



LABOUR STATISTICS REPORT 2014



STATISTICS BOTSWANA

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

List Of Tables

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

List Of Figures

Figure 1.1: Formal Sector Employment, 2004 – 2014.....	8
Figure 1.2: Private and Parastatal Employment by Industry, September 2013 & September 2014.....	9
Figure 1.3: Total Employment by Sector, September 2014.....	9
Figure 1.4: Private and Parastatal Employment distribution by Industry, September 2014.....	10
Figure 1.5: Trend in Total formal Employment by Sex, 2007 - 2014.....	10
Figure 1.6: Proportion of Formal Employment by Sector & Sex, September 2014	11
Figure 2.1: Private and Parastatal Employment of Non-Citizens by Industry, September 2013 & September 2014.....	19
Figure 2.2: Total Work Permit Holders by Nationality – December 2014.....	20
Figure 3.1: 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

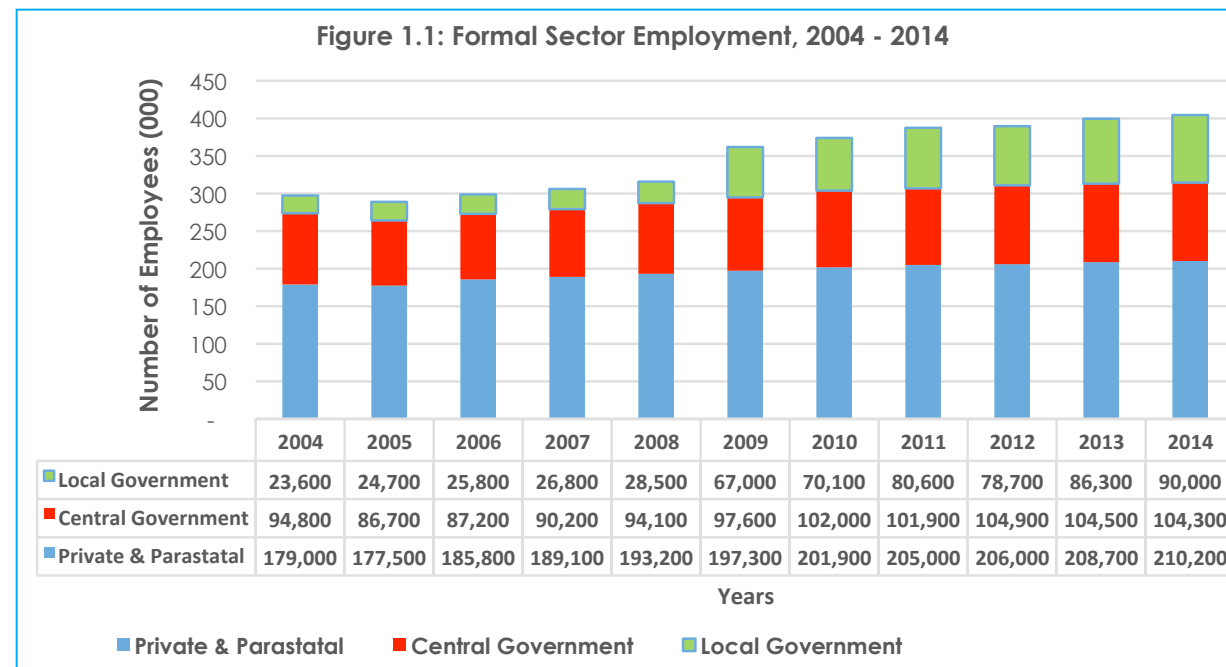
1.1 TOTAL FORMAL SECTOR EMPLOYMENT

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.

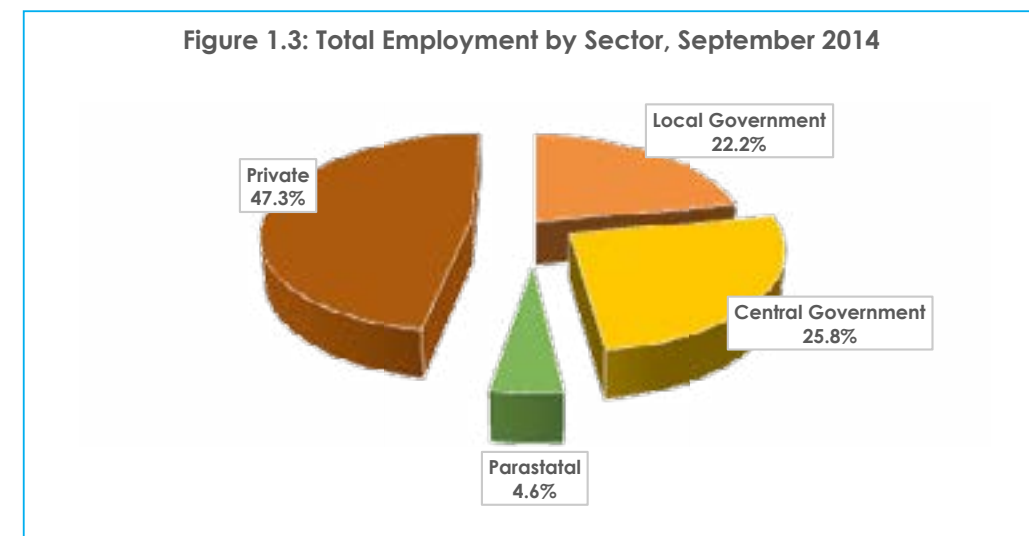
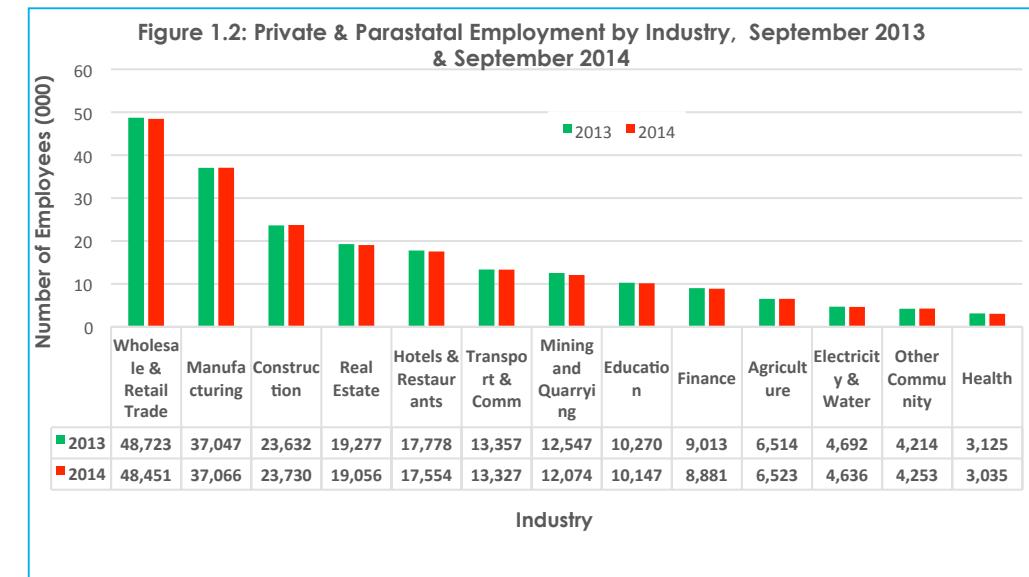


Figures are for the month of September (except for 2005 & 2011 which are for March and June respectively)

1.2 Formal Sector Employment as at September 2014

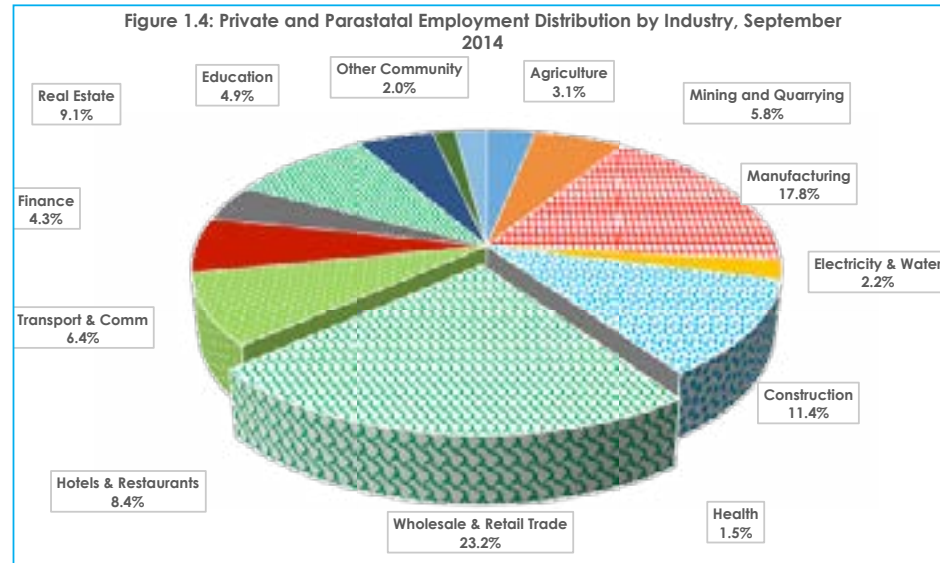
Comparison of Private & Parastatal employment by industry for September 2013 and September 2014 is shown in Figure 1.2, while percentage changes in employment by sector and economic activity are given in Table 1.3.

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.

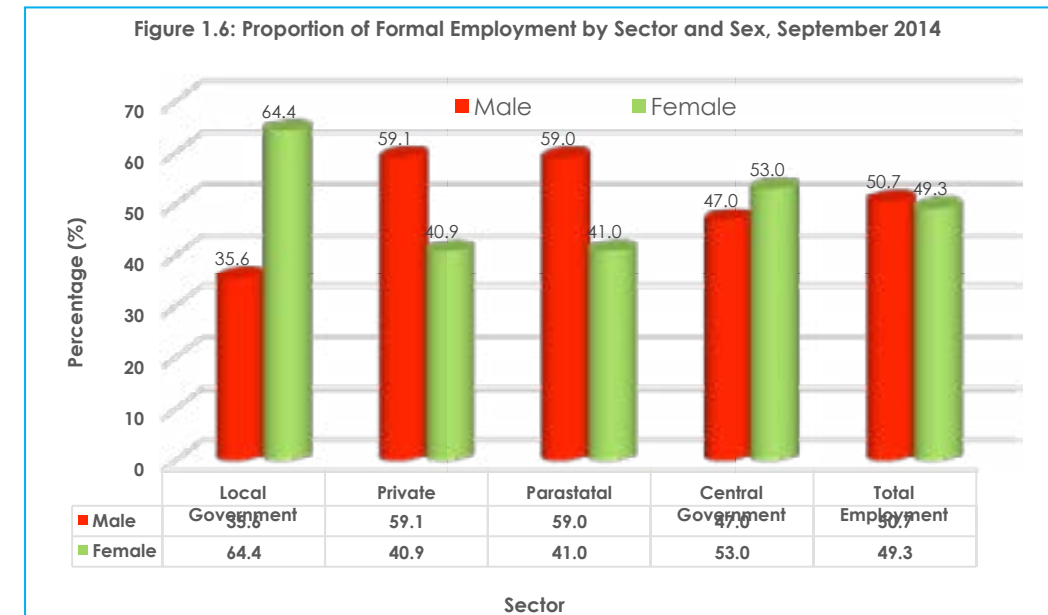


Table 1.1: Estimated Number of Paid Employees by Sector and Economic Activity, 2011 – 2014

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
Private & Parastatal	197,300	198,200	199,100	200,900	201,900	203,000	203,800	205,000	206,100	206,500	206,000	207,500	208,700	210,200
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
Central Government	97,600	99,600	100,100	100,500	102,000	102,400	103,100	101,900	103,800	104,100	104,900	104,700	104,500	104,300
Local Government	67,000	60,200	62,000	60,800	70,100	73,400	72,000	80,600	72,800	75,956	78,700	81,000	86,300	90,000
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
All Sectors	362,000	357,900	361,300	362,100	373,900	378,800	378,900	387,400	382,700	386,600	389,700	393,200	399,500	404,500

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
Private & Parastatal	54.5	58.3	55.1	55.5	54.0	53.6	53.8	52.9	53.9	53.4	52.9	52.8	52.2	52.0
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
Central Government	27.0	29.3	27.7	27.8	27.3	27.0	27.2	26.3	27.1	26.9	26.9	26.6	26.2	25.8
Local Government	18.5	16.8	17.2	16.8	18.7	19.4	19.0	20.8	19.0	19.6	20.2	20.6	21.6	22.2
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
All Sectors	100	100	100	100	100	100	100	100	100	100	100	100	100	100

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)
Private & Parastatal	2.1	2.9	3.0	2.3	2.4	2.4	2.0	1.1	0.8	(0.1)	0.5	1.3	0.7
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
Central Government	3.7	4.1	3.7	4.5	2.8	3.0	1.4	0.7	2.2	1.1	0.6	(0.4)	(0.2)
Local Government	18.5	(34.7)	(37.9)	4.6	21.9	16.1	32.6	1.1	(5.8)	8.1	6.6	9.7	4.3
All Sectors	14.6	(6.1)	(7.1)	3.3	5.8	4.9	7.0	1.0	(0.2)	1.8	1.7	(1.9)	1.3

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
Private and Parastatal	113,666	82,538	196,204	10,515	3,483	13,998	124,181	86,021	210,202	59.1	40.9	100
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
Central Government	48,017	54,839	102,856	75	486	1,461	48,992	55,325	104,317	47.0	53.0	100
Local Government	31,935	57,868	89,803	97	55	152	32,032	57,923	89,955	35.6	64.4	100
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
All Sectors excl. Ipelegeng Programme employees	174,186	150,323	324,509	11,587	4,024	15,611	185,773	154,347	340,120	54.6	45.4	100
All Sectors	193,618	195,245	388,863	11,587	4,024	15,611	205,205	199,269	404,474	50.7	49.3	100

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
Total	191,399	18,790			404,461

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
Private & Parastatal	123,432	85,301	208,732	113,666	82,538	196,193
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
Central Government	49,097	55,444	104,541	48,017	54,839	102,856
Local Government	54,696	31,561	86,257	31,935	57,868	89,803
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
All Sectors	227,225	172,306	399,530	193,618	195,245	388,863

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
Total	20,366	14,354	34,720	1,841	486	2,327	22,207	14,840	37,047

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.

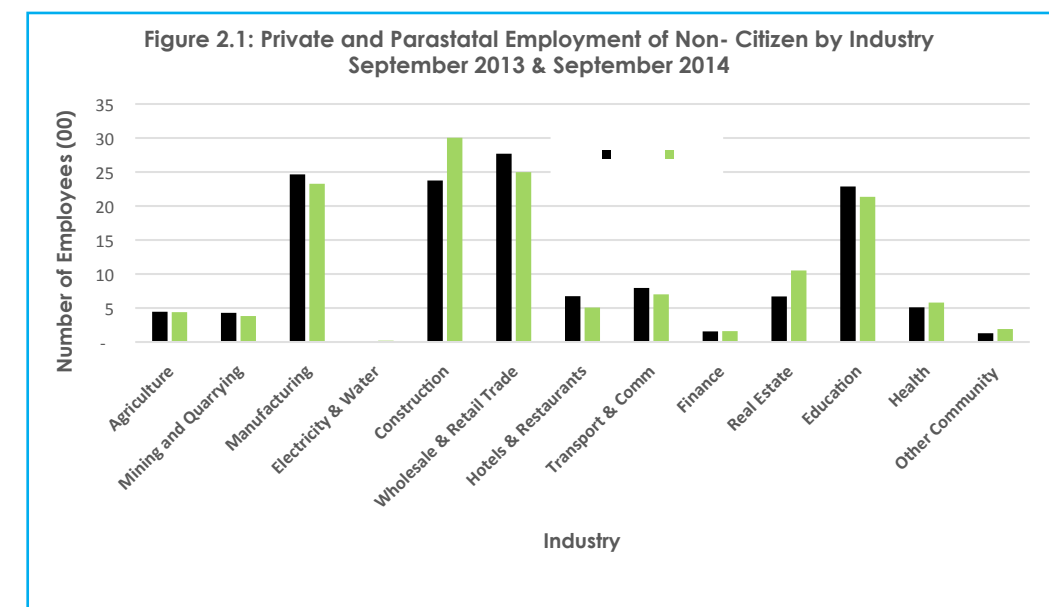
2.1 Non-Citizen Employment from Employment Surveys

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.

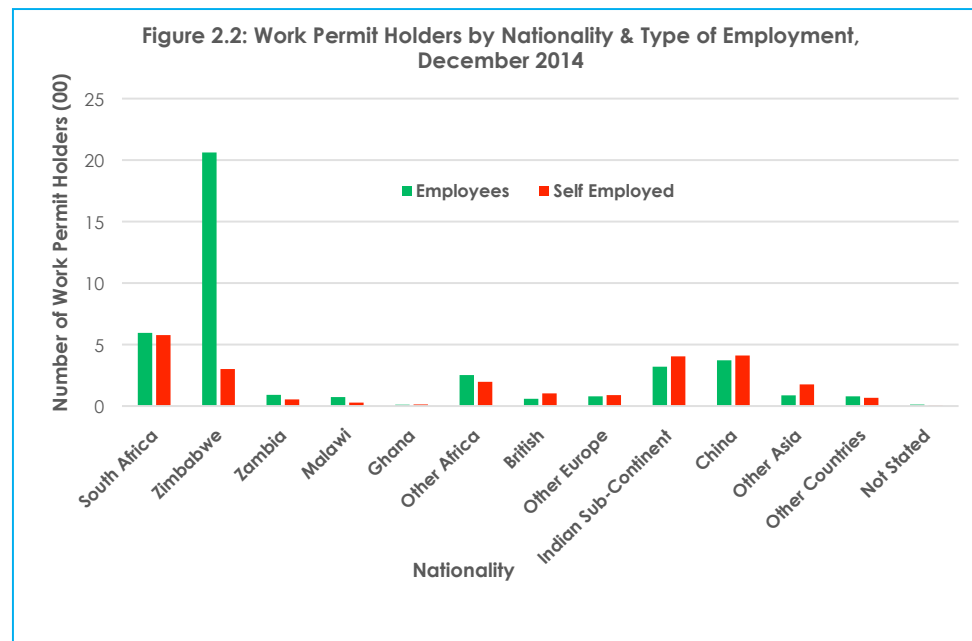


Table 2.4 presents the age distribution of work permits holders as at end of December 2014. In almost all age groups, males dominated females. Work-permit holders for employees were concentrated mostly in the ages ranging from 30 to 44 years. Age group 35 – 39 is the highest with 793, followed by 40 – 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
Private & Parastatal	11,158	4,208	15,366	10,782	3,560	14,342	10,425	3,289	13,713	10,515	3,483	13,996
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
Central Government	1,134	596	1,730	509	988	1,497	977	487	1,464	975	486	1,461
Local Government	174	140	314	115	79	194	92	65	157	97	55	152
All Sectors	12,466	4,944	17,410	11,406	4,627	16,033	11,494	3,841	15,334	11,587	4,024	15,609

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
Total	15,602	19,080	17,286	15,529	11,062	7,209	6,516

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
Total	3,198	894	4,092	1,740	684	2,424	4,938	1,578	6,516
Percentage (%) of Overall	49.1	13.7	62.8	26.7	10.5	37.2	75.8	24.2	100

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
Total	3,198	894	4,092	1,740	684	2,424	4,938	1,578	6,516
Percentage (%) of Overall	49.1	13.7	62.8	26.7	10.5	37.2	75.8	24.2	100

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
Total	3,198	894	4,092	1,740	684	2,424	4,938	1,578	6,516
Percentage (%) of Overall	49.1	13.7	62.8	26.7	10.5	37.2	75.8	24.2	100

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
Total	2,699	759	3,458	492	134	626	3,198	894	4,092

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
Total	4,354	2,855	7,209	4,092	2,424	6,516

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
Total	3,680	674	4,354	100.0	3,458	626	4,092	100.0

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	-	-	-	-
Total	4,354	2,855	7,209	100.0	4,092	2,424	6,516	100.0

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
Total	4,354	2,855	7,209	4,092	2,424	6,516

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	-
Total	11,325	5,602	19,080	17,286	15,529	11,062	7,209	6,516

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	-
Total	7,986	10,56	13,562	11,966	10,054	6,897	4,354	4,092

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.

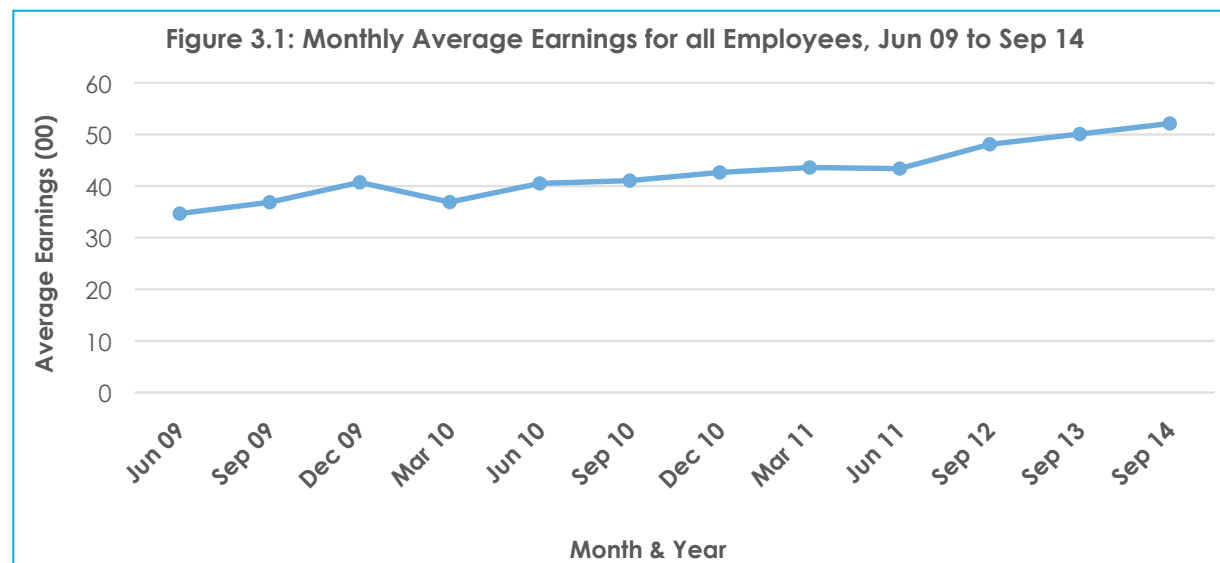


Table 3.1: Estimated Average Earnings of Paid Employees by Industry, Sex & Citizenship - September 2014

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
Private and Parastatal	5,197	4,898	5,071	15,177	12,413	14,164	6,042	5,202	5,677
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
Central Government	6,927	7,620	7,297	14,176	11,849	13,401	7,072	7,655	7,381
Local Government	1,434	1,862	1,588	21,061	12,626	18,009	1,467	1,881	1,616
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
All Sectors excl. Ipelegeng Programme employees	5,640	5,803	5,716	15,142	12,348	14,130	6,232	5,973	6,101
All Sectors	4,590	5,198	4,856	15,142	12,348	14,130	5,120	5,363	5,213

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

SECTOR/ 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
Private & Parastatal	994,895	198,239	1,193,134	5,071	14,164	5,677
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
Central Government	750,541	19,577	770,118	7,297	13,401	7,381
Local Government	142,607	2,737	145,345	1,588	18,009	1,616
Local Govt excl. Ipelegeng	33,464		33,464	520	-	520
Ipelegeng	109,176	2,737	111,914	4,290	18,009	4,371
All sectors excl. Ipelegeng Programme employees	1,854,831	220,553	2,075,385	5,716	14,130	6,101
All Sectors	1,888,266	220,553	2,108,819	4,856	14,130	5,213

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	Sep-12	Sep-13	Sep-14
Agriculture	1,090	1,140	1,166	909	939	975	1,030	1,002	960	918	918	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	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	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	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	2,529	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	3,420	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	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	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	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	5,130	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	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	7,658	7,658	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	3,482	3,662
Private and Parastatal	3,594	3,399	3,915	3,742	4,011	4,103	4,253	4,392	4,510	4,527	4,678	4,678	5,071
Private	2,981	2,740	3,146	3,034	3,293	3,365	3,464	3,606	3,722	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	11,553	12,518
Central Government	5,306	5,334	5,363	5,358	5,368	5,294	5,974	5,992	6,059	6,271	6,271	7,120	7,297
Local Government	1,439	2,089	2,430	2,368	2,307	2,165	1,938	1,970	1,787	1,662	1,677	1,677	1,588
Ipelegeng Program	396	360	360	360	360	360	360	360	360	360	360	360	520
Local Gov. Excl. Ipelegeng	4,013	4,410	4,686	4,678	360	4,789	4,490	4,478	4,452	4,306	4,306	4,501	4,290
All Sectors excl. Ipelegeng Programme employees	4,175	4,103	4,448	4,344	4,479	4,597	4,823	4,911	4,993	5,071	5,071	5,442	5,716
All Sectors	3,468	3,687	4,073	3,960	4,052	4,106	4,265	4,360	4,339	4,408	4,408	4,661	4,856

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
Private and Parastatal	9,322	9,232	11,061	9,754	11,535	11,464	12,118	12,275	13,090	14,260	13,760	14,164
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
Central Government	10,851	10,688	11,341	11,092	10,662	10,542	11,605	11,758	12,006	12,781	13,226	13,401
Local Government	14,118	13,407	17,914	17,596	16,674	18,375	17,611	17,221	17,138	19,181	16,029	18,009
All Sectors	9,553	9,456	11,244	10,040	11,322	11,522	12,176	12,315	13,055	14,182	13,733	14,130

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
Private and Parastatal	3,594	3,399	3,915	3,742	4,011	4,103	4,253	4,392	4,510	5,204	5,275	5,677
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
Central Government	5,306	5,334	5,363	5,358	5,368	5,294	5,974	5,992	6,059	6,364	7,205	7,381
Local Government	1,439	2,089	2,430	2,368	2,307	2,165	1,938	1,970	1,787	1,705	1,703	1,616
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
All Sectors excl. Ipelegeng Programme employees	4,175	4,103	4,448	4,344	4,479	4,597	4,823	4,478	4,452	5,504	5,817	6,101
All Sectors	3,468	3,687	4,073	3,960	4,052	4,106	4,265	4,360	4,339	4,810	5,009	5,213

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

2. WORKING PROPRIETORS AND FAMILY WORKERS (owners + unpaid family members who worked for at least one hour during the month)	Male	Female	Total
	<input type="text"/>	<input type="text"/>	<input type="text"/>
3. PAID EMPLOYEES AT MONTH END (including those who joined during the month and paid family members, directors etc.)	Male	Female	Total
Citizens	<input type="text"/>	<input type="text"/>	<input type="text"/>
Non-Citizens	<input type="text"/>	<input type="text"/>	<input type="text"/>
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)	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			

