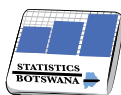


FORMAL SECTOR EMPLOYMENT SURVEY STATS BRIEF

June 2017



STATISTICS BOTSWANA

Preface

This Stats Brief presents formal employment figures during the month of June 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 June 2017 and March 2017 with Central Government recording the highest decrease of 0.6 percent, followed by Private and Local Government with 0.3 percent each. The decrease in Private was mainly spurred by decline in employment in the Construction and Manufacturing sectors, recording a decrease of 1.8 percent and 1.0 percent respectively. The Parastatal Organisations recorded an increase in employment of 1.4 percent.

On the other hand, the Agriculture and Health sectors recorded an increase in employment of 1.5 percent and 1.3 percent between the two quarters. Employee earnings increased from P6,001 in March 2017 to P 6,052 between June 2017 and March 2017, which was an increase of 0.7 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
Acting Statistician General
December 2017

1. INTRODUCTION

This Stats Brief presents results of the June 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 March 2017. The table shows that overall employment decreased by 0.3 percent (1,254 persons) from 405,810 persons in March 2017 to 404,556 persons in June 2017. Central Government recorded the highest decrease in employment of 0.6 percent, followed by Local Government and Private with 0.3 percent decrease in employment respectively. Parastatal recorded an increase in employment of 1.4 percent.

In June 2017, a total of 11,066 (2.7 percent) employees were non-citizens. Out of this total, Private and Parastatal sectors recorded 9,904 employees. Education industry was the major employer of non-citizens (18.3 percent), followed by Wholesale & Retail Trade industry (17.2 percent) and Manufacturing industry (15.1 percent). See tables 1 and 2.

Table 3 shows estimated number of employees by economic activity/sector for June 2017. A total of 404,556 employees were recorded, of which 201,770 (49.9 percent) were males while 202,787 (50.1 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, 720, P17, 859 for non-citizen and P6, 052 for all employees as at end of June 2017. There was an increase of 0.7 percent in monthly average earnings for all employees from March 2017 (P6, 007) to June 2017 (P6, 052). 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.

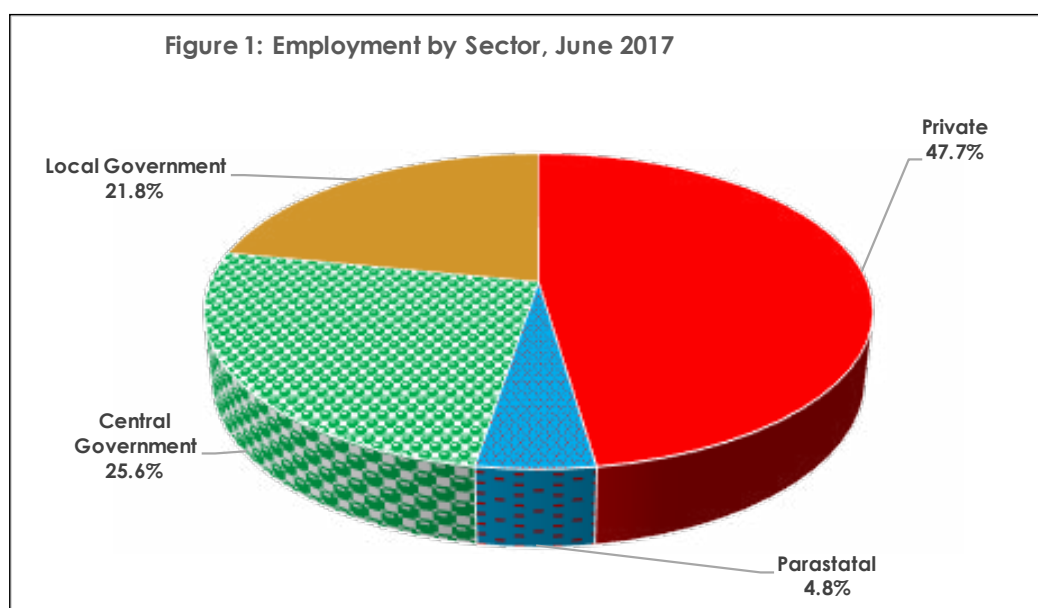


Figure 1 shows June 2017 formal employment by sector. Private sector employed the largest number of workers during June 2017 (47.7 percent), followed by Central Government with 25.6 percent. Local Government and Parastatal recorded 21.8 percent and 4.8 percent respectively.

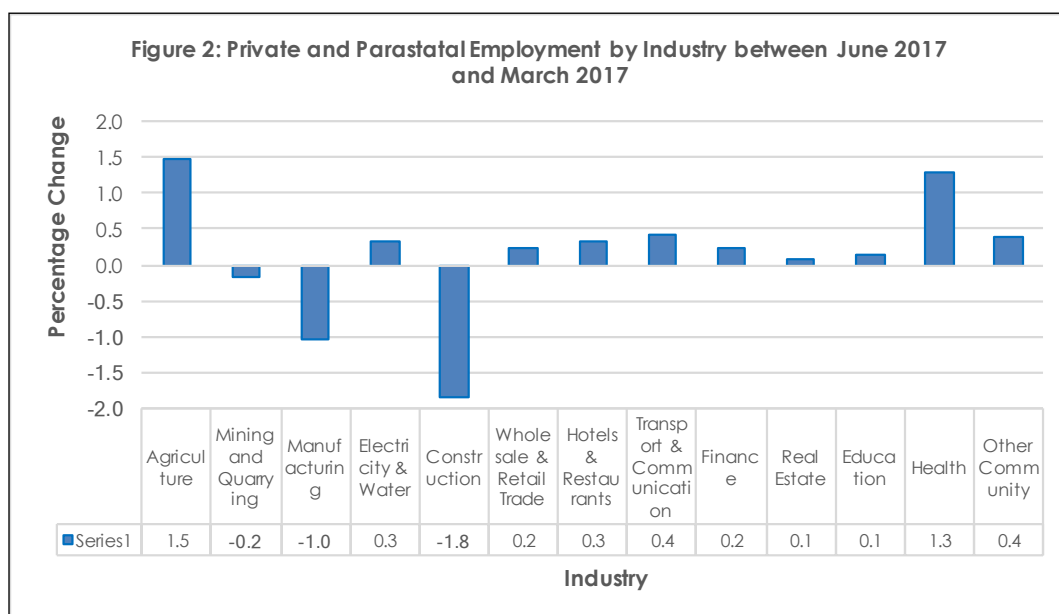


Figure 2 above shows percentage changes for Private and Parastatal Employment by industry between June 2017 and March 2017. Most industries were almost constant in terms of employment increment, except for two industries which recorded significant decreases, being Construction industry and Manufacturing which recorded declines of 1.8 and 1.0 percent respectively. Agriculture industry and Health recorded the highest increases in employment with 1.5 percent and 1.3 percent respectively, followed by Transport & Communication with 0.4 percent increment in employment.

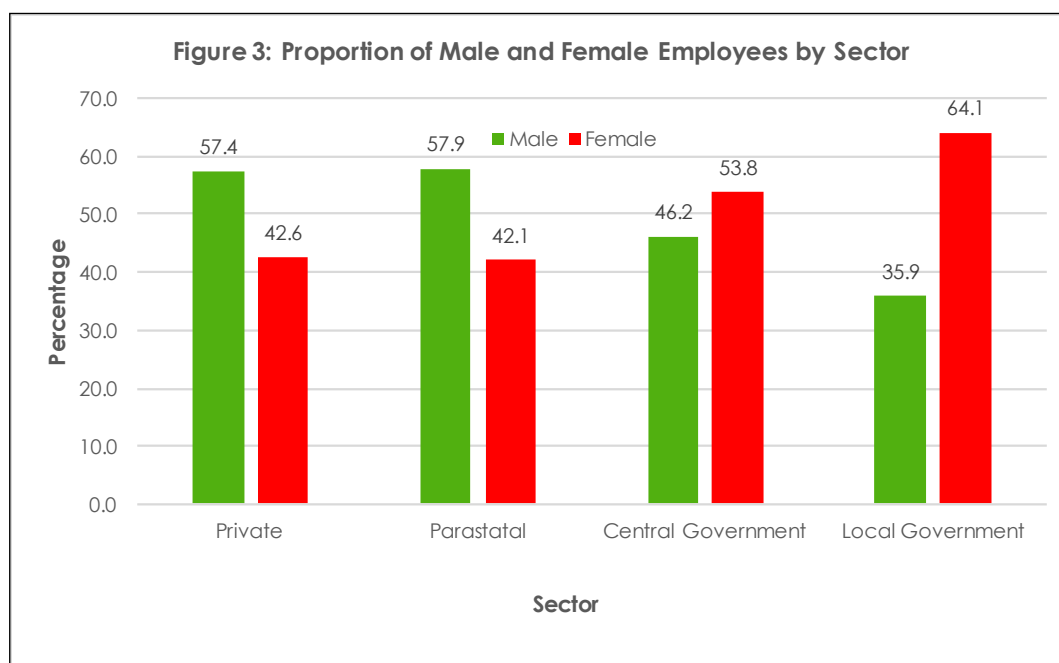


Figure 3 shows the proportion of male and female employees by sector. The figure shows that males dominated their female counterparts in Private and Parastatal sectors with 57.4 percent and 57.9 percent respectively. Males constituted 46.2 percent for Central Government and 35.9 percent for Local Government. Female employees were higher in Local Government (64.1 percent), followed by those in Central Government (53.8 percent).

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

Sector/ Economic Activity	June 2017									March 2017	% Change
	Citizens			Non-Citizens			All Employees			Total	
	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Agriculture	3,120	3,130	6,250	253	57	310	3,373	3,187	6,560	6,464	1.5
Mining and Quarrying	6,864	1,104	7,968	120	14	134	6,984	1,118	8,102	8,115	-0.2
Manufacturing	19,968	16,047	36,015	1,383	282	1,666	21,351	16,329	37,681	38,074	-1.0
Electricity & Water	3,730	1,427	5,157	18	22	40	3,748	1,449	5,197	5,180	0.3
Construction	18,792	3,494	22,287	1,316	49	1,365	20,108	3,543	23,652	24,092	-1.8
Wholesale & Retail Trade	25,987	23,101	49,088	1,631	269	1,900	27,618	23,370	50,988	50,865	0.2
Hotels & Restaurants	6,767	11,573	18,339	264	187	451	7031	11,760	18,790	18,730	0.3
Transport & Communication	8,218	5,015	13,233	647	139	786	8,865	5,154	14,019	13,959	0.4
Finance	3,004	5,578	8,582	104	16	121	3,108	5,594	8,703	8,683	0.2
Real Estate	12,976	7,150	20,126	422	129	550	13,398	7,279	20,676	20,658	0.1
Education	3,138	5,117	8,255	1,127	897	2,023	4,265	6,014	10,278	10,265	0.1
Health	689	2,282	2,971	139	232	371	828	2,514	3,342	3,300	1.3
Other Community	1,379	2,962	4,341	53	134	187	1,432	3,096	4,528	4,511	0.4
Private and Parastatal	114,632	87,980	202,612	7,477	2,427	9,904	122,109	90,407	212,516	212,896	-0.2
Private	103,640	79,821	183,461	7,126	2,350	9,476	110,766	82,171	192,937	193,582	-0.3
Parastatal	10,992	8,159	19,151	351	77	428	11,343	8,236	19,579	19,314	1.4
Central Government	47,258	55,357	102,615	689	378	1,067	47,947	55,735	103,682	104,314	-0.6
Local Government	31,644	56,621	88,265	70	25	95	31,714	56,645	88,359	88,600	-0.3
Ipelegeng	20,040	43,481	63,521	-	-	-	20,040	43,481	63,521	63,836	-0.5
Local Gov. Excl. Ipelegeng	11,604	13,140	24,744	70	25	95	11,674	13,165	24,838	24,764	0.3
All Sectors excl. Ipelegeng Programme employees	173,494	156,477	329,970	8,236	2,830	11,066	181,730	159,306	341,036	341,974	-0.3
All Sectors	193,534	199,957	393,491	8,236	2,830	11,066	201,770	202,787	404,557	405,810	-0.3

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

Sector/ Economic Activity	June 2017									March 2017
	Citizens			Non-Citizens			All Employees			
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Agriculture	1,6	1,6	1,6	3,1	2,0	2,8	1,7	1,6	1,6	1,6
Mining and Quarrying	3,5	0,6	2,0	1,5	0,5	1,2	3,5	0,6	2,0	2,0
Manufacturing	10,3	8,0	9,2	16,8	10,0	15,1	10,6	8,1	9,3	9,4
Electricity & Water	1,9	0,7	1,3	0,2	0,8	0,4	1,9	0,7	1,3	1,3
Construction	9,7	1,7	5,7	16,0	1,7	12,3	10,0	1,7	5,8	5,9
Wholesale & Retail Trade	13,4	11,6	12,5	19,8	9,5	17,2	13,7	11,5	12,6	12,5
Hotels & Restaurants	3,5	5,8	4,7	3,2	6,6	4,1	3,5	5,8	4,6	4,6
Transport & Communication	4,2	2,5	3,4	7,9	4,9	7,1	4,4	2,5	3,5	3,4
Finance	1,6	2,8	2,2	1,3	0,6	1,1	1,5	2,8	2,2	2,1
Real Estate	6,7	3,6	5,1	5,1	4,6	5,0	6,6	3,6	5,1	5,1
Education	1,6	2,6	2,1	13,7	31,7	18,3	2,1	3,0	2,5	2,5
Health	0,4	1,1	0,8	1,7	8,2	3,4	0,4	1,2	0,8	0,8
Other Community	0,7	1,5	1,1	0,6	4,7	1,7	0,7	1,5	1,1	1,1
Private and Parastatal	59,2	44,0	51,5	90,8	85,8	89,5	60,5	44,6	52,5	52,5
Private	53,6	39,9	46,6	86,5	83,1	85,6	54,9	40,5	47,7	47,7
Parastatal	5,7	4,1	4,9	4,3	2,7	3,9	5,6	4,1	4,8	4,8
Central Government	24,4	27,7	26,1	8,4	13,4	9,6	23,8	27,5	25,6	25,7
Local Government	16,4	28,32	22,43	0,8	0,9	0,9	15,7	27,9	21,8	21,8
Ipelegeng Program	10,4	21,7	16,1	0,0	0,0	0,0	9,9	21,4	15,7	15,7
Local Gov. Excl. Ipelegeng	6,0	6,6	6,3	0,8	0,9	0,9	5,8	6,5	6,1	6,1
All Sectors excl. Ipelegeng Programme employees	89,6	78,3	83,9	100	100	100	90,1	78,6	84,3	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, June 2017

Sector/ Economic Activity	All Employees			Percentage (%)		
	Male	Female	Total	Male	Female	Total
Agriculture	3,373	3,187	6,560	51,4	48,6	100
Mining and Quarrying	6,984	1,118	8,102	86,2	13,8	100
Manufacturing	21,351	16,329	37,681	56,7	43,3	100
Electricity & Water	3,748	1,449	5,197	72,1	27,9	100
Construction	20,108	3,543	23,652	85,0	15,0	100
Wholesale & Retail Trade	27,618	23,370	50,988	54,2	45,8	100
Hotels & Restaurants	7,031	11,760	18,790	37,4	62,6	100
Transport & Communication	8,865	5,154	14,019	63,2	36,8	100
Finance	3,108	5,594	8,703	35,7	64,3	100
Real Estate	13,398	7,279	20,676	64,8	35,2	100
Education	4,265	6,014	10,278	41,5	58,5	100
Health	828	2,514	3,342	24,8	75,2	100
Other Community	1,432	3,096	4,528	31,6	68,4	100
Private and Parastatal	122,109	90,407	212,516	57,5	42,5	100
Private	110,766	82,171	192,937	57,4	42,6	100
Parastatal	11,343	8,236	19,579	57,9	42,1	100
Central Government	47,947	55,735	103,682	46,2	53,8	100
Local Government	31,714	56,645	88,359	35,9	64,1	100
Ipelegeng Program	20,040	43,481	63,521	31,5	68,5	100
Local Gov. Excl. Ipelegeng	11,674	13,164	24,838	47,0	53,0	100
All Sectors excl. Ipelegeng	181,730	159,306	341,036	53,3	46,7	100
All Sectors	201,770	202,787	404,557	49,9	50,1	100

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

Sector/Economic Activity	Jun	Sept	Sept	Sept	Sept	Mar	Jun	Sept	Dec	Mar	Jun
	2011	2012	2013	2014	2015	2016	2016	2016	2016	2017	2017
Agriculture	6,528	6,479	6,523	6,514	6,637	6,543	6,517	6,545	6,397	6,464	6,560
Mining & Quarrying	12,201	11,840	12,074	12,547	12,773	12,477	12,324	12,372	9,128	8,115	8,102
Manufacturing	36,638	36,829	37,066	37,047	37,316	37,562	37,726	37,797	37,991	38,074	37,681
Water & Electricity	4,105	4,143	4,636	4,692	4,752	4,811	5,019	5,071	5,107	5,180	5,197
Construction	23,347	23,650	23,730	23,632	22,877	23,346	23,808	24,037	24,145	24,092	23,652
Wholesale & Retail Trade	47,436	47,544	48,451	48,723	48,906	49,816	50,408	50,717	50,765	50,865	50,988
Hotels & Restaurants	17,150	17,308	17,554	17,778	17,894	18,164	18,522	18,598	18,670	18,730	18,790
Transport & Communication	12,969	13,123	13,327	13,357	13,457	13,681	13,903	13,872	13,896	13,959	14,019
Financial Intermediaries	8,563	8,787	8,881	9,013	9,082	9,092	8,660	8,687	8,624	8,683	8,703
Real Estate	18,899	19,029	19,056	19,277	19,516	20,244	20,484	20,585	20,642	20,658	20,676
Education	10,060	10,096	10,147	10,270	10,181	10,160	10,184	10,274	10,211	10,265	10,278
Health & Social work	2,891	2,973	3,035	3,125	3,131	3,169	3,207	3,219	3,241	3,300	3,342
Other Community Services	4,173	4,214	4,253	4,214	4,373	4,395	4,461	4,434	4,459	4,511	4,528
Private & Parastatal	204,960	206,015	208,732	210,189	210,895	213,459	215,223	216,211	213,210	212,896	212,516
Private	187,968	188,531	189,894	191,399	191,484	193,46	195,747	197,107	194,202	193,582	192,937
Parastatal	16,992	17,484	18,838	18,790	19,411	19,999	19,476	19,101	19,008	19,314	19,579
Central Government	101,912	104,925	104,541	104,317	104,349	102,160	102,843	103,696	104,598	104,314	103,682
Local Government	80,554	78,725	86,257	89,955	88,437	88,799	89,416	89,031	89,174	88,600	88,359
Ipelegeng Program	52,270	52,617	60,623	64,354	62,566	64,222	64,722	64,448	64,555	63,836	63,521
Local Gov. Excl. Ipelegeng	28,284	26,108	25,634	25,601	25,871	24,577	24,694	24,583	24,618	24,764	24,838
All Sectors	387,426	389,665	399,530	404,461	403,681	404,387	407,482	408,938	406,982	405,810	404,557

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

Sector/ Economic Activity	June 2017									March 2017	% Change
	Citizens			Non-Citizens			All Employees			Total	
	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Agriculture	1,234	1,125	1,179	6,901	6,087	6,751	1,659	1,214	1,443	1,510	-4.5
Mining and Quarrying	15,449	17,470	15,729	73,533	38,184	69,840	16,447	17,730	16,624	17,675	-5.9
Manufacturing	5,712	3,358	4,663	18,694	15,029	18,063	6,553	3,559	5,256	5,186	1.3
Electricity & Water	10,665	12,459	11,162	31,017	10,088	19,506	10,763	12,423	11,226	11,744	-4.4
Construction	4,304	5,145	4,436	14,560	56,043	16,049	4,975	5,849	5,106	5,001	2.1
Wholesale & Retail Trade	4,047	3,159	3,629	19,607	17,680	19,334	4,966	3,326	4,214	4,368	-3.5
Hotels & Restaurants	2,801	2,523	2,626	16,769	12,206	14,877	3,325	2,677	2,920	3,225	-9.5
Transport & Communication	8,627	8,977	8,760	15,334	15,294	15,327	9,117	9,147	9,128	9,330	-2.2
Finance	17,535	15,594	16,270	46,509	85,546	51,286	18,504	15,794	16,757	16,729	0.2
Real Estate	5,850	6,846	6,204	23,972	16,984	22,376	6,421	7,026	6,634	6,718	-1.2
Education	9,300	6,637	7,649	14,071	14,591	14,309	10,561	7,823	8,960	8,628	3.8
Health	8,780	5,662	6,385	36,360	25,144	29,346	13,410	7,460	8,934	9,581	-6.8
Other Community	7,520	3,054	4,473	8,283	5,346	6,178	7,548	3,153	4,543	4,358	4.3
Private and Parastatal	6,227	5,132	5,751	18,560	16,666	18,096	6,982	5,442	6,327	6,429	-1.6
Private	5,270	4,027	4,729	18,570	16,083	17,954	6,126	4,371	5,379	5,554	-3.2
Parastatal	15,248	15,946	15,546	18,349	34,472	21,249	15,344	16,120	15,670	14,956	4.8
Central Government	8,485	9,327	8,939	16,772	14,171	15,856	8,604	9,360	9,011	8,704	3.5
Local Government	2,482	1,582	1,905	16,372	13,406	15,603	2,513	1,588	1,920	1,819	5.5
Ipelegeng Program	567	567	567	-	-	-	567	567	567	540	5.0
Local Gov. Excl. Ipelegeng	5,789	4,943	5,340	16,372	13,406	15,603	5,853	4,958	5,379	5,114	5.2
All Sectors excl. Ipelegeng Programme employees	6,813	6,600	6,712	18,392	16,305	17,859	7,338	6,773	7,074	7,028	0.6
All Sectors	6,166	5,288	5,720	18,392	16,305	17,859	6,665	5,442	6,052	6,007	0.7

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

Sector/ Economic Activity	Mar	Jun	Sept	Sept	Sept	Sept	Mar	Jun	Sept	Dec	Mar	Jun
	2011	2011	2012	2013	2014	2015	2016	2016	2016	2016	2017	2017
Agriculture	1,187	1,271	1,233	1,273	1,333	1,285	1,246	1,223	1,548	1,236	1,510	1,443
Mining & Quarrying	9,868	11,061	9,159	11,500	11,893	11,081	11,839	12,051	12,094	15,700	17,675	16,624
Manufacturing	2,924	3,052	4,133	3,344	3,873	3,955	4,500	4,724	4,635	5,408	5,186	5,256
Water & Electricity	10,461	10,774	11,971	10,939	10,802	11,649	12,015	12,190	12,021	12,560	11,744	11,226
Construction	3,536	3,607	3,598	3,628	4,230	3,635	3,729	4,160	3,895	3,900	5,001	5,106
Wholesale & Retail	3,834	3,844	3,575	3,840	4,332	4,004	3,671	4,030	3,734	4,559	4,368	4,214
Hotels & Restaurants	2,026	1,876	2,278	2,314	2,218	2,415	2,599	2,849	2,514	3,071	3,225	2,920
Transport & Communication	7,667	7,754	7,864	7,946	7,860	8,024	9,187	9,876	9,608	9,994	9,330	9,128
Financial Intermediaries	12,479	12,523	12,175	13,614	13,984	13,950	14,524	15,310	15,815	16,383	16,729	16,757
Real Estate	6,711	6,761	6,174	5,570	6,072	6,133	5,885	6,361	6,373	6,819	6,718	6,634
Education	8,535	8,572	8,985	9,007	9,554	10,134	9,995	9,457	8,667	7,677	8,628	8,960
Health & Social work	8,132	8,318	8,534	8,559	8,875	9,052	9,075	8,563	8,192	8,221	9,581	8,934
Other community services	3,029	3,006	3,727	3,791	3,959	3,709	3,581	3,163	3,269	3,289	4,358	4,543
Private & Parastatal	5,022	5,154	5,204	5,275	5,676	5,840	5,728	5,912	5,833	6,303	6,429	6,327
Private	4,294	4,429	5,670	4,655	4,994	4,788	4,812	5,149	5,220	5,699	5,554	5,379
Parastatal	13,050	13,180	13,405	11,638	12,622	12,972	13,862	13,576	12,166	12,478	14,956	15,670
Central Government	6,091	6,160	6,364	7,205	7,381	7,626	8,509	8,744	8,732	8,703	8,704	9,011
Local Government	2,041	1,846	1,705	1,703	1,616	1,742	1,690	1,693	1,765	1,717	1,819	1,920
Ipelegeng Program	360	360	360	490	520	540	540	540	540	540	540	567
Local Gov. Excl. Ipelegeng	4,629	4,593	4,417	4,571	4,371	4,648	4,695	4,714	4,997	4,802	5,114	5,379
All Sectors	4,746	4,731	4,810	5,009	5,213	5,403	5,544	5,701	5,684	5,916	6,007	6,052

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