused on labour issues.

2.0 Sampling Design

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

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

2.01 Design assumptions

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

APPENDIX 3: Tables

Table M1: Currently Employed by Industry & Occupation, QMTS Q1 2020

Industry	Occupation											Total
	Managers	Professionals	Technicians and Associate Professionals	Clerical Support Services	Service/Sales Workers	Skilled Agric. Workers	Craft and Trades Workers	Plant & Machine Operators	Elementary Occupations	Other	Not Stated	
Agriculture, Forestry and Fishing	2,384	237	86	221	107	11,289	2,515	2,146	36,946	-	-	55,932
Mining and Quarrying	341	1,214	3,325	310	1,102	-	1,655	2,833	754	-	-	11,533
Manufacturing	6,323	1,829	709	1,277	2,464	-	23,575	6,334	10,819	-	-	53,331
Electricity, Gas, & Air Conditioning Supply	-	811	263	523	-	-	1,004	-	300	-	-	2,901
Water Supply and Waste Management	1,072	1,897	1,842	171	-	-	1,488	2,070	2,307	-	-	10,848
Construction	2,890	43	2,606	1,297	477	-	23,372	2,517	23,804	-	-	57,006
Wholesale and Retail Trade	31,757	1,099	3,048	4,607	57,167	586	9,660	4,336	15,467	-	-	127,726
Transport & Storage	2,503	753	842	3,604	1,906	-	623	15,603	1,454	-	-	27,288
Accommodation and Food Service Activities	4,208	204	483	1,381	12,317	444	680	1,675	4,251	-	-	25,644
Information and Communication	1,823	1,545	2,882	674	221	-	-	-	84	-	-	7,230
Finance and Insurance	1,928	1,346	6,032	562	896	-	-	-	694	-	-	11,458
Real Estate Activities	-	173	1,129	-	-	-	-	-	-	-	-	1,302
Professional, Scientific and Technical Activities	474	1,569	2,434	2,863	1,411	214	536	389	1,234	-	-	11,124
Administrative and Support Service Activities	1,672	374	1,310	2,373	36,298	262	412	1,727	9,970	-	-	54,399
Public Administration	10,065	8,696	9,248	10,968	21,725	920	2,979	5,489	74,628	3,276	-	147,994
Education	2,832	18,244	21,064	2,162	13,988	63	826	1,296	10,651	-	-	71,126
Human Health and Social Work Activities	407	3,329	8,958	1,721	6,764	217	-	1,977	3,013	-	-	26,386
Arts, Entertainment and Recreation	203	440	1,414	226	351	-	606	-	807	-	-	4,047
Other Service Activities	2,170	154	1,708	457	6,915	-	1,831	409	1,464	-	-	15,107
Households as Employers	-	-	-	-	4,165	225	1,224	762	22,507	-	-	28,883
Activities of Extraterritorial organizations	-	-	-	-	-	-	-	431	-	-	-	431
Not Stated	-	-	-	-	-	-	-	-	-	-	103	103
Total	73,052	43,958	69,384	35,397	168,275	14,221	72,984	49,994	221,154	3,276	103	751,798

Table M2: Currently Employed by Occupation, Strata & Sex, QMTS Q1 2020

	Occupation	Counts				Percentages (%)			
		Cities and Towns	Urban Villages	Rural Areas	Total	Cities and Towns	Urban Villages	Rural Areas	Total
Both Sex	Managers	21,235	33,525	18,292	73,052	11.4	9.8	8.2	9.7
	Professionals	14,012	24,323	5,624	43,958	7.5	7.1	2.5	5.8
	Technicians and Associate Professionals	22,379	34,248	12,758	69,384	12.0	10.0	5.7	9.2
	Clerical Support Services	12,121	17,003	6,274	35,397	6.5	5.0	2.8	4.7
	Service/Sales Workers	47,535	81,925	38,815	168,275	25.5	23.9	17.4	22.4
	Skilled Agric. Workers	1,426	6,037	6,757	14,221	0.8	1.8	3.0	1.9
	Craft and Trades Workers	17,671	38,087	17,227	72,984	9.5	11.1	7.7	9.7
	Plant & Machine Operators	14,569	26,141	9,284	49,994	7.8	7.6	4.2	6.6
	Elementary Occupations	33,384	79,679	108,091	221,154	17.9	23.3	48.4	29.4
	Other	2,123	1,154	0	3,276	1.1	0.3	-	0.4
	Not Stated	103	0	0	103	0.1	-	-	0.0
	Total		186,558	342,120	223,121	751,798	100.0	100.0	100.0
Male	Managers	10,912	13,909	7,905	32,726	11.1	8.2	7.2	7.2
	Professionals	6,626	9,910	2,418	18,953	6.7	5.9	2.2	2.2
	Technicians and Associate Professionals	11,982	15,310	3,106	30,399	12.2	9.1	2.8	2.8
	Clerical Support Services	3,918	4,292	1,834	10,045	4.0	2.5	1.7	1.7
	Service/Sales Workers	20,432	34,268	15,079	69,779	20.8	20.3	13.7	13.7
	Skilled Agric. Workers	820	3,331	3,743	7,894	0.8	2.0	3.4	3.4
	Craft and Trades Workers	15,467	30,641	11,531	57,639	15.8	18.1	10.4	10.4
	Plant & Machine Operators	13,651	22,510	7,887	44,048	13.9	13.3	7.1	7.1
	Elementary Occupations	12,165	33,797	56,930	102,893	12.4	20.0	51.6	51.6
	Other Specialized Professionals	2,123	1,024	0	3,147	2.2	0.6	-	-
	Not Stated	103	0	0	103	0.1	-	-	-
	Total		98,198	168,994	110,433	377,625	100.0	100.0	100.0
Female	Managers	10,323	19,615	10,387	40,326	11.7	11.3	9.2	10.8
	Professionals	7,386	14,412	3,206	25,005	8.4	8.3	2.8	6.7
	Technicians and Associate Professionals	10,396	18,938	9,652	38,986	11.8	10.9	8.6	10.4
	Clerical Support Services	8,203	12,711	4,439	25,353	9.3	7.3	3.9	6.8
	Service/Sales Workers	27,103	47,656	23,736	98,496	30.7	27.5	21.1	26.3
	Skilled Agric. Workers	606	2,706	3,014	6,327	0.7	1.6	2.7	1.7
	Craft and Trades Workers	2,204	7,446	5,696	15,346	2.5	4.3	5.1	4.1
	Plant & Machine Operators	918	3,631	1,397	5,945	1.0	2.1	1.2	1.6
	Elementary Occupations	21,219	45,881	51,160	118,261	24.0	26.5	45.4	31.6
	Other specialized professionals	0	130	0	130	-	0.1	-	0.0
	Not Stated	0	0	0	0	-	-	-	-
	Total		88,359	173,126	112,688	374,174	100.0	100.0	100.0

Table M3: Currently Employed by Age group & Marital status, QMTS Q1 2020

Age Group	Married	Living Together	Separated	Divorced	Widowed	Never Married	Total
15-17	-	-	-	-	-	1,580	1,580
18-19	171	783	-	-	-	5,551	6,505
20-24	-	17,075	-	-	-	51,274	68,349
25-29	3,905	52,482	-	-	154	61,598	118,139
30-34	16,671	51,046	-	-	195	41,925	109,837
35-39	31,674	53,816	456	-	-	42,796	128,742
40-44	34,642	32,540	862	1,875	796	27,059	97,774
45-49	31,385	21,281	495	1,731	2,569	20,146	77,606
50-54	24,342	8,781	229	2,676	2,310	17,661	55,998
55-59	17,661	5,767	-	1,355	4,308	9,278	38,368
60-64	9,582	5,483	618	848	2,621	6,892	26,045
65-69	4,391	1,877	-	631	2,099	2,352	11,349
70-74	1,784	949	-	-	1,860	679	5,271
75 & Above	2,485	636	-	461	1,469	1,185	6,235
Total	178,692	252,516	2,660	9,576	18,380	289,975	751,798
Percentages (%)							
15-17	-	-	-	-	-	0.5	0.2
18-19	0.1	0.3	-	-	-	1.9	0.9
20-24	-	6.8	-	-	-	17.7	9.1
25-29	2.2	20.8	-	-	0.8	21.2	15.7
30-34	9.3	20.2	-	-	1.1	14.5	14.6
35-39	17.7	21.3	17.1	-	-	14.8	17.1
40-44	19.4	12.9	32.4	19.6	4.3	9.3	13.0
45-49	17.6	8.4	18.6	18.1	14.0	6.9	10.3
50-54	13.6	3.5	8.6	27.9	12.6	6.1	7.4
55-59	9.9	2.3	-	14.1	23.4	3.2	5.1
60-64	5.4	2.2	23.2	8.9	14.3	2.4	3.5
65-69	2.5	0.7	-	6.6	11.4	0.8	1.5
70-74	1.0	0.4	-	-	10.1	0.2	0.7
75 & Above	1.4	0.3	-	4.8	8.0	0.4	0.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table M4: Employed by Occupation & Marital status, QMTS Q1 2020

Occupation	Married	Living Together	Separated	Divorced	Widowed	Never Married	Total
Managers	28,012	21,638	226	748	2,454	19,974	73,052
Professionals	20,149	8,291	362	834	529	13,792	43,958
Technicians and Associate Professionals	31,611	15,180	229	1,671	639	20,055	69,384
Clerical Support Services	9,193	10,178	-	354	527	15,145	35,397
Service/Sales Workers	27,698	62,902	458	1,462	2,740	73,015	168,275
Skilled Agric. Workers	4,587	5,056	-	807	239	3,531	14,221
Craft and Trades Workers	17,556	32,088	154	1,260	1,842	20,084	72,984
Plant & Machine Operators	14,193	20,038	30	583	2,365	12,784	49,994
Elementary Occupations	22,872	76,912	1,200	1,690	7,045	111,435	221,154
Other	2,820	130	-	167	-	160	3,276
Not Stated	-	103	-	-	-	-	103
Total	178,692	252,516	2,660	9,576	18,380	289,975	751,798
Percentages (%)							
Managers	15.7	8.6	8.5	7.8	13.4	6.9	9.7
Professionals	11.3	3.3	13.6	8.7	2.9	4.8	5.8
Technicians and Associate Professionals	17.7	6.0	8.6	17.4	3.5	6.9	9.2
Clerical Support Services	5.1	4.0	-	3.7	2.9	5.2	4.7
Service/Sales Workers	15.5	24.9	17.2	15.3	14.9	25.2	22.4
Skilled Agric. Workers	2.6	2.0	-	8.4	1.3	1.2	1.9
Craft and Trades Workers	9.8	12.7	5.8	13.2	10.0	6.9	9.7
Plant & Machine Operators	7.9	7.9	1.1	6.1	12.9	4.4	6.6
Elementary Occupations	12.8	30.5	45.1	17.6	38.3	38.4	29.4
Other	1.6	0.1	-	1.7	-	0.1	0.4
Not Stated	-	0.0	-	-	-	-	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table M5: Currently Employed by Education level and Sex, QMTS Q1 2020

Educational Level	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
Never attended school	24,698	18,004	42,701	6.5	4.8	5.7
Primary	53,628	57,235	110,863	14.2	15.3	14.7
Secondary	158,694	159,855	318,549	42.0	42.7	42.4
Non-formal	3,059	2,942	6,001	0.8	0.8	0.8
Apprentice	4,963	615	5,578	1.3	0.2	0.7
Brigade	22,700	8,783	31,483	6.0	2.3	4.2
Technical/Vocational	28,099	22,145	50,244	7.4	5.9	6.7
Educational College	25,616	37,282	62,897	6.8	10.0	8.4
Institute of Health Sciences	1,895	3,398	5,293	0.5	0.9	0.7
University	54,273	63,915	118,188	14.4	17.1	15.7
Total	377,625	374,174	751,798	100.0	100.0	100.0

Table M6: Currently Employed by Subject of Training and Sex, QMTS Q1 2020

Subject of Training	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
No Training	223,069	235,302	458,371	59.1	62.9	61.0
Basic, Literacy & Numeracy and Personnel Development Programs	5,585	18,911	24,496	1.5	5.1	3.3
Education Programs	1,298	5,256	6,554	0.3	1.4	0.9
Arts and Humanities	4,974	2,297	7,271	1.3	0.6	1.0
Social & Behavioral	1,586	4,040	5,626	0.4	1.1	0.7
Journalism, Information and Documentation	2,679	1,359	4,039	0.7	0.4	0.5
Business and Administration Programs	28,040	50,256	78,296	7.4	13.4	10.4
Programs in Law	2,026	1,749	3,775	0.5	0.5	0.5
Life and Physical Sciences Programs	443	1,147	1,590	0.1	0.3	0.2
Mathematics and Statistics Programs	1,081	281	1,362	0.3	0.1	0.2
Computer Programs	12,192	14,311	26,502	3.2	3.8	3.5
Engineering Trade Programs	15,669	2,191	17,860	4.1	0.6	2.4
Manufacturing and Processing Programs	2,716	5,967	8,683	0.7	1.6	1.2
Industrial Programs	11,522	1,571	13,093	3.1	0.4	1.7
Architecture and Building Program	3,621	1,125	4,746	1.0	0.3	0.6
Building and Construction Programs	24,108	2,894	27,002	6.4	0.8	3.6
Agric. Forestry & Fishery	2,775	1,716	4,491	0.7	0.5	0.6
Veterinary Programs	-	86	86	-	0.0	0.0
Health Programs	6,092	9,724	15,816	1.6	2.6	2.1
Social Services Programs	139	2,420	2,560	0.0	0.6	0.3
Personal Services Programs	2,622	6,265	8,887	0.7	1.7	1.2
Transport Services Programs	17,839	1,793	19,632	4.7	0.5	2.6
Environmental Protection Programs	2,051	2,909	4,960	0.5	0.8	0.7
Security Services Programs	5,495	602	6,098	1.5	0.2	0.8
Total	377,625	374,174	751,798	100.0	100.0	100.0

Table M7: Currently Employed by Occupation and Usual Hours of Work Per Day, QMTS Q1 2020

Occupation	Usual hours of work per day					Total
	Less than 1 hour	1 - 4 hours	5 - 9 hours	10 - 14 hours	Not stated	
Managers	-	3,411	43,418	26,223	-	73,052
Professionals	-	1,102	40,999	1,858	-	43,958
Technicians and Associate Professionals	-	1,518	64,471	3,395	-	69,384
Clerical Support Services	-	-	34,488	909	-	35,397
Service/Sales Workers	190	6,708	100,258	61,119	-	168,275
Skilled Agric. Workers	-	3,883	8,236	2,102	-	14,221
Craft and Trades Workers	-	8,480	55,047	9,255	203	72,984
Plant & Machine Operators	-	1,271	33,967	14,534	222	49,994
Elementary Occupations	1,376	15,427	171,973	32,034	344	221,154
Other specialized professionals	-	-	3,276	-	-	3,276
Not Stated	-	-	-	-	103	103
Total	1,566	41,801	556,132	151,428	871	751,798

Table M8: Currently Employed by Industry and usual hours of work per day, QMTS Q1 2020

Industry	Usual hours of work per day					Total
	Less than 1 hour	1 - 4 hours	5 - 9 hours	10 - 14 hours	Not stated	
Agriculture, Forestry and Fishing	155	4,797	30,165	20,815	-	55,932
Mining and Quarrying	-	-	9,897	1,637	-	11,533
Manufacturing	-	2,503	41,831	8,997	-	53,331
Electricity, Gas, & Air Conditioning Supply	-	-	2,338	563	-	2,901
Water Supply and Waste Management	-	596	10,086	166	-	10,848
Construction	416	8,992	41,004	6,048	546	57,006
Wholesale and Retail Trade	190	7,966	77,926	41,644	-	127,726
Transport & Storage	-	1,794	16,062	9,431	-	27,288
Accommodation and Food Service Activities	-	1,311	18,072	6,261	-	25,644
Information and Communication	-	282	6,486	462	-	7,230
Finance and Insurance Activities	-	232	11,226	-	-	11,458
Real Estate Activities	-	-	1,115	187	-	1,302
Professional, Scientific and Technical	-	-	9,284	1,840	-	11,124
Administrative and Support Service Activities	-	429	19,217	34,531	222	54,399
Public Administration	-	1,664	144,179	2,151	-	147,994
Education	-	2,318	65,823	2,985	-	71,126
Human Health and Social Work Activities	-	361	23,207	2,818	-	26,386
Arts, Entertainment and Recreation	-	1,425	2,307	315	-	4,047
Other Service Activities	-	204	10,561	4,342	-	15,107
Households as Employers	805	6,926	14,916	6,236	-	28,883
Activities of Extraterritorial organizations	-	-	431	-	-	431
Not Stated	-	-	-	-	103	103
Total	1,566	41,801	556,132	151,428	871	751,798

Table M9: Currently Employed by Employment status and Sex, QMTS Q1 2020

Employment status	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
In his/her own business activity	57,721	75,112	132,833	15.3	20.1	17.7
In a business operated by a household or family member	2,321	2,107	4,428	0.6	0.6	0.6
As an employee for someone else	266,447	273,717	540,164	70.6	73.2	71.8
As an apprentice, internship/tirelo sechaba	4,666	12,695	17,361	1.2	3.4	2.3
Helping a household member who works for someone else	964	171	1,135	0.3	0.0	0.2
In piece Jobs	45,403	10,372	55,774	12.0	2.8	7.4
Not stated	103	-	103	0.0	-	0.0
Total	377,625	374,174	751,798	100.0	100.0	100.0

AVERAGE EARNINGS

Table AE1: Average Earnings (in Pula) for wage earners (15 years & above) by Occupation and Sex, QMTS Q1 2020

Occupation	Average Earnings			Q4_2019
	Male	Female	Total	Total
Managers	15,463	14,580	15,127	15,857
Professionals	16,580	13,752	14,926	15,295
Technicians and Associate Professionals	12,999	10,807	11,718	11,048
Clerical Support Services	5,305	4,319	4,591	4,026
Service/Sales Workers	3,605	2,043	2,772	2,668
Skilled Agric. Workers	1,868	1,934	1,896	2,936
Craft and Trades Workers	4,170	2,956	3,988	4,162
Plant & Machine Operators	3,953	2,764	3,804	3,848
Elementary Occupations	1,429	1,130	1,270	1,202
Other	19,513	8,900	19,093	19,358
Total	5,283	4,385	4,848	4,818

Table AE2: Average Earnings for wage earners (15 years & above) by Occupation, Citizenship and Sex, QMTS Q1 2020

Occupation	Citizens			Non- Citizens			Total Wage Earners		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers	15,411	14,580	15,085	16,444	-	16,444	15,463	14,580	15,127
Professionals	16,595	13,402	14,726	6,223	22,851	20,070	16,580	13,752	14,926
Technicians and Associate Professionals	13,105	10,620	11,619	11,722	18,486	13,779	12,999	10,807	11,718
Clerical Support Services	5,305	4,319	4,591	-	-	-	5,305	4,319	4,591
Service/Sales Workers	3,622	1,993	2,756	400	6,477	4,675	3,605	2,043	2,772
Skilled Agric. Workers	1,868	2,086	1,951	-	1,000	1,000	1,868	1,934	1,896
Craft and Trades Workers	4,207	2,955	4,003	3,893	3,000	3,863	4,170	2,956	3,988
Plant & Machine Operators	3,981	2,764	3,827	1,317	-	1,317	3,953	2,764	3,804
Elementary Occupations	1,396	1,134	1,253	1,685	1,029	1,480	1,429	1,130	1,270
Other	19,513	8,900	19,093	-	-	-	19,513	8,900	19,093
Total	5,358	4,340	4,856	4,197	5,979	4,702	5,283	4,385	4,848

Table AE3: **Average earnings for wage earners (15 years & above) by Industry, Citizenship and Sex, QMTS Q1 2020**

Industry	Citizens			Non- Citizens			Total			Q4_2019
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
Agriculture, Forestry and Fishing	1,541	1,547	1,542	1,053	1,477	1,091	1,439	1,540	1,455	1,257
Mining and Quarrying	14,292	11,811	13,828	22,000	-	22,000	14,444	11,811	13,960	16,345
Manufacturing	3,727	2,360	3,262	8,780	-	8,780	3,988	2,360	3,454	3,297
Electricity, Gas, & Air Conditioning Supply	10,900	20,629	12,698	-	-	-	10,900	20,629	12,698	4,764
Water Supply and Waste Management	8,160	6,483	7,753	-	-	-	8,160	6,483	7,753	7,381
Construction of Buildings	2,950	3,772	3,027	3,707	30,000	5,187	3,045	5,782	3,288	3,437
Wholesale and Retail Trade	3,378	2,059	2,677	5,932	-	5,932	3,425	2,059	2,705	2,603
Transport & Storage	8,494	5,924	7,718	400	10,000	4,356	8,281	6,094	7,614	7,693
Accommodation and Food Service	3,035	2,218	2,440	-	1,200	1,200	3,035	2,201	2,424	2,141
Information and Communication	10,945	11,115	11,012	-	-	-	10,945	11,115	11,012	11,811
Finance and Insurance Activities	15,252	8,291	10,217	5,000	-	5,000	14,314	8,291	10,076	8,662
Real Estate Activities	11,756	-	11,756	-	-	-	11,756	-	11,756	9,259
Professional, Scientific and Technical Activities	5,934	4,751	5,086	-	12,000	12,000	5,934	4,943	5,218	9,027
Administrative and Support Service Activities	2,952	2,317	2,717	1,500	1,300	1,406	2,942	2,306	2,706	2,463
Public Administration	7,187	3,208	4,843	12,355	-	12,355	7,224	3,208	4,865	5,019
Education	10,104	8,571	8,973	11,456	20,140	15,998	10,168	8,791	9,160	8,924
Human Health and Social Work Activities	7,328	6,936	7,069	12,934	14,873	13,700	7,688	7,114	7,314	7,780
Arts, Entertainment and Recreation	3,271	2,188	2,848	-	-	-	3,271	2,188	2,848	5,136
Other Service Activities	3,892	4,374	4,097	9,517	5,000	7,779	4,965	4,477	4,761	5,309
Households as Employers	1,281	1,051	1,114	2,997	994	1,644	1,713	1,039	1,232	1,042
Activities of Extraterritorial organizations	4,598	-	4,598	-	-	-	4,598	-	4,598	15,000
Total	5,358	4,340	4,856	4,197	5,979	4,702	5,283	4,385	4,848	4,818

Table FSE 1a: **Estimated Formal Sector Employment by Occupation, Citizenship & Sex, QMTS Q1 2020**

Occupation	Citizens			Non-Citizens			All Employees			Q4 2019
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
Managers	21,206	16,131	37,337	1,518	1,010	2,529	22,724	17,141	39,866	32,987
Professionals	16,816	23,188	40,004	985	904	1,889	17,801	24,092	41,893	45,339
Technicians and Associate Professionals	25,963	35,621	61,584	2,408	571	2,979	28,371	36,192	64,563	59,236
Clerical Support Services	9,482	22,538	32,020	-	-	-	9,482	22,538	32,020	36,381
Service/Sales Workers	52,162	54,363	106,525	308	1,391	1,699	52,470	55,754	108,224	111,720
Skilled Agric. Forestry and Fishery	745	1,576	2,321	86	-	86	831	1,576	2,407	3,032
Craft and Related Trades Workers	24,428	6,343	30,770	1,679	180	1,858	26,107	6,523	32,628	31,532
Plant & Machine Operators	29,523	4,367	33,890	228	-	228	29,751	4,367	34,118	35,738
Elementary Occupations	44,804	87,845	132,649	955	315	1,271	45,759	88,160	133,920	124,546
Other Specialized Professionals	3,147	130	3,276	-	-	-	3,147	130	3,276	5,014
Total	228,275	252,102	480,377	8,167	4,371	12,538	236,442	256,473	492,915	485,524

Table FSE 1b: **Percentage of Estimated Formal Sector Employment by Occupation Citizenship & Sex, QMTS Q1 2020**

Occupation	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers	9.3	6.4	7.8	18.6	23.1	20.2	9.6	6.7	8.1
Professionals	7.4	9.2	8.3	12.1	20.7	15.1	7.5	9.4	8.5
Technicians and Associate Professionals	11.4	14.1	12.8	29.5	13.1	23.8	12.0	14.1	13.1
Clerical Support Services	4.2	8.9	6.7	-	-	-	4.0	8.8	6.5
Service/Sales Workers	22.9	21.6	22.2	3.8	31.8	13.6	22.2	21.7	22.0
Skilled Agric. Forestry and Fishery Workers	0.3	0.6	0.5	1.1	-	0.7	0.4	0.6	0.5
Craft and Related Trades Workers	10.7	2.5	6.4	20.6	4.1	14.8	11.0	2.5	6.6
Plant & Machine Operators	12.9	1.7	7.1	2.8	-	1.8	12.6	1.7	6.9
Elementary Occupations	19.6	34.8	27.6	11.7	7.2	10.1	19.4	34.4	27.2
Other Specialized Professionals	1.4	0.1	0.7	-	-	-	1.3	0.1	0.7
Total	100.0	100.0	100.0						

Table FSE 2: Estimated Formal Sector Employment by Age Group, Citizenship & Sex, QMTS Q1 2020

Age Group	Citizens			Non-Citizens			All Employees			% Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
15-17	170	-	170	-	-	-	170	-	170	0.0
18-19	1,191	2,677	3,868	-	-	-	1,191	2,677	3,868	0.8
20-24	22,598	25,265	47,864	496	0	496	23,094	25,265	48,360	9.8
25-29	34,480	41,416	75,896	729	256	985	35,209	41,672	76,881	15.6
30-34	30,289	35,755	66,044	974	575	1,549	31,263	36,330	67,593	13.7
35-39	38,390	39,556	77,946	956	816	1,772	39,346	40,372	79,718	16.2
40-44	27,203	34,786	61,990	1,56	430	1,996	28,769	35,216	63,986	13.0
45-49	26,291	27,049	53,340	1,378	767	2,144	27,669	27,816	55,484	11.3
50-54	18,901	17,750	36,651	827	395	1,223	19,728	18,145	37,874	7.7
55-59	12,882	12,991	25,873	397	93	490	13,279	13,084	26,363	5.3
60-64	8,455	7,311	15,766	442	1041	1482	8,897	8,352	17,248	3.5
65-69	2,553	4,385	6,938	171	-	171	2,724	4,385	7,109	1.4
70-74	1,239	2,277	3,516	231	-	231	1,470	2,277	3,747	0.8
75+	3,634	883	4,517	-	-	-	3,634	883	4,517	0.9
Total	228,275	252,102	480,377	8,167	4,371	12,538	236,442	256,473	492,915	100.0
Total Percentage	46.3	51.1	97.5	1.7	0.9	2.5	48.0	52.0	100.0	

Table FSE 3: Estimated Formal Sector Employment by Industry & Sex, QMTS Q1 2020

Industry	All Employees			All Employees			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	7,074	4,076	11,149	3.0	1.6	2.3	63.4	36.6	100.0
Mining and Quarrying	8,191	2,230	10,422	3.5	0.9	2.1	78.6	21.4	100.0
Manufacturing	21,282	11,330	32,612	9.0	4.4	6.6	65.3	34.7	100.0
Electricity, Gas, & Air Supply	2,365	536	2,901	1.0	0.2	0.6	81.5	18.5	100.0
Water Supply and Waste Management	7,261	2,603	9,864	3.1	1.0	2.0	73.6	26.4	100.0
Construction	16,192	3,827	20,018	6.8	1.5	4.1	80.9	19.1	100.0
Wholesale, Retail & Repair of Motor Vehicles	29,523	27,697	57,220	12.5	10.8	11.6	51.6	48.4	100.0
Transport & Storage	10,235	5,760	15,995	4.3	2.2	3.2	64.0	36.0	100.0
Accommodation and Food Service	6,449	11,840	18,289	2.7	4.6	3.7	35.3	64.7	100.0
Information and Communication	2,563	1,572	4,136	1.1	0.6	0.8	62.0	38.0	100.0
Finance and Insurance Activities	3,331	7,521	10,852	1.4	2.9	2.2	30.7	69.3	100.0
Real Estate Activities	874	187	1,061	0.4	0.1	0.2	82.4	17.6	100.0
Professional, Scientific and Technical	3,482	6,575	10,057	1.5	2.6	2.0	34.6	65.4	100.0
Administrative and Support Service	23,915	14,180	38,096	10.1	5.5	7.7	62.8	37.2	100.0
Public Administration	59,996	86,198	146,195	25.4	33.6	29.7	41.0	59.0	100.0
Education	18,000	50,569	68,568	7.6	19.7	13.9	26.3	73.8	100.0
Human Health and Social Work Activities	9,128	15,108	24,237	3.9	5.9	4.9	37.7	62.3	100.0
Arts, Entertainment and Recreation	2,001	1,188	3,188	0.8	0.5	0.6	62.8	37.3	100.0
Other Service Activities	4,150	3,475	7,625	1.8	1.4	1.5	54.4	45.6	100.0
Activities of Extraterritorial Organizations	431	-	431	0.2	-	0.1	100.0	-	100.0
Total	236,442	256,473	492,915	100.0	100.0	100.0	48.0	52.0	100.0

UNEMPLOYMENT TABLES

Table UN1: Currently Unemployed by Age Group and Sex, QMTS Q1 2020

Age Group	Total Unemployed			Q4 2019
	Male	Female	Total	Total
15-17	2,260	2,152	4,412	3,572
18-19	8,103	3,171	11,273	10,543
20-24	26,071	21,958	48,029	36,150
25-29	19,871	24,845	44,715	46,631
30-34	16,475	21,996	38,470	32,661
35-39	12,536	14,906	27,442	30,725
40-44	11,026	10,324	21,350	19,347
45-49	7,741	4,146	11,887	11,449
50-54	4,991	2,897	7,888	8,506
55-59	2,249	4,035	6,284	4,742
60-64	2,477	1,569	4,045	6,621
65-69	317	79	396	413
70-74	407	-	407	196
75+	-	-	-	187
Total	114,523	112,075	226,598	211,743

Table UN2: Currently Unemployed by Age Group, Strata and Sex, QMTS Q1 2020

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	195	584	779	706	717	1,423	1,359	852	2,210	2,260	2,152	4,412	2.0	1.9	1.9
18-19	1,149	251	1,400	4,840	1,667	6,506	2,114	1,253	3,367	8,103	3,171	11,273	7.1	2.8	5.0
20-24	4,500	5,443	9,943	12,864	9,170	22,034	8,707	7,345	16,052	26,071	21,958	48,029	22.8	19.6	21.2
25-29	5,392	3,332	8,724	10,498	16,160	26,658	3,980	5,353	9,333	19,871	24,845	44,715	17.4	22.2	19.7
30-34	2,586	3,257	5,843	8,282	12,684	20,966	5,607	6,055	11,662	16,475	21,996	38,470	14.4	19.6	17.0
35-39	1,618	3,709	5,326	7,473	6,497	13,970	3,445	4,700	8,145	12,536	14,906	27,442	10.9	13.3	12.1
40-44	2,034	1,306	3,341	6,226	6,304	12,530	2,766	2,713	5,479	11,026	10,324	21,350	9.6	9.2	9.4
45-49	1,209	317	1,526	3,511	1,676	5,187	3,021	2,153	5,173	7,741	4,146	11,887	6.8	3.7	5.2
50-54	718	279	997	1,974	700	2,674	2,299	1,917	4,216	4,991	2,897	7,888	4.4	2.6	3.5
55-59	516	483	999	326	2,298	2,624	1,407	1,254	2,660	2,249	4,035	6,284	2.0	3.6	2.8
60-64	195	-	195	1,875	553	2,428	407	1,016	1,422	2,477	1,569	4,045	2.2	1.4	1.8
65-69	-	-	-	-	-	-	317	79	396	317	79	396	0.3	0.1	0.2
70-74	240	-	240	-	-	-	167	-	167	407	-	407	0.4	-	0.2
Total	20,352	18,961	39,313	58,576	58,426	117,001	35,595	34,689	70,284	114,523	112,075	226,598	100.0	100.0	100.0

Table UN3: Unemployment Rate by Marital Status and Sex, QMTS Q1 2020

Marital status	Unemployed			Employed			Labour Force			Unemployment Rate			Q4_2019
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
Married	96,496	82,196	178,692	7,847	9,614	17,461	104,343	91,810	196,153	7.5	10.5	8.9	9.1
Living Together	134,643	117,873	252,516	25,316	32,321	57,637	159,958	150,194	310,152	15.8	21.5	18.6	21.3
Separated	1,109	1,551	2,660	-	907	907	1,109	2,457	3,567	0.0	36.9	25.4	0.0
Divorced	2,534	7,041	9,576	187	511	698	2,721	7,553	10,274	6.9	6.8	6.8	12.6
Widowed	3,801	14,579	18,380	873	3,023	3,896	4,675	17,601	22,276	18.7	17.2	17.5	8.4
Never married	139,041	150,934	289,975	80,300	65,700	146,000	219,341	216,634	435,975	36.6	30.3	33.5	30.1

Table UN4: Currently Not Seeking Employment by Age Group and Sex, QMTS Q1 2020

Age Group	Discouraged Job Seekers			Quarter 4 2019
	Male	Female	Total	
15-17	1,694	621	2,315	3,186
18-19	3,273	876	4,149	4,235
20-24	5,297	2,476	7,773	12,801
25-29	3,873	7,245	11,118	11,585
30-34	2,040	4,303	6,343	7,383
35-39	3,334	4,631	7,964	7,373
40-44	970	3,136	4,105	6,378
45-49	1,078	1,554	2,631	4,104
50-54	1,685	1,147	2,832	2,143
55-59	1,762	714	2,476	3,578
60-64	376	2,148	2,524	3,733
65-69	608	786	1,394	1,540
70-74	1,716	406	2,122	1,181
75+	726	743	1,470	172
Total	28,431	30,784	59,215	69,393

Table UN5: Currently Not Seeking Employment by Reason, Strata and Sex, QMTS Q1 2020

Main Reason Not To Find Work/ Start Business	Cities and Towns			Urban Villages			Rural Areas			Total Unemployed		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Waiting for results of a precious search	216	389	604	1,132	611	1,743	1,741	1,057	2,798	3,089	2,056	5,145
Awaiting recall from a precious search	-	169	169	231	2,032	2,263	1,439	1,455	2,894	1,670	3,656	5,325
Waiting for the season to start	-	-	-	818	295	1,113	-	286	286	818	581	1,398
Waiting to start new job or business	168	-	168	116	217	333	-	-	-	285	217	502
Tired of looking for jobs, no jobs in the area	1,002	1,535	2,537	4,974	5,210	10,184	8,900	10,298	19,198	14,876	17,043	31,919
No jobs matching skills, lacks experience	-	496	496	1,032	1,330	2,361	2,251	1,924	4,175	3,282	3,750	7,032
Considered too young/old by employers	535	-	535	1,533	2,151	3,684	2,344	1,330	3,674	4,413	3,481	7,894
Total	1,921	2,589	4,510	9,835	11,846	21,681	16,675	16,349	33,024	28,431	30,784	59,215

Table UN6: Extended Unemployment Rate, QMTS Q1 2020

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	3,954	2,773	6,727	879	701	1,580	4,833	3,474	8,307	81.8	79.8	81.0
18-19	11,376	4,047	15,422	2,986	3,519	6,505	14,361	7,566	21,928	79.2	53.5	70.3
20-24	31,368	24,434	55,802	37,789	30,559	68,349	69,158	54,993	124,151	45.4	44.4	44.9
25-29	23,743	32,090	55,833	60,971	57,168	118,139	84,714	89,258	173,971	28.0	36.0	32.1
30-34	18,515	26,298	44,813	54,076	55,761	109,837	72,591	82,059	154,650	25.5	32.0	29.0
35-39	15,870	19,536	35,406	65,829	62,914	128,742	81,698	82,450	164,149	19.4	23.7	21.6
40-44	11,996	13,459	25,455	43,949	53,825	97,774	55,945	67,284	123,229	21.4	20.0	20.7
45-49	8,819	5,699	14,518	39,484	38,122	77,606	48,302	43,822	92,124	18.3	13.0	15.8
50-54	6,676	4,043	10,720	28,265	27,733	55,998	34,942	31,776	66,718	19.1	12.7	16.1
55-59	4,011	4,748	8,760	18,581	19,787	38,368	22,593	24,535	47,128	17.8	19.4	18.6
60-64	2,853	3,716	6,569	13,937	12,108	26,045	16,789	15,824	32,614	17.0	23.5	20.1
65-69	925	865	1,790	4,369	6,981	11,349	5,293	7,846	13,139	17.5	11.0	13.6
70-74	2,123	406	2,529	2,321	2,950	5,271	4,444	3,356	7,800	47.8	12.1	32.4
75+	726	743	1,470	4,190	2,046	6,235	4,916	2,789	7,705	14.8	26.7	19.1
Total	142,954	142,859	285,813	377,625	374,174	751,798	520,579	517,033	1,037,612	27.5	27.6	27.5

Table UN7: Currently Unemployed by education Level and Sex, QMTS Q1 2020

Highest Educational Level	Total Unemployed			Unemployed - Percentage Distribution		
	Male	Female	Total	Male	Female	Total
Never Attended	6,551	4,845	11,396	5.7	4.3	5.0
Primary	14,919	13,205	28,124	13.0	11.8	12.4
Secondary	69,706	66,647	136,353	60.9	59.5	60.2
Non-formal	196	342	537	0.2	0.3	0.2
Apprentice	-	-	-	-	-	-
Brigade	7,262	803	8,065	6.3	0.7	3.6
Technical/Vocational	4,859	5,636	10,495	4.2	5.0	4.6
Educational College	3,693	8,654	12,347	3.2	7.7	5.4
Institute of Health Sciences	456	339	795	0.4	0.3	0.4
University	6,880	11,605	18,486	6.0	10.4	8.2
Total	114,523	112,075	226,598	100.0	100.0	100.0

Table UN8: Currently Unemployed by education Level, Strata and Sex, QMTS Q1 2020

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	1,316	279	1,595	2,137	2,677	4,814	3,098	1,889	4,987	6,551	4,845	11,396
Primary	883	448	1,331	9,425	5,758	15,183	4,611	6,998	11,609	14,919	13,205	28,124
Secondary	13,174	12,213	25,387	34,989	33,430	68,419	21,543	21,003	42,546	69,706	66,647	136,353
Non-formal	-	-	-	-	-	-	196	342	537	196	342	537
Apprentice	-	-	-	-	-	-	-	-	-	-	-	-
Brigade	954	-	954	4,188	651	4,839	2,120	152	2,272	7,262	803	8,065
Technical/Vocational	860	981	1,841	2,541	3,204	5,744	1,459	1,451	2,910	4,859	5,636	10,495
Educational College	854	2,538	3,392	2,002	4,398	6,400	838	1,718	2,555	3,693	8,654	12,347
Institute of Health Sciences	-	-	-	456	339	795	-	-	-	456	339	795
University	2,311	2,501	4,813	2,838	7,968	10,806	1,731	1,136	2,867	6,880	11,605	18,486
Total	20,352	18,961	39,313	58,576	58,426	117,001	35,595	34,689	70,284	114,523	112,075	226,598
	Percentage Distribution											
Never Attended	6.5	1.5	4.1	3.6	4.6	4.1	8.7	5.4	7.1	5.7	4.3	5.0
Primary	4.3	2.4	3.4	16.1	9.9	13.0	13.0	20.2	16.5	13.0	11.8	12.4
Secondary	64.7	64.4	64.6	59.7	57.2	58.5	60.5	60.5	60.5	60.9	59.5	60.2
Non-formal	-	-	-	-	-	-	0.5	1.0	0.8	0.2	0.3	0.2
Apprentice	-	-	-	-	-	-	-	-	-	-	-	-
Brigade	4.7	-	2.4	7.2	1.1	4.1	6.0	0.4	3.2	6.3	0.7	3.6
Technical/Vocational	4.2	5.2	4.7	4.3	5.5	4.9	4.1	4.2	4.1	4.2	5.0	4.6
Educational College	4.2	13.4	8.6	3.4	7.5	5.5	2.4	5.0	3.6	3.2	7.7	5.4
Institute of Health Sciences	-	-	-	0.8	0.6	0.7	-	-	-	0.4	0.3	0.4
University	11.4	13.2	12.2	4.8	13.6	9.2	4.9	3.3	4.1	6.0	10.4	8.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

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

Training Type	Total Unemployed			Percentage Distribution		
	Male	Female	Total	Male	Female	Total
No training	90,013	84,478	174,491	78.6	75.4	77.0
Basic General Programs, Pre-primary	262	290	552	0.2	0.3	0.2
Primary Teachers Training Programs	-	269	269	-	0.2	0.1
Secondary Teachers Training Programs	137	386	523	0.1	0.3	0.2
Teacher Training for Pre-school, Kindergarten, Elementary School	-	1,622	1,622	-	1.4	0.7
General and Specialized Teacher-Training Programs.	-	256	256	-	0.2	0.1
Other Humanities Programs NEC	-	302	302	-	0.3	0.1
Community Development Programs; Social Welfare/Social Work Programs	-	604	604	-	0.5	0.3
Demography Courses	-	367	367	-	0.3	0.2
Other Social and Behavioral Sciences Programs NEC	-	216	216	-	0.2	0.1
Radio/Broadcasting Programs	235	-	235	0.2	-	0.1
Other Journalism and Information Programs NEC	-	58	58	-	0.1	0.0
Marketing and Sales Programs	757	864	1,620	0.7	0.8	0.7
Public Relations Programs	149	295	443	0.1	0.3	0.2
Real Estate Programs	-	248	248	-	0.2	0.1
Finance and Banking Programs;	130	-	130	0.1	-	0.1
Accounting, Auditing and Bookkeeping Programs	1,993	1,681	3,674	1.7	1.5	1.6
Management and Public Administration Programs,	-	386	386	-	0.3	0.2
Secretarial and Office Work Programs.	194	1,280	1,474	0.2	1.1	0.7
Insurance and Investment Analysis Programs	-	313	313	-	0.3	0.1
Personnel Administration Programs;	524	961	1,484	0.5	0.9	0.7
Business\Commercial Administration Programs	928	1,376	2,305	0.8	1.2	1.0
Materials Management Courses	180	-	180	0.2	-	0.1
Other Business and Administration Programs NEC	259	140	399	0.2	0.1	0.2
Law (General, International, Labour, Maritime Law e.t.c) Programs	236	-	236	0.2	-	0.1
Computer Sciences: System Design Programs	357	226	583	0.3	0.2	0.3
Computer Programming Programs	-	381	381	-	0.3	0.2
Networks and Website Development Programs	295	203	498	0.3	0.2	0.2
Operating Systems & ½ Software Development Programs Only	-	294	294	-	0.3	0.1
Other Computing Programs NEC	1,167	4,790	5,957	1.0	4.3	2.6
Electrical Engineering Programs	575	-	575	0.5	-	0.3
Vehicle Maintenance Programs	187	-	187	0.2	-	0.1
Other Engineering and Engineering Trades NEC	203	-	203	0.2	-	0.1
Food and Drink Processing Programs	-	499	499	-	0.4	0.2
Textiles and Clothes Programs (Tailoring, Textile Trades, Pattern Making etc)	741	803	1,544	0.6	0.7	0.7

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

Training Type	Total Unemployed			Percentage Distribution		
	Male	Female	Total	Male	Female	Total
Mining and Extraction Programs	263	-	263	0.2	-	0.1
Machine Tool Repair/Fitting	559	-	559	0.5	-	0.2
Welding and Fabrication Programs	135	69	204	0.1	0.1	0.1
Motor Mechanics Programs	2,011	-	2,011	1.8	-	0.9
Building and Construction (Valuation) Programs	386	-	386	0.3	-	0.2
Civil Engineering Programs	482	-	482	0.4	-	0.2
Carpentry/Joinery Programs	963	-	963	0.8	-	0.4
Masonry and Bricklaying Programs	3,382	-	3,382	3.0	-	1.5
Plumbing	720	197	917	0.6	0.2	0.4
Electrical Programs	690	97	787	0.6	0.1	0.3
Other Building and Construction Trades Programs NEC	202	-	202	0.2	-	0.1
Crop Production Programs	-	143	143	-	0.1	0.1
Livestock Production Programs	237	73	310	0.2	0.1	0.1
Agricultural Engineering Programs	-	383	383	-	0.3	0.2
Other Agriculture, Forestry and Fishery Programs NEC eg Bee Keeping)	552	-	552	0.5	-	0.2
Paramedical Training Programs	239	-	239	0.2	-	0.1
Public Health Services, Hygiene Programs and Sanitation Programs	479	615	1,094	0.4	0.5	0.5
Basic Nursing Programs	456	313	769	0.4	0.3	0.3
Midwifery Programs	-	199	199	-	0.2	0.1
Other Health Programs NEC	484	353	837	0.4	0.3	0.4
Childcare Programs	-	832	832	-	0.7	0.4
Counseling Programs	254	416	671	0.2	0.4	0.3
Hotel and Catering Programs	-	443	443	-	0.4	0.2
Travel and Tourism Programs	463	2,221	2,684	0.4	2.0	1.2
Sports and Leisure Programs	377	-	377	0.3	-	0.2
Road Motor Vehicle Operations Programs (Including Driving Skills)	782	-	782	0.7	-	0.3
Telecommunications Operations Programs	-	290	290	-	0.3	0.1
Other Transport Programs NEC	-	89	89	-	0.1	0.0
Labour Protection and Security Programs	391	1,193	1,585	0.3	1.1	0.7
Police Work and Related Law Enforcement (Including Prisons)	211	-	211	0.2	-	0.1
Not stated	282	560	842	0.2	0.5	0.4
Total	114,523	112,075	226,598	100.0	100.0	100.0

Table UN10: Current Unemployment Rate by District and Sex, QMTS Q1 2020

District	Unemployed			Employed			Labour Force			Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Borolong	5,928	5,658	11,587	7,980	12,302	20,282	13,908	17,961	31,869	42.6	31.5	36.4
Central Bobonong	1,768	1,660	3,428	10,668	18,797	29,465	12,436	20,457	32,893	14.2	8.1	10.4
Central Boteti	3,288	2,092	5,379	16,654	19,846	36,500	19,942	21,938	41,880	16.5	9.5	12.8
Central Mahalapye	3,971	4,254	8,225	14,074	11,574	25,648	18,045	15,828	33,873	22.0	26.9	24.3
Central Tutume	9,615	12,561	22,176	23,554	22,287	45,841	33,169	34,848	68,017	29.0	36.0	32.6
Chobe	2,215	2,666	4,881	9,201	8,545	17,746	11,415	11,211	22,626	19.4	23.8	21.6
Francistown	3,743	4,350	8,093	24,023	14,848	38,871	27,766	19,198	46,964	13.5	22.7	17.2
Gaborone	11,436	11,088	22,524	53,537	53,023	106,559	64,972	64,111	129,084	17.6	17.3	17.4
Ghanzi	1,618	1,292	2,909	5,100	7,507	12,607	6,718	8,798	15,516	24.1	14.7	18.7
Jwaneng	908	615	1,522	5,674	4,421	10,095	6,582	5,035	11,617	13.8	12.2	13.1
Kgalagadi North	1,167	565	1,732	3,126	4,659	7,785	4,293	5,223	9,516	27.2	10.8	18.2
Kgalagadi South	846	819	1,665	3,087	4,625	7,712	3,932	5,444	9,376	21.5	15.0	17.8
Kgatleng	7,076	6,651	13,728	21,182	12,419	33,601	28,259	19,070	47,329	25.0	34.9	29.0
Kweneng East	19,462	16,306	35,768	58,863	46,309	105,172	78,325	62,615	140,940	24.8	26.0	25.4
Kweneng West	4,980	5,832	10,812	9,545	12,524	22,068	14,525	18,355	32,880	34.3	31.8	32.9
Lobatse	2,450	866	3,316	4,993	6,484	11,477	7,443	7,349	14,793	32.9	11.8	22.4
Ngami East	2,432	2,398	4,830	14,708	17,483	32,191	17,139	19,881	37,021	14.2	12.1	13.0
Ngamiland West	2,553	3,458	6,011	9,283	10,971	20,254	11,836	14,428	26,265	21.6	24.0	22.9
Ngwaketse South	7,912	7,251	15,163	13,688	13,168	26,857	21,600	20,419	42,019	36.6	35.5	36.1
Ngwaketse West	1,029	752	1,781	1,544	2,160	3,704	2,572	2,912	5,485	40.0	25.8	32.5
North East	1,657	1,246	2,903	6,656	9,518	16,174	8,314	10,764	19,077	19.9	11.6	15.2
Orapa	236	69	305	2,873	1,238	4,111	3,109	1,307	4,416	7.6	5.2	6.9
Selibe Phikwe	1,579	1,758	3,338	6,399	7,444	13,843	7,978	9,202	17,181	19.8	19.1	19.4
Serowe Palapye	9,904	9,966	19,870	23,294	23,973	47,267	33,198	33,939	67,138	29.8	29.4	29.6
South East	6,750	7,688	14,438	27,220	27,148	54,367	33,969	34,836	68,805	19.9	22.1	21.0
Sowa	-	216	216	700	901	1,601	700	1,117	1,817	-	19.3	11.9
Total	14,523	112,075	226,598	377,625	374,174	751,798	492,147	486,249	978,396	23.3	23.0	23.2

UNDER EMPLOYED TABLES

Table UNDE1: Currently Underemployed by Industry and Sex, QMTS Q1 2020

Industry	Total Underemployed			Percentage		
	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	221	-	221	1.7	-	0.4
Manufacturing	612	196	808	4.6	0.5	1.6
Electricity, Gas, & Air Conditioning Supply	69	-	69	0.5	-	0.1
Water Supply & Waste Management	142	-	142	1.1	-	0.3
Construction	269	25	294	2.0	0.1	0.6
Wholesale, Retail & Repair of Motor Vehicles	-	498	498	-	1.3	1.0
Information and Communication	80	-	80	0.6	-	0.2
Professional, Scientific and Technicals	219	293	512	1.6	0.8	1.0
Administrative and Support Services	89	-	89	0.7	-	0.2
Public Administration	9,366	29,069	38,435	70.4	74.9	73.8
Education	446	5,267	5,712	3.4	13.6	11.0
Human Health and Social Work	472	1,506	1,978	3.5	3.9	3.8
Arts, Entertainment and Recreation	500	-	500	3.8	-	1.0
Other Service Activities	-	704	704	-	1.8	1.4
Households as Employers	816	1,256	2,072	6.1	3.2	4.0
Total	13,301	38,813	52,114	100.0	100.0	100.0

Table UNDE2: Currently Underemployed by Occupation and Sex, QMTS Q1 2020

Occupation	Total			% Total	Proportion (%)		
	Male	Female	Total		Male	Female	Total
Managers	311	572	883	1.7	35.2	64.8	100
Professionals	476	-	476	0.9	100.0	-	100
Technicians	730	498	1,228	2.4	59.4	40.6	100
Clerical Support Services	848	2,054	2,902	5.6	29.2	70.8	100
Service/Sales Workers	633	6,837	7,470	14.3	8.5	91.5	100
Skilled Agric. Workers	225	307	532	1.0	42.3	57.7	100
Craft and Related Trades	681	370	1,051	2.0	64.8	35.2	100
Elementary Occupations	9,397	28,175	37,572	72.1	25.0	75.0	100
Total	13,301	38,813	52,114	100.0	25.5	74.5	100.0

Table UNDE3a: **Currently Underemployed by Sector, Sex and Employment Status, QMTS Q1 2020**

Sector	In His/Her Own Business Activity	As An Employee For Someone Else	As An Apprentice, Intern/Tirelo Sechaba	Total
Central Government	-	3,503	7,102	10,605
Local Government	-	1,179	1,056	2,234
Private Sector	-	2,282	-	2,282
Non Gov. Organization	-	531	300	831
Private Household	-	2,268	-	2,268
Ipelegeng	-	33,675	-	33,675
Self-Employment	218	-	-	218
Total	218	43,438	8,458	52,114
Male				
Central Government	-	814	1,141	1,954
Local Government	-	196	262	458
Private Sector	-	1,103	-	1,103
Non Gov. Organization	-	79	-	79
Private Household	-	816	-	816
Ipelegeng	-	8,890	-	8,890
Self-Employment	-	-	-	-
Total	-	11,898	1,403	13,301
Female				
Central Government	-	2,690	5,961	8,651
Local Government	-	983	793	1,776
Private Sector	-	1,179	-	1,179
Non Gov. Organization	-	451	300	752
Private Household	-	1,452	-	1,452
Ipelegeng	-	24,785	-	24,785
Self-Employment	218	-	-	218
Total	218	31,540	7,055	38,813

Table UNDE3b: Percentage of Currently Underemployed by Employment Status, Sector and Sex, QMTS Q1 2020

Sector	In His/Her Own Business Activity	As An Employee For Someone Else	As An Apprentice, Intern/Tirelo Sechaba	Total
Central Government	-	8.1	84.0	20.3
Local Government	-	2.7	12.5	4.3
Private Sector	-	5.3	-	4.4
Non Gov. Organization	-	1.2	3.5	1.6
Private Household	-	5.2	-	4.4
Ipelegeng	-	77.5	-	64.6
Self-Employment	100.0	-	-	0.4
Total	100.0	100.0	100.0	100.0
Male				
Central Government	-	1.9	13.5	3.7
Local Government	-	0.5	3.1	0.9
Private Sector	-	2.5	-	2.1
Non Gov. Organization	-	0.2	-	0.2
Private Household	-	1.9	-	1.6
Ipelegeng	-	20.5	-	17.1
Self-Employment	-	-	-	-
Total	-	27.4	16.6	25.5
Female				
Central Government	-	6.2	70.5	16.6
Local Government	-	2.3	9.4	3.4
Private Sector	-	2.7	-	2.3
Non Gov. Organization	-	1.0	3.5	1.4
Private Household	-	3.3	-	2.8
Ipelegeng	-	57.1	-	47.6
Self-Employment	100.0	-	-	0.4
Total	100.0	72.6	83.4	74.5

Table UNDE4a: **Currently Underemployed by Age Group and Employment Status, QMTS Q1 2020**

Age Group	In His/Her Own Business Activity	As An Employee For Someone Else	As An Apprentice, Intern/Tirelo Sechaba	Total
15-17	-	-	-	-
18-19	-	638	-	638
20-24	-	4,671	2,954	7,624
25-29	-	4,543	5,159	9,702
30-34	-	4,002	345	4,347
35-39	218	5,525	-	5,743
40-44	-	4,941	-	4,941
45-49	-	3,946	-	3,946
50-54	-	3,183	-	3,183
55-59	-	2,364	-	2,364
60-64	-	6,342	-	6,342
65-69	-	1,388	-	1,388
70-74	-	1,242	-	1,242
75+	-	654	-	654
Total	218	43,438	8,458	52,114

Table UNDE4b: **Percentage of Currently Underemployed by Age Group and Employment Status, QMTS Q1 2020**

Age Group	In his/her own business activity	As an employee for someone else	As an apprentice, intern/tirelo sechaba	Total
15-17	-	-	-	-
18-19	-	1.5	-	1.2
20-24	-	10.8	34.9	14.6
25-29	-	10.5	61.0	18.6
30-34	-	9.2	4.1	8.3
35-39	100.0	12.7	-	11.0
40-44	-	11.4	-	9.5
45-49	-	9.1	-	7.6
50-54	-	7.3	-	6.1
55-59	-	5.4	-	4.5
60-64	-	14.6	-	12.2
65-69	-	3.2	-	2.7
70-74	-	2.9	-	2.4
75+	-	1.5	-	1.3
Total	100.0	100.0	100.0	100.0

Table UNDE5a: Currently Underemployed by Sector, Strata and Employment Status, QMTS Q1 2020

Sector	In His/Her Own Business Activity	As An Employee For Someone Else	As An Apprentice, Intern/Tirelo Sechaba	Total
Central Government	-	3,503	7,102	10,605
Local Government	-	1,179	1,056	2,234
Private Sector	-	2,282	-	2,282
Non Gov. Organization	-	531	300	831
Private Household	-	2,268	-	2,268
Ipelegeng	-	33,675	-	33,675
Self-Employment	218	-	-	218
Total	218	43,438	8,458	52,114
Cities and Towns				
Central Government	-	866	1,109	1,975
Private Sector	-	917	-	917
Non Gov. Organization	-	130	-	130
Private Household	-	755	-	755
Ipelegeng	-	1,767	-	1,767
Total	-	4,436	1,109	5,545
Urban Village				
Central Government	-	725	3,939	4,665
Local Government	-	740	620	1,359
Private Sector	-	1,180	-	1,180
Non Gov. Organization	-	321	300	621
Private Household	-	394	-	394
Ipelegeng	-	8,442	-	8,442
Total	-	11,802	4,860	16,661
Rural Areas				
Central Government	-	1,912	2,053	3,965
Local Government	-	439	436	875
Private Sector	-	186	-	186
Non Gov. Organization	-	79	-	79
Private Household	-	1,119	-	1,119
Ipelegeng	-	23,466	-	23,466
Self-Employment	218	-	-	218
Total	218	27,201	2,489	29,908

Table UNDE5b: Percentage of Currently Underemployed by Strata, Sector and Employment Status, QMTS Q1 2020

Sector	In His/Her Own Business Activity	As An Employee For Someone Else	As An Apprentice, Intern/Tirelo Sechaba	Total
Central Government	-	8.1	84.0	20.3
Local Government	-	2.7	12.5	4.3
Private Sector	-	5.3	-	4.4
Non Gov. Organization	-	1.2	3.5	1.6
Private Household	-	5.2	-	4.4
Ipelegeng	-	77.5	-	64.6
Self-Employment	100.0	-	-	0.4
Total	100.0	100.0	100.0	100.0
Cities and Towns				
Central Government	-	2.0	13.1	3.8
Private Sector	-	2.1	-	1.8
Non Gov. Organization	-	0.3	-	0.2
Private Household	-	1.7	-	1.4
Ipelegeng	-	4.1	-	3.4
Total	-	10.2	13.1	10.6
Urban Village				
Central Government	-	1.7	46.6	9.0
Local Government	-	1.7	7.3	2.6
Private Sector	-	2.7	-	2.3
Non Gov. Organization	-	0.7	3.5	1.2
Private Household	-	0.9	-	0.8
Ipelegeng	-	19.4	-	16.2
Total	-	27.2	57.5	32.0
Rural Areas				
Central Government	-	4.4	24.3	7.6
Local Government	-	1.0	5.2	1.7
Private Sector	-	0.4	-	0.4
Non Gov. Organization	-	0.2	-	0.2
Private Household	-	2.6	-	2.1
Ipelegeng	-	54.0	-	45.0
Self-Employment	100.0	-	-	0.4
Total	100.0	62.6	29.4	57.4

Table UNDE6a: **Currently Underemployed by Actual Hours Worked, Sector and Sex, QMTS Q1 2020**

Hours Worked	In His/Her Own Business Activity	As An Employee For Someone Else	As An Apprentice, Intern/Tirelo Sechaba	Total
7-9	-	713	-	713
10-14	-	1,059	-	1,059
15-19	-	1,430	-	1,430
20-24	-	2,412	-	2,412
25-29	218	5,594	2,566	8,379
30-34	-	32,231	5,892	38,122
Total	218	43,438	8,458	52,114
Male				
7-9	-	206	-	206
10-14	-	510	-	510
15-19	-	116	-	116
20-24	-	1,373	-	1,373
25-29	-	2,109	219	2,328
30-34	-	7,584	1,184	8,768
Total	-	11,898	1,403	13,301
Female				
7-9	-	507	-	507
10-14	-	549	-	549
15-19	-	1,314	-	1,314
20-24	-	1,039	-	1,039
25-29	218	3,485	2,348	6,051
30-34	-	24,647	4,707	29,354
Total	218	31,540	7,055	38,813

Table UNDE6b: **Percentage of Currently Underemployed by Actual Hours Worked, Sector and Sex, QMTS Q1 2020**

Hours Worked	In His/Her Own Business Activity	As An Employee For Someone Else	As An Apprentice, Intern/Tirelo Sechaba	Total
7-9	-	1.6	-	1.4
10-14	-	2.4	-	2.0
15-19	-	3.3	-	2.7
20-24	-	5.6	-	4.6
25-29	100.0	12.9	30.3	16.1
30-34	-	74.2	69.7	73.2
Total	100.0	100.0	100.0	100.0
Male				
7-9	-	0.5	-	0.4
10-14	-	1.2	-	1.0
15-19	-	0.3	-	0.2
20-24	-	3.2	-	2.6
25-29	-	4.9	2.6	4.5
30-34	-	17.5	14.0	16.8
Total	-	27.4	16.6	25.5
Female				
7-9	-	1.2	-	1.0
10-14	-	1.3	-	1.1
15-19	-	3.0	-	2.5
20-24	-	2.4	-	2.0
25-29	100.0	8.0	27.8	11.6
30-34	-	56.7	55.7	56.3
Total	100.0	72.6	83.4	74.5

Table UNDE7a: Currently Underemployed by Age Group and Educational Level, QMTS Q1 2020

Age	Primary	Secondary	Non-Formal	Apprentice	Brigade	Technical/Vocational	Educational College	University	Never Attended	Total
15-17	-	-	-	-	-	-	-	-	-	-
18-19	-	638	-	-	-	-	-	-	-	638
20-24	1,195	5,628	-	-	338	202	262	-	-	7,624
25-29	1,061	7,019	-	-	608	83	290	641	-	9,702
30-34	347	3,223	-	-	206	310	-	-	261	4,347
35-39	351	4,481	-	-	25	-	161	632	91	5,742
40-44	2,107	1,766	174	-	119	559	-	215	-	4,941
45-49	1,605	1,597	-	-	89	-	-	-	654	3,946
50-54	1,384	459	174	69	-	-	-	-	1,098	3,183
55-59	1,659	-	307	-	-	187	-	-	212	2,364
60-64	3,460	220	101	-	-	-	-	-	2,561	6,342
65-69	883	-	-	274	-	-	-	-	231	1,389
70-74	161	-	-	231	-	-	-	-	850	1,242
75+	169	-	-	-	-	-	-	-	486	655
Total	14,384	25,030	755	574	1,386	1,340	713	1,488	6,444	52,114
Percentage	27.6	48.0	1.4	1.1	2.7	2.6	1.4	2.9	12.4	100.0

Table UNDE7b: Percentage of Currently Underemployed by Age Group and Educational Level, QMTS Q1 2020

Age	Primary	Secondary	Non-Formal	Apprentice	Brigade	Technical/Vocational	Educational College	University	Never Attended	Total
15-17	-	-	-	-	-	-	-	-	-	-
18-19	-	2.5	-	-	-	-	-	-	-	1.2
20-24	8.3	22.5	-	-	24.4	15.1	36.7	-	-	14.6
25-29	7.4	28.0	-	-	43.9	6.2	40.7	43.1	-	18.6
30-34	2.4	12.9	-	-	14.9	23.1	-	-	4.1	8.3
35-39	2.4	17.9	-	-	1.8	-	22.6	42.5	1.4	11.0
40-44	14.6	7.1	23.0	-	8.6	41.7	-	14.4	-	9.5
45-49	11.2	6.4	-	-	6.4	-	-	-	10.1	7.6
50-54	9.6	1.8	23.0	12.0	-	-	-	-	17.0	6.1
55-59	11.5	-	40.7	-	-	14.0	-	-	3.3	4.5
60-64	24.1	0.9	13.4	-	-	-	-	-	39.7	12.2
65-69	6.1	-	-	47.7	-	-	-	-	3.6	2.7
70-74	1.1	-	-	40.2	-	-	-	-	13.2	2.4
75+	1.2	-	-	-	-	-	-	-	7.5	1.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

DISABILITY IN LABOUR FORCE

Table DA1: Labour Force Of Population With Disability, QMTS Q1 2020

Age Group	Employed			Unemployed			Labour force - Disability			Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	-	-	-	-	-	-	-	-	-	-	-	-
18-19	-	-	-	-	-	-	-	-	-	-	-	-
20-24	-	-	-	-	170	170	-	170	170	-	100.0	100.0
25-29	936	-	936	-	-	-	936	-	936	-	-	-
30-34	322	-	322	-	-	-	322	-	322	-	-	-
35-39	281	380	661	-	-	-	281	380	661	-	-	-
40-44	56	428	484	-	-	-	56	428	484	-	-	-
45-49	666	461	1,127	-	-	-	666	461	1,127	-	-	-
50-54	144	133	277	-	-	-	144	133	277	-	-	-
55-59	170	472	642	-	195	195	170	667	837	-	29.3	23.3
60-64	643	659	1,301	186	195	381	829	854	1,682	22.4	22.9	22.7
65-69	196	1,258	1,453	-	-	-	196	1,258	1,453	-	-	-
70-74	142	-	142	-	-	-	142	-	142	-	-	-
75 & Above	771	193	964	-	-	-	771	193	964	-	-	-
Total	4,328	3,983	8,310	186	561	746	4,514	4,544	9,056	4.1	12.3	8.2

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

Educational Level	Employed			Unemployed			Labour force - Disability		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Never attended school	367	240	607	-	391	391	367	631	998
Primary	1,254	1,826	3,080	186	-	186	1,440	1,826	3,266
Secondary	828	313	1,140	-	170	170	828	483	1,310
Non-formal	262	-	262	-	-	-	262	-	262
Apprentice	-	-	-	-	-	-	-	-	-
Brigade	-	-	-	-	-	-	-	-	-
Technical/Vocational	988	318	1,306	-	-	-	988	318	1,306
Educational College	-	302	302	-	-	-	-	302	302
Institute of Health Sciences	66	-	66	-	-	-	66	-	66
University	563	984	1,546	-	-	-	563	984	1,546
Total	4,328	3,983	8,310	186	561	746	4,514	4,544	9,056

Percentages (%)

Never attended school	8.5	6.0	7.3	-	69.7	52.4	8.1	13.9	11.0
Primary	29.0	45.8	37.1	100.0	-	24.9	31.9	40.2	36.1
Secondary	19.1	7.9	13.7	-	30.3	22.7	18.3	10.6	14.5
Non-formal	6.1	-	3.2	-	-	-	5.8	-	2.9
Apprentice	-	-	-	-	-	-	-	-	-
Brigade	-	-	-	-	-	-	-	-	-
Technical/Vocational	22.8	8.0	15.7	-	-	-	21.9	7.0	14.4
Educational College	-	7.6	3.6	-	-	-	-	6.6	3.3
Institute of Health Sciences	1.5	-	0.8	-	-	-	1.5	-	0.7
University	13.0	24.7	18.6	-	-	-	12.5	21.7	17.1
Total	100.0								

Table DA3: Employed and Unemployed Population (15 Years & above) with Disability by Strata & Sex, QMTS Q1 2020

Strata	Employed			Unemployed			Labour force - Disability		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Cities & Towns	553	1,343	1,897	-	-	-	553	1,343	1,897
Urban Villages	1,878	539	2,417	-	170	170	1,878	709	2,587
Rural Areas	1,896	2,100	3,996	186	391	577	2,082	2,491	4,573
Total	4,328	3,983	8,310	186	1,427	2,248	4,514	4,544	9,056
Percentages (%)									
Cities and Towns	12.8	33.7	22.8	-	-	-	12.3	29.6	20.9
Urban Villages	43.4	13.5	29.1	-	30.3	22.7	41.6	15.6	28.6
Rural Areas	43.8	52.7	48.1	100.0	69.7	77.3	46.1	54.8	50.5
Total	100.0	100.0	100.0						

Table DA4: Employed Persons with Disability (15 years & above) by Occupation & Sex, QMTS Q1 2020

Occupation	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
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. Workers	280	-	280	6.5	-	3.4
Craft and 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
Other specialized professionals	-	-	-	-	-	-
Total	4,328	3,983	8,310	100.0	100.0	100.0

Table DA5: Employed Persons with Disability (15 years & above) by Marital status & Sex, QMTS Q1 2020

Occupation	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
Married	1,334	1,025	2,358	30.8	25.7	28.4
Living Together	708	226	934	16.4	5.7	11.2
Separated	-	-	-	-	-	-
Divorced	-	-	-	-	-	-
Widowed	-	1,136	1,136	-	28.5	13.7
Never Married	2,286	1,596	3,882	52.8	40.1	46.7
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, QMTS Q1 2020

Age Group	Total Youth			Q4 2019 Total
	Male	Female	Total	
15-17	66,597	70,741	137,338	147,337
18-19	42,439	35,212	77,651	80,012
20-24	97,241	92,696	189,937	186,498
25-29	99,643	117,185	216,827	216,948
30-34	80,675	101,954	182,628	184,830
35-39	20,168	23,083	43,251	40,505
Total	406,763	440,870	847,633	856,131

Table YE2: Total Youth (15-35) Unemployment Rate by Age Group and Sex, QMTS Q1 2020

Age Group	Employed Youth			Unemployed Youth			Total Youth Labour Force-Youth			Youth Unemployment Rate			Q4 2019 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
15-17	879	701	1,580	2,260	2,152	4,412	3,139	2,853	5,992	72.0	75.4	73.6	74.1
18-19	2,986	3,519	6,505	8,103	3,171	11,273	11,088	6,690	17,779	73.1	47.4	63.4	47.5
20-24	37,789	30,559	68,349	26,071	21,958	48,029	63,861	52,517	116,378	40.8	41.8	41.3	34.7
25-29	60,971	57,168	118,139	19,871	24,845	44,715	80,841	82,013	162,854	24.6	30.3	27.5	28.8
30-34	54,076	55,761	109,837	16,475	21,996	38,470	70,551	77,757	148,308	23.4	28.3	25.9	22.1
35	15,249	13,936	29,185	2,328	2,730	5,058	17,577	16,666	34,244	13.2	16.4	14.8	20.7
Total	171,950	161,645	333,595	75,107	76,851	151,959	247,057	238,496	485,554	30.4	32.2	31.3	28.8

Table YE3: Total Youth (15-35) Labour Force by Education Level and Sex, QMTS Q1 2020

Education Level	Employed Youth			Unemployed Youth			Total Youth Labour Force			Total Youth Labour Force- % Distribution		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Never Attended	1,395	1,686	3,081	305	-	305	1,700	1,686	3,386	18.0	0.0	9.0
Primary	12,270	8,060	20,330	5,213	4,049	9,262	17,483	12,109	29,592	29.8	33.4	31.3
Secondary	106,574	91,894	198,468	53,441	52,681	106,122	160,015	144,575	304,590	33.4	36.4	34.8
Non-formal	-	-	-	-	-	-	-	-	-	-	-	-
Apprentice	1,153	-	1,153	-	-	-	1,153	-	1,153	0.0	-	0.0
Brigade	11,324	4,877	16,201	5,429	730	6,159	16,753	5,608	22,360	32.4	13.0	27.5
Technical/Vocational	8,385	8,618	17,003	3,468	2,424	5,893	11,854	11,043	22,896	29.3	22.0	25.7
Educational College	8,179	16,698	24,877	1,939	7,032	8,971	10,118	23,730	33,848	19.2	29.6	26.5
Institute of Health Sciences	1,104	1,075	2,179	-	140	140	1,104	1,215	2,319	0.0	11.5	6.0
University	21,566	28,736	50,303	5,312	9,795	15,107	26,878	38,531	65,409	19.8	25.4	23.1
Total	171,950	161,645	333,595	75,107	76,851	151,959	247,057	238,496	485,554	30.4	32.2	31.3

Table YE4: Total Youth (15-35) Labour Force by Strata and Sex, QMTS Q1 2020

Region	Employed Youth			Unemployed Youth			Total Youth Labour Force-Youth			Total Youth Labour Force-Percentage		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Cities and Towns	43,368	36,410	79,778	13,995	13,458	27,453	57,363	49,868	107,231	24.4	27.0	25.6
Urban Villages	79,552	78,870	158,422	38,607	41,714	80,321	118,160	120,584	238,744	32.7	34.6	33.6
Rural Areas	49,029	46,365	95,395	22,505	21,679	44,184	71,534	68,045	139,579	31.5	31.9	31.7
Total	171,950	161,645	333,595	75,107	76,851	151,959	247,057	238,496	485,554	30.4	32.2	31.3

Table YE5: Total Youth (15-35) Labour Force by District and Sex, QMTS Q1 2020

District	Employed			Unemployed Youth			Total Youth Labour Force-Youth			Unemployment Rate- Youth		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Borolong	2,074	3,803	5,877	4,165	4,252	8,417	6,240	8,055	14,295	66.8	52.8	58.9
Central Bobonong	4,751	9,864	14,615	730	835	1,565	5,481	10,699	16,180	13.3	7.8	9.7
Central Boteti	8,680	11,410	20,090	2,028	1,401	3,429	10,708	12,811	23,519	18.9	10.9	14.6
Central Mahalapye	6,954	4,620	11,574	1,799	2,905	4,704	8,753	7,525	16,278	20.6	38.6	28.9
Central Tutume	9,775	8,301	18,075	6,481	9,408	15,889	16,256	17,708	33,964	39.9	53.1	46.8
Chobe	4,470	3,734	8,204	1,586	1,635	3,221	6,057	5,369	11,425	26.2	30.5	28.2
Francistown	12,025	5,972	17,997	2,679	3,149	5,828	14,704	9,121	23,825	18.2	34.5	24.5
Gaborone	25,231	22,551	47,782	8,351	8,406	16,757	33,582	30,957	64,539	24.9	27.2	26.0
Ghanzi	2,718	3,386	6,104	1,385	922	2,307	4,103	4,309	8,411	33.8	21.4	27.4
Jwaneng	1,206	1,347	2,553	596	298	894	1,803	1,644	3,447	33.1	18.1	25.9
Kgalagadi North	1,298	2,026	3,323	928	370	1,298	2,226	2,396	4,621	41.7	15.5	28.1
Kgalagadi South	1,473	2,423	3,896	714	511	1,225	2,187	2,934	5,121	32.7	17.4	23.9
Kgatleng	10,849	4,794	15,643	3,856	4,716	8,571	14,705	9,510	24,214	26.2	49.6	35.4
Kweneng East	29,636	20,634	50,269	13,364	10,385	23,749	42,999	31,019	74,018	31.1	33.5	32.1
Kweneng West	2,958	6,198	9,156	3,799	4,130	7,929	6,756	10,329	17,085	56.2	40.0	46.4
Lobatse	1,301	1,921	3,222	1,106	435	1,541	2,407	2,356	4,763	45.9	18.5	32.4
Ngami East	7,476	8,789	16,266	1,435	1,857	3,292	8,911	10,647	19,558	16.1	17.4	16.8
Ngamiland West	4,794	5,922	10,716	1,772	2,452	4,224	6,566	8,374	14,940	27.0	29.3	28.3
Ngwaketse South	4,190	4,416	8,606	4,694	4,297	8,991	8,884	8,713	17,597	52.8	49.3	51.1
Ngwaketse West	512	998	1,510	695	596	1,292	1,207	1,594	2,801	57.6	37.4	46.1
North East	2,814	2,719	5,532	848	1,016	1,865	3,662	3,735	7,397	23.2	27.2	25.2
Orapa	747	876	1,623	236	69	305	983	945	1,928	24.0	7.3	15.8
Selibe Phikwe	2,597	3,295	5,892	1,028	908	1,936	3,624	4,203	7,828	28.4	21.6	24.7
Serowe Palapye	8,841	7,783	16,624	6,169	5,610	11,779	15,010	13,392	28,403	41.1	41.9	41.5
South East	14,320	13,417	27,736	4,665	6,094	10,758	18,984	19,510	38,495	24.6	31.2	27.9
Sowa	262	447	708	-	194	194	262	641	902	0.0	30.2	21.5
Total	171,950	161,645	333,595	75,107	76,851	151,959	247,057	238,496	485,554	30.4	32.2	31.3

Table YE6: Total Youth (15-35) Labour Force by Marital Status and Sex, QMTS Q1 2020

Marital status	Employed			Unemployed			Total Youth Labour Force-Youth			Labour Force % Distribution		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Married	8,253	18,213	26,466	1,084	2,589	3,672	9,337	20,801	30,138	11.6	12.4	12.2
Living Together	65,823	67,236	133,059	9,494	24,873	34,367	75,318	92,109	167,427	12.6	27.0	20.5
Separated	230	-	230	-	94	94	230	94	324	-	100.0	29.0
Divorced	-	-	-	-	-	-	-	-	-	-	-	-
Widowed	154	195	349	-	-	-	154	195	349	-	-	-
Never Married	97,489	76,001	173,490	64,529	49,296	113,825	162,019	125,297	287,316	39.8	39.3	39.6
Total	171,950	161,645	333,595	75,107	76,851	151,959	247,057	238,496	485,554	30.4	32.2	31.3

Table YE7: Employed Youth (15 – 35) by Occupation and Sex, QMTS Q1 2020

Occupation	Male	Female	Total
Managers	9,375	11,644	21,019
Professionals	6,660	10,943	17,603
Technicians and Associate Professionals	10,329	14,794	25,123
Clerical Support Services	3,652	13,405	17,057
Service/Sales Workers	37,805	55,592	93,398
Skilled Agric. Workers	3,712	2,165	5,876
Craft and Trades Workers	24,300	5,713	30,013
Plant & Machine Operators	16,628	1,030	17,658
Elementary Occupations	58,983	46,229	105,212
Other	506	130	635
Total	171,950	161,645	333,595

Table YE8: Youth (15-35) not in Education, Not in Employment by Age Group, Region and Sex, QMTS Q1 2020

Age Group	Cities and Towns			Urban Villages			Rural Areas			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	2,526	3,071	5,597	7,117	6,926	14,042	5,283	5,093	10,376	14,925	15,090	30,015
18-19	3,758	3,357	7,114	14,762	10,879	25,641	7,546	8,237	15,783	6,066	22,472	48,538
20-24	7,130	9,303	16,433	20,376	16,535	36,911	19,693	18,181	37,875	47,200	44,019	91,218
25-29	7,031	5,367	12,398	15,228	30,122	45,350	11,335	17,713	29,048	33,594	53,201	86,795
30-34	3,704	6,586	10,291	9,844	22,136	31,981	11,358	16,111	27,469	24,907	44,833	69,740
35-39	310	1,699	2,009	2,948	3,898	6,846	1,661	2,929	4,590	4,919	8,526	13,445
Total	24,459	29,382	53,842	70,275	90,496	160,771	56,876	68,263	125,139	151,610	188,141	339,752

Table YE9: NEET Rate by Age group and Sex, QMTS Q1 2020

Age Group	Youth Not in Education, in Employment			Total Youth population			NEET Rate (%)			Q4_2019 Total
	Male	Female	Total	Total	Female	Total	Male	Female	Total	
15-17	14,925	15,090	30,015	74,105	73,232	147,337	20.1	20.6	20.4	13.1
18-19	26,066	22,472	48,538	39,240	40,773	80,012	66.4	55.1	60.7	39.6
20-24	47,200	44,019	91,218	92,814	93,684	186,498	50.9	47.0	48.9	44.6
25-29	33,594	53,201	86,795	103,343	113,605	216,948	32.5	46.8	40.0	43.0
30-34	24,907	44,833	69,740	79,539	105,292	184,830	31.3	42.6	37.7	36.8
35	4,919	8,526	13,445	22,612	17,893	40,505	21.8	47.6	33.2	34.3
Total	151,610	188,141	339,752	411,653	444,478	856,131	36.8	42.3	39.7	36.1

POPULATION OUTSIDE LABOUR FORCE

Table LFO1a: Population Outside Labour Force, QMTS Q1 2020

Age Group	Relaxed Job Seekers	Studying or Training	Household Responsibilities	Subsistence Farming	Retired or Pensioners	Illness or Own Disability	Other	Total	Total Percentage
15-17	3,527	117,366	7,830	672	-	1,376	575	131,346	19.9
18-19	4,800	33,306	18,776	558	-	543	1,888	59,873	9.1
20-24	8,208	32,634	25,554	2,362	-	1,215	3,585	73,559	11.2
25-29	12,151	10,926	22,981	3,623	-	1,054	3,238	53,973	8.2
30-34	6,569	1,454	19,326	2,672	-	968	3,333	34,321	5.2
35-39	8,257	783	19,184	2,151	-	2,421	2,460	35,256	5.3
40-44	4,106	239	13,541	3,777	-	3,119	1,561	26,341	4.0
45-49	2,632	-	10,397	3,314	-	2,716	1,807	20,866	3.2
50-54	3,348	-	14,552	5,207	834	4,635	568	29,143	4.4
55-59	3,734	-	11,773	9,304	498	4,389	775	30,473	4.6
60-64	3,725	-	16,708	8,608	6,048	4,839	598	40,525	6.1
65-69	4,181	-	12,433	8,778	3,176	5,462	830	34,860	5.3
70-74	8,920	-	8,866	3,129	2,733	4,923	1,124	29,696	4.5
75+	13,246	-	14,310	5,429	7,183	16,530	2,639	59,337	9.0
Total	87,405	196,708	216,229	59,584	20,471	54,190	24,981	659,568	100.0
Total Percentage	13.3	29.8	32.8	9.0	3.1	8.2	3.8	100.0	

Table LFO1b: Population Outside Labour Force, QMTS Q1 2020

Age Group	Relaxed Job Seekers	Studying or Training	Household Responsibilities	Subsistence Farming	Retired or Pensioners	Illness or Own Disability	Other	Total	Total Percentage
18-19	4,800	33,306	18,776	558	-	543	1,888	59,873	11.3
20-24	8,208	32,634	25,554	2,362	-	1,215	3,585	73,559	13.9
25-29	12,151	10,926	22,981	3,623	-	1,054	3,238	53,973	10.2
30-34	6,569	1,454	19,326	2,672	-	968	3,333	34,321	6.5
35-39	8,257	783	19,184	2,151	-	2,421	2,460	35,256	6.7
40-44	4,106	239	13,541	3,777	-	3,119	1,561	26,341	5.0
45-49	2,632	-	10,397	3,314	-	2,716	1,807	20,866	4.0
50-54	3,348	-	14,552	5,207	834	4,635	568	29,143	5.5
55-59	3,734	-	11,773	9,304	498	4,389	775	30,473	5.8
60-64	3,725	-	16,708	8,608	6,048	4,839	598	40,525	7.7
65-69	4,181	-	12,433	8,778	3,176	5,462	830	34,860	6.6
70-74	8,920	-	8,866	3,129	2,733	4,923	1,124	29,696	5.6
75+	13,246	-	14,310	5,429	7,183	16,530	2,639	59,337	11.2
Total	83,877	79,342	208,401	58,912	20,472	52,814	24,406	528,223	100.0
Total Percentage	15.9	15.0	39.5	11.2	3.9	10.0	4.6	100.0	
Total Percentage	13.3	29.8	32.8	9.0	3.1	8.2	3.8	100.0	

Table LFO2: Population Outside Labour Force, QMTS Q1 2020

Age Group	15-17	18-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75+	Total
Relaxed Job Seekers	3,527	4,800	8,208	12,151	6,569	8,257	4,106	2,632	3,348	3,734	3,725	4,181	8,920	13,246	87,405
Studying or Training	117,366	33,306	32,634	10,926	1,454	783	239	-	-	-	-	-	-	-	196,708
Household Responsibilities	7,830	18,776	25,554	22,981	19,326	19,184	13,541	10,397	14,552	11,773	16,708	12,433	8,866	14,310	216,229
Subsistence Farming	672	558	2,362	3,623	2,672	2,151	3,777	3,314	5,207	9,304	8,608	8,778	3,129	5,429	59,584
Retired or Pensioners	-	-	-	-	-	-	-	-	834	498	6,048	3,176	2,733	7,183	20,471
Illness or Own Disability	1,376	543	1,215	1,054	968	2,421	3,119	2,716	4,635	4,389	4,839	5,462	4,923	16,530	54,190
Other	575	1,888	3,585	3,238	3,333	2,460	1,561	1,807	568	775	598	830	1,124	2,639	24,981
Total	131,346	59,873	73,559	53,973	34,321	35,256	26,341	20,866	29,143	30,473	40,525	34,860	29,696	59,337	659,568
	Percentage														
Relaxed Job Seekers	4.0	5.5	9.4	13.9	7.5	9.4	4.7	3.0	3.8	4.3	4.3	4.8	10.2	15.2	100.0
Studying or Training	59.7	16.9	16.6	5.6	0.7	0.4	0.1	-	-	-	-	-	-	-	100.0
Household Responsibilities	3.6	8.7	11.8	10.6	8.9	8.9	6.3	4.8	6.7	5.4	7.7	5.7	4.1	6.6	100.0
Subsistence Farming	1.1	0.9	4.0	6.1	4.5	3.6	6.3	5.6	8.7	15.6	14.4	14.7	5.3	9.1	100.0
Retired or Pensioners	-	-	-	-	-	-	-	-	4.1	2.4	29.5	15.5	13.4	35.1	100.0
Illness or Own Disability	2.5	1.0	2.2	1.9	1.8	4.5	5.8	5.0	8.6	8.1	8.9	10.1	9.1	30.5	100.0
Other	2.3	7.6	14.4	13.0	13.3	9.8	6.2	7.2	2.3	3.1	2.4	3.3	4.5	10.6	100.0
Total	19.9	9.1	11.2	8.2	5.2	5.3	4.0	3.2	4.4	4.6	6.1	5.3	4.5	9.0	100.0





Private Bag 0024
Gaborone
Tel: 3671 300 **Fax:** 3952201
Toll Free: 0800 600 200

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

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

ISBN: 978-99968-482-4-7 (e-book)



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