

2008 Lesotho Integrated Labour Force Survey



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Mission: To provide accurate, timely and reliable culturally relevant and internationally comparable statistical data for evidence based planning, and to satisfy the demand of each data user

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FOREWORD

Since 1985 the Bureau of Statistics (BoS) has undertaken a series of surveys in relation to the labour force, and the last one was conducted in 1999. In May 2008, the BoS undertook the Integrated Labour Force Survey (ILFS) which was mainly meant to provide additional information of the demographic characteristics of the population and to provide reliable information on the Labour Force to be used as guidelines for planning of employment strategies and also to assess the social effects of government employment policies.

In the 2008 ILFS a module on informal sector employment and informal employment was incorporated. This emanated from the observation that lack of information on the informal economy in official statistics limits the assessment of the real economy e.g. measurement of Gross Domestic Product (GDP), women's participation in the labour force limits international comparability of data on the labour force.

This is the only analytical report which has entails the following chapters:

- Population in the labour force
- Economic activity
- Employed population
- Employment and earnings
- Employment in secondary activities
- Unemployment
- Under-employment
- Informal sector
- Migration
- Child labour
- Youth
- Non-market activities
- Household characteristics and amenities

Many institutions and individuals contributed in various ways to the success of this survey and the Government of Lesotho funded this survey. Some government ministries and institutions collaborated with BoS in the planning and implementation of the survey. The Bureau is grateful for this support and spirit of collaboration. Finally, the Bureau would like to thank the BoS management, ILFS data analysts, staff of the Bureau and all those who in one way or another participated in the planning and/or implementation of the ILFS including thousands of individual respondents who provided the required information.

Finally, BoS would like to appeal to the people of Lesotho to make the best use of the ILFS data as a basis for evidence-based policy debate and design; decision-making at every level of society; investment and business transactions and for many other purposes. ILFS data and information like all official statistics are a "public good" which the Bureau pledges to make readily available and accessible to all users who need them.

Liengoane Lefosa

Director, Bureau of Statistics

PREFACE

The Ministry of Finance and Development Planning (MoFDP), through its Department of the Bureau of Statistics (BOS), conducted the Integrated Labor Force Survey (ILFS) in May 2008. This survey was conducted in collaboration with the Ministry of Employment and Labor (MoEL) through its Department of the National Employment Services (NES). This was the fifth survey which concentrated on the characteristics of the working age population. It was different from the 1978/1979 Manpower and Migration Survey (MMS) which focused mainly on the characteristics of migrants, specifically mine migrants in the Republic of South Africa (RSA). The 2008 Integrated Labor Force Survey also differed slightly from those conducted during 1985/1986, 1997 and 1999 since it collected information on participation in economic activities in both the formal and the informal sectors of the economy. Also, in order to assess the extent of child labor, the minimum age of respondents was set at six years.

This report gives the main results of the 2008 Integrated Labour Force Survey (ILFS) which was conducted in May 2008. This report follows a preliminary report on ILFS which was published in August, 2009. This report will be followed by the statistical tables which will be published before March, 2011.

CHAPTER 1: SURVEY DESIGN

1.0 Introduction

Lesotho conducted the Integrated Labour Force Survey (ILFS) in 2008. The survey is important for obtaining information about the size, composition and the characteristics of the labour force. The survey also captured information on economic activity status of the population, unemployment, underemployment and occupational characteristics of the employed. Furthermore, the participation of different categories of the population such as children and youth in the labour force is assessed. The 2008 ILFS further was meant to collect the information on informal sector at household level. The information from the ILFS will therefore help the government to:

1. Assess the current economic activity of the population, size and composition of the labour force,
2. Evaluate the kind of jobs which must be provided if the unemployment and underemployment are to be minimized,
3. Assess the participation of different categories of the population like women and the youths in the labour force,
4. Assess the unemployment and underemployment levels within the country,
5. Assess the characteristics of the informal sector in terms of the employment and under employment.

1.1 Sample Design

The Sample design for the 2008 Integrated Labour Force Survey is a two-stage stratified sample design. The stratifying variables being the agro-ecological zones, namely Lowland, Foothill, Mountain as well as Senqu River valley. Rural and urban areas were other stratifying variables. The selection of sampling units followed the following stages:

1. The first stage referred to as the Primary Sampling Units (PSU's) involved the selection of the Enumeration Areas (EA's). The enumeration areas were selected with Probability Proportional to Size (PPS) of an EA or a sampling unit. The number of households within the PSUs serves as a Measure of Size (MOS). Probability Proportionate to size method of selecting first stage sampling units is meant to control the effects of variability in primary sampling unit or cluster size as opposed to selecting them at random.
2. The Second Stage Sampling Units (SSU's) are the households. They were selected systematically within the selected primary sampling units.

1.2 Sample Size

A sample size of six hundred (600) enumeration areas was selected countrywide. This sample size has been allocated proportionally to various strata. In each primary sampling unit, twenty (20) households were selected. This resulted in twelve thousands (600*20) households as the total selected households.

1.3 Survey Instruments

There were two instruments that were used for data collection. These were the survey questionnaire and the related survey manual. The manual was mainly used as the instructional tool for training of enumerators.

1.4 Training

Training of the field staff was conducted over the period of one month. The training was comprehensive and very intensive. The following topics were covered during the training:

- Map reading
- How to complete the questionnaire
- Sample selection procedures
- Interviewing techniques

Mock interviews were also conducted to give practice to the trainees.

1.5 Fieldwork

The fieldwork for the survey was conducted using twenty-four mobile team arrangements. Each team was composed of 1 supervisor and 3 or 4 enumerators. Each team was allocated a vehicle, which was either a government or a hired vehicle for the duration of data collection period. A team covered 25 enumeration areas which were equivalent to 500 households. These enumeration areas were grouped in such a manner that allowed each team to cover all the ecological zones as well as the urban and rural areas.

1.6 The Response Rate

Out of a total sample of 12,000 households, 11,406 households responded giving a response rate of about 95.1 percent. The 4.9 percent was made up of “not found” households and refusals. The rural response rate was 95.8 percent while in the urban stratum the response rate was 93.0 percent. The observed variation in rural and urban response rates is not unusual as rural respondents have always cooperated better than their urban counterparts in almost all previous surveys. The overall response in each district gave reasonable estimates and hence their data can therefore be used for planning, monitoring and evaluation of sector programmes.

CHAPTER 2: POPULATION IN THE LABOUR FORCE

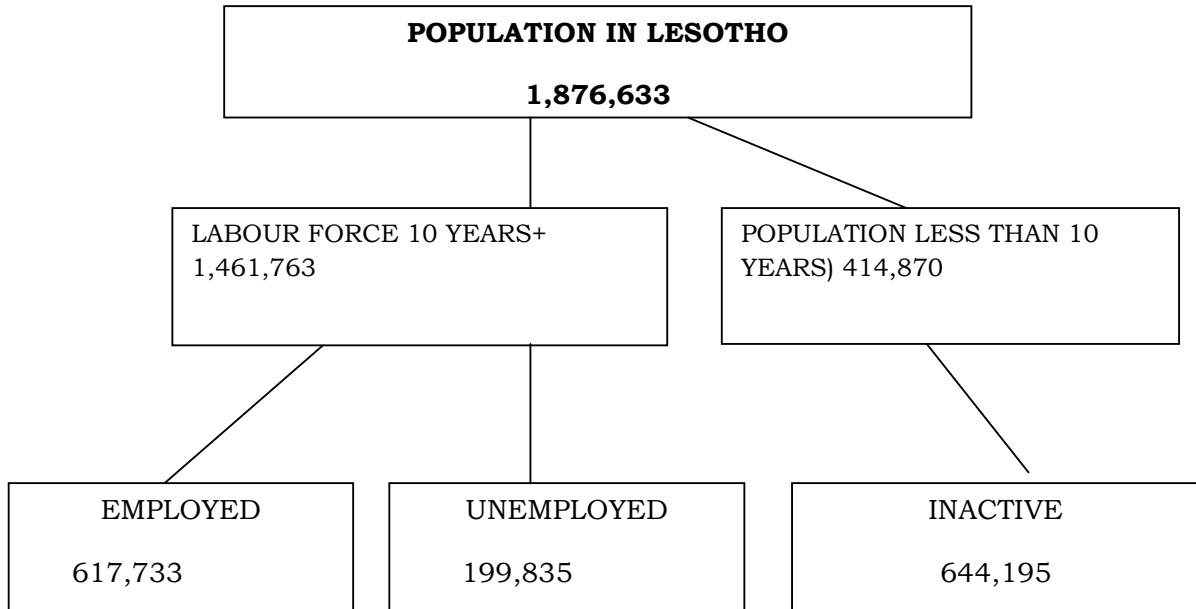
2.0 Introduction

In this analysis of the labour and employment situation in Lesotho for the period of the ILFS, it has been deemed appropriate to focus attention on the size, spatial distribution of the labour force as well as the analysis of its market related characteristics. In a like manner, the other objective has been to examine the supply of labour, whose data has been derived from the statistics on the economically active population in Lesotho. The demand for labour, on the other hand, is an indication of existing employment opportunities in the country, which are in turn, determined by the economic structure and its growth, Lesotho, in this case. Unemployment, and to a certain extent migration by members of the population beyond international borders provides an indication of disequilibrium between the supply and demand for labour in the labour market; thereby suggesting the need for further expansion of employment opportunities as well as job creation, and need to decrease population growth.

One reality that confronts analysis of manpower and related labour force studies is that not all potential workers are likely to be involved in the labour market activities. Due to this fact, the analysis has been extended to provide information on the employability of the potential workers within the population. The assessment of the quality of labour force has also been done as it reflects among other things the education level of the economically active population, the availability of training facilities and health status.

In this analysis the term labour force refers to those people that are currently employed plus those who are available for employment in addition to their indication of willingness to work given chance. Figure 2.1 illustrates the different components of the labour force and the relationship between them.

Figure 2.1: Distribution of population in Lesotho by labour force, employment as well as inactive statuses, given the 2008 national definition of employment



2.1 Population in the Labour Force

For the purposes of analyzing the 2008 ILFS, the minimum age of entry into labour force was set at 10 years. Table 2.1 shows the distribution of the population aged 10 years and above. According to this table, majority of the population (44.1percent) is active out of which 42.3 percent constitutes the currently employed, while the remaining 13.7 constitutes the unemployed. The data from the table, both in absolute numbers (135,622) and relative terms (16.6 percent) show that the population in the labour force increases with age reaching maximum level at the age group 25-29 but thereafter, decreases with increasing age for subsequent higher ages. Comparisons of distribution of the employed and unemployed population on the other hand, shows the proportions of the employed to reach maximum levels at ages 25-29 (15.3 percent) while the unemployed proportion is highest (23.3 percent] in the age group 20-24.

Table 2.1: Population 10 Years and Above by Age Group – 2008 ILFS								
Age group	Population 10 years and above (Number)				Percentage			
	Economically Active				Total Population	Employed	Unemployed	Total
	Employed	Unemployed	Total	Inactive				
10-14	9,406	1,555	10,961	213,545	224,506	1.5	0.8	1.3
15-19	47,221	22,060	69,281	163,708	232,989	7.6	11.0	8.5
20-24	83,521	46,591	130,112	7,8890	209,002	13.5	23.3	15.9
25-29	94,519	41,104	135,622	31,753	167,375	15.3	20.6	16.6
30-34	78,505	23,802	102,307	18,936	121,244	12.7	11.9	12.5
35-39	62,017	15,675	77,692	14,759	92,452	10.0	7.8	9.5
40-44	53,462	13,025	66,487	13,166	79,652	8.7	6.5	8.1
45-49	50,523	10,332	60,855	12,566	73,421	8.2	5.2	7.4
50-54	40,799	8,769	49,568	10,400	59,968	6.6	4.4	6.1
55-59	31,889	6,138	38,027	12,611	50,638	5.2	3.1	4.7
60-64	23,744	4,623	28,367	11,317	39,683	3.8	2.3	3.5
65-69	19,461	3,500	22,961	12,613	35,574	3.2	1.8	2.8
70+	22,667	2,661	25,328	49,932	75,259	3.7	1.3	3.1
Total	617,733	199,835	817,568	644,195	1,461,763	100.0	100.0	100.0

A breakdown of the population 10 years and above by current economic activity status and by district and sex is further made in Table 2.2. According to the Table, Maseru appears to have had more male employees, 75,786 than female employees 71,934. Likewise both the unemployed and inactive population by sex was high in the same district. Another observation was that in all the districts, employed males outnumbered the employed females. Further, Leribe recorded the second highest number of the employed, unemployed and inactive population respectively while Qacha's Nek recorded the least population for all the stated current activity statuses. As in all the cases males outnumbered females.

Table 2.2: Population Aged 10 Years and Above by District, Current Activity Status and Sex – 2008 ILFS								
District	Employed		Unemployed		Economically Inactive		Total	
	Male	Female	Male	Female	Male	Female	Male	Female
Botha-Bothe	22,022	13,806	6,675	5,349	15,618	26,422	44,315	45,577
Leribe	54,916	42,497	16,979	16,774	41,696	65,186	11,3591	124,457
Berea	4,4271	37,858	11,534	12,319	35,147	48,737	90,953	98,914
Maseru	75,786	71,934	22,943	26,070	57,205	84,576	155,934	182,580
Mafeteng	37,679	27,055	11,065	11,396	26,011	41,445	74,755	79,897
Mohale's Hoek	32,800	23,623	8,288	10,150	21,759	34,582	62,848	68,356
Quthing	17,740	14,220	6,089	7,228	14,564	22,163	38,393	43,611
Qacha's nek	14,658	12,237	3,344	3,635	10,948	15,870	28,950	31,743
Mokhotlong	21,999	12,768	4,487	3,855	13,014	26,239	39,500	42,862
Thaba-Tseka	22,933	16,931	6,489	5,164	15,760	27,252	45,182	49,347
Total	344,804	272,929	97,894	101,941	251,723	392,472	694,421	767,342

2.2 Currently Economically Active Population

Table 2.3 shows the economically active population aged 10 years and above by current activity status, age and sex as well as by urban rural residence. The Table shows majority of active population (49.7 percent) to be in age group 18-34. Similar pattern is observed by sex. That is, the respective proportions for males and females in the same age group were 50.7 and 48.6 percent and as can be seen, males continue to contribute more to productive labour force participation than females. Generally, the same pattern is observed not only across all regions, but also by labour force employment and unemployment statuses. For instance, comparatively highest percentage values in the same age group continue to prevail in the urban and in the rural areas regardless of the sex. Thus, male proportions for urban and rural are 52.5 and 50.2 respectively while the corresponding female proportions in the urban and rural areas is 54.7 and 47.9 percent respectively. Overall, the urban areas also showed slightly higher proportions (although comparatively lower than those observed in the age group 18-24) in the age group 35-64.

Table 2.3: Currently Economically Active Population**Currently Economically Active Population 10 Years and Above by Sex, Age Group and Area of Residence – 2008 ILFS**

Sex	Age Group	Urban			Rural			Percentage			
		Employed	Unemployed	Total	Employed	Unemployed	Total	Total	Urban	Rural	Total
Male	10 - 17	1,174	710	1,884	24,304	3,696	28,001	29,884	1.9	8.2	6.8
	18 - 34	39,057	14,074	53,131	121,905	49,360	171,265	224,396	52.5	50.2	50.7
	35 - 64	36,333	6,537	42,870	100,702	20,790	121,493	164,362	42.4	35.6	37.1
	65 +	2,669	667	3,337	18,660	2,059	20,719	24,056	3.3	6.1	5.4
	Total	79,233	21,988	101,221	265,571	75,906	341,477	442,698	100.0	100.0	100.0
Female	10 - 17	1,312	671	1,983	5,558	4,246	9,803	11,787	1.7	3.8	3.1
	18 - 34	46,905	19,061	65,966	72,957	43,294	116,251	182,217	56.6	45.0	48.6
	35 - 64	37,223	8,606	45,829	88,175	22,629	110,804	156,633	39.3	42.9	41.8
	65 +	1,979	771	2,750	18,819	2,664	21,483	24,233	2.4	8.3	6.5
	Total	87,420	29,108	116,528	185,509	72,833	258,342	374,870	100.0	100.0	100.0
Total	10 - 17	2,486	1,381	3,867	29,862	7,942	37,804	41,671	1.8	6.3	5.1
	18 - 34	85,962	33,135	119,096	194,862	92,654	287,516	406,612	54.7	47.9	49.7
	35 - 64	73,556	15,143	88,699	188,877	43,419	232,297	320,995	40.7	38.7	39.3
	65 +	4,649	1,438	6,086	37,479	4,723	42,203	48,289	2.8	7.0	5.9
	Total	166,653	51,096	217,749	451,080	148,739	599,819	817,568	100.0	100.0	100.0

2.3 Trends in the size of Currently Active Labour Force Population

The data from Table 2.4 presents trends of proportions currently active population by place of residence as well as by age and sex for 1999 and 2008 Labour force surveys respectively. The table shows that overall, total active population increased by 32.4 percent from 617,566 in 1999 to 817,568 in 2008. The totals by sex show male population currently active to have increased by 29.4 percent while by contrast, the corresponding total active females decreased by 25.8 percent. Further, the data shows more female than male totals in both urban and rural areas in 1999, the 2008 ILFS, presents a different scenario for the rural population. In this case, currently active males dominate females. The results further show that urban lost the economically active population by 37.2 percent while rural gained by more than 50.0 percent. This is probably because of rural migration.

Table 2.4: Currently Economically Active Population Currently Economically Active Population (Labour Force) by Place of Residence - Comparison over Survey Years						
Area of Residence	1999			2008		
	Total	Male	Female	Total	Male	Female
Urban	346,573	53,145	293,428	217,749	101,221	116,528
Rural	270,993	59,233	211,760	599,819	341,477	258,342
Total	617,566	112,378	505,188	817,568	442,698	374,870
	% Total	% Male	% Female	% Total	% Male	% Female
Urban	56.1	8.6	47.5	26.6	12.4	14.3
Rural	43.9	9.6	34.3	73.4	41.8	31.6

2.4 Age and Sex Participation Rates

The age and sex specific activity rates or labour force participation rates as they are sometimes referred to measures the proportion of the total population that is active by age and for each sex. It is in essence, the percentage of the total population which is economically active. The rationale behind their calculation emanates from the fact that economic activity is not randomly distributed within males and females of potentially employable ages. By implication therefore, the proportions active differ for different categories of the population.

Labour force participation rates by age group, sex and residential status are presented in Table 2.5. The Table shows the male rural labour force participation rates to be higher (38.2 percent) than those observed in the urban areas (11.4 percent). The same pattern is observed for females. It further reveals that for both males and females, the rates increases with age. For instances, in the age group 10-17; 0.7 percent of the urban population for both sexes was active and they increase by age to reach maximum levels of 20.0 percent for urban males and 17.4 percent for urban females respectively in the age group 35-64 and, thereafter; they decrease as age increases. Similar patterns of increase are maintained in the rural areas, although the rural rates show persistently higher percentage values in the

same broad age group. Overall, male percentage values are higher than those for their female counterparts and, in addition rural proportions are also higher than urban values regardless of sex and residential status.

Table 2.5: Labour Force Participation				
Labour Force Participation Rates by Age Group, Sex and Residential Area – 2008 ILFS				
Sex	Age Group	Residential Status		Total
		Urban	Rural	
Male	10-17	0.7	13.5	14.2
	18-34	13.3	41.5	54.8
	35-64	20.0	55.3	75.3
	65+	6.8	47.5	54.3
	Total	11.4	38.2	49.7
Female	10-17	0.7	3.0	3.7
	18-34	15.8	24.6	40.4
	35-64	17.4	41.2	58.6
	65+	2.8	26.3	29.1
	Total	11.4	24.2	35.6
Total	10-17	0.7	8.2	8.9
	18-34	14.6	33.0	47.6
	35-64	18.6	47.7	66.3
	65+	4.2	33.8	38.0
	Total	11.4	30.9	42.3

2.5 Labour Force Participation

Whereas Table 2.5 summaries age sex participation by residential status of active labour force, Table 2.6 extents the same analysis by illustrating the pattern of age specific participation rates by the conventional five year age groupings for each one of the same variables shown in Table 2.5 in absolute numbers rather than in percentage form by sex. The results confirm conclusions reached in Table 2.5. However, the pattern changes in the age groups 15 – 19, 25 – 29 and 30 – 34 respectively. In these age groups the pattern is influenced by the higher number of males in the rural areas for example 94828 males over 87811 females. In the latter two age groups the composition is such that females are 46 percent and 47 percent of the total in the specific age group respectively.

Table 2.6: Labour Force Population									
Labour Force Population by Age Group, Residential Area and Sex - 2008 ILFS									
Age Group	Total			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	1,461,763	694,421	767,342	363,064	158,541	204,524	1,098,698	535,880	562,818
10-14	15.4	15.6	15.1	12.5	13.4	11.8	16.3	16.2	16.4
15-19	15.9	16.8	15.1	13.9	13.9	13.8	16.6	17.7	15.6
20-24	14.3	14.8	13.8	15.3	15.1	15.5	14.0	14.7	13.2
25-29	11.5	12.2	10.8	14.5	14.1	14.8	10.5	11.6	9.4
30-34	8.3	8.7	7.9	10.9	10.8	11.0	7.4	8.1	6.8
35-39	6.3	6.6	6.0	7.9	8.6	7.3	5.8	6.0	5.6
40-44	5.4	5.2	5.7	6.7	6.5	6.9	5.0	4.8	5.2
45-49	5.0	4.6	5.4	5.4	5.6	5.3	4.9	4.3	5.5
50-54	4.1	3.9	4.3	3.9	3.9	4.0	4.2	3.9	4.4
55-59	3.5	3.4	3.6	2.7	2.8	2.7	3.7	3.5	3.9
60-64	2.7	2.5	2.9	1.9	1.7	2.0	3.0	2.7	3.2
65-69	2.4	2.1	2.7	1.6	1.4	1.7	2.7	2.3	3.1
70+	5.1	3.5	6.6	2.8	2.1	3.3	5.9	4.0	7.8

2.6 Education Characteristics of the Currently Active Labour Force Population

The disaggregation of the currently active labour force population by socio economic demographic variables like education and place of residence influence to a very large extent, the size and quality of the labour force as well as the extent to which it is employable given the existing types of economic industry inside the country. In particular, educational indicators help in the assessment of employability of the labour force based on the quality of education one has acquired. The by urban and rural characteristics of the labour force shed some light on the availability and distribution of educational facilities by place of residence, and; in turn helps to explain disparities of employment opportunities by region.

Table 2.7a: Currently Economically Active Population										
Currently Economically Active Population by Residential Status, Educational Level, Sex and Activity Status - 2008 ILFS										
Urban/Rural Residence	Educational Level	Male			Female			Total		
		Employed	Unemployed	Total	Employed	Unemployed	Total	Employed	Unemployed	Total
Maseru Urban	Never attended	3,587	981	4,568	1,074	293	1,367	4,661	1,274	5,935
	Primary	13,134	5,634	18,768	14,865	5,643	20,508	27,999	11,277	39,276
	Secondary	14,669	3,949	18,618	19,811	6,851	26,661	34,480	10,800	45,279
	Post Secondary	4,028	362	4,391	5,569	547	6,117	9,598	910	10,508
	Total	35,418	10,927	46,345	41,319	13,334	54,653	76,737	24,261	100,998
Other Urban	Never attended	3,588	1,200	4,788	1,053	627	1,680	4,641	1,827	6,468
	Primary	17,915	5,300	23,215	18,315	6,747	25,062	36,230	12,048	48,278
	Secondary	16,200	4,108	20,308	20,743	7,919	28,662	36,943	12,027	48,970
	Post Secondary	6,112	453	6,565	5,990	481	6,470	12,102	934	13,035
	Total	43,815	11,061	54,876	46,101	15,774	61,875	89,916	26,835	116,751
Rural	Never attended	63,545	14,325	77,870	12,801	3,295	16,096	76,345	17,621	93,966
	Primary	155,385	45,009	200,394	123,286	45,434	168,720	278,671	90,442	369,114
	Secondary	41,938	16,133	5,8070	42,224	23,469	65,693	84,162	39,601	123,763
	Post Secondary	4,704	439	5,143	7,198	635	7,833	11,902	1,074	12,976
	Total	265,571	75,906	341,477	185,509	72,833	258,342	451,080	148,739	599,819
Total	Never attended	70,720	16,506	87,226	14,928	4,216	19,143	85,647	20,722	106,369
	Primary	186,434	55,943	242,377	156,467	57,824	214,290	342,901	113,767	456,668
	Secondary	72,807	24,190	96,996	82,777	38,238	121,016	155,584	62,428	218,012
	Post Secondary	14,844	1,255	16,099	18,757	1,663	20,420	33,601	2,918	36,519
	Total	344,804	97,894	442,698	272,929	101,941	374,870	617,733	199,835	817,568

Tables 2.7a and b together show the educational characteristics of the currently active labour force population by broad educational categories as follows: the never attended school, primary (standard 1 – 7), secondary (forms 1 – 5) and, post secondary (includes all grades above secondary school leaving certificate) educational attainment levels, place of residence and employment status. The results show that majority of unemployed male population that is 75,906 (77.5 percent) resides in the rural areas compared to (21988) (22.5 percent) of their urban counterparts, (Maseru included). Regarding unemployed female population in the rural areas, they represent 71.4 percent (72,833) of the total unemployed rural females, contrasting with close to 29 percent (28.6) female unemployment level in the urban areas including Maseru urban. A different scenario is observed in the urban areas, educational level the majority of unemployed is in the primary level while the least number is in the post Secondary level.

Economically active population by residential status, educational level, sex and activity status is illustrated in Table 2.7b. Generally, out of the total labour force 55.9 percent of the currently economically active population had completed primary education. Furthermore, the second highest was secondary education with 26.7 percent and post secondary constituted 4.5 percent. It is worth noting that 13.0 percent of the economically active population never attended school. More males (19.7 percent) never attended schools than their female counterparts (5.1 percent).

Table 2.7b: Currently Economically Active Population										
Currently Economically Active Population by Residential Area, Educational Level, Sex and Activity Status - 2008 ILFS										
Urban/Rural Residence	Educational Level	Male			Female			Total		
		Employed	Unemployed	Total	Employed	Unemployed	Total	Employed	Unemployed	Total
Maseru Urban	Never attended	10.1	9.0	9.9	2.6	2.2	2.5	6.1	5.3	5.9
	Primary	37.1	51.6	40.5	36.0	42.3	37.5	36.5	46.5	38.9
	Secondary	41.4	36.1	40.2	47.9	51.4	48.8	44.9	44.5	44.8
	Post Secondary	11.4	3.3	9.5	13.5	4.1	11.2	12.5	3.8	10.4
	Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Other Urban	Never attended	8.2	10.9	8.7	2.3	4.0	2.7	5.2	6.8	5.5
	Primary	40.9	47.9	42.3	39.7	42.8	40.5	40.3	44.9	41.4
	Secondary	37.0	37.1	37.0	45.0	50.2	46.3	41.1	44.8	41.9
	Post Secondary	13.9	4.1	12.0	13.0	3.0	10.5	13.5	3.5	11.2
	Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Rural	Never attended	23.9	18.9	22.8	6.9	4.5	6.2	16.9	11.8	15.7
	Primary	58.5	59.3	58.7	66.5	62.4	65.3	61.8	60.8	61.5
	Secondary	15.8	21.3	17.0	22.8	32.2	25.4	18.7	26.6	20.6
	Post Secondary	1.8	0.6	1.5	3.9	0.9	3.0	2.6	0.7	2.2
	Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total	Never attended	20.5	16.9	19.7	5.5	4.1	5.1	13.9	10.4	13.0
	Primary	54.1	57.1	54.8	57.3	56.7	57.2	55.5	56.9	55.9
	Secondary	21.1	24.7	21.9	30.3	37.5	32.3	25.2	31.2	26.7
	Post Secondary	4.3	1.3	3.6	6.9	1.6	5.4	5.4	1.5	4.5
	Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

The analysis on the participation rate by education level and residential status is presented in Table 2.8. The results show that people who have completed secondary and above levels of education have highest participation rate [92.8 percent] and, are followed by those who have never attended school (82.3 percent). The participation rates for different levels of educational attainment at primary level are also reasonably high with values above 70 percent. Analysis of variations in participation rates by level of education and place of residence demonstrates that with the exception of those who have successfully attained the primary school leaving certificate; rural participation rates are higher for those with secondary+ education (93.4 percent), those who have never attended school (83.1 percent), and those who failed to complete primary school (77.6 percent) respectively, when compared to those observed in urban areas in the same educational categories

Table 2.8: Participation Rates						
Participation Rate by Education Level and Residential Status – 2008 ILFS						
Education Level Attained	Maseru Urban	Other Urban	Urban Total	Rural	Total	
Never Attended	77.4	74.0	75.6	83.1	82.3	
Primary Not Complete.	72.9	77.4	75.4	77.6	77.2	
Primary Completed.	78	76.6	77.2	70	73.1	
Secondary+	91.5	93.3	92.5	93.4	92.8	
Total	77.3	78.6	78.0	77.2	77.4	

Table 2.9 summarizes the statistical distribution of the currently active labour force population by their levels of educational attainment and residential status. The table depicts that out of the population in the labour force 633,799 people did not complete primary level. When comparison is made by urban and rural, data shows that majority [531,272] of the rural population did not complete primary level. For both Maseru urban and other urban more people 35.6 percent and 37.0 percent had completed secondary and above.

Table 2.9: Population in the Labour Force				
Population in the Labour Force by Education Level and Residential Status – 2008 ILFS				
Educational level	Residential Status			
	Total	Maseru Urban	Other Urban	Rural
Never attended	9.9	4.9	4.2	11.7
Primary not complete	43.1	27.1	28.9	48.1
Primary complete	28.4	32.4	29.9	27.5
Secondary +	18.6	35.6	37.0	12.7
Total	100.0	100.0	100.0	100.0

2.7 Marital Status Composition of Currently Active Labour Force

As with education, marital characteristics influence the extent to which population participate in the labour force. This is particularly true for females as the probability for them to participate in the labour force is likely to be affected by among other things: woman's age at marriage, prevalence for non-marriages and remarriage following widowhood or loss of their spouses within their communities. Tables 2.10(a) and 2.10(b) respectively present marital status composition of the currently active labour force population by similar background variables as those presented for their educational characteristics. Both tables show that the category of currently married population constituted the highest values (both in absolute and in percent), and that the situation remains the same for both males and females regardless of where they live and their employment status. For instance, 55.3 percent and 52.5 percent of all males and females respectively are currently married.

A breakdown of currently active population by economic activity status and sex reveals that 58.3 percent and 49.4 percent of the employed males and females respectively are currently married. These results may be expected given that in Lesotho, marriage is still regarded as the generally acceptable institution within which procreation and child bearing occurs. The never married category follows second with percentage values generally below 50 although variations exist between regions, sex, as well as by whether or not a person is employed. Population cohabiting present the lowest percentage values across all the selected background variables presumable because it is a form of relationship still foreign in the Sesotho culture.

Table 2.10 (a): Currently Economically Active Population**Currently Economically Active Population by Residential Status, Marital Status, Sex and Activity Status - 2008 ILFS**

Urban/Rural Residence	Marital status	Male			Female			Total		
		Total	Employed	Unemployed	Total	Employed	Unemployed	Total	Employed	Unemployed
Maseru Urban	Never Married	12,909	8,010	4,899	15,729	11,116	4,612	28,638	19,126	9,511
	Currently married	29,989	24,694	5,296	25,910	19,458	6,451	55,899	44,152	11,747
	Living together	316	238	78	534	405	129	850	643	207
	Ever Married	3,131	2,476	654	12,480	10,340	2,141	15,611	12,816	2,795
	Total	46,345	35,418	10,927	54,653	41,319	13,334	100,998	76,737	24,261
Other Urban	Never Married	16,692	11,835	4,858	17,285	12,445	4,840	33,977	24,279	9,698
	Currently married	34,191	28,881	5,311	28,853	20,519	8,333	63,044	49,400	13,644
	Living together	212	180	32	275	239	37	487	419	69
	Ever Married	3,780	2,920	861	15,462	12,898	2,564	19,243	15,818	3,425
	Total	54,876	43,815	11,061	61,875	46,101	15,774	116,751	89,916	26,835
Rural	Never Married	131,925	95,265	36,660	55,032	32,990	22,043	186,957	128,254	58,703
	Currently married	180,834	147,301	33,533	129,381	94,833	34,548	310,215	242,134	68,082
	Living together	326	259	67	151	117	34	477	375	101
	Ever Married	28,393	22,747	5,645	73,777	57,570	16,207	102,170	80,317	21,853
	Total	341,477	265,571	75,906	258,342	185,509	72,833	599,819	451,080	148,739
Total	Never Married	161,526	115,109	46,417	88,046	56,551	31,495	249,572	171,660	77,912
	Currently married	245,015	200,875	44,139	184,144	134,811	49,333	429,159	335,686	93,473
	Living together	854	677	177	960	760	200	1814	1437	377
	Ever Married	35,304	28,143	7,160	101,720	80,808	20,912	137,023	108,951	28,072
	Total	442,698	344,804	97,894	374,870	272,929	101,941	817,568	617,733	199,835

Table 2.10 further shows that the percentage of currently married females who were unemployed (48.4 percent) was higher corresponding to males (45.1 percent.) The other important marital status category with more economically active population is the never married with 30.5 percent. A comparatively small number (8.0 percent) of the currently active males have been ever married in comparison to 27.1 percent of females who are in the same marriage category. The same pattern is observed when the analysis is made by the residential status.

Table 2.10 (b): Currently Economically Active Population										
Percentage Distribution of Currently Economically Active Population by Residential Status, Marital Status, Sex and Activity Status - 2008 ILFS										
Urban/Rural Residence	Marital status	Male			Female			Total		
		Employed	Unemployed	Total	Employed	Unemployed	Total	Employed	Unemployed	Total
Maseru Urban	Never Married	22.6	44.8	27.9	26.9	34.6	28.8	24.9	39.2	28.4
	Currently married	69.7	48.5	64.7	47.1	48.4	47.4	57.5	48.4	55.3
	Living together	0.7	0.7	0.7	1.0	1.0	1.0	0.8	0.9	0.8
	Ever Married	7.0	6.0	6.8	25.0	16.1	22.8	16.7	11.5	15.5
	Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Other Urban	Never Married	35.9	43.9	30.4	27.0	30.7	27.9	27.0	36.1	29.1
	Currently married	55.5	48.0	62.3	44.5	52.8	46.6	54.9	50.8	54.0
	Living together	0.1	0.3	0.4	0.5	0.2	0.4	0.5	0.3	0.4
	Ever Married	8.6	7.8	6.9	28.0	16.3	25.0	17.6	12.8	16.5
	Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Rural	Never Married	35.9	48.3	38.6	17.8	30.3	21.3	28.4	39.5	31.2
	Currently married	55.5	44.2	53.0	51.1	47.4	50.1	53.7	45.8	51.7
	Living together	0.1	0.1	0.1	0.1	0.0	0.1	0.1	0.1	0.1
	Ever Married	8.6	7.4	8.3	31.0	22.3	28.6	17.8	14.7	17.0
	Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total	Never Married	33.4	47.4	36.5	20.7	30.9	23.5	27.8	39.0	30.5
	Currently married	58.3	45.1	55.3	49.4	48.4	49.1	54.3	46.8	52.5
	Living together	0.2	0.2	0.2	0.3	0.2	0.3	0.2	0.2	0.2
	Ever Married	8.2	7.3	8.0	29.6	20.5	27.1	17.6	14.0	16.8
	Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

2.8: Summary

The 2008 Integrated Labour Force reported 1,461,763 labour force population 10 years and above of which 817,568 was economically active population and 644,195 were economically inactive population. The results show that the population entering the labour force increases with age reaching the pick at the age groups 25-29 years and decreases with increasing age thereafter. Maseru had the highest male population employed than females, likewise unemployed and inactive population was in the same district. Leribe recorded the second highest with employed, unemployed and inactive population, while Qacha's Nek recorded the least population across all the activity status. According to ILFS 2008 majority of active population (49.7 percent) is in age group 18-34 years. The similar pattern is observed by sex. For instance, comparatively highest percentage values in the same age group continue to prevail in the urban and in the rural areas regardless of sex.

Furthermore, male rural labour force participation rates were higher (38.2 percent) than those observed in the urban areas (11.4 percent). The same pattern is observed for females. Majority of unemployed population were in the rural areas over Maseru urban and other urban and most of the unemployed population were in the primary school level. Generally out of the total labour force 55.9 percent of the currently active population had completed primary education. More males (19.7 percent) never attended school than their female counterparts (5.1 percent). The highest participation rates (92.8 percent) was observed for those who have completed secondary and above. marital characteristics influence the extent to which population participate in the labour force, particularly for females as the probability for them to participate in the labour force is likely to be affected by among other things: woman's age at marriage, prevalence for non-marriages and remarriage following widowhood or loss of their spouses within their communities.

CHAPTER 3: USUAL ECONOMIC ACTIVITY

3.0 Introduction

This chapter presents the findings from the 2008 Lesotho Integrated Labour Force Survey (ILFS) relating to the population's usual economic activity. As stated in 2000/01 Tanzania Integrated Labour Force Survey, the 13th International Conference of Labour Statisticians defines the usually economically active population as the population which comprises all persons above a specified age whose main activity status, as determined in terms of number of weeks or days over a specified length of time; such as the preceding twelve months or the preceding calendar year were either "employed" or "unemployed". Therefore, the usual economic activity status refers to employment or unemployment in the last twelve months of the population aged 15 years and older prior to the survey. The main reason for measuring usual economic activity in the past twelve months can be attributed to the need to examine the dominant pattern of economic activity for various seasons.

The chapter is divided into three main sub-sections as follows: Section 3.1 presents analysis of usually economically active population. Section 3.2 presents analysis of the usually economically inactive population while the last section (3.3) presents a summary of the findings.

3.1 Characteristics of the population and their usual active status.

The survey collected information on the usual economic activity status of the population with the sole purpose of complementing information collected on current economic activity status of the population. A person is regarded as working if he or she performed any activity for pay or profit during the last twelve months preceding the survey. To solicit information on working status of the survey population, it has been found necessary to classify population aged 15 years and older by its active and inactive status categories. Another important point to note is that the economically active population comprises of employed and unemployed population categories while the economically in-active population comprises of people who are not engaged in any form of economic activity that involves payment or profit gained for the service rendered. Typical examples of inactive population groups include students, retired people, homemakers, and others.

3.1.1 Age and Sex characteristics

Age and sex variables play a major role in the usually economically active and inactive population. It is therefore, important to examine the distribution of the usually employed and unemployed population with respect to age and sex so as to view their differentials. Table 3.1 presents distribution of total usually economically active and inactive population aged 15 years and older by age group, employment and unemployment status categories. According to this table, the 2008 ILFS shows a total of 1,220,109 persons (aged 15 years and over) who were eligible for inquiries pertaining to

the individuals' usual participation in economic activities countrywide. Out of this total (1,220,109), the usually economically active (employed and unemployed) persons accounted for about 50.6 percent, while the usually economically inactive population constituted 49.4 percent. Furthermore, the study reveals that, amongst the usually economically active population, those who were employed accounted for about 14.4 percent while the figure for the unemployed population was 40.0 percent.

Variations in percentages of the usually active population by age groups, employment and unemployment statuses are also examined from the same table. One observation from the data is that, generally, the proportions of usually economically active population are not only comparatively higher in the broad age group 20-39 than those of adjacent age groups, but they also increase with age and show higher proportion of 18.2 percent in the age group 25-29 years for the total, 22.5 percent for ages 20-24 and 16.9 percent at ages 25-29 for the employed and unemployed population categories respectively.

Table 3.1 Usual Economic Activity								
Distribution of Total Usually Economically Active Population Aged 15 Years and older by Age-2008 ILFS.								
Age Group	Usually Economically Active			Inactive	Total Population	Usually Economically Active		
	Total	Employed	Unemployed			Total	Employed	Unemployed
15-19	47,078	18,319	28,759	179,178	226,256	7.6	10.3	6.6
20-24	99,862	40,207	59,654	105,665	205,527	16.2	22.5	13.6
25-29	112,238	38,310	73,929	53,022	165,261	18.2	21.5	16.9
30-34	87,314	23,796	63,518	33,,174	120,488	14.2	13.3	14.5
35-39	65,004	15,700	49,304	26,483	91,487	10.5	8.8	11.2
40-44	55,436	12,637	42,799	23,682	79,118	9.0	7.1	9.8
45-49	47,038	9,527	37,511	26,447	73,485	7.6	5.3	8.6
50-54	36,819	7,120	29,699	22,804	59,623	6.0	4.0	6.8
55-59	25,694	5,412	20,282	24,729	50,423	4.2	3.0	4.6
60-64	16,786	3,681	13,105	22,328	39,115	2.7	2.1	3.0
65-69	12,438	2,306	10,132	22,662	35,100	2.0	1.3	2.3
70+	11,254	1,291	9,962	62,973	74,226	1.8	0.7	2.3
Total (%)	50.6	14.6	40.0	49.4	100.0	100.0	100.0	100.0
(N)	616,961	178,307	438,654	603,148	1,220,109	616,961	178,307	438,654

Figure 3.1 displays the graphical presentation of the percentage distribution of the usually economically active population aged 15 years and above by age and sex. The figure depicts that, the percentage of usually economically active population increases with an increase in age with proportions of 18.1 percent for males and 18.3 for females in the age group 25-29 years. Another observation from the graph is that, except for the age groups 15-19, 20-24, 35-39, and 60-64 years; female proportions remain higher when compared to those for males for the rest of the age groups shown.

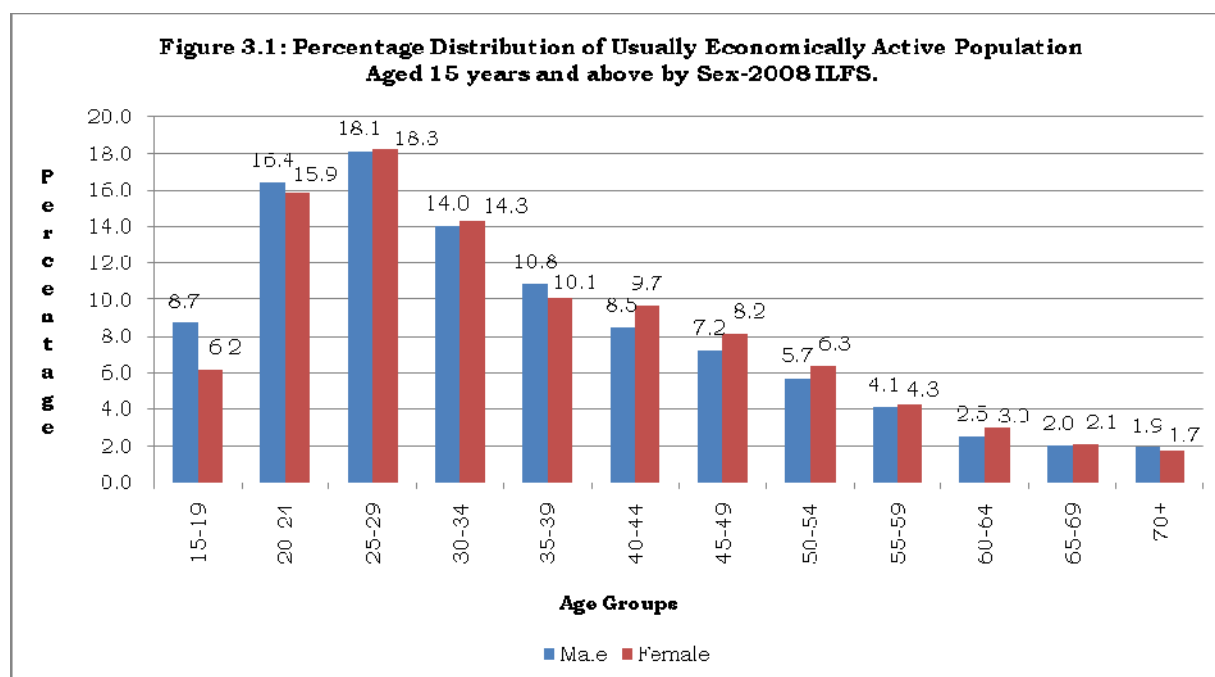


Table 3.2 presents information on the percentage distribution of the usually economically active population aged 15 years and above by sex. According to this table, out of a total of 616,961 persons who were usually economically active, a slightly less than three fifths (57.3 percent) of the male population and slightly above two fifths (42.7 percent) of female population were usually economically active twelve months prior to the survey. Moreover, data from the table reveals that about seven in ten (71.1 percent) of the population that was studied was usually employed, while about three in ten (28.9 percent) were unemployed.

The table further shows that the proportion of males who are usually employed is higher than that of females. Thus, about two in five (41.3 percent) of males and one third (29.8 percent) of female population respectively are usually employed. By contrast, almost 16 percent of male population is usually unemployed while usually unemployed females accounted for 13.0 percent. This therefore, implies that more male population was usually working or actively seeking employment when compared to their female counterparts in the twelve months before the survey.

Table 3.2 Usual Economic Activity

Percentage Distribution of Total Usually Economically Active Population Aged 15 years and older by Sex-2008 ILFS.

	Usually Economically Active		
	Total	Employed	Unemployed
Male	57.3	41.3	15.9
Female	42.7	29.8	13.0
Total (%)	100.0	71.1	28.9
(N)	616,961	438,654	178,307

3.1.2 District distribution and residential characteristics of the population

Another important aspect that needs to be examined relates to spatial distribution of the usually economically active population. The focus will be on the districts as well as rural and urban regions and ecological zones of the country.

Table 3.3 reflects the percentage distribution of usually active population aged 15 years and above by district and sex. The table shows that Maseru being the highly industrialised district has the largest proportional share of usually economically active population accounting for 25.9 percent. With the exception of Botha-Bothe, the Northern districts of Leribe and Berea follow Maseru as second and third respectively, in order of magnitude with 17.8 and 13.6 percentage share respectively. A similar pattern is observed when comparisons of percentage share of the total is done by sex as well as by employed and unemployed statuses. However, the male percentage values continue to dominate those of females for all the districts. As demonstrated in the table, male proportions for the districts of Maseru, Leribe and Berea are 13.5, 10.1 and 7.6 percent respectively while female proportions for the respective districts are 12.4, 7.7, and 6.0 percent. Indicating that the three districts mainly absorb most of the labour force, the district of Qacha's Nek had the lowest shares for both the total (3.7 percent) and for each sex with male proportion estimated at 2.2 percent while the corresponding female proportion was 1.5 percent.

Table 3.3 Usual Economic Activity							
Percentage Distribution of Usually Economically Active Population Aged 15 Years and Above by District and Sex - 2008 ILFS.							
District	Total			Employed		Unemployed	
	Total	Male	Female	Male	Female	Male	Female
Botha-Bothe	6.1	3.8	2.3	2.6	1.3	1.2	1.0
Leribe	17.8	10.1	7.7	7.3	5.2	2.8	2.5
Berea	13.6	7.6	6.0	5.5	4.4	2.1	1.6
Maseru	25.9	13.5	12.4	9.7	9.0	3.8	3.4
Mafeteng	9.3	5.7	3.7	4.2	2.6	1.4	1.0
Mohale's Hoek	8.1	5.0	3.1	3.8	2.2	1.2	0.9
Quthing	4.5	2.6	1.9	1.8	1.4	0.7	0.5
Qacha's Nek	3.7	2.2	1.5	1.6	1.1	0.6	0.4
Mokhotlong	5.2	3.3	1.9	2.4	1.2	1.0	0.7
Thaba-Tseka	5.7	3.5	2.3	2.3	1.3	1.2	0.9
Total (%)	100.0	57.3	42.7	41.3	29.8	15.9	13.0
(N)	616,961	353,369	263,592	255,004	183,650	98,365	79,942

3.1.3: Urban and rural residential characteristics

It is equally important to examine the distribution of usually economically active population with respect to urban-rural residential status as well as by ecological zones so as to appreciate the differentials and similarities if any. The aforementioned discussion indicated that more males than females are usually economically active, but it can be argued that this long standing observation may not always hold when cross-classifying

with some variables. This is particularly true with respect to the urban-rural dichotomy of the activity status of the population. As displayed in Table 3.4, about seven out of ten (68.5 percent) of usually economically active population resided in the rural area while only a third (31.5 percent) resided in urban areas during the twelve months prior to the study.

The sex disparities for the urban setting show that, more females than males were likely to be usually economically active. For instance, Table 3.4 shows female percentages to be higher (16.4 percent) than those for their male counterparts (15.0 percent). More importantly, a similar pattern is maintained when urban comparisons by sex are extended to both the employed and unemployed population given their usual activity statuses. Thus, the percentage of employed females constituted 12.7 percent in contrast to a low proportion of 11.5 for males. The situation remains the same even for the unemployed population category in urban areas. That is, usually unemployed females recorded 3.7 percent while males in the same category accounted for a slightly lower figure of 3.6 percent.

However, the rural areas presents a completely different scenario from that observed in urban areas. In the rural areas, the table portrays males to have been more economically active than females in the twelve months preceding the survey date. The situation remains the same, regardless of the background variable used. Thus, according to Table 3.4, about 42.2 percent of total males are usually active compared to slightly over a quarter (26.2 percent) of females. Furthermore, more of the males (29.8 percent) than females (17.0 percent) are in the usual employment category, while the respective unemployed constitute 12.4 percentages for males and 9.3 percent for females in the unemployment category.

Table 3.4 Usual Economic Activity

Percentage Distribution of Usually Economically Active Population aged 15 years and above by Residence and Ecological Zones sex-2008 ILFS.

	Total			Employed		Unemployed	
Residence	Total	Male	Female	Male	Female	Male	Female
<u>Residence</u>							
Urban	31.5	15.0	16.4	11.5	12.7	3.6	3.7
Rural	68.5	42.2	26.3	29.8	17.0	12.4	9.3
Total (%)	100.0	57.3	42.7	41.3	29.8	15.9	13.0
(N)	616,961	353,369	263,592	255,004	183,650	98,365	79,942
<u>Ecological zones</u>							
Lowlands	61.8	33.6	28.3	24.3	20.1	9.3	8.2
Foothills	12.4	7.9	4.5	5.4	2.9	2.4	1.7
Mountains	17.8	11.2	6.7	8.1	4.5	3.1	2.1
Senqu River Valley	8.0	4.7	3.3	3.5	2.3	1.2	1.0
Total (%)	100.0	57.3	42.7	41.3	29.8	15.9	13.0
(N)	616,961	353,369	263,592	255,004	183,650	98,365	79,942

3.1.4 Regional characteristics:- ecological zones

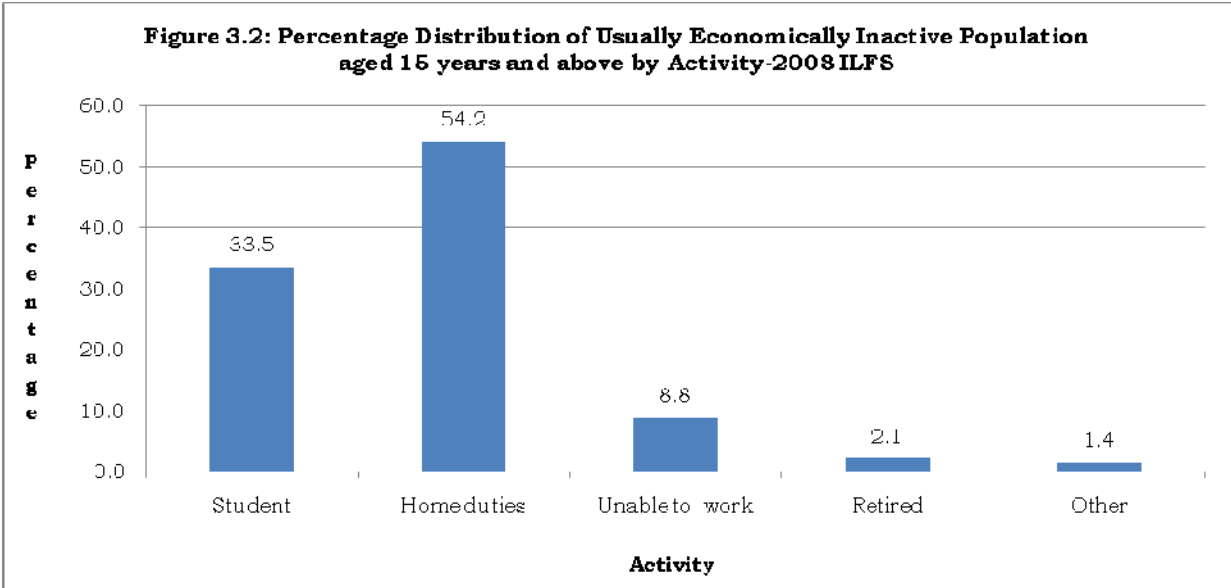
In Lesotho there are four ecological zones namely: the Lowlands, Foothills, Mountains and the Senqu River Valley (SRV). The main factor which differentiates one zone from the other is the altitude above the sea level. Analysis of the distribution of active populations' usual economic activity by the country's ecological zones is also important as it sheds

some light on the existing patterns of variations by region or ecological zone and the data is presented in Table 3.4. The survey reveals that in the twelve months prior to the survey, the proportions of usually economically active population aged 15 years and above varies across the ecological zones. For instance, according to Table 3.4, the Lowlands had the largest share (61.8 percent) of usually economically active population. The Mountains recorded the second largest share of 17.8 percent while the Foothills followed third with 12.4 percent. The Senqu River Valley had the lowest share of 8.0 percent of usually economically active population.

As has been discussed in the preceding sections, when analysis was limited to both urban and rural strata as well as districts , the sex differentials of the population by their usual economic activity status across all the ecological zones also concur with the earlier observation that more males than females are economically active. As the data from the table shows, out of 33.6 percent of usually economically active male population in Lowlands, 24.3 percent of them were employed while the proportion for unemployed persons stood at 9.3 percent. Likewise, out of 28.3 percent of usually economically active female population in Lowlands, 20.1 percent of them were employed while 8.2 percent were unemployed. This picture is also reflected in the rest of the remaining ecological zones.

3.2 Characteristics of the population and their usual inactive status

The 2008 Integrated Labour Force Survey also collected information on the number of people aged 15 years and over who when interviewed; declared themselves as having been economically inactive during the twelve months preceding the survey. This group comprises of students, housewives (home duties), the retired and others. As shown in Figure 3.2, over half (54.2 percent) of the total usually economically inactive population were engaged in home making related duties. Those who were at school or pursuing educational training of different types had the second highest percentage share of 33.5 percent. Close to 9 percent of usually economically inactive population declared themselves as being unable to work, presumably due to illness and other personal reasons while a proportion of 3.5 constituted both the retired and the” other “ categories of inactive population in the twelve months prior to the survey.



3.2.1 Age and sex characteristics

Table 3.5 reflects the age and sex distribution (in percent) of the population aged 15 years who were economically inactive during the twelve months prior to the survey. Data from the table show that more female than male population were economically inactive during the stated reference period. Thus of the 606,585 total inactive population, three in five (62.7 percent) of them were females while two in five (37.3 percent) were males. Female dominance is maintained even when comparisons of percentage distributions are made by age. One other revelation from the table is that, for both male and female as well as for the total, the majority of usually economically inactive population is concentrated in age group 15-19 years. For instance, about three in ten (29.7 percent) of all the inactive population were aged 15-19 years with 16.0 percent female representation while a comparative percentage for males was 13.8 percent. Age group 20-24 years recorded the second highest percentages: 10.3 percent for females and 7.2 percent for males respectively. One other striking observation is that, although the percentage of inactive persons decreases as age increases, the age group 60-64 years presents a different scenario. This age bracket shows that the observed percentage values are lowest compared to those of adjacent age groups. For example, the total at this age group is 3.7 percent while that for the preceding age group 55-59 years is 4.1 and is 3.8 percent for the next higher age group of 65-69 years. Similar observations are made when sex comparisons are made.

Table 3.5: Usual Economical Activity**Percentage Distribution of Usually Economically Inactive Population Aged 15 Years and Older by Age and Sex-2008 ILFS.**

Age Group	Total	Male	Female
15-19	29.7	13.8	16.0
20-24	17.5	7.2	10.3
25-29	8.8	3.2	5.6
30-34	5.5	1.7	3.8
35-39	4.4	1.2	3.2
40-44	3.9	1.0	2.9
45-49	4.4	1.1	3.3
50-54	3.8	1.1	2.6
55-59	4.1	1.5	2.6
60-64	3.7	1.4	2.3
65-69	3.8	1.3	2.5
70+	10.4	2.9	7.5
Total (%)	100.0	37.3	62.7
(N)	603,148	225,179	377,968

3.2.2 District differentials of the usually inactive population

The analysis by sex for the respective inactive status categories shows that with the exception of the “other” category, female percentages continue to be higher than those for their male counterparts. For instance, the student population totals show that 18.0 percent are females while the percentage for male is 15.5 percent. The respective percentages for the Homemakers status category is 37.3 percent for females and 16.9 percent for males, for those who were unable to work 5.5 percent are females and 3.3 percent are males.

Not much disparity in percentages by sex is observed when analysis is made within districts. One distinct observation is that females participating in home duties dominate in all districts with Mokhotlong and Thaba-Tseka showing the highest percentages of 44.0 and 40.2 respectively.

Table 3.6: Usual Economical Activity**Percentage Distribution of Usually Economically Inactive Population Aged 15 years and above by District and Sex-2008 ILFS**

District	Students		Home duties		Unable to work		Retired		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Botha-Bothe	16.0	18.3	16.2	36.7	4.2	6.1	0.9	1.5	0.0	0.1	100.0
Leribe	18.0	20.7	13.3	35.1	3.4	6.3	0.7	1.1	0.9	0.6	100.0
Berea	16.8	19.0	16.2	34.6	3.5	4.2	1.5	1.9	1.3	1.0	100.0
Maseru	18.2	19.3	15.2	35.2	3.0	6.0	0.9	0.8	0.7	0.5	100.0
Mafeteng	14.4	16.5	19.2	38.8	3.4	5.6	0.3	0.5	0.9	0.5	100.0
Mohale's Hoek	13.6	16.8	18.1	39.6	3.1	4.5	1.0	2.2	0.5	0.6	100.0
Quthing	12.1	18.2	19.8	39.6	2.7	3.5	1.0	1.8	0.8	0.5	100.0
Qacha's Nek	12.1	18.2	19.8	39.6	2.7	3.5	1.0	1.8	0.8	0.5	100.0
Mokhotlong	10.9	16.7	18.3	44.0	2.5	4.5	0.9	2.0	0.1	0.0	100.0
Thaba-Theka	11.0	14.0	19.6	40.2	3.5	6.5	0.7	1.5	2.0	0.9	100.0
Total	15.5	18.0	16.9	37.3	3.3	5.5	0.8	1.3	0.8	0.6	100.0

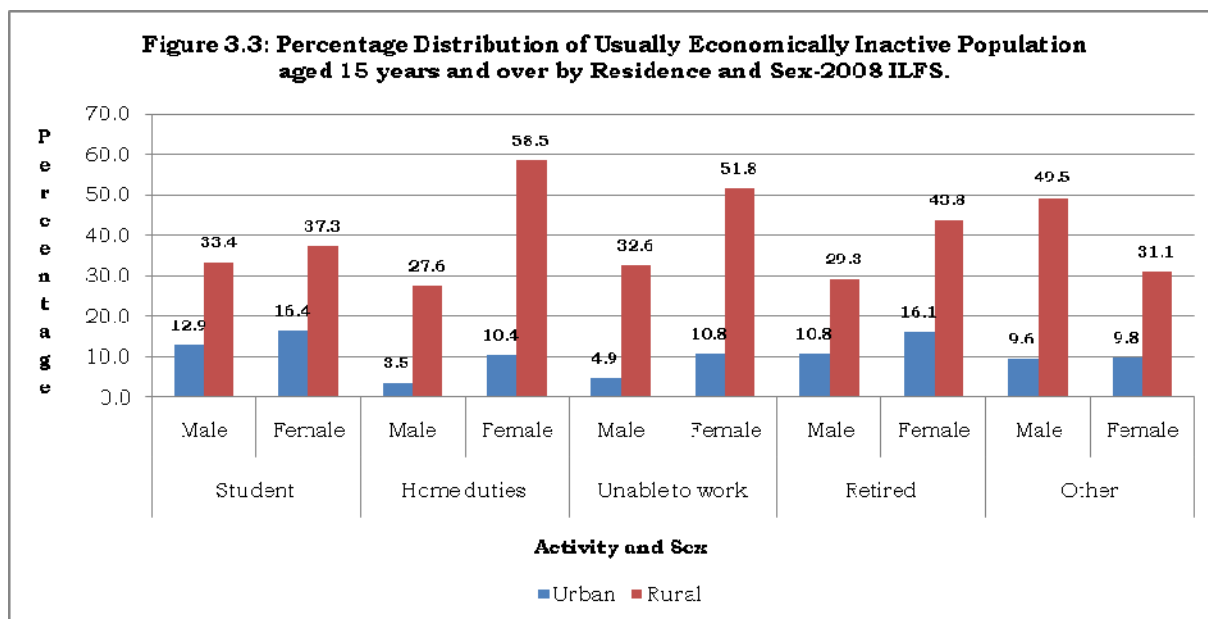
3.2.3 Urban-rural differentials of the usually in-active population

Figure 3.3 presents percentage distribution of usually economically inactive population aged 15 years and over by place of residence and sex. The figure shows generally higher rural than urban proportions of the usually economically inactive population in all categories. The sex differentials by inactive status confirm an earlier mentioned observation that female students who resided in the rural areas had higher proportions (37.3 percent) than those who lived in urban areas (16.4 percent). The same pattern is observed with the male population in the same category with 33.4 percent of rural male and 12.9 percent urban male students respectively.

Furthermore, data from the same graph reveals that 58.5 percent of rural female population that was usually economically inactive was mostly engaged in home duties as compared to the urban female population who accounted for 10.4 percent.

It could also be depicted that the highest proportions of rural females and males who were usually economically inactive who accounted for 51.8 percent and 32.6 percent respectively were unable to work as compared to their urban female and male population with 10.8 percent and 4.9 percent respectively.

Furthermore, the higher proportions of both rural female (43.8 percent) and male (29.3 percent) population than urban female (16.1 percent) and male (10.8 percent) population who were usually economically inactive were retired. About 49.5 percent of rural male, 31.1 percent of rural females and about 9.8 percent of urban female and 9.6 percent of urban male participated in other activities in the last twelve months prior to the survey.



3.2.4 Regional characteristics of the usually inactive population in Ecological Zones

Table 3.7 depicts percentage distribution of usually economically inactive population aged 15 years and over by ecological zones and sex. The proportions of usually economically inactive female population are higher than their male counterparts in all zones except in the Senqu River Valley where in “other” category male dominates female. Out of 62.3 percent of total female population and 37.7 percent of total male population situated in the lowlands, the highest portion of female population (34.3 percent) who were usually economically inactive were engaged in home duties compared to their male counterparts who accounted for 14.7 percent. The lower percentage of female population (20.6 percent) than male population (18.0 percent) who were usually economically inactive was students. Female populations who were unable to work made 5.4 percent while male population recorded 3.2 percent. Retired female population constituted 1.4 percent while the retired male population accounted for 0.9 percent respectively.

The examination of usually economically inactive population in the foothills zone reveals that, out of a total of 73,751 who were usually economically inactive, about 62.6 percent were females and 37.4 percent were males respectively. Amongst the total proportions of female population and male population who were usually economically inactive, the highest portion (41.1 percent) of female population was engaged in home duties as compared to male population with the lowest share of 18.3 percent. The least shares of female population (6.5 percent) and male population (4.4 percent) that were usually economically inactive declared to be unable to work. Those who were retired 0.8 percent were females and 0.7 percent were males with females showing higher percentages than males.

Similarly, out of 129,877 total population residing in the mountains, 63.8 percent of total females and 36.2 percent of total male were usually economically inactive. According to Table 3.6, most female population (42.1 percent) who were usually economically inactive carried out home duties as compared to males with lowest percentage of 20.2. More females (4.9 percent) than males (3.0 percent) were unable to work. It could also be observed that for those who had retired, females accounted for a higher percentage (1.4 percent) than males (0.9 percent).

Similarly, in the Senqu River Valley zones, more females (62.0 percent) are likely to be usually economically inactive than their male (38.0 percent) counterparts. Disparities across inactive status show that female population dominated in all categories except other category. For example, there were more females than males who were engaged in home duties with respective percentages of 38.9 and 19.6. Also there were more females students (15.9 percent) than male students (14.0 percent). The difference seemed to be on the “other” category where male’s proportions were higher than females with 0.6 and 0.5 percents respectively.

Table 3.7: Usual Economic Activity

Percentage Distribution of Usually Economically Inactive Population aged 15 years and over by Reasons for Inactivity, Ecological zones and Sex-2008 ILFS.

Reasons	Lowlands		Foothills		Mountains		Senqu River Valley	
	Male	Female	Male	Female	Male	Female	Male	Female
Students	18.0	20.6	13.2	13.8	11.2	15.0	14.0	15.9
Home duties	14.7	34.3	18.3	41.0	20.2	42.1	19.6	38.9
Unable to work	3.2	5.4	4.4	6.5	3.0	4.9	3.2	5.9
Retired	0.9	1.4	0.7	0.8	0.9	1.4	0.6	0.8
Other	0.9	0.6	0.6	0.5	0.9	0.5	0.6	0.5
Total (%)	37.7	62.3	37.4	62.6	36.2	63.8	38.0	62.0
(N)	125,454	207,652	27,549	46,202	46,967	82,910	25,210	41,205

3.4 Summary

Proportions of usually economically active population are higher at ages 20-39 than the rest of preceding age groups. There are more usually economically active male population in the first two age groups (15-19 and 20-24) than in other age groups with 8.7 percent and 16.4 percent respectively. More males than females are economically active, as slightly less than three fifths (57.3 percent) of male population and slightly above two fifths (42.7 percent) of female population were usually economically active in the last twelve months prior to the survey. Maseru district had the largest share of usually economically active population accounting for 25.9 percent, within which more males (13.5 percent) than females (12.4 percent) were usually economically active. The sex disparity across the urban-rural residence reveals that urban female population is more usually economically active than their male counterparts. That is, more urban females were usually economically active (employed, unemployed) than the urban males. More males are usually economically active than their female counterparts at rural setting. Lowlands had largest share (61.8 percent) of usually economically active population.

More female than male population were usually economically inactive during the twelve months prior to the survey. Thus, of the total inactive population three in five (62.7 percent) were females while two in five (37.3 percent) were males. This pattern is similar in all age groups, districts, urban and rural residence and ecological zones

CHAPTER 4: EMPLOYED POPULATION

4.0 Introduction

This chapter discusses the employment status of population which was in turn determined according to the individual person's employment status during the reference period which was last week preceding the date of the interview. If a person worked for more than one job during this reference period, then the employment status of that person was determined according to the job in which he/she spent more time or worked longest hours. Employment status comprises three major distinct categories and three sub categories falling under self-employed status category of the total employed population. Employment status categories considered in this analysis comprise those where a person is either self-employed, employs others, is employed by someone (paid employees), or works on the family farm or business either without actually getting paid or is being paid in kind (unpaid family worker).

In this analysis, subsistence farming has been a separate category different from agriculture as a way of assessing its specific contribution to the country's economic welfare. This is because for a long time in most of the developing countries it has generally been observed to have played a bigger role in influencing the well being of national population members. This modification follows that applied in the analysis of the TASCO (ILFS, 2000/01), where the employment in the traditional agriculture farming was categorized separately from that for the self-employed.

4.1 Definition of terms:

Employers

These are people who work in their own businesses or farms and employ and pay other people wages or salaries either in cash or in kind who assist them in their businesses or farms. He/she has to employ five or more employees. For example: a garage owner who employs mechanics in his workshop or a factory owner who employs factory workers.

Paid employees

These are persons who work for others for wage or salary, which may be paid to them in cash or kind or partly in cash and partly in kind. This includes permanent, temporary and casual employees.

Own account workers or Self-employed

These are persons who are not working for others for wage or salary but run their own business, workshops, farms etc. and do not employ others in their business enterprises. Normally, these people have their own place of business and determine their own hours of work.

Unpaid family worker

These are persons who normally assist in the family business but do not receive any form of pay or profit for the work they do

Subsistence farmer

This refers to a farmer who grows crops or rears poultry or livestock mainly for own consumption.

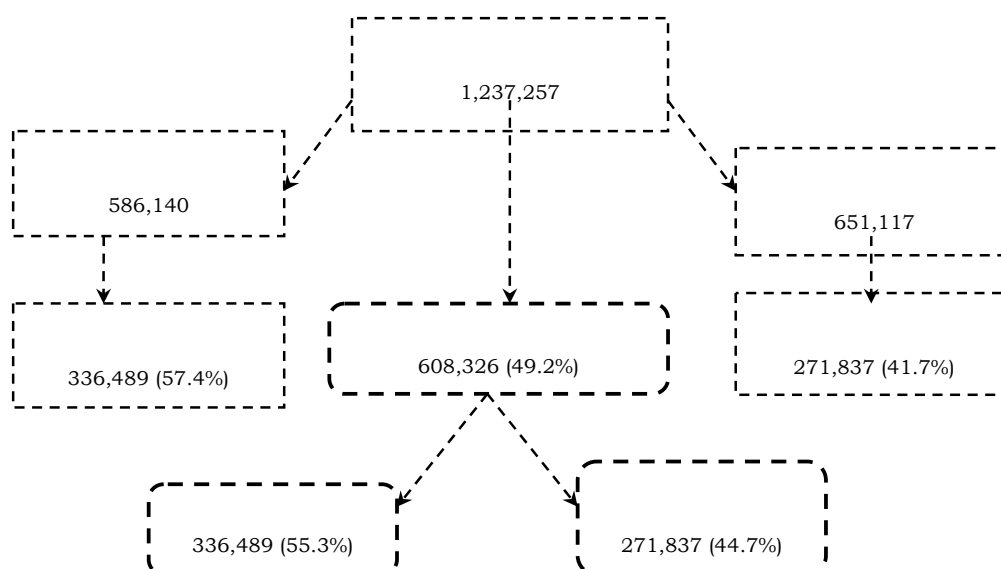
Occupation

Occupation means the type of work done by a person usually represented by job title thus activities performed by a person most of the time according to National Standard Classification of Occupation, TASCO (ILFS, 2000/01).

4.2 Socio-Demographic Characteristics of the Employed Population

4.2.1 The Sex Composition of Employed Population 15 years and above

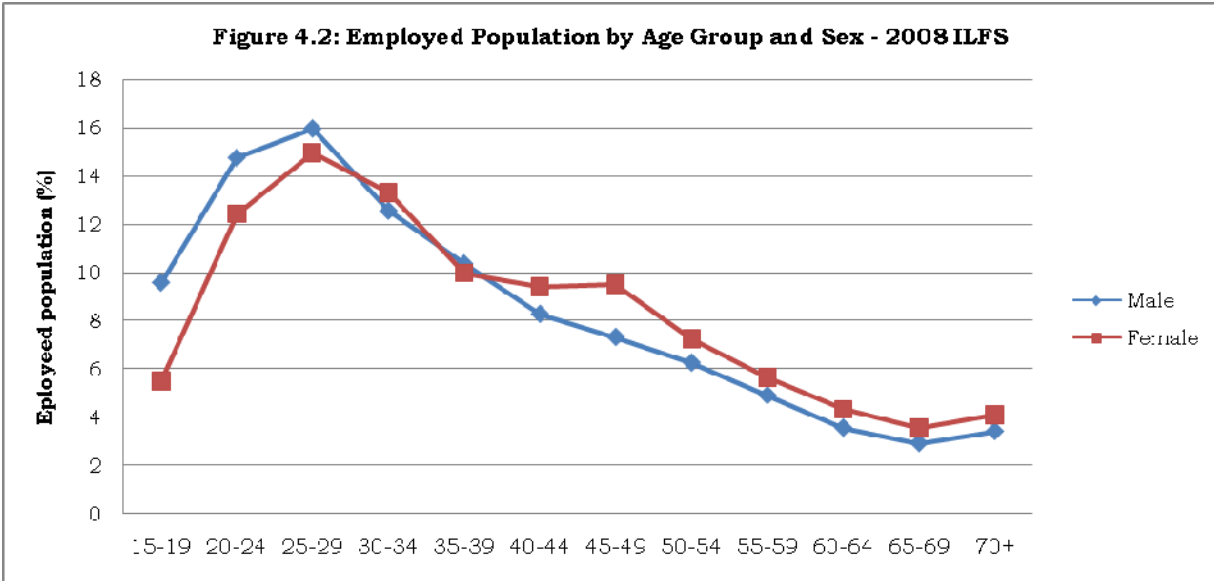
Figure 4.1: Employed Population by Sex



Data from figure 4.1 reveals that the 2008 Integrated Labour Force Survey gave a total of 1,237,257 of people aged fifteen years and above, 49.2 percent of who were reported as employed. The sex composition shows that 57.4 percent of all males aged 15 years and above is employed while a corresponding proportion of employed females is 41.7 percent. Overall, more than half (55.3 percent) of the employed population are males while females constituted 44.7 percent.

4.2.2 Age and Sex Composition of Employed Population

Figure 4.2 depicts that a large percentage of people who are employed, for both males and females, is concentrated in the age group 25-29, with 16.0 and 15.0 percent of males and



females respectively. The second highest proportion (14.8 percent) employed male population is in the age group 20-24 while that (12.4 percent) for females is in the age group 30-34. The least proportions of both males and females employed population is in the age group 60-70 years and above with the respective values ranging around 4 percent for females and 3 percent for males.

4.2.3 The Distribution of Currently Employed Population by District and Sex

Table 4.1 displays the distribution of the currently employed population by sex and district. As can be observed from the table, Maseru has the highest proportion of the total people who are currently employed which is 24.1 percent followed by Leribe (15.7 percent) and Berea (13.4 percent). Only one Southern district, Mafeteng has total population in excess of ten percent (10.5 percent). The district that has recorded the lowest proportion (4.4 percent) of people is Qacha's Nek. Patterns similar to that for the total, of the percentage distributions of the population are observed for males and females. One striking observation though is that the districts of Berea, Maseru, Quthing and Qacha's Nek, show comparatively higher portions of currently employed females than those for their male counterparts whereas the reverse is true for the rest of the other districts.

Table 4.1: Currently Employed Population by District, Sex and Total

The distribution (in Total and Percent) of Currently Employed Population Aged 15 Years and above by District and Sex - 2008 ILFS

District	Sex				Total	Percent
	Male	Percent	Female	Percent		
Botha-Bothe	21,611	6.4	13,698	5.0	35,309	5.8
Leribe	53,431	15.9	42,230	15.5	95,660	15.7
Berea	43,966	13.1	37,749	13.9	81,714	13.4
Maseru	74,987	22.3	71,872	26.4	146,858	24.1
Mafeteng	36,749	10.9	26,881	9.9	63,630	10.5
Mohale's Hoek	31,861	9.5	23,512	8.6	55,372	9.1
Quthing	17,039	5.1	14,180	5.2	31,219	5.1
Qacha's Nek	14,325	4.3	12,237	4.5	26,562	4.4
Mokhotlong	20,518	6.1	12,588	4.6	33,105	5.4
Thaba-Tseka	22,005	6.5	16,892	6.2	38,897	6.4
Total	336,490	100.0	271,837	100.0	608,327	100.0

4.2.4- Total Employed Population by Marital Status and Age

Table 4.2 reveals that 55.2 percent of the currently employed population is also Currently married, while the Never married and the Ever married marital status categories assume the second and third positions in order of magnitude with respective proportions of 26.7 and 17.9 percent. The category of those who cohabit seems to be unpopular among the Basotho culture as is revealed by their 0.2 percent share of the total. According to the table, percentages currently married increase with age, reaching maximal level in the age group 35-39. Beyond age 35-39 percentages continue to remain high ranging between 68.1 in the age group 40-44 and almost forty seven (46.9) at the extreme old ages. Thus, overall, marriage remains universal in Lesotho with majority of the employed persons aged 25-70 years and above retaining their currently married statuses. The category of the Ever married employed population on the other hand, show a monotonous continual increase in proportions married by age with the highest proportion of 52.0 percent observed for the 70+ age group. By contrast, the proportions remaining single are high in the broad age group 15-24, with the age group 15-19 constituting the highest percentage (87.2 percent) of those who have attrition of employed population out of single status with increasing age; confirms the earlier observation that marriage in Lesotho is indeed universal. That is, only one percent of the currently employed population remains unmarried beyond age 70+.

Table 4.2: Total Currently Employed Population and Marital Status					
Percentage Distribution of Currently Employed Population Aged 15 Years and Above by Marital Status - 2008 ILFS					
Age group	Marital Status				Total
	Never Married	Currently Married	Living Together	Ever Married	
15-19	87.2	12.4	0.0	0.4	100.0
20-24	63.9	33.1	0.0	3.0	100.0
25-29	37.7	55.6	0.2	6.5	100.0
30-34	21.4	65.6	0.3	12.7	100.0
35-39	11.0	71.1	0.1	17.8	100.0
40-44	6.1	68.1	0.4	25.4	100.0
45-49	5.4	66.9	0.7	27.0	100.0
50-54	3.2	65.6	0.6	30.5	100.0
55-59	2.6	64.7	0.1	32.6	100.0
60-64	1.3	58.7	0.1	39.9	100.0
65-69	0.4	59.7	0.2	39.7	100.0
70+	1.0	46.9	0.2	52.0	100.0
Total	26.7	55.2	0.2	17.9	100.0

4.2.5 Employed Population by Marital Status, Age and Sex

Table 4.3 extents the analysis of the preceding table for totals to include the sex differentials in proportions within different marital status categories. What is observed in Table 4.3 is that more males than females are employed in most marital status categories,

except the Ever married category where female percentages exceed those corresponding to males by almost 9 (8.7) percentage points and; those living together where both males and females recorded 0.1 percent each. Comparisons by sex reveal that as with the totals, percentages for the Currently married males are higher in all age groups than those for females while the opposite is observed for the Ever married marital status category where female percentages now exceed those for males in all age groups. The Never married category of the employed population, on the other hand; confirm higher male than female proportions only up to the age group 40-44 beyond which female percentages supersedes those for males, although as has been noted already very few people regardless of the sex remain unmarried. The living together marital status category presents not only comparatively insignificant proportions; but also a non consistent pattern despite some slight variations, observed.

Table 4.3: Currently Employed Population and Sex

Percentage Distribution of Currently Employed Population Aged 15 Years and Above by Age Group, Marital Status and Sex - 2008 ILFS

Age Group	Never Married		Currently Married		Living Together		Ever Married		Total (Both)
	Male	Female	Male	Female	Male	Female	Male	Female	
15-19	65.4	21.8	2.8	9.6	0.0	0.0	0.2	0.2	100.0
20-24	43.9	19.9	14.8	18.3	0.0	0.0	0.8	2.3	100.0
25-29	24.0	13.6	30.8	24.8	0.1	0.2	2.0	4.5	100.0
30-34	11.1	10.3	38.9	26.8	0.1	0.2	3.8	8.8	100.0
35-39	6.2	4.7	45.1	26.0	0.1	0.1	4.9	12.9	100.0
40-44	3.4	2.8	42.2	26.0	0.1	0.3	6.6	18.8	100.0
45-49	2.0	3.4	39.9	27.0	0.6	0.1	6.4	20.6	100.0
50-54	1.0	2.2	41.9	23.8	0.3	0.4	8.6	22.0	100.0
55-59	1.4	1.2	42.7	21.9	0.0	0.1	7.6	25.0	100.0
60-64	0.4	0.9	40.1	18.6	0.0	0.1	10.0	29.9	100.0
65-69	0.4	0.0	40.4	19.3	0.2	0.0	9.6	30.2	100.0
70+	0.8	0.2	38.4	8.5	0.2	0.0	11.4	40.6	100.0
Total	17.6	9.1	33.0	22.1	0.1	0.1	4.6	13.3	100.0

4.3 Employed Population by Status in Employment and Industry

4.3.1. Currently employed population by status in employment and age

Table 4.4 reveals that an overwhelming majority (81.9 percent) of the employed population aged fifteen years and above consists of the employees. The next important employment category is the Own account workers with 13.7 percent while the other remaining employment categories together share a total of 4.5 percent with its largest share of 3.8 percent belonging to unpaid family workers. That is both Members of cooperatives and Employers recorded the least percentages of 0.3 and 0.4 percent respectively. The Employees' category continues to retain the highest proportions of the employed population in all age groups when compared to the other employment status categories

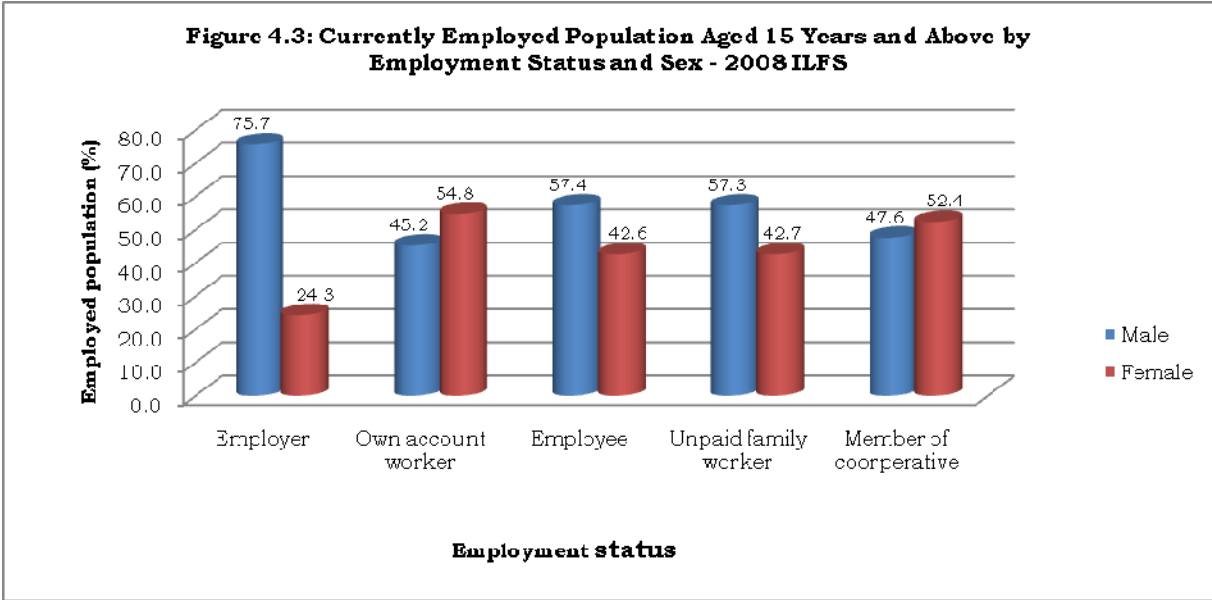
and, is followed by the Own account worker employment status categories except that in their case where majority of the employed population is concentrated in the age groups 35-70 years and above. One other observation peculiar to this employment status category is that the first two age groups have less than 10.0 percent representation of own account workers with the least percentage of own account workers observed for the age group 15-19. Whereas as has already been noted, the comparative proportions are low in these other employment status categories, they also present no clear pattern of proportional distribution of the number employed by age; although the percentage of Unpaid family workers is highest (12.0 percent) in the age group 15-19.

Table 4.4: Employment Status and Age Group

Percentage Distribution of Currently Employed Population Aged 15 Years and Above by Age Group and Employment Status - 2008 ILFS

Age group	Employment Status					Total
	Employer	Own account worker	Employee	Unpaid family worker	Member of cooperative	
15-19	0.4	2.9	84.4	12.0	0.2	100.0
20-24	0.2	8.0	85.6	6.1	0.1	100.0
25-29	0.5	10.4	85.6	3.4	0.2	100.0
30-34	0.3	13.8	83.3	2.3	0.3	100.0
35-39	0.4	16.5	80.8	2.0	0.2	100.0
40-44	0.9	17.3	79.6	2.0	0.2	100.0
45-49	0.5	15.1	82.2	2.0	0.2	100.0
50-54	0.3	16.9	79.2	2.9	0.7	100.0
55-59	0.8	20.7	74.4	3.0	1.1	100.0
60-64	0.5	26.2	68.1	5.1	0.0	100.0
65-69	0.0	31.5	61.6	6.8	0.0	100.0
70+	1.1	32.9	55.2	9.6	1.2	100.0
Total	0.4	13.7	81.9	3.8	0.3	100.0

The sex composition of the employed population within different employment statuses is displayed in Figure 4.3. What is evident from the figure is that it depicts more than three quarters (75.7 percent) of all the employers are males. The two other employment status categories with more males than females are the Employees and the Unpaid family workers, which show the respective male proportions of 57.4 and 57.3 compared to 43.6 and 42.7 for females. On the other hand, the figure purports females as likely to work either as own account workers or Member of cooperative. In these two employment status categories, females account for 54.8 and 52.4 percent respectively while the comparable male percentages are 45.2 for the Own account workers and 47.6 percent for the Members of the Cooperatives employment status categories respectively.



4.4 Occupational Characteristics of the Employed Population

4.4.1 Currently Employed Population 15 years and above by Occupation and Status in Employment

Tables 4.5 through to 4.9 show the population aged 15 years and above by their different occupational categories. Table 4.5 in particular shows the employed population by employment status cross classified by occupation. Data from the table shows that high percentages of employers are found in the elementary (23.7 percent), Legislators, Senior officials and Managers (23.2 percent) as well as the Craft and related Trades workers (17.3 percent) occupational categories. Employees on the other hand seem to be more inclined to work in the elementary, Plant and Machine Operators and Assemblers; as well as the Craft and related Trades workers as reflected by their respective percentage values of 47.3, 13.6, and 13.4 percent respectively. The majority of Unpaid family workers (76.2 percent) are also found in the Elementary occupations while the Craft and related Trades workers have only 8.6 percent. The same pattern is observed from employed population who are own account worker and member of cooperative. On the overall, majority of people work in Elementary occupations irrespective of their status in employment.

Table 4.5: Employment Status and Occupation						
Percentage Distribution of Currently Employed Population Aged 15 Years and Above by Occupation and Employment Status - 2008 ILFS						
Occupation	Employment Status					Total
	Employer	Own account worker	Employee	Unpaid family worker	Member of cooperative	
Legislators, Senior Officials & Managers	23.2	5.5	1.8	0.7	16.4	2.4
Professionals	3.7	0.4	2.4	0.0	0.0	2.0
Technicians & Associates professionals	0.0	4.7	7.9	2.6	10	7.2
Clerks	10.2	5.3	6.1	5.1	2.2	5.9
Service workers & shops & market sales workers	5.1	8.3	6.6	2.6	9.6	6.7
Skilled Agricultural & Fishery workers	4.2	1.7	0.5	0.7	0.0	0.7
Craft & related trades workers	17.3	31.6	13.4	8.6	27.0	15.8
Plant & machine operators & Assemblers	12.3	2.8	13.6	3.7	0.0	11.7
Elementary occupations	23.7	39.5	47.3	76.2	34.6	47.2
Armed Forces	0.0	0.0	0.6	0.0	0.0	0.5
Total (%)	100.0	100.0	100.0	100.0	100.0	100.0
(N)	1,605	49,243	295,239	13,659	952	360,698

4.4.2 Currently Employed Government Employees by their Occupational Status

Table 4.6 presents the percentage distribution of Government employees by occupation and sex. According to the Table, the largest percentage (26.0 percent) of Government employees constitutes the Technicians and Associates Professionals and; are followed by the respective percentages of 18.1, 17.2, and 11.9 of those who are engaged in service work, shops and market sales related workers including the elementary and clerical occupations. The sex differentials of Government employees shows that larger percentages of males work in the service workers, shops and market sales workers (24.4 percent), elementary (20.5 percent) as well as in the Technical and Associate Professional related occupations where they constitute 16.4 percent. One other peculiar observation is that more females than males work as Technicians and Associates Professionals (36.2 percent), clerks (18.3 percent, and Professionals' (10.6 percent) respectively). The least occupation for females is the Plant, Machine Operators and Assemblers which accounted for 0.2 percent of all females employed by the Government. This observation may not be surprising as these activities are normally carried out by males in Lesotho.

Table 4.6: Government employees and Occupation						
Total and Percentage Distribution of Currently Government Employees Aged 15 Years and Above by Occupation and Sex - 2008 ILFS						
Occupation	Males	Percent	Females	Percent	Total	Percent
Legislators, Senior Officials & Managers	1,558	8.9	982	5.9	2,540	7.5
Professionals	1,144	6.5	1,748	10.6	2,892	8.5
Technicians & Associates professionals	2,872	16.4	5,986	36.2	8,858	26.0
Clerks	1,023	5.8	3,023	18.3	4,046	11.9
Service workers & shops & market sales workers	4,274	24.4	1,900	11.5	6,175	18.1
Skilled Agricultural & Fishery workers	260	1.5	216	1.3	477	1.4
Craft & related trades workers	439	2.5	225	1.4	664	2.0
Plant & machine operators & Assemblers	772	4.4	30.0	0.2	802	2.4
Elementary occupations	3,590	20.5	2,253	13.6	5,844	17.2
Armed Forces	1,582	9.0	175	1.1	1,758	5.2
Total	17,516	100.0	16,540	100.0	34,056	100.0

4.4.3 Employed Population in the Private Sector by sex and Occupation

Table 4.7 (a) presents the percentage distribution of male employees in the Private sector by occupation and age-groups. The table shows that the large proportion of males employed in the Private sector fall within the broad age interval 20-49 with the age group 25-29 constituting the highest percentage, 18.4; of all males while the least percentages (0.6 and 2.6 percent) were observed for males aged 70 years and above and 15-19 years respectively.

An introspection of the proportional share of Private sector male employees by age within the respective occupation reveals that variations exist. For instance, the highest percentages of both, the Legislators, Senior Officials and Managers and Professionals occupations fall within the 40-44 age group; where they constitute the respective proportions of 25.6 and 25.5 percent of all males who work in these occupational categories. On the other hand, the Technicians and Associate Professionals and the Clerks related occupations have largest percentages of male employees falling in the 25-29 age group, while in the case of Service Workers and Shops and Market Sales workers; the age group with the highest proportion of male employees (29.2 percent) is 30-34. Another observation from the table is that for all the categories, male employees aged 70 years and above have the lowest percentages overall.

Table 4.7 (a): Male Employees in the Private Sector and Occupation**Percentage Distribution of the Male Employees aged 15 Years and above who work in the Private Sector by Occupation and Age Group - 2008 ILFS**

Occupation	Age-Group												Total
	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	
Legislators, Senior Officials & Managers	0.0	0.0	9.1	12.2	9.0	25.6	12.5	12.6	6.7	6.7	4.4	1.1	100.0
Professionals	0.0	5.3	19.5	8.2	13.8	25.5	14.2	5.4	5.3	0.0	0.0	3.0	100.0
Technicians & Associates professionals	1.0	7.1	20.7	14.6	19.7	12.8	7.9	2.8	9.9	2.8	0.0	0.8	100.0
Clerks	4.6	15.4	22.6	7.2	9.3	11.0	10.0	8.3	7.2	3.6	0.0	0.9	100.0
Service workers & shops & market sales workers	1.8	9.5	25.1	29.2	13.5	7.4	3.2	2.8	3.1	2.1	0.5	1.8	100.0
Skilled Agricultural & Fishery workers	0.0	17.2	13.2	6.8	17.5	18.5	7.9	11.0	0.0	0.0	0.0	8.0	100.0
Craft & related trades workers	1.0	7.9	17.6	12.3	14.6	13.4	14.3	11.1	5.0	2.0	0.4	0.4	100.0
Plant & machine operators & Assemblers	0.5	7.8	17.6	16.0	15.4	13.6	13.7	8.0	5.4	0.6	1.4	0.0	100.0
Elementary occupations	4.5	15.9	18.1	19.2	12.4	9.3	9.8	5.4	3.2	1.2	0.6	0.4	100.0
Total	2.6	11.5	18.4	16.6	13.6	11.6	11.1	7.2	4.5	1.63	0.69	0.6	100.0

4.4.4 Employed Population in the Private Sector, Occupation and Age Group

Generally, the distribution of female employees in the Private sector by age, as shown in Table 4.7 (b) follows closely the same pattern as that observed for males who work in the same sector although there are variations as well. Thus, as can be seen from the table, majority of female employees in this sector fall within a somewhat smaller age range, 20-39 when compared to that of 20-49 observed for males in the same sector and, as was the case with males; the 25-29 age group reflects the highest percentage, 21.7 of female employees when compared with the rest of age groups shown. Similar observations are observed when analysis of the percentage share by age of female employees within the different occupational categories is made. For instance, the female employees who do clerical work are also mostly concentrated in the broad age range 20-49 with the highest percentage, (16.7 percent) of them falling in the age group 20-24 with 20.4 percent. In a like manner, the largest proportion of females who work as professionals lies within the 20-24 age group and constitute 20.4 percent.

Majority of female Legislators, Senior officials and Managers on the other hand fall within the age group 30-34 and constitute 17.5 percent, followed by those aged 45-49 with 17.1 percent. More or less the same pattern is observed for females in the occupational category of Service workers, Shops and Market sales workers, who present the highest percentage of 24.6 percent in the age group 30-34. One important observation is that with females, variations exist in respect of the age group concentrations of the employees by occupational category. In the craft and related trades workers category the highest percentage (19.0 percent) is in age group 20-24 years. Generally, the least percentages are for female employees aged 15-19 years and 70 years and above in all types of occupation.

Table 4.7 (b): Female Employees in the Private sector by Occupation and Age Group**Percentage distribution of Female Employees aged 15 years and above who are employed in the Private Sector by Occupation and Age Group - 2008 ILFS**

Occupation	Age-Group												Total
	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	
Legislators, Senior Officials & Managers	0.0	10.6	15.4	17.5	7.8	10.4	17.1	7.3	9.4	2.4	0.0	2.2	100.0
Professionals	0.0	7.9	15.4	20.4	8.6	18.9	14.9	6.9	4.4	2.7	0.0	0.0	100.0
Technicians & Associates professionals	0.6	7.2	23.7	13.9	11.2	9.8	13.7	7.1	7.2	4.2	1.5	0.0	100.0
Clerks	2.2	16.7	20.4	15.6	15.6	9.3	10.9	4.9	3.9	0.0	0.4	0.0	100.0
Service workers & shops & market sales workers	3.5	7.9	13.3	24.6	15.8	8.0	10.8	4.0	6.4	2.4	1.3	2.2	100.0
Skilled Agricultural & Fishery workers	17.5	7.0	0.0	28.9	9.6	18.1	0.0	5.2	0.0	0.0	13.7	0.0	100.0
Craft & related trades workers	4.0	19.0	15.6	17.4	13.9	7.7	12.4	4.3	1.6	2.8	1.3	0.0	100.0
Plant & machine operators & Assemblers	2.7	16.8	29.3	24.9	14.0	6.0	3.6	1.4	0.6	0.3	0.3	0.0	100.0
Elementary occupations	4.6	21.2	19.5	17.5	11.1	11.6	5.3	4.2	2.9	1.2	0.3	0.7	100.0
Total	3.1	16.4	21.7	19.5	12.7	9.4	7.6	4.0	3.2	1.4	0.6	0.4	100.0

4.4.5 Characteristics of the Employed Population in the Parastatal Sector by Occupation and age

Table 4.8 displays the percentage distribution of current employees in the parastatal sector by occupation and age-group. According to Table 4.8, the highest proportion of employees who work as Legislators, Senior officials and Managers is 36.4 percent and is in the age group 40-44 followed by 27.5 and 20.5 percent respectively of those in age group 45-49 and 35-39 . Skilled agriculture and fishery workers have the highest percentages in age groups 40-44 and 30-34 years with respective proportions of 57.5 and 42.5 percent. Technicians and Associate Professional employees' likewise present comparatively high proportions in the age group 25-29 (22.9 percent) and 45-49 which constitutes 13.5 percent of all employees in this occupational category. Majority of employees who work as Service workers, in shops and as Market Sales workers are in age group 30-34 and represent 35.9 percent of all people who work in this category. Within the Plant and Machine Operators and Assemblers work category, age group 30-34 has the highest percentage (24.4 percent) in comparison to the other age-groups.

Table 4.8: Parastatal Employees by Occupation and age group**Percentage Distribution of Population aged 15 years and above Employed in the Parastatal Sector by Occupation and Age Group - 2008 ILFS**

Occupation	Age-Group												Total
	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	
Legislators, Senior Officials & Managers	0.0	0.0	5.9	9.7	20.5	36.4	27.5	0.0	0.0	0.0	0.0	0.0	100.0
Professionals	0.0	4.2	26.9	16.4	5.8	4.3	24.3	6.7	11.4	0.0	0.0	0.0	100.0
Technicians & Associates professionals	0.0	6.9	22.9	10.6	11.7	10.6	13.5	11.7	4.9	7.3	0.0	0.0	100.0
Clerks	4.4	0.0	21.5	6.0	10.5	26.0	18.3	0.0	7.5	5.8	0.0	0.0	100.0
Service workers & shops & market sales workers	0.0	0.0	16.4	35.9	18.5	19.5	9.7	0.0	0.0	0.0	0.0	0.0	100.0
Skilled Agricultural & Fishery workers	0.0	0.0	0.0	42.5	0.0	57.5	0.0	0.0	0.0	0.0	0.0	0.0	100.0
Craft & related trades workers	0.0	2.1	11.2	10.1	10.3	21.4	16.8	19.3	5.0	2.0	1.8	0.0	100.0
Plant & machine operators & Assemblers	0.0	19.7	11.3	24.4	7.2	12.7	12.8	9.4	2.5	0.0	0.0	0.0	100.0
Elementary occupations	4.2	7.5	18.9	10.5	14.1	14.9	11.9	10.3	4.0	0.0	1.0	2.5	100.0
Total	1.5	6.4	17.1	13.5	11.9	16.4	15.0	10.2	4.6	2.0	0.6	0.7	100.0

4.5 Employment by age within Industry

Industry refers to the type of economic activity in which an individual's work falls. That is, it defines the type of production or service rendered by an individual at his or her place of work. To facilitate data analysis, different codes were assigned to employed person, where the industry was determined according to the main type and product produced by the firm or factory for which the individual works. The majority of the employees are in the mining and quarrying industry constituting 27.9 percent shown in Table 4.5. Education comprise of 16.7 percent while manufacturing have 13.2 and 10.9 percent of electricity, gas and water supply. As can be expected, the mining and quarrying industry has the majority (95.5 percent) of male population. The other industries that followed were Electricity, Gas and Water supply and Transport storage and communications have respective proportions of 86.2 and 70.3 percent shown in Table 4.9. On the contrary, highest proportions of female employees are observed in Manufacturing (70.2 percent), Financial Intermediation (87.5 percent) and, Education (72.1 percent).

Table 4.9: Employment and Industry					
Total and percentage distribution of Currently employed Parastatal employees Aged 15 years and above by Industry and Sex - 2008 ILFS					
Industry	Total	Male	Female	Male %	Female %
Agriculture, Hunting & Forestry	191	152	39	79.6	20.4
Fishing	44	44	0	100.0	0.0
Mining & Quarrying	2,787	2,662	125	95.5	4.5
Manufacturing	1,310	390	920	29.8	70.2
Electricity, gas & water supply	1,087	937	150	86.2	13.8
Construction	458	258	200	56.3	43.7
Wholesale & retail trade	433	292	141	67.4	32.6
Hotels & Restaurants	166	42	124	25.3	74.7
Transport storage & communications	249	175	74	70.3	29.7
Financial Intermediation	439	55	384	12.5	87.5
Real estate, renting & business activities	44	44	0	100.0	0.0
Public Administration & defence	442	228	214	51.6	48.4
Education	1,664	465	1,199	27.9	72.1
Health & social work	98	0	98	0.0	100.0
Other Community, social & personal service security	408	295	113	72.3	27.7
Private Households with employed persons	33	0	33	0.0	100.0
Extra-Territorial organizations & bodies	126	54	72	42.9	57.1

4.6 Employed Population and Educational Attainment

4.6.1 The Distribution of Private Employees by Sex and Educational Attainment

Table 4.10 presents the distribution of population aged 15 years and above who are currently employed in the Private sector. Data from the table indicates that on overall over ninety percent of all private employees have attained up to secondary education, with the highest proportion of employees (47.5 percent) observed among those who have the Primary school living certificate while those with secondary education constitute 42.6 percent of all the private employees. The least proportion (2.9 percent) is of private employees who have attained university education. The same pattern as that observed for total employees is maintained among male employees in private sector. Female employees in the private sector on the other hand; present a picture different from that for total and male employees. Thus, more than fifty percent (56.2) of female employees in the Private sector have attained Secondary education while 39.3 percent of them have completed Primary education. Another interesting observation is that female graduates are higher (3.7 percent) than those for males (2.9 percent). In addition, female employees with no education present the least proportion (0.8 percent) in comparison to that corresponding to males (11.0 percent) in the same educational category.

Table 4.10: Private Employees and Educational Attainment

Percentage Distribution of Currently Private Employees Aged 15 Years and Above by Educational Attainment and Sex - 2008 ILFS

Educational attainment	Both sexes		Males		Females	
	Total	Percent	Total	Percent	Total	Percent
Primary	86,532	47.5	57,729	53.0	28,771	39.3
Secondary	77,666	42.6	36,550	33.6	41,167	56.2
Graduate	5,281	2.9	2,555	2.3	2,730	3.7
None	12,644	6.9	12,003	11.0	618	0.8
Total	182,124	100.0	108,837	100.0	73,287	100.0

4.6.2 The distribution of Government Employees by Sex and Educational Attainment

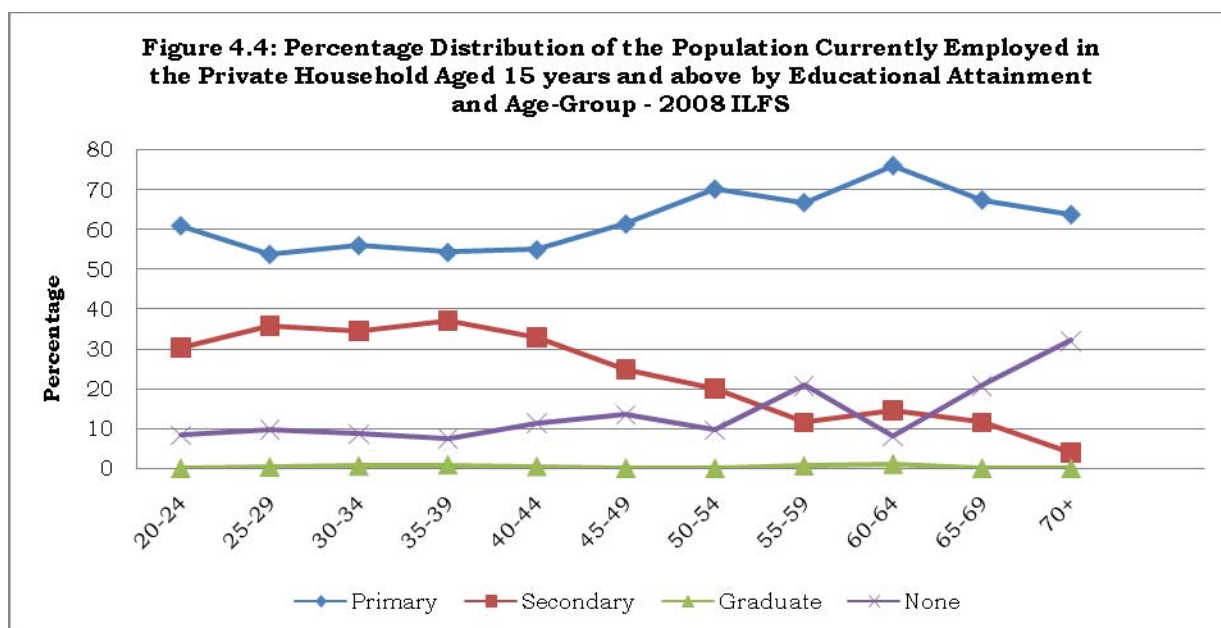
Table 4.11 presents the same distribution as that displayed in the preceding table with the focus now being on Government employees. What is observed from Table 4.11 is that there is a shift in proportional increase from Primary to Secondary levels of education for both the total and male Government employees, while the female scenario remain unchanged. For example, proportions are in excess of sixty percent for both male (61.3) and female (63.8 percent) of Government employees with Secondary education. The effect of increased proportions of Government employees at

Secondary level of education has been to decrease proportions of employees with primary education to 19.7 percent for both sexes as well as for the total. As with the Private sector, proportion of female graduates in the Government sector remains higher at 16.1 percent than that for males, 11.1 percent. Likewise, female employees in the government sector are less likely to be uneducated (0.4 percent) than males in the same sector who present a comparatively higher proportion of 7.9 percent of males with no education at all.

Table 4.11: Government Employees and Educational Attainment						
Percentage Distribution of Currently Government Employees Aged 15 Years and Above by Educational Attainment and Sex - 2008 ILFS						
Educational Attainment	Both sexes		Males		Females	
	Total	Percent	Total	Percent	Total	Percent
Primary	6,714	19.7	3,449	19.7	3,265	19.7
Secondary	21,291	62.5	10,739	61.3	10,553	63.8
Graduate	4,609	13.5	1,951	11.1	2,660	16.1
None	1,441	4.2	1,376	7.9	62	0.4
Total	34,056	100.0	17,516	100.0	16,540	100.0

4.6.3 Employed Population within the Private Households by Levels of Educational Attainment

Figure 4.4 shows the Private Households population aged 15 years and above by educational attainment and age-group. The figure shows that the Private Households sector has higher proportions across all ages of its population members who have attained the Primary level of education with the highest percentage (76.1 percent) in this educational category observed in the age-group 60-64 years. The next highest proportions are observed for those with Secondary education in the age range 20-39 with the maximum percentage level of 37.2 percent attained in the age-group 35-39 after which percentage values decrease continuously to reach the level lower than those observed for the graduates as age increases. Furthermore, with the exception of the non-educated category, all the other educational categories show variations in proportions employed by age with the Primary and Secondary education categories showing some deeper troughs in the age group 55-59 while the graduate educational category show comparatively more troughs with the deepest observed in the age group 60-64 after which percentages rise persistently to reach levels of more than 30.0 percent at ages 70+.

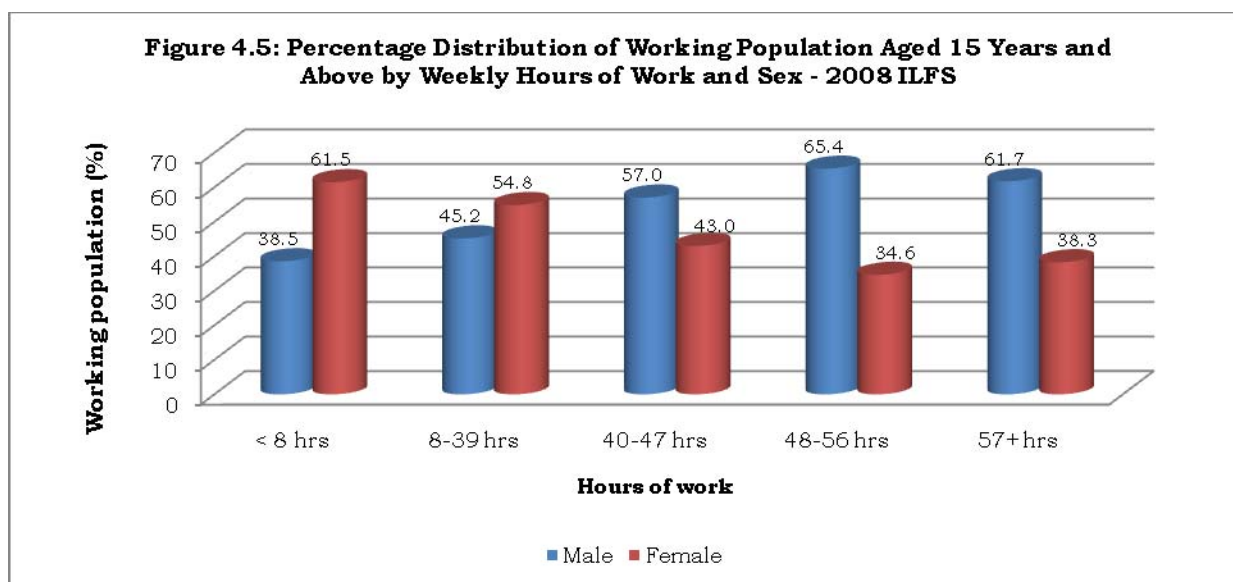


4.7 Employed Population by the number of Hours Worked

The indicator for the amount of time spent at work by an individual (hours of work) plays a key role in time related employment, where distinction between those fully employed and the under-employed can be made to be visibly measured (ILFS Tanzania, 2000/01). Questions on hours worked were asked to all persons engaged in main and secondary activities. However, in this chapter, the discussion will be limited to hours worked spent in the main activity.

4.7.1 Average Number of Hours Worked per week by Sex

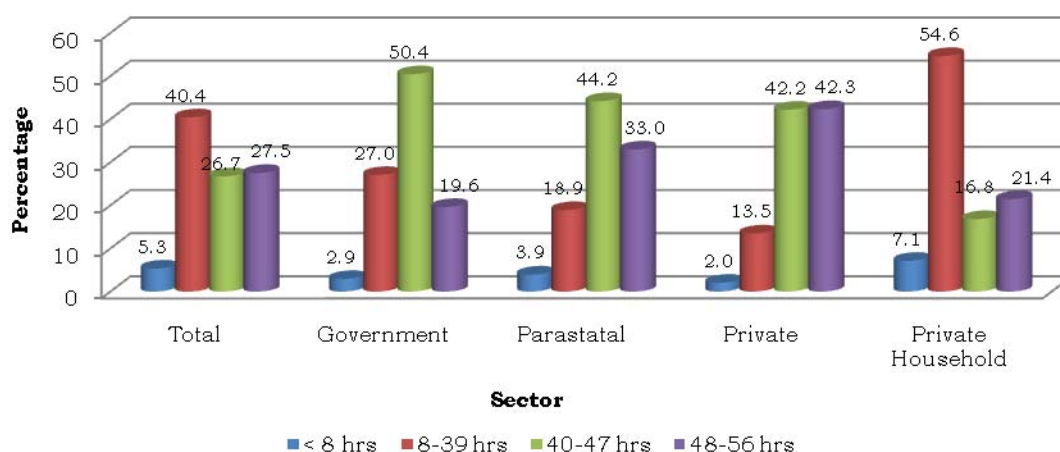
Figure 4.5 presents percentage distribution of the working population aged 15 years and above by number of weekly hours worked for males and females respectively. The Figure shows that with the exception of the less than 8 hours and for 8-39 hours duration periods per week, which shows higher female proportions than males: 61.5 and 38.5 percent for females and males respectively who work for less than 8 hours per week and; 54.8 and 45.2 percent respectively for females and males who work for 8-39 hours per week; more males than females in general work for more hours per week than females. For instance, males who work for 40-47, 48-56 and 57 and above hours per week have respective percentages of 57.0, 65.4 and 61.7 while the female percentages in the same durations of work are 43.0, 34.6 and 38.3 respectively.



4.7.2 Average Number of Hours Worked per week by Sector

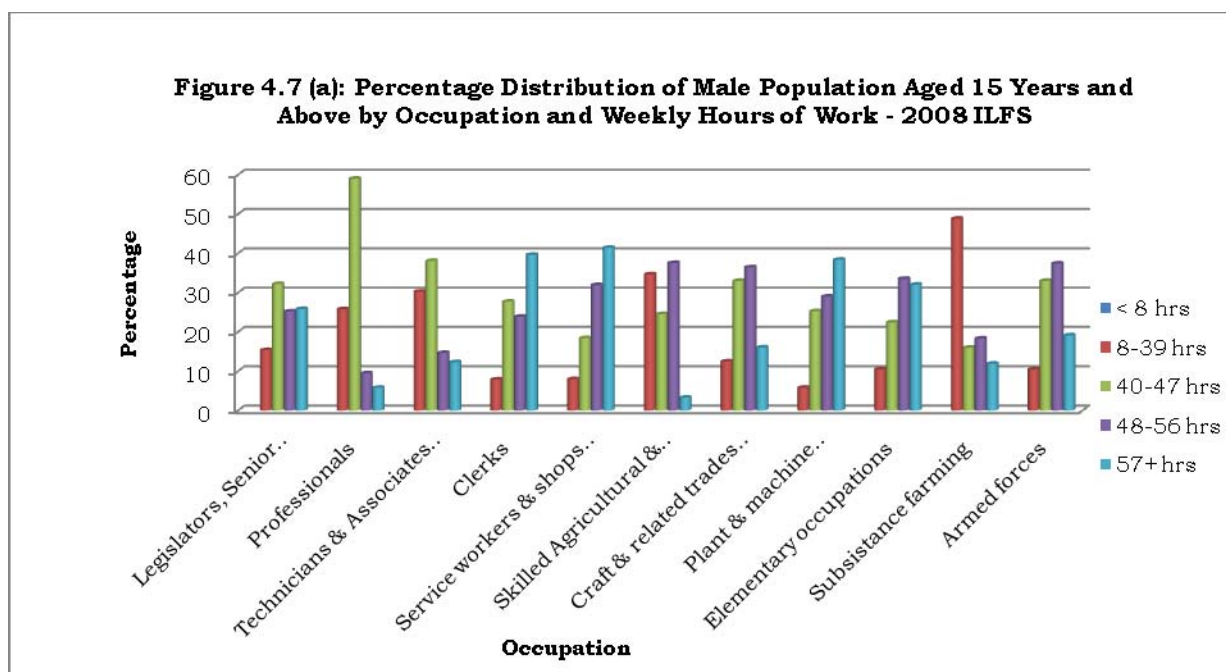
Figure 4.6 portrays percentage distribution of working population aged 15 years and above by sector and weekly hours of work. This Figure indicates that majority (40.4 percent) of the total employed population work for 8-39 hours per week while the least proportion (5.3 percent) is observed for those who work for less than 8 hours. Those who work for 40-47 and 48-56 hours weekly have near equal proportions of 26.7 and 27.5 percent respectively. Within the Government sector, just over 50.4 percent of the employees work for 40-47 hours per week while the 27.0 percent of the employees in this sector works for 8-39 hours and, is followed by 19.6 percent of those who work for 48-56 hours weekly. Close to fifty five percent (54.6) of all the employees within the Private Households work for 8-39 hours per week. Within the same sector, 21.4 percent, of all the employees work for 48-56 hours per week, while those who work 40-47 hours per week present a slightly lower percentage of 16.8. Parastatal sector on the other hand have the highest percentage (44.2 percent) for the population who work for 40-47 hours followed by 33.0 percent of those who spent 48-56 hours per week at work. It is worth noting that the Private sector employees with time durations of 40-47 and 48-56 hours per week have almost the same percentage shares of 42.2 and 42.3 percent respectively. Overall, comparatively lowest percentages of people who are employed worked below 8 hours per week and this scenario is again maintained across all the employment sectors.

Figure 4.6: Percentage Distribution of Working Population Aged 15 Years and Above by Sector and Weekly Hours of Work - 2008 ILFS

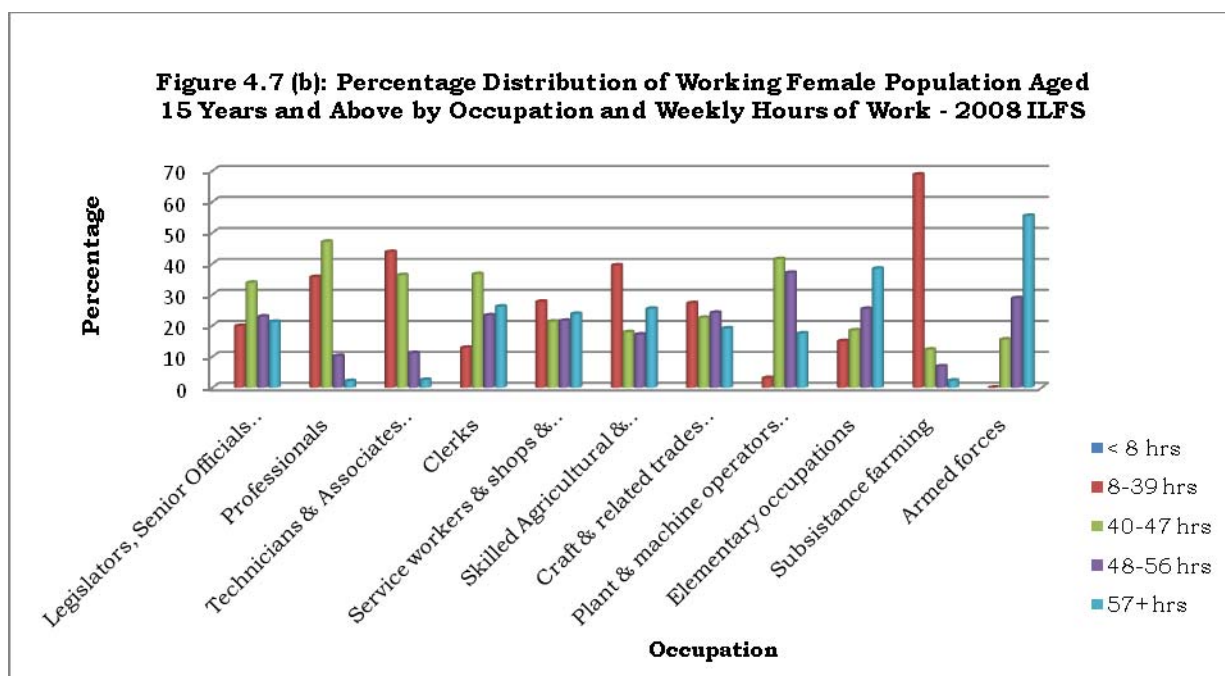


4.7.3 Average Hours Worked and Occupation by Sex

Figures 4.7 (a) and (b) respectively show the sex distribution of employed population aged 15 years and above by occupation and the number of hours the employees worked for within each one of the different occupational categories. Table 4.7 (a) shows comparably highest percentages of males who had worked for 40-47 hours per week in the respective occupational categories of Professionals (59.0 percent), Technicians and Associates (38.1 percent, and Legislators, Senior Officials and Managers (32.2 percent). Males who had worked for 57 hours and more per week presented highest proportions within the Service workers, Shops and Market sales workers (41.1 percent), clerical (39.6 percent) and, the Plant and Machine operators and Assemblers (38.4 percent) occupational categories respectively while those for Elementary occupation, though still high at 32.0 percent; competed stiffly with that for male employees who had worked for 8-39 hours in the same occupation. Close to forty nine (48.8) percent of male Subsistence farmers had worked for 8-39 hours per week with comparably fewer numbers of them observed in the other reference intervals within the same occupation. Those who worked in the Skilled Agricultural and Fishery workers (37.5 percent), Armed forces with 37.4 percent Crafts and related trades (36.4 percent) had the largest numbers of their employees having worked for 48-56 hours per week. The least percentage of the male population had worked for less than 8 hours a week except in the occupations already stated above.



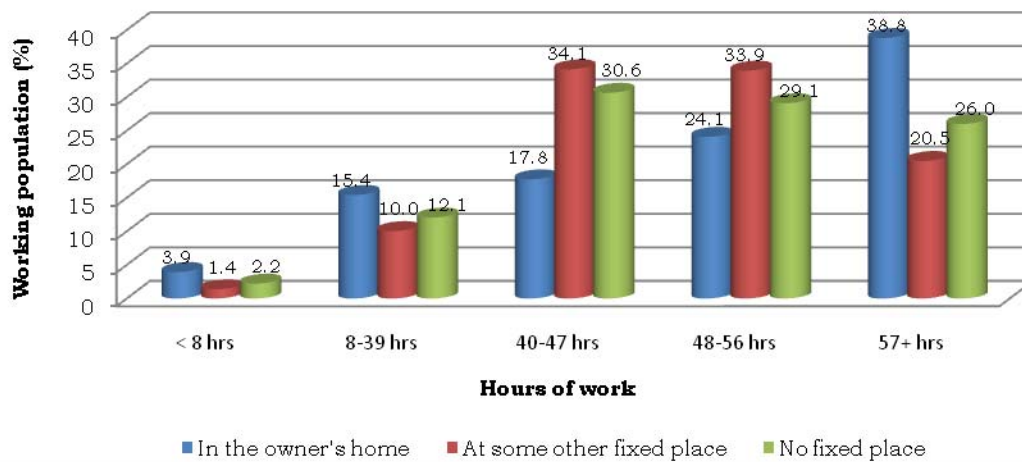
As was with males, Figure 4.7 (b) displays the highest proportions of female employees who had worked for 40-47 hours weekly in different occupational categories to assume the following order of magnitude: Professionals (47.1 percent), Technicians and associates (43.8 percent), Plant and Machine Operators and Assemblers (41.5 percent), Clerks (36.7 percent) and; the Legislators, Senior Officials and Managers (33.9 percent). The female Subsistence farmers likewise also had the highest percentage of close to sixty nine (68.8)the employees who had worked for 8-39 hours per week while the comparative percentage for the Skilled female Agricultural and Fishery workers was 39.5 percent. Majority (55.5 percent) of females in the Armed forces had worked 57+ hours per week while a slightly lower percentage of 38.4 percent comprised of those working in Elementary occupations. The least proportions of females who had worked for 48-56 hours were in the Professionals, Technicians and Associates Professional occupations while as in the case of males, the least percentages were recorded for those who worked for less than 8 hours weekly across all the occupation categories. Moreover, female Subsistence farmers had the least percentage of employees working for 57 hours and more hours per week.



4.7.4 Average Number of Hours Worked by Individuals within Business Locations

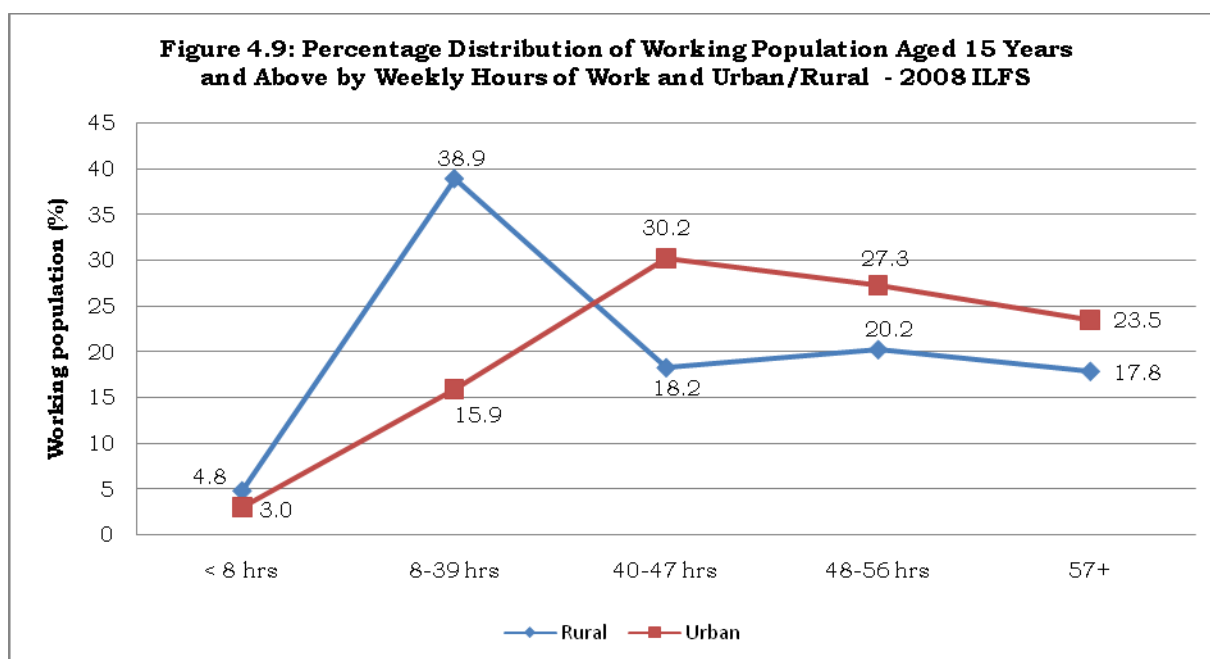
Figure 4.8 indicates the highest proportion (38.8 percent) of the people who worked for 57 hours and more within their owner's home compound compared to the other proportions which range in proportions between a minimum of 3.9 percent for those who had worked for less than 8 hours and 24.1 percent for those who had worked for 48-56 hours per week in the same residential location. Other fixed business locations report highest proportions of 34.1 and 33.9 percent respectively for people who worked for 40-47 and 48-56 hours per week. Majority (30.6 percent) of those with mobile business locations worked for 40-57 and above hours per week.

Figure 4.8: Percentage Distribution of Working Population Aged 15 Years and Above by Weekly Hours of Work and Business Location - 2008 ILFS



4.7.5 Average Number of Hours Worked per Week by Urban/Rural Residence

Figure 4.9 shows glaring disparities in patterns of urban/rural graphs of the percentage of the employed population by number of hours worked per week. The urban curve shows a continuous increase in proportions employed from a low level of 3.0 percent when individuals work for less than 8 hours to a peak of 30.2 percent when the duration of work is extended to 40-47 hours per week after which proportions decrease with increase in the number of hours worked per week. On the other hand, rural proportions show an initial steep rise from 4.8 percent for employees who work for less than 8 hours per week to close to thirty nine (38.9) percent for work duration of 8-39 hours; followed by a steep decline to a low value of 18.2 percent and subsequent increases to percentages slightly higher but less than those for urban areas as the number of hours per week increases.



4.8 Employment to Population Ratio

Employment to population ratio is the proportion of the target population that is employed. It depicts the share of employed persons to the total survey population in the corresponding groups. Table 4.11 indicates that on the overall, 0.5 of the total number of persons aged 15 years and above is employed. The same ratio is observed for persons in age groups 35-39 and 65-69 years. About 0.7 of the total persons aged 40-44 to 50-59 each is employed.

Table 4.12: Population Ratio			
Proportion of Employed Population to the Total Population by Age-Group - 2008 ILFS			
Age	Total		Employment Ratio
	Employed	Population	
15-19	47,221	232,989	0.2
20-24	83,521	209,002	0.4
25-29	94,519	167,375	0.6
30-34	78,505	121,244	0.6
35-39	62,017	121,244	0.5
40-44	62,017	92,452	0.7
45-49	53,462	79,652	0.7
50-54	50,523	73,421	0.7
55-59	40,799	59,968	0.7
60-64	23,744	59,968	0.4
65-69	19,461	35,574	0.5
70+	22,667	75,259	0.3
Total	608,327	1,237,257	0.5

s

4.8.1 Employment Ratio by Sex

Table 4.13 show that male employment ratio is higher (0.6 percent) than that corresponding to females (0.4). Disaggregation of employment ratios by age-groups shows that males in the age-groups 35-39, 40-44, 45-49 and 50-54 respectively, had male employment ratios of 0.8 each. They were followed by those in the age groups 30-34, 55-59, 60-64 and 65-69 with each having employment ratios of 0.7. The lowest employment ratio of 0.3 is in the age group 15-19, while age groups 20-24, 25-29 and 70+ years respectively have employment ratios of between 0.5 and 0.6. The highest ratio of 0.6 employed females was observed in each one of the following age-groups 30-34, 35-39, 40-44, 45-59, 50-54 and 55-59 years, while the lowest employment ratio were in the age-groups 15-19 and 70+ years with the respective ratios of 0.1 and 0.2.

Table 4.13: Population Ratio and Sex						
Employed Population Number and Ratio by Age-Group and Sex - 2008 ILFS						
Age Group	Males			Females		
	Employed	Population	Employment Ratio	Employed	Population	Employment Ratio
15-19	32,285	116,922	0.3	14,936	116,066	0.1
20-24	49,731	102,906	0.5	33,790	106,096	0.3
25-29	53,805	84,403	0.6	40,714	82,972	0.5
30-34	42,306	60,651	0.7	36,200	60,592	0.6
35-39	34,900	46,098	0.8	27,117	46,354	0.6
40-44	27,898	36,149	0.8	25,564	43,503	0.6
45-49	24,665	31,935	0.8	25,858	41,486	0.6
50-54	21,082	27,018	0.8	19,717	32,950	0.6
55-59	16,510	23,364	0.7	15,379	27,274	0.6
60-64	11,980	17,404	0.7	11,764	22,279	0.5
65-69	9,834	14,742	0.7	9,627	20,832	0.5
70+	11,495	24,548	0.5	11,172	50,711	0.2
Total	336,490	586,140	0.6	271,837	651,117	0.4

4.9 Summary

The discussion showed that there are more males employed than females and are mostly in Maseru, Leribe and Berea districts in the age-group 25-29 years. Majority of the employed population are currently married (55.2 percent), never married followed (26.7 percent) and those who ever married (17.9 percent). It was also shown that most people were employees (81.9 percent) working in elementary occupation. Males were employers (75.7 percent) than their female counterparts. Furthermore, males employed by the government are commonly in the service worker, shops and market sales workers and elementary occupation. On the other hand, females work as

technicians and professionals and clerks. In the private sector, males work as professionals, service worker, shops and market sales workers while females are clerks, technicians and professionals. Parastatal employees are many in legislation, senior officials and managers and professionals. Majority of the employed population are in the age-group 25-44 years. Differentiating by industry, males are employed in mining and quarrying while their female counterparts are mainly in education and manufacturing.

Population employed in different sectors of employment has attained primary and secondary education. A smaller percentage of the employed population has no educational attainment and graduate. Employed males work more hours than the females per week. Employees who work at some fixed place work more hours than other business location. Those who are employed in urban areas are likely to work more hours than those in the rural areas.

CHAPTER 5 EMPLOYMENT AND EARNINGS OF THE WORKING POPULATION

5.0 Introduction

With respect to the 2008 Integrated Labour Force Survey (ILFS), the question on employment and earnings, was asked of all respondents who stated their employment status during the last month; as currently working and earning some income either in the form of cash or payment in kind. For those who stated that they were paid in kind, they were further asked to convert the payment they obtained into cash earnings. Due to the sensitivity of this question, the amount earned was grouped in order to allow respondents to estimate their income, as it has been generally realized that people tend to have problems in disclosing the amount of income they earn. Possible reasons for the respondents' non-disclosure of their income earnings include, some workers earn very little salaries such that it embarrasses them to disclose the amount they get, more especially to the strangers. For those whose earnings fall within high income levels, fear to disclose their earnings as this is closely related to their security and likely tax deductions.

The discussion of this chapter focuses on the population aged 15 years and above employed for wages (including overtime payments, profits gained and cash allowances from the main job last month). It examines the respondents' income earnings by their various background characteristics like sex and age, earning differentials according to their employment status by district, marital status, educational status, ecological zones, urban and rural residence, employment in different sectors and the amount earned and profits made from the main job.

5.1 Limitation of data

The analysis in this chapter has been confined to the data collected from 2008 ILFS only as it has proved difficult to make a trend analysis using the 1997 and 1999 Labour Force Surveys respectively because in their case the minimum age of entry into labour force participation was set at population aged 10 years and above, whereas as already stated in the introductory remarks; the corresponding minimum age for the 2008 ILFS was based on population 15 years and above. The other factor limiting comparisons by year is that classifications of earnings have also been found to differ by survey dates.

5.2 Characteristics of the population employed for wages

This section examines the income earnings of the population 15 years and above by the different background characteristics given in the introduction. It also explores the employment characteristics of the population working for wages by employment sector. For all these variations, the figures will be disaggregated by sex and age.

5.2.1 Residential characteristics of employed population: District, urban, and zones analysis

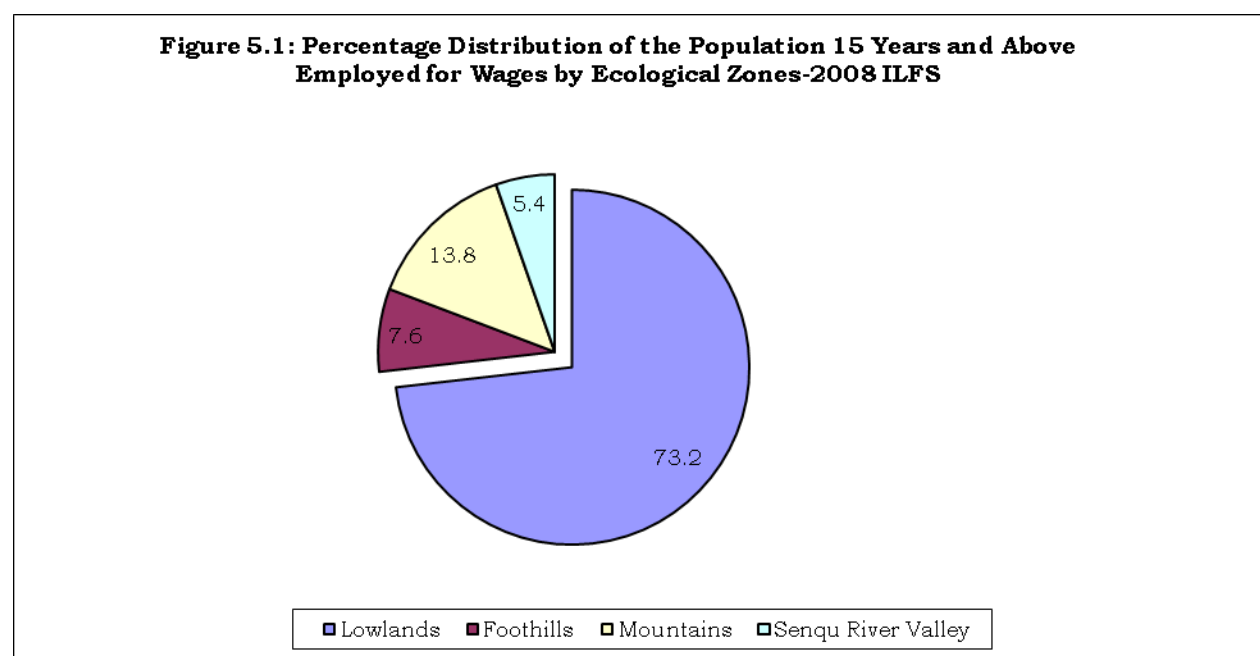
On the overall, slightly above fifty percent (50.6 percent) of the total population employed for wages resides in the rural areas while a slightly lower proportion (49.4 percent), lives in the urban areas. Table 5.1 shows the urban-rural sex differentials of the employed population by district. As can be observed from the table, more females than males are employed in the urban areas; with the exception of Thaba-Tseka urban, where females represent 48.3 percent in comparison to males who represent 51.7 percent. The Leribe urban presents the highest proportion (62.4 percent) of females employed for wages while the lowest proportion (48.3 percent) is for Thaba-Tseka district. Most of the female urban proportions in the other districts are above fifty percent with the Mafeteng urban presenting the second highest (58.6 percent) female proportions after Leribe with 62.4 percent. The comparative analysis of urban males show the next highest percentage after Thaba-Tseka to be Qacha's Nek with 47.6 percent, by contrast, rural sex differentials show comparatively higher male than female percentages employed in all districts with highest proportion of 69.3 percent observed in Thaba-Tseka as against 30.7 percent females in the same district. Leribe on the other hand recorded the lowest percentage of males employed for wages comparatively at 53.2 percent.

Table 5.1: Distribution of Paid Employees and Residence						
Percentage Distribution of Population 15 Years and Above Employed for Wages by District, Sex and Urban/Rural Residence – 2008 ILFS						
District	Urban			Rural		
	Males	Females	Total	Males	Females	Total
Botha-Bothe	44.5	55.5	3,062	62.9	37.1	7,573
Leribe	37.6	62.4	13,313	53.2	46.8	20,003
Berea	44.5	55.5	17,319	56.1	43.9	16,233
Maseru	42.1	57.9	57,046	56.1	43.9	24,104
Mafeteng	41.4	58.6	6,794	60.5	39.5	10,611
Mohale's Hoek	46.6	53.4	4,763	61.8	38.2	10,772
Quthing	47.3	52.7	1,862	55.1	44.9	4,755
Qacha's Nek	47.6	52.4	2,441	62.2	37.8	3,978
Mokhotlong	46.4	53.6	2,392	60.4	39.6	6,494
Thaba-Tseka	51.7	48.3	1,095	69.3	30.7	8,263

The observed high percentages of the employed urban females may be attributable to the existing types of economies inside the country. In Lesotho's situation in particular, more females than males work in the manufacturing industries, while the other

industry encompassing more females is domestic or household sector. The dominance of male employees in the rural areas on the other hand, results from the nature of work in these areas, which is biased more towards the agricultural sector and in particular the animal farming and related cattle herding; which characterizes majority of rural male occupation.

The disaggregation of the population employed for wages by Ecological Zones is displayed in Figure 5.1. The importance of this figure lies in the fact that these areas differ from one another in terms of their topography, climate, as well as the economic activities carried out in the respective regions.

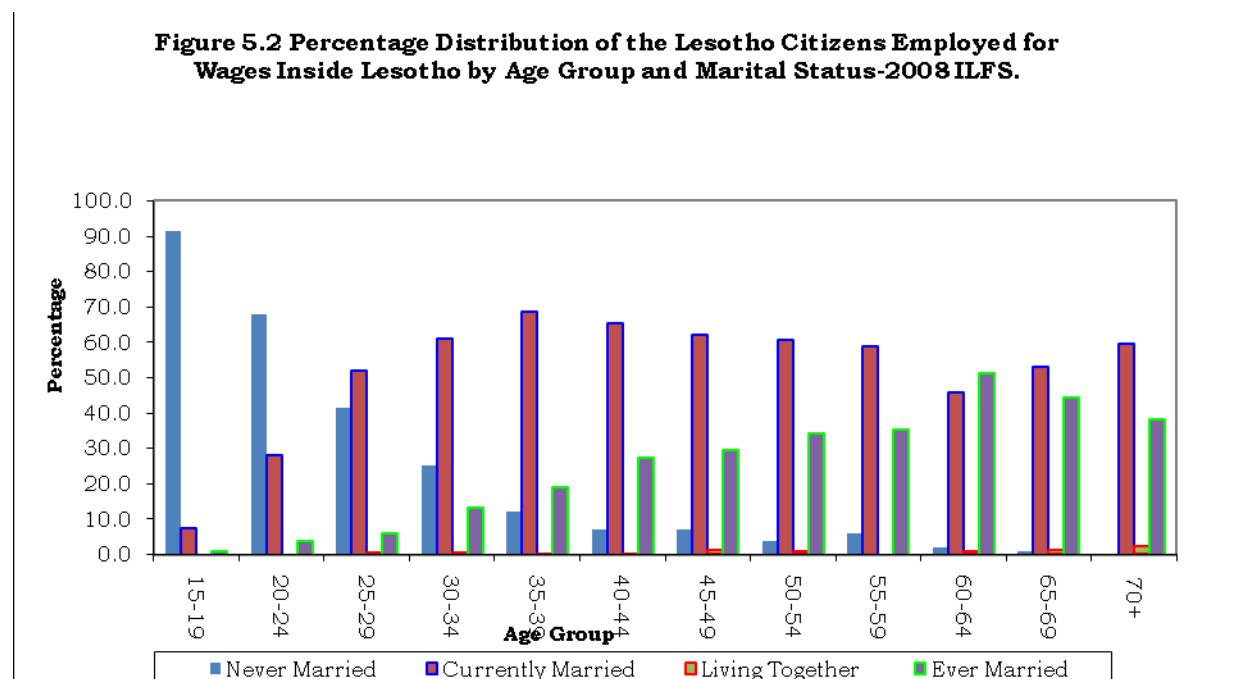


As can be observed from Figure 5.1, the Lowlands zone has recorded the largest share of 73.2 percent of the population employed for wages compared to other zones. The second largest share of 13.8 percent displayed is for the Mountain zone while the Foothill region follows third with 7.6 percent. The Senqu River Valley recorded the lowest proportion of 5.4 percent of the population working for wages. The 2006 census report confirms the above observation as this region has the lowest proportional share of the total population.

5.2.2 Marital Status of the Employed Population

Information was also collected on the marital status composition of the employed population, whose data is important in determining the extent to which different marital status categories influence peoples' involvement in income generating economic activities both by total and by sex and age. The analysis of employed

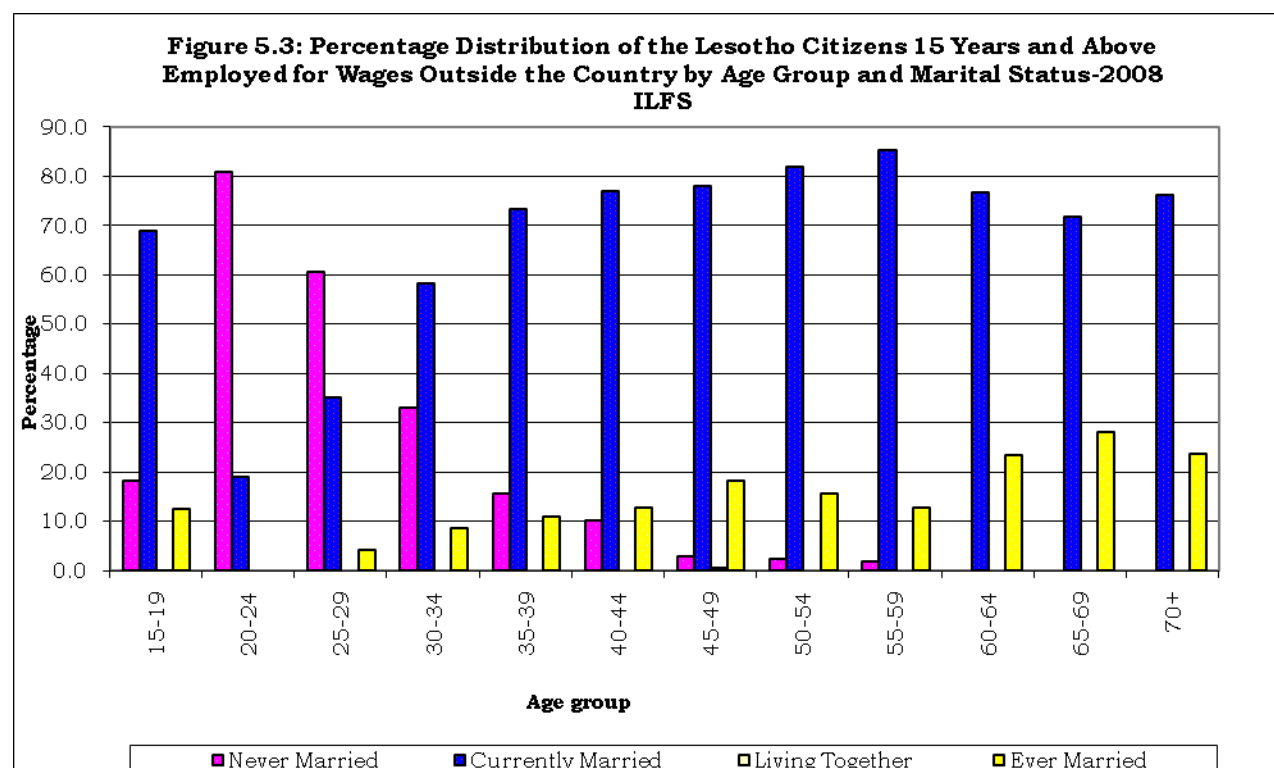
population by marital status will also be extended to Lesotho citizens residing inside and outside the country.



On the average, majority of the population residing in Lesotho who are employed for wages are currently married, and represent 50.8 percent of the total. The next largest proportion constituting 33.2 percent of the total belongs to the never been married people who are employed while the remaining two marital status categories constituting those living together and the ever married have 16.0 percent representation of the total. Figure 5.2 presents the marital status distribution of Lesotho citizens aged 15 years and above who reside inside the country by age. The differentials by age show that majority (91.4 percent) of the never married people aged 15-19 years have reported themselves to be working for wages. The age groups 20-24 and 25-29 show lower percentages of 67.8 percent 41.5 percent respectively for the never married when compared to that for age group 15-19. From age group 40-44 the percentages for those who have never married but are working for wages are reduced to levels lower than 10.0 percent, with the age group 65-69, having 1.2 percent of the population working for wages in this age group.

Figure 5.2 further reveals that on the overall and for almost all of the age groups except the first two (15-19 and 20-24); most of the Lesotho citizens working for wages inside the country are currently married. In particular, age groups 25-29 to 55-59 recorded percentages well above 60.0 percent. The percentage for the age group 60-64 was 46.2 percent and a bit lower in comparison to the other ages. The probable explanation for the observed lower percentage in the age group 60-64, may be that most organizations in Lesotho (government included) retire their employees around these ages.

The proportions of the population living together constituted the least percentages of those employed for wages in all age categories, with the highest recorded percentage of 2.2 percent, observed in age group 70+, while the corresponding percentage for those in the age group 65-69 represent 1.2 percent. The Ever married category reported higher percentages from the age group 40-44, where they represent 27.3 percent of the population and increase with increasing age reaching a peak of 51.3 percent in age group 60-64.



Similar analysis is also extended to the examination of the marital status (Figure 5.3) characteristics of Lesotho citizens working for wages outside the country by age. As was observed in the case of population residing inside the country, Figure 5.3 confirms the earlier observation that majority of the population working for wages outside the country are currently married. The picture is more conspicuous in the age groups 50-54 and 55-59 respectively, where the highest percentages of 82.1 and 85.4 respectively of all currently married persons residing outside the country are observed.

By contrast, the never married population employed for wages outside the country recorded the highest proportion of 81.0 percent, and 60.0 percent in the age groups 20-24 and 25-29 respectively, instead of the 91.4 percent and 67.8 percent respectively observed in the 15-19 and 24-24 age groups for the same marital status category for those residing inside the country.

The ever married population working outside the country show comparatively higher proportions in the extreme old age groups of 65-69 and 70+ with the respective values of 28.2 percent and 23.9 percent, while comparatively lower proportions of less than 10.0 percent are observed in the broad age range 20-34. The age groups 45-49 and 50-54 have respective proportions of 18.3 percent and 15.6 percent of the ever-married population working for wages outside Lesotho. Cohabitation continues to be less significant even for the Basotho who reside outside the country. As can be seen from Figure 5.3, proportions of people living together are very low across all ages, with the highest percentage of 0.6 observed in the age group 45-49, followed by 0.1 percent for the 15-19 age group for people who are living together.

Table 5.2: Distribution of Paid Employees inside the Country

Percentage Distribution of the Lesotho Citizens 15 Years and Above Employed for Wages Inside the Country by Sex, Age-Group and Marital Status – 2008 ILFS

Male	Marital Status				Total
	Never Married	Currently Married	Living Together	Ever Married	
Total	34.9	58.2	0.4	6.5	100.0
15-19	96.1	3.1	0.0	0.8	100.0
20-24	77.0	21.8	0.0	1.2	100.0
25-29	43.9	53.1	0.3	2.7	100.0
30-34	21.0	73.2	0.2	5.7	100.0
35-39	9.3	83.4	0.3	7.0	100.0
40-44	5.7	83.0	0.0	11.2	100.0
45-49	3.7	85.1	1.8	9.4	100.0
50-54	0.6	80.9	1.8	16.7	100.0
55-59	6.1	77.3	0.0	16.6	100.0
60-64	0.0	75.7	0.0	24.3	100.0
65-69	2.3	69.7	2.4	25.6	100.0
70+	0.0	75.5	3.3	21.3	100.0
Female					
Total	31.3	43.6	0.3	24.8	100.0
15-19	83.5	15.4	0.0	1.1	100.0
20-24	58.7	34.5	0.0	6.8	100.0
25-29	38.9	51.3	0.6	9.2	100.0
30-34	29.7	49.8	0.7	19.8	100.0
35-39	14.8	52.5	0.0	32.7	100.0
40-44	8.4	47.9	0.3	43.4	100.0
45-49	9.6	45.2	0.5	44.7	100.0
50-54	7.3	39.6	0.0	53.2	100.0
55-59	6.0	35.6	0.0	58.3	100.0
60-64	4.0	17.8	1.4	76.8	100.0
65-69	0.0	36.8	0.0	63.2	100.0
70+	0.0	26.1	0.0	73.9	100.0

Table 5.2 shows the Lesotho citizens inside the country employed for wages by sex, age group and marital status. On the overall, close to sixty percent (58.2 percent) of all the male population employed for wages are currently married. The other marital status category to be highlighted is that of single men who constitute nearly thirty five percent (34.9) of all the employed males. About 6.5 percent of the ever married males and 0.4 percent of males who reported to be living together are employed for wages. The distribution of the employed males by age within the different marital status categories show that the currently married males, who are employed to be increasing with age, with the age group 45-49 constituting majority (85.1 percent) of the employed males in this age group. The other age groups showing male percentages of above eighty percent are 35-39 and 40-44 with respective proportions of 83.4 percent and 83.0 percent. The lowest proportion observed among the currently married males (3.1 percent) is in the age group 15-19. The observed high proportions of currently married who are working is perhaps a positive response to their commitment to responsible household headship and related family obligations. On the overall, marriage seems universal in Lesotho as more than three-quarters (75.5 percent) of the male population eligible for marriage remain married beyond seventy years.

As has been noted, the never married male category is in second highest ranking position even when analysis of the percentages is made by age. Thus in their case, majority (96.1 percent) of the unmarried males employed for wages was in the age group 15-19 and contrary to the observations made in respect of the currently married males, the percentage never married decrease with increasing age. The ever married males employed show a similar pattern to that observed for those who are currently married. That is, generally the percentages increase with age in the early adulthood ages starting from age group 50-54 (16.7 percent) although minimal variation in magnitude also exist. The highest percentages observed are for those aged 60-64 (24.3 percent) and 65-69 (25.6 percent) respectively. The living together marital status category has the least proportions of males employed for wages across all age groups, with the exception of the 70+ age group which represents 3.3 percent of the total males who reside in Lesotho inside the country and cohabit.

Female proportions by marital status, though somehow lower in magnitude for both the total and by age except for those who have ever been married; in comparison to those for males; reveal almost similar pattern to those corresponding to males. One striking observation is that comparatively fewer females (26.1 percent) than males (75.5 percent) are currently married at ages 70+. Also, female proportions ever-married persistently assume comparatively higher levels across all ages than those for males. Furthermore, proportions ever-married reach maximal levels at different ages for each sex. For instance, the highest percentage of the currently married Basotho females working for wages is at age groups 35-39 and 25-29 with respective values of 52.5 percent and 51.3 percent. Percentages of females who are never married are

highest at age group 15-19 with 83.5 percent; this is in contrast to 96.1 percent of males in the same age group. The ever married female population employed for wages have recorded the highest percentages in the age group 60-64 with 76.8 percent. The percentages for living together category of the marital status are lower than those of other categories, the highest percentages being recorded at 1.4 percent for those in age group 60-64, and 0.7 percent for those in age group 30-34.

Table 5.3: Distribution of Paid Employees outside the Country					
Percentage Distribution of the Lesotho Citizens 15 Years and Above Employed for Wages Outside the Country by Sex, Age-Group and Marital Status – 2008 ILFS					
Marital Status					
Male	Never Married	Currently Married	Living Together	Ever Married	Total
Total	15.5	78.3	0.0	6.3	100.0
15-19	71.5	28.5	0.0	0.0	100.0
20-24	58.0	38.5	0.0	3.5	100.0
25-29	29.9	65.7	0.0	4.3	100.0
30-34	10.8	83.0	0.0	6.2	100.0
35-39	8.5	85.3	0.0	6.3	100.0
40-44	2.9	90.4	0.0	6.7	100.0
45-49	0.8	92.7	0.0	6.5	100.0
50-54	0.3	92.8	0.0	6.9	100.0
55-59	0.0	85.4	0.0	14.6	100.0
60-64	0.0	80.4	0.0	19.6	100.0
65-69	0.0	93.3	0.0	6.7	100.0
70+	0.0	52.8	0.0	47.2	100.0
Female					
Total	30.1	32.6	0.4	37.0	100.0
15-19	93.9	6.1	0.0	0.0	100.0
20-24	71.0	22.3	0.0	6.7	100.0
25-29	47.9	26.5	0.0	25.6	100.0
30-34	32.3	39.4	0.0	28.3	100.0
35-39	17.9	38.7	0.0	43.4	100.0
40-44	4.0	26.0	3.2	66.9	100.0
45-49	9.7	34.8	0.0	55.5	100.0
50-54	9.7	47.0	0.0	43.3	100.0
55-59	0.0	44.7	0.0	55.3	100.0
60-64	0.0	59.2	0.0	40.8	100.0
65-69	0.0	34.2	0.0	65.8	100.0
70+	0.0	0.0	0.0	0.0	0.0

Table 5.3 extends the analysis made in Table 5.2 to incorporate Lesotho citizens 15 years and above employed for wages outside the country by the same marital status categories, age and sex. As was the case with male population employed for wages inside the country, more than three quarters (78.3 percent) of all Basotho males working for wages outside the country are currently married while only 15.5 percent are single and the remaining 6.3 percent constitutes the ever married males. The percentage distribution by age group within the different marital status categories indicates some similarities in proportions of people working inside and outside the country. For instance, currently married male proportions living outside Lesotho also increase with age with minor variations observed between aged groups. For instance, proportions of over ninety percent are observed from the age groups 40-44, 45-49, 50-

54 and 65-69 respectively, while percentage values of over eighty percent are observed in all the other age groups except those falling within the 15-29 broad age range including the 70+ age group. The never married males employed for wages outside the country also shows that majority of them are concentrated in the younger age groups 15-29 with the highest percentage (71.5 percent) in the age group 15-19. The percentages for other age groups constitute very low percentages, the highest being for those aged 30-34 with 10.8 percent.

On the overall, female proportions employed outside Lesotho show conspicuous disparities by marital status categories. Thus, not only are the percentages for the currently married females much lower (32.6 percent) than those for males (78.3 percent) in the same marital status category, but also a new pattern emerges which reflect comparatively higher female than male employment outside Lesotho in the never married (30.1 percent) and the ever married (37.0 percent) categories. Age group differentials within marital status categories show similar pattern to that observed for males except that percentage values are conspicuously higher at all ages for the ever married females working outside the country when compared to those males who also work outside the country. On the overall, for both sexes, the percentages are lower for those living together. This implies that this form of marital status is not common among the Lesotho citizens employed for wages irrespective of country of residence.

5.3 Employment by Sector

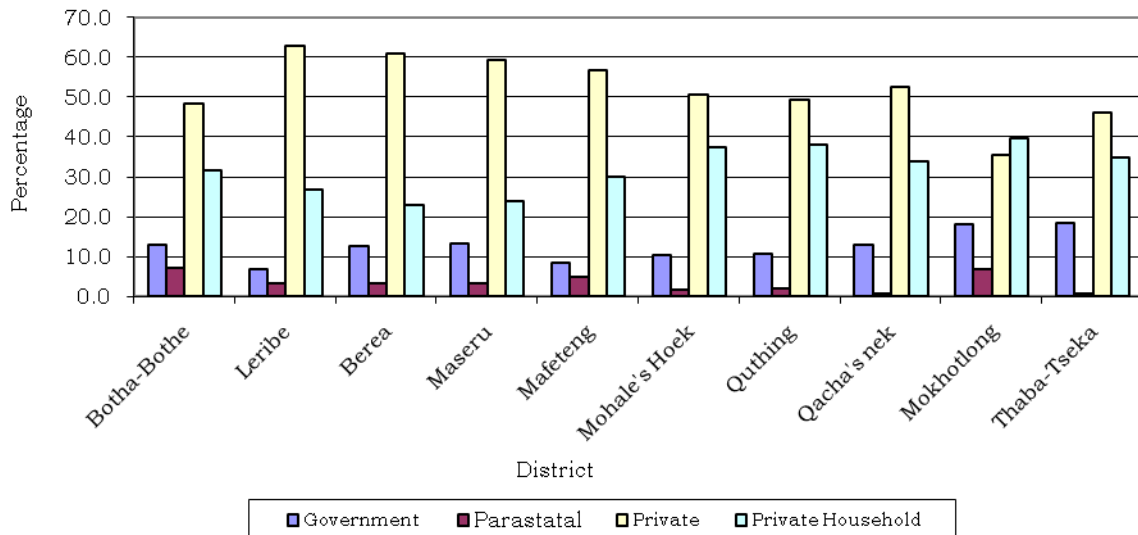
The 2008 ILFS classified the employed population by sector as follows: Government, Private, Parastatal and Private Household sectors. Table 5.4 shows the percentage distribution of the employed population 15 years and above by sector, sex and age. It can be observed across all the sectors that the population employed for wages is mostly clustered around the age groups 25-29 to 40-44 with the exception of the Private Household sector where the clustering is mostly observed from age group 15-19 to age group 30-34. In the Government sector, the highest percentage of males and females employed for wages is in age group 25-29 representing 19.9 percent and 19.4 percent respectively. In the Parastatal sector, the highest percentage of males employed for wages is in the age group 40-44 representing 19.8 percent while females are dominant in the age group 25-29 with 25.0 percent.

The Private sector on the other hand recorded the highest percentage of males employed for wages in the age group 25-29 recording 18.4 percent, while females in the same age group recorded 23.1 percent. Private Household sector recorded the highest percentage of males employed for wages in the age group 20-24 recording 23.1 percent while females recorded 17.9 percent in the same age group.

Table 5.4: Distribution of Paid Employees and Sector								
Percentage Distribution of Population 15 Years and Above Employed for Wages, by Age-Group, Sex and Sector – 2008 ILFS								
	Sector							
	Government		Parastatal		Private		Private Household	
	Male	Female	Male	Female	Male	Female	Male	Female
15-19	0.4	0.4	1.3	1.9	2.4	3.2	19.9	12.4
20-24	7.8	6.3	4.8	8.3	11.4	17.2	23.1	17.9
25-29	19.9	19.4	12.4	25.0	18.4	23.1	18.8	15.0
30-34	15.6	15.7	13.0	13.7	16.7	20.0	12.2	13.7
35-39	16.3	12.2	14.1	8.3	13.7	12.7	8.1	7.4
40-44	11.9	13.1	19.8	10.1	11.7	8.6	6.1	9.0
45-49	7.2	12.7	13.8	17.2	11.5	7.1	2.8	9.6
50-54	9.2	11.7	14.8	3.7	7.2	3.3	2.6	5.8
55-59	5.4	4.4	3.6	6.7	4.3	2.8	2.8	3.6
60-64	2.8	1.9	1.3	3.2	1.5	1.3	1.1	3.1
65-69	1.2	2.0	1.1	0.0	0.7	0.4	1.5	1.8
70+	2.2	0.2	0.0	1.9	0.5	0.3	1.1	0.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

The disaggregation of the population employed for wages by sector within districts Figure 5.4 shows that the districts which fall within the Lowlands region have majority of the employees. This observation may not be surprising as greater opportunities for employment are in the district falling within the Lowlands than those found in the Mountainous region. In addition, another observation from Figure 5.4 is that the majority of the employed population in all the districts is in both the Private and Private Household sectors, and that the Government and Parastatal sectors together have the least number of employees.

Figure 5.4: Percentage Distribution of the Population 15 Years and Above Employed for Wages by District and Sector-2008 ILFS



According to Figure 5.4, the Northern districts of Leribe and Berea have reported the highest proportions of 63.0 percent and 61.4 percent respectively of the population employed in the Private sector. The Southern districts of Mafeteng and Mohale's Hoek, whose topography comprise some regional pockets of the Lowlands, Foothill as well as the Mountain zones, have respective percentages of 56.8 and 50.6 of the Private sector employees. Furthermore, about 37.4 percent of the employed population in Mohale's Hoek district is employed in the Private Household sector. The Government employees in this district represent 10.4 percent, while the Parastatal has recorded only 1.6 percent.

On the overall, Figure 5.4 shows that the Private Household sector presents the second highest number (in percent) of the employed population, with the highest percentages observed for Mokhotlong, Quthing, Mohale's Hoek and Thaba-Tseka districts, where the respective proportions are 39.6, 38.1, 37.3 and 34.8 percent per district. Thaba-Tseka district has 46.9 percent of its employees in the Private sector while 34.9 percent are employed in the Private Household sector, and the lowest percentage of 0.6 is for those employed in the Parastatal sector. On the overall, similar pattern of percentage distribution prevails in all the districts.

Table 5.5: Distribution of Paid Employees and Residence						
Percentage Distribution of 15 Years and Above Employed for Wages, by Urban/Rural Residence, District and Sector- 2008 ILFS						
		Government	Parastatal	Private	Private Household	All Sector
Urban	Total	15.4	4.0	60.4	20.1	100.0
	Botha-Bothe	11.1	6.0	45.5	37.4	100.0
	Leribe	6.9	1.1	76.2	15.9	100.0
	Berea	18.7	5.1	57.7	18.6	100.0
	Maseru	14.9	3.9	63.2	18.0	100.0
	Mafeteng	16.8	6.0	52.7	24.5	100.0
	Mohale's Hoek	21.1	3.5	44.5	30.9	100.0
	Quthing	13.4	1.0	57.7	28.0	100.0
	Qacha's Nek	20.0	0.7	52.6	26.7	100.0
	Mokhotlong	33.9	16.7	21.5	27.8	100.0
	Thaba-Tseka	38.8	2.1	47.2	12.0	100.0
Rural	Total	9.0	3.0	53.8	34.2	100.0
	Botha-Bothe	13.6	7.3	49.1	30.0	100.0
	Leribe	7.0	4.3	56.9	31.9	100.0
	Berea	7.5	1.9	63.8	26.7	100.0
	Maseru	10.0	2.4	51.9	35.6	100.0
	Mafeteng	4.8	4.4	58.6	32.3	100.0
	Mohale's Hoek	6.7	0.9	52.8	39.6	100.0
	Quthing	9.8	2.2	47.0	41.0	100.0
	Qacha's Nek	9.9	0.5	52.6	37.0	100.0
	Mokhotlong	13.5	4.1	39.6	42.9	100.0
	Thaba-Tseka	16.1	0.4	46.1	37.4	100.0

Table 5.5 presents the percentage distribution of Population 15 years and above employed for wages by urban/rural residential status within each district and sector. Data from this table confirms preceding conclusions that in both urban and rural areas, the Private sector employs more of the working population than other sectors. It can further be observed that with the exception of the Private Household sector, which presents comparatively higher proportion (34.2 percent) than that observed in the urban area (20.1 percent). Generally, it is observed that 60.4 percent of the urban population is employed in the Private sector. In contrast, it is observed that in the rural areas, 53.8 percent of the population is employed in the same sector. Likewise, 15.4 percent of the total urban population is engaged in the government sector, while the percentage for the rural area stands at 9.0 percent. Leribe urban has the highest percentage (76.2) of the population employed in the Private sector, followed by Maseru urban with 63.2 percent. Mokhotlong and Mohale's Hoek presented the lowest percentages of 21.5 and 44.5 respectively of the population employed in the same sector.

The urban Private Household sector, on the other hand shows Botha-Bothe urban to have reported the highest percentage (37.4 percent) of its employees in this sector. The situation in other districts shows lower percentages, for instance, Mohale's Hoek urban has reported 30.9 percent of its employees being in the Private Household sector while Thaba-Tseka has reported only 12.0 percent.

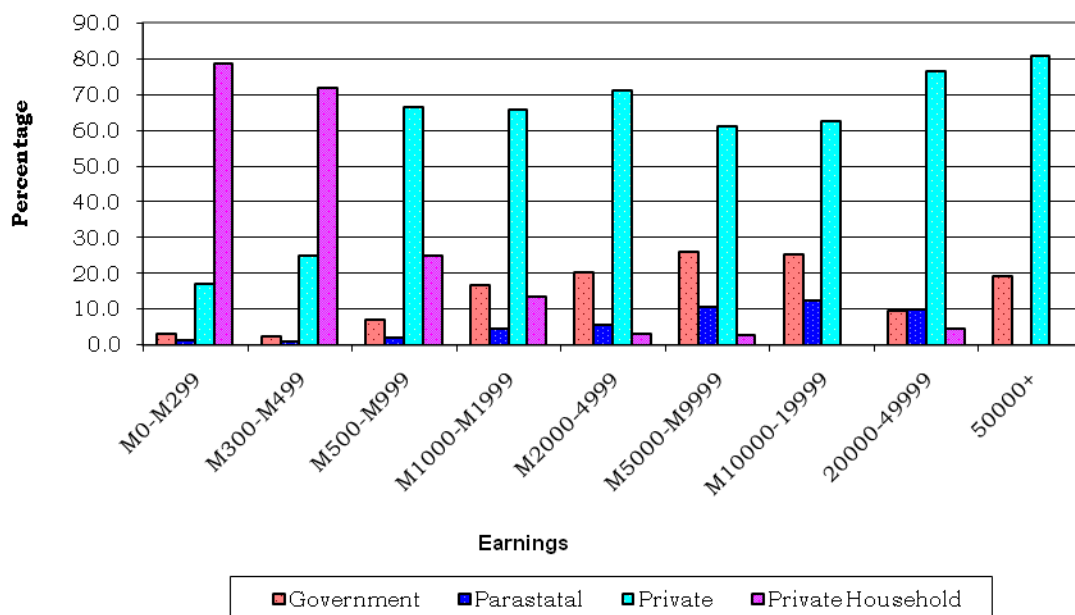
Thaba-Tseka urban, seems to have shown a high figure of persons employed for wages by the Government sector as they represent 38.8 percent of the population employed by this sector, while those employed by the Parastatal constitute only 2.1 percent. The percentages for the population employed in Leribe, Botha-Bothe and Quthing urban areas have shown lower percentages for the population employed by the Government sector, representing 6.9 percent, 11.1 percent and 13.4 percent of the population employed by the Government respectively.

The rural area shows similar proportional distribution of employed population by sector at district level with both the Private and Private Household sectors leading in the majority of employed population at district level. However, a variation by district shows Berea having the highest proportion (63.8 percent) of rural Private employees, while the lowest proportion (39.6 percent) in the same sector is observed in Mokhotlong rural. As in the urban area, Thaba-Tseka has recorded the highest percentage (16.1) of the population employed by the Government sector. Botha-Bothe rural area on the other hand, has reported the higher percentage (7.3 percent) of the population employed in the Parastatal sector, and this is the highest percentage reported under this sector as compared to what has been reported by other districts. For instance, the districts of Thaba-Tseka, Qacha's Nek and Mohale's Hoek reported the lowest percentages of 0.4, 0.5 and 0.9 percent respectively under this sector.

5.4 Employment and Earnings

The monthly earnings referred to in this section is the total gross remuneration per person. It is thus the gross earnings an individual gets before any deductions either in the form of taxes, policy monthly premiums, rental services and others can be made.

Figure 5.5. Percentage Distribution of the Population 15 Years and Above Employed for Wages by Earnings and Sector-2008 ILFS



The question which sought information on individual's monthly earnings was asked to all the respondents who indicated that they had been employed for wages. The wages thus quoted here are based on the individuals total earnings from the main job, including those obtained from overtime payments and/or payments in kind. According to Figure 5.5, the Private sector has the largest proportion of employees who get their wages on a monthly basis when compared to the rest of other sectors. This pattern remains the same across all income groups except for the first two monthly income categories of M0-M299 and M300-M499. The percentages of employees by income group within the Private sector vary, ranging from as high as 80.8 percent for those who earn M50, 000+ per month, to comparatively low levels of 17.1 percent for those who earn between M0-M299 per month.

Within the Government sector, 25.9 percent of the employees earn monthly incomes falling within bracket of M5, 000-M9,999 while slightly over 25.2 percent of them earn incomes of between M10,000 and M19,999 per month. Majority of the people employed in the Private Household sector fall within the two lowest income brackets with 78.6 percent of them having monthly incomes or wages in the income category of M0-299 per month while a slightly lower but more than seventy percent (71.9 percent) of them earn monthly incomes of between M300 and M500 per month. The percentages for paid employees in the Parastatal sector are very low compared to those observed in other sectors, representing 12.2, 10.6, and 10.0 percent respectively for

those whose earnings fall within the corresponding income brackets of M10, 000-M19,999, M5,000-M9,999, and M20,000-M49,999 per month. Other income categories show very insignificant percentage values of employees in this sector. One plausible explanation relates to the fact that the Parastatal sector itself comprises a small number of employees compared to the other sectors.

One other dimension of interest worth investigating in this chapter was an examination of the differentials in proportions of paid employees by the amount of cash allowances they earned, using background variables like education, transport, food, housing, etc; for a period of a month prior to the date of inquiries on peoples' earnings . Table 5.6 presents the findings from this investigation.

Table 5.6: Distribution of Paid Employees and Earnings					
Percentage Distribution of the Population 15 Years and Above by Cash Allowances Earned and Sector-2008 ILFS					
	Sector				Total
	Government	Parastatal	Private	Private Household	
Cash allowances					
M0-M499	14.5	3.4	50.9	31.2	100.0
M500-M999	40.9	3.0	50.0	6.1	100.0
M1000-M1999	12.7	11.8	64.9	10.6	100.0
M2000-M4999	14.7	8.8	76.5	0.0	100.0
M5000-M9999	0.0	0.0	100.0	0.0	100.0
M10000-M19999	67.8	17.9	0.0	14.3	100.0
M20000+	55.9	0.0	26.6	17.5	100.0

Table 5.6, shows that there are no cash allowances received under the category of M5,000-M9,999 for all sectors except the Private sector where 100.0 percent of its employees receive cash allowances of this value. Furthermore, the Private sector employees receiving between M2000-M4999 of cash allowances recorded more than three quarters (76.5 percent) of all the population receiving this amount, while employees receiving M20, 000 or more reported 26.6 percent under this sector. However, at least 50.0 percent of all the employees in the Private sector receive allowances in different allowance categories except for those with cash allowances of M10, 000-19,999 and M20, 000 or more. The other sector reflecting higher cash allowances is the Government sector with majority (67.8 percent) of the employees earning cash allowances of between M10,000 and M19,999 and, it is followed by respective proportions of close to fifty six (55.9) and forty one (40.9) percent respectively of its employees who receive allowances of M20000+ and M500-M999. The Private Household and the Parastatal sectors have comparatively lower cash allowances. For instance, the Private Household sector has 31.2 percent of its employees earning cash allowances of M0-M499 per month as being the highest while the Parastatal sector recorded 17.9 percent of its employees earning the highest cash allowances in the range of M10,000-M19,999.

The differentials in proportions of the people who earned profits from their business enterprises after incurring business expenses prior to tax deductions during the last month prior to this survey are examined in Table 5.7. The question seeking this

information had been directed only to persons who reported themselves as being either Employers, Own Account workers or Members of Cooperatives.

Table 5.7: Distribution of Persons by Profits Earned				
Percentage Distribution of the Population 15 Years and Above by Profits Earned from the Business after Business Expenses but Before Tax and Employment Status - 2008 ILFS				
Employment status				
	Employer	Own account worker	Member of cooperative	Total
Profits earned	3.2	95.0	1.8	100.0
M0-M299	1.5	97.5	1.0	100.0
M300-M499	1.1	98.1	0.8	100.0
M500-M999	2.3	95.6	2.1	100.0
M1000-M1999	3.7	95.6	0.7	100.0
M2000-M4999	4.4	90.7	5.0	100.0
M5000-M9999	28.6	68.7	2.7	100.0
M10000-19999	9.4	90.6	0.0	100.0
M20000-M49999	79.8	20.2	0.0	100.0
M50000+	0.0	0.0	100.0	100.0

Table 5.7 shows that more than ninety percent of Own Account workers in all the profit categories received profits from their businesses a month prior to this survey date, except in the M20,000-M49,999 profit category where only 20.2 percent of them obtained profit from their businesses. As can be seen from this Table, 98.1 percent of own account workers had business profits in the range of M300-M499 while none of them had profits amounting to M50, 000+.

About 79.8 percent of the Employers accumulated business profits in the range of M20,000 and M49,999 last month, while less than thirty (28.6 percent) of them had profit earnings in the range of M5,000-M9,999. The rest of the Employers reported business profits of less than 10.0 percent for other profits categories. One outstanding observation from this Table is that, the Members of Cooperatives had the least proportions of members profiting across all profit brackets, except the M50, 000+ profit category, where all of them (100.0 percent) had accumulated profits.

Table 5.8: Distribution of Population and Occupational Status**Percentage Distribution of the Population 15 Years and Above Employed for Wages by Occupation and Earnings – 2008 ILFS**

	M0- M299	M300- M499	M500- M999	M1000- M1999	M2000- M4999	M5000- M9999	M10000- M19999	M20000- M49999	M50000+	Total
Occupation	13.8	13.5	35.3	16.4	15.1	4.5	1.0	0.3	0.1	100.0
Legislators, Senior Officials & Managers	1.7	2.2	19.7	23.7	18.7	17.0	9.3	3.0	4.6	100.0
Professionals	0.6	0.0	1.5	2.7	40.8	43.0	10.9	0.0	0.7	100.0
Technicians & Associates professionals	4.3	2.8	8.9	28.0	43.3	9.9	1.3	1.4	0.1	100.0
Clerks	4.6	11.7	28.4	31.4	18.5	4.6	0.7	0.0	0.0	100.0
Service workers & shops & market sales workers	5.4	10.2	32.4	25.9	22.8	3.1	0.2	0.0	0.0	100.0
Skilled Agricultural & Fishery workers	14.1	9.8	26.3	38.5	11.2	0.0	0.0	0.0	0.0	100.0
Craft & related trades workers	6.6	10.2	33.0	22.3	23.0	3.7	0.6	0.3	0.1	100.0
Plant & machine operators & Assemblers	1.9	3.0	68.3	15.1	7.9	2.9	0.7	0.2	0.0	100.0
Elementary occupations	26.3	22.7	35.7	9.3	4.7	1.0	0.4	0.1	0.0	100.0
Armed Forces	0.0	2.2	7.7	6.9	78.0	5.1	0.0	0.0	0.0	100.0

It was also found important in this chapter to examine the occupation statuses of the employed persons aged 15 years and above, and disaggregated by their levels of income earnings. According to Table 5.8, majority (35.3 percent) of individuals working for wages receive M500-M999. For instance, about 68.3 percent of Plant and Machine Operators and Assemblers recorded the highest proportion of persons working for wages receiving M500-M999. It can also be observed that the highest percentages of wage earners receiving M2, 000-M4, 999 are Armed Forces representing 78.0 percent. Technicians and Associates professionals represent the second highest percentage of individuals who earn M2, 000-M4, 999 at 43.3 percent. A small percentage (0.1 percent) of wage earners receive M50, 000 and more, and they are mostly Legislators, Senior Officials and Managers as they represent 4.6 percent of all the employed for wages population under this occupation.

Table 5.9: Distribution of Population and Industry										
Percentage Distribution of the Population 15 Years and Above Employed for Wages by Industry and Earnings – 2008 ILFS										
	M0- M299	M300- M499	M500- M999	M1000- M1999	M2000- M4999	M5000- M9999	M10000- M19999	M20000- M49999	M50000+	Total
Industry	11.1	11.5	32.5	19.3	19.6	4.5	1.0	0.3	0.2	100
Agriculture, Hunting & Forestry	44.1	25.7	17.0	8.2	3.5	0.9	0.4	0	0.2	100
Fishing	0	0	0	100	0	0	0	0	0	100
Mining & Quarrying	0.7	0.7	2.5	20.8	64.4	8.6	1.0	0.9	0.4	100
Manufacturing	2.7	3.9	75.6	12.0	3.0	2.0	0.8	0.1	0	100
Electricity, gas & water supply	4.0	4.6	14	17.1	26.5	26.2	5.3	0	2.2	100
Construction	4.5	7.8	39.7	35.7	10.4	1.5	0.3	0.1	0	100
Wholesale & retail trade	9.4	17.8	38.1	24.1	7.6	1.8	0.9	0	0.2	100
Hotels & Restaurants	10.7	10.6	41.1	26.3	8.3	1.6	0	1.4	0	100
Transport storage & communications	6.0	9.5	39.8	23.8	15.2	2.6	2.1	1.0	0	100
Financial Intermediation	5.7	3.6	4.7	24.1	34.2	23.1	2.8	0	1.8	100
Real estate, renting & business activities	0	5.3	12.6	27.2	37.9	17	0	0	0	100
Education	4.2	5.7	12.7	23.8	40.8	9.9	2.0	0.7	0.2	100
Health & social work	1.4	5.2	14.7	23.0	35.6	16.6	1.4	1.4	0.8	100
Other Community, social & personal service security	12.8	11.5	34.8	23.8	8.4	5.6	3.1	0	0	100
Private Households with employed persons	28.6	35.8	28.6	6.2	0.6	0.1	0.1	0	0	100
Extra-Territorial organizations & bodies	0	0	7.1	16.9	32.9	34.1	4.8	4.3	0	100

As illustrated by Table 5.9, on the overall the highest percentage (32.5 percent) of individuals working for wages earn M500-M999 followed by those who earn M2000-M4999 representing 19.6 percent. Most individuals (75.6 percent) whose service is in manufacturing industry receive their monthly wages of M500-M999. On the other hand, individuals who are engaged in Fishing industry earn M1000-M1999 representing 100.0 percent; whereas 64.4 percent of individuals employed in the Mining and Quarrying industry earn M2000-M4999. About 44.1 percent of persons whose industry is Agriculture, Hunting and Forestry earn M0-M299. It can also be noted that 2.2 percent of persons whose service of work is Electricity, Gas and Water supply industry receive M50, 000 and more and this is the highest recorded percentage under this income category.

Table 5.9a: Distribution of Male Population and Industry										
Percentage Distribution of the Male Population 15 Years and Above Employed for Wages by Industry and Earnings – 2008 ILFS										
	M0- M299	M300- M499	M500- M999	M1000- M1999	M2000- M4999	M5000- M9999	M10000- M19999	M20000- M49999	M50000+	Total
Industry	10.8	8.9	24.4	23.3	26	4.9	1.1	0.4	0.3	100
Agriculture,										
Hunting & Forestry	45.3	27.1	16.2	6.4	3.6	0.9	0.4	0	0.2	100
Fishing	0	0	0	100	0	0	0	0	0	100
Mining & Quarrying	0.6	0.7	2.5	20.9	64.7	8.5	0.8	0.8	0.4	100
Manufacturing	3.5	3.4	59.6	22.3	6.9	2.3	2.0	0	0	100
Electricity, gas & water supply	2.4	3.1	14.4	19.8	28.2	23.5	6.2	0	2.6	100
Construction	4.2	8.0	38.2	37.2	10.3	1.5	0.4	0.1	0	100
Wholesale & retail trade	7.3	13.8	41.3	24.9	8.5	2.2	1.5	0	0.4	100
Hotels & Restaurants	18.1	4.2	20.6	38.3	11.1	2.5	0	5.2	0	100
Transport storage & communications	6.3	7.1	44.2	26.4	11.9	2	2.1	0	0	100
Financial Intermediation	3.9	4.5	6.9	29.2	29.1	26.4	0	0	0	100
Real estate, renting & business activities	0	12.6	0	29.0	41.7	16.7	0	0	0	100
Public Administration & defense	1.4	2.7	25.6	29.7	32.9	6.0	1.2	0.3	0.2	100
Education	2.2	1.2	12.2	21.2	45.1	13.7	3.4	0.5	0.5	100
Health & social work	2.3	0	27.8	23.2	22.1	15.8	2.4	4.0	2.3	100
Other Community, social & personal service security	12.6	13.3	31.1	30.0	3.3	6.7	3.1	0	0	100
Private Households with employed persons	34.0	32.1	21.2	10.6	2.1	0	0	0	0	100
Extra-Territorial organizations & bodies	0	0	0	18.6	33.8	23.7	12.6	11.3	0	100

Table 5.9a presents the percentage distribution of the Male Population 15 years and above employed for wages by industry and earnings. On the overall the percentage of males working for wages is relatively high among those who earn M2, 000-M4, 999 with 26.0 percent; followed by those who earn M500-M999 as they represent 24.4 percent. Most males (64.7 percent) working in the Mining and Quarrying industry receive their monthly wages of M2, 000-M4, 999. Among males who work in the Manufacturing industry, the majority earn M500-M999, as they constitute 59.6 percent of all males working under this industry in different income categories. Under Fishing industry, it is shown that most males engaged in this activity earn M1, 000 – M1, 999, and they represent 100 percent. About 45.3 percent of those working in the Agriculture, Hunting and Forestry industry earn M0-M299. It can also be noted that the most common type of industry with males earning M50,000 and more are those working in Electricity, Gas and Water supply and Health and Social work industries representing 2.6 percent and 2.3 percent respectively.

Table 5.9b: Distribution of Female Population and Industry										
Percentage Distribution of the Female Population 15 Years and Above Employed for Wages by Industry and Earnings – 2008 ILFS										
Industry	M0-M299	M300-M499	M500-M999	M1000-M1999	M2000-M4999	M5000-M9999	M10000-M19999	M20000-M49999	M50000+	Total
Agriculture, Hunting & Forestry	35.3	15.5	23.5	21	2.8	1.1	0.8	0	0	100
Fishing	0	0	0	0	0	0	0	0	0	0
Mining & Quarrying	4.5	0	5.2	14.8	46.8	14	11.6	3.1	0	100
Manufacturing	2.4	4.1	80.5	8.8	1.8	2	0.4	0.1	0	100
Electricity, gas & water supply	14.5	14.4	11.5	0	15.7	44	0	0	0	100
Construction	7.1	5.1	56.8	18.5	11.3	1.2	0	0	0	100
Wholesale & retail trade	12.1	23	34	23.2	6.4	1.2	0.2	0	0	100
Hotels & Restaurants	8.1	12.9	48.4	22	7.3	1.3	0	0	0	100
Transport storage & communications	4.4	21.5	18.4	10.5	32	5.5	1.9	5.8	0	100
Financial Intermediation	7.2	2.9	2.7	19.7	38.6	20.3	5.1	0	3.4	100
Real estate, renting & business activities	0	0	21.6	26	35.2	17.2	0	0	0	100
Public Administration & defense	0.8	1.3	21.4	32.1	26.4	15.3	2.8	0	0	100
Education	5	7.6	12.9	24.9	39	8.3	1.5	0.8	0	100
Health & social work	1	7.9	8	23	42.5	16.9	0.8	0	0	100
Other Community, social & personal service security	13.2	8.9	40.1	14.9	15.8	4	3.1	0	0	100
Private Households with employed persons	28.1	36.1	29.3	5.9	0.4	0.1	0.1	0	0	100
Extra-Territorial organizations & bodies	0	0	11.4	16	32.3	40.3	0	0	0	100

As portrait by Table 5.9b, the most common type of industry that employs more females is the Manufacturing with a higher proportion (80.5 percent) of females earning M500-M999 followed by 56.8 percent of those in the Construction industry. Females who work in the Private Households and earning M300-M499 constitute 36.1 percent. About 35.3 percent of females engaged in Agriculture, Hunting and Forestry earn M0-M299 and they represent the highest proportion across other income categories comparatively. It can also be noted that the majority of females who earn M5,000-M9,999 are employed in Electricity, Gas and Water supply industry, and they represent 44.0 percent, which is the highest percentage recorded for females under this industry. On the other hand, only 3.4 percent of females are employed in the financial intermediation industry, and they earn M50, 000 and more per month. Although it is a small percentage comparatively, it is observed to be the only significant percent for females employed for wages under this income category.

Table 5.10: Distribution of Population Industry and Occupation**Percentage Distribution of the Population 15 Years and Above Employed for Wages by Industry and Occupation – 2008 ILFS**

	Legislators, Senior Officials & Managers	Professionals	Technicians & Associates professionals	Clerks	Service workers & shops & market sales workers	Skilled Agricultural & Fishery workers	Craft & related trades workers	Plant & machine operators & Assemblers	Elementary occupations	Armed Forces
Industry	1.7	2.4	7.8	6.1	6.5	0.5	13	13.6	47.4	0.6
Agriculture, Hunting & Forestry	1.1	0.1	1.3	1.1	0.1	3.9	0.2	2.2	89.9	0
Fishing	0	0	0	0	100	0	0	0	0	0
Mining & Quarrying	0.9	0.2	0.5	0.4	0.9	0	36.5	14.5	46.2	0
Manufacturing	0.3	0.1	0.6	2.3	1.7	0.2	10	44.3	40.5	0
Electricity, gas & water supply	7.3	3.6	21.7	9.8	0	0	27.5	6.2	23.8	0
Construction	0.5	0.2	0.9	0.7	0.2	0	40.8	2.4	54.2	0
Wholesale & retail trade	1.9	0.7	2	43.7	6.1	0	11.4	2.9	31.3	0
Hotels & Restaurants	3.6	0	0	17.4	62.3	0	0	0	16.6	0
Transport storage & communications	1.7	1.7	3.4	6.3	0.7	0	1.1	64	21.3	0
Financial Intermediation	3.9	17.7	26.1	32.1	11.8	0	0	6.5	1.9	0
Real estate, renting & business activities	9.4	15.7	37.8	12.6	4.9	0	8	11.7	0	0
Public Administration & defense	10.7	6.2	8.2	14.4	42.5	0.2	0.3	1.6	8.4	7.6
Education	1.2	14.7	67.9	4.6	7.3	0	0.5	0.4	3.4	0
Health & social work	2.5	14.4	44.1	4.4	20.7	0	1.3	2.4	10.3	0
Other Community, social & personal service security	4	4.8	14.2	8.5	21.2	0	9	5.1	33.2	0
Private Households with employed persons	0.1	0	0	0	1.1	0	0.6	0.5	97.7	0
Extra-Territorial organizations & bodies	0	36.7	19.7	25.7	7.1	0	0	10.7	0	0
Subsistence Farming	0	0	0	0	0	0	0	0	0	0
Job Seeking	0	0	0	0	0	0	0	0	0	0

Table 5.10 shows the percentage distribution of the population 15 years and above employed by industry and occupation. According to this Table, the majority of the population employed for wages are mostly engaged in Elementary occupation, and they represent 47.4 percent of the population employed by different Industries, and they are mostly under the Agriculture, Hunting & Forestry Industry, where they constitute 89.9 percent of all employees in this Industry. The second highest is for those who are Plant and Machinery Operators and assemblers as they constitute 13.6 percent, and they mostly work in Transport storage & communication and in the Manufacturing Industries, and represent 64.0 percent and 44.3 percent of all the employees in these Industries respectively. The smallest percentage is for the Armed Forces and Skilled Agricultural & Fishery workers with 0.6 percent and 0.5 percent respectively. Those who work as Armed Forces are predominately working under Public Administration & Defense Industry, and they represent 7.6 percent of all persons working under this Industry, while those working as Skilled Agricultural & Fishery represent 3.9 percent of those working under Agriculture, Hunting & Forestry Industry.

One outstanding observation from this Table is that, the working population engaged as Service workers & Shops and Market sales workers are predominately under Fishing Industry, constituting 100.0 percent. They are also observed to be engaged in Hotels & Restaurants at 62.3 percent. In all the Industries, there are fewer persons working for wages who are occupying the positions of Legislators, Senior Official & Managers, and those who are Technicians & Associates professionals, representing 1.7 percent and 2.4 percent respectively.

5.5 Education and Earnings

This section deals with the educational status of the employed population in relation to the amount of income earnings by sex. Tables 5.11-5.11b respectively present the percentage distribution of the population 15 years and above employed for wages by educational status and sex.

Table 5.11: Distribution of Population by Educational Status									
Percentage Distribution of the Population 15 Years and Above Employed for Wages by Educational Status-2008 ILFS									
	None	M1- M499	M500- M999	M1000- M1999	M2000- M4999	M5000- M9999	M10000- M19999	M20000+	Total
Educational status	1.1	21.4	32.4	19.4	19.6	4.6	1.0	0.6	100.0
Primary	1.2	30.5	34.0	17.3	14.2	2.3	0.3	0.3	100.0
Secondary	1.2	11.0	39.8	24.8	18.4	3.3	1.0	0.4	100.0
Tertiary - non Graduate	0.3	0.8	6.0	19.9	57.8	11.2	2.2	1.8	100.0
Tertiary - Graduate	1.5	0.4	0.9	2.2	38.1	42.1	10.0	4.8	100.0
None	1.2	33.7	26.3	16.1	20.1	2.6	0.2	0.0	100.0

Table 5.11 shows that the largest proportion of employed persons, constituting 32.4 percent of total employed; have salaries or wages which fall within the M500-M999 income bracket and are followed in decreasing order of percentage magnitude by

those who fall within M1-M499, M2000-M4999, and M1000-M1999 with respective proportions of 21.4, 19.6 and 19.4 percent. The other income categories are between 0.6 and 4.6 percent of the total employed. The disaggregation of the income earnings of the employed population by educational categories shows that both the Primary and Secondary educational categories have majority of employed population (34.0 percent of those with Primary and 39.8 percent of those with Secondary education respectively) earning wages or salaries of between M500 and M999; while the Tertiary non-Graduate and the Tertiary Graduate represent 57.8 percent and 42.1 percent of their employed population having income earnings in the respective ranges of M2000-M4999 and M5000-M9999. Close to thirty-four percent (33.7) of the uneducated population are concentrated in the income bracket of M100-M499. What can be concluded from this analysis is that, there is a positive correlation between the amount of wages or salaries people get and their level of educational attainment. For instance, as has been observed; about 57.8 percent of the employed for wages population who completed Tertiary-non Graduate (i.e. individuals with only certificates or diplomas but without bachelors' degrees) receive mostly wages of between M2,000-M4,999, and those with Tertiary- Graduate earn M5,000-M9,999 per month.

Notable from this Table also is that there are comparatively very few working persons who earn wages of M10,000-M19,999 and M20,000+, and that the highest proportion (10.0 percent) are reported for the Graduates earning between M10,000 and M19,000 while roughly five (4.8) percent falls within the latter income bracket.

Table 5.11a: Distribution of population by Educational Status

Percentage distribution of the Male Population 15 years and above employed for wages by Educational Status-2008 ILFS

	None	M1-M499	M500-M999	M1000-M1999	M2000-M4999	M5000-M9999	M10000-M19999	M20000+	Total
Total	1.0	18.8	24.2	23.2	25.9	5.0	1.1	0.8	100
Primary	1.1	24.7	25.3	22.7	22.1	3.3	0.4	0.4	100
Secondary	0.8	6.4	26.5	30.3	29.5	4.1	1.6	0.8	100
Tertiary - non graduate	0	0.5	5.1	16.5	57.0	14.4	3.6	3.0	100
Tertiary - Graduate	1.9	0.8	0	1.6	32.5	44.7	11.7	6.8	100
None	1.1	30.9	25.6	16.9	22.5	2.8	0.2	0	100

Tables 5.11a and 5.11b show percentage distributions of male and female population employed for wages by income earnings and educational status. From Table 5.11a, it can be observed that as with the total, there exists a linear relationship between the male education and the level of education they attained. For instance, at the Primary level of educational attainment, almost equal proportions of 24.7 percent and 25.9 percent of employed males earn salaries or wages in the range of M100-M499 and M500-M999 respectively, while nearly 23 (22.7) percent and 22.1 percent of them in the same educational category have income earnings in the range of M1000-M1999 and M2000-M4999.

The same scenario is observed for employed males with Secondary and above levels of educational attainment. For instance, the Tertiary-non Graduate educational category has the largest proportion of males (57.0 percent) when with earnings of between M2, 000 and M4, 999 compared to those of adjacent income categories in the same educational status category. Likewise, (44.7) percent of males with Tertiary Graduate education receive wages of between M5,000 and M9,999 and; in comparison with 32.5 percent of them who receive income levels of a slightly lower range: M2000-M4999. Only 6.8 percent of male employees in the same educational category receive income earnings beyond M20, 000+. Almost thirty one (30.9) percent of males without education receive income levels in the range of M100-M499 and, although some slight observations can be observed, the percentage values in the non-educated categories decrease with increase in income bracket.

Table 5.11b: Distribution of Female Population by Educational Status

Percentage Distribution of the Female Population 15 Years and Above Employed for Wages by Educational Status-2008 ILFS

	None	M1- M499	M500- M999	M1000- M1999	M2000- M4999	M5000- M9999	M10000- M19999	M2000 0+	Total
Total	1.4	25.0	43.4	14.2	11.0	4.0	0.8	0.3	100.0
Primary	1.3	39.7	47.6	8.8	1.5	0.7	0.1	0.2	100.0
Secondary	1.6	15.3	52.2	19.7	8.1	2.5	0.5	0.1	100.0
Tertiary-non graduate	0.4	1.0	6.6	22.0	58.3	9.3	1.3	1.1	100.0
Tertiary - Graduate	1.3	0.0	1.7	2.7	42.6	39.9	8.6	3.2	100.0
None	1.7	51.0	30.2	10.7	4.9	1.1	0.4	0.0	100.0

The comparative analysis for females is shown in Table 5.11b. In their case, a higher concentration of females (43.4 percent) receives monthly wages ranging from M500-M999. This observation is confirmed when female proportions are analysed by educational categories. For instance, comparatively large proportions of 52.2 and 47.6 percent of females with Secondary and Primary education earn salaries or wages in the same income bracket of M500-M999. Similarly, 58.3 and 42.6 percent of females with Tertiary non graduate and Tertiary graduate educational attainments respectively earn salaries or wages in the range of M2, 000-M4, 999 per month. The next higher proportion of females, almost forty (39.9) percent within the Tertiary education falls within the M5, 000-M9999, while 22.0 percent of the female employees who have the Tertiary non graduate educational attainment have salaries in the range M1000-M19999. Compared to the other levels of education, this educational category has the highest proportion (3.2 percent) of those earning M20, 000+.

5.6 Summary

Information on employment and earnings was gathered by asking respondents aged 15 years and above who reported their employment status a month prior to the Survey as employed for wages. Different forms of payment were stated and for those paid in kind, were asked to give a market value for such items.

Respondents often have a problem in disclosing the amount of money they earn; thus, the amounts earned were grouped to allow ease for respondents in estimating

their income. In this chapter, questions were asked to those respondents employed for wages (including overtime payments, profits earned and cash allowances received from the main job last month). Furthermore, information was collected by asking respondents their place of residence, marital status, employment status, and educational status in relation to their earnings.

On the overall, the majority of the population employed for wages reside in the rural areas constituting 50.6 percent. However, females employed for wages are highly concentrated in the urban areas than their male counterparts in all the districts at around 50.0 percent and above, except in Thaba-Tseka district where they represented 48.3 percent. The influx of females in the urban areas may be due to their involvement in manufacturing industries and private household sector in the urban areas.

Across all ecological zones, the lowlands recorded the highest percentage of the population employed for wages at 73.2 percent, while Senqu River Valley recorded the least at 5.4 percent. In examining the employed population by marital status, it is observed that the majority of the employed population within the country is currently married representing 50.8 percent, while those who are living together have shown the least percentages. This may be a result because living together is not that common in Lesotho. For the population inside Lesotho, age groups (25-29 to 55-59) showed the highest percentages of persons currently married and employed for wages with percentages recorded at around 60.0 percent.

Similarly, the population outside Lesotho also showed that the majority of individuals who are employed for wages are Currently married with percentages extremely high in age groups 50-54 years and 55-59 years representing 82.1 percent and 85.4 percent respectively. The population that is never married but employed for wages is high in age group 15-19 and that holds for both the population inside and outside Lesotho. It should also be noted that, for the ever married persons, percentages for those employed for wages increase with increasing age and it is the case with population inside and outside the country.

A general observation across all the sectors shows that, the population employed for wages is mostly clustered around the age groups 25-29 to 40-44 with the exception of the Private Household sector where the clustering is mostly observed from age group 15-19 to age group 30-34. In the Government sector, the highest percentage of males and females employed for wages is in age group 25-29 representing 19.9 percent and 19.4 percent respectively. Population employed for wages in different districts show that employment within districts tends to favour the districts in the lowlands region other than others.

Most of the population employed in the Private sector tends to earn higher salaries than it is the case with other sectors. In addition, persons employed in the Private sector earn higher cash allowances followed by the population employed in the Government sector. The Own account workers are observed to have received most

profits from their businesses after business expenses but before tax the month preceding this survey with overall percentage as high as 95.0 percent.

Most of the people working for wages receive M500-M999 with Plant and machine Operators recording the highest proportion at 68.3 percent.

CHAPTER 6: EMPLOYED POPULATION IN THE SECONDARY ACTIVITY

6.0: Introduction

This chapter discusses secondary activities for employed population 15 years and above only. This should be differentiated from the main activities in that main activities are those which take most of the time of the formally employed individual while secondary activities are operated either after completion of the required hours in the main activity or jointly with the main activity. For instance, one is employed by the Lesotho Government but after 4:30 pm such person serves as a secretary in the different office of the NGO. These activities occupy less time when compared with main activities. Secondary activities are dependent on the main activities in such a way that a person needs to have a primary activity in order to supplement the former activity (i.e., secondary activity). It is important to mention that individuals engage in secondary activities in order to supplement income earned from the main activities. Furthermore, this supplementary income can be used for the stability of the family in social activities.

6.1 Sources and Limitation of Data

The tables used for the analysis of the employed population in the secondary activity have been drawn from responses emanating from some questions drawn from Section D of the questionnaire. The age requirement for this section has been set at age of 15 years and above. The past labour force surveys for 1997 and 1999 exclude analysis on secondary activities which are very important since they contribute to employment creation and income generation. As a result comparison of the past labour force survey reports with the current report will not be possible.

6.2 Characteristics of the Employed Population in Secondary Activities

The employed population in the secondary activities was analyzed using the following background characteristics; demographic variables such as (age, sex and marital status), geographical location (districts, place of residence (rural/urban) and ecological zones), and socio-economic (employment status, educational attainment, income, occupation, sector, industry and hours of work).

6.2.1 Demographic Variables of the Employed Population in the Secondary Activity

The demographic factors taken into consideration in this analysis are age and sex, and marital status. Table 6.1 shows employed population aged 15 years and above in the secondary activity by age group and sex. The table depicts that, there are 3,875 males and 2,866 females involved in the secondary activities. Male involvement in the secondary activities increase with an increasing age from 1.9 percent at age group 15-19 to 19.2 percent at age group 35-39.

Participation declines from age 45-49 upwards. A similar pattern is observed for females where engagement in the secondary activity increases from 1.3 percent at age group 15-19 to 16.4 percent at age group 30-34. In the older age groups, proportions for females' participation are relatively higher than those for males. This

is observed for females aged 70+ (3.4 percent) who are still engaged in secondary activities as compared to their male counterparts.

Table 6.1 Secondary Activity by Age and Sex			
Employed Population 15 years and above with Secondary Activity by Age Group and Sex, 2008 ILFS			
Age group	Male	Female	Both sexes
15-19	1.9	1.3	109
20-24	10.0	6.0	558
25-29	12.7	11.9	833
30-34	13.0	16.4	971
35-39	19.2	15.2	1,180
40-44	9.7	13.0	750
45-49	10.1	9.8	673
50-54	9.0	11.0	666
55-59	7.3	6.0	456
60-64	2.0	5.0	219
65-69	5.0	1.2	230
70+	0.0	3.4	97
Total	100.0 3,875	100.0 2,866	6,741

Table 6.2 presents marital status of the employed population 15 years and above engaged in secondary activity by age and sex. On the overall the peak for participation into secondary activities was in the age group 35-39 with a percentage of 17.5. The marital status differentials indicates that 37.7percent of the never married males aged 20-24 years participated in secondary activities compared to 34.5 percent of their female counterparts in age group 25-29. Regarding currently married population, it was 23.2 percent for females in the age group 30-34 and 25.4 percent for males aged 35-39 years.

Table 6.2 Secondary Activity by Marital Status

Percentage Distribution of Employed Population Aged 15 Years and Above with Secondary Activity by Marital Status, Sex and Age Group – 2008 ILFS

		Age Group												
Marital Status		Total	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
Total	Both sexes	6741	1.6	8.3	12.4	14.4	17.5	11.1	10	9.9	6.8	3.2	3.4	1.4
	Male	3875	1.9	10.0	12.7	13	19.2	9.7	10.1	9.0	7.3	2.0	5.0	0.0
	Female	2867	1.3	6.0	11.9	16.4	15.2	13	9.8	11	6.0	5.0	1.2	3.4
Never Married	Both sexes	1204	9.0	29.9	33.3	21.2	3.7	0.0	2.8	0.0	0.0	0.0	0.0	0.0
	Male	674	10.7	37.7	32.4	19.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Female	530	7.0	19.9	34.5	23.9	8.4	0.0	6.4	0.0	0.0	0.0	0.0	0.0
Currently Married	Both sexes	3935	0.0	4.6	10.0	16	22.1	13.6	11.3	8.6	7.3	1.9	2.9	1.8
	Male	2646	0.0	5.0	8.9	12.5	25.4	11.4	12.5	9.2	9.3	1.5	4.3	0.0
	Female	1289	0.0	3.6	12.2	23.2	15.3	18.1	8.9	7.5	3.1	2.7	0.0	5.5
Ever Married	Both sexes	1602	0.0	1.2	2.4	5.4	16.7	13.4	12	20.4	10.5	9.0	7.2	1.7
	Male	555	0.0	0.0	7.1	7.6	13.4	13.6	11.1	19.4	6.6	6.7	14.6	0.0
	Female	1047	0.0	1.8	0.0	4.2	18.5	13.3	12.6	20.9	12.6	10.3	3.4	2.6

Figure 6.1 depicts marital status by sex and participation in secondary activity. The never married males (56%) and currently married males (67 %) participated more than their female counterparts. On the contrary, the ever married females (65.4%) participated more than males.

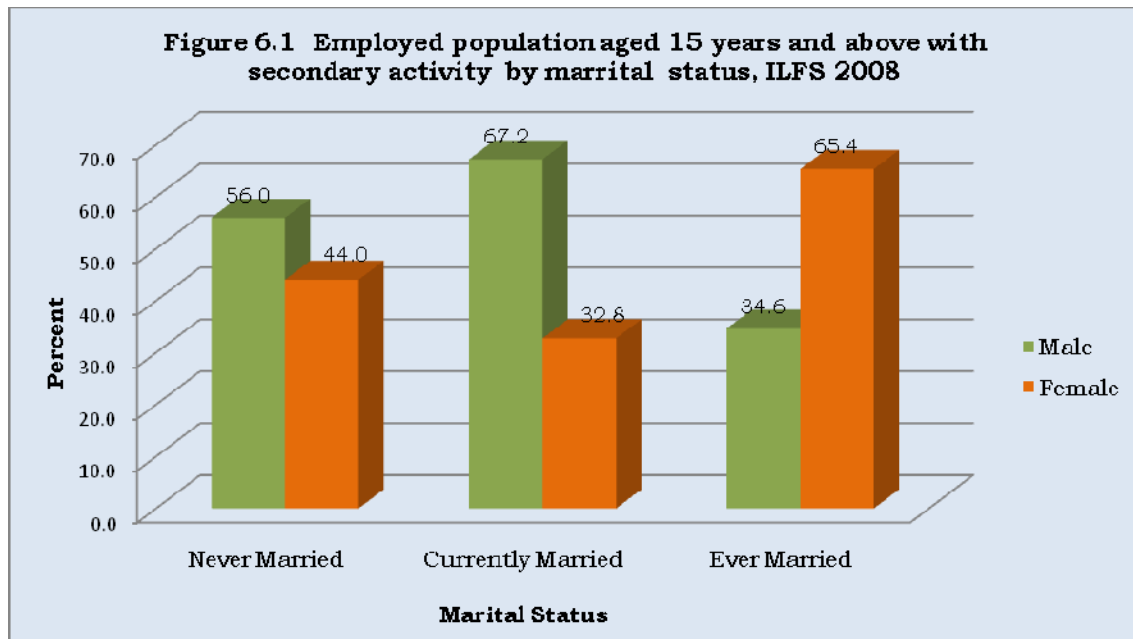


Table 6.2 along with the figure implies that most young males are engaged in the secondary activities while is the opposite is true for the females. This indicates that currently and never married males are mostly dominating, while the ever married female lead men for the working population.

6.2.2 Geographical Location of the Employed Population in Secondary Activity

Geographic location is another important aspect in determining secondary activities. This is because there are clear disparities in the percent distribution of services between rural and urban areas. The urban and rural differentials of employed population aged 15 years and above with secondary activity are presented in Figure 6.2.

The majority of the employed populations in secondary activities are found in rural areas for both sexes. The percentages are 68.0 and 53.2 for males and females respectively compared to 32.0 and 46.8 percent in urban areas. (The percentage gap between males is five times as much as for females. That is, the percentage gap between males is 36 while that of females is 6.4. This results show that the tendency to participate in income generating activities differs not only by sex but also between urban and rural areas.

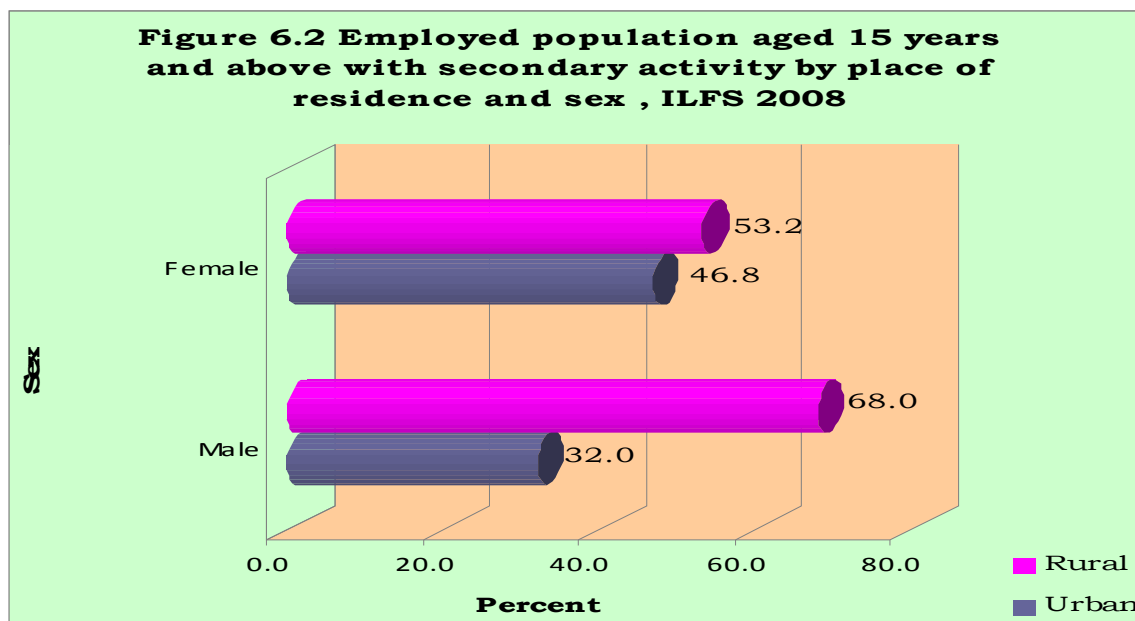


Figure 6.3 shows participation of employed population aged 15 years and above in secondary activities by districts. The district with the highest participation of people in the secondary activity is Maseru with 32.4 percent while Thaba-Tseka had the lowest (1.6 percent) participation of employed people in secondary activities.

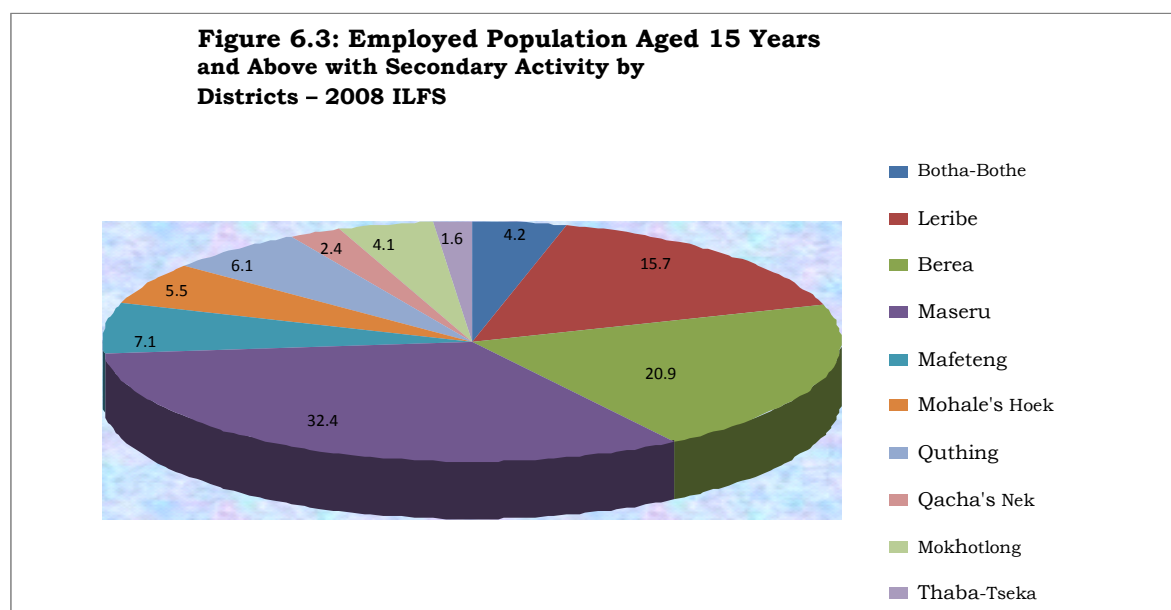


Table 6.3 indicates that the highest percentage (63.9) of males engaged in secondary activities is in age group 55 – 59 from Thaba-Tseka district. Qacha's Nek recorded the next highest with 50.2 percent in the same age group, 55 - 59. For females, Qacha's Nek had the highest proportion (54.7) in age group 20-24. The results show

that very few people are engaged in secondary activities in the age groups 15–19 and 70+respectively. Maseru is the only district where females (9.2percent) are engaged in secondary activity at age 70+. Table 6.3 further shows that there are no people involved in secondary activities in Botha-Bothe, Qacha`s Nek and Thaba-Tseka at 60+ for both sexes.

6.3 Secondary Activity by Districts														
Percentage Distribution of Employed Population Aged 15 Years and Above with Secondary Activity by Sex, District and Age, 2008 ILFS														
Sex	District	Total	Age Group											
			15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
Male	Botha-Bothe	282	0.0	21.5	0.0	49.9	28.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Leribe	1,061	9.7	0.0	16.4	6.5	28.1	13.4	0.0	5.8	10.4	5.0	4.5	0.0
	Berea	1,411	0.0	5.0	27.2	4.6	5.2	0.0	16.2	30.3	6.2	5.2	0.0	0.0
	Maseru	2,185	0.0	10.6	7.9	15	27.9	15.4	6.7	7.1	2.2	0.0	7.2	0.0
	Mafeteng	478	0.0	21.7	0.0	8.9	16.1	21.4	11.3	0.0	11.8	0.0	9.0	0.0
	Mohale's Hoek	370	0.0	8.7	12.2	25.6	18.1	0.0	26.1	0.0	0.0	0.0	9.4	0.0
	Quthing	408	0.0	8.2	8.8	38.3	18.3	0.0	15.5	0.0	0.0	0.0	10.9	0.0
	Qacha's Nek	159	0.0	49.8	0.0	0.0	0.0	0.0	0.0	0.0	50.2	0.0	0.0	0.0
	Mokhotlong	276	0.0	33.8	0.0	0.0	0.0	18.6	47.6	0.0	0.0	0.0	0.0	0.0
	Thaba-Tseka	111	0.0	0.0	36.1	0.0	0.0	0.0	0.0	0.0	63.9	0.0	0.0	0.0
Female	Botha-Bothe	143	0.0	0.0	23.8	22.0	0.0	0.0	20.3	33.9	0.0	0.0	0.0	0.0
	Leribe	739	0.0	0.0	23.7	23.0	40.3	0.0	0.0	0.0	13.0	0.0	0.0	0.0
	Berea	750	0.0	0.0	0.0	16.4	23.6	11.7	11.1	12.8	13.7	5.4	5.3	0.0
	Maseru	1,126	0.0	3.3	13.0	20.9	3.4	18.2	13.6	14.6	0.0	3.8	0.0	9.2
	Mafeteng	382	0.0	29.4	29.4	0.0	0.0	0.0	0.0	0.0	41.1	0.0	0.0	0.0
	Mohale's Hoek	227	0.0	29.5	0.0	0.0	33.2	14.9	0.0	0.0	0.0	22.4	0.0	0.0
	Quthing	228	20.6	10.4	14.4	19.4	19.4	0.0	0.0	16.0	0.0	0.0	0.0	0.0
	Qacha's Nek	73	0.0	54.7	45.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Mokhotlong	122	0.0	0.0	0.0	0.0	20.2	34.7	22.6	0.0	0.0	22.6	0.0	0.0
	Thaba-Tseka	84	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

Figure 6.4 presents employed population aged 15 years and above participating in secondary activity by sex and ecological zones. The results indicate that males (40.3 percent) and females (32.5percent) in the lowlands are more likely to be engaged in secondary activities compared to other zones. The lowest participation was observed for females in the foothills while on the other hand males from the Senqu River Valley were less likely to participate in secondary activities.

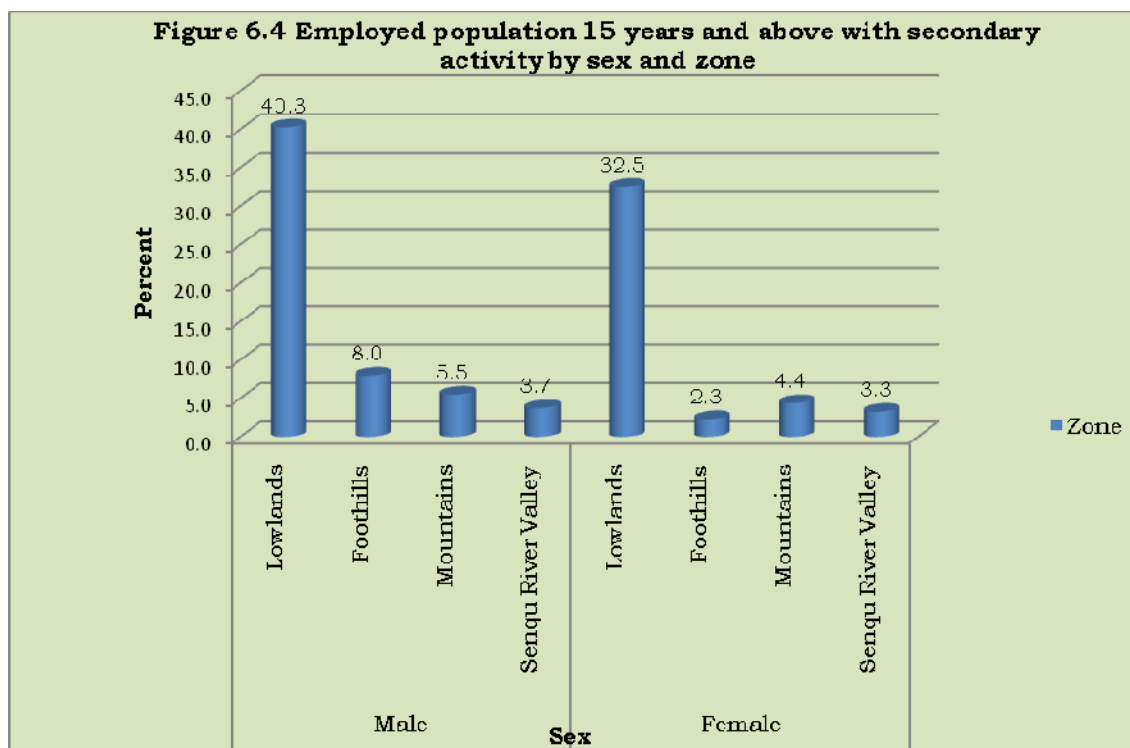


Table 6.4 illustrates the participation of employed population aged 15 years and above in secondary activities by ecological zone, age and sex. According to table 6.4, for both sexes, 32.4 percent of those aged 20-24 from the foothills were engaged in secondary activities, where males recorded the highest with 35.4 percent. On the other hand, the lowest percent (0.7) of people engaged in the secondary activity aged 15-19 and were from the lowlands.

The females are not engaged in secondary activities in age group 15-19 with the exception of those residing in the Mountains. As for males, the table shows no records in age group 15-19 for those residing in the Mountains and Senqu river valley. About four percent of females aged 70+in the lowlands participated in the secondary activities.

6.2.3 Socio-economic variables of the employed population in the secondary Activity

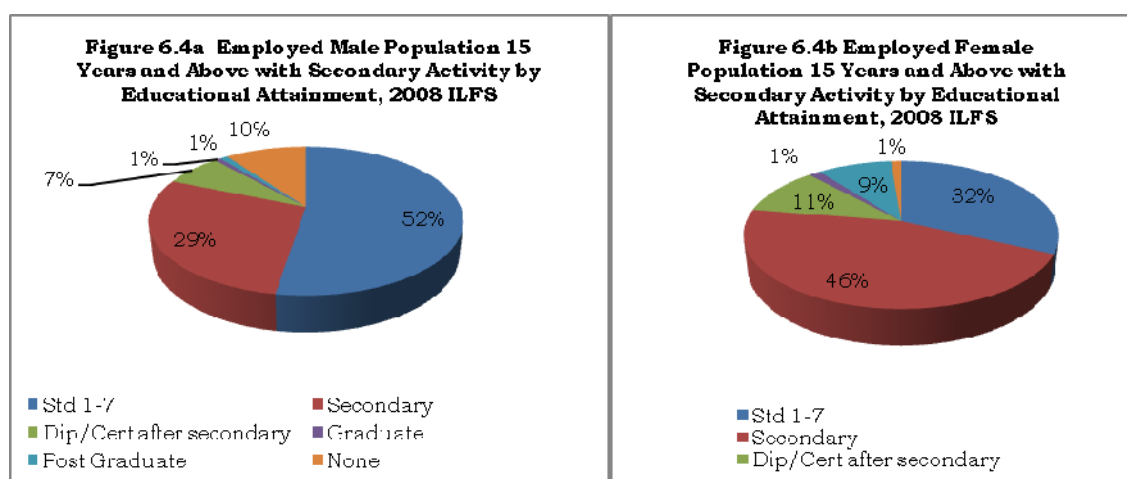
Socio-economic variables on the other hand serve as the important characteristics in influencing secondary activities. Figure 6.5a and 6.5b show employed number of persons aged 15 years and above engaged in secondary activities by educational

attainment and sex. Although there were nine categories classified under educational attainment, only six categories for both males and females were used in the analysis below. The other three were very insignificant.

Table 6.4: Secondary Activities by Ecological Zones														
Percentage Distribution of Employed Population Aged 15 Years and Above with Secondary Activity by Sex, Zone and Age, ILFS 2008														
Sex/Zone		Age Group												
		Total	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
Both sexes	Lowlands	4,906	0.7	3.1	12.5	15.0	21.1	11.6	9.7	11.4	6.5	2.3	4.2	2.0
	Foothills	695	5.6	32.4	11.3	10.4	5.7	11.3	0.0	10.8	6.7	5.8	0.0	0.0
	Mountains	667	5.5	11.6	13.4	11.5	4.6	15.4	24.4	0.0	8.3	5.2	0.0	0.0
	Senqu River Valley	473	0.0	21.9	11.3	18.0	16.2	0.0	7.0	6.1	7.5	6.7	5.3	0.0
Male	Lowlands	2,714	1.2	3.0	13.8	12.6	24.5	10.2	8.5	11.7	5.4	2.8	6.3	0.0
	Foothills	538	7.3	35.4	7.3	13.4	7.4	14.5	0.0	6.0	8.7	0.0	0.0	0.0
	Mountains	371	0.0	20.9	13.6	10	0	6.1	34.5	0.0	14.9	0.0	0.0	0.0
	Senqu River Valley	252	0.0	15.2	11.0	20.1	16.6	0.0	13.2	0.0	14.0	0.0	9.9	0.0
Female	Lowlands	2,192	0.0	3.2	10.8	18.0	16.8	13.3	11.2	11.1	7.8	1.6	1.6	4.4
	Foothills	157	0.0	22.3	25.0	0.0	0.0	0.0	0.0	27.3	0.0	25.5	0.0	0.0
	Mountains	296	12.5	0.0	13.1	13.5	10.5	27.0	11.7	0.0	0.0	11.7	0.0	0.0
	Senqu River Valley	222	0.0	29.6	11.7	15.7	15.7	0.0	0.0	13.0	0.0	14.4	0.0	0.0

The majority of the population involved in secondary activities attained standard 1-7 and secondary education. More than half (52 percent) of the male population are in standard 1-7 while 46 percent of female population are in secondary education. A small proportion (1.0 percent) of males engaged in secondary activities has achieved graduate and post graduate levels respectively. The same scenario was observed for females with vocational training after secondary and those with no education at all.

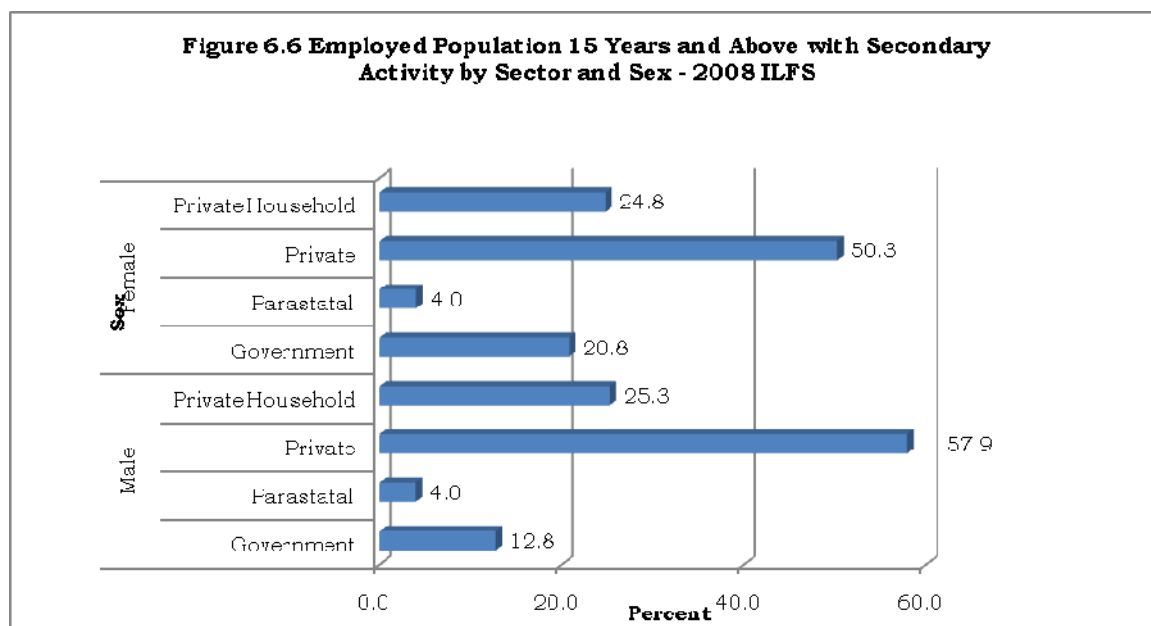
People with diploma/certificate after primary and vocational training after primary are not involved in secondary activities. In addition, it has been found out that females with post graduate and males with vocational training after secondary are also not engaged in secondary activities. The results further indicate that more males (10%) are without education as compared to females (1.0%).



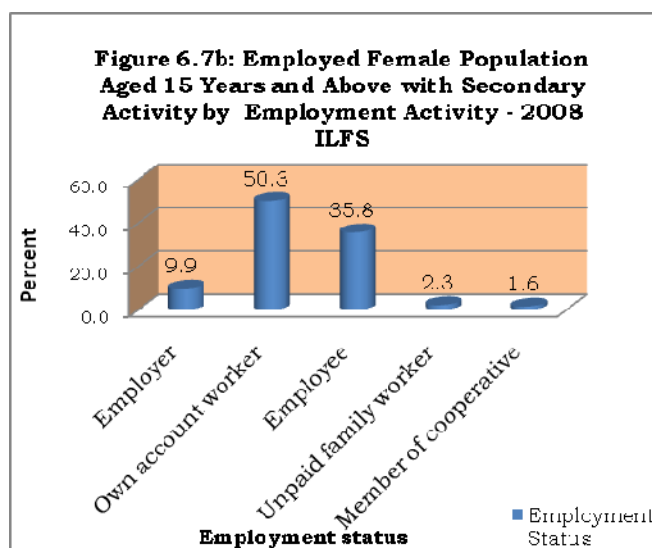
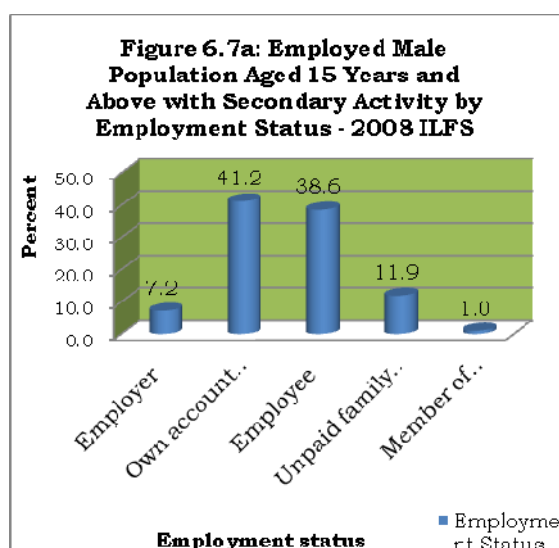
The employed population 15 years and above with secondary activities by sectors and sex is presented in Table 6.5 below. The findings are such that, highest proportions for both males and females engaged in the secondary activity were in the age group 40-44. Thirty one percent were male government employees while 36.2 percent females were in the parastatal. It can be deduced from the table that the private household sector for both males and females in the secondary activities are engaged in all age groups except for males in age group 70+ years.

Table 6.5: Secondary Activity by Sector														
Percentage Distribution of Employed Population 15 Years and Above with Secondary Activities by Sector, Age and Sex – 2008 ILFS														
Sex	Sector	Age group												Total
		15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	
Male	Government	0.0	0.0	6.9	11.7	21.5	31.0	14.0	7.7	0.0	0.0	6.9	0.0	495
	Parastatal	0.0	0.0	0.0	18.9	26.4	28.0	0.0	0.0	26.6	0.0	0.0	0.0	154
	Private	0.0	5.2	19.0	10.6	23.1	5.4	11.0	10.6	8.4	3.4	3.6	0.0	2,245
	Private Household	7.3	28.0	2.7	18.1	8.3	6.1	8.5	7.6	5.6	0.0	8.3	0.0	981
Female	Government	0.0	0.0	13.0	20.2	16.1	15.0	21.0	8.0	0.0	6.0	0.0	0.0	597
	Parastatal	0.0	0.0	34.0	0.0	0.0	36.0	0.0	0.0	0.0	30.1	0.0	0.0	115
	Private	0.0	8.2	12.0	16.2	13.2	13.0	8.6	16.0	9.0	2.2	0.0	1.9	1,442
	Private Household	5.2	7.5	7.6	16.1	20.7	7.3	4.0	5.2	5.9	5.6	5.0	9.9	712

In the case of parastatal sector, the highest number of females employed is 36.2 percent in age group 40-44. The results from Table 6.4 further convey that the population engaged in secondary activities resume their duties for the government and parastatal age group (25-29) and retire before reaching age 70+. Moreover, Figure 6.6 indicates that for all sectors, the highest share is in private sector with almost 60% for males and around 50% for females, while the least constitute 4.0 percent in the parastatal sector for both sexes.

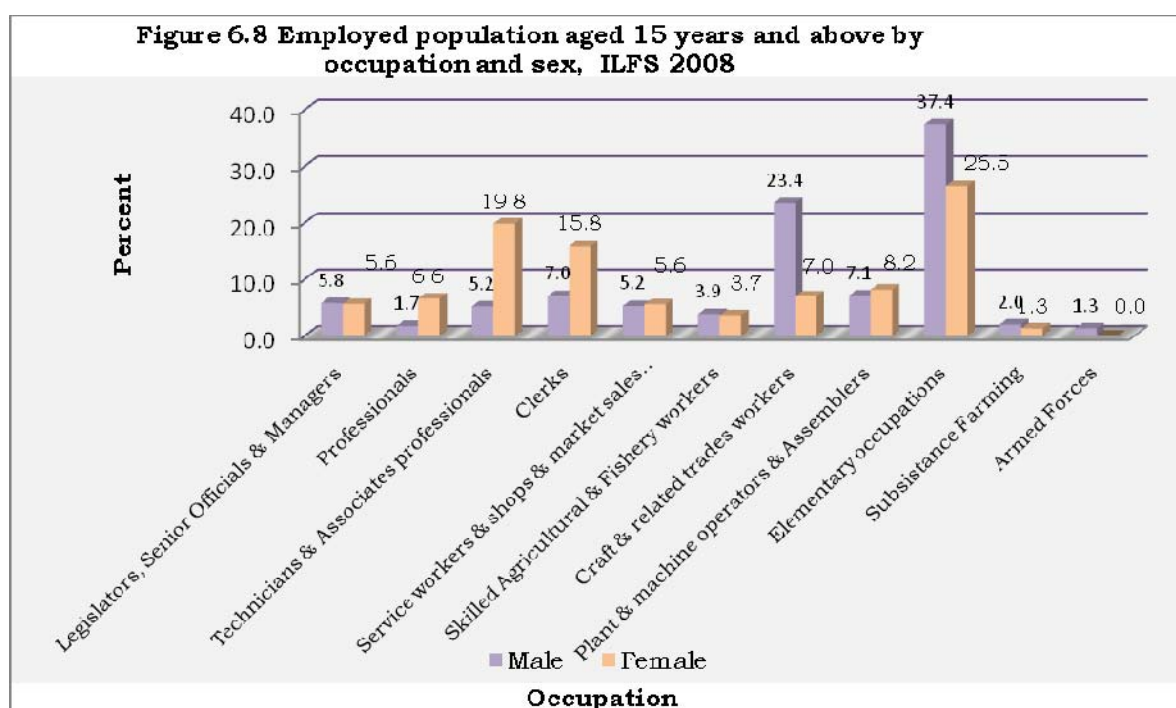


Figures 6.7a and 6.7b portray disparity of males and females engaged in different status of employment. It is observed that the majority of females are Own account Workers, Employer and Member of a Cooperative while males are dominant in the categories, employees and unpaid family workers. Fifty percent of females are Own account workers compared to 41.2 percent of their male counterparts. This was followed by employee category with 38.6 percent and 35.8 percent for males and females respectively.

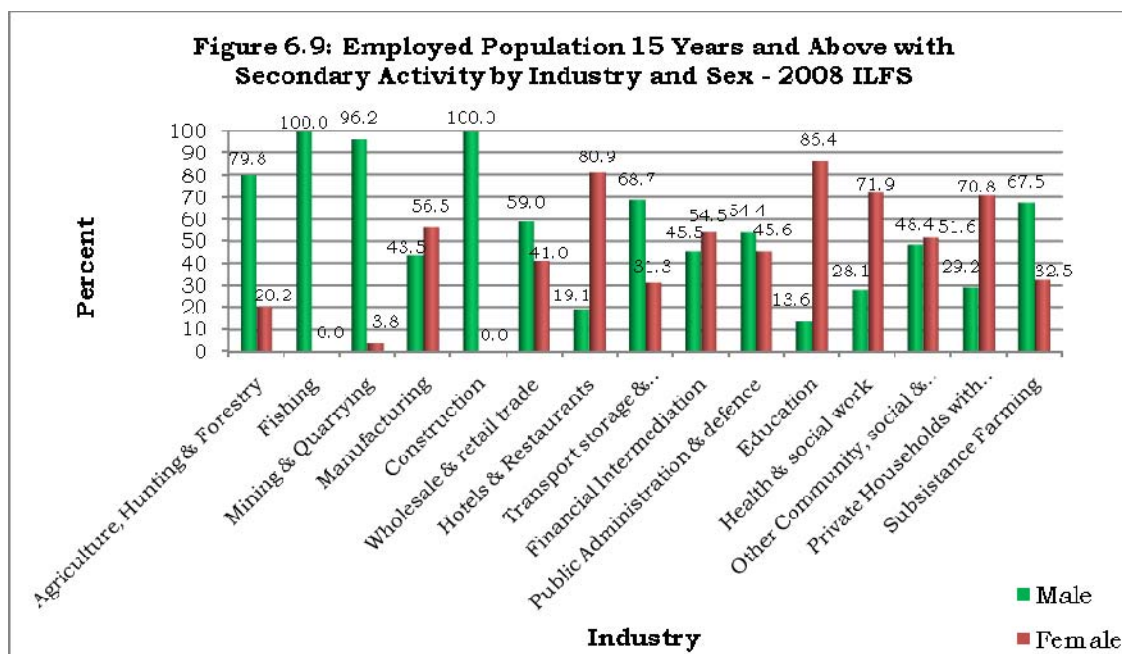


The lowest category for both sexes is of Member of a cooperative with 1.0 percent for males and 1.6 percent for females. Figure 6.8 depicts employed population aged 15 years and above participating in secondary activities by occupation and sex. It is observed that a large proportion of males and females are engaged in elementary occupation representing 37.4 percent and 26.5 percent respectively. Elementary type of occupation is more prevalent. Elementary occupation comprise of very minor jobs like grocery carriers and other related jobs. The craft and related trades workers ranked second highest with males constituting 23.4 percent compared to 7 percent of females.

The smallest proportion of the employed population engaged in secondary activity is armed forces with 1.3 percent for males. There are no reported cases for females in the armed forces occupation. Subsistence farming is the second least recorded occupation, according to Figure 6.8, accounting for 2.0 percent for males and 1.3 percent for females respectively.



The secondary activities by industry and sex portrayed in figure 6.9, show that males are the only ones involved in construction and fishing industry, they also dominate in mining and quarrying. Males are the minority in education and hotels and restaurant compared to approximately 86.4 percent and 80.9 percent of females. Some cases for males (about 0.9 percent) were not stated; therefore the process of prorating was applied. It is also observed that other community, social and personal service security for both males and females are almost the same i.e. they are almost 50percent for both.



The number of employed population engaged in secondary activities by district and income is presented in Figure 6.10. It is observed that people engaged in the secondary activities in Maseru are paid up to M2000-M4999 as the capital town while Leribe and Berea are the only districts with employed population in the secondary activity earning M20000+. People earning M0-M499 as their maximum income are found in all the ten districts.

Mafeteng and Mokhotlong have the highest proportions of people in the secondary activity earning M0-M499, while Qacha's Nek is leading for those earning an amount of M500-M999. Alternatively, Thaba-Tseka has the highest amount of about a quarter for people earning M5000-M9999 and Quthing is the least in this amount. None of the people in Lesotho are paid M10000-M19999 in the secondary activity.

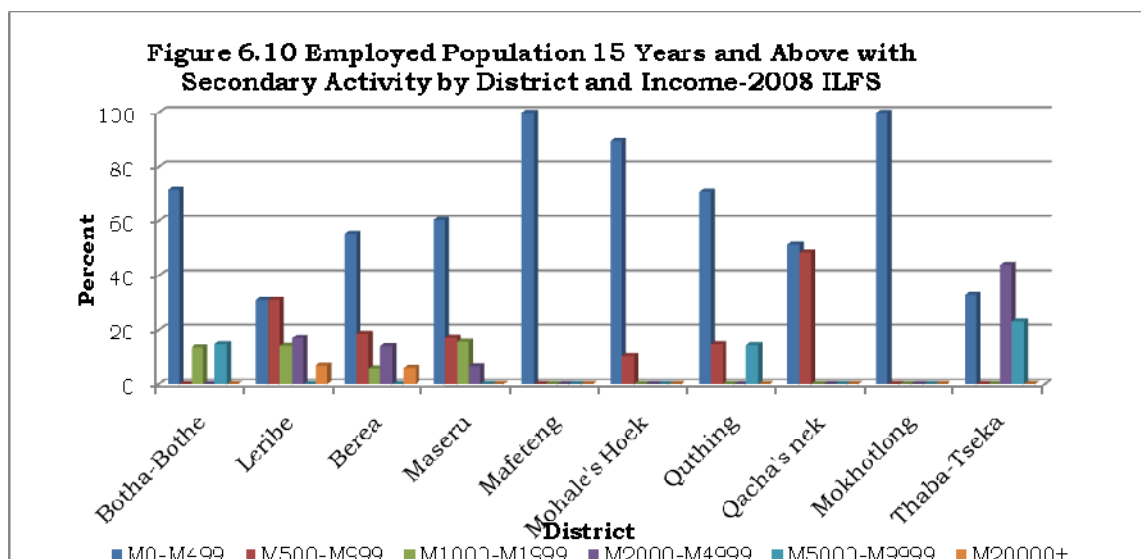
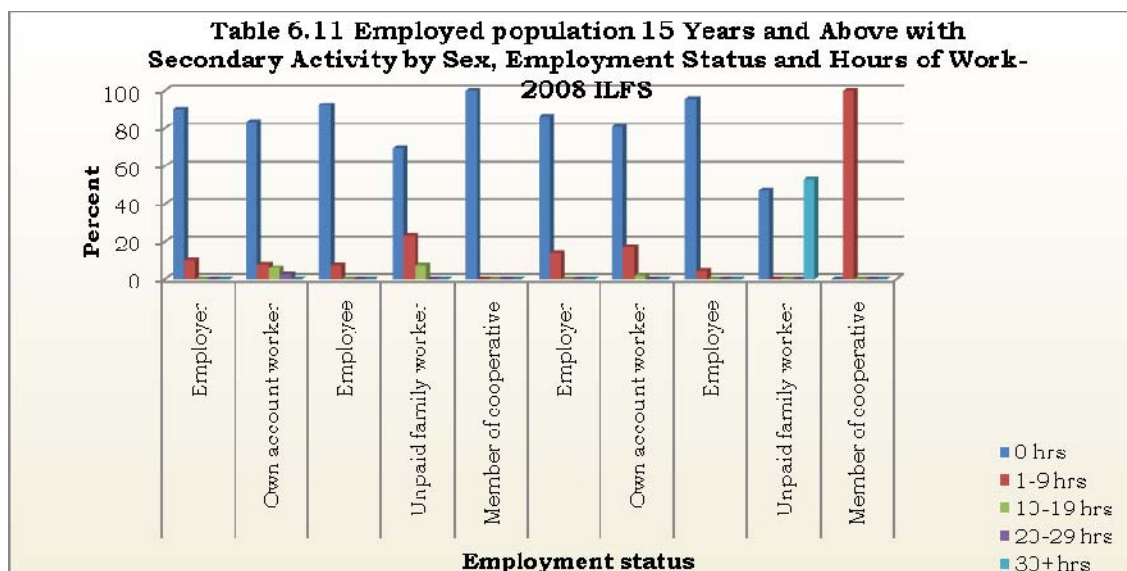


Figure 6.11 illustrates employed population aged 15 years and above participating in secondary activity by employment status and hours of work. The results show that for all employment status, the majority of the population worked less than an hour regardless of being male or female. In the case of males, percentages ranged from (69.4 percent, unpaid family worker) to (100.0 percent, member of cooperative). On the other hand 100.0 percent of females who were members of cooperative worked for 1-9 hours while 53.1 percent of females working for 30 hours and more were unpaid family workers.



6.3: Summary

The number of currently employed population engaged in secondary activities in 2008 ILFS is 6741 where males constituted 3874 and 2867 females. The majority of males are in the age group 35-39 recording 19.2 percent while females are in the age

group 30-34 with 16.4 percent. The results show that the tendency to participate in income generating activities differs not only by sex but also between urban and rural areas. Maseru has the highest number of people (32.4%) engaged in secondary activities and for both sexes the highest number of those participating were in the Lowlands. The majority of both sexes with standard 7 and secondary education are engaged in secondary activities than at any other level of education. It is also observed that most males are without education as compared to females.

Males are the most dominating in the marital status categories used in the analysis except for the ever married. It can be deduced from Figure 6.6 that the private sector for both sexes dominate the labour market with regard to secondary activities and males dominate females in all sectors with an exception within the government sector. Own account worker employment status is high for both males and females. Elementary occupation is the leading type of work done for those engaged in the secondary activities.

Industry differentials revealed that its only males who are involved in fishing and construction industries. The highest proportion (86.4 percent) of females is in education industry. In as far as districts and income are concerned; Leribe and Berea are the only districts with employed population in the secondary activity earning M20000+. Working hours in the secondary activity are limited to 30 hours a week and females are the only ones working up to 30+ hours in a week. The above analysis shows that almost every person (male or female) is engaged in secondary activity to supplement income in order to reduce financial problems.

CHAPTER 7: UNEMPLOYMENT

7.0 Introduction

Unemployment is not only a personal frustrating and demoralizing episode for an individual, but it is a calamity for the family as well. For the policy maker and administrator, this group of people has potential, political, social and economical ramifications and therefore calls for remedial actions to alleviate the situation (BOS: 1986 Population Census). Unemployment is internationally based on three criteria which have to be met simultaneously. The “unemployed” comprise of all persons above a specified age for measuring the economically active population who during the reference period were: “without work” that is, they were not in paid employment or self-employed; “currently available for work” that is, they were available for paid employment or self employment during a specified period and “seeking work” meaning those who had taken specific steps in a specified recent period to seek paid employment or self-employment (K59: Statistics for Social Policy).

Unemployment rates have long been seen as much as an indicator of social health as they are indicators of economic or labour market performance. Such figures influence voters, stock markets and movements of capital and investments. Because of the importance of these statistics in public discussion and individual choice, definitions of unemployment and methods of data collection are closely examined by specialists and non-specialists alike. The issues may be grouped into three following categories: the classification of certain borderline categories of the employed or unemployed; the distinction between survey unemployment and registered unemployment figures and the proper interpretation of unemployment as an indicator of the overall employment situation around the world (K59: Statistics for Social Policy).

In the 2008 Integrated Labour Force Survey (ILFS), the currently unemployed population was considered to be the population that concurrently did not have jobs, were available for work and seeking for work during a week preceding the survey. This chapter will focus mainly on the characteristics of the unemployed population, that is, the population in the age group 15 to 64 years which is believed to be economically active, their reasons for not working, length of time spent without work, effort taken to seek work and the previous employment if they did work earlier.

7.1 Characteristics of the Currently Unemployed Population

The importance of demographic and other characteristics of any population cannot be over emphasized; as a result this section will describe the demographic and other characteristics such as age, sex, marital status, district, place of residence (rural or urban) , educational attainment and the field of study for the currently unemployed population.

7.1.1 The Currently Unemployed Population

Table 7.1 illustrates the percentage distribution of the currently unemployed population aged 15 to 64 years. The findings indicate that there were currently 192,119 unemployed people of which 94,322 were males and 97,797 were females. It

is observed that unemployed population was higher in age-groups 20 to 24 and 25 to 29 years with 24.3 and 21.4 percent respectively. Proportion of the unemployed males exceeded the ones for females in the age-groups: 20 to 24, 30 to 34 and 55 to 59 years. The opposite is true for most of the age groups. The unemployment rates for females were higher in age-groups 15-19, 40 to 44, 45 to 49 and 50 to 54 years while they were more or less equal in the rest of the age groups for males and females.

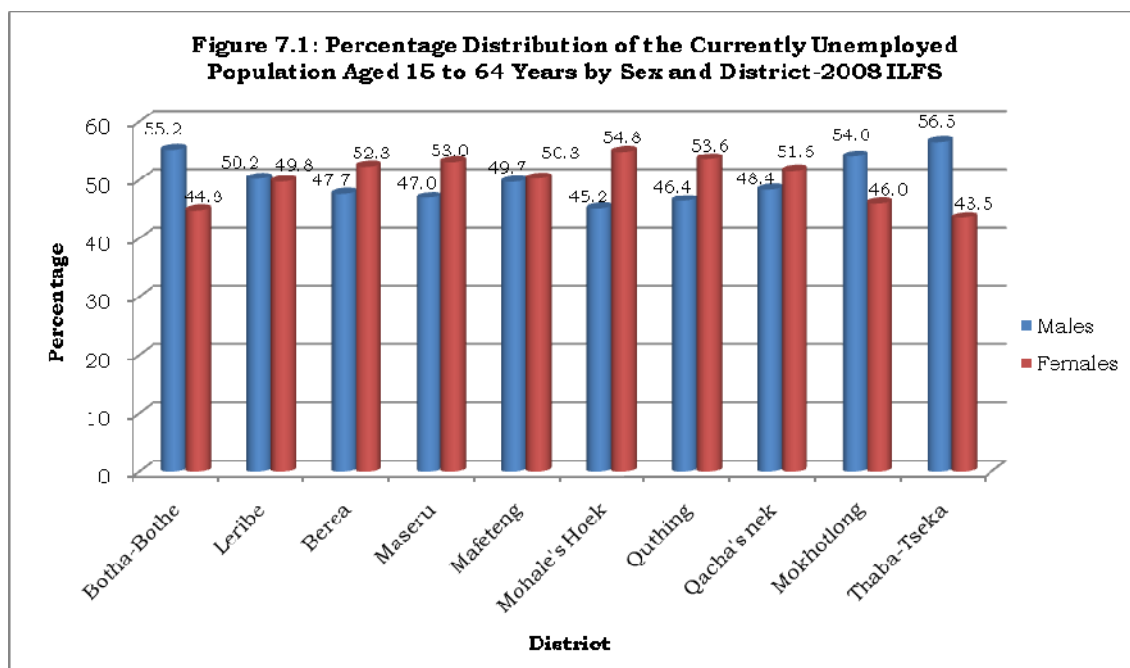
Table 7.1: Number and Percentage Distribution of the Currently Unemployed Population Aged 15 to 64 Years by Age Groups and Sex-2008 ILFS.

Age group	Males		Females		Both	
	Number	Percentage	Number	Percentage	Number	Percentage
15-19	10,087	10.7	11,973	12.2	22,060	11.5
20-24	23,404	24.8	23,187	23.7	46,591	24.3
25-29	20,218	21.4	20,886	21.4	41,104	21.4
30-34	13,285	14.1	10,7	10.8	23,802	12.4
35-39	7,838	8.3	7,837	8.0	15,675	8.2
40-44	5,618	6.0	7,407	7.6	13,025	6.8
45-49	4,518	4.8	5,814	5.9	10,332	5.4
50-54	3,693	3.9	5,076	5.2	8,769	4.6
55-59	3,480	3.7	2,658	2.7	6,138	3.2
60-64	2,181	2.3	2,442	2.5	4,623	2.4
Total	94,322	100.0	97,797	100.0	192,119	100.0

The Table above shows that the 2008 ILFS found that there were currently 192,119 unemployed people of which 94,322 were males and 97,797 were females. These Figures give a national unemployment rate of 25.3 percent and the ones for males and females were 12.4 and 12.9 percent respectively. Comparatively, the unemployment rate has been declining over the years as it was 34.2 percent in 1997, 27.3 percent in 1999 and 25.3 percent in 2008.

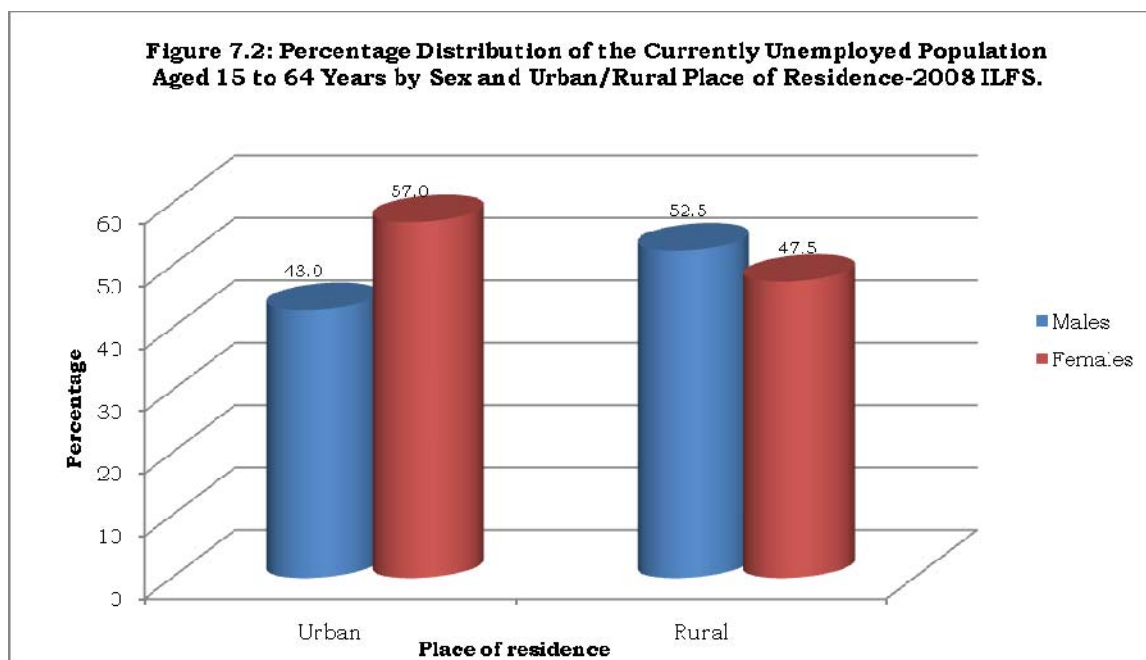
7.1.2 Sex and District of the Currently Unemployed Population

Figure 7.1 shows percentage distribution of the currently unemployed population by sex and districts. It can be observed that for the majority of the districts, there were high percentages of the unemployed females compared to their male counterparts. The percentage gaps between the currently unemployed males and females were larger in Botha-Bothe (10.4), Mokhotlong (8.0) and Thaba-Tseka at 13.0 in favour of males while in Mohale's Hoek a percentage gap of 9.6 was observed with high proportion of unemployed females.



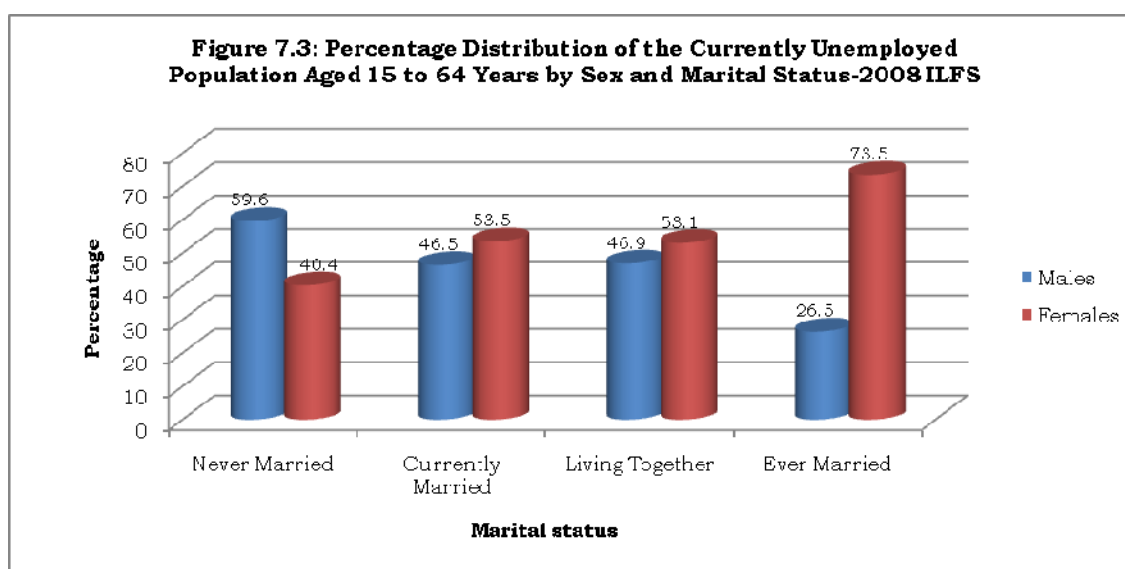
7.1.3 Sex and Urban or Rural Place of Residence of the Currently Unemployed Population

Figure 7.2 portrays the percentage distribution of the currently unemployed population by sex and urban or rural place of residence. There were more unemployed males (52.5 percent) in rural areas while in the urban areas 57 percent of females were unemployed compared to 43 percent of males. The percentage gap between both males and females was 9.5 irrespective of the place of residence.



7.1.4: Marital Status and Sex of the Currently Unemployed Population

Figure 7.3 depicts the percentage distribution of the currently unemployed population by sex and marital status. Marital status differentials with respect to the currently unemployed population, according to the figure below, show that females are more likely to be unemployed regardless of marital status with the exception of the never married category where 59.6 percent of males compared to 40.4 percent of females were unemployed. The Figure further shows that the gap between the ever married females and males was the largest with 47.0 percent. The percentage of the never married unemployed males exceeded the one for their female counterparts by about 19.2 percentage points.



7.1.5: Sex and Educational Attainment of the Currently Unemployed Population

Table 7.2 presents the percentage distribution of the currently unemployed population by educational attainment and sex. It is shown that the proportion of the unemployed population was higher among persons who attained primary education (57.2 percent) and secondary level of education (33.5 percent), whereas the least percentage was for those with graduate education at 0.4 percent. At primary level of education, there is a slight difference in the percentage of the currently unemployed population between males and females whereas at secondary level of education the percentage of the currently unemployed females exceeded the one for males by 14.0 percentage points. The results further show that at no education level, the percentage of the currently unemployed males exceeded the one for females by 12.6 percentage points.

Table 7.2: Number and Percentage Distribution of the Currently Unemployed Population Aged 15 to 64 Years by Sex and Educational Attainment-2008 ILFS.						
Educational attainment	Males		Females		Both	
	Number	Percentage	Number	Percentage	Number	Percentage
No education	14,412	15.3	2,682	2.7	17,093	8.9
Primary	54,649	57.9	55,252	56.5	109,901	57.2
Secondary	24,892	26.4	39,503	40.4	64,395	33.5
Graduate	369	0.4	359	0.4	729	0.4

7.1.6 Sex and Field of Study of the Currently Unemployed Population

Table 7.3 shows the field of study and sex of the currently unemployed population. It is observed from the table that Commercial and Business Administration field was common for females (38.4 percent) while the majority of the currently unemployed males were in the field of Architecture, Engineering and Related Fields (27.7 percent). The field of Agriculture was second highest for females with 24.2 percent. The least reported fields of study for both sexes were Life Science and Fine & Applied Arts. There were no persons that reported to be in the following fields of study: mathematics, statistics and related subjects, mass communication plus documentation and health sciences.

Table 7.3: Number and Percentage of the Currently Unemployed Persons Aged 15 to 64 Years by Sex and Field of Study-2008 ILFS.				
Field of Study	Male		Female	
	Number	Percentage	Number	Percentage
Physics & chemistry	88	7.7	0	0.0
Computing Science & Information Technology	42	3.7	33	2.4
Architecture, Engineering & Related fields	318	27.7	0	0.0
Life Science	31	2.7	34	2.5
Education	184	16.1	143	10.5
Commercial & Business Administration	154	13.4	524	38.4
Law	32	2.8	105	7.7
Social & Behavioral Course	83	7.3	128	9.4
Fine & Applied Arts	32	2.8	37	2.7
Theology & other Religious studies	69	6.0	31	2.2
Agriculture	0	0.0	330	24.2
Other	114	10.0	0	0.0
Total	1,148	100.0	1,365	100.0

7.2 Reasons for not working or Starting Business for the Currently Unemployed Population.

In the 2008 ILFS the currently unemployed persons were asked the reasons for not working or starting business, time spent without work etc. Figure 7.4a portrays the percentage distribution of the currently unemployed persons aged 15 to 64 years and their reasons for not working or starting business. According to the figure below, the majority of the persons reported that they were not working because they did not know how and where to find job (35.3 percent), this was followed by those who reported to have been temporarily ill (20.8 percent). The ones who reported that there were no suitable vacancies for them and those that reported that they got tired

or gave up looking for job constituted 14.3 and 12.5 percent respectively. The figure further illustrates that only 4.5 and 4.2 percent were not working because they 'found job' and were awaiting application responses respectively. Those who did not start business because of lack of capital constituted 8.4 percent.

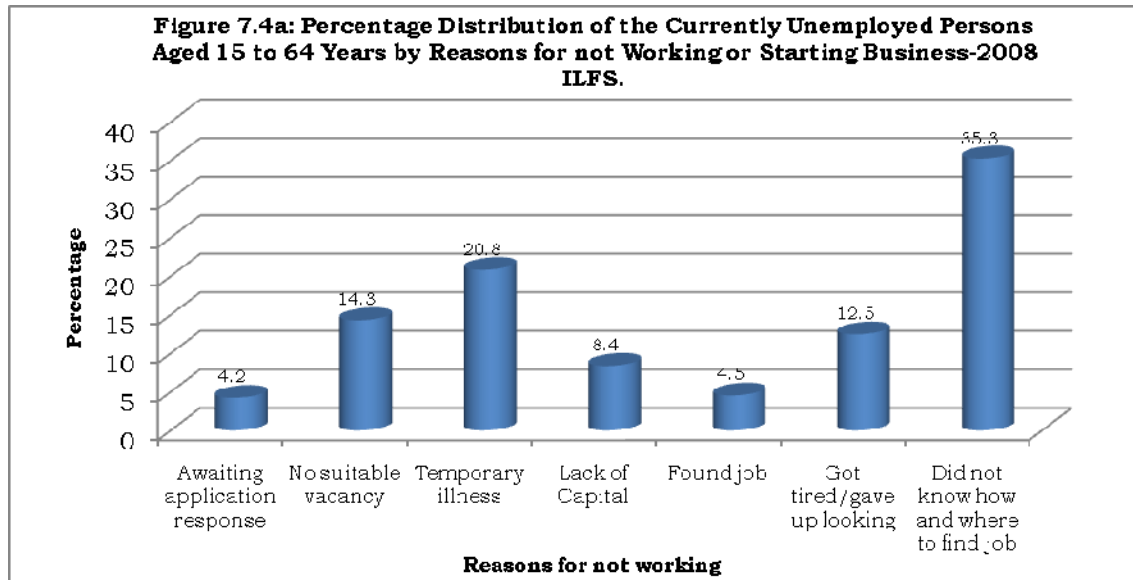
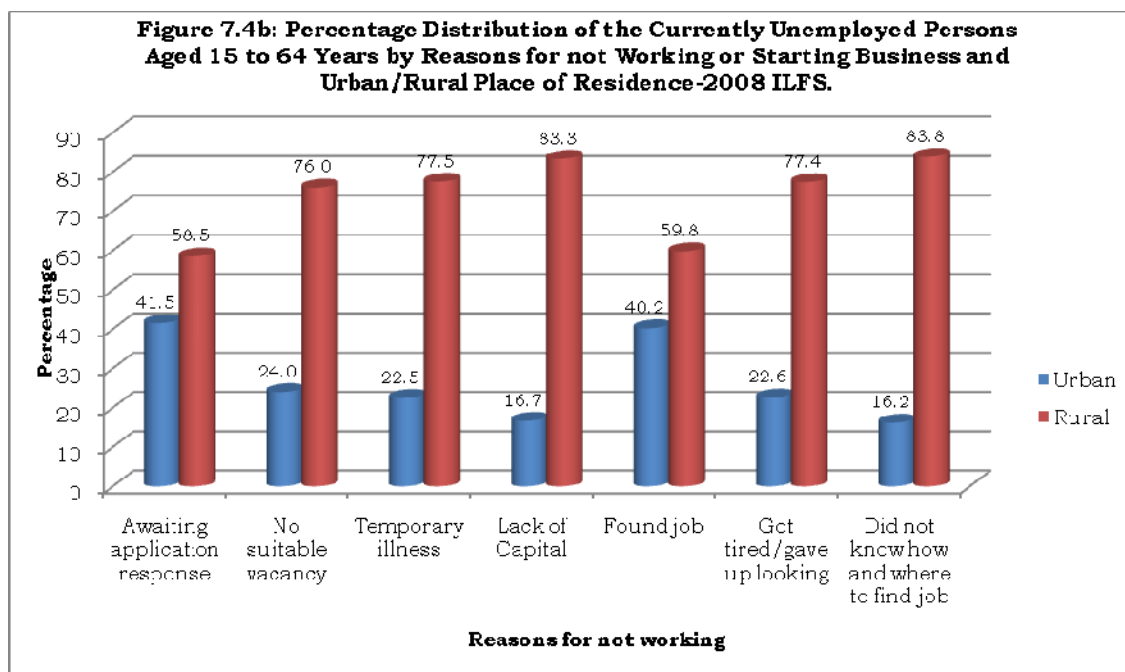


Figure 7.4b depicts percentage distribution of the currently unemployed persons by reasons for not working or starting Business and rural or urban place of residence. The results indicate that for all reasons mentioned for not working, the percentages for rural population exceeded the one for urban areas. The percentage gap between the urban and rural was most highest for the population that did not know how and where to find job (67.4 percent) and those that did not start business because of lack of capital (66.6 percent). The lowest percentage gap between the urban and rural persons was for the awaiting application reason.



7.2.1 Reasons for not working or Having Business and District

Table 7.4 presents the percentage distribution of the currently unemployed population aged 15 to 64 years by districts and the reasons for not working. It is shown from the table that in all the districts, the main reason for not working was because people did not know how and where to find a job. Fifty percent of the respondents from Thaba-Tseka did not know how and where to find job compared to 26.3 percent from Berea district. Temporary illness was reported by the majority (33.2 percent) of the currently unemployed from Qacha's Nek.

In Botha-Bothe, Leribe, Berea, Mohale's Hoek and Mokhotlong districts the least percentages or no persons reported that they were not working because they had already found job while Maseru, Mafeteng and Qacha's Nek the least percentages reported were for those who were not working because they were awaiting application responses.

Table 7.4: Number and Percentage Distribution of the Currently Unemployed Persons Aged 15 to 64 Years by Reasons for not Working or Starting Business and District-2008 ILFS.										
Reason/District	Botha-Bothe	Leribe	Berea	Maseru	Mafeteng	Mohale's Hoek	Quthing	Qacha's Nek	Mokhotlong	Thaba-Tseka
Awaiting application response	3.1	6.2	9.0	3.1	1.6	1.8	4.9	2.2	8.1	1.6
No suitable vacancy	17.9	8.9	14.2	20.8	4.1	8.2	14.7	16.7	13.5	22.5
Temporary illness	12.3	23.9	24.7	19.3	16.4	26.6	21.3	33.2	18.8	15.1
Lack of Capital	5.6	6.9	8.5	10.6	9.7	19.3	4.6	3.2	0.0	3.8
Found job	0.0	0.6	0.9	4.7	24.4	0.7	8.9	3.3	0.7	1.5
Got tired/gave up looking	16.8	19.9	16.4	12.5	6.5	7.6	3.4	7.5	22.3	4.9
Did not know how and where to find job	44.4	33.7	26.3	29.1	37.4	35.9	42.3	34.0	36.7	50.7
Total (%)	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
(N)	6,589	11,371	8,473	18,284	7,236	8,340	6,893	2,973	5,236	4,813

7.2.2 Effort Taken to Seek Job and to Start Business

Table 7.5a exemplifies the percentage distribution of the currently unemployed population by district and sort of effort made to find work. It is observed from Table that Maseru district had the highest percentage of currently unemployed persons that reported that they made direct applications to employers (29.7 percent) compared to only (0.1 percent) from Qacha's Nek. About 30 percent in Leribe reported that they searched media advertisement while equivalent proportion from Maseru reported that they registered with private or public services. There were no unemployed persons in Qacha's Nek and Thaba-Tseka who reported that they searched media advertisement as well as nobody in Mokhotlong did register with private or public services.

Table 7.5a: Percentage Distribution of the Currently Unemployed Persons Aged 15 to 64 Years by District and Sort of Effort made to find Work-2008 ILFS.

Reason/District	Botha-Bothe	Leribe	Berea	Maseru	Mafeteng	Mohale's Hoek	Quthing	Qacha's Nek	Mokhotlong	Thaba-Tseka	Total
Direct application to employer	3.1	20.8	11.2	29.7	10.8	10.3	4.9	0.1	2.5	6.6	100
Search media advertisement	17.3	30.5	18.8	19.8	1.4	7.7	0.5	0.0	4.0	0.0	100
Contact friends or relative	6.8	16.9	16.7	26.3	9.6	7.4	2.4	3.3	3.5	6.9	100
Register with private/public services	3.9	15.7	17.0	30.4	14.6	4.3	2.9	2.6	0.0	8.6	100
Other	1.8	18.3	10.9	24.9	17.2	8.5	8.4	4.2	1.8	4.0	100

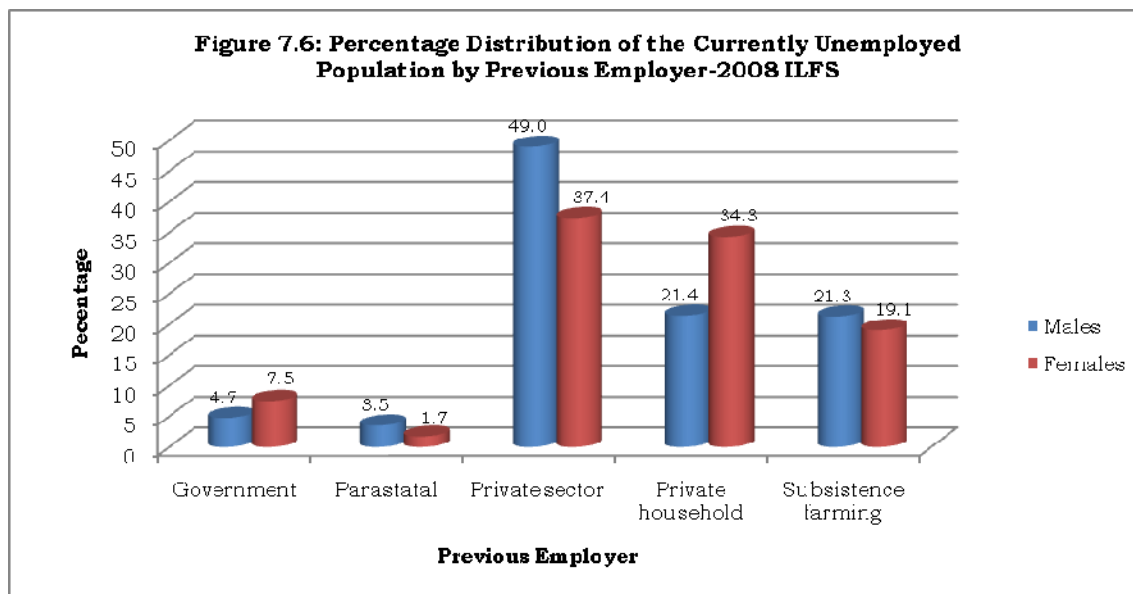
Table 7.5b shows the percentage distribution of the currently unemployed population by district and sort of effort made to start business. It can be seen that Leribe was leading for all efforts taken to start business except for approaching the government for advance. For instance, it had 72.9 percent of the persons that reported to have applied for permits; 44.2 percent and 34.4 percent of the persons that made other efforts not mentioned to start businesses and did seek loans, land, building and equipment in order to start business. Mohale's Hoek constituted 27.1 percent of these persons that reported that they have applied for permits in order to start their own businesses and the rest of the districts did not report to have applied for business permits.

Table 7.5b: Percentage Distribution of Currently Unemployed Persons aged 15 to 64 years by District and Sort of effort made to start business-2008 ILFS

Effort/District	Botha-Bothe	Leribe	Berea	Maseru	Mafeteng	Mohale's Hoek	Quthing	Qacha's Nek	Mokhotlong	Thaba-Tseka	Total
Contact friends or relative	11.2	17.2	12.2	12.8	15.5	11.4	8.5	6.4	2.5	2.2	100
Seeking loans, land, building and equipment	4.2	34.4	21.5	28.6	0.0	6.4	4.9	0.0	0.0	0.0	100
Making trade inquiries	8.1	28.6	22.0	10.4	0.0	5.3	0.0	5.7	0.0	19.8	100
Approaching government for advance	0.0	19.3	26.4	23.6	30.7	0.0	0.0	0.0	0.0	0.0	100
Applied for permit to start own business	0.0	72.9	0.0	0.0	0.0	27.1	0.0	0.0	0.0	0.0	100
Other	6.0	44.2	15.0	5.0	5.4	3.8	5.0	10.2	5.5	0.0	100

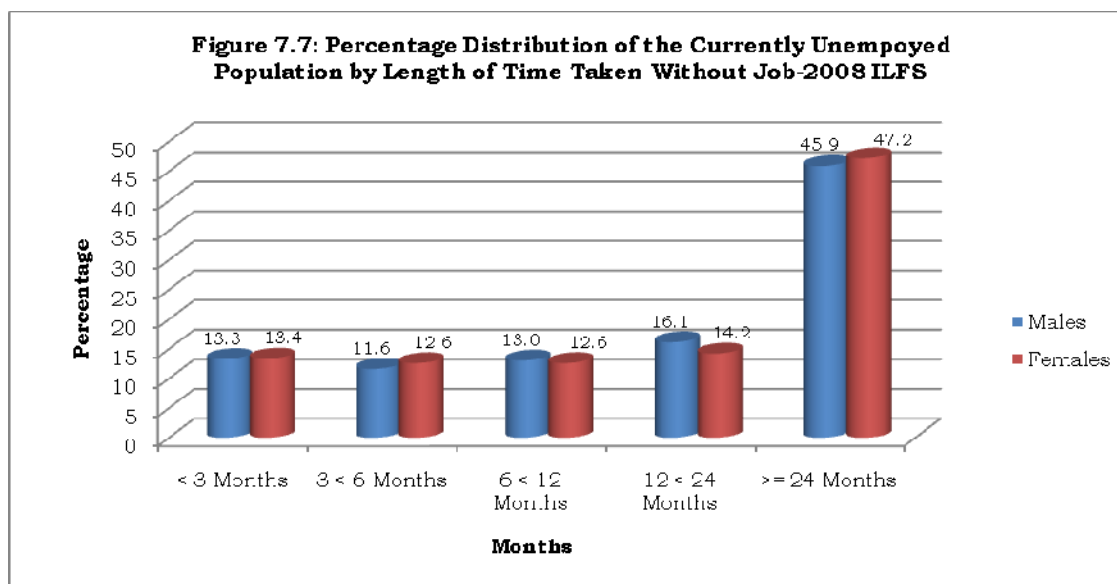
7.3 Previous Employment

Figure 7.6 illustrates the percentage distribution of the currently unemployed population by industry of previous employment. The information point out that the majority of the currently unemployed males and females worked in the private sector (49.0 and 37.4 percent). Subsistence farming was a common industry for both males while private household was common among females their percentage exceeded the one for males by 12.9.



7.4 Length of Time Taken Without Work or Business

Figure 7.7 below shows the percentage distribution of the currently unemployed population by length of time taken without job. As can be observed from the findings presented in this figure, the long-term unemployment is common in Lesotho as the majority of both males and females spent 24 or more months without work or business. The percentage gap between males and females in all the categories is not that prone but the percentage gap between those who spent less than 24 months generally and those that spent 24 or more months is broad. For instance, the gap was 29.8 and 33.0 between 12 and 24 months; 32.9 and 34.6 between 6 and 12 months and 34.3 and 34.6 between 3 and 6 months for both males and females.



7.4 Summary

There was a total of 192,119 currently unemployed population aged 15 to 64 years in the 2008 ILFS, of which the males constituted 49.1 percent of the currently unemployed population and females were 50.9 percent. The Unemployment rate has been decreasing over the years, from 34.2 percent in 1997 to 25.3 percent in 2008 Integrated Labour Force Survey.

The currently unemployed population was higher in age group 20 to 24 years and the unemployed male population exceeded the one for females in age groups 20 to 24, 30 to 34 and 55 to 59 years. In Botha-Bothe, Mokhotlong and Thaba-Tseka, the number of currently unemployed males exceeded the one for females whereas in Mohale's Hoek the opposite was the case.

The unemployment percentage was higher the urban females while the second highest percentage was for the rural males. The proportion of the currently unemployed population was highest for the ever married females (73.5 percent) and the never married males followed with 59.6 percent.

A considerable percentage (46.6 percent) of these people had been unemployed for more than 2 years and most of them (35.3 percent) were unemployed because they did not know how and where to find job. A larger proportion (49.0 percent Males and 37.4 of Females) of the currently unemployed population reported that their previous employer was the Private Sector.

CHAPTER 8: UNDER-EMPLOYMENT

8.0 Introduction and Definitions

Declarations considering the extent of under-employment and inadequate employment situations provide guidelines on two types of under-employment: time related under-employment and inadequate employment. Time related under-employment occurs because of insufficient hours of work. Persons in time-related under-employment are those who during the reference week had worked fewer hours than a selected number of hours and were willing to work additional hours. This definition is confined to a short reference period, which must be the same as one used to measure employment and unemployment. The willingness to work additional hours is the main decisive factor that identifies persons who, during the reference week in all their jobs, express a desire or preference to work more hours. The standard of having worked less than a threshold relating to working time excludes persons who want to work additional hours and are available to do so, but who already work a “sufficient” number of hours and therefore, for policy reasons, have reached their full employment level. A person can simultaneously be in these two forms of under-employment.

According to the normal schedule of all public servants, the daily expected number of working hours is 8, for people that work five days in a week; the total weekly expected number of hours is 40 hours. The daily and weekly hours may differ according to the sector, nature of the work and required frequency of performing that work. The expected total number of hours may range from 40-56. A decision was made to use 40 hours as it is the possible minimum number of hours that can be worked in a week. The focus of this chapter is on the under-employed working age population aged 15-64 years. It focuses on the profile of under-employed population, the rates of under-employed population as well as the main reasons for under-employment.

8.1 Limitations of Data

The analysis of this chapter makes use of data collected from the 2008 ILFS. Labour Force Surveys (the 1997 and 1999) conducted prior to the 2008 ILFS inquired on number of hours worked and their analysis showed distribution of working population by number of hours worked. Their analysis did not include under-employment and as a result, the trend analysis of under-employment at this stage will not be possible.

The 2008 Integrated Labour Force Survey was the first to include questions that provided under-employment indices. Measure of under-employment requires questions on expected and worked number of hours of work for employed persons to enable identification of under-employed persons. The 2008 ILFS questionnaire however had not inquired on expected number of hours of work for employed persons and as a result, distinguishing people who were under-employed because of unsustainable nature of their work from those who were under-employed because they worked a lesser number of hours than the standard had not been easy to establish. In addition, the questionnaire had not separated the number of hours spent on major job and other secondary jobs. Therefore, the number of hours analysed under under-employment are collectively for major and other secondary jobs.

8.2 Data and Methods

Information on under-employment was obtained from respondents' answers to the question on the number of hours they actually worked during the last calendar week prior to the survey. These working hours were compared to normal working hours per week (40 hours) and if they were less than 40, the person is considered as currently under-employed if he/she indicated to be available for additional work or hours of work during the last 7 days prior to survey interview. The method of under-employment analysis used in this chapter is time related.

The most appropriate questions upon which the analysis of measurement of under-employment was based included the following:

D23 How many hours (including paid and unpaid overtime but excluding meal breaks and absence from work) did (name) work in each day last week? Note: include all hours at work on all jobs if more than one job.

D24 Did (name) want to work more hours last week?

D25 How many additional hours could (name) have worked last week? (The instruction indicated the enumerators to enter time in minutes).

D26 Why did (name) not work more hours?

8.3 Profile of Time-Related Under-Employed Population

8.3.1 Demographic Characteristics of Under-Employed Population

This section analyses the characteristics of under-employed population. The whole idea is to examine the proportions of population that had worked for fewer hours than the standard hours who at the same time were willing to take additional job and make an analysis on the differentials of the population on basis of demographic and socio-economic statuses.

The 2008 Integrated Labour Force Survey reported 6,450 persons as under-employed. The results as illustrated in Figure 8.1 revealed that of the total of employed persons, more males (57.6 percent) than females (42.4 percent) had the tendency to work minimal hours than the expected and therefore desired to work additional hours.

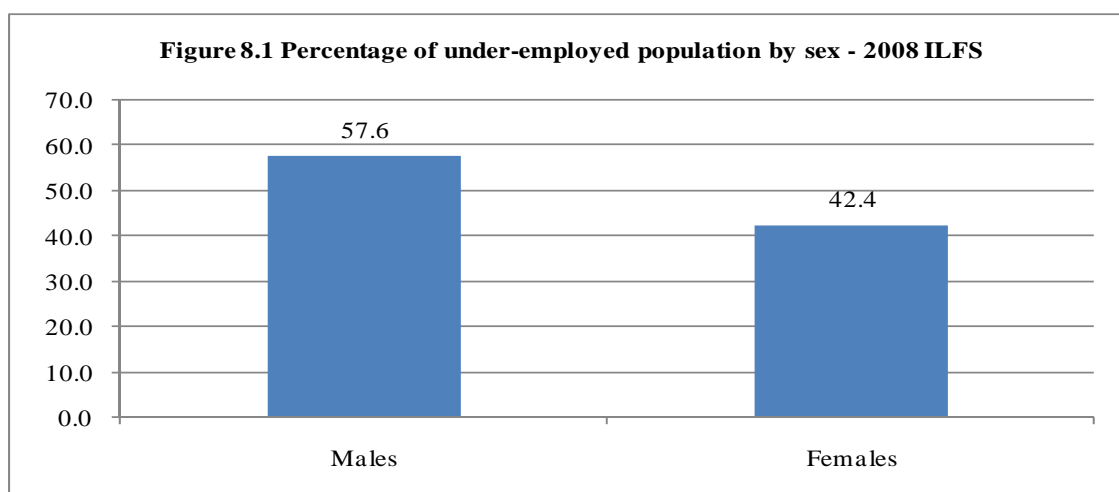


Table 8.1 shows the distribution of under-employed population by age. The tendency to work fewer hours and desire to work additional hours seems to be distributed among productive segments of the labour force and is most pronounced among persons aged 35-39 years with 18.3 percent of total under-employed population. On the other hand, this tendency is lower among the young with 1.7 percent, while the old aged 60-64 years were the second lowest with 3.4 percent.

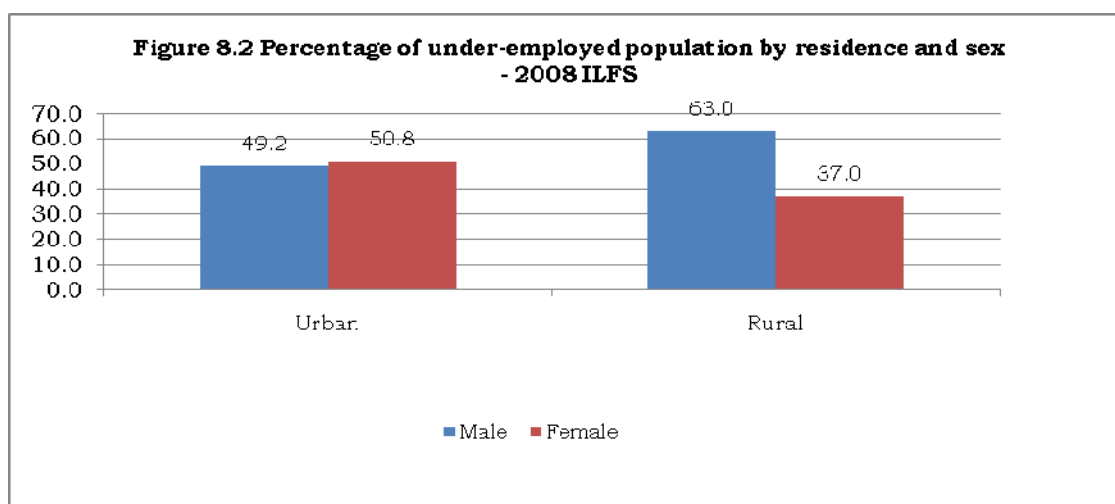
Table 8.1: Number and Percentage Distribution of Under-Employed Population by Age-Group - 2008 ILFS		
Age-Group	Both Sexes	Percent
15-19	109	1.7
20-24	558	8.7
25-29	833	12.9
30-34	1,008	15.6
35-39	1,180	18.3
40-44	750	11.6
45-49	673	10.4
50-54	666	10.3
55-59	456	7.1
60-64	219	3.4
Total	6,450	100.0

Further examination of the proportions of under-employed population for each sex within each age-group as observed in Table 8.2 reveals that the tendency to work fewer hours and desire to work additional hours was in general higher among males than females for almost all age-groups analysed except the old aged group. Among males, this tendency was most prevalent among 20-24 year olds with 69.4 percent, being followed by 15-19 year olds with 66.1 percent. Among females, the tendency to work fewer hours than the expected and then desiring to work additional hours was highest among the old aged 60-64 with 65.1 percent.

Table 8.2: Number and Percentage Distribution of Under-Employed Population by Age-Group - 2008 ILFS				
Age-Group	Number		Percent	
	Males	Females	Males	Females
15-19	72	37	66.1	33.9
20-24	387	171	69.4	30.6
25-29	492	341	59.1	40.9
30-34	539	469	53.5	46.5
35-39	746	435	63.2	36.8
40-44	378	372	50.4	49.6
45-49	393	281	58.3	41.7
50-54	351	315	52.7	47.3
55-59	284	172	62.3	37.7
60-64	76	142	34.9	65.1

8.3.2 Socio-Economic Characteristics of Under-Employed Population

Figure 8.2 presents the distribution of under-employed population by urban-rural residence and sex. It shows that among urban residents the tendency to work fewer hours and desire to work additional hours was higher for females (50.8 percent) than it was among their male counterparts (49.2 percent). On the other hand, among rural residents, this tendency was higher among males (63.0 percent) than females (37.0 percent).



Further examination of proportions of population with this tendency in Table 8.3 shows that Maseru district had the largest percentage share (31.1) of under-employed population followed by Berea and Leribe districts with 21.3 and 15.9 percent respectively. Of the total under-employed population, 2.3 percent resided in Thaba-Tseka.

Table 8.3: Number and Percentage Distribution of Under-Employed Population by District - 2008 ILFS

District	Number	Percent
Total	6,450	100
Botha-Bothe	282	4.4
Leribe	1,028	15.9
Berea	1,376	21.3
Maseru	2,007	31.1
Mafeteng	444	6.9
Mohale's Hoek	349	5.4
Quthing	383	5.9
Qacha's Nek	159	2.5
Mokhotlong	276	4.3
Thaba-Tseka	147	2.3

The above analysed distribution of under-employed population by district follows the pattern of distribution of Lesotho population in households. As a result, the proportions of under-employed population were examined for each district by sex as shown in Table 8.4. Persons that worked less hours and desired to work additional were males and were higher than those of females in 8 districts except Mokhotlong and Thaba-Tseka where males represented 45.9 and 44,2 percent respectively.

Table 8.4: Number and Percentage Distribution of Under-Employed Population by District and Sex - 2008 ILFS

District	Percent	Percent
Botha-Bothe	53	47
Leribe	54.5	45.5
Berea	68.7	31.3
Maseru	50.7	49.3
Mafeteng	52.1	47.9
Mohale's Hoek	59	41
Quthing	78.4	21.6
Qacha's Nek	81.6	18.4
Mokhotlong	45.9	54.1
Thaba-Tseka	44.2	55.8
Total	57.6	42.4

The distribution of under-employed population by employment status and sex is shown in Table 8.5. It shows that employees are more likely to work less hours and desire additional hours of work than other employment statuses. For instance, they constituted 78.6, 79.4 and 77.4 percent of total under-employed for sexes, males and females respectively. Own-account workers are second most likely under-employed population as they represented 17.7, 15.2 and 21.2 percent of total under-employed for sexes, males and females respectively. On the other hand members of cooperatives are less likely to be under-employed than any other

employment statuses. For instance, representation for both sexes was 1.0 percent, with 1.7 percent for males and a negligible (0.0) percentage among females.

Table 8.5 Percentage Distribution of Under-Employed Population by Employment status – 2008 ILFS			
Employment status	Both sexes	Males	Females
Own account worker	17.7	15.2	21.2
Employee	78.6	79.4	77.4
Unpaid family worker	2.7	3.7	1.4
Member of cooperative	1	1.7	0
Total	100	100	100

Figure 8.2 displays the distribution of under-employed population by the main sector of employment. According to this Figure, people who are employed by the private sector are more likely than other persons in other sectors to work fewer hours and desire additional hours with 56.8 percent. The second sector which is more likely to employ persons that work less hours and desire additional hours is the private household with 22.1 percent. Figure 8.2 further shows that parastatals are less likely to employ under-employed persons than other sectors with 4.3 percent.

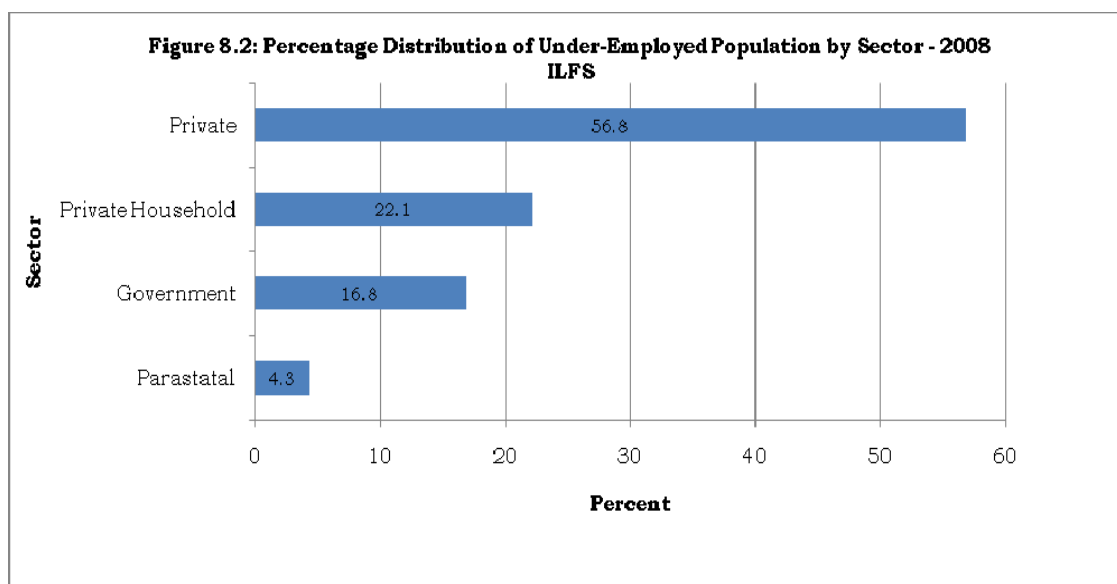


Table 8.6 displays the occupational characteristics of under-employed population by sex. The under-employed population is more likely to do elementary occupations. Females (20.8 percent) are more likely to work as technicians & associate professionals while males (21.8 percent) engage in craft and related trades work. Table 8.6 further indicates that the under-employed are less likely to be involved in armed forces work and subsistence farming

Table 8.6: Number and Percentage Distribution of Under-Employed Population by Occupation and Sex – 2008 ILFS						
Occupation	Number			Percent		
	Both sexes	Male	Female	Both sexes	Male	Female
Legislators, Senior Officials & Managers	351	189	161	5.4	5.1	5.9
Professionals	256	67	189	4.0	1.8	6.9
Technicians & Associate Professionals	769	201	568	11.9	5.4	20.8
Clerks	724	271	454	11.2	7.3	16.6
Service workers, shop and market sales workers	363	203	160	5.6	5.5	5.9
Skilled Agricultural and Fishery workers	255	150	105	4.0	4.0	3.8
Craft and related trades workers	976	812	164	15.1	21.8	6.0
Plant & machine operators and assemblers	414	250	163	6.4	6.7	6.0
Elementary occupations	2,142	1410	732	33.2	37.9	26.8
Armed forces	51	51	0	0.8	1.4	0.0
Subsistence Farming	150	113	37	2.3	3.0	1.4
Total	6,451	3,717	2,733	100.0	100.0	100.0

Note: The sum of under-employed population may not add up to 6,450 due to rounding

8.4 Under-Employment Rates

This section attempts to analyse under-employment rates using demographic and socio-economic statuses of the under-employed population. Under-employment rates measure the proportion of underutilized working population aged 15-64 years over the total employed population of the same age category.

Figure 8.3 shows a national under-employment rate of 1.2 percent and a higher under-employment rate among males (1.2 percent) compared to 1.1 percent among females.

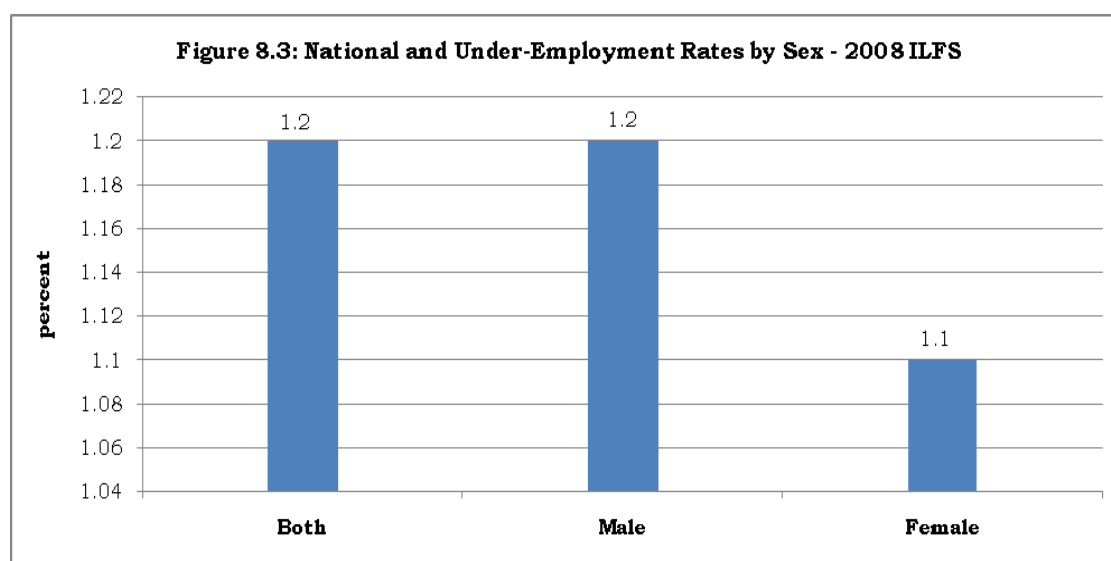
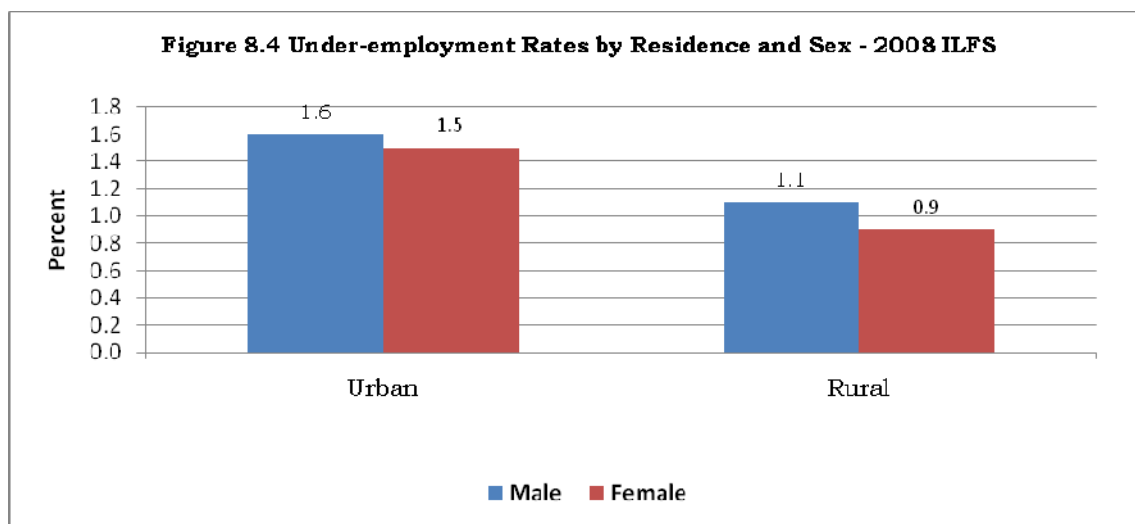


Figure 8.4 shows under-employment rates by residence and sex and results are such that rates in urban areas were higher than rural rates for both sexes. Among urban residents, this rate was 1.6 percent among males while it was 1.5 percent among females. Among rural residents, it was 1.1 among males and 0.9 percent among females.



8.5 Hours of Work of Under-Employed Population

Table 8.7 presents the total number of hours worked by under-employed population during the last week prior to 2008 ILFS. This Table indicates that the respondents have indeed worked for a few hours less than the expected standard of 40 hours. Majority (85.8 percent) of the under-employed population had worked for a period less than one hour for both sexes. It was 86.5 percent for males and 84.9 percent for females. This could be assumed to mean that under-employed persons are more likely to be involved in short duration work which may be unsustainable in nature. Table 8.7 further shows that low proportions of persons worked for total duration of over ten hours. For instance, it was 4.6 percent for males compared to 1.3 percent for females.

Hours	Number			Percent		
	Both sexes	Male	Female	Both sexes	Male	Female
Below 1	5,535	3,215	2,321	85.8	86.5	84.9
01-09	708	329	378	11.0	8.9	13.8
10-39	207	172	35	3.2	4.6	1.3
Total	6,450	3,716	2,734	100.0	100.0	100.0

8.6 Main Reasons for Under-Employment

Persons who had worked for less than 40 normal working hours per week were asked to give reasons for minimal contribution at work. These reasons included lack of business, lack of finance, and lack of raw materials, industrial dispute, machinery breakdown, household duties, part-time student, illness, vacation and other. Examination of these reasons by sex is revealed in Table 8.8. It shows the predominance of lack of business (94.9 percent) as the main reason.

Table 8.8 Percentage Distribution of Under-employed Population by Reason – 2008 ILFS	
Reason	Percentage
Lack of business	94.9
Household duties	1.2
Part-time student	0.4
Vacation	1.1
Other	2.3

Further examination of the reasons by sex as shown in Table 8.9 indicate more males (57.5 percent) than females (42.5 percent) pointing lack of business as the main reason for working hours less than the expected 40 hours. A household duty was the major reason for under-employment among females with 100.0 percent. All under-employed males pointed vacation (100.0 percent) and their status as part-time student (100.0 percent) as reasons for working less hours and desiring to work additional hours.

Table 8.9 Percentage Distribution of Under-employed Population by Reason and Sex – 2008 ILFS		
Reason	Male	Female
Lack of business	57.5	42.5
Household duties	0.0	100.0
Part-time student	100.0	0.0
Vacation	100.0	0.0
Other	46.2	53.8

8.7 Summary

A person was considered to be under-employed if the number of hours actually worked was less than 40 hours a week, if the respondent also indicated that He or She wanted to work additional hours. According to the 2008 ILFS, the under-employment of males in urban areas was 1.6 percent while that of females was 1.5 percent. In rural areas, an under-employment rate of males is higher than that of females at 1.1 percent compared to the 0.9 for females. About 85.8 percent of under-employed people worked for less than one hour. Lack of business was the major reason for under-employment with 94.9 percent and it was pointed by more males (57.5 percent) than females (42.5 percent). A household duty was the main reason for under-employment of females while vacation and being part-time student were the major reasons for under-employment of males.

CHAPTER 9: INFORMAL SECTOR EMPLOYMENT AND INFORMAL EMPLOYMENT

9.1 Introduction

Informal Sector plays an important role in the production of employment opportunities and contributes to the national as well as international economy. Statistics relating to employment in the informal sector as well as informal employment assists the policy makers and the stakeholders in their planning strategies as well as policy formulation. The concepts, 'employment in the informal sector' and 'informal employment' refer to different aspects of informalization of employment and different targets for policy making (Husmanns, 2004). However, these two terms cannot be used interchangeably. There are different observation units involved; the enterprises on the one hand and jobs on the other.

According to Key Indicator Labour Market (KILM) 5th Edition, the term Employment in the informal sector comprises of all jobs in informal sector enterprises or all persons who, during a given reference period, were employed in at least one informal enterprise, irrespective of their status in employment and whether it was their main job or secondary job. It furthermore, explains that the informal sector represents an important part of the economy, and certainly of the labour market in many countries especially developing countries and plays a major role in employment creation, production and income generation. In countries with high rates of population growth or urbanization, the informal sector tends to absorb most of the expanding labour force in the urban areas.

The definition used in this chapter follows the international statistical definition of employment in the informal sector as highlighted by Hussmans (2004). The analysis will be based on employed persons aged fifteen years and above, using variables such as age and sex, district, urban-rural residence, education, occupation, industry, type of employment, employment status, monthly earnings/profits as well as weekly hours of work and marital status by participation in the informal sector as well as their engagement in the informal employment.

9.1.1 Measurement of Concepts

9.1.1.1 Measuring Informal Sector Employment

The three types of production units; formal sector enterprises, informal sector enterprises and households, will be distinguished by applying the enterprise based concept of informality to the 2008 Integrated Labour Force Survey (ILFS) data. This is done on the basis of the definition stipulated in the International Classification Labour Statistics (ICLS) of 1993. In Lesotho, the Bureau of Statistics (BOS) has defined informal sector employment as all establishments with less than 10 employees that are not formally registered with the respective government authorities, or having license or registration number. Otherwise, all other establishments were considered to fall under formal sector enterprise group.

9.1.1.2 Measuring Informal Employment

Employed persons hold jobs that can be described by various job-related characteristics. These jobs are undertaken in production units (enterprises) that can be described by various enterprise-related characteristics. In this case the informality of jobs is distinguished by the nature of employment contract entered into along with the rights and benefits that come with a formal employment relationship such as the social security or entitlement to paid annual leave (Husmanns, 2004). Thus, all employees with written contracts who either had contribution to any pension retirement fund by his or her employer or entitled to paid annual leave, were grouped as formal employment otherwise they were classified as informal employment.

The operationalisation of the job-based concept of informality, as set out by the ICLS of 2003, builds on the informal sector framework and combines it with status of employment and in the case of employees (Husmanns, 2004). The Matrix of employed population by type of production unit and status in employment is displayed in Table 9.1.

Table 9.1: Matrix of Employed Population Aged 15 Years and Above by Production Units, Status in Employment and Type of Employment-2008 ILFS*										
Status in Employment/Type of Employment										
Production unit	Employer		Own account worker		Employee		Unpaid family worker	Member of cooperative		
	Formal Employment	Informal Employment	Formal Employment	Informal Employment	Formal Employment	Informal Employment	Informal Employment	Formal Employment	Informal Employment	Total
Formal Sector Enterprise	0.02	0.00	0.16	0.00	26.91	(Cell 1) 23.86	(Cell 2) 0.12	0.10	0.00	51.16
Informal Sector Enterprise	0.00	(Cell 3) 0.06	0.00	(Cell 4) 2.52	(Cell 5) 0.71	(Cell 6) 4.55	(Cell 7) 0.52	0.00	(Cell 8) 0.07	8.42
Households	0.00	0.00	0.00	0.00	0.45	(Cell 9) 35.27	(Cell10) 4.69	0.00	0.00	40.42
Total	0.02	0.06	0.16	2.52	28.08	63.68	5.32	0.10	0.07	100.00

***For the definitions of each cell, refer to the matrix in the annex, page.....**

Note: Cells highlighted in grey, are those which, by definition adopted in this analysis, do not exist.

9.1.2 Size of Employment in the Informal Sector and Informal Employment

Findings from the 2008 ILFS:

After constructing the matrix, the following results (in percent) were found:

Informal employment = 71.7 (*adding cells 1-4 and 6-10*)

Employment in the informal sector = 8.4 (*adding cells 3-8*)

Informal employment outside the informal sector = 63.9 (*adding cells 1, 2, 9 and 10*)

In summary, the results, as obtained from Table 9.1 show that in Lesotho, regardless of the sector, 71.7 percent of the total employed population, is informally employed. In addition, most of this informally employed population is engaged outside the informal sector whereas the informal sector employment constitutes 8.4 percent of the total volume of employed persons.

It is furthermore, worth noting that for the purpose of different definition of the informal sector employment and informal employment, these two concepts are analyzed separately.

In addition, household enterprises, which are exclusively engaged in non-market production, i.e. the production of goods and services for own consumption or own fixed capital formation as defined by the System of National Accounts (SNA), should be excluded from the statistical scope for measuring employment in the informal sector, (Economic Commission for Africa, 2009)

9.1.3 The Weakness of the Data

The question on the size and registration of the enterprises was directed to the employees hence this may lead to biasness as they may not exactly know about the registration status or the size of the enterprise.

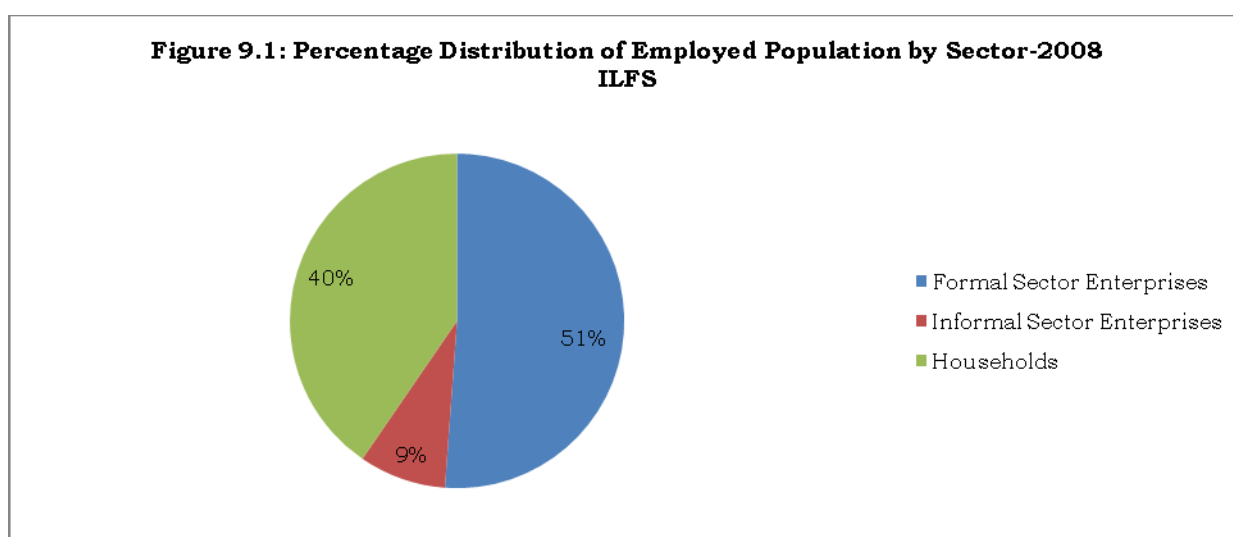
9.2 Population Employed in the Informal Sector and Informal Employment

9.2.1 Employed Population by Sector

As has been discussed earlier that, the production units have been categorized into three types, comprising; formal sector enterprises, informal sector enterprises as well as private households. For the purpose of defining the informal sectors in the 2008 ILFS, the following criteria have been adopted:

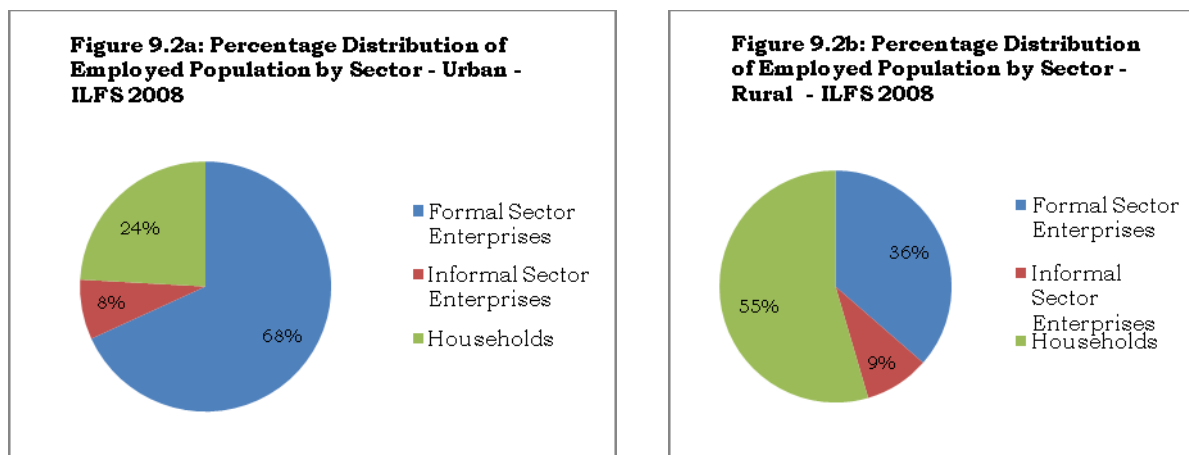
In the 2008 ILFS questionnaire, questions on the registration of the enterprises and the number of employees engaged were included. According to the definition discussed earlier, all unregistered private enterprises with less than 10 employees were categorized under the informal sector; otherwise they were classified as belonging to the formal sector. The formal sector also includes the government and parastatal sectors. The category of private households is independent of these other categories and comprises mainly of domestic employees engaged in private households.

In Figure 9.1, it is shown that the proportion of the population employed in the formal sector was the highest (51 percent) compared to all other sectors. Population employed in the informal sector recorded the least with 9 percent.



9.2.2 Population Employed by Sector Enterprise and Urban-Rural Residence

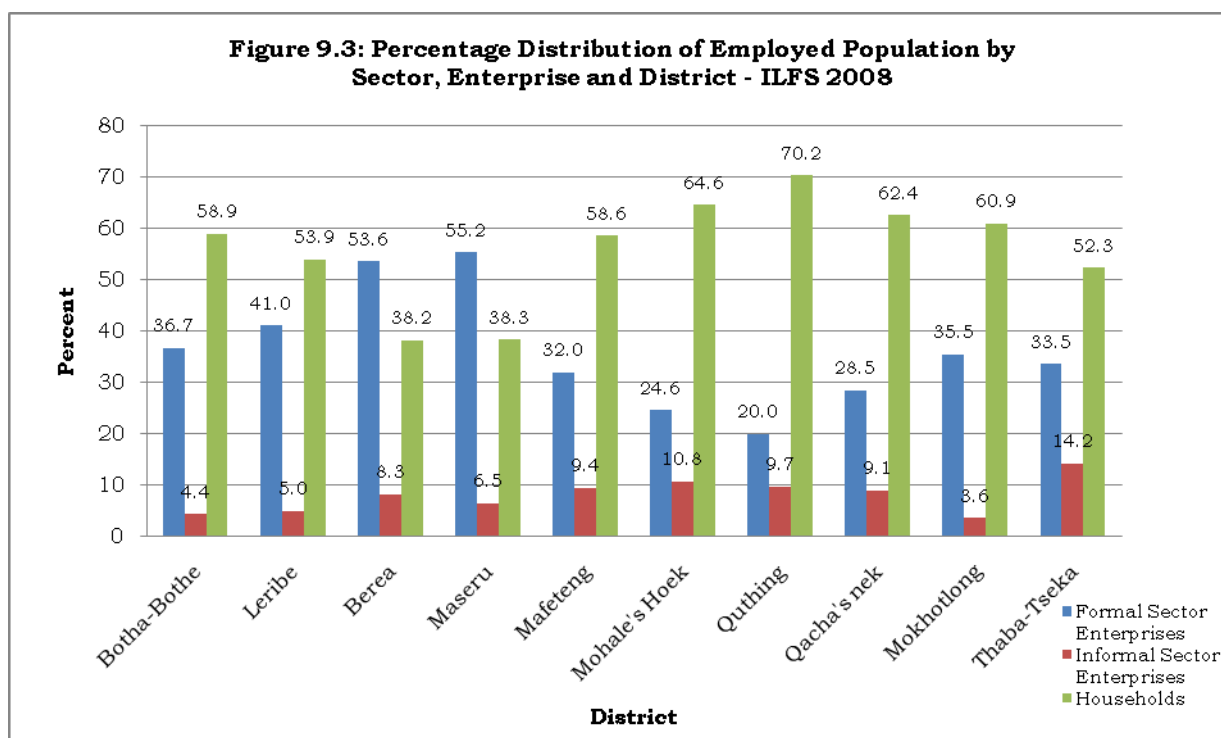
The results displayed in Figures 9.2a and 9.2b show that the population employed in the formal sector residing in urban areas is higher than that of other sectors represented by 68 percent while their counterparts in the rural areas constitute 36 percent. The results further show that for both urban and rural residents, the proportions of persons employed in the informal sector present the least proportions of all other sectors accounting for 8 percent and 9 percent respectively. For the private households, the majority of employed persons are mainly from rural households as compared other sectors in the rural areas. The assumption is that most people in the rural areas tend to mostly participate in agricultural activities run by households.



9.2.3 Employed Population and Sector Enterprise in Districts

Lesotho has divided into ten administrative districts which differ in terms of size, level of economic development as well as social development. Therefore, it is very necessary extend the analysis such that it reflects the behavior of each sector within the districts. Figure 9.3 portrays employed population by sector enterprise and district. It is reflected that the household sector has engaged the majority of persons for most of the districts with the exception of Maseru and Berea. For instance districts with highest proportion of employed population in the households sector range from 70.2 (in Quthing) to 52.3 percent (in Thaba-Tseka)

Furthermore, Maseru and Berea are the only districts with highest proportions of population employed in the formal sector with 55.2 and 53.6 percent respectively. The proportion of the population employed in the informal sector is the lowest of all sectors in each of the districts; as a result they range from 14.2 percent (in Thaba-Tseka) to 3.6 percent (in Mokhotlong).



9.2.4 Industry of Employed Population, Sector Enterprise and Residence

Analysis on sector, industry and residence is very important as it will show clearly which industry is mostly absorbed in each of the sectors with respect to the urban and rural residence. In Table 9.2, the leading industry is manufacturing under the formal sector for the population residing in the urban and rural areas, with 46.2 and 27.8 percent respectively. With regard to the informal sector, the results show that the highly represented industries are wholesale and retail (in urban) with 24.8 percent while Public Administration and defense have higher proportions in the rural areas with 23 percent.

It is further revealed that for private households sector in the urban areas, employees are highly absorbed in wholesale and retail industry while their counterparts in the rural areas are leading in the manufacturing industry.

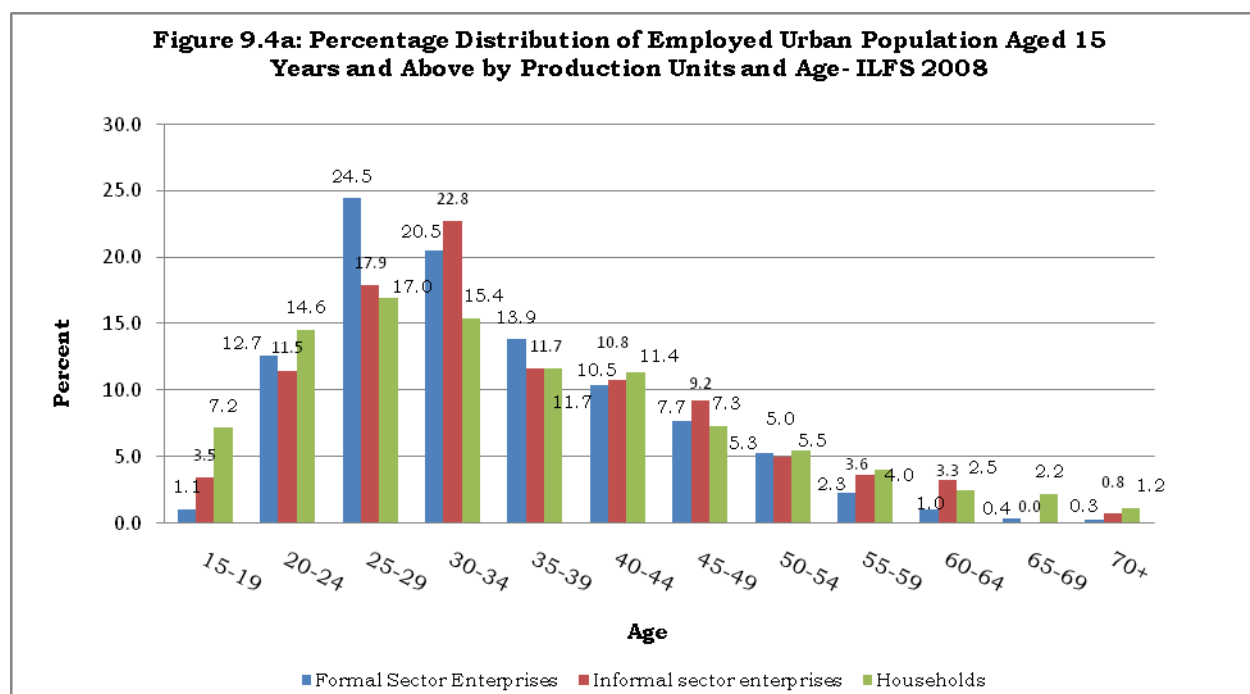
Table 9.2: Industry**Percentage Distribution of Employed Population 15 Years and Above by Industry, Type of Production Units and Residence – 2008 ILFS**

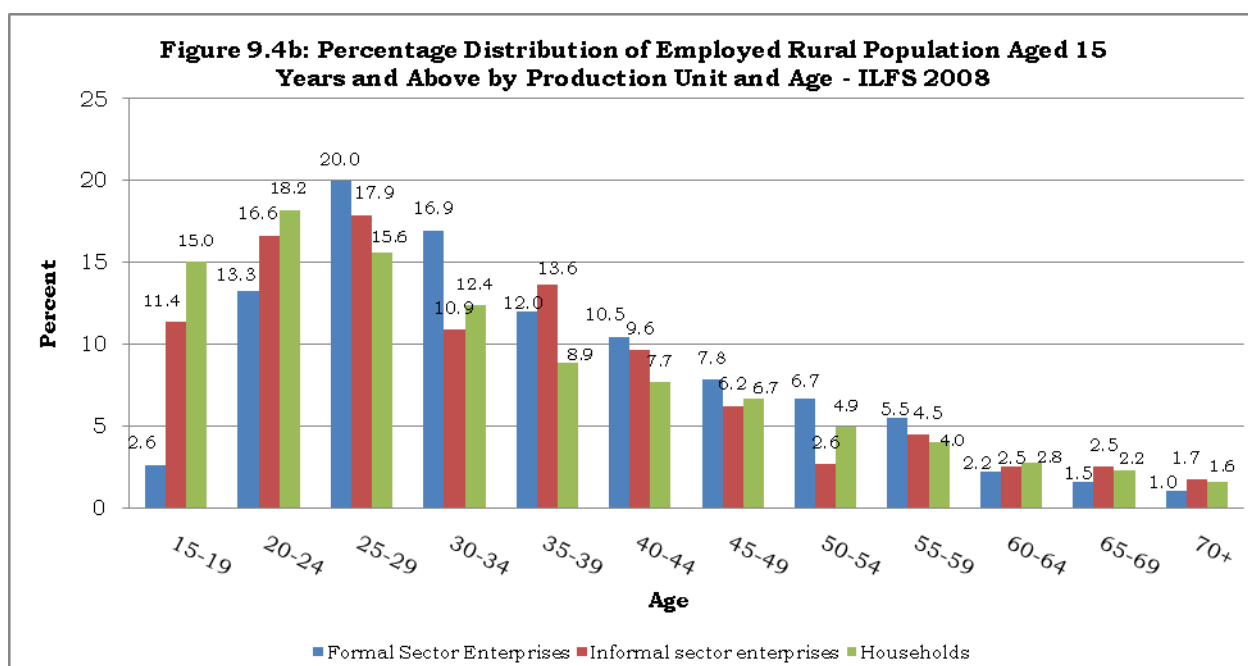
Industry	Sector/Residence					
	Urban			Rural		
	Formal Sector Enterprise	Informal Sector Enterprise	Households	Formal Sector Enterprise	Informal Sector Enterprise	Households
Agriculture, Hunting & Forestry	1.5	4.6	6.6	3.4	4.9	2.1
Fishing	0.1	0.0	0.0	0.0	0.0	0.0
Mining & Quarrying	0.9	2.1	0.1	5.6	11.5	0.4
Manufacturing	46.2	21.2	12.1	27.8	11.6	42.1
Electricity, gas & water supply	1.8	0.0	0.3	0.9	1.5	0.3
Construction	3.7	15.3	8.8	11.4	17.8	5.9
Wholesale & retail trade	5.4	24.8	26.1	4.3	6.3	2.5
Hotels & Restaurants	1.1	1.5	1.6	1.4	0.5	2.3
Transport storage & communications	2.3	4.6	8.8	1.5	2.4	0.6
Financial Intermediation	2.0	1.3	0.1	0.7	0.8	0.7
Real estate, renting & business activities	0.4	0.5	1.0	0.1	0.2	0.0
Public Administration & defense	18.7	3.7	0.5	15.3	23.0	8.6
Education	9.2	3.8	0.3	20.1	12.7	26.6
Health & social work	3.8	0.5	1.3	4.6	3.4	5.5
Other Community, social & personal service security	2.0	5.6	5.4	2.2	3.2	1.3
Private Households with employed persons	0.4	10.4	27.3	0.5	0.4	0.6
Extra-Territorial organizations & bodies	0.7	0.0	0.0	0.2	0.0	0.4
Total	100.0	100.0	100.0	100.0	100.0	100.0
Number	74,316	8,649	44,958	45,536	11,584	89,726

9.2.5 Age of Employed Population and Sector Enterprises

Age has been taken into account when analysing sectors as this will clearly highlight which age group is mostly employed in each of the sectors. It should be noted that urban and rural residence is analysed independently. Figure 9.4a displays percentage distribution of employed urban population aged 15 years and above by sector and age. As shown in this figure, generally, proportion of persons employment in the urban areas is at its highest in ages 25 to 34 years regardless of the type of production unit.

Employment in the formal Sector is highest, constituting 24.5 percent, among persons aged 25-29 years while persons employed in the informal sector are mostly in the age group 30-34 years represented by 22.8 percent. In addition, population employed in households in the urban areas is highest (17.4 percent) in age group 25-29 years. In the rural areas, employment in the informal sector as well as in the Formal Sector is highest among persons aged 25-29 years while persons employed in the households are mostly aged 20-24 years (Figure 9.4b). Generally, across all sectors, from age 25-29 years, the proportion of employed population tends to decline.





9.2.6 Employed Population, Status in Employment, Type of Employment and Sex

This chapter further includes the analysis on the status in employment, type of employment and sex. The results presented in Table 9.3 show that generally, of all persons with formal employment, males constitute a higher proportion (22.7 percent) than their female counterparts as employees estimated at 12.8 percent. A similar pattern is observed in the informal employment where males with 30.9 percent dominate females who are represented by 27.1 percent implying that, a larger number of males participate more in the total employment than females.

Table 9.3: Status inEmployment					
Percentage Distribution of Employed Population Aged 15 Years and Above by Status in Employment, Type or Employment and Sex – 2008 ILFS					
Status in Employment	Type of employment/Sex				Total
	Formal Employment		Informal Employment		
	Male	Female	Male	Female	
Employer	0.2	0.0	0.0	0.0	0.2
Own account worker	0.6	0.5	1.0	1.2	3.2
Employee	21.9	12.2	30.9	27.1	92.1
Unpaid family worker	0.0	0.0	2.5	1.8	4.3
Member of cooperative	0.0	0.1	0.0	0.0	0.2
Total	22.7	12.8	34.4	30.1	100
Number	71,768	40,313	108,748	95,185	316,014

9.2.7 Occupation of Employed Population, Sector Enterprise and Sex

Occupation is also an important as it may be related to the sector. On the overall, as shown in Table 9.4a, in each of the sectors, elementary occupations constitute the highest proportion of employed population as compared to other occupations. For example, in the Formal Sector enterprise, Informal sector enterprise and Households, it constitutes 27.8, 52.2 66.5 percent respectively. In all sectors the least category of occupational status is armed forces with percentages ranging from less than 1 percent to 3.1 for males in the formal sector.

Table 9.4a: Occupation and Sector									
Percentage Distribution of Employed Population Aged 15 Years and Above by Occupation, Sector and Sex – 2008 ILFS									
Occupation	Sector/Sex								
	Formal Sector Enterprises			Informal Sector Enterprises			Households		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Legislators, Senior Officials & Managers	3.6	5.5	2.2	2.7	2.5	2.9	1.3	1.6	0.9
Professionals	5.2	4.8	5.4	1.0	0.8	1.2	0.2	0.2	0.1
Technicians & Associates professionals	14.5	11.8	16.5	4.5	2.0	7.9	1.8	2.1	1.5
Clerks	8.3	5.3	10.5	3.4	2.2	5.0	3.9	3.4	4.4
Service workers & shops & market sales workers	10.7	17.1	6.0	9.4	8.6	10.3	4.4	1.9	6.9
Skilled Agricultural & Fishery workers	0.5	0.6	0.4	0.6	0.6	0.7	0.8	0.8	0.9
Craft & related trades workers	6.9	11.0	4.0	18.3	22.8	12.2	15.9	18.0	13.7
Plant & machine operators & Assemblers	21.1	12.6	27.3	7.7	8.2	6.9	5.2	9.2	1.1
Elementary occupations	27.8	28.2	27.5	52.5	52.2	52.8	66.5	62.7	70.4
Armed Forces	1.5	3.1	0.3	0.0	0.0	0.0	0.0	0.0	0.0
Total	100	100	100	100	100	100	100	100	100
Number	119,852	50,301	69,551	20,233	11,609	8,623	134,684	68,770	65,913

9.2.8 Occupation of Employed Population, Type of Employment and Sex

Sex differentials, type of employment and occupation were considered in this sub section. Table 9.4b displays percentage distribution of employed aged 15 years and above by occupation, type of employment and sex. According to the table most of the persons engaged in elementary occupations are comprise the majority for both types of employment. However, percentages are higher for the informal type of employment. Furthermore, in the formal employment, males are mostly employed in elementary occupations (31.4 percent) while females on the other hand are mostly employed as Technicians and Associate Professionals (31.7 percent).

Table 9.4b: Occupation and Type of Employment						
Percentage Distribution of Employed Population Aged 15 Years and Above by Occupation, Type of Employment and Sex-2008 ILFS						
Occupation	Type of Employment/Sex					
	Formal Employment			Informal Employment		
	Total	Male	Female	Total	Male	Female
Legislators, Senior Officials & Managers	4.4	4.5	4.3	0.9	1.0	0.8
Professionals	6.1	4.1	9.7	0.1	0.0	0.2
Technicians & Associates professionals	17.6	9.7	31.7	2.0	1.2	3.0
Clerks	8.4	3.9	16.3	4.9	3.3	6.6
Service workers & shops & market sales workers	8.1	9.4	5.8	5.6	4.4	7.0
Skilled Agricultural & Fishery workers	0.5	0.5	0.5	0.5	0.6	0.4
Craft & related trades workers	15.7	22.4	3.7	12.4	18.7	5.2
Plant & machine operators & Assemblers	12.5	12.0	13.3	12.7	10.7	15.1
Elementary occupations	25.2	31.4	14.2	60.8	59.9	61.8
Armed Forces	1.5	2.1	0.4	0.0	0.0	0.0
Total	100	100	100	100	100	100
Number	112,082	71,768	40,313	203,933	108,748	95,185

9.2.9 Employed Population by Duration of Work, Sector Enterprise and Sex

Table 9.5a presents the percentage distribution of employed population aged 15 years and above by duration of work, sector and sex. The results show that in each of the sector enterprises; Formal, Informal sector enterprises as well as households, the majority of employed persons have been in their current occupations for a period of about one year but less than five years with 37.6, 35.2 and 39.1 percent respectively. In addition, population which claimed to have less than six months in their current jobs constitutes 12.5 percent in the formal sector enterprises and 23.2 percent in the informal as well as households sector enterprises respectively. The table further shows that employed population are more likely to spend more time in the formal sector enterprise than other production units and the reverse is true for the shorter period.

Table 9.5a: Duration of Work and Sector									
Percentage Distribution of Employed Population Aged 15 Years and Above by Duration of Work, Sector and Sex – 2008 ILFS									
	Formal Sector Enterprises			Informal Sector Enterprise			Households		
Duration of work	Total	Male	Female	Total	Male	Female	Total	Male	Female
Less than 6 months	12.5	13.2	12.1	23.2	22.8	23.8	23.2	21.8	24.7
6 months but less than 12 months	8.5	8.5	8.5	11.9	10.3	13.9	11.4	12.2	10.6
1 year but less than 5 years	37.6	34.5	39.9	35.2	36.6	33.4	39.1	39.7	38.5
5 years but less than 10 years	20.9	21.1	20.8	16.6	18.4	14.2	14.7	15.1	14.3
10 years and above	20.4	22.8	18.7	13	11.9	14.6	11.6	11.3	11.9
Total	100	100	100	100	100	100	100	100	100
Number	119,852	50,301	69,551	20,233	11,609	8,623	134,684	68,770	65,913

9.2.10 Employed Population by Duration of Work, Type of Employment and Sex

The population which is absorbed in formal employment tends to spend a long period of time in their jobs while the opposite is true for those who are in the informal type of employment as evidenced by Table 9.5b. For example, about 36.6 37 percent of respondents engaged in the formal employment spent 10 years and above in their current jobs while most of persons who have spent one year but less than five years constituting 41.6 percent are absorbed in the informal employment. .

Table 9.5b: Duration of Work and Type of Employment						
Percentage Distribution of Employed Population Aged 15 Years and Above by Duration of Work and Type of Employment – 2008 ILFS						
	Type of Employment/Sex					
	Formal Employment			Informal Employment		
Duration of Work	Total	Male	Female	Total	Male	Female
Less than 6 months	5.0	2.3	5.8	23.2	22.0	24.6
6 months but less than 12 months	5.3	2.1	7.1	12.3	12.8	11.7
1 year but less than 5 years	30.5	13.4	35.8	41.6	42.2	41.0
5 years but less than 10 years	22.6	11.5	21.0	14.7	14.7	14.6
10 years and above	36.6	19.6	30.4	8.2	8.3	8.1
Total	100	100	100	100	100	100
Number	112,082	71,768	40,313	203,933	108,748	95,185

9.2.11 Employed Population by, Hours of Work, Sector Enterprise, Type of Employment and Sex

Hours of work category plays an important role as the studies have shown that the population in the informal sector work more hours as compared to the formal sector. Table 9.6a displays information on the employed population by hours of work, sector, type of employment and sex. The table illustrates that 39.3 percent of employees in the formal sector worked for 40-47 hours a week. For informal sector enterprises and households the majority of employed population represented by 31.5 and 42.4 percent respectively, worked for longer than 57 hours in a week.

Table 9.6a: Hours of Work and Sector									
Percentage Distribution of Employed Population Aged 15 Years and Above by Hours of Work, Sector and Sex – 2008 ILFS									
	Sector/Sex								
	Formal Sector Enterprises			Informal Sector Enterprises			Households		
Hours of Work	Total	Male	Female	Total	Male	Female	Total	Male	Female
< 8 hrs	1.9	1.1	2.4	4.5	3.7	5.6	3.4	2.7	4.1
8-39 hrs	13.7	11.4	15.4	18.0	13.3	24.4	16.6	13.6	19.8
40-47 hrs	39.3	37.4	40.6	24.3	25.0	23.3	12.2	12.8	11.5
48-56	28.2	28.7	27.9	21.7	25.2	16.9	25.5	29.0	21.7
57+	17.0	21.5	13.7	31.5	32.8	29.8	42.4	41.9	42.9
Total	100	100	100	100	100	100	100	100	100
Number	113,559	47,771	65,789	17,420	10,046	7,374	125,036	64,888	60,149

Correspondingly, the highest proportion of formally employed population worked for 40-47 while most of the persons employed informally worked for more than 57 hours a week as indicated in Table 9.6b.

Table 9.6b: Hours of Work and Type of Employment							
Percentage Distribution of Employed Population Aged 15 Years and Above Hours of Work, Type of Employment and Sex – 2008 ILFS							
	Type of Employment/Sex						
	Formal Employment			Informal Employment			
Hours of Work	Total	Male	Female	Total	Male	Female	
< 8 hrs	2.1	1.2	3.8	2.0	1.8	2.2	
8-39 hrs	15.4	11.1	23.1	11.3	9.8	13.1	
40-47 hrs	39.4	37.5	42.8	21.6	20.8	22.5	
48-56	28.6	32.5	21.9	29.2	32.1	25.8	
57+	14.4	17.8	8.3	36.0	35.5	36.4	
Total	100.0	100.0	100.0	100.0	100.0	100.0	
Number	104,531	104,531	104,531	104,531	104,531	104,531	

9.2.12 Employed Population and Monthly Earnings/Profits, Sector Enterprise Type of Employment and Sex

Table 9.7a presents distribution of employed population by monthly profits and Table 9.7b shows distribution of monthly earnings in each sector by sex. According to Table 9.7a the highest proportion (24.2 percent) was observed for persons working in the formal sector who made a profit amounting to M2000-M4999 in a month. For the informal and household sectors the highest proportions constituting 51.4 and 56.8 percent respectively made a monthly profit of M1-M499.

Table 9.7a: Monthly Profits and Sector									
Percentage Distribution of Employed Population Aged 15 Years and Above by Monthly Profits, Sector and Sex – 2008 ILFS									
	Sector/Sex								
	Formal Sector Enterprises			Informal Sector Enterprises			Households		
Monthly profits									
None	6.3	12.9	0	5.2	7.7	3.2	7.9	7.1	8.5
M1-M49	20.6	0	40.9	51.4	44.2	56.8	59.1	52.2	64.7
M500-M999	14.2	15.2	13.1	18.3	15.3	20.5	16	16.8	15.4
M1000-M1999	18	8	27.6	17.4	17.8	17.1	10.6	13.9	8
M2000-M4999	24.2	37.4	11.5	6.6	12.3	2.4	4.3	6.7	2.3
M5000-M9999	3.5	0	7	1.2	2.8	0	1.3	2.3	0.6
M10000-M19999	5.7	11.1	0	0	0	0	0.4	0.3	0.5
M20000+	7.5	15.3	0	0	0	0	0.3	0.7	0
Total	100	100	100	100	100	100	100	100	100
Number	603	296	306	5.648	2.435	3.206	38.704	17.330	21.362

Table 9.7b indicates that the majority of persons who are working in the formal sector estimated at 45.3 percent earn between 500 and 999 Maloti per month while 58.3 percent of persons working in households sector mostly earn between 1 Loti and 499 Maloti.

Table 9.7b: Monthly Earnings and Sector									
Percentage Distribution of Employed Population Aged 15 Years and Above by Monthly Earnings, Sector and Sex – 2008 ILFS									
	Sector/Sex								
	Formal Sector Enterprises			Informal Sector Enterprises			Households		
Monthly earnings	Total	Male	Female	Total	Male	Female	Total	Male	Female
None	0.9	0.8	0.9	1.9	2.5	0.8	1.6	1.5	1.7
M1-M499	4.2	3.9	4.4	37.9	33.4	45.4	58.3	55.4	61.5
M500-M999	45.3	32.4	54.7	33.5	33.4	33.7	28.1	27.3	29
M1000-M1999	20.4	26.3	16.3	15.3	18	10.7	9.4	11.5	6.9
M2000-M4999	19.9	25.7	15.8	8.5	8.3	8.8	2.1	3.6	0.5
M5000-M9999	6.8	7.5	6.3	2.4	3.5	0.7	0.4	0.5	0.3
M10000-M19999	1.6	2.2	1.2	0.5	0.9	0.0	0.0	0.0	0.1
M20000+	0.8	1.2	0.4	0.0	0.0	0.0	0.1	0.2	0.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number	117,144	49,031	68,113	12,241	7,668	4,580	82,313	44,080	38,245

9.3 Socio-Economic Characteristics of the Population Employed in the Informal Sector and Informal Employment

9.3.1 Educational Level of Population Employed in the Informal Sector and Informal Employment

Some literature has shown that education has a positive relationship with employment. Table 9.8a therefore depicts that 57.9 percent of persons in the formal sector enterprises have completed secondary education while on the contrary; the informal sector enterprises and households seem to mostly absorb persons who have completed primary with 58.4 and 61.2 percent respectively.

Table 9.8a: Educational Level and Sector									
Percentage Distribution of Employed Population Aged 15 Years and Above by Educational Level, Sector and Sex – 2008 ILFS									
	Sector/Sex								
	Formal Sector Enterprises			Informal Sector Enterprises			Households		
Educational Level	Total	Male	Female	Total	Male	Female	Total	Male	Female
Primary	30.8	30.2	31.2	58.1	58.4	57.8	61.2	59.0	63.6
Secondary	57.9	53.9	60.9	33.7	30.9	37.6	27.8	23.1	32.7
Graduate	7.8	8.0	7.6	1.8	1.9	1.7	0.3	0.4	0.2
None	3.5	7.9	0.4	6.4	8.9	2.9	10.6	17.4	3.5
Total	100	100	100	100	100	100	100	100	100
Number	119,852	50,301	69,551	20,233	11,609	8,623	134,684	68,770	65,913

Table 9.8b further reveal that most 51.0 percent of the persons engaged in formal employment have completed secondary level of education while the proportion of persons who are informally employed have mostly completed primary level of education.

Table 9.8b: Educational Level and Type of Employment							
Percentage Distribution of Employed Population Aged 15 Years and Above by Educational Level, Type of Employment and Sex – 2008 ILFS							
	Type of Employment/Sector						
	Formal Employment			Informal Employment			
Educational level	Total	Male	Female	Total	Male	Female	
Primary		33.2	40.5	20.3	57.6	58.9	56.2
Secondary		51.0	42.6	65.9	32.8	25.7	41.0
Graduate		9.2	6.6	13.7	0.4	0.3	0.5
None		6.6	10.3	0.1	9.2	15.1	2.3
Total		100	100	100	100	100	100
Number		112,082	71,768	40,313	203,933	108,748	95,185

9.3.2 Field of Study for Persons Employed in the Informal Sector and Informal Employment

In most cases a person's field of study may pre-determine the sector in which a person is likely to be employed. According to Table 9.9a about 39.4 percent of persons employed in the formal sector enterprises have education as their field of study. This group is followed by those who specialized in Commercial and Business Administration with 18.0 percent representation. For disciplines such as Architecture, Engineering and related fields category the majority of persons are employed in the informal sector constituting 25.9 percent, while in the households sector the most common field of study is agriculture with 31.0 percent.

Table 9.9a: Field of Study and Sex									
Percentage Distribution of Employed Population Aged 15 Years and Above by Field of Study, Sector and Sex – 2008 ILFS									
	Sex/Sector								
	Formal Sector Enterprises			Informal Sector Enterprises			Households		
Field of Study	Total	Male	Female	Total	Male	Female	Total	Male	Female
Physics & chemistry	1.0	1.6	0.6	0.0	0.0	0.0	3.5	6.4	0.0
Mathematics, Statistics & Related	1.2	1.5	1.0	0.0	0.0	0.0	0.0	0.0	0.0
Computing Science & Information Technology	3.7	5.7	2.3	0.0	0.0	0.0	5.2	7.2	2.7
Architecture, Engineering & Related fields	7.7	16.6	1.6	25.9	39.8	0.0	23.9	43.2	0.0
Life Science	0.7	1.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Health Science	9.6	4.1	13.3	0.0	0.0	0.0	2.2	0.0	4.9
Education	39.4	29.7	46.0	20.9	15.0	32.1	5.3	0.0	12.0
Commercial & Business Administration	18.0	17.0	18.6	13.3	9.3	20.9	10.3	13.6	6.2
Law	1.7	2.7	1.0	0.0	0.0	0.0	0.0	0.0	0.0
Mass Communication & Documentation	1.4	0.5	2.0	0.0	0.0	0.0	0.0	0.0	0.0
Social & Behavioral Course	7.1	9.1	5.7	10.2	5.0	19.9	3.4	3.1	3.9
Fine & Applied Arts	1.1	1.0	1.3	0.0	0.0	0.0	1.6	2.9	0.0
Theology & other Religious studies	0.0	0.0	0.0	1.6	2.5	0.0	0.0	0.0	0.0
Agriculture	5.8	4.9	6.5	16.8	11.3	27.1	31.0	7.4	60.3
Other	1.6	4.0	0.0	11.2	17.1	0.0	13.4	16.2	10.0
Total	100	100	100	100	100	100	100	100	100
Number	22,063	8,930	13,133	1,216	792	424	2,497	1,383	1,114

As shown in Table 9.9b, for persons who are formally employed, the field of study with highest representation is education constituting 39.4 percent. On the other hand, most of persons with informal employment have Architecture, Engineering and related fields with 25.8 percent. Physics and chemistry were the least common fields of study for all the sectors as reflected in the table.

Table 9.9b: Field of Study and Type of Employment						
Percentage Distribution of Employed Population Aged 15 Years and Above by Field of Study, Type of Employment and Sex – 2008 ILFS						
	Type of Employment/Sex					
	Formal Employment			Informal Employment		
Field of Study	Total	Male	Female	Total	Male	Female
Physics & chemistry	1.1	1.8	0.6	0.0	0.0	0.0
Mathematics, Statistics & Related	0.9	1.3	0.7	1.4	0.0	2.8
Computing Science & Information Technology	2.9	5.6	0.9	9.4	2.8	16.2
Architecture, Engineering & Related fields	8.4	17.1	2.1	25.8	48.0	2.9
Life Science	0.9	2.1	0.0	0.0	0.0	0.0
Health Science	8.8	4.4	12.0	2.7	0.0	5.5
Education	41.3	30.4	49.1	12.6	5.2	20.3
Commercial & Business Administration	17.9	15.8	19.4	11.8	9.7	14.0
Law	1.9	3.2	0.9	0.0	0.0	0.0
Mass Communication & Documentation	1.2	0.4	1.8	0.0	0.0	0.0
Social & Behavioral Course	7.0	8.8	5.7	7.1	4.6	9.7
Fine & Applied Arts	1.0	0.4	1.5	4.2	6.4	2.0
Theology & other Religious studies	0.2	0.5	0.0	2.2	4.3	0.0
Agriculture	5.0	4.7	5.2	13.6	3.4	24.0
Other	1.5	3.5	0.0	9.3	15.6	2.7
Total	100.0	100.0	100.0	100.0	100.0	100.0
Number	24,273	10,168	14,105	3,138	1,594	1,545

9.3.3 Marital status of the Population Employed in the Informal Sector and Informal Employment

Figure 9.5 presents the percentage distribution of population aged 15 years and above by sector and marital status. As the figure indicates, the highest proportions are observed for the currently married persons in each of the sectors constituting 58.4, 51.1 and 41.0 percent for formal and informal sector enterprises as well as households respectively. Proportions of persons engaged in the households sector constituted the majority for the two categories of never and ever married population estimated at 37.8 percent and 20.8 percent respectively.

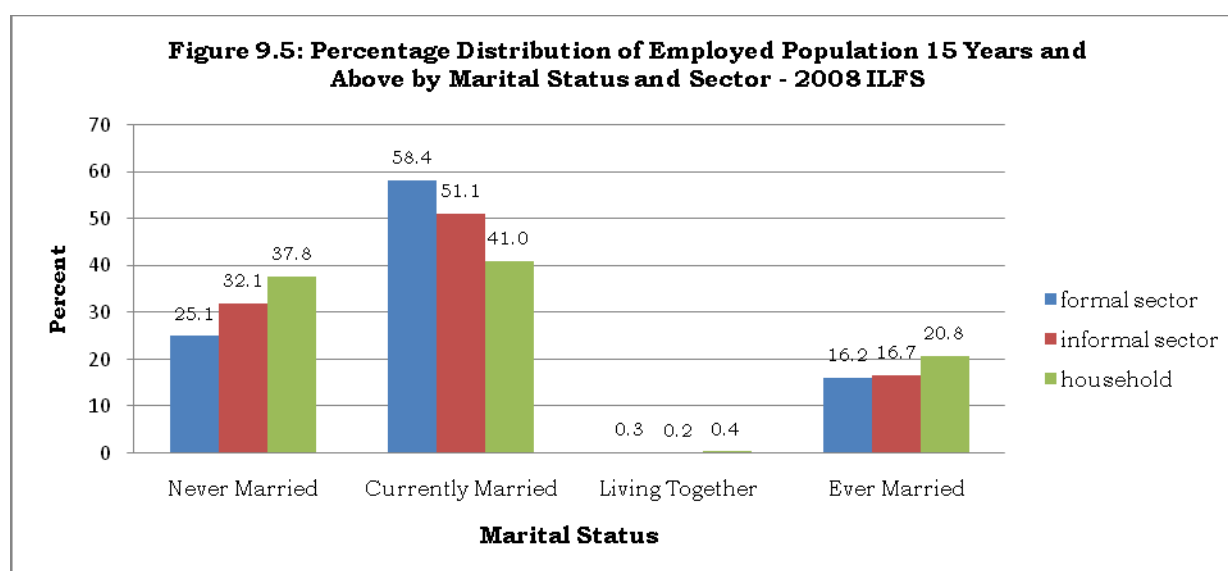


Table 9.10 presents the percentage distribution of employed population aged 15 years and above by marital status, type of employment and sex. About 70 percent and 46.1 percent of the employed population in both formal and informal sector are currently married as compared to the 0.1 and 0.4 percent of those who are living together. Amongst the employed male population in the formal employment, 82.3 percent are currently married as compared to 49.8 percent of their female counterparts.

Table 9.10 Marital Status and Type of Employment						
Percentage Distribution of Employed Population Aged 15 Years and Above by Marital Status, Type of Employment and Sex – 2008 ILFS						
	Formal Employment			Informal Employment		
	Total	Male	Female	Total	Male	Female
Never Married	16.1	11.0	25.1	37.5	41.8	32.5
Currently Married	70.6	82.3	49.8	46.1	51.2	40.2
Living Together	0.1	0.2	0.0	0.4	0.3	0.4
Ever Married	13.2	6.5	25.1	16.1	6.7	26.9
Total	100	100	100	100	100	100
Number	112,082	71,768	40,313	203,933	108,748	95,185

9.4 Location of Private Sector Enterprises

Table 9.11 presents the percentage distribution of the location of the private sector enterprise by type and formality of the enterprise and sex. According to the table, 99.1 percent of enterprises categorised under the formal sector are mostly located at some other fixed place in comparison with 32.0 percent of the informal sector enterprise. Moreover, 34.6 percent of persons engaged in the informal sector enterprises indicated that the enterprise operated on no fixed place while 33.4 percent are located in the owner's home. The corresponding figures for the formal sector are 0.0 and 0.9 percent respectively.

Table 9.11 Location of Enterprise and Sector						
Percentage distribution of private sector enterprises by location of enterprise, Sector and Sex						
	Formal Sector Enterprises			Informal Sector Enterprises		
	Total	Male	Female	Total	Male	Female
In the owner's home	0.9	1.5	0.6	33.4	29.7	38.4
At some other fixed place	99.1	98.5	99.4	32.0	26.6	39.3
No fixed place	0.0	0.0	0.0	34.6	43.6	22.3
Total	100.0	100.0	100.0	100.0	100.0	100.0
Number	74,749	26,113	48,636	16,826	9,676	7,150

9.5 Summary

This chapter analyzed the concept of informality of the sector as well as the informality of the employment. Generally, the 2008 ILFS results show that 71.7 percent of the total population employed is informally employed. In addition, most of this informally employed population is employed outside the informal sector, whereas the informal sector employment constitutes 9 percent of the total employment. The results further shows that most of population employed in the informal sector enterprises, households as well as those who are informally employed, work more hours as compared to those working in the formal sector. In addition, in case of monthly earnings or profits, it is worth noting that persons employed in the informal sector and households earn less. It is worth noting that most of the persons working in the informal sector have completed primary level of education.

Analysis of the informality of private sector enterprises indicates that 33.4 percent of informal sector enterprises are located in the owner's home. Furthermore, there are no formal sector enterprises which are found in places that are not fixed, while 34.6 percent of informal sector enterprises have no fixed place and 32.0 percent are found in some fixed places.

CHAPTER 10: MIGRATION

10.0 Introduction

Migration is one of the components of population change. Movement from one place to another may be influenced by several factors such as social, economic and others. It is therefore generally assumed that areas of high out-migration are areas of low economic development while the opposite is assumed for areas of high in-migration. Migration is defined as a form of mobility between one geographical unit to another involving a permanent change of residence (United Nations, 1973:46). Permanent change of residence is used so as to exclude seasonal migration, visitors, commuters, tourists and so on. The movement affects population growth and size of the areas of both origin and destination. A person is regarded as a migrant if he/she has changed his/her usual place of residence by crossing one administrative boundary and residing in a new area. The change of geographical place can be village, town, urban, rural, ward, zone or district. Migration can either be internal or international. It may also be temporary or permanent depending on the reason for migration.

There are several driving forces which cause migration. This chapter will describe the different forms of migration (Internal and International) and relate them to urbanization as the two processes are inter-related.

10.1 Internal Migration

Internal migration refers to the change of usual place of residence within the national borders of the country. The 2008 Integrated Labour Force survey collected information on internal migration with focus on the following levels of geographical areas; district, urban and rural. The survey further collected information on the 'place of birth' and 'place of enumeration'. Information on district of birth and district of enumeration was used to obtain lifetime and inter-district lifetime migration. Migration information by Ecological Zones was not collected.

Information on residential status of household members was also collected. Members were classified as 'present', 'visitor', 'member elsewhere in Lesotho' and 'member outside Lesotho'. Household members who have been living elsewhere in Lesotho continuously for more than six months (except those in institutions) were excluded, and members who have been living outside Lesotho continuously for more than three years were also excluded. Information on migration also covered reasons for moving from one place to another as there are always different factors behind.

10.1.1 Lifetime Migration

Lifetime migrants are people who have moved from their places of birth to another. The general observation has been that males are more likely to embark on long

distances than females. Majority of females embark on short distances, which leads to high internal migration for females. This was also observed in 2001 Lesotho Demographic survey and the past Lesotho Population and Housing Censuses. The 2008 Integrated Labour Force Survey data indicated that about 14.1 percent of the population born in Lesotho were lifetime migrants, that is they were living in the districts other than the one they were born. The 2001 Lesotho Demographic Survey on the other hand recorded 9.0 percent of lifetime migrants.

Table 10.1 presents lifetime migrants by age groups, sex and residential status. It was observed that 62.1 percent of females were lifetime migrants as compared to 37.9 percent of their male counterparts. The higher proportions of lifetime migrants were observed from age 20-39, for both sexes. This could be economically driven as population in this age group is in most cases economically active population. On the other hand the decline was observed from age 40 and above, which means that movement becomes less common as people get older.

Migration of young population aged less than 10 years could be associated with family issues. That is if the whole family or household migrates, obviously they move with their children. But migration of children who are at the age of school going could be caused by school attendance. That is they could have migrated to attend school elsewhere from their place of birth.

The Urban and Rural differentials show that majority of population migrate from rural areas. Table 10.1 recorded about 65 percent of female population who migrated from rural areas as compared to 36 percent of male population. The same pattern was observed in urban area where 59.3 percent of females migrated when compared to 40.7 percent of males. In urban area the higher proportions were observed in age groups 25-29, 30-34 and 35-39, for both sexes.

Table 10.1: Lifetime Migrants by Age Group and Residential Status**Percentage Distribution of Lifetime Migrants by Age Group and Residential Status, 2008
Integrated Labour Force Survey**

	Total		Urban		Rural	
	Male	Female	Male	Female	Male	Female
All ages	37.9	62.1	40.7	59.3	35.5	64.5
01-04	1.1	0.7	1.0	0.5	1.3	0.9
05-09	4.8	3.6	3.8	3.6	5.8	3.6
10-14	7.7	4.8	6.5	4.8	8.8	4.8
15-19	8.4	6.5	7.3	6.7	9.5	6.4
20-24	11.1	8.4	9.6	9.4	12.5	7.6
25-29	12.4	12.3	11.5	14.0	13.3	10.9
30-34	11.6	12.6	13.4	15.6	9.8	10.1
35-39	10.0	9.3	12.4	11.5	7.6	7.5
40-44	7.4	7.2	8.7	7.3	6.1	7.1
45-49	6.7	6.8	7.7	7.5	5.7	6.3
50-54	4.9	6.7	5.6	6.1	4.2	7.1
55-59	4.3	4.6	4.4	4.0	4.1	5.1
60-64	3.1	3.7	2.9	2.1	3.4	4.9
65-69	1.9	3.2	1.4	2.0	2.4	4.2
70-74	2.0	2.8	1.6	1.6	2.5	3.7
75-79	0.9	2.7	0.8	1.3	1.1	3.8
80-84	0.9	2.2	0.6	1.0	1.1	3.1
85+	0.4	1.0	0.2	0.3	0.5	1.5
Total	100	100	100	100	100	100

10.1.2 Inter - District Lifetime Migration

Lesotho is divided into ten administrative districts which differ in terms of size (area and population), topography, climate and development. Table 10.2 shows that 23.6 percent of total population was enumerated in Maseru, this was followed by Leribe with 15.9 percent and Berea with 12.9 percent of the total population. These are the districts which have the larger population size as compared to other districts. This could be because the major developments are concentrated in these districts as they are situated in the lowlands of the country. Furthermore the 2001 Lesotho Demographic Survey highlighted that Maseru is the main centre of government businesses and the centre of major economic and social activities. It is also where the government seats and where the diplomatic community reside, the main offices of international organizations and the headquarters of most foreign businesses. The districts which have the lowest population size were Qacha's Nek with 4.0 percent, Quthing with 5.4 percent and Botha-Bothe at 5.9 percent respectively.

Table 10.2: Lesotho Citizens inside the Country**Distribution of Lesotho Citizens inside the Country by District of Birth and District of Enumeration - 2008 ILFS**

District of Birth	District of Enumeration										Lesotho
	Botha-Bothe	Leribe	Berea	Maseru	Mafeteng	Mohale's Hoek	Quthing	Qacha's Nek	Mokhotlong	Thaba- Tseka	
Botha-Bothe	4.8	0.2	0	0	0.0	0.0	0.0	0.0	0.0	0.0	5
Leribe	0.7	14.0	1	0	0.0	0.0	0.0	0.0	0.0	0.0	16
Berea	0.1	0.8	10	1	0.0	0.0	0.0	0.0	0.0	0.1	12
Maseru	0.1	0.4	1	18	0.4	0.3	0.1	0.1	0.1	0.2	21
Mafeteng	0.0	0.1	0	2	9.3	0.2	0.0	0.0	0.0	0.0	11
Mohale's Hoek	0.0	0.1	0	1	0.3	7.8	0.1	0.1	0.0	0.0	9
Quthing	0.0	0.0	0	0	0.1	0.1	5.0	0.1	0.0	0.0	6
Qacha's Nek	0.0	0.0	0	0	0.0	0.1	0.1	3.6	0.0	0.1	4
Mokhotlong	0.1	0.3	0	0	0.0	0.0	0.0	0.0	5.9	0.1	7
Thaba-Tseka	0.0	0.1	0	1	0.0	0.0	0.0	0.1	0.1	6.8	8
Total	5.9	15.9	12.9	23.6	10.2	8.6	5.4	4.0	6.2	7.3	100.0

Table 10.3 presents the inter-district lifetime migration rates by districts. It is generally assumed that areas of high rates of unemployment have higher out-migration rate than areas with low unemployment levels (Kok et al, 2003:59). Maseru as the main centre of attraction because of the concentration of major developments had the highest proportion of lifetime ‘in-migration’ rate of 21.8 percent. But on the other hand Maseru lost 13.4 percent of the population, which gives a ‘net-migration rate’ of 8.4 percent. Berea and Botha-Bothe followed with 19.9 and 18.7 percent ‘in-migration’ rates respectively. The least proportions of lifetime ‘in-migration’ were observed in Mokhotlong (5.2 percent), Quthing (6.7 percent) and Thaba-Tseka (7.4 percent).

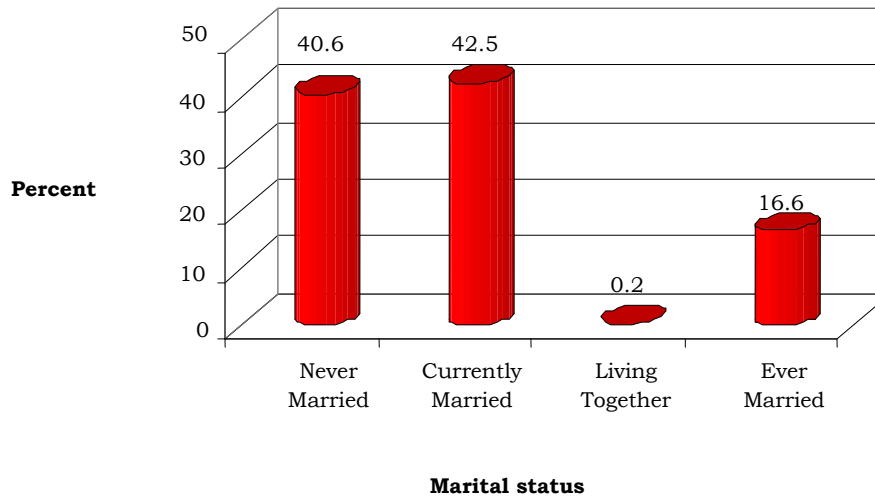
Out-migration rates were higher in Mafeteng (18.8 percent), Mohale’s Hoek (16.8 percent) and Thaba-Tseka (15.4 percent). Mafeteng, Thaba-Tseka, Mohale’s Hoek and Quthing recorded the largest lifetime net-loss of population of between 7.5 and 9.5 percent.

Table 10.3 Inter-district Lifetime Migration Rates			
Inter-district Lifetime In-migration, Out-migration and Net-migration Rates by District, 2008 Labour Force Survey			
Districts	In-migration	Out-migration	Net-migration
Botha-Bothe	18.7	8.5	10.2
Leribe	12.0	11.7	0.3
Berea	19.9	14.9	5.0
Maseru	21.8	13.4	8.4
Mafeteng	9.3	18.8	-9.5
Mohale’s Hoek	9.3	16.8	-7.5
Quthing	6.7	14.2	-7.5
Qacha’s Nek	10.1	12.6	-2.5
Mokhotlong	5.2	12.3	-7.1
Thaba-Tseka	7.4	15.4	-8.2

10.1.3 Marital Status

Figure 10.1 presents the percentage distribution of lifetime migrants by marital status. The results show that there is a relationship between the inter-district lifetime migration and marital status. The currently married population (42.5 percent) was more likely to be lifetime migrants as compared to other marital status categories. The never married population recorded 40.2 percent. About 17 percent of the migrant population was ever married. Those who were in the category of living together (0.2 percent) were less likely to be lifetime migrants.

Figure 10.1: Percentage Distribution of Lifetime Migrants by Marital Status – 2008 ILFS



10.1.4 Reasons for Migration

Movement from one place to another is influenced by socio-economic factors such as job opportunities, change of marital status and availability of social amenities. Table 10.4 presents percentage distribution of migrant population for the 2008 ILFS and 1999 Labour Force Surveys (LFS) by reasons for moving. For both surveys (66.8 and 61.4 percent) it was generally observed that females migrated from their usual place of residence more than their male counterparts.

For the 2008 Integrated Labour Force Survey, males recorded 33.2 percent while females accounted for 66.8 percent. Job opportunities was the main motivation for migration for males both in 1999 LFS and in 2008 ILFS, while on the other hand, change of marital status was the main reason for female migration. For instance, 46.5 percent (in 2008 ILFS) and 32.3 percent (in 1999 LFS) of females indicated that they migrated because of change of marital status.

Table 10.4: Reasons for Migration 1999 LFS and 2008 ILFS						
Reasons	2008			1999		
	Total	Male	Female	Total	Male	Female
Total	100.0	33.2	66.8	100.0	38.6	61.4
Job opportunity	30.8	45.3	23.7	35.9	23.0	12.9
To learn trade	0.6	0.7	0.5	0.8	0.5	0.4
Social amenities	6.3	0.9	5.1	1.3	0.8	0.6
Education opportunities	6.7	8.9	5.7	8.8	3.6	5.2
Family attraction	20.8	28.9	16.8	16.4	8.3	8.1
Change of marital status	31.9	2.6	46.5	32.7	0.4	32.3
No practical reasons	2.1	3.3	1.5	1.1	0.6	0.5
Looking for agric land	0.8	1.5	0.4	-	-	-
Other	-	-	-	2.9	1.5	1.5

10.1.5 Duration of Residence

During the 2008 Integrated Labour Force Survey, respondents who indicated that they had moved from their places of birth were asked to state duration of stay in their place of current residence. Table 10.5 shows that the duration of residence depended on the age of the respondents. It was further observed that the duration of residence in a given locality is observed to increase with age. For instance population aged 40-44 (13.3 percent) and 45-49 (13.2 percent) stayed in their present residence for ten years and over.

Majority of people (39.0 percent) have stayed in their place of residence for ten years and above compared to 12.5 percent who stayed for less than one year. This indicates that mobility was lower for this population. The peak was in the age group 20-24 for less than one year duration, 25-29 for duration of < 5 but <10years while for the duration of 10 years and above it was in the age group 40-44.

Table 10.5: Lesotho Citizens by Duration of Residence**Percentage Distribution of Lesotho Citizens by Length of Stay in the Present Residence and Age Group**

	Length of Stay			
	less than 1 year	1 year but < 5 years	5 years but < 10 years	10 years and above
All Ages	12.5	28.5	20.0	39.0
00-04	11.2	5.8	0.0	0.0
05-09	6.8	9.2	6.6	0.0
10-14	6.9	8.9	11.1	2.2
15-19	18.7	12.9	8.9	4.7
20-24	22.8	20.8	12.2	4.8
25-29	16.5	18.3	21.4	6.3
30-34	7.6	10.3	16.7	10.6
35-39	3.5	5.5	8.3	11.8
40-44	1.6	3.9	6.3	13.3
45-49	1.2	1.7	3.8	13.2
55-59	1.5	0.4	1.2	8.5
60-64	0.3	0.4	0.5	7.7
65-69	0.2	0.7	0.9	6.6

10.1.6 Employment status

Table 10.1.6a presents the percentage distribution of lifetime migrants by employment status and sex. The table shows that 79.5 percent of the total lifetime migrants were employees where 49.3 percent were females and 30.3 percent were males. Own account workers moved in magnitudes of 15.7 percent where 11.3 percent were females as opposed to 4.3 percent of males. Members of cooperative moved the least at 0.2 percent magnitudes where both males and females were distributed equally at 0.1 percent each.

Table 10.6a Lifetime Migrants by employment status and sex**Percentage Distribution of Lifetime Migrants by employment status and sex, 2008 Integrated Labour Force Survey**

Employment status	Total	Sex	
		Male	Female
Total	100.0	36.6	63.4
Employer	0.4	0.2	0.1
Own account worker	15.7	4.3	11.3
Employee	79.5	30.3	49.3
Unpaid family worker	3.3	1.3	2.0
Member of cooperative	0.2	0.1	0.1
Subsistence Farmer	0.9	0.4	0.5
Not Stated	0.0	0.0	0.0

Table 10.6b illustrates the percentage distribution of lifetime migrants by employment status and age group. It shows that most people who have ever moved from their places of birth were in the age group 20-24 where most of them were employees at 9.4 percent. None of them were employers nor were they members of cooperative (0.0 percent). These were followed by the age group 25-29 with 11.5 percent where 9.5 percent of them were employees and also none of them were employers nor were they members of cooperative. The least age group of lifetime migrants was 65-69 with 2.7 percent where 2.0 percent were employees and in the same manner none were neither employers nor were they members of the cooperative.

Table 10.6b Lifetime Migrants by employment status and age group**Percentage Distribution of Lifetime Migrants by employment status and age group, 2008 Integrated Labour Force Survey**

Employment status	Age group														
	00-04	05-09	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
Total	5.5	6.6	8.0	9.5	11.6	11.5	9.3	6.9	6.5	5.7	4.4	3.4	2.8	2.7	5.6
Employer	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Own account worker	0.7	0.8	1.0	1.4	1.5	1.7	1.3	1.2	1.2	1.2	0.9	0.7	0.6	0.5	1.0
Employee	4.5	5.4	6.4	7.7	9.4	9.5	7.6	5.5	5.0	4.3	3.4	2.5	2.1	2.0	4.3
Unpaid family worker	0.2	0.2	0.4	0.4	0.5	0.3	0.2	0.2	0.2	0.1	0.1	0.1	0.1	0.1	0.2
Member of cooperative	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Subsistence Farmer	1.3	1.5	2.2	2.3	1.4	0.9	1.3	0.7	1.1	0.1	0.9	1.2	0.1	0.5	1.4
Not Stated	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table 6.10c demonstrates the percentage distribution of male lifetime migrants by employment status and age group. It shows that on average, males aged 20-24 were the largest group with 11.8 percent who had ever moved from their places of birth. Most of these males (9.4 percent) were employees. This age group was followed by the age group 15-19 at 11.7 percent where also 9.6 percent of them were employees. Males aged 60-64 were the least group of males that had ever moved from their places of birth.

Table 10.6c Male Lifetime Migrants by employment status and age group

Percentage Distribution of male Lifetime Migrants by employment status and age group, 2008 Integrated Labour Force Survey

Employment status	Age group														
	00-04	05-09	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
Total	6.9	8.9	9.6	11.7	11.8	10.9	9.4	6.8	6.0	4.2	4.0	2.8	2.0	2.1	2.9
Employer	0.0	0.0	0.1	0.0	0.1	0.1	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
Own account worker	0.6	0.8	1.0	1.3	1.4	1.5	1.1	0.9	0.9	0.5	0.6	0.5	0.2	0.2	0.3
Employee	5.8	7.5	7.9	9.6	9.4	9.1	7.9	5.7	4.9	3.4	3.4	2.1	1.7	1.7	2.5
Unpaid family worker	0.3	0.4	0.4	0.7	0.8	0.2	0.1	0.1	0.1	0.2	0.0	0.1	0.0	0.0	0.0
Member of cooperative	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0
Subsistence Farmer	0.1	0.2	0.2	0.2	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0
Not Stated	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table 10.6d depicts the percentage distribution of female lifetime migrants by age group. A similar pattern is observed as was with males where the largest group of lifetime migrants were in the age group 25-29 and they constituted 11.9 percent. Also, 9.7 percent of the 11.9 percent female lifetime migrants were employees. In the similar manner, age group 20-24 comprised the second largest group with 11.4 percent where 9.3 percent were employees. Unlike with males who had their least group at age 60-65, female lifetime migrants were least at age group 65-69 with 3.0 percent where 2.2 percent of them were employees.

Table 10.6d Female Lifetime Migrants by employment status and age group															
Percentage Distribution of female Lifetime Migrants by employment status and age group, 2008 Integrated Labour Force Survey															
Employment status	Age group														
	00-04	05-09	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
Total	4.7	5.2	7.0	8.3	11.4	11.9	9.2	7.0	6.8	6.6	4.6	3.7	3.3	3.0	7.2
Employer	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Own account worker	0.7	0.9	1.1	1.4	1.6	1.8	1.4	1.4	1.4	1.6	1.1	0.8	0.8	0.6	1.4
Employee	3.7	4.1	5.5	6.6	9.3	9.7	7.5	5.4	5.1	4.9	3.3	2.7	2.3	2.2	5.4
Unpaid family worker	0.2	0.1	0.3	0.2	0.4	0.3	0.2	0.2	0.2	0.1	0.1	0.1	0.1	0.1	0.3
Member of cooperative	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Subsistence Farmer	0.1	0.0	0.1	0.1	0.0	0.0	0.1	0.0	0.1	0.0	0.1	0.1	0.0	0.0	0.1
Not Stated	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table 10.6e presents the percentage distribution of lifetime migrants by educational attainment and age group. It shows that lifetime migrants were concentrated at the age group 20-24 and 25-29 each at 12.0 percent, where 6.2 percent had attained secondary level for age group 20-24 and 5.4 percent also attained secondary level for age group 25-29. Age group 30-34 followed with 9.3 percent of the lifetime migrants where 4.2 percent had attained primary level. The least lifetime migrants were in age group 65-69 with 2.6 percent. Amongst them 1.8 percent had attained primary level while only 0.1 percent had attained post secondary level.

Table 10.6e Lifetime Migrants by education attainment and age group

Percentage Distribution of Lifetime Migrants by educational attainment and age group, 2008 Integrated Labour Force Survey

Educational attainment	Age group														
	00-04	05-09	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
Total	5.2	6.2	7.6	9.5	12.0	12.0	9.3	7.0	6.6	5.7	4.5	3.5	2.9	2.6	5.5
Never attended	3.5	2.6	0.2	0.3	0.5	0.6	0.5	0.4	0.5	0.4	0.5	0.5	0.4	0.6	1.4
Primary	1.2	3.6	6.9	4.7	5.0	5.1	4.2	3.1	3.1	3.1	2.7	2.2	1.9	1.8	3.6
Secondary	0.4	0.0	0.5	4.5	6.2	5.4	3.6	2.7	2.3	1.6	0.9	0.5	0.4	0.2	0.3
Post Secondary	0.1	0.0	0.0	0.0	0.2	1.0	1.0	0.7	0.7	0.6	0.4	0.3	0.2	0.1	0.2

Table 10.6f describes the percentage distribution of male lifetime migrants by their educational attainment and age group. It is observed from this Table that male lifetime migrants were concentrated at age group 20-24 with 12.3 percent where 5.6 percent of them had attained secondary level while only 0.1 percent had attained post secondary level. The second largest group was composed of the age group 15-19 with 11.6 percent where 6.3 percent attained primary level while 0.7 percent had never attended school. Age groups 60-64 and 65-69 comprised the least group of male lifetime migrants with 2.1 percent each. 0.5 percent for age group 60-64 had never attended school while 0.8 percent for age group 65-69 also had never attended school.

Table 10.6f Male Lifetime Migrants by education attainment and age group

Percentage Distribution of Male Lifetime Migrants by educational attainment and age group, 2008 Integrated Labour Force Survey

Educational attainment	Age group														
	00-04	05-09	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
Total	6.5	8.5	9.2	11.6	12.3	11.1	9.5	6.9	6.1	4.2	4.1	3.0	2.1	2.1	2.8
Never attended	4.5	3.9	0.5	0.7	1.2	1.1	1.2	0.9	1.1	0.8	1.1	1.0	0.5	0.8	1.3
Primary	1.6	4.6	8.1	6.3	5.4	4.5	4.2	2.5	2.5	1.7	1.6	1.2	1.1	1.0	1.1
Secondary	0.4	0.0	0.7	4.7	5.6	4.5	3.1	2.2	1.7	1.1	0.8	0.5	0.3	0.2	0.3
Post Secondary	0.0	0.0	0.0	0.0	0.1	1.0	1.1	1.2	0.8	0.5	0.6	0.2	0.3	0.1	0.3

Table 10.6g illustrates the percentage distribution of female lifetime migrants by educational attainment and age group. As depicted by this Table, the age group that comprised the largest proportion of female lifetime migrants was age group 25-29 with 12.5 percent. About 5.9 percent of them had attained secondary level while 0.3 percent had never attended school. The age group 20-24 made up 11.8 percent where 6.6 percent had attained secondary level while 0.1 percent had never attended school. The age group with the least female lifetime migrants was the age group 65-69 with 3.0 percent where 2.2 percent of them had attained primary level while only 0.1 percent had attained Post Secondary level.

Table 10.6g Female Lifetime Migrants by age group, and education attainment**Percentage Distribution of Female Lifetime Migrants by educational attainment and age group, 2008 Integrated Labour Force Survey**

Educational attainment	Age group														
	00-04	05-09	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
Total	4.4	4.9	6.6	8.3	11.8	12.5	9.2	7.0	6.8	6.6	4.7	3.7	3.3	3.0	7.1
Never attended	2.9	1.9	0.1	0.1	0.1	0.3	0.1	0.1	0.2	0.2	0.2	0.2	0.4	0.4	1.5
Primary	0.9	3.0	6.2	3.8	4.8	5.3	4.3	3.4	3.4	3.9	3.3	2.8	2.3	2.2	5.1
Secondary	0.5	0.0	0.4	4.4	6.6	5.9	3.9	3.0	2.6	1.8	0.9	0.4	0.4	0.3	0.3
Post Secondary	0.1	0.0	0.0	0.0	0.3	1.0	0.9	0.5	0.7	0.7	0.3	0.3	0.1	0.1	0.1

10.1.7 Summary

It is generally observed that females (62.1 percent) are more likely to embark on lifetime migration than males (37.9 percent). This phenomenon is true for both urban and rural settlements. During the 2008 Integrated Labour Force Survey, majority of Lesotho citizens were enumerated in Maseru district (23.6 percent) while the least number of citizens were enumerated in Qachas' Nek (4.0 percent). Most of the lifetime migrants were currently married and their main reason for movement was due to change of marital status. Majority of Lesotho citizens lived in their current places of residence for ten years and above. Furthermore, 79.5 percent of the lifetime migrants were employees where 49.3 percent were females and 30.3 percent were males.

10.2 International Migration

International migration is defined as the change of usual place of residence from one country to another. Data on international migration was collected for Lesotho citizens only. For the 2008 Integrated Labour Force Survey, a person was considered an international migrant if he/she has been living outside Lesotho for less than three years. Labour migration play a major role in economic development for developing countries including Lesotho. Majority of people migrate because of job opportunities.

10.2.1 Data Methods

For the 2008 Integrated Labour Force Survey, data collected on current residential status of household members, duration of current residence and economic activity were used to calculate international migration differentials.

10.2.2 Residential status

Table 10.6 presents the distribution of household members by residential status and age group. The residential status of the household profile questions shows that 6.4 percent of the members of the households were outside the country during the enumeration. The economically active population was likely to embark on long distance than other groups of the population. The higher proportions were observed in age groups 40-44 (15.0 percent) and 45-49 (15.8 percent) respectively.

Table 10.6: Residential Status by Age Group

Number and Percentage Distribution of Households Population by Age Group and Residential Status, 2008 Labour Force Survey

Age group	Residential status			
	Present	Visitor	Member elsewhere in Lesotho	Member outside Lesotho
Total	87.6	0.5	5.5	6.4
00-04	95.0	0.8	3.0	1.2
05-09	95.5	0.3	3.5	0.7
10-14	94.7	0.3	3.9	1.1
15-19	88.2	0.4	7.9	3.5
20-24	81.8	0.8	8.9	8.5
25-29	78.8	0.7	7.9	12.6
30-34	79.2	0.4	7.5	13.0
35-39	80.5	0.4	6.1	13.0
40-44	79.6	0.5	4.9	15.0
45-49	78.6	0.5	5.2	15.8
50-54	82.5	0.2	4.2	13.0
55-59	88.5	0.6	3.3	7.6
60-64	93.4	0.5	2.8	3.4
65-69	93.7	0.2	2.5	3.5
70+	96.9	0.6	1.6	1.0

10.3 Urbanization

Urbanization and migration are two inter-related processes. Urbanization refers to the increase or density of settlement, businesses and other activities in the area overtime. In developing countries, a larger number of people move from rural to urban centres where there are economic developments (resources and facilities) and Lesotho is no exception. People move from rural to urban areas because they believe that they will have better standard of living and greater job opportunities. Urbanization is affected not only by internal migration, but also by the migratory movements across the country's borders. As illustrated by Table 10.7, 59.2 percent of females had ever moved from rural to urban areas as opposed to 40.8 percent of males. Movement from rural to urban was mostly observed in age group 25-29 (14.7 percent), 20-24 (12.9 percent) and 30-34 (12.0 percent).

Table 10.7: Urbanization by Age-Group			
Percentage Distribution of Population who have Ever Moved from Rural to Urban by Age and Sex, 2008 Labour Force Survey			
	Sex		
	Both sexes	Male	Female
All Ages	100	40.8	59.2
Less than 1	0.3	0.3	0.1
1-4	3.4	1.4	2.0
05-09	4.4	2.1	2.3
10-14	6.7	2.9	3.8
15-19	10.3	3.9	6.4
20-24	12.9	4.7	8.2
25-29	14.7	5.4	9.3
30-34	12.0	5.2	6.8
35-39	7.8	3.5	4.3
40-44	7.5	3.3	4.2
45-49	6.2	2.5	3.7
50-54	4.5	2.1	2.4
55-59	2.5	1.3	1.2
60-64	1.9	0.6	1.3
65-69	1.7	0.7	1.0
70-74	1.1	0.3	0.8
75-79	0.9	0.3	0.6
80-84	0.3	0	0.3
85+	0.7	0.3	0.3

10.4 Summary

Migration from rural to urban was higher in age groups 20-24, 25-29 and 30-34. The higher proportion of females (59.2 percent) migrated from rural to urban when compared to their male counterpart (40.8 percent)

CHAPTER 11: CHILD LABOUR

11.0 Background

International Labour Organization-International Programme on the Elimination of Child Labour (ILO-IPEC), (2008) defines child labour as the participation of children in a wide variety of work situations, on a more or less regular basis, to earn a livelihood for themselves or for others. According to the International Labour Organization-International Programme on the Elimination of Child Labour (ILO-IPEC), (2008), there is a need, however, to distinguish "child labour" from "child work". Child labour refers only to economic activities or "those activities which are socially useful and remunerable, requiring manual and or intellectual effort, which result in the production of goods and services (Partners Int, 2002) and therefore excludes household chores (ILO-IPEC, 2008).

Around the world, 158 million children aged 5 to 14, that is, one child in every six children is engaged in some form of child labour (UNICEF, 2004). Africa has the highest incidence of child labour in the world with about 41 per cent of all African children aged between 5 and 14 years being involved in some form of economic activity (Harsch, 2001).

This chapter highlights the situation of children in the Labour force. The labour code, which is the principal law governing employment-related matters in Lesotho, defines a child as a person under the age of 15 years. However, the survey limited questions on economic activities to the population six years and above. This chapter therefore, focuses on economic activities of all children aged 6 to 14 years of age.

11.1 Characteristics of Children

The section discusses the economic characteristics of children aged 6 to 14 years. It begins with a description of the population aged 6 to 14 years.

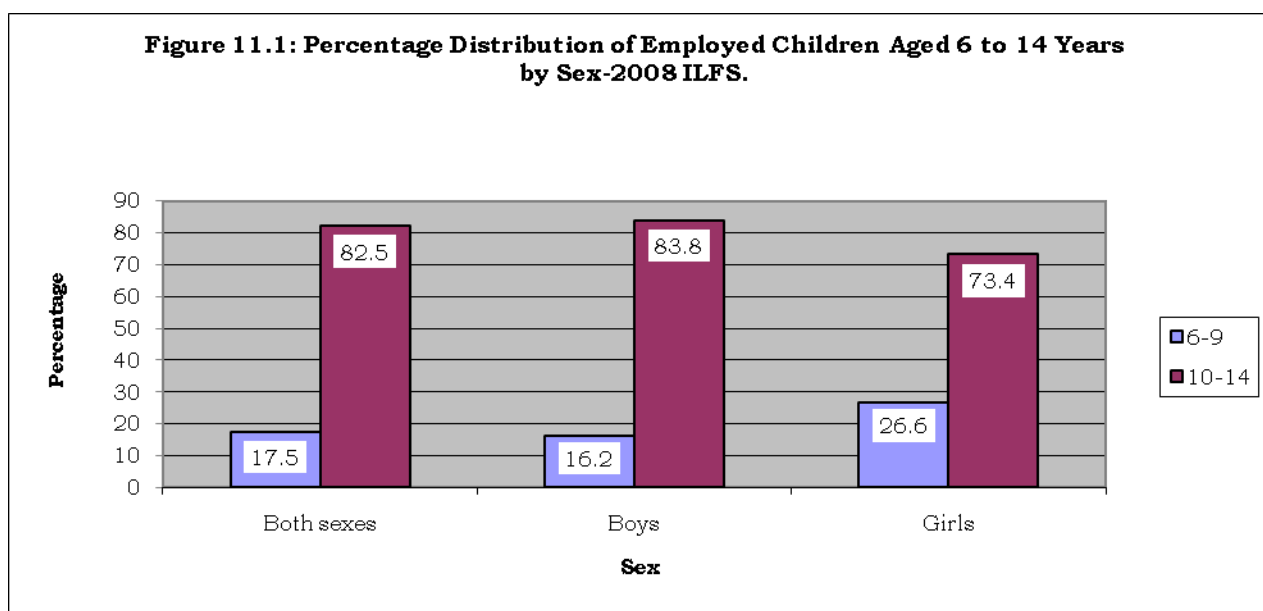
11.1.1 Population of Children Aged 6-14 years

Table 11.1 presents the distribution of all children aged 6 to 14 years by age group and sex. The total number of children aged 6 to 14 years in the 2008 ILFS was 388, 845 of which 193, 384 (49.7 percent) were boys and 195,461 (50.3 percent) were girls. About 42.3 percent were aged 6 to 9 years while the age group 10 to 14 years of age constituted about 57.7 percent. Out of all children aged 6 to 14 years 11, 405 (about 2.9 percent) were working. Employed boys constitute 2.6 percent of the population aged 6 to 14 years while corresponding figure for girls is less than one percent.

Table 11.1: Children in Labour Force						
Distribution of Children Aged 6 to 14 Years by Age and Sex-2008 ILFS.						
Age Group	Total Number of Children			Employed Children		
	Both Sexes	Boys	Girls	Both Sexes	Boys	Girls
All Ages	388, 845	193, 384	195, 461	11, 405	9, 919	1, 488
6-9	164, 339	85, 103	79, 236	1, 999	1, 604	396
10-14	224, 506	108, 281	116, 225	9, 406	8, 315	1, 092

11.1.2 Economic Characteristics of Employed Children

Figure 11.1 shows the percentage distribution of children employed by age groups and sex. Majority (82.5 percent) of the working children are in the age group 10-14 years. Under normal circumstances, children aged 6 to 9 years are too young to be actively participating in the labour force. However, more girl workers in this age group (26.6 percent) were working as opposed to their male counterparts (16.2 percent) in the same age group. On the contrary, regarding age group 10 to 14, more boys than girls were employed (83.8 percent among boys and 73.4 among girls).



11.2 Child Labour Differentials

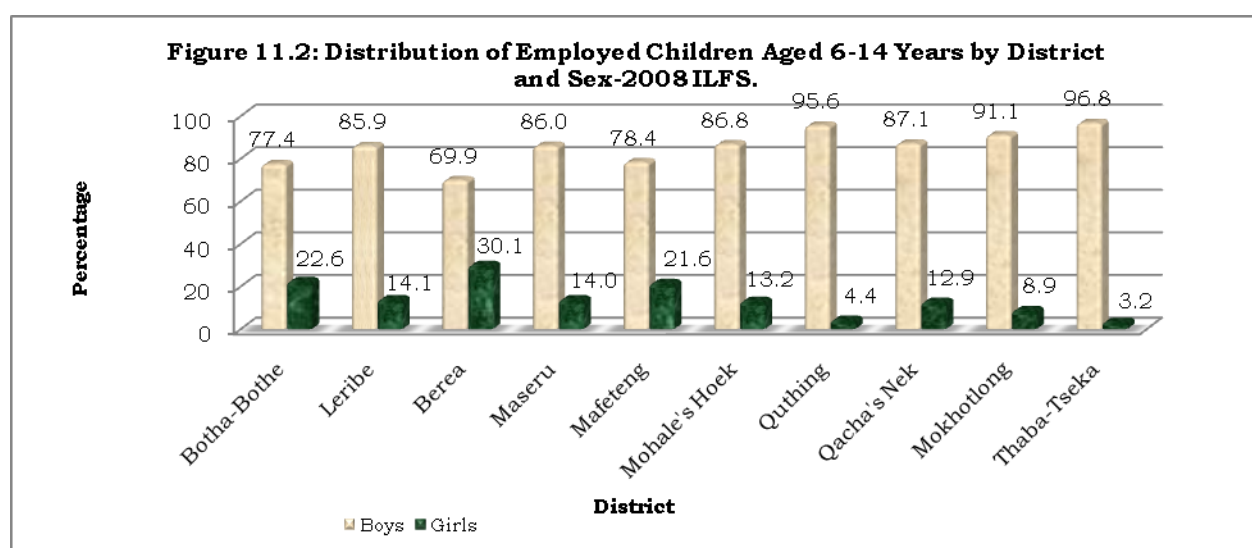
Table 11.2 presents the percentage distribution of the employed children aged 6 to 14 years by district and sex. The table depicts that Leribe has the highest percentage (19.6 percent) of employed children. Mokhotlong has the second highest proportion of employed children (17.7 percent). Berea and Qacha's Nek have the lowest percentages of employed children constituting 4.3 and 4.2 percent respectively.

Table 11.2: Children in Labour Force**Percentage Distribution of Employed Children Aged 6 to 14 Years by District and Sex-2008 ILFS.**

District	Age Groups/Sex				
	6-9			10-14	
	Total	Boys	Girls	Boys	Girls
Botha-Bothe	5.4	4.1	7.8	4.9	9.9
Leribe	19.6	27.4	12.0	17.9	24.5
Berea	4.3	2.4	9.9	3.7	10.0
Maseru	10.0	11.6	24.8	9.6	5.7
Mafeteng	10.4	0.0	20.8	11.2	16.0
Mohale's Hoek	9.7	1.5	9.0	11.3	10.2
Quthing	8.0	10.7	0.0	8.4	3.7
Qacha's Nek	4.2	5.6	15.8	4.0	0.0
Mokhotlong	17.7	22.4	0.0	17.8	16.5
Thaba-Tseka	10.5	14.3	0.0	11.2	3.6
Total	100.0	100.0	100.0	100.0	100.0

The majority of the employed boys aged 6 to 9 years are in Leribe and Mokhotlong districts constituting 27.4 and 22.4 percent respectively. Mafeteng is the only district with no boys who reported themselves as employed. Majority of the employed girls aged 6 to 9 years are in Maseru and Mafeteng districts with each district constituting over 20 percent. Leribe and Mokhotlong have the highest percentage of employed boys aged 10 to 14 years (about 18 percent in each district) while Qacha's Nek and Berea have the lowest proportions of 3.7 and 4.0 percent respectively. A similar pattern is observed for employed girls aged 10 to 14 years with Leribe and Mokhotlong constituting 24.5 and 16.5 percent, respectively.

Figure 11.3 presents the percentage distribution of employed children aged 6 to 14 years by district and sex. The figure shows that employed boys outnumber girls in all the ten districts. This was more pronounced in Thaba-Tseka district where boys constituted about 96.8 percent of employed children compared to 3.2 percent of girls. Berea had the highest percentage (30.1 percent) of employed girls.



11.3 Urban and Rural Residence

This section compares children's engagement in the rural and urban settings. According to ILO, rural sector is often characterised by lack of schools and even where schools are available, they are often of low standards (2007). Children sometimes walk for long distances to and from schools. As a result, the extent of child labour may be more pronounced in rural compared to urban settings.

Table 11.3 presents the percentage distribution of employed children aged 6 to 14 years by age group, urban or rural residence and sex. The results of the survey showed that children aged 10 to 14 years participate more in the labour force than those aged 6 to 9 years. In both urban and rural areas, at least four out of five employed males were aged 10 to 14 years. Regarding females, there was no representation of employed children aged 6 to 9 years in the urban area. In the rural areas, however, one in three girls who were employed was aged between 6 and 9 years.

Table 11.3: Children in the Labour Force				
Percentage Distribution of Employed Children Aged 6 to 14 Years by Urban or Rural and Sex-2008 ILFS.				
Age group	Residence/Sex			
	Urban		Rural	
	Boys	Girls	Boys	Girls
6-9	16.3	0.0	16.2	29.7
10-14	83.7	100.0	83.8	70.3
Total	100.0	100.0	100.0	100.0

The percentage distribution of employed children by ecological zones disaggregated by age groups and sex presented in Table 11.4 shows that majority of employed children are residents in the mountains (43.1 percent) while 9.5 percent reside in the foothills. Majority (about 40 percent) of the employed boys, irrespective of age reside in the mountains. By contrast, across all age groups more than half of the employed girls reside in the lowlands. The Senqu river valley has the lowest proportion of employed girls aged 10 to 14 years at 9.8 percent.

Table 11.4: Children in Labour Force					
Percentage Distribution of Employed Children Aged 6 to 14 Years by Ecological Zones and Sex-2008 ILFS.					
Region	Age Group/Sex				
	Total	6 - 9		10 - 14	
		Boys	Girls	Boys	Girls
Lowlands	33.8	38.3	54.4	32.9	53.9
Foothills	9.5	5.0	7.8	10.4	14.8
Mountains	43.1	40.5	37.9	43.6	21.5
Senqu River Valley	13.6	16.1	0.0	13.1	9.8
Total	100.0	100.0	100.0	100.0	100.0

Employed children are said to be often deprived of educational and training opportunities. Table 11.5 presents employed children by sex, age groups and whether

they were still attending school or not at the time of the survey. The table depicts that 29.7 percent of all the employed children aged 6 to 14 years, percent are attending school. The table further shows that across all ages a higher proportions of employed boys are not attending school. On the contrary, about 79 percent of employed girls aged 6 to 9 years and 58 percent of employed girls aged 10 to 14 years are still attending school.

Table 11.5: Children in Labour Force		
Percentage Distribution of Employed Children Aged 6 to 14 Years by School Attendance and Sex-2008 ILFS.		
Age Group/Sex	Attending School	Not Attending School
Both Sexes	29.7	70.3
6-9	49.0	51.0
10-14	25.6	74.4
Boys	24.6	75.4
6-9	41.6	58.4
10-14	21.3	78.7
Girls	63.9	36.1
6-9	79.3	20.7
10-14	58.3	41.7

Figure 11.3 shows employed children by residential status, sex and school attendance. The figure shows that a higher proportion of employed boys in rural (75.9 percent) compared with urban (68.5) areas are out of school.

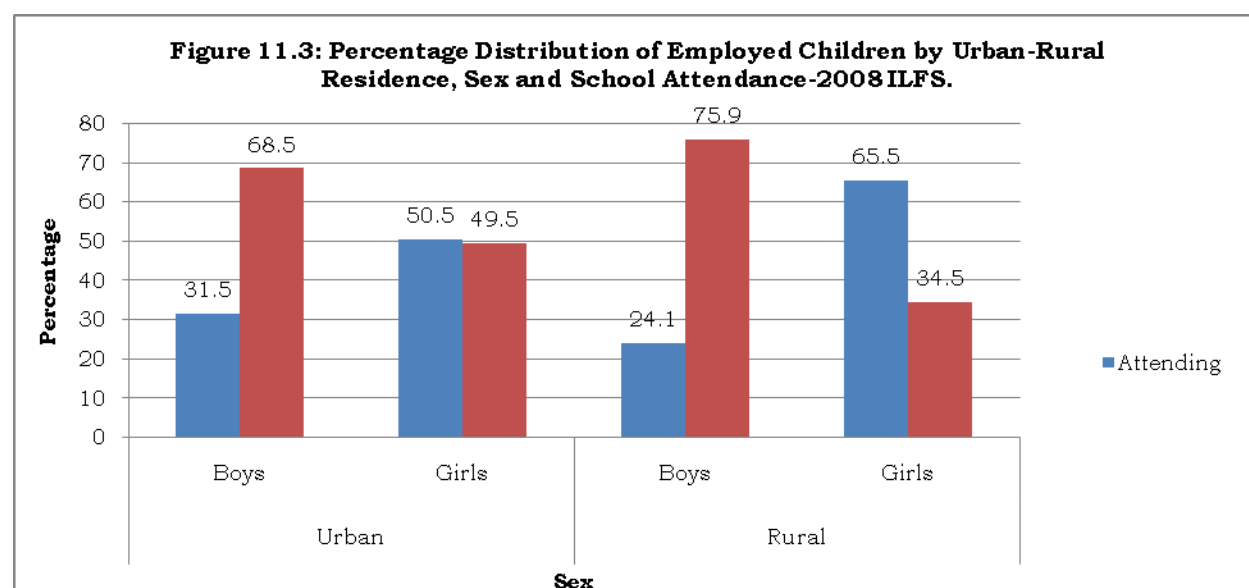


Figure 11.3 also shows that about 66 percent of the employed girls in the rural areas compared with 51 percent in the urban areas are still attending school.

Table 11.6 presents the distribution of employed children by district and school attendance. The table shows that about 38.2 and 18.8 percent of employed children who are attending school reside in Leribe and Mafeteng, respectively. The table further shows that Mokhotlong has the highest percentage (20.6 percent) of all working children who were not currently attending school.

Table 11.6: Children in Labour Force

Percentage Distribution of Employed Children Aged 6-14 Years by District and School Attendance-2008 ILFS.

District	Attending School	Not Attending School
Botha-Bothe	5.2	5.5
Leribe	38.2	11.8
Berea	1.2	5.7
Maseru	4.2	12.5
Mafeteng	18.8	6.9
Mohale's Hoek	1.0	13.4
Quthing	15.4	4.9
Qacha's Nek	4.0	4.4
Mokhotlong	11.0	20.6
Thaba-Tseka	1.1	14.5
Total	100.0	100.0

11.4 Summary

In summary therefore, about 2.9 percent of children aged 6 to 14 years were reported working. Boys constitute 2.6 percent while girls constituted less than one percent. Majority (82.5 percent) of the working children are in the age group 10-14 years. Mokhotlong has the second highest proportion of employed children (17.7 percent). Berea and Qacha's Nek have the lowest percentages of employed children constituting 4.3 and 4.2 percent respectively. The majority of the employed boys aged 6 to 9 years are in Leribe and Mokhotlong districts constituting 27.4 and 22.4 percent respectively.

The chapter indicates that employed boys outnumber girls in all the ten districts. This was more pronounced in Thaba-Tseka district where boys constituted about 96.8 percent of employed children compared to 3.2 percent of girls. Berea had the highest percentage (30.1 percent) of employed girls.

CHAPTER 12: YOUTH

12.0 Introduction

This chapter presents an analysis of levels and differentials in economic participation of youth in Lesotho. There is a broad range of youth definition. For instance, the National Youth Policy, ANAIDS and WHO operate with 10 to 24 years of age, while United Nations uses 15 to 24 years and Ministry of Gender, Youth and Recreation uses 10 to 35 years. However, in Lesotho there is no standard definition of youth.

In this analysis, youth are defined as persons in the age of group 15 to 24 years. This is to achieve comparability with the international reports, the 2004 Lesotho Demographic and Health Survey and Lesotho 2006 Population and Housing Census which have adopted this definition.

12.1 Economic Activity Status and Unemployment

Figure 12.1 presents the labour force participation rates of youth in Lesotho by districts. The figure shows that the overall labour force participation rate of youth is 45.1 percent, with males having higher participation (52.5 percent) and females with lower participation rate of 37.8 percent. The figure also shows that in all districts labour force participation is high among young males than females. However, in Maseru the difference in labour force participation between young males and females is marginal.

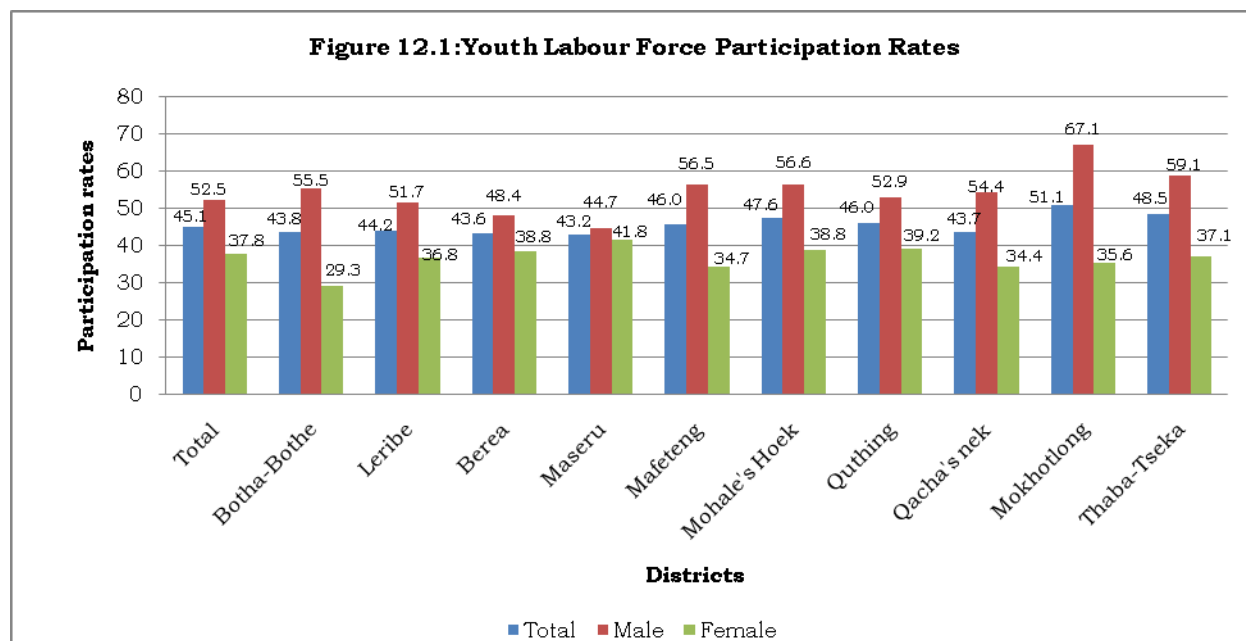


Table 12.1 shows unemployment rates of young persons by district and sex. The table indicates that unemployment is slightly higher among females relative to males at about 16 compared with 15 percent. A similar pattern is observed in Maseru, Mohale's Hoek, Quthing and Qacha's Nek. The table further shows that youth unemployment rates are highest in Maseru and Quthing at about 17 percent and are relatively low in Qacha's nek and Mokhotlong where the rates are about 11 percent. Male youth unemployment rates are highest in Botha-Bothe while Quthing has the highest female youth unemployment rate.

Table 12.1: Unemployment Rates for Young Persons by District and Sex			
District	Total	Male	Female
Total	15.5	15.2	15.8
Botha-Bothe	15.2	17.5	12.4
Leribe	16.0	16.5	15.5
Berea	14.6	16.0	13.1
Maseru	17.5	16.0	18.8
Mafeteng	14.6	14.8	14.3
Mohale's Hoek	16.3	13.8	18.8
Quthing	17.1	14.4	19.8
Qacha's Nek	10.9	10.1	11.5
Mokhotlong	11.3	11.1	11.4
Thaba-Tseka	15.5	15.6	15.4

12.2 Education and Employment

Figure 12.2 shows the percentage distribution of the youth by economic activity status and educational attainment. This figure shows that over 50 percent of the youth are economically inactive. Furthermore, more youth with secondary and tertiary-non graduate levels of education are not economically active while more youth with no education, primary education as well as tertiary-graduate education are economically active.

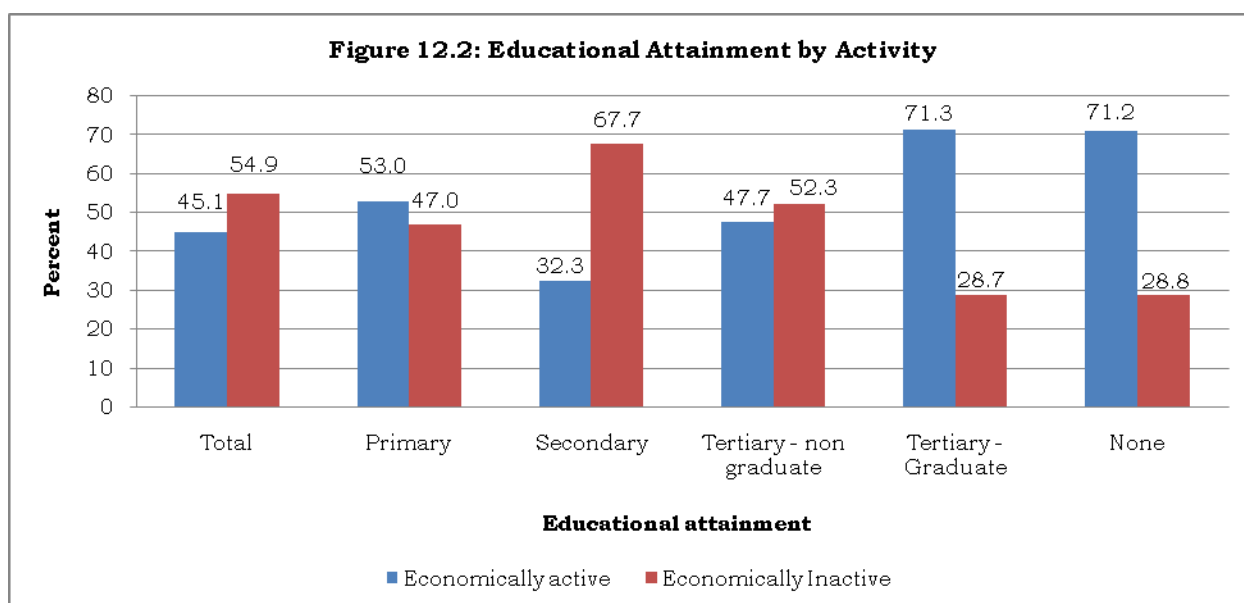
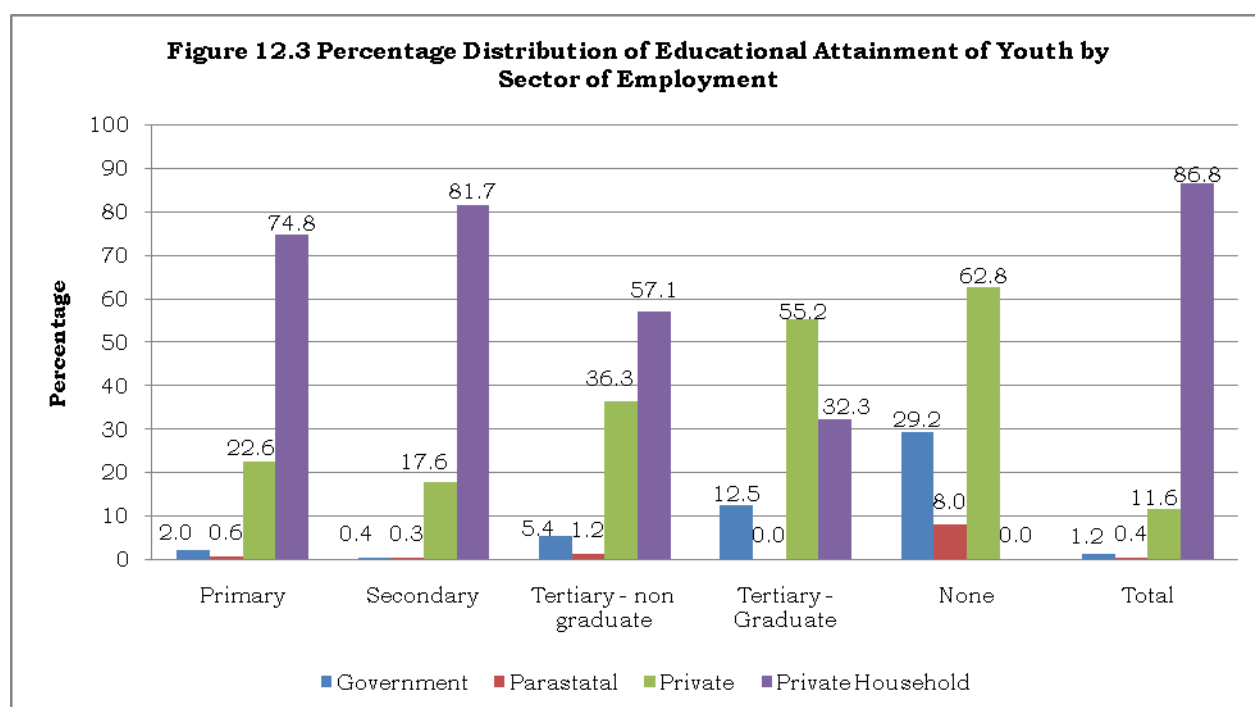


Table 12.2 presents the distribution of employed youth by district and educational attainment. The table shows that a large proportion (63.3 percent) of employed youth has attained primary education and this pattern prevails in all districts. Qacha's Nek has the highest proportion of employed youths who have attained the tertiary graduate level of education. Leribe has the highest proportion of employed youth with secondary education at 36 percent while Thaba Tseka has the highest proportion of employed youth with no education. The table also shows that there are more employed young males with primary level of education as compared to their female counterparts.

	Primary	Secondary	Tertiary Non Graduate	Tertiary Graduate	Non formal	None
Both sexes	63.3	27.2	0.8	0.3	0.1	8.2
Botha-Bothe	66.6	25.4	1.1	0.0	0.0	6.9
Leribe	58.5	35.8	1.0	0.4	0.0	4.4
Berea	65.6	27.9	2.2	0.4	0.0	3.9
Maseru	58.1	36.0	1.0	0.4	0.0	4.4
Mafeteng	65.2	26.1	0.2	0.3	0.0	8.3
Mohale's Hoek	67.7	20.6	0.7	0.2	0.3	10.5
Quthing	67.6	22.0	0.0	0.0	1.5	9.0
Qacha's Nek	66.3	22.9	0.0	0.8	0.0	10.1
Mokhotlong	65.6	16.0	0.3	0.4	0.0	17.7
Thaba-Tseka	65.2	13.8	0.0	0.0	0.0	21.0
Males	67.2	19.9	0.5	0.2	0.1	12.1
Female	56.9	39.5	1.4	0.5	0.1	1.7

Figure 12.3 presents education attainment of employed youth by their sector of employment. The figure indicates that majority (86.8 percent) of employed youth are employed in private household. The figure also shows that most of the youth with primary, secondary and tertiary non-graduate education are employed in private households with each education sector constituting 74.8 percent, 81.7 percent and 57.1 percent respectively. About 62.8 percent of youth with no education are engaged in private sector.



12.3 Occupation and Industry

The distribution of youth by occupation and type of industry presented in Table 12.3 shows that the youth are mainly employed in skilled agriculture and elementary occupations at 44.7 percent and 38.2 percent respectively. Youth are working for the government mostly as service workers (25.3 percent), technicians and associate professionals (23.9 percent), and elementary occupation (23 percent). About 41.8 percent of the youth working in the parastatal sector are in elementary occupations while 30.3 percent of the youth working as plant and machine operators and assemblers. In the private sector, youth are mostly employed in elementary occupations (54.2 percent), while the youth that are employed in the private household youth mainly engage in skilled agriculture and fisheries (59.5 percent).

Table 12.3: Percentage Distribution of Employed Youth Population by Occupation and Sector of Employment					
Occupation	Total	Government	Parastatal	Private	Private Household
Legislators, Senior Officials & Managers	0.1	0.0	0.0	0.5	0.0
Professionals	0.3	4.7	4.2	0.8	0.0
Technicians & Associates professionals	1.6	23.9	14.4	3.5	0.4
Clerks	3.2	12.5	3.9	7.5	1.7
Service workers & shops & market sales workers	2.2	25.3	0.0	4.5	0.9
Skilled Agricultural & Fishery workers	44.7	0.0	0.0	0.5	59.5
Craft & related trades workers	4.8	2.7	5.3	12	2.7
Plant & machine operators & Assemblers	4.6	0.0	30.3	16.7	0.9
Elementary occupations	38.2	23.0	41.8	54.2	33.8
Armed Forces	0.2	7.8	0.0	0.0	0.0
Total	100.0	100.0	100.0	100.0	100.0

According to Table 12.4, 60.0 percent of the young population is engaged in agriculture, hunting and forestry and 10.1 percent in manufacturing. . Youth in urban areas are mostly employed in the manufacturing industry (31.4 percent) and private households (17.8 percent) while youth in rural areas are mainly engaged in the agriculture, hunting and forestry industry (71.2 percent).

Table 12.4: Percentage Distribution of Employed Youth Population by Industry and Urban/Rural Residence			
Industry	Total	Urban	Rural
Agriculture, Hunting & Forestry	60.0	16.5	71.2
Fishing	0.0	0.0	0.0
Mining & Quarrying	1.2	1.1	1.3
Manufacturing	10.1	31.4	4.6
Electricity, gas & water supply	0.1	0.2	0.0
Construction	7.0	6.4	7.2
Wholesale & retail trade	6.4	12.8	4.7
Hotels & Restaurants	0.3	0.7	0.2
Transport storage & communications	1.6	3.2	1.2
Financial Intermediation	0.1	0.3	0.1
Real estate, renting & business activities	0.1	0.3	0.0
Public Administration & defence	1.4	3.8	0.8
Education	1.4	1.1	1.5
Health & social work	0.5	1.1	0.3
Other Community, social & personal service security	1.0	3.4	0.4
Private Households with employed persons	9.0	17.8	6.7
Extra-Territorial organizations & bodies	0.0	0.0	0.0
Total	100.0	100.0	100.0

12.4 Summary

Total unemployment rate is high among young females than young males. Maseru has highest unemployment rate than other districts. The results also revealed that most of the employed youth have attained primary education for a pattern observed in all districts. Youth working for the government are employed mainly as service workers while most of the youth in the parastatal sector are employed as plant and machine operators and assemblers. Majority of the youth engaged in the private sector are in elementary occupations. The results show that skilled agriculture and fishery is the prominent industry for youth in rural areas while youth in urban areas are mostly employed in the manufacturing industry.

CHAPTER 13- NON MARKET ACTIVITIES

13.1 Introduction

Non market household activities consist of the production of certain goods which are to be consumed by the household and of non-market service activities which include household chores, small repairs and the care of children, disabled, sick or elderly (ILO 2007: p14). The System of National Accounts (1993 SNA) is the set of accounts which national governments compile routinely to track the activities of their economies. SNA has been criticized for failing to include Gross Domestic Product (GDP) and Gross National Income (GNI) estimates of the value that is added by household production activities for use of their own members (ILO 2007: p8).

Gross Domestic Product is a standard indicator used to measure a country's economic performance and is often seen as an indicator of well-being. It includes only those activities that occur within a market place. GDP can be estimated using Production, Expenditure and Income approaches. Most often it is estimated by the Production approach.

For developing countries, the collection of firewood and the fetching of water are often considered as part of housework. Non-market activities include cooking, fetching water, collecting firewood, major repairs on own home, catching fish and producing any other goods for household use either through weaving, sewing. According to the SNA these are productive in the economic sense within the production boundary. Subsistence farming is also a non-market activity; however it will not be covered under this chapter. Although preparing meals for the family is a non-market activity, information on this activity was not collected.

There are also other activities that are not productive in an economic sense and these include basic human activities such as eating, drinking, sleeping and exercising, etc. that is, it is impossible for one person to employ another person to perform instead (System of National Accounts).

13.2 Objectives

It has been argued that aggregates which only take into account market output are not accurate indicators of economic growth and overall standard of living in any one country and most of all in developing countries (ILO 2007). It is in this regard that non-market activities were included for the first time in the ILFS of 2008. The questions on these activities were aimed to establish total time taken to perform such activities during the last week. For each activity, time taken was arrived at by summing up the minutes for each day to come up with the total time for the past week. This total time was recorded in minutes, and it was only asked from those aged 6 years and above. Only legal non market activities were covered. Illegal non -market activities such as production and sale of drugs were excluded.

This chapter focuses on three sections namely; employed population and unemployed population aged 15 years and above as well as unemployed population aged 6-14 years engaged in non-market activities last week.

13.3 Definition and Concepts

- According to 1993 revised UN System of National Accounts, market activities include employment in establishments, primary production not in establishments, services for income and other production of goods not in establishments.
- Non-market activities include household maintenance (cleaning, laundry, meal preparation and clean-up), management and shopping for own household; care for children, the sick, the elderly and the disabled in own household; and community services as defined according to 1993 revised UN System of National Accounts. These are productive activities that take place outside the market place.
- Gross Domestic Product (GDP) is a market value of all goods and services produced within the boundaries of a country. It is a standard indicator used to measure a country's economic performance (Pendo Maro, 2007).

13.4 Method of Data Collection

Both employed and unemployed populations aged 6 years and above were asked about time spent on these activities. Respondents had to give time in minutes which was then aggregated to a cut-off point of 60 minutes.

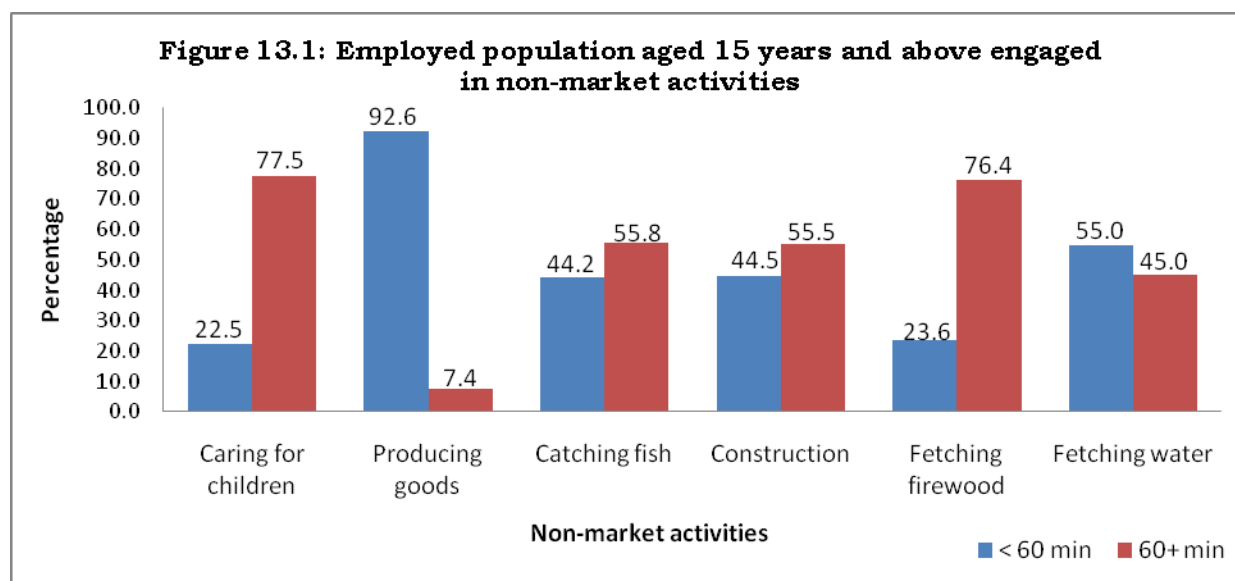
13.5 Employed Population Aged 15 Years and Above

This section deals with employed population engaged in non-market activities. The focus will be based on two groups: those who spent less than 60 minutes and those who spent 60 and above performing such activities. Reference time for all the activities was the last week prior to the survey.

Analysis on non-market activities will mainly focus on demographic characteristics of these individuals (sex, marital status etc). Comparison in time spent engaging in these activities will also be looked at across districts, place of residence and ecological zones.

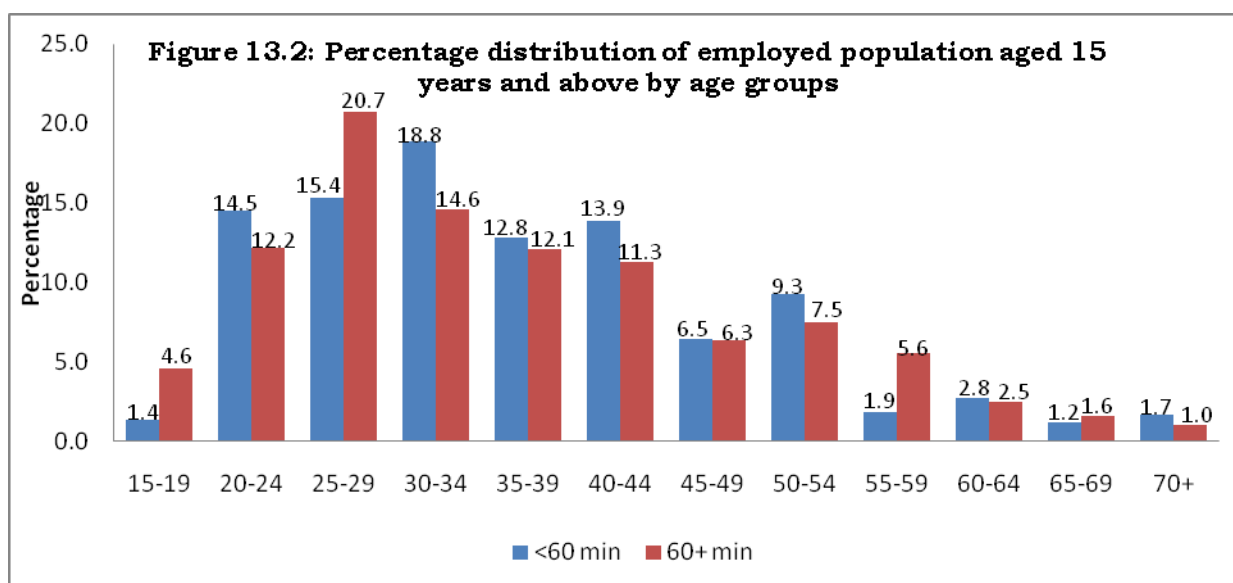
Figure 13.1 portrays employed population aged 15 years and above who engaged in non-market activities during the last week. Some people though employed, still participate in these activities, spending less than 60 minutes or more than 60 minutes. Out of the 4,151 respondents who produced any other goods for household use either through sewing, weaving etc., 92.6 percent of them spent less than 60 minutes to perform this activity. For those who fetched water, the proportion of those who spent less than 60 minutes outnumbers those who took 60 minutes or more. In

other activities respondents who reported having spent a minimum of 60 minutes exceeds those who spent less than 60 minutes.



13.5.1 Employed population aged 15 years and above caring for children, elderly and sick people, District

About 6,069 respondents reported spending less than 60 minutes and 20,919 respondents spent 60 minutes and above caring for children, elderly or sick people during the survey. Figure 13.2 illustrates employed population aged 15 years and above caring for children, elderly or sick people by age groups. In the age groups 15-19, 25-29 and 55-59, individuals reported spending 60 minutes and above caring for children as compared to those who spend less than 60 minutes in this activity. More concentration is observed in the age group 25-29. Other age groups do not reflect much variation in the time intervals.



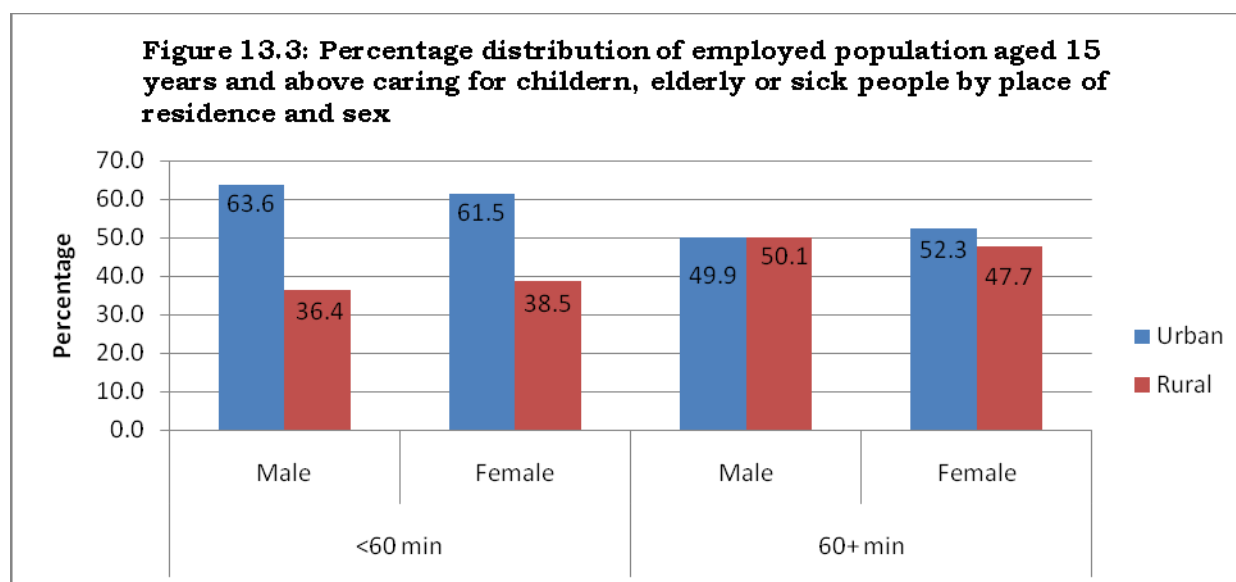
13.5.2 Employed population aged 15 years and above caring for children, elderly and sick people by marital status

Table 13.1 presents employed population aged 15 years and above who care for children, elderly or sick people by marital status and sex. Ever married category includes separated, divorced and widowed. Table 13.1 reveals that during the survey there were no males found in the category of “Living together” that cared for children, elderly or sick people. For both time intervals, more females than males, dedicate their time caring for children, elderly or sick people. This fact is mainly observed in females who are living together and those who were ever married.

Table 13.1: Caring for Children, Elderly or Sick People						
Percentage distribution of employed population aged 15 years and above caring for children, elderly or sick people by marital status and sex, ILFS 2008						
Marital status	<60 min			60+ min		
	Male	Female	Both sexes	Male	Female	Both sexes
Never Married	43.9	56.1	100.0	12.7	87.3	100.0
Currently Married	46.3	53.7	100.0	31.2	68.8	100.0
Living Together	0	100.0	100.0	0	100.0	100.0
Ever Married	8.1	91.9	100.0	7.4	92.6	100.0

13.5.3 Employed population aged 15 years and above caring for children, elderly and sick people by place of residence

Figure 13.3 illustrates employed population aged 15 years and above caring for children, elderly or sick people by place of residence. Generally, over 60 percent of people in rural areas are engaged in this activity as opposed to those that are less than 40 percent in urban areas. Males and females who care for children, elderly or sick people for 60 minutes and above equally engage in this activity in both urban and rural areas.



13.5.4 Employed population aged 15 years and above producing any goods, catching fish, construction, fetching firewood and water

Table 13.2 shows individuals aged 15 years and above who spent both less than 60 minutes and 60 minutes or more engaging in activities such as producing goods for household use either through weaving, sewing etc; catching fish, wild animals, collect wild vegetables or any other food for household consumption; construction or major repair on his/her own home, plot, cattle post or business; fetching firewood and fetching water by district. In Maseru (28.5 percent) and Leribe (18.4 percent) district most people reported spending less than 60 minutes producing goods for household use. Mokhotlong was the least with only 1.1 percent of individuals engaging in this activity. Almost 20 percent of individuals in Leribe district were engaged in catching fish, wild animals and collecting wild vegetables for household consumption.

In Table 13.2 it is further revealed that besides Botha-Bothe, Leribe, Mokhotlong and Thaba-Tseka, the remaining districts did not report individuals spending more than

60 minutes producing goods for household use. Quthing and Qacha's Nek did not report catching fish during the survey period.

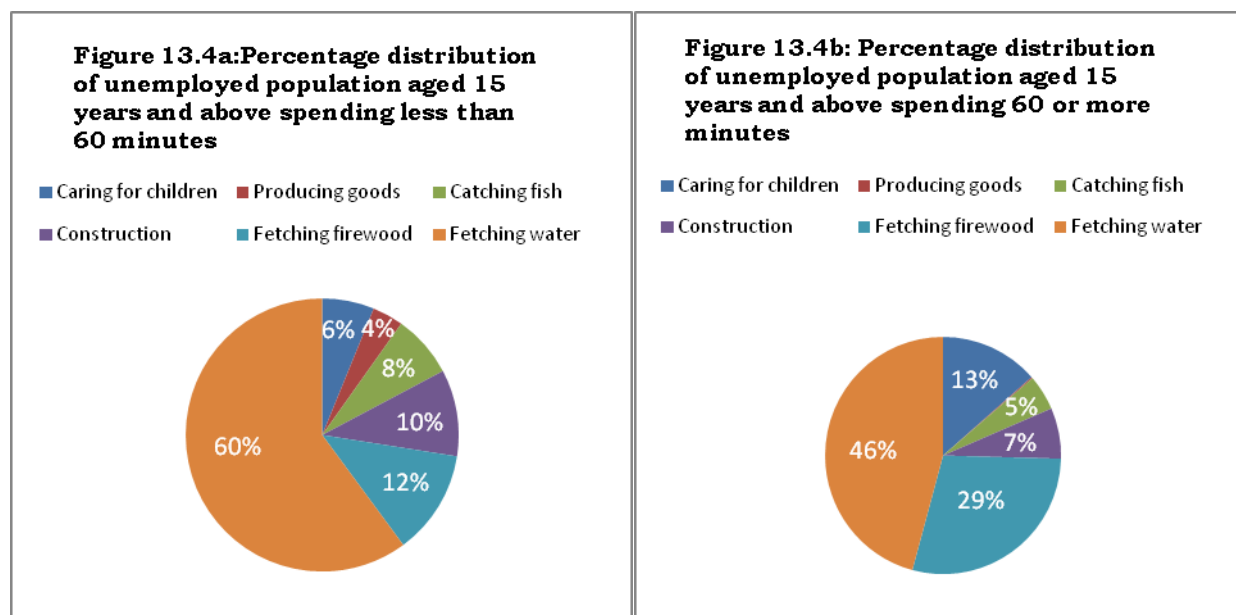
Table 13.2: Production, construction and fetching firewood and water

Percentage distribution of employed population aged 15 years and above engaged in various activities, ILFS 2008

District	<60 min					60+ min				
	Production	Catch fish	Construction	Fetch Firewood	Fetch Water	Production	Catch fish	Construction	Fetch Firewood	Fetch Water
Botha-Bothe	1.1	17.4	3.9	8.8	3.8	52.4	3.6	6.7	6.7	4.0
Leribe	17.8	15.9	12.4	16.0	16.4	27.1	13.5	15.9	15.3	17.5
Berea	12.3	13.5	21.0	11.7	15.6	0.0	10.3	18.4	12.9	10.0
Maseru	45.5	19.3	27.0	27.0	39.1	0.0	42.2	31.3	19.3	37.7
Mafeteng	2.6	11.6	8.6	4.7	7.4	0.0	5.6	5.6	8.3	9.7
Mohale's Hoek	11.6	14.2	13.9	10.7	5.1	0.0	13.7	9.9	13.9	9.6
Quthing	3.2	0.0	6.7	5.4	4.1	0.0	0.0	3.6	7.5	3.3
Qacha's nek	3.2	0.0	4.7	7.1	3.6	0.0	0.0	2.7	4.2	2.2
Mokhotlong	0.8	7.4	0.0	4.2	2.9	20.5	6.6	0.4	4.3	3.1
Thaba-Tseka	2.0	0.7	1.8	4.4	1.9	0.0	4.5	5.6	7.7	3.0
Number	3,843	3,352	6,448	5,410	83,457	308	4,234	8,028	17,478	68,308
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

13.6 Unemployed Population Aged 15 Years and Above

This section looks at unemployed population aged 15 years and above engaging in different non-market activities. Figure 13.4a and 13.4b depict unemployed population aged 15 years and above who spent less than 60 minutes and 60 or more minutes respectively, performing non market activities. The highest proportion of unemployed population was observed among those who fetched water irrespective of the time taken.



13.6.1 Unemployed Population aged 15 Years and Above Caring for Children, Elderly or sick by Relationship to head

Figure 13.5a depicts unemployed population aged 15 years and above spending less than 60 minutes caring for children, elderly or sick people. The responsibility of caring for children, elderly or sick people mainly rests on heads of households (48.2 percent). The spouses who are also engaged in this activity constituted 30.7 percent, following heads of households. Children in the household also contribute towards caring for other children, the elderly or sick people. The contribution of other people within the household with different relations to the head of the household is minimal.

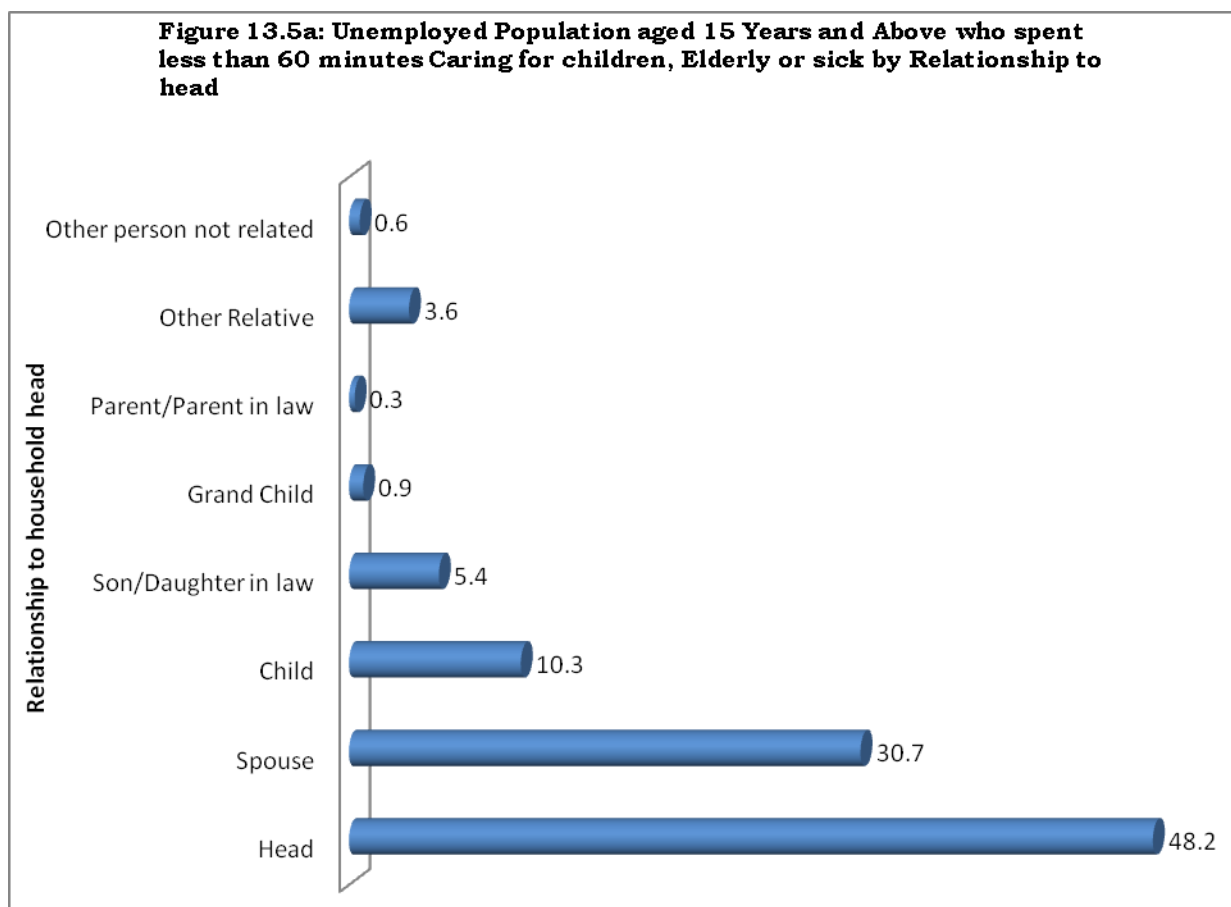
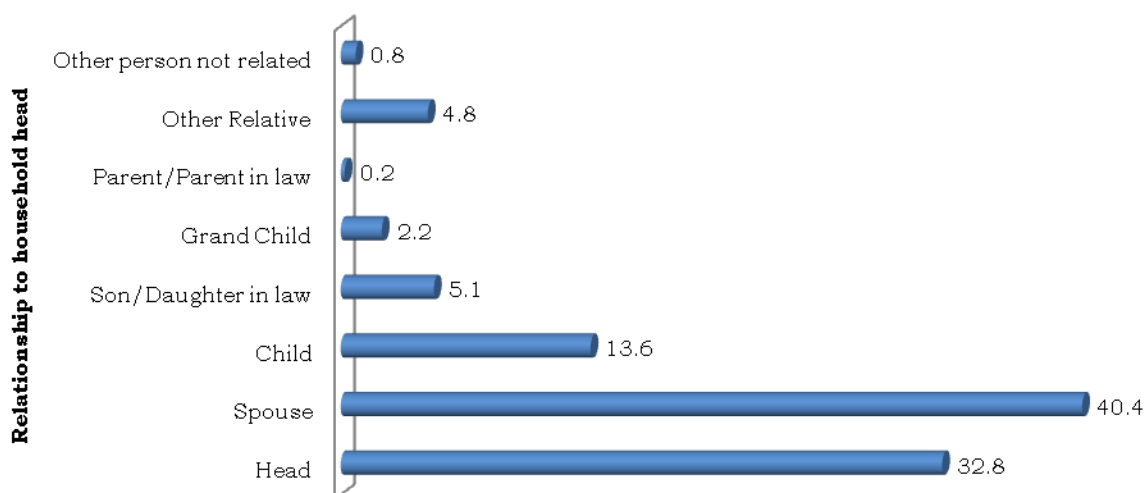


Figure 13.5b depicts unemployed population aged 15 years and above spending more than 60 minutes caring for children, elderly or sick people. In Figure 13.5a the reverse is true for the head of the household and the spouses. This suggests that spouses dedicate most of their time caring for children, elderly or sick people within the household than any other member of the household.

Figure 13.5b: Unemployed Population aged 15 Years and Above who spent more than 60 minutes Caring for children, Elderly or sick people by Relationship to household head



13.6.2 Unemployed population aged 15 years and above producing any goods, catching fish and doing major repairs

There are various activities which unemployed people do. These among others include producing any goods for household use; catching fish or collecting wild vegetables or any other food for household consumption and doing any construction or major repair on his/her home. Table 13.3 presents such activities by educational attainment of the respondent. In all the mentioned activities in Table 13.3, people who have attained standard 1-7 engage in these activities more than people who have attained any other levels of education. This table further shows that persons with additional education after secondary are less likely to engage in these activities.

Table 13.3: Producing any goods, catching fish and doing construction

Percentage distribution of unemployed population aged 15 years and above producing any goods, catching fish and doing construction, ILFS 2008

Educational attainment	< 60 min			60+ min		
	Production	Catching fish	Construction	Production	Catching fish	Construction
Std 1-7	72.5	69.4	67.3	100.0	74.8	62.1
Secondary	20.5	26.9	27.8	0.0	21.1	21.7
Dip/Cert after secondary	0.0	0.0	2.0	0.0	0.7	2.3
Voc training after secondary	2.5	0.0	0.0	0.0	0.0	0.7
Graduate	0.0	1.2	0.0	0.0	0.0	0.4
None	4.5	2.6	2.9	0.0	3.4	12.8
Total	100.0	100.0	100.0	100.0	100.0	100.0

13.6.3 Unemployed population aged 15 years and above fetching firewood and water

Firewood is one of the commonly used energy sources mostly for cooking and heating in the country. The results of 2006 Population and Housing Census revealed that 52.5 percent of households reported using firewood for cooking and 51.4 percent of households used it for heating (Bureau of Statistics, Lesotho 2006 Population and Housing Census: p.14, p15).

Table 13.4 presents unemployed population aged 15 years and above fetching firewood and water by district. Maseru (22.3 percent) and Berea (15.7 percent) have majority of respondents who reported spending less than 60 minutes fetching firewood. Water is essential in day-to-day activities. Lesotho is one of the countries in Southern Africa with plenty of water but there are still some households which have difficulties getting drinking water within reach. Such households are found in the districts of Maseru and Thaba-Tseka, where most households recording 16.9 and 14.1 percent respectively, reported having spent more than 60 minutes fetching water.

Table 13.4: Fetching firewood and water				
Percentage distribution of unemployed population aged 15 years and above fetching firewood and water, ILFS 2008				
District	Fetching firewood		Fetching water	
	< 60 min	60+ min	< 60 min	60+ min
Botha-Bothe	6.9	4.7	7.1	4.4
Leribe	13.2	15.9	15.5	11.7
Berea	15.7	11.3	15.6	13.7
Maseru	22.3	21.9	22.1	16.9
Mafeteng	8.3	12.7	9.1	8.8
Mohale's Hoek	8.0	10.0	10.2	11.7
Quthing	7.3	5.2	6.7	6.8
Qacha's nek	4.9	4.2	2.4	6.0
Mokhotlong	6.2	5.1	5.7	6.0
Thaba-Tseka	7.2	9.1	5.5	14.1
Number	21,735	104,967	105,559	167,262
Percent	100.0	100.0	100.0	100.0

13.7 Unemployed Population Aged 6-14 Years

Population aged 6-14 is school going age population with which majority is expected to be in primary and a few in secondary school. Some of these children do not attend school but are instead employed and some of them are unemployed. The following analysis will only concentrate on those children who are unemployed.

Table 13.5 shows the percentage distribution of the population aged 6-14 who reported having spent some time during the past week performing some non- market

activities. These include caring for children, elderly or sick people; producing any other goods for household use either through weaving, sewing; catching fish, wild animals, collecting any wild vegetables or any other food for household consumption; doing any construction or major repair on cattle post or business; fetching firewood and water. None of the household members reported producing any goods for household use. The table further shows that 61.6 percent of the children reported to have fetched water followed by those who fetched firewood (23.5 percent).

Table 13.5: Non market activities				
Percentage distribution of unemployed population engaged in different activities, ILFS 2008				
Activity	Yes		No	
	Number	Percent	Number	Percent
Care for children	92	4.6	1,911	95.4
Produce any goods	0	0	2,003	100.0
Catch fish	28	1.4	1,975	98.6
Do any construction	75	3.7	1,928	96.3
Fetch firewood	470	23.5	1,533	76.5
Fetch water	1,233	61.6	770	38.4

Figure 13.6 depicts children aged 6-14 who specified construction or major repairs (on cattle post or business) as one of the activities done in the past week. There were no reported cases of households with children who performed these activities in less than 60 minutes. Households in Botha Bothe, Quthing and Mokhotlong districts did not have any children aged 6-9 who reported doing any major repairs on cattle posts or household business. Of all the districts, Leribe had the highest figure (35.5 percent) of children aged 6-9 who spent more than 60 minutes doing major repairs followed by Berea district with 13.4 percent. The reverse is true for Mafeteng district as there are more of 10-14 years old children performing these activities than the other age group. Mohale's Hoek and Thaba-Tseka districts show not much variation between the two age groups.

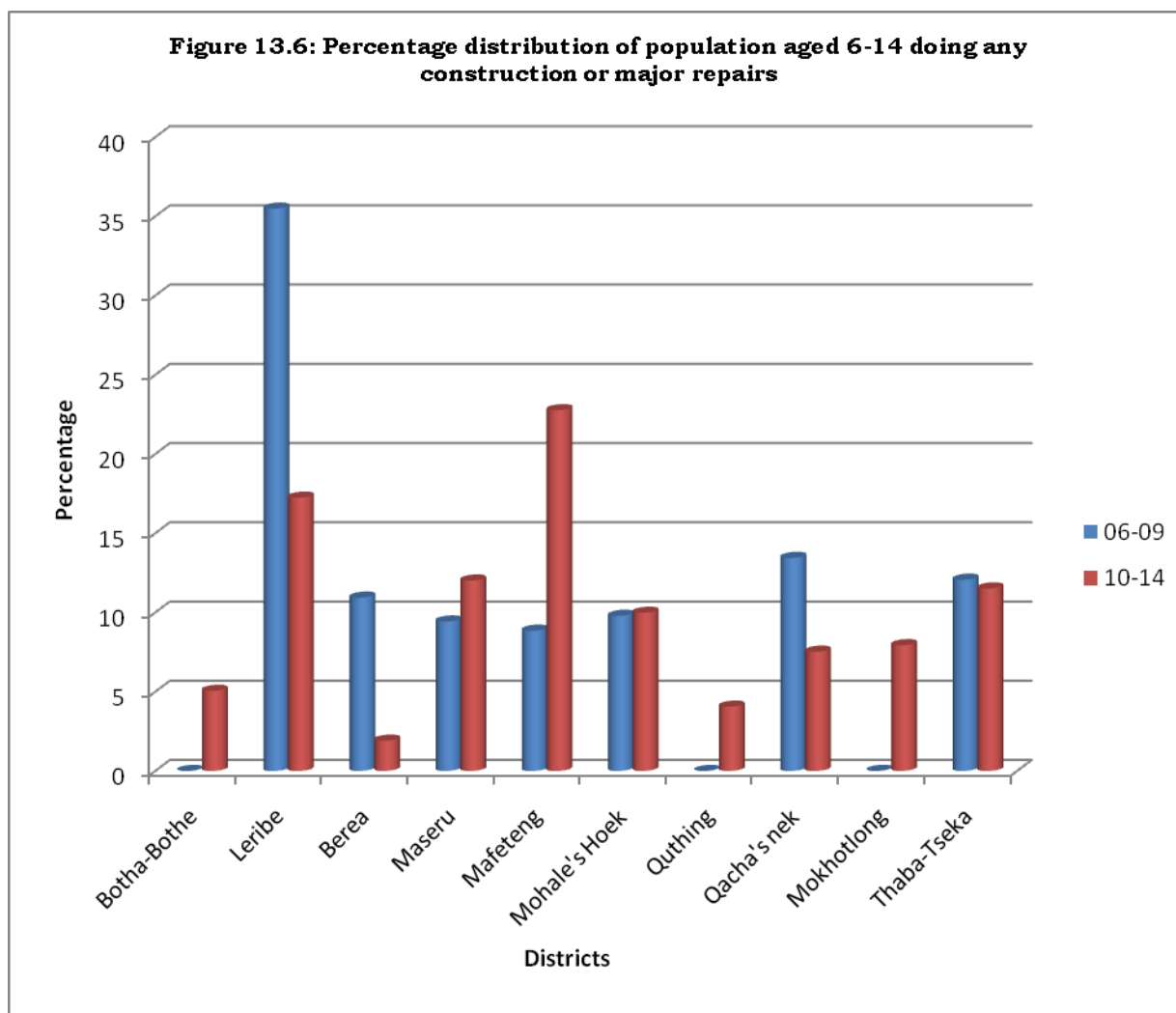
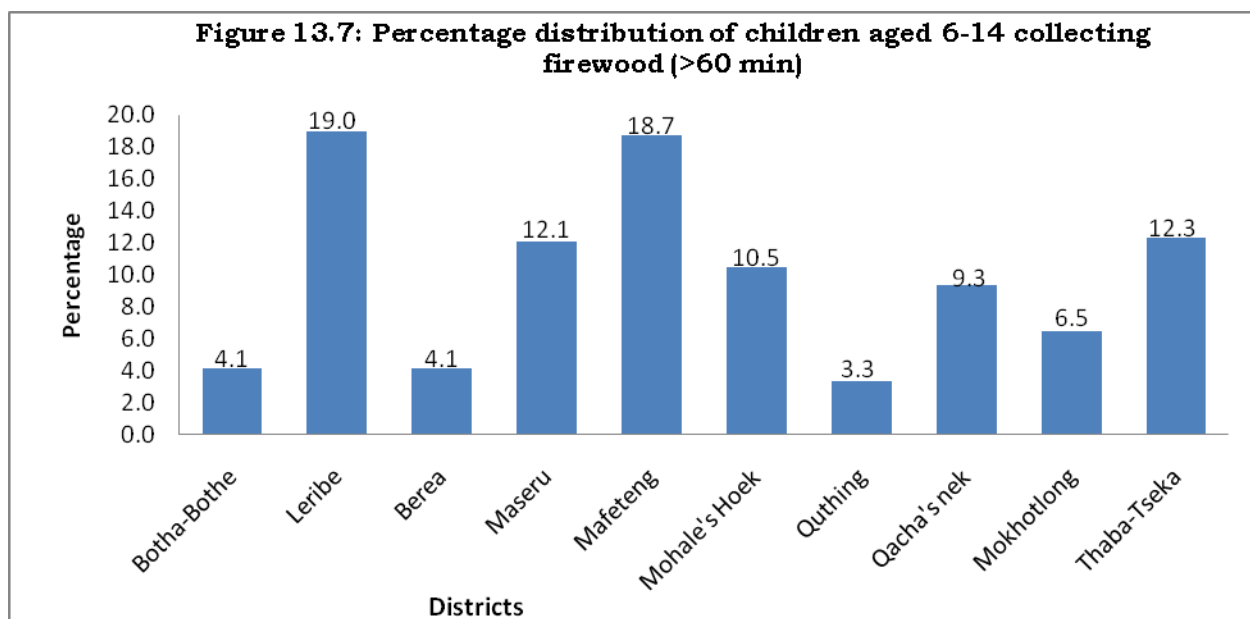


Figure 13.7 illustrates children aged 6-14 who reported fetching firewood (spending 60 minutes and more) in different districts. The number of cases reported for those who spent less than 60 minutes is trivial. The highest proportions are observed in Leribe and Mafeteng districts with 19.0 and 18.7 percent respectively. The lowest percentage is observed in Quthing district which recorded only 3.3 percent of children aged 6-14 who reported having collected firewood spending more than 60 minutes.



13.8 Summary

Non-market activities include cooking, fetching water, collecting firewood, major repairs on own home, catching fish and producing any other goods for household use either through weaving, sewing. These activities are productive in the economic sense and fall within the Production boundary in the System of National Accounts.

Fetching water was highest among both employed and unemployed population aged 15 years and above with 67 and 51 percent respectively. Children aged 6-14 were also much involved in this activity (61.6 percent).

A small proportion of the population aged 15 years and above reported to have been less involved in producing any goods for the household. There were no reported cases of children aged 6-14 producing any goods for the household.

In Lesotho, firewood is used as the main source of fuel for both cooking and heating in the households. About 24 percent of children aged 6-14 reported to have spent most of their time collecting firewood.

CHAPTER 14: HOUSEHOLD CHARACTERISTICS, COMPOSITION AND AMENITIES

14.0. Introduction

The 2008 Integrated Labour Force Survey collected data on several aspects of population, which include residential status of all household members, employment status and marital status of the households members aged 15 years and above, educational attainment of households members aged 6 years and above as well as agricultural activities of the household members aged 15 years and above. Household composition which shows the age structure of the population covers age and sex distribution of the household members.

The chapter will also focus on the type and number as well as the main materials used for constructing the walls, floors and roofs of the main type of housing unit. This chapter presents an analysis of these data from section B and section I of the survey questionnaire as annexed. Section B consists of household characteristics and composition while section I contain data on household amenities.

14.1 Household Characteristics

Table 14.1 and Figure14.1 show the percentage distribution of the household members that were present in the ten districts of Lesotho including visitors, members elsewhere in Lesotho as well as those members outside Lesotho by districts and residential status. The table shows that in all districts over (80 percent) of the household members were present at the time of the survey. Furthermore, the table reveals that Mafeteng district had the high proportion of the household members within its population who were elsewhere in Lesotho at the time of the survey (8.7 percent) and Quthing had 7.0 percent of its population that was elsewhere in Lesotho at the time of the survey. Qacha's Nek and Quthing districts each recorded about 11 percent of their household members who were outside Lesotho at the time of the survey.

Table 14.1: Percentage Distribution of Household Members by District and Residential Status					
District	Total	Present	Visitor	Member elsewhere in Lesotho	Member outside Lesotho
Botha-Bothe	116,110	83.3	0.5	5.7	10.5
Leribe	305,558	84.3	0.6	6.2	8.9
Berea	239,028	90.9	0.3	3.9	4.9
Maseru	426,153	92.6	0.5	4.0	2.9
Mafeteng	194,599	83.0	0.4	8.7	8.0
Mohale's Hoek	166,923	83.8	0.6	6.5	9.2
Quthing	105,662	81.7	0.7	7.0	10.6
Qacha's Nek	80,157	83.3	0.5	5.4	10.8
Mokhotlong	112,251	90.1	0.5	5.7	3.7
Thaba-Tseka	129,503	94.2	0.4	3.7	1.7

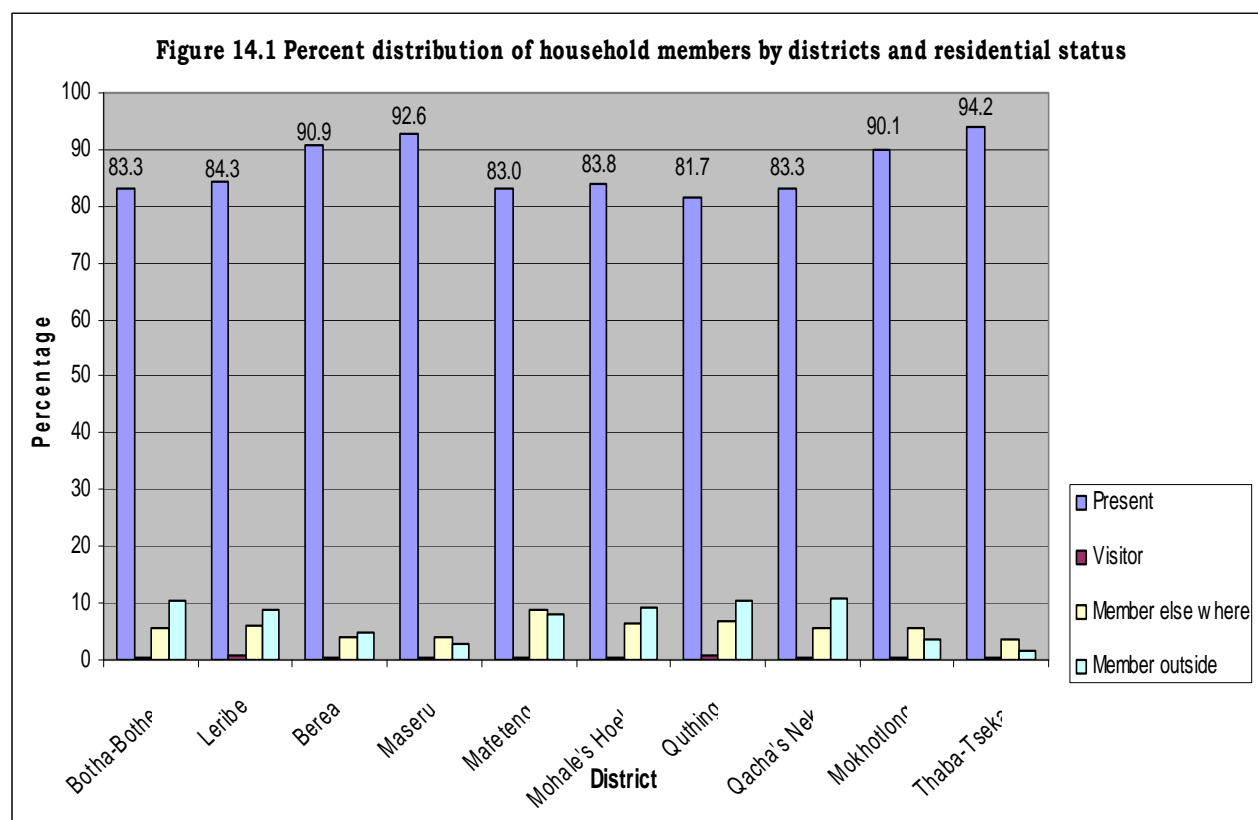


Table 14.2 shows the distribution of the household members by district, urban/rural residence and sex. The same distribution is shown in Figure 14.2 without disaggregation by district. The table reveals that a large proportion of the household members in Lesotho are living in the rural areas (76.1 percent) as compared to those living in the urban areas (23.9 percent). The table also shows that the population within Thaba-Tseka district (96.8 percent) resides in the rural areas while the remaining 3.2 percent of its population lives in the urban areas. On the other hand, within Maseru district the proportion (46.9 percent) of its population is living in the urban areas.

Table 14.2: Percentage Distribution of Household Members by District, Urban/Rural Residence and Sex							
District	Total	Urban			Rural		
		Both sexes	Males	Females	Both sexes	Males	Females
Total	1,875,945	23.9	44.8	55.2	76.1	49.2	50.8
Botha-Bothe	6.2	18.4	47.4	52.6	81.6	50.7	49.3
Leribe	16.3	20.9	46.8	53.2	79.1	49.3	50.7
Berea	12.7	26.6	43.6	56.4	73.4	49.6	50.4
Maseru	22.7	46.9	44.6	55.4	53.1	49.3	50.7
Mafeteng	10.4	16.1	43.0	57.0	83.9	49.8	50.2
Mohale's Hoek	8.9	15.9	43.0	57.0	84.1	48.6	51.4
Quthing	5.6	11.2	46.3	53.7	88.8	46.9	53.1
Qacha's Nek	4.3	18.5	48.0	52.0	81.5	49.5	50.5
Mokhotlong	6.0	10.1	42.0	58.0	89.9	49.3	50.7
Thaba-Tseka	6.9	3.2	45.5	54.5	96.8	48.7	51.3

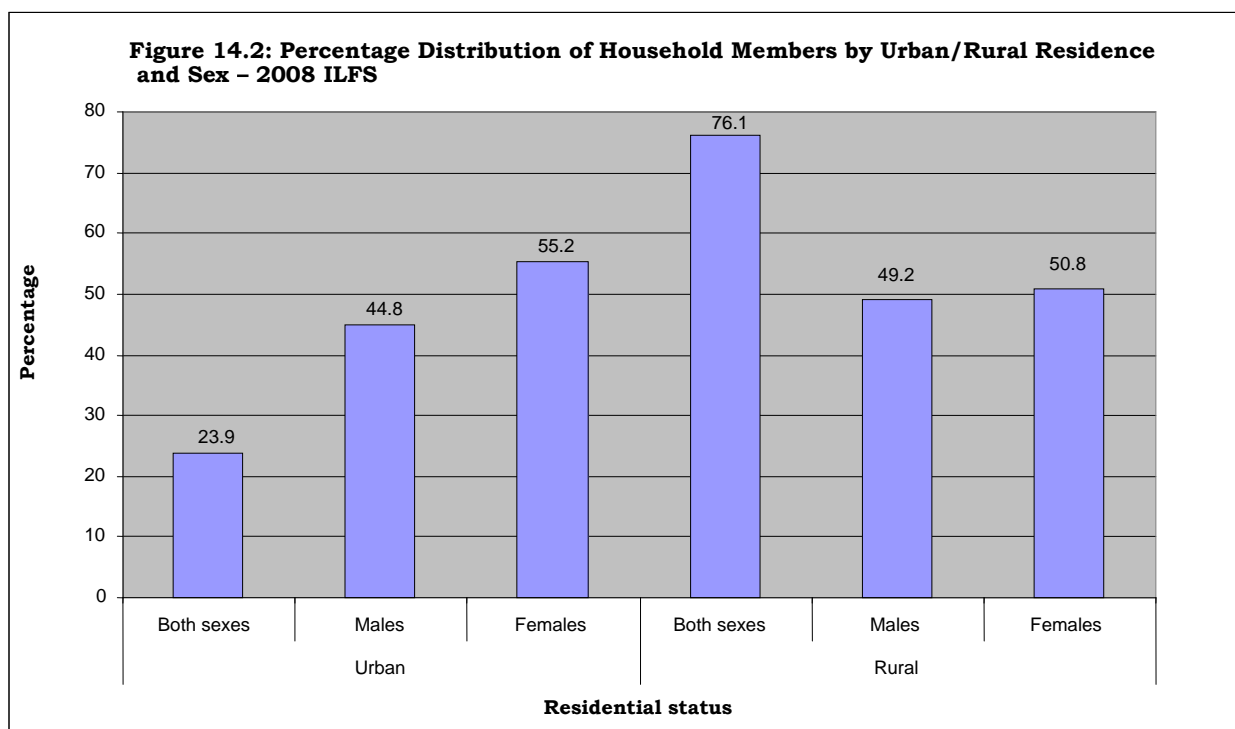


Table 14.3 and Figure 14.3 show the percentage distribution of the household members aged fifteen years and above by age groups, marital status and sex. Both the table and the figure show that proportions never married begin to decline with age from age group 20-24 with the proportion of never married males remaining higher than that of females. This is in line with the marriage pattern in Lesotho where most marriages begin at age 20 with females marrying at younger ages than males.

Age-group	Total	Never Married		Currently Married		Living Together		Ever Married	
		Males	Females	Males	Females	Males	Females	Males	Females
15-19	234,577	48.9	42.9	1.1	6.7	0.0	0.0	0.1	0.3
20-24	210,320	39.6	26.8	9.2	22.0	0.0	0.0	0.4	2.0
25-29	168,216	24.5	15.4	24.4	29.1	0.0	0.2	1.5	4.9
30-34	121,895	12.5	10.4	33.2	30.8	0.2	0.1	4.1	8.7
35-39	92,889	6.8	5.4	38.1	30.8	0.1	0.1	4.9	13.9
40-44	79,871	4.1	3.8	34.7	32.3	0.2	0.2	6.4	18.3
45-49	74,051	2.9	3.1	33.9	30.8	0.4	0.1	6.3	22.5
50-54	60,054	1.4	2.4	35.1	27.8	0.2	0.4	8.5	24.3
55-59	50,920	1.5	1.2	37.0	24.7	0.1	0.2	7.7	27.7
60-64	39,723	0.6	1.3	34.4	21.1	0.1	0.2	8.9	33.6
65-69	35,691	0.4	0.6	32.1	19.9	0.1	0.0	8.9	38.0
70+	75,557	0.7	0.8	22.2	9.0	0.1	0.0	9.5	57.5
Total	1,243,763	21.6	16.8	22.0	22.3	0.1	0.1	3.7	13.4

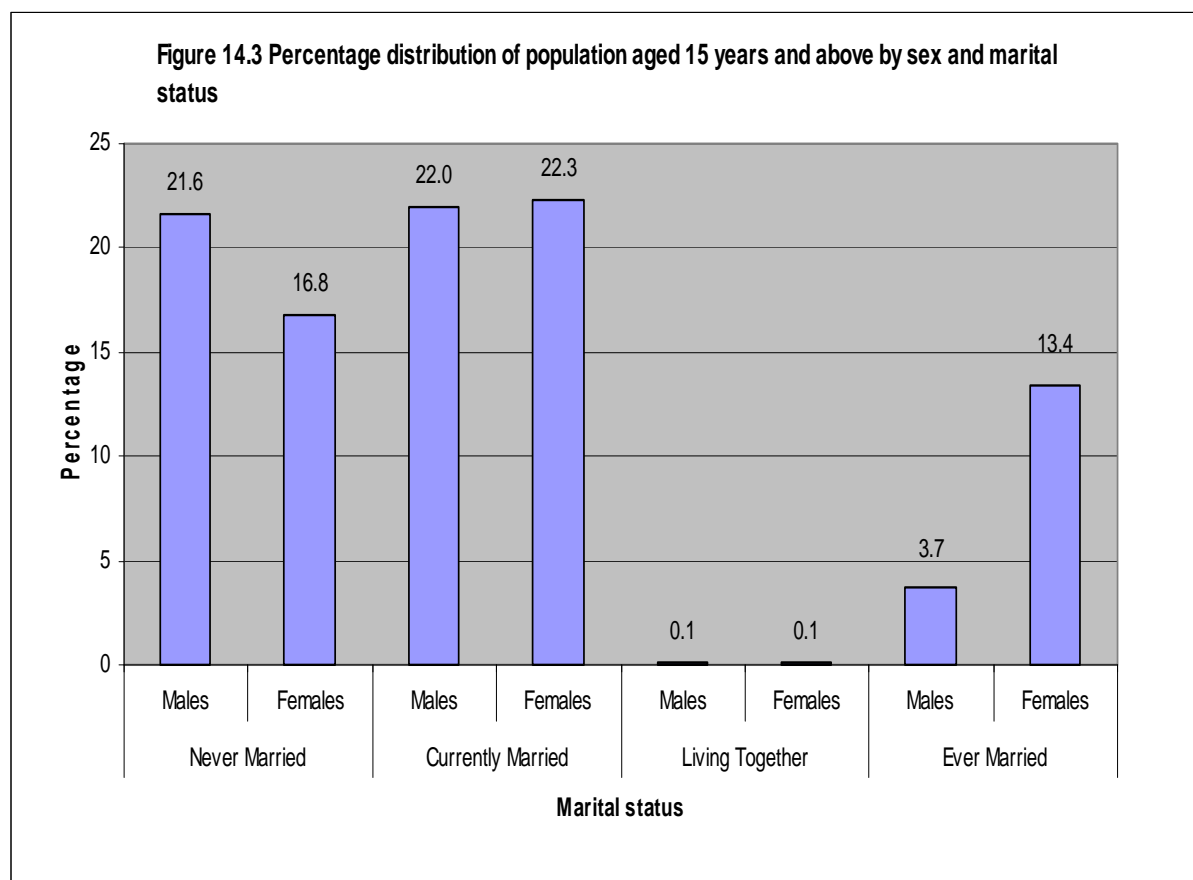


Table 14.4 and Figure 14.4 portraits the percentage distribution of the household members aged six years and above by district and highest level of education completed. The educational attainment levels are divided in to four categories; primary level which is from standard 1 to standard 7, secondary level which is form A to form E, graduate level which is first degree and above and lastly those with no education (none). In all the districts, about two thirds of the population aged 6 and above have completed primary education and less than two percent of the population within each district has completed graduate education. About 20 percent of the populations in Mohale's Hoek, Thaba Tseka and Mokhotlong have no education.

Table 14.4: Percentage distribution of Household Members Aged 6 Years and Above by District and Highest Level Education Completed – 2008 ILFS				
Districts	Primary	Secondary	Graduate	None
Botha-Bothe	62.1	26.8	0.4	10.7
Leribe	62.7	27.8	0.6	8.8
Berea	59.6	30.4	1.6	8.4
Maseru	56.0	34.3	1.7	8.0
Mafeteng	63.0	25.7	0.5	10.7
Mohale's Hoek	58.5	16.9	0.4	24.2
Quthing	63.5	20.2	0.2	16.1
Qacha's Nek	63.6	20.6	0.1	15.7
Mokhotlong	63.4	17.3	0.4	18.9
Thaba-Tseka	65.9	11.8	0.2	22.1

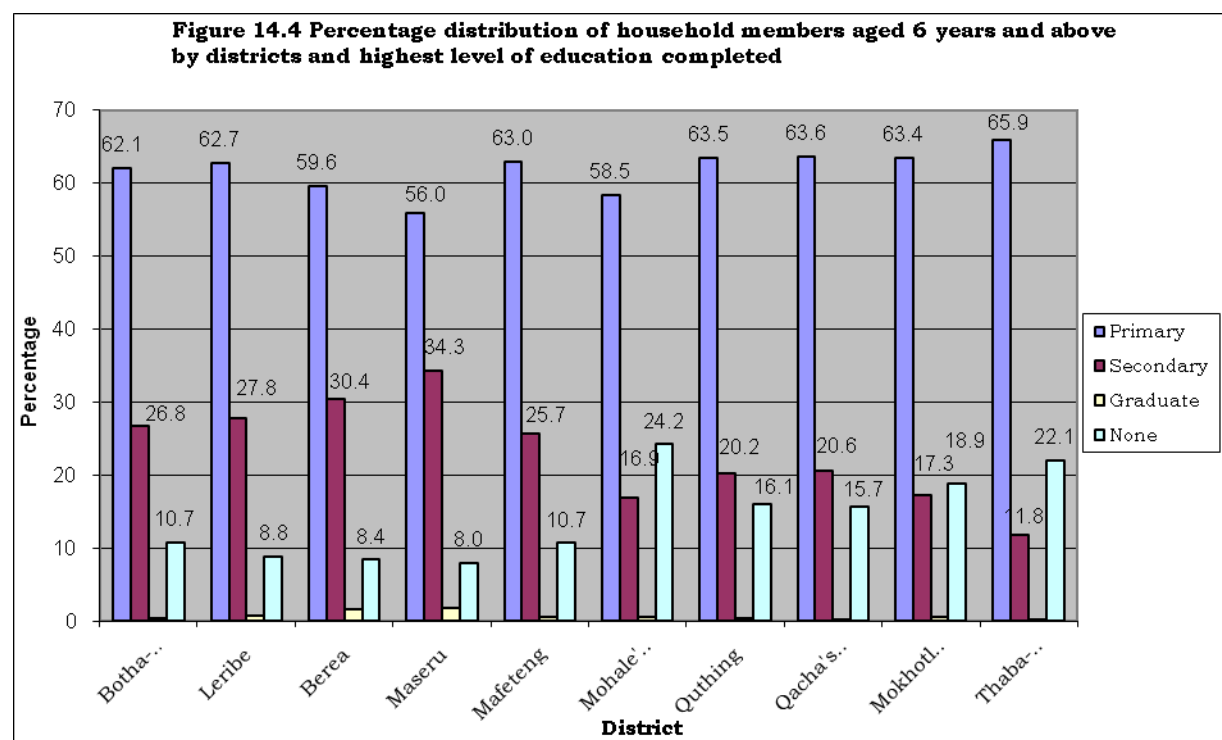


Figure 14.5 portrays the distribution of the household members aged fifteen years and above by employment status. The figure reveals that over 80 percent of the household members were employees while about 14 percent were own account workers. Table

14.5 which presents the distribution of the household members aged fifteen years and above by employment status, type of residence and sex, shows that a similar pattern prevails in both urban and rural areas as well as among males and females.

Table 14.5 Percentage Distribution of Household Members Aged 15 Years and Above by Employment Status, Urban/Rural Residence and Sex – 2008 ILFS						
Employment status	Total	Total (%)	Urban		Rural	
			Males	Females	Males	Females
Employer	1,608	0.4	0.8	0.2	0.5	0.3
Own account worker	49,357	13.7	16.2	15.2	8.4	18.6
Employee	295,849	81.8	80.8	82.9	86.0	74.8
Unpaid family worker	13,745	3.8	1.7	1.5	5.0	5.9
Member of cooperative	954	0.3	0.5	0.2	0.1	0.4
Total	361,514	160,051	69,226	80,408	132,237	79,643

Figure 14.5 Percentage distribution of household members aged 15 years and above by employment status

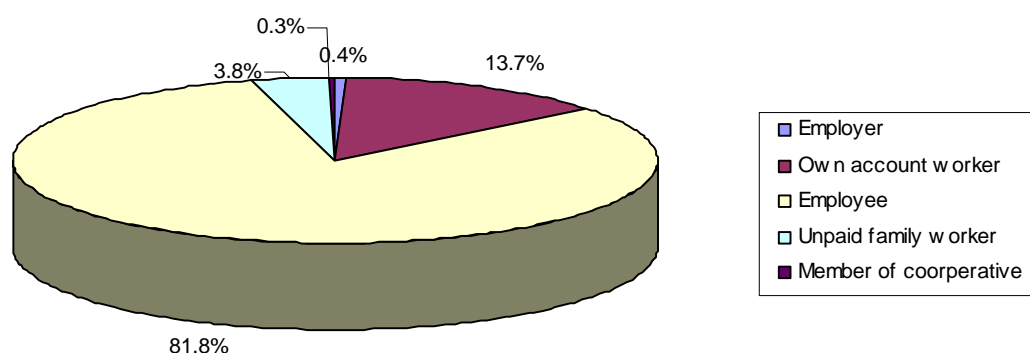
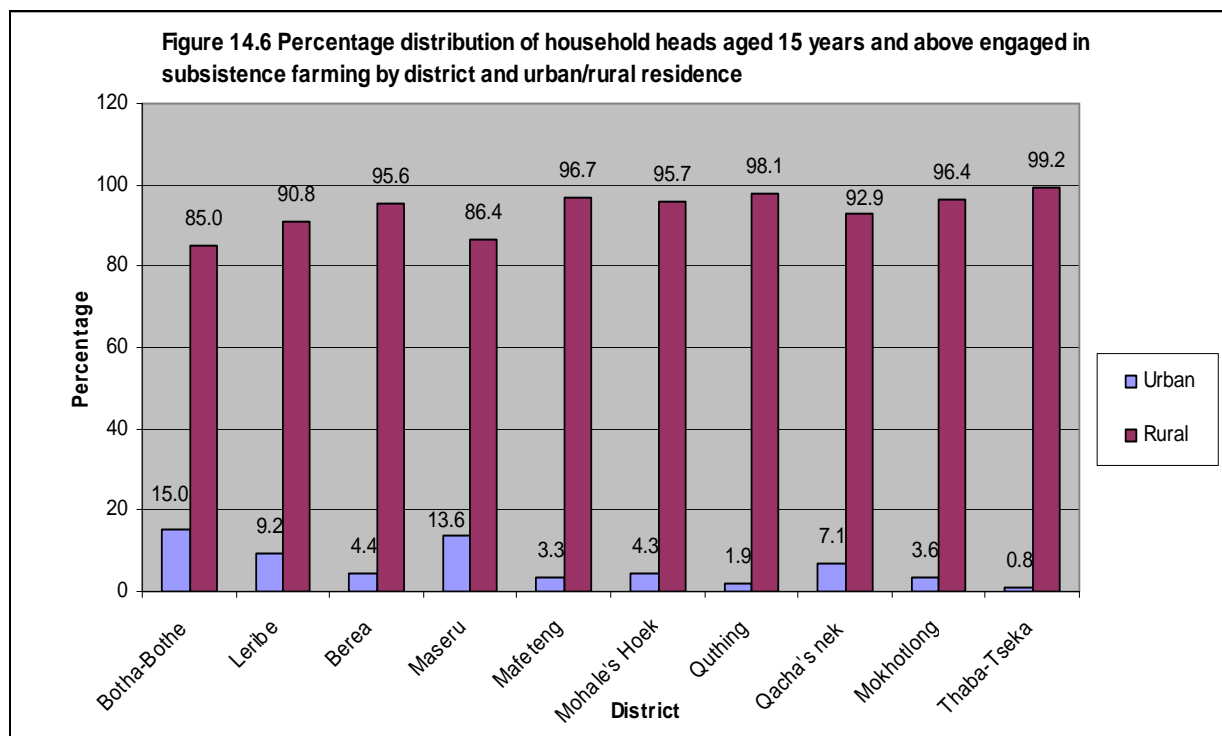


Table 14.6 and Figure 14.6 show household members aged 15 years and above engaged in subsistence farming by district, urban/rural residence and sex. Subsistence farming is higher in the rural areas (93.5 percent) than in the urban areas with (6.5 percent). In the urban areas, males engaged in subsistence farming

(55.9 percent) more than females whose percentage was (44.1 percent). The population within Botha-Bothe district (15.0 percent) is engaged in subsistence farming. Thaba-Tseka recorded only 0.8 percent of its population in the urban areas that was engaged in subsistence farming. Furthermore, in the rural areas, males also engaged in subsistence farming (53.9 percent) more than females with (46.1 percent). Thaba-Tseka (99.2 percent) in the rural areas was engaged in subsistence. While Leribe district recorded 85.0 percent of its population in the rural areas that was engaged in subsistence farming.

Table 14.6 Percentage Distribution of Household Heads Aged 15 Years and Above Engaged in Subsistence Farming by District, Urban/Rural Residence and Sex – 2008 ILFS							
District	Total	Total (%)		Urban		Rural	
		Urban	Rural	Males	Females	Males	Females
Total	238,668	6.5	93.5	55.9	44.1	53.9	46.1
Botha-Bothe	14,056	15.0	85.0	60.6	39.4	54.9	45.1
Leribe	31,624	9.2	90.8	55.7	44.3	56.8	43.2
Berea	32,715	4.4	95.6	65.2	34.8	52.0	48.0
Maseru	36,605	13.6	86.4	54.0	46.0	55.5	44.5
Mafeteng	28,762	3.3	96.7	51.9	48.1	53.4	46.6
Mohale's Hoek	23,835	4.3	95.7	51.4	48.6	53.3	46.7
Quthing	13,638	1.9	98.1	39.2	60.8	52.2	47.8
Qacha's Nek	12,843	7.1	92.9	56.4	43.6	47.3	52.7
Mokhotlong	18,591	3.6	96.4	56.5	43.5	60.1	39.9
Thaba-Tseka	26,000	0.8	99.2	51.6	48.4	51.6	48.4



14.2 Household Composition

Table 14.7 shows percentage distribution of the household members by age groups and sex. The table depicts a young age structure with 33.7 percent of the population in the age range 0-14 years. In general, there are more females than males in the study of population. The proportion of females in the population increase with age from age 40 upwards indicating higher male relative to female mortality. Age dependency ratio is an imperfect measure of economic dependency since some of the population classified as dependents according to age (0-14 and 65 and above years) may be economically active and those classified as economically active may not be working. Nonetheless, age-dependency ratio gives an indication of economic burden in the population. The proportion of population aged 0-14 years is 33.7 percent and population in age group 65 and above is 5.9 percent; while that of labour force (15-64 years) is 60.4 percent. The age-dependency ratio of the study population is estimated as 65.7 percent.

Table 14.7 Distribution of Household Members by Age and Sex – 2008 ILFS						
Age-Group	Total	Total %	Male	Percent	Female	Percent
00-04	197,493	10.6	98,555	49.9	98,938	50.1
05-09	206,031	11.0	105,910	51.4	100,122	48.6
10-14	225,926	12.1	108,832	48.2	117,094	51.8
15-19	233,713	12.5	117,329	50.2	116,384	49.8
20-24	208,731	11.2	103,294	49.5	105,438	50.5
25-29	166,976	8.9	84,274	50.5	82,702	49.5
30-34	121,423	6.5	60,774	50.1	60,649	49.9
35-39	92,540	5.0	46,198	49.9	46,343	50.1
40-44	79,490	4.3	36,069	45.4	43,421	54.6
45-49	73,710	3.9	31,951	43.3	41,759	56.7
50-54	59,918	3.2	27,064	45.2	32,854	54.8
55-59	50,625	2.7	23,475	46.4	27,149	53.6
60-64	39,533	2.1	17,404	44.0	22,129	56.0
65-69	35,608	1.9	14,825	41.6	20,783	58.4
70+	75,127	4.0	24,485	32.6	50,642	67.4
Total	1,866,846	100.0	900,439	48.2	966,407	51.8

14.3 Household Amenities

Table 14.8 shows percentage distribution of currently employed and unemployed household heads aged 15 years and above by main type of housing unit as well as main material of construction of walls of the main type of housing unit. The table shows a large proportion of main type of housing units, irrespective of the employment status of the head of the household, are constructed with stone. However, regardless of the employment status of the head of the household, the main materials of construction for the types Malaene, Optaka, Apartment/Townhouse are burned bricks and cement bricks.

Table 14.8 Currently Employed and Unemployed Household Heads Aged 15 Years and Above by Main Type of Housing Unit and Main Material of Construction of Walls of the Main Type of House – 2008 ILFS							
Main type of house	Burned Bricks	Cement Bricks	Mud Bricks	Stick and Mud	Corrugated Iron	Stone	Other
Employed Heads							
Rontabole	0.0	0.2	0.2	0.2	0.0	99.5	0.0
Heisi	5.2	0.0	7.0	4.1	0.0	83.8	0.0
Polata	0.0	2.7	78.3	0.3	0.0	18.1	0.6
Malaene	9.6	85.3	1.7	0.0	0.0	3.3	0.0
Optaka	17.1	64.1	0.0	0.0	0.0	18.7	0.0
Apartment/Townhouse	24.9	64.2	0.0	0.0	0.0	0.0	10.9
Bungalow	52.5	47.5	0.0	0.0	0.0	0.0	0.0
Temporary Structure	0.0	0.0	0.0	0.0	96.0	0.0	4.0
Total	1.4	9.5	5.3	0.2	0.4	83.0	0.1
Unemployed Heads							
Rontabole	0.1	0.4	1.8	2.3	0.0	95.4	0.0
Heisi	0.3	7.3	14.6	6.8	0.0	70.0	1.0
Polata	0.1	3.0	56.0	2.2	0.0	38.4	0.3
Malaene	9.4	85.1	1.8	0.0	0.0	3.7	0.0
Optaka	7.2	60.3	0.6	0.0	0.0	31.5	0.5
Apartment/Townhouse	16.7	69.0	2.9	0.0	0.0	5.0	6.4
Bungalow	22.7	72.8	1.4	0.0	0.0	3.0	0.0
Temporary Structure	0.0	0.0	0.0	0.0	93.6	0.0	6.4
Total	1.1	9.3	13.6	2.2	0.4	73.2	0.2

Table 14.9 shows percentage distribution of currently employed and unemployed household heads aged 15 years and above by main type of housing unit and main material of floor of the main type of house. The table shows that the main material of the floor for the main house is mud and dung irrespective of the employment status of the head of the household.

Table14.9 Percentage Distribution of Currently Employed and Unemployed Household Heads Aged 15 Years and Above by Main Type of Housing Unit and Main Material of Floor of the Main Type of House – 2008 ILFS								
Main Type of House	Bricks Tiles	Tiles	Mud and Dung	Wood	Cement	Vinyl/ Linoleum	Carpet	Other
Employed Heads								
Rontabole	0.0	0.0	99.4	0.0	0.2	0.2	0.2	0.0
Heisi	0.0	0.0	38.4	0.0	11.5	5.2	45.0	0.0
Polata	0.3	8.2	12.5	0.6	50.9	14.6	12.8	0.0
Malaene	0.3	5.9	2.2	0.0	70.8	9.6	11.1	0.0
Optaka	4.9	34.9	6.4	2.7	28.7	4.5	17.8	0.0
Apartment/								
Townhouse	5.0	25.3	5.2	5.7	18.0	4.8	36.0	0.0
Bungalow	16.8	50.3	0.0	0.0	24.0	8.9	0.0	0.0
Temporary								
Structure	0.0	6.1	21.8	8.5	28.3	16.9	18.4	0.0
Total	0.2	1.8	82.3	0.2	10.7	2.2	2.6	0.0
Unemployed heads								
Rontabole	0.0	0.1	96.7	0.1	1.1	1.1	0.9	0.0
Heisi	0.0	0.8	61.7	0.0	11.7	12.1	13.8	0.0
Polata	0.4	7.3	28.4	0.3	35.3	15.6	12.5	0.3
Malaene	0.5	5.8	2.5	0.0	70.4	9.6	11.2	0.0
Optaka	1.4	18.5	13.7	0.6	34.2	13.8	17.7	0.0
Apartment/								
Townhouse	2.9	21.2	11.2	3.4	21.8	13.7	25.8	0.0
Bungalow	7.0	32.7	0.0	0.0	37.2	8.2	14.9	0.0
Temporary Structure	0.0	4.1	34.0	5.7	29.0	13.0	14.3	0.0
Total	0.2	3.0	71.1	0.2	14.6	5.6	5.2	0.1

Table14.10 shows the percentage distribution of currently employed and unemployed household heads aged 15 years and above by sex, main type of housing unit and main material of roofing. The table shows that regardless of the employment status of the head of the household, the main material for roofing is Thatch/Straw. The proportion

of households where the main roofing material is Thatch/Straw is higher (81 percent) for households headed by employed head relative to households with an unemployed head (67 percent).

Table14.10: Percentage Distribution of Currently Employed and Unemployed Household Heads Aged 15 Years and Above by Main Type of Housing Unit and Main Material of Roofing – 2008 ILFS				
Employed heads	Thatch/Straw	Roof tiles	Corrugated Iron	Other
Total	81.8	0.7	17.4	0.1
Rontabole	99.8	0.0	0.2	0.0
Heisi	94.4	0.0	5.6	0.0
Polata	0.7	0.5	98.2	0.6
Malaene	0.2	0.9	98.5	0.4
Optaka	0.0	26.0	74.0	0.0
Apartment/Townhouse	5.2	22.8	67.2	4.8
Bungalow	6.7	62.7	30.5	0.0
Temporary Structure	0.0	0.0	100.0	0.0
Unemployed heads				
Total	67.2	1.2	31.5	0.1
Rontabole	99.3	0.0	0.7	0.0
Heisi	90.6	1.1	8.3	0.0
Polata	1.4	0.5	97.8	0.3
Malaene	0.2	0.8	98.6	0.4
Optaka	1.0	14.8	84.2	0.0
Apartment/Townhouse	3.0	23.2	70.9	2.8
Bungalow	2.1	50.8	47.1	0.0
Temporary Structure	3.7	0.0	96.3	0.0

Table14.11 shows currently employed household heads aged 15 years and above by main source of drinking water for the households and main type of housing unit. The table shows that the source of drinking water, 98.4 percent of households whose main type of housing unit is Rontabole is mainly the public well. The main source of drinking water, about 70 percent of Apartments/Town house is piped water on premises. Piped water on premises is also the main source of drinking water for 51 percent of households whose main type of housing unit was Optaka as well as Malaene.

Furthermore, where Bungolow was the main type of housing unit, 61.0 percent of households get their main source of drinking water from piped water on premises. About 45.8 and 42.2 percent of households, whose main type of housing unit is Heisi and Polata respectively, get water from Piped water community supply.

Table14.11: Currently Employed Household Heads Aged 15 Years and Above by Main Source of Drinking Water for the Household and Main Type of Housing Unit- 2008 ILFS									
Main Source of Drinking Water	Total	Rontabole	Heisi	Polata	Malaene	Optaka	Apartment/ Townhouse	Bungalow	Temporary Structure
Piped Water on premises	8.1	0.2	10.8	28.9	51.2	51.2	69.0	61.3	31.3
Piped water community supply	6.7	0.9	45.8	42.2	26.9	27.3	22.9	19.9	32.6
Catchment	0.2	0.0	0.0	0.9	1.2	1.0	0.0	12.3	0.0
Private well	0.4	0.0	0.0	2.3	2.7	2.6	0.0	0.0	0.0
Public well	81.2	98.4	0.0	8.2	3.0	5.3	3.2	0.0	9.8
Spring Covered	0.4	0.2	13.9	1.4	0.6	0.0	0.0	0.0	4.9
Spring not Covered	0.7	0.3	29.6	4.0	0.9	2.3	0.0	0.0	0.0
River	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.6
Private borehole	0.7	0.0	0.0	2.5	5.0	6.8	0.0	6.6	0.0
Public borehole	0.5	0.0	0.0	4.6	1.3	1.6	0.0	0.0	3.3
Other	1.1	0.0	0.0	5.0	7.3	1.9	4.9	0.0	12.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table14.12: Currently employed household heads aged 15 years and above by district and length of time (in minutes) taken to go, get water and come back. The table shows that a high proportion (over 80 percent) of employed household heads in all ten districts of Lesotho spend 45-49 minutes to get water from their main source of drinking water for the households.

Table14.12: Currently Employed Household Heads aged 15 Years and Above by District and Length of Time (in minutes) Taken to go, get water and come back – 2008 ILFS								
District	Total	00-14	15-29	30-44	45-49	50-59	60-119	120+
Botha-Bothe	9,661	3.7	1.5	2.0	91.3	0.7	0.4	0.4
Leribe	30,232	3.6	2.5	1.4	92.1	0.0	0.3	0.1
Berea	26,586	3.7	2.8	1.3	91.2	0.2	0.6	0.3
Maseru	61,935	7.3	4.1	0.8	87.7	0.1	0.1	0.0
Mafeteng	15,928	4.0	1.5	1.7	92.0	0.5	0.0	0.3
Mohale's Hoek	13,173	4.3	2.6	0.3	90.7	1.0	0.6	0.7
Quthing	6,388	9.4	4.1	1.5	83.9	0.0	1.1	0.0
Qacha's Nek	5,520	6.4	2.0	0.7	91.0	0.0	0.0	0.0
Mokhotlong	6,226	8.6	3.4	0.5	86.6	0.9	0.0	0.0
Thaba-Tseka	5,475	2.0	1.1	1.5	94.7	0.0	0.8	0.0

Table 14.13 shows currently employed household heads aged 15 years and above by main type of housing unit and main source of fuel for cooking. The table shows that about 98.3 percent of employed household heads whose main type of housing unit is Rontabole use animal dung as their main source of fuel for cooking while gas is the main source of fuel for cooking for 58.3 percent of household heads whose main type of housing unit is Apartment/Townhouse. About 60 percent of the households heads whose main type of housing unit is Heisi use wood) as main source of fuel for cooking.

Table 14.3.6: Currently employed household heads aged 15 Years and Above by Sex, Main Type of Housing Unit and Main Source of Fuel for Cooking – 2008 ILFS										
Main type of housing unit	Electricity							Animal dung	Crop waste	Other
	Total	(mains)	Gas	Paraffin	Candles	Coal	Wood			
Rontabole	147,725	0.0	0.3	0.3	0.0	0.0	1.0	98.3	0.0	0.0
Heisi	542	0.0	5.2	37.6	0.0	0.0	57.2	0.0	0.0	0.0
Polata	11,534	10.0	30.6	33.9	0.0	0.6	21.6	2.8	0.0	0.4
Malaene	17,006	8.8	49.8	39.4	0.0	0.2	1.3	0.2	0.0	0.3
Optaka	1,960	26.4	50.3	13.9	0.0	0.0	9.4	0.0	0.0	0.0
Apartment/Townhouse	834	29.8	58.3	7.6	0.0	0.0	4.3	0.0	0.0	0.0
Bungalow	699	49.7	44.9	0.0	0.0	0.0	5.4	0.0	0.0	0.0
Temporary Structure	825	8.9	34.2	39.0	0.0	1.6	16.3	0.0	0.0	0.0

Table 14.14 shows currently employed household heads aged 15 years and above by main type of housing unit and main source of fuel for heating. The table shows that among households whose heads were currently employed, paraffin is the most commonly used as the main source of fuel for heating except where Rontabole and Bungalow are the main type of housing units.

The table further shows that 98.3 percent of employed household heads whose main type of housing unit is Rontabole, used animal dung as their main source of fuel for heating, while 54.9 percent of those whose main type of housing unit was Bungalow, used electricity as their main source of fuel for heating.

Table 14.14: Currently Employed Household Heads Aged 15 Years and Above by Main Type of Housing Unit and Main Source of Fuel for Heating – 2008 ILFS										
Main type of housing unit	Total	Electricity (mains)	Gas	Paraffin	Candles	Coal	Wood	Animal dung	Crop waste	Other
Rontabole	147,725	0.0	0.0	0.3	0.0	0.1	1.2	98.3	0.0	0.0
Heisi	542	0.0	0.0	50.1	0.0	0.0	49.9	0.0	0.0	0.0
Polata	1,1534	9.0	3.6	56.2	0.0	0.6	24.3	2.8	0.2	3.3
Malaene	17,006	6.9	4.4	80.5	0.0	0.5	0.8	1.5	0.0	5.3
Optaka	1,960	20.5	4.7	48.1	0.0	9.8	13.8	3.1	0.0	0.0
Apartment/Townhouse	834	29.6	3.9	53.8	0.0	5.7	3.2	0.0	0.0	3.8
Bungalow	699	54.9	0.0	33.1	0.0	0.0	12.0	0.0	0.0	0.0
Temporary Structure	825	8.9	0.0	61.4	0.0	5.6	24.0	0.0	0.0	0.0

Table 14.15 presents currently employed household heads aged 15 years and above by main type of housing unit and main source of fuel for lighting. The table shows that paraffin is the predominant source of fuel for lighting in all households except where the main type of housing unit is Bungalow and Apartment/Townhouse. About 82 and 64 percent of households where the main type of housing unit is Bungalow and Apartment/Townhouse respectively, use electricity as the main source of fuel for lighting. Generally paraffin, candles and electricity are the main sources of fuel for lighting in the households whose head were currently employed.

Table 14.15: Currently Employed Household Heads Aged 15 Years and Above by Sex, Main Type of Housing Unit and Main Source of Fuel for Lighting – 2008 ILFS										
Main type of housing unit	Total	Electricity (Mains)	Gas	Paraffin	Candles	Coal	Wood	Animal dung	Crop waste	Other
Rontabole	147,725	0.0	0.0	99.5	0.5	0.0	0.0	0.0	0.0	0.0
Heisi	542	5.2	0.0	56.6	38.3	0.0	0.0	0.0	0.0	0.0
Polata	11,534	18.7	0.4	48.4	32.2	0.0	0.2	0.0	0.0	0.0
Malaene	17,006	18.0	0.8	67.1	14.2	0.0	0.0	0.0	0.0	0.0
Optaka	1,960	39.9	0.0	43.2	17.0	0.0	0.0	0.0	0.0	0.0
Apartment/Townhouse	834	64.0	0.0	36.0	0.0	0.0	0.0	0.0	0.0	0.0
Bungalow	699	82.3	0.0	11.2	6.5	0.0	0.0	0.0	0.0	0.0
Temporary Structure	825	13.0	0.0	54.0	33.1	0.0	0.0	0.0	0.0	0.0

Table14.16 shows currently employed household heads aged 15 years and above by main type of housing unit and main type of toilet facility. The table shows that almost all the households whose main type of housing unit was Rontabole have no toilets facilities. The table also shows that sewage (30.9 percent) and septic tank (13.9 percent) are mostly used by households whose main type of housing units were apartment/town house and bungalow respectively. Soak away, VIP and pit latrine are the most common toilet facilities used by households whose main type of housing units were apartment/town house, Malaene and temporary structure.

Table14.16: Currently Employed Household Heads Aged 15 Years and Above by Main Type of Housing Unit and Main Type of Toilet Facility								
Main type of housing unit	Total	No toilet	Sewage system	Septic tank	Soak away	VIP	Pit Latrine	Other
Rontabole	147,725	99.4	0.0	0.0	0.1	0.3	0.3	0.0
Heisi	542	55.3	5.2	0.0	0.0	31.0	8.5	0.0
Polata	11,534	22.8	3.3	1.4	1.1	43.0	28.4	0.0
Malaene	17,006	4.6	2.0	0.5	0.0	65.5	27.5	0.0
Optaka	1,960	6.4	15.6	7.4	2.6	59.2	8.8	0.0
Apartment/ Townhouse	834	0.0	30.9	0.0	17.2	28.4	23.5	0.0
Bungalow	699	0.0	19.4	13.9	0.0	49.1	17.6	0.0
Temporary Structure	825	25.3	4.0	0.0	0.0	29.0	41.7	0.0

Table14.17 shows currently employed household heads aged 15 years and above by main type of housing unit and type of rubbish disposal. The table shows that majority of the households irrespective of the main type of housing unit have their own refuse dump. About 10 percent of the households where the main type of housing unit are Malaene, Optaka, Apartment/Townhouse and Bungalow have their refuse collected.

Table14.17: Currently Employed Household Heads Aged 15 Years and Above by Main Type of Housing Unit and Type of Rubbish Disposal – 2008 ILFS							
Main type of Housing Unit	Total	Regularly collected	Irregularly collected	Communal refuse dump	Own refuse dump	Roadside dumping	Other
Rontabole	147,725	0.0	0.0	0.0	99.9	0.1	0.0
Heisi	542	0.0	0.0	0.0	100.0	0.0	0.0
Polata	11,534	6.3	1.3	9.8	79.2	3.1	0.3
Malaene	17,006	9.0	2.1	7.7	75.4	5.3	0.5
Optaka	1,960	10.3	1.9	5.2	77.4	5.1	0.0
Apartment/ Townhouse	834	11.5	4.8	5.5	78.3	0.0	0.0
Bungalow	699	12.1	5.3	0.0	82.6	0.0	0.0
Temporary Structure	825	3.3	0.0	0.0	91.6	5.1	0.0

14.4 Summary

The proportion of population that were present in Lesotho during the survey was relatively higher at over 80 percent. Mafeteng district had the highest proportion of the household members who were elsewhere in Lesotho at the time of the survey (8.7 percent) and was followed by Quthing at (7.0 percent). The highest proportions

of the household members who were outside Lesotho at the time of the survey was reported in Qacha's Nek and Quthing districts with each district constituting about 11 percent

A large proportion of the household members in Lesotho are living in the rural areas (76.1 percent) as compared to those living in the urban areas (23.9 percent). The proportions never married begin to decline with age from age group 20-24. The marriage pattern in Lesotho where most marriages begin at age 20, females tend to marry at younger ages than males

Two thirds of the population aged 6 and above have completed primary education and less than two percent of the populations have completed graduate education. Over 80 percent of the household members aged 15 years and above were employees while about 14 percent were own account workers.

About 30 percent of the population in Lesotho is in the age range 0-14 years. In general, there are more females than males in the study of population.

A larger proportion of main type of housing units, irrespective of the employment status of the head of the household are constructed with stone.

Almost all the households whose main type of housing unit was Rontabole have no toilets facilities.

The majority of the households irrespective of the main type of housing unit have their own refuse dump. Majority of the households irrespective of the main type of housing unit have their own refuse dump paraffin is the predominant source of fuel for lighting in all households except where the main type of housing unit is Bungalow and Apartment/Townhouse respectively, use electricity as the main source of fuel for lighting.

About 60 percent of the households heads whose main type of housing unit is Heisi use wood) as main source of fuel for cooking. The source of drinking water, 98.4 percent of households whose main type of housing unit is Rontabole is mainly the public well.

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