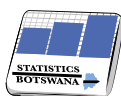


NO: 2017 / 3

Formal Sector Employment Survey

Stats Brief

Quarter 4: December 2016



STATISTICS BOTSWANA

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Preface

This Stats Brief presents formal employment figures during the month of December 2016. The information for this brief is collected quarterly from business establishments through a mailed questionnaire. The brief also presents average earnings or wages for all establishments in Government, parastatals and the private sector.

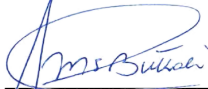
Overall, formal sector employment decreased by 0.5 percent between September 2016 and December 2016. The private sector recorded the highest decrease of 1.5 percent followed by the parastatal sector with a decrease of 0.5 percent. The decline in the private sector employment was mainly spurred by the decrease in the Mining and quarrying and agriculture, which recorded decreases of 26.2 percent and 2.3 percent respectively. Increment in employment of 0.7 percent have been recorded in health and water & electricity.

Average earnings increased from P5,684 in September 2016 to P5,916 in December 2016, which is an increase on 4.1 percent over the period.

We hope stakeholders will 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, necessitating rigorous and costly follow ups.

Business entities are, therefore, encouraged to report employment figures quarterly to enable Statistics Botswana to provide information that will guide informed decision making on issues of employment at all levels.

Thank you.



Dabilani Buthali
Acting Statistician General
June 2017

1. INTRODUCTION

This Stats Brief presents results of the December 2016 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 2016 and September 2016. The table shows that overall employment decreased by 0.5 percent (1,955 persons) from 408,938 persons in September 2016 to 406,982 persons in December 2016. Private Sector & Parastatals recorded the highest decrease in employment at 1.4 percent. The decrease was largely due to the decline in Mining and Quarrying sector, which recorded a decrease of 26.2 percent. Parastatal Organisations recorded a decrease of 0.5 percent in employment. Central Government and Local Government employment increased by 0.9 percent and 0.2 percent, respectively.

In December 2016, a total of 12,211 (3.0 percent) employees were non-citizens, out of which Private and Parastatal sectors contributed 10,962 employees. Education sector was the major employer of non-citizens (17.7 percent), followed by Manufacturing (17.0 percent) and Transport & Communication sector (13.7 percent). See **Tables 1 and 2**.

Table 3 shows estimated number of employees by economic activity/sector for December 2016. A total of 406,982 employees were recorded, of which 200,985 (49.4 percent) were males and 205,997 (50.6 percent) females.

3. WAGES/EARNINGS

This section presents the estimated monthly average cash earning for employees in formal sector as at December 2016. Monthly average earning for citizens was estimated at P5, 656, against P18, 808 for non-citizen. The average for all (citizens and non-citizens) was P5, 916. There was an increase of 4.1 percent in the monthly average earnings for all employees from September 2016 (P5,701) to December 2016 (P5,916). See **Table 5**.

Minimum hourly wage rates in Thebe per hour from April 2007 to July 2016 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 July 2016 were the same as those for July 2015. According to **Table 7**, the minimum hourly wage rates have generally been increasing over the above mentioned years, except for 2008 to 2011, where the rates remained the same for four (4) years.

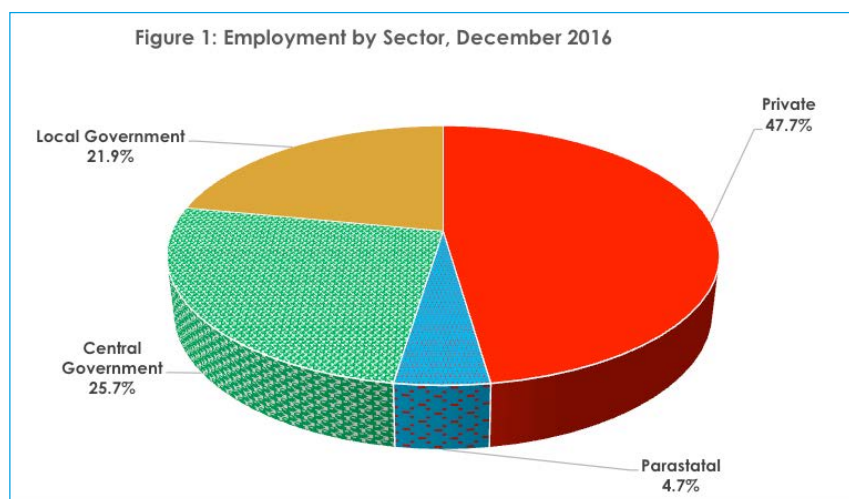


Figure 1 shows December 2016 formal employment by sector. Private sector had the largest share (47.7 percent), followed by Central Government with 25.7 percent. Local Government and Parastatal recorded 21.9 percent and 4.7 percent respectively.

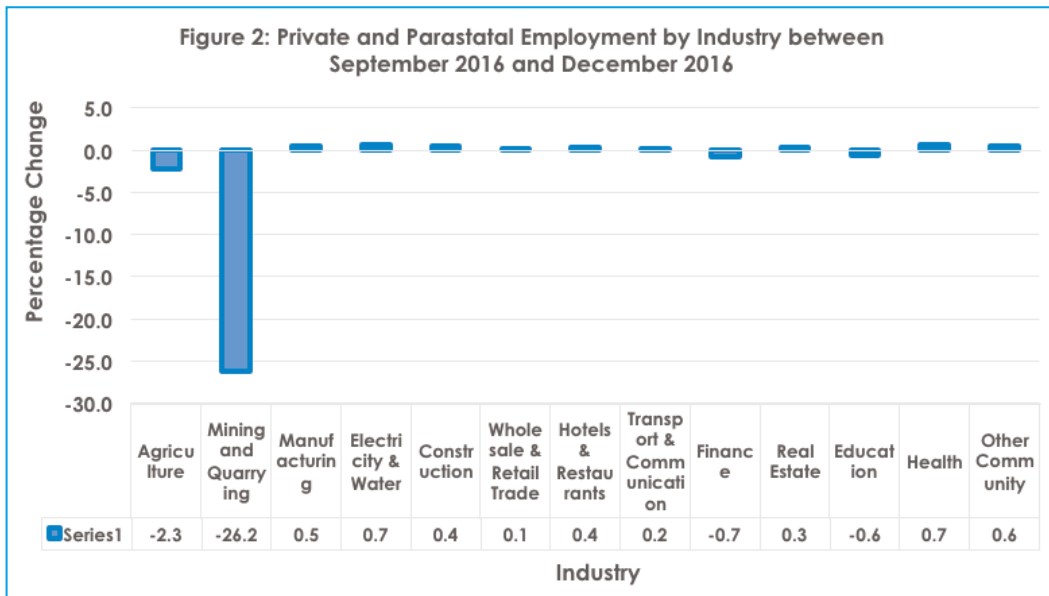


Figure 2 above shows percentage changes for Private and Parastatal Employment by industry between September 2016 and December 2016. Most industries were almost constant in terms of employment increment, except for two industries of Mining and quarrying and agriculture which recorded decreases. Mining and quarrying in particular, recorded a significant decrease of 26.2 percent. This was followed by agriculture with a decrease of 2.3 percent. Electricity & Water industry and Health dominated other categories with 0.7 percent each, followed by Other Community with 0.6 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 Parastatal and Private sectors with 59.1 percent and 56.8 percent respectively. Males constituted 46.2 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 (53.8 percent).

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

Sector/ Economic Activity	Dec-16									Sep-16	% Change
	Citizens			Non-Citizens			All Employees			Total	
	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Agriculture	3,481	2,573	6,053	197	148	344	3,678	2,721	6,397	6,545	-2,3
Mining and Quarrying	7,813	1,165	8,978	143	7	150	7,956	1,172	9,128	12,372	-26,2
Manufacturing	20,331	15,583	35,914	1,720	357	2,077	22,051	15,940	37,991	37,797	0,5
Electricity & Water	3,707	1,385	5,092	9	6	15	3,716	1,391	5,107	5,071	0,7
Construction	18,599	3,887	22,486	1,478	181	1,659	20,077	4,068	24,145	24,037	0,4
Wholesale & Retail Trade	25,108	24,200	49,309	1,153	303	1,456	26,261	24,503	50,765	50,717	0,1
Hotels & Restaurants	6,088	12,100	18,188	262	220	482	6,350	12,320	18,670	18,598	0,4
Transport & Communication	6,431	5,791	12,222	667	1,007	1,674	7,098	6,798	13,896	13,872	0,2
Finance	2,989	5,410	8,398	200	26	226	3,189	5,436	8,624	8,687	-0,7
Real Estate	14,158	6,080	20,238	320	84	404	14,478	6,164	20,642	20,585	0,3
Education	2,934	5,117	8,051	1,120	1,040	2,160	4,054	6,157	10,211	10,274	-0,6
Health	658	2,335	2,993	111	137	248	769	2,472	3,241	3,219	0,7
Other Community	1,783	2,602	4,385	54	20	74	1,837	2,622	4,459	4,434	0,6
Private and Parastatal	114,044	88,203	202,247	7,427	3,536	10,962	121,471	91,739	213,210	216,211	-1,4
Private	103,173	80,501	183,674	7,066	3,462	10,527	110,239	83,963	194,202	197,107	-1,5
Parastatal	10,871	7,702	18,573	361	74	435	11,232	7,776	19,008	19,101	-0,5
Central Government	47,609	55,892	103,501	712	385	1,097	48,321	56,277	104,598	103,696	0,9
Local Government	31,102	57,920	89,022	91	61	152	31,193	57,981	89,174	89 031	0,2
Ipelegeng	19,189	45,366	64,555	-	-	-	19,189	45,366	64,555	64,448	0,2
Local Gov. Excl. Ipelegeng	11,913	12,554	24,466	91	61	152	12,004	12,615	24,618	24,583	0,1
All Sectors excl. Ipelegeng Programme employees	173,566	156,649	330,214	8,230	3,982	12,211	181,796	160,631	342,426	344,487	-0,6
All Sectors	192,755	202,015	394,770	8,230	3,982	12,211	200,985	205,997	406,982	408,938	-0,5

Table 2: Estimated Percentage Distribution of Paid Employees by Economic Activity/ Sector, December 2016 and September 2016

Sector/ Economic Activity	Dec-16									Sep-16
	Citizens			Non-Citizens			All Employees			Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Agriculture	1,8	1,3	1,5	2,4	3,7	2,8	1,8	1,3	1,6	1,6
Mining and Quarrying	4,1	0,6	2,3	1,7	0,2	1,2	4,0	0,6	2,2	3,0
Manufacturing	10,5	7,7	9,1	20,9	9,0	17,0	11,0	7,7	9,3	9,2
Electricity & Water	1,9	0,7	1,3	0,1	0,2	0,1	1,8	0,7	1,3	1,2
Construction	9,6	1,9	5,7	18,0	4,5	13,6	10,0	2,0	5,9	5,9
Wholesale & Retail Trade	13,0	12,0	12,5	14,0	7,6	11,9	13,1	11,9	12,5	12,4
Hotels & Restaurants	3,2	6,0	4,6	3,2	5,5	3,9	3,2	6,0	4,6	4,5
Transport & Communication	3,3	2,9	3,1	8,1	25,3	13,7	3,5	3,3	3,4	3,4
Finance	1,6	2,7	2,1	2,4	0,7	1,9	1,6	2,6	2,1	2,1
Real Estate	7,3	3,0	5,1	3,9	2,1	3,3	7,2	3,0	5,1	5,0
Education	1,5	2,5	2,0	13,6	26,1	17,7	2,0	3,0	2,5	2,5
Health	0,3	1,2	0,8	1,3	3,4	2,0	0,4	1,2	0,8	0,8
Other Community	0,9	1,3	1,1	0,7	0,5	0,6	0,9	1,3	1,1	1,1
Private and Parastatal	59,2	43,7	51,2	90,2	88,8	89,8	60,4	44,5	52,4	52,9
Private	53,5	39,8	46,5	85,9	86,9	86,2	54,8	40,8	47,7	48,2
Parastatal	5,6	3,8	4,7	4,4	1,9	3,6	5,6	3,8	4,7	4,7
Central Government	24,7	27,7	26,2	8,7	9,7	9,0	24,0	27,3	25,7	25,4
Local Government	16,2	28,7	22,6	1,1	1,5	1,2	15,5	28,1	21,9	21,8
Ipelegeng Program	10,0	22,5	16,4	0,0	0,0	0,0	9,5	22,0	15,9	15,8
Local Gov. Excl. Ipelegeng	6,2	6,2	6,2	1,1	1,5	1,2	6,0	6,1	6,0	6,0
All Sectors excl. Ipelegeng Programme employees	90,0	77,5	83,6	100	100	100	90,5	78,0	84,1	84,2
All Sectors	100	100	100	100	100	100	100	100	100	100

Table 3: Estimated Number of Paid Employees by Economic Activity/Sector, December 2016

Sector/ Economic Activity	All Employees			Percentage (%)		
	Male	Female	Total	Male	Female	Total
Agriculture	3,678	2,721	6,397	57,5	42,5	100
Mining and Quarrying	7,956	1,172	9,128	87,2	12,8	100
Manufacturing	22,051	15,940	37,991	58,0	42,0	100
Electricity & Water	3,716	1,391	5,107	72,8	27,2	100
Construction	20,077	4,068	24,145	83,2	16,8	100
Wholesale & Retail Trade	26,261	24,503	50,765	51,7	48,3	100
Hotels & Restaurants	6,350	12,320	18,670	34,0	66,0	100
Transport & Communication	7,098	6,798	13,896	51,1	48,9	100
Finance	3,189	5,436	8,624	37,0	63,0	100
Real Estate	14,478	6,164	20,642	70,1	29,9	100
Education	4,054	6,157	10,211	39,7	60,3	100
Health	769	2,472	3,241	23,7	76,3	100
Other Community	1,837	2,622	4,459	41,2	58,8	100
Private and Parastatal	121,471	91,739	213,210	57,0	43,0	100
Private	110,239	83,963	194,202	56,8	43,2	100
Parastatal	11,232	7,776	19,008	59,1	40,9	100
Central Government	48,321	56,277	104,598	46,2	53,8	100
Local Government	31,193	57,981	89,174	35,0	65,0	100
Ipelegeng Program	19,189	45,366	64,555	29,7	70,3	100
Local Gov. Excl. Ipelegeng	12,004	12,615	24,618	48,8	51,2	100
All Sectors excl. Ipelegeng	181,796	160,631	342,426	53,1	46,9	100
All Sectors	200,985	205,997	406,982	49,4	50,6	100

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

Sector/Economic Activity	Dec 2010	Mar 2011	Jun 2011	Sept 2012	Sept 2013	Sept 2014	Sept 2015	Mar 2016	Jun 2016	Sept 2016	Dec 2016
Agriculture	6,458	6,488	6,528	6,479	6,523	6,514	6,637	6,543	6,517	6,545	6,397
Mining & Quarrying	11,572	11,668	12,201	11,840	12,074	12,547	12,773	12,477	12,324	12,372	9,128
Manufacturing	36,463	36,549	36,638	36,829	37,066	37,047	37,316	37,562	37,726	37,797	37,991
Water & Electricity	3,882	4,000	4,105	4,143	4,636	4,692	4,752	4,811	5,019	5,071	5,107
Construction	23,242	23,298	23,347	23,650	23,730	23,632	22,877	23,346	23,808	24,037	24,145
Wholesale & Retail Trade	47,271	47,370	47,436	47,544	48,451	48,723	48,906	49,816	50,408	50,717	50,765
Hotels & Restaurants	17,064	17,095	17,150	17,308	17,554	17,778	17,894	18,164	18,522	18,598	18,670
Transport & Communication	12,808	12,887	12,969	13,123	13,327	13,357	13,457	13,681	13,903	13,872	13,896
Financial Intermediaries	8,505	8,540	8,563	8,787	8,881	9,013	9,082	9,092	8,660	8,687	8,624
Real Estate	18,813	18,884	18,899	19,029	19,056	19,277	19,516	20,244	20,484	20,585	20,642
Education	9,928	10,006	10,060	10,096	10,147	10,270	10,181	10,160	10,184	10,274	10,211
Health & Social work	2,859	2,877	2,891	2,973	3,035	3,125	3,131	3,169	3,207	3,219	3,241
Other Community Services	4,119	4,150	4,173	4,214	4,253	4,214	4,373	4,395	4,461	4,434	4,459
Private & Parastatal	202,983	203,812	204,960	206,015	208,732	210,189	210,895	213,459	215,223	216,211	213,210
Private	186,234	186,865	187,968	188,531	189,894	191,399	191,484	193,46	195,747	197,107	194,202
Parastatal	16,749	16,947	16,992	17,484	18,838	18,790	19,411	19,999	19,476	19,101	19,008
Central Government	102,448	103,056	101,912	104,925	104,541	104,317	104,349	102,160	102,843	103,696	104,598
Local Government	73,401	72,009	80,554	78,725	86,257	89,955	88,437	88,799	89,416	89,031	89,174
Ipelegeng Program	45,140	43,651	52,270	52,617	60,623	64,354	62,566	64,222	64,722	64,448	64,555
Local Gov. Excl. Ipelegeng	28,261	28,358	28,284	26,108	25,634	25,601	25,871	24,577	24,694	24,583	24,618
All Sectors	378,832	378,877	387,426	389,665	399,530	404,461	403,681	404,387	407,482	408,938	406,982

Table 5: Estimated Monthly Average Cash Earnings by Economic Activity, Citizenship and Sex, December 2016 and September 2016

Sector/ Economic Activity	Dec-16									Sep-16	% Change
	Citizens			Non-Citizens			All Employees			Total	
	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Agriculture	1,025	982	1,007	7,346	2,429	5,252	1,364	1,061	1,236	1,548	-20,2
Mining and Quarrying	14,428	17,968	14,887	65,276	46,021	64,378	15,342	18,135	15,700	12,094	29,8
Manufacturing	6,044	2,997	4,722	18,990	8,994	17,272	7,054	3,131	5,408	4,635	16,7
Electricity & Water	13,057	11,102	12,525	31,783	13,754	24,572	13,102	11,113	12,560	12,021	4,5
Construction	3,148	2,659	3,063	14,487	21,407	15,242	3,983	3,493	3,900	3,895	0,1
Wholesale & Retail Trade	4,698	3,441	4,081	22,822	12,825	20,742	5,494	3,557	4,559	3,734	22,1
Hotels & Restaurants	3,191	2,502	2,732	17,553	13,829	15,853	3,784	2,704	3,071	2,514	22,2
Transport & Communication	8,397	7,821	8,011	23,191	25,283	24,471	9,787	10,407	9,994	9,608	4,0
Finance	17,299	15,041	15,894	33,483	46,672	34,521	18,314	15,192	16,383	15,815	3,6
Real Estate	5,768	7,887	6,381	28,300	30,439	28,745	6,266	8,194	6,819	6,373	7,0
Education	7,643	5,056	5,999	13,348	14,562	13,933	9,219	6,662	7,677	8,667	-11,4
Health	9,013	5,416	6,207	40,581	25,994	32,523	13,569	6,557	8,221	8,192	0,4
Other Community	3,717	2,759	3,149	9,141	18,277	11,610	3,877	2,878	3,289	3,269	0,6
Private and Parastatal	6,188	4,871	5,606	19,804	17,839	19,166	7,021	5,370	6,303	5,833	8,1
Private	5,488	4,239	4,932	19,992	17,219	19,076	6,418	4,774	5,699	5,220	9,2
Parastatal	12,833	11,475	12,270	16,121	46,838	21,346	12,938	11,812	12,478	12,166	2,6
Central Government	8,201	8,996	8,630	16,472	13,802	15,535	8,322	9,029	8,703	8,732	-0,3
Local Government	2,339	1,357	1,701	19,164	10,763	15,758	2,379	1,364	1,717	1,765	-2,7
Ipelegeng Program	540	540	540		-	-	540	540	540	540	0,0
Local Gov. Excl. Ipelegeng	5,236	4,310	4,763	19,164	10,763	15,758	5,318	4,329	4,802	4,997	-3,9
All Sectors excl. Ipelegeng Programme employees	6,676	6,298	6,492	19,526	17,340	18,808	7,256	6,571	6,930	6,646	4,3
All Sectors	6,065	5,255	5,656	19,526	17,340	18,808	6,615	5,243	5,916	5,684	4,1

Table 6: Estimated Monthly Average Cash Earnings by Economic Activity/Sector, September 2010 – December 2016

Sector/ Economic Activity	Sept 2010	Dec 2010	Mar 2011	Jun 2011	Sept 2012	Sept 2013	Sept 2014	Sept 2015	Mar 2016	Jun 2016	Sept 2016	Dec 2016
Agriculture	1,137	1,157	1,187	1,271	1,233	1,273	1,333	1,285	1,246	1,223	1,548	1,236
Mining & Quarrying	9,246	9,759	9,868	11,061	9,159	11,500	11,893	11,081	11,839	12,051	12,094	15,700
Manufacturing	2,793	2,856	2,924	3,052	4,133	3,344	3,873	3,955	4,500	4,724	4,635	5,408
Water & Electricity	9,866	10,427	10,461	10,774	11,971	10,939	10,802	11,649	12,015	12,190	12,021	12,560
Construction	3,348	3,369	3,536	3,607	3,598	3,628	4,230	3,635	3,729	4,160	3,895	3,900
Wholesale & Retail	3,177	3,515	3,834	3,844	3,575	3,840	4,332	4,004	3,671	4,030	3,734	4,559
Hotels & Restaurants	2,006	2,008	2,026	1,876	2,278	2,314	2,218	2,415	2,599	2,849	2,514	3,071
Transport & Communication	6,818	7,565	7,667	7,754	7,864	7,946	7,860	8,024	9,187	9,876	9,608	9,994
Financial Intermediaries	12,057	12,277	12,479	12,523	12,175	13,614	13,984	13,950	14,524	15,310	15,815	16,383
Real Estate	6,400	6,567	6,711	6,761	6,174	5,570	6,072	6,133	5,885	6,361	6,373	6,819
Education	8,796	8,524	8,535	8,572	8,985	9,007	9,554	10,134	9,995	9,457	8,667	7,677
Health & Social work	7,580	8,125	8,132	8,318	8,534	8,559	8,875	9,052	9,075	8,563	8,192	8,221
Other community services	2,842	3,062	3,029	3,006	3,727	3,791	3,959	3,709	3,581	3,163	3,269	3,289
Private & Parastatal	4,660	4,873	5,022	5,154	5,204	5,275	5,676	5,840	5,728	5,912	5,833	6,303
Private	3,980	4,141	4,294	4,429	5,670	4,655	4,994	4,788	4,812	5,149	5,220	5,699
Parastatal	12,450	13,012	13,050	13,180	13,405	11,638	12,622	12,972	13,862	13,576	12,166	12,478
Central Government	5,548	6,066	6,091	6,160	6,364	7,205	7,381	7,626	8,509	8,744	8,732	8,703
Local Government	2,252	2,012	2,041	1,846	1,705	1,703	1,616	1,742	1,690	1,693	1,765	1,717
Ipelegeng Program	360	360	360	360	360	490	520	540	540	540	540	540
Local Gov. Excl. Ipelegeng	4,968	4,651	4,629	4,593	4,417	4,571	4,371	4,648	4,695	4,714	4,997	4,802
All Sectors	4,451	4,641	4,746	4,731	4,810	5,009	5,213	5,403	5,544	5,701	5,684	5,916

Table 7: Minimum Hourly Wage Rates (Thebe)

Private and Parastatals	April 2008	April 2009	April 2010	April 2011	April 2012	June 2013	June 2014	July 2015	July 2016
Building, Construction, Exploration and Quarrying	380	380	380	380	420	450	486	515	515
Manufacturing, Service and Repair Trades	380	380	380	380	420	450	486	515	515
Wholesale Distributive Trades	380	380	380	380	420	450	486	515	515
Retail Distributive Trades	330	330	330	330	370	400	432	458	458
Hotel, Catering and Entertainment Trades	380	380	380	380	420	450	486	515	515
Garage, Motor Trades and Road Transport	380	380	380	380	420	450	486	515	515
Retail and Wholesale Night watchmen	320	320	320	320	350	380	410	435	435
Security Guards Employed by Security Companies	380	380	380	380	420	450	486	515	515

Agricultural Sector – P583 per month (2015 July)

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

Source: Department of Labour and Social Security