

STATISTICS BOTSWANA



FORMAL SECTOR EMPLOYMENT SURVEY

SEPTEMBER 2015

Copyrights © Statistics Botswana 2016

1. INTRODUCTION

This Stats Brief presents results of the September 2015 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 2015 and September 2014. The table shows that overall employment decreased by 0.2 percent (892 persons) from 404,461 persons in September 2014 to 403,681 persons in September 2015. Local Government recorded the highest decrease in employment of 1.7 percent, followed by Private Sector Organizations with 0.1 percent. The decrease in Local government was due to the decrease (2.8 percent) in the number of Ipelegeng participants. Parastatals recorded an increase of 5.7 percent in employment.

In September 2015, a total of 12,145 (3.0 percent) employees were non-citizens. Out of this total, Private and Parastatal sectors contributed 10,508 (86 percent) employees. Manufacturing industry was the major employer of non-citizens at 16.7 percent, followed by Education (15.9 percent) and Construction (15.1 percent). See tables 1 and 2.

Table 3 shows estimated number of employees by economic activity/sector for September 2015. Out of an estimated 403,461 employees in September 2015, 207,432 (57.3 percent) were males, with females accounting for 42.7 percent (196, 249).

3. WAGES/EARNINGS

This section presents the estimated monthly average cash earning for employees in formal sector employment. Monthly average earnings for citizens was estimated at P5, 080, P15, 869 for non-citizen and P5, 403 for all employees as at end of September 2015. There was an increase of 3.7 percent in monthly average earnings for all employees, from P5, 213 in September 2014 to September P5, 403. 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 wage rates have been increasing over these years except for 2008 to 2011, where the rates remained the same for four (4) years.

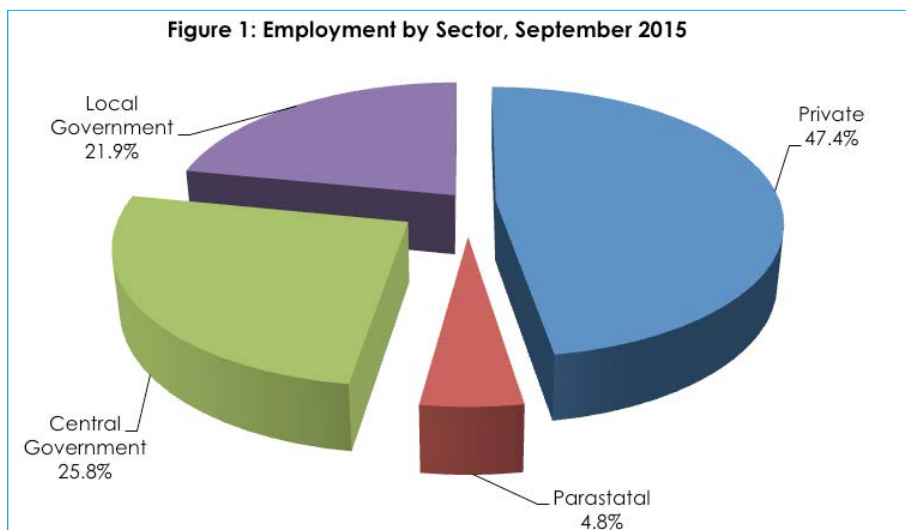


Figure 1 shows September 2015 formal employment by sector. Private sector had the largest share (47.4 percent), followed by Central Government with 25.8 percent. Local Government and Parastatal recorded 21.9 percent and 4.8 percent respectively.

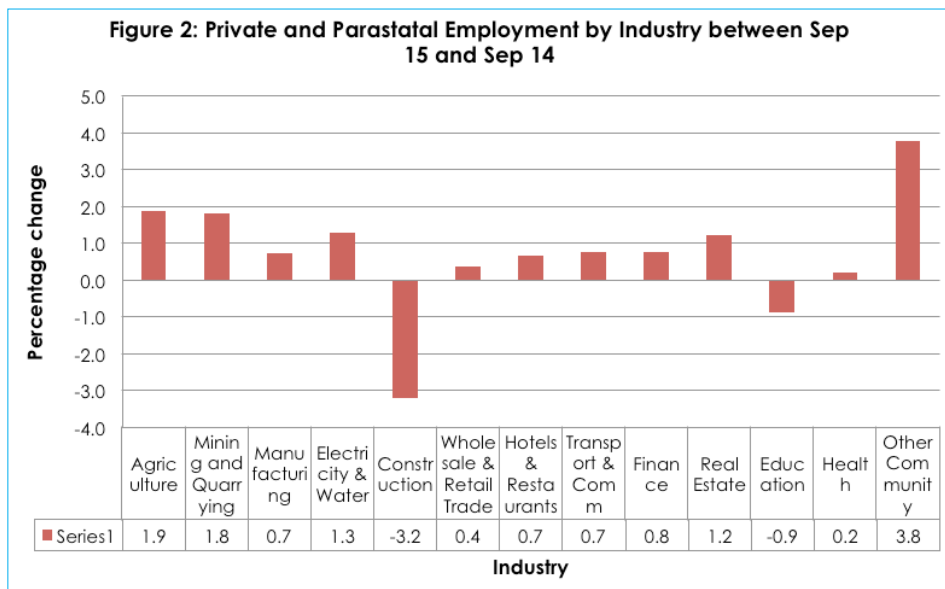


Figure 2 shows percentage changes for Private and Parastatal Employment by industry between September 2014 and September 2015. All industries showed increases in employment except for Construction and Education, which recorded decreases of 3.2 and 0.9 percent respectively. Other Community industry recorded the highest increase at 3.8 percent, followed by Agriculture with 1.9 percent increase in employment over the two periods.

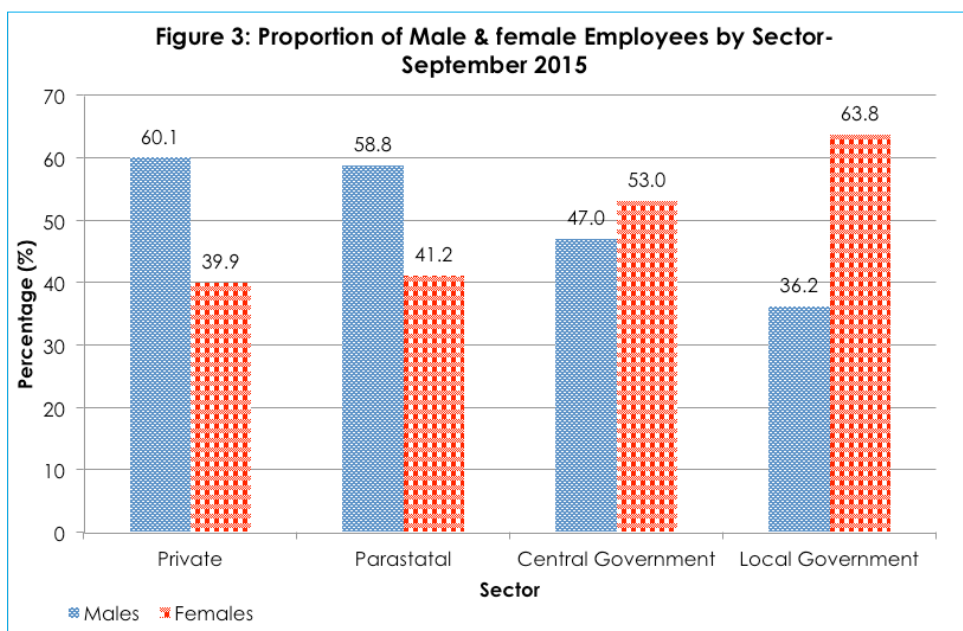


Figure 3 displays proportion of male and female employees by sector. The figure shows that males were in the majority in Private and Parastatal sectors at 60.1 and 58.8 percent respectively. On the other hand, Local and Central Government had more female employees compared with male employees. Local Government female employees stood at 63.8 percent of the total, while in central Government female employees constituted 53.0 percent of total Central Government employees. (See Table 3)

A.N. Majelantle
Statistician General
 March 2016

Table 1: Estimated Number of Paid Employees by Economic Activity, Citizenship and Sex, September 2015 and September 2014

Sector/ Economic Activity	September 2015									Sep 2014	%
	Citizens			Non-Citizens			All Employees			Total	Change
	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Agriculture	3,451	2,823	6,274	264	99	363	3,715	2,922	6,637	6,514	1.9
Mining and Quarrying	10,738	1,639	12,377	374	22	396	11,112	1,661	12,773	12,547	1.8
Manufacturing	21,424	13,866	35,289	1,640	387	2,027	23,064	14,253	37,316	37,047	0.7
Electricity & Water	3,426	1,319	4,745	6	1	7	3,432	1,320	4,752	4,692	1.3
Construction	17,234	3,813	21,047	1,654	176	1,830	18,888	3,989	22,877	23,632	-3.2
Wholesale & Retail Trade	25,165	22,239	47,404	1,370	132	1,502	26,535	22,371	48,906	48,723	0.4
Hotels & Restaurants	6,797	10,444	17,241	478	175	653	7,275	10,619	17,894	17,778	0.7
Transport & Communication	7,212	5,491	12,704	534	218	753	7,746	5,709	13,457	13,357	0.7
Finance	3,206	5,702	8,908	135	39	174	3,341	5,741	9,082	9,013	0.8
Real Estate	13,974	5,232	19,206	243	68	310	14,217	5,300	19,516	19,277	1.2
Education	3,569	4,681	8,250	1,046	886	1,931	4,615	5,567	10,181	10,270	-0.9
Health	723	1,959	2,682	165	284	449	888	2,243	3,131	3,125	0.2
Other Community	1,505	2,754	4,260	80	33	113	1,585	2,787	4,373	4,214	3.8
Private and Parastatal	118,424	81,962	200,387	7,989	2,520	10,508	126,413	84,482	210,895	210,189	0.3
Private	107,399	74,049	181,449	7,599	2,437	10,035	114,998	76,486	191,484	191,399	-0.1
Parastatal	11,025	7,913	18,938	390	83	473	11,415	7,996	19,411	18,790	5.7
Central Government	48,032	54,856	102,888	975	486	1,461	49,007	55,342	104,349	104,317	0.03
Local Government	31,909	56,353	88,262	104	72	176	32,012	56,425	88,437	89,955	-1.7
Ipelegeng	19,396	43,170	62,566	-	-	-	19,396	43,170	62,566	64,354	-2.8
Local Gov. Excl.	12,513	13,183	25,696	103.5	72	175.5	12,616	13,255	25,871	25,601	1.1
Ipelegeng											
All Sectors excl. Ipelegeng Programme employees	178,968	150,001	328,970	9,068	3,078	12,145	188,036	153,079	341,115	340,107	0.3
All Sectors	198,365	193,171	391,536	9,068	3,078	12,145	207,432	196,249	403,681	404,461	-0.2

Table 2: Estimated Percentage Distribution of Paid Employees by Economic Activity/ Sector, September 2015 and September 2014

Sector/ Economic Activity	September 2015						All Employees			Sep2014
	Citizens			Non-Citizens			Male	Female	Total	
	Male	Female	Total	Male	Female	Total				Total
Agriculture	1.6	1.7	1.6	2.9	3.2	3.0	1.6	1.7	1.6	1.6
Mining and Quarrying	4.8	1.0	3.2	4.1	0.7	3.3	4.8	1.0	3.2	3.1
Manufacturing	9.6	8.2	9.0	18.1	12.6	16.7	10.0	8.3	9.2	9.2
Electricity & Water	1.5	0.8	1.2	0.1	0.0	0.1	1.5	0.8	1.2	1.2
Construction	7.8	2.3	5.4	18.2	5.7	15.1	8.2	2.3	5.7	5.8
Wholesale & Retail Trade	11.3	13.1	12.1	15.1	4.3	12.4	11.5	13.0	12.1	12.0
Hotels & Restaurants	3.1	6.2	4.4	5.3	5.7	5.4	3.1	6.2	4.4	4.4
Transport & Communication	3.2	3.2	3.2	5.9	7.1	6.2	3.4	3.3	3.3	3.3
Finance	1.4	3.4	2.3	1.5	1.3	1.4	1.4	3.3	2.2	2.2
Real Estate	6.3	3.1	4.9	2.7	2.2	2.6	6.1	3.1	4.8	4.8
Education	1.6	2.8	2.1	11.5	28.8	15.9	2.0	3.2	2.5	2.5
Health	0.3	1.2	0.7	1.8	9.2	3.7	0.4	1.3	0.8	0.8
Other Community	0.7	1.6	1.1	0.9	1.1	0.9	0.7	1.6	1.1	1.0
Private and Parastatal	53.3	48.4	51.2	88.1	81.9	86.5	54.7	49.0	52.2	52.0
Private	48.3	43.7	46.3	83.8	79.2	82.6	49.7	44.3	47.4	47.3
Parastatal	5.0	4.7	4.8	4.3	2.7	3.9	4.9	4.6	4.8	4.6
Central Government	21.6	32.4	26.3	10.8	15.8	12.0	21.2	32.1	25.8	25.8
Local Government	25.1	19.2	22.5	1.1	2.3	1.4	24.1	18.9	21.9	22.2
Ipelegeng Program	19.4	11.5	16.0	0.0	0.0	0.0	18.7	11.2	15.5	15.9
Local Gov. Excl. Ipelegeng	5.6	7.8	6.6	1.1	2.3	1.4	5.5	7.7	6.4	6.3
All Sectors excl. Ipelegeng	80.6	88.5	84.0	100	100	100	81.3	88.8	84.5	84.1
Programme employees										
All Sectors	100	100	100	100	100	100	100	100	100	100

Table 3: Estimated Percentages of Activity/Sector Paid Employees by Sex, September 2015

Sector/ Economic Activity	September 2015								
	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	55.0	45.0	100.0	72.7	27.3	100.0	56.0	44.0	100.0
Mining and Quarrying	86.8	13.2	100.0	94.4	5.6	100.0	87.0	13.0	100.0
Manufacturing	60.7	39.3	100.0	80.9	19.1	100.0	61.8	38.2	100.0
Electricity & Water	72.2	27.8	100.0	85.7	14.3	100.0	72.2	27.8	100.0
Construction	81.9	18.1	100.0	90.4	9.6	100.0	82.6	17.4	100.0
Wholesale & Retail Trade	53.1	46.9	100.0	91.2	8.8	100.0	54.3	45.7	100.0
Hotels & Restaurants	39.4	60.6	100.0	73.2	26.8	100.0	40.7	59.3	100.0
Transport & Communication	56.8	43.2	100.0	70.9	29.0	100.0	57.6	42.4	100.0
Finance	36.0	64.0	100.0	77.6	22.4	100.0	36.8	63.2	100.0
Real Estate	72.8	27.2	100.0	78.4	21.9	100.0	72.8	27.2	100.0
Education	43.3	56.7	100.0	54.2	45.9	100.0	45.3	54.7	100.0
Health	27.0	73.0	100.0	36.7	63.3	100.0	28.4	71.6	100.0
Other Community	35.3	64.6	100.0	70.8	29.2	100.0	36.2	63.7	100.0
Private and Parastatal	59.1	40.9	100.0	76.0	24.0	100.0	59.9	40.1	100.0
Private	59.2	40.8	100.0	75.7	24.3	100.0	60.1	39.9	100.0
Parastatal	58.2	41.8	100.0	82.5	17.5	100.0	58.8	41.2	100.0
Central Government	46.7	53.3	100.0	66.7	33.3	100.0	47.0	53.0	100.0
Local Government	36.2	63.8	100.0	59.1	40.9	100.0	36.2	63.8	100.0
Ipelegeng	31.0	69.0	100.0	0.0	0.0	0.0	31.0	69.0	100.0
Local Gov. Excl. Ipelegeng	48.7	51.3	100.0	59.0	41.0	100.0	48.8	51.2	100.0
All Sectors excl. Ipelegeng	54.4	45.6	100.0	74.7	25.3	100.0	55.1	44.9	100.0
All Sectors	50.7	49.3	100.0	74.7	25.3	100.0	51.4	48.6	100.0

Table 4: Estimated Number of Paid Employees by Economic Activity/Sector, September 2009– September 2015

Sector/Economic Activity	Dec	Mar	Jun	Sept	Dec	Mar	Jun	Sept	Sept	Sept	Sept
	2009	2010	2010	2010	2010	2011	2011	2012	2013	2014	2015
Agriculture	6,228	6,236	6,314	6,376	6,458	6,488	6,528	6,479	6,523	6,514	6,637
Mining & Quarrying	10,656	10,801	11,033	11,329	11,572	11,668	12,201	11,840	12,074	12,547	12,773
Manufacturing	35,833	35,932	36,309	36,366	36,463	36,549	36,638	36,829	37,066	37,047	37,316
Water & Electricity	3,116	3,248	3,667	3,782	3,882	4,000	4,105	4,143	4,636	4,692	4,752
Construction	22,687	22,933	23,132	23,164	23,242	23,298	23,347	23,650	23,730	23,632	22,877
Wholesale & Retail Trade	46,961	46,997	47,031	47,122	47,271	47,370	47,436	47,544	48,451	48,723	48,906
Hotels & Restaurants	16,769	16,816	16,907	16,969	17,064	17,095	17,150	17,308	17,554	17,778	17,894
Transport & Communication	12,620	12,668	12,695	12,742	12,808	12,887	12,969	13,123	13,327	13,357	13,457
Financial Intermediaries	8,177	8,192	8,265	8,363	8,505	8,540	8,563	8,787	8,881	9,013	9,082
Real Estate	18,591	18,650	18,663	18,774	18,813	18,884	18,899	19,029	19,056	19,277	19,516
Education	9,793	9,838	9,912	9,924	9,928	10,006	10,060	10,096	10,147	10,270	10,181
Health & Social work	2,791	2,808	2,869	2,865	2,859	2,877	2,891	2,973	3,035	3,125	3,131
Other Community Services	3,942	4,003	4,066	4,088	4,119	4,150	4,173	4,214	4,253	4,214	4,373
Private & Parastatal	198,163	199,121	200,864	201,862	202,983	203,812	204,960	206,015	208,732	210,189	210,895
Private	182,984	183,425	184,686	185,652	186,234	186,865	187,968	188,531	189,894	191,399	191,484
Parastatal	15,179	15,696	16,178	16,210	16,749	16,947	16,992	17,484	18,838	18,790	19,411
Central Government	99,559	100,097	100,514	101,966	102,448	103,056	101,912	104,925	104,541	104,317	104,349
Local Government	60,197	62,049	60,761	70,061	73,401	72,009	80,554	78,725	86,257	89,955	88,437
Ipelegeng Program	31,164	32,957	31,811	41,285	45,140	43,651	52,270	52,617	60,623	64,354	62,566
Local Gov. Excl. Ipelegeng	29,033	29,092	28,950	28,776	28,261	28,358	28,284	26,108	25,634	25,601	25,871
All Sectors	357,919	361,267	362,139	373,889	378,832	378,877	387,426	389,665	399,530	404,461	403,681

Table 5: Estimated Monthly Average Cash Earnings by Economic Activity, Citizenship and Sex, September 2015 and September 2014

Sector/ Economic Activity	September 2015									Sep-14	% Change
	Citizens			Non-Citizens			All Employees			Total	
	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Agriculture	937	901	921	9,301	2,954	7,570	1,532	970.6	1,285	1,334	-3.7
Mining and Quarrying	9,140	17,696	10,273	37,052	24,326	36,345	10,079	17,784	11,081	11,894	-6.8
Manufacturing	3,626	3,064	3,405	13,681	12,961	13,518	4,341	3,333	3,955	3,874	2.1
Electricity & Water	12,513	9,364	11,638	21,080	10,000	19,497	12,528	9,365	11,649	10,803	7.8
Construction	2,740	2,459	2,689	13,603	23,125	14,519	3,691	3,371	3,635	4,231	-14.1
Wholesale & Retail Trade	3,488	3,908	3,685	14,504	9,748	14,086	4,057	3,942	4,004	4,332	-7.6
Hotels & Restaurants	2,309	1,969	2,103	10,582	10,828	10,648	2,853	2,115	2,415	2,218	8.9
Transport & Communication	8,272	6,595	7,546	17,652	12,300	16,079	8,918	6,813	8,024	7,860	2.1
Finance	16,482	11,529	13,311	48,974	38,627	46,655	17,795	11,713	13,950	13,984	-0.2
Real Estate	5,061	7,752	5,772	28,198	29,200	28,509	5,457	8,027	6,133	6,072	1.0
Education	10,217	8,191	9,068	15,516	13,692	14,687	11,418	9,067	10,134	9,554	6.1
Health	9,358	6,828	7,510	25,627	13,989	18,265	12,381	7,735	9,052	8,875	2.0
Other Community	5,162	2,521	3,453	15,543	8,006	13,342	5,686	2,586	3,709	3,959	-6.3
Private and Parastatal	5,329	5,251	5,295	16,791	14,463	16,230	6,053	5,525	5,840	5,677	2.9
Private	4,167	4,224	4,188	16,220	13,835	15,637	4,963	4,531	4,788	4,995	-4.1
Parastatal	13,322	11,883	12,720	22,339	26,315	23,037	13,630	12,032	12,972	12,622	2.8
Central Government	7,122	7,908	7,545	15,564	10,634	13,449	7,233	7,973	7,626	7,381	3.3
Local Government	1,591	1,960	1,722	18,168	9,253	14,453	1,617	1,972	1,742	1,616	7.8
Ipelegeng Program	540	540	540	-	-	-	540	540	540	520	3.8
Local Gov. Excl. Ipelegeng	5,216	4,049	4,599	18,168	9,253	14,453	5,302	4,068	4,648	4,371	6.3
All Sectors excl. Ipelegeng	5,802	6,117	5,944	16,675	13,737	15,869	6,310	6,284	6,296	6,101	3.2
All Sectors	4,780	5,478	5,080	16,675	13,737	15,869	5,233	5,638	5,403	5,213	3.7

Table 6: Estimated Monthly Average Cash Earnings by Economic Activity/Sector, June 2009– September 2015

Sector/	Sept	Dec	Mar	Jun	Sept	Dec	Mar	Jun	Sept	Sept	Sept	Sept
Economic Activity	2009	2009	2010	2010	2010	2010	2011	2011	2012	2013	2014	2015
Agriculture	1,323	1,334	927	1,087	1,137	1,157	1,187	1,271	1,233	1,273	1,333	1,285
Mining & Quarrying	8,708	9,632	7,912	9,180	9,246	9,759	9,868	11,061	9,159	11,500	11,893	11,081
Manufacturing	2,235	2,600	2,446	2,784	2,793	2,856	2,924	3,052	4,133	3,344	3,873	3,955
Water & Electricity	10,365	10,056	10,029	9,829	9,866	10,427	10,461	10,774	11,971	10,939	10,802	11,649
Construction	2,376	2,943	2,891	3,205	3,348	3,369	3,536	3,607	3,598	3,628	4,230	3,635
Wholesale & Retail	2,868	3,547	2,925	3,038	3,177	3,515	3,834	3,844	3,575	3,840	4,332	4,004
Hotels & Restaurants	1,607	2,155	1,854	1,970	2,006	2,008	2,026	1,876	2,278	2,314	2,218	2,415
Transport & Communication	5,695	6,591	5,951	6,343	6,818	7,565	7,667	7,754	7,864	7,946	7,860	8,024
Financial Intermediaries	10,127	11,593	13,494	11,599	12,057	12,277	12,479	12,523	12,175	13,614	13,984	13,950
Real Estate	4,908	5,455	5,807	6,332	6,400	6,567	6,711	6,761	6,174	5,570	6,072	6,133
Education	7,556	8,653	8,655	8,699	8,796	8,524	8,535	8,572	8,985	9,007	9,554	10,134
Health & Social work	5,363	5,859	11,094	7,619	7,580	8,125	8,132	8,318	8,534	8,559	8,875	9,052
Other community services	2,568	2,662	3,770	2,760	2,842	3,062	3,029	3,006	3,727	3,791	3,959	3,709
Private & Parastatal	3,904	4,521	4,380	4,638	4,660	4,873	5,022	5,154	5,204	5,275	5,676	5,840
Private	3,282	3,799	3,689	3,977	3,980	4,141	4,294	4,429	5,670	4,655	4,994	4,788
Parastatal	11,423	13,226	12,464	12,178	12,450	13,012	13,050	13,180	13,405	11,638	12,622	12,972
Central Government	5,420	5,435	5,186	5,447	5,548	6,066	6,091	6,160	6,364	7,205	7,381	7,626
Local Government	2,169	2,544	2,478	2,410	2,252	2,012	2,041	1,846	1,705	1,703	1,616	1,742
Ipelegeng Program	360	360	360	360	360	360	360	360	360	490	520	540
Local Gov. Excl. Ipelegeng	4,559	4,888	4,878	4,663	4,968	4,651	4,629	4,593	4,417	4,571	4,371	4,648
All Sectors	3,992	4,443	4,277	4,428	4,451	4,641	4,746	4,731	4,810	5,009	5,213	5,403

Table 7: Minimum Hourly Wage Rates (Thebe)

Private and Parastatals	April	April	April	April	April	April	June	June	July
	2007	2008	2009	2010	2011	2012	2013	2014	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