Kingdom of Lesotho

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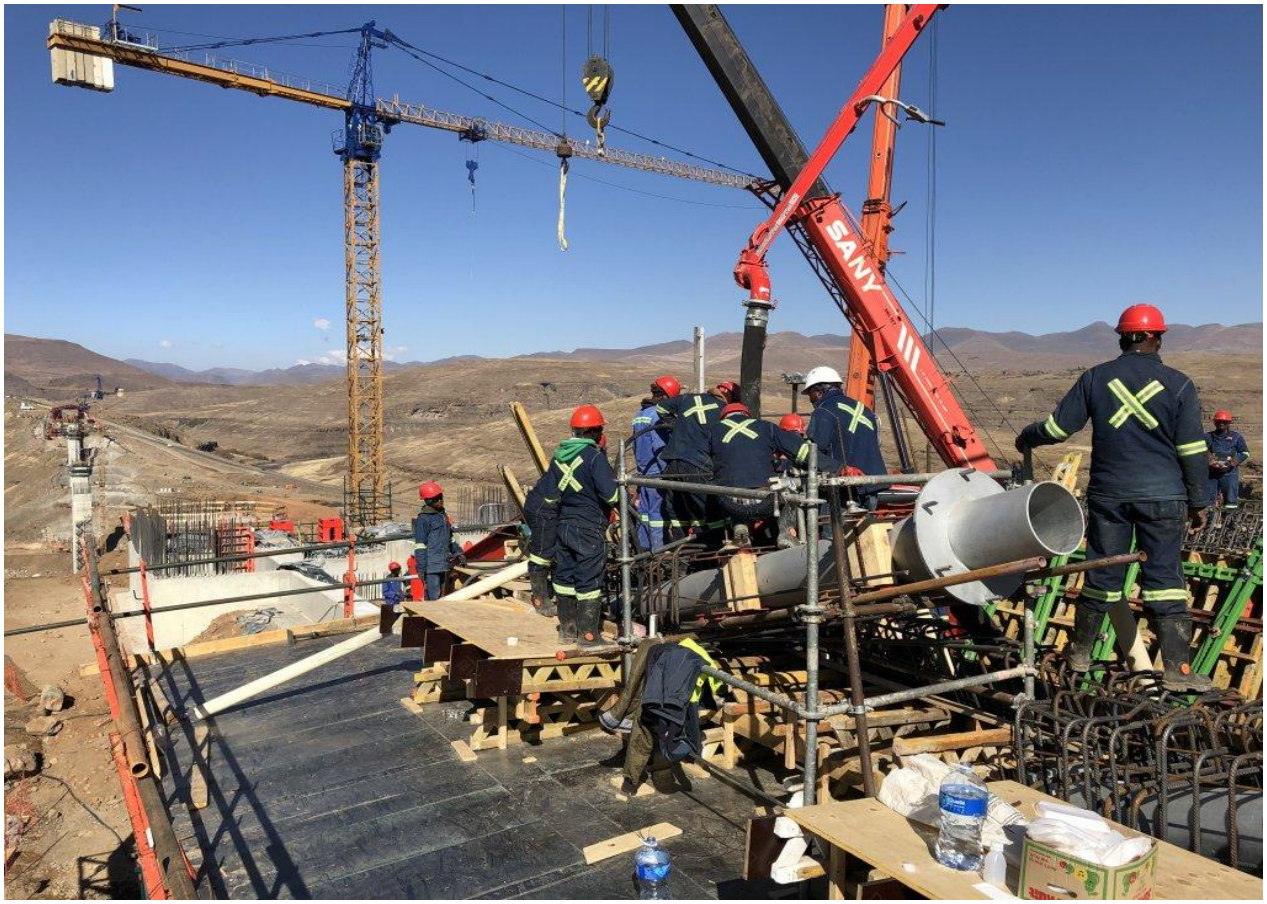
2024 Labour Force Survey (LFS) Report



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Mission: To Coordinate the National Statistical System (NSS) and produce accurate, timely, reliable, culturally relevant and intentionally comparable statistical data for evidence-based planning, decision making, research, policy, program formulation and monitoring and evaluation to satisfy the needs of users and producers.

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List of Acronyms

AfDB	African Development Bank
BOS	Lesotho Bureau of Statistics
CAPI	Computer Assisted Personal Interviewing
CGP	Child Grant Program
EAs	Enumeration Areas
EPR	Employment to Population Ratio
FISP	Farmer Input Support Program
FSP	Food Security Pack
GDP	Gross Domestic Product
LFPR	Labour Force Participation Rate
LFS	Labour Force Survey
LNYP	Lesotho National Youth Policy
ICLS	International Conference of Labour Statisticians
ILO	International Labour Organization
ISCO	International Standard Classification of Occupation
ISIC	International Standard Industrial Classification of all economic activities
MGYSR	Ministry of Gender and Youth, Sports and Recreation
MOS	Measure of Size
MoFDP	Ministry of Finance and Development Planning
MoLE	Ministry of Labour and Employment
NEET	Not in Education, Employment, or Training
NSDP	National Strategic Development Plan
OSH	Occupational safety and health
OVC	Orphan and Vulnerable Children
PPS	Probability Proportional to Size
PSU	Primary Sampling Unit
PWAS	Public Welfare Assistant Scheme
UN	United Nation
SCT	Social Cash Transfer
SDG	Sustainable Development Goal
SFP	School Feeding Program
SNA	System of National Accounts
SRV	Senqu river valley
TBS	Tertiary Bursary Scheme
WEP	Women Empowerment Program
WHO	World Health Organization

Foreword

Labour market statistics play a crucial role in the development of policies and interventions towards achieving decent work for all. The government of Lesotho needs labour market statistics to inform the development, implementation, monitoring and evaluation of the national programmes such as Sustainable Development Goals (SDGs) and National Strategic Development Plan II (NSDP II) etc. These programs are essential for measuring progress towards set labour market targets, SDGs indicators related to employment, as well as other national and sectoral development plans.

The Ministry of Finance and Development Planning (MoFDP) through its department of the Bureau of Statistics (BOS) and in collaboration with the Ministry of Labour and Employment (MoLE), conducted the Lesotho Labour Force Survey (LFS) to collect, compile and analyse numerical information based on the labour market for evidence-based policy making and planning. The survey in particular, captured information on participation of females and males in all forms of work. This report therefore, provides the key findings of the 2024 LFS, the size, composition and characteristics of the Labour Force.

The labour market indicators generated include employment, unemployment and underemployment at different levels of disaggregation. The methodologies adopted in generating these indicators followed the recommendations stipulated in the 19th, 20th and 21st International Conference of Labour Statisticians (ICLS). These indicators and information on participation and access to labour market is important for proper targeting, monitoring and creation of more decent jobs. In broad terms, these statistics inform a diverse range of economic and social policies.

According to the findings of the survey, the working age population was estimated at 1,510,701 of which 48.2 percent were males while 51.8 percent were females. The survey also indicated that 786,298 persons were in the labour force, where 549,722 persons were employed and 236,576 were unemployed.

The 2024 LFS estimated unemployment rate of 30.1 percent, where unemployment rate was slightly higher among females (30.7 percent) than males (29.5 percent), while for youth, it was higher for females (40.8 percent) than males (37.1 percent).

Finally, the MoFDP wishes to express its gratitude to the BOS and MoLE staff for their dedication and hard work from the design of the questionnaire up to the analysis stage. The Ministry also expresses appreciation to the Basotho nation for their usual willingness to provide survey information.

I wish to sincerely thank the International Labour Organisation (ILO) for providing technical and financial support.

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HONOURABLE DR. RETS'ELISITSOE MATLANYANE
MINISTER, FINANCE AND DEVELOPMENT PLANNING

Preface

The Labour Force Survey (LFS) is typically the primary source of labour statistics which are an invaluable means of understanding labour markets. It collects, compiles and analyses numerical information needed to support evidence-based policy making and planning. Through LFS, policymakers can get information about the employment, sectors of employment, hours of work, wages/salaries, unemployment, reasons of unemployment, etc.

In 2024, BOS, in collaboration with MoLE, conducted the Lesotho Labour Force Survey. The survey collected data on sampled households for a period of three months, starting from January to March 2024. It was conducted in accordance with recommendations from the ILO, particularly those adopted during the 19th, 20th and 21st ICLS. These conferences focused on revising and updating international statistical standards related to forms of work, labour underutilisation, status in employment, and informality. The survey also used International Standard Classification of Occupation of 2008 (ISCO 08) for classification of occupations, ISIC Rev. 4 for classification of industries and International Standard Classification of Education of 2011 (ISCED 11) for classification of education.

The general objective of the 2024 LFS was to obtain comprehensive data on the status of the labour market prevailing in Lesotho. This includes detailed information on the size, composition and characteristics of the country's labour force. The findings of the survey facilitate formulation of relevant employment policies and programmes. The data will be utilised to monitor implementation of the NSDP II, SDGs and other development frameworks.

The success of the survey would not have been possible without financial support from the Government of Lesotho. The International Labour Organization (ILO) also provided technical and financial support during the development of the questionnaire, data collection, report writing and validation of the survey results

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Malehloa Molato (Ms.)
Director, Bureau of Statistics

Executive Summary

Population Distribution

The survey shows a total population of 2,116 ,427 of which 1,084,086 (51.2 percent) were females while 1,032,341 (48.8 percent) were males. It shows that a higher proportion of female population is among age-group 10-14 years with 10.0 percent, this is followed by age-groups 15-19 and 5-9 years with 9.9 and 9.7 percent respectively. The distribution is also the same for male population where a higher proportion is among age-groups 10-14 and 15-19 years with an equal share of 10.9 percent for both age-groups, followed by age-groups 5-9 and 20-24 years with 9.7 and 9.3 percent respectively.

In the totals, the share of population distribution follows the same pattern for both males and females where age-groups 10-14 and 15-19 constituted 10.4 percent each while 5-9 years constituted 9.7 percent. On the other hand, the higher age-groups 80-84 and 85 years and above have the lowest share of the total population with 1.1 and 0.9 percent respectively. The share of population distribution among the ecological zones shows that lowlands have the highest proportion of the population with 60.9 percent followed by mountains with 19.5 percent. The lowest is senqu river valley with 8.9 percent. The results further show that in general, a higher proportion of the population is in the rural areas (60.2 percent), followed by those who reside in the urban area with 32.9 percent and the lowest is peri-urban with 6.8 percent.

The survey also shows that out of 613,872 household heads; 61.1 percent were males while 38.9 percent were females. It further shows that 47.0 percent of household heads were employed, while 12.0 percent were unemployed and 41.0 percent were outside the labour force.

Working Age Population

The working age population comprised of 1,510,701 persons of whom 59.3 percent resided in rural areas, 33.6 percent in urban areas and 7.1 percent in peri-urban areas. About 786,298 persons were in the labour force where 549,722 were employed and 236,576 were unemployed while 724,403 were outside labour force.

Out of employed population (549,722), the majority (84.0%) are in informal employment while 16.0% are in the formal employment. More females are in informal employment (86.0%) as compared to their male counterparts (82.3%).

The Employment to Population Ratio (EPR) is 36.4 percent indicating that only about a third of the working age population is in employment. The EPR is higher for males (40.2%) than for females (32.8%). The Labour Force Participation Rate (LFPR) is 52.0 percent indicating that a little over a half of the working age population is available for work. The LFPR for males is higher (57.1%) than that of females (47.4%), indicating that males are more available for the production of goods and services than females.

Employed Population

The total number of employed persons was 549,722 of which 292,834 were males and 256,888 were females. The highest number of employed persons were in rural areas (261,914) followed by urban and peri-urban areas with 248,083 and 39,725 of employed population respectively. The status in employment indicates that 'employees' constituted the highest share (399,423) followed by 'own account workers' (129,672) and 'Members of producers' cooperatives' were lowest with 734.

Most (30.5 percent) female workers were found in 'activities of households as employers; undifferentiated goods-and services-producing activities of households for own use' followed by 'manufacturing' industry (16.7 percent), 'wholesale and retail trade; repair of motor vehicles and motorcycles' (13.9 percent) and 'agriculture, forestry and fishing' industry (8.0 percent). Males on the other hand were mostly employed in 'agriculture, forestry and fishing' (26.8 percent), followed by 'construction' (16.1) and "Wholesale and retail trade; repair of motor vehicles and motorcycles' (12.4 percent).

Most employed people (42.4 percent) were working as elementary employees, followed by 16.4 percent of people working as service and sales workers. Across all the sectors, Maseru dominated in terms of the number of people employed. The overall employment-to-population ratio was 36.4 percent, and the employment-to-population ratio for women and men was 32.8 and 40.2 percent respectively.

Earnings from Employment

The 2024 LFS estimated that majority of employees (84.6 percent) and self-employed (44.5 percent) population received their income on monthly basis. The survey further estimated that on average, monthly income for persons in paid employment was M5,664.89. It also indicates that males had monthly income of M6,491.47 while females had mean monthly income of M4,487.63. By occupation, managers received the highest monthly income of M12,231.74, followed by technicians and associate professionals with M9,827.05.

In terms of institutional sector, state-owned enterprises were the highest paying with an average monthly income of M11,238.89. In urban areas, state-owned enterprises remained the top paying sector (M12,180.68), followed by international institutions at M11,671.85. Household sector recorded the lowest average income at M1,329.74.

Secondary Job

Among the population aged 15 years and above, who were employed during the 2024 LFS, approximately 10,083 individuals were reported to be holding multiple paid jobs. The highest proportion (11.6 percent) of individuals fell within the 35–39 year age-group. A significant share (35.5 percent) of those with multiple jobs had attained lower secondary education. Furthermore, majority of males (30.2 percent) and females (23.4 percent) with multiple paid jobs were married monogamously.

The largest (41.1 percent) of individuals with a second paid job resided in Maseru district. Regarding the nature of their secondary employment, 25.3 percent held jobs in elementary occupations, while majority (14.7 percent) were engaged in agriculture, forestry and fishing industry. Employment status data showed that nearly half (52.3 percent) of those with multiple paid jobs were classified as employees.

Unemployment

The 2024 LFS results indicated that unemployed population is 236,576 where 51.9 percent are males and 48.1 percent are females. The same pattern was observed in 2019 LFS as unemployed male population (53.1 percent) dominated their females' counterparts who constituted 46.9 percent.

In 2024 LFS the highest total percentage was recorded in 20-24 age-group at 18.3 percent followed by 25-29 with 17.5 percent. Geographically, Maseru district registered the highest share of unemployed population at 31.6 percent while Qacha's Nek recorded the lowest at 2.5 percent.

The results further revealed that rural areas accounted for the highest proportion of unemployed individuals with 64.1 percent of unemployed males and 53.7 percent of unemployed females. In contrast, peri-urban areas recorded the lowest unemployment rates, at 7.5 percent for males and 8.9 percent for females.

Additionally, when analyzed by ecological zones, the lowlands recorded the highest concentration of unemployment for both sexes at 65.6 percent of unemployed females' and 60.3 percent of unemployed males. These findings highlight a considerable disparity in unemployment based on both location and ecological setting, with rural and lowland areas bearing the greatest burden.

The national unemployment rate for 2024 LFS is 30.1 percent showing the increase of 7.6 percent compared to 2019 LFS.

Time-Related Underemployment

Females constituted 60.8 percent of time-related underemployed population and males constituted 39.2 percent. Majority (73.5 percent) of time-related underemployed population were found in Maseru. About 65.5 percent of time related underemployed population were in urban areas, 25.4 percent in peri-urban and 9.1 percent in rural areas.

The most affected age-group was 40-44 constituting 29.0 percent of the underemployed population. Larger proportion (28.2 percent) of time-related underemployed population was in other services, followed by 17.8 percent in Manufacturing. People with short-cycle tertiary had a larger share (38.1 percent) of time-related underemployed population. Elementary occupations constituted 36.3 percent of time-related underemployment.

Informal Economy

The 2024 LFS findings reveal dominance of informal employment which constituted 84.0 percent of the total employment where majority of workers with informal jobs are males at 52.2 percent while females contributed 47.8 percent.

The high participation of young adults is noted where age-group 35-39 leads with 15.0 percent and age-group 30-34 follows at 14.3 percent. The highest (43.8 percent) proportion of workers who hold informal jobs had primary education.

Youth Employment and Unemployment

In the net shell youth in labour force was 353,635 in 2019 and 373,313 in 2024 which shows the 5.6 percent increase of youth who participate in the labour force. The same pattern was observed for youth outside labour force whereby there was an increase of 1.3 percent from 2019 to 2024.

The results further indicate that majority (50.2 percent) of youth were employed in the elementary occupation. In addition, 23.3 percent of youth were employed in agriculture, forestry and fishing industry. The youth labour force participation rate was 48.1 percent in LFS 2019 and 49.1 percent in 2024 LFS. Males had the highest (51.3 percent) proportion of youth Not in Employment, Education and Training (NEET) while females constituted 48.7 percent.

Population Outside Labour Force

The number of persons outside labour force was estimated at 724,403 comprising 312,456 males (43.1 percent) and 411,947 females (56.9 percent). Furthermore, the potential labour force was estimated at 232,950 with 124,742 females (53.5 percent) and 108,208 males (46.5 percent). The results, also shows that approximately 226,857 persons were discouraged from looking for a job, of which 121,954 were females (53.8 percent) and 104,904 were males (46.2 percent).

Migration

In summary, the highest percentage share of internal migrants was recorded in Maseru district with 35.7. the total number of international migrants in the country was 3,325. Among those who moved abroad, the majority (59.9 percent) did so for

employment purposes. Additionally, the highest proportion of labour migrants were monogamously married, accounting for 53.7 percent.

Persons with Functional Limitations

The 2024 Lesotho Labour Force Survey (LFS) highlights key findings about individuals with functional limitations. The highest proportions were found among older adults, particularly those aged 65 and above. The most common types of limitations were difficulty seeing (35.7 percent), remembering or concentrating (25.1 percent), and walking (16.5 percent). Most employed persons with functional limitations were engaged in elementary occupations and worked in sectors like retail trade, agriculture, and manufacturing. Those with primary education and married individuals in monogamous relationships were most represented, except for self-care difficulties, which were highest among widowed individuals. Geographically, most lived in the lowlands, especially Maseru and Leribe. Among the unemployed with functional limitations, the highest shares were in the 45-49 and 25-29 age groups, with vision difficulties being most common and communication problems the least reported.

Own Use Production

The 2024 LFS revealed that 19.9 percent of the population was engaged in own use production. The study further showed that more than half (58.3 percent) of the population engaged in own use production were males. Among all own use production categories, growing of any crop, vegetables and fruits recorded the highest (47.3 percent) and Maseru had the greatest share of 9.1 percent. Activities to produce foodstuff for own use was highest in the rural areas.

Hunting and fishing reflected the smallest shares across all activities to produce food in different characteristics (districts, age-groups, settlement types and ecological zones).

Occupational Health and Safety

The 2024 LFS results revealed that, out of the working population aged 15 years and above, the total of 6,607 reported that they suffered occupational injury or diseases resulting from occupational accident at work showing an increased from 5661 in 2019 LFS. The results showed that only 273 people (4.1 percent) got compensated after they got injured or sick at work.

Social Protection

The 2024 LFS results showed that 279,584 of households were benefitting from at least one of the social protection programs. The highest percentage share of social protection was found in school feeding programs in urban settlement with 65.6, while the lowest percentage share was found in public work assistance program with 0.6.

CHAPTER 1

INTRODUCTION AND BACKGROUND

A need for quality statistics is pivotal in planning for evidence-based policy making for governments and other stakeholders. Labour market statistics play a crucial role in the development of polices and interventions towards achieving decent work for all. Information on migration and economic activity is needed to measure changes in the level of employment and unemployment among women, men, youth and other population groups of various socio-economic concerns.

1.1 General description of BOS and LFS

The government of Lesotho needs labour market statistics to inform the development, implementation, monitoring and evaluation of the national, regional and international development frameworks such as NSDP II. These frameworks are essential for measuring progress against set labour market targets in the SDGs indicators related to employment, unemployment as well as migration patterns, amongst others, in the country.

To address progress on the objectives of the NSDP II, there is a need to have updated statistics on the Labour market indicators to support detailed analysis of the relationships between employment, income and other socio-economic variables. The joint measurement of employment and income provides the basis for analyzing the adequacy of employment of different categories of workers, the income generating capacity of different types of economic hardships.

The MoFDP, through its department of the BOS in collaboration with the MoLE, conducted the 2024 LFS. This the third round of the LFS following the previous surveys conducted in 2019 and 2008. The 2024 LFS in particular, captured information on participation of women and men in all forms of work, a comprehensive measurement of participation in subsistence activities, migration trends as well as underutilization of persons in different areas of work. This is one of the key milestones for the government of Lesotho towards measurement of goals and priorities.

1.2 Purpose and implementation of ILO migration module

With the development potential of migration receiving increasing attention globally, many countries throughout the world have recognized the need for reliable and timely data and information on migration and development that can inform evidence-based policymaking and planning in this area. Yet, often there is a lack of sufficient data and or analysis necessary for informed policies and programmes that can harness migration's positive contributions to human development and minimize its risks. This is not different in the case of Lesotho.

The 2024 LFS includes a migration module which was meant to close the country level gaps in migration data. The migration module was structured in line with recent ICLS Resolution IV concerning further work on labour migration statistics. However, there was no special selection within the selected EAs which were specifically selected for migration module and that resulted in a very low response for immigrants.

1.3 Objective and the Scope of the Survey

The general objective of the 2024 LFS is to collect, process, evaluate, analyze and disseminate information relating to labour force in Lesotho in order to facilitate formulation of relevant employment policies and programmes. The specific objectives of the survey were:

- To assess the current economic activity by size and composition of the labour force
- To assess the rate of labour force participation
- To assess level of unemployment and time-related underemployment
- To assess the characteristics of informal sector in terms of employment and time-related underemployment
- To establish the level of internal and external migration associated with labour force activities
- To identify types of jobs to be planned for in order to minimize unemployment and time-related underemployment
- To determine the magnitude of child labour

The survey covered wide range of socio-economic topics, which includes:

- Demographic characteristics
- Functional limitations
- Migration
- Education and Literacy
- Economic and Market activity identification
- Characteristics of Main paid job
- Characteristics of Second paid job
- Unemployment and job search
- Occupational safety and health
- Own-use production
- Social protection
- Child labour
- Food security

METHODOLOGY

1.4 Sample Design

The sample was designed to provide estimates on labour force related indicators at the national, districts, urban, peri-urban and rural areas. To achieve this, a two-stage stratified cluster sampling approach was adopted with the first level entailing selection of 500 enumeration areas (EAs) using disproportionate allocation (power allocation). In the second stage, all the households in the selected EAs/clusters were listed and a sample of 24 households was selected using systematic random sampling technique with a random start.

1.4.1 Sample Allocation

The sample clusters/enumerations areas (EAs) were selected from the Bureau of Statistics (BOS) sampling frame developed based on 2016 Lesotho Population and Housing Census enumeration areas frame. The frame consists of all EAs in Lesotho along with the estimated number of households, stratified into urban, peri-urban and rural stratums ordered by district, constituencies, urban councils, community councils and ecological zones in order to have a geographical representative frame.

To achieve an optimal allocation of the sample size across various strata, it was essential to take into account the population sizes within each stratum. Given the significant variations in population sizes and estimated numbers of households across districts, constituencies and settlement areas, it was meaningful not to use proportional allocation for determining the allocation per stratum. Hence, the disproportionate allocation (power allocation) was used to determine the number of enumeration areas (EAs) to be selected per strata. The purpose of using the power rule allocation was to slightly reduce the allocation of EAs to the larger strata and to slightly increase the allocation to smaller strata. Thus, this technique helped to ensure that, within the constraints of the overall sample size, each stratum has sufficiently large sample sizes to achieve the highest possible precision.

The tables below show the allocation of the sampled EAs and households by stratum, districts, settlement types and ecological zones.

Table 1: Sample distribution of EAs and households by districts

District Code	District	Sample EAs	Sample households
1	Botha Bothe	40	960
2	Leribe	67	1608
3	Berea	61	1464
4	Maseru	89	2136
5	Mafeteng	51	1224
6	Mohale's Hoek	47	1128
7	Quthing	39	936
8	Qacha's Nek	28	672
9	Mokhotlong	37	888
10	Thaba Tseka	41	984
Total		**500**	**12000**

Table 2: Sample distribution of EAs and households by settlement types

Settlement code	District	Sample EAs	Sample households
1	Urban	170	4080
2	Peri-Urban	36	864
3	Rural	294	7056
Total		**500**	**12**

Table 3: Sample distribution of EAs and households by ecological zones

District Code	District	Sample EAs	Sample households
1	Lowlands	277	6648
2	Foothills	46	1104
3	Mountains	117	2808
4	Senqu River Valley	60	1440
Total		**500**	**12**

Table 4: Sample distribution of EAs and households by Stratum

District	Settlement type	Ecological zone	Sample EAs	Sample households
Botha-Bothe	Urban	Lowlands	12	288
Botha-Bothe	Rural	Lowlands	13	312
Botha-Bothe	Rural	Foothills	13	312
Botha-Bothe	Rural	Mountains	2	48
Leribe	Urban	Lowlands	25	600
Leribe	Peri-urban	Lowlands	3	72
Leribe	Rural	Lowlands	27	648
Leribe	Rural	Foothills	7	168
Leribe	Rural	Mountains	5	120
Berea	Urban	Lowlands	24	576
Berea	Peri-urban	Lowlands	6	144
Berea	Rural	Lowlands	25	600
Berea	Rural	Foothills	6	144
Maseru	Urban	Lowlands	52	1248
Maseru	Urban	Mountains	1	24
Maseru	Peri-urban	Lowlands	9	216
Maseru	Rural	Lowlands	16	384
Maseru	Rural	Foothills	7	168
Maseru	Rural	Mountains	4	96
Mafeteng	Urban	Lowlands	14	336
Mafeteng	Peri-urban	Lowlands	5	120
Mafeteng	Peri-urban	Foothills	1	24
Mafeteng	Rural	Lowlands	24	576
Mafeteng	Rural	Foothills	7	168
Mohale's Hoek	Urban	Lowlands	13	312
Mohale's Hoek	Peri-urban	Foothills	1	24
Mohale's Hoek	Peri-urban	Senqu River Valley	1	24
Mohale's Hoek	Rural	Lowlands	9	216
Mohale's Hoek	Rural	Foothills	4	96
Mohale's Hoek	Rural	Mountains	6	144
Mohale's Hoek	Rural	Senqu River Valley	13	312
Quthing	Urban	Senqu River Valley	11	264
Quthing	Peri-urban	Mountains	2	48
Quthing	Peri-urban	Senqu River Valley	2	48
Quthing	Rural	Mountains	10	240
Quthing	Rural	Senqu River Valley	14	336
Qacha's Nek	Urban	Mountains	8	192
Qacha's Nek	Peri-urban	Senqu River Valley	1	24
Qacha's Nek	Rural	Mountains	7	168
Qacha's Nek	Rural	Senqu River Valley	12	288
Mokhotlong	Urban	Mountains	5	120
Mokhotlong	Peri-urban	Mountains	2	48
Mokhotlong	Rural	Mountains	30	720
Thaba-Tseka	Urban	Mountains	5	120
Thaba-Tseka	Peri-urban	Mountains	2	48
Thaba-Tseka	Peri-urban	Senqu River Valley	1	24
Thaba-Tseka	Rural	Mountains	28	672
Thaba-Tseka	Rural	Senqu River Valley	5	120
Total			**500**	**12, 000**

1.5 Survey Population

The data was collected from population living in private residential households. Household head or most knowledgeable member was selected per household to respond to the questions.

DATA PROCESSING

1.6 Data cleaning and coding

As the survey was conducted through Computer Assisted Personal Interview (CAPI), the survey routing and many of the survey logic checks were automated and completed during fieldwork. This minimized the extent of data cleaning that was required during post-fieldwork.

The data cleaning process for the 2024 LFS was conducted in multiple stages to ensure the accuracy, completeness, and reliability of the final dataset. The first stage involved quality control measures during fieldwork. Enumerators and supervisors were trained to detect and correct errors during data collection. In cases where inconsistencies or missing information were identified, revisits to households were carried out under the guidance of supervisors to verify and correct the data on site.

Once the data had passed the initial quality control checks, it was transmitted to the BOS head office for further cleaning. At this stage, the data were reviewed for outliers or incomplete responses for mandatory variables or sections and logical inconsistencies across related variables. Any identified issues were communicated back to the field teams for resolution and corrections were then made accordingly. This was an iterative process, continuing until all data were validated and finalized for analysis.

1.7 Data weighting

The general approach used in the calculation and application of weighting to the data reflects standard protocols in use for weighting surveys. Two-stage sampling weights was computed for the survey based on selection probabilities of the EAs in the first-stage selection and probabilities of selecting the households in the second stage. The basic weight for each sample household is equal to the inverse of its probability of selection (calculated by multiplying the probabilities at each sampling stage). Finally, the adjusted design weights at both the household and individual levels were then calibrated to the relevant population totals.

CHAPTER 2

POPULATION DISTRIBUTION

2.0 Introduction

Population distribution refers to how people are spread out across a specific area. It tells us where people live and how many of them are in different places. By studying population distribution, we can understand patterns like crowded cities or sparsely populated rural areas and learn about the factors that influence where people choose to live.

Information on population distribution is valuable for planning purposes, formulation of policies as well as informed decision making for better development of the country. It will also enable the government to make informed decisions, effectively plan and monitor development progress and better allocation of resources (LDS 2021).
This chapter provides information on how the population is distributed in all the districts of Lesotho disaggregated by age, sex, ecological zone and settlement type.

2.1: Importance of Population Distribution

Understanding population distribution is important for several reasons:
Planning and resource allocation: By knowing where people are located, governments and organisations can plan and allocate resources more effectively. They can determine where to build schools, hospitals, and infrastructure to meet the needs of the population in different areas.

Social services: Understanding population distribution helps in providing essential social services like healthcare, education, and public safety. It allows for the equitable distribution of services to ensure that everyone has access to necessary facilities regardless of their location.

Economic development: Population distribution influences economic development, by studying where people are concentrated, businesses can make informed decisions about where to set up shops and create job opportunities. It helps in identifying areas with potential markets and consumer demand.

Environmental impact: Population distribution affects the environment by understanding where people live and how densely populated an area is. Policymakers can address environmental challenges like managing waste, conserving resources, and preserving natural habitats.

Infrastructure planning: Population distribution guides infrastructure planning. It helps determine where transportation networks, utilities, and communication systems are needed. It aids in developing efficient transportation routes and ensuring connectivity between different regions.

Social and cultural understanding: Studying population distribution provides insights into social and cultural dynamics. It helps in understanding diverse

communities, migration patterns, and the formation of cultural identities. This knowledge can promote social cohesion and support the development of inclusive policies. Understanding population distribution, policymakers, researchers, and organisations can make informed decisions and implement strategies that benefit communities and improve the quality of life for individuals across different regions. (www.prb.org/resources/glossary)

2.2 Factors Affecting Population Distribution

The factors that affect population distribution are the things that influence where people choose to live. Some of these factors include Geographical Location, Climate, Resources and Economic opportunities, Infrastructure, Political and social factors. (www.prb.org/resources/glossary)

2.3 Characteristics of Population Distribution

Table 2.1 presents population distribution by age and sex for 2024 Labour Force survey (LFS). The survey shows a total population of **2,116 ,427** of which **1,084,086** are females while **1,032,341** are males. It shows that a higher proportion of share of females is among age-group 10-14 years with 10.0 percent. This is followed by age-groups 15-19 and 5-9 years with 9.9 and 9.7 percent respectively.

The table further shows that the distribution is the same for male population **(1,032,341),** where a higher proportion of share is among age-groups 10-14 and 15-19 years with an equal share of 10.9 percent for both age-groups, followed by age-groups 5-9 and 20-24 years with 9.7 and 9.3 percent respectively.

In general, the share of population distribution among the age-groups is the same for the total population (**2,116 ,427)**, where the same age-groups 10-14, 15-19 and 5-9 years constitute the highest proportions of the population among all age-groups with 10.4 and 9.7 percent respectively. On the other hand, the higher age-groups 80-84 and 85 years and above have the lowest share of the total population with 1.1 and 0.9 percent respectively.

Table 2.1: Number and Percentage Distribution of Population by Age-group and Sex – 2024 LFS

Age-group	Male	Percent	Female	Percent	Total	Percent
0-4	91,039	8.8	88,184	8.1	179, 223	8.5
5-9	100,505	9.7	104,838	9.7	205,343	9.7
10-14	112,690	10.9	108,470	10.0	221,160	10.4
15-19	112,263	10.9	107,682	9.9	219,945	10.4
20-24	95,591	9.3	95,558	8.8	191,149	9.0
25-29	82,480	8.0	81,835	7.5	164,315	7.8
30-34	76,810	7.4	75,435	7.0	152,245	7.2
35-39	75,306	7.3	76,360	7.0	151,665	7.2
40-44	70,378	6.8	67,152	6.2	137,530	6.5
45-49	53,151	5.1	50,428	4.7	103,579	4.9
50-54	39,938	3.9	41,975	3.9	81,913	3.9

55-59	35,310	3.4	41,461	3.8	76,771	3.6
60-64	27,834	2.7	34,163	3.2	61,997	2.9
65-69	20,817	2.0	34,265	3,2	55,082	2.6
70-74	16,062	1.6	28,286	2.6	44,348	2.1
75-79	10,593	1.0	18,704	1.7	29,297	1.4
80-84	6,889	0.7	15,639	1.4	22,528	1.1
85+	4,684	0.5	13,651	1.3	18,335	0.9
Total	**1,032,341**	**100,0**	**1,084,086**	**100.0**	**2,116 ,427**	**100.0**

Table 2.2 shows population distribution by district, ecological zone, settlement type and sex. This shows that Maseru district has the highest share of the total population with 24.8 percent, followed by Leribe and Berea districts with 16.0 and 13.2 percent respectively. On the other hand, the districts with the lowest share of the population are Qacha's Nek and Quthing with 3.9 and 4.8 percent respectively.

On the other hand, the share of population distribution among the ecological zones shows that lowlands have the highest proportion of the population with 60.9 percent followed by mountains with 19.5 percent. The lowest is senqu river valley with 8.9 percent. The table further shows that in general, a higher proportion of the population is in the rural areas (60.2%), followed by those who reside in the urban area with 32.9 percent and the lowest is peri-urban with 6.8 percent.

Table 2.2: Number and Percentage Distribution of Population by District, Ecological Zone, Settlement type and Sex – 2024 LFS

District	Male	Percent	Female	Percent	Total	Percent
Botha Bothe	62,123	6.0	64,922	6.0	127,045	6.0
Leribe	164,872	16.0	174,375	16.1	339,247	16.0
Berea	137,182	13.3	142,110	13.1	279,292	13.2
Maseru	251,008	24.3	274,716	25.3	525,724	24.8
Mafeteng	100,766	9.8	103,857	9.6	204,623	9.7
Mohale's Hoek	91,186	8.8	97,724	9.0	188,910	8.9
Quthing	49,104	4.8	53,285	4.9	102,389	4.8
Qacha's Nek	40,441	3.9	42,594	3.9	83,035	3.9
Mokhotlong	73,892	7.2	70,947	6.5	144,839	6.8
Thaba-Tseka	61,766	6.0	59,557	5.5	121,323	5.7
Total	**1,032,341**	**100.0**	**1,084,086**	**100.0**	**2,116,427**	**100.0**
Ecological Zone				-		
Lowlands	617,535	59.8	671,709	62.0	1,289,244	60.9
Foothills	115,346	11.2	109,550	10.1	224,896	10.6
Mountain	207,706	20.1	205,812	19.0	413,518	19.5
Senqu River Valley	91,754	8.9	97,016	8.9	188,770	8.9
Total	**1,032,341**	**100.0**	**1,084,086**	**100.0**	**2,116,427**	**100.0**
Settlement-Type						-
Urban	321,336	31.1	375,805	34.7	697,141	32.9
Peri-Urban	68,500	6.6	75,832	7.0	144,332	6.8
Rural	642,504	62.2	632,449	58.3	1,274,954	60.2
Total	**1,032,341**	**100.0**	**1,084,086**	**100.0**	**2,116,427**	**100.0**

The distribution of population aged 12 years and above by marital status and sex is shown in Table 2.3 below. It shows that among males, a higher proportion of 46.8 percent is single, while 39.5 percent of them are married. Those who divorced were 7.9 percent, followed by the widowed with 5.0 percent, while those who were in union/cohabiting were very low with 0.7 percent.
The same pattern is true for females, where those who were not in marital union and the married women constituted the highest proportion with 35.8 and 35.3 percent respectively. This was followed by the widowed and divorced with 20.0 and 8.3 percent respectively. The lowest were those who were in unions/cohabiting with 0.6 percent.

In general, the table further shows that 41.1 percent of people aged 12 years and above were single, while 37.4 percent were married. These were followed by those divorced and widowed with 12.8 and 8.1 percent respectively. A very small proportion of them were in union/cohabiting with 0.6 percent.

Table 2.3: Number and Percentage Distribution of Population (12+ Years) by Marital Status and Sex – 2024 LFS

Marital status	Male	Percent	Female	Percent	Total	Percent
Single	372,064	46.8	303,091	35.8	675,155	41.1
Married	314,421	39.5	299,621	35.3	614,041	37.4
Union/Cohabiting	5,718	0.7	4,740	0.6	10,458	0.6
Widowed	40,145	5.0	169,700	20.0	209,845	12.8
Divorced	63,020	7.9	70,614	8.3	133,634	8.1
Total	**795,368**	**100.0**	**847,766**	**100.0**	**1,643,134**	**100.0**

2.4: Age and Sex Ratios of Household Population

Age structure represents the number of people of different age-groups. This is an important indicator of population composition, since a large size of population in the age-group of 15 years and above indicates a large working population. A greater proportion of population above 60 years represents an ageing population which requires more expenditure on health care facilities. Similarly, high proportion of young population would mean that the region has a high birth rate and the population is youthful. (www.prb.org/resources/glossary)

Age-Sex Structure The composition of a population as determined by the number or proportion of males and females in each age category. The age-sex structure of a population is the cumulative result of past trends in fertility, mortality, and migration. Information on age-sex composition is essential for the description and analysis of many other types of demographic data e.g. population pyramid. (www.prb.org/resources/glossary)

Table 2.4 shows distribution of household population structure by age, sex and sex-ratio in 2024 LFS. The sex ratio is defined as the number of males per 100 females. It measures the composition of the population enumerated at a particular age with respect to sex, (2016 Population and Housing Census).

The table shows that the population distribution is broad at young age-groups, showing a youthful population, and as the age increases the population narrows, indicating smaller population in the upper age-groups.

It further shows the distribution of sex ratios of the population in 2024 LFS. This shows that there are more males than females in the age-range 0-4 and 10 to 34years and in age-range 40 to 49 years, showing sex ratios greater than 100. It further shows that at the age 50 years and above, the number of females is greater than that of their male counterparts showing sex ratios less than 100.

Table 2.4: Number and percentage distribution of Household Population by Age, Sex and Sex-ratio - 2024 LFS

Age-group	Male	Percent	Female	Percent	Total	Percent	Sex-ratio
0-4	91,039	8.8	88,184	8.1	179,223	8.5	103.2
5-9	100,505	9.7	104,838	9.7	205,343	9.7	95.9
10-14	112,690	10.9	108,470	10.0	221,160	10.4	103.9
15-19	112,263	10.9	107,682	9.9	219,945	10.4	104.3
20-24	95,591	9.3	95,558	8.8	191,149	9.0	100.0
25-29	82,480	8.0	81,835	7.5	164,315	7.8	100.8
30-34	76,810	7.4	75,435	7.0	152,245	7.2	101.8
35-39	75,306	7.3	76,360	7.0	151,665	7.2	98.6
40-44	70,378	6.8	67,152	6.2	137,530	6.5	104.8
45-49	53,151	5.1	50,428	4.7	103,579	4.9	105.4
50-54	39,938	3.9	41,975	3.9	81,913	3.9	95.1
55-59	35,310	3.4	41,461	3.8	76,771	3.6	85.2
60-64	27,834	2.7	34,163	3.2	61,997	2.9	81.5
65-69	20,817	2.0	34,265	3.2	55,082	2.6	60.8
70-74	16,062	1.6	28,286	2.6	44,348	2.1	56.8
75-79	10,593	1.0	18,704	1.7	29,297	1.4	56.6
80-84	6,889	0.7	15,639	1.4	22,528	1.1	44.1
85+	4,684	0.5	13,651	1.3	18,335	0.9	34.3
Total	**1,032,341**	**100.0**	**1,084,086**	**100.0**	**2 ,116 ,427**	**100.0**	**95.2**

2.5: Demographic Characteristics of Household Head

Household head means the **person who plays the main role in the decision-making** process of a family or the person acknowledged as taking the main responsibility for the survival and nutritional wellbeing of the household members. (www.prb.org/resources/glossary).

In Lesotho where married people are living in the same household, in most cases the husband is the head of such family. Therefore, for 2024 LFS interviews, respondents were the head of the household, but in the absence of the household head, the knowledgeable adult member of the family became the respondent.

2.5.1: Household Head's Age and Sex

Table 2.5 below shows percentage distribution of household heads by age and sex. It shows that for both males and females' higher proportions of the household heads are in the age-range 30 to 49 years. This also indicates that a larger population of household heads are in the middle age-groups.

On the other hand, it shows that more households are still headed by males than females especially in the middle age-groups, while in the age-range 50 years and above, majority of households are being headed by females. It further shows that for the totals, the higher proportions of the head of households are in age-groups 40-44, 35-39 and 45-49 years with 11.8, 11.1 and 10.4 percent respectively.

Table 2.5: Number and Percentage Distribution of Household Head by Age and Sex - 2024 LFS

Age-group	Male	Percent	Female	Percent	Total	Percent
10-14	255	0.1	394	0.2	649	0.1
15-19	2,663	0.7	31,39	1.3	5,802	0.9
20-24	12,144	3.2	97,63	4.1	21,907	3.6
25-29	27,828	7.4	93,37	3.9	37,165	6.1
30-34	39,852	10.6	12,482	5.2	52,334	8.5
35-39	49,974	13.3	18,467	7.7	68,441	11.1
40-44	51,434	13.7	20,797	8.7	72,231	11.8
45-49	43,713	11.7	20,309	8.5	64,021	10.4
50-54	34,570	9.2	19,997	8.4	54,566	8.9
55-59	32,273	8.6	20,982	8.8	53,255	8.7
60-64	25,577	6.8	21,247	8.9	46,824	7.6
65-69	19,475	5.2	23,187	9.7	42,662	6.9
70-74	15,104	4.0	21,564	9.0	36,669	6.0
75-79	10,005	2.7	14,806	6.2	24,811	4.0
80-84	6,157	1.6	12,527	5.2	18,683	3.0
85+	4,019	1.1	9,832	4.1	13,851	2.3
Total	**375,042**	**100.0**	**238,830**	**100.0**	**613,872**	**100.0**

Table 2.6 shows distribution of household heads in the districts, settlement type and sex. It shows that higher proportions of household heads are in the Maseru districts with 28.2 and 29.2 percent for males and females respectively. This is also due to the distribution of population of Lesotho, where Maseru district have a higher share of the population. The second highest district with more household heads is Leribe with 15.6 and 16.7 percent for males and females respectively.

Furthermore, the table shows the distribution of household heads by settlement type, where rural areas constituted the highest share of household heads with 55.9 for males and 50.4 percent for females. While in the urban areas there are more female headed households with 40.8 percent than male headed households with 36.4percent.

Table 2.6: Number and Percentage Distribution of Household Head by District, Settlement Type and Sex – 2024 LFS

District		Male		Female		Total
Botha Bothe	22,733	6.1	12,202	5.1	34,935	5.7
Leribe	58,424	15.6	39,919	16.7	98,343	16.0
Berea	51,386	13.7	31,194	13.1	82,580	13.5
Maseru	105,688	28.2	69,780	29.2	175,469	28.6
Mafeteng	33,233	8.9	23,319	9.8	56,552	9.2
Mohale's Hoek	29,790	7.9	19,238	8.1	49,028	8.0
Quthing	17,318	4.6	13,536	5.7	30,854	5.0
Qacha's Nek	11,099	3.0	8,509	3.6	19,608	3.2
Mokhotlong	25,939	6.9	11,680	4.9	37,620	6.1
Thaba-Tseka	19,431	5.2	9,453	4.0	28,883	4.7
Total	**375,042**	**100,10**	**238,830**	**100.0**	**613,872**	**100.0**
Settlement-Type						
Urban	136,508	36.4	97,494	40.8	234,002	38,1
Peri-Urban	29,029	7.7	20,944	8.8	49,973	8,1
Rural	209,505	55.9	120,392	50.4	329,897	53,7
Total	**375,042**	**100.0**	**238,830**	**100.0**	**613,872**	**100.0**

Table 2.7 below shows the distribution of population by relationship to the household heads. It shows that the population in the households which were interviewed, 36.3 percent of males were heads, while 22.0 percent of females' population reported as heads of their households. This also shows that a higher proportion of the family composition for both male and female headed households were children/son/daughter with 35.9 and 28.9 percent respectively. This is followed by those who reported that they are Grand Child/Grandson/Daughter of the head of the households with 17.3 and 15.2 percent for both male and female headed households.

Table 2.7: Number and Percentage Distribution of Population by Relationship to Household Head and Sex- 2024 LFS

Relationship	Male	Percent	Female	Percent	Total	Percent
Reference person/Head	375,042	36.3	238,830	22.0	613,872	29.0
Partner/Spouse	7,786	0.8	235,327	21.7	243,113	11.5
Child/Son/Daughter	371,064	35.9	313,330	28.9	684,394	32.3
Child/Son/Daughter-in-law	3,537	0.3	36,825	3.4	40,362	1.9
Child/Step-Child	3,668	0.4	3,914	0.4	7,582	0.4
Sibling/Brother/Sister	19,885	1.9	17,154	1.6	37,039	1.8
Sibling/Brother/Sister-in-law	833	0.1	3,106	0.3	3,940	0.2
Parent/Father/Mother	1,232	0.1	8,315	0.8	9,546	0.5
Parent/Step Father/Mother	226	0.0	183	0.0	409	0.0
Parent/Father/Mother-in-law	218	0.0	1,503	0.1	1,720	0.1
Grand Parent/Grand Father/Mother	104	0.0	972	0.1	1,077	0.1
Grand Child/Grandson/Daughter	178,817	17.3	164,975	15.2	343,792	16.2
Other family relative	44,892	4.3	42,063	3.9	86,954	4.1
Other unrelated person	25,037	2.4	17,590	1.6	42,627	2.0
Total	**1,032,341**	**100.0**	**1,084,086**	**100.0**	**2,116,427**	**100.0**

2.5.2: Educational Level of Household Head

Importance of Education: Education increases one's chances of landing a better job. It does not only produce a well-informed population, but it also stimulates economic growth and raises a country's GDP. It enables people to live a healthy, quality lifestyle while maintaining a high standard of living. It also aids in the development of critical thinking skills, the promotion of creativity and innovation, and the preparation of citizens for leadership roles.

In Education ISCED11 adopted, the categories of No schooling comprises non-formal, none & never attended while lower secondary education (Grade 8-11 & Form 1-5), upper secondary education (vocational & technical after primary, diploma or certificate after primary & diploma or certificate after secondary), post-secondary non-tertiary education (vocational & technical after secondary), short-cycle tertiary education (diploma or certificate after high school, vocational & technical after high school) and masters or equivalent level (post-graduate diploma/honours & masters).

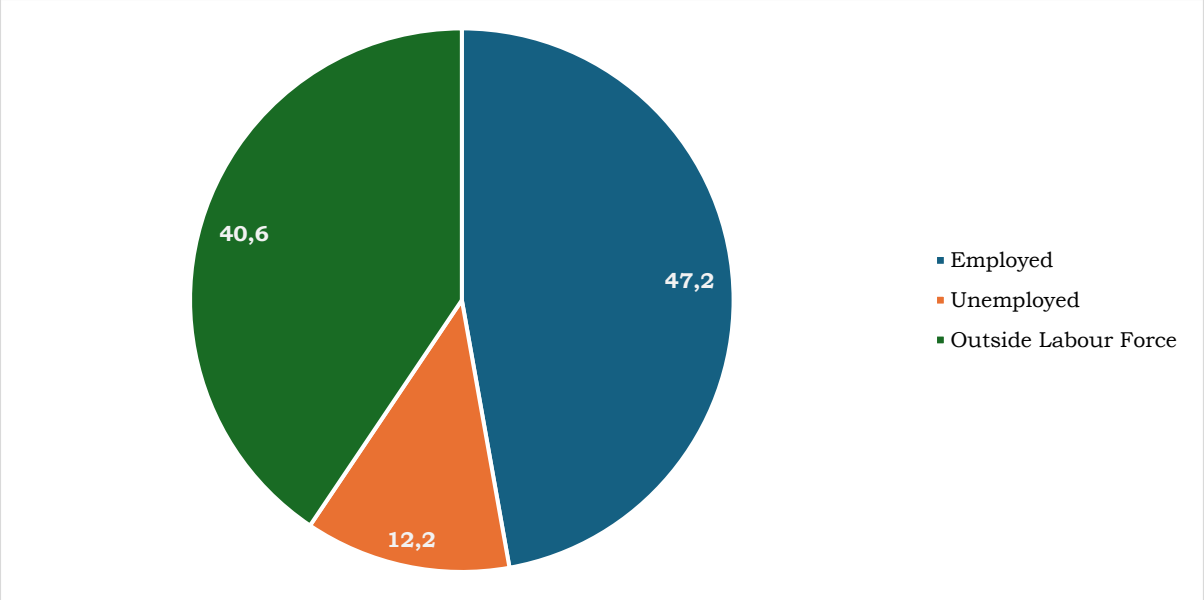
Table 2.8 shows the percentage distribution of household heads by educational attainment. It shows that higher proportions for both male and female heads have achieved primary education with 45.4 and 55.7 percent respectively. This is followed by those who attained lower secondary education with 28.4 percent for males and 29.0 percent for females. The third largest category are those who have not attended school with 14.7 percent of males and 4.0 percent of females. In total, 49.4 percent of all household heads have attained primary education, followed by those who attained lower secondary education with 28.6 percent. Households with no schooling constituted 10.5 percent.

Table 2.8: Number and Percentage Distribution of Household Heads by Education ISCED 11 and Sex - 2024 LFS

Education ISCED 11	Male	Percent	Female	Percent	Total	Percent
No schooling	55,176	14.7	9,493	4.0	64,669	10.5
Early childhood education	342	0.1	95	0.0	436	0.1
Primary education	170,202	45.4	132,955	55.7	303,157	49.4
Lower secondary education	106,384	28.4	69,273	29.0	175,657	28.6
Upper secondary education	2,838	0.8	1,745	0.7	4,583	0.7
Post-secondary non-tertiary education	632	0.2	222	0.1	853	0.1
Short-cycle tertiary education	24,631	6.6	15,128	6.3	39,759	6.5
Bachelor's or equivalent level	10,417	2.8	8,000	3.3	18,416	3.0
Master's or equivalent level	3,815	1.0	1,870	0.8	5,685	0.9
Doctoral or equivalent level	572	0.2	0	0.0	572	0.1
Not elsewhere classified	34	0.0	51	0.0	85	0.0
Total	**375,042**	**100.0**	**238,830**	**100.0**	**613,872**	**100.0**

Figure 2.1 below shows the distribution of household heads by labour force status. It shows that 47.2 percent of household heads were employed, while 12.2 percent were unemployed. On the other hand, 40.6 percent were outside the labour force.

Figure 2.1: Distribution of Household Heads by Labour Force Status - 2024 LFS



The figure below illustrates the percentage distribution of household heads and their status in employment. It portrays that for both male and female headed households a higher proportion were employees with 69.5 and 68.9 percent respectively. In general, there is not much difference between males and females who are employees and head of their households. On the other hand, there are more male headed households who are employers than their female counterparts in the same category with 4.1 and 1.1 percent respectively. There are more female headed households who are own-account workers with 29.8 than their male counterparts (26.2%).

Figure 2.2: Distribution of Household Heads by Status in Employment – 2024 LFS

2.6 Summary

The survey shows a total population of **2,116 ,427** of which **1,084,086** (51.2 percent) were females while **1,032,341 (47.8 percent)** were males. It shows that a higher proportion of share of female population is among age-group 10-14 years with

10.0 percent. This is followed by age-groups 15-19 and 5-9 years with 9.9 and 9.7 percent respectively. The distribution is also the same for male population where a higher proportion of share is among age-groups 10-14 and 15-19 years with an equal share of 10.9 percent for both age-groups, followed by age-groups 5-9 and 20-24 years with 9.7 and 9.3 percent respectively.

In the Totals, the share of population distribution follows the same pattern for both males and females where age-groups 10-14, 15-19 and 5-9 years constitute the highest proportions of the population among all age-groups with 10.4 and 9.7 percent respectively. On the other hand, the higher age-groups 80-84 and 85 years and above have the lowest share of the total population with 1.1 and 0.9 percent respectively.

The share of population distribution among the ecological zones shows that lowlands have the highest proportion of the population with 60.9 percent followed by mountains with 19.5 percent. The lowest is senqu river valley with 8.9 percent. The results further show that in general, a higher proportion of the population is in the rural areas (60.2%), followed by those who reside in the urban area with 32.9 percent and the lowest is peri-urban with 6.8 percent.

The survey also shows that out of 613,872 household heads, 61.1 percent were males while 38.9 percent were female heads. It further shows that 47 percent of household heads were employed, while 12 percent were unemployed and 41 percent were outside the labour force.

CHAPTER 3

WORKING AGE POPULATION

3.0 Introduction

This chapter presents information about the working-age population and its categorization in the analysis of labour market indicators. The working-age population is a central concept in labour statistics. The working-age population refers to set of persons above a specified minimum age for access to the labour market, (19th ICLS, 2013).

The working-age population classification varies from country to country depending on national labour laws and statistical practices. According to the Lesotho Labour Code (2024), the minimum legal working age is 15 years, this is in line with international standards set by the International Labour Organization (ILO). It is generally defined as all persons aged 15 years and older. The lower age limit is established based on the minimum age for employment, as stipulated in national laws or regulations.

Not everyone that is part of the working-age population, is actively engaged in the labour market. Some have jobs, others are seeking jobs, others are discouraged, while others are engaged solely in other activities or not interested in the labour market. Therefore, this chapter enlightens how working-age persons relate to the labour market. Changes in the size of the working-age population can impact significantly the labour market and the economy. A growing working-age population provides opportunities for economic growth by increasing potential labour supply, while at the same time creating challenges for job creation and integration of new labour market entrants. By contrast, a shrinking working-age population can hinder economic growth, reduce competitiveness and increase the population dependency, etc. thereby placing additional pressure on social support system.

3.1 Distribution of the working age population

From the working-age population, two main classifications are derived; the population in the labour force and the population not in the labour force. Together these two groups of the working-age population refer to the current supply of labour for the production of goods and services in exchange for pay or profit. The Labour Force concept captures persons of working-age who were actively engaged in the labour market during a specified period of time, in this case, during past seven days. It is the sum of both persons employed and unemployed.

Figure 3.1: Classification of Working-Age Population (15+ years) - 2024 LFS

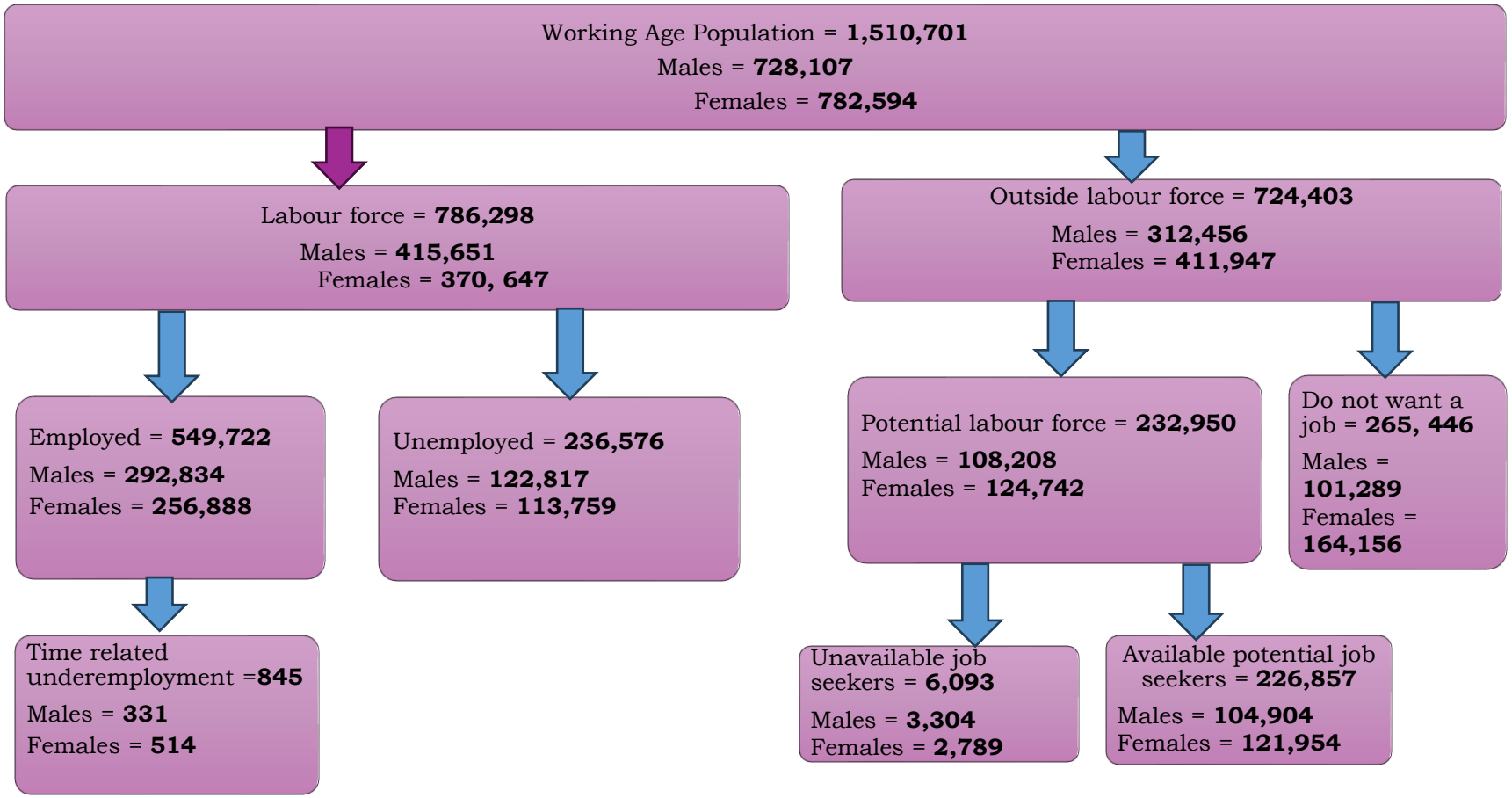


Figure 3.2 below shows the distribution of working age population by labour force status. The figure depicts that 36.4 percent of working age population were employed while 15.7 percent were unemployed. On the other hand, 48.0 percent were outside the labour force.

Figure 3.2: Distribution of Working Age Population by Labour Force Status - 2024 LFS

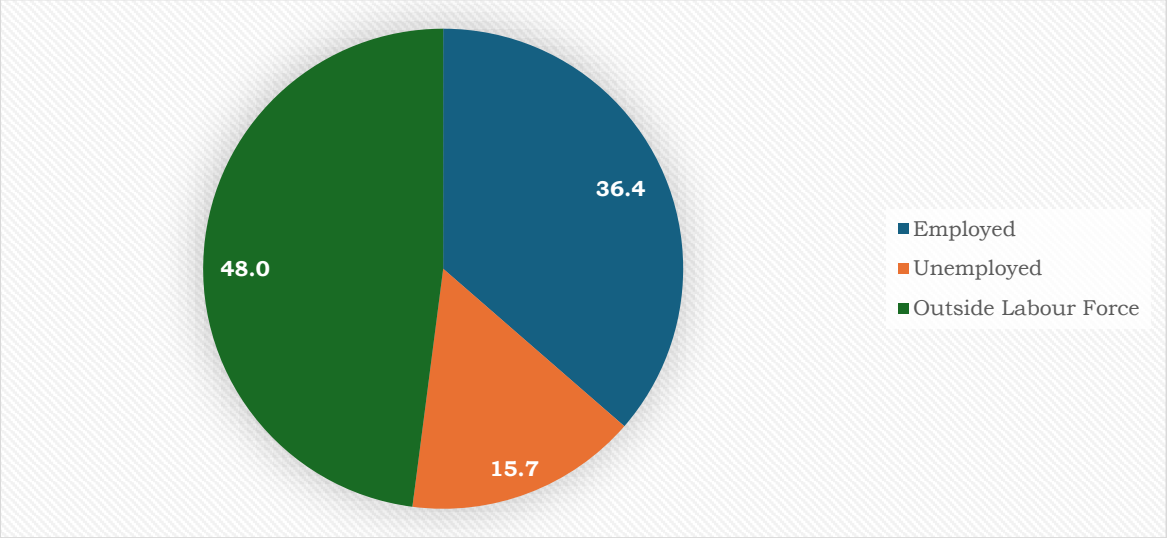


Table 3.1 below displays the percentage distribution of the working age population by age-group and sex. There were 1,510,701 persons aged 15 years and older in the labour force in 2024. The table further indicates that in overall, the highest proportion of the working age population was among the age-group 15-19 years (14.6 percent), followed by those aged 20-24 with 12.7 percent. The lowest proportion (1.2 percent) was among the age-group 85 years and above. The similar trend was observed in age-group 15-19 year for both sexes.

Table 3.1: Percentage Distribution of Working Age Population (15+ Years) by Age-Group and Sex – 2024 LFS

	Sex		
Age-group	**Male**	**Female**	**Total**
15-19	15.4	13.8	14.6
20-24	13.1	12.2	12.7
25-29	11.3	10.5	10.9
30-34	10.5	9.6	10.1
35-39	10.3	9.8	10.0
40-44	9.7	8.6	9.1
45-49	7.3	6.4	6.9
50-54	5.5	5.4	5.4
55-59	4.8	5.3	5.1
60-64	3.8	4.4	4.1
65-69	2.9	4.4	3.6
70-74	2.2	3.6	2.9
75-79	1.5	2.4	1.9
80-84	0.9	2.0	1.5
85+	0.6	1.7	1.2
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**728,107**	**782,594**	**1,510,701**

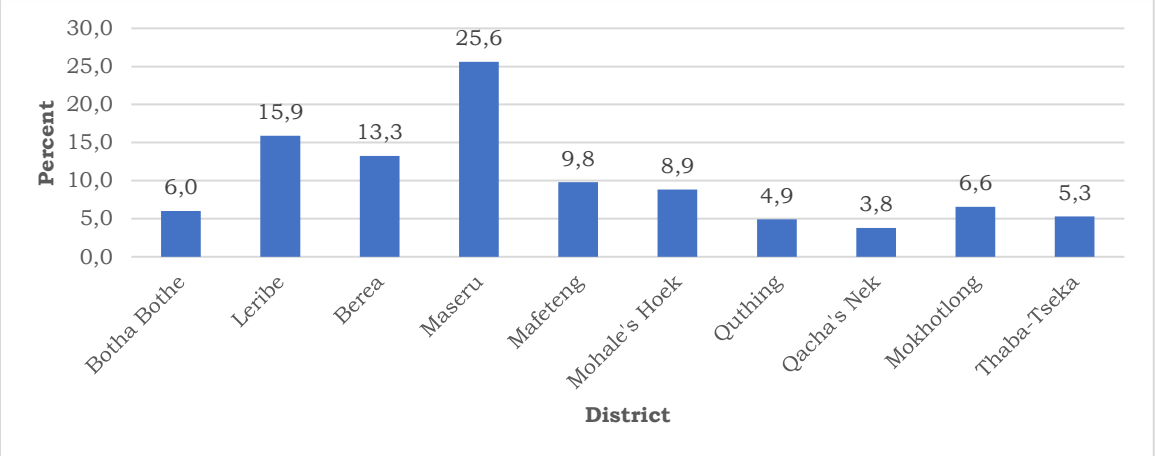
Table 3.2 shows the percentage distribution of the working age population by education (ISCED 11) and sex. The table shows that nationally, the majority of the working age population have attended primary education (42.6 percent), This was followed by those with upper secondary education (28.4 percent). The lowest percentages were with persons with early childhood, short-cycle tertiary and doctorate or equivalent with 0.1 percent each. The same pattern is observed in individual sexes.

Table 3.2: Percentage Distribution of Working Age Population (15+ Years) by Education (ISCED 11) and Sex - 2024 LFS

	Sex		
Education (ISCED 11)	**Male**	**Female**	**Total**
No schooling	0.9	0.2	0.5
Early childhood education	0.1	0.1	0.1
Primary education	44.2	41.0	42.6
Lower secondary education	16.5	21.4	19.0
Upper secondary education	25.3	31.3	28.4
Post-secondary non-tertiary education	0.5	0.3	0.4
Short-cycle tertiary	0.2	0.1	0.1
Bachelor's degree or equivalent	2.5	3.4	3.0
Master's degree or equivalent	0.3	0.2	0.3
Doctorate or equivalent	0.1	0.0	0.1
Education Not elsewhere classified	9.6	2.0	5.7
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**728,107**	**782,594**	**1,510,701**

Figure 3.3 below illustrates the percentage distribution of the working age population by district. The highest percentage share of the working age population was in Maseru district (25.6 percent), followed by Leribe and Berea districts with 15.9 and 13.3 percent respectively. The lowest percentage share (3.8 percent) was in Qacha's Nek district.

Figure 3.3: Percentage Distribution of Working Age Population (15+ Years) by District - LFS 2024



The distribution of the working age population by district, settlement type, ecological zone and sex is presented in Table 3.3. The results indicate that among males, Maseru district had the highest proportion of the working age population (24.9 percent), followed by Leribe with 15.6 percent. The same pattern was observed among the female counterparts.

In terms of the settlement type, males in the rural areas had the highest percentage of the working age population (61.9 percent) followed by males in urban areas with 31.3 percent while males in peri-urban had the least percentage (6.9 percent). Similarly, the same pattern was observed among female counterparts.

Females of the working age population was highest in lowlands (63.6 percent) followed by mountain zone (17.8 percent) and foothills (9.8 percent) while the least percentages were Senqu River Valley (SRV) with 8.8. The similar trend was seen among male counterparts.

Table 3.3: Percentage Distribution of Working Age Population (15+ Years) by Place of Residence and Sex - 2024 LFS

	Sex		
Place of Residence	**Male**	**Female**	**Total**
District			
Berea	13.2	13.3	13.3
Botha-Bothe	6.1	6.0	6.0
Leribe	15.6	16.1	15.9
Mafeteng	10.1	9.5	9.8
Maseru	24.9	26.3	25.6
Mohale's Hoek	8.8	8.9	8.9
Mokhotlong	7.0	6.2	6.6
Qacha's Nek	3.9	3.8	3.8
Quthing	4.9	5.0	4.9
Thaba-Tseka	5.6	5.0	5.3
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**728,107**	**782,594**	**1,510,701**
Settlement Type			
Urban	31.3	35.8	33.6
Peri-Urban	6.9	7.4	7.1
Rural	61.9	56.8	59.3
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**728,107**	**782,594**	**1,510,701**
Ecological Zone			
Lowlands	60.8	63.6	62.3
Foothills	11.2	9.8	10.5
Mountain	19.2	17.8	18.5
Senqu River Valley	8.9	8.8	8.8
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**728,107**	**782,594**	**1,510,701**

Table 3.4 indicates the distribution of working age population by age-group and marital status. Generally, the results revealed that the majority of the working age population are in age-group 15-19 years (14.6 percent) followed by persons in age-

groups 20-24 (12.7 percent). The never married categories of age-groups 15-19, had the highest (38.5 percent) while the lowest was observed from 75 years and above. The married (monogamy) categories of age-groups 35-39, had the highest (14.5 percent) while the lowest is observed in age-group 85+ with 0.4 percent.

Table 3.4: Percentage Distribution of working Age Population (15+ years) by Marital Status and Age-group - 2024 LFS

	Marital Status							
Age-Group	**Married (Monogamy)**	**Married (Polygamy)**	**Living Together**	**Separated**	**Divorced**	**Window/Widower**	**Never Married**	**Total**
15-19	1.6	0.7	0.6	0.6	0.5	0.0	38.5	14.6
20-24	7.8	4.5	7.1	6.2	2.4	0.2	24.8	12.7
25-29	11.1	5.9	11.4	11.3	7.7	0.8	14.5	10.9
30-34	13.3	9.3	18.4	16.6	16.5	1.5	8.0	10.1
35-39	14.5	14.0	17.8	18.0	17.1	3.8	5.4	10.0
40-44	13.6	9.7	17.1	15.3	15.4	5.7	3.8	9.1
45-49	9.9	11.5	8.3	11.2	9.0	7.8	2.0	6.9
50-54	7.6	8.5	5.4	6.9	12.2	9.1	1.1	5.4
55-59	7.1	7.8	4.0	5.0	6.1	10.8	0.6	5.1
60-64	4.9	4.0	2.2	3.2	6.2	11.4	0.5	4.1
65-69	3.6	13	4.0	3.0	2.0	12.6	0.3	3.7
70-74	2.5	3.5	2.7	1.8	2.5	12.0	0.2	2.9
75-79	1.4	0.0	0.7	0.4	1.0	9.5	0.1	1.9
80-84	0.8	6.5	0.0	0.3	1.2	7.8	0.1	1.5
85+	0.4	1.2	0.6	0.3	0.5	7.1	0.1	1.2
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**609,140**	**4,866**	**10,458**	**113,886**	**19,748**	**209,846**	**542,757**	**1,510,701**

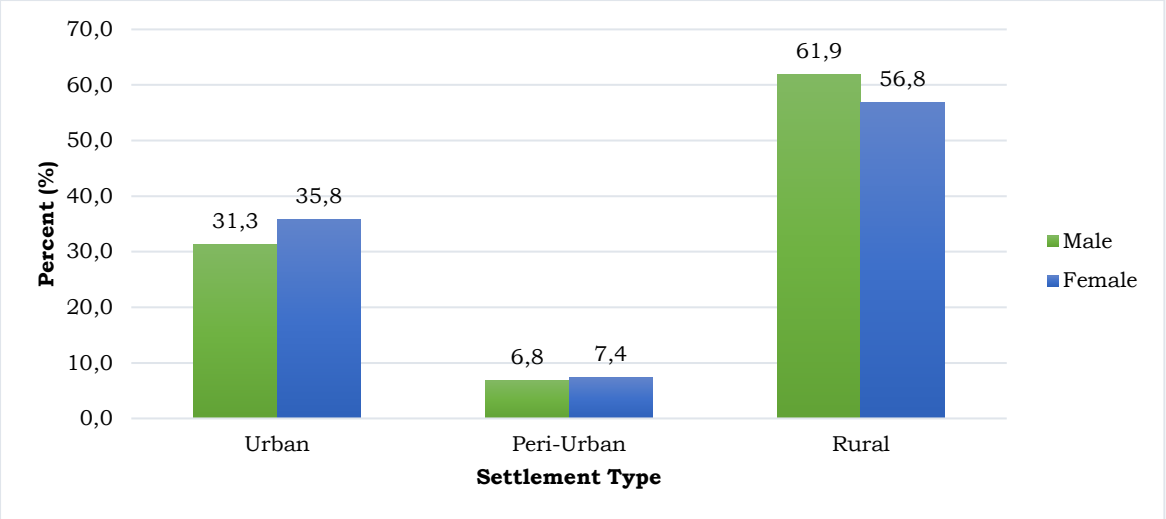
As illustrated by table 3.5 below, the working age population among persons in rural areas is higher in age-group 15-19 years with (15.3 percent), followed by age-groups 20-24 and 25-29 with the percentages of 12.6 and 10.3 percent respectively. The same trend followed from the peri-urban and urban areas.

Table 3.5: Percentage Distribution of Working Age Population (15+ Years) by Age-Group and Settlement Type – 2024 LFS

	Settlement Type			
Age-group	**Urban**	**Peri-Urban**	**Rural**	**Total**
15-19	13.3	14.0	15.3	14.6
20-24	12.4	13.8	12.6	12.7
25-29	12.1	10.5	10.3	10.9
30-34	11.8	9.5	9.2	10.1
35-39	11.3	8.9	9.5	10.0
40-44	10.2	9.3	8.5	9.1
45-49	7.3	7.3	6.6	6.9
50-54	5.6	5.6	5.3	5.4
55-59	4.6	5.4	5.3	5.1
60-64	4.0	4.1	4.1	4.1
65-69	2.7	4.1	4.1	3.7
70-74	2.0	3.1	3.5	2.9
75-79	1.3	2.0	2.3	1.9
80-84	1.0	1.3	1.8	1.5
85+	0.7	1.0	1.6	1.2
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**508,087**	**107,474**	**895,140**	**1,510,701**

Figure 3.4 exemplifies the percentage distribution of the working age population by settlement type and sex. As shown by the figure, there were more females of working age population in rural area (56.8 percent) than in urban and peri-urban areas with 35.8 and 7.4 percent respectively. The same trend was observed for males of the working age population where rural area had a highest percentage (61.9 percent), followed by urban area with 31.3 percent and the lowest proportion was in peri-urban area (6.8 percent).

Figure 3.4: Percentage Distribution of Working Age Population (15+ Years) by Settlement type And Sex - 2024 LFS



3.2 Labour Force Participation Rate

The Labour Force Participation Rate (LFPR) is a measure of the proportion of a country's working age population that engages actively in the labour market, either by working or looking for work; it provides an indication of the size of the supply of labour available to engage in the production of goods and services, relative to the population at working age. LFPR is calculated by expressing the number of persons in the labour force as a percentage of the working-age population.

Table 3.6 below shows percentage changes in comparison of labour force participation rates (LFPR) by sex. The table indicates that in general, LFPR in 2024 (52.0 percent) has increased by 2.1 percentage point in Lesotho since 2019 (49.9 percent), and this has applied for both males and females. The negative percentage changes are with age categories 25-29 for all sexes, followed by age category 80-84 years.

Table 3.6: Comparison of Labour Force Participation Rate by Age-Group and Sex - 2024 LFS and LFS 2019

	Sex/Labour Force Participation Rate Comparison								
	Lesotho			Male			Female		
Age-group	2024 LFPR	2019 LFPR	Percentage Point LFPR	2024 LFPR	2019 LFPR	Percentage Point LFPR	2024 LFPR	2019 LFPR	Percentage Point LFPR
15-19	17.4	14.4	**3.0**	20.9	18.6	**2.3**	13.9	10.1	**3.8**
20-24	47.6	45.0	**2.6**	51.8	50.6	**1.2**	43.4	39.6	**3.8**
25-29	65.9	66.7	**-0.8**	70.1	71.3	**-1.2**	61.6	62.4	**-0.8**
30-34	72.8	71.3	**1.5**	73.9	74.9	**-1.0**	71.8	67.5	**4.3**
35-39	74.7	72.9	**1.8**	78.6	75.4	**3.2**	70.8	70.1	**0.7**
40-44	74.0	70.7	**3.3**	76.7	74.7	**2.0**	71.3	66.6	**4.7**
45-49	70.5	67.2	**3.3**	75.8	70.9	**4.9**	64.9	63.7	**1.2**
50-54	68.2	62.7	**5.5**	72.7	67.6	**5.1**	64.0	58.3	**5.7**
55-59	55.9	52.0	**3.9**	60.1	56.1	**4.0**	52.4	49.1	**3.3**
65-69	28.2	26.6	**1.6**	32.0	29.7	**2.3**	25.8	24.5	**1.3**
70-74	12.4	12.5	**-0.1**	16.8	16.1	**0.7**	9.9	10.2	**-0.3**
75-79	8.6	7.3	**1.3**	9.7	10.4	**-0.7**	8.0	5.7	**2.3**
80-84	4.4	5.2	**-0.8**	7.9	4.7	**3.2**	2.9	5.4	**-2.5**
85+	2.9	2.6	**0.3**	5.6	2.2	**3.4**	2.0	2.7	**-0.7**
Total	**52.0**	**49.9**	**2.1**	**57.1**	**55.0**	**2.1**	**47.4**	**45.3**	**2.1**

Figure 3.5 portrays the labour force participation rate by sex and age-group. The rate was higher for males than females across all age-groups.

Figure 3.5: Labour Force Participation Rate by Sex and Age-group, Lesotho - 2024 LFS

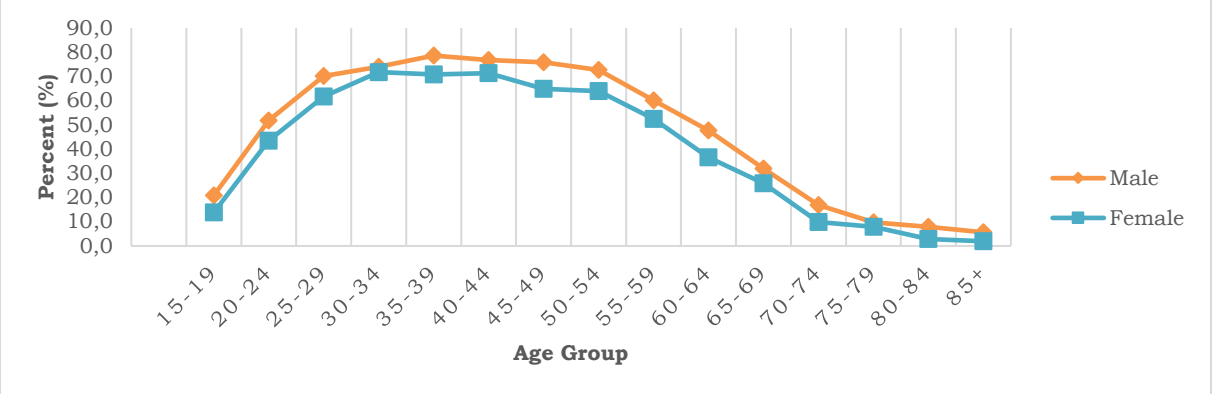


Table 3.7 displays the labour force participation rate by district and sex. The results reveal that Maseru district recorded labour force participation rate of 66.3 percent among males and 58.2 percent among females. Qacha's Nek reported 39.4 percent among males and 34.5 percent among females. Leribe stated 55.0 percent among males and 44.2 percent among females

Table 3.7: Labour Force Participation Rate by District and Sex - 2024 LFS

	Sex								
	Lesotho			Male			Female		
District	Working Age Population	2024 Labour Force	2024 LFPR (%)	Working Age Population	2024 Labour Force	2024 LFPR (%)	Working Age Population	2024 Labour Force	2024 LFPR (%)
Botha Bothe	90755	42,482	46.8	44183	23,646	53.5	46571	18,836	40.4
Leribe	240222	118,403	49.3	113907	62,604	55.0	126315	55,799	44.2
Berea	200325	105,453	52.6	96129	55,714	58.0	104196	49,739	47.7
Maseru	386746	239,751	62.0	181082	120,040	66.3	205664	119,710	58.2
Mafeteng	147810	71,831	48.6	73472	40,598	55.3	74338	31,233	42.0
Mohale's Hoek	133639	62,535	46.8	64246	34,045	53.0	69393	28,490	41.1
Quthing	74655	40,823	54.7	35474	21,304	60.1	39181	19,519	49.8
Qacha's Nek	57420	22,634	39.4	28035	12,504	44.6	29386	10,130	34.5
Mokhotlong	99175	45,651	46.0	51034	25,442	49.9	48140	20,210	42.0
Thaba-Tseka	79954	36,734	45.9	40544	19,754	48.7	39410	16,980	43.1
Total	**1,510,701**	**786,298**	**52.0**	**728,106**	**415,651**	**57.1**	**782,594**	**370,647**	**47.4**

Table 3.8 reports the labour force participation by age-group and settlement. The results show age-group 15-19 reported labour force participation rate of 15.9 percent in urban areas, 14.5 percent in peri-urban and 18.5 percent in rural areas. Age-group 20-24 reported 51.5 percent in urban, 41.3 percent in peri urban and 46.3 percent in rural areas.

Table 3.8: Labour Force Participation Rate by Age-group and Settlement - 2024 LFS

	Settlement Type/Labour Force Participation Rate											
	Lesotho			Urban			Peri - Urban			Rural		
Age-group	Working Age Population	2024 Labour Force	2024 LFPR (%)	Working Age Population	2024 Labour Force	2024 LFPR (%)	Working Age Population	2024 Labour Force	2024 LFPR (%)	Working Age Population	2024 Labour Force	2024 LFPR (%)
15-19	219,945	38,378	17.4	67,730	10,752	15.9	15,021	2,183	14.5	137,194	25,444	18.5
20-24	191,149	91,022	47.6	63,173	32,559	51.5	14,798	6,111	41.3	113,178	52,352	46.3
25-29	164,315	108,271	65.9	61,264	45,949	75.0	11,285	7,826	69.3	91,766	54,496	59.4
30-34	152,245	110,901	72.8	59,683	50,317	84.3	10,248	7,936	77.4	82,314	52,649	64.0
35-39	151,665	113,239	74.7	57,343	49,132	85.7	9,586	7,753	80.9	84,737	56,353	66.5
40-44	137,530	101,841	74.0	51,894	45,713	88.1	10,012	8,369	83.6	75,624	47,758	63.2
45-49	103,579	73,006	70.5	36,873	30,555	82.9	7,806	6,239	79.9	58,901	36,213	61.5
50-54	81,913	55,872	68.2	28,291	23,039	81.4	6,039	4,759	78.8	47,583	28,073	59.0
55-59	76,771	42,950	55.9	23,107	17,026	73.7	5,836	3,776	64.7	47,829	22,148	46.3
60-64	61,997	25,746	41.5	20,506	10,937	53.3	4,404	1,660	37.7	37,087	13,148	35.5
65-69	55,082	15,517	28.2	13,696	5,271	38.5	4,454	1,438	32.3	36,932	8,807	23.8
70-74	44,348	5,505	12.4	10,004	2,582	25.8	3,331	488	14.7	31,013	2,435	7.9
75-79	29,297	2,518	8.6	6,461	1,184	18.3	2,141	259	12.1	20,695	1,075	5.2
80-84	22,528	1,002	4.4	4,694	361	7.7	1,430	141	9.9	16,404	500	3.0
85+	18,335	531	2.9	3,369	164	4.9	1,083	100	9.3	13,883.7	266	1.9
Total	**1,510,701**	**786,298**	**52.0**	**508,087**	**325,542**	**64.1**	**107,474**	**59,038**	**54.9**	**895,140**	**401,718**	**44.9**

3.3 Labour Underutilization (LU)

According to ILO, labour underutilization refers to the mismatches between labour supply and demand, which results in available labour not fully or effectively used in the economy. It goes beyond unemployment and captures various forms of inadequate labour absorptions.

3.3.1 Labour Underutilization Components

LU comprised of four indicators to assess the nature of it throughout the business cycle:

- LU1: Unemployment rate:
  [persons in unemployment / labour force] x 100

- LU2: Combined rate of time-related underemployment and unemployment:
  [(persons in time-related underemployment + persons in unemployment) /labour force] x 100

- LU3: Combined rate of unemployment and potential labour force:
  [(persons in unemployment + potential labour force) / (extended labour force)] x 100

- LU4: Aggregate measure of labour underutilization:
  [(persons in time-related underemployment + persons in unemployment + potential labour force) / (extended labour force)] x 100

Figure 3.6 presents the four ILO defined indicators of labour underutilization. The first, LU1, refers to the unemployed-individuals who are not working, but are available for work and actively seeking employment. The second, LU2, includes time-related underemployed persons, those who are employed but worked fewer hours than a specified threshold (e.g., 40 hours) during the reference period and are willing and available to work more hours. The third, LU3, is a composite measure that combines the unemployed with the potential labour force, individuals who want employment but either did not actively seek work or were not available to start working. The fourth and most comprehensive measure, LU4, includes all three groups: unemployed (LU1), time-related underemployed (LU2), and potential labour force, providing a complete picture of labour underutilization in the economy

Figure 3.6: LU1-LU4: Composite Measures of Labour Underutilization

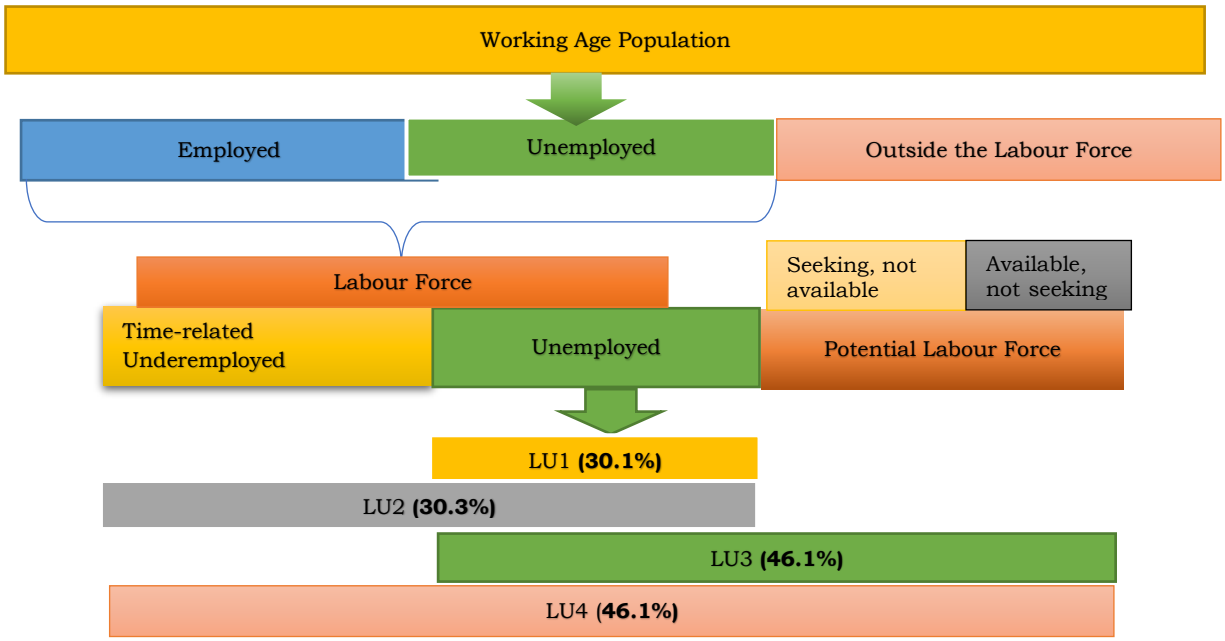


Table 3.9 below shows 2024 LFS main indicators. The results indicate that the Labour Force Participation Rate (LFPR) is 52.0 percent indicating that a little over a half of the working age population is available for work. The LFPR for males is 57.1 percent while that of females is 47.4 percent.

Furthermore, out of employed population (549,722), the majority (84.0 percent) are in informal employment while 16.1 percent are in the Formal Employment. Females and males in informal employment constituted 86.0 and 82.3 percent respectively. It also indicates that in general, Employment to Population Ratio (EPR) is 36.4 percent, where the EPR among males is 40.2 percent and females constituted 32.8 percent.

The Unemployment Rate (LU1) is 30.1 percent and there is not much discrepancy between the rates for males (29.5 percent) and females (30.7 percent). There is not much difference between LU1 and LU2 but there is a large gap between LU1 (30.1 percent) and LU3 (46.1 percent) indicating that a large proportion of those not employed, are not even looking for jobs or available to start working. The true extent of labour underutilization is illustrated through LU4, which shows that a little bit less than half of the working age population faces some sort of labour underutilization.

Table 3.9: Labour Force Main Indicators by Sex - 2024 LFS

Main Indicators	Sex (National)		
	Male	**Female**	**Total**
Number			
Working Age Population (15+ years)	728,106	782,594	1,510,701
Labour Force (Employed + Unemployed)	415,651	370,647	786,298
Outside Labour Force	312,456	411,947	724,403
Employed Population	292,834	256,888	549,722
Unemployed Population	122,817	113,758	236,576
Extended Labour Force (Labour Force + Potential)	523,859	495,389	1,019,248
Time-Related Underemployment	331	514	845
Unavailable jobseekers	3,304	2,789	6,093
Available potential jobseekers	104,904	121,954	226,857
Potential labour force	108,208	124,742	232,950
Informal employment (nature/characteristics of job)	241,069	220,804	461,873
Formal employment (nature/ characteristics of enterprise)	51,764	36,085	87,849
Trade Union Membership	28,440	24,240	52,680
Rates (%)			
Labour Force Participation Rate	57.1	47.4	52.0
Employment-to-Population Ratio	40.2	32.8	36.4
Informal employment rate	82.3	86.0	84.0
Trade union density rate	9.7	9.4	9.6
Unemployment Rate (LU1)	29.5	30.7	30.1
Combined rate of time-related underemployment and unemployment (LU2)	29.6	30.8	30.2
Combined rate of unemployment and potential labour force (LU3)	44.1	48.1	46.1
Aggregated measure of labour underutilization (LU4)	44.2	48.2	46.1
Youth Rates (%)			
Youth Unemployment Rate (15-24)	43.4	55.6	48.8
Youth unemployment rate (15-35)	37.1	40.8	48.9
Youth Informal employment rate	98.3	97.8	98.1
Youth not in employment, education or training (NEET) rate	50.8	48.7	49.8
Youth labour force participation rate (15-35)	35.1	27.8	31.5
Youth labour force absorption rate (15-35)	64.0	60.2	62.3
Youth Combined rate of unemployment and potential labour force	44.9	80.0	66.8
Youth Trade Union density rate	1.66	1.65	1.65
Youth Employment-to-population ratio (15-24)	19.86	12.32	16.13
Youth Time-Related Underemployment rate (15-35)	0.03	0.12	0.07

CHAPTER 4

EMPLOYED POPULATION

4.0 Introduction

The employed population includes all persons above a specified age (15+ years) who did some work in the reference period either for pay in cash or in kind (paid employees); or who were in self-employment for profit or family gain; and persons temporarily absent from their work but would definitely return to work. Unpaid family workers in family businesses are included in the category of employed persons. Work is defined as any economic activity done for one hour or more during the reference period (ILO).

The employed population is measured in relation to a short reference period of one week or seven days, so as to produce a snap-shot picture of employment at a given point in time. When statistics on the employed population are collected at frequent intervals, these can serve to monitor changes over time in the levels, structure and characteristics of employment in countries.
The employed population comprises of two main groups:

- persons employed, at work —i.e. who worked for at least one hour for pay or profit in the short reference period.
- persons employed, not at work —i.e. who had a job but did not work in the short reference period due to temporary absence from the job, for example due to sick leave, annual leave, maternity leave, etcetera, or due to the nature of their working time arrangement, such as shift work, compensatory leave for over time and flexitime (ILO).

4.1 Employed Population

Table 4.1 presents the number and percentage distribution of employed persons by settlement type and sex. The table shows that employed population was estimated at 549,722, of which 47.6 percent were in the rural areas ,45.1 percent were in urban areas and 7.2 percent in peri urban areas. It further shows that employed males were estimated at 292,834 and their female's counter parts at 256,888.

Table 4.1: Number and Percentage Distribution of Employed Population (15+ Years) by Occupation and Sex - 2024 LFS

	Sex					
Settlement Type	**Male**		**Female**		**Total**	
Urban	123,384	42.1	124,699	48.5	248,083	45.1
Peri-Urban	20,531	7.0	19,194	7.5	39,725	7.2
Rural	148,919	50.9	112,995	44.0	261,914	47.6
Total	**292,834**	**100.0**	**256,888**	**100.0**	**549,722**	**100.0**

Table 4.2 below presents percentage distribution of the employed population by district and sex. The results indicate that Maseru district had the highest percentage

share (31.1 percent) of employed females followed by Leribe district with 15.8 and the lowest was Qacha's Nek district with 3.2. The table further shows the same pattern amongst the males where Maseru district had the highest proportion of employed males with 29.0 percent followed by Leribe with 15.8 percent and the lowest (2.9 percent) being Qacha's Nek.

Table 4.2: Percentage Distribution of Employed Population (15+ Years) by District and Sex-LFS 2024

	Sex		
District	**Male**	**Female**	**Total**
Botha Bothe	5.0	4.7	4.8
Leribe	15.8	15.8	15.8
Berea	14.5	14.7	14.6
Maseru	29.0	31.1	30.0
Mafeteng	9.7	8.2	9.0
Mohale's Hoek	9.2	8.7	8.9
Quthing	5.1	5.1	5.1
Qacha's Nek	2.9	3.2	3.0
Mokhotlong	4.8	4.4	4.6
Thaba-Tseka	4.1	4.2	4.2
Total (%)	**100**	**100**	**100**
Total (N)	**292,834**	**256,888**	**549,722**

4.2 Employment by Occupation

This section presents distribution of persons in employment by occupation. Analysis of employment by occupation disaggregated by sex allows for the computation of indicator such as the proportion of women in managerial positions which was included as one of the indicators to measure progress towards the achievement of the Sustainable Development Goals (SDG), under Goal 5 (Achieve gender equality and empower all women and girls). Categorization of occupations is based on International Standard Classification of Occupations (ISCO 2008).

Table 4.3 presents percentage distribution of employed population (15+ years) by occupation and sex. It is observed that the share of employed males and females was higher in elementary occupation with 38.1 and 47.3 percent respectively. Clerical support worker was the occupation with the least proportion of employed males (1.0 percent).

Table 4.3: Percentage Distribution of Employed Population (15+ Years) by Occupation and Sex-2024 LFS

	Sex		
Occupation	**Male**	**Female**	**Total**
Managers	2.9	1.7	2.3
Professionals	3.8	6.5	5.0
Technicians and associate professionals	5.1	5.4	5.2
Clerical support workers	1.0	1.8	1.4
Service and sales workers	13.5	19.7	16.4
Skilled agricultural, forestry and fishery workers	3.9	2.0	3.0
Craft and related trades workers	16.6	8.5	12.8
Plant and machine operators, and assemblers	14.0	7.0	10.7
Elementary occupations	38.1	47.3	42.4
Armed forces occupations	1.1	0.0	0.6
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**292,834**	**256,888**	**549,722**

Figure 4.1 depicts percentage distribution of employed population by their occupation. According to the figure, people employed in elementary occupation recorded the highest proportion (42.4 percent) followed by those who were employed as service and sales workers with 16.4 percent. The occupation that recorded the lowest proportion was armed forces with 0.6 percent.

Figure 4.1: Percentage Distribution of employed population (15+ Years) by Occupation-LFS 2024

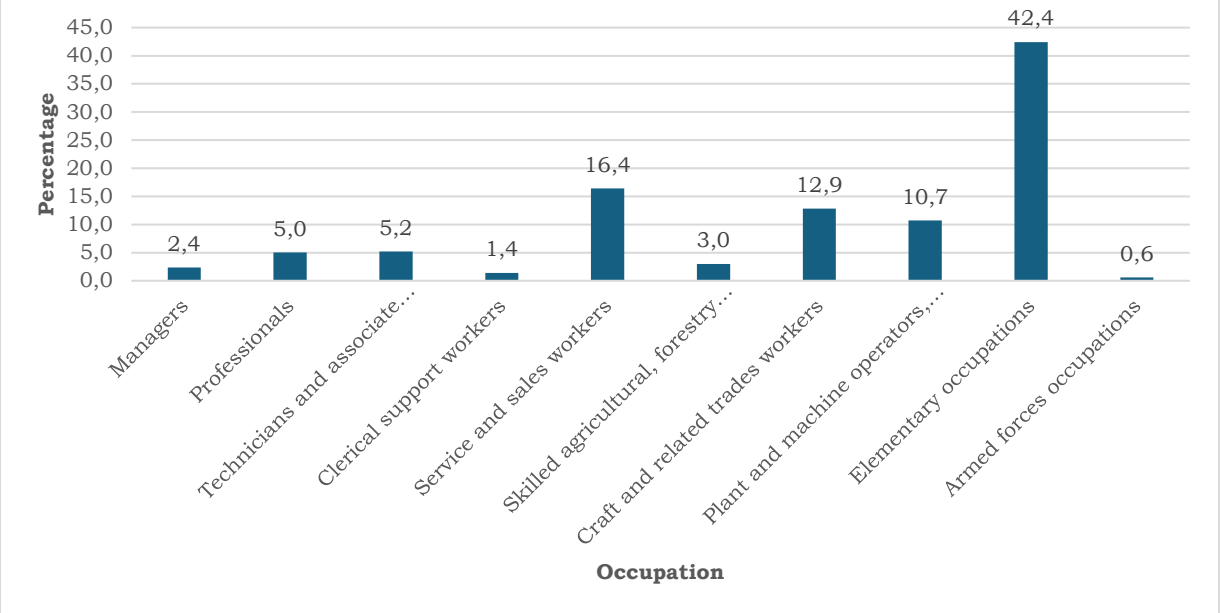


Table 4.4 shows the percentage distribution of employed population by occupation and settlement type. The table shows that elementary occupation had the highest percentage of employed population in both urban and peri urban areas with 28.5 and 41.6 percent respectively followed by service and sales workers with 21.6 and 17.4 percent respectively. On the other hand, rural areas reported the highest percentage (55.7 percent) of elementary occupations followed by craft and related trades workers with 12.0 percent.

Table 4.4: Percentage distribution of Employed Population (15+ Years) by Occupation and Settlement type - 2024 LFS

	Settlement type			
Occupation	**Urban**	**Peri-Urban**	**Rural**	**Total**
Managers	3.0	1.6	1.8	2.3
Professionals	7.4	6.6	2.5	5.0
Technicians and associate professionals	7.8	6.6	2.6	5.2
Clerical support workers	2.4	1.4	0.4	1.4
Service and sales workers	21.6	17.4	11.4	16.4
Skilled agricultural, forestry and fishery workers	1.8	2.3	4.2	3.0
Craft and related trades workers	13.8	12.5	12.0	12.9
Plant and machine operators, and assemblers	12.5	9.9	9.2	10.7
Elementary occupations	28.5	41.6	55.7	42.4
Armed forces occupations	1.1	0.2	0.2	0.6
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**248,083**	**39,725**	**261,914**	**549,722**

Table 4.5 presents the percentage distribution of employed population by occupation and age-group. The table shows that majority of employed population (69.7 percent)

in elementary occupations were in the age-group 15-24 followed by those who were employed as service and sales workers (15.5 percent) while the lowest occupation in the same age-group were managers and armed forces with 0.1 percent for both occupations. Furthermore, across all the age-groups the pattern is the same where elementary occupations are the highest.

Table 4.5: Percentage Distribution of Employed Population (15+ Years) by Occupation and Age Group- 2024 LFS

	Age-group				
Occupation	**15-24**	**25-54**	**55-64**	**65+**	**Total**
Managers	0.1	2.4	3.2	6.5	2.3
Professionals	0.9	5.7	6.6	1.2	5.0
Technicians and associate professionals	2.6	5.2	5.9	11.8	5.2
Clerical support workers	0.6	1.5	1.7	0.7	1.4
Service and sales workers	15.5	17.0	14.6	14.1	16.4
Skilled agricultural, forestry and fishery workers	1.6	2.5	5.5	10.8	3.0
Craft and related trades workers	6.0	13.4	15.5	15.9	12.8
Plant and machine operators, and assemblers	2.9	12.1	12.8	3.1	10.7
Elementary occupations	69.7	39.4	34.2	35.9	42.4
Armed forces occupations	0.1	0.8	0.0	0.0	0.6
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**66,317**	**407,504**	**55,181**	**20,719**	**549,722**

Table 4.6 presents the percentage distribution of the employed population by settlement type and sex. Overall, there were more employed people in the rural areas (47.6 percent) followed by those in the urban areas with 45.1 percent and the lowest being peri-urban with 7.2 percent.

The results show that there were more (50.9 percent) employed males in the rural areas followed by 42.1 percent of employed males in the urban areas. The results further show that there were more (48.5 percent) employed females in the urban areas followed by 44.0 percent of employed females in the rural areas and the least being peri-urban with 7.5 percent.

Table 4.6: Percentage Distribution of employed population (15+ Years) by Settlement and Sex- 2024 LFS

	Sex		
Settlement Type	**Male**	**Female**	**Total**
Urban	42.1	48.5	45.1
Peri-Urban	7.0	7.5	7.2
Rural	50.9	44.0	47.6
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**292,834**	**256,888**	**549,722**

4.3 Employment by Industry

The classification by economic activity refers to the main activity of the establishment in which a person worked during the reference period. The branch of economic activity of a person does not depend on the specific duties or functions of the person's job, but rather on the characteristics of the economic unit in which the person works.

This indicator provides information on employment across different economic activities. Information by sector of economic activity is particularly useful in identifying broad shifts in employment and stages of development. Having detailed statistics on employment by economic activity allows for the calculation of the share of manufacturing in total employment, which was included as one of the indicators proposed to measure progress towards the achievement of the Sustainable Development Goals (SDG), under Goal 9 (Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation). Classification of employment by industry in this report is based on the International Standard Industrial Classification of all Economic Activities (ISIC) Revision 4.

Table 4.7 presents percentage distribution of employed population by Industry and Sex. The table shows that, agriculture forestry and fishing industry has the highest proportion (18.0 percent) of the total employment. The activities of households as employers; undifferentiated good and services-producing activities of households for own use ranks second with 16.2 percent, followed by wholesale and retail trade; repair of motor vehicles and motorcycles industry in third with 13.1 percent. It is also observed that the share of males working in agriculture, forestry and fishing industry was the highest constituting 26.8 percent followed by construction with 16.1 percent while males employed in electricity, gas, steam and air conditioning supply and activities of extraterritorial organizations and bodies had the lowest percentage of 0.3 in both industries. Furthermore, the proportion of females employed in activities of households as employers; undifferentiated good and services-producing activities of households for own use had the highest percentage of 30.5 and the electricity, gas, steam and air conditioning supply and activities of extraterritorial organizations and bodies had the lowest percentage of 0.1 for each.

Table 4.7: Percentage distribution of Employed Population (15+ Years) by Industry and Sex - 2024 LFS

	Sex		
Industry	**Male**	**Female**	**Total**
Agriculture, forestry and fishing	26.8	8.0	18.0
Mining and quarrying	6.1	0.3	3.4
Manufacturing	7.1	16.7	11.6
Electricity, gas, steam and air conditioning supply	0.3	0.1	0.2
Water supply; sewerage, waste management and remediation act	0.5	0.3	0.4
Construction	16.1	0.7	8.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	12.4	13.9	13.1
Transportation and storage	6.0	0.5	3.4
Accommodation and food service activities	2.2	6.2	4.1
Information and communication	0.4	0.5	0.5
Financial and insurance activities	0.5	0.9	0.7
Real estate activities	0.9	0.8	0.8
Professional, scientific and technical activities	0.5	0.3	0.4
Administrative and support service activities	3.2	0.7	2.0
Public administration and defense; compulsory social security	5.9	4.2	5.1
Education	2.9	6.1	4.4
Human health and social work activities	2.4	5.1	3.7
Arts, entertainment and recreation	0.4	0.2	0.3
Other service activities	1.6	4.0	2.7
Activities of households as employers; undifferentiated good and services-producing activities of households for own use	3.6	30.5	16.2
Activities of extraterritorial organizations and bodies	0.3	0.1	0.2
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**292,834**	**256,888**	**549,722**

Table 4.8 presents percentage distribution of employed population by industry and settlement type. The table indicates that the highest proportion (29.8 percent) of employed population were working in agriculture, forestry and fishing industry in the rural areas, followed by 20.0 percent of those employed in activities of households as employers; undifferentiated good and services-producing activities of households for own use industry.

The table further reveals that in the urban areas wholesale and retail trade; repair of motor vehicles and motorcycles industry recorded the highest percentage (16.7 percent) followed by manufacturing with 15.1 percent and the lowest being electricity, gas, steam and air conditioning supply industry with 0.3 percent.

Table 4.8: Distribution Employed Population (15+ Years) by Industry and Settlement type - 2024 LFS

	Settlement type			
Industry	**Urban**	**Peri-Urban**	**Rural**	**Total**
Agriculture, forestry and fishing	5.8	16.5	29.8	18.0
Mining and quarrying	2.2	5.3	4.3	3.4
Manufacturing	15.1	9.0	8.6	11.6
Electricity, gas, steam and air conditioning supply	0.3	0.2	0.1	0.2
Water supply; sewerage, waste management and remediation act	0.5	0.1	0.4	0.4
Construction	7.9	7.8	10.1	8.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	16.7	13.5	9.7	13.2
Transportation and storage	4.2	3.1	2.6	3.3
Accommodation and food service activities	5.6	3.8	2.7	4.1
Information and communication	0.8	0.2	0.1	0.4
Financial and insurance activities	1.3	0.5	0.2	0.7
Real estate activities	1.5	1.6	0.1	0.8
Professional, scientific and technical activities	0.7	0.3	0.2	0.4
Administrative and support service activities	3.2	2.0	0.8	2.0
Public administration and defense; compulsory social security	7.8	5.6	2.5	5.1
Education	5.4	6.6	3.2	4.4
Human health and social work activities	4.0	4.6	3.1	3.6
Arts, entertainment and recreation	0.6	0.2	0.0	0.3
Other service activities	3.9	2.0	1.7	2.7
Activities of households as employers; undifferentiated good and services-producing activities of households for own use	11.9	17.2	20.0	16.1
Activities of extraterritorial organizations and bodies	0.4	0.0	0.1	0.2
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**248,083**	**39,725**	**261,914**	**549,722**

Table 4.9 indicates percentage distribution of employed population by industry and age-group. The table shows that the highest proportion of employed people in agriculture, forestry and fishing (41.1percent) were in the age-group 15-24 and the second highest were those employed in activities of households as employers; undifferentiated good with 20.7 percent.

In age-groups 25-54 and 55-64, highest percentages of employed population were found in activities of households as employers; undifferentiated goods with 15.6 and 16.2 percent in respective age-groups. It is followed by employment in agriculture,

forestry and fishing industry which accounted for 14.3 and 14.8 percent respective age-groups.

Table 4.9: Percentage Distribution of Employed Population (15+ Years) by Industry and Age-Group - 2024 LFS

	Age-group				
Industry	**15-24**	**25-54**	**55-64**	**65+**	**Total**
Agriculture, forestry and fishing	41.1	14.3	14.8	26.1	18.0
Mining and quarrying	0.0	3.5	6.8	1.3	3.4
Manufacturing	4.7	12.3	13.3	15.0	11.6
Electricity, gas, steam and air conditioning supply	0.1	0.3	0.0	0.0	0.2
Water supply; sewerage, waste management and remediation act	0.2	0.4	0.5	1.3	0.4
Construction	5.0	10.2	7.0	2.1	8.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	11.8	13.4	12.1	12.5	13.1
Transportation and storage	2.0	3.9	2.7	0.9	3.4
Accommodation and food service activities	5.4	4.1	2.9	3.1	4.1
Information and communication	0.4	0.5	0.1	0.0	0.5
Financial and insurance activities	0.0	0.9	0.6	0.0	0.7
Real estate activities	0.3	0.4	1.8	7.5	0.8
Professional, scientific and technical activities	0.5	0.4	0.5	0.0	0.4
Administrative and support service activities	1.1	2.1	1.8	2.9	2.0
Public administration and defence; compulsory social security	0.9	5.9	4.9	3.8	5.1
Education	0.3	4.7	7.6	2.6	4.4
Human health and social work activities	1.8	3.8	3.8	6.3	3.7
Arts, entertainment and recreation	0.3	0.3	0.1	1.1	0.3
Other service activities	3.4	2.8	2.3	0.5	2.7
Activities of households as employers; undifferentiated goods	20.7	15.6	16.2	12.5	16.2
Activities of extraterritorial organizations and bodies	0.0	0.2	0.2	0.3	0.2
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**66,317**	**407,504**	**55,181**	**20,719**	**549,722**

Table 4.10 below shows the percentage distribution of employed population by district and Status in Employment (ICSE-93). The results reveal that Maseru district recorded the highest percentage (63.8 percent) of members of producers' cooperatives followed by Leribe with 17.2 percent. The table also shows that, Maseru had the highest percentage (35.9 percent) of employers followed by Berea with 23.0 percent and the lowest being Quthing with 1.2 percent. The table further shows that in total Maseru had the highest percentage of employed population (30.0 percent) followed by Leribe with 15.8 percent and the least being Qacha's Nek with 3.0 percent.

Table 4.10: Percentage Distribution of Employed Population (15+ Years) by District and Status in Employment (ICSE-93) - 2024 LFS

	Status in Employment (ICSE 93)					
District	**Employee**	**Employers**	**Own-account workers**	**Members of producers' cooperatives**	**Contributing family workers**	**Total**
Botha Bothe	5.0	3.3	4.5	0.0	4.3	4.8
Leribe	16.6	13.0	13.8	17.2	12.5	15.8
Berea	14.7	23.0	13.5	0.0	17.5	14.6
Maseru	28.4	35.9	34.5	63.8	26.3	30.0
Mafeteng	8.8	4.5	9.9	6.6	10.6	9.0
Mohale's Hoek	8.9	7.8	9.1	8.0	8.4	8.9
Quthing	5.4	1.2	4.6	0.0	7.9	5.1
Qacha's Nek	3.2	1.5	2.6	0.0	3.9	3.0
Mokhotlong	4.7	6.3	4.0	0.0	8.0	4.6
Thaba-Tseka	4.4	3.5	3.6	4.4	0.8	4.2
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Tota l(N)	**399,423**	**11,556**	**129,672**	**734**	**8,337**	**549,722**

4.4 Employment by Institutional Sector

Figure 4.2 depicts percentage distribution of employed population (15+ Years) by institutional sector. The figure shows that the private sector had the highest percentage of employed persons at 49.4 followed by 32.6 of population employed by households while international institutions had the lowest percentage share at 0.5.

Figure 4.2: Percentage Distribution of Employed Population (15+ Years) By Institutional Sector- 2024 LFS

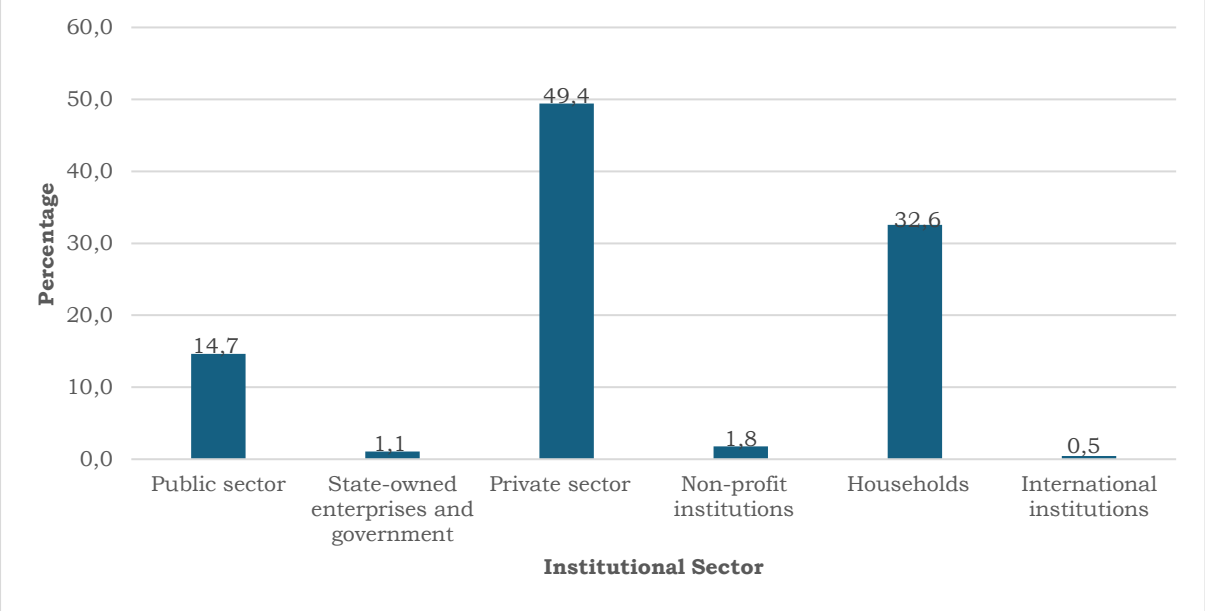


Table 4.11 shows the percentage distribution of employed population (15+ years) by institutional sector and sex. The results show that, most males are employed in private business at 60.3 percent followed by those employed by households at 23.6

percent. On the other hand, the table shows that most females were employed in households as domestic workers with 43.0 percent followed by private sector with 36.8 percent.

Table 4.11: Percentage Distribution of Employees by Institutional Sector and Sex- 2024 LFS

	Sex		
Institutional Sector	**Male**	**Female**	**Total**
Public/national level	12.4	17.2	14.6
Government controlled institutions	1.5	0.7	1.1
Private sector	60.3	36.8	49.4
Non-profit institutions	1.5	2.2	1.8
Households	23.6	43.0	32.6
International institutions	0.7	0.1	0.5
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**214,707**	**184,716**	**399,423**

Table 4.12 shows the percentage distribution of employees (15+ years) by institutional sector and district. The table shows that Maseru had highest percentage (32.5 percent) of employees in public sector followed by those residing in Berea with 15.9 percent and the lowest being Qacha's Nek with 3.9 percent. Mafeteng dominated all other districts with employees at international organization or foreign embassy at 61.4 percent. Overall, Maseru recorded highest proportion of employees at 28.4 percent and the lowest was Qacha's Nek with 3.2 percent.

Table 4.12: Percentage Distribution of Employees (15 years+) by District and Institutional Sector 2024 LFS

	Institutional Sector						
District	**Public Sector**	**Government controlled Institutions**	**Private Sector**	**Non-profit Institutions**	**Households**	**International Institutions**	**Total**
Botha Bothe	4.9	5.7	5.1	3.8	5.0	2.0	5.0
Leribe	11.4	7.3	20.2	12.0	14.2	3.5	16.6
Berea	15.9	11.7	14.0	27.4	14.4	21.9	14.7
Maseru	32.5	32.0	31.9	24.5	21.7	0.0	28.4
Mafeteng	10.0	10.4	7.0	8.2	10.2	61.4	8.8
Mohale's Hoek	7.2	4.3	7.4	5.3	12.4	3.6	8.9
Quthing	5.2	4.9	4.6	4.9	6.6	5.8	5.4
Qacha's Nek	3.9	9.8	2.1	2.9	4.4	1.9	3.2
Mokhotlong	4.9	0.0	4.0	7.9	5.7	0.0	4.7
Thaba-Tseka	4.2	14.0	3.7	3.2	5.3	0.0	4.4
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**58,499**	**4,328**	**197,465**	**7,162**	**130,147**	**1,824**	**399,423**

Table 4.13 indicates the percentage distribution of employees by occupation and institutional sector. The table shows that overall, the elementary occupation had the highest number of employees, constituting 48.9 percent, followed by service and sales workers with 13.5 percent. Skilled agricultural, forestry and fishery workers constituted the lowest percentage of employees (0.1 percent).

The table also indicates that public sector had the highest proportion of professional employees (32.2 percent), followed by service and sales workers with 21.6 percent, while skilled agricultural, forestry and fishery workers constituted the lowest proportion (0.1 percent). Government controlled institutions employed more employees in plant and machine operators, and assemblers and technicians and associate professionals with 22.6 and 22.0 percent respectively.

Table 4.13: Percentage Distribution of Employees (15+ years) by Occupation and Institutional Sector 2024 LFS

	Institutional Sector						
Occupation	**Public Sector**	**Government Controlled Institutions**	**Private Sector**	**Non-profit Institutions**	**Households**	**International Institutions**	**Total**
Managers	8.5	6.4	1.5	2.4	0.0	7.2	2.1
Professionals	32.2	14.1	2.4	23.9	0.0	3.5	6.5
Technicians and associate professionals	14.1	22.0	3.9	28.9	0.1	11.7	4.8
Clerical support workers	3.4	3.1	2.3	6.2	0.0	2.8	1.8
Service and sales workers	21.6	3.0	18.8	15.3	0.9	4.4	13.0
Skilled agricultural, forestry and fishery workers	0.1	0.8	0.2	0.0	0.0	0.0	0.1
Craft and related trades workers	0.8	13.1	14.6	0.0	2.5	1.9	8.3
Plant and machine operators, and assemblers	2.3	22.6	24.5	5.9	1.2	61.4	13.5
Elementary occupations	11.2	14.9	31.9	17.3	95.2	7.2	48.9
Armed forces occupations	5.7	0.0	0.0	0.0	0.0	0.0	0.8
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Total N)	**58,499**	**4,328**	**197,465**	**7,162**	**130,147**	**1,824**	**399,423**

Table 4.14 presents percentage distribution of employed population by background characteristics and status in employment (ICSE 93). The table shows that there were more male employers (79.0 percent) as compared to their female counterparts (21.0 percent). The table also indicates that contributing family workers had almost equal proportions of females (50.2 percent) and males (49.8 percent).

The table further shows that there were more employees (49.8 percent) residing in the rural areas followed by 43.0 percent of those who reside in the urban areas and the least being 7.2 percent of those who live in the peri-urban areas. The table also shows that own account workers aged 36 and above had the highest proportion of 67.9 percent and those aged 15-24 had the lowest proportion (5.6 percent).

Table 4.14: Percentage Distribution of Employed population (15+ years) by selected Background characteristics and Status in employment (ICSE18 93) - 2024 LFS

	Status in employment (ICSE 93)					
Background Characteristics	**Employee**	**Employers**	**Own-account workers**	**Members of producers' cooperatives**	**Contributing family workers**	**Total**
Sex						
Male	53.8	79.0	49.6	74.8	49.8	53.3
Female	46.2	21.0	50.4	25.2	50.2	46.7
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**399,423**	**11,556**	**129,672**	**734**	**8,337**	**549,722**
Settlement type						
Urban	43.0	53.7	51.2	82.8	36.9	45.1
Peri-Urban	7.2	10.8	7.1	0.0	4.8	7.2
Rural	49.8	35.6	41.7	17.2	58.3	47.6
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**399,423**	**11,556**	**129,672**	**734**	**8,337**	**549,722**
Age-group						
15-24	13.8	2.0	5.6	39.5	39.0	12.1
25-35	30.7	25.3	26.5	12.2	21.5	29.5
36+	55.4	72.7	67.9	48.3	39.4	58.5
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**399,423**	**11,556**	**129,672**	**734**	**8,337**	**549,722**

4.5 Employed: Temporary Absent

Table 4.15 shows the percentage distribution of employed population who were temporarily absent during the reference week by occupation and sex. The table indicates that temporarily absent males had higher percentage in craft and related trade workers (28.9 percent), followed by elementary occupation with 28.1 percent. Clerical support workers had the lowest percentage (0.8 percent). The table also indicates majority of temporarily absent females were in elementary occupation (48.9 percent), followed by service and sales workers with 18.5 percent.

Table 4.15: Percentage Distribution of Employed population (Main job) (temporary absence) by Occupation and Sex – 2024 LFS

	Sex		
Occupation	**Male**	**Female**	**Total**
Managers	3.7	0.0	1.6
Professionals	6.1	6.5	6.4
Technicians and associate professionals	7.6	1.5	4.1
Clerical support workers	0.8	2.3	1.6
Service and sales workers	8.8	18.5	14.3
Skilled agricultural, forestry and fishery workers	3.6	0.8	2.0
Craft and related trades workers	28.9	15.6	21.3
Plant and machine operators, and assemblers	12.3	5.8	8.6
Elementary occupations	28.1	48.9	40.0
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**8,395**	**11,247**	**19,642**

Table 4.16 presents the percentage distribution of employed population in the main job who were absent during the reference period by industry and sex. The table shows that overall activities of households as employers; undifferentiated good had the highest proportion of population who were temporarily absent during the reference week (23.3 percent), followed by manufacturing with 14.9 percent. Arts, entertainment and recreation had the lowest proportion (0.2 percent).

It also shows that temporarily absent males working in construction had the highest proportion (30.1), followed by those who were working in agriculture, forestry and fishing with 15.8 percent. The table further shows that temporarily absent females working in activities of households as employers; undifferentiated good had the highest proportion (36.9 percent), followed by those in manufacturing with 23.1 percent.

Table 4.16: Percentage Distribution of Employed Population (Temporary absence) by Industry and Sex - 2024 LFS

	Sex		
Industry	**Male**	**Female**	**Total**
Agriculture, forestry and fishing	15.8	2.1	7.9
Mining and quarrying	9.3	0.0	4.0
Manufacturing	3.8	23.1	14.9
Water supply; sewerage, waste management and remediation act	1.4	0.5	0.9
Construction	30.1	0.6	13.2
Wholesale and retail trade; repair of motor vehicles and mot	11.1	13.0	12.2
Transportation and storage	2.8	0.4	1.4
Accommodation and food service activities	3.0	3.6	3.4
Administrative and support service activities	1.2	0.0	0.5
Public administration and defense; compulsory social security	4.0	1.2	2.4
Education	5.1	7.8	6.7
Human health and social work activities	5.3	3.0	4.0
Arts, entertainment and recreation	0.4	0.0	0.2
Other service activities	1.6	7.7	5.1
Activities of households as employers; undifferentiated good	5.0	36.9	23.3
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**8,395**	**11,247**	**19,642**

4.6 Employed: Paid Sick Leave

Table 4.17 presents the percentage distribution of employed population who are entitled to paid sick leave by occupation and sex. The table shows that males who were entitled to paid sick leave worked as plant and machine operators and assemblers had the highest percentage (27.6 percent), followed by those who worked as service and sales workers (18.4 percent). Those who worked as skilled agricultural, forestry and fishery workers had the lowest percentage (0.2 percent). The table further indicates that females with elementary occupation had the highest percentage (26.2 percent) followed by professionals (20.5 percent).

Table 4.17: Percentage Distribution of Employees (Main job) Entitled to Paid Sick Leave By Occupation and Sex 2024 LFS

	Sex		
Occupation	**Male**	**Female**	**Total**
Managers	4.6	3.1	3.9
Professionals	11.1	20.5	15.4
Technicians and associate professionals	9.0	12.0	10.4
Clerical support workers	2.7	5.4	3.9
Service and sales workers	18.4	16.2	17.4
Skilled agricultural, forestry and fishery workers	0.2	0.0	0.1
Craft and related trades workers	7.3	3.5	5.5
Plant and machine operators, and assemblers	27.6	12.9	20.8
Elementary occupations	15.2	26.2	20.3
Armed forces occupations	4.0	0.2	2.2
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**80,455**	**69,067**	**149,522**

Table 4.18 presents the percentage distribution of employees in the main job who were entitled to paid sick leave by industry and sex. The table shows that employees in public administration and defence; compulsory social security who were entitled to paid sick leave were the ones with the highest proportion (16.3 percent), followed by 13.2 percent of employees in manufacturing. The table further indicates that males who were entitled to paid sick leave had the highest percentage in mining and quarrying (19.9 percent), followed by public administration and defence; compulsory social security with 18.9 percent. For female employees, manufacturing had the highest percentage (19.2 percent), followed by education with 16.2 percent.

Table 4.18: Percentage Distribution of Employees Entitled to Paid Sick Leave By Industry and Sex - 2024 LFS

			Sex
Industry	**Male**	**Female**	**Total**
Agriculture, forestry and fishing	8.1	1.4	5.0
Mining and quarrying	19.9	0.9	11.2
Manufacturing	8.1	19.2	13.2
Electricity, gas, steam and air conditioning supply	0.5	0.3	0.4
Water supply; sewerage, waste management and remediation a	0.7	0.3	0.5
Construction	7.8	1.3	4.8
Wholesale and retail trade; repair of motor vehicles and mot	7.6	7.4	7.5
Transportation and storage	3.8	0.2	2.2
Accommodation and food service activities	1.2	4.5	2.7
Information and communication	0.8	1.2	1.0
Financial and insurance activities	1.1	2.1	1.6
Real estate activities	0.0	0.2	0.1
Professional, scientific and technical activities	1.1	0.9	1.0
Administrative and support service activities	6.5	1.4	4.1
Public administration and defense; compulsory social security	18.9	13.3	16.3
Education	8.0	16.2	11.8
Human health and social work activities	4.2	12.6	8.1
Arts, entertainment and recreation	0.1	0.1	0.1
Other service activities	0.7	1.0	0.8
Activities of households as employers; undifferentiated good	0.5	15.3	7.3
Activities of extraterritorial organizations and bodies	0.2	0.3	0.2
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**80,455**	**69,067**	**149,522**

4.7 Employed: Paid Leave

Table 4.19 presents the percentage distribution of employees who were entitled to paid leave by occupation and sex. Overall, the table shows that employees who hold plant and machine operators, and assembler's occupation had the highest percentage (20.2 percent), followed by professionals and service sales workers with 17.6 each. Skilled agricultural, forestry and fishery workers had the lowest percentage of 0.1.

The highest percentage of males entitled to paid leave worked as plant and machine operators, and assemblers (29.0 percent), followed by service and sales workers (19.6 percent). Among female employees, the largest share entitled to paid leave were in elementary occupations (24.4 percent) followed by professionals (24.0 percent)

Table 4.19: Percentage Distribution of Employees Entitled to Paid Leave by Occupation and Sex - 2024 LFS

	Sex		
Occupation	**Male**	**Female**	**Total**
Managers	5.5	3.8	4.7
Professionals	12.2	24.0	17.6
Technicians and associate professionals	10.0	13.6	11.6
Clerical support workers	2.6	6.6	4.5
Service and sales workers	19.6	15.3	17.6
Skilled agricultural, forestry and fishery workers	0.3	0.0	0.1
Craft and related trades workers	6.0	2.4	4.3
Plant and machine operators, and assemblers	29.0	9.8	20.2
Elementary occupations	10.0	24.4	16.6
Armed forces occupations	4.8	0.2	2.7
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**65,680**	**55,200**	**120,880**

Table 4.20 presents the percentage distribution of employees who were entitled to paid leave by industry and sex. The table shows that the highest proportion (19.3 percent) of employees entitled to paid leave were engaged in public administration and defence; compulsory social security, followed by those in mining and quarrying with 13.6 percent while arts, entertainment and recreation had the lowest proportion (0.1 percent).

The table further indicates that males entitled to paid leave had the highest percentage in mining and quarrying (24.0 percent), followed closely by those in public administration and defence; compulsory social security with 22.4. Among female employees entitled to paid leave, the education sector had the highest percentage (18.0 percent), followed by public administration and defence; compulsory social security with 15.6 percent.

Table 4.20: Percentage Distribution of Employees Entitled to Paid Leave by Industry and Sex - 2024 LFS

	Sex		
Industry	**Male**	**Female**	**Total**
Agriculture, forestry and fishing	4.0	1.3	2.8
Mining and quarrying	24.0	1.2	13.6
Manufacturing	5.8	13.1	9.1
Electricity, gas, steam and air conditioning supply	0.6	0.5	0.6
Water supply; sewerage, waste management and remediation	0.8	0.3	0.6
Construction	6.0	1.5	3.9
Wholesale and retail trade; repair of motor vehicles and mot	7.2	7.3	7.3
Transportation and storage	2.8	0.3	1.6
Accommodation and food service activities	1.4	4.6	2.9
Information and communication	1.0	1.7	1.3
Financial and insurance activities	1.3	2.6	1.8
Real estate activities	0.1	0.3	0.2
Professional, scientific and technical activities	1.3	1.0	1.2
Administrative and support service activities	6.5	1.5	4.2
Public administration and defence; compulsory social security	22.4	15.6	19.3
Education	8.5	18.0	12.8
Human health and social work activities	4.7	15.0	9.4
Arts, entertainment and recreation	0.1	0.1	0.1
Other service activities	0.7	0.7	0.7
Activities of households as employers; undifferentiated good	0.4	13.1	6.2
Activities of extraterritorial organizations and bodies	0.3	0.3	0.3
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**65,680**	**55,200.0**	**120,880**

4.8 Employed: Type of Contract

Table 4.21 presents the percentage distribution of employees by institutional sector and type of contract. The table indicates that employees with permanent contract had the highest proportions on private sector and public sector with 46.5 and 45.1 percent respectively. It also indicates that employees with temporary contract had the highest proportion on private sector (50.4 percent), followed by household sector with 42.0 percent.

Table 4.21: Percentage Distribution of Employees by Institutional Sector and Type of Contract - 2024 LFS

	Type of Contract		
Institutional Sector	**Permanent**	**Temporary**	**Total**
Public – national	45.1	4.9	14.6
Government	2.7	0.6	1.1
Private sector	46.5	50.4	49.4
Non-profit institutions	2.1	1.7	1.8
Households	3.2	42.0	32.6
International institutions	0.5	0.4	0.5
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**96,800**	**302,623**	**399,423**

4.9 Employment-to-Population Ratio

The employment-to-population ratio is defined as the proportion of a country's working-age population that is employed. A high ratio means that a large proportion

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

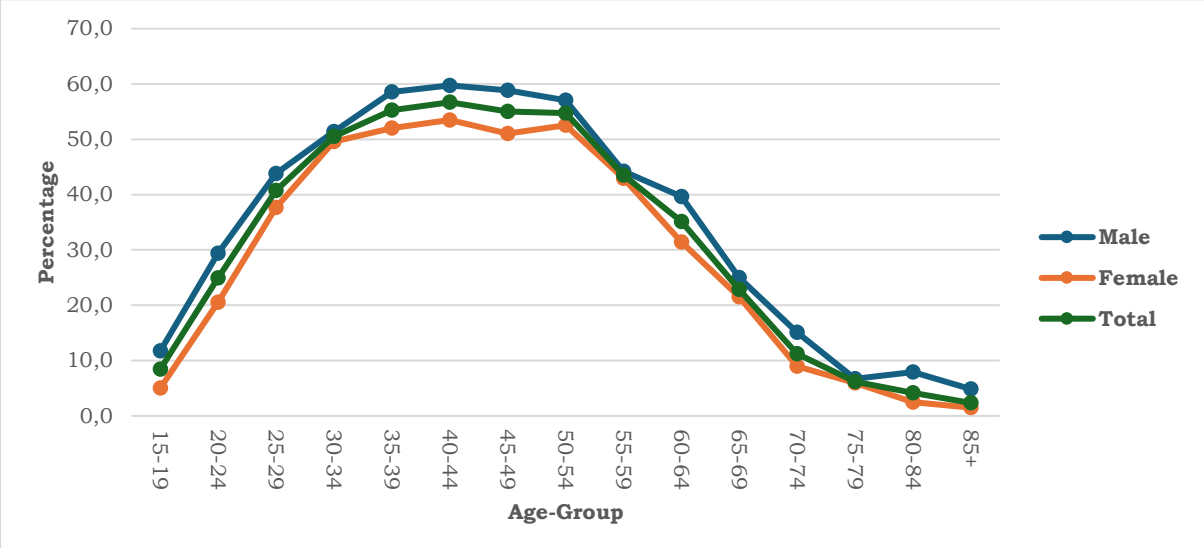
Table 4.22 shows the employment-to-population ratio by district and sex. The district with the highest employment-to-population ratio was Maseru with 42.6 percent while Mokhotlong had the lowest with 25.6 percent. In all the districts the employment to population ratio was higher for males than females.

Table 4.22: Employment-to-Population Ratio by District and Sex - 2024 LFS

	Sex		
District	**Male**	**Female**	**Total**
Botha Bothe	33.2	25.7	29.4
Leribe	40.5	32.1	36.1
Berea	44.0	36.3	40.0
Maseru	46.9	38.9	42.6
Mafeteng	38.5	28.5	33.3
Mohale's Hoek	41.8	32.0	36.7
Quthing	42.2	33.5	37.6
Qacha's Nek	30.5	27.6	29.0
Mokhotlong	27.6	23.5	25.6
Thaba-Tseka	29.5	27.6	28.6
Total	**40.2**	**32.8**	**36.4**

Figure 4.3 depicts the employment-to-population ratio by sex and age-group. Across all age-groups the employment to population ratio was higher for males than females. Employment to population ratio was highest in the age-group 40- 44 years for both males and females.

Figure 4.3: Employment-to-Population Ratio by Sex and Age-Group - 2024 LFS



4.10 Status in Employment (ICSE18)

Status in employment according to ILO refers to a classification system that categorizes a person's employment based on the type of economic risk they face and the level of authority they have in their job. It basically establishes whether an employed person is a wage/salaried employee or self-employed worker with further subcategories within each group.

Thus, Table 4.23 shows the percentage distribution of employed population by status in employment according to type of authority and sex. The results indicate that 37.1 percent of employed male population were employed as short-term and casual employees while 26.5 were permanent employees. About 21.8 percent of employed male population work on their own businesses without employees. For employed female population, short-term and casual employees constituted the highest proportion (36.0 percent) followed by permanent employees with 28.5 percent.

Table 4.23: Percentage Distribution of Employed Population by Status in Employment According to Type of Authority (ICSE18-A) and Sex – 2024 LFS

	Sex		
Status in employment by Type of Authority (ICSE18-A)	**Male**	**Female**	**Total**
Employers			
Employers in corporations	0.3	0.1	0.3
Employers in household market units	2.8	1.0	1.9
Employers not elsewhere classified	0.1	0.0	0.1
Independent workers without employees			
Owner-operators of corporations without employees	0.2	0.4	0.3
Own-account workers in household market units without employees	21.8	24.7	23.2
Own-account workers not elsewhere classified	0.3	0.5	0.4
Dependent contractors			
Dependent contractors	6.2	4.5	5.4
Employees			
Permanent employees	26.5	28.5	27.4
Fixed-term employees	3.7	3.2	3.5
Short-term and casual employees	37.1	36.0	36.6
Paid apprentices, trainees and interns	0.2	0.3	0.2
Contributing family workers			
Contributing family workers	0.8	0.8	0.8
Total (%)	**100.0**	**100.0**	**100.0**

Table 4.24 presents the percentage distribution of employed population by status in employment by type of authority (icse-18-A). As presented by the table, 88.8 percent of independent workers were own-account workers in household market units without employees while 7.3 percent were classified as employers in household market unit. Looking at dependent workers, almost half (49.5 percent) the proportion of employed population were short-term and casual employees while 37.1 percent were permanent employees.

Table 4.24: Percentage Distribution of Employed Population by Status in Employment by type of Authority (ICSE-18-A) – 2024 LFS

Status in employment by type of Authority (ICSE18-A)	Type of Authority (ICSE-18-A)		
	Independent workers	Dependent worker	Total
Employers			
Employers in corporations	1.0	0.0	0.3
Employers in household market units	7.3	0.0	1.9
Employers not elsewhere classified	0.2	0.0	0.1
Independent workers without employees			
Owner-operators of corporations without employees	1.2	0.0	0.3
Own-account workers in household market units without employees	88.8	0.0	23.2
Own-account workers not elsewhere classified	1.5	0.0	0.4
Dependent contractors			
Dependent contractors	0.0	7.3	5.4
Employees			
Permanent employees	0.0	37.1	27.4
Fixed-term employees	0.0	4.7	3.5
Short-term and casual employees	0.0	49.5	36.6
Paid apprentices, trainees and interns	0.0	0.3	0.2
Contributing family workers			
Contributing family workers	0.0	1.1	0.8
Total (%)	**100.0**	**100.0**	**100.0**

The table 4.25 presents percentage distribution of employed population by status in employment according to type of authority (ICSE18-A) and status in employment (ICSE 93). As presented by the table, majority (86.3 percent) of employers were employers in household market units. About 96.0 percent of own account workers work in household market units without employees and 52.0 percent work as contributing family workers.

Table 4.25: Percentage Distribution of Employed Population by Status in Employment According to Type of Authority (ICSE18-A) and Status in Employment (ICSE 93) – 2024 LFS

Status in Employment by type of Authority (ICSE18-A)	Status in employment (ICSE93)					
	Employee	Employers	Own-account workers	Members of producers' cooperatives	Contributing family workers	Total
Employers						
Employers in corporations	0.0	10.6	0.0	12.2	0.8	0.3
Employers in household market units	0.0	86.3	0.0	0.0	6.3	1.9
Employers not elsewhere classified	0.0	3.1	0.0	0.0	0.0	0.1
Independent workers without employees						
Owner-operators of corporations without employees	0.0	0.0	1.2	20.7	0.0	0.3
Own-account workers in household market units without employees	0.0	0.0	96.0	67.1	29.4	23.2
Own-account workers not elsewhere classified	0.0	0.0	1.6	0.0	1.2	0.4
Dependent contractors						
Dependent contractors	6.8	0.0	1.3	0.0	10.2	5.4
Employees						
Permanent employees	37.8	0.0	0.0	0.0	0.0	27.4
Fixed-term employees	4.8	0.0	0.0	0.0	0.0	3.5
Short-term and casual employees	50.4	0.0	0.0	0.0	0.0	36.6
Paid apprentices, trainees and interns	0.3	0.0	0.0	0.0	0.0	0.2
Contributing family workers						
Contributing family workers	0.0	0.0	0.0	0.0	52.0	0.8
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Table 4.26 presents the percentage distribution of employed population by occupation and status in employment according to type of authority (ICSE 18-A). As shown by the table, close to half (49.0 percent) of employed population of dependent workers were in elementary occupations while service and sales workers and plant and machine operators, and assemblers constituted 13.3 percent each. The table further indicates that for independent workers, craft and related trades workers and service and sales workers accounted for 25.9 and 25.2 percent respectively.

Table 4.26: Percentage Distribution of Employed Population by Occupation and Status in Employment According to Type of Authority (ICSE 18-A) – 2024 LFS

	Type of Authority (ICSE-18-A)		
Occupation	**Independent workers**	**Dependent workers**	**Total**
Managers	3.0	2.1	2.3
Professionals	1.1	6.4	5.0
Technicians and associate professionals	6.6	4.7	5.2
Clerical support workers	0.3	1.8	1.4
Service and sales workers	25.2	13.3	16.4
Skilled agricultural, forestry and fishery workers	10.7	0.3	3.0
Craft and related trades workers	25.9	8.3	12.9
Plant and machine operators, and assemblers	3.5	13.3	10.7
Elementary occupations	23.7	49.0	42.4
Armed forces occupations	0.0	0.8	0.6
Total (%)	**100.0**	**100.0**	**100.0**

Table 4.27 shows the percentage distribution of employed population by industry and status in employment by type of authority (according to the aggregated categories of ICSE 18-A by type of authority). As indicated by the table, majority (30.7 percent) of independent workers work in wholesale and retail trade; repair of motor vehicles and motorcycle followed by those in manufacturing and agriculture, forestry and fishing with 15.9 and 13.0 percent respectively.

Table 4.27: Percentage Distribution of Employed Population by Industry and Status in Employment according to type of Authority (ICSE-18-A) – 2024 LFS

	Type of Authority (ICSE-18-A)		
Industry	**Independent workers**	**Dependent workers**	**Total**
Agriculture, forestry and fishing	13.0	19.8	18.0
Mining and quarrying	0.2	4.5	3.4
Manufacturing	15.9	10.0	11.6
Electricity, gas, steam and air conditioning supply	0.2	0.2	0.2
Water supply; sewerage, waste management and remediation activities	0.5	0.4	0.4
Construction	8.3	9.2	8.9
Wholesale and retail trade; repair of motor vehicles and motor cycle	30.7	7.0	13.2
Transportation and storage	4.1	3.0	3.3
Accommodation and food service activities	8.4	2.5	4.1
Information and communication	0.1	0.6	0.4
Financial and insurance activities	0.4	0.8	0.7
Real estate activities	2.8	0.1	0.8
Professional, scientific and technical activities	0.4	0.5	0.4
Administrative and support service activities	0.6	2.5	2.0
Public administration and defence; compulsory social security	0.0	6.9	5.1
Education	1.4	5.5	4.4
Human health and social work activities	2.8	3.9	3.6
Arts, entertainment and recreation	0.1	0.3	0.3
Other service activities	7.6	1.0	2.7
Activities of households as employers; undifferentiated good	2.3	21.0	16.1
Activities of extraterritorial organizations and bodies	0.1	0.3	0.2
Total (%)	**100.0**	**100.0**	**100.0**

Table 4.28 shows the percentage distribution of employed population by status in employment according to type of risk (ICSE18-R) and status in employment (ICSE 93). The population working as employers in household market enterprises recorded highest percentages (86.3, 96.0, and 67.1 percent) for employers, own-account workers and members of producers' cooperative respectively. Majority of ICSE 93 employees (93.2 percent) are still reclassified as employees under ICSE 18R while 6.8 percent are dependent contractors.

Table 4.28: Percentage Distribution of Employed Population by Status in Employment According to Type of Economic Risk (ICSE18-R) and Status in employment (ICSE 93) – 2024 LFS

	Status in employment (ICSE 93)					
Status in employment (ICSE18-R)	**Employee**	**Employers**	**Own-account workers**	**Members of producers' cooperatives**	**Contributing family workers**	**Total**
Employers in household market enterprises	-	86.3	96.0	67.1	35.8	25.1
Dependent contractors	6.8	-	1.3	-	10.2	5.4
Contributing family workers	-	-	-	0.0	52.0	0.8
Owner-operators of corporations	-	10.6	1.2	32.9	0.8	0.6
Employees	93.2	-	-	-	-	67.7
Workers not classifiable by status	-	3.1	1.6	-	1.2	0.5
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

The (-) are expected and logical because certain employment types do not align with certain economic risk category.

Table 4.29 shows the percentage distribution of employed population by status in employment. According to the table, 80.2 percent of employers in household market enterprises work for profit followed by dependent contractors and contributing family workers with 17.3 and 2.5 percent respectively. Also, majority (99.2 percent) of employees work for pay.

Table 4.29: Percentage Distribution of Employed Population by Status in Employment according to Type of Risk (ICSE 18-R) – 2024 LFS

	Status in employment by Type Risk (ICSE 18-R)			
Status in employment by type of Risk (ICSE18-R)	**Workers in employment for profit**	**Workers in employment for pay**	**Workers not classifiable by status**	**Total**
Employers in household market enterprises	80.2	0.0	0.0	25.1
Dependent contractors	17.3	0.0	0.0	5.4
Contributing family workers	2.5	0.0	0.0	0.8
Owner-operators of corporations	0.0	0.8	0.0	0.6
Employees	0.0	99.2	0.0	67.7
Workers not classifiable by status	0.0	0.0	100.0	0.5
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**

Table 4.30 shows the percentage distribution of employed population by occupation and status in employment according to type of economic risk (ICSE18-R). The results indicate that the highest percentage of 34.0 of persons with elementary occupation

work for profit followed by craft and related trades workers and service and sales workers with 23.0 and 22.5 percent respectively. Moreover, elementary occupations constituted the highest (46.5 percent) proportion of employed population who work for pay while skilled agricultural, forestry and fishery workers were the lowest with 0.2 percent.

Table 4.30: Percentage Distribution of Employed Population by Occupation and Status In Employment According to Type of Economic Risk (ICSE18-R) – 2024 LFS

	Type of Economic Risk (ICSE18-R)			
Occupation	**Workers in employment for profit**	**Workers in employment for pay**	**Workers not classifiable by status**	**Total**
Managers	1.8	2.5	9.1	2.3
Professionals	0.8	7.0	0.0	5.0
Technicians and associate professionals	5.4	5.1	9.7	5.2
Clerical support workers	0.2	1.9	0.0	1.4
Service and sales workers	22.5	13.5	40.7	16.4
Skilled agricultural, forestry and fishery workers	9.1	0.2	4.1	3.0
Craft and related trades workers	23.0	8.1	21.5	12.9
Plant and machine operators, and assemblers	3.1	14.3	4.4	10.7
Elementary occupations	34.0	46.5	10.5	42.4
Armed forces occupations	0.0	0.9	0.0	0.6
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**

CHAPTER 5

EARNINGS FROM EMPLOYMENT

5.0 Introduction

This chapter presents information on earnings from employment, including frequency of payment. Earnings refer to the remuneration in cash or/and in kind paid to employees, as a rule at regular intervals, for time worked or work done together with remuneration for time not worked such as annual vacation and other paid leave or holidays. It includes direct wages and salaries, remuneration for time not worked, bonuses and gratuities, and payments in kind. It excludes employers contributions to social security and pension schemes, severance and termination pay (12th ICLS 1973).

The 2024 Labour Force survey data on earnings was collected from paid employees and people who were self-employed. Wage and salary earnings can be of two types, in cash or in kind, and information was collected on both cash and in-kind.

5.1 Frequency of earnings

Figure 5.1 displays frequency of earnings for employees. The figure displays that majority of employees received their wages/salary on monthly basis (84.6 percent) followed by those who received their wages/salary on daily basis (5.5 percent) and Hourly was the lowest with 0.1 percent.

Figure 5.1: Frequency of Earnings for Paid Employees (%) – 2024 LFS

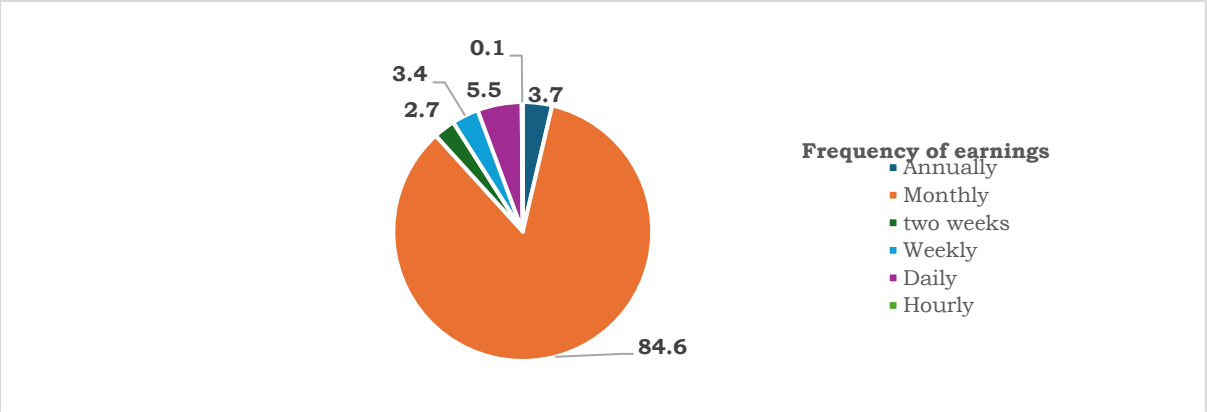
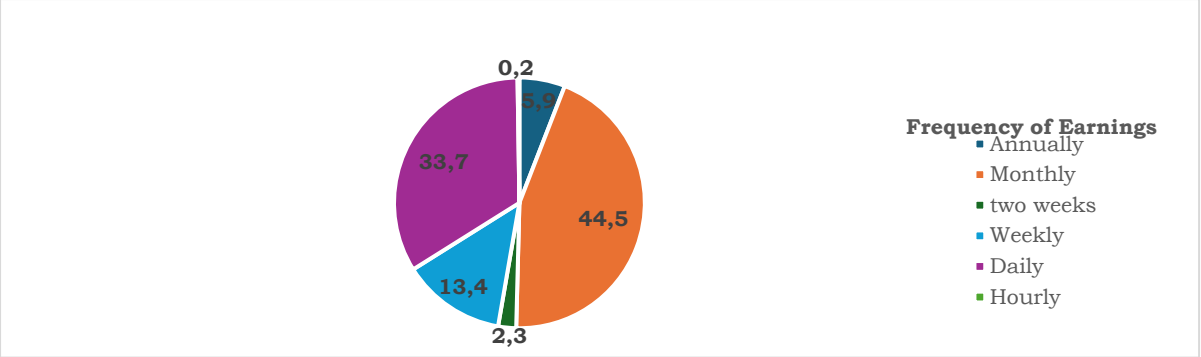


Figure 5.2 displays frequency of earnings for those in self-employment. The figure displays that the highest proportion of self-employed population received their income on monthly basis (44.5 percent) followed by those who received their income on daily basis with 33.7 percent and Hourly was the lowest with 0.2 percent.

Figure 5.2: Frequency of Earnings for self-employed (%) – 2024 LFS



5.2 Mean monthly earnings for employed population

As noted, information on income (wages and salaries) was collected from employees in their main job/activity, in cash and in kind. Where information on earnings in the main job was not paid on a monthly basis, it was converted into a monthly basis. All amounts were recorded in Maloti.

Figure 5.3 displays mean monthly earnings in maloti for persons in paid employment on the main job by sex. The figure portrays that male had the highest monthly income at M6,491.47 while females had lowest mean monthly income at M4,487.63. It also portrays that on average, mean monthly income for persons in paid employment was M5,664.89.

Figure 5.3: Mean Monthly Earnings (in Maloti) for Persons in Paid Employment on the Main job by Sex – 2024 LFS

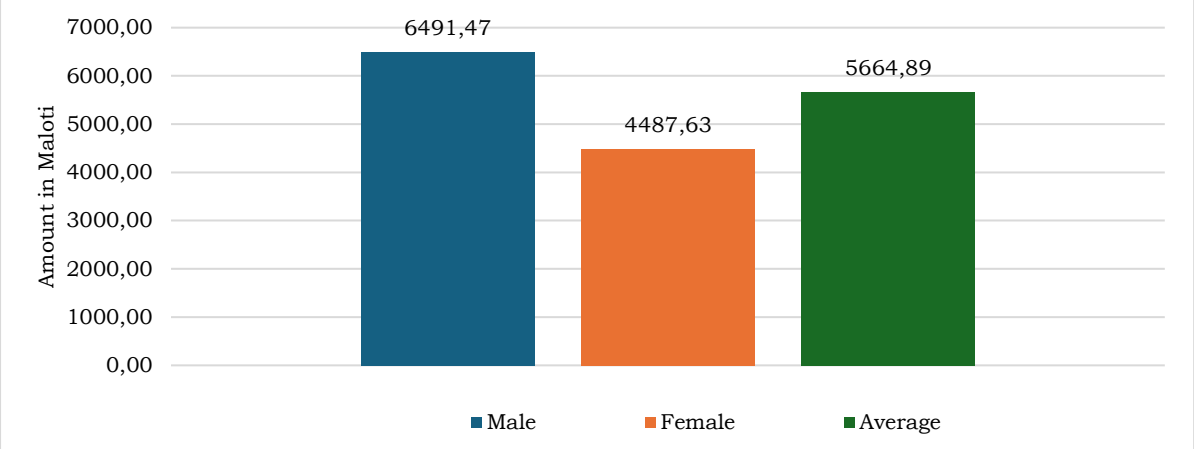


Table 5.1 shows the mean monthly earnings in maloti by occupation and sex. The table shows that on average managers had the highest monthly earnings of M12,231.74, followed by technicians and associate professionals with M9,827.05. The table also indicates that male managers had the highest monthly earnings of M12,862.38, followed by professionals with M11,450.96 and elementary occupations was the lowest with M3,126.58. Female managers had the highest monthly earnings of (M11,041.11), followed by technicians and associate professionals with M7,962.68.

Table 5.1: Mean Monthly Earnings (in Maloti) for Persons in Paid Employment on the Main job by District and Sex – 2024 LFS

	Sex		
Occupation	**Male**	**Female**	**Average**
Managers	12,863.38	11,041.11	12,231.74
Professionals	11,450.96	7,231.84	9,150.48
Technicians and associate professionals	11,302.67	7,962.68	9,827.05
Clerical support workers	6,438.17	4,945.46	5,615.68
Service and sales workers	6,479.79	2,934.00	4,857.37
Skilled agricultural, forestry and	5,642.63	2,904.74	4,993.56
Craft and related trades workers	5,060.27	2,851.58	4,569.61
Plant and machine operators, and assemblers	5,084.00	2,023.71	4,623.34
Elementary occupations	3,126.58	1,807.94	2,522.61
Armed forces occupations	3,457.19	351.59	3,407.53
Average	**6,491.47**	**4,487.63**	**5,664.89**

Table 5.2 shows mean monthly earnings in maloti by industry and sex. The table indicates that on average, water supply; sewerage, waste management and remediation activities had the highest monthly income with M16,040.75, followed by Professional, scientific and technical activities with M15,976.12 and Activities of households as employers was the lowest with M1,948.89.

The table further indicates that males had the highest monthly income on financial and insurance activities with M19,064.29, followed by professional, scientific and technical activities with M18,460.35 and agriculture, forestry and fishing was the lowest with M3,043.51. Females had the highest monthly income on activities of extraterritorial organization with M15,742.54, followed by water supply; sewerage, waste management and remediation activities with M14,432.90 and activities of households as employers was the lowest with M1,058.50.

Table 5.2: Mean Monthly Earnings (In Maloti) for Persons in Paid Employment on the Main Job by Industry and Sex – 2024 LFS

	Sex		
Industry	**Male**	**Female**	**Average**
Agriculture, forestry and fishing	3,043.51	1,884.35	2,844.34
Mining and quarrying	6,860.96	8,019.17	6,897.38
Manufacturing	6,533.55	2,069.53	4,167.60
Electricity, gas, steam and air conditioning supply	5,116.10	5,206.84	5,556.69
Water supply; sewerage, waste management and remediation activities	17,138.88	14,432.90	16,040.75
Construction	4,930.98	8,091.48	5,114.16
Wholesale and retail trade; repair of motor vehicles and motorcycles	6,117.56	2,746.50	4,807.37
Transportation and storage	4,509.66	4,727.92	4,530.91
Accommodation and food service activities	8,023.62	3,456.30	5,129.83
Information and communication	13,277.92	8,128.60	10,726.06
Financial and insurance activities	19,064.29	6,252.93	13,242.28
Real estate activities	1,016.43	2,787.07	2,017.41
Professional, scientific and technical activities	18,460.35	10,053.59	15,976.12
Administrative and support service	3,127.17	6,746.43	3,896.31
Public administration and defence;	5,034.03	5,182.88	5,087.98
Education	7,425.75	8,190.32	7,922.32
Human health and social work activities	14,410.52	8,307.01	10,812.09
Arts, entertainment and recreation	3,379.14	5,165.42	3,995.03
Other service activities	4,084.41	2,578.94	3,125.28
Activities of households as employers	4,933.88	1,058.50	1,948.89
Activities of extraterritorial organization	3,602.40	15,742.54	9,154.68
Average	**6,491.47**	**4,487.63**	**5,664.89**

Figure 5.4 shows the employees mean monthly earnings in maloti by district. Employees residing in Maseru had the highest mean monthly income at M6,531.11, followed by Berea with M6,494.00. Mokhotlong had the lowest mean monthly income at M2,995.91.

Figure 5.4: Mean monthly earnings (in Maloti) for persons in paid employment on the main job by District – 2024 LFS

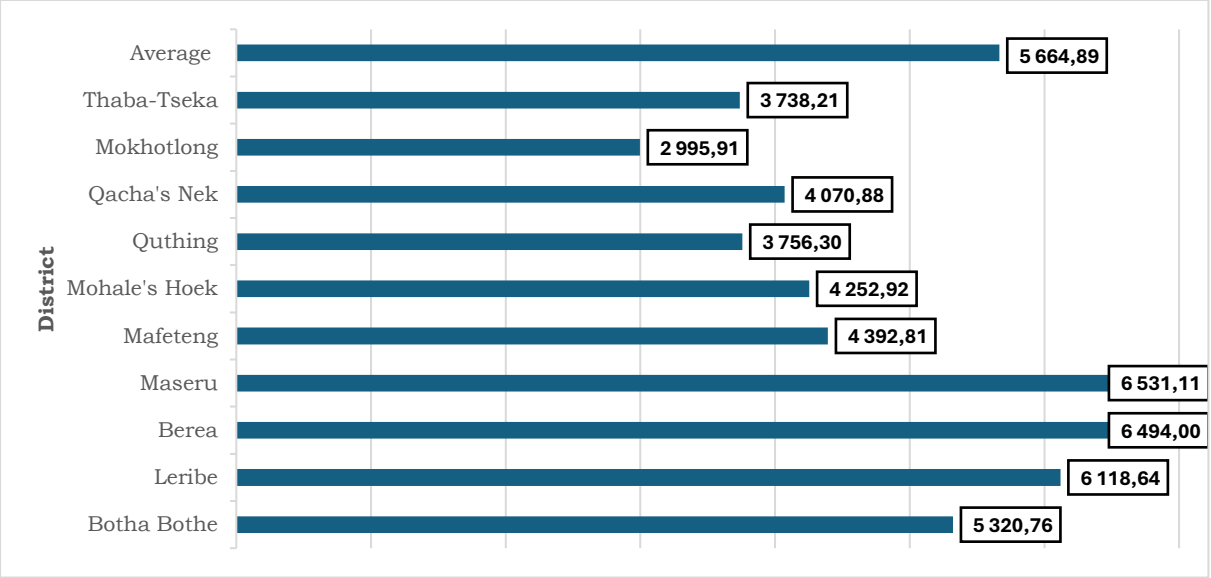


Table 5.3 shows employees mean monthly earnings in maloti by institutional sector and sex. According to the table, on average state-owned enterprises was the highest paying institution with M11,238.89. On the other hand, the low paying institution was household sector with M1,589.43.

The table also indicates that for females the highest paying institution was international institutions with M14,913.73 followed by state-owned enterprises with M13,525.71. Household sector was the lowest paying institution with M1,116.93. The table further indicates that males employed by state owned enterprises had the highest income of M10,335.43, and those who were employed by household sector had the lowest income of M2,112.73.

Table 5.3: Mean Monthly Earnings (In Maloti) for Persons in Paid Employment on the Main Job by Institutional Sector and Sex – 2024 LFS

	Sex		
Institutional Sector	**Male**	**Female**	**Average**
Public	5,545.28	6,646.23	6,162.67
State-owned enterprises	10,335.43	13,525.71	11,238.89
Private sector	5,984.10	2,752.71	5,144.33
Non-profit institutions	7,049.25	5,322.43	6,121.67
Households	2,112.73	1,116.93	1,589.43
International institutions	2,546.07	14,913.73	6,209.06
Not elsewhere classified	8,254.40	4,880.94	6,887.31
Average	**6,491.47**	**4,487.63**	**5,664.89**

Table 5.4 presents information on mean monthly earnings in maloti for person in paid employment by educational attainment and sex. The results indicate that overall, persons with doctoral or equivalent level had the highest mean monthly

earnings of M14,060.00, followed by master's or equivalent level with M13,408.97. Persons with early childhood education earn the lowest mean monthly earnings of M2,750.95.

The table further indicates that males with doctoral or equivalent level had the highest mean monthly earnings of M18,264.60, followed by master's or equivalent level with M15,305.23. Males with early childhood education earn the lowest with mean monthly earnings of M2,613.01.

Table 5.4: Mean Monthly Earnings (In Maloti) for Persons in Paid Employment on the Main Job by Education (ISCED 11) and Sex – 2024 LFS

	Sex		
Educational Attainment (ISCED 11)	**Male**	**Female**	**Average**
No schooling	6,066.56	1,299.32	5,746.32
Early childhood education	2,613.01	-	2,750.95
Primary education	4,882.25	3,209.93	4,284.48
Lower secondary education	5,259.83	2,830.87	4,242.00
Upper secondary education	15,089.35	4,956.13	11,751.82
Post-secondary non-tertiary education	5,687.92	534.99	5,038.27
Short-cycle tertiary education	7,132.47	4,472.99	5,904.76
Bachelor's or equivalent level	11,833.32	6,637.92	9,369.13
Master's or equivalent level	15,305.23	11,870.39	13,408.97
Doctoral or equivalent level	18,264.60	-	14,060.00
Average	**6,491.47**	**4,487.63**	**5,664.89**

Table 5.5 presents mean monthly earnings in maloti for persons in paid employment on the main job by informal and formal economy (unit of production) and sex. It shows that on average persons employed in the formal sector had the highest monthly income of M7,222.33, followed by those employed in informal sector with M4,576.74. Persons employed in household sector had the lowest monthly income of M2,498.91.

The table further indicates that males employed in formal sector had the highest mean monthly income of M8,056.65, followed by persons in household sector with M5,827.03 while persons in the informal sector had the lowest income of M4, 874.61. For females' persons employed in the formal sector had the highest mean monthly income of M5,974.93 followed by those employed in the informal sector with M3,942.59 while those employed in the household sector had the lowest income of M1,111.29.

Table 5.5: Mean Monthly Earnings (in Maloti) for Persons in Paid Employment on the Main Job by Informal / Formal Economy (Unit of production) and Sex – 2024 LFS

	Sex		
Informal / Formal Economy (Unit of production)	**Male**	**Female**	**Average**
Employment in Informal Sector	4,874.61	3,942.59	4,576.74
Employment in Formal Sector	8,056.65	5,974.93	7,222.33
Households	5,827.03	1,111.29	2,498.91
Average	**6,491.47**	**4,487.63**	**5,664.89**

Table 5.6 shows mean monthly earnings in Maloti for persons in paid employment on the main job by occupation and settlement type. In the urban areas, managers

earned the highest mean monthly income of M14,198.58 followed by professionals with M9,258.97. In peri-urban areas, professionals earned the highest mean monthly income of M12,193.97, followed by service and sales workers with M10,044.84. In rural areas, technicians and associate professionals earned the highest mean monthly income of M16,907.46 followed by professionals with M6,818.13.

Table 5.6: Mean Monthly Earnings (In Maloti) for Persons in Paid Employment on the Main Job by Occupation and Settlement type – 2024 LFS

	Settlement type			
Occupation	**Urban**	**Peri-Urban**	**Rural**	**Average**
Managers	14,198.58	3,812.35	4,756.46	12,231.74
Professionals	9,258.97	12,193.97	6,818.13	9,150.48
Technicians and associate professionals	6,406.76	4,869.45	16,907.46	9,827.05
Clerical support workers	5,333.85	9,582.30	4,601.24	5,615.68
Service and sales workers	4,258.39	10,044.84	3,805.01	4,857.37
Skilled agricultural, forestry and	6,596.22	2,841.67	4,310.82	4,993.56
Craft and related trades workers	3,807.20	2,489.77	5,482.61	4,569.61
Plant and machine operators, and assemblers	4,379.75	5,695.08	4,617.64	4,623.34
Elementary occupations	2,115.35	2,209.22	2,727.98	2,522.61
Armed forces occupations	3,147.58	-	4,781.44	3,407.53
Average	**6,070.28**	**6,533.14**	**4,951.66**	**5,664.89**

Table 5.7 present mean monthly earnings in Maloti for persons in paid employment on the main job by institutional sector and settlement. The table shows that on average, persons in state-owned enterprises earn the highest mean monthly income (M11,238.89). The table also shows that in urban areas state owned enterprises had the highest income of M12,180.68, followed by international institutions with M11,671.85. Household sector had the lowest income of M1,329.74.

Table 5.7: Mean Monthly Earnings (in Maloti) for Persons in Paid Employment on The Main Job by Institutional Sector and Settlement type – 2024 LFS

	Settlement type			
Institutional Sector	**Urban**	**Peri-urban**	**Rural**	**Average**
Public	6,457.66	4,238.86	5,325.61	6,162.67
State-owned enterprises	12,180.68	4,167.42	4,381.01	11,238.89
Private sector	5,703.14	7,362.23	3,927.17	5,145.63
Non-profit institutions	7,045.44	3,750.02	3,849.59	6,121.67
Households	1,329.74	1,848.19	1,651.26	1,589.43
International institutions	11,671.85	-	2,368.79	6,209.06
Average	**6,261.29**	**5,756.06**	**3,531.39**	**5,156.60**

Table 5.8 present mean monthly earnings in maloti of employed population by age-group and sex. The table shows that on average, age-group 85+ had the highest mean monthly income of M9,574.19, followed by age-group 50-54 with M8,307.55 while age-group 75-79 and 80-84 had the lowest income of M1,847.73 and M1, 841.17 respectively.

The table further indicates that males had the highest mean monthly income at age-group 60-64, (M10,206.53), followed by age-group 35-39 with M7,312.40 while age-

group 85+ had the lowest income of M1,536.35. Females had the highest mean monthly income at age-group 85 and above (M14,051.81), followed by age-group 50-54 with M5,838.77 and age-group 15-19 had the lowest income of M1,001.15.

Table 5.8: Mean monthly earnings (in Maloti) for persons in paid employment on the main job by Age-group and Sex – 2024 LFS

	Sex		
Age-group	**Male**	**Female**	**Average**
15-19	2,418.88	1,001.15	2,101.94
20-24	2,724.53	1,710.26	2,360.43
25-29	3,759.15	2,956.56	3,408.88
30-34	5,371.61	5,173.10	5,281.71
35-39	7,312.40	4,099.21	6,030.33
40-44	7,038.87	5,505.58	6,399.61
45-49	5,710.01	5,237.95	5,548.93
50-54	9,998.91	5,838.77	8,307.55
55-59	7,277.79	3,467.87	5,698.55
60-64	10,206.53	4,253.20	7,940.88
65-69	4,853.81	2,143.83	3,560.95
70-74	4,256.73	1,780.16	3,375.61
75-79	2,353.62	1,464.64	1,847.73
80-84	2,301.75	658.71	1,841.17
85+	1,536.35	14,051.81	9,574.19
Average	**6,491.47**	**4,487.63**	**5,664.89**

Table 5.9 presents mean monthly earnings in Maloti of persons in paid employment by marital status and sex. The table indicates that married (monogamy) and separated men earn the largest mean monthly income of M7,147.58 and M7,136.23 respectively, followed by divorced male with the income of M6,346.42 and the lowest being married (polygamy) with income of M2,957.62. The table also shows that married (monogamy) females had the highest mean monthly income of M5,080.12, followed by widow/widower with M4,369.97 while those who are living together had the lowest income of M2,085.31.

Table 5.9: Mean Monthly Earnings (in Maloti) for Persons in Paid Employment on the Main Job by Marital Status and Sex – 2024 LFS

	Sex		
Marital status	**Male**	**Female**	**Average**
Married (Monogamy)	7,147.58	5,080.12	6,467.01
Married (Polygamy)	2,957.62	2,888.03	2,909.00
Living Together	5,773.88	2,085.31	5,030.18
Separated	7,136.23	3,550.44	5,484.96
Divorced	6,346.42	3,700.36	4,856.91
Widow/Widower	4,272.02	4,369.97	4,350.08
Never Married	4,562.56	3,975.12	4,323.28
Average	**6,491.47**	**4,487.63**	**5,664.90**

Figure 5.6 displays mean monthly earnings in maloti of persons in paid employment by nature of work and sex. The figure portrays that persons with formal employment earned the highest average monthly income with males earning M8,621.04 and females earning M7,298.66.

Figure 5.6: Mean Monthly Earnings (In Maloti) for Persons in Paid Employment by Nature Of work and Sex – 2024 LFS

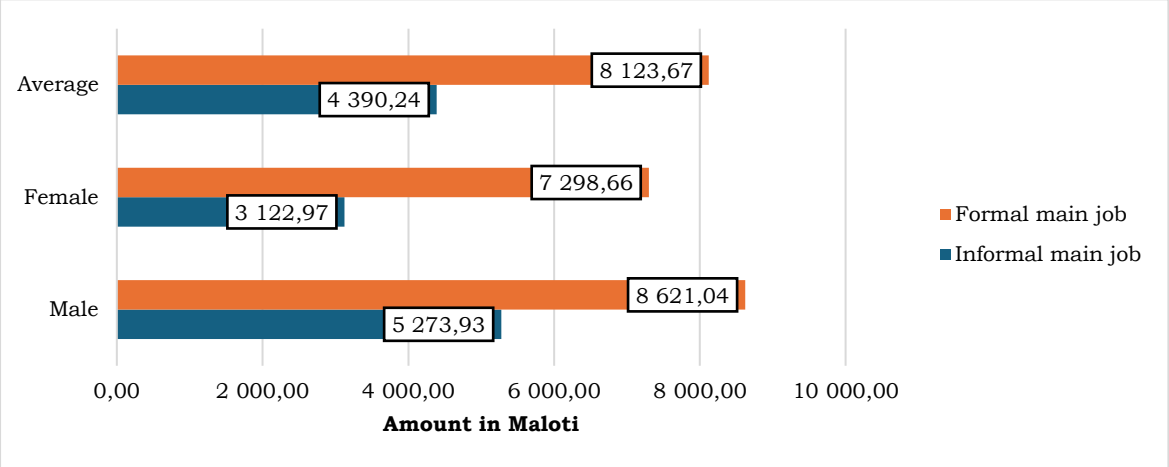
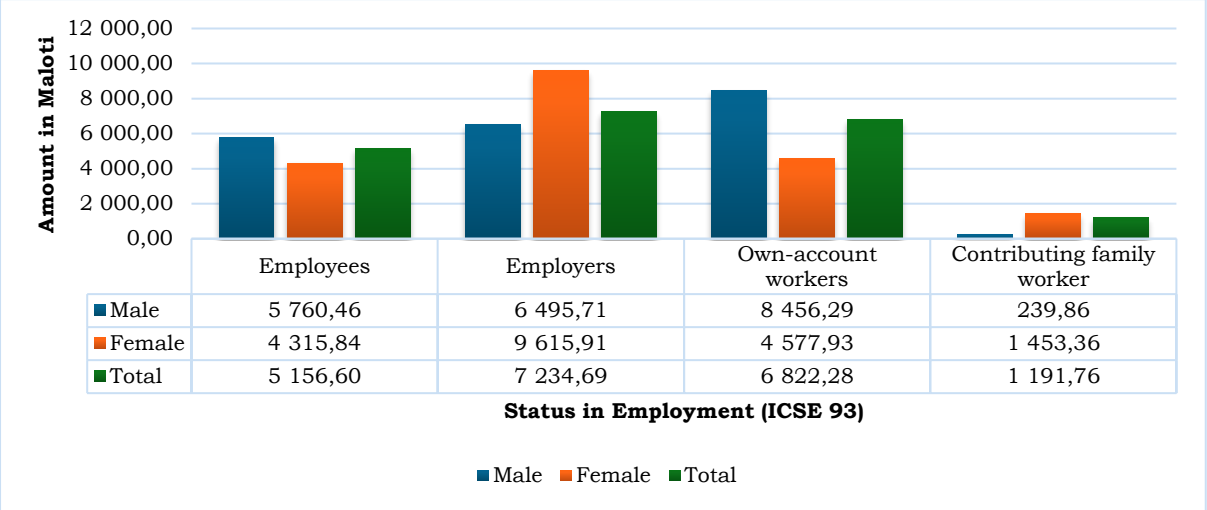


Figure 5.7 portrays mean monthly earnings in maloti of employed persons by status in employment (ICSE 93) and sex. The figure displays that female employer and contributing family workers had higher mean monthly income as compared to their male counterparts with M9, 615.91 and M1, 453.36 respectively.
The figure also portrays that male who are employees and own account workers earn the highest mean monthly income as compared to their females' counterparts with M5,760.46 and M8,456.29 respectively.

Figure 5.7: Mean Monthly Earnings (in Maloti) for Persons in Paid Employment on the Main Job by Status in Employment (ICSE 93) and Sex – 2024 LFS



	Employees	Employers	Own-account workers	Contributing family worker
Male	5 760,46	6 495,71	8 456,29	239,86
Female	4 315,84	9 615,91	4 577,93	1 453,36
Total	5 156,60	7 234,69	6 822,28	1 191,76

Table 5.10 shows the mean monthly earnings (in Maloti) for persons in paid employment by status in employment (ICSE 18) and sex. On average employers in household market enterprises earn the highest income (M7,341.06) while contributing family workers earn the lowest income of M136.44.

The table further shows that males working as own-account workers in household market enterprises without employees earn the highest mean monthly mean monthly income of M8,566.54, followed by fixed term employees with M8,386.58. Among females the highest mean monthly income was on those who worked as employers

in corporation with M11,094.68, followed by employers in household market enterprises with M9,493.23.

Table 5.10: Mean Monthly Earnings (In Maloti) for Persons in Paid Employment on the Main Job by Status in Employment (ICSE 18) and Sex – 2024 LFS

	Sex		
Status in employment (ICSE 18)	**Male**	**Female**	**Average**
Employers in corporations	5,059.04	11,094.68	7,253.51
Employers in household market enterprises	6,741.81	9,493.23	7,341.06
Employers not elsewhere classified	2,730.90	-	2,428.93
Owner-operators of corporations without employees	4,256.14	3,706.21	3,830.90
Own-account workers in household market enterprises without employees	8,566.54	4,488.91	6,881.59
Own-account workers not elsewhere classified	4,270.23	8,772.13	7,290.95
Dependent contractors	2,398.66	1,390.28	2,086.57
Permanent employees	7,005.86	5,499.96	6,354.00
Fixed-term employees	8,386.58	4,293.94	6,980.94
Short-term and casual employees	4,200.03	2,970.75	3,693.22
Paid apprentices, trainees and interns	1,253.65	1,260.68	1,268.83
Contributing family workers	125.82	-	136.44
Average	**6,491.47**	**4,487.63**	**5,664.89**

Table 5.11 present the comparison of mean monthly earnings of persons in employment by zone, settlement type, special age-group, nature of work, unit of production and sex in the years 2019 and 2024. The table shows that in 2019 persons residing in lowlands earned the average monthly income of M4,640.04 while in 2024 they earned M6,298.10 which showed an average increase of M1,658.06. It also shows that in 2019 males earned average monthly income of M5,492.34 and in 2024 was M7,264.80 thus showing an average increase of M1,772.46.

The table further shows that the average monthly income in 2019 for persons residing in urban areas was M5,252.37 and increased to M6,070.28 in 2024. It also shows that in both years male residing in urban areas earned the highest mean monthly income as compared to their females' counterparts. The table indicates that persons with formal employment in 2019 earned average income of M8,226.77 and in 2024 was M8,123.67 showing a decrease by M103.01. The average income for persons in household sector was M1,619.97 in 2019, and in 2024 was M2,498.91 indicating an increment of M878.94.

Table 5.11: Comparison of 2019 and 2024 Mean Monthly Earnings for Persons in Paid Employment on the Main job by Background Characteristics and Sex – 2024 LFS

Background characteristics	Monthly Earning in 2019			Monthly Earnings in 2024		
Zone	**Male**	**Female**	**Total**	**Male**	**Female**	**Average**
Lowlands	5,492.34	3,777.95	4,640.04	7,264.80	4,939.84	6,298.10
Foothills	3,072.77	2,211.15	2,712.59	5,164.80	2,320.37	4,238.46
Mountain	2,944.83	2,343.36	2,696.42	3,492.10	3,267.48	3,390.06
Senqu River Valley	2,905.54	2,010.18	2,519.69	3,794.16	3,138.26	3,522.62
Total	**4,672.92**	**3,377.22**	**4,058.54**	**6,491.47**	**4,487.63**	**5,664.89**
Settlement Type						
Urban	6,462.79	4,123.14	5,252.37	6,888.44	5,043.23	6,070.28
Peri-	4,269.03	3,256.54	3,767.77	8,323.17	3,627.48	6,533.14
Rural	3,053.96	2,372.73	2,766.59	5,656.57	3,787.03	4,951.66
Total	**4,672.92**	**3,377.22**	**4,058.54**	**6491.47**	**4,487.63**	**5,664.89**
Age						
15-24	1,944.33	1,812.4	1,894.12	2,641.80	1,594.35	2,300.72
25-35	3,900.69	3,034.54	3,495.63	4,679.99	4,278.47	4,495.25
36+	6,113.32	3,899.01	4,999.49	7,646.14	4,842.64	6,505.07
Total	**4,672.92**	**3,377.22**	**4,058.54**	**6,491.47**	**4,487.63**	**5,664.89**
Nature of work						
Person with informal job	2,897.5	2,023.89	2,472.78	5,273.93	3,122.97	4,390.24
Person with formal job	8,975.3	7,284.25	8,226.77	8,621.04	7,298.66	8,123.67
Total	**4,672.92**	**3,377.22**	**4,058.54**	**6,491.47**	**4,487.63**	**5,664.89**
Unit of production						
Employment in informal sector	3,991.74	2,437.54	3,477.1	4,874.61	3,942.59	4,576.74
Employment in formal sector	6,601.86	4,954.2	5,739.13	8,056.65	5,974.93	7,222.33
Household sector	1,466.12	1,692.96	1,619.97	5,827.03	1,111.29	2,498.91
Average	**4,672.92**	**3,377.22**	**4,058.54**	**6,491.47**	**4,487.63**	**5,664.89**

CHAPTER 6

SECONDARY JOB

6.0 Introduction

The information on persons holding multiple jobs resulting from 2024 Labour Force Survey (LFS) is presented in this chapter. A job is defined in ISCO-08 as a set of tasks and duties performed or meant to be performed by one person for a single economic unit. The term job is used in relation to employment. Persons engaged in two or more paid jobs simultaneously are said to have multiple (secondary) jobs. The main job is usually the one with the longest hours worked or if hours are equal the one generating the highest income, or if same income then as self-declared. Any other jobs are considered secondary.

6.1 Multiple Job Holding Population

All employed persons were asked if in the week before the survey date had more than one job. Table 6.1 shows the number and percentage distribution of employed population (15+ Years) by number of jobs and sex. As shown by the table, the share of employed population holding more than one job was 10,083, representing approximately 1.8 percent. Additionally, there appears to be no significant difference between males and females holding a second job.

Table 6.1: Number and Percentage Distribution of Employed Population (15+ Years) by Number of Jobs and Sex - 2024 LFS

	Sex					
Job holders' status	**Male**		**Female**			**Total**
One job only	287,609	52.3	252,030	45.8	539,639	98.2
More than one job	5,225	1.0	4,858	0.9	10,083	1.8
Total	**292,834**	**53.3**	**256,888**	**46.7**	**549,722**	**100.0**

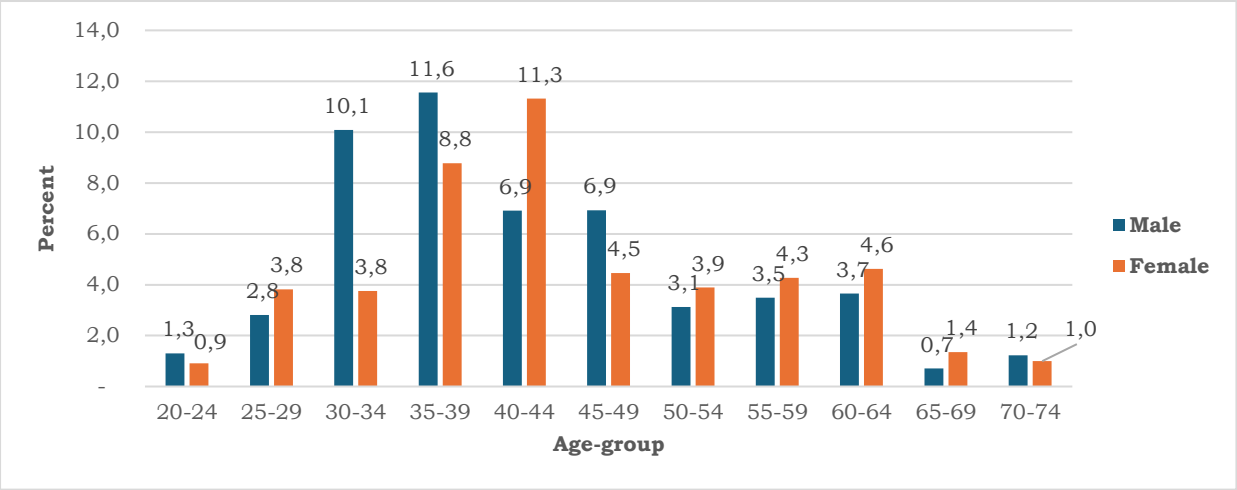
6.2 Characteristics of Persons in Secondary job

This section provides information on socio-demographic profile of persons with second job. The socio-demographic profile is useful for understanding the diverse factors such as age composition, educational level and marital status.

6.2.1 Age composition

The age composition of persons with secondary job is discussed in this section. Figure 6.1 demonstrates the percentage distribution of employed population (15+ years)-second job by age-group and sex. The results reveal that the highest percentage of males who had more than one job is observed among age-group 35-39 (11.6 percent), followed by age-group 30-34 (10.1 percent). the table also shows that females with secondary job recorded the highest percentage (11.3 percent) in age-group 40-45 while the lowest percentage (0.9 percent) in age-group 20-24.

Figure 6.1: Parentage Distribution of Employed Population (15+ Years) - Second Job by Age-group and Sex - 2024 LFS



6.2.2 Educational attainment

This section discusses the educational attainment of individuals holding multiple jobs. An educational attainment of an individual is defined by International Standards Classification of Education (ISCED 11) as the highest ISCED level completed by the individual. Educational attainment is measured with respect to the highest education programme successfully completed, which is certified by a recognized qualification. The 2024 LFS adopted (ISCED11) as an instrument to compile and present education statistics.

Table 6.2 presents the percentage distribution of employed population (15+ years) - second job by education (ISCED 11) and sex. As presented by the table, the highest (35.9 percent) percentage share of population with second job had attained lower secondary education followed by primary education and short-cycle tertiary with 26.4 and 19.2 percent respectively. Post-secondary non-tertiary education constituted the lowest share of 0.5 percent. Furthermore, majority (18.7 percent) of female population with second job attained lower secondary education as opposed to their male counterparts with 17.3 percent. Both male and female population with master's or equivalent constituted 2.4 percent each.

Table 6.2: Percentage Distribution of Employed Population (15+ Years) - Second Job by Education (ISCED 11) and Sex - 2024 LFS

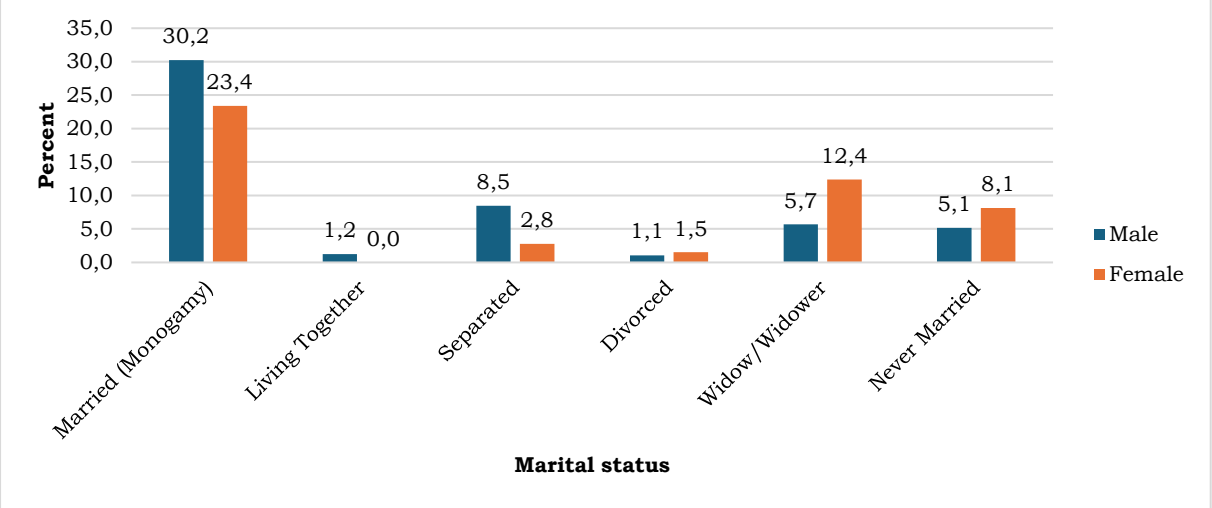
	Sex		
Education (ISCED 11)	**Male**	**Female**	**Total**
No schooling	2.8	0.3	3.2
Primary education	14.3	12.1	26.4
Lower secondary education	17.3	18.7	35.9
Post-secondary non-tertiary education	0.5	0.0	0.5
Short-cycle tertiary	8.9	10.3	19.2
Bachelor's or equivalent	5.5	4.3	9.8
Master's or equivalent	2.4	2.4	4.9
Total	**51.8**	**48.2**	**100.0**

6.2.3 Marital status

Marital status of persons with multiple job is discussed in this section. According to United Nations Principles and Recommendations for Population and Housing Censuses, marital status refers to the person's legal or personal state in relation to marriage laws and customs in a country. It categorizes people in relation to whether an individual is married, cohabiting, never married, separated, divorced or widowed.

Figure 6.2 portrays the percentage distribution of employed population (15+ years) - second job by marital status and sex. Amongst people with second jobs, married persons constituted the highest proportions with males recording 30.2 percent and females 23.4 percent. For separated, widow/widowers, divorced and never married categories with second jobs, widowers recorded the highest proportions of 12.4 percent while never married females constituted 8.1 percent.

Figure 6.2: Percentage Distribution of Employed Population (15+ Years) - Second Job by Marital Status and Sex - 2024 LFS



6.3 Residential Distribution of Persons in Secondary job

In this section, persons with more than one job are discussed according to their residents. The results revealed that in overall, the high percentage share of population (41.1 percent) engaged in multiple jobs reside in Maseru followed by those residing in Berea and Mohale's Hoek with 18,7 and 11.7 percent respectively. Males had a higher (24.6 percent) proportion of persons residing in Maseru than females at 16.5 percent. Furthermore, 51.4 percent of the proportion of persons with more than one job resided in Urban areas whereas 40.5 percent resided in Rural area. Also, 73.5 percent of persons with multiple jobs reside in the Lowlands.

Table 6.3: Percentage Distribution of Employed Population (15+ Years) - Second Job by District, Settlement, Ecological Zone and Sex - 2024 LFS

	Sex		
District	**Male**	**Female**	**Total**
Botha Bothe	1.1	1.9	3.1
Leribe	4.9	2.5	7.4
Berea	7.7	11.0	18.7
Maseru	24.6	16.5	41.1
Mafeteng	0.5	4.6	5.1
Mohale's Hoek	6.7	5.0	11.7
Quthing	2.1	3.8	5.9
Qacha's Nek	1.7	1.4	3.2
Mokhotlong	2.1	0.4	2.5
Thaba-Tseka	0.3	1.0	1.3
Total	**51.8**	**48.2**	**100.0**
Settlement			
Urban	26.1	25.3	51.4
Peri-Urban	4.1	3.9	8.1
Rural	21.6	19.0	40.5
Total	**51.8**	**48.2**	**100.0**
Ecological zone			
Lowlands	40.9	32.6	73.5
Foothills	3.3	5.6	8.9
Mountain	6.1	5.3	11.4
Senqu River Valley	1.6	4.7	6.2
Total (%)	**51.8**	**48.2**	**100.0**
Total (N)	**5,225**	**4,858**	**10,083**

6.4 Occupation in Secondary employment

Occupation of persons holding multiple jobs is discussed in this section. Occupation is a set of jobs that have similar main tasks and duties and can be performed by one person. Occupations are grouped based on the skill level and skill specialization required for the jobs. Hence, findings on occupation of persons holding multiple jobs is grouped according to ISCO-08.

Percentage distribution of employed population (15+ years) - second job by occupation and job holding status is demonstrated in Table 6.4. As demonstrated by the table, majority (25.3 percent) of population with more than one job had their second job in elementary occupations followed by service and sales workers occupations with 19.7 percent. The least proportion (2.2 percent) had their second job as professionals.

The highest proportion of females (14.7 percent) and males (10.6 percent) had their second job in elementary occupations, while the lowest proportions of females and males had it in professionals (0.5 percent) and clerical support workers (1.5 percent) respectively.

Table 6.4: Percentage Distribution of Employed Population (15+ Years) - Second Job by Occupation and Sex- 2024 LFS

	Sex		
Occupation	**Male**	**Female**	**Total**
Managers	2.2	2.1	4.4
Professionals	1.7	0.5	2.2
Technicians and associate professionals	4.7	9.9	14.5
Clerical support workers	1.5	1.2	2.7
Service and sales workers	9.9	9.8	19.7
Skilled agricultural, forestry and fishery workers	9.1	5.6	14.7
Craft and related trades workers	7.3	3.7	11.0
Plant and machine operators, and assemblers	5.0	0.7	5.7
Elementary occupations	10.6	14.7	25.3
Total (%)	**51.8**	**48.2**	**100.0**
Total (N)	**5,225**	**4,858**	**10,083**

Table 6.5 shows the percentage distribution of employed population (15+ years) - second job by occupation and settlement type. The results indicated that majority (18.1 percent) of population with elementary occupations as second job reside in rural area followed by service and sales workers and technicians and associate professionals in urban areas with 12.5 and 11.4 percent respectively.

Table 6.5: Percentage Distribution of Employed Population (15+ Years) - Second Job by Occupation and Settlement Type - 2024 LFS

	Settlement Type			
Occupation	**Urban**	**Peri-Urban**	**Rural**	**Total**
Managers	2.4	0.0	1.9	4.4
Professionals	0.7	0.6	0.9	2.2
Technicians and associate professionals	11.4	1.4	1.8	14.5
Clerical support workers	1.2	0.0	1.5	2.7
Service and sales workers	12.5	1.5	5.7	19.7
Skilled agricultural, forestry and fishery workers	7.4	1.5	5.8	14.7
Craft and related trades workers	8.0	0.0	3.0	11.0
Plant and machine operators, and assemblers	2.9	0.9	1.8	5.7
Elementary occupations	4.9	2.3	18.1	25.3
Total (%)	**51.4**	**8.1**	**40.5**	**100.0**
Total (N)	**5,182**	**813**	**4,088**	**10,083**

6.5 Industry in Secondary Employment

This section describes the industry of persons employed in second job. An industry is the economic activity of the establishment in which a person worked. It is actually what the establishment does, not what the individual does when working for that establishment. ISIC classifies the establishments based on the activity they carry out. Hence, findings on industry of the second job are classified according to ISIC Revolution 4.

Table 6.6 presents the percentage distribution of employed population (15+ years) - second job by industry and sex. In general, the highest proportion of 14.7 percent had their second job in agriculture, forestry and fishing followed by wholesale and retail trade; repair of motor vehicles and motorcycles and manufacturing with 14.3 and 12.9 percent respectively. Industries in professional, scientific and technical activities and administrative and support service activities constituted the least proportion with 0.4 percent each.

Furthermore, majority (10.5 percent) of male persons had their second job in agriculture, forestry and fishing followed by female population in manufacturing with

8.4 percent. About 7.9 and 7.1 percent of female population had their second job in education and wholesale and retail trade; repair of motor vehicles and motorcycle respectively.

Table 6.6: Percentage Distribution of Employed Population (15+ Years) - Second Job by Industry and Sex - 2024 LFS

	Sex		
Industry	**Male**	**Female**	**Total**
Agriculture, forestry and fishing	10.5	4.2	14.7
Mining and quarrying	2.1	0.0	2.1
Manufacturing	4.5	8.4	12.9
Construction	4.5	0.0	4.5
Wholesale and retail trade; repair of motor vehicles and mot	7.2	7.1	14.3
Transportation and storage	2.2	0.4	2.6
Accommodation and food service activities	3.3	2.2	5.5
Financial and insurance activities	0.7	0.0	0.7
Real estate activities	2.8	1.9	4.7
Professional, scientific and technical activities	0.4	0.0	0.4
Administrative and support service activities	0.4	0.0	0.4
Public administration and defence; compulsory social security	3.5	5.7	9.1
Education	4.5	7.9	12.4
Human health and social work activities	2.2	4.1	6.3
Other service activities	1.0	3.0	4.0
Activities of households as employers; undifferentiated good	1.9	3.3	5.2
Total (%)	**51.8**	**48.2**	**100.0**
Total (N)	**5,225**	**4,858**	**10,083**

Table 6.7 shows the distribution of employed population (15+ years) second job by industry and settlement type. The results reveal that majority (10.1 percent) of population with second job in agriculture, forestry and fishing resided in rural areas, followed by 8.7 percent of those employed in wholesale and retail trade; repair of motor vehicles and motorcycle residing in urban areas. On the other hand, majority (16.9 percent) of persons with second job in wholesale and retail trade; repair of motor vehicles and motorcycles resided in urban areas, followed by those in manufacturing (12.7 percent).

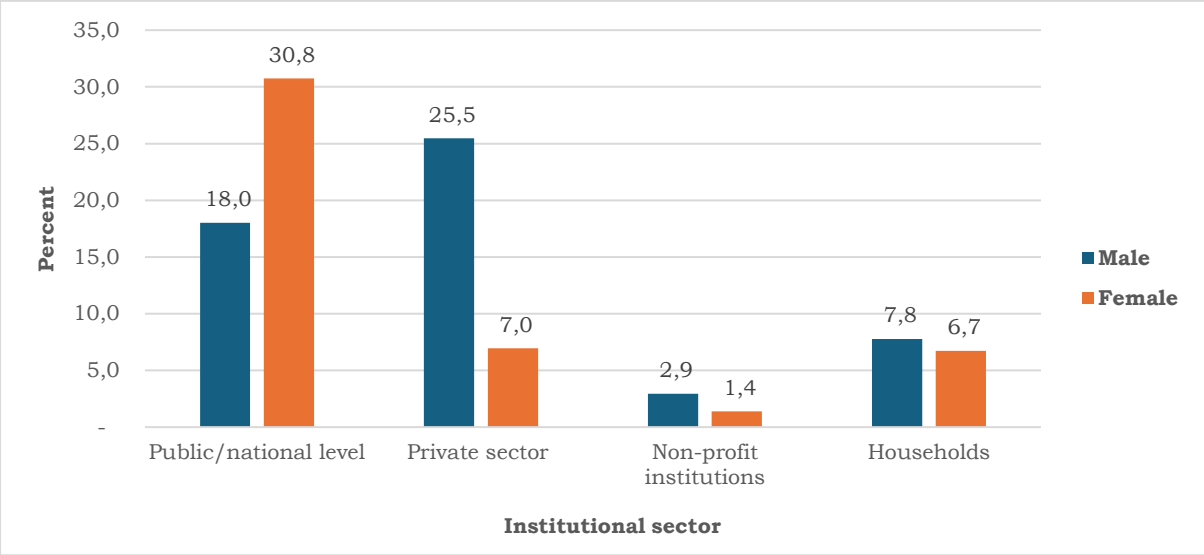
Table 6.7: Distribution of Employed Population (15+ Years) - Second Job by Industry and Settlement Type - 2024 LFS

	Settlement Type			
Industry	**Urban**	**Peri-Urban**	**Rural**	**Total**
Agriculture, forestry and fishing	2.7	1.9	10.1	14.7
Mining and quarrying	1.6	0.0	0.6	2.1
Manufacturing	6.5	0.5	5.9	12.9
Construction	2.6	0.0	1.9	4.5
Wholesale and retail trade; repair of motor vehicles and mot	8.7	0.0	5.6	14.3
Transportation and storage	1.6	0.0	1.0	2.6
Accommodation and food service activities	4.2	0.0	1.3	5.5
Financial and insurance activities	0.7	0.0	0.0	0.7
Real estate activities	3.5	0.9	0.3	4.7
Professional, scientific and technical activities	0.0	0.0	0.4	0.4
Administrative and support service activities	0.4	0.0	0.0	0.4
Public administration and defence; compulsory social security	5.3	1.5	2.3	9.1
Education	4.2	1.9	6.3	12.4
Human health and social work activities	4.4	0.0	1.9	6.3
Other service activities	3.4	0.0	0.6	0.4
Activities of households as employers; undifferentiated good	1.6	1.4	2.2	5.2
Total (%)	**51.4**	**8.1**	**40.5**	**100**
Total (N)	**5,182**	**813**	**4,088**	**10,083**

6.5 Sector in Secondary Employment

This section describes the institutional sector of persons employed in second job. The institutional sector refers to a broad category of economic activity a person is employed in. The results indicate that the highest proportion of persons with second job were females working in public/national level with 30.8 percent followed by 25.5 percent of males employed in private sector. The lowest proportions were employed in non-profit institutions with 2.9 percent of males and 1.4 percent of female.

Figure 6.6: Percentage Distribution of Employed Population (15+ Years) - Second Job by Institutional Sector and Sex - 2024 LFS



6.7 Status in Employment of Persons in Secondary job

This section discusses status in employment of persons with second employment. The status in employment provides statistics on for example, the number of employers, own-account workers, employees etc. This status of employment is categorized based on ICSE 93. Table 6.8 confirms the percentage distribution of employed population (15+ years) - second job by sex, settlement type, age-group and status in employment (ICSE 93). The results confirmed that in general, majority (52,3 percent) of people with second jobs were employees while 39.1 percent were own-account workers. Males with 28.4 percent constituted the higher proportion of employees than female at 24.0 percent.

Furthermore, 51.4 percent of persons with second job resided in urban area while 40.5 percent resided in rural area. Also, the highest share (73.6 percent) of persons with more than one job were aged 36 and above.

Table 6.8: Percentage Distribution of Employed Population (15+ Years) - Second Job by Sex, Settlement Type, Age-group and Status in Employment (ICSE 93) - LFS 2024

Background Characteristics	Status in employment (ICSE 93)				
	Employee	Employers	Own-account workers	Contributing family workers	Total
Sex					
Male	28.4	4.4	17.5	1.5	51.8
Female	24.0	2.6	21.6	0.0	48.2
Total	**52.3**	**7.0**	**39.1**	**1.5**	**100.0**
Settlement type					
Urban	23.6	7.0	20.1	0.7	51.4
Peri-Urban	5.9	0.0	2.2	0.0	8.1
Rural	22.9	0.0	16.8	0.9	40.5
Total	**52.3**	**7.0**	**39.1**	**1.5**	**100.0**
Age-group					
15-24	1.8	0.0	0.4	0.0	2.2
25-35	12.7	1.6	9.9	0.0	24.2
36+	37.8	5.4	28.8	1.5	73.6
Total (%)	**52.3**	**7.0**	**39.1**	**1.5**	**100.0**
Total (N)	**5,278**	**707**	**3,943**	**155**	**10,083**

6.8 Functional Limitations Status of Persons with Second Job

In this section, persons with more than one job in relation to functional limitations status is discussed. Table 6.9 shows the number and percentage distribution of employed population (15+ years) – second job by functional limitations status and sex. The results indicated that in general, 15.1 percent of persons with second job had functional limitations. Females constituted the higher proportion (11.6 percent) than males (3.5 percent).

Table 6.9: The Number & Percentage Distribution of Employed population (15+ Years) - Second Job by Functional Limitations Status by Sex - 2024 LFS

Sex	Functional Limitations Status					
	Without Functional Limitations		With Functional Limitations		Total	
	Number	Percent	Number	Percent	Number	Percent
Male	4,868	48.3	357	3.5	5,225	51.8
Female	3,692	36.6	1,166	11.6	4,858	48.2
Total	**8,560**	**84.9**	**1,523**	**15.1**	**10,083**	**100.0**

Table 6.10 shows the percentage distribution of employed population (15+ years) – second job by age-group and functional limitations status. Amongst persons with second job and functional limitations, the proportion of 3.4 percent were age-group 40-44 despite the fact that no persons with age-group 25-29 and 70-74 reported no functional limitations.

Table 6.10: Percentage Distribution of Employed Population (15+ Years) - Second Job by Age-group and Functional Limitations Status - 2024 LFS

	Functional Limitations Status		
Age-group	**Without Functional Limitations**	**With Functional Limitations**	**Total**
20-24	1.7	0.5	2.2
25-29	6.6	0.0	6.6
30-34	12.1	1.7	13.8
35-39	18.4	1.9	20.3
40-44	14.8	3.4	18.2
45-49	10.8	0.6	11.4
50-54	4.8	2.2	7.0
55-59	6.2	1.6	7.8
60-64	5.4	2.9	8.3
65-69	1.6	0.5	2.1
70-74	2.2	0.0	2.2
Total (%)	**84.9**	**15.1**	**100.0**
Total (N)	**8,560**	**1,523**	**10,083**

The percentage distribution of occupation of persons in second job by functional limitations status is further discussed. As per the results, the 5.2 percent of people engaged in secondary job with functional limitations were employed in elementary occupations followed by technician and associate professionals (3.3 percent).

Table 6.11: Percentage Distribution of Employed Population - Second Job by Occupational Tittle and Functional Limitations Status- 2024 LFS

	Functional Limitations Status		
Occupational Tittle	**Without Functional Limitations**	**With Functional Limitations**	**Total**
Managers	4.4	0.0	4.4
Professionals	1.7	0.5	2.2
Technicians and associate professionals	11.3	3.3	14.5
Clerical support workers	1.7	1.0	2.7
Service and sales workers	16.9	2.8	19.7
Skilled agricultural, forestry and fishery workers	12.3	2.4	14.7
Craft and related trades workers	11.0	0.0	11.0
Plant and machine operators, and assemblers	5.7	0.0	5.7
Elementary occupations	20.1	5.2	25.3
Total (%)	**84.9**	**15.1**	**100.0**
Total (N)	**8,560**	**1,523**	**10,083**

CHAPTER 7

UNEMPLOYMENT

7.0 Introduction

According to 19th ICLS Resolution 1, states that persons are considered unemployed if they meet all of the following criteria; they are not currently employed, they are available to work within the next two weeks and they have actively sought work in the last four weeks.

Unemployment rate is the proportion of the unemployed population to the total Labour force. The national unemployment rate for 2024 LFS is 30.1 percent which is an increase of 7.6 compared to 2019 LFS. Unemployment rate was higher among males compared to their female counterparts in both the surveys.

7.1 Unemployed Population

Table 7.1 shows number and percentage distribution of unemployed population by sex. It is shown that out of 236,575 unemployed population, 51.9 percent were males while 48.1 percent were females.

Table 7.1: Number and Percentage Distribution of Unemployed Population by Sex – 2024 LFS

Sex	Number	Percent
Male	122,817	51.9
Female	113,758	48.1
Total	**236,576**	**100**

Figure 7.1 displays percentage distribution of unemployed population by functional limitations status and sex in both sexes, unemployed persons without functional limitations dominated those with functional limitations as males had a proportion of 92.4 percent and females had 89.1 percent.

Figure 7.1: Percentage Distribution of Unemployed Population by Functional Limitations Status and Sex – 2024 LFS

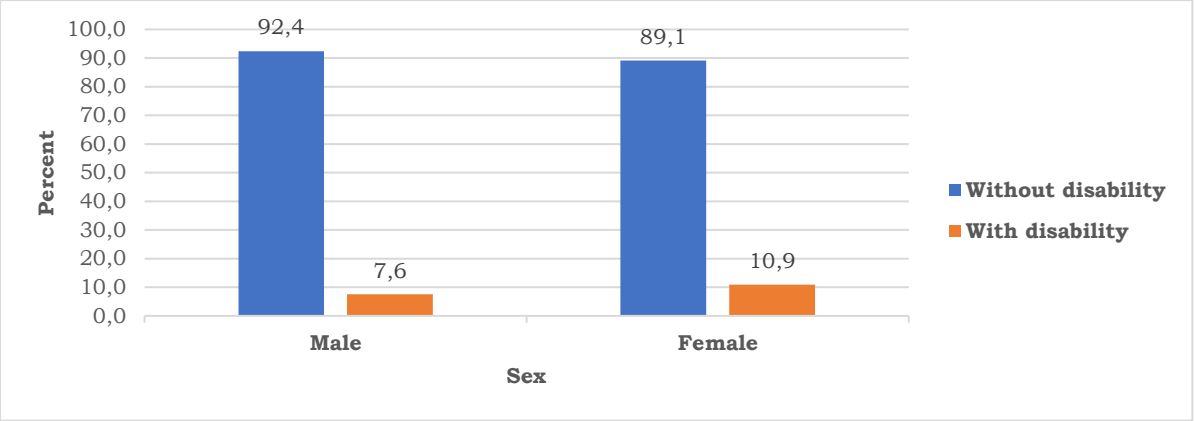


Table 7.2 indicates percentage distribution of unemployed population by age-group and sex. The unemployed female population recorded highest proportion in age-group 20-24 with 19.3 percent followed by 17.2 percent, while for unemployed males, the highest was recorded in age-group 25-29 and age-group 20-24 with 17.7 and 17.5 percent respectively. It further shows that for both sexes, percentages for unemployed population decreased with an increasing age-group starting at age-group 30-34 to 70-74 years.

Table 7.2: Percentage Distribution of Unemployed Population by Age-Group and Sex – 2024 LFS

	Sex		
Age-Group	**Male**	**Female**	**Total**
15-19	8.3	8.4	8.3
20-24	17.5	19.3	18.3
25-29	17.7	17.2	17.5
30-34	14.1	14.7	14.4
35-39	12.3	12.6	12.4
40-44	9.7	10.5	10.1
45-49	7.3	6.1	6.8
50-54	5.1	4.2	4.7
55-59	4.6	3.4	4.0
60-64	1.8	1.5	1.7
65-69	1.2	1.3	1.2
70-74	0.2	0.2	0.2
75-79	0.3	0.3	0.3
80-84	0.0	0.1	0.0
85+	0.0	0.1	0.0
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**122,817**	**113,759**	**236,576**

Table 7.3 represents percentage distribution of the unemployed population by marital status and sex. Generally, the highest total percentage of unemployed population was among married (monogamy) population at 42.2 followed by those never married at 37.8 while the lowest total percentage was among the married (polygamy) population at 0.2 percent.

Table 7.3: Percentage Distribution of Unemployed Population by Marital Status and Sex – LFS 2024

	Sex		
Marital Status	**Male**	**Female**	**Total**
Married (Monogamy)	40.5	44.0	42.2
Married (Polygamy)	0.2	0.2	0.2
Living Together	0.8	1.4	1.1
Separated	10.3	10.2	10.3
Divorced	1.4	1.9	1.6
Widow/Widower	3.7	10.1	6.8
Never Married	43.0	32.3	37.8
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**122,817**	**113,759**	**236,576**

Table 7.4 below shows percentage distribution of unemployed population by education ISCED 11 and sex. The highest percentage of unemployed population for females was among the persons that completed lower secondary education (53.3 percent) followed by primary education (32.3 percent). It further indicates that the highest percentage of unemployed male population was among persons that completed primary education (47.7 percent) followed by lower secondary education (37.3 percent).

Table 7.4: Percentage Distribution of Unemployed Population by Education (ICSED 11) and Sex - 2024 LFS

	Sex		
Education (ISCED11)	**Male**	**Female**	**Total**
No schooling	7.1	1.5	4.4
Early childhood education	0.1	0.0	0.1
Primary education	47.7	32.3	40.3
Lower secondary education	37.3	53.3	45.0
Upper secondary education	0.8	0.7	0.7
Post-secondary non- tertiary education	0.3	0.1	0.2
Short-cycle tertiary education	3.9	6.7	5.2
Bachelor's or equivalent level	2.0	4.4	3.1
Master's or equivalent level	0.6	0.9	0.7
Doctoral or equivalent level	0.2	0.0	0.1
Not elsewhere classified	0.0	0.1	0.0
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**122,817**	**113,759**	**236,576**

Table 7.5 shows percentage distribution of unemployed population by district and sex. The district that had the highest total percentage of unemployed population was Maseru with 31.6 percent followed by Leribe with 13.4 while the lowest percentage was observed in Qacha's Nek with 2.5. However, males from Maseru district constituted the highest percentage of 28.6 while the lowest share was in Qacha's Nek district (3.2 percent). The same pattern is observed with unemployed female population.

Table 7.5: Percentage Distribution of Unemployed Population by District and Sex - 2024 LFS

	Sex		
District	**Male**	**Female**	**Total**
Botha Bothe	7.3	6.0	6.7
Leribe	13.4	13.4	13.4
Berea	10.9	10.5	10.7
Maseru	28.6	35.0	31.6
Mafeteng	10.0	9.0	9.5
Mohale's Hoek	5.9	5.5	5.7
Quthing	5.2	5.6	5.4
Qacha's Nek	3.2	1.8	2.5
Mokhotlong	9.3	7.8	8.6
Thaba-Tseka	6.3	5.4	5.9
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**122,817**	**113,759**	**236,576**

Figure 7.2 portrays percentage distribution of unemployed population by zone and sex. The figure shows that both unemployed female and male population from lowlands had highest percentages (65.6 percent) for females and (60.3 percent) for males. It further illustrated that senqu river valley (SRV) had the lowest recorded percentages for both males (8.1 percent) and females (7.3 percent) of unemployed population.

Figure 7.2: Percentage Distribution of Unemployed Population by Zone and Sex – 2024 LFS

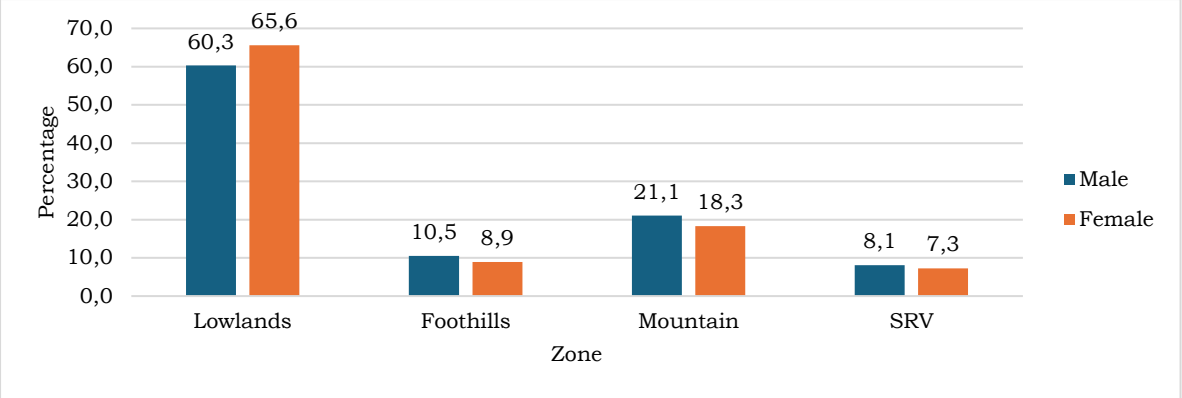
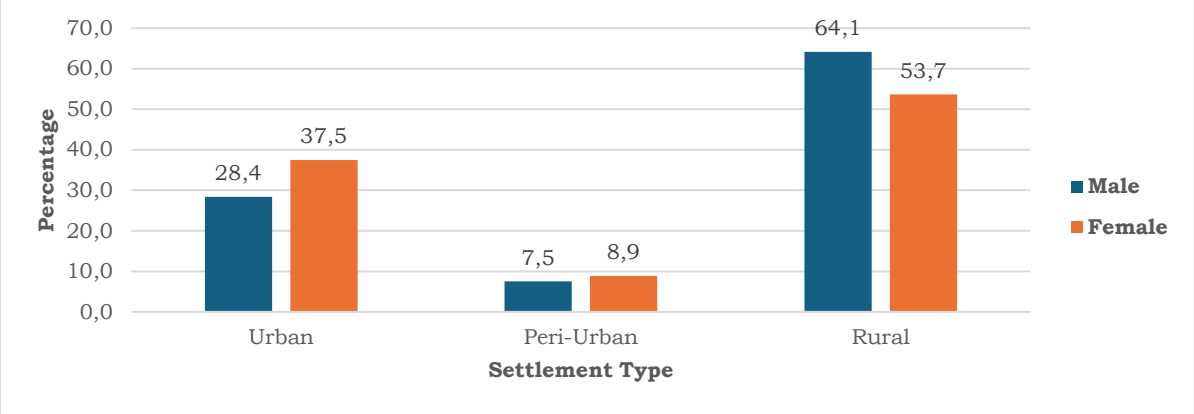


Figure 7.3 depicts percentage distribution of unemployed population by settlement type and sex. Both unemployed male and female population from rural areas had the highest percentages of 64.1 and 53. 7 for males and females respectively. The results further indicate that the lowest percentages were those from peri-urban areas for both females and males at 8.9 and 7.5 percent respectively.

Figure 7:3 Percentage Distribution of Unemployed Population by Settlement Type and Sex – 2024 LFS



7.3 Duration of unemployment

Table 7.6 below illustrates percentage distribution of unemployed population by duration of unemployment and sex. The results show that majority of unemployed female population (45.6 percent) had been jobless for a period of 24 months and above while unemployed male population recorded the highest proportion (39.5 percent) who had been jobless for the same duration. It further shows that females recorded the lowest proportion (7.6 percent) of unemployed population who had been jobless for a duration of 3 months to less than 6 months while males proportion (8.2 percent) of unemployed population had been jobless for a period of less than 1 month.

Table 7.6: Percentage Distribution of Unemployed Population by Duration of Unemployment and Sex – 2024 LFS

	Sex		
Duration of Unemployment	**Male**	**Female**	**Total**
Less than 1 month	8.2	8.0	8.1
1 month to less than 3 months	14.4	14.0	14.2
3 months to less than 6 months	10.5	7.6	9.1
6 months to less than 12 months	11.3	8.9	10.1
12 months to less than 24 months	16.1	16.0	16.0
24 months or more	39.5	45.6	42.4
Total (%)	**100.0**	**100.0**	**100.0**
Total(N)	**122,817**	**113,759**	**236,576**

Table 7.7 shows percentage distribution of unemployed population by duration of unemployment and settlement type. Majority of unemployed population residing in peri-urban areas reported a highest percentage of 56.2 of population who were jobless for 24 months or more while with the same duration, those residing in urban areas had a higher percentage of 44.1. Urban (6.6 percent) and rural areas (9.2 percent) had the lowest share of unemployed population who were jobless for a period of less than 1 month while peri-urban areas only 5.7 percent were jobless for a duration of 3 to less than 6 months.

Table 7.7: Percentage Distribution of Unemployed Population by Duration of Unemployment and Settlement Type – 2024 LFS

	Settlement Type			
Duration of Unemployment	**Urban**	**Peri-Urban**	**Rural**	**Total**
Less than 1 month	6.6	6.8	9.2	8.1
1 month to less than 3 months	15.5	10.2	14.0	14.2
3 months to less than 6 months	8.6	5.7	9.9	9.1
6 months to less 12 months	10.1	7.2	10.5	10.1
12 months to less 24 months	15.1	13.8	16.9	16.0
24 months or more	44.1	56.2	39.5	42.4
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**77,459**	**19,314**	**139,803**	**236,576**

Table 7.8 indicates percentage distribution of unemployed population by district and duration of unemployment. Maseru district had a highest total percentage of jobless population (31.6 percent) throughout all the unemployment durations that is from less than 1 month to 24 months or more. It further shows that Qacha's Nek recorded the lowest percentage (2.5 percent) of unemployed population across all the durations of unemployment, from less than 1 month to 24 months or more.

Table 7.8: Percentage Distribution of Unemployed Population by District and Duration of Unemployment – 2024 LFS

	Duration of Unemployment						
District	**Less than 1 month**	**1 month to less to less than 3 months**	**3 months to less than 6 months**	**6 months to less than 12 months**	**12 months to less than 24 months**	**24 months or more**	**Total**
Botha Bothe	4.9	8.8	12.9	4.9	3.8	6.5	6.7
Leribe	15.7	18.3	15.5	15.5	13.0	10.5	13.4
Berea	11.3	12.8	12.5	10.7	9.6	9.9	10.7
Maseru	25.4	22.5	20.3	25.3	26.2	41.9	31.6
Mafeteng	11.5	10.0	9.2	11.6	12.1	7.6	9.5
Mohale's Hoek	8.5	6.5	7.8	6.7	6.4	3.9	5.7
Quthing	4.1	4.2	6.9	9.0	7.2	4.1	5.4
Qacha's Nek	3.6	3.2	3.6	1.8	2.8	1.9	2.5
Mokhotlong	6.5	6.3	6.1	6.6	13.0	9.0	8.6
Thaba-Tseka	8.6	7.3	5.2	7.8	5.9	4.5	5.9
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**19,239**	**33,612**	**21,532**	**23,944**	**37,913**	**100,335**	**236,576**

7.4 Measures taken to look for employment

Table 7.9 indicates percentage distribution of unemployed population by actions taken to find paid job/business and sex. The results show that majority (53.4 percent) of unemployed population asked for assistance from relatives, friends, others to find paid job/business followed by those that applied to prospective employers at the proportion of 19.1 percent while the lowest percentage of 0.1 applied for permit or license to start a business.

Furthermore, for unemployed male population, the lowest share was those who studied or read job advertisement for job search with 0.1 percent followed by those that took a test or interview, those that applied for permit or license to start a business and those that applied on website/ job portal at 0.2 percent each. However, for unemployed female population, the highest job search method used were seeking help from relatives, friends, others, applying to prospective employers and lastly checking at factories, work sites at 53.3, 21.3 and 15.0 percent respectively.

Table 7.9: Percentage Distribution of Unemployed Population by Actions Taken to Find Paid Job/Business and Sex - 2024 LFS

	Sex		
Actions taken to find paid job/business	**Male**	**Female**	**Total**
Apply to prospective employers	17.1	21.3	19.1
Place or answer job advertisement	2.0	1.8	1.9
Study or read job advertisement	0.1	0.2	0.2
Register with (employment centre)	1.6	1.6	1.6
Register with private recruitment offices	1.0	1.1	1.0
Take a test or interview	0.2	0.1	0.2
Seek help from relatives, friends, others	53.6	53.3	53.4
Check at factories, work sites	19.6	15.0	17.4
Wait on the street to be recruited	2.7	0.9	1.8
Seek financial help to start a business	1.2	2.5	1.8
Look for land, building, equipment, materials to start business	0.7	1.7	1.2
Apply for permit or license to start a business	0.2	0.0	0.1
Apply on Website/ Job portal	0.2	0.7	0.5
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**122,491**	**113,101**	**235,592**

Table 7.10 indicates percentage distribution of unemployed population by actions taken to find paid job/business and settlement type. All the settlement types had highest percentages of unemployed population who sought assistance from relatives, friends, others to find a paid job/business with 58.7, 48.7 and 45.1 for rural, peri-urban and urban respectively. The lowest percentages of unemployed population from urban areas (0.1 percent) and rural areas (0.2 percent) took a test or interview to find a paid job/business while for peri-urban areas the lowest proportion (0.5 percent) just studied or read job advertisements to find paid job/business.

Table 7.10: Percentage Distribution of Unemployed Population by Actions Taken to Find Paid Job/Business and Sex - 2024 LFS

	Settlement Type			
Actions taken to find paid job/business	**Urban**	**Peri-Urban**	**Rural**	**Total**
Apply to prospective employers	28.0	20.7	13.9	19.1
Place or answer job advertisement	2.2	2.0	1.7	1.9
Study or read job advertisement	0.4	0.5	0.0	0.2
Register with (employment centre)	1.3	1.5	1.7	1.6
Register with private recruitment offices	1.0	0.5	1.2	1.0
Take a test or interview	0.1	0.0	0.2	0.2
Seek help from relatives, friends, others	45.1	48.7	58.7	53.4
Check at factories, work sites	16.6	20.6	17.4	17.4
Wait on the street to be recruited	1.7	1.9	1.8	1.8
Seek financial help to start a business	1.8	1.6	1.8	1.8
Look for land, building, equipment, materials to start business	1.2	1.0	1.1	1.2
Apply for permit or license to start a business	0.2	0.0	0.0	0.1
Apply on Website/ Job portal	0.5	1.0	0.4	0.5
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**77,255**	**19,256**	**139,080**	**235,592**

CHAPTER 8

TIME - RELATED UNDEREMPLOYMENT

8.0 Introduction

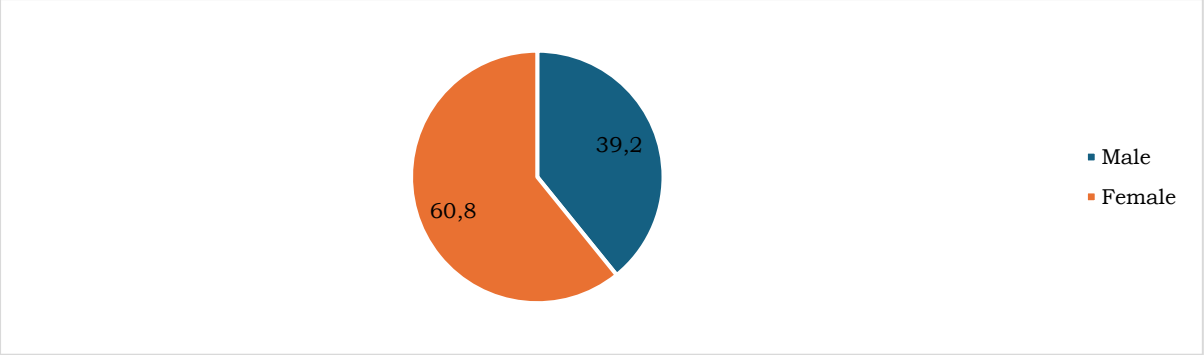
According to ILO, time-related underemployment is one of the measures of labour underutilization, mismatch between labour supply and demand leading to an unmet need for employment. The measurement of time-related underemployment is considered as an integral part of the framework for measuring the labour force. The time-related underemployed includes all employed persons whose working time in all jobs is "insufficient in relation to an alternative employment situation in which the person is willing and available to engage". The criteria for defining time-related underemployment are as follows:

(i) having worked below a threshold of working hours
(ii) willingness to work additional hours provided they are paid for; and
(iii) availability to work additional hours

Measurement of time-related underemployment is important for improving the description of employment-related problems, as well as assessing the extent to which available human resources are being used in the production process of the country. It also provides useful insights for the design and evaluation of employment, income and social programmes. For the purpose of this survey, the threshold of working time is 40 hours worked per week.

Figure 8.1 portrays the distribution of time related under-employed population by sex. The figure depicts that 60.8 percent of the time related under-employed population were females while 39.2 percent were males.

Figure 8.1: Percentage Distribution of Time Related Under-Employed Population by Sex - LFS 2024



Percentage distribution of time related under-employed population by settlement type and sex is shown in Table 8.1. The table shows that, the highest proportion of 65.5 percent were in urban areas, followed by 25.4 percent in peri-urban and least of 9.1 percent in rural areas. About 86.2 percent of the females who were in time related under-employment lived in the urban areas, while those that lived in peri-urban and rural areas constituted 7.1 and 6.8 percent respectively. It is also observed that about 53.9 percent of time related under-employed males were found in the peri-urban areas.

Table 8.1: Percentage Distribution of Time Related Under-Employed Population by Settlement and Sex - 2024 LFS

	Sex		
Settlement	**Male**	**Female**	**Total**
Urban	33.3	86.2	65.5
Peri-Urban	53.9	7.1	25.4
Rural	12.8	6.8	9.1
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**331**	**514**	**845**

Time related under-employed population by age-group and sex is indicated in Table 8.2. Majority of time related under-employed female population were in age-groups 40-44, 25-29 and 35-39; with 47.6, 24.5 and 20.8 percent respectively. In male population, dominating age-groups were 50-54 and 55-59 with 26.9 percent each. In general, the most affected age-group was 40-44 constituting 29.0 percent of the under-employed population.

Table 8.2: Percentage Distribution of Time Related Under-Employed Population by Age-group and Sex - 2024 LFS

	Sex		
Age-group	**Male**	**Female**	**Total**
20-24	12.8	0.0	5.0
25-29	0.0	24.5	14.9
35-39	17.3	20.8	19.5
40-44	0.0	47.6	29.0
45-49	16.0	0.0	6.3
50-54	26.9	0.0	10.6
55-59	26.9	0.0	10.6
60-64	0.0	7.1	4.3
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**331**	**514**	**845**

Figure 8.2 depicts percentage distribution of time related under-employed population by industry. Other services were dominating with proportion of 28.2 percent of time related under-employed population, followed by 17.8 percent in manufacturing. agriculture and education industries had the same proportion of 10.6 percent. The least proportion was in professional, scientific and technical activities with 5.0 percent.

Figure 8.2: Percentage Distribution of Time Related Under-Employed Population by Industry - 2024 LFS

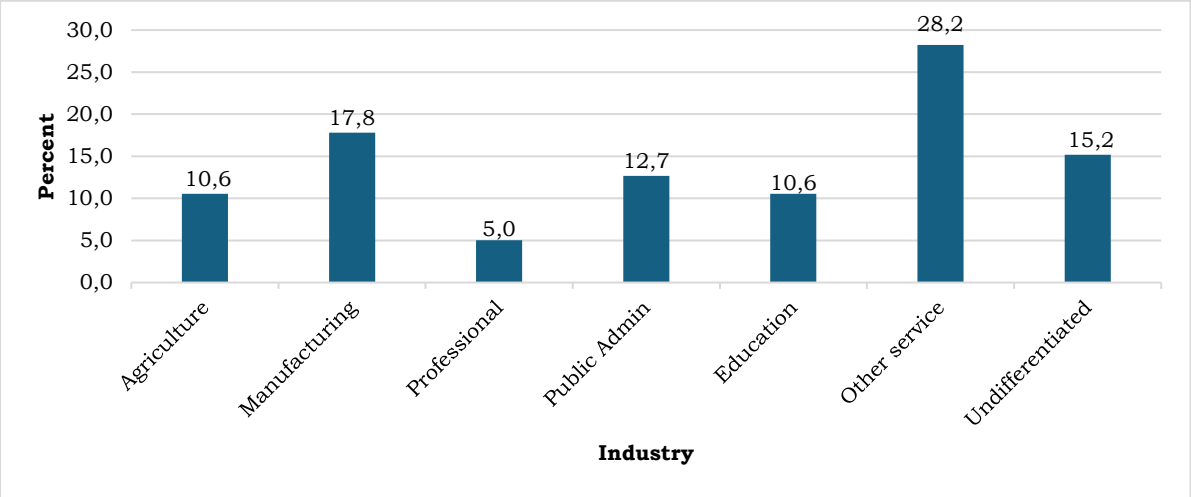
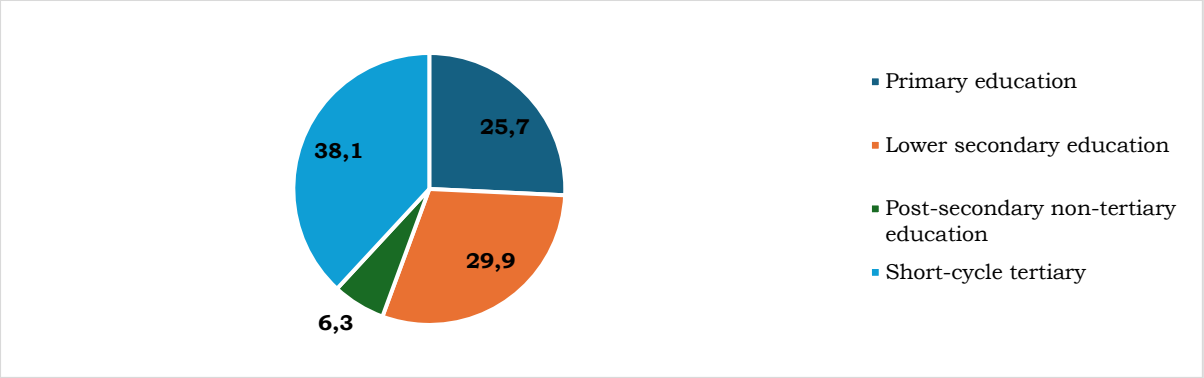


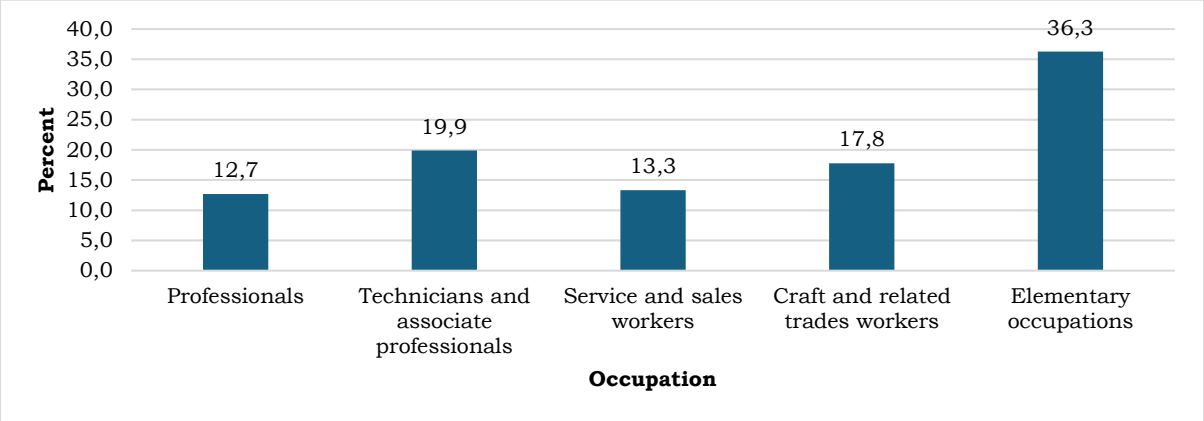
Figure 8.3 illustrates the distribution of time related under-employed population by educational attainment. It is observed that people with short-cycle tertiary level had a largest share (38.1 percent) of time related under-employment, followed by 29.9 percent with lower secondary education level. The smallest share (6.3 percent) is shown in post-secondary non-tertiary education level.

Figure 8.3: Distribution of Time Related Under-Employed Population by Education (ISCED 11) - 2024 LFS



Percentage distribution of time related under-employed population by occupation is illustrated in Figure 8.4. Larger proportion was found in elementary occupations with 36.3 percent, followed by technicians and associate professionals with 19,9 percent. The least proportions were recorded in service and sales workers and professionals with 13.3 and 12.7 percent respectively.

Figure 8.4: Percentage Distribution of Time Related Under-Employed Population by Occupation - 2024 LFS



CHAPTER 9

INFORMAL ECOMOMY

9.0 Introduction

The Informal economy is an important source of employment in developing economies, particularly for persons who may not be able to access formal employment (Lewis, 1997). It has strong social implications since it provides opportunities to increase the participation in the economy and provides a source of income. However, persons tend to be in the type of employment relationships that have lower earnings and are faced with higher risks of poverty and violation of fundamental principles and rights at work. Distinctively, the units engaged in informality are generally unregistered thus official policy actions may miss the intended targets or not fully attain the intended effects.

Measuring the informal economy is therefore very important from a policy perspective, both for obtaining accurate estimates of overall economic growth and also for providing targeted information on this sector, which may have specific behaviors and require different measures compared to the formal economy. On one hand, the recent COVID-19 health emergency crisis has brought a different type of a cycle, that might affect the informality in a different direction than usual cycles which remains key to understand its dynamics.

The 21st ICLS concerning statistics on the informal economy set standards for statistics on the informal economy to guide countries in updating, harmonizing and further developing their statistical programs in this field. It defines the statistical concepts of informal productive activities, the informal economy, the informal market economy and informal work for reference purposes and provides operational concepts, definitions and guidelines for the statistical measurement of its components.

Statistics on the informal economy focus on two main aspects, firstly, the productive activities of workers and economic units that, in law or in practice, are not adequately covered by formal arrangements intended to protect and regulate their operations, including both the formal status of the economic unit and the employment relationship of the worker. Secondly, the degree of exposure to economic and personal risks resulting from the lack of effective coverage by these formal arrangements, which can lead to income insecurity, limited social protection, and vulnerability in the labour market.

9.1 Informal Nature of Job

According to the ILO the informal employment refers to working arrangements that are in practice or by law not subject to national labour legislation, income taxation, or entitlement to social protection or other employment guarantees; for example, advance notice of dismissal, severance pay, and paid annual or sick leave. Informality can exist even in the 'formal' sector. Casual, temporary, and seasonal workers who

lack social protection coverage or other employment benefits, or who fall short of full legal status, have informal employment status even when they work in the 'formal' sector. (ILO, 2023). This part of the report analyses the characteristics of informal employment; the term informal job is used interchangeably.

Figure 9.1 shows the percentage distribution of employed population by nature of job and sex. According to the figure, majority of both male and female workers in Lesotho are engaged in informal employment. Specifically, 82.3 percent of males and 86.0 percent of females have informal main jobs, while only 17.7 percent of males and 14.0 percent of females are in formal employment. This indicates a high prevalence of informality in the labour market, with women being slightly more affected than men.

Figure 9.1: Percentage Distribution of Employed Populations by Nature of Job and Sex – LFS 2024

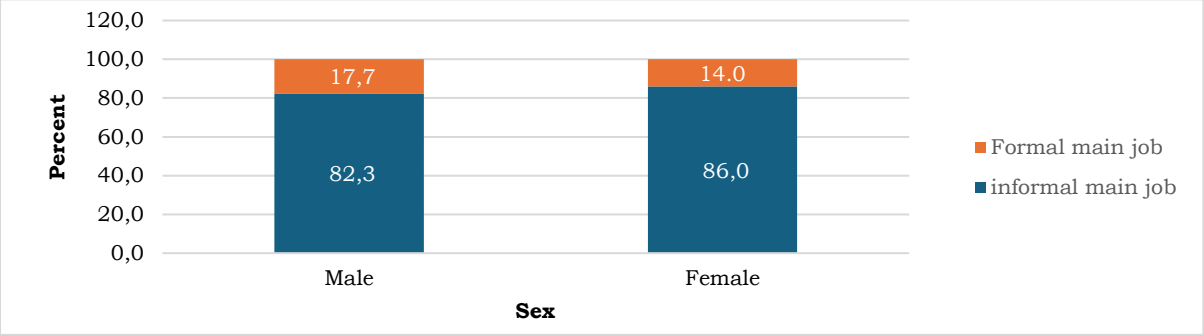


Table 9.1 shows percentage distribution of employed population by age-group and nature of job. According to the table, a total of 461,873 persons held informal jobs. The age-group 35-39 had the highest proportion (15.0 percent) closely followed by age-group 30-34 (14.3 percent), then age-group 25-29 at 13.4 percent while age-group 85+ showed least participation at 0.1 percent.

Table 9.1: Percentage Distribution of Employed population by Age-group and Nature of Job - 2024 LFS

	Nature of job		
Age-group	**Persons with informal main job**	**Persons with formal main job**	**Total**
15-19	4.0	0.0	3.4
20-24	10.0	1.4	8.7
25-29	13.4	5.7	12.2
30-34	14.3	12.2	14.0
35-39	15.0	16.4	15.2
40-44	12.9	20.7	14.2
45-49	9.3	16.1	10.4
50-54	7.1	13.7	8.2
55-59	5.6	8.6	6.1
60-64	4.1	3.1	4.0
65-69	2.5	1.3	2.3
70-74	1.0	0.5	0.9
75-79	0.4	0.1	0.3
80-84	0.2	0.1	0.2
85+	0.1	0.1	0.1
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**461,873**	**87,849**	**549,722**

Figure 9.2 illustrates the percentage distribution of employed population by settlement type and nature of job. As presented by the figure, the highest percentage (51.1 percent) of persons with informal main job were in rural areas followed by 41.9 percent of those who resided in urban areas.

Figure 9.2: The Percentage Distribution of Employed Population by Settlement type and Nature of Job-2024 LFS

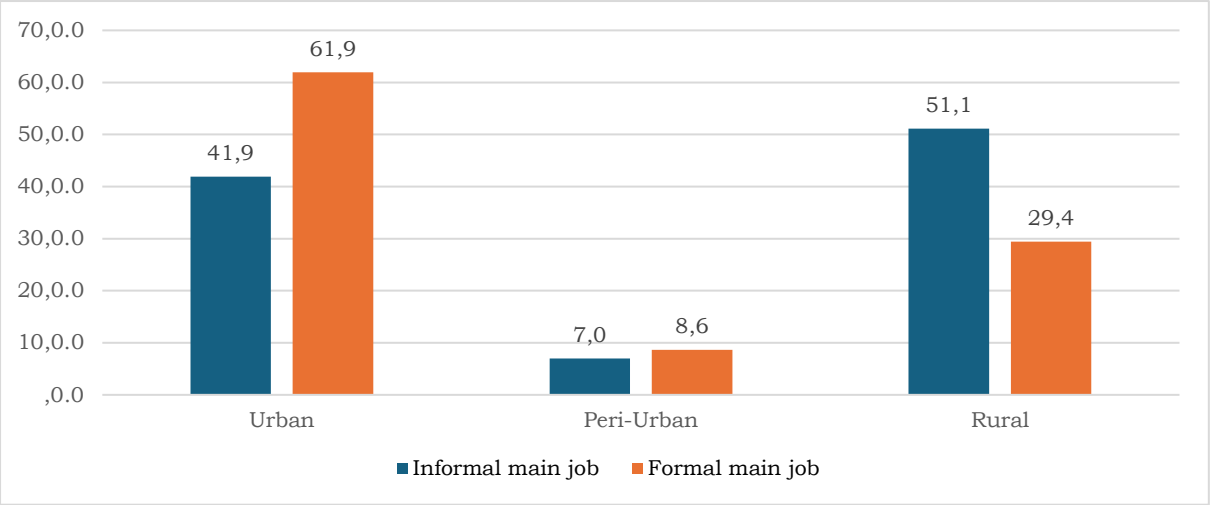


Table 9.2 shows the percentage distribution of employed population by district and nature of job. Maseru leads with the highest employment percentage in informal jobs at 28.8 percent followed by Leribe with 15.8 percent. Qacha's Nek showed the least informal employment with 3.1 percent.

Table 9.2: Percentage Distribution of Employed Population by District and Nature of job - LFS 2024

	Nature of job		
District	**Persons with informal main job**	**Persons with formal main job**	**Total**
Botha Bothe	5.0	4.0	4.8
Leribe	15.8	15.6	15.8
Berea	13.9	18.2	14.6
Maseru	28.8	36.4	30.0
Mafeteng	9.1	8.4	9.0
Mohale's Hoek	9.5	6.1	8.9
Quthing	5.5	3.3	5.1
Qacha's Nek	3.1	2.6	3.0
Mokhotlong	5.0	2.6	4.6
Thaba-Tseka	4.4	2.9	4.2
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**461,873**	**87,849**	**549,722**

Education is an important aspect of human life. A basic assumption in human capital model is that an increase in educational attainment or training leads to an increase in productivity and in turn attracts conducive working conditions (Spence, 1973). The results below examine the relationship between educational attainment and the nature of job.

Table 9.3 shows the percentage distribution of employed population by educational attainment and nature of job. The table shows that persons who attained primary education had a largest percentage share (43.8 percent) of informal job followed by lower secondary education holders with 41.0 percent. Short cycle tertiary holders in the informal employment stood at 5.9 percent while post-secondary non tertiary at 0.2 percent.

Table 9.3: Percentage distribution of Employed Population by Educational attainment and Nature of job-2024 LFS

Educational Attainment	Nature of job		
	Persons with informal main job	Persons with formal main job	Total
No schooling	5.2	1.3	4.5
Primary education	43.8	16.9	39.5
Lower secondary education	41.0	37.6	40.5
Upper secondary education	0.7	1.5	0.8
Post-secondary non tertiary	0.2	0.0	0.2
Short-cycle tertiary	5.9	23.6	8.7
Bachelor's or equivalent	2.7	13.9	4.5
Master's or equivalent	0.5	4.8	1.2
Doctoral or equivalent	0.0	0.4	0.1
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**461,873**	**87,849**	**549,722**

Figure 9.3 depicts percentage distribution of employed population by institutional sector and nature of job. The private sector shows a significant proportion of informal jobs (36.7 percent). The institutional sector not elsewhere classified by status follows at 29.8 percent. The results further suggest a possible reliance on household sector at 28.2 percent in informal jobs. Informal employment is limited in International institutions (0.1 percent), state owned enterprises (0.4 percent) and Non-profit institutions (0.9 percent).

Figure 9.3: percentage distribution of Employed Population by Industrial Sector and Nature of Job – 2024 LFS

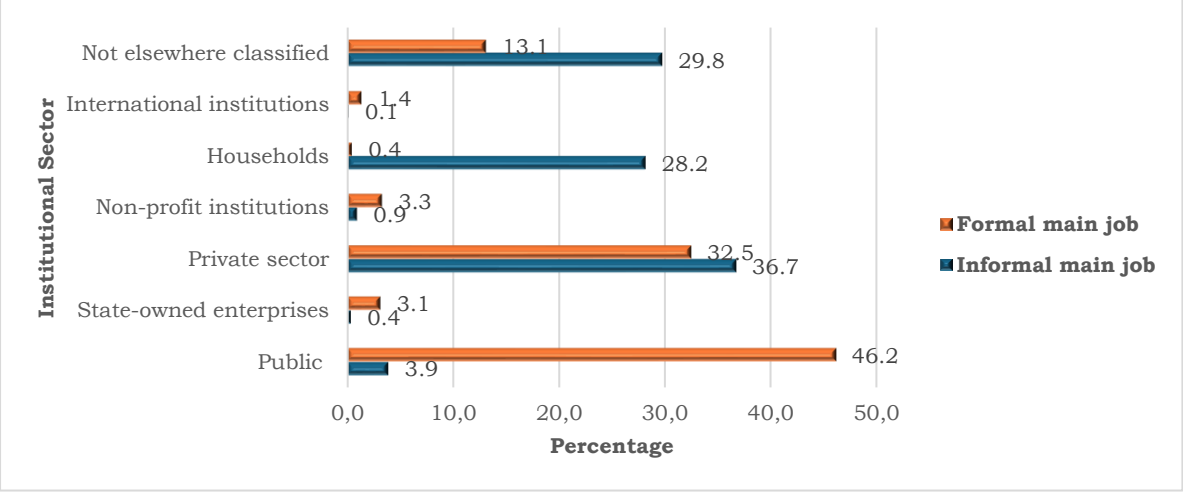


Table 9.4 shows the percentage distribution of employed population in informal employment by industry and sex. A total of 461,873 were holding informal job in their main jobs, with 241,069 males and 220,804 females. The results indicated that in overall, agriculture, forestry and fishing had the highest number of persons (21.2 percent). Activities of Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use followed with a total of 19.1 percent. The least proportion was observed in electricity, gas, steam and air conditioning supply and activities of extraterritorial organizations and bodies where each constituted 0.2 percent.

Males seemed to be engaged more in agriculture, forestry and fishing with 32.3 percent, followed by those engaged in the construction with 18.4 percent. The least percentage share was observed on those engaged in electricity, gas, steam and air conditioning supply with 0.2 percent. On the other hand, females were more engaged on activities of Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use with 35.3 percent. This is followed by 17.4 percent of those engaged in manufacturing.

Table 9.4: Percentage distribution of Employed Population in Informal Employment by Industry and Sex - 2024 LFS

		Sex	
Industry	**Male**	**Female**	**Total**
Agriculture, forestry and fishing	32.3	9.2	21.2
Mining and quarrying	1.5	0.1	0.8
Manufacturing	7.7	17.4	12.3
Electricity, gas, steam and air conditioning supply	0.2	0.1	0.2
Water supply; sewage, waste management and remediation activities	0.4	0.3	0.3
Construction	18.4	0.6	9.9
Wholesale and retail trade, repair of motor vehicle and motorcycle	13.9	14.8	14.3
Transportation and storage	6.5	0.4	3.6
Accommodation and food service activities	2.3	6.9	4.5
Information and communication	0.3	0.4	0.4
Financial and insurance activities	0.3	0.7	0.5
Real estate activities	1	0.8	0.9
Professional, scientific and technical activities	0.4	0.2	0.3
Administrative and support service activities	3.1	0.5	1.8
Public administration and defense, compulsory social security	1.4	1.8	1.6
Education	1.2	2.5	1.8
Human health and social work activities	2.2	3.5	2.8
Arts, entertainment and recreation	0.5	0.2	0.3
Other service activities	1.7	4.4	3
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	4.3	35.3	19.1
Activities of extraterritorial organizations and bodies	0.3	0.1	0.2
Total (%)	**100**	**100**	**100**
Total (N)	**241,069**	**220,804**	**461,873**

Table 9.5 shows the percentage distribution of employed population in informal employment by occupation and sex. According to the results workers in elementary occupation presented the highest proportion of 48.9 percent. Service and sales workers follows at 16.2 percent. A signification contribution is also observed for workers in crafts and related trades workers with 14.4 percent. The armed forces occupation represents the lowest overall participation, with virtually no female representation, highlighting the traditionally male-dominated nature of the armed forces. The managers on one hand, shows low overall representation of with informal

jobs as managers. The least participation was for workers holding occupation in clerical workers.

Table 9.5: Percentage distribution of Employed population in informal employment by Occupation and Sex -2024 LFS

	Sex		
Occupation	**Male**	**Female**	**Total**
Managers	1.6	1.1	1.4
Professionals	1.7	2.0	1.9
Technicians and associate professionals	3.7	4.0	3.9
Clerical support workers	0.7	1.3	1.0
Service and sales workers	12.7	20.0	16.2
Skilled agricultural, forestry and fishery workers	4.6	2.3	3.5
Craft and related trades workers	19.1	9.3	14.4
Plant and machine operators and assemblers	10.6	6.9	8.8
Elementary occupation	45.1	53.1	48.9
Armed forces occupation	0.1	0.0	0.0
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**241,069**	**220,804**	**461,873**

9.2 Informal Unit of Production

"The informal sector is defined as comprising economic units that are producers of goods and services mainly intended for the market to generate income and profit and that are not formally recognized by government authorities as distinct market producers and thus not covered by formal arrangements. These informal household unincorporated market enterprises are characterized by: (a) not having a formal status as a market producer, by: (i) not being owned or controlled by the government; (ii) not being recognized as separate legal entities from their owners; (iii) not keeping a complete set of accounts for tax purposes; (iv) not being registered in governmentally established system of registration; and (v) not employing one or more persons to work as an employee with a formal job; (b) the intended destination of the production being: (i) mainly for the market with the purpose of generating an income and profit for the owner or owners of the enterprise", (paragraph 40, resolution 1_ concerning statistics on the informal economy). This part of the report provides analysis of the characteristics of the informal sector or units of production used interchangeably.

Figure 9.4 illustrates the percentage distribution of employed population by unit of production and sex. The results revealed a higher proportion of males engaged in informal sector with 62.0 percent, employment in the formal sector followed with 33.1 percent of males. Household sector presented the least proportion at 4.9 percent. The same pattern was observed for females with 37.7 percent in the informal sector with a slight decrease of the formal sector participation 31.9 percent. Similarly, the household sector held the least proportion (30.4 percent), this domain may include unpaid labour or caregiving responsibilities so this suggests a gendered division of labour within domestic settings.

Figure 9.4: Percentage Distribution of Employed Population by Unit of Production and Sex – 2024 LFS

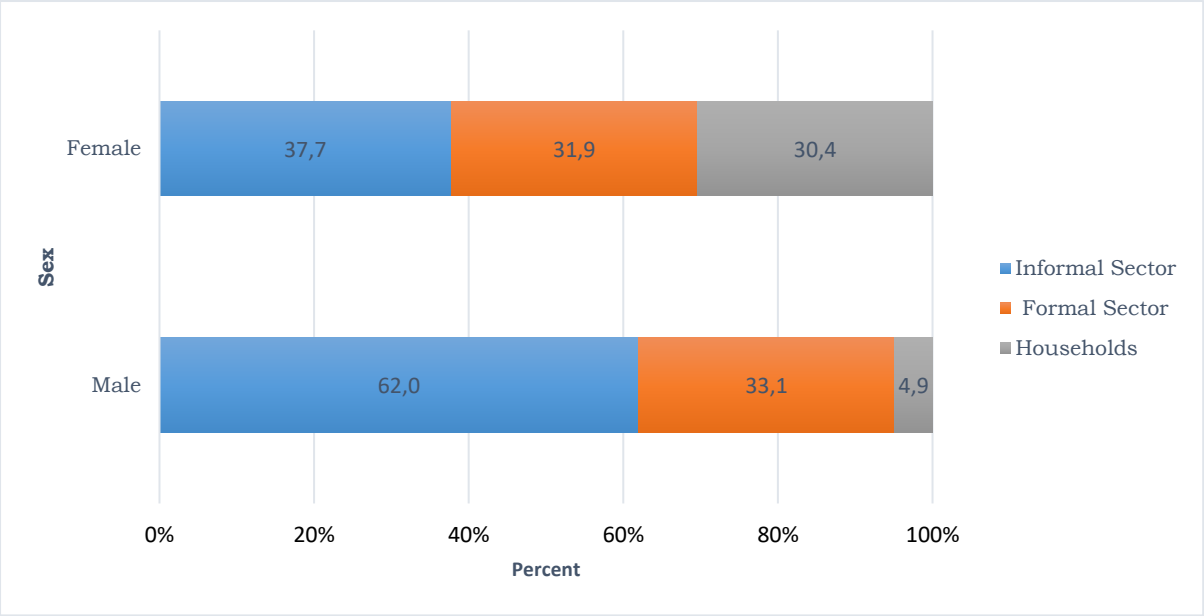


Table 9.6 shows the percentage distribution of employed population by age-group and unit of production. Age-group 35-39 had the highest contribution in the informal sector (14.6 percent). Age-group 30-34 and 25-29 relatively followed at 13.7 percent and 13.1 percent consecutively. A sharp decline was noted from age 75 and above where age-group 75-79, 80-84 and 85+ stood at 0.5, 0.2 and 0.1 percent respectively. These age-groups could implicate career stability and advancement.

The results further reveal the household unit of production holding a similar pattern with age-group 35-39 at 14.9 percent. Age-group 40-44 and 30-34 closely followed at 12.9 percent and 12.7 percent respectively. Similarly, there was minimal participation for age 75 and above with age-group 75-79 at 0.1 percent and 80-84 at 0.4 percent.

Table 9.6: Percentage distribution of Employed population by Age-group and Unit of Production - 2024 LFS

Age-group	Unit of Production			
	Employment in Informal Sector	Employment in Formal Sector	Households	Total
15-19	5.0	0.4	4.3	3.4
20-24	10.6	4.9	10.1	8.7
25-29	13.1	10.5	12.7	12.2
30-34	13.7	15.1	12.8	14.0
35-39	14.6	16.4	14.9	15.2
40-44	12.7	17.2	12.9	14.2
45-49	9.1	12.8	9.5	10.4
50-54	6.8	9.8	8.9	8.2
55-59	5.1	7.2	6.9	6.1
60-64	4.4	3.4	3.8	4.0
65-69	2.8	1.4	2.3	2.3
70-74	1.3	0.5	0.5	0.9
75-79	0.5	0.2	0.1	0.3
80-84	0.2	0.0	0.4	0.2
85+	0.1	0.1	0.0	0.1
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**278,427**	**178,979**	**92,315**	**549,722**

Figure 9.5 shows the percentage distribution of employed population by settlement type. The results revealed that the informal sector employment was high in rural settlement (54.3 percent) while urban settlement followed at 39.0 percent. Peri-urban areas displayed a very low overall employment count with the informal sector constituting 6.7 percent. Informality is persistent likewise in the rural settlement with 58.8 percent in household unit of production. Urban settlement followed at 33.6 percent. The peri urban showed lowest contribution to the household sector at 7.7 percent.

Figure 9.5: Percentage Distribution of Employed Population by Settlement Type and Unit of Production – 2024 LFS

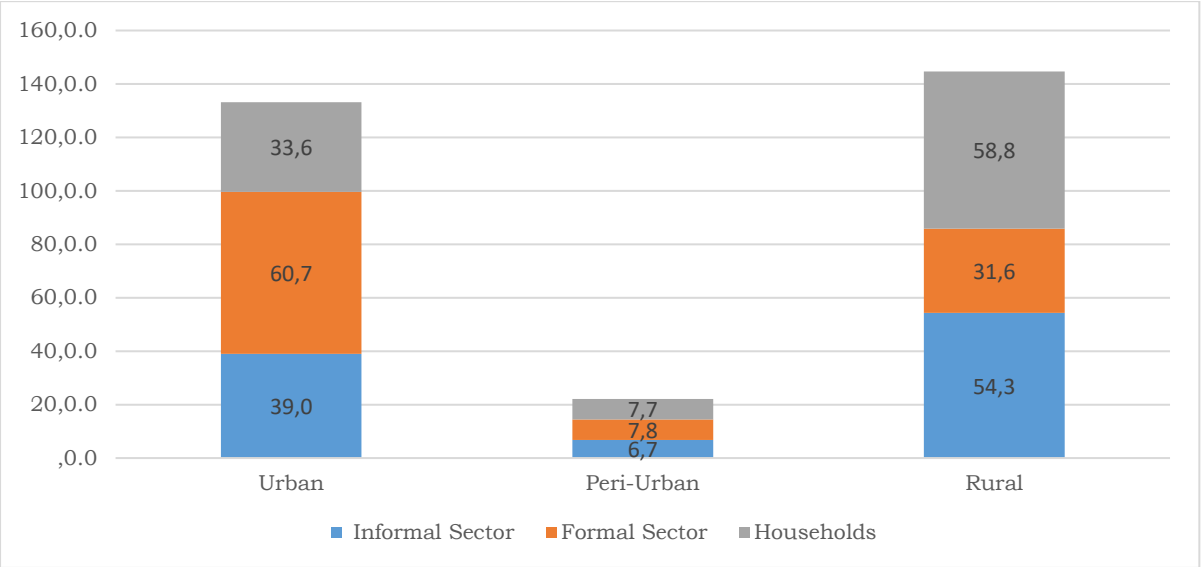


Table 9.7 shows the percentage distribution of employed population by district and unit of production. The table shows that Maseru had the highest prevalence of informal sector employment with 28.2 percent. Berea followed at 15.1 percent, closely tailed by Leribe at 14.2 percent. A lower representation in the informal sector was noted in Qacha's Nek with 2.9 percent.

The same pattern was observed in the household unit of production where Maseru leads with 24.9 percent. Leribe and Berea reported 16.8 and 12.3 percent in this sector respectively. In the same manner, Qacha's Nek held the lowest proportions in the household sector with 4.4 percent. This analysis showed that Maseru could be a significant economic hub in Lesotho, playing a crucial role in all sectors of the economy.

Table 9.7: Percentage distribution of Employed population by District and Unit of production -2024 LFS

	Unit of Production			
District	**Employment in Informal Sector**	**Employment in Formal Sector**	**Households**	**Total**
Botha Bothe	5.0	4.5	5.1	4.8
Leribe	14.2	17.8	16.8	15.8
Berea	15.1	15.0	12.3	14.6
Maseru	28.2	35.3	24.9	30.0
Mafeteng	9.9	7.4	9.1	9.0
Mohale's Hoek	10.3	5.8	10.8	8.9
Quthing	5.3	4.1	6.5	5.1
Qacha's Nek	2.9	2.5	4.4	3.0
Mokhotlong	5.1	3.5	5.4	4.6
Thaba-Tseka	4.0	4.1	4.6	4.2
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**278,427**	**178,979**	**92,315**	**549,722**

Table 9.8 shows the percentage distribution of employed population by educational attainment and unit of production. The results reflected reliance on low skilled jobs, with primary education showing the highest number within informal sector at 46. 8 percent. Lower secondary education followed at 37.6 percent. The results on contrary showed improved job prospects in association with higher education levels where masters or equivalent revealed the lowest proportion at 0.2 percent in the informal sector. The household sector equally revealed primary education holders with the highest proportion at 49.1 percent closely followed by lower secondary education at 45.1 percent. The least representation was noted for masters or equivalent holders. Higher levels of education thus relate with a greater likelihood of formal employment as stipulated by the results in the table below.

Table 9.8: Percentage distribution of Employed population by Educational attainment and Unit of production - 2024 LFS

	Unit of Production			
Educational attainment	**Employment in Informal Sector**	**Employment in Formal Sector**	**Households**	**Total**
No schooling	6.8	1.7	3.1	4.5
Early childhood education	0.1	0.0	0.0	0.0
Primary education	46.8	23.1	49.1	39.5
Lower secondary education	37.6	42.2	45.7	40.5
Upper secondary education	0.6	1.3	0.3	0.8
Post-secondary non tertiary	0.2	0.2	0.0	0.2
Short-cycle tertiary	5.7	17.2	1.2	8.7
Bachelor's or equivalent	1.9	10.7	0.4	4.5
Master's or equivalent	0.2	3.3	0.1	1.2
Doctoral or equivalent	0.0	0.2	0.0	0.1
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**278,427**	**178,979**	**92,315**	**549,722**

Table 9.9 shows the percentage distribution of the employed population, by institutional sector and unit of production. In the informal sector the institutions not elsewhere classified had the highest representation at 44.9 percent. Private sector tailed at 36.3 percent followed by households' institutional sector with 18.8 percent. The household unit of production which reflects some involvement in household production activities revealed the highest engagement of household institutional sector marking up 84.7 percent.

Table 9.9: Percentage distribution of Employed population by Institutional sector and Unit of Production - 2024 LFS

	Unit of Production			
Institutional Sector	**Employment in Informal Sector**	**Employment in Formal Sector**	**Households**	**Total**
Public	0.0	32.7	0.0	10.7
State-owned enterprise	0.0	2.4	0.0	0.8
Private sector	36.3	53.2	2.1	36.1
Non-profit institutions	0.0	4.0	0.1	1.3
Households	18.8	0.0	84.7	23.8
International institutions	0.0	1.0	0.0	0.3
Not elsewhere classified	44.9	6.7	13.1	27.1
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**278427**	**178979**	**92315**	**549722**

Table 9.10 presents percentage distribution of employed population by industry and unit of production. The industry whose contribution was highest in the informal sector was agriculture, forestry and fishery with 30.0 percent. The second industry was wholesale and retail trade, repair of motor vehicles and motorcycles with a total employment of 13.2 percent. The electricity, gas, steam, and air Conditioning

supply sector, information and communication and activities of extraterritorial organizations and bodies showed minimal contribution with 0.1 percent in each industry. Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use showed the highest engagement at 89.8 percent for the household unit of production. Agriculture, forestry and fishing followed at 10.0 percent.

Table 9.10: Percentage Distribution of Employed Population by Industry and Unit of Production – 2024 LFS

	Unit of Production			
Industry	**Employment in Informal Sector**	**Employment in Formal Sector**	**Household**	**Total**
Agriculture, forestry and fishing	30.0	3.5	10.0	18.0
Mining and quarrying	0.6	9.5	0.0	3.4
Manufacturing	11.9	17.0	0.0	11.6
Electricity, gas, steam and air conditioning supply	0.1	0.5	0.0	0.2
Water supply; sewage, waste management and remediation activities	0.5	0.4	0.0	0.4
Construction	14.0	5.6	0.0	8.9
Wholesale and retail trade, repair of motor vehicle and motorcycle	19.7	9.9	0.0	13.2
Transportation and storage	5.3	1.9	0.0	3.3
Accommodation and food service activities	5.7	3.7	0.0	4.1
Information and communication	0.1	1.1	0.0	0.4
Financial and insurance activities	0.2	1.8	0.0	0.7
Real estate activities	1.5	0.2	0.0	0.8
Professional, scientific and technical activities	0.4	0.8	0.0	0.4
Administrative and support service activities	0.9	4.8	0.0	2.0
Public administration and defense, compulsory social security	0.0	15.7	0.0	5.1
Education	0.7	12.6	0.0	4.4
Human health and social work activities	1.7	8.6	0.0	3.6
Arts, entertainment and recreation	0.2	0.6	0.0	0.3
Other service activities	4.4	1.5	0.0	2.7
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	2.1	0.0	89.8	16.1
Activities of extraterritorial organizations and bodies	0.1	0.4	0.2	0.2
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**278,427**	**178,979**	**92,315**	**549,722**

Table 9.11 shows the Percentage distribution of employed population by occupation and unit of production. Within the informal sector elementary occupations category showed highest prevalence with 45.8 percent. Crafts and related trades workers followed at 21.1 percent.

Substantial involvement in domestic related work was noted with the household unit of production where the elementary occupations held the highest proportions at 88.9

percent. Notably, the skilled agricultural, forestry and fishery worker's category follows at 10.4 percent.

Table 9.11: Percentage Distribution of Employed Population by Occupation and Unit of Production_- 2024 LFS

	Unit of Production			
Occupation	**Employment in Informal Sector**	**Employment in Formal Sector**	**Household**	**Total**
Managers	0.8	5.9	0.0	2.3
Professionals	0.8	14.3	0.0	5.0
Technicians and associate professionals	3.7	10.3	0.0	5.2
Clerical support	0.4	3.6	0.0	1.4
Service and sales workers	17.6	22.8	0.5	16.4
Skilled agricultural, forestry and fishery workers	2.3	0.3	10.4	3.0
Craft and related trades workers	21.1	6.6	0.2	12.9
Plant and machine operators and assemblers	7.6	21.1	0.0	10.7
Elementary occupations	45.8	13.2	88.9	42.4
Armed forces occupations	0.0	1.9	0.0	0.6
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**278,427**	**178,979**	**92,315**	**549,722**

CHAPTER 10

YOUTH EMPLOYMENT AND UNEMPLOYMENT

10.0 Introduction

Youth is best understood as a period of transition from dependence during childhood to independence at adulthood. The United Nations, for statistical purposes, defines 'youth', as persons between the ages of 15 and 24 years, without prejudice to other definitions by Member States, (UN, 2015). However, The Lesotho National Youth Policy (LNYP) 2017–2030 from Ministry of Gender and Youth, Sports and Recreation (MGYSR) defines youth as Basotho aged between 15 and 35 years old in accordance with the African Youth Charter. This chapter therefore presents findings on youth (15 to 35 years) employment, youth not in employment and not in education or training (NEETs), unemployment, labour force participation and available potential youth job seekers for 2024 LFS in Lesotho.

10.1 Youth Employment

Youth employment was defined as the population aged 15 to 35 years, who during the reference period (seven days prior to the survey date), were engaged in any activity for at least one (hour) to produce goods or provide services for pay or profit thereby contributing to gross domestic product (GDP).

Figure 10.1 presents the population of youth (15-35 years) in the labour force and outside labour force. In 2019 the youth population in the labour force stood at 353,635 while in 2024 LFS was 373,313 which shows the increase of 19,678 in the labour force, contrarily population of youth outside labour also seemed to be increased by 4,874 from LFS 2019 to 2024 LFS.

Figure 10.1: Number of Youth Population 15 *to* 35 in Labour Force and Outside Labour Force for Years 2019 and - 2024 LFS

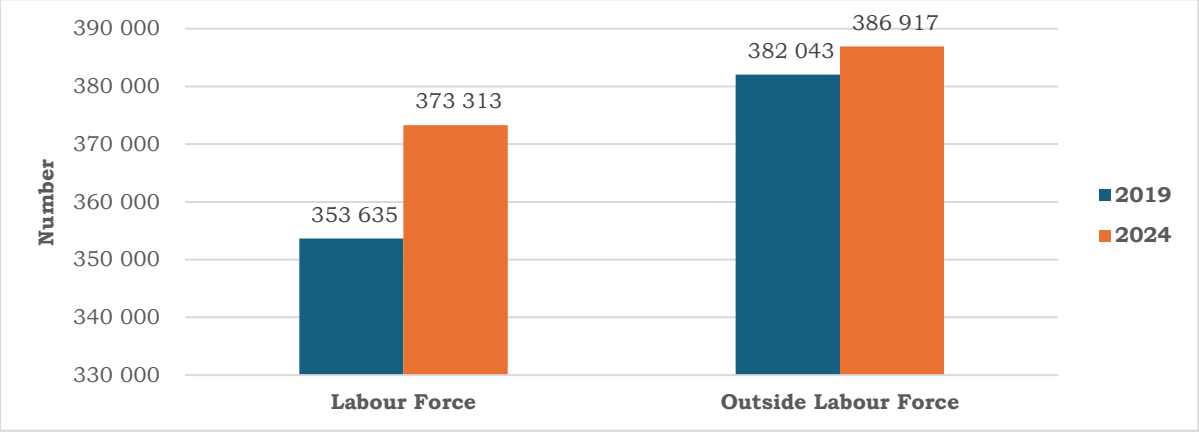


Figure10.2 depicts percentage distribution of youth population (15-35 years) in labour force and outside labour force by sex. The figure display that employed males contributed the highest with 55.1 percent while females had 44.9 percent. Taking a glance on unemployed youth males takes a lead with 51.2 percent and females contributed 48.8 percent, on the other hand youth outside labour force female dominates with 52.7 percent and male had 47.3 percent.

Figure10.2: Percentage Distribution of Youth Population 15 *to* 35 in Labour Force and Outside Labour Force by Sex - 2024 LFS

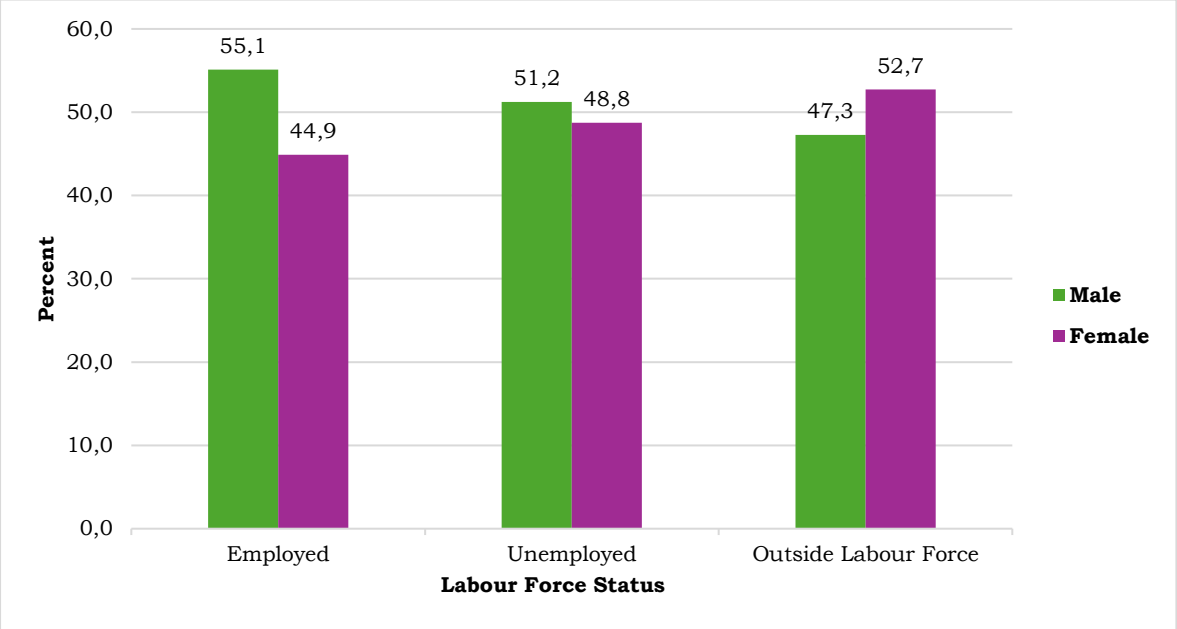


Table 10.1 shows percentage distribution of employed youth by occupation and sex. According to the table, there was a total of 228,226 employed youth population. Males dominated in managerial position (55.7 percent), skilled agriculture, forestry and fishery workers (64.6 percent) and craft and related trade workers (78.1 percent), an armed forces occupations (97.9) while female dominated in professionals (50.2 percent), clerical support workers (63.2 percent), services and sales workers (58.0 percent) and lastly technician and associate professionals (58.8 percent).

Table10.1: Percentage Distribution of Employed Youth Population Aged 15 to 35 by Occupation and Sex - 2024 LFS

	Sex			
Occupation	**Male**	**Female**	**Total (%)**	**Total (N)**
Managers	55.7	44.3	100.0	3,154
Professionals	49.8	50.2	100.0	6,611
Technicians and associate professionals	41.1	58.9	100.0	9,536
Clerical support workers	36.8	63.2	100.0	3,128
Service and sales workers	42.0	58.0	100.0	41,451
Skilled agricultural, forestry and fishery workers	64.6	35.4	100.0	4,246
Craft and related trades workers	78.1	21.9	100.0	24,634
Plant and machine operators, and assemblers	59.6	40.4	100.0	18,530
Elementary occupations	54.9	45.1	100.0	114,658
Armed forces occupations	97.9	2.1	100.0	2,278
Total	**55.1**	**44.9**	**100**	**228,226**

Table 10.2 presented the percentage distribution of employed youth by industry and sex. The table showed that most of the youth female population was engaged in 'activities of households as employers; undifferentiated goods- and services-producing activities of households for own use' recording 34.7 percent. It also showed that males dominated in agriculture, forestry and fishing with 36.4 percent and the least was in electricity, gas, steam and air conditioning supply and real estate activities with 0.1 percent.

Table10.2: Percentage Distribution of Employed Youth Population Aged 15 to 35 by Industry and Sex - 2024 LFS

	Sex		
Industry	**Male**	**Female**	**Total**
Agriculture, forestry and fishing	36.4	7.3	**23.3**
Mining and quarrying	1.2	0.2	**0.8**
Manufacturing	6.9	14.5	**10.3**
Electricity, gas, steam and air conditioning supply	0.1	0.0	**0.1**
Water supply; sewerage, waste management and remediation activities	0.3	0.2	**0.3**
Construction	14.7	0.9	**8.5**
Wholesale and retail trade; repair of motor vehicles and motor cycle	13.1	15.9	**14.4**
Transportation and storage	6.0	0.5	**3.5**
Accommodation and food service activities	3.0	7.1	**4.8**
Information and communication	0.5	0.9	**0.6**
Financial and insurance activities	0.2	1.4	**0.8**
Real estate activities	0.1	0.2	**0.1**
Professional, scientific and technical activities	0.6	0.2	**0.4**
Administrative and support service activities	2.7	0.3	**1.6**
Public administration and defence; compulsory social security	4.3	3.0	**3.7**
Education	1.7	2.7	**2.1**
Human health and social work activities	2.3	4.2	**3.2**
Arts, entertainment and recreation	0.4	0.2	**0.3**
Other service activities	1.5	5.3	**3.2**
Activities of households as employers; undifferentiated good	3.4	34.7	**17.5**
Activities of extraterritorial organizations and bodies	0.4	0.1	**0.3**
Total (%)	**100**	**100**	**100**
Total (N)	**125,787**	**102,439**	**228,226**

Table 10.3 presents the percentage distribution of employed youth aged 15-35 by sex, settlement type, special age-group, Functional Limitations and status in employment. Male youth contributed 55.3 percent while female had 44.7 percent who are employees, on the other hand males who are employers had the highest proportion of 75.0 percent while females had lowest with 25.0 percent.

Youth who are employees contributed the highest proportion in the rural areas with 51.8 percent while the least is shown in the urban areas with 6.6 percent. Furthermore, employers (70.5 percent) and contributing family workers (57.5percent) were the highest in the urban areas. For age-group 15-24 the highest proportion was observed in members of producers' cooperatives with 76.5 percent and contributing family workers with 64.4 percent.

Table 10.3: Percentage Distribution of Employed Youth Population Aged 15 to 35 by Sex, Settlement Type, Special Aged- group, Functional Limitations status and Status in Employment (ICSE 93) - 2024 LFS

Background Characteristics	Employee	Employers	Own-account workers	Members of producers' cooperatives	Contributing family workers
Sex					
Male	55.3	75	51.9	100	59.2
Female	44.7	25	48.1	0.0	40.8
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**178,057**	**3,152**	**41,586**	**379**	**5,051**
Settlement type					
Urban	41.6	70.5	57.5	100	36.7
Peri-Urban	6.6	4.9	7	0	5.2
Rural	51.8	24.5	35.5	0	58.2
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**178,057**	**3,152**	**41,586**	**379**	**5,051**
Special Age-group					
15-24	31	7.4	17.5	76.5	64.4
25-35	69	92.6	82.5	23.5	35.6
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**178,057**	**3,152**	**41,586**	**379**	**5,051**
Functional Limitations					
Without Functional Limitations	96.3	92.8	95.3	100.0	97.4
With Functional Limitations	3.7	7.2	4.7	0.0	2.6
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**178,057**	**3,152**	**41,586**	**379**	**5,051**

Table 10.4 present percentage distribution of youth employee population aged 15 to 35 by occupation and type of contract. Youth who are permanent employee hold the highest in service and sales workers with 29.0 percent followed by plant and machinery operators, and assemblers with 15.6 percent

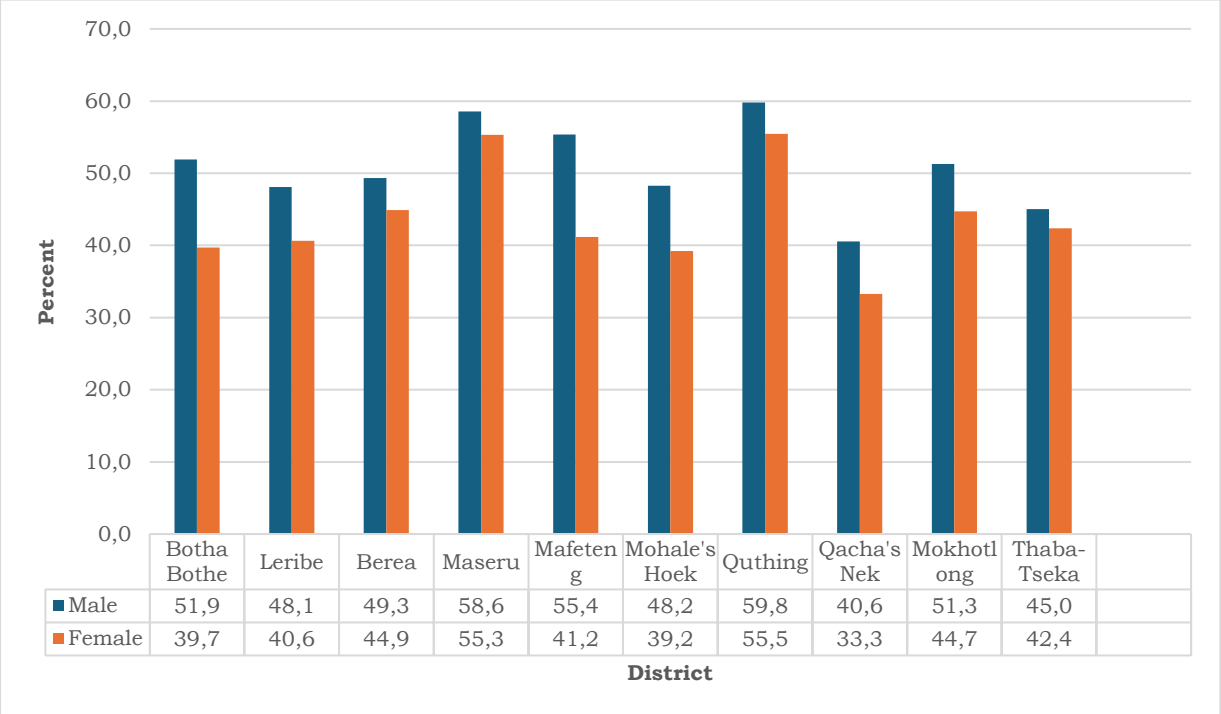
while those who are temporary employee observed the highest in elementary occupations with 63.3 percent followed by service and sale workers with 11.7 percent.

Table 10.4: Percentage Distribution of Youth Employees Population Aged 15 to 35 by Occupation and Type of contract - 2024 LFS

Occupation	Permanent	Temporary	Total
Managers	2.1	0.8	1.0
Professionals	10.5	2.0	3.3
Technicians and associate professionals	8.4	3.8	4.5
Clerical support workers	4.5	1.3	1.8
Service and sales workers	29.0	11.7	14.3
Skilled agricultural, forestry and fishery workers	0.0	0.1	0.1
Craft and related trades workers	6.7	8.6	8.3
Plant and machine operators, and assemblers	15.6	8.4	9.4
Elementary occupations	14.7	63.3	56.0
Armed forces occupations	8.5	0.0	1.3
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**26,675**	**151,382**	**178,057**

This section examines the youth participation rates. Figure 10.3 illustrates information on youth labour force participation rate by districts and sex. The results showed that majority of the districts reported the participation rate of less than 50.0 percent for both males and females. Only Maseru and Quthing indicated above 50.0 percent participation rate of both males and females. The figure further indicates that male youth have a high participation rate across all districts compared to their female counterpart.

Figure 10.3: Percentage Distribution of Youth (15-35 Years) Labour Force Participation Rate by Districts and Sex - 2024 LFS



10.2 Youth Unemployment

Table 10.5 presents distribution of unemployed youth population by age-group, settlement type and marital status. At age-group 20-24 unemployed females dominate with 50.5 percent and males had 49.5 percent while other age-group male dominates with above 50 percent. In the rural areas unemployed males had the highest with 55. 7 percent while their female counterparts had 44.3 percent and both urban and peri urban unemployed females dominate with 55.7 percent and 53.8 percent respectively. Furthermore, unemployed female youth dominated in all marital status categories except in those that never married.

Table 10.5: Percentage Distribution of Unemployed Youth Population by Age-Group, Settlement Type, Marital Status and Sex - 2024 LFS

	Sex			
Age-group	**Male**	**Female**	**Total (%)**	**Total (N)**
15-19	51.8	48.2	**100.0**	**19,748**
20-24	49.5	50.5	**100.0**	**43,335**
25-29	52.5	47.5	**100.**	**41,305**
30-34	50.9	49.1	**100.0**	**33,994**
35	55.1	44.9	**100.0**	**6,705**
Settlement type				
Urban	44.3	55.7	**100.0**	**48,254**
Peri-Urban	46.2	53.8	**100.0**	**10,181**
Rural	55.7	44.3	**100.0**	**86,651**
Marital Status				
Married (Monogamy)	40.6	59.4	**100.0**	**49,651**
Married (Polygamy)	19.1	80.9	**100.0**	**232**
Living Together	45.6	54.4	**100.0**	**1,042**
Separated	48.6	51.4	**100.0**	**12,591**
Divorced	39.9	60.1	**100.0**	**1,468**
Widow/Widower	17.7	82.3	**100.0**	**1,894**
Never Married	59.6	40.4	**100.0**	**78,210**

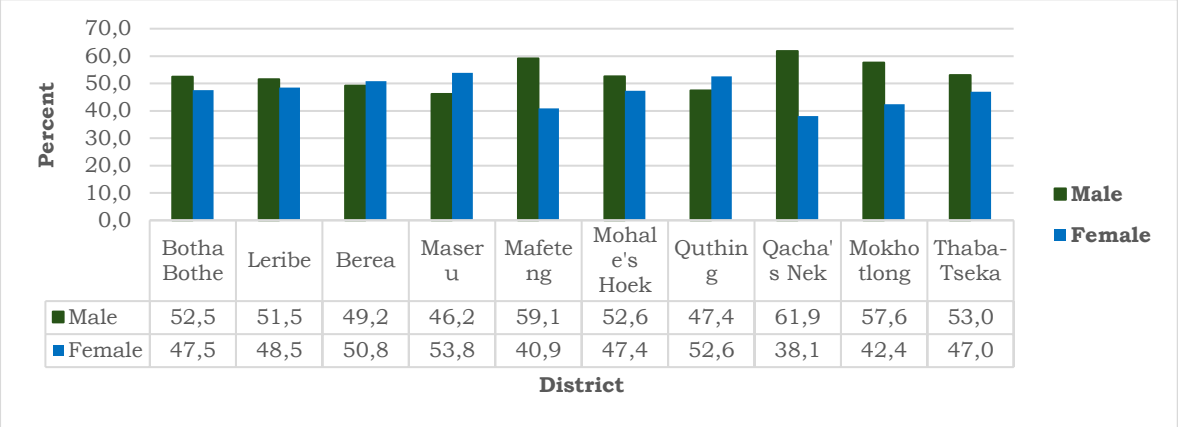
Table 10.6 shows the percentage distribution of unemployed youth population aged 15 to 35 by educational status and sex**.** The unemployed females show the highest percentage on lower secondary education with 56.6, short-cycle tertiary with 66.8 and bachelor's or equivalent with 70.8.

Table 10.6: Percentage Distribution of Unemployed Youth Population Aged 15 to 35 Years by Education (ISCED 11) and Sex - 2024 LFS

Education (ISCED 11)	Sex			
	Male	Female	Total (%)	Total (N)
No schooling	93.2	6.8	**100.0**	**1,605**
Early childhood education	100.0	0.0	**100.0**	**93**
Primary education	67.1	32.9	**100.0**	**49,840**
Lower secondary education	43.4	56.6	**100.0**	**78,155**
Upper secondary education	54.1	45.9	**100.0**	**1,005**
Post-secondary non-tertiary education	73.1	26.9	**100.0**	**244**
Short-cycle tertiary	33.2	66.8	**100.0**	**7,790**
Bachelor's or equivalent	29.2	70.8	**100.0**	**5,164**
Master's or equivalent	55.9	44.1	**100.0**	**1,086**
Education Not elsewhere classified	0.0	100.0	**100.0**	**106**
Total	**51.2**	**48.8**	**100**	**145,087**

Figure 10.5 displays percentage distribution of unemployed youth population aged 15 to 35 years by district and sex. Qacha's Nek had the highest unemployed youth males with 61.9 percent while females stood at 38.1 percent. In most districts however, unemployed youth males dominated females except for Berea (50.8 percent), Maseru (53,8 percent) and Quthing (52.6 percent).

Figure 10.5: Percentage Distribution of Unemployed Youth Population Aged 15 to 35 years by District and Sex - 2024 LFS



	Botha Bothe	Leribe	Berea	Maseru	Mafeteng	Mohale's Hoek	Quthing	Qacha's Nek	Mokhotlong	Thaba-Tseka
Male	52,5	51,5	49,2	46,2	59,1	52,6	47,4	61,9	57,6	53,0
Female	47,5	48,5	50,8	53,8	40,9	47,4	52,6	38,1	42,4	47,0

Table10.7 shows the distribution of unemployed youth by action taken to find job. The results show that males (53.2 percent) and females (50.1 percent) seek help from relatives, friends, others. The proportion of males (19.3 percent) checked at factories, work sites, followed by 18.3 percent of those who applied to prospective employers. For females, 25.0 percent had applied to prospective employers while 15.3 percent checked at factories, work sites.

Table 10.7: Percentage Distribution of Unemployed Youth Population Aged 15 to 35 by Actions taken to find paid job/business and Sex-2024 LFS

	Sex		
Actions taken to find paid job/business	**Male**	**Female**	**Total**
Apply to prospective employers	18.3	25.0	21.6
Place or answer job advertisement	2.0	2.2	2.1
Study or read job advertisement	0.2	0.2	0.2
Register with (employment centre)	1.3	1.5	1.4
Register with private recruitment offices	0.8	1.2	1.0
Take a test or interview	0.2	0.2	0.2
Seek help from relatives, friends, others	53.2	50.1	51.7
Check at factories, work sites	19.3	15.3	17.4
Wait on the street to be recruited	2.7	0.8	1.8
Seek financial help to start a bussiness	1.2	1.9	1.5
Look for land, building, equipment, materials to start a bussiness	0.4	0.7	0.6
Apply for permit or license to start a bussiness	0.1	0.0	0.1
Apply on Website/Job portal	0.2	0.9	0.5
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**74,174**	**70,470**	**144,644**

Youth Not in Education, Employment or Training (NEET), provides a measure of the youth who are outside the educational system and not in employment, thus serves as a broader measure of potential youth labour market entrants than youth unemployment.

Table 10.8 shows percentage distribution of youth population NEET by district and sex. Female had the highest proportion of NEET in Botha Bothe with 53.1 percent, Maseru (50.7 percent) and Mohale's Hoek (51.6 percent). Furthermore, males had high proportions of above 50.0 percent in the remaining Districts.

Table 10.8: Percentage Distribution of Youth Population Aged 15 to 35 Years Not in Employment, Education by District and Sex - 2024 LFS

	Sex			
District	**Male**	**Female**	**Total (%)**	**Total (N)**
Botha Bothe	46.9	53.1	100.0	13,309
Leribe	54.2	45.8	100.0	33,000
Berea	51.4	48.6	100.0	22,778
Maseru	49.3	50.7	100.0	40,836
Mafeteng	51.6	48.4	100.0	20,701
Mohale's Hoek	48.4	51.6	100.0	19,468
Quthing	50.2	49.8	100.0	9,880
Qacha's Nek	57.5	42.5	100.0	8,394
Mokhotlong	54.1	45.9	100.0	19,762
Thaba-Tseka	51.4	48.6	100.0	15,619
Total	**51.3**	**48.7**	**100**	**203,747**

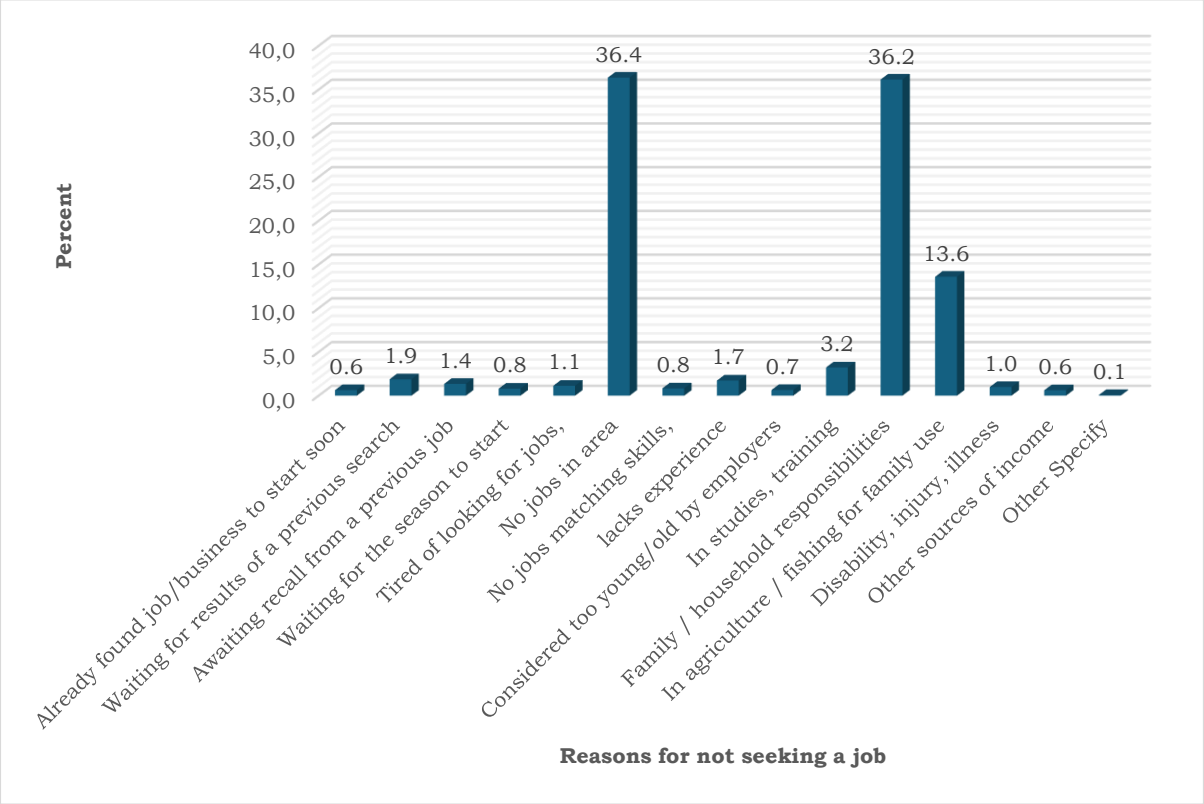
The figure 10.6 illustrates the percentage distribution of youth by their reasons for not seeking a job. The most commonly cited reasons were the lack of jobs in the area (36.4 percent) and family/household responsibilities (36.2 percent). This was

followed by engagement in agriculture/fishing for family use, accounting for 13.6 percent. Educational commitments also played a role, with 3.2 percent of youth indicating they were in studies or training.

Less frequently mentioned reasons included waiting for the results of a previous job search (1.9 percent), lack of experience (1.7 percent), awaiting recall from a previous job (1.4 percent), and being tired of looking for jobs (1.1 percent). Health-related challenges such as disability, injury, or illness were cited by 1.0 percent of respondents.

Other minor reasons included waiting for the season to start (0.8 percent), being considered too young or too old by employers (0.7 percent), already having found a job or business opportunity set to begin soon (0.6 percent) and having other sources of income (0.6 percent). The least mentioned reason was “Other (Specify)” at 0.1 percent.

Figure 10.6: The Percentage Distribution of Youth by their Reasons for not Seeking a Job – 2024 LFS



CHAPTER 11

POPULATION OUTSIDE LABOUR FORCE

11.0 Introduction

This chapter presents information on the population outside the labour force. It constitutes people who are neither employed nor unemployed and fall within the working age population (15 Years and above). These people are divided into two groups which are potential labour force and available potential job seekers. it gives analysis on the size, composition and distribution of the population outside the labour force. In addition, it highlights the reasons for being outside the labour force.

This section covers people who are not part of labour force, that is population neither employed nor unemployed due to labour market attachments. Table:11.1 shows the percentage distribution of the population outside labour force by place of residence and sex. The number of persons outside labour force was 724,403 where 312,456 were males and 411,947 were females. Males outside labour force were recorded mostly in Maseru with 19.5 Percent while Quthing reported the least with (4.5 Percent).

Furthermore, rural area constituted the highest percentage share (71.4 percent) of males outside the labour force while peri-urban is the least with (6.4 percent). The male population outside labour force was highest (53.8 percent) in lowlands while senqu river valley showed the least proportion with 9.6 percent.

Table 11.1: Percentage Distribution of Outside Labour Force Population by Place of Residence, and Sex - 2024 LFS

	Sex		
District	**Male**	**Female**	**Total**
Botha Bothe	6.5	6.7	6.7
Leribe	16.4	17.1	16.8
Berea	12.9	13.2	13.1
Maseru	19.5	20.9	20.3
Mafeteng	10.5	10.5	10.5
Mohale's Hoek	9.7	9.9	9.8
Quthing	4.5	4.8	4.7
Qacha's Nek	5.0	4.7	4.8
Mokhotlong	8.2	6.8	7.4
Thaba-Tseka	6.7	5.4	6.0
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**312,456**	**411,947**	**724,403**
	Sex		
Settlement type	**Male**	**Female**	**Total**
Urban	22.2	27.5	25.2
Peri-Urban	6.4	6.9	6.7
Rural	71.4	65.7	68.1
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**312,456**	**411 947**	**724 403**
	Sex		
Zone	**Male**	**Female**	**Total**
Lowlands	53.8	58.7	56.6
Foothills	13.3	11.5	12.3
Mountain	23.2	20.1	21.4
Senqu River Valley	9.6	9.7	9.7
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**312,456**	**411,947**	**724,403**

Table11.2 shows the percentage distribution of the population outside labour force by age-group and reasons for not seeking a job. The results show that a total of 94,258 persons were outside labour force due to various reasons. Generally, persons aged 20-24 recorded highest in all reasons for not seeking a job except for those who do not need/want to work. Persons outside labour force who do not need or want to work were highest among age-group 35-39 (18.4 percent).

Table11.2: Percentage Distribution of Outside Labour Force Population by Age-Group and Reasons for Not Seeking a job – 2024 LFS

	Reasons for not seeking a job				
Age-Group	**Labour market**	**Other labour market reasons**	**Personal/Family-related**	**Does not need/want to work**	**Total**
15-19	12.7	11.3	15.3	11.6	13.5
20-24	17.3	14.5	19.3	4.5	17.5
25-29	13.7	12.8	12.3	11.0	12.9
30-34	11.0	11.6	9.2	11.7	10.3
35-39	10.4	9.3	9.5	18.4	9.9
40-44	7.8	9.8	8.8	7.6	8.6
45-49	8.1	7.7	6.6	5.5	7.4
50-54	4.9	5.8	5.0	11.3	5.2
55-59	5.9	6.2	4.8	0.0	5.4
60-64	4.2	4.5	4.0	6.3	4.2
65-69	2.8	4.8	3.5	2.3	3.5
70-74	0.9	1.1	1.2	4.8	1.1
75-79	0.3	0.4	0.3	0.0	0.3
80-84	0.1	0.1	0.2	2.3	0.2
85+	0.0	0.0	0.0	2.8	0.0
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**94,258**	**48,090**	**104,096**	**2,047**	**248,492**

Table 11.3 shows the percentage distribution of persons outside Labour Force by Education (ISCED 11) and reasons for not looking for a job. Generally, persons with primary level and lower secondary education recorded the highest percentages in all categories of reasons for not looking for a job.

Table11.3: Percentage Distribution of Outside Labour Force Population by Education (ISCED 11) and Reasons for not Looking for a Job – 2024 LFS

	Reasons for not looking for a job				
Education (ISCED 11)	**Labour market**	**Other labour market reasons**	**Personal/Family-related**	**Does not need/want to work**	**Total**
No schooling	7.2	10.0	4.7	4.4	6.6
Early childhood education	0.0	0.5	0.0	0.0	0.1
Primary education	46.5	55.6	48.1	39.4	48.9
Lower secondary education	41.8	30.4	43.7	46.8	40.4
Upper secondary education	0.1	0.4	0.2	1.6	0.2
Post-secondary non-tertiary education	0.0	0.4	0.1	0.0	0.1
Short-cycle tertiary education	3.1	2.1	2.4	3.1	2.6
Bachelor's or equivalent level	1.1	0.8	0.6	4.8	0.9
Master's or equivivalent level	0.1	0.0	0.2	0.0	0.1
Doctoral or equivalent level	0.1	0.0	0.0	0.0	0.0
Not elsewhere classification	0.1	0.0	0.1	0.0	0.1
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**94,258**	**48,090**	**104,096**	**2,047**	**248,492**

Table:11.4 presents the percentage distribution of outside labour force population aged 15 years and above by marital status and settlement type. The table indicates that in Rural, more persons (493,423) are outside labour force followed by urban (182,545) and peri-urban was the least with (48,423). It further indicates higher percentage share (53.7 percent) in Urban area for people who never married followed by (26.5 percent) for married (monogamy) people.

Table11.4: Percentage Distribution of Outside Labour Force Population by Marital Status and Settlement - 2024 LFS

	Settlement Type			
Marital Status	**Urban**	**Peri-Urban**	**Rural**	**Total**
Married (Monogamy)	26.5	25.0	35.6	32.6
Married (Polygamy)	0.2	0.3	0.4	0.3
Living Together	0.8	0.2	0.2	0.3
Separated	3.6	4.0	5.3	4.8
Divorced	1.3	0.5	0.6	0.8
Widow/Widower	13.9	18.9	19.7	18.2
Never Married	53.7	51.1	38.2	43.0
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**
Total	**182,545**	**48,435**	**493,423**	**724,403**

Figure 11.1 illustrates the percentage distribution of outside labour force population (15+ Years) by sex and reasons for not seeking a job. It portrays that majority 69.5 percent of male population was not seeking for a job due to other labour market reasons as compared to 30.5 percent of female population. On the contrary, females outside labour force due to personal or family related reasons were dominating 65.2 percent against males with 34.8 percent.

Figure 11.1: Percentage Distribution of Outside Labour Force population by Sex and Labour Reasons for not seeking a job- 2024 LFS

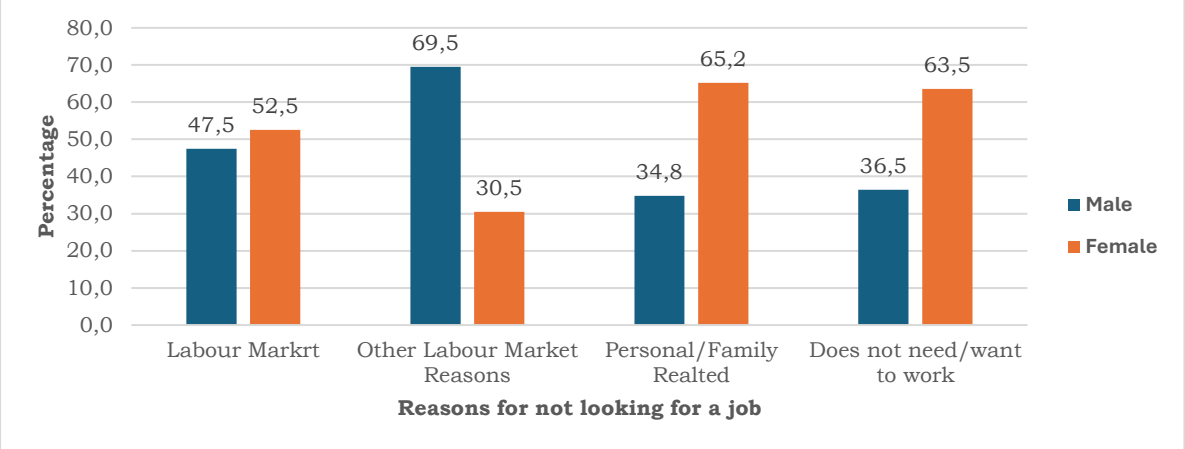
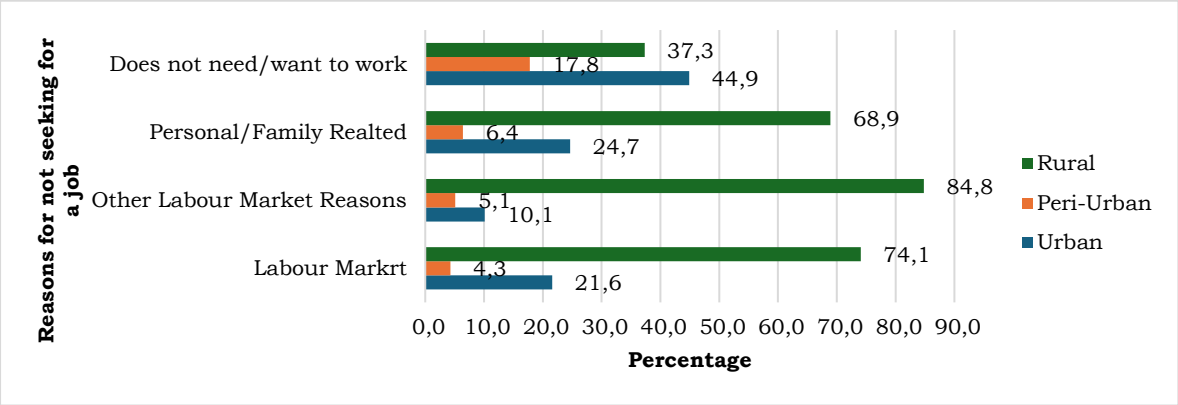


Figure11.2 portrays the percentage distribution of outside labour force population (15+ Years) by settlement type and reasons for not seeking a job. It illustrates the same trend in rural areas with the highest proportions for all reasons where other labour market reasons lead with 84.8 percent, then labour market at 74.1 percent. A slight decrease is observed for persons who did not need or want to work at 37.3

percent. For urban settlement the highest percentage is reflected in persons who do not need or want to work at 44.9 percent.

Figure11.2: Percentage Distribution of Outside Labour Force Population by Settlement and Reasons for Not Seeking a Job - 2024 LFS



According to International Labour Organization (ILO), potential labour force refers to persons who during the reference week were either seeking a job/business but not available to start or were not seeking for a job/business but were available to start in the next two weeks. It is a subset of persons outside labour force. This section aims to measure the potential supply of labour as it quantifies all persons with unmet for income generating work.

Table11.5 illustrates percentage distribution of potential labour force population by place of residence, settlement type, ecological zone and sex. It shows that persons in the Potential Labour Force were estimated at 232,950, where females constituted 124,742 and males were 108,208. Berea and Leribe showed highest proportions of persons in potential labour force with 16.8 and 14.8 percent respectively while Quthing recorded smallest proportion with 3.8 percent. The highest percentage was noted in rural areas at 74.4 percent, urban areas followed at 20.2 percent while Peri-urban recorded 5.4 percent. The results further showed ecological zones where lowlands presented the highest proportions at 50.7 percent followed by mountains at 24.1percent.

Table 11.5: Percentage Distribution of Potential Labour force population by Place of Residence and Sex - 2024 LFS

	sex		
District	**Male**	**Female**	**Total**
Botha Bothe	7.9	7.8	7.9
Leribe	15.1	14.5	14.8
Berea	17.1	16.5	16.8
Maseru	13.5	15.7	14.6
Mafeteng	9.9	9.3	9.6
Mohale's Hoek	11.8	12.7	12.3
Quthing	3.6	4.0	3.8
Qacha's Nek	5.6	5.5	5.5
Mokhotlong	9.0	8.8	8.9
Thaba-Tseka	6.5	5.3	5.9
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**108,208**	**124,742**	**232,950**
	Sex		
Settlement type	**Male**	**Female**	**Total**
Urban	14.9	24.8	20.2
Peri-Urban	4.5	6.2	5.4
Rural	80.6	69.0	74.4
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**108,208**	**124,742**	**232,950**
	Sex		
Zone	**Male**	**Female**	**Total**
Lowlands	47.0	53.9	50.7
Foothills	18.8	12.7	15.5
Mountain	25.1	23.1	24.1
Senqu River Valley	9.0	10.3	9.7
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**108,208**	**124,742**	**232,950**

Table 11.6 presents the percentage distribution of persons in the potential labour force by marital status and sex. The proportion of never married males recorded the highest percentage share of 46.0, followed by married monogamously percent with 39.2 percent. On the other hand, the highest proportions were observed for females in monogamous marriage and never married at 54.8 and 23.5 percent respectively.

Table:11.6 Percentage Distribution of Potential Labour Force Population by Marital Status and Sex - 2024 LFS

	Sex		
Marital Status	**Male**	**Female**	**Total**
Married (Monogamy)	39.2	54.8	47.5
Married (Polygamy)	0.4	0.4	0.4
Living Together	0.4	0.7	0.6
Separated	8.7	6.4	7.5
Divorced	0.7	1.4	1.1
Widow/Widower	4.5	12.9	9.0
Never Married	46.0	23.5	33.9
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**108,208**	**124,742**	**232,950**

Table11.7 presents the percentage distribution of potential labour force by educational attainment and sex. Generally, the proportion of potential labour force

was high amongst males and females who attained primary and lower secondary education.

Table11.7: Percentage Distribution of Potential Labour Force Population by Education (ICSED11) and Sex - 2024 LFS

	Sex		
Educational Attainment (ICSED11)	**Male**	**Female**	**Total**
No schooling	12.8	1.5	6.7
Early childhood education	0.1	0.1	0.1
Primary education	53.3	45.9	49.3
Lower secondary education	31.0	47.7	40.0
Upper secondary education	0.3	0.1	0.2
Post-secondary non-tertiary education	0.2	0.1	0.1
Short-cycle tertiary education	1.8	3.2	2.5
Bachelor's or equivalent level	0.6	1.2	0.9
Master's or equivalent level	0.1	0.1	0.1
Not elsewhere classification	0.0	0.1	0.0
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**108,208**	**124,742**	**232,950**

Table11.8 presents the percentage distribution of potential labour force population by marital status and settlement. It indicates higher percentage share of 48.2 percent of persons married (monogamy) in rural areas followed by never married at 33.6 percent and the same pattern is observed in both urban and peri-urban.

Table 11.8: Percentage Distribution of Potential Labour Force Population by Marital Status and Settlement - 2024 LFS

	Settlement Type			
Marital Status	**Urban**	**Peri-Urban**	**Rural**	**Total**
Married (Monogamy)	46.7	41.1	48.2	47.5
Married (Polygamy)	0.6	0.0	0.4	0.4
Living Together	1.7	0.0	0.3	0.6
Separated	7.5	6.7	7.5	7.5
Divorced	2.3	1.3	0.8	1.1
Widow/Widower	6.9	14.3	9.2	9.0
Never Married	34.3	36.7	33.6	33.9
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**47,057**	**12,508**	**173,385**	**232,950**

Table 11.9 presents the percentage distribution of potential labour force population by functional limitations status and sex. It shows the highest percentage (89.2 percent) of persons without functional limitations who were in the potential labour force and the lowest percentage (10.8 percent) of persons with functional limitations who were in the potential labour force.

Table11.9: Percentage Distribution of Potential Labour Force Population by Functional Limitations Status and Sex - 2024 LFS

	Sex		
Functional Limitations Status	**Male**	**Female**	**Total**
Persons without Functional Limitations	90.6	88.0	89.2
Persons with Functional Limitations	9.4	12.0	10.8
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**108,208**	**124,742**	**232,950**

Table:11.10 presents the percentage distribution of persons in the potential labour force by age-group and sex. At national level, the highest share of the potential labour force was in the age-group 20-24 years at 17.3percent while the lowest was at the age-group 80-84 years at 0.1 percent. Among males the highest and lowest percentages were in the age-groups 20-24 years and 80-84 years at 17.7 percent and 0.1 percent respectively. The highest percentage share in females was at the age-group 20-24 years at 17.0 percent and the lowest was at the age-group 80-84 years at 0.1 percent.

Table11.10: Percentage Distribution Potential Labour Force Population) by Age-Group and Sex – 2024 LFS

	Sex		
Age-group	**Male**	**Female**	**Total**
15-19	14.7	11.4	13.0
20-24	17.7	17.0	17.3
25-29	12.0	14.1	13.1
30-34	10.4	10.2	10.3
35-39	8.8	11.1	10.1
40-44	8.3	9.0	8.7
45-49	7.1	8.2	7.7
50-54	5.0	5.6	5.3
55-59	6.5	4.5	5.4
60-64	4.5	3.8	4.1
65-69	3.7	3.1	3.4
70-74	0.9	1.3	1.1
75-79	0.3	0.4	0.3
80-84	0.1	0.1	0.1
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**108,208**	**124,742**	**232,950**

11.2 Available Potential Job Seekers

Available potential job seekers are people of working age who during the past seven days' reference period were neither in the labour force nor in the potential labour force. These people are available to take up job, but they are not currently actively seeking, or they have actively looked for work but not currently available to take up job.

Table 11.11 presents the percentage distribution of available potential job seekers aged 15 years and above by the place of residence and sex. The table illustrates the total of 226,857 people as available potential job-seekers whereby females were 121,954 and males 104,904. The highest percentage of persons available potential job-seekers was at 17.1 percent in the district of Berea followed by 14.3 percent from the district of Maseru. The lowest percentage (3.9 percent) for persons available potential job-seekers for seeking a job was in the district of Quthing.

In the ecological zones, Lowlands revealed the highest percentage (50.0 percent) of persons who were available potential job-seekers and it was followed by mountains at 24.5 percent whereby Senqu River Valley was the lowest at 9.9 percent. The results show that most persons seemed to be available potential job-seekers in the rural areas at 75.3 percent followed by urban areas at 19.4 percent.

Table11.11: Percentage Distribution of Available Potential Job-Seekers Population by Place of Residence and Sex - LFS 2024

	Sex		
District	**Male**	**Female**	**Total**
Botha Bothe	7.8	7.9	7.8
Leribe	14.2	14.1	14.2
Berea	17.4	16.7	17.1
Maseru	13.1	15.4	14.3
Mafeteng	10.1	9.3	9.7
Mohale's Hoek	12.1	12.8	12.5
Quthing	3.6	4.1	3.9
Qacha's Nek	5.7	5.6	5.6
Mokhotlong	9.2	9.0	9.1
Thaba-Tseka	6.7	5.2	5.9
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**104,904**	**121,954**	**226,857**
	Sex		
Zone	**Male**	**Female**	**Total**
Lowlands	46.0	53.5	50.0
Foothills	18.9	12.8	15.6
Mountain	25.9	23.3	24.5
Senqu River Valley	9.2	10.4	9.9
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**104,904**	**121,954**	**226,857**
	Sex		
Settlement type	**Male**	**Female**	**Total**
Urban	13.9	24.2	19.4
Peri-Urban	4.3	6.1	5.3
Rural	81.7	69.8	75.3
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**104,904**	**121,954**	**226,857**

Figure11.3 illustrates the percentage share of available potential job-seekers by age-group. The age-group 20-24 years had the highest percentage share of available potential job-seekers at 17.2 percent followed by age-group 25-29 years at 13.1 percent. While the age-group 80-84 years had the lowest at 0.1 percent.

Figure:11.3 Percentage Distribution of Available Potential Job-Seekers by Age-Group - 2024 LFS

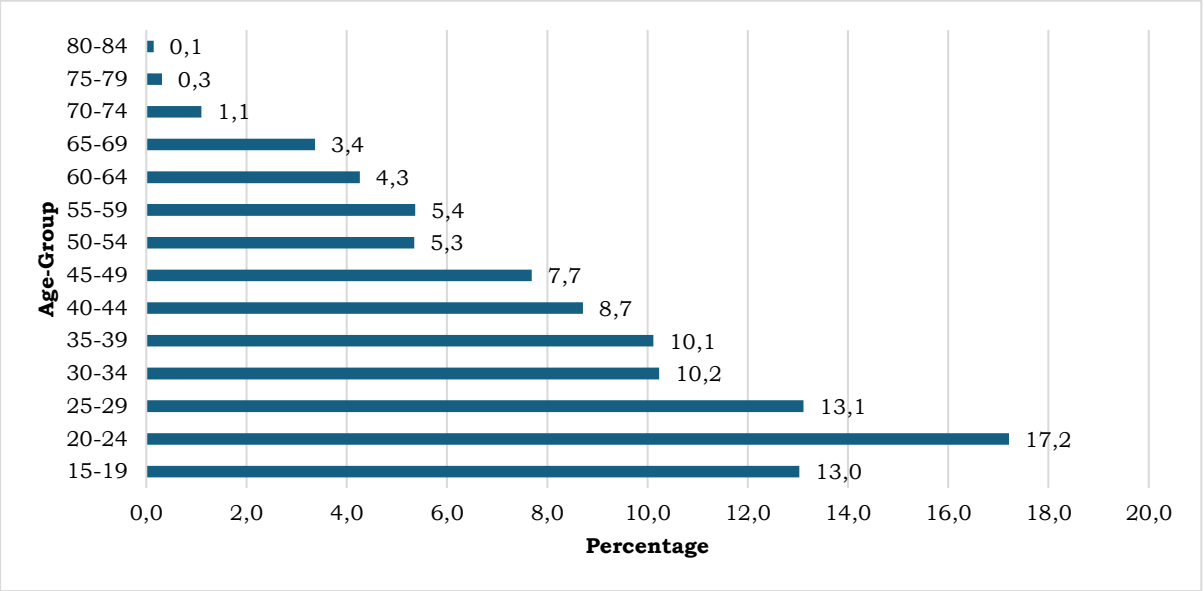


Table:11.12 presents the percentage distribution of available potential job-seekers aged 15 years and above by educational attainment and sex. It indicates highest percentage (53.8 percent) of males who were available potential job-seekers completed primary education level followed by 30.5 percent with lower secondary education level. On the other hand, majority (47.6 percent) of females who were available potential job seekers completed lower secondary education followed slightly by 46.1 percent of those with primary education level.

Table 11.12: Percentage Distribution of Available Potential Job-Seekers by Education (ICSED11) and Sex - 2024 LFS

	Sex		
Education (ISCED 11)	**Male**	**Female**	**Total**
No schooling	12.9	1.5	6.8
Early childhood education	0.1	0.1	0.1
Primary education	53.8	46.1	49.6
Lower secondary education	30.5	47.6	39.7
Upper secondary education	0.3	0.2	0.2
Post-secondary non-tertiary education	0.2	0.1	0.1
Short-cycle tertiary education	1.6	3.3	2.5
Bachelor's or equivalent level	0.6	1.0	0.8
Master's or equivalent level	0.1	0.1	0.1
Not elsewhere classification	0.0	0.1	0.0
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**104,904**	**121,954**	**226,857**

CHAPTER 12

MIGRATION

12.0 Introduction

Migration is defined as a geographic movement of people across a specified boundary for the purpose of establishing a new permanent or semi-permanent residence (Haupt and Kane, 2004). Several factors such as social, economic and many others influence movement from one place to another (United Nations, 1973). Migration has an impact on the economy of the country because it can either increase or decrease the population that could be working force for development. It is assumed that areas with high out-migration are areas of low economic development while areas with high in-migration are areas of high economic development.

There are two types of migration which are internal and international migration. Internal migration refers to change of residence within a country, while international migration refers to movement of people that results to change of country of usual place of residence across the national boundaries. The Labour Force Survey 2024 (LFS) collected emigration status information on the members or former members of households who left to live abroad. It captured their names, sex, age, year and month of departure, country moving to and main reason for leaving, work permit, highest level of education completed at departure and how often sent back money or goods to country of origin and method used when sending money or goods.

International migration status information was collected on country of birth, date of most recent arrival to live in this country, reasons for moving to live in this country and country of citizenship. It also collected information on using formal crossing point to arrive to live in this country, how often sent back money or goods to country of origin and method used when sending money or goods.

Lastly, there was internal migration information which captured people aged 10 years and above in the past 2 years, movement from one district, village or town to another and the reasons for moving to live to this place.

12.1 Internal Migration

This section covers movement of persons aged 10 years and older within country of measurement in the past 2 years. A person is considered an internal migrant if he or she has changed his or her usual place of residence by crossing administrative boundaries and residing in a new place. The change of geographical place can be district, village, town, urban, rural and ecological zone.

Figure 12.1 illustrates the percentage distribution of internal migrants (10 years and above) by sex. The LFS internal migration question was asked all persons aged 10 years and above if they ever moved from one district to another in the past 2 years. Those who responded "Yes" were classified as internal migrants and that recorded 59.4 percent of females and males constituted about 40.6 percent.

Figure 12.1: Percentage Distribution of Internal Migrants (10 years and above) by Sex – 2024 LFS

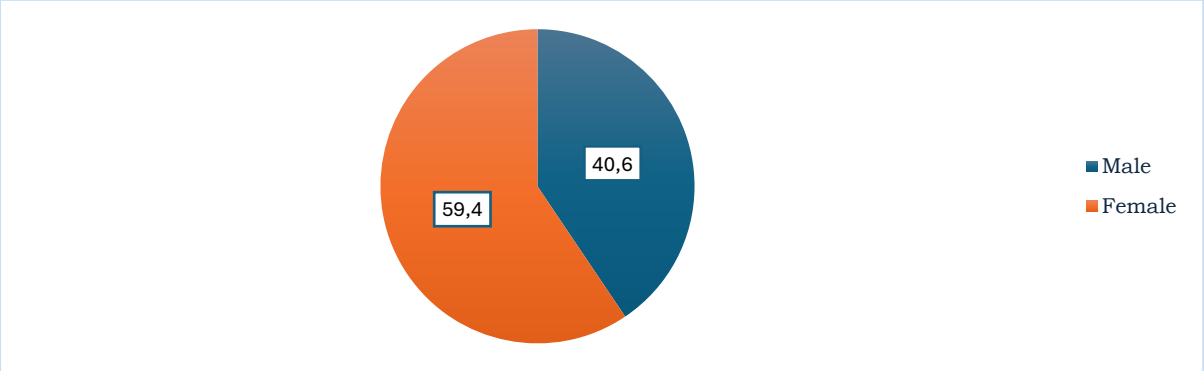


Table 12.1 presents percentage distribution of internal migrants (10 years and above) by districts, settlement type and sex. Maseru district has the highest percentage of total internal migrants with 35.7 followed by Berea district with 17.8, while Qacha's Nek district has the least percentage of total internal migrants with 0.8 followed by Quthing district with 3.5. As far as urban settlement is concerned, Mokhotlong district has got the least percentage of male internal migrants with 0.3. The least percentage of female internal migrants is found in two settlement types of Qacha's Nek district with 0.7 in both rural and urban.

Table 12.1: Percentage Distribution of Internal Migrants (10 years and above) by District, Settlement Type and Sex – 2024 LFS

	Settlement Type						
	Urban		Peri-Urban		Rural		
	Sex						
District	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Total**
Botha Bothe	3.8	5.9	0.0	0.0	3.0	3.4	3.9
Leribe	7.8	5.6	7.2	6.6	12.3	9.0	7.9
Berea	20.5	22.1	22.1	17.6	11.3	12.6	17.8
Maseru	46.6	43.4	44.3	38.1	24.5	18.4	35.7
Mafeteng	4.8	6.2	11.2	15.1	11.3	12.3	8.7
Mohale's Hoek	8.6	8.0	0.0	9.0	12.9	18.2	10.7
Quthing	1.9	3.0	5.3	3.5	4.3	5.0	3.5
Qacha's Nek	0.9	0.7	1.8	1.0	1.1	0.7	0.8
Mokhotlong	0.3	1.9	3.2	5.3	10.5	10.6	5.0
Thaba-Tseka	4.8	3.3	4.9	3.9	8.8	9.8	5.9
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**15,092**	**25,773**	**2,627**	**4,977**	**13,103**	**14,397**	**75,968**

Table 12.2 shows percentage distribution of internal migrants by age-group, settlement type and sex. The highest proportion of internal migrants with 23.9 percent is shown at the age-group 20-24 followed by age-group 15-19 with 15.3 percent. On the other hand, the lowest proportion of internal migrants with 0.4 percent is shown at the age-group 75-79 and 80-84 followed by age-group 70-74 and

85+ with 0.6 and 0.7 percent respectively. In urban settlement type, the lowest proportion of female internal migrants is shown at the age-group 75-79 followed by both age-group 70-74 and 85+ with 0.2 and 0.3 percent respectively.

Table 12.2: Percentage Distribution of Internal Migrants (10 years and above) by Age-Group, Settlement Type and Sex – 2024 LFS

	Settlement Type						
	Urban		Peri-Urban		Rural		
	Sex						
Age-Group	Male	Female	Male	Female	Male	Female	Total
10-14	9.4	6.2	4.1	11.0	6.1	6.8	7.2
15-19	7.7	16.1	12.3	15.2	18.0	19.9	15.3
20-24	19.1	29.2	24.8	30.9	20.2	20.2	23.9
25-29	15.9	14.5	20.2	9.3	13.9	16.1	14.8
30-34	13.3	10.7	8.5	11.3	10.0	5.3	10.0
35-39	13.5	6.6	15.0	9.7	10.3	8.1	9.4
40-44	10.2	4.3	3.7	3.8	8.8	5.2	6.4
45-49	3.6	2.6	10.2	1.9	3.7	5.1	3.7
50-54	2.7	4.4	0.0	2.9	3.1	2.0	3.1
55-59	0.5	1.5	1.3	0.0	1.9	3.2	1.6
60-64	0.6	1.8	0.0	1.5	1.7	0.9	1.3
65-69	3.0	0.4	0.0	1.3	0.7	1.4	1.2
70-74	0.6	0.3	0.0	0.0	0.5	1.4	0.6
75-79	0.0	0.2	0.0	0.0	0.3	1.4	0.4
80-84	0.0	0.7	0.0	1.3	0.5	0.0	0.4
85+	0.0	0.3	0.0	0.0	0.0	3.1	0.7
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**15,092**	**25,773**	**2,627**	**4,977**	**13,103**	**14,397**	**75,968**

Table 12.3 indicates percentage distribution of internal migrants (10 years and above) by reasons for migrating and sex. It is indicated that the highest share of internal migrants with 27.7 percent is shown at reasons to work where both males and females constitute the highest percentages with 34.3 and 23.2 respectively. The lowest share of internal migrants with 0.1 percent is shown at reasons to look for paid work followed by refugee with 0.2 percent.

Table 12.3: Percentage Distribution of Internal Migrants (10 years and above) by Reasons for Migrating and Sex – 2024 LFS

	Sex		
Reasons for Migrating	Male	Female	Total
To work	34.3	23.2	27.7
Job transfer	1.0	0.5	0.7
Look for paid work	6.1	3.6	4.6
To start a business	0.7	0.4	0.5
Look for land for farm	0.2	0.0	0.1
Retrenchment/Contract	0.2	0.6	0.4
Family moved	20.2	20.3	20.2
Marriage	0.0	11.1	6.6
School/training	16.0	18.8	17.7
To live with a relative	10.9	13.3	12.4
Divorce/separation	0.5	1.3	1.0
Adventure	1.2	0.8	1.0
Refugee	0.3	0.1	0.2
Returning home	8.5	5.8	6.9
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**30,821**	**45,147**	**75,968**

Figure 12.2 portraits percentage distribution of internal migrants (10 years and above) by ecological zone. It illustrates that lowland zone has the highest percentage share of both male and female internal migrants with 71.0 and 72.1 respectively, followed by mountain zone with 14.1 male internal migrants and 14.8 female internal

migrants. The Senqu river valley has the lowest percentage share for both male and female internal migrants with 4.8 and 6.3 respectively.

Figure 12.2: Percentage Distribution of Internal Migrants (10 years and above) by Ecological Zone –2024 LFS

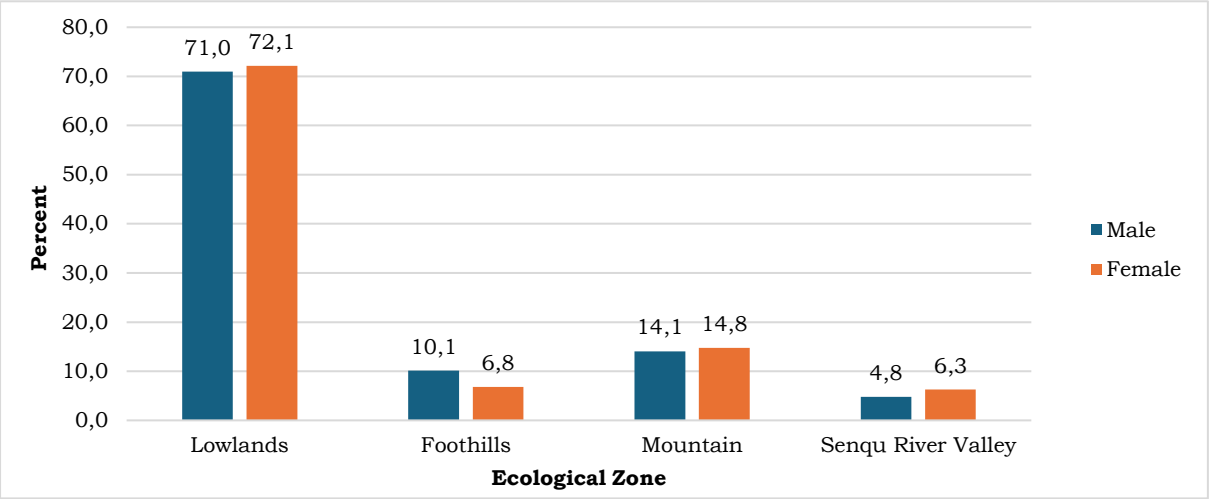


Table 12.4 shows percentage distribution of internal migrants (10 years and above) by marital status and ecological zone. Generally, the highest percentage of internal migrants are never married, found in all the four ecological zones with a total of 47.7, followed by monogamously married also found in all ecological zones with a total of 35.8. The least percentage of total internal migrants are polygamously married with 0.3 followed by divorced with 1.7.

Table 12.4: Percentage Distribution of Internal Migrants (10 years and above) by Marital Status and Ecological Zone – 2024 LFS

	Ecological Zone				
Marital status	**Lowlands**	**Foothills**	**Mountain**	**Senqu River Valley**	**Total**
Married (Monogamy)	35.6	39.0	38.0	28.2	35.8
Married (Polygamy)	0.0	0.0	2.1	0.0	0.3
Living Together	2.6	0.0	0.3	0.0	1.9
Separated	6.5	4.5	6.7	5.3	6.3
Divorced	1.6	4.0	1.3	0.9	1.7
Widow/Widower	5.3	6.8	10.8	7.1	6.3
Never Married	48.4	45.7	40.7	58.5	47.7
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**53,078**	**6,136**	**10,411**	**4,179**	**73,804**

12.2 International Migration

This section covers movement of persons aged 10 years and older crossing national boundaries to live in the country of measurement. Table 12.5 shows percentage distribution of international migrants (10 years and above) by district and sex. The highest percentage share of males of international migrants is observed in Maseru district with 50.6. The same pattern is observed for the female international migrants (29.6 percent). Leribe and Berea male international migrants followed with 15.8 and 13.3 percent respectively. Considering the female international migrants Berea and Quthing follow with 26.6 and 13.5 percent respectively.

Table 12.5: Number and Percentage Distribution of International Migrants (10 years and above) by District and Sex – 2024 LFS

	Sex		
District	**Male**	**Female**	**Total**
Botha Bothe	0.0	9.9	152
Leribe	15.8	4.3	349
Berea	13.3	26.6	646
Maseru	50.6	29.1	1351
Mafeteng	6.0	6.3	204
Mohale's Hoek	2.6	3.0	93
Quthing	7.8	13.5	347
Qacha's Nek	3.9	4.4	138
Mokhotlong	0.0	2.9	44
Total (%)	**100.0**	**100.0**	
Total (N)	**1,786**	**1,539**	**3,325**

Table 12.6 indicates percentage distribution of international migrants (10 years and above) by age-group and sex. As far as age-group is concerned the highest share of male migrants is shown at the age-group 60-64 with 18.4 percent and female migrants is shown at the age-group 25-29 and 10-14 with 25.3 and 25.2 percent respectively.

Table 12.6: Percentage Distribution of International Migrants (10 years and above) by Age-Group and Sex – 2024 LFS

	Sex		
Age-group	**Male**	**Female**	**Total**
10-14	16.6	25.2	684
15-19	3.5	0.0	63
20-24	5.0	7.9	210
25-29	6.3	25.3	503
30-34	13.0	15.3	468
35-39	4.5	4.6	152
40-44	2.8	3.7	108
45-49	15.8	0.0	281
55-59	5.0	2.3	124
60-64	18.4	4.3	394
70-74	0.0	3.7	57
75-79	4.0	3.7	129
80-84	5.0	0.0	89
85+	0.0	4.1	63
Total (%)	**100.0**	**100.0**	
Total (N)	**1,786**	**1,539**	**3,325**

Table 12.7 presents percentage distribution of international migrants (10 years and above) by education ISCED 11 and sex. It is shown that male international migrants with short-cycle tertiary have the highest proportion of 30.8 percent followed by lower secondary education with 21.9 percent. The highest proportion of female international migrants is shown at lower secondary education with 60.0 percent followed by primary education with 31.5 percent.

Table 12.7: Percentage Distribution of International Migrants (10 years and above) by Education ISCED 11 and Sex – 2024 LFS

	Sex		
Education ISCED 11	**Male**	**Female**	**Total**
Primary Education	16.6	31.5	781
Lower Secondary Education	21.9	60.0	1314
Short-Cycle Tertiary	30.8	2.3	586
Bachelor's or Equivalent	20.5	2.4	402
Master's or Equivalent	5.2	0.0	93
Doctoral or Equivalent	5.0	0.0	89
Not Elsewhere Classified	0.0	3.9	60
Total (%)	**100.0**	**100.0**	
Total (N)	**1,786**	**1,539**	**3,325**

Table 12.8 shows percentage distribution of international migrants (10 years and above) by country of origin and sex. In total, the highest share of international migrants is observed at RSA with 61.7 percent where females constitute 89.4 percent and males 37.8 percent.

Table 12.8: Percentage Distribution of International Migrants (10 years and above) by Country of Origin and Sex – 2024 LFS

	Sex		
Country of Origin	**Male**	**Female**	**Total**
RSA	37.8	89.4	61.7
Swaziland	0.0	6.0	2.8
Zimbabwe	32.1	2.3	18.3
Nigeria	6.7	0.0	3.6
Malawi	10.0	0.0	5.4
Uganda	3.2	0.0	1.7
Other Europe	5.0	2.4	3.8
India	5.2	0.0	2.8
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**1,786**	**1,539**	**3,325**

Table 12.9 indicates percentage distribution of international migrants (10 years and above) by marital status and ecological zone. As far as lowlands zone is concerned, the highest percentage share of international migrants is monogamously married with 48.2 followed by never married with 35.8. The least percentage share of international migrants is living together with 2.9 followed by separated with 6.0. In foothills there are only monogamously married international migrants found, while in mountains there are both monogamously married and never married with 61.9 and 38.1 percent respectively.

Table 12.9: Percentage Distribution of International Migrants (10 years and above) by Marital Status and Ecological Zone – 2024 LFS

	Ecological Zone				
Marital status	**Lowlands**	**Foothills**	**Mountain**	**Senqu River Valley**	**Total**
Married (Monogamy)	48.2	100.0	61.9	57.0	1,650
Living Together	2.9	0.0	0.0	14.3	107
Separated	6.0	0.0	0.0	0.0	151
Widow/Widower	7.1	0.0	0.0	0.0	177
Never Married	35.8	0.0	38.1	28.7	1,035
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	
Total (N)	**2,501**	**193**	**183**	**243**	**3,120**

Figure 12.3 displays percentage distribution of international migrants (10 years and above) by ecological zone. The highest total of international migrants with 79.3 percent resides in lowlands, followed by those residing in mountains with 7.6 percent. The lowest total of international migrants with 5.8 percent resides in foothills followed by 7.3 percent residing in senqu river valley.

Figure 12.3: Percentage Distribution of International Migrants (10 years and above) by Ecological Zone – 2024 LFS

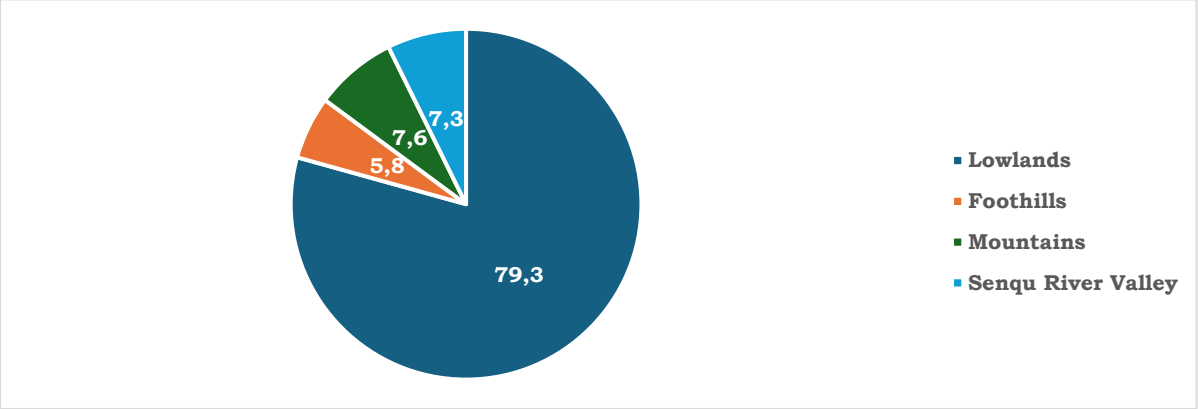
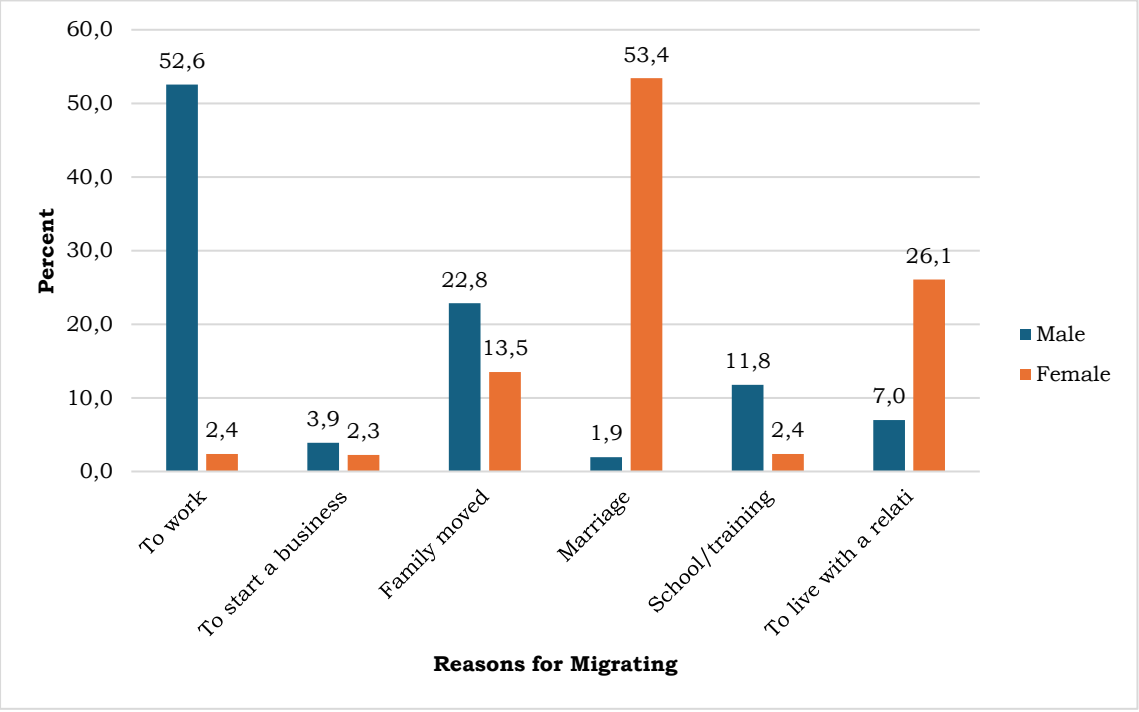


Figure 12.4 depicts percentage distribution of international migrants (10 years and above) by reasons for migrating and sex. It is illustrated that the highest proportion of male migrants with 52.6 percent came to live in Lesotho in order to work and highest share of female migrants with 53.4 percent came to live in Lesotho because of marriage. The lowest proportion of male migrants with 1.9 percent came to live in Lesotho to marry and the lowest proportion of female migrants with 2.3 percent came to start a business followed by those who came to work and school/training with 2.4 percent each.

Figure 12.4: Percentage Distribution of International Migrants (10 years and above) by Reasons for Migrating and Sex – 2024 LFS



12.3 Emigration

This section covers movement of former members and current members who left Lesotho to live abroad. It covers their names, sex, age, year and month of departure, country which they moved to and main reason for leaving, work permit and if they ever sent back money or goods to country of origin.

Table 12.10 presents percentage distribution of emigrants (10 years and above) by reasons for migrating and sex. The highest share of both male and female emigrants who migrated for work was 58.6 and 61.8 percent respectively, followed by male population with 34.4 percent and female population with 29.5 percent.

Table 12.10: Percentage Distribution of Emigrants (10 years and above) by Reasons for Migrating and Sex – 2024 LFS

	Sex		
Reasons for migration	**Male**	**Female**	**Total**
To work	58.6	61.8	59.9
Job transfer	0.2	0.8	0.5
Look for paid work	34.4	29.5	32.5
To start a business	1.2	0.8	1.0
Look for land for farming	0.7	0.0	0.4
Family moved	0.5	0.5	0.5
Marriage	0.3	0.9	0.5
School/training	1.9	2.9	2.3
To live with a relative	1.8	1.6	1.7
Divorce/separation	0.1	0.2	0.1
Adventure	0.1	0.1	0.1
Other, (Specify)	0.2	0.8	0.4
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**58,226**	**37,929**	**96,155**

Table 12.11 shows percentage distribution of emigrants (10 years and above) by education ISCED 11 and sex. In general, majority of emigrants had primary education level (61.4 percent) and lower secondary education level (23.5 precent).

Table 12.11: Percentage Distribution of Emigrants (10 years and above) by Education ISCED 11 and Sex – 2024 LFS

	Sex		
Education ISCED 11	**Male**	**Female**	**Total**
No schooling	16.1	4.0	11.3
Early childhood education	0.2	0.1	0.2
Primary education	57.8	67.0	61.4
Lower secondary education	22.7	24.7	23.5
Upper secondary education	0.5	0.6	0.5
Post-secondary	0.1	0.0	0.1
Short-cycle tertiary	1.6	2.0	1.8
Bachelor's or equivalent	0.6	1.5	1.0
Master's or equivalent	0.3	0.0	0.2
Not elsewhere classified	0.0	0.1	0.0
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**58,226**	**37,929**	**96,155**

Table 12.12 indicates percentage distribution of emigrants by age-group and sex. Generally, the results indicate that majority of male emigrants were aged 35 to 54 years. On the other hand, female emigrate from age 50 to 65 years.

Table 12.12: Percentage Distribution of Emigrants by Age-group and Sex – 2024 LFS

	Sex		
Age-group	**Male**	**Female**	**Total**
10-14	0.1	0.0	0.1
15-19	0.1	0.2	0.1
20-24	1.4	1.3	1.4
25-29	4.1	1.8	3.2
30-34	7.1	2.3	5.2
35-39	13.3	5.6	10.3
40-44	15.6	8.7	12.9
45-49	13.4	7.2	10.9
50-54	12.8	12.2	12.6
55-59	9.2	12.8	10.6
60-64	8.8	11.3	9.8
65-69	5.9	12.8	8.6
70-74	3.9	9.1	5.9
75-79	2.5	7.7	4.5
80-84	1.4	4.7	2.7
85+	0.4	2.3	1.1
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**58,226**	**3,7929**	**9,6155**

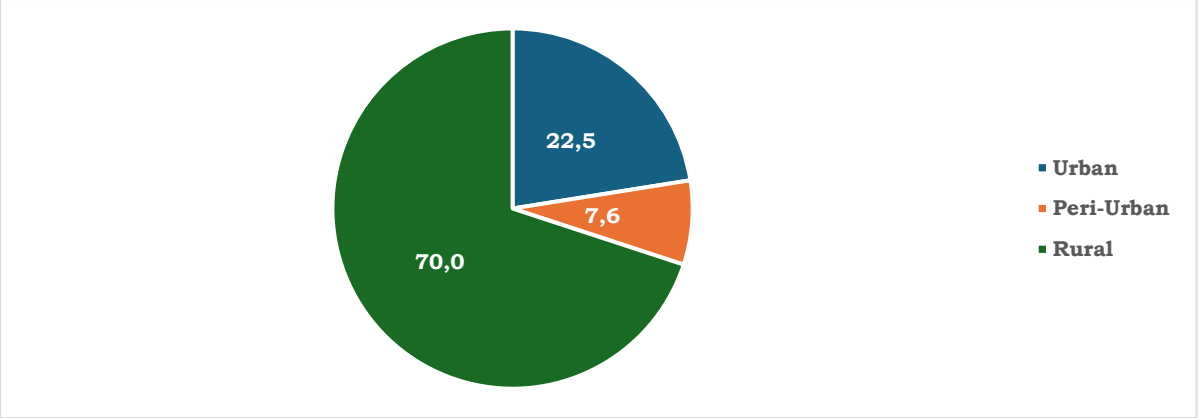
Table 12.13 presents percentage distribution of emigrants by district and sex. Leribe district shows the highest percentage in male population that migrated abroad with 16.2 followed by Maseru and Berea district with 16.1 and 15.1 respectively. Mokhotlong and Qacha's Nek district show the least percentage in female population that migrated abroad with 2.8 and 3.8 respectively. Mohale's Hoek district is also amongst those that have the highest total proportion share with 12.6 percent.

Table 12.13: Percentage Distribution of Emigrants (10 years and above) by District and Sex – 2024 LFS

	Sex		
District	**Male**	**Female**	**Total**
Botha Bothe	8.9	6.3	7.9
Leribe	16.2	15.1	15.7
Berea	15.1	12.5	14.1
Maseru	16.1	16.0	16.0
Mafeteng	10.6	14.1	12.0
Mohale's Hoek	11.0	15.2	12.6
Quthing	6.4	8.9	7.4
Qacha's Nek	2.6	3.8	3.1
Mokhotlong	6.4	2.8	5.0
Thaba-Tseka	6.7	5.2	6.1
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**58,226**	**37,929**	**96,155**

Figure 12.5 displays percentage distribution of emigrants by settlement type. It is illustrated that rural has the highest percentage share of emigrants with 70.0 percent. The least percentage share of emigrants is depicted in peri-urban with 7.6 percent, while urban recorded 22.5 percentage share of emigrants.

Figure 12.5: Percentage Distribution of Emigrants by Settlement Type – 2024 LFS



12.4 Labour Migration

This section focuses on population employed in the host country. Labour migration is defined as the movement of persons from their home state to another state for the purpose of employment. Migrant workers contribute to growth and development in their countries of destination, while countries of origin greatly benefit from their remittances and the skills acquired during their migration experience, (ILO and Labour Migration).

Table 12.14 shows percentage distribution of labour migrants (10 years and above) by marital status and sex. It is shown that the highest total share of labour migrants are monogamously married with 53.7 percent, followed by widow/widower labour migrants with 33.7 percent. On the other hand, the least total share of labour migrants are living together and polygamously married with 0.3 percent each.

Table 12.14: Percentage Distribution of Labour Migrants (10 years and above) by Marital Status and Sex – 2024 LFS

	Sex		
Marital Status	**Male**	**Female**	**Total**
Married (Monogamy)	84.4	5.2	53.7
Married (Polygamy)	0.5	0.0	0.3
Living Together	0.1	0.7	0.3
Separated	3.8	8.5	5.6
Divorced	0.4	3.1	1.4
Widow/Widower	7.3	75.3	33.7
Never Married	3.5	7.3	5.0
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**52,473**	**33,292**	**85,765**

Table 12.15 presents percentage distribution of labour migrants by main reason for leaving to live abroad and sex. The highest percentage shares of leaving the country to live abroad for both male and female labour migrants are reasons to work with 63.1 and 66.0 and look for paid work with 33.5 and 30.2 respectively.

Table 12.15: Percentage Distribution of Labour Migrants by Main Reason for Leaving to Live Abroad and Sex – 2024 LFS

Reasons for initially leaving the country	Sex		
	Male	Female	Total
To work	63.1	66.0	64.2
Job transfer	0.3	0.9	0.5
Look for paid work	33.5	30.2	32.2
To start a business	1.3	0.9	1.1
Look for land for far	0.7	0.0	0.5
Family moved	0.4	0.4	0.4
Marriage	0.0	0.3	0.1
School/training	0.3	0.4	0.3
To live with a relative	0.5	0.8	0.6
Other reasons	0.0	0.1	0.0
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**52,473**	**33,292**	**85,765**

Figure 12.6 illustrates percentage distribution of labour migrants by country of destination and sex. It is illustrated that, majority of labour migrants migrated to Republic of South Africa (RSA) (99.3 percent) for both sexes. About 0.5 percent of female migrants migrated to Europe.

Figure 12.6: Percentage Distribution of Labour Migrants by Country of Destination and Sex – 2024 LFS

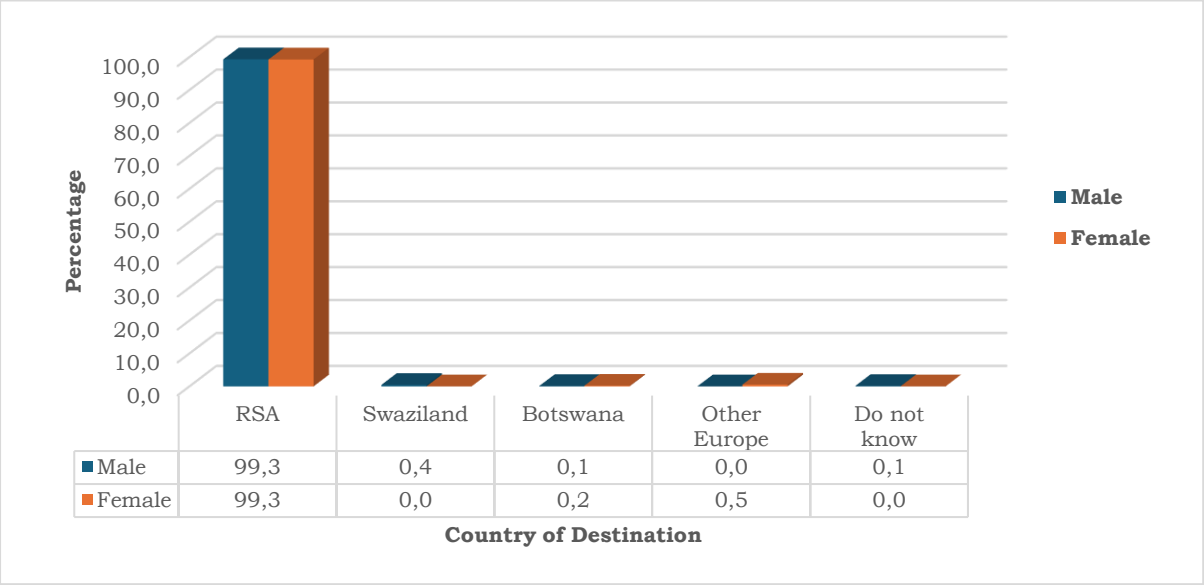


Figure 12.7 depicts percentage distribution of labour migrants by settlement type and sex. The highest proportion is recorded in rural for both male and female labour migrants with 71.6 and 68.6 percent respectively. On the other hand, the lowest proportion is recorded in peri-urban for both male and female labour migrants with 8.1 and 6.4 percent respectively.

Figure 12.7: Percentage Distribution of Labour Migrants by Settlement Type and Sex – 2024 LFS

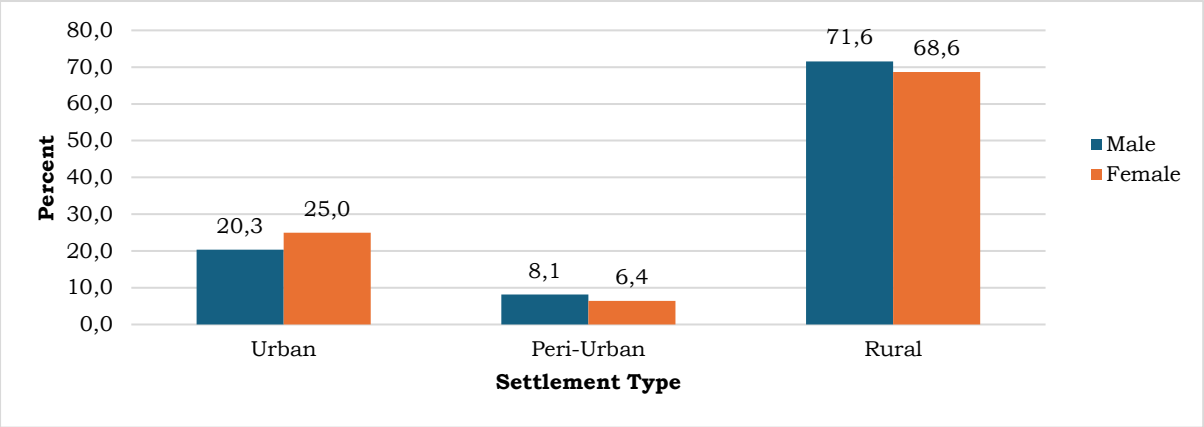


Table 12.16 shows percentage distribution of labour migrants by district and sex. The highest total shares of labour migrants are shown in Leribe and Maseru district with 15.3 and 15.1 percent respectively. The least share of male labour migrants is shown in Qacha's Nek with 2.6 percent, while the least share of female labour migrants is shown in Mokhotlong with 2.6 percent.

Table 12.16: Percentage Distribution of Labour Migrants by District and Sex – 2024 LFS

	Sex		
District	**Male**	**Female**	**Total**
Botha Bothe	8.8	6.8	8.0
Leribe	16.0	14.3	15.3
Berea	15.4	12.5	14.3
Maseru	15.2	14.9	15.1
Mafeteng	11.0	14.2	12.2
Mohale's Hoek	11.2	15.5	12.9
Quthing	6.6	9.8	7.8
Qacha's Nek	2.6	3.9	3.1
Mokhotlong	6.5	2.6	5.0
Thaba-Tseka	6.7	5.5	6.2
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**52,473**	**33,292**	**85,765**

12.5 Net Migration

Net migration is defined as the difference between the number of in-migrants (immigrants) and the number of out-migrants (emigrants). It can be either positive or negative, when positive it means more people have migrated into a place of measurement than those who have moved out of that place and vice versa.

In-migrant is a person who comes to live in an area by crossing administrative boundaries in the country of measurement.

Out-migrant is a person who moves out of an administrative area to live in another administrative area in the country of measurement.

Lifetime migrant is a person enumerated in a different administrative area than that of birth. That means a person's movement has occurred between time of birth and time of enumeration.

Table 12.17 presents number distribution of net-migrant by district and sex. It is presented that Botha Bothe, Leribe and Qacha's Nek district have lost more people than gaining them with -1,422, -295 and -604 respectively. As far as male net-migrants are concerned, the following districts have lost more people than gaining them: Botha Bothe with -1,012, Quthing with -183 and Qacha's Nek with -293.

Furthermore, concerning female net-migrants more people are lost than gained in Thaba-Tseka with -583, Qacha's Nek with -310, Leribe with -713 and Botha Bothe district with -409.

Table 12.17: Number Distribution of Net migration by District and Sex – 2024 LFS

	Migrant								
	In-Migrant			Out-Migrant			Net-Migrant		
	Sex								
District	**Male**	**Female**	**Total**	**Male**	**Female**	**Total**	**Male**	**Female**	**Total**
Botha Bothe	965	2,015	2,980	1,977	2,424	4,401	-1,012	-409	-1,422
Leribe	2,986	3,051	6,037	2,568	3,764	6,332	418	-713	-295
Berea	5,164	8,383	13,547	1,910	2,314	4,224	3,254	6,069	9,323
Maseru	11,410	15,736	27,146	8,880	11,935	20,815	2,531	3,801	6,332
Mafeteng	2,497	114	6,611	1,677	3,358	5,036	819	756	1,575
Mohale's Hoek	2,986	5,130	8,116	1,100	2,644	3,744	1,886	2,486	4,372
Quthing	991	1,672	2,662	1,174	1,189	2,363	-183	483	299
Qacha's Nek	323	322	645	617	632	1,249	-293	-310	-604
Mokhotlong	1,504	2,261	3,765	1,346	667	2,013	158	1,594	1,752
Thaba-Tseka	1,996	2,463	4,459	1,321	3,046	4,367	675	-583	91
Total	**30,821**	**45,147**	**75,968**	**22,570**	**31,974**	**54,544**	**8,251**	**13,173**	**21,424**

CHAPTER 13

FUNCTIONAL LIMITATIONS

13.0 Introduction

Functional limitations refer to difficulties in performing everyday activities due to physical, sensory, cognitive, or mental health conditions. They play a critical role in healthcare, rehabilitation, and disability studies, as they influence an individual's ability to work and live independently. These limitations may result from chronic illness, injury, or other impairments and can affect one's capacity to earn a livelihood. The World Health Organization (WHO), through its International Classification of Functioning, Disability and Health (ICF), provides a framework for assessing and understanding the impact of such limitations on people's lives (WHO, 2001).

13.1 Functional Limitations Status

Table 13.1 presents percentage distribution of the population by age group and functional limitations status. The table indicates that the age groups 10-14 and 15-19 had the highest proportions of individuals without functional limitations, accounting for 12.6 and 12.5 percent respectively. This was followed by the age group 5-9 which comprised 11.7 percent. In contrast, the age group 85 and older had the lowest proportion without functional limitations at 0.2 percent.

Conversely, the highest proportion of individuals with functional limitations was observed in the 65-69 age group (9.1 percent), followed closely by the age groups 60-64 and 70-74, with 8.9 percent and 8.8 percent, respectively.

Table 13.1: Percentage Distribution of Population by Age-Group and Functional limitations Status – 2024 LFS.

	Functional limitations Status		
Age group	**Without Functional limitations**	**With Functional limitations**	**Total**
5-9	11.7	3.3	10.6
10-14	12.6	3.4	11.4
15-19	12.5	3.4	11.4
20-24	10.8	3.2	9.9
25-29	9.2	3.3	8.5
30-34	8.4	4.2	7.9
35-39	8.3	4.7	7.8
40-44	7.3	5.9	7.1
45-49	5.1	7.0	5.3
50-54	3.9	6.3	4.2
55-59	3.3	8.5	4.0
60-64	2.4	8.9	3.2
65-69	1.9	9.1	2.8
70-74	1.3	8.8	2.3
75-79	0.6	7.5	1.5
80-84	0.4	6.2	1.2
85+	0.2	6.2	0.9
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**1,690,553**	**246,651**	**1,937,204**

Table 13.2 shows the percentage distribution of the population with functional limitations, categorized by type of functional limitations and sex. The most common type of functional limitations for both sexes was difficulty in seeing even if wearing glasses which reported 35.7 percent. In contrast, the least common type of difficulty with self-care activity such as washing all over or dressing, accounting for 3.8 percent. This pattern was consistent across both sexes.

Table 13.2: Percentage Distribution of Population with Functional Limitations by Type of Functional limitations and Sex –2024 LFS.

	Sex		
Type of Functional limitations	**Male**	**Female**	**Total**
Difficulty seeing even if wearing glasses	34.7	36.3	35.7
Difficulty hearing even if using hearing aid	17.7	11.0	13.6
Difficulty Walking or climbing steps	15.6	17.0	16.5
Difficulty Remembering or concentrating	21.5	27.5	25.1
Difficulty with Self care	3.2	4.2	3.8
Difficulty Communicating	7.3	4.0	5.3
Total (%)	**100.0**	**100.0**	**100**
Total (N)	**96,942**	**149,710**	**246,651**

13.2 Labour Force Status of People with Functional Limitations

Table 13.3 presents the percentage distribution of the population aged 15 years and above with functional limitations, categorized by type of functional limitations and labour force status. Across all three labour force status categories, the most common type of functional limitation was difficult to see even if wearing glasses reported 52.6, 47.3 and 29.4 percent respectively.

The least common functional limitations of employed people was difficulty in communicating (0.9 percent) and 1.0 percent of unemployed. However, for outside labour force category, the least proportion was observed for difficulty in self-caring with 5.0 percent.

Table 13.3: Percentage Distribution of Population with Functional Limitations by Type of Functional limitations and Labour Force Status – 2024 LFS.

	Labour force status			
Type of Functional limitations	**Employed**	**Unemployed**	**Outside Labour force**	**Total**
Difficulty Seeing	47.3	52.6	29.4	88,014
Difficulty Hearing	14.8	13.7	13.2	33,582
Difficulty Walking or climbing steps	13.8	10.3	18.2	40,584
Difficulty Remembering or concentrating	22.1	20.2	26.8	61,991
Difficulty Self care	1.1	2.3	5.0	9,432
Difficulty Communicating	0.9	1.0	7.4	13,048
Total (%)	**100.0**	**100.0**	**100.0**	
Total (N)	**58,687**	**21,691**	**166,273**	**246,651**

13.3 Employment by Functional Limitations

Figure 13.1 illustrates the percentage distribution of employed individuals with functional limitations by occupation. The figure shows that the highest proportion of employed people were engaged in elementary occupations (34.1 percent), followed by service and sales (16.2 percent) and craft and related trades workers (13.7 percent). The lowest representation was observed in the armed forces occupation category, accounting for just 0.3 percent of the total.

Figure 13.1: Percentage Distribution of Employed Persons with Functional Limitations by Occupation - 2024 LFS

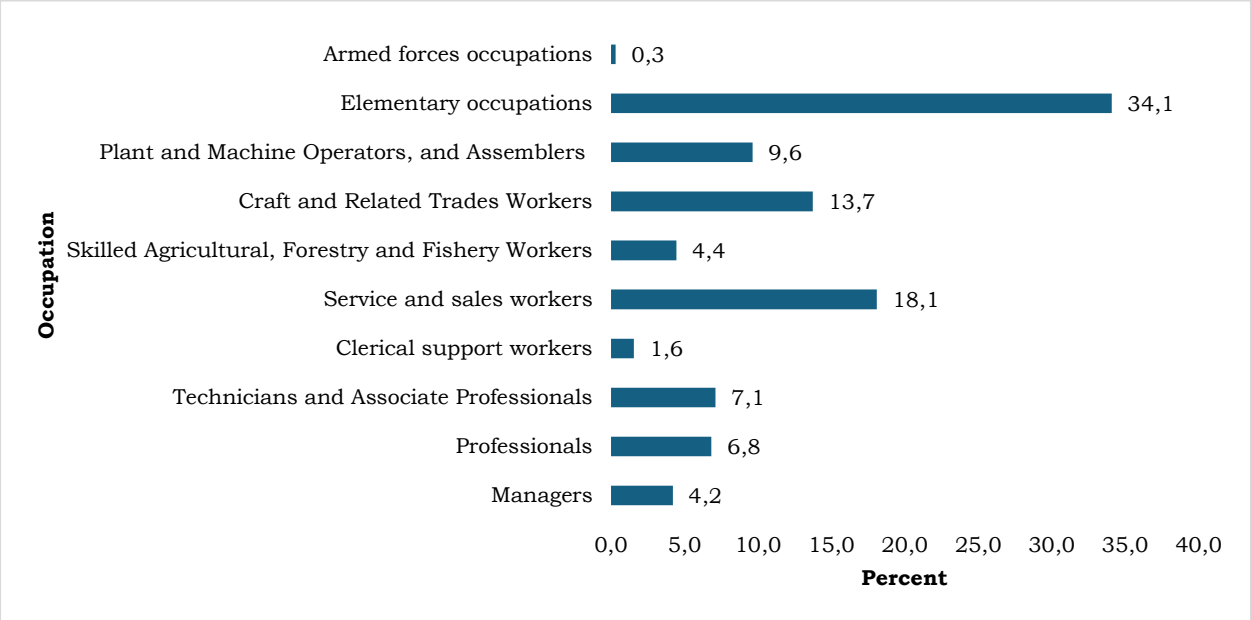


Figure 13.2 presents percentage distribution of employed population with functional limitations by industry. The figure indicates that the highest proportion of people with functional limitations were employed in wholesale and retail trade (14.8 percent), followed by agriculture, forestry and fishing sector (14.0 percent) and closely by manufacturing (13.8 percent). The industry with the lowest share of employed people with functional limitations was Professional, scientific and technical activities with 0.4 percent.

Figure 13.2: Percentage Distribution of Employment of Persons with Functional Limitations by Industry -2024 LFS.

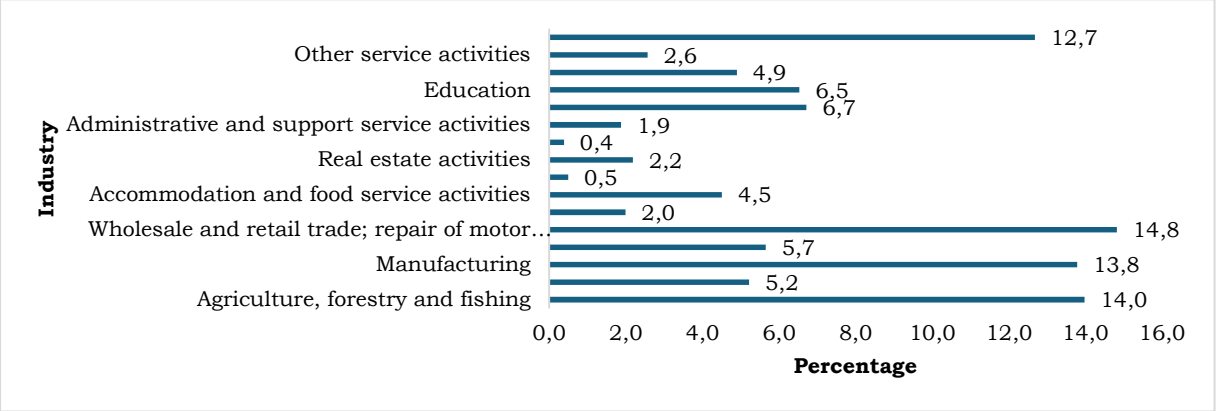


Table 13.4 presents the percentage distribution of employed population with functional limitations, disaggregated by marital status and type of functional limitations. The results show that people in monogamous marriages accounted for the highest proportions in all types of functional limitations except for difficult in self-care. The highest proportion of people experiencing difficulty with self-care was found in the widow/widower category (50.4 percent).

Table 13.4: Percentage Distribution of Employed Population with Functional Limitation by Marital Status and Type of Functional limitations – 2024 LFS

	Type of Functional limitations					
Marital Status	**Difficulty Seeing**	**Difficulty Hearing**	**Difficulty Walking or climbing steps**	**Difficulty Remembering or concentrating**	**Difficulty Self care**	**Difficulty Communicating**
Married (Monogamy)	51.2	60.1	41.7	48.9	16.2	51.3
Married (Polygamy)	0.2	0.0	0.0	0.3	0.0	0.0
Living Together	0.7	2.1	1.2	0.7	0.0	0.0
Separated	9.2	6.1	11.8	7.9	5.2	9.2
Divorced	2.5	2.2	0.6	1.9	0.0	0.0
Widow/Widower	19.2	13.0	35.5	31.7	50.4	10.6
Never Married	16.9	15.9	9.2	8.6	28.2	28.9
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**27,745**	**8,664**	**8,095**	**12,990**	**652**	**543**

Table 13.5 presents the percentage distribution of employed people with functional limitations, classified by education ISCED11 and type of functional limitations. The findings indicate that the highest proportions of functional limitation were observed in persons with primary education at 68.5 percent for those experiencing difficulty with self-care, and 67.3 percent for those with difficulty in remembering or concentrating.

Table 13.5: Percentage Distribution of Employed Population with Functional Limitations by Education ISCED 11 and Type of Functional limitations – 2024 LFS

	Type of Functional limitations					
Education ISCED 11	**Difficulty Seeing**	**Difficulty Hearing**	**Difficulty Walking or climbing steps**	**Difficulty Remembering concentrating**	**Difficulty Self care**	**Difficulty Communicating**
No schooling	6.4	14.2	13.6	12.2	16.3	38.9
Early childhood education	1.1	0.5	0.0	0.1	1.7	2.3
Primary education	48.6	59.5	61.2	67.3	68.5	48.2
Lower secondary education	30.8	21.1	20.9	16.7	9.7	7.9
Upper secondary education	0.8	0.0	0.5	0.6	0.0	1.3
Post-secondary and non-tertiary education	0.2	0.0	0.1	0.1	0.0	0.0
Short-cycle tertiary education	6.9	2.5	3.1	1.9	1.6	0.7
Bachelor's or equivalent level	3.8	1.7	0.4	0.9	2.2	0.7
Master's or equivalent level	1.1	0.4	0.1	0.2	0.0	0.0
Doctoral or equivalent level	0.3	0.0	0.2	0.0	0.0	0.0
Not elsewhere classified	0.0	0.2	0.0	0.0	0.0	0.0
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**88,014**	**33,582**	**40,584**	**61,990**	**9,432**	**13,048**

Table 13.6 presents the percentage distribution of employed population with functional limitations, disaggregated by place of residence and sex. The table shows that Maseru recorded the highest share of employed persons with functional limitations, accounting for 34.2 percent, followed by Leribe with 19.4 percent.

Regarding ecological zone, the lowlands had the highest concentration of employed population with functional limitations (76.4 percent), followed by the mountain zone at 11.1 percent.

In terms of settlement type and sex, the majority of employed males with functional limitations resided in rural areas (51.4 percent), compared to 39.8 percent in urban areas and 8.9 percent in peri- urban areas. In contrast, the highest proportion of employed females with functional limitations was found in urban areas (46.7 percent), followed by rural areas (43.1 percent), and peri-urban areas (10.3 percent).

Table 13.6: Percentage Distribution of Employed Population with Functional Limitations by Place of Residence and Sex -2024 LFS

	Sex		
District	**Male**	**Female**	**Total**
Botha Bothe	3.6	3.1	3.3
Leribe	19.8	19.0	19.4
Berea	12.0	10.7	11.3
Maseru	33.9	34.4	34.2
Mafeteng	12.2	13.2	12.7
Mohale's Hoek	6.0	7.0	6.6
Quthing	1.5	2.2	1.9
Qacha's Nek	2.7	3.8	3.3
Mokhotlong	5.4	4.0	4.6
Thaba-Tseka	3.0	2.6	2.8
Total (%)	**100.00**	**100.0**	**100.0**
Total (N)	**26371**	**32315**	**58687**
Zone			
Lowlands	74.9	77.6	76.4
Foothills	9.2	6.5	7.7
Mountain	11.7	10.5	11.1
Senqu River Valley	4.2	5.4	4.8
Total (%)	**100.00**	**10.0**	**100.0**
Total (N)	**26371**	**32315**	**58687**
Settlement type			
Urban	39.8	46.7	43.6
Peri-Urban	8.9	10.3	9.6
Rural	51.4	43.1	46.8
Total (%)	**100.00**	**100.0**	**100.0**
Total (N)	**26371**	**32315**	**58687**

13.4 Unemployed population with Functional Limitations

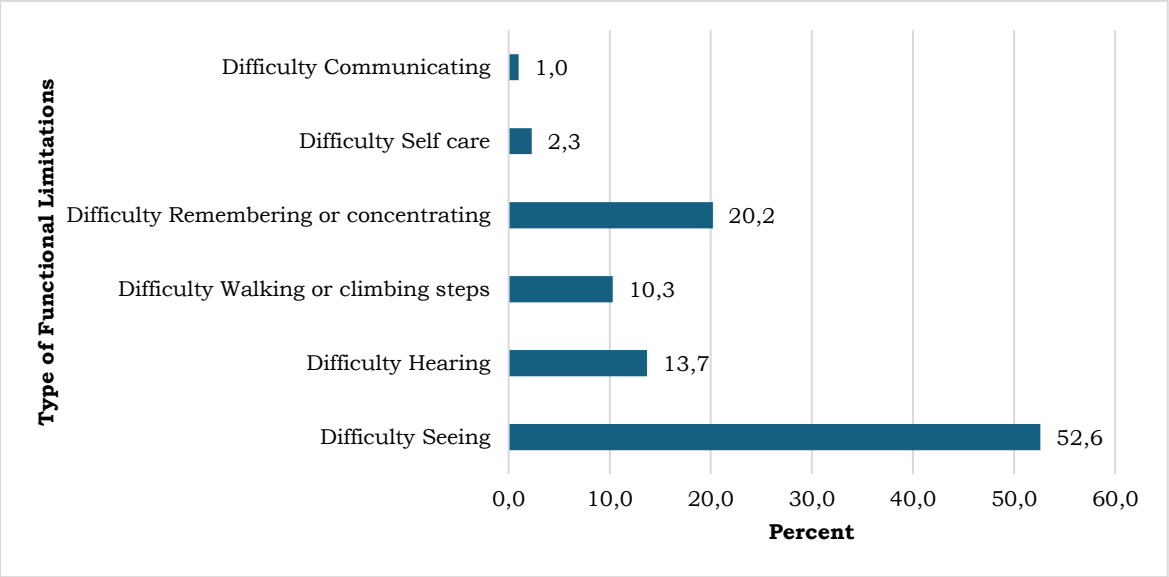
Table 13.7 presents the number and percentage distribution of the unemployed population with functional limitations, categorized by age group. The findings indicate that the highest share of unemployed individuals with functional limitations was in the age group 45-49, accounting for 14.3 percent. This was followed by the age group 25-29, which comprised 12.7 percent. The lowest proportion was observed in ages 80 and above with 0.5 percent.

Table 13.7: Number and Percentage Distribution of Unemployed Population with Functional Limitations by Age Group – 2024 LFS

	Persons With Functional limitations	
Age group	**Number**	**Percent**
15-19	571	2.6
20-24	1,900	8.8
25-29	2,765	12.7
30-34	1,558	7.2
35-39	1,993	9.2
40-44	2,100	9.7
45-49	3,106	14.3
50-54	1,902	8.8
55-59	2,486	11.5
60-64	1,257	5.8
65-69	882	4.1
70-74	454	2.1
75-79	616	2.8
80+	101	0.5
Total	**21,691**	**100.0**

Table13.8 presents the percentage distribution of unemployed population with functional limitations, categorized by type of functional limitations and settlement type. The table shows that the most common functional limitations across all settlement types was difficulty in seeing, reported at 52.6 percent. This was followed by difficulty in remembering and concentrating, recording 20.2 percent. The least common type of functional limitation was difficulty in communicating, which accounted for only 1.0 percent.

Table 13.8 Percentage Distribution of Unemployed population with Functional limitations by Settlement Type and Type of Functional Limitations -2024 LFS.



CHAPTER 14

OWN USE PRODUCTION

14.0 Introduction

Own use production refers to production of goods and services for own final use. Workers in own use production of goods and services may devote a substantial amount of time, effort, financial or material resources into activities of own use production but face a risk of natural or man-made disasters. Activities for own use production include households' production of own food, shelter and other necessities, provision of care and other services for household members, their premises and durables. Subsistence agriculture and fishing, maintenance, repair of dwelling and other premises and unpaid care and domestic work are other activities that are classified under own use production, (ILO, 2020).

Own provision of services or unpaid care and domestic work covers a lot of activities and responsibilities that enable societies to function and flourish. These include looking after family children and other relatives, routine household work, household repairs, maintenance and decorating and others. According to ILO, 2020, women and girls contributes a major share to unpaid care and domestic work, and this deprives them opportunities for decent work, basic rights to health, education and participation in public sphere. ILO, 2020 further indicates that the value generated by unpaid care and domestic work and the costs imposed have been overlooked in public policy and investment decisions. Though a considerable amount of labour is devoted to the production of these services, and their consumption makes an important contribution to economic welfare, they are not measured in production of national accounts.

According to the 19th International Conference of Labour Statisticians (ICLS) standards, production of statistics on unpaid care and domestic work has to be integrated into the regular compilation of official statistics in order to improve analysis of gender-based inequalities in labour force participation, employment characteristics, divisions of paid and unpaid labour, and total work time, as well as assessments of the relationships and trade-offs between participation in, and access to, paid and unpaid work. These statistics inform indicator 5.4.1 of the 2030 Agenda. This chapter discusses five activities of own use production namely growing crops, vegetables or fruits; gathering foodstuff; rearing or tending of animals; fishing and hunting. These activities are analyzed in different dimensions.

14.1 Characteristics of own use production

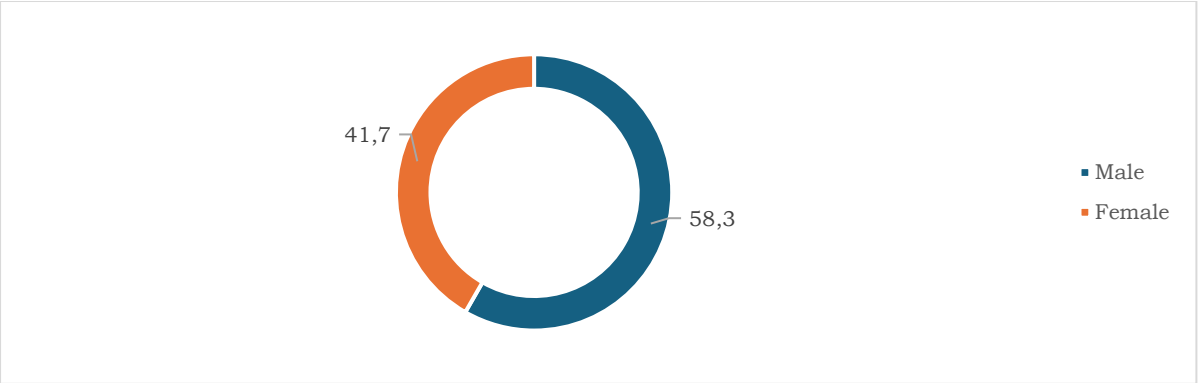
Presented in Table 14.1 is the percentage distribution of population in own use production and their education. It is shown in this table that 55.2 percent of the population in own use production had primary education while the population with early childhood and post-secondary education recorded the least proportion of 0.1 each. The table further shows that 28.5 percent of the population in own use production had lower secondary education.

Table 14.1: Percentage Distribution of Population by Education (ISCED 11) and Own Use Production Status – 2024 LFS

Education (ISCED 11)	In Own Use Production
No schooling	10.5
Early childhood education	0.1
Primary education	55.2
Lower secondary education	28.5
Upper secondary education	0.6
Post-secondary non-tertiary education	0.1
Short-cycle tertiary education	3.0
Bachelor's or equivalent level	1.5
Master's or equivalent level	0.4
Total (%)	**100**
Total (Number)	**420,155**

Figure 14.1 displays the percentage distribution of population in the production of foodstuff for own use. According to this figure, a higher percentage (58.3) of males are engaged in own use production as compared to their female counterparts who constituted 41.7 percent.

Figure 14.1: Percentage Distribution of Population In Own Use Production by Sex – 2024 LFS



The table 14.2 presents the percentage distribution of population in own use production by district and activities to produce foodstuff for own use. Among all the activities**,** growing of crops, vegetables or fruits and rearing or tending of animals recorded more than 40 percent, (Table 14.3). Hunting recorded the least percentage of 0.1. Maseru, Mafeteng and Mohale's Hoek had 6.9, 6.4 and 6.1 respectively for population engaged in rearing or tending of animals. Thaba-Tseka has the highest percentage (1.5) in gathering of other food. Fishing and hunting have substantially small proportions for all districts.

Table 14.2: Percentage Distribution of Population in Own Use Production by District and Activities to Produce Foodstuff for Own Use – 2024 LFS

	Activities to Produce Foodstuff for Own Use					
District	Growing any Crops, vegetables or fruits	Gather other foodstuff	Rear or tend animals	Fish	Hunt	Total
Botha Bothe	3.0	0.7	2.8	0.03	0.0	6.5
Leribe	6.6	0.2	5.5	0.02	0.0	12.4
Berea	7.2	0.6	5.4	0.03	0.0	13.3
Maseru	9.1	0.4	6.9	0.00	0.0	16.4
Mafeteng	4.8	0.8	6.4	0.00	0.0	12.1
Mohale's Hoek	4.8	0.6	6.1	0.01	0.0	11.5
Quthing	2.0	1.2	2.3	0.02	0.0	5.6
Qacha's Nek	1.9	0.4	1.6	0.02	0.0	4.0
Mokhotlong	4.3	1.0	4.7	0.00	0.0	9.9
Thaba-Tseka	3.5	1.5	3.1	0.04	0.1	8.2
Total (%)	**47.3**	**7.5**	**44.9**	**0.2**	**0.1**	**100.0**
Total (Number)	**198,845**	**31,339**	**188,714**	**663**	**594**	**420,155**

Presented in Table 14.3 is the distribution number of population in own use production, by age-group and activities to produce foodstuff for own use. In all activities, age-group 15-19 recorded the highest number (43,982) of population in own use production followed by age-group 20-24 with 39,620 for all activities, (Table 15.4). The table further shows that other food gathering has the lowest (373) for age-group 80-84. Among all the activities, population engaged in fishing and hunting are the lowest with 663 and 594 respectively.

Table 14.3: Distribution Number of Population in Own Use Production by Age-group and Activities to Produce Foodstuff for Own Use - 2024 LFS

	Activities to Produce Foodstuff for Own Use					
Age-group	Growing any Crops, vegetables or fruits	Gather other foodstuff	Rear or tend animals	Fish	Hunt	Total
15-19	14,383	2,434	27,100	65	0	43,982
20-24	15,474	2,785	21,202	33	126	39,620
25-29	15,331	1,826	15,807	37	65	33,065
30-34	16,402	2,870	15,514	36	277	35,099
35-39	18,331	3,156	16,249	122	0	37,859
40-44	19,328	2,575	14,796	68	89	36,856
45-49	17,004	2,338	11,700	38	37	31,118
50-54	13,770	1,969	11,954	66	0	27,758
55-59	15,660	2,702	14,220	91	0	32,674
60-64	16,035	2,559	11,682	44	0	30,320
65-69	13,475	2,498	11,379	63	0	27,414
70-74	11,134	1,852	8,319	0	0	21,305
75-79	6,571	912	4,789	0	0	12,272
80-84	3,555	373	2,862	0	0	6,790
85+	2,393	490	1,140	0	0	4,023
Total	**198,845**	**31,339**	**188,714**	**663**	**594**	**420,155**

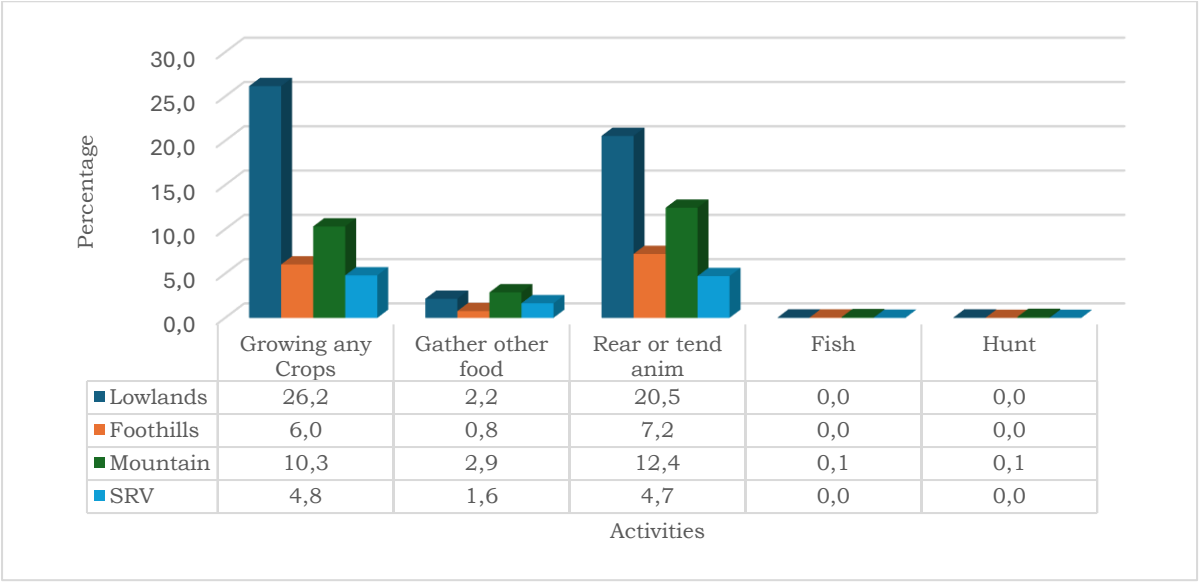
Table 14.4 analyses own use production activities by settlement type and activities to produce foodstuff for own use. The table indicates that the rural area has the highest population engaged in all activities of own use production with 76.0 percent while peri-urban recorded the lowest with 6.9 percent among all activities of own use production. Across all settlement types, fishing and hunting had the lowest percentages (0.2 and 0.1 respectively).

Table 14.4: Percentage Distribution of Population in Own Use Production by Activities to Produce Foodstuff for Own Use and Settlement Type – 2024 LFS

Activities to produce foodstuff for own use	Settlement type			
	Urban	Peri-Urban	Rural	Total
Growing any Crops	10.3	3.9	33.1	47.3
Gather other food	0.9	0.5	6.1	7.5
Rear or tend animals	5.8	2.5	36.6	44.9
Fish	0.0	0.0	0.1	0.2
Hunt	0.0	0.0	0.1	0.1
Total (%)	**17.1**	**6.9**	**76.0**	**100.0**
Total (Number)	**71,648**	**29,019**	**319,489**	**420,155**

Illustrated in Figure 14.2 is the percentage distribution of population in own use production by activities to produce foodstuff for own use and ecological zone. According to this figure, crop growing recorded 26.2 percent in the lowlands. The same zone also recorded highest (20.5 percent) in rearing or tending of animals. The figure further portrays that across all ecological zones, fishing and hunting had lowest percentages of 0.1 and below. Across all the zones, senqu river valley recorded lowest in all activities except for other food gathering where foothills is the one with the least.

Figure 14.2: Percentage Distribution of Population in Own Use Production by Activities to Produce Foodstuff for Own Use and Ecological Zone – 2024 LFS



CHAPTER 15

OCCUPATIONAL HEALTH AND SAFETY

15.0 Background

Occupational Health and Safety (OHS) is a practice and a field of study aimed at improving health and safety standards in the workplace. OHS aims at protecting workers from workplace hazards, preventing work-related injuries and illnesses, and ensuring the well-being of all employees within an organization. Every employee deserves a decent work.

The sustainable development goals and its goal eight aims to increase labour productivity, reduce unemployment rate and also improve safety, health, financial services and benefits. The goal is to achieve full and productivity employment and decent work for all woman and men by 2030.

OSH plays an important and prominent role in every workplace, even those that are deemed low-risk. Under the OSH law, every employer has a legal responsibility to provide their employees with a safe working environment and to adhere to all applicable health and safety regulations.

According to the report of the legislation committee on the review of (Occupational Safety and Health bill, 22 March 2024), The legal provisions on the occupational health and safety in the Kingdom of Lesotho are mainly contained in two laws. These are the Labour Code of 1992 and the Mining Safety Act 4 of 1981. In 2018 the Ministry of Labour and Employment developed a national profile that identified gaps in safety and health at workplace. As a result, the Ministry drafted a policy in 2020 which was endorsed by the Cabinet.

In 2021 the Ministry of Labour and Employment found it necessary to present a new bill. It began organizing consultations with stakeholders through workshops and public hearings to discuss the draft safety and health bill. In 2023, the Government of Lesotho deposited the instruments of ratification of the Framework for the Promotion of Safety and Health at Work Convention, 2006 (No. 187). This ratification symbolized a strong commitment by the Government of Lesotho to the fundamental right to a safe and healthy working environment.

The aim of the Bill is to establish an occupational health and safety management system in the workplace. It promotes the development of a national preventive safety and health culture and ensures gradual improvement as people adapt to the new approach to safety and health inside and outside the workplace. The Bill also provides for the development of a national profile on occupational health and safety issues.

The directorate will also work with the National Committee for Occupational Safety and Health and other groups of employers and employees to review issues such as the management system, emergency plans and workplace health and safety services. Medical supervision by a qualified doctor is also addressed. The establishment of the

directorate will cover the public and private sectors and all places where employees are involved, with the exception of national security.

Occupational injury refers to any bodily harm or damage resulting from activities or incidents occurring in the workplace while occupational disease is any illness associated with a particular occupation or industry. Such Injuries or diseases can result from various occupational hazards, such as physical, chemical, biological, or psychosocial that are present in the work environment or are otherwise encountered in the course of employment.

Occupational accident refers to an unexpected event that causes injury, disease or death to a person while in their place of work or while performing an activity that is work-related.

15.1 Objective

The objectives of the chapter are stated below

i. To identify the occupations and economic activities where occupational injuries /disease occur, along with their extent, severity and the way in which they occur as a basis for planning preventive measures
ii. To estimate the consequence of occupational injuries/disease, particularly in terms of days lost, cost or benefits

15.2 The OSH Characteristics in The Past Twelve Months

Table 16.1 describes the number and percentage distribution of employed population aged 15 years and above affected by OSH in the past twelve months by age-groups and sex. In general, it shows that out of 6607 people there were more males (4217) affected by OSH than females (2390). Also, the age-group 35-39 were found to be the most affected with the percentage of 24.4 while the youngest (15-19) and the oldest (65-69) age-groups were less affected with 1.8 percent and 1.7 percent respectively.

Table 15.1: Number/Percentage Distribution of Employed Population Who Had Occupational Injury or Diseases in the Past 12 Months by Age-group and Sex – 2024 LFS

Age-group	Male	Percent	Female	Percent	Total	Percent
15-19	118	2.8	0	0.0	118	1.8
20-24	164	3.9	251	10.5	416	6.3
25-29	751	17.8	219	9.2	970	14.7
30-34	529	12.5	310	13.0	839	12.7
35-39	785	18.6	829	34.7	1,615	24.4
40-44	593	14.1	297	12.4	890	13.5
45-49	424	10.1	60	2.5	484	7.3
50-54	330	7.8	114	4.8	443	6.7
55-59	422	10.0	112	4.7	534	8.1
60-64	50	1.2	137	5.7	187	2.8
65-+	50	1.2	60	2.5	110	1.7
Total	**4,217**	**100.0**	**2,390**	**100.0**	**6,607**	**100.0**

Figure 15.1 depicts the percentage distribution of employed population aged 15 years and above affected by OSH (occupational injury or disease) in the past twelve months by settlement type. The population that had occupational injuries or diseases during their working time were found in the urban areas with the percentage of 49.1. However, the peri urban indicated the lowest of 9.7 percent affected people.

Figure 15.1: Percentage Distribution of Employed Population Who Had Occupational Injury Or Diseases in The Past 12 Months by Settlement Type– 2024 LFS

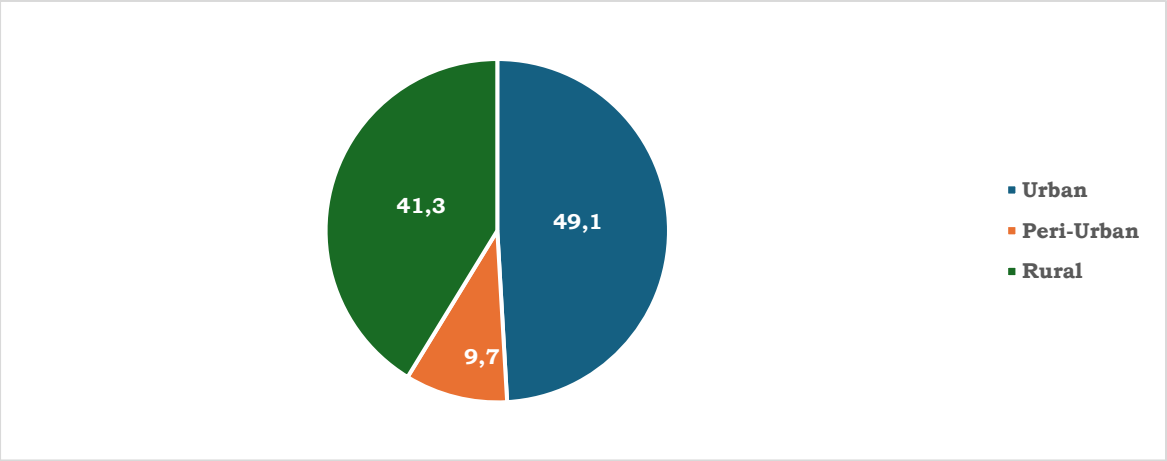


Table 15.2 depicts the number and percentage distribution of employed population aged 15 years and above affected by OSH (occupational injury or disease) in the past twelve months by occupation and sex. The table reveals the Elementary (35.1percent), Crafts and related trades workers (29.2 percent) being the highest occupations where employed people are mostly injured or had diseases. Looking at the managers and Professional occupations, only males were injured/had diseases with 2.1 and 1.1 percent respectively while in the skilled agricultures, forestry and fishery field only females (2.0 percent) were found to be injured/had diseases.

Table 15.2: Number and Percentage Distribution of Employed population who had occupational injury or diseases in the past 12 months by occupation and sex – LFS 2024

	Sex					
Occupation	**Male**	**Percent**	**Female**	**Percent**	**Total**	**Percent**
Managers	89	2.1	0	0.0	89	1.3
Professionals	48	1.1	0	0.0	48	0.7
Technicians and associate professionals	477	11.3	57	2.4	535	8.1
Service and sales workers	205	4.9	462	19.3	667	10.1
Skilled agricultures, forestry and fishery workers	0	0.0	48	2.0	48	0.7
Craft and related trades workers	1,445	34.3	486	20.4	1,932	29.2
Plant and machinery operators and assemblers	759	18.0	208	8.7	967	14.6
Elementary occupations	1,194	28.3	1,128	47.2	2,322	35.1
Total	**4,217**	**100.0**	**2,390**	**100.0**	**6,607**	**100.0**

Figure 15.2 depicts the percentage distribution of employees aged 15 years and above who are injured or had diseases in the past twelve months by institutional sector and sex. The figure describes that males who were injured or had diseases were found on a private business and households with 73.8 and 13.2 percent respectively. On the other hand, 48.4 percent of females who had occupational injury or disease were also in the private sector, followed by the households sector (37.4). The results simply indicate that the private and households sector had a larger number of employees who had the occupational injuries and disease with both males and females.

Figure 15.2: Percentage Distribution of Employees (15+ years who had occupational injury or diseases in the past 12 months Institutional Sector and Sex– 2024 LFS

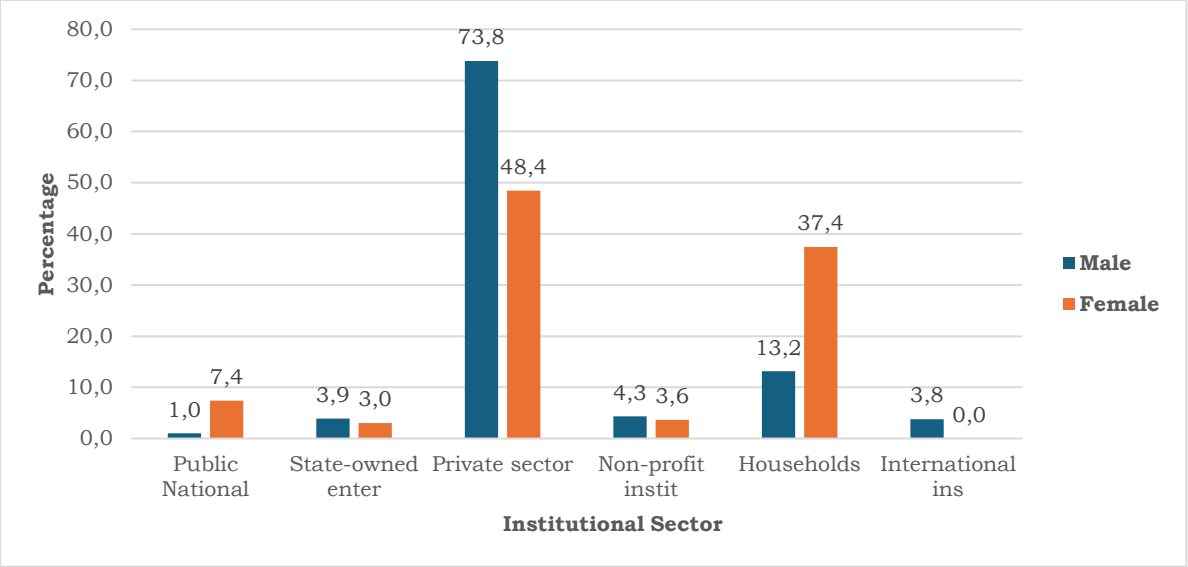


Table 15.3 depicts the percentage distribution of employed population aged 15 years and above affected by OSH (occupational injury or disease) in the past twelve months by industry and sex. The results point out that manufacturing (17.0 percent) and construction (15.2 percent) were the industries who had the highest proportion of population with injuries or diseases. Looking at males, 23.0 percent in the construction industry were mostly affected by the occupational injuries or disease while 27.6 percent were the affected female population in the manufacturing industry.

Table 15.3: Percentage Distribution of Employed Population Who Had Occupational Injury Or Diseases in the Past 12 Months by Industry and Sex– 2024 LFS

	Sex		
Industry	**Male**	**Female**	**Total**
Agriculture, forestry and Fishing	11.5	9.1	10.6
Mining and quarrying	19.5	0.0	12.4
Manufacturing	10.9	27.6	17.0
Water supply; sewerage, waste management and remediation actvities	4.0	0.0	2.6
Construction	23.0	1.4	15.2
Wholesale and retail trade; repair of motor vehicle and motor	15.0	8.9	12.8
Transportation and storage	4.6	0.0	3.0
Accommodation and food services activities	0.0	18.6	6.7
Administrative and support services activities	2.3	0.0	1.5
Public administration and defence; compulsory social security	0.0	1.7	0.6
Human health and social work activities	0.0	5.6	2.0
Arts, entertainment and recreation	1.1	0.0	0.7
Other service activities	2.9	7.7	4.6
Activities of households as employers; undifferentiated goods	5.1	19.5	10.3
Total (%)	**100.0**	**100.0**	**100.0**
Total (N)	**4,217**	**2,390**	**6,607**

Table 15.4 describes the percentage distribution of employed population aged 15 years and above who were injured or had diseases in the past twelve months by industry and number of occupational injuries or diseases they had in the past twelve months. The table shows that among all industries, the population who had 4 and 3 accidents occurrences are in the construction with 100.0 and 35.3 percent respectively. It also indicated that 53.1 percent of the interviewed population in the wholesale and retail trade; repair of motor vehicle and motor had five and more number of occupational occurrence of injuries and diseases. Furthermore, the results show that five or more number of occupational injuries are mostly occurring in the wholesale and retail trade; repair of motor vehicle and motor.

Table 15.4: Percentage Distribution of Employed Population Who Had Occupational Injury Or Diseases in the Past 12 Months by Industry and Number of Occupational Injuries Or Diseases 2024 LFS

	Number of occupational injuries					
Industry	**One**	**Two**	**Three**	**Four**	**Five and more**	**Total**
Agriculture, forestry and Fishing	11.1	19.5	0.0	0.0	0.0	10.6
Mining and quarry	12.6	17.0	24.3	0.0	0.0	12.4
Manufacturing	17.5	19.9	0.0	0.0	17.2	17.0
Water supply; sewerage, waste management and remediation act	2.6	0.0	13.0	0.0	0.0	2.6
Construction	16.3	0.0	35.3	100.0	6.9	15.2
Wholesale and retail trade; repair of motor vehicle and mot	11.2	0.0	0.0	0.0	53.1	12.8
Transportation and storage	3.8	0.0	0.0	0.0	0.0	3.0
Accommodation and food services activities	3.0	28.9	27.5	0.0	7.4	6.7
Administrative and support services activities	1.9	0.0	0.0	0.0	0.0	1.5
Public administration and defence; compulsory social security	0.8	0.0	0.0	0.0	0.0	0.6
Human health and social work activities	1.1	0.0	0.0	0.0	15.4	2.0
Arts, entertainment and recreation	0.9	0.0	0.0	0.0	0.0	0.7
Other service activities	5.9	0.0	0.0	0.0	0.0	4.6
Activities of households as employers; undifferentiated goods	11.3	14.7	0.0	0.0	0.0	10.3
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**5,196**	**6,35**	**250**	**34**	**492**	**6,607**

Table 15.,5 express the percentage distribution of employed population aged 15 years and above who had injuries or diseases in the past twelve months by occupation and number of occupational injuries /diseases they had. The results portray that people

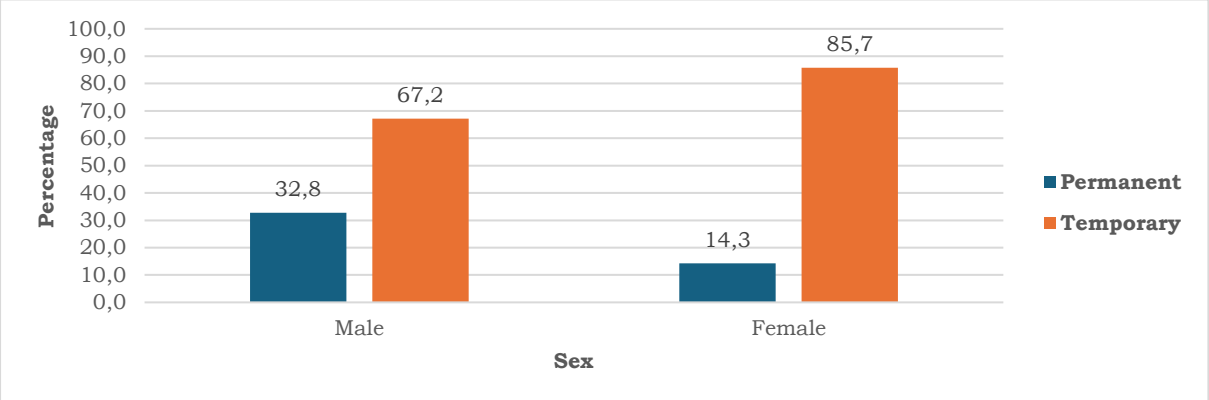
that had occupational injuries or diseases but just once are in the managerial (1.7 percent), professionals (0.9 percent), technicians (10.3 percent) and skilled agricultures (0.9 percent) occupations. Plant and machinery showed 100.0 percent of accidents occurring four times. The injuries and diseases are occurring five and more times with the highest percentage of 50.6 in Crafts and related occupations

Table 15.5: Percentage Distribution of Employed Population Who Had Occupational Injury or Diseases in the Past 12 Months by Occupation and Number of Occupational Injuries or Diseases– 2024 LFS

	Number of Occupational Injuries or Disease					
Occupation	**One**	**Two**	**Three**	**Four**	**Five and more**	**Total**
Managers	1.7	0.0	0.0	0.0	0.0	1.3
Professionals	0.9	0.0	0.0	0.0	0.0	0.7
Technicians and associate professionals	10.3	0.0	0.0	0.0	0.0	8.1
Service and sales workers	12.1	0.0	0.0	0.0	7.4	10.1
Skilled agriculture, forestry and fishery workers	0.9	0.0	0.0	0.0	0.0	0.7
Craft and related trades workers	28.3	19.9	35.3	0.0	50.6	29.2
Plant and machine operators and assemblers	13.8	17.0	24.3	100.0	9.8	14.6
Elementary occupation	32.0	63.1	40.5	0.0	32.2	35.1
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Total (N)	**5,196**	**635**	**250**	**34**	**492**	**6,607**

Figure 15.3 demonstrates the percentage distribution of employed population aged 15 years and above who had occupational injuries or diseases by type of work contract and sex. It displays that generally the majority of the population with occupational injuries or diseases were on temporary contract with the percentages of 85.7 (Females) and 67.2 (Males). Looking at the permanent contract, more males (32.8 percent) had injuries or diseases than females (14.3 percent) while at temporary contract, more females (85.7 percent) were found to have injured or had diseases than males (67.2 percent).

Figure 15.3: Percentage Distribution of Employed Population Who Had Occupational Injury Or Diseases in the Past 12 Months by Type of Contract and Sex 2024 LFS



15.4 Lost Days

Lost days are defined as the total number of work days lost due to a worker's injury or illness. It further means those number of work days following an injury or illness during which the employee was unable to perform the routine functions. Days lost exclude the day of an accident, planned leave, weekends and public holidays.

Figure 15.6 illustrates the percentage distribution of employed population aged 15 years and above affected by OSH (occupational injury or disease) in the past twelve months by sex and number of days lost from work due to occupational injuries or diseases. The figure indicates that at most ranges of the days lost, males are the ones losing days due to the occupational injury or disease except at the range 211 to 270 days lost where all the enumerated employed population only females have found to have lost days. Again, most population seem to lose 3 to 30 days with the percentage of 89.9 (males) and 89.5 (females).

Figure 15.3: Percentage Distribution of Employed Population 15+ Years Who Had Occupational Injury or Diseases in the Past 12 Months by Sex and Days Lost – 2024 LFS

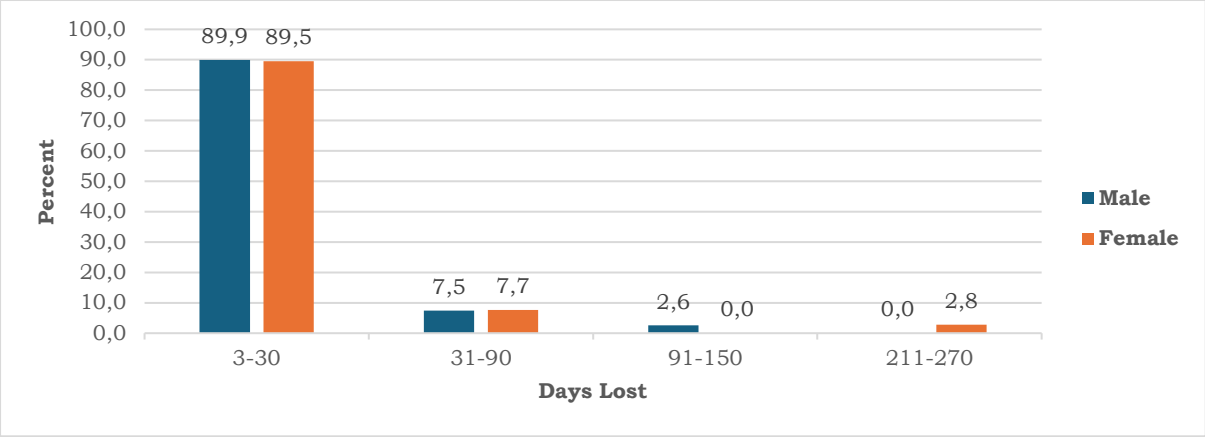


Figure 15.6 illustrates the percentage distribution of employed population aged 15 years and above with occupational injury or disease in the past twelve months by occupation and number of days lost from work due to occupational injuries or diseases. It shows that the Elementary, crafts and related trades occupations were reported to have more population who has lost work days due to an injury or disease with the percentages of 34.6 and 29.9 respectively. It further indicates that most population in the managerial, professionals and skilled agriculture forestry and fishery occupations do not lose much work days after the occurrence of the injuries or disease.

Figure 15.3: The Percentage Distribution of Employed Population 15+ Years Who Had Occupational Injury/Diseases in the Past 12 Months by Occupation and Days Lost – 2024 LFS

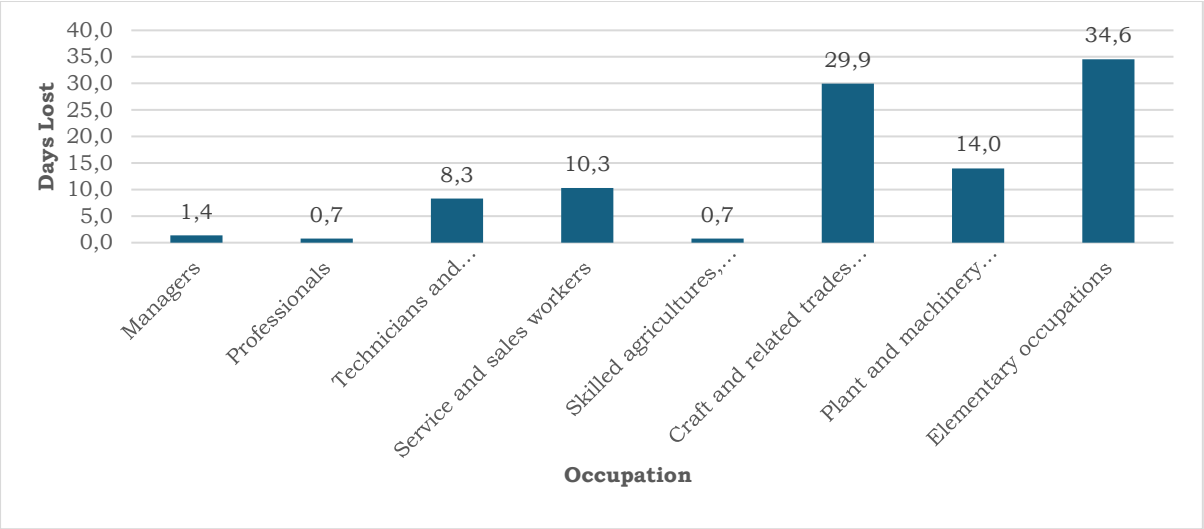


Figure 15.6 illustrates the percentage distribution of employed population aged 15 years and above affected by OSH (occupational injury or disease) in the past twelve months by industry and number of days lost from work due to the occupational injuries or diseases. Looking at the results, the population who lost more days of work are from the manufacturing followed by the construction, mining and quarrying industries with the percentages of 16.4, 15.6 and 12.7 respectively. The people who had the occupational injury or disease in the arts, entertainment, recreation and public administrative and defence showed to have lost few days of work with 0.7 percent and 0.6 percent.

Table 15.5: Number & Percentage Distribution of Employed population 15+ years who had occupational injury or diseases in the past 12 months by occupation and days lost– 2024 LFS

	Days Lost	
Industry	**Days lost**	**Percent**
Agriculture, forestry and Fishing	700	10.9
Mining and quarrying	821	12.7
Manufacturing	1,059	16.4
Water supply; sewerage, waste management and remediation activities	170	2.6
Construction	1,003	15.6
Wholesale and retail trade; repair of motor vehicles and motorcycles	843	13.1
Transportation and storage	196	3.0
Accommodation and food services activities	444	6.9
Administrative and support services activities	97	1.5
Public administration and defence; compulsory social security	42	0.6
Human health and social work activities	133	2.1
Arts, entertainment and recreation	48	0.7
Other service activities	307	4.8
Activities of households as employers; undifferentiated goods and services producing activities of household for own use	589	9.1
Total	**6,451**	**100.0**

15.5 Type of Injury/ Diseases Suffered

Table15.5 illustrates the number and percentage distribution of employed population aged 15 years and above affected by OSH (occupational injury or disease) in the past twelve months by type of injury suffered and institutional sector. Generally, the table portrays that in total, there are more people injured in the private sector (5,970) as compared to the public sector (637).

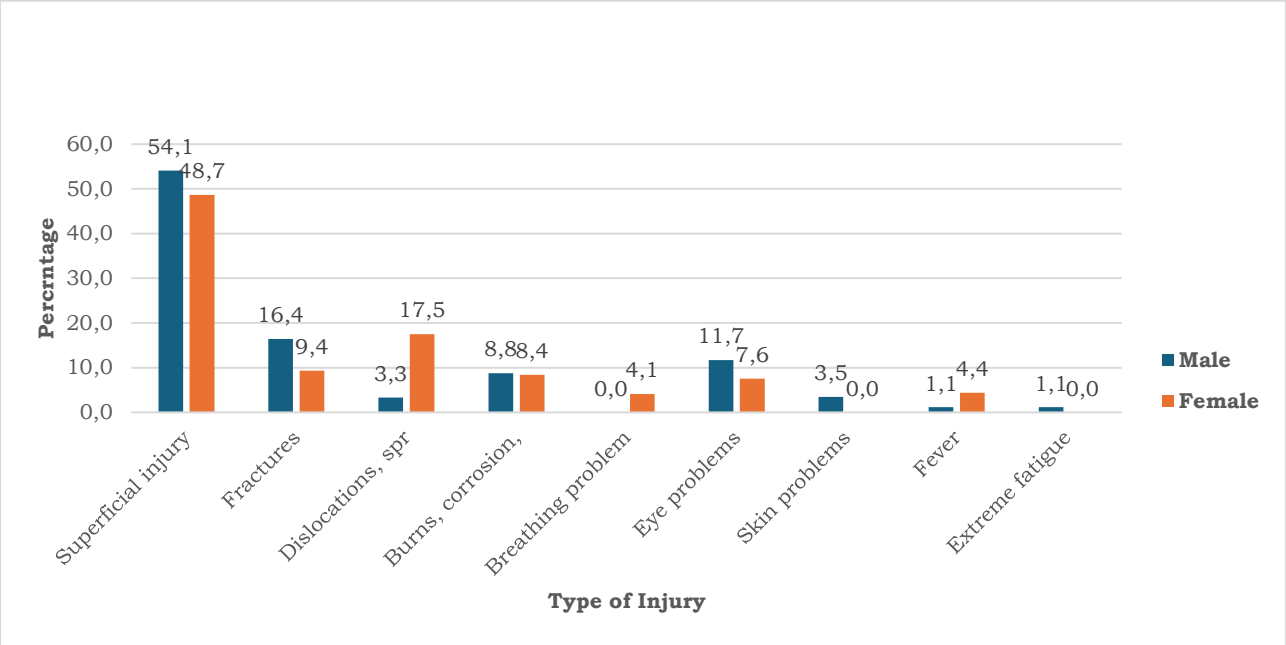
The types of injuries or diseases discovered as the highly affecting the interviewed population in the private sectors are superficial injuries or open wound, fractures and eye problems with the percentages of 52.5, 14.6 and 11.3 respectively. Even though the public sector did not show higher number of people suffering from the injuries or diseases, the results still showed that among those that were affected mostly were suffering from superficial injuries or open wounds with 57.5 percent.

Table 15.5: Number & Percentage Distribution of Employed population 15+ years who had occupational injury or diseases in the past 12 months by type of injuries suffered and sector– 2024 LFS

	Institutional Sector					
Type of injuries suffered	**Public**	**Percent**	**Private**	**Percent**	**Total**	**Percent**
Superficial injuries or open wounds	366	57.5	3,077	51.5	3,443	52.1
Fractures	42	6.5	874	14.6	915	13.9
Dislocations, sprains or strains	133	20.9	424	7.1	557	8.4
Burns, corrosion, scalds, frostbite or “charabolane	0	0.0	571	9.6	571	8.6
Breathing problems	48	7.5	50	0.8	98	1.5
Eye problems	0	0.0	674	11.3	674	10.2
Skin problems	0	0.0	146	2.4	146	2.2
Fever	48	7.5	105	1.8	153	2.3
Extreme fatigue	0	0.0	48	0.8	48	0.7
Total	**637**	**100.0**	**5,970**	**100.0**	**6,607**	**100.0**

Figure 15.4 illustrates the percentage distribution of employed population aged 15 years and above with occupational injury or disease in the past twelve months by type of injury suffered and sex. The results indicate that there are more people who suffered superficial injuries with the percentages of 54.1(males) and 48.7 (females). Among the interviewed people, there are no females who had suffered skin problems and extreme fatigue, also no males had suffered breathing problems.

Figure 15.4: The Percentage Distribution of Employed Population 15+ Years Who Had Occupational Injury/Diseases in the Past 12 Months by Occupation and Days Lost – 2024 LFS



15.6 Work Injury Compensation

The work injury compensation is the act where an employee can make claims if or when injured in a work accident or suffered a disease due to work.

Table 16.6 proves the total and percentage distribution of employed population aged 15 years and above affected by OSH (occupational injury or disease) in the past twelve months by settlement and whether compensated. The total of 6607 people were discovered to have the occupational injuries/diseases but table 16.6 showed that only a number of 273 claimed as a way of compensations. Looking at the settlement type, most people who got paid for being injured were from the rural areas, followed by the peri-urbans with the percentages of 47.2 and 34.0 respectively.

Table 15.6: Number & Percentage Distribution of Employed Population who had Occupational Injury or Diseases in the past 12 months by Settlement Type and whether compensated – 2024 LFS

	Compensated Population	
Settlement type	**Total**	**Percent**
Urban	51	18.8
Peri-Urban	93	34.0
Rural	129	47.2
Total	**273**	**100.0**

CHAPTER 16

SOCIAL PROTECTION

16.0: Introduction

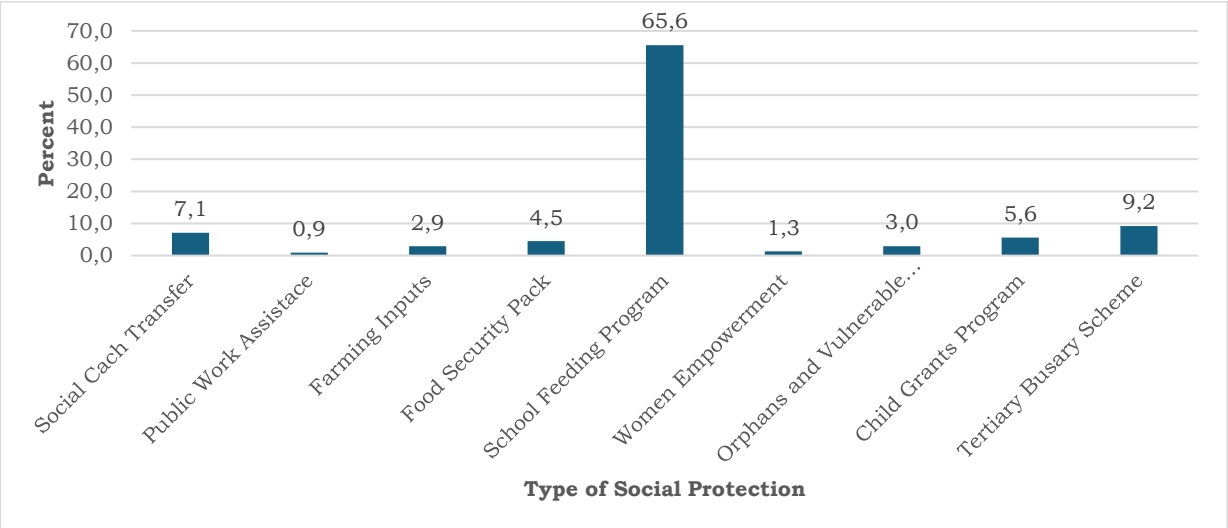
Social assistance is defined as policies and programs designed to reduce poverty and vulnerability. They promote efficient labour markets, thus reducing people's exposure to risks and enhancing their capacity to manage economic and social risks such as unemployment, sickness, disability and old age (ILO, 2022).

This chapter presents information on different types of benefits offered by the Lesotho Government together with its development partners to households who have obtained the right to get such benefits or otherwise eligible. The criterion on choosing the households to benefit from the programs is determined by different ministries involved. The benefits include social cash transfer, public welfare assistant scheme, farmer input support program, food security pack, school feeding program, women empowerment program, orphan and vulnerable children, child grant program and tertiary bursary scheme.

16.1 Benefitting Households

The section identified households with members who benefitted from the social assistance programs. Hence, figure 16.1 illustrates the percentage distribution of households benefitting from social assistance programs. Most households benefitted from the school feeding program with 65.6 percent, followed by tertiary bursaries with 9.2 percent. The figure further explains that households benefitted the least in women empowerment and public work assistant programs with percentages of 1.3 and 0.9 respectively.

Figure 16.1: Percentage Distribution of Households Receiving Social Assistance Programs – LFS 2024



16.2 Social Cash Transfer Program

Social cash transfer program is defined as the provision of assistance in the form of cash to the poor or to those who are at the risk of falling into poverty.

Table 16.1 shows percentage distribution of households receiving social cash transfer by district. The results revealed that Maseru had the highest proportion of households benefitting from social cash transfer (25.7 percent). Leribe and Berea followed with 14.4 and 12.6 percent respectively.

Table 16.1: percentage distribution of households receiving social cash transfer by district – 2024 LFS

District	Households Receiving social cash transfer	Households Not Receiving social cash transfer	Total
Botha Bothe	5.8	6.0	6.0
Leribe	14.4	16.3	16.0
Berea	12.6	13.3	13.2
Maseru	25.7	24.7	24.8
Mafeteng	8.8	9.8	9.7
Mohale's Hoek	8.5	9.0	8.9
Quthing	5.3	4.8	4.8
Qacha's Nek	3.7	4.0	3.9
Mokhotlong	8.5	6.6	6.8
Thaba-Tseka	6.7	5.6	5.7
Total	100.0	100.0	100.0
Total (N)	**279,584**	**1,836,844**	**2,116,427**

Table 16.2 shows the percentage distribution of households benefiting from the social assistance by settlement. The percentage of households benefiting from social assistance was found to be high throughout all the settlements under the School Feeding Program. However, majority (21.6 percent) of households in peri-urban received tertiary bursary followed by those in urban and rural areas at 17.0 and 4.1 percent respectively.

Table 16.2: Percentage Distribution of Households Receiving Social Assistance by settlement – 2024 LFS

Type of Social Protection	Urban	Peri-Urban	Rural	Total
Social Cash Transfer	6.0	4.6	7.0	7.1
Public Work Assistance	0.6	0.6	1.1	0.9
Farming Inputs	1.0	2.5	3.7	2.9
Food Security Pack	2.7	3.8	5.3	4.5
School Feeding Program	66.6	58.7	66.1	65.5
Women Empowerment	1.6	0.8	1.3	1.3
Orphans and Vulnerable	2.5	1.8	3.3	3.0
Child Grants Program	2.0	5.6	7.1	5.6
Tertiary Bursary Scheme	17.0	21.6	4.1	9.2
Total	100.0	100.0	100.0	100.0
Total (N)	**74,450**	**25,875**	**179,259**	**279,584**

16.3 Public Work Assistance Program

The public work assistance programs assist vulnerable adults from 18 to 60 years with non-monetary needs. Table 16.3 shows the percentage distribution of households benefiting from public work assistance program by district and settlement. In urban area, Berea and Maseru had highest proportions with 46.9 and 44.9 percent respectively.

Table 16.3: Distribution Of Households Benefiting from Public Work Assistance Program by District and Settlement Type-2024 LFS

	Settlement type			
District	**Urban**	**Peri-Urban**	**Rural**	**Total**
Botha Bothe	0	0	17.8	13.9
Leribe	0	0	3.9	3.0
Berea	46.9	0	17.5	21.1
Maseru	44.9	54.8	8.9	17.5
Mafeteng	0	0	7.0	5.5
Mohale's Hoek	0	0	4.6	3.6
Quthing	8.2	0	6.8	6.6
Mokhotlong	0	26.0	12.6	11.4
Thaba-Tseka	0	19.2	20.9	17.4
Total (N)	**100.0**	**100.0**	**100.0**	**100.0**
Total	**424**	**163**	**2,048**	**2,634**

16.4 School Feeding Program

School feeding program is a scheme aimed to improve food security for the most vulnerable children in schools in order to increase attendance rates.

Table 16.4 presents the number and percentage distribution of population benefiting from school feeding program by district and settlement type. It is indicated that 183,265 households were benefitting from school feeding program. Maseru recorded the highest (23.5 percent) population followed by Leribe and Berea with 15.0 and 11.2 percent respectively.

Table 16.4: Percentage Distribution of Population Benefiting from School Feeding Program by district and settlement type

	Settlement type			
District	Urban	Per-Urban	Rural	Total
Botha Bothe	4.4	0.0	6.5	5.4
Leribe	16.5	7.2	15.4	15.0
Berea	7.3	20.9	11.6	11.2
Maseru	39.9	32.5	15.4	23.5
Mafeteng	6.6	16.0	11.1	10.3
Mohale's Hoek	10.3	3.6	10.6	9.9
Quthing	5.1	6.8	5.6	5.6
Qacha's Nek	3.4	2.2	4.0	3.7
Mokhotlong	3.5	6.1	10.8	8.4
Thaba-Tseka	3.0	4.8	9.1	7.1
Total (%)	100.0	100.0	100.0	100.0
Total (N)	49,615	15,189	118,461	183,265

16.5 Child Grant Program

The child grant program is a social cash transfer targeted at poor and vulnerable households, the main aim being to improve the living standards of orphans and vulnerable children so as to reduce diseases causes by hunger, improve health status among orphans and vulnerable children.

Table 16.5 shows the percentage distribution of households benefiting from child grant program by district and settlement type. The highest percentage of children

benefitting from the program is 35.8 and 19.5 found in peri urban and rural area. In the district of Berea. In urban area, Leribe had the highest percentage at 29.0.

Table 16.5: Percentage Distribution of Population Benefiting from Child Grants Program by District and Settlement Type -2024 LFS

District	Settlement Type			
	Urban	Peri-Urban	Rural	Total
Botha Bothe	4	0	6.3	5.5
Leribe	29	15.7	17.2	18.2
Berea	4.9	35.8	19.5	19.6
Maseru	19.4	18.5	8.5	10.5
Mafeteng	0	10.7	3.7	4
Mohale's Hoek	0	3.3	5.1	4.5
Quthing	4.8	2.4	2.2	2.5
Qacha's Nek	13.9	0	9.2	8.8
Mokhotlong	15	9	11.4	11.5
Thaba-Tseka	9	4.5	16.9	15
Total(N)	100	100	100	100
Total	**1 465**	**1 447**	**12 780**	**15 693**

16.6 Tertiary Bursary Scheme

In Lesotho, the National Manpower Development Secretariat (NMDS) provides government loan bursaries to deserving Basotho students wishing to pursue higher education and training after completing high school level in or outside Lesotho.

Table 16.6 shows percentage distribution of households benefitting from tertiary bursary scheme by district and settlement type. As presented by the table, a total of 25,636 households were benefiting from tertiary bursary scheme. It is shown that in the peri-urban and urban areas, Maseru district had the highest proportion with 83.0 and 63.6 percent respectively. On the other hand, rural area recorded the highest (29.9 percent) in Berea district.

Table 16.6: Percentage Distribution of Households Benefiting from Tertiary Bursary Scheme By District And Settlement Type- 2024 LFS

District	Settlement Type			
	Urban	Peri-Urban	Rural	Total
Botha Bothe	1.4	0	4.8	2.1
Leribe	6.5	3.5	18.7	9.3
Berea	15.7	10.3	29.9	18.6
Maseru	63.6	83.0	22.6	56.0
Mafeteng	1.3	0.9	3.9	2.0
Mohale's Hoek	4.8	1.7	9.4	5.5
Quthing	1.4	0.6	0.9	1.1
Qacha's Nek	2.2	0	3.7	2.2
Mokhotlong	1.0	0	2.4	1.2
Thaba-Tseka	2.1	0	3.6	2.1
Total(N)	**100.0**	**100.0**	**100.0**	**100.0**
Total	**12 654**	**5 586**	**7 395**	**25 636**

16.7 Orphans and Vulnerable Children

Table 16.7 presents the percentage distribution of children benefiting from the orphan and vulnerable children program by settlement type and district. The highest

percentage was found in peri-urban and urban areas with 31.1 and 16.3 percent in the district of Mafeteng.

Table 16.7: Percentage Distribution of Population Benefiting from Orphans and Vulnerable Program by District and Settlement type – 2024 LFS

	Settlement Type			
District	**Urban**	**Per-Urban**	**Rural**	**Total**
Botha Bothe	4.3	0	15.1	11.8
Leribe	3.7	0	15.6	12.1
Berea	10.0	0	9.6	9.1
Maseru	23.9	19.2	10.8	14.2
Mafeteng	14.0	31.1	16.3	16.6
Mohale's Hoek	11.8	0	7.0	7.7
Quthing	13.5	22.8	3.5	6.8
Qacha's Nek	7.5	0	5.2	5.4
Mokhotlong	9.5	19.9	9.2	9.9
Thaba-Tseka	1.8	7.0	7.6	6.3
Total(N)	100.0	100.0	100.0	100.0
Total	**1 852**	**464**	**5 961**	**8 277**

16.8 Women Empowerment Program

The women empowerment program is a program that provides education, employment assistance, and health and support services for women who are in disadvantaged positions due to being imprisoned, poverty, homelessness, HIV/AIDS infection and involvement in criminal activities (Source).

Table 16.8 presents the percentage distribution of households benefiting from the women empowerment program by district and settlement type. It is shown from the table that the highest proportion was in urban and rural areas with 64.9 and 59.9 percent respectively in the district of Both-Bothe.

Table 16.8: Percentage Distribution of Population Benefiting from Women Empowerment Program by District and Settlement Type- 2024 LFS

	Settlement Type			
District	**Urban**	**Peri-Urban**	**Rural**	**Total**
Botha Bothe	64.9	0	59.9	58.2
Leribe	18.4	32.1	10.7	14.3
Berea	0	0	4.9	3.1
Maseru	16.7	43.5	7.6	12.4
Mafeteng	0	24.5	10.4	7.9
Mohale's Hoek	0	0	2.0	1.2
Mokhotlong	0	0	1.8	1.1
Thaba0Tseka	0	0	2.8	1.7
Total(N)	**100.0**	**100.0**	**100.0**	**100.0**
Total	**1 ,176**	**205**	**2, 353**	**3, 735**

16.9 Food Security Pack

Table 16.9 shows percentage distribution of population benefiting from food security packs. The highest share of food security pack in all settlement types is observed in Maseru district.

Table 16.9: Percentage Distribution of Population Benefiting from Food Security Pack by District and Settlement Type 2024 LFS

	Settlement Type			
District	**Urban**	**Peri0Urban**	**Rural**	**Total**
Botha Bothe	10.0	0	2.8	3.7
Leribe	6.5	6.5	14.9	12.9
Berea	8.9	18.5	22.2	19.7
Maseru	51.2	55.4	30.4	35.7
Mafeteng	0	10.1	2.7	2.9
Mohale's Hoek	0	5.2	1.0	1.1
Quthing	5.2	0	1.5	2.0
Qacha's Nek	8.5	0	2.6	3.3
Mokhotlong	6.5	4.4	12.6	11.0
Thaba0Tseka	3.2	0	9.4	7.7
Total(N)	**100.0**	**100.0**	**100.0**	**100.0**
Total	**2,020**	**973**	**9,498**	**12,490**

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