

# STATISTICS BOTSWANA

A circular inset image showing a woman with curly hair, wearing a white top, looking thoughtfully to the side with her hand on her chin. The background is a blurred office setting.

## FORMAL SECTOR EMPLOYMENT SURVEY

September 2016 Stats brief

## Preface

This Stats Brief presents formal employment figures during the month of September 2016. The information for this brief is collected quarterly from business establishments through a mailed questionnaire. The brief also presents average earnings or wages for all establishments in Government, parastatals and the private sector.

The brief shows that overall, formal employment increased by 0.4 percent between June and September 2016 with the Central Government recording the highest growth of 0.8 percent. The Private Sector followed with employment growth of 0.7 percent. The increment was mainly spurred by growth in the Construction and Wholesale & Retail sectors, which recorded growth of 1.0 percent and 0.6 percent respectively.

On the other hand, the Other Community and Transport and Communication sectors recorded declines in employment of 0.6 percent and 0.2 percent respectively between the quarters. Employee earnings decreased from P5, 701 in June 2016 to P 5,684 between June and September 2016, which was a decrease of 0.3 percent.

We hope stakeholders will 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



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**Anna Majelantle**  
**Statistician General**  
December 2016

## 1. INTRODUCTION

This Stats Brief presents results of the September 2016 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 September 2016 and June 2016. The table shows that overall employment increased by 0.4 percent (1,456 persons) from 407,482 persons in June 2016 to 408,938 persons in September 2016. Central Government recorded the highest increase in employment of 0.8 percent, followed by Private Organizations with 0.7 percent increment in employment. Parastatal Organizations and Local Government recorded a decrease in employment of 1.9 percent and 1.0 percent respectively.

In September 2016, a total of 13,365 (3.3 percent) employees were non-citizens. Out of this total, Private and Parastatal sectors recorded 12,162 employees. Manufacturing industry was the major employer of non-citizens (18.3 percent), followed by Education industry (16.8 percent) and Construction industry (13.2 percent). See tables 2 and 2.1.

Table 3 shows estimated number of employees by economic activity/sector for September 2016. A total of 408,935 employees were recorded, of which 204,630 (50.0 percent) were males while 204,582 (50.0 percent) were females.

## 3. WAGES/EARNINGS

This section presents the estimated monthly average cash earning for employees in formal sector. Monthly average earnings for citizens stood at P5, 333, P16, 039 for non-citizen and P5, 684 for all employees as at end of September 2016. There was a decrease of 0.3 percent in monthly average earnings for all employees from June 2016 (P5, 701) to September 2016 (P5, 684). See table 5.

Minimum hourly wage rates in Thebe per hour from April 2007 to July 2015 for Private and Parastatal sectors only, are presented in Table 7. The table shows that the Minimum hourly rate increased by 45 percent between 2007 and 2015 from 355 thebe to 515 thebe respectively. Minimum hourly wage rates for the year 2016 were not available. According to table 7, the minimum hourly wage rates have been increasing over the above mentioned years except for 2008 to 2011, where the rates remained the same for four (4) years.

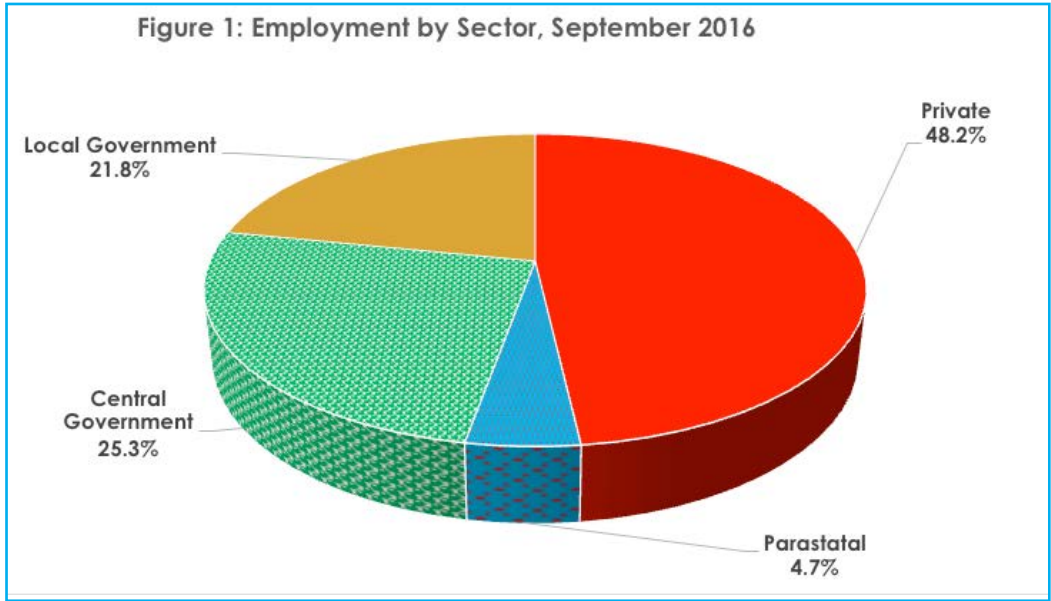


Figure 1 shows September 2016 formal employment by sector. Private sector had the largest share (48.2 percent), followed by Central Government with 25.3 percent. Local Government and Parastatal recorded 21.8 percent and 4.7 percent respectively.

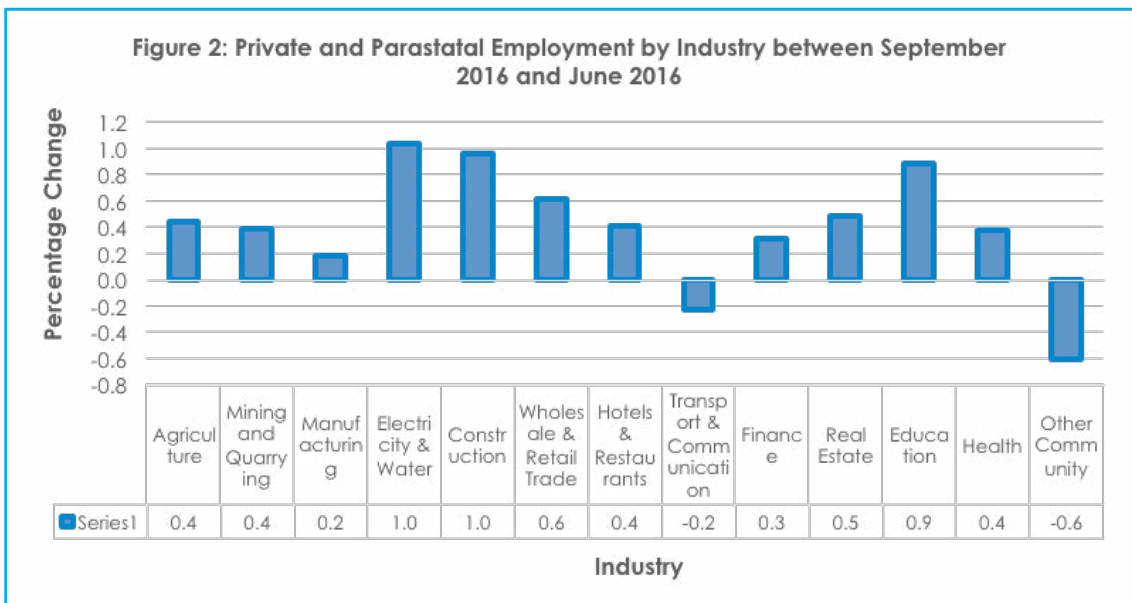


Figure 2 above shows percentage changes for Private and Parastatal Employment by industry between June 2016 and September 2016. Most industries showed increase in employment except for two industries which recorded decreases, being Other Community industry and Transport & Communication (0.6 & 0.2 percent respectively). Electricity & Water industry and Construction dominated other categories with 1.0 percent each, followed by Wholesale & Retail Trade with 0.6 percent increment in employment.

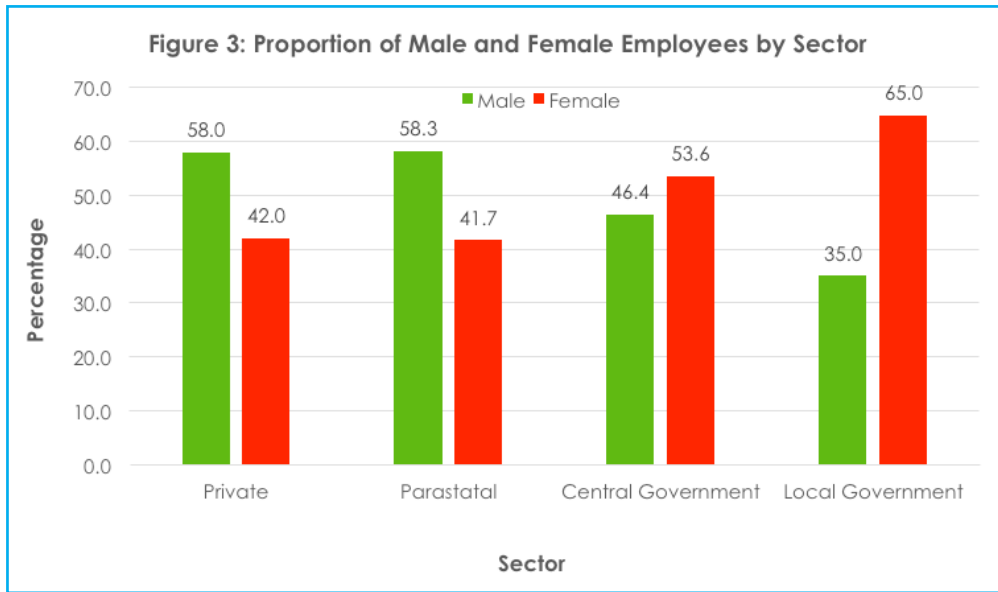


Figure 3 displays proportion of male and female employees by sector. The figure shows that males dominated their female counterparts in Parastatal and Private sectors with 58.3 percent and 58.0 percent respectively. Males constituted 46.4 percent for Central Government and 35.0 percent for Local Government. Female employees were higher in Local Government (65.0 percent), followed by those in Central Government (53.6 percent).

**Table 1: Estimated Number of Paid Employees by Economic Activity, Citizenship and Sex, September 2016 and June 2016**

Sector/ Economic Activity	September 2016									June 2016	% Change
	Citizens			Non-Citizens			All Employees			Total	
	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Agriculture	3,437	2,469	5,906	399	241	640	3,836	2,710	6,545	6,517	0,4
Mining and Quarrying	11,038	1,160	12,198	167	7	174	11,205	1,167	12,372	12,324	0,4
Manufacturing	20,371	14,983	35,354	1,979	464	2,443	22,350	15,446	37,797	37,726	0,2
Electricity & Water	3,644	1,415	5,059	11	1	12	3,655	1,416	5,071	5,019	1,0
Construction	18,190	4,087	22,278	1,561	198	1,759	19,751	4,286	24,037	23,808	1,0
Wholesale & Retail Trade	24,942	24,031	48,974	1,388	358	1,746	26,330	24,389	50,717	50,408	0,6
Hotels & Restaurants	5,739	11,860	17,599	616	383	999	6,355	12,244	18,598	18,522	0,4
Transport & Communication	7,353	5,282	12,635	738	499	1,237	8,091	5,781	13,872	13,903	-0,2
Finance	3,051	5,474	8,524	125	38	163	3,176	5,512	8,687	8,660	0,3
Real Estate	13,731	6,483	20,214	287	84	371	14,018	6,567	20,585	20,484	0,5
Education	2,923	5,104	8,027	1,133	1,114	2,247	4,056	6,218	10,274	10,184	0,9
Health	675	2,295	2,970	106	142	249	782	2,437	3,219	3,207	0,4
Other Community	1,625	2,684	4,309	58	67	125	1,682	2,751	4,434	4,461	-0,6
<b>Private and Parastatal</b>	<b>116,719</b>	<b>87,327</b>	<b>204,046</b>	<b>8,568</b>	<b>3,597</b>	<b>12,165</b>	<b>125,288</b>	<b>90,923</b>	<b>216,211</b>	<b>215,223</b>	<b>0,5</b>
Private	105,912	79,483	185,395	8,199	3,516	11,715	114,112	82,998	197,107	195,747	0,7
Parastatal	10,807	7,844	18,651	369	81	450	11,176	7,925	19,101	19,476	-1,9
<b>Central Government</b>	<b>47,426</b>	<b>55,199</b>	<b>102,625</b>	<b>708</b>	<b>363</b>	<b>1071</b>	<b>48,134</b>	<b>55,562</b>	<b>103,696</b>	<b>102,843</b>	<b>0,8</b>
<b>Local Government</b>	<b>30 952</b>	<b>57 950</b>	<b>88 902</b>	<b>78</b>	<b>51</b>	<b>129</b>	<b>31 030</b>	<b>58 001</b>	<b>89 031</b>	<b>89,416</b>	<b>-0,1</b>
Ipelegeng	19 083	45 365	64 448	0	0	0	19,083	45,365	64,448	64,722	-0,4
Local Gov. Excl. Ipelegeng	11,869	12,585	24,454	78	51	129	11,947	12,636	24,583	24,694	-0,4
<b>All Sectors excl. Ipelegeng Programme employees</b>	<b>176,014</b>	<b>155,111</b>	<b>331,125</b>	<b>9,354</b>	<b>4,011</b>	<b>13,362</b>	<b>185,369</b>	<b>159,121</b>	<b>344,487</b>	<b>342,760</b>	<b>0,5</b>
<b>All Sectors</b>	<b>195,097</b>	<b>200,476</b>	<b>395,573</b>	<b>9,354</b>	<b>4,011</b>	<b>13,365</b>	<b>204,452</b>	<b>204,486</b>	<b>408,938</b>	<b>407,482</b>	<b>0,4</b>



**Table 3: Estimated Number of Paid Employees by Economic Activity/Sector, September 2016**

Sector/ Economic Activity	All Employees			Percentage (%)		
	Male	Female	Total	Male	Female	Total
Agriculture	3,836	2,710	6,545	58,6	41,4	100
Mining and Quarrying	11,205	1,167	12,372	90,6	9,4	100
Manufacturing	22,350	15,446	37,797	59,1	40,9	100
Electricity & Water	3,655	1,416	5,071	72,1	27,9	100
Construction	19,751	4,286	24,037	82,2	17,8	100
Wholesale & Retail Trade	26,330	24,389	50,717	51,9	48,1	100
Hotels & Restaurants	6,355	12,244	18,598	34,2	65,8	100
Transport & Communication	8,091	5,781	13,872	58,3	41,7	100
Finance	3,176	5,512	8,687	36,6	63,5	100
Real Estate	14,018	6,567	20,585	68,1	31,9	100
Education	4,056	6,218	10,274	39,5	60,5	100
Health	782	2,437	3,219	24,3	75,7	100
Other Community	1,682	2,751	4,434	37,9	62,1	100
<b>Private and Parastatal</b>	<b>125,288</b>	<b>90,923</b>	<b>216,211</b>	<b>57,9</b>	<b>42,1</b>	<b>100</b>
Private	114,112	82,998	197,107	57,9	42,1	100
Parastatal	11,176	7,925	19,101	58,5	41,5	100
<b>Central Government</b>	<b>48,134</b>	<b>55,562</b>	<b>103,696</b>	<b>46,4</b>	<b>53,6</b>	<b>100</b>
Local Government	31 030	58 001	89 031	34,9	65,1	100
Ipelegeng Program	19,083	45,365	64,448	29,9	70,5	100
Local Gov. Excl. Ipelegeng	11,947	12,636	24,583	48,6	51,4	100
<b>All Sectors excl. Ipelegeng</b>	<b>185,369</b>	<b>159,121</b>	<b>344,487</b>	<b>53,8</b>	<b>46,2</b>	<b>100</b>
<b>All Sectors</b>	<b>204,452</b>	<b>204,486</b>	<b>408,938</b>	<b>50,0</b>	<b>50,0</b>	<b>100</b>



**Table 4: Estimated Number of Paid Employees by Economic Activity/Sector, September 2010 – September 2016**

Sector/Economic Activity	Sept	Dec	Mar	Jun	Sept	Sept	Sept	Sept	Mar	Jun	Sept
	2010	2010	2011	2011	2012	2013	2014	2015	2016	2016	2016
Agriculture	6,376	6,458	6,488	6,528	6,479	6,523	6,514	6,637	6,543	6,517	6,545
Mining & Quarrying	11,329	11,572	11,668	12,201	11,840	12,074	12,547	12,773	12,477	12,324	12,372
Manufacturing	36,366	36,463	36,549	36,638	36,829	37,066	37,047	37,316	37,562	37,726	37,797
Water & Electricity	3,782	3,882	4,000	4,105	4,143	4,636	4,692	4,752	4,811	5,019	5,071
Construction	23,164	23,242	23,298	23,347	23,650	23,730	23,632	22,877	23,346	23,808	24,037
Wholesale & Retail Trade	47,122	47,271	47,370	47,436	47,544	48,451	48,723	48,906	49,816	50,408	50,717
Hotels & Restaurants	16,969	17,064	17,095	17,150	17,308	17,554	17,778	17,894	18,164	18,522	18,598
Transport & Communication	12,742	12,808	12,887	12,969	13,123	13,327	13,357	13,457	1,3681	13,903	13,872
Financial Intermediaries	8,363	8,505	8,540	8,563	8,787	8,881	9,013	9,082	9,092	8,660	8,687
Real Estate	18,774	18,813	18,884	18,899	19,029	19,056	19,277	19,516	20,244	20,484	20,585
Education	9,924	9,928	10,006	10,060	10,096	10,147	10,270	10,181	10,160	10,184	10,274
Health & Social work	2,865	2,859	2,877	2,891	2,973	3,035	3,125	3,131	3,169	3,207	3,219
Other Community Services	4,088	4,119	4,150	4,173	4,214	4,253	4,214	4,373	4,395	4,461	4,434
<b>Private &amp; Parastatal</b>	<b>201,862</b>	<b>202,983</b>	<b>203,812</b>	<b>204,960</b>	<b>206,015</b>	<b>208,732</b>	<b>210,189</b>	<b>210,895</b>	<b>213,459</b>	<b>215,223</b>	<b>216,211</b>
Private	185,652	186,234	186,865	187,968	188,531	189,894	191,399	191,484	193,46	195,747	197,107
Parastatal	16,210	16,749	16,947	16,992	17,484	18,838	18,790	19,411	19,999	19,476	19,101
<b>Central Government</b>	<b>101,966</b>	<b>102,448</b>	<b>103,056</b>	<b>101,912</b>	<b>104,925</b>	<b>104,541</b>	<b>104,317</b>	<b>104,349</b>	<b>102,160</b>	<b>102,843</b>	<b>103,696</b>
<b>Local Government</b>	<b>70,061</b>	<b>73,401</b>	<b>72,009</b>	<b>80,554</b>	<b>78,725</b>	<b>86,257</b>	<b>89,955</b>	<b>88,437</b>	<b>88,799</b>	<b>89,416</b>	<b>89,031</b>
Ipelegeng Program	41,285	45,140	43,651	52,270	52,617	60,623	64,354	62,566	64,222	64,722	64,448
Local Gov. Excl. Ipelegeng	28,776	28,261	28,358	28,284	26,108	25,634	25,601	25,871	24,577	24,694	24,583
<b>All Sectors</b>	<b>373,889</b>	<b>378,832</b>	<b>378,877</b>	<b>387,426</b>	<b>389,665</b>	<b>399,530</b>	<b>404,461</b>	<b>403,681</b>	<b>404,387</b>	<b>407,482</b>	<b>408,938</b>

**Table 5: Estimated Monthly Average Cash Earnings by Economic Activity, Citizenship and Sex, September 2016 and June 2016**

Sector/ Economic Activity	September 2016									June 2016	%
	Citizens			Non-Citizens			All Employees			Total	
	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Agriculture	979	1,074	1,010	7,599	2,895	6,515	1,667	1,236	1,548	1,223	26,5
Mining and Quarrying	10,490	19,513	11,348	65,110	47,221	64,390	11,304	19,679	12,094	12,051	0,4
Manufacturing	4,787	2,564	3,845	17,973	8,010	16,082	5,954	2,727	4,635	4,724	-1,9
Electricity & Water	12,492	10,620	11,969	33,640	40,026	34,172	12,556	10,641	12,021	12,190	-1,4
Construction	2,928	3,327	3,001	14,520	20,579	15,203	3,845	4,125	3,895	4,160	-6,4
Wholesale & Retail Trade	3,830	2,895	3,371	15,854	6,358	13,931	4,464	2,946	3,734	4,030	-7,4
Hotels & Restaurants	2,485	2,216	2,303	7,358	4,385	6,218	2,957	2,284	2,514	2,849	-11,8
Transport & Communication	8,070	9,039	8,475	16,515	28,081	21,180	8,840	10,683	9,608	9,876	-2,7
Finance	16,856	14,345	15,293	43,115	42,912	43,067	17,893	14,541	15,815	15,310	3,3
Real Estate	5,529	6,901	5,949	29,073	30,905	29,488	6,011	7,208	6,373	6,361	0,2
Education	7,976	5,666	6,507	13,616	13,967	13,790	9,552	7,153	8,667	9,457	-8,4
Health	9,276	5,224	5,965	42,336	29,173	34,796	13,768	6,623	8,192	8,563	-4,3
Other Community	3,517	2,297	2,757	13,386	9,617	11,356	3,855	2,476	3,269	3,163	3,3
<b>Private and Parastatal</b>	<b>5,581</b>	<b>4,752</b>	<b>5,223</b>	<b>16,851</b>	<b>14,189</b>	<b>16,068</b>	<b>6,352</b>	<b>5,125</b>	<b>5,833</b>	<b>5,912</b>	<b>-1,3</b>
Private	4,853	4,153	4,550	16,801	13,526	15,822	5,712	4,550	5,220	5,149	1,4
Parastatal	12,715	10,819	11,918	17,970	42,933	22,463	12,889	11,147	12,166	13,576	-10,4
<b>Central Government</b>	<b>8,206</b>	<b>9,049</b>	<b>8,660</b>	<b>16,539</b>	<b>13,843</b>	<b>15,625</b>	<b>8,329</b>	<b>9,080</b>	<b>8,732</b>	<b>8,744</b>	<b>-0,1</b>
Local Government	2,331	1,447	1,755	19,581	12,351	16,723	2,354	1,451	1,765	1,693	4,3
Ipelegeng Program	540	540	540	0	0	0	540	540	540	540	0,0
Local Gov. Excl. Ipelegeng	5,237	4,723	4,972	19,581	12,351	16,723	5,278	4,730	4,997	4,714	6,0
<b>All Sectors excl. Ipelegeng Programme employees</b>	<b>6,265</b>	<b>6,279</b>	<b>6,270</b>	<b>16,850</b>	<b>14,134</b>	<b>16,039</b>	<b>6,796</b>	<b>6,475</b>	<b>6,646</b>	<b>6,675</b>	<b>-0,4</b>
<b>All Sectors</b>	<b>5,700</b>	<b>4,978</b>	<b>5,333</b>	<b>16,850</b>	<b>14,134</b>	<b>16,039</b>	<b>6,207</b>	<b>5,156</b>	<b>5,684</b>	<b>5,701</b>	<b>-0,3</b>

**Table 6: Estimated Monthly Average Cash Earnings by Economic Activity/Sector, June 2010 – September 2016**

Sector/ Economic Activity	Jun 2010	Sept 2010	Dec 2010	Mar 2011	Jun 2011	Sept 2012	Sept 2013	Sept 2014	Sept 2015	Mar 2016	Jun 2016	Sept 2016
Agriculture	1,087	1,137	1,157	1,187	1,271	1,233	1,273	1,333	1,285	1,246	1,223	1,548
Mining & Quarrying	9,180	9,246	9,759	9,868	11,061	9,159		11,893	11,081	11,839		12,094
Manufacturing	2,784	2,793	2,856	2,924	3,052	4,133	3,344	3,873	3,955	4,500	4,724	4,635
Water & Electricity	9,829	9,866	10,427	10,461	10,774	11,971		10,802	11,649	12,015		12,021
Construction	3,205	3,348	3,369	3,536	3,607	3,598	3,628	4,230	3,635	3,729	4,160	3,895
Wholesale & Retail	3,038	3,177	3,515	3,834	3,844	3,575	3,840	4,332	4,004	3,671	4,030	3,734
Hotels & Restaurants	1,970	2,006	2,008	2,026	1,876	2,278	2,314	2,218	2,415	2,599	2,849	2,514
Transport & Communication	6,343	6,818	7,565	7,667	7,754	7,864	7,946	7,860	8,024	9,187	9,876	9,608
Financial Intermediaries	11,599	12,057	12,277	12,479	12,523	12,175		13,984	13,950	14,524		15,815
Real Estate	6,332	6,400	6,567	6,711	6,761	6,174	5,570	6,072	6,133	5,885	6,361	6,373
Education	8,699	8,796	8,524	8,535	8,572	8,985	9,007	9,554	10,134	9,995	9,457	8,667
Health & Social work	7,619	7,580	8,125	8,132	8,318	8,534	8,559	8,875	9,052	9,075	8,563	8,192
Other community services	2,760	2,842	3,062	3,029	3,006	3,727	3,791	3,959	3,709	3,581	3,163	3,269
<b>Private &amp; Parastatal</b>	<b>4,638</b>	<b>4,660</b>	<b>4,873</b>	<b>5,022</b>	<b>5,154</b>	<b>5,204</b>	<b>5,275</b>	<b>5,676</b>	<b>5,840</b>	<b>5,728</b>	<b>5,912</b>	<b>5,833</b>
Private	3,977	3,980	4,141	4,294	4,429	5,670	4,655	4,994	4,788	4,812	5,149	5,220
Parastatal	12,178	12,450	13,012	13,050	13,180	13,405		12,622	12,972	13,862		12,166
<b>Central Government</b>	<b>5,447</b>	<b>5,548</b>	<b>6,066</b>	<b>6,091</b>	<b>6,160</b>	<b>6,364</b>	<b>7,205</b>	<b>7,381</b>	<b>7,626</b>	<b>8,509</b>	<b>8,744</b>	<b>8,732</b>
<b>Local Government</b>	<b>2,410</b>	<b>2,252</b>	<b>2,012</b>	<b>2,041</b>	<b>1,846</b>	<b>1,705</b>	<b>1,703</b>	<b>1,616</b>	<b>1,742</b>	<b>1,690</b>	<b>1,693</b>	<b>1,765</b>
Ipelegeng Program	360	360	360	360	360	360	490	520	540	540	540	540
Local Gov. Excl. Ipelegeng	4,663	4,968	4,651	4,629	4,593	4,417	4,571	4,371	4,648	4,695	4,714	4,997
<b>All Sectors</b>	<b>4,428</b>	<b>4,451</b>	<b>4,641</b>	<b>4,746</b>	<b>4,731</b>	<b>4,810</b>	<b>5,009</b>	<b>5,213</b>	<b>5,403</b>	<b>5,544</b>	<b>5,701</b>	<b>5,684</b>

**Table 7: Minimum Hourly Wage Rates (Thebe)**

Private and Parastatals	April 2007	April 2008	April 2009	April 2010	April 2011	April 2012	June 2013	June 2014	July 2015
Building, Construction, Exploration and Quarrying	355	380	380	380	380	420	450	486	515
Manufacturing, Service and Repair Trades	355	380	380	380	380	420	450	486	515
Wholesale Distributive Trades	355	380	380	380	380	420	450	486	515
Retail Distributive Trades	310	330	330	330	330	370	400	432	458
Hotel, Catering and Entertainment Trades	355	380	380	380	380	420	450	486	515
Garage, Motor Trades and Road Transport	355	380	380	380	380	420	450	486	515
Retail and Wholesale Night watchmen	300	320	320	320	320	350	380	410	435
Security Guards Employed by Security Companies	355	380	380	380	380	420	450	486	515

*Agricultural Sector – P583 per month (2015 July)*

*Domestic Service Sector – P2,86 per hour (2015 July)*

**Source:** Department of Labour and Social Security