

Quarterly Multi-Topic Survey: Labour Force Module Report

Quarter 3: 2019

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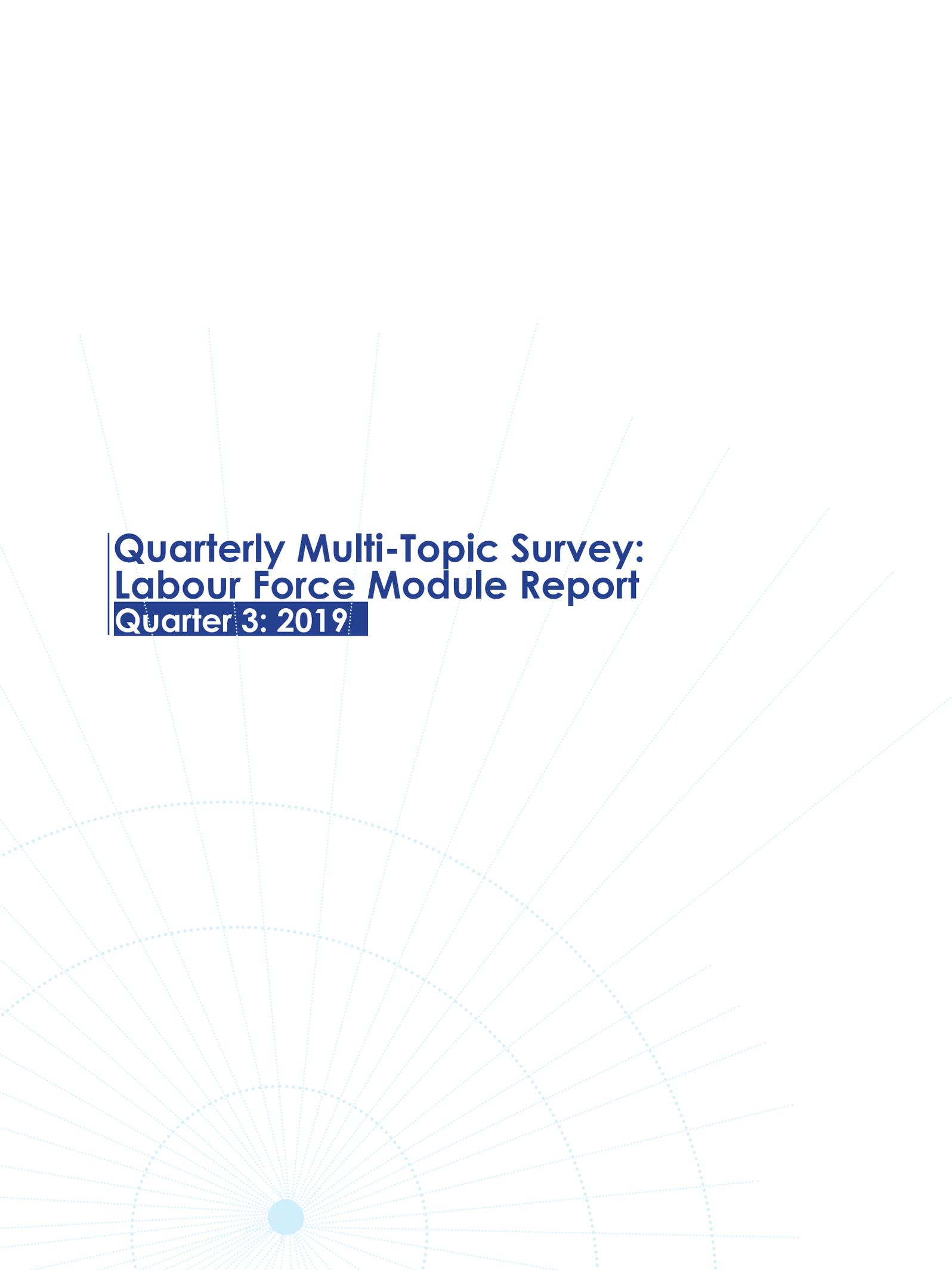
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STATISTICS BOTSWANA



**Quarterly Multi-Topic Survey:
Labour Force Module Report
Quarter 3: 2019**

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MULTI-TOPIC SURVEY QUARTER 3, 2019

LABOUR FORCE MODULE REPORT

Preface

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

The first quarter of this survey is Quarter 3 (July-September) of 2019. Accordingly this publication which based on the data collected in Q3 2019 is the first publication of the survey and it presents information on employment, wages from the formal sector, youth employment and disability employment and other labour force indicators. The survey included a second module which was designed to collect selected ICT data at the household level. The results from that module will be released in a separate follow up publication.

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 4 quarters of any year will have a seasonal component. 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 in the conduct of the more extensive 2016 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
January 2020

Summary Headline Labour Force Indicators

The Labour Force Module of the QMTS carries several sections of interest that provide useful indicators which will be tracked from quarterly basis to continually monitor change in the labour force market, particularly on the supply side.

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

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

A comparison of quarter 3: 2019 and the 2015/16 BMTHS results is given in the summary **Table 1.0**. It is worth noting that when comparison/change is being made between 2015/16 and the third quarter of 2019, that the 2019 quarter indicators could be affected by seasonality. The 2015/16 indicators covered the whole year and as such are not affected by seasonality. Comparisons of the QMTS indicators in subsequent quarterly reports will shed more light on the impact of seasonality on the labour force market .

Labour force increased 12.4 percent between 2015/16 and the third quarter of 2019. This was accompanied by increases of 8.1 percent and 32.5 percent of the employed and unemployed labour force, respectively. This resulted in an increase of 3.3 percentage increase in the employment to population ratio over the period, from 47.4 percent in 2015/16 to 50.7 percent in quarter three of 2019.

Unemployment rate went up by 3.1 percentage points between the two periods, from 17.6 to 20.7 percent

The youth labour force increased by 12.7 percent, from 427, 089 in 2015/16 to 481, 441 in the third quarter of 2019. This was accompanied by an increase of 1.6 percentage points increase in youth unemployment rate, from 25.1 to 26.7 percent.

The Youth not in Education, not in Employment or Training (NEET Rate %) decreased from 39.9 to 35.2 percent between the two periods.

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

Indicator/Statistics	QMTS			BMTHS	Change (% & Percentage points)
	Total	Male	Female	Total	
1 Population (15 years and above)	1, 572, 736	734,531	838,204	1, 349, 008	16.6
2 Population Out of Labour Force (15 years and above)	632, 190	264, 778	367, 412	512, 274	23.4
3 Economically Active Population (15 years and above)	940, 546	469, 753	470, 793	836, 734	12.4
4 Employed Population	745, 556	376, 563	368, 993	689, 528	8.1
5 Unemployed Population	194, 990	93, 190	101, 799	147, 206	32.5
7 Economically Active Population (18 years and above)	934, 338	465,734	468,604	830, 851	12.5
8 Employed Population (18 years and above)	742, 792	374, 894	367, 898	685, 797	8.3
9 Unemployed Population (18 years and above)	191, 546	90,840	100,706	145, 054	32.1
10 Formal Sector employment	483, 814	232, 568	251, 246	420, 762	15.0
11 Employment to Population Ration (EPR)	47.4	51.3	44.0	50.7	3.3
12 Labour Force Participation Rate (LFPR)	59.8	64.0	56.2	61.5	(1.7)
13 Average Cash Earnings (in Pula)	4,989	6, 054	3, 972	4, 616	8.1
14 Unemployment Rate % (15 year and above)	20.7	19.8	21.6	17.6	3.1
15 Unemployment Rate % (18 years and above)	20.5	19.5	21.5	17.5	3.0
16 Expanded Unemployment Rate % (15 years and above)	26.1	25.8	26.5	28.9	(2.8)
17 Estimated Population of Youth (15 – 35 years)	844,723	410,761	433,962	747, 635	13.0
18 Youth Labour Force	481,441	241,621	239,820	427, 089	12.7
19 Youth Unemployment Rate (15-35 years)	26.7	25.2	28.1	25.1	1.6
20 Unemployed Population with Disability	3, 309	2, 003	1, 306	3, 085	7.3
21 Persons with Disability Unemployment Rate (%)	23.1	32.0	16.2	15.6	7.5
22 Youth not in Education, not in Employment or Training (NEET Rate %)	35.2	31.5	38.7	39.9	(4.7)

1.0 INTRODUCTION

Statistics Botswana conducted the Quarterly Multi-Topic Survey (QMTS), starting in July 2019. The QMTS was the second multi modular survey following the Botswana Multi-Topic Household Survey (BMTHS), which was conducted in 2015/16. Broadly, the QMTS combined the Labour Force, Information Communication Technology and Core Welfare Indicators surveys.

The aim of QMTS is to produce quarterly estimates on Labour Force Indicators and other key policy variables, which will be rotated based on the stakeholder needs and national priorities. This Statsbrief presents headline indicators from the Labour Force module of the QMTS, for the period July to September 2019.

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

1.1 Objectives of Survey

The primary objective of the 2019 QMTS was to provide a comprehensive set of indicators for labour market and poverty. The set of indicators derived from the QMTS will provide Labour Market indicators required for the Labour Market Information System set up by the Human Resource Development Council on a regular basis and indicators that will guide the Poverty Eradication Strategy and poverty eradication programs implemented by 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. QMTS is meant to provide timely frequent indicators that will be responsive to development frameworks and emerging stakeholder data needs.

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

Demographic Characteristics

Disability

Education

Labour

Own Production

Sources of household income

Safety Nets

Housing

Non-farm enterprises

Subjective welfare

Food Insecurity Experience Scale (FIES)

ICT- household questionnaire

1.2 Scope of Analysis

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

The choice of target population (15 years and above) is based on the International Labour Organisation (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 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 comprises all persons of working age, who, during a specified brief period, such as one (1) week or one (1) day, were in the following categories:

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

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

1.2.2 The Unemployed Population

The unemployed persons or population refers to all persons in the working age group, 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 the past seven 7 days / reference week
2. Carried out activities to seek employment in the past 30 days / reference Month
3. Available to start work/business in reference week, OR within a 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 summarises the status of economic activity for population aged 15 years and above, covering current labour force (economically active, categorized into currently seeking work, currently employed), and total aggregated economically inactive individuals, who were neither employed or looking for jobs.

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

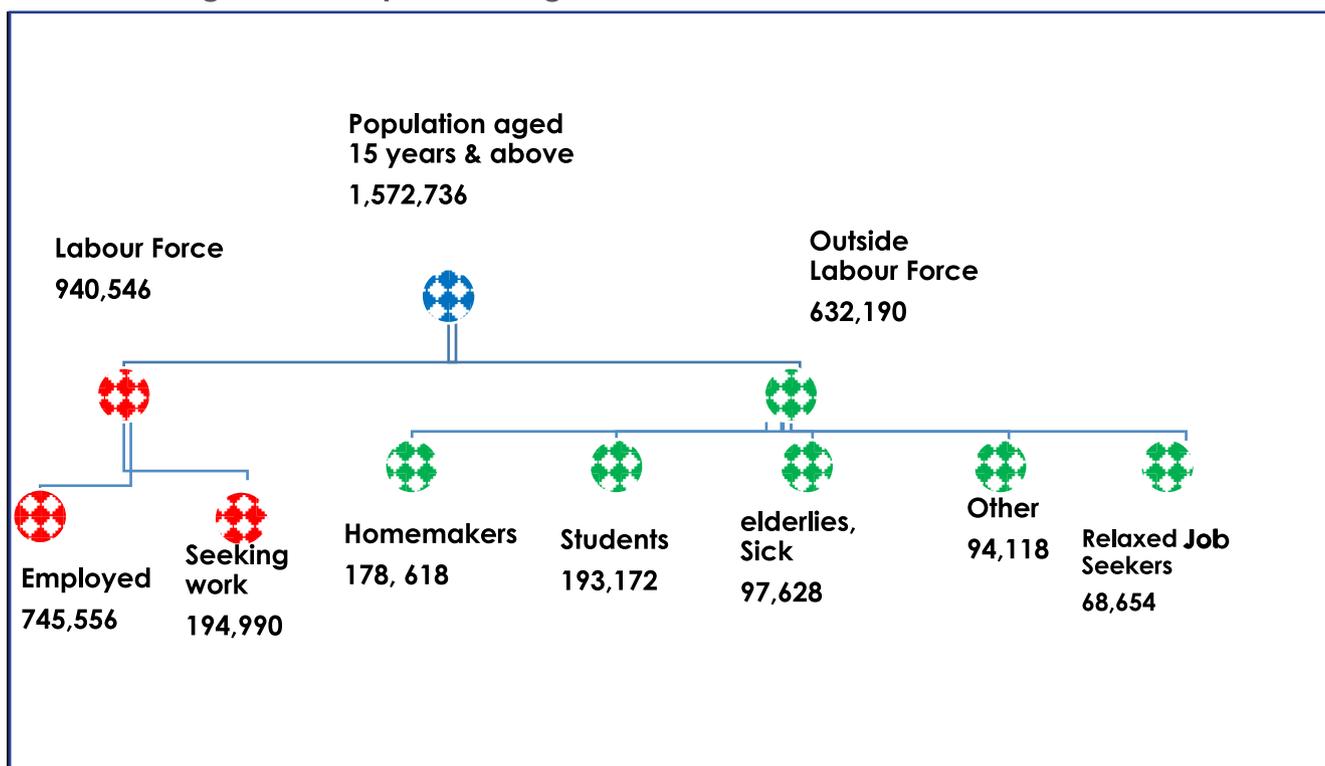
The headline indicators include total Labour force, Employed and Unemployed, Unemployment rates, Employment by occupation and industry.

2.1 Population Aged 15 Years and Above

Figure 1.1 presents information on the target population, aged 15 years and above, which is estimated at 1, 572, 736. The Labour Force (economically active population), which participated actively in the economy, was estimated at 940, 546 (59.8 percent) of the target population, of which 745,556 (79.3 percent) was employed, and 194,990 (20.7 percent) was unemployed.

The economically inactive population or population outside labour force aged 15 years and above stood at 632, 190. These include homemakers, students, elderly & the sick, and others. Students accounted for the highest percentage (30.6 percent) of the economically inactive population with 193, 172 persons, followed by homemakers (28.3 percent) with 178, 618 persons.

Figure 1.1: Population Aged 15 Years & Above – QMTS- Q3-2019



2.2 Labour Force (Economically Active Population) by Sex

The estimated total labour force aged 15 years and above, is 940, 546 persons, comprising of 470, 793 (50.1 percent) females, and 469, 753 (49.9 % males) as presented in **Figure 1.2**. Out of a total of 194, 990 job seekers, 52.2 percent (101, 799) were females, compared with 47.8 percent (93, 190 males).

Females outnumbered males in the labour force, and were the highest contributors to the currently unemployed labour force with 101, 799 individuals compared with 93, 190 males.

Figure 1.2: Economically Active Population Aged 15 Years and Above by Sex

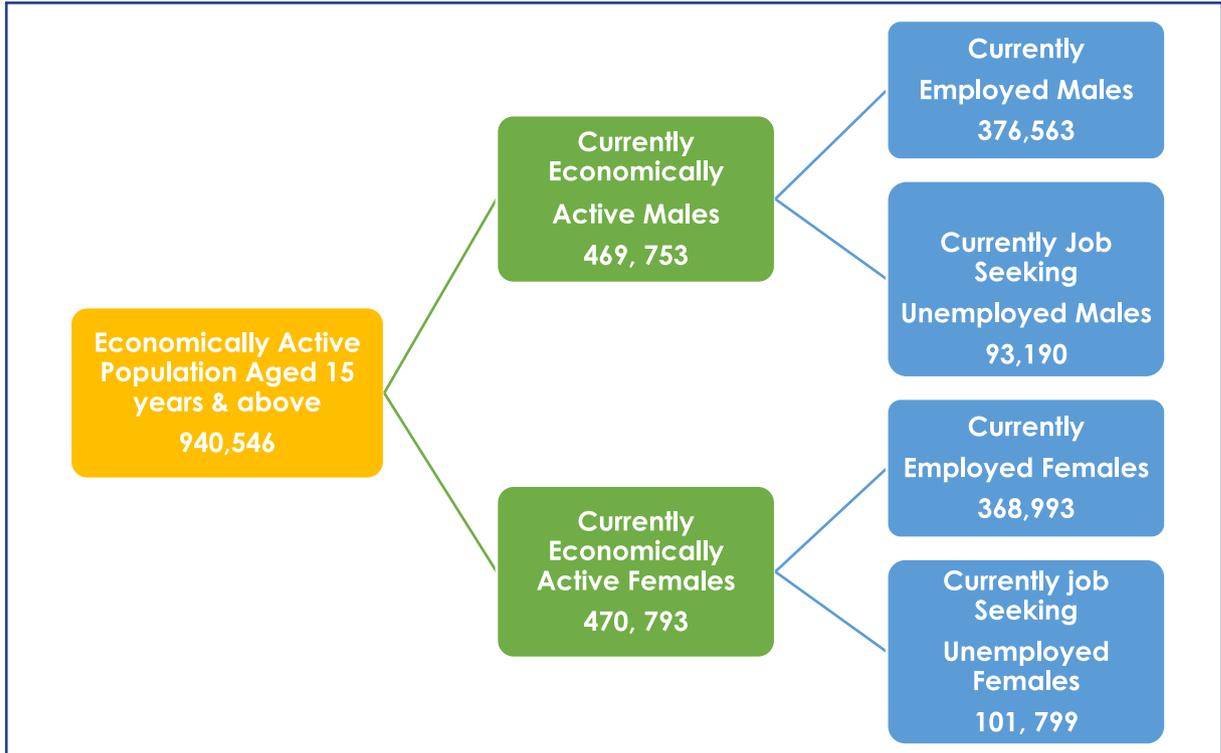
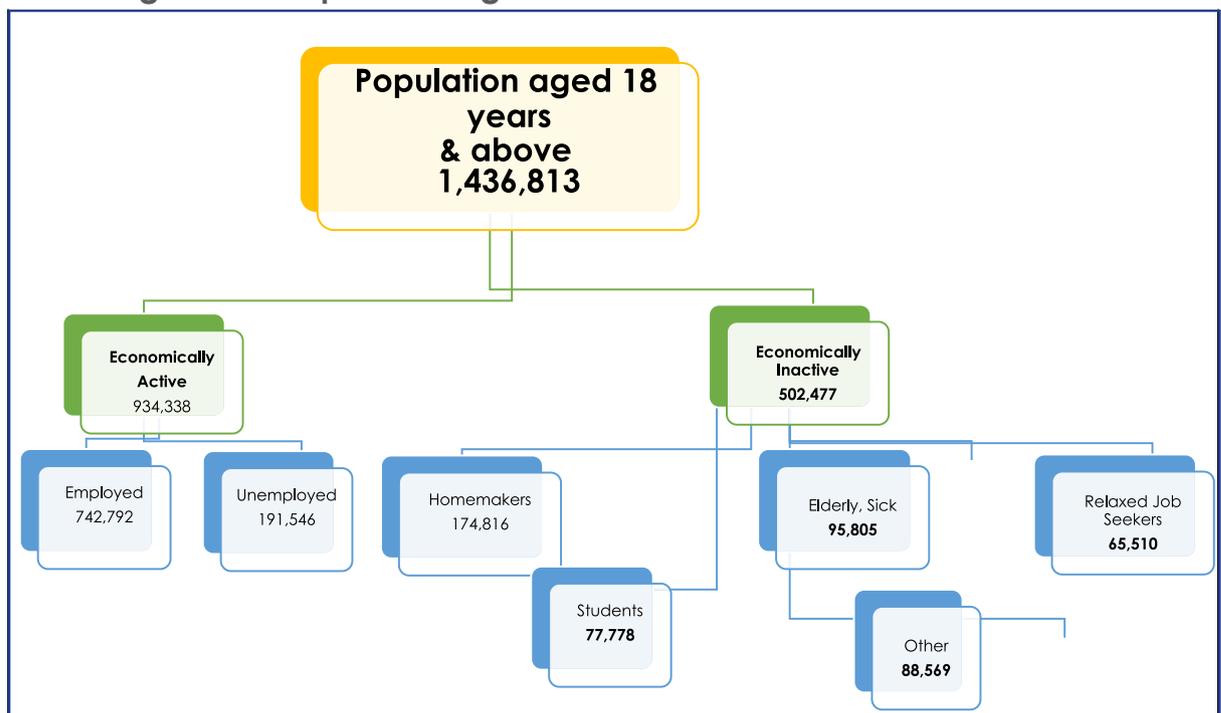


Figure 1.3: Population Aged 18 Years and Above QMTS 2019



2.3 Population Aged 18 years and Over

Figure 1.3 above shows population aged 18 years and above. The total was estimated at 1,436,813 of which 934,338 were economically active and 502,477 were economically inactive. The economically active consisted of 742,792 employed individuals and 191,546 unemployed.

2.4 Employment Population Ratio (EPR)

The Employment to Population Ratio (EPR) reflects the extent to which a country's population is growing compared with creation of employment, that is, EPR is an indicator showing the ability of the economy to provide employment to its growing population. A decline in EPR may be considered as an indication of 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 2019/20 (July to September 2019) Quarterly Multi Topic Survey estimated the overall Employment to Population Ratio of 47.4 percent, with males and females recording 51.3 and 44.0 percent respectively. The ratio for males was higher than their female counterparts for all the age groups. See **Figure 1.4** below

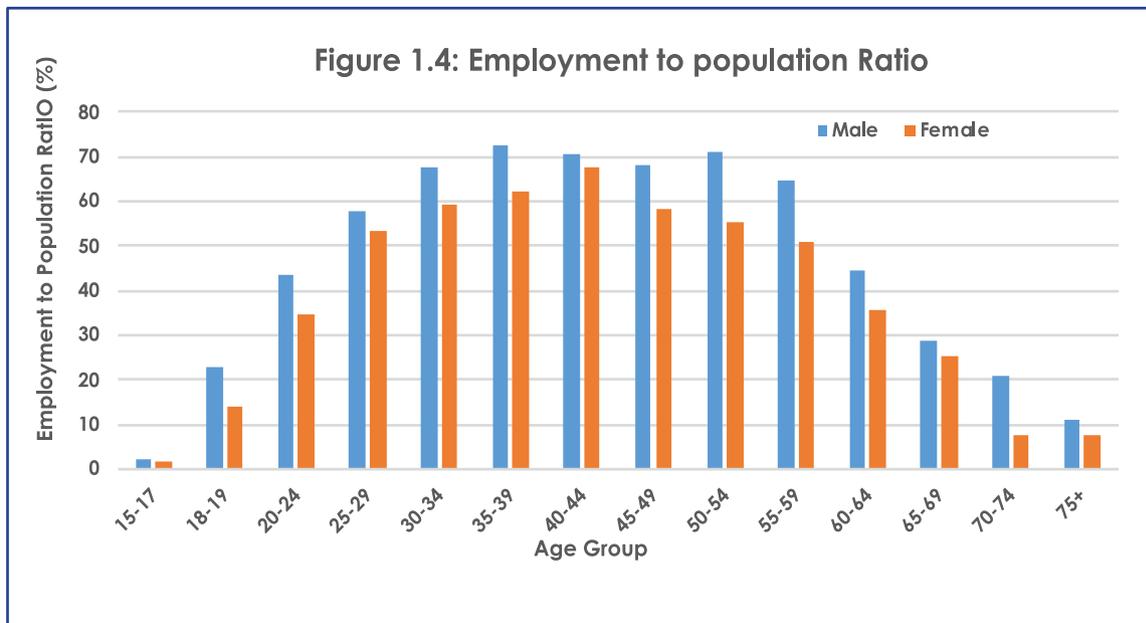


Table 1.1: **Employment to Population Ratio (15 years and above) QMTS 2019 (July to September)**

Age Group	Population			Employed			Employment to Population Ratio		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	69,533	66,389	135,922	1669	1095	2765	2.4	1.6	2.0
18-19	42,062	34,811	76,873	9563	4941	14504	22.7	14.2	18.9
20-24	96,804	102,555	199,359	42251	35536	77787	43.6	34.7	39.0
25-29	102,988	110,679	213,667	59531	59286	118818	57.8	53.6	55.6
30-34	79,329	99,853	179,182	53717	59239	112956	67.7	59.3	63.0
35-39	86,329	96,464	182,793	62748	59811	122559	72.7	62.0	67.0
40-44	70,583	70,067	140,650	49772	47442	97214	70.5	67.7	69.1
45-49	41,616	54,217	95,833	28408	31638	60046	68.3	58.4	62.7
50-54	41,274	49,641	90,915	29310	27578	56888	71.0	55.6	62.6
55-59	27,738	36,450	64,188	17960	18513	36473	64.7	50.8	56.8
60-64	26,453	35,702	62,155	11725	12781	24506	44.3	35.8	39.4
65-69	16,440	27,296	43,737	4693	6936	11628	28.5	25.4	26.6
70-74	15,776	16,986	32,762	3284	1309	4593	20.8	7.7	14.0
75+	17,605	37,094	54,699	1932	2888	4820	11.0	7.8	8.8
Total	734,531	838,204	1,572,735	376563	368993	745556	51.3	44.0	47.4

2.5 Labour Force Participation Rates (LFPR)

The total labour force participation rate by age group between males and females is displayed in **Figure 1.7.1**. The LFPR reflects the extent to which a country's working age group is economically active. The labour force participation rate is a measure of the proportion of a country's working-age population that engages actively in the labour market, either by working or looking for work; it provides an indication of the size of the supply of labour available to engage in the production of goods and services, relative to the population of working age group.

The total LFPR was estimated at 59.8 percent, with males recording 64.0 percent as compared to 56.2 percent recorded by females. For both males and females, participation rate in economic activity was prominent for age groups between 25-29 and 45-49 years. The highest rate was recorded for age group 35-39 at 82.1 percent, followed by age groups 40-44 and 30-34 with 81.3 and 80.2 percent respectively. From age group 55-59, the rate declined gradually until it reached 9.2 percent for age group 75 and above.

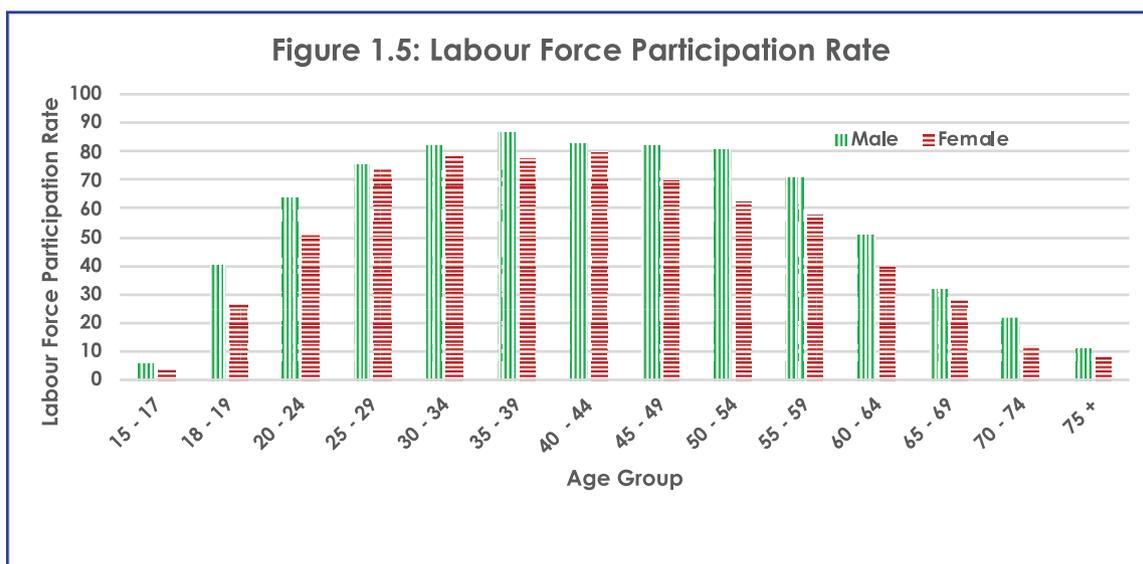


Table 1.2: Labour Force Participation Rates by Age Group and Sex, QMTS 2019

Age Group	Total Population			Economically Active			Participation rate %		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15 - 17	69,533	66,389	135,922	4,019	2,190	6,209	5.8	3.3	4.6
18 - 19	42,062	34,811	76,873	16,834	9,110	25,944	40.0	26.2	33.7
20 - 24	96,804	102,555	199,359	61,655	52,891	114,546	63.7	51.6	57.5
25 - 29	102,988	110,679	213,667	77,110	81,151	158,261	74.9	73.3	74.1
30 - 34	79,329	99,853	179,182	65,189	78,465	143,654	82.2	78.6	80.2
35 - 39	86,329	96,464	182,793	75,055	75,052	150,106	86.9	77.8	82.1
40 - 44	70,583	70,067	140,650	58,607	55,708	114,315	83.0	79.5	81.3
45 - 49	41,616	54,217	95,833	34,304	37,693	71,996	82.4	69.5	75.1
50 - 54	41,274	49,641	90,915	33,241	30,801	64,043	80.5	62.0	70.4
55 - 59	27,738	36,450	64,188	19,600	21,023	40,623	70.7	57.7	63.3
60 - 64	26,453	35,702	62,155	13,514	13,990	27,503	51.1	39.2	44.2
65 - 69	16,440	27,296	43,737	5,219	7,605	12,824	31.7	27.9	29.3
70 - 74	15,776	16,986	32,762	3,474	2,037	5,511	22.0	12.0	16.8
75 +	17,605	37,094	54,699	1,932	3,079	5,010	11.0	8.3	9.2
Total	734,531	838,204	1,572,735	469,753	470,793	940,545	64.0	56.2	59.8

2.6 Total employed population

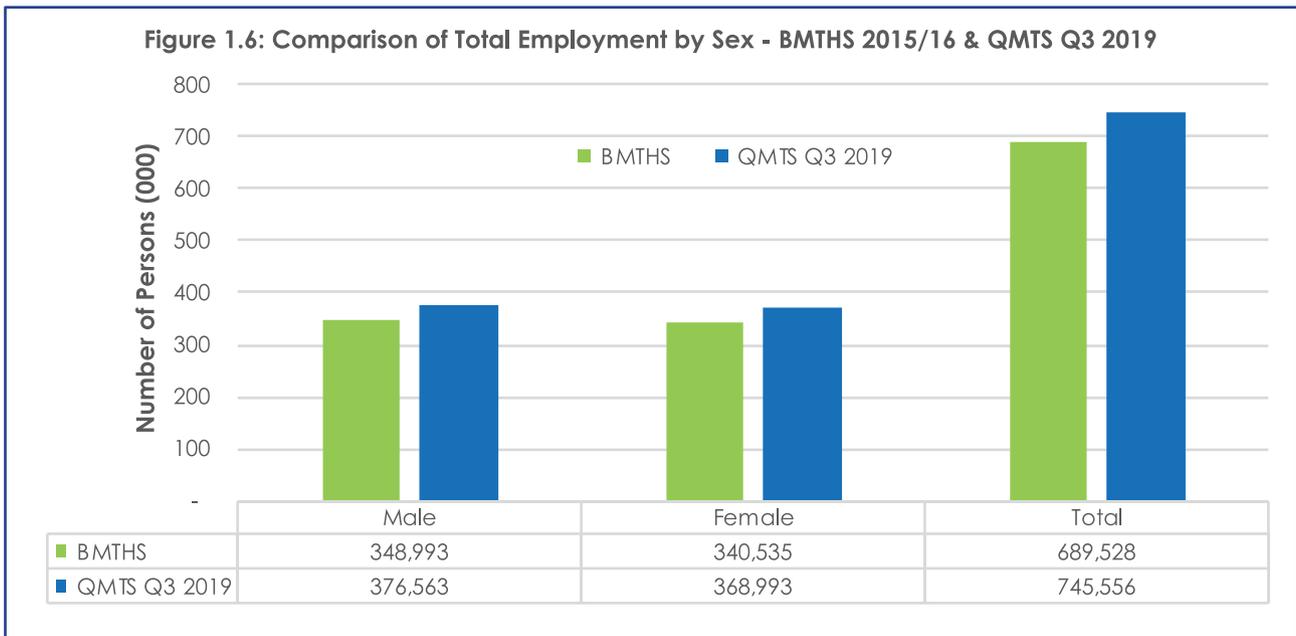
2.6.1 Employed Population Characteristics (Population 15 years and above)

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

2.6.2 Total employed population

The 2019/20 QMTS recorded a total of 745,556 employed persons of which 376,563 (50.5 percent) were males and 368,993 were females (49.5 percent) during the first three months of the survey, being July to September 2019 (Quarter 3 2019).

Comparing the third quarter 2019 (July to September 2019) of the 2019/20 QMTS with the 2015/16 annualized BMTHS shows that there has been an increase in total employment. Total employment increased from 689,528 persons to 745, 556 persons. This is an increase of 8.1 percent (56,028 persons). **Figure 1.6** is a graphical presentation of total employment for BMTHS and QMTS Q3 2019.



2.6.3 Total Employed by District

Employment by districts shows that Gaborone and Kweneng East contributed the largest share of employment, recording 14.5 percent each. Considering employment within the districts and by sex, Kgatleng had the highest males in employment (62.5 percent) as compared to 37.5 percent of their female counterparts. In Ghanzi district females recorded the highest percentage (64.0 percent) as compared to 36.0 percent of the males. See **Table 1.3**.

Table 1.3: Total Employed by District & Sex

District	Counts			% Total	Proportions (%)		Total
	Male	Female	Total		Male	Female	
Gaborone	57,644	50,759	108,403	14.5	53.2	46.8	100.0
Francistown	22,723	18,636	41,359	5.5	54.9	45.1	100.0
Lobatse	5,602	6,383	11,984	1.6	46.7	53.3	100.0
Selibe Phikwe	5,431	4,675	10,106	1.4	53.7	46.3	100.0
Orapa	3,127	1,648	4,776	0.6	65.5	34.5	100.0
Jwaneng	4,494	4,286	8,781	1.2	51.2	48.8	100.0
Sowa	876	733	1,609	0.2	54.4	45.6	100.0
Ngwaketse	12,374	12,656	25,030	3.4	49.4	50.6	100.0
Barolong	7,648	9,316	16,964	2.3	45.1	54.9	100.0
Ngwaketse West	2,024	1,482	3,506	0.5	57.7	42.3	100.0
South East	25,917	29,250	55,168	7.4	47.0	53.0	100.0
Kweneng East	55,262	52,816	108,078	14.5	51.1	48.9	100.0
Kweneng West	12,111	15,911	28,022	3.8	43.2	56.8	100.0
Kgatleng	22,937	13,774	36,711	4.9	62.5	37.5	100.0
Central Serowe/Palapye	22,479	22,400	44,878	6.0	50.1	49.9	100.0
Central Mahalapye	14,425	13,267	27,692	3.7	52.1	47.9	100.0
Central Bobonong	13,018	18,202	31,220	4.2	41.7	58.3	100.0
Central Boteti	15,828	16,350	32,178	4.3	49.2	50.8	100.0
Central Tutume	26,046	22,308	48,354	6.5	53.9	46.1	100.0
North East	8,484	8,433	16,918	2.3	50.1	49.8	100.0
Ngamiland East	12,258	12,842	25,100	3.4	48.8	51.2	100.0
Ngamiland West	6,354	8,078	14,432	1.9	44.0	56.0	100.0
Chobe	6,713	9,431	16,144	2.2	41.6	58.4	100.0
Ghanzi	4,563	8,097	12,660	1.7	36.0	64.0	100.0
Kgalagadi South	4,483	3,094	7,577	1.0	59.2	40.8	100.0
Kgalagadi North	3,741	4,164	7,905	1.1	47.3	52.7	100.0
Total	376,563	368,993	745,556	100.0	50.5	49.5	100.0

2.6.4 Employed by Age Group

Table 1.4a, Table 1.4b and Figure 1.7 below shows employment by age groups. Age group 35 -39 had the highest percentage of employed persons with 16.4 percent (122,559 persons) followed by age groups 25 – 29 and 30 – 34 with 15.9 percent (118,956 persons) and 15.2 percent (112,818 persons) respectively. Age groups 15 -17, 70 – 74 and 75 & above contributed the lowest percentages of less than 1 percent each of the employed persons.

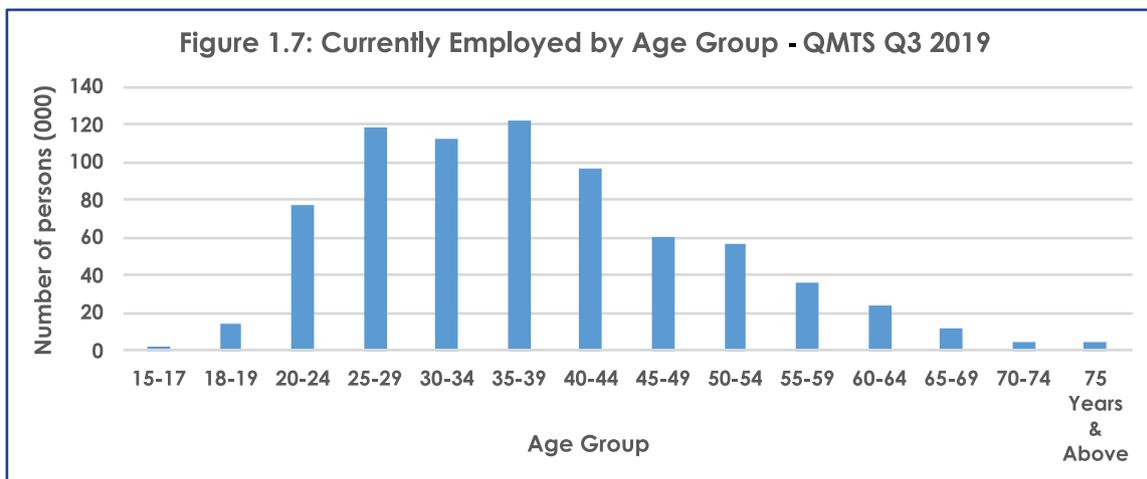


Table 1.4a: Currently Employed by Age Group (15 years & above) and Sex

Age Group	Counts			% Total	Proportion (%)		
	Male	Female	Total		Male	Female	Total
15-17	1,669	1,095	2,765	0.4	60.4	39.6	100.0
18-19	9,563	4,941	14,504	1.9	65.9	34.1	100.0
20-24	42,251	35,536	77,787	10.4	54.3	45.7	100.0
25-29	59,531	59,286	118,818	15.9	50.1	49.9	100.0
30-34	53,717	59,239	112,956	15.2	47.6	52.4	100.0
35-39	62,748	59,811	122,559	16.4	51.2	48.8	100.0
40-44	49,772	47,442	97,214	13.0	51.2	48.8	100.0
45-49	28,408	31,638	60,046	8.1	47.3	52.7	100.0
50-54	29,310	27,578	56,888	7.6	51.5	48.5	100.0
55-59	17,960	18,513	36,473	4.9	49.2	50.8	100.0
60-64	11,725	12,781	24,506	3.3	47.8	52.2	100.0
65-69	4,693	6,936	11,628	1.6	40.4	59.6	100.0
70-74	3,284	1,309	4,593	0.6	71.5	28.5	100.0
75+	1,932	2,888	4,820	0.6	40.1	59.9	100.0
Total	376,563	368,993	745,556	100.0	50.5	49.5	100.0

Table 1.4b: **Currently Employed by Age Group (18 years & above) and Sex**

Age Group	Counts			% Total	Proportion (%)		
	Male	Female	Total		Male	Female	Total
18-19	9,563	4,941	14,504	2.0	65.9	34.1	100.0
20-24	42,251	35,536	77,787	10.5	54.3	45.7	100.0
25-29	59,531	59,286	118,818	16.0	50.1	49.9	100.0
30-34	53,717	59,239	112,956	15.2	47.6	52.4	100.0
35-39	62,748	59,811	122,559	16.5	51.2	48.8	100.0
40-44	49,772	47,442	97,214	13.1	51.2	48.8	100.0
45-49	28,408	31,638	60,046	8.1	47.3	52.7	100.0
50-54	29,31	27,578	56,888	7.7	51.5	48.5	100.0
55-59	17,96	18,513	36,473	4.9	49.2	50.8	100.0
60-64	11,725	12,781	24,506	3.3	47.8	52.2	100.0
65-69	4,693	6,936	11,628	1.6	40.4	59.6	100.0
70-74	3,284	1,309	4,593	0.6	71.5	28.5	100.0
75+	1,932	2,888	4,82	0.6	40.1	59.9	100.0
Total	374,894	367,898	742,792	100.0	50.5	49.5	100.0

2.6.5 Employed by Occupation

Employed persons by occupational categories shows that elementary occupations and service/sales workers are the most common reported categories. Elementary occupations contributed the largest share of total employment with 26.5 percent while service/sales workers is the second largest with 23.5 percent. See [Figure 1.8](#) below

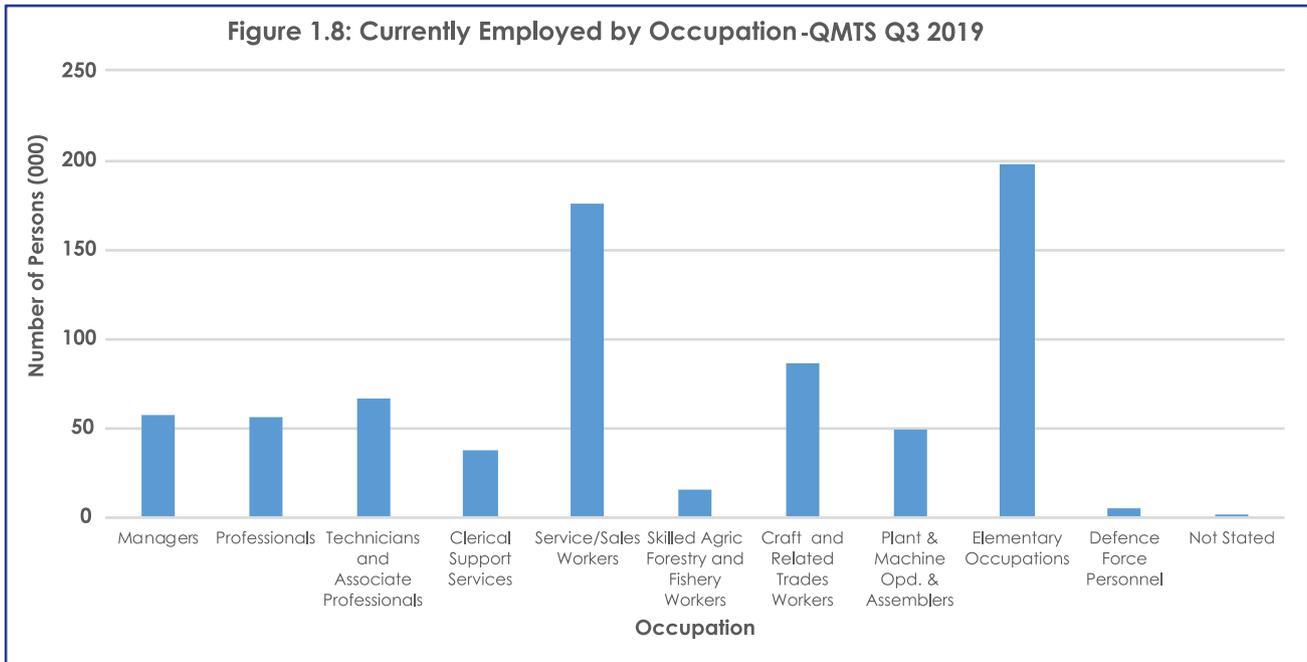


Table 1.5: Currently Employed by Occupation & Sex

Occupation	Counts			% Total	Proportion (%)		
	Male	Female	Total		Male	Female	Total
Managers	27,879	29,588	57,467	7.7	48.5	51.5	100.0
Professionals	30,755	25,051	55,806	7.5	55.1	44.9	100.0
Technicians	29,053	37,281	66,334	8.9	43.8	56.2	100.0
Clerical Support Services	12,1	25,278	37,377	5.0	32.4	67.6	100.0
Service/Sales Workers	68,271	107,048	175,318	23.5	38.9	61.1	100.0
Skilled Agric. and Forestry	9,243	6,024	15,267	2.0	60.5	39.5	100.0
Craft and Trades Workers	67,493	18,416	85,909	11.5	78.6	21.4	100.0
Plant & Machine Operators	41,491	7,467	48,958	6.6	84.7	15.3	100.0
Elementary Occupations	85,122	112,582	197,704	26.5	43.1	56.9	100.0
Other	4,905	259	5,164	0.7	95.0	5.0	100.0
Not Stated	251	-	251	-	100.0	-	100.0
Total	376,563	368,993	745,556	100.0	50.5	49.5	100.0

2.6.6 Employed by Sector/ Employer category

Employment by sector/ employer category is shown in Table 1.6 and Figure 1.9 below. Private sector was the leading employer contributing 34.9 percent (260,185 persons) followed by Central Government with 17.9 percent (133,792 persons) of total employment.

Those who worked in own/household farming and products which were mainly for sale recorded 1.1 percent of total employed.

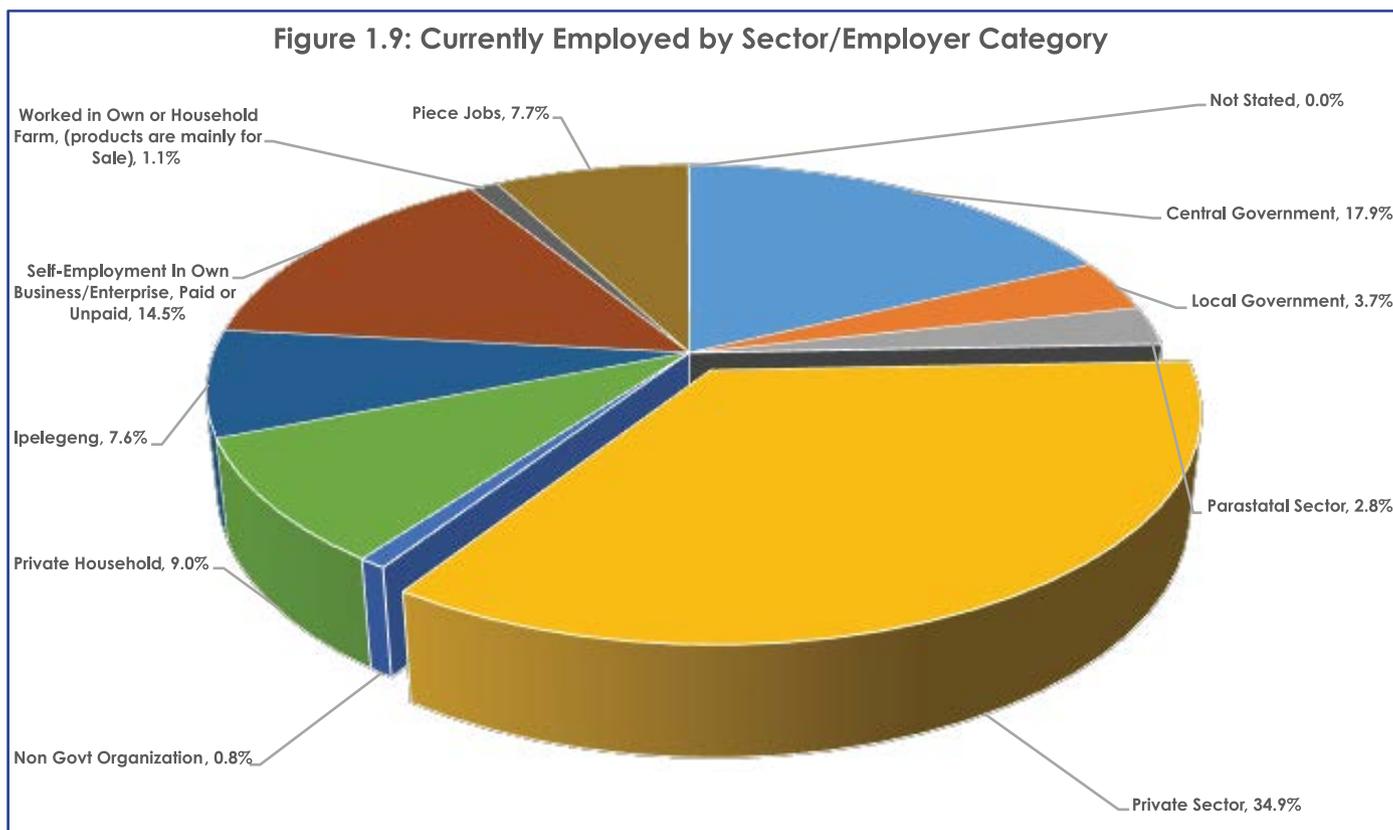


Table 1.6: **Currently Employed by Sector/ Employer Category & Sex**

Sector/ Employer Category	Counts			% Total	Proportion (%)		
	Male	Female	Total		Male	Female	Total
Central Government	61,061	72,732	133,792	17.9	45.6	54.4	100.0
Local Government	11,735	15,692	27,427	3.7	42.8	57.2	100.0
Parastatal Sector	12,485	8,113	20,599	2.8	60.6	39.4	100.0
Private Sector	141,470	118,715	260,185	34.9	54.4	45.6	100.0
Non-Governmental Organization	2,733	3,186	5,919	0.8	46.2	53.8	100.0
Private Household	38,312	28,599	66,912	9.0	57.3	42.7	100.0
Ipelegeng	11,390	45,207	56,597	7.6	20.1	79.9	100.0
Self-Employment In Own Business/Enterprise, Paid or Unpaid	47,438	60,914	108,351	14.5	43.8	56.2	100.0
Worked in Own or Household Farm, (Products are mainly for Sale)	4,078	4,093	8,172	1.1	49.9	50.1	100.0
Piece Jobs	45,608	11,743	57,351	7.7	79.5	20.5	100.0
Not Stated	251	-	251	-	100.0	-	100.0
Total	376,563	368,993	745,556	100.0	50.5	49.5	100.0

Table 1.6 above shows that 79.9 percent (45,207 persons) of females were working in Ipelegeng as compared to 20.1 percent (11,390 persons) of males in the same category. Moreover there were more females in Central Government than males.

Males contributed a significant percentage in piece jobs (79.5 percent) and Parastatal Sector employment (60.5 percent).

2.6.7 Employed by Industry/Economic Activity

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

Graphical presentation of employment by Industry is shown in **Figure 1.10**. The percentage distribution of industries shows that Public Administration contributed more persons (143,331) in employment, 19.2 percent. Wholesale Trade was the second largest in contribution of employment with 18.2 percent.

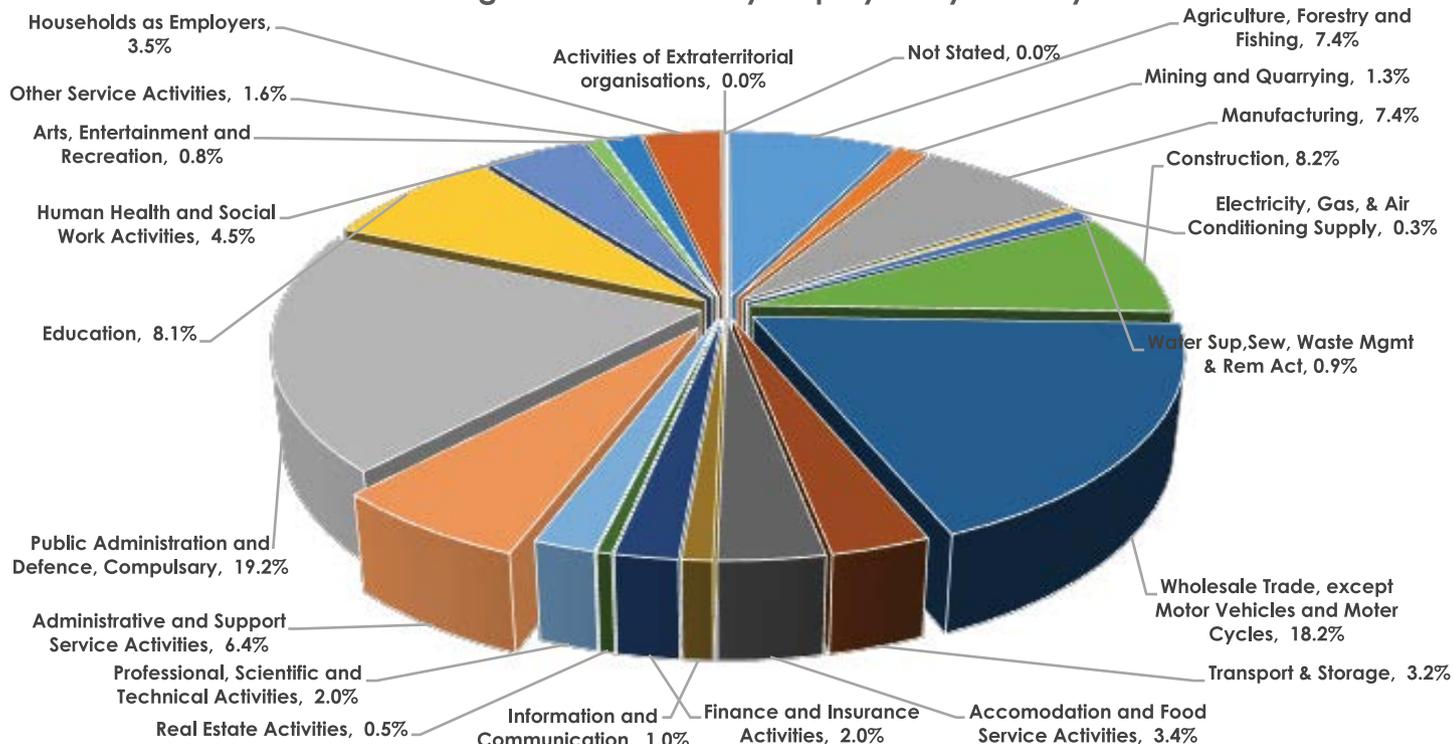
Table 1.7: Currently Employed by Industry/ Economic Activity & Sex

Industry/ Economic Activity	Counts			% Total	Proportion (%)		
	Male	Female	Total		Male	Female	Total
Agriculture, Forestry and Fishing	41,089	13,956	55,046	7.4	74.6	25.4	100.0
Mining and Quarrying	8,057	1,787	9,844	1.3	81.8	18.2	100.0
Manufacturing	31,238	24,096	55,334	7.4	56.5	43.5	100.0
Electricity, Gas, & Air Conditioning Supply	1,981	456	2,437	0.3	81.3	18.7	100.0
Water Supply, Sewage, Waste Management & Remediation Activities	4,792	1,970	6,762	0.9	70.9	29.1	100.0
Construction	57,436	3,457	60,893	8.2	94.3	5.7	100.0
Wholesale Trade, except Motor Vehicles and Motor Cycles	52,371	83,284	135,655	18.2	38.6	61.4	100.0
Transport & Storage	20,361	3,476	23,837	3.2	85.4	14.6	100.0
Accommodation and Food Service Activities	7,323	18,055	25,378	3.4	28.9	71.1	100.0
Information and Communication	4,554	2,784	7,338	1.0	62.1	37.9	100.0
Finance and Insurance Activities	5,414	9,754	15,168	2.0	35.7	64.3	100.0
Real Estate Activities	1,349	2,317	3,666	0.5	36.8	63.2	100.0
Professional, Scientific and Technical Activities	8,593	6,205	14,798	2.0	58.1	41.9	100.0
Administrative and Support Service Activities	29,589	17,847	47,436	6.4	62.4	37.6	100.0
Public Administration	56,717	86,614	143,331	19.2	39.6	60.4	100.0
Education	20,341	40,202	60,543	8.1	33.6	66.4	100.0
Human Health and Social Work Activities	12,798	20,864	33,663	4.5	38.0	62.0	100.0
Arts, Entertainment and Recreation	3,278	2,691	5,970	0.8	54.9	45.1	100.0
Other Service Activities	4,970	7,026	11,996	1.6	41.4	58.6	100.0
Households as Employers	4,022	21,986	26,008	3.5	15.5	84.5	100.0
Activities of Extraterritorial organisations	40	162	202	-	19.8	80.2	100.0
Not Stated	251	-	251	-	100.0	-	100.0
Total	376,563	368,993	745,556	100.0	50.5	49.5	100.0

Employment by industry and sex shows that males are more in Construction, Transport & Storage, Mining & Quarrying and Water Supply & Waste Management Remediation Activities, whereas females are dominant in industries such as Households as Employers, Education and Human Health and Social Work Activities.

For Construction, females recorded only 5.7 percent as compared to 94.3 percent of males.

Figure 1.10: Currently Employed by Industry



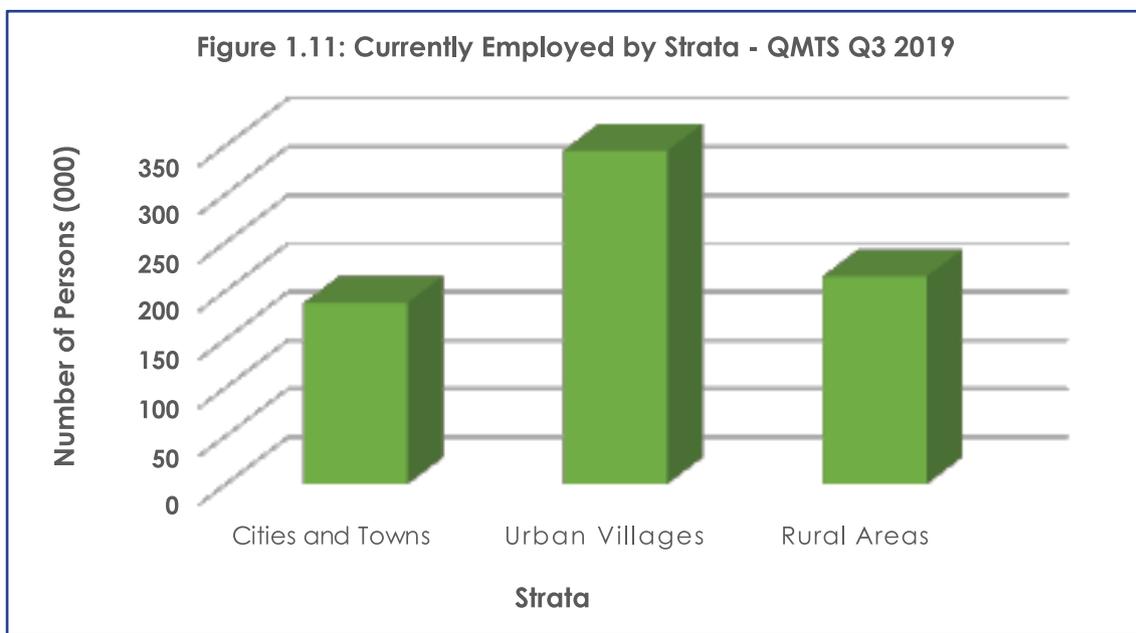
2.6.8 Total Employment by Strata

Table 1.8 and **Figure 1.11** show employment by Strata. From the above mentioned table, it is clear that urban areas contributed much significant proportion in total employment, recording 46.2 percent, followed by rural areas with 28.7 percent while Cities & Towns contributed 25.1 percent of total employment.

Cities & towns and rural areas had a slightly higher percentages of males than females in employment, while for urban areas females recorded a higher percentage in employment than males (51.7 percent for females as compared to 48.3 percent for males).

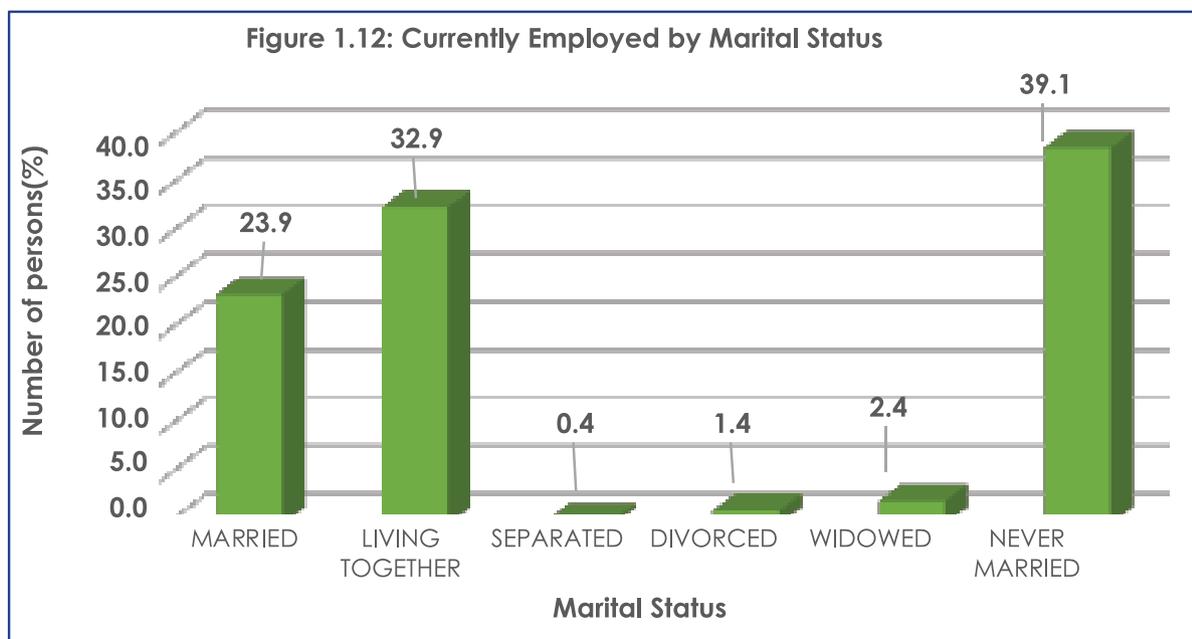
Table 1.8: Currently Employed by Strata & Sex

Strata	Counts			% Total	Proportion (%)		
	Male	Female	Total		Male	Female	Total
Cities and Towns	99,897	87,121	187,017	25.1	53.4	46.6	100.0
Urban Villages	166,332	177,894	344,226	46.2	48.3	51.7	100.0
Rural Areas	110,333	103,979	214,312	28.7	51.5	48.5	100.0
Total	376,563	368,993	745,556	100.0	50.5	49.5	100.0



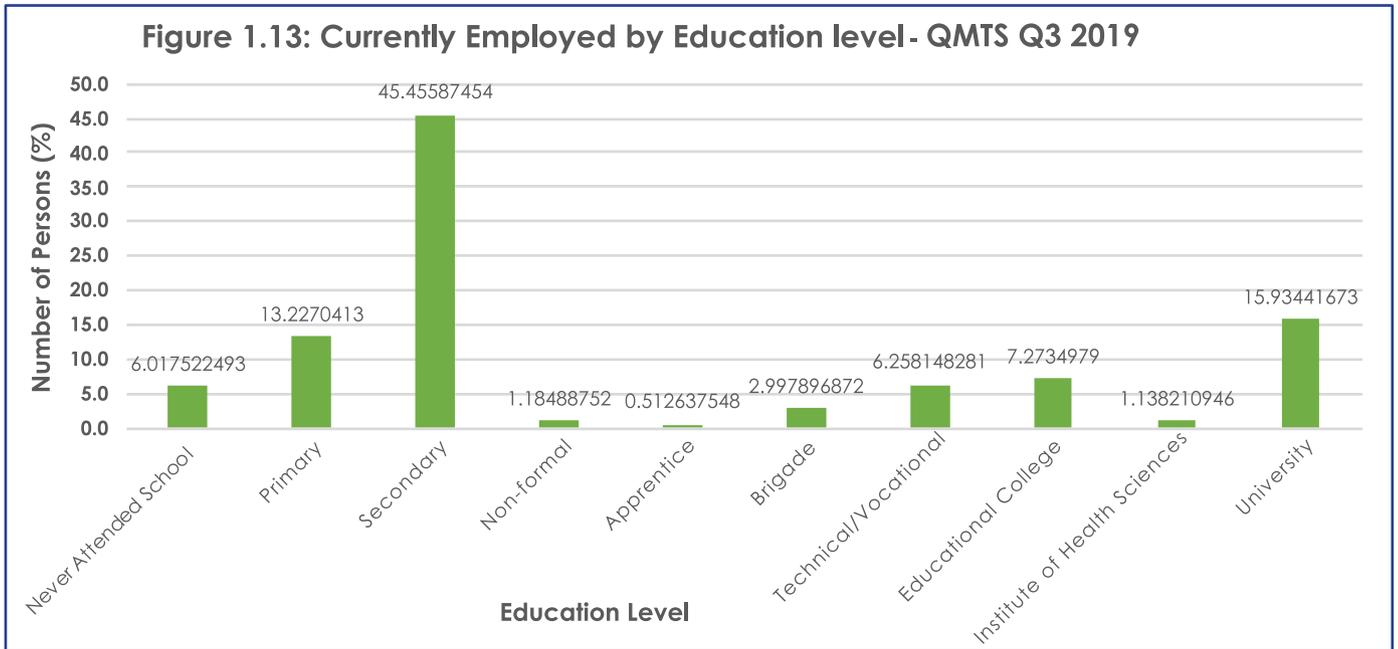
2.6.9 Employed by Marital Status

The employed people who are in the never married and the living together categories constituted majority in total employment by Marital Status. The never married contributed 39.1 percent of employed persons while those who are living together recorded 32.9 percent followed by the married persons with 23.9 percent. When considering marital status by occupations, majority of the people in the never married and living together statuses are working in the elementary and service/sale workers occupations. See [Tables M3](#) and [M4](#) in the [Appendix 3](#).



2.6.10 Employed by Education level

Employment by education level shows that people who completed secondary school contributed 45.5 percent of the overall employment, followed by university level with 15.9 percent and primary with 13.2 percent. See **Figure 1.13** below



3.0 FORMAL SECTOR EMPLOYMENT

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

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

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

Total formal sector employment was recorded at 483,814 of which 232,568 were males (48.1 percent) and 251,246 (51.8 percent) were females (**Table 1.31**).

Comparing the third quarter of the 2019 QMTS Formal Sector Employment with the Fourth quarter 2018 Formal Sector Employment Survey (FSES) (which was conducted from establishments) shows that there has been an increase in employment. The employment increased from 420,762 persons to 483, 814 persons. This is a rise of 15.2 percent (64,051 persons).

3.1 Formal Employment by Industry, Citizenship and Sex

Table 1.9a and **Table 1.9b** show formal sector employment by citizenship. The tables show that out of the 483,814 Formal Sector Employment, 18, 131 were non-citizens, (3.7 percent), while 465,683 were citizens, (96.3 percent). At industry level, Education had more non-citizens employment, recording 19.6 percent (3,546 persons), followed by Construction and Human Health and Social Work Activities with 17.8 (3,236 persons) and 14.1 percent (2,560 persons) respectively.

Formal Sector Employment by Industry shows that Public Administration had the largest portion of employment at 29.0 percent (140,280 persons), followed by Wholesale, Retail & Repair of Motor Vehicles with 13.5 percent (65,084 persons) and Education with 12.0 percent (58,034 persons) of total employment.

At industry level, Accommodation and Food Service Industry have employed more females, accounted for 70.5 percent of employees working in the industry, followed by Education with 65.7 percent. Construction and Mining & Quarrying were the two industries which have employed lowest proportion of females recording 11.3 percent and 19.3 percent of female employees.

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

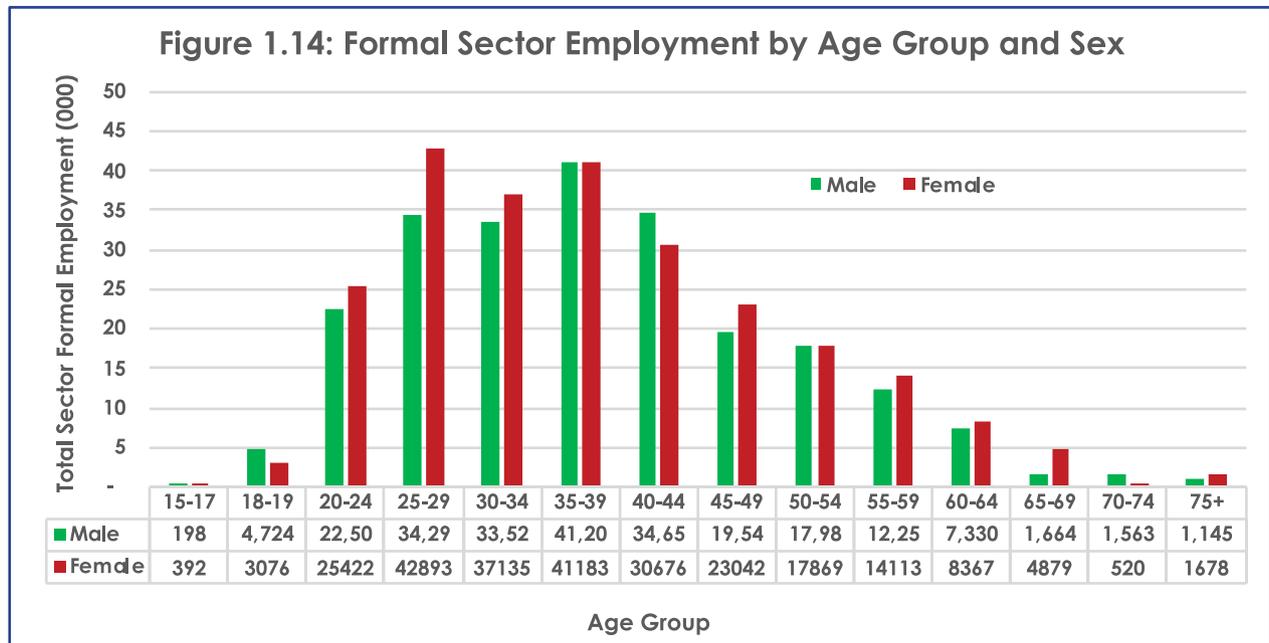
Sector/ Economic Activity	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	6,012	5,066	11,078	632	278	910	6,644	5,344	11,988
Mining and Quarrying	7,275	1,787	9,063	193	-	193	7,468	1,787	9,256
Manufacturing	14,862	12,200	27,062	1,767	-	1,767	16,629	12,200	28,829
Electricity, Gas, & Air Supply	1,786	456	2,242	195	-	195	1,981	456	2,437
Water Supply and Waste Management	4,248	1,816	6,064	-	-	-	4,248	1,816	6,064
Construction	16,539	2,323	18,863	3,057	179	3,236	19,596	2,502	22,099
Wholesale, Retail & Repair of Motor Vehicles	29,700	33,765	63,465	1,618	-	1,618	31,318	33,765	65,083
Transport & Storage	10,895	2,899	13,793	212	-	212	11,107	2,899	14,005
Accommodation and Food Service	5,823	13,424	19,247	30	535	565	5,853	13,959	19,812
Information and Communication	3,402	1,799	5,201	189	-	189	3,591	1,799	5,390
Finance and Insurance Activities	4,523	7,448	11,971	539	-	539	5,062	7,448	12,510
Real Estate Activities	636	904	1,540	-	-	-	636	904	1,540
Professional, Scientific and Technical	5,460	4,787	10,248	1,008	195	1,203	6,468	4,982	11,451
Administrative and Support Service	21,718	14,307	36,025	390	230	620	22,108	14,537	36,645
Public Administration	54,861	85,192	140,053	227	-	227	55,088	85,192	140,280
Education	17,530	36,958	54,488	2,400	1,147	3,546	19,930	38,105	58,034
Human Health and Social Work Activities	8,132	18,010	26,142	1,965	596	2,560	10,097	18,606	28,702
Arts, Entertainment and Recreation	1,221	2,108	3,329	-	-	-	1,221	2,108	3,329
Other Service Activities	3,050	2,234	5,284	183	369	552	3,233	2,603	5,836
Households as Employers	-	72	72	-	-	-	-	72	72
Activities of Extraterritorial Organizations	40	162	202	-	-	-	40	162	202
Not Stated	251	-	251	-	-	-	251	-	251
Total	217,965	247,718	465,683	14,603	3,529	18,131	232,568	251,247	483,814

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

Sector/ Economic Activity	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	2.8	2.0	2.4	4.3	7.9	5.0	2.9	2.1	2.5
Mining and Quarrying	3.3	0.7	1.9	1.3	0.0	1.1	3.2	0.7	1.9
Manufacturing	6.8	4.9	5.8	12.1	0.0	9.7	7.2	4.9	6.0
Electricity, Gas, & Air Supply	0.8	0.2	0.5	1.3	0.0	1.1	0.9	0.2	0.5
Water Supply and Waste Management	1.9	0.7	1.3	0.0	0.0	0.0	1.8	0.7	1.3
Construction	7.6	0.9	4.1	20.9	5.1	17.8	8.4	1.0	4.6
Wholesale, Retail & Repair of Motor Vehicles	13.6	13.6	13.6	11.1	0.0	8.9	13.5	13.4	13.5
Transport & Storage	5.0	1.2	3.0	1.5	0.0	1.2	4.8	1.2	2.9
Accommodation and Food Service	2.7	5.4	4.1	0.2	15.2	3.1	2.5	5.6	4.1
Information and Communication	1.6	0.7	1.1	1.3	0.0	1.0	1.5	0.7	1.1
Finance and Insurance Activities	2.1	3.0	2.6	3.7	0.0	3.0	2.2	3.0	2.6
Real Estate Activities	0.3	0.4	0.3	0.0	0.0	0.0	0.3	0.4	0.3
Professional, Scientific and Technical	2.5	1.9	2.2	6.9	5.5	6.6	2.8	2.0	2.4
Administrative and Support Service	10.0	5.8	7.7	2.7	6.5	3.4	9.5	5.8	7.6
Public Administration	25.2	34.4	30.1	1.6	0.0	1.3	23.7	33.9	29.0
Education	8.0	14.9	11.7	16.4	32.5	19.6	8.6	15.2	12.0
Human Health and Social Work Activities	3.7	7.3	5.6	13.5	16.9	14.1	4.3	7.4	5.9
Arts, Entertainment and Recreation	0.6	0.9	0.7	0.0	0.0	0.0	0.5	0.8	0.7
Other Service Activities	1.4	0.9	1.1	1.3	10.5	3.0	1.4	1.0	1.2
Households as Employers	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Activities of Extraterritorial Organizations	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.1	0.0
Not Stated	0.1	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.1
Total	100.0	100.0	100.0						

3.2 Formal Sector Employment by Age Group and Sex

Figure 1.14 shows that persons employed in the Formal Sector are largely concentrated in the ages 25 to 44 years, with age group 35-39 recording the highest employment with 17.0 percent (82,383 persons). The 25-29 years age group follows with 16.0 percent (77,184 persons). Age groups 30-34 and 40-44 recorded 14.6 (70,657 persons) and 13.5 (65,329 persons) percent respectively. The figure shows that from age group 20-24 to 30-34, female formal sector employment was above male employment. The same scenario is observed for age groups 55-59 and 60-64.



3.3 Formal Sector Employment by District and Sex

Table 1.10a and **Table 1.10b** show that Gaborone recorded the highest number of people working in Formal Sector, recording 16.5 percent, followed by Kweneng East with 13.8 percent and Central Serowe with 6.2 percent. Males were dominating in formal sector employment almost in all the Cities. More females in formal employment were recorded in all the district except Kgatleng, Ngamiland East, Kweneng East, Central Mahalapye and Kgalagadi South. Generally female dominated their male counterparts in Formal Employment constituting 51.9 percent as compared to the 48.1 percent of male contribution.

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

District	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Gaborone	36,228	36,160	72,389	6,510	744	7,254	42,738	36,904	79,643
Francistown	15,541	10,636	26,177	1,389	591	1,980	16,930	11,227	28,157
Lobatse	5,182	5,173	10,356	-	-	-	5,182	5,173	10,356
Selibe Phikwe	3,046	3,135	6,181	155	-	155	3,201	3,135	6,336
Orapa	2,922	1,312	4,234	137	-	137	3,059	1,312	4,371
Jwaneng	3,078	3,747	6,825	648	-	648	3,726	3,747	7,473
Sowa Town	825	578	1,402	-	-	-	825	578	1,402
Ngwaketse	3,331	8,635	11,966	131	-	131	3,462	8,635	12,097
Barolong	3,832	7,737	11,569	-	-	-	3,832	7,737	11,569
Ngwaketse West	771	973	1,744	-	-	-	771	973	1,744
South East	15,727	19,514	35,241	1,637	392	2,029	17,364	19,906	37,270
Kweneng East	31,181	33,416	64,597	1,582	685	2,267	32,763	34,101	66,864
Kweneng West	6,123	10,374	16,497	-	-	-	6,123	10,374	16,497
Kgatleng	11,531	8,156	19,687	622	279	901	12,153	8,435	20,588
Central Serowe	13,959	15,717	29,676	237	179	416	14,196	15,896	30,092
Central Mahalapye	7,888	8,018	15,906	277	277	553	8,165	8,295	16,459
Central Bobonong	8,300	14,462	22,762	-	230	230	8,300	14,692	22,992
Central Boteti	9,808	10,962	20,770	510	-	510	10,318	10,962	21,280
Central Tutume	10,180	12,791	22,971	-	-	-	10,180	12,791	22,971
North East	4,267	5,073	9,341	189	-	189	4,456	5,073	9,530
Ngamiland East	8,619	7,644	16,263	183	81	264	8,802	7,725	16,527
Ngamiland West	3,946	5,363	9,309	-	-	-	3,946	5,363	9,309
Chobe	4,714	6,270	10,984	143	72	215	4,857	6,342	11,199
Ghanzi	1,903	6,499	8,402	139	-	139	2,042	6,499	8,541
Kgalagadi South	2,321	1,828	4,149	67	-	67	2,388	1,828	4,216
Kgalagadi North	2,743	3,545	6,288	47	-	47	2,790	3,545	6,335
Total	217,965	247,718	465,683	14,603	3,529	18,131	232,568	251,247	483,814

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

District	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Gaborone	16.6	14.6	15.5	44.6	21.1	40.0	18.4	14.7	16.5
Francistown	7.1	4.3	5.6	9.5	16.7	10.9	7.3	4.5	5.8
Lobatse	2.4	2.1	2.2	0.0	0.0	0.0	2.2	2.1	2.1
Selibe Phikwe	1.4	1.3	1.3	1.1	0.0	0.9	1.4	1.2	1.3
Orapa	1.3	0.5	0.9	0.9	0.0	0.8	1.3	0.5	0.9
Jwaneng	1.4	1.5	1.5	4.4	0.0	3.6	1.6	1.5	1.5
Sowa Town	0.4	0.2	0.3	0.0	0.0	0.0	0.4	0.2	0.3
Ngwaketse	1.5	3.5	2.6	0.9	0.0	0.7	1.5	3.4	2.5
Barolong	1.8	3.1	2.5	0.0	0.0	0.0	1.6	3.1	2.4
Ngwaketse West	0.4	0.4	0.4	0.0	0.0	0.0	0.3	0.4	0.4
South East	7.2	7.9	7.6	11.2	11.1	11.2	7.5	7.9	7.7
Kweneng East	14.3	13.5	13.9	10.8	19.4	12.5	14.1	13.6	13.8
Kweneng West	2.8	4.2	3.5	0.0	0.0	0.0	2.6	4.1	3.4
Kgatleng	5.3	3.3	4.2	4.3	7.9	5.0	5.2	3.4	4.3
Central Serowe	6.4	6.3	6.4	1.6	5.1	2.3	6.1	6.3	6.2
Central Mahalapye	3.6	3.2	3.4	1.9	7.8	3.1	3.5	3.3	3.4
Central Bobonong	3.8	5.8	4.9	0.0	6.5	1.3	3.6	5.8	4.8
Central Boteti	4.5	4.4	4.5	3.5	0.0	2.8	4.4	4.4	4.4
Central Tutume	4.7	5.2	4.9	0.0	0.0	0.0	4.4	5.1	4.7
North East	2.0	2.0	2.0	1.3	0.0	1.0	1.9	2.0	2.0
Ngamiland East	4.0	3.1	3.5	1.3	2.3	1.5	3.8	3.1	3.4
Ngamiland West	1.8	2.2	2.0	0.0	0.0	0.0	1.7	2.1	1.9
Chobe	2.2	2.5	2.4	1.0	2.0	1.2	2.1	2.5	2.3
Ghanzi	0.9	2.6	1.8	1.0	0.0	0.8	0.9	2.6	1.8
Kgalagadi South	1.1	0.7	0.9	0.5	0.0	0.4	1.0	0.7	0.9
Kgalagadi North	1.3	1.4	1.4	0.3	0.0	0.3	1.2	1.4	1.3
Total	100.0	100.0	100.0						

3.4 Formal Sector Employment by Education Level

The highest percentage (41.7 percent) of people in Formal Sector Employment have secondary school education. These were followed by those with University and Primary school education with 21.5 and 10.6 percent respectively. A small percentage (0.5 percent) of people in Formal Sector Employment have apprenticeship. See [Table 1.11a](#) and [Table 1.11b](#).

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

School Attendance	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Pre School	146	-	146	-	-	-	146	-	146
Primary	24,314	26,600	50,914	602	-	602	24,916	26,600	51,516
Secondary	95,125	103,778	198,903	2,472	409	2,880	97,597	104,186	201,783
Non-formal	905	3,973	4,878	-	-	-	905	3,973	4,878
Apprentice	2,006	583	2,589	69	-	69	2,074	583	2,657
Brigade	8,810	4,962	13,344	-	206	206	8,381	5,169	13,550
Technical/Vocational	15,490	12,608	28,098	1,802	-	1,802	17,292	12,608	29,900
Educational College	14,821	27,963	42,784	1,760	780	2,540	16,581	28,743	45,324
Institute of Health Sciences	2,237	5,808	8,045	180	-	180	2,416	5,808	8,224
University	46,297	49,475	95,772	7,565	2,133	9,699	53,863	51,608	105,471
Never attended	8,243	11,968	20,210	154	-	154	8,397	11,968	20,364
Total	217,965	247,718	465,683	14,604	3,528	18,131	232,568	251,246	483,814

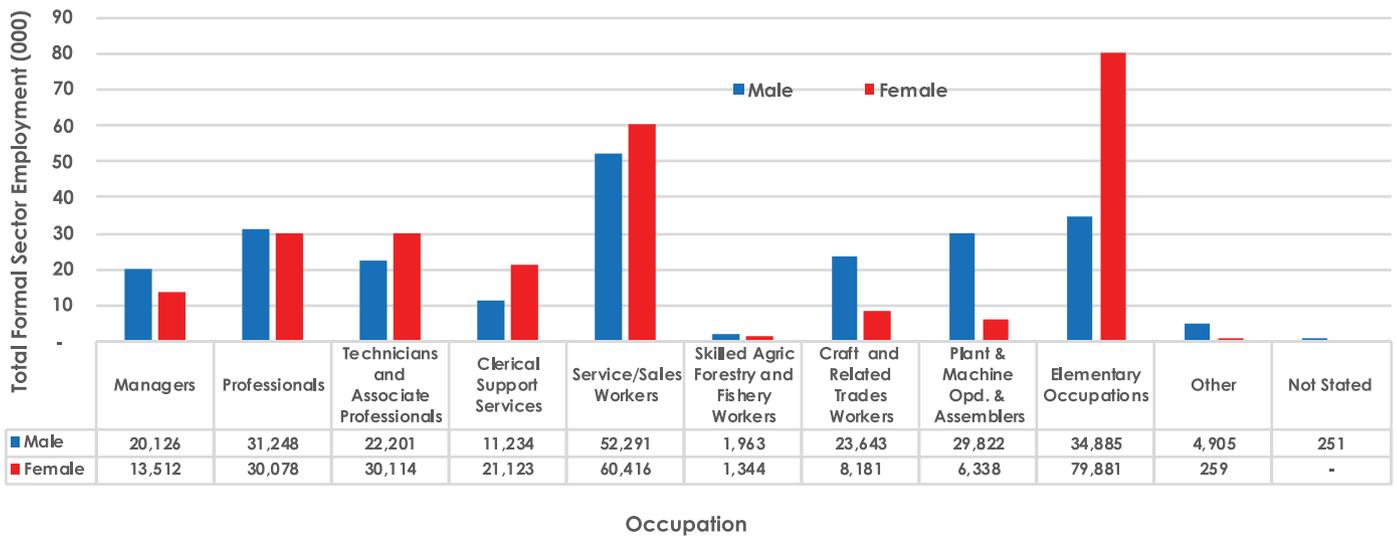
Table 1.11b: **Percentage of Formal Sector Employment by Education/Training Level and Citizenship, QMTS 2019**

School Attendance	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Pre School	0.1	-	0.0	-	-	-	0.1	-	0.0
Primary	11.2	10.7	10.9	4.1	-	3.3	10.7	10.6	10.6
Secondary	43.6	41.9	42.7	16.9	11.6	15.9	42.0	41.5	41.7
Non-formal	0.4	1.6	1.0	-	-	-	0.4	1.6	1.0
Apprentice	0.9	0.2	0.6	0.5	-	0.4	0.9	0.2	0.5
Brigade	4.0	2.0	2.9	-	5.8	1.1	3.6	2.1	2.8
Technical/Vocational	7.1	5.1	6.0	12.3	-	9.9	7.4	5.0	6.2
Educational College	6.8	11.3	9.2	12.1	22.1	14.0	7.1	11.4	9.4
Institute of Health Sciences	1.0	2.3	1.7	1.2	-	1.0	1.0	2.3	1.7
University	21.2	20.0	20.6	51.8	60.5	53.5	23.2	20.5	21.8
Never attended	3.8	4.8	4.3	1.1	-	0.8	3.6	4.8	4.2
Total	100.0	100.0	100.0						

3.5 Formal Sector Employment by Occupation

Figure 1.15, Tables FSE1a and FSE1b in Appendix 3 show formal sector employment by occupations. The largest proportion is found in the Elementary occupations with 114,766 persons (23.7 percent), followed by the Service/Sales Workers occupations with 112,707 persons (23.3 percent) and Professionals at 61,652 persons (12.7 percent).

Figure 1.15: Formal Sector Employment by Education and Sex



3.6 Average Monthly Cash Earnings From Formal Sector Employment by Occupation

Table 1.12 shows monthly average cash earning by occupation. The average earnings for Professionals were the highest recording P12,455, followed by Managers and Technicians & Associate Professionals with P11,122 and P10,171. Elementary occupations average earnings were lowest recording P1,286 as these include jobs which are mostly unskilled.

3.7 Average Monthly Cash Earnings From Formal Sector Employment by Industry

Table 1.12 presents the estimated average cash earning for formal sector employment earners by industry and citizenship (both Citizens and Non – citizens). Average earnings for citizens was estimated at P5, 117, P12, 794 for non-citizen and P5, 404 for all employees. The table shows that in almost all the industries males dominated females in terms of having higher average earnings, except in few industries like Real Estate Activities, Arts, Entertainment and Recreation, Health, Extraterritorial Organisations.

Males recorded P6, 729 and for females was P4, 178 in total formal sector employment monthly average cash earnings. Comparing the third quarter 2019 (July to September 2019) estimated average cash earning from the 2019/20 QMTS Formal Sector Employment with the Fourth quarter 2018 Formal Sector Employment Survey (FSES) shows that there was a decrease in average earnings. Fourth Quarter FSES monthly average cash earnings for Citizens was 6,206, while for 2019 QMTS was 5,117, for Non-Citizens was 20,374, from QMTS was 12,794, for all Employees was 6,533, while for QMTS was 5,404.

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

Occupation	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers	13,195	6,528	10,294	20,829	-	19,579	14,264	6,441	11,122
Professionals	11,506	11,647	11,580	20,598	13,645	19,014	13,123	11,756	12,455
Technicians and Associate Professionals	11,657	9,250	10,240	9,817	4,142	8,441	11,532	9,168	10,171
Clerical Support Services	5,170	2,911	3,695	-	-	-	5,170	2,911	3,695
Service/Sales Workers	3,138	2,014	2,534	1,649	2,505	1,869	3,122	2,016	2,529
Skilled Agric. Forestry and Fishery Workers	1,866	734	1,391	518	-	384	1,726	695	1,307
Craft and Related Trades Workers	5,063	2,545	4,397	4,145	6,994	4,466	5,009	2,643	4,400
Plant & Machine Operators	4,281	2,540	3,964	5,477	-	5,477	4,336	2,540	4,021
Elementary Occupations	1,320	1,269	1,285	1,389	1,282	1,346	1,323	1,269	1,286
Other Specialised Professional Services Personnel	19,310	36,997	20,240	-	-	-	19,310	36,997	20,240
Total	6,241	4,127	5,117	14,020	7,716	12,794	6,729	4,178	5,404

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

Sector/ Economic Activity	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	2,008	2,764	2,354	2,268	1,114	1,915	2,033	2,678	2,320
Mining and Quarrying	16,965	12,279	16,039	44,911	-	44,911	17,687	12,279	16,643
Manufacturing	4,147	2,253	3,294	15,937	-	15,937	5,400	2,253	4,068
Electricity, Gas, & Air Conditioning Supply	14,975	6,545	13,260	70,115	-	70,115	20,403	6,545	17,810
Water Supply and Waste Management	7,371	4,215	6,426	-	-	-	7,371	4,215	6,426
Construction	2,737	3,613	2,845	4,044	6,994	4,207	2,941	3,855	3,044
Wholesale, Retail & Repair of Motor Vehicles	2,258	1,815	2,022	15,173	-	15,173	2,926	1,815	2,349
Transport & Storage	8,884	8,069	8,713	9,500	-	9,500	8,896	8,069	8 725
Accommodation and Food Service	2,546	2,580	2,570	3,462	2,390	2,447	2,551	2,572	2,566
Information and Communication	9,507	9,668	9,563	3,507	-	3,507	9,192	9,668	9,350
Finance and Insurance Activities	17,983	9,149	12,487	50,315	-	50,315	21,426	9,149	14,118
Real Estate Activities	5,097	9,394	7,620	-	-	-	5,097	9,394	7,620
Professional, Scientific and Technical	6,311	8,800	7,473	14,518	30,049	17,036	7,590	9,630	8,478
Administrative and Support Service s	2,772	2,274	2,574	2,300	1,099	1,854	2,763	2,256	2,562
Public Administration	7,318	3,071	4,735	12,981	-	12,981	7,342	3,071	4,748
Education	10,593	7,196	8,289	13,527	8,353	11,857	10,946	7,231	8,507
Human Health and Social Work Activities	6,498	5,875	6,069	17,835	13,803	16,903	8,704	6,129	7,035
Arts, Entertainment and Recreation	1,569	5,368	3,975	-	-	-	1,569	5,368	3,975
Other Service Activities	8,940	2,127	6,060	-	1,276	853	8,434	2,006	5,567
Households as Employers	-	1,791	1,791	-	-	-	-	1,791	1,791
Activities of Extraterritorial organisations	8,208	15,027	13,677	-	-	-	8,208	15,027	13,677
Total	6,241	4,127	5,117	14,020	7,716	12,794	6,729	4,178	5,404

3.8 Average Earnings in Pula

The overall average cash earnings (in pula) for wage earners was estimated at 4,989 for both Citizens and Non – citizens. Males recorded an average of 6,054 Pula while females recorded an average of 3,972 Pula. Average earnings for citizens was estimated at P4, 759, and non-citizen average was P9, 331. See **Figure 1.16** below

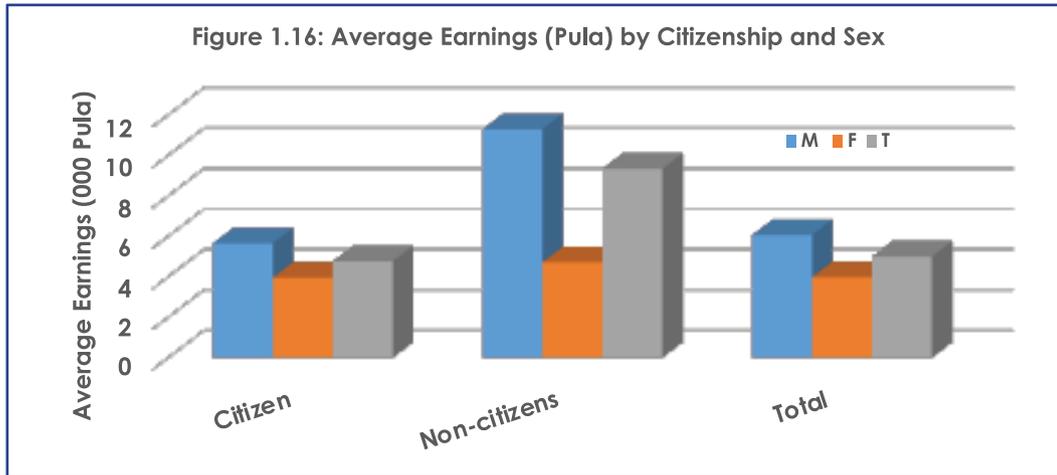
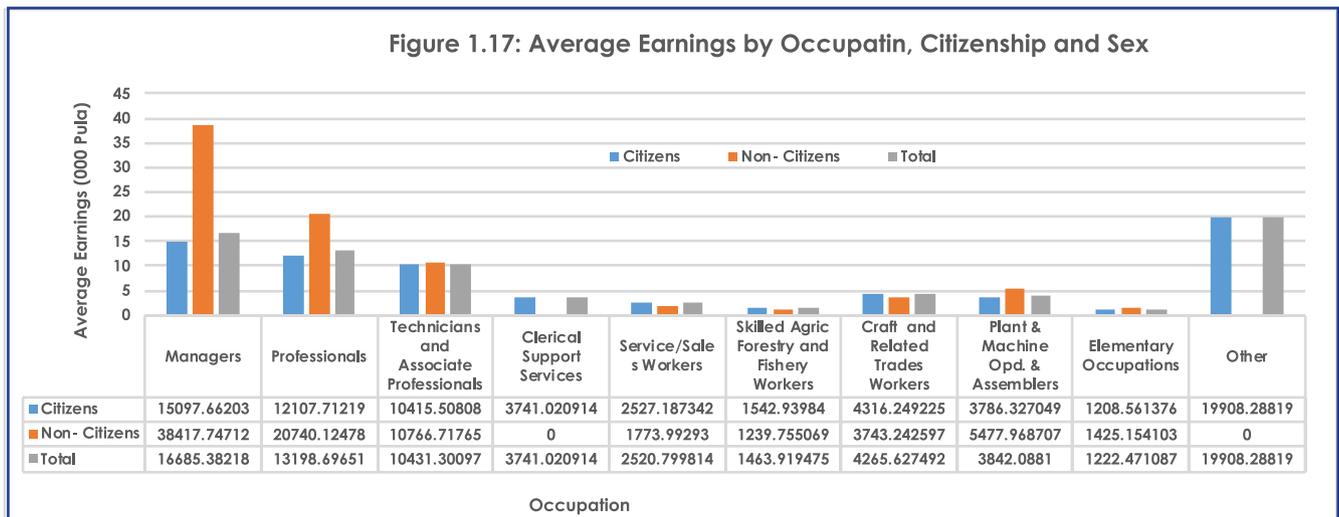


Figure 1.17 displays average earnings at occupation level for both citizens and Non- citizens. Total Average Earnings (pula) for Other Specialised Professional Services Personnel was the highest with an average of 19, 908. There were no Non-citizen wage earners in this category. Managers, Professionals and Technicians & Associate Professionals recorded total average earnings of 16,685, 13,199 and 10,431. Elementary Occupations recorded the lowest average of 1,222.



4.0 CURRENTLY UNEMPLOYED POPULATION

4.1 Currently Unemployed

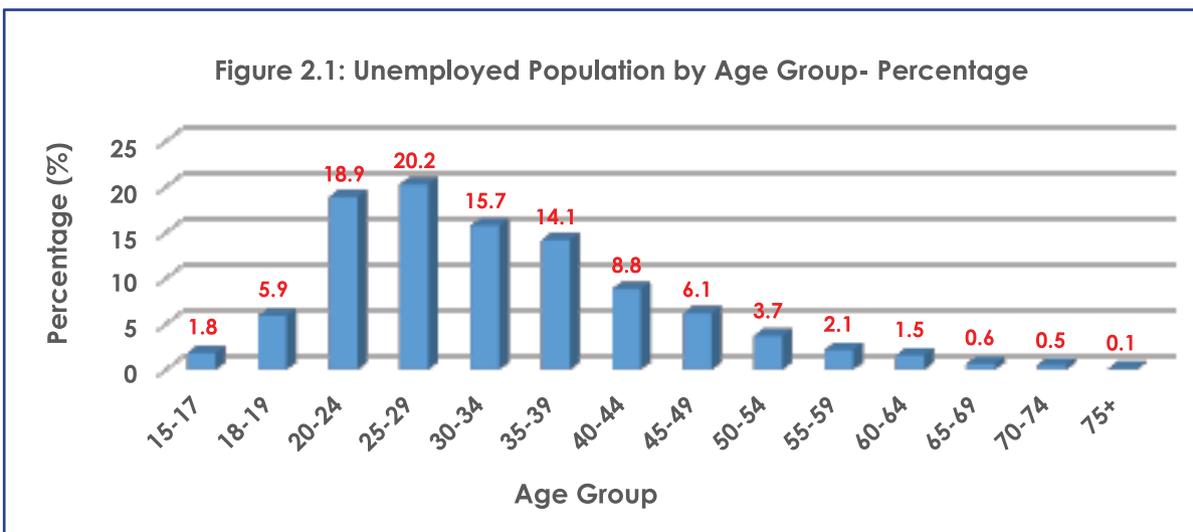
Unemployed persons are persons who did not do some work in the reference period (past 7 days) for payment (either in cash or in kind), profit or family gain. These people should have been actively seeking work in the past thirty days and were available to start work. It should be noted that individuals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

Discouraged job seekers or relaxed job seekers are persons who did not do some work in the reference period and are available to work but were not actively seeking employment in the reference period. These persons usually stop looking for work or did not look for the jobs because of different reasons. The results of the 2019/20 Botswana Quarterly Multi Topic Survey, (Q3 2019), estimated total unemployed of the actively seeking employment population at 194,990. The discouraged job seekers as defined above were estimated at 68,654. The total of the seeking and not seeking stood at 263, 644 persons who were without jobs in the seven day reference period. This is defined as the relaxed unemployment. Of these, 74.0 percent were actively seeking work and 26.0 percent were discouraged job seekers.

Overall unemployment rate was estimated at 20.7 percent. The estimate relates to individuals who were actively seeking work during the reference period.

The unemployment rate including the relaxed job seekers was estimated at 26.1 percent. It must be noted that, the internationally used measure of unemployment is for the actively seeking work (20.7 percent).

Figure 2.1 below displays total unemployed population (actively seeking) in percentage by age group. The most affected age group was the 25-29 age group with 20.2 percent of the total unemployed population. Age groups 20-24, 30-34 and 35-39 years with 18.9, 15.7 and 14.1 percent respectively.



Overall unemployment rate for 15 years and above, (actively seeking work) was estimated at 20.7 percent, while for persons aged 18 years and above, unemployment rate was 20.5 percent. Unemployment rate amongst age groups 15-17 and 18-19 was very high, recording unemployment rates of 55.5 and 44.1 percent respectively. Age groups 20-24, 25-29 and 30-34 followed with 32.1, 24.9 and 21.4 percent respectively. This shows that unemployment is rife amongst the youth age groups. See **Table 2.1a** and **Table 2.1b** below.

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

Age Group	Unemployed			Employed			Labour Force			Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	2,350	1,095	3,445	1,669	1,095	2,765	4,019	2,190	6,209	58.5	50.0	55.5
18-19	7,271	4,169	11,440	9,563	4,941	14,504	16,834	9,110	25,944	43.2	45.8	44.1
20-24	19,403	17,355	36,758	42,251	35,536	77,787	61,655	52,891	114,546	31.5	32.8	32.1
25-29	17,579	21,865	39,444	59,531	59,286	118,818	77,110	81,151	158,261	22.8	26.9	24.9
30-34	11,472	19,226	30,698	53,717	59,239	112,956	65,189	78,465	143,654	17.6	24.5	21.4
35-39	12,307	15,241	27,548	62,748	59,811	122,559	75,055	75,052	150,106	16.4	20.3	18.4
40-44	8,836	8,266	17,101	49,772	47,442	97,214	58,607	55,708	114,315	15.1	14.8	15
45-49	5,896	6,054	11,950	28,408	31,638	60,046	34,304	37,693	71,996	17.2	16.1	16.6
50-54	3,931	3,223	7,155	29,310	27,578	56,888	33,241	30,801	64,043	11.8	10.5	11.2
55-59	1,641	2,510	4,151	17,960	18,513	36,473	19,600	21,023	40,623	8.4	11.9	10.2
60-64	1,788	1,209	2,997	11,725	12,781	24,506	13,514	13,990	27,503	13.2	8.6	10.9
65-69	526	669	1,195	4,693	6,936	11,628	5,219	7,605	12,824	10.1	8.8	9.3
70-74	190	728	918	3,284	1,309	4,593	3,474	2,037	5,511	5.5	35.7	16.7
75+	-	191	191	1,932	2,888	4,820	1,932	3,079	5,010	-	6.2	3.8
Total	93,190	101,799	194,990	376,563	368,993	745,556	469,753	470,793	940,546	19.8	21.6	20.7

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

Age Group	Unemployed			Employed			Labour Force			Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
18-19	7,271	4,169	11,440	9,563	4,941	14,504	16,834	9,110	25,944	43.2	45.8	44.1
20-24	19,403	17,355	36,758	42,251	35,536	77,787	61,654	52,891	114,545	31.5	32.8	32.1
25-29	17,579	21,865	39,444	59,531	59,286	118,817	77,110	81,151	158,261	22.8	26.9	24.9
30-34	11,472	19,226	30,698	53,717	59,239	112,956	65,189	78,465	143,654	17.6	24.5	21.4
35-39	12,307	15,241	27,548	62,748	59,811	122,559	75,055	75,052	150,107	16.4	20.3	18.4
40-44	8,836	8,266	17,102	49,772	47,442	97,214	58,608	55,708	114,316	15.1	14.8	15.0
45-49	5,896	6,054	11,950	28,408	31,638	60,046	34,304	37,692	71,996	17.2	16.1	16.6
50-54	3,931	3,223	7,154	29,310	27,578	56,888	33,241	30,801	64,042	11.8	10.5	11.2
55-59	1,641	2,510	4,151	17,960	18,513	36,473	19,601	21,023	40,624	8.4	11.9	10.2
60-64	1,788	1,209	2,997	11,725	12,781	24,506	13,513	13,990	27,503	13.2	8.6	10.9
65-69	526	669	1,195	4,693	6,936	11,629	5,219	7,605	12,824	10.1	8.8	9.3
70-74	190	728	918	3,284	1,309	4,593	3,474	2,037	5,511	5.5	35.7	16.7
75+	-	191	191	1,932	2,888	4,820	1,932	3,079	5,011	0.0	6.2	3.8
Total	90,840	100,706	191,546	374,894	367,898	742,792	465,734	468,604	934,338	19.5	21.5	20.5

Unemployment for 15 years and above (actively seeking work) by sex shows that more females (52.2 percent) were unemployed, as compared to their male counterparts who recorded 47.8 percent.

Analysis by Strata shows that unemployment is common in Urban villages which recorded 48.1 percent, followed by Rural areas with 32.9 percent of the total unemployed. Cities and Towns recorded the lowest unemployment (19.0 percent).

4.2: Currently unemployed by duration looking for Work

Table 2.2 below displays unemployed population actively seeking work, by duration looking for work/ start business. The results show that, 79,971 persons reported that they had been seeking work for more than two years. This represents 41.0 percent of the total unemployed. Those who indicated that they have been looking for work for one year to two years stood at 32,407 (16.6 percent), whilst those who reported that they spent one month to 3 months were 25,463 (13.1 percent).

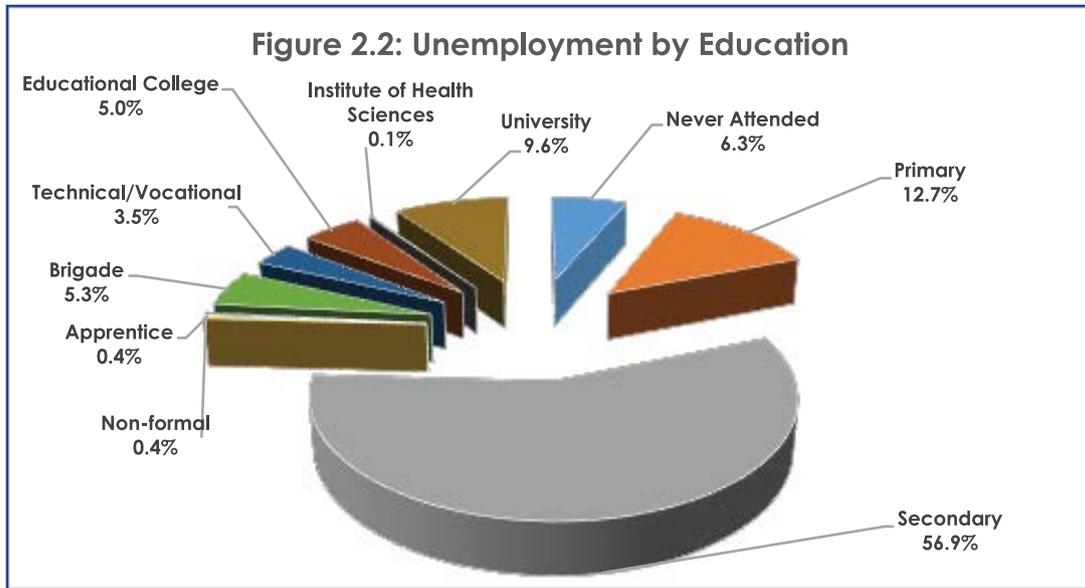
Amongst persons who spent more than 2 years looking for work, 38,914 persons (48.7 percent) were found in Urban villages, followed by those in Rural areas with 22,852 (28.6 percent), while those in Cities and Towns accounted for only 22.8 percent.

Table 2.2: Unemployment by Duration Looking for Work/ to Start a Business

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	505	1,051	1,556	3,759	2,738	6,497	3,046	3,090	6,137	7,310	6,880	14,190
One month to 3 months	2,348	1,165	3,512	6,022	7,980	14,001	3,960	3,990	7,949	12,329	13,134	25,463
3 months to 6 months	1,846	1,155	3,000	3,355	5,776	9,131	4,144	4,379	8,523	9,345	11,309	20,654
Six months to 12 months	1,552	3,123	4,675	4,124	4,553	8,677	4,501	4,451	8,952	10,177	12,128	22,305
One year to 2 years	2,686	3,411	6,097	8,127	8,481	16,608	4,756	4,946	9,702	15,568	16,838	32,407
Two years or more	7,363	10,843	18,206	20,055	18,859	38,914	11,043	11,809	22,852	38,461	41,510	79,971
Total	16,299	20,748	37,046	45,441	48,387	93,828	31,451	32,664	64,115	93,190	101,799	194,990
Percentage Distribution												
Less than 1 month	3.1	5.1	4.2	8.3	5.7	6.9	9.7	9.5	9.6	7.8	6.8	7.3
One month to 3 months	14.4	5.6	9.5	13.3	16.5	14.9	12.6	12.2	12.4	13.2	12.9	13.1
3 months to 6 months	11.3	5.6	8.1	7.4	11.9	9.7	13.2	13.4	13.3	10	11.1	10.6
Six months to 12 months	9.5	15.1	12.6	9.1	9.4	9.2	14.3	13.6	14	10.9	11.9	11.4
One year to 2 years	16.5	16.4	16.5	17.9	17.5	17.7	15.1	15.1	15.1	16.7	16.5	16.6
Two years or more	45.2	52.3	49.1	44.1	39	41.5	35.1	36.2	35.6	41.3	40.8	41.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

4.3 Currently Unemployed by Education Level

Secondary education holders dominated the currently unemployed with 56.9 percent, followed by Primary school holders and University graduates with 12.7 and 9.6 percent respectively. Non formal and Apprentice holders both recorded 0.4 percent of the unemployed. See **Figure 2.2** below.



5.0 UNDER-EMPLOYMENT

The under-employment covers all persons who worked for less than 35 hours and also reported that they were available to work more hours.

The time-related underemployment rate is a measure of labour underutilization that provides information regarding the share of employed persons who are willing and available to increase their working time and worked fewer hours than a specified time threshold during the reference period, which is the 35 hours. It signals inadequate employment and complements other indicators of labour slack and labour underutilization such as the unemployment rate and the potential labour force.

5.1 Currently Under-Employed

The number of persons who reported that they were currently under-employed stood at 62,940, representing 3.0 percent of the total currently employed population (745,556). Of the 62,940 persons currently under employed, 45,151 were females (71.7 percent) and 17,788 males (28.3 percent). **Table 3.1** below shows under employed people by Industry and Sex. The table shows that 69.1 percent of the people who are under employed were working in public administration, followed by those who were working in Education with 9.2 percent.

Table 3.1: Currently Underemployed by Industry and Sex

Industry	Total Underemployed			Percentage		
	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	418	815	1,233	2,3	1,8	2,0
Mining and Quarrying	191	-	191	1,1	-	0,3
Manufacturing	786	923	1,708	4,4	2,0	2,7
Water Supply & Waste Management	175	-	175	1,0	-	0,3
Construction	1,929	84	2,013	10,8	0,2	3,2
Wholesale, Retail & Repair of Motor Vehicles	796	795	1,591	4,5	1,8	2,5
Transport & Storage	635	192	827	3,6	0,4	1,3
Accommodation and Food Service Activities	-	793	793	-	1,8	1,3
Finance and Insurance Activities	-	787	787	-	1,7	1,3
Administrative and Support Service Activities	-	187	187	-	0,4	0,3
Public Administration	10,275	33,679	43,954	57,8	74,6	69,8
Education	1,243	4,452	5,695	7,0	9,9	9,0
Human Health and Social Work Activities	328	1,310	1,638	1,8	2,9	2,6
Arts, Entertainment and Recreation	183	90	274	1,0	0,2	0,4
Other Service Activities	443	255	699	2,5	0,6	1,1
Households as Employers	385	788	1,173	2,2	1,7	1,9
Total	17,788	45,151	62,940	100.0	100.0	100.0

Under-employment was more prevalent in rural areas and urban villages (51.0 and 35.0 percent respectively) compared to Cities/towns at 13.6 percent.

Under-employed by hours worked indicated that the majority (92.5 percent) of the under-employed worked between 15 and 34 hours per week. Individuals who worked between 1 and 9 hours accounted for only 2.5 percent of the total. See **Table 3.2**

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

Hours Worked	In his/her own business activity	In a business operated by a household or family member	As an employee for someone else	As an apprentice, intern/ Tirelo Sechaba	Helping household member who works for someone else	Total
1-6	-	25.5	1	-	-	1.1
7-9	18.4	-	0.8	-	-	1.4
10-14	43.3	-	4	-	-	5.0
15-19	-	-	5.6	-	-	4.7
20-24	21.3	49.8	4.5	-	-	5.2
25-29	17.0	24.7	15.8	46	100.0	19.8
30-34	-	-	68.3	54	-	62.8
Total	100.0	100.0	100.0	100.0	100.0	100.0

Table 3.3 below shows that Under-employment was more prevalent amongst persons who completed secondary and primary school with 33,180 (52.7 percent) and 14,795 persons (23.5 percent) respectively. The least affected group was those who completed brigade education with 1,071 persons (1.7 percent).

Table 3.3: Currently Underemployed by Age Group and Educational Level

Age	Primary	Secondary	Non-formal	Brigade	Technical/Vocational	Educational College	University	Never attended	Total
15-17	-	198	-	-	-	-	-	-	198
18-19	-	2,708	-	-	-	-	-	-	2,708
20-24	473	9,348	-	-	261	312	87	-	10,481
25-29	480	7,317	-	601	273	624	1,386	-	10,681
30-34	1,716	3,683	333	-	209	131	533	-	6,605
35-39	1,768	4,132	-	-	-	-	615	187	6,702
40-44	1,756	3,100	-	-	190	-	413	234	5,693
45-49	2,502	1,985	-	470	175	192	-	159	5,483
50-54	2,282	188	192	-	259	-	-	945	3,866
55-59	1,367	336	342	-	-	95	-	984	3,124
60-64	915	187	544	-	-	-	282	1,865	3,793
65-69	980	-	517	-	-	-	-	736	2,233
70-74	194	-	-	-	-	-	-	52	246
75+	362	-	-	-	-	-	-	765	1,127
Total	14,795	33,180	1,928	1,071	1,367	1,355	3,317	5,927	62,940
Percentage	23.5	52.7	3.1	1.7	2.2	2.2	5.3	9.4	100.0

6.0 DISABILITY IN LABOUR FORCE

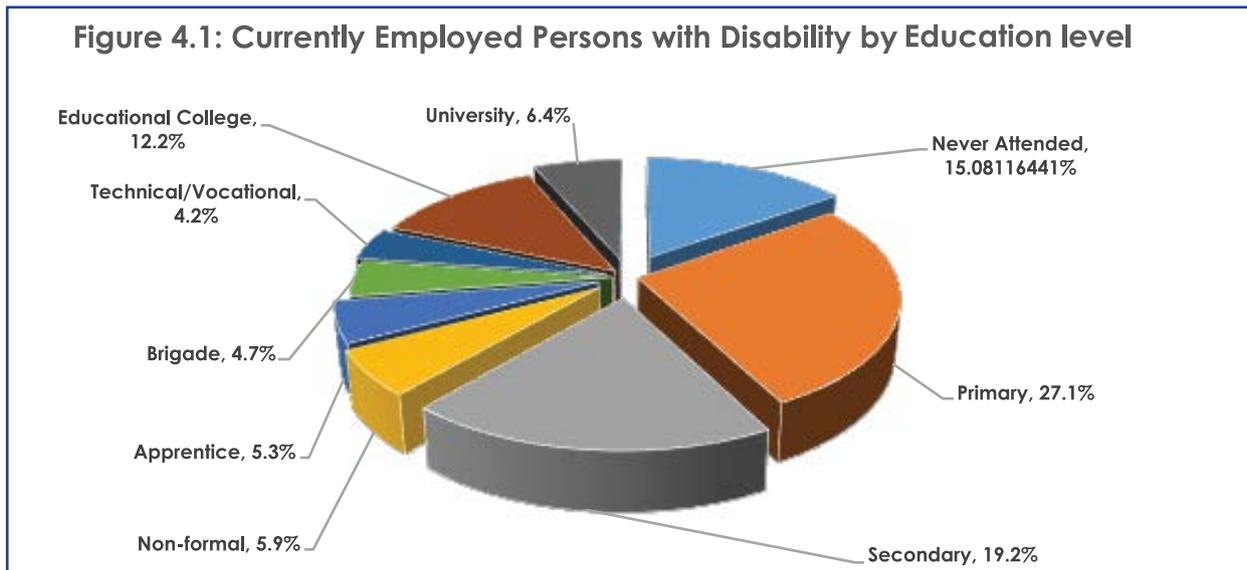
6.1 Labour Force

Total labour force with disability was estimated at 14,336. A high percentage of these were females who recorded 8,085 (56.4 percent). Males recorded 43.6 percent of the total disabled labour force. Disability by strata showed that a high proportion of the disabled labour force is in Rural Areas with 47.0 percent. Urban Areas followed with 33.8 percent while Cities and Towns recorded the least with 19.2 percent.

6.2 Employment by Disability

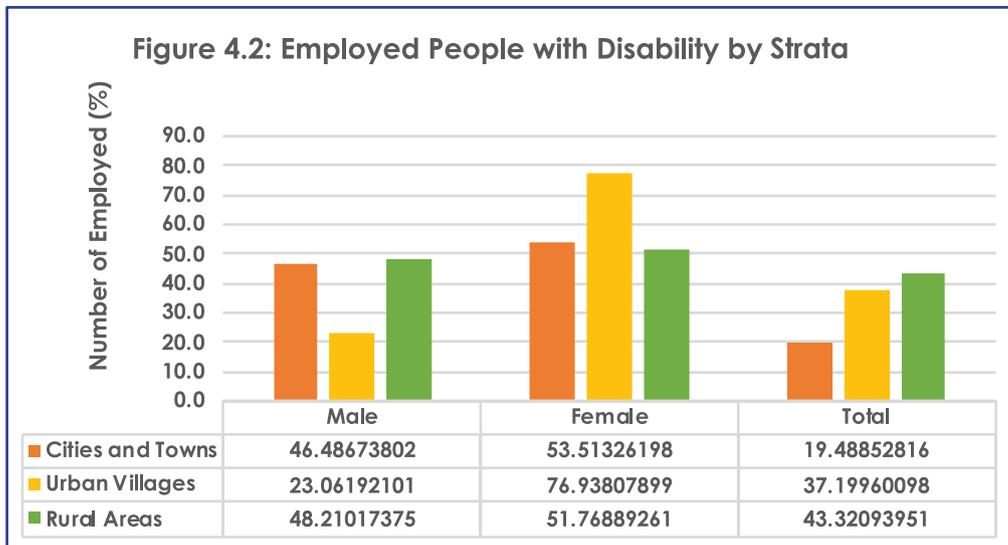
From the total employed population of 745 556, 1.5 percent (11,027 persons) employed reported to have some form of disability. From this total 4,248 (38.5 percent) were males and 6,779 (61.5 percent) were females.

Analysis of the working persons with disability shows that 27.1 percent of them completed primary education, 19.2 percent are secondary school leavers and 15.1 percent never attended school. See **Figure 4.1** below



The Majority of the employed persons with disability were in elementary occupations. This is shown in **Table DA 4 Appendix 3** where elementary occupations constituted 40.7 percent of the total employment for people living with disability.

In addition rural areas had the larger share of the working persons with disability (43.3 percent were in rural areas while 37.2 percent were in urban areas). **Figure 4.2**



6.3 Unemployment by Disability

Out of the total unemployed population of 194,990, an estimated 1.7 percent (3,309) were disabled. Males were 2,003 (60.5 percent), compared with females at 1,306 (39.5 percent).

Unemployed persons with disability by age group are presented in [Table 4.1](#). The results show that the 30-34 year group recorded the highest proportion of 21.1 percent, followed by age groups 45-49 and 40-44 with 20.0 and 17.3 percent respectively. Total unemployment rate for the disabled was recorded at 23.1 percent. Unemployment was highest amongst the 30-34 age group with 62.8 percent of the total disabled unemployed population. See [Table DA1](#) from [Appendix 3](#).

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

Age Group	Unemployed With Disability			Percentage
	Male	Female	Total	
15-17	-	-	-	-
18-19	-	-	-	-
20-24	236	-	236	7.1
25-29	350	-	350	10.6
30-34	-	698	698	21.1
35-39	443	-	443	13.4
40-44	571	-	571	17.3
45-49	236	425	661	20
50-54	-	184	184	5.6
55-59	-	-	-	-
60-64	166	-	166	5.0
65-69	-	-	-	-
70-74	-	-	-	-
75+	-	-	-	-
70-74	12,302	14,949	27,251	4.6
75+	15,673	34,015	49,688	5.9
Total	264,778	367,412	632,190	100.0

7.0 YOUTH (15 – 35 years) ECONOMIC ACTIVITY

The estimated youth population (15-35 years) was 844,723. This constitutes 53.7 % of the total 1,572,735 estimated population aged fifteen years and above. Male youth population was recorded at 48.6 percent (410,761) while 51.4 percent (433,962) were females.

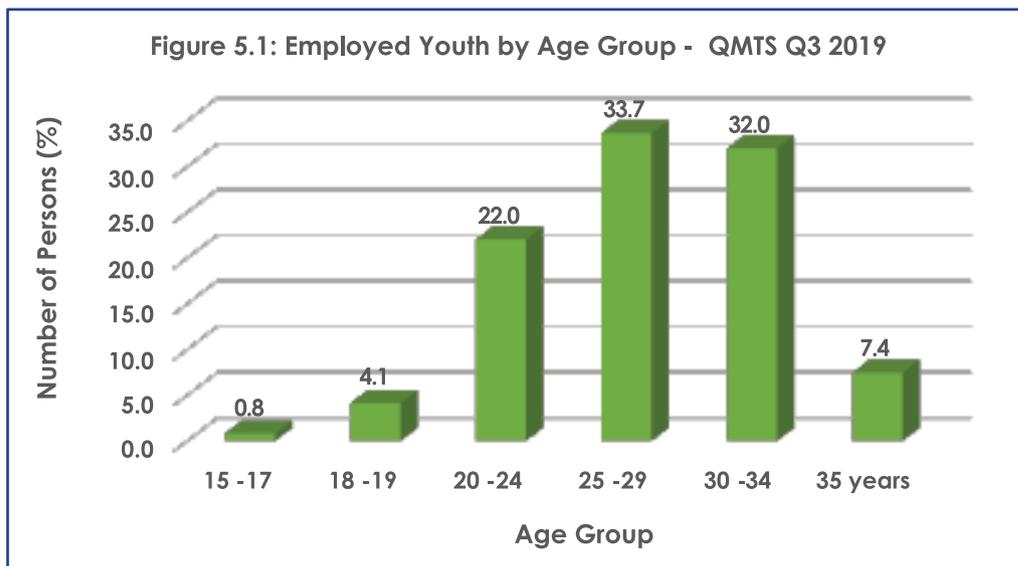
7.1 Youth (15 – 35 years) Labour Force

Youth Labour Force was estimated at 481,441 persons. Out of this, 353,095 (73.3%) were Employed while 128,346 (26.7 percent) were unemployed. The results show that most of the youth labour force had completed Secondary education (62.6 percent). These were followed by the youth who completed University with 13.6 percent.

7.2 Employed youth (15 – 35 years)

From the total employed of 745,556 persons, 353,095 (47 percent) were the youth aged 15 – 35 years, of which 180,704 were males and 172,391 females. For the employed youth, age group 25 – 29 and 30 – 34 contributed the largest share of the youth employment. See [Table YE 2 Appendix 3](#).

Youth employment by education level shows that the majority of the employed youth have secondary education (61.7 percent) followed by those with university education with 14.7 percent.



[Table YE7 – Appendix 3](#) shows that 29.7 percent of the youth were employed as service/sales workers occupations, 4.2 percent are in managerial positions and 1.7 percent were in Skilled Agric. Forestry and Fishery Workers category.

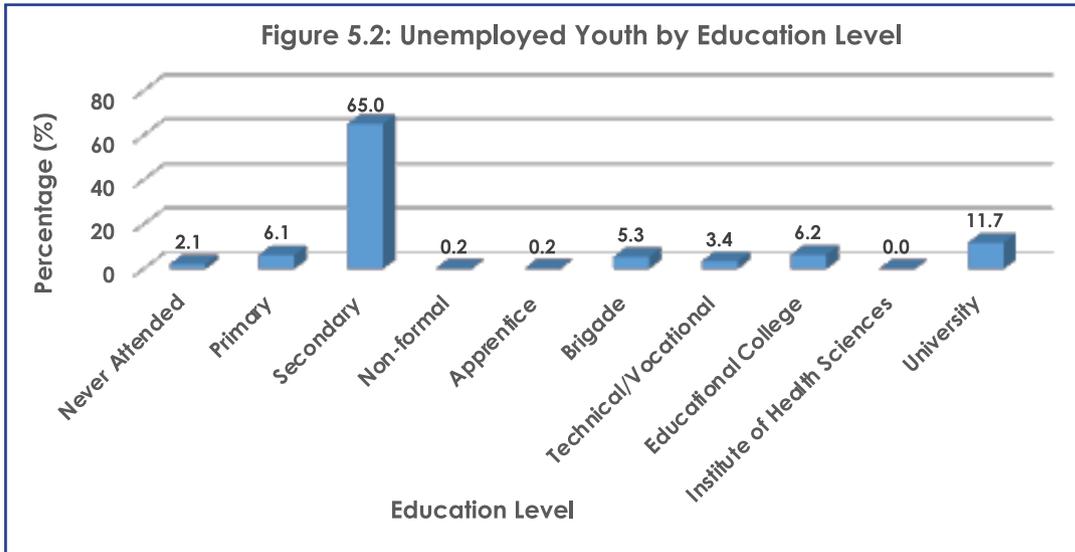
7.3 Unemployed Youth

Youth unemployment rate was estimated at 26.7%. Females recorded unemployment rate higher than their male counterparts (28.1% and 25.2% respectively).

Unemployment rate by age group shows that the rate was high amongst the 15-17 age group (55.5 percent) and decreased as age increase. Age groups 18-19 and 20-24 recorded 44.1 and 32.1 percent respectively.

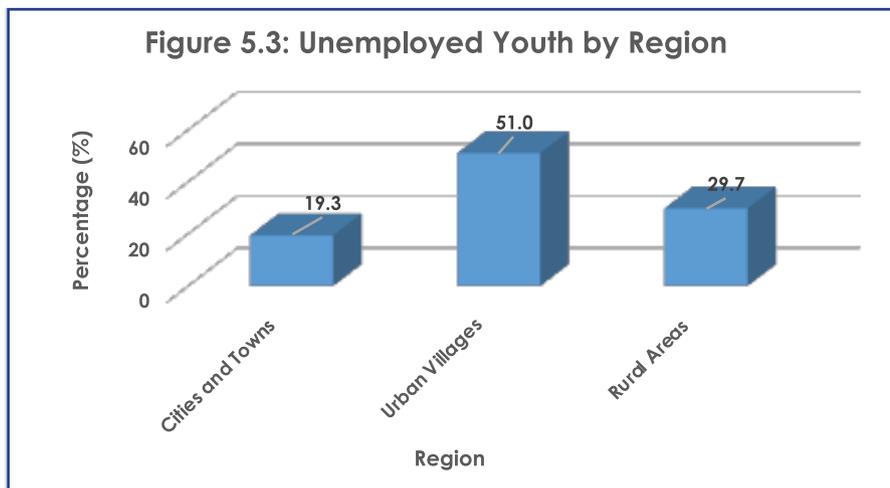
7.3.1 Total Unemployed Youth by Education

The results showed that youth who completed Secondary school were the most affected by unemployment, constituting 65.0 percent of the total unemployed youth, followed by those with university education at 11.7 percent. Amongst the secondary school leavers, 53.3 percent were females and 46.7 percent were males.

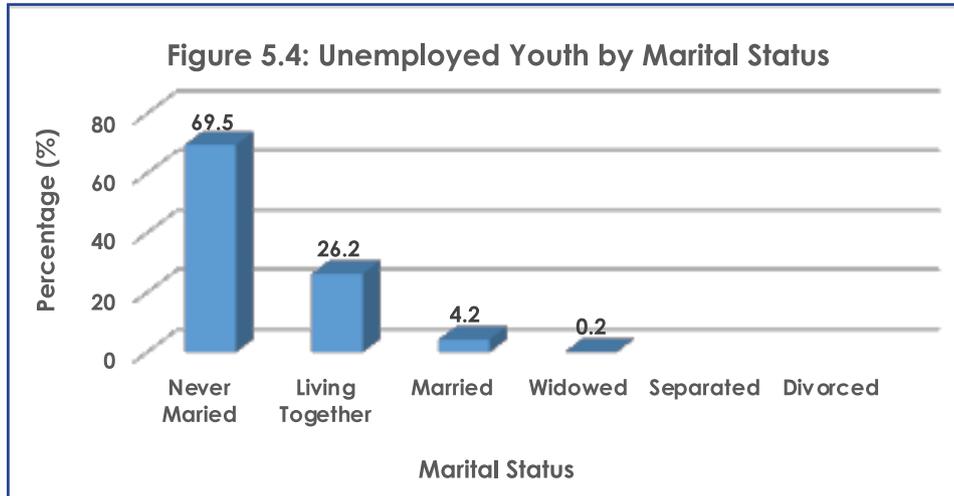


7.3.2 Unemployed Youth by Strata

Total unemployed youth population by strata indicated that in Urban villages had the most at 51.0 percent, followed by in rural areas with 29.7 percent. Cities and Towns contributed the least at 19.3 percent.



Unemployed youth by marital status indicated that those never married accounted for 69.5 percent, followed by the Living together with 26.2 percent. The Married and the Widowed constituted 4.2 and 0.2 percent respectively. There were no unemployed youth who reported to be Separated or Divorced.



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

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

The total number of youth not in education, employment or training from the survey was estimated at 297,136 persons, with 43.5 percent (129,193) being male and 56.5 percent (167,943) being female. The overall NEET rate as shown in **Table 5.1** below, was estimated at 35.2 percent. Male NEET rate was 31.5 percent as compared to 38.7 percent recorded by the females. Age group 20-24 had the highest NEET rate (43.2 percent), followed by the 18-19 and 25-29 years age group with 42.5 and 38.5 percent respectively.

Table 5.1- NEET rate by Age Group and Sex

Age Group	NEET Rate (%)		
	Male	Female	Total
15-17	14.1	14.3	14.2
18-19	38.4	47.4	42.5
20-24	37.6	48.6	43.2
25-29	35.2	41.6	38.5
30-34	30.9	38.7	35.3
35	30.3	37.5	33.9
Total	31.5	38.7	35.2

8.0 POPULATION OUT OF THE LABOUR FORCE

The estimated total number of persons out of labour force was 632,189, out of which 41.9 percent (264,778) were males and 58.1 percent females (367,412). Persons out of the labour force were concentrated in age groups from 15 to 29 years. The 15-17 year age group recorded 20.5 percent, followed by the 20-24 years group with 13.4 percent. The 25-29 and 18-19 recorded 8.8 and 8.1 percent respectively. See **Table 6.1** below.

Table 6.1: Population out of Labour Force by Age Group and Sex

Age Group	Total Population out of Labour Force			% Distribution		
	Male	Female	Total	Male	Female	Total
15-17	65,514	64,199	129,713	24.7	17.5	20.5
18-19	25,228	25,702	50,930	9.5	7.0	8.1
20-24	35,150	49,664	84,814	13.3	13.5	13.4
25-29	25,877	29,528	55,405	9.8	8.0	8.8
30-34	14,140	21,388	35,528	5.3	5.8	5.6
35-39	11,274	21,412	32,686	4.3	5.8	5.2
40-44	11,976	14,359	26,335	4.5	3.9	4.2
45-49	7,312	16,525	23,837	2.8	4.5	3.8
50-54	8,033	18,840	26,873	3.0	5.1	4.3
55-59	8,137	15,427	23,564	3.1	4.2	3.7
60-64	12,940	21,712	34,652	4.9	5.9	5.5
65-69	11,222	19,691	30,913	4.2	5.4	4.9
70-74	12,302	14,949	27,251	4.6	4.1	4.3
75+	15,673	34,015	49,688	5.9	9.3	7.9
Total	264,778	367,412	632,190	100.0	100.0	100.0

Persons in Studies/ Training accounted for 30.6 percent of the population out of the labour force. These were followed by persons engaged in household responsibilities who recorded 28.3 percent while the Relaxed job seekers accounted for 10.9 percent of the population out of the labour force. See **Table LFO1 Appendix 3**.

The population that is out of the labour force because of schooling/ studying were concentrated in the age groups from 15 to 24 years. The 15-19 age group recorded 57.7 percent, followed by the 20-24 and 18-19 with 17.6 and 15.5 percent respectively.

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.

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.

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 comprises 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.

Occupation

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

Industry

Industry covers 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 older in the country. The main objective of the QMTS is to collect quarterly information about persons in the labour market, i.e. those who are employed; those who are unemployed and those who are not economically active. The essence of the quarterly period is to monitor the change of the labour trends between the quarters in the country.

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

2.0 Sampling Design

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

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

2.01 Design assumptions

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

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

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

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

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

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

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

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

2.02 Final sample size and methodology

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

The sample size will be segmented into four (4) rotation groups where each rotation group is made up of a representative subset (68 PSUs) of the full sample which is 25%. The sampled households in a particular rotation group are rotated in the same quarter, i.e. Group 1 rotated in Q3 2019, Group 2 rotated in Q4, 2019, etc. Therefore, each sampled households (hhlds) remain in the sample for 4 consecutive quarters. This is not a full panel, it is at a ratio of 75:25, where 25% of the sample is being rotated across the strata of the main sample to ensure representativeness. This implies that 25% of the households will not be rotated, but enumerated in the life span of the sample. Rotation means that these households are replaced by new households from the same EA or the next EA on the list, which is intuitively refreshing of the sample.

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

3.0 Weighting

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

APPENDIX 3: Tables

Table M1: Currently Employed by Industry & Occupation

Industry	Occupation											Total
	Managers	Professionals	Technicians and Associate Professionals	Clerical Support Services	Service/Sales Workers	Skilled Agric Forestry and Fishery	Craft and Related Trades Workers	Plant & Machine Operators	Elementary Occupations	Defence Force Personnel	Not Stated	
Agriculture, Forestry and Fishing	1,212	154	261	599	1,471	12,737	660	1,476	36,477	-	-	55,046
Mining and Quarrying	579	1,016	1,861	180	111	-	2,439	2,574	1,085	-	-	9,844
Manufacturing	4,242	1,673	1,136	3,591	2,494	90	28,395	6,218	7,496	-	-	55,334
Electricity, Gas, & Air Conditioning Supply	195	921	239	-	-	-	233	232	617	-	-	2,437
Water Supply, Sewage, Waste Management & Remediation	308	260	2,039	261	379	-	416	1,278	1,822	-	-	6,762
Construction	1,800	226	2,229	378	845	-	32,989	3,179	19,248	-	-	60,893
Wholesale Trade, except Motor Vehicles and Motor Cycles	27,342	1,680	2,574	4,966	69,677	198	9,591	4,764	14,862	-	-	135,655
Transport & Storage	1,191	867	1,011	2,026	1,760	-	1,135	14,611	1,235	-	-	23,837
Accommodation and Food Service Activities	1,916	767	672	1,799	14,523	253	1,370	718	3,360	-	-	25,378
Information and Communication	708	2,367	1,578	844	671	-	721	234	215	-	-	7,338
Finance and Insurance Activities	3,560	2,393	4,583	3,627	1,005	-	-	-	-	-	-	15,168
Real Estate Activities	335	-	1,820	241	324	-	721	226	-	-	-	3,666
Professional, Scientific and Technical Activities	1,049	4,081	4,265	771	1,860	-	766	724	1,282	-	-	14,798
Administrative and Support Service Activities	1,179	-	1,229	1,319	32,152	225	556	1,783	8,993	-	-	47,436
Public Administration	7,558	9,868	10,418	11,245	20,459	390	4,007	6,065	68,158	5,164	-	143,331
Education	1,842	21,097	16,671	2,405	13,255	-	572	324	4,377	-	-	60,543
Human Health and Social Work	1,472	4,615	11,967	1,810	5,960	835	350	2,937	3,717	-	-	33,663
Arts, Entertainment and Recreation	-	2,804	1,296	-	141	-	-	841	888	-	-	5,970
Other Service Activities	979	853	444	1,317	6,175	-	991	774	463	-	-	11,996
Households as Employers	-	-	-	-	2,057	540	-	-	23,410	-	-	26,008
Activities of Extraterritorial organisations	-	162	40	-	-	-	-	-	-	-	-	202
Not Stated	-	-	-	-	-	-	-	-	-	-	251	251
Total	57,467	55,806	66,334	37,377	175,318	15,267	85,909	48,958	197,704	5,164	251	745,556

Table M2: Currently Employed by Occupation & Strata

Occupation	Counts				% Total	Proportion (%)			
	Cities and Towns	Urban Villages	Rural Areas	Total		Cities and Towns	Urban Villages	Rural Areas	Total
Managers	19,550	24,456	13,462	57,467	7.7	34.0	42.6	23.4	100.0
Professionals	23,453	27,295	5,058	55,806	7.5	42.0	48.9	9.1	100.0
Technicians and Associate Professionals	22,902	28,166	15,267	66,334	8.9	34.5	42.5	23.0	100.0
Clerical Support Services	11,920	20,297	5,161	37,377	5.0	31.9	54.3	13.8	100.0
Service/Sales Workers	44,788	90,550	39,981	175,318	23.5	25.5	51.6	22.8	100.0
Skilled Agric. Forestry and Fishery	812	5,124	9,330	15,267	2.0	5.3	33.6	61.1	100.0
Craft and Related Trades Workers	17,064	49,552	19,293	85,909	11.5	19.9	57.7	22.5	100.0
Plant & Machine Operators	15,257	25,407	8,294	48,958	6.6	31.2	51.9	16.9	100.0
Elementary Occupations	28,545	70,692	98,467	197,704	26.5	14.4	35.8	49.8	100.0
Other	2,477	2,687	-	5,164	0.7	48.0	52.0	-	100.0
Not Stated	251	-	-	251	0.0	100.0	-	-	100.0
Total	187,017	344,226	214,312	745,556	100.0	25.1	46.2	28.7	100.0

Table M3: Currently Employed by Age group & Marital status

Age Group	Married	Living Together	Separated	Divorced	Widowed	Never Married	Total
15-17	-	-	-	-	-	2,765	2,765
18-19	-	1,532	-	-	-	12,972	14,504
20-24	1,727	21,018	-	-	-	55,042	77,787
25-29	5,199	50,792	-	-	-	62,827	118,818
30-34	15,587	49,338	378	-	-	47,653	112,956
35-39	33,097	48,441	392	828	416	39,385	122,559
40-44	34,842	33,705	877	2,095	825	24,870	97,214
45-49	22,906	17,535	416	2,405	1,146	15,638	60,046
50-54	27,024	12,117	546	1,155	2,709	13,337	56,888
55-59	18,521	5,419	312	2,148	2,727	7,345	36,473
60-64	11,687	3,776	47	887	3,489	4,619	24,506
65-69	4,405	918	-	210	2,446	3,648	11,628
70-74	2,245	384	-	280	1,070	614	4,593
75 & Above	630	424	-	287	2,780	699	4,820
Total	177,871	245,400	2,969	10,295	17,608	291,413	745,556

Table M4: Currently Employed by Occupation & Marital status

Occupation	Married	Living Together	Separated	Divorced	Widowed	Never Married	Total
Managers	25,577	14,616	277	1,132	1,759	14,105	57,467
Professionals	28,573	10,488	162	970	154	15,459	55,806
Technicians and Associate Professionals	22,170	18,561	502	1,933	482	22,686	66,334
Clerical Support Services	7,999	11,003	-	660	334	17,382	37,377
Service/Sales Workers	25,696	66,136	617	1,512	3,071	78,287	175,318
Skilled Agric. Forestry and Fishery Workers	4,575	2,908	-	-	254	7,531	15,267
Craft and Related Trades Workers	20,454	33,953	511	1,044	1,717	28,231	85,909
Plant & Machine Operators	17,437	15,268	-	548	810	14,896	48,958
Elementary Occupations	22,750	71,084	900	1,908	9,028	92,034	197,704
Other	2,389	1,384	-	587	-	804	5,164
Not Stated	251	-	-	-	-	-	251
Total	177,871	245,400	2,969	10,295	17,608	291,413	745,556

Table M5: Currently Employed by Education Level and Sex

Education Level	Counts			% Total	Proportion (%)		
	Male	Female	Total		Male	Female	Total
Never Attended School	25,742	19,122	44,864	6.0	57.4	42.6	100.0
Primary	50,476	48,139	98,615	13.2	51.2	48.8	100.0
Secondary	170,330	168,569	338,899	45.5	50.3	49.7	100.0
Non-formal	2,513	6,320	8,834	1.2	28.4	71.5	100.0
Apprentice	2,841	981	3,822	0.5	74.3	25.7	100.0
Brigade	14,313	8,038	22,351	3.0	64.0	36.0	100.0
Technical/Vocational	28,249	18,409	46,658	6.3	60.5	39.5	100.0
Educational College	19,438	34,789	54,228	7.3	35.8	64.2	100.0
Institute of Health Sciences	2,416	6,069	8,486	1.1	28.5	71.5	100.0
University	60,244	58,556	118,800	15.9	50.7	49.3	100.0
Total	376,563	368,993	745,556	100.0	50.5	49.5	100.0

Table M6: Currently Employed by Subject of Training and Sex

Subject of Training	Counts			% Total	Proportion (%)		
	Male	Female	Total		Male	Female	Total
No Training	225,290	231,426	456,717	61.3	49.3	50.7	100.0
Basic, Literacy & Numeracy and Personnel Development	8,453	15,110	23,563	3.2	35.9	64.1	100.0
Education Programs	2,771	5,049	7,820	1.0	35.4	64.6	100.0
Arts and Humanities	6,714	3,009	9,723	1.3	69.1	30.9	100.0
Social & Behavioural	2,268	3,741	6,009	0.8	37.7	62.3	100.0
Journalism, Information and Documentation	1,560	2,011	3,571	0.5	43.7	56.3	100.0
Business and Administration	26,598	48,835	75,433	10.1	35.3	64.7	100.0
Programs in Law	1,394	1,012	2,406	0.3	57.9	42.1	100.0
Life and Physical Sciences	2,073	1,415	3,488	0.5	59.4	40.6	100.0
Mathematics and Statistics	1,144	572	1,716	0.2	66.7	33.3	100.0
Computer Programs	6,245	8,343	14,589	2.0	42.8	57.2	100.0
Engineering Trade Programs	10,911	1,111	12,021	1.6	90.8	9.2	100.0
Manufacturing and Processing	3,086	8,538	11,624	1.6	26.5	73.5	100.0
Industrial Programs	9,910	1,267	11,177	1.5	88.7	11.3	100.0
Architecture and Building	4,885	506	5,392	0.7	90.6	9.4	100.0
Building and Construction	24,060	3,891	27,951	3.7	86.1	13.9	100.0
Agric., Forestry & Fishery	3,229	2,851	6,080	0.8	53.1	46.9	100.0
Veterinary Programs	340	-	340	-	100.0	-	100.0
Health Programs	9,157	13,677	22,835	3.1	40.1	59.9	100.0
Social Services Programs	111	1,155	1,266	0.2	8.8	91.2	100.0
Personal Services Programs	3,054	9,521	12,575	1.7	24.3	75.7	100.0
Transport Services Programs	15,320	983	16,303	2.2	94.0	6.0	100.0
Environmental Protection	425	1,514	1,939	0.3	21.9	78.1	100.0
Security Services Programs	7,564	3,455	11,019	1.5	68.6	31.4	100.0
Total	376,563	368,993	745,556	100.0	50.5	49.5	100.0

Table M7: Currently Employed by Occupation and Usual Hours of Work Per Day

Occupation	Usual Hours of Work Per Day						Total
	Less than 1	1 - 4	5 - 9	10 - 14	15 & above	Not Stated	
Managers	-	3,999	33,009	20,459	-	-	57,467
Professionals	1,023	1,853	48,882	4,048	-	-	55,806
Technicians and Associate Professionals	-	1,652	58,022	6,660	-	-	66,334
Clerical Support Services	-	663	35,054	1,660	-	-	37,377
Service/Sales Workers	613	6,208	107,711	60,539	247	-	175,318
Skilled Agric. Forestry and Fishery Workers	348	4,624	8,604	1,692	-	-	15,267
Craft and Related Trades Workers	2,239	10,886	54,659	18,126	-	-	85,909
Plant & Machine Operators	390	1,293	34,948	12,077	249	-	48,958
Elementary Occupations	3,364	17,356	146,201	30,783	-	-	197,704
Other	-	-	4,913	251	-	-	5,164
Not Stated	-	-	-	-	-	251	251
Total	7,976	48,534	532,004	156,295	496	251	745,556

Table M8: Currently Employed by Industry and Usual Hours of Work Per Day

Industry	Usual Hours of Work per day						Total
	Less than 1	1 - 4	5 - 9	10 - 14	15 and above	Not Stated	
Agriculture, Forestry and Fishing	202	6,273	32,134	16,437	-	-	55,046
Mining and Quarrying	-	-	7,961	1,883	-	-	9,844
Manufacturing	1,045	4,114	39,949	10,225	-	-	55,334
Electricity, Gas, & Air Conditioning Supply	-	-	2,203	234	-	-	2,437
Water Supply, Sewage, Waste Management & Remediation Activities	-	-	6,218	545	-	-	6,762
Construction	2,236	10,511	34,214	13,932	-	-	60,893
Wholesale Trade, except Motor Vehicles and Motor Cycles	587	7,616	83,184	44,269	-	-	135,655
Transport & Storage	-	1,446	13,546	8,596	249	-	23,837
Accommodation and Food Service Activities	145	1,153	19,823	4,257	-	-	25,378
Information and Communication	-	478	5,842	1,019	-	-	7,338
Finance and Insurance Activities	-	418	13,697	1,053	-	-	15,168
Real Estate Activities	-	835	2,160	671	-	-	3,666
Professional, Scientific and Technical Activities	455	943	11,508	1,645	247	-	14,798
Administrative and Support Service Activities	-	271	15,276	31,889	-	-	47,436
Public Administration	392	3,890	137,512	1,537	-	-	143,331
Education	409	1,231	55,224	3,679	-	-	60,543
Human Health and Social Work Activities	-	710	28,537	4,415	-	-	33,663
Arts, Entertainment and Recreation	379	1,096	3,259	1,235	-	-	5,970
Other Service Activities	-	765	8,116	3,115	-	-	11,996
Households as Employers	2,126	6,784	11,438	5,660	-	-	26,008
Activities of Extraterritorial organisations	-	-	202	-	-	-	202
Not Stated	-	-	-	-	-	251	251
Total	7,976	48,534	532,004	156,295	496	251	745,556

Average Earnings

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

Occupation	Average Earnings		
	Male	Female	Total
Managers	20,764	10,848	16,685
Professionals	14,004	12,253	13,199
Technicians and Associate Professionals	11,702	9,614	10,431
Clerical Support Services	5,292	3,026	3,741
Service/Sales Workers	3,195	1,983	2,521
Skilled Agric Forestry and Fishery Workers	1,858	848	1,464
Craft and Related Trades Workers	4,730	2,779	4,266
Plant & Machine Opd. & Assemblers	4,116	2,441	3,842
Elementary Occupations	1,199	1,238	1,222
Other	19,006	37,000	19,908
Total	6,054	3,972	4,989

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

Occupation	Citizens			Non- Citizens			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers	18,263	10,874	15,098	44,559	10,000	38,418	20,764	10,848	16,685
Professionals	12,115	12,101	12,108	22,003	15,127	20,740	14,004	12,253	13,199
Technicians and Associate Professionals	11,630	9,656	10,416	12,804	8,433	10,767	11,702	9,614	10,431
Clerical Support Services	5,292	3,026	3,741	-	-	-	5,292	3,026	3,741
Service/Sales Workers	3,201	1,988	2,527	2,300	1,512	1,774	3,195	1,983	2,521
Skilled Agric Forestry and Fishery Workers	2,159	854	1,543	1,323	800	1,240	1,858	848	1,464
Craft and Related Trades Workers	4,874	2,692	4,316	3,557	7,000	3,743	4,730	2,779	4,266
Plant & Machine Opd. & Assemblers	4,060	2,441	3,786	5,478	-	5,478	4,116	2,441	3,842
Elementary Occupations	1,163	1,238	1,209	1,558	1,251	1,425	1,199	1,238	1,222
Other	19,006	37,000	19,908	-	-	-	19,006	37,000	19,908
Total	5,646	3,950	4,759	11,288	4,708	9,331	6,054	3,972	4,989

Table AE3: **Average earnings (in Pula) for Wage Earners (15 years & above)**
by Industry, Citizenship and Sex

Industry	Citizens			Non- Citizens			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	1,131	2,259	1,371	1,365	1,026	1,335	1,174	2,165	1,365
Mining and Quarrying	16,767	12,277	15,890	20,852	-	20,852	17,020	12,277	16,140
Manufacturing	4,236	2,497	3,463	12,713	-	12,713	5,388	2,497	4,206
Electricity, Gas, & Air Conditioning Supply	14,977	6,544	13,262	70,000	-	70,000	20,402	6,544	17,809
Water Supply, Sewage, Waste Management & Remediation Activities	7,195	5,166	6,682	-	-	-	7,195	5,166	6,682
Construction	2,616	3,388	2,705	4,862	7,000	4,988	2,896	3,619	2,974
Wholesale Trade, except Motor Vehicles and Motor Cycles	2,425	2,041	2,215	31,419	10,000	27,355	3,153	2,080	2,572
Transport & Storage	7,724	7,224	7,626	9,500	-	9,500	7,751	7,224	7,649
Accommodation and Food Service Activities	2,411	2,561	2,515	3,500	2,389	2,447	2,416	2,555	2,513
Information and Communication	10,173	7,435	8,994	3,500	-	3,500	9,802	7,435	8,816
Finance and Insurance Activities	17,545	9,526	12,116	38,612	-	38,612	20,501	9,526	13,443
Real Estate Activities	4,443	7,167	6,141	-	15,000	15,000	4,443	8,110	6,838
Professional, Scientific and Technical Activities	7,328	8,576	7,977	19,156	30,000	21,364	8,969	9,359	9,161
Administrative and Support Service Activities	2,743	2,246	2,557	2,300	1,100	1,855	2,737	2,231	2,547
Public Administration	7,319	3,009	4,709	13,000	-	13,000	7,342	3,009	4,722
Education	10,923	7,030	8,227	13,075	8,354	11,622	11,207	7,068	8,442
Human Health and Social Work Activities	7,058	5,629	6,028	19,569	12,994	17,621	9,520	5,912	7,056
Arts, Entertainment and Recreation	1,871	5,009	3,888	-	-	-	1,871	5,009	3,888
Other Service Activities	9,203	2,125	5,272	-	2,500	2,500	9,203	2,146	5,186
Households as Employers	959	946	946	-	1,263	1,263	959	1,029	1,026
Activities of Extraterritorial organisations	8,200	15,000	13,654	-	-	-	8,200	15,000	13,654
Total	5,646	3,950	4,759	11,288	4,708	9,331	6,054	3,972	4,989

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

Occupation	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers	17,308	13,332	30,640	2,818	180	2,998	20,126	13,512	33,638
Professionals	25,888	28,428	54,316	5,596	1,650	7,246	31,484	30,078	61,562
Technicians and Associate Professionals	20,692	29,631	50,323	1,509	483	1,992	22,201	30,114	52,315
Clerical Support Services	11,234	21,123	32,357	-	-	-	11,234	21,123	32,357
Service/Sales Workers	51,747	60,228	111,975	544	188	732	52,291	60,416	112,707
Skilled Agric Forestry and Fishery Workers	1,759	1,272	3,031	204	72	275	1,963	1,344	3,306
Craft and Related Trades Workers	22,235	8,002	30,236	1,408	179	1,587	23,643	8,181	31,823
Plant & Machine Operators	28,449	6,338	34,787	1,373	-	1,373	29,822	6,338	36,160
Elementary Occupations	33,734	79,105	112,839	1,151	776	1,927	34,885	79,881	114,766
Defence Force Personnel	4,669	259	4,928	-	-	-	4,669	259	4,928
Not Stated	251	-	251	-	-	-	251	-	251
Total	217,965	247,718	465,683	14,603	3,529	18,131	232,568	251,247	483,814

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

Occupation	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers	7.9	5.4	6.6	19.3	5.1	16.5	8.7	5.4	7.0
Professionals	11.9	11.5	11.7	38.3	46.8	40.0	13.5	12.0	12.7
Technicians and Associate Professionals	9.5	12.0	10.8	10.3	13.7	11.0	9.5	12.0	10.8
Clerical Support Services	5.2	8.5	6.9	-	-	-	4.8	8.4	6.7
Service/Sales Workers	23.7	24.3	24.0	3.7	5.3	4.0	22.5	24.0	23.3
Skilled Agric Forestry and Fishery Workers	0.8	0.5	0.7	1.4	2.0	1.5	0.8	0.5	0.7
Craft and Related Trades Workers	10.2	3.2	6.5	9.6	5.1	8.8	10.2	3.3	6.6
Plant & Machine Operators	13.1	2.6	7.5	9.4	-	7.6	12.8	2.5	7.5
Elementary Occupations	15.5	31.9	24.2	7.9	22.0	10.6	15.0	31.8	23.7
Defence Force Personnel	2.1	0.1	1.1	-	-	-	2.0	0.1	1.0
Not Stated	0.1	-	0.1	-	-	-	0.1	-	0.1
Total	100.0	100.0	100.0						

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

Age	Citizens			Non-Citizens			All Employees			
	Male	Female	Total	Male	Female	Total	Male	Female	Total	% Total
15-17	198	392	590	-	-	-	198	392	590	0.1
18-19	4,724	3,076	7,800	-	-	-	4,724	3,076	7,800	1.6
20-24	22,056	25,422	47,478	446	-	446	22,502	25,422	47,924	9.9
25-29	33,176	42,454	75,630	1,115	439	1,554	34,291	42,893	77,184	16
30-34	32,575	36,858	69,433	947	277	1,224	33,522	37,135	70,657	14.6
35-39	39,690	40,425	80,115	1,510	758	2,268	41,200	41,183	82,383	17
40-44	32,400	29,991	62,391	2,254	685	2,938	34,654	30,676	65,329	13.5
45-49	16,628	22,131	38,759	2,916	911	3,827	19,544	23,042	42,586	8.8
50-54	15,957	17,689	33,646	2,023	180	2,204	17,980	17,869	35,850	7.4
55-59	10,542	13,907	24,449	1,711	206	1,918	12,253	14,113	26,367	5.4
60-64	6,402	8,295	14,697	928	72	999	7,330	8,367	15,696	3.2
65-69	1,174	4,879	6,052	490	-	490	1,664	4,879	6,542	1.4
70-74	1,299	520	1,819	264	-	264	1,563	520	2,083	0.4
75+	1,145	1,678	2,824	-	-	-	1,145	1,678	2,824	0.6
Total	217,965	247,718	465,683	14,603	3,529	18,131	232,568	251,247	483,814	100.0
Percentage Total	45.1	51.2	96.3	3.0	0.7	3.7	48.1	51.9	100.0	

Unemployment Tables

Table UN1: Currently Unemployed by Age Group and Sex

Age Group	Unemployed			Total Unemployed Percentage		
	Male	Female	Total	Male	Female	Total
15-17	2,350	1,095	3,445	1.2	0.6	1.8
18-19	7,271	4,169	11,440	3.7	2.1	5.9
20-24	19,403	17,355	36,758	10	8.9	18.9
25-29	17,579	21,865	39,444	9	11.2	20.2
30-34	11,472	19,226	30,698	5.9	9.9	15.7
35-39	12,307	15,241	27,548	6.3	7.8	14.1
40-44	8,836	8,266	17,101	4.5	4.2	8.8
45-49	5,896	6,054	11,950	3	3.1	6.1
50-54	3,931	3,223	7,155	2	1.7	3.7
55-59	1,641	2,510	4,151	0.8	1.3	2.1
60-64	1,788	1,209	2,997	0.9	0.6	1.5
65-69	526	669	1,195	0.3	0.3	0.6
70-74	190	728	918	0.1	0.4	0.5
75+	-	191	191	-	0.1	0.1
Total	93,190	101,799	194,990	47.8	52.2	100.0

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

Age Group	Cities and Towns			Urban Villages			Rural Areas			Total Unemployed			Total Unemployed Percentage Distribution		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	-	-	-	1,266	1,095	2,361	1,083	-	1,083	2,350	1,095	3,445	2.5	1.1	1.8
18-19	630	678	1,308	4,183	1,860	6,043	2,458	1,630	4,088	7,271	4,169	11,440	7.8	4.1	5.9
20-24	3,605	4,055	7,660	9,408	7,603	17,011	6,390	5,697	12,087	19,403	17,355	36,758	20.8	17	18.9
25-29	3,176	5,253	8,430	9,248	11,360	20,608	5,155	5,251	10,406	17,579	21,865	39,444	18.9	21.5	20.2
30-34	2,581	3,367	5,948	6,516	10,189	16,704	2,376	5,670	8,046	11,472	19,226	30,698	12.3	18.9	15.7
35-39	2,877	3,784	6,660	4,474	6,261	10,735	4,957	5,196	10,153	12,307	15,241	27,548	13.2	15	14.1
40-44	2,000	692	2,692	3,034	4,081	7,115	3,802	3,493	7,294	8,836	8,266	17,101	9.5	8.1	8.8
45-49	699	1,287	1,986	2,836	2,709	5,545	2,361	2,059	4,420	5,896	6,054	11,950	6.3	5.9	6.1
50-54	335	752	1,086	1,752	679	2,431	1,845	1,793	3,638	3,931	3,223	7,155	4.2	3.2	3.7
55-59	175	221	396	1,209	1,029	2,238	256	1,260	1,516	1,641	2,510	4,151	1.8	2.5	2.1
60-64	221	659	880	1,237	477	1,714	331	72	403	1,788	1,209	2,997	1.9	1.2	1.5
65-69	-	-	-	280	340	619	246	330	576	526	669	1,195	0.6	0.7	0.6
70-74	-	-	-	-	513	513	190	215	405	190	728	918	0.2	0.7	0.5
75+	-	-	-	-	191	191	-	-	-	-	191	191	-	0.2	0.1
Total	16,299	20,748	37,046	45,441	48,387	93,828	31,451	32,664	64,115	93,190	101,799	194,990	100.0	100.0	100.0

Table UN3: Unemployment Rate by Marital Status and Sex

Marital status	Unemployed			Employed			Labour Force			Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Married	7,048	12,107	19,155	98,025	79,846	177,871	105,074	91,952	197,026	6.7	13.2	9.7
Living Together	26,599	32,929	59,528	123,988	121,412	245,400	150,587	154,341	304,928	17.7	21.3	19.5
Separated	537	-	537	1,700	1,269	2,969	2,237	1,269	3,506	24	-	15.3
Divorced	93	-	93	3,117	7,179	10,295	3,210	7,179	10,388	2.9	-	0.9
Widowed	-	2,663	2,663	2,996	14,612	17,608	2,996	17,275	20,271	-	15.4	13.1
Never married	58,913	54,101	113,014	146,737	144,676	291,413	205,650	198,777	404,427	28.6	27.2	27.9
Total	93,190	101,799	194,990	376,563	368,993	745,556	469,753	470,793	940,545	19.8	21.6	20.7

Table UN4: Currently Unemployed (Not Seeking) by Age Group and Sex

Age Group	Discouraged Job Seekers		
	Male	Female	Total
15-17	1,663	1,482	3,145
18-19	2,510	719	3,229
20-24	4,222	5,214	9,436
25-29	6,753	4,986	11,739
30-34	5,469	4,132	9,601
35-39	4,764	2,828	7,592
40-44	3,116	2,707	5,823
45-49	2,227	1,842	4,069
50-54	2,038	3,105	5,144
55-59	918	1,001	1,919
60-64	1,744	1,252	2,996
65-69	555	1,541	2,096
70-74	1,189	154	1,343
75+	327	196	523
Total	37,496	31,158	68,654

Table UN5: Currently Unemployed (not seeking) by Reason Not Looking, Strata and Sex

Main reason not find work/ start business	Cities and Towns			Urban Villages			Rural areas			Total Unemployed		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Waiting for results of a precious search	453	236	689	1,669	1,469	3,138	541	1,621	2,163	2,663	3,326	5,989
Awaiting recall from a precious search	428	446	874	749	1,692	2,441	1,676	590	2,266	2,852	2,728	5,580
Waiting for the season to start	-	154	154	871	756	1,626	219	576	795	1,090	1,485	2,575
Waiting to start new job or business	703	506	1,209	513	483	996	1,030	-	1,030	2,246	988	3,235
Tired of looking for jobs, no jobs in the area	1,684	1,111	2,795	7,275	4,385	11,660	10,109	8,379	18,488	19,067	13,875	32,942
No jobs matching skills, lackexperience	765	709	1,474	1,960	3,211	5,171	3,506	1,543	5,048	6,230	5,463	11,693
Considered too young/old by employers	244	155	398	1,585	2,071	3,655	1,518	1,067	2,585	3,347	3,293	6,639
Total	4,276	3,316	7,592	14,621	14,066	28,687	18,598	13,776	32,374	37,496	31,158	68,654
Percentage distribution												
Waiting for results of a precious search	10.6	7.1	9.1	11.4	10.4	10.9	2.9	11.8	6.7	7.1	10.7	8.7
Awaiting recall from a precious search	10.0	13.5	11.5	5.1	12.0	8.5	9.0	4.3	7.0	7.6	8.8	8.1
Waiting for the season to start	-	4.6	2.0	6.0	5.4	5.7	1.2	4.2	2.5	2.9	4.8	3.8
Waiting to start new job or business	16.4	15.2	15.9	3.5	3.4	3.5	5.5	-	3.2	6.0	3.2	4.7
Tired of looking for jobs, no jobs in the area	39.4	33.5	36.8	49.8	31.2	40.6	54.4	60.8	57.1	50.9	44.5	48.0
No jobs matching skills, lackexperience	17.9	21.4	19.4	13.4	22.8	18.0	18.8	11.2	15.6	16.6	17.5	17.0
Considered too young/old by employers	5.7	4.7	5.2	10.8	14.7	12.7	8.2	7.7	8.0	8.9	10.6	9.7
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 UN6: Expanded Unemployment Rate

Age Group	Relaxed Job Seekers- plus Actively Seeking Work)			Employed			Labour Force plus Relaxed Job Seekers			Expanded Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	4,013	2,577	6,590	1,669	1,095	2,765	5,682	3,672	9,355	70.6	70.2	70.4
18-19	9,781	4,887	14,669	9,563	4,941	14,504	19,344	9,828	29,173	50.6	49.7	50.3
20-24	23,625	22,569	46,194	42,251	35,536	77,787	65,876	58,105	123,981	35.9	38.8	37.3
25-29	24,332	26,851	51,183	59,531	59,286	118,818	83,863	86,137	170,000	29	31.2	30.1
30-34	16,941	23,358	40,299	53,717	59,239	112,956	70,659	82,596	153,255	24	28.3	26.3
35-39	17,071	18,068	35,140	62,748	59,811	122,559	79,819	77,879	157,698	21.4	23.2	22.3
40-44	11,951	10,972	22,924	49,772	47,442	97,214	61,723	58,414	120,138	19.4	18.8	19.1
45-49	8,122	7,897	16,019	28,408	31,638	60,046	36,530	39,535	76,065	22.2	20	21.1
50-54	5,970	6,328	12,298	29,310	27,578	56,888	35,279	33,907	69,186	16.9	18.7	17.8
55-59	2,559	3,511	6,070	17,960	18,513	36,473	20,518	22,024	42,543	12.5	15.9	14.3
60-64	3,533	2,460	5,993	11,725	12,781	24,506	15,258	15,241	30,499	23.2	16.1	19.6
65-69	1,081	2,210	3,292	4,693	6,936	11,628	5,774	9,146	14,920	18.7	24.2	22.1
70-74	1,379	882	2,261	3,284	1,309	4,593	4,664	2,191	6,854	29.6	40.2	33
75+	327	386	714	1,932	2,888	4,820	2,259	3,274	5,533	14.5	11.8	12.9
Total	130,686	132,958	263,644	376,563	368,993	745,556	507,249	501,951	1,009,199	25.8	26.5	26.1

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

Marital status	Unemployed			Employed			Labour Force			Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Married	7,048	12,107	19,155	98,025	79,846	177,871	105,074	91,952	197,026	6.7	13.2	9.7
Living Together	26,599	32,929	59,528	123,988	121,412	245,400	150,587	154,341	304,928	17.7	21.3	19.5
Separated	537	-	537	1,700	1,269	2,969	2,237	1,269	3,506	24	-	15.3
Divorced	93	-	93	3,117	7,179	10,295	3,210	7,179	10,388	2.9	-	0.9
Widowed	-	2,663	2,663	2,996	14,612	17,608	2,996	17,275	20,271	-	15.4	13.1
Never married	58,913	54,101	113,014	146,737	144,676	291,413	205,650	198,777	404,427	28.6	27.2	27.9
Total	93,190	101,799	194,990	376,563	368,993	745,556	469,753	470,793	940,545	19.8	21.6	20.7

Table UN8: Currently Unemployed by Education Level and Sex

Highest Educational Level	Total Unemployed			Total Unemployed Percentage Distribution		
	Male	Female	Total	Male	Female	Total
Never attended	7,708	4,577	12,285	8.3	4.5	6.3
Primary	14,668	10,010	24,678	15.7	9.8	12.7
Secondary	49,578	61,376	110,954	53.2	60.3	56.9
Non-formal	-	784	784	-	0.8	0.4
Apprentice	696	-	696	0.7	-	0.4
Brigade	7,006	3,236	10,243	7.5	3.2	5.3
Technical/Vocational	3,593	3,225	6,818	3.9	3.2	3.5
Educational College	2,755	6,947	9,702	3	6.8	5
Institute of Health Sciences	-	187	187	-	0.2	0.1
University	7,186	11,456	18,643	7.7	11.3	9.6
Total	93,190	101,799	194,990	100.0	100.0	100.0

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

Education Level	Cities and Towns			Urban Villages			Rural Areas			Total Unemployed		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Never Attended	532	473	1,005	3,014	2,537	5,551	4,162	1,567	5,729	7,708	4,577	12,285
Primary	1,375	1,006	2,381	6,727	3,269	9,996	6,566	5,735	12,301	14,668	10,010	24,678
Secondary	9,460	11,518	20,978	23,826	28,572	52,397	16,292	21,287	37,579	49,578	61,376	110,954
Non-formal	-	184	184	-	436	436	-	164	164	-	784	784
Apprentice	232	-	232	227	-	227	236	-	236	696	-	696
Brigade	967	539	1,506	4,039	1,478	5,518	2,000	1,219	3,219	7,006	3,236	10,243
Technical/Vocational	1,254	492	1,746	1,755	2,098	3,854	583	635	1,218	3,593	3,225	6,818
Educational College	367	1,953	2,320	1,990	3,645	5,636	397	1,349	1,747	2,755	6,947	9,702
Institute of Health Sciences	-	-	-	-	187	187	-	-	-	-	187	187
University	2,110	4,584	6,694	3,862	6,165	10,026	1,215	708	1,923	7,186	11,456	18,643
Total	16,299	20,748	37,046	45,441	48,387	93,828	31,451	32,664	64,115	93,190	101,799	194,990
Percentage Distribution												
Never Attended	3.3	2.3	2.7	6.6	5.2	5.9	13.2	4.8	8.9	8.3	4.5	6.3
Primary	8.4	4.8	6.4	14.8	6.8	10.7	20.9	17.6	19.2	15.7	9.8	12.7
Secondary	58.0	55.5	56.6	52.4	59.0	55.8	51.8	65.2	58.6	53.2	60.3	56.9
Non-formal	0.0	0.9	0.5	0.0	0.9	0.5	0.0	0.5	0.3	0.0	0.8	0.4
Apprentice	1.4	0.0	0.6	0.5	0.0	0.2	0.8	0.0	0.4	0.7	0.0	0.4
Brigade	5.9	2.6	4.1	8.9	3.1	5.9	6.4	3.7	5.0	7.5	3.2	5.3
Technical/Vocational	7.7	2.4	4.7	3.9	4.3	4.1	1.9	1.9	1.9	3.9	3.2	3.5
Educational College	2.3	9.4	6.3	4.4	7.5	6.0	1.3	4.1	2.7	3.0	6.8	5.0
Institute of Health Sciences	0.0	0.0	0.0	0.0	0.4	0.2	0.0	0.0	0.0	0.0	0.2	0.1
University	12.9	22.1	18.1	8.5	12.7	10.7	3.9	2.2	3.0	7.7	11.3	9.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table UN10: Currently Unemployed by Subject of Training and Sex

Training Type	Total Unemployed			Percentage distribution		
	Male	Female	Total	Male	Female	Total
Still attending school-General education	427	328	755	0.5	0.3	0.4
No training	69,917	74,317	144,235	75	73	74
Basic General Programs, Pre-primary	-	1,304	1,304	-	1.3	0.7
Primary Teachers Training Programs	-	256	256	-	0.3	0.1
Secondary Teachers Training Programs	-	352	352	-	0.3	0.2
Enhancing Personal Skills and Behavioural Capacities,	-	393	393	-	0.4	0.2
Teacher Training for Pre-school, Kindergarten, Elementary School	-	1,026	1,026	-	1	0.5
General and Specialized Teacher-Training Programs.	175	-	175	0.2	-	0.1
Educational Research and Other Education Science Programs NEC	-	259	259	-	0.3	0.1
Radio and Television Production	-	248	248	-	0.2	0.1
Design and Craft Skills, including Jewellery Making Courses	292	194	486	0.3	0.2	0.2
History Courses Programs	-	139	139	-	0.1	0.1
Community Development Programs; Social Welfare/Social Work Programs	-	637	637	-	0.6	0.3
Documentation Techniques	-	195	195	-	0.2	0.1
Radio/Broadcasting Programs	-	204	204	-	0.2	0.1
Retailing Programs	-	183	183	-	0.2	0.1
Marketing and Sales Programs	707	602	1,309	0.8	0.6	0.7
Real Estate Programs	-	226	226	-	0.2	0.1
Accounting, Auditing and Bookkeeping Programs	2,037	3,431	5,469	2.2	3.4	2.8
Management and Public Administration Programs,	-	562	562	-	0.6	0.3
Secretarial and Office Work Programs.	-	1,119	1,119	-	1.1	0.6
Personnel Administration Programs;	87	154	241	0.1	0.2	0.1
Financial Management Programs	-	293	293	-	0.3	0.2
Business \Commer	619	1,935	2,554	0.7	1.9	1.3
Materials Management Courses	479	686	1,166	0.5	0.7	0.6
Other Business and Administration Programs NEC	192	858	1,050	0.2	0.8	0.5
Law (General, International, Labour, Maritime Law e.t.c) Programs	196	141	337	0.2	0.1	0.2
Other Law Programs NEC	-	592	592	-	0.6	0.3
Biology, Botany, Bacteriology, Microbiology and Genetics Programs	-	188	188	-	0.2	0.1
Statistics and Other Allied Fields Programs.	248	-	248	0.3	-	0.1
Computer Programming Programs	-	863	863	-	0.8	0.4
Other Computing Programs NEC	1,542	1,639	3,181	1.7	1.6	1.6
Mechanics Engineering Programs	830	396	1,225	0.9	0.4	0.6
Electrical Engineering Programs	375	-	375	0.4	-	0.2
Energy and Chemical Engineering Programs (Water)	267	-	267	0.3	-	0.1
Vehicle Maintenance Programs	-	374	374	-	0.4	0.2
Surveying Programs, Quantify Surveying Programs	112	-	112	0.1	-	0.1
Other Engineering and Engineering Trades NEC	417	-	417	0.4	-	0.2
Food and Drink Processing Programs	-	431	431	-	0.4	0.2
Textiles and Clothes Programs (Tailoring, Textile Trades, Pattern Making etc)	-	155	155	-	0.2	0.1
Mining and Extraction Programs	227	-	227	0.2	-	0.1
Welding and Fabrication Programs	233	-	233	0.3	-	0.1
Motor Mechanics Programs	1,365	201	1,565	1.5	0.2	0.8
Other Industrial Programs NEC	509	-	509	0.5	-	0.3

Table UN10 Continued: **Currently Unemployed by Subject of Training and Sex**

Training Type	Total Unemployed			Percentage distribution		
	Male	Female	Total	Male	Female	Total
Architecture and Town Planning Programs	430	-	430	0.5	-	0.2
Building and Construction (Valuation) Programs	202	-	202	0.2	-	0.1
Civil Engineering Programs	700	-	700	0.8	-	0.4
Painting and Song writing Programs	293	-	293	0.3	-	0.2
Carpentry/Joinery Programs	1,586	277	1,862	1.7	0.3	1.0
Masonry and Bricklaying Programs	3,959	345	4,305	4.2	0.3	2.2
Plumbing	243	191	434	0.3	0.2	0.2
Electrical Programs	156	-	156	0.2	-	0.1
Other Building and Construction Trades Programs NEC	143	-	143	0.2	-	0.1
Livestock Production Programs	191	-	191	0.2	-	0.1
Forestry and Forest Product Techniques Programs	-	240	240	-	0.2	0.1
Food Research Programs	230	169	399	0.2	0.2	0.2
Public Health Services, Hygiene Programs and Sanitation Programs	485	731	1,217	0.5	0.7	0.6
Basic Nursing Programs	-	187	187	-	0.2	0.1
Midwifery Programs	-	221	221	-	0.2	0.1
Other Health Programs NEC	515	1,306	1,821	0.6	1.3	0.9
Counselling Programs	230	232	462	0.2	0.2	0.2
Hotel and Catering Programs	309	984	1,293	0.3	1	0.7
Travel and Tourism Programs	894	596	1,490	1	0.6	0.8
Sports and Leisure Programs	-	122	122	-	0.1	0.1
Hairdressing Programs	-	175	175	-	0.2	0.1
Beauty Treatment and Other Personal Services Programs	-	293	293	-	0.3	0.2
Other Personal Services Programs NEC	90	162	252	0.1	0.2	0.1
Air Crew and Air Traffic Control Programs	409	-	409	0.4	-	0.2
Road Motor Vehicle Operations Programs (Including Driving Skills)	348	237	585	0.4	0.2	0.3
Other Transport Programs NEC	279	293	572	0.3	0.3	0.3
Labour Protection and Security Programs	243	154	397	0.3	0.2	0.2
Total	93,190	101,799	194,990	100.0	100.0	100.0

Table UN11: Current Unemployment rates by District and Sex

District	Unemployed			Employed			Labour Force			Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Gaborone	8,180	11,700	19,880	57,644	50,759	108,403	65,824	62,460	128,283	12.4	18.7	15.5
Francistown	4,736	3,397	8,133	22,723	18,636	41,359	27,459	22,033	49,492	17.2	15.4	16.4
Lobatse	567	1,222	1,789	5,602	6,383	11,984	6,169	7,605	13,774	9.2	16.1	13.0
Selibe Phikwe	1,527	2,983	4,509	5,431	4,675	10,106	6,957	7,658	14,615	21.9	38.9	30.9
Orapa	380	360	740	3,127	1,648	4,776	3,508	2,008	5,516	10.8	17.9	13.4
Jwaneng	885	945	1,830	4,494	4,286	8,781	5,379	5,231	10,611	16.4	18.1	17.2
Sowa	24	140	164	876	733	1,609	899	873	1,773	2.6	16.1	9.3
Ngwaketse South	6,104	6,157	12,261	12,374	12,656	25,030	18,477	18,814	37,291	33.0	32.7	32.9
Ngwaketse West	330	784	1,115	2,024	1,482	3,506	2,355	2,266	4,621	14.0	34.6	24.1
Barolong	3,951	4,162	8,113	7,648	9,316	16,964	11,599	13,478	25,077	34.1	30.9	32.4
South East	6,948	6,794	3,742	25,917	29,250	55,168	32,865	36,044	68,909	21.1	18.8	19.9
Kweneng East	13,290	13,328	26,618	55,262	52,816	108,078	68,552	66,144	134,697	19.4	20.1	19.8
Kweneng West	3,635	4,511	8,146	12,111	15,911	28,022	15,746	20,422	36,168	23.1	22.1	22.5
Kgatleng	3,387	5,272	8,659	22,937	3,774	36,711	26,324	19,045	45,370	12.9	27.7	19.1
Serowe Palapye	8,901	8,880	17,780	22,479	22,400	44,878	31,379	31,280	62,659	28.4	28.4	28.4
Central Mahalapye	2,388	4,351	6,740	14,425	13,267	27,692	16,814	17,618	34,432	14.2	24.7	19.6
Central Bobonong	4,201	3,593	7,794	13,018	18,202	31,220	17,219	21,796	39,014	24.4	16.5	20.0
Central Boteti	4,972	2,742	7,714	15,828	16,350	32,178	20,801	19,092	39,892	23.9	14.4	19.3
Central Tutume	9,151	7,625	16,776	26,046	22,308	48,354	35,197	29,934	65,130	26.0	25.5	25.8
North East	1,136	1,327	2,463	8,484	8,433	16,918	9,620	9,760	19,381	11.8	13.6	12.7
Ngami East	3,269	3,847	7,116	12,258	12,842	25,100	15,526	16,689	32,216	21.1	23.1	22.1
Ngamiland West	2,208	2,930	5,138	6,354	8,078	14,432	8,562	11,008	19,569	25.8	26.6	26.3
Chobe	1,934	2,396	4,330	6,713	9,431	16,144	8,647	11,827	20,474	22.4	20.3	21.1
Ghanzi	435	1,078	1,513	4,563	8,097	12,660	4,998	9,175	14,174	8.7	11.8	10.7
Kgalagadi North	384	708	1,092	3,741	4,164	7,905	4,125	4,872	8,996	9.3	14.5	12.1
Kgalagadi South	267	566	833	4,483	3,094	7,577	4,750	3,660	8,410	5.6	15.5	9.9
Total	93,190	101,799	194,990	376,563	368,993	745,556	469,753	470,793	940,546	19.8	21.6	20.7

Underemployed Tables

Table UNDE1: Currently Underemployed by Industry and Sex

Industry	Total Underemployed			Percentage		
	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	418	815	1,233	2.3	1.8	2.0
Mining and Quarrying	191	-	191	1.1	-	0.3
Manufacturing	786	923	1,708	4.4	2.0	2.7
Water Supply & Waste Management	175	-	175	1.0	-	0.3
Construction of Buildings	1,929	84	2,013	10.8	0.2	3.2
Wholesale, Retail & Repair of Motor Vehicles	796	795	1,591	4.5	1.8	2.5
Transport & Storage	635	192	827	3.6	0.4	1.3
Accommodation and Food Service Activities	-	793	793	-	1.8	1.3
Finance and Insurance Activities	-	787	787	-	1.7	1.3
Administrative and Support Service Activities	-	187	187	-	0.4	0.3
Public Administration	10,275	33,679	43,954	57.8	74.6	69.8
Education	1,243	4,452	5,695	7.0	9.9	9.0
Human Health and Social Work Activities	328	1,310	1,638	1.8	2.9	2.6
Arts, Entertainment and Recreation	183	90	274	1.0	0.2	0.4
Other Service Activities	443	255	699	2.5	0.6	1.1
Households as Employers	385	788	1,173	2.2	1.7	1.9
Total	17,788	45,151	62,940	100.0	100.0	100.0

Table UNDE2: Currently Underemployed by Occupation and Sex

Occupation	Total			% Total	Proportion (%)		
	Male	Female	Total		Male	Female	Total
Managers	1,039	537	1,576	2.5	65.9	34.1	100.0
Professionals	881	1,511	2,392	3.8	36.8	63.2	100.0
Technicians and Associate Professionals	923	900	1,823	2.9	50.6	49.4	100.0
Clerical Support Services	1,283	3,838	5,120	8.1	25.1	75.0	100.0
Service/Sales Workers	2,127	6,967	9,094	14.4	23.4	76.6	100.0
Skilled Agric. Forestry and Fishery	193	611	804	1.3	24.0	76.0	100.0
Craft and Related Trades Workers	2,353	1,070	3,423	5.4	68.7	31.3	100.0
Plant & Machine Operators	460	-	460	0.7	100.0	0.0	100.0
Elementary Occupations	8,531	29,717	38,248	60.8	22.3	77.7	100.0
Total	17,788	45,151	62,940	100.0	28.3	71.7	100.0

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

Sector	In his/her own business activity	In a business operated by a household or family member	As an employee for someone else	As an apprentice, intern/Tirelo Sechaba	Helping household member who works for someone else	Total
Central Government	-	-	5,156	5,477	-	10,633
Local Government	-	-	7,934	1,449	-	9,383
Private Sector	413	-	4,829	-	-	5,242
Non Gov. Organization	-	-	187	-	-	187
Private Household	1,768	753	3,132	-	409	6,062
Ipelegeng	256	-	31,177	-	-	31,432
Total	2,436	753	52,415	6,926	409	62,940
Male						
Central Government	-	-	1,624	1,549	-	3,173
Local Government	-	-	1,544	410	-	1,954
Private Sector	413	-	2,698	-	-	3,112
Non Gov. Organization	-	-	-	-	-	-
Private Household	449	199	1,970	-	409	3,028
Ipelegeng	-	-	6,522	-	-	6,522
Total	863	199	14,358	1,959	409	17,788
Female						
Central Government	-	-	3,532	3,928	-	7,460
Local Government	-	-	6,390	1,040	-	7,430
Private Sector	-	-	2,131	-	-	2,131
Non Gov. Organization	-	-	187	-	-	187
Private Household	1,318	553	1,162	-	-	3,034
Ipelegeng	256	-	24,655	-	-	24,910
Total	1,574	553	38,057	4,968	-	45,151

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

Sector	In his/her own business activity	In a business operated by a household or family member	As an employee for someone else	As an apprentice, intern/Tirelo Sechaba	Helping household member who works for someone else	Total
Central Government	-	-	9.8	79.1	-	16.9
Local Government	-	-	15.1	20.9	-	14.9
Private Sector	17.0	-	9.2	-	-	8.3
Non Gov. Organization	-	-	0.4	-	-	0.3
Private Household	72.6	100.0	6.0	-	100.0	9.6
Ipelegeng	10.5	-	59.5	-	-	49.9
Total	100.0	100.0	100.0	100.0	100.0	100.0
Male						
Central Government	-	-	3.1	22.4	-	5.0
Local Government	-	-	2.9	5.9	-	3.1
Private Sector	17.0	-	5.1	-	-	4.9
Non Gov. Organization	-	-	-	-	-	-
Private Household	18.4	26.4	3.8	-	100.0	4.8
Ipelegeng	-	-	12.4	-	-	10.4
Total	35.4	26.4	27.4	28.3	100.0	28.3
Female						
Central Government	-	-	6.7	56.7	-	11.9
Local Government	-	-	12.2	15.0	-	11.8
Private Sector	-	-	4.1	-	-	3.4
Non Gov. Organization	-	-	0.4	-	-	0.3
Private Household	54.1	73.4	2.2	-	-	4.8
Ipelegeng	10.5	-	47.0	-	-	39.6
Total	64.6	73.4	72.6	71.7	-	71.7

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

Age Group	In his/her own business activity	In a business operated by a household or family member	As an employee for someone else	As an apprentice, intern/Tirelo Sechaba	Helping household member who works for someone else	Total
15-17	-	-	198	-	-	198
18-19	-	-	2,298	-	409	2,708
20-24	647	186	5,802	3,846	-	10,481
25-29	204	375	7,295	2,808	-	10,681
30-34	141	192	6,271	-	-	6,604
35-39	255	-	6,447	-	-	6,702
40-44	413	-	5,208	71	-	5,692
45-49	256	-	5,228	-	-	5,484
50-54	259	-	3,405	202	-	3,866
55-59	-	-	3,125	-	-	3,125
60-64	-	-	3,794	-	-	3,794
65-69	-	-	2,233	-	-	2,233
70-74	-	-	246	-	-	246
75+	261	-	866	-	-	1,127
Total	2,436	753	52,415	6,926	409	62,940

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

Age Group	In his/her own business activity	In a business operated by a household or family member	As an employee for someone else	As an apprentice, intern/Tirelo Sechaba	Helping household member who works for someone else	Total
15-17	-	-	0.4	-	-	0.3
18-19	-	-	4.4	-	100.0	4.3
20-24	26.6	24.7	11.1	55.5	-	16.7
25-29	8.4	49.8	13.9	40.5	-	17.0
30-34	5.8	25.5	12	-	-	10.5
35-39	10.5	-	12.3	-	-	10.6
40-44	17.0	-	9.9	1.0	-	9.0
45-49	10.5	-	10.0	-	-	8.7
50-54	10.6	-	6.5	2.9	-	6.1
55-59	-	-	6.0	-	-	5.0
60-64	-	-	7.2	-	-	6.0
65-69	-	-	4.3	-	-	3.5
70-74	-	-	0.5	-	-	0.4
75+	10.7	-	1.7	-	-	1.8
Total	100.0	100.0	100.0	100.0	100.0	100.0

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

Sector	In his/her own business activity	In a business operated by a household or family member	As an employee for someone else	As an apprentice, intern/Tirelo Sechaba	Helping household member who works for someone else	Total
Central Government	-	-	5,156	5,477	-	10,633
Local Government	-	-	7,934	1,449	-	9,383
Private sector	413	-	4,829	-	-	5,242
Non Govt. Organization	-	-	187	-	-	187
Private Household	1,768	753	3,132	-	409	6,062
Ipelegeng	256	-	31,177	-	-	31,432
Total	2,436	753	52,415	6,926	409	62,940
Cities and Towns						
Central Government	-	-	669	221	-	890
Local Government	-	-	385	262	-	647
Private	-	-	1,469	-	-	1,469
Private Household	850	175	878	-	-	1,903
Ipelegeng	-	-	3,656	-	-	3,656
Total	850	175	7,057	483	-	8,565
Urban Villages						
Central Government	-	-	743	3,460	-	4,203
Local Government	-	-	2,815	940	-	3,756
Private Sector	-	-	2,749	-	-	2,749
Non Govt. Organization	-	-	187	-	-	187
Private Household	918	385	1,457	-	409	3,169
Ipelegeng	256	-	7,737	-	-	7,992
Total	1,173	385	15,688	4,401	409	22,056
Rural Areas						
Central Government	-	-	3,745	1,795	-	5,540
Local Government	-	-	4,733	247	-	4,980
Private Sector	413	-	611	-	-	1,025
Non Govt. Organization	-	-	-	-	-	-
Private Household	-	192	797	-	-	990
Ipelegeng	-	-	19,784	-	-	19,784
Total	413	192	29,671	2,043	-	32,319

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

Sector	In his/her own business activity	In a business operated by a household or family member	As an employee for someone else	As an apprentice, intern/Tirelo Sechaba	Helping household member who works for someone else	Total
Central Government	-	-	9.8	79.1	-	16.9
Local Government	-	-	15.1	20.9	-	14.9
Private Sector	17.0	-	9.2	-	-	8.3
Non Govt. Organization	-	-	0.4	-	-	0.3
Private Household	72.6	100.0	6.0	-	100.0	9.6
Ipelegeng	10.5	-	59.5	-	-	49.9
Total	100.0	100.0	100.0	100.0	100.0	100.0
Cities and Towns						
Central Government	-	-	1.3	3.2	-	1.4
Local Government	-	-	0.7	3.8	-	1.0
Private sector	-	-	2.8	-	-	2.3
Private Household	34.9	23.2	1.7	-	-	3.0
Ipelegeng	-	-	7.0	-	-	5.8
Total	34.9	23.2	13.5	7.0	-	13.6
Urban Villages						
Central Government	-	-	1.4	50.0	-	6.7
Local Government	-	-	5.4	13.6	-	6.0
Private Sector	-	-	5.2	-	-	4.4
Non Govt. Organization	-	-	0.4	-	-	0.3
Private Household	37.7	51.1	2.8	-	100.0	5.0
Ipelegeng	10.5	-	14.8	-	-	12.7
Total	48.2	51.1	29.9	63.5	100.0	35.0
Rural Areas						
Central Government	-	-	7.1	25.9	-	8.8
Local Government	-	-	9.0	3.6	-	7.9
Private Sector	17.0	-	1.2	-	-	1.6
Private Household	-	25.5	1.5	-	-	1.6
Ipelegeng	-	-	37.7	-	-	31.4
Total	17.0	25.5	56.6	29.5	-	51.3

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

Hours Worked	In his/her own business activity	In a business operated by a household or family member	As an employee for someone else	As an apprentice, intern/Tirelo Sechaba	Helping household member who works for someone else	Total
Total						
1-6	-	192	525	-	-	718
7-9	449	-	430	-	-	879
10-14	1,054	-	2,094	-	-	3,148
15-19	-	-	2,928	-	-	2,928
20-24	520	375	2,367	-	-	3,261
25-29	413	186	8,270	3,189	409	12,467
30-34	-	-	35,801	3,737	-	39,538
Total	2,436	753	52,415	6,926	409	62,940
Male						
1-6	-	-	193	-	-	193
7-9	449	-	430	-	-	879
10-14	-	-	1,111	-	-	1,111
15-19	-	-	1,402	-	-	1,402
20-24	-	199	936	-	-	1,136
25-29	413	-	2,809	1,099	409	4,730
30-34	-	-	7,477	860	-	8,338
Total	863	199	14,358	1,959	409	17,788
Female						
1-6	-	192	333	-	-	525
7-9	-	-	-	-	-	-
10-14	1,054	-	983	-	-	2,037
15-19	-	-	1,526	-	-	1,526
20-24	520	175	1,431	-	-	2,126
25-29	-	186	5,461	2,091	-	7,737
30-34	-	-	28,323	2,877	-	31,200
Total	1,574	553	38,057	4,968	-	45,151

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

Hours Worked	In his/her own business activity	In a business operated by a household or family member	As an employee for someone else	As an apprentice, intern/Tirelo Sechaba	Helping household member who works for someone else	Total
Total						
1-6	-	25.5	1.0	-	-	1.1
7-9	18.4	-	0.8	-	-	1.4
10-14	43.3	-	4.0	-	-	5.0
15-19	-	-	5.6	-	-	4.7
20-24	21.3	49.8	4.5	-	-	5.2
25-29	17.0	24.7	15.8	46.0	100.0	19.8
30-34	-	-	68.3	54.0	-	62.8
Total	100.0	100.0	100.0	100.0	100.0	100.0
Male						
1-6	-	-	0.4	-	-	0.3
7-9	18.4	-	0.8	-	-	1.4
10-14	-	-	2.1	-	-	1.8
15-19	-	-	2.7	-	-	2.2
20-24	-	26.4	1.8	-	-	1.8
25-29	17.0	-	5.4	15.9	100.0	7.5
30-34	-	-	14.3	12.4	-	13.2
Total	35.4	26.4	27.4	28.3	100.0	28.3
Female						
1-6	-	25.5	0.6	-	-	0.8
7-9	-	-	-	-	-	-
10-14	43.3	-	1.9	-	-	3.2
15-19	-	-	2.9	-	-	2.4
20-24	21.3	23.2	2.7	-	-	3.4
25-29	-	24.7	10.4	30.2	-	12.3
30-34	-	-	54	41.5	-	49.6
Total	64.6	73.4	72.6	71.7	-	71.7

Table UNDE7a: Currently Underemployed by Age Group and Educational Level

Age	Primary	Secondary	Non-formal	Brigade	Technical/Vocational	Educational College	University	Never attended	Total
15-17	-	198	-	-	-	-	-	-	198
18-19	-	2,708	-	-	-	-	-	-	2,708
20-24	473	9,348	-	-	261	312	87	-	10,481
25-29	480	7,317	-	601	273	624	1,386	-	10,681
30-34	1,716	3,683	333	-	209	131	533	-	6,605
35-39	1,768	4,132	-	-	-	-	615	187	6,702
40-44	1,756	3,100	-	-	190	-	413	234	5,693
45-49	2,502	1,985	-	470	175	192	-	159	5,483
50-54	2,282	188	192	-	259	-	-	945	3,866
55-59	1,367	336	342	-	-	95	-	984	3,124
60-64	915	187	544	-	-	-	282	1,865	3,793
65-69	980	-	517	-	-	-	-	736	2,233
70-74	194	-	-	-	-	-	-	52	246
75+	362	-	-	-	-	-	-	765	1,127
Total	14,795	33,180	1,928	1,071	1,367	1,355	3,317	5,927	62,940
Percentage	23.5	52.7	3.1	1.7	2.2	2.2	5.3	9.4	100.0

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

Age	Primary	Secondary	Non-formal	Brigade	Technical/Vocational	Educational College	University	Never attended	Total
15-17	-	0.6	-	-	-	-	-	-	0.3
18-19	-	8.2	-	-	-	-	-	-	4.3
20-24	3.2	28.2	-	-	19.1	23.0	2.6	-	16.7
25-29	3.2	22.1	-	56.1	20.0	46.1	41.8	-	17.0
30-34	11.6	11.1	17.3	-	15.3	9.7	16.1	-	10.5
35-39	11.9	12.5	-	-	-	-	18.5	3.2	10.6
40-44	11.9	9.3	-	-	13.9	-	12.5	3.9	9.0
45-49	16.9	6.0	-	43.9	12.8	14.2	-	2.7	8.7
50-54	15.4	0.6	10.0	-	18.9	-	-	15.9	6.1
55-59	9.2	1.0	17.7	-	-	7.0	-	16.6	5.0
60-64	6.2	0.6	28.2	-	-	-	8.5	31.5	6.0
65-69	6.6	-	26.8	-	-	-	-	12.4	3.5
70-74	1.3	-	-	-	-	-	-	0.9	0.4
75+	2.4	-	-	-	-	-	-	12.9	1.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Disability In Labour Force

Table DA1: Labour force of population with disability

Age Group	Employed			Unemployed			Labour Force-Disability			Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	-	-	-	-	-	-	-	-	-	-	-	-
18-19	-	-	-	-	-	-	-	-	-	-	-	-
20-24	-	232	232	236	-	236	236	232	468	100.0	-	50.4
25-29	1,264	234	1,498	350	-	350	1,614	234	1,848	21.7	-	18.9
30-34	-	413	413	-	698	698	-	1,111	1,111	-	62.8	62.8
35-39	171	1,173	1,344	443	-	443	614	1,173	1,787	72.1	-	24.8
40-44	487	236	723	571	-	571	1,058	236	1,294	54.0	-	44.1
45-49	457	1,415	1,872	236	425	661	693	1,840	2,533	34.1	23.1	26.1
50-54	384	309	693	-	184	184	384	493	877	-	37.3	21.0
55-59	766	1,188	1,954	-	-	-	766	1,188	1,954	-	-	-
60-64	44	425	469	166	-	166	210	425	635	79.0	-	26.1
65-69	105	163	268	-	-	-	105	163	268	-	-	-
70-74	194	90	285	-	-	-	194	90	285	-	-	-
75+	374	902	1,276	-	-	-	374	902	1,276	-	-	-
Total	4,248	6,779	11,027	2,003	1,306	3,309	6,251	8,085	14,336	32.0	16.2	23.1

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

Education Level	Employed			Unemployed			Labour Force- Disability		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Never Attended	559	1,104	1,663	166	-	166	725	1,104	1,829
Primary	1,304	1,687	2,991	604	376	980	1,908	2,063	3,971
Secondary	720	1,392	2,112	805	578	1,383	1,525	1,970	3,495
Non-formal	-	648	648	-	184	184	-	832	832
Apprentice	374	209	583	236	-	236	610	209	819
Brigade	513	-	513	-	-	-	513	-	513
Technical/Vocational	221	237	458	-	-	-	221	237	458
Educational College	557	792	1,348	192	-	192	749	792	1,540
Institute of Health Sciences	-	-	-	-	-	-	-	-	-
University	-	710	710	-	169	169	-	879	879
Total	4,248	6,779	11,027	2,003	1,306	3,309	6,251	8,085	14,336
Percentages (%)									
Never Attended	33.6	66.4	100.0	100.0	-	100.0	39.6	60.4	100.0
Primary	43.6	56.4	100.0	61.6	38.4	100.0	48.1	51.9	100.0
Secondary	34.1	65.9	100.0	58.2	41.8	100.0	43.6	56.4	100.0
Non-formal	-	100.0	100.0	-	100.0	100.0	-	100.0	100.0
Apprentice	64.2	35.8	100.0	100.0	-	100.0	74.5	25.5	100.0
Brigade	100	-	100.0	-	-	-	100.0	-	100.0
Technical/Vocational	48.3	51.7	100.0	-	-	-	48.3	51.7	100.0
Educational College	41.3	58.8	100.0	100.0	-	100.0	48.6	51.4	100.0
Institute of Health Sciences	-	-	-	-	-	-	-	-	-
University	-	100.0	100.0	-	100.0	100.0	-	100.0	100.0
Total	38.5	61.5	100.0	60.5	39.5	100.0	43.6	56.4	100.0

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

Strata	Employed			Unemployed			Labour Force- Disability		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Cities and Towns	999	1,150	2,149	417	184	601	1,416	1,334	2,750
Urban Villages	946	3,156	4,102	-	746	746	946	3,902	4,848
Rural Areas	2,303	2,473	4,777	1,586	376	1,962	3,889	2,849	6,739
Total	4,248	6,779	11,027	2,003	1,306	3,309	6,251	8,085	14,336
Percentages (%)									
Cities and Towns	46.5	53.5	100.0	69.3	30.7	100.0	51.5	48.5	100.0
Urban Villages	23.1	76.9	100.0	-	100.0	100.0	19.5	80.5	100.0
Rural Areas	48.2	51.8	100.0	80.8	19.2	100.0	57.7	42.3	100.0
Total	38.5	61.5	100.0	60.5	39.5	100.0	43.6	56.4	100.0

Table DA4: **Employed Persons with Disability by Occupation & Sex**

Occupation	Counts			% Total	Proportions (%)		
	Male	Female	Total		Male	Female	Total
Managers	187	533	720	6.5	26.0	74.0	100.0
Professionals	-	557	557	5.1	-	100.0	100.0
Technicians and Associate Professionals	779	386	1,165	10.6	66.9	33.1	100.0
Clerical Support Services	-	236	236	2.1	-	100.0	100.0
Service/Sales Workers	215	1,118	1,333	12.1	16.1	83.9	100.0
Skilled Agric Forestry and Fishery Workers	416	237	653	5.9	63.7	36.3	100.0
Craft and Related Trades Workers	585	771	1,356	12.3	43.1	56.9	100.0
Plant & Machine Opd. & Assemblers	374	149	523	4.7	71.5	28.5	100.0
Elementary Occupations	1,692	2,794	4,485	40.7	37.7	62.3	100.0
Total	4,248	6,779	11,027	100.0	38.5	61.5	100.0

Youth Labour Force

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

Age	Total Youth			Percentage %		
	Male	Female	Total	Male	Female	Total
15-17	69,533	66,389	135,922	8.2	7.9	16.1
18-19	42,062	34,811	76,873	5.0	4.1	9.1
20-24	96,804	102,555	199,359	11.5	12.1	23.6
25-29	102,988	110,679	213,667	12.2	13.1	25.3
30-34	79,329	99,853	179,182	9.4	11.8	21.2
35	20,045	19,675	39,720	2.4	2.3	4.7
Total	410,761	433,962	844,723	48.6	51.4	100.0

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

Age	Employed Youth			Unemployed youth			Total Youth Labour Force-Youth			Youth Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	1,669	1,095	2,765	2,350	1,095	3,445	4,019	2,190	6,210	58.5	50.0	55.5
18-19	9,563	4,941	14,504	7,271	4,169	11,440	16,834	9,110	25,944	43.2	45.8	44.1
20-24	42,251	35,536	77,787	19,403	17,355	36,758	61,654	52,891	114,545	31.5	32.8	32.1
25-29	59,531	59,286	118,818	17,579	21,865	39,444	77,110	81,151	158,262	22.8	26.9	24.9
30-34	53,717	59,239	112,956	11,472	19,226	30,698	65,189	78,465	143,654	17.6	24.5	21.4
35	13,972	12,294	26,266	2,841	3,720	6,561	16,813	16,014	32,827	16.9	23.2	20.0
Total	180,704	172,391	353,095	60,917	67,429	128,346	241,621	239,820	481,441	25.2	28.1	26.7

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

Education Level	Employed Youth			Unemployed Youth			Total Youth Labour Force-Youth			Total Youth Labour Force- % Distribution		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Never Attended	2,698	1,640	4,338	1,020	1,639	2,659	3,718	3,279	6,997	1.5	1.4	1.5
Primary	13,579	5,542	19,121	5,898	1,906	7,804	19,477	7,448	26,925	8.1	3.1	5.6
Secondary	114,977	102,866	217,843	38,924	44,457	83,381	153,901	147,323	301,224	63.7	61.4	62.6
Non-formal	24	547	571	-	249	249	24	796	820	-	0.3	0.2
Apprentice	111	362	473	232	-	232	343	362	705	0.1	0.2	0.1
Brigade	6,687	3,986	10,674	4,218	2,577	6,795	10,905	6,563	17,469	4.5	2.7	3.6
Technical/ Vocational	8,580	6,729	15,310	2,026	2,331	4,357	10,606	9,060	19,667	4.4	3.8	4.1
Educational College	9,970	19,329	29,299	1,922	5,989	7,912	11,892	25,318	37,211	4.9	10.6	7.7
Institute of Health Sciences	1,539	2,050	3,588	-	-	-	1,539	2,050	3,588	0.6	0.9	0.7
University	22,538	29,340	51,878	6,675	8,281	14,956	29,213	37,621	66,834	12.1	15.7	13.9
Total	180,704	172,391	353,095	60,917	67,429	128,346	241,621	239,820	481,441	100.0	100.0	100.0

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

Strata	Employed Youth			Unemployed Youth			Total Youth Labour Force-Youth			Total Youth Labour Force- %		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Cities and Towns	43,824	40,391	84,215	10,498	14,283	24,782	54,322	54,674	108,997	11.3	11.4	22.6
Urban Villages	80,992	88,012	169,004	31,076	34,357	65,433	112,068	122,369	234,437	23.3	25.4	48.7
Rural Areas	55,888	43,988	99,876	19,342	18,789	38,132	75,230	62,777	138,008	15.6	13.0	28.7
Total	180,704	172,391	353,095	60,917	67,429	128,346	241,621	239,820	481,441	50.2	49.8	100.0

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

District	Employed			Unemployed Youth			Total Youth Labour Force-Youth			Total Youth Labour Force- % Distribution		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Gaborone	25,204	23,230	48,435	4,587	7,917	12,504	29,791	31,147	60,939	12.3	13.0	12.7
Francistown	10,765	9,658	20,423	3,267	1,968	5,235	14,032	11,626	25,658	5.8	4.8	5.3
Lobatse	2,302	2,668	4,970	192	1,039	1,231	2,494	3,707	6,201	1.0	1.5	1.3
Selibe Phikwe	3,174	1,866	5,040	1,372	2,475	3,847	4,546	4,341	8,887	1.9	1.8	1.8
Orapa	562	635	1,197	292	248	541	854	883	1,738	0.4	0.4	0.4
Jwaneng	1,504	2,075	3,580	764	542	1,306	2,268	2,617	4,886	0.9	1.1	1.0
Sowa	313	258	571	24	94	118	337	352	689	0.1	0.1	0.1
Ngwaketse	5,528	4,551	10,079	4,003	3,690	7,694	9,531	8,241	17,773	3.9	3.4	3.7
Ngwaketse West	922	720	1,641	252	362	614	1,174	1,082	2,255	0.5	0.5	0.5
Barolong	2,683	3,033	5,715	1,975	1,443	3,419	4,658	4,476	9,134	1.9	1.9	1.9
South East	11,397	15,216	26,613	4,950	4,232	9,182	16,347	19,448	35,795	6.8	8.1	7.4
Kweneng East	29,088	27,277	56,365	9,053	8,189	17,242	38,141	35,466	73,607	15.8	14.8	15.3
Kweneng West	5,921	7,666	13,587	2,658	4,271	6,930	8,579	11,937	20,517	3.6	5.0	4.3
Kgatleng	11,712	6,372	18,085	2,315	4,487	6,802	14,027	10,859	24,887	5.8	4.5	5.2
Central Serowe/ Palapye	11,516	8,348	19,864	5,616	5,060	10,676	17,132	13,408	30,540	7.1	5.6	6.3
Central Mahalapye	4,968	4,853	9,821	688	2,615	3,303	5,656	7,468	13,124	2.3	3.1	2.7
Central Bobonong	5,639	8,819	14,458	1,893	2,071	3,964	7,532	10,890	18,422	3.1	4.5	3.8
Central Boteti	9,573	9,297	18,870	4,265	2,343	6,609	13,838	11,640	25,479	5.7	4.9	5.3
Central Tutume	14,823	9,100	23,924	5,708	4,265	9,972	20,531	13,365	33,896	8.5	5.6	7.0
North East	4,596	2,453	7,049	498	327	825	5,094	2,780	7,874	2.1	1.2	1.6
Ngamiland East	6,145	7,059	13,204	2,582	3,629	6,210	8,727	10,688	19,414	3.6	4.5	4.0
Ngamiland West	2,259	4,030	6,288	1,753	2,197	3,950	4,012	6,227	10,238	1.7	2.6	2.1
Chobe	3,827	5,269	9,096	1,317	2,186	3,502	5,144	7,455	12,598	2.1	3.1	2.6
Ghanzi	2,237	4,482	6,719	338	932	1,270	2,575	5,414	7,989	1.1	2.3	1.7
Kgalagadi South	2,241	1,384	3,625	267	396	663	2,508	1,780	4,288	1.0	0.7	0.9
Kgalagadi North	1,804	2,072	3,876	288	450	737	2,092	2,522	4,613	0.9	1.1	1.0
Total	180,704	172,391	353,095	60,917	67,429	128,346	241,621	239,820	481,441	100.0	100.0	100.0

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

Marital status	Employed			Unemployed			Total Youth Labour Force-Youth			Total Youth Labour Force-% Distribution		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Married	11,309	18,130	29,439	1,361	4,008	5,368	12,670	22,138	34,807	5.2	9.2	7.2
Living Together	61,993	69,705	131,698	10,878	22,757	33,635	72,871	92,462	165,333	30.2	38.6	34.3
Separated	378	-	378	-	-	-	378	-	378	0.2	-	0.1
Divorced	-	193	193	-	-	-	-	193	193	-	0.1	-
Widowed	-	-	-	-	201	201	-	201	201	-	0.1	-
Never Married	107,024	84,364	191,387	48,678	40,465	89,143	155,702	124,829	280,530	64.4	52.1	58.3
Total	180,704	172,391	353,095	60,917	67,429	128,346	241,621	239,820	481,441	100.0	100.0	100.0

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

Occupation	Counts			% Total	Proportions (%)		
	Male	Female	Total		Male	Female	Total
Managers	7,371	7,318	14,689	4.2	50.2	49.8	100.0
Professionals	12,336	11,913	24,249	6.9	50.9	49.1	100.0
Technicians and Associate Professionals	12,299	17,247	29,545	8.4	41.6	58.4	100.0
Clerical Support Services	6,480	16,642	23,122	6.5	28.0	72.0	100.0
Service/Sales Workers	38,950	66,063	105,012	29.7	37.1	62.9	100.0
Skilled Agric Forestry and Fishery Workers	4,195	1,843	6,038	1.7	69.5	30.5	100.0
Craft and Related Trades Workers	30,786	7,734	38,520	10.9	79.9	20.1	100.0
Plant & Machine Opd. & Assemblers	14,362	2,168	16,530	4.7	86.9	13.1	100.0
Elementary Occupations	53,204	41,204	94,408	26.7	56.4	43.6	100.0
Other	722	259	981	0.3	73.6	26.4	100.0
Total	180,704	172,391	353,095	100.0	51.2	48.8	100.0

Population Out Of Labour Force

Table LFO1: Population out of the Labour Force

Age Group	Relaxed Job seekers	Studying or training	Household responsibilities	Subsistence Farming	Retired or pensioner	Illness or disability	Other, specify	Total
15-17	3,145	115,395	3,801	940	-	1,824	4,607	129,713
18-19	3,229	29,993	10,371	146	-	617	6,573	50,930
20-24	9,436	33,904	20,628	2,121	-	3,776	14,950	84,814
25-29	11,739	10,295	21,325	2,711	-	2,209	7,126	55,406
30-34	9,601	1,705	14,558	984	-	3,174	5,506	35,528
35-39	7,592	489	15,146	2,281	-	4,070	3,108	32,686
40-44	5,823	646	12,665	1,844	180	2,068	3,111	26,335
45-49	4,069	746	10,287	1,390	-	4,377	2,968	23,837
50-54	5,144	-	11,910	1,868	1,242	4,600	2,109	26,873
55-59	1,919	-	12,444	2,451	1,645	2,966	2,139	23,564
60-64	2,996	-	13,301	4,698	5,416	6,361	1,880	34,652
65-69	2,096	-	10,675	2,417	8,179	5,474	2,072	30,913
70-74	1,343	-	6,694	3,370	9,766	4,140	1,938	27,251
75+	523	-	14,812	3,057	11,874	13,671	5,751	49,688
Total	68,654	193,173	178,618	30,278	38,302	59,326	63,838	632,190

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