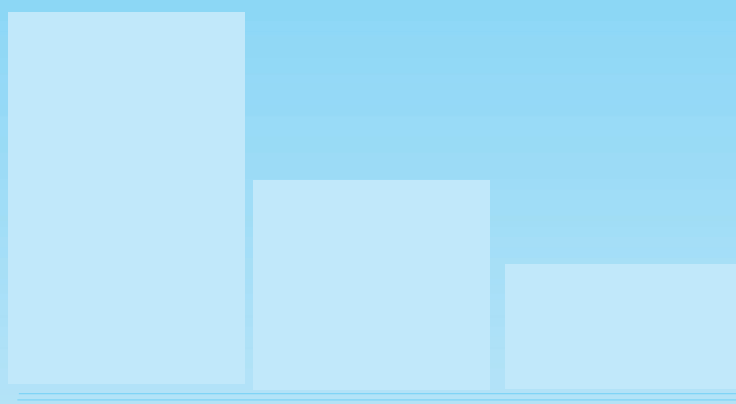


STATISTICS BOTSWANA

FORMAL SECTOR EMPLOYMENT SURVEY

Stats Brief Quarter 1 March 2017



Published by

STATISTICS BOTSWANA
Private Bag 0024, Gaborone
Tel: 3671300 Fax: 3952201
E-mail: info@statsbots.org.bw
Website: www.statsbots.org.bw

November 2017

Copyright © Statistics Botswana 2017



FORMAL SECTOR EMPLOYMENT SURVEY
STATS BRIEF, QUARTER 1

Preface

This Stats Brief presents formal employment figures during the month of March 2017. The information for this brief is collected quarterly from business establishments through a mailed questionnaire. The brief also presents average earning or wages for all establishments in Government, parastatals and the private sector.

The brief shows that overall, formal employment decreased by 0.3 percent between March 2017 and December 2016 with Local Government recording the highest decrease of 0.6 percent, followed by Private and Central Government with 0.3 percent respectively. The decrease in Private was mainly spurred by decline in employment in the Mining & Quarrying sector, which recorded decrease of 11.1 percent. The Parastatal Organisations recorded an increase in employment of 1.6 percent.

On the other hand, the Health and Finance sectors recorded an increase in employment of 1.8 percent and 1.6 percent between the two quarters. Employee earnings increased from P5,916 in December 2016 to P 6,001 between December 2016 and March 2017, which was an increase of 1.5 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.

Thank you



Anna Majelantle
Statistician General
November 2017

1. INTRODUCTION

This Stats Brief presents results of the March 2017 Formal 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 2017 and December 2016. The table shows that during this period, overall employment decreased by 0.3 percent (1,172 persons) from 406,982 persons in December 2016 to 405,810 persons in March 2017. Local Government recorded the highest decrease in employment of 0.6 percent, followed by Central Government and Private with 0.3 percent decrease in employment respectively. Parastatal recorded an increase in employment of 1.6 percent.

In March 2017, a total of 11,844 (2.9 percent) employees were non-citizens. Out of this total, Private and Parastatal sectors recorded 10,652 employees. Wholesale & Retail Trade industry was the major employer of non-citizens (17.8 percent), followed by Manufacturing industry (17.4 percent) and Education industry (13.7 percent). See tables 1 and 2.

Table 3 shows estimated number of employees by economic activity/sector for March 2017. A total of 405,810 employees were recorded, of which 204,547 (50.4 percent) were males while 201,263 (49.6 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, 663, P17, 438 for non-citizen and P6, 007 for all employees as at end of March 2017. There was an increase of 1.5 percent in monthly average earnings for all employees from December 2016 (P5, 916) to March 2017 (P6, 007). See table 5.

Minimum hourly wage rates in Thebe per hour from April 2009 to June 2016 for Private and Parastatal sectors only, are presented in Table 7. The table shows that the Minimum hourly rate increased by 43 percent between 2009 and 2016 from 380 thebe to 546 thebe. According to table 7, the minimum hourly wage rates have been increasing over the above mentioned years except for 2009 to 2011, where the rates remained the same for three (3) years.

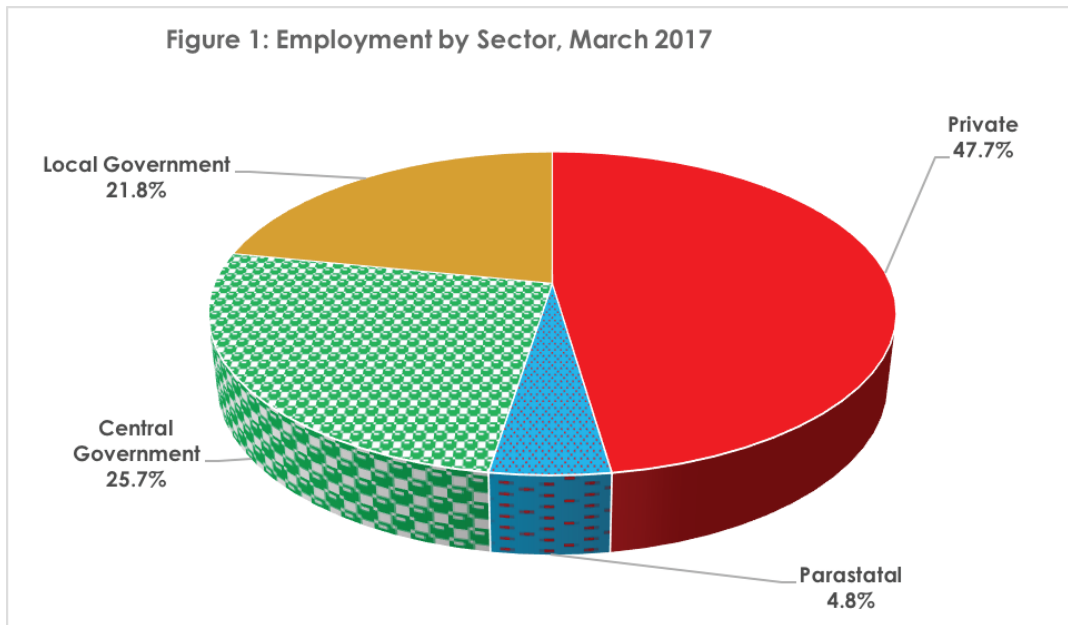


Figure 1 shows March 2017 formal employment by sector. Private sector had the largest share (47.7 percent), followed by Central Government with 25.7 percent. Local Government and Parastatal recorded 21.8 percent and 4.8 percent respectively.

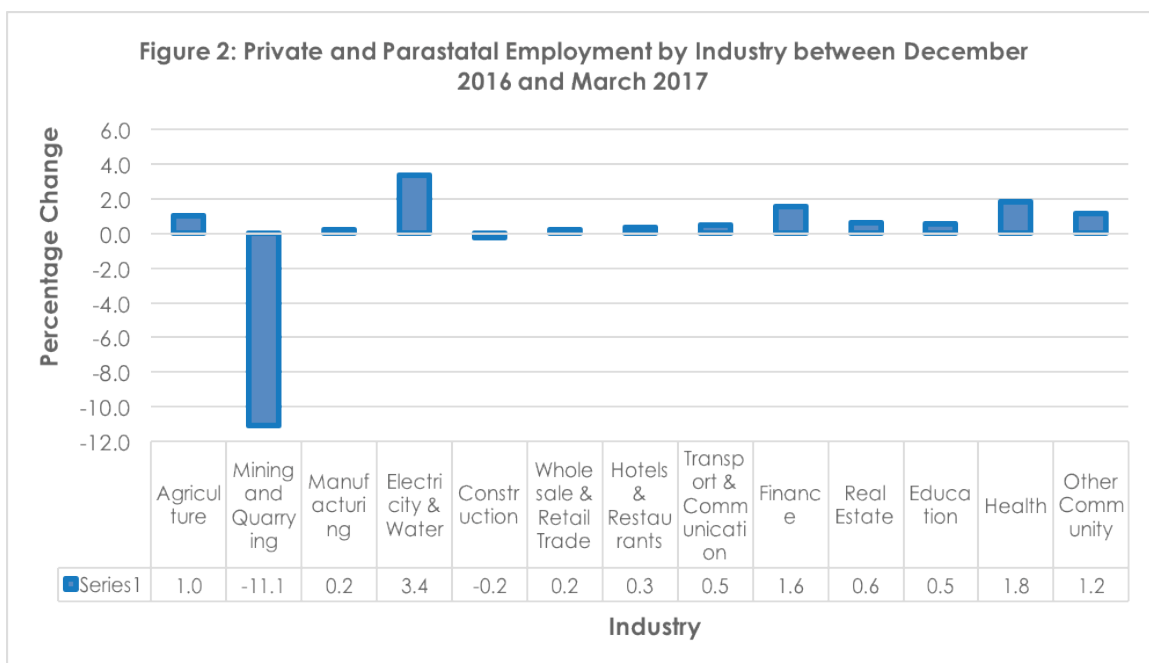


Figure 2 above shows percentage changes for Private and Parastatal Employment by industry between December 2016 and March 2017. Employment in most industries remained constant between the periods, except mining and quarrying and construction which recorded declines of 11.1 and 0.3 percent respectively. Electricity & Water industry and Health recorded the highest growth with 3.4 percent and 1.6 percent respectively, followed by Other Community with 1.2 percent increment in employment.

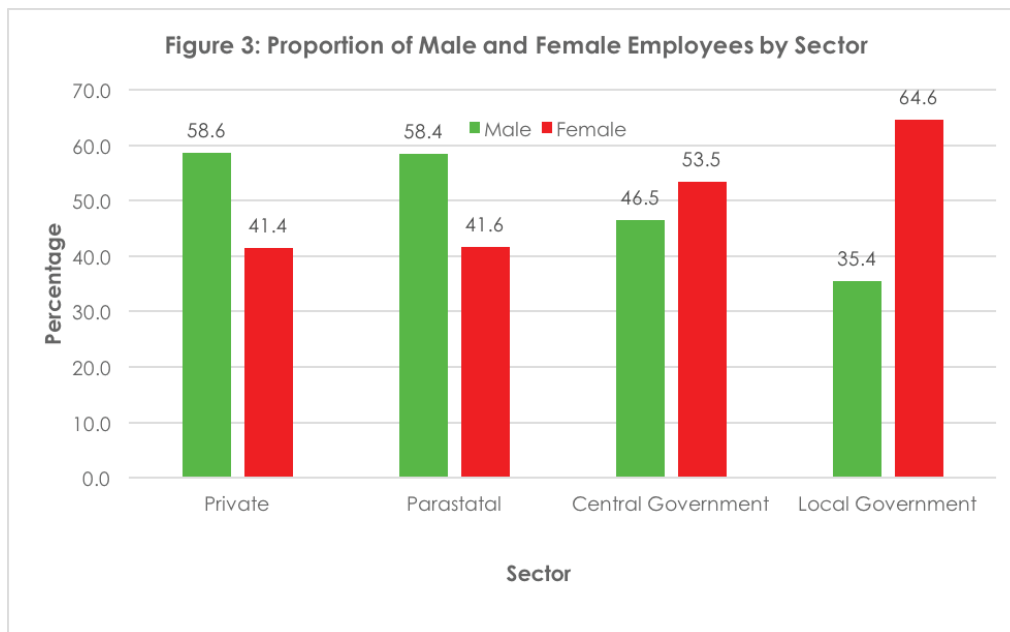


Figure 3 displays proportion of male and female employees by sector. The figure shows that males dominated their female counterparts in Private and Parastatal sectors with 58.6 percent and 58.4 percent respectively. Males constituted 46.5 percent for Central Government and 34.4 percent for Local Government. Female employees were higher in Local Government (64.6 percent), followed by those in Central Government (53.5 percent).

Table 1: Estimated Number of Paid Employees by Economic Activity, Citizenship and Sex, March 2017 and December 2016

Sector/ Economic Activity	Mar-17									Dec-16	% Change
	Citizens			Non-Citizens			All Employees			Total	
	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Agriculture	3,310	2,746	6,056	251	157	408	3,561	2,903	6,464	6,397	1,0
Mining and Quarrying	7,007	1,000	8,007	103	5	108	7,110	1,005	8,115	9,128	-11,1
Manufacturing	20,486	15,533	36,019	1,735	321	2,055	22,221	15,854	38,074	37,991	0,2
Electricity & Water	3,729	1,427	5,156	12	11	24	3,741	1,438	5,180	5,107	3,4
Construction	18,919	3,482	22,401	1,251	439	1,691	20,170	3,921	24,092	24,145	-0,2
Wholesale & Retail Trade	26,375	22,379	48,754	1,694	417	2,111	28,069	22,796	50,865	50,765	0,2
Hotels & Restaurants	6,946	11,295	18,241	287	202	489	7,233	11,497	18,730	18,670	0,3
Transport & Communication	7,941	5,301	13,242	509	208	717	8,450	5,509	13,959	13,896	0,5
Finance	3,016	5,531	8,546	99	38	137	3,115	5,569	8,683	8,624	1,6
Real Estate	14,028	6,276	20,304	279	75	354	14,307	6,351	20,658	20,642	0,6
Education	3,087	5,193	8,281	1,080	904	1,984	4,167	6,097	10,265	10,211	0,5
Health	879	2,085	2,964	145	191	336	1,024	2,276	3,300	3,241	1,8
Other Community	1,376	2,898	4,273	92	146	238	1,468	3,044	4,511	4,459	1,2
Private and Parastatal	117,099	85,146	202,244	7,537	3,114	10,652	124,636	88,260	212,896	213,210	-0,1
Private	106,185	77,183	183,367	7,178	3,036	10,215	113,363	80,219	193,582	194,202	-0,3
Parastatal	10,914	7,963	18,877	359	78	437	11,273	8,041	19,314	19,008	1,6
Central Government	47,820	55,421	103,241	698	375	1,073	48,518	55,796	104,314	104,598	-0,3
Local Government	31,307	57,174	88,481	86	33	119	31,393	57,207	88,600	89,174	-0,6
Ipelegeng	19,345	44,491	63,836	-	-	-	19,345	44,491	63,836	64,555	-1,1
Local Gov. Excl. Ipelegeng	11,962	12,683	24,645	86	33	119	12,048	12,716	24,764	24,618	0,6
All Sectors excl. Ipelegeng Programme employees	176,881	153,250	330,130	8,321	3,522	11,844	185,202	156,772	341,974	342,426	-0,1
All Sectors	196,226	197,741	393,966	8,321	3,522	11,844	204,547	201,263	405,810	406,982	-0,3

Table 2: Estimated Percentage Distribution of Paid Employees by Economic Activity/ Sector, March 2017 and December 2016

Sector/ Economic Activity				Mar-17						Dec-16
	Citizens			Non-Citizens			All Employees			
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Agriculture	1,7	1,4	1,5	3,0	4,5	3,4	1,7	1,4	1,6	1,6
Mining and Quarrying	3,6	0,5	2,0	1,2	0,1	0,9	3,5	0,5	2,0	2,2
Manufacturing	10,4	7,9	9,1	20,9	9,1	17,4	10,9	7,9	9,4	9,3
Electricity & Water	1,9	0,7	1,3	0,1	0,3	0,2	1,8	0,7	1,3	1,3
Construction	9,6	1,8	5,7	15,0	12,5	14,3	9,9	1,9	5,9	5,9
Wholesale & Retail Trade	13,4	11,3	12,4	20,4	11,8	17,8	13,7	11,3	12,5	12,5
Hotels & Restaurants	3,5	5,7	4,6	3,4	5,7	4,1	3,5	5,7	4,6	4,6
Transport & Communication	4,0	2,7	3,4	6,1	5,9	6,1	4,1	2,7	3,4	3,4
Finance	1,5	2,8	2,2	1,2	1,1	1,2	1,5	2,8	2,1	2,1
Real Estate	7,1	3,2	5,2	3,4	2,1	3,0	7,0	3,2	5,1	5,1
Education	1,6	2,6	2,1	13,0	25,7	16,8	2,0	3,0	2,5	2,5
Health	0,4	1,1	0,8	1,7	5,4	2,8	0,5	1,1	0,8	0,8
Other Community	0,7	1,5	1,1	1,1	4,1	2,0	0,7	1,5	1,1	1,1
Private and Parastatal	59,7	43,1	51,3	90,6	88,4	89,9	60,9	43,9	52,5	52,4
Private	54,1	39,0	46,5	86,3	86,2	86,2	55,4	39,9	47,7	47,7
Parastatal	5,6	4,0	4,8	4,3	2,2	3,7	5,5	4,0	4,8	4,7
Central Government	24,4	28,0	26,2	8,4	10,6	9,1	23,7	27,7	25,7	25,7
Local Government	16,0	28,91	22,46	1,0	0,9	1,0	15,3	28,4	21,8	21,9
Ipelegeng Program	9,9	22,5	16,2	0,0	0,0	0,0	9,5	22,1	15,7	15,9
Local Gov. Excl. Ipelegeng	6,1	6,4	6,3	1,0	0,9	1,0	5,9	6,3	6,1	6,0
All Sectors excl. Ipelegeng Programme employees	90,1	77,5	83,8	100	100	100	90,5	77,9	84,3	84,1
All Sectors	100	100	100	100	100	100	100	100	100	100

Table 3: Estimated Number of Paid Employees by Economic Activity/Sector, March 2017

Sector/ Economic Activity	All Employees			Percentage (%)		
	Male	Female	Total	Male	Female	Total
Agriculture	3,561	2,903	6,464	55,1	44,9	100
Mining and Quarrying	7,110	1,005	8,115	87,6	12,4	100
Manufacturing	22,221	15,854	38,074	58,4	41,6	100
Electricity & Water	3,741	1,438	5,180	72,2	27,8	100
Construction	20,170	3,921	24,092	83,7	16,3	100
Wholesale & Retail Trade	28,069	22,796	50,865	55,2	44,8	100
Hotels & Restaurants	7,233	11,497	18,730	38,6	61,4	100
Transport & Communication	8,450	5,509	13,959	60,5	39,5	100
Finance	3,115	5,569	8,683	35,9	64,1	100
Real Estate	14,307	6,351	20,658	69,3	30,7	100
Education	4,167	6,097	10,265	40,6	59,4	100
Health	1,024	2,276	3,300	31,0	69,0	100
Other Community	1,468	3,044	4,511	32,5	67,5	100
Private and Parastatal	124,636	88,260	212,896	58,5	41,5	100
Private	113,363	80,219	193,582	58,6	41,4	100
Parastatal	11,273	8,041	19,314	58,4	41,6	100
Central Government	48,518	55,796	104,314	46,5	53,5	100
Local Government	31,393	57,207	88,600	35,4	64,6	100
Ipelegeng Program	19,345	44,491	63,836	30,3	69,7	100
Local Gov. Excl. Ipelegeng	12,048	12,716	24,764	48,7	51,3	100
All Sectors excl. Ipelegeng	185,202	156,772	341,974	54,2	45,8	100
All Sectors	204,547	201,263	405,810	50,4	49,6	100

Table 4: Estimated Number of Paid Employees by Economic Activity/Sector, March 2011 – March 2017

Sector/Economic Activity	Mar	Jun	Sept	Sept	Sept	Sept	Mar	Jun	Sept	Dec	Mar
	2011	2011	2012	2013	2014	2015	2016	2016	2016	2016	2017
Agriculture	6,488	6,528	6,479	6,523	6,514	6,637	6,543	6,517	6,545	6,397	6,464
Mining & Quarrying	11,668	12,201	11,840	12,074	12,547	12,773	12,477	12,324	12,372	9,128	8,115
Manufacturing	36,549	36,638	36,829	37,066	37,047	37,316	37,562	37,726	37,797	37,991	38,074
Water & Electricity	4,000	4,105	4,143	4,636	4,692	4,752	4,811	5,019	5,071	5,107	5,180
Construction	23,298	23,347	23,650	23,730	23,632	22,877	23,346	23,808	24,037	24,145	24,092
Wholesale & Retail Trade	47,370	47,436	47,544	48,451	48,723	48,906	49,816	50,408	50,717	50,765	50,865
Hotels & Restaurants	17,095	17,150	17,308	17,554	17,778	17,894	18,164	18,522	18,598	18,670	18,730
Transport & Communication	12,887	12,969	13,123	13,327	13,357	13,457	13,681	13,903	13,872	13,896	13,959
Financial Intermediaries	8,540	8,563	8,787	8,881	9,013	9,082	9,092	8,660	8,687	8,624	8,683
Real Estate	18,884	18,899	19,029	19,056	19,277	19,516	20,244	20,484	20,585	20,642	20,658
Education	10,006	10,060	10,096	10,147	10,270	10,181	10,160	10,184	10,274	10,211	10,265
Health & Social work	2,877	2,891	2,973	3,035	3,125	3,131	3,169	3,207	3,219	3,241	3,300
Other Community Services	4,150	4,173	4,214	4,253	4,214	4,373	4,395	4,461	4,434	4,459	4,511
Private & Parastatal	203,812	204,960	206,015	208,732	210,189	210,895	213,459	215,223	216,211	213,210	212,896
Private	186,865	187,968	188,531	189,894	191,399	191,484	193,46	195,747	197,107	194,202	193,582
Parastatal	16,947	16,992	17,484	18,838	18,790	19,411	19,999	19,476	19,101	19,008	19,314
Central Government	103,056	101,912	104,925	104,541	104,317	104,349	102,160	102,843	103,696	104,598	104,314
Local Government	72,009	80,554	78,725	86,257	89,955	88,437	88,799	89,416	89,031	89,174	88,600
Ipelegeng Program	43,651	52,270	52,617	60,623	64,354	62,566	64,222	64,722	64,448	64,555	63,836
Local Gov. Excl. Ipelegeng	28,358	28,284	26,108	25,634	25,601	25,871	24,577	24,694	24,583	24,618	24,764
All Sectors	378,877	387,426	389,665	399,530	404,461	403,681	404,387	407,482	408,938	406,982	405,810

Table 5: Estimated Monthly Average Cash Earnings by Economic Activity, Citizenship and Sex, March 2017 and December 2016

Sector/ Economic Activity	Mar-17									Dec-16	% Change
	Citizens			Non-Citizens			All Employees			Total	
	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Agriculture	1,185	1,346	1,258	7,143	2,234	5,254	1,605	1,394	1,510	1,236	22,2
Mining and Quarrying	16,608	19,266	16,940	73,360	47,561	72,166	17,430	19,406	17,675	15,700	12,6
Manufacturing	5,604	2,988	4,476	18,356	13,606	17,623	6,600	3,203	5,186	5,408	-4,1
Electricity & Water	11,409	12,475	11,704	35,286	5,493	20,161	11,486	12,422	11,744	12,560	-6,5
Construction	4,264	5,150	4,402	15,289	6,255	12,934	4,948	5,274	5,001	3,900	28,2
Wholesale & Retail Trade	4,352	3,227	3,835	18,208	10,449	16,675	5,188	3,359	4,368	4,559	-4,2
Hotels & Restaurants	2,916	2,957	2,942	16,175	10,449	13,810	3,442	3,089	3,225	3,071	5,0
Transport & Communication	9,001	8,389	8,756	20,310	19,005	19,931	9,682	8,790	9,330	9,994	-6,6
Finance	17,426	15,643	16,271	49,192	35,322	45,345	18,436	15,777	16,729	16,383	2,1
Real Estate	5,706	7,660	6,310	31,910	23,413	30,110	6,217	7,846	6,718	6,819	-1,5
Education	8,792	5,852	6,947	14,698	16,771	15,642	10,323	7,471	8,628	7,677	12,4
Health	7,787	6,546	6,914	40,888	27,204	33,109	12,474	8,280	9,581	8,221	16,5
Other Community	5,168	2,791	3,557	39,746	5,489	18,731	7,335	2,920	4,358	3,289	32,5
Private and Parastatal	6,307	5,190	5,837	19,345	13,629	17,672	7,095	5,488	6,429	6,303	2,0
Private	5,402	4,178	4,887	19,407	13,106	17,532	6,289	4,516	5,554	5,699	-2,5
Parastatal	14,694	14,984	14,817	17,986	34,719	20,973	14,799	15,176	14,956	12,478	19,9
Central Government	8,238	9,056	8,634	16,292	13,821	15,428	8,354	9,088	8,704	8,703	0
Local Government	2,373	1,469	1,801	17,568	14,399	14,630	2,415	1,477	1,819	1,717	5,9
Ipelegeng Program	540	540	540	-	-	-	540	540	540	540	0
Local Gov. Excl. Ipelegeng	5,338	4,729	5,068	17,568	14,399	14,630	5,425	4,754	5,114	4,802	6,5
All Sectors excl. Ipelegeng Programme employees	6,763	6,550	6,654	19,070	13,656	17,438	7,316	6,710	7,028	6,930	1,4
All Sectors	6,150	5,198	5,663	19,070	13,656	17,438	6,675	5,346	6,007	5,916	1,5

Table 6: Estimated Monthly Average Cash Earnings by Economic Activity/Sector, December 2010 – March 2017

Sector/ Economic Activity	Dec 2010	Mar 2011	Jun 2011	Sept 2012	Sept 2013	Sept 2014	Sept 2015	Mar 2016	Jun 2016	Sept 2016	Dec 2016	Mar 2017
Agriculture	1,157	1,187	1,271	1,233	1,273	1,333	1,285	1,246	1,223	1,548	1,236	1,510
Mining & Quarrying	9,759	9,868	11,061	9,159	11,500	11,893	11,081	11,839	12,051	12,094	15,700	17,675
Manufacturing	2,856	2,924	3,052	4,133	3,344	3,873	3,955	4,500	4,724	4,635	5,408	5,186
Water & Electricity	10,427	10,461	10,774	11,971	10,939	10,802	11,649	12,015	12,190	12,021	12,560	11,744
Construction	3,369	3,536	3,607	3,598	3,628	4,230	3,635	3,729	4,160	3,895	3,900	5,001
Wholesale & Retail	3,515	3,834	3,844	3,575	3,840	4,332	4,004	3,671	4,030	3,734	4,559	4,368
Hotels & Restaurants	2,008	2,026	1,876	2,278	2,314	2,218	2,415	2,599	2,849	2,514	3,071	3,225
Transport & Communication	7,565	7,667	7,754	7,864	7,946	7,860	8,024	9,187	9,876	9,608	9,994	9,330
Financial Intermediaries	12,277	12,479	12,523	12,175	13,614	13,984	13,950	14,524	15,310	15,815	16,383	16,729
Real Estate	6,567	6,711	6,761	6,174	5,570	6,072	6,133	5,885	6,361	6,373	6,819	6,718
Education	8,524	8,535	8,572	8,985	9,007	9,554	10,134	9,995	9,457	8,667	7,677	8,628
Health & Social work	8,125	8,132	8,318	8,534	8,559	8,875	9,052	9,075	8,563	8,192	8,221	9,581
Other community services	3,062	3,029	3,006	3,727	3,791	3,959	3,709	3,581	3,163	3,269	3,289	4,358
Private & Parastatal	4,873	5,022	5,154	5,204	5,275	5,676	5,840	5,728	5,912	5,833	6,303	6,429
Private	4,141	4,294	4,429	5,670	4,655	4,994	4,788	4,812	5,149	5,220	5,699	5,554
Parastatal	13,012	13,050	13,180	13,405	11,638	12,622	12,972	13,862	13,576	12,166	12,478	14,956
Central Government	6,066	6,091	6,160	6,364	7,205	7,381	7,626	8,509	8,744	8,732	8,703	8,704
Local Government	2,012	2,041	1,846	1,705	1,703	1,616	1,742	1,690	1,693	1,765	1,717	1,819
Ipelegeng Program	360	360	360	360	490	520	540	540	540	540	540	540
Local Gov. Excl. Ipelegeng	4,651	4,629	4,593	4,417	4,571	4,371	4,648	4,695	4,714	4,997	4,802	5,114
All Sectors	4,641	4,746	4,731	4,810	5,009	5,213	5,403	5,544	5,701	5,684	5,916	6,007

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	Novmb 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