

2024 Labour Force Survey Key Indicators Updated

Indicators	National		
	Male	Female	Total
Working Age Population (15 years and above)	728,106	782,594	1,510,701
Employed Population	292,833	256,888	549,722
Informal employment (nature/characteristics of job)	241,069	220,804	461,873
Formal employment (nature/characteristics of enterprise)	51,764	36,085	87,849
Trade Union Membership	28,440	24,240	52,680
Unemployed Population	122,817	113,758	236,576
Labour Force (Employed + Unemployed)	415,651	370,647	786,298
Extended Labour Force (Labour Force + Potential)	523,859	495,389	1,019,248
Time-Related Underemployment	331	514	845
Unavailable jobseekers	3,304	2,789	6,093
Discouraged jobseekers	104,904	121,954	226,857
Potential labour force	108,208	124,742	232,950
Youth			
Youth population (15-24)	207,854	203,240	411,094
Youth population (15-35)	383,062	377,167	760,230
Youth Not in Employment Education or Training (15-24)	104,600	99,147	204,747
Unemployed Youth (15-35)	74,350	70,737	145,087
Employed Youth (15-35)	125,787	102,439	228,226
Youth labour force (15-35)	200,137	173,176	373,313
Time-Related Underemployment (15-35)	42	233	275
Unemployed Youth (15-24)	31,671	31,413	63,084
Employed Youth (15-24)	41,273	25,044	66,317
Youth labour force (15-24)	72,944	56,457	129,401
Youth Potential labour force (15-24)	1,952	68,597	70,549
Youth Trade Union (15-24)	684	412	1,096
Youth Informal employment (nature/characteristics of job) (15-24)	40,551	24,493	65,045
Youth Formal employment (nature/characteristics of enterprise) (15-24)	721	551	1,272
Extended labour force (Labour Force + Potential) (15-24)	74,894	125,054	199,950
Rates			
Labour Force Participation Rate	57.1	47.4	52.0
Employment-to-Population Ratio	40.2	32.8	36.4
Informal employment rate	82.3	86.0	84.0
Trade union density rate	9.7	9.4	9.6
Unemployment Rate (LU1)	29.5	30.7	30.1

Combined rate of underemployment and unemployment (LU2)	29.6	30.8	30.2
Combined rate of unemployment and potential labour force (LU3)	44.1	48.1	46.1
Aggregated measure of labour underutilization- (LU4)	44.2	48.2	46.1
Youth Rates			
Youth Informal employment rate	98.25	97.80	98.08
Youth Unemployment Rate (15-24)	43.42	55.64	48.75
Youth not in employment, education or training (NEET) rate	50.81	48.72	49.77
Youth Combined rate of unemployment and potential labour force	44.89	79.97	66.83
Youth Trade Union density rate	1.66	1.65	1.65
Youth Employment-to-population ratio (15-24)	19.86	12.32	16.13
Youth Time-Related Underemployment rate (15-35)	0.03	0.12	0.07
Youth labour force participation rate (15-35)	35.09	27.78	31.48
Youth labour force absorption rate (15-35)	64.03	60.20	62.25
Youth unemployment rate (15-35)	37.1	40.8	38.9

Definition and Interpretation of Key Indicators

Employed population refers to persons who worked for pay or profit for at least one hour during the reference week.

Unemployed population refers to persons who have not worked at all in the reference week but were available to take up job/business within the next two weeks and were actively seeking job/business in the past four weeks.

Time-Related Underemployment refers to employed persons who during the reference week worked for less than 40 hours (National threshold), were willing and available to work additional hours, and provided they were paid.

Potential labour force refers to persons who during the reference week were either seeking a job/business but not available to start or were not seeking for a job/business but were available to start in the next two weeks.

Employment-to-Population Ratio/Labour Absorption Rate refers to proportion of country's working age population that is in employment.

Labour underutilization refers to mismatch between labour supply and demands. It comprises of unemployed persons, potential labour force and persons in employment but with unmet need.

Youth refers to a period of transition of a boy/girl from the dependency of childhood to adulthood's independency and awareness of their inter dependence as members of a community. As per UN definition, youth is defined as persons aged 15 to 24

years. Nevertheless, in the kingdom of Lesotho, youth is defined as persons aged 15 to 35 years. This definition is in accordance with the African Union on youth and SADC definition.

LU1: Unemployment rate: $[\text{Persons in unemployment} / \text{labour force}] \times 100$

LU2: Combined rate of time-related underemployment and unemployment: $[(\text{persons in time-related underemployment} + \text{persons in unemployment}) / \text{labour force}] \times 100$

LU3: Combined rate of unemployment and potential labour force: $[(\text{persons in unemployment} + \text{potential labour force}) / (\text{extended labour force})] \times 100$

LU4: Aggregate measure of labour underutilization: $[(\text{persons in time-related underemployment} + \text{persons in unemployment} + \text{potential labour force}) / (\text{extended labour force})] \times 100$
Profession

The Employment to Population Ratio (EPR) is 36.4 percent indicating that only about a third of the working age population is in employment. The EPR is higher for males (40.2%) than for females (32.8%).

The Labour Force Participation Rate (LFPR) is 52.0 percent indicating that a little over a half of the working age population is available for work. The LFPR for males is higher (57.1%) than that of females (47.4%) indicating that males are more available for the production of goods and services than females.

Out of employed population (549,722), the majority (84.0%) are in Informal Employment while 16.1% are in the Formal Employment. More females are in Informal Employment (86.0%) as compared to their male counterparts (82.3%).

The Unemployment Rate (LU1) is 30.1 percent and there is not much discrepancy between the rates for males (29.5%) and females (30.7%). There is not much difference between LU1 and LU2 but there is a large gap between LU1 (30.1%) and LU3 (46.1%) indicating that a large proportion of those not employed, are not even looking for jobs or available to start working.

The true extent of labour underutilization is illustrated through LU4, which shows that a little bit less than half of the working age population faces some sort of labour underutilization.