

LABOUR STATISTICS REPORT 2011

STATISTICS BOTSWANA

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PREFACE

This annual report aims to publish the latest annual labour statistics in Botswana aggregating information from quarterly formal employment surveys. This edition covers quarters ending March and June 2011. The September and December 2011 quarters were not conducted due to backlogs caused by very low response rates. Economic activity results from the 2011 Population and Housing Census are also covered in the report.

Data on work-permit holders is included in the report. The Department of Labour and Social Security issues work-permits and copies of the approved work-permit applications are then forward 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 people in the Private sector, Parastatal Organisations and Government departments who assisted in providing the information used in this report, not forgetting officers who made it possible at all costs for its existence.



A.N. Majelantle
Statistician General
May 2015

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 March and June 2011. This report publishes details relating to paid employment only in the formal sector. The 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 as well as information from the 2011 Population and Housing Census. 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

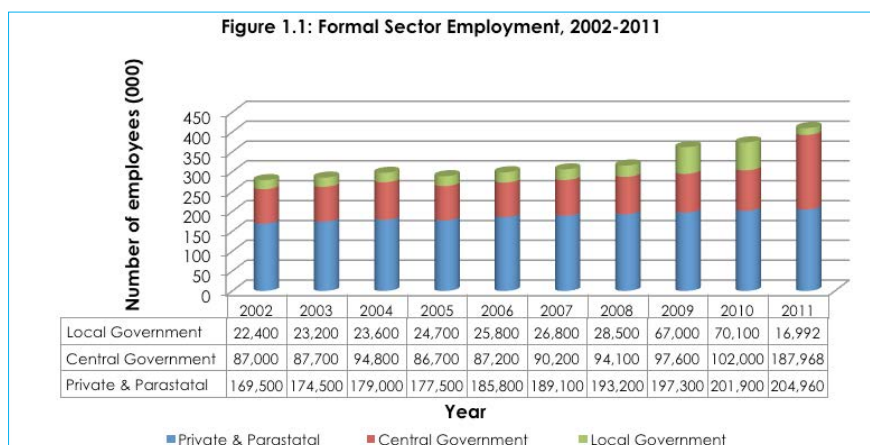
1.1 TOTAL FORMAL SECTOR EMPLOYMENT

This Chapter presents estimates of formal sector employment during the months of March and June 2011. Comparison of total formal sector employment for the years 2008 to 2011 is given in Table 1.1. Total formal sector employment increased from 362,100 persons during June 2010 to 387,400 persons during June 2011, an increase of 25,300 employees (7.0 percent) over the twelve months period. The significant increase in employment was mainly due to an increase in the number of the Ipelegeng Programme workers under Local Government. From March 2010 to March 2011, formal sector employment increased from 361,300 to 378,900 persons during March 2011, an increase of 17,600 persons (4.9 percent) over the twelve months period.

All sector employment increased between the two quarters of 2011. When comparing March 2011 to June 2011, employment increased from 378,900 to 387,400 persons, an increase of 8,500 persons (2.2 percent). In 2010, employment between the two corresponding quarters also increased but with a lower margin (872 persons).

Table 1.3 presents annual percentage changes, by sector and economic activity from the March 2007 to June 2011. Local Government employment recorded a significant increase of 32.6 percent, from 60,800 in June 2010 to 80,600 persons employed during the same month in 2011; followed by Parastatal Organisations with 4.9 percent, from 16,200 to 17,000 persons over the same period. Private companies recorded an increase of 1.8 percent, from 184,700 persons in June 2010 to 188,000 persons in June 2011, while Central Government accounted for an increase of 1.4 percent, from 100,500 to 101,900.

Figure 1.1 displays total formal sector employment covering 2002 to 2011 period. The trend shows that from 2002 to 2011, overall employment was increasing, except for the year 2005 where there was a slight decrease.



1.1.1 Formal Sector Employment as at June 2011

Private & Parastatal employment by industry for June 2010 and June 2011 is displayed graphically in Figure 1.2. Percentage changes in employment by sector and economic activity are given in Table 1.3.

All the industries recorded an increase in employment levels in June 2011. Mining & Quarrying recorded the highest increase of 10.9 percent in employment, followed by Water & Electricity with 10.8 percent. Financial Intermediaries recorded an increase of 3.6 percent in employment during the twelve months period. Health and Social Work remained constant over the twelve months period.

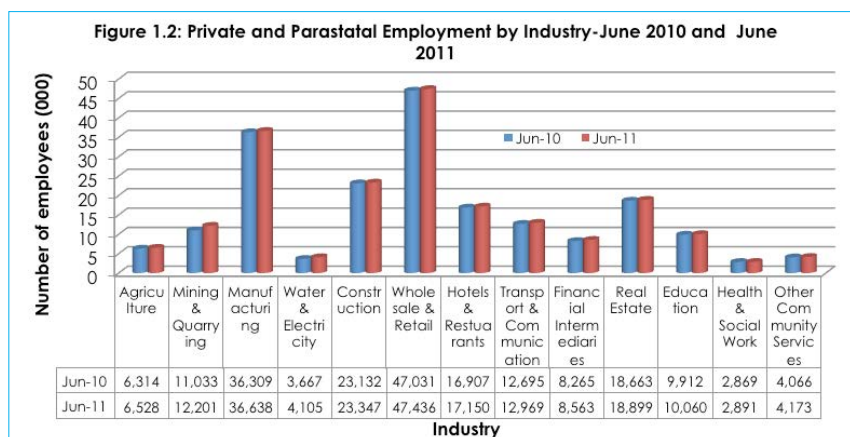
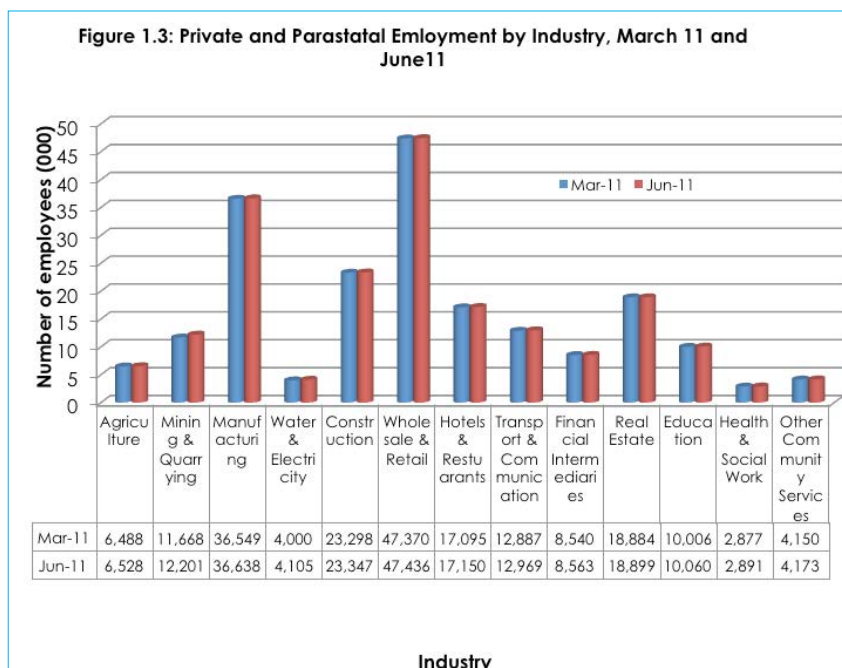
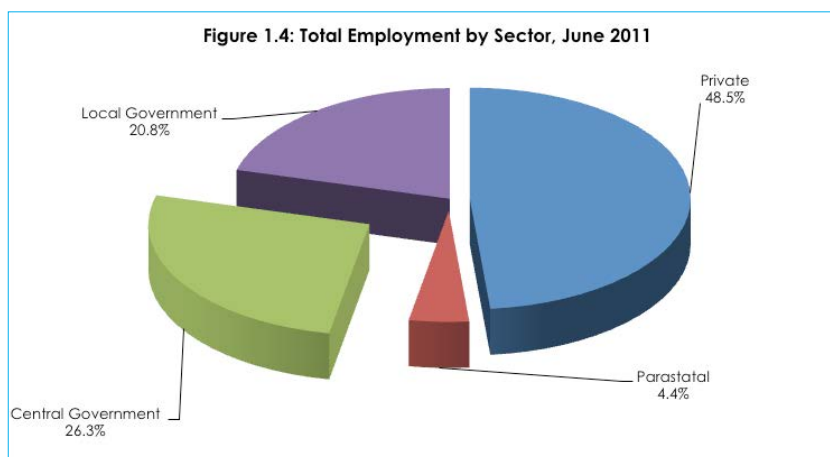


Figure 1.3 displays Private & Parastatal employment by industry between the two quarters of 2011. Mining & Quarrying recorded the highest increase in employment (4.3 percent); followed by Water & Electricity and Financial Intermediaries with 2.5 and 1.2 percent respectively.

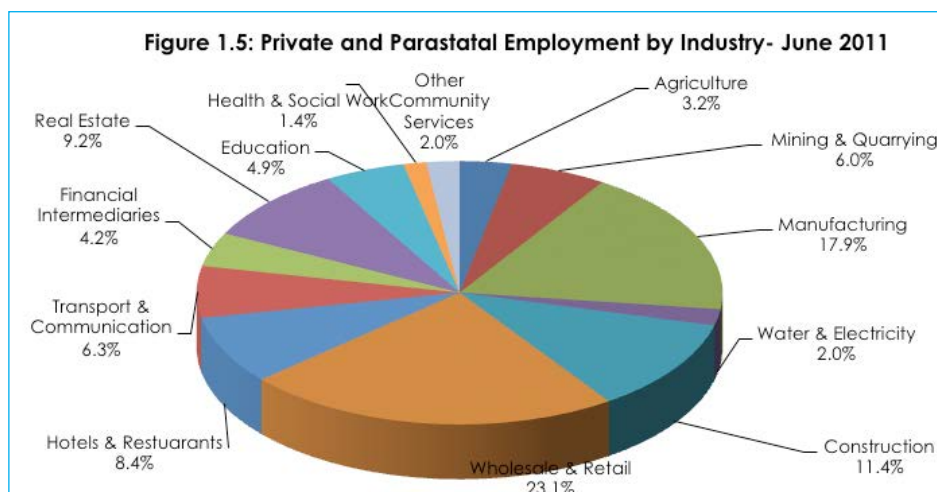


The graphical presentation of total employment by sector as at the end of June is displayed in Figure 1.4. Local Government recorded a significant increase (from 16.8 percent in June 2010 to 20.8 percent in June 2011) in the distribution of employment over the twelve months period as at the end of June 2011. The increase was due to the high number of Ipelegeng employees. Private sector employment accounted for 48.5 percent of total formal employment during June 2011, compared to 51.0 percent during June 2010. Central Government accounted for 26.3 percent of the total formal employment in June 2011, while during June 2010 it was 27.8 percent.

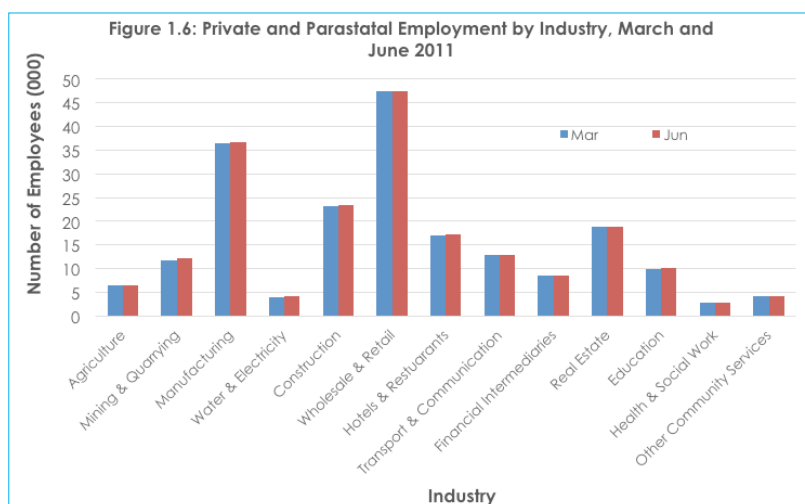


Private & Parastatal organisations constituted 52.9 percent of total formal sector employment during June 2011, of this; Wholesale & Retail Trade constituted 31.5 percent, followed by Manufacturing with 17.9 percent and Construction coming third with 11.4 percent (Table 1.2).

Graphical presentation of Private & Parastatal employment by industry is displayed in Figure 1.5. Commerce (Wholesale & Retail Trade and Hotels & Restaurants) constituted 31.5 percent of total Private & Parastatal employment during June 2011, followed by Manufacturing with 17.9 percent and Construction industry with 11.4 percent.



Private & Parastatal employment by industry for the two quarters of 2011 is graphically displayed in Figure 1.6. Between March and June 2011, all the industries recorded a slight increase (they cannot be seen from the figure) in employment except for Mining & Quarrying and Water & Electricity which recorded an increase of 4.6 and 2.6 percent respectively. Other community services, Agriculture and Transport & Communication followed with 0.6 percent each. Between the months of June and September, Wholesale & Retail Trade and Real Estate both recorded the lowest increase in employment of 0.1 percent.



The trend in formal sector employment by gender for the years 2005 to 2011 is graphically displayed in Figure 1.7. The figures used are for the month of September, except for 2005 and 2011 where the figures are for March. The trend shows that employment for males increased between the years 2005 and 2011. For females, there was a decline in employment in the year 2010. The decrease was due to a significant (64.9 percent) reduction of female employees of the Ipelegeng project in Local government.

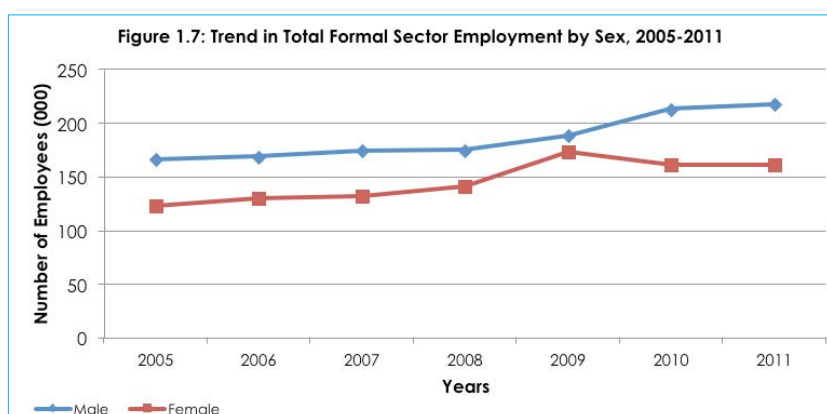
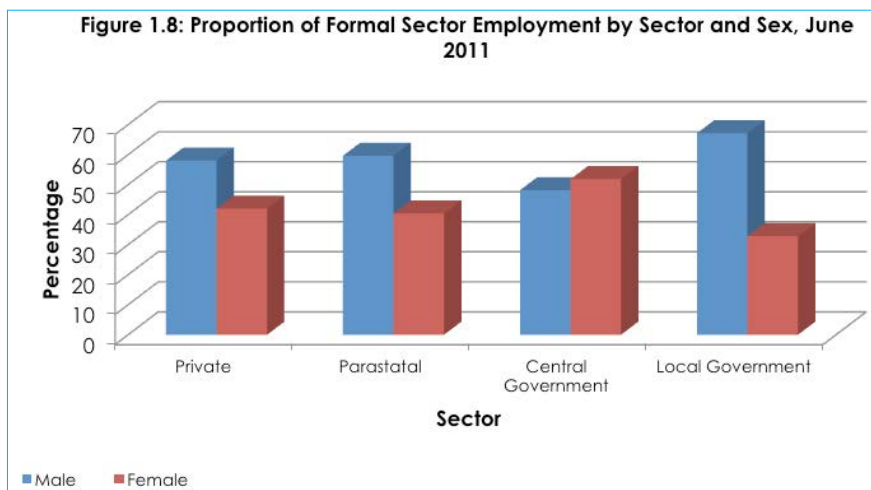


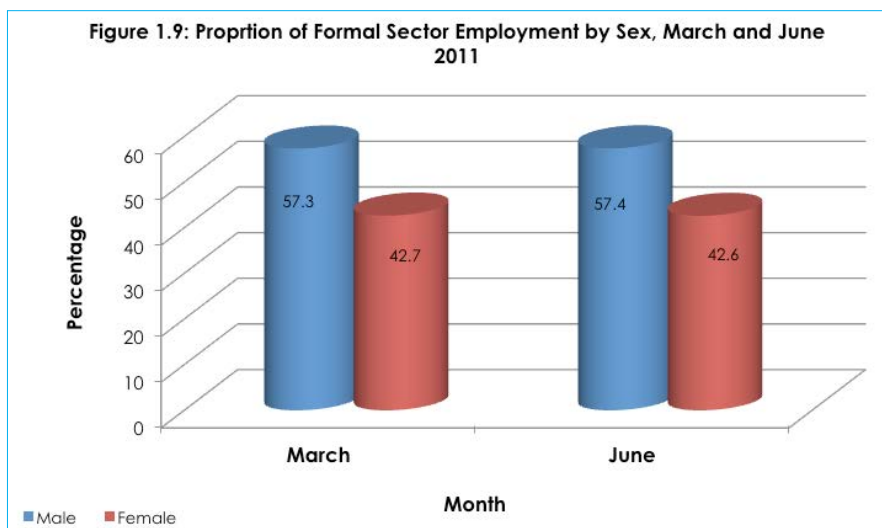
Figure 1.8 displays employment by sex and sector. The results show that during June 2011, the highest proportion of male employees was among Local Government constituting 67.1 percent, followed by Parastatal organisations with 59.6 percent.

Central Government had the highest proportion of female employees, 51.8 percent followed by Private sector with 42.0 percent. The lowest proportion of women was found in the Local Government with 32.9 percent.

At industry level, more men were found in Mining & Quarrying with 87.9 percent, followed by Construction and Water & Electricity with 85.9 and 75.2 percent respectively. Females dominated in Health & Social Work, Hotels & Restaurants, Financial Intermediaries and Other Community Activities with 68.9, 63.2, 62.7 and 58.5 percent respectively.



Comparison of employment by sex over March and June 2011 shows that the proportion of male and female employees was almost constant between the two quarters (See Figure 1.9). Male employees dominate in both March and June 2011.



1.2 AUGUST 2011 POPULATION AND HOUSING CENSUS- ECONOMIC ACTIVITY

This section presents the information on economic activity from the 2011 Population and Housing Census (PHC). Economic Activity comprises the Employed, the Unemployed and Not Economically Active population which is used to describe and analyse the supply of labour towards the formulation, implementation and monitoring of policies and programs in human resource development planning.

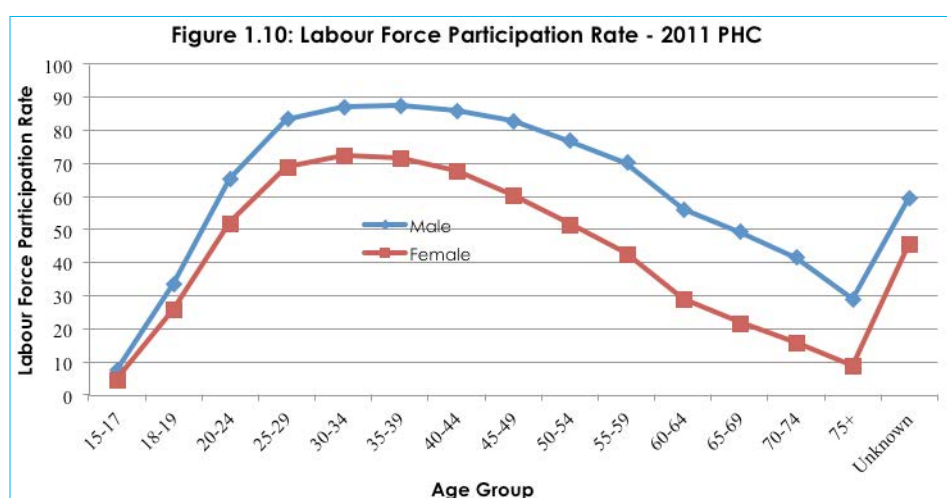
During the 2011 Population and Housing Census (PHC), each person aged 12 years and above was asked questions on economic activity. The structure of questions in the Census questionnaire were such that questions on usual economic activity, which is the long term economic activity (activities for the last twelve months), were asked first, then followed by questions on the current economic activity. This section will be concentrating on the current economic activities, which are activities done in a short reference period, being the past seven days. Questions on the economic activity were asked to persons aged 12 years and over, but for this report concentration will be on persons aged 15 years and above, which is the international threshold of the working age group.

Economically Active and Inactive Population

Table 1.10 shows that during the 2011 Census, 800,036 (58.6 percent) persons were economically active and 561,662 (41.1 percent) persons were economically inactive. The latter consists of students, retired persons, the sick and house workers. On the other hand, the economically active comprises the employed and the unemployed. This is also known as the Labour Force. Amongst the labour force (economically active) 640,567 were employed and 159,469 were unemployed. The unemployed are those who stated that they were actively seeking work, aged 15 years and above. The 2011 Population and Housing Census questionnaire was designed such that it did not collect information on discouraged job seekers; these are people who were available to work but not seeking work during the reference period because they were discouraged.

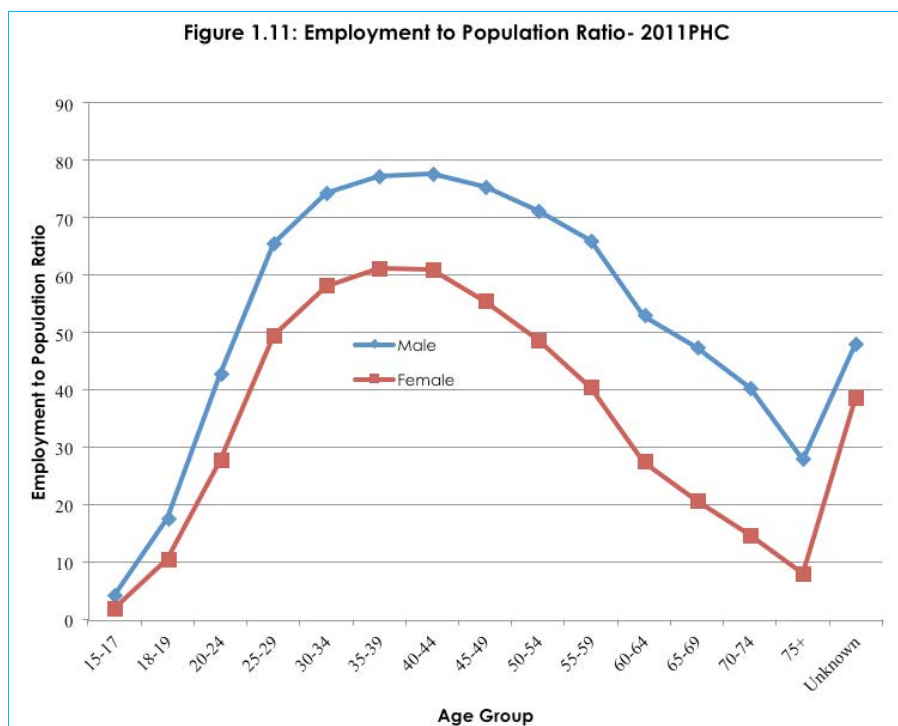
Labour Force Participation Rate (LFPR)

Figure 1.10 and table 1.12 show the total labour force participation rate by age group between males and females from the 2011 PHC. The LFPR reflects the extent to which a country's working age group is economically active. For both sexes, participation rate in economic activity was high for young adults, and then gradually declined as age increased. Participation rates for males were higher than their female counterparts from the onset.



Employment to Population Ratio (EPR)

Figure 1.11 shows Employment to Population Ratio by age group for 2011 PHC. The Employment to Population Ratio, sometimes called Employment Rate, reflects the extent to which a country's population is growing in collaboration with creation of employment. In short, EPR is an important indicator of the ability of the economy to provide employment to its growing population. A decline in EPR is considered as an indication of economic slowdown. The figure shows that, just as the LFPR, the EPR for males was higher than their female counterparts from the onset.



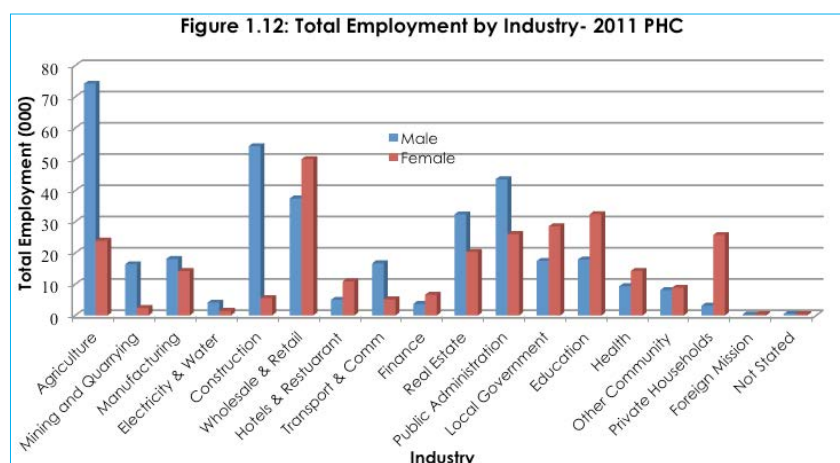
Employed Population

Employed persons or population can be described as all persons in the working age group who during a specified short reference period did some work either for payment in cash or in kind (paid employees) or who were in self-employment for profit or family gain as well as persons temporarily absent from these activities but definitely going to return to them (e.g. on sick leave). Some work was defined as one hour or more in the reference seven days. It should be noted that any economic work took precedence over all other activities. The employment statistics analysis was based on persons aged 15 years and over. Currently employed persons totalled 640,567 of which 362,926 were males (56.7 percent) and 277,641 (43.3 percent) were females (table 1.11).

Currently Employed by Industry

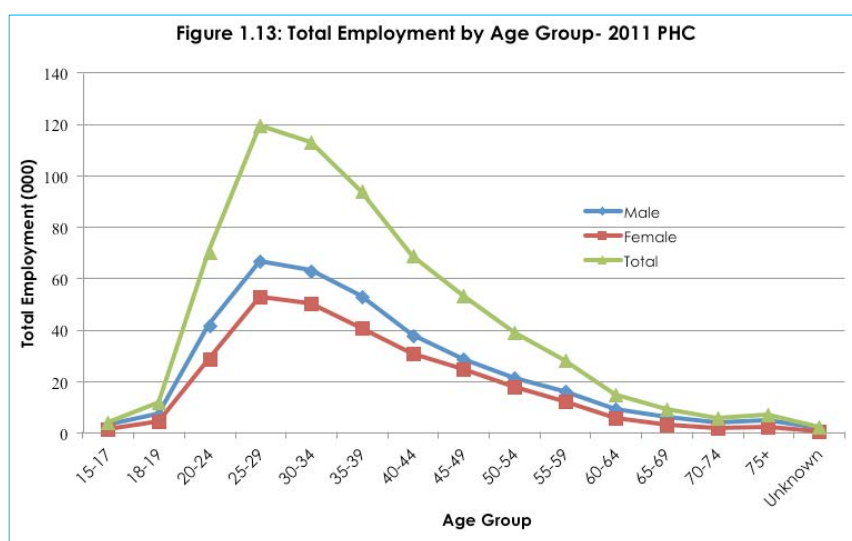
The main industrial employers were Agriculture (15.3 percent), Wholesale and Retail Trade (13.7 percent), Public Administration (10.9 percent), Construction (9.3 percent), and Real Estate (8.2 percent). Foreign Missions were the least with 730 employees representing 0.1 percent of total employment (see Table 1.15 and 1.18).

Females are more dominant in Private Households with 89.1 percent, followed by Hotels and Restaurants at 68.4 percent. Female employment in Education, Financial Intermediaries, Local Government and Health all accounted for more than 60 percent of employment each. Males dominated in industries such as Construction (90.7 percent) followed by Mining (87.1 percent). Significant number of males was also recorded in Transport & Communication, Agriculture and Water & Electricity recorded with 76.4, 75.6 and 73.6 percent respectively. This is depicted by figure 1.12 below.



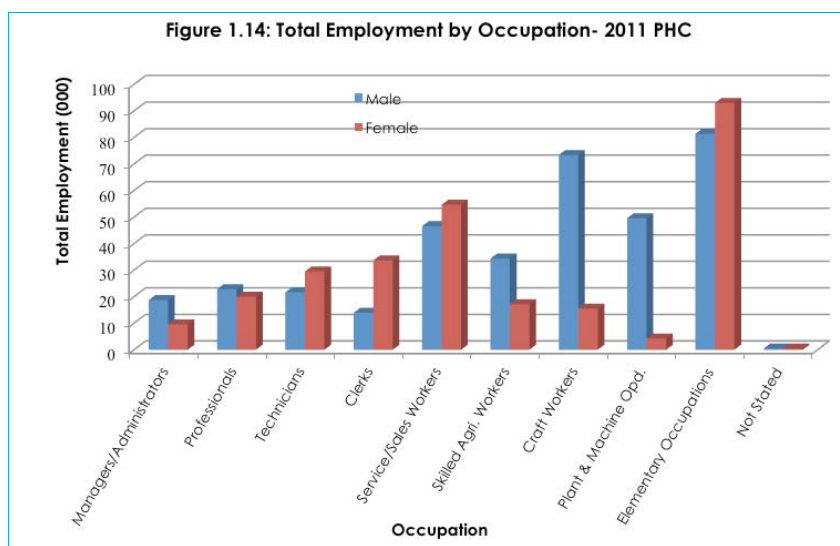
Currently Employed by Industry

Figure 1.13 shows that employed population is concentrated in the ages 20 to 44 years and gradually declines towards the ages of 60 years and upward. This may be attributed mainly due to the fact that when people get old, they leave and retire from the labour market. The figure shows that the age pattern of employment for men and women is very similar. The male curve is above the female curve, reflecting the higher employment of men at all ages.



Currently Employed by Occupation

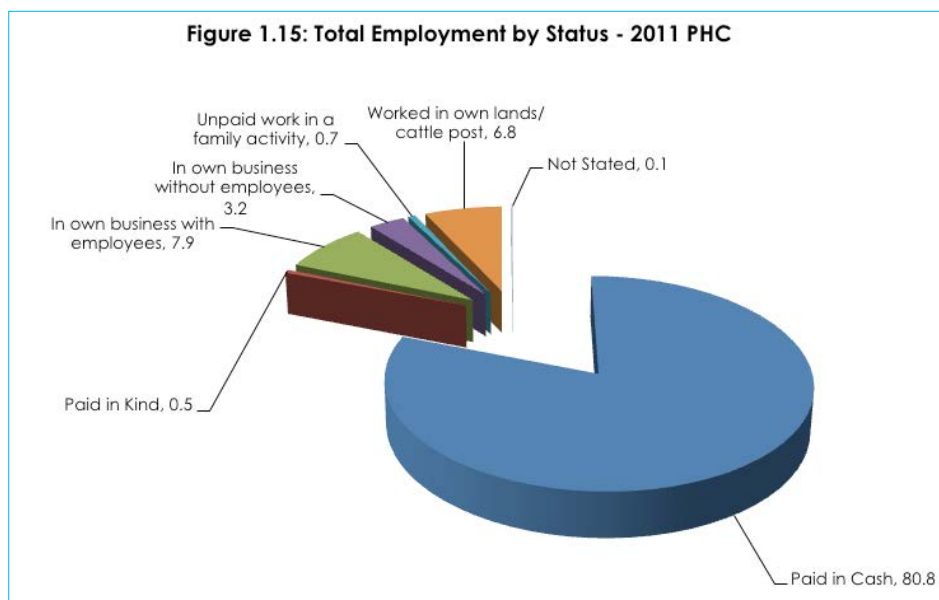
Figure 1.14 depicts that the most common occupations were elementary occupation accounting for 27.2 percent followed by Services/Sales workers and Craft workers with 15.8 and 13.9 percent of the total employment respectively (table 1.16) (The Table has no percentages Include percentages). The majority of Elementary Occupations were in the Agricultural industry, (26.4 percent) followed by Local Government and Private Households with 17.7 and 16.1 percent respectively. The least occupation recorded were the Managers/Administrators with 4.4 percent. The dominant industry for this occupation was the Wholesale & Retail Trade with 18.9 percent. See table 1.18.



Currently Employed by Status of Employment

Table 1.17 presents employed population by employment status and district. The table shows that the majority (17.1 percent) of employed population was in Gaborone, followed by Kweneng East with (12.7 percent) and Central Serowe/Palapye ranked third with 7.8 percent.

The results indicate that 81.3 percent of the employed population worked for paid employment (in cash and kind), followed by 7.9 percent of people who were self-employed with no employees. Persons working in their lands/cattle posts recorded 6.8 percent. This is graphically depicted in figure 1.15 below.



CURRENTLY UNEMPLOYED

The 2011 PHC overall unemployment rate was 19.9 percent, lower than the 23.9 percent recorded during the 2001 Census. The most affected age groups are the youths aged 15-19 and 20-24.

Currently unemployed

The 2011 PHC information on Unemployed population by age group and sex is presented in Table 1.11. The total unemployed population was 159,469 out of which 81,217 (50.9 percent) were females while 78,252 (49.1 percent) were males. Unemployment was more prevalent among the age group, 15-19 years, which constituted 52.0 percent of the total unemployment. This group makes only 4 % of the labour force. Persons aged 20-24 years followed constituted 40.2 percent. Youths aged 15-34 years accounted for 79.1 percent of the total unemployed during the 2011 PHC. The majority of these were women, contributing 66,091 or 52.4 percent of the group.

Most of the unemployed were found in urban villages (49.5 percent). This could be due to migration of the population from rural areas to the urban villages for better opportunities.

Unemployed population by district and sex is shown in Table 1.14. Kweneng East had the largest proportion of unemployment (14.5 percent). Gaborone followed with 10.3 percent and Central Serowe/Palapye came third with 8.0 percent. There were more unemployed females than males in most of the districts. Females had slightly the largest proportion (50.9 percent) of the unemployed while males accounted for 49.1 percent of the unemployed population. Even though the difference is not so much at district level, total female unemployment rate stood at 22.6 percent whilst males recorded 17.7 percent of total unemployment.

Table 1.1: Estimated Number of Paid Employees by Sector and Economic Activity, 2008 – 2011

Industry	Mar	Jun	Sep	Mar	Jun	Sep	Dec	Mar	Jun	Sep	Dec	Mar	Jun
	2008	2008	2008	2009	2009	2009	2009	2010	2010	2010	2010	2011	2011
Agriculture	5,600	5,700	5,700	5,900	6,100	6,200	6,200	6,200	6,300	6,400	6,500	6,500	6,500
Mining & Quarrying	11,700	11,500	11,600	10,600	10,500	10,600	10,700	10,800	11,000	11,300	11,600	11,700	12,200
Manufacturing	35,900	36,100	36,700	35,700	35,700	35,800	35,800	35,900	36,300	36,400	36,500	36,500	36,600
Water & Electricity	2,800	2,800	2,800	2,900	2,900	3,100	3,100	32,400	3,700	3,800	3,900	4,000	4,100
Construction	21,800	22,100	22,000	22,000	22,400	22,700	22,700	22,900	23,100	23,200	23,200	23,300	23,300
Wholesale & Retail Trade	44,800	45,200	45,500	45,800	46,200	46,600	47,000	47,000	47,000	47,100	47,300	47,400	47,400
Hotels & Restaurants	15,000	15,100	15,700	16,100	16,400	16,700	16,800	16,800	16,900	17,000	17,100	17,100	17,200
Transport	12,300	12,200	12,400	12,500	12,600	12,600	12,600	12,700	12,700	12,700	12,800	12,900	13,000
Financial Intermediaries	7,400	7,400	7,500	7,700	7,900	8,200	8,200	8,200	8,300	8,400	8,500	8,500	8,600
Real Estate & Business Activities	18,000	17,900	17,900	18,300	18,400	18,400	18,600	18,700	18,700	18,800	18,800	18,900	18,900
Education	9,400	9,700	9,700	9,700	9,800	9,900	9,800	9,800	9,900	10,000	9,900	10,000	10,100
Health & Social Work	2,300	2,300	2,300	2,500	2,600	2,800	2,800	2,800	2,900	2,900	2,900	2,900	2,900
Other Community Activities	3,400	3,400	3,500	3,700	3,800	3,900	3,900	4,000	4,100	4,100	4,100	4,200	4,200
Private & Parastatal	190,100	191,400	193,200	193,500	195,100	197,300	198,200	199,100	200,900	201,900	203,000	203,800	205,000
Private	175,900	177,000	178,800	179,000	180,100	182,200	183,000	183,400	184,700	185,700	186,200	186,200	188,000
Parastatal	14,300	14,400	14,400	14,500	15,000	15,100	15,200	15,700	16,200	16,200	16,700	16,700	17,000
Central Government	91,500	92,600	94,100	96,200	96,900	97,600	99,600	100,100	100,500	102,000	102,400	103,100	101,900
Local Government	27,000	27,200	28,500	95,000	97,900	67,000	60,200	62,000	60,800	70,100	73,400	72,000	80,600
Ipelegeng Program	-	-	-	66,800	69,300	38,200	31,200	33,000	31,800	41,300	45,100	43,700	52,300
Local Gov. Excl. Ipelegeng	27,000	27,200	28,500	28,200	28,600	28,800	29,000	29,100	29,000	28,800	28,300	28,400	28,300
All Sectors	308,600	311,200	315,800	384,600	389,800	362,000	357,900	361,300	362,100	373,900	378,800	378,900	387,400

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 Govt figures excludes Botswana Defence Force (BDF)

Table 1.2: Estimated Number of Paid Employees by Sector and Economic Activity – Percentage Distribution

Industry	Mar	Jun	Sep	Mar	Jun	Sep	Dec	Mar	Jun	Sep	Dec	Mar	Jun
	2008	2008	2008	2009	2009	2009	2009	2010	2010	2010	2010	2011	2011
Agriculture	1.8	1.8	1.8	1.5	1.6	1.7	1.8	1.7	1.7	1.7	1.7	1.7	1.7
Mining & Quarrying	3.8	3.7	3.7	2.8	2.7	2.9	3.1	3	3.1	3	3.1	3.1	3.1
Manufacturing	11.6	11.6	11.6	9.3	9.1	9.9	10.5	9.9	10	9.7	9.6	9.6	9.4
Water & Electricity	0.9	0.9	0.9	0.8	0.7	0.8	0.9	0.9	1	1	1	1.1	1.1
Construction	7.1	7.1	7	5.7	5.7	6.3	6.7	6.3	6.3	6.2	6.1	6.1	6
Wholesale & Retail Trade	14.5	14.5	14.4	11.9	11.9	12.9	13.8	13	13	12.6	12.5	12.5	12.2
Hotels & Restaurants	4.9	4.9	5	4.2	4.2	4.6	4.9	4.7	4.7	4.5	4.5	4.5	4.4
Transport	4	3.9	3.9	3.2	3.2	3.5	3.7	3.5	3.5	3.4	3.4	3.4	3.4
Financial Intermediaries	2.4	2.4	2.4	2	2	2.3	2.4	2.3	2.3	2.2	2.2	2.2	2.2
Real Estate & Business Activities	5.8	5.8	5.7	4.7	4.7	5.1	5.5	5.2	5.2	5	5	5	4.9
Education	3	3.1	3.1	2.5	2.5	2.7	2.9	2.7	2.7	2.7	2.6	2.6	2.6
Health & Social Work	0.7	0.7	0.7	0.7	0.7	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.7
Other Community Activities	1.1	1.1	1.1	1	1	1.1	1.2	1.1	1.1	1.1	1.1	1.1	1.1
Private & Parastatal	61.6	61.5	61.2	50.3	50	54.5	58.3	55.1	55.5	54	53.6	53.8	52.9
Private	57	56.9	56.6	46.5	46.2	50.3	53.8	50.8	51	49.7	49.2	49.1	48.5
Parastatal	4.6	4.6	4.6	3.8	3.8	4.2	4.5	4.3	4.5	4.3	4.4	4.4	4.4
Central Government	29.7	29.8	29.8	25	24.9	27	29.3	27.7	27.8	27.3	27	27.2	26.3
Local Government	8.7	8.7	9	24.7	25.1	18.5	16.8	17.2	16.8	18.7	19.4	19	20.8
Ipelegeng Program.	-	-	-	17.4	17.8	10.5	8.7	9.1	8.8	11	11.9	11.5	13.5
Local Gov. Excl. Ipelegeng	8.7	8.7	9	7.3	7.3	8	8.1	8.1	8	7.7	7.5	7.5	7.3
All Sectors	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	Mar 2007	Sep 2007	Mar 2008	Sep 2008	Mar 2009	Jun 2009	Sep 2009	Mar 2010	Jun 2010	Sep 2010	Dec 2010	Mar 2011	Jun 2011
Agriculture	0.3	-2.2	1.1	0.4	5.5	6.4	8.8	5.7	3.5	2.8	4.2	4.8	3.2
Mining & Quarrying	11.8	0.3	1.5	0.8	-9.5	-8.9	-8.6	1.9	5.1	6.9	8.1	8.3	10.9
Manufacturing	4.8	3	0.9	1.5	-0.5	-1.2	-2.5	0.6	1.7	1.6	1.9	1.7	0.8
Water & Electricity	17.6	-0.4	-1.5	-1.3	3.4	3.9	10.7	12	26.4	22	25.2	25	10.8
Construction	-12.5	-4.7	0.2	-0.6	1.2	1.3	3	4.2	3.3	2	2.4	1.7	0.9
Wholesale & Retail Trade	5.2	3.3	0.9	0.7	2.2	2.2	2.4	2.6	1.8	1.1	0.6	0.9	0.9
Hotels & Restaurants	1.3	-0.6	-0.2	4	7.4	8.6	6.4	4.4	3.1	1.6	1.6	1.8	1.8
Transport	-5.1	-1.4	-2.2	1.5	1.4	3.1	1.4	1.3	0.8	1.1	1.7	1.6	2.4
Financial Intermediaries	16	10.1	1.2	1	4.1	6.2	8.8	6.4	4.6	2	3.7	3.7	3.6
Real Estate & Business Activities	5.6	7.7	-1.3	0.1	1.4	2.6	2.9	1.9	1.4	2	1.1	1.1	1.1
Education	9.3	3.7	2.6	0.1	3.6	0.9	1.6	1.4	1.1	0.2	1.3	2	2
Health & Social Work	4.9	0.3	1.3	1.1	10.3	12.5	21.7	12.3	10.3	2.3	2.1	3.6	0
Other Community Activities	-6.1	-1.1	8.8	0.5	10.1	11	11.4	8.2	7	4.8	5.6	5	2.4
Private & Parastatal	2.4	1.8	0.6	0.9	1.8	1.9	2.1	2.9	3	2.3	2.4	2.4	2
Private	2.8	2.1	0.8	1	1.8	1.7	1.9	2.5	2.5	1.9	1.8	1.5	1.8
Parastatal	-1.5	-2.6	-2.5	0	1.4	4	4.9	8.2	7.9	7.4	10.2	6.4	4.9
Central Government	2.3	3.4	1.4	1.7	5.1	4.7	3.7	4.1	3.7	4.5	2.9	3	1.4
Local Government	2.9	3.9	0.9	4.7	251.7	259.8	135.2	-34.7	-37.9	4.6	21.9	16.1	32.6
All Sectors	2.4	2.4	0.8	1.5	24.6	25.3	14.6	-6.1	-7.1	3.3	5.8	4.9	7

Table 1.4: Estimated Number of Paid Employees by Sector and Citizenship, March 2011

Industry	Citizens			Non-Citizens			All employees			Localisation (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	2,872	2,838	5,709	555	224	779	3,427	3,061	6,488	84	93	88
Mining & Quarrying	10,094	1,212	11,306	330	32	362	10,424	1,244	11,668	97	97	97
Manufacturing	19,266	14,931	34,197	1,825	527	2,353	21,091	15,458	36,549	91	97	94
Water & Electricity	2,988	984	3,972	11	17	28	2,999	1,001	4,000	100	98	99
Construction	17,827	3,177	21,004	2,022	272	2,294	19,849	3,450	23,298	90	92	90
Wholesale & Retail	21,628	21,933	43,561	2,858	952	3,810	24,486	22,885	47,370	88	96	92
Hotels & Restaurants	6,062	10,209	16,270	485	339	824	6,547	10,548	17,095	93	97	95
Transport & Communication	6,890	4,504	11,393	1,035	459	1,494	7,924	4,963	12,887	87	91	88
Financial Intermediaries	3,048	5,224	8,271	229	39	268	3,276	5,263	8,540	93	99	97
Real Estate & Business Activities	11,979	6,020	17,999	712	173	884	12,691	6,193	18,884	94	97	95
Education	2,760	4,878	7,638	1,321	1,047	2,368	4,081	5,925	10,006	68	82	76
Health & Social work	666	1,704	2,369	270	238	508	936	1,942	2,877	71	88	82
Other Community Services	1,542	2,281	3,823	190	138	328	1,732	2,418	4,150	89	94	92
Private & Parastatal	107,620	79,893	187,513	11,842	4,457	16,299	119,462	84,350	203,812	90	95	92
Private	97,772	73,277	171,049	11,439	4,377	15,816	109,211	77,654	186,865	90	94	92
Parastatal	9,848	6,616	16,464	403	80	483	10,251	6,696	16,947	96	99	97
Central Government	48,551	52,745	101,296	1,155	605	1,760	49,706	53,350	103,056	98	99	98
Local Government	47,919	23,754	71,673	193	143	336	48,112	23,897	72,009	100	99	100
Ipelegeng Program	33,740	9,911	43,651	-	-	-	33,740	9,911	43,651	100	100	100
Local Gov. Excl. Ipelegeng	14,179	13,843	28,022	193	143	336	14,372	13,986	28,358	99	99	99
All sectors excl. Ipelegeng Programme employees	170,350	146,481	316,831	13,190	5,205	18,395	183,540	151,686	335,226	93	97	95
All Sectors	204,090	156,392	360,482	13,190	5,205	18,395	217,280	161,597	378,877	94	97	95

Table 1.5: Estimated Number of Paid Employees by Sector and Citizenship, June 2011

Industry	Citizens			Non-Citizens			All employees			Localisation (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	3,047	2,802	5,849	507	173	680	3,554	2,975	6,528	86	94	90
Mining & Quarrying	10,356	1,467	11,823	342	36	378	10,698	1,503	12,201	97	98	97
Manufacturing	19,271	14,481	33,751	2,121	766	2,887	21,391	15,247	36,638	90	95	92
Water & Electricity	3,076	1,018	4,094	11	0	11	3,087	1,018	4,105	100	100	100
Construction	18,164	3,225	21,388	1,716	243	1,958	19,880	3,467	23,347	91	93	92
Wholesale & Retail	21,238	23,473	44,712	2,200	524	2,724	23,439	23,997	47,436	91	98	94
Hotels & Restaurants	5,524	10,482	16,006	794	349	1,144	6,319	10,831	17,150	87	97	93
Transport & Communication	6,860	5,094	11,954	726	288	1,014	7,587	5,382	12,969	90	95	92
Financial Intermediaries	3,060	5,331	8,390	138	35	173	3,198	5,366	8,563	96	99	98
Real Estate & Business Activities	12,521	5,301	17,822	828	249	1,077	13,349	5,550	18,899	94	96	94
Education	2,882	4,617	7,510	1,350	1,200	2,550	4,231	5,817	10,060	68	79	75
Health & Social work	667	1,761	2,428	234	229	463	900	1,990	2,891	74	88	84
Other Community Serv.	1,540	2,327	3,866	191	116	307	1,731	2,443	4,173	89	95	93
Private & Parastatal	108,205	81,377	189,594	11,158	4,208	15,366	119,362	85,585	204,960	91	95	93
Private	98,263	74,713	172,988	10,805	4,175	14,979	109,067	78,888	187,968	90	95	92
Parastatal	9,781	6,799	16,580	353	59	412	10,134	6,858	16,992	97	99	98
Central Government	47,960	52,222	100,182	1,134	596	1,730	49,094	52,818	101,912	98	99	98
Local Government	53,906	26,334	80,240	174	140	314	54,080	26,474	80,554	100	99	100
Ipelegeng Program	39,692	12,578	52,270	-	-	-	39,692	12,578	52,270	100	100	100
Local Gov. Excl. Ipelegeng	14,214	13,756	27,970	174	140	314	14,388	13,896	28,284	99	99	99
All sectors excl. Ipelegeng Programme employees	170,218	147,490	317,720	12,466	4,970	17,435	182,683	152,460	335,156	93	97	95
All Sectors	209,910	160,068	369,990	12,466	4,970	17,435	222,375	165,038	387,426	94	97	95

Table 1.6: Estimated Number of Paid Employees by Sector and Economic Activity, March and June 2011

Mar-11					
Industry	Private	Parastatal	Central Govt.	Local Govt.	Total
Agriculture	6,334	154	...	...	6,488
Mining & Quarrying	11,668	...	...	...	11,668
Manufacturing	35,243	1,306	...	...	36,549
Water & Electricity	215	3,785	...	...	4,000
Construction	23,298	...	...	...	23,298
Wholesale & Retail Trade	47,190	180	...	...	47,370
Hotels & Restaurants	17,095	...	...	...	17,095
Transport & Communication	9,408	3,479	...	...	12,887
Financial Intermediaries	5,827	2,713	...	...	8,540
Real Estate & Business Activities	17,024	1,860	...	...	18,884
Education	6,840	3,166	...	...	10,006
Health & Social Work	2,823	54	...	...	2,877
Other Community Activities	3,900	250	...	...	4,150
Central Government	...	...	103,056	...	103,056
Local Government	...	...	...	72,009	72,009
Total	186,865	16,947	103,056	72,009	378,877
Jun-11					
Industry	Private	Parastatal	Central Govt.	Local Govt.	Total
Agriculture	6,404	124	...	...	6,528
Mining & Quarrying	12,201	...	...	...	12,201
Manufacturing	35,327	1,311	...	...	36,638
Water & Electricity	586	3,519	...	...	4,105
Construction	23,347	...	...	...	23,347
Wholesale & Retail Trade	47,254	182	...	...	47,436
Hotels & Restaurants	17,150	...	...	...	17,150
Transport & Communication	9,199	3,770	...	...	12,969
Financial Intermediaries	5,842	2,721	...	...	8,563
Real Estate & Business Activities	16,916	1,983	...	...	18,899
Education	6,989	3,071	...	...	10,060
Health & Social Work	2,837	54	...	...	2,891
Other Community Activities	3,916	257	...	...	4,173
Central Government	...	...	101,912	...	101,912
Local Government	...	...	...	80,554	80,554
Total	187,968	16,992	101,912	80,554	387,426

Table 1.7: Estimated Number of Paid Citizen Employees by Sex and Economic Activity

Industry	Mar-10			Jun-10			Mar-11			Jun-11		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	3,199	3,037	6,236	3,103	2,715	5,818	2,872	2,838	5,709	3,047	2,802	5,849
Mining and Quarrying	9,975	826	10,801	9,809	902	10,711	10,094	1,212	11,306	10,356	1,467	11,823
Manufacturing	18,971	16,961	35,932	17,158	16,866	34,024	19,266	14,931	34,197	19,271	14,481	33,751
Water & Electricity	2,479	768	3,248	2,809	843	3,652	2,988	984	3,972	3,076	1,018	4,094
Construction	20,047	2,886	22,933	17,188	3,158	20,346	17,827	3,177	21,004	18,164	3,225	21,388
Wholesale & Retail Trade	26,202	20,794	46,997	24,354	19,503	43,857	21,628	21,933	43,561	21,238	23,473	44,712
Hotels & Restaurants	5,988	10,828	16,816	5,348	10,712	16,060	6,062	10,209	16,270	5,524	10,482	16,006
Transport & Communication	8,171	4,497	12,668	6,804	4,233	11,037	6,890	4,504	11,393	6,860	5,094	11,954
Financial Intermediaries	3,043	5,149	8,192	2,959	5,030	7,989	3,048	5,224	8,271	3,060	5,331	8,390
Real Estate & Business Activities	12,840	5,810	18,650	11,351	5,629	16,980	11,979	6,020	17,999	12,521	5,301	17,822
Education	4,534	5,304	9,838	3,337	4,178	7,515	2,760	4,878	7,638	2,882	4,617	7,510
Health & Social Work	910	1,898	2,808	680	1,673	2,353	666	1,704	2,369	667	1,761	2,428
Other Community Activities	1,449	2,554	4,003	1,387	2,371	3,758	1,542	2,281	3,823	1,540	2,327	3,866
Private & Parastatal	117,809	81,312	199,121	106,288	77,811	184,099	107,620	79,893	187,513	108,205	81,377	189,594
Private	108,335	75,090	183,425	96,911	71,486	168,397	97,772	73,277	171,049	98,263	74,713	172,988
Parastatal	9,474	6,222	15,696	9,377	6,325	15,702	9,848	6,616	16,464	9,781	6,799	16,580
Central Government	51,002	49,095	100,097	49,929	49,080	99,009	48,551	52,745	101,296	47,960	52,222	100,182
Local Government	40,580	21,469	62,049	21,420	38,903	60,323	47,919	23,754	71,673	53,906	26,334	80,240
Ipelegeng Program	25,805	7,152	32,957	7,042	24,769	31,811	33,740	9,911	43,651	39,692	12,578	52,270
Local Gov. Excl. Ipelegeng	14,775	14,317	29,092	14,378	14,134	28,512	14,179	13,843	28,022	14,214	13,756	27,970
All Sectors	173,939	168,873	342,812	177,637	165,794	343,431	170,350	146,481	316,831	209,910	160,068	369,990

Table 1.8: Employment in Manufacturing Industry, March 2011

Industry	Citizens			NonCitizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Meat and meat Products	1,299	669	1,968	22	...	22	1,321	669	1,990
Dairy Products	195	136	331	11	2	13	206	138	344
Grain mill Products Includes maize, sorghum, millet etc. Human & animal feeds	244	443	687	7	...	7	251	443	694
Bakery Products	635	818	1,453	17	2	19	652	820	1,472
Other foods Products not elsewhere Classified (e.g. Chocolates, Sweets)	526	257	783	7	6	13	533	263	796
Beverages (Beer including Traditional Beer, Soft Drinks, etc.)	860	406	1,266	2	1	3	862	407	1,269
Textiles (exc. Clothing) including Preparation of textile fibres, synthetic material	1,117	1,420	2,537	223	261	484	1,340	1,681	3,021
Clothing and Other Wearing Apparel (incl. Leather)	467	3,489	3,956	320	37	357	787	3,526	4,313
Tanning and leather Products (excluding Clothing/Footwear) e.g. Handbags, souvenirs	107	71	178	...	...	...	107	71	178
Wood and Wood Products excluding furniture but including building materials	798	852	1,649	51	2	53	848	854	1,702
Paper and paper products	107	214	321	24	...	24	131	214	345
Printing and publishing	669	532	1,201	117	44	161	786	576	1,362
Chemical and chemical products	476	360	836	168	1	169	644	361	1,005
Rubber and plastic products	228	243	471	24	3	27	252	246	498
Cement Manufacturing	45	7	52	4	...	4	49	7	56
Non-Metallic mineral products excluding cement but including glass, ceramic	2,178	930	3,108	104	4	108	2,281	934	3,215
Fabricated metal products	5,827	1,293	7,120	235	8	243	6,062	1,301	7,363
Machinery and equipment incl. Refrigerators and other domestic equipment	495	120	615	39	46	85	534	166	700
Office , accounting and computing machinery	94	47	141	...	47	47	94	94	188
Electrical machinery and apparatus	269	101	370	131	1	132	400	102	502
Radio, television and communication equipment and apparatus (e.g. TV, Cameras etc.)	157	54	211	47	1	48	204	55	259
Motor Vehicles, trailers	62	14	76	12	1	13	74	15	89
Other transport equipment e.g. ships, boats, railway locomotives	39	8	47	7	1	8	46	9	55
Furniture (all types including wood)	1,117	430	1,547	68	47	115	1,185	476	1,661
Manufacturing of jewellery	250	983	1,233	134	11	145	384	994	1,378
Manufacturing of other products not elsewhere	964	1,031	1,994	49	2	51	1,012	1,033	2,045
Recycling Processing of Metal & Non Metal Waste	43	4	47	4	...	4	47	4	51
Total	19,266	14,931	34,197	1,825	527	2,353	21,091	15,458	36,549

Table 1.9: Employment in Manufacturing Industry, June 2011

Industry	Citizens			Non_Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Meat and meat Products	1,319	365	1,683	23	...	23	1,342	365	1,706
Dairy Products	273	214	487	9	2	11	282	216	498
Grain mill Products Includes maize, sorghum, millet etc. Human & animal feeds	199	111	310	7	...	7	206	111	317
Bakery Products	613	776	1,389	72	3	75	685	779	1,464
Other foods Products not elsewhere Classified (e.g. Chocolates, Sweets)	383	247	630	7	6	13	390	253	643
Beverages (Beer including Traditional Beer, Soft Drinks, etc.)	723	235	958	2	1	3	725	236	961
Textiles (exc. Clothing) including Preparation of textile fibres, synthetic material	1,104	1,316	2,420	235	281	516	1,339	1,597	2,936
Clothing and Other Wearing Apparel (incl. Leather)	502	3,858	4,359	251	54	305	752	3,912	4,664
Wood and Wood Products excluding furniture but including building materials	1,018	783	1,800	53	3	56	1,070	786	1,856
Paper and paper products	96	219	315	24	...	24	120	219	339
Printing and publishing	676	686	1,363	186	11	197	863	697	1,560
Chemical and chemical products	511	336	847	168	1	169	679	337	1,016
Rubber and plastic products	229	230	459	24	3	27	253	233	486
Cement Manufacturing	45	7	52	4	...	4	49	7	56
Non-Metallic mineral products excluding cement but including glass, ceramic	2,118	973	3,090	101	38	139	2,218	1,011	3,229
Fabricated metal products	6,054	1,405	7,458	176	12	188	6,230	1,417	7,646
Machinery and equipment incl. Refrigerators and other domestic equipment	491	207	698	125	45	170	616	252	868
Electrical machinery and apparatus	479	132	611	45	22	67	524	154	678
Radio, television and communication equipment and apparatus (e.g. TV, Cameras etc.)	28	10	38	3	...	3	31	10	41
Motor Vehicles, trailers	62	14	76	12	1	13	74	15	89
Other transport equipment e.g. ships, boats, railway locomotives	171	36	207	18	4	22	189	39	228
Furniture (all types including wood)	1,301	324	1,625	87	21	108	1,387	345	1,732
Manufacturing of jewellery	256	989	1,245	134	12	146	390	1,001	1,391
Manufacturing of other products not elsewhere	748	1,175	1,923	94	176	270	842	1,351	2,193
Recycling Processing of Metal & Non Metal Waste	34	3	37	4	...	4	38	3	41
Total	19,431	14,649	34,079	1,863	696	2,558	21,293	15,344	36,638

Table 1.10: The Economically Active Population by Age Group and Sex, 2011 Population and Housing Census

Age	Employed			Unemployed			Economically Active			Unemployment Rate (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	2,816	1,230	4,046	2,129	1,811	3,940	4,945	3,041	7,986	43.1	59.6	49.3
18-19	7,149	4,435	11,584	6,542	6,420	12,962	13,691	10,855	24,546	47.8	59.1	52.8
20-24	41,665	28,720	70,385	22,278	24,997	47,275	63,943	53,717	117,660	34.8	46.5	40.2
25-29	66,518	52,886	119,404	18,114	20,770	38,884	84,632	73,656	158,288	21.4	28.2	24.6
30-34	62,875	50,178	113,053	10,921	12,093	23,014	73,796	62,271	136,067	14.8	19.4	16.9
35-39	52,970	40,982	93,952	7,089	6,836	13,925	60,059	47,818	107,877	11.8	14.3	12.9
40-44	37,948	30,875	68,823	4,067	3,393	7,460	42,015	34,268	76,283	9.7	9.9	9.8
45-49	28,572	24,665	53,237	2,842	2,198	5,040	31,414	26,863	58,277	9	8.2	8.6
50-54	21,230	17,887	39,117	1,699	1,086	2,785	22,929	18,973	41,902	7.4	5.7	6.6
55-59	16,118	12,033	28,151	1,058	662	1,720	17,176	12,695	29,871	6.2	5.2	5.8
60-64	9,206	5,584	14,790	587	316	903	9,793	5,900	15,693	6	5.4	5.8
65-69	5,822	3,221	9,043	244	161	405	6,066	3,382	9,448	4	4.8	4.3
70-74	3,823	1,893	5,716	128	127	255	3,951	2,020	5,971	3.2	6.3	4.3
75+	4,729	2,339	7,068	188	220	408	4,917	2,559	7,476	3.8	8.6	5.5
Unknown	1,485	713	2,198	366	127	493	1,851	840	2,691	19.8	15.1	18.3
Total	362,926	277,641	640,567	78,252	81,217	159,469	441,178	358,858	800,036	17.7	22.6	19.9

Table 1.11: Labour Force Participation Rate by Age Group and Sex, 2011 Population and Housing Census

Age	Working Age Population			Economically Active			Labour Force Participation Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	64,517	63,957	128,474	4,945	3,041	7,986	7.7	4.8	6.2
18-19	40,301	41,971	82,272	13,691	10,855	24,546	34	25.9	29.8
20-24	97,249	103,101	200,350	63,943	53,717	117,660	65.8	52.1	58.7
25-29	101,194	106,658	207,852	84,632	73,656	158,288	83.6	69.1	76.2
30-34	84,515	86,027	170,542	73,796	62,271	136,067	87.3	72.4	79.8
35-39	68,435	66,784	135,219	60,059	47,818	107,877	87.8	71.6	79.8
40-44	48,767	50,530	99,297	42,015	34,268	76,283	86.2	67.8	76.8
45-49	37,881	44,380	82,261	31,414	26,863	58,277	82.9	60.5	70.8
50-54	29,742	36,620	66,362	22,929	18,973	41,902	77.1	51.8	63.1
55-59	24,368	29,681	54,049	17,176	12,695	29,871	70.5	42.8	55.3
60-64	17,344	20,240	37,584	9,793	5,900	15,693	56.5	29.2	41.8
65-69	12,243	15,504	27,747	6,066	3,382	9,448	49.5	21.8	34.1
70-74	9,464	12,797	22,261	3,951	2,020	5,971	41.7	15.8	26.8
75+	16,887	29,052	45,939	4,917	2,559	7,476	29.1	8.8	16.3
Unknown	3,088	1,837	4,925	1,851	840	2,691	59.9	45.7	54.6
Total	655,995	709,139	1,365,134	441,178	358,858	800,036	67.3	50.6	58.6

Table 1.12: Employment to Population Ratio by Age Group and Sex, 2011 Population and Housing Census

Age	Working Age Population			Employed			Employment to Population Ratio		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	64,517	63,957	128,474	2,816	1,230	4,046	4.4	1.9	3.1
18-19	40,301	41,971	82,272	7,149	4,435	11,584	17.7	10.6	14.1
20-24	97,249	103,101	200,350	41,665	28,720	70,385	42.8	27.9	35.1
25-29	101,194	106,658	207,852	66,518	52,886	119,404	65.7	49.6	57.4
30-34	84,515	86,027	170,542	62,875	50,178	113,053	74.4	58.3	66.3
35-39	68,435	66,784	135,219	52,970	40,982	93,952	77.4	61.4	69.5
40-44	48,767	50,530	99,297	37,948	30,875	68,823	77.8	61.1	69.3
45-49	37,881	44,380	82,261	28,572	24,665	53,237	75.4	55.6	64.7
50-54	29,742	36,620	66,362	21,230	17,887	39,117	71.4	48.8	58.9
55-59	24,368	29,681	54,049	16,118	12,033	28,151	66.1	40.5	52.1
60-64	17,344	20,240	37,584	9,206	5,584	14,790	53.1	27.6	39.4
65-69	12,243	15,504	27,747	5,822	3,221	9,043	47.6	20.8	32.6
70-74	9,464	12,797	22,261	3,823	1,893	5,716	40.4	14.8	25.7
75+	16,887	29,052	45,939	4,729	2,339	7,068	28	8.1	15.4
Unknown	3,088	1,837	4,925	1,485	713	2,198	48.1	38.8	44.6
Total	655,995	709,139	1,365,134	362,926	277,641	640,567	55.3	39.2	46.9

Table 1.13: The Economically Active Population by District, 2011 Population and Housing Census

District	Employed			Unemployed			Economically Active			Unemployment Rate (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Gaborone	58,305	51,033	109,338	7,761	8,600	16,361	66,066	59,633	125,699	11.7	14.4	13
Francistown	21,978	18,305	40,283	4,154	5,068	9,222	26,132	23,373	49,505	15.9	21.7	18.6
Lobatse	6,167	5,246	11,413	1,120	1,349	2,469	7,287	6,595	13,882	15.4	20.5	17.8
Selebi-Phikwe	12,143	8,463	20,606	1,505	2,162	3,667	13,648	10,625	24,273	11	20.3	15.1
Orapa	2,581	1,874	4,455	194	377	571	2,775	2,251	5,026	7	16.7	11.4
Jwaneng	5,894	3,398	9,292	808	879	1,687	6,702	4,277	10,979	12.1	20.6	15.4
Sowa Town	1,114	612	1,726	94	156	250	1,208	768	1,976	7.8	20.3	12.7
Ngwaketse	17,241	13,070	30,311	5,255	5,030	10,285	22,496	18,100	40,596	23.4	27.8	25.3
Barolong	7,301	5,164	12,465	2,257	1,846	4,103	9,558	7,010	16,568	23.6	26.3	24.8
Ngwaketse West	2,200	1,229	3,429	539	422	961	2,739	1,651	4,390	19.7	25.6	21.9
South East	16,905	14,828	31,733	3,699	4,084	7,783	20,604	18,912	39,516	18	21.6	19.7
Kweneng East	46,557	34,864	81,421	11,004	12,065	23,069	57,561	46,929	104,490	19.1	25.7	22.1
Kweneng West	8,465	4,558	13,023	1,599	1,198	2,797	10,064	5,756	15,820	15.9	20.8	17.7
Kgatleng	17,014	13,446	30,460	3,208	3,828	7,036	20,222	17,274	37,496	15.9	22.2	18.8
Central Serowe Palapye	29,505	20,621	50,126	6,625	6,153	12,778	36,130	26,774	62,904	18.3	23	20.3
Central Mahalapye	16,688	12,472	29,160	4,640	4,611	9,251	21,328	17,083	38,411	21.8	27	24.1
Central Bobonong	9,704	7,491	17,195	2,825	3,149	5,974	12,529	10,640	23,169	22.5	29.6	25.8
Central Boteti	8,457	5,573	14,030	2,706	2,586	5,292	11,163	8,159	19,322	24.2	31.7	27.4
Central Tutume	19,544	15,146	34,690	5,477	5,066	10,543	25,021	20,212	45,233	21.9	25.1	23.3
North East	8,248	7,304	15,552	2,726	2,726	5,452	10,974	10,030	21,004	24.8	27.2	26
Ngamiland East	14,535	10,836	25,371	4,539	4,644	9,183	19,074	15,480	34,554	23.8	30	26.6
Ngamiland West	7,643	6,450	14,093	1,574	1,512	3,086	9,217	7,962	17,179	17.1	19	18
Chobe	6,244	4,321	10,565	681	803	1,484	6,925	5,124	12,049	9.8	15.7	12.3
Okavango Delta	855	772	1,627	26	13	39	881	785	1,666	3	1.7	2.3
Ghanzi	8,297	4,809	13,106	1,487	1,223	2,710	9,784	6,032	15,816	15.2	20.3	17.1
Central Kgalagadi Game Reserve (CKGR)	149	32	181	1	1	2	150	33	183	0.7	3	1.1
Kgalagadi South	5,314	3,152	8,466	1,120	1,059	2,179	6,434	4,211	10,645	17.4	25.1	20.5
Kgalagadi North	3,878	2,572	6,450	628	607	1,235	4,506	3,179	7,685	13.9	19.1	16.1
Total	362,926	277,641	640,567	78,252	81,217	159,469	441,178	358,858	800,036	17.7	22.6	19.9

**Table 1.14: The Employed Population by Industry and Sex, 2011
Population and Housing Census**

Industry	Employed		
	Male	Female	Total
Agriculture	74,198	23,987	98,185
Mining and Quarrying	16,419	2,437	18,856
Manufacturing	18,118	14,236	32,354
Electricity & Water	4,121	1,478	5,599
Construction	54,196	5,573	59,769
Wholesale & Retail Trade	37,486	50,058	87,544
Hotels & Restaurants	5,040	10,941	15,981
Transport & Comm	16,722	5,157	21,879
Finance	3,717	6,635	10,352
Real Estate	32,354	20,336	52,690
Public Administration	43,630	26,099	69,729
Local Government	17,492	28,530	46,022
Education	17,912	32,457	50,369
Health	9,359	14,285	23,644
Other Community	8,132	8,887	17,019
Private Households	3,140	25,763	28,903
Foreign Mission	356	374	730
Not Stated	534	408	942
Total	362,926	277,641	640,567

Table 1.15: The Employed Population by Occupation and Employment Status, 2011 Population and Housing Census

Occupation	Employment Status								Total	Percentage (%)
	Employee (paid cash)	Employee (paid in kind)	Self-employed (no employees)	Self-employed (with employees)	Unpaid family helper	Working at own lands/cattle posts	Not Stated	Not Stated		
Managers/Administrators	19,454	38	1,710	7,055	18	27	4	28,306	4.4	
Professionals	41,373	185	513	663	15	4	6	42,759	6.7	
Technicians	48,117	138	2,124	704	25	6	13	51,127	8	
Clerks	46,554	87	489	465	33	5	4	47,637	7.4	
Service/Sales Workers	87,619	305	9,725	2,744	746	59	17	101,215	15.8	
Skilled Agri. Workers	3,549	55	1,568	563	107	1,973	1	7,816	1.2	
Craft Workers	66,457	426	15,908	5,527	316	126	165	88,925	13.9	
Plant & Machine Operators	49,729	93	2,996	846	43	14	63	53,784	8.4	
Elementary Occupations	152,772	1,714	15,350	1,570	1,211	1,453	286	174,356	27.2	
Not Stated	2,105	295	172	302	1,707	39,830	10	44,421	6.9	
Not classified	157	8	25	6	21	3	1	221	0	
Total	517,886	3,344	50,580	20,445	4,242	43,500	570	640,567	100	

Table 1.16: The Employed Population by District and Employment Status, 2011 Population and Housing Census

District	Employment Status							Total
	Employee (paid cash)	Employee (paid in kind)	Self-employed (no employees)	Self-employed (with employees)	Unpaid family helper	Working at own lands/cattle posts	Not Stated	
Gaborone	95,715	319	6,815	6,039	192	209	49	109,338
Francistown	33,984	140	4,273	1,653	108	123	2	40,283
Lobatse	10,265	17	722	359	22	24	4	11,413
Selebi-Phikwe	18,203	36	1,715	553	29	58	12	20,606
Orapa	4,310	6	108	22	2	7	-	4,455
Jwaneng	8,726	19	311	180	4	51	1	9,292
Sowa Town	1,663	-	38	18	3	3	1	1,726
Ngwaketse	22,454	362	2,121	818	656	3,866	34	30,311
Barolong	9,871	204	688	201	224	1,265	12	12,465
Ngwaketse West	2,258	38	118	50	174	786	5	3,429
South East	27,215	148	2,220	1,179	161	765	45	31,733
Kweneng East	65,703	389	8,049	2,591	595	4,008	86	81,421
Kweneng West	9,413	188	806	118	175	2,313	10	13,023
Kgatleng	23,886	107	2,612	983	239	2,561	72	30,460
Central Serowe Palapye	39,499	311	3,983	1,310	361	4,585	77	50,126
Central Mahalapye	21,374	208	2,398	779	277	4,094	30	29,160
Central Bobonong	12,940	82	1,424	371	80	2,288	10	17,195
Central Boteti	10,693	60	1,049	234	96	1,880	18	14,030
Central Tutume	27,037	205	3,573	938	220	2,677	40	34,690
North East	12,995	69	1,328	444	73	629	14	15,552
Ngamiland East	18,799	167	2,387	771	196	3,033	18	25,371
Ngamiland West	7,241	104	1,843	162	124	4,609	10	14,093
Chobe	9,506	48	666	197	28	114	6	10,565
Okavango Delta	1,387	7	122	5	6	100	-	1,627
Ghanzi	10,596	58	545	264	56	1,579	8	13,106
Central Kgalagadi Game Reserve (CKGR)	170	-	9	-	-	2	-	181
Kgalagadi South	6,815	31	312	127	56	1,121	4	8,466
Kgalagadi North	5,168	21	345	79	85	750	2	6,450
Group Total	517,886	3,344	50,580	20,445	4,242	43,500	570	640,567

Table 1.17: The Employed Population by Industry and Occupation, 2011 Population and Housing Census

Industry	Occupation										Total
	Managers	Professionals	Technicians	Clerks	Service/ Sales Workers	Skilled Agri. Workers	Craft Workers	Plant & Machine Opd.	Elementary Occupations	Not Stated	
Agriculture	849	60	119	233	453	5,468	522	755	46,043	43,683	98,185
Mining and Quarrying	815	1,272	1,344	766	633	14	5,185	6,209	2,585	33	18,856
Manufacturing	1,807	647	850	1,823	2,034	100	16,971	4,452	3,601	69	32,354
Electricity & Water	267	525	614	603	190	7	1,481	1,080	817	15	5,599
Construction	2,373	1,369	1,467	1,248	553	37	39,489	3,449	9,743	41	59,769
Wholesale & Retail Trade	5,337	930	1,396	12,412	28,796	108	14,324	2,696	21,472	73	87,544
Hotels & restaurants	1,233	165	229	2,078	9,704	40	442	346	1,731	13	15,981
Transport & Comm	1,275	823	1,220	2,025	3,560	75	797	10,331	1,722	51	21,879
Finance	1,423	1,716	2,366	3,714	593	1	36	95	389	19	10,352
Real Estate	4,743	5,242	4,508	5,822	19,045	114	3,911	2,818	6,259	228	52,690
Public Administration	3,668	5,752	7,035	10,146	15,425	922	2,292	16,151	8,187	151	69,729
Local Government	1,550	1,569	2,600	2,390	2,789	106	1,664	2,462	30,855	37	46,022
Education	1,505	18,165	15,009	1,828	6,381	90	552	607	6,169	63	50,369
Health	329	2,783	9,776	1,237	3,890	414	207	1,276	3,699	33	23,644
Other Community	932	1,389	2,315	1,096	6,754	179	679	847	2,732	75	16,998
Private Households	17	16	20	12	270	136	248	45	28,124	15	28,903
Foreign Mission	127	212	141	110	24	1	12	59	40	4	730
Not Stated	56	124	118	94	121	4	113	106	188	39	963
Total	28,306	42,759	51,127	47,637	101,215	7,816	88,925	53,784	174,356	44,642	640,567

Table 1.18: The Unemployed Population by Education/Training and Sex, 2011 Population and Housing Census

Education	Unemployed		
	Male	Female	Total
Never attended	6,666	3,393	10,059
Primary	12,867	10,156	23,023
Junior Secondary	29,928	33,526	63,454
Senior Secondary	17,187	20,632	37,819
Post-Secondary education	243	183	426
Non formal	205	216	421
Apprentice Certificate	94	63	157
Brigade Certificate	2,211	1,646	3,857
Brigade Diploma	132	111	243
Vocational Certificate	1,986	2,689	4,675
Vocational Diploma	898	991	1,889
Education College Certificate	267	545	812
Education College Diploma	517	776	1,293
IHS Certificate	30	126	156
IHS Diploma	72	133	205
University Certificate	343	549	892
University Diploma	1,917	2,717	4,634
University Degree	2,412	2,471	4,883
Not Stated	277	294	571
Total	78,252	81,217	159,469

Table 1.19: The Unemployed Population by Age Group and Locality Type, 2011 Population and Housing Census

Age Group	City/Town	Locality type							Total
		Urban Village	Rural Village	Lands area	Cattle Post	Freehold Farm	Mixture of lands and Cattle Post	Camp or Other Locality	
15-19	3,123	7,824	4,639	602	359	95	195	65	16,902
20-24	11,170	23,228	10,434	1,237	599	129	281	197	47,275
25-29	9,000	19,649	8,324	1,013	429	118	215	136	38,884
30-34	4,826	11,804	5,157	653	252	73	151	98	23,014
35-39	2,714	7,089	3,321	387	193	44	113	64	13,925
40-44	1,503	3,620	1,872	236	115	25	63	26	7,460
45-49	878	2,434	1,371	174	99	25	45	14	5,040
50-54	494	1,323	743	114	48	13	35	15	2,785
55-59	248	797	512	88	42	10	19	4	1,720
60-64	121	406	264	72	25	3	9	3	903
65-69	48	169	131	34	8	5	9	1	405
70+	44	314	224	34	24	6	14	3	663
Not Stated	58	248	130	25	21		5	6	493
Total	34,227	78,905	37,122	4,669	2,214	546	1,154	632	159,469

Table 1.20: 2001 and 2011 Census Unemployment Rates by Age group and Sex

Age Group	Unemployed Population						Unemployment Rates					
	2001 Census			2011 Census			2001 Census			2011 Census		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19	8,227	9,170	17,397	8,671	8,231	16,902	48.2	63.5	55.9	46.5	59.2	52
20-24	16,921	21,557	38,478	22,278	24,997	47,275	47.4	51.3	49.4	34.8	46.5	40.2
25-29	9,733	12,473	22,206	18,114	20,770	38,884	23.6	31.8	27.9	21.4	28.2	24.6
30-34	5,171	5,964	11,135	10,921	12,093	23,014	17	18.1	17.5	14.8	19.4	16.9
35-39	3,811	3,647	7,458	7,089	6,836	13,925	13.1	13.4	13.2	11.8	14.3	12.9
40-44	2,591	2,044	4,635	4,067	3,393	7,460	11.3	7.9	9.7	9.7	9.9	9.8
45-49	1,905	1,187	3,092	2,842	2,198	5,040	6.8	7.9	7.3	9	8.2	8.6
50-54	1,143	510	1,653	1,699	1,086	2,785	6.8	3.8	5.5	7.4	5.7	6.6
55-59	701	293	994	1,058	662	1,720	2.9	4	3.4	6.2	5.2	5.8
60-64	421	159	580	587	316	903	2.4	5.2	3.4	6	5.4	5.8
65-69	221	90	311	244	161	405	0	0	0	4	4.8	4.3
70+	229	168	397	316	347	663	0.7	2.6	1.2	3.6	7.6	4.9
Not Stated	406	24	430	366	127	493	-	-	-	19.8	15.1	18.3
Total	51,480	57,286	108,766	78,252	81,217	159,469	21.5	26.3	23.9	17.7	22.6	19.9

CHAPTER 2

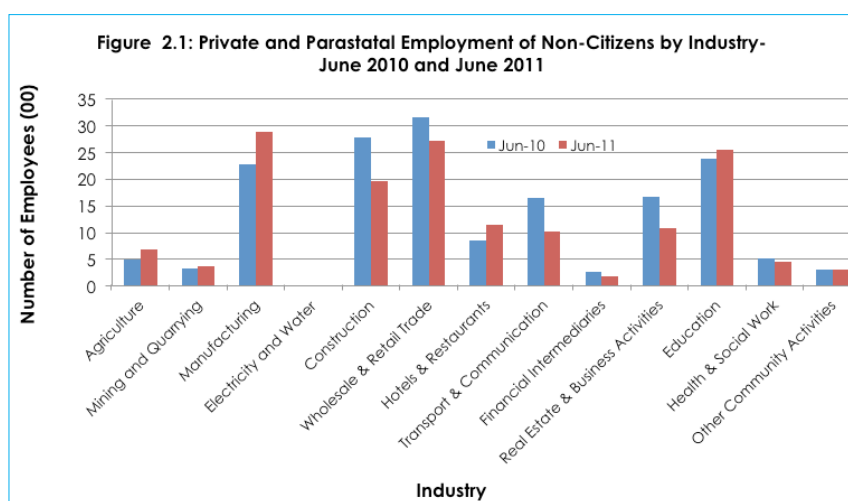
FORMAL NON-CITIZEN EMPLOYMENT

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, and secondly from processing of work-permits.

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. All sector non-citizens employment decreased from 18,708 employees in June 2010 to 17,410 persons employed during June 2011; a decline of 1,298 (6.9 percent) over the twelve months period.

Private & Parastatal employment of non-citizens decreased from 16,765 employees during June 2010 to 15,366 employees during June 2011, a decrease of 1,399 persons (8.3 percent). Private sector employment contributed more to the decline, as it recorded a decrease of 1,310 employees (8.0 percent), from 16,289 employees to 14,979 employees over the twelve months period ending June 2011. Central Government non-citizen employment increased by 225 (15.0 percent) from 1,505 in June 2010 to 1,730 in June 2011. Comparison of Private & Parastatal employment by Industry for Non-Citizens is graphically displayed in Figure 2.1 (June 2010 and June 2011). The results showed that Agriculture, Hotels & Restaurants, Manufacturing, Mining & Quarrying and Education increased by 37.1, 35.1, 26.3, 17.4 and 6.4 percent respectively. The other industries recorded decreases in the employment.



2.2 Work Permit Holders

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

2.2.1 Work-Permit holders as at December 2010

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 in need of expatriate recruitment, and as a result where there is need for training in preparation for localization.

Work permit holders by nationality are shown in Tables 2.2 and 2.3. Over the six-year period, the total work permits issued increased by 7,943 (104.7 percent) from 7,586 in 2006 to 15,529 in 2011. Comparison of work permit holders as at the end of 2010 and 2011 showed a decrease of 10.2 percent (from 17,286 in 2010 to 15,529 in 2011). Out of the 15,529 work permit holders recorded as active at end of December 2011, 10,054 (64.7 percent) were employees while 5,475 (35.3 percent) were self-employed. The majority of work permit holders were males 12,037 (77.5 percent). The highest number of permit holders were Zimbabweans at 5,419 (34.9 percent), followed by Chinese at 3,827 (24.6 percent) and South Africans with 1,795 (11.6 percent).

Employees and self-employed work permit holders by nationality at the end of December 2011 are depicted in Figure 2.2. The highest number of employee work permit holders was recorded for Zimbabweans with 4,646 persons (46.2 percent) followed by Chinese with 2,711 persons (27.0 percent). For the self-employed Chinese were the dominant work permit holders with 1,116 persons (20.4 percent) followed by Indians with 934 persons (17.1 percent).

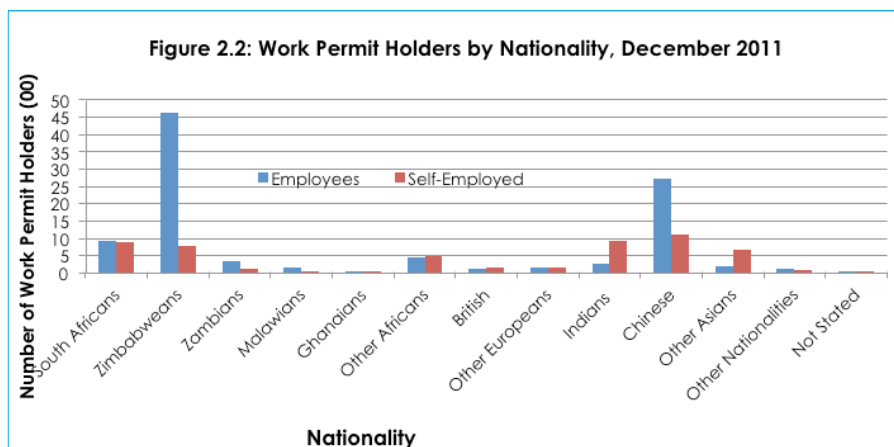


Table 2.4 presents the age distribution of work permits holders as at end of December 2011. Work-permit holders for both employees and self-employed were concentrated mostly in the ages ranging from 25 to 49 years with 84.1 and 76.2 percent respectively.

Industry distribution for employees and self-employed permit holders as at end of December 2011 is shown in Table 2.5. For employees, the Construction industry had the highest number of work permit holders with 3,270 persons (32.5 percent), followed by Agriculture and Education with 2,675 persons (26.6 percent) and 856 persons (8.5 percent) respectively. Wholesale & Retail Trade was the dominant activity for self-employed work permit holders with 1,568 persons (28.6 percent) followed by Real Estate with 1,486 persons (26.6 percent) and Construction with 727 persons (13.3 percent).

Table 2.6 shows Occupational groups for new and renewed work permits for employees only. A large proportion of new employee work permit holders was in the Elementary Occupations (especially farm labourers and cattle herders) with 2,176 persons (24.9 percent), followed by Craft Workers with 1,685 persons (19.3 percent) while Professionals recorded 1,576 (18.0 percent). As for renewed employees work permit holders, Elementary Occupations had a large proportion with 456 persons (34.7 percent), followed by Technicians and Professionals with 300 (22.8 percent) and 194 persons (14.7 percent) respectively.

2.2.2 Work-permit holders as at the end of 2010 and 2011

Comparison of work-permit holders, as at the end of the years 2010 and 2011, is given in Tables 2.7, 2.8 and 2.9. Overall, there was a decrease of 10.2 percent (from 17,286 as at December 2010 to 15,529 as at December 2011). Employee permit holders decreased by 16.0 percent (from 11,966 to 10,054 persons) while Self-employed went up by 2.9 percent (from 5,320 to 5,475 persons) during the same period.

Table 2.1: Estimated Number of Paid Non-Citizen Employees by Economic Activity and Sex

Industry	Mar-10			Jun-10			Mar-11			Jun-11		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	446	176	622	407	89	496	555	224	779	507	173	680
Mining and Quarrying	402	39	441	301	21	322	330	32	362	342	36	378
Manufacturing	2,027	378	2,405	2,001	283	2,285	1,825	527	2,353	2,121	766	2,887
Water and Electricity	14	2	16	15	-	15	11	17	28	11	-	11
Construction	2,191	131	2,321	2,635	151	2,786	2,022	272	2,294	1,716	243	1,958
Wholesale & Retail Trade	3,220	598	3,817	2,785	389	3,174	2,858	952	3,810	2,200	524	2,724
Hotels & Restaurants	546	390	936	533	314	847	485	339	824	794	349	1,144
Transport & Communication	920	88	1,008	1,381	278	1,658	1,035	459	1,494	726	288	1,014
Financial Intermediaries	235	101	336	238	38	276	229	39	268	138	35	173
Real Estate & Business Activities	1,145	454	1,599	1,435	249	1,684	712	173	884	828	249	1,077
Education	1,143	1,139	2,282	1,278	1,120	2,397	1,321	1,047	2,368	1,350	1,200	2,550
Health & Social Work	184	279	463	284	233	517	270	238	508	234	229	463
Other Community Services	129	66	195	147	160	308	190	138	328	191	116	307
Private & Parastatal	12,603	3,839	16,442	13,441	3,324	16,765	11,842	4,457	16,299	11,158	4,208	15,366
Private	12,139	3,742	15,881	13,044	3,245	16,289	11,439	4,377	15,816	10,805	4,175	14,979
Parastatal	464	97	561	397	79	476	403	80	483	353	59	412
Central Government	1,082	455	1,537	1,040	465	1,505	1,155	605	1,760	1,134	596	1,730
Local Government	255	154	409	260	178	438	193	143	336	174	140	314
All Sectors	13,940	4,448	18,388	14,741	3,967	18,708	13,190	5,205	18,395	12,466	4,944	17,410

Table 2.2: Work Permit Holders by Nationality, 2006 – 2011

Nationality	2006	2007	2008	2009	2010	2011
South Africans	824	926	1,473	1,711	1,787	1,795
Zimbabweans	3,165	4,402	6,947	8,779	7,506	5,419
Zambians	324	373	465	508	452	476
Malawians	100	129	181	230	206	197
Ghanaians	75	70	76	79	-	53
Kenyans	-	-	-	-	276	-
Other Africans	576	739	1,067	1,263	825	943
British	210	209	271	282	265	279
Other Europeans	143	168	227	242	195	282
Indians	781	1,016	1,509	1,657	1,339	1,194
Chinese	793	1,250	2,141	3,005	3,280	3,827
Other Asians	502	711	1,110	1,194	958	844
Other Nationalities	79	89	123	121	197	216
Not stated	14	12	12	9	-	4
Total	7,586	10,094	15,602	19,080	17,286	15,529

Table 2.3: Total Work Permit Holders by Nationality and Type of Permit, December 2011

Nationality	Employees			Self-Employed			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
South Africans	757	155	912	603	280	883	1,360	435	1,795
Zimbabweans	3,208	1,438	4,646	591	182	773	3,799	1,620	5,419
Zambians	242	96	338	106	32	138	348	128	476
Malawians	138	14	152	34	11	45	172	25	197
Ghanaians	26	3	29	15	9	24	41	12	53
Other Africans	334	105	439	389	115	504	723	220	943
British	82	29	111	111	57	168	193	86	279
Other Europeans	107	33	140	98	44	142	205	77	282
Indians	221	39	260	788	146	934	1,009	185	1,194
Chinese	2,563	148	2,711	737	379	1,116	3,300	527	3,827
Other Asians	152	29	181	596	67	663	748	96	844
Other Nationalities	86	48	134	51	31	82	137	79	216
Not Stated	-	1	1	2	1	3	2	2	4
Total	7,916	2,138	10,054	4,121	1,354	5,475	12,037	3,492	15,529

Table 2.4: Total Work Permit Holders by Age-Group and Type of Permit - December 2011

Age Group	Employees			Self-Employed			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
> 25 Yrs	384	108	492	276	103	379	660	211	871
25-29 Yrs	1,257	395	1,652	614	198	812	1,871	593	2,464
30-34 Yrs	1,477	510	1,987	724	232	956	2,201	742	2,943
35-39 Yrs	1,494	453	1,947	730	223	953	2,224	676	2,900
40-44 Yrs	1,401	302	1,703	631	213	844	2,032	515	2,547
45-49 Yrs	976	187	1,163	453	153	606	1,429	340	1,769
50-54 Yrs	402	107	509	285	103	388	687	210	897
55-59 Yrs	301	56	357	180	65	245	481	121	602
60-64 Yrs	147	13	160	134	50	184	281	63	344
65-69 Yrs	55	5	60	64	10	74	119	15	134
70+	20	2	22	30	4	34	50	6	56
Unknown	2	-	2	-	-	-	2	-	2
Total	7,916	2,138	10,054	4,121	1,354	5,475	12,037	3,492	15,529

Table 2.5: Total Work Permit Holders by Industry and Type of Permit as at December 2011

Industry	Employees			Self-Employed			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	1,711	964	2,675	136	37	173	1,847	1,001	2,848
Mining and Quarrying	171	7	178	9	1	10	180	8	188
Manufacturing	467	109	576	563	143	706	1,030	252	1,282
Water and Electricity	66	8	74	27	12	39	93	20	113
Construction	3,138	132	3,270	639	88	727	3,777	220	3,997
Wholesale & Retail Trade	255	13	268	1,161	407	1,568	1,416	420	1,836
Hotels & Restaurants	112	59	171	117	52	169	229	111	340
Transport & Communication	450	36	486	139	67	206	589	103	692
Financial Intermediaries	66	13	79	78	21	99	144	34	178
Real Estate & Business Activities	590	81	671	1,071	387	1,458	1,661	468	2,129
Education	448	408	856	28	43	71	476	451	927
Health & Social Work	138	140	278	78	35	113	216	175	391
Other Community Services	295	108	403	70	59	129	365	167	532
Private Households	2	49	51	-	-	-	2	49	51
Foreign Missions	6	10	16	-	-	-	6	10	16
Not Stated	1	1	2	5	2	7	6	3	9
Total	7,916	2,138	10,054	4,121	1,354	5,475	12,037	3,492	15,529

Table 2.6: New and Renewed Work Permits by Occupation (Employees) as at December 2011

Occupation	New			Renewal			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers/Administrators	916	135	1,051	134	29	163	1,050	164	1,214
Professionals	1,302	274	1,576	158	36	194	1,460	310	1,770
Technicians	1,099	356	1,455	207	93	300	1,306	449	1,755
Clerks	6	8	14	1	-	1	7	8	15
Service/Sales Workers	114	98	212	16	7	23	130	105	235
Skilled Agri. Workers	7	1	8	1	-	1	8	1	9
Craft Workers	1,610	75	1,685	88	11	99	1,698	86	1,784
Plant & Machine Opd.	540	20	560	76	2	78	616	22	638
Elementary Occupations	1,320	856	2,176	319	137	456	1,639	993	2,632
Not Stated	1	-	1	1	-	1	2	-	2
Total	6,915	1,823	8,738	1,001	315	1,316	7,916	2,138	10,054

Table 2.7: Total Work Permit Holders by Nationality – 2010 and 2011

Nationality	2010				2011			
	Employees	Self-Employed	Total	% Distr.	Employees	Self-Employed	Total	% Distr.
South Africans	972	815	1,787	10.3	912	883	1,795	11.6
Zimbabweans	6,736	770	7,506	43.4	4,646	773	5,419	34.9
Zambians	328	124	452	2.6	338	138	476	3.1
Malawians	169	37	206	1.2	152	45	197	1.3
Ghanaians	-	-	-	-	29	24	53	0.3
Kenyans	152	124	276	1.6	-	-	-	-
Other Africans	451	374	825	4.8	439	504	943	6.1
British	105	160	265	1.5	111	168	279	1.8
Other Europeans	84	111	195	1.1	140	142	282	1.8
Indians	404	935	1,339	7.7	260	934	1,194	7.7
Chinese	2,217	1,063	3,280	19	2,711	1,116	3,827	24.6
Other Asians	233	725	958	5.5	181	663	844	5.4
Other Nationalities	115	82	197	1.1	134	82	216	1.4
Not stated	-	-	-	-	1	3	4	0
Total	11,966	5,320	17,286	100	10,054	5,475	15,529	100

Table 2.8: Total Work Permit Holders (Employees) as at the end of 2010 and 2011, New/Renewed Permits by Occupation

Occupation	2010				2011			
	New	Renewal	Total	% Distr.	New	Renewal	Total	% Distr.
Managers/Administrators	1,247	170	1,417	11.8	1,051	163	1,214	12.1
Professionals	1,870	340	2,210	18.5	1,576	194	1,770	17.6
Technicians	1,345	394	1,739	14.5	1,455	300	1,755	17.5
Clerks	13	12	25	0.2	14	1	15	0.1
Service/Sales Workers	158	156	314	2.6	212	23	235	2.3
Skilled Agric. Workers	15	1	16	0.1	8	1	9	0.1
Craft Workers	1,632	160	1,792	15	1,685	99	1,784	17.7
Plant & Machine Ops.	844	26	870	7.3	560	78	638	6.3
Elementary Occupations	2,177	1,404	3,581	29.9	2,176	456	2,632	26.2
Not Stated	2	-	2	0	1	1	2	0
Total	9,303	2,663	11,966	100	8,738	1,316	10,054	100

Table 2.9: Total Work Permit Holders by Industry – 2010 and 2011

Industry	2010				2011			
	Employees	Self-Employed	Total	% Distr.	Employees	Self-Employed	Total	% Distr.
Agriculture	3,660	140	3,800	22	2,675	173	2,848	18.3
Mining and Quarrying	181	10	191	1.1	178	10	188	1.2
Manufacturing	848	742	1,590	9.2	576	706	1,282	8.3
Water and Electricity	63	36	99	0.6	74	39	113	0.7
Construction	3,075	701	3,776	21.8	3,270	727	3,997	25.7
Wholesale & Retail Trade	447	1,456	1,903	11	268	1,568	1,836	11.8
Hotels & Restaurants	182	168	350	2	171	169	340	2.2
Transport & Communication	546	186	732	4.2	486	206	692	4.5
Financial Intermediaries	140	107	247	1.4	79	99	178	1.1
Real Estate & Business Activities	1,287	1,467	2,754	15.9	671	1,458	2,129	13.7
Health & Social Work	752	63	815	4.7	278	113	391	2.5
Education	269	108	377	2.2	856	71	927	6
Other Community Services	441	131	572	3.3	403	129	532	3.4
Private Households	53	-	53	0.3	51	-	51	0.3
Foreign Missions	22	5	27	0.2	16	-	16	0.1
Not Stated	-	-	-	-	2	7	9	0.1
Total	11,966	5,320	17,286	100	10,054	5,475	15,529	100

CHAPTER 3

WAGES / EARNINGS

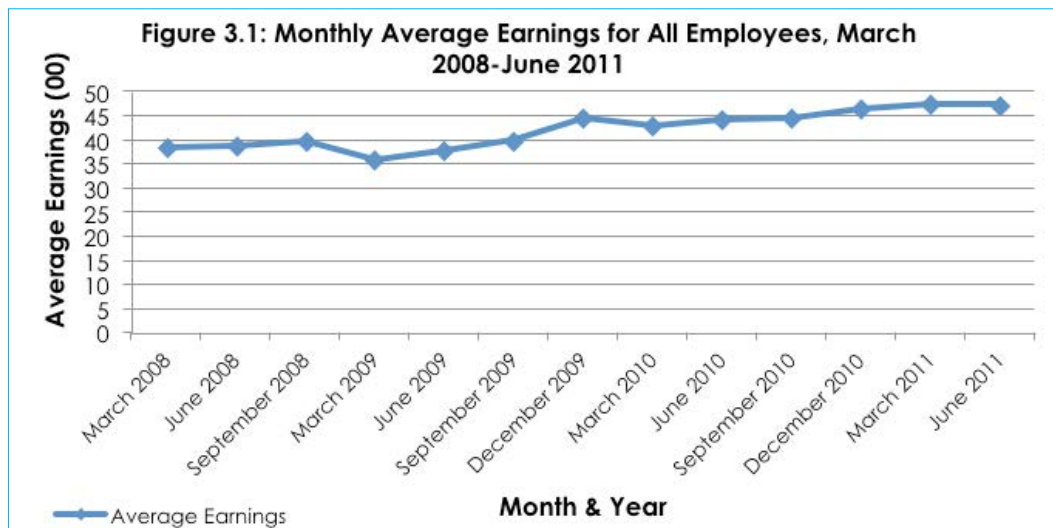
This chapter presents earnings data collected during the March and June 2011 employment surveys, as well as the minimum hourly wage rates.

3.1 Monthly Average Earnings.

Estimated monthly average earnings and total monthly earnings for June 2011 are presented on Table 3.4.

Average monthly earnings were P4,339 for citizens, P13,055 for non-citizens and P4,731 for all employees as at the end of June 2011. Average earnings for all employees showed 6.8 percent increase from P4, 428 in June 2010 to P4, 731 in June 2011, (Table 3.5).

Monthly average earnings from March 2008 to June 2011 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 March 2008 to June 2011. Figure 3.1 shows that average earnings for all employees increased for all the three quarters of 2008. The earnings decreased by 9.9 percent in March 2009, and started to increase, reaching P4, 443 in December 2009. In March 2010; the average earnings went down but increased again in the following months



3.2 Minimum Hourly Wage Rates

Minimum hourly wage rates in Thebe per hour, for Private and Parastatal organisations only, appear on Table 3.8. There has been some increase on minimum hourly wage rates on yearly basis. These minimum hourly wage rates are compiled by the Department of Labour and Social Security in the Ministry of Labour and Home Affairs.

Table 3.1: Estimated Average Earnings of Paid Employees by Industry, Sex and Citizenship - March 2011

Industry	Citizens			Non-Citizens			All employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	1,011	992	1,002	2,954	1,527	2,545	1,326	1,031	1,187
Mining & Quarrying	7,475	19,932	8,811	44,276	28,481	42,879	8,640	20,152	9,868
Manufacturing	2,891	2,041	2,520	10,013	4,634	8,807	3,507	2,129	2,924
Water & Electricity	10,707	9,585	10,426	29,131	11,475	15,542	10,775	9,617	10,461
Construction	2,517	4,014	2,743	9,949	17,091	10,796	3,274	5,047	3,536
Wholesale & Retail	4,046	2,541	3,288	11,127	5,897	10,072	4,872	2,681	3,834
Hotels & Restaurants	2,168	1,658	1,848	6,504	4,148	5,535	2,489	1,738	2,026
Transport & Communication	7,211	6,595	6,968	16,283	5,599	12,998	8,396	6,502	7,667
Financial Intermediaries	13,233	11,149	11,917	30,324	27,042	29,842	14,426	11,268	12,479
Real Estate & Business Activities	5,436	5,608	5,493	32,783	26,151	31,489	6,969	6,180	6,711
Education	10,416	6,062	7,636	13,097	9,342	11,437	11,284	6,642	8,535
Health & Social work	6,811	5,478	5,853	21,970	15,307	18,758	11,186	6,684	8,132
Other Community Services	3,506	2,352	2,810	5,641	5,486	5,576	3,740	2,531	3,029
Private & Parastatal	4,696	3,984	4,392	13,624	8,502	12,275	5,581	4,222	5,022
Private	3,885	3,235	3,606	13,025	8,197	11,741	4,842	3,514	4,294
Parastatal	12,750	12,279	12,561	30,627	25,224	29,732	13,453	12,433	13,050
Central Government	5,679	6,281	5,992	12,699	9,960	11,758	5,842	6,322	6,091
Local Government	1,723	2,467	1,970	20,402	12,926	17,221	1,798	2,530	2,041
Local Government- Ipelegeng Program Employees	360	360	360	-	-	-	360	360	360
Local Government- Exc. Ipelegeng Program Employees	4,968	3,976	4,478	20,402	12,926	17,221	5,175	4,067	4,629
All Sectors	4,232	4,528	4,360	13,642	8,793	12,315	4,803	4,665	4,746

Table 3.2: Estimated Average Earnings of Paid Employees by Industry, Sex and Citizenship - June 2011

Industry	Citizens			Non-Citizens			All employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	1,037	876	960	4,207	3,209	3,954	1,489	1,011	1,271
Mining & Quarrying	9,977	11,568	10,174	40,048	26,924	38,798	10,938	11,936	11,061
Manufacturing	2,933	1,823	2,456	11,513	5,852	10,010	3,783	2,025	3,052
Water & Electricity	11,192	9,127	10,606	31,264	28,500	29,326	11,267	9,551	10,774
Construction	2,651	4,368	2,910	10,488	16,340	11,213	3,328	5,206	3,607
Wholesale & Retail	3,726	2,978	3,333	13,540	6,775	12,240	4,647	3,061	3,844
Hotels & Restaurants	1,921	1,540	1,671	4,499	5,297	4,743	2,245	1,661	1,876
Transport & Communication	7,219	6,153	6,765	16,708	26,237	19,414	8,127	7,228	7,754
Financial Intermediaries	13,410	10,984	11,869	48,027	29,398	44,258	14,904	11,104	12,523
Real Estate & Business Activities	5,333	6,524	5,687	25,811	20,244	24,524	6,604	7,139	6,761
Education	9,470	6,531	7,648	12,446	9,993	11,291	10,420	7,245	8,572
Health & Social work	7,447	5,561	6,079	24,234	15,804	20,060	11,805	6,741	8,318
Other Community Services	3,765	2,223	2,837	4,730	5,798	5,134	3,871	2,393	3,006
Private & Parastatal	4,895	4,000	4,510	13,932	10,870	13,090	5,741	4,339	5,154
Private	4,085	3,244	3,722	13,348	10,643	12,594	5,003	3,636	4,429
Parastatal	13,032	12,306	12,734	31,830	26,884	31,121	13,686	12,431	13,180
Central Government	5,796	6,301	6,059	13,012	10,091	12,006	5,963	6,344	6,160
Local Government	1,554	2,250	1,787	20,496	12,963	17,138	1,615	2,307	1,846
Local Government- Ipelegeng Program Employees	360	360	360	-	-	-	360	360	360
Local Government- Exc. Ipelegeng Program Employees	4,887	3,979	4,452	20,496	12,963	17,138	5,076	4,069	4,593
All Sectors	4,243	4,463	4,339	13,940	10,835	13,055	4,786	4,655	4,731

Table 3.3: Estimated Total and Average Employee Cash Earnings by Sector, Economic Activity and Citizenship, March 2011 (Pula)

SECTOR/ ECONOMIC ACTIVITY	MONTHLY TOTAL (P'000)			MONTHLY AVERAGE (PULA)		
	Citizens	N-Citizens	Total	Citizens	Non-Citizens	Total
Agriculture	4,381	2341	6,722	909	1,653	1,078
Mining & Quarrying	75,795	11,865	87,661	7,242	35,417	8,116
Manufacturing	67,988	19,908	87,890	2,029	8,213	2,446
Electricity & Water	32,279	294	32,574	9,972	26,726	10,029
Construction	44,425	21,873	66,299	2,178	8,625	2,891
Wholesale & Retail Trade	108,571	28,873	137,466	2,474	9,278	2,925
Hotel & Restaurant	24,954	6,226	31,177	1,602	5,025	1,854
Transport & Communication	61,378	14,017	75,387	5,532	8,911	5,951
Financial Intermediaries	88,523	6,863	95,412	11,035	40,610	11,647
Real Estate & Business activities	85,447	22,858	108,301	5,062	12,907	5,807
Education	61,879	27,396	89,270	8,093	12,498	9,074
Health & social work	12,639	6,300	18,940	5,546	11,910	6,745
Other Community activities	8,742	1923	13,326	2,297	9,710	3,329
Private & Parastatal	679,607	170,744	850,446	3,742	9,754	4,271
Private	504,912	156,549	661,614	3,034	9,205	3,607
Parastatal	174,671	14,206	188,870	11,493	28,526	12,033
Central Government	528,159	16,893	545,028	5,358	11,092	5,445
Local Government	145,864	7,936	153,757	2,368	17,596	2,478
Ipelegeng Program	11,865	0	11,865	360	-	360
Local Gov. Excl. Ipelegeng	133,983	7,936	141,911	4,678	17,596	4,878
All sectors excl. Ipelegeng	1,341,616	195,569	1,537,248	4,344	10,040	4,682
Programme employees						
All Sectors	1,353,480	195,569	1,549,113	3,960	10,040	4,288

Table 3.4: Estimated Total and Average Employee Cash Earnings by Sector, Economic Activity and Citizenship June 2011 (Pula)

SECTOR/ ECONOMIC ACTIVITY	MONTHLY TOTAL (P'000)			MONTHLY AVERAGE (PULA)		
	Citizens	Non-Citizens	Total	Citizens	Non-Citizens	Total
Agriculture	5,463	1402	6,863	939	2,826	1,087
Mining & Quarrying	89,083	12,195	101,283	8,317	37,873	9,180
Manufacturing	79,514	21,543	101,084	2,337	9,428	2,784
Electricity & Water	35,665	375	36,043	9,766	24,968	9,829
Construction	47,813	26,311	74,138	2,350	9,444	3,205
Wholesale & Retail Trade	104,555	38,320	142,880	2,384	12,073	3,038
Hotel & Restaurant	28,380	4,941	33,307	1,767	5,834	1,970
Transport & Communication	66,818	13,705	80,524	6,054	8,266	6,343
Financial Intermediaries	88,758	7,107	95,866	11,110	25,751	11,599
Real Estate & Business activities	92,473	25,710	118,174	5,446	15,267	6,332
Education	57,873	28,357	86,224	7,701	11,830	8,699
Health & social work	14,785	7,074	21,859	6,286	13,683	7,619
Other Community activities	9,812	1412	11,222	2,611	4,585	2,760
Private & Parastatal	738,412	193,384	931,607	4,011	11,535	4,638
Private	554,531	180,189	734,496	3,293	11,062	3,977
Parastatal	183,839	13,169	197,016	11,708	27,667	12,178
Central Government	531,480	16,046	547,500	5,368	10,662	5,447
Local Government	139,165	7,303	146,434	2,307	16,674	2,410
Ipelegeng Program	11,452	-	11,452	360	-	360
Local Gov. Excl. Ipelegeng	127,705	7,303	134,994	4,479	16,674	4,663
All sectors excl. Ipelegeng	1,380,130	211,812	1,592,100	4429	11,322	4820
Programme employees						
All Sectors	1,391,582	211,812	1,603,551	4,052	11,322	4,428

Table 3.5: Estimated Monthly Average Cash Earnings of Citizen Employees (Pula), 2008-2011

SECTOR/ECONOMIC ACTIVITY	March	June	Sep-	March	June	Sep-	Decem-	March	June	Sep-	Decem-	March	June
	2008	2008	tember	2009	2009	tember	ber	2010	2010	tember	ber	2011	2011
Agriculture	735	814	820	1,062	1,090	1,140	1,166	909	939	975	1,030	1,002	960
Mining and Quarrying	7,113	6,815	4,894	6,857	8,906	7,784	8,551	7,242	8,317	8,312	8,342	8,811	10,174
Manufacturing	1,617	1,702	1,743	1,831	1,723	1,864	2,194	2,029	2,337	2,386	2,466	2,520	2,456
Electricity and Water	7,943	8,366	11,739	9,806	9,847	10,278	10,026	9,972	9,766	9,803	10,384	10,426	10,606
Construction	1,456	1,538	2,792	2,047	1,609	1,790	2,210	2,178	2,350	2,637	2,610	2,743	2,910
Wholesale & Retail Trade	1,940	2,027	2,117	2,339	3,195	2,326	3,004	2,474	2,384	2,647	3,004	3,288	3,333
Hotels & Restaurants	1,171	1,339	1,453	1,577	1,865	1,426	1,909	1,602	1,767	1,759	1,783	1,848	1,671
Transport and Communication	4,973	4,869	2,825	5,522	5,250	5,429	5,975	5,532	6,054	6,595	6,838	6,968	6,765
Financial Intermediaries	9,245	9,040	9,689	8,336	10,627	9,563	11,137	11,035	11,110	1,509	11,509	11,917	11,869
Real Estate	5,368	4,263	5,639	4,265	3,860	4,289	4,647	5,062	5,446	5,435	5,562	5,493	5,687
Education	5,933	7,109	4,270	5,480	5,667	6,484	7,161	8,093	7,701	7,844	7,978	7,636	7,648
Health & Social Work	4,526	4,333	2,538	5,308	3,206	4,138	4,629	5,546	6,286	6,008	6,030	5,853	6,079
Other Community Activities	2,144	2,275	1,654	2,107	2,701	2,493	2,352	2,297	2,611	2,698	3,063	2,810	2,837
Private & Parastatal	3,158	3,134	3,139	3,287	3,594	3,399	3,915	3,742	4,011	4,103	4,253	4,392	4,510
Private	2,671	2,530	2,339	2,703	2,981	2,740	3,146	3,034	3,293	3,365	3,464	3,606	3,722
Parastatal	8,896	10,134	12,048	10,117	10,526	10,881	12,636	11,493	11,708	11,906	12,535	12,561	12,734
Central Government	4,322	4,409	4,882	5,230	5,306	5,334	5,363	5,358	5,368	5,294	5,974	5,992	6,059
Local Government	3,183	3,612	3,613	1,366	1,439	2,089	2,430	2,368	2,307	2,165	1,938	1,970	1,787
Ipelegeng Program	-	-	-	396	396	360	360	360	360	360	360	360	360
Local Gov. Excl. Ipelegeng	3,183	3,612	3,613	3,700	4,013	4,410	4,686	4,678	360	4,789	4,490	360	360
All sectors excl. Ipelegeng Programme employees	3,161	3,198	2,193	3,939	4,175	4,103	4,448	4,344	4,479	4,597	4,823	4,478	4,452
All Sectors	3,558	3,577	3,740	3,293	3,468	3,687	4,073	3,960	4,052	4,106	4,265	4,360	4,339

Table 3.6: Estimated Monthly Average Cash Earnings of Non-Citizen Employees (Pula), 2008 - 2011

SECTOR/ ECONOMIC ACTIVITY	March	June	September	March	June	September	December	March	June	September	December	March	June
	2008	2008	2008	2009	2009	2009	2009	2010	2010	2010	2010	2011	2011
Agriculture	4,178	965	1,294	1,500	3,658	2,145	2,199	1,653	2,826	1,956	1,813	2,545	3,954
Mining and Quarrying	29,339	31,356	15,981	27,917	28,351	29,661	35,140	35,417	37,873	39,862	49,860	42,879	38,798
Manufacturing	7,109	7,427	6,792	7,008	6,271	7,707	8,883	8,213	9,428	9,062	9,048	8,807	10,010
Water & Electricity	37,148	38,248	28,016	29,393	17,165	30,972	12,444	26,726	24,968	23,812	17,336	15,542	29,326
Construction	3,945	4,088	5,763	10,228	6,838	7,932	8,772	8,625	9,444	10,066	10,206	10,796	11,213
Wholesale & Retail Trade	6,805	6,474	6,056	8,054	11,816	9,166	10,948	9,278	12,073	10,358	10,510	10,072	12,240
Hotels & Restaurants	6,255	6,572	5,529	5,402	6,761	4,838	7,686	5,025	5,834	7,643	8,303	5,535	4,743
Transport and Communica- tion	9,311	8,037	6,629	8,392	10,093	7,813	10,916	8,911	8,266	10,376	16,371	12,998	19,414
Financial Intermediaries	24,927	25,696	13,669	20,988	13,656	32,259	23,080	40,610	25,751	28,351	34,063	29,842	44,258
Real Estate	16,444	13,615	12,624	10,976	9,313	11,090	12,841	12,907	15,267	18,925	20,297	31,489	24,524
Education	10,147	10,740	6,276	9,622	10,093	10,741	13,818	12,498	11,830	11,779	9,949	11,437	11,291
Health & Social Work	9,427	11,505	9,381	16,225	8,767	11,529	11,578	11,910	13,683	15,356	16,718	18,758	20,060
Other Community Activities	5,689	4,847	3,417	5,044	4,206	3,547	6,558	9,710	4,585	5,280	3,045	5,576	5,134
Private & Parastatal	8,882	8,390	6,874	9,344	9,322	9,232	11,061	9,754	11,535	11,464	12,118	12,275	13,090
Private	8,330	7,720	6,662	8,867	8,868	8,691	10,465	9,205	11,062	10,854	11,589	11,741	12,594
Parastatal	22,883	28,640	21,553	22,834	22,980	27,636	30,940	28,526	27,667	30,463	29,043	29,732	31,121
Central Government	9,506	9,373	11,658	10,806	10,851	10,688	11,341	11,092	10,662	10,542	11,605	11,758	12,006
Local Government	11,158	11,234	10,229	14,633	14,118	13,407	17,914	17,596	16,674	18,375	17,611	17,221	17,138
All Sectors	8,993	8,520	7,129	9,584	9,553	9,456	11,244	10,040	11,322	11,522	12,176	12,315	13,055

Table 3.7: Estimated Monthly Average Cash Earnings for All Employees (Pula), 2008 – 2011

SECTOR/ ECONOMIC ACTIVITY	March	June	Sep-	March	June	Sep-	Decem-	March	June	Sep-	Decem-	March	June
	2008	2008	tember	2009	2009	tember	ber	2010	2010	tember	ber	2011	2011
Agriculture	1,015	849	883	1,108	1,423	1,323	1,334	1,078	1,087	1,137	1,157	1,187	1,271
Mining and Quarrying	8,015	7,803	5,491	7,733	9,827	8,708	9,632	8,116	9,180	9,246	9,759	9,868	11,061
Manufacturing	1,978	2,121	2,271	2,180	2,062	2,235	2,600	2,446	2,784	2,793	2,856	2,924	3,052
Water & Electricity	8,057	8,472	11,920	9,914	9,917	10,365	10,056	10,029	9,829	9,866	10,427	10,461	10,774
Construction	1,790	1,937	3,278	2,908	2,136	2,376	2,943	2,891	3,205	3,348	3,369	3,536	3,607
Wholesale & Retail Trade	2,235	2,311	2,550	2,815	3,848	2,868	3,547	2,925	3,038	3,177	3,515	3,834	3,844
Hotels & Restaurants	1,322	1,545	1,709	1,799	2,221	1,607	2,155	1,854	1,970	2,006	2,008	2,026	1,876
Transport and Communication	5,236	5,053	3,312	5,754	5,531	5,695	6,591	5,951	6,343	6,818	7,565	7,667	7,754
Financial Intermediaries	10,146	10,011	9,805	8,887	10,802	10,127	11,593	11,647	11,599	12,057	12,277	12,479	12,523
Real Estate	5,982	5,070	6,199	4,853	4,509	4,908	5,455	5,807	6,332	6,400	6,567	6,711	6,761
Education	7,135	8,249	4,927	6,451	6,784	7,556	8,653	9,074	8,699	8,796	8,524	8,535	8,572
Health & Social Work	5,523	5,745	3,942	7,300	4,060	5,363	5,859	6,745	7,619	7,580	8,125	8,132	8,318
Other Community Activities	2,385	2,488	1,804	2,260	2,807	2,568	2,662	3,329	2,760	2,842	3,062	3,029	3,006
Private & Parastatal	3,607	3,623	3,565	3,802	4,105	3,904	4,521	4,271	4,638	4,660	4,873	5,022	5,154
Private	3,132	3,036	2,864	3,250	3,532	3,282	3,799	3,607	3,977	3,980	4,141	4,294	4,429
Parastatal	9,449	10,868	12,256	10,609	10,991	11,423	13,226	12,033	12,178	12,450	13,012	13,050	13,180
Central Government	4,396	4,488	4,956	5,319	5,397	5,420	5,435	5,445	5,447	5,548	6,066	6,091	6,160
Local Government	3,302	3,727	3,685	1,423	1,495	2,169	2,544	2,478	2,410	2,252	2,012	2,041	1,846
Ipelegeng Program	-	-	-	396	396	360	360	360	360	360	360	360	360
Local Gov. Excl. Ipelegeng	3,302	3,727	3,685	3,859	4,164	4,559	4,888	4,878	4,663	4,968	4,651	360	360
All sectors excl. Ipelegeng Programme employees	3,569	3,636	3,580	4,266	4,501	4,420	4,832	4,682	4,820	4,959	5,220	4,629	4,593
All Sectors	3,841	3,890	3,990	3,594	3,771	3,992	4,443	4,288	4,428	4,451	4,641	4,746	4,731

Table 3.8: Minimum Hourly Wage Rates (Thebe)

	(June)	(May)	(April)	(April)	(April)	(April)	(April)	(April)	(June)
Private and Parastatals	2005	2006	2007	2008	2009	2010	2011	2012	2013
Building, Construction, Exploration and Quarrying	310	335	355	380	380	380	380	420	450
Manufacturing, Service and Repair Trades	310	335	355	380	380	380	380	420	450
Wholesale Distributive Trades	310	335	355	380	380	380	380	420	450
Retail Distributive Trades	310	290	310	330	330	330	330	370	400
Hotel, Catering and Entertainment Trades	310	335	355	380	380	380	380	420	450
Garage, Motor Trades and Road Transport	270	335	355	380	380	380	380	420	450
Retail and Wholesale Night watchmen	265	280	300	320	320	320	320	350	380
Security Guards Employed by Security Companies	310	280	355	380	380	380	380	420	450

Agricultural Sector – P408 per month (2008 April)

Domestic Service Sector – P2.10 per hour (2008 April)

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 Statistics Botswana 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 International Standard Industrial Classification (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:-

Number of Employees	Number of establishments in ISIC group	Sampling Fraction
5 to 49	<6	1:01
	6-14	1:02
	15-30	1:03
	31-200	1:04
	201-500	1:05
	501+	1:06

3. Estimation Procedure

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 rising 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.

(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	
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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	Tobacco Products - Tobacco 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 Jewellery
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/Combie 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 Organisations

9900 Foreign missions: International organisations

(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 Writers
- 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 Splicers
- 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 & Crocheters
- 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 Stationery 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

C O N F I D E N T I A L

**SURVEY OF EMPLOYMENT AND EMPLOYEES, June 2011
(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 JUNE 2011

**2. WORKING PROPRIETORS AND FAMILY WORKERS
(owners + unpaid family members who worked for at least one hour during the month)**

Male	Female	Total

**3. PAID EMPLOYEES AT MONTH END
(including those who joined during the month and paid family members, directors etc.)**

	Male	Female	Total
Citizens			
Non Citizens			

**4. GROSS WAGES AND SALARIES PAID DURING JUNE 2011
(+allowances and overtime in cash or cheques + payments to employees who joined during the month + bonuses)**

	Male	Female	Total
Citizens			
Non Citizens			

PART A - Continued

5. If there has been a change in employment or wages since March 2011 of 10 percent or more, please state the reason(s) below.

PART B**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				

