



# LABOUR STATISTICS REPORT 2014



**STATISTICS BOTSWANA**

**LABOUR STATISTICS REPORT 2014**

Published by

Statistics Botswana  
 Private Bag 0024, GABORONE  
**Tel:** (267) 3671300,  
**Fax:** (267) 3952201 or 3935628  
**Email:** info@statsbots.org.bw  
**Website:** www.statsbots.org.bw

**Contact Labour Statistics Unit**  
**Tel:** 3671300 **Ext.** 463/464 /457

October 2017

COPYRIGHT RESERVED  
 Extracts may be published if  
 Source is duly acknowledged

## Preface

This annual report aims to publish the 2014 labour statistics in Botswana aggregating information from quarterly formal employment surveys. This edition covers only the third quarter (September) of the year 2014. The March, June and December 2014 quarters were not conducted due to backlogs caused by very low response rates.

Data on work-permit holders for 2014 fourth quarter is included in the report. The Department of Labour and Social Security issues work-permits and copies of the approved work-permit applications are forwarded to Statistics Botswana for processing. The report also includes data on Minimum Hourly Wage Rates set for the Private Sector by the Department of Labour and Social Security.

The Office wishes to acknowledge the co-operation of the Private Sector, Parastatal Organisations and Government departments who assisted in providing the information used in this report.



**Anna N. Majelantle**  
**Statistician General**  
**October 2017**

## Table of Contents

|  |    |
|--|----|
| PREFACE .....  | 3  |
| LIST OF TABLES .....   | 5  |
| LIST OF FIGURES .....  | 6  |
| INTRODUCTION.....  | 7  |
| <b>CHAPTER 1</b> .....   | 8  |
| <b>1.1 TOTAL FORMAL SECTOR EMPLOYMENT</b> .....                                | 8  |
| <b>1.2 FORMAL SECTOR EMPLOYMENT AS AT SEPTEMBER 2014</b> .....                 | 9  |
| <b>CHAPTER 2</b> .....   | 19 |
| <b>NON-CITIZEN EMPLOYMENT</b> .....  | 19 |
| <b>2.1 Non-Citizen Employment from Employment Surveys</b> .....                | 19 |
| <b>2.2 Work Permit Holders</b> .....   | 20 |
| <b>2.2.1 Work-Permit holders as at December 2014</b> .....                     | 20 |
| <b>2.2.2 Work-permit holders as at the end of December 2013 and 2014</b> ..... | 21 |
| <b>CHAPTER 3</b> .....   | 28 |
| <b>WAGES / EARNINGS</b> .....  | 28 |
| <b>3.1 Average Monthly Earnings</b> .....                                      | 28 |
| <b>3.2 Minimum Hourly Wage Rates</b> .....                                     | 28 |
| <b>APPENDICES</b> .....  | 35 |
| <b>(i) Technical note</b> .....  | 35 |
| <b>(ii) RELATED PUBLICATIONS</b> .....   | 37 |
| <b>(iii) INTERNATIONAL STANDARD INDUSTRIAL CLASSIFICATION</b> .....            | 39 |
| <b>(iv) BOTSWANA STANDARD OCCUPATIONAL CODING SCHEME (BOSCO)</b> .....         | 43 |
| <b>(v) THE QUESTIONNAIRE</b> .....   | 49 |

## List Of Tables

|  |    |
|--|----|
| <b>Table 1.1:</b> Estimated Number of Paid Employees by Sector and Economic Activity, 2011 –2014 .....                 | 12 |
| <b>Table 1.2:</b> Estimated Number of Paid Employees by Sector and Economic Activity – Percentage Distribution .....   | 13 |
| <b>Table 1.3:</b> Estimated Number of Paid Employees by Sector and Economic Activity – Annual Percentage changes ..... | 14 |
| <b>Table 1.4:</b> Estimated Number of Paid Employees by Sector and Citizenship, September 2014 .....                   | 15 |
| <b>Table 1.5:</b> Estimated Number of Paid Employees by Sector and Economic Activity, September 2014 .....             | 16 |
| <b>Table 1.6:</b> Estimated Number of Paid Citizen Employees by Sex and Economic Activity .....                        | 17 |
| <b>Table 1.7:</b> Employment in Manufacturing Industry, September 2014 .....   | 18 |
| <b>Table 2.1:</b> Estimated Number of Paid Non–Citizen Employees by Sex and Economic Activity .....                    | 21 |
| <b>Table 2.2:</b> Total Work Permit Holders by Nationality, 2007 - 2014 .....  | 22 |
| <b>Table 2.3:</b> Total Work Permit Holders by Industry and Type of Permit December 2014 .....                         | 22 |
| <b>Table 2.4:</b> Total Work Permit Holders by Age-Group and Type of Permit, December 2014 .....                       | 23 |
| <b>Table 2.5:</b> Total Work Permit Holders by Industry and Type of Permit as at December 2014 .....                   | 23 |
| <b>Table 2.6:</b> New and Renewed Work Permits by Occupation as at December 2014 .....                                 | 24 |
| <b>Table 2.7:</b> Total Work Permit Holders by Country of origin–2013 and 2014 .....                                   | 24 |
| <b>Table 2.8:</b> Total work Permit holders by Occupation – 2013 & 2014 .....  | 25 |
| <b>Table 2.9:</b> Total Work Permit Holders by Industry – 2013 and 2014 .....  | 25 |
| <b>Table 2.10:</b> Total Work Permit Holders by Age Groups – 2013 and 2014 .....                                       | 26 |
| <b>Table 2.11:</b> Total Work Permit Holders by Industry – 2007 - 2014 .....   | 26 |
| <b>Table 2.12:</b> Total Work Permit Holders by Occupation – 2007 – 2014 .....   | 27 |
| <b>Table 3.1:</b> Estimated Average Earnings of Paid Employees by Industry, Sex and Citizenship – September 2014 ..... | 29 |
| <b>Table 3.2:</b> Estimated Total and Monthly Average Cash Earnings of Citizen Employees, September 2014 (Pula) .....  | 30 |
| <b>Table 3.3:</b> Estimated Monthly Average Cash Earnings of Citizen Employees (Pula), 2009-2014 .....                 | 31 |
| <b>Table 3.4:</b> Estimated Monthly Average Cash Earnings of Non-Citizen Employees (Pula), 2009-2014 .....             | 32 |
| <b>Table 3.5:</b> Estimated Monthly Average Cash Earnings of All Employees (Pula), 2009-2014 .....                     | 33 |
| <b>Table 3.6:</b> Minimum Hourly Wage Rates, 2007-2015 .....   | 34 |

## List Of Figures

|  |    |
|--|----|
| <b>Figure 1.1:</b> Formal Sector Employment, 2004 – 2014.....  | 8  |
| <b>Figure 1.2:</b> Private and Parastatal Employment by Industry, September 2013 & September 2014.....                 | 9  |
| <b>Figure 1.3:</b> Total Employment by Sector, September 2014.....   | 9  |
| <b>Figure 1.4:</b> Private and Parastatal Employment distribution by Industry, September 2014.....                     | 10 |
| <b>Figure 1.5:</b> Trend in Total formal Employment by Sex, 2007 - 2014.....   | 10 |
| <b>Figure 1.6:</b> Proportion of Formal Employment by Sector & Sex, September 2014 .....                               | 11 |
| <b>Figure 2.1:</b> Private and Parastatal Employment of Non-Citizens by Industry, September 2013 & September 2014..... | 19 |
| <b>Figure 2.2:</b> Total Work Permit Holders by Nationality – December 2014.....                                       | 20 |
| <b>Figure 3.1:</b> Monthly Average Earnings for All Employees, June 2009 to September 2014.....                        | 28 |

## Introduction

This report gives summary results of the Survey of Employment and Employees relating to employment, cash earnings and wages in the formal sector of the economy as at the end of September 2014. This report publishes details relating to paid employment only in the formal sector. The sampling frame for the survey is the Business Register (BR), kept by Business Register Unit of Statistics Botswana. Details of the survey design can be found in the technical note at the end of this report. Data on copies of approved work-permit applications and minimum hourly wage rates are also covered in this report.

The report is divided into three chapters; Chapter One deals with total formal sector employment. Chapter Two is on non-citizen employment, including work permit holders and the last Chapter presents earnings and wages. Each chapter is made up of two sections, the first section provides summary of the main results illustrated by charts, while the second section comprises a set of statistical tables.

A technical note attached at the end of the publication gives an overview of the methodology employed, as well as the scope and coverage of data collection.

## CHAPTER 1

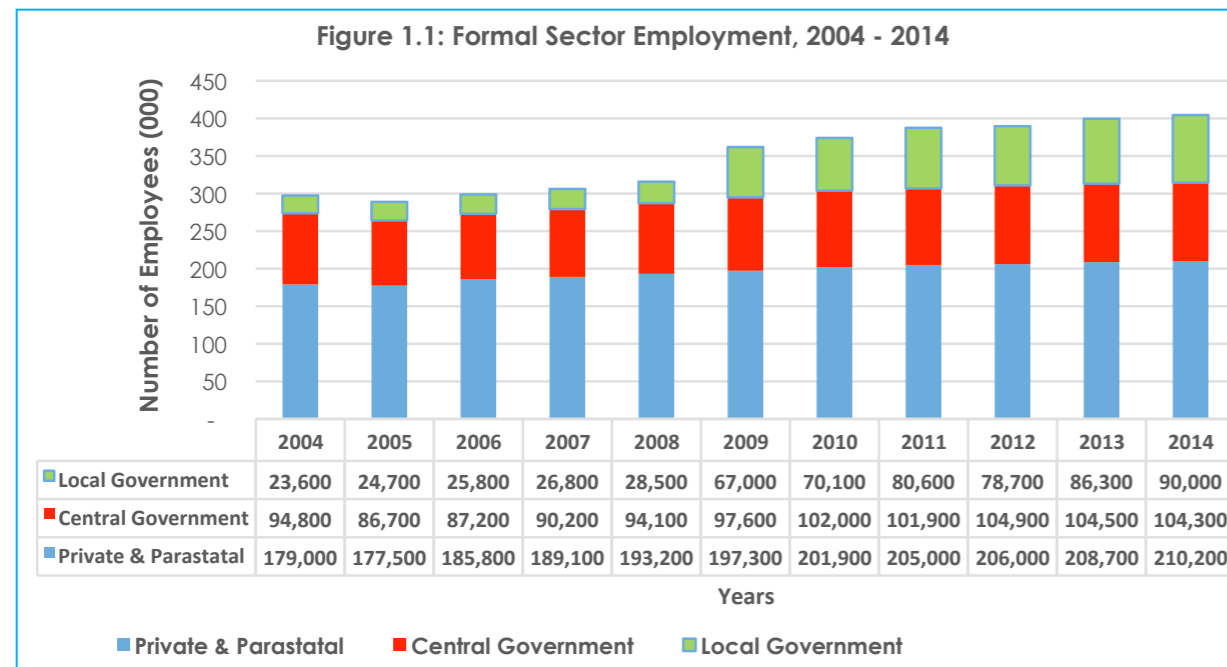
### 1.1 TOTAL FORMAL SECTOR EMPLOYMENT

This Chapter presents estimates of formal sector employment during the month of September 2014.

Comparison of total formal sector employment for the years 2010 to 2014 is given in Table 1.1. Total formal sector employment increased from 399,500 persons in September 2013 to 404,500 persons in September 2014, which is an increase of 5,000 employees (1.3 percent) over a period of twelve months.

Table 1.3 presents annual percentage changes, by sector and economic activity from March 2010 to September 2014. Local Government employment recorded highest increase of 4.3 percent, from 86,300 in September 2013 to 90,000 persons employed during the same month in 2014; followed by Private & Parastatal Organisations with an increase of 0.7 percent, from 208,700 persons in September 2013 to 210,200 in September 2014. On the other hand, Central Government recorded a decrease of 0.2 percent, from 104,500 persons in September 2013 to 104,300 persons in 2014.

Figure 1.1 shows total formal sector employment for the years 2004 to 2014. The trend shows that overall employment was increasing over the period, except for the year 2005 where there was a slight drop due to a decrease in the number of Central Government employees.

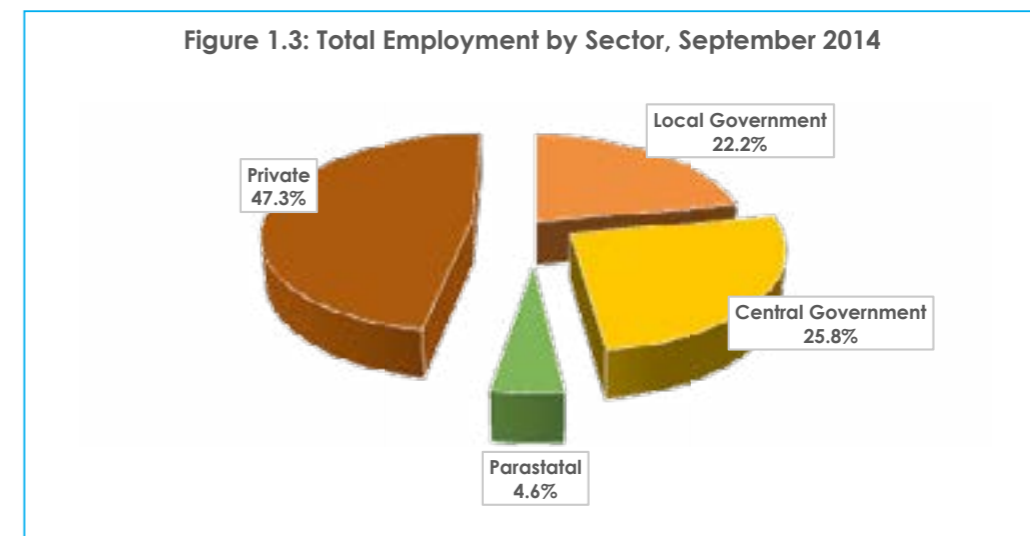
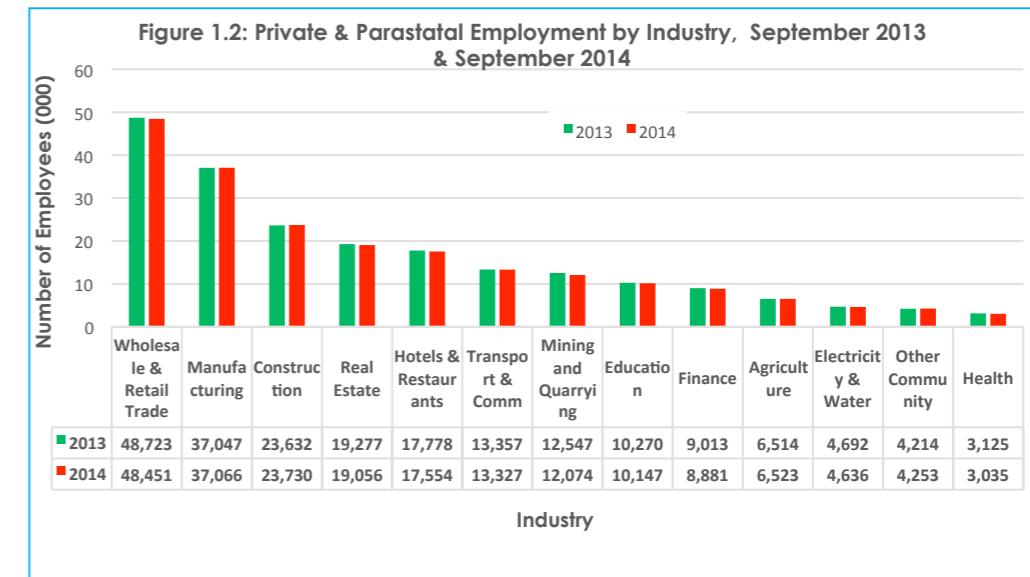


Figures are for the month of September (except for 2005 & 2011 which are for March and June respectively)

### 1.2 Formal Sector Employment as at September 2014

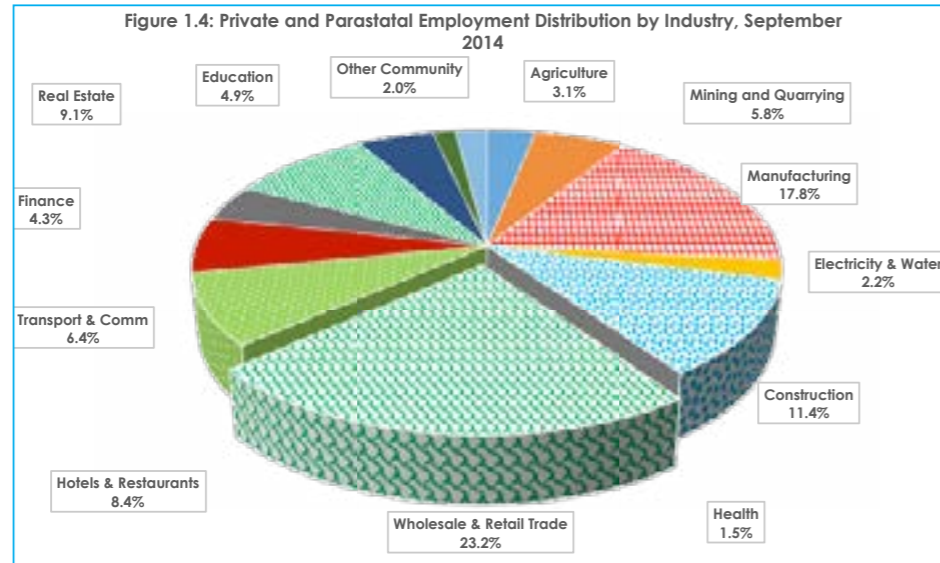
Comparison of Private & Parastatal employment by industry for September 2013 and September 2014 is shown in Figure 1.2, while percentage changes in employment by sector and economic activity are given in Table 1.3.

Comparing September 2013 and September 2014, suggests that in 2014 some of the industries recorded decline in employment. Finance and Agriculture remained constant over the period. In September 2014, Water & Electricity recorded an increase of 2.2 percent in employment.



The graphical presentation of total employment by sector as at the end of September 2014 is displayed in Figure 1.3 above. Private sector employment accounted for a largest share of employment with 47.3 percent, followed by Central Government with 25.8 percent. Parastatal organisations are the lowest with only 4.6 percent of total employment.

Figure 1.4 below shows Private & Parastatal employment by industry as at the end of September 2014. Wholesale & Retail Trade constituted 23.2 percent of total employment followed by Manufacturing and Construction with 17.8 and 11.4 percent respectively. Health, Electricity & Water and Other Community recorded the lowest employment with 1.4 and 2.0 percent respectively.



The trend in formal sector employment by gender for the years 2008 to 2014 is graphically displayed in Figure 1.5 below. The figures which have been used are for the month of September, except for 2011 where the figures were for March. The trend shows that there has been an increase in employment between the years for both males and females, except between 2009 & 2010 where both genders experienced a decline. Also between 2011 & 2012 there was a decline in employment for males (from 222,400 to 199,800), as compared to their female counterparts, the decline was also experienced for females between the years 2012 & 2013 (from 189,900 to 172,300). The gap between males and females was reduced during the month of September 2012; this was largely due to a significant number of females employed by the Ipelegeng project in Local government.

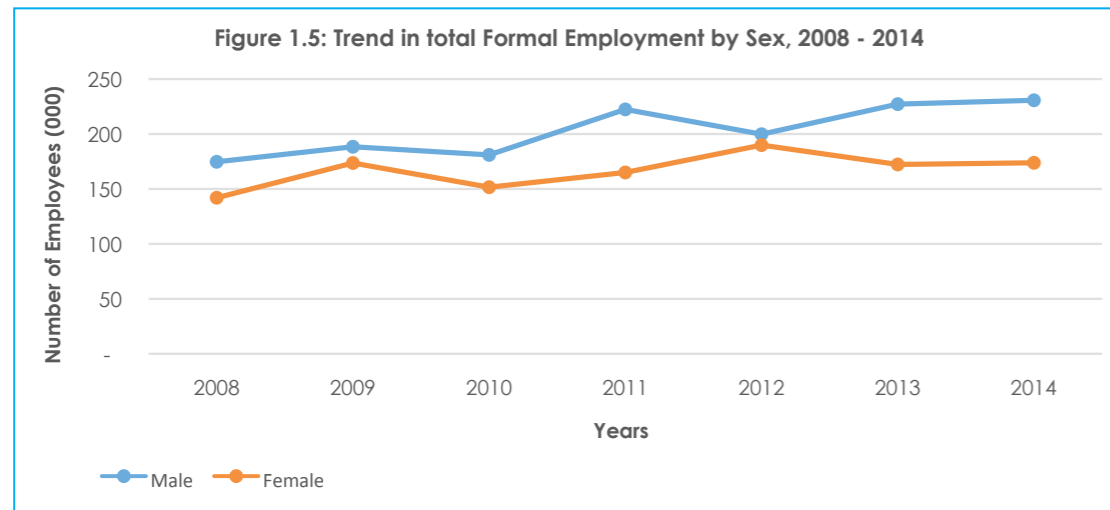


Figure 1.6 depicts employment by sex and sector. The results show that during September 2014, the highest proportion of female employees was in Local Government constituting 64.4 percent, followed by Central Government with 53.0 percent. The lowest proportion of women was found in the Private sector with 40.9 percent. Private sector had the highest proportion of male employees, 59.1 percent followed by Parastatal sector with 59.0 percent. Total Employment shows that there were more males (50.7 percent) as compared to females (49.3 percent).

At industry level, more men were found in Mining & Quarrying with 88.6 percent, followed by Construction and Water & Electricity with 83.0 and 70.6 percent respectively. Females dominated in Health & Social Work, Other Community Activities, Financial Intermediaries and Hotels & Restaurants, with 68.7, 63.4, 62.9 and 61.9 percent respectively, see Table 1.4.

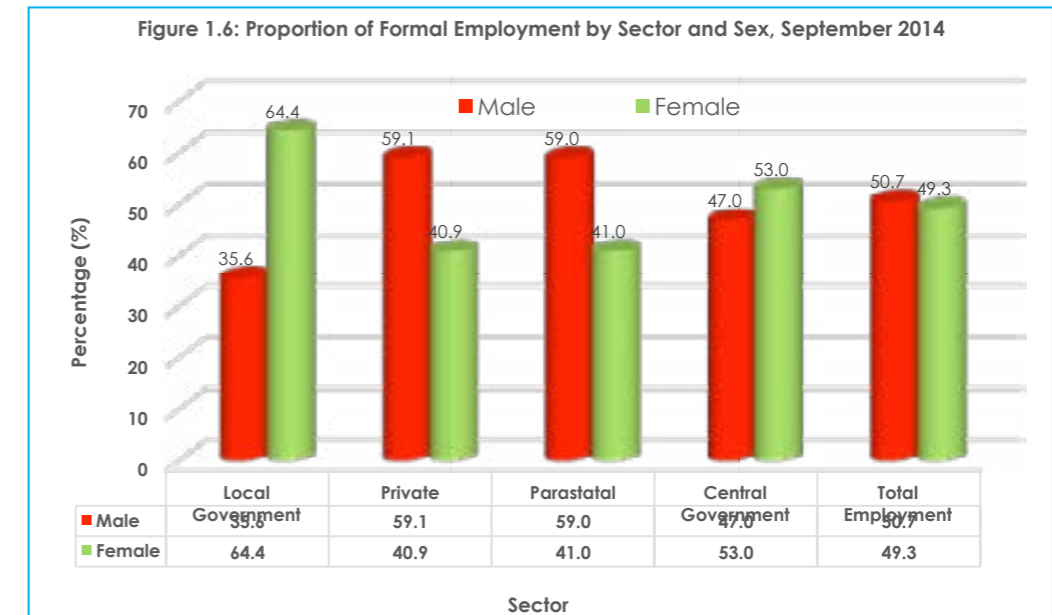


Table 1.1: Estimated Number of Paid Employees by Sector and Economic Activity, 2011 – 2014

| SECTOR/ ECONOMIC ACTIVITY         | Sep 2009       | Dec 2009       | Mar 2010       | Jun 2010       | Sep 2010       | Dec 2010       | Mar 2011       | Jun 2011       | Mar 2012       | Jun 2012       | Sep 2012       | Dec 2012       | Sep 2013       | Sep 2014       |
|-----------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Agriculture                       | 6,200          | 6,200          | 6,200          | 6,300          | 6,400          | 6,500          | 6,500          | 6,500          | 6,600          | 6,600          | 6,500          | 6,300          | 6,500          | 6,500          |
| Mining & Quarrying                | 10,600         | 10,700         | 10,800         | 11,000         | 11,300         | 11,600         | 11,700         | 12,200         | 11,900         | 12,100         | 11,800         | 12,000         | 12,100         | 12,500         |
| Manufacturing                     | 35,800         | 35,800         | 35,900         | 36,300         | 36,400         | 36,500         | 36,500         | 36,600         | 36,700         | 36,800         | 36,800         | 37,000         | 37,100         | 37,000         |
| Water & Electricity               | 3,100          | 3,100          | 3,400          | 3,700          | 3,800          | 3,900          | 4,000          | 4,100          | 3,900          | 4,000          | 4,100          | 4,400          | 4,600          | 4,700          |
| Construction                      | 22,700         | 22,700         | 22,900         | 23,100         | 23,200         | 23,200         | 23,300         | 23,300         | 23,400         | 23,400         | 23,700         | 23,700         | 23,700         | 23,600         |
| Wholesale & Retail Trade          | 46,600         | 47,000         | 47,000         | 47,000         | 47,100         | 47,300         | 47,400         | 47,400         | 47,800         | 48,000         | 47,500         | 47,700         | 48,500         | 48,700         |
| Hotels & Restaurants              | 16,700         | 16,800         | 16,800         | 16,900         | 17,000         | 17,100         | 17,100         | 17,200         | 17,600         | 17,600         | 17,300         | 17,600         | 17,600         | 17,800         |
| Transport & Communication         | 12,600         | 12,600         | 12,700         | 12,700         | 12,700         | 12,800         | 12,900         | 13,000         | 13,000         | 13,000         | 13,100         | 13,400         | 13,300         | 13,400         |
| Financial Intermediaries          | 8,200          | 8,200          | 8,200          | 8,300          | 8,400          | 8,500          | 8,500          | 8,600          | 8,400          | 8,400          | 8,800          | 9,100          | 8,900          | 9,000          |
| Real Estate & Business Activities | 18,400         | 18,600         | 18,700         | 18,700         | 18,800         | 18,800         | 18,900         | 18,900         | 19,400         | 19,400         | 19,000         | 19,100         | 19,100         | 19,300         |
| Education                         | 9,900          | 9,800          | 9,800          | 9,900          | 10,000         | 9,900          | 10,000         | 10,100         | 10,400         | 10,400         | 10,100         | 10,200         | 10,100         | 10,300         |
| Health & Social Work              | 2,800          | 2,800          | 2,800          | 2,900          | 2,900          | 2,900          | 2,900          | 2,900          | 2,900          | 3,000          | 3,000          | 3,000          | 3,000          | 3,100          |
| Other Community Activities        | 3,900          | 3,900          | 4,000          | 4,100          | 4,100          | 4,100          | 4,200          | 4,200          | 4,100          | 4,100          | 4,200          | 4,200          | 4,300          | 4,200          |
| <b>Private &amp; Parastatal</b>   | <b>197,300</b> | <b>198,200</b> | <b>199,100</b> | <b>200,900</b> | <b>201,900</b> | <b>203,000</b> | <b>203,800</b> | <b>205,000</b> | <b>206,100</b> | <b>206,500</b> | <b>206,000</b> | <b>207,500</b> | <b>208,700</b> | <b>210,200</b> |
| Private                           | 182,200        | 183,000        | 183,400        | 184,700        | 185,700        | 186,200        | 186,200        | 188,000        | 188,700        | 189,100        | 188,500        | 189,900        | 189,900        | 191,400        |
| Parastatal                        | 15,100         | 15,200         | 15,700         | 16,200         | 16,200         | 16,700         | 16,700         | 17,000         | 17,300         | 17,400         | 17,500         | 17,600         | 18,800         | 18,800         |
| <b>Central Government</b>         | <b>97,600</b>  | <b>99,600</b>  | <b>100,100</b> | <b>100,500</b> | <b>102,000</b> | <b>102,400</b> | <b>103,100</b> | <b>101,900</b> | <b>103,800</b> | <b>104,100</b> | <b>104,900</b> | <b>104,700</b> | <b>104,500</b> | <b>104,300</b> |
| <b>Local Government</b>           | <b>67,000</b>  | <b>60,200</b>  | <b>62,000</b>  | <b>60,800</b>  | <b>70,100</b>  | <b>73,400</b>  | <b>72,000</b>  | <b>80,600</b>  | <b>72,800</b>  | <b>75,956</b>  | <b>78,700</b>  | <b>81,000</b>  | <b>86,300</b>  | <b>90,000</b>  |
| Ipelegeng Program                 | 38,200         | 31,200         | 33,000         | 31,800         | 41,300         | 45,100         | 43,700         | 52,300         | 46,400         | 50,200         | 52,600         | 56,000         | 60,600         | 64,400         |
| Local Gov. Excl. Ipelegeng        | 28,800         | 29,000         | 29,100         | 29,000         | 28,800         | 28,300         | 28,400         | 28,300         | 26,400         | 25,800         | 26,100         | 25,000         | 25,600         | 25,600         |
| <b>All Sectors</b>                | <b>362,000</b> | <b>357,900</b> | <b>361,300</b> | <b>362,100</b> | <b>373,900</b> | <b>378,800</b> | <b>378,900</b> | <b>387,400</b> | <b>382,700</b> | <b>386,600</b> | <b>389,700</b> | <b>393,200</b> | <b>399,500</b> | <b>404,500</b> |

Notes: (1) Excludes working proprietors and unpaid family workers  
 (2) All figures are rounded to the nearest 100 - including the sub-totals and totals. Because of this, numbers do not always add up to the stated totals.  
 (3) Central Government figures excludes Botswana Defence Force (BDF)

Table 1.2: Estimated Number of Paid Employees by Sector and Economic Activity - Percentage Distribution, 2011 - 2014

| SECTOR/ ECONOMIC ACTIVITY         | Sep 2009    | Dec 2009    | Mar 2010    | Jun 2010    | Sep 2010    | Dec 2010    | Mar 2011    | Jun 2011    | Mar 2012    | Jun 2012    | Sep 2012    | Dec 2012    | Sep 2013    | Sep 2014    |
|-----------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Agriculture                       | 1.7         | 1.8         | 1.7         | 1.7         | 1.7         | 1.7         | 1.7         | 1.7         | 1.7         | 1.7         | 1.7         | 1.6         | 1.6         | 1.6         |
| Mining & Quarrying                | 2.9         | 3.1         | 3.0         | 3.0         | 3.0         | 3.1         | 3.1         | 3.1         | 3.1         | 3.1         | 3.0         | 3.1         | 3.0         | 3.1         |
| Manufacturing                     | 9.9         | 10.5        | 9.9         | 10.0        | 9.7         | 9.6         | 9.6         | 9.4         | 9.6         | 9.5         | 9.5         | 9.4         | 9.3         | 9.1         |
| Water & Electricity               | 0.8         | 0.9         | 0.9         | 1.0         | 1.0         | 1.0         | 1.1         | 1.1         | 1.0         | 1.0         | 1.1         | 1.1         | 1.2         | 1.2         |
| Construction                      | 6.3         | 6.7         | 6.3         | 6.3         | 6.2         | 6.1         | 6.1         | 6.0         | 6.1         | 6.1         | 6.1         | 6.0         | 5.9         | 5.8         |
| Wholesale & Retail Trade          | 12.9        | 13.8        | 13.0        | 13.0        | 12.6        | 12.5        | 12.5        | 12.2        | 12.5        | 12.4        | 12.2        | 12.1        | 12.1        | 12.0        |
| Hotels & Restaurants              | 4.6         | 4.9         | 4.7         | 4.7         | 4.5         | 4.5         | 4.5         | 4.4         | 4.6         | 4.5         | 4.4         | 4.5         | 4.4         | 4.4         |
| Transport & Communication         | 3.5         | 3.7         | 3.5         | 3.5         | 3.4         | 3.4         | 3.4         | 3.4         | 3.4         | 3.4         | 3.4         | 3.4         | 3.3         | 3.3         |
| Financial Intermediaries          | 2.3         | 2.4         | 2.3         | 2.3         | 2.2         | 2.2         | 2.2         | 2.2         | 2.2         | 2.2         | 2.3         | 2.3         | 2.2         | 2.2         |
| Real Estate & Business Activities | 5.1         | 5.5         | 5.2         | 5.2         | 5.0         | 5.0         | 5.0         | 4.9         | 5.1         | 5.0         | 4.9         | 4.8         | 4.8         | 4.8         |
| Education                         | 2.7         | 2.9         | 2.7         | 2.7         | 2.7         | 2.6         | 2.6         | 2.6         | 2.7         | 2.7         | 2.6         | 2.6         | 2.5         | 2.5         |
| Health & Social Work              | 0.8         | 0.8         | 0.8         | 0.8         | 0.8         | 0.8         | 0.8         | 0.7         | 0.7         | 0.8         | 0.8         | 0.8         | 0.8         | 0.8         |
| Other Community Activities        | 1.1         | 1.2         | 1.1         | 1.1         | 1.1         | 1.1         | 1.1         | 1.1         | 1.1         | 1.1         | 1.1         | 1.1         | 1.1         | 1.0         |
| <b>Private &amp; Parastatal</b>   | <b>54.5</b> | <b>58.3</b> | <b>55.1</b> | <b>55.5</b> | <b>54.0</b> | <b>53.6</b> | <b>53.8</b> | <b>52.9</b> | <b>53.9</b> | <b>53.4</b> | <b>52.9</b> | <b>52.8</b> | <b>52.2</b> | <b>52.0</b> |
| Private                           | 50.3        | 53.8        | 50.8        | 51.0        | 49.7        | 49.2        | 49.1        | 48.5        | 49.3        | 48.9        | 48.4        | 48.3        | 47.5        | 47.3        |
| Parastatal                        | 4.2         | 4.5         | 4.3         | 4.5         | 4.3         | 4.4         | 4.4         | 4.4         | 4.5         | 4.5         | 4.5         | 4.5         | 4.7         | 4.6         |
| <b>Central Government</b>         | <b>27.0</b> | <b>29.3</b> | <b>27.7</b> | <b>27.8</b> | <b>27.3</b> | <b>27.0</b> | <b>27.2</b> | <b>26.3</b> | <b>27.1</b> | <b>26.9</b> | <b>26.9</b> | <b>26.6</b> | <b>26.2</b> | <b>25.8</b> |
| <b>Local Government</b>           | <b>18.5</b> | <b>16.8</b> | <b>17.2</b> | <b>16.8</b> | <b>18.7</b> | <b>19.4</b> | <b>19.0</b> | <b>20.8</b> | <b>19.0</b> | <b>19.6</b> | <b>20.2</b> | <b>20.6</b> | <b>21.6</b> | <b>22.2</b> |
| Ipelegeng Program                 | 10.5        | 8.7         | 9.1         | 8.8         | 11.0        | 11.9        | 11.5        | 13.5        | 12.1        | 13.0        | 13.5        | 14.2        | 15.2        | 15.9        |
| Local Gov. Excl. Ipelegeng        | 8.0         | 8.1         | 8.1         | 8.0         | 7.7         | 7.5         | 7.5         | 7.3         | 6.9         | 6.7         | 6.7         | 6.4         | 6.4         | 6.3         |
| <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>  | <b>100</b>  | <b>100</b>  | <b>100</b>  | <b>100</b>  |

**Table 1.3: Estimated Number of Paid Employees by Sector and Economic Activity-Annual Percentage Changes**

| SECTOR/ ECONOMIC ACTIVITY         | Sep         | Mar           | Jun           | Sep        | Dec         | Mar         | Jun         | Mar        | Jun          | Sep          | Dec        | Sep          | Sep          |
|-----------------------------------|-------------|---------------|---------------|------------|-------------|-------------|-------------|------------|--------------|--------------|------------|--------------|--------------|
|                                   | 2009        | 2010          | 2010          | 2010       | 2010        | 2011        | 2011        | 2012       | 2012         | 2012         | 2012       | 2013         | 2014         |
| Agriculture                       | 8.8         | 5.1           | 3.3           | 3.2        | 4.8         | 4.8         | 3.2         | 1.5        | 1.5          | (1.5)        | (4.5)      | 0.0          | 0.0          |
| Mining & Quarrying                | (8.6)       | 1.9           | 4.8           | 6.6        | 8.4         | 8.3         | 10.9        | 1.7        | (0.8)        | (0.8)        | (0.8)      | 2.5          | 3.3          |
| Manufacturing                     | (2.5)       | 0.6           | 1.7           | 1.7        | 2.0         | 1.7         | 0.8         | 0.5        | 0.5          | 0.3          | 0.5        | 0.8          | (0.3)        |
| Water & Electricity               | 10.7        | 10.3          | 27.6          | 22.6       | 25.8        | 25.0        | 10.8        | -2.5       | (2.4)        | 5.1          | 10.0       | 12.2         | 2.2          |
| Construction                      | 3.2         | 4.1           | 3.1           | 2.2        | 2.2         | 1.7         | 0.9         | 0.4        | 0.4          | 1.3          | 1.3        | 0.0          | (0.4)        |
| Wholesale & Retail Trade          | 2.4         | 2.6           | 1.7           | 1.1        | 0.6         | 0.9         | 0.9         | 0.8        | 1.3          | (0.6)        | (0.6)      | 2.1          | 0.4          |
| Hotels & Restaurants              | 6.4         | 4.3           | 3.0           | 1.8        | 1.8         | 1.8         | 1.8         | 2.9        | 2.3          | (1.8)        | 0.0        | 1.7          | 1.1          |
| Transport & Communication         | 1.6         | 1.6           | 0.8           | 0.8        | 1.6         | 1.6         | 2.4         | 0.8        | 0.0          | 0.8          | 3.1        | 1.5          | 0.8          |
| Financial Intermediaries          | 9.3         | 6.5           | 5.1           | 2.4        | 3.7         | 3.7         | 3.6         | -1.2       | (2.3)        | 4.8          | 8.3        | 1.1          | 1.1          |
| Real Estate & Business Activities | 2.8         | 2.2           | 1.6           | 2.2        | 1.1         | 1.1         | 1.1         | 2.6        | 2.6          | (2.1)        | (1.5)      | 0.5          | 1.0          |
| Education                         | 2.1         | 1.0           | 1.0           | 1.0        | 1.0         | 2.0         | 2.0         | 4          | 3.0          | (2.9)        | (1.9)      | 0.0          | 2.0          |
| Health & Social Work              | 21.7        | 12.0          | 11.5          | 3.6        | 3.6         | 3.6         | 0.0         | 0          | 3.4          | 3.4          | 0.0        | 0.0          | 3.3          |
| Other Community Activities        | 11.4        | 8.1           | 7.9           | 5.1        | 5.1         | 5.0         | 2.4         | -2.4       | (2.4)        | 2.4          | 2.4        | 2.4          | (2.3)        |
| <b>Private &amp; Parastatal</b>   | <b>2.1</b>  | <b>2.9</b>    | <b>3.0</b>    | <b>2.3</b> | <b>2.4</b>  | <b>2.4</b>  | <b>2.0</b>  | <b>1.1</b> | <b>0.8</b>   | <b>(0.1)</b> | <b>0.5</b> | <b>1.3</b>   | <b>0.7</b>   |
| Private                           | 1.9         | 2.5           | 2.6           | 1.9        | 1.7         | 1.5         | 1.8         | 1.3        | 0.6          | (0.1)        | 0.4        | 0.7          | 0.8          |
| Parastatal                        | 4.9         | 8.3           | 8.0           | 7.3        | 9.9         | 6.4         | 4.9         | 3.6        | 2.4          | 1.2          | 1.1        | 7.4          | 0.0          |
| <b>Central Government</b>         | <b>3.7</b>  | <b>4.1</b>    | <b>3.7</b>    | <b>4.5</b> | <b>2.8</b>  | <b>3.0</b>  | <b>1.4</b>  | <b>0.7</b> | <b>2.2</b>   | <b>1.1</b>   | <b>0.6</b> | <b>(0.4)</b> | <b>(0.2)</b> |
| <b>Local Government</b>           | <b>18.5</b> | <b>(34.7)</b> | <b>(37.9)</b> | <b>4.6</b> | <b>21.9</b> | <b>16.1</b> | <b>32.6</b> | <b>1.1</b> | <b>(5.8)</b> | <b>8.1</b>   | <b>6.6</b> | <b>9.7</b>   | <b>4.3</b>   |
| <b>All Sectors</b>                | <b>14.6</b> | <b>(6.1)</b>  | <b>(7.1)</b>  | <b>3.3</b> | <b>5.8</b>  | <b>4.9</b>  | <b>7.0</b>  | <b>1.0</b> | <b>(0.2)</b> | <b>1.8</b>   | <b>1.7</b> | <b>(1.9)</b> | <b>1.3</b>   |

Notes: Percentage changes for September 2012 & December are for six month  
() Negatives

**Table 1.4: Estimated Number of Paid Employees by Sector and Citizenship, September 2014**

| Industry   | Citizens       |                |                | Non-Citizens  |              |               | All Employees  |                |                | All Employees (%) |             |            |
|--|----------------|----------------|----------------|---------------|--------------|---------------|----------------|----------------|----------------|-------------------|-------------|------------|
|  | Male           | Female         | Total          | Male          | Female       | Total         | Male           | Female         | Total          | Male              | Female      | Total      |
| Agriculture  | 3,453          | 2,622          | 6,075          | 370           | 70           | 439           | 3,823          | 2,692          | 6,514          | 58.7              | 41.3        | 100        |
| Mining and Quarrying                                   | 10,752         | 1,413          | 12,165         | 364           | 18           | 382           | 11,116         | 1,431          | 12,547         | 88.6              | 11.4        | 100        |
| Manufacturing  | 20,366         | 14,354         | 34,720         | 1,841         | 486          | 2,327         | 22,207         | 14,840         | 37,047         | 59.9              | 40.1        | 100        |
| Electricity & Water                                    | 3,311          | 1,361          | 4,672          | 3             | 17           | 20            | 3,314          | 1,378          | 4,692          | 70.6              | 29.4        | 100        |
| Construction   | 17,051         | 3,577          | 20,628         | 2,574         | 430          | 3,004         | 19,625         | 4,007          | 23,632         | 83.0              | 17.0        | 100        |
| Wholesale & Retail Trade                               | 24,536         | 21,688         | 46,225         | 2,061         | 437          | 2,498         | 26,597         | 22,125         | 48,723         | 54.6              | 45.4        | 100        |
| Hotels & Restaurants                                   | 6,400          | 10,872         | 17,271         | 376           | 130          | 507           | 6,776          | 11,002         | 17,778         | 38.1              | 61.9        | 100        |
| Transport & Communication                              | 7,557          | 5,098          | 12,656         | 517           | 184          | 701           | 8,074          | 5,282          | 13,357         | 60.4              | 39.5        | 100        |
| Finance Intermediaries                                 | 3,220          | 5,643          | 8,853          | 125           | 35           | 160           | 3,345          | 5,678          | 9,023          | 37.1              | 62.9        | 100        |
| Real Estate & Business Activities                      | 11,543         | 6,682          | 18,225         | 755           | 298          | 1,052         | 12,298         | 6,980          | 19,277         | 63.8              | 36.2        | 100        |
| Education  | 3,311          | 4,824          | 8,135          | 1,172         | 963          | 2,135         | 4,483          | 5,787          | 10,270         | 43.7              | 56.3        | 100        |
| Health & Social Work                                   | 743            | 1,803          | 2,545          | 236           | 345          | 580           | 979            | 2,148          | 3,125          | 31.3              | 68.7        | 100        |
| Other Community Activities                             | 1,423          | 2,601          | 4,023          | 121           | 70           | 191           | 1,544          | 2,671          | 4,214          | 36.6              | 63.4        | 100        |
| <b>Private and Parastatal</b>                          | <b>113,666</b> | <b>82,538</b>  | <b>196,204</b> | <b>10,515</b> | <b>3,483</b> | <b>13,998</b> | <b>124,181</b> | <b>86,021</b>  | <b>210,202</b> | <b>59.1</b>       | <b>40.9</b> | <b>100</b> |
| Private  | 102,961        | 74,946         | 177,907        | 10,112        | 3,393        | 13,505        | 113,073        | 78,339         | 191,412        | 59.1              | 40.9        | 100        |
| Parastatal   | 10,705         | 7,592          | 18,297         | 403           | 90           | 493           | 11,108         | 7,682          | 18,790         | 59.1              | 40.9        | 100        |
| <b>Central Government</b>                              | <b>48,017</b>  | <b>54,839</b>  | <b>102,856</b> | <b>75</b>     | <b>486</b>   | <b>1,461</b>  | <b>48,992</b>  | <b>55,325</b>  | <b>104,317</b> | <b>47.0</b>       | <b>53.0</b> | <b>100</b> |
| <b>Local Government</b>                                | <b>31,935</b>  | <b>57,868</b>  | <b>89,803</b>  | <b>97</b>     | <b>55</b>    | <b>152</b>    | <b>32,032</b>  | <b>57,923</b>  | <b>89,955</b>  | <b>35.6</b>       | <b>64.4</b> | <b>100</b> |
| Ipelegeng Program                                      | 19,432         | 44,922         | 64,354         | -             | -            | -             | 19,432         | 44,922         | 64,354         | 30.2              | 69.8        | 100        |
| Local Gov. Excl. Ipelegeng                             | 12,503         | 12,946         | 25,449         | 97            | 55           | 152           | 12,600         | 13,001         | 25,601         | 49.2              | 50.8        | 100        |
| <b>All Sectors excl. Ipelegeng Programme employees</b> | <b>174,186</b> | <b>150,323</b> | <b>324,509</b> | <b>11,587</b> | <b>4,024</b> | <b>15,611</b> | <b>185,773</b> | <b>154,347</b> | <b>340,120</b> | <b>54.6</b>       | <b>45.4</b> | <b>100</b> |
| <b>All Sectors</b>                                     | <b>193,618</b> | <b>195,245</b> | <b>388,863</b> | <b>11,587</b> | <b>4,024</b> | <b>15,611</b> | <b>205,205</b> | <b>199,269</b> | <b>404,474</b> | <b>50.7</b>       | <b>49.3</b> | <b>100</b> |



**Table 1.5: Estimated Number of Paid Employees by Sector and Economic Activity, September 2014**

| Industry                          | Private        | Parastatal    | Central Govt. | Local Govt. | Total          |
|-----------------------------------|----------------|---------------|---------------|-------------|----------------|
| Agriculture                       | 6,471          | 52            | ...           | ...         | 6,514          |
| Mining & Quarrying                | 12,074         | ...           | ...           | ...         | 12,547         |
| Manufacturing                     | 35,775         | 1,291         | ...           | ...         | 37,047         |
| Water & Electricity               | 143            | 4,493         | ...           | ...         | 4,692          |
| Construction                      | 23,730         | ...           | ...           | ...         | 23,632         |
| Wholesale & Retail Trade          | 48,306         | 145           | ...           | ...         | 48,723         |
| Hotels & Restaurants              | 17,554         | ...           | ...           | ...         | 17,778         |
| Transport & Communication         | 9,590          | 3,737         | ...           | ...         | 13,357         |
| Financial Intermediaries          | 5,874          | 3,007         | ...           | ...         | 9,013          |
| Real Estate & Business Activities | 16,921         | 2,135         | ...           | ...         | 19,277         |
| Education                         | 6,456          | 3,691         | ...           | ...         | 10,270         |
| Health & Social Work              | 2,981          | 54            | ...           | ...         | 3,125          |
| Other Community Activities        | 4,020          | 233           | ...           | ...         | 4,214          |
| Central Government                | ...            | ...           | 104,317       | ...         | 104,317        |
| Local Government                  | ...            | ...           | ...           | 89,955      | 89,955         |
| <b>Total</b>                      | <b>191,399</b> | <b>18,790</b> |               |             | <b>404,461</b> |

**Table 1.6: Estimated Number of Paid Citizen Employees by Sex and Economic Activity, September 2013 & September 2014**

| Industry                          | 11-Mar         |                |                | 11-Jun         |                |                |
|-----------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|
|                                   | Male           | Female         | Total          | Male           | Female         | Total          |
| Agriculture                       | 3,666          | 2,857          | 6,523          | 3,453          | 2,622          | 6,075          |
| Mining and Quarrying              | 10,239         | 1,835          | 12,074         | 10,752         | 1,413          | 12,165         |
| Manufacturing                     | 22,599         | 14,468         | 37,066         | 20,366         | 14,354         | 34,720         |
| Water & Electricity               | 3,331          | 1,305          | 4,636          | 3,311          | 1,361          | 4,672          |
| Construction                      | 19,193         | 4,537          | 23,730         | 17,051         | 3,577          | 20,628         |
| Wholesale & Retail Trade          | 25,623         | 22,828         | 48,451         | 24,536         | 21,688         | 46,225         |
| Hotels & Restaurants              | 7,337          | 10,218         | 17,554         | 6,400          | 10,872         | 17,271         |
| Transport & Communication         | 7,668          | 5,659          | 13,327         | 7,557          | 5,098          | 12,656         |
| Financial Intermediaries          | 3,291          | 5,590          | 8,881          | 3,220          | 5,643          | 8,853          |
| Real Estate & Business Activities | 13,512         | 5,544          | 19,056         | 11,543         | 6,682          | 18,225         |
| Education                         | 4,554          | 5,593          | 10,147         | 3,311          | 4,824          | 8,135          |
| Health & Social Work              | 900            | 2,136          | 3,035          | 743            | 1,803          | 2,545          |
| Other Community Activities        | 1,521          | 2,732          | 4,253          | 1,423          | 2,601          | 4,023          |
| <b>Private &amp; Parastatal</b>   | <b>123,432</b> | <b>85,301</b>  | <b>208,732</b> | <b>113,666</b> | <b>82,538</b>  | <b>196,193</b> |
| Private                           | 112,352        | 77,543         | 189,894        | 102,961        | 74,946         | 177,896        |
| Parastatal                        | 11,080         | 7,758          | 18,838         | 10,705         | 7,592          | 18,297         |
| <b>Central Government</b>         | <b>49,097</b>  | <b>55,444</b>  | <b>104,541</b> | <b>48,017</b>  | <b>54,839</b>  | <b>102,856</b> |
| <b>Local Government</b>           | <b>54,696</b>  | <b>31,561</b>  | <b>86,257</b>  | <b>31,935</b>  | <b>57,868</b>  | <b>89,803</b>  |
| Ipelegeng Program                 | 42,424         | 18,199         | 60,623         | 19,432         | 44,922         | 64,354         |
| Local Gov. Excl. Ipelegeng        | 12,272         | 13,362         | 25,634         | 12,503         | 12,946         | 25,449         |
| <b>All Sectors</b>                | <b>227,225</b> | <b>172,306</b> | <b>399,530</b> | <b>193,618</b> | <b>195,245</b> | <b>388,863</b> |

**Table 1.7: Employment in Manufacturing Industry, September 2014**

| Industry   | Citizens      |               |               | Non-Citizens |            |              | All Employees |               |               |
|--|---------------|---------------|---------------|--------------|------------|--------------|---------------|---------------|---------------|
|  | Male          | Female        | Total         | Male         | Female     | Total        | Male          | Female        | Total         |
| Meat and meat Products   | 1,398         | 432           | 1,829         | 25           | -          | 25           | 1,423         | 432           | 1,854         |
| Dairy Products   | 254           | 145           | 399           | 11           | 1          | 12           | 265           | 146           | 411           |
| Grain mill Products Includes maize, sorghum, millet etc. Human & animal feeds        | 519           | 463           | 982           | 20           | 1          | 21           | 539           | 464           | 1,003         |
| Bakery Products  | 506           | 528           | 1,034         | 11           | -          | 11           | 517           | 528           | 1,045         |
| Other foods Products not elsewhere Classified (e.g. Chocolates, Sweets)              | 434           | 328           | 762           | 10           | 5          | 15           | 444           | 333           | 777           |
| Beverages (Beer including Traditional Beer, Soft Drinks, etc.)                       | 827           | 320           | 1,147         | 7            | 1          | 8            | 834           | 321           | 1,155         |
| Textiles (exc. Clothing) including Preparation of textile fibres, synthetic material | 680           | 982           | 1,663         | 270          | 124        | 394          | 950           | 1,106         | 2,056         |
| Clothing and Other Wearing Apparel (incl. Leather)                                   | 302           | 3,163         | 3,465         | 157          | 50         | 207          | 460           | 3,213         | 3,672         |
| Tanning and Leather products   | 588           | 466           | 1,054         | -            | 25         | 25           | 588           | 490           | 1,078         |
| Wood and Wood Products excluding furniture but including building materials          | 1,538         | 763           | 2,302         | 157          | 1          | 158          | 1,696         | 764           | 2,460         |
| Paper and paper products   | 85            | 108           | 193           | 8            | -          | 8            | 93            | 108           | 201           |
| Printing and publishing  | 673           | 701           | 1,374         | 65           | 6          | 71           | 738           | 707           | 1,445         |
| Chemical and chemical products   | 1,098         | 567           | 1,665         | 61           | 24         | 86           | 1,160         | 591           | 1,751         |
| Rubber and plastic products  | 240           | 221           | 461           | 26           | 1          | 27           | 266           | 222           | 488           |
| Cement Manufacturing   | 46            | 9             | 55            | 2            | -          | 2            | 48            | 9             | 57            |
| Non-Metallic mineral products excluding cement but including glass, ceramic          | 2,979         | 1,010         | 3,989         | 207          | 25         | 232          | 3,186         | 1,035         | 4,221         |
| Basic Metals   | 18            | 5             | 23            | 2            | 2          | 4            | 20            | 7             | 27            |
| Fabricated metal products  | 2,336         | 1,029         | 3,365         | 125          | 12         | 137          | 2,460         | 1,041         | 3,501         |
| Machinery and equipment incl. Refrigerators and other domestic equipment             | 628           | 394           | 1,022         | 201          | 59         | 259          | 829           | 453           | 1,281         |
| Office ,accounting and computing machinery   | 396           | 283           | 679           | 85           | 28         | 113          | 481           | 311           | 792           |
| Electrical machinery and apparatus   | 228           | 130           | 358           | 65           | 33         | 98           | 293           | 163           | 456           |
| Radio, television and communication equipment and apparatus                          | 16            | 5             | 21            | 1            | 1          | 2            | 17            | 6             | 23            |
| Medical, precision, optical instruments  | 8             | 4             | 12            | -            | -          | -            | 8             | 4             | 12            |
| Motor Vehicles, trailers   | 67            | 17            | 84            | 9            | 1          | 10           | 76            | 18            | 94            |
| Other transport equipment e.g. ships, boats, railway locomotives                     | 2,735         | 533           | 3,268         | 105          | 50         | 154          | 2,840         | 583           | 3,423         |
| Furniture (all types including wood)   | 1,432         | 652           | 2,085         | 101          | 31         | 131          | 1,533         | 683           | 2,216         |
| Manufacturing of jewellery   | 99            | 591           | 690           | 98           | 4          | 102          | 197           | 595           | 792           |
| Manufacturing of other products not elsewhere  | 200           | 503           | 703           | 8            | 3          | 11           | 208           | 506           | 714           |
| Recycling Processing of Metal & Non Metal Waste                                      | 34            | 3             | 37            | 4            | -          | 4            | 38            | 3             | 41            |
| <b>Total</b>   | <b>20,366</b> | <b>14,354</b> | <b>34,720</b> | <b>1,841</b> | <b>486</b> | <b>2,327</b> | <b>22,207</b> | <b>14,840</b> | <b>37,047</b> |

**CHAPTER 2**

**FORMAL NON-CITIZEN EMPLOYMENT**

Formal non-citizen employment estimates are mainly obtained in two ways, first as a result of information from employment surveys conducted yearly during March, June, September and December, secondly from processing of work-permits from the Ministry of Labour and Home Affairs.

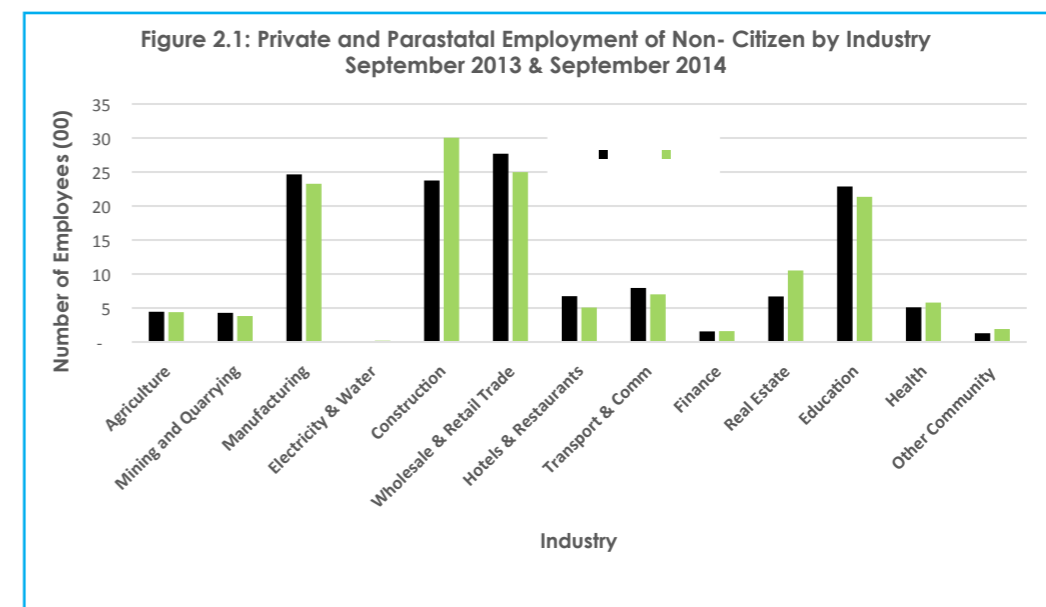
**2.1 Non-Citizen Employment from Employment Surveys**

Estimated number of paid non-citizen employees, by gender, sector and industry is presented in Table 2.1. Between the years 2011 to 2013, there was a decline in non-citizen employment from 17,410 to 15,334 before increasing slightly between September 2013 from 15,334 to 15,609 in September 2014. This was a modest increase of only 275 persons (1.8%) over the period of twelve months.

Private & Parastatal employment of non-citizens decreased from 15,366 employees in June 2011 to 13,996 employees during September 2014, a decrease of 1,370 persons (8.9 percent). Private sector employment contributed more to the decline, as it recorded a decrease of 1,476 employees (9.9 percent), from 14,979 in 2011 employees to 13,503 employees in September 2014. For this same period, Parastatals experienced an increase in non-citizen employment from 412 to 493 persons, an increase of 19.7 percent. Between 2013 & 2014, there was slight increase in Private & Parastatal employment, from 13,713 to 13,996; an increase of 283 persons (2.1 percent).

On the other hand, Central and Local Government recorded a decrease in non-citizen employment. Local government decreased by 162 persons (51.6 percent), from 374 persons in June 2011 to 152 in September 2014. Central Government non-citizen employment decreased by 15.5 percent from 1,730 persons in June 2011 to 1,461 persons in September 2014.

A comparison of Private and Parastatal employment by Industry for Non-Citizens is shown in Figure 2.1 for September 2013 and September 2014. The results show that Construction, Real Estate & others industries recorded increases in employment over a period of twelve months while, Manufacturing and Wholesale & Retail Trade and others recorded a decline in employment.



## 2.2 Work Permit Holders

Data on work permit holders is derived from databases compiled from copies of approved work permits applications. The Department of Labour and Social Security issues work-permits, copies of approved work permits are then sent to the Labour Statistics Unit at Statistics Botswana for processing.

### 2.2.1 Work-Permit holders as at December 2014

Information on work-permit holders is of interest for monitoring and evaluation of manpower projections and for other business planning purposes. Data on work permit holders over an extended period gives an indication of whether the idea of localization is being achieved or not. It is of interest to know whether the number of work permit holders is decreasing or not over time. Presentation of work permit holders by occupation and industry gives an indication of jobs currently held by non-citizens or jobs in need of expatriate recruitment, and as a result, areas where there is need for training in preparation for localization.

Work permit holders by nationality are shown in Tables 2.2 and 2.3. The number of Work permit Holders increased by 3,478 (22.3 percent) from 15,602 in 2008 to 19,080 persons in 2009. However from the year 2010 to 2014, the total number of work permits started declining. Total work permits decreased significantly from 17,286 in 2010 to 6,516 in 2014.

Work permit holders by nationality between 2013 & 2014, showed that majority of work permit holders as at end of December 2013 were Zimbabweans, followed by Chinese and South Africans (3,707, 2,772 & 1,371 respectively) while in 2014, majority were still the Zimbabweans with 2,363, followed by South Africans with 1,172 and Chinese with 783.

Table 2.3 shows that in the Employees category, Agriculture dominates other industries in employing non-citizens, followed by Education and the industry with the least employees being Private households (1,178, 440 & 21 respectively). For self-employment, Wholesale & Retail is the highest with 824, followed by Real Estate with 477.

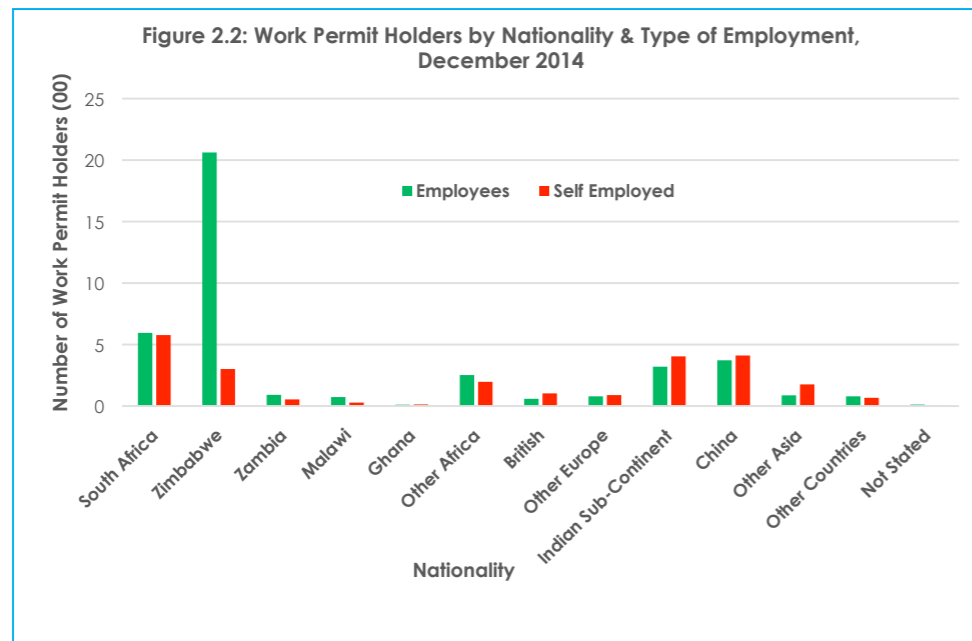


Table 2.4 presents the age distribution of work permits holders as at end of December 2014. In almost all age groups, males dominated females. Work-permit holders for employees were concentrated mostly in the ages ranging from 30 to 44 years. Age group 35 – 39 is the highest with 793, followed by 40 – 44 with 780 and 30 – 34 with 723. However for self-employment majority of permit holders were concentrated in ages ranging from 40 – 49 years.

Industry distribution for employees and self-employed permit holders as at end of December 2014 is shown in Table 2.5. In overall, Agriculture constituted majority of total work permit holders (1,322), followed by Construction (1,185) and Wholesale & Retail Trade (944); 20.3, 18.2 & 14.5 percent respectively.

Table 2.6 and Table 2.8 show Occupational groups for new and renewed work permits for employees only. The results show that overall, the majority of work permit holders, for both new & renewed permits is dominated by elementary occupation with 27.4%.

### 2.2.2 Work-permit holders as at the end of December 2013 and December 2014

Comparison of work-permit holders, as at the end of the years 2013 and 2014, is given in Tables 2.7, 2.8 2.9 and 2.10. Overall, there was a decrease of total work permits (from 7,209 in 2013 to 6,516 in 2014), a decrease of 9.6 percent.

Zimbabweans work permit holders decreased from 2,774 in December 2013 to 2,363 in December 2014, while for Chinese, it dropped from 1,261 to 783 in 2013 & 2014 respectively.

**Table 2.1: Estimated Number of Non – Citizens by Economic Activity & Sex, June 2011 – September 2014**

| Industry                        | Mar 2011      |              |               | Jun 2011      |              |               | Sep 2012      |              |               | Sep 2013      |              |               |
|---------------------------------|---------------|--------------|---------------|---------------|--------------|---------------|---------------|--------------|---------------|---------------|--------------|---------------|
|                                 | Male          | Female       | Total         | Male          | Female       | Total         | Male          | Female       | Total         | Male          | Female       | Total         |
| Agriculture                     | 507           | 173          | 680           | 639           | 214          | 853           | 302           | 144          | 445           | 370           | 70           | 439           |
| Mining and Quarrying            | 342           | 36           | 378           | 312           | 34           | 346           | 402           | 27           | 429           | 364           | 18           | 382           |
| Manufacturing                   | 2,121         | 766          | 2,887         | 2,018         | 368          | 2,385         | 1,899         | 566          | 2,465         | 1,841         | 486          | 2,327         |
| Water and Electricity           | 11            | -            | 11            | 8             | 10           | 18            | 9             | -            | 9             | 3             | 17           | 20            |
| Construction                    | 1,716         | 243          | 1,958         | 1,706         | 237          | 1,943         | 2,194         | 181          | 2,375         | 2,574         | 430          | 3,004         |
| Wholesale & Retail Trade        | 2,200         | 524          | 2,724         | 2,388         | 638          | 3,026         | 2,295         | 474          | 2,769         | 2,061         | 437          | 2,498         |
| Hotels & Restaurants            | 794           | 349          | 1,144         | 503           | 187          | 690           | 514           | 161          | 674           | 376           | 130          | 507           |
| Transport & Communication       | 726           | 288          | 1,014         | 722           | 305          | 1,027         | 569           | 226          | 795           | 517           | 184          | 701           |
| Financial Intermediaries        | 138           | 35           | 173           | 136           | 29           | 165           | 126           | 30           | 156           | 125           | 35           | 160           |
| Real Estate                     | 828           | 249          | 1,077         | 735           | 171          | 906           | 500           | 170          | 670           | 755           | 298          | 1,052         |
| Education                       | 1,350         | 1,200        | 2,550         | 1,188         | 977          | 2,165         | 1,341         | 946          | 2,287         | 1,172         | 963          | 2,135         |
| Health & Social Work            | 234           | 229          | 463           | 252           | 282          | 535           | 187           | 324          | 510           | 236           | 345          | 580           |
| Other Community Services        | 191           | 116          | 307           | 175           | 108          | 283           | 88            | 41           | 129           | 121           | 70           | 191           |
| <b>Private &amp; Parastatal</b> | <b>11,158</b> | <b>4,208</b> | <b>15,366</b> | <b>10,782</b> | <b>3,560</b> | <b>14,342</b> | <b>10,425</b> | <b>3,289</b> | <b>13,713</b> | <b>10,515</b> | <b>3,483</b> | <b>13,996</b> |
| Private                         | 10,805        | 4,175        | 14,979        | 10,436        | 3,501        | 13,937        | 10,029        | 3,206        | 13,234        | 10,112        | 3,393        | 13,503        |
| Parastatal                      | 353           | 59           | 412           | 346           | 59           | 405           | 396           | 83           | 479           | 403           | 90           | 493           |
| <b>Central Government</b>       | <b>1,134</b>  | <b>596</b>   | <b>1,730</b>  | <b>509</b>    | <b>988</b>   | <b>1,497</b>  | <b>977</b>    | <b>487</b>   | <b>1,464</b>  | <b>975</b>    | <b>486</b>   | <b>1,461</b>  |
| <b>Local Government</b>         | <b>174</b>    | <b>140</b>   | <b>314</b>    | <b>115</b>    | <b>79</b>    | <b>194</b>    | <b>92</b>     | <b>65</b>    | <b>157</b>    | <b>97</b>     | <b>55</b>    | <b>152</b>    |
| <b>All Sectors</b>              | <b>12,466</b> | <b>4,944</b> | <b>17,410</b> | <b>11,406</b> | <b>4,627</b> | <b>16,033</b> | <b>11,494</b> | <b>3,841</b> | <b>15,334</b> | <b>11,587</b> | <b>4,024</b> | <b>15,609</b> |

**Table 2.2: Total Work Permit Holders by Nationality, 2008 - 2014**

| Nationality         | 2008          | 2009          | 2010          | 2011          | 2012          | 2013         | 2014         |
|---------------------|---------------|---------------|---------------|---------------|---------------|--------------|--------------|
| South Africans      | 1,473         | 1,711         | 1,787         | 1,795         | 1,324         | 1,334        | 1,172        |
| Zimbabweans         | 6,947         | 8,779         | 7,506         | 5,419         | 3,823         | 2,774        | 2,363        |
| Zambians            | 465           | 508           | 452           | 476           | 343           | 179          | 145          |
| Malawians           | 181           | 230           | 206           | 197           | 156           | 98           | 101          |
| Ghanaians           | 76            | 79            | -             | 53            | 42            | 25           | 24           |
| Other Africans      | 1,067         | 1,263         | 1,101         | 943           | 683           | 416          | 449          |
| British             | 271           | 282           | 265           | 279           | 201           | 153          | 162          |
| Other Europeans     | 227           | 242           | 195           | 282           | 222           | 174          | 168          |
| Indians             | 1,509         | 1,657         | 1,339         | 1,194         | 890           | 581          | 724          |
| Chinese             | 2,141         | 3,005         | 3,280         | 3,827         | 2,676         | 1,261        | 783          |
| Other Asians        | 1,110         | 1,194         | 958           | 844           | 524           | 280          | 263          |
| Other Nationalities | 123           | 121           | 197           | 216           | 176           | 130          | 146          |
| Not stated          | 12            | 9             | -             | 4             | 2             | 4            | 16           |
| <b>Total</b>        | <b>15,602</b> | <b>19,080</b> | <b>17,286</b> | <b>15,529</b> | <b>11,062</b> | <b>7,209</b> | <b>6,516</b> |

**Table 2.3: Total Work Permit Holders by Industry and Type, December 2014**

| Industry                         | Employees    |             |              | Self-employees |             |              | Overall      |              |              |
|----------------------------------|--------------|-------------|--------------|----------------|-------------|--------------|--------------|--------------|--------------|
|                                  | Male         | Female      | Total        | Male           | Female      | Total        | Male         | Female       | Total        |
| Agriculture                      | 835          | 343         | 1,178        | 113            | 31          | 144          | 948          | 374          | 1,322        |
| Mining and Quarrying             | 91           | 4           | 95           | 9              | 0           | 9            | 100          | 4            | 104          |
| Manufacturing                    | 260          | 40          | 300          | 161            | 65          | 226          | 421          | 105          | 526          |
| Electricity & Water              | 29           | 1           | 30           | 10             | 10          | 20           | 39           | 11           | 50           |
| Construction                     | 885          | 26          | 911          | 237            | 37          | 274          | 1,122        | 63           | 1,185        |
| Wholesale & Retail Trade         | 113          | 7           | 120          | 604            | 220         | 824          | 717          | 227          | 944          |
| Hotels & Restaurants             | 77           | 51          | 128          | 58             | 30          | 88           | 135          | 81           | 216          |
| Transport & Community            | 198          | 34          | 232          | 95             | 42          | 137          | 293          | 76           | 369          |
| Finance                          | 49           | 9           | 58           | 17             | 7           | 24           | 66           | 16           | 82           |
| Real Estate                      | 179          | 37          | 216          | 318            | 159         | 477          | 497          | 196          | 693          |
| Education                        | 241          | 199         | 440          | 16             | 20          | 36           | 257          | 219          | 476          |
| Health                           | 79           | 61          | 140          | 56             | 31          | 87           | 135          | 92           | 227          |
| Other Community                  | 121          | 41          | 162          | 37             | 27          | 64           | 158          | 68           | 226          |
| Private Households               | 1            | 20          | 21           | -              | -           | -            | 1            | 20           | 21           |
| Foreign Mission                  | 40           | 21          | 61           | 9              | 5           | 14           | 49           | 26           | 75           |
| <b>Total</b>                     | <b>3,198</b> | <b>894</b>  | <b>4,092</b> | <b>1,740</b>   | <b>684</b>  | <b>2,424</b> | <b>4,938</b> | <b>1,578</b> | <b>6,516</b> |
| <b>Percentage (%) of Overall</b> | <b>49.1</b>  | <b>13.7</b> | <b>62.8</b>  | <b>26.7</b>    | <b>10.5</b> | <b>37.2</b>  | <b>75.8</b>  | <b>24.2</b>  | <b>100</b>   |

**Table 2.4: Total Work Permit Holders by Age Group and Type of Permit, December 2014**

| Age Group (Years)                | Employees    |             |              | Self -Employees |             |              | Overall      |              |              |
|----------------------------------|--------------|-------------|--------------|-----------------|-------------|--------------|--------------|--------------|--------------|
|                                  | Male         | Female      | Total        | Male            | Female      | Total        | Male         | Female       | Total        |
| <25                              | 36           | 11          | 47           | 20              | 11          | 31           | 56           | 22           | 78           |
| 25-29                            | 247          | 90          | 337          | 142             | 53          | 195          | 389          | 143          | 532          |
| 30-34                            | 555          | 168         | 723          | 205             | 96          | 301          | 760          | 264          | 1024         |
| 35-39                            | 613          | 180         | 793          | 241             | 115         | 356          | 854          | 295          | 1149         |
| 40-44                            | 569          | 211         | 780          | 316             | 119         | 435          | 885          | 330          | 1215         |
| 45-49                            | 480          | 104         | 584          | 281             | 102         | 383          | 761          | 206          | 967          |
| 50-54                            | 294          | 67          | 361          | 196             | 74          | 270          | 490          | 141          | 631          |
| 55-59                            | 183          | 35          | 218          | 132             | 55          | 187          | 315          | 90           | 405          |
| 60-64                            | 133          | 19          | 152          | 100             | 35          | 135          | 233          | 54           | 287          |
| 65-69                            | 52           | 4           | 56           | 64              | 17          | 81           | 116          | 21           | 137          |
| 70+                              | 23           | 2           | 25           | 43              | 7           | 50           | 66           | 9            | 75           |
| Not Stated                       | 13           | 3           | 16           | -               | -           | -            | 13           | 3            | 16           |
| <b>Total</b>                     | <b>3,198</b> | <b>894</b>  | <b>4,092</b> | <b>1,740</b>    | <b>684</b>  | <b>2,424</b> | <b>4,938</b> | <b>1,578</b> | <b>6,516</b> |
| <b>Percentage (%) of Overall</b> | <b>49.1</b>  | <b>13.7</b> | <b>62.8</b>  | <b>26.7</b>     | <b>10.5</b> | <b>37.2</b>  | <b>75.8</b>  | <b>24.2</b>  | <b>100</b>   |

**Table 2.5: Total Work Permit Holders by Industry and type of Permit, December 2014**

| Industry                         | Employees    |             |              | Self -Employees |             |              | Overall      |              |              |
|----------------------------------|--------------|-------------|--------------|-----------------|-------------|--------------|--------------|--------------|--------------|
|                                  | Male         | Female      | Total        | Male            | Female      | Total        | Male         | Female       | Total        |
| Agriculture                      | 835          | 343         | 1,178        | 113             | 31          | 144          | 948          | 374          | 1,322        |
| Mining and Quarrying             | 91           | 4           | 95           | 9               | 0           | 9            | 100          | 4            | 104          |
| Manufacturing                    | 260          | 40          | 300          | 161             | 65          | 226          | 421          | 105          | 526          |
| Electricity & Water              | 29           | 1           | 30           | 10              | 10          | 20           | 39           | 11           | 50           |
| Construction                     | 885          | 26          | 911          | 237             | 37          | 274          | 1,122        | 63           | 1,185        |
| Wholesale & Retail Trade         | 113          | 7           | 120          | 604             | 220         | 824          | 717          | 227          | 944          |
| Hotels & Restaurants             | 77           | 51          | 128          | 58              | 30          | 88           | 135          | 81           | 216          |
| Transport & Community            | 198          | 34          | 232          | 95              | 42          | 137          | 293          | 76           | 369          |
| Finance                          | 49           | 9           | 58           | 17              | 7           | 24           | 66           | 16           | 82           |
| Real Estate                      | 179          | 37          | 216          | 318             | 159         | 477          | 497          | 196          | 693          |
| Education                        | 241          | 199         | 440          | 16              | 20          | 36           | 257          | 219          | 476          |
| Health                           | 79           | 61          | 140          | 56              | 31          | 87           | 135          | 92           | 227          |
| Other Community                  | 121          | 41          | 162          | 37              | 27          | 64           | 158          | 68           | 226          |
| Private Households               | 1            | 20          | 21           | 0               | 0           | 0            | 1            | 20           | 21           |
| Foreign Mission                  | 40           | 21          | 61           | 9               | 5           | 14           | 49           | 26           | 75           |
| <b>Total</b>                     | <b>3,198</b> | <b>894</b>  | <b>4,092</b> | <b>1,740</b>    | <b>684</b>  | <b>2,424</b> | <b>4,938</b> | <b>1,578</b> | <b>6,516</b> |
| <b>Percentage (%) of Overall</b> | <b>49.1</b>  | <b>13.7</b> | <b>62.8</b>  | <b>26.7</b>     | <b>10.5</b> | <b>37.2</b>  | <b>75.8</b>  | <b>24.2</b>  | <b>100</b>   |

**Table 2.6: New and Renewed Work Permits by Occupation ,December 2014**

| Occupation                | New          |            |              | Renewal    |            |            | Overall      |            |              |
|---------------------------|--------------|------------|--------------|------------|------------|------------|--------------|------------|--------------|
|                           | Male         | Female     | Total        | Male       | Female     | Total      | Male         | Female     | Total        |
| Managers/Administrators   | 574          | 111        | 685          | 90         | 15         | 105        | 668          | 126        | 794          |
| Professionals             | 514          | 147        | 661          | 95         | 21         | 116        | 610          | 169        | 779          |
| Technicians               | 322          | 128        | 450          | 58         | 44         | 102        | 380          | 172        | 552          |
| Clerks                    | 1            | 1          | 2            | 1          | -          | 1          | 2            | 1          | 3            |
| Service/Sales Workers     | 33           | 26         | 59           | 7          | 3          | 10         | 40           | 29         | 69           |
| Skilled Agri. Workers     | 37           | 12         | 49           | 3          | -          | 3          | 40           | 12         | 52           |
| Craft Workers             | 375          | 14         | 389          | 76         | 4          | 80         | 451          | 18         | 469          |
| Plant & Machine Operators | 166          | 3          | 169          | 44         | -          | 44         | 211          | 3          | 214          |
| Elementary Occupations    | 660          | 312        | 972          | 107        | 42         | 149        | 768          | 354        | 1,122        |
| Not Stated                | 17           | 5          | 22           | 11         | 5          | 16         | 28           | 10         | 38           |
| <b>Total</b>              | <b>2,699</b> | <b>759</b> | <b>3,458</b> | <b>492</b> | <b>134</b> | <b>626</b> | <b>3,198</b> | <b>894</b> | <b>4,092</b> |

**Table 2.7: Total Work Permit Holders by Country of Origin & Type of Permit, 2013 & 2014**

| Nationality          | 2013         |               |              | 2014         |               |              |
|----------------------|--------------|---------------|--------------|--------------|---------------|--------------|
|                      | Employees    | Self Employed | Overall      | Employees    | Self Employed | Overall      |
| South Africa         | 487          | 647           | 1,134        | 595          | 577           | 1,172        |
| Zimbabwe             | 2,390        | 384           | 2,774        | 2,062        | 301           | 2,363        |
| Zambia               | 119          | 60            | 179          | 91           | 54            | 145          |
| Malawi               | 73           | 25            | 98           | 73           | 28            | 101          |
| Ghana                | 8            | 17            | 25           | 11           | 13            | 24           |
| Other Africa         | 191          | 225           | 416          | 252          | 197           | 449          |
| British              | 40           | 113           | 153          | 59           | 103           | 162          |
| Other Europe         | 69           | 105           | 174          | 79           | 89            | 168          |
| Indian Sub-Continent | 145          | 436           | 581          | 320          | 404           | 724          |
| China                | 687          | 574           | 1,261        | 372          | 411           | 783          |
| Other Asia           | 78           | 202           | 280          | 87           | 176           | 263          |
| Other Countries      | 64           | 66            | 130          | 79           | 67            | 146          |
| Not Stated           | 3            | 1             | 4            | 12           | 4             | 16           |
| <b>Total</b>         | <b>4,354</b> | <b>2,855</b>  | <b>7,209</b> | <b>4,092</b> | <b>2,424</b>  | <b>6,516</b> |

Figures are as end of December each year

**Table 2.8: Total Work Permit Holders by Occupation & Type of Permit, 2013 & 2014**

| Nationality               | 2013         |            |              |              | 2014         |            |              |              |
|---------------------------|--------------|------------|--------------|--------------|--------------|------------|--------------|--------------|
|                           | New          | Renewal    | Overall      | % Distr      | New          | Renewal    | Total        | % Distr      |
| Managers/Administrators   | 542          | 97         | 639          | 14.7         | 685          | 105        | 794          | 19.4         |
| Professionals             | 592          | 87         | 679          | 15.6         | 661          | 116        | 779          | 19.0         |
| Technicians               | 598          | 62         | 760          | 17.5         | 450          | 102        | 552          | 13.5         |
| Clerks                    | 8            | -          | 8            | 0.2          | 2            | 1          | 3            | 0.1          |
| Service/Sales Workers     | 76           | 14         | 90           | 2.1          | 59           | 10         | 69           | 1.7          |
| Skilled Agri. Workers     | 36           | 1          | 37           | 0.8          | 49           | 3          | 52           | 1.3          |
| Craft Workers             | 383          | 73         | 456          | 10.5         | 389          | 80         | 469          | 11.5         |
| Plant & Machine Operators | 211          | 50         | 261          | 6.0          | 169          | 44         | 214          | 5.2          |
| Elementary Occupations    | 1,225        | 185        | 1,410        | 32.4         | 972          | 149        | 1,122        | 27.4         |
| Not Stated                | 9            | 5          | 14           | 0.3          | 22           | 16         | 38           | 0.9          |
| <b>Total</b>              | <b>3,680</b> | <b>674</b> | <b>4,354</b> | <b>100.0</b> | <b>3,458</b> | <b>626</b> | <b>4,092</b> | <b>100.0</b> |

Figures are as end of December each year

**Table 2.9: Total Work Permit Holders by Industry, 2013 & 2014**

| Industry                  | 2013            |              |              |              | 2014            |              |              |              |
|---------------------------|-----------------|--------------|--------------|--------------|-----------------|--------------|--------------|--------------|
|                           | Self- Employees | Overall      | % Dist.      | Employees    | Self- Employees | Overall      | % Dist.      | %            |
| Agriculture               | 1,477           | 135          | 1,612        | 22.4         | 1,178           | 144          | 1,322        | 20.3         |
| Mining and Quarrying      | 99              | 7            | 106          | 1.5          | 95              | 9            | 104          | 1.6          |
| Manufacturing             | 245             | 246          | 491          | 6.8          | 300             | 226          | 526          | 8.1          |
| Electricity & Water       | 27              | 21           | 48           | 0.7          | 30              | 20           | 50           | 0.8          |
| Construction              | 944             | 301          | 1,245        | 17.3         | 911             | 274          | 1,185        | 18.2         |
| Wholesale & Retail Trade  | 109             | 1,020        | 1,129        | 15.7         | 120             | 824          | 944          | 14.5         |
| Hotels & Restaurants      | 102             | 98           | 200          | 2.8          | 128             | 88           | 216          | 3.3          |
| Transport & Communication | 256             | 135          | 391          | 5.4          | 232             | 137          | 369          | 5.7          |
| Finance                   | 32              | 40           | 72           | 1.0          | 58              | 24           | 82           | 1.3          |
| Real Estate               | 270             | 646          | 916          | 12.7         | 216             | 477          | 693          | 10.6         |
| Education                 | 430             | 44           | 474          | 6.6          | 440             | 36           | 476          | 7.3          |
| Health                    | 149             | 76           | 225          | 3.1          | 140             | 87           | 227          | 3.5          |
| Other Community           | 178             | 74           | 252          | 3.5          | 162             | 64           | 226          | 3.5          |
| Private Households        | 10              | -            | 10           | 0.1          | 21              | -            | 21           | 0.3          |
| Foreign Mission           | 14              | -            | 14           | 0.2          | 61              | 14           | 75           | 1.2          |
| Not Stated                | 12              | 12           | 24           | 0.3          | -               | -            | -            | -            |
| <b>Total</b>              | <b>4,354</b>    | <b>2,855</b> | <b>7,209</b> | <b>100.0</b> | <b>4,092</b>    | <b>2,424</b> | <b>6,516</b> | <b>100.0</b> |

Figures are as end of December each year

**Table 2.10: Total Work Permit Holders by Age Groups, 2013 & 2014**

| Age Group    | 2013         |                 |              | 2014         |                 |              |
|--------------|--------------|-----------------|--------------|--------------|-----------------|--------------|
|              | Employees    | Self- Employees | Overall      | Employees    | Self- Employees | Overall      |
| <25          | 147          | 133             | 280          | 47           | 31              | 78           |
| 25-29        | 583          | 350             | 9,33         | 337          | 195             | 532          |
| 30-34        | 913          | 389             | 1,302        | 723          | 301             | 1,024        |
| 35-39        | 862          | 474             | 1,336        | 793          | 356             | 1,149        |
| 40-44        | 744          | 473             | 1217         | 780          | 435             | 1,215        |
| 45-49        | 508          | 368             | 876          | 584          | 383             | 967          |
| 50-54        | 270          | 281             | 551          | 361          | 270             | 631          |
| 55-59        | 192          | 166             | 358          | 218          | 187             | 405          |
| 60-64        | 79           | 118             | 197          | 152          | 135             | 287          |
| 65-69        | 41           | 71              | 112          | 56           | 81              | 137          |
| 70+          | 11           | 32              | 43           | 25           | 50              | 75           |
| Unknown      | 4            | -               | 4            | 16           | -               | 16           |
| <b>Total</b> | <b>4,354</b> | <b>2,855</b>    | <b>7,209</b> | <b>4,092</b> | <b>2,424</b>    | <b>6,516</b> |

Figures are as end of December each year

**Table 2.11: Total Work Permit Holders by year & Industry, 2007 - 2014**

| Industry                  | 2007          | 2008         | 2009          | 2010          | 2011          | 2012          | 2013         | 2014         |
|---------------------------|---------------|--------------|---------------|---------------|---------------|---------------|--------------|--------------|
| Agriculture               | 2,098         | 3,130        | 4,209         | 3,800         | 2,848         | 2,108         | 1,612        | 1,322        |
| Mining & Quarrying        | 76            | 154          | 175           | 191           | 188           | 134           | 106          | 104          |
| Manufacturing             | 1,613         | 1,982        | 2,035         | 1,590         | 1,282         | 903           | 491          | 526          |
| Electricity & Water       | 97            | 137          | 101           | 99            | 113           | 81            | 48           | 50           |
| Construction              | 1,658         | 2,474        | 3,579         | 3,776         | 3,997         | 2,771         | 1,245        | 1,185        |
| Wholesale & Retail Trade  | 1,586         | 1,908        | 2,042         | 1,903         | 1,836         | 1,420         | 1,129        | 944          |
| Hotels & Restaurant       | 246           | 321          | 340           | 350           | 340           | 272           | 200          | 216          |
| Transport & Communication | 596           | 649          | 803           | 732           | 692           | 502           | 391          | 369          |
| Finance                   | 198           | 284          | 296           | 247           | 178           | 126           | 72           | 82           |
| Real Estate               | 1,848         | 2,837        | 3,429         | 2,754         | 2,129         | 1,460         | 916          | 693          |
| Education                 | 424           | 767          | 980           | 815           | 927           | 526           | 474          | 476          |
| Health                    | 382           | 394          | 436           | 377           | 391           | 297           | 225          | 227          |
| Other Community           | 433           | 492          | 582           | 572           | 532           | 411           | 252          | 226          |
| Private Households        | 25            | 29           | 40            | 53            | 51            | 34            | 10           | 21           |
| Foreign Mission           | 45            | 44           | 2             | 27            | 16            | 12            | 14           | 75           |
| Not Stated                | -             | -            | 31            | -             | 9             | 5             | 24           | -            |
| <b>Total</b>              | <b>11,325</b> | <b>5,602</b> | <b>19,080</b> | <b>17,286</b> | <b>15,529</b> | <b>11,062</b> | <b>7,209</b> | <b>6,516</b> |

**Table 2.12: Total Work Permit Holders by Occupation & Year, 2007 – 2014**

| Occupation                   | 2007         | 2008         | 2009          | 2010          | 2011          | 2012         | 2013         | 2014         |
|------------------------------|--------------|--------------|---------------|---------------|---------------|--------------|--------------|--------------|
| Managers/Administrators      | 946          | 1161         | 1,59          | 1,417         | 1,214         | 839          | 639          | 794          |
| Professionals                | 1,397        | 1,704        | 2,374         | 2,21          | 1,77          | 1,16         | 679          | 779          |
| Technicians                  | 1,091        | 1,739        | 2,165         | 1,739         | 1,755         | 1,17         | 760          | 552          |
| Clerks                       | 27           | 38           | 31            | 25            | 15            | 11           | 8            | 3            |
| Service/Sales Workers        | 378          | 385          | 417           | 314           | 235           | 164          | 90           | 69           |
| Skilled Agricultural Workers | 44           | 25           | 23            | 16            | 9             | 7            | 37           | 52           |
| Craft Workers                | 1,269        | 1,679        | 1,95          | 1,792         | 1,784         | 1,15         | 456          | 469          |
| Plant & Machine Operators    | 832          | 854          | 983           | 870           | 638           | 462          | 261          | 214          |
| Elementary Occupations       | 1,982        | 2,971        | 4,025         | 3,581         | 2,632         | 1,932        | 1,41         | 1,122        |
| Other                        | -            | -            | -             | -             | -             | -            | -            | 38           |
| Not Stated                   | 20           | 4            | 1             | 2             | 2             | 2            | 14           | -            |
| <b>Total</b>                 | <b>7,986</b> | <b>10,56</b> | <b>13,562</b> | <b>11,966</b> | <b>10,054</b> | <b>6,897</b> | <b>4,354</b> | <b>4,092</b> |

## CHAPTER 3

### WAGES / EARNINGS

This chapter presents earnings data collected during the September 2014 employment survey, as well as the minimum hourly wage rates.

#### 3.1 Monthly Average Earnings.

Estimated monthly average earnings and total monthly earnings for September 2014 are presented on Table 3.4.

Average monthly earnings were P4, 856 for citizens, P14, 130 for non-citizens and P5, 213 for all employees as at the end of September 2014. Average earnings for all employees showed a 4.1 percent increase from P5, 009 in September 2013 to P5, 213 in September 2014, (Table 3.5).

Monthly average earnings from June 2009 to September 2014 for citizen employees are presented in Table 3.5. Monthly average earnings for non-citizens and all employees are presented in Table 3.6 and Table 3.7 respectively for June 2009 to September 2014.

Figure 3.1 shows monthly average earnings for all employees from June 2009 to September 2014. Over a period of three years (Sep 2012 to Sep 2014), monthly average earnings for all employees increased by 8.4 % (from P4, 810 to P5, 213), whereas between March 2011 & June 2011, the average earnings went down by 0.5 percent.

#### 3.2 Minimum Hourly Wage Rates

Minimum hourly wage rates in Thebe per hour from April 2007 to July 2015 for Private and Parastatal sectors only, are presented in Table 3.6. According to the table, the minimum hourly wage rates have been increasing over these years except for 2008 to 2011, where the rates remained the same for four (4) years.

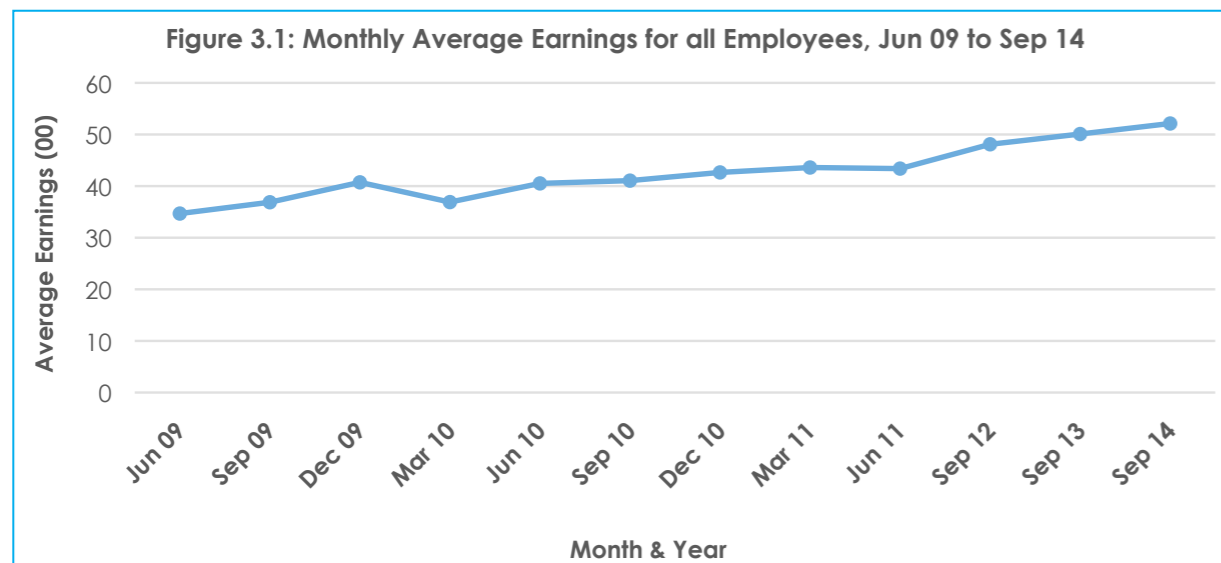


Table 3.1: Estimated Average Earnings of Paid Employees by Industry, Sex & Citizenship - September 2014

| Sector/ Economic Activity                              | Citizens     |              |              | Non-Citizens  |               |               | All Employees |              |              |
|--|--------------|--------------|--------------|---------------|---------------|---------------|---------------|--------------|--------------|
|  | Male         | Female       | Total        | Male          | Female        | Total         | Male          | Female       | Total        |
| Agriculture  | 1,044        | 979          | 1,016        | 6,106         | 3,654         | 5,729         | 1,534         | 1,048        | 1,334        |
| Mining and Quarrying                                   | 9,886        | 18,208       | 10,852       | 46,253        | 20,710        | 45,050        | 11,077        | 18,239       | 11,894       |
| Manufacturing  | 3,313        | 3,340        | 3,323        | 11,321        | 15,067        | 12,096        | 3,977         | 3,724        | 3,874        |
| Electricity & Water                                    | 11,806       | 8,298        | 10,784       | 47,231        | 9,579         | 15,227        | 11,838        | 8,314        | 10,803       |
| Construction   | 2,688        | 3,275        | 2,790        | 14,517        | 11,765        | 14,123        | 4,240         | 4,186        | 4,231        |
| Wholesale & Retail Trade                               | 4,034        | 3,767        | 3,909        | 12,709        | 9,645         | 2,173         | 4,706         | 3,883        | 4,332        |
| Hotels & Restaurants                                   | 2,279        | 1,799        | 1,977        | 10,016        | 11,679        | 10,423        | 2,708         | 1,915        | 2,218        |
| Transport & Communication                              | 7,264        | 7,083        | 7,191        | 22,686        | 12,241        | 19,944        | 8,252         | 7,262        | 7,860        |
| Finance  | 15,450       | 12,065       | 13,310       | 51,390        | 51,041        | 51,313        | 16,793        | 12,305       | 13,984       |
| Real Estate  | 5,254        | 6,190        | 5,597        | 15,683        | 10,730        | 14,295        | 5,894         | 6,384        | 6,072        |
| Education  | 10,589       | 7,895        | 8,992        | 12,057        | 11,254        | 11,695        | 10,973        | 8,454        | 9,554        |
| Health   | 8,880        | 7,396        | 7,832        | 27,547        | 16,994        | 13,453        | 13,380        | 8,938        | 8,875        |
| Other Community  | 5,576        | 2,608        | 3,662        | 12,888        | 5,601         | 10,217        | 6,149         | 2,686        | 3,959        |
| <b>Private and Parastatal</b>                          | <b>5,197</b> | <b>4,898</b> | <b>5,071</b> | <b>15,177</b> | <b>12,413</b> | <b>14,164</b> | <b>6,042</b>  | <b>5,202</b> | <b>5,677</b> |
| Private  | 4,398        | 4,178        | 4,305        | 15,083        | 12,428        | 14,079        | 5,354         | 4,535        | 4,995        |
| Parastatal   | 12,884       | 12,001       | 12,518       | 17,550        | 11,859        | 16,511        | 13,053        | 12,000       | 12,622       |
| <b>Central Government</b>                              | <b>6,927</b> | <b>7,620</b> | <b>7,297</b> | <b>14,176</b> | <b>11,849</b> | <b>13,401</b> | <b>7,072</b>  | <b>7,655</b> | <b>7,381</b> |
| <b>Local Government</b>                                | <b>1,434</b> | <b>1,862</b> | <b>1,588</b> | <b>21,061</b> | <b>12,626</b> | <b>18,009</b> | <b>1,467</b>  | <b>1,881</b> | <b>1,616</b> |
| Ipelegeng Program                                      | 520          | 520          | 520          | -             | -             | -             | 520           | 520          | 520          |
| Local Gov. Excl. Ipelegeng                             | 4,717        | 3,877        | 4,290        | 21,061        | 12,626        | 18,009        | 4,842         | 3,914        | 4,371        |
| <b>All Sectors excl. Ipelegeng Programme employees</b> | <b>5,640</b> | <b>5,803</b> | <b>5,716</b> | <b>15,142</b> | <b>12,348</b> | <b>14,130</b> | <b>6,232</b>  | <b>5,973</b> | <b>6,101</b> |
| <b>All Sectors</b>                                     | <b>4,590</b> | <b>5,198</b> | <b>4,856</b> | <b>15,142</b> | <b>12,348</b> | <b>14,130</b> | <b>5,120</b>  | <b>5,363</b> | <b>5,213</b> |

**Table 3.2: Estimated Total and Average Employee Cash Earnings by Sector, Economic Activity and Citizenship - September 2014 (Pula)**

| SECTOR/<br>ECONOMIC ACTIVITY                           | MONTHLY TOTAL (P'000) |                |                  | MONTHLY AVERAGE (PULA) |               |              |
|--|-----------------------|----------------|------------------|------------------------|---------------|--------------|
|  | Citizens              | Non-Citizens   | Total            | Citizens               | Non-Citizens  | Total        |
| Agriculture  | 6,172,200             | 2,515,031      | 8,687,231        | 1,016                  | 5,729         | 1,334        |
| Mining and Quarrying                                   | 132,015               | 17,209         | 149,224          | 10,852                 | 45,050        | 11,894       |
| Manufacturing  | 115,375               | 28,147         | 143,522          | 3,323                  | 12,096        | 3,874        |
| Electricity & Water                                    | 50,383                | 305            | 50,687           | 10,784                 | 15,227        | 10,803       |
| Construction   | 57,552                | 42,425         | 99,978           | 2,790                  | 14,123        | 4,231        |
| Wholesale & Retail Trade                               | 180,694               | 30,408         | 211,102          | 3,909                  | 12,173        | 4,332        |
| Hotels & Restaurants                                   | 34,145                | 5,284          | 39,429           | 1,977                  | 10,423        | 2,218        |
| Transport & Communication                              | 91,009                | 13,981         | 104,990          | 7,191                  | 19,944        | 7,860        |
| Finance  | 117,833               | 8,210          | 126,044          | 13,310                 | 51,313        | 13,984       |
| Real Estate  | 102,005               | 15,038         | 117,044          | 5,597                  | 14,295        | 6,072        |
| Education  | 73,150                | 24,969         | 98,119           | 8,992                  | 11,695        | 9,554        |
| Health   | 19,932                | 7,803          | 27,735           | 7,832                  | 13,453        | 8,875        |
| Other Community  | 14,732                | 1,951          | 16,684           | 3,662                  | 10,217        | 3,959        |
| <b>Private &amp; Parastatal</b>                        | <b>994,895</b>        | <b>198,239</b> | <b>1,193,134</b> | <b>5,071</b>           | <b>14,164</b> | <b>5,677</b> |
| Private  | 765,842               | 190,109        | 955,951          | 4,305                  | 14,079        | 4,995        |
| Parastatal   | 229,042               | 8,140          | 237,182          | 12,518                 | 16,511        | 12,622       |
| <b>Central Government</b>                              | <b>750,541</b>        | <b>19,577</b>  | <b>770,118</b>   | <b>7,297</b>           | <b>13,401</b> | <b>7,381</b> |
| <b>Local Government</b>                                | <b>142,607</b>        | <b>2,737</b>   | <b>145,345</b>   | <b>1,588</b>           | <b>18,009</b> | <b>1,616</b> |
| Local Govt excl. Ipelegeng                             | 33,464                |                | 33,464           | 520                    | -             | 520          |
| Ipelegeng  | 109,176               | 2,737          | 111,914          | 4,290                  | 18,009        | 4,371        |
| <b>All sectors excl. Ipelegeng Programme employees</b> | <b>1,854,831</b>      | <b>220,553</b> | <b>2,075,385</b> | <b>5,716</b>           | <b>14,130</b> | <b>6,101</b> |
| <b>All Sectors</b>                                     | <b>1,888,266</b>      | <b>220,553</b> | <b>2,108,819</b> | <b>4,856</b>           | <b>14,130</b> | <b>5,213</b> |

**Table 3.3: Estimated Monthly Average Cash Earnings of Citizen Employees (Pula), 2009-2014**

| Sector/ Economic Activity                              | Jun-09       | Sep-09       | Dec-09       | Mar-10       | Jun-10       | Sep-10       | Dec-10       | Mar-11       | Jun-11       | Sep-11       | Dec-11       | Mar-12       | Sep-12       | Jun-13       | Sep-13       | Sep-14       |
|--|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Agriculture  | 1,090        | 1,140        | 1,166        | 909          | 939          | 975          | 1,030        | 1,002        | 960          | 918          | 919          | 918          | 918          | 919          | 919          | 1,016        |
| Mining and Quarrying                                   | 8,906        | 7,784        | 8,551        | 7,242        | 8,317        | 8,312        | 8,342        | 8,811        | 10,174       | 8,295        | 10,022       | 8,295        | 8,295        | 10,022       | 10,022       | 10,852       |
| Manufacturing  | 1,723        | 1,864        | 2,194        | 2,029        | 2,337        | 2,386        | 2,466        | 2,520        | 2,456        | 3,299        | 2,871        | 3,299        | 3,299        | 2,871        | 2,871        | 3,323        |
| Electricity & Water                                    | 9,847        | 10,278       | 10,026       | 9,972        | 9,766        | 9,803        | 10,384       | 10,426       | 10,606       | 11,929       | 10,880       | 11,929       | 11,929       | 10,880       | 10,880       | 10,784       |
| Construction   | 1,609        | 1,790        | 2,210        | 2,178        | 2,350        | 2,637        | 2,610        | 2,743        | 2,910        | 2,804        | 2,529        | 2,804        | 2,804        | 2,529        | 2,529        | 2,790        |
| Wholesale & Retail Trade                               | 3,195        | 2,326        | 3,004        | 2,474        | 2,384        | 2,647        | 3,004        | 3,288        | 3,333        | 3,055        | 3,420        | 3,055        | 3,055        | 3,420        | 3,420        | 3,909        |
| Hotels & Restaurants                                   | 1,865        | 1,426        | 1,909        | 1,602        | 1,767        | 1,759        | 1,783        | 1,848        | 1,671        | 1,993        | 2,093        | 1,993        | 1,993        | 2,093        | 2,093        | 1,977        |
| Transport & Communication                              | 5,250        | 5,429        | 5,975        | 5,532        | 6,054        | 6,595        | 6,838        | 6,968        | 6,765        | 6,987        | 7,300        | 6,987        | 6,987        | 7,300        | 7,300        | 7,191        |
| Finance  | 10,627       | 9,563        | 11,137       | 11,035       | 11,110       | 11,509       | 11,509       | 11,917       | 11,869       | 11,462       | 13,020       | 11,462       | 11,462       | 13,020       | 13,020       | 13,310       |
| Real Estate  | 3,860        | 4,289        | 4,647        | 5,062        | 5,446        | 5,435        | 5,562        | 5,493        | 5,687        | 5,527        | 5,130        | 5,527        | 5,527        | 5,130        | 5,130        | 5,597        |
| Education  | 5,667        | 6,484        | 7,161        | 8,093        | 7,701        | 7,844        | 7,978        | 7,636        | 7,648        | 8,046        | 7,844        | 8,046        | 8,046        | 7,844        | 7,844        | 8,992        |
| Health   | 3,206        | 4,138        | 4,629        | 5,546        | 6,286        | 6,008        | 6,030        | 5,853        | 6,079        | 6,559        | 7,832        | 6,559        | 6,559        | 7,832        | 7,832        | 7,832        |
| Other Community  | 2,701        | 2,493        | 2,352        | 2,297        | 2,611        | 2,698        | 3,063        | 2,810        | 2,837        | 2,807        | 3,482        | 2,807        | 2,807        | 3,482        | 3,482        | 3,662        |
| <b>Private and Parastatal</b>                          | <b>3,594</b> | <b>3,399</b> | <b>3,915</b> | <b>3,742</b> | <b>4,011</b> | <b>4,103</b> | <b>4,253</b> | <b>4,392</b> | <b>4,510</b> | <b>4,527</b> | <b>4,678</b> | <b>4,527</b> | <b>4,527</b> | <b>4,678</b> | <b>4,678</b> | <b>5,071</b> |
| Private  | 2,981        | 2,740        | 3,146        | 3,034        | 3,293        | 3,365        | 3,464        | 3,606        | 3,722        | 4,970        | 3,978        | 4,970        | 4,970        | 3,978        | 3,978        | 4,305        |
| Parastatal   | 10,526       | 10,881       | 12,636       | 11,493       | 11,708       | 11,906       | 12,535       | 12,561       | 12,734       | 12,899       | 11,553       | 12,899       | 12,899       | 11,553       | 11,553       | 12,518       |
| <b>Central Government</b>                              | <b>5,306</b> | <b>5,334</b> | <b>5,363</b> | <b>5,358</b> | <b>5,368</b> | <b>5,294</b> | <b>5,974</b> | <b>5,992</b> | <b>6,059</b> | <b>6,271</b> | <b>7,120</b> | <b>6,271</b> | <b>6,271</b> | <b>7,120</b> | <b>7,120</b> | <b>7,297</b> |
| <b>Local Government</b>                                | <b>1,439</b> | <b>2,089</b> | <b>2,430</b> | <b>2,368</b> | <b>2,307</b> | <b>2,165</b> | <b>1,938</b> | <b>1,970</b> | <b>1,787</b> | <b>1,662</b> | <b>1,677</b> | <b>1,662</b> | <b>1,662</b> | <b>1,677</b> | <b>1,677</b> | <b>1,588</b> |
| Ipelegeng Program                                      | 396          | 360          | 360          | 360          | 360          | 360          | 360          | 360          | 360          | 360          | 490          | 360          | 360          | 490          | 490          | 520          |
| Local Gov. Excl. Ipelegeng                             | 4,013        | 4,410        | 4,686        | 4,678        | 360          | 4,789        | 4,490        | 4,478        | 4,452        | 4,306        | 4,501        | 4,306        | 4,306        | 4,501        | 4,501        | 4,290        |
| <b>All Sectors excl. Ipelegeng Programme employees</b> | <b>4,175</b> | <b>4,103</b> | <b>4,448</b> | <b>4,344</b> | <b>4,479</b> | <b>4,597</b> | <b>4,823</b> | <b>4,911</b> | <b>4,993</b> | <b>5,071</b> | <b>5,442</b> | <b>5,071</b> | <b>5,071</b> | <b>5,442</b> | <b>5,442</b> | <b>5,716</b> |
| <b>All Sectors</b>                                     | <b>3,468</b> | <b>3,687</b> | <b>4,073</b> | <b>3,960</b> | <b>4,052</b> | <b>4,106</b> | <b>4,265</b> | <b>4,360</b> | <b>4,339</b> | <b>4,408</b> | <b>4,661</b> | <b>4,408</b> | <b>4,408</b> | <b>4,661</b> | <b>4,661</b> | <b>4,856</b> |



**Table 3.4: Estimated Monthly Average Cash Earnings of Non-Citizen Employees (Pula), 2009-2014**

| Sector/ Economic Activity     | Jun-09        | Sep-09        | Dec-09        | Mar-10        | Jun-10        | Sep-10        | Dec-10        | Mar-11        | Jun-11        | Sep-12        | Sep-13        | Sep-14        |
|-------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Agriculture                   | 3,658         | 2,145         | 2,199         | 1,653         | 2,826         | 1,956         | 1,813         | 2,545         | 3,954         | 3,316         | 6,106         | 5,729         |
| Mining and Quarrying          | 28,351        | 29,661        | 35,140        | 35,417        | 37,873        | 39,862        | 49,860        | 42,879        | 38,798        | 37,868        | 51,603        | 45,050        |
| Manufacturing                 | 6,271         | 7,707         | 8,883         | 8,213         | 9,428         | 9,062         | 9,048         | 8,807         | 10,010        | 16,180        | 9,986         | 12,096        |
| Electricity & Water           | 17,165        | 30,972        | 12,444        | 26,726        | 24,968        | 23,812        | 17,336        | 15,542        | 29,326        | 21,875        | 41,174        | 15,227        |
| Construction                  | 6,838         | 7,932         | 8,772         | 8,625         | 9,444         | 10,066        | 10,206        | 10,796        | 11,213        | 12,461        | 13,507        | 14,123        |
| Wholesale & Retail Trade      | 11,816        | 9,166         | 10,948        | 9,278         | 12,073        | 10,358        | 10,510        | 10,072        | 12,240        | 11,223        | 10,762        | 12,173        |
| Hotels & Restaurants          | 6,761         | 4,838         | 7,686         | 5,025         | 5,834         | 7,643         | 8,303         | 5,535         | 4,743         | 9,147         | 7,832         | 10,423        |
| Transport & Communication     | 10,093        | 7,813         | 10,916        | 8,911         | 8,266         | 10,376        | 16,371        | 12,998        | 19,414        | 18,203        | 18,131        | 19,944        |
| Finance                       | 13,656        | 32,259        | 23,080        | 40,610        | 25,751        | 28,351        | 34,063        | 29,842        | 44,258        | 49,424        | 46,856        | 51,313        |
| Real Estate                   | 9,313         | 11,090        | 12,841        | 12,907        | 15,267        | 18,925        | 20,297        | 31,489        | 24,524        | 19,123        | 17,656        | 14,295        |
| Education                     | 10,093        | 10,741        | 13,818        | 12,498        | 11,830        | 11,779        | 9,949         | 11,437        | 11,291        | 12,424        | 13,005        | 11,695        |
| Health                        | 8,767         | 11,529        | 11,578        | 11,910        | 13,683        | 15,356        | 16,718        | 18,758        | 20,060        | 17,536        | 13,023        | 13,453        |
| Other Community               | 4,206         | 3,547         | 6,558         | 9,710         | 4,585         | 5,280         | 3,045         | 5,576         | 5,134         | 16,506        | 13,691        | 10,217        |
| <b>Private and Parastatal</b> | <b>9,322</b>  | <b>9,232</b>  | <b>11,061</b> | <b>9,754</b>  | <b>11,535</b> | <b>11,464</b> | <b>12,118</b> | <b>12,275</b> | <b>13,090</b> | <b>14,260</b> | <b>13,760</b> | <b>14,164</b> |
| Private                       | 8,868         | 8,691         | 10,465        | 9,205         | 11,062        | 10,854        | 11,589        | 11,741        | 12,594        | 14,438        | 13,680        | 14,079        |
| Parastatal                    | 22,980        | 27,636        | 30,940        | 28,526        | 27,667        | 30,463        | 29,043        | 29,732        | 31,121        | 34,732        | 14,882        | 16,511        |
| <b>Central Government</b>     | <b>10,851</b> | <b>10,688</b> | <b>11,341</b> | <b>11,092</b> | <b>10,662</b> | <b>10,542</b> | <b>11,605</b> | <b>11,758</b> | <b>12,006</b> | <b>12,781</b> | <b>13,226</b> | <b>13,401</b> |
| <b>Local Government</b>       | <b>14,118</b> | <b>13,407</b> | <b>17,914</b> | <b>17,596</b> | <b>16,674</b> | <b>18,375</b> | <b>17,611</b> | <b>17,221</b> | <b>17,138</b> | <b>19,181</b> | <b>16,029</b> | <b>18,009</b> |
| <b>All Sectors</b>            | <b>9,553</b>  | <b>9,456</b>  | <b>11,244</b> | <b>10,040</b> | <b>11,322</b> | <b>11,522</b> | <b>12,176</b> | <b>12,315</b> | <b>13,055</b> | <b>14,182</b> | <b>13,733</b> | <b>14,130</b> |

**Table 3.5: Estimated Monthly Average Cash Earnings of All Employees (Pula), 2009-2014**

| Sector/ Economic Activity                              | Jun-09       | Sep-09       | Dec-09       | Mar-10       | Jun-10       | Sep-10       | Dec-10       | Mar-11       | Jun-11       | Sep-12       | Sep-13       | Sep-14       |
|--|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Agriculture  | 1,090        | 1,140        | 1,166        | 909          | 939          | 975          | 1,030        | 1,002        | 960          | 1,233        | 1,273        | 1,334        |
| Mining and Quarrying                                   | 8,906        | 7,784        | 8,551        | 7,242        | 8,317        | 8,312        | 8,342        | 8,811        | 10,174       | 9,159        | 11,500       | 11,894       |
| Manufacturing  | 1,723        | 1,864        | 2,194        | 2,029        | 2,337        | 2,386        | 2,466        | 2,520        | 2,456        | 4,133        | 3,344        | 3,874        |
| Electricity & Water                                    | 9,847        | 10,278       | 10,026       | 9,972        | 9,766        | 9,803        | 10,384       | 10,426       | 10,606       | 11,971       | 10,939       | 10,803       |
| Construction   | 1,609        | 1,790        | 2,210        | 2,178        | 2,350        | 2,637        | 2,610        | 2,743        | 2,910        | 3,598        | 3,628        | 4,231        |
| Wholesale & Retail Trade                               | 3,195        | 2,326        | 3,004        | 2,474        | 2,384        | 2,647        | 3,004        | 3,288        | 3,333        | 3,575        | 3,840        | 4,332        |
| Hotels & Restaurants                                   | 1,865        | 1,426        | 1,909        | 1,602        | 1,767        | 1,759        | 1,783        | 1,848        | 1,671        | 2,278        | 2,314        | 2,218        |
| Transport & Communication                              | 5,250        | 5,429        | 5,975        | 5,532        | 6,054        | 6,595        | 6,838        | 6,968        | 6,765        | 7,864        | 7,946        | 7,860        |
| Finance  | 10,627       | 9,563        | 11,137       | 11,035       | 11,110       | 1,509        | 11,509       | 11,917       | 11,869       | 12,175       | 13,614       | 13,984       |
| Real Estate  | 3,860        | 4,289        | 4,647        | 5,062        | 5,446        | 5,435        | 5,562        | 5,493        | 5,687        | 6,174        | 5,570        | 6,072        |
| Education  | 5,667        | 6,484        | 7,161        | 8,093        | 7,701        | 7,844        | 7,978        | 7,636        | 7,648        | 8,985        | 9,007        | 9,554        |
| Health   | 3,206        | 4,138        | 4,629        | 5,546        | 6,286        | 6,008        | 6,030        | 5,853        | 6,079        | 8,534        | 8,559        | 8,875        |
| Other Community  | 2,701        | 2,493        | 2,352        | 2,297        | 2,611        | 2,698        | 3,063        | 2,810        | 2,837        | 3,727        | 3,791        | 3,959        |
| <b>Private and Parastatal</b>                          | <b>3,594</b> | <b>3,399</b> | <b>3,915</b> | <b>3,742</b> | <b>4,011</b> | <b>4,103</b> | <b>4,253</b> | <b>4,392</b> | <b>4,510</b> | <b>5,204</b> | <b>5,275</b> | <b>5,677</b> |
| Private  | 2,981        | 2,740        | 3,146        | 3,034        | 3,293        | 3,365        | 3,464        | 3,606        | 3,722        | 5,670        | 4,655        | 4,995        |
| Parastatal   | 10,526       | 10,881       | 12,636       | 11,493       | 11,708       | 11,906       | 12,535       | 12,561       | 12,734       | 13,405       | 11,638       | 12,622       |
| <b>Central Government</b>                              | <b>5,306</b> | <b>5,334</b> | <b>5,363</b> | <b>5,358</b> | <b>5,368</b> | <b>5,294</b> | <b>5,974</b> | <b>5,992</b> | <b>6,059</b> | <b>6,364</b> | <b>7,205</b> | <b>7,381</b> |
| <b>Local Government</b>                                | <b>1,439</b> | <b>2,089</b> | <b>2,430</b> | <b>2,368</b> | <b>2,307</b> | <b>2,165</b> | <b>1,938</b> | <b>1,970</b> | <b>1,787</b> | <b>1,705</b> | <b>1,703</b> | <b>1,616</b> |
| Ipelegeng Program                                      | 396          | 360          | 360          | 360          | 360          | 360          | 360          | 360          | 360          | 360          | 490          | 520          |
| Local Gov. Excl. Ipelegeng                             | 4,013        | 4,410        | 4,686        | 4,678        | 360          | 4,789        | 4,490        | 360          | 360          | 4,417        | 4,571        | 4,371        |
| <b>All Sectors excl. Ipelegeng Programme employees</b> | <b>4,175</b> | <b>4,103</b> | <b>4,448</b> | <b>4,344</b> | <b>4,479</b> | <b>4,597</b> | <b>4,823</b> | <b>4,478</b> | <b>4,452</b> | <b>5,504</b> | <b>5,817</b> | <b>6,101</b> |
| <b>All Sectors</b>                                     | <b>3,468</b> | <b>3,687</b> | <b>4,073</b> | <b>3,960</b> | <b>4,052</b> | <b>4,106</b> | <b>4,265</b> | <b>4,360</b> | <b>4,339</b> | <b>4,810</b> | <b>5,009</b> | <b>5,213</b> |

**Table 3.6: Minimum Hourly Wage Rates (Thebe)**

| Private and Parastatals                           | Apr-07 | Apr-08 | Apr-09 | Apr-10 | Apr-11 | Apr-12 | Jun-13 | Jun-14 | Jul-15 |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 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

## APPENDICES

### (i) TECHNICAL NOTE

#### Survey of Employment and Employees

##### 1. Survey Coverage

The survey covers employees of establishments listed in the Stats Bots Enterprise and Establishment Register (EER). The register itself is maintained using a variety of sources, such as the Register of Companies maintained by the Ministry of Trade and Industry, the approval of trading licences, road transport licences, telephone directories, newspaper advertisements and feedback from other surveys.

The survey is generally confined to the formal sector, and hence employment outside this sector is usually not covered. Thus persons such as domestic workers, cobblers, street barbers, street vendors etc. are not covered. In addition, borehole syndicates, thrift loan societies, burial societies and associations are excluded from these surveys. Since September 1997 Employment survey, establishments employing less than 5 employees, e.g. taxis/combis and establishments whose employment status was not known were also excluded. The survey is conducted by means of mail questionnaire. If, after 15 days an establishment does not reply, a postal reminder is sent. If this also fails to elicit a response, members of the Labour Statistics Unit conduct follow-up visits.

##### 2. Sample Design

This survey is designed to have fully enumerated and sampled strata.

The following establishments are fully enumerated:-

- Central Government
- Local Government
- Parastatal organisations
- Multi-establishment organisations
- Private companies employing 50 or more staff

Note that Central Government includes all Government and Government-aided schools, i.e. primary and secondary schools, TTCs and Colleges of education.

Establishments employing less than 50 staff are extracted from the EER by strata and stratified according to the ISIC division (see annex 3). A systematic random sample is then drawn from each ISIC division depending on the number of establishments in that particular ISIC division. The sampling scheme is as follows:-

### 3. Estimation Procedure

| Number of Employees | Number of establishments in ISIC group | Sampling Fraction |
|---------------------|--|-------------------|
| 5 to 49             | <6                                     | 1:1               |
|                     | 6-14                                   | 1:2               |
|                     | 15-30                                  | 1:3               |
|                     | 31-200                                 | 1:4               |
|                     | 201-500                                | 1:5               |
|                     | 501+                                   | 1:6               |

For the fully enumerated strata every attempt is made to achieve complete response, this is generally achieved. For the few fully enumerated establishments, which do not respond, imputation is made on the basis of the previous returns or other information. No grossing up or ratio raising is done to allow for non-response.

For the sampled stratum a simple expansion factor is generally applied to the total establishment data in each ISIC separately. The expansion factor is the number of establishments on the EER for that ISIC strata divided by the number of effective respondents for the stratum. The effective response includes respondents who advise us that they have no employment or are dormant as well as those with valid employment details. Thus non-respondents are assumed to have the same characteristics as respondents generally. Expansion factors vary greatly because of the variable sampling fractions.

The above procedure is not uniformly applied. After preliminary estimates are made, a careful examination is carried out of the individual units and the expansion factors. In some cases the following adjustment is made:-

- An establishment with very high employment may have responded in the <50 employees stratum. Such establishments are usually transferred to the totally enumerated strata and thus no expansion factor applied.

### (ii) RELATED PUBLICATIONS

Until 1985, there were annual employment surveys, which were conducted during the month of August. These surveys, however, excluded Central Government. The surveys collected information on: -

- Employment earnings
- Labour turnover and vacancies
- Detail about each occupation group of employees

The **Survey of Training Needs and Conditions of Work** was conducted in February 1984. In addition to information collected on earlier surveys, this enquiry sought information on conditions of work and training needs.

The survey covered most of the Private, Parastatal and Local Government sectors. Central Government was excluded, as were significant proportions of the Retail and other industries.

The **March 1985 Central Government Survey of Employment and Employees** was very similar to the February 1984 survey.

The **September 1985 Employment Survey** collected information on total employment and earnings by sex and citizenship and total number of vacancies.

The **1984/85 Labour Force Survey** produced data on employment in the formal and informal sector, unemployment and underemployment and other related data.

The **Household Income and Expenditure Survey 1985/86** report contains information on income and expenditure at the household level, including characteristics of households.

The **Labour Statistics Bulletin 1986** contains data from the March 1986 survey, which was a detailed two-phase survey, and the September 1986 Survey, which was one phase survey, containing basic information on the number of employees and wages.

The **Labour Statistics Bulletin 1987** publishes the findings for the March and September Surveys in 1987. Both were one-phase surveys containing basic information on the number of employees and wages.

**Labour Statistics 1988** was a one-phase employment survey similar to the 1987 surveys.

**Labour Statistics 1989 Part 1** covered the results of the first phase of the March 1989 Survey of Employment and Employees.

**Labour Statistics 1990 Part 1** was also a one-phase employment survey similar to the 1988 surveys.

**National Remuneration Survey** was a survey commissioned by the Botswana Confederation of Commerce, Industry and Manpower. The report was published in December 1991 (price P400 for BOCCIM members, P750 otherwise). The Survey sought information on earnings, fringe benefits, conditions of employment and qualifications required for 242 specified jobs. A total of 307 companies responded to the survey.

**Labour Statistics 1991/92** gives the results for one-phase surveys during these two years, but also provides summary labour data for the 1991 Population Census.

**Labour Statistics 1993/94** gives results of the March and September 1993 and 1994 Employment Surveys.

**Labour Statistics 1995** gives results of the March and September 1995 Employment Surveys.

**Labour Statistics 1996/97** gives results of the March and September 1997 Employment Surveys and some data from the 1995/96 Labour Force Survey.

**Labour Statistics 1998** gives results of the March and September 1998 employment Surveys.

**Labour Statistics 1999** gives results of the March and September 1999 employment Surveys.

**Labour Statistics 2000** gives results of the March and September 2000 employment surveys.

**Labour Statistics 2001** gives results of the March and September 2001 employment surveys.

**Labour Statistics 2002** gives results of the March and September 2002 employment surveys.

**Labour Statistics 2003** gives results of the March and September 2003 employment surveys.

**Labour Statistics 2004** gives results of the March and September 2004 employment surveys.

**Labour Statistics 2005** gives results of the March 2005 employment surveys.

**Labour Statistics 2006** gives results of the March and September 2006 employment surveys.

**Labour Statistics 2007** gives results of the March and September 2007 employment surveys.

**Labour Statistics 2008** gives results of the March, June and September 2008 employment surveys.

**Labour Statistics 2009** gives results of the March, June, September and December 2009 employment surveys.

**Labour Statistics 2010** gives results of the March, June, September and December 2010 employment surveys.  
Labour Statistics 2011 gives results of the March and June 2011 employment surveys as well as results for the 2011 Population and Housing Census.

**Labour Statistics 2012** gives results of the September 2012 employment survey.

**Labour Statistics 2013** gives results of the September 2012 employment survey as well the results for Botswana Aids Impact Survey IV (BAIS IV).

**(iii) INTERNATIONAL STANDARD INDUSTRIAL CLASSIFICATION (ISIC REV 3)**  
(BOTSWANA ADAPTATION)

**A: Agriculture, Hunting and Forestry**

- 0100 Traditional or Subsistence agriculture (S)
- 0110 Commercial crop farming
- 0121 Commercial livestock farming
- 0122 Commercial poultry farming
- 0123 Commercial wild game farming e.g. ostrich
- 0124 Other commercial livestock farming e.g. bees
- 0130 Commercial mixed farming
- 0140 Agricultural & Husbandry Services e.g. Artificial Insemination, & Irrigation
- 0150 Hunting & trapping
- 0200 Forestry

**B: Fishing**

- 0500 Fishing

**C: Mining and Quarrying**

- 1010 Coal Mining
- 1320 Copper/Nickel mining
- 1423 Diamond mining (S)
- 1424 Soda ash and salt mining (S)
- 1425 Gold Mining
- 1426 Quarrying and other mining (S)

**D: Manufacturing**

- 1510 Meat and meat products
- 1520 Dairy products
- 1530 Grain mill Products. Includes maize, sorghum, millet etc. Human & animal feeds
- 1541 Bakery products
- 1545 Other food products not elsewhere classified (e.g. Chocolates, Sweets)
- 1550 Beverages (Beer including Traditional Beer, Soft Drinks etc.)
- 1600 Tabaco Products - Tabaco etc.
- 1700 Textiles (excl. Clothing) includes preparation of textile fibers, natural or synthetic material
- 1800 Clothing and other wearing apparel (including leather)
- 1910 Tanning and leather products (excluding Clothing/Footwear) e.g. handbags, souvenirs, etc.
- 1920 Footwear
- 2000 Wood and Wood Products excluding furniture but incl. building material
- 2100 Paper and paper products e.g. Newsprint, tissues
- 2200 Printing and publishing (including periodicals, journals etc.)
- 2400 Chemical and chemical products (including Soap, Paint, fertilizers & Pesticides etc.)
- 2500 Rubber and Plastic products (including tyres, retreating)
- 2610 Cement Manufacturing
- 2620 Non-Metallic mineral products excluding cement but including Glass, Ceramic & Cement Products e.g. Bricks, Tiles, and Pots
- 2700 Basic metals e.g. Iron Foundries
- 2800 Fabricated metal products excluding machinery and equipment (including Tanks & Steam Generators
- 2900 Machinery and equipment including refrigerators and other domestic equipment (e.g. Engine, Turbines, Pumps)
- 3000 Office, accounting and computing machinery e.g. Photocopying Machines, Typewriters etc.
- 3100 Electrical machinery and apparatus e.g. Lightning Arresters, Voltage Limits etc.
- 3200 Radio television and communication equipment and apparatus (e.g. TV Cameras Switchboards)
- 3300 Medical, precision, optical instruments: watches-clocks including Dental & Veterinary Instruments
- 3400 Motor vehicles, trailers and semi-trailers

- 3500 Other transport equipment e.g. Ships & Boats, Railway Locomotives, Aircraft etc.
- 3610 Furniture (all types including of wood, also mattresses)
- 3691 Manufacturing of Jewelry
- 3692 Manufacturing of other products not elsewhere classified e.g. Pens, Pencils, Smoking Pipes
- 3700 Recycling Processing of Metal & Non Metal Waste

**E: Electricity, Gas and Water Supply**

- 4010 Electricity generation and supply (not household\building electricity)
- 4020 Gas manufacture and distribution
- 4030 Steam/hot water supply
- 4100 Collection, purification, distillation of water (including village supply for sale)
- 4200 Borehole Syndicates

**F: Construction**

- 4510 Site preparation e.g. demolition and clearing of sites
- 4521 Construction of Buildings and Houses - Complete incl. Repair/ maintenance
- 4522 Construction/Civil Engineering - Roads, Dams, Water Projects
- 4530 Building installation work - Plumbing, Electrical, Air- Conditioners including repair of these
- 4540 Building completion work - Painting, Tiles, Carpets including repair of these
- 4550 Renting of construction or demolition equipment including crane hire

**G: Wholesale & Retail Trade (include Repair of Motor Vehicles & Personal Household Goods)**

- 5010 Sale of motor vehicles
- 5020 Maintenance and repair of motor vehicles
- 5030 Sale of motor vehicle parts and accessories
- 5040 Sale, maintenance and repair of motorcycles
- 5050 Sale of automotive fuel/Petroleum Products (filling stations)
- 5100 Wholesale and commission trade (excluding cattle dealers)
- 5151 Cattle Dealers
- 5210 Non-specialized retail trade e.g. General Department Stores
- 5221 Retail stores specializing in food, beverages and tobacco excluding bottle stores
- 5222 Bottle Stores
- 5230 Retail stores specializing in goods except food, beverages and tobacco
- 5252 Retail trade through informal outlets: stalls, markets, hawkers etc.
- 5260 Repair of personal and household goods e.g. TVs, Videos, Watches etc.

**H: Hotels and Restaurant**

- 5510 Hotels and other short stay accommodation e.g. hostels, camp sites
- 5521 Restaurants, cafes and canteens
- 5522 Bars/Bottle Stores (& shebeens) - mostly consumed on the premises

**I: Transport, Storage & Communication**

- 6010 Rail transport
- 6023 Freight transport by road
- 6024 Passengers road transport e.g. Buses and Taxi/Combi companies
- 6025 Taxis/Combis sole or small operators only
- 6030 Transport by pipeline
- 6100 Water transport
- 6200 Air transport
- 6304 Travel agents, tour operators & safari operators
- 6305 Cargo handling, storage, warehousing
- 6309 Other transport not elsewhere classified e.g. Handcarts, Donkeys
- 6411 Postal services
- 6412 Courier activities- e.g. DHL, TNT
- 6420 Telecommunications

**J: Financial Intermediaries**

- 6510 Banking
- 6590 Financial leasing and credit granting (excluding banking/insurance)
- 6600 Insurance & pension funds
- 6700 Other financial activities (e.g. stock broking)

**K: Real Estate, Renting and Business Activities**

- 7000 Real Estate
- 7110 Transport rental
- 7120 Other rental, excluding personal and household goods
- 7130 Rental of household and personal goods
- 7200 Hardware and network supply and consultancy; software supply and consultancy
- 7210 Internet providers
- 7250 Maintenance and repairs of computers and other computer related activities
- 7300 Research and development
- 7410 Accounting, bookkeeping, auditing; business/management consultancy
- 7411 Legal activities
- 7421 Geological exploration and prospecting
- 7422 Architectural, engineering and other technical activities
- 7430 Advertising
- 7451 Cleaning services
- 7480 Security organisations
- 7490 Business activities not elsewhere classified
- 7494 Photographic activities

**L: Public Administration**

- 7540 Central Government Administration (S)
- 7550 Local Government Administration (S)

**M: Education**

- 8010 Primary education (including pre-primary)
- 8021 Secondary education
- 8022 Technical & Vocational Education
- 8030 Higher education
- 8090 Adult and other education

**N: Health and Social Work**

- 8510 Human health activities (Hospitals etc.)
- 8520 Veterinary activities
- 8530 Social work activities (including Children's day care centers)

**O: Other Community, Social and Personal Service activities**

- 9000 Sewerage and refuse disposal, sanitation etc. excluding pest control
- 9110 Business, employer and professional organisations
- 9120 Trade unions
- 9191 Religious organisations
- 9192 Political organisations
- 9198 Burial societies
- 9199 Other membership organisations
- 9210 Motion picture, radio, television, other entertainment
- 9220 News agency activities
- 9231 Libraries and archives
- 9232 Museums and other cultural organisations
- 9233 Botanical & Zoological gardens & Nature Reserves Activities

- 9240 Sporting and other recreational activities
- 9300 Other services (including dry cleaning, hairdressing, personal services, funeral parlours etc.)

**P: Private Households with Employed Persons (for Household Surveys only)**

- 9500 Private households with employed persons (Maids, Gardeners and Security)

**O: Foreign Missions, International Organizations**

- 9900 Foreign missions: International organizations

(S) Special codes for Botswana

**(iv) BOTSWANA STANDARD OCCUPATIONAL CODING SCHEME (BOSCO)**

**1 LEGISLATORS, ADMINISTRATORS & MANAGERS**

**11 Legislators and Senior Government Officials**

- 111 Members of Parliament & Other Legislators
- 112 Senior Government Executive Officials
- 113 Traditional Chiefs & Village or Community Leaders
- 114 Politicians & Senior Administrators of Special-Interest Organisations
- 119 Legislators & Senior Government Officials Not Elsewhere Classified

**12 Company Directors and Corporate Managers**

- 121 Company Directors, General Managers & Non-Government Chief Executives
- 122 Production & Operation Managers
- 123 Other Department Managers
- 129 Company Directors & Corporate Managers Not Elsewhere Classified

**13 Small Business Managers and Managing Supervisors**

- 130 Small Business Managers & Managing Supervisors

**2 PROFESSIONALS**

**21 Physical Scientists**

- 211 Geologists & Geophysicists
- 212 Chemists
- 219 Physical Scientists Not Elsewhere Classified

**22 Life Scientists**

- 221 Biologists, Botanists, Zoologists & Related Professionals
- 222 Pharmacologists, Pathologist & Related Professionals
- 223 Agronomists & Related Professionals
- 229 Life Scientists Not Elsewhere Classified

**23 Health Diagnosis and Treatment Professionals**

- 231 Medical Doctors
- 232 Dentists
- 233 Veterinarians
- 234 Pharmacists
- 239 Health Diagnosis & Treatment Professionals Not Elsewhere Classified

**24 Architects, Engineers and Related Professionals**

- 241 Architects, Town & Traffic Planners
- 242 Civil Engineers
- 243 Electrical Engineers
- 244 Electronics & Telecommunications Engineers
- 245 Mechanical Engineers
- 246 Chemical Engineers
- 247 Mining Engineers, Metallurgists & Related Professionals
- 248 Cartographers & Surveyors
- 249 Architects, Engineers & Related Professionals Not Elsewhere Classified

**25 Teaching Professionals**

- 251 Colleges, University & Higher Education Teaching Professionals
- 252 Secondary Education Teaching Professionals
- 253 Vocational & Technical Education Teaching Professionals
- 259 Teaching Professionals Not Elsewhere Classified

**26 Mathematicians, Statisticians and Computing Professionals**

- 261 Mathematicians, Statisticians & Related Professionals
- 262 Computer Systems Designers & Analysts & Computer Programmers
- 269 Mathematicians, Statisticians & Computing Professionals Not Elsewhere Classified

**27 Business Professionals**

- 271 Accountants
- 272 Personnel & Occupational Specialists
- 273 Public Relations Officers
- 279 Business Professionals Not Elsewhere Classified

**28 Social Science and Related Professionals**

- 281 Economists
- 282 Psychologists
- 289 Social Science & Related Professionals Not Elsewhere Classified

**29 Miscellaneous Professionals**

- 291 Lawyers, Judges & Other Legal Professionals
- 292 Librarians, Archivists & Related Information Specialists
- 293 Authors, Journalists & Other Writes
- 294 Religious Professionals
- 299 Professionals Not Elsewhere Classified

**3 TECHNICIANS & ASSOCIATE PROFESSIONALS**

**31 Physical and Engineering Science Technicians**

- 311 Physical Science Technicians
- 312 Civil Engineering Technicians, Quantity Surveyors & Clerks of Works
- 313 Electrical Engineering Technicians
- 314 Electronics & Telecommunications Engineering Technicians
- 315 Mechanical Engineering Technicians
- 316 Chemical Engineering Technicians
- 317 Mining & Metallurgical Technicians
- 318 Draughts persons
- 319 Physical & Engineering Science Technicians Not Elsewhere Classified

**32 Computer Associate Professionals**

- 321 Computer Assistants
- 322 Computer Equipment Operators
- 329 Computer Associate Professionals Not Elsewhere Classified

**33 Optical and Electronic Equipment Operators and Controllers**

- 331 Photographers & Image & Sound Recording Equipment Operators
- 332 Broadcasting & Telecommunications Equipment Operators
- 333 Medical Equipment Operators
- 334 Aircraft Pilots
- 335 Air Traffic Controllers
- 339 Optical & Electronic Equipment Operators Not Elsewhere Classified

**34 Life Science and Health Associate Professionals**

- 341 Life Science Technicians
- 342 Agronomy & Forestry Technicians
- 343 Farming & Forestry Advisors
- 344 Veterinary Technicians
- 345 Nurses and Midwives
- 346 Modern Health Associate Professionals, Except Nurses, Midwives & Veterinary Technicians
- 347 Traditional Medical Practitioners & Faith Healers
- 349 Life Science Health Associate Professionals Not Elsewhere Classified

**35 Primary and Pre-Primary Education Teachers**

- 351 Primary Education Teachers
- 352 Pre-Primary Education Teachers
- 359 Primary & Pre-Primary Education Teachers Not Elsewhere Classified

**36 Finance and Sales Associate Professionals**

- 361 Insurance Brokers & Agents
- 362 Estate Agents
- 363 Travel Consultants & Organisers
- 364 Buyers

- 365 Technical & Commercial Sales Representatives
- 366 Appraisers, Valuers & Auctioneers
- 367 Securities & Finance Dealers & Brokers
- 369 Finance & Sales Associate Professionals Not Elsewhere Classified

**37 Administrative Associate Professionals**

- 371 Administrative Secretaries & Assistants
- 372 Legal & Related Business Associate Professionals
- 373 Bookkeepers & Accounting Professionals
- 374 Statistical, Mathematical & Related Associate Professionals
- 379 Administrative Associate Professionals Not Elsewhere Classified

**38 Creative and Performing Artists and Sportspersons**

- 381 Artists, Painters & Sculptors
- 382 Decorators & Commercial Designers
- 383 Radio Television & Other Announcers
- 384 Musicians
- 385 Athletes & Related Sportspersons
- 389 Creative & Performing Artists Sportspersons Not Elsewhere Classified

**39 Miscellaneous Technicians and Associate Professionals**

- 391 Building, Fire, Safety, Health & Quality Inspectors
- 392 Clearing & Forwarding Agents
- 393 Social Workers, Welfare Workers & Community Development Workers
- 394 Customs, Tax & Related Government Association Professional
- 395 Police Inspectors & Detectives
- 399 Technicians & Associate Professionals Not Elsewhere Classified

**4 CLERKS**

**41 Office Clerks**

- 411 Secretaries, Typists, Word-Processing & Related Keyboard Operators
- 412 Calculating Machine & Data Entry Operators
- 413 Accounting, Bookkeeping, Statistical & Finance Clerks
- 414 Stock & Production Clerks
- 415 Transportation Controllers & Dispatchers
- 416 Library & Filing Clerks
- 417 Mail Carriers & Sorting Clerks
- 418 Coding & Proof-Reading Clerks
- 419 Office Clerks Not Elsewhere Classified

**42 Customer Services Clerks**

- 421 Cashiers & Ticket Clerks
- 422 Tellers & Counter Clerks
- 423 Travel Agency & Related Clerks
- 424 Receptionists & Information Clerks
- 425 Telephone Switchboard Operators
- 429 Customer Services Clerks Not Elsewhere Classified

**5 SERVICE WORKERS and SHOP & MARKET SALES WORKERS**

**51 Personal Service Workers**

- 511 Flight Attendants & Transport Conductors
- 512 Game Guides & Other Travel Guides
- 513 Housekeepers & Related Workers
- 514 Cooks
- 515 Waiters, Waitresses & Bartenders
- 516 Child-Care Workers & Teachers' Aids
- 517 Family Welfare Educators & Related Health Assistants
- 518 Hairdressers, Barbers Beauticians & Related Workers
- 519 Personal Services Workers Not Elsewhere Classified

**52 Protective Services Workers**

- 521 Police Officers
- 523 Prison Guards
- 524 Security Guards
- 529 Protective Services Workers Not Elsewhere Classified

**53 Salespersons, Demonstrators and Models**

- 531 Shop Salesperson & Demonstrators
- 532 Kiosk, Street Stall & Market Salespersons
- 539 Salespersons, Demonstrators & Models Not Elsewhere Classified

**6 SKILLED AGRICULTURAL AND RELATED WORKERS**

**61 Market-Oriented Skilled Agricultural and Related Workers**

- 611 Field Crop & Vegetable Growers
- 612 Dairy & Livestock Producers
- 613 Poultry Producers
- 614 Forestry Workers, loggers, Charcoal Burners & Related Workers
- 615 Fishery Workers, Hunters & Trappers
- 619 Market-Oriented Skilled Agricultural & Related Workers Not Elsewhere Classified
- 620 Subsistence Agricultural & Related Workers

**7 CRAFT AND RELATED TRADE WORKERS**

**71 Extraction Trades Workers**

- 711 Miners & Quarry Workers
- 712 Shot firers & Blasters
- 713 Stone Splitters, Cutters & Carvers
- 719 Extraction Trades Workers Not Elsewhere Classified

**72 Building and Construction Trades Workers**

- 721 Builders, Traditional Materials
- 722 Bricklayers & Stonemasons
- 723 Concrete Placers, Concrete Finishers & Related Workers
- 724 Construction Carpenters & Joiners
- 725 Roofers
- 726 Plumbers & Pipe Fitters
- 727 Floor Layers, Tile Setters, Plasterers, Insulation Workers & Glaziers
- 728 Painters, Building Structure Cleaners & Related Trade Workers
- 729 Building & Construction Trade Workers Not Elsewhere Classified

**73 Machinery Mechanics and Fitters**

- 731 Motor Vehicle Mechanics & Fitters
- 732 Refrigeration & Conditioning Equipment Mechanics
- 733 Agricultural or Industrial Machinery Mechanics & Fitters
- 739 Machinery Mechanics & Fitters Not Elsewhere Classified

**74 Metal Moulders, Welders, Sheet Metal Workers, Structural Metal Preparers, Blacksmiths, Tool Makers and Related Workers**

- 741 Blacksmiths & Tool Makers
- 742 Machine Tool Setters & Setter-Operators
- 743 Metal Moulders & Core makers
- 744 Welders & Flame-Cutters
- 745 Boiler smiths
- 746 Panel Beaters
- 747 Structural Metal Prepares & Erectors
- 748 Riggers & Cable Spicers
- 749 Metal, Machinery & Related Trades Workers Not Elsewhere Classified

**75 Electrical and Electronic Equipment Mechanics and Fitters**

- 751 Building Electricians
- 752 Motor Vehicle Electricians

- 753 Electrical Line Installers, Repairers & Cable Jointer
- 754 Telegraph & Telephone Installers & Servicers
- 755 Electronic Fitters, Mechanics & Servicers
- 759 Electrical & Electronic Equipment Mechanics & Fitters Not elsewhere Classified

**76 Handicraft and Related Trades Workers**

- 761 Diamond Cutters & Polishers & Jewellery & Precious Metal Workers
- 762 Potters, Brick & tile Makers, & Related Workers
- 763 Glass Makers, Cutters, Grinders, Finishers, Engravers, Etchers, & Related Trades Workers
- 764 Basket makers, Brush & Broom Makers, & Wicker Furniture Makers
- 765 Weavers, Spinners, & Knitters & crochets
- 766 Tanners, Shoe Makers & Repairers, & Related Leather Goods makers
- 767 Tailors & Dressmakers
- 769 Handicraft Workers Not Elsewhere Classified

**77 Food Processing and Related Trades Workers**

- 771 Traditional Beer & Beverage Makers
- 772 Butchers
- 773 Bakers, Pastry Cooks & Confectionery Makers
- 779 Food Processing & Related Trades Workers Not Elsewhere Classified

**78 Wood Treaters, Wood Furniture Makers and Related Trades Workers**

- 781 Wood Treaters
- 782 Village Carpenters & Wooden Furniture Makers
- 783 Woodworking Machine Setters & Setter-Operators
- 789 Wood Treaters, Wood Furniture Makers & Related Trades Workers Not Elsewhere Classified

**79 Miscellaneous Craft and Related Workers**

- 791 Printing & Related Trades Workers
- 792 Watch Repairers & other Precision Instrument Makers & Repairers
- 799 Craft & Trades Workers Not Elsewhere Classified

**8 PLANT AND MACHINE OPERATORS & ASSEMBLERS**

**81 Industrial Plant Operators**

- 811 Mining & Mineral-Processing Plant Operators
- 812 Well Drillers & Borers
- 813 Metal Processing Plant Operators
- 814 Glass & Ceramics Plant Operators
- 815 Wood Processing & Papermaking Plant Operators
- 816 Chemical Processing Plant Operators
- 817 Power Production, Steam Engine, Boiler Incinerator & Water Treatment Plant Operators
- 818 Automated Assembly Line Operators
- 819 Industrial Plant Operators Not Elsewhere Classified

**82 Stationary Machine Operators and Assemblers**

- 821 Metal & Mineral Products Machine Operators
- 822 Chemical Products Machine Operators
- 823 Rubber & Plastic Products Machine Operators
- 824 Wood Products Machine Operators
- 825 Printing, Binding & Paper Products Machine Operators
- 826 Textile, Fur & Leather Products Machine Operators
- 827 Food & Related Products Machine Operators
- 828 Assemblers
- 829 Stationary Machine Operators & Assemblers Not Elsewhere Classified

**83 Drivers and Mobile Machinery Operators**

- 831 Locomotive Engine Drivers & Related Workers
- 832 Car, Taxi Van, Motorcycle & Bus-Drivers
- 833 Heavy Truck & Lorry Drivers
- 834 Motorised Farm & Forestry Machinery Operators



- 835 Earthmoving & Related Machinery Operators
- 836 Crane & Hoist Operators
- 837 Lifting-Truck Operators
- 839 Drivers & Mobile Machinery Operators Not Elsewhere Classified

**9 ELEMENTARY OCCUPATIONS**

**91 Labourers in Mining, Construction, Manufacturing and Transport**

- 911 Mining & Quarry Labourers
- 912 Construction & Maintenance Labourers
- 913 Mealie Stampers
- 914 Hand Packers, Assembling Labourers & Other Manufacturing Labourers
- 915 Freight Handlers
- 919 Labourers in Mining, Construction, Manufacturing & Transport Not Elsewhere Classified

**92 Agricultural and Related Labourers**

- 921 Cattle Herders
- 922 Farm Labourers
- 923 Domestic Gardeners
- 924 Forestry Labourers
- 925 Fishery, Hunting & Trapping Labourers
- 929 Agriculture & Related Labourers Not Elsewhere Classified

**93 Sales and Services Elementary Occupations**

- 931 Street Vendors, Hawkers & Related Workers
- 932 Shoe Cleaners, Vehicles Washers & Other Street Services Elementary Workers
- 933 Domestic Maids & Related Helpers, Cleaners & Launderers
- 934 Building Caretakers & Window Cleaners
- 935 Massagers, Porters, Package Carriers & Deliverers
- 936 Garbage Collectors
- 937 Street Sweepers, Wood Choppers, Water Carriers & Related Labourers
- 938 Doorkeepers & Watchperson
- 939 Elementary Occupations Not Elsewhere Classified

**ADDITIONAL CATEGORIES**

- xxx Botswana Defence Force Personal
- 000 Occupation Not Stated or Not Classifiable

**(v) THE QUESTIONNAIRE**

Statistics Botswana  
Private Bag 0024  
Gaborone, Botswana  
Tel: 3671300  
Mr. B. Komane  
Ms. M. Keboi  
Ms. L. Lillian

**CONFIDENTIAL**  
**SURVEY OF EMPLOYMENT AND EMPLOYEES, September 2014**  
**(For Private and Parastatal Organisations)**  
Collected under the Statistics Act 1967 (Cap 17:01)

This return should cover only one establishment – that named in the above label. If your business has more than one major activity or operates from more than one location, please submit a separate return for each major activity and location. Please return the completed form in the enclosed reply-paid envelope within 14 days. Keep one copy for your records.

**1. DOES THIS RETURN RELATE TO THE BUSINESS UNIT AND LOCATION ON THE LABEL ABOVE?**

Yes  No  if no, please contact Stats Bots on one of the telephone numbers listed above.

**PLEASE AMEND THE BUSINESS NAME OR ADDRESS SHOWN ABOVE IF INCORRECT.**

**PART A: EMPLOYMENT, GROSS WAGES AND SALARIES FOR THE MONTH OF SEPTEMBER 2014**

|   |                        |                        |                        |
|---|------------------------|------------------------|------------------------|
| <b>2. WORKING PROPRIETORS AND FAMILY WORKERS (owners + unpaid family members who worked for at least one hour during the month)</b>                                       | Male                   | Female                 | Total                  |
|   | <input type="text"/>   | <input type="text"/>   | <input type="text"/>   |
| <b>3. PAID EMPLOYEES AT MONTH END (including those who joined during the month and paid family members, directors etc.)</b>   | Male                   | Female                 | Total                  |
| Citizens  | <input type="text"/>   | <input type="text"/>   | <input type="text"/>   |
| Non-Citizens  | <input type="text"/>   | <input type="text"/>   | <input type="text"/>   |
| <b>4. GROSS WAGES AND SALARIES PAID DURING SEPTEMBER 2013 (+allowances and overtime in cash or cheques + payments to employees who joined during the month + bonuses)</b> | Male                   | Female                 | Total                  |
| Citizens  | P <input type="text"/> | P <input type="text"/> | P <input type="text"/> |
| Non-Citizens  | P <input type="text"/> | P <input type="text"/> | P <input type="text"/> |

**PART A - Continued**

5. If there has been a change in employment or wages since September 2012 of 10 percent or more, please state the reason(s) below.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**PART B. VACANCIES**

**6. AT THE END OF THE MONTH, HOW MANY VACANCIES DID YOU HAVE IN THIS ESTABLISHMENT?**

- Include positions for which you are actively recruiting, e.g. through advertisement
- Exclude positions which you are unable to fill due to lack of finance or lack of work

|           |  |
|-----------|--|
| Vacancies |  |
| Total     |  |

**PART C. DECLARATION**

I, the undersigned, hereby certify that the information supplied in this form is correct and complete to the best of my knowledge and belief.

Signature \_\_\_\_\_ Date \_\_\_\_\_

Your Name and Address (**BLOCK LETTERS**)

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_ Telephone \_\_\_\_\_

THANK YOU FOR YOUR CO-OPERATION

**A.N. MAJELANTLE**  
**STATISTICIAN GENERAL**

| STATS BOTS OFFICE USE ONLY |               |  |          |
|----------------------------|---------------|--|----------|
| Received                   |               |  |          |
| Checked                    |               |  |          |
| EER check                  | Address/ Name |  | Size     |
| EER control                | Address/Name  |  | Size     |
| Query                      | Yes           |  | Resolved |
| Recorded                   | Status        |  |          |
| Entered                    |               |  |          |
| Filed                      |               |  |          |

