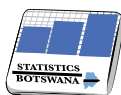


FORMAL SECTOR EMPLOYMENT SURVEY STATS BRIEF

Quarter 4: December 2017



STATISTICS BOTSWANA

Preface

This Stats Brief presents formal employment figures during the month of December 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 0.3 percent between December 2017 and September 2017 with Local Government recording the highest increase of 0.9 percent, followed by Private with 0.1 percent, while Central Government remains almost the same. The increase in Local Government was mainly prompted by the increase in employment of the Ipelegeng Programme, recording an increase of 1.2 percent. The Parastatal Organisations recorded a decrease in employment of 0.1 percent.

On the other hand, the Health and Electricity & Water sectors recorded an increase in employment of 1.5 percent and 1.3 percent between the two quarters. Employee earnings increased from P6,088 in September 2017 to P 6,216 in December 2017, which is an increase of 2.1 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.

Thank you



Dr. Burton Mguni
Statistician General
July 2018

1. INTRODUCTION

This Stats Brief presents results of the December 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 December 2017 and September 2017. The table shows that overall employment increased by 0.3 percent (1,145 persons) from 409,184 persons in September 2017 to 410,329 persons in December 2017. Local Government recorded the highest increase in employment of 1.9 percent, followed by Private with 0.1 percent increase in employment. Parastatal recorded a decrease in employment of 0.1 percent.

In December 2017, a total of 11,280 (2.7 percent) employees were non-citizens. Out of this total, Private and Parastatal sectors recorded 10,163 employees. Construction industry was the major employer of non-citizens (22.8 percent), followed by Education industry (17.3 percent) and Manufacturing industry (16.1 percent). See tables 1 and 2.

Table 3 shows estimated number of employees by economic activity/sector for December 2017. A total of 410,329 employees were recorded, of which 201,192 (49.0 percent) were males while 209,148 (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 P5,871, P18,420 for non-citizen and P6,216 for all employees as at end of December 2017. There was an increase of 2.1 percent in monthly average earnings for all employees from September 2017 (P6,088) to December 2017 (P6,216). 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.

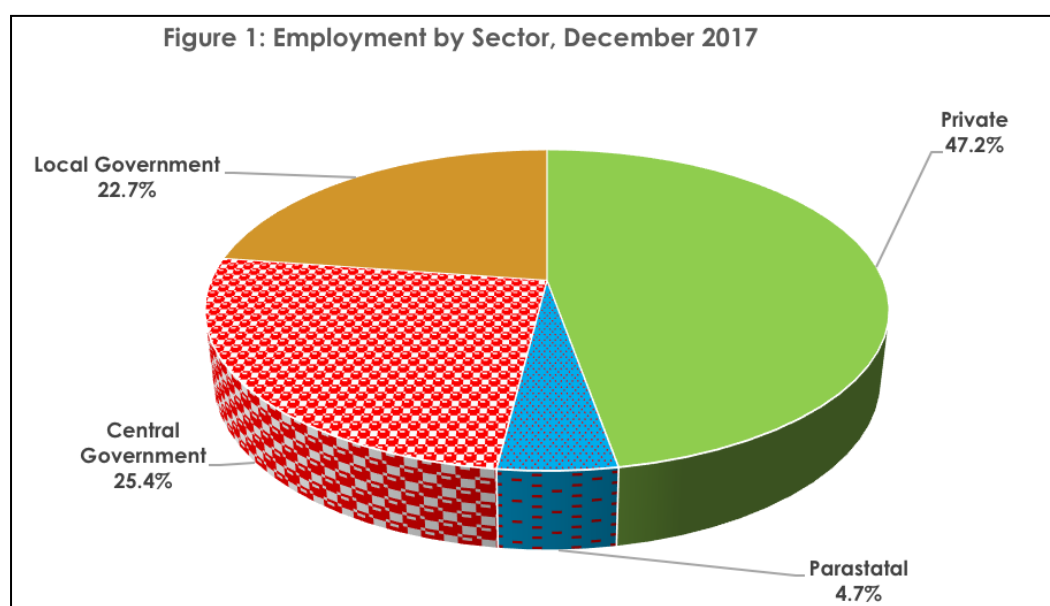


Figure 1 shows December 2017 formal employment by sector. Private sector had the largest share (47.2 percent), followed by Central Government with 25.4 percent. Local Government and Parastatal recorded 22.7 percent and 4.7 percent respectively.

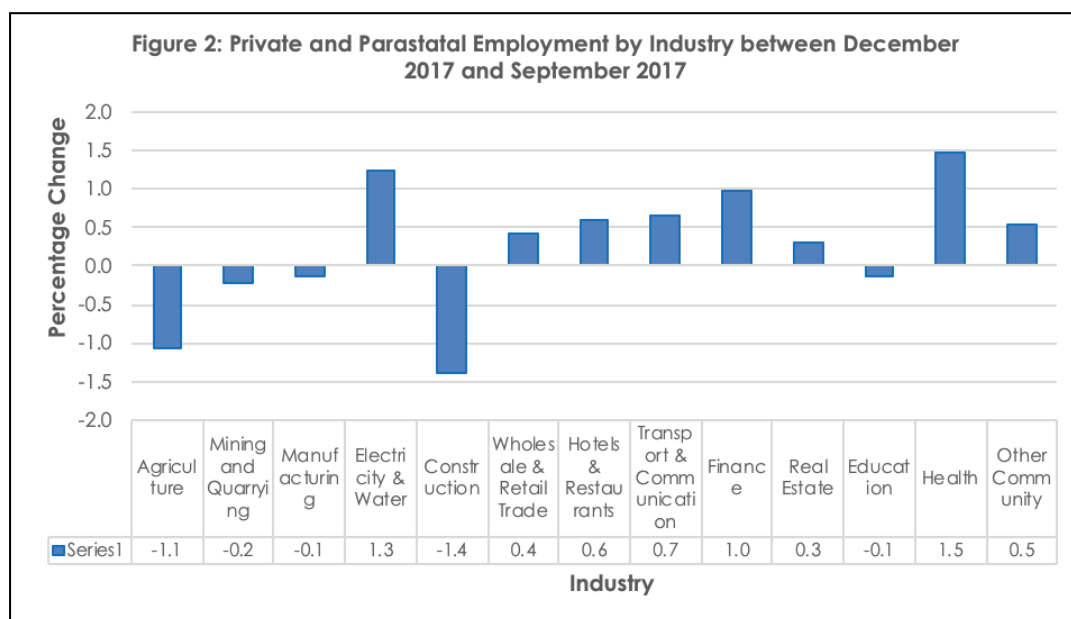


Figure 2 above shows percentage changes for Private and Parastatal Employment by industry between September 2017 and December 2017. Most industries were almost constant in terms of employment increment, except Health and Electricity & Water industry which recorded significant increases of 1.5 and 1.3 percent respectively, followed by Finance with 1.0 percent increase in employment. Construction industry and Agriculture recorded a decrease in employment of 1.4 and 1.1 percent respectively, followed by Mining and Quarrying with 0.2 percent decrease in employment.

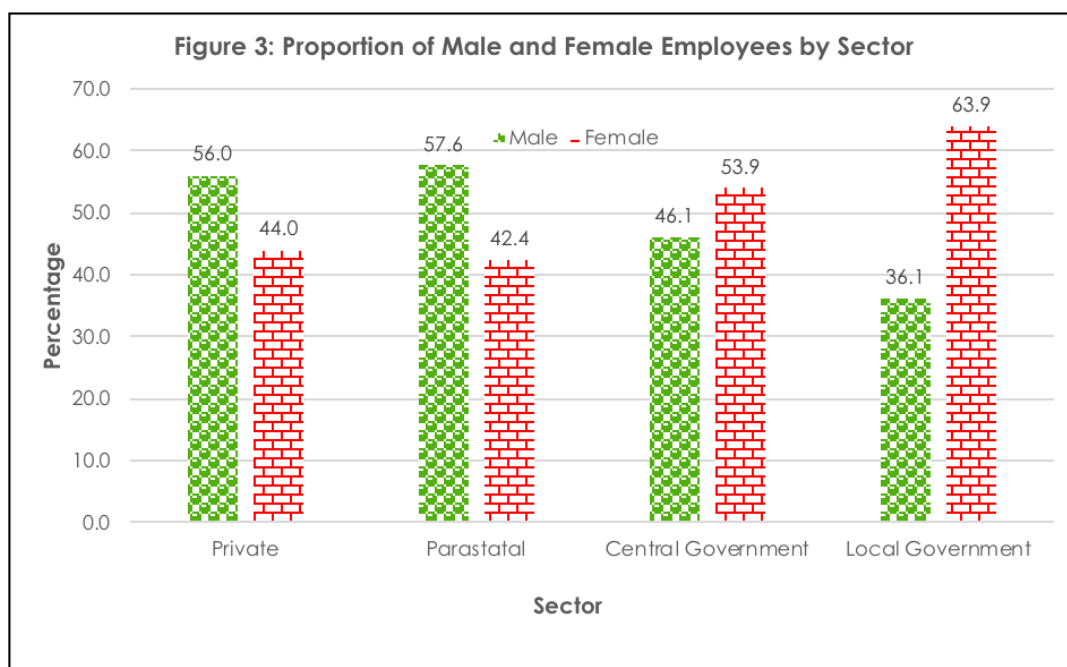


Figure 3 displays proportion of male and female employees by sector. The figure shows that males dominated their female counterparts in Private and Parastatal sectors with 56.0 percent and 57.6 percent respectively. Males constituted 46.1 percent for Central Government and 36.1 percent for Local Government. Female employees were higher in Local Government (63.9 percent), followed by those in Central Government (53.9 percent).

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

Sector/ Economic Activity	December 2017									Sep 2017	% Change
	Citizens			Non-Citizens			All Employees			Total	
	Change	Total		Male	Female	Total	Male	Female	Total		
Agriculture	3,245	2,997	6,243	141	53	194	3,386	3,050	6,437	6,506	-1.1
Mining and Quarrying	6,696	1,180	7,876	109	17	126	6,805	1,197	8,002	8,019	-0.2
Manufacturing	19,890	16,116	36,006	1,423	397	1,820	21,313	16,513	37,826	37,877	-0.1
Electricity & Water	3,703	1,445	5,148	15	18	33	3,718	1,463	5,181	5,116	1.3
Construction	15,098	5,399	20,497	1,816	762	2,577	16,914	6,161	23,074	23,396	-1.4
Wholesale & Retail Trade	26,734	23,326	50,050	1,295	248	1,543	28,029	23,574	51,593	51,378	0.4
Hotels & Restaurants	6,736	11,782	18,518	303	163	466	7,039	11,945	18,984	18,873	0.6
Transport & Communication	8,364	5,308	13,671	386	124	510	8,750	5,432	14,181	14,086	0.7
Finance	3,218	5,569	8,787	75	13	88	3,293	5,582	8,875	8,788	1.0
Real Estate	13,283	7,034	20,317	272	108	380	13,555	7,142	20,697	20,631	0.3
Education	3,352	5,031	8,383	1,093	862	1,955	4,445	5,893	10,338	10,353	-0.1
Health	758	2,325	3,083	144	196	340	902	2,521	3,423	3,373	1.5
Other Community	1,511	2,936	4,447	31	100	131	1,542	3,036	4,578	4,553	0.5
Private and Parastatal	112,588	90,448	203,026	7,103	3,061	10,163	119,691	93,509	213,189	212,949	0.1
Private	101,726	82,281	183,997	6,761	2,988	9,748	108,487	85,269	193,745	193,480	0.1
Parastatal	10,862	8,167	19,029	342	73	415	11,204	8,240	19,444	19,469	-0.1
Central Government	47,270	55,781	103,051	669	362	1,031	47,939	56,143	104,082	104,062	0.0
Local Government	33,495	59,477	92,972	67	19	86	33,562	59,496	93,058	92,198	0.9
Ipelegeng	21,951	46,180	68,131	-	-	-	21,951	46,180	68,131	67,310	1.2
Local Gov. Excl. Ipelegeng	11,544	13,297	24,841	67	19	86	11,611	13,316	24,927	24,888	0.2
All Sectors excl. Ipelegeng Programme employees	171,402	159,526	330,918	7,839	3,442	11,280	179,241	162,968	342,198	341,874	0.1
All Sectors	193,353	205,706	399,049	7,839	3,442	11,280	201,192	209,148	410,329	409,184	0.3

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

Sector/ Economic Activity	December 2017									Sep 2017
	Citizens			Non-Citizens			All Employees			
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Agriculture	1.7	1.5	1.6	1.8	1.5	1.7	1.7	1.5	1.6	1.6
Mining and Quarrying	3.5	0.6	2.0	1.4	0.5	1.1	3.4	0.6	2.0	2.0
Manufacturing	10.3	7.8	9.0	18.2	11.5	16.1	10.6	7.9	9.2	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	7.8	2.6	5.1	23.2	22.1	22.8	8.4	2.9	5.6	5.7
Wholesale & Retail Trade	13.8	11.3	12.5	16.5	7.2	13.7	13.9	11.3	12.6	12.6
Hotels & Restaurants	3.5	5.7	4.6	3.9	4.7	4.1	3.5	5.7	4.6	4.6
Transport & Communication	4.3	2.6	3.4	4.9	3.6	4.5	4.3	2.6	3.5	3.4
Finance	1.7	2.7	2.2	1.0	0.4	0.8	1.6	2.7	2.2	2.1
Real Estate	6.9	3.4	5.1	3.5	3.1	3.4	6.7	3.4	5.0	5.0
Education	1.7	2.4	2.1	13.9	25.0	17.3	2.2	2.8	2.5	2.5
Health	0.4	1.1	0.8	1.8	5.7	3.0	0.4	1.2	0.8	0.8
Other Community	0.8	1.4	1.1	0.4	2.9	1.2	0.8	1.5	1.1	1.1
	-	-	-	-	-	-	-	-	-	-
Private and Parastatal	58.2	44.0	50.9	90.6	88.9	90.1	59.5	44.7	52.0	52.0
Private	52.6	40.0	46.1	86.2	86.8	86.4	53.9	40.8	47.2	47.3
Parastatal	5.6	4.0	4.8	4.4	2.1	3.7	5.6	3.9	4.7	4.8
	-	-	-	-	-	-	-	-	-	-
Central Government	24.4	27.1	25.8	8.5	10.5	9.1	23.8	26.8	25.4	25.4
	-	-	-	-	-	-	-	-	-	-
Local Government	17.3	28.9	23.3	0.9	0.6	0.8	16.7	28.4	22.7	22.5
Ipelegeng Program	11.4	22.4	17.1	-	-	-	10.9	22.1	16.6	16.4
Local Gov. Excl. Ipelegeng	6.0	6.5	6.2	0.9	0.6	0.8	5.8	6.4	6.1	6.1
	-	-	-	-	-	-	-	-	-	-
All Sectors excl. Ipelegeng Programme employees	88.6	77.6	82.9	100.0	100.0	100.0	89.1	77.9	83.4	83.6
	-	-	-	-	-	-	-	-	-	-
All Sectors	100	100	100	100	100	100	100	100	100	100

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

Sector/ Economic Activity	All Employees			Percentage (%)		
	Male	Female	Total	Male	Female	Total
Agriculture	3,386	3,050	6,437	52.6	47.4	100
Mining and Quarrying	6,805	1,197	8,002	85.0	15.0	100
Manufacturing	21,313	16,513	37,826	56.3	43.7	100
Electricity & Water	3,718	1,463	5,181	71.8	28.2	100
Construction	16,914	6,161	23,074	73.3	26.7	100
Wholesale & Retail Trade	28,029	23,574	51,593	54.3	45.7	100
Hotels & Restaurants	7,039	11,945	18,984	37.1	62.9	100
Transport & Communication	8,750	5,432	14,181	61.7	38.3	100
Finance	3,293	5,582	8,875	37.1	62.9	100
Real Estate	13,555	7,142	20,697	65.5	34.5	100
Education	4,445	5,893	10,338	43.0	57.0	100
Health	902	2,521	3,423	26.4	73.6	100
Other Community	1,542	3,036	4,578	33.7	66.3	100
Private and Parastatal	119,691	93,509	213,189	56.1	43.9	100
Private	108,487	85,269	193,745	56.0	44.0	100
Parastatal	11,204	8,240	19,444	57.6	42.4	100
Central Government	47,939	56,143	104,082	46.1	53.9	100
Local Government	33,562	59,496	93,058	36.1	63.9	100
Ipelegeng Program	21,951	46,180	68,131	32.2	67.8	100
Local Gov. Excl. Ipelegeng	11,611	13,316	24,927	46.6	53.4	100
All Sectors excl. Ipelegeng	179,241	162,968	342,198	52.4	47.6	100
All Sectors	201,192	209,148	410,329	49.0	51.0	100

Table 4: Estimated Number of Paid Employees by Economic Activity/Sector, September 2013 – December 2017

Sector/Economic Activity	Sept	Sept	Sept	Mar	Jun	Sept	Dec	Mar	Jun	Sept	Dec
	2013	2014	2015	2016	2016	2016	2016	2017	2017	2017	2017
Agriculture	6,523	6,514	6,637	6,543	6,517	6,545	6,397	6,464	6,560	6,506	6,437
Mining & Quarrying	12,074	12,547	12,773	12,477	12,324	12,372	9,128	8,115	8,102	8,019	8,002
Manufacturing	37,066	37,047	37,316	37,562	37,726	37,797	37,991	38,074	37,681	37,877	37,826
Water & Electricity	4,636	4,692	4,752	4,811	5,019	5,071	5,107	5,180	5,197	5,116	5,181
Construction	23,730	23,632	22,877	23,346	23,808	24,037	24,145	24,092	23,652	23,396	23,074
Wholesale & Retail Trade	48,451	48,723	48,906	49,816	50,408	50,717	50,765	50,865	50,988	51,378	51,593
Hotels & Restaurants	17,554	17,778	17,894	18,164	18,522	18,598	18,670	18,730	18,790	18,873	18,984
Transport & Communication	13,327	13,357	13,457	13,681	13,903	13,872	13,896	13,959	14,019	14,086	14,181
Financial Intermediaries	8,881	9,013	9,082	9,092	8,660	8,687	8,624	8,683	8,703	8,788	8,875
Real Estate	19,056	19,277	19,516	20,244	20,484	20,585	20,642	20,658	20,676	20,631	20,697
Education	10,147	10,270	10,181	10,160	10,184	10,274	10,211	10,265	10,278	10,353	10,338
Health & Social work	3,035	3,125	3,131	3,169	3,207	3,219	3,241	3,300	3,342	3,373	3,423
Other Community Services	4,253	4,214	4,373	4,395	4,461	4,434	4,459	4,511	4,528	4,553	4,578
Private & Parastatal	208,732	210,189	210,895	213,459	215,223	216,211	213,210	212,896	212,516	212,949	213,189
Private	189,894	191,399	191,484	193,46	195,747	197,107	194,202	193,582	192,937	193,480	193,745
Parastatal	18,838	18,790	19,411	19,999	19,476	19,101	19,008	19,314	19,579	19,469	19,444
Central Government	104,541	104,317	104,349	102,160	102,843	103,696	104,598	104,314	103,682	104,062	104,082
Local Government	86,257	89,955	88,437	88,799	89,416	89,031	89,174	88,600	88,359	92,198	93,058
Ipelegeng Program	60,623	64,354	62,566	64,222	64,722	64,448	64,555	63,836	63,521	67,310	68,131
Local Gov. Excl. Ipelegeng	25,634	25,601	25,871	24,577	24,694	24,583	24,618	24,764	24,838	24,888	24,927
All Sectors	399,530	404,461	403,681	404,387	407,482	408,938	406,982	405,810	404,557	409,184	410,329

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

Sector/ Economic Activity	September 2017									Sep 2017	% Change
	Citizens			Non-Citizens			All Employees			Total	
	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Agriculture	1,923	1,814	1,870	6,790	3,852	5,987	2,125	1,849	1,994	1,597	19.9
Mining and Quarrying	16,947	18,284	17,147	52,062	34,441	50,110	17,509	18,513	17,666	15,750	10.8
Manufacturing	6,355	3,915	5,263	20,494	12,116	18,666	7,299	4,112	5,908	5,520	6.6
Electricity & Water	11,514	10,645	11,270	31,573	10,916	20,305	11,595	10,648	11,328	11,472	-1.3
Construction	3,962	4,120	4,003	17,174	6,057	13,893	5,380	4,359	5,108	4,623	9.5
Wholesale & Retail Trade	3,819	3,155	3,548	18,441	13,359	18,843	4,495	3,262	4,005	4,026	-0.5
Hotels & Restaurants	2,952	2,661	3,047	13,674	11,978	13,081	3,414	2,788	3,294	3,050	7.4
Transport & Communication	8,671	9,981	9,181	17,764	12,059	16,377	9,072	10,029	9,439	9,232	2.2
Finance	16,426	16,020	16,210	31,354	23,181	30,147	16,766	16,036	16,349	17,176	-5.1
Real Estate	6,184	8,017	6,819	60,174	21,866	49,286	7,268	8,227	7,599	7,018	7.6
Education	8,161	6,165	6,963	16,616	19,284	17,792	10,240	8,084	9,011	8,792	2.4
Health	9,799	6,598	7,385	37,624	27,857	31,994	14,241	8,251	9,829	9,040	8.0
Other Community	4,887	2,561	3,321	13,918	6,095	7,946	5,068	2,677	3,453	4,545	-31.6
Private and Parastatal	6,397	5,364	5,973	20,423	13,893	18,649	7,230	5,643	6,577	6,316	4.0
Private	5,448	4,498	5,063	20,650	13,387	18,624	6,395	4,809	5,745	5,374	6.5
Parastatal	15,287	14,089	14,773	15,939	34,620	19,225	15,307	14,271	14,868	15,563	-4.7
Central Government	8,837	9,683	9,295	17,251	14,510	16,289	8,954	9,714	9,364	9,356	0.1
Local Government	2,375	1,551	1,853	16,397	13,424	16,920	2,403	1,555	1,867	1,868	0.0
Ipelegeng Program	567	567	567	-	-	-	567	567	567	567	0.0
Local Gov. Excl. Ipelegeng	5,812	4,969	5,381	16,397	13,424	16,920	5,873	4,981	5,421	5,383	0.7
All Sectors excl. Ipelegeng Programme employees	7,031	6,841	6,963	20,118	13,956	18,420	7,603	6,991	7,341	7,175	2.3
All Sectors	6,297	5,432	5,871	20,118	13,956	18,420	6,835	5,573	6,216	6,088	2.1

Table 6: Estimated Monthly Average Cash Earnings by Economic Activity/Sector, September 2012 – December 2017

Sector/ Economic Activity	Sept	Sept	Sept	Sept	Mar	Jun	Sept	Dec	Mar	Jun	Sept	Dec
	2012	2013	2014	2015	2016	2016	2016	2016	2017	2017	2017	2017
Agriculture	1,233	1,273	1,333	1,285	1,246	1,223	1,548	1,236	1,510	1,443	1,597	1,994
Mining & Quarrying	9,159	11,500	11,893	11,081	11,839	12,051	12,094	15,700	17,675	16,624	15,750	17,666
Manufacturing	4,133	3,344	3,873	3,955	4,500	4,724	4,635	5,408	5,186	5,256	5,520	5,908
Water & Electricity	11,971	10,939	10,802	11,649	12,015	12,190	12,021	12,560	11,744	11,226	11,472	11,328
Construction	3,598	3,628	4,230	3,635	3,729	4,160	3,895	3,900	5,001	5,106	4,623	5,108
Wholesale & Retail	3,575	3,840	4,332	4,004	3,671	4,030	3,734	4,559	4,368	4,214	4,026	4,005
Hotels & Restaurants	2,278	2,314	2,218	2,415	2,599	2,849	2,514	3,071	3,225	2,920	3,050	3,294
Transport & Communication	7,864	7,946	7,860	8,024	9,187	9,876	9,608	9,994	9,330	9,128	9,232	9,439
Financial Intermediaries	12,175	13,614	13,984	13,950	14,524	15,310	15,815	16,383	16,729	16,757	17,176	16,349
Real Estate	6,174	5,570	6,072	6,133	5,885	6,361	6,373	6,819	6,718	6,634	7,018	7,599
Education	8,985	9,007	9,554	10,134	9,995	9,457	8,667	7,677	8,628	8,960	8,792	9,011
Health & Social work	8,534	8,559	8,875	9,052	9,075	8,563	8,192	8,221	9,581	8,934	9,040	9,829
Other community services	3,727	3,791	3,959	3,709	3,581	3,163	3,269	3,289	4,358	4,543	4,545	3,453
Private & Parastatal	5,204	5,275	5,676	5,840	5,728	5,912	5,833	6,303	6,429	6,327	6,316	6,577
Private	5,670	4,655	4,994	4,788	4,812	5,149	5,220	5,699	5,554	5,379	5,374	5,745
Parastatal	13,405	11,638	12,622	12,972	13,862	13,576	12,166	12,478	14,956	15,670	15,563	14,868
Central Government	6,364	7,205	7,381	7,626	8,509	8,744	8,732	8,703	8,704	9,011	9,356	9,364
Local Government	1,705	1,703	1,616	1,742	1,690	1,693	1,765	1,717	1,819	1,920	1,868	1,867
Ipelegeng Program	360	490	520	540	540	540	540	540	540	567	567	567
Local Gov. Excl. Ipelegeng	4,417	4,571	4,371	4,648	4,695	4,714	4,997	4,802	5,114	5,379	5,383	5,421
All Sectors	4,810	5,009	5,213	5,403	5,544	5,701	5,684	5,916	6,007	6,052	6,088	6,216

Table 7: Minimum Hourly Wage Rates (Thebe)

Private and Parastatals	April	April	April	April	June	June	July	June	Novmb
	2009	2010	2011	2012	2013	2014	2015	2016	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