



KINGDOM OF ESWATINI

INTEGRATED LABOUR FORCE SURVEY 2021

KEY FINDINGS RESULTS

(National Employment Statistics Unit)

MINISTRY OF LABOUR AND SOCIAL SECURITY



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Foreword

The 2021 Integrated Labour Force Survey (ILFS) is the fifth comprehensive labour force survey undertaken in the kingdom of Eswatini. The Ministry of Labour and Social Security (National Employment Statistics unit), in collaboration with the Central Statistical Office (CSO) has been conducting the survey after every three years, since 2007 till 2016.

The survey adopted resolutions concerning statistics on work relationships reviewed in the 20th International Conference of Labour Statisticians (ICLS) as follows: -

- ▶ International Classification of Status in Employment (ICSE-18),
- ▶ International Classification of Status in Employment according to type of authority (ICSE-18-A),
- ▶ International Classification of Status in Employment according to type of economic risk (ICSE-18-R) including
- ▶ International Classification of Status at Work (icsaw-18).

The study included explorations about the impact of COVID-19 pandemic on working conditions of the country's human resource as recommended by ILO.

Labour Force Survey (LFS) is intended to collect data that depicts the labour market status in the country in terms of level as well as trends of major labour market indicators including the unemployment rate and other measures of labour underutilization, labour force participation rate, employment-to-population ratio (absorption rate), average hours worked by individuals in different sectors of the economy and different occupations, the income received as a result of participating in the production process of goods and services. LFS provides data to both public and private sectors including other relevant institutions to enable them to formulate to enable them to formulate, evaluate and monitor socio economic policies for the kingdom's informed decisions on labour market issues.

I would like to take this opportunity to express my sincere gratitude to the Director of CSO, Mr. A. M. Zwane for the technical support provided during entire duration of the survey. I appreciate the contribution of the respondents who provided the necessary information, all the survey team members who worked tirelessly throughout the duration of this exercise and all those whose input led to the successes of completion of the study. Sincere gratitude goes to Choice Ginindza, Robert Fakudze, Qhawe Tfwala (all from CSO), Thandie Dlamini, Thembisile Dlamini, Sicelo Zwane, Cebile Matsebula, Gcina Gumedze, Zwelakhe Nkohlo and Mfanzile Nkambule (National Employment Statistics unit) for their efforts in compiling the report.

My appreciation goes to His Majesty's Government (main sponsor) for entrusting the Ministry with the study. Special thanks to the United Nations Development Programme (UNDP) for their support in fuel, data processing equipment (Desktop, laptops, external hard drives and USB flashes) and workshops. My appreciation is also extended to The International Labour Organisation (ILO) for their comprehensive technical support.

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Principal Secretary
Ministry of Labour and Social Security

Mbabane
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Background

The study was elicited by high demand for Labour Market Information (LMI) especially during the COVID-19 pandemic which has a huge impact on the labour force and working conditions.

The study which included listing of households within Enumeration Areas (EAs) was interrupted by the outbreak of the COVID-19 pandemic thus listing of Enumeration Areas (EAs) was completed February 2020 while the actual data collection took place in April to June 2021.

The survey was household based in nature, as its responding units were both private households and individuals residing in these households. The Labour Force Survey was a probability sample based on a two-stage design. In the first stage 237 EAs were selected with probability proportional to size and then 12 households were selected with systematic sampling within each EA. Thus the sample consisted of 2,844 households. The sampling frame for this study was the Population and Housing Census that was conducted in May of 2017.

Survey Methodology

The Labour Force Survey was a probability sample that was based on a two-stage design. As previous LFS, the sample was drawn from all households enumerated in the population and Housing Census that was conducted in 2017.

The country was stratified into 8 domains; 4 regions, and two settlement types (urban and rural) in each region. Within each domain, enumeration areas (EAs) were sampled using probability proportional to size, resulting to a total sample of 237 EAs. Thus, the total number of households sampled was about 2 844, the EAs were distributed proportionally to the size of the region.

Key Findings Table

Working age Population

Table 1.1: Percentage distribution of working age population by sex and region

Sex			
	Male	Female	Both Sexes
Working age population	355 879	355 879	790 862
Region			
Hhohho	28.6	27.4	27.9
Manzini	34.34	36.6	35.6
Shiselweni	16.2	18.4	17.4
Lubombo	20.8	19.6	19.6
All Regions	100	100	100

Table 1.2: Percentage distribution of working age population by sex and residence

Sex			
	Male	Female	Both Sexes
Working age population	355 879	355 879	790 862
Residence			
Urban	32.0	33.6	32.8
Rural	68.0	66.4	67.2
All Residence	100.0	100.0	100.0

Table 1.3: Percentage distribution of working age population by sex and age group

Sex			
	Male	Female	Both Sexes
Working age population	355 879	355 879	790 862
15-19	20.2	14.9	17.3
20-24	16.1	14.9	15.4
25-29	12.0	12.8	12.4
30-34	10.3	11.7	11.1
35-39	9.0	10.6	9.9
40-44	9.4	7.7	8.4
45-49	5.9	6.0	6.0
50-54	4.9	5.4	5.2
55-59	3.3	4.3	3.9
60-64	3.1	3.7	3.4
65+	5.9	8.1	7.1
All Ages	100.0	100.0	100.0

Table 1.4: Working age population rate by sex and region

Sex			
	Male	Female	Both Sexes
Working age population	577 377	644 801	1 222 178
Region			
Hhohho	62.0	68.9	65.5
Manzini	64.0	69.8	67.2
Shiselweni	58.2	63.5	61.2
Lubombo	60.3	65.0	62.6
All Regions	61.6	67.5	64.7

Labour Force

Table 2.1: Percentage distribution of labour force by sex and regions

Sex			
	Male	Female	Both Sexes
Labour force	175 728	187255	362 983
Region			
Hhohho	29.0	30.1	29.5
Manzini	39.4	40.0	39.7
Shiselweni	9.1	12.9	11.1
Lubombo	22.4	17.0	19.6
All Regions	100	100	100

Table 2.2: Percentage distribution of labour force by sex and residence

Sex			
	Male	Female	Both Sexes
Labour force	175 728	187255	362 983
Residence			
Urban	40.9	44.0	42.5
Rural	59.1	56.0	57.5
All Residence	100.0	100.0	100.0

Table 2.3: Percentage distribution of labour force by sex and age group

Sex			
	Male	Female	Both Sexes
Labour force	175 728	187255	362 983
Age Group			
15-19	4.0	3.0	3.5
20-24	14.1	13.5	13.8
25-29	17.0	17.6	17.3
30-34	15.3	16.9	16.1
35-39	13.9	16.1	15.1
40-44	14.9	11.1	12.9
45-49	8.2	8.6	8.4
50-54	6.6	6.6	6.6
55-59	3.3	3.8	3.6
60-64	1.3	1.8	1.5
65+	1.3	1.1	1.2
All Ages	100.0	100.0	100.0

Table 2.4: Percentage distribution of labour force by sex and educational attainment

	Sex		
	Male	Female	Both Sexes
Labour force	175 728	187255	362 983
Educational Attainment			
No schooling	3.7	3.5	3.6
Early childhood education	0.1	0.0	0.0
Primary education	23.1	19.3	21.1
Lower secondary education	21.7	25.3	23.5
Upper secondary education	34.1	31.3	32.6
Post-secondary non-tertiary education	0.4	0.6	0.5
Informal education	0.1	0.0	0.1
Vocational education	1.5	0.5	1.0
Tertiary education	14.6	18.6	16.7
Not elsewhere classified	0.9	0.9	0.9
All Levels	100.0	100.0	100.0

Table 2.5: Labour force participation rate by sex and regions

Region	Sex		
	Male	Female	Both Sexes
Hhohho	50.1	47.2	48.5
Manzini	56.6	47.1	51.2
Shiselweni	27.9	30.3	29.2
Lubombo	53.2	41.6	47.3
All Regions	49.4	43.0	45.9

Table 2.6: Labour force participation rate by sex and educational attainment

Educational Attainment	Sex		
	Male	Female	Both Sexes
No schooling	36.7	21.1	26.7
Early childhood education	67.8	0.0	19.4
Primary education	42.7	35.2	38.8
Lower secondary education	39.9	39.1	39.5
Upper secondary education	56.5	46.6	51.1
Post-secondary non-tertiary education	56.5	77.4	68.6
Informal education	29.5	0.0	11.6
Vocational education	82.4	90.2	84.2
Tertiary education	74.6	73.5	74.0
Not elsewhere classified	60.8	63.7	62.3
All Levels	49.4	43.0	45.9

Table 2.7: Trend of Labour force participating rate by sex, region, and residence

	2010	2013	2016	2021
Sex				
Male	51.6	55.3	55.5	49.4
Female	42.9	46.0	46.5	43.0
Both Sexes	46.9	50.4	50.6	45.9
Region				
Hhohho	42.5	51.5	55.9	48.5
Manzini	53.3	51.6	56.8	59.2
Shiselweni	39.6	45.7	39.6	29.2
Lubombo	48.3	50.0	47.0	47.3
All regions	46.9	50.4	50.6	45.9
Residence				
Urban	65.1	60.8	67.5	59.4
Rural	38.9	43.8	45.3	39.3
All regions	46.9	50.4	50.6	45.9

Out of Labour Force

Table 3.1: Percentage distribution of out of labour force by sex and regions

	Sex		
	Male	Female	Both Sexes
Out of labour force	180 151	247 726	427 878
Region			
Hhohho	28.2	25.4	26.6
Manzini	29.5	34.0	32.1
Shiselweni	23.1	22.5	22.8
Lubombo	19.2	18.0	18.5
All Regions	100.0	100.0	100.0

Table 3.2: Percentage distribution of out of labour force by sex and residence

	Sex		
	Male	Female	Both Sexes
Out of labour force	180 151	247 726	427 878
Residence			
Urban	23.3	25.7	24.7
Rural	76.7	74.3	75.3
All Residence	100.0	100.0	100.0

Table 3.3: Percentage distribution of out of labour force by sex and age group

	Sex		
	Male	Female	Both Sexes
Out of labour force	180 151	247 726	427 878
Age group			
15-19	35.9	23.9	29.0
20-24	18.1	15.9	16.8
25-29	7.0	9.1	8.2
30-34	5.5	7.8	6.8
35-39	4.3	6.3	5.5
40-44	4.0	5.1	4.6
45-49	3.6	4.1	3.9
50-54	3.1	4.5	3.9
55-59	3.3	4.7	4.1
60-64	4.8	5.2	5.0
65+	10.5	13.3	12.1
All Ages	100.0	100.0	100.0

Table 3.4: Percentage distribution of out of labour force by sex and educational attainment

	Sex		
	Male	Female	Both Sexes
Out of labour force	180 151	247 726	427 878
Education Attainment			
No schooling	6.1	9.9	8.3
Early childhood education	0.0	0.3	0.2
Primary education	30.2	26.9	28.3
Lower secondary education	31.8	29.7	30.6
Upper secondary education	25.5	27.2	26.5
Post-secondary non-tertiary education	0.3	0.1	0.2
Informal education	0.3	0.4	0.3
Vocational education	0.3	0.0	0.2
Tertiary education	4.8	5.1	5.0
Not elsewhere classified	0.5	0.4	0.5
All Levels	100.0	100.0	100.0

Table 3.5: Percentage distribution of those not seeking, not available and not willing by sex and regions

	Sex		
	Male	Female	Both Sexes
Not Seeking, not Available and not willing	114 010	145 316	259 326
Region			
Hhohho	27.1	24.6	25.7
Manzini	32.3	36.6	34.7
Shiselweni	21.5	22.0	21.8
Lubombo	19.1	16.8	17.8
All Regions	100.0	100.0	100.0

Table 3.6: Percentage distribution of those not seeking, not available and not willing by sex and residence

	Sex		
	Male	Female	Both Sexes
Not Seeking, not Available and not willing	114 010	145 316	259 326
Residence			
Urban	24.8	25.0	24.9
Rural	75.2	75.0	75.1
All Residence	100.0	100.0	100.0

Table 3.7: Percentage distribution of those not seeking, not available and not willing by sex and age group

Sex			
	Male	Female	Both Sexes
Not Seeking, not Available and not willing	114 010	145 316	259 326
Age group			
15-19	46.9	31.4	38.2
20-24	18.7	16.1	17.3
25-29	3.9	4.5	4.2
30-34	2.1	3.3	2.8
35-39	1.5	3.0	2.3
40-44	1.7	2.4	2.1
45-49	2.2	3.5	2.9
50-54	1.5	3.7	2.8
55-59	2.6	5.3	4.1
60-64	5.0	6.6	5.9
65+	13.7	20.3	17.4
All Ages	100.0	100.0	100.0

Table 3.8: Percentage distribution of those not seeking, not available and not willing by sex and education attainment

Sex			
	Male	Female	Both Sexes
Not Seeking, not Available and not willing	114 010	145 316	259 326
Education Attainment			
No schooling	7.3	12.8	10.4
Early childhood education	0.0	0.3	0.2
Primary education	28.4	26.7	27.5
Lower secondary education	34.6	28.8	31.4
Upper secondary education	24.2	26.0	25.2
Post-secondary non-tertiary education	0.4	0.1	0.2
Informal education	0.0	0.3	0.2
Vocational education	0.2	0.0	0.1
Tertiary education	4.1	4.3	4.2
Not elsewhere classified	0.7	0.7	0.7
All Levels	100.0	100.0	100.0

Future Starters

Table 4.1: Percentage distribution of future starters by sex and regions

Sex			
	Male	Female	Both Sexes
Future Starters	108	913	1 021
Region			
Hhohho	100.0	51.2	56.3
Manzini	0.0	20.8	18.6
Shiselweni	0.0	7.9	7.1
Lubombo	0.0	20.0	17.9
All Regions	100.0	100.0	100.0

Table 4.2: Percentage distribution of future starters by sex and residence

Sex			
	Male	Female	Both Sexes
Future Starters	108	913	1 021
Residence			
Urban	0.0	40.4	36.1
Rural	100.0	59.6	63.8
All Residence	100.0	100.0	100.0

Employed Population

Table 5.1: Percentage distribution of future starters by sex and regions

	Sex		
	Male	Female	Both Sexes
Employed population	118 236	123 697	241 933
Region			
Hhohho	30.1	31.4	30.8
Manzini	35.7	36.0	35.8
Shiselweni	9.4	13.8	11.7
Lubombo	24.8	18.8	21.7
All Regions	100.0	100.0	100.0

Table 5.2: Percentage distribution of employed population by sex and residence

	Sex		
	Male	Female	Both Sexes
Employed population	118 236	123 697	241 933
Residence			
Urban	45.3	45.4	45.4
Rural	54.7	54.6	54.6
All Residence	100.0	100.0	100.0

Table 5.3: Percentage distribution of employed population by sex and age group

	Sex		
	Male	Female	Both Sexes
Employed population	118 236	123 697	241 933
Age group			
15-19	3.1	1.7	2.4
20-24	9.1	7.9	8.5
25-29	13.6	14.3	13.9
30-34	15.2	16.7	16.0
35-39	14.9	18.0	16.5
40-44	17.7	12.7	15.2
45-49	10.3	10.8	10.5
50-54	8.5	8.8	8.7
55-59	4.2	5.1	4.6
60-64	1.7	2.6	2.2
65+	1.8	1.5	1.6
All Ages	100.0	100.0	100.0

Table 5.4: Distribution of employed persons by area of specialisation and sex

Area of Specialisation	Sex		
	Male	Female	Both Sexes
Personal skills and development	1.0	1.0	1.0
Education	13.5	22.2	18.4
Arts and humanities not further defined	0.0	0.4	0.2
Arts	1.3	2.6	2.0
Humanities excluding languages	2.6	1.6	2.0
Languages	0.6	1.4	1.1
Social sciences, journalism and information not further defined	0.3	1.0	0.7
Social and behavioral sciences	0.5	2.6	1.7
Journalism and information	0.6	0.2	0.4
Business and administration	19.0	29.1	24.7
Law	3.2	0.9	1.9
Natural sciences, mathematics and statistics not further defined	0.9	0.0	0.4
Biological and related sciences	0.0	0.2	0.1
Environment	0.3	0.6	0.5
Physical sciences	0.0	0.4	0.2
Information and communication technologies	7.1	3.6	5.1
Engineering, manufacturing and construction not further defined	0.6	0.0	0.2
Engineering and engineering trades	15.2	1.6	7.5
Architecture and construction	4.8	4.3	4.5
Library, information and archival studies	11.7	0.9	5.6
Agriculture	1.5	1.7	1.6
Forestry	1.5	1.7	1.6
Veterinary	0.3	0.2	0.2
Health and welfare not further defined	0.9	0.0	0.4
Health	0.4	0.0	0.2
Welfare	0.3	1.0	0.7
Personal services	0.9	8.2	5.0
Hygiene and occupational health services	0.8	1.6	1.3
Security services	5.0	3.5	4.2
Transport	0.4	0.0	0.2
All Areas	100.0	100.0	100.0

Table 5.5: Percentage distribution of employed population by occupation and sex

Sex			
	Male	Female	Both Sexes
Employed population	118 236	123 697	241 933
Occupation			
Managers	4.9	3.4	4.1
Professionals	10.3	12.6	11.5
Technicians and Associate Professionals	6.3	4.0	5.1
Clerical Support Workers	3.2	5.7	4.4
Services and Sales Workers	18.7	34.4	26.7
Skilled Agricultural, Forestry and Fishery Workers	7.4	5.9	6.6
Craft and Related Trades Workers	16.4	4.3	10.3
Plant and Machine Operators and Assemblers	12.0	5.7	8.8
Elementary Occupations	18.2	22.8	20.6
Armed Forces Occupations	1.1	0.3	0.7
Not elsewhere classified	1.4	0.9	1.1
All occupations	100.0	100.0	100.0

Table 5.6: Distribution of employed population in managerial position by sex, region and residence

Sex			
Region	Male	Female	Both Sexes
Hhohho	2 058	1 341	3 399
Manzini	1 766	1 901	3 667
Shiselweni	637	81	718
Lubombo	1 390	850	2 240
All Regions	5 851	4 173	10 024
Residence			
Urban	2 989	2706	5 695
Rural	2 862	1 467	4 329
All Residence	5 851	4 173	10 024

Table 5.7: Proportion of women in managerial positions by region and residence

Region	Proportion of women in managerial positions
Hhohho	39.5
Manzini	51.8
Shiselweni	11.3
Lubombo	37.9
All Regions	41.6
Residence	
Urban	47.5
Rural	33.9
All Residence	41.6

Table 5.8: Percentage Distribution of employed population by sex and economic activity

	Sex		
	Male	Female	Both Sexes
Employed population	118 236	123 697	241 933
Economic activity			
Agriculture forestry and fishing	17.0	10.2	13.5
Mining and quarrying	0.7	0.3	0.5
Manufacturing	11.6	13.2	12.4
Electricity, gas, steam and air conditioning supply	0.6	0.1	0.3
Water supply; sewerage, waste management and remediation activities	0.6	0.2	0.4
Construction	9.8	1.1	5.4
Wholesale and retail trade repair of motor vehicles and motorcycles	12.3	24.2	18.4
Transportation and storage	4.6	0.7	2.6
Accommodation and food service activities	3.8	3.4	3.6
Information and communication	1.7	1.1	1.4
Financial and insurance activities	1.8	3.4	2.6
Real estate activities	0.9	0.3	0.6
Professional, scientific and technical activities	2.0	1.4	1.7
Administrative and support service activities	6.5	3.0	4.7
Public administration and defense; compulsory social security	5.9	4.0	4.9
Education	7.9	9.4	8.7
Human health and social work activities	5.1	7.0	6.0
Arts, entertainment and recreation	0.7	0.2	0.4
Other service activities	1.4	3.8	2.7
Activities of households as employers undifferentiated goods and services-producing act	3.6	11.9	7.9
Activities of extraterritorial organizations and bodies	0.2	0.2	0.2
Not elsewhere classified	1.3	0.9	1.1
All Activities	100.0	100.0	100.0

Table 5.9: Manufacturing employment as a proportion of total employment by sex, region and residence

Region	Sex		
	Male	Female	Both Sexes
Hhohho	6.5	7.3	6.9
Manzini	11.0	15.6	13.4
Shiselweni	14.8	24.6	20.7
Lubombo	17.4	10.2	14.2
All Regions	11.6	13.2	12.4
Residence			
Urban	15.0	17.0	16.0
Rural	8.7	10.1	9.4
All Residence	11.6	13.2	12.4

Table 5.10: Employment-to-population ratio (Absorption Rate) by sex, region and residence

Sex			
Region	Male	Female	Both Sexes
Hhohho	35.0	32.6	33.7
Manzini	34.5	28.0	30.8
Shiselweni	19.3	21.4	20.5
Lubombo	39.6	30.4	34.9
All Regions	33.2	28.4	30.6
Residence			
Urban	47.1	38.5	42.3
Rural	26.7	23.3	24.9
All Residence	33.2	28.4	30.6

Table 5.11: Trend of employment-to-population ratio by residence and regions

	2010	2013	2016	2021
Sex				
Male	38.4	41.8	43.7	33.2
Female	29.5	31.2	35.0	28.4
Both Sexes	33.5	36.2	39.0	30.6
Region				
Hhohho	33.5	36.6	44.6	33.7
Manzini	30.3	38.7	44.6	30.8
Shiselweni	39.0	28.6	29.9	20.5
Lubombo	26.9	37.7	33.5	34.9
All regions	33.5	36.2	39.0	30.6
Residence				
Urban	54.2	28.1	56.3	42.3
Rural	24.5	49.1	33.5	24.9
All regions	33.5	36.2	39.0	30.6

Table 5.12: Distribution of employed population by employment status, region and residence

Employment Status				
Region	Self-declared employees	Self-declared self-employed	Self-declared contributing family workers	All Status
Hhohho	31.2	29.8	35.3	31.0
Manzini	34.7	38.2	32.2	35.6
Shiselweni	13.0	7.5	15.7	11.6
Lubombo	21.1	24.5	16.8	21.9
All regions	100.0	100.0	100.0	100.0
Residence				
Urban	48.6	38.8	30.8	45.3
Rural	51.4	61.2	69.2	54.7
All regions	100.0	100.0	100.0	100.0

Table 5.13: Percentage distribution of employed persons with multiple jobs by region, residence and sex

Sex			
	Male	Female	Both Sexes
Inadequate employed	2 091	1 684	3 775
Hhohho	42.9	34.3	39.0
Manzini	17.6	45.3	30.0
Shiselweni	8.8	4.8	7.0
Lubombo	30.8	15.6	24.0
All Regions	100.0	100.0	100.0
Residence			
Urban	49.5	46.1	48.0
Rural	50.5	53.9	52.0
All Residence	100.0	100.0	100.0

Table 5.14: Percentage distribution of inadequate employment situation by sex and region

Sex			
	Male	Female	Both Sexes
Inadequate employed	77 262	82 034	159 296
Hhohho	29.8	31.8	30.8
Manzini	37.3	38.6	37.9
Shiselweni	9.2	13.4	11.4
Lubombo	23.7	16.2	19.9
All Regions	100.0	100.0	100.0

Table 5.15: Percentage Distribution of employed population by sex and economic activity

Sex			
Occupation	Male	Female	Both Sexes
Managers	3.8	2.2	3.0
Professionals	7.7	9.3	8.5
Technicians and Associate Professionals	5.9	3.1	4.4
Clerical Support Workers	2.3	5.8	4.1
Services and Sales Workers	20.4	39.0	30.0
Skilled Agricultural, Forestry and Fishery Workers	7.1	4.2	5.6
Craft and Related Trades Workers	17.4	4.6	10.8
Plant and Machine Operators and Assemblers	13.3	7.1	10.1
Elementary Occupations	22.0	24.8	23.4
Armed Forces Occupations	0.1	0.0	0.1
Not elsewhere classified	0.0	0.0	0.0
All Activities	100.0	100.0	100.0

Table 5.16: Percentage distribution of inadequate employment situation by sex and economic activity

Economic Activity	Sex		
	Male	Female	Both Sexes
Agriculture forestry and fishing	17.2	8.2	12.5
Mining and quarrying	1.0	0.3	0.6
Manufacturing	13.5	16.2	14.9
Electricity, gas, steam and air conditioning supply	0.3	0.1	0.2
Water supply; sewerage, waste management and remediation activities	0.4	0.3	0.4
Construction	11.2	1.3	6.1
Wholesale and retail trade repair of motor vehicles and motorcycles	13.0	27.3	20.4
Transportation and storage	5.0	0.9	2.9
Accommodation and food service activities	3.5	3.9	3.7
Information and communication	1.9	1.1	1.5
Financial and insurance activities	0.9	2.5	1.7
Real estate activities	0.7	0.1	0.4
Professional, scientific and technical activities	1.6	1.2	1.4
Administrative and support service activities	8.1	2.0	5.0
Public administration and defense; compulsory social security	3.6	2.0	2.8
Education	6.4	7.2	6.8
Human health and social work activities	4.6	6.2	5.4
Arts, entertainment and recreation	0.9	0.2	0.5
Other service activities	1.4	4.6	3.1
Activities of households as employers undifferentiated goods and services-producing act	4.7	14.0	9.5
Activities of extraterritorial organizations and bodies	0.0	0.3	0.2
All Activities	100.0	100.0	100.0

Temporary Absence from Employment

Table 6.1: Percentage distribution of temporary absence from employment by sex and region

Sex			
	Male	Female	Both Sexes
Temporary absent	3 891	3 454	7 345
Region			
Hhohho	50.6	50.8	50.7
Manzini	30.2	16.6	23.8
Shiselweni	6.5	15.2	10.6
Lubombo	12.6	17.5	14.9
All Regions	100.0	100.0	100.0

Table 6.2: Percentage distribution of temporary absence from employment by sex and reason for absence

Sex			
	Male	Female	Both Sexes
Temporary absent	3 891	3 454	7 345
Reason for absence			
Waiting to start new job or business	17.0	5.0	11.4
Low or off-season	3.9	0.0	2.1
Shift work, flexi time, nature of work	20.2	24.7	22.3
Vacation, holidays	5.6	12.3	8.8
Sickness, illness, accident	15.9	11.2	13.7
Maternity, paternity leave	0.0	13.8	6.5
Other personal leave (care for family, civic duties)	13.0	6.7	10.1
Temporary layoff, no clients or materials, work break	19.1	13.5	16.5
Covid-19 related reasons	2.6	12.7	7.3
Other (specify)	2.6	0.0	1.4
All Reasons	100	100	100

Table 6.3: Percentage distribution of temporary absence from employment by sex and institutional sector

Sex			
	Male	Female	Both Sexes
Temporary absent	3 891	3 454	7 345
Institutional sector			
Public	17.2	34.2	25.8
Parastatal	0.0	4.6	2.3
Private	78.0	54.7	66.3
Households	0.0	0.0	0.0
Non-profit institutions	4.7	6.4	5.6
International institutions	0.0	0.0	0.0
All Institutions	100.0	100.0	100.0

Table 6.4: Percentage distribution of temporary absence from employment by sex and occupation

Sex			
Occupation	Male	Female	Both Sexes
Managers	5.1	0.0	2.7
Professionals	11.4	10.0	10.8
Technicians and Associate Professionals	4.3	15.6	9.6
Clerical Support Workers	2.7	7.6	5.0
Services and Sales Workers	17.8	35.9	26.3
Skilled Agricultural, Forestry and Fishery Workers	2.6	9.4	5.8
Craft and Related Trades Workers	24.6	7.2	16.4
Plant and Machine Operators and Assemblers	7.0	0.0	3.7
Elementary Occupations	5.8	9.3	7.4
Armed Forces Occupations	1.6	0.0	0.8
Not elsewhere classified	17.0	5.0	11.4
All Occupations	100.0	100.0	100.0

Table 6.5: Percentage distribution of temporary absence from employment by sex and economic activity

Sex			
Economic Activity	Male	Female	Both Sexes
Agriculture forestry and fishing	3.5	13.9	8.4
Mining and quarrying	0.0	0.0	0.0
Manufacturing	7.7	13.7	10.5
Electricity, gas, steam and air conditioning supply	4.5	0.0	2.4
Water supply; sewerage, waste management and remediation activities	0.0	0.0	0.0
Construction	11.8	0.0	6.3
Wholesale and retail trade repair of motor vehicles and motorcycles	7.2	15.8	11.2
Transportation and storage	4.7	0.0	2.5
Accommodation and food service activities	2.8	0.0	1.5
Information and communication	0.0	0.0	0.0
Financial and insurance activities	0.0	7.3	3.4
Real estate activities	2.3	0.0	1.2
Professional, scientific and technical activities	0.0	0.0	0.0
Administrative and support service activities	5.9	0.0	3.1
Public administration and defense; compulsory social security	10.2	19.4	14.5
Education	7.4	5.5	6.5
Human health and social work activities	15.0	9.1	12.2
Arts, entertainment and recreation	0.0	0.0	0.0
Other service activities	0.0	7.1	3.3
Activities of households as employers undifferentiated goods and services-producing act	0.0	3.2	1.5
Activities of extraterritorial organizations and bodies	0.0	0.0	0.0
Not elsewhere classified	17.0	5.0	11.4
All Activities	100.0	100.0	100.0

Informal Employment

Table 7.1: Percentage distribution of informally employed population by sex and unit of production

Sex			
	Male	Female	Both Sexes
Informally Employed population	40 374	58 295	98 669
Unit of Production			
Employment in Informal Sector	64.3	60.3	61.9
Employment in Formal Sector	30.4	22.0	25.4
Households	5.3	17.8	12.7
All Units	100.0	100.0	100.0

Table 7.2: Percentage distribution of informally employed population by sex, region, and resi-

Sex			
	Male	Female	Both Sexes
Informally Employed population	40 374	58 295	98 669
Hhohho	31.5	28.1	29.5
Manzini	40.0	36.6	38.0
Shiselweni	8.9	12.3	10.9
Lubombo	19.7	22.9	21.6
All Regions	100.0	100.0	100.0
Residence			
Urban	44.5	41.6	42.8
Rural	55.5	58.4	57.2
All Residence	100.0	100.0	100.0

Table 7.3: Percentage distribution of informally employed population by sex and occupation

Sex			
	Male	Female	Both Sexes
Informally Employed population	40 374	58 295	98 669
Occupation			
Managers	3.8	2.2	3.0
Professionals	7.7	9.3	8.5
Technicians and Associate Professionals	5.9	3.1	4.4
Clerical Support Workers	2.3	5.8	4.1
Services and Sales Workers	20.4	39.0	30.0
Skilled Agricultural, Forestry and Fishery Workers	7.1	4.2	5.6
Craft and Related Trades Workers	17.4	4.6	10.8
Plant and Machine Operators and Assemblers	13.3	7.1	10.1
Elementary Occupations	22.0	24.8	23.4
Armed Forces Occupations	0.1	0.0	0.1
Not elsewhere classified	0.0	0.0	0.0
All Occupations	100.0	100.0	100.0

Table 7.4: Percentage distribution of informally employed by sex and economic activity

Sex			
	Male	Female	Both Sexes
Informally Employed population	40 374	58 295	98 669
Occupation			
Agriculture forestry and fishing	17.1	12.2	14.2
Mining and quarrying	0.4	0.2	0.3
Manufacturing	8.5	11.4	10.2
Electricity, gas, steam and air conditioning supply	0.3	0.1	0.2
Water supply; sewerage, waste management and remediation activities	0.0	0.2	0.1
Construction	12.6	0.2	5.3
Wholesale and retail trade repair of motor vehicles and motorcycles	18.7	36.6	29.3
Transportation and storage	8.6	0.6	3.8
Accommodation and food service activities	3.9	4.7	4.4
Information and communication	1.0	0.4	0.7
Financial and insurance activities	1.3	2.0	1.7
Real estate activities	0.8	0.4	0.6
Professional, scientific and technical activities	1.9	0.3	1.0
Administrative and support service activities	6.1	1.4	3.3
Public administration and defense; compulsory social security	2.7	0.2	1.2
Education	4.1	3.8	3.9
Human health and social work activities	4.2	2.0	2.9
Arts, entertainment and recreation	0.5	0.2	0.3
Other service activities	2.2	5.7	4.2
Activities of households as employers undifferentiated goods and services-producing act	5.1	17.3	12.3
Activities of extraterritorial organizations and bodies	0.0	0.0	0.0
All Activities	100.0	100.0	100.0

Table 7.5: Proportion of informal employment by sex, region and residence

Sex			
Region	Male	Female	Both Sexes
Hhohho	35.7	42.2	39.1
Manzini	38.3	48.0	43.3
Shiselweni	32.2	41.9	38.1
Lubombo	27.1	57.5	40.5
All Regions	34.1	47.1	40.8
Residence			
Urban	33.5	43.1	38.4
Rural	34.7	50.5	42.7
All Residence	34.1	47.1	40.8

Table 7.6: Proportion of informal employment in non-agricultural employment by sex, region and residence

Sex			
Region	Male	Female	Both Sexes
Hhohho	81.1	89.0	85.6
Manzini	85.9	92.7	89.8
Shiselweni	81.5	83.5	82.9
Lubombo	80.5	80.9	80.7
All Regions	82.9	87.8	85.8
Residence			
Urban	91.3	90.4	90.8
Rural	76.2	86.0	82.1
All Residence	82.9	87.8	85.8

Labour Underutilisation

Table 8.1: Percentage distribution of unemployed population by sex and regions

	Sex		
	Male	Female	Both Sexes
Unemployed Population	57 492	63 559	121 051
Region			
Hhohho	26.6	27.5	27.1
Manzini	47.2	47.8	47.5
Shiselweni	8.6	11.2	10.0
Lubombo	17.6	13.6	15.5
All Regions	100.0	100.0	100.0

Table 8.2: Percentage distribution of unemployed population by sex and residence

	Sex		
	Male	Female	Both Sexes
Unemployed Population	57 492	63 559	121 051
Residence			
Urban	31.9	41.1	36.7
Rural	68.1	58.9	63.3
All Residence	100.0	100.0	100.0

Table 8.3: Percentage distribution of unemployed population by fields of education and training and sex

	Sex		
	Male	Female	Both Sexes
Fields of Education and Training	6 043	12 538	18 581
Education	11.7	13.0	12.6
Arts	4.0	2.5	3.0
Humanities excluding languages	0.0	1.7	1.1
Languages	0.0	1.9	1.3
Social sciences, journalism and information not further defined	1.4	0.0	0.5
Social and behavioral sciences	1.4	1.0	1.1
Business and administration	13.4	23.8	20.4
Law	0.0	2.1	1.4
Biological and related sciences	0.0	0.9	0.6
Information and communication technologies	14.0	5.9	8.6
Engineering, manufacturing and construction not further defined	2.3	0.0	0.7
Engineering and engineering trades	13.2	1.5	5.3
Architecture and construction	2.8	4.8	4.2
Library, information and archival studies	8.9	1.4	3.9
Agriculture	3.9	0.7	1.7
Health	10.6	9.4	9.8
Welfare	0.0	3.9	2.6
Personal services	5.2	20.1	15.3
Hygiene and occupational health services	7.2	3.4	4.6
Security services	0.0	2.1	1.4
All Fields	100.0	100.0	100.0

Table 8.4: Unemployment rate by sex, region and age group

Sex			
	Male	Female	Both Sexes
Region			
Hhohho	30.0	31.0	30.5
Manzini	39.2	40.6	39.9
Shiselweni	30.8	29.4	30.0
Lubombo	25.6	27.0	26.3
All Regions	32.7	33.9	33.3
Age group			
15-19	47.8	63.1	54.5
20-24	56.7	61.6	59.1
25-29	46.4	46.4	46.4
30-34	33.2	34.4	33.8
35-39	28.2	26.3	27.2
40-44	19.7	24.2	21.7
45-49	16.0	17.0	16.6
50-54	13.5	11.7	12.6
55-59	15.2	11.6	13.3
60-64	12.3	3.2	6.9
65+	8.1	10.4	9.2
All Ages	32.7	33.9	33.3

Table 8.5: Trend of unemployment rate by region

Sex					
Region	2007	2010	2013	2016	2021
Hhohho	27.2	23.2	29.0	20.2	30.5
Manzini	27.1	22.9	25.3	21.7	39.9
Shiselweni	30.0	25.4	37.5	24.5	30.0
Lubombo	31.8	24.3	24.8	28.6	26.3
All Regions	28.2	28.5	28.1	23.0	33.3

Table 8.6: Time related underemployment by sex and region

Sex			
	Male	Female	Both Sexes
Underemployed	8 927	13 348	22 275
Region			
Hhohho	42.7	39.5	40.8
Manzini	36.8	34.9	35.7
Shiselweni	6.3	11.2	9.2
Lubombo	14.3	14.3	14.3
All Regions	100.0	100.0	100.0

Table 8.7: Time related underemployment by sex and residence

Sex			
	Male	Female	Both Sexes
Underemployed	8 927	13 348	22 275
Residence			
Urban	31.8	32.2	32.0
Rural	68.2	67.8	68.0
All Residence	100.0	100.0	100.0

Table 8.8: Time related underemployment rates by sex, region and residence

Sex			
	Male	Female	Both Sexes
Region			
Hhohho	10.7	13.6	12.2
Manzini	7.8	10.5	9.2
Shiselweni	5.0	8.8	7.3
Lubombo	4.3	8.2	6.0
All Regions	7.6	10.8	9.2
Residence			
Urban	5.3	7.6	6.5
Rural	9.4	13.4	11.5
All Residence	7.6	10.8	9.2

Table 8.9: Percentage distribution of those seeking but not available by sex and regions

Sex			
	Male	Female	Both Sexes
Seeking but not available	62	371	433
Hhohho	0.0	0.0	0.0
Manzini	0.0	100.0	85.7
Shiselweni	100.0	0.0	14.3
Lubombo	0.0	0.0	0.0
All Regions	100.0	100.0	100.0

Table 8.10: Percentage distribution of those seeking but not available by sex and residence

Sex			
	Male	Female	Both Sexes
Seeking but not available	62	371	433
Residence			
Urban	0.0	100.0	85.7
Rural	100.0	0.0	14.3
All Residence	100.0	100.0	100.0

Table 8.11: Percentage distribution of those available but not seeking by sex and regions

Sex			
	Male	Female	Both Sexes
Available but not seeking	33 486	60 416	93 902
Region			
Hhohho	32.4	27.8	29.4
Manzini	25.8	34.3	31.3
Shiselweni	21.0	14.4	16.8
Lubombo	20.9	23.4	22.5
All Regions	100.0	100.0	100.0

Table 8.12: Percentage distribution of those available but not seeking by sex and residence

Sex			
	Male	Female	Both Sexes
Available but not seeking	33 486	60 416	93 902
Residence			
Urban	17.6	25.9	22.9
Rural	82.4	74.1	77.1
All Residences	100.0	100.0	100.0

Table 8.13: Percentage Distribution of those available but not seeking by sex and age group

Sex			
	Male	Female	Both Sexes
Available but not seeking	33 486	60 416	93 902
Age group			
15-19	9.1	7.9	8.3
20-24	19.3	16.6	17.6
25-29	16.0	18.0	17.3
30-34	13.6	14.7	14.3
35-39	9.3	12.5	11.3
40-44	7.4	9.6	8.8
45-49	6.7	5.4	5.9
50-54	6.7	6.0	6.2
55-59	4.1	4.3	4.2
60-64	4.4	2.6	3.2
65+	3.4	2.4	2.7
All Ages	100.0	100.0	100.0

Table 8.14: Percentage distribution of those available but not seeking by sex and education attainment

	Sex		
	Male	Female	Both Sexes
Education Attainment	33 486	60 416	93 902
No schooling	3.9	7.2	6.0
Early childhood education	0.2	0.0	0.1
Primary education	34.7	30.6	32.1
Lower secondary education	27.1	30.9	29.6
Upper secondary education	29.0	25.6	26.8
Post-secondary non-tertiary education	0.0	0.0	0.0
Informal education	1.1	0.9	0.9
Vocational education	0.3	0.2	0.2
Tertiary education	3.5	4.6	4.2
Not elsewhere classified	0.3	0.0	0.1
All Levels	100.0	100.0	100.0

Table 8.15: Percentage distribution of discouraged job-seekers by sex and regions

	Sex		
	Male	Female	Both Sexes
Discouraged job-seekers	14 983	22 875	37 859
Region			
Hhohho	32.3	28.5	30.0
Manzini	26.4	34.8	31.5
Shiselweni	19.6	15.0	16.8
Lubombo	21.8	21.8	21.8
All Regions	100.0	100.0	100.0

Table 8.16: Percentage distribution of discouraged job-seekers by sex and residence

	Sex		
	Male	Female	Both Sexes
Discouraged job-seekers	14 983	22 875	37 859
Residence			
Urban	10.0	25.1	19.1
Rural	90.0	74.9	80.9
All Residence	100.0	100.0	100.0

Table 8.17: Combined rates of unemployment and potential labour force by sex, region and residence

Sex			
	Male	Female	Both Sexes
Combined unemployed and potential	91 040	124 346	215 386
Region			
Hhohho	42.3	46.9	44.8
Manzini	45.9	53.6	50.2
Shiselweni	52.0	48.1	49.7
Lubombo	36.8	49.5	43.1
All Regions	43.5	50.1	47.1
Residence			
Urban	31.1	42.8	37.7
Rural	50.8	54.9	53.0
All Residence	43.5	50.1	47.1

Table 8.18: Combined rates of unemployment and potential labour force by sex and age group

Sex			
Age Group	Male	Female	Both Sexes
15-19	63.5	80.1	71.9
20-24	65.6	72.5	69.3
25-29	54.6	59.8	57.5
30-34	42.8	49.0	46.3
35-39	36.3	41.0	39.0
40-44	26.7	40.8	33.5
45-49	27.3	31.0	29.3
50-54	27.5	31.7	29.7
55-59	31.4	35.3	33.7
60-64	46.8	34.1	39.6
65+	38.7	47.8	43.3
All Ages	43.5	50.1	47.1

Disability

Table 9.1: Percentage distribution of disabled population by sex and region

Sex			
	Male	Female	Both Sexes
Disabled Population	53 632	95 024	148 656
Region			
Hhohho	28.9	27.0	27.7
Manzini	37.1	40.2	39.0
Shiselweni	17.4	18.2	17.9
Lubombo	16.5	14.6	15.3
All Regions	100.0	100.0	100.0

Table 9.2: Percentage distribution of disabled population by sex and residence

Sex			
	Male	Female	Both Sexes
Disabled Population	53 632	95 024	148 656
Residence			
Urban	28.3	30.3	29.6
Rural	71.7	69.7	70.4
All Residence	100.0	100.0	100.0

Table 9.3: Percentage distribution of disabled labour force by sex, region and age group

Sex			
	Male	Female	Both Sexes
Disabled Labour Force	24 365	33 954	58 319
Region			
Hhohho	27.6	29.4	28.6
Manzini	44.5	45.0	44.8
Shiselweni	10.8	12.2	11.7
Lubombo	17.0	13.4	14.9
All Regions	100.0	100.0	100.0
Age group			
15-19	3.4	1.0	2.0
20-24	7.8	10.5	9.4
25-29	8.7	9.8	9.4
30-34	10.7	9.5	10.0
35-39	9.9	15.5	13.2
40-44	14.5	11.8	12.9
45-49	12.2	13.7	13.0
55-59	8.9	6.3	7.4
60-64	3.0	4.6	3.9
65+	4.0	4.3	4.2
All Ages	100.0	100.0	100.0

Table 9.4: Labour force participation rate of disabled population by sex, region, residence and age group

Sex			
	Male	Female	Both Sexes
Region			
Hhohho	43.3	38.9	40.5
Manzini	54.6	40.0	45.0
Shiselweni	28.3	24.1	25.5
Lubombo	46.8	32.7	38.2
All Regions	45.4	35.7	39.2
Residence			
Urban	56.0	40.3	45.7
Rural	29.1	20.3	23.6
All Residence	45.4	35.7	39.2
Age group			
15-19	22.1	8.5	15.1
20-24	53.6	46.2	48.5
25-29	56.8	57.4	57.2
30-34	66.0	62.6	64.1
35-39	72.9	75.6	74.7
40-44	85.1	54.5	65.5
45-49	63.8	61.6	62.5
50-54	70.5	47.1	56.1
55-59	48.0	28.2	35.6
60-64	17.3	18.9	18.3
65+	8.2	5.8	6.5
All Ages	45.4	35.7	39.2

Table 9.5: Percentage distribution of employed disabled population by sex, region and residence

Sex			
	Male	Female	Both Sexes
Employed disabled population	18 698	24 093	42 791
Region			
Hhohho	29.2	30.6	30.0
Manzini	40.0	37.2	38.4
Shiselweni	12.0	15.5	14.0
Lubombo	18.9	16.7	17.6
All Regions	100.0	100.0	100.0
Residence			
Urban	43.4	46.3	45.0
Rural	56.6	53.7	55.0
All Residence	100.0	100.0	100.0

Table 9.6: Percentage distribution of employed disabled population by sex and age group

Sex			
	Male	Female	Both Sexes
Employed disabled population	18 698	24 093	42 791
Age group			
15-19	3.3	1.4	2.2
20-24	4.7	5.9	5.3
25-29	6.6	7.1	6.9
30-34	11.2	9.6	10.3
35-39	8.7	12.4	10.8
40-44	15.8	12.9	14.2
45-49	13.4	16.5	15.2
50-54	18.5	15.7	16.9
55-59	10.2	7.2	8.5
60-64	3.0	6.0	4.7
65+	4.7	5.2	5.0
All Ages	100.0	100.0	100.0

Table 9.7: Percentage distribution of employed disabled population by sex and occupation

Sex			
	Male	Female	Both Sexes
Employed disabled population	18 698	24 093	42 791
Occupation			
Managers	4.8	2.1	3.3
Professionals	8.7	10.5	9.7
Technicians and Associate Professionals	8.6	6.7	7.5
Clerical Support Workers	3.7	6.8	5.5
Services and Sales Workers	18.9	31.5	26.0
Skilled Agricultural, Forestry and Fishery Workers	6.7	7.2	7.0
Craft and Related Trades Workers	19.7	6.3	12.1
Plant and Machine Operators and Assemblers	10.9	3.6	6.8
Elementary Occupations	17.9	24.4	21.5
Not elsewhere classified	0.0	1.0	0.5
All Occupations	100.0	100.0	100.0

Table 9.8: Percentage distribution of employed disabled population by sex and economic activity

Sex			
	Male	Female	Both Sexes
Employed disabled population	18 698	24 093	42 791
Occupation			
Agriculture forestry and fishing	4.8	2.1	3.3
Manufacturing	8.7	10.5	9.7
Electricity, gas, steam and air conditioning supply	8.6	6.7	7.5
Construction	3.7	6.8	5.5
Wholesale and retail trade repair of motor vehicles and motorcycles	18.9	31.5	26.0

Table 9.8: Percentage distribution of employed disabled population by sex and economic activity (continued)

Sex			
	Male	Female	Both Sexes
Employed disabled population	18 698	24 093	42 791
Economic activity			
Agriculture forestry and fishing	17.1	12.2	14.3
Manufacturing	11.0	12.4	11.8
Electricity, gas, steam and air conditioning supply	0.8	0.0	0.3
Construction	9.7	0.8	4.7
Wholesale and retail trade repair of motor vehicles and motorcycles	14.8	23.7	19.8
Transportation and storage	4.6	0.0	2.0
Accommodation and food service activities	7.9	1.2	4.1
Information and communication	2.6	1.2	1.8
Financial and insurance activities	0.6	4.4	2.7
Real estate activities	0.0	0.6	0.3
Professional, scientific and technical activities	1.5	2.8	2.2
Administrative and support service activities	6.6	1.9	4.0
Public administration and defense; compulsory social security	4.5	2.7	3.4
Education	8.5	10.4	9.6
Human health and social work activities	6.2	7.6	6.9
Arts, entertainment and recreation	0.6	0.0	0.3
Other service activities	1.4	3.8	2.7
Activities of households as employers undifferentiated goods and services-producing act	1.3	13.5	8.2
Activities of extraterritorial organizations and bodies	0.6	0.0	0.3
Not elsewhere classified	0.0	1.0	0.5
All Activities	100.0	100.0	100.0

Table 9.9: Employment-to-population ratio of the disable population by sex, region and residence

Sex			
	Male	Female	Both Sexes
Region			
Hhohho	35.2	28.7	31.2
Manzini	37.6	23.5	28.3
Shiselweni	23.9	21.6	22.5
Lubombo	39.8	28.9	33.1
All Regions	34.9	25.4	28.8
Residence			
Urban	53.4	38.8	43.9
Rural	27.5	19.5	22.5
All Residence	34.9	25.4	28.8

Table 9.10: Employment to population ratio of the disable population by sex and age group

Sex			
	Male	Female	Both Sexes
Age group			
15-19	16.4	8.5	12.3
20-24	24.7	18.2	20.2
25-29	32.7	29.6	30.9
30-34	53.1	45.3	48.7
35-39	49.3	42.8	44.9
40-44	71.5	42.3	52.8
45-49	53.8	52.9	53.3
50-54	59.0	40.4	47.6
55-59	42.2	23.0	30.1
60-64	13.2	17.6	16.1
65+	7.3	4.9	5.7
All Ages	34.9	25.4	28.8

Table 9.11: Percentage distribution of unemployed disable population by sex and region

Sex			
	Male	Female	Both Sexes
Unemployed disabled population	5 667	9 862	15 529
Region			
Hhohho	22.4	26.3	24.9
Manzini	59.6	64.0	62.4
Shiselweni	7.1	4.2	5.3
Lubombo	10.9	5.4	7.4
All Regions	100.0	100.0	100.0

Table 9.12: Percentage distribution of unemployed disable population by sex and residence

Sex			
	Male	Female	Both Sexes
Unemployed disabled population	5 667	9 862	15 529
Residence			
Urban	42.4	56.8	51.6
Rural	57.6	43.2	48.4
All Residence	100.0	100.0	100.0

Table 9.13: Percentage distribution of unemployed disable population by sex and age group

Sex			
	Male	Female	Both Sexes
Unemployed disabled population	5 667	9 862	15 529
Age group			
15-19	3.9	0.0	1.4
20-24	18.0	22.0	20.5
25-29	15.9	16.4	16.2
30-34	8.9	9.0	9.0
35-39	13.9	23.2	19.8
40-44	10.0	9.1	9.4
45-49	8.2	6.6	7.2
50-54	11.9	6.4	8.4
55-59	4.6	4.1	4.3
60-64	3.0	1.1	1.8
65+	1.8	2.1	2.0
All Ages	100.0	100.0	100.0

Table 9.14: Percentage distribution of unemployed disable population by sex and educational attainment

Sex			
	Male	Female	Both Sexes
Unemployed disabled population	5 667	9 862	15 529
Educational Attainment			
No schooling	7.8	4.0	5.3
Primary education	44.9	25.7	32.7
Lower secondary education	22.3	27.8	25.8
Upper secondary education	21.5	37.7	31.8
Informal education	1.7	0.0	0.6
Tertiary education	1.8	2.8	2.5
Not elsewhere classified	0.0	2.1	1.3
All Levels	100.0	100.0	100.0

Table 9.15: Unemployment rate of disable population by sex, residence and region

Sex			
	Male	Female	Both Sexes
Region			
Hhohho	18.9	26.0	23.1
Manzini	31.1	41.4	37.1
Shiselweni	15.2	10.0	12.1
Lubombo	14.9	11.7	13.2
All Regions	23.3	29.0	26.6
Residence			
Urban	4.7	3.6	4.1
Rural	5.5	4.0	4.7
All Residence	23.3	29.0	26.6

Table 9.16: Unemployment rate of disable population by sex and age group

Sex			
	Male	Female	Both Sexes
Age group			
15-19	26.2	0.0	18.7
20-24	53.9	60.6	58.3
25-29	42.4	48.4	46.0
30-34	19.5	27.7	24.0
35-39	32.5	43.4	40.0
40-44	16.0	22.3	19.4
45-49	15.7	14.1	14.7
50-54	16.2	14.4	15.3
55-59	12.0	18.7	15.3
60-64	23.5	6.8	12.1
65+	10.6	14.3	12.8
All Ages	23.3	29.0	26.6

Table 9.17: Average hourly earnings (Emalangenzi) of self-declared disabled employees by sex and occupation

Sex			
	Male	Female	Both Sexes
Occupation			
Managers	110.00	121.68	119.93
Professionals	64.63	68.65	68.59
Technicians and Associate Professionals	46.56	26.48	36.86
Clerical Support Workers	58.26	41.02	35.84
Services and Sales Workers	7.97	8.92	8.07
Skilled Agricultural, Forestry and Fishery Workers	40.00	5.91	8.88
Craft and Related Trades Workers	16.87	9.63	16.67
Plant and Machine Operators and Assemblers	21.61	10.54	12.46
Elementary Occupations	12.76	9.11	10.05
All Occupations	19.19	13.95	18.72

Table 9.18: Average hourly earnings (Emalangeni) of self-declared disabled employees by sex and economic activity

	Sex		
	Male	Female	Both Sexes
Economic Activity			
Agriculture forestry and fishing	12.58	9.74	11.92
Manufacturing	21.03	10.60	12.48
Electricity, gas, steam and air conditioning supply	67.35	0.00	67.35
Construction	24.83	9.05	18.81
Wholesale and retail trade repair of motor vehicles and motorcycles	12.29	8.10	10.59
Transportation and storage	23.42	0.00	23.42
Accommodation and food service activities	18.92	68.75	20.45
Information and communication	35.18	31.25	33.75
Financial and insurance activities	37.50	58.23	54.13
Professional, scientific and technical activities	16.07	19.99	19.67
Administrative and support service activities	8.08	62.99	9.63
Public administration and defense; compulsory social security	51.27	61.24	61.76
Education	64.61	62.24	62.63
Human health and social work activities	79.11	25.06	49.70
Arts, entertainment and recreation	6.25		6.25
Other service activities	21.43	6.00	12.01
Activities of households as employers undifferentiated goods and services-producing act	3.09	5.07	5.06
Activities of extraterritorial organizations and bodies	80.00	0.00	80.00
All Activities	19.19	13.95	18.72

Youth

Table 10.1: Percentage distribution of youth (15-24) population by sex, region and residence

Sex			
	Male	Female	Both Sexes
Youth (15-24) population	129 065	129 522	258 587
Region			
Hhohho	27.8	24.8	26.3
Manzini	34.8	38.5	36.6
Shiselweni	17.8	18.6	18.2
Lubombo	19.7	18.1	18.9
All Regions	100.0	100.0	100.0
Residence			
Urban	29.6	33.5	31.6
Rural	70.4	66.5	68.4
All Residence	100.0	100.0	100.0

Table 10.1: Percentage distribution of youth (15-24) labour force by sex, region and residence

Sex			
	Male	Female	Both Sexes
Youth (15-24) Labour Force	31 875	30 880	62 754
Region			
Hhohho	33.2	26.9	30.1
Manzini	41.4	45.5	43.4
Shiselweni	7.7	9.8	8.7
Lubombo	17.7	17.9	17.8
All Regions	100.0	100.0	100.0
Residence			
Urban	35.5	39.2	37.3
Rural	64.5	60.8	62.7
All Residence	100.0	100.0	100.0

Table 10.2: Percentage distribution of employed youth (15-24) by sex and region

Sex			
	Male	Female	Both Sexes
Youth (15-24) employed population	14 440	11 780	26 220
Region			
Hhohho	37.1	30.1	33.9
Manzini	37.2	43.7	40.1
Shiselweni	9.3	5.1	7.4
Lubombo	16.5	21.2	18.6
All Regions	100.0	100.0	100.0

Table 10.3: Percentage distribution of employed youth (15-24) by sex and region

Sex			
	Male	Female	Both Sexes
Youth (15-24) employed population	14 440	11 780	26 220
Region			
Hhohho	37.1	30.1	33.9
Manzini	37.2	43.7	40.1
Shiselweni	9.3	5.1	7.4
Lubombo	16.5	21.2	18.6
All Regions	100.0	100.0	100.0

Table 10.4: Percentage distribution of employed youth (15-24) by sex and residence

Sex			
	Male	Female	Both Sexes
Youth (15-24) employed population	14 440	11 780	26 220
Residence			
Urban	43.0	40.3	41.8
Rural	57.0	59.7	58.2
All Residence	100.0	100.0	100.0

Table 10.5: Percentage distribution of employed youth (15 -24 years) by sex and occupation

Sex			
	Male	Female	Both Sexes
Youth (15-24) employed population	14 440	11 780	26 220
Occupation			
Managers	0.9	2.9	1.8
Professionals	2.2	1.6	1.9
Technicians and Associate Professionals	1.7	2.8	2.2
Clerical Support Workers	1.8	2.5	2.1
Services and Sales Workers	22.2	46.5	33.1
Skilled Agricultural, Forestry and Fishery Workers	13.9	2.4	8.8
Craft and Related Trades Workers	13.5	3.1	8.9
Plant and Machine Operators and Assemblers	8.8	4.6	6.9
Elementary Occupations	32.0	33.1	32.5
Not elsewhere classified	2.9	0.4	1.8
All Occupations	100.0	100.0	100.0

Table 10.6: Percentage distribution of employed youth (15 -24 years) by sex and economic activity

Sex			
	Male	Female	Both Sexes
Youth (15-24) employed population	14 440	11 780	26 220
Economic activity			
Agriculture forestry and fishing	21.7	7.9	15.5
Manufacturing	9.7	15.9	12.5
Electricity, gas, steam and air conditioning supply	0.8	0.0	0.4
Water supply; sewerage, waste management and remediation activities	0.7	0.0	0.4
Construction	7.2	0.0	3.9
Wholesale and retail trade repair of motor vehicles and motorcycles	27.1	32.2	29.4
Transportation and storage	1.2	1.1	1.2
Accommodation and food service activities	1.3	3.3	2.2
Information and communication	2.0	0.0	1.1
Financial and insurance activities	1.4	2.2	1.7
Real estate activities	0.8	0.0	0.5
Professional, scientific and technical activities	0.0	0.9	0.4
Administrative and support service activities	5.3	3.0	4.3
Public administration and defense; compulsory social security	2.7	0.0	1.5
Education	2.0	2.3	2.1
Human health and social work activities	2.0	1.5	1.8
Arts, entertainment and recreation	0.6	0.0	0.4
Other service activities	0.7	5.4	2.8
Activities of households as employers undifferentiated goods and services-producing act	9.8	21.8	15.2
Activities of extraterritorial organizations and bodies	0.0	2.1	1.0
Not elsewhere classified	2.9	0.4	1.8
All Activities	100.0	100.0	100.0

Table 10.7: Youth (15- 24) labour force participation rates by sex and region

Sex			
	Male	Female	Both Sexes
Region			
Hhohho	29.5	25.8	27.8
Manzini	29.4	28.2	28.8
Shiselweni	10.7	12.5	11.6
Lubombo	22.2	23.5	22.8
All Regions	24.7	23.8	24.3

Table 10.8: Youth (15-24) employment-to-population ratio (Absorption Rate) by sex and region

Sex			
	Male	Female	Both Sexes
Region			
Hhohho	14.9	11.0	13.1
Manzini	12.0	10.3	11.1
Shiselweni	5.8	2.5	4.1
Lubombo	9.4	10.6	10.0
All Regions	11.2	9.1	10.1

Table 10.9: Percentage distribution of unemployed youth (15-24) by sex, region and residence

Sex			
	Male	Female	Both Sexes
Youth (15-24) Unemployed population	17 435	19 099	36 534
Region			
Hhohho	30.0	24.9	27.3
Manzini	44.9	46.6	45.8
Shiselweni	6.4	12.7	9.7
Lubombo	18.6	15.8	17.1
All Regions	100.0	100.0	100.0
Residence			
Urban	29.3	38.5	34.1
Rural	70.7	61.5	65.9
All Residence	100.0	100.0	100.0

Table 10.10: Youth (15-24) Unemployment rate by sex and region

Sex			
	Male	Female	Both Sexes
Region			
Hhohho	49.4	57.3	52.9
Manzini	59.3	63.4	61.4
Shiselweni	45.6	80.3	64.7
Lubombo	57.6	54.7	56.2
All Regions	54.7	61.8	58.2

Table 10.11: Youth (15-24) not in education or training and not in employment (NEET) by sex, region and residence

Sex			
	Male	Female	Both Sexes
Region			
Hhohho	31.6	41.2	36.2
Manzini	31.9	42.9	37.7
Shiselweni	24.5	34.8	29.8
Lubombo	31.2	35.7	33.3
All Regions	30.4	39.7	35.0
Residence			
Urban	28.6	39.1	34.2
Rural	31.1	40.0	35.4
All Residence	30.4	39.7	35.0

Table 10.12: Percentage distribution of youth (15-35) population by sex, residence and region

Sex			
	Male	Female	Both Sexes
Youth (15-35)	214 930	244 784	459 714
Residence			
Urban	31.4	36.2	33.9
Rural	68.6	63.8	66.1
All Residence	100.0	100.0	100.0
Region			
Hhohho	28.5	27.0	27.7
Manzini	35.6	37.7	36.7
Shiselweni	16.6	17.8	17.3
Lubombo	19.3	17.5	18.3
All Regions	100.0	100.0	100.0

Table 10.13: Percentage distribution of youth (15-35) population by sex, residence and region

Sex			
	Male	Female	Both Sexes
Youth (15-35)	94 064	101 717	195 781
Residence			
Urban	38.5	44.1	41.4
Rural	61.5	55.9	58.6
All Residence	100.0	100.0	100.0
Region			
Hhohho	30.2	29.4	29.8
Manzini	41.0	41.7	41.4
Shiselweni	9.9	12.2	11.1
Lubombo	18.9	16.8	17.8
All Regions	100.0	100.0	100.0

Table 10.14: Percentage distribution of employed youth (15-35) by sex and region

Sex			
	Male	Female	Both Sexes
Youth (15-35) Employed	52 237	54 011	106 247
Region			
Hhohho	30.2	29.4	29.8
Manzini	41.0	41.7	41.4
Shiselweni	9.9	12.2	11.1
Lubombo	18.9	16.8	17.8
All Regions	100.0	100.0	100.0

Table 10.15: Percentage distribution of employed youth (15-35) by sex and residence

Sex			
	Male	Female	Both Sexes
Youth (15-35) Employed	52 237	54 011	106 247
Residence			
Urban	44.1	46.2	45.2
Rural	55.9	53.8	54.8
All Residence	100.0	100.0	100.0

Table 10.16: Percentage distribution of employed youth (15 -35 years) by sex and occupation

Sex			
	Male	Female	Both Sexes
Youth (15-35) Employed	52 237	54 011	106 247
Occupation			
Managers	2.2	3.7	3.0
Professionals	8.9	10.5	9.7
Technicians and Associate Professionals	7.6	3.2	5.4
Clerical Support Workers	1.8	5.4	3.6
Services and Sales Workers	17.2	38.5	28.0
Skilled Agricultural, Forestry and Fishery Workers	8.0	3.4	5.6
Craft and Related Trades Workers	18.0	3.4	10.6
Plant and Machine Operators and Assemblers	10.6	6.6	8.6
Elementary Occupations	23.1	24.8	24.0
Armed Forces Occupations	0.8	0.1	0.5
Not elsewhere classified	1.7	0.4	1.0
All Occupations	100.0	100.0	100.0

Table 10.17: Percentage distribution of employed youth (15 -35 years) by sex and economic activity

Sex			
	Male	Female	Both Sexes
Youth (15-35) Employed	52 237	54 011	106 247
Economic activity			
Agriculture forestry and fishing	16.9	9.9	13.3
Mining and quarrying	0.4	0.4	0.4
Manufacturing	12.6	14.3	13.4
Electricity, gas, steam and air conditioning supply	0.2	0.1	0.2
Water supply; sewerage, waste management and remediation activities	0.6	0.3	0.4
Construction	11.0	0.6	5.7
Wholesale and retail trade repair of motor vehicles and motorcycles	15.3	24.1	19.8
Transportation and storage	4.8	0.4	2.6
Accommodation and food service activities	2.7	4.1	3.4
Information and communication	2.3	1.2	1.8
Financial and insurance activities	1.8	4.0	2.9
Real estate activities	0.9	0.0	0.5
Professional, scientific and technical activities	1.4	1.6	1.5
Administrative and support service activities	4.8	4.2	4.5
Public administration and defense; compulsory social security	5.7	3.2	4.4
Education	5.2	5.6	5.4
Human health and social work activities	4.7	4.8	4.7
Arts, entertainment and recreation	1.1	0.0	0.5
Other service activities	1.1	6.2	3.7
Activities of households as employers undifferentiated goods and services-producing act	5.0	14.2	9.6
Activities of extraterritorial organizations and bodies	0.0	0.5	0.2
Not elsewhere classified	1.5	0.4	0.9
All Activities	100.0	100.0	100.0

Table 10.18: Percentage distribution of unemployed youth (15-35) by sex and region

Sex			
	Male	Female	Both Sexes
Youth (15-35) Unemployed	41 828	47 706	89 534
Region			
Hhohho	27.9	26.1	26.9
Manzini	46.5	48.7	47.7
Shiselweni	8.3	11.4	9.9
Lubombo	17.2	13.9	15.5
All Regions	100.0	100.0	100.0

Table 10.19: Percentage distribution of unemployed youth (15-35) by sex and residence

Sex			
	Male	Female	Both Sexes
Youth (15-35) Unemployed	41 828	47 706	89 534
Residence			
Urban	31.4	41.7	36.9
Rural	68.6	58.3	63.1
All Residence	100.0	100.0	100.0

Table 10.20: Youth (15- 35) Labour force participation rates by region and sex

Sex			
	Male	Female	Both Sexes
Region			
Hhohho	46.5	45.2	45.8
Manzini	50.4	46.0	48.0
Shiselweni	26.0	28.4	27.3
Lubombo	42.8	39.9	41.3
All Regions	43.8	41.6	42.6

Table 10.21: Youth (15- 35) employment-to-population (Absorption Rate) by region and sex

Sex			
	Male	Female	Both Sexes
Region			
Hhohho	27.4	26.4	26.9
Manzini	25.0	20.8	22.7
Shiselweni	16.2	16.0	16.1
Lubombo	25.4	24.4	24.9
All Regions	24.3	22.1	23.1

Table 10.22: Youth (15-35 years) not in education or training and not in employment (NEET) by sex, region and residence

Sex			
	Male	Female	Both Sexes
Residence			
Urban	31.9	44.4	39.0
Rural	42.1	50.5	46.4
All Residence	38.9	48.3	43.9
Region			
Hhohho	38.8	47.9	43.6
Manzini	40.3	51.0	46.2
Shiselweni	37.7	46.8	42.7
Lubombo	37.2	44.5	40.9
All Regions	38.9	48.3	43.9

Occupational Health and Safety

Table 11.1: Non-fatal occupational injury and illness incidence by sex and age group

Sex			
	Male	Female	Both Sexes
Non-fatal Occupational injury/ incidence	5 504	2 363	7 867
Age group			
15-19	4.1	0.0	2.8
20-24	3.3	16.2	7.1
25-29	13.4	9.2	12.1
30-34	0.0	0.0	0.0
35-39	18.7	16.5	18.1
40-44	14.4	8.3	12.6
45-49	28.2	13.3	23.7
50-54	7.4	9.1	7.9
55-59	10.6	10.2	10.5
60-64	0.0	9.7	2.9
65+	0.0	7.4	2.2
All Ages	100.0	100.0	100.0

Table 11.2: Non-fatal occupational injury and illness incidence by sex and occupation

Sex			
	Male	Female	Both Sexes
Non-fatal Occupational injury/ incidence	5 504	2 363	7 867
Occupation			
Managers	11.9	16.9	13.4
Professionals	2.2	13.0	5.4
Technicians and Associate Professionals	9.3	4.3	7.8
Clerical Support Workers	0.0	12.8	3.8
Services and Sales Workers	17.5	33.0	22.2
Craft and Related Trades Workers	19.8	7.4	16.1
Plant and Machine Operators and Assemblers	15.2	0.0	10.6
Elementary Occupations	24.1	12.8	20.7
All Occupations	100.0	100.0	100.0

Table 11.3: Non-fatal occupational injury and illness incidence by sex and economic activity

Sex			
	Male	Female	Both Sexes
Non-fatal Occupational injury/ incidence	5 504	2 363	7 867
Economic activity			
Agriculture forestry and fishing	15.4	3.9	12.0
Manufacturing	23.8	20.4	22.8
Construction	14.2	0.0	9.9
Wholesale and retail trade repair of motor vehicles and motorcycles	10.7	25.9	15.3
Transportation and storage	3.6	0.0	2.5
Accommodation and food service activities	11.2	20.7	14.0

Table 11.3: Non-fatal occupational injury and illness incidence by sex and economic activity (continued)

Sex			
	Male	Female	Both Sexes
Non-fatal Occupational injury/ incidence	5 504	2 363	7 867
Economic activity			
Financial and insurance activities	4.0	5.2	4.4
Professional, scientific and technical activities	1.8	0.0	1.3
Administrative and support service activities	0.0	1.7	0.5
Public administration and defense; compulsory social security	4.8	0.0	3.4
Education	3.4	6.3	4.3
Human health and social work activities	3.0	7.4	4.3
Arts, entertainment and recreation	4.1	4.2	4.1
Activities of households as employers undifferentiated goods and services-producing act	0.0	4.1	1.2
All Activities	100.0	100.0	100.0

Table 11.4: Non-fatal occupational injury and illness incidence by sex and educational attainment

Sex			
	Male	Female	Both Sexes
Non-fatal Occupational injury/ incidence	5 504	2 363	7 867
Educational Attainment			
No schooling	7.1	0.0	5.0
Primary education	15.7	10.0	14.0
Lower secondary education	25.9	34.6	28.5
Upper secondary education	28.5	25.0	27.5
Vocational education	8.0	0.0	5.6
Tertiary education	14.8	30.4	19.5
All Levels	100.0	100.0	100.0

Table 11.5: Non-fatal occupational injuries and illness incident rate per 100 by sex and occupation

Sex			
	Male	Female	Both Sexes
Occupation			
Managers	11.2	9.6	10.5
Professionals	1.0	2.0	1.5
Technicians and Associate Professionals	6.8	2.0	4.9
Clerical Support Workers	0.0	4.3	2.8
Services and Sales Workers	4.4	1.8	2.7
Craft and Related Trades Workers	5.6	3.2	5.1
Plant and Machine Operators and Assemblers	5.9	0.0	3.9
Elementary Occupations	6.2	1.1	3.3
All Occupations	4.7	1.9	3.3

Table 11.6: Nonfatal occupational injuries and illness incident rate per 100 by sex and economic activity

Economic Activity	Sex		
	Male	Female	Both Sexes
Agriculture forestry and fishing	4.2	0.7	2.9
Manufacturing	9.6	2.9	6.0
Construction	6.7	0.0	6.0
Wholesale and retail trade repair of motor vehicles and motorcycles	4.0	2.0	2.7
Transportation and storage	3.6	0.0	3.1
Accommodation and food service activities	13.6	11.5	12.6
Financial and insurance activities	10.7	2.9	5.5
Professional, scientific and technical activities	4.1	0.0	2.4
Administrative and support service activities	0.0	1.1	0.4
Public administration and defense; compulsory social security	3.8	0.0	2.2
Education	2.0	1.3	1.6
Human health and social work activities	2.8	2.0	2.3
Arts, entertainment and recreation	28.5	37.3	30.8
Activities of as employers undifferentiated goods and services-producing act	0.0	0.7	0.5
All activities	4.7	1.9	3.3

Child Labour

Table 12.1: Number of children aged 5–17 years engaged in child labour by sex and age

Age Group	Sex		
	Male	Female	Both Sexes
5-11	2 857	2 850	5 706
12-14	7 367	6 522	13 889
15-17	6 526	4 087	10 612
All Ages	16 749	13 458	30 207

Table 12.2: Percentage distribution of child labour by sex and residence

	Sex		
	Male	Female	Both Sexes
Child labour	16 749	13 458	30 207
Residence			
Urban	17.7	9.2	13.9
Rural	82.3	90.8	86.1
All Residence	100.0	100.0	100.0

Table 12.3: Percentage distribution of child labour by Sex and Region

	Sex		
	Male	Female	Both Sexes
Child labour	16 749	13 458	30 207
Region			
Hhohho	24.0	27.7	25.7
Manzini	15.8	16.0	15.9
Shiselweni	18.1	17.6	17.9
Lubombo	42.1	38.7	40.6
All Regions	100.0	100.0	100.0

Table 12.4: Proportion children aged 5–17 years engaged in child labour by sex and age

Age Group	Sex		
	Male	Female	Both Sexes
5-11	2.9	2.9	2.9
12-14	15.9	15.9	15.9
15-17	15.2	10.4	12.9
All Ages	8.9	7.5	8.2

Table 12.5: Proportion of children engaged in economic activity by sex, region and residence

Sex			
	Male	Female	Both Sexes
Region			
Hhohho	14.0	11.6	12.9
Manzini	13.1	8.1	10.7
Shiselweni	14.0	11.1	12.4
Lubombo	24.5	20.4	22.6
All Regions	16.0	12.1	14.1
Residence			
Urban	13.9	7.4	10.6
Rural	16.8	14.0	15.4
All Residence	16.0	12.1	14.1

Table 12.6: Proportion of children engaged in economic activity and household chores by sex, region and residence

Sex			
	Male	Female	Both Sexes
Region			
Hhohho	63.7	73.9	68.5
Manzini	63.2	65.1	64.1
Shiselweni	68.2	73.5	71.1
Lubombo	77.5	80.7	79.0
All Regions	67.4	72.4	69.8
Residence			
Urban	54.7	59.9	57.3
Rural	71.8	77.2	74.4
All Residence	67.4	72.4	69.8

Appendix

DEFINITIONS OF LABOUR FORCE CONCEPTS

Population

The population is the group of people of interest. In the Labour Force Survey, this population comprises of all persons 15 years and over. The population includes only civilians and those not institutionalized.

Working age population

The working age population consists of all persons 15 years and over.

Labour force (currently economically active population)

The labour force comprises all persons of either sex, above a specified minimum age, who furnished the supply of labour for the production of goods or services within the production boundary, as defined by the latest version of the SNA, during a specified brief period of one week. According to the SNA 2008, the relevant production of goods and services includes all production of goods, the production of market and non-market services, and the production for own final consumption of household services by employing paid domestic staff.

Employed population

The employed population can be described as all persons in the working age population who, during a specified short reference period of one week, met any one of the following conditions:

- ▶ performed some work, even if only for one hour, for wage, salary, profit or family gain, in cash or in kind;
- ▶ were temporarily absent from a job in which they had already worked and to which they maintained a formal attachment; or
- ▶ were temporarily absent from work in an enterprise they own (such as a business enterprise, a farm or a service undertaking), for some specific reason.

In this survey, persons engaged only in subsistence production (i.e. only for own consumption) were not considered as at work for the definition of employment.

Unemployed population

The unemployed population consists of those in the working age population who during the reference period were simultaneously:

- ▶ “without work”, i.e. not employed, where employment is as defined above;
- ▶ “currently available to work”, i.e. were available for employment during the reference period; and
- ▶ “seeking work”, i.e. had taken specific steps during the past four weeks to look for employment.

Persons outside of labour force

These are persons in the working age population who were neither employed or unemployed (i.e. they are neither working nor seeking work) during the reference week.

Potential labour force

Potential Labour Force comprises of two groups who are outside the labour force i.e. not currently economically active:

- ▶ **Persons seeking work but not available**, consists mostly of people who do not qualify as unemployed because of their limited availability to start in a new job, despite being jobseekers. Other smaller groups are included in this indicator for completeness reasons, e.g. jobless people who have found a job they will start later.
- ▶ **Persons available to work but not seeking**, consists of people wanting to work and available to do so, includes among others, discouraged job seekers and persons prevented from seeking work by personal or family circumstances.

Temporary absence from employment

A person is considered to be temporarily absent from work and therefore employed, if they:

- ▶ had already worked at their current activity
- ▶ were expected to return to their work after the period of absence
- ▶ and, they continue to receive payment from their current activity in their absence

Future Starters

Persons without work who had made arrangements to take up paid employment or to engage in some self-employment activity at a date subsequent to the reference period, but who had not yet started work.

Inadequate employment situation

A person is in an inadequate employment situation when, during the reference period they:

- ▶ Wanted to change their current work situation,
- ▶ For reasons that limit their capacities and well-being, and
- ▶ Were available to do so.

Informal employment

The informal employment is when an employee is not regulated or protected by the state i.e when there is no pension, no paid annual leave, no sick leave and no maternity/paternity leave. For employers, own-account workers and Cooperative producers, they are in informal employment if they are working in informal sector. While all contributing family workers are considered as in informal employment. The informal employment can be found in informal sector, formal sector and in household.

Youth

Youth can be described as a period of transition of a girl or boy from the dependence of childhood to adulthood's independence and awareness of their interdependence as members of a community. According to United Nation definition, a youth is defined as a person of age 15 to 24 years. However, in the kingdom of Eswatini, a youth is defined as a person of age 15 to 35 years. This definition is in accordance with the African Union Charter on youth and SADC definition.

Time related underemployment

Time-related underemployment can be described as a situation when the working time of persons in employment is insufficient in relation to alternative employment situations they are willing and

available to engage. The person to be considered as time-related underemployed should meet the following conditions:

- ▶ Be employed
- ▶ Available for additional job
- ▶ Total usual hours of work less than 35 hours per week

Discouraged Population

Discouraged population comprises those persons who are outside the labour force i.e. not currently economically active, but want and are available to work. However, these persons have stopped looking for a job because they believe that no job exists for them.

Disability

A person is considered disabled if he/she is impaired with the following: Difficulty Moving, totally blind, difficulty seeing, difficulty speaking, deaf, difficulty hearing, difficulty learning handicap, chronic fits or epilepsy, strange behaviour or mental illness, lack of feeling on hands or feet, leprosy and albinism.

Child labour

According to the international statistical standards, children are considered to be in child labour if they are:

- ▶ below the age of 12 and working;
- ▶ aged 12 to 14 years and usually working more than 14 hours per week;
- ▶ aged 12 to 14 years, usually working 14 hours or less per week (permitted light work), but stated s/he was working in a designated hazardous industry and/or occupation or worked under hazardous conditions;
- ▶ aged 15 to 17 years and usually working more than 42 hours per week; and
- ▶ aged 15 to 17 years and usually working less than or 42 hours per week (normal work), but stated s/he was working in a designated hazardous industry and/or occupation.

Occupational injury

An occupational injury is defined as any personal injury/disease resulting from an occupational accident. An occupational injury could be fatal (as a result of occupational accidents and where death occurred within one year of the day of the accident) or non-fatal with lost work time. An occupational injury is therefore distinct from an occupational disease, which is a disease contracted as a result of exposure over a period of time to risk factors arising from work activity.

Non-fatal occupational illnesses/injuries involve one or more of the following: Loss of consciousness, restriction of work or motion, transfer to another job, or medical treatment (other than first aid).

RATES

Employment rate

The employment rate is the number of employed as a percentage of the labour force.

Unemployment rate

The unemployment rate is the number of unemployed as a percentage of the labour force. The rate is calculated based on the number of unemployed as determined using all three of the above criteria, referred to in this publication as the official.

Labour force participation rate

The LFPR is defined as the ratio of the labour force to the working age population expressed in percentage terms. It is an indicator of the level of labour market activity. It reflects the extent to which a country's working age population is economically active.

Absorption rate

The absorption rate (employment-to-population ratio) is defined as the proportion of a country's working-age population that is employed. A high ratio means that a large proportion of a country's population is employed, while a low ratio means that a large share of the population is not involved directly in market-related activities, because they are either unemployed or (more likely) out of the labour force altogether.

Economic Inactivity Rate

Economic Inactivity Rate is the proportion of the working-age population that is not in the labour force

Time related underemployment rates

Time related underemployment rate is the number of persons in time-related underemployment as a percentage of the employed population.

Combine rate of unemployed and potential labour force

This is the proportion of the unemployment and potential labour in the extended labour. This labour underutilization indicator (LU3) provides information on unmet need for employment among the population.

Non-fatal occupational injury incidence rate

This refers to the personal likelihood of the workers in the reference group suffering from work-related injuries. Incidence rates represent the number of injuries and/or illnesses or lost workdays per 100 full time workers

