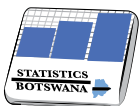




Formal Sector Employment Survey March 2018



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Preface

This Stats Brief presents formal employment figures during the month of March 2018. The information for this brief is collected quarterly from business establishments through a mailed questionnaire. The brief also presents average earnings or wages for all establishments in Government, parastatals and the private sector.

The brief shows that overall, formal employment increased by 0.1 percent between March 2018 and December 2017 with Private and Parastatals recording the highest increase of 0.2 percent each, followed by Central Government with 0.1 percent, while Local Government encountered a decrease in employment of 0.2 percent. The decrease in Local Government was mainly prompted by the decrease in employment of the Ipelegeng Programme, recording a decrease of 0.3 percent.

On the other hand, Mining and Quarrying recorded an increase in employment of 1.6 percent between the two quarters, followed by Agriculture and Water & Electricity with 1.0 percent each. Employee earnings decreased from P6,216 in December 2017 to P 6,211 in March 2018, which is a decrease of 0.1 percent.

We hope stakeholders find this brief helpful in informing their periodic planning and policy formulation. The brief owes a lot to the business establishments who continue to respond to our questionnaire on employment and employee remuneration. However, Statistics Botswana continues to face serious challenges of some business establishments not responding to the questionnaire thereby, soliciting rigorous and costly follow ups. The non-response may also compromise the accuracy of the figures generated and consequently the decisions based on those figures.

Business entities are, therefore, encouraged to report their employment figures quarterly to enable Statistics Botswana to provide information that will guide informed decision making at all levels.



Dr. Burton Mguni
Statistician General
November 2018

1. INTRODUCTION

This Stats Brief presents results of the March 2018 Employment Survey. The results give summary estimates of formal sector employment, monthly average cash earnings, and minimum hourly wage rates as well as estimates for the Ipelegeng Programme.

2. EMPLOYMENT

Table 1 compares formal sector employment for March 2018 and December 2017. The table shows that overall employment increased by 0.1 percent (363 persons) from 410, 329 persons in December 2017 to 410,692 persons in March 2018. Private and Parastatal recorded the highest increase in employment of 0.2 percent each, followed by Central Government with 0.1 percent increase in employment. Local Government recorded a decrease in employment of 0.2 percent.

In March 2018, a total of 11,582 (2.8 percent) employees were non-citizens. Out of this total, Private and Parastatal sectors recorded 10,510 employees. Construction industry was the major employer of non-citizens (23.0 percent), followed by Education industry (16.4 percent) and Manufacturing industry (15.7 percent). See **tables 1** and **2**.

Table 3 shows estimated number of employees by economic activity/sector for March 2018. A total of 410,692 employees were recorded, of which 201,430 (49.0 percent) were males while 209,276 (51.0 percent) were females.

3. WAGES/EARNINGS

This section presents the estimated monthly average cash earning for employees in formal sector. Monthly average earnings for citizens stood at P5,874, P17,830 for non-citizen and P6,211 for all employees as at end of March 2018. There was a decrease of 0.1 percent in monthly average earnings for all employees from December 2017 (P6,216) to March 2018 (P6,211). See **table 5**.

Minimum hourly wage rates in Thebe per hour from April 2009 to November 2017 for Private and Parastatal sectors only, are presented in **Table 7**. The table shows that the Minimum hourly rate increased by 52 percent between 2009 and 2017 from 380 thebe to 579 thebe respectively. According to table 7, the minimum hourly wage rates have experienced an upsurge over the above mentioned years except for 2009 to 2011, where the rates remained the same for three (3) years.

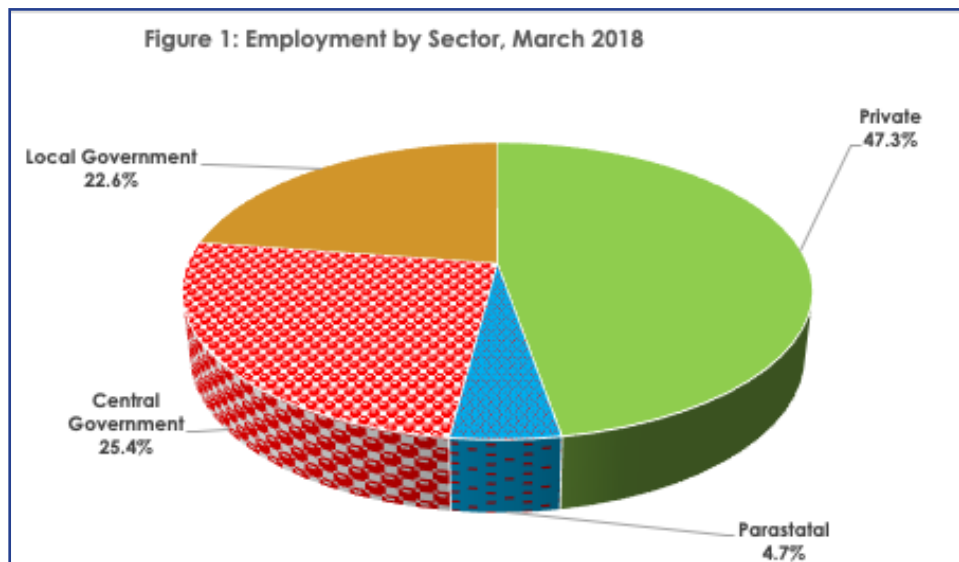


Figure 1 shows March 2018 formal employment by sector. Private sector had the largest share (47.3 percent), followed by Central Government with 25.4 percent. Local Government and Parastatal recorded 22.6 percent and 4.7 percent respectively.

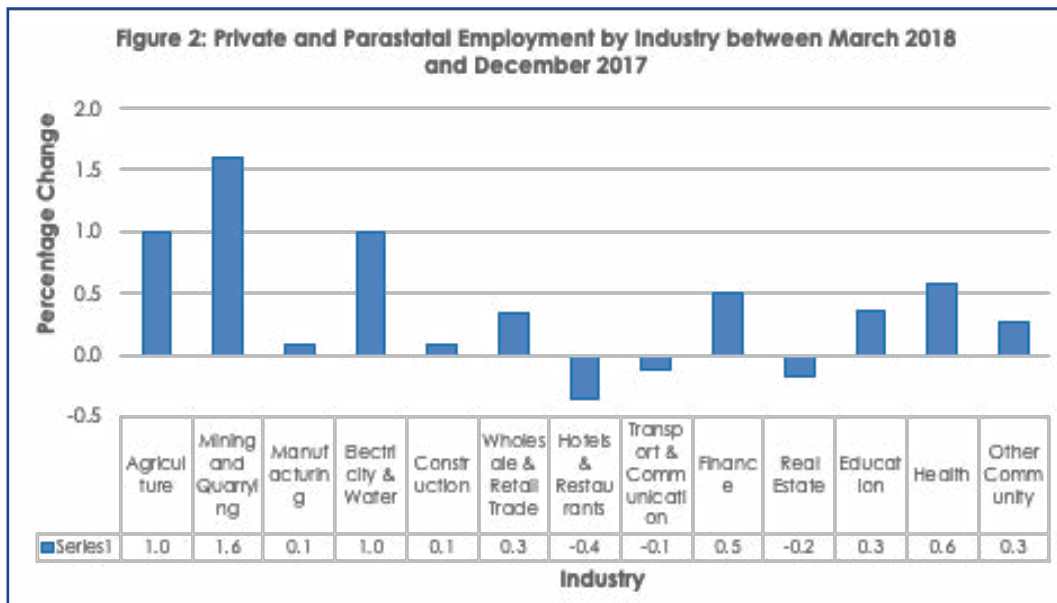


Figure 2 above shows percentage changes for Private and Parastatal Employment by industry between March 2018 and December 2017. Most industries were almost constant in terms of employment increment, except for one industry which recorded a significant increase, being Mining & Quarrying recording 1.6 percent increment in employment, followed by Electricity & Water and Agriculture recording 1.0 percent each. Hotels & Restaurants industry and Real Estate recorded a decrease in employment with 0.4 percent and 0.2 percent respectively, followed by Transport & Communication with 0.1 percent decrease in employment.

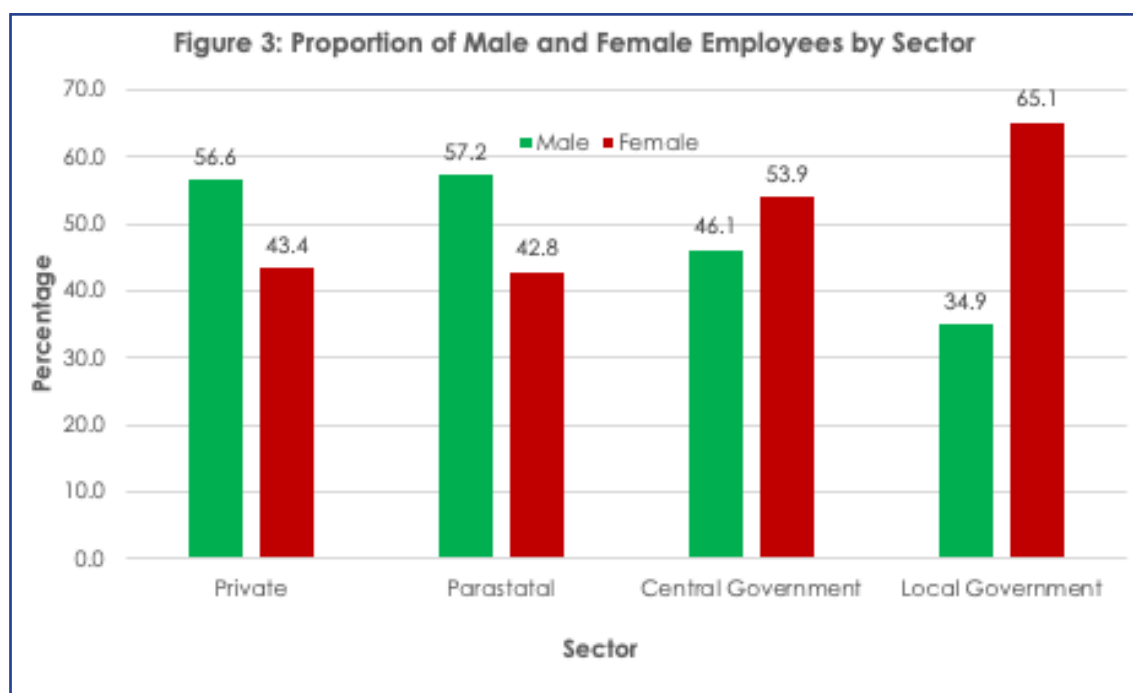


Figure 3 displays proportion of male and female employees by sector. The figure shows that males dominated their female counterparts in Private and Parastatal sectors with 56.6 percent and 57.2 percent respectively. Males constituted 46.1 percent for Central Government and 34.9 percent for Local Government. Female employees were higher in Local Government (65.1 percent), followed by those in Central Government (53.9 percent).

Table 1: Estimated Number of Paid Employees by Economic Activity, Citizenship and Sex, March 2018 and December 2017

Sector/ Economic Activity	March 2018									De 17	%
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total	
Agriculture	3,112	2,827	5,939	510	53	562	3,622	2,880	6,501	6,437	1.0
Mining and Quarrying	6,774	1,228	8,002	112	16	128	6,886	1,244	8,130	8,002	1.6
Manufacturing	20,639	15,407	36,046	1,475	339	1,814	22,114	15,746	37,860	37,826	0.1
Electricity & Water	3,730	1,473	5,203	12	18	30	3,742	1,491	5,233	5,181	1.0
Construction	15,325	5,110	20,434	1,972	689	2,661	17,297	5,799	23,095	23,074	0.1
Wholesale & Retail Trade	26,646	23,578	50,214	1,310	241	1,551	27,956	23,819	51,765	51,593	0.3
Hotels & Restaurants	6,802	11,710	18,512	264	141	405	7,066	11,851	18,917	18,984	-0.4
Transport & Communication	8,211	5,467	13,678	345	142	487	8,556	5,609	14,165	14,181	-0.1
Finance	3,206	5,626	8,832	75	13	88	3,281	5,639	8,920	8,875	0.5
Real Estate	13,300	6,940	20,240	286	134	420	13,586	7,074	20,660	20,697	-0.2
Education	3,411	5,061	8,472	1,036	866	1,902	4,447	5,927	10,374	10,338	0.3
Health	767	2,330	3,097	147	199	346	914	2,529	3,443	3,423	0.6
Other Community	1,535	2,940	4,474	44	72	116	1,579	3,012	4,590	4,578	0.3
Private and Parastatal	113,458	89,697	203,143	7,588	2,923	10,510	121,046	92,620	213,653	213,189	0.2
Private	102,634	81,436	184,058	7,254	2,851	10,104	109,888	84,287	194,162	193,745	0.2
Parastatal	10,824	8,261	19,085	334	72	406	11,158	8,333	19,491	19,444	0.2
Central Government	47,308	55,831	103,139	650	348	998	47,958	56,179	104,137	104,082	0.1
Local Government	32,365	60,463	92,828	60	14	74	32,425	60,477	92,902	93,058	(0.2)
Ipelegeng	20,797	47,124	67,921	-	-	-	20,797	47,124	67,921	68,131	(0.3)
Local Gov. Excl. Ipelegeng	11,568	13,339	24,907	60	14	74	11,628	13,353	24,981	24,927	0.2
All Sectors excl. Ipelegeng Programme employees	172,335	158,867	331,189	8,298	3,285	11,582	180,633	162,152	342,771	342,198	0.2
All Sectors	193,132	205,991	399,110	8,298	3,285	11,582	201,430	209,276	410,692	410,329	0.1

Table 2: Estimated Percentage Distribution of Paid Employees by Economic Activity/ Sector, March 2018 and December 2017

Sector/ Economic Activity	March 2018									Dec-2017
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Agriculture	1.6	1.4	1.5	6.1	1.6	4.9	1.8	1.4	1.6	1.6
Mining and Quarrying	3.5	0.6	2.0	1.3	0.5	1.1	3.4	0.6	2.0	2.0
Manufacturing	10.7	7.5	9.0	17.8	10.3	15.7	11.0	7.5	9.2	9.2
Electricity & Water	1.9	0.7	1.3	0.1	0.5	0.3	1.9	0.7	1.3	1.3
Construction	7.9	2.5	5.1	23.8	21.0	23.0	8.6	2.8	5.6	5.6
Wholesale & Retail Trade	13.8	11.4	12.6	15.8	7.3	13.4	13.9	11.4	12.6	12.6
Hotels & Restaurants	3.5	5.7	4.6	3.2	4.3	3.5	3.5	5.7	4.6	4.6
Transport & Communication	4.3	2.7	3.4	4.2	4.3	4.2	4.2	2.7	3.4	3.5
Finance	1.7	2.7	2.2	0.9	0.4	0.8	1.6	2.7	2.2	2.2
Real Estate	6.9	3.4	5.1	3.4	4.1	3.6	6.7	3.4	5.0	5.0
Education	1.8	2.5	2.1	12.5	26.4	16.4	2.2	2.8	2.5	2.5
Health	0.4	1.1	0.8	1.8	6.1	3.0	0.5	1.2	0.8	0.8
Other Community	0.8	1.4	1.1	0.5	2.2	1.0	0.8	1.4	1.1	1.1
Private and Parastatal	58.7	43.5	50.9	91.4	89.0	90.7	60.1	44.3	52.0	52.0
Private	53.1	39.5	46.1	87.4	86.8	87.2	54.6	40.3	47.3	47.2
Parastatal	5.6	4.0	4.8	4.0	2.2	3.5	5.5	4.0	4.7	4.7
Central Government	24.5	27.1	25.8	7.8	10.6	8.6	23.8	26.8	25.4	25.4
Local Government	16.8	29.4	23.3	0.7	0.4	0.6	16.1	28.9	22.6	22.7
Ipelegeng Program	10.8	22.9	17.0	-	-	-	10.3	22.5	16.5	16.6
Local Gov. Excl. Ipelegeng	6.0	6.5	6.2	0.7	0.4	0.6	5.8	6.4	6.1	6.1
All Sectors excl. Ipelegeng Programme employees	89.2	77.1	83.0	100	100	100	89.7	77.5	83.5	83.4
All Sectors	100	100	100	100	100	100	100	100	100	100

**Table 3: Estimated Number of Paid Employees by Economic Activity/
Sector, March 2018**

Sector/ Economic Activity	All Employees			Percentage (%)		
	Male	Female	Total	Male	Female	Total
Agriculture	3,622	2,880	6,501	55.7	44.3	100
Mining and Quarrying	6,886	1,244	8,130	84.7	15.3	100
Manufacturing	22,114	15,746	37,860	58.4	41.6	100
Electricity & Water	3,742	1,491	5,233	71.5	28.5	100
Construction	17,297	5,799	23,095	74.9	25.1	100
Wholesale & Retail Trade	27,956	23,819	51,765	54.0	46.0	100
Hotels & Restaurants	7,066	11,851	18,917	37.4	62.6	100
Transport & Communication	8,556	5,609	14,165	60.4	39.6	100
Finance	3,281	5,639	8,920	36.8	63.2	100
Real Estate	13,586	7,074	20,660	65.8	34.2	100
Education	4,447	5,927	10,374	42.9	57.1	100
Health	914	2,529	3,443	26.5	73.5	100
Other Community	1,579	3,012	4,590	34.4	65.6	100
Private and Parastatal	121,046	92,620	213,653	56.7	43.4	100
Private	109,888	84,287	194,162	56.6	43.4	100
Parastatal	11,158	8,333	19,491	57.2	42.8	100
Central Government	47,958	56,179	104,137	46.1	53.9	100
Local Government	32,425	60,477	92,902	34.9	65.1	100
Ipelegeng Program	20,797	47,124	67,921	30.6	69.4	100
Local Gov. Excl. Ipelegeng	11,628	13,353	24,981	46.5	53.5	100
All Sectors excl. Ipelegeng	180,633	162,152	342,771	52.7	47.3	100
All Sectors	201,430	209,276	410,692	49.0	51.0	100

Table 4: Estimated Number of Paid Employees by Economic Activity/Sector, September 2014 – March 2018

Sector/Economic Activity	Sept 2014	Sept 2015	Mar 2016	Jun 2016	Sept 2016	Dec 2016	Mar 2017	Jun 2017	Sept 2017	Dec 2017	Mar 2018
Agriculture	6,514	6,637	6,543	6,517	6,545	6,397	6,464	6,560	6,506	6,437	6,501
Mining & Quarrying	12,547	12,773	12,477	12,324	12,372	9,128	8,115	8,102	8,019	8,002	8,130
Manufacturing	37,047	37,316	37,562	37,726	37,797	37,991	38,074	37,681	37,877	37,826	37,860
Water & Electricity	4,692	4,752	4,811	5,019	5,071	5,107	5,180	5,197	5,116	5,181	5,233
Construction	23,632	22,877	23,346	23,808	24,037	24,145	24,092	23,652	23,396	23,074	23,095
Wholesale & Retail Trade	48,723	48,906	49,816	50,408	50,717	50,765	50,865	50,988	51,378	51,593	51,765
Hotels & Restaurants	17,778	17,894	18,164	18,522	18,598	18,670	18,730	18,790	18,873	18,984	18,917
Transport & Communication	13,357	13,457	1,3681	13,903	13,872	13,896	13,959	14,019	14,086	14,181	14,165
Financial Intermediaries	9,013	9,082	9,092	8,660	8,687	8,624	8,683	8,703	8,788	8,875	8,920
Real Estate	19,277	19,516	20,244	20,484	20,585	20,642	20,658	20,676	20,631	20,697	20,660
Education	10,270	10,181	10,160	10,184	10,274	10,211	10,265	10,278	10,353	10,338	10,374
Health & Social work	3,125	3,131	3,169	3,207	3,219	3,241	3,300	3,342	3,373	3,423	3,443
Other Community Services	4,214	4,253	4,214	4,373	4,395	4,461	4,434	4,459	4,511	4,528	4,553
Private & Parastatal	210,189	210,895	213,459	215,223	216,211	213,210	212,896	212,516	212,949	213,189	213,653
Private	191,399	191,484	193,46	195,747	197,107	194,202	193,582	192,937	193,480	193,745	194,162
Parastatal	18,790	19,411	19,999	19,476	19,101	19,008	19,314	19,579	19,469	19,444	19,491
Central Government	104,317	104,349	102,160	102,843	103,696	104,598	104,314	103,682	104,062	104,082	104,137
Local Government	89,955	88,437	88,799	89,416	89,031	89,174	88,600	88,359	92,198	93,058	92,902
Ipelegeng Program	64,354	62,566	64,222	64,722	64,448	64,555	63,836	63,521	67,310	68,131	67,921
Local Gov. Excl. Ipelegeng	25,601	25,871	24,577	24,694	24,583	24,618	24,764	24,838	24,888	24,927	24,981
All Sectors	404,461	403,681	404,387	407,482	408,938	406,982	405,810	404,557	409,184	410,329	410,692

Table 5: Estimated Monthly Average Cash Earnings by Economic Activity, Citizenship and Sex, March 2018 and December 2017

Sector/ Economic Activity	March 2018									Dec 2017	% Change
	Citizens			Non-Citizens			All Employees			Total	
	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Agriculture	1,812	1,720	1,768	3,306	4,045	3,382	2,022	1,763	1,908	1,994	-4.3
Mining and Quarrying	16,721	17,057	16,773	45,798	48,114	46,088	17,194	17,457	17,234	17,666	-2.4
Manufacturing	5,659	3,890	4,902	19,338	12,273	18,017	6,571	4,070	5,531	5,908	-6.4
Electricity & Water	11,568	12,513	11,836	37,411	10,916	21,514	11,651	12,494	11,891	11,328	5.0
Construction	4,102	4,039	4,086	16,526	5,428	13,652	5,518	4,204	5,188	5,108	1.6
Wholesale & Retail Trade	4,086	3,253	3,715	20,382	12,746	20,203	4,850	3,349	4,209	4,005	5.1
Hotels & Restaurants	3,046	2,565	3,066	14,553	12,847	13,959	3,476	2,687	3,299	3,294	0.2
Transport & Communication	8,584	9,486	8,945	17,236	18,724	17,670	8,933	9,720	9,245	9,439	-2.1
Finance	16,509	15,990	16,178	30,465	33,724	30,946	16,828	16,031	16,324	16,349	-0.2
Real Estate	5,718	7,715	6,403	58,384	24,792	47,666	6,826	8,039	7,241	7,599	-4.7
Education	9,652	7,336	8,269	16,520	15,040	15,846	11,252	8,462	9,658	9,011	7.2
Health	8,914	5,856	6,613	38,157	32,134	34,693	13,618	7,924	9,435	9,829	-4.0
Other Community	5,748	2,735	3,754	14,062	8,485	10,601	5,980	2,872	3,927	3,453	13.7
Private and Parastatal	6,340	5,415	5,966	19,398	13,826	17,999	7,159	5,681	6,558	6,577	-0.3
Private	5,529	4,526	5,124	19,337	13,796	17,930	6,441	4,840	5,790	5,745	0.8
Parastatal	14,029	14,175	14,092	20,716	15,029	19,708	14,229	14,183	14,209	14,868	-4.4
Central Government	8,846	9,694	9,305	17,262	14,524	16,307	8,960	9,724	9,372	9,364	0.1
Local Government	2,457	1,541	1,860	16,407	14,274	16,014	2,483	1,543	1,871	1,867	0.2
Ipelegeng Program	567	567	567	-	-	-	567	567	567	567	0.0
Local Gov. Excl. Ipelegeng	5,856	4,980	5,387	16,407	14,274	16,014	5,910	4,989	5,418	5,421	-0.1
All Sectors excl. Ipelegeng Programme employees	6,995	6,882	6,962	19,209	13,902	17,840	7,556	7,024	7,330	7,341	-0.1

Table 6: Estimated Monthly Average Cash Earnings by Economic Activity/Sector, September 2013 – March 2018

Sector/ Economic Activity	Sept 2014	Sept 2015	Mar 2016	Jun 2016	Sept 2016	Dec 2016	Mar 2017	Jun 2017	Sept 2017	Dec 2017	Mar 2018	Sept
Agriculture	1,273	1,333	1,285	1,246	1,223	1,548	1,236	1,510	1,443	1,597	1,994	1,908
Mining & Quarrying	11,500	11,893	11,081	11,839	12,051	12,094	15,700	17,675	16,624	15,750	17,666	17,234
Manufacturing	3,344	3,873	3,955	4,500	4,724	4,635	5,408	5,186	5,256	5,520	5,908	5,531
Water & Electricity	10,939	10,802	11,649	12,015	12,190	12,021	12,560	11,744	11,226	11,472	11,328	11,891
Construction	3,628	4,230	3,635	3,729	4,160	3,895	3,900	5,001	5,106	4,623	5,108	5,188
Wholesale & Retail	3,840	4,332	4,004	3,671	4,030	3,734	4,559	4,368	4,214	4,026	4,005	4,209
Hotels & Restaurants	2,314	2,218	2,415	2,599	2,849	2,514	3,071	3,225	2,920	3,050	3,294	3,299
Transport & Communication	7,946	7,860	8,024	9,187	9,876	9,608	9,994	9,330	9,128	9,232	9,439	9,245
Financial Intermediaries	13,614	13,984	13,950	14,524	15,310	15,815	16,383	16,729	16,757	17,176	16,349	16,324
Real Estate	5,570	6,072	6,133	5,885	6,361	6,373	6,819	6,718	6,634	7,018	7,599	7,241
Education	9,007	9,554	10,134	9,995	9,457	8,667	7,677	8,628	8,960	8,792	9,011	9,658
Health & Social work	8,559	8,875	9,052	9,075	8,563	8,192	8,221	9,581	8,934	9,040	9,829	9,435
Other community services	3,791	3,959	3,709	3,581	3,163	3,269	3,289	4,358	4,543	4,545	3,453	3,927
Private & Parastatal	5,275	5,676	5,840	5,728	5,912	5,833	6,303	6,429	6,327	6,316	6,577	6,558
Private	4,655	4,994	4,788	4,812	5,149	5,220	5,699	5,554	5,379	5,374	5,745	5,790
Parastatal	11,638	12,622	12,972	13,862	13,576	12,166	12,478	14,956	15,670	15,563	14,868	14,209
Central Government	7,205	7,381	7,626	8,509	8,744	8,732	8,703	8,704	9,011	9,356	9,364	9,372
Local Government	1,703	1,616	1,742	1,690	1,693	1,765	1,717	1,819	1,920	1,868	1,867	1,871
Ipelegeng Program	490	520	540	540	540	540	540	540	567	567	567	567
Local Gov. Excl. Ipelegeng	4,571	4,371	4,648	4,695	4,714	4,997	4,802	5,114	5,379	5,383	5,421	5,418
All Sectors	5,009	5,213	5,403	5,544	5,701	5,684	5,916	6,007	6,052	6,088	6,216	6,211

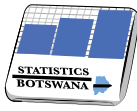
Table 7: Minimum Hourly Wage Rates (Thebe)

Private and Parastatals	April 2009	April 2010	April 2011	April 2012	June 2013	June 2014	July 2015	June 2016	November 2017
Building, Construction, Exploration and Quarrying	380	380	380	420	450	486	515	546	579
Manufacturing, Service and Repair Trades	380	380	380	420	450	486	515	546	579
Wholesale Distributive Trades	380	380	380	420	450	486	515	546	579
Retail Distributive Trades	330	330	330	370	400	432	458	485	514
Hotel, Catering and Entertainment Trades	380	380	380	420	450	486	515	546	579
Garage, Motor Trades and Road Transport	380	380	380	420	450	486	515	546	579
Retail and Wholesale Night watchmen	320	320	320	350	380	410	435	461	489
Security Guards Employed by Security Companies	380	380	380	420	450	486	515	546	579

Agricultural Sector – P700 per month (2017 November)

Domestic Service Sector – P3.21 per hour (2017 November)

Source: Department of Labour and Social Security



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