

FORMAL SECTOR EMPLOYMENT

No. 2013/31

STATS BRIEF-SEPTEMBER 2012

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1. INTRODUCTION

This Stats Brief presents results of the September 2012 Employment Survey. The results give summary estimates of formal sector employment, monthly average cash earnings, and minimum hourly wage rates as well as estimates for the Ipelegeng Programme initiated by the Government to create employment.

2. EMPLOYMENT

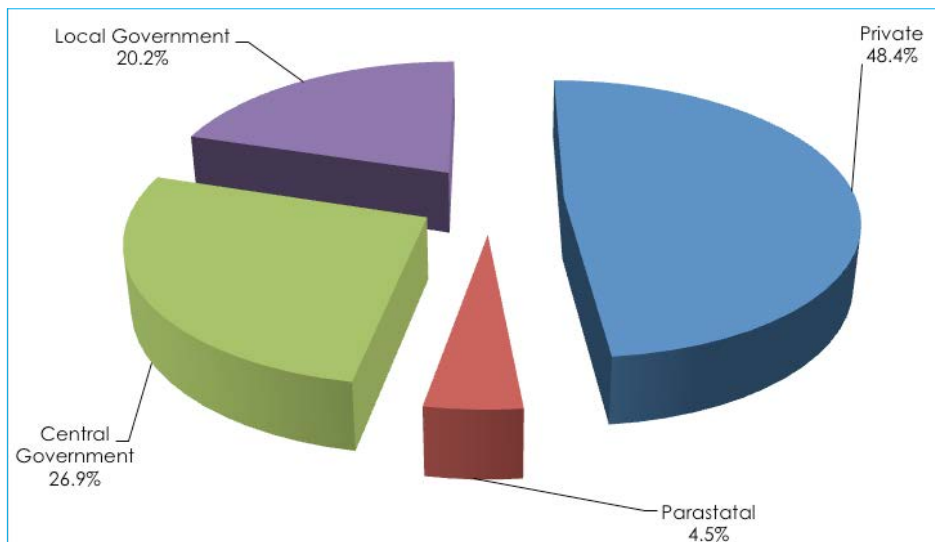
Table 1 shows comparison of formal sector employment for September 2012 and June 2011. Overall employment increased by 0.6 percent (2,239 persons), from 387,426 in June 2011 to 389,665 persons in September 2012. Central Government recorded the highest increase in employment of 3.0 percent, followed by Parastatals with 2.9 percent. Local Government recorded a decline of 2.3 percent in employment. The decrease was in part due to the offloading of certain services performed by the Local Government to other sectors. When responsibilities for providing water resources were outsourced from the Department of Water Affairs under Local Government to Water Utilities Corporation, some employees from the Department were not absorbed by the latter. In addition, when some formerly industrial cadre in Local Government transformed into permanent and pensionable, some were not absorbed into the Department establishment.

The Mining and quarrying sector also recorded a decline, of 3.0 percent between June 2011 and September 2012. The sector has experienced some challenges with the Tati Nickel Mining Company, in particular, laying-off a significant number of its employees in 2011.

In September 2012, 16,033 persons (4.1 percent) in formal sector employment were non-citizens. The major employer of non-citizen employees was the Wholesale and Retail Trade, which employed an estimated 18.9 percent of the non-citizen workforce. Manufacturing followed with 14.9 percent, and with Education recording 13.5 percent (See Table 1).

Figure 1 illustrates employment by sector as at end of September 2012. The Private sector had the largest share, accounting for 48.4 percent, followed by Central Government with 26.9 percent. Local Government and Parastatals employed 20.2 percent and 4.5 percent respectively.

Figure 1: Employment by Sector, September 2012



Private and Parastatal sector employment for September 2012 and June 2011 is illustrated in Figure 2. Two industries, Health and Financial Intermediaries recorded significant changes in industrial employment between the fifteen months period (June 2011 to September 2012), with increases of 2.8 and 2.6 percent respectively. Employment in Mining & Quarrying and Agriculture recorded decreases of 3.0 and 0.8 percent respectively. Other industries employment figures were more or less constant during the period.

Figure 2: Private and Parastatal Sector Employment by Industry, June 2011 -September 2012

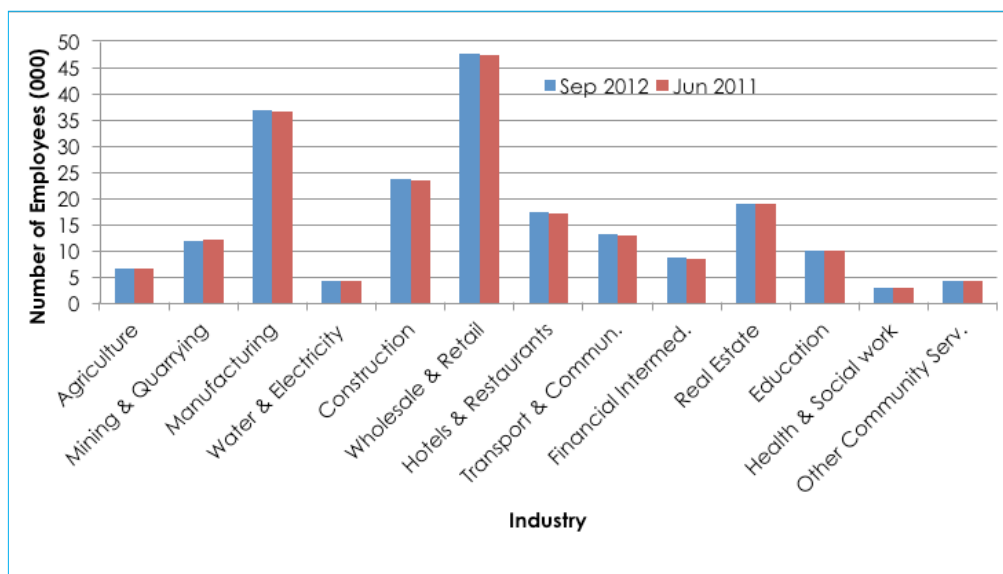
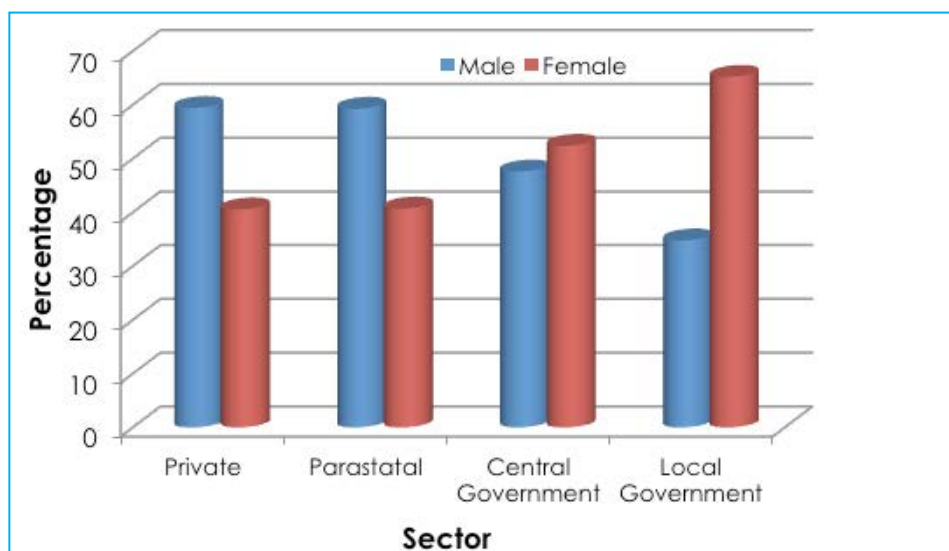


Figure 3 displays the proportion of male and female employees by sector. The highest proportion of female employees was in the Local Government sector with 65.0 percent. This is largely due to the Ipelegeng Programme, which is dominated by female employees, who accounted for 72.6 percent of the Ipelegeng participants.

The proportion of employees by sex at industry level showed that males were dominant in Mining & Quarrying and Construction industries, at 87.8 percent and 84.2 percent respectively. The highest proportion of females was found in the Health & Social Work with 68.6 percent, followed by Community & Other Services and Financial Intermediaries at 63.9 percent and 63.0 percent respectively. A significant proportion (62.2 percent) of females was also recorded for Hotels & Restaurants (See Table 3).

Figure 3: Males and Females in the Formal Sector Employment, September 2012



3. WAGES/EARNINGS

This section presents the earnings data collected during September 2012 and June 2011 employment surveys.

The monthly average earnings by industry, citizenship and sector for September 2012 and June 2011 are presented in Table 5. The monthly average earnings were P5,071 for citizens, compared with P14,182 for non-citizens. The average earnings for citizens dropped to P4,408 when lpelegeng participants were included. The monthly average earnings for all employees (excluding lpelegeng) in September 2012 were estimated at P5,504, an increase of 1.7 percent over the June 2011 figure of P 5,413. The average earning dropped to P4,810 when lpelegeng participants were included.

Minimum hourly wage rates in Thebe per hour, from 2005 to 2013 for Private and Parastatal organizations only, appear on Table 7. The minimum hourly wage rates have been increasing over these years except for 2008 to 2011, where rates remained the same.



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December 2013

Table 1: Estimated Number of Paid Employees by Economic Activity, Citizenship and Sex, September 2012

| Sector/ Economic Activity | Citizens | | | Non-Citizens | | | All Employees | | | June-11 |
|--|----------------|----------------|----------------|---------------|--------------|---------------|----------------|----------------|----------------|----------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Total |
| | Agriculture | 3,025 | 2,601 | 5,626 | 639 | 214 | 853 | 3,664 | 2,815 | 6,479 |
| Mining & Quarrying | 10,086 | 1,408 | 11,494 | 312 | 34 | 346 | 10,398 | 1,442 | 11,840 | 12,201 |
| Manufacturing | 18,883 | 15,561 | 34,444 | 2,018 | 368 | 2,385 | 20,901 | 15,929 | 36,829 | 36,638 |
| Water & Electricity | 3,028 | 1,098 | 4,125 | 8 | 10 | 18 | 3,036 | 1,107 | 4,143 | 4,105 |
| Construction | 18,216 | 3,492 | 21,707 | 1,706 | 237 | 1,943 | 19,922 | 3,729 | 23,650 | 23,347 |
| Wholesale & Retail | 24,104 | 20,414 | 44,518 | 2,388 | 638 | 3,026 | 26,492 | 21,052 | 47,544 | 47,436 |
| Hotels & Restaurants | 6,048 | 10,570 | 16,618 | 503 | 187 | 690 | 6,551 | 10,757 | 17,308 | 17,150 |
| Transport & Communication | 7,411 | 4,685 | 12,096 | 722 | 305 | 1,027 | 8,133 | 4,990 | 13,123 | 12,969 |
| Financial Intermediaries | 3,117 | 5,506 | 8,622 | 136 | 29 | 165 | 3,253 | 5,535 | 8,787 | 8,563 |
| Real Estate | 12,693 | 5,456 | 18,123 | 735 | 171 | 906 | 13,428 | 5,627 | 19,029 | 18,899 |
| Education | 3,022 | 4,909 | 7,931 | 1,188 | 977 | 2,165 | 4,210 | 5,886 | 10,096 | 10,060 |
| Health & Social work | 680 | 1,758 | 2,438 | 252 | 282 | 535 | 932 | 2,040 | 2,973 | 2,891 |
| Other Community Services | 1,346 | 2,585 | 3,931 | 175 | 108 | 283 | 1,521 | 2,693 | 4,214 | 4,173 |
| Private & Parastatal | 111,658 | 80,042 | 191,673 | 10,782 | 3,560 | 14,342 | 122,440 | 83,602 | 206,015 | 204,960 |
| Private | 101,639 | 72,982 | 174,594 | 10,436 | 3,501 | 13,937 | 112,075 | 76,483 | 188,531 | 187,968 |
| Parastatal | 10,019 | 7,060 | 17,079 | 346 | 59 | 405 | 10,365 | 7,119 | 17,484 | 16,992 |
| Central Government | 49,449 | 53,979 | 103,428 | 509 | 988 | 1,497 | 49,958 | 54,967 | 104,925 | 101,912 |
| Local Government | 27,272 | 51,259 | 78,531 | 115 | 79 | 194 | 27,387 | 51,338 | 78,725 | 80,554 |
| Ipelegeng Program | 14,427 | 38,190 | 52,617 | - | - | - | 14,427 | 38,190 | 52,617 | 52,270 |
| Local Gov. Excl. Ipelegeng | 12,845 | 13,069 | 25,914 | 115 | 79 | 194 | 12,960 | 13,148 | 26,108 | 28,284 |
| All sectors excl. Ipelegeng Programme employees | 178,961 | 142,078 | 321,012 | 11,406 | 4,627 | 16,033 | 190,367 | 146,705 | 337,045 | 335,156 |
| All Sectors | 188,379 | 185,280 | 373,632 | 11,406 | 4,627 | 16,033 | 199,785 | 189,907 | 389,665 | 387,426 |

Table 2: Estimated Percentage Distribution of Paid Employees by Economic Activity/Sector, September 2012

| Sector/ Economic Activity | Sep-12 | | | | | | | | | Jun-11 |
|---|-------------|-------------|-------------|--------------|-------------|-------------|---------------|-------------|-------------|-------------|
| | Citizens | | | Non-Citizens | | | All Employees | | | Total |
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | |
| Agriculture | 1.6 | 1.4 | 1.5 | 5.6 | 4.6 | 5.3 | 1.8 | 1.5 | 1.7 | 1.7 |
| Mining & Quarrying | 5.2 | 0.8 | 3.1 | 2.7 | 0.7 | 2.2 | 5.1 | 0.8 | 3 | 3.1 |
| Manufacturing | 9.8 | 8.6 | 9.2 | 17.7 | 8 | 14.9 | 10.2 | 8.6 | 9.5 | 9.5 |
| Water & Electricity | 1.6 | 0.6 | 1.1 | 0.1 | 0.2 | 0.1 | 1.5 | 0.6 | 1.1 | 1.1 |
| Construction | 9.4 | 1.9 | 5.8 | 15 | 5.1 | 12.1 | 9.7 | 2 | 6.1 | 6 |
| Wholesale & Retail | 12.5 | 11.3 | 11.9 | 20.9 | 13.8 | 18.9 | 12.9 | 11.4 | 12.2 | 12.2 |
| Hotels & Restaurants | 3.1 | 5.9 | 4.4 | 4.4 | 4 | 4.3 | 3.2 | 5.8 | 4.4 | 4.4 |
| Transport & Communication | 3.8 | 2.6 | 3.2 | 6.3 | 6.6 | 6.4 | 4 | 2.7 | 3.4 | 3.3 |
| Financial Intermediaries | 1.6 | 3.1 | 2.3 | 1.2 | 0.6 | 1 | 1.6 | 3 | 2.3 | 2.2 |
| Real Estate | 6.6 | 3 | 4.9 | 6.4 | 3.7 | 5.7 | 6.6 | 3 | 4.9 | 4.9 |
| Education | 1.6 | 2.7 | 2.1 | 10.4 | 21.1 | 13.5 | 2.1 | 3.2 | 2.6 | 2.6 |
| Health & Social work | 0.4 | 1 | 0.7 | 2.2 | 6.1 | 3.3 | 0.5 | 1.1 | 0.8 | 0.7 |
| Other Community Services | 0.7 | 1.4 | 1.1 | 1.5 | 2.3 | 1.8 | 0.7 | 1.5 | 1.1 | 1.1 |
| Private & Parastatal | 57.7 | 44.4 | 51.3 | 94.5 | 76.9 | 89.5 | 59.8 | 45.2 | 52.9 | 52.9 |
| Private | 52.6 | 40.5 | 46.7 | 91.5 | 75.7 | 86.9 | 54.7 | 41.4 | 48.4 | 48.5 |
| Parastatal | 5.2 | 3.9 | 4.6 | 3 | 1.3 | 2.5 | 5.1 | 3.9 | 4.5 | 4.4 |
| Central Government | 28.2 | 27.2 | 27.7 | 4.5 | 21.4 | 9.3 | 26.8 | 27 | 26.9 | 26.3 |
| Local Government | 0.1 | 0 | 0.1 | 1 | 1.7 | 1.2 | 13.4 | 27.8 | 20.2 | 20.8 |
| Ipelegeng Program | 7.5 | 21.2 | 14.1 | 0 | 0 | 0 | 7 | 20.7 | 13.5 | 13.5 |
| Local Gov. Excl. Ipelegeng | 6.6 | 7.2 | 6.9 | 1 | 1.7 | 1.2 | 6.3 | 7.1 | 6.7 | 7.3 |
| All sectors excl. Ipelegeng Programme employees | 92.5 | 78.8 | 85.9 | 100 | 100 | 100 | 93 | 79.3 | 86.5 | 86.5 |
| All Sectors | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

Table 3: Estimated Number of Paid Employees by Economic Activity/Sector, September 2012

| Sector/ Economic Activity | September-2012 | | | | | |
|--|----------------|----------------|----------------|---------------|-------------|------------|
| | All employees | | | All employees | | |
| | Male | Female | Total | Male | Female | Total |
| Agriculture | 3,664 | 2,815 | 6,479 | 56.6 | 43.4 | 100 |
| Mining & Quarrying | 10,398 | 1,442 | 11,840 | 87.8 | 12.2 | 100 |
| Manufacturing | 20,901 | 15,929 | 36,829 | 56.8 | 43.3 | 100 |
| Water & Electricity | 3,036 | 1,107 | 4,143 | 73.3 | 26.7 | 100 |
| Construction | 19,922 | 3,729 | 23,650 | 84.2 | 15.8 | 100 |
| Wholesale & Retail | 26,492 | 21,052 | 47,544 | 55.7 | 44.3 | 100 |
| Hotels & Restaurants | 6,551 | 10,757 | 17,308 | 37.8 | 62.2 | 100 |
| Transport & Communication | 8,133 | 4,990 | 13,123 | 62 | 38 | 100 |
| Financial Intermediaries | 3,253 | 5,535 | 8,787 | 37 | 63 | 100 |
| Real Estate | 13,428 | 5,627 | 19,029 | 70.6 | 29.6 | 100 |
| Education | 4,210 | 5,886 | 10,096 | 41.7 | 58.3 | 100 |
| Health & Social work | 932 | 2,040 | 2,973 | 31.3 | 68.6 | 100 |
| Other Community Services | 1,521 | 2,693 | 4,214 | 36.1 | 63.9 | 100 |
| Private & Parastatal | 122,440 | 83,602 | 206,015 | 59.4 | 40.6 | 100 |
| Private | 112,075 | 76,483 | 188,531 | 59.4 | 40.6 | 100 |
| Parastatal | 10,365 | 7,119 | 17,484 | 59.3 | 40.7 | 100 |
| Central Government | 49,958 | 54,967 | 104,925 | 47.6 | 52.4 | 100 |
| Local Government | 27,387 | 51,338 | 78,725 | 34.8 | 65.2 | 100 |
| Ipelegeng Program | 14,427 | 38,190 | 52,617 | 27.4 | 72.6 | 100 |
| Local Gov. Excl. Ipelegeng | 12,960 | 13,148 | 26,108 | 49.6 | 50.4 | 100 |
| All sectors excl. Ipelegeng Programme employees | 190,367 | 146,705 | 337,045 | 56.5 | 43.5 | 100 |
| All Sectors | 199,785 | 189,907 | 389,665 | 52.6 | 47.5 | 100 |

Table 4: Estimated Number of Paid Employees by Economic Activity/Sector, 2009– 2012

| Sector/ Economic Activity | Mar | Jun | Sept | Dec | Mar | Jun | Sept | Dec | Mar | Jun | Sept | Dec | Mar | Jun | Sept |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| | 2009 | 2009 | 2009 | 2009 | 2010 | 2010 | 2010 | 2010 | 2010 | 2010 | 2010 | 2010 | 2011 | 2011 | 2011 |
| Agriculture | 5,906 | 6,067 | 6,199 | 6,228 | 6,236 | 6,314 | 6,376 | 6,458 | 6,488 | 6,528 | 6,528 | 6,479 | 6,488 | 6,528 | 6,479 |
| Mining & Quarrying | 10,592 | 10,471 | 10,551 | 10,656 | 10,801 | 11,033 | 11,329 | 11,572 | 11,668 | 12,201 | 12,201 | 11,840 | 11,668 | 12,201 | 11,840 |
| Manufacturing | 35,704 | 35,662 | 35,796 | 35,833 | 35,932 | 36,309 | 36,366 | 36,463 | 36,549 | 36,638 | 36,638 | 36,829 | 36,549 | 36,638 | 36,829 |
| Water & Electricity | 2,894 | 2,910 | 3,066 | 3,116 | 3,248 | 3,667 | 3,782 | 3,882 | 4,000 | 4,105 | 4,105 | 4,143 | 4,000 | 4,105 | 4,143 |
| Construction | 22,062 | 22,383 | 22,670 | 22,687 | 22,933 | 23,132 | 23,164 | 23,242 | 23,298 | 23,347 | 23,347 | 23,650 | 23,298 | 23,347 | 23,650 |
| Wholesale & Retail Trade | 45,775 | 46,203 | 46,592 | 46,961 | 46,997 | 47,031 | 47,122 | 47,271 | 47,370 | 47,436 | 47,436 | 47,544 | 47,370 | 47,436 | 47,544 |
| Hotels & Restaurants | 16,116 | 16,401 | 16,700 | 16,769 | 16,816 | 16,907 | 16,969 | 17,064 | 17,095 | 17,150 | 17,150 | 17,308 | 17,095 | 17,150 | 17,308 |
| Transport & Communication | 12,474 | 12,584 | 12,579 | 12,620 | 12,668 | 12,695 | 12,742 | 12,808 | 12,887 | 12,969 | 12,969 | 13,123 | 12,887 | 12,969 | 13,123 |
| Financial Intermediaries | 7,704 | 7,861 | 8,158 | 8,177 | 8,192 | 8,265 | 8,363 | 8,505 | 8,540 | 8,563 | 8,563 | 8,787 | 8,540 | 8,563 | 8,787 |
| Real Estate | 18,255 | 18,357 | 18,425 | 18,591 | 18,650 | 18,663 | 18,774 | 18,813 | 18,884 | 18,899 | 18,899 | 19,029 | 18,884 | 18,899 | 19,029 |
| Education | 9,736 | 9,790 | 9,857 | 9,793 | 9,838 | 9,912 | 9,924 | 9,928 | 10,006 | 10,060 | 10,060 | 10,096 | 10,006 | 10,060 | 10,096 |
| Health & Social work | 2,537 | 2,587 | 2,784 | 2,791 | 2,808 | 2,869 | 2,865 | 2,859 | 2,877 | 2,891 | 2,891 | 2,973 | 2,877 | 2,891 | 2,973 |
| Other Community Services | 3,744 | 3,775 | 3,934 | 3,942 | 4,003 | 4,066 | 4,088 | 4,119 | 4,150 | 4,173 | 4,173 | 4,214 | 4,150 | 4,173 | 4,214 |
| Private & Parastatal | 193,498 | 195,051 | 197,311 | 198,163 | 199,121 | 200,864 | 201,862 | 202,983 | 203,812 | 204,960 | 204,960 | 206,015 | 203,812 | 204,960 | 206,015 |
| Private | 179,001 | 180,071 | 182,234 | 182,984 | 183,425 | 184,686 | 185,652 | 186,234 | 186,865 | 187,968 | 187,968 | 188,531 | 186,865 | 187,968 | 188,531 |
| Parastatal | 14,497 | 14,980 | 15,077 | 15,179 | 15,696 | 16,178 | 16,210 | 16,749 | 16,947 | 16,992 | 16,992 | 17,484 | 16,947 | 16,992 | 17,484 |
| Central Government | 96,167 | 96,906 | 97,607 | 99,559 | 100,097 | 100,514 | 101,966 | 102,448 | 103,056 | 101,912 | 101,912 | 104,925 | 103,056 | 101,912 | 104,925 |
| Local Government | 94,968 | 97,854 | 67,038 | 60,197 | 62,049 | 60,761 | 70,061 | 73,401 | 72,009 | 80,554 | 80,554 | 78,725 | 72,009 | 80,554 | 78,725 |
| Ipelegeng Program | 66,806 | 69,320 | 38,153 | 31,164 | 32,957 | 31,811 | 41,285 | 45,140 | 43,651 | 52,270 | 52,270 | 52,617 | 43,651 | 52,270 | 52,617 |
| Local Gov. Excl. Ipelegeng | 28,162 | 28,534 | 28,885 | 29,033 | 29,092 | 28,950 | 28,776 | 28,261 | 28,358 | 28,284 | 28,284 | 26,108 | 28,358 | 28,284 | 26,108 |
| All Sectors | 384,633 | 389,811 | 361,956 | 357,919 | 361,267 | 362,139 | 373,889 | 378,832 | 378,877 | 387,426 | 387,426 | 389,665 | 378,877 | 387,426 | 389,665 |

Table 5: Estimated Monthly Average Cash Earnings by Economic Activity, Citizenship and Sex, September 2012

| Sector/ Economic Activity | September-2012 | | | | | | Jun-11 | | | |
|--|----------------|--------------|--------------|---------------|---------------|---------------|--------------|--------------|--------------|--------------|
| | Citizens | | Non-Citizens | | All employees | | Total | Total | | |
| | Male | Female | Male | Female | Male | Female | | | | |
| Agriculture | 940 | 892,113 | 917,683 | 3,967 | 1,370 | 3,316 | 1,488 | 928 | 1,233 | 1,271 |
| Mining & Quarrying | 8,159 | 9,265 | 8,295 | 39,172 | 25,899 | 37,868 | 9,090 | 9,657 | 9,159 | 11,061 |
| Manufacturing | 3,781 | 2,714 | 3,299 | 15,360 | 20,633 | 16,180 | 4,899 | 3,128 | 4,133 | 3,052 |
| Water & Electricity | 12,391 | 10,654 | 11,929 | 37,445 | 8,763 | 21,875 | 12,457 | 10,638 | 11,971 | 10,774 |
| Construction | 2,811 | 2,769 | 2,804 | 11,199 | 21,544 | 12,461 | 3,529 | 3,963 | 3,598 | 3,607 |
| Wholesale & Retail | 3,635 | 2,371 | 3,055 | 11,854 | 8,861 | 11,223 | 4,376 | 2,568 | 3,575 | 3,844 |
| Hotels & Restaurants | 2,253 | 1,844 | 1,993 | 8,592 | 10,641 | 9,147 | 2,739 | 1,997 | 2,278 | 1,876 |
| Transport & Communication | 7,308 | 6,478 | 6,987 | 17,986 | 18,715 | 18,203 | 8,256 | 7,226 | 7,864 | 7,754 |
| Financial Intermediaries | 12,787 | 10,712 | 11,462 | 52,474 | 35,123 | 49,424 | 14,446 | 10,840 | 12,175 | 12,523 |
| Real Estate | 5,061 | 6,586 | 5,527 | 20,661 | 12,513 | 19,123 | 5,915 | 6,766 | 6,174 | 6,761 |
| Education | 10,322 | 6,645 | 8,046 | 14,364 | 10,065 | 12,424 | 11,463 | 7,212 | 8,985 | 8,572 |
| Health & Social work | 8,481 | 5,815 | 6,559 | 22,078 | 13,341 | 17,536 | 12,158 | 6,856 | 8,534 | 8,318 |
| Other Community Services | 4,079 | 2,144 | 2,807 | 18,728 | 12,904 | 16,506 | 5,765 | 2,576 | 3,727 | 3,006 |
| Private & Parastatal | 4,901 | 4,004 | 4,527 | 14,747 | 12,770 | 14,260 | 5,768 | 4,377 | 5,204 | 5,154 |
| Private | 5,384 | 4,391 | 4,970 | 14,999 | 12,741 | 14,438 | 6,279 | 4,774 | 5,670 | 4,429 |
| Parastatal | 13,686 | 11,782 | 12,899 | 36,046 | 27,028 | 34,732 | 14,432 | 11,908 | 13,405 | 13,180 |
| Central Government | 6,003 | 6,517 | 6,271 | 10,863 | 13,769 | 12,781 | 6,214 | 6,500 | 6,364 | 6,160 |
| Local Government | 2,468 | 1,233 | 1,662 | 22,062 | 14,987 | 19,181 | 2,550 | 1,255 | 1,705 | 1,846 |
| Ipelegeng Program | 360 | 360 | 360 | - | - | - | 360 | 360 | 360 | 360 |
| Local Gov. Excl. Ipelegeng | 4,835 | 3,786 | 4,306 | 22,062 | 14,987 | 19,181 | 4,988 | 3,853 | 4,417 | 4,593 |
| All sectors excl. Ipelegeng Programme employees | 5,063 | 5,080 | 5,071 | 14,647 | 13,021 | 14,182 | 5,680 | 5,275 | 5,504 | 5,413 |
| All Sectors | 4,838 | 3,970 | 4,408 | 14,647 | 13,021 | 14,182 | 5,438 | 4,148 | 4,810 | 4,731 |

Table 6: Estimated Monthly Average Cash Earnings by Economic Activity/Sector, 2009– 2012

| SECTOR/ ECONOMIC ACTIVITY | Mar | Jun | Sept | Dec | Mar | Jun | Sept | Dec | Mar | Jun | Sept | Dec | Mar | Jun | Sept |
|---------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | 2009 | 2009 | 2009 | 2009 | 2010 | 2010 | 2010 | 2009 | 2010 | 2010 | 2010 | 2010 | 2011 | 2011 | 2012 |
| Agriculture | 1,108 | 1,423 | 1,323 | 1,334 | 927 | 1,087 | 1,137 | 1,157 | 1,187 | 1,271 | 1,233 | 1,187 | 1,187 | 1,271 | 1,233 |
| Mining & Quarrying | 7,733 | 9,827 | 8,708 | 9,632 | 7,912 | 9,180 | 9,246 | 9,759 | 9,868 | 11,061 | 9,159 | 9,759 | 9,868 | 11,061 | 9,159 |
| Manufacturing | 2,180 | 2,062 | 2,235 | 2,600 | 2,446 | 2,784 | 2,793 | 2,856 | 2,924 | 3,052 | 4,133 | 2,856 | 2,924 | 3,052 | 4,133 |
| Water & Electricity | 9,914 | 9,917 | 10,365 | 10,056 | 10,029 | 9,829 | 9,866 | 10,427 | 10,461 | 10,774 | 11,971 | 10,427 | 10,461 | 10,774 | 11,971 |
| Construction | 2,908 | 2,136 | 2,376 | 2,943 | 2,891 | 3,205 | 3,348 | 3,369 | 3,536 | 3,607 | 3,598 | 3,369 | 3,536 | 3,607 | 3,598 |
| Wholesale & Retail | 2,815 | 3,848 | 2,868 | 3,547 | 2,925 | 3,038 | 3,177 | 3,515 | 3,834 | 3,844 | 3,575 | 3,515 | 3,834 | 3,844 | 3,575 |
| Hotels & Restaurants | 1,799 | 2,221 | 1,607 | 2,155 | 1,854 | 1,970 | 2,006 | 2,008 | 2,026 | 1,876 | 2,278 | 2,008 | 2,026 | 1,876 | 2,278 |
| Transport & Communication | 5,754 | 5,531 | 5,695 | 6,591 | 5,951 | 6,343 | 6,818 | 7,565 | 7,667 | 7,754 | 7,864 | 7,565 | 7,667 | 7,754 | 7,864 |
| Financial Intermediaries | 8,887 | 10,802 | 10,127 | 11,593 | 13,494 | 11,599 | 12,057 | 12,277 | 12,479 | 12,523 | 12,175 | 12,277 | 12,479 | 12,523 | 12,175 |
| Real Estate | 4,853 | 4,509 | 4,908 | 5,455 | 5,807 | 6,332 | 6,400 | 6,567 | 6,711 | 6,761 | 6,174 | 6,567 | 6,711 | 6,761 | 6,174 |
| Education | 6,451 | 6,784 | 7,556 | 8,653 | 8,655 | 8,699 | 8,796 | 8,524 | 8,535 | 8,572 | 8,985 | 8,524 | 8,535 | 8,572 | 8,985 |
| Health & Social work | 7,300 | 4,060 | 5,363 | 5,859 | 11,094 | 7,619 | 7,580 | 8,125 | 8,132 | 8,318 | 8,534 | 8,125 | 8,132 | 8,318 | 8,534 |
| Other community services | 2,260 | 2,807 | 2,568 | 2,662 | 3,770 | 2,760 | 2,842 | 3,062 | 3,029 | 3,006 | 3,727 | 3,062 | 3,029 | 3,006 | 3,727 |
| Private & Parastatal | 3,802 | 4,105 | 3,904 | 4,521 | 4,380 | 4,638 | 4,660 | 4,873 | 5,022 | 5,154 | 5,204 | 4,873 | 5,022 | 5,154 | 5,204 |
| Private | 3,250 | 3,532 | 3,282 | 3,799 | 3,689 | 3,977 | 3,980 | 4,141 | 4,294 | 4,429 | 5,670 | 4,141 | 4,294 | 4,429 | 5,670 |
| Parastatal | 10,609 | 10,991 | 11,423 | 13,226 | 12,464 | 12,178 | 12,450 | 13,012 | 13,050 | 13,180 | 13,405 | 13,012 | 13,050 | 13,180 | 13,405 |
| Central Government | 5,319 | 5,397 | 5,420 | 5,435 | 5,186 | 5,447 | 5,548 | 6,066 | 6,091 | 6,160 | 6,364 | 6,066 | 6,091 | 6,160 | 6,364 |
| Local Government | 1,423 | 1,495 | 2,169 | 2,544 | 2,478 | 2,410 | 2,252 | 2,012 | 2,041 | 1,846 | 1,705 | 2,012 | 2,041 | 1,846 | 1,705 |
| Ipelegeng Program | 360 | 360 | 360 | 360 | 360 | 360 | 360 | 360 | 360 | 360 | 360 | 360 | 360 | 360 | 360 |
| Local Gov. Excl. Ipelegeng | 3,859 | 4,164 | 4,559 | 4,888 | 4,878 | 4,663 | 4,988 | 4,651 | 4,629 | 4,593 | 4,417 | 4,651 | 4,629 | 4,593 | 4,417 |
| All Sectors | 3,594 | 3,771 | 3,992 | 4,443 | 4,277 | 4,428 | 4,451 | 4,641 | 4,746 | 4,731 | 4,810 | 4,641 | 4,746 | 4,731 | 4,810 |

Table 7: Minimum Hourly Wage Rates (Thebe)

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

Agricultural Sector – P500 per month (2013 June)
 Domestic Service Sector – P2.50 per hour (2013 June)
Source: Department of Labour and Social Security