



# STATISTICS BOTSWANA

## FORMAL SECTOR EMPLOYMENT SURVEY



**March 2016 Stats Brief.**

## 1. INTRODUCTION

This Stats Brief presents results of the March 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 March 2016 and September 2015. The table shows that overall employment increased by 0.2 percent (786 persons) from 403,681 persons in September 2015 to 404,387 persons in March 2016. Parastatal Organisations recorded the highest increase in employment of 3.0 percent, followed by Private Sector Organisations with 1.0 percent. Local Government recorded an increase in employment of 0.4 percent while Central government recorded a decrease of 2.1 percent in employment

In March 2016, a total of 12,654 (3.1 percent) employees were non-citizens. Out of this total, Private and Parastatal sectors recorded 11,366 employees. Manufacturing industry was the major employer of non-citizens (20.0 percent), followed by Construction industry (15.4percent) and Education industry (14.9 percent). See tables 2 and 2.1

Table 3 shows estimated number of employees by economic activity/sector for March 2016. A total of 404,387 employees were recorded, of which 203,146 (50.2 percent) were males while 201,242 (49.8 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, 190, P16, 557 for non-citizen and P5, 544 for all employees as at end of March 2016. There was an increase of 2.6 percent in monthly average earnings for all employees from September 2015 (P5,403) to March 2016 (P5,544). 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. According to the table, 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.

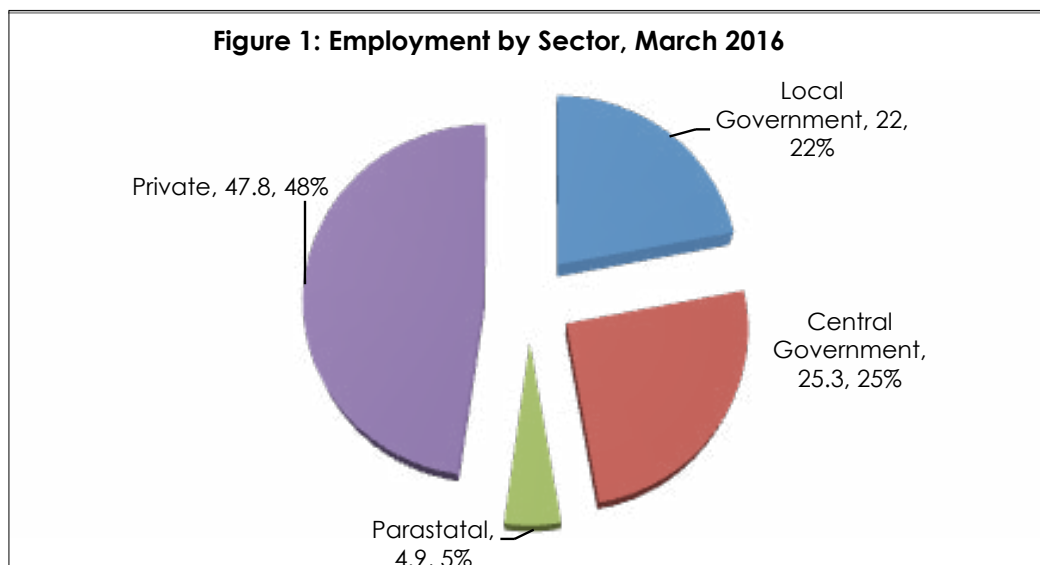


Figure 1 shows March 2016 formal employment by sector. Private sector had the largest share (47.8 percent), followed by Central Government with 25.3 percent. Local Government and Parastatal recorded 22.0 percent and 4.9 percent respectively.

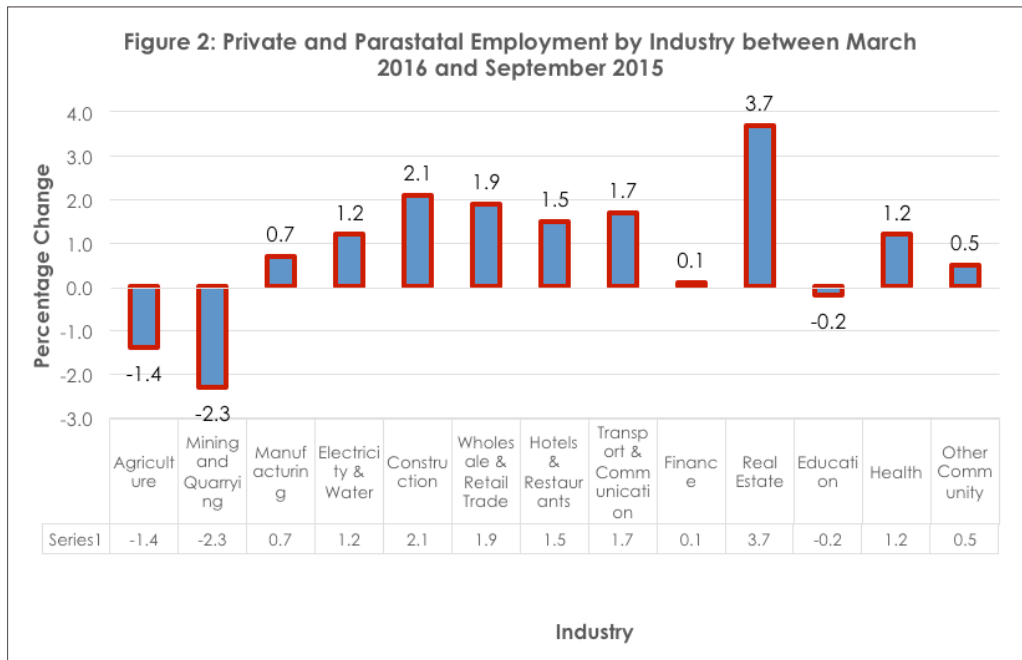


Figure 2 above shows percentage changes for Private and Parastatal Employment by industry between September 2015 and March 2016. Most industries show increase in employment except for three industries which recorded a decrease, Mining & Quarrying, Agriculture and Education (2.3, 1.4 & 0.2 percent respectively). Real Estate & Other Business Activities dominated other categories with 3.7 percent, followed by Wholesale & Retail Trade with 1.7 percent increment in employment.

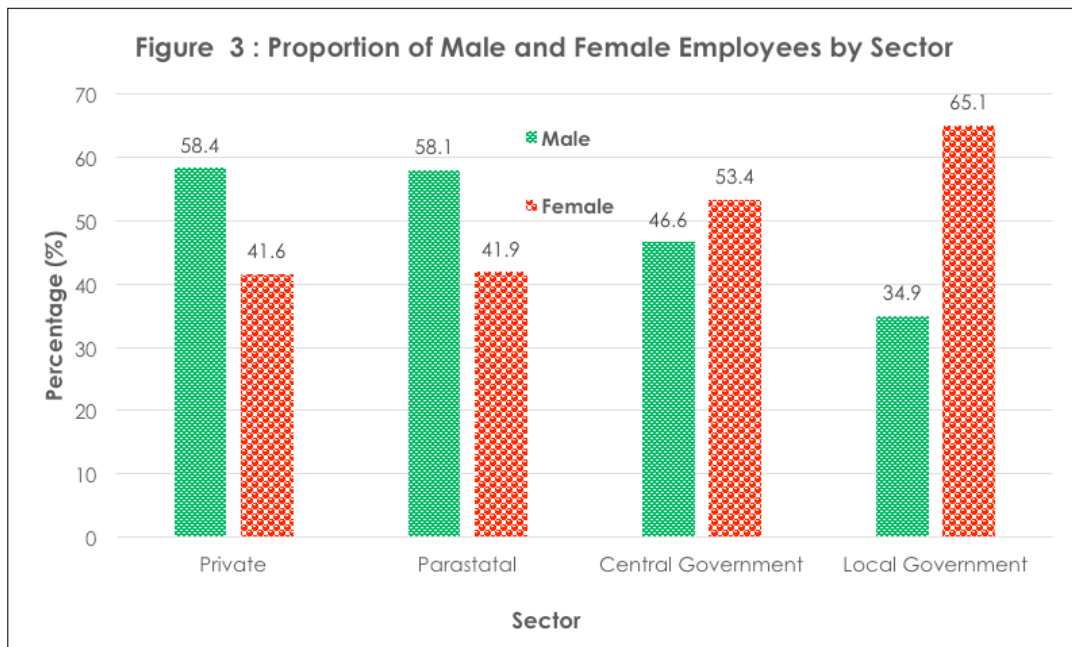


Figure 3 displays proportion of male and female employees by sector. The figure shows that males dominated their female counterparts in Private and Parastatal sectors with 58.4 percent and 58.1 percent respectively. Males constituted 46.6 percent for Central Government and 34.9 percent for Local Government. Female employees were higher in Local Government (65.1 percent), followed by those in Central Government (53.4 percent).



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**November 2016**

**Table 1: Estimated Number of Paid Employees by Economic Activity, Citizenship and Sex, March 2016 and September 2015**

Sector/ Economic Activity	March 2016									Sep 2015	% Change
	Citizens			Non-Citizens			All Employees			Total	
	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Agriculture	3,539	2,525	6,064	398	81	479	3,937	2,606	6,543	6,637	-1,4
Mining and Quarrying	10,439	1,756	12,195	258	24	282	10,697	1,780	12,477	12,773	-2,3
Manufacturing	19,643	15,391	35,034	2,137	391	2,528	21,780	1,782	37,562	37,316	0,7
Electricity & Water	3,476	1,325	4,801	7	3	10	3,483	1,328	4,811	4,752	1,2
Construction	17,065	4,335	21,400	1,759	187	1,946	18,824	4,522	23,346	22,877	2,1
Wholesale & Retail Trade	25,898	22,027	47,921	1,488	403	1,891	27,386	22,430	49,816	48,906	1,9
Hotels & Restaurants	5,802	11,937	17,740	273	152	425	6,075	12,089	18,164	17,894	1,5
Transport & Communication	7,363	5,274	12,637	574	470	1,044	7,937	5,744	13,681	13,457	1,7
Finance	3,168	5,774	8,941	126	24	150	3,294	5,798	9,092	9,082	0,1
Real Estate	13,944	5,901	19,721	286	113	399	14,230	6,014	20,244	19,516	3,7
Education	3,611	4,734	8,346	1,043	771	1,814	4,654	5,505	10,160	10,181	-0,2
Health	544	2,321	2,866	184	120	304	728	2,441	3,169	3,131	1,2
Other Community	1,452	2,849	4,301	58	36	93	1,510	2,885	4,395	4,373	0,5
<b>Private and Parastatal</b>	<b>115,944</b>	<b>86,149</b>	<b>202,093</b>	<b>8,591</b>	<b>2,775</b>	<b>11,366</b>	<b>124,535</b>	<b>88,924</b>	<b>213,459</b>	<b>210,895</b>	<b>1,2</b>
Private	104,756	77,853	182,609	8,160	2,691	10,851	112,916	80,544	193,460	191,484	1,0
Parastatal	11,188	8,296	19,484	431	84	515	11,619	8,380	19,999	19,411	3,0
<b>Central Government</b>	<b>46,855</b>	<b>54,152</b>	<b>101,007</b>	<b>725</b>	<b>398</b>	<b>1,123</b>	<b>47,610</b>	<b>54,550</b>	<b>102,160</b>	<b>104,349</b>	<b>-2,1</b>
<b>Local Government</b>	<b>30,933</b>	<b>57,700</b>	<b>88,633</b>	<b>98</b>	<b>68</b>	<b>166</b>	<b>31,031</b>	<b>57,768</b>	<b>88,799</b>	<b>88,437</b>	<b>0,4</b>
Ipelegeng	19,046	45,176	64,222	0	0	0	19,046	45,176	64,222	62,566	2,6
Local Gov. Excl. Ipelegeng	11,887	12,524	24,411	98	68	166	11,985	12,592	24,577	25,871	-4,0
<b>All Sectors excl. Ipelegeng</b>	<b>174,686</b>	<b>152,825</b>	<b>327,511</b>	<b>9,414</b>	<b>3,241</b>	<b>12,654</b>	<b>184,100</b>	<b>156,066</b>	<b>340,165</b>	<b>341,115</b>	<b>-0,3</b>
<b>Programme employees</b>											
<b>All Sectors</b>	<b>193,732</b>	<b>198,001</b>	<b>391,733</b>	<b>9,414</b>	<b>3,241</b>	<b>12,654</b>	<b>203,146</b>	<b>201,242</b>	<b>404,387</b>	<b>403,681</b>	<b>0,2</b>



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

Sector/ Economic Activity	All Employees			Percentage (%)		
	Male	Female	Total	Male	Female	Total
Agriculture	3,937	2,606	6,543	60,2	39,8	100
Mining and Quarrying	10,697	1,780	12,477	85,7	14,3	100
Manufacturing	21,780	1,782	37,562	58,0	4,7	100
Electricity & Water	3,483	1,328	4,811	72,4	27,6	100
Construction	18,824	4,522	23,346	80,6	19,4	100
Wholesale & Retail Trade	27,386	22,430	49,816	55,0	45,0	100
Hotels & Restaurants	6,075	12,089	18,164	33,4	66,6	100
Transport & Communication	7937	5,744	13,681	58,0	42,0	100
Finance	3,294	5,798	9,092	36,2	63,8	100
Real Estate	14,230	6,014	20,244	70,3	29,7	100
Education	4,654	5,505	10,160	45,8	54,2	100
Health	728	2,441	3,169	23,0	77,0	100
Other Community	1510	2,885	4,395	34,4	65,6	100
<b>Private and Parastatal</b>	<b>124,535</b>	<b>88,924</b>	<b>213,459</b>	<b>58,3</b>	<b>41,7</b>	<b>100</b>
Private	112,916	80,544	193,46	58,4	41,6	100
Parastatal	11,619	8,380	19,999	58,1	41,9	100
<b>Central Government</b>	<b>47,610</b>	<b>54,550</b>	<b>102,160</b>	<b>46,6</b>	<b>53,4</b>	<b>100</b>
Local Government	31,031	57,768	88,799	34,9	65,1	100
Ipelegeng Program	19,046	45,176	64,222	29,7	70,3	100
Local Gov. Excl. Ipelegeng	11,985	12,592	24,577	48,8	51,2	100
All Sectors excl. Ipelegeng	184,100	156,066	340,165	54,1	45,9	100
<b>All Sectors</b>	<b>203,146</b>	<b>201,242</b>	<b>404,387</b>	<b>50,200</b>	<b>49,8</b>	<b>100</b>

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

Sector/Economic Activity	Mar	Jun	Sept	Dec	Mar	Jun	Sept	Sept	Sept	Sept	Mar
	2010	2010	2010	2010	2011	2011	2012	2013	2014	2015	2016
Agriculture	6,236	6,314	6,376	6,458	6,488	6,528	6,479	6,523	6,514	6,637	6,543
Mining & Quarrying	10,801	11,033	11,329	11,572	11,668	12,201	11,840	12,074	12,547	12,773	12,477
Manufacturing	35,932	36,309	36,366	36,463	36,549	36,638	36,829	37,066	37,047	37,316	37,562
Water & Electricity	3,248	3,667	3,782	3,882	4,000	4,105	4,143	4,636	4,692	4,752	4,811
Construction	22,933	23,132	23,164	23,242	23,298	23,347	23,650	23,730	23,632	22,877	23,346
Wholesale & Retail Trade	46,997	47,031	47,122	47,271	47,370	47,436	47,544	48,451	48,723	48,906	49,816
Hotels & Restaurants	16,816	16,907	16,969	17,064	17,095	17,150	17,308	17,554	17,778	17,894	18,164
Transport & Communication	12,668	12,695	12,742	12,808	12,887	12,969	13,123	13,327	13,357	13,457	13,681
Financial Intermediaries	8,192	8,265	8,363	8,505	8,540	8,563	8,787	8,881	9,013	9,082	9,092
Real Estate	18,650	18,663	18,774	18,813	18,884	18,899	19,029	19,056	19,277	19,516	20,244
Education	9,838	9,912	9,924	9,928	10,006	10,060	10,096	10,147	10,270	10,181	10,160
Health & Social work	2,808	2,869	2,865	2,859	2,877	2,891	2,973	3,035	3,125	3,131	3,169
Other Community Services	4,003	4,066	4,088	4,119	4,150	4,173	4,214	4,253	4,214	4,373	4,395
<b>Private &amp; Parastatal</b>	<b>199,121</b>	<b>200,864</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>
Private	183,425	184,686	185,652	186,234	186,865	187,968	188,531	189,894	191,399	191,484	193,46
Parastatal	15,696	16,178	16,210	16,749	16,947	16,992	17,484	18,838	18,790	19,411	19,999
<b>Central Government</b>	<b>100,097</b>	<b>100,514</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>Local Government</b>	<b>62,049</b>	<b>60,761</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>
Ipelegeng Program	32,957	31,811	41,285	45,140	43,651	52,270	52,617	60,623	64,354	62,566	64,222
Local Gov. Excl. Ipelegeng	29,092	28,950	28,776	28,261	28,358	28,284	26,108	25,634	25,601	25,871	24,577
<b>All Sectors</b>	<b>361,267</b>	<b>362,139</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>



**Table 5: Estimated Monthly Average Cash Earnings by Economic Activity, Citizenship and Sex, March 2016 and September 2015**

Sector/ Economic Activity	Mar-16									Sep-15	%
	Citizens			Non-Citizens			All Employees			Total	
	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Agriculture	891	975	926	5,782	2,930	5,300	1,386	1,035	1,246	1,285	-3
Mining and Quarrying	10,868	11,372	10,940	53,076	25,353	50,830	11,886	11,560	11,839	11,081	6.8
Manufacturing	4,347	3,560	4,002	12,055	7,840	11,403	5,103	3,666	4,500	3,955	13.8
Electricity & Water	12,733	9,935	11,960	36,875	4,402	38,233	12,781	10,006	12,015	11,649	3.1
Construction	2,877	2,380	2,776	13,421	21,522	14,199	3,862	3,172	3,729	3,635	2.6
Wholesale & Retail Trade	3,575	2,811	3,224	15,839	11,866	14,992	4,242	2,974	3,671	4,004	-8.3
Hotels & Restaurants	2,798	2,159	2,368	13,684	9,650	12,241	3,287	2,253	2,599	2,415	7.6
Transport & Communication	8,261	7,816	8,075	16,716	29,903	22,653	8,872	9,623	9,187	8,024	14.5
Finance	16,466	12,227	13,713	61,053	66,418	61,911	18,171	12,452	14,524	13,950	4.1
Real Estate	4,691	7,430	5,518	25,782	22,276	24,803	5,115	7,709	5,885	6,133	-4
Education	10,054	7,667	8,699	16,923	14,656	15,959	11,594	8,646	9,995	10,134	-1.4
Health	9,398	5,669	6,375	34,583	34,368	34,498	15,763	7,080	9,075	9,052	0.3
Other Community	4,886	2,705	3,441	10,638	8,939	10,095	5,107	2,783	3,581	3,709	-3.4
<b>Private and Parastatal</b>	<b>5,443</b>	<b>4,657</b>	<b>5,108</b>	<b>16,554</b>	<b>17,377</b>	<b>16,760</b>	<b>6,209</b>	<b>5,054</b>	<b>5,728</b>	<b>5,840</b>	<b>-1.9</b>
Private	4,449	3,712	4,177	15,930	17,047	16,210	5,279	4,157	4,812	4,788	0.5
Parastatal	14,010	12,854	13,518	26,960	26,536	26,891	14,491	12,991	13,862	12,972	6.9
<b>Central Government</b>	<b>7,983</b>	<b>8,839</b>	<b>8,442</b>	<b>15,719</b>	<b>13,110</b>	<b>14,795</b>	<b>8,096</b>	<b>8,870</b>	<b>8,509</b>	<b>7,626</b>	<b>11.6</b>
<b>Local Government</b>	<b>2,358</b>	<b>1,312</b>	<b>1,679</b>	<b>18,300</b>	<b>9,452</b>	<b>14,598</b>	<b>1,304</b>	<b>2,408</b>	<b>1,690</b>	<b>1,742</b>	<b>-3</b>
Ipelegeng Program	540	540	540				540	540	540	540	0
Local Gov. Excl. Ipelegeng	5,271	4,095	4,677	18,300	9,452	14,598	5,361	4,113	4,695	4,648	1
<b>All Sectors excl. Ipelegeng</b>	<b>6,113</b>	<b>6,093</b>	<b>6,102</b>	<b>16,508</b>	<b>16,688</b>	<b>16,557</b>	<b>6,643</b>	<b>6,312</b>	<b>6,489</b>	<b>6,296</b>	<b>3.1</b>
<b>Program employees</b>											
<b>All Sectors</b>	<b>5,565</b>	<b>4,826</b>	<b>5,190</b>	<b>16,508</b>	<b>16,688</b>	<b>16,557</b>	<b>6,071</b>	<b>5,016</b>	<b>5,544</b>	<b>5,403</b>	<b>2.6</b>

Table 6: Estimated Monthly Average Cash Earnings by Economic Activity/Sector, Dec 2009– March 2016

Sector/ Economic Activity	Dec 2009	Mar 2010	Jun 2010	Sept 2010	Dec 2010	Mar 2011	Jun 2011	Sept 2012	Sept 2013	Sept 2014	Sept 2015	Mar 2016
Agriculture	1,334	927	1,087	1,137	1,157	1,187	1,271	1,233	1,273	1,333	1,285	1,246
Mining & Quarrying	9,632	7,912	9,180	9,246	9,759	9,868	11,061	9,159	11,500	11,893	11,081	11,839
Manufacturing	2,600	2,446	2,784	2,793	2,856	2,924	3,052	4,133	3,344	3,873	3,955	4,500
Water & Electricity	10,056	10,029	9,829	9,866	10,427	10,461	10,774	11,971	10,939	10,802	11,649	12,015
Construction	2,943	2,891	3,205	3,348	3,369	3,536	3,607	3,598	3,628	4,230	3,635	3,729
Wholesale & Retail	3,547	2,925	3,038	3,177	3,515	3,834	3,844	3,575	3,840	4,332	4,004	3,671
Hotels & Restaurants	2,155	1,854	1,970	2,006	2,008	2,026	1,876	2,278	2,314	2,218	2,415	2,599
Transport & Communication	6,591	5,951	6,343	6,818	7,565	7,667	7,754	7,864	7,946	7,860	8,024	9,187
Financial Intermediaries	11,593	13,494	11,599	12,057	12,277	12,479	12,523	12,175	13,614	13,984	13,950	14,524
Real Estate	5,455	5,807	6,332	6,400	6,567	6,711	6,761	6,174	5,570	6,072	6,133	5,885
Education	8,653	8,655	8,699	8,796	8,524	8,535	8,572	8,985	9,007	9,554	10,134	9,995
Health & Social work	5,859	11,094	7,619	7,580	8,125	8,132	8,318	8,534	8,559	8,875	9,052	9,075
Other community services	2,662	3,770	2,760	2,842	3,062	3,029	3,006	3,727	3,791	3,959	3,709	3,581
<b>Private &amp; Parastatal</b>	<b>4,521</b>	<b>4,380</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>
Private	3,799	3,689	3,977	3,980	4,141	4,294	4,429	5,670	4,655	4,994	4,788	4,812
Parastatal	13,226	12,464	12,178	12,450	13,012	13,050	13,180	13,405	11,638	12,622	12,972	13,862
<b>Central Government</b>	<b>5,435</b>	<b>5,186</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>Local Government</b>	<b>2,544</b>	<b>2,478</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>
Ipelegeng Program	360	360	360	360	360	360	360	360	490	520	540	540
Local Gov. Excl. Ipelegeng	4,888	4,878	4,663	4,968	4,651	4,629	4,593	4,417	4,571	4,371	4,648	4,695
<b>All Sectors</b>	<b>4,443</b>	<b>4,277</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>

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

<b>Private and Parastatals</b>	<b>April 2007</b>	<b>April 2008</b>	<b>April 2009</b>	<b>April 2010</b>	<b>April 2011</b>	<b>April 2012</b>	<b>June 2013</b>	<b>June 2014</b>	<b>July 2015</b>
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**