

# FORMAL SECTOR EMPLOYMENT

NO: 2015/1

STATS BRIEF-SEPTEMBER 2013

# STATISTICS BOTSWANA

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## 1. INTRODUCTION

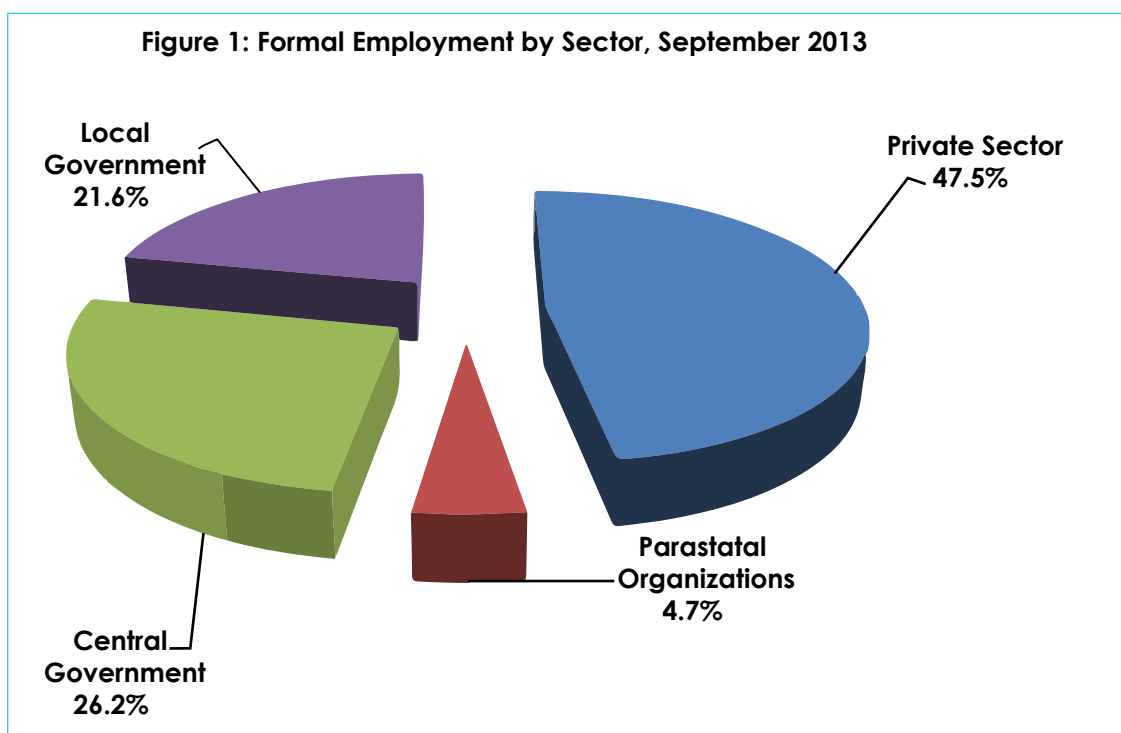
This Stats Brief presents results of the September 2013 Employment Survey. The results give summary estimates of formal sector employment, monthly average cash earnings, and minimum hourly wage rates as well as estimates for the Ipelegeng Programme.

## 2. EMPLOYMENT

Table 1 compares formal sector employment for September 2013 and September 2012. Overall employment increased by 2.5 percent (9,865 persons), from 389,665 in September 2012 to 399,530 persons in September 2013. Local government recorded the highest increase in employment of 9.6 percent, followed by Parastatal Organizations with 7.7 percent. The increase in Local Government employment was due to a high increase (15.2 percent) in the number of Ipelegeng employees. Central government recorded a decline of 0.4 percent in employment.

In September 2013, 15,334 (3.8 percent) persons employed were non-citizens. The major employer of non-citizen employees was wholesale and Retail Trade, at 2,679 persons (18.1 percent). Manufacturing and Construction followed with 2,465 (16.1 percent) and 2,375 (15.5 percent) persons, respectively (See Table 1).

Employment by sector as at end of September 2013 is illustrated in Figure 1. Private sector had the largest share, accounting for 47.5 percent, followed by Central Government at 26.2 percent. Local Government and Parastatal Organizations recorded 21.6 percent and 4.7 percent respectively



Private and Parastatal sector employment for September 2013 and September 2012 is shown in Figure 2. All industries recorded an increase in employment during the period. A significant annual industrial change in employment was recorded by Electricity & Water at 11.8 percent. Health and Mining & Quarrying recorded an increase of 2.1 percent and 2.0 percent respectively.

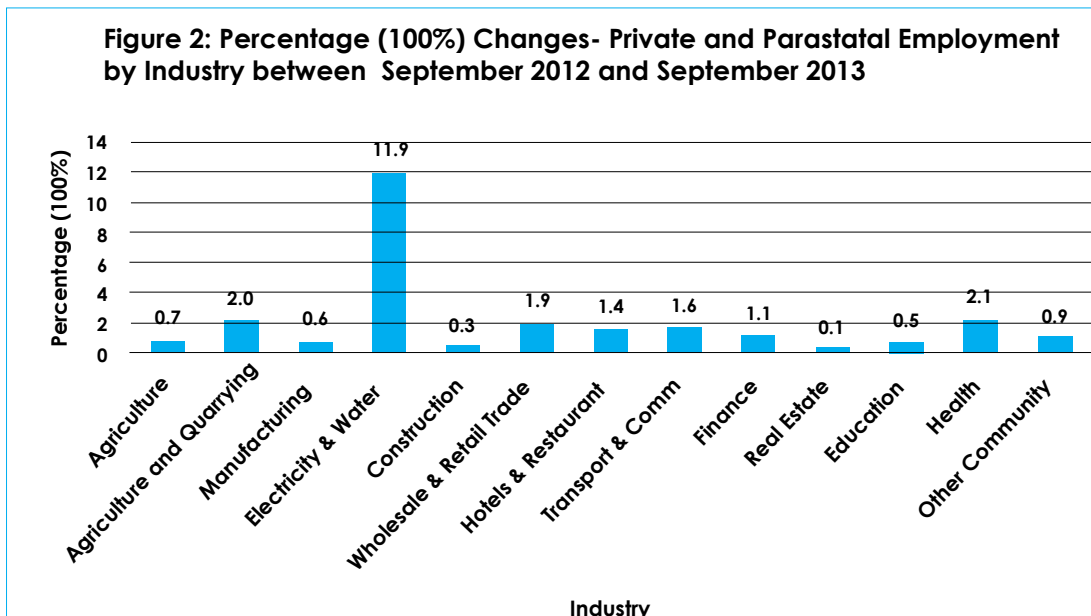
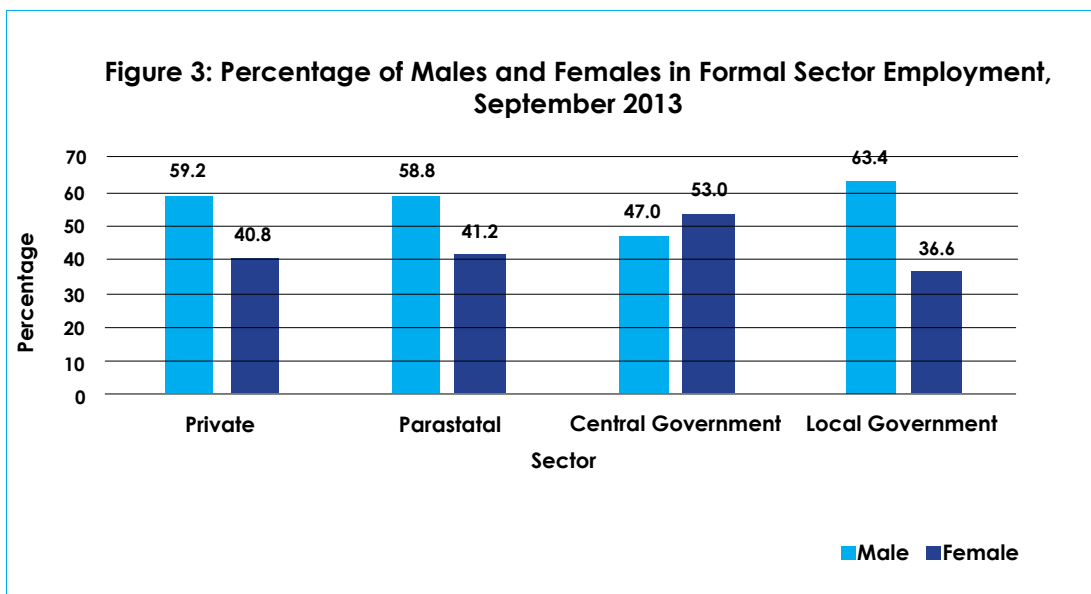


Figure 3 displays the proportion of male and female employees by sector. The figure shows that all the sectors were dominated by males except for Central Government which was dominated by females at 53.0 percent. The highest proportion of male employees was recorded by the Local Government sector at 63.4 percent, followed by Private sector and Parastatal Organizations at 59.2 and 58.8 percent respectively.

The proportion of employees by sex at industry level shows that males were dominant in Mining & Quarrying and Construction industries, with 84.8 percent and 80.9 percent respectively. The highest proportion of females was found in Health & Social Work with 70.4 percent, followed by Community & Other Services and Financial Intermediaries at 64.2 percent and 62.9 percent respectively. A significant proportion (58.2 percent) of females was also recorded by Hotels & Restaurants (See Table 3).



### 3. WAGES/EARNINGS

This section presents the earnings data collected during September 2013 and September 2012 employment surveys.

The monthly average earnings by industry, citizenship and sector for September 2012 and September 2013 are presented in Table 5. Monthly average earnings were P4,661 for citizens, P13,733 for non-citizens and P5,009 for all employees as at end of September 2013. For all employees, average earnings increased from P4,810 in September 2012 to P5,009 in September 2013, an increase of 4.1 percent.

Minimum hourly wage rates in Thebe per hour, from 2005 to 2013 for Private and Parastatal organizations only, are presented in Table 7. The minimum hourly wage rates have been increasing over these years except for 2008 to 2011, where the rates remained the same for four (4) years.



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**Acting Statistician General**  
February 2015

**Table 1: Estimated Number of Paid Employees by Economic Activity, Citizenship and Sex, September 2013 and September 2012**

Sector/ Economic Activity	Sep-13						Sep-12				
	Citizens			Non-Citizens			All Employees			Total	% Change
	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Agriculture	3,364	2,713	6,077	302	144	446	3,666	2,857	6,523	6,479	0.7
Mining and Quarrying	9,837	1,808	11,645	402	27	429	10,239	1,835	12,074	11,840	2
Manufacturing	20,699	13,901	34,601	1,899	566	2,465	22,599	14,468	37,066	36,829	0.6
Electricity & Water	3,322	1,305	4,627	9	0	9	3,331	1,305	4,636	4,143	11.9
Construction	16,999	4,356	21,355	2,194	181	2,375	19,193	4,537	23,730	23,650	0.3
Wholesale & Retail Trade	23,328	22,354	45,682	2,295	474	2,769	25,623	22,828	48,451	47,544	1.9
Hotels & Restaurants	6,823	10,057	16,880	514	161	674	7,337	10,218	17,554	17,308	1.4
Transport & Communications	7,099	5,433	12,532	569	226	795	7,668	5,659	13,327	13,123	1.6
Finance	3,165	5,560	8,725	126	30	156	3,291	5,590	8,881	8,787	1.1
Real Estate	13,012	5,374	18,387	500	170	670	13,512	5,544	19,056	19,029	0.1
Education	3,213	4,647	7,860	1,341	946	2,287	4,554	5,593	10,147	10,096	0.5
Health and social work	713	1,812	2,525	187	324	510	900	2,136	3,035	2,973	2.1
Other Community	1,433	2,691	4,124	88	41	129	1,521	2,732	4,253	4,214	0.9
<b>Private and Parastatal</b>	<b>113,007</b>	<b>82,012</b>	<b>195,019</b>	<b>10,425</b>	<b>3,289</b>	<b>13,713</b>	<b>123,432</b>	<b>85,301</b>	<b>208,732</b>	<b>206,015</b>	<b>1.3</b>
Private	102,323	74,337	176,660	10,029	3,206	13,234	112,352	77,543	189,894	188,531	0.7
Parastatal	10,684	7,675	18,359	396	83	479	11,080	7,758	18,838	17,484	7.7
<b>Central Government</b>	<b>48,120</b>	<b>54,957</b>	<b>103,077</b>	<b>977</b>	<b>487</b>	<b>1,464</b>	<b>49,097</b>	<b>55,444</b>	<b>104,541</b>	<b>104,925</b>	<b>-0.4</b>
Local Government	<b>54,604</b>	<b>31,496</b>	<b>86,100</b>	<b>92</b>	<b>65</b>	<b>157</b>	<b>54,696</b>	<b>31,561</b>	<b>86,257</b>	<b>78,725</b>	<b>9.6</b>
Ipelegeng Program	42,424	18,199	60,623	0	0	0	42,424	18,199	60,623	52,617	15.2
Local Gov. Excl. Ipelegeng	12,180	13,297	25,477	92	65	157	12,272	13,362	25,634	26,108	-1.8
<b>All Sectors excl. Ipelegeng Programme employees</b>	<b>173,307</b>	<b>150,266</b>	<b>323,573</b>	<b>11,494</b>	<b>3,841</b>	<b>15,334</b>	<b>184,801</b>	<b>154,107</b>	<b>338,907</b>	<b>337,048</b>	<b>0.6</b>
<b>All Sectors</b>	<b>215,731</b>	<b>168,465</b>	<b>384,196</b>	<b>11,494</b>	<b>3,841</b>	<b>15,334</b>	<b>227,225</b>	<b>172,306</b>	<b>399,530</b>	<b>389,665</b>	<b>2.5</b>

**Table 2: Estimated Percentage Distribution of Paid Employees by Economic Activity/Sector, September 2013 and September 2012**

Sector/ Economic Activity	Sep-2013									Sep-12
	Citizens			Non-Citizens			All Employees			Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Agriculture	1.6	1.6	1.6	2.6	3.7	2.9	1.6	1.7	1.6	1.7
Mining & Quarrying	4.6	1.1	3.0	3.5	0.7	2.8	4.5	1.1	3.0	3.0
Manufacturing	9.6	8.3	9.0	16.5	14.7	16.1	9.9	8.4	9.3	9.5
Water & Electricity	1.5	0.8	1.2	0.1	0.0	0.1	1.5	0.8	1.2	1.1
Construction	7.9	2.6	5.6	19.1	4.7	15.5	8.4	2.6	5.9	6.1
Wholesale & Retail	10.8	13.3	11.9	20.0	12.3	18.1	11.3	13.2	12.1	12.2
Hotels & Restaurants	3.2	6.0	4.4	4.5	4.2	4.4	3.2	5.9	4.4	4.4
Transport & Communication	3.3	3.2	3.3	5.0	5.9	5.2	3.4	3.3	3.3	3.4
Finance	1.5	3.3	2.3	1.1	0.8	1.0	1.4	3.2	2.2	2.3
Real Estate	6.0	3.2	4.8	4.4	4.4	4.4	5.9	3.2	4.8	4.9
Education	1.5	2.8	2.0	11.7	24.6	14.9	2.0	3.2	2.5	2.6
Health & Social work	0.3	1.1	0.7	1.6	8.4	3.3	0.4	1.2	0.8	0.8
Other Community	0.7	1.6	1.1	0.8	1.1	0.8	0.7	1.6	1.1	1.1
<b>Private &amp; Parastatal</b>	<b>52.4</b>	<b>48.7</b>	<b>50.8</b>	<b>90.7</b>	<b>85.6</b>	<b>89.4</b>	<b>54.3</b>	<b>49.5</b>	<b>52.2</b>	<b>52.9</b>
Private	47.4	44.1	46.0	87.3	83.5	86.3	49.4	45.0	47.5	48.4
Parastatal	5.0	4.6	4.8	3.4	2.2	3.1	4.9	4.5	4.7	4.5
<b>Central Government</b>	<b>22.3</b>	<b>32.6</b>	<b>26.8</b>	<b>8.5</b>	<b>12.7</b>	<b>9.5</b>	<b>21.6</b>	<b>32.2</b>	<b>26.2</b>	<b>26.9</b>
<b>Local Government</b>	<b>25.3</b>	<b>18.7</b>	<b>22.4</b>	<b>0.8</b>	<b>1.7</b>	<b>1.0</b>	<b>24.1</b>	<b>18.3</b>	<b>21.6</b>	<b>20.2</b>
Ipelegeng Program	19.7	10.8	15.8	0.0	0.0	0.0	18.7	10.6	15.2	13.5
Local Gov. Excl. Ipelegeng	5.6	7.9	6.6	0.8	1.7	1.0	5.4	7.8	6.4	6.7
<b>All sectors excl. Ipelegeng</b>	<b>80.3</b>	<b>89.2</b>	<b>84.2</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>81.3</b>	<b>89.4</b>	<b>84.8</b>	<b>86.5</b>
<b>Programme employees</b>										
<b>All Sectors</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

**Table 3: Estimated Number of Paid Employees by Economic Activity/Sector, September 2013**

September-2013						
Sector/ Economic Activity	All employees			All employees		
	Male	Female	Total	Male	Female	Total
Agriculture	3,666	2,857	6,523	56.2	43.8	100
Mining & Quarrying	10,239	1,835	12,074	84.8	15.2	100
Manufacturing	22,599	14,468	37,066	61.0	39.0	100
Water & Electricity	3,331	1,305	4,636	71.9	28.1	100
Construction	19,193	4,537	23,730	80.9	19.1	100
Wholesale & Retail	25,623	22,828	48,451	52.9	47.1	100
Hotels & Restaurants	7,337	10,218	17,554	41.8	58.2	100
Transport & Communication	7,668	5,659	13,327	57.5	42.5	100
Finance	3,291	5,590	8,881	37.1	62.9	100
Real Estate	13,512	5,544	19,056	70.9	29.1	100
Education	4,554	5,593	10,147	44.9	55.1	100
Health & Social work	900	2,136	3,035	29.7	70.4	100
Other Community	1,521	2,732	4,253	35.8	64.2	100
<b>Private &amp; Parastatal</b>	<b>123,432</b>	<b>85,301</b>	<b>208,732</b>	<b>59.1</b>	<b>40.9</b>	<b>100</b>
Private	112,352	77,543	189,894	59.2	40.8	100
Parastatal	11,080	7,758	18,838	58.8	41.2	100
<b>Central Government</b>	<b>49,097</b>	<b>55,444</b>	<b>104,541</b>	<b>47.0</b>	<b>53.0</b>	<b>100</b>
<b>Local Government</b>	<b>54,696</b>	<b>31,561</b>	<b>86,257</b>	<b>63.4</b>	<b>36.6</b>	<b>100</b>
Ipelegeng Program	42,424	18,199	60,623	70.0	30.0	100
Local Gov. Excl. Ipelegeng	12,272	13,362	25,634	47.9	52.1	100
<b>All sectors excl. Ipelegeng</b>	<b>184,801</b>	<b>154,107</b>	<b>338,907</b>	<b>54.5</b>	<b>45.5</b>	<b>100</b>
<b>Programme employees</b>						
<b>All Sectors</b>	<b>227,225</b>	<b>172,306</b>	<b>399,530</b>	<b>56.9</b>	<b>43.1</b>	<b>100</b>

**Table 4: Estimated Number of Paid Employees by Economic Activity/Sector, 2009–2013**

Sector/ Economic Activity	Jun	Sept	Dec	Mar	Jun	Sept	Dec	Mar	Jun	Sept	Dec	Mar	Jun	Sept
	2009	2009	2009	2010	2010	2010	2010	2010	2010	2010	2010	2011	2011	2011
Agriculture	6,067	6,199	6,228	6,236	6,314	6,376	6,458	6,488	6,528	6,479	6,523	6,479	6,528	6,479
Mining & Quarrying	10,471	10,551	10,656	10,801	11,033	11,329	11,572	11,668	12,201	11,840	12,074	11,840	12,201	11,840
Manufacturing	35,662	35,796	35,833	35,932	36,309	36,366	36,463	36,549	36,638	36,829	37,066	36,549	36,638	36,829
Water & Electricity	2,910	3,066	3,116	3,248	3,667	3,782	3,882	4,000	4,105	4,143	4,636	4,000	4,105	4,143
Construction	22,383	22,670	22,687	22,933	23,132	23,164	23,242	23,298	23,347	23,650	23,730	23,298	23,347	23,650
Wholesale & Retail Trade	46,203	46,592	46,961	46,997	47,031	47,122	47,271	47,370	47,436	47,544	48,451	47,370	47,436	47,544
Hotels & Restaurants	16,401	16,700	16,769	16,816	16,907	16,969	17,064	17,095	17,150	17,308	17,554	17,095	17,150	17,308
Transport & Communication	12,584	12,579	12,620	12,668	12,695	12,742	12,808	12,887	12,969	13,123	13,327	12,887	12,969	13,123
Financial Intermediaries	7,861	8,158	8,177	8,192	8,265	8,363	8,505	8,540	8,563	8,787	8,881	8,540	8,563	8,787
Real Estate	18,357	18,425	18,591	18,650	18,663	18,774	18,813	18,884	18,899	19,029	19,056	18,884	18,899	19,029
Education	9,790	9,857	9,793	9,838	9,912	9,924	9,928	10,006	10,060	10,096	10,147	10,006	10,060	10,096
Health & Social work	2,587	2,784	2,791	2,808	2,869	2,865	2,859	2,877	2,891	2,973	3,035	2,877	2,891	2,973
Other Community Services	3,775	3,934	3,942	4,003	4,066	4,088	4,119	4,150	4,173	4,214	4,253	4,150	4,173	4,214
<b>Private &amp; Parastatal</b>	<b>195,051</b>	<b>197,311</b>	<b>198,163</b>	<b>199,121</b>	<b>200,864</b>	<b>201,862</b>	<b>202,983</b>	<b>203,812</b>	<b>204,960</b>	<b>206,015</b>	<b>208,732</b>	<b>203,812</b>	<b>204,960</b>	<b>206,015</b>
Private	180,071	182,234	182,984	183,425	184,686	185,652	186,234	186,865	187,968	188,531	189,894	186,865	187,968	188,531
Parastatal	14,980	15,077	15,179	15,696	16,178	16,210	16,749	16,947	16,992	17,484	18,838	16,947	16,992	17,484
<b>Central Government</b>	<b>96,906</b>	<b>97,607</b>	<b>99,559</b>	<b>100,097</b>	<b>100,514</b>	<b>101,966</b>	<b>102,448</b>	<b>103,056</b>	<b>101,912</b>	<b>104,925</b>	<b>104,541</b>	<b>103,056</b>	<b>101,912</b>	<b>104,925</b>
<b>Local Government</b>	<b>97,854</b>	<b>67,038</b>	<b>60,197</b>	<b>62,049</b>	<b>60,761</b>	<b>70,061</b>	<b>73,401</b>	<b>72,009</b>	<b>80,554</b>	<b>78,725</b>	<b>86,257</b>	<b>72,009</b>	<b>80,554</b>	<b>78,725</b>
Ipelegeng Program	69,320	38,153	31,164	32,957	31,811	41,285	45,140	43,651	52,270	52,617	60,623	43,651	52,270	52,617
Local Gov. Excl. Ipelegeng	28,534	28,885	29,033	29,092	28,950	28,776	28,261	28,358	28,284	26,108	25,634	28,358	28,284	26,108
<b>All Sectors</b>	<b>389,811</b>	<b>361,956</b>	<b>357,919</b>	<b>361,267</b>	<b>362,139</b>	<b>373,889</b>	<b>378,832</b>	<b>378,877</b>	<b>387,426</b>	<b>389,665</b>	<b>399,530</b>	<b>378,877</b>	<b>387,426</b>	<b>389,665</b>



Table 5: Estimated Monthly Average Cash Earnings by Economic Activity, Citizenship and Sex, September 2013 and September 2012

Sector/ Economic Activity	September-2013						September-2012				
	Citizens			Non-Citizens			All employees				
	Male	Female	Total	Male	Female	Total	Male	Female	Total	% Total Change	
Agriculture	950	880	919	8,183	1,746	6,106	1,545	924	1,273	1,233	3.3
Mining & Quarrying	9,891	10,735	10,022	53,422	24,525	51,603	11,600	10,938	11,500	9,159	25.6
Manufacturing	3,025	2,643	2,871	10,262	9,057	9,986	3,633	2,894	3,344	4,133	-19.1
Water & Electricity	11,468	9,383	10,880	41,174	0	41,174	11,549	9,383	10,939	11,971	-8.6
Construction	2,591	2,286	2,529	12,875	21,149	13,507	3,767	3,040	3,628	3,598	0.8
Wholesale & Retail	4,175	2,633	3,420	11,401	7,665	10,762	4,822	2,737	3,840	3,575	7.4
Hotels & Restaurants	2,372	1,904	2,093	7,166	9,963	7,832	2,708	2,031	2,314	2,278	1.6
Transport & Communication	7,975	6,417	7,300	19,938	13,591	18,131	8,862	6,704	7,946	7,864	1.0
Financial Intermediaries	14,517	12,167	13,020	50,451	31,770	46,856	15,894	12,273	13,614	12,175	11.8
Real Estate	4,607	6,395	5,130	19,126	13,336	17,656	5,144	6,608	5,570	6,174	-9.8
Education	8,268	7,550	7,844	13,474	12,341	13,005	9,801	8,361	9,007	8,985	0.2
Health & Social work	9,133	7,078	7,658	16,122	11,192	13,023	10,585	7,702	8,559	8,534	0.3
Other Community Services	5,439	2,441	3,482	15,637	9,459	13,691	6,030	2,545	3,791	3,727	1.7
<b>Private &amp; Parastatal</b>	<b>4,975</b>	<b>4,269</b>	<b>4,678</b>	<b>14,543</b>	<b>11,275</b>	<b>13,760</b>	<b>5,783</b>	<b>4,539</b>	<b>5,275</b>	<b>5,204</b>	<b>1.4</b>
Private	4,235	3,624	3,978	15,105	12,066	13,680	5,206	3,974	4,655	5,670	-17.9
Parastatal	12,216	10,630	11,553	15,879	10,126	14,882	12,347	10,625	11,638	13,405	-13.2
<b>Central Government</b>	<b>6,749</b>	<b>7,444</b>	<b>7,120</b>	<b>13,997</b>	<b>11,679</b>	<b>13,226</b>	<b>6,893</b>	<b>7,482</b>	<b>7,205</b>	<b>6,364</b>	<b>13.2</b>
<b>Local Government</b>	<b>1,516</b>	<b>1,956</b>	<b>1,677</b>	<b>19,466</b>	<b>11,164</b>	<b>16,029</b>	<b>1,546</b>	<b>1,975</b>	<b>1,703</b>	<b>1,705</b>	<b>-0.1</b>
Ipelegeng Program	490	490	490	0	0	0	490	490	490	360	36.1
Local Gov. Excl. Ipelegeng	5,089	3,961	4,501	19,466	11,164	16,029	5,197	3,996	4,571	4,417	3.5
<b>All sectors excl. Ipelegeng Programme employees</b>	<b>5,476</b>	<b>5,403</b>	<b>5,442</b>	<b>14,536</b>	<b>11,324</b>	<b>13,733</b>	<b>6,039</b>	<b>5,551</b>	<b>5,817</b>	<b>5,504</b>	<b>5.7</b>
<b>All Sectors</b>	<b>4,495</b>	<b>4,872</b>	<b>4,661</b>	<b>14,536</b>	<b>11,324</b>	<b>13,733</b>	<b>5,003</b>	<b>5,016</b>	<b>5,009</b>	<b>4,810</b>	<b>4.1</b>

Table 6: Estimated Monthly Average Cash Earnings by Economic Activity/Sector, 2009–2013

SECTOR/ ECONOMIC ACTIVITY	2009	2009	2009	2009	2009	2010	2010	2010	2010	2010	2011	2011	2011	2011	2012	2012	2012	2012	2013	2013
	Jun	Sept	Dec	Mar	Jun	Sept	Dec	Mar	Jun	Sept	Dec	Mar	Jun	Sept	Dec	Mar	Jun	Sept	Dec	Mar
Agriculture	1,423	1,323	1,334	927	1,087	1,137	1,157	1,187	1,271	1,233	1,271	1,187	1,271	1,233	1,157	1,187	1,271	1,233	1,157	1,187
Mining & Quarrying	9,827	8,708	9,632	7,912	9,180	9,246	9,759	9,868	11,061	9,159	9,868	9,868	11,061	9,159	9,759	9,868	11,061	9,159	9,759	9,868
Manufacturing	2,062	2,235	2,600	2,446	2,784	2,793	2,856	2,924	3,052	4,133	2,856	2,924	3,052	4,133	2,856	2,924	3,052	4,133	2,856	2,924
Water & Electricity	9,917	10,365	10,056	10,029	9,829	9,866	10,427	10,461	10,774	11,971	10,427	10,461	10,774	11,971	10,427	10,461	10,774	11,971	10,427	10,461
Construction	2,136	2,376	2,943	2,891	3,205	3,348	3,369	3,536	3,607	3,598	3,369	3,536	3,607	3,598	3,369	3,536	3,607	3,598	3,369	3,536
Wholesale & Retail	3,848	2,868	3,547	2,925	3,038	3,177	3,515	3,834	3,844	3,575	3,515	3,834	3,844	3,575	3,515	3,834	3,844	3,575	3,515	3,834
Hotels & Restaurants	2,221	1,607	2,155	1,854	1,970	2,006	2,008	2,026	1,876	2,278	2,008	2,026	1,876	2,278	2,008	2,026	1,876	2,278	2,008	2,026
Transport & Communication	5,531	5,695	6,591	5,951	6,343	6,818	7,565	7,667	7,754	7,864	7,565	7,667	7,754	7,864	7,565	7,667	7,754	7,864	7,565	7,667
Financial Intermediaries	10,802	10,127	11,593	13,494	11,599	12,057	12,277	12,479	12,523	13,614	12,277	12,479	12,523	13,614	12,277	12,479	12,523	13,614	12,277	12,479
Real Estate	4,509	4,908	5,455	5,807	6,332	6,400	6,567	6,711	6,761	5,570	6,567	6,711	6,761	5,570	6,567	6,711	6,761	5,570	6,567	6,711
Education	6,784	7,556	8,653	8,655	8,699	8,796	8,524	8,535	8,572	9,007	8,524	8,535	8,572	9,007	8,524	8,535	8,572	9,007	8,524	8,535
Health & Social work	4,060	5,363	5,859	11,094	7,619	7,580	8,125	8,132	8,318	8,559	8,125	8,132	8,318	8,559	8,125	8,132	8,318	8,559	8,125	8,132
Other community services	2,807	2,568	2,662	3,770	2,760	2,842	3,062	3,029	3,006	3,791	3,062	3,029	3,006	3,791	3,062	3,029	3,006	3,791	3,062	3,029
<b>Private &amp; Parastatal</b>	<b>4,105</b>	<b>3,904</b>	<b>4,521</b>	<b>4,380</b>	<b>4,638</b>	<b>4,660</b>	<b>4,873</b>	<b>5,022</b>	<b>5,154</b>	<b>5,275</b>	<b>4,873</b>	<b>5,022</b>	<b>5,154</b>	<b>5,275</b>	<b>4,873</b>	<b>5,022</b>	<b>5,154</b>	<b>5,275</b>	<b>4,873</b>	<b>5,022</b>
Private	3,532	3,282	3,799	3,689	3,977	3,980	4,141	4,294	4,429	4,655	4,141	4,294	4,429	4,655	4,141	4,294	4,429	4,655	4,141	4,294
Parastatal	10,991	11,423	13,226	12,464	12,178	12,450	13,012	13,050	13,180	11,638	13,012	13,050	13,180	11,638	13,012	13,050	13,180	11,638	13,012	13,050
<b>Central Government</b>	<b>5,397</b>	<b>5,420</b>	<b>5,435</b>	<b>5,186</b>	<b>5,447</b>	<b>5,548</b>	<b>6,066</b>	<b>6,091</b>	<b>6,160</b>	<b>7,205</b>	<b>6,066</b>	<b>6,091</b>	<b>6,160</b>	<b>7,205</b>	<b>6,066</b>	<b>6,091</b>	<b>6,160</b>	<b>7,205</b>	<b>6,066</b>	<b>6,091</b>
<b>Local Government</b>	<b>1,495</b>	<b>2,169</b>	<b>2,544</b>	<b>2,478</b>	<b>2,410</b>	<b>2,252</b>	<b>2,012</b>	<b>2,041</b>	<b>1,846</b>	<b>1,703</b>	<b>2,012</b>	<b>2,041</b>	<b>1,846</b>	<b>1,703</b>	<b>2,012</b>	<b>2,041</b>	<b>1,846</b>	<b>1,703</b>	<b>2,012</b>	<b>2,041</b>
Ipelegeng Program	360	360	360	360	360	360	360	360	360	490	360	360	360	490	360	360	360	490	360	360
Local Gov. Excl. Ipelegeng	4,164	4,559	4,888	4,878	4,663	4,968	4,651	4,629	4,593	4,571	4,651	4,629	4,593	4,571	4,651	4,629	4,593	4,571	4,651	4,629
<b>All Sectors</b>	<b>3,771</b>	<b>3,992</b>	<b>4,443</b>	<b>4,277</b>	<b>4,428</b>	<b>4,451</b>	<b>4,641</b>	<b>4,746</b>	<b>4,731</b>	<b>5,009</b>	<b>4,641</b>	<b>4,746</b>	<b>4,731</b>	<b>5,009</b>	<b>4,641</b>	<b>4,746</b>	<b>4,731</b>	<b>5,009</b>	<b>4,641</b>	<b>4,746</b>

**Table 7: Minimum Hourly Wage Rates (Thebe)**

Private and Parastatals	(June)	(May)	(April)	(April)	(April)	(April)	(April)	(April)	(June)
	2005	2006	2007	2008	2009	2010	2011	2012	2013
Building, Construction, Exploration and Quarrying	310	335	355	380	380	380	380	420	450
Manufacturing, Service and Repair Trades	310	335	355	380	380	380	380	420	450
Wholesale Distributive Trades	310	335	355	380	380	380	380	420	450
Retail Distributive Trades	310	290	310	330	330	330	330	370	400
Hotel, Catering and Entertainment Trades	310	335	355	380	380	380	380	420	450
Garage, Motor Trades and Road Transport	270	335	355	380	380	380	380	420	450
Retail and Wholesale Night watchmen	265	280	300	320	320	320	320	350	380
Security Guards Employed by Security Companies	310	280	355	380	380	380	380	420	450

*Agricultural Sector – P500 per month (2013 June)*

*Domestic Service Sector – P2.50 per hour (2013 June)*

**Source:** Department of Labour and Social Security