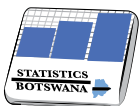


Formal Sector Employment Survey

SEPTEMBER 2018



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Preface

This Stats Brief presents formal sector employment figures during the month of September 2018. The information for this brief is collected quarterly from business establishments through a mailed questionnaire. The brief also presents average earning or wages for all establishments in Government, Parastatals and the Private sector.

The brief shows that overall, formal sector employment increased by 1.0 percent between June 2018 and September 2018 with Local Government recording the highest increase of 1.8 percent, followed by Central Government and Parastatals with 1.4 percent and 1.1 percent respectively. The increase in Local Government was mainly prompted by the increase in employment of the Ipelegeng Programme, recording an increase of 2.5 percent.

On the other hand, Agriculture sector had recorded an increase in employment of 1.2 percent between the two quarters, followed by Real Estate and Hotels & Restaurants with 1.0 percent and 0.9 percent respectively. Employee earnings decreased from P6,430 in June 2018 to P6,347 in September 2018, which is a decrease of 1.3 percent.

We hope stakeholders find this brief helpful in informing their periodic planning and policy formulation. The brief owes a lot to the business establishments who continue to respond to our questionnaire on employment and employee remuneration. However, Statistics Botswana continues to face serious challenges of some business establishments not responding to the questionnaire thereby, soliciting rigorous and costly follow ups. The non-response may also compromise the accuracy of the figures generated and consequently the decisions based on those figures.

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

Thank you



Malebogo Kerekang
Acting Statistician General
January 2019

1. INTRODUCTION

This Stats Brief presents results of the September 2018 Formal Sector Employment Survey. The results give summary estimates of formal sector employment, monthly average cash earnings, and minimum hourly wage rates as well as estimates for the Ipelegeng Programme.

2. EMPLOYMENT

Table 1 compares formal sector employment for June 2018 with September 2018. The table shows that overall employment increased by 1.0 percent (3,976 persons) from 413,186 persons in June 2018 to 417,162 persons in September 2018. Local Government recorded the highest growth of 1.8 percent in employment, followed by Central Government and Parastatals with 1.4 percent and 1.1 percent, respectively. Private Sector recorded an increase in employment of 0.3 percent.

In September 2018, a total of 10,554 (2.5 percent) employees were non-citizens. Out of this total, Private and Parastatal sectors recorded 9,592 employees. Manufacturing industry was the major employer of non-citizens (19.3 percent), followed by Construction and Education industries with 18.3 percent and 17.6 percent respectively, see **Tables 1** and **2**.

Table 3 shows estimated number of employees by economic activity/sector for September 2018. A total of 417,162 employees were recorded, of which 207,163 (49.7 percent) were males while 210,001 (50.3 percent) were females.

3. WAGES/EARNINGS

This section presents the estimated monthly average cash earning for employees in formal sector. Monthly average earnings was P6,038 for citizens, P18,265 for non-citizen and P6,347 for all employees as at end of September 2018. There was a decrease of 1.3 percent in monthly average earnings for all employees from June 2018 (P6,430) to September 2018 (P6,347), see **Table 5**.

Minimum hourly wage rates in Thebe per hour from April 2009 to November 2017 for Private and Parastatal sectors only, are presented in **Table 7**. The table shows that the Minimum hourly rate increased by 52 percent between 2009 and 2017 from 380 thebe to 579 thebe respectively. According to **Table 7**, the minimum hourly wage rates have been increasing over the above mentioned years except for 2009 to 2011, where the rates remained the same for three (3) years.

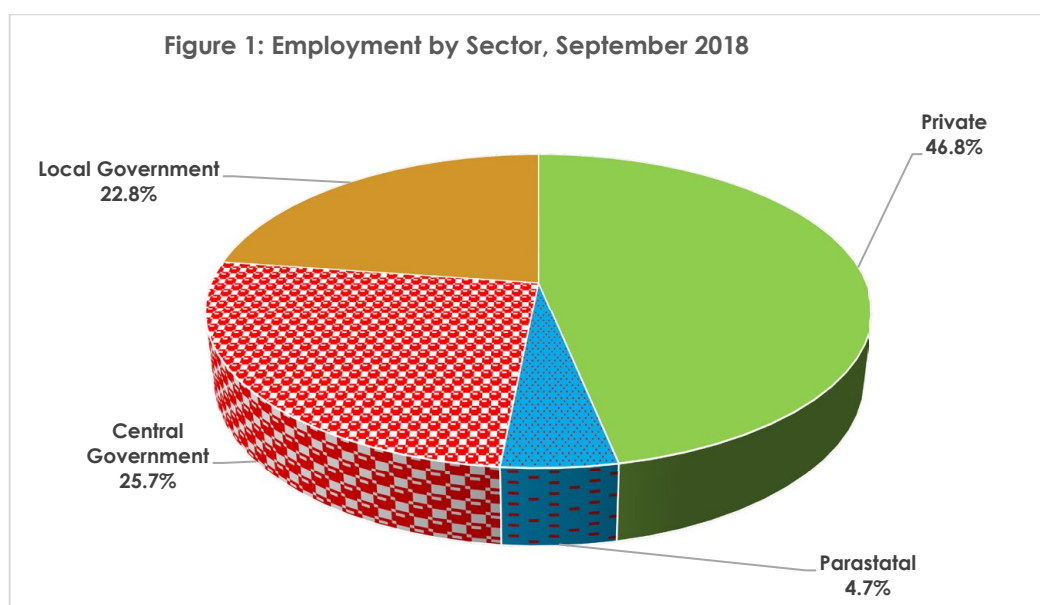


Figure 1 shows September 2018 formal employment by sector. Private sector had the largest share (46.8 percent), followed by Central Government with 25.7 percent. Local Government and Parastatal recorded 22.8 percent and 4.7 percent, respectively.

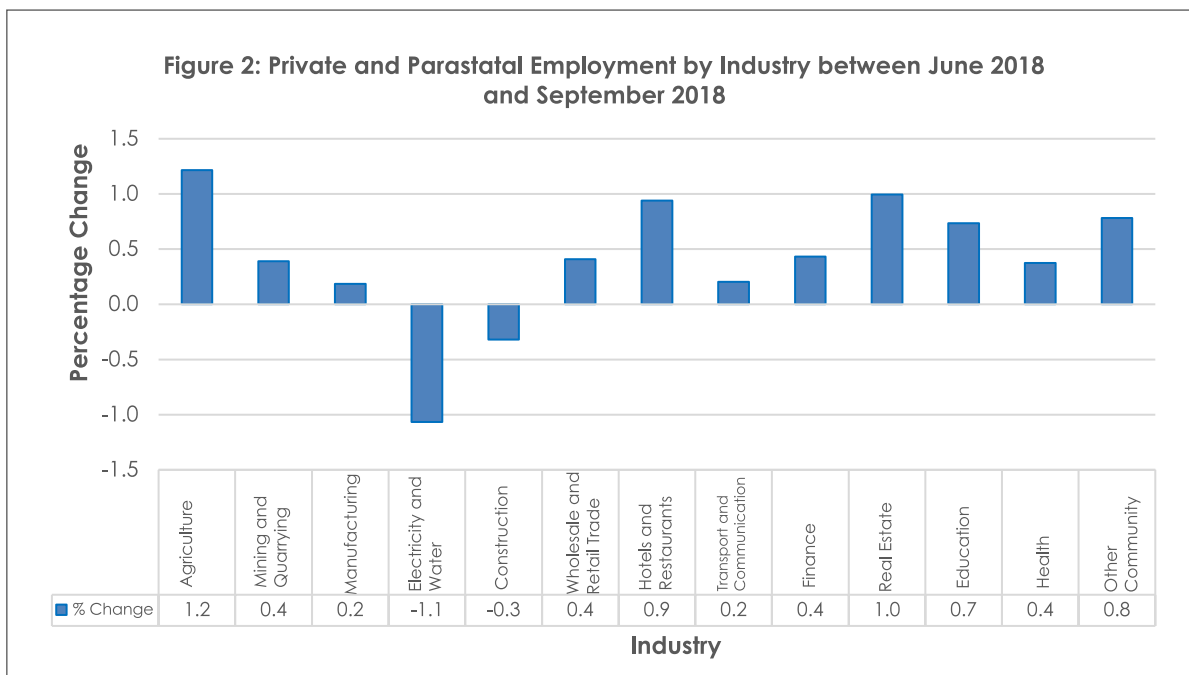


Figure 2 shows percentage changes for Private and Parastatal Employment by industry between June 2018 and September 2018. Most industries were almost constant in terms of employment increment, except for one industry which recorded a significant increase, being Agriculture, recording 1.2 percent increment in employment, followed by Real Estate and Hotels & Restaurants recording 1.0 percent and 0.9 percent respectively. Electricity & Water and Construction industry recorded a decline in employment with 1.1 percent and 0.3 percent respectively.

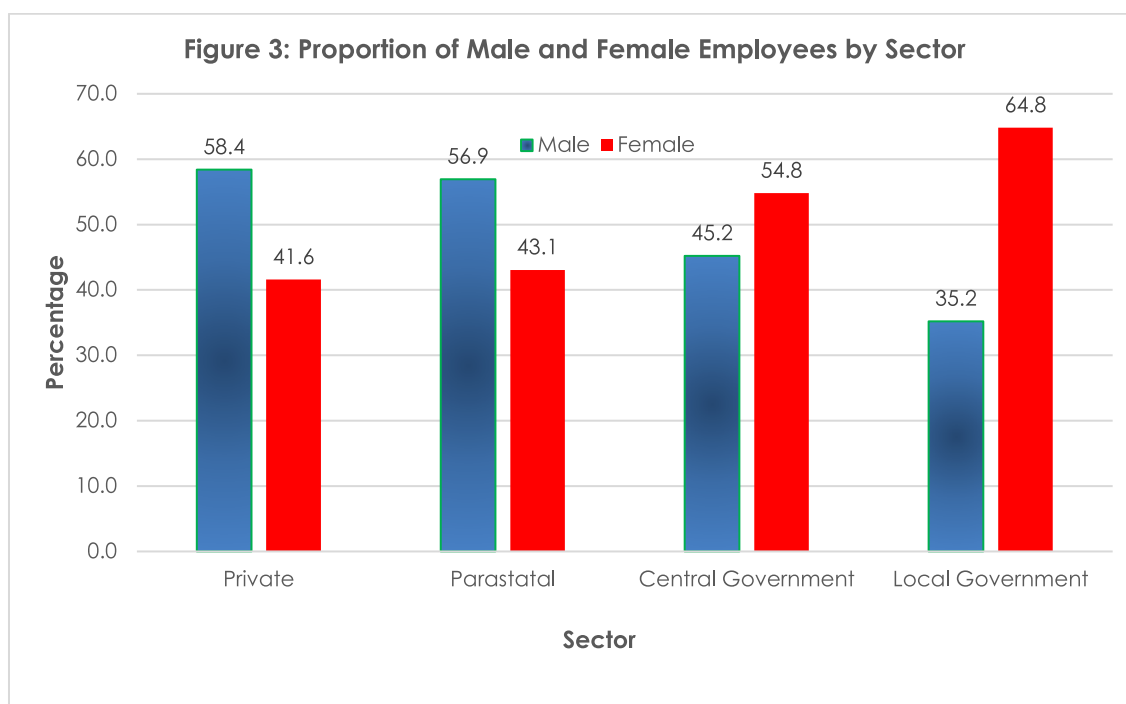


Figure 3 displays proportion of male and female employees by sector. The figure shows that males dominated their female counterparts in Private and Parastatal sectors with 58.4 percent and 56.9 percent respectively. Males constituted 45.2 percent for Central Government and 35.2 percent for Local Government. Female employees were higher in Local Government (64.8 percent), followed by those in Central Government (54.8 percent).

Table 1: Estimated Number of Paid Employees by Economic Activity, Citizenship and Sex, September 2018 and June

Sector/ Economic Activity	September 2018									June 2018	% Change
	Citizens			Non-Citizens			All Employees			Total	
	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Agriculture	4,432	1,981	6,413	215	33	248	4,647	2,014	6,661	6,581	1,2
Mining and Quarrying	6,838	1,268	8,106	116	12	128	6,954	1,280	8,234	8,202	0,4
Manufacturing	20,665	15,261	35,926	1,727	306	2,034	22,392	15,567	37,960	37,890	0,2
Electricity & Water	3,691	1,467	5,159	17	21	38	3,708	1,488	5,197	5,253	(1,1)
Construction	17,227	3,847	21,074	1,450	481	1,931	18,677	4,328	23,005	23,079	-0,3
Wholesale & Retail Trade	27,001	23,451	50,452	1,374	224	1,597	28,375	23,675	52,049	51,837	0,4
Hotels & Restaurants	6,894	11,831	18,725	254	135	389	7,148	11,966	19,114	18,936	0,9
Transport & Communication	8,134	5,571	13,705	320	190	511	8,454	5,761	14,216	14,187	0,2
Finance	3,237	5,750	8,986	84	17	101	3,321	5,767	9,087	9,048	0,4
Real Estate	14,373	6,226	20,599	228	79	306	14,601	6,305	20,905	20,699	1,0
Education	3,438	5,127	8,564	1,021	839	1,860	4,459	5,966	10,424	10,348	0,7
Health	732	2,401	3,133	161	180	341	893	2,581	3,474	3,461	0,4
Other Community	1,589	2,949	4,537	42	66	108	1,631	3,015	4,645	4,609	0,8
Private and Parastatal	118,251	87,130	205,379	7,009	2,583	9,592	125,260	89,713	214,971	214,130	0,4
Private	107,403	78,719	186,120	6,600	2,478	9,078	114,003	81,197	195,198	194,564	0,3
Parastatal	10,848	8,411	19,259	409	105	514	11,257	8,516	19,773	19,566	1,1
Central Government	47,900	58,462	106,362	593	310	903	48,493	58,772	107,265	105,774	1,4
Local Government	33,359	61,508	94,867	51	8	59	33,410	61,516	94,926	93,282	1,8
Ipelegeng	21,865	47,940	69,805	-	-	-	21,865	47,940	69,805	68,239	2,3
Local Gov. Excl. Ipelegeng	11,494	13,568	25,062	51	8	59	11,545	13,576	25,121	25,043	0,3
All Sectors excl. Ipelegeng Programme employees	177,645	159,160	336,803	7,653	2,901	10,554	185,298	162,061	347,357	344,947	0,7
All Sectors	199,510	207,100	406,608	7,653	2,901	10,554	207,163	210,001	417,162	413,186	1,0

Table 2: Estimated Percentage Distribution of Paid Employees by Economic Activity/ Sector, September 2018 and June 2018

Sector/ Economic Activity	September 2018									June 2018
	Citizens			Non-Citizens			All Employees			
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Agriculture	2,2	1,0	1,6	2,8	1,1	2,3	2,2	1,0	1,6	1,6
Mining and Quarrying	3,4	0,6	2,0	1,5	0,4	1,2	3,4	0,6	2,0	2,0
Manufacturing	10,4	7,4	8,8	22,6	10,5	19,3	10,8	7,4	9,1	9,2
Electricity & Water	1,9	0,7	1,3	0,2	0,7	0,4	1,8	0,7	1,2	1,3
Construction	8,6	1,9	5,2	18,9	16,6	18,3	9,0	2,1	5,5	5,6
Wholesale & Retail Trade	13,5	11,3	12,4	18,0	7,7	15,1	13,7	11,3	12,5	12,5
Hotels & Restaurants	3,5	5,7	4,6	3,3	4,7	3,7	3,5	5,7	4,6	4,6
Transport & Communication	4,1	2,7	3,4	4,2	6,5	4,8	4,1	2,7	3,4	3,4
Finance	1,6	2,8	2,2	1,1	0,6	1,0	1,6	2,7	2,2	2,2
Real Estate	7,2	3,0	5,1	3,0	2,7	2,9	7,0	3,0	5,0	5,0
Education	1,7	2,5	2,1	13,3	28,9	17,6	2,2	2,8	2,5	2,5
Health	0,4	1,2	0,8	2,1	6,2	3,2	0,4	1,2	0,8	0,8
Other Community	0,8	1,4	1,1	0,5	2,3	1,0	0,8	1,4	1,1	1,1
Private and Parastatal	59,3	42,1	50,5	91,6	89,0	90,9	60,5	42,7	51,5	51,8
Private	53,8	38,0	45,8	86,2	85,4	86,0	55,0	38,7	46,8	47,1
Parastatal	5,4	4,1	4,7	5,3	3,6	4,9	5,4	4,1	4,7	4,7
Central Government	24,0	28,2	26,2	7,7	10,7	8,6	23,4	28,0	25,7	25,6
Local Government	16,7	29,7	23,3	0,7	0,3	0,6	16,1	29,3	22,8	22,6
Ipelegeng Program	11,0	23,1	17,2	-	-	-	10,6	22,8	16,7	16,5
Local Gov. Excl. Ipelegeng	5,8	6,6	6,2	0,7	0,3	0,6	5,6	6,5	6,0	6,1
All Sectors excl. Ipelegeng Programme employees	89,0	76,9	82,8	100,0	100,0	100,0	89,4	77,2	83,3	83,5
All Sectors	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0

Table 3: Estimated Number of Paid Employees by Economic Activity/Sector, September 2018

Sector/ Economic Activity	All Employees			Percentage (%)		
	Male	Female	Total	Male	Female	Total
Agriculture	4,647	2,014	6,661	69,8	30,2	100
Mining and Quarrying	6,954	1,280	8,234	84,5	15,5	100
Manufacturing	22,392	15,567	37,960	59,0	41,0	100
Electricity & Water	3,708	1,488	5,197	71,3	28,6	100
Construction	18,677	4,328	23,005	81,2	18,8	100
Wholesale & Retail Trade	28,375	23,675	52,049	54,5	45,5	100
Hotels & Restaurants	7,148	11,966	19,114	37,4	62,6	100
Transport & Communication	8,454	5,761	14,216	59,5	40,5	100
Finance	3,321	5,767	9,087	36,5	63,5	100
Real Estate	14,601	6,305	20,905	69,8	30,2	100
Education	4,459	5,966	10,424	42,8	57,2	100
Health	893	2,581	3,474	25,7	74,3	100
Other Community	1,631	3,015	4,645	35,1	64,9	100
Private and Parastatal	125,260	89,713	214,971	58,3	41,7	100
Private	114,003	81,197	195,198	58,4	41,6	100
Parastatal	11,257	8,516	19,773	56,9	43,1	100
Central Government	48,493	58,772	107,265	45,2	54,8	100
Local Government	33,410	61,516	94,926	35,2	64,8	100
Ipelegeng Program	21,865	47,940	69,805	31,3	68,7	100
Local Gov. Excl. Ipelegeng	11,545	13,576	25,121	46,0	54,0	100
All Sectors excl. Ipelegeng	185,298	162,061	347,357	53,3	46,7	100
All Sectors	207,163	210,001	417,162	49,7	50,3	100

Table 5: Estimated Monthly Average Cash Earnings by Economic Activity, Citizenship and Sex, September 2018 and June 2018

Sector/ Economic Activity	September 2018									June 2018	% Change
	Citizens			Non-Citizens			All Employees			Total	
	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Agriculture	1,947	1,781	1,720	3,538	4,349	3,718	2,020	1,823	1,961	1,921	2,1
Mining and Quarrying	17,054	20,131	17,535	53,315	33,830	51,489	17,659	20,260	18,063	18,267	-1,1
Manufacturing	5,596	3,767	4,819	16,054	11,568	15,371	6,402	3,921	5,384	5,677	-5,2
Electricity & Water	12,405	11,458	12,133	30,679	10,942	19,771	12,489	11,450	12,189	12,041	1,2
Construction	3,235	12,461	4,919	14,049	5,325	11,875	4,074	11,668	5,503	5,186	6,1
Wholesale & Retail Trade	3,963	3,108	3,583	23,405	13,209	22,250	4,905	3,203	4,155	4,392	-5,4
Hotels & Restaurants	3,459	3,015	3,456	17,118	15,064	16,406	3,944	3,151	3,719	3,412	9,0
Transport & Communication	9,958	7,906	9,124	14,481	25,633	18,600	10,129	8,491	9,465	8,959	5,6
Finance	18,882	15,836	16,979	48,694	47,624	48,514	19,636	15,921	17,310	17,256	0,3
Real Estate	5,906	8,363	6,950	53,861	20,537	44,912	6,935	9,973	7,852	7,566	3,8
Education	9,277	7,512	8,222	17,192	14,290	15,883	11,089	8,465	9,589	9,720	-1,4
Health	9,839	6,773	7,490	35,553	26,601	30,828	14,475	8,156	9,781	10,219	-4,3
Other Community	6,092	3,587	4,465	13,989	8,567	10,676	6,295	3,696	4,610	4,207	9,6
Private and Parastatal	6,187	5,871	6,082	19,849	14,160	18,360	6,951	6,109	6,630	6,762	-2,0
Private	5,297	4,984	5,197	19,833	13,549	18,163	6,138	5,245	5,800	5,888	-1,5
Parastatal	14,997	14,167	14,634	20,112	28,581	21,842	15,183	14,344	14,822	15,457	-4,1
Central Government	9,278	9,970	9,658	18,505	15,213	17,375	9,391	9,998	9,723	9,754	-0,3
Local Government	2,465	1,566	1,882	16,498	14,902	16,288	2,486	1,568	1,891	1,898	1,4
Ipelegeng Program	567	567	567	-	-	-	567	567	567	567	0
Local Gov. Excl. Ipelegeng	6,075	5,097	5,546	16,498	14,902	16,288	6,122	5,103	5,571	5,526	0,8
All Sectors excl. Ipelegeng Programme employees	7,013	7,311	7,172	19,723	14,274	18,265	7,538	7,435	7,509	7,590	-1,1
All Sectors	6,307	5,750	6,038	19,723	14,274	18,265	6,802	5,867	6,347	6,430	-1,3

Table 6: Estimated Monthly Average Cash Earnings by Economic Activity/Sector, September 2015 – September 2018

Sector/ Economic Activity	Sept 2015	Mar 2016	Jun 2016	Sept 2016	Dec 2016	Mar 2017	Jun 2017	Sept 2017	Dec 2017	Mar 2018	June 2018	Sept 2018
Agriculture	1,285	1,246	1,223	1,548	1,236	1,510	1,443	1,597	1,994	1,908	1,921	1,961
Mining & Quarrying	11,081	11,839	12,051	12,094	15,700	17,675	16,624	15,750	17,666	17,234	18,267	18,063
Manufacturing	3,955	4,500	4,724	4,635	5,408	5,186	5,256	5,520	5,908	5,531	5,677	5,384
Water & Electricity	11,649	12,015	12,190	12,021	12,560	11,744	11,226	11,472	11,328	11,891	12,041	12,189
Construction	3,635	3,729	4,160	3,895	3,900	5,001	5,106	4,623	5,108	5,188	5,186	5,503
Wholesale & Retail	4,004	3,671	4,030	3,734	4,559	4,368	4,214	4,026	4,005	4,209	4,392	4,155
Hotels & Restaurants	2,415	2,599	2,849	2,514	3,071	3,225	2,920	3,050	3,294	3,299	3,412	3,719
Transport & Communication	8,024	9,187	9,876	9,608	9,994	9,330	9,128	9,232	9,439	9,245	8,959	9,465
Financial Intermediaries	13,950	14,524	15,310	15,815	16,383	16,729	16,757	17,176	16,349	16,324	17,256	17,310
Real Estate	6,133	5,885	6,361	6,373	6,819	6,718	6,634	7,018	7,599	7,241	7,566	7,852
Education	10,134	9,995	9,457	8,667	7,677	8,628	8,960	8,792	9,011	9,658	9,720	9,589
Health & Social work	9,052	9,075	8,563	8,192	8,221	9,581	8,934	9,040	9,829	9,435	10,219	9,781
Other community services	3,709	3,581	3,163	3,269	3,289	4,358	4,543	4,545	3,453	3,927	4,207	4,610
Private & Parastatal	5,840	5,728	5,912	5,833	6,303	6,429	6,327	6,316	6,577	6,558	6,762	6,630
Private	4,788	4,812	5,149	5,220	5,699	5,554	5,379	5,374	5,745	5,790	5,888	5,800
Parastatal	12,972	13,862	13,576	12,166	12,478	14,956	15,670	15,563	14,868	14,209	15,457	14,822
Central Government	7,626	8,509	8,744	8,732	8,703	8,704	9,011	9,356	9,364	9,372	9,754	9,723
Local Government	1,742	1,690	1,693	1,765	1,717	1,819	1,920	1,868	1,867	1,871	1,898	1,891
Ipelegeng Program	540	540	540	540	540	540	567	567	567	567	567	567
Local Gov. Excl. Ipelegeng	4,648	4,695	4,714	4,997	4,802	5,114	5,379	5,383	5,421	5,418	5,526	5,571
All Sectors	5,403	5,544	5,701	5,684	5,916	6,007	6,052	6,088	6,216	6,211	6,430	6,347

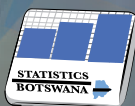
Table 7: Minimum Hourly Wage Rates (Thebe)

Private and Parastatals	April 2009	April 2010	April 2011	April 2012	June 2013	June 2014	July 2015	June 2016	November 2017
Building, Construction, Exploration and Quarrying	380	380	380	420	450	486	515	546	579
Manufacturing, Service and Repair Trades	380	380	380	420	450	486	515	546	579
Wholesale Distributive Trades	380	380	380	420	450	486	515	546	579
Retail Distributive Trades	330	330	330	370	400	432	458	485	514
Hotel, Catering and Entertainment Trades	380	380	380	420	450	486	515	546	579
Garage, Motor Trades and Road Transport	380	380	380	420	450	486	515	546	579
Retail and Wholesale Night watchmen	320	320	320	350	380	410	435	461	489
Security Guards Employed by Security Companies	380	380	380	420	450	486	515	546	579

Agricultural Sector – P700 per month (2017 November)

Domestic Service Sector – P3.21 per hour (2017 November)

Source: Department of Labour and Social Security



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