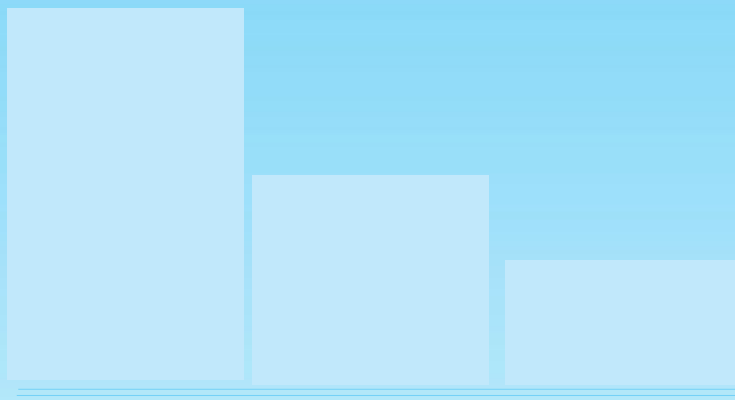


STATISTICS BOTSWANA

FORMAL SECTOR EMPLOYMENT SURVEY

Stats Brief December 2018



Published by

STATISTICS BOTSWANA
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Website: www.statsbots.org.bw

May 2019

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FORMAL SECTOR EMPLOYMENT SURVEY
STATS BRIEF, DECEMBER 2018

Preface

This Stats Brief presents formal sector employment figures as at the end of December 2018. 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 sector employment has increased by 0.9 percent between September 2018 and December 2018 with Local Government recording the highest increase of 2.4 percent, followed by Central Government and Parastatals with 0.8 percent and 0.3 percent respectively. The increase in Local Government was mainly prompted by the increase in employment of the Ipelegeng Programme, recording an increase of 3.2 percent.

Additionally, Real Estate sector recorded an increase in employment of 1.9 percent between the two quarters, followed by Transport & Communication with 0.5 percent increase in employment, Wholesale & Retail Trade and Hotels & Restaurants came third with 0.3 percent each. Employee earnings increased from P6,347 in September 2018 to P6,533 in December 2018, which is an increase of 2.9 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 yet 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



Dr. Burton Mguni
Statistician General
May 2019

1. INTRODUCTION

This Stats Brief presents results of the December 2018 Formal Sector 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 December 2018 and September 2018. The table shows that overall employment increased by 0.9 percent (3,600 persons) from 417,162 persons in September 2018 to 420,762 persons in December 2018. Local Government recorded the highest growth in employment of 2.3 percent, followed by Central Government and Parastatal with 0.8 percent and 0.3 percent respectively. Private recorded an increase in employment of 0.2 percent.

In December 2018, a total of 10,629 (2.5 percent) employees were non-citizens. Out of this total, Private and Parastatal sectors recorded 9,685 employees. The Education industry was the major employer of non-citizens (17.5 percent), followed by Manufacturing and Wholesale industries with 16.9 percent and 15.8 percent respectively. See tables 1 and 2.

Table 3 shows estimated number of employees by economic activity/sector for December 2018. A total of 420,762 employees were recorded, of which 208,697 (49.6 percent) were males while 212,064 (50.4 percent) were females.

3. WAGES/EARNINGS

This section presents the estimated monthly average cash earnings for employees in the formal sector. Monthly average earnings was P6,206 for citizens, P20,374 for non-citizen and P6,533 for all employees as at end of December 2018. There was an increase of 2.9 percent in monthly average earnings for all employees from September 2018 (P6,347) to December 2018 (P6,533). 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 been increasing over the above mentioned years except for 2009 to 2011, where the rates remained the same for three (3) years.

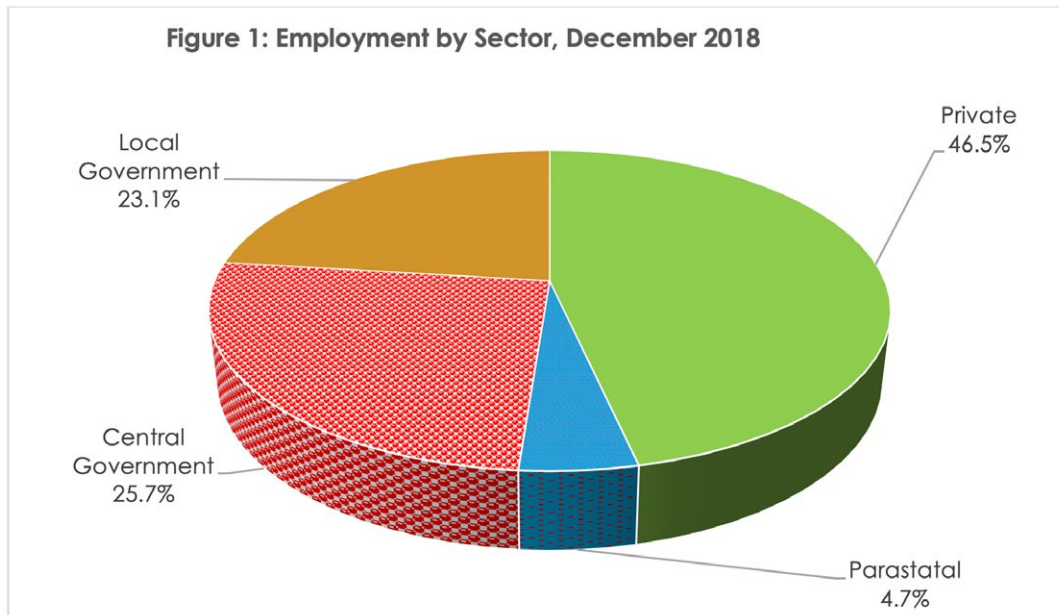


Figure 1 shows December 2018 formal employment by sector. Private sector had the largest share (46.5 percent), followed by Central Government with 25.7 percent. Local Government and Parastatal recorded 23.1 percent and 4.7 percent respectively.

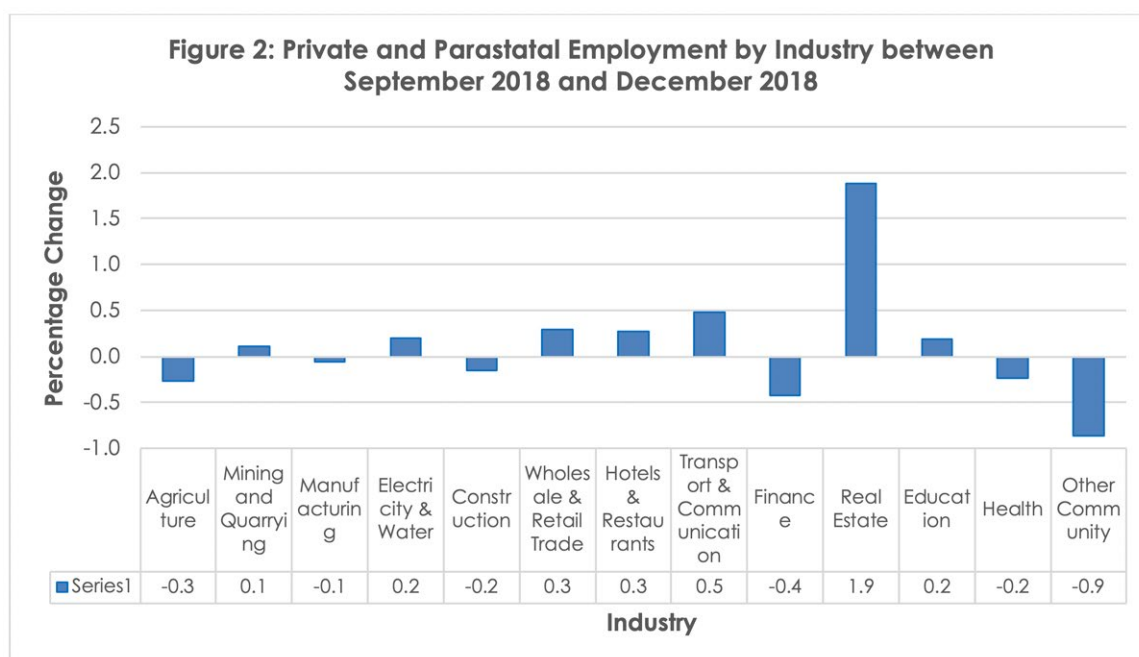


Figure 2 above shows percentage changes for Private and Parastatal Employment by industry between September 2018 and December 2018. Most industries were almost constant in terms of employment increment, except for one industry which recorded a significant increase, being Real Estate recording 1.9 percent increment in employment, followed by Transport & Communication recording 0.5 percent, Hotels & Restaurants and Wholesale recorded 0.3 percent each. Other Community and Finance industry recorded a decline in employment with 0.9 percent and 0.4 percent respectively.

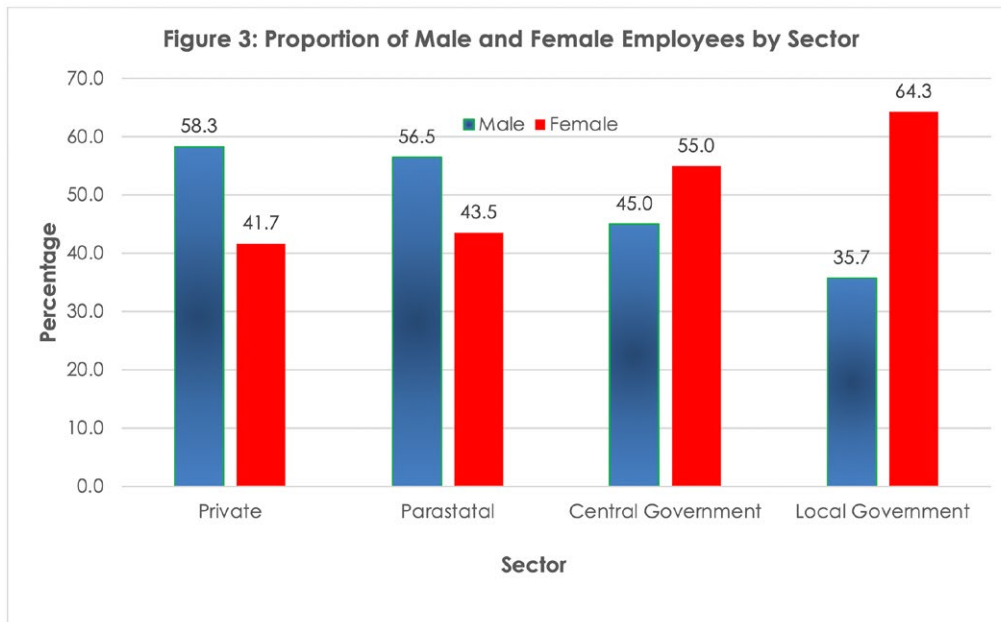


Figure 3 displays proportion of male and female employees by sector. The figure shows that males dominated their female counterparts in Private and Parastatal sectors with 58.3 percent and 56.5 percent respectively. Males constituted 45.0 percent for Central Government and 35.7 percent for Local Government. Female employees were higher in Local Government (64.3 percent), followed by those in Central Government (55.0 percent).

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

Sector/ Economic Activity	December 2018									Sept 2018	% Change
	Citizens			Non-Citizens			All Employees			Total	
	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Agriculture	3,352	2,669	6,022	494	127	621	3,846	2,796	6,643	6,661	-0.3
Mining and Quarrying	6,891	1,224	8,115	114	14	128	7,005	1,238	8,243	8,234	0.1
Manufacturing	20,932	15,215	36,148	1,565	226	1,791	22,497	15,441	37,939	37,960	-0.1
Electricity & Water	3,641	1,536	5,178	14	15	29	3,655	1,551	5,207	5,197	0.2
Construction	17,639	3,820	21,460	1,127	384	1,510	18,766	4,204	22,970	23,005	-0.2
Wholesale & Retail Trade	26,895	23,626	50,521	1,440	239	1,679	28,335	23,865	52,200	52,049	0.3
Hotels & Restaurants	7,052	11,745	18,796	231	138	369	7,283	11,883	19,165	19,114	0.3
Transport & Communication	8,040	5,436	13,475	690	118	809	8,730	5,554	14,284	14,216	0.5
Finance	3,245	5,712	8,956	79	14	93	3,324	5,726	9,049	9,087	-0.4
Real Estate	14,708	6,286	20,993	233	70	304	14,941	6,356	21,297	20,905	1.9
Education	3,387	5,191	8,578	1,012	853	1,865	4,399	6,044	10,443	10,424	0.2
Health	777	2,328	3,105	176	185	361	953	2,513	3,466	3,474	-0.2
Other Community	1,526	2,953	4,479	48	78	126	1,574	3,031	4,605	4,645	-0.9
Private and Parastatal	118,085	87,741	205,826	7,223	2,461	9,685	125,308	90,202	215,511	214,971	0.3
Private	107,295	79,188	186,483	6,815	2,382	9,198	114,110	81,570	195,681	195,198	0.2
Parastatal	10,790	8,553	19,343	408	79	487	11,198	8,632	19,830	19,773	0.3
Central Government	48,103	59,111	107,214	591	303	894	48,694	59,414	108,108	107,265	0.8
Local Government	34,652	62,441	97,093	43	7	50	34,695	62,448	97,143	94,926	2.3
Ipelegeng	23,136	48,877	72,013	-	-	-	23,136	48,877	72,013	69,805	3.2
Local Gov. Excl. Ipelegeng	11,516	13,564	25,080	43	7	50	11,559	13,571	25,130	25,121	0.0
All Sectors excl. Ipelegeng Programme employees	177,704	160,416	338,120	7,857	2,771	10,629	185,561	163,187	348,749	347,357	0.4
All Sectors	200,840	209,293	410,133	7,857	2,771	10,629	208,697	212,064	420,762	417,162	0.9

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

Sector/ Economic Activity	December 2018									Sept 2018
	Citizens			Non-Citizens			All Employees			
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Agriculture	1,7	1,3	1,5	6,3	4,6	5,8	1,8	1,3	1,6	1,6
Mining and Quarrying	3,4	0,6	2,0	1,5	0,5	1,2	3,4	0,6	2,0	2,0
Manufacturing	10,4	7,3	8,8	19,9	8,2	16,9	10,8	7,3	9,0	9,1
Electricity & Water	1,8	0,7	1,3	0,2	0,5	0,3	1,8	0,7	1,2	1,2
Construction	8,8	1,8	5,2	14,3	13,9	14,2	9,0	2,0	5,5	5,5
Wholesale & Retail Trade	13,4	11,3	12,3	18,3	8,6	15,8	13,6	11,3	12,4	12,5
Hotels & Restaurants	3,5	5,6	4,6	2,9	5,0	3,5	3,5	5,6	4,6	4,6
Transport & Communication	4,0	2,6	3,3	8,8	4,3	7,6	4,2	2,6	3,4	3,4
Finance	1,6	2,7	2,2	1,0	0,5	0,9	1,6	2,7	2,2	2,2
Real Estate	7,3	3,0	5,1	3,0	2,5	2,9	7,2	3,0	5,1	5,0
Education	1,7	2,5	2,1	12,9	30,8	17,5	2,1	2,9	2,5	2,5
Health	0,4	1,1	0,8	2,2	6,7	3,4	0,5	1,2	0,8	0,8
Other Community	0,8	1,4	1,1	0,6	2,8	1,2	0,8	1,4	1,1	1,1
Private and Parastatal	58,8	41,9	50,2	91,9	88,8	91,1	60,0	42,5	51,2	51,5
Private	53,4	37,8	45,5	86,7	86,0	86,5	54,7	38,5	46,5	46,8
Parastatal	5,4	4,1	4,7	5,2	2,9	4,6	5,4	4,1	4,7	4,7
Central Government	24,0	28,2	26,1	7,5	10,9	8,4	23,3	28,0	25,7	25,7
Local Government	17,3	29,8	23,7	0,5	0,3	0,5	16,6	29,4	23,1	22,8
Ipelegeng Program	11,5	23,4	17,6	-	-	-	11,1	23,0	17,1	16,7
Local Gov. Excl Ipelegeng	5,7	6,5	6,1	0,5	0,3	0,5	5,5	6,4	6,0	6,0
All Sectors excl. Ipelegeng Programme employees	88,5	76,6	82,4	100,0	100,0	100,0	88,9	77,0	82,9	83,3
All Sectors	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0

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

Sector/ Economic Activity	All Employees			Percentage (%)		
	Male	Female	Total	Male	Female	Total
Agriculture	3,846	2,796	6,643	57,9	42,1	100
Mining and Quarrying	7,005	1,238	8,243	85,0	15,0	100
Manufacturing	22,497	15,441	37,939	59,3	40,7	100
Electricity & Water	3,655	1,551	5,207	70,2	29,8	100
Construction	18,766	4,204	22,970	81,7	18,3	100
Wholesale & Retail Trade	28,335	23,865	52,200	54,3	45,7	100
Hotels & Restaurants	7,283	11,883	19,165	38,0	62,0	100
Transport & Communication	8,730	5,554	14,284	61,1	38,9	100
Finance	3,324	5,726	9,049	36,7	63,3	100
Real Estate	14,941	6,356	21,297	70,2	29,8	100
Education	4,399	6,044	10,443	42,1	57,9	100
Health	953	2,513	3,466	27,5	72,5	100
Other Community	1,574	3,031	4,605	34,2	65,8	100
Private and Parastatal	125,308	90,202	215,511	58,1	41,9	100
Private	114,110	81,570	195,681	58,3	41,7	100
Parastatal	11,198	8,632	19,830	56,5	43,5	100
Central Government	48,694	59,414	108,108	45,0	55,0	100
Local Government	34,695	62,448	97,143	35,7	64,3	100
Ipelegeng Program	23,136	48,877	72,013	32,1	67,9	100
Local Gov. Excl. Ipelegeng	11,559	13,571	25,130	46,0	54,0	100
All Sectors excl. Ipelegeng	185,561	163,187	348,749	53,2	46,8	100
All Sectors	208,697	212,064	420,762	49,6	50,4	100

Table 4: Estimated Number of Paid Employees by Economic Activity/Sector, June 2016 – December 2018

Sector/Economic Activity	Jun	Sept	Dec	Mar	Jun	Sept	Dec	Mar	Jun	Sept	Dec
	2016	2016	2016	2017	2017	2017	2017	2018	2018	2018	2018
Agriculture	6,517	6,545	6,397	6,464	6,560	6,506	6,437	6,501	6,581	6,661	6,643
Mining & Quarrying	12,324	12,372	9,128	8,115	8,102	8,019	8,002	8,130	8,202	8,234	8,243
Manufacturing	37,726	37,797	37,991	38,074	37,681	37,877	37,826	37,860	37,890	37,960	37,939
Water & Electricity	5,019	5,071	5,107	5,180	5,197	5,116	5,181	5,233	5,253	5,197	5,207
Construction	23,808	24,037	24,145	24,092	23,652	23,396	23,074	23,095	23,079	23,005	22,970
Wholesale & Retail Trade	50,408	50,717	50,765	50,865	50,988	51,378	51,593	51,765	51,837	52,049	52,200
Hotels & Restaurants	18,522	18,598	18,670	18,730	18,790	18,873	18,984	18,917	18,936	19,114	19,165
Transport & Communication	13,903	13,872	13,896	13,959	14,019	14,086	14,181	14,165	14,187	14,216	14,284
Financial Intermediaries	8,660	8,687	8,624	8,683	8,703	8,788	8,875	8,920	9,048	9,087	9,049
Real Estate	20,484	20,585	20,642	20,658	20,676	20,631	20,697	20,660	20,699	20,905	21,297
Education	10,184	10,274	10,211	10,265	10,278	10,353	10,338	10,374	10,348	10,424	10,443
Health & Social work	3,207	3,219	3,241	3,300	3,342	3,373	3,423	3,443	3,461	3,474	3,466
Other Community Services	4,461	4,434	4,459	4,511	4,528	4,553	4,578	4,590	4,609	4,645	4,605
Private & Parastatal	215,223	216,211	213,210	212,896	212,516	212,949	213,189	213,653	214,130	214,971	215,511
Private	195,747	197,107	194,202	193,582	192,937	193,480	193,745	194,162	194,564	195,198	195,681
Parastatal	19,476	19,101	19,008	19,314	19,579	19,469	19,444	19,491	19,566	19,773	19,830
Central Government	102,843	103,696	104,598	104,314	103,682	104,062	104,082	104,137	105,774	107,265	108,108
Local Government	89,416	89,031	89,174	88,600	88,359	92,198	93,058	92,902	93,282	94,926	97,143
Ipelegeng Program	64,722	64,448	64,555	63,836	63,521	67,310	68,131	67,921	68,239	69,805	72,013
Local Gov. Excl. Ipelegeng	24,694	24,583	24,618	24,764	24,838	24,888	24,927	24,981	25,043	25,121	25,130
All Sectors	407,482	408,938	406,982	405,810	404,557	409,184	410,329	410,692	413,186	417,162	420,762

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

Sector/ Economic Activity	December 2018									Sept 2018	% Change
	Citizens			Non-Citizens			All Employees			Total	
	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Agriculture	1,843	1,710	1,784	4,989	6,702	5,339	2,247	1,937	2,117	1,961	7.9
Mining and Quarrying	16,089	20,175	16,705	63,472	37,194	60,598	16,860	20,367	17,387	18,063	-3.7
Manufacturing	5,600	4,369	5,081	19,042	13,955	18,400	6,535	4,509	5,710	5,384	6.1
Electricity & Water	11,835	11,417	11,709	41,213	12,959	26,599	11,948	11,432	11,792	12,189	-3.3
Construction	3,920	11,447	5,260	15,417	5,064	12,894	4,611	10,864	5,762	5,503	4.7
Wholesale & Retail Trade	4,820	3,601	4,267	23,356	13,749	22,245	5,762	3,703	4,845	4,155	16.6
Hotels & Restaurants	3,665	3,333	3,458	17,871	16,123	17,217	4,116	3,481	3,723	3,719	0.1
Transport & Communication	10,471	8,619	9,725	15,948	24,631	17,194	10,904	8,959	10,148	9,465	7.2
Finance	18,949	15,410	16,694	90,274	45,126	83,477	20,644	15,483	17,381	17,310	0.4
Real Estate	5,581	9,365	6,714	66,556	24,535	56,661	6,532	9,532	7,427	7,852	-5.4
Education	10,134	7,619	8,612	18,323	13,816	16,262	12,018	8,494	9,978	9,589	4.1
Health	9,061	5,442	6,348	38,309	26,462	32,238	14,463	6,990	9,044	9,781	-7.5
Other Community	7,566	3,894	5,145	13,396	7,614	9,817	7,744	3,990	5,273	4,610	14.4
Private and Parastatal	6,755	5,994	6,435	22,408	15,600	20,720	7,481	6,357	7,017	6,630	5.8
Private	5,926	5,121	5,589	22,381	15,589	20,667	6,908	5,427	6,297	5,800	8.6
Parastatal	15,005	14,078	14,595	22,847	15,934	21,726	15,291	14,095	14,770	14,822	-0.3
Central Government	9,281	9,944	9,646	18,401	15,153	17,300	9,392	9,970	9,710	9,723	-0.1
Local Government	2,442	1,648	1,932	16,910	17,635	17,011	2,460	1,650	1,939	1,891	2.5
Ipelegeng Program	567	567	567	-	-	-	567	567	567	567	
Local Gov. Excl. Ipelegeng	6,210	5,544	5,850	16,910	17,635	17,011	6,250	5,550	5,872	5,571	5.4
All Sectors excl. Ipelegeng Programme employees	7,404	7,411	7,407	22,076	15,557	20,374	7,906	7,605	7,765	7,509	3.4
All Sectors	6,616	5,813	6,206	22,076	15,557	20,374	7,092	5,983	6,533	6,347	2.9

Table 6: Estimated Monthly Average Cash Earnings by Economic Activity/Sector, March 2016 – December 2018

Sector/ Economic Activity	Mar 2016	Jun 2016	Sept 2016	Dec 2016	Mar 2017	Jun 2017	Sept 2017	Dec 2017	Mar 2018	Jun 2018	Sept 2018	Dec 2018
Agriculture	1,246	1,223	1,548	1,236	1,510	1,443	1,597	1,994	1,908	1,921	1,961	2,117
Mining & Quarrying	11,839	12,051	12,094	15,700	17,675	16,624	15,750	17,666	17,234	18,267	18,063	17,387
Manufacturing	4,500	4,724	4,635	5,408	5,186	5,256	5,520	5,908	5,531	5,677	5,384	5,710
Water & Electricity	12,015	12,190	12,021	12,560	11,744	11,226	11,472	11,328	11,891	12,041	12,189	11,792
Construction	3,729	4,160	3,895	3,900	5,001	5,106	4,623	5,108	5,188	5,186	5,503	5,762
Wholesale & Retail	3,671	4,030	3,734	4,559	4,368	4,214	4,026	4,005	4,209	4,392	4,155	4,845
Hotels & Restaurants	2,599	2,849	2,514	3,071	3,225	2,920	3,050	3,294	3,299	3,412	3,719	3,723
Transport & Communication	9,187	9,876	9,608	9,994	9,330	9,128	9,232	9,439	9,245	8,959	9,465	10,148
Financial Intermediaries	14,524	15,310	15,815	16,383	16,729	16,757	17,176	16,349	16,324	17,256	17,310	17,381
Real Estate	5,885	6,361	6,373	6,819	6,718	6,634	7,018	7,599	7,241	7,566	7,852	7,427
Education	9,995	9,457	8,667	7,677	8,628	8,960	8,792	9,011	9,658	9,720	9,589	9,978
Health & Social work	9,075	8,563	8,192	8,221	9,581	8,934	9,040	9,829	9,435	10,219	9,781	9,044
Other community services	3,581	3,163	3,269	3,289	4,358	4,543	4,545	3,453	3,927	4,207	4,610	5,273
Private & Parastatal	5,728	5,912	5,833	6,303	6,429	6,327	6,316	6,577	6,558	6,762	6,630	7,017
Private	4,812	5,149	5,220	5,699	5,554	5,379	5,374	5,745	5,790	5,888	5,800	6,297
Parastatal	13,862	13,576	12,166	12,478	14,956	15,670	15,563	14,868	14,209	15,457	14,822	14,770
Central Government	8,509	8,744	8,732	8,703	8,704	9,011	9,356	9,364	9,372	9,754	9,723	9,710
Local Government	1,690	1,693	1,765	1,717	1,819	1,920	1,868	1,867	1,871	1,898	1,891	1,939
Ipelegeng Program	540	540	540	540	540	567	567	567	567	567	567	567
Local Gov. Excl. Ipelegeng	4,695	4,714	4,997	4,802	5,114	5,379	5,383	5,421	5,418	5,526	5,571	5,872
All Sectors	5,544	5,701	5,684	5,916	6,007	6,052	6,088	6,216	6,211	6,430	6,347	6,533

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