

# STATISTICS BOTSWANA

## FORMAL SECTOR EMPLOYMENT SURVEY

June 2016 Stats brief

## Preface

This Stats Brief presents formal employment figures during the month of June 2016. 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 0.8 percent between March and June 2016 with the private sector recording the highest growth of 1.2 percent. The growth was mainly spurred by impressive growth in the construction, hotels and restaurants sectors, which recorded growth of 2.0 percent each. The highest growth was, however, recorded in the electricity and water sector at 4.3 percent.

On the other hand, the finance sector recorded a significant decline in employment of 4.8 percent between the quarters. Employee earnings increased from P5,544 in March 2016 to P 5,701 between March and June 2016, which was an increase of 2.8 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**  
**December 2016**

## 1. INTRODUCTION

This Stats Brief presents results of the June 2016 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 Program.

## 2. EMPLOYMENT

Table 1 compares formal sector employment for June 2016 and March 2016. The table shows that overall employment increased by 0.8 percent (3,095 persons) from 404,387 persons in March 2016 to 407,482 persons in June 2016. Private Organizations recorded the highest increase in employment of 1.2 percent, followed by Local Government and Central Government with 0.7 percent each. The increase in employment for Private Organizations is mainly contributed by the Construction and Hotels & Restaurants Industries, which recorded 2.0 percent, increase each. Parastatal Organizations recorded a decrease in employment of 2.6 percent.

In June 2016, a total of 12,170 (3.0 percent) employees were non-citizens. The majority (10,907 or 89.9 percent) of non-citizens employees were employed in the Private and Parastatal sectors. A further look at non-citizen employees by sector showed that Education industry was the major employer of non-citizens (17.9 percent), followed by Construction industry (16.1 percent) and Manufacturing industry (14.9 percent). See tables 2 and 2.1

Table 3 shows estimated number of employees by economic activity/sector for June 2016. A total of 407,482 employees were recorded, of which 204,103 (50.1 percent) were males while 203,384 (49.9 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, 300, P18, 719 for non-citizen and P5, 701 for all employees as at end of June 2016. There was an increase of 2.8 percent in monthly average earnings for all employees from March 2016 (P5, 544) to June 2016 (P5, 701). See table 5.

Minimum hourly wage rates in Thebe per hour from April 2007 to July 2015 for Private and Parastatal sectors only, are presented in Table 7. The table shows that the Minimum hourly rate increased by 45 percent between 2007 and 2015 from 355 thebe to 515 thebe respectively. Minimum hourly wage rates for the year 2016 were not available. According to table 7, the minimum hourly wage rates have been increasing over the above mentioned years except for 2008 to 2011, where the rates remained the same for four (4) years.

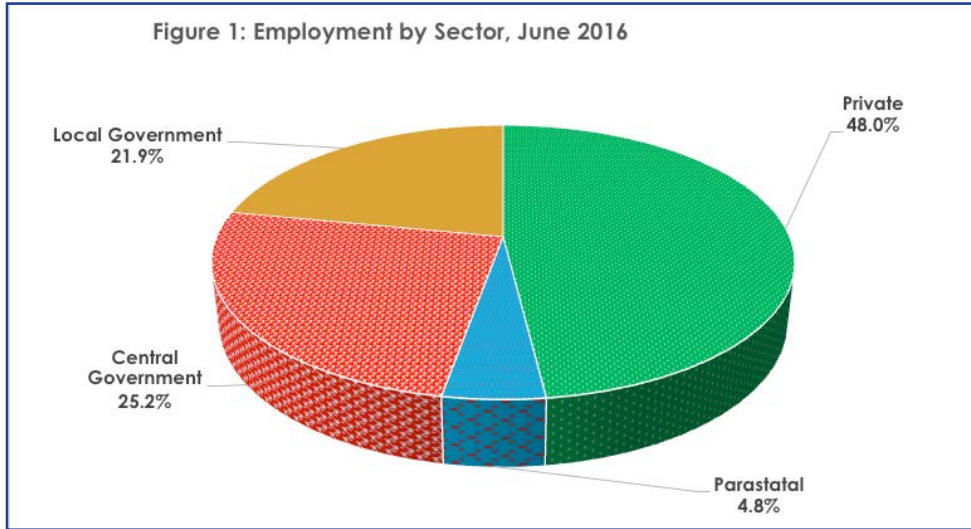


Figure 1 shows June 2016 formal employment by sector. Private sector had the largest share (48.0 percent), followed by Central Government with 25.2 percent. Local Government and Parastatal recorded 21.9 percent and 4.8 percent respectively.

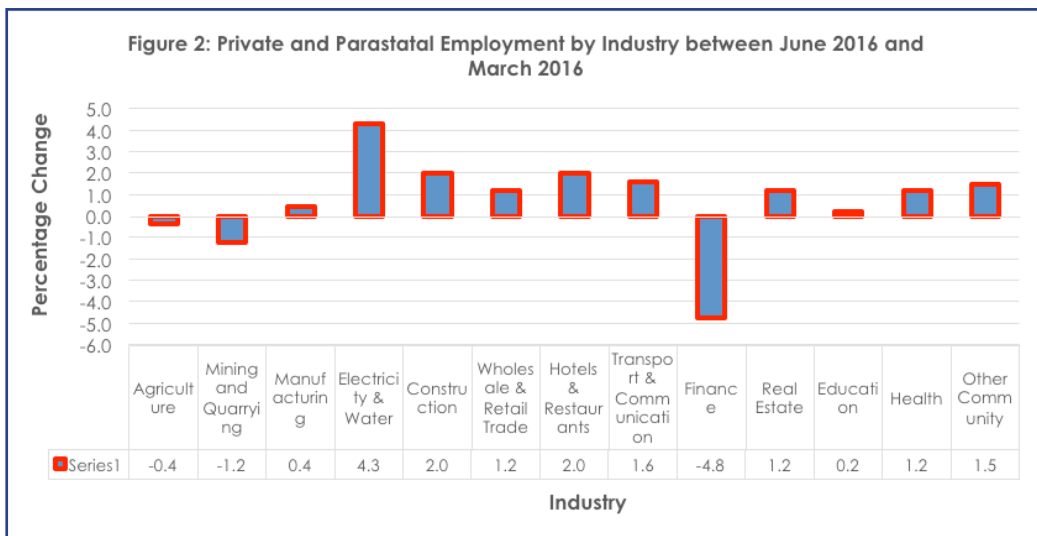


Figure 2 above shows percentage changes for Private and Parastatal Employment by industry between March 2016 and June 2016. Most industries shows increase in employment except for three industries which recorded a decrease, Finance, Mining and Agriculture (4.8, 1.2 & 0.4 percent respectively). Electricity and Water industry dominated other categories with 4.8 percent, followed by Construction and Hotels & Restaurants each having 2.0 percent increment in employment.

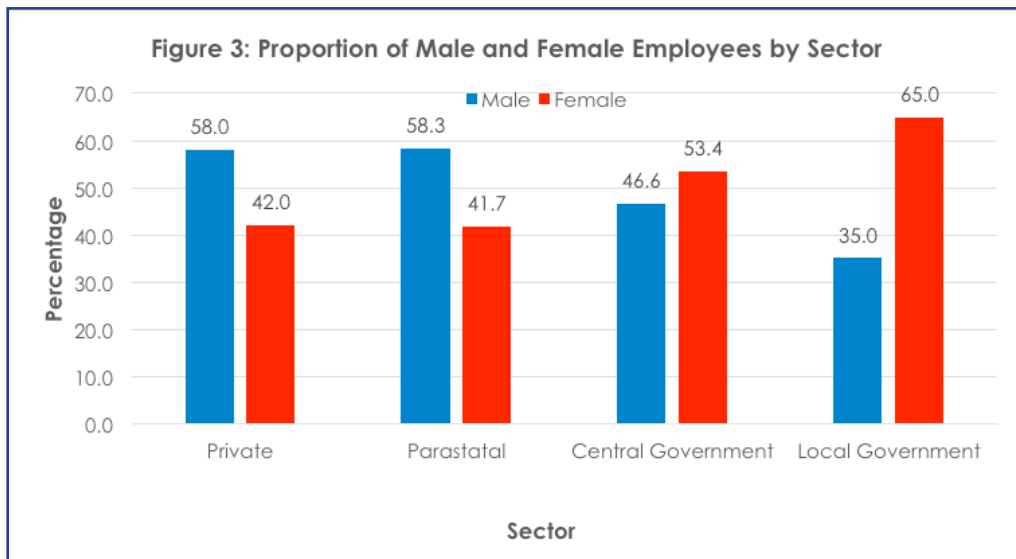


Figure 3 shows the proportion of male and female employees by sector. The figure shows that males dominated their female counterparts in Private and Parastatal sectors with 58.0 percent and 58.3 percent respectively. Males constituted 46.6 percent for Central Government and 35.0 percent for Local Government. Female employees were higher in Local Government (65.0 percent), followed by those in Central Government (53.4 percent).

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

Sector/ Economic Activity	Jun-16									Mar-16	%
	Citizens			Non-Citizens			All Employees			Total	Change
	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Agriculture	3,625	2,541	6,166	270	81	351	3,895	2,622	6,517	6,543	-0,4
Mining and Quarrying	10,993	1,159	12,152	166	6	172	11,159	1,165	12,324	12,477	-1,2
Manufacturing	20,813	14,980	35,793	1,607	325	1,933	22,420	15,305	37,726	37,562	0,4
Electricity & Water	3,602	1,404	5,007	8	4	12	3,610	1,408	5,019	4,811	4,3
Construction	17,532	4,323	21,854	1,728	227	1,954	19,260	4,550	23,808	23,346	2,0
Wholesale & Retail Trade	24,518	24,056	48,574	1,375	459	1,834	25,893	24,515	50,408	49,816	1,2
Hotels & Restaurants	6,489	11,594	18,083	279	161	439	6,768	11,755	18,522	18,164	2,0
Transport & Communication	7,766	5,067	12,833	609	461	1,070	8,375	5,528	13,903	13,681	1,6
Finance	3,044	5,450	8,495	131	34	165	3,175	5,484	8,660	9,092	-4,8
Real Estate	13,594	6,414	20,008	369	107	476	13,963	6,521	20,484	20,244	1,2
Education	2,893	5,109	8,002	1,078	1,104	2,182	3,971	6,213	10,184	10,160	0,2
Health	648	2,373	3,021	93	93	186	741	2,466	3,207	3,169	1,2
Other Community	1,555	2,773	4,328	61	73	133	1,616	2,846	4,461	4,395	1,5
<b>Private and Parastatal</b>	<b>117,072</b>	<b>87,243</b>	<b>204,316</b>	<b>7,774</b>	<b>3,135</b>	<b>10,907</b>	<b>124,846</b>	<b>90,378</b>	<b>215,223</b>	<b>213,460</b>	<b>0,8</b>
Private	106,094	79,201	185,296	7,398	3,055	10,451	113,492	82,256	195,747	193,460	1,2
Parastatal	10,978	8,042	19,020	376	80	456	11,354	8,122	19,476	19,999	-2,6
<b>Central Government</b>	<b>47,205</b>	<b>54,539</b>	<b>101,741</b>	<b>712</b>	<b>390</b>	<b>1,102</b>	<b>47,917</b>	<b>54,929</b>	<b>102,843</b>	<b>102,160</b>	<b>0,7</b>
Local Government	31,243	58,013	89,256	97	64	161	31,340	58,076	89,416	88,799	0,7
Ipelegeng	19,261	45,461	64,722	-	-	-	19,261	45,461	64,722	64,222	0,8
Local Gov. Excl. Ipelegeng	11,982	12,552	24,534	97	64	161	12,079	12,615	24,694	24,577	0,5
<b>All Sectors excl. Ipelegeng Programme employees</b>	<b>176,259</b>	<b>154,334</b>	<b>330,591</b>	<b>8,583</b>	<b>3,589</b>	<b>12,170</b>	<b>184,842</b>	<b>157,923</b>	<b>342,760</b>	<b>340,165</b>	<b>0,8</b>
<b>All Sectors</b>	<b>195,520</b>	<b>199,795</b>	<b>395,313</b>	<b>8,583</b>	<b>3,589</b>	<b>12,170</b>	<b>204,103</b>	<b>203,384</b>	<b>407,482</b>	<b>404,387</b>	<b>0,8</b>

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

Sector/ Economic Activity	Jun-16						All Employees			Mar-16
	Citizens			Non-Citizens			Male	Female	Total	Total
	Male	Female	Total	Male	Female	Total				
Agriculture	1,9	1,3	1,6	3,1	2,3	2,9	1,9	1,3	1,6	1,6
Mining and Quarrying	5,6	0,6	3,1	1,9	0,2	1,4	5,5	0,6	3,0	3,2
Manufacturing	10,6	7,5	9,1	18,7	9,1	15,9	11,0	7,5	9,3	9,2
Electricity & Water	1,8	0,7	1,3	0,1	0,1	0,1	1,8	0,7	1,2	1,2
Construction	9,0	2,2	5,5	20,1	6,3	16,1	9,4	2,2	5,8	5,7
Wholesale & Retail Trade	12,5	12,0	12,3	16,0	12,8	15,1	12,7	12,1	12,4	12,1
Hotels & Restaurants	3,3	5,8	4,6	3,3	4,5	3,6	3,3	5,8	4,5	4,4
Transport & Communication	4,0	2,5	3,2	7,1	12,8	8,8	4,1	2,7	3,4	3,3
Finance	1,6	2,7	2,1	1,5	0,9	1,4	1,6	2,7	2,1	2,2
Real Estate	7,0	3,2	5,1	4,3	3,0	3,9	6,8	3,2	5,0	4,8
Education	1,5	2,6	2,0	12,6	30,8	17,9	1,9	3,1	2,5	2,5
Health	0,3	1,2	0,8	1,1	2,6	1,5	0,4	1,2	0,8	0,8
Other Community	0,8	1,4	1,1	0,7	2,0	1,1	0,8	1,4	1,1	1,1
<b>Private and Parastatal</b>	<b>59,9</b>	<b>43,7</b>	<b>51,7</b>	<b>90,6</b>	<b>87,4</b>	<b>89,6</b>	<b>61,2</b>	<b>44,4</b>	<b>52,8</b>	<b>52,2</b>
Private	54,3	39,6	46,9	86,2	85,1	85,9	55,6	40,4	48,0	47,4
Parastatal	5,6	4,0	4,8	4,4	2,2	3,7	5,6	4,0	4,8	4,8
<b>Central Government</b>	<b>24,1</b>	<b>27,3</b>	<b>25,7</b>	<b>8,3</b>	<b>10,9</b>	<b>9,1</b>	<b>23,5</b>	<b>27,0</b>	<b>25,2</b>	<b>25,8</b>
<b>Local Government</b>	<b>16,0</b>	<b>29,0</b>	<b>22,6</b>	<b>1,1</b>	<b>1,8</b>	<b>1,3</b>	<b>15,4</b>	<b>28,6</b>	<b>21,9</b>	<b>21,9</b>
Ipelegeng Program	9,9	22,8	16,4	-	-	-	9,4	22,4	15,9	15,5
Local Gov. Excl. Ipelegeng	6,1	6,3	6,2	1,1	1,8	1,3	5,9	6,2	6,1	6,4
<b>All Sectors excl. Ipelegeng Programme employees</b>	<b>90,1</b>	<b>77,2</b>	<b>83,6</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>90,6</b>	<b>77,6</b>	<b>84,1</b>	<b>84,5</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, June 2016**

Sector/ Economic Activity	All Employees			Percentage (%)		
	Male	Female	Total	Male	Female	Total
Agriculture	3,895	2,622	6,517	59,8	40,2	100
Mining and Quarrying	11,159	1,165	12,324	90,5	9,5	100
Manufacturing	22,420	15,305	37,726	59,4	40,6	100
Electricity & Water	3,610	1,408	5,019	71,9	28,1	100
Construction	19,260	4,550	23,808	80,9	19,1	100
Wholesale & Retail Trade	25,893	24,515	50,408	51,4	48,6	100
Hotels & Restaurants	6,768	11,755	18,522	36,5	63,5	100
Transport & Communication	8,375	5,528	13,903	60,2	39,8	100
Finance	3,175	5,484	8,660	36,7	63,3	100
Real Estate	13,963	6,521	20,484	68,2	31,8	100
Education	3,971	6,213	10,184	39,0	61,0	100
Health	741	2,466	3,207	23,1	76,9	100
Other Community	1,616	2,846	4,461	36,2	63,8	100
<b>Private and Parastatal</b>	<b>124,846</b>	<b>90,378</b>	<b>215,223</b>	<b>58,0</b>	<b>42,0</b>	<b>100</b>
Private	113,492	82,256	195,747	58,0	42,0	100
Parastatal	11,354	8,122	19,476	58,3	41,7	100
<b>Central Government</b>	<b>47,917</b>	<b>54,929</b>	<b>102,843</b>	<b>46,6</b>	<b>53,4</b>	<b>100</b>
Local Government	31,340	58,076	89,416	35,0	65,0	100
Ipelegeng Program	19,261	45,461	64,722	29,8	70,2	100
Local Gov. Excl. Ipelegeng	12,079	12,615	24,694	48,9	51,1	100
All Sectors excl. Ipelegeng	184,842	157,923	342,760	53,9	46,1	100
<b>All Sectors</b>	<b>204,103</b>	<b>203,384</b>	<b>407,482</b>	<b>50,1</b>	<b>49,9</b>	<b>100</b>



**Table 4: Estimated Number of Paid Employees by Economic Activity/Sector, June 2010 – June 2016**

Sector/Economic Activity	Jun	Sept	Dec	Mar	Jun	Sept	Sept	Sept	Sept	Mar	Jun
	2010	2010	2010	2011	2011	2012	2013	2014	2015	2016	2016
Agriculture	6,314	6,376	6,458	6,488	6,528	6,479	6,523	6,514	6,637	6,543	6,517
Mining & Quarrying	11,033	11,329	11,572	11,668	12,201	11,840	12,074	12,547	12,773	12,477	12,324
Manufacturing	36,309	36,366	36,463	36,549	36,638	36,829	37,066	37,047	37,316	37,562	37,726
Water & Electricity	3,667	3,782	3,882	4,000	4,105	4,143	4,636	4,692	4,752	4,811	5,019
Construction	23,132	23,164	23,242	23,298	23,347	23,650	23,730	23,632	22,877	23,346	23,808
Wholesale & Retail Trade	47,031	47,122	47,271	47,370	47,436	47,544	48,451	48,723	48,906	49,816	50,408
Hotels & Restaurants	16,907	16,969	17,064	17,095	17,150	17,308	17,554	17,778	17,894	18,164	18,522
Transport & Communication	12,695	12,742	12,808	12,887	12,969	13,123	13,327	13,357	13,457	13,681	13,903
Financial Intermediaries	8,265	8,363	8,505	8,540	8,563	8,787	8,881	9,013	9,082	9,092	8,660
Real Estate	18,663	18,774	18,813	18,884	18,899	19,029	19,056	19,277	19,516	20,244	20,484
Education	9,912	9,924	9,928	10,006	10,060	10,096	10,147	10,270	10,181	10,160	10,184
Health & Social work	2,869	2,865	2,859	2,877	2,891	2,973	3,035	3,125	3,131	3,169	3,207
Other Community Services	4,066	4,088	4,119	4,150	4,173	4,214	4,253	4,214	4,373	4,395	4,461
<b>Private &amp; Parastatal</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>210,189</b>	<b>210,895</b>	<b>213,459</b>	<b>215,223</b>
Private	184,686	185,652	186,234	186,865	187,968	188,531	189,894	191,399	191,484	193,46	195,747
Parastatal	16,178	16,210	16,749	16,947	16,992	17,484	18,838	18,790	19,411	19,999	19,476
<b>Central Government</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>104,317</b>	<b>104,349</b>	<b>102,160</b>	<b>102,843</b>
<b>Local Government</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>89,955</b>	<b>88,437</b>	<b>88,799</b>	<b>89,416</b>
Ipelegeng Program	31,811	41,285	45,140	43,651	52,270	52,617	60,623	64,354	62,566	64,222	64,722
Local Gov. Excl. Ipelegeng	28,950	28,776	28,261	28,358	28,284	26,108	25,634	25,601	25,871	24,577	24,694
<b>All Sectors</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>404,461</b>	<b>403,681</b>	<b>404,387</b>	<b>407,482</b>

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

Sector/ Economic Activity	Jun-16									Mar-16	%
	Citizens			Non-Citizens			All Employees			Total	
	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Agriculture	890	959	918	7 675	2 930	6 580	1 360	1 020	1 223	1,246	-1,8
Mining and Quarrying	10,439	19,531	11,306	65 366	45 108	64 659	11 256	19 663	12 051	11,839	1,8
Manufacturing	4,667	2,682	3,836	23 471	9 759	21 154	6 015	2 832	4 724	4,500	5,0
Electricity & Water	12,752	10,622	12,152	34 086	15431,5	27 868	12 799	10 636	12 190	12,015	1,5
Construction	2,893	4,611	3,233	13 643	21 175	14 525	3 858	5 438	4 160	3,729	11,6
Wholesale & Retail Trade	3,875	3,012	3,448	19 557	19 153	19 456	4 708	3 315	4 030	3,671	9,8
Hotels & Restaurants	2,563	2,673	2,634	12 964	9 476	11 715	2 992	2 766	2 849	2,599	9,7
Transport & Communication	8,189	9,745	8,803	16 073	31 561	22 746	8 762	11 564	9 876	9,187	7,5
Finance	16,719	13,325	14,535	49 085	81 509	55 176	18 055	13 747	15 310	14,524	5,4
Real Estate	5,576	6,855	5,965	23 613	20 948	23 014	6 053	7 087	6 361	5,885	8,1
Education	10,530	6,738	8,107	16 112	12 743	14 408	12 045	7 806	9 457	9,995	-5,4
Health	8,541	6,580	6,722	43 517	33 890	38 474	12 930	7 610	8 563	9,075	-5,6
Other Community	3,994	2,348	2,940	12 244	8 800	10 446	4 305	2 514	3 163	3,581	-11,7
<b>Private and Parastatal</b>	<b>5,556</b>	<b>4,739</b>	<b>5,207</b>	<b>19 484</b>	<b>18 186</b>	<b>19 114</b>	<b>6 424</b>	<b>5 206</b>	<b>5 912</b>	<b>5,728</b>	<b>3,2</b>
Private	4,694	3,956	4,379	19 184	17 913	18 816	5 639	4 475	5 149	4,812	7,0
Parastatal	13,887	12,449	13,279	25 393	28 609	25 957	14 268	12 608	13 576	13,862	-2,1
<b>Central Government</b>	<b>8,203</b>	<b>9,083</b>	<b>8,675</b>	<b>16 174</b>	<b>13 466</b>	<b>15 211</b>	<b>8 320</b>	<b>9 115</b>	<b>8 744</b>	<b>8,509</b>	<b>2,8</b>
Local Government	2,327	1,313	1,667	19 612	10 487	15 952	2 380	1 323	1 693	1,690	0,2
Ipelegeng Program	540	540	540	-	-	-	540	540	540	540	0,0
Local Gov. Excl. Ipelegeng	5,199	4,112	4,640	19 612	10 487	15 952	5 315	4 145	4 714	4,695	0,4
<b>All Sectors excl. Ipelegeng Programme employees</b>	<b>6,241</b>	<b>6,223</b>	<b>6,232</b>	<b>19 211</b>	<b>17 536</b>	<b>18 719</b>	<b>6 843</b>	<b>6 481</b>	<b>6 675</b>	<b>6,489</b>	<b>2,9</b>
<b>All Sectors</b>	<b>5,679</b>	<b>4,930</b>	<b>5,300</b>	<b>19 211</b>	<b>17 536</b>	<b>18 719</b>	<b>6 248</b>	<b>5 153</b>	<b>5 701</b>	<b>5,544</b>	<b>2,8</b>

**Table 6: Estimated Monthly Average Cash Earnings by Economic Activity/Sector, March 2010 – June 2016**

Sector/ Economic Activity	Mar 2010	Jun 2010	Sept 2010	Dec 2010	Mar 2011	Jun 2011	Sept 2012	Sept 2013	Sept 2014	Sept 2015	Mar 2016	Jun 2016
Agriculture	927	1,087	1,137	1,157	1,187	1,271	1,233	1,273	1,333	1,285	1,246	1,223
Mining & Quarrying	7,912	9,180	9,246	9,759	9,868	11,061	9,159	11,500	11,893	11,081		12,051
Manufacturing	2,446	2,784	2,793	2,856	2,924	3,052	4,133	3,344	3,873	3,955	4,500	4,724
Water & Electricity	10,029	9,829	9,866	10,427	10,461	10,774		10,939	10,802	11,649		12,190
Construction	2,891	3,205	3,348	3,369	3,536	3,607	3,598	3,628	4,230	3,635	3,729	4,160
Wholesale & Retail	2,925	3,038	3,177	3,515	3,834	3,844	3,575	3,840	4,332	4,004	3,671	4,030
Hotels & Restaurants	1,854	1,970	2,006	2,008	2,026	1,876	2,278	2,314	2,218	2,415	2,599	2,849
Transport & Communication	5,951	6,343	6,818	7,565	7,667	7,754	7,864	7,946	7,860	8,024	9,187	9,876
Financial Intermediaries	13,494	11,599	12,057	12,277	12,479	12,523		13,614	13,984	13,950		15,310
Real Estate	5,807	6,332	6,400	6,567	6,711	6,761	6,174	5,570	6,072	6,133	5,885	6,361
Education	8,655	8,699	8,796	8,524	8,535	8,572	8,985	9,007	9,554	10,134	9,995	9,457
Health & Social work	11,094	7,619	7,580	8,125	8,132	8,318	8,534	8,559	8,875	9,052	9,075	8,563
Other community services	3,770	2,760	2,842	3,062	3,029	3,006	3,727	3,791	3,959	3,709	3,581	3,163
<b>Private &amp; Parastatal</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>5,204</b>	<b>5,275</b>	<b>5,676</b>	<b>5,840</b>	<b>5,728</b>	<b>5,912</b>
Private	3,689	3,977	3,980	4,141	4,294	4,429	5,670	4,655	4,994	4,788	4,812	5,149
Parastatal	12,464	12,178	12,450	13,012	13,050	13,180		11,638	12,622	12,972		13,576
<b>Central Government</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>6,364</b>	<b>7,205</b>	<b>7,381</b>	<b>7,626</b>	<b>8,509</b>	<b>8,744</b>
<b>Local Government</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>1,705</b>	<b>1,703</b>	<b>1,616</b>	<b>1,742</b>	<b>1,690</b>	<b>1,693</b>
Ipelegeng Program	360	360	360	360	360	360	360	490	520	540	540	540
Local Gov. Excl. Ipelegeng	4,878	4,663	4,968	4,651	4,629	4,593	4,417	4,571	4,371	4,648	4,695	4,714
<b>All Sectors</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>4,810</b>	<b>5,009</b>	<b>5,213</b>	<b>5,403</b>	<b>5,544</b>	<b>5,701</b>

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

Private and Parastatals	April 2007	April 2008	April 2009	April 2010	April 2011	April 2012	June 2013	June 2014	July 2015
Building, Construction, Exploration and Quarrying	355	380	380	380	380	420	450	486	515
Manufacturing, Service and Repair Trades	355	380	380	380	380	420	450	486	515
Wholesale Distributive Trades	355	380	380	380	380	420	450	486	515
Retail Distributive Trades	310	330	330	330	330	370	400	432	458
Hotel, Catering and Entertainment Trades	355	380	380	380	380	420	450	486	515
Garage, Motor Trades and Road Transport	355	380	380	380	380	420	450	486	515
Retail and Wholesale Night watchmen	300	320	320	320	320	350	380	410	435
Security Guards Employed by Security Companies	355	380	380	380	380	420	450	486	515

**Agricultural Sector – P583 per month (2015 July)**

**Domestic Service Sector – P2.86 per hour (2015 July)**

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