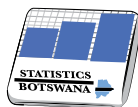


Formal Sector Employment Survey September 2017



STATISTICS BOTSWANA

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Preface

This Stats Brief presents formal employment figures during the month of September 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 increased by 1.1 percent between June 2017 and September 2017 with Local Government recording the highest increase of 4.3 percent, followed by Central Government and Private with 0.4 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 6.0. The Parastatal Organisations recorded a decrease in employment of 0.6 percent.

On the other hand, the Health and Wholesale & Retail Trade sectors recorded an increase in employment of 0.9 percent and 0.8 percent between the two quarters. Employee earnings increased from P6,052 in June 2017 to P 6,088 in September 2017, which is an increase of 0.6 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

February 2018

1. INTRODUCTION

This Stats Brief presents results of the September 2017 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 June 2017 and September 2017. The table shows that overall employment increased by 1.1 percent (4,627 persons) from 404,556 persons in June 2017 to 409,184 persons in September 2017. Local Government recorded the highest increase in employment of 4.3 percent, followed by Central Government and Private with 0.4 percent and 0.3 percent increase in employment respectively. Parastatal recorded a decrease in employment of 0.6 percent.

In June 2017, a total of 12,166 (3.0 percent) employees were non-citizens. Out of this total, Private and Parastatal sectors recorded 11,009 employees. Construction industry was the major employer of non-citizens (19.3 percent), followed by Education industry (18.5 percent) and Manufacturing industry (14.7 percent). See tables 1 and 2.

Table 3 shows estimated number of employees by economic activity/sector for September 2017. A total of 409,184 employees were recorded, of which 202,135 (49.4 percent) were males while 207,059 (50.6 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 P5,742, P17,379 for non-citizen and P6,088 for all employees as at end of September 2017. There was an increase of 0.6 percent in monthly average earnings for all employees from June 2017 (P6,052) to September 2017 (P6,088). 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.

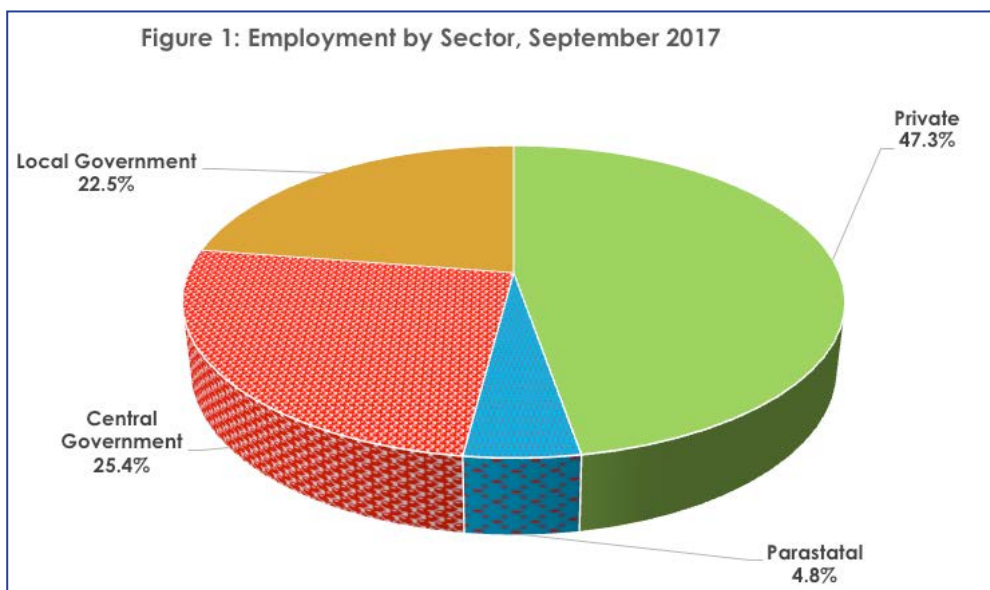


Figure 1 shows September 2017 formal employment by sector. Private sector had the largest share (47.3 percent), followed by Central Government with 25.4 percent. Local Government and Parastatal recorded 22.5 percent and 4.8 percent respectively.

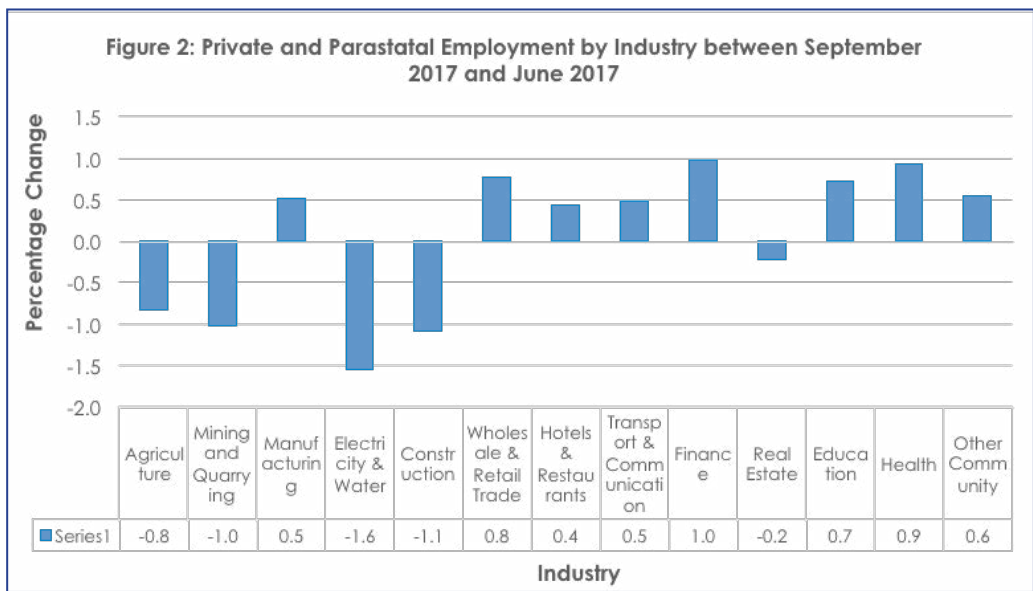


Figure 2 above shows percentage changes for Private and Parastatal Employment by industry between June 2017 and September 2017. Most industries were almost constant in terms of employment increment, except for two industries which recorded significant decreases, being Electricity & Water industry and Construction (1.6 & 1.1 percent respectively), followed by Mining & Quarrying with 1.0 percent decrease in employment. Finance industry and Health dominated other categories with 1.0 percent and 0.9 percent respectively, followed by Wholesale & Retail Trade with 0.8 percent increment in employment.

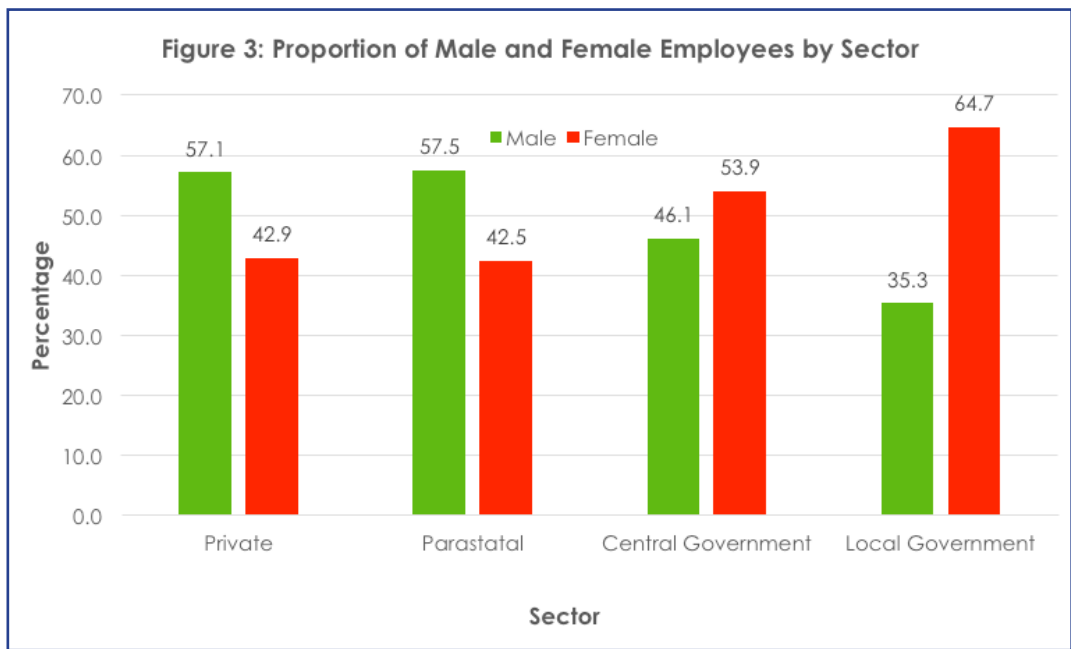


Figure 3 displays proportion of male and female employees by sector. The figure shows that males dominated their female counterparts in Private and Parastatal sectors with 57.1 percent and 57.5 percent respectively. Males constituted 46.1 percent for Central Government and 35.3 percent for Local Government. Female employees were higher in Local Government (64.7 percent), followed by those in Central Government (53.9 percent).

Table 1: Estimated Number of Paid Employees by Economic Activity, Citizenship and Sex, September 2017 and June 2017

Sector/ Economic Activity	Sep-17									Jun-17	%
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total	
Agriculture	2,734	3,062	5,796	606	104	710	3,340	3,166	6,506	6,560	-0,8
Mining and Quarrying	6,771	1,119	7,890	113	16	129	6,884	1,135	8,019	8,102	-1,0
Manufacturing	20,224	15,864	36,087	1,458	331	1,790	21,682	16,195	37,877	37,681	0,5
Electricity & Water	3,665	1,417	5,082	16	18	34	3,681	1,435	5,116	5,197	-1,6
Construction	15,612	5,430	21,042	1,719	635	2,354	17,331	6,065	23,396	23,652	-1,1
Wholesale & Retail Trade	26,889	22,763	49,642	1,492	243	1,736	28,381	23,006	51,378	50,988	0,8
Hotels & Restaurants	7,110	11,431	18,541	224	108	332	7,334	11,539	18,873	18,790	0,4
Transport & Communication	8,328	5,268	13,595	410	81	491	8,738	5,349	14,086	14,019	0,5
Finance	3,183	5,511	8,693	80	15	95	3,263	5,526	8,788	8,703	1,0
Real Estate	13,619	6,610	20,230	294	107	401	13,913	6,717	20,631	20,676	-0,2
Education	3,257	4,840	8,097	1,187	1,070	2,256	4,444	5,910	10,353	10,278	0,7
Health	1,092	1,961	3,054	145	174	319	1,237	2,135	3,373	3,342	0,9
Other Community	1,336	2,855	4,191	132	230	362	1,468	3,085	4,553	4,528	0,6
Private and Parastatal	113,820	88,131	201,940	7,876	3,132	11,009	121,696	91,263	212,949	212,516	0,2
Private	102,961	79,938	182,888	7,534	3,057	10,592	110,495	82,995	193,480	192,937	0,3
Parastatal	10,859	8,193	19,052	342	75	417	11,201	8,268	19,469	19,579	-0,6
Central Government	47,250	55,767	103,017	679	366	1,045	47,929	56,133	104,062	103,682	0,4
Local Government	32,471	59,634	92,105	69	23	92	32,540	59,658	92,198	88,359	4,3
Ipelegeng	20,963	46,347	67,310	-	-	-	20,963	46,347	67,310	63,521	6,0
Local Gov. Excl.	11,508	13,287	24,795	69	23	92	11,577	13,311	24,888	24,838	0,2
Ipelegeng											
All Sectors excl. Ipelegeng	172,539	157,179	329,707	8,633	3,532	12,166	181,172	160,712	341,874	341,036	0,2
Programme employees											
All Sectors	193,502	203,526	397,017	8,633	3,532	12,166	202,135	207,059	409,184	404,557	1,1

**Table 2: Estimated Percentage Distribution of Paid Employees by Economic Activity/
Sector, September 2017 and June 2017**

Sector/ Economic Activity	Sep-17									Jun-17
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Agriculture	1,4	1,5	1,5	7,0	2,9	5,8	1,7	1,5	1,6	1,6
Mining and Quarrying	3,5	0,5	2,0	1,3	0,5	1,1	3,4	0,5	2,0	2,0
Manufacturing	10,5	7,8	9,1	16,9	9,4	14,7	10,7	7,8	9,3	9,3
Electricity & Water	1,9	0,7	1,3	0,2	0,5	0,3	1,8	0,7	1,3	1,3
Construction	8,1	2,7	5,3	19,9	18,0	19,3	8,6	2,9	5,7	5,8
Wholesale & Retail Trade	13,9	11,2	12,5	17,3	6,9	14,3	14,0	11,1	12,6	12,6
Hotels & Restaurants	3,7	5,6	4,7	2,6	3,1	2,7	3,6	5,6	4,6	4,6
Transport & Communication	4,3	2,6	3,4	4,7	2,3	4,0	4,3	2,6	3,4	3,5
Finance	1,6	2,7	2,2	0,9	0,4	0,8	1,6	2,7	2,1	2,2
Real Estate	7,0	3,2	5,1	3,4	3,0	3,3	6,9	3,2	5,0	5,1
Education	1,7	2,4	2,0	13,7	30,3	18,5	2,2	2,9	2,5	2,5
Health	0,6	1,0	0,8	1,7	4,9	2,6	0,6	1,0	0,8	0,8
Other Community	0,7	1,4	1,1	1,5	6,5	3,0	0,7	1,5	1,1	1,1
Private and Parastatal	58,8	43,3	50,9	91,2	88,7	90,5	60,2	44,1	52,0	52,5
Private	53,2	39,3	46,1	87,3	86,5	87,1	54,7	40,1	47,3	47,7
Parastatal	5,6	4,0	4,8	4,0	2,1	3,4	5,5	4,0	4,8	4,8
Central Government	24,4	27,4	25,9	7,9	10,4	8,6	23,7	27,1	25,4	25,6
Local Government	16,8	29,3	23,2	0,8	0,7	0,8	16,1	28,8	22,5	21,8
Ipelegeng Program	10,8	22,8	17,0	0,0	0,0	0,0	10,4	22,4	16,4	15,7
Local Gov. Excl. Ipelegeng	5,9	6,5	6,2	0,8	0,7	0,8	5,7	6,4	6,1	6,1
All Sectors excl. Ipelegeng Programme employees	89,2	77,2	83,0	100	100	100	89,6	77,6	83,6	84,3
All Sectors	100	100	100	100	100	100	100	100	100	100

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

Sector/ Economic Activity	All Employees			Percentage (%)		
	Male	Female	Total	Male	Female	Total
Agriculture	3,340	3,166	6,506	51,3	48,7	100
Mining and Quarrying	6,884	1,135	8,019	85,8	14,2	100
Manufacturing	21,682	16,195	37,877	57,2	42,8	100
Electricity & Water	3,681	1,435	5,116	72,0	28,0	100
Construction	17,331	6,065	23,396	74,1	25,9	100
Wholesale & Retail Trade	28,381	23,006	51,378	55,2	44,8	100
Hotels & Restaurants	7,334	11,539	18,873	38,9	61,1	100
Transport & Communication	8,738	5,349	14,086	62,0	38,0	100
Finance	3,263	5,526	8,788	37,1	62,9	100
Real Estate	13,913	6,717	20,631	67,4	32,6	100
Education	4,444	5,910	10,353	42,9	57,1	100
Health	1,237	2,135	3,373	36,7	63,3	100
Other Community	1,468	3,085	4,553	32,2	67,8	100
Private and Parastatal	121,696	91,263	212,949	57,1	42,9	100
Private	110,495	82,995	193,480	57,1	42,9	100
Parastatal	11,201	8,268	19,469	57,5	42,5	100
Central Government	47,929	56,133	104,062	46,1	53,9	100
Local Government	32,540	59,658	92,198	35,3	64,7	100
Ipelegeng Program	20,963	46,347	67,310	31,1	68,9	100
Local Gov. Excl. Ipelegeng	11,577	13,311	24,888	46,5	53,5	100
All Sectors excl. Ipelegeng	181,172	160,712	341,874	53,0	47,0	100
All Sectors	202,135	207,059	409,184	49,4	50,6	100

Table 4: Estimated Number of Paid Employees by Economic Activity/Sector, September 2012 – September 2017

	2012	2013	2014	2015	2016	2016	2016	2016	2017	2017	2017
Agriculture	6,479	6,523	6,514	6,637	6,543	6,517	6,545	6,397	6,464	6,560	6,506
Mining & Quarrying	11,840	12,074	12,547	12,773	12,477	12,324	12,372	9,128	8,115	8,102	8,019
Manufacturing	36,829	37,066	37,047	37,316	37,562	37,726	37,797	37,991	38,074	37,681	37,877
Water & Electricity	4,143	4,636	4,692	4,752	4,811	5,019	5,071	5,107	5,180	5,197	5,116
Construction	23,650	23,730	23,632	22,877	23,346	23,808	24,037	24,145	24,092	23,652	23,396
Wholesale & Retail Trade	47,544	48,451	48,723	48,906	49,816	50,408	50,717	50,765	50,865	50,988	51,378
Hotels & Restaurants	17,308	17,554	17,778	17,894	18,164	18,522	18,598	18,670	18,730	18,790	18,873
Transport & Communication	13,123	13,327	13,357	13,457	13,681	13,903	13,872	13,896	13,959	14,019	14,086
Financial Intermediaries	8,787	8,881	9,013	9,082	9,092	8,660	8,687	8,624	8,683	8,703	8,788
Real Estate	19,029	19,056	19,277	19,516	20,244	20,484	20,585	20,642	20,658	20,676	20,631
Education	10,096	10,147	10,270	10,181	10,160	10,184	10,274	10,211	10,265	10,278	10,353
Health & Social work	2,973	3,035	3,125	3,131	3,169	3,207	3,219	3,241	3,300	3,342	3,373
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	206,015	208,732	210,189	210,895	213,459	215,223	216,211	213,210	212,896	212,516	212,949
Private	188,531	189,894	191,399	191,484	193,46	195,747	197,107	194,202	193,582	192,937	193,480
Parastatal	17,484	18,838	18,790	19,411	19,999	19,476	19,101	19,008	19,314	19,579	19,469
Central Government	104,925	104,541	104,317	104,349	102,160	102,843	103,696	104,598	104,314	103,682	104,062
Local Government	78,725	86,257	89,955	88,437	88,799	89,416	89,031	89,174	88,600	88,359	92,198
Ipelegeng Program	52,617	60,623	64,354	62,566	64,222	64,722	64,448	64,555	63,836	63,521	67,310
Local Gov. Excl. Ipelegeng	26,108	25,634	25,601	25,871	24,577	24,694	24,583	24,618	24,764	24,838	24,888
All Sectors	389,665	399,530	404,461	403,681	404,387	407,482	408,938	406,982	405,810	404,557	409,184

Table 5: Estimated Monthly Average Cash Earnings by Economic Activity, Citizenship and Sex, September 2017 and June 2017

Sector/ Economic Activity	Sep-17									Jun-17	% Change
	Citizens			Non-Citizens			All Employees			Total	
	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Agriculture	1,586	1,211	1,388	3,448	2,498	3,309	1,924	1,253	1,597	1,443	10,7
Mining and Quarrying	14,235	17,604	14,713	84,916	38,659	79,178	15,395	17,901	15,750	16,624	-5,3
Manufacturing	5,904	3,390	4,799	20,421	18,466	20,048	6,880	3,698	5,520	5,256	5,0
Electricity & Water	11,691	10,706	11,416	30,078	10,566	19,748	11,771	10,704	11,472	11,226	2,2
Construction	3,557	3,545	3,554	16,901	6,801	14,176	4,881	3,886	4,623	5,106	-9,5
Wholesale & Retail Trade	3,827	3,091	3,490	19,821	16,571	19,355	4,668	3,233	4,026	4,214	-4,5
Hotels & Restaurants	2,872	2,709	2,772	18,450	18,855	18,582	3,348	2,860	3,050	2,920	4,4
Transport & Communication	8,940	8,950	8,945	18,184	12,181	17,193	9,374	8,999	9,232	9,128	1,1
Finance	17,746	15,919	16,590	74,163	52,889	70,804	19,130	16,019	17,176	16,757	2,5
Real Estate	6,109	7,955	6,712	23,894	18,478	22,449	6,484	8,123	7,018	6,634	5,8
Education	8,068	6,327	7,027	14,852	15,412	15,124	9,880	7,972	8,792	8,960	-1,9
Health	9,234	5,401	6,770	36,261	26,208	30,778	12,402	7,097	9,040	8,934	1,2
Other Community	7,496	2,995	4,430	7,896	4,722	5,879	7,532	3,124	4,545	4,543	0,0
Private and Parastatal	6,171	5,108	5,707	18,923	13,875	17,485	6,996	5,409	6,316	6,327	-0,2
Private	5,123	4,147	4,697	19,059	13,641	17,513	6,044	4,481	5,374	5,379	-0,1
Parastatal	15,274	15,669	15,401	18,162	36,733	21,502	15,373	15,908	15,563	15,670	-0,7
Central Government	8,826	9,676	9,286	17,295	14,527	16,325	8,946	9,707	9,356	9,011	3,8
Local Government	2,419	1,545	1,853	16,362	13,487	16,573	2,449	1,550	1,868	1,920	-2,7
Ipelegeng Program	567	567	567	-	-	-	567	567	567	567	0,0
Local Gov. Excl. Ipelegeng	5,793	4,956	5,345	16,362	13,487	16,573	5,856	4,971	5,383	5,379	0,1
All Sectors excl. Ipelegeng Programme employees	6,872	6,716	6,798	18,775	13,940	17,379	7,440	6,874	7,175	7,074	1,4

**Table 6: Estimated Monthly Average Cash Earnings by Economic Activity/Sector,
June 2011 – September 2017**

Sector/	Jun	Sept	Sept	Sept	Sept	Mar	Jun	Sept	Dec	Mar	Jun	Sept
Agriculture	1,271	1,233	1,273	1,333	1,285	1,246	1,223	1,548	1,236	1,510	1,443	1,597
Mining & Quarrying	11,061	9,159	11,500	11,893	11,081	11,839	12,051	12,094	15,700	17,675	16,624	15,750
Manufacturing	3,052	4,133	3,344	3,873	3,955	4,500	4,724	4,635	5,408	5,186	5,256	5,520
Water & Electricity	10,774	11,971	10,939	10,802	11,649	12,015	12,190	12,021	12,560	11,744	11,226	11,472
Construction	3,607	3,598	3,628	4,230	3,635	3,729	4,160	3,895	3,900	5,001	5,106	4,623
Wholesale & Retail	3,844	3,575	3,840	4,332	4,004	3,671	4,030	3,734	4,559	4,368	4,214	4,026
Hotels & Restaurants	1,876	2,278	2,314	2,218	2,415	2,599	2,849	2,514	3,071	3,225	2,920	3,050
Transport & Communication	7,754	7,864	7,946	7,860	8,024	9,187	9,876	9,608	9,994	9,330	9,128	9,232
Financial Intermediaries	12,523	12,175	13,614	13,984	13,950	14,524	15,310	15,815	16,383	16,729	16,757	17,176
Real Estate	6,761	6,174	5,570	6,072	6,133	5,885	6,361	6,373	6,819	6,718	6,634	7,018
Education	8,572	8,985	9,007	9,554	10,134	9,995	9,457	8,667	7,677	8,628	8,960	8,792
Health & Social work	8,318	8,534	8,559	8,875	9,052	9,075	8,563	8,192	8,221	9,581	8,934	9,040
Other community services	3,006	3,727	3,791	3,959	3,709	3,581	3,163	3,269	3,289	4,358	4,543	4,545
Private & Parastatal	5,154	5,204	5,275	5,676	5,840	5,728	5,912	5,833	6,303	6,429	6,327	6,316
Private	4,429	5,670	4,655	4,994	4,788	4,812	5,149	5,220	5,699	5,554	5,379	5,374
Parastatal	13,180	13,405	11,638	12,622	12,972	13,862	13,576	12,166	12,478	14,956	15,670	15,563
Central Government	6,160	6,364	7,205	7,381	7,626	8,509	8,744	8,732	8,703	8,704	9,011	9,356
Local Government	1,846	1,705	1,703	1,616	1,742	1,690	1,693	1,765	1,717	1,819	1,920	1,868
Ipelegeng Program	360	360	490	520	540	540	540	540	540	540	567	567
Local Gov. Excl. Ipelegeng	4,593	4,417	4,571	4,371	4,648	4,695	4,714	4,997	4,802	5,114	5,379	5,383
All Sectors	4,731	4,810	5,009	5,213	5,403	5,544	5,701	5,684	5,916	6,007	6,052	6,088

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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