



Quarterly Multi-Topic Survey: Labour Force Module Report Quarter 4: 2020

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STATISTICS BOTSWANA



**Quarterly Multi-Topic Survey:
Labour Force Module Report
Quarter 4: 2020**

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MULTI-TOPIC SURVEY QUARTER 4, 2020 LABOUR FORCE MODULE REPORT

Preface

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

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

This report presents results for data collected in the fourth quarter (October to December) of 2020. It presents information on employment, unemployment, wages from the formal sector, youth employment and unemployment, disability employment and other labour force indicators. Included in the report is the impact of COVID-19 on employment and household enterprises.

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

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

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



Thank you
Dr. B. Mguni
Statistician General
February 2021

Summary Headline Labour Force Indicators

This is the fourth report of the labour force module from the quarterly multi topic survey (QMTS). The COVID-19 outbreak meant that the QMTS reports could not be produced continuously, quarter after quarter. The second and third quarter of 2020 reports, could not be produced as data collection was affected by COVID-19. Readers are advised to note that results of quarterly surveys have a seasonal variation component and comparison with previous results of surveys that were conducted over a period of 12 months should be done taking into account this seasonal variation.

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

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

A trend of QMTS labour force module indicators for quarters three 2019 through quarter four 2020 (excluding quarters two and three of 2019) are presented in the summary Table 1.0. It is worth noting that when comparison/change is being made between the two quarters, indicators could be affected by seasonality.

The Employed population (15 years and above) recorded a decline of 2.4 percent between quarters one (1) and four (4) of 2020, from 751,798 to 733,875 persons. This was accompanied by an increase of 5.4 percent of unemployed persons, from 226,598 to 238,731 persons over the period.

Formal sector employment went down from 492,914 in quarter one of 2020 to 477,716 in quarter four of 2020, a decrease of 3.1 percent.

The youth labour force increased by 4.9 percent between quarter one and four of 2020, from 485,554 to 509,195. Youth unemployment rate went up by 1.9 percentage point over the period, from 30.5 to 32.4 percent.

Unemployment rate (persons aged 15 years and above) went up by 1.3 percentage points, from 23.2 percent in quarter one of 2020, to 24.5 percent in quarter four 2020.

The Youth not in Education, not in Employment or Training (NEET Rate %) went down from 39.7 to 37.5 percent between the two periods, a decrease of 2.2 percentage points.

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

	Indicator/Statistics	Totals			QMTS Q4 2020			% Changes (Q4 2019 TO Q4 2020)	% Changes (Q1 2020 TO Q4 2020)
		Q3 2019	Q4 2019	Q1 2020	Total	Male	Female		
1	Population (15 years and above)	1,572,736	1,618,068	1,637,964	1,621,403	742,934	878,469	0.2	-1.0
2	Population Outside Labour Force (15 years and above)	632,190	663,947	659,568	648,794	263,238	385,556	-2.3	-1.6
3	Labour Force (15 years and above)	940,546	954,121	978,396	972,609	479,696	492,913	1.9	-0.6
4	Employed Population	745,556	742,378	751,798	733,875	368,024	365,851	-1.1	-2.4
5	Unemployed Population	194,990	211,743	226,598	238,734	111,672	127,062	12.7	5.4
6	Population (18 years and above)	1,436,813	1,470,731	1,500,626	1,481,036	672,555	808,481	0.7	-1.3
7	Labour Force (18 years and above)	934,338	949,304	972,404	970,139	477,680	492,459	2.2	-0.2
8	Employed Population (18 years and above)	742,792	741,131	750,219	732,914	367,063	365,851	-1.1	-2.3
9	Unemployed Population (18 years and above)	191,546	208,171	222,186	237,225	110,617	126,608	14.0	6.8
10	Time Related Under Employed Population	62,940	50,051	52,114	52,043	9,880	42,162	3.8	-0.1
11	Formal Sector employment	483,814	485,524	492,914	477,716	228,134	249,582	-1.6	-3.1
12	Formal Employment		373,644	385,693	387,735	193,895	193,842	3.8	0.5
13	Average Cash Earnings (in Pula)	4,989	4,818	4,848	4,997	5,437	4,547	3.7	3.1
14	Estimated Population of Youth (15 – 35 years)	844,723	856,131	847,633	861,672	412,222	449,450	0.6	1.7
15	Youth Labour Force	481,441	474,193	485,554	509,195	258,746	250,449	7.4	4.9
16	Unemployed Population with Disability	3,309	2,248	746	2,652	928	1,723	18.0	255.5
		Change (Percentage points)							
17	Employment to Population Ratio (EPR)	47.4	45.9	45.9	45.4	49.6	41.7	-0.5	-0.5
18	Labour Force Participation Rate (LFPR)	59.8	59.0	59.7	60.0	64.6	56.1	1.0	0.3
19	Unemployment Rate % (15 year and above)	20.7	22.2	23.2	24.5	23.3	25.8	2.3	1.3
20	Unemployment Rate % (18 years and above)	20.5	21.9	23.3	24.5	23.2	25.7	2.6	1.2
21	Extended Unemployment Rate % (15 years and above)	26.1	27.5	27.5	30.3	28.6	32.0	2.8	2.8
22	Youth Unemployment Rate (15-35 years)	26.7	28.8	31.3	32.4	29.9	35.0	3.6	1.1
23	Persons with Disability Unemployment Rate (%)	23.1	20.5	8.2	30.7	35.0	30.4	10.2	22.5
24	Youth not in Education, not in Employment or Training (NEET Rate %)	35.2	36.1	39.7	37.5	33.1	41.4	1.4	-2.2

1.0 Introduction

Statistics Botswana started data collection for the Quarterly Multi-Topic Survey (QMTS) in July 2019. The first three consecutive quarterly labour force module reports were for quarters three, four of 2019 and quarter one of 2020. Reports for quarters two and three of 2020 were not produced due to COVID-19 outbreak, which halted data collection. The last QMTS labour force module produced was for the first quarter of 2020, which was published in July 2020.

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

This report presents results from the Labour Force module of the QMTS quarter four of 2020, covering the months of October to December 2020. Included along with the labour force module is a module on the impact of COVID-19 on employment and self-employment, as well as impact on informal enterprises.

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

Objectives of Survey

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

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

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

Demographic Characteristics

Disability

Education

Labour

Own Production

Sources of household income

Safety Nets

Housing

Non-farm enterprises

Subjective welfare

FIES

ICT- household questionnaire

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

1.2 Scope of Analysis

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

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

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

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

1.2.1 The Employed Population

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

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

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

1.2.2 The Unemployed Population

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

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

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

1.2.3 Population Outside 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.

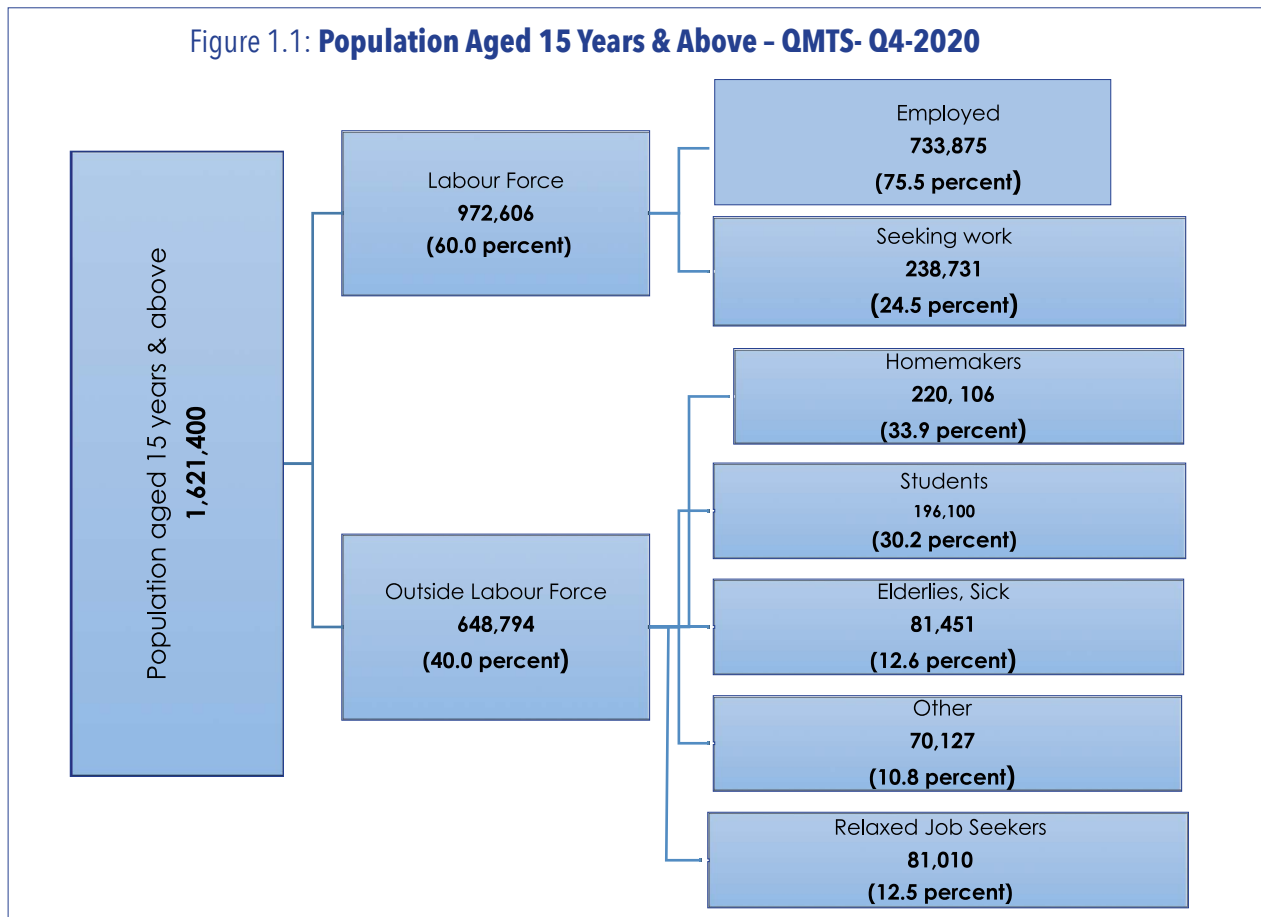
The labour force presented in this report is drawn from two (2) target populations, one covering individuals aged 15 years and above and the other for individuals aged 18 years and above, but the analysis provides broader coverage on the target population of 15 years and above.

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

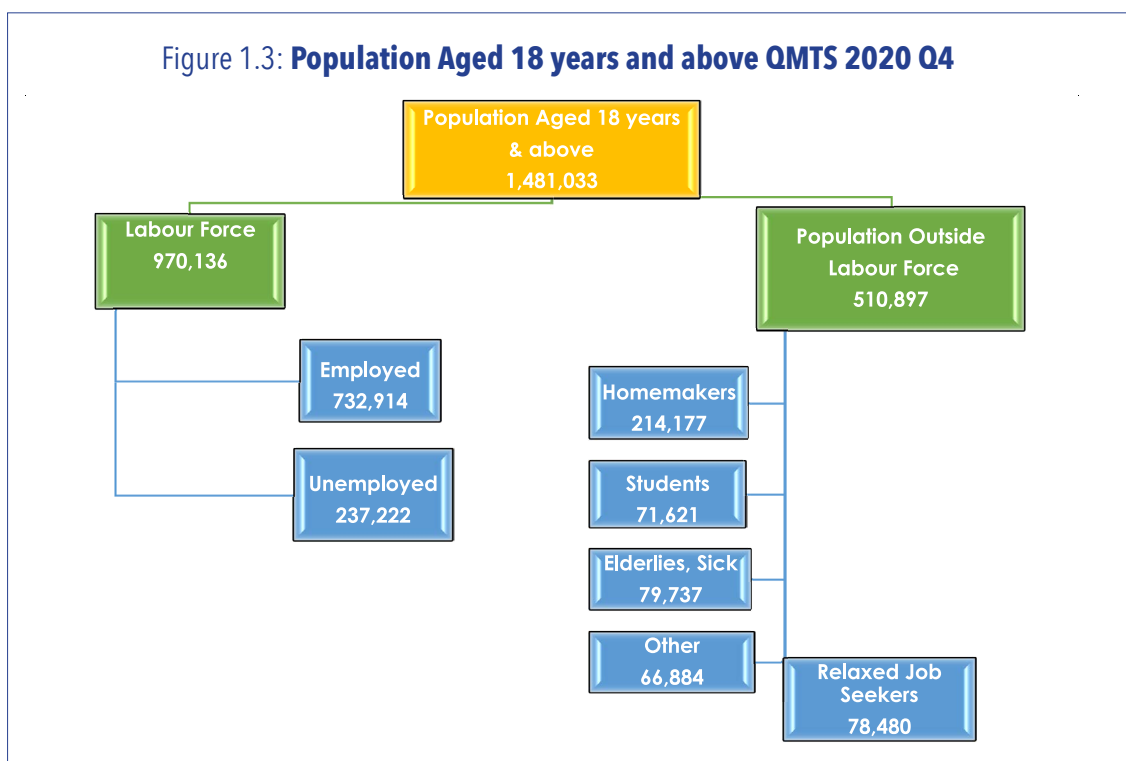
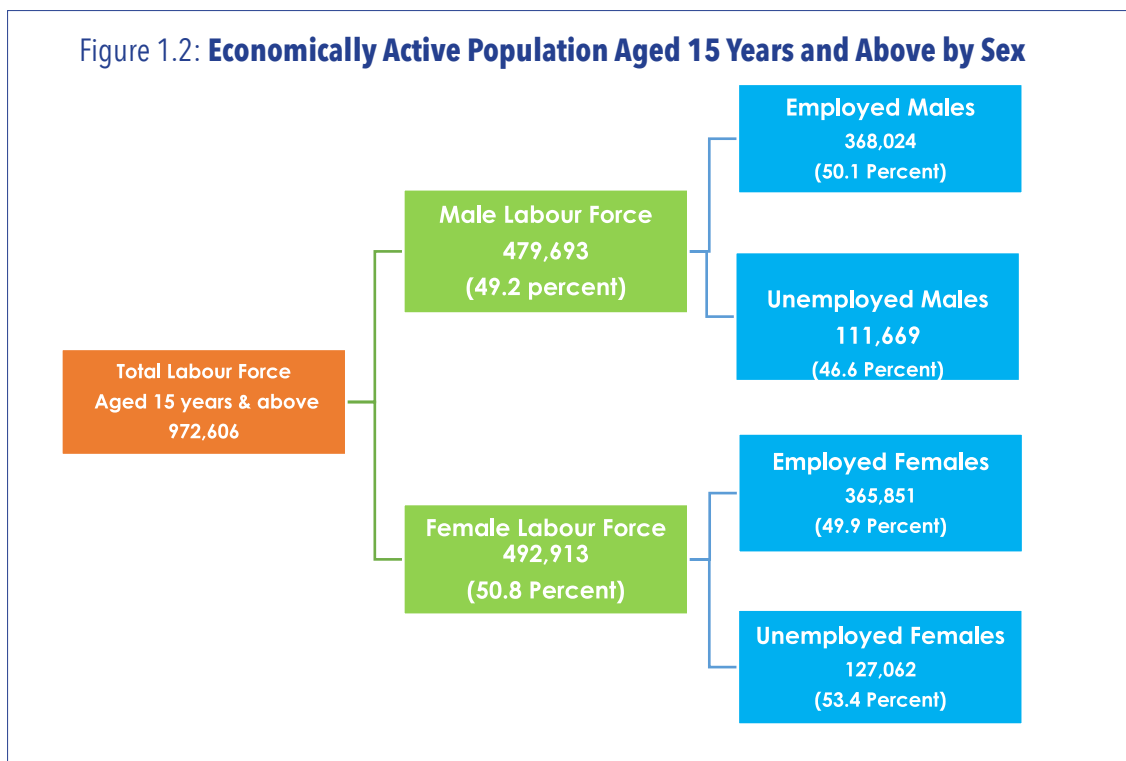
Figure 1.1 presents information on the target population, aged 15 years and above, which was estimated at 1,621,400. The Labour Force (economically active population), which participated actively in the economy, was estimated at 972,606 (60.0 percent) of the target population, of which 733,875 (75.5 percent) was employed, and 238,731 (24.5 percent) was unemployed. Compared with the fourth quarter of 2019, the labour force indicates an increase of 1.9 percent, from 954,121 in Q4 2019 to 972,606 in Q4 2020.

The population outside labour force or economically inactive population aged 15 years and above stood at 648,794. These include homemakers, students, elderlies & the sick, and others. Homemakers accounted for the highest percentage (33.9 percent) of population outside labour force with 220,106 persons, followed by students at 30.2 percent, with 196,100 persons. See **Table LFO1a** from **Appendix 3**.



2.2 Labour Force (Economically Active Population) by Sex

The total labour force aged 15 years and above was estimated at 972,606 persons, comprising of 479,693 (49.2 percent) males, and 492,913 (50.8 percent females) as presented in **Figure 1.2** below. Out of a total of 237,222 job seekers, 53.4 percent (127,062) were females, compared with 46.6 percent (111,669) males.



2.3 Population Aged 18 Years and Over

Figure 1.3 above shows population aged 18 years and above. The total number of persons aged 18 years and above was estimated at 1,481,033, of which 970,136 were the labour force and 510,897 were outside labour force. The Labour Force or economically active consisted of 732,914 employed and 237,222 unemployed persons.

2.4 Employment to Population Ratio (EPR)

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

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

The results showed that in the fourth quarter of 2020 (October to December) the overall Employment to Population Ratio of 45.3 percent, (0.1 percent less than the estimate recorded for the fourth quarter of 2019, see **Table 1.0**), with males and females recording 49.5 and 41.6 percent respectively. Between quarter one 2020 and quarter 4 2020, the EPR decreased by 0.6 percent from 45.9 percent estimated for quarter one 2020, to 45.3 estimated for quarter four 2020, (**Table 1.1**). The ratio for males was higher than that of their female counterparts for all the age groups except for age group 60-64. See **Figure 1.4** below.

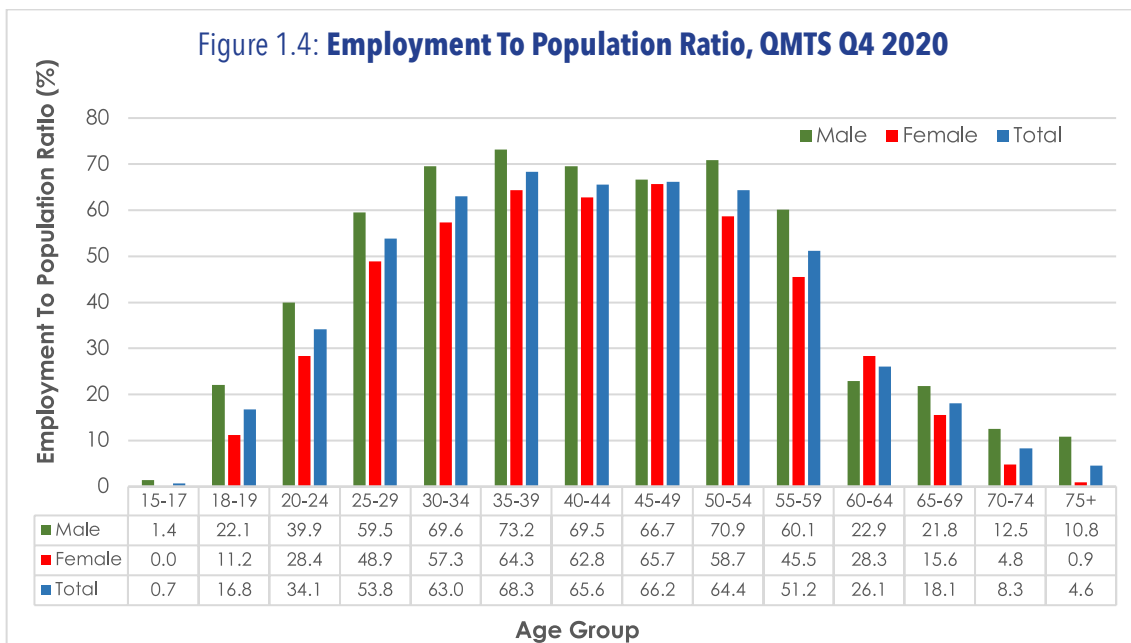


Table 1.1: **Employment to Population Ratio (15 years and above) QMTS 2020 (October to December)**

Age Group	Population			Employed			Employment to Population Ratio			Q1 2020 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
15-17	70,378	69,988	140,366	961	-	961	1.4	-	0.7	1.2
18-19	39,877	38,361	78,238	8,818	4,310	13,128	22.1	11.2	16.8	8.4
20-24	99,367	100,455	199,821	39,667	28,479	68,146	39.9	28.4	34.1	36.0
25-29	97,879	116,171	214,049	58,251	56,819	115,069	59.5	48.9	53.8	54.5
30-34	88,442	102,128	190,570	61,562	58,485	120,047	69.6	57.3	63.0	60.1
35-39	81,308	99,932	181,240	59,487	64,228	123,715	73.2	64.3	68.3	67.2
40-44	61,936	85,389	147,325	43,026	53,611	96,637	69.5	62.8	65.6	67.2
45-49	54,662	56,947	111,608	36,438	37,411	73,849	66.7	65.7	66.2	70.3
50-54	42,466	48,784	91,250	30,118	28,660	58,778	70.9	58.7	64.4	60.2
55-59	26,696	41,159	67,856	16,050	18,711	34,761	60.1	45.5	51.2	51.1
60-64	23,983	35,469	59,452	5,490	10,040	15,530	22.9	28.3	26.1	36.9
65-69	16,630	24,278	40,907	3,625	3,789	7,413	21.8	15.6	18.1	24.4
70-74	16,031	19,642	35,674	2,009	949	2,958	12.5	4.8	8.3	14.9
75+	23,279	39,767	63,046	2,523	359	2,882	10.8	0.9	4.6	9.5
Total	742,934	878,469	1,621,403	368,024	365,851	733,875	49.5	41.6	45.3	45.9

2.5 Labour Force Participation Rates (LFPR)

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

The total LFPR was estimated at 60.0 percent, with males recording 64.6 percent compared to 56.1 percent recorded for females. For both males and females, the participation rate in economic activity was higher for age groups between 25-29 and 45-49 years. The highest rate was recorded for age group 30-34 at 83.5 percent, followed by the age groups 35-39 and 45-49 with 83.1 and 79.3 percent respectively. From the age group 55-59, the rate declined gradually until it reached 5.1 percent for age group 75 and above.

The total LFPR went up by 0.3 percentage point, from 59.7 percent estimated in quarter one 2020 to 60.0 percent in quarter four of 2020, see **Table 1.2**. The year on year comparison showed an increase of 1.0 percentage point increase in LFPR, from 59.0 in quarter four 2019 to 60.0 percent in the fourth quarter of 2020. See **Table 1.0**

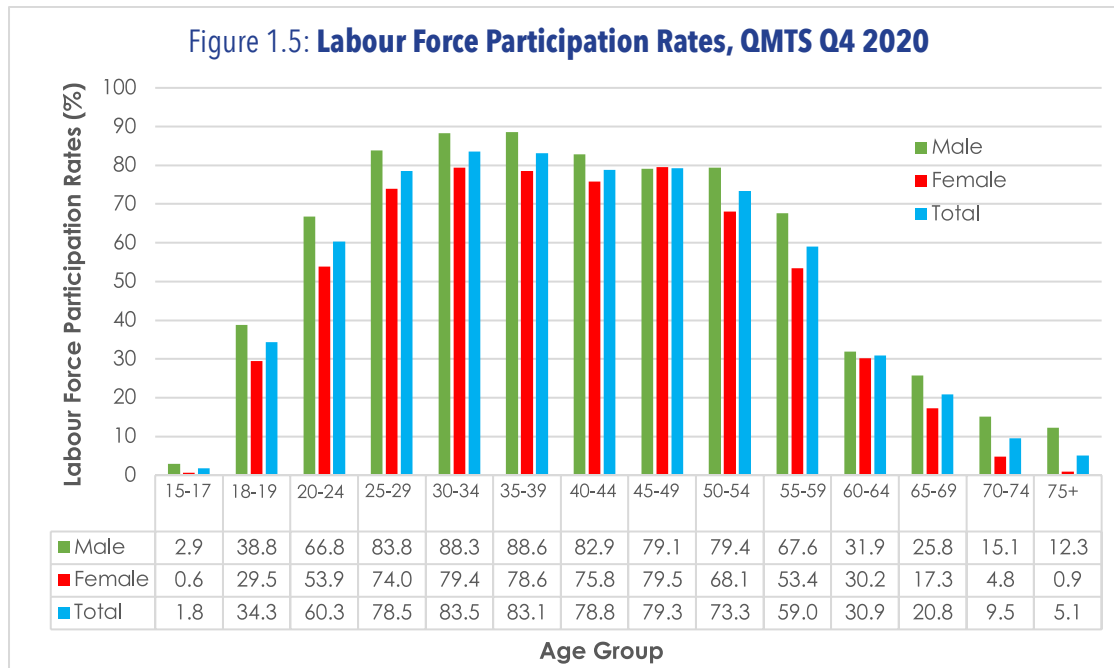


Table 1.2: Labour Force Participation Rates by Age Group and Sex, QMTS Q4 2020

Age Group	Total Population			Labour Force			Participation Rate %			Q1 2020 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
15 - 17	70,378	69,988	140,366	2,016	454	2,470	2.9	0.6	1.8	4.4
18 - 19	39,877	38,361	78,238	15,491	11,320	26,811	38.8	29.5	34.3	22.9
20 - 24	99,367	100,455	199,821	66,393	54,188	120,581	66.8	53.9	60.3	61.3
25 - 29	97,879	116,171	214,049	82,055	85,924	167,978	83.8	74.0	78.5	75.1
30 - 34	88,442	102,128	190,570	78,090	81,118	159,209	88.3	79.4	83.5	81.2
35 - 39	81,308	99,932	181,240	72,049	78,538	150,587	88.6	78.6	83.1	81.6
40 - 44	61,936	85,389	147,325	51,363	64,720	116,083	82.9	75.8	78.8	81.9
45 - 49	54,662	56,947	111,608	43,246	45,266	88,512	79.1	79.5	79.3	81.1
50 - 54	42,466	48,784	91,250	33,712	33,209	66,922	79.4	68.1	73.3	68.7
55 - 59	26,696	41,159	67,856	18,059	21,967	40,026	67.6	53.4	59.0	59.4
60 - 64	23,983	35,469	59,452	7,650	10,697	18,346	31.9	30.2	30.9	42.6
65 - 69	16,630	24,278	40,907	4,290	4,206	8,496	25.8	17.3	20.8	25.2
70 - 74	16,031	19,642	35,674	2,425	949	3,375	15.1	4.8	9.5	16.1
75 +	23,279	39,767	63,046	2,857	359	3,215	12.3	0.9	5.1	9.5
Total	742,934	878,469	1,621,403	479,696	492,913	972,609	64.6	56.1	60.0	59.7

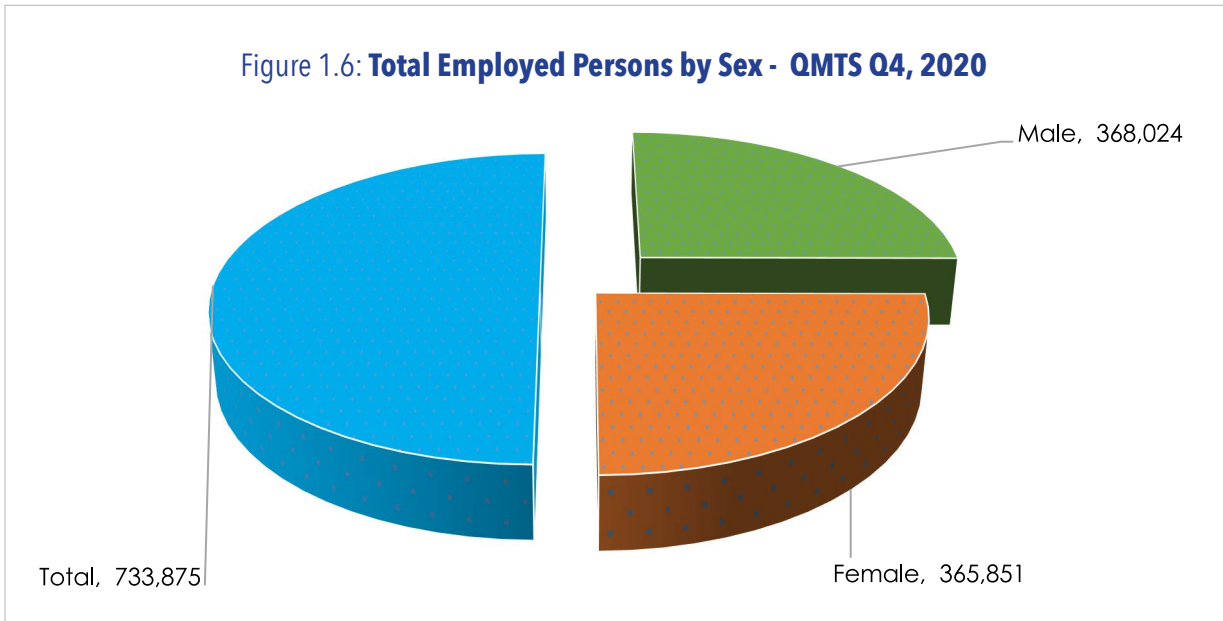
2.6 Total Employed Population

2.6.1 Employed Population Characteristics (Population 15 years and above)

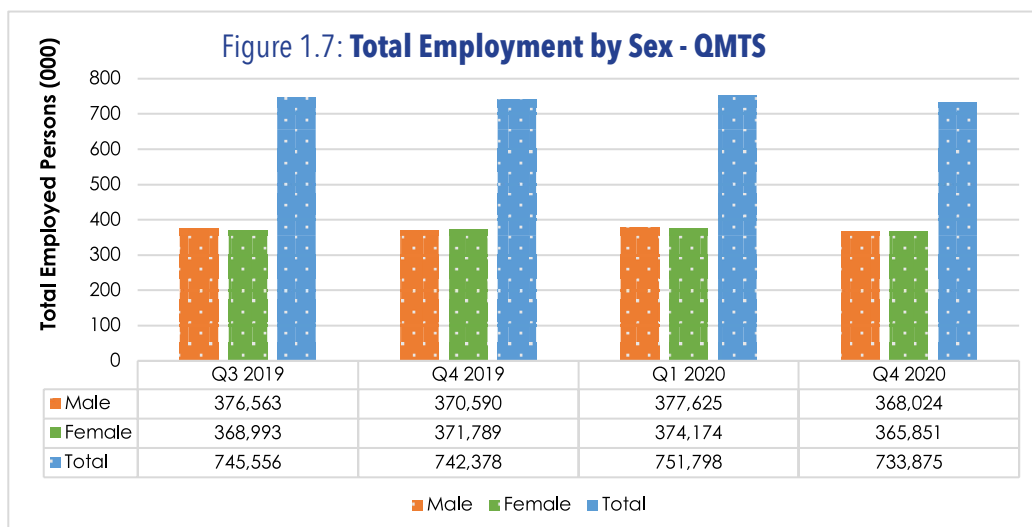
Employed persons refer to all persons who reported to have done some work (even if it was at least for an hour) in the specified reference period for pay or profit gain. Employed comprise of those in **Paid employment** or **Self-employment**. Paid employment includes those who did some work for wages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

2.6.2 Total Employed Population

The total employment for the QMTS Q4 2020 was estimated at 733,875 persons. From this number, 368,024 were males while 365,851 were females. Males were slightly higher than females (50.1 percent & 49.9 percent respectively).



Looking at the overall employment for different quarters, it can be concluded that there were fluctuations in total employment. The 2019 Q3 started with a higher number then dropped in the next quarter (Q4) of the same year and then increased again during the first quarter of the year (Q1 2020) and declined again in this last quarter of 2020. For this current quarter (Q4 2020), the results showed that there was a 2.4 percent (17,923 persons) decline in the number of employed persons (from 751,798 persons in Q1 2020 to 733,875 persons currently). See **Figure 1.7** below



2.6.3 Total Employed by District

The currently employed persons by district is displayed in **Tables 1.3a & 1.3b**. From **Table 1.3a**, Kweneng East district had the highest number of employed persons followed by Gaborone and South East districts respectively. Kweneng East recorded 14.6 percent of the total employed whereas Gaborone reported 14.5 percent and South East had 8.4 percent of the overall employment. In the previous quarters Gaborone dominated in the total number of employed. For example when looking at Q1 2020, Gaborone had 106,559 while Kweneng East had 105,172 of the total employed persons, but in this quarter Gaborone recorded 106,100 persons compared to 107,388 persons for Kweneng East.

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

District	QMTS Q4 2020					% Total
	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	
Gaborone	56,827	49,274	106,100	53.6	46.4	14.5
Francistown	21,045	21,168	42,213	49.9	50.1	5.8
Lobatse	5,642	4,957	10,599	53.2	46.8	1.4
Selibe Phikwe	4,515	5,859	10,374	43.5	56.5	1.4
Orapa	3,223	1,166	4,389	73.4	26.6	0.6
Jwaneng	5,044	4,075	9,119	55.3	44.7	1.2
Sowa	830	659	1,489	55.7	44.3	0.2
Ngwaketse South	10,181	11,810	21,991	46.3	53.7	3.0
Borolong	10,760	12,188	22,949	46.9	53.1	3.1
Ngwaketse West	2,945	2,002	4,947	59.5	40.5	0.7
South East	34,525	27,148	61,673	56.0	44.0	8.4
Kweneng East	55,689	51,699	107,388	51.9	48.1	14.6
Kweneng West	10,459	9,791	20,250	51.6	48.4	2.8
Kgatleng	24,064	22,553	46,616	51.6	48.4	6.4
Serowe/Palapye	19,834	24,033	43,868	45.2	54.8	6.0
Central Mahalapye	15,426	11,547	26,973	57.2	42.8	3.7
Central Bobonong	8,987	12,193	21,180	42.4	57.6	2.9
Central Boteti	14,213	15,633	29,846	47.6	52.4	4.1
Central Tutume	16,500	23,794	40,295	40.9	59.0	5.5
North East	7,669	9,344	17,013	45.1	54.9	2.3
Ngamiland East	11,966	15,685	27,651	43.3	56.7	3.8
Ngamiland West	8,788	10,421	19,208	45.8	54.3	2.6
Chobe	6,514	5,834	12,347	52.8	47.3	1.7
Ghanzi	6,495	5,583	12,078	53.8	46.2	1.6
Kgalagadi South	3,067	3,706	6,773	45.3	54.7	0.9
Kgalagadi North	2,816	3,730	6,546	43.0	57.0	0.9
Total	368,024	365,851	733,875	50.1	49.9	100.0

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

District	Q3 2019		Q4 2019		Q1 2020		Q4 2020	
	Counts	%	Counts	%	Counts	%	Counts	%
Gaborone	108,403	14.5	105,388	14.2	106,559	14.2	106,100	14.5
Francistown	41,359	5.5	38,063	5.1	38,871	5.2	42,213	5.8
Lobatse	11,984	1.6	12,308	1.7	11,477	1.5	10,599	1.4
Selibe Phikwe	10,106	1.4	11,054	1.5	13,843	1.8	10,374	1.4
Orapa	4,776	0.6	4,526	0.6	4,111	0.5	4,389	0.6
Jwaneng	8,781	1.2	10,719	1.4	10,095	1.3	9,119	1.2
Sowa	1,609	0.2	1,659	0.2	1,601	0.2	1,489	0.2
Ngwaketse	25,030	3.4	23,351	3.1	26,857	3.6	21,991	3.0
Borolong	16,964	2.3	16,302	2.2	20,282	2.7	22,949	3.1
Ngwaketse West	3,506	0.5	3,927	0.5	3,704	0.5	4,947	0.7
South East	55,168	7.4	56,989	7.7	54,367	7.2	61,673	8.4
Kweneng East	108,078	14.5	104,950	14.1	105,172	14.0	107,388	14.6
Kweneng West	28,022	3.8	23,056	3.1	22,068	2.9	20,250	2.8
Kgatleng	36,711	4.9	35,027	4.7	33,601	4.5	46,616	6.4
Central Serowe/Palapye	44,878	6.0	46,620	6.3	47,267	6.3	43,868	6.0
Central Mahalapye	27,692	3.7	28,771	3.9	25,648	3.4	26,973	3.7
Central Bobonong	31,220	4.2	30,933	4.2	29,465	3.9	21,180	2.9
Central Boteti	32,178	4.3	37,227	5.0	36,500	4.9	29,846	4.1
Central Tutume	48,354	6.5	42,888	5.8	45,841	6.1	40,295	5.5
North East	16,918	2.3	18,051	2.4	16,174	2.2	17,013	2.3
Ngamiland East	25,100	3.4	25,632	3.5	32,191	4.3	27,651	3.8
Ngamiland West	14,432	1.9	18,386	2.5	20,254	2.7	19,208	2.6
Chobe	16,144	2.2	17,333	2.3	17,746	2.4	12,347	1.7
Ghanzi	12,660	1.7	13,048	1.8	12,607	1.7	12,078	1.6
Kgalagadi South	7,577	1.0	7,402	1.0	7,712	1.0	6,773	0.9
Kgalagadi North	7,905	1.1	8,766	1.2	7,785	1.0	6,546	0.9
Total	745,556	100.0	742,378	100.0	751,798	100.0	733,875	100.0

2.6.4 Employed by Age Group

Presentation of the currently employed persons by age group is shown in **Tables 1.4a, 1.4b, 1.4c, Figure 1.8** below & **1.9** below, **Table 1.4a** being employed for age 15 years and above whereas **1.4b** is for those aged 18 years and above and **1.4c** is for the quarterly figures. Persons in age group 35 – 39 constituted the highest proportion of total employment with 16.9 percent, followed by those aged 30 – 34 with 16.4 percent while age groups 25 – 29 and 40 – 44 were the third and the fourth largest with 15.7 percent and 13.2 percent, each respectively.

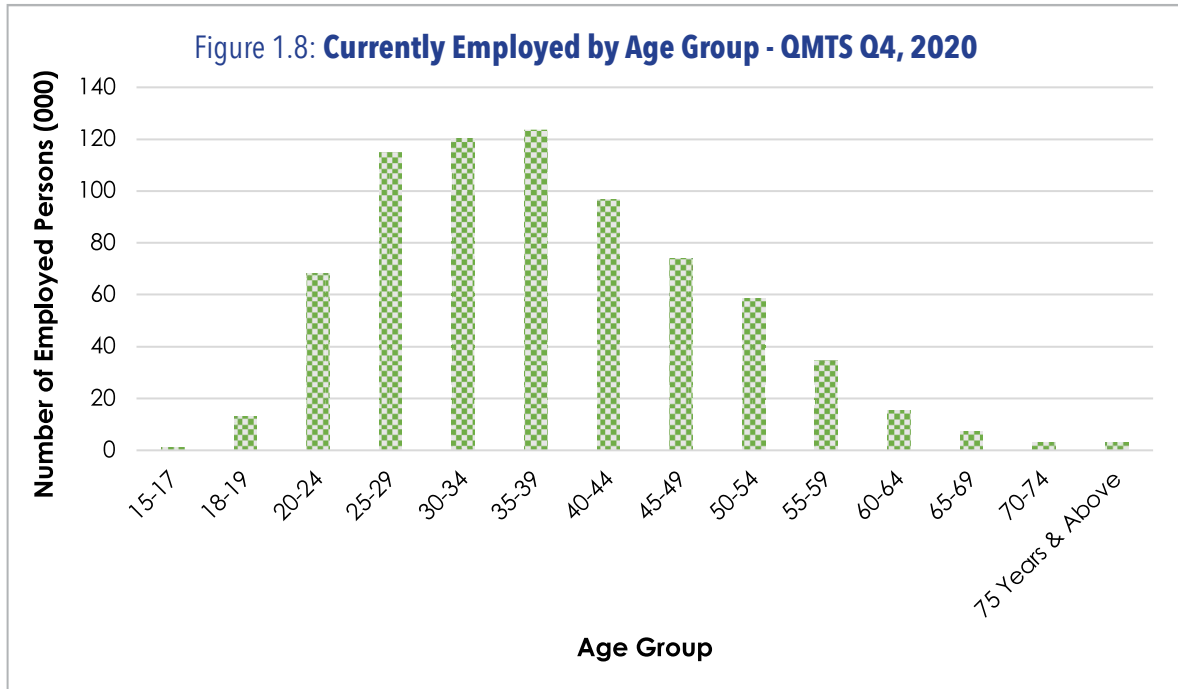


Table 1.4a: **Currently Employed by Age Group (15 & above) and Sex QMTS Q4, 2020**

Age Group	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
15-17	961	-	961	0.3	-	0.1
18-19	8,818	4,310	13,128	2.4	1.2	1.8
20-24	39,667	28,479	68,146	10.8	7.8	9.3
25-29	58,251	56,819	115,069	15.8	15.5	15.7
30-34	61,562	58,485	120,047	16.7	16.0	16.4
35-39	59,487	64,228	123,715	16.2	17.6	16.9
40-44	43,026	53,611	96,637	11.7	14.7	13.2
45-49	36,438	37,411	73,849	9.9	10.2	10.1
50-54	30,118	28,660	58,778	8.2	7.8	8.0
55-59	16,050	18,711	34,761	4.4	5.1	4.7
60-64	5,490	10,040	15,530	1.5	2.7	2.1
65-69	3,625	3,789	7,413	1.0	1.0	1.0
70-74	2,009	949	2,958	0.5	0.3	0.4
75 years & Above	2,523	359	2,882	0.7	0.1	0.4
Total	368,024	365,851	733,875	100.0	100.0	100.0

Employment by sex and age group showed that males aged 30 - 34 were leading with 16.7 percent followed by 35 – 39 with 16.2 percent while for females the highest was for age group 35 – 39 with 17.6 percent. There were no employed females aged 15 – 17 years.

Table 1.4b: **Currently Employed by Age Group (18 years & above) and Sex QMTS Q4, 2020**

Age group	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
18-19	8,818	4,310	13,128	2.4	1.2	1.8
20-24	39,667	28,479	68,146	10.8	7.8	9.3
25-29	58,251	56,819	115,069	15.9	15.5	15.7
30-34	61,562	58,485	120,047	16.8	16.0	16.4
35-39	59,487	64,228	123,715	16.2	17.6	16.9
40-44	43,026	53,611	96,637	11.7	14.7	13.2
45-49	36,438	37,411	73,849	9.9	10.2	10.1
50-54	30,118	28,660	58,778	8.2	7.8	8.0
55-59	16,050	18,711	34,761	4.4	5.1	4.7
60-64	5,490	10,040	15,530	1.5	2.7	2.1
65-69	3,625	3,789	7,413	1.0	1.0	1.0
70-74	2,009	949	2,958	0.5	0.3	0.4
75 years & Above	2,523	359	2,882	0.7	0.1	0.4
Total	367,063	365,851	732,914	100.0	100.0	100.0

Comparison of employment for Q1 and Q4 of 2020 showed that there was a decline in employment for age group 35 – 39. It declined from 17.1 percent in Q1 to 16.9 percent in Q4 however age group 30 – 34 recorded an increase in employment (from 14.6 percent in Q1 to 16.4 percent in this quarter. **See Figure below.**

In overall year to year employment showed that employment in age group 35 – 39 increased from 16.5 percent in Q4 of 2019 to 16.9 percent in Q4 of 2020. See **Table 1.4c.**

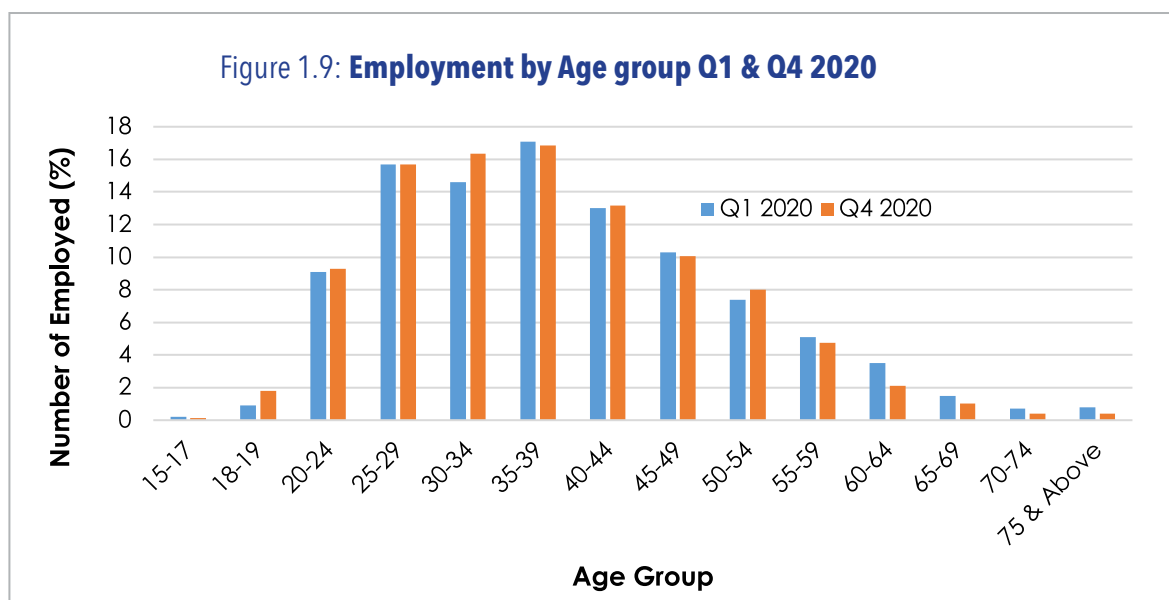


Table 1.4c: **Currently Employed by Age Group (15 & above) QMTS 2019 & 2020**

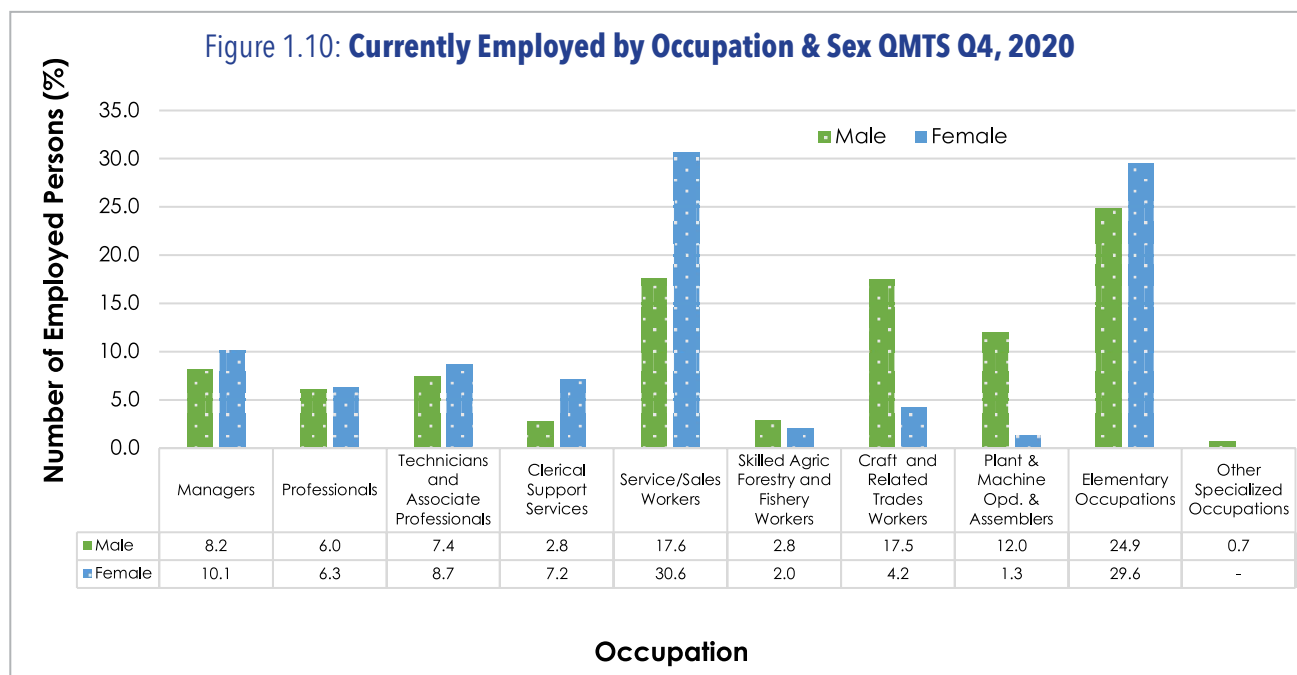
Age Group	Q3 2019	Q4 2019	Q1 2020	Q4 2020
15-17	0.4	0.2	0.2	0.1
18-19	1.9	1.6	0.9	1.8
20-24	10.4	9.2	9.1	9.3
25-29	15.9	15.5	15.7	15.7
30-34	15.2	15.5	14.6	16.4
35-39	16.4	16.5	17.1	16.9
40-44	13.0	12.8	13.0	13.2
45-49	8.1	10.1	10.3	10.1
50-54	7.6	7.5	7.4	8.0
55-59	4.9	5.0	5.1	4.7
60-64	3.3	2.8	3.5	2.1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

2.6.5 Employed by Occupation

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

Figure 1.10 and **Table 1.5a** and **Table 1.5b** below present employment by occupational categories. From this it is evident that elementary and service/sales workers are the most dominating categories. Even from the previous quarters these were the two dominating categories in employment. Elementary and service/sales workers occupations usually include among others jobs like cleaners, labourers, domestic workers, shop sales assistants, cashiers, stall and market sales persons, security guards etc. They usually do not require that much level of education as mostly are simple and routine tasks which can be performed using hand held tools.

Out of a total of 733,875 employed persons, 27.2 percent (199,818 persons) reported to be in elementary occupation followed by those in Service/sales workers category with 176,879 persons (24.1 percent). Craft and Related Trades Workers constituted 10.9 percent of the total employed.



Comparing these occupational categories by sex, it showed that in Craft & Related Trades Workers category, males were in the majority with 17.5 percent compared to 4.2 percent of the females. However Females were in the majority in both elementary and service/sales workers occupational categories. In elementary there were 29.6 percent of females compared to 24.9 percent of their males counterparts whereas in service/sales workers females recorded 30.6 percent compared to 17.6 percent of males. See [Table 1.5](#)

Table 1.5a: Currently Employed by Occupation & Sex QMTS Q4, 2020

Occupation	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
Managers	30,020	37,052	67,072	8.2	10.1	9.1
Professionals	22,185	23,141	45,326	6.0	6.3	6.2
Technicians and Associate Professionals	27,364	31,853	59,216	7.4	8.7	8.1
Clerical Support Services	10,211	26,206	36,417	2.8	7.2	5.0
Service/Sales Workers	64,941	111,938	176,879	17.6	30.6	24.1
Skilled Agric Forestry and Fishery Workers	10,312	7,423	17,735	2.8	2.0	2.4
Craft and Related Trades Workers	64,480	15,412	79,892	17.5	4.2	10.9
Plant & Machine Opd. & Assemblers	44,315	4,695	49,010	12.0	1.3	6.7
Elementary Occupations	91,688	108,131	199,818	24.9	29.6	27.2
Other Specialized Professionals	2,509	-	2,509	0.7	-	0.3
Total	368,024	365,851	733,875	100.0	100.0	100.0

Comparing Q4 2019 with Q4 2020 the results showed that there has been a decline in overall employment. Overall decreased from 742,378 in Q4 2019 to 733,875 in Q4 2020. Employment by occupational categories also shows that Elementary occupations decreased from 204,777 (27.6 percent) in Q4 2019 to 199,818 (27.2 percent) in Q4 2020. See [Table 1.5b](#)

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

Occupation	Q3 2019		Q4 2019		Q1 2020		Q4 2020	
	Counts	%	Counts	%	Counts	%	Counts	%
Managers	57,467	7.7	63,054	8.5	73,052	9.7	67,072	9.1
Professionals	55,806	7.5	48,280	6.5	43,958	5.8	45,326	6.2
Technicians and Associate Professionals	66,334	8.9	65,477	8.8	69,384	9.2	59,216	8.1
Clerical Support Services	37,377	5.0	41,463	5.6	35,397	4.7	36,417	5.0
Service/Sales Workers	175,318	23.5	174,037	23.4	168,275	22.4	176,879	24.1
Skilled Agric Forestry and Fishery Workers	15,267	2.0	13,081	1.8	14,221	1.9	17,735	2.4
Craft and Related Trades Workers	85,909	11.5	77,015	10.4	72,984	9.7	79,892	10.9
Plant & Machine Opd. & Assemblers	48,958	6.6	50,180	6.8	49,994	6.6	49,010	6.7
Elementary Occupations	197,704	26.5	204,777	27.6	221,154	29.4	199,818	27.2
Other Specialized Professionals	5,164	0.7	5,014	0.7	3,276	0.4	2,509	0.3
Not Stated	251	0.0	-	-	103	0.0	-	-
Total	745,556	100.0	742,378	100.0	751,798	100.0	733,875	100.0

2.6.6 Employed by Sector/ Employer category

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

Presentation of employment by sector/ employer category is shown in **Tables 1.6a, 1.6b** and **Figure 1.11**. The results showed that Private sector was the leading employer constituting 34.2 percent (250,715 persons) of overall employment, followed by those in self-employment in own non-agricultural businesses and Central Government with 17.2 percent (126,378 persons) and 16.6 percent (122,185 persons) respectively.

Employment between Q1 and Q4 of 2020 showed that private sector registered an increase in employment, from 33.4 percent in Q1 to 34.2 percent in Q4 whereas Central government employment declined from 18.0 percent in Q1 to 16.6 percent in Q4. See **Table 1.6a**

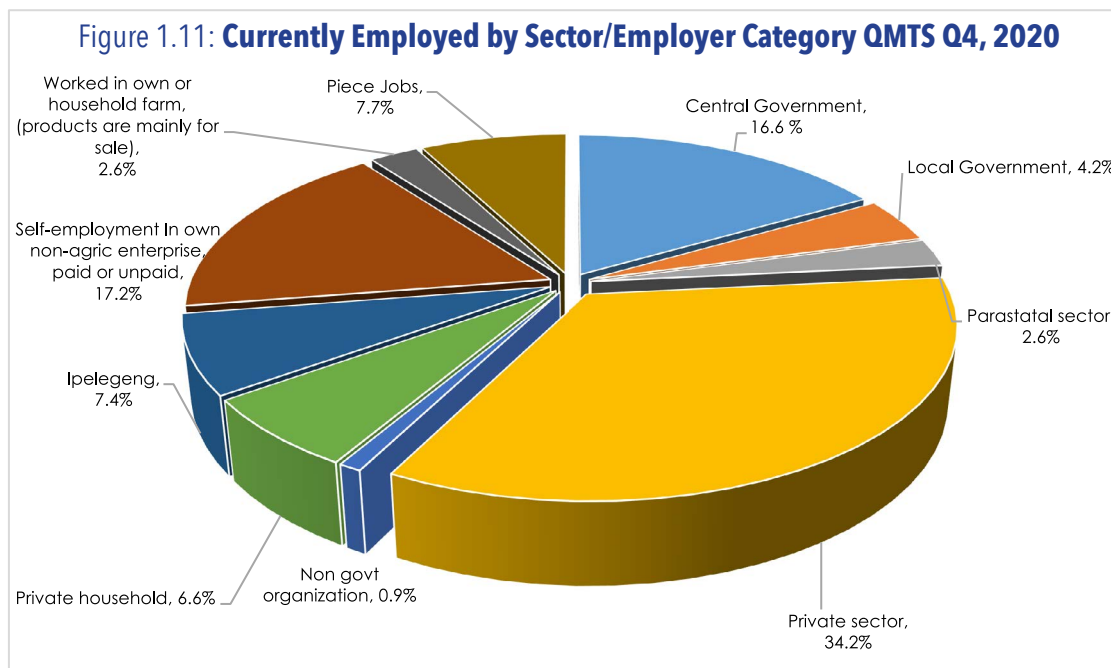


Table 1.6a: **Currently Employed by Sector/ Employer Category & Sex QMTS Q1 & Q4, 2020**

Sector/Employer Category	Q4,2020						Q1 2020	
	Counts			Percentages (%)				
	Male	Female	Total	Male	Female	Total	Total	% Total
Central Government	44,585	77,600	122,185	12.1	21.2	16.6	135,575	18.0
Local Government	15,319	15,469	30,788	4.2	4.2	4.2	19,913	2.6
Parastatal sector	12,399	6,594	18,993	3.4	1.8	2.6	26,591	3.5
Private sector	140,111	110,604	250,715	38.1	30.2	34.2	251,326	33.4
Non govt organization	2,432	3,932	6,364	0.7	1.1	0.9	5,180	0.7
Private household	27,476	21,168	48,644	7.5	5.8	6.6	48,767	6.5
Ipelegeng	12,048	42,496	54,544	3.3	11.6	7.4	73,045	9.7
Self-employment In own non-agric enterprise, paid or unpaid	58,488	67,890	126,378	15.9	18.6	17.2	120,901	16.1
Worked in own or household farm, (products are mainly for sale)	10,768	8,136	18,904	2.9	2.2	2.6	14,623	1.9
Piece Jobs	44,397	11,962	56,359	12.1	3.3	7.7	55,774	7.4
Not Stated	-	-	-	-	-	-	103	0.0
Total	368,024	365,851	733,875	100.0	100.0	100.0	751,798	100.0

Comparing Q4 2019 and Q4 2020, **Table 1.6b** showed that Central government employment declined from 17.9 percent (132,712 persons) in Q4 2019 to 16.6 percent (122,185 persons) in Q4 2020, whereas employment in Private sector increased from 33.8 percent in Q4 2019 to 34.2 percent in Q4 2020. Ipelegeng declined from 8.9 percent (66,028 persons) in Q4 2019 to 7.4 percent (54,544 persons) in Q4 of 2020.

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

Sector/Employer Category	Q3 2019		Q4 2019		Q1 2020		Q4 2020	
	Counts	%	Counts	%	Counts	%	Counts	%
Central Government	133,792	17.9	132,712	17.9	135,575	18.0	122,185	16.6
Local Government	27,427	3.7	24,073	3.2	19,913	2.6	30,788	4.2
Parastatal sector	20,599	2.8	23,497	3.2	26,591	3.5	18,993	2.6
Private sector	260,185	34.9	250,778	33.8	251,326	33.4	250,715	34.2
Non govt organization	5,919	0.8	6,839	0.9	5,180	0.7	6,364	0.9
Private household	66,912	9	55,281	7.4	48,767	6.5	48,644	6.6
Ipelegeng	56,597	7.6	66,028	8.9	73,045	9.7	54,544	7.4
Self-employment In own non-agric enterprise, paid or unpaid	108,351	14.5	121,753	16.4	120,901	16.1	126,378	17.2
Worked in own or household farm, (products are mainly for sale)	8,172	1.1	8,714	1.2	14,623	1.9	18,904	2.6
Piece Jobs	57,351	7.7	52,704	7.1	55,774	7.4	56,359	7.7
Not Stated	251	0.0	-	-	103	0.0	-	-
Total	745,556	100.0	742,378	100.0	751,798	100.0	733,875	100.0

2.6.7 Employed by Industry/Economic Activity

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

The 2020 Q4 results showed that Wholesale & Retail trade was the leading industry in overall employment. It constituted 147,412 persons (20.1 percent) while Public administration was the second largest with 133,071 persons (18.1 percent). Education followed with 10.0 percent (73,347 persons). Agriculture, construction and Manufacturing also contributed more in employment each contributing 8.2, 7.2, & 6.7 percent respectively.

Comparing employment between Q1 and Q4 of 2020, Wholesale & Retail trade increased from 17.0 percent in Q1 to 20.1 percent in Q4 while Public administration recorded a decline. It dropped from 19.7 percent in Q1 2020 to 18.1 percent in the last quarter of 2020. See **Figure 1.12** & **Table 1.7b**.

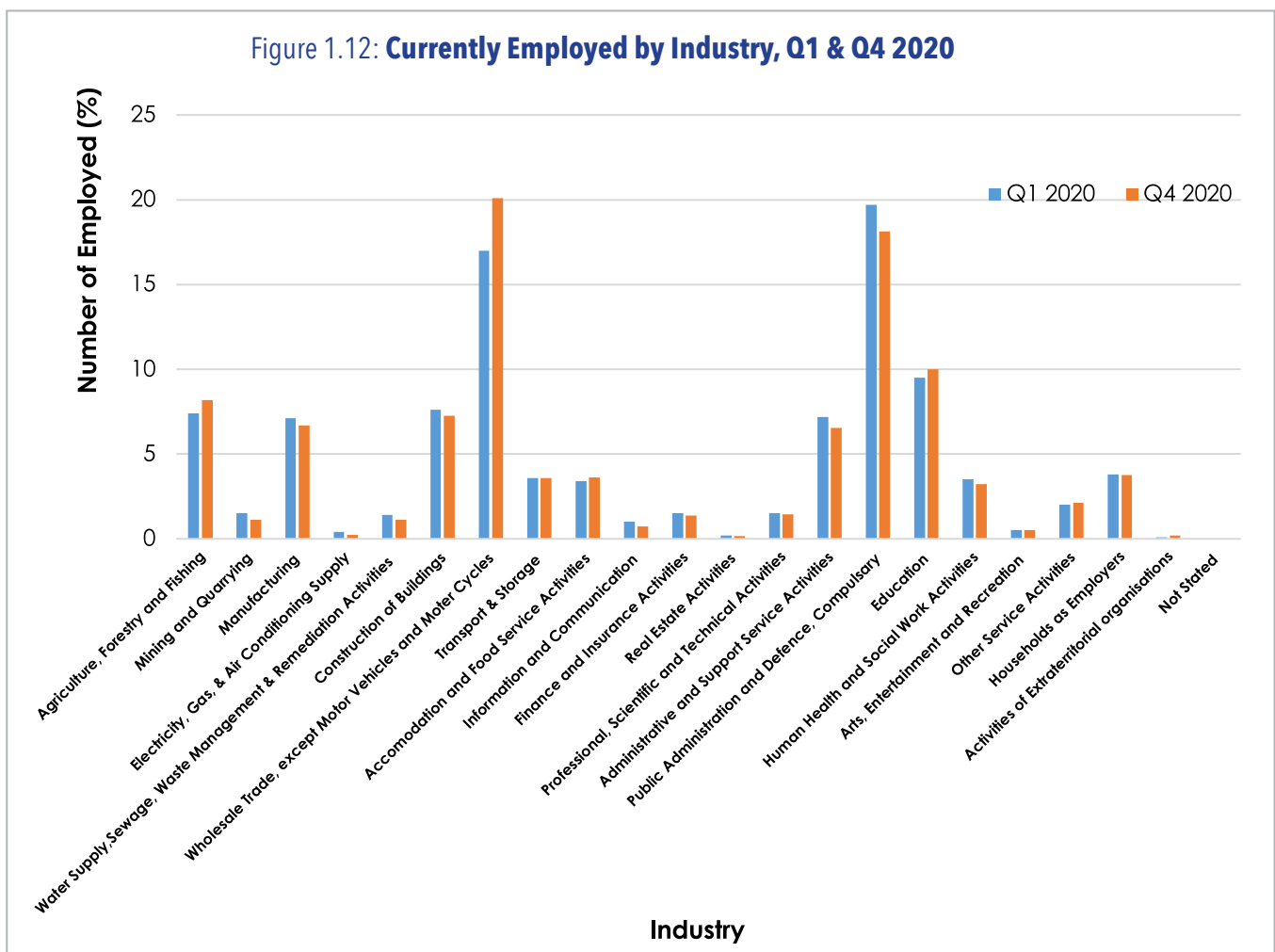


Table 1.7a: **Currently Employed by Industry/ Economic Activity & Sex QMTS Q4, 2020**

Industry	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	44,500	15,649	60,149	12.1	4.3	8.2
Mining and Quarrying	6,808	1,348	8,156	1.8	0.4	1.1
Manufacturing	27,630	21,344	48,974	7.5	5.8	6.7
Electricity, Gas, & Air Conditioning Supply	520	1,102	1,622	0.1	0.3	0.2
Water Supply, Sewage, Waste Management & Remediation Activities	5,488	2,681	8,169	1.5	0.7	1.1
Construction	50,176	2,982	53,158	13.6	0.8	7.2
Wholesale Trade, except Motor Vehicles and Motor Cycles	61,607	85,806	147,412	16.7	23.5	20.1
Transport & Storage	23,293	2,944	26,237	6.3	0.8	3.6
Accommodation and Food Service Activities	7,177	19,342	26,519	2.0	5.3	3.6
Information and Communication	4,139	1,102	5,241	1.1	0.3	0.7
Finance and Insurance Activities	5,453	4,746	10,199	1.5	1.3	1.4
Real Estate Activities	738	564	1,302	0.2	0.2	0.2
Professional, Scientific and Technical Activities	4,154	6,364	10,518	1.1	1.7	1.4
Administrative and Support Service Activities	28,780	19,213	47,994	7.8	5.3	6.5
Public Administration and Defence, Compulsory Education	53,813	79,258	133,071	14.6	21.7	18.1
Human Health and Social Work Activities	22,180	51,168	73,347	6.0	14.0	10.0
Arts, Entertainment and Recreation	6,982	16,813	23,795	1.9	4.6	3.2
Other Service Activities	2,310	1,377	3,688	0.6	0.4	0.5
Households as Employers	6,403	9,057	15,459	1.7	2.5	2.1
Activities of Extraterritorial organizations	5,170	22,347	27,518	1.4	6.1	3.7
Activities of Extraterritorial organizations	703	644	1,347	0.2	0.2	0.2
Total	368,024	365,851	733,875	100.0	100.0	100.0

Table 1.7a & 1.7b presents employment by industry and sex. The results showed that there were more males in industries such as Agriculture, construction and Transport & storage whereas females dominated more in Wholesale & retail trade, public administration and Education.

Agriculture, employed 44,500 males compared to 15,649 females, while in Education females were 51,447 compared with 22,459 males. See **Table 1.7a** above.

Comparison of the Q4 2019 and Q4 2020 results (year to year employment), shows that wholesale trade increased from 18.2 percent (135,046 persons) in Q4 2019 to 20.1 percent (147,412 persons) in Q4 2020. Construction industry declined from 8.1 percent (60,124 persons) in Q4 2019 to 7.2 percent (53,158 persons) in Q4 2020. See **Table 1.7b** below.

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

Industry	Q4 2020		Q4 2019	
	Counts	%	Counts	%
Agriculture, Forestry and Fishing	60,149	8.2	51,706	7.0
Mining and Quarrying	8,156	1.1	8,856	1.2
Manufacturing	48,974	6.7	57,650	7.8
Electricity, Gas, & Air Conditioning Supply	1,622	0.2	2,164	0.3
Water Supply, Sewage, Waste Management & Remediation Activities	8,169	1.1	7,611	1.0
Construction	53,158	7.2	60,124	8.1
Wholesale Trade, except Motor Vehicles and Motor Cycles	147,412	20.1	135,046	18.2
Transport & Storage	26,237	3.6	27,905	3.8
Accommodation and Food Service Activities	26,519	3.6	22,071	3.0
Information and Communication	5,241	0.7	5,032	0.7
Finance and Insurance Activities	10,199	1.4	10,364	1.4
Real Estate Activities	1,302	0.2	1,997	0.3
Professional, Scientific and Technical Activities	10,518	1.4	12,032	1.6
Administrative and Support Service Activities	47,994	6.5	51,148	6.9
Public Administration and Defence, Compulsory	133,071	18.1	147,419	19.9
Education	73,347	10.0	65,982	8.9
Human Health and Social Work Activities	23,795	3.2	30,694	4.1
Arts, Entertainment and Recreation	3,688	0.5	3,742	0.5
Other Service Activities	15,459	2.1	16,753	2.3
Households as Employers	27,518	3.7	23,838	3.2
Activities of Extraterritorial organizations	1,347	0.2	244	0.0
Total	733,875	100.0	742,378	100.0

2.6.8 Total Employment by Strata

For this section data is disaggregated by sex and the three strata of the country being Cities & Towns, Urban Areas and Rural areas.

Table 1.8a, Table 1.8b and **Figure 1.13 13** present employment by Strata. Urban villages had the highest proportion of people in employment at 46.7 percent (342,393 persons), followed by rural areas at 28.2 percent (207,199 persons). Comparing Q1 and Q4 of 2020, urban villages and Cities & Towns registered increase in employed persons. Urban villages' employment increased from 45.5 percent in Q1 to 46.7 percent in Q4 while Cities & Towns increased from 24.8 percent in Q1 to 25.1 percent in this quarter. Rural areas had a decline in the number of employed persons. It declined from 29.7 percent (223,121 persons) in Q1 to 28.2 percent (207,199 persons) in Q4.

Employment by sex and strata showed that employment in rural areas for both sexes declined. Employed males went down from 110,433 in Q1 of 2020 to 103,024 in Q4 of the same year, while for females the number dropped from 112,688 in Q1 to 104,175 in Q4.

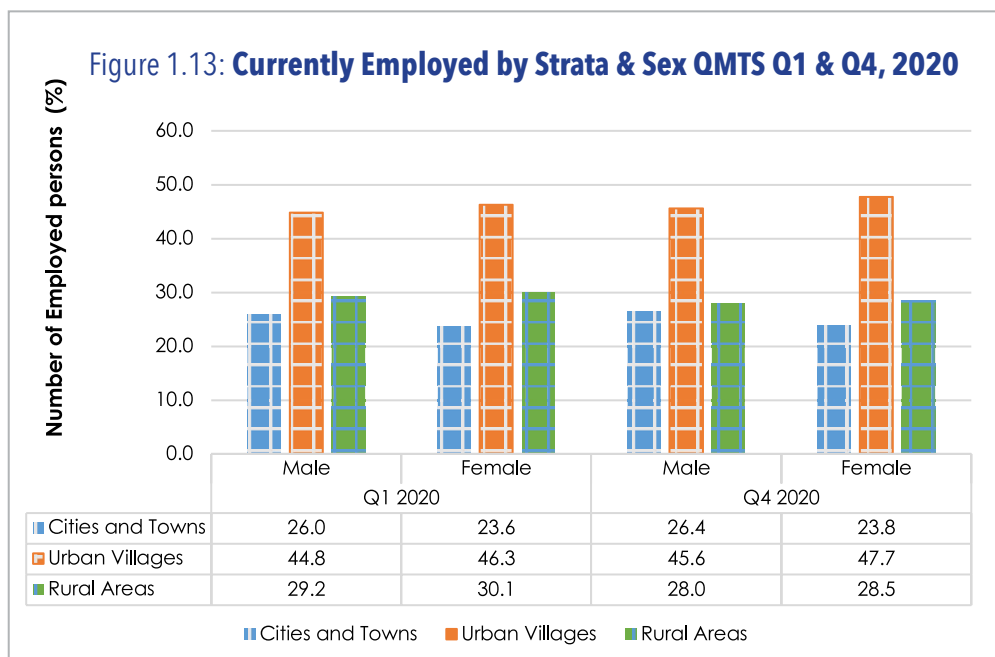
Table 1.8a: **Currently Employed by Strata & Sex -QMTS Q1 & Q4, 2020**

Strata	QMTS Q4 2020			QMTS Q1 2020		
	Male	Female	Total	Male	Female	Total
Cities and Towns	97,126	87,157	184,283	98,198	88,359	186,558
Urban Villages	167,874	174,519	342,393	168,994	173,126	342,120
Rural Areas	103,024	104,175	207,199	110,433	112,688	223,121
Total	368,024	365,851	733,875	377,625	374,174	751,798
Percentages (%)						
Cities and Towns	26.4	23.8	25.1	26.0	23.6	24.8
Urban Villages	45.6	47.7	46.7	44.8	46.3	45.5
Rural Areas	28.0	28.5	28.2	29.2	30.1	29.7
Total	100.0	100.0	100.0	100.0	100.0	100.0

Table 1.8b below is a comparison of Q4 2019 and Q4 2020. Rural area employment declined from 29.7 percent in Q4 2019 to 28.2 percent in Q4 2020, whereas Urban villages increased from 45.6 percent in Q4 2019 to 46.7 percent in Q4 2020.

Table 1.8b: **Currently Employed by Strata & Sex QMTS Q4 2019 & Q4 2020**

Strata	QMTS Q4 2020			QMTS Q4 2019		
	Male	Female	Total	Male	Female	Total
Cities and Towns	97,126	87,157	184,283	97,002	86,716	183,718
Urban Villages	167,874	174,519	342,393	158,944	179,442	338,385
Rural Areas	103,024	104,175	207,199	114,644	105,631	220,275
Total	368,024	365,851	733,875	370,590	371,789	742,378
Percentages (%)						
Cities and Towns	26.4	23.8	25.1	26.2	23.3	24.7
Urban Villages	45.6	47.7	46.7	42.9	48.3	45.6
Rural Areas	28.0	28.5	28.2	30.9	28.4	29.7
Total	100.0	100.0	100.0	100.0	100.0	100.0



2.6.9 Employed by Marital Status

Employed persons by marital status showed that persons in the “living together” and “never married” categories were the highest contributors to employed persons, constituting 37.8 percent and 37.4 percent, respectively to total employed persons. The married were third with 21.3 percent. See [Table 1.9](#) and [Figure 1.14](#) below.

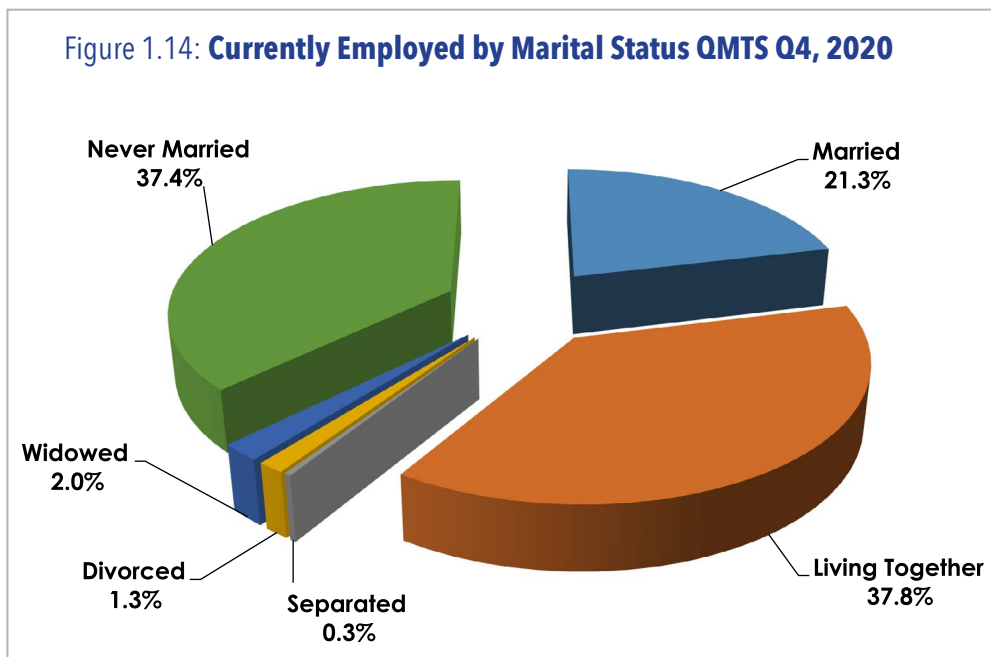


Table 1.9: **Currently Employed by Marital status & Sex QMTS Q4, 2020**

Marital Status	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
Married	85,139	70,925	156,064	23.1	19.4	21.3
Living Together	144,541	132,571	277,112	39.3	36.2	37.8
Separated	1,445	1,067	2,513	0.4	0.3	0.3
Divorced	2,886	6,718	9,603	0.8	1.8	1.3
Widowed	1,556	12,908	14,464	0.4	3.5	2.0
Never Married	132,457	141,662	274,119	36.0	38.7	37.4
Total	368,024	365,851	733,875	100.0	100.0	100.0

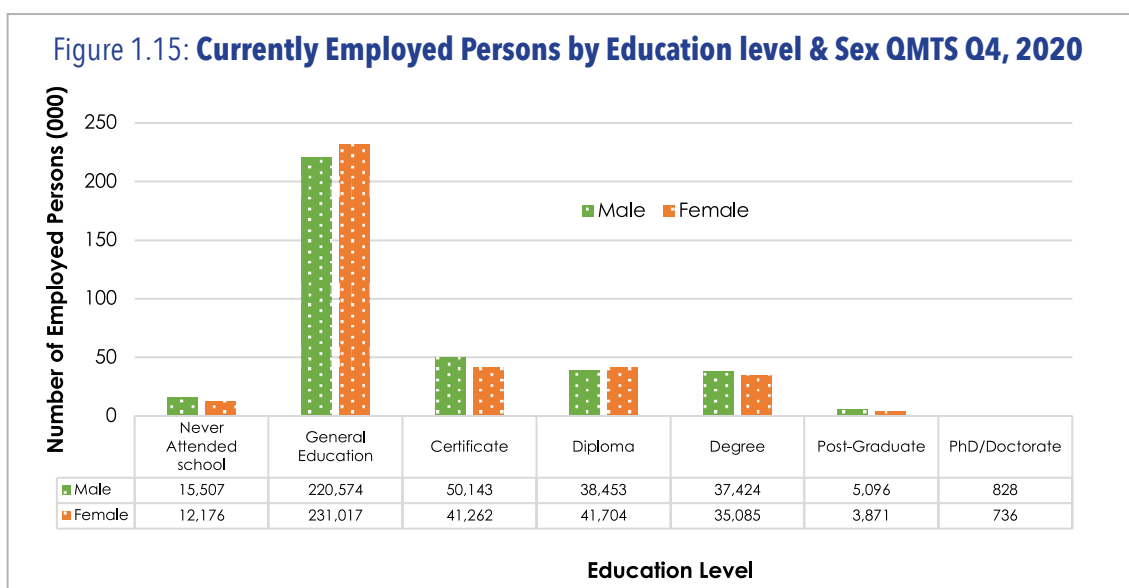
2.6.10 Employed by Education

Education plays an important role in labour force. In general, people with higher levels of education have better job prospects than those with lower education levels.

Employment by education level is presented in [Table 1.10](#) and [Figure 1.15](#). The results showed that the majority of employed persons had secondary education. Out of the total of 733,875 employed persons, 358,717 (47.5 percent) had secondary education. Those with university education followed with 16.1 percent whereas those with primary education contributed 11.9 percent of the total employment

Table 1.10a: **Currently Employed by Educational level & Sex QMTS Q4, 2020**

Educational Level	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
Never Attended School	15,507	12,176	27,683	4.2	3.3	3.8
Primary	43,658	46,616	90,274	11.9	12.7	12.3
Secondary	174,780	183,937	358,717	47.5	50.3	48.9
Non-formal	2,788	465	3,253	0.8	0.1	0.4
Apprentice	2,078	222	2,300	0.6	0.1	0.3
Brigade	16,000	6,376	22,376	4.3	1.7	3.0
Technical/Vocational	27,242	22,169	49,412	7.4	6.1	6.7
Educational College	23,408	30,732	54,140	6.4	8.4	7.4
Institute of Health Sciences	3,366	3,841	7,207	0.9	1.0	1.0
University	59,197	59,317	118,514	16.1	16.2	16.1
Total	368,024	365,851	733,875	100.0	100.0	100.0

Figure 1.15: **Currently Employed Persons by Education level & Sex QMTS Q4, 2020**

Furthermore, majority of persons in employment had only completed general education. There were 220,574 males with general education compared to 231,017 of their female counterparts. In addition 60.6 percent (444,812 persons) had no training. This observation to some extent explains the high numbers of employment in Elementary and Service/sales workers occupations and industries such as wholesale retail trade presented in sections 2.6.5 and 2.6.7. See **Figure 1.15** below and **Table M6** in the appendix tables.

3.0 FORMAL SECTOR EMPLOYMENT AND FORMAL EMPLOYMENT, QMTS Q4 2020

3.1 Formal Sector Employment

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

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

1. Companies which are formally registered with;

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

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

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

Total formal sector employment was recorded at 483,241, of which 231,785 were males (48.0 percent) and 251,457 (52.0 percent) were females (Table 1.11a). Comparison of the 2020 fourth quarter of QMTS Formal Sector Employment with the first quarter of 2020 showed that there had been a decrease in formal sector employment. The employment decreased from 492,915 persons to 477,716 persons. This is a decrease of 3.1 percent (15,199 persons). Comparing Q4 2019 with Q4 2020, the formal sector employment has decreased from 485,524 in 2019 to 477,716 in 2020, 1.6 percent decrease in employment.

3.1.1 Formal Employment by Industry, Citizenship and Sex

Table 1.11a and **Table 1.11b** present formal sector employment by citizenship. The tables show that out of the 477,716 in the Formal Sector Employment, 15,258 were non-citizens, (3.2 percent), while 467,731 were citizens, (96.8 percent). At the industry level, Wholesale, Retail & Repair of Motor Vehicles had more non-citizens employees, recording 27.2 percent (4,149 persons), followed by Education and Construction with 17.3 (2,646 persons) and 10.5 percent (1,604 persons), respectively.

Formal Sector Employment by Industry showed that Public Administration had the largest proportion of employment at 27.7 percent (132,118 persons), followed by Education with 15.0 percent (71,755 persons) and Wholesale, Retail & Repair of Motor Vehicles at 14.1 percent (67,418 persons) of total employment.

At the industry level, Human Health and Social Work Activities had employed more females, accounting for 72.5 percent of employees working in the industry, followed by Other Service Activities with 70.5 percent. Construction Activities and Transport & Storage were the two industries which had employed lowest proportion of females, recording 11.9 percent and 14.5 percent respectively. See **Table FSE 3** from **Appendix 3**.

Table 1.11a: **Formal Sector Employment by Industry and Citizenship, QMTS 2020 Q4**

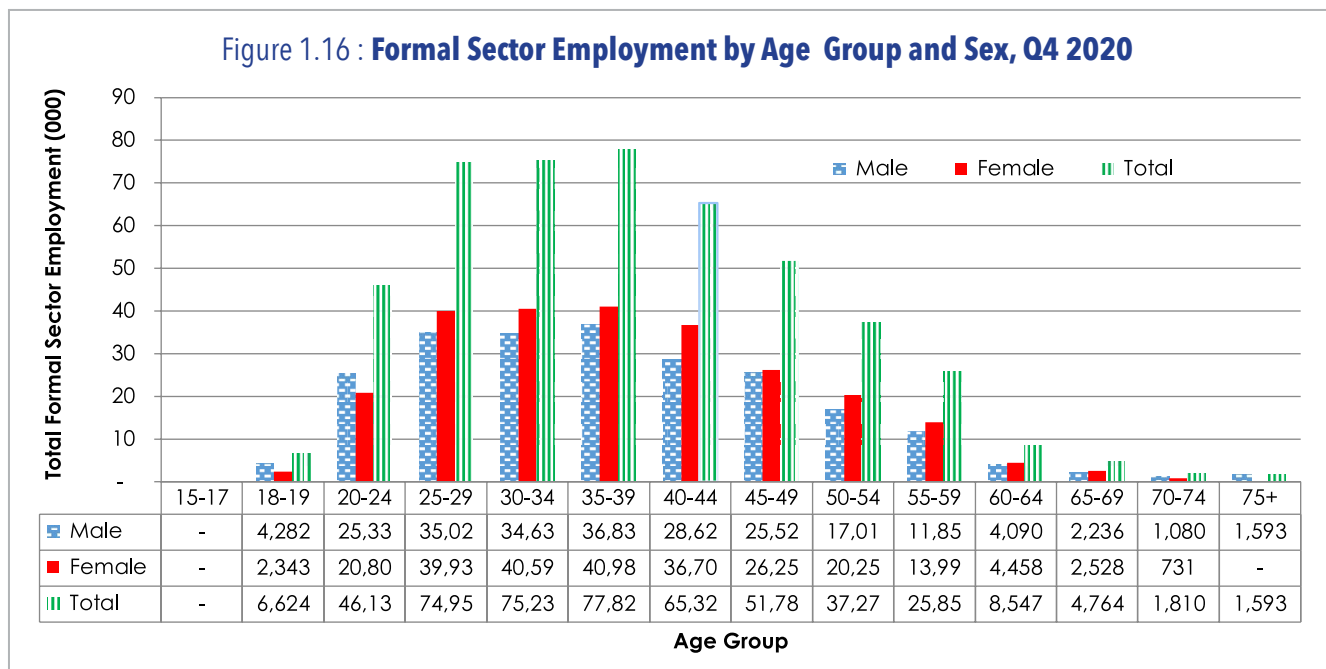
	Citizens			Non-Citizens			All Employees			Q1 2020 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Agriculture, Forestry and Fishing	5,743	5,000	10,743	232	122	354	5,975	5,122	11,097	11,149
Mining and Quarrying	6,467	1,348	7,815	17	-	17	6,484	1,348	7,832	10,422
Manufacturing	17,307	13,328	30,635	554	-	554	17,861	13,328	31,189	32,612
Electricity, Gas & Air Supply	520	889	1,409	-	-	-	520	889	1,409	2,901
Water Supply and Waste Management	5,488	2,475	7,962	-	206	206	5,488	2,681	8,168	9,864
Construction	16,425	2,425	18,849	1,604	-	1,604	18,029	2,425	20,453	20,018
Wholesale, Retail & Repair of Motor Vehicles	32,007	31,262	63,269	3,929	219	4,149	35,936	31,481	67,418	57,220
Transport & Storage	9,139	1,664	10,803	700	-	700	9,839	1,664	11,503	15,995
Accommodation and Food Service	5,790	12,197	17,987	675	423	1,098	6,465	12,620	19,085	18,289
Information and Communication	2,906	1,102	4,008	584	-	584	3,490	1,102	4,592	4,136
Finance and Insurance Activities	4,609	4,088	8,697	392	-	392	5,001	4,088	9,089	10,852
Real Estate Activities	413	381	794	-	-	-	413	381	794	1,061
Professional, Scientific and Technical	2,732	5,400	8,133	185	184	369	2,917	5,584	8,502	10,057
Administrative and Support Service	25,448	16,578	42,027	599	-	599	26,047	16,578	42,626	38,096
Public Administration	53,106	78,603	131,709	-	409	409	53,106	79,012	132,118	146,195
Education	18,995	50,114	69,109	2,213	434	2,646	21,208	50,548	71,755	68,568
Human Health and Social Work Activities	5,201	15,921	21,123	831	-	831	6,032	15,921	21,954	24,237
Arts, Entertainment and Recreation	1,225	1,377	2,603	226	-	226	1,451	1,377	2,829	3,188
Other Service Activities	1,053	2,788	3,841	114	-	114	1,167	2,788	3,955	7,625
Activities of Extraterritorial Organizations	517	425	942	185	219	405	702	644	1,347	431
Total	215,092	247,366	462,458	13,042	2,216	15,258	228,134	249,582	477,716	492,915

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

Sector/ Economic Activity	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	2.7	2.0	2.3	1.8	5.5	2.3	2.6	2.1	2.3
Mining and Quarrying	3.0	0.5	1.7	0.1	-	0.1	2.8	0.5	1.6
Manufacturing	8.0	5.4	6.6	4.2	-	3.6	7.8	5.3	6.5
Electricity, Gas, & Air Supply	0.2	0.4	0.3	-	-	-	0.2	0.4	0.3
Water Supply and Waste Management	2.6	1.0	1.7	-	9.3	1.4	2.4	1.1	1.7
Construction	7.6	1.0	4.1	12.3	-	10.5	7.9	1.0	4.3
Wholesale, Retail & Repair of Motor Vehicles	14.9	12.6	13.7	30.1	9.9	27.2	15.8	12.6	14.1
Transport & Storage	4.2	0.7	2.3	5.4	-	4.6	4.3	0.7	2.4
Accommodation and Food Service	2.7	4.9	3.9	5.2	19.1	7.2	2.8	5.1	4.0
Information and Communication	1.4	0.4	0.9	4.5	-	3.8	1.5	0.4	1.0
Finance and Insurance Activities	2.1	1.7	1.9	3.0	-	2.6	2.2	1.6	1.9
Real Estate Activities	0.2	0.2	0.2	-	-	-	0.2	0.2	0.2
Professional, Scientific and Technical	1.3	2.2	1.8	1.4	8.3	2.4	1.3	2.2	1.8
Administrative and Support Service	11.8	6.7	9.1	4.6	-	3.9	11.4	6.6	8.9
Public Administration	24.7	31.8	28.5	-	18.5	2.7	23.3	31.7	27.7
Education	8.8	20.3	14.9	17.0	19.6	17.3	9.3	20.3	15.0
Human Health and Social Work Activities	2.4	6.4	4.6	6.4	-	5.4	2.6	6.4	4.6
Arts, Entertainment and Recreation	0.6	0.6	0.6	1.7	-	1.5	0.6	0.6	0.6
Other Service Activities	0.5	1.1	0.8	0.9	-	0.7	0.5	1.1	0.8
Activities of Extraterritorial Organizations	0.2	0.2	0.2	1.4	9.9	2.7	0.3	0.3	0.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

3.1.2 Formal Sector Employment by Age Group and Sex

Figure 1.16 shows that persons employed in the Formal Sector are largely concentrated in the ages 25 to 44 years, with age group 35-39 recording the highest employment with 16.3 percent (77,822 persons). The 25-29 and 30 – 34 years age groups followed with 15.7 percent each (75,230 and 74,955 persons). Age group 40-34 recorded 13.7 (65,327 persons) percent. The figure shows that from age group 25-29 to 65-69, the female formal sector employment was above male employment. See **Table FSE 2** from **Appendix 3**.



3.1.3 Formal Sector Employment by District and Sex

Table 1.12a and **Table 1.12b** show that Gaborone recorded the highest number of people working in the Formal Sector, recording 18.1 percent, followed by Kweneng East with 13.1 percent and South East with 8.1 percent. Out of the seven cities/towns, males were in the majority except in Selibe Phikwe and Lobatse, which recorded 53.4 and 50.0 percent of females in Formal Sector Employment, respectively. In addition, a higher number of females in formal sector employment were recorded in all the districts except South East, Kweneng West, Central Mahalapye, Ngamiland West and Chobe District. Generally females dominated their male counterparts in Formal Sector Employment constituting 52.2 percent as compared to the 47.8 percent of their male counterparts.

Table 1.12a: **Formal Sector Employment by District, Citizenship and Sex Q4 2020**

District	Citizens			Non-Citizens			All Employees			Q4 2020 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Gaborone	43,455	39,028	82,483	3,175	840	4,015	46,630	39,868	86,498	78,157
Francistown	13,514	14,508	28,022	1,509	192	1,702	15,023	14,700	29,724	26,471
Lobatse	4,736	4,957	9,693	221	-	221	4,957	4,957	9,914	10,846
Selibe Phikwe	2,949	3,383	6,332	-	-	-	2,949	3,383	6,332	6,938
Orapa	2,949	892	3,840	137	-	137	3,086	892	3,977	3,437
Jwaneng	4,157	3,378	7,535	124	-	124	4,281	3,378	7,659	8,595
Sowa Town	781	557	1,337	34	-	34	815	557	1,371	1,339
Ngwaketse	4,938	6,679	11,618	133	-	133	5,071	6,679	11,751	18,544
Barolong	6,364	9,320	15,684	-	-	-	6,364	9,320	15,684	12,812
Ngwaketse West	1,053	1,394	2,447	-	-	-	1,053	1,394	2,447	2,327
South East	19,406	18,047	37,453	1,059	122	1,181	20,465	18,169	38,634	38,215
Kweneng East	27,666	31,289	58,955	2,970	650	3,620	30,636	31,939	62,575	65,219
Kweneng West	4,935	4,914	9,849	-	-	-	4,935	4,914	9,849	13,224
Kgatleng	9,898	15,752	25,651	-	-	-	9,898	15,752	25,651	17,080
Central Serowe	11,398	16,474	27,872	485	-	485	11,883	16,474	28,357	29,824
Central Mahalapye	7,188	7,574	14,762	1,167	-	1,167	8,355	7,574	15,929	16,820
Central Bobonong	4,681	9,466	14,147	-	-	-	4,681	9,466	14,147	18,752
Central Boteti	7,712	10,665	18,377	777	-	777	8,489	10,665	19,154	26,958
Central Tutume	7,117	13,468	20,585	-	-	-	7,117	13,468	20,585	22,808
North East	4,273	5,818	10,091	-	-	-	4,273	5,818	10,091	9,017
Ngamiland East	6,108	9,465	15,573	752	412	1,164	6,860	9,877	16,737	22,648
Ngamiland West	6,821	6,058	12,879	-	-	-	6,821	6,058	12,879	14,075
Chobe	5,109	4,775	9,884	-	-	-	5,109	4,775	9,884	9,531
Ghanzi	3,644	4,272	7,915	428	-	428	4,072	4,272	8,343	8,343
Kgalagadi South	2,028	2,323	4,351	71	-	71	2,099	2,323	4,422	5,121
Kgalagadi North	2,213	2,910	5,123	-	-	-	2,213	2,910	5,123	5,814
Total	215,092	247,366	462,458	13,042	2,216	15,258	228,134	249,582	477,716	492,915

Table 1.12b: **Percentage of Formal Sector Employment by District and Citizenship, QMTS 2020 Q4**

District	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Gaborone	20.2	15.8	17.8	24.3	37.9	26.3	20.4	16.0	18.1
Francistown	6.3	5.9	6.1	11.6	8.7	11.2	6.6	5.9	6.2
Lobatse	2.2	2.0	2.1	1.7	-	1.4	2.2	2.0	2.1
Selibe Phikwe	1.4	1.4	1.4	-	-	-	1.3	1.4	1.3
Orapa	1.4	0.4	0.8	1.1	-	0.9	1.4	0.4	0.8
Jwaneng	1.9	1.4	1.6	1.0	-	0.8	1.9	1.4	1.6
Sowa Town	0.4	0.2	0.3	0.3	-	0.2	0.4	0.2	0.3
Ngwaketse	2.3	2.7	2.5	1.0	-	0.9	2.2	2.7	2.5
Barolong	3.0	3.8	3.4	-	-	-	2.8	3.7	3.3
Ngwaketse West	0.5	0.6	0.5	-	-	-	0.5	0.6	0.5
South East	9.0	7.3	8.1	8.1	5.5	7.7	9.0	7.3	8.1
Kweneng East	12.9	12.6	12.7	22.8	29.3	23.7	13.4	12.8	13.1
Kweneng West	2.3	2.0	2.1	-	-	-	2.2	2.0	2.1
Kgatleng	4.6	6.4	5.5	-	-	-	4.3	6.3	5.4
Central Serowe	5.3	6.7	6.0	3.7	-	3.2	5.2	6.6	5.9
Central Mahalapye	3.3	3.1	3.2	8.9	-	7.6	3.7	3.0	3.3
Central Bobonong	2.2	3.8	3.1	-	-	-	2.1	3.8	3.0
Central Boteti	3.6	4.3	4.0	6.0	-	5.1	3.7	4.3	4.0
Central Tutume	3.3	5.4	4.5	-	-	-	3.1	5.4	4.3
North East	2.0	2.4	2.2	-	-	-	1.9	2.3	2.1
Ngamiland East	2.8	3.8	3.4	5.8	18.6	7.6	3.0	4.0	3.5
Ngamiland West	3.2	2.4	2.8	-	-	-	3.0	2.4	2.7
Chobe	2.4	1.9	2.1	-	-	-	2.2	1.9	2.1
Ghanzi	1.7	1.7	1.7	3.3	-	2.8	1.8	1.7	1.7
Kgalagadi South	0.9	0.9	0.9	0.5	-	0.5	0.9	0.9	0.9
Kgalagadi North	1.0	1.2	1.1	-	-	-	1.0	1.2	1.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

3.1.4 Formal Sector Employment by Education Level

The highest percentage (45.8 percent) of people in Formal Sector Employment had secondary school education as their highest education attainment. These were followed by those with University and college education with 21.9 and 9.2 percent respectively. A small percentage (0.3 percent and 0.4 percent) of people in Formal Sector Employment have apprenticeship and non-formal education. See [Table 1.13a](#) and [Table 1.13b](#).

Table 1.13a: **Estimated Formal Sector Employment by Education/Training Level, Citizenship and Sex, QMTS 2020 Q4**

School Attendance	Citizens			Non-Citizens			All Employees			Q1 2020 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Primary	17,578	23,112	40,690	579	-	579	18,157	23,112	41,269	55,167
Secondary	100,399	115,183	215,582	2,846	520	3,366	103,245	115,703	218,948	196,493
Non-formal	1,632	465	2,097	-	-	-	1,632	465	2,097	3,717
Apprentice	1,432	222	1,654	-	-	-	1,432	222	1,654	4,379
Brigade	7,405	4,227	11,631	390	-	390	7,795	4,227	12,021	17,439
Technical/Vocational	14,833	16,353	31,186	1,857	-	1,857	16,690	16,353	33,043	35,250
Educational College	19,107	24,809	43,916	-	-	-	19,107	24,809	43,916	49,847
Institute of Health Sciences	2,954	3,841	6,795	184	-	184	3,138	3,841	6,979	4,826
University	43,886	51,889	95,774	7,185	1,696	8,881	51,071	53,585	104,655	100,967
Never attended	5,868	7,265	13,133	-	-	-	5,868	7,265	13,133	24,829
Total	215,092	247,366	462,458	13,042	2,216	15,258	228,134	249,582	477,716	492,914

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

School Attendance	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Primary	8.2	9.3	8.8	4.4	-	3.8	8.0	9.3	8.6
Secondary	46.7	46.6	46.6	21.8	23.5	22.1	45.3	46.4	45.8
Non-formal	0.8	0.2	0.5	-	-	-	0.7	0.2	0.4
Apprentice	0.7	0.1	0.4	-	-	-	0.6	0.1	0.3
Brigade	3.4	1.7	2.5	3.0	-	2.6	3.4	1.7	2.5
Technical/Vocational	6.9	6.6	6.7	14.2	-	12.2	7.3	6.6	6.9
Educational College	8.9	10.0	9.5	-	-	-	8.4	9.9	9.2
Institute of Health Sciences	1.4	1.6	1.5	1.4	-	1.2	1.4	1.5	1.5
University	20.4	21.0	20.7	55.1	76.5	58.2	22.4	21.5	21.9
Never attended	2.7	2.9	2.8	-	-	-	2.6	2.9	2.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

3.1.5 Formal Sector Employment by Occupation

Figure 1.17, Tables FSE1a and FSE1b in Appendix 3 show formal sector employment by occupations. The largest proportion is found in the Service/Sales Workers with 122,947 persons (25.7 percent), followed by the Elementary occupations with 113,931 persons (23.8 percent) and Technicians at 54,459 persons (11.4 percent).

Figure 1.17: Formal Sector Employment by Occupation and Sex



3.1.6 Average monthly cash earnings from Formal Sector Employment by Occupation for Wage Earners

Table 1.14 shows monthly average cash earning by occupation for wage earners. The average earnings were the highest at P18,870, followed by Professional and Technicians & Associate Professionals with P16,686 and P12,086 respectively. Elementary occupations average earnings were lowest at P1,320.

3.1.7 Average monthly cash earnings from Formal Sector Employment by Industry for Wage Earners

Table 1.15 presents the estimated average cash earning for formal sector employment wage earners by industry and citizenship (both Citizens and Non – citizens). Average earnings was estimated at P5,853 for citizens, P13,355 for non-citizen and finally, P6,014 for all employees. The table shows that in almost all the industries, the male average cash earnings were higher than those of females, except in few industries like Mining & Quarrying, Electricity, Gas, & Air Supply, Water Supply & Waste Management, Accommodation & Food Services, Information & Communication and Real Estate Activities.

Overall, male employees' average monthly cash earnings were estimated at P7,026 compared to P5,139 for their female counterparts in the formal sector.

Comparing the first quarter of 2020 (January to March 2020) estimated average cash earning from the 2019/20 QMTS Formal Sector Employment (FSE) with the fourth quarter of 2020 shows that there was a slight increase in average earnings. The estimated fourth quarter of 2020 formal sector employment monthly average cash earnings for wage earners was P6,014, compared with P5,392 which was estimated for the first quarter of 2020.

Table 1.14: **Estimated Formal Sector Employment Monthly Average Earnings by Occupation, Citizenship and Sex, QMTS Q4 2020**

Occupation	Citizens			Non-Citizens			All Employees			Q1 2020 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Managers	19,932	16,601	18,300	23,936	32,138	28,767	20,110	17,608	18,870	8,638
Professionals	18,085	15,495	16,571	19,936	10,686	17,847	18,372	15,318	16,686	14,714
Technicians and Associate Professionals	13,847	10,660	12,010	15,809	0	15,809	13,936	10,660	12,086	11,312
Clerical Support Services	3,965	4,594	4,422	-	-	-	3,965	4,594	4,422	4,602
Service/Sales Workers	3,712	2,469	3,002	3,921	2,992	3,810	3,715	2,470	3,009	3,046
Craft and Related Trades Workers	4,617	2,608	4,175	5,529	-	5,529	4,648	2,608	4,211	3,854
Plant & Machine Operators	4,966	3,770	4,853	4,213	-	4,213	4,932	3,770	4,827	3,841
Elementary Occupations	1,530	1,218	1,319	2,004	568	1,489	1,535	1,216	1,320	1,239
Other Specialised Professional Services	20,338	-	20,338	-	-	-	20,338	-	20,338	19,096
Total	6,808	5,052	5,853	12,578	16,761	13,355	7,026	5,139	6,014	5,392

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

Sector/ Economic Activity	Citizens			Non-Citizens			All Employees			Q1 2020 Total
	Male	Female	Total	Total	Female	Total	Male	Female	Total	
Agriculture, Forestry and Fishing	2,549	2,642	2,590	4,482	2,992	3,968	2,631	2,652	2,640	2,044
Mining and Quarrying	12,572	23,030	14,389	24,706	-	24,706	12,604	23,030	14,411	14,074
Manufacturing	3,620	3,192	3,429	26,075	-	26,075	4,057	3,192	3,675	3,530
Electricity, Gas, & Air Supply	7,174	12,940	10,812	-	-	-	7,174	12,940	10,812	12,697
Water Supply and Waste Management	6,923	13,326	8,898	-	-	-	6,923	13,326	8,898	7,665
Construction	3,645	3,732	3,658	16,286	-	16,286	4,404	3,732	4,314	3,296
Wholesale, Retail & Repair of Motor Vehicles	2,329	2,052	2,191	4,394	-	4,394	2,455	2,052	2,260	2,468
Transport & Storage	8,125	7,785	8,070	4,862	-	4,862	7,972	7,785	7,943	8,484
Accommodation and Food Service	2,277	3,148	2,898	18,928	22,858	20,980	3,511	3,818	3,727	2,034
Information and Communication	12,220	14,886	12,953	6,480	-	6,480	11,526	14,886	12,366	11,524
Finance and Insurance Activities	16,642	9,156	13,123	25,025	-	25,025	17,004	9,156	13,401	9,512
Real Estate Activities	3,197	15,239	11,360	-	-	-	3,197	15,239	11,360	9,689
Professional, Scientific and Technical	14,844	6,446	8,321	42,107	19,997	31,082	17,748	6,893	9,468	4,872
Administrative and Support Service	2,316	2,304	2,311	1,997	-	1,997	2,313	2,304	2,310	2,787
Public Administration	8,785	4,259	6,084	-	8,217	8,217	8,785	4,280	6,091	4,871
Education	12,817	7,472	8,910	11,048	4,565	9,855	12,650	7,446	8,942	9,347
Human Health and Social Work Activities	11,535	7,536	8,541	16,326	-	16,326	11,897	7,536	8,698	7,093
Arts, Entertainment and Recreation	9,731	6,143	7,829	6,011	-	6,011	9,152	6,143	7,684	2,514
Other Service Activities	13,619	2,381	5,187	-	-	-	13,619	2,381	5,187	3,928
Activities of Extraterritorial Organizations	10,474	6,683	8,764	60,152	50,062	54,547	23,566	21,435	22,529	2,990
Total	6,808	5,052	5,853	12,578	16,761	13,355	7,026	5,139	6,014	5,392

3.2 FORMAL EMPLOYMENT, QMTS Q4 2020

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

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

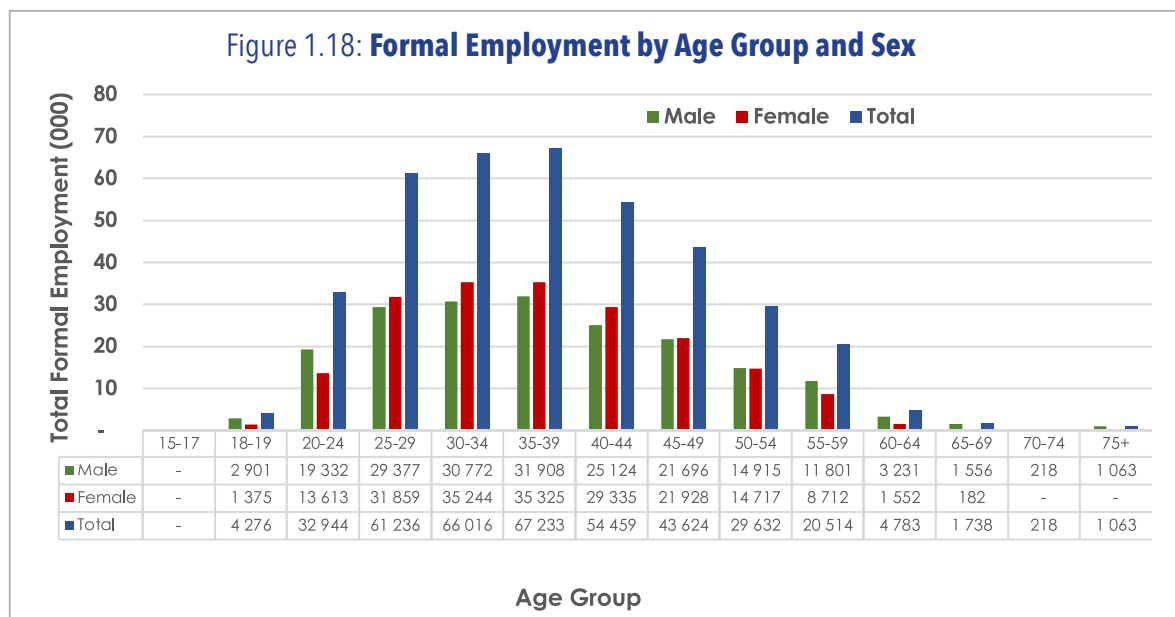
Total formal employment was recorded at 387,735 of which 193,895 were males (50.0 percent) and 193,842 (50.0 percent) were females (see [Table 1.16a](#)).

3.2.1 Formal Employment by Industry, Citizenship and Sex

[Table 1.16a](#) and [Table 1.16b](#) present formal employment by citizenship. The tables show that out of the 387,735 persons in formal employment, 11,286 were non-citizens, (2.9 percent), while 376,449 were citizens, (97.1 percent). At the industry level, Education had most non-citizens employees, recording 20.9 percent (2,359 persons), followed by Wholesale, Retail & Repair of Motor Vehicles and Agriculture Activities with 13.1 percent (1,477 persons) and 9.4 percent (1,056 persons) respectively.

3.2.2 Formal employment by Age Group and Sex

[Figure 1.18](#) shows that formal employment is concentrated in the ages 35 -39 years with 17.3 percent (67,233 persons). The 30-34 years age group follows with 17.0 percent (66,016 persons). Age groups 25-29 and 40-45 recorded 15.8 (61,236 persons) and 14.0 (54,459 persons) percent respectively. The figure shows that from age group 25-29 to 45-49, there were more female formal employees than male formal employees.



3.2.3 Formal Employment by District and Sex

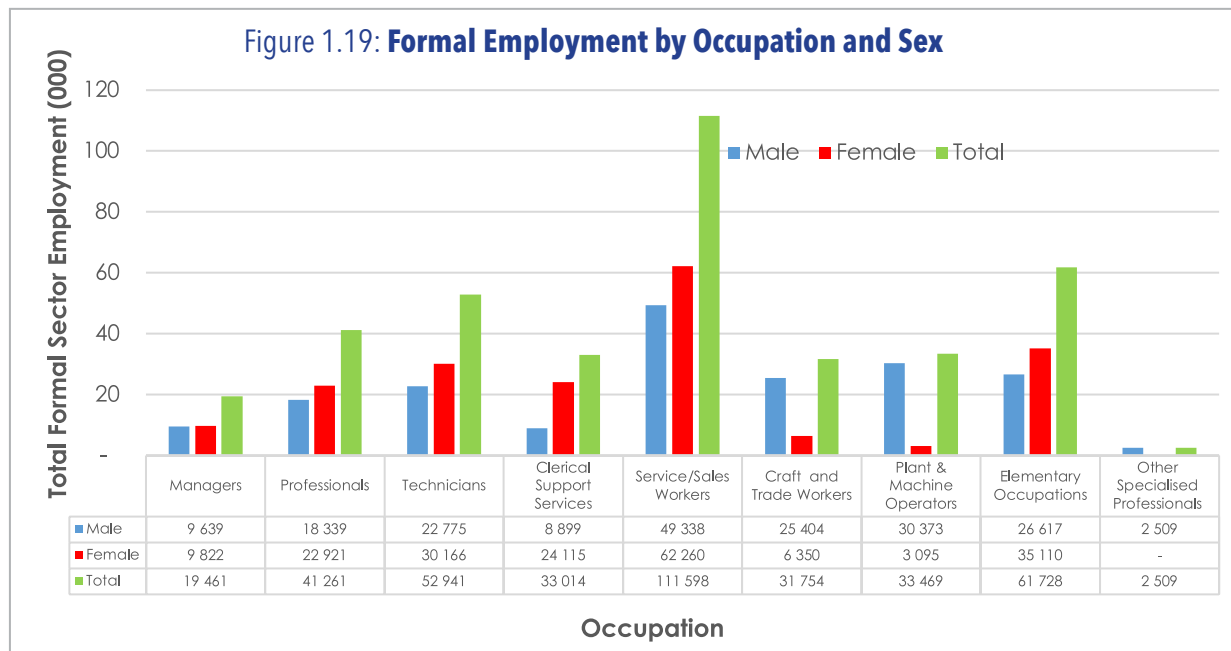
Table 1.18 shows that Gaborone had the highest number of people working in Formal Employment, recording 19.9 percent, followed by Kweneng East with 14.7 percent and South East with 8.8 percent. In cities/towns, males were the majority in formal employment, except for Selibe Phikwe, which recorded an equal number of females and males, 50 percent each, in Formal Employment. More males in formal employment were recorded in most of the districts as compared to their female counterparts. Overall, number of males were equal to their female counterpart in Formal Employment, contributing 50.0 percent each.

3.2.4 Formal Employment by Education Level

The highest percentage (45.4 percent) of people in Formal Employment reportedly had secondary school education followed by those with University education with 24.1 percent. A small percentage (0.3 and 0.4 percent) of people in Formal Employment have non-formal education and apprenticeship respectively. See **Table 1.19a** and **1.19b**

3.2.5 Formal Employment by Occupation

Figure 1.19 and **Tables 1.20** show formal employment by occupations. The largest proportion of formal employees are found in the Service/Sales Workers occupations with 111,598 persons (28.8 percent), followed by the Elementary occupations with 61,728 persons (15.9 percent) and Technicians at 52,941 persons (13.7 percent).



3.2.6 Formal Employment by Industry

Table 1.21 presents Formal Employment by Industry. Overall, Public Administration had the largest portion of employment at 19.9 percent (77,272 persons), followed by Education, with 15.6 percent (60,398 persons) and Wholesale & Retail Trade at 15.2 percent (59,035 persons) of total formal employment. At industry level, Households as Employers employed more females, accounting for 79.3 percent of employees working in the industry, followed by Professional, Scientific and Technical Activities with 75.4 percent. Construction and Mining & Quarrying were the two industries which had employed the lowest proportion of females, recording 13.5 percent and 15.6 percent of female employees respectively.

3.2.7 Monthly cash earnings from Formal Employment by Industry

Table 1.22 presents estimated average monthly cash earning for formal employees by industry and citizenship (both Citizens and Non – citizens). The average monthly cash earnings for citizens were estimated at P6,795, P11,783 for non-citizen and P6,940 for all employees. Overall, monthly average cash earning for persons in formal employment were estimated at P7,517 for males and P6,363 for females.

Table 1.23 shows Industry by the range of monthly earnings for formal employment. The table shows that 28.4 percent of persons in formal employment earned P1,001 – P2,000, followed by 25.7 and 20.0 percent who were earning in the ranges of P2,001 – P4, 000 and P10,001 – P30,000, respectively.

3.2.8 Monthly cash earnings from Formal Employment by occupation

Table 1.24 shows monthly average cash earnings by occupation. The average earnings for Managers were the highest recording an estimated average of P19,449, followed by Professionals and Technicians & associate professionals at P16,919 and P11,903, respectively. Elementary occupations average earnings were the lowest at P1,958.

Tables 1.25 and **1.26** show occupation by the range of monthly earnings for formal employees. The tables show that most of the employees in formal employment (61.1 percent) who were earning P501 – P1,000, were working as Service/Sales Workers. The group of employees who were earning between P10,001 and P30,000, 33.6 percent of them were technicians, followed by professionals at 32.5 percent within the group.

Table 1.16a: **Estimated Formal Employment by Industry and Citizenship, QMTS Q4 2020**

Sector/ Economic Activity	Citizens			Non-Citizens			All Employees			Q1 2020 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Agriculture, Forestry and Fishing	5,851	3,665	9,516	611	445	1,056	6,462	4,110	10,572	10,493
Mining and Quarrying	5,915	1,098	7,014	17	-	17	5,932	1,098	7,031	10,871
Manufacturing	14,233	13,079	27,312	511	-	511	14,744	13,079	27,823	29,773
Electricity, Gas, & Air Supply	520	1,102	1,622	-	-	-	520	1,102	1,622	2,664
Water Supply and Waste Management	5,034	2,247	7,282	-	-	-	5,034	2,247	7,282	8,994
Construction	13,325	2,220	15,545	938	-	938	14,263	2,220	16,483	16,701
Wholesale, Retail & Repair of Motor Vehicles	27,947	29,611	57,558	1,477	-	1,477	29,424	29,611	59,035	48,928
Transport & Storage	9,025	1,664	10,690	421	-	421	9,446	1,664	11,111	13,982
Accommodation and Food Service	4,807	12,517	17,323	387	423	810	5,194	12,940	18,133	15,565
Information and Communication	2,905	1,102	4,007	400	-	400	3,305	1,102	4,407	4,549
Finance and Insurance Activities	4,287	4,706	8,993	208	-	208	4,495	4,706	9,201	10,409
Real Estate Activities	181	381	562	-	-	-	181	381	562	384
Professional, Scientific and Technical	1,552	5,134	6,686	185	184	369	1,737	5,318	7,055	8,181
Administrative and Support Service	24,510	16,228	40,738	202	-	202	24,712	16,228	40,940	48,037
Public Administration and Defense	38,604	38,451	77,055	-	217	217	38,604	38,668	77,272	64,807
Education	18,185	39,854	58,039	1,925	434	2,359	20,110	40,288	60,398	59,321
Human Health and Social Work Activities	5,201	13,479	18,680	425	-	425	5,626	13,479	19,105	21,229
Arts, Entertainment and Recreation	1,225	1,377	2,603	226	-	226	1,451	1,377	2,829	2,662
Other Service Activities	1,099	2,031	3,130	445	-	445	1,544	2,031	3,575	5,014
Households as Employers	405	751	1,155	-	799	799	405	1,550	1,954	2,700
Activities of Extraterritorial Organizations	517	425	942	185	219	405	702	644	1,347	431
Total	185,329	191,121	376,449	8,566	2,721	11,286	193,895	193,842	387,735	385,693

Table 1.16b: **Percentage of Formal Employment by Industry and Citizenship, QMTS Q4 2020**

Sector/ Economic Activity	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	3.2	1.9	2.5	7.1	16.4	9.4	3.3	2.1	3.2
Mining and Quarrying	3.2	0.6	1.9	0.2	-	0.2	3.1	0.6	3.2
Manufacturing	7.7	6.8	7.3	6.0	-	4.5	7.6	6.7	7.7
Electricity, Gas, & Air Conditioning Supply	0.3	0.6	0.4	-	-	-	0.3	0.6	0.3
Water Supply and Waste Management	2.7	1.2	1.9	-	-	-	2.6	1.2	2.7
Construction of Buildings	7.2	1.2	4.1	11.0	-	8.3	7.4	1.1	7.2
Wholesale, Retail & Repair of Motor Vehicles	15.1	15.5	15.3	17.2	-	13.1	15.2	15.3	15.1
Transport & Storage	4.9	0.9	2.8	4.9	-	3.7	4.9	0.9	4.9
Accommodation and Food Service	2.6	6.5	4.6	4.5	15.5	7.2	2.7	6.7	2.6
Information and Communication	1.6	0.6	1.1	4.7	-	3.5	1.7	0.6	1.6
Finance and Insurance Activities	2.3	2.5	2.4	2.4	-	1.8	2.3	2.4	2.3
Real Estate Activities	0.1	0.2	0.1	-	-	-	0.1	0.2	0.1
Professional, Scientific and Technical Activities	0.8	2.7	1.8	2.2	6.8	3.3	0.9	2.7	0.8
Administrative and Support Service Activities	13.2	8.5	10.8	2.4	-	1.8	12.7	8.4	13.2
Public Administration and Defense	20.8	20.1	20.5	-	8.0	1.9	19.9	19.9	20.8
Education	9.8	20.9	15.4	22.5	16.0	20.9	10.4	20.8	9.8
Human Health and Social Work Activities	2.8	7.1	5.0	5.0	-	3.8	2.9	7.0	2.8
Arts, Entertainment and Recreation	0.7	0.7	0.7	2.6	-	2.0	0.7	0.7	0.7
Other Service Activities	0.6	1.1	0.8	5.2	-	3.9	0.8	1.0	0.6
Households as Employers	0.2	0.4	0.3	-	29.4	7.1	0.2	0.8	0.2
Activities of Extraterritorial Organizations	0.3	0.2	0.3	2.2	8.0	3.6	0.4	0.3	0.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 1.17a: **Formal Employment by Age Group and Sex, QMTS Q4 2020**

Age	Citizens			Non-Citizens			All Employees			Q1 2020 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
15-17	-	-	-	-	-	-	-	-	-	264
18-19	2,727	1,375	4,102	174	-	174	2,901	1,375	4,276	1,929
20-24	19,332	13,613	32,944	-	-	-	19,332	13,613	32,944	30,174
25-29	29,151	31,468	60,619	226	391	617	29,377	31,859	61,236	58,326
30-34	29,319	34,240	63,559	1,453	1,004	2,457	30,772	35,244	66,016	59,796
35-39	30,494	35,141	65,635	1,414	184	1,598	31,908	35,325	67,233	68,931
40-44	23,866	29,335	53,201	1,258	-	1,258	25,124	29,335	54,459	53,180
45-49	20,871	21,344	42,215	825	584	1,409	21,696	21,928	43,624	49,803
50-54	13,194	14,281	27,475	1,721	436	2,157	14,915	14,717	29,632	30,380
55-59	10,710	8,590	19,301	1,091	122	1,213	11,801	8,712	20,514	20,775
60-64	3,231	1,552	4,783	-	-	-	3,231	1,552	4,783	8,064
65-69	1,154	182	1,336	402	-	402	1,556	182	1,738	2,857
70-74	218	-	218	-	-	-	218	-	218	261
75+	1,063	-	1,063	-	-	-	1,063	-	1,063	954
Total	185,329	191,121	376,449	8,566	2,721	11,286	193,895	193,842	387,735	385,693

Table 1.17b: **Percentage of Formal Employment by Age Group and Sex, QMTS Q4 2020**

Age	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	-	-	-	-	-	-	-	-	-
18-19	1.5	0.7	1.1	2.0	-	1.5	1.5	0.7	1.1
20-24	10.4	7.1	8.8	-	-	-	10.0	7.0	8.5
25-29	15.7	16.5	16.1	2.6	14.4	5.5	15.2	16.4	15.8
30-34	15.8	17.9	16.9	17.0	36.9	21.8	15.9	18.2	17.0
35-39	16.5	18.4	17.4	16.5	6.8	14.2	16.5	18.2	17.3
40-44	12.9	15.3	14.1	14.7	-	11.1	13.0	15.1	14.0
45-49	11.3	11.2	11.2	9.6	21.5	12.5	11.2	11.3	11.3
50-54	7.1	7.5	7.3	20.1	16.0	19.1	7.7	7.6	7.6
55-59	5.8	4.5	5.1	12.7	4.5	10.7	6.1	4.5	5.3
60-64	1.7	0.8	1.3	-	-	-	1.7	0.8	1.2
65-69	0.6	0.1	0.4	4.7	-	3.6	0.8	0.1	0.4
70-74	0.1	-	0.1	-	-	-	0.1	-	0.1
75+	0.6	-	0.3	-	-	-	0.5	-	0.3
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 Q4 2020**

District	All Employees			All Employees			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Gaborone	40,131	37,043	77,174	20.7	19.1	19.9	52.0	48.0	100.0
Francistown	13,137	11,469	24,606	6.8	5.9	6.3	53.4	46.6	100.0
Lobatse	4,046	3,736	7,782	2.1	1.9	2.0	52.0	48.0	100.0
Selibe Phikwe	2,251	2,252	4,503	1.2	1.2	1.2	50.0	50.0	100.0
Orapa	2,880	892	3,772	1.5	0.5	1.0	76.4	23.6	100.0
Jwaneng	4,033	3,214	7,247	2.1	1.7	1.9	55.7	44.3	100.0
Sowa Town	742	541	1,282	0.4	0.3	0.3	57.9	42.2	100.0
Ngwaketse	3,545	5,938	9,484	1.8	3.1	2.4	37.4	62.6	100.0
Barolong	4,974	6,808	11,782	2.6	3.5	3.0	42.2	57.8	100.0
Ngwaketse West	277	326	603	0.1	0.2	0.2	45.9	54.1	100.0
South East	18,030	15,943	33,973	9.3	8.2	8.8	53.1	46.9	100.0
Kweneng East	29,990	27,160	57,150	15.5	14.0	14.7	52.5	47.5	100.0
Kweneng West	4,569	3,429	7,998	2.4	1.8	2.1	57.1	42.9	100.0
Kgatleng	9,871	15,465	25,337	5.1	8.0	6.5	39.0	61.0	100.0
Central Serowe	10,544	9,954	20,498	5.4	5.1	5.3	51.4	48.6	100.0
Central Mahalapye	6,324	4,975	11,299	3.3	2.6	2.9	56.0	44.0	100.0
Central Bobonong	2,662	4,979	7,641	1.4	2.6	2.0	34.8	65.2	100.0
Central Boteti	6,447	6,210	12,657	3.3	3.2	3.3	50.9	49.1	100.0
Central Tutume	4,189	8,928	13,116	2.2	4.6	3.4	31.9	68.1	100.0
North East	3,605	3,599	7,204	1.9	1.9	1.9	50.0	50.0	100.0
Ngamiland East	5,516	6,019	11,535	2.8	3.1	3.0	47.8	52.2	100.0
Ngamiland West	4,819	4,719	9,538	2.5	2.4	2.5	50.5	49.5	100.0
Chobe	4,696	4,058	8,755	2.4	2.1	2.3	53.6	46.4	100.0
Ghanzi	3,466	2,975	6,440	1.8	1.5	1.7	53.8	46.2	100.0
Kgalagadi South	1,621	1,513	3,134	0.8	0.8	0.8	51.7	48.3	100.0
Kgalagadi North	1,531	1,698	3,228	0.8	0.9	0.8	47.4	52.6	100.0
Total	193,894	193,841	387,735	100.0	100.0	100.0	50.0	50.0	100.0

Table 1.19a: **Estimated Formal Employment by Education/Training Level and Sex, QMTS Q4 2020**

School Attendance	Citizens			Non-Citizens			All Employees			Q1 2020 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Primary	13,617	8,689	22,306	217	149	366	13,834	8,838	22,672	30,942
Secondary	87,306	85,344	172,651	2,543	834	3,377	89,849	86,178	176,028	153,321
Non-formal	1,196	117	1,312	-	-	-	1,196	117	1,312	1,578
Apprentice	1,432	41	1,473	-	-	-	1,432	41	1,473	4,126
Brigade	6,129	4,000	10,129	390	-	390	6,519	4,000	10,519	14,966
Technical/Vocational	12,349	15,139	27,488	1,152	260	1,412	13,501	15,399	28,900	31,751
Educational College	16,710	24,010	40,721	-	-	-	16,710	24,010	40,721	47,677
Institute of Health Sciences	2,525	3,131	5,656	-	-	-	2,525	3,131	5,656	5,106
University	38,585	49,135	87,720	4,264	1,477	5,740	42,849	50,612	93,460	87,515
Never attended	5,479	1,514	6,993	-	-	-	5,479	1,514	6,993	8,712
Total	185,329	191,121	376,449	8,566	2,721	11,286	193,895	193,842	387,735	385,693

Table 1.19b: **Percentage of Estimated Formal Employment by Education/Training Level and Sex, QMTS Q4 2020**

School Attendance	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Primary	7.3	4.5	5.9	2.5	5.5	3.2	7.1	4.6	5.8
Secondary	47.1	44.7	45.9	29.7	30.7	29.9	46.3	44.5	45.4
Non-formal	0.6	0.1	0.3	-	-	-	0.6	0.1	0.3
Apprentice	0.8	0.0	0.4	-	-	-	0.7	0.0	0.4
Brigade	3.3	2.1	2.7	4.6	-	3.5	3.4	2.1	2.7
Technical/Vocational	6.7	7.9	7.3	13.4	9.6	12.5	7.0	7.9	7.5
Educational College	9.0	12.6	10.8	-	-	-	8.6	12.4	10.5
Institute of Health Sciences	1.4	1.6	1.5	-	-	-	1.3	1.6	1.5
University	20.8	25.7	23.3	49.8	54.3	50.9	22.1	26.1	24.1
Never attended	3.0	0.8	1.9	-	-	-	2.8	0.8	1.8
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 Q4 2020**

Occupation	Citizens			Non-Citizens			All Employees			Q1 2020 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Managers	9,191	9,180	18,371	448	642	1,090	9,639	9,822	19,461	19,300
Professionals	15,480	22,087	37,568	2,859	834	3,693	18,339	22,921	41,261	37,228
Technicians and Associate Professionals	21,523	30,166	51,689	1,252	-	1,252	22,775	30,166	52,941	62,267
Clerical Support Services	8,899	24,115	33,014	-	-	-	8,899	24,115	33,014	28,813
Service/Sales Workers	48,622	62,138	110,760	716	122	838	49,338	62,260	111,598	100,457
Skilled Agric. Forestry and Fishery Workers	-	-	-	-	-	-	-	-	-	1,205
Craft and Related Trades Workers	24,256	6,350	30,606	1,148	-	1,148	25,404	6,350	31,754	31,056
Plant & Machine Operators	28,954	3,095	32,050	1,419	-	1,419	30,373	3,095	33,469	34,029
Elementary Occupations	25,894	33,988	59,883	723	1,122	1,845	26,617	35,110	61,728	68,061
Other	2,509	-	2,509	-	-	-	2,509	-	2,509	3,276
Total	185,329	191,121	376,449	8,566	2,721	11,286	193,895	193,842	387,735	385,693

Table 1.20b: **Percentage of Estimated Formal Employment by Occupation, Citizenship & Sex, QMTS Q4 2020**

Occupation	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers	5.0	4.8	4.9	5.2	23.6	9.7	5.0	5.1	5.0
Professionals	8.4	11.6	10.0	33.4	30.7	32.7	9.5	11.8	10.6
Technicians and Associate Professionals	11.6	15.8	13.7	14.6	-	11.1	11.7	15.6	13.7
Clerical Support Services	4.8	12.6	8.8	-	-	-	4.6	12.4	8.5
Service/Sales Workers	26.2	32.5	29.4	8.4	4.5	7.4	25.4	32.1	28.8
Skilled Agric. Forestry and Fishery Workers	-	-	-	-	-	-	-	-	-
Craft and Related Trades Workers	13.1	3.3	8.1	13.4	-	10.2	13.1	3.3	8.2
Plant & Machine Operators	15.6	1.6	8.5	16.6	-	12.6	15.7	1.6	8.6
Elementary Occupations	14.0	17.8	15.9	8.4	41.2	16.3	13.7	18.1	15.9
Other	1.4	-	0.7	-	-	-	1.3	-	0.6
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 Q4 2020**

Sector/ Economic Activity	All Employees			All Employees			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	6,462	4,110	10,572	3.3	2.1	2.7	61.1	38.9	100.0
Mining and Quarrying	5,932	1,098	7,031	3.1	0.6	1.8	84.4	15.6	100.0
Manufacturing	14,744	13,079	27,823	7.6	6.7	7.2	53.0	47.0	100.0
Electricity, Gas, & Air Supply	520	1,102	1,622	0.3	0.6	0.4	32.1	67.9	100.0
Water Supply and Waste Management	5,034	2,247	7,282	2.6	1.2	1.9	69.1	30.9	100.0
Construction of Buildings	14,263	2,220	16,483	7.4	1.1	4.3	86.5	13.5	100.0
Wholesale, Retail & Repair of Motor Vehicles	29,424	29,611	59,035	15.2	15.3	15.2	49.8	50.2	100.0
Transport & Storage	9,446	1,664	11,111	4.9	0.9	2.9	85.0	15.0	100.0
Accommodation and Food Service	5,194	12,940	18,133	2.7	6.7	4.7	28.6	71.4	100.0
Information and Communication	3,305	1,102	4,407	1.7	0.6	1.1	75.0	25.0	100.0
Finance and Insurance Activities	4,495	4,706	9,201	2.3	2.4	2.4	48.9	51.1	100.0
Real Estate Activities	181	381	562	0.1	0.2	0.1	32.2	67.8	100.0
Professional, Scientific and Technical	1,737	5,318	7,055	0.9	2.7	1.8	24.6	75.4	100.0
Administrative and Support Service	24,712	16,228	40,940	12.7	8.4	10.6	60.4	39.6	100.0
Public Administration and Defense	38,604	38,668	77,272	19.9	19.9	19.9	50.0	50.0	100.0
Education	20,110	40,288	60,398	10.4	20.8	15.6	33.3	66.7	100.0
Human Health and Social Work Activities	5,626	13,479	19,105	2.9	7.0	4.9	29.4	70.6	100.0
Arts, Entertainment and Recreation	1,451	1,377	2,829	0.7	0.7	0.7	51.3	48.7	100.0
Other Service Activities	1,544	2,031	3,575	0.8	1.0	0.9	43.2	56.8	100.0
Households as Employers	405	1,550	1,954	0.2	0.8	0.5	20.7	79.3	100.0
Activities of Extraterritorial Organizations	702	644	1,347	0.4	0.3	0.3	52.1	47.8	100.0
Total	193,895	193,842	387,735	100.0	100.0	100.0	50.0	50.0	100.0

Table 1.22: **Estimated Formal Employment Monthly Average Earnings by Industry, Citizenship & Sex, QMTS Q4 2020**

Sector/ Economic Activity	All Employees			All Employees			All Employees			Q1 2020 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Agriculture, Forestry and Fishing	2,449	2,870	2,611	2,303	1,570	1,994	2,435	2,730	2,550	2,398
Mining and Quarrying	13,371	27,820	15,631	24,706	-	24,706	13,404	27,820	15,653	14,284
Manufacturing	3,912	3,203	3,572	17,423	-	17,423	4,380	3,203	3,827	3,836
Electricity & Gas Supply	7,174	10,729	9,589	-	-	-	7,174	10,729	9,589	13,577
Water Supply and Waste Management	6,923	13,326	8,898	-	-	-	6,923	13,326	8,898	8,303
Construction	3,879	3,994	3,895	16,286	-	16,286	4,695	3,994	4,601	4,750
Wholesale, Retail & Repair of Motor Vehicles	2,332	2,024	2,174	4,701	-	4,701	2,451	2,024	2,237	3,092
Transport & Storage	7,940	7,785	7,915	4,862	-	4,862	7,803	7,785	7,799	9,612
Accommodation and Food Service	2,304	3,060	2,850	18,928	22,858	20,980	3,542	3,707	3,660	2,396
Information and Communication	12,327	14,886	13,031	6,480	-	6,480	11,620	14,886	12,437	11,897
Finance and Insurance Activities	17,542	11,303	14,277	25,025	-	25,025	17,888	11,303	14,520	10,468
Real Estate Activities	3,197	15,239	11,360	-	-	-	3,197	15,239	11,360	22,940
Professional, Scientific and Technical	14,844	7,279	9,035	42,107	19,997	31,082	17,748	7,719	10,188	6,052
Administrative and Support Services	2,284	2,357	2,313	1,997	-	1,997	2,282	2,357	2,311	2,761
Public Administration	11,607	8,089	9,851	-	14,985	14,985	11,607	8,128	9,866	10,072
Education	12,975	9,128	10,333	11,048	4,565	9,855	12,790	9,079	10,315	10,691
Human Health and Social Work Activities	11,535	8,421	9,288	16,326	-	16,326	11,897	8,421	9,445	8,233
Arts, Entertainment and Recreation	9,731	6,143	7,829	6,011	-	6,011	9,152	6,143	7,684	2,835
Other Service Activities	14,540	2,751	6,890	5,942	-	5,942	12,062	2,751	6,772	6,125
Households as Employers	1,799	1,343	1,504	-	1,365	1,365	1,799	1,354	1,447	1,421
Activities of Extraterritorial Organizations	10,474	6,683	8,764	60,152	50,062	54,547	23,566	21,435	22,529	2,990
Total	7,316	6,289	6,795	11,867	11,515	11,783	7,517	6,363	6,940	6,915

Table 1.23: **Estimated Formal Employment Earnings by Industry & Range of Earnings, QMTS Q4 2020**

Sector/ Economic Activity	Gross Salary							Total
	1-500	501-1000	1001-2000	2001-4000	4001-10000	10001-30000	30001-90000	
Agriculture, Forestry and Fishing	-	1,172	5,504	2,456	1,148	293	-	10,572
Mining and Quarrying	-	-	198	589	2,388	3,440	416	7,031
Manufacturing	-	433	16,183	6,427	2,539	1,886	355	27,823
Electricity & Gas Supply	-	-	213	289	520	600	-	1,622
Water Supply and Waste Management	-	-	1,200	1,359	3,057	1,262	405	7,282
Construction	-	-	4,846	6,433	4,201	727	276	16,483
Wholesale, Retail & Repair of Motor Vehicles	339	2,675	37,435	13,209	5,035	342	-	59,035
Transport & Storage	-	-	1,864	2,585	4,184	2,229	249	11,111
Accommodation and Food Service	307	895	9,070	4,395	2,392	857	218	18,134
Information and Communication	-	-	183	1,280	1,496	832	616	4,408
Finance and Insurance Activities	-	197	1,193	386	2,932	3,158	1,334	9,201
Real Estate Activities	-	-	-	181	105	276	-	562
Professional, Scientific and Technical	-	310	1,110	2,418	1,196	1,391	631	7,055
Administrative and Support Services	-	-	18,326	21,669	737	208	-	40,940
Public Administration	-	3,191	2,544	18,817	23,529	28,261	930	77,272
Education	229	4,979	4,851	9,330	14,242	25,225	1,542	60,398
Human Health and Social Work Activities	-	430	2,131	5,561	4,898	5,393	694	19,105
Arts, Entertainment and Recreation	-	-	289	829	1,174	538	-	2,829
Other Service Activities	-	705	806	1,166	441	238	219	3,575
Households as Employers	-	-	1,954	-	-	-	-	1,954
Activities of Extraterritorial Organizations	-	-	198	297	-	448	405	1,347
Total	874	14,988	110,094	99,675	76,212	77,604	8,288	387,735
Percentage Total	0.2	3.9	28.4	25.7	19.7	20.0	2.1	100.0

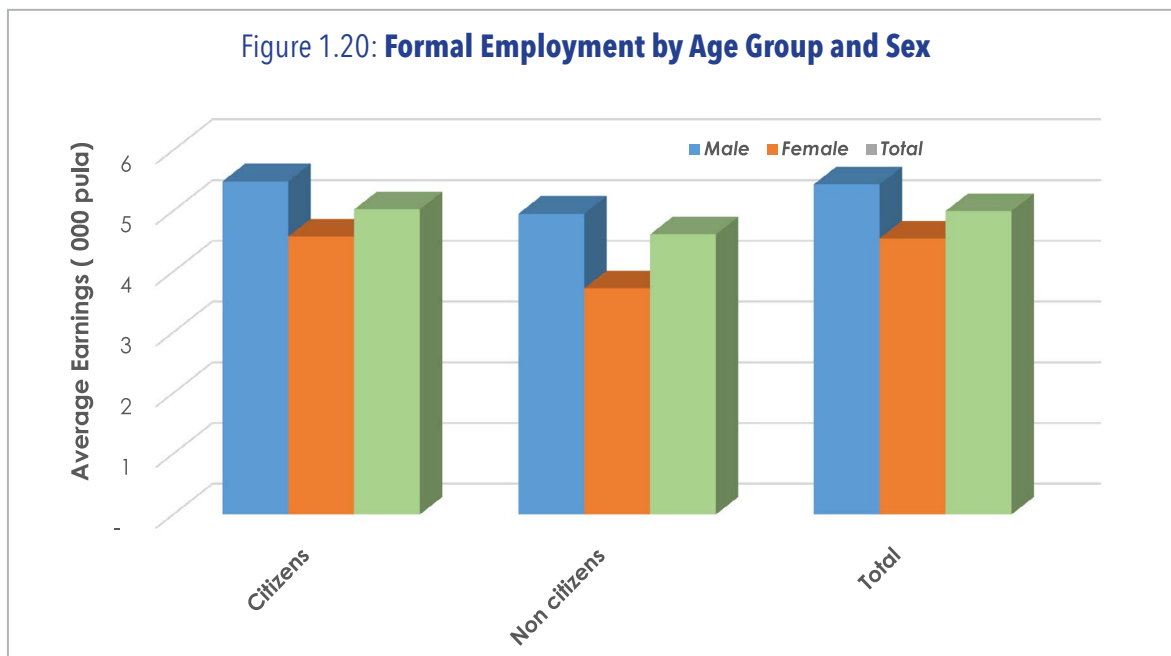
Table 1.24: **Estimated Formal Employment Monthly Average Earnings by Occupation, Citizenship & Sex, QMTS Q4 2020**

Occupation	Citizens			Non-Citizens			All Employees			Q1 2020 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Managers	20,741	17,049	18,896	23,936	32,138	28,767	20,889	18,035	19,449	17,965
Professionals	18,187	15,875	16,827	19,936	10,686	17,847	18,460	15,686	16,919	16,385
Technicians and Associate Professionals	13,800	10,430	11,833	14,795	-	14,795	13,855	10,430	11,903	12,152
Clerical Support Services	4,239	4,875	4,703	-	-	-	4,239	4,875	4,703	5,255
Service/Sales Workers	3,876	2,651	3,189	4,158	2,992	3,988	3,880	2,651	3,195	3,332
Skilled Agric. Forestry and Fishery Workers	-	-	-	-	-	-	-	-	-	3,321
Craft and Related Trades Workers	4,691	2,721	4,282	4,700	-	4,700	4,691	2,721	4,297	4,247
Plant & Machine Operators	5,056	3,770	4,931	4,213	-	4,213	5,016	3,770	4,901	4,059
Elementary Occupations	1,907	2,031	1,977	1,462	1,269	1,345	1,894	2,007	1,958	1,921
Other	20,338	-	20,338	-	-	-	20,338	-	20,338	19,089
Total	7,316	6,289	6,795	11,867	11,515	11,783	7,517	6,363	6,940	6,914

3.3 Average Earnings in Pula

Quarter four 2020 overall average cash earnings (in pula) for both Citizen and Non – citizen wage earners is shown in **Figure 1.20** below. Total average earnings was estimated at P4, 997. This is a 3.1 percent increase as compared to the P4, 848 (pula) that was estimated for quarter one 2020. Average earnings for citizens was estimated at P5, 024, Non-citizen Average earnings was P4, 612. Total Male average earnings (5, 437 pula) were higher than that of their female counterparts who recorded an average of 4, 547 pula.

Average earnings for the four quarters of the survey were relatively stable. There was a slight decrease in the earnings from quarter three 2019 to the fourth quarter of 2019. The earnings went down to 4,818 in quarter four 2019, from the 4, 989 that was recorded for quarter three 2019. From quarter four 2019 to quarter four 2020, there was a 3.7 percent change in the average earnings. (**Table AE 1a**)



Average earnings at occupation level for both citizens and Non- citizens is shown in **Figure 1.21** below. The highest Average Earnings (pula) was recorded by Other Specialised Professional Services Personnel with 20, 0340 pulas. This category comprises of citizen wage earners only. Managers, Professionals and Technicians & Associate Professionals recorded total average earnings of 18, 907, 15,914 and 11,513 pulas respectively. For non- citizens, Managers recorded the highest average earnings of 29, 051 pulas.

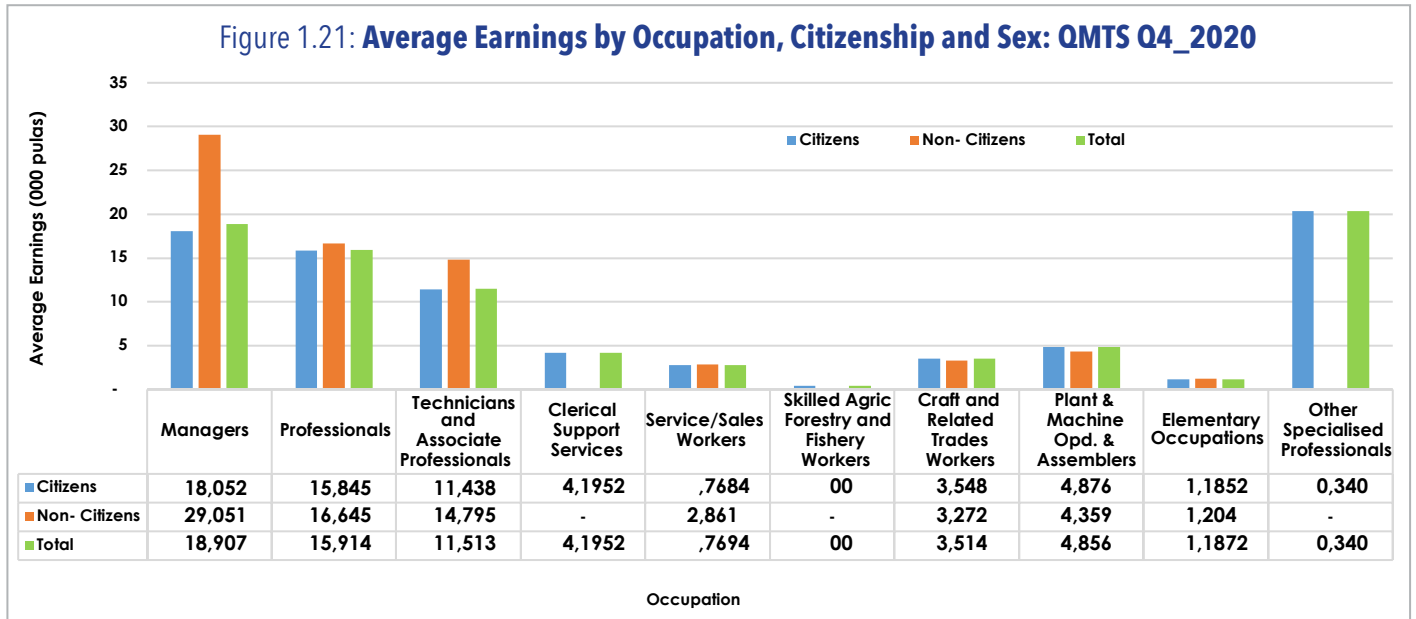
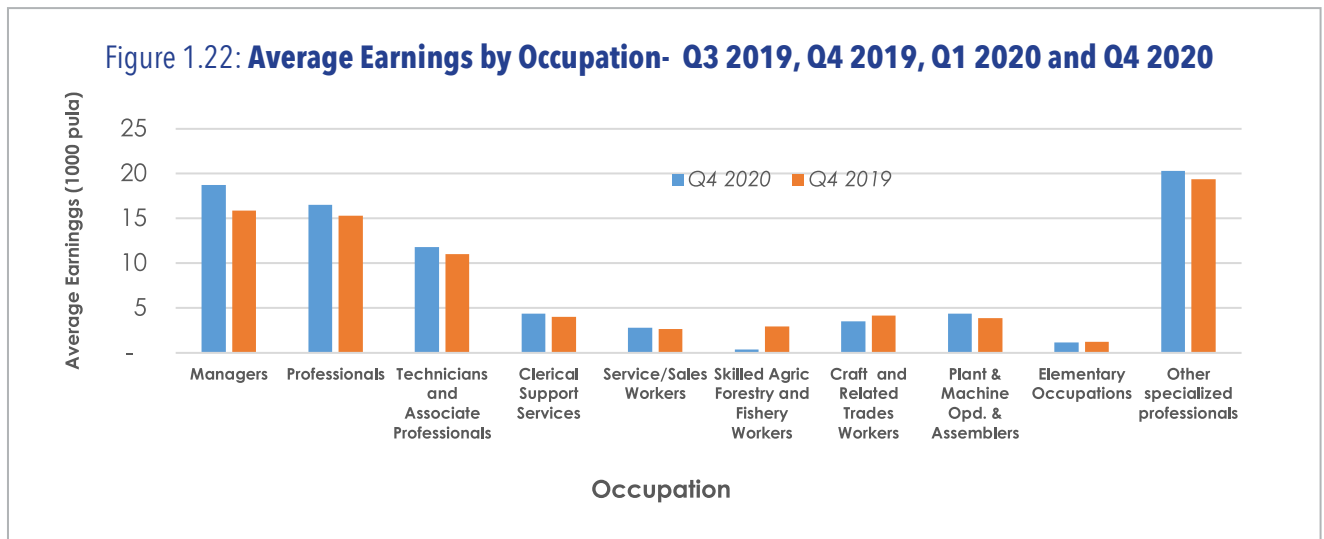


Figure 1.22 below depicts comparison of average earnings by occupation categories between quarter four 2019 and quarter four 2020. All occupations recorded an increase in average earnings, except for Skilled Agri workers, Craft & related workers and Elementary occupations. Skilled Agri workers recorded a decrease of 86.4 percent in average earning, whilst Craft & related workers and Elementary occupations recorded decreases of 16.5 and 1.0 percent respectively.



4.0 CURRENTLY UNEMPLOYED POPULATION

4.1 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 work 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 actively seeking employment for labour market related reasons as opposed to personal, family or other non-labour market related reasons.

Quarter three 2019 Quarterly Multi Topic Survey, estimated total unemployed (the actively seeking) population at 194,990. In quarter four 2019 a total of 211,743 unemployed persons was recorded, indicating an increase of 16, 753 (8.6 percent) in the total unemployed population. The total unemployed continued to increase in the next two quarters of 2020. In quarter one 2020, the total was estimated at 226,598. This is a 7.0 percent increase from the previous quarter. Quarter four 2020 estimated the total unemployed at 238,731. This is an increase of 5.4 percent as compared to the results of quarter one 2020. (**Table 2.1 a**)

The total number of discouraged job seekers for Quarter four 2020 was estimated at 81,008. This is an increase of 36.8 percent (21,793) in the number of discouraged job seekers as compared to the 59,215 that was estimated for quarter one 2020. For quarter four 2019, discouraged job seekers were estimated at 69,393. Annual change in the total number of discouraged job seekers (quarter four 2019 to quarter four 2020) depicts an increase of 16.7 percent (11,615) in the total number of discouraged job seekers.

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

Age Group	Total Unemployed Q4_2020			Q1_2020 Total	Q4_2019 Total	Q3_2019 Total
	Male	Female	Total			
15-17	1,055	454	1,509	4,412	3,572	3,445
18-19	6,673	7,010	13,683	11,273	10,543	11,440
20-24	26,723	25,709	52,432	48,029	36,150	36,758
25-29	23,804	29,105	52,909	44,715	46,631	39,444
30-34	16,528	22,634	39,162	38,470	32,661	30,698
35-39	12,562	14,310	26,872	27,442	30,725	27,548
40-44	8,337	11,109	19,446	21,350	19,347	17,101
45-49	6,808	7,855	14,662	11,887	11,449	11,950
50-54	3,595	4,549	8,144	7,888	8,506	7,155
55-59	2,010	3,255	5,265	6,284	4,742	4,151
60-64	2,159	657	2,816	4,045	6,621	2,997
65-69	665	417	1,082	396	413	1,195
70-74	416	-	416	407	196	918
75+	333	-	333	-	187	191
Total	111,669	127,062	238,731	226,598	211,743	194,990

The extended unemployment - that is, the combination of actively seeking and not seeking employment persons in the reference period, stood at 319,740 in quarter four 2020. Of these, 238,731 (74.7 percent) were actively seeking work and 81,008 (25.3 percent) were discouraged job seekers. (Table 2.1 b)

Table 2.1b: **Extended Unemployment, QMTS Q4_2020**

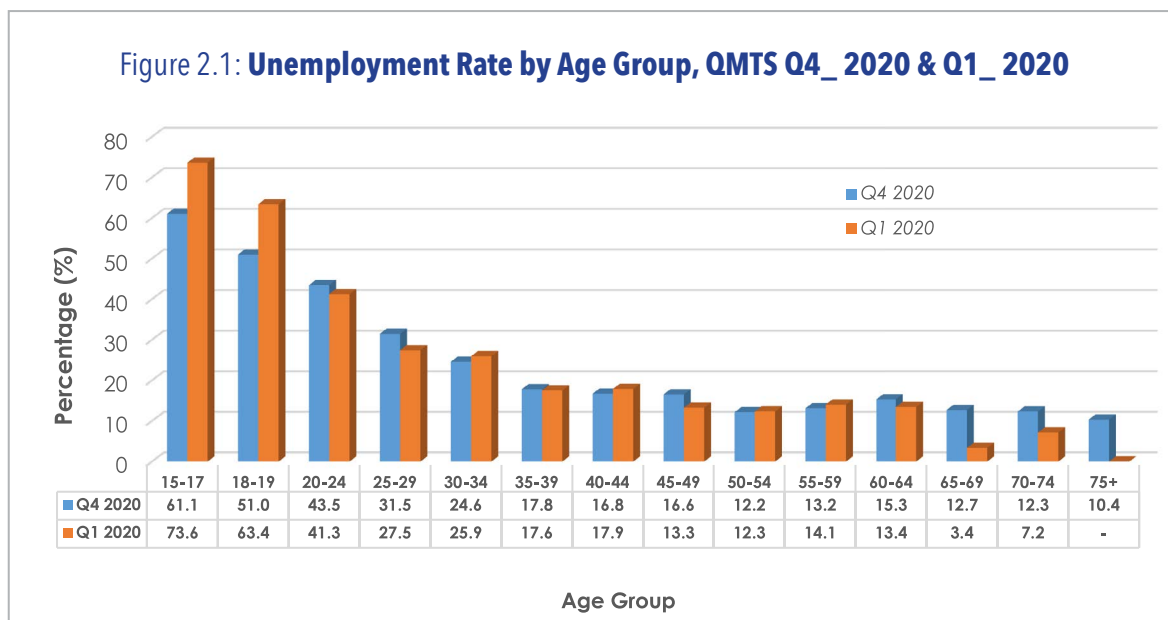
Discouraged job seekers			Active Job Seekers			Extended Unemployment		
Male	Female	Total	Male	Female	Total	Male	Female	Total
752	1,778	2,531	1,055	454	1,509	1,807	2,232	4,039
3,761	1,646	5,407	6,673	7,010	13,683	10,434	8,656	19,090
7,880	8,508	16,388	26,723	25,709	52,432	34,603	34,217	68,820
4,275	8,451	12,726	23,804	29,105	52,909	28,079	37,556	65,635
3,187	4,799	7,987	16,528	22,634	39,162	19,716	27,433	47,149
3,534	3,911	7,445	12,562	14,310	26,872	16,096	18,221	34,317
3,126	4,324	7,451	8,337	11,109	19,446	11,463	15,433	26,896
2,613	1,549	4,161	6,808	7,855	14,662	9,421	9,403	18,824
1,910	2,574	4,484	3,595	4,549	8,144	5,504	7,123	12,627
1,272	1,422	2,694	2,010	3,255	5,265	3,281	4,677	7,959
2,093	2,606	4,700	2,159	657	2,816	4,253	3,263	7,516
1,322	1,811	3,133	665	417	1,082	1,987	2,228	4,215
-	1,304	1,304	416	-	416	416	1,304	1,720
-	600	600	333	-	333	333	600	934
35,725	45,283	81,008	111,669	127,062	238,731	147,394	172,346	319,740

Overall unemployment rate for Quarter four 2020 was estimated at 24.5 percent. This estimate relates to individuals who were **actively seeking work** during the reference period. Unemployment rate for Females was estimated at 25.8 percent while males recorded 23.3 percent.

Comparison over the last three quarters show that unemployment rate has been increasing from quarter to quarter. In quarter three 2019, the rate was recorded at 20.7 percent. It went up to 22.2 percent in quarter four of 2019, and reached 23.2 percent in quarter one 2020. The annual change between quarter four of 2019 and quarter four 2020 depicts an increase of 2.3 percent in the overall unemployment rate. See **Table 2.1c**

The extended unemployment rate was estimated at 30.3 percent in quarter four 2020 whilst 27.5 percent was recorded in quarter three 2019. This indicates a 2.8 percent annual change in the relaxed unemployment rate. The internationally used measure of unemployment is the actively seeking work (24.5 percent).

Unemployment rate (actively seeking) for quarter four 2020 and quarter one 2020, by age group is displayed in **Figure 2.1** below. The most affected age groups were the 15-17 to 20-29. Age group 15-17 recorded the highest unemployment rate of 61.1 percent. This was followed by the 18-19 age group with 51.0 percent. Age groups 20-24 and 25-29 recorded 43.4 and 31.4 percent respectively.



Unemployment rate for the labour force aged 18 years and above (Quarter four 2020), was estimated at 24.5 percent. In quarter three 2019 the unemployment rate for ages 18 years and above was estimated at 21.9 percent, showing an annual upward change of 2.8 percent. (Table 2.1d)

Table 2.1c: **Unemployment rate by Age Group (15 years & above) and sex**

Age Group	Unemployed			Employed			Labour Force			Unemployment Rate Q4_2020			Q1_2020 Total	Q4_2019 Total	Q3_2019 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total			
15-17	1,055	454	1,509	961	-	961	2,016	454	2,470	52.3	100.0	61.1	73.6	74.1	55.5
18-19	6,673	7,010	13,683	8,818	4,310	13,128	15,491	11,320	26,811	43.1	61.9	51.0	63.4	47.5	44.1
20-24	26,723	25,709	52,432	39,667	28,479	68,146	66,390	54,188	120,578	40.3	47.4	43.5	41.3	34.7	32.1
25-29	23,804	29,105	52,909	58,251	56,819	115,069	82,055	85,924	167,978	29.0	33.9	31.5	27.5	28.8	24.9
30-34	16,528	22,634	39,162	61,562	58,485	120,047	78,090	81,118	159,209	21.2	27.9	24.6	25.9	22.1	21.4
35-39	12,562	14,310	26,872	59,487	64,228	123,715	72,049	78,538	150,587	17.4	18.2	17.8	17.6	20.1	18.4
40-44	8,337	11,109	19,446	43,026	53,611	96,637	51,363	64,720	116,083	16.2	17.2	16.8	17.9	16.9	15.0
45-49	6,808	7,855	14,662	36,438	37,411	73,849	43,246	45,266	88,512	15.7	17.4	16.6	13.3	13.3	16.6
50-54	3,595	4,549	8,144	30,118	28,660	58,778	33,712	33,209	66,922	10.7	13.7	12.2	12.3	13.3	11.2
55-59	2,010	3,255	5,265	16,050	18,711	34,761	18,059	21,967	40,026	11.1	14.8	13.2	14.1	11.3	10.2
60-64	2,159	657	2,816	5,490	10,040	15,530	7,650	10,697	18,346	28.2	6.1	15.3	13.4	24.1	10.9
65-69	665	417	1,082	3,625	3,789	7,413	4,290	4,206	8,496	15.5	9.9	12.7	3.4	3.1	9.3
70-74	416	-	416	2,009	949	2,958	2,425	949	3,375	17.2	0.0	12.3	7.2	2.7	16.7
75+	333	-	333	2,523	359	2,882	2,857	359	3,215	11.7	0.0	10.4	0.0	3.3	3.8
Total	111,669	127,062	238,731	368,024	365,851	733,875	479,693	492,913	972,606	23.3	25.8	24.5	23.2	22.2	20.7

Table 2.1d: **Unemployment Rate by Age Group (18 years & above) and Sex, QMTS Q4_2020**

Age Group	Unemployed			Employed			Labour Force			Unemployment Rate			Q4_2019 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
18-19	6,673	7,010	13,683	8,818	4,310	13,128	15,491	11,320	26,811	43.1	61.9	51.0	47.5
20-24	26,723	25,709	52,432	39,667	28,479	68,146	66,390	54,188	120,578	40.3	47.4	43.5	34.7
25-29	23,804	29,105	52,909	58,251	56,819	115,069	82,055	85,924	167,978	29.0	33.9	31.5	28.8
30-34	16,528	22,634	39,162	61,562	58,485	120,047	78,090	81,118	159,209	21.2	27.9	24.6	22.1
35-39	12,562	14,310	26,872	59,487	64,228	123,715	72,049	78,538	150,587	17.4	18.2	17.8	20.1
40-44	8,337	11,109	19,446	43,026	53,611	96,637	51,363	64,720	116,083	16.2	17.2	16.8	16.9
45-49	6,808	7,855	14,662	36,438	37,411	73,849	43,246	45,266	88,512	15.7	17.4	16.6	13.3
50-54	3,595	4,549	8,144	30,118	28,660	58,778	33,712	33,209	66,922	10.7	13.7	12.2	13.3
55-59	2,010	3,255	5,265	16,050	18,711	34,761	18,059	21,967	40,026	11.1	14.8	13.2	11.3
60-64	2,159	657	2,816	5,490	10,040	15,530	7,650	10,697	18,346	28.2	6.1	15.3	24.1
65-69	665	417	1,082	3,625	3,789	7,413	4,290	4,206	8,496	15.5	9.9	12.7	3.1
70-74	416	-	416	2,009	949	2,958	2,425	949	3,375	17.2	0.0	12.3	2.7
75+	333	-	333	2,523	359	2,882	2,857	359	3,215	11.7	0.0	10.4	3.3
Total	110,614	126,608	237,222	367,063	365,851	732,914	477,677	492,459	970,136	23.2	25.7	24.5	21.9

Unemployment (15 years and above), for quarter four 2020 at regional level shows that Urban Areas recorded the highest rate of 27.4 percent. Rural Area and Cities & Towns recorded 25.7 and 17.1 percent respectively. For all regions, female unemployment rate was higher than male unemployment rate. The highest rate for females was recorded in urban villages with 28.9 percent. For males, the highest unemployment rate was also recorded in Urban villages with 25.7 percent. **Table 2.2**

Table 2.2: **Unemployment Rate by Region and Sex, QMTS Q4_2020**

Region	Employed			Unemployed			Labour Force			Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Cities and Towns	97,126	87,157	184,283	18,094	19,891	37,985	115,220	107,048	222,268	15.7	18.6	17.1
Urban Villages	167,874	174,519	342,393	58,187	70,996	129,183	226,061	245,515	471,576	25.7	28.9	27.4
Rural Areas	103,024	104,175	207,199	35,388	36,175	71,563	138,412	140,350	278,762	25.6	25.8	25.7
Total	368,024	365,851	733,875	111,669	127,062	238,731	479,693	492,913	972,606	23.3	25.8	24.5

4.2: Currently unemployed by duration looking for Work

Table 2.3 presents unemployed population (actively seeking work), by duration looking for work/ start business (quarter 4 2020). The results show that 37.8 percent (90,307 persons) reported that they had been seeking work for two years and more. These were followed by persons who reported to have been looking for work for one year to two years with 23.9 percent (57,109), whilst those who reported that they spent six month to twelve months stood at 44,567 (18.7 percent).

Amongst persons who spent 2 years or more looking for work, the majority were in Urban villages with a record of 52,624 (58.3 percent). Rural areas followed with 24,738 (27.4 percent) and Cities and Towns recorded 12,946 (14.3 percent).

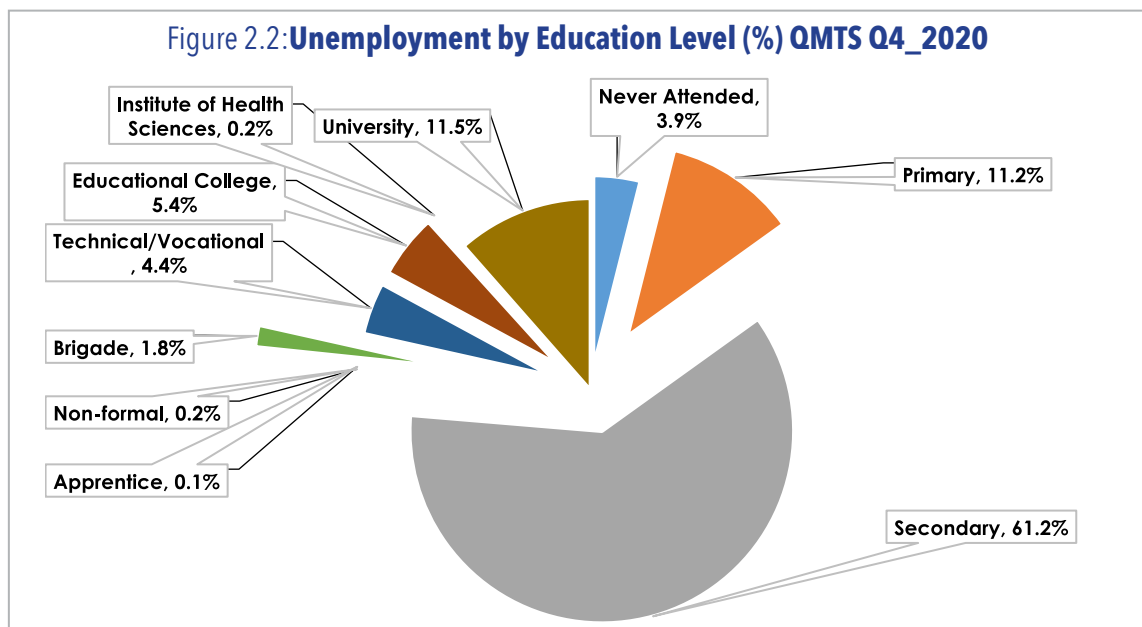
Table 2.3: Unemployment by Duration looking for Work/ to Start a Business, QMTS Q4_2020

Duration looking for work/ start a business	Cities and Towns			Urban Villages			Rural Areas			Total Unemployed		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 1 month	1,165	586	1,751	862	953	1,815	2,931	1,812	4,743	4,958	3,351	8,309
One month to 3 months	1,905	1,943	3,848	4,577	2,536	7,113	3,590	3,204	6,793	10,072	7,682	17,753
3 months to 6 months	1,035	2,700	3,735	6,106	5,771	11,877	2,839	2,235	5,074	9,980	10,706	20,685
Six months 12 months	4,414	2,021	6,435	12,664	13,278	25,942	4,346	7,843	12,189	21,425	23,142	44,567
One year to 2 years	3,887	5,383	9,270	13,788	16,025	29,813	7,805	10,221	18,026	25,480	31,629	57,109
Two years or more	5,688	7,259	12,946	20,190	32,434	52,624	13,877	10,860	24,738	39,755	50,553	90,307
Total	18,094	19,891	37,985	58,187	70,996	129,183	35,388	36,175	71,563	111,669	127,062	238,731
Percentage Distribution												
Less than 1 month	6.4	2.9	4.6	1.5	1.3	1.4	8.3	5.0	6.6	4.4	2.6	3.5
One month to 3 months	10.5	9.8	10.1	7.9	3.6	5.5	10.1	8.9	9.5	9.0	6.0	7.4
3 months to 6 months	5.7	13.6	9.8	10.5	8.1	9.2	8.0	6.2	7.1	8.9	8.4	8.7
Six months 12 months	24.4	10.2	16.9	21.8	18.7	20.1	12.3	21.7	17.0	19.2	18.2	18.7
One year to 2 years	21.5	27.1	24.4	23.7	22.6	23.1	22.1	28.3	25.2	22.8	24.9	23.9
Two years or more	31.4	36.5	34.1	34.7	45.7	40.7	39.2	30.0	34.6	35.6	39.8	37.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

4.3 Currently Unemployed Population by Education Level

Figure 2.2 below shows the share of the unemployed by education level for quarter four 2020. The results indicate that Secondary education holders were in the majority with 61.2 percent of the unemployed. This is the same scenario that was observed in all the other quarters of the survey. For quarter three of 2019, Secondary school holders were dominant with a share of 56.9 percent of the total unemployed. In quarter four of 2019 and quarter one 2020, Secondary school holders were in the majority with 58.7 and 60.2 percent respectively.

Amongst the unemployed Secondary education holders in quarter four 2020, 47.0 percent (68,746) were males whilst 53.0 percent were females (77,447).



5.0 UNDER-EMPLOYMENT

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

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

Time related under employment is one of the aspects of labour underutilization, which others are unemployment rate and the potential labour force. It signals inadequate employment and complements other indicators of labour slack.

In general persons in time-related underemployment are all persons in employment who, during a short, specified period,

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

5.1 Currently Under-Employed

The number of persons who reported that they were currently under-employed stood at 52,322, representing 7.1 percent of the total currently employed population (739,968). Of the 52,043 persons currently under employed, 42,162 were females (81.0 percent) and 9,880 males (19.0 percent).

5.2 Currently Under-Employed by Industry

Table 3.1 below shows under employed people by Industry and Sex. The table shows that 62.8 percent of the under employed were working in public administration, followed by those who were working in Education and Human Health & Social Work Activities with 17.8 percent and 4.1 percent respectively.

Table 3.1: Currently Underemployed by Industry and Sex, QMTS Q4 2020

Industry	Total Underemployed			Percentage		
	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	602	753	1,355	6.1	1.8	2.6
Mining and Quarrying	356	-	356	3.6	-	0.7
Manufacturing	687	-	687	7.0	-	1.3
Water Supply & Waste Management	-	197	197	-	0.5	0.4
Wholesale Retail and Trade	642	533	1,175	6.5	1.3	2.3
Transport & Storage	560	-	560	5.7	-	1.1
Accommodation and Food Service	276	1,038	1,314	2.8	2.5	2.5
Administrative and Support Service	124	408	531	1.3	1.0	1.0
Public Administration	5,763	26,897	32,660	58.3	63.8	62.8
Education	673	8,615	9,288	6.8	20.4	17.8
Human Health and Social Work	-	2,111	2,111	-	5.0	4.1
Households as Employers	-	1,610	1,610	-	3.8	3.1
Activities of Extraterritorial Organizations++++	198	-	198	2.0	-	0.4
Total	9,880	42,162	52,043	100.0	100.0	100.0

5.3 Currently Under-Employed by Strata

Table UNDE 5a and **UNDE 5b** from **Appendix 3** show Under-employment by strata. Under-employment was more prevalent in rural areas and urban villages (54.1 and 32.0 percent respectively) compared to Cities/towns at 13.9 percent. The tables also show that under employment was mostly among people working in Ipelegeng project which falls under Local Government, recording 61.0 percent followed by Central Government with 17.9 percent.

5.4 Currently Under-Employed by Hours Worked

Under-employed by hours worked indicated that the majority (96.1 percent) of the under-employed worked between 15 and 34 hours per week. Individuals who worked between 1 and 9 hours accounted for only 3.1 percent of the total. See **Table 3.2**.

Table 3.2 Percentage of Currently Underemployed by Actual Hours Worked and Employment Status, QMTS Q4 2020

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
01-06	-	226	182	-	407
07-09	217	226	741	-	1,183
10-14	-	-	422	-	422
15-19	-	-	1,914	-	1,914
20-24	-	-	12,224	193	12,418
25-29	-	-	13,341	2,246	15,588
30-34	-	-	15,751	4,360	20,110
Total	217	451	44,576	6,799	52,043
Percentage					
01-06	-	50.0	0.4	-	0.8
07-09	100.0	50.0	1.7	-	2.3
10-14	-	-	0.9	-	0.8
15-19	-	-	4.3	-	3.7
20-24	-	-	27.4	2.8	23.9
25-29	-	-	29.9	33.0	30.0
30-34	-	-	35.3	64.1	38.6
Total	100.0	100.0	100.0	100.0	100.0

5.5 Currently Under-Employed by Education Level

Table 3.3 below shows that Under-employment was more prevalent amongst persons who completed secondary and primary school with 30,814 (59.2 percent) and 11,344 persons (21.8 percent) respectively. The least affected group was those who were in Non-formal education with 348 persons (0.7 percent).

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

Age	Primary	Secondary	Non-formal	Brigade	Technical/ Vocational	Educational College	Institute of Health Sciences	University	Never Attended	Total
15-17	-	-	-	-	-	-	-	-	-	-
18-19	-	1,139	-	-	-	-	-	-	-	1,139
20-24	267	5,161	-	247	-	-	-	-	-	5,675
25-29	1,480	8,989	-	456	829	645	515	749	-	13,664
30-34	888	3,481	-	212	207	811	269	206	-	6,074
35-39	360	5,505	-	-	114	400	-	219	-	6,598
40-44	1,061	2,899	-	64	-	-	-	-	453	4,476
45-49	1,634	1,920	-	384	218	279	-	-	-	4,436
50-54	2,902	1,485	58	-	182	-	-	-	198	4,824
55-59	1,722	-	235	-	-	-	-	-	804	2,761
60-64	314	235	56	-	-	-	-	-	637	1,242
65-69	717	-	-	-	-	-	-	-	292	1,009
70-74	-	-	-	-	-	-	-	-	146	146
75+	-	-	-	-	-	-	-	-	-	-
Total	11,344	30,814	348	1362	1,550	21345	784	1,175	2,530	52,043
Percentage	21.8	59.2	0.7	2.6	3.0	4.1	1.5	2.3	4.9	100.0

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

Age	Primary	Secondary	Non-formal	Apprentice	Brigade	Technical/ Vocational	Educational College	University	Never Attended	Total
15-17	-	-	-	-	-	-	-	-	-	-
18-19	-	3.7	-	-	-	-	-	-	-	2.2
20-24	2.4	16.7	-	18.1	-	-	-	-	-	10.9
25-29	13.0	29.2	-	33.5	53.5	30.2	65.6	63.8	-	26.3
30-34	7.8	11.3	-	15.6	13.3	38.0	34.4	17.6	-	11.7
35-39	3.2	17.9	-	-	7.4	18.7	-	18.7	-	12.7
40-44	9.4	9.4	-	4.7	-	-	-	-	17.9	8.6
45-49	14.4	6.2	-	28.2	14.1	13.1	-	-	-	8.5
50-54	25.6	4.8	16.6	-	11.7	-	-	-	7.8	9.3
55-59	15.2	-	67.4	-	-	-	-	-	31.8	5.3
60-64	2.8	0.8	16.0	-	-	-	-	-	25.2	2.4
65-69	6.3	-	-	-	-	-	-	-	11.5	1.9
70-74	-	-	-	-	-	-	-	-	5.8	0.3
75+	-	-	-	-	-	-	-	-	-	-
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

6.0 DISABILITY IN LABOUR FORCE

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

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

6.1 Labour Force with Disability

Total labour force of people with disability was estimated at 8,649, of which 2,977 were males, and 5,671 were females. From this total, 5,997 were employed and 2,652 were unemployed. This shows a decline of 407 persons (4.5 percent decrease) in labour force of people living with disability (from 9,056 persons in Q1 of 2020 to 8,649 persons in Q4 of 2020). See **Table 4.0** below

Table 4.0: Employed and Unemployed Population (15 Years & above) with Disability by Strata & Sex, Q1 & Q4 2020

Strata	Q4 2020								
	Employed Persons			Unemployed Persons			Labour Force - Disability		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Cities and Towns	299	1,894	2,193	-	227	227	299	2,121	2,420
Urban Villages	364	805	1,169	622	856	1,477	986	1,661	2,646
Rural Areas	1,386	1,249	2,636	307	641	947	1,693	1,890	3,583
Total	2,049	3,948	5,997	928	1,723	2,652	2,977	5,671	8,649
Strata	Q1 2020								
	Employed Persons			Unemployed Persons			Labour Force - Disability		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Cities and Towns	553	1,343	1,897	-	-	-	553	1,343	1,897
Urban Villages	1,878	539	2,417	-	170	170	1,878	709	2,587
Rural Areas	1,896	2,100	3,996	186	391	577	2,082	2,491	4,573
Total	4,328	3,983	8,310	186	561	746	4,514	4,544	9,056

6.2 Currently Employed Persons with Disability

Despite legislation on diversity in the workplace, people with disabilities are still faced with challenges to access work opportunities than those without disabilities. Finding and sustaining work is still a challenge to many of them. Their access to work opportunities are limited than as do their counterparts without disabilities. In addition, it has been found that a person with a disability is less likely to be employed than a person without a disability. And even when employed, there are more likely than their counterparts without disabilities to report underemployment, involuntary part-time or contingent employment, and lower than average salaries.

In this quarter, an estimate of 5,997 employed persons reported to be living with disability. Compared to the first quarter (Q1 of 2020), this is a reduction of 2,313 persons (from 8,310 in Q1 to 5,997 in Q4). Out of this total, 2,049 were males while 3,948 were females. See table **Figure 4.1** below.

Figure 4.1: Total Employed Persons with Disability by Sex QMTS Q1, 2020 & Q4, 2020

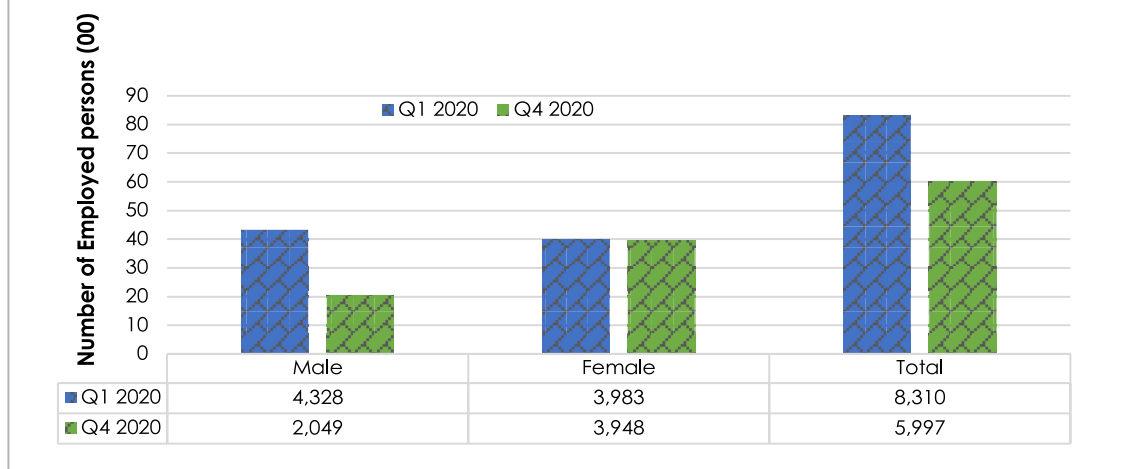
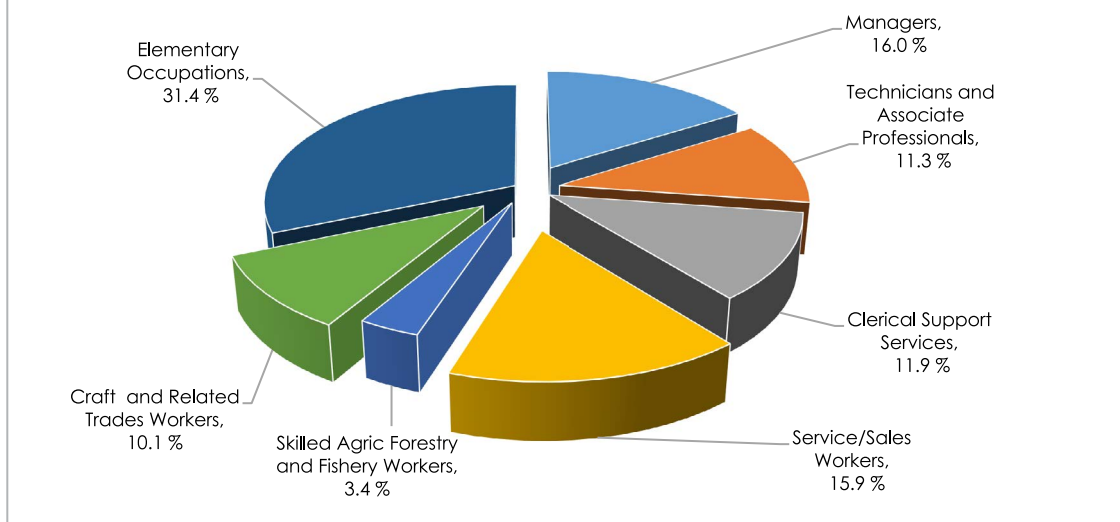


Table 4.1 showed that 44.0 percent of employed persons living with disabilities were in rural areas, 36.6 percent were in cities & towns while 19.5 percent in urban areas.

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

Strata	Q4 2020					
	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
Cities and Towns	299	1,894	2,193	14.6	48.0	36.6
Urban Villages	364	805	1,169	17.8	20.4	19.5
Rural Areas	1,386	1,249	2,636	67.6	31.6	44.0
Total	2,049	3,948	5,997	100.0	100.0	100.0
	Q1 2020					
Cities and Towns	553	1,343	1,897	12.8	33.7	22.8
Urban Villages	1,878	539	2,417	43.4	13.5	29.1
Rural Areas	1,896	2,100	3,996	43.8	52.7	48.1
Total	4,328	3,983	8,310	100.0	100.0	100.0
	Q4 2019					
Cities and Towns	794.0	775.0	1,569.0	19.4	16.8	18.1
Urban Villages	1,565	2,310	3,875	38.3	50.2	44.6
Rural Areas	1,726	1,520	3,246	42.3	33.0	37.3
Total	4,085	4,605	8,691	100.0	100.0	100.0

Furthermore Figure 4.2 below and table DA4 in the appendix showed that 31.4 percent reported to be in elementary occupations. Services/sales workers reported 15.9 percent of total employment for people with disabilities. Professionals and Plant & Machine Operators occupations recorded none in this quarter.

Figure 4.2: **Employed Persons with Disability by Occupation QMTS Q4, 2020**

6.3 Unemployment of persons with Disability

Studies conducted in some countries has found out that unemployment has risen sharply as a result of the COVID-19 crisis, particularly among people with disabilities. Botswana is not exception to this as this has been revealed by this quarter. People living with disabilities are most often the last to be hired. Furthermore according to the U.S. Bureau of Labor Statistics, since March, 1 in 5 workers with disabilities have been dismissed from employment, compared with 1 in 7 in the general population.

Unemployment for persons with living with disability increased from 746 persons in Q1 2020 to 2,652 persons in Q4 of the same year. Unemployment rate for persons with disability stood at 30.7 percent in Q4 as compared to 8.2 percent of the first quarter of the year (Q1 2020). See **Table DA1 in the appendix**

Unemployed population with disability by age group is presented in **Table 4.2** below. The results showed that the number of unemployed people living with disability has been increased when comparing it with Q1.

From a total of 2,652 persons unemployed, 59.5 percent were reported to be in age group 25 – 54 whereas 25.8 percent were in age group 15 – 24. Nothing was reported in age group 65 & above.

Table 4.2: **Unemployed Population with Disability by Age Group and Sex QMTS Q1 & Q4, 2020**

Age Group	Q4 2020					
	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
15 - 24	307	378	685	33.0	21.9	25.8
25 - 54	233	1,346	1,578	25.0	78.1	59.5
55 - 64	389	-	389	41.9	-	14.7
65 & Above	-	-	-	-	-	-
Total	928	1,723	2,652	100.0	100.0	100.0
Q1 2020						
15 - 24	-	170	170	-	30.4	22.8
25 - 54	-	-	-	-	-	-
55 - 64	186	390	576	100.0	69.6	77.2
65 & Above	-	-	-	-	-	-
Total	186	560	746	100.0	100.0	100.0

7.0 YOUTH (15 - 35 years) LABOUR FORCE

Youth population (15-35 years) for Quarter four 2020 was estimated at 861, 672 persons. This is an annual increase of 0.6 percent (5,541) from the fourth quarter of 2019, which estimated the total youth population at 856,131 persons. Male youth population was recorded at 47.8 percent (412,222) while females recorded 52.2 percent (449,450) of the total youth population. (Table YE1 Appendix 3)

7.1 Youth Labour Force

Youth Labour Force for quarter four 2020 was estimated at 509,195 persons. The Employed were estimated at 344,250 (67.6 percent) of the total youth labour force, while 164,945 (32.3 percent) were the unemployed.

Quarter four 2019 youth labour force was estimated at 474,193 persons, bringing about an annual increase of 35,002 (7.4 percent) persons in the youth labour force.

Analysis by education level for quarter four 2020 shows that most of the youth labour force have completed Secondary education (64.4 percent). These were followed by the youth who completed University and Education College with 13.6 and 8.0 percent respectively.

7.2 Employed youth

Employed youth (15 – 35 years) population for quarter four 2020 accounted for 46.9 percent of the total Employed population (733,875). Out of the 344,250 employed youth, 52.7 percent (181,409) were males and 47.3 percent (162,841) were females. Age groups 30 – 34 and 25 – 29 contributed the largest share to the youth employed population with 34.9 and 33.4 percent respectively. See Figure 5.1 and Table YE 2 Appendix 3.

The results indicate that most of the employed youth were in Urban Villages with a total of 169,016 persons. This accounts for 49.1 percent of the total employed youth population. Rural Areas recorded 92,628 (26.9 percent) while Cities and Towns recorded the lowest number of employed youth population of 82,606 (24.0 percent).

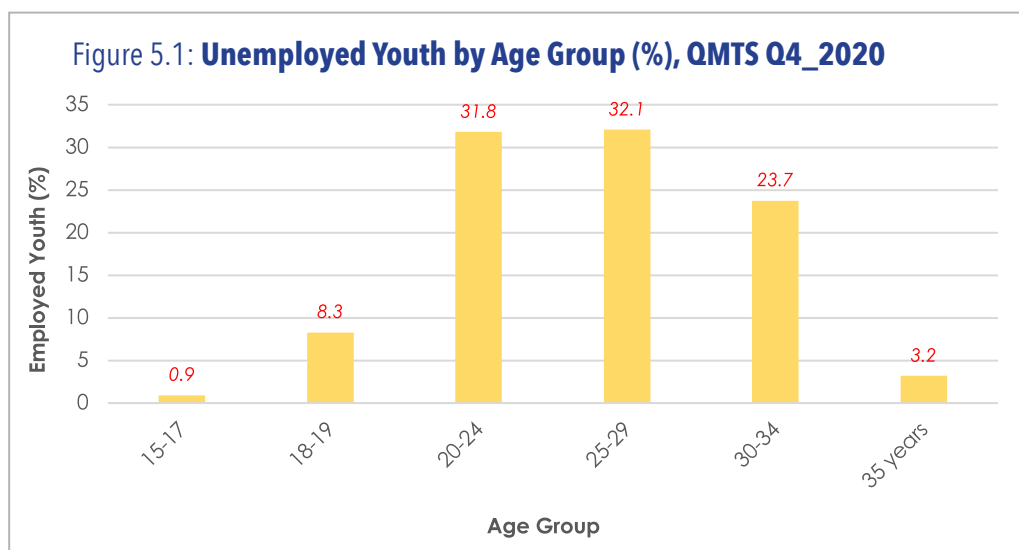


Table YE7 – Appendix 3 shows that 30.6 percent of the employed youth were in Service/Sales. Youth employed in Elementary Occupations and Craft & Related Trades occupations followed with 28.8 and 10.6 percent respectively.

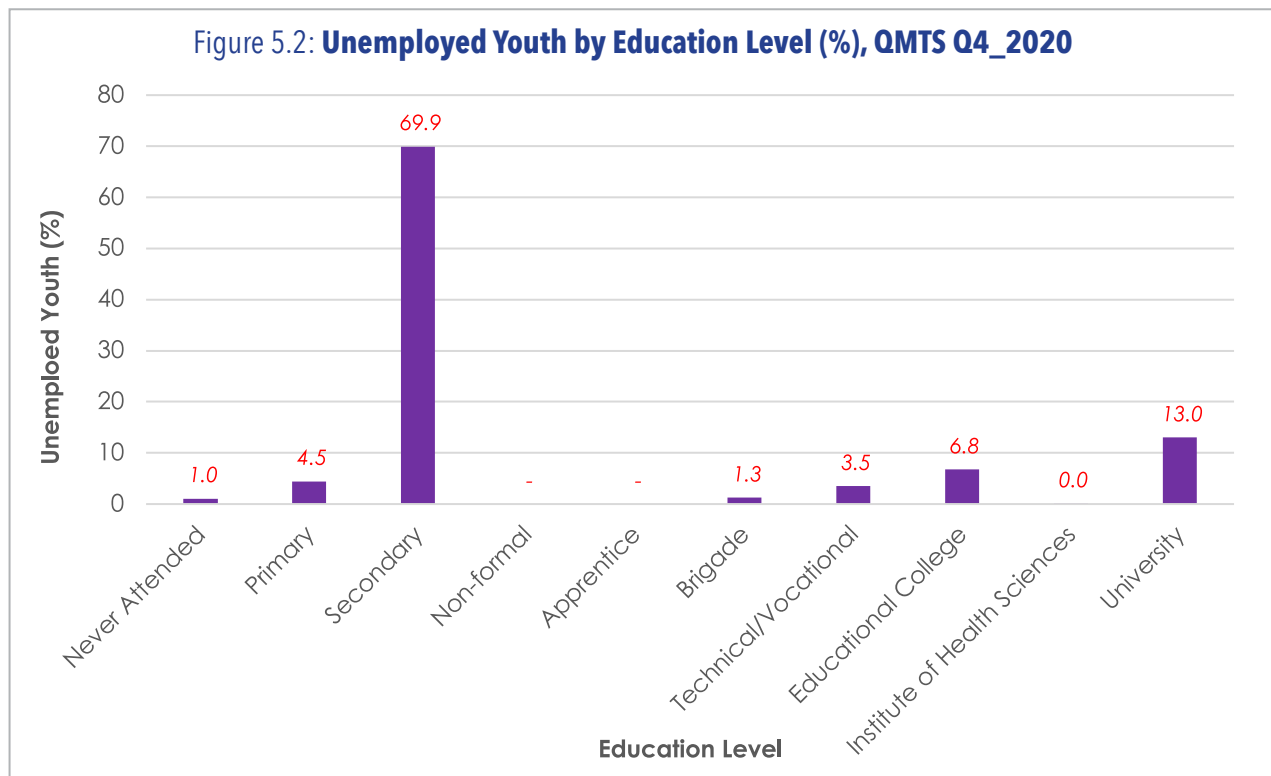
7.3 Youth Unemployment rate

Youth unemployment rate for quarter four 2020 was estimated at 32.4 percent. Females recorded unemployment rate of 35.0 percent compared to 29.9 percent recorded by their male counterparts. Youth unemployment rate for quarter three of 2019 was estimated at 26.7 percent. The rate kept going up in the following quarters of the survey, recording 28.8 percent and 30.5 percent in quarter four of 2019 and quarter one of 2020 respectively.

Unemployment rate by age group for quarter four of 2020 shows that the rate was highly concentrated in age group 15-17 with a record of 61.1 percent. Age group 18-19 recorded 51.0 percent, followed by Age group 20-24 with 43.5 percent. The lowest rate was recorded by the 35 years age group with 16.3 percent. (**Table YE2 Appendix 3**)

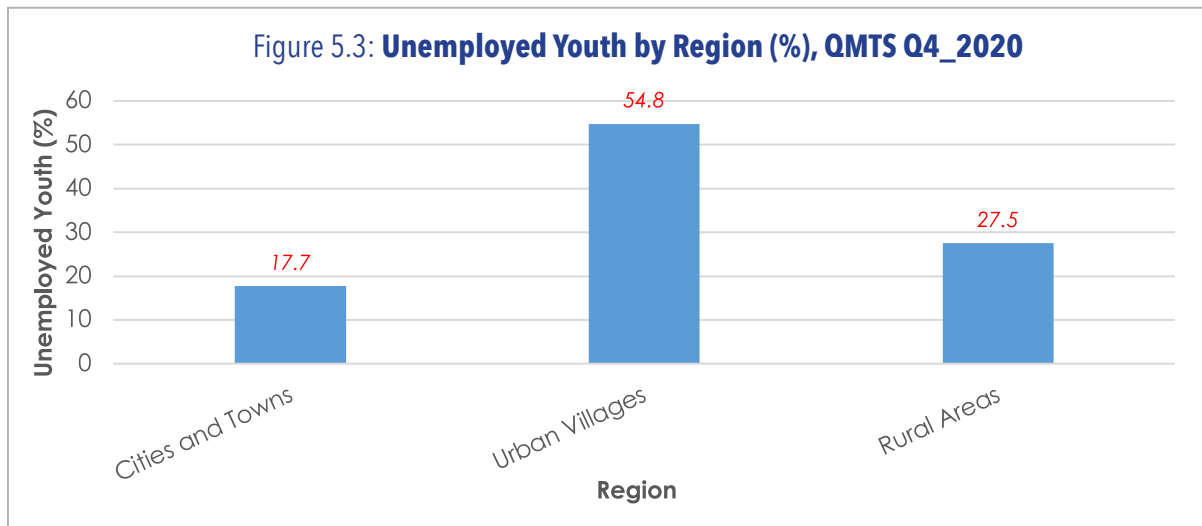
7.3.1 Total Unemployed Youth by Education

Quarter four of 2020 results show that Secondary school holders were the most affected by unemployment, recording 69.9 percent of the total unemployed youth, followed by university and Education college holders with 13.0 and 6.8 percent respectively. Unemployed Secondary school leavers comprised 48.7 percent males and 51.3 percent females.

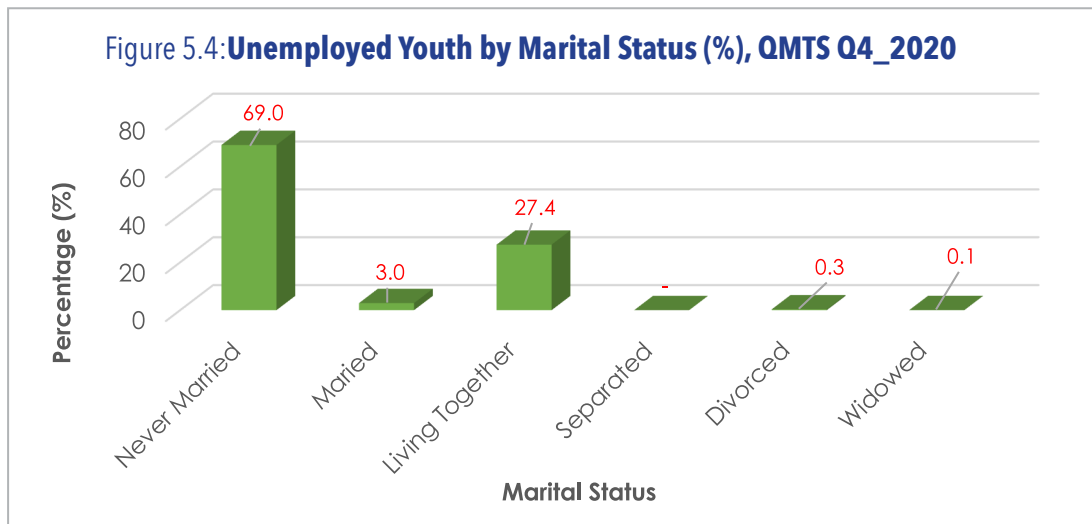


7.3.2 Unemployed Youth by Strata

Figure 5.3 below shows that most of the unemployed youth population was in the Urban villages at 54.8 percent, followed unemployed youth in Rural Areas and Cities & Towns with 27.5 and 17.7 percent respectively.



Analysis by marital status of the Unemployed youth indicates that persons who never married accounted for 69.0 percent, followed by the Living together with 27.4 percent. The Married constituted 3.0 percent. No unemployed youth reported the Separated status.



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

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

The total number of youth not in education, employment or training from the quarter four of 2020 results was estimated at 322,849 persons. Of these, 42.3 percent (136,587) were male and 57.7 percent (186,261) were female. The total number shows an annual increase of 13,521 persons (4.4 percent) from the 309,328 that was recorded in quarter four of 2019. See **Table YE8** from **Appendix 3**.

The overall NEET rate for quarter four of 2020 as shown in **Table 5.1** below, was estimated at 37.5 percent as compared to 36.1 percent that was estimated for quarter four of 2019.

For quarter four of 2020, male NEET rate was 33.1 percent and females recorded 41.4 percent. Age group 20-24 recorded the highest NEET rate (50.6 percent), followed by the 18-19 and 25-29 years age groups with 46.1 and 41.7 percent respectively.

Table 5.1: NEET rate by Age Group and Sex

Age Group	NEET Rate (%)			Q4_2019
	Q3_2019	Q4_2019	Q1_2020	Q4_2020
15-17	14.2	13.1	20.4	11.1
18-19	42.5	39.6	60.7	46.1
20-24	43.2	44.6	48.9	50.6
25-29	38.5	43.0	40.0	41.7
30-34	35.3	36.8	37.7	36.2
35	33.9	34.3	33.2	30.4
Total	35.2	36.1	39.7	37.5

8.0 POPULATION OUTSIDE THE LABOUR FORCE (POLF)

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

The Outside Labour Force or inactivity rate is the proportion of people outside the labour force (i.e. economically inactive persons) in the total population of the same age group. **Table 6.1** shows the estimated overall Outside Labour Force rate or Inactive rate at 40.0 percent, with females and males recording 43.9 and 35.4 percent respectively. The ratio for females was higher than their male counterparts for all the age groups except for age group 45-49.

Table 6.1: Outside Labour Force Rates (15 years and above), QMTS Q4 2020

Age Group	Total Population			Population Outside Labour Force			Outside Labour Force Rate			Q4 2019 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
15-17	70,378	69,988	140,366	68,362	69,534	137,897	97.1	99.4	98.2	96.7
18-19	39,877	38,361	78,238	24,385	27,041	51,427	61.2	70.5	65.7	72.3
20-24	99,367	100,455	199,821	32,974	46,267	79,241	33.2	46.1	39.7	44.1
25-29	97,879	116,171	214,049	15,824	30,247	46,071	16.2	26.0	21.5	25.3
30-34	88,442	102,128	190,570	10,352	21,009	31,362	11.7	20.6	16.5	20.1
35-39	81,308	99,932	181,240	9,259	21,394	30,653	11.4	21.4	16.9	16.3
40-44	61,936	85,389	147,325	10,573	20,669	31,243	17.1	24.2	21.2	19.6
45-49	54,662	56,947	111,608	11,416	11,681	23,097	20.9	20.5	20.7	21.4
50-54	42,466	48,784	91,250	8,754	15,574	24,328	20.6	31.9	26.7	31.6
55-59	26,696	41,159	67,856	8,637	19,193	27,829	32.4	46.6	41.0	39.2
60-64	23,983	35,469	59,452	16,333	24,773	41,106	68.1	69.8	69.1	59.7
65-69	16,630	24,278	40,907	12,340	20,072	32,412	74.2	82.7	79.2	70.8
70-74	16,031	19,642	35,674	13,606	18,693	32,299	84.9	95.2	90.5	78.9
75+	23,279	39,767	63,046	20,422	39,409	59,831	87.7	99.1	94.9	90.1
Total	742,934	878,469	1,621,403	263,238	385,556	648,794	35.4	43.9	40.0	41.0

The estimated total number of persons outside labour force was 648,794, out of which 40.6 percent (263,238) were males and 59.4 percent (385,556) were females. Persons outside the labour force were concentrated in age groups from 15 to 29 years. The 15-17 year age group recorded 21.3 percent, followed by the 20-24 years group with 12.2 percent. The 18-19 and 25-29 recorded 7.9 and 7.1 percent respectively. See **Table 6.2** below

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

Age Group	Population Outside Labour Force			% Distribution		
	Male	Female	Total	Male	Female	Total
15-17	68,362	69,534	137,897	26.0	18.0	21.3
18-19	24,385	27,041	51,427	9.3	7.0	7.9
20-24	32,974	46,267	79,241	12.5	12.0	12.2
25-29	15,824	30,247	46,071	6.0	7.8	7.1
30-34	10,352	21,009	31,362	3.9	5.4	4.8
35-39	9,259	21,394	30,653	3.5	5.5	4.7
40-44	10,573	20,669	31,243	4.0	5.4	4.8
45-49	11,416	11,681	23,097	4.3	3.0	3.6
50-54	8,754	15,574	24,328	3.3	4.0	3.7
55-59	8,637	19,193	27,829	3.3	5.0	4.3
60-64	16,333	24,773	41,106	6.2	6.4	6.3
65-69	12,340	20,072	32,412	4.7	5.2	5.0
70-74	13,606	18,693	32,299	5.2	4.8	5.0
75+	20,422	39,409	59,831	7.8	10.2	9.2
Total	263,238	385,556	648,794	100.0	100.0	100.0

Table LFO1 from **Appendix 3**, shows that persons in household responsibilities or homemakers accounted for 33.9 percent of the population outside the labour force. These were followed by persons engaged in Studies or Training who recorded 30.4 percent while the Relaxed job seekers accounted for 12.4 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 63.6 percent, followed by the 18-19 and 20-24 with 15.4 and 15.3 percent respectively. See **Table LFO2**.

9.0 THE IMPACT OF COVID - 19 TO EMPLOYMENT & HOUSEHOLD ENTERPRISES

9.1 INTRODUCTION

The outbreak of the corona virus and its subsequent spread across the world, rendered it a pandemic as declared by World Health Organisation (WHO) on the 11th March 2020. Botswana recorded confirmed cases in March 2020 and went on lockdown on the 2nd of April 2020. The lockdown was lifted on the 22nd May 2020 extreme social distancing, travel restrictions, meetings and workshops restrictions were encouraged.

The outbreak of COVID-19 has adversely affected many countries worldwide. The levels of unemployment has increased as people lost jobs due to the pandemic. However some people gained employment as a result of the pandemic.

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

9.2 Summary of Survey Results

The 561,312 people who have stated that they were working or having businesses since the first COVID-19 lockdown, indicated that they have been affected by the pandemic in their jobs or businesses in different ways, which is being shown by **Table 7.1** below. Even though some people have lost their jobs during this period of the pandemic, there are people who have found jobs or business opportunities through the activities which are related to COVID-19.

Table 7.1: The Impact of COVID -19 to the Overall Employment by kind of Employment & Sex, QMTS Q4 2020

Employees	Male	Female	Total	Male	Female	Total
Salary decreased	36,654	24,887	61,541	12.9	9.0	11.0
Salary increased	2,193	2,294	4,487	0.8	0.8	0.8
Hours of work decreased	10,321	7,693	18,014	3.6	2.8	3.2
Hours of work increased	7,537	10,289	17,826	2.6	3.7	3.2
Terms of contract changed	4,012	3,646	7,658	1.4	1.3	1.4
No change	144,146	153,327	297,474	50.6	55.5	53.0
Other (Specify)	17,617	13,977	31,594	6.2	5.1	5.6
Sub Total	222,480	216,113	438,594	78.1	78.2	78.1
Self-Employment						
Business went down	49,636	48,282	97,918	17.4	17.5	17.4
Business went up	2,376	3,698	6,075	0.8	1.3	1.1
Business closed	497	617	1,113	0.2	0.2	0.2
No change in business	3,840	3,568	7,408	1.3	1.3	1.3
Accumulated business debts	350	1,710	2,060	0.1	0.6	0.4
No/ low piece job opportunities	3,818	512	4,330	1.3	0.2	0.8
No change in piece jobs	1,183	1,759	2,942	0.4	0.6	0.5
Other (Specify)	705	167	872	0.2	0.1	0.2
Sub Total	62,405	60,313	122,718	21.9	21.8	21.9
Total	284,885	276,426	561,312	100.0	100.0	100.0

9.2.1 Currently Employed due to COVID-19

The 2020 QMTS Q4 survey results showed that a total of 19,112 persons found employment because of COVID-19. More females were able to find employment than their male counterparts. Out of this total, 14,434 persons (75.5 percent) were females whereas 4,678 (24.5 percent) were males, see [Table 7.2](#). Also from this total 17,014 persons were employees while 2,099 were those who found businesses or piece jobs due to COVID-19.

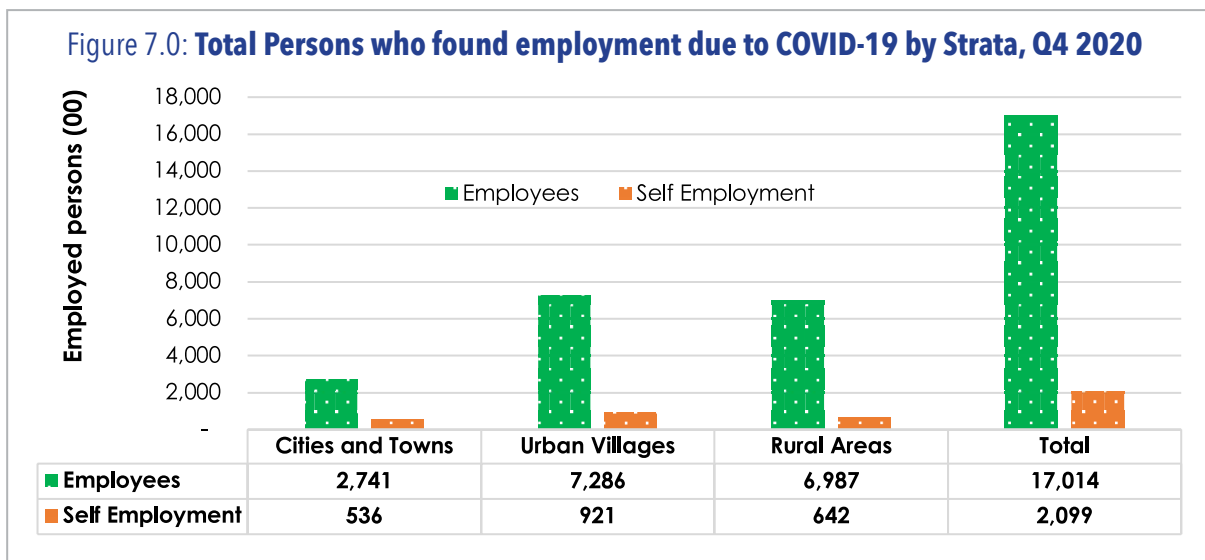


Table 7.2: Total Persons Who Have Found Employment Or Businesses Due To COVID-19 By Age Group & Sex, Q4 2020

Age Group	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
15-17	-	-	-	-	-	-
18-19	227	97	324	4.9	0.7	1.7
20-24	1,189	2,000	3,189	25.4	13.9	16.7
25-29	2,380	2,369	4,749	50.9	16.4	24.8
30-34	315	2,804	3,119	6.7	19.4	16.3
35-39	-	2,834	2,834	-	19.6	14.8
40-44	251	1,683	1,935	5.4	11.7	10.1
45-49	69	1,091	1,160	1.5	7.6	6.1
50-54	247	622	868	5.3	4.3	4.5
55-59	-	310	310	-	2.1	1.6
60-64	-	626	626	-	4.3	3.3
65 & Above	-	-	-	-	-	-
Total	4,678	14,434	19,112	100.0	100.0	100.0

Age group 25 - 29 constituted the highest proportion of those who were employed because of COVID-19, followed by 20 - 24 and 30 - 34. Age group 25 - 29 recorded 24.8 percent of total employment due to COVID-19 whereas age groups 20 -24 & 30 -34 recorded 16.7 percent and 16.3 percent respectively. Age group 35 - 39 recorded 14.8 percent.

Table 7.3: Total Persons who found employment due to COVID-19 by Strata & Sex, Q4 2020

Strata	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
Cities and Towns	821	2,456	3,277	17.6	17.0	17.1
Urban Villages	1,856	6,351	8,207	39.7	44.0	42.9
Rural Areas	2,001	5,628	7,628	42.8	39.0	39.9
Total	4,678	14,434	19,112	100.0	100.0	100.0

From the **Table 7.3** above, 42.9 percent of those who found jobs were in urban areas, followed by those in rural areas with 39.9 percent while Cities & Towns recorded 17.1 percent. Females dominated more in urban villages (44.0 percent) while more males were in Rural Areas (42.8 percent).

Table 7.4: Total Persons who found employment due to COVID-19 by Industry & Sex, Q4 2020

Industry	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	500	390	890	10.7	2.7	4.7
Manufacturing	207	-	207	4.4	-	1.1
Construction	372	-	372	8.0	-	1.9
Wholesale and Retail Trade	-	2,006	2,006	-	13.9	10.5
Accommodation and Food Service	250	-	250	5.3	-	1.3
Professional, Scientific and Technical	-	102	102	-	0.7	0.5
Administrative and Support Service	303	389	692	6.5	2.7	3.6
Public Administration	2,276	4,610	6,886	48.7	31.9	36.0
Education	772	6,112	6,884	16.5	42.3	36.0
Human Health and Social Work Activities	-	598	598	-	4.1	3.1
Households as Employers	-	226	226	-	1.6	1.2
Total	4,678	14,434	19,112	100.0	100.0	100.0

Total employment by industry showed that Education and Public Administration were the leading industries in total employment of those who found jobs and businesses/piece jobs due to the outbreak of COVID-19. They both each constituted 36.0 percent of overall employment, while Wholesale Retail trade followed with 10.5 percent.

Table 7.5: Persons (Employees) who found employment due to COVID-19 by Sector & Sex, Q4 2020

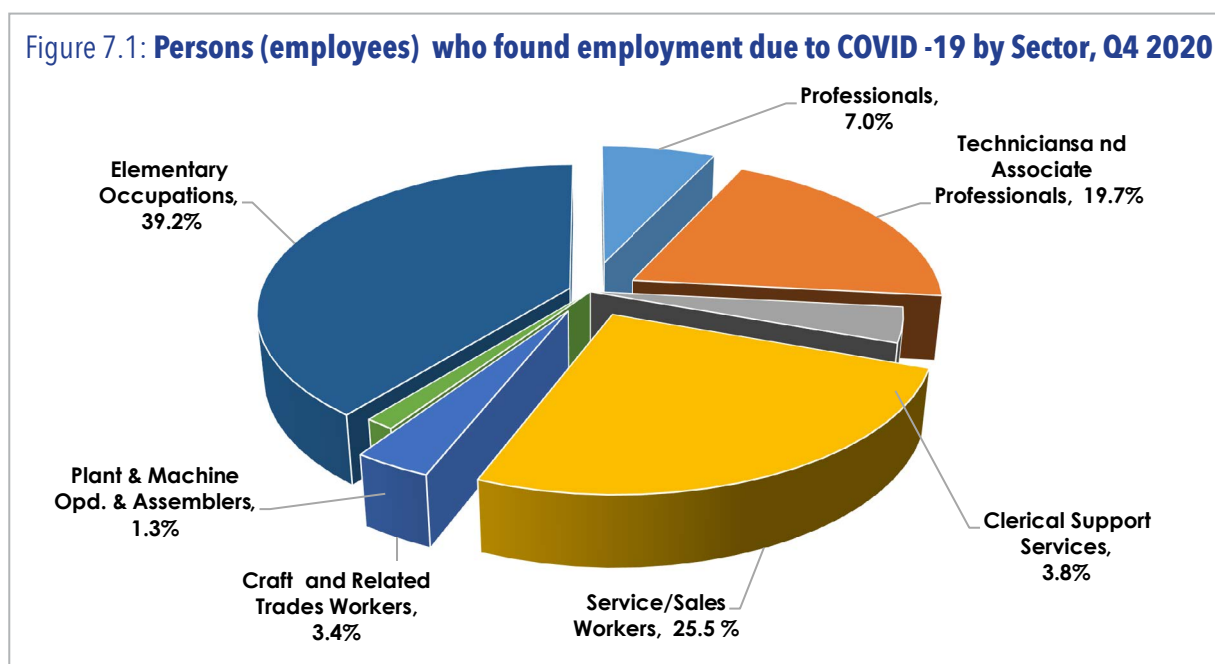
Sector/Employer Category	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
Central Government	999	4,445	5,444	21.4	36.0	32.0
Local Government	818	1,396	2,213	17.5	11.3	13.0
Parastatal sector	-	-	-	-	-	-
Private sector	1,131	1,244	2,375	24.2	10.1	14.0
Non govt organization	-	218	218	-	1.8	1.3
Private household	500	226	725	10.7	1.8	4.3
Ipelegeng	1,231	4,806	6,037	26.3	39.0	35.5
Total	4,678	12,335	17,014	100.0	100.0	100.0

Table 7.5 above presents employment (Employees only) due to COVID-19 by sector/employer category. From the results 35.5 percent of person were hired in Ipelegeng, while Central government recorded 32.0 percent followed by Private Sector with 14.0 percent. Local government was the fourth with 13.0 percent.

Table 7.6: **Persons (Employees) who found the jobs due to COVID-19 by Occupation & Sex, Q4 2020**

Occupations	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
Professionals	-	1,195	1,195	-	9.7	7.0
Technicians and Associate Professionals	1,106	2,240	3,345	23.6	18.2	19.7
Clerical Support Services	303	346	649	6.5	2.8	3.8
Service/Sales Workers	1,008	3,338	4,346	21.5	27.1	25.5
Craft and Related Trades Workers	579	-	579	12.4	-	3.4
Plant & Machine Opd. & Assemblers	227	-	227	4.9	-	1.3
Elementary Occupations	1,456	5,216	6,672	31.1	42.3	39.2
Total	4,678	12,335	17,014	100.0	100.0	100.0

Elementary occupations as usual recorded the highest number of those who found employment because of COVID-19. It recorded 39.2 percent of the total employment, followed by service/sales workers with 25.5 percent. Technicians & Associate Professionals was the third largest with 19.7 percent. See **Table 7.6 & Figure 7.1**.

Figure 7.1: **Persons (employees) who found employment due to COVID -19 by Sector, Q4 2020**

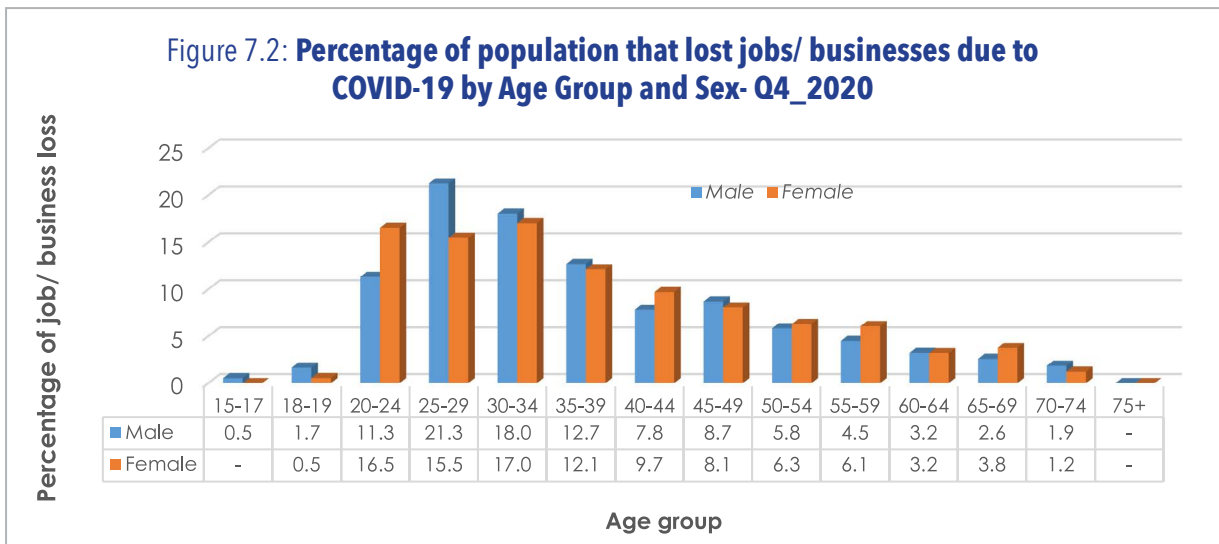
9.22 Population that lost Jobs/ Businesses due to COVID-19

The results estimated the total number of persons who lost jobs or businesses due to COVID-19 at 67,132 persons. Females were mostly affected by the pandemic. A total of 38,906 females (58.0 percent) was recorded to have lost jobs/ businesses whilst 28, 226 males (42.0 percent) was recorded for males. (**Table 7.7**)

Table 7.7: Population that lost Jobs/ Businesses Due to COVID-19 by Age Group and Sex

Occupations	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
15-17	148	-	148	0.5	-	0.2
18-19	470	207	677	1.7	0.5	1.0
20-24	3,193	6,437	9,630	11.3	16.5	14.3
25-29	6,002	6,015	12,017	21.3	15.5	17.9
30-34	5,090	6,620	11,711	18.0	17.0	17.4
35-39	3,578	4,715	8,294	12.7	12.1	12.4
40-44	2,208	3,775	5,983	7.8	9.7	8.9
45-49	2,451	3,133	5,583	8.7	8.1	8.3
50-54	1,649	2,447	4,096	5.8	6.3	6.1
55-59	1,271	2,358	3,628	4.5	6.1	5.4
60-64	915	1,250	2,165	3.2	3.2	3.2
65-69	727	1,464	2,191	2.6	3.8	3.3
70-74	524	485	1,009	1.9	1.2	1.5
75+	-	-	-	-	-	-
Total	28,226	38,906	67,132	100.0	100.0	100.0

Analysis of job/ business loss by age group is shown in **Figure 7.2** below. The results indicate that job/ businesses loss was more prevalent amongst the youth in age groups 20-24 to 30-34. Age group 25- 29 recorded the highest loss with 17.9 percent. This was followed by age groups 30- 34 and 20-24 with 17.4 and 14.3 percent respectively.



The results of Quarter four of 2020 show that Secondary school leavers were the most prevalent job/ business losers due to COVID-19. These recorded 50.1 percent (33,662) of the total job/ business loses, followed by Primary school leavers with 17.3 percent (11,599). **Table 7.8**

Table 7.8: Population that lost Jobs/ Businesses due to COVID-19 by Education Level and Sex

Education Level	Lost job or Business due to COVID			Percentage (%)
	Male	Female	Total	
Never Attended	1,942	1,800	3,742	5.6
Primary	3,984	7,615	11,599	17.3
Secondary	14,394	19,269	33,662	50.1
Non-formal	798	355	1,152	1.7
Apprentice	226	-	226	0.3
Brigade	967	1,139	2,107	3.1
Technical/Vocational	1,970	2,034	4,004	6.0
Educational College	1,621	2,646	4,267	6.4
Institute of Health Sciences	-	916	916	1.4
University	2,325	3,132	5,457	8.1
Total	28,226	38,906	67,132	100.0

At regional level, there was an indication of more job/ business loss in Urban Villages with a total of 35,554 persons (53.0 percent). These were followed by Rural Areas and Cities & Towns with 30.2 and 16.9 percent respectively. (Table 7.9)

Table 7.9: Population that lost Jobs/ Businesses due to COVID-19 by Region and Sex

Region	Lost job or Business due to COVID			Percentage (%)
	Male	Female	Total	
Cities and Towns	5,014	6,302	11,316	16.9
Urban Villages	14,834	20,720	35,554	53.0
Rural Areas	8,378	11,884	20,262	30.2
Total	28,226	38,906	67,132	100.0

9.23 Population that lost Jobs/ Businesses due to COVID-19 and are now working

Out of the total of 67,132 persons who reported to have lost jobs/ businesses due to COVID-19, 2,720 (4.1 percent) were able to find new jobs. The majority of person who were able to find new jobs/ businesses were males with 69.6 percent, while the remaining 30.4 percent was recorded by females.

New jobs were reported in four occupation categories. Elementary occupations recorded 68.4 percent. Skilled Agric. Workers, Technicians & Associate Professionals and Service/Sales Workers recorded 14.4, 10.5 and 6.7 percent respectively. (Table 7.10)

Table 7.10: Population that lost Jobs/ Businesses due to COVID-19 (and now Working) by Occupation Level and Sex

Occupation	Lost job or Business due to COVID			Percentage (%)
	Male	Female	Total	
Managers	-	-	-	-
Professionals	-	-	-	-
Technicians and Associate Professionals	-	286	286	10.5
Clerical Support Services	-	-	-	-
Service/Sales Workers	181	-	181	6.7
Skilled Agric. Forestry and Fishery Workers	196	196	393	14.4
Craft and Related Trades Workers	-	-	-	-
Plant & Machine Operators	-	-	-	-
Elementary Occupations	1,517	344	1,860	68.4
Other specialized professionals	-	-	-	-
Total	1,894	826	2,720	100.0
Percentage	69.6	30.4	100.0	

The population that lost jobs/ businesses due to COVID-19 and is currently Seeking work is displayed in **Table 7.11** below. A total of 29, 300 persons reported to be looking for jobs/ businesses. This constitutes 43.6 percent of the population that lost jobs/ businesses due to COVID-19.

Age group 25-29 years reported the highest percentage (24.1 percent) of the job seekers. This was followed by age groups 30-34 and 20-24 years with 19.9 and 15.9 percent respectively.

Table 7.11: Population that lost Jobs/ Businesses due to COVID-19 (Actively Seeking work) by Age Group and Sex

Age Group	Lost job or Business due to COVID			Percentage (%)
	Male	Female	Total	
15-17	148	-	148	0.5
18-19	191	-	191	0.7
20-24	2,118	2,543	4,661	15.9
25-29	4,103	2,967	7,069	24.1
30-34	2,481	3,359	5,840	19.9
35-39	1,789	1,501	3,290	11.2
40-44	1,800	632	2,433	8.3
45-49	916	2,033	2,949	10.1
50-54	40	671	711	2.4
55-59	802	1,059	1,862	6.4
60-64	148	-	148	0.5
65-69	-	-	-	-
70-74	-	-	-	-
75+	-	-	-	-
Total	14,535	14,765	29,300	100.0

Table 7.12 shows Job seekers by Education Level, Region and sex. Urban villages had the highest job seekers with a record of 17,941 persons (61.2 percent). Rural Areas followed with 5, 891 (19.9 percent) whilst Cities & Towns recorded 5,540 persons (18.9 percent). Job seekers by education indicates that Secondary school levers recorded 57.7 percent of the job seekers. Of these, 67.3 percent are in Urban Villages, 17.5 percent in Rural Areas and 15.2 percent in Cities & Towns.

Table 7.12: Population that lost Jobs/ Businesses due to COVID-19 (Actively Seeking) by Education Level, Region and Sex

Education Level	Cities and Towns			Urban Villages			Rural Areas			Total Unemployed		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Never Attended	-	-	-	390	-	390	206	271	477	596	271	867
Primary	430	314	744	1,198	755	1,953	148	783	931	1,776	1,852	3,628
Secondary	1,343	1,227	2,569	5,895	5,468	11,362	1,705	1,257	2,962	8,942	7,952	16,894
Non-formal	-	-	-	-	-	-	-	-	-	-	-	-
Apprentice	226	-	226	-	-	-	-	-	-	226	-	226
Brigade	-	-	-	-	420	420	488	-	488	488	420	908
Technical/Vocational	69	249	317	506	444	951	588	273	861	1,163	966	2,129
Educational College	-	434	434	633	986	1,620	-	-	-	633	1,420	2,054
Institute of Health Sciences	-	-	-	-	-	-	-	-	-	-	-	-
University	208	1,042	1,250	503	741	1,244	-	101	101	712	1,884	2,595
Total	2,275	3,265	5,540	9,126	8,815	17,941	3,134	2,685	5,819	14,535	14,765	29,300

APPENDIX 1: Definition of Terms and Concepts

Population in Labour Force (Economically Active Population)

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

Employed Persons

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

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

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

Unemployed Persons

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

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

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

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

Population Outside Labour Force (Currently Not Economically Active)

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

Attendant at educational institutions;

Retired;

Engaged in family duties;

Other economically inactive.

Unemployed

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

Unemployment Rate

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

Relaxed or Discouraged Job Seekers

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

Extended Unemployment Rate

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

Labour Under Utilisation

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

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

Temporary absences from employment

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

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

Usual Economic Activity

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

Current Economic Activity

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

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

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

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

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

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

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

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

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

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

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

Formal Employment

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

Occupation

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

Industry

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

APPENDIX 2: Survey Methodology

SURVEY DESIGN METHODOLOGY - QUARTERLY MULTI TOPIC SURVEY 2019

1.0 Introduction

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

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

2.0 Sampling Design

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

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

2.01 Design assumptions

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

The margin of error or allowable error to be tolerated (in general 1 percentage points) = 0.015≈1%. The sample design effect (a ratio of the expected sampling variance from the sampling design to be used compared to that of a simple random sample of the same size. It is a measure of how much more unreliable the present survey is compared to a simple random sample); Deff. = 1.5
The average household size used is = 3.68 (2011 PHC)

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

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

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

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

2.02 Final sample size and methodology

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

The sample size will be segmented into four (4) rotation groups where each rotation group is made up of a representative subset (68 PSUs) of the full sample which is 25%. The sampled households in a particular rotation group are rotated in the same quarter, i.e. Group 1 rotated in Q1, Group 2 rotated in Q2, etc. Therefore, each sampled households (hhlds) remain in the sample for 4 consecutive quarters. This is not a full panel, it is at a ratio of 75:25, where 25% of the sample is being rotated across the strata of the main sample to ensure representativeness. This implies that 25% of the households will not be rotated, but enumerated in the life span of the sample. Rotation means that these households are replaced by new households from the same EA or the next EA on the list, which is intuitively refreshing of the sample.

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

3.0 Weighting

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

APPENDIX 3: Tables

Table M1: Currently Employed by Industry & Occupation, QMTS Q4 2020

Industry	Managers	Professionals	Technicians and Associate Professionals	Clerical Support Services	Service/Sales Workers	Skilled Agric Forestry and Fishery Workers	Craft and Related Trades Workers	Plant & Machine Opd. & Assemblers	Elementary Occupations	Other Specialized Professionals	Total
Agriculture, Forestry and Fishing	1,478	579	105	996	540	17,735	2,118	682	35,916	-	60,149
Mining and Quarrying	484	687	617	260	181	-	1,140	3,803	984	-	8,156
Manufacturing	3,191	623	1,369	1,898	5,368	-	21,475	5,893	9,158	-	48,974
Electricity, Gas, & Air Conditioning Supply	165	373	213	228	-	-	-	-	644	-	1,622
Water Supply, Sewage, Waste Management & Remediation Activities	910	945	634	1,338	277	-	2,311	1,076	678	-	8,169
Construction	1,131	971	3,147	1,321	932	-	26,492	1,441	17,725	-	53,158
Wholesale Trade, except Motor Vehicles and Moter Cycles	36,372	909	1,608	5,432	61,985	-	15,335	6,334	19,436	-	147,412
Transport & Storage	781	346	499	925	2,538	-	817	18,799	1,532	-	26,237
Accomodation and Food Service Activities	3,627	389	1,058	1,338	14,058	-	1,042	453	4,556	-	26,519
Information and Communication	396	2,100	1,068	-	405	-	663	218	391	-	5,241
Finance and Insurance Activities	1,207	2,559	3,205	2,455	594	-	-	-	178	-	10,199
Real Estate Activities	508	-	614	-	-	-	-	-	181	-	1,302
Professional, Scientific and Technical Activities	1,477	2,078	1,821	3,250	984	-	261	72	576	-	10,518
Administrative and Support Service Activities	3,047	128	1,967	1,784	30,312	-	928	1,088	8,741	-	47,994
Public Administration	7,560	8,322	12,346	11,567	25,778	-	4,000	5,502	55,486	2,509	133,071
Education	3,523	19,540	18,546	1,422	16,462	-	249	1,877	11,728	-	73,347
Human Health and Social Work Activities	158	3,819	8,139	1,161	6,903	-	158	1,060	2,396	-	23,795
Arts, Entertainment and Recreation	165	538	1,012	459	807	-	-	167	540	-	3,688
Other Service Activities	545	235	1,248	289	8,558	-	2,903	226	1,455	-	15,459
Households as Employers	-	-	-	-	-	-	-	-	27,518	-	27,518
Activities of Extraterritorial organisations	347	185	-	297	198	-	-	320	-	-	1,347
Total	67,072	45,326	59,216	36,417	176,879	17,735	79,892	49,010	199,818	2,509	733,875

Table M2: Currently Employed by Occupation, Strata & Sex, QMTS Q4 2020

	Occupation	Counts				Percentages (%)			
		Cities and Towns	Urban Villages	Rural Areas	Total	Cities and Towns	Urban Villages	Rural Areas	Total
Total	Managers	20,826	27,264	18,981	67,072	11.3	8.0	9.2	9.1
	Professionals	20,610	21,792	2,924	45,326	11.2	6.4	1.4	6.2
	Technicians and Associate Professionals	20,083	27,885	11,248	59,216	10.9	8.1	5.4	8.1
	Clerical Support Services	11,860	18,838	5,719	36,417	6.4	5.5	2.8	5.0
	Service/Sales Workers	43,912	90,508	42,459	176,879	23.8	26.4	20.5	24.1
	Skilled Agric Forestry and Fishery Workers	1,610	6,540	9,586	17,735	0.9	1.9	4.6	2.4
	Craft and Related Trades Workers	19,489	43,508	16,895	79,892	10.6	12.7	8.2	10.9
	Plant & Machine Operators	15,338	27,391	6,281	49,010	8.3	8.0	3.0	6.7
	Elementary Occupations	29,011	77,701	93,106	199,818	15.7	22.7	44.9	27.2
	Other Specialized Professionals	1,543	965	-	2,509	0.8	0.3	-	0.3
	Total	184,283	342,393	207,199	733,875	100.0	100.0	100.0	100.0
Males	Managers	9,722	12,040	8,257	30,020	10.0	7.2	8.0	8.2
	Professionals	10,536	10,379	1,270	22,185	10.8	6.2	1.2	6.0
	Technicians and Associate Professionals	10,648	12,910	3,805	27,364	11.0	7.7	3.7	7.4
	Clerical Support Services	3,598	4,903	1,711	10,211	3.7	2.9	1.7	2.8
	Service/Sales Workers	19,290	30,076	15,575	64,941	19.9	17.9	15.1	17.6
	Skilled Agric Forestry and Fishery Workers	1,057	3,718	5,537	10,312	1.1	2.2	5.4	2.8
	Craft and Related Trades Workers	15,211	36,867	12,403	64,480	15.7	22.0	12.0	17.5
	Plant & Machine Operators	13,456	24,980	5,879	44,315	13.9	14.9	5.7	12.0
	Elementary Occupations	12,065	31,037	48,586	91,688	12.4	18.5	47.2	24.9
	Other Specialized Professionals	1,543	965	-	2,509	1.6	0.6	-	0.7
	Total	97,126	167,874	103,024	368,024	100.0	100.0	100.0	100.0
Females	Managers	11,104	15,224	10,724	37,052	12.7	8.7	10.3	10.1
	Professionals	10,075	11,413	1,653	23,141	11.6	6.5	1.6	6.3
	Technicians and Associate Professionals	9,435	14,976	7,442	31,853	10.8	8.6	7.1	8.7
	Clerical Support Services	8,262	13,935	4,009	26,206	9.5	8.0	3.8	7.2
	Service/Sales Workers	24,622	60,432	26,884	111,938	28.3	34.6	25.8	30.6
	Skilled Agric Forestry and Fishery Workers	553	2,821	4,049	7,423	0.6	1.6	3.9	2.0
	Craft and Related Trades Workers	4,279	6,642	4,492	15,412	4.9	3.8	4.3	4.2
	Plant & Machine Operators	1,882	2,411	402	4,695	2.2	1.4	0.4	1.3
	Elementary Occupations	16,946	46,664	44,520	108,131	19.4	26.7	42.7	29.6
	Total	87,157	174,519	104,175	365,851	100.0	100.0	100.0	100.0

Table M3: **Currently Employed by Age group & Marital status, QMTS Q4 2020**

Age Group	Counts						Total
	Married	Living Together	Separated	Divorced	Widowed	Never married	
15-17	-	-	-	-	-	961	961
18-19	-	1,940	-	-	-	11,188	13,128
20-24	875	21,622	-	-	-	45,649	68,146
25-29	4,191	52,757	219	-	-	57,902	115,069
30-34	16,557	67,865	-	308	-	35,316	120,047
35-39	28,839	52,763	520	749	1,548	39,295	123,715
40-44	23,376	35,968	720	2,595	930	33,049	96,637
45-49	28,003	20,955	179	1,673	1,710	21,329	73,849
50-54	25,621	13,725	295	1,325	1,995	15,817	58,778
55-59	15,259	5,778	448	1,841	3,068	8,367	34,761
60-64	6,846	1,757	-	515	2,901	3,511	15,530
65-69	3,336	855	131	379	1,384	1,329	7,413
70-74	1,600	735	-	218	-	405	2,958
75 years & Above	1,561	392	-	-	928	-	2,882
Total	156,064	277,112	2,513	9,603	14,464	274,119	733,875
Percentages (%)							
15-17	-	-	-	-	-	0.4	0.1
18-19	-	0.7	-	-	-	4.1	1.8
20-24	0.6	7.8	-	-	-	16.7	9.3
25-29	2.7	19.0	8.7	-	-	21.1	15.7
30-34	10.6	24.5	-	3.2	-	12.9	16.4
35-39	18.5	19.0	20.7	7.8	10.7	14.3	16.9
40-44	15.0	13.0	28.7	27	6.4	12.1	13.2
45-49	17.9	7.6	7.1	17.4	11.8	7.8	10.1
50-54	16.4	5.0	11.7	13.8	13.8	5.8	8.0
55-59	9.8	2.1	17.8	19.2	21.2	3.1	4.7
60-64	4.4	0.6	-	5.4	20.1	1.3	2.1
65-69	2.1	0.3	5.2	3.9	9.6	0.5	1.0
70-74	1.0	0.3	-	2.3	-	0.1	0.4
75 years & Above	1.0	0.1	-	-	6.4	-	0.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table M4: **Employed by Occupation & Marital Status, QMTS Q4 2020**

Occupation	Counts						Total
	Married	Living Together	Separated	Divorced	Widowed	Never married	
Managers	26,436	21,113	219	1,718	2,089	15,497	67,072
Professionals	19,583	10,774	-	1,056	795	13,119	45,326
Technicians and Associate Professionals	19,533	17,004	-	1,050	1,534	20,095	59,216
Clerical Support Services	6,621	13,662	-	757	158	15,219	36,417
Service/Sales Workers	20,602	72,186	-	2,028	2,996	79,067	176,879
Skilled Agric. Forestry and Fishery Workers	10,108	3,343	-	247	286	3,751	17,735
Craft and Related Trades Workers	18,372	34,203	720	781	781	25,035	79,892
Plant & Machine Operators	14,292	19,165	-	655	454	14,444	49,010
Elementary Occupations	19,401	84,455	1,574	1,311	5,370	87,707	199,818
Other Specialized professionals	1,116	1,208	-	-	-	184	2,509
Total	156,064	277,112	2,513	9,603	14,464	274,119	733,875
	Percentages (%)						
Managers	16.9	7.6	8.7	17.9	14.4	5.7	9.1
Professionals	12.5	3.9	-	11.0	5.5	4.8	6.2
Technicians and Associate Professionals	12.5	6.1	-	10.9	10.6	7.3	8.1
Clerical Support Services	4.2	4.9	-	7.9	1.1	5.6	5.0
Service/Sales Workers	13.2	26.0	-	21.1	20.7	28.8	24.1
Skilled Agric. Forestry and Fishery Workers	6.5	1.2	-	2.6	2.0	1.4	2.4
Craft and Related Trades Workers	11.8	12.3	28.7	8.1	5.4	9.1	10.9
Plant & Machine Operators	9.2	6.9	-	6.8	3.1	5.3	6.7
Elementary Occupations	12.4	30.5	62.6	13.7	37.1	32.0	27.2
Other Specialized professionals	0.7	0.4	-	-	-	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 and Sex, QMTS Q4 2020**

Occupation	Cities and Towns	Urban Villages	Rural Areas	Total
Never Attended School	1,414	10,052	16,217	27,683
Primary	13,269	34,091	42,913	90,274
Secondary	81,361	175,556	101,799	358,717
Non-formal	-	1,767	1,486	3,253
Apprentice	1,226	274	800	2,300
Brigade	2,925	12,697	6,753	22,376
Technical/Vocational	14,550	22,705	12,157	49,412
Educational College	17,459	24,445	12,236	54,140
Institute of Health Sciences	1,940	4,630	637	7,207
University	50,138	56,175	12,201	118,514
Total	184,283	342,393	207,199	733,875
Percentages (%)				
Never Attended School	0.8	2.9	7.8	3.8
Primary	7.2	10.0	20.7	12.3
Secondary	44.2	51.3	49.1	48.9
Non-formal	-	0.5	0.7	0.4
Apprentice	0.7	0.1	0.4	0.3
Brigade	1.6	3.7	3.3	3.0
Technical/Vocational	7.9	6.6	5.9	6.7
Educational College	9.5	7.1	5.9	7.4
Institute of Health Sciences	1.1	1.4	0.3	1.0
University	27.2	16.4	5.9	16.1
Total	100.0	100.0	100.0	100.0

Table M6: **Currently Employed by Subject of Training and Sex, QMTS Q4 2020**

Subject of Training	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
No Training	205,807	239,005	444,812	55.9	65.3	60.6
Basic, Literacy & Numeracy and Personnel Development Programs	6,127	12,848	18,975	1.7	3.5	2.6
Education Programs	3,290	5,137	8,427	0.9	1.4	1.1
Arts and Humanities	4,607	3,247	7,854	1.3	0.9	1.1
Social & Behavioural	2,229	4,289	6,518	0.6	1.2	0.9
Journalism, Information and Documentation	3,040	1,533	4,572	0.8	0.4	0.6
Business and Administration Programs	25,454	44,172	69,626	6.9	12.1	9.5
Programs in Law	1,767	1,549	3,317	0.5	0.4	0.5
Life and Physical Sciences Programs	2,706	1,167	3,873	0.7	0.3	0.5
Mathematics and Statistics Programs	403	620	1,023	0.1	0.2	0.1
Computer Programs	9,699	8,654	18,353	2.6	2.4	2.5
Engineering Trade Programs	12,282	2,173	14,455	3.3	0.6	2.0
Manufacturing and Processing Programs	1,499	4,953	6,452	0.4	1.4	0.9
Industrial Programs	9,537	838	10,375	2.6	0.2	1.4
Architecture and Building Program	5,891	1,049	6,940	1.6	0.3	0.9
Building and Construction Programs	21,028	3,671	24,699	5.7	1.0	3.4
Agric, Forestry & Fishery	2,362	2,508	4,870	0.6	0.7	0.7
Veterinary Programs	378	-	378	0.1	-	0.1
Health Programs	6,183	9,104	15,287	1.7	2.5	2.1
Social Services Programs	507	1,088	1,595	0.1	0.3	0.2
Personal Services Programs	3,623	7,084	10,707	1.0	1.9	1.5
Transport Services Programs	26,984	1,589	28,573	7.3	0.4	3.9
Environmental Protection Programs	3,986	5,347	9,333	1.1	1.5	1.3
Security Services Programs	8,635	4,225	12,860	2.3	1.2	1.8
Total	368,024	365,851	733,875	100.0	100.0	100.0

Table M7: **Currently Employed by Occupation and Usual Hours of Work Per Day, QMTS Q4 2020**

Occupation	Usual Hours of Work Per Day					
	Less than 1 Hour	1 - 4 Hours	5 - 9 Hours	10 - 14 Hours	Not Stated	Total
Managers	-	3,208	39,466	24,398	-	67,072
Professionals	-	453	42,687	2,187	-	45,326
Technicians and Associate Professionals	-	2,050	54,078	3,088	-	59,216
Clerical Support Services	-	624	35,221	572	-	36,417
Service/Sales Workers	-	6,426	113,846	56,607	-	176,879
Skilled Agric Forestry and Fishery Workers	-	4,243	7,994	5,498	-	17,735
Craft and Related Trades Workers	1,057	7,980	58,832	10,973	1,050	79,892
Plant & Machine Opd. & Assemblers	-	412	35,103	13,494	-	49,010
Elementary Occupations	1,336	30,690	135,025	30,300	2,467	199,818
Other Specialized Professionals	-	-	2,509	-	-	2,509
Total	2,392	56,087	524,760	147,119	3,517	733,875

Table M8: **Currently Employed by Industry and Usual Hours of Work Per Day, QMTS Q4 2020**

Industry	Usual Hours of work per day					
	Less than 1 Hour	1 - 4 Hours	5 - 9 Hours	10 - 14 Hours	Not Stated	Total
Agriculture, Forestry and Fishing	-	6,642	30,148	23,088	271	60,149
Mining and Quarrying	-	-	6,792	1,364	-	8,156
Manufacturing	500	3,673	37,047	7,364	389	48,974
Electricity, Gas, & Air Conditioning Supply	-	-	1,622	-	-	1,622
Water Supply & Waste Management	-	-	7,714	455	-	8,169
Construction	255	7,760	37,443	6,233	1,466	53,158
Wholesale Trade, except Motor Vehicles and Motor Cycles	249	9,638	93,148	44,377	-	147,412
Transport & Storage	-	961	12,959	12,317	-	26,237
Accommodation and Food Service Activities	-	976	19,102	6,441	-	26,519
Information and Communication	-	213	4,329	699	-	5,241
Finance and Insurance Activities	-	197	9,855	146	-	10,199
Real Estate Activities	-	233	1,069	-	-	1,302
Professional, Scientific and Technical Activities	-	463	8,751	1,304	-	10,518
Administrative and Support Service Activities	-	400	19,643	27,951	-	47,994
Public Administration	-	11,840	119,678	1,409	144	133,071
Education	-	2,815	69,639	893	-	73,347
Human Health and Social Work Activities	-	542	19,339	3,913	-	23,795
Arts, Entertainment and Recreation	-	421	3,041	226	-	3,688
Other Service Activities	359	1,775	9,485	3,659	182	15,459
Households as Employers	1,029	7,538	12,905	4,982	1,064	27,518
Activities of Extraterritorial organisations	-	-	1,050	297	-	1,347
Total	2,392	56,087	524,760	147,119	3,517	733,875

Table M9: **Currently Employed by Employment Status and Sex, QMTS Q4 2020**

Employment Status	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
In his/her own business activity	67,054	73,395	140,448	18.2	20.1	19.1
In a business operated by a household or family member	2,203	2,631	4,834	0.6	0.7	0.7
As an employee for someone else	252,449	263,041	515,490	68.6	71.9	70.2
As an apprentice, intern/tirelo sechaba	1,922	14,822	16,744	0.5	4.1	2.3
Helping a household member who works for someone else	-	-	-	-	-	-
In piece Jobs	44,397	11,962	56,359	12.1	3.3	7.7
Total	368,024	365,851	733,875	100.0	100.0	100.0

AVERAGE EARNINGS

Table AE1: **Average Earnings (in Pula) for Wage Earners (15 years & above) by Occupation and Sex, QMTS Q4 2020**

Occupation	Average Earnings			Q4_2019 Total
	Male	Female	Total	
Managers	20,111	17,336	18,709	15,857
Professionals	17,571	15,662	16,533	15,295
Technicians and Associate Professionals	13,713	10,362	11,812	11,048
Clerical Support Services	3,792	4,558	4,343	4,026
Service/Sales Workers	3,489	2,257	2,772	2,668
Skilled Agric. Forestry and Fishery Workers	400	-	400	2,936
Craft and Related Trades Workers	3,738	2,335	3,511	4,162
Plant & Machine Operators	4,451	3,387	4,358	3,848
Elementary Occupations	1,264	1,128	1,190	1,202
Other	20,340	-	20,340	19,358
Total	5,437	4,547	4,997	4,818

Table AE1 (a): **Trend in Average Earnings (in Pula) for Wage Earners (15 years & above) by Occupation and Sex**

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

Table AE2: **Average Earnings for Wage Earners (15 years & above) by Occupation, Citizenship and Sex, QMTS Q4 2020**

Occupation	Citizens			Non-Citizens			Total Wage Earners		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers	19,932	16,691	18,334	23,958	23,899	23,919	20,111	17,336	18,709
Professionals	17,163	15,848	16,409	19,936	10,682	17,846	17,571	15,662	16,533
Technicians and Associate Professionals	13,653	10,362	11,742	14,795	-	14,795	13,713	10,362	11,812
Clerical Support Services	3,792	4,558	4,343	-	-	-	3,792	4,558	4,343
Service/Sales Workers	3,482	2,263	2,770	3,919	1,583	2,861	3,489	2,257	2,772
Skilled Agric Forestry and Fishery Workers	400	-	400	-	-	-	400	-	400
Craft and Related Trades Workers	3,819	2,335	3,544	3,272	-	3,272	3,738	2,335	3,511
Plant & Machine Opd. & Assemblers	4,455	3,387	4,358	4,359	-	4,359	4,451	3,387	4,358
Elementary Occupations	1,249	1,142	1,189	1,346	962	1,204	1,264	1,128	1,190
Defence Force Personnel	20,340	-	20,340	-	-	-	20,340	-	20,340
Total	5,487	4,579	5,024	4,954	3,725	4,612	5,437	4,547	4,997

Table AE3: **Average earnings for wage earners (15 years & above) by Industry, Citizenship and Sex, QMTS Q4 2020**

Industry	Citizens			Non-Citizens			Total Wage Earners			Q1_2020 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Agriculture, Forestry and Fishing	1,317	2,033	1,458	1,218	1,913	1,304	1,289	2,010	1,416	1,455
Mining and Quarrying	12,572	23,036	14,389	5,984	-	5,984	12,238	23,036	14,035	13,960
Manufacturing	3,062	2,877	2,983	8,726	-	8,726	3,370	2,877	3,165	3,454
Electricity, Gas, & Air Conditioning Supply	7,178	10,730	9,592	-	-	-	7,178	10,730	9,592	12,698
Water Supply, Sewage, Waste Management & Remediation Activities	6,922	13,325	8,898	-	-	-	6,922	13,325	8,898	7,753
Construction of Buildings	2,783	3,350	2,828	4,125	-	4,125	3,059	3,350	3,078	3,288
Wholesale Trade, except Motor Vehicles and Motor Cycles	2,059	1,848	1,952	4,043	1,038	3,441	2,168	1,837	2,004	2,705
Transport & Storage	5,363	7,020	5,538	4,862	-	4,862	5,350	7,020	5,522	7,614
Accommodation and Food Service Activities	2,234	2,648	2,543	18,914	22,852	20,970	3,371	3,181	3,231	2,424
Information and Communication	11,147	14,890	12,075	6,472	-	6,472	10,647	14,890	11,612	11,012
Finance and Insurance Activities	15,316	11,233	13,340	25,000	-	25,000	15,699	11,233	13,583	10,076
Real Estate Activities	3,200	15,239	11,364	-	-	-	3,200	15,239	11,364	11,756
Professional, Scientific and Technical Activities	14,845	6,279	7,998	42,000	20,000	31,045	17,744	6,676	9,049	5,218
Administrative and Support Service Activities	2,271	2,246	2,261	2,000	-	2,000	2,269	2,246	2,260	2,706
Public Administration and Defence, Compulsory	8,698	4,250	6,054	-	8,218	8,218	8,698	4,270	6,061	4,865
Education	12,233	7,408	8,747	11,047	4,137	9,516	12,126	7,373	8,773	9,160
Human Health and Social Work Activities	11,534	7,305	8,335	16,317	-	16,317	11,895	7,305	8,490	7,314
Arts, Entertainment and Recreation	6,676	6,141	6,451	6,000	-	6,000	6,604	6,141	6,421	2,848
Other Service Activities	6,954	3,207	4,710	5,942	-	5,942	6,809	3,207	4,787	4,761
Households as Employers	647	837	798	1,865	985	1,120	952	884	896	1,232
Activities of Extraterritorial organisations	10,469	6,684	8,762	60,000	50,000	54,582	23,542	21,427	22,530	4,598
Total	5,487	4,579	5,024	4,954	3,725	4,612	5,437	4,547	4,997	4,848

Table FSE 1a: **Estimated Formal Sector Employment by Occupation, Citizenship & Sex, QMTS Q4 2020**

Occupation	Citizens			Non-Citizens			All Employees			Q1 2020 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Managers	18,089	12,996	31,085	3,584	849	4,433	21,673	13,845	35,518	39,866
Professionals	16,825	21,902	38,727	3,637	834	4,472	20,462	22,736	43,199	41,893
Technicians and Associate Professionals	22,547	29,642	52,189	2,051	219	2,270	24,598	29,861	54,459	64,563
Clerical Support Services	9,512	25,239	34,751	-	-	-	9,512	25,239	34,751	32,020
Service/Sales Workers	52,198	69,727	121,925	900	122	1,022	53,098	69,849	122,947	108,224
Skilled Agric. Forestry and Fishery	-	449	449	-	-	-	-	449	449	2,407
Craft and Related Trades Workers	26,312	7,818	34,130	1,106	-	1,106	27,418	7,818	35,236	32,628
Plant & Machine Operators	30,202	3,095	33,297	1,419	-	1,419	31,621	3,095	34,716	34,118
Elementary Occupations	36,898	76,496	113,395	344	192	536	37,242	76,688	113,931	133,920
Other Specialized Professionals	2,509	-	2,509	-	-	-	2,509	-	2,509	3,276
Total	215,092	247,366	462,458	13,042	2,216	15,258	228,134	249,582	477,716	492,915

Table FSE 1b: **Percentage of Estimated Formal Sector Employment by Occupation Citizenship & Sex, QMTS Q4 2020**

Occupation	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers	8.4	5.2	6.7	28.9	38.3	30.2	9.5	5.5	7.4
Professionals	7.7	9.1	8.4	27.4	37.6	28.8	8.8	9.3	9.1
Technicians and Associate Professionals	10.6	12.3	11.5	15.4	9.9	14.6	10.8	12.2	11.6
Clerical Support Services	4.5	10.1	7.5	-	-	-	4.2	10.0	7.2
Service/Sales Workers	24.0	28.1	26.2	6.8	5.5	6.6	23.0	27.9	25.6
Skilled Agric. Forestry and Fishery Workers	-	0.2	0.1	-	-	-	-	0.2	0.1
Craft and Related Trades Workers	12.0	3.1	7.3	8.3	-	7.1	11.8	3.1	7.3
Plant & Machine Operators	14.9	1.2	7.6	10.7	-	9.1	14.6	1.2	7.6
Elementary Occupations	16.9	30.7	24.2	2.6	8.7	3.5	16.1	30.5	23.6
Other Specialized Professionals	1.1	-	0.5	-	-	-	1.1	-	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 Q4 2020**

Age Group	Citizens			Non-Citizens			All Employees			% Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
15-17	-	-	-	-	-	-	-	-	-	-
18-19	4,282	2,343	6,624	-	-	-	4,282	2,343	6,624	1.4
20-24	24,748	20,806	45,554	583	-	583	25,331	20,806	46,137	9.7
25-29	34,797	39,715	74,512	227	217	443	35,024	39,932	74,955	15.7
30-34	32,731	40,195	72,927	1,906	398	2,303	34,637	40,593	75,230	15.7
35-39	35,134	40,798	75,932	1,705	184	1,890	36,839	40,982	77,822	16.3
40-44	27,271	36,482	63,753	1,355	219	1,574	28,626	36,701	65,327	13.7
45-49	22,310	25,619	47,928	3,211	640	3,852	25,521	26,259	51,780	10.8
50-54	15,141	19,816	34,958	1,876	437	2,312	17,017	20,253	37,270	7.8
55-59	10,768	13,874	24,642	1,091	122	1,213	11,859	13,996	25,855	5.4
60-64	3,588	4,458	8,046	502	-	501	4,090	4,458	8,547	1.8
65-69	1,650	2,528	4,178	586	-	586	2,236	2,528	4,764	1.0
70-74	1,080	731	1,810	-	-	-	1,080	731	1,810	0.4
75+	1,593	-	1,593	-	-	-	1,593	-	1,593	0.3
Total	215,092	247,366	462,458	13,042	2,216	15,258	228,134	249,582	477,716	100.0
Total Percentage	45.0	51.8	96.8	2.7	0.5	3.2	47.8	52.2	100.0	

Table FSE 3: **Estimated Formal Sector Employment by Industry & Sex, QMTS Q4 2020**

Sector/ Economic Activity	All Employees			All Employees			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	5,975	5,122	11,097	2.6	2.1	2.3	53.8	46.2	100.0
Mining and Quarrying	6,484	1,348	7,832	2.8	0.5	1.6	82.8	17.2	100.0
Manufacturing	17,861	13,328	31,189	7.8	5.3	6.5	57.3	42.7	100.0
Electricity, Gas, & Air Supply	520	889	1,409	0.2	0.4	0.3	36.9	63.1	100.0
Water Supply and Waste Management	5,488	2,681	8,168	2.4	1.1	1.7	67.2	32.8	100.0
Construction	18,029	2,425	20,453	7.9	1.0	4.3	88.1	11.9	100.0
Wholesale, Retail & Repair of Motor Vehicles	35,936	31,481	67,418	15.8	12.6	14.1	53.3	46.7	100.0
Transport & Storage	9,839	1,664	11,503	4.3	0.7	2.4	85.5	14.5	100.0
Accommodation and Food Service	6,465	12,620	19,085	2.8	5.1	4.0	33.9	66.1	100.0
Information and Communication	3,490	1,102	4,592	1.5	0.4	1.0	76.0	24.0	100.0
Finance and Insurance Activities	5,001	4,088	9,089	2.2	1.6	1.9	55.0	45.0	100.0
Real Estate Activities	413	381	794	0.2	0.2	0.2	52.0	48.0	100.0
Professional, Scientific and Technical	2,917	5,584	8,502	1.3	2.2	1.8	34.3	65.7	100.0
Administrative and Support Service	26,047	16,578	42,626	11.4	6.6	8.9	61.1	38.9	100.0
Public Administration	53,106	79,012	132,118	23.3	31.7	27.7	40.2	59.8	100.0
Education	21,208	50,548	71,755	9.3	20.3	15.0	29.6	70.4	100.0
Human Health and Social Work Activities	6,032	15,921	21,954	2.6	6.4	4.6	27.5	72.5	100.0
Arts, Entertainment and Recreation	1,451	1,377	2,829	0.6	0.6	0.6	51.3	48.7	100.0
Other Service Activities	1,167	2,788	3,955	0.5	1.1	0.8	29.5	70.5	100.0
Activities of Extraterritorial Organizations	702	644	1,347	0.3	0.3	0.3	52.1	47.8	100.0
Total	228,134	249,582	477,716	100.0	100.0	100.0	47.8	52.2	100.0

UNEMPLOYMENT TABLES

Table UN1: **Currently Unemployed by Age Group and Sex, QMTS Q4 2020**

Age Group	Total Unemployed Q4 2020			Q1_2020	Q4_2019	Q3_2019
	Male	Female	Total	Total	Total	Total
15-17	1,055	454	1,509	4,412	3,572	3,445
18-19	6,673	7,010	13,683	11,273	10,543	11,440
20-24	26,723	25,709	52,432	48,029	36,150	36,758
25-29	23,804	29,105	52,909	44,715	46,631	39,444
30-34	16,528	22,634	39,162	38,470	32,661	30,698
35-39	12,562	14,310	26,872	27,442	30,725	27,548
40-44	8,337	11,109	19,446	21,350	19,347	17,101
45-49	6,808	7,855	14,662	11,887	11,449	11,950
50-54	3,595	4,549	8,144	7,888	8,506	7,155
55-59	2,010	3,255	5,265	6,284	4,742	4,151
60-64	2,159	657	2,816	4,045	6,621	2,997
65-69	665	417	1,082	396	413	1,195
70-74	416	-	416	407	196	918
75+	333	-	333	-	187	191
Total	111,669	127,062	238,731	226,598	211,743	194,990

Table UN2: **Currently Unemployed by Age Group, Strata and Sex, QMTS Q4 2020**

Age Group	Cities and Towns			Urban Villages			Rural Areas			Total Unemployed			Percentage Distribution		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	-	-	-	527	128	655	528	326	854	1,055	454	1,509	0.9	0.4	0.6
18-19	481	924	1,405	4,538	4,203	8,741	1,654	1,882	3,536	6,673	7,010	13,683	6.0	5.5	5.7
20-24	5,178	4,813	9,992	13,573	14,714	28,287	7,971	6,182	14,153	26,723	25,709	52,432	23.9	20.2	22.0
25-29	5,838	4,368	10,206	12,659	17,331	29,990	5,307	7,407	12,713	23,804	29,105	52,909	21.3	22.9	22.2
30-34	2,324	4,155	6,479	7,566	13,132	20,698	6,638	5,346	11,985	16,528	22,634	39,162	14.8	17.8	16.4
35-39	1,313	1,673	2,986	6,678	7,893	14,571	4,571	4,744	9,316	12,562	14,310	26,872	11.2	11.3	11.3
40-44	731	2,531	3,261	4,558	3,718	8,276	3,048	4,860	7,909	8,337	11,109	19,446	7.5	8.7	8.1
45-49	1,612	-	1,612	2,297	4,966	7,263	2,898	2,889	5,787	6,808	7,855	14,662	6.1	6.2	6.1
50-54	408	599	1,007	2,664	2,381	5,045	523	1,569	2,091	3,595	4,549	8,144	3.2	3.6	3.4
55-59	-	683	683	1,175	1,956	3,132	834	616	1,450	2,010	3,255	5,265	1.8	2.6	2.2
60-64	-	-	-	1,723	574	2,297	436	82	519	2,159	657	2,816	1.9	0.5	1.2
65-69	208	144	353	-	-	-	457	273	730	665	417	1,082	0.6	0.3	0.5
70-74	-	-	-	229	-	229	188	-	188	416	-	416	0.4	0.0	0.2
75+	-	-	-	-	-	-	333	-	333	333	-	333	0.3	0.0	0.1
Total	18,094	19,891	37,985	58,187	70,996	129,183	35,388	36,175	71,563	111,669	127,062	238,731	100.0	100.0	100.0

Table UN3: **Unemployment Rate by Marital Status and Sex, QMTS Q4 2020**

Marital status	Employed			Unemployed			Labour Force			Unemployment Rate			Q1_2020 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Married	85,139	70,925	156,064	6,766	10,569	17,335	91,905	81,494	173,399	7.4	13.0	10.0	8.9
Living Together	144,541	132,571	277,112	28,280	45,163	73,444	172,822	177,734	350,556	16.4	25.4	21.0	18.6
Separated	1,445	1,067	2,513	-	440	440	1,445	1,508	2,953	0.0	29.2	14.9	25.4
Divorced	2,886	6,718	9,603	1,067	1,037	2,104	3,952	7,755	11,708	27.0	13.4	18.0	6.8
Widowed	1,556	12,908	14,465	188	1,245	1,433	1,744	14,154	15,898	10.8	8.8	9.0	17.5
Never married	132,457	141,662	274,119	75,369	68,606	143,975	207,826	210,268	418,094	36.3	32.6	34.4	33.5
Total	368,024	365,851	733,875	111,669	127,062	238,731	479,693	492,913	972,606	23.3	25.8	24.5	23.2

Table UN4: **Currently Not Seeking Employment by Age Group and Sex, QMTS Q4 2020**

Age Group	Discouraged Job Seekers			Q4_2019 Total
	Male	Female	Total	
15-17	752	1,778	2,531	3186
18-19	3,761	1,646	5,407	4235
20-24	7,880	8,508	16,388	12801
25-29	4,275	8,451	12,726	11585
30-34	3,187	4,799	7,987	7383
35-39	3,534	3,911	7,445	7373
40-44	3,126	4,324	7,451	6378
45-49	2,613	1,549	4,161	4104
50-54	1,910	2,574	4,484	2143
55-59	1,272	1,422	2,694	3578
60-64	2,093	2,606	4,700	3733
65-69	1,322	1,811	3,133	1540
70-74	-	1,304	1,304	1181
75+	-	600	600	172
Total	35,725	45,283	81,008	69393

Table UN5: **Currently Not Seeking Employment by Reason, Strata and Sex, QMTS Q4 2020**

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	227	252	479	1,167	372	1,540	1,154	82	1,236	2,548	707	3,255
Awaiting recall from a precious search	249	492	741	1,459	2,183	3,642	1,469	2,943	4,412	3,176	5,618	8,795
Waiting for the season to start	-	208	208	795	1,596	2,390	2,718	820	3,537	3,512	2,623	6,136
Waiting to start new job or business	415	435	850	295	2,266	2,561	1,665	1,253	2,918	2,376	3,954	6,330
Tired of looking for jobs, no jobs in the area	707	427	1,134	6,013	8,372	14,385	9,194	9,387	18,581	15,914	18,186	34,100
No jobs matching skills, lacks experience	441	641	1,082	2,958	3,664	6,622	3,106	3,307	6,413	6,505	7,612	14,117
Considered too young/old by employers	-	539	539	1,101	2,748	3,848	593	3,297	3,890	1,694	6,583	8,277
Total	2,039	2,994	5,033	13,788	21,201	34,989	19,898	21,088	40,987	35,725	45,283	81,008

Table UN6: **Extended Unemployment Rate, QMTS Q4 2020**

Age Group	Extended Unemployed			Employed			Extended Labour Force			Extended Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	1,807	2,232	4,039	961	-	961	2,768	2,232	5,001	65.3	100.0	80.8
18-19	10,434	8,656	19,090	8,818	4,310	13,128	19,252	12,966	32,218	54.2	66.8	59.3
20-24	34,603	34,217	68,820	39,667	28,479	68,146	74,270	62,695	136,965	46.6	54.6	50.2
25-29	28,079	37,556	65,635	58,251	56,819	115,069	86,329	94,375	180,704	32.5	39.8	36.3
30-34	19,716	27,433	47,149	61,562	58,485	120,047	81,278	85,917	167,195	24.3	31.9	28.2
35-39	16,096	18,221	34,317	59,487	64,228	123,715	75,583	82,449	158,032	21.3	22.1	21.7
40-44	11,463	15,433	26,896	43,026	53,611	96,637	54,489	69,044	123,533	21.0	22.4	21.8
45-49	9,421	9,403	18,824	36,438	37,411	73,849	45,859	46,814	92,673	20.5	20.1	20.3
50-54	5,504	7,123	12,627	30,118	28,660	58,778	35,622	35,783	71,405	15.5	19.9	17.7
55-59	3,281	4,677	7,959	16,050	18,711	34,761	19,331	23,389	42,720	17.0	20.0	18.6
60-64	4,253	3,263	7,516	5,490	10,040	15,530	9,743	13,303	23,046	43.6	24.5	32.6
65-69	1,987	2,228	4,215	3,625	3,789	7,413	5,612	6,017	11,628	35.4	37.0	36.2
70-74	416	1,304	1,720	2,009	949	2,958	2,425	2,253	4,678	17.2	57.9	36.8
75+	333	600	934	2,523	359	2,882	2,857	959	3,816	11.7	62.6	24.5
Total	147,394	172,346	319,740	368,024	365,851	733,875	515,418	538,196	1,053,615	28.6	32.0	30.3

Table UN7: Currently Unemployed by education Level and Sex, QMTS Q4 2020

Highest Educational Level	Total Unemployed			Percentage (%)	
	Male	Female	Total	Q4_2020	Q3_2019
Never Attended	6145	3253	9398	3.9	4.0
Primary	12887	13731	26619	11.2	15
Secondary	68746	77447	146193	61.2	58.7
Non-formal	247	310	557	0.2	0.6
Apprentice	226	0	226	0.1	0.5
Brigade	2939	1462	4401	1.8	3.3
Technical/Vocational	4633	5897	10531	4.4	3.7
Educational College	4253	8592	12845	5.4	4.1
Institute of Health Sciences	274	289	563	0.2	0.2
University	11320	16080	27400	11.5	9.8
Total	111669	127062	238731	100.0	100.0

Table UN8: Currently Unemployed by education Level, Strata and Sex, QMTS Q4 2020

Education Level	Cities and Towns			Urban Villages			Rural Areas			Total Unemployed		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Never Attended	165	249	413	2,705	1,786	4,491	3,276	1,218	4,494	6,145	3,253	9,398
Primary	1,829	1,108	2,937	6,150	6,883	13,033	4,909	5,740	10,649	12,887	13,731	26,619
Secondary	10,132	10,812	20,944	37,378	41,846	79,225	21,235	24,789	46,024	68,746	77,447	146,193
Non-formal	-	-	-	-	310	310	247	-	247	247	310	557
Apprentice	226	-	226	-	-	-	-	-	-	226	-	226
Brigade	16	-	16	1,295	1,196	2,491	1,628	266	1,894	2,939	1,462	4,401
Technical/Vocational	461	515	976	3,145	3,810	6,954	1,028	1,573	2,600	4,633	5,897	10,531
Educational College	1,227	2,400	3,627	1,869	5,706	7,575	1,156	487	1,643	4,253	8,592	12,845
Institute of Health Sciences	274	-	274	-	289	289	-	-	-	274	289	563
University	3,765	4,808	8,572	5,646	9,169	14,815	1,909	2,103	4,012	11,320	16,080	27,400
Total	18,094	19,891	37,985	58,187	70,996	129,183	35,388	36,175	71,563	111,669	127,062	238,731
Percentage Distribution												
Never Attended	0.9	1.3	1.1	4.6	2.5	3.5	9.3	3.4	6.3	5.5	2.6	3.9
Primary	10.1	5.6	7.7	10.6	9.7	10.1	13.9	15.9	14.9	11.5	10.8	11.2
Secondary	56	54.4	55.1	64.2	58.9	61.3	60	68.5	64.3	61.6	61	61.2
Non-formal	-	-	-	-	0.4	0.2	0.7	-	0.3	0.2	0.2	0.2
Apprentice	1.2	-	0.6	-	-	-	-	-	-	0.2	-	0.1
Brigade	0.1	-	0	2.2	1.7	1.9	4.6	0.7	2.6	2.6	1.2	1.8
Technical/Vocational	2.5	2.6	2.6	5.4	5.4	5.4	2.9	4.3	3.6	4.1	4.6	4.4
Educational College	6.8	12.1	9.5	3.2	8	5.9	3.3	1.3	2.3	3.8	6.8	5.4
Institute of Health Sciences	1.5	-	0.7	-	0.4	0.2	-	-	-	0.2	0.2	0.2
University	20.8	24.2	22.6	9.7	12.9	11.5	5.4	5.8	5.6	10.1	12.7	11.5
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 Q4 2020**

Training type	Total Unemployed			Percentage Distribution		
	Male	Female	Total	Male	Female	Total
No training	86,415	94,741	181,156	77.4	74.6	75.9
Basic General Programs, Pre-primary	-	1,517	1,517	0.0	1.2	0.6
Primary Teachers Training Programs	-	233	233	0.0	0.2	0.1
Educational Research and Other Education Science Programs NEC	-	269	269	0.0	0.2	0.1
Fine Arts: Drawing, Painting and Sculpture Subjects	214	-	214	0.2	0.0	0.1
Performing Arts: Music, Drama, Dance and Circus	-	212	212	0.0	0.2	0.1
Graphic and Audio-Visual Arts: Photography, Music Production, Religion and Theology	700	261	961	0.6	0.2	0.4
Other Humanities: Interpretation and Translation	212	-	212	0.2	0.0	0.1
Other Humanities Programs NEC	-	85	85	0.0	0.1	0.0
Community Development Programs; Social Welfare/Social Work Programs	-	249	249	0.0	0.2	0.1
Economics and Economic History Programs	-	432	432	0.0	0.3	0.2
Political Science and Sociology Programs	-	318	318	0.0	0.3	0.1
Psychology Programs	249	208	458	0.2	0.2	0.2
Journalism Courses	-	224	224	0.0	0.2	0.1
Radio/Broadcasting Programs	-	614	614	0.0	0.5	0.3
Film Making Programs	278	-	278	0.2	0.0	0.1
Public Relations Programs	-	218	218	0.0	0.2	0.1
Real Estate Programs	-	620	620	0.0	0.5	0.3
Finance and Banking Programs;	411	297	708	0.4	0.2	0.3
Accounting, Auditing and Bookkeeping Programs	291	471	761	0.3	0.4	0.3
Management and Public Administration Programs, Secretarial and Office Work Programs.	897	3,023	3,920	0.8	2.4	1.6
Insurance and Investment Analysis Programs	-	286	286	0.0	0.2	0.1
Personnel Administration Programs;	326	2,686	3,011	0.3	2.1	1.3
Business\Commercial Administration Programs	303	184	487	0.3	0.1	0.2
Materials Management Courses	-	852	852	0.0	0.7	0.4
Other Business and Administration Programs NEC	1,647	3,760	5,407	1.5	3.0	2.3
Law (General, International, Labour, Maritime Law e.t.c) Programs	-	530	530	0.0	0.4	0.2
Other Allied Sciences, excluding Clinical and Veterinary Sciences Programs NEC	-	748	748	0.0	0.6	0.3
Geology and Geophysics Programs	-	221	221	0.0	0.2	0.1
Mathematics and Numerical Analysis Programs	885	114	999	0.8	0.1	0.4
Computer Programming Programs	208	197	405	0.2	0.2	0.2
Networks and Website Development Programs	250	-	250	0.2	0.0	0.1
Other Computing Programs NEC	194	289	483	0.2	0.2	0.2
Mining and Metallurgy Programs	-	1,355	1,355	0.0	1.1	0.6
Electrical Engineering Programs	913	3,895	4,807	0.8	3.1	2.0
Electronics and Telecommunications (Radio and Computer) Programs	662	-	662	0.6	0.0	0.3
Vehicle Maintenance Programs	664	-	664	0.6	0.0	0.3
Other Engineering and Engineering Trades NEC	-	122	122	0.0	0.1	0.1
Food and Drink Processing Programs	441	-	441	0.4	0.0	0.2
Textiles and Clothes Programs (Tailoring, Textile Trades, Pattern Making etc)	347	-	347	0.3	0.0	0.1
Chemicals Programs	226	-	226	0.2	0.0	0.1
	-	1,315	1,315	0.0	1.0	0.6
	278	-	278	0.2	0.0	0.1

Table UN9 Cont'd: **Currently Unemployed by Subject of Training and Sex, QMTS Q4 2020**

Training type	Total Unemployed			Percentage Distribution		
	Male	Female	Total	Male	Female	Total
Mining and Extraction Programs	194	-	194	0.2	0.0	0.1
Other Manufacturing and Processing Programs NEC	208	228	436	0.2	0.2	0.2
Machine Tool Repair/Fitting	402	-	402	0.4	0.0	0.2
Welding and Fabrication Programs	1,070	-	1,070	1.0	0.0	0.4
Refrigeration and Air Conditioning Training Programs	233	-	233	0.2	0.0	0.1
Motor Mechanics Programs	1,408	-	1,408	1.3	0.0	0.6
Other Industrial Programs NEC	260	-	260	0.2	0.0	0.1
Building and Construction (Valuation) Programs	548	-	548	0.5	0.0	0.2
Civil Engineering Programs	387	-	387	0.3	0.0	0.2
Other Architecture and Building Programs NEC (eg Building Economics, Valuation e	441	-	441	0.4	0.0	0.2
Painting/Songwriting Programs	193	-	193	0.2	0.0	0.1
Carpentry/Joinery Programs	1,031	162	1,193	0.9	0.1	0.5
Masonry and Bricklaying Programs	1,934	-	1,934	1.7	0.0	0.8
Plumbing	1,159	-	1,159	1.0	0.0	0.5
Electrical Programs	314	-	314	0.3	0.0	0.1
Other Building and Construction Trades Programs NEC	-	165	165	0.0	0.1	0.1
Agricultural Engineering Programs	595	-	595	0.5	0.0	0.2
Food Research Programs	-	226	226	0.0	0.2	0.1
Paramedical Training Programs	-	428	428	0.0	0.3	0.2
Public Health Services, Hygiene Programs and Sanitation Programs	350	445	795	0.3	0.4	0.3
Pharmacy and Pharmacology Programs	208	191	399	0.2	0.2	0.2
Other Dental Assisting, Dental Hygienist; Dental Laboratory Technician, Odontology	66	-	66	0.1	0.0	0.0
Laboratory Technician (Medical) Programs	167	190	357	0.1	0.1	0.1
Physiology Programs	-	160	160	0.0	0.1	0.1
Basic Nursing Programs	-	289	289	0.0	0.2	0.1
Other Health Programs NEC	209	322	531	0.2	0.3	0.2
Counseling Programs	504	410	913	0.5	0.3	0.4
Hotel and Catering Programs	377	1,128	1,505	0.3	0.9	0.6
Travel and Tourism Programs	1,070	1,626	2,696	1.0	1.3	1.1
Road Motor Vehicle Operations Programs (Including Driving Skills)	794	-	794	0.7	0.0	0.3
Telecommunications Operations Programs	152	-	152	0.1	0.0	0.1
Labour Protection and Security Programs	384	548	932	0.3	0.4	0.4
Total	111,669	127,062	238,731	100.0	100.0	100.0

Table UN10: Current Unemployment Rate by District and Sex, QMTS Q4 2020

District	Unemployed			Employed			Labour Force			Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Borolong	3.354	7.506	10.86	10.76	12.188	22.949	14.114	19.695	33.809	23.8	38.1	32.1
Central Bobonong	3.406	3.118	6.524	8.987	12.193	21.18	12.393	15.312	27.704	27.5	20.4	23.5
Central Boteti	2.073	4.954	7.027	14.213	15.633	29.846	16.286	20.587	36.873	12.7	24.1	19.1
Central Mahalapye	4.553	5.807	10.359	15.426	11.547	26.973	19.979	17.354	37.333	22.8	33.5	27.7
Central Tutume	15.402	13.795	29.197	16.5	23.794	40.295	31.902	37.59	69.492	48.3	36.7	42.0
Chobe	1.752	2.714	4.466	6.514	5.834	12.347	8.265	8.548	16.813	21.2	31.8	26.6
Francistown	4.575	4.96	9.535	21.045	21.168	42.213	25.62	26.128	51.748	17.9	19.0	18.4
Gaborone	9.944	9.417	19.361	56.827	49.274	106.1	66.77	58.69	125.461	14.9	16.0	15.4
Ghanzi	756	1.588	2.344	6.495	5.583	12.078	7.251	7.171	14.422	10.4	22.1	16.3
Jwaneng	165	712	877	5.044	4.075	9.119	5.209	4.787	9.996	3.2	14.9	8.8
Kgalagadi North	478	816	1.294	2.816	3.73	6.546	3.294	4.546	7.84	14.5	17.9	16.5
Kgalagadi South	585	408	994	3.067	3.706	6.773	3.652	4.114	7.767	16.0	9.9	12.8
Kgatlang	6.291	5.452	11.743	24.064	22.553	46.616	30.354	28.005	58.359	20.7	19.5	20.1
Kweneng East	15.333	21.193	36.526	55.689	51.699	107.388	71.022	72.892	143.914	21.6	29.1	25.4
Kweneng West	5.872	2.731	8.603	10.459	9.791	20.25	16.331	12.521	28.853	36.0	21.8	29.8
Lobatse	1.094	2.283	3.377	5.642	4.957	10.599	6.736	7.24	13.976	16.2	31.5	24.2
Ngami East	3.438	2.519	5.957	11.966	15.685	27.651	15.404	18.203	33.607	22.3	13.8	17.7
Ngamiland West	3.74	4.925	8.665	8.788	10.421	19.208	12.528	15.346	27.874	29.9	32.1	31.1
Ngwaketse South	9.559	9.629	19.188	10.181	11.81	21.991	19.739	21.439	41.178	48.4	44.9	46.6
Ngwaketse West	415	871	1.286	2.945	2.002	4.947	3.36	2.873	6.233	12.4	30.3	20.6
North East	2.122	1.572	3.694	7.669	9.344	17.013	9.791	10.916	20.707	21.7	14.4	17.8
Orapa	340	137	477	3.223	1.166	4.389	3.563	1.303	4.866	9.5	10.5	9.8
Selibe Phikwe	1.961	2.333	4.294	4.515	5.859	10.374	6.475	8.192	14.668	30.3	28.5	29.3
Serowe Palapye	10.38	12.51	22.89	19.834	24.033	43.868	30.214	36.544	66.758	34.4	34.2	34.3
South East	4.068	5.062	9.129	34.525	27.148	61.673	38.593	32.209	70.802	10.5	15.7	12.9
Sowa	16	49	65	830	659	1.489	846	708	1.554	1.9	6.9	4.2
Total	111.669	127.062	238.731	368.024	365.851	733.875	479.693	492.913	972.606	23.3	25.8	24.5

UNDER EMPLOYED TABLES

Table UNDE1: **Currently Underemployed by Industry and Sex, QMTS Q4 2020**

Industry	Total Underemployed			Percentage		
	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	602	753	1,355	6.1	1.8	2.6
Mining and Quarrying	356	-	356	3.6	-	0.7
Manufacturing	687	-	687	7.0	-	1.3
Water Supply & Waste Management	-	197	197	-	0.5	0.4
Wholesale, Retail & Repair of Motor Vehicles	642	533	1,175	6.5	1.3	2.3
Transport & Storage	560	-	560	5.7	-	1.1
Accommodation and Food Service Activities	276	1,038	1,314	2.8	2.5	2.5
Administrative and Support Service Activities	124	408	531	1.3	1.0	1.0
Public Administration	5,763	26,897	32,660	58.3	63.8	62.8
Education	673	8,615	9,288	6.8	20.4	17.8
Human Health and Social Work Activities	-	2,111	2,111	-	5.0	4.1
Households as Employers	-	1,610	1,610	-	3.8	3.1
Activities of Extraterritorial organizations	198	-	198	2.0	-	0.4
Total	9,880	42,162	52,043	100.0	100.0	100.0

Table UNDE2: **Currently Underemployed by Occupation and Sex, QMTS Q4 2020**

Occupation	Total			% Total	Proportion (%)		
	Male	Female	Total		Male	Female	Total
Managers	-	201	201	0.4	-	100.0	100.0
Professionals	326	219	545	1.0	59.8	40.2	100.0
Technicians and Associate Professionals	-	1,297	1,297	2.5	-	100.0	100.0
Clerical Support Services	676	2,327	3,003	5.8	22.5	77.5	100.0
Service/Sales Workers	2,034	8,572	10,605	20.4	19.2	80.8	100.0
Craft and Related Trades Workers	182	-	182	0.3	100.0	-	100.0
Plant & Machine Operators	224	-	224	0.4	100.0	-	100.0
Elementary Occupations	6,439	29,546	35,985	69.1	17.9	82.1	100.0
Total	9,880	42,162	52,043	100.0	19.0	81.0	100.0

Table UNDE3a: **Currently Underemployed by Sector, Sex and Employment Status, QMTS Q4 2020**

Sector	In his/her own business activity	In a business operated by a household or family member	As an employee for someone else	As an apprentice, intern/tirelo sechaba	Total
Central Government	-	-	2,657	6428	9,086
Local Government	-	-	1,898	371	2,269
Parastatal Sector	-	-	555	-	555
Private Sector	-	-	4,838	-	4,838
Non-Gov. Organization	-	-	490	-	490
Private Household	-	-	2,228	-	2,228
Ipelegeng	-	-	31,909	-	31,909
Self-Employment	217	451	0	-	668
Total	217	451	44,576	6,799	52,043
Male					
Central Government	-	-	286	265	551
Local Government	-	-	455	-	455
Parastatal Sector	-	-	336	-	336
Private Sector	-	-	2,167	-	2,167
Non Gov. Organization	-	-	198	-	198
Private Household	-	-	618	-	618
Ipelegeng	-	-	5,104	-	5,104
Self-Employment	-	451	-	-	451
Total	-	451	9,164	265	9,880
Female					
Central Government	-	-	2,371	6,163	8,534
Local Government	-	-	1,443	371	1,814
Parastatal Sector	-	-	219	-	219
Private Sector	-	-	2,671	-	2,671
Non Gov. Organization	-	-	293	-	293
Private Household	-	-	1,610	-	1,610
Ipelegeng	-	-	26,805	-	26,805
Self-Employment	217	-	0	-	217
Total	217	-	35,411	6,534	42,162

Table UNDE3b: **Percentage of Currently Underemployed by Employment Status, Sector and Sex, QMTS Q4 2020**

Sector	In his/her own business activity	In a business operated by a household or family member	As an employee for someone else	As an apprentice, intern/tirelo sechaba	Total
Central Government	-	-	6.0	94.8	17.9
Local Government	-	-	4.3	5.2	4.3
Parastatal Sector	-	-	1.2	-	1.1
Private Sector	-	-	10.9	-	9.2
Non Gov. Organization	-	-	1.1	-	0.9
Private Household	-	-	5.0	-	4.3
Ipelegeng	-	-	71.6	-	61.0
Self-Employment	100.0	100.0	-	-	1.3
Total	100.0	100.0	100.0	100.0	100.0
Male					
Central Government	-	-	0.6	7.7	1.6
Local Government	-	-	1.0	-	0.9
Parastatal Sector	-	-	0.8	-	0.6
Private Sector	-	-	4.9	-	4.1
Non Gov. Organization	-	-	0.4	-	0.4
Private Household	-	-	1.4	-	1.2
Ipelegeng	-	-	11.5	-	9.8
Self-Employment	-	100.0	-	-	0.9
Total	-	100.0	20.6	7.7	19.4
Female					
Central Government	-	-	5.3	87.1	16.3
Local Government	-	-	3.2	5.2	3.5
Parastatal Sector	-	-	0.5	-	0.4
Private Sector	-	-	6.0	-	5.1
Non Gov. Organization	-	-	0.7	-	0.6
Private Household	-	-	3.6	-	3.1
Ipelegeng	-	-	60.1	-	51.2
Self-Employment	100.0	-	-	-	0.4
Total	100.0	-	79.4	92.3	80.6

Table UNDE4a: **Currently Underemployed by Age Group and Employment Status, QMTS Q4 2020**

Age Group	In his/her own business activity	In a business operated by a household or family member	As an employee for someone else	As an apprentice, intern/tirelo sechaba	Total
15-17	-	-	-	-	-
18-19	-	226	817	97	1,139
20-24	-	226	3,841	1,608	5,675
25-29	-	-	8,702	4,962	13,664
30-34	-	-	5,942	133	6,074
35-39	217	-	6,381	-	6,598
40-44	-	-	4,476	-	4,476
45-49	-	-	4,436	-	4,436
50-54	-	-	4,824	-	4,824
55-59	-	-	2,761	-	2,761
60-64	-	-	1,242	-	1,242
65-69	-	-	1,009	-	1,009
70-74	-	-	146	-	146
75+	-	-	-	-	-
Total	217	451	44,576	6,799	52,043

Table UNDE4b: **Percentage of Currently Underemployed by Age Group and Employment Status, QMTS Q4 2020**

Age Group	In his/her own business activity	In a business operated by a household or family member	As an employee for someone else	As an apprentice, intern/tirelo sechaba	Total
15-17	-	-	-	-	-
18-19	-	50.1	1.8	1.4	2.2
20-24	-	50.1	8.6	26.7	11.4
25-29	-	-	19.5	70.1	26.1
30-34	-	-	13.3	1.9	11.6
35-39	100.0	-	14.3	-	12.6
40-44	-	-	10.0	-	8.6
45-49	-	-	10.0	-	8.5
50-54	-	-	10.8	-	9.2
55-59	-	-	6.2	-	5.3
60-64	-	-	2.8	-	2.4
65-69	-	-	2.3	-	1.9
70-74	-	-	0.3	-	0.3
75+	-	-	-	-	-
Total	100.0	100.0	100.0	100.0	100.0

Table UNDE5a: **Currently Underemployed by Sector, Strata and Employment Status, QMTS Q4 2020**

Sector	In his/her own business activity	In a business operated by a household or family member	As an employee for someone else	As an apprentice, intern/tirelo sechaba	Total
Central Government	-	-	2,657	6,428	9,086
Local Government	-	-	1,898	371	2,269
Parastatal Sector	-	-	555	-	555
Private Sector	-	-	4,838	-	4,838
Non-Gov. Organization	-	-	490	-	490
Private Household	-	-	2,228	-	2,228
Ipelegeng	-	-	31,909	-	31,909
Self-Employment	217	451	-	-	668
Total	217	451	44,576	6,799	52,043
Cities and Towns					
Central Government	-	-	-	1,177	1,177
Local Government	-	-	603	-	603
Parastatal Sector	-	-	336	-	336
Private Sector	-	-	1,688	-	1,688
Private Household	-	-	16	-	16
Ipelegeng	-	-	2,708	-	2,708
Self-Employment	-	451	-	-	451
Total	-	451	5,351	1,177	6,979
Urban Villages					
Central Government	-	-	1,015	3,822	4,837
Local Government	-	-	269	35	305
Parastatal Sector	-	-	219	-	219
Private Sector	-	-	1,814	-	1,814
Non-Gov. Organization	-	-	416	-	416
Private Household	-	-	477	-	477
Ipelegeng	-	-	8,460	-	8,460
Self-Employment	217	-	-	-	217
Total	217	-	12,671	3,857	16,745
Rural Areas					
Central Government	-	-	1,642	1,429	3,072
Local Government	-	-	1,026	336	1,361
Parastatal Sector	-	-	-	-	-
Private Sector	-	-	1,336	-	1,336
Non-Gov. Organization	-	-	74	-	74
Private Household	-	-	1,735	-	1,735
Ipelegeng	-	-	20,740	-	20,740
Total	-	-	26,554	1,765	28,318

Table UNDE5b: **Percentage of Currently Underemployed by Strata, Sector and Employment Status, QMTS Q4 2020**

Sector	In his/ her own business activity	In a business operated by a household or family member	As an employee for someone else	As an apprentice, intern/ tirolo sechaba	Total
Central Government	-	-	6.0	94.8	17.9
Local Government	-	-	4.3	5.2	4.3
Parastatal Sector	-	-	1.2	-	1.1
Private Sector	-	-	10.9	-	9.2
Non-Gov. Organization	-	-	1.1	-	0.9
Private Household	-	-	5.0	-	4.3
Ipelegeng	-	-	71.6	-	61.0
Self-Employment	100.0	100.0	-	-	1.3
Total	100.0	100.0	100.0	100.0	100.0
Cities and Towns					
Central Government	-	-	-	20.6	2.8
Local Government	-	-	1.4	-	1.2
Parastatal Sector	-	-	0.8	-	0.6
Private Sector	-	-	3.8	-	3.2
Non Gov. Organization	-	-	-	-	-
Private Household	-	-	0.0	-	0.0
Ipelegeng	-	-	6.1	-	5.2
Self-Employment	-	100.0	-	-	0.9
Total	-	100.0	12	20.6	13.9
Urban Villages					
Central Government	-	-	2.3	54	9.2
Local Government	-	-	0.6	0.5	0.6
Parastatal Sector	-	-	0.5	-	0.4
Private Sector	-	-	4.1	-	3.5
Non Gov. Organization	-	-	0.9	-	0.8
Private Household	-	-	1.1	-	0.9
Ipelegeng	-	-	19.0	-	16.2
Self-Employment	100.0	-	-	-	0.4
Total	100.0	-	28.4	54.5	32.0
Rural Areas					
Central Government	-	-	3.7	20.2	5.9
Local Government	-	-	2.3	4.7	2.6
Parastatal Sector	-	-	-	-	-
Private Sector	-	-	3.0	-	2.6
Non Gov. Organization	-	-	0.2	-	0.1
Private Household	-	-	3.9	-	3.3
Ipelegeng	-	-	46.5	-	39.6
Self-Employment	-	-	-	-	-
Total	-	-	59.6	24.9	54.1

Table UNDE6a: **Currently Underemployed by Actual Hours Worked, Sector and Sex, QMTS Q4 2020**

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	-	226	182	-	407
7-9	217	226	741	-	1,183
10-14	-	-	422	-	422
15-19	-	-	1,914	-	1,914
20-24	-	-	12,224	193	12,418
25-29	-	-	13,341	2,246	15,588
30-34	-	-	15,751	4,360	20,110
Total	217	451	44,576	6,799	52,043
Male					
1-6	-	226	-	-	226
7-9	-	226	204	-	429
10-14	-	-	422	-	422
15-19	-	-	124	-	124
20-24	-	-	3,550	-	3,550
25-29	-	-	2,165	-	2,165
30-34	-	-	2,700	265	2,965
Total	-	451	9,164	265	9,880
Female					
1-6	-	-	182	-	182
7-9	217	-	538	-	754
10-14	-	-	-	-	-
15-19	-	-	1,791	-	1,791
20-24	-	-	8,675	193	8,868
25-29	-	-	11,176	2,246	13,423
30-34	-	-	13,050	4,095	17,145
Total	217	-	35,411	6,534	42,162

Table UNDE6b: **Percentage of Currently Underemployed by Actual Hours Worked, Sector and Sex, QMTS Q4 2020**

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	-	50.1	0.4	-	0.8
7-9	100.0	50.1	1.7	-	2.3
10-14	-	-	0.9	-	0.8
15-19	-	-	4.3	-	3.7
20-24	-	-	27.4	2.7	23.7
25-29	-	-	29.9	31.7	29.8
30-34	-	-	35.3	65.5	39
Total	100.0	100.0	100.0	100.0	100.0
Male					
1-6	-	50.1	-	-	0.4
7-9	-	50.1	0.5	-	0.8
10-14	-	-	0.9	-	0.8
15-19	-	-	0.3	-	0.2
20-24	-	-	8.0	-	6.8
25-29	-	-	4.9	-	4.1
30-34	-	-	6.1	7.7	6.2
Total	-	100.0	20.6	7.7	19.4
Female					
1-6	-	-	0.4	-	0.3
7-9	100.0	-	1.2	-	1.4
10-14	-	-	-	-	-
15-19	-	-	4.0	-	3.4
20-24	-	-	19.5	2.7	16.9
25-29	-	-	25.1	31.7	25.7
30-34	-	-	29.3	57.8	32.8
Total	100.0	-	79.4	92.3	80.6

Table UNDE7a: **Currently Underemployed by Age Group and Educational Level, QMTS Q4 2020**

Age	Primary	Secondary	Non-formal	Brigade	Technical/ Vocational	Educational College	Institute of Health Sciences	University	Never attended	Total
15-17	-	-	-	-	-	-	-	-	-	-
18-19	-	1,139	-	-	-	-	-	-	-	1,139
20-24	267	5,161	-	247	-	-	-	-	-	5,675
25-29	1,480	8,989	-	456	829	645	515	749	-	13,664
30-34	888	3,481	-	212	207	811	269	206	-	6,074
35-39	360	5,505	-	-	114	400	-	219	-	6,598
40-44	1,061	2,899	-	64	-	-	-	-	453	4,476
45-49	1,634	1,920	-	384	218	279	-	-	-	4,436
50-54	2,902	1,485	58	-	182	-	-	-	198	4,824
55-59	1,722	-	235	-	-	-	-	-	804	2,761
60-64	314	235	56	-	-	-	-	-	637	1,242
65-69	717	-	-	-	-	-	-	-	292	1,009
70-74	-	-	-	-	-	-	-	-	146	146
75+	-	-	-	-	-	-	-	-	-	-
Total	11,344	30,814	348	1,362	1,550	2,135	784	1,175	2,530	52,043
Percentage	21.8	59.2	0.7	2.6	3.0	4.1	1.5	2.3	4.9	100.0

Table UNDE7b: **Percentage of Currently Underemployed by Age Group and Educational Level, QMTS Q4 2020**

Age	Primary	Secondary	Non-formal	Brigade	Technical/ Vocational	Educational College	Institute of Health Sciences	University	Never attended	Total
15-17	-	-	-	-	-	-	-	-	-	-
18-19	-	3.7	-	-	-	-	-	-	-	2.2
20-24	2.4	17.5	-	18.1	-	-	-	-	-	11.4
25-29	13	28.9	-	33.5	53.5	30.2	65.7	63.7	-	26.1
30-34	7.8	11.2	-	15.6	13.4	38	34.3	17.5	-	11.6
35-39	3.2	17.7	-	-	7.4	18.7	-	18.6	-	12.6
40-44	9.4	9.3	-	4.7	-	-	-	-	17.9	8.6
45-49	14.4	6.2	-	28.2	14.1	13.1	-	-	-	8.5
50-54	25.6	4.8	16.7	-	11.7	-	-	-	7.8	9.2
55-59	15.2	-	67.5	-	-	-	-	-	31.8	5.3
60-64	2.8	0.8	16.1	-	-	-	-	-	25.2	2.4
65-69	6.3	-	-	-	-	-	-	-	11.5	1.9
70-74	-	-	-	-	-	-	-	-	5.8	0.3
75+	-	-	-	-	-	-	-	-	-	-
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

DISABILITY IN LABOUR FORCE

Table DA1: Labour force of population with disability, QMTS Q4 2020

Age Group	Employed persons			Unemployed Persons			Labour Force - Disability			Unemployment Rate (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	-	-	-	71	-	71	71	-	71	100.0	-	100.0
18-19	-	-	-	236	151	387	236	151	387	61.1	100.0	100.0
20-24	-	-	-	-	227	227	-	227	227	-	100.0	100.0
25-29	222	986	1,208	-	-	-	222	986	1,208	-	-	-
30-34	-	504	504	-	-	-	-	504	504	-	-	-
35-39	448	226	674	-	-	-	448	226	674	-	-	-
40-44	205	421	625	-	440	440	205	861	1,065	-	51.1	41.3
45-49	-	469	469	233	200	433	233	669	902	53.7	29.9	48.0
50-54	174	740	914	-	705	705	174	1,445	1,619	-	48.8	43.5
55-59	466	142	608	-	-	-	466	142	608	-	-	-
60-64	-	360	360	389	-	389	389	360	749	100.0	-	51.9
65-69	-	-	-	-	-	-	-	-	-	-	-	-
70-74	142	-	142	-	-	-	142	-	142	-	-	-
75 years & Above	392	102	494	-	-	-	392	102	494	-	-	-
Total	2,049	3,948	5,997	928	1,723	2,652	2,977	5,671	8,649	35.0	30.4	30.7

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

Education Level	Employed			Unemployed			Labour force - disability		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Never Attended School	539	-	539	-	-	-	539	-	539
Primary	372	1,336	1,708	389	705	1,094	761	2,041	2,802
Secondary	602	1,333	1,935	307	1,018	1,325	909	2,351	3,260
Non-formal	294	-	294	-	-	-	294	-	294
Apprentice	-	-	-	-	-	-	-	-	-
Brigade	-	249	249	-	-	-	-	249	249
Technical/Vocational	69	351	420	233	-	233	302	351	653
Educational College	-	678	678	-	-	-	-	678	678
Institute of Health Sciences	-	-	-	-	-	-	-	-	-
University	174	-	174	-	-	-	174	-	174
Total	2,049	3,948	5,997	928	1,723	2,652	2,977	5,671	8,649

Percentages (%)

Never Attended School	26.3	-	9.0	-	-	-	18.1	-	6.2
Primary	18.2	33.8	28.5	41.9	40.9	41.3	25.6	36.0	32.4
Secondary	29.4	33.8	32.3	33.0	59.1	50.0	30.5	41.5	37.7
Non-formal	14.3	-	4.9	-	-	-	9.9	-	3.4
Apprentice	-	-	-	-	-	-	-	-	-
Brigade	-	6.3	4.2	-	-	-	-	4.4	2.9
Technical/Vocational	3.4	8.9	7.0	25.0	-	8.8	10.1	6.2	7.5
Educational College	-	17.2	11.3	-	-	-	-	12.0	7.8
Institute of Health Sciences	-	-	-	-	-	-	-	-	-
University	8.5	-	2.9	-	-	-	5.8	-	2.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table DA3: **Employed and Unemployed Population (15 Years & above) with Disability by Strata & Sex, QMTS Q4 2020**

Strata	Employed Persons			Unemployed Persons			Labour force - disability		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Cities and Towns	299	1,894	2,193	-	227	227	299	2,121	2,420
Urban Villages	364	805	1,169	622	856	1,477	986	1,661	2,646
Rural Areas	1,386	1,249	2,636	307	641	947	1,693	1,890	3,583
Total	2,049	3,948	5,997	928	1,723	2,652	2,977	5,671	8,649
Percentages (%)									
Cities and Towns	14.6	48.0	36.6	-	13.2	8.6	10.0	37.4	28.0
Urban Villages	17.8	20.4	19.5	67.0	49.6	55.7	33.1	29.3	30.6
Rural Areas	67.6	31.6	44.0	33.0	37.2	35.7	56.9	33.3	41.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table DA4: **Employed & Unemployed Population with Disability (15 years & above) by Marital Status & Sex, QMTS Q4 2020**

Marital Status	Employed			Unemployed			Labour Force		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Married	853	800	1,653	-	-	-	853	800	1,653
Living Together	-	524	524	389	668	1,057	389	1,192	1,581
Separated	236	-	236	-	-	-	236	-	236
Divorced	-	-	-	-	-	-	-	-	-
Widowed	303	204	507	-	-	-	303	204	507
Never married	657	2,421	3,078	539	1,056	1,595	1,196	3,477	4,673
Total	2,049	3,948	5,997	928	1,723	2,652	2,977	5,671	8,649
Percentages (%)									
Married	41.6	20.3	27.6	-	-	-	28.7	14.1	19.1
Living Together	-	13.3	8.7	41.9	38.7	39.8	13.1	21.0	18.3
Separated	11.5	-	3.9	-	-	-	7.9	-	2.7
Divorced	-	-	-	-	-	-	-	-	-
Widowed	14.8	5.2	8.5	-	-	-	10.2	3.6	5.9
Never married	32.1	61.3	51.3	58.1	61.3	60.2	40.2	61.3	54.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

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

Occupation	QMTS Q4 2020					
	Counts			Percentages (%)		
	Male	Female	Total	Male	Female	Total
Managers	461	499	960	22.5	12.6	16.0
Professionals	0	0	0	-	-	-
Technicians and Associate Professionals	174	504	678	8.5	12.8	11.3
Clerical Support Services	0	712	712	-	18.0	11.9
Service/Sales Workers	230	724	954	11.2	18.3	15.9
Skilled Agric. Forestry and Fishery Workers	205	0	205	10.0	-	3.4
Craft and Related Trades Workers	380	227	607	18.5	5.7	10.1
Plant & Machine Operators	-	-	-	-	-	-
Elementary Occupations	600	1,281	1,882	29.3	32.4	31.4
Total	2,049	3,948	5,997	100.0	100.0	100.0
	QMTS Q1 2020					
Managers	411	1,260	1,671	9.5	31.6	20.1
Professionals	-	213	213	-	5.3	2.6
Technicians and Associate Professionals	837	456	1,293	19.3	11.4	15.6
Clerical Support Services	-	378	378	-	9.5	4.5
Service/Sales Workers	623	511	1,134	14.4	12.8	13.6
Skilled Agric. Forestry and Fishery Workers	280	-	280	6.5	-	3.4
Craft and Related Trades Workers	944	-	944	21.8	-	11.4
Plant & Machine Operators	367	-	367	8.5	-	4.4
Elementary Occupations	866	1,165	2,031	20	29.2	24.4
Total	4,328	3,983	8,310	100.0	100.0	100.0
	QMTS Q4 2019					
Managers	995	815	1,810	24.4	17.7	20.8
Professionals	-	90	90	-	2.0	1.0
Technicians and Associate Professionals	421	488	908	10.3	10.6	10.4
Clerical Support Services	-	178	178	-	3.9	2.0
Service/Sales Workers	689	433	1,122	16.9	9.4	12.9
Skilled Agric. Forestry and Fishery Workers	234	228	462	5.7	5.0	5.3
Craft and Related Trades Workers	513	540	1,053	12.6	11.7	12.1
Plant & Machine Operators	-	-	-	-	-	-
Elementary Occupations	1,233	1,834	3,067	30.2	39.8	35.3
Total	4,085	4,605	8,691	100.0	100.0	100.0

YOUTH LABOUR FORCE

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

Age Group	Total Youth			Q4_2019
	Male	Female	Total	Total
15-17	70.378	69.988	140.366	147.337
18-19	39.877	38.361	78.238	80.012
20-24	99.367	100.455	199.821	186.498
25-29	97.879	116.171	214.049	216.948
30-34	88.442	102.128	190.57	184.83
35	16.279	22.348	38.627	40.505
Total	412.222	449.450	861.672	856.131

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

Age Group	Employed Youth			Unemployed youth			Youth Labour Force Q4_2020			Q4_2019
	Male	Female	Total	male	female	Total	male	female	Total	Total
15-17	961	-	961	1.055	454	1.509	2.016	454	2.47	4.819
18-19	8.818	4.31	13.128	6.673	7.01	13.683	15.491	11.32	26.811	22.194
20-24	39.667	28.479	68.146	26.726	25.709	52.435	66.393	54.188	120.581	104.208
25-29	58.251	56.819	115.069	23.804	29.105	52.909	82.055	85.924	167.978	162.069
30-34	61.562	58.485	120.047	16.528	22.634	39.162	78.09	81.118	159.209	147.634
35	12.15	14.749	26.899	2.551	2.697	5.248	14.701	17.445	32.147	33.27
Total	181.409	162.841	344.250	77.337	87.608	164.945	258.746	250.449	509.195	474.193

Table YE2b: **Total Youth (15-35) Unemployment Rate by Age Group and Sex**

Age Group	Youth Unemployment Rate Q4_2020			Q1_2020	Q4_2019	Q3_2019
	male	female	Total	Total	Total	Total
15-17	52.3	100.0	61.1	82.1	74.1	55.5
18-19	43.1	61.9	51.0	46.2	47.5	44.1
20-24	40.3	47.4	43.5	41.2	34.7	32.1
25-29	29.0	33.9	31.5	27.9	28.8	24.9
30-34	21.2	27.9	24.6	24.2	22.1	21.4
35	17.4	15.5	16.3	15.6	20.7	20.0
Total	29.9	35.0	32.4	30.5	28.8	26.7

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

Education Level	Employed Youth			Unemployed Youth			Total Youth Labour Force			Youth Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Never Attended	2.068	2.57	4.639	1.002	705	1.707	3.07	3.275	6.345	32.6	21.5	26.9
Primary	14.404	4.404	18.808	4.692	2.675	7.367	19.095	7.08	26.175	24.6	37.8	28.1
Secondary	110.585	101.815	212.4	56.14	59.199	115.34	166.726	161.014	327.74	33.7	36.8	35.2
Non-formal	-	-	-	-	-	-	-	-	-	-	-	-
Apprentice	336	-	336	-	-	-	336	-	336	-	-	-
Brigade	7.526	3.213	10.739	994	1.104	2.099	8.52	4.317	12.838	11.7	25.6	16.3
Technical/Vocational	10.373	6.983	17.355	2.135	3.652	5.786	12.507	10.634	23.141	17.1	34.3	25.0
Educational College	13.265	16.481	29.745	3.863	7.282	11.145	17.128	23.762	40.89	22.6	30.6	27.3
Institute of Health Sciences	870	1.746	2.616	69	-	69	938	1.746	2.684	7.3	0.0	2.6
University	21.982	25.629	47.611	8.443	12.991	21.434	30.425	38.62	69.045	27.8	33.6	31.0
Total	181.409	162.841	344.250	77.337	87.608	164.945	258.746	250.449	509.195	29.9	35.0	32.4

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

Region	Employed Youth			Unemployed Youth			Total Youth Labour Force			Youth Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Cities and Towns	44.835	37.771	82.606	13.825	15.405	29.23	58.66	53.176	111.836	23.6	29.0	26.1
Urban Villages	85.128	83.888	169.016	39.73	50.631	90.361	124.858	134.519	259.377	31.8	37.6	34.8
Rural Areas	51.446	41.181	92.628	23.782	21.572	45.354	75.229	62.753	137.982	31.6	34.4	32.9
Total	181.409	162.841	344.250	77.337	87.608	164.945	258.746	250.449	509.195	29.9	35.0	32.4

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

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	4.75	4.927	9.677	2.172	3.982	6.154	6.922	8.909	15.831	31.4	44.7	38.9
Central Bobonong	4.184	5.421	9.605	2.047	1.5	3.547	6.231	6.92	13.152	32.9	21.7	27.0
Central Boteti	6.816	9.513	16.328	1.308	3.63	4.938	8.124	13.143	21.267	16.1	27.6	23.2
Central Mahalapye	6.763	4.354	11.117	1.764	3.831	5.595	8.527	8.185	16.712	20.7	46.8	33.5
Central Tutume	8.346	10.149	18.495	11.788	9.163	20.951	20.135	19.312	39.447	58.5	47.4	53.1
Chobe	4.634	3.395	8.029	733	1.356	2.089	5.367	4.751	10.118	13.7	28.5	20.6
Francistown	10.439	10.214	20.653	3.101	3.836	6.937	13.54	14.051	27.591	22.9	27.3	25.1
Gaborone	26.373	20.244	46.617	8.67	8.275	16.944	35.043	28.519	63.561	24.7	29.0	26.7
Ghanzi	4.264	2.918	7.182	478	1.339	1.817	4.742	4.257	8.999	10.1	31.5	20.2
Jwaneng	1.549	2.02	3.569	-	712	712	1.549	2.733	4.282	0.0	26.1	16.6
Kgalagadi North	1.332	2.026	3.358	275	492	767	1.607	2.518	4.125	17.1	19.6	18.6
Kgalagadi South	1.519	1.499	3.018	304	408	713	1.823	1.908	3.731	16.7	21.4	19.1
Kgatlang	15.289	11.693	26.982	5.044	3.023	8.067	20.333	14.716	35.048	24.8	20.5	23.0
Kweneng East	30.275	23.434	53.709	11.807	16.94	28.747	42.082	40.373	82.456	28.1	42.0	34.9
Kweneng West	4.106	2.532	6.637	3.048	1.243	4.291	7.153	3.775	10.928	42.6	32.9	39.3
Lobatse	2.912	2.127	5.039	470	1.128	1.598	3.382	3.255	6.637	13.9	34.6	24.1
Ngami East	5.299	8.387	13.686	2.683	1.934	4.617	7.982	10.322	18.304	33.6	18.7	25.2
Ngamiland West	2.739	4.796	7.535	1.432	3.776	5.209	4.172	8.572	12.744	34.3	44.1	40.9
Ngwaketse South	4.806	2.755	7.562	7.083	6.388	13.472	11.89	9.144	21.034	59.6	69.9	64.0
Ngwaketse West	1.369	1.172	2.541	415	693	1.108	1.784	1.865	3.649	23.3	37.1	30.4
North East	2.958	2.619	5.577	1.789	999	2.789	4.748	3.618	8.366	37.7	27.6	33.3
Orapa	1.303	617	1.92	343	-	343	1.646	617	2.263	20.8	0.0	15.2
Selibe Phikwe	2.091	2.33	4.421	1.241	1.438	2.679	3.332	3.769	7.101	37.2	38.2	37.7
Serowe Palapye	8.813	9.177	17.99	6.398	7.55	13.949	15.211	16.728	31.939	42.1	45.1	43.7
South East	18.312	14.303	32.615	2.943	3.954	6.897	21.254	18.257	39.511	13.8	21.7	17.5
Sowa	168	218	386	-	16	16	168	234	402	0.0	6.9	4.0
Total	181.409	162.841	344.250	77.337	87.608	164.945	258.746	250.449	509.195	29.9	35.0	32.4

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

Marital Status	Employed			Unemployed			Total Youth Labour Force			Youth Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Married	10.544	16.064	26.609	1.058	3.825	4.883	11.603	19.889	31.492	9.1	19.2	15.5
Living Together	77.212	78.981	156.194	13.4	31.855	45.256	90.613	110.836	201.449	14.8	28.7	22.5
Separated	-	219	219	-	-	-	-	219	219	-	0.0	0.0
Divorced	-	682	682	362	208	570	362	890	1.252	-	-	-
Widowed	-	219	219	-	89	89	-	308	308	-	-	-
Never Married	93.652	66.674	160.326	62.517	51.631	114.148	156.169	118.305	274.474	40.0	43.6	41.6
Total	181.409	162.841	344.250	77.337	87.608	164.945	258.746	250.449	509.195	29.9	35.0	32.4

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

Occupation	Male	Female	Total
Managers	8.81	9.559	18.369
Professionals	8.527	8.819	17.346
Technicians and Associate Professionals	9.944	15.108	25.053
Clerical Support Services	6.557	13.091	19.648
Service/Sales Workers	38.597	66.617	105.213
Skilled Agric Forestry and Fishery Workers	3.185	1.368	4.553
Craft and Related Trades Workers	30.945	5.693	36.638
Plant & Machine Opd. & Assemblers	17.382	637	18.019
Elementary Occupations	57.051	41.949	99
Other specialized professionals	411	-	411
Total	181.409	162.841	344.250

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

Age Group	Cities and Towns			Urban Villages			Rural Areas			NEET			Q4_2019 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
15-17	463	192	656	3.569	1.39	4.959	5.059	4.929	9.987	9.091	6.511	15.602	19,319
18-19	1.757	2.044	3.801	9.444	9.916	19.359	6.412	6.517	12.929	17.612	18.477	36.089	31,678
20-24	7.732	7.119	14.851	20.244	28.454	48.698	16.999	20.517	37.516	44.975	56.09	101.065	83,098
25-29	6.823	7.466	14.289	16.788	28.034	44.822	11.216	18.991	30.206	34.826	54.49	89.316	93,285
30-34	3.53	5.213	8.743	12.289	19.627	31.916	10.134	18.254	28.388	25.953	43.095	69.048	68,073
35	333	1.406	1.738	1.421	2.945	4.366	2.376	3.248	5.624	4.129	7.599	11.728	13,876
Total	20.638	23.440	44.077	63.754	90.366	154.121	52.195	72.456	124.651	136.587	186.261	322.849	309,328

Table YE9: **NEET Rate by Age group and Sex**

Age Group	NEET			Total Youth population			NEET Rate (%) Q4_2020			Q4_2019 Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
15-17	9.091	6.511	15.602	70.378	69.988	140.366	12.9	9.3	11.1	13.1
18-19	17.612	18.477	36.089	39.877	38.361	78.238	44.2	48.2	46.1	39.6
20-24	44.975	56.09	101.065	99.367	100.455	199.821	45.3	55.8	50.6	44.6
25-29	34.826	54.49	89.316	97.879	116.171	214.049	35.6	46.9	41.7	43.0
30-34	25.953	43.095	69.048	88.442	102.128	190.57	29.3	42.2	36.2	36.8
35	4.129	7.599	11.728	16.279	22.348	38.627	25.4	34.0	30.4	34.3
Total	136.587	186.261	322.849	412.222	449.450	861.672	33.1	41.4	37.5	36.1

POPULATION OUTSIDE LABOUR FORCE

Table LFO1a: **Population Outside Labour Force, 15 years and above, QMTS Q4 2020**

Age Group	Relaxed Job Seekers	Studying or Training	Household Responsibilities	Subsistence Farming	Retired or Pensioners	Illness or Own Disability	Other	Total	Total Percentage
15-17	2,531	124,480	5,930	757	1,714	-	2,486	137,896	21.3
18-19	5,407	30,100	12,151	359	1,270	-	2,140	51,427	7.9
20-24	16,387	30,219	23,400	853	1,588	-	6,792	79,241	12.2
25-29	12,726	9,064	17,346	1,597	1,062	-	4,276	46,071	7.1
30-34	7,986	1,433	16,246	1,283	2,832	-	1,582	31,362	4.8
35-39	7,445	-	16,088	1,897	3,395	-	1,827	30,653	4.7
40-44	7,451	416	16,369	2,962	3,028	-	1,016	31,243	4.8
45-49	4,160	-	10,637	2,997	3,762	444	1,095	23,097	3.6
50-54	4,484	389	12,566	2,496	2,781	271	1,341	24,328	3.7
55-59	2,695	-	17,637	3,880	2,709	703	206	27,829	4.3
60-64	4,700	-	20,608	4,449	4,731	4,519	2,099	41,106	6.3
65-69	3,132	-	13,070	5,199	4,585	6,039	386	32,412	5.0
70-74	1,304	-	14,150	4,779	5,824	4,564	1,679	32,299	5.0
75+	600	-	23,908	3,861	14,138	11,492	5,831	59,831	9.2
Total	81,010	196,100	220,106	37,369	53,420	28,031	32,758	648,794	100.0
Total Percentage	12.5	30.2	33.9	5.8	8.2	4.3	5.0	100.0	

Table LFO1b: **Population Outside Labour Force, 18 years and above, QMTS Q4 2020**

Age Group	Relaxed Job Seekers	Studying or Training	Household Responsibilities	Subsistence Farming	Retired or Pensioners	Illness or Own Disability	Other	Total	Total Percentage
18-19	5,407	30,100	12,151	359	1,270	-	2,140	51,427	10.1
20-24	16,387	30,219	23,400	853	1,588	-	6,792	79,241	15.5
25-29	12,726	9,064	17,346	1,597	1,062	-	4,276	46,071	9.0
30-34	7,986	1,433	16,246	1,283	2,832	-	1,582	31,362	6.1
35-39	7,445	-	16,088	1,897	3,395	-	1,827	30,653	6.0
40-44	7,451	416	16,369	2,962	3,028	-	1,016	31,243	6.1
45-49	4,160	-	10,637	2,997	3,762	444	1,095	23,097	4.5
50-54	4,484	389	12,566	2,496	2,781	271	1,341	24,328	4.8
55-59	2,695	-	17,637	3,880	2,709	703	206	27,829	5.4
60-64	4,700	-	20,608	4,449	4,731	4,519	2,099	41,106	8.0
65-69	3,132	-	13,070	5,199	4,585	6,039	386	32,412	6.3
70-74	1,304	-	14,150	4,779	5,824	4,564	1,679	32,299	6.3
75+	600	-	23,908	3,861	14,138	11,492	5,831	59,831	11.7
Total	78,477	71,621	214,176	36,612	51,705	28,032	30,270	510,899	100.0
Total Percentage	15.4	14.0	41.9	7.2	10.1	5.5	5.9	100.0	

Table LFO2: Population Outside Labour Force, QMTS Q4 2020

Age Group	15-17	18-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75+	Total
Relaxed Job Seekers	2,531	5,407	16,387	12,726	7,986	7,445	7,451	4,160	4,484	2,695	4,700	3,132	1,304	600	81,010
Studying or Training	124,480	30,100	30,219	9,064	1,433	-	416	-	389	-	-	-	-	-	196,100
Household Responsibilities	5,930	12,151	23,400	17,346	16,246	16,088	16,369	10,637	12,566	17,637	20,608	13,070	14,150	23,908	220,106
Subsistence Farming	757	359	853	1,597	1,283	1,897	2,962	2,997	2,496	3,880	4,449	5,199	4,779	3,861	37,369
Retired or Pensioners	-	-	-	-	-	-	-	444	271	703	4,519	6,039	4,564	11,492	28,031
Illness or Own Disability	1,714	1,270	1,588	1,062	2,832	3,395	3,028	3,762	2,781	2,709	4,731	4,585	5,824	14,138	53,420
Other	2,486	2,140	6,792	4,276	1,582	1,827	1,016	1,095	1,341	206	2,099	386	1,679	5,831	32,758
Total	137,896	51,427	79,241	46,071	31,362	30,653	31,243	23,097	24,328	27,829	41,106	32,412	32,299	59,831	648,794
Percentage															
Relaxed Job Seekers	3.1	6.7	20.2	15.7	9.8	9.2	9.2	5.1	5.7	3.3	5.8	3.9	1.6	1.6	100.0
Studying or Training	63.6	15.4	15.3	4.6	0.7	-	0.2	-	0.2	-	-	-	-	-	100.0
Household Responsibilities	2.7	5.5	10.6	7.9	7.4	7.5	7.5	4.8	5.7	8.0	9.3	5.9	6.4	6.4	100.0
Subsistence Farming	2.0	1.0	2.3	4.3	3.4	5.1	7.9	8.0	6.7	10.4	11.9	13.9	12.8	12.8	100.0
Retired or Pensioners	-	-	-	-	-	-	-	1.6	1.0	2.5	16.1	21.5	16.3	16.3	100.0
Illness or Own Disability	3.2	2.4	3.0	2.0	5.3	6.4	5.7	7.0	5.2	5.1	8.9	8.6	10.9	10.9	100.0
Other	7.5	6.5	21.3	12.9	4.8	5.5	3.1	3.7	4.0	0.6	6.3	1.2	5.1	5.1	100.0
Total	21.3	7.9	12.2	7.1	4.8	4.7	4.8	3.6	3.7	4.3	6.3	5.0	5.0	9.2	100.0

Table COV 1: **Population that lost Jobs/ Businesses due to Covid 19 by District and Sex, QMTS Q4 2020**

District	Lost Job or Business due to COVID 19			Percentage Distribution		
	Male	Female	Total	Male	Female	Total
Borolong	227	1,021	1,248	0.8	2.6	1.8
Central Bobonong	-	1,996	1,996	-	5.1	3.0
Central Boteti	2,024	2,387	4,411	7.2	6.1	6.5
Central Mahalapye	739	-	739	2.6	-	1.1
Central Tutume	2,258	1,436	3,694	8.0	3.7	5.5
Chobe	411	1,098	1,509	1.5	2.8	2.2
Francistown	900	1,383	2,284	3.2	3.5	3.4
Gaborone	3,087	2,980	6,067	10.9	7.6	9.0
Jwaneng	-	291	291	-	0.7	0.4
Kgalagadi North	217	38	256	0.8	0.1	0.4
Kgalagadi South	40	241	281	0.1	0.6	0.4
Kgatleng	2,695	724	3,420	9.5	1.8	5.1
Kweneng East	4,420	6,889	11,310	15.7	17.5	16.7
Kweneng West	2,495	4,261	6,756	8.8	10.8	10.0
Ngami East	1,875	1,261	3,136	6.6	3.2	4.6
Lobatse	624	685	1,309	2.2	1.7	1.9
Ngamiland West	1,265	1,163	2,428	4.5	3.0	3.6
Ngwaketse South	1,006	2,203	3,209	3.6	5.6	4.7
North East	-	747	747	-	1.9	1.1
Orapa	142	643	784	0.5	1.6	1.2
Selibe Phikwe	265	741	1,006	0.9	1.9	1.5
Serowe Palapye	2,519	4,517	7,036	8.9	11.5	10.4
South East	1,019	2,621	3,639	3.6	6.7	5.4
Sowa	-	17	17	-	0.0	0.0
Total	28,230	39,343	67,573	100.0	100.0	100.0



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