

QUARTERLY MULTI-TOPIC SURVEY: LABOUR FORCE MODULE QUARTER 1, 2024



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STATISTICS BOTSWANA

**QUARTERLY MULTI-TOPIC SURVEY:
LABOUR FORCE MODULE
QUARTER 1, 2024**

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MULTI-TOPIC SURVEY

QUARTER 1, 2024

LABOUR FORCE MODULE REPORT

PREFACE

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

The first quarterly survey was the quarter three (Q3) (July-September) of 2019, whose results were published in January 2020. This was followed by the reports for the fourth quarter (Q4) of 2019, the first quarter (Q1) of 2020, the Q4s of 2020, 2021, 2022 and quarter three (Q3) 2023. The complete round of the quarterly survey was supposed to be completed in the quarters of 2020 and 2021, to allow for the computation of annualized labour indicators covering the four seasons of a year. This however, was not possible due to the outbreak of COVID-19 and subsequent lockdown(s).

This report presents results for data collected in the Q1 (January to March) of 2024. It presents information on employment, unemployment, formal sector wages, youth labour force and other labour force indicators.

It is important to note that results of quarterly surveys are almost always subjected to seasonal variations. This survey is no exception and thus the results that will be obtained over the four quarters of any year will have a seasonal effect. Assessment of the results for long term trends would be better done through analysis of year-on-year quarterly changes.

Statistics Botswana will continue to engage stakeholders on the content of this publication to ensure that it responds to their needs and also invite them to participate in the analysis of modules which shall be covered on a rotational basis. I hope you find this publication informative and useful for monitoring and decision making.

Thank you



Dr. L. Mokgathe
Acting Statistician General
July 2024

SUMMARY HEADLINE

LABOUR FORCE INDICATORS

This is the eighth report of the labour force module from the Quarterly Multi Topic Survey (QMTS). Readers are advised to note that results of quarterly surveys have a seasonal variation component and comparison with previous results of surveys that were conducted over a period of 12 months should be done taking into account this seasonal variation.

The Labour Force Module of the QMTS includes several sections of interest that provide useful indicators, which are tracked on a quarterly basis to continually monitor change in the labour force market, particularly on the supply side. It is hoped that this set of indicators will inform policy formulation, targeted programming and interventions and monitoring of the labour market by stakeholders and government.

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

A trend of QMTS labour force module indicators for Q4 2022 through Q1 2024 are also presented in the summary Table 1.0. It is worth noting that when comparison/change is being made between the two quarters, indicators could be affected by seasonality.

The Employed population (15 years and above) recorded a decrease between Q3 2023 and Q1 of 2024, from 788,616 to 754,147 persons, a decrease of 4.4 percent. This was accompanied by an increase of 4.3 percent of unemployed persons, from 275,159 to 287,059 persons over the period.

Formal sector employment increased from 490,861 in Q3 of 2023 to 504,738 in Q1 of 2024, an increase of 2.8 percent.

The youth labour force decreased by 2.1 percent between Q3 2023 and Q1 of 2024, from 520,582 to 509,683. Youth unemployment rate went up by 3.8 percentage points over the period, from 34.4 to 38.2 percent.

Unemployment rate (persons aged 15 years and above) increased by 1.7 percentage points, from 25.9 percent in Q3 of 2023, to 27.6 percent in Q1 2024.

Extended unemployment rate, which is the combination of people actively seeking work and those who were willing to work but did not take steps looking for jobs, increased from 31.2 percent to 32.5 percent, an increase of 1.3 percentage points.

The Youth not in Education, not in Employment or Training (NEET Rate %) went up from 38.5 to 41.3 percent between the two periods, a decrease of 2.8 percentage points.

Table 1.0: National Headline Labour Force Indicators –QMTS Q3 2023 and Q1 2024

	Indicator/Statistics	Totals		QMTS Q1 2024			% Changes (Q4 2022 TO Q1 2024)	% Changes (Q3 2023 TO Q1 2024)
		Q4 2022	Q3 2023	Total	Male	Female		
1	Population (15 years and above)	1,611,892	1,673,626	1,651,820	781,632	870,188	2.5	(1.3)
2	Population Outside Labour Force (15 years and above)	649,574	609,848	610,616	271,059	339,557	(6.0)	0.1
3	Labour Force (15 years and above)	962,319	1,063,776	1,041,204	510,574	530,630	8.2	(2.1)
4	Employed Population	717,725	788,616	754,146	371,638	382,509	5.1	(4.4)
5	Unemployed Population	244,594	275,160	287,059	138,937	148,122	17.4	4.3
6	Population (18 years and above)	1,484,278	1,533,512	1,520,474	714,886	805,588	2.4	(0.8)
7	Labour Force (18 years and above)	956,124	1,054,067	1,031,940	503,415	528,525	7.9	(2.1)
8	Employed Population (18 years and above)	716,120	787,204	751,908	369,808	382,100	5.0	(4.5)
9	Unemployed Population (18 years and above)	240,004	266,863	280,032	133,607	146,425	16.7	4.9
10	Time Related Under Employed Population	57,320	53,648	59,661	16,376	43,285	4.1	11.2
11	Formal Sector employment	486,376	490,625	504,738	232,279	272,459	3.8	2.8
12	Formal Employment	390,413	386,621	384,515	184,386	200,129	(1.5)	(0.5)
13	Average Cash Earnings (in Pula)	5,701	6,029	6,093	6,493	5,697	6.9	1.1
14	Estimated Population of Youth (15 – 35 years)	805,228	837,003	829,998	411,304	418,694	3.1	(0.8)
15	Youth Labour Force	471,139	520,582	509,683	261,985	247,698	8.2	(2.1)
Change (Percentage points)								
17	Employment to Population Ration (EPR)	44.5	47.1	45.7	47.5	44.0	1.2	(1.4)
18	Labour Force Participation Rate (LFPR)	59.7	63.6	63.0	65.3	61.0	3.3	(0.5)
19	Unemployment Rate % (15 year and above)	25.4	25.9	27.6	27.2	27.9	2.2	1.7
20	Unemployment Rate % (18 years and above)	25.1	25.3	27.1	27.6	27.7	2.0	1.8
21	Extended Unemployment Rate % (15 years and above)	31.4	31.2	32.5	32.6	32.4	1.1	1.3
22	Youth Unemployment Rate (15-35 years)	33.5	34.4	38.2	37.2	39.3	4.7	3.8
24	Youth not in Education, not in Employment or Training (NEET Rate %)	39.9	38.5	41.3	40.6	42.0	1.4	2.8

QUARTERLY MULTI-TOPIC SURVEY: LABOUR FORCE MODULE QUARTER 1, 2024



1.0 INTRODUCTION

Statistics Botswana started data collection for the first QMTS in July 2019. The first three consecutive quarterly labour force module reports were for Q3 and Q4 of 2019, Q1 of 2020. The next three quarters were Q4 of 2020, 2021 and 2022. The last report was Q3 of 2023 which was published in February 2024. Reports for other quarters of 2020 and 2021 were not produced due to COVID-19 outbreak, which halted data collection activities.

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

This report presents results from the Labour Force module of the QMTS Q1 of 2024, covering the months of January to March 2024.

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

1.1 Objectives of Survey

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

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

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

Demographic Characteristics

Disability

Education

Labour

Own Production

Sources of household income

Safety Nets

Housing

Non-farm enterprises

Subjective welfare

Food Insecurity Experience Scale

ICT- household questionnaire

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

1.2 Scope of Analysis

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

The choice of target population (15 years and above) is based on the International Labour Organization (ILO) convention No. 138, which stipulates that minimum age for employment should not be less than 15 years. However countries with less developed economic or educational infrastructure may set the minimum age at 14 years. Botswana has set employment minimum age at 14 years according to the Employment Act Chapter 47:01. The Employment Act Section 107 (2) states that “A child who has attained the age of 14 years and is not attending school may be employed on light work not harmful to his/her health and development”. In addition, the country has ratified the ILO convention No. 182 on eliminating the worst forms of child labour.

However, Botswana’s economic and education infrastructure has developed over the years, to an extent that there is compelling argument for the economic activity target population to cover persons aged 18 years and above, considering that persons below 18 years should be, or are still pursuing their education.

To adhere to international standards, while satisfying national planning needs, this brief will provide, for some indicators like unemployment rate, indicators for both 15 & 18 years and above target populations. The analysis provides wider coverage on the target population of 15 years and above as it is the one used for international comparability.

1.2.1 The Employed Population

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

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

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

1.2.2 The Unemployed Population

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

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

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

1.2.3 Population Outside Labour Force (Economically Inactive)

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

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

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

2.0 LABOUR FORCE RESULTS

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

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

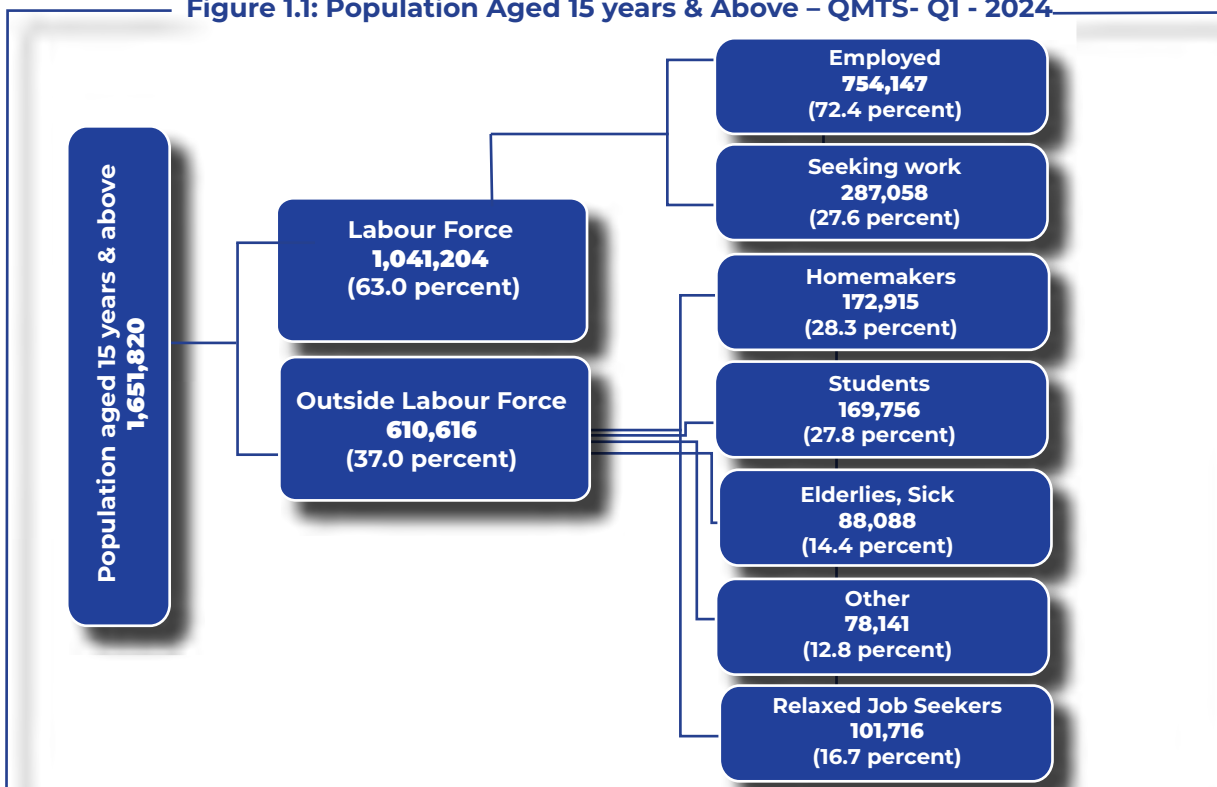
The headline indicators include total labour force, employed and unemployed, unemployment rates, employment by occupation and industry.

2.1 Population Aged 15 Years and Above

Figure 1.1 presents information on the target population, aged 15 years and above, which was estimated at 1,651,820. The Labour Force (economically active population), which participated actively in economy, was estimated at 1,041,204 (63.0 percent) of the target population, of which 754,147 (72.4 percent) was employed, and 287,059 (27.6 percent) was unemployed. Compared with the third quarter of 2023, the size of the labour force recorded a decrease of 2.1 percent, from 1,063,773 in Q3 2023 to 1,041,204 in Q1 2024.

The population outside labour force or economically inactive population aged 15 years and above was estimated at 610,616. These include homemakers, students, elderlies & the sick, and others. Homemakers accounted for the highest percentage (28.3 percent) of population outside labour force with 172,915 persons, followed by students at 27.8 percent, with 169,756 persons. See **Table LFO1a** from **Appendix 3** and **Figure 1.1** below.

Figure 1.1: Population Aged 15 years & Above – QMTS- Q1 - 2024



2.2 Labour Force (Economically Active Population) by Sex

The total labour force aged 15 years and above was estimated at 1,041,204 persons, comprising of 510,574 (49.0 percent) males, and 530,630 (50.0 percent females) as presented in Figure 1.2 below. Out of a total of 287,059 job seekers, 51.6 percent (148,122) were females, compared to 48.4 percent (138,937) males.

Figure 1.2: Labour Force Aged 15 Years and Above by Sex

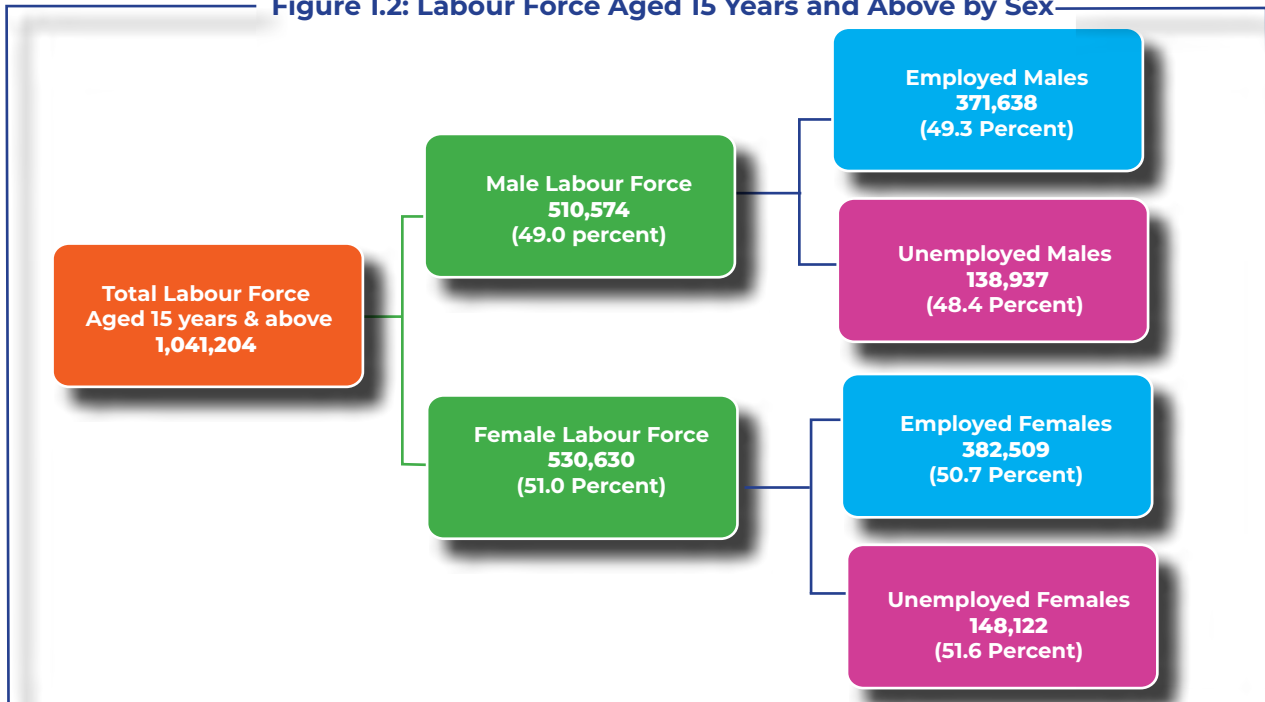
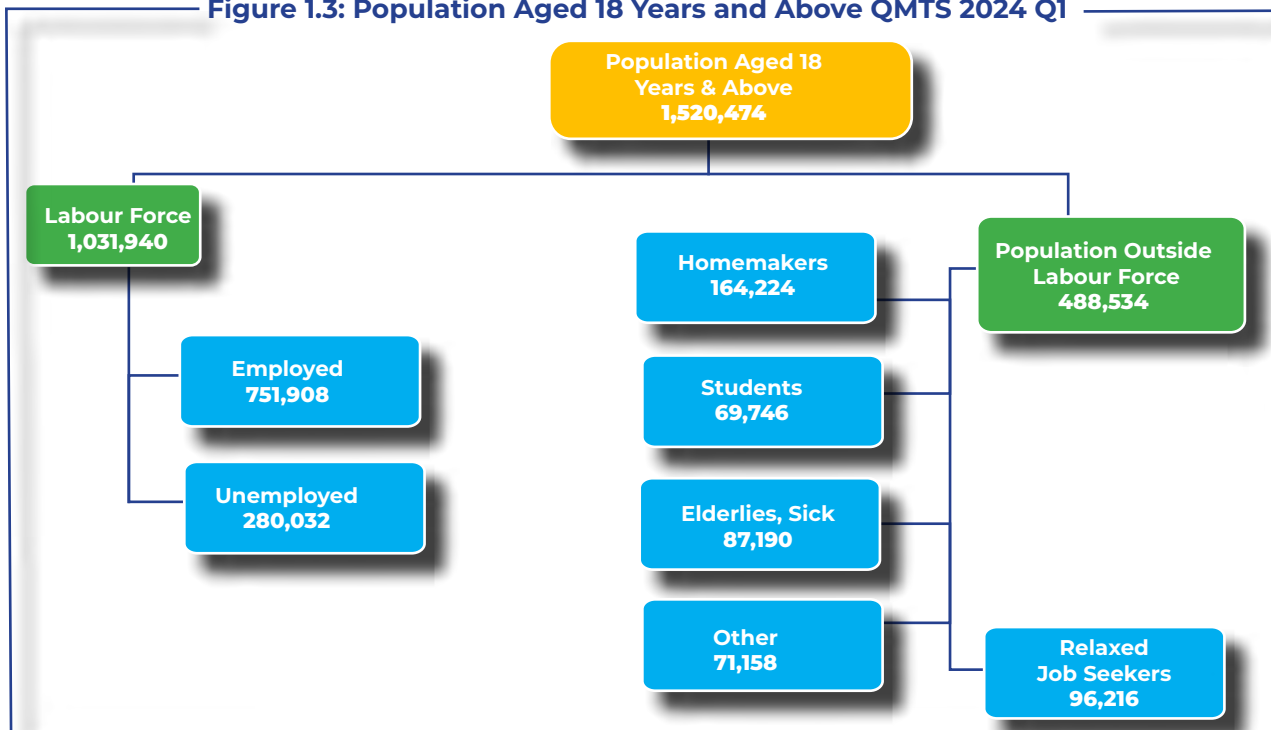


Figure 1.3: Population Aged 18 Years and Above QMTS 2024 Q1



2.3 Population Aged 18 years and Over

Figure 1.3 above shows population aged 18 years and above. The total number of persons aged 18 years and above was estimated at 1,520,474, of which 1,031,937 were the labour force and 488,538 were outside labour force. The Labour Force or economically active consisted of 751,908 employed and 280,032 unemployed persons.

2.4 Employment Population Ratio (EPR)

The Employment to Population Ratio (EPR) reflects the extent to which a country's population is growing compared with the creation of employment, that is, EPR is an indicator showing the ability of the economy to provide employment to its growing population. A decline in EPR may be an indication of the economic slowdown.

A high EPR value means that a large proportion of a country's population is employed, while a low value means that a large share of the population is not involved directly in market-related production activities, either because they are unemployed or (more likely) out of the labour force altogether.

The results showed that in Q1 of 2024 (January to March), the overall Employment to Population Ratio was 45.7 percent. The EPR decreased by 1.4 percentage points from 47.1 percent for the third quarter of 2023 to 45.7 percent for quarter 1 2024 (see Table 1.0), with males and females recording 47.5 and 44.0 percent respectively. The ratio for males was higher than that of their female counterparts for all the age groups except for age group 40-44 to 50-54. See figure 1.4 below

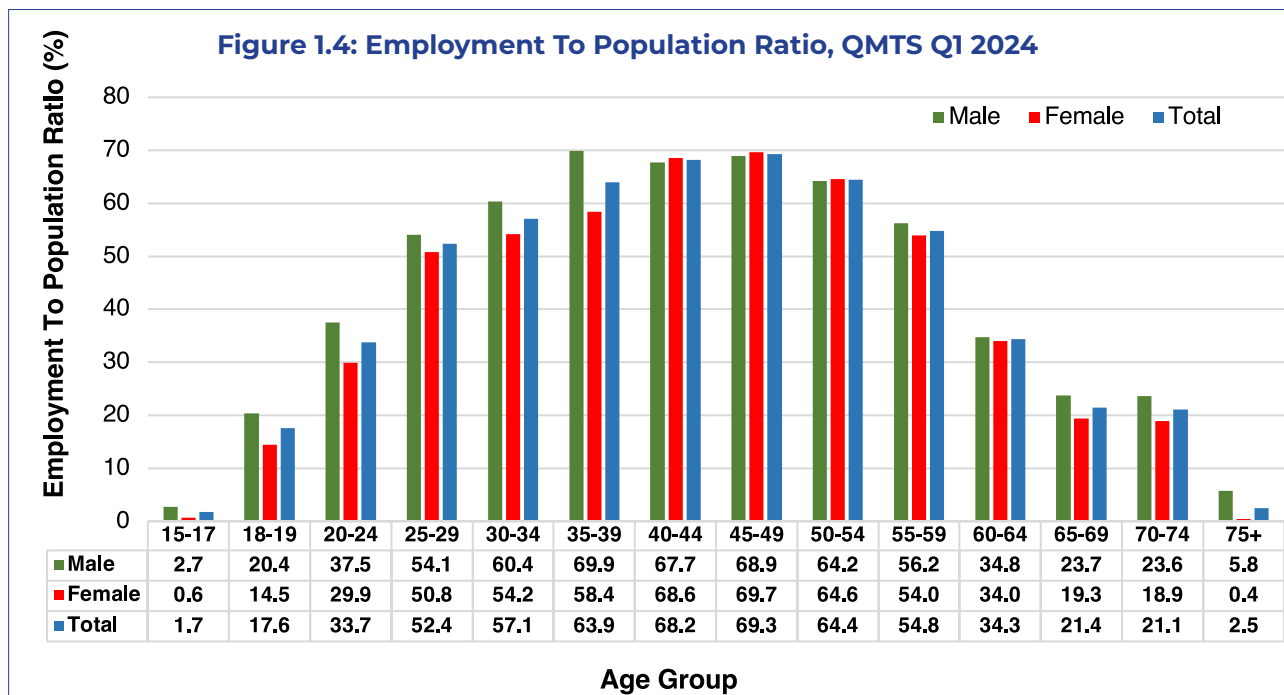


Table 1.1: Employment to Population Ratio (15 years and above) QMTS Q1 2024

Age Group	Population			Employed			Employment to Population Ratio			Q4 2023
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
15-17	66,746	64,600	131,346	1830	411	2,240	2.7	0.6	1.7	1.0
18-19	43,105	37,818	80,923	8,790	5,466	14,256	20.4	14.5	17.6	15.7
20-24	101,173	98,273	199,446	37,895	29,339	67,234	37.5	29.9	33.7	36.4
25-29	90,616	96,258	186,875	48,991	48,884	97,875	54.1	50.8	52.4	58.1
30-34	93,019	105,338	198,358	56,148	57,109	113,257	60.4	54.2	57.1	63.5
35-39	81,770	88,217	169,987	57,148	51,522	108,670	69.9	58.4	63.9	64.4
40-44	78,967	93,314	172,281	53,444	63,991	117,435	67.7	68.6	68.2	67.3
45-49	62,953	62,841	125,795	43,382	43,782	87,164	68.9	69.7	69.3	67.3
50-54	41,616	52,310	93,925	26,730	33,770	60,500	64.2	64.6	64.4	67.2
55-59	30,197	48,935	79,133	16,972	26,420	43,392	56.2	54.0	54.8	53.0
60-64	25,838	37,371	63,210	8,985	12,718	21,703	34.8	34.0	34.3	37.6
65-69	23,715	26,495	50,210	5,631	5,124	10,755	23.7	19.3	21.4	21.1
70-74	18,302	20,180	38,483	4,327	3,809	8,136	23.6	18.9	21.1	16.3
75+	23,615	38,238	61,853	1,365	166	1,531	5.8	0.4	2.5	7.1
Total	781,632	870,188	1,651,825	371,638	382,509	754,146	47.5	44.0	45.7	47.1

2.5 Labour Force Participation Rates (LFPR)

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

The total LFPR was estimated at 63.0 percent, with males recording 65.3 percent compared to 61.0 percent recorded for females. For both males and females, the participation rate in economic activity was higher for age groups between 25-29 and 50-54 years. The highest rate was recorded for age group 35-39 at 84.3 percent, followed by the age groups 40-44, 30-34 and 45-49 with 83.5, 82.7 and 79.4 percent respectively. From the age group 55-59, the rate declined gradually until it reached 3.7 percent for age group 75 and above.

The total LFPR decreased by 0.6 of a percentage point, from 63.6 percent estimated in quarter three 2023 to 63.0 percent in quarter one of 2024, see Table 1.2a. Comparison with Quarter 4 2020 showed an increase of 3.0 percentage point increase in LFPR, from 60.0 in quarter four 2020 to 63.0 percent in the first quarter of 2024. Comparing Quarter 1 2024 LFPR with Quarter 4 2021 and Quarter 4 2022 showed an increase of 3.8 and 3.3 percentage points respectively. **See Table 1.2b**

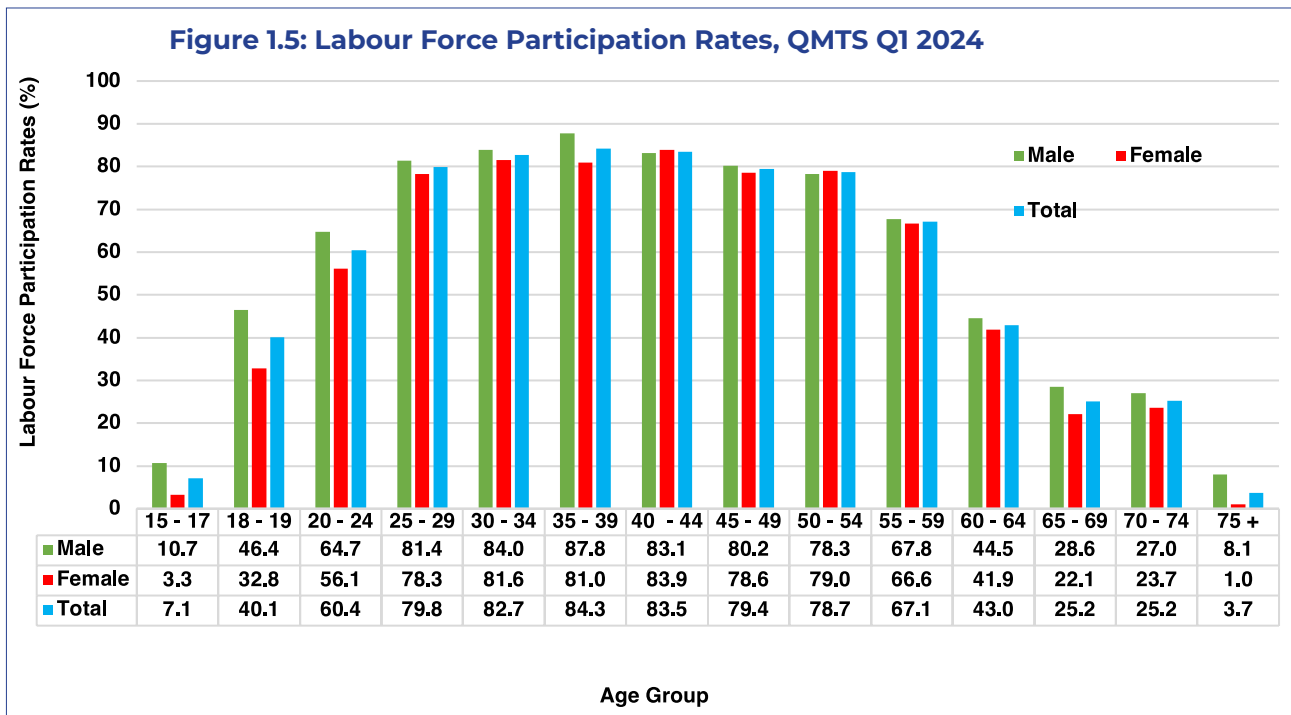


Table 1.2a: Labour Force Participation Rates by Age Group and Sex, QMTS Q1 2024

Age Group	Total Population			Labour Force			Participation Rate %			Q4 2023
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
15 - 17	66,746	64,600	131,346	7,160	2,107	9,267	10.7	3.3	7.1	6.9
18 - 19	43,105	37,818	80,923	20,005	12,411	32,416	46.4	32.8	40.1	34.4
20 - 24	101,173	98,273	199,446	65,432	55,109	120,541	64.7	56.1	60.4	65.4
25 - 29	90,616	96,258	186,875	73,794	75,369	149,163	81.4	78.3	79.8	83.9
30 - 34	93,019	105,338	198,358	78,109	85,916	164,025	84.0	81.6	82.7	85.1
35 - 39	81,770	88,217	169,987	71,800	71,444	143,244	87.8	81.0	84.3	82.5
40 - 44	78,967	93,314	172,281	65,623	78,276	143,900	83.1	83.9	83.5	82.2
45 - 49	62,953	62,841	125,795	50,512	49,406	99,918	80.2	78.6	79.4	80.0
50 - 54	41,616	52,310	93,925	32,566	41,323	73,889	78.3	79.0	78.7	77.8
55 - 59	30,197	48,935	79,133	20,462	32,597	53,059	67.8	66.6	67.1	63.5
60 - 64	25,838	37,371	63,210	11,500	15,660	27,160	44.5	41.9	43.0	46.1
65 - 69	23,715	26,495	50,210	6,775	5,855	12,630	28.6	22.1	25.2	26.2
70 - 74	18,302	20,180	38,483	4,933	4,776	9,709	27.0	23.7	25.2	20.9
75 +	23,615	38,238	61,853	1,903	381	2,284	8.1	1.0	3.7	7.4
Total	781,632	870,188	1,651,825	510,574	530,630	1,041,205	65.3	61.0	63.0	63.6

Table 1.2b: Labour Force Participation Rates by Age Group, QMTS 2020 - 2024

Age Group	Labour Force					Labour Force Participation Rates				
	Q4 2020	Q4 2021	Q4 2022	Q3 2023	Q1 2024	Q4 2020	Q4 2021	Q4 2022	Q3 2023	Q1 2024
	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total
15 - 17	2,470	4,054	6,197	9,709	9,267	1.8	3	4.9	6.9	7.1
18 - 19	26,811	26,097	23,280	26,121	32,416	34.3	33.2	30.3	34.4	40.1
20 - 24	120,581	118,282	112,874	134,672	120,541	60.3	59.1	61.5	65.4	60.4
25 - 29	167,978	156,096	142,949	156,830	149,163	78.5	74.5	77.1	83.9	79.8
30 - 34	159,209	151,136	152,179	162,347	164,025	83.5	79	79.5	85.1	82.7
35 - 39	150,587	155,510	157,111	149,743	143,244	83.1	81.1	80.6	82.5	84.3
40 - 44	116,083	129,437	122,001	144,128	143,900	78.8	84	80	82.2	83.5
45 - 49	88,512	92,091	90,326	99,875	99,918	79.3	75.9	75.8	80.0	79.4
50 - 54	66,922	62,504	63,611	71,959	73,889	73.3	70.8	71.8	77.8	78.7
55 - 59	40,026	41,002	47,452	51,241	53,059	59	54.9	62.5	63.5	67.1
60 - 64	18,346	17,959	22,744	31,604	27,160	30.9	32.6	36.1	46.1	43.0
65 - 69	8,496	7,830	14,244	13,290	12,630	20.8	16.7	25.5	26.2	25.2
70 - 74	3,375	4,556	3,724	7,462	9,709	9.5	14.6	12.8	20.9	25.2
75 +	3,215	3,180	3,629	4,794	2,284	5.1	5.2	5.3	7.4	3.7
Total	972,609	969,734	962,321	1,063,775	1,041,205	60.0	59.2	59.7	63.6	63.0

2.6 Total Employed Population

2.6.1 Employed Population Characteristics (Population 15 years and above)

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

2.6.2 Total Employed Population

The overall estimated employment by sex is shown in **figure 1.6** below. The total estimated employment for 2024 Q1 was 754,146, of which 371,638 (49.3 percent) were males while 382,509 (50.7 percent) were females. This results showed that there was a slight decrease in overall employment from 788,616 persons in Q3 2023 to 754,146 persons in Q1 2024 (a decrease of 34,499 persons).



Figure 1.7 below is a graphical presentation of overall employment estimates from Q3 2019 to Q1 2024. There were fluctuations in total employment. Post Covid-19 employment (that is from Q4 2020 to current) showed that employment figures have been slightly increasing although there were some decline in some quarters. It increased from 733,875 persons in Q4 2020 to 788,616 persons in Q3 2023, thus the increase of 54,741 persons over the period of three years although it declined again in this quarter. Q1 2024 showed that there was increase in female employment. **See figure 1.7b**

Figure 1.7: Total Employed Persons By Sex, QMTS 2019 - 2024

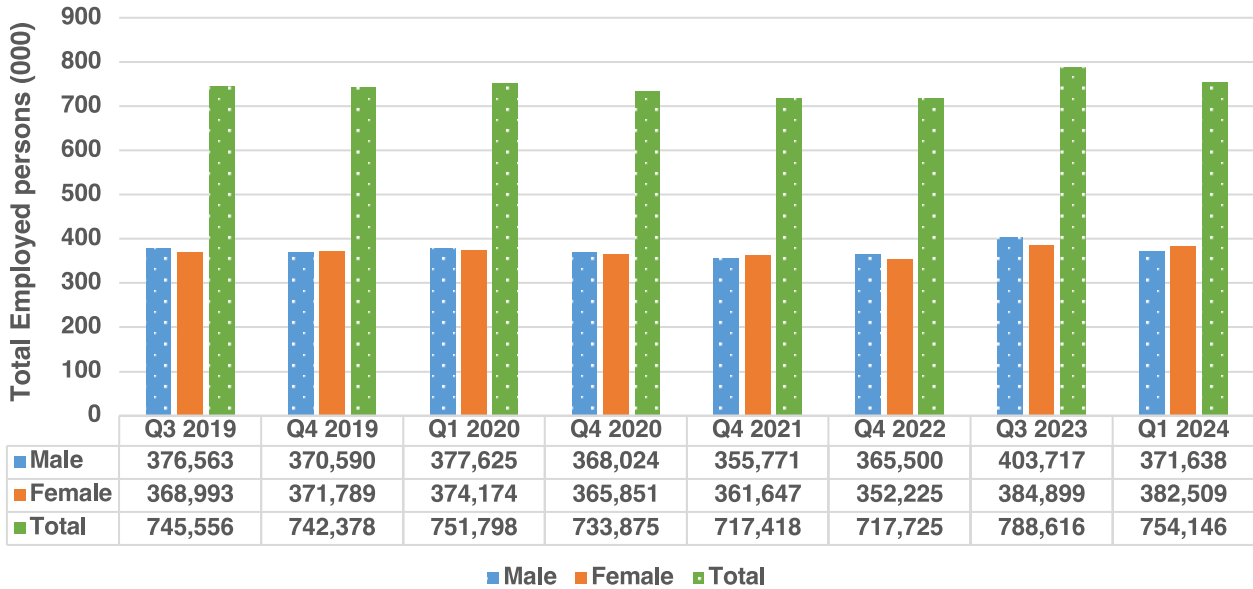
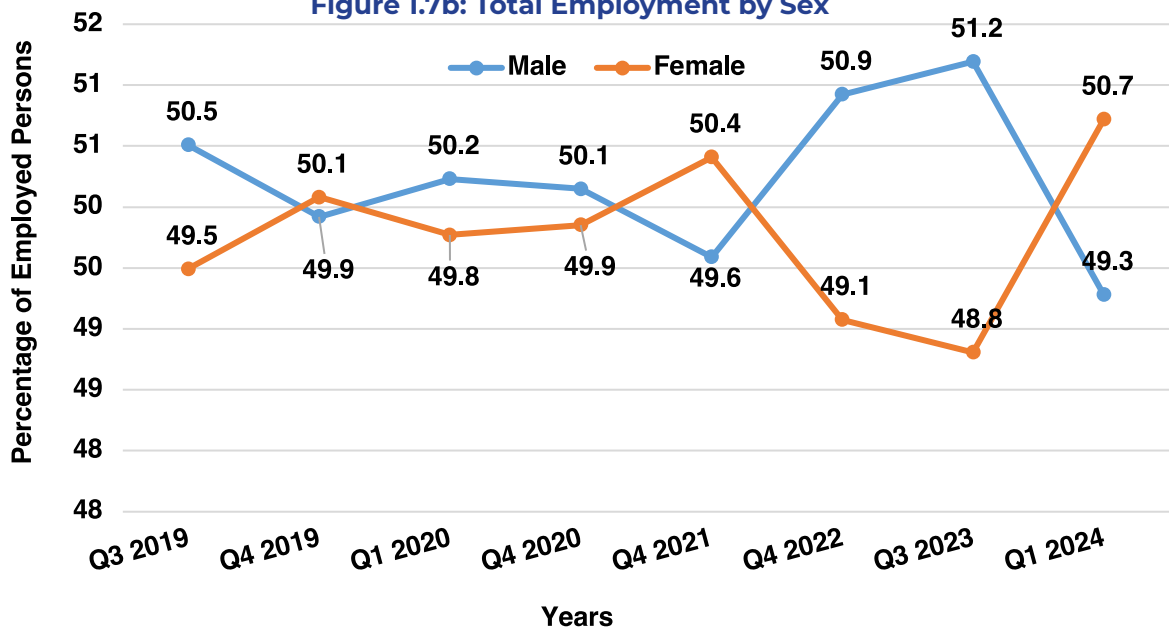


Figure 1.7b: Total Employment by Sex



2.6.3 Total Employed by District

The total estimation of employment by census districts is displayed in **Tables 1.3a & 1.3b**. **Table 1.3a** shows that Gaborone district contributed the highest proportion of all employed persons with 15.5 percent, followed by Kweneng East and Central Serowe/Palapye with 12.9 percent & 8.9 percent each respectively.

Comparing Q3 2023 and Q1 2024 showed that total employment for Kweneng East District decreased from 13.6 percent (107,580 persons) in Q3 2023 to 12.9 percent (97,525 persons) in Q1 2024.

Table 1.3a: Total Employed Persons by District & Sex, QMTS Q1 2024 & Q3 2023

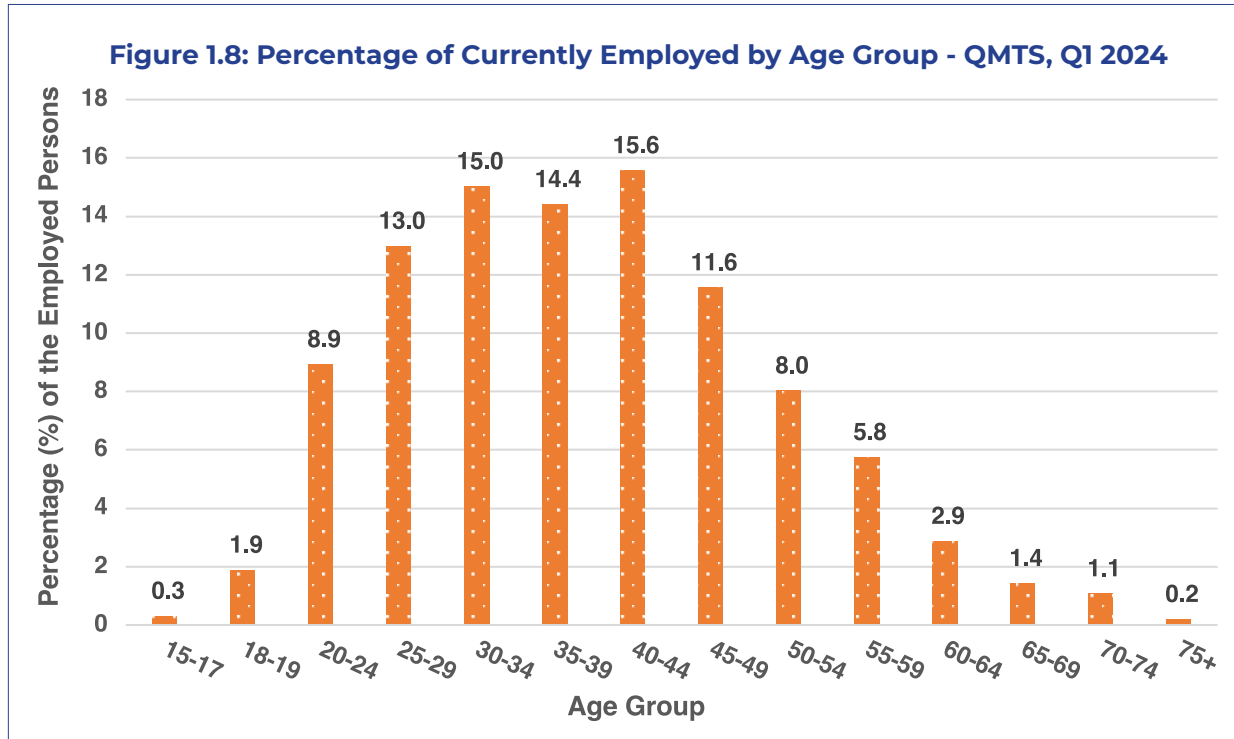
District	Counts			Proportions (%)			Q3 2023	
	Male	Female	Total	Male	Female	% Total	Counts	% Total
Gaborone	58,587	58,295	116,882	50.1	49.9	15.5	120,947	15.3
Francistown	20,037	16,655	36,693	54.6	45.4	4.9	38,369	4.9
Lobatse	6,581	5,010	11,591	56.8	43.2	1.5	9,134	1.2
Selibe Phikwe	6,447	6,309	12,755	50.5	49.5	1.7	13,509	1.7
Orapa	1,900	1,952	3,852	49.3	50.7	0.5	3,829	0.5
Jwaneng	4,339	3,414	7,753	56.0	44.0	1.0	8,322	1.1
Sowa	607	662	1,269	47.8	52.2	0.2	1,492	0.2
Ngwaketse South	14,443	11,642	26,084	55.4	44.6	3.5	29,055	3.7
Borolong	10,465	10,175	20,640	50.7	49.3	2.7	23,293	3.0
Ngwaketse West	3,709	2,883	6,592	56.3	43.7	0.9	6,008	0.8
South East	21,118	25,232	46,350	45.6	54.4	6.1	46,983	6.0
Kweneng East	43,755	53,769	97,525	44.9	55.1	12.9	107,580	13.6
Kweneng West	9,213	9,306	18,519	49.7	50.3	2.5	18,438	2.3
Kgatleng	26,997	21,261	48,258	55.9	44.1	6.4	49,013	6.2
Central Serowe/Palapye	31,521	35,715	67,236	46.9	53.1	8.9	67,474	8.6
Central Mahalapye	15,341	13,044	28,385	54.0	46.0	3.8	32,186	4.1
Central Bobonong	8,223	14,954	23,177	35.5	64.5	3.1	19,474	2.5
Central Boteti	11,939	11,961	23,900	50.0	50.0	3.2	22,076	2.8
Central Tutume	25,523	20,651	46,174	55.3	44.7	6.1	57,949	7.3
North East	10,275	11,862	22,137	46.4	53.6	2.9	20,209	2.6
Ngamiland East	13,744	14,744	28,488	48.2	51.8	3.8	33,235	4.2
Ngamiland West	6,241	9,260	15,502	40.3	59.7	2.1	14,708	1.9
Chobe	6,140	7,402	13,541	45.3	54.7	1.8	13,018	1.7
Ghanzi	5,143	6,260	11,403	45.1	54.9	1.5	13,128	1.7
Kgalagadi South	4,990	5,358	10,347	48.2	51.8	1.4	10,748	1.4
Kgalagadi North	4,360	4,731	9,091	48.0	52.0	1.2	8,440	1.1
Total	371,638	382,509	754,146	49.3	50.7	100.0	788,616	100.0

Table 1.3b: Total Employed by District & Sex, QMTS Q4 2020 to Q1 2024

District	Q4 2020		Q4 2021		Q4 2022		Q3 2023		Q1 2024	
	Counts	%	Counts	%	Counts	%	Counts	%	Counts	%
Gaborone	106,100	14.5	115,358	16.1	111,130	15.5	120,947	15.3	116,882	15.5
Francistown	42,213	5.8	39,148	5.5	36,794	5.1	38,369	4.9	36,693	4.9
Lobatse	10,599	1.4	10,640	1.5	10,083	1.4	9,134	1.2	11,591	1.5
Selibe Phikwe	10,374	1.4	10,323	1.4	14,362	2.0	13,509	1.7	12,755	1.7
Orapa	4,389	0.6	4,801	0.7	3,221	0.4	3,829	0.5	3,852	0.5
Jwaneng	9,119	1.2	9,850	1.4	6,589	0.9	8,322	1.1	7,753	1.0
Sowa	1,489	0.2	1,491	0.2	1,435	0.2	1,492	0.2	1,269	0.2
Ngwaketse	21,991	3.0	20,803	2.9	30,240	4.2	29,055	3.7	26,084	3.5
Borolong	22,949	3.1	21,146	2.9	22,097	3.1	23,293	3.0	20,640	2.7
Ngwaketse West	4,947	0.7	4,330	0.6	4,847	0.7	6,008	0.8	6,592	0.9
South East	61,673	8.4	57,798	8.1	45,202	6.3	46,983	6.0	46,350	6.1
Kweneng East	107,388	14.6	102,171	14.2	88,846	12.4	107,580	13.6	97,525	12.9
Kweneng West	20,250	2.8	17,851	2.5	17,273	2.4	18,438	2.3	18,519	2.5
Kgatleng	46,616	6.4	44,381	6.2	42,530	5.9	49,013	6.2	48,258	6.4
Central Serowe/Palapye	43,868	6.0	47,043	6.6	61,824	8.6	67,474	8.6	67,236	8.9
Central Mahalapye	26,973	3.7	21,031	2.9	32,180	4.5	32,186	4.1	28,385	3.8
Central Bobonong	21,180	2.9	25,789	3.6	20,932	2.9	19,474	2.5	23,177	3.1
Central Boteti	29,846	4.1	24,094	3.4	17,591	2.5	22,076	2.8	23,900	3.2
Central Tutume	40,295	5.5	36,267	5.1	50,099	7.0	57,949	7.3	46,174	6.1
North East	17,013	2.3	18,073	2.5	19,329	2.7	20,209	2.6	22,137	2.9
Ngamiland East	27,651	3.8	26,903	3.7	31,074	4.3	33,235	4.2	28,488	3.8
Ngamiland West	19,208	2.6	18,754	2.6	13,556	1.9	14,708	1.9	15,502	2.1
Chobe	12,347	1.7	11,082	1.5	11,206	1.6	13,018	1.7	13,541	1.8
Ghanzi	12,078	1.6	13,055	1.8	11,487	1.6	13,128	1.7	11,403	1.5
Kgalagadi South	6,773	0.9	7,509	1.0	7,904	1.1	10,748	1.4	10,347	1.4
Kgalagadi North	6,546	0.9	7,729	1.1	5,893	0.8	8,440	1.1	9,091	1.2
Total	733,875	100.0	717,418	100.0	717,725	100.0	788,616	100.0	754,146	100.0

2.6.4 Employed by Age Group

Tables 1.4a, 1.4b, 1.4c, Figure 1.8 & 1.9 below shows employed persons by age groups, with table 1.4b being estimates for age group 18 years and above. The results show that age group 40 - 44 years constituted the highest percentage of the total employed persons with 15.6 percent, followed by age group 30 – 34 years with 15.0 percent while age groups 35 – 39 years and 25 – 29 years were third and fourth with 14.4 percent and 13.0 percent respectively.



Employment by sex and age group shows that for males, age group 35 – 39 years constituted 15.4 percent, followed by age group 30 – 34 with 15.1 percent and age group 25 – 29 was the third largest with 13.2 percent.

Table 1.4a: Currently Employed by Age Group (15 & above) and Sex, QMTS Q1 2024

Age Group	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
15-17	1,830	411	2,240	0.5	0.1	0.3
18-19	8,790	5,466	14,256	2.4	1.4	1.9
20-24	37,895	29,339	67,234	10.2	7.7	8.9
25-29	48,991	48,884	97,875	13.2	12.8	13.0
30-34	56,148	57,109	113,257	15.1	14.9	15.0
35-39	57,148	51,522	108,670	15.4	13.5	14.4
40-44	53,444	63,991	117,435	14.4	16.7	15.6
45-49	43,382	43,782	87,164	11.7	11.4	11.6
50-54	26,730	33,770	60,500	7.2	8.8	8.0
55-59	16,972	26,420	43,392	4.6	6.9	5.8
60-64	8,985	12,718	21,703	2.4	3.3	2.9
65-69	5,631	5,124	10,755	1.5	1.3	1.4
70-74	4,327	3,809	8,136	1.2	1.0	1.1
75+	1,365	166	1,531	0.4	0.0	0.2
Total	371,638	382,509	754,146	100.0	100.0	100.0

Overall employment for females shows that age group 40 – 44 years was the highest with 16.7 percent, followed by age groups 30 – 34 and 35 – 39 years with 14.9 percent and 13.5 percent respectively.

Table 1.4b presents employment for age group 18 years and above. The results show that employment for persons 18 years and above decreased from 787,204 persons in Q3 2023 to 751,906 persons in Q1 2024.

Table 1.4b: Currently Employed by Age Group (18 & above) and Sex, QMTS Q1 2024 & Q3 2023

Age Group	Q1 2024						Q3 2023	
	Counts			Percentages (%)			Counts	% Total
	Male	Female	Total	Male	Female	Total		
18-19	8,790	5,466	14,256	2.4	1.4	1.9	11,936	1.5
20-24	37,895	29,339	67,234	10.2	7.7	8.9	74,912	9.5
25-29	48,991	48,884	97,875	13.2	12.8	13.0	108,619	13.8
30-34	56,148	57,109	113,257	15.2	14.9	15.1	121,116	15.4
35-39	57,148	51,522	108,670	15.5	13.5	14.5	116,847	14.8
40-44	53,444	63,991	117,435	14.5	16.7	15.6	118,030	15.0
45-49	43,382	43,782	87,164	11.7	11.5	11.6	83,965	10.7
50-54	26,730	33,770	60,500	7.2	8.8	8.0	62,205	7.9
55-59	16,972	26,420	43,392	4.6	6.9	5.8	42,727	5.4
60-64	8,985	12,718	21,703	2.4	3.3	2.9	25,782	3.3
65-69	5,631	5,124	10,755	1.5	1.3	1.4	10,678	1.4
70-74	4,327	3,809	8,136	1.2	1.0	1.1	5,829	0.7
75+	1,365	166	1,531	0.4	0.0	0.2	4,556	0.6
Total	369,808	382,098	751,906	100.0	100.0	100.0	787,204	100.0

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

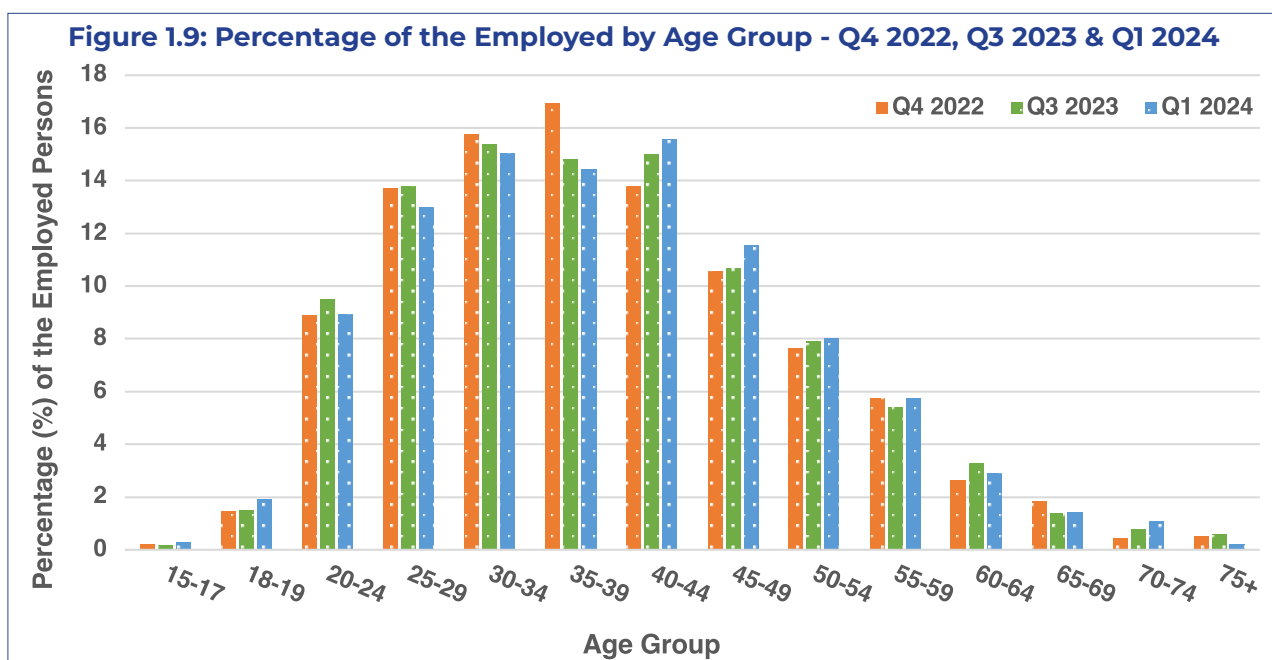


Table 1.4c: Employment (%) by Age Group (15 years & above) QMTS Q4 2019 to Q1 2024

Age Group	Q4 2019	Q1 2020	Q4 2020	Q4 2021	Q4 2022	Q3 2023	Q1 2024
15-17	0.2	0.2	0.1	0.1	0.2	0.2	0.3
18-19	1.6	0.9	1.8	1.6	1.5	1.5	1.9
20-24	9.2	9.1	9.3	9.1	8.9	9.5	8.9
25-29	15.5	15.7	15.7	15.2	13.7	13.8	13.0
30-34	15.5	14.6	16.4	15.4	15.7	15.4	15.0
35-39	16.5	17.1	16.9	17.3	16.9	14.8	14.4
40-44	12.8	13.0	13.2	14.6	13.8	15.0	15.6
45-49	10.1	10.3	10.1	10.4	10.5	10.6	11.6
50-54	7.5	7.4	8.0	7.3	7.6	7.9	8.0
55-59	5.0	5.1	4.7	5.0	5.8	5.4	5.8
60-64	2.8	3.5	2.1	2.1	2.6	3.3	2.9
65-69	1.8	1.5	1.0	0.9	1.8	1.4	1.4
70-74	0.9	0.7	0.4	0.6	0.4	0.7	1.1
75 & Above	0.7	0.8	0.4	0.4	0.5	0.6	0.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 1.4d shows employment by age group for non – citizens. From the total of 754,146 employed persons, 65,346 were the non – citizens. Age group 35 – 39 years was the highest with 17.3 percent followed by age group 40 -44 years with 16.4 percent.

Table 1.4d: Currently Employed (Non-Citizens only) by Age Group (15 & above) and Sex, QMTS Q1 2024

Age Group	Male	Female	Total	Male	Female	Total
15-17	541	-	541	1.2	-	0.8
18-19	572	427	999	1.3	2.1	1.5
20-24	4,390	1,874	6,264	9.7	9.2	9.6
25-29	4,202	2,258	6,460	9.3	11.1	9.9
30-34	6,624	3,991	10,615	14.7	19.7	16.2
35-39	8,317	2,973	11,290	18.5	14.6	17.3
40-44	7,264	3,483	10,747	16.1	17.2	16.4
45-49	4,967	2,404	7,370	11.0	11.8	11.3
50-54	2,835	1,712	4,547	6.3	8.4	7.0
55-59	2,231	305	2,536	5.0	1.5	3.9
60-64	1,859	302	2,160	4.1	1.5	3.3
65-69	461	319	780	1.0	1.6	1.2
70-74	448	255	703	1.0	1.3	1.1
75 +	334	-	334	0.7	-	0.5
Total	45,043	20,303	65,346	100.0	100.0	100.0

Employment for Non-citizens shows that Zimbabwe had the majority of the total employed persons with 78.3 percent (51,187 persons from the total of 65,346 persons. See **table 1.4e** below

2.6.5 Employed by Occupation

Occupation refers to the kind of work performed in a job. It is described as the specific set of tasks and duties which are carried out or assigned to an individual to perform. Employment by occupation comprises of statistics on jobs classified according to major groups of Botswana Standard Classification of Occupations (BOSCO).

Presentation of employment by occupation, sex and citizenship is shown in **Figure 1.10, Tables 1.5a** and 1.5b below.

From the results, elementary and service/sales workers occupations had the highest number of employed persons. Elementary occupations constituted 31.0 percent of the total employed persons while service/sales workers was the second largest with 22.8 percent. Technicians and Associate Professionals and Craft and Related Trades Workers also had the significant number of employed persons each contributing 10.2 and 10.1 percent respectively.

Comparison of occupations by sex shows that more women are engaged in service/sales and elementary occupations whereas men are more in Craft & Related works and Plant & machine operators and assemblers. This are jobs which are usually labour intensive and requires more power to perform them.

For Service/sales workers, there were 107,031 females (28.0 percent compared to 64,881 males (17.5 percent) while for Craft & Related works there were 60,739 (16.3 percent) males as compared to only 15,752 females (4.1 percent).

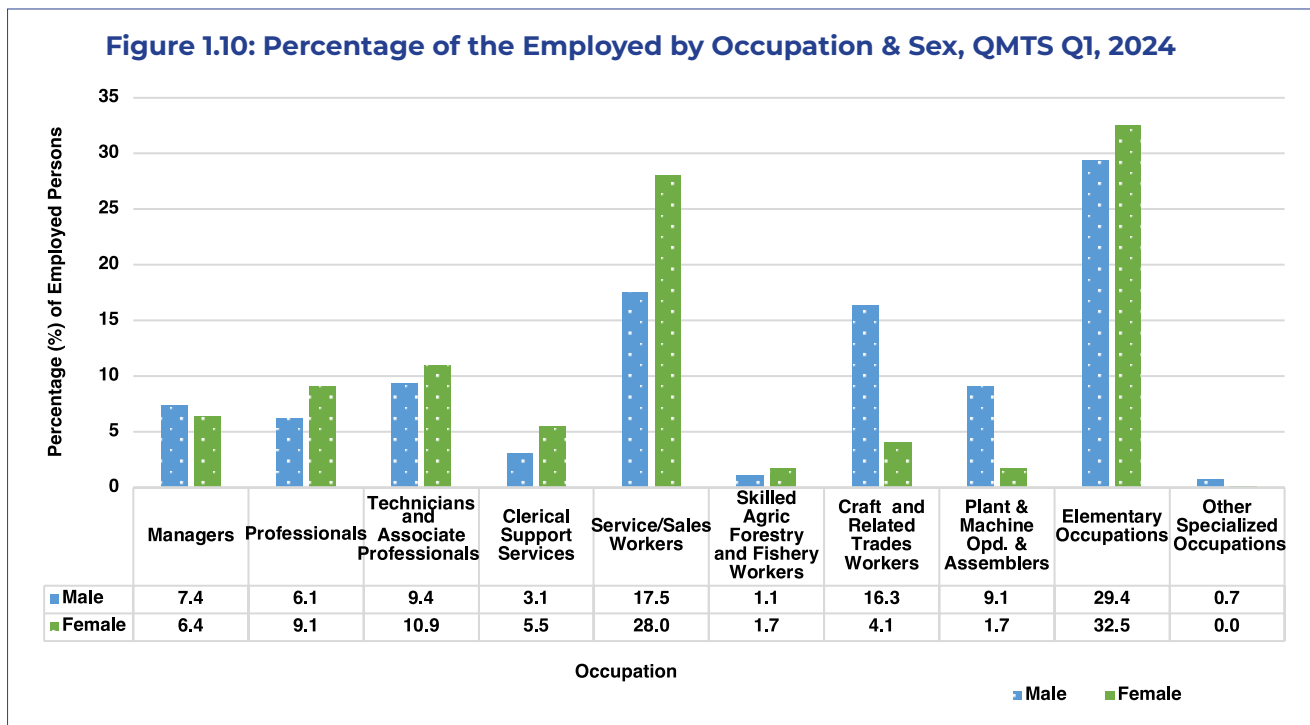


Table 1.5a: Currently Employed by Occupation, Citizenship & Sex, QMTS Q1 2024

Occupation	Citizens			All Employed			All Employed		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers	21,965	22,499	44,464	5,513	1,898	7,412	27,478	24,397	51,875
Professionals	18,535	33,749	52,284	4,264	920	5,184	22,799	34,669	57,468
Technicians	34,106	41,236	75,341	707	598	1,305	34,813	41,833	76,646
Clerical Support Services	11,106	20,857	31,963	269	370	640	11,375	21,227	32,602
Service/Sales Workers	63,638	104,764	168,402	1,243	2,267	3,510	64,881	107,031	171,912
Skilled Agric. and Fishery	3,917	5,971	9,887	266	523	789	4,183	6,494	10,677
Craft and Related Trades	51,118	15,558	66,675	9,622	194	9,816	60,739	15,752	76,491
Plant & Machine Operators	33,165	6,564	39,729	613	-	613	33,778	6,564	40,342
Elementary Occupations	86,543	110,898	197,441	22,546	13,532	36,077	109,089	124,430	233,519
Other	2,502	112	2,614	-	-	-	2,502	112	2,614
Total	326,594	362,206	688,801	45,043	20,303	65,346	371,638	382,509	754,146

Table 1.5b: Percentage of Currently Employed by Occupation, Citizenship & Sex QMTS, Q1 2024

Occupation	Citizens			All Employed			All Employed		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers	6.7	6.2	6.5	12.2	9.3	11.3	7.4	6.4	6.9
Professionals	5.7	9.3	7.6	9.5	4.5	7.9	6.1	9.1	7.6
Technicians	10.4	11.4	10.9	1.6	2.9	2.0	9.4	10.9	10.2
Clerical Support Services	3.4	5.8	4.6	0.6	1.8	1.0	3.1	5.5	4.3
Service/Sales Workers	19.5	28.9	24.4	2.8	11.2	5.4	17.5	28.0	22.8
Skilled Agric. and Fishery	1.2	1.6	1.4	0.6	2.6	1.2	1.1	1.7	1.4
Craft and Related Trades	15.7	4.3	9.7	21.4	1.0	15.0	16.3	4.1	10.1
Plant & Machine Operators	10.2	1.8	5.8	1.4	-	0.9	9.1	1.7	5.3
Elementary Occupations	26.5	30.6	28.7	50.1	66.7	55.2	29.4	32.5	31.0
Other Specialized Professionals	0.8	0.0	0.4	-	-	-	0.7	0.0	0.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 1.5c shows that , there was an increase in employment for skilled agriculture, forestry & Fishery workers in both Q3 2023 and Q1 2024. It increased from 8,053 in Q3 2023 to 10,677 persons in Q1 2024. This followed a decline from 17,735 persons in Q4 2020 to 10,395 persons in Q4 2021 and to 9,465 persons in Q4 2022.

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

Occupation	Q4 2020		Q4 2021		Q4 2022		Q3 2023		Q1 2024	
	Counts	%	Counts	%	Counts	%	Counts	%	Counts	%
Managers	67,072	9.1	62,072	8.7	74,220	10.3	58,145	7.4	51,875	6.9
Professionals	45,326	6.2	48,663	6.8	47,789	6.7	65,223	8.3	57,468	7.6
Technicians	59,216	8.1	69,576	9.7	70,505	9.8	73,356	9.3	76,646	10.2
Clerical Support Services	36,417	5.0	30,393	4.2	31,179	4.3	30,815	3.9	32,602	4.3
Service/Sales Workers	176,879	24.1	171,289	23.9	159,439	22.2	183,261	23.2	171,912	22.8
Skilled Agric. and Fishery	17,735	2.4	10,395	1.4	9,465	1.3	8,053	1.0	10,677	1.4
Craft and Related Trades	79,892	10.9	82,503	11.5	75,792	10.6	81,307	10.3	76,491	10.1
Plant & Machine Operators	49,010	6.7	48,806	6.8	40,502	5.6	41,569	5.3	40,342	5.3
Elementary Occupations	199,818	27.2	190,693	26.6	205,796	28.7	243,280	30.8	233,519	31.0
Other	2,509	0.3	3,028	0.4	3,039	0.4	3,606	0.5	2,614	0.3
Total	733,875	100.0	717,418	100.0	717,725	100.0	788,616	100.0	754,146	100.0

2.6.6 Employed by Sector/ Employer Category

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

Employment by sector/ employer category is presented in **Tables 1.6a, 1.6b** and **figure 1.11**. Private sector, central government, and self-employment in non-agricultural business remained the major contributors in employment. Private sector was observed to be to be the leading employer, constituting 36.8 percent of overall employment followed by Central Government with 17.3 percent and Self-Employment in own non-agriculture business with 13.5 percent. Non-governmental organizations was the least employer with 0.5 percent.

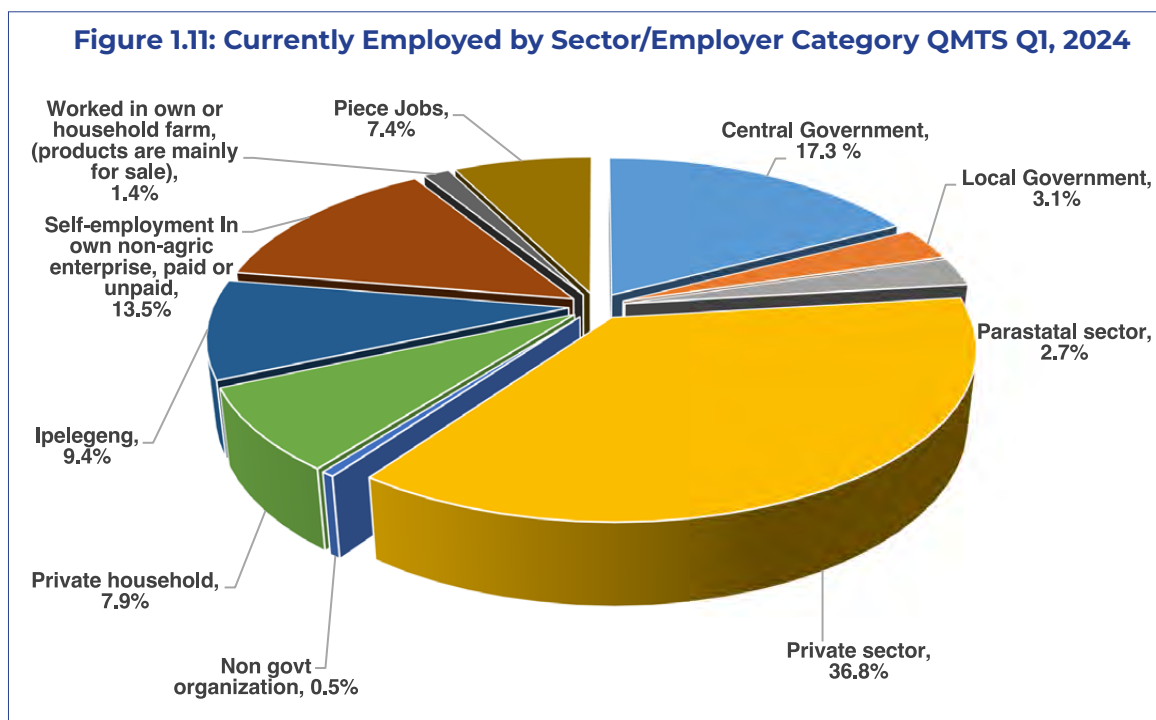


Table 1.6a: Currently Employed by Sector/ Employer Category & Sex QMTS, Q1 2024 & Q3 2023

Sector/ Employer Category	Q1 2024						Q3 2023	
	Counts			Percentages (%)				
	Male	Female	Total	Male	Female	Total	Total	% Total
Central Government	49,948	80,476	130,424	13.4	21.0	17.3	129,344	16.4
Local Government	10,079	13,625	23,704	2.7	3.6	3.1	21,528	2.7
Parastatal Sector	10,148	9,880	20,028	2.7	2.6	2.7	19,012	2.4
Private Sector	151,640	126,135	277,775	40.8	33.0	36.8	279,228	35.4
Non-Government Organization	1,284	2,407	3,691	0.3	0.6	0.5	3,447	0.4
Private Household	36,251	23,554	59,806	9.8	6.2	7.9	69,949	8.9
Ipelegeng	17,630	53,007	70,637	4.7	13.9	9.4	61,396	7.8
Worked In own non-agric. enterprise,	48,113	53,538	101,651	12.9	14.0	13.5	129,252	16.4
Worked in own or household farm	4,196	6,494	10,690	1.1	1.7	1.4	7,930	1.0
Piece Jobs	42,348	13,392	55,740	11.4	3.5	7.4	67,530	8.6
Total	371,638	382,509	754,146	100.0	100.0	100.0	788,616	100.0

Comparison of the Q3, 2023 and Q1, 2024 results show that there had been increases in employment both in Central and Local government. Central government increased from 16.4 percent in Q3, 2023 to 17.3 percent in Q1 2024. Local government employment increased from 2.7 percent to 3.1 percent. However self-employment in non-agricultural businesses declined from 16.4 percent in Q3, 2023 to 13.5 percent in Q1 2024. In addition those doing piece job employment declined from 8.6 percent to 7.4 percent.

Table 1.6b: Currently Employed by Sector/ Employer Category & Sex, QMTS – Q4, 2020 – Q1 2024

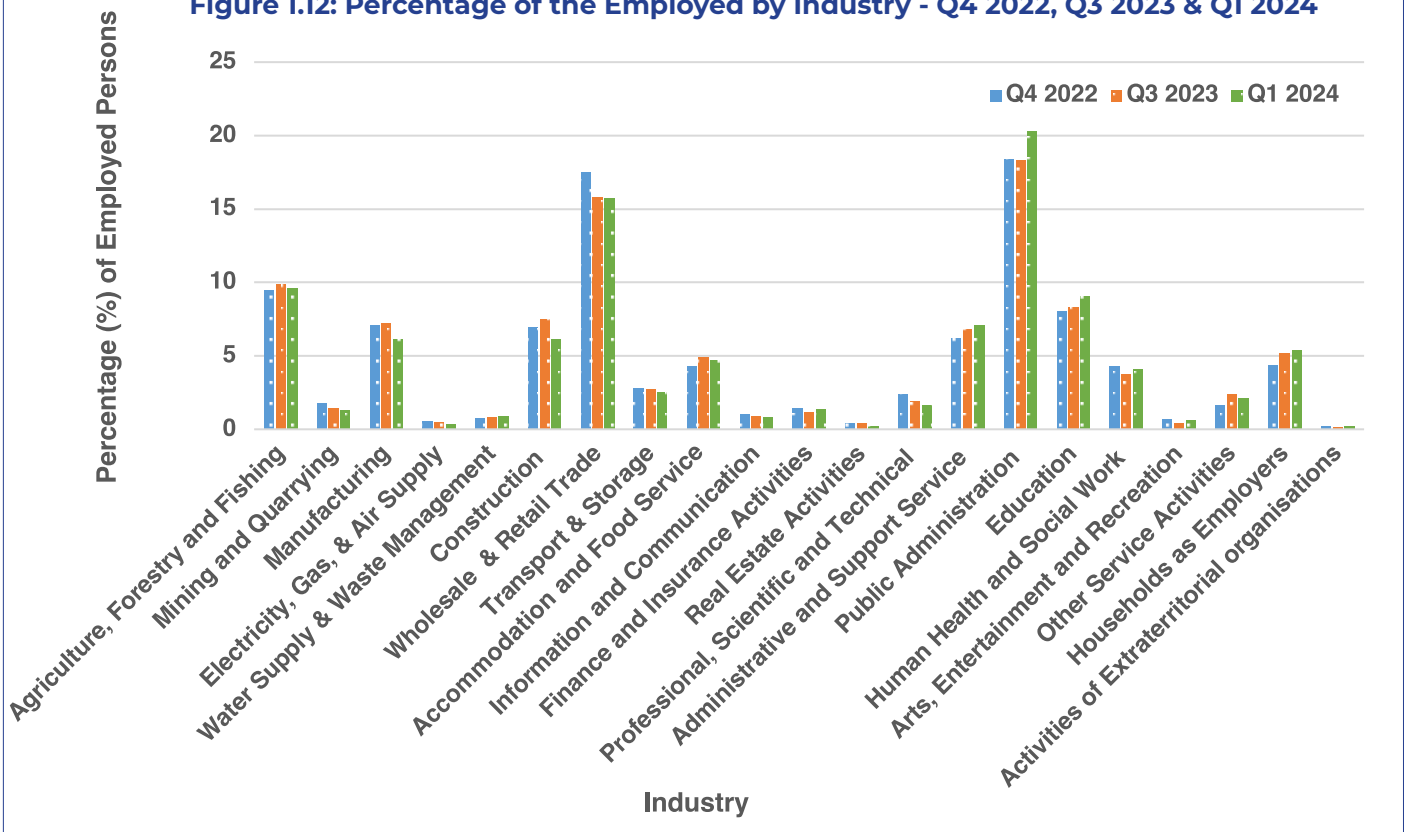
Sector/ Employer Category	Q4 2020		Q4 2021		Q4 2022		Q3 2023		Q1 2024	
	Counts	%	Counts	%	Counts	%	Counts	%	Counts	%
Central Government	122,185	16.6	130,926	18.2	120,105	18.2	129,344	16.4	130,424	17.3
Local Government	30,788	4.2	21,299	3.0	22,917	3.0	21,528	2.7	23,704	3.1
Parastatal Sector	18,993	2.6	21,056	2.9	18,674	2.9	19,012	2.4	20,028	2.7
Private Sector	250,715	34.2	268,086	37.4	257,618	37.4	279,228	35.4	277,775	36.8
Non-Government Organization	6,364	0.9	4,821	0.7	3,537	0.7	3,447	0.4	3,691	0.5
Private Household	48,644	6.6	46,931	6.5	66,379	6.5	69,949	8.9	59,806	7.9
Ipelegeng	54,544	7.4	51,217	7.1	51,616	7.1	61,396	7.8	70,637	9.4
Worked In own non-agric. enterprise	126,378	17.2	117,110	16.3	116,603	16.3	129,252	16.4	101,651	13.5
Worked in own or household farm	18,904	2.6	10,411	1.5	10,586	1.5	7,930	1.0	10,690	1.4
Piece Jobs	56,359	7.7	45,562	6.4	49,691	6.4	67,530	8.6	55,740	7.4
Total	733,875	100.0	717,418	100.0	717,725	100.0	788,616	100.0	754,146	100.0

2.6.7 Employed by Industry/Economic Activity

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

Desegregation of employment by industry shows that Public Administration was the highest employer constituting 20.3 percent of the total employed persons followed by Wholesale & Retail Trade with 15.7 percent and Agricultural industry with 9.6 percent. Education industry was the fourth with 9.0 percent.

Figure 1.12: Percentage of the Employed by Industry - Q4 2022, Q3 2023 & Q1 2024



Comparison by sex shows that industries such as Agriculture and construction had more males than females. Construction industry reported 11.6 percent of males compared to 0.8 percent of females while for Agriculture males constituted 15.0 percent and females 4.4 percent. However for industries such as education, wholesale & retail trade and Education females were more than males.

Table 1.7a: Currently Employed by Industry/ Economic Activity & Sex, QMTS Q1 2024

Industry/ Economic Activity	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	55,820	16,672	72,492	15.0	4.4	9.6
Mining and Quarrying	8,672	1,246	9,918	2.3	0.3	1.3
Manufacturing	24,227	21,637	45,864	6.5	5.7	6.1
Electricity, Gas, & Air Supply	1,817	551	2,368	0.5	0.1	0.3
Water Supply & Waste Management	4,016	2,698	6,715	1.1	0.7	0.9
Construction	43,181	3,192	46,373	11.6	0.8	6.1
Wholesale & Retail Trade	52,339	66,169	118,508	14.1	17.3	15.7
Transport & Storage	16,508	2,525	19,032	4.4	0.7	2.5
Accommodation and Food Service	13,706	21,291	34,997	3.7	5.6	4.6
Information and Communication	2,603	3,440	6,043	0.7	0.9	0.8
Finance and Insurance	4,901	5,364	10,265	1.3	1.4	1.4
Real Estate Activities	1,299	268	1,568	0.3	0.1	0.2
Professional, Scientific and Technical	6,807	5,215	12,022	1.8	1.4	1.6
Administrative and Support Service	31,096	22,442	53,538	8.4	5.9	7.1
Public Administration	56,473	96,571	153,044	15.2	25.2	20.3
Education	18,180	50,038	68,218	4.9	13.1	9.0
Human Health and Social Work	12,729	17,952	30,681	3.4	4.7	4.1
Arts, Entertainment and Recreation	2,566	1,856	4,421	0.7	0.5	0.6
Other Service Activities	5,384	10,780	16,164	1.4	2.8	2.1
Households as Employers	8,769	31,562	40,330	2.4	8.3	5.3
Activities of Extraterritorial organizations	544	1,041	1,585	0.1	0.3	0.2
Total	371,638	382,509	754,146	100.0	100.0	100.0

Public administration employment increased from 144,200 persons (18.3 percent) in Q3 2023 to 153,044 persons (20.3 percent) in Q1 2024 whereas Education increased from 8.3 percent to 9.0 percent.

Other industries like Agriculture, Wholesale Retail Trade and Manufacturing recorded decline in employment. Agricultural employment reduced from 9.8 percent in Q3 2023 to 9.6 percent in Q1 2024 while wholesale retail trade decreased from 15.8 percent to 15.7 percent and Manufacturing industry decreased from 7.2 percent to 6.1 percent.

Table 1.7b: Currently Employed by Industry/ Economic Activity & Sex QMTS, Q4 2021, 2022, Q3 2023 & Q1 2024

Industry/ Economic Activity	Q4 2021		Q4 2022		Q3 2023		Q1 2024	
	Counts	%	Counts	%	Counts	%	Counts	%
Agriculture, Forestry and Fishing	53,830	7.5	67,839	9.5	77,497	9.8	72,492	9.6
Mining and Quarrying	12,037	1.7	12,723	1.8	11,412	1.4	9,918	1.3
Manufacturing	56,802	7.9	50,853	7.1	56,947	7.2	45,864	6.1
Electricity, Gas, & Air Supply	2,427	0.3	3,563	0.5	3,641	0.5	2,368	0.3
Water Supply, & Waste Management	7,736	1.1	5,166	0.7	6,052	0.8	6,715	0.9
Construction	49,449	6.9	50,041	7.0	58,884	7.5	46,373	6.1
Wholesale & Retail Trade	134,436	18.7	125,506	17.5	124,369	15.8	118,508	15.7
Transport & Storage	28,325	3.9	20,023	2.8	21,595	2.7	19,032	2.5
Accommodation and Food Service	26,086	3.6	30,955	4.3	38,661	4.9	34,997	4.6
Information and Communication	5,506	0.8	7,508	1.0	7,014	0.9	6,043	0.8
Finance and Insurance Activities	11,392	1.6	10,378	1.4	8,883	1.1	10,265	1.4
Real Estate Activities	4,993	0.7	3,121	0.4	3,382	0.4	1,568	0.2
Professional, Scientific and Technical	10,850	1.5	16,679	2.3	14,628	1.9	12,022	1.6
Administrative and Support Service	51,003	7.1	44,212	6.2	53,420	6.8	53,538	7.1
Public Administration	113,518	15.8	131,650	18.3	144,200	18.3	153,044	20.3
Education	76,125	10.6	57,902	8.1	65,530	8.3	68,218	9.0
Human Health and Social Work	31,139	4.3	30,703	4.3	29,431	3.7	30,681	4.1
Arts, Entertainment and Recreation	3,599	0.5	4,555	0.6	2,945	0.4	4,421	0.6
Other Service Activities	10,465	1.5	11,823	1.6	18,554	2.4	16,164	2.1
Households as Employers	26,753	3.7	31,156	4.3	40,674	5.2	40,330	5.3
Activities of Extraterritorial organizations	946	0.1	1,371	0.2	897	0.1	1,585	0.2
Total	717,418	100.0	717,725	100.0	788,616	100.0	754,146	100.0

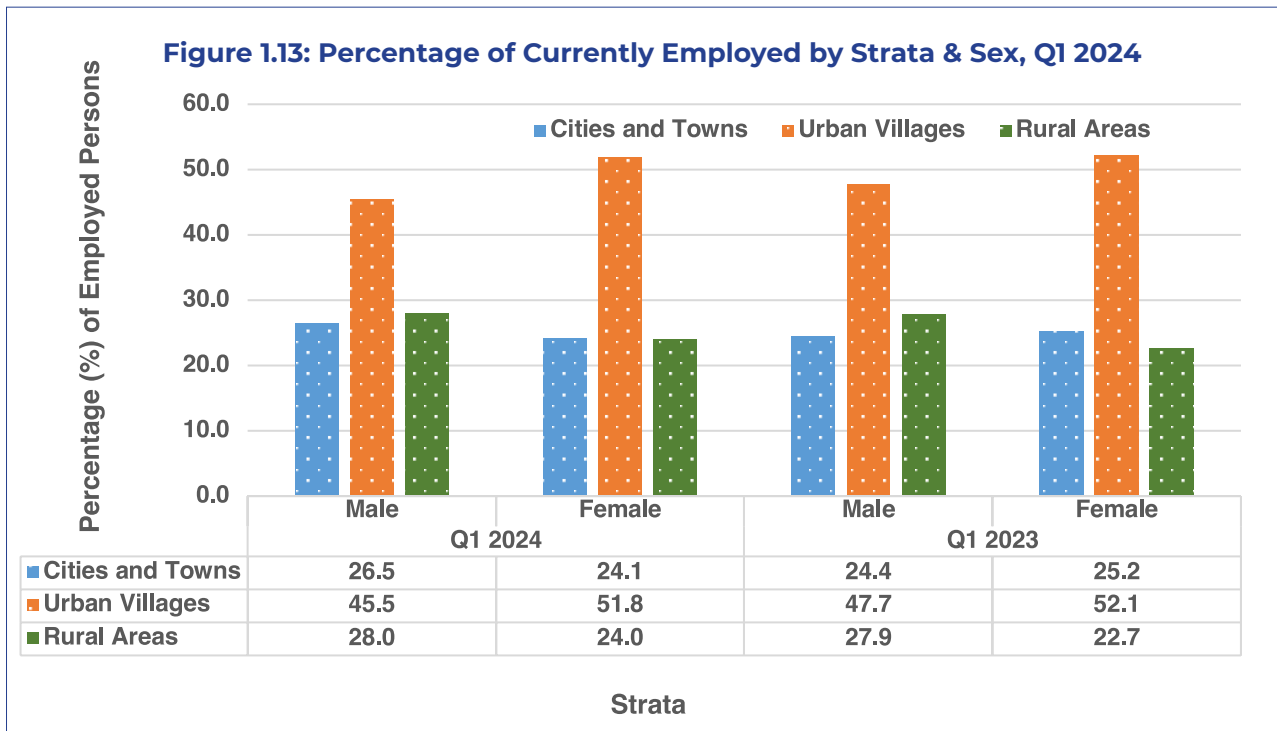
2.6.8 Total Employment by Strata

Employment by Strata is presented in **Tables 1.8a, 1.8b** and **figure 1.13**. Urban villages constituted the largest share of employed persons with 48.7 percent (367,256 persons) of total employment, followed by rural areas with 26.0 percent (196,095 persons) and lastly Cities & Towns at 25.3 percent (190,795 persons).

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

Strata	Counts			Percentages (%)			% within	
	Male	Female	Total	Male	Female	Total	Male	Female
Cities and Towns	98,498	92,297	190,795	26.5	24.1	25.3	51.6	48.4
Urban Villages	169,021	198,235	367,256	45.5	51.8	48.7	46.0	54.0
Rural Areas	104,119	91,976	196,095	28.0	24.0	26.0	53.1	46.9
Total	371,638	382,509	754,146	100.0	100.0	100.0	49.3	50.7

Table 1.8a shows that employment for males in rural areas and Cities & Towns was slightly higher than of females. Males recorded 28.0 percent and females 24.0 percent in Rural Areas, while for Cities & Towns it was estimated at 26.5 percent males and 24.1 percent females. However for Urban Villages females was, recorded at 51.8 percent compared with 45.5 percent for males.



Generally, there was a decline in employment across all strata. Urban villages decreased from 393,205 persons (49.9 percent) in Q3 2023 to 367,256 persons (48.7 percent) in Q1 2024.

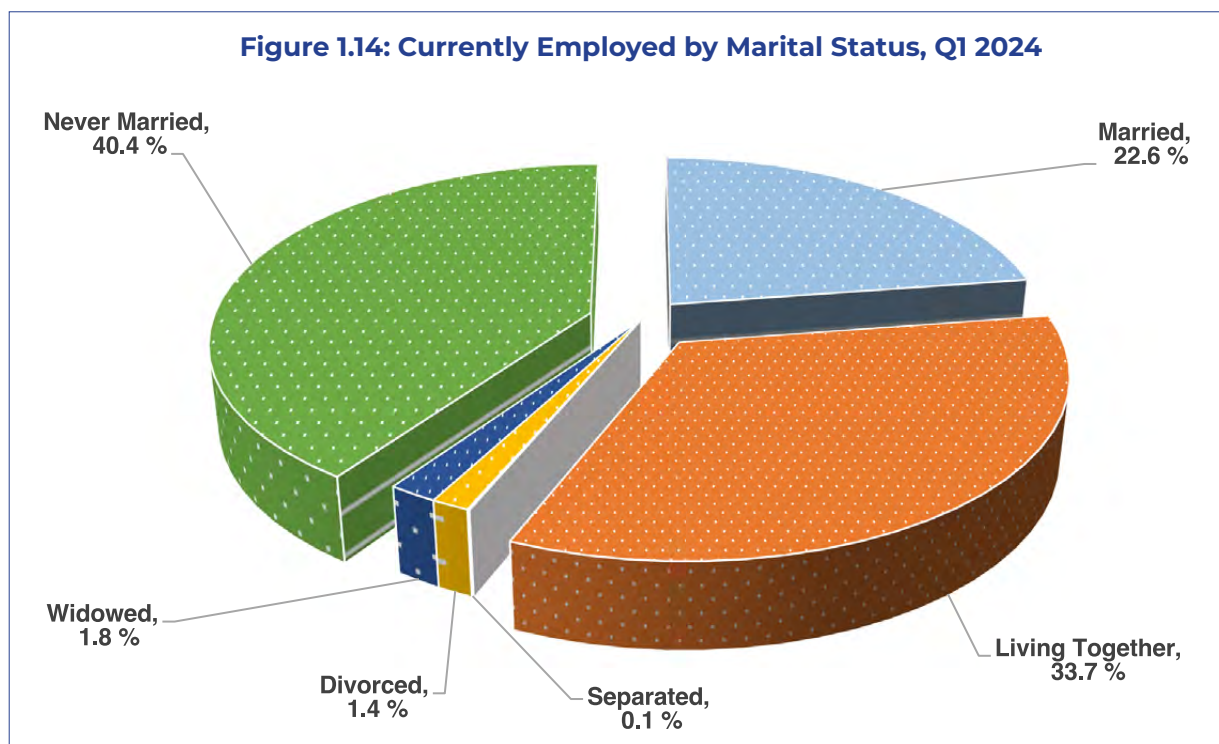
Table 1.8b: Currently Employed by Strata & Sex QMTS Q3 2023 & Q1 2024

Strata	QMTS Q3 2023			QMTS Q1 2024		
	Male	Female	Total	Male	Female	Total
Cities and Towns	98,622	96,980	195,602	98,498	92,297	190,795
Urban Villages	192,547	200,657	393,205	169,021	198,235	367,256
Rural Areas	112,547	87,262	199,810	104,119	91,976	196,095
Total	403,717	384,899	788,616	371,638	382,509	754,146
Percentages (%)						
Cities and Towns	24.4	25.2	24.8	26.5	24.1	25.3
Urban Villages	47.7	52.1	49.9	45.5	51.8	48.7
Rural Areas	27.9	22.7	25.3	28.0	24.0	26.0
Total	100.0	100.0	100.0	100.0	100.0	100.0

2.6.9 Employed by Marital Status

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

Figure 1.14 shows that from the total employed persons, 40.4 percent (304,763 persons) were never married, while 33.7 percent (253,958 persons) were living together and 22.6 percent (170,561 persons) were married.



Employment for Q1 2024 & Q3 2023 is shown in table 1.9 below. The number of the employed persons who are currently divorced increased from 8,136 persons in Q3 2023 to 10,595 persons in Q1 2024. Moreover for those in the separated category the number decreased from 2,803 persons in Q3 2023 to 584 persons in Q1 2024.

Table 1.9: Currently Employed by Marital Status & Sex QMTS, Q1 2024 & Q3 2023

Strata	Counts			Percentages (%) Total			% Within	
	Q1 2024							
	Male	Female	Total	Male	Female	Total	Male	Female
Married	90,669	79,893	170,561	24.4	20.9	22.6	53.2	46.8
Living Together	130,173	123,785	253,958	35.0	32.4	33.7	51.3	48.7
Separated	319	265	584	0.1	0.1	0.1	54.6	45.4
Divorced	4,282	6,313	10,595	1.2	1.7	1.4	40.4	59.6
Widowed	2,008	11,676	13,685	0.5	3.1	1.8	14.7	85.3
Never Married	144,186	160,577	304,763	38.8	42.0	40.4	47.3	52.7
Total	371,638	382,509	754,146	100.0	100.0	100.0	49.3	50.7
Q3 2023								
Married	93,746	76,834	170,580	23.2	20.0	21.6	55.0	45.0
Living Together	144,784	122,027	266,810	35.9	31.7	33.8	54.3	45.7
Separated	1,458	1,344	2,803	0.4	0.3	0.4	52.0	47.9
Divorced	4,325	3,810	8,136	1.1	1.0	1.0	53.2	46.8
Widowed	3,530	10,524	14,054	0.9	2.7	1.8	25.1	74.9
Never Married	155,873	170,360	326,233	38.6	44.3	41.4	47.8	52.2
Total	403,717	384,899	788,616	100.0	100.0	100.0	51.2	48.8

2.6.10 Employed by Education

Education and skills development plays an important role in individual's employment. It equips individuals with skills required for the rapidly evolving job markets. Furthermore, quality education also serves as a powerful tool for economic growth of a country as it improves skills of labour force. Individuals with lower education levels (general/basic education) are usually employed in elementary occupations with lower wage earnings.

From the 754,146 employed persons, 48.2 percent (363,347 persons) had secondary education, followed by those with University education with 19.3 percent (145,244 persons) while those with primary education constituted 12.4 percent (93,780 persons) of the overall employment.

Table 1.10a: Currently Employed by Educational level & Sex QMTS, Q1 2024

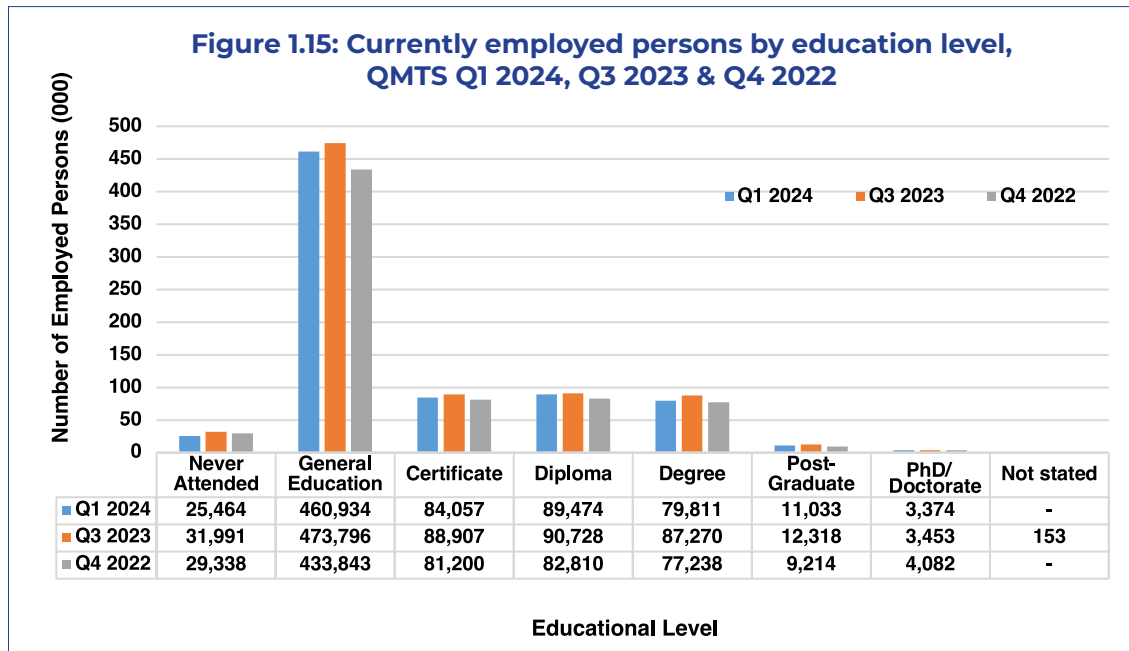
Educational level	Counts			Percentages (%) totals			% Within	
	Male	Female	Total	Male	Female	Total	Male	Female
Never Attended	16,449	9,015	25,464	4.4	2.4	3.4	64.6	35.4
Primary	44,988	48,792	93,780	12.1	12.8	12.4	48.0	52.0
Secondary	176,426	186,921	363,347	47.5	48.9	48.2	48.6	51.4
Non-formal	375	2,731	3,106	0.1	0.7	0.4	12.1	87.9
Apprentice	2,579	773	3,352	0.7	0.2	0.4	76.9	23.1
Brigade	16,218	6,096	22,314	4.4	1.6	3.0	72.7	27.3
Technical/Vocational	27,206	14,990	42,196	7.3	3.9	5.6	64.5	35.5
Educational College	17,898	30,626	48,524	4.8	8.0	6.4	36.9	63.1
Institute of Health Sciences	3,782	3,037	6,819	1.0	0.8	0.9	55.5	44.5
University	65,716	79,528	145,244	17.7	20.8	19.3	45.2	54.8
Total	371,638	382,509	754,146	100.0	100.0	100.0	49.3	50.7

Comparisons by sex showed that in categories such as apprentice, brigade and technical/vocational education, males were more than females. However, for Educational College, there were more females than males (63.1 percent being females, while 36.9 percent were males).

Table 1.10b: Currently Employed by Educational level & Sex, Q4 2021, 2022, Q3 2023 & Q1 2024

Educational level	Q4 2021		Q4 2022		Q3 2023		Q1 2024	
	Counts	%	Counts	%	Counts	%	Counts	%
Never Attended	25,652	3.6	29,338	4.1	31,991	4.1	25,464	3.4
Primary	79,062	11.0	97,468	13.6	98,953	12.5	93,780	12.4
Secondary	334,752	46.7	334,677	46.6	372,599	47.2	363,347	48.2
Non-formal	4,481	0.6	1,604	0.2	2,095	0.3	3,106	0.4
Apprentice	4,522	0.6	1,316	0.2	2,115	0.3	3,352	0.4
Brigade	22,294	3.1	19,668	2.7	26,733	3.4	22,314	3.0
Technical/Vocational	51,021	7.1	38,555	5.4	48,651	6.2	42,196	5.6
Educational College	57,795	8.1	54,239	7.6	52,431	6.6	48,524	6.4
Institute of Health Sciences	7,155	1.0	7,107	1.0	7,011	0.9	6,819	0.9
University	130,683	18.2	133,754	18.6	145,885	18.5	145,244	19.3
Not Stated	-	-	-	-	153	0.0	-	-
Total	717,418	100.0	717,725	100.0	788,616	100.0	754,146	100.0

Employment by education level presented in **figure 1.15** below, shows that overall, general education constituted the highest number of the employed persons. For this quarter, there were 460,934 persons with general/basic education, followed by diploma holders with 89,474 persons. Certificate and degree were third and fourth respectively, with 84,057 and 79,811 persons in employment.



3.0 FORMAL SECTOR EMPLOYMENT, FORMAL EMPLOYMENT AND AVERAGE EARNINGS, QMTS Q1 2024

3.1.1 Formal Sector Employment

This section presents information on Formal Sector Employment from the 2024 Q1 QMTS. The module was administered to individuals aged 15 years and above.

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

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

Total formal sector employment was recorded at 504,738, of which 232,279 were males (46.0 percent) and 272,459 (54.0 percent) were females (Table 1.11a). Comparison of the 2023 third quarter of QMTS Formal Sector Employment with the first quarter of 2024 showed that there had been an increase in formal sector employment. The employment increased from 490, 861 persons to 504,738 persons. This was an increase of 2.8 percent (13,877 persons). The increase in Formal Sector Employment was mainly contributed by Ipelegeng with 15.1 increase (from 61,396 in Q3 2023 to 70,637 in Q1 2024) in employment, see **Table FSE4** in **Appendix 3**. Comparing Q4 2019 with Q1 2024, the formal sector employment has increased from 484,524 in 2019 to 504,738 in 2024, an increase of 4.0 percent in employment. See Table 1.11c.

3.1.1.1 Formal Sector Employment by Industry, Citizenship and Sex

Table 1.11a and **Table 1.11b** present formal sector employment by citizenship. The tables show that out of the 504,738 in the Formal Sector Employment, 19,491 were non-citizens, (3.8 percent), while 485,319 were citizens, (96.2 percent). At the industry level, Wholesale, Retail & Repair of Motor Vehicles had more non-citizens employees, recording 22.9 percent (4,439 persons), followed by Agriculture and Human Health & Social Work Activities with 19.9 (3,686 persons) and 12.0 percent (2,337persons), respectively.

Formal Sector Employment by Industry showed that Public Administration had the largest proportion of employment at 30.3 percent (153,044 persons), followed by Education with 13.2 percent (66,834 persons) and Wholesale, Retail & Repair of Motor Vehicles at 12.6 percent (63,712 persons) of total employment. At the industry level, Activities of Extraterritorial Organizations had employed more females, accounting for 65.7 percent of employees working in the industry, followed by Public Administration with 63.1 percent. Mining & Quarrying and Construction Activities were the two industries which had employed the lowest proportion of females, recording 13.6 percent and 16.1 percent respectively. See **Table FSE 3** from **Appendix 3**.

Table 1.11a: Formal Sector Employment by Industry and Citizenship, QMTS 2024 Q1

Sector/ Economic Activity	2024 Q1									Q3 2023
	Citizens			Non-Citizens			All Employees			
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Agriculture, Forestry and Fishing	5,033	4,499	9,532	2,959	909	3,868	7,992	5,408	13,400	12,446
Mining and Quarrying	7,510	1,183	8,693	-	-	-	7,510	1,183	8,693	10,357
Manufacturing	14,057	12,844	26,901	1,167	-	1,167	15,224	12,844	28,068	31,954
Electricity, Gas, & Air Supply	1,817	551	2,368	-	-	-	1,817	551	2,368	3,641
Water Supply and Waste Management	4,016	2,459	6,476	-	-	-	4,016	2,459	6,476	6,052
Construction	15,215	2,927	18,142	1,167	215	1,382	16,382	3,142	19,524	20,122
Wholesale, Retail & Repair of Motor Vehicles	29,230	30,042	59,273	3,741	699	4,439	32,971	30,741	63,712	61,488
Transport & Storage	7,205	1,572	8,776	91	-	91	7,296	1,572	8,867	9,372
Accommodation and Food Service	8,518	11,525	20,043	354	141	495	8,872	11,666	20,538	19,893
Information and Communication	2,367	3,440	5,807	-	-	-	2,367	3,440	5,807	6,152
Finance and Insurance Activities	4,444	4,920	9,363	269	-	269	4,713	4,920	9,632	8,288
Real Estate Activities	446	-	446	155	-	155	601	0	601	1,164
Professional, Scientific and Technical	3,993	4,034	8,027	1,193	163	1,356	5,186	4,197	9,383	11,297
Administrative and Support Service	27,230	20,942	48,172	335	-	335	27,565	20,942	48,507	46,913
Public Administration	56,023	96,571	152,594	450	-	450	56,473	96,571	153,044	143,647
Education	16,089	49,304	65,393	1,044	397	1,441	17,133	49,701	66,834	62,151
Human Health and Social Work Activities	10,089	16,368	26,457	1,341	997	2,337	11,430	17,365	28,794	28,218
Arts, Entertainment and Recreation	1,352	1,686	3,038	-	170	170	1,352	1,856	3,208	2,005
Other Service Activities	2,362	2,627	4,989	472	235	707	2,834	2,862	5,696	4,804
Activities of Extraterritorial Organizations	-	827	827	544	214	758	544	1,041	1,585	897
Total	216,999	268,320	485,319	15,280	4,139	19,419	232,279	272,459	504,738	490,861

Table 1.11b: Percentage of Formal Sector Employment by Industry and Citizenship, QMTS 2024 Q1

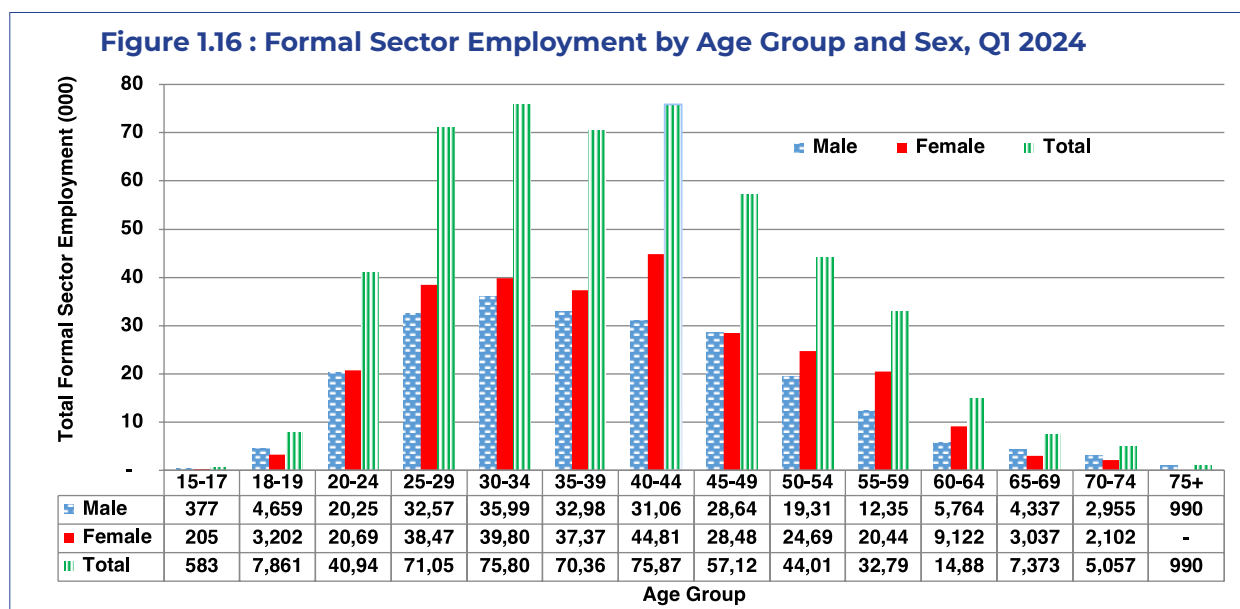
Sector/ Economic Activity	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	2.3	1.7	2.0	19.4	22.0	19.9	3.4	2.0	2.7
Mining and Quarrying	3.5	0.4	1.8	-	-	-	3.2	0.4	1.7
Manufacturing	6.5	4.8	5.5	7.6	-	6.0	6.6	4.7	5.6
Electricity, Gas, & Air Supply	0.8	0.2	0.5	-	-	-	0.8	0.2	0.5
Water Supply and Waste Management	1.9	0.9	1.3	-	-	-	1.7	0.9	1.3
Construction	7.0	1.1	3.7	7.6	5.2	7.1	7.1	1.2	3.9
Wholesale, Retail & Repair of Motor Vehicles	13.5	11.2	12.2	24.5	16.9	22.9	14.2	11.3	12.6
Transport & Storage	3.3	0.6	1.8	0.6	-	0.5	3.1	0.6	1.8
Accommodation and Food Service	3.9	4.3	4.1	2.3	3.4	2.5	3.8	4.3	4.1
Information and Communication	1.1	1.3	1.2	-	-	-	1.0	1.3	1.2
Finance and Insurance Activities	2.0	1.8	1.9	1.8	-	1.4	2.0	1.8	1.9
Real Estate Activities	0.2	-	0.1	1.0	-	0.8	0.3	-	0.1
Professional, Scientific and Technical	1.8	1.5	1.7	7.8	3.9	7.0	2.2	1.5	1.9
Administrative and Support Service	12.5	7.8	9.9	2.2	-	1.7	11.9	7.7	9.6
Public Administration	25.8	36.0	31.4	2.9	-	2.3	24.3	35.4	30.3
Education	7.4	18.4	13.5	6.8	9.6	7.4	7.4	18.2	13.2
Human Health and Social Work Activities	4.6	6.1	5.5	8.8	24.1	12.0	4.9	6.4	5.7
Arts, Entertainment and Recreation	0.6	0.6	0.6	-	4.1	0.9	0.6	0.7	0.6
Other Service Activities	1.1	1.0	1.0	3.1	5.7	3.6	1.2	1.1	1.1
Activities of Extraterritorial Organizations	-	0.3	0.2	3.6	5.2	3.9	0.2	0.4	0.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 1.11c: Formal Sector Employment by Industry, QMTS 2019 - 2024

Sector/ Economic Activity	Q4 2019	Q1 2020	Q4 2020	Q4 2021	Q4 2022	Q3 2023	Q1 2024
	Total	Total	Total	Total	Total	Total	Total
Agriculture, Forestry and Fishing	9,114	11,149	11,097	13,412	14,114	12,446	13,400
Mining and Quarrying	8,141	10,422	7,832	11,558	11,607	10,357	8,693
Manufacturing	31,124	32,612	31,189	39,144	32,593	31,954	28,068
Electricity, Gas, & Air Conditioning Supply	2,164	2,901	1,409	2,427	3,563	3,641	2,368
Water Supply and Waste Management	6,529	9,864	8,168	6,143	4,403	6,052	6,476
Construction	24,229	20,018	20,453	20,648	20,080	20,122	19,524
Wholesale, Retail & Sale of Motor Vehicles	60,962	57,220	67,418	68,386	68,987	61,488	63,712
Transport & Storage	15,186	15,995	11,503	13,685	9,885	9,372	8,867
Accommodation and Food Service	17,226	18,289	19,085	19,039	23,162	19,893	20,538
Information and Communication	4,427	4,136	4,592	5,197	6,956	6,152	5,807
Finance and Insurance Activities	10,090	10,852	9,089	11,165	9,392	8,288	9,632
Real Estate Activities	1,433	1,061	794	3,205	1,537	1,164	601
Professional, Scientific and Technical Activities	9,413	10,057	8,502	9,419	15,184	11,297	9,383
Administrative and Support Service Activities	37,801	38,096	42,626	46,061	40,877	46,913	48,507
Public Administration	147,091	146,195	132,118	113,196	130,924	143,647	153,044
Education	63,939	68,568	71,755	74,663	56,351	62,151	66,834
Human Health and Social Work Activities	25,903	24,237	21,954	28,831	28,939	28,218	28,794
Arts, Entertainment and Recreation	2,890	3,188	2,829	3,135	2,856	2,005	3,208
Other Service Activities	7,620	7,625	3,955	4,197	3,650	4,804	5,696
Activities of Extraterritorial Organizations	244	431	1,347	945	1,371	897	1585
Total	485,524	492,915	477,716	494,457	486,432	490,861	504,738

3.1.1.2 Formal Sector Employment by Age Group and Sex

Figure 1.16 shows that persons employed in the Formal Sector are largely concentrated in the ages of 25 to 44 years, with age group 40-44 and 30-34 recording the highest employment with 15.0 percent each, (75,877 & 75,800 persons). The 25-29 and 35 – 39 years age groups followed with 14.1 percent and 13.9 percent respectively, (71,053 and 70,367 persons). Age group 45-49 recorded 11.3 percent, (57,128 persons). See Table FSE 2 from Appendix 3.



3.1.1.3 Formal Sector Employment by District and Sex

Table 1.12a and Table 1.12b shows that Gaborone recorded the highest number of people working in the Formal Sector, recording 18.7 percent (94,567 persons), followed by Kweneng East with 11.7 percent (59,151 persons) and Central Serowe with 8.9 percent (41,874 persons). Females outnumbered their male counterparts in Formal Sector Employment constituting 54.0 percent as compared to the 46.0 percent of their male counterparts. See Table FSE 3 from Appendix 3

Table 1.12a: Formal Sector Employment by District, Citizenship and Sex, QMTS 2024 Q1

Citizens	Citizens			Non-Citizens			All Employees			Q3
	Male	Female	Total	Male	Female	Total	Male	Female	Total	2023
Gaborone	42,793	45,047	87,841	4,697	2,029	6,726	47,490	47,076	94,567	90,884
Francistown	11,339	10,667	22,006	2,471	386	2,857	13,810	11,053	24,863	26,636
Lobatse	4,830	3,914	8,744	-	-	-	4,830	3,914	8,744	7,045
Selibe Phikwe	3,856	4,329	8,185	-	-	-	3,856	4,329	8,185	9,218
Orapa	1,837	847	2,684	-	-	-	1,837	847	2,684	3,096
Jwaneng	4,058	2,883	6,941	-	-	-	4,058	2,883	6,941	5,981
Sowa Town	585	573	1,158	-	-	-	585	573	1,158	1,322
Ngwaketse	8,265	9,217	17,482	385	-	385	8,650	9,217	17,867	16,857
Barolong	4,093	7,450	11,543	206	-	206	4,299	7,450	11,749	13,084
Ngwaketse West	2183	2,680	4,863	-	-	-	2183	2,680	4,863	3,278
South East	13,108	18,615	31,724	548	281	828	13,656	18,896	32,552	33,504
Kweneng East	22,933	35,153	58,085	625	441	1,066	23,558	35,594	59,151	62,314
Kweneng West	5,100	7,388	12,489	-	-	-	5,100	7,388	12,489	10,378
Kgatlang	10,940	12,946	23,885	1,779	571	2,351	12,719	13,517	26,236	25,363
Central Serowe	16,458	24,305	40,764	1,110	-	1,110	17,568	24,305	41,874	39,711
Central Mahalapye	10,124	8,705	18,829	273	-	273	10,397	8,705	19,102	15,749
Central Bobonong	4,911	10,132	15,043	258	-	259	5,169	10,132	15,302	11,277
Central Boteti	6,048	8,076	14,124	130	-	131	6,178	8,076	14,255	11,029
Central Tutume	10,721	11,801	22,523	651	-	650	11,372	11,801	23,173	25,509
North East	4,194	7,905	12,099	1,425	123	1,548	5,619	8,028	13,647	11,879
Ngamiland East	9,538	10,502	20,040	166	166	332	9,704	10,668	20,372	21,884
Ngamiland West	4,064	6,971	11,035	141	141	282	4,205	7,112	11,317	10,225
Chobe	4,486	5,378	9,864	74	-	74	4,560	5,378	9,938	9,183
Ghanzi	3,727	4,343	8,069	13	-	14	3,740	4,343	8,083	11,135
Kgalagadi South	3,838	4,204	8,042	328	-	328	4,166	4,204	8,370	7,819
Kgalagadi North	2,967	4,290	7,257	-	-	-	2,967	4,290	7,257	6,304
Total	216,999	268,320	485,319	15,280	4,140	19,419	232,279	272,460	504,738	490,661

Table 1.12b: Percentage of Formal Sector Employment by Sex, QMTS Q1 2024

District	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Gaborone	19.7	16.8	18.1	30.7	49.0	34.6	20.4	17.3	18.7
Francistown	5.2	4.0	4.5	16.2	9.3	14.7	5.9	4.1	4.9
Lobatse	2.2	1.5	1.8	-	-	-	2.1	1.4	1.7
Selibe Phikwe	1.8	1.6	1.7	-	-	-	1.7	1.6	1.6
Orapa	0.8	0.3	0.6	-	-	-	0.8	0.3	0.5
Jwaneng	1.9	1.1	1.4	-	-	-	1.7	1.1	1.4
Sowa Town	0.3	0.2	0.2	-	-	-	0.3	0.2	0.2
Ngwaketse	3.8	3.4	3.6	2.5	-	2.0	3.7	3.4	3.5
Barolong	1.9	2.8	2.4	1.3	-	1.1	1.9	2.7	2.3
Ngwaketse West	1.0	1.0	1.0	-	-	-	0.9	1.0	1.0
South East	6.0	6.9	6.5	3.6	6.8	4.3	5.9	6.9	6.4
Kweneng East	10.6	13.1	12.0	4.1	10.7	5.5	10.1	13.1	11.7
Kweneng West	2.4	2.8	2.6	-	-	-	2.2	2.7	2.5
Kgatlang	5.0	4.8	4.9	11.6	13.8	12.1	5.5	5.0	5.2
Central Serowe	7.6	9.1	8.4	7.3	-	5.7	7.6	8.9	8.3
Central Mahalapye	4.7	3.2	3.9	1.8	-	1.4	4.5	3.2	3.8
Central Bobonong	2.3	3.8	3.1	1.7	-	1.3	2.2	3.7	3.0
Central Boteti	2.8	3.0	2.9	0.9	-	0.7	2.7	3.0	2.8
Central Tutume	4.9	4.4	4.6	4.3	-	3.3	4.9	4.3	4.6
North East	1.9	2.9	2.5	9.3	3.0	8.0	2.4	2.9	2.7
Ngamiland East	4.4	3.9	4.1	1.1	4.0	1.7	4.2	3.9	4.0
Ngamiland West	1.9	2.6	2.3	0.9	3.4	1.5	1.8	2.6	2.2
Chobe	2.1	2.0	2.0	0.5	-	0.4	2.0	2.0	2.0
Ghanzi	1.7	1.6	1.7	0.1	-	0.1	1.6	1.6	1.6
Kgalagadi South	1.8	1.6	1.7	2.1	-	1.7	1.8	1.5	1.7
Kgalagadi North	1.4	1.6	1.5	-	-	-	1.3	1.6	1.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

3.1.1.4 Formal Sector Employment by Education Level

The highest percentage (43.9 percent) of people in Formal Sector Employment had secondary school education as their highest education attainment. These were followed by those with University and Primary education at 25.6 and 8.5 percent respectively. A small percentage (0.5 percent and 0.6 percent) of people in Formal Sector Employment have non-formal education and apprenticeship. See [Table 1.13a](#) and [Table 1.13b](#).

Table 1.13a: Estimated Formal Sector Employment by Education/Training Level, Citizenship and Sex, QMTS Q1 2024

School Attendance	Citizens			Non-Citizens			All Employees			Q3 2023
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
Primary	14,480	27,932	42,412	478	-	478	14,958	27,932	42,890	44,811
Secondary	98,940	117,287	216,226	3,765	1,511	5,275	102,705	118,798	221,501	202,458
Non-formal	238	2086	2323	-	-	-	238	2,086	2,323	788
Apprentice	2361	773	3,135	-	-	-	2,361	773	3,135	1,494
Brigade	10,394	3,930	14,324	-	-	-	10,394	3,930	14,324	15,299
Technical/Vocational	17,856	10,065	27,921	1,983	-	1,983	19,839	10,065	29,904	32,641
Educational College	13,810	25,893	39,702	702	621	1,324	14,512	26,514	41,026	45,030
Institute of Health Sciences	3,782	2,380	6,162	-	431	431	3,782	2,811	6,593	7,011
University	48,208	71,202	119,410	8,351	1,576	9,926	56,559	72,778	129,336	127,534
Never attended	6,930	6,774	13,704	-	-	-	6,930	6,774	13,704	13,644
Total	216,999	268,320	485,319	15,280	4,140	19,419	232,279	272,460	504,738	490,861

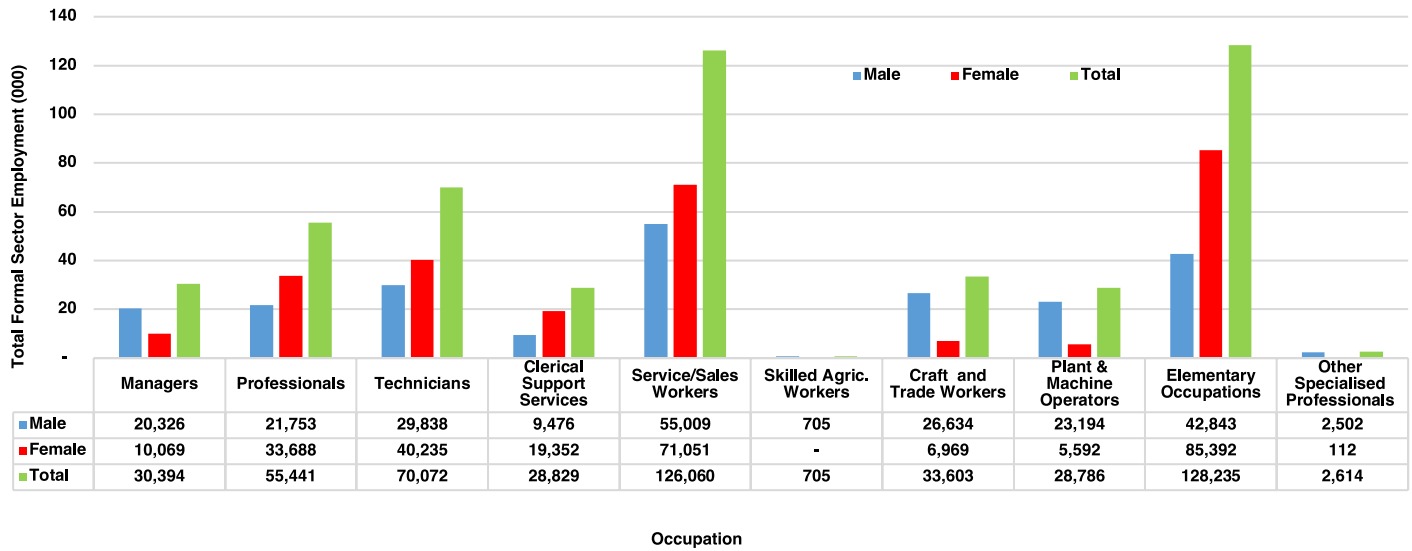
Table 1.13b: Percentage of Formal Sector Employment by Education/Training Level and Citizenship, QMTS Q4 2020

School Attendance	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Primary	6.7	10.4	8.7	3.1	-	2.5	6.4	10.3	8.5
Secondary	45.6	43.7	44.6	24.6	36.5	27.2	44.2	43.6	43.9
Non-formal	0.1	0.8	0.5	-	-	-	0.1	0.8	0.5
Apprentice	1.1	0.3	0.6	-	-	-	1.0	0.3	0.6
Brigade	4.8	1.5	3.0	-	-	-	4.5	1.4	2.8
Technical/Vocational	8.2	3.8	5.8	13.0	-	10.2	8.5	3.7	5.9
Educational College	6.4	9.7	8.2	4.6	15.0	6.8	6.2	9.7	8.1
Institute of Health Sciences	1.7	0.9	1.3	-	10.4	2.2	1.6	1.0	1.3
University	22.2	26.5	24.6	54.7	38.1	51.1	24.3	26.7	25.6
Never attended	3.2	2.5	2.8	-	-	-	3.0	2.5	2.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

3.1.1.5 Formal Sector Employment by Occupation

Figure 1.17, Tables FSE1a and FSE1b in Appendix 3 shows formal sector employment by occupations. The largest proportion, 25.4 percent (128,235 persons) was recorded in the Elementary occupations, followed by the Service/Sales Workers with 25.0 percent (126,060 persons) and Technicians at 13.9 percent (70,072 persons).

Figure 1.17: Formal Sector Employment by Occupation and Sex



3.1.1.6 Average Monthly Cash Earnings From Formal Sector Employment By Occupation For Wage Earners

Table 1.14 shows monthly average cash earning by occupation for wage earners. The average earnings for Professionals were the highest at P21,935, followed by Technicians and Managers with P13,103 and P10,124 respectively. Elementary occupations average earnings were the lowest at P1,445.

3.1.1.7 Average Monthly Cash Earnings From Formal Sector Employment By Industry For Wage Earners

Table 1.15a presents the estimated average cash earning for formal sector employment wage earners by industry and citizenship (both Citizens and Non – citizens). Average earnings was estimated at P6,865 for citizens, P14,080 for non-citizen and P7,143 for all employees.

Overall, male employees’ average monthly cash earnings were estimated at P8,048 compared to P6,371 for their female counterparts in the formal sector.

Comparing the third quarter of 2023 (July to September 2023) estimated average cash earning from the QMTS Formal Sector Employment (FSE) with the first quarter of 2024 showed that there was a decrease in average earnings, a decrease of 7.1 percent. The estimated first quarter of 2024 formal sector employment monthly average cash earnings for wage earners was P7,143, compared with P7,692, which was estimated for the third quarter of 2023.

Table 1.14a: Estimated Formal Sector Employment Monthly Average Earnings by Occupation, Citizenship and Sex, QMTS Q1 2024

Occupation	Citizens			Non-Citizens			All Employees			Q3
	Male	Female	Total	Male	Female	Total	Male	Female	Total	2023
Managers	15,845	16,985	16,296	28,200	9,328	25,112	18,624	16,373	17,825	21,942
Professionals	24,646	19,654	21,401	50,176	29,108	45,513	28,048	19,871	22,959	19,653
Technicians and Associate Professionals	14,127	12,499	13,192	13,435	16,759	15,266	14,115	12,563	13,224	13,725
Clerical Support Services	5,539	4,782	5,030	5,002	3,000	4,113	5,523	4,761	5,015	4,716
Service/Sales Workers	4,570	3,289	3,851	8,217	3,504	6,473	4,597	3,290	3,864	3,753
Craft and Related Trades Workers	5,338	3,443	4,938	7,567	-	7,567	5,453	3,443	5,046	5,276
Plant & Machine Operators	5,684	3,287	5,203	4,761	-	4,761	5,670	3,287	5,197	5,156
Elementary Occupations	1,610	1,349	1,432	2,284	1,264	2,035	1,658	1,348	1,451	1,395
Other Specialized Professional Services	16,568	25,591	16,955	-	-	-	16,568	25,591	16,955	15,053
Total	7,908	6,472	7,106	21,273	12,054	19,165	8,584	6,541	7,462	7,692

Table 1.14b: Estimated Formal Sector Employment Wage Earners by Occupation, Citizenship and Sex, QMTS Q1 2024

Occupation	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers	8,632	5,636	14,268	2,505	490	2,995	11,137	6,126	17,263
Professionals	17,323	32,179	49,502	2,663	757	3,420	19,986	32,936	52,922
Technicians and Associate Professionals	29,075	39,259	68,334	496	598	1,093	29,571	39,857	69,427
Clerical Support Services	9,207	18,819	28,026	269	215	484	9,476	19,034	28,510
Service/Sales Workers	54,290	69,616	123,906	400	235	635	54,690	69,851	124,541
Craft and Related Trades Workers	24,399	6,522	30,921	1,330	-	1,330	25,729	6,522	32,251
Plant & Machine Operators	22,265	5,592	27,857	346	-	346	22,611	5,592	28,203
Elementary Occupations	39,007	84,174	123,181	2,995	968	3,963	42,002	85,142	127,144
Other Specialized Professional Services	2,502	112	2,614	-	-	-	2,502	112	2,614
Total	206,700	261,910	468,610	11,005	3,262	14,267	217,705	265,172	482,877

Table 1.15 a: Estimated Formal Sector Employment Monthly Average Earnings by Industry, Citizenship and Sex, QMTS Q1 2024

Sector/ Economic Activity	Citizens			Non-Citizens			All Employees			Q3 2023
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total
Agriculture, Forestry and Fishing	2,403	2,931	2,652	3,764	2,386	3,440	2,907	2,839	2,880	2,858
Mining and Quarrying	22,625	20,113	22,283	-	-	-	22,625	20,113	22,283	21,685
Manufacturing	3,458	3,015	3,247	10,072	-	10,072	3,965	3,015	3,531	5,453
Electricity, Gas, & Air Supply	12,939	15,898	13,627	-	-	-	12,939	15,898	13,627	13,525
Water Supply and Waste Management	6,666	8,385	7,318	-	-	-	6,666	8,385	7,318	11,398
Construction	4,226	3,072	4,039	3,942	3,000	3,795	4,205	3,067	4,022	3,626
Wholesale, Retail & Sale of Motor Vehicles	3,712	2,541	3,118	11,985	3,076	10,585	4,651	2,553	3,639	4,100
Transport & Storage	5,691	11,210	6,680	59,743	-	59,743	6,365	11,210	7,225	7,714
Accommodation and Food Service	2,654	2,756	2,713	9,470	6,003	8,482	2,926	2,795	2,852	3,134
Information and Communication	8,379	9,606	9,106	-	-	-	8,379	9,606	9,106	11,412
Finance and Insurance Activities	27,532	13,299	20,056	5,002	-	5,002	26,246	13,299	19,635	26,566
Real Estate Activities	13,690	-	13,690	80,206	-	-	30,845	-	30,845	11,761
Professional, Scientific and Technical	9,835	7,987	8,906	18,727	8,007	17,439	11,880	7,988	10,139	11,262
Administrative and Support Service	2,996	2,439	2,754	14,996	-	14,996	3,142	2,439	2,838	2,891
Public Administration	8,722	5,706	6,813	28,536	-	28,536	8,880	5,706	6,877	7,268
Education	13,737	9,802	10,770	20,417	1,463	15,195	14,144	9,735	10,866	11,546
Human Health and Social Work Activities	12,817	11,388	11,933	12,620	16,755	14,390	12,794	11,696	12,132	10,166
Arts, Entertainment and Recreation	2,630	5,179	4,045	-	998	998	2,630	4,796	3,883	4,801
Other Service Activities	2,643	2,551	2,595	986	3,504	1,823	2,367	2,630	2,499	8,717
Activities of Extraterritorial Organizations	-	46,894	46,894	110,849	65,070	97,925	110,849	50,630	71,298	51,075
Total	7,536	6,323	6,865	15,321	9,500	14,080	8,048	6,371	7,143	7,692

Table 1.15 b: Estimated Formal Sector Employment Monthly Average Earnings by Industry, QMTS 2019 - 2024

	Q4 2019	Q1 2020	Q4 2020	Q4 2021	Q4 2022	Q4 2023	Q1 2024
Sector/ Economic Activity	Total	Total	Total	Total	Total	Total	Total
Agriculture, Forestry and Fishing	1,807	2,044	2,640	2,375	2,764	2,858	2,880
Mining and Quarrying	17,765	14,074	14,411	19,051	23,065	21,685	22,283
Manufacturing	3,210	3,530	3,675	3,929	5,206	5,453	3,531
Electricity, Gas, & Air Conditioning Supply	4,765	12,697	10,812	11,325	11,198	13,525	13,627
Water Supply and Waste Management	7,778	7,665	8,898	9,692	9,183	11,398	7,318
Construction	4,072	3,296	4,314	4,102	5,742	3,626	4,022
Wholesale, Retail & Sale of Motor Vehicles	2,728	2,468	2,260	3,109	4,038	4,100	3,639
Transport & Storage	9,348	8,484	7,943	7,117	5,402	7,714	7,225
Accommodation and Food Service	1,935	2,034	3,727	3,685	2,967	3,134	2,852
Information and Communication	11,394	11,524	12,366	7,058	13,277	11,412	9,106
Finance and Insurance Activities	8,820	9,512	13,401	14,693	16,098	26,566	19,635
Real Estate Activities	10,023	9,689	11,360	9,019	4,087	11,761	30,845
Professional, Scientific and Technical Activities	9,371	4,872	9,468	8,872	10,504	11,262	10,139
Administrative and Support Service Activities	2,227	2,787	2,310	2,673	2,879	2,891	2,838
Public Administration	5,010	4,871	6,091	6,131	5,745	7,268	6,877
Education	9,069	9,347	8,942	9,259	10,668	11,546	10,866
Human Health and Social Work Activities	7,713	7,093	8,698	8,034	9,006	10,166	12,132
Arts, Entertainment and Recreation	5,657	2,514	7,684	2,986	3,822	4,801	3,883
Other Service Activities	5,638	3,928	5,187	3,258	3,185	8,717	2,499
Activities of Extraterritorial Organizations	14,990	2,990	22,529	37,342	39,225	51,075	71,298
Total	5,495	5,392	6,014	6,299	6,803	7,692	7,143

3.1.2 INFORMAL SECTOR EMPLOYMENT, QMTS Q1 2024

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

Total informal sector employment for QMTS Q1 2024 was recorded at 173, 583 of which 97,246 were males (56.0 percent) and 76,338 (44.0 percent) were females. Informal sector employment accounted for 23.0 percent of Total employment.

3.1.2.1 Informal Sector Employment by Industry and Sex

Table ISE1 presents informal sector employment by industry and sex. The table shows that Wholesale and Retail Trade, constituted the largest share of total informal sector employment recording 54,796 persons (31.6 percent). These were mostly the workers in tuck-shops and street hawkers, (**See Table ISE5**). Construction and Agricultural Activities followed with 15.4 percent (26,762 persons) and 13.6 percent (23,686 persons) respectively. The lowest Informal sector employment was recorded in the Water Supply and Waste Management and Information & Communication. These industries recorded 0.1 percent each, of the total informal sector employment.

Table ISE1: Informal Sector Employment by Industry and Sex, QMTS Q1 2024

Industry	Total Informal Sector Employment			Total	Q3 2023
	Male	Female	Total	Percentage	
Agriculture, Forestry and Fishing	14,571	9,115	23,686	13.6	25,648
Mining and Quarrying	1,161	63	1,224	0.7	1,055
Manufacturing	9,004	8,792	17,796	10.3	24,532
Water Supply and Waste Management	-	239	239	0.1	-
Construction	26,711	50	26,762	15.4	38,761
Wholesale and Retail Trade	19,368	35,429	54,796	31.6	60,182
Transport & Storage	9,212	953	10,165	5.9	12,223
Accommodation and Food Service	4,835	9,624	14,459	8.3	18,555
Information and Communication	235	-	235	0.1	863
Finance and Insurance Activities	188	444	632	0.4	595
Real Estate Activities	698	268	966	0.6	2,217
Professional, Scientific and Technical	1,622	1,018	2,640	1.5	3,331
Administrative and Support Service	3,531	1,500	5,031	2.9	7,061
Education	1,047	337	1,384	0.8	3,378
Human Health and Social Work	1,299	588	1,887	1.1	1,213
Arts, Entertainment and Recreation	1,213	-	1,213	0.7	940
Other Service Activities	2,550	7,917	10,467	6.0	13,950
Total	97,246	76,338	173,583	100.0	214,504

3.1.2.2 Informal Sector Employment by Occupation and Sex

Figure ISE1 and Table ISE2 show that informal sector employment is concentrated in the Service/Sales Occupations category with 26.3 percent (45,597 persons). Craft & Related Trades Workers and Elementary Occupations followed with 24.7 percent and 17.1 percent respectively, (42,889 and 29,714 persons). The proportion of females compared to the males in the Services workers category was the highest, recording 78.3 percent (9,873 males compared to 35,724 females).

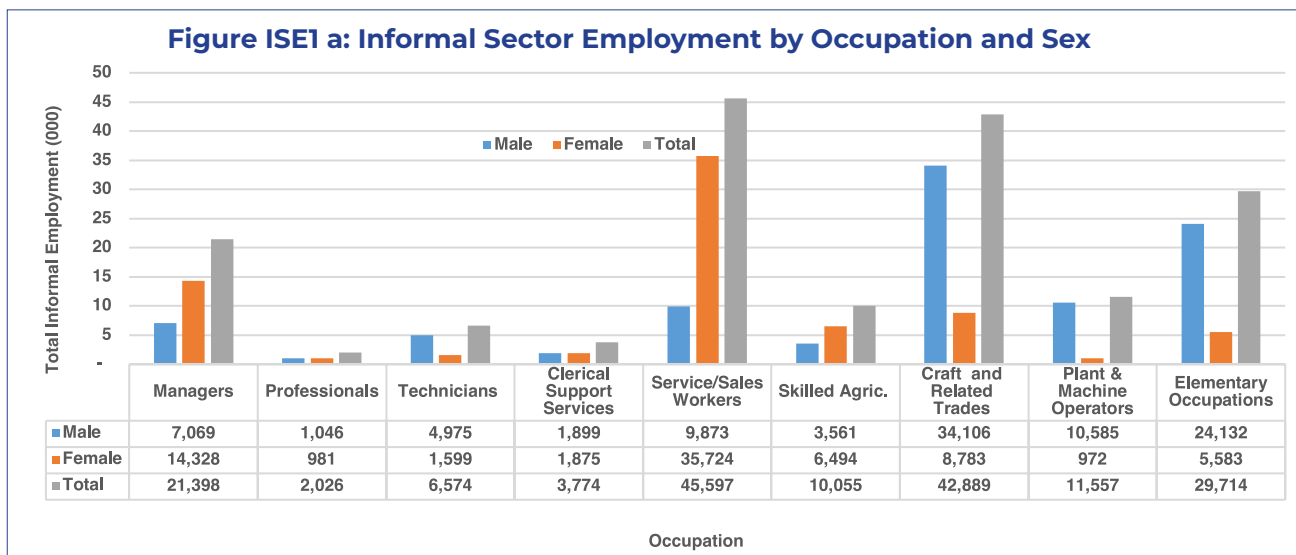


Table ISE2: Informal Sector Employment by Occupation and Sex, QMTS Q1 2024

Occupation	Total Informal Sector Employment			Total Percentage
	Male	Female	Total	
Managers	7,069	14,328	21,398	12.3
Professionals	1,046	981	2,026	1.2
Technicians	4,975	1,599	6,574	3.8
Clerical Support Services	1,899	1,875	3,774	2.2
Service/Sales Workers	9,873	35,724	45,597	26.3
Skilled Agric. and Fishery	3,561	6,494	10,055	5.8
Craft and Related Trades	34,106	8,783	42,889	24.7
Plant & Machine Operators	10,585	972	11,557	6.7
Elementary Occupations	24,132	5,583	29,714	17.1
Total	97,246	76,338	173,583	100.0

3.1.2.3 Informal Sector Employment by District and Sex

Table ISE3 shows that Kweneng East had the highest number of people working in Informal Sector Employment, recording 15.7 percent (27,268 persons), followed by Central Serowe with 10.8 percent (18,759 persons) and Gaborone with 9.1 percent (15,743 persons). Overall, the total number of males in informal sector employment across most districts was greater than their female counterparts.

Table ISE3: Informal Sector Employment by District and Sex, QMTS Q1 2024

District	Total Informal Sector Employment			Total Percentage
	Male	Female	Total	
Gaborone	9,893	5,850	15,743	9.1
Francistown	5,781	3,585	9,365	5.4
Lobatse	1,495	493	1,988	1.1
Selibe Phikwe	2,393	953	3,346	1.9
Orapa	63	418	481	0.3
Jwaneng	281	273	554	0.3
Sowa Town	22	0	22	0.0
Ngwaketse	2,611	1,955	4,567	2.6
Barolong	3,445	1,712	5,157	3.0
Ngwaketse West	694	203	897	0.5
South East	6,363	3,827	10,191	5.9
Kweneng East	15,315	11,953	27,268	15.7
Kweneng West	2,216	1,918	4,134	2.4
Kgatleng	9,679	4,584	14,263	8.2
Central Serowe	9,880	8,879	18,759	10.8
Central Mahalapye	2,833	3,783	6,616	3.8
Central Bobonong	3,006	3,384	6,390	3.7
Central Boteti	2,865	3,885	6,750	3.9
Central Tutume	6,309	6,836	13,146	7.6
North East	2,594	2,433	5,026	2.9
Ngamiland East	3,184	3,234	6,418	3.7
Ngamiland West	2,036	2,149	4,185	2.4
Chobe	1,513	1,467	2,980	1.7
Ghanzi	1,157	1,386	2,543	1.5
Kgalagadi South	223	739	962	0.6
Kgalagadi North	1,393	441	1,834	1.1
Total	97,246	76,338	173,583	100.0

3.1.2.4 Informal Sector Employment by Education and Sex

Persons with Secondary school education as their highest educational attainment recorded the highest percentage (56.0 percent) of persons in informal sector employment, followed by those with primary education at 17.2 percent. The lowest percentage of people in informal sector employment were those having Apprentice and Institute of Health Sciences education, recording 0.1 percent each. (**Table ISE4**)

Table ISE4: Informal Employment by Education and Sex, QMTS Q1 2024

Education	Total Informal Sector Employment			Total Percentage
	Male	Female	Total	
Primary	15,388	14,442	29,830	17.2
Secondary	53,886	43,281	97,167	56.0
Non-formal	138	541	679	0.4
Apprentice	218	0	218	0.1
Brigade	5,571	2,144	7,715	4.4
Technical/Vocational	7,154	4,371	11,525	6.6
Educational College	3386	3,312	6,699	3.9
Institute of Health Sciences	0	226	226	0.1
University	8,791	6,537	15,327	8.8
Never attended	2,714	1,483	4,198	2.4
Total	97,246	76,338	173,583	100.0

3.1.2.5 Informal Sector Employment by Sector/Employer Category and Sex

Informal sector employment by Employer category is shown in **Table ISE5** below. The largest proportion of informal sector employees were recorded in self-employed in household enterprises (Agric. & Non-Agric. Enterprises) with 91,548 persons (52.7 percent), followed by those who worked in the Private Sector with 42,315 persons (24.4 percent).

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

Industry	Private sector	Self-employment In own non-agric. enterprise	Worked in own or household farm	Piece Jobs	Total
Agriculture, Forestry and Fishing	5,644	606	9,972	7,464	23,686
Mining and Quarrying	353	250	-	622	1,224
Manufacturing	2,037	12,367	-	3,392	17,796
Water Supply & Waste Management	-	-	-	239	239
Construction	1,865	3,544	-	21,352	26,762
Wholesale and Retail Trade	11,361	41,382	-	2,053	54,796
Transport & Storage	4,836	4,279	-	1,050	10,165
Accommodation and Food Service	7,263	6,480	-	717	14,459
Information and Communication	-	235	-	-	235
Finance and Insurance Activities	303	188	-	142	632
Real Estate Activities	455	511	-	-	966
Professional, Scientific and Technical	1,486	602	-	552	2,640
Administrative and Support Service	3,075	1,010	-	946	5,031
Education	838	298	-	248	1,384
Human Health and Social Work	205	1,682	-	-	1,887
Arts, Entertainment and Recreation	-	938	-	275	1,213
Other Service Activities	2,594	7,203	-	670	10,467
Total	42,315	81,576	9,972	39,721	173,583
Total Percentage	24.4	47.0	5.7	22.9	100.0

Table ISE5a: Percentage of Informal Sector Employment by Industry and Employer Category, QMTS Q1 2024

Industry	Private sector	Self-employment In own non-agric. enterprise	Worked in own or household farm	Piece Jobs	Total
Agriculture, Forestry and Fishing	13.3	0.7	100.0	18.8	13.6
Mining and Quarrying	0.8	0.3	-	1.6	0.7
Manufacturing	4.8	15.2	-	8.5	10.3
Construction	-	-	-	0.6	0.1
Wholesale & Retail Trade	4.4	4.3	-	53.8	15.4
Transport & Storage	26.8	50.7	-	5.2	31.6
Accommodation and Food Service	11.4	5.2	-	2.6	5.9
Information and Communication	17.2	7.9	-	1.8	8.3
Finance and Insurance	-	0.3	-	-	0.1
Real Estate	0.7	0.2	-	0.4	0.4
Professional, Scientific and Technical	1.1	0.6	-	-	0.6
Administrative and Support Service	3.5	0.7	-	1.4	1.5
Education	7.3	1.2	-	2.4	2.9
Human Health and Social Work	2.0	0.4	-	0.6	0.8
Arts, Entertainment and Recreation	0.5	2.1	-	-	1.1
Other Service Activities	-	1.1	-	0.7	0.7
Households as Employers	6.1	8.8	-	1.7	6.0
Total	100.0	100.0	100.0	100.0	100.0

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

Table ISE6 presents the number of the Wage earners from the Informal Sector Employment. The table shows that most of the wage earners were from the construction industry at 28.3 percent, followed by the Wholesale & Retail Trade and Agricultural Activities with 16.4 percent and 16.0 percent respectively.

Table ISE7 presents the estimated average cash earning for Informal sector employment wage earners by industry. Average earnings were estimated at P2, 551 for males, P2,464 for females and finally, P2,526 for all employees.

At industry level, Human Health and Social Work recorded the highest average earning, with P17,022, followed by Professional, Scientific & Technical Activities recording P5,862. Arts, Entertainment & Recreation Activities recorded the smallest average earning, recording P150.

Table ISE6: Wage Earners in the Informal Sector Employment by Industry and Sex, QMTS Q1 2024

Industry	Total Informal Sector Employment			Total Percentage
	Male	Female	Total	
Agriculture, Forestry and Fishing	10,757	2,351	13,108	16.0
Mining and Quarrying	912	63	975	1.2
Manufacturing	4,018	1,412	5,429	6.6
Water Supply, Sewage, Waste Management & Remediation Activities	-	239	239	0.3
Construction of Buildings	23,167	50	23,217	28.3
Wholesale Trade, except Motor Vehicles and Motor Cycles	5,007	8,408	13,414	16.4
Transport & Storage	5,605	281	5,886	7.2
Accommodation and Food Service Activities	3,212	4,767	7,979	9.7
Finance and Insurance Activities	-	444	444	0.5
Real Estate Activities	455	-	455	0.6
Professional, Scientific and Technical Activities	1,020	1,018	2,038	2.5
Administrative and Support Service Activities	2,822	1,199	4,021	4.9
Education	748	337	1,086	1.3
Human Health and Social Work Activities	205	-	205	0.2
Arts, Entertainment and Recreation	275	-	275	0.3
Other Service Activities	705	2,559	3,264	4.0
Total	58,908	23,128	82,036	100.0

Table ISE7: Estimated Informal Sector Employment Monthly Average Earnings by Industry and Sex, QMTS Q1 2024

Industry	Total Informal Sector Employment		
	Male	Female	Total
Agriculture, Forestry and Fishing	1,734	1,622	1,714
Mining and Quarrying	3,318	9,301	3,704
Manufacturing	1,730	5,765	2,780
Water Supply & Waste Management	-	1,529	1,529
Construction of Buildings	2,992	3,024	2,992
Wholesale and Retail Trade	1,587	1,342	1,434
Transport & Storage	3,250	2,597	3,219
Accommodation and Food Service	1,988	2,976	2,578
Finance and Insurance Activities	-	4,003	4,003
Real Estate Activities	1,902	-	1,902
Professional, Scientific and Technical	4,794	6,931	5,862
Administrative and Support Service	1,942	1,440	1,793
Education	3,307	5,198	3,891
Human Health and Social Work	17,022	-	17,022
Arts, Entertainment and Recreation	150	-	150
Other Service Activities	3,565	2,117	2,430
Total	2,551	2,464	2,526

3.1.2.7 Average Monthly Cash Earnings From Informal Sector Employment by Occupation for Wage Earners

Table ISE8 presents the number of the Wage earners from the Informal Sector Employment by occupation and sex. The table shows that most of the wage earners were engaged in elementary occupations, recording 34.7 percent, followed by the Craft and Related Trades workers with 24.1 percent.

Table ISE9 shows monthly average cash earning by occupation for wage earners. The average earnings for Managers were the highest at P16,572, followed by Professionals and Technicians & Associate Professionals with P10,267 and P4,317 respectively. Elementary occupations average earnings were the lowest at P1,581.

Table ISE8: Wage Earners in the Informal Sector Employment by Industry and Sex, QMTS Q1 2024

Industry	Total Informal Sector Employment			
	Male	Female	Total	Percentage
Managers	257	177	434	0.5
Professionals	821	981	1,802	2.2
Technicians	1,549	962	2,510	3.1
Clerical Support Services	1,899	1,875	3,774	4.6
Service/Sales Workers	5,291	12,478	17,769	21.7
Craft and Related Trades	18,673	1,080	19,753	24.1
Plant & Machine Operators	7,266	300	7,566	9.2
Elementary Occupations	23,152	5,277	28,428	34.7
Total	58,908	23,128	82,036	100.0

Table ISE9: Estimated Informal Sector Employment Monthly Average Earnings by Occupation and Sex, QMTS Q1 2024

Industry	Total Informal Sector Employment		
	Male	Female	Total
Managers	3,163	36,043	16,572
Professionals	11,816	8,971	10,267
Technicians	1,681	8,557	4,317
Clerical Support Services	1,734	2,276	2,004
Service/Sales Workers	2,433	1,595	1,845
Craft and Related Trades	3,126	1,403	3,032
Plant & Machine Operators	3,453	1,498	3,376
Elementary Occupations	1,620	1,409	1,581
Total	2,551	2,464	2,526

3.2.1 FORMAL EMPLOYMENT, QMTS Q1 2024

This section presents information on Formal Employment from the first quarter of 2024 (January to March). The module was administered to individuals aged 15 years and above, who, according to the International Labour Organisation (ILO) are the working age group.

Formal employment or jobs refers to work in which an establishment engages an employee under a working agreement that includes, salary or wages, health benefits, defined work hours and workdays. In general Formal Employment or Jobs include employment which is liable for taxation, pension or gratuity, paid leave, maternity leave, allowances and medical services, among others. Employees under formal employment are supposed to be protected under various schemes like minimum wages act, factories act, among others. Workers are supposed to work a fixed number of hours, if they work more hours they are supposed to be paid overtime or given off days. Questions on establishing the formal employment characteristics were asked to people who were employees or those who are wage earners, not the self-employed.

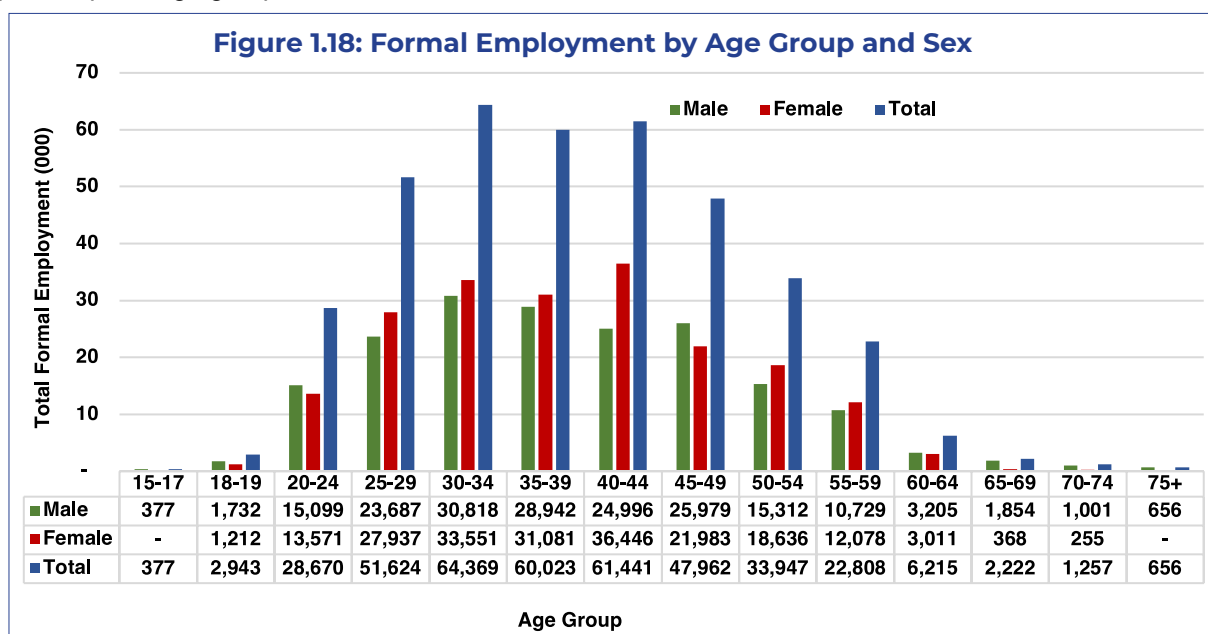
Total formal employment was recorded at 384,515, accounting for 51.0 percent of total employment. Males in formal employment were estimated at 184,386, accounting for 48.0 percent of persons in formal employment, with females accounting for 52.0 percent at 200,129 (see Table 1.16a).

3.2.1.1 Formal Employment by Industry, Citizenship and Sex

Table 1.16a and Table 1.16b present formal employment by citizenship. The tables show that out of the 384,515 persons in formal employment, 16,493 were non-citizens, (4.3 percent), while 368,023 were citizens, (95.7 percent). At the industry level, Agriculture had most non-citizens employees, recording 29.5 percent (4,872 persons), followed by Wholesale & Retail Trade and Households as Employers Activities with 14.3 percent (2,355 persons) and 14.1 percent (2,325 persons) respectively.

3.2.1.2 Formal employment by Age Group and Sex

Figure 1.18 shows that formal employment is concentrated in the ages 30 -34 years with 16.7 percent (64,369 persons). The 45-49 and 35-39 years age groups followed with 16.0 percent and 16.1 percent respectively, (61,449 and 60,023 persons). Age groups 25-29 and 45-49 recorded 14.0 (51,624 persons) and 11.0 (47,962 persons) percent respectively. The figure shows that there were more female formal employees than male formal employees in all age groups except for age groups 20-24, 45-49 and 60-64.



3.2.1.3 Formal Employment by District and Sex

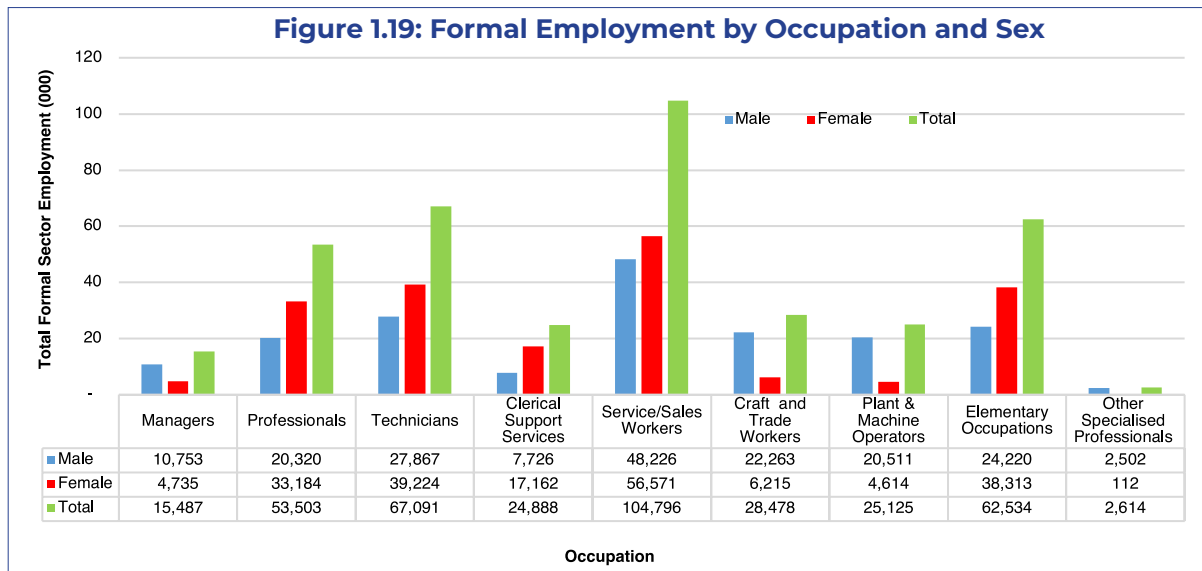
Table 1.18 shows that Gaborone had the highest number of people working in Formal Employment, recording 21.6 percent (83,038 persons), followed by Kweneng East with 11.8 percent (45,358 persons) and Central Serowe with 7.7 percent (29,598 persons). Overall, the number of females in formal employment was higher than that of males, accounting for 52.0 percent of total formal employment.

3.2.1.4 Formal Employment by Education Level

The highest percentage (41.8 percent) of people in Formal Employment reportedly had secondary school education as their highest educational attainment, followed by those with University education at 29.9 percent. A small percentage (0.8 and 0.2 percent) of people in Formal Employment had apprenticeship and Non-formal education, respectively. See **Table 1.19a** and **1.19b**

3.2.1.5 Formal Employment by Occupation

Figure 1.19, **Table 1.20a** and **Table 1.20b** show formal employment by occupations. The largest proportion of formal employees are found in the Service/Sales Workers occupations with 104,796 persons (27.3 percent), followed by the Technicians with 67,091 persons (17.4 percent) and Elementary Occupations at 62,534 persons (16.3 percent).



3.2.1.6 Formal Employment by Industry

Table 1.21 presents Formal Employment by Industry. Overall, Public Administration had the largest portion of employment at 20.5 percent (78,861 persons), followed by Education with 15.3 percent (58,942) and Wholesale, Retail & Sale of Motor Vehicles with 13.5 percent (51,977). Administrative & Support Service accounted for 11.2 percent (43,254 persons) of total formal employment.

Within industries, Households as Employers activities employed more females, accounting for 86.9 percent of formally employed persons in the industry, followed by Arts, Entertainment and Recreation with 78.8 percent. Mining & Quarrying and Transport & Storage employed the lowest proportion of females, recording 14.1 percent and 15.7 percent of female employees respectively.

3.2.1.7 Monthly average cash earnings from Formal Employment by Industry

Table 1.22 presents estimated average monthly cash earning for formal employment by industry and citizenship (both Citizens and Non – citizens). The average monthly cash earnings for citizens were estimated at P8,781, for non-citizen

at P17,180 and P8,149 for all employees. Overall, monthly average cash earning for males in formal employment were estimated at P9,893 and P8,450 for females.

Table 1.23 shows Industry by the range of monthly earnings for formal employment. The table shows that 30.2 percent of persons in formal employment earned in the range, P2,001 – P4,000, followed by 26.0 and 19.3 percent who were earning in the ranges of P10,001 – P30, 000 and P4,001 – P10, 000, respectively.

3.2.1.8 Monthly Cash Earnings From Formal Employment by occupation

Table 1.24 presents monthly average cash earnings by occupation. The average earnings for Professionals were the highest, recording an estimated average of P22, 879, followed by Managers and Technicians at P19,979 and P13,598, respectively. Elementary occupations average earnings were the lowest at P2,348.

Tables 1.25 and **1.26** shows occupation by the range of monthly earnings for formal employees. The tables show that most of the employees in formal employment (64.4 percent), who were earning between P500 and 1000, were working as Service/Sales Workers. Among the group of employees who were earning between P30, 001 and P2000, 000, 65.8 percent of them were Professionals, followed by managers at 20.3 percent within the group.

Table 1.16a: Estimated Formal Employment by Industry and Citizenship, QMTS Q1 2024

Sector/ Economic Activity	Citizens			Non-Citizens			All Employees			Q3 2023 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Agriculture, Forestry and Fishing	4,856	4,110	8,967	3,793	1,079	4,872	8,649	5,189	13,838	11,701
Mining and Quarrying	7,573	1,246	8,819	-	-	-	7,573	1,246	8,819	10,276
Manufacturing	11,496	10,502	21,998	756	-	756	12,252	10,502	22,754	27,893
Electricity, Gas, & Air Supply	1,817	462	2,280	-	-	-	1,817	462	2,280	3,440
Water Supply and Waste Management	2,686	2,241	4,927	-	-	-	2,686	2,241	4,927	5,731
Construction	9,663	2,102	11,765	336	-	336	9,999	2,102	12,101	14,050
Wholesale, Retail & Sale of motor vehicles	25,372	24,250	49,622	2,140	215	2,355	27,511	24,465	51,977	53,027
Transport & Storage	6,123	1,203	7,326	357	-	357	6,480	1,203	7,683	8,260
Accommodation and Food Service	6,994	10,834	17,828	354	-	354	7,348	10,834	18,181	18,532
Information and Communication	1,755	3,440	5,194	-	-	-	1,755	3,440	5,194	5,731
Finance and Insurance Activities	4,175	4,070	8,245	-	-	-	4,175	4,070	8,245	7,717
Real Estate Activities	430	-	430	155	-	155	585	-	585	1164
Professional, Scientific and Technical	3,314	4,482	7,796	604	-	604	3,918	4,482	8,400	8,576
Administrative and Support Service	23,343	19,576	42,919	335	-	335	23,678	19,576	43,254	39,722
Public Administration and Defense	36,083	42,328	78,411	450	-	450	36,533	42,328	78,861	77,535
Education	15,628	42,312	57,940	836	166	1,002	16,464	42,478	58,942	57,201
Human Health and Social Work	9,433	15,244	24,676	1,001	833	1,835	10,434	16,077	26,511	25,749
Arts, Entertainment and Recreation	353	1,309	1,662	-	-	-	353	1,309	1,662	1,439
Other Service Activities	926	2,412	3,338	-	-	-	926	2,412	3,338	3,185
Households as Employers	170	2,883	3,053	536	1,789	2,325	706	4,672	5,378	4,794
Activities of Extraterritorial Organizations	-	827	827	544	214	758	544	1,041	1,585	897
Total	172,190	195,833	368,023	12,196	4,296	16,493	184,386	200,129	384,515	386,621

Table 1.16b: Percentage of Formal Employment by Industry and Citizenship, QMTS Q1 2024

Sector/ Economic Activity	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	2.8	2.1	2.4	31.1	25.1	29.5	4.7	2.6	3.6
Mining and Quarrying	4.4	0.6	2.4	-	-	-	4.1	0.6	2.3
Manufacturing	6.7	5.4	6.0	6.2	-	4.6	6.6	5.2	5.9
Electricity, Gas, & Air Conditioning Supply	1.1	0.2	0.6	-	-	-	1.0	0.2	0.6
Water Supply and Waste Management	1.6	1.1	1.3	-	-	-	1.5	1.1	1.3
Construction	5.6	1.1	3.2	2.8	-	2.0	5.4	1.1	3.1
Wholesale, Retail & Sale of motor vehicles	14.7	12.4	13.5	17.5	5.0	14.3	14.9	12.2	13.5
Transport & Storage	3.6	0.6	2.0	2.9	-	2.2	3.5	0.6	2.0
Accommodation and Food Service	4.1	5.5	4.8	2.9	-	2.1	4.0	5.4	4.7
Information and Communication	1.0	1.8	1.4	-	-	-	1.0	1.7	1.4
Finance and Insurance Activities	2.4	2.1	2.2	-	-	-	2.3	2.0	2.1
Real Estate Activities	0.2	-	0.1	1.3	-	0.9	0.3	-	0.2
Professional, Scientific and Technical Activities	1.9	2.3	2.1	5.0	-	3.7	2.1	2.2	2.2
Administrative and Support Service Activities	13.6	10.0	11.7	2.7	-	2.0	12.8	9.8	11.2
Public Administration	21.0	21.6	21.3	3.7	-	2.7	19.8	21.2	20.5
Education	9.1	21.6	15.7	6.9	3.9	6.1	8.9	21.2	15.3
Human Health and Social Work Activities	5.5	7.8	6.7	8.2	19.4	11.1	5.7	8.0	6.9
Arts, Entertainment and Recreation	0.2	0.7	0.5	-	-	-	0.2	0.7	0.4
Other Service Activities	0.5	1.2	0.9	-	-	-	0.5	1.2	0.9
Households as Employers	0.1	1.5	0.8	4.4	41.6	14.1	0.4	2.3	1.4
Activities of Extraterritorial Organizations	-	0.4	0.2	4.5	5.0	4.6	0.3	0.5	0.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 1.16 c: Formal Employment by Industry, QMTS 2019 - 2024

Sector/ Economic Activity	Q4 2019	Q4 2020	Q4 2021	Q4 2022	Q3 2023	Q1 2024
	Total	Total	Total	Total	Total	Total
Agriculture, Forestry and Fishing	9,634	10,572	12,435	22,987	11,701	13,838
Mining and Quarrying	8,141	7,031	11,582	12,737	10,276	8,819
Manufacturing	26,905	27,823	33,068	28,266	27,893	22,754
Electricity, Gas, & Air Supply	2,164	1,622	2,427	3,350	3,440	2,280
Water Supply and Waste Management	6,816	7,282	5,361	4,371	5,731	4,927
Construction	18,227	16,483	13,962	16,489	14,050	12,101
Wholesale, Retail & Sale of motor vehicles	53,096	59,035	61,307	54,132	53,027	51,977
Transport & Storage	12,913	11,111	13,233	8,565	8,260	7,683
Accommodation and Food Service	13,856	18,133	16,333	18,044	18,532	18,181
Information and Communication	4,271	4,407	4,785	5,563	5,731	5,194
Finance and Insurance Activities	9,572	9,201	9,431	8,018	7,717	8,245
Real Estate Activities	1,394	562	2,877	932	1164	585
Professional, Scientific and Technical	8,317	7,055	8,535	11,398	8,576	8,400
Administrative and Support Service	42,077	40,940	43,061	37,522	39,722	43,254
Public Administration	68,787	77,272	60,773	72,462	77,535	78,861
Education	52,792	60,398	60,561	48,947	57,201	58,942
Human Health and Social Work Activities	22,128	19,105	24,822	24,680	25,749	26,511
Arts, Entertainment and Recreation	3,365	2,829	2,490	2,245	1,439	1,662
Other Service Activities	4,976	3,575	2,880	2,400	3,185	3,338
Households as Employers	3,971	1,954	3,818	6,138	4,794	5,378
Activities of Extraterritorial Organizations	244	1,347	704	1,167	897	1,585
Total	373,644	387,735	394,446	390,413	386,621	384,515

Table 1.17a: Formal Employment by Age Group and Sex, QMTS Q1 2024

Age	Citizens			Non-Citizens			All Employees			Q3 2023 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
15-17	377	-	377	-	-	-	377	-	377	232
18-19	1,446	1,212	2,657	286	-	286	1,732	1,212	2,943	2,975
20-24	14,322	13,279	27,601	777	292	1,069	15,099	13,571	28,670	29,727
25-29	22,368	27,682	50,050	1,319	255	1,574	23,687	27,937	51,624	49,377
30-34	29,343	32,279	61,622	1,475	1,272	2,747	30,818	33,551	64,369	65,582
35-39	26,467	30,915	57,382	2,475	166	2,641	28,942	31,081	60,023	63,017
40-44	24,374	35,781	60,154	622	665	1,287	24,996	36,446	61,441	62,188
45-49	24,282	21,892	46,174	1,697	91	1,788	25,979	21,983	47,962	43,728
50-54	14,598	17,808	32,405	714	828	1,542	15,312	18,636	33,947	33,880
55-59	9,089	11,908	20,998	1,640	170	1,810	10,729	12,078	22,808	22,349
60-64	2,652	2,709	5,361	553	302	854	3,205	3,011	6,215	8,229
65-69	1,393	368	1,761	461	-	461	1,854	368	2,222	2,086
70-74	823	-	823	178	255	434	1,001	255	1,257	1,648
75+	656	-	656	-	-	-	656	-	656	1,600
Total	172,190	195,833	368,023	12,196	4,296	16,493	184,386	200,129	384,516	386,621

Table 1.17b: Percentage of Formal Employment by Age Group and Sex, QMTS Q1 2024

Age	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	0.2	-	0.1	-	-	-	0.2	-	0.1
18-19	0.8	0.6	0.7	2.3	-	1.7	0.9	0.6	0.8
20-24	8.3	6.8	7.5	6.4	6.8	6.5	8.2	6.8	7.5
25-29	13.0	14.1	13.6	10.8	5.9	9.5	12.8	14.0	13.4
30-34	17.0	16.5	16.7	12.1	29.6	16.7	16.7	16.8	16.7
35-39	15.4	15.8	15.6	20.3	3.9	16.0	15.7	15.5	15.6
40-44	14.2	18.3	16.3	5.1	15.5	7.8	13.6	18.2	16.0
45-49	14.1	11.2	12.5	13.9	2.1	10.8	14.1	11.0	12.5
50-54	8.5	9.1	8.8	5.9	19.3	9.3	8.3	9.3	8.8
55-59	5.3	6.1	5.7	13.4	4.0	11.0	5.8	6.0	5.9
60-64	1.5	1.4	1.5	4.5	7.0	5.2	1.7	1.5	1.6
65-69	0.8	0.2	0.5	3.8	-	2.8	1.0	0.2	0.6
70-74	0.5	-	0.2	1.5	5.9	2.6	0.5	0.1	0.3
75+	0.4	-	0.2	-	-	-	0.4	-	0.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 1.18: Formal Sector Employment by District and Sex, QMTS Q1 2024

District	All Employees			All Employees			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Gaborone	40,214	42,824	83,038	21.8	21.4	21.6	48.4	51.6	100.0
Francistown	11,904	8,372	20,276	6.5	4.2	5.3	58.7	41.3	100.0
Lobatse	3,371	2,529	5,899	1.8	1.3	1.5	57.1	42.9	100.0
Selibe Phikwe	3,618	2,442	6,060	2.0	1.2	1.6	59.7	40.3	100.0
Orapa	1,900	1,275	3,176	1.0	0.6	0.8	59.8	40.1	100.0
Jwaneng	3,491	2,731	6,222	1.9	1.4	1.6	56.1	43.9	100.0
Sowa Town	563	617	1,181	0.3	0.3	0.3	47.7	52.2	100.0
Ngwaketse	6,674	5,887	12,562	3.6	2.9	3.3	53.1	46.9	100.0
Barolong	4,473	5,711	10,184	2.4	2.9	2.6	43.9	56.1	100.0
Ngwaketse West	1,480	1,177	2,657	0.8	0.6	0.7	55.7	44.3	100.0
South East	12,444	15,246	27,691	6.7	7.6	7.2	44.9	55.1	100.0
Kweneng East	17,412	27,947	45,358	9.4	14.0	11.8	38.4	61.6	100.0
Kweneng West	3,197	3,795	6,993	1.7	1.9	1.8	45.7	54.3	100.0
Kgatleng	10,200	10,806	21,006	5.5	5.4	5.5	48.6	51.4	100.0
Central Serowe	14,057	15,541	29,598	7.6	7.8	7.7	47.5	52.5	100.0
Central Mahalapye	8,058	5,420	13,478	4.4	2.7	3.5	59.8	40.2	100.0
Central Bobonong	3,191	5,537	8,728	1.7	2.8	2.3	36.6	63.4	100.0
Central Boteti	3,959	5,104	9,064	2.1	2.6	2.4	43.7	56.3	100.0
Central Tutume	7,820	7,936	15,756	4.2	4.0	4.1	49.6	50.4	100.0
North East	5,260	6,799	12,060	2.9	3.4	3.1	43.6	56.4	100.0
Ngamiland East	7,463	7,215	14,677	4.0	3.6	3.8	50.8	49.2	100.0
Ngamiland West	3,012	4,756	7,769	1.6	2.4	2.0	38.8	61.2	100.0
Chobe	4,120	4,681	8,801	2.2	2.3	2.3	46.8	53.2	100.0
Ghanzi	1,990	1,675	3,665	1.1	0.8	1.0	54.3	45.7	100.0
Kgalagadi South	2,535	2,660	5,196	1.4	1.3	1.4	48.8	51.2	100.0
Kgalagadi North	1,979	1,443	3,422	1.1	0.7	0.9	57.8	42.2	100.0
Total	184,386	200,129	384,515	100.0	100.0	100.0	48.0	52.0	100.0

Table 1.19a: Estimated Formal Employment by Education/Training Level and Sex, QMTS Q1 2024

School Attendance	Citizens			Non-Citizens			All Employees			Q3 2023 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Primary	8,385	8,607	16,992	1,007	163	1,169	9,392	8,770	18,161	22,741
Secondary	75,102	80,337	155,439	2,986	2,294	5,280	78,088	82,631	160,719	153,696
Non-formal	238	441	679	-	-	-	238	441	679	1,160
Apprentice	2,149	773	2,922	-	-	-	2,149	773	2,922	12,683
Brigade	8,945	3,428	12,372	55	-	56	9,000	3,428	12,428	28,072
Technical/Vocational	16,408	8,644	25,052	897	169	1,067	17,305	8,813	26,119	43,272
Educational College	13,246	23,524	36,770	702	130	832	13,948	23,654	37,602	7,011
Institute of Health Sciences	3,782	2,380	6,162	-	431	431	3,782	2,811	6,593	112,483
University	40,712	67,013	107,725	6,186	1,108	7,294	46,898	68,121	115,019	5,351
Never Attended	3,224	686	3,910	363	-	363	3,587	686	4,273	153
Total	172,190	195,833	368,023	12,196	4,296	16,492	184,386	200,129	384,515	386,621

Table 1.19b: Percentage of Estimated Formal Employment by Education/Training Level and Sex, QMTS Q1 2024

School Attendance	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Primary	4.9	4.4	4.6	8.3	3.8	7.1	5.1	4.4	4.7
Secondary	43.6	41.0	42.2	24.5	53.4	32.0	42.4	41.3	41.8
Non-formal	0.1	0.2	0.2	-	-	-	0.1	0.2	0.2
Apprentice	1.2	0.4	0.8	-	-	-	1.2	0.4	0.8
Brigade	5.2	1.8	3.4	0.5	-	0.3	4.9	1.7	3.2
Technical/Vocational	9.5	4.4	6.8	7.4	3.9	6.5	9.4	4.4	6.8
Educational College	7.7	12.0	10.0	5.8	3.0	5.0	7.6	11.8	9.8
Institute of Health Sciences	2.2	1.2	1.7	-	10.0	2.6	2.1	1.4	1.7
University	23.6	34.2	29.3	50.7	25.8	44.2	25.4	34.0	29.9
Never attended	1.9	0.4	1.1	3.0	-	2.2	1.9	0.3	1.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 1.20a: Estimated Formal Employment by Occupation, Citizenship & Sex, QMTS Q1 2024

Occupation	Citizens			Non-Citizens			All Employees			Q3 2023 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Managers	8,192	4,408	12,600	2,561	327	2,887	10,753	4,735	15,487	20,861
Professionals	17,273	32,568	49,840	3,047	616	3,663	20,320	33,184	53,503	58,582
Technicians and Associate Professionals	27,372	38,626	65,998	495	598	1,093	27,867	39,224	67,091	62,488
Clerical Support Services	7,726	17,162	24,888	-	-	-	7,726	17,162	24,888	24,573
Service/Sales Workers	48,085	56,146	104,230	141	425	566	48,226	56,571	104,796	109,336
Craft and Related Trades Workers	21,164	6,215	27,379	1,099	-	1,099	22,263	6,215	28,478	24,789
Plant & Machine Operators	19,898	4,614	24,512	613	-	613	20,511	4,614	25,125	25,524
Elementary Occupations	19,979	35,982	55,962	4,241	2,331	6,572	24,220	38,313	62,534	56,862
Other	2,502	112	2,614	-	-	-	2,502	112	2,614	3,606
Total	172,190	195,833	368,023	12,196	4,296	16,493	184,386	200,129	384,516	386,621

Table 1.20b: Percentage of Estimated Formal Employment by Occupation, Citizenship & Sex, QMTS Q1 2024

Occupation	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers	4.8	2.3	3.4	21.0	7.6	17.5	5.8	2.4	4.0
Professionals	10.0	16.6	13.5	25.0	14.3	22.2	11.0	16.6	13.9
Technicians and Associate Professionals	15.9	19.7	17.9	4.1	13.9	6.6	15.1	19.6	17.4
Clerical Support Services	4.5	8.8	6.8	-	-	-	4.2	8.6	6.5
Service/Sales Workers	27.9	28.7	28.3	1.2	9.9	3.4	26.2	28.3	27.3
Craft and Related Trades Workers	12.3	3.2	7.4	9.0	-	6.7	12.1	3.1	7.4
Plant & Machine Operators	11.6	2.4	6.7	5.0	-	3.7	11.1	2.3	6.5
Elementary Occupations	11.6	18.4	15.2	34.8	54.3	39.8	13.1	19.1	16.3
Other	1.5	0.1	0.7	-	-	-	1.4	0.1	0.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 1.21: Estimated Formal Employment by Industry & Sex, QMTS Q1 2024

Sector/ Economic Activity	All Employees			All Employees			All Employees		
	Male	Female	Total	Male	Female	Total	Male		Total
Agriculture, Forestry and Fishing	8,649	5,189	13,838	4.7	2.6	3.6	62.5	37.5	100.0
Mining and Quarrying	7,573	1,246	8,819	4.1	0.6	2.3	85.9	14.1	100.0
Manufacturing	12,252	10,502	22,754	6.6	5.2	5.9	53.8	46.2	100.0
Electricity, Gas, & Air Supply	1,817	462	2,280	1.0	0.2	0.6	79.7	20.3	100.0
Water Supply and Waste Management	2,686	2,241	4,927	1.5	1.1	1.3	54.5	45.5	100.0
Construction of Buildings	9,999	2,102	12,101	5.4	1.1	3.1	82.6	17.4	100.0
Wholesale, Retail & Sale of motor vehicles	27,511	24,465	51,977	14.9	12.2	13.5	52.9	47.1	100.0
Transport & Storage	6,480	1,203	7,683	3.5	0.6	2.0	84.3	15.7	100.0
Accommodation and Food Service	7,348	10,834	18,181	4.0	5.4	4.7	40.4	59.6	100.0
Information and Communication	1,755	3,440	5,194	1.0	1.7	1.4	33.8	66.2	100.0
Finance and Insurance Activities	4,175	4,070	8,245	2.3	2.0	2.1	50.6	49.4	100.0
Real Estate Activities	585	0	585	0.3	-	0.2	100.0	-	100.0
Professional, Scientific and Technical	3,918	4,482	8,400	2.1	2.2	2.2	46.6	53.4	100.0
Administrative and Support Service	23,678	19,576	43,254	12.8	9.8	11.2	54.7	45.3	100.0
Public Administration and Defense	36,533	42,328	78,861	19.8	21.2	20.5	46.3	53.7	100.0
Education	16,464	42,478	58,942	8.9	21.2	15.3	27.9	72.1	100.0
Human Health and Social Work Activities	10,434	16,077	26,511	5.7	8.0	6.9	39.4	60.6	100.0
Arts, Entertainment and Recreation	353	1,309	1,662	0.2	0.7	0.4	21.2	78.8	100.0
Other Service Activities	926	2,412	3,338	0.5	1.2	0.9	27.7	72.3	100.0
Households as Employers	706	4,672	5,378	0.4	2.3	1.4	13.1	86.9	100.0
Activities of Extraterritorial Organizations	544	1,041	1,585	0.3	0.5	0.4	34.3	65.7	100.0
Total	184,386	200,129	384,515	100.0	100.0	100.0	48.0	52.0	100.0

Table 1.22: Estimated Formal Employment Monthly Average Earnings by Industry, Citizenship & Sex, QMTS Q1 2024

Sector/ Economic Activity	All Employees			All Employees			All Employees			Q3 2023 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Agriculture, Forestry and Fishing	2,653	2,913	2,772	3,298	3,582	3,361	2,936	3,052	2,980	2,750
Mining and Quarrying	22,545	19,567	22,124	-	-	-	22,545	19,567	22,124	22,532
Manufacturing	3,873	4,032	3,949	15,548	-	15,548	4,593	4,032	4,334	5,599
Electricity & Gas Supply	12,939	18,369	14,033	-	-	-	12,939	18,369	14,033	14,168
Water Supply and Waste Management	9,587	9,201	9,411	-	-	-	9,587	9,201	9,411	11,967
Construction	5,610	3,899	5,304	3,990	-	3,990	5,555	3,899	5,267	3,658
Wholesale, Retail & Sale of motor vehicles	4,099	2,909	3,517	20,952	-	19,952	5,410	2,971	4,262	4,165
Transport & Storage	6,261	14,305	7,582	25,534	-	25,534	7,323	14,305	8,416	8,011
Accommodation and Food Service	3,080	3,599	3,396	9,470	-	9,470	3,388	3,599	3,514	3,071
Information and Communication	11,096	9,606	10,111	-	-	-	11,096	9,606	10,111	11,148
Finance and Insurance Activities	29,254	14,316	21,880	-	-	-	29,254	14,316	21,880	28,369
Real Estate Activities	9,532	-	9,532	80,206	-	-	28,258	-	28,258	11,761
Professional, Scientific and Technical	11,695	8,556	9,890	42,898	-	-	16,505	8,556	12,264	11,899
Administrative and Support Service s	3,169	2,448	2,840	14,996	-	14,996	3,336	2,448	2,934	2,933
Public Administration	13,093	12,052	12,531	28,536	-	28,536	13,284	12,052	12,623	12,888
Education	14,176	11,315	12,087	25,497	3,499	21,852	14,751	11,285	12,253	12,278
Human Health and Social Work Activities	13,640	12,078	12,676	20,393	20,053	-	14,288	12,491	13,198	10,857
Arts, Entertainment and Recreation	4,966	3,932	4,152	-	-	-	4,966	3,932	4,152	5,866
Other Service Activities	3,190	2,736	2,862	-	-	-	3,190	2,736	2,862	11,653
Households as Employers	2,794	2,131	2,168	2,279	2,099	2,141	2,403	2,119	2,156	1,953
Activities of Extraterritorial Organizations	-	46,894	46,894	110,849	65,070	97,925	110,849	50,630	71,298	51,075
Total	9,186	8,426	8,781	19,873	9,539	17,180	9,893	8,450	9,142	9,129

Table 1.22 b: Estimated Formal Employment Monthly Average Earnings by Industry, QMTS 2019 - 2024

Sector/ Economic Activity	Q4 2019	Q4 2020	Q4 2021	Q4 2022	Q3 2023	Q1 2024
	Total	Total	Total	Total	Total	Total
Agriculture, Forestry and Fishing	2,105	2,550	2,438	1,987	2,750	2,980
Mining and Quarrying	17,765	15,653	18,673	20,387	22,532	22,124
Manufacturing	3,733	3,827	4,031	5,316	5,599	4,334
Electricity, Gas, & Air Supply	4,765	9,589	11,325	11,913	14,168	14,033
Water Supply and Waste Management	7,734	8,898	9,677	8,385	11,967	9,411
Construction of Buildings	5,314	4,601	4,450	5,932	3,658	5,267
Wholesale, Retail & Sale of motor vehicles	3,056	2,237	3,136	4,354	4,165	4,262
Transport & Storage	10,822	7,799	6,587	5,450	8,011	8,416
Accommodation and Food Service	2,381	3,660	3,500	2,931	3,071	3,514
Information and Communication	11,939	12,437	8,287	14,774	11,148	10,111
Finance and Insurance Activities	9,212	14,520	15,451	16,856	28,369	21,880
Real Estate Activities	10,820	11,360	8,158	4,693	11,761	28,258
Professional, Scientific and Technical	10,979	10,188	8,700	11,662	11,899	12,264
Administrative and Support Service	2,516	2,311	2,562	2,910	2,933	2,934
Public Administration and Defense	9,954	9,866	10,825	9,906	12,888	12,623
Education	10,679	10,315	11,000	11,875	12,278	12,253
Human Health and Social Work Activities	9,150	9,445	8,912	9,882	10,857	13,198
Arts, Entertainment and Recreation	5,136	7,684	3,204	4,273	5,866	4,152
Other Service Activities	6,365	6,772	5,519	3,875	11,653	2,862
Households as Employers	1,442	1,447	1,800	1,539	1,953	2,156
Activities of Extraterritorial Organizations	14,990	22,529	34,714	41,522	51,075	71,298
Total	7,015	6,940	7,230	7,809	9,129	9,142

Table 1.23: Estimated Formal Employment by Industry & Range of Earnings, QMTS Q1 2024

Sector/ Economic Activity	Gross Salary						Total
	501-1000	1001-2000	2001-4000	4001-10000	10001-30000	30001-200000	
Agriculture, Forestry and Fishing	307	7,012	4,981	1,205	203	129	13,838
Mining and Quarrying	-	-	253	2,652	4,408	1,506	8,819
Manufacturing	202	7,235	9,824	3,596	1,897	-	22,754
Electricity & Gas Supply	-	-	308	932	1,040	-	2,280
Water Supply and Waste Management	-	202	688	1,899	2,138	-	4,927
Construction	273	2,231	6,241	2,469	493	395	12,101
Wholesale, Retail & Sale of motor vehicles	208	23,649	16,521	8,007	3,101	490	51,977
Transport & Storage	-	1,080	2,238	2,461	1,644	260	7,683
Accommodation and Food Service	48	7,648	7,590	2,176	541	177	18,181
Information and Communication	-	397	761	2,109	1,927	-	5,194
Finance and Insurance Activities	-	242	1,605	2,418	2,371	1,608	8,245
Real Estate Activities	-	224	-	-	205	155	585
Professional, Scientific and Technical	22	454	3,336	1,162	2,702	725	8,400
Administrative and Support Service s	-	12,134	26,792	3,395	934	-	43,254
Public Administration	926	2,144	13,813	20,519	37,184	4,274	78,861
Education	3,277	3,096	11,524	11,019	27,490	2,536	58,942
Human Health and Social Work Activities	223	925	5,432	6,911	11,117	1,902	26,511
Arts, Entertainment and Recreation	88	506	426	642	-	-	1,662
Other Service Activities	-	826	1,973	539	-	-	3,338
Households as Employers	-	3,525	1,853	-	-	-	5,378
Activities of Extraterritorial Organizations	-	-	-	-	388	1,197	1,585
Total	5,574	73,530	116,159	74,114	99,784	15,354	384,515
Percentage Total	1.4	19.1	30.2	19.3	26.0	4.0	100.0

Table 1.24: Estimated Formal Employment Monthly Average Earnings by Occupation, Citizenship & Sex, QMTS Q1 2024

Occupation	Citizens			Non-Citizens			All Employees			Q3 2023 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Managers	16,648	22,419	18,667	27,680	9,987	25,686	19,275	21,560	19,975	22,793
Professionals	24,616	19,559	21,312	46,169	34,397	44,189	27,848	19,835	22,879	20,010
Technicians and Associate Professionals	14,786	12,710	13,571	13,462	16,759	15,266	14,762	12,771	13,598	13,955
Clerical Support Services	6,259	4,844	5,283	-	-	-	6,259	4,844	5,283	5,157
Service/Sales Workers	4,904	3,780	4,299	20,009	6,395	9,787	4,948	3,800	4,328	3,993
Craft and Related Trades Workers	5,755	3,479	5,239	6,428	-	6,428	5,789	3,479	5,285	5,410
Plant & Machine Operators	6,052	3,664	5,603	8,689	-	8,689	6,131	3,664	5,678	5,327
Elementary Occupations	2,384	2,404	2,397	2,105	1,625	1,935	2,335	2,357	2,348	2,147
Other	16,568	25,591	16,955	-	-	-	16,568	25,591	16,955	15,053
Total	9,186	8,426	8,781	19,873	9,539	17,180	9,893	8,450	9,142	9,129

Table 1.25: Estimated Formal Employment by Occupation & Range of Average Earnings, QMTS Q1 2024

Occupation	501-1000	1001-2000	2001-4000	4001-10000	10001-30000	30001-200000	Total
Managers	-	-	1,410	5,422	5,535	3,120	15,487
Professionals	273	551	1,894	6,270	34,412	10,103	53,503
Technicians and Associate Professionals	-	2,443	9,344	16,128	37,581	1,595	67,091
Clerical Support Services	850	3,278	9,425	8,893	2,237	204	24,888
Service/Sales Workers	3,587	23,079	50,713	15,718	11,699	-	104,796
Craft and Related Trades Workers	-	6,392	10,493	8,727	2,596	269	28,477
Plant & Machine Operators	202	3,151	9,015	9,567	3,128	63	25,125
Elementary Occupations	663	34,635	23,864	3,125	247	-	62,533
Other	-	-	-	265	2,349	-	2,614
Total	5,574	73,530	116,159	74,114	99,784	15,354	384,515

Table 1.26: Percentage of Estimated Formal Employment Earnings by Occupation & Range of Earnings, QMTS Q1 2024

Occupation	501-1000	1001-2000	2001-4000	4001-10000	10001-30000	30001-200000	Total
Managers	-	-	1.2	7.3	5.5	20.3	4.0
Professionals	4.9	0.7	1.6	8.5	34.5	65.8	13.9
Technicians and Associate Professionals	-	3.3	8.0	21.8	37.7	10.4	17.4
Clerical Support Services	15.2	4.5	8.1	12.0	2.2	1.3	6.5
Service/Sales Workers	64.4	31.4	43.7	21.2	11.7	-	27.3
Skilled Agric. Forestry and Fishery Workers	-	8.7	9.0	11.8	2.6	1.8	7.4
Craft and Related Trades Workers	3.6	4.3	7.8	12.9	3.1	0.4	6.5
Plant & Machine Operators	11.9	47.1	20.5	4.2	0.2	-	16.3
Elementary Occupations	-	-	-	0.4	2.4	-	0.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

3.2.2 INFORMAL EMPLOYMENT, QMTS Q1 2024

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

Total informal employment for QMTS Q1 2024 was recorded at 257,289. This accounts for (34.1 percent of total employment. Males accounted for 52.4 percent of Informal employment at 134,942, with females making up the remaining 47.6 percent at 122,348.

3.2.2.1 Informal Employment by Industry and Sex

Table IE1 presents informal employment by industry and sex. The table shows that Public Administration, constituted the largest share of the total informal employment with a record of 74,184 persons (28.8 percent). These were mostly the Ipelegeng workers that are under Local government sector. (See **Table IE5**). Agricultural Activities and Domestic Service activities followed with 18.4 percent (47,357 persons) and 13.6 percent (34,952 persons) respectively. The lowest Informal employment was recorded by Electricity, Gas, & Air Conditioning Supply, Information & Communication and Real Estate Activities industries.

Table IE1: Informal Employment by Industry and Sex, QMTS Q1 2024

Industry	Total Informal Employment			Percentage %
	Male	Female	Total	
Agriculture, Forestry and Fishing	42,638	4,720	47,357	18.4
Mining and Quarrying	849	-	849	0.3
Manufacturing	5,971	2,872	8,843	3.4
Electricity, Gas, & Air Conditioning Supply	-	88	88	0.0
Water Supply, Sewage, Waste Management & Remediation Activities	591	239	830	0.3
Construction of Buildings	27,347	721	28,068	10.9
Wholesale Trade, except Motor Vehicles and Moter Cycles	7,053	12,049	19,101	7.4
Transport & Storage	5,839	446	6,285	2.4
Accomodation and Food Service Activities	3,857	4,772	8,629	3.4
Information and Communication	241	-	241	0.1
Finance and Insurance Activities	538	1,294	1,832	0.7
Real Estate Activities	472	-	472	0.2
Professional, Scientific and Technical Activities	900	733	1,634	0.6
Administrative and Support Service Activities	5,790	2,565	8,356	3.2
Public Administration and Defence, Compulsary	19,941	54,243	74,184	28.8
Education	1,209	6,484	7,693	3.0
Human Health and Social Work Activities	442	969	1,411	0.5
Arts, Entertainment and Recreation	1,274	547	1,821	0.7
Other Service Activities	1,928	2,715	4,643	1.8
Households as Employers	8,063	26,889	34,952	13.6
Total	134,942	122,348	257,289	100.0

3.2.2.2 Informal Employment by Occupation and Sex

Figure 1.18a and Table IE2 show that a large share of informal employment was concentrated in the Elementary Occupations category with 65.8 percent (169,223 persons). Service/Sales Workers and Craft & Related Trades Workers followed with 14.8 percent and 9.1 percent respectively, (38,006 and 23,527 persons). The proportion of female to male informal employees in the Service/Sales Workers was the highest, recording 69.1 percent (26,251 females compared to 11,756 males).

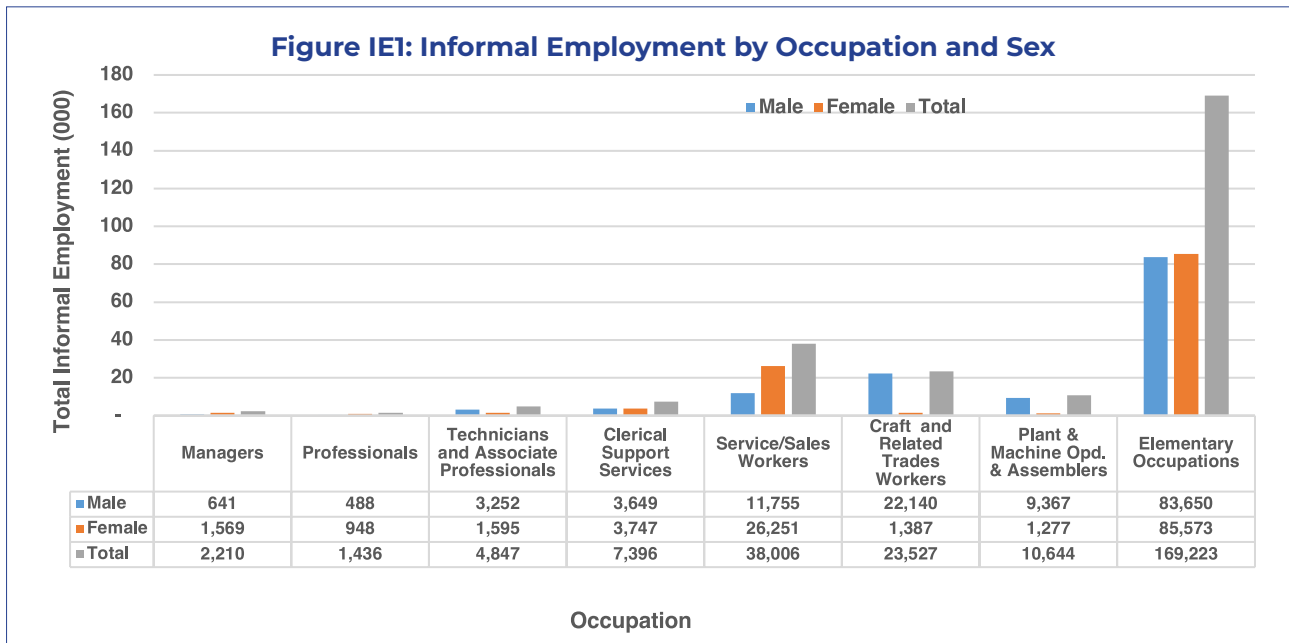


Table IE2: Informal Employment by Occupation and Sex, QMTS Q1 2024

Occupation	Total Informal Employment			Percentages (%)		
	Male	Female	Total	Male	Female	Total
Managers	641	1,569	2,210	0.5	1.3	0.9
Professionals	488	948	1,436	0.4	0.8	0.6
Technicians and Associate Professionals	3,252	1,595	4,847	2.4	1.3	1.9
Clerical Support Services	3,649	3,747	7,396	2.7	3.1	2.9
Service/Sales Workers	11,755	26,251	38,006	8.7	21.5	14.8
Craft and Related Trades Workers	22,140	1,387	23,527	16.4	1.1	9.1
Plant & Machine Opd. & Assemblers	9,367	1,277	10,644	6.9	1.0	4.1
Elementary Occupations	83,650	85,573	169,223	62.0	69.9	65.8
Total	134,942	122,348	257,289	100.0	100.0	100.0

3.2.2.3 Informal Employment by District and Sex

Table IE3 shows that Kweneng East had the highest number of people working in Informal Employment, recording 13.7 percent (35,315 persons), followed by Central Serowe with 10.0 percent (25,745 persons) and Central Tutume at 8.1 percent (20,719 persons). Overall, total male informal employment across most of districts was higher than that of females. Orapa and Sowa did not record any male informal employment.

Table IE3: Informal Employment by District and Sex, QMTS Q1 2024

District	Total Informal Employment			Percentages (%)		
	Male	Female	Total	Male	Female	Total
Gaborone	7,951	10,549	18,499	5.9	8.6	7.2
Francistown	4,030	4,774	8,803	3.0	3.9	3.4
Lobatse	2,700	2,481	5,182	2.0	2.0	2.0
Selibe Phikwe	1,671	3,629	5,300	1.2	3.0	2.1
Orapa	-	456	456	-	0.4	0.2
Jwaneng	568	410	978	0.4	0.3	0.4
Sowa Town	-	23	23	-	0.0	0.0
Ngwaketse	6,769	4,017	10,786	5.0	3.3	4.2
Barolong	3,256	2,972	6,228	2.4	2.4	2.4
Ngwaketse West	1,904	1,706	3,610	1.4	1.4	1.4
South East	6,058	6,804	12,862	4.5	5.6	5.0
Kweneng East	19,099	16,216	35,315	14.2	13.3	13.7
Kweneng West	4,621	4,340	8,961	3.4	3.5	3.5
Kgatleng	13,934	7,274	21,209	10.3	5.9	8.2
Central Serowe	12,982	12,763	25,745	9.6	10.4	10.0
Central Mahalapye	6,821	4,555	11,377	5.1	3.7	4.4
Central Bobonong	3,760	6,598	10,358	2.8	5.4	4.0
Central Boteti	6,704	3,516	10,219	5.0	2.9	4.0
Central Tutume	13,502	7,217	20,719	10.0	5.9	8.1
North East	4,115	3,236	7,351	3.0	2.6	2.9
Ngamiland East	4,194	4,769	8,962	3.1	3.9	3.5
Ngamiland West	2,306	3,091	5,397	1.7	2.5	2.1
Chobe	1,539	2,364	3,902	1.1	1.9	1.5
Ghanzi	2,437	3,380	5,817	1.8	2.8	2.3
Kgalagadi South	2,335	2,272	4,607	1.7	1.9	1.8
Kgalagadi North	1,688	2,935	4,623	1.3	2.4	1.8
Total	134,942	122,348	257,289	100.0	100.0	100.0

3.2.2.4 Informal Employment by Education and Sex

Persons with Secondary school education as the highest level of educational attainment were observed to be the highest participants in the informal employment, at 59.0 percent of the total informal employment, followed by those with Primary education at 22.1 percent. The smallest percentage (0.7 and 2.1 percent) of people in informal Employment are those in Non-formal and those having Educational education, respectively. (Table IE4)

Table IE4: Informal Employment by Education and Sex, QMTS Q1 2024

Education Level	Total Informal Employment			Percentages (%)		
	Male	Female	Total	Male	Female	Total
Primary	28,250	28,679	56,929	20.9	23.4	22.1
Secondary	77,265	74,508	151,774	57.3	60.9	59.0
Non-formal	-	1,748	1,748	-	1.4	0.7
Brigade	4,902	670	5,572	3.6	0.5	2.2
Technical/Vocational	3,908	2,170	6,077	2.9	1.8	2.4
Educational College	2,336	2,979	5,316	1.7	2.4	2.1
University	6,568	4,644	11,212	4.9	3.8	4.4
Never Attended	11,712	6,949	18,662	8.7	5.7	7.3
Total	134,942	122,348	257,289	100.0	100.0	100.0

3.2.2.5 Informal Employment by Sector/Employer Category and Sex

Informal employment by Employer category is shown in Table IE5 below. The largest proportion of informal employees were recorded in Ipelegeng category with 70,637 persons (27.5 percent), followed by the Private Household with 68,168 persons (26.5 percent). Private Sector and Piece Jobs employees were estimated at 67,122 and 39,721 persons, respectively (26.1 and 15.4 percent).

Table IE5: Informal Employment by Sector and Sex, QMTS Q1 2024

Sector/Employer Category	Total Informal Employment			Percentages (%)		
	Male	Female	Total	Male	Female	Total
Central Government	1,986	5,392	7,378	1.5	4.4	2.9
Local Government	1,014	1,859	2,873	0.8	1.5	1.1
Parastatal Sector	365	88	454	0.3	0.1	0.2
Private Sector	38,112	29,009	67,122	28.2	23.7	26.1
Non Govt Organization	219	718	937	0.2	0.6	0.4
Private Household	39,129	29,039	68,168	29.0	23.7	26.5
Ipelegeng	17,630	53,007	70,637	13.1	43.3	27.5
Piece Jobs	36,486	3,236	39,721	27.0	2.6	15.4
Total	134,942	122,348	257,289	100.0	100.0	100.0

3.2.2.6 Average Monthly Cash Earnings from Informal Employment by Occupation and Sex

Table IE6 shows monthly average cash earnings by occupation for wage earners. The average earnings for Professionals were the highest at P3,597, followed by Technicians and Plant & Machine Operators with P3,202 and P2,782 respectively. Average earnings for Managers were the lowest at P744.

Table IE6: Estimated Informal Employment Monthly Average Earnings by Occupation & Sex, QMTS Q1 2024

Occupation	Total Informal Employment		
	Male	Female	Total
Managers	1502.140	2927.075	2513.780
Professionals	8,989	6,489	7,338
Technicians and Associate Professionals	2,654	5,028	3,435
Clerical Support Services	1,995	3,138	2,574
Service/Sales Workers	2,181	1,368	1,620
Craft and Related Trades Workers	3,153	1,692	3,066
Plant & Machine Operators	2,940	1,504	2,768
Elementary Occupations	1,255	879.791	1,065
Total	1,847	1,193	1,536

3.2.2.7 Average Monthly Cash Earnings From Informal Employment by Industry and Sex

Table IE7 presents the estimated average cash earning for Informal employment wage earners by industry. Average earnings were estimated at P1,737 for males, P1,059 for females and, P1,431 for all employees.

At industry level, Real Estate Activities recorded the highest average earnings, with P6,085, followed by Finance and Insurance Activities recording P5,733. Public Administration recorded the low average earnings at P770.

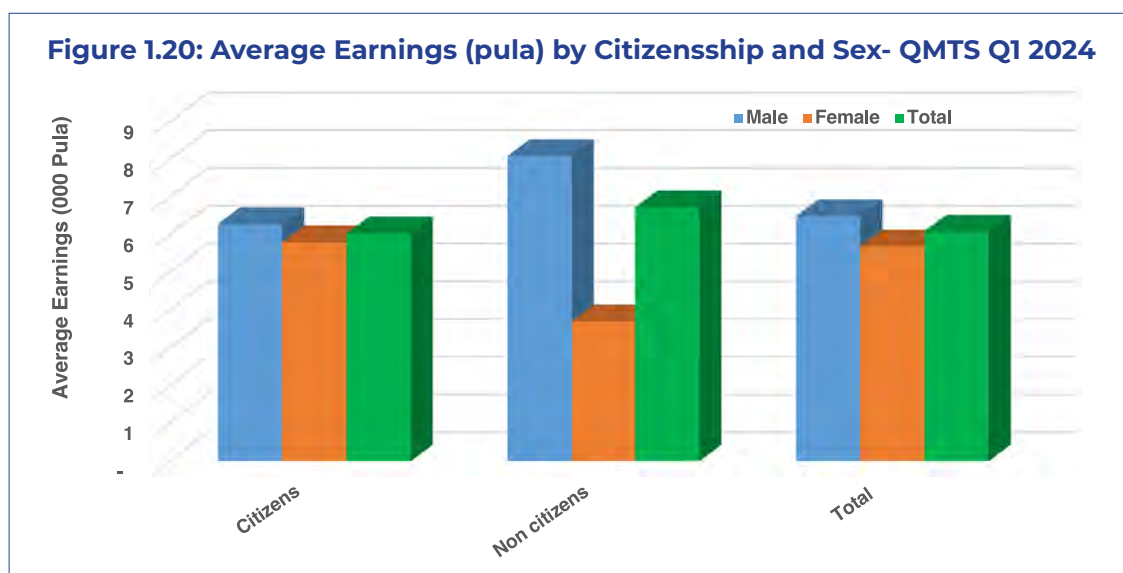
Table IE7: Estimated Informal Employment Monthly Average Earnings by Industry and Sex, QMTS Q1 2024

Industry	Total Informal Employment		
	Male	Female	Total
Agriculture, Forestry and Fishing	1,371	1,225	1,356
Mining and Quarrying	2,599	-	2,599
Manufacturing	1,850	1,573	1,760
Electricity, Gas, & Air Conditioning Supply	-	3,110	3,110
Water Supply, Sewage, Waste Management & Remediation Activities	1,726	1,529	1,669
Construction of Buildings	3,028	2,207	3,007
Wholesale Trade, except Motor Vehicles and Motor Cycles	1,766	1,416	1,545
Transport & Storage	2,947	2,565	2,920
Accommodation and Food Service Activities	1,931	1,635	1,767
Information and Communication	1,497	-	1,497
Finance and Insurance Activities	2,901	6,911	5,733
Real Estate Activities	6,085	-	6,085
Professional, Scientific and Technical Activities	2,037	3,048	2,489
Administrative and Support Service Activities	2,260	1,903	2,150
Public Administration and Defence, Compulsory	812	754	770
Education	1,610	964	1,065
Human Health and Social Work Activities	1,448	2,354	2,070
Arts, Entertainment and Recreation	1,447	6,864	3,074
Other Service Activities	3,251	2,337	2,716
Households as Employers	1,232	1,185	1,196
Total	1,847	1,193	1,536

3.3 Monthly Average Earnings in Pula

This section presents results of average monthly earnings (in Pula) for wage earners. Wage earners are persons who were employees (in the reference period) in both the formal and informal sectors. The self-employed are not included in this section.

Figure 1.20 below shows overall average cash earnings (in Pula) for both Citizen and Non – Citizen wage earners for Quarter one of 2024. Average cash earnings were estimated at P6, 093. This was a 1.06 percent increase compared to the P6, 029 that was estimated for Quarter three of 2023. Average earnings for citizens was estimated at P6, 035. Non-citizen Average earnings were recorded at P6, 731. Average earnings for males were estimated at P6, 493, which was higher than the estimated female’s earnings of P5, 697. For non-citizens, female average earnings were also lower than those estimated for males. The Average for Males was P8, 088 compared with P3, 705 for females.



Comparison of average earnings for Q4 2019, Q4 2020, Q4 2021, Q4 2022, Q3 2023 and Q1 2024 indicates that average earnings were generally increasing. In Q4 2019, the earnings were recorded at P4,818 Pula. The earnings went up to P4,997 in Q4 2020 and increased further to P5,320 and P5,701 in Q4 2021 and Q4 2022 respectively. The results show a further increase in average earnings, reaching P6,093 for Q1 2024. The results show an increase of 26.4 percent (1,275) in average earnings from Q4 2019 to Q1 2024. (**Table 1.27 below**)

Table 1.27: Trend in Average Earnings (in Pula) for wage earners (15 years & above) by Occupation and Sex, QMTS 2019 to 2024

Occupation	Average Earnings							
	Q3 2019	Q4 2019	Q1 2020	Q4 2020	Q4 2021	Q4 2022	Q3 2023	Q1 2024
Managers	16,685	15,857	15,127	18,709	16,567	18,786	21,389	17,794
Professionals	13,199	15,295	14,926	16,533	15,587	18,265	19,479	22,472
Technicians and Associate Professionals	10,431	11,048	11,718	11,812	12,071	12,636	13,259	12,913
Clerical Support Services	3,741	4,026	4,591	4,343	5,035	5,210	4,477	4,663
Service/Sales Workers	2,521	2,668	2,772	2,772	2,898	3,142	3,486	3,612
Skilled Agric Forestry and Fishery Workers	1,464	2,936	1,896	400	2,938	-	-	-
Craft and Related Trades Workers	4,266	4,162	3,988	3,511	4,031	3,974	4,025	4,281
Plant & Machine Opd. & Assemblers	3,842	3,848	3,804	4,358	4,258	4,711	4,679	4,812
Elementary Occupations	1,222	1,202	1,270	1,190	1,293	1,387	1,336	1,410
Other specialized professionals	19,908	19,358	19,093	20,340	22,192	14,628	15,054	16,956
Total	4,989	4,818	4,848	4,997	5,320	5,701	6,029	6,093

Average earnings by occupation for both citizens and non- citizens is shown in **Figure 1.21** below. The highest average earnings were recorded for Professionals with P22,472 Pula. Managers followed with average earnings of P17,794. Other specialized professionals and Technicians & Associate Professionals averaged P16,956 and P12,913 respectively. All occupation categories with the exception of other specialized professionals recorded higher male average earnings when compared to female average earnings. Females in Other specialized professionals averaged P22,472 earnings compared to P16,566 recorded for their male counterparts. Non-citizens average earnings stood at P6,731, compared with P6,035 for Citizens.

Figure 1.21: Average Earnings (pula) by Occupation, Citizenship and Sex- QMTS Q1 2024

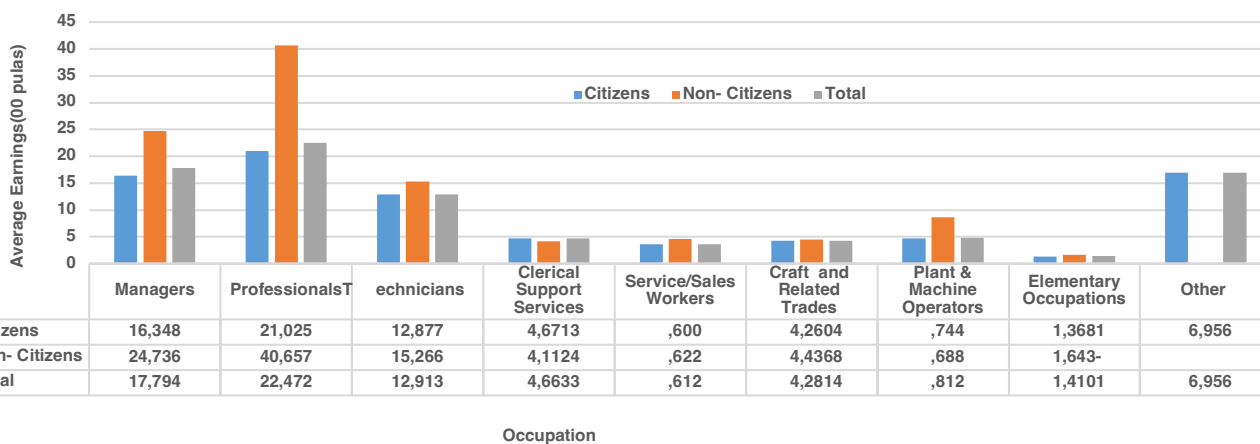
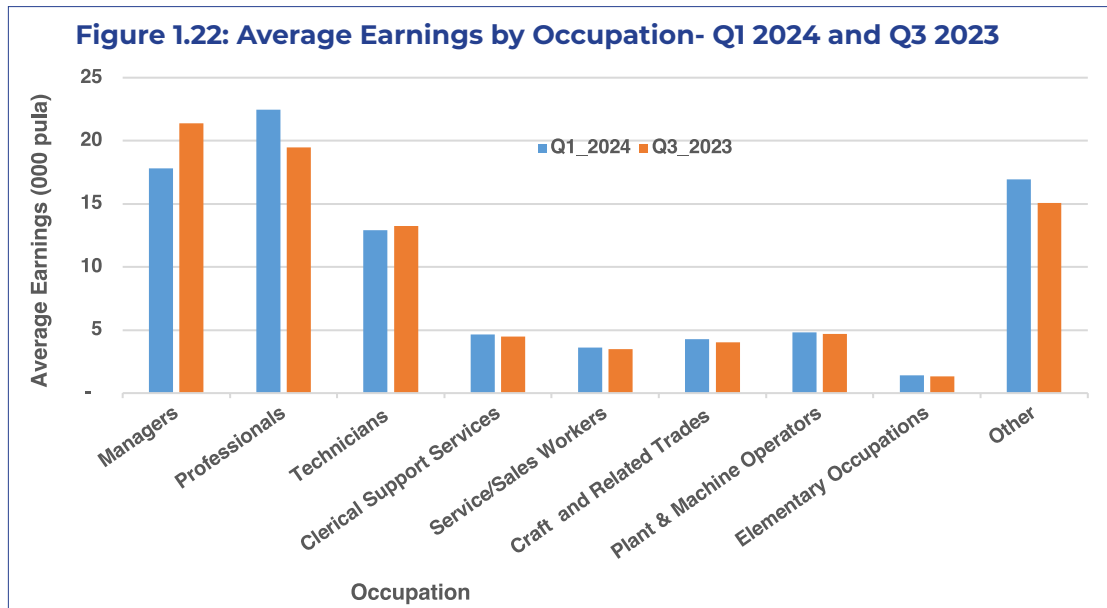


Figure 1.22 below depicts average earnings by occupation categories between Q3 2023 and Q1 2024. There was an increase in average earnings across most of the occupation categories. Only two categories (Managers and Associate professionals) recorded a decline in average earnings. Managers decreased from 21,389 Pula in the third quarter of 2023 to 17,794 Pula in quarter one of 2024. Technicians and Associate Professionals recorded an average of 12,913 Pula in Q1 2024, from the 13,259 Pula that was recorded in Q3 2023. Professionals recorded the highest percentage increase (15.4 percent) in average earning between Q3 2023 and Q1 2024.



4.0 UNEMPLOYED AND UNDER EMPLOYED POPULATION

4.1.1 Currently Unemployed

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

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

The Q1 2024 Quarterly Multi Topic Survey results estimated total currently unemployed persons at 287,060. This was an increase of 11,900 (4.3 percent) from the 275,160 that was estimated for quarter three of 2023. For Quarter three 2019, total currently unemployed persons were estimated at 194,990. The total unemployed increased to 211,743 in Q4 2019, indicating a quarterly increase of 8.6 percent. Between Q1 2020 and Q4 2020, an increase of 5.4 percent was recorded, with an increase from 226,598 in Q1 of 2020 to 238,731 in Q4 of 2020. The unemployed further went up in Q4 2021, reaching a total of 252,316. For Q4 2022, total unemployment went down to 244,594. In Q3 2023, the unemployed increased to 275,160 and reached 287,060 in Q1 2024. **(Table 2.1 a)**

The total number of discouraged job seekers for Q1 2024 was estimated at 76,418. This is a decrease of 7.2 percent (5,969) in the total number of discouraged job seekers as compared to the 82,387 that was estimated for Q3 2023. Annual change in the total number of discouraged job seekers from Q4 2020 to Q4 2021 showed a decline of 5.0 percent (4,024). In Q4 2022, the total number of discouraged job seekers increased by 9.5 percent (7,348) to 84,332.

Table 2.1a: Trend in Total Unemployment (15 years and above) by Age Group and Sex, QMTS 2019 to 2024

Age Group	Total Unemployed Q1 2024			Q3 2023 Total	Q4 2022 Total	Q4 2021 Total	Q4 2020 Total	Q1 2020 Total	Q4 2019 Total	Q3 2019 Total
	Male	Female	Total							
15-17	5,330	1,696	7,027	8,297	4,591	3,146	1,509	4,412	3,572	3,445
18-19	11,215	6,945	18,160	14,185	12,867	14,471	13,683	11,273	10,543	11,440
20-24	27,537	25,770	53,307	59,759	49,183	53,330	52,432	48,029	36,150	36,758
25-29	24,803	26,485	51,288	48,212	44,515	46,860	52,909	44,715	46,631	39,444
30-34	21,961	28,807	50,769	41,231	39,182	40,366	39,162	38,470	32,661	30,698
35-39	14,653	19,922	34,574	32,896	35,674	31,168	26,872	27,442	30,725	27,548
40-44	12,180	14,285	26,465	26,097	22,960	24,719	19,446	21,350	19,347	17,101
45-49	7,129	5,624	12,754	15,910	14,666	17,565	14,662	11,887	11,449	11,950
50-54	5,836	7,553	13,389	9,754	8,872	10,094	8,144	7,888	8,506	7,155
55-59	3,490	6,178	9,667	8,514	6,148	5,478	5,265	6,284	4,742	4,151
60-64	2,515	2,942	5,457	5,821	3,989	3,097	2,816	4,045	6,621	2,997
65-69	1,144	731	1,876	2,612	1,260	1,256	1,082	396	413	1,195
70-74	606	968	1,573	1,633	688	508	416	407	196	918
75+	538	215	754	238	-	259	333	-	187	191
Total	138,937	148,122	287,060	275,160	244,594	252,316	238,731	226,598	211,743	194,990

The extended unemployment - that is, the combination of actively seeking and not seeking unemployed persons in the reference period, stood at 363,478 in Q1 2024. Of these, 79.0 percent (287,060) were actively seeking work and 21.0 percent (76,418) were discouraged job seekers. **(Table 2.1b)**

Table 2.1b: Extended Unemployment, QMTS Q1 2024

Age Group	Discouraged job seekers			Active Job Seekers			Extended Unemployment		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	1,593	2,182	3,774	5,330	1,696	7,027	6,923	3,878	10,801
18-19	4,063	2,234	6,296	11,215	6,945	18,160	15,277	9,179	24,456
20-24	5,934	5,624	11,558	27,537	25,770	53,307	33,471	31,394	64,865
25-29	5,653	5,189	10,842	24,803	26,485	51,288	30,457	31,673	62,130
30-34	6,496	4,651	11,146	21,961	28,807	50,769	28,457	33,458	61,915
35-39	3,704	2,023	5,726	14,653	19,922	34,574	18,356	21,944	40,301
40-44	2,886	3,622	6,508	12,180	14,285	26,465	15,065	17,907	32,973
45-49	3,212	3,621	6,833	7,129	5,624	12,754	10,341	9,245	19,587
50-54	1,584	1,381	2,964	5,836	7,553	13,389	7,420	8,934	16,353
55-59	1,427	2,078	3,505	3,490	6,178	9,667	4,917	8,255	13,172
60-64	2,403	1,078	3,481	2,515	2,942	5,457	4,918	4,020	8,938
65-69	566	1,192	1,758	1,144	731	1,876	1,711	1,923	3,634
70-74	881	-	881	606	968	1,573	1,487	968	2,454
75+	534	612	1,146	538	215	754	1,072	827	1,899
Total	40,934	35,484	76,418	138,937	148,122	287,060	179,871	183,607	363,478

Overall unemployment rate for Q1 2024 was estimated at 27.6 percent as compared to the 25.9 percent estimated for Q3 2023. This estimate relates to individuals who were **actively seeking work** during the reference period. Female unemployment rate was estimated at 27.9 percent while males recorded 27.2 percent unemployment rate.

Unemployment rate has been increasing from quarter to quarter since the inception of the survey, except for the fourth quarter of 2022 where a decline in the rate was recorded. In Q3 2019, the rate was recorded at 20.7 percent. The following quarter (Q4 of 2019), 22.2 percent was recorded whilst Q1 2020 and Q4 2020 recorded 23.2 and 24.5 percent respectively. In Q4 2021, the rate continued to go up, reaching 26.0 percent. The annual change between Q4 of 2019 and Q4 2020 showed an increase of 2.3 percent point in the overall unemployment rate. Between Q4 2021 and Q4 2022, an annual decline of 0.6 percent point was recorded. The results showed an increase of 6.9 percent point in the unemployment rate from Q3 2019 to Q4 2021 of the survey. **(Table 2.1 c)**

The estimated extended unemployment rate for Q4 2021 was 32.5 percent as compared to 31.2 percent recorded in Q3 2023.

Unemployment rate (actively seeking) for Q1 2024 and Q3 2023 by age group is displayed in **Figure 2.1** below. The most affected age groups were the 15-17 to 25-29 years. Q1 2024 analysis showed that Age group 15-17 recorded the highest unemployment rate of 75.8 percent. This was followed by the 18-19 age group with 56.0 percent. Age groups 20-24 and 25-29 recorded 44.2 and 34.4 percent respectively.

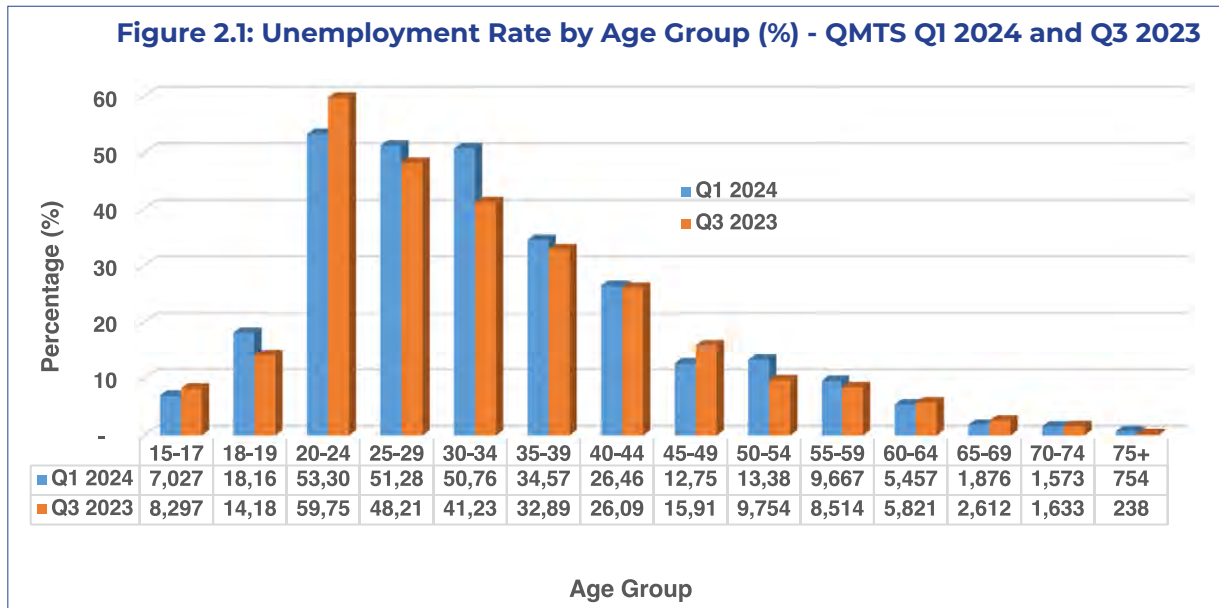


Table 2.1c: Unemployment Rate (15 years & above) by Age Group and Sex, 2019 to 2024

Age Group	Unemployed			Employed			Labour Force		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	5,330	1,696	7,027	1,830	411	2,240	7,160	2,107	9,267
18-19	11,215	6,945	18,160	8,790	5,466	14,256	20,005	12,411	32,416
20-24	27,537	25,770	53,307	37,895	29,339	67,234	65,432	55,109	120,541
25-29	24,803	26,485	51,288	48,991	48,884	97,875	73,794	75,369	149,163
30-34	21,961	28,807	50,769	56,148	57,109	113,257	78,109	85,916	164,025
35-39	14,653	19,922	34,574	57,148	51,522	108,670	71,800	71,444	143,244
40-44	12,180	14,285	26,465	53,444	63,991	117,435	65,623	78,276	143,900
45-49	7,129	5,624	12,754	43,382	43,782	87,164	50,512	49,406	99,918
50-54	5,836	7,553	13,389	26,730	33,770	60,500	32,566	41,323	73,889
55-59	3,490	6,178	9,667	16,972	26,420	43,392	20,462	32,597	53,059
60-64	2,515	2,942	5,457	8,985	12,718	21,703	11,500	15,660	27,160
65-69	1,144	731	1,876	5,631	5,124	10,755	6,775	5,855	12,630
70-74	606	968	1,573	4,327	3,809	8,136	4,933	4,776	9,709
75+	538	215	754	1,365	166	1,531	1,903	381	2,284
Total	138,937	148,122	287,060	371,638	382,509	754,146	510,575	530,631	1,041,206

Table 2.1c Cont'd: Unemployment Rate (15 years & above) by Age Group and Sex, 2019 to 2024

Age Group	Unemployment Rate Q1 2024			Q3 2023	Q4 2022	Q4 2021	Q4 2020	Q1 2020	Q4 2019	Q3 2019
	Male	Female	Total	Total	Total	Total	Total	Total	Total	Total
15-17	74.4	80.5	75.8	85.5	74.1	77.6	61.1	73.6	74.1	55.5
18-19	56.1	56.0	56.0	54.3	55.3	55.5	51.0	63.4	47.5	44.1
20-24	42.1	46.8	44.2	44.4	43.6	45.1	43.5	41.3	34.7	32.1
25-29	33.6	35.1	34.4	30.7	31.1	30.0	31.5	27.5	28.8	24.9
30-34	28.1	33.5	31.0	25.4	25.7	26.7	24.6	25.9	22.1	21.4
35-39	20.4	27.9	24.1	22.0	22.7	20.0	17.8	17.6	20.1	18.4
40-44	18.6	18.2	18.4	18.1	18.8	19.1	16.8	17.9	16.9	15
45-49	14.1	11.4	12.8	15.9	16.2	19.1	16.6	13.3	13.3	16.6
50-54	17.9	18.3	18.1	13.6	13.9	16.1	12.2	12.3	13.3	11.2
55-59	17.1	19.0	18.2	16.6	13.0	13.4	13.2	14.1	11.3	10.2
60-64	21.9	18.8	20.1	18.4	17.5	17.2	15.3	13.4	24.1	10.9
65-69	16.9	12.5	14.9	19.7	8.8	16.0	12.7	3.4	3.1	9.3
70-74	12.3	20.3	16.2	21.9	18.5	11.1	12.3	7.2	2.7	16.7
75+	28.3	56.5	33.0	5.0	-	8.2	10.4	-	3.3	3.8
Total	27.2	27.9	27.6	25.9	25.4	26.0	24.5	23.2	22.2	20.7

Overall unemployment rate for persons aged 18 years and above, (actively seeking work) was estimated at 27.1 percent. This is a 0.5 percent difference as compared to the 27.6 percent rate recorded for ages 15 years and above.

For labour force aged 18 years and above, females recorded unemployment rate of 27.7 percent as compared to 26.5 percent recorded for their male counterparts. See **Table 2.1d**

Table 2.1d: Unemployment Rate by Age Group (18 years & above) and Sex, QMTS Q1 2024

Age Group	Unemployed			Employed			Labour Force			Unemployment Rate			Q3 2023 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
18-19	11,215	6,945	18,160	8,790	5,466	14,256	20,005	12,411	32,416	56.1	56.0	56.0	54.3
20-24	27,537	25,770	53,307	37,895	29,339	67,234	65,432	55,109	120,541	42.1	46.8	44.2	44.4
25-29	24,803	26,485	51,288	48,991	48,884	97,875	73,794	75,369	149,163	33.6	35.1	34.4	30.7
30-34	21,961	28,807	50,769	56,148	57,109	113,257	78,109	85,916	164,025	28.1	33.5	31.0	25.4
35-39	14,653	19,922	34,574	57,148	51,522	108,670	71,800	71,444	143,244	20.4	27.9	24.1	22.0
40-44	12,180	14,285	26,465	53,444	63,991	117,435	65,623	78,276	143,900	18.6	18.2	18.4	18.1
45-49	7,129	5,624	12,754	43,382	43,782	87,164	50,512	49,406	99,918	14.1	11.4	12.8	15.9
50-54	5,836	7,553	13,389	26,730	33,770	60,500	32,566	41,323	73,889	17.9	18.3	18.1	13.6
55-59	3,490	6,178	9,667	16,972	26,420	43,392	20,462	32,597	53,059	17.1	19.0	18.2	16.6
60-64	2,515	2,942	5,457	8,985	12,718	21,703	11,500	15,660	27,160	21.9	18.8	20.1	18.4
65-69	1,144	731	1,876	5,631	5,124	10,755	6,775	5,855	12,630	16.9	12.5	14.9	19.7
70-74	606	968	1,573	4,327	3,809	8,136	4,933	4,776	9,709	12.3	20.3	16.2	21.9
75+	538	215	754	1,365	166	1,531	1,903	381	2,284	28.3	56.5	33.0	5.0
Total	133,607	146,426	280,033	369,808	382,098	751,906	503,415	528,524	1,031,939	26.5	27.7	27.1	25.3

Unemployment (15 years and above) at stratum level show that Urban Areas recorded unemployment rate of 31.1 percent. Rural Areas followed with 27.1 percent, whilst Cities & Towns recorded 20.2 percent. For Urban Villages, male unemployment rate was higher than female unemployment rate. Females recorded 29.2 percent unemployment rate as compared to 33.3 percent recorded by males.

Table 2.2: Unemployment Rate by Strata and Sex, QMTS Q1 2024

Stratum	Employed			Unemployed			Labour Force			Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Cities and Towns	98,498	92,297	190,795	19,338	28,844	48,181	117,836	121,141	238,977	16.4	23.8	20.2
Urban Villages	169,021	198,235	367,256	84,486	81,637	166,123	253,506	279,872	533,379	33.3	29.2	31.1
Rural Areas	104,119	91,976	196,095	35,114	37,641	72,755	139,233	129,618	268,851	25.2	29.0	27.1
Total	371,638	382,509	754,146	138,937	148,122	287,060	510,575	530,631	1,041,206	27.2	27.9	27.6

4.1.2: Currently Unemployed By Duration Looking for Work

Table 2.3 presents unemployed population (actively seeking work), by duration looking for work or intending to start a business. The results showed that, 34.4 percent (98,622 persons) reported that they had been seeking work for two years and more. These were followed by persons who reported to have been looking for work for one to two years with 23.8 percent (68,305), whilst those who reported that they spent one month to three months stood at 14.4 percent (41,414).

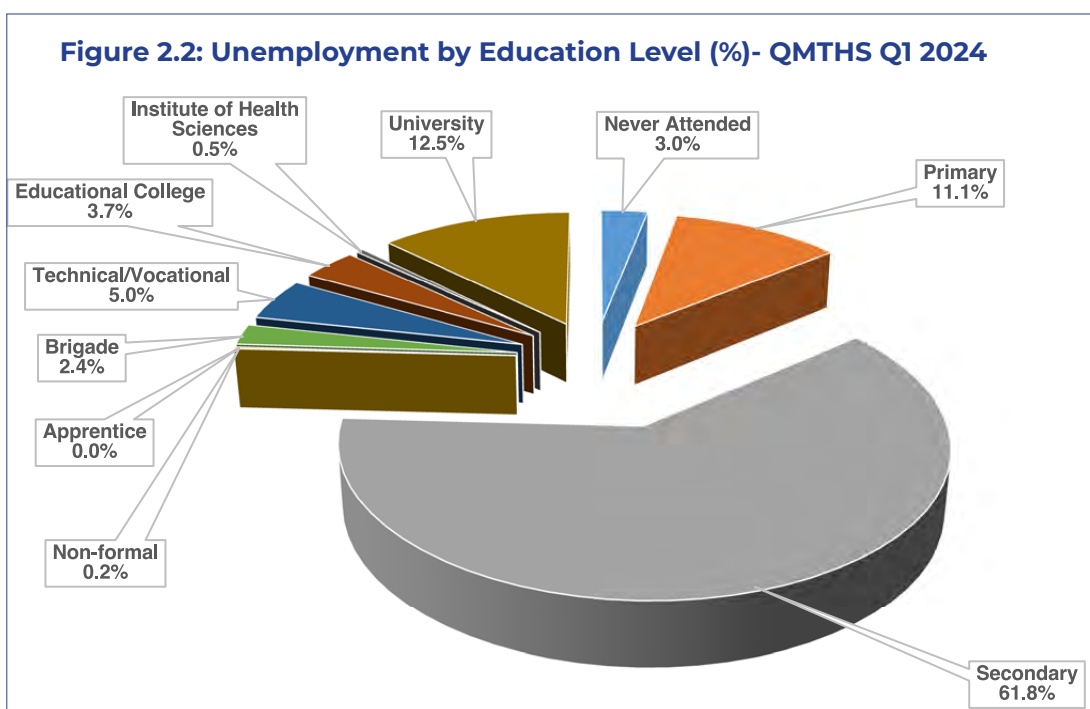
Amongst persons who spent 2 years or more looking for work, the majority were in Urban villages at 55.3 percent (54,520 persons) (55.3 percent). Rural areas followed with 25.7 percent (25,374 persons), Cities and Towns registered 18,728 persons (19.0 percent).

Table 2.3: Unemployment by duration looking for work/ to start a business, QMTS Q1 2024

Duration looking for	Cities and Towns			Urban Villages			Rural Areas			Total Unemployed		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 1 month	742	1,869	2,611	2,484	1,400	3,884	738	1,916	2,654	3,964	5,186	9,149
One month to 3 months	2,067	3,575	5,642	11,542	11,163	22,704	7,392	5,675	13,067	21,001	20,413	41,414
3 months to 6 moths	2,493	2,578	5,071	10,919	7,632	18,550	3,150	4,860	8,011	16,562	15,070	31,632
Six months 12 months	2,903	3,042	5,946	11,090	11,535	22,625	3,497	5,870	9,367	17,490	20,448	37,938
One year to 2 years	2,409	7,774	10,183	23,021	20,818	43,839	6,833	7,450	14,283	32,263	36,042	68,305
Two years or more	8,723	10,005	18,728	25,430	29,090	54,520	13,504	11,870	25,374	47,657	50,964	98,622
Total	19,338	28,844	48,181	84,486	81,637	166,123	35,114	37,641	72,755	138,937	148,122	287,060
Percentage Distribution												
Less than 1 month	3.8	6.5	5.4	2.9	1.7	2.3	2.1	5.1	3.6	2.9	3.5	3.2
One month to 3 months	10.7	12.4	11.7	13.7	13.7	13.7	21.1	15.1	18.0	15.1	13.8	14.4
3 months to 6 moths	12.9	8.9	10.5	12.9	9.3	11.2	9.0	12.9	11.0	11.9	10.2	11.0
Six months 12 months	15.0	10.5	12.3	13.1	14.1	13.6	10.0	15.6	12.9	12.6	13.8	13.2
One year to 2 years	12.5	27.0	21.1	27.2	25.5	26.4	19.5	19.8	19.6	23.2	24.3	23.8
Two years or more	45.1	34.7	38.9	30.1	35.6	32.8	38.5	31.5	34.9	34.3	34.4	34.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

4.1.3 Currently Unemployed Population by Education Level

Unemployed persons by level of highest educational attainment showed that Secondary education holders were in the majority, accounting for 61.8 percent (177,380) of the unemployed, followed by University graduates and Primary school holders with 12.5 and 11.1 percent respectively. Amongst the unemployed Secondary education holders, 49.4 percent (87,564) were males whilst 50.6 percent were females (89,816). See Figure 2.2 below



4.2 UNDER-EMPLOYMENT

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

The time-related underemployment rate is a measure of labour underutilization that provides information regarding the share of employed persons who are willing and available to increase their working time and worked fewer hours than a specified time threshold during the reference period, which is 35 hours.

Time related under employment is one of the aspects of labour underutilization, which others are unemployment rate and the potential labour force. It signals inadequate employment and complements other indicators of labour slack. In general persons in time-related underemployment are all persons in employment who, during a short, specified period,

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

4.2.1 Currently Under-Employed

The number of persons who reported that they were currently under-employed stood at 59,661, representing 7.9 percent of the total currently employed population (754,146). Of the 59,661 persons currently under employed, 43,285 were females (72.6 percent) and 16,376 males (27.4 percent).

4.2.2 Currently Under-Employed by Industry

Table 3.1 below shows under employed people by Industry and Sex. The table shows that 78.1 percent of the under employed were working in public administration, followed by those who were working in Education and Wholesale & Retail Trade with 9.6 percent and 2.7 percent respectively.

4.2.2 Currently Under-Employed by Industry

Table 3.1 below shows under employed people by Industry and Sex. The table shows that 78.1 percent of the under employed were working in public administration, followed by those who were working in Education and Wholesale & Retail Trade with 9.6 percent and 2.7 percent respectively.

Table 3.1: Currently Underemployed by Industry and Sex, QMTS Q1 2024

Industry	Total Underemployed			Percentage		
	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	1,762	-	1,762	10.8	-	3.0
Manufacturing	295	-	295	1.8	-	0.5
Construction	368	-	368	2.2	-	0.6
Wholesale and Retail Trade	985	641	1,626	6.0	1.5	2.7
Accommodation and Food Service	-	475	475	-	1.1	0.8
Information and Communication	-	351	351	-	0.8	0.6
Professional, Scientific and Technical	281	93	374	1.7	0.2	0.6
Administrative and Support Service	163	177	340	1.0	0.4	0.6
Public Administration	10,953	35,640	46,593	66.9	82.3	78.1
Education	939	4,772	5,711	5.7	11.0	9.6
Human Health and Social Work	223	235	458	1.4	0.5	0.8
Arts, Entertainment and Recreation	-	88	88	-	0.2	0.1
Households as Employers	405	814	1,219	2.5	1.9	2.0
Total	16,376	43,285	59,661	100.0	100.0	100.0

4.2.3 Currently Under-Employed by Strata

Table UNDE 4a and UNDE 4b from Appendix 3 show Under-employment by strata. Under-employment was more prevalent in rural areas and urban villages (53.5 and 38.1 percent respectively) compared to Cities/towns at 8.3 percent. The tables also show that under employment was mostly among people working in Ipelegeng project which falls under Local Government, recording 76.9 percent followed by Central Government with 9.7 percent.

4.2.4 Currently Under-Employed by Hours Worked

Under-employed by hours worked indicated that the majority (77.1 percent) of the under-employed worked between 20 and 29 hours per week. Individuals who worked between 1 and 9 hours accounted for only 2.4 percent of the total. See Table 3.2.

Table 3.2 Underemployed by Actual Hours Worked and Employment Status, QMTS Q1 2024

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	Total
1-6	-	-	1,247	-	1,247
7-9	-	-	185	-	185
10-14	-	-	1,011	-	1,011
15-19	-	286	2,464	-	2,750
20-24	-	-	29,844	-	29,844
25-29	-	498	14,312	1,374	16,184
30-34	198	-	6,638	1,604	8,440
Total	198	783	55,701	2,978	59,661
Percentage					
1-6	-	-	2.2	-	2.1
7-9	-	-	0.3	-	0.3
10-14	-	-	1.8	-	1.7
15-19	-	36.5	4.4	-	4.6
20-24	-	-	53.6	-	50.0
25-29	-	63.6	25.7	46.1	27.1
30-34	100.0	-	11.9	53.9	14.1
Total	100.0	100.0	100.0	100.0	100.0

4.2.5 Currently Under-Employed by Education Level

Table 3.3a below shows that Under-employment was more prevalent amongst persons who completed secondary and primary school with 34,058 (57.1 percent) and 15,597 persons (26.1 percent) respectively. The least affected group was those who have College education with 667 persons (1.1 percent).

Table 3.3a: Currently Underemployed by Age Group and Educational Level, QMTS Q1 2024

Age	Primary	Secondary	Non-formal	Brigade	Technical/ Vocational	Educational College	University	Never At- tended	Total
15-17	244	205	-	-	-	-	-	-	449
18-19	77	2,826	-	-	-	-	-	-	2,903
20-24	1,007	4,718	-	75	-	-	-	-	5,799
25-29	327	8,940	-	473	560	667	163	-	11,129
30-34	1,396	3,119	-	202	206	-	70	70	5,063
35-39	664	4,563	-	-	-	-	718	-	5,944
40-44	2,897	3,907	-	-	-	-	-	497	7,301
45-49	1,524	2,604	-	-	244	-	-	973	5,345
50-54	1,519	1,683	-	-	66	-	54	305	3,627
55-59	2,284	1,281	224	-	-	-	-	1,518	5,307
60-64	2,223	212	316	-	-	-	-	1,228	3,979
65-69	1,128	-	156	-	-	-	-	508	1,792
70-74	307	-	-	-	-	-	-	716	1,023
Total	15,597	34,058	696	749	1,075	667	1,005	5,814	59,661
Total Percentage	26.1	57.1	1.2	1.3	1.8	1.1	1.7	9.7	100.0

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

Age Group	Primary	Secondary	Non-Formal	Brigade	Technical/ Vocational	Educational College	University	Never Attended	Total
15-17	1.6	0.6	-	-	-	-	-	-	0.8
18-19	0.5	8.3	-	-	-	-	-	-	4.9
20-24	6.5	13.9	-	10.0	-	-	-	-	9.7
25-29	2.1	26.2	-	63.2	52.1	100.0	16.2	-	18.7
30-34	9.0	9.2	-	27.0	19.2	-	7.0	1.2	8.5
35-39	4.3	13.4	-	-	-	-	71.4	-	10.0
40-44	18.6	11.5	-	-	-	-	-	8.5	12.2
45-49	9.8	7.6	-	-	22.7	-	-	16.7	9.0
50-54	9.7	4.9	-	-	6.1	-	5.4	5.2	6.1
55-59	14.6	3.8	32.2	-	-	-	-	26.1	8.9
60-64	14.3	0.6	45.4	-	-	-	-	21.1	6.7
65-69	7.2	-	22.4	-	-	-	-	8.7	3.0
70-74	2.0	-	-	-	-	-	-	12.3	1.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

5.0 YOUTH LABOUR FORCE

In the first quarter of 2024, the youth population aged 15 to 35 years was estimated at 829,998. This represented a slight decline of 0.8 percent (7,004) over the third quarter 2023 results, which estimated the overall youth population at 837,002 people. Males constituted 49.6 percent (411,304) of the total youth population, while females comprised 50.4 percent (418,694). See [\(YE1 Appendix 3\)](#)

5.1 Youth Labour Force

The youth labour force was estimated at 509,683 persons. The employed accounted for 61.8 percent (315,010) of the entire youth labour force, while the unemployed accounted were estimated at 194,295, or 38.2 percent. According to an analysis of education levels, the majority of the youth labour force (64.8 percent) had finished secondary school. Second and third place, with 16.7 and 5.4 percent respectively were young people who had completed their studies at university and primary school.

5.2 Employed youth

The 315,010 estimated employed youth comprised 52.3 percent (164,407) of males and 47.7 percent (150,403) females. The age groups 30-34, 25-29 and 20-24 years accounted for the largest shares in youth employment population with 36.0, 31.1 and 21.3 percent respectively. See [Figure 5.1](#) and [Appendix Table YE2](#).

The findings indicated that the Urban Villages accounted for the majority of employed youth with 156,348 persons. This accounted for 49.6 percent of all employed youth. Cities and towns followed with 81,073 persons or (25.7 percent) of the employed young population, while rural areas recorded the lowest number of person at 77,589 (24.6 percent).

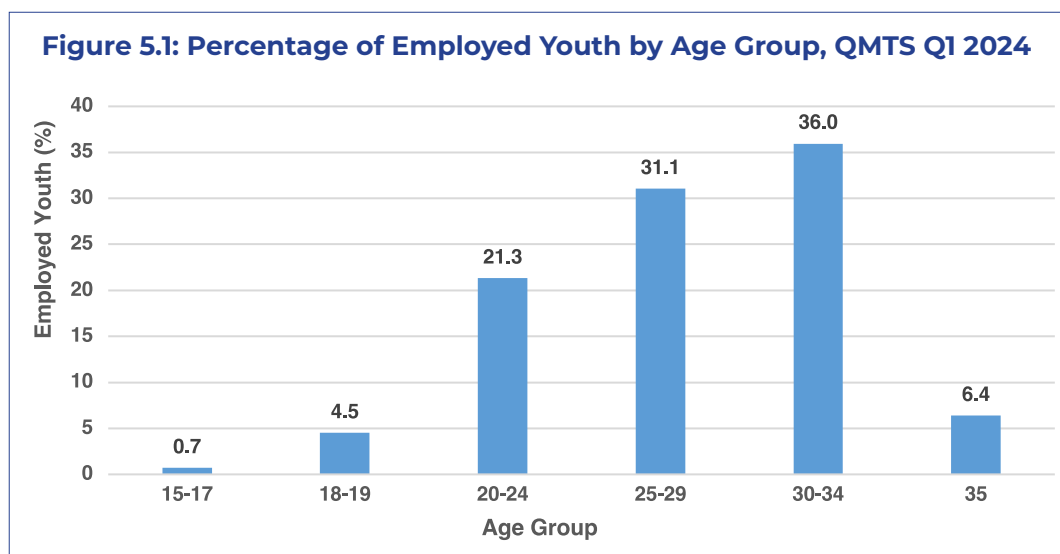


Table YE7 - Appendix 3 presents the occupations of employed youth. The most common occupation of employed youth was Elementary Occupations, accounting for 34.5 percent. These were followed by 28.8 percent of young people working in service and sales. With 0.1 percent, youth in Other specialized professionals had the lowest proportion of employed youth.

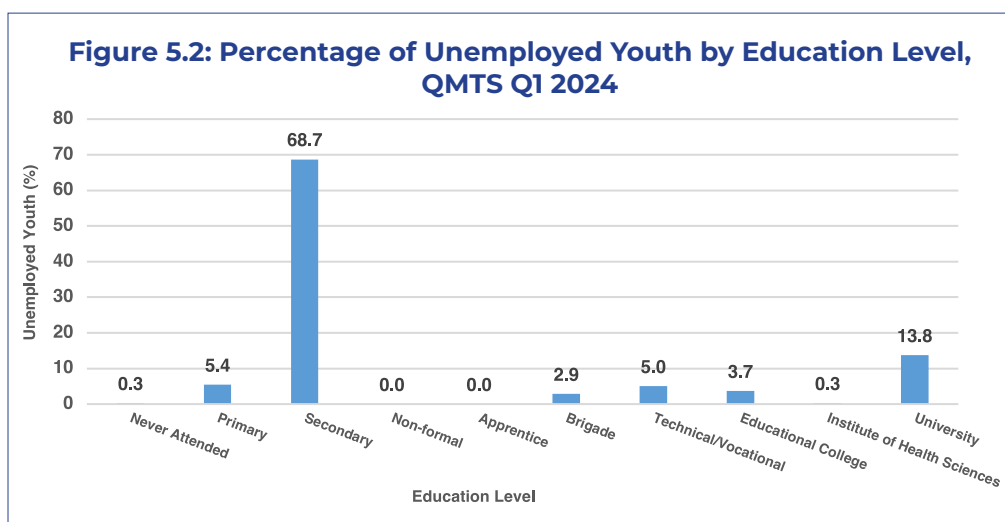
5.3 Youth Unemployment

The unemployment rate for young people in the first quarter of 2024 was estimated at 38.2 percent. Females recorded unemployment rate of 39.3 percent compared to the 37.2 percent recorded by their male counterparts.

Unemployment rate by age group showed that the rate was highest in age group 15-17 at of 76.7 percent. Age group 18-19 recorded 56.3 percent, followed by Age group 20-24 with 44.9 percent. (Table YE2 Appendix 3)

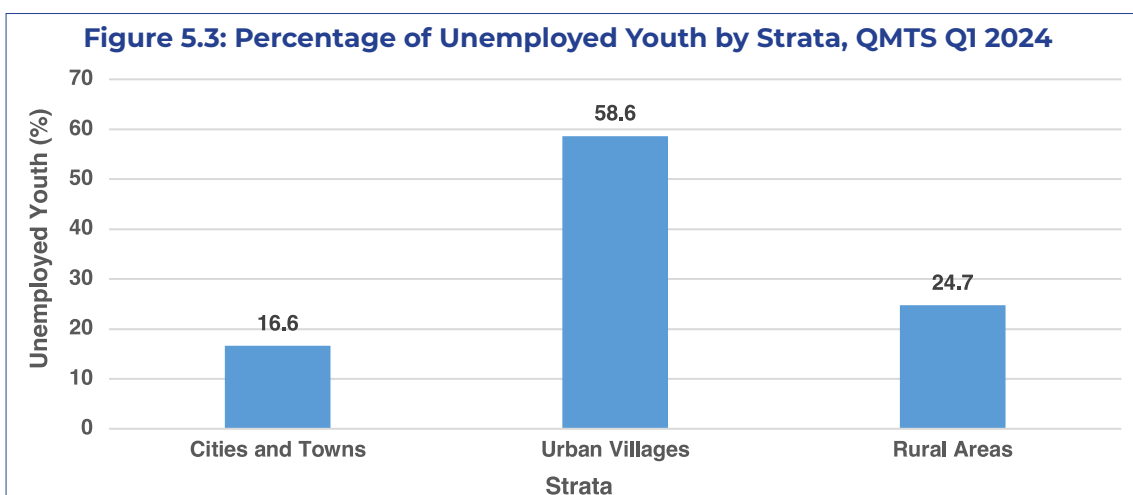
5.3.1 Total Unemployed Youth by Education

The most affected by unemployment were youth whose highest educational attainment was secondary school, who accounted for 68.7 percent of all unemployed youth, followed by university graduates at 13.8 percent. Those who completed Primary school only, and Technical/Vocational certificate holders each recorded 5.4 and 5.0 percent respectively. Unemployed secondary school graduates comprises of 51.5 percent of the male population and 48.8 percent of the female population.

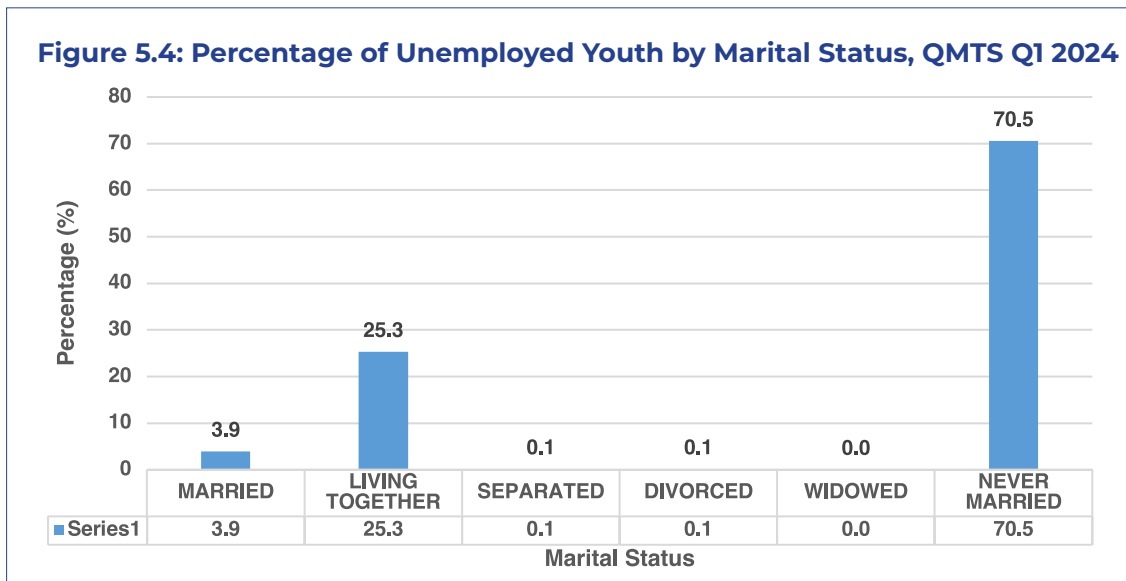


5.3.2 Unemployed Youth by Strata

In figure 5.3, urban villages accounted for 58.6 percent of the unemployed youth followed by rural areas at 24.7 percent and cities and towns with 16.6 percent respectively.



Those who were never married accounted for 70.5 percent of the unemployed youth, followed by those who live together at 25.3 percent. The married youth accounted for 3.9 percent of all unemployed youth. Separated and divorced statuses both recorded 0.1 percent.



5.4 YOUTH NOT IN EDUCATION, NOT IN EMPLOYMENT OR TRAINING (NEET)

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

The total number of youth not in education, employment or training from QMTS Quarter one 2024 results was estimated at 342,809 persons. Of these, 48.7 percent (167,052) were males and 51.3 percent (175,756) were females. The total number showed an increase of 20,715 persons (6.4 percent) from the 322,094 that was recorded in quarter three 2023 of the survey. See [Table YE8 Appendix 3](#).

The overall NEET rate as shown in [Table 4.1](#) below, was estimated at 41.3 percent as compared to 38.5 percent that was estimated for quarter three of 2023. Male NEET rate was 40.6 percent whilst females recorded 42.0 percent. Age group 18-19 recorded the highest NEET rate (52.9 percent), followed by the 20-24 and 25-29 years age groups with 47.2 and 44.0 percent respectively.

Table 4.1- NEET rate by Age Group and Sex, QMTS Q1 2024

Age Group	NEET Rate (%)			Q3 2023 Total
	Male	Female	Total	
15-17	24.5	18.6	21.6	20.8
18-19	56.3	49.0	52.9	47.8
20-24	46.3	48.1	47.2	49.0
25-29	41.7	46.2	44.0	39.2
30-34	39.1	44.2	41.8	36.0
35 years	32.6	42.1	37.3	36.9
Total	40.6	42.0	41.3	38.5

6.0 POPULATION OUTSIDE THE LABOUR FORCE (POLF)

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

The Outside Labour Force or inactivity rate is the proportion of people outside the labour force (i.e. economically inactive persons) in the total population of the same age group. **Table 6.1** shows the estimated overall Outside Labour Force rate or Inactive rate at 37.0 percent, with females and males recording 39.0 and 34.7 percent respectively. The ratio for females was higher than their male counterparts for all the age groups except for age groups 40-44 and 50-54, see **figure 6.1** below.

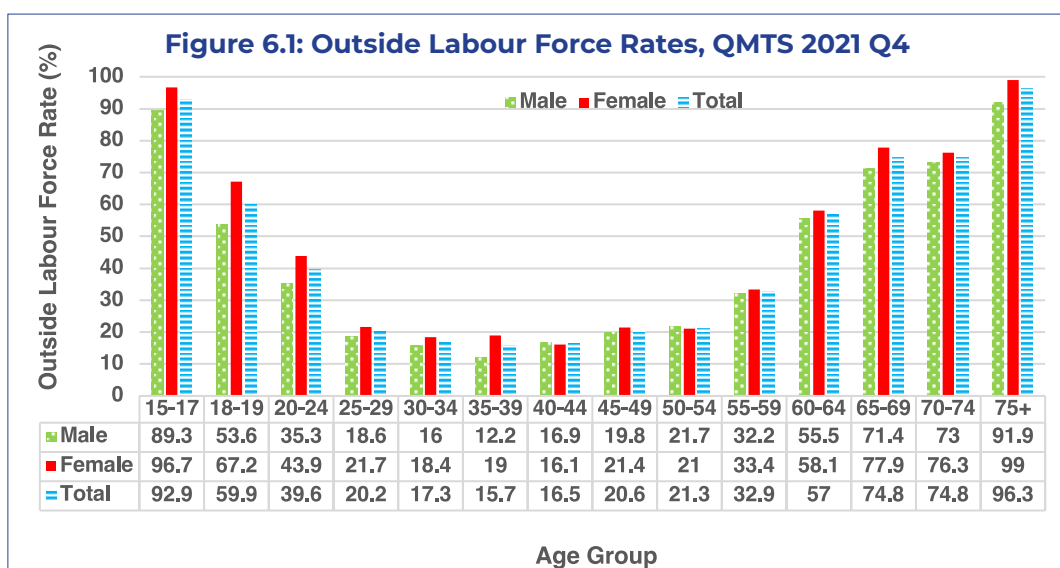


Table 6.1: Outside Labour Force Rates (15 years and above), QMTS Q1 2024

Age	Total Population			Population Outside Labour Force			Outside Labour Force Rate			Q3 2023 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
15-17	66,746	64,600	131,346	59,586	62,493	122,079	89.3	96.7	92.9	93.1
18-19	43,105	37,818	80,923	23,100	25,406	48,507	53.6	67.2	59.9	65.6
20-24	101,173	98,273	199,446	35,741	43,164	78,905	35.3	43.9	39.6	34.6
25-29	90,616	96,258	186,875	16,822	20,890	37,712	18.6	21.7	20.2	16.1
30-34	93,019	105,338	198,358	14,910	19,422	34,332	16.0	18.4	17.3	14.9
35-39	81,770	88,217	169,987	9,970	16,773	26,743	12.2	19.0	15.7	17.5
40-44	78,967	93,314	172,281	13,343	15,038	28,381	16.9	16.1	16.5	17.8
45-49	62,953	62,841	125,795	12,442	13,435	25,877	19.8	21.4	20.6	20.0
50-54	41,616	52,310	93,925	9,050	10,987	20,036	21.7	21.0	21.3	22.2
55-59	30,197	48,935	79,133	9,735	16,338	26,073	32.2	33.4	32.9	36.5
60-64	25,838	37,371	63,210	14,338	21,711	36,050	55.5	58.1	57.0	53.9
65-69	23,715	26,495	50,210	16,940	20,640	37,580	71.4	77.9	74.8	73.8
70-74	18,302	20,180	38,483	13,369	15,404	28,773	73.0	76.3	74.8	79.1
75+	23,615	38,238	61,853	21,711	37,857	59,569	91.9	99.0	96.3	92.6
Total	781,632	870,188	1,651,820	271,059	339,557	610,617	34.7	39.0	37.0	36.4

The estimated total number of persons outside labour force was 610,617, out of which 271,059 (44.4 percent) were males and 339,557 (55.6 percent) were females. Persons outside the labour force were concentrated in age groups from 15 to 29 years. The 15-17 year age group recorded 20.0 percent, followed by the 20-24 years group with 12.9 percent. The age groups 18-19 recorded 7.9 percent. See **Table 6.2** below

Table 6.2: Population outside Labour Force by Age Group and Sex, QMTS Q1 2024

Age Group	Population Outside Labour Force			% Distribution		
	Male	Female	Total	Male	Female	Total
15-17	59,586	62,493	122,079	22.0	18.4	20.0
18-19	23,100	25,406	48,507	8.5	7.5	7.9
20-24	35,741	43,164	78,905	13.2	12.7	12.9
25-29	16,822	20,890	37,712	6.2	6.2	6.2
30-34	14,910	19,422	34,332	5.5	5.7	5.6
35-39	9,970	16,773	26,743	3.7	4.9	4.4
40-44	13,343	15,038	28,381	4.9	4.4	4.6
45-49	12,442	13,435	25,877	4.6	4.0	4.2
50-54	9,050	10,987	20,036	3.3	3.2	3.3
55-59	9,735	16,338	26,073	3.6	4.8	4.3
60-64	14,338	21,711	36,050	5.3	6.4	5.9
65-69	16,940	20,640	37,580	6.2	6.1	6.2
70-74	13,369	15,404	28,773	4.9	4.5	4.7
75+	21,711	37,857	59,569	8.0	11.1	9.8
Total	271,059	339,557	610,617	100.0	100.0	100.0

Table LFO1 from **Appendix 3**, shows that persons in household responsibilities or homemakers accounted for 28.3 percent of the population outside the labour force. These were followed by persons engaged in Studies or Training who recorded 27.8 percent while the relaxed job seekers accounted for 16.7 percent of the population outside the labour force.

People who were in schooling or studying were concentrated in the age groups from 15 to 24 years. The 15-17 age group recorded 58.9 percent, followed by the 20-24 and 18-19 with 22.2 and 13.5 percent respectively. See **Table LFO2**.

APPENDIX 1: DEFINITION OF TERMS AND CONCEPTS

Population in Labour Force (Economically Active Population)

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

Employed Persons

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

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

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

Unemployed Persons

The unemployed persons or population can be described as all persons in the working age group 15 and above whom during a specified short reference period (30 days or 4 weeks) were seeking and also being available for work. Generally Unemployed persons are defined as working age persons who were:
Not employed in last 7 days / reference week but available to work.

Carried out activities to seek employment in last 4 weeks / reference month
Available to start job/business in reference week OR in short period.

Population Outside Labour Force (Currently Not Economically Active)

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

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

Unemployed

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

Unemployment Rate

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

Relaxed or Discouraged Job Seekers

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

Extended Unemployment Rate

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

Labour Under Utilisation

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

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

Temporary absences from employment

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

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

Usual Economic Activity

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

Current Economic Activity

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

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

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

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

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

Ipelegeng - Persons employed on drought relief projects which mostly are under Local Government.

Parastatals - includes the wide range of enterprises owned at least 50% by the government, either profit making or non-profit making. These are enterprises which are exercising certain corporate or business functions and also have rights in connection with public duties. Parastatals are companies in the private sector which are supported by the government with a public mandate to provide a given service.

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

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

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

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

Formal Employment

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

Occupation

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

Industry

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

APPENDIX 2: SURVEY METHODOLOGY

SURVEY DESIGN METHODOLOGY - QUARTERLY MULTI TOPIC SURVEY 2023

1.0 Introduction

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

The peculiarity of the survey is realised in the major distinction in the survey methodology from other Labour Force Surveys carried out before in the country. This revision 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 are based on the last Population and Housing Census which was undertaken in 2022. In 2022 PHC, there were 6 509 Primary Sampling Units (PSUs) and 750 611 households constituting the sampling frame with a population of 2,359, 609 persons. Only private dwellings would be within the scope of the survey. Institutional dwellings (prisons, hospitals, army barracks, hotels, etc.), and EAs with completely industrial area buildings would not be within the scope of the survey. The coverage would be nation-wide using census districts (administrative district and sub-districts) that are usually used by Statistics Botswana in most surveys and censuses.

The census result gives information on population, number of household at Locality, Enumeration Area (EA), village and district/town levels. Also given for each EA is information on ecological zones in rural areas. The Sampling frame was defined and constituted by all Enumeration Areas (EAs) found in three geographical strata, otherwise known as domains and these are (i) Cities & Towns (ii) Urban Villages, and (iii) Rural areas as defined by the 2022 PHC.

2.01 Design Assumptions

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

The margin of error or allowable error to be tolerated (in general 1 percentage points) = 0.019≈1%.

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

The average household size used is = 3.3 (2022 PHC)

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

Turner (2000) and Vijay Verma suggested $D0.65$, as a factor necessary to increase the national sample size, where D is the number of domains (cities/towns, urban villages and rural areas), $D=30.65 =2.04$, the sample size should be designed necessarily to generate sub-national estimates, however more often the subnational estimates are required to inform policy decisions and

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

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

2.02 Final sample size and methodology

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

3.0 Weighting

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

APPENDIX 3: Tables

Table M1: Currently Employed by Industry & Occupation, QMTS Q1 2024

Industry	Managers	Professionals	Technicians	Clerical Support Services	Service/Sales Workers	Skilled Agric. and Fishery	Craft and Related Trades	Plant & Machine Operators	Elementary Occupations	Other	Total
Agriculture, Forestry and Fishing	1,069	203	515	870	879	10,677	581	1,927	55,770	-	72,492
Mining and Quarrying	298	1,061	1,246	129	393	-	1,721	3,974	1,096	-	9,918
Manufacturing	2,453	667	1,671	1,906	1,557	-	25,111	6,493	6,005	-	45,864
Electricity, Gas, & Air Conditioning Supply	-	283	841	-	-	-	1,030	215	-	-	2,368
Water Supply & Waste Management	501	518	1,441	300	-	-	1,073	957	1,924	-	6,715
Construction	2,469	1,129	2,065	1,404	802	-	22,736	2,675	13,093	-	46,373
Wholesale & Retail Trade	25,063	930	4,195	5,288	57,882	-	14,284	2,351	8,514	-	118,508
Transport & Storage	1,041	377	1,044	1,350	2,393	-	-	11,737	1,090	-	19,032
Accommodation and Food Service	3,403	141	2,560	1,809	18,967	-	690	446	6,981	-	34,997
Information and Communication	1,163	2,705	1,746	429	-	-	-	-	-	-	6,043
Finance and Insurance Activities	753	3,349	2,757	2,734	458	-	-	213	-	-	10,265
Real Estate Activities	511	602	-	-	-	-	-	231	224	-	1,568
Professional, Scientific and Technical	708	3,609	2,830	1,405	1,761	-	235	304	1,171	-	12,022
Administrative and Support Service Activities	1,719	697	2,754	2,431	31,562	-	1,135	1,467	11,775	-	53,538
Public Administration	7,008	13,182	16,649	7,280	22,719	-	4,846	4,755	73,992	2,614	153,044
Education	2,422	19,237	19,149	3,290	14,542	-	1,246	265	8,069	-	68,218
Human Health and Social Work	93	7,080	11,256	1,792	6,134	-	504	1,107	2,714	-	30,681
Arts, Entertainment and Recreation	203	377	2,399	135	717	-	-	-	590	-	4,421
Other Service Activities	730	215	1,319	50	0,890	-	1,300	1,224	437	-	16,164
Households as Employers	-	-	-	-	255	-	-	-	40,075	-	40,330
Activities of Extraterritorial organisations	269	1,105	210	-	-	-	-	-	-	-	1,585
Total	51,875	57,468	76,646	32,602	171,912	10,677	76,491	40,342	233,519	2,614	754,146

Table M2: Currently Employed by Occupation, Stratum & Sex, QMTS Q1 2024

	Occupation	Counts				Percentages (%)			
		Cities and Towns	Urban Villages	Rural Areas	Total	Cities and Towns	Urban Villages	Rural Areas	Total
Total	Managers	17,032	24,490	10,354	51,875	8.9	6.7	5.3	6.9
	Professionals	21,038	27,952	8,478	57,468	11.0	7.6	4.3	7.6
	Technicians	25,916	37,222	13,507	76,646	13.6	10.1	6.9	10.2
	Clerical Support Services	7,935	20,524	4,144	32,602	4.2	5.6	2.1	4.3
	Service/Sales Workers	42,962	95,164	33,786	171,912	22.5	25.9	17.2	22.8
	Skilled Agric. and Fishery	1,540	6,989	2,148	10,677	0.8	1.9	1.1	1.4
	Craft and Related Trades	21,408	42,917	12,166	76,491	11.2	11.7	6.2	10.1
	Plant & Machine Operators	12,331	22,603	5,408	40,342	6.5	6.2	2.8	5.3
	Elementary Occupations	40,384	87,640	105,495	233,519	21.2	23.9	53.8	31.0
	Other	248	1,755	611	2,614	0.1	0.5	0.3	0.3
	Total	190,795	367,256	196,095	754,146	100.0	100.0	100.0	100.0
Males	Managers	11,705	10,630	5,143	27,478	11.9	6.3	4.9	7.4
	Professionals	10,293	10,735	1,772	22,799	10.4	6.4	1.7	6.1
	Technicians	11,593	17,380	5,840	34,813	11.8	10.3	5.6	9.4
	Clerical Support Services	3,055	6,700	1,621	11,375	3.1	4.0	1.6	3.1
	Service/Sales Workers	21,489	32,729	10,663	64,881	21.8	19.4	10.2	17.5
	Skilled Agric. and Fishery	873	2,461	849	4,183	0.9	1.5	0.8	1.1
	Craft and Related Trades	16,974	35,798	7,967	60,739	17.2	21.2	7.7	16.3
	Plant & Machine Operators	9,349	19,417	5,012	33,778	9.5	11.5	4.8	9.1
	Elementary Occupations	12,918	31,416	64,754	109,089	13.1	18.6	62.2	29.4
	Other	248	1,755	499	2,502	0.3	1.0	0.5	0.7
	Total	98,498	169,021	104,119	371,638	100.0	100.0	100.0	100.0
Females	Managers	5,327	13,859	5,210	24,397	5.8	7.0	5.7	6.4
	Professionals	10,745	17,217	6,707	34,669	11.6	8.7	7.3	9.1
	Technicians	14,323	19,843	7,667	41,833	15.5	10.0	8.3	10.9
	Clerical Support Services	4,880	13,824	2,523	21,227	5.3	7.0	2.7	5.5
	Service/Sales Workers	21,473	62,435	23,123	107,031	23.3	31.5	25.1	28.0
	Skilled Agric. and Fishery	667	4,528	1,299	6,494	0.7	2.3	1.4	1.7
	Craft and Related Trades	4,434	7,119	4,200	15,752	4.8	3.6	4.6	4.1
	Plant & Machine Operators	2,981	3,186	396	6,564	3.2	1.6	0.4	1.7
	Elementary Occupations	27,465	56,224	40,740	124,430	29.8	28.4	44.3	32.5
	Other	-	-	112	112	-	-	0.1	0.0
	Total	92,297	198,235	91,976	382,509	100.0	100.0	100.0	100.0

Table M3: Currently Employed by Age group & Marital status, QMTS Q1 2024

Age Group	Counts						Total
	Married	Living Together	Separated	Divorced	Widowed	Never married	
15-17	-	-	-	-	-	2,240	2,240
18-19	276	1,594	-	-	-	12,385	14,256
20-24	713	19,671	-	-	-	46,851	67,234
25-29	2,716	36,077	-	-	-	59,082	97,875
30-34	12,050	53,179	-	-	-	48,029	113,257
35-39	24,287	43,633	-	1,387	215	39,149	108,670
40-44	33,331	47,486	270	1,555	692	34,102	117,435
45-49	35,214	25,445	-	2,610	1,400	22,495	87,164
50-54	25,064	14,185	248	1,782	2,522	16,699	60,500
55-59	18,841	8,431	66	1,436	3,542	11,075	43,392
60-64	9,056	2,467	-	792	1,889	7,500	21,703
65-69	4,626	1,379	-	729	986	3,034	10,755
70-74	3,851	413	-	69	1,747	2,056	8,136
75 years & Above	539	-	-	235	691	66	1,531
Total	170,561	253,958	584	10,595	13,685	304,763	754,146
Percentages (%)							
15-17	-	-	-	-	-	0.7	0.3
18-19	0.2	0.6	-	-	-	4.1	1.9
20-24	0.4	7.7	-	-	-	15.4	8.9
25-29	1.6	14.2	-	-	-	19.4	13.0
30-34	7.1	20.9	-	-	-	15.8	15.0
35-39	14.2	17.2	-	13.1	1.6	12.8	14.4
40-44	19.5	18.7	46.2	14.7	5.1	11.2	15.6
45-49	20.6	10.0	-	24.6	10.2	7.4	11.6
50-54	14.7	5.6	42.5	16.8	18.4	5.5	8.0
55-59	11.0	3.3	11.3	13.6	25.9	3.6	5.8
60-64	5.3	1.0	-	7.5	13.8	2.5	2.9
65-69	2.7	0.5	-	6.9	7.2	1.0	1.4
70-74	2.3	0.2	-	0.7	12.8	0.7	1.1
75 years & Above	0.3	-	-	2.2	5.0	0.0	0.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table M4: Currently Employed by Occupation & Marital status, QMTS Q1 2024

Occupation	Counts						Total
	Married	Living Together	Separated	Divorced	Widowed	Never married	
Managers	24,972	13,061	-	881	1,655	11,306	51,875
Professionals	24,364	13,582	-	1,583	1,277	16,663	57,468
Technicians	25,183	20,192	-	2,085	1,278	27,908	76,646
Clerical Support Services	7,452	11,177	-	123	-	13,850	32,602
Service/Sales Workers	31,061	60,889	-	558	2,899	76,506	171,912
Skilled Agric. and Fishery	4,392	2,665	-	414	1,042	2,164	10,677
Craft and Related Trades	16,276	29,916	248	1,488	931	27,632	76,491
Plant & Machine Operators	11,475	14,328	71	342	-	14,125	40,342
Elementary Occupations	23,824	87,430	265	3,120	4,603	114,276	233,519
Other	1,563	719	-	-	-	332	2,614
Total	170,561	253,958	584	10,595	13,685	304,763	754,146
Percentages (%)							
Managers	14.6	5.1	-	8.3	12.1	3.7	6.9
Professionals	14.3	5.3	-	14.9	9.3	5.5	7.6
Technicians	14.8	8.0	-	19.7	9.3	9.2	10.2
Clerical Support Services	4.4	4.4	-	1.2	-	4.5	4.3
Service/Sales Workers	18.2	24.0	-	5.3	21.2	25.1	22.8
Skilled Agric. and Fishery	2.6	1.0	-	3.9	7.6	0.7	1.4
Craft and Related Trades	9.5	11.8	42.5	14.0	6.8	9.1	10.1
Plant & Machine Operators	6.7	5.6	12.2	3.2	-	4.6	5.3
Elementary Occupations	14.0	34.4	45.4	29.4	33.6	37.5	31.0
Other	0.9	0.3	-	-	-	0.1	0.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table M5: Currently Employed by Education level, Sex and Stratum, QMTS Q1 2024

	Occupation	Cities and Towns	Urban Villages	Rural Areas	Total	Cities and Towns	Urban Villages	Rural Areas	Total
Total	Never Attended School	2,346	7,706	15,412	25,464	1.2	2.1	7.9	3.4
	Primary	12,574	35,737	45,469	93,780	6.6	9.7	23.2	12.4
	Secondary	84,430	186,129	92,788	363,347	44.3	50.7	47.3	48.2
	Non-formal	375	1,366	1,365	3,106	0.2	0.4	0.7	0.4
	Apprentice	1,476	1,664	212	3,352	0.8	0.5	0.1	0.4
	Brigade	3,884	14,058	4,371	22,314	2.0	3.8	2.2	3.0
	Technical/Vocational	13,271	21,400	7,525	42,196	7.0	5.8	3.8	5.6
	Educational College	13,801	24,092	10,631	48,524	7.2	6.6	5.4	6.4
	Institute of Health Sciences	2,625	2,849	1,345	6,819	1.4	0.8	0.7	0.9
	University	56,012	72,255	16,977	145,244	29.4	19.7	8.7	19.3
	Total	190,795	367,256	196,095	754,146	100.0	100.0	100.0	100.0
Males	Never Attended School	1,151	4,296	11,002	16,449	1.2	2.5	10.6	4.4
	Primary	6,007	14,159	24,822	44,988	6.1	8.4	23.8	12.1
	Secondary	43,542	83,444	49,440	176,426	44.2	49.4	47.5	47.5
	Non-formal	375	-	-	375	0.4	-	-	0.1
	Apprentice	1,024	1,342	212	2,579	1.0	0.8	0.2	0.7
	Brigade	2,994	10,005	3,219	16,218	3.0	5.9	3.1	4.4
	Technical/Vocational	8,814	13,293	5,100	27,206	8.9	7.9	4.9	7.3
	Educational College	5,893	8,788	3,218	17,898	6.0	5.2	3.1	4.8
	Institute of Health Sciences	1,456	1,206	1,119	3,782	1.5	0.7	1.1	1.0
	University	27,242	32,487	5,987	65,716	27.7	19.2	5.8	17.7
	Total	98,498	169,021	104,119	371,638	100.0	100.0	100.0	100.0
Females	Never Attended School	1,195	3,410	4,410	9,015	1.3	1.7	4.8	2.4
	Primary	6,567	21,577	20,647	48,792	7.1	10.9	22.4	12.8
	Secondary	40,888	102,685	43,347	186,921	44.3	51.8	47.1	48.9
	Non-formal	-	1,366	1,365	2,731	-	0.7	1.5	0.7
	Apprentice	452	321	-	773	0.5	0.2	-	0.2
	Brigade	891	4,053	1,152	6,096	1.0	2.0	1.3	1.6
	Technical/Vocational	4,457	8,107	2,425	14,990	4.8	4.1	2.6	3.9
	Educational College	7,909	15,304	7,413	30,626	8.6	7.7	8.1	8.0
	Institute of Health Sciences	1,169	1,643	226	3,037	1.3	0.8	0.2	0.8
	University	28,770	39,768	10,990	79,528	31.2	20.1	11.9	20.8
	Total	92,297	198,235	91,976	382,509	100.0	100.0	100.0	100.0

Table M6: Currently Employed by Subject of Training and Sex, QMTS Q1 2024

Subject of Training	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
No Training	228,166	244,271	472,438	61.4	63.9	62.6
Basic, Literacy & Numeracy and Personnel Development Programs	4,407	21,409	25,816	1.2	5.6	3.4
Education Programs	1,828	4,983	6,811	0.5	1.3	0.9
Arts and Humanities	5,183	2,445	7,628	1.4	0.6	1.0
Social & Behavioural	3,342	3,940	7,282	0.9	1.0	1.0
Journalism, Information and Documentation	2,774	4,349	7,124	0.7	1.1	0.9
Business and Administration Programs	26,260	46,042	72,302	7.1	12.0	9.6
Programs in Law	2,421	2,383	4,804	0.7	0.6	0.6
Life and Physical Sciences Programs	1,525	1,078	2,603	0.4	0.3	0.3
Mathematics and Statistics Programs	1,036	204	1,241	0.3	0.1	0.2
Computer Programs	9,316	8,442	17,758	2.5	2.2	2.4
Engineering Trade Programs	10,220	3,140	13,361	2.7	0.8	1.8
Manufacturing and Processing Programs	1,670	3,115	4,785	0.4	0.8	0.6
Industrial Programs	13,263	1,366	14,629	3.6	0.4	1.9
Architecture and Building Program	4,614	578	5,192	1.2	0.2	0.7
Building and Construction Programs	18,110	2,231	20,341	4.9	0.6	2.7
Agric, Forestry & Fishery	5,485	2,683	8,168	1.5	0.7	1.1
Veterinary Programs	-	-	-	-	-	-
Health Programs	9,594	12,265	21,859	2.6	3.2	2.9
Social Services Programs	614	886	1,500	0.2	0.2	0.2
Personal Services Programs	3,321	6,480	9,801	0.9	1.7	1.3
Transport Services Programs	8,456	1,136	9,592	2.3	0.3	1.3
Environmental Protection Programs	3,260	5,638	8,899	0.9	1.5	1.2
Security Services Programs	6,771	3,441	10,212	1.8	0.9	1.4
Total	371,638	382,509	754,146	100.0	100.0	100.0

Table M7: Currently Employed by Occupation and usual hours of work per day, QMTS Q1 2024

	Occupation	Usual Hours of work per day					
		Counts					
		Less than 1 Hour	1 - 4 Hours	5 - 9 Hours	10 - 14 Hours	Not Stated	Total
Total	Managers	-	1,944	34,867	15,064	-	51,875
	Professionals	-	1,037	54,012	2,419	-	57,468
	Technicians	-	3,604	69,527	3,515	-	76,646
	Clerical Support Services	-	998	30,449	1,155	-	32,602
	Service/Sales Workers	-	10,845	107,299	53,769	-	171,912
	Skilled Agric. and Fishery	-	2,392	5,198	3,087	-	10,677
	Craft and Related Trades	231	7,847	55,176	12,676	561	76,491
	Plant & Machine Operators	-	1,022	26,130	13,190	-	40,342
	Elementary Occupations	2,159	71,522	129,590	30,056	192	233,519
	Other	-	-	2,614	-	-	2,614
	Total	2,391	101,211	514,862	134,930	752	754,146
Male	Managers	-	842	20,353	6,283	-	27,478
	Professionals	-	666	20,429	1,704	-	22,799
	Technicians	-	3,111	29,775	1,927	-	34,813
	Clerical Support Services	-	260	10,607	508	-	11,375
	Service/Sales Workers	-	2,279	34,906	27,696	-	64,881
	Skilled Agric. and Fishery	-	573	1,989	1,621	-	4,183
	Craft and Related Trades	231	6,538	43,265	10,144	561	60,739
	Plant & Machine Operators	-	1,022	20,633	12,122	-	33,778
	Elementary Occupations	812	30,628	57,527	19,929	192	109,089
	Other	-	-	2,502	-	-	2,502
	Total	1,044	45,920	241,988	81,934	752	371,638
Female	Managers	-	1,102	14,514	8,781	-	24,397
	Professionals	-	370	33,583	716	-	34,669
	Technicians	-	493	39,752	1,589	-	41,833
	Clerical Support Services	-	739	19,842	647	-	21,227
	Service/Sales Workers	-	8,565	72,392	26,073	-	107,031
	Skilled Agric. and Fishery	-	1,818	3,210	1,466	-	6,494
	Craft and Related Trades	-	1,309	11,911	2,532	-	15,752
	Plant & Machine Operators	-	-	5,496	1,068	-	6,564
	Elementary Occupations	1,347	40,894	72,063	10,126	-	124,430
	Other	-	-	112	-	-	112
	Total	1,347	55,291	272,874	52,996	-	382,509

Table M7 Cont'd: Currently Employed by Occupation and usual hours of work per day, QMTS Q1 2024

	Occupation	Usual Hours of work per day					
		Counts					Total
		Less than 1 Hour	1 - 4 Hours	5 - 9 Hours	10 - 14 Hours	Not Stated	
Percentages (%)							
Total	Managers	-	1.9	6.8	11.2	-	6.9
	Professionals	-	1.0	10.5	1.8	-	7.6
	Technicians	-	3.6	13.5	2.6	-	10.2
	Clerical Support Services	-	1.0	5.9	0.9	-	4.3
	Service/Sales Workers	-	10.7	20.8	39.8	-	22.8
	Skilled Agric. and Fishery	-	2.4	1.0	2.3	-	1.4
	Craft and Related Trades	9.7	7.8	10.7	9.4	74.6	10.1
	Plant & Machine Operators	-	1.0	5.1	9.8	-	5.3
	Elementary Occupations	90.3	70.7	25.2	22.3	25.5	31.0
	Other	-	-	0.5	-	-	0.3
	Total	100.0	100.0	100.0	100.0	100.0	100.0
Male	Managers	-	1.8	8.4	7.7	-	7.4
	Professionals	-	1.5	8.4	2.1	-	6.1
	Technicians	-	6.8	12.3	2.4	-	9.4
	Clerical Support Services	-	0.6	4.4	0.6	-	3.1
	Service/Sales Workers	-	5.0	14.4	33.8	-	17.5
	Skilled Agric. and Fishery	-	1.2	0.8	2.0	-	1.1
	Craft and Related Trades	22.1	14.2	17.9	12.4	74.6	16.3
	Plant & Machine Operators	-	2.2	8.5	14.8	-	9.1
	Elementary Occupations	77.8	66.7	23.8	24.3	25.5	29.4
	Other	-	-	1.0	-	-	0.7
	Total	100.0	100.0	100.0	100.0	100.0	100.0
Female	Managers	-	2.0	5.3	16.6	-	6.4
	Professionals	-	0.7	12.3	1.4	-	9.1
	Technicians	-	0.9	14.6	3.0	-	10.9
	Clerical Support Services	-	1.3	7.3	1.2	-	5.5
	Service/Sales Workers	-	15.5	26.5	49.2	-	28.0
	Skilled Agric. and Fishery	-	3.3	1.2	2.8	-	1.7
	Craft and Related Trades	-	2.4	4.4	4.8	-	4.1
	Plant & Machine Operators	-	-	2.0	2.0	-	1.7
	Elementary Occupations	100.0	74.0	26.4	19.1	-	32.5
	Other	-	-	0.0	-	-	0.0
	Total	100.0	100.0	100.0	100.0	-	100.0

Table M8: Currently Employed by Industry and usual hours of work per day, QMTS Q1 2024

Industry	Usual Hours of work per day					Total
	Less than 1 Hour	1 - 4 Hours	5 - 9 Hours	10 - 14 Hours	Not Stated	
Agriculture, Forestry and Fishing	277	10,872	38,983	22,361	-	72,492
Mining and Quarrying	-	622	5,974	3,321	-	9,918
Manufacturing	-	3,077	35,682	7,082	23	45,864
Electricity, Gas, & Air Supply	-	-	2,368	-	-	2,368
Water Supply & Waste Management	-	480	5,516	719	-	6,715
Construction	553	8,989	30,377	5,888	567	46,373
Wholesale & Retail Trade	-	5,974	84,017	28,355	162	118,508
Transport & Storage	-	1,342	9,014	8,677	-	19,032
Accommodation and Food Service	-	1,268	25,462	8,267	-	34,997
Information and Communication	-	-	5,598	444	-	6,043
Finance and Insurance Activities	-	393	9,389	483	-	10,265
Real Estate Activities	-	586	981	-	-	1,568
Professional, Scientific and Technical	-	493	10,095	1,435	-	12,022
Administrative and Support Service	-	553	23,166	29,820	-	53,538
Public Administration	-	43,636	107,255	2,153	-	153,044
Education	-	2,584	64,174	1,460	-	68,218
Human Health and Social Work	-	872	26,858	2,950	-	30,681
Arts, Entertainment and Recreation	-	1,566	2,856	-	-	4,421
Other Service Activities	-	3,131	9,553	3,480	-	16,164
Households as Employers	1,561	14,774	15,961	8,035	-	40,330
Activities of Extraterritorial organisations	-	-	1,585	-	-	1,585
Total	2,391	101,211	514,862	134,930	752	754,146

Table M8.1a: Currently Employed by Industry, Sex and Weekly Hours Worked, QMTS Q1 2024

	Industry	Less than 1 Hour	1 - 14 Hours	15 - 29 Hours	30 - 34 Hours	35 - 39 Hours	40 - 48 Hours	49 Hours & Above	Hours Not Stated	Total
Total	Agriculture, Forestry and Fishing	277	6,370	5,252	824	5,918	17,248	36,603	-	72,492
	Mining and Quarrying	-	384	715	26	-	7,247	1,546	-	9,918
	Manufacturing	-	2,021	3,748	1,188	1,520	25,657	11,707	23	45,864
	Electricity, Gas, & Air Supply	-	-	-	-	-	1,328	1,040	-	2,368
	Water Supply & Waste Management	-	-	480	-	-	4,721	1,513	-	6,715
	Construction	553	3,454	6,166	125	1,814	15,111	18,583	567	46,373
	Wholesale & Retail Trade	-	4,544	6,264	1,274	2,171	53,425	50,668	162	118,508
	Transport & Storage	-	291	1,728	-	-	7,072	9,942	-	19,032
	Accomodation and Food Service	-	1,235	2,483	1,288	405	14,033	15,554	-	34,997
	Information and Communication	-	-	586	-	335	4,487	635	-	6,043
	Finance and Insurance Activities	-	142	851	-	269	8,331	672	-	10,265
	Real Estate Activities	-	345	241	-	-	816	166	-	1,568
	Professional, Scientific and Technical	-	314	862	159	71	8,491	2,125	-	12,022
	Administrative and Support Service	-	503	1,297	235	475	19,038	31,992	-	53,538
	Public Administration	-	2,000	61,473	10,297	451	73,617	5,207	-	153,044
	Education	-	248	6,294	2,695	415	57,037	1,530	-	68,218
	Human Health and Social Work	-	403	943	596	468	24,680	3,591	-	30,681
	Arts, Entertainment and Recreation	-	1,361	557	-	317	1,251	936	-	4,421
	Other Service Activities	-	2,969	929	-	1,200	5,155	5,910	-	16,164
	Households as Employers	1,561	10,465	5,890	515	914	9,284	11,702	-	40,330
	Activities of Extraterritorial organisations	-	-	-	-	-	1,585	-	-	1,585
	Total	2,391	37,049	106,757	19,220	16,743	359,613	211,620	752	754,146

Table M8.1a Cont'd: Currently Employed by Industry, Sex and Weekly Hours Worked, QMTS Q1 2024

	Industry	Less than 1 Hour	1 - 14 Hours	15 - 29 Hours	30 - 34 Hours	35 - 39 Hours	40 - 48 Hours	49 Hours & Above	Hours Not Stated	Total
Male	Agriculture, Forestry and Fishing	277	4,205	4,463	824	3,227	12,037	30,787	-	55,820
	Mining and Quarrying	-	384	715	26	-	6,130	1,417	-	8,672
	Manufacturing	-	1,078	2,176	712	348	13,035	6,854	23	24,227
	Electricity, Gas, & Air Supply	-	-	-	-	-	993	824	-	1,817
	Water Supply & Waste Management	-	-	480	-	-	2,450	1,087	-	4,016
	Construction	553	3,454	6,166	125	1,814	12,343	18,159	567	43,181
	Wholesale & Retail Trade	-	1,815	2,267	362	1,152	29,185	17,395	162	52,339
	Transport & Storage	-	291	1,728	-	-	5,667	8,822	-	16,508
	Accommodation and Food Service	-	904	704	-	405	4,837	6,856	-	13,706
	Information and Communication	-	-	235	-	-	1,942	426	-	2,603
	Finance and Insurance Activities	-	-	269	-	269	3,924	439	-	4,901
	Real Estate Activities	-	243	241	-	-	816	-	-	1,299
	Professional, Scientific and Technical	-	-	841	66	-	4,478	1,423	-	6,807
	Administrative and Support Service	-	503	566	235	224	7,097	22,471	-	31,096
	Public Administration	-	935	15,432	3,863	251	33,377	2,615	-	56,473
	Education	-	248	1,349	323	415	14,779	1,067	-	18,180
	Human Health and Social Work	-	403	313	223	468	9,416	1,905	-	12,729
	Arts, Entertainment and Recreation	-	1,361	291	-	317	135	462	-	2,566
	Other Service Activities	-	1,326	-	-	241	1,004	2,814	-	5,384
	Households as Employers	213	4,156	2,175	-	323	1,203	698	-	8,769
Activities of Extraterritorial organisations	-	-	-	-	-	544	-	-	544	
Total		1,044	21,305	40,411	6,758	9,454	165,391	126,522	752	371,638

Table M8.1a Cont'd: Currently Employed by Industry, Sex and Weekly Hours Worked, QMTS Q1 2024

	Industry	Less than 1 Hour	1 - 14 Hours	15 - 29 Hours	30 - 34 Hours	35 - 39 Hours	40 - 48 Hours	49 Hours & Above	Hours Not Stated	Total
Female	Agriculture, Forestry and Fishing	-	2,166	788	-	2,691	5,211	5,816	-	16,672
	Mining and Quarrying	-	-	-	-	-	1,117	129	-	1,246
	Manufacturing	-	942	1,572	475	1,172	12,622	4,853	-	21,637
	Electricity, Gas, & Air Supply	-	-	-	-	-	335	215	-	551
	Water Supply & Waste Management	-	-	-	-	-	2,272	427	-	2,698
	Construction	-	-	-	-	-	2,768	424	-	3,192
	Wholesale & Retail Trade	-	2,729	3,997	912	1,018	24,241	33,272	-	66,169
	Transport & Storage	-	-	-	-	-	1,405	1,119	-	2,525
	Accommodation and Food Service	-	330	1,778	1,288	-	9,196	8,698	-	21,291
	Information and Communication	-	-	351	-	335	2,545	209	-	3,440
	Finance and Insurance Activities	-	142	582	-	-	4,408	233	-	5,364
	Real Estate Activities	-	102	-	-	-	-	166	-	268
	Professional, Scientific and Technical	-	314	22	93	71	4,013	702	-	5,215
	Administrative and Support Service	-	-	730	-	250	11,941	9,521	-	22,442
	Public Administration	-	1,065	46,040	6,434	200	40,240	2,592	-	96,571
	Education	-	-	4,945	2,372	-	42,258	463	-	50,038
	Human Health and Social Work	-	-	630	372	-	15,264	1,686	-	17,952
	Arts, Entertainment and Recreation	-	-	266	-	-	1,116	474	-	1,856
	Other Service Activities	-	1,643	929	-	960	4,152	3,096	-	10,780
	Households as Employers	1,347	6,309	3,715	515	591	8,081	11,004	-	31,562
Activities of Extraterritorial organisations	-	-	-	-	-	1,041	-	-	-	1,041
Total		1,347	15,744	66,346	12,462	7,289	194,223	85,099	-	382,509

Table M9: Currently Employed by Employment status, Citizenship and Sex, QMTS Q1 2024

	Employment Status	Counts			Percentages (%)		
		Citizens	Non Citizens	Total Employed	Citizens	Non Citizens	Total Employed
Total	In his/her own business activity	97,986	11,782	109,768	14.2	18.0	14.6
	In a business operated by a household member	4,913	420	5,333	0.7	0.6	0.7
	As an employee for someone else	535,980	37,551	573,531	77.8	57.5	76.1
	As an apprentice, intern/tirelo sechaba	8,706	-	8,706	1.3	-	1.2
	In piece Jobs	41,215	15,592	56,807	6.0	23.9	7.5
	Total	688,801	65,346	754,146	100.0	100.0	100.0
Male	In his/her own business activity	42,891	8,205	51,096	13.1	18.2	13.7
	In a business operated by a household member	2,478	-	2,478	0.8	-	0.7
	As an employee for someone else	248,423	24,759	273,182	76.1	55.0	73.5
	As an apprentice, intern/tirelo sechaba	1,931	-	1,931	0.6	-	0.5
	In piece Jobs	30,871	12,078	42,950	9.5	26.8	11.6
	Total	326,594	45,043	371,638	100.0	100.0	100.0
Female	In his/her own business activity	55,095	3,577	58,672	15.2	17.6	15.3
	In a business operated by a household member	2,435	420	2,855	0.7	2.1	0.7
	As an employee for someone else	287,557	12,792	300,349	79.4	63.0	78.5
	As an apprentice, intern/tirelo sechaba	6,775	-	6,775	1.9	-	1.8
	In piece Jobs	10,344	3,513	13,857	2.9	17.3	3.6
	Total	362,206	20,303	382,509	100.0	100.0	100.0

Table M10: Currently Employed by Age group, Citizenship and Sex, QMTS Q1 2024

	Age Group	Counts			Percentages (%)		
		Citizens	Non Citizens	Total Employed	Citizens	Non Citizens	Total Employed
Total	15-17	1,700	541	2,240	0.2	0.8	0.3
	18-19	13,257	999	14,256	1.9	1.5	1.9
	20-24	60,970	6,264	67,234	8.9	9.6	8.9
	25-29	91,415	6,460	97,875	13.3	9.9	13.0
	30-34	102,642	10,615	113,257	14.9	16.2	15.0
	35-39	97,380	11,290	108,670	14.1	17.3	14.4
	40-44	106,688	10,747	117,435	15.5	16.4	15.6
	45-49	79,794	7,370	87,164	11.6	11.3	11.6
	50-54	55,953	4,547	60,500	8.1	7.0	8.0
	55-59	40,856	2,536	43,392	5.9	3.9	5.8
	60-64	19,542	2,160	21,703	2.8	3.3	2.9
	65-69	9,975	780	10,755	1.4	1.2	1.4
	70-74	7,433	703	8,136	1.1	1.1	1.1
	75 years &Above	1,197	334	1,531	0.2	0.5	0.2
	Total	688,801	65,346	754,146	100.0	100.0	100.0

Table M10 Cont'd: Currently Employed by Age group, Citizenship and Sex, QMTS Q1 2024

	Age Group	Counts			Percentages (%)		
		Citizens	Non Citizens	Total Employed	Citizens	Non Citizens	Total Employed
Male	15-17	1,289	541	1,830	0.4	1.2	0.5
	18-19	8,218	572	8,790	2.5	1.3	2.4
	20-24	33,505	4,390	37,895	10.3	9.7	10.2
	25-29	44,789	4,202	48,991	13.7	9.3	13.2
	30-34	49,524	6,624	56,148	15.2	14.7	15.1
	35-39	48,831	8,317	57,148	15.0	18.5	15.4
	40-44	46,180	7,264	53,444	14.1	16.1	14.4
	45-49	38,416	4,967	43,382	11.8	11.0	11.7
	50-54	23,895	2,835	26,730	7.3	6.3	7.2
	55-59	14,742	2,231	16,972	4.5	5.0	4.6
	60-64	7,126	1,859	8,985	2.2	4.1	2.4
	65-69	5,169	461	5,631	1.6	1.0	1.5
	70-74	3,880	448	4,327	1.2	1.0	1.2
	75 years &Above	1,031	334	1,365	0.3	0.7	0.4
	Total	326,594	45,043	371,638	100.0	100.0	100.0
Female	15-17	411	-	411	0.1	-	0.1
	18-19	5,039	427	5,466	1.4	2.1	1.4
	20-24	27,465	1,874	29,339	7.6	9.2	7.7
	25-29	46,626	2,258	48,884	12.9	11.1	12.8
	30-34	53,118	3,991	57,109	14.7	19.7	14.9
	35-39	48,549	2,973	51,522	13.4	14.6	13.5
	40-44	60,508	3,483	63,991	16.7	17.2	16.7
	45-49	41,378	2,404	43,782	11.4	11.8	11.4
	50-54	32,058	1,712	33,770	8.9	8.4	8.8
	55-59	26,114	305	26,420	7.2	1.5	6.9
	60-64	12,416	302	12,718	3.4	1.5	3.3
	65-69	4,805	319	5,124	1.3	1.6	1.3
	70-74	3,553	255	3,809	1.0	1.3	1.0
	75 years &Above	166	-	166	0.0	-	0.0
	Total	362,206	20,303	382,509	100.0	100.0	100.0

Table M11: Currently Employed by Industry, Citizenship and Sex, QMTS Q1 2024

Industry	Citizens			Non Citizens			All Employed		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	39,936	13,834	53,770	15,884	2,838	18,722	55,820	16,672	72,492
Mining and Quarrying	8,433	1,246	9,679	238	-	238	8,672	1,246	9,918
Manufacturing	21,054	21,442	42,496	3,173	194	3,368	24,227	21,637	45,864
Electricity, Gas, & Air Supply	1,817	551	2,368	-	-	-	1,817	551	2,368
Water Supply & Waste Management	4,016	2,698	6,715	-	-	-	4,016	2,698	6,715
Construction	34,484	2,977	37,461	8,697	215	8,912	43,181	3,192	46,373
Wholesale & Retail Trade	46,961	63,941	110,902	5,378	2,228	7,606	52,339	66,169	118,508
Transport & Storage	15,785	2,525	18,309	723	-	723	16,508	2,525	19,032
Accommodation and Food Service	13,353	21,150	34,503	354	141	495	13,706	21,291	34,997
Information and Communication	2,603	3,440	6,043	-	-	-	2,603	3,440	6,043
Finance and Insurance Activities	4,632	5,364	9,996	269	-	269	4,901	5,364	10,265
Real Estate Activities	1,144	268	1,412	155	-	155	1,299	268	1,568
Professional, Scientific and Technical	5,436	5,052	10,488	1,371	163	1,534	6,807	5,215	12,022
Administrative and Support Service	30,223	22,442	52,665	873	-	873	31,096	22,442	53,538
Public Administration	56,023	96,571	152,594	450	-	450	56,473	96,571	153,044
Education	17,136	49,641	66,777	1,044	397	1,441	18,180	50,038	68,218
Human Health and Social Work	11,183	16,955	28,138	1,546	996	2,542	12,729	17,952	30,681
Arts, Entertainment and Recreation	2,566	1,686	4,252	-	170	170	2,566	1,856	4,421
Other Service Activities	4,912	9,617	14,530	472	1,162	1,634	5,384	10,780	16,164
Households as Employers	4,898	19,978	24,876	3,871	11,584	15,455	8,769	31,562	40,330
Activities of Extraterritorial organisations	-	827	827	544	214	758	544	1,041	1,585
Total	326,594	362,206	688,801	45,043	20,303	65,346	371,638	382,509	754,146

Table M12: Percentage (%) Currently Employed by Industry, Citizenship & Sex, QMTS Q1 2024

Industry	Citizens			Non Citizens			All Employed		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	12.2	3.8	7.8	35.3	14.0	28.7	15.0	4.4	9.6
Mining and Quarrying	2.6	0.3	1.4	0.5	-	0.4	2.3	0.3	1.3
Manufacturing	6.4	5.9	6.2	7.0	1.0	5.2	6.5	5.7	6.1
Electricity, Gas, & Air Conditioning Supply	0.6	0.2	0.3	-	-	-	0.5	0.1	0.3
Water Supply and Waste Management	1.2	0.7	1.0	-	-	-	1.1	0.7	0.9
Construction	10.6	0.8	5.4	19.3	1.1	13.6	11.6	0.8	6.1
Wholesale and Retail Trade	14.4	17.7	16.1	11.9	11.0	11.6	14.1	17.3	15.7
Transport & Storage	4.8	0.7	2.7	1.6	-	1.1	4.4	0.7	2.5
Accommodation and Food Service	4.1	5.8	5.0	0.8	0.7	0.8	3.7	5.6	4.6
Information and Communication	0.8	0.9	0.9	-	-	-	0.7	0.9	0.8
Finance and Insurance Activities	1.4	1.5	1.5	0.6	-	0.4	1.3	1.4	1.4
Real Estate Activities	0.4	0.1	0.2	0.3	-	0.2	0.3	0.1	0.2
Professional, Scientific and Technical	1.7	1.4	1.5	3.0	0.8	2.3	1.8	1.4	1.6
Administrative and Support Service	9.3	6.2	7.6	1.9	-	1.3	8.4	5.9	7.1
Public Administration	17.2	26.7	22.2	1.0	-	0.7	15.2	25.2	20.3
Education	5.2	13.7	9.7	2.3	2.0	2.2	4.9	13.1	9.0
Human Health and Social Work	3.4	4.7	4.1	3.4	4.9	3.9	3.4	4.7	4.1
Arts, Entertainment and Recreation	0.8	0.5	0.6	-	0.8	0.3	0.7	0.5	0.6
Other Service Activities	1.5	2.7	2.1	1.0	5.7	2.5	1.4	2.8	2.1
Households as Employers	1.5	5.5	3.6	8.6	57.1	23.7	2.4	8.3	5.3
Activities of Extraterritorial organizations	-	0.2	0.1	1.2	1.1	1.2	0.1	0.3	0.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

AVERAGE EARNINGS

Table AE1: Average Earnings (in Pula) for wage earners (15 years & above) by Occupation and Sex, Q1 2024

Occupation	Average Earnings			Q3 2023 Total
	Male	Female	Total	
Managers	18,275	16,925	17,794	21,389
Professionals	27,407	19,464	22,472	19,479
Technicians	13,497	12,469	12,913	13,259
Clerical Support Services	4,891	4,539	4,663	4,477
Service/Sales Workers	4,406	3,036	3,612	3,486
Craft and Related Trades	4,474	3,153	4,281	4,025
Plant & Machine Operators	5,131	3,196	4,812	4,679
Elementary Occupations	1,497	1,335	1,410	1,336
Other	16,566	25,694	16,956	15,054
Total	6,493	5,697	6,093	6,029

Table AE2: Average Earnings for wage earners (15 years & above) by Occupation, Citizenship and Sex, QMTS Q1 2024

Occupation	Citizens			Non citizens			Total Wage earners		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers	15,548	17,564	16,348	27,681	9,334	24,736	18,275	16,925	17,794
Professionals	24,416	19,245	21,025	43,311	29,109	40,657	27,407	19,464	22,472
Technicians	13,497	12,405	12,877	13,452	16,769	15,266	13,497	12,469	12,913
Clerical Support Services	4,888	4,555	4,671	5,000	3,000	4,112	4,891	4,539	4,663
Service/Sales Workers	4,398	3,022	3,600	5,009	4,302	4,622	4,406	3,036	3,612
Craft and Related Trades	4,481	3,153	4,260	4,436	-	4,436	4,474	3,153	4,281
Plant & Machine Operators	5,056	3,196	4,744	8,688	-	8,688	5,131	3,196	4,812
Elementary Occupations	1,432	1,318	1,368	1,744	1,473	1,643	1,497	1,335	1,410
Other	16,566	25,694	16,956	-	-	-	16,566	25,694	16,956
Total	6,285	5,804	6,035	8,088	3,705	6,731	6,493	5,697	6,093

Table AE3: Average earnings for wage earners (15 years & above) by Industry, Citizenship and Sex, QMTS Q1 2024

Industry	Citizens			Non citizens			Total Wage Earners			Q3 2023 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Agriculture, Forestry and Fishing	1,496	2,123	1,606	1,952	2,375	2,006	1,635	2,182	1,723	1,475
Mining and Quarrying	21,068	19,568	20,870	2,200	-	2,200	20,534	19,568	20,410	20,810
Manufacturing	3,183	3,504	3,326	9,115	-	9,115	3,694	3,504	3,614	4,576
Electricity, Gas, & Air Supply	12,937	15,910	13,628	-	-	-	12,937	15,910	13,628	13,523
Water Supply & Waste Management	8,170	8,461	8,296	-	-	-	8,170	8,461	8,296	11,398
Construction	3,640	3,505	3,630	4,012	3,000	3,979	3,704	3,466	3,688	2,961
Wholesale & Retail Trade	3,667	2,413	2,995	14,652	10,000	14,354	4,666	2,458	3,532	3,559
Transport & Storage	4,742	11,129	5,538	13,363	-	13,363	5,248	11,129	5,943	5,608
Accommodation and Food Service	2,672	2,971	2,848	9,482	6,000	8,489	2,887	2,999	2,952	2,653
Information and Communication	9,941	9,606	9,729	-	-	-	9,941	9,606	9,729	10,563
Finance and Insurance Activities	27,532	12,530	19,328	5,000	-	5,000	26,246	12,530	18,945	24,907
Real Estate Activities	7,733	-	7,733	80,000	-	80,000	18,360	-	18,360	10,169
Professional, Scientific and Technical	9,631	7,774	8,619	42,909	8,000	35,484	13,802	7,781	10,672	10,575
Administrative and Support Service	3,002	2,385	2,733	7,576	-	7,576	3,125	2,385	2,807	2,812
Public Administration	8,722	5,706	6,813	28,543	-	28,543	8,880	5,706	6,877	7,242
Education	13,274	9,940	10,795	25,493	3,500	21,851	13,852	9,918	10,961	11,262
Human Health and Social Work	13,095	11,497	12,102	20,387	20,045	20,231	13,766	11,915	12,636	10,204
Arts, Entertainment and Recreation	2,210	5,179	3,721	-	1,000	1,000	2,210	4,797	3,588	4,110
Other Service Activities	3,373	2,523	2,829	1,800	2,540	2,289	3,231	2,525	2,777	7,059
Households as Employers	988	1,184	1,145	1,754	1,563	1,611	1,326	1,323	1,324	1,212
Activities of Extraterritorial organisations	-	46,916	46,916	110,872	65,000	97,909	110,872	50,638	71,311	51,070
Total	6,285	5,804	6,035	8,088	3,705	6,731	6,493	5,697	6,093	6,029

Table FSE 1a: Estimated Formal Sector Employment by Occupation, Citizenship & Sex, QMTS Q1 2024

Occupation	Citizens			Non-Citizens			All Employees			Q3 2023 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Managers	15,106	9,020	24,126	5,220	1,049	6,268	20,326	10,069	30,394	33,691
Professionals	18,120	32,768	50,888	3,633	920	4,553	21,753	33,688	55,441	62,181
Technicians	29,131	39,637	68,767	707	598	1,305	29,838	40,235	70,072	65,157
Clerical Support Services	9,207	18,982	28,189	269	370	640	9,476	19,352	28,829	28,030
Service/Sales Workers	54,609	70,816	125,425	400	235	635	55,009	71,051	126,060	124,444
Skilled Agric. and Fishery	705	-	705	-	-	-	705	-	705	1,559
Craft and Related Trades	24,925	6,969	31,894	1,709	-	1,709	26,634	6,969	33,603	28,785
Plant & Machine Operators	22,847	5,592	28,439	347	-	347	23,194	5,592	28,786	27,728
Elementary Occupations	39,847	84,425	124,272	2,996	967	3,963	42,843	85,392	128,235	115,679
Other	2,502	112	2,614	-	-	-	2,502	112	2,614	3,606
Total	216,999	268,320	485,319	15,280	4,139	19,419	232,279	72,459	504,738	490,861

Table FSE 1b: Percentage of Estimated Formal Sector Employment by Occupation Citizenship & Sex, QMTS Q1 2024

Occupation	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers	7.0	3.4	5.0	34.2	25.3	32.3	8.8	3.7	6.0
Professionals	8.4	12.2	10.5	23.8	22.2	23.4	9.4	12.4	11.0
Technicians	13.4	14.8	14.2	4.6	14.4	6.7	12.8	14.8	13.9
Clerical Support Services	4.2	7.1	5.8	1.8	8.9	3.3	4.1	7.1	5.7
Service/Sales Workers	25.2	26.4	25.8	2.6	5.7	3.3	23.7	26.1	25.0
Skilled Agric. Forestry and Fishery	0.3	-	0.1	-	-	-	0.3	-	0.1
Craft and Related Trades	11.5	2.6	6.6	11.2	-	8.8	11.5	2.6	6.7
Plant & Machine Operators	10.5	2.1	5.9	2.3	-	1.8	10.0	2.1	5.7
Elementary Occupations	18.4	31.5	25.6	19.6	23.4	20.4	18.4	31.3	25.4
Other	1.2	0.0	0.5	-	-	-	1.1	0.0	0.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table FSE 2: Estimated Formal Sector Employment by Age Group, Citizenship & Sex, QMTS Q1 2024

Age Group	Citizens			Non-Citizens			All Employees			% Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
15-17	377	205	583	-	-	-	377	205	583	0.1
18-19	4,373	3,202	7,575	286	-	286	4,659	3,202	7,861	1.6
20-24	19,522	20,552	40,074	732	141	873	20,254	20,693	40,947	8.1
25-29	30,998	38,308	69,306	1,578	170	1,747	32,576	38,478	71,053	14.1
30-34	34,861	38,330	73,190	1,138	1,473	2,610	35,999	39,803	75,800	15.0
35-39	30,451	37,213	67,664	2,537	166	2,703	32,988	37,379	70,367	13.9
40-44	29,451	44,361	73,812	1,614	451	2,065	31,065	44,812	75,877	15.0
45-49	27,241	28,019	55,260	1,400	469	1,868	28,641	28,488	57,128	11.3
50-54	17,135	24,049	41,184	2,183	650	2,833	19,318	24,699	44,017	8.7
55-59	10,685	20,440	31,126	1,672	-	1,672	12,357	20,440	32,798	6.5
60-64	4,419	8,820	13,239	1,345	302	1,647	5,764	9,122	14,886	2.9
65-69	3,876	2,718	6,593	461	319	780	4,337	3,037	7,373	1.5
70-74	2,955	2,102	5,057	-	-	-	2,955	2,102	5,057	1.0
75+	656	-	656	334	-	334	990	-	990	0.2
Total	216,999	268,320	485,319	15,280	4,139	19,419	232,279	272,459	504,738	100.0
Total Percentage	43.0	53.2	96.2	3.0	0.8	3.8	46.0	54.0	100.0	

Table FSE 3: Estimated Formal Sector Employment by Industry & Sex, QMTS Q1 2024

Sector/ Economic Activity	All Employees			All Employees			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	7,992	5,408	13,400	3.4	2.0	2.7	46.0	54.0	100.0
Mining and Quarrying	7,510	1,183	8,693	3.2	0.4	1.7	46.0	54.0	100.0
Manufacturing	15,224	12,844	28,068	6.6	4.7	5.6	46.0	54.0	100.0
Electricity, Gas, & Air Supply	1,817	551	2,368	0.8	0.2	0.5	46.0	54.0	100.0
Water Supply and Waste Management	4,016	2,459	6,476	1.7	0.9	1.3	46.0	54.0	100.0
Construction	16,382	3,142	19,524	7.1	1.2	3.9	46.0	54.0	100.0
Wholesale, Retail & Repair of Motor Vehicles	32,971	30,741	63,712	14.2	11.3	12.6	46.0	54.0	100.0
Transport & Storage	7,296	1,572	8,867	3.1	0.6	1.8	46.0	54.0	100.0
Accommodation and Food Service	8,872	11,666	20,538	3.8	4.3	4.1	46.0	54.0	100.0
Information and Communication	2,367	3,440	5,807	1.0	1.3	1.2	46.0	54.0	100.0
Finance and Insurance Activities	4,713	4,920	9,632	2.0	1.8	1.9	46.0	54.0	100.0
Real Estate Activities	601	-	601	0.3	-	0.1	46.0	54.0	100.0
Professional, Scientific and Technical	5,186	4,197	9,383	2.2	1.5	1.9	46.0	54.0	100.0
Administrative and Support Service	27,565	20,942	48,507	11.9	7.7	9.6	46.0	54.0	100.0
Public Administration	56,473	96,571	153,044	24.3	35.4	30.3	46.0	54.0	100.0
Education	17,133	49,701	66,834	7.4	18.2	13.2	46.0	54.0	100.0
Human Health and Social Work Activities	11,430	17,365	28,794	4.9	6.4	5.7	46.0	54.0	100.0
Arts, Entertainment and Recreation	1,352	1,856	3,208	0.6	0.7	0.6	46.0	54.0	100.0
Other Service Activities	2,834	2,862	5,696	1.2	1.1	1.1	46.0	54.0	100.0
Activities of Extraterritorial Organizations	544	1,041	1,585	0.2	0.4	0.3	46.0	54.0	100.0
Total	232,279	272,459	504,738	100.0	100.0	100.0	46.0	54.0	100.0

Table FSE 4: Formal Sector Employment by Sector/ Employer Category & Sex QMTS, Q1 2024 & Q3 2023

Sector/Employer Category	Male	Female	Total	Q3 2023	Difference	% Difference
Central Government	49,948	80,476	130,424	129,344	1,080	0.8
Local Government	10,079	13,625	23,704	21,528	2,176	10.1
Parastatal Sector	10,148	9,880	20,028	19,012	1,016	5.3
Private Sector	129,218	106,242	235,460	231,167	4,293	1.9
Non Govt Organization	1,284	2,407	3,691	3,447	244	7.1
Ipelegeng	17,630	53,007	70,637	61,396	9,241	15.1
Self-Employment In Own Non-Agric Enterprise	13,253	6,823	20,076	23,408	(3,332)	(14.2)
Worked In Own Or Household Farm	719	-	719	1,559	(840)	(53.9)
Total	232,278	272,460	504,738	490,861	13,877	2.8

UNEMPLOYMENT TABLES

Table UN1: Currently Unemployed by Age Group and Sex, QMTS Q1 2024

Age Group	Total Unemployed Q1 2024			Q3_2023 Total
	Male	Female	Total	
15-17	5,330	1,696	7,027	8,297
18-19	11,215	6,945	18,160	14,185
20-24	27,537	25,770	53,307	59,759
25-29	24,803	26,485	51,288	48,212
30-34	21,961	28,807	50,769	41,231
35-39	14,653	19,922	34,574	32,896
40-44	12,180	14,285	26,465	26,097
45-49	7,129	5,624	12,754	15,910
50-54	5,836	7,553	13,389	9,754
55-59	3,490	6,178	9,667	8,514
60-64	2,515	2,942	5,457	5,821
65-69	1,144	731	1,876	2,612
70-74	606	968	1,573	1,633
75+	538	215	754	238
Total	138,937	148,122	287,060	275,160

Table UN2: Currently Unemployed by Age Group, Strata and Sex, QMTS Q1 2024

Age Group	Cities and Towns			Urban Villages			Rural Areas			Total Unemployed			Percentage Distribution		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	523	-	523	2,288	883	3,172	2,519	813	3,332	5,330	1,696	7,027	3.8	1.1	2.4
18-19	1,276	1,297	2,573	6,382	3,510	9,892	3,557	2,138	5,695	11,215	6,945	18,160	8.1	4.7	6.3
20-24	4,256	5,545	9,801	17,221	12,715	29,935	6,060	7,510	13,570	27,537	25,770	53,307	19.8	17.4	18.6
25-29	4,086	3,889	7,975	15,315	17,759	33,074	5,403	4,837	10,240	24,803	26,485	51,288	17.9	17.9	17.9
30-34	2,252	6,934	9,186	13,886	15,776	29,661	5,824	6,097	11,921	21,961	28,807	50,769	15.8	19.4	17.7
35-39	2,482	5,556	8,039	8,631	10,263	18,894	3,539	4,102	7,641	14,653	19,922	34,574	10.5	13.4	12.0
40-44	1,729	2,503	4,232	8,759	8,622	17,381	1,692	3,160	4,852	12,180	14,285	26,465	8.8	9.6	9.2
45-49	1,039	648	1,687	4,041	3,990	8,031	2,050	986	3,036	7,129	5,624	12,754	5.1	3.8	4.4
50-54	591	950	1,541	3,787	4,049	7,836	1,459	2,554	4,012	5,836	7,553	13,389	4.2	5.1	4.7
55-59	928	868	1,796	1,437	2,682	4,119	1,125	2,628	3,753	3,490	6,178	9,667	2.5	4.2	3.4
60-64	-	415	415	1,305	662	1,966	1,210	1,866	3,076	2,515	2,942	5,457	1.8	2.0	1.9
65-69	177	-	177	673	303	976	294	428	723	1,144	731	1,876	0.8	0.5	0.7
70-74	-	237	237	499	208	707	107	522	629	606	968	1,573	0.4	0.7	0.5
75+	-	-	-	264	215	479	275	-	275	538	215	754	0.4	0.1	0.3
Total	19,338	28,844	48,181	84,486	81,637	166,123	35,114	37,641	72,755	138,937	148,122	287,060	100.0	100.0	100.0

Table UN3: Unemployment Rate by Marital Status and Sex, QMTS Q1 2024

Marital status	Employed			Unemployed			Labour Force			Unemployment Rate			Q3 2023 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Married	90,669	79,893	170,561	10,247	19,178	29,425	100,915	99,071	199,986	10.2	19.4	14.7	11.4
Living Together	130,173	123,785	253,958	33,541	48,062	81,602	163,713	171,847	335,560	20.5	28.0	24.3	23.6
Separated	319	265	584	220	-	220	540	265	805	40.8	0.0	27.4	9.9
Divorced	4,282	6,313	10,595	773	1,433	2,205	5,054	7,746	12,800	15.3	18.5	17.2	15.1
Widowed	2,008	11,676	13,685	270	2,367	2,637	2,278	14,043	16,321	11.8	16.9	16.2	21.3
Never married	144,186	160,577	304,763	93,887	77,083	170,970	238,074	237,660	475,734	39.4	32.4	35.9	33.6
Total	371,638	382,509	754,146	138,937	148,122	287,060	510,575	530,631	1,041,206	27.2	27.9	27.6	25.9

Table UN4: Currently Not Seeking Employment by Age Group and Sex, QMTS Q1 2024

Age Group	Discouraged Job Seekers			Q3 2023 Total
	Male	Female	Total	
15-17	1,593	2,182	3,774	7,643
18-19	4,063	2,234	6,296	5,897
20-24	5,934	5,624	11,558	15,021
25-29	5,653	5,189	10,842	10,101
30-34	6,496	4,651	11,146	6,201
35-39	3,704	2,023	5,726	7,317
40-44	2,886	3,622	6,508	6,995
45-49	3,212	3,621	6,833	7,051
50-54	1,584	1,381	2,964	3,464
55-59	1,427	2,078	3,505	3,742
60-64	2,403	1,078	3,481	3,627
65-69	566	1,192	1,758	3,289
70-74	881	-	881	1,843
75+	534	612	1,146	197
Total	40,934	35,484	76,418	82,387

Table UN5: Currently Not Seeking Employment by Reason, Strata and Sex, QMTS Q1 2024

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	729	726	1,455	730	1,693	2,423	3,279	1,231	4,510	4,738	3,650	8,388
Awaiting recall from a precious search	872	-	872	818	1,824	2,642	904	1,122	2,026	2,594	2,946	5,540
Waiting for the season to start	22	22	43	649	858	1,507	228	-	228	899	879	1,778
Waiting to start new job or business	-	622	622	-	462	462	217	70	287	217	1,154	1,371
Tired of looking for jobs, no jobs in the area	2,299	1,266	3,564	12,024	8,206	20,230	9,142	8,034	17,176	23,464	17,506	40,970
No jobs matching skills, lacks experience	740	717	1,457	2,677	909	3,586	1,458	2,721	4,179	4,875	4,346	9,221
Considered too young/old by employers	-	453	453	2,045	2,469	4,514	2,102	2,081	4,183	4,147	5,002	9,149
Total	4,662	3,805	8,467	18,942	16,421	35,363	17,330	15,259	32,589	40,934	35,484	76,418

Table UN6: Extended Unemployment Rate, QMTS Q1 2024

Age Group	Extended Unemployed			Employed			Extended Labour Force			Extended Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	6,923	3,878	10,801	1,830	411	2,240	8,753	4,289	13,041	79.1	90.4	82.8
18-19	15,277	9,179	24,456	8,790	5,466	14,256	24,067	14,645	38,712	63.5	62.7	63.2
20-24	33,471	31,394	64,865	37,895	29,339	67,234	71,366	60,733	132,099	46.9	51.7	49.1
25-29	30,457	31,673	62,130	48,991	48,884	97,875	79,447	80,557	160,005	38.3	39.3	38.8
30-34	28,457	33,458	61,915	56,148	57,109	113,257	84,605	90,567	175,172	33.6	36.9	35.3
35-39	18,356	21,944	40,301	57,148	51,522	108,670	75,504	73,466	148,970	24.3	29.9	27.1
40-44	15,065	17,907	32,973	53,444	63,991	117,435	68,509	81,898	150,407	22.0	21.9	21.9
45-49	10,341	9,245	19,587	43,382	43,782	87,164	53,724	53,027	106,751	19.2	17.4	18.3
50-54	7,420	8,934	16,353	26,730	33,770	60,500	34,150	42,704	76,853	21.7	20.9	21.3
55-59	4,917	8,255	13,172	16,972	26,420	43,392	21,889	34,675	56,564	22.5	23.8	23.3
60-64	4,918	4,020	8,938	8,985	12,718	21,703	13,903	16,737	30,641	35.4	24.0	29.2
65-69	1,711	1,923	3,634	5,631	5,124	10,755	7,341	7,047	14,388	23.3	27.3	25.3
70-74	1,487	968	2,454	4,327	3,809	8,136	5,814	4,776	10,590	25.6	20.3	23.2
75+	1,072	827	1,899	1,365	166	1,531	2,437	993	3,430	44.0	83.3	55.4
Total	179,871	183,607	363,478	371,638	382,509	754,146	551,509	566,115	1,117,624	32.6	32.4	32.5

Table UN7: Currently Unemployed by education Level and Sex, QMTS Q1 2024

Highest Educational Level	Total Unemployed			Percentage (%)	
	Male	Female	Total	Q1 2024	Q3 2023
Never Attended	3,481	5,087	8,569	3.0	3.6
Primary	17,842	13,914	31,756	11.1	11.5
Secondary	87,564	89,816	177,380	61.8	60.1
Non-formal	-	539	539	0.2	0.1
Apprentice	-	-	-	-	0.1
Brigade	5,106	1,742	6,848	2.4	3.2
Technical/Vocational	6,941	7,292	14,233	5.0	4.6
Educational College	3,401	7,125	10,526	3.7	4.1
Institute of Health Sciences	506	802	1,308	0.5	0.1
University	14,097	21,804	35,902	12.5	12.5
Total	138,937	148,122	287,060	100.0	100.0

Table UN8: Currently Unemployed by education Level, Strata and Sex, QMTS Q1 2024

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	-	237	237	2,675	2,179	4,853	807	2,671	3,478	3,481	5,087	8,569
Primary	1,314	1,052	2,366	9,291	6,141	15,432	7,237	6,721	13,958	17,842	13,914	31,756
Secondary	11,766	16,267	28,033	54,268	51,018	105,286	21,529	22,531	44,060	87,564	89,816	177,380
Non-formal	-	-	-	-	-	-	-	539	539	-	539	539
Apprentice	-	-	-	-	-	-	-	-	-	-	-	-
Brigade	236	550	786	3,222	841	4,063	1,648	351	1,999	5,106	1,742	6,848
Technical/Vocational	1,418	1,391	2,809	3,275	5,178	8,453	2,248	724	2,971	6,941	7,292	14,233
Educational College	922	887	1,810	2,159	4,782	6,941	319	1,456	1,776	3,401	7,125	10,526
Institute of Health Sciences	-	335	335	267	241	508	238	227	465	506	802	1,308
University	3,681	8,124	11,805	9,328	11,259	20,587	1,088	2,421	3,509	14,097	21,804	35,902
Total	19,338	28,844	48,181	84,486	81,637	166,123	35,114	37,641	72,755	138,937	148,122	287,060
Percentage Distribution												
Never Attended	-	0.8	0.5	3.2	2.7	2.9	2.3	7.1	4.8	2.5	3.4	3.0
Primary	6.8	3.6	4.9	11.0	7.5	9.3	20.6	17.9	19.2	12.8	9.4	11.1
Secondary	60.8	56.4	58.2	64.2	62.5	63.4	61.3	59.9	60.6	63.0	60.6	61.8
Non-formal	-	-	-	-	-	-	-	1.4	0.7	-	0.4	0.2
Apprentice	-	-	-	-	-	-	-	-	-	-	-	-
Brigade	1.2	1.9	1.6	3.8	1.0	2.4	4.7	0.9	2.7	3.7	1.2	2.4
Technical/Vocational	7.3	4.8	5.8	3.9	6.3	5.1	6.4	1.9	4.1	5.0	4.9	5.0
Educational College	4.8	3.1	3.8	2.6	5.9	4.2	0.9	3.9	2.4	2.4	4.8	3.7
Institute of Health Sciences	-	1.2	0.7	0.3	0.3	0.3	0.7	0.6	0.6	0.4	0.5	0.5
University	19.0	28.2	24.5	11.0	13.8	12.4	3.1	6.4	4.8	10.1	14.7	12.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table UN9: Currently Unemployed by Subject of Training and Sex, QMTS Q1 2024

Subject of Training	Total Unemployed			Percentage Distribution		
	Male	Female	Total	Male	Female	Total
Still Attending General Education	525	473	998	0.4	0.3	0.3
No Training	106,955	108,593	215,547	77.0	73.3	75.1
Basic General Programs, Pre-primary	214	4,182	4,396	0.2	2.8	1.5
Primary Teachers Training Programs	247	290	537	0.2	0.2	0.2
Secondary Teachers Training Programs	481	248	729	0.3	0.2	0.3
General and Specialized Teacher-Training Programs	-	318	318	-	0.2	0.1
Graphic and Audio-Visual Arts: Photography, Music Production	303	-	303	0.2	-	0.1
Radio and Television Production	-	300	300	-	0.2	0.1
Native Languages: Current or Vernacular Language and its Literature	-	133	133	-	0.1	-
Other Humanities Programs NEC	191	-	191	0.1	-	0.1
Community Development Programs; Social Welfare/Social Work Programs	771	1,489	2,260	0.6	1.0	0.8
Psychology Programs	-	261	261	-	0.2	0.1
Peace and Conflict Studies, Human Rights	-	494	494	-	0.3	0.2
Journalism Courses	142	-	142	0.1	-	-
Archival Sciences	-	235	235	-	0.2	0.1
Marketing and Sales Programs	-	407	407	-	0.3	0.1
Real Estate Programs	237	608	845	0.2	0.4	0.3
Finance and Banking Programs	-	350	350	-	0.2	0.1
Accounting, Auditing and Bookkeeping Programs	1,450	2,350	3,799	1.0	1.6	1.3
Management and Public Administration Programs	220	1,666	1,886	0.2	1.1	0.7
Secretarial and Office Work Programs	231	1,218	1,449	0.2	0.8	0.5
Insurance and Investment Analysis Programs	-	207	207	-	0.1	0.1
Personnel Administration Programs	-	888	888	-	0.6	0.3
Financial Management Programs	-	198	198	-	0.1	0.1
Business\Commercial Administration Programs	1,432	2,209	3,641	1.0	1.5	1.3
Materials Management Courses	747	958	1,705	0.5	0.6	0.6
Other Business and Administration Programs NEC	-	215	215	-	0.1	0.1
Law (General, International, Labour, Maritime Law etc.)	833	-	833	0.6	-	0.3
Biology, Botany, Bacteriology, Microbiology and Genetics Programs	-	211	211	-	0.1	0.1
Geology and Geophysics Programs	639	-	639	0.5	-	0.2
Other Physical Sciences Programs NEC	-	110	110	-	0.1	-
Computer Sciences: System Design Programs	239	375	614	0.2	0.3	0.2
Computer Programming Programs	366	-	366	0.3	-	0.1
Data Processing Programs	-	239	239	-	0.2	0.1
Networks and Website Development Programs	890	-	890	0.6	-	0.3
Operating Systems and Software Development Programs	302	-	302	0.2	-	0.1
Other Computing Programs NEC	946	1,851	2,797	0.7	1.2	1.0
Mechanics Engineering Programs	735	-	735	0.5	-	0.3
Mining and Metallurgy Programs	-	373	373	-	0.3	0.1
Electrical Engineering Programs	2,512	166	2,678	1.8	0.1	0.9
Electronics and Telecommunications (Radio and Computer)	436	-	436	0.3	-	0.2

Table UN9 Cont'd: Currently Unemployed by Subject of Training and Sex, QMTS Q1 2024

Subject of Training	Total Unemployed			Percentage Distribution		
	Male	Female	Total	Male	Female	Total
Energy and Chemical Engineering Programs (Water)	48	-	48	-	-	-
Surveying Programs, Quantity Surveying Programs	208	-	208	0.1	-	0.1
Textiles and Clothes Programs (Tailoring, Textile Trades)	215	670	885	0.2	0.5	0.3
Welding and Fabrication Programs	388	200	589	0.3	0.1	0.2
Refrigeration and Air Conditioning Training Programs	346	-	346	0.2	-	0.1
Motor Mechanics Programs	1,951	-	1,951	1.4	-	0.7
Other Industrial Programs NEC	1,355	-	1,355	1.0	-	0.5
Architecture and Town Planning Programs	204	275	480	0.1	0.2	0.2
Building and Construction (Valuation) Programs	394	551	945	0.3	0.4	0.3
Civil Engineering Programs	715	309	1,024	0.5	0.2	0.4
Other Architecture and Building Programs NEC	211	-	211	0.2	-	0.1
Painting/Song writing Programs	229	-	229	0.2	-	0.1
Carpentry/Joinery Programs	1,881	198	2,080	1.4	0.1	0.7
Masonry and Bricklaying Programs	2,297	984	3,281	1.7	0.7	1.1
Plumbing	372	-	372	0.3	-	0.1
Electrical Programs	620	-	620	0.4	-	0.2
Sheet Metal Programs	212	-	212	0.2	-	0.1
Crop Production Programs	-	127	127	-	0.1	-
Animal Husbandry Programs	267	-	267	0.2	-	0.1
Agricultural Engineering Programs	-	220	220	-	0.1	0.1
Paramedical Training Programs	-	215	215	-	0.1	0.1
Public Health Services, Hygiene Programs and Sanitation Programs	205	1,836	2,041	0.1	1.2	0.7
Pharmacy and Pharmacology Programs	-	300	300	-	0.2	0.1
Therapeutics, Physiotherapy, Rehabilitation, Prosthetics	-	323	323	-	0.2	0.1
Laboratory Technician (Medical) Programs	-	276	276	-	0.2	0.1
Nutrition Programs	-	216	216	-	0.1	0.1
Basic Nursing Programs	-	644	644	-	0.4	0.2
Other Health Programs NEC	238	177	416	0.2	0.1	0.1
Counselling Programs	199	1,581	1,780	0.1	1.1	0.6
Travel and Tourism Programs	1,354	3,024	4,379	1.0	2.0	1.5
Hairdressing Programs	-	537	537	-	0.4	0.2
Cleaning, Laundry and Dry-Cleaning Services Programs	-	210	210	-	0.1	0.1
Other Personal Services Programs NEC	165	-	165	0.1	-	0.1
Road Motor Vehicle Operations Programs (Including driving school)	936	-	936	0.7	-	0.3
Other Transport Programs NEC	667	215	883	0.5	0.1	0.3
Environmental Conservation Programs	-	237	237	-	0.2	0.1
Labour Protection and Security Programs	536	3,180	3,716	0.4	2.1	1.3
Police Work and Related Law Enforcement (Including Prisons)	241	-	241	0.2	-	0.1
Military Programs	208	-	208	0.1	-	0.1
Other Security Services Programs NEC	230	-	230	0.2	-	0.1
Total	138,937	148,122	287,060	100	100	100

Table UN10: Current Unemployment Rate by District and Sex, QMTS Q1 2024

District	Unemployed			Employed			Labour Force		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Gaborone	9,013	15,198	24,211	58,587	58,295	116,882	67,600	73,493	141,093
Francistown	4,586	7,899	12,485	20,037	16,655	36,693	24,623	24,555	49,178
Lobatse	1,971	3,319	5,290	6,581	5,010	11,591	8,552	8,329	16,881
Selibe Phikwe	3,493	1,952	5,444	6,447	6,309	12,755	9,939	8,261	18,200
Orapa	71	134	206	1,900	1,952	3,852	1,972	2,086	4,058
Jwaneng	129	276	406	4,339	3,414	7,753	4,468	3,690	8,159
Sowa	74	65	139	607	662	1,269	680	727	1,408
Ngwaketse South	8,553	5,371	13,924	14,443	11,642	26,084	22,995	17,013	40,008
Ngwaketse West	864	702	1,566	3,709	2,883	6,592	4,573	3,585	8,158
Borolong	4,217	7,340	11,557	10,465	10,175	20,640	14,682	17,515	32,197
South_East	6,270	7,208	13,478	21,118	25,232	46,350	27,388	32,440	59,828
Kweneng East	19,232	18,680	37,912	43,755	53,769	97,525	62,987	72,449	135,436
Kweneng West	4,484	5,963	10,447	9,213	9,306	18,519	13,697	15,269	28,966
Kgatlang	9,682	6,156	15,838	26,997	21,261	48,258	36,678	27,417	64,096
Serowe Palapye	18,042	18,012	36,054	31,521	35,715	67,236	49,563	53,728	103,291
Central Mahalapye	8,276	9,090	17,366	15,341	13,044	28,385	23,617	22,134	45,751
Central Bobonong	3,254	2,733	5,987	8,223	14,954	23,177	11,477	17,687	29,164
Central Boteti	7,400	5,875	13,275	11,939	11,961	23,900	19,339	17,837	37,175
Central Tutume	8,976	11,142	20,118	25,523	20,651	46,174	34,498	31,794	66,292
North East	3,283	3,525	6,808	10,275	11,862	22,137	13,559	15,387	28,946
Ngami East	6,158	7,747	13,905	13,744	14,744	28,488	19,902	22,491	42,393
Ngamiland West	4,554	5,467	10,021	6,241	9,260	15,502	10,796	14,727	25,523
Chobe	1,145	436	1,580	6,140	7,402	13,541	7,284	7,837	15,121
Ghanzi	1,709	1,304	3,013	5,143	6,260	11,403	6,851	7,565	14,416
Kgalagadi North	1,964	1,421	3,385	4,360	4,731	9,091	6,324	6,152	12,476
Kgalagadi South	1,538	1,106	2,644	4,990	5,358	10,347	6,528	6,464	12,992
Total	138,937	148,122	287,060	371,638	382,509	754,146	510,575	530,631	1,041,206

UNDER EMPLOYED TABLES

Table UNDE1: Currently Underemployed by Occupation and Sex, QMTS Q1 2024

Occupation	Total			% Total	Proportion (%)		
	Male	Female	Total		Male	Female	Total
Managers	788	426	1,214	2.0	64.9	35.1	100.0
Professionals	239	163	402	0.7	59.5	40.5	100.0
Technicians	206	-	206	0.3	100.0	-	100.0
Clerical Support Services	541	1,373	1,914	3.2	28.3	71.7	100.0
Service/Sales Workers	1,828	7,445	9,273	15.5	19.7	80.3	100.0
Craft and Related Trades	832	-	832	1.4	100.0	-	100.0
Elementary Occupations	11,942	33,879	45,821	76.8	26.1	73.9	100.0
Total	16,376	43,285	59,661	100.0	27.4	72.6	100.0

Table UNDE2a: Currently Underemployed by Sector, Sex and Employment Status, QMTS Q1 2024

Sector	In his/her own business activity	In a business operated by a household member	As an employee for someone else	As an apprentice, intern/tirelo sechaba	Total
Central Government	-	-	3,105	2,711	5,816
Local Government	-	-	705	267	972
Private Sector	-	255	3,320	-	3,575
Private Household	-	-	2,699	-	2,699
Ipelegeng	-	-	45,873	-	45,873
Self-Employment In Own Non-Agric Enterprise, Paid Or Unpaid	198	528	-	-	727
Total	198	783	55,701	2,978	59,661
MALE					
Central Government	-	-	657	426	1,084
Local Government	-	-	537	-	537
Private Sector	-	255	1,803	-	2,058
Private Household	-	-	1,885	-	1,885
Ipelegeng	-	-	10,285	-	10,285
Self-Employment In Own Non-Agric Enterprise, Paid Or Unpaid	-	528	-	-	528
Total	-	783	15,166	426	16,376
FEMALE					
Central Government	-	-	2,448	2,285	4,732
Local Government	-	-	168	267	435
Private Sector	-	-	1,517	-	1,517
Private Household	-	-	814	-	814
Ipelegeng	-	-	35,589	-	35,589
Self-Employment In Own Non-Agric Enterprise, Paid Or Unpaid	198	-	-	-	198
Total	198	-	40,535	2,552	43,285

Table UNDE2b: Percentage of Currently Underemployed by Employment Status, Sector and Sex, QMTS Q1 2024

Sector	In his/her own business activity	In a business operated by a household member	As an employee for someone else	As an apprentice, intern/tirelo sechaba	Total
Central Government	-	-	5.6	91.0	9.7
Local Government	-	-	1.3	9.0	1.6
Private Sector	-	32.6	6.0	-	6.0
Private Household	-	-	4.8	-	4.5
Ipelegeng	-	-	82.4	-	76.9
Self-Employment In Own Non-Agric Enterprise, Paid Or Unpaid	100.0	67.4	-	-	1.2
Total	100.0	100.0	100.0	100.0	100.0
MALE					
Central Government	-	-	1.2	14.3	1.8
Local Government	-	-	1.0	-	0.9
Private Sector	-	32.6	3.2	-	3.4
Private Household	-	-	3.4	-	3.2
Ipelegeng	-	-	18.5	-	17.2
Self-Employment In Own Non-Agric Enterprise, Paid Or Unpaid	-	67.4	-	-	0.9
Total	-	100.0	27.2	14.3	27.4
FEMALE					
Central Government	-	-	4.4	76.7	7.9
Local Government	-	-	0.3	9.0	0.7
Private Sector	-	-	2.7	-	2.5
Private Household	-	-	1.5	-	1.4
Ipelegeng	-	-	63.9	-	59.7
Self-employment In own non-agric enterprise, paid or unpaid	100.0	-	-	-	0.3
Total	100.0	-	72.8	85.7	72.6

Table UNDE3a: Currently Underemployed by Age Group and Employment Status, QMTS Q1 2024

Age Group	In His/Her Own Business Activity	In A Business Operated By A Household Member	As An Employee For Someone Else	As An Apprentice, Intern/Tirelo Sechaba	Total
15-17	-	-	449	-	449
18-19	-	-	2,903	-	2,903
20-24	-	-	5,257	543	5,799
25-29	198	286	8,209	2,435	11,129
30-34	-	-	5,063	-	5,063
35-39	-	498	5,447	-	5,944
40-44	-	-	7,301	-	7,301
45-49	-	-	5,345	-	5,345
50-54	-	-	3,627	-	3,627
55-59	-	-	5,307	-	5,307
60-64	-	-	3,979	-	3,979
65-69	-	-	1,792	-	1,792
70-74	-	-	1,023	-	1,023
Total	198	783	55,701	2,978	59,661

Table UNDE3b: Percentage Of Currently Underemployed By Age Group And Employment Status, Qmts Q1 2024

Age Group	In His/Her Own Business Activity	In A Business Operated By A Household Member	As An Employee For Someone Else	As An Apprentice, Intern/Tirelo Sechaba	Total
15-17	-	-	0.8	-	0.8
18-19	-	-	5.2	-	4.9
20-24	-	-	9.4	18.2	9.7
25-29	100.0	36.5	14.7	81.8	18.7
30-34	-	-	9.1	-	8.5
35-39	-	63.6	9.8	-	10.0
40-44	-	-	13.1	-	12.2
45-49	-	-	9.6	-	9.0
50-54	-	-	6.5	-	6.1
55-59	-	-	9.5	-	8.9
60-64	-	-	7.1	-	6.7
65-69	-	-	3.2	-	3.0
70-74	-	-	1.8	-	1.7
Total	100.0	100.0	100.0	100.0	100.0

Table UNDE4a: Currently Underemployed by Sector, Strata and Employment Status, QMTS Q1 2024

Sector	In His/Her Own Business Activity	In A Business Operated By A Household Member	As An Employee For Someone Else	As An Apprentice, Intern/ Tirelo Sechaba	Total
Central Government	-	-	3,105	2,711	5,816
Local Government	-	-	705	267	972
Private Sector	-	255	3,320	-	3,575
Private Household	-	-	2,699	-	2,699
Ipelegeng	-	-	45,873	-	45,873
Self-Employment In Own Enterprise	198	528	-	-	727
Total	198	783	55,701	2,978	59,661
CITIES AND TOWNS					
Central Government	-	-	-	206	206
Local Government	-	-	-	-	-
Private Sector	-	255	1,566	-	1,821
Private Household	-	-	183	-	183
Ipelegeng	-	-	2,520	-	2,520
Self-Employment In Own Enterprise	-	243	-	-	243
Total	-	498	4,270	206	4,973
URBAN VILLAGES					
Central Government	-	-	940	914	1,854
Local Government	-	-	353	267	620
Private Sector	-	-	1,332	-	1,332
Private Household	-	-	405	-	405
Ipelegeng	-	-	18,538	-	18,538
Self-Employment In Own Enterprise	-	-	-	-	-
Total	-	-	21,568	1,181	22,749
RURAL AREAS					
Central Government	-	-	2,164	1,591	3,756
Local Government	-	-	352	-	352
Private Sector	-	-	421	-	421
Private Household	-	-	2,111	-	2,111
Ipelegeng	-	-	24,815	-	24,815
Self-Employment In Own Enterprise	198	286	-	-	484
Total	198	286	29,863	1,591	31,939

Table UNDE4b: Percentage of Currently Underemployed by Strata, Sector and Employment Status, QMTS Q1 2024

Sector	In His/Her Own Business Activity	In A Business Operated By A Household Member	As An Employee For Someone Else	As An Apprentice, Intern/Tirelo Sechaba	Total
Central Government	-	-	5.6	91.0	9.7
Local Government	-	-	1.3	9.0	1.6
Private Sector	-	32.6	6.0	-	6.0
Private Household	-	-	4.8	-	4.5
Ipelegeng	-	-	82.4	-	76.9
Self-Employment In Own Enterprise	100.0	67.4	-	-	1.2
Total	100.0	100.0	100.0	100.0	100.0
CITIES AND TOWNS					
Central Government	-	-	-	6.9	0.3
Local Government	-	-	-	-	-
Private Sector	-	32.6	2.8	-	3.1
Private Household	-	-	0.3	-	0.3
Ipelegeng	-	-	4.5	-	4.2
Self-Employment In Own Enterprise	-	31.0	-	-	0.4
Total	-	63.6	7.7	6.9	8.3
URBAN VILLAGES					
Central Government	-	-	1.7	30.7	3.1
Local Government	-	-	0.6	9.0	1.0
Private Sector	-	-	2.4	-	2.2
Private Household	-	-	0.7	-	0.7
Ipelegeng	-	-	33.3	-	31.1
Self-Employment In Own Enterprise	-	-	-	-	-
Total	-	-	38.7	39.7	38.1
RURAL AREAS					
Central Government	-	-	3.9	53.4	6.3
Local Government	-	-	0.6	-	0.6
Private Sector	-	-	0.8	-	0.7
Private Household	-	-	3.8	-	3.5
Ipelegeng	-	-	44.6	-	41.6
Self-Employment In Own Enterprise	100.0	36.5	-	-	0.8
Total	100.0	36.5	53.6	53.4	53.5

Table UNDE5a: Currently Underemployed by Actual Hours Worked, Sector and Sex, QMTS Q1 2024

Hours Worked	In His/Her Own Business Activity	In A Business Operated By A Household Member	As An Employee For Someone Else	As An Apprentice, Intern/Tirelo Sechaba	Total
1-6	-	-	1,247	-	1,247
7-9	-	-	185	-	185
10-14	-	-	1,011	-	1,011
15-19	-	286	2,464	-	2,750
20-24	-	-	29,844	-	29,844
25-29	-	498	14,312	1,374	16,184
30-34	198	-	6,638	1,604	8,440
Total	198	783	55,701	2,978	59,661
MALE					
1-6	-	-	714	-	714
7-9	-	-	185	-	185
10-14	-	-	520	-	520
15-19	-	286	1,424	-	1,710
20-24	-	-	7,048	-	7,048
25-29	-	498	3,034	203	3,734
30-34	-	-	2,242	223	2,465
Total	-	783	15,166	426	16,376
FEMALE					
1-6	-	-	533	-	533
7-9	-	-	-	-	-
10-14	-	-	491	-	491
15-19	-	-	1,040	-	1,040
20-24	-	-	22,796	-	22,796
25-29	-	-	11,278	1,171	12,450
30-34	198	-	4,396	1,381	5,975
Total	198	-	40,535	2,552	43,285

Table UNDE5b: Percentage of Currently Underemployed by Actual Hours Worked, Sector and Sex, QMTS Q1 2024

Hours Worked	In His/Her Own Business Activity	In A Business Operated By A Household Member	As An Employee For Someone Else	As An Apprentice, Intern/Tirelo Sechaba	Total
1-6	-	-	2.2	-	2.1
7-9	-	-	0.3	-	0.3
10-14	-	-	1.8	-	1.7
15-19	-	36.5	4.4	-	4.6
20-24	-	-	53.6	-	50.0
25-29	-	63.6	25.7	46.1	27.1
30-34	100.0	-	11.9	53.9	14.1
Total	100.0	100.0	100.0	100.0	100.0
Male					
1-6	-	-	1.3	-	1.2
7-9	-	-	0.3	-	0.3
10-14	-	-	0.9	-	0.9
15-19	-	36.5	2.6	-	2.9
20-24	-	-	12.7	-	11.8
25-29	-	63.6	5.4	6.8	6.3
30-34	-	-	4.0	7.5	4.1
Total	-	100.0	27.2	14.3	27.4
Female					
1-6	-	-	1.0	-	0.9
7-9	-	-	-	-	-
10-14	-	-	0.9	-	0.8
15-19	-	-	1.9	-	1.7
20-24	-	-	40.9	-	38.2
25-29	-	-	20.2	39.3	20.9
30-34	100.0	-	7.9	46.4	10.0
Total	100.0	-	72.8	85.7	72.6

YOUTH LABOUR FORCE

Table YE1: Total Youth (15-35) Population by Age Group and Sex, Q1 2024

Age Group	Total Youth			Q3_2023 Total
	Male	Female	Total	
15-17	66,746	64,600	131,346	140,114
18-19	43,105	37,818	80,923	75,847
20-24	101,173	98,273	199,446	205,831
25-29	90,616	96,258	186,875	186,914
30-34	93,019	105,338	198,358	190,820
35	16,644	16,407	33,051	37,477
Total	411,304	418,694	829,998	837,002

Table YE2a: Total Youth (15-35) Labour Force by Age Group and Sex, Q1_2024

Age Group	Employed Youth			Unemployed youth			Youth Labour Force Q1_2024			Unemployment Rate			Q3 2023 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
15-17	1,830	411	2,240	5,665	1,696	7,361	7,495	2,107	9,602	75.6	80.5	76.7	85.5
18-19	8,790	5,466	14,256	11,430	6,945	18,375	20,219	12,411	32,631	56.5	56.0	56.3	54.3
20-24	37,895	29,339	67,234	28,096	26,800	54,896	65,991	56,139	122,130	42.6	47.7	44.9	44.4
25-29	48,991	48,884	97,875	25,657	27,710	53,367	74,647	76,594	151,242	34.4	36.2	35.3	30.7
30-34	56,148	57,109	113,257	22,739	29,674	52,412	78,886	86,783	165,669	28.8	34.2	31.6	25.4
35	10,954	9,195	20,149	3,792	4,469	8,261	14,746	13,664	28,410	25.7	32.7	29.1	23.5
Total	164,607	150,403	315,010	97,378	97,295	194,673	261,985	247,698	509,683	37.2	39.3	38.2	34.4

Table YE2 b: Total Youth (15-35) Unemployment Rate by Age Group and Sex, Q1 2024

Age Group	Youth Unemployment Rate Q_1 2024			Q3_2023 Total	Q4_2022 Total	Q4_2021 Total	Q4_2020 Total	Q1_2020 Total	Q4_2019 Total	Q3_2019 Total
	Male	Female	Total							
15-17	75.6	80.5	76.7	85.5	74.1	77.6	61.1	82.1	74.1	55.5
18-19	56.5	56.0	56.3	54.3	55.3	55.5	51.0	46.2	47.5	44.1
20-24	42.6	47.7	44.9	44.4	43.6	45.1	43.5	41.2	34.7	32.1
25-29	34.4	36.2	35.3	30.7	31.1	30.0	31.5	27.9	28.8	24.9
30-34	28.8	34.2	31.6	25.4	25.7	26.7	24.6	24.2	22.1	21.4
35	25.7	32.7	29.1	23.5	22.6	29.1	16.3	15.6	20.7	20.0
Total	37.2	39.3	38.2	34.4	33.5	34.4	32.4	30.5	28.8	26.7

Table YE3: Total Youth (15-35) Labour Force by Education Level and Sex,Q1 2024

Education Level	Employed Youth			Unemployed Youth			Total Youth Labour Force			Youth Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Never Attended	2,334	312	2,646	260	273	533	2,594	585	3,179	10.0	46.7	16.8
Primary	11,964	5,105	17,069	7,107	3,484	10,590	19,071	8,589	27,659	37.3	40.6	38.3
Secondary	104,665	91,813	196,478	68,868	64,873	133,741	173,532	156,686	330,219	39.7	41.4	40.5
Non-formal	-	273	273	-	-	-	-	273	273	-	-	-
Apprentice	410	63	473	-	-	-	410	63	473	0.0	-	0.0
Brigade	5,953	1,968	7,920	4,141	1,433	5,573	10,093	3,401	13,494	41.0	42.1	41.3
Technical/ Vocational	6,230	4,426	10,657	4,105	5,630	9,735	10,335	10,056	20,392	39.7	56.0	47.7
Educational College	7,746	11,043	18,789	2,057	5,086	7,142	9,803	16,128	25,931	21.0	31.5	27.5
Institute of Health Sciences	1,393	1,054	2,447	-	562	562	1,393	1,616	3,009	0.0	34.8	18.7
University	23,913	34,346	58,258	10,841	15,955	26,796	34,754	50,300	85,054	31.2	31.7	31.5
Total	164,607	150,403	315,010	97,378	97,295	194,673	261,985	247,698	509,683	37.2	39.3	38.2

Table YE4: Total Youth (15-35) Labour Force by Strata and Sex, Q1 2024

Stratum	Employed Youth			Unemployed Youth			Total Youth Labour Force			Youth Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Cities and Towns	41,771	39,302	81,073	13,597	18,789	32,386	55,368	58,091	113,459	24.6	32.3	28.5
Urban Villages	76,855	79,493	156,348	59,999	54,172	114,171	136,854	133,665	270,519	43.8	40.5	42.2
Rural Areas	45,981	31,608	77,589	23,782	24,334	48,116	69,763	55,942	125,705	34.1	43.5	38.3
Total	164,607	150,403	315,010	97,378	97,295	194,673	261,985	247,698	509,683	37.2	39.3	38.2

Table YE5: Total Youth (15-35) Labour Force by District and Sex, Q1 2024

District	Employed Youth			Unemployed Youth			Total Youth Labour Force			Youth Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Borolong	4,471	3,264	7,735	2,592	4,482	7,075	7,064	7,746	14,810	36.7	57.9	47.8
Central Bobonong	3,346	4,706	8,052	3,032	2,019	5,050	6,377	6,725	13,102	47.5	30.0	38.5
Central Boteti	5,563	5,399	10,962	4,848	4,836	9,684	10,411	10,235	20,646	46.6	47.3	46.9
Central Mahalapye	4,761	3,138	7,899	4,440	4,367	8,807	9,201	7,505	16,706	48.3	58.2	52.7
Central Tutume	11,634	8,065	19,699	5,665	5,656	11,321	17,299	13,721	31,020	32.7	41.2	36.5
Chobe	2,362	3,719	6,081	951	436	1,386	3,313	4,154	7,467	28.7	10.5	18.6
Francistown	8,049	8,782	16,831	4,023	5,199	9,222	12,072	13,981	26,053	33.3	37.2	35.4
Gaborone	26,657	24,789	51,446	6,467	10,216	16,683	33,124	35,005	68,129	19.5	29.2	24.5
Ghanzi	2,652	3,427	6,079	955	1,004	1,959	3,606	4,431	8,038	26.5	22.7	24.4
Jwaneng	1,513	1,218	2,732	129	143	273	1,643	1,362	3,004	7.9	10.5	9.1
Kgalagadi North	2,281	2,022	4,303	1,288	742	2,030	3,569	2,764	6,333	36.1	26.8	32.1
Kgalagadi South	2,123	1,394	3,517	1,443	646	2,089	3,567	2,040	5,607	40.5	31.7	37.3
Kgatleng	14,958	7,477	22,435	7,025	4,577	11,602	21,982	12,054	34,037	32.0	38.0	34.1
Kweneng East	20,974	22,439	43,413	13,109	13,175	26,285	34,083	35,615	69,698	38.5	37.0	37.7
Kweneng West	2,603	2,563	5,166	3,516	4,527	8,043	6,119	7,090	13,209	57.5	63.9	60.9
Lobatse	2,775	971	3,746	1,405	2,538	3,943	4,180	3,508	7,688	33.6	72.3	51.3
Ngamiland East	6,880	4,741	11,620	6,775	6,603	13,378	13,655	11,343	24,998	49.6	58.2	53.5
Ngamiland West	2,794	4,795	7,589	3,419	3,670	7,089	6,213	8,465	14,678	55.0	43.4	48.3
Ngwaketse West	2,122	801	2,923	757	691	1,447	2,878	1,492	4,370	26.3	46.3	33.1
North East	4,679	4,414	9,093	1,567	2,657	4,224	6,245	7,072	13,317	25.1	37.6	31.7
Orapa	395	703	1,099	71	134	206	467	838	1,304	15.3	16.0	15.8
Selibe Phikwe	2,233	2,515	4,749	1,476	515	1,991	3,709	3,031	6,740	39.8	17.0	29.5
Southren	4,601	4,440	9,041	4,920	3,163	8,083	9,521	7,603	17,124	51.7	41.6	47.2
Serowe/Palapye	13,429	14,096	27,525	13,548	10,104	23,651	26,977	24,200	51,176	50.2	41.8	46.2
South East	10,604	10,202	20,805	3,932	5,151	9,083	14,535	15,353	29,888	27.0	33.6	30.4
Sowa	148	323	472	26	44	70	174	367	541	14.9	11.9	12.8
Total	164,607	150,403	315,010	97,378	97,295	194,673	261,985	247,698	509,683	37.2	39.3	38.2

Table YE6: Total Youth (15-35) Labour Force by Marital Status and Sex, Q1 2024

Marital status	Employed			Unemployed			Total Youth Labour Force			Youth Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Maried	9,487	9,410	18,896	1,227	6,383	7,610	10,713	15,792	26,506	11.4	40.4	28.7
Living Together	55,329	62,446	117,775	16,791	32,536	49,327	72,120	94,983	167,102	23.3	34.3	29.5
Separated	-	-	-	220	-	220	220	-	220	100.0	-	100.0
Divorced	-	-	-	-	239	239	-	239	239	-	100.0	100.0
Widowed	-	-	-	-	-	-	-	-	-	-	-	-
Never Married	99,792	78,547	178,339	79,140	58,137	137,277	178,932	136,684	315,616	44.2	42.5	43.5
Total	164,607	150,403	315,010	97,378	97,295	194,673	261,985	247,698	509,683	37.2	39.3	38.2

Table YE7: Employed Youth (15 – 35) by Occupation and Sex, Q1 2024

Occupation	Employed youth		
	Male	Female	Total
Managers	3,629	5,697	9,325
Professionals	7,459	13,643	21,102
Technicians and Associate Professionals	12,944	14,785	27,730
Clerical Support Services	6,609	7,307	13,916
Service/Sales Workers	35,756	54,836	90,592
Skilled Agric Forestry and Fishery Workers	1,252	512	1,764
Craft and Related Trades Workers	23,107	3,775	26,882
Plant & Machine Operators	12,591	2,102	14,693
Elementary Occupations	61,042	47,633	108,675
Other specialized professionals	220	112	332
Total	164,607	150,403	315,010

Table YE8: Youth (15-35) not in Education, Not in Employment by Age Group, Stratum and Sex, Q1 2024

Age Group	Cities and Towns			Urban Villages			Rural Areas			NEET			Q3 2023 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
15-17	1,826	2,125	3,950	7,810	4,786	12,595	6,737	5,083	11,820	16,372	11,994	28,366	29,191
18-19	4,053	3,198	7,252	11,934	9,366	21,300	8,302	5,954	14,256	24,290	18,519	42,808	36,244
20-24	5,994	8,542	14,536	25,940	22,995	48,935	14,861	15,773	30,633	46,795	47,310	94,105	100,891
25-29	6,115	6,864	12,979	20,557	26,661	47,218	11,076	10,915	21,992	37,748	44,441	82,189	73,269
30-34	4,027	9,699	13,727	20,199	24,619	44,818	12,188	12,273	24,461	36,414	46,591	83,005	68,663
35	1,211	1,630	2,841	2,794	3,263	6,057	1,428	2,010	3,437	5,433	6,903	12,336	13,835
Total	23,227	32,058	55,285	89,234	91,690	180,924	54,591	52,008	106,600	167,052	175,756	342,809	322,093

Table YE9: NEET Rate by Age group and Sex, Q1 2024

Age Group	NEET			Total Youth population			NEET Rate (%)			Q3 2023 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
15-17	15,827	13,364	29,191	71,837	68,277	140,114	22.0	19.6	20.8	16.1
18-19	18,208	18,036	36,244	41,379	34,468	75,847	44.0	52.3	47.8	48.6
20-24	46,940	53,951	100,891	98,867	106,964	205,831	47.5	50.4	49.0	50.4
25-29	26,169	47,100	73,269	86,106	100,808	186,914	30.4	46.7	39.2	43.3
30-34	30,762	37,902	68,663	93,766	97,054	190,820	32.8	39.1	36.0	39.8
35	5,380	8,455	13,835	18,029	19,448	37,477	29.8	43.5	36.9	35.1
Total	143,286	178,808	322,094	409,985	427,017	837,002	34.9	41.9	38.5	39.9

POPULATION OUTSIDE LABOUR FORCE

Table LFO1a: Population Outside Labour Force, 15 years and above, QMTS Q1 2024

Age Group	Relaxed Job Seekers	Studying or Training	Household Responsibilities	Subsistence Farming	Illness or Own Disability	Retired or Pensioners	Other	Total	Total Percentage
15-17	5,499	100,011	8,689	234	899	-	6,747	122,079	20.0
18-19	7,114	22,881	11,203	537	562	-	6,209	48,507	7.9
20-24	12,570	37,626	21,012	1,463	2,093	-	4,141	78,905	12.9
25-29	11,389	6,360	14,164	712	2,199	-	2,888	37,712	6.2
30-34	11,345	1,717	15,790	1,512	2,232	-	1,736	34,332	5.6
35-39	5,727	848	13,203	2,832	2,356	-	1,778	26,743	4.4
40-44	6,508	-	11,180	6,172	3,378	-	1,143	28,381	4.6
45-49	7,071	314	10,892	3,335	3,131	202	933	25,877	4.2
50-54	3,152	-	7,009	5,176	3,590	1,055	54	20,036	3.3
55-59	5,083	-	11,811	3,827	3,934	1,418	-	26,073	4.3
60-64	5,362	-	14,916	6,837	2,684	5,651	600	36,050	5.9
65-69	3,757	-	11,978	7,210	4,141	9,661	832	37,580	6.2
70-74	4,440	-	8,301	5,554	2,957	7,521	-	28,773	4.7
75+	12,699	-	12,765	3,948	11,218	17,207	1,731	59,569	9.8
Total	101,716	169,756	172,915	49,350	45,373	42,715	28,792	610,617	100.0
Total Percentage	16.7	27.8	28.3	8.1	7.4	7.0	4.7	100.0	

Table LFO1b: Population Outside Labour Force, 18 years and above, QMTS Q1 2024

Age Group	Relaxed Job Seekers	Studying or Training	Household Responsibilities	Subsistence Farming	Illness or Own Disability	Retired or Pensioners	Other	Total	Total Percentage
18-19	7,114	22,881	11,203	537	562	-	6,209	48,507	9.9
20-24	12,570	37,626	21,012	1,463	2,093	-	4,141	78,905	16.2
25-29	11,389	6,360	14,164	712	2,199	-	2,888	37,712	7.7
30-34	11,345	1,717	15,790	1,512	2,232	-	1,736	34,332	7.0
35-39	5,727	848	13,203	2,832	2,356	-	1,778	26,743	5.5
40-44	6,508	-	11,180	6,172	3,378	-	1,143	28,381	5.8
45-49	7,071	314	10,892	3,335	3,131	202	933	25,877	5.3
50-54	3,152	-	7,009	5,176	3,590	1,055	54	20,036	4.1
55-59	5,083	-	11,811	3,827	3,934	1,418	-	26,073	5.3
60-64	5,362	-	14,916	6,837	2,684	5,651	600	36,050	7.4
65-69	3,757	-	11,978	7,210	4,141	9,661	832	37,580	7.7
70-74	4,440	-	8,301	5,554	2,957	7,521	-	28,773	5.9
75+	12,699	-	12,765	3,948	11,218	17,207	1,731	59,569	12.2
Total	96,217	69,746	164,224	49,115	44,475	42,715	22,045	488,538	100.0
Total Percentage	19.7	14.3	33.6	10.1	9.1	8.7	4.5	100.0	

Table LFO2: Population Outside Labour Force, QMTS Q1 2024

Age Group	15-17	18-19	20-24	25-29	30-34	35-39	40-44	45-49
Relaxed Job Seekers	5,499	7,114	12,570	11,389	11,345	5,727	6,508	7,071
Studying or Training	100,011	22,881	37,626	6,360	1,717	848	-	314
Household Responsibilities	8,689	11,203	21,012	14,164	15,790	13,203	11,180	10,892
Subsistence Farming	234	537	1,463	712	1,512	2,832	6,172	3,335
Retired or Pensioners	-	-	-	-	-	-	-	202
Illness or Own Disability	899	562	2,093	2,199	2,232	2,356	3,378	3,131
Other	6,747	6,209	4,141	2,888	1,736	1,778	1,143	933
Total	122,079	48,507	78,905	37,712	34,332	26,743	28,381	25,877
Percentage								
Relaxed Job Seekers	5.4	7.0	12.4	11.2	11.2	5.6	6.4	7.0
Studying or Training	58.9	13.5	22.2	3.7	1.0	0.5	-	0.2
Household Responsibilities	5.0	6.5	12.2	8.2	9.1	7.6	6.5	6.3
Subsistence Farming	0.5	1.1	3.0	1.4	3.1	5.7	12.5	6.8
Retired or Pensioners	-	-	-	-	-	-	-	0.5
Illness or Own Disability	2.0	1.2	4.6	4.8	4.9	5.2	7.4	6.9
Other	23.4	21.6	14.4	10.0	6.0	6.2	4.0	3.2
Total	20.0	7.9	12.9	6.2	5.6	4.4	4.6	4.2

Table LFO2 Cont'd: Population Outside Labour Force, QMTS Q1 2024

Age Group	50-54	55-59	60-64	65-69	70-74	75+	Total
Relaxed Job Seekers	3,152	5,083	5,362	3,757	4,440	12,699	101,716
Studying or Training	-	-	-	-	-	-	169,756
Household Responsibilities	7,009	11,811	14,916	11,978	8,301	12,765	172,915
Subsistence Farming	5,176	3,827	6,837	7,210	5,554	3,948	49,350
Retired or Pensioners	1,055	1,418	5,651	9,661	7,521	17,207	42,715
Illness or Own Disability	3,590	3,934	2,684	4,141	2,957	11,218	45,373
Other	54	-	600	832	-	1,731	28,792
Total	20,036	26,073	36,050	37,580	28,773	59,569	610,617
Percentage							
Relaxed Job Seekers	3.1	5.0	5.3	3.7	4.4	12.5	100.0
Studying or Training	-	-	-	-	-	-	100.0
Household Responsibilities	4.1	6.8	8.6	6.9	4.8	7.4	100.0
Subsistence Farming	10.5	7.8	13.9	14.6	11.3	8.0	100.0
Retired or Pensioners	2.5	3.3	13.2	22.6	17.6	40.3	100.0
Illness or Own Disability	7.9	8.7	5.9	9.1	6.5	24.7	100.0
Other	0.2	-	2.1	2.9	-	6.0	100.0
Total	3.3	4.3	5.9	6.2	4.7	9.8	100.0

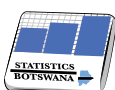


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