

Labour Statistics 2012

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**LABOUR STATISTICS
2012**

PREFACE

The aim of this report is to publish the latest consolidated labour statistics in Botswana drawn from quarterly publications on formal sector employment stats briefs. This report covers quarters ending March, June, September and December 2012.

Data on work-permit holders is also included in the report. The Department of Labour and Social Security issues work-permits and copies of approved work-permit applications are then forward to Statistics Botswana for processing. Also included in the report, is data on Minimum Hourly Wage Rates set for the Private Sector by the Department of Labour and Social Security.

This report is mainly the work of Labour Statistics Unit of Statistics Botswana. The Office wishes to acknowledge the co-operation of many people in the Private sector, Parastatal Organisations and Government departments who assisted in providing the information used in this report, not forgetting officers who made it possible at all costs for its existence.



A.N. Majelantle
Statistician General

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INTRODUCTION

The main purpose of this report is to give summary results of the Survey of Employment and Employees relating to employment, cash earnings and wages in the formal sector of the economy as at the end of March, June, September and December 2012. The report publishes details relating to paid employment only in the formal sector. The frame for the survey is the Enterprise and Establishment Register (EER), kept by Industrial Statistics Unit of Statistics Botswana. Details of the survey design can be found in the technical note at the end of this report. Information on work-permit holders and minimum hourly wage rates are also covered in this report.

The report is divided into three chapters; Chapter One deals with total formal sector employment; Chapter Two is on non-citizen employment, including work permit holders and Chapter three presents earnings and wages. Each chapter is made up of two sections, the first section provides summary highlights of the main results illustrated by charts, while the second section comprises a set of statistical tables.

Annex (i) gives an overview of the methodology employed, as well as the scope and coverage of data collection.

CHAPTER 1

1.1 TOTAL FORMAL SECTOR EMPLOYMENT

This Chapter presents estimates of formal sector employment during the months of March, June, September and December 2012, and makes comparison with estimates from the same periods in 2011. It has to be noted though that in 2011, estimates of formal sector employment for September and December were not available.

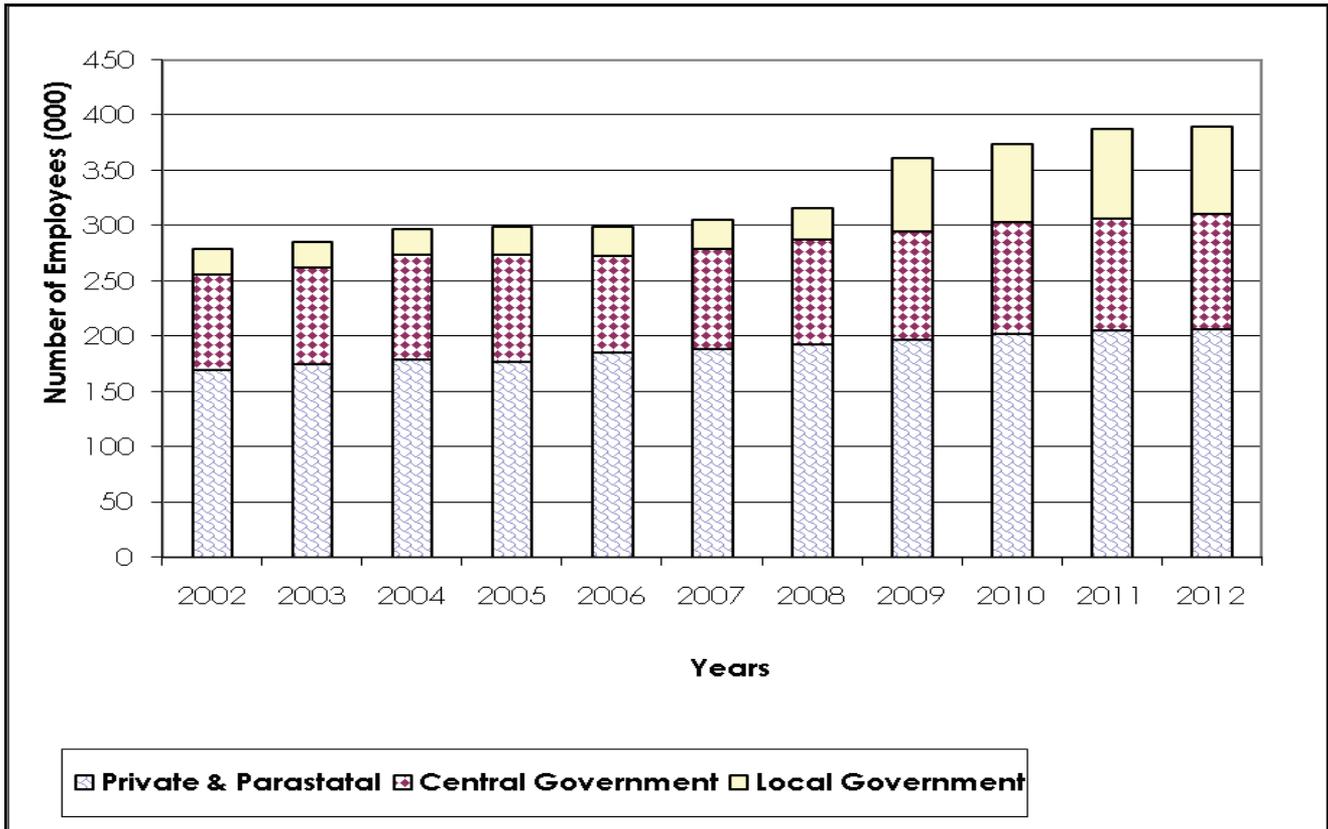
Total formal sector employment for the years covering 2009 to 2012 is given in Table 1.1. Total formal sector employment increased from 378,900 persons during March 2011 to 382,700 persons during March 2012, an increase of 3,800 employees (1.0 percent) over the twelve months period. From June 2011 to June 2012, formal sector employment decreased by 800 persons (0.2 percent) from 387,400 to 386,600. The fluctuations in level of employment were mainly due to the number of the Ipelegeng Programme workers under Local Government.

Comparison of March 2012 and September 2012 showed that formal sector employment increased from 382,700 to 389,700 persons, an increase of 7,000 persons (1.8 percent). From June 2012 to December 2012, all sector employment recorded an increase of 6,600 persons (1.7 percent), while from March 2012 to September 2012, employment increased by 7,000 persons (1.8 percent). The increase between the first and third quarter (March - September 2012) was largely due to a large number of Ipelegeng program employees.

Table 1.3 presents Percentage changes over the twelve months period, by sector and economic activity, but for September 2012 and December 2012 the changes are for a six months period because data for September 2011 and December 2011 were not collected. Parastatal organisations employment recorded a significant increase of 3.6 percent, from 16,700 in March 2011 to 17,300 persons employed during the same month in 2012; followed by Private with 1.3 percent, over the same period. Local Government recorded increase of 1.1 percent in September 2009, while Central Government accounted for an increase of 0.7 percent.

Figure 1.1 displays total formal sector employment over the period 2002 to 2012, for the month of September, except 2005 & 2011 which are for March and June respectively. The trend shows that from 2002 to 2012, overall employment was increasing.

Figure 1.1: Formal Sector Employment, 2002– 2012



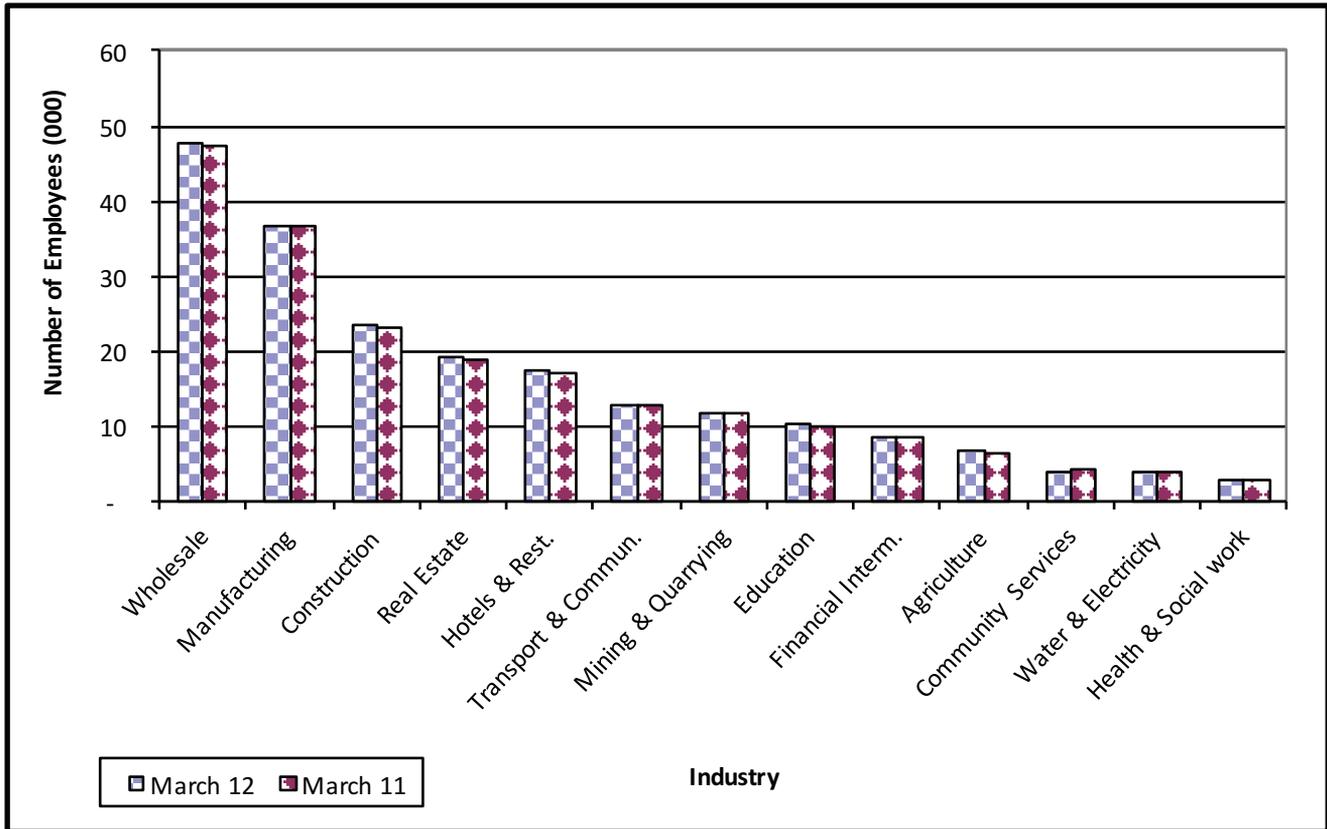
Figures are for the month of September (except for 2005 & 2011 which are for March and June respectively)

1.2 Formal Sector Employment as at September 2012

Comparison of Private & Parastatal employment by industry is displayed graphically in Figure 1.2 for March 2011 and March 2012, while annual percentage changes in employment by sector and economic activity are given in Table 1.3.

Almost all the industries recorded an increase in employment levels between March 2011 and March 2012. Education recorded the highest increase of 4.0 percent in employment, followed by Hotels & Restaurants with 2.9 percent. Real Estate recorded an increase of 2.6 percent in employment during the twelve months period. In terms of decrease in employment, Water & Electricity recorded a decrease of 2.5 percent, followed by Other Community Activities with 2.4 percent, and then Financial Intermediaries with 1.2 percent decline in employment.

Figure 1.2: Private and Parastatal Employment by Industry, March 2011 and March 2012



Figures are for the month of September (except for 2005 & 2011 which are for March and June respectively)

Figure 1.3 displays comparison of Private & Parastatal employment by industry over the six months period from March 2012 to September 2012. Water & Electricity recorded the highest increase in employment (5.1 percent); followed by Financial Intermediaries and Health & Social Work with 4.5 and 3.8 percent respectively.

Figure 1.3: Private and Parastatal Employment by Industry, March 2012 and September 2012

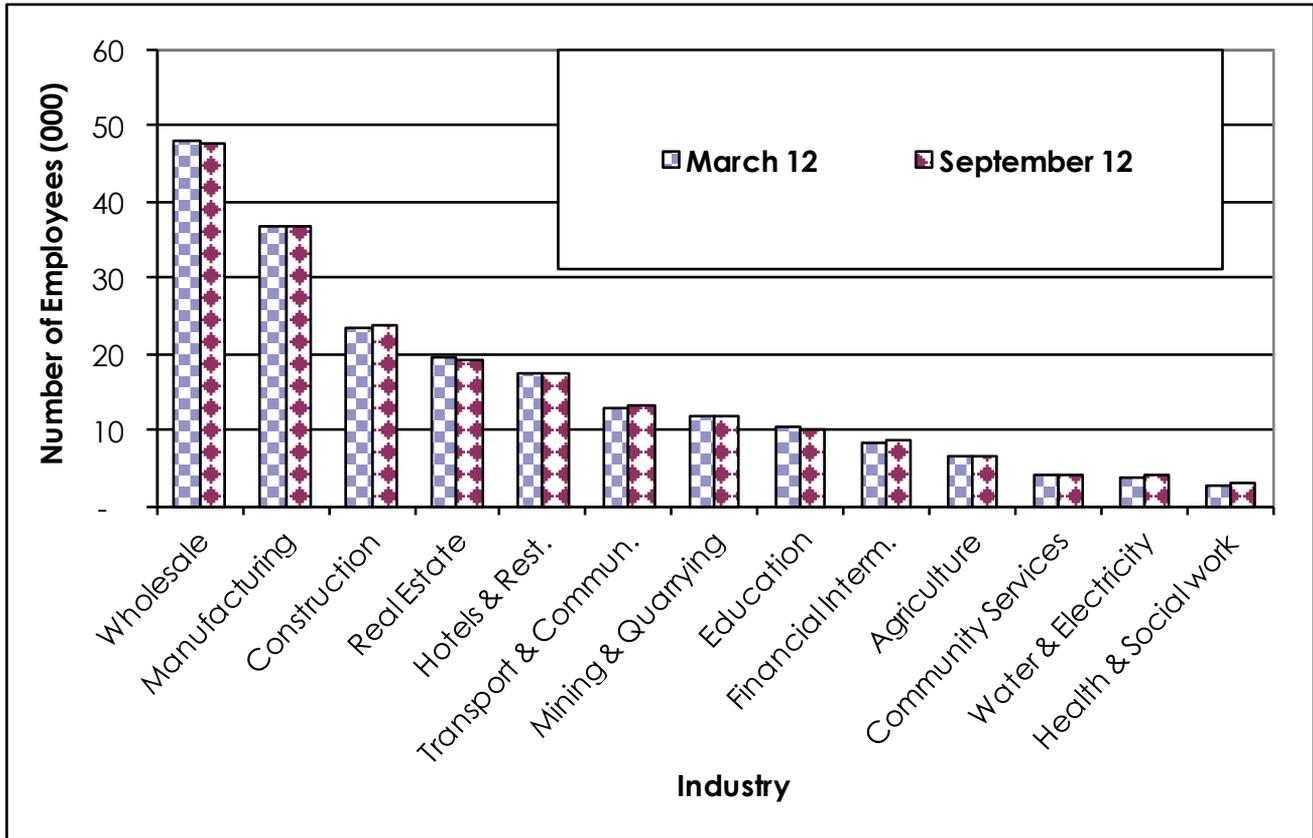
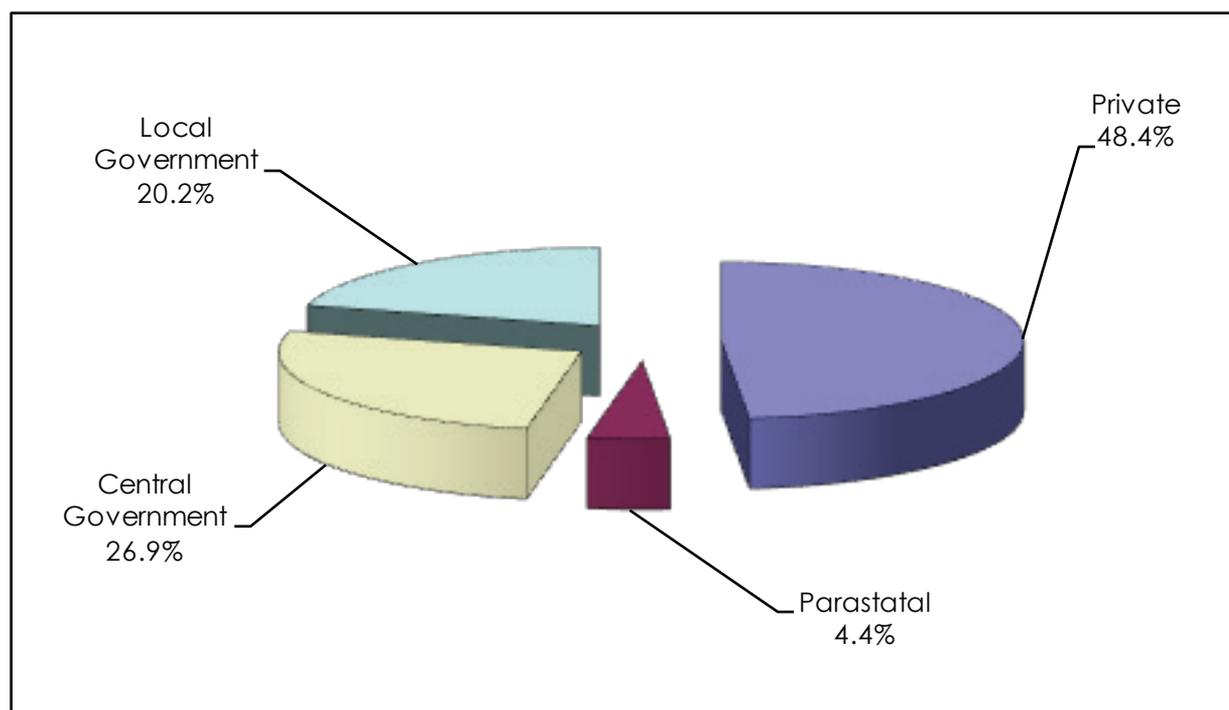


Table 1.2 presents Percentage distribution of employment by sector and the graphical presentation is displayed in Figure 1.4. Private sector employment accounted for 48.4 percent of total formal employment during September 2012, compared to 49.3 percent during March 2012. Central Government accounted for 26.9 percent of the total formal employment in September 2012, while during March 2012 it accounted for 27.1 percent. Local Government constituted 19.0 and 20.2 percent respectively in March 2012 and September 2012.

Figure 1.4: Total Employment by Sector, September 2012



Private & Parastatal organisations contributed 52.9 percent of total formal sector employment during September 2012, of this, Wholesale & Retail Trade constituted 12.2 percent, followed by Manufacturing with 9.5 percent and Construction coming third with 6.1 percent (Table 1.2).

Graphical distribution of Private & Parastatal sector employment only by industry is displayed in Figure 1.5. Wholesale & Retail Trade constituted 23.1 percent of total Private & Parastatal employment during September 2012 followed by Manufacturing with 17.9 percent and Construction industry with 11.5 percent.

Figure 1.5: Private and Parastatal Employment Distribution by Industry, September 2012

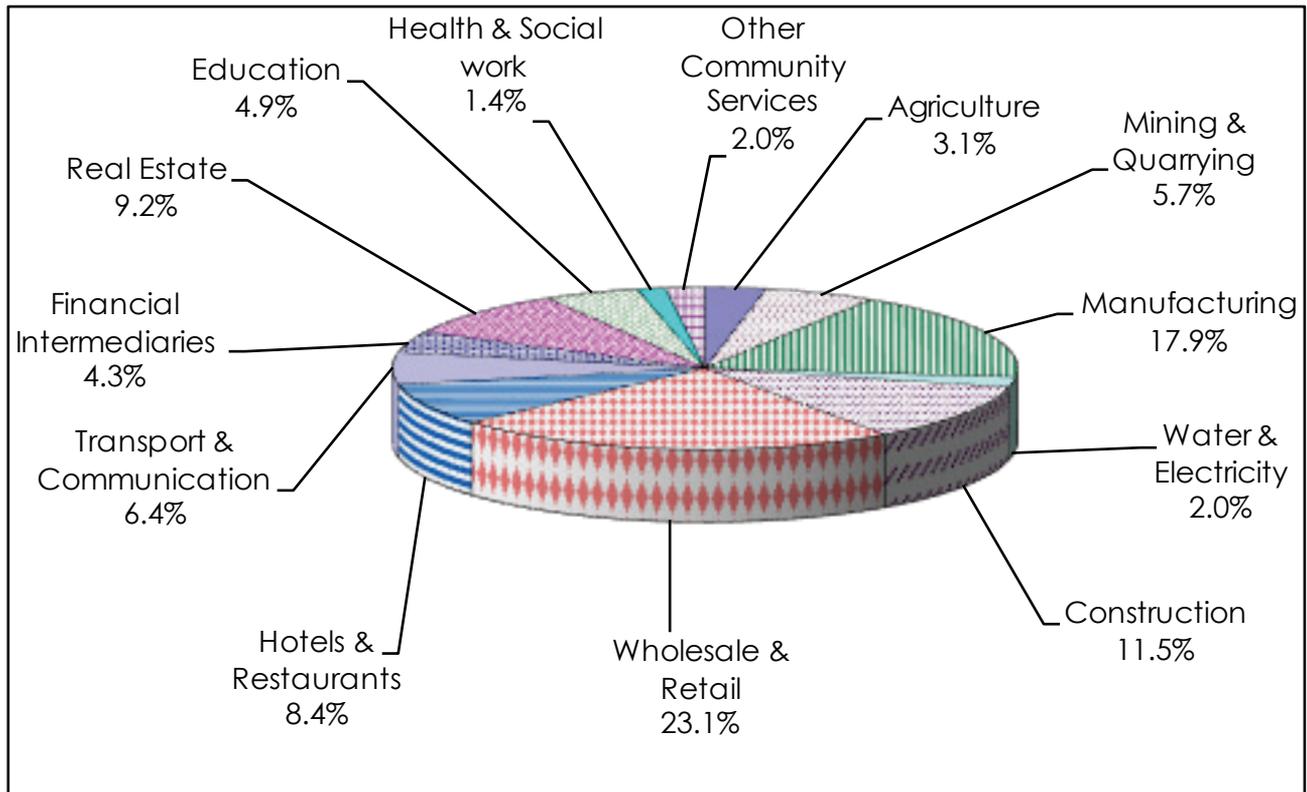
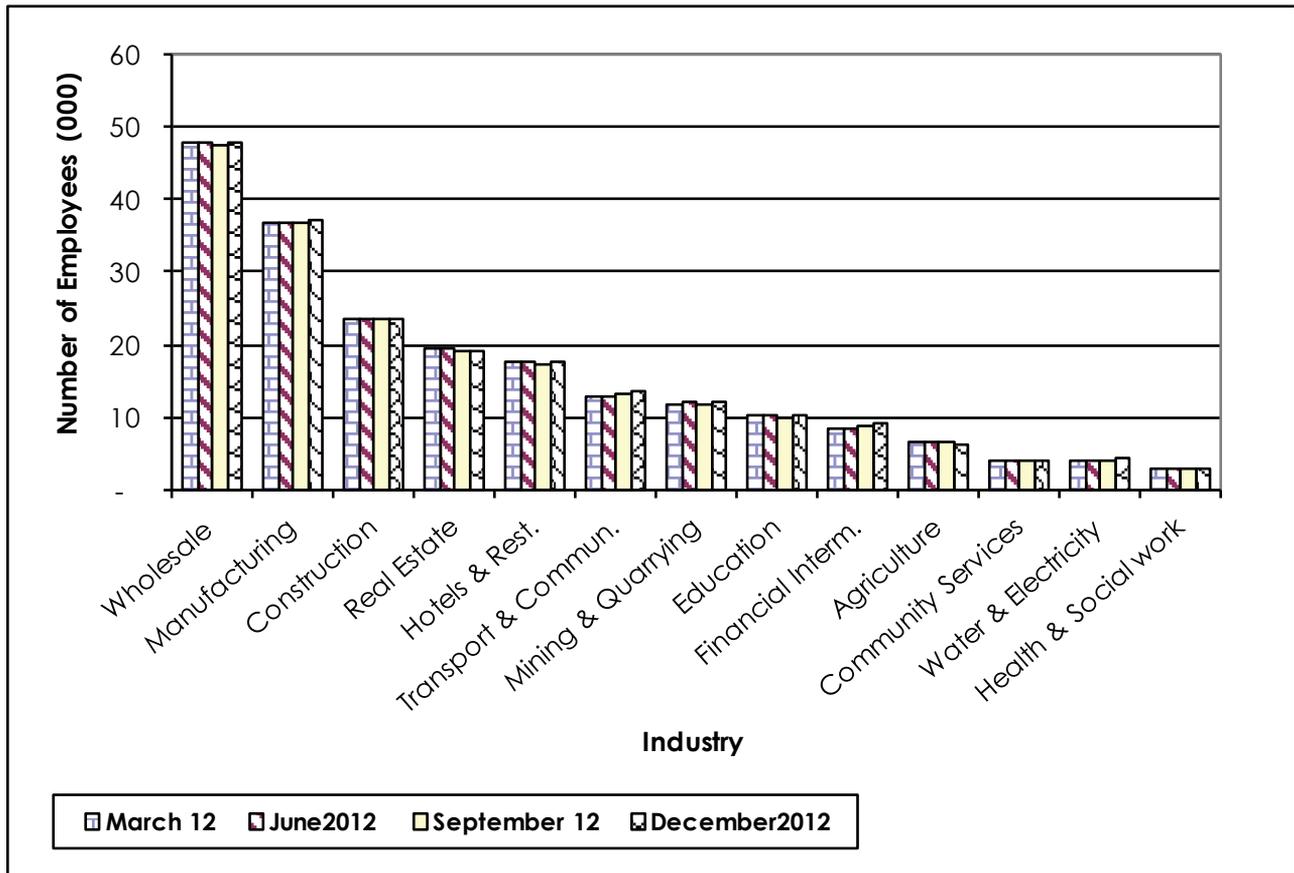


Figure 1.6 graphically displays Private & Parastatal employment by industry for the four quarters of 2012. The results show that, between March and June 2012, all the industries recorded a slight increase in employment except for Health & Social Work which recorded highest significant increase of 3.4 percent. Water & Electricity followed with 2.6 percent while Mining & Quarrying recorded 1.7 percent. Between the months of June and September 2012, Education recorded a decline in employment of 2.9 percent, followed by Mining & Quarrying with a decline of 2.5 percent. Financial Intermediaries and Water & Electricity recorded an increase of 4.8 and 2.5 percent respectively. Between the months of September and December 2012, Water & Electricity continued to record the highest increase (7.3 percent) in employment, followed by Financial Intermediaries with 3.4 percent.

Figure 1.6: Private and Parastatal Employment by Industry March, June, September and December 2012



The trend in formal sector employment by gender for the years 2006 to 2012 is graphically displayed in Figure 1.7. The figures which have been used are for the month of September, except for 2011 where the figures were for March. The trend shows that employment for both males and females increased between the years 2006 and 2009, forming a mirror image, when Male employment decreased then the female employment increased. From the year 2009 to 2012 employment for both males and females increased in similar manner. The gap between males and females was reduced during the month of September 2012; this is due to a significant number of females employed by the Ipelegeng project in Local government.

Figure 1.7: Trend in Total Formal Employment by Sex, 2006 - 2012

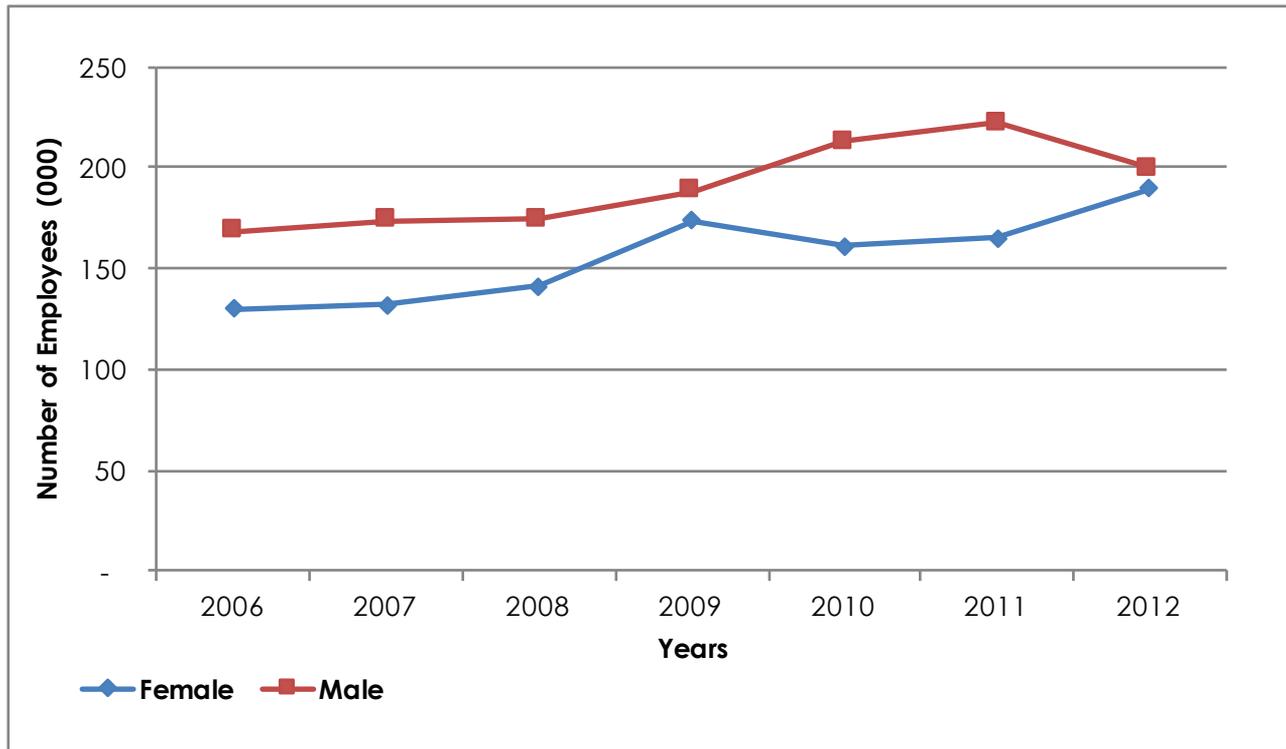


Figure 1.8: Proportion of Formal Employment by Sector and Sex, September 2012

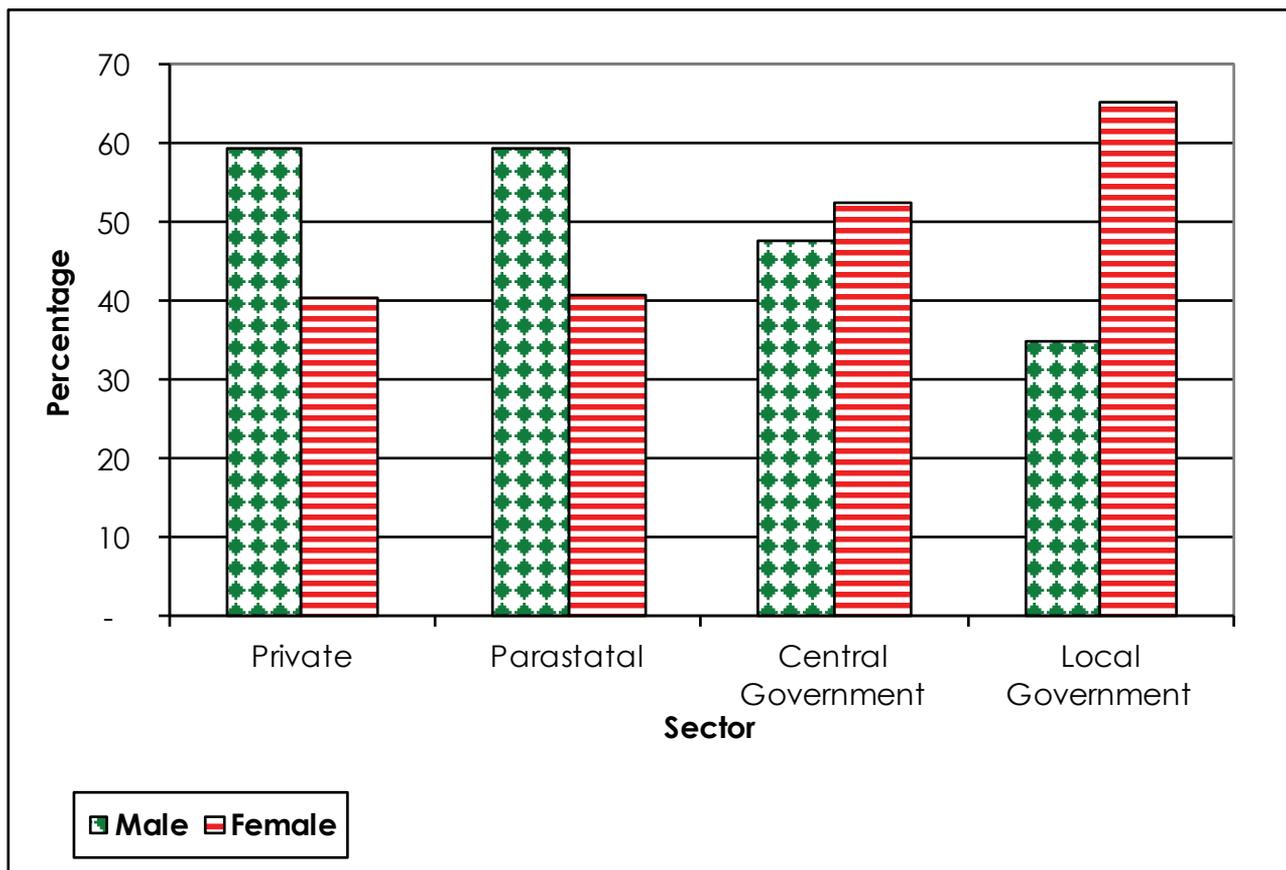
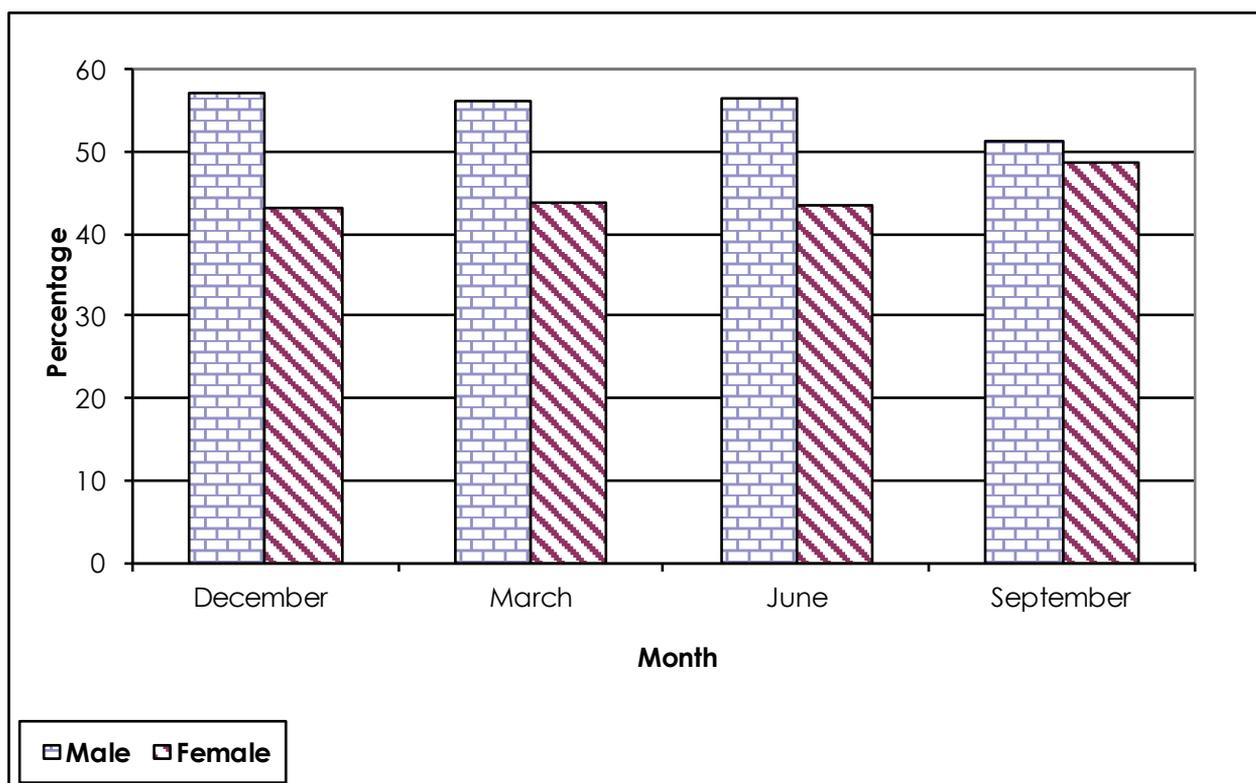


Figure 1.8 displays employment by sex and sector. The results show that the highest proportion of female employees was among Local Government constituting 65.2 percent, followed by Central Government with 52.4 percent during September 2012.

Private Sector had the highest proportion of male employees, 59.4 percent followed by Parastatal sector with 59.3 percent. The lowest proportion of men was found in the Local Government with 34.8 percent, this is due to the Ipelegeng Project which mostly of the employees are females.

At industry level, more men were found in Mining & Quarrying with 87.8 percent, followed by Construction and Water & Electricity with 84.1 and 73.3 percent respectively. Industries which were dominated by females are Health & Social Work, Other Community Activities, Financial Intermediaries and Hotels & Restaurants, with 68.6, 63.9, 63.0 and 62.2 percent respectively (Table 1.6).

Figure 1.9: Proportion of Formal Sector Employment by Sex, between March 2012, June 2012, September 2012 and December 2012.



Comparison of employment by sex over the four quarters of 2012 (March, June, September and December), shows that the highest proportion of female employees was recorded in September (48.7 percent), whilst the highest proportion (57.0 percent) of male employees was recorded in December. There was an increase in the proportion of female employees for the month of September, while other months the proportion was constant (See Figure 1.9).

Table 1.1: Estimated Number of Paid Employees by Sector and Economic Activity, 2009 – 2012

SECTOR/ ECONOMIC ACTIVITY	Jun	Sep	Dec	Mar	Jun	Sep	Dec	Mar	Jun	Sep	Dec
	2009	2009	2009	2010	2010	2010	2010	2011	2011	2011	2012
Agriculture	6,100	6,200	6,200	6,200	6,300	6,400	6,500	6,500	6,500	6,600	6,300
Mining & Quarrying	10,500	10,600	10,700	10,800	11,000	11,300	11,600	11,700	12,200	11,900	12,000
Manufacturing	35,700	35,800	35,800	35,900	36,300	36,400	36,500	36,500	36,600	36,700	37,000
Water & Electricity	2,900	3,100	3,100	3,400	3,700	3,800	3,900	4,000	4,100	3,900	4,400
Construction	22,400	22,700	22,700	22,900	23,100	23,200	23,200	23,300	23,300	23,400	23,700
Wholesale & Retail Trade	46,200	46,600	47,000	47,000	47,000	47,100	47,300	47,400	47,400	47,800	47,700
Hotels & Restaurants	16,400	16,700	16,800	16,800	16,900	17,000	17,100	17,100	17,200	17,600	17,600
Transport	12,600	12,600	12,600	12,700	12,700	12,700	12,800	12,900	13,000	13,000	13,400
Financial Intermediaries	7,900	8,200	8,200	8,200	8,300	8,400	8,500	8,500	8,600	8,400	9,100
Real Estate & Business Activities	18,400	18,400	18,600	18,700	18,700	18,800	18,800	18,900	18,900	19,400	19,100
Education	9,800	9,900	9,800	9,800	9,900	10,000	9,900	10,000	10,100	10,400	10,200
Health & Social Work	2,600	2,800	2,800	2,800	2,900	2,900	2,900	2,900	2,900	2,900	3,000
Other Community Activities	3,800	3,900	3,900	4,000	4,100	4,100	4,100	4,200	4,200	4,100	4,200
Private & Parastatal	195,100	197,300	198,200	199,100	200,900	201,900	203,000	203,800	205,000	206,100	207,500
Private	180,100	182,200	183,000	183,400	184,700	185,700	186,200	186,200	188,000	188,700	189,900
Parastatal	15,000	15,100	15,200	15,700	16,200	16,200	16,700	16,700	17,000	17,300	17,600
Central Government	96,900	97,600	99,600	100,100	100,500	102,000	102,400	103,100	101,900	103,800	104,700
Local Government	97,900	67,000	60,200	62,000	60,800	70,100	73,400	72,000	80,600	72,800	81,000
Ipelegeng Program	69,300	38,200	31,200	33,000	31,800	41,300	45,100	43,700	52,300	46,400	56,000
Local Gov. Excl. Ipelegeng	28,600	28,800	29,000	29,100	29,000	28,800	28,300	28,400	28,300	26,400	25,000
All Sectors	389,800	362,000	357,900	361,300	362,100	373,900	378,800	378,900	387,400	382,700	393,200

Notes: (1) Excludes working proprietors and unpaid family workers

(2) All figures are rounded to the nearest 100 - including the sub-totals and totals. Because of this, numbers do not always add up to the stated totals.

(3) Central Govt figures excludes Botswana Defence Force (BDF)

Table 1.2: Estimated Number of Paid Employees by Sector and Economic Activity – Percentage Distribution

SECTOR/ ECONOMIC ACTIVITY	Jun	Sep	Dec	Mar	Jun	Sep	Dec	Mar	Jun	Sep	Dec
	2009	2009	2009	2010	2010	2010	2010	2011	2011	2012	2012
Agriculture	1.6	1.7	1.8	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7
Mining & Quarrying	2.7	2.9	3.1	3	3	3	3.1	3.1	3.1	3.1	3
Manufacturing	9.1	9.9	10.5	9.9	10	9.7	9.6	9.6	9.4	9.5	9.4
Water & Electricity	0.7	0.8	0.9	0.9	1	1	1	1.1	1.1	1	1.1
Construction	5.7	6.3	6.7	6.3	6.3	6.2	6.1	6.1	6	6.1	6
Wholesale & Retail Trade	11.9	12.9	13.8	13	13	12.6	12.5	12.5	12.2	12.5	12.2
Hotels & Restaurants	4.2	4.6	4.9	4.7	4.7	4.5	4.5	4.5	4.4	4.6	4.5
Transport	3.2	3.5	3.7	3.5	3.5	3.4	3.4	3.4	3.4	3.4	3.4
Financial Intermediaries	2	2.3	2.4	2.3	2.3	2.2	2.2	2.2	2.2	2.2	2.3
Real Estate & Business Activities	4.7	5.1	5.5	5.2	5.2	5	5	5	4.9	5.1	4.8
Education	2.5	2.7	2.9	2.7	2.7	2.7	2.6	2.6	2.6	2.7	2.6
Health & Social Work	0.7	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.7	0.7	0.8
Other Community Activities	1	1.1	1.2	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1
Private & Parastatal	50	54.5	58.3	55.1	55.5	54	53.6	53.8	52.9	53.9	53.4
Private	46.2	50.3	53.8	50.8	51	49.7	49.2	49.1	48.5	49.3	48.9
Parastatal	3.8	4.2	4.5	4.3	4.5	4.3	4.4	4.4	4.4	4.5	4.5
Central Government	24.9	27	29.3	27.7	27.8	27.3	27	27.2	26.3	27.1	26.9
Local Government	25.1	18.5	16.8	17.2	16.8	18.7	19.4	19	20.8	19	19.6
Ipelegeng Program.	17.8	10.5	8.7	9.1	8.8	11	11.9	11.5	13.5	12.1	13
Local Gov. Excl. Ipelegeng	7.3	8	8.1	8.1	8	7.7	7.5	7.5	7.3	6.9	6.7
All Sectors	100	100	100	100	100	100	100	100	100	100	100

Table 1.4: Estimated Number of Paid Employees by Sector and Citizenship, March 2012

Industry	Citizens			Non-Citizens			All employees			Localisation (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	3,235	2,623	5,858	556	199	754	3,791	3,179	6,612	85	83	89
Mining & Quarrying	10,200	1,387	11,587	291	36	327	10,491	1,678	11,914	97	83	97
Manufacturing	19,045	15,702	34,747	1,654	260	1,914	20,699	17,356	36,661	92	90	95
Water & Electricity	2,878	1,043	3,921	11	9	20	2,889	1,054	3,941	100	99	99
Construction	18,285	3,314	21,598	1,675	175	1,850	19,960	4,989	23,448	92	66	92
Wholesale & Retail	23,564	21,409	44,973	2,298	559	2,857	25,862	23,707	47,830	91	90	94
Hotels & Restaurants	5,940	10,909	16,849	454	263	717	6,394	11,363	17,566	93	96	96
Transport & Communication	7,272	5,060	12,332	557	64	620	7,829	5,617	12,952	93	90	95
Financial Intermediaries	2,985	5,267	8,251	131	26	157	3,116	5,398	8,408	96	98	98
Real Estate	12,952	5,506	18,458	731	212	943	13,683	6,237	19,401	95	88	95
Education	2,998	5,229	8,227	1,090	1,043	2,133	4,088	6,319	10,360	73	83	79
Health & Social work	637	1,811	2,448	208	206	415	845	2,019	2,863	75	90	86
Other Community Services	1,316	2,538	3,855	123	133	256	1,439	2,661	4,111	91	95	94
Private & Parastatal	111,307	81,798	193,104	9,779	3,185	12,963	121,086	91,577	206,067	92	89	94
Private	101,312	74,877	176,188	9,432	3,127	12,558	110,744	84,598	188,746	91	89	93
Parastatal	9,995	6,921	16,916	347	58	405	10,342	6,979	17,321	97	99	98
Central Government	48,749	53,563	102,312	979	513	1,492	49,728	54,076	103,804	98	99	99
Local Government	47,543	24,999	72,542	148	94	242	47,691	25,093	72,784	100	100	100
Ipelegeng Program	34,600	11,832	46,432	-	-	-	34,600	11,832	46,432	100	100	100
Local Gov. Excl. Ipelegeng	12,943	13,167	26,110	148	94	242	13,091	13,261	26,352	99	99	99
All Sectors Excl. Ipelegeng Programme employees	172,999	148,528	321,526	10,906	3,792	14,697	183,905	158,914	336,223	94	93	96
All Sectors	207,599	160,360	367,958	10,906	3,792	14,697	218,505	170,746	382,655	95	94	96

Table 1.5: Estimated Number of Paid Employees by Sector and Citizenship, June 2012

Industry	Citizens			Non-Citizens			All employees			Localisation (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	3,152	2,705	5,857	521	224	744	3,673	3,226	6,601	86	84	89
Mining & Quarrying	10,349	1,371	11,720	314	37	361	10,663	1,685	12,081	97	81	97
Manufacturing	18,720	15,714	34,433	1,975	363	2,339	20,695	17,689	36,772	90	89	94
Water & Electricity	2,897	1,048	3,944	11	9	20	2,908	1,059	3,964	100	99	99
Construction	18,559	3,159	21,718	1,549	158	1,708	20,108	4,708	23,426	92	67	93
Wholesale & Retail	24,675	20,571	45,246	2,162	417	2,579	26,837	22,733	47,825	92	90	95
Hotels & Restaurants	5,781	11,201	16,983	396	201	597	6,177	11,597	17,580	94	97	97
Transport & Communication	7,595	4,729	12,324	584	74	658	8,179	5,313	12,982	93	89	95
Financial Intermediaries	2,964	5,305	8,269	131	35	166	3,095	5,436	8,435	96	98	98
Real Estate	12,932	5,655	18,587	675	160	835	13,607	6,330	19,422	95	89	96
Education	3,100	5,125	8,225	1,214	974	2,188	4,314	6,339	10,413	72	81	79
Health & Social work	654	1,832	2,486	259	208	467	913	2,091	2,953	72	88	84
Other Community Services	1,285	2,527	3,811	126	135	261	1,411	2,653	4,072	91	95	94
Private & Parastatal	112,663	80,942	193,603	9,917	2,995	12,923	122,580	90,859	206,526	92	89	94
Private	102,662	73,895	176,555	9,577	2,938	12,526	112,239	76,833	189,081	91	96	93
Parastatal	10,001	7,047	17,048	340	57	397	10,341	7,104	17,445	97	99	98
Central Government	48,827	53,753	102,580	990	514	1,504	49,817	54,267	104,084	98	99	99
Local Government				130	85	215			75,956	100	100	65
Ipelegeng Program	36,952	13,243	50,195	-	-	-	36,952	13,243	50,195	100	100	100
Local Gov. Excl. Ipelegeng	12,567	12,979	25,546	130	85	215	12,697	13,064	25,761	99	99	99
All Sectors Excl. Ipelegeng Programme employees	174,057	147,674	321,729	11,037	3,594	14,642	185,094	158,190	336,371	94	93	96
All Sectors	211,009	184,214	345,702	60,426	53,028	63,946	221,916	194,645	386,566	95	95	89

Table 1.6: Estimated Number of Paid Employees by Sector and Citizenship, September 2012

Industry	Citizens			Non-Citizens			All employees			Localisation (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	3,025	2,601	5,626	639	214	853	3,664	2,815	6,479	83	92	87
Mining & Quarrying	10,086	1,408	11,494	312	34	346	10,398	1,442	11,840	97	98	97
Manufacturing	18,883	15,561	34,444	2,018	368	2,385	20,901	15,929	36,829	90	98	94
Water & Electricity	3,028	1,098	4,125	8	9.5	17.5	3,036	1,107	4,143	100	99	100
Construction	18,216	3,492	21,707	1,706	237	1,943	19,922	3,729	23,650	91	94	92
Wholesale & Retail	24,104	20,414	44,518	2,388	638	3,026	26,492	21,052	47,544	91	97	94
Hotels & Restaurants	6,048	10,570	16,618	503	187	690	6,551	10,757	17,308	92	98	96
Transport & Communication	7,411	4,685	12,096	722	305	1,027	8,133	4,990	13,123	91	94	92
Financial Intermediaries	3,117	5,506	8,622	136	29	165	3,253	5,535	8,787	96	99	98
Real Estate	12,693	5,456	18,123	735	171	906	13,428	5,627	19,029	95	97	95
Education	3,022	4,909	7,931	1,188	977	2,165	4,210	5,886	10,096	72	83	79
Health & Social work	680	1,758	2,438	252	282	535	932	2,040	2,973	73	86	82
Other Community Services	1,346	2,585	3,931	175	108	283	1,521	2,693	4,214	88	96	93
Private & Parastatal	111,658	80,042	191,673	10,782	3,560	14,342	122,440	83,602	206,015	91	96	93
Private	101,639	72,982	174,594	10,436	3,501	13,937	112,075	76,483	188,531	91	95	93
Parastatal	10,019	7,060	17,079	346	59	405	10,365	7,119	17,484	97	99	98
Central Government	49,449	53,979	103,428	509	988	1,497	49,958	54,967	104,925	99	98	99
Local Government	27,272	51,259	78,531	115	79	194	27,387	51,338	78,725	100	100	100
Ipelegeng Program	14,427	38,190	52,617	-	-	-	14,427	38,190	52,617	100	100	100
Local Gov. Excl. Ipelegeng	12,845	13,069	25,914	115	79	194	12,960	13,148	26,108	99	99	99
All Sectors Excl. Ipelegeng Programme employees	178,961	142,078	321,012	11,406	4,627	16,033	190,367	146,705	337,045	94	97	95
All Sectors	188,379	185,280	373,632	11,406	4,627	16,033	199,785	189,907	389,665	94	98	96

Table 1.7: Estimated Number of Paid Employees by Sector and Citizenship, December 2012

Industry	Citizens			Non-Citizens			All employees			Localisation (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	2,471	2,102	4,572	1474	259	1732	3,945	2,361	6,304	63	89	73
Mining & Quarrying	10,237	1,451	11,688	321	25	346	10,558	1,476	12,034	97	98	97
Manufacturing	18,628	15,955	34,583	1,934	520	2,455	20,563	16,475	37,037	91	97	93
Water & Electricity	3,200	1,219	4,418	10	10	20	3,210	1,228	4,438	100	99	100
Construction	17,070	3,152	20,222	3,120	257	3,377	20,295	3,373	23,667	84	93	85
Wholesale & Retail	24,600	19,823	44,423	2,514	769	3,283	27,114	20,592	47,706	91	96	93
Hotels & Restaurants	5,533	11,477	17,009	391	176	566	5,924	11,653	17,575	93	98	97
Transport & Communication	6,853	5,580	12,433	619	385	1,004	7,471	5,965	13,437	92	94	93
Financial Intermediaries	3,158	5,609	8,766	133	26	159	3,368	5,754	9,122	94	97	96
Real Estate	12,671	5,544	18,215	663	185	848	13,334	5,729	19,063	95	97	96
Education	2,833	4,970	7,804	1,235	1,170	2,406	4,068	6,140	10,209	70	81	76
Health & Social work	721	1,780	2,500	253	281	534	973.1	2,061	3,034	74	86	82
Other Community Services	1,328	2,561	3,863	117	155	272	1,448	2,722	4,170	92	94	93
Private & Parastatal	109,303	81,223	190,496	12,784	4,218	17,002	122,271	85,528	207,795	89	95	92
Private	99,279	74,062	173,315	12,434	4,158	16,592	111,713	78,220	189,907	89	95	91
Parastatal	10,022	7,159	17,181	349	59	408	10,371	7,218	17,589	97	99	98
Central Government	48,451	54,769	103,220	979	511	1,490	49,430	55,280	104,710	98	99	99
Local Government	52,667	28,204	80,871	99	66	165	52,766	28,270	81,036	100	100	100
Ipelegeng Program	40,164	15,826	55,990	-	-	-	40164	15826	55990	100	100	100
Local Gov. Excl. Ipelegeng	12,503	12,378	24,881	99	66	165	12,602	12,444	25,046	99	99	99
All Sectors Excl. Ipelegeng Programme employees	170,257	148,370	318,597	13,862	4,795	18,657	184,303	153,252	337,551	92	97	94
All Sectors	210,419	164,194	374,587	13,861	4,794	18,655	224,280	168,988	393,242	94	97	95

Table 1.8: Estimated Number of Paid Employees by Sector and Economic Activity, March and June 2012

Mar-12 Industry	Private	Parastatal	Central Govt.	Local Govt.	Total
Agriculture	6,488	124	...	...	6,612
Mining & Quarrying	11,914	...	...	...	11,914
Manufacturing	35,311	1,350	...	...	36,661
Water & Electricity	241	3,700	...	...	3,941
Construction	23,448	...	...	...	23,448
Wholesale & Retail Trade	47,673	157	...	...	47,830
Hotels & Restaurants	17,566	...	...	...	17,566
Transport & Communication	9,182	3,770	...	...	12,952
Financial Intermediaries	5,626	2,782	...	...	8,408
Real Estate.& Business Activities	17,358	2,043	...	...	19,401
Education	7,271	3,089	...	...	10,360
Health & Social Work	2,809	54	...	...	2,863
Other Community Activities	3,859	252	...	...	4,111
Central Government	...	...	103,804	...	103,804
Local Government	...	...	...	72,784	72,784
TOTAL	188,746	17,321	103,804	72,784	377,619
Jun-12 Industry	Private	Parastatal	Central Govt.	Local Govt.	Total
Agriculture	6,477	124	...	...	6,601
Mining & Quarrying	12,081	-	...	...	12,081
Manufacturing	35,424	1,348	...	...	36,772
Water & Electricity	256	3,708	...	...	3,964
Construction	23,426	-	...	...	23,426
Wholesale & Retail Trade	47,668	157	...	...	47,825
Hotels & Restaurants	17,585	-	...	...	17,585
Transport & Communication	9,223	3,759	...	...	12,982
Financial Intermediaries	5,534	2,901	...	...	8,435
Real Estate.& Business Activities	17,374	2,048	...	...	19,422
Education	7,324	3,089	...	...	10,413
Health & Social Work	2,899	54	...	...	2,953
Other Community Activities	3,820	252	...	...	4,072
Central Government	...	...	104,084	...	104,084
Local Government	...	...	...	75,956	75,956
TOTAL	189,091	17,440	104,084	75,956	386,566

Table 1.9: Estimated Number of Paid Employees by Sector and Economic Activity, September and December 2012

Sep-12 Industry	Private	Parastatal	Central Govt.	Local Govt.	Total
Agriculture	6,362	117	...	...	6,479
Mining & Quarrying	11,840	-	...	...	11,840
Manufacturing	35,606	1,223	...	...	36,829
Water & Electricity	264	3,879	...	...	4,143
Construction	23,650	-	...	...	23,650
Wholesale & Retail Trade	47,358	186	...	...	47,544
Hotels & Restaurants	17,308	-	...	...	17,308
Transport & Communication	9,353	3,770	...	...	13,123
Financial Intermediaries	5,931	2,856	...	...	8,787
Real Estate.& Business Activities	17,030	1,999	...	...	19,029
Education	6,966	3,130	...	...	10,096
Health & Social Work	2,919	54	...	...	2,973
Other Community Activities	3,944	270	...	...	4,214
Central Government	...	...	104,925	...	104,925
Local Government	...	...	...	78,725	78,725
TOTAL	188,531	17,484	104,925	78,725	389,665
Dec-12 Industry	Private	Parastatal	Central Govt.	Local Govt.	Total
Agriculture	6,177	127	...	...	6,304
Mining & Quarrying	12,034	-	...	...	12,034
Manufacturing	35,820	1,217	...	...	37,037
Water & Electricity	363	4,075	...	...	4,438
Construction	23,667	-	...	...	23,667
Wholesale & Retail Trade	47,525	181	...	...	47,706
Hotels & Restaurants	17,575	-	...	...	17,575
Transport & Communication	9,736	3,701	...	...	13,437
Financial Intermediaries	6,269	2,853	...	...	9,122
Real Estate.& Business Activities	17,017	2,046	...	...	19,063
Education	7,155	3,054	...	...	10,209
Health & Social Work	2,980	54	...	...	3,034
Other Community Activities	3,889	281	...	...	4,170
Central Government	...	...	104,710	...	102,448
Local Government	...	...	...	81,036	73,401
TOTAL	189,907	17,589	104,710	81,036	393,242

Table 1.10: Estimated Number of Paid Citizen Employees by Sex and Economic Activity

SECTOR/ ECONOMIC ACTIVITY	Mar-11			Jun-11			Mar-12			Jun-12		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	3,082	2,202	5,284	2,491	2,582	5,073	3,199	3,037	6,236	3,534	2,842	6,376
Mining and Quarrying	9,153	998	10,151	9,109	997	10,106	9,975	826	10,801	10,317	1,011	11,328
Manufacturing	16,433	16,866	33,299	16,959	16,567	33,526	18,971	16,961	35,932	18,933	17,433	36,366
Electricity and Water	2,264	614	2,878	2,416	637	3,053	2,479	768	3,248	2,897	885	3,782
Construction	17,209	2,532	19,740	17,454	3,052	20,507	20,047	2,886	22,933	20,129	3,035	23,164
Wholesale & Retail Trade	22,056	19,902	41,958	22,025	20,879	42,904	26,202	20,794	46,997	25,232	21,890	47,123
Hotels & Restaurants	4,675	10,505	15,180	4,833	10,984	15,817	5,988	10,828	16,816	5,145	11,823	16,968
Transport & Communication	7,380	4,086	11,466	6,587	4,591	11,177	8,171	4,497	12,668	7,937	4,804	12,741
Financial Intermediaries	2,538	4,830	7,368	2,951	5,004	7,956	3,043	5,149	8,192	3,191	5,172	8,363
Real Estate & Business Activities	11,172	5,483	16,655	10,940	5,809	16,749	12,840	5,810	18,650	12,601	6,173	18,774
Education	3,001	4,452	7,454	3,117	4,258	7,376	4,534	5,304	9,838	4,577	5,347	9,924
Health & Social Work	563	1,512	2,074	591	1,732	2,323	910	1,898	2,808	962	1,903	2,865
Other Community Activities	1,098	2,451	3,549	1,262	2,390	3,652	1,449	2,554	4,003	1,499	2,590	4,088
Private & Parastatal	100,624	76,432	177,056	100,735	79,482	180,217	117,809	81,312	199,121	116,955	84,907	201,862
Private	92,171	70,949	163,120	91,868	73,760	165,628	108,335	75,090	183,425	107,095	78,557	185,652
Parastatal	8,453	5,483	13,936	8,867	5,722	14,589	9,474	6,222	15,696	9,861	6,349	16,210
Central Government	47,054	47,576	94,630	47,551	48,484	96,035	51,002	49,095	100,097	49,579	52,387	101,966
Local Government	35,493	59,066	94,559	25,653	40,907	66,560	40,580	21,469	62,049	46,344	23,717	70,061
Ipelegeng Program	21,325	45,481	66,806	11,214	26,939	38,153	25,805	7,152	32,957	31,838	9,447	41,285
Local Gov. Excl. Ipelegeng	14,168	13,585	27,753	14,439	13,968	28,407	14,775	14,317	29,092	14,506	14,270	28,776
All Sectors	183,171	183,074	366,245	173,939	168,873	342,812	209,391	151,876	361,267	212,878	161,011	373,889

Table 1.11: Employment in Manufacturing Industry, March 2012

Industry	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Meat and meat Products	1,344	440	1,784	24	0	24	1,368	440	1,808
Dairy Products	227	139	366	24	2	26	251	141	392
Grain mill Products Includes maize, sorghum, millet etc.	1,317	884	2,201	50	2	52	1,367	886	2,253
Bakery Products	815	980	1,794	51	1	52	866	981	1,846
Other foods Products not elsewhere Classified (e.g. Chocolates, sweets)	377	346	723	22	4	26	399	350	749
Beverages (Beer including Traditional Beer, Soft Drinks, etc.)	731	247	978	8	1	9	739	248	987
Textiles (exc. Clothing) including Preparation of textile fibres material	1,144	1,314	2,458	238	95	333	1,382	1,409	2,791
Clothing and Other Wearing Apparel (incl. Leather)	379	3,930	4,308	276	67	342	654	3,996	4,651
Wood and Wood Products excluding furniture but including building materials	36	31	67	9	0	9	45	31	76
Paper and paper products	44	463	507	8	2	10	52	465	517
Printing and publishing	488	385	873	31	4	35	519	389	908
Chemical and chemical products	98	122	220	7	6	13	105	128	233
Rubber and plastic products	923	843	1,766	176	83	259	1,099	926	2,025
Cement Manufacturing	816	287	1,103	129	13	142	945	300	1,244
Non-Metallic mineral products excluding cement but including glass, ceramic	283	364	647	32	5	37	315	369	684
Fabricated metal products	45	7	52	4	0	4	49	7	56
Machinery and equipment incl. Refrigerators and other domestic equipment	2,162	643	2,805	104	5	109	2,266	648	2,914
Electrical machinery and apparatus	3,022	1,012	4,034	266	12	278	3,288	1,024	4,311
Radio, television and communication equipment and apparatus)	304	109	413	80	2	82	384	111	495
Motor Vehicles, trailers	190	84	274	39	13	51	229	97	325
Other transport equipment e.g. ships, boats, railway locomotives	37	14	51	7	2	9	44	16	60
Furniture (all types including wood)	20	10	30	10	0	10	30	10	40
Manufacturing of jewellery	63	16	79	11	1	12	74	17	91
Manufacturing of other products not elsewhere	156	29	185	24	2	26	180	31	211
Recycling Processing of Metal & Non Metal Waste	1,193	2,428	3,621	146	33	179	1,339	2,461	3,800
Total	19,045	15,702	34,747	1,654	260	1,914	20,699	15,962	36,661

Table 1.12: Employment in Manufacturing Industry, September 2012

Industry	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Meat and meat Products	1,322	359	1,681	20	-	20	1,342	359	1,701
Dairy Products	500	212	712	52	2	54	552	214	766
Grain mill Products includes maize, sorghum, millet etc. Human & animal feeds	558	389	946	18	1	19	576	390	965
Bakery Products	617	751	1,368	20	3	23	637	754	1,391
Other foods Products not elsewhere Classified (e.g. Chocolates, Sweets)	781	266	1,047	13	4	17	794	270	1,064
Beverages (Beer including Traditional Beer, Soft Drinks, etc.)	723	235	958	2	1	3	725	236	961
Textiles (exc. Clothing) including Preparation of textile fibres, synthetic material	298	847	1,145	83	12	95	381	859	1,240
Clothing and Other Wearing Apparel (incl. Leather)	261	3,457	3,718	192	42	234	454	3,499	3,953
Wood and Wood Products excluding furniture but including building materials	353	188	541	14	3	17	367	191	558
Paper and paper products	93	200	293	22	1	23	115	201	316
Printing and publishing	1,912	3,148	5,059	342	148	490	2,254	3,295	5,549
Chemical and chemical products	1,033	425	1,458	119	-	119	1,152	425	1,577
Rubber and plastic products	233	261	494	28	3	31	261	264	525
Cement Manufacturing	45	7	52	4	-	4	49	7	56
Non-Metallic mineral products excluding cement but including glass, ceramic	1,872	691	2,564	59	34	94	1,932	726	2,657
Fabricated metal products	3,139	850	3,989	245	14	259	3,384	864	4,248
Machinery and equipment incl. Refrigerators and other domestic equipment	1,999	252	2,251	385	37	422	2,384	289	2,673
Electrical machinery and apparatus	464	199	663	3	1	4	467	200	667
Radio, television and communication equipment and apparatus.	178	163	341	118	1	119	297	164	461
Motor vehicle, trailers and semi-trailers	43	16	59	7	-	7	50	16	66
Other transport equipment e.g. ships, boats, railway locomotives	43	9	52	8	1	9	51	10	61
Furniture (all types including wood)	1,564	748	2,312	84	41	124	1,648	789	2,436
Manufacturing of jewellery	253	994	1,247	129	15	144	382	1,009	1,391
Manufacturing of other products not elsewhere	566	892	1,459	47	4	51	613	896	1,509
Recycling Processing of Metal & Non Metal Waste	34	3	37	4	-	4	38	3	41
Total	18,883	15,561	34,444	2,018	368	2,385	20,901	15,929	36,830

CHAPTER 2

FORMAL NON-CITIZEN EMPLOYMENT

Formal non-citizen employment estimates are mainly obtained in two ways, first as a result of information from employment surveys conducted yearly during March, June, September and December, secondly from processing of work-permits.

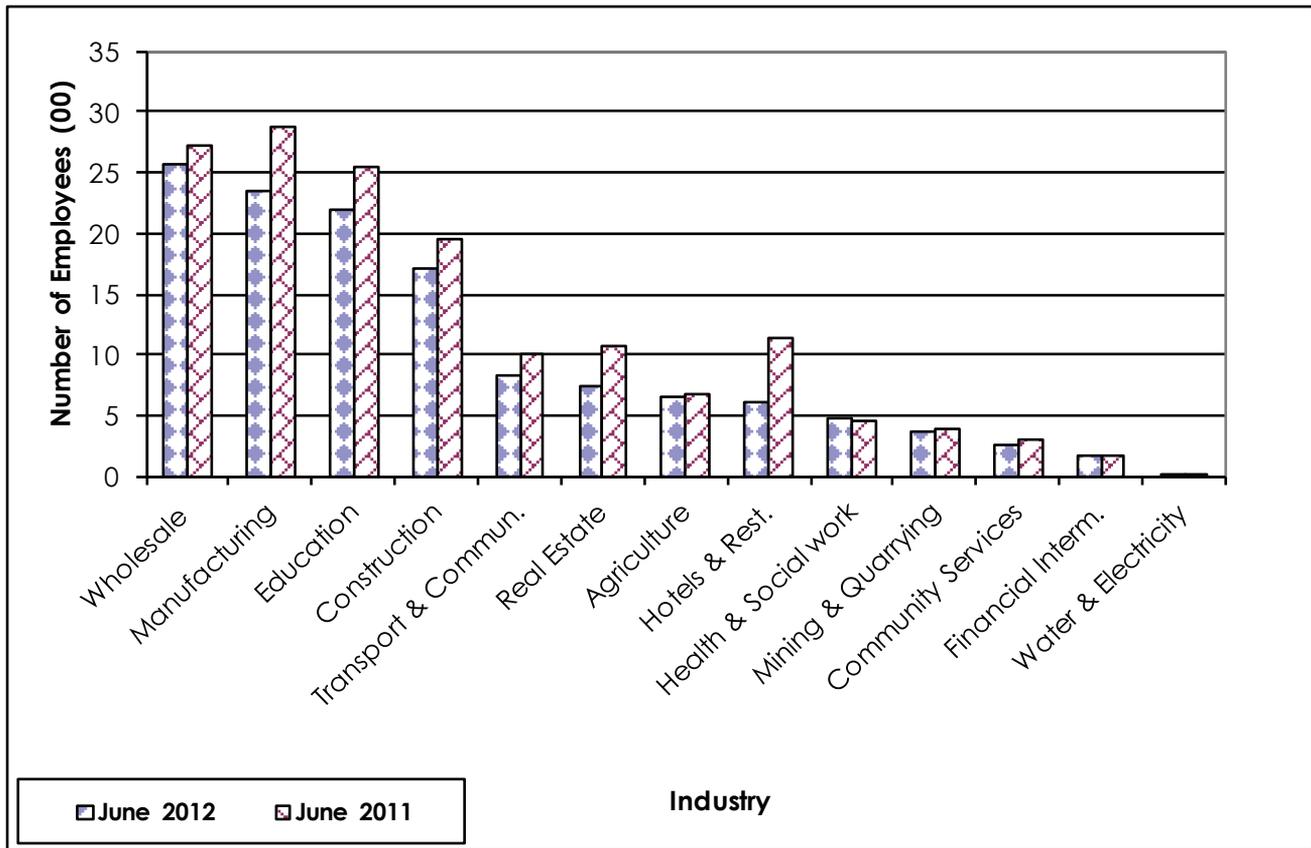
2.1 Non-Citizen Employment from Employment Surveys

Estimated number of paid non-citizen employees, by gender, sector and industry is presented in Table 2.1. All sector non-citizens employment decreased from 17,410 employees in June 2011 to 14,642 during June 2012; a decline of 2,768 (15.9 percent) over the twelve months period.

Private & Parastatal employment of non-citizens decreased from 15,366 employees during June 2011 to 12,923 employees during June 2012, a decrease of 2,443 persons (15.9 percent). Private sector employment contributed more to the decline, as it recorded a decrease of 2,453 employees (16.4 percent), from 14,979 employees to 12,526 employees over the twelve months period ending June 2012.

Central Government non-citizen employment decreased by 226 (13.1 percent) from 1,730 in June 2011 to 1,504 in June 2012. Comparison of Private & Parastatal employment of non-citizen by Industry is displayed graphically in Figure 2.1 for June 2011 and June 2012. The results shows that almost all the industries recorded a decrease in non-citizen employment.

Figure 2.1: Private and Parastatal Employment of Non-Citizen by Industry June 2011 and September 2012



2.2 Work Permit Holders

Data on work permit holders is derived from databases compiled from copies of approved work permits applications. The Department of Labour and Social Security issues work-permits, copies of approved work permits are then forwarded to Statistics Botswana, Labour Statistics Unit for processing.

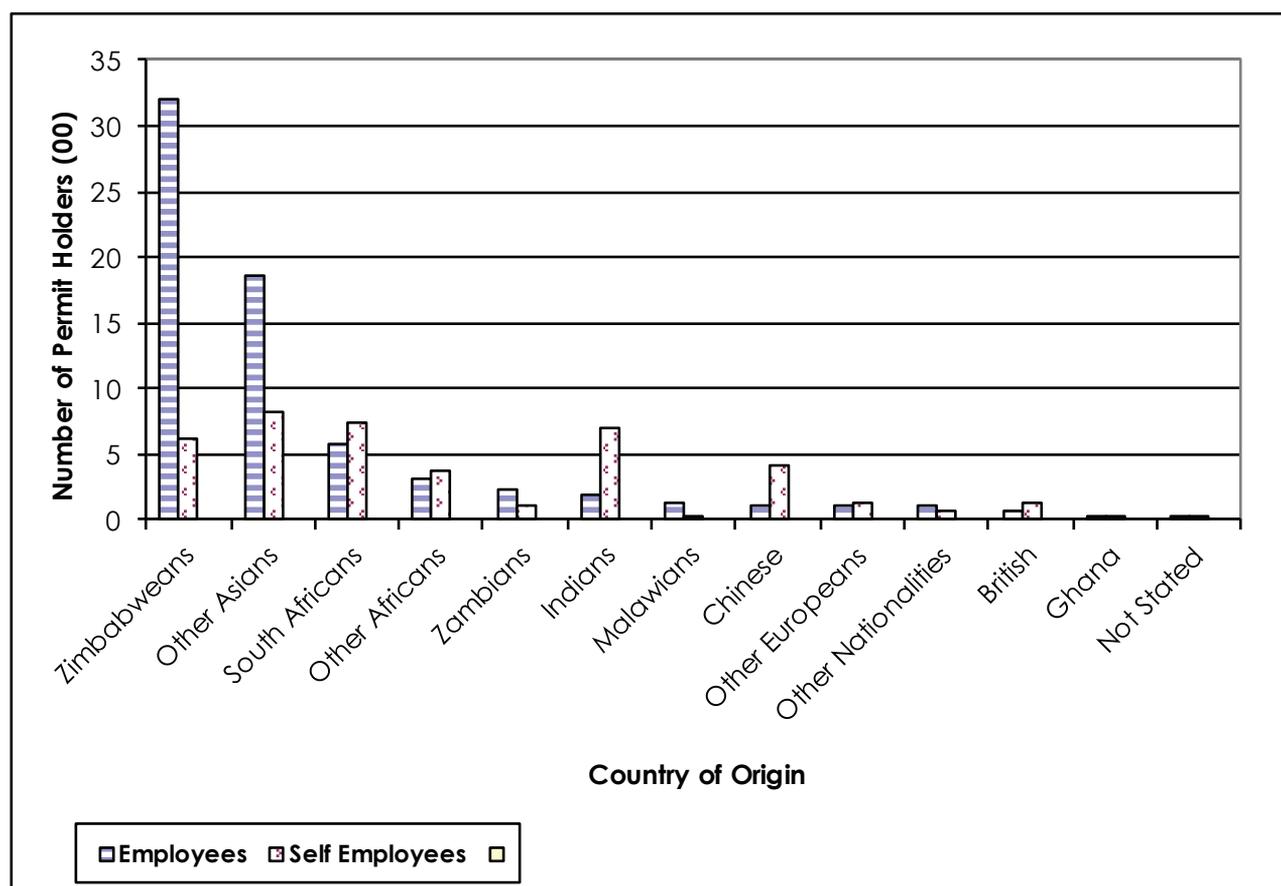
2.2.1 Work-Permit holders as at December 2012

Information on work-permit holders is of interest for monitoring and evaluation of manpower projections and for other business planning purposes. Data on work permit holders over an extended period gives an indication of whether the idea of localization is being achieved or not. It is of interest to know whether the number of work permit holders is decreasing or not over time. Presentation of work permit holders by occupation and industry gives an indication of jobs currently held by non-citizens or in need of expatriate recruitment, and as a result where there is need for training in preparation for localization.

Work permit holders by nationality are shown in Tables 2.2 and 2.3. Over the six-year period, the total work permits issued increased by 3,476 (45.8 percent) from 7,586 in 2006 to 11,062 in 2012. Comparison of work permit holders as at end of the years 2011 and 2012 shows that there was a decrease of 28.8 percent (from 15,529 in 2011 to 11,062 in 2012). Out of the 11,062 work permit holders recorded as active at end of December 2012, 6,897 (62.3 percent) were employees while 4,165 (37.7 percent) were self-employed. The majority of work permit holders were males 8,540 (77.2 percent). The highest number of permit holders were Zimbabweans with 3,823 (34.6 percent), followed by Chinese with 2,676 (24.2 percent) and South African with 1,324 (12.0 percent).

Figure 2.2 depicts employees and self-employed work permit holders by nationality as at end of December 2012. Zimbabweans recorded the highest number of employee work permit holders with 3,198 persons (46.4 percent) followed by Chinese with 1,864 persons (27.0 percent). For the self-employed Chinese were the dominant work permit holders with 812 persons (19.5 percent) followed by South Africans with 740 persons (17.8 percent).

Figure 2.2: Work Permit Holders by Nationality, December 2012



The age distribution of work permits holders as at end of December 2012 is shown in Table 2.4. For both employees and self-employed, work-permit holders were concentrated mostly in the ages ranging from 25 to 44 years (64.5 percent).

Table 2.5 gives the industry distribution for employees and self-employed permit holders as at end of December 2012. For employees, the Construction industry had the highest number of work permit holders with 2,213 persons (32.1 percent), followed by Agriculture and Education with 1,971 (28.6 percent) and 469 persons (6.8 percent) respectively. Wholesale was the dominant activity for self-employed work permit holders with 1,239 persons (29.7 percent) followed by Real Estate with 1,112 persons (26.7 percent) and Construction with 558 persons (13.4 percent).

Table 2.6 show Occupational groups for employees only; based on whether they are new or renewed work permits. A large proportion of new employee work permit holders was in the Elementary Occupations with 1,545 persons (26.4 percent), followed by Professionals with 1,073 persons (18.3 percent) while Professionals and Technicians recorded 1,027 (17.5 percent) and 944 (16.1 percent) persons respectively. As for renewed employees permit holders, Elementary Occupations still had a large proportion with 387 persons (37.3 percent), followed by Technicians and Professionals with 226 (21.8 percent) and 133 persons (12.8 percent) respectively.

2.2.2 Work-permit holders as at the end of 2011 and 2012

Comparison of work-permit holders, as at the end of the years 2011 and 2012, is given in Tables 2.7, 2.8 and 2.9. Overall, there was a decrease of 28.8 percent (from 15,529 as at December 2011 to 11,062 as at December 2012). Employee permit holders decreased by 31.4 percent (from 10,054 to 6,897) while Self-employed also declined by 23.9 percent (from 5,475 to 4,165 persons) during the same period.

Table 2.1: Estimated Number of Paid Non-Citizen Employees by Economic Activity and Sex

SECTOR/ ECONOMIC ACTIVITY	Mar-11			Jun-11			Mar-12			Jun-12		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	555	224	779	507	173	680	556	199	754	521	224	744
Mining and Quarrying	330	32	362	342	36	378	291	36	327	314	37	361
Manufacturing	1,825	527	2,353	2,121	766	2,887	1,654	260	1,914	1,975	363	2,339
Electricity and Water	11	17	28	11	-	11	11	9	20	11	9	20
Construction	2,022	272	2,294	1,716	243	1,958	1,675	175	1,850	1,549	158	1,708
Wholesale & Retail Trade	2,858	952	3,810	2,200	524	2,724	2,298	559	2,857	2,162	417	2,579
Hotels & Restaurants	485	339	824	794	349	1,144	454	263	717	396	201	597
Transport & Communication	1,035	459	1,494	726	288	1,014	557	64	620	584	74	658
Financial Intermediaries	229	39	268	138	35	173	131	26	157	131	35	166
Real Estate & Business Activities	712	173	884	828	249	1,077	731	212	943	675	160	835
Education	1,321	1,047	2,368	1,350	1,200	2,550	1,090	1,043	2,133	1,214	974	2,188
Health & Social Work	270	238	508	234	229	463	208	206	415	259	208	467
Other Community Activities	190	138	328	191	116	307	123	133	256	126	135	261
Private & Parastatal	11,842	4,457	16,299	11,158	4,208	15,366	9,779	3,185	12,963	9,917	2,995	12,923
Private	11,439	4,377	15,816	10,805	4,175	14,979	9,432	3,127	12,558	9,577	2,938	12,526
Parastatal	403	80	483	353	59	412	347	58	405	340	57	397
Central Government	1,155	605	1,760	1,134	596	1,730	979	513	1,492	990	514	1,504
Local Government	193	143	336	174	140	314	148	94	242	130	85	215
All Sectors	13,190	5,205	18,395	12,466	4,944	17,410	10,906	3,792	14,697	11,037	3,594	14,642

Table 2.2: Work Permit Holders by Nationality, 2006 – 2012

Nationality	2006	2007	2008	2009	2010	2011	2012
South Africans	824	926	1,473	1,711	1,787	1,795	1,324
Zimbabweans	3,165	4,402	6,947	8,779	7,506	5,419	3,823
Zambians	324	373	465	508	452	476	343
Malawians	100	129	181	230	206	197	156
Ghanaians	75	70	76	79	-	53	42
Other Africans	576	739	1,067	1,263	1,101	943	683
British	210	209	271	282	265	279	201
Other Europeans	143	168	227	242	195	282	222
Indians	781	1,016	1,509	1,657	1,339	1,194	890
Chinese	793	1,250	2,141	3,005	3,280	3,827	2,676
Other Asians	502	711	1,110	1,194	958	844	524
Other Nationalities	79	89	123	121	197	216	176
Not stated	14	12	12	9	-	4	2
Total	7,586	10,094	15,602	19,080	17,286	15,529	11,062

Table 2.3: Total Work Permit Holders by Nationality and Type of Permit, December 2012

Nationality	Employees			Self - Employed			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
South Africans	462	122	584	500	240	740	962	362	1,324
Zimbabweans	2,217	981	3,198	479	146	625	2,696	1,127	3,823
Zambians	177	58	235	86	22	108	263	80	343
Malawians	113	11	124	26	6	32	139	17	156
Ghana	18	2	20	14	8	22	32	10	42
Other Africans	232	71	303	295	85	380	527	156	683
British	54	15	69	86	46	132	140	61	201
Other Europeans	78	24	102	82	38	120	160	62	222
Indians	166	22	188	587	115	702	753	137	890
Other Asians	90	19	109	367	48	415	457	67	524
Chinese	1,754	110	1,864	541	271	812	2,295	381	2,676
Other Nationalities	67	33	100	49	27	76	116	60	176
Not Stated	-	1	1	-	1	1	-	2	2
Total	5,428	1,469	6,897	3,112	1,053	4,165	8,540	2,522	11,062

Table 2.4: Total Work Permit Holders by Age-Group and Type of Permit - December 2012

Age Group	Employees			Self - Employed			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<25	50	14	64	53	27	80	103	41	144
25-29	522	155	677	339	110	449	861	265	1,126
30-34	934	326	1,260	504	175	679	1,438	501	1,939
35-39	999	354	1,353	539	184	723	1,538	538	2,076
40-44	1,029	264	1,293	525	177	702	1,554	441	1,995
45-49	856	155	1,011	422	134	556	1,278	289	1,567
50-54	494	107	601	311	100	411	805	207	1,012
55-59	267	61	328	162	73	235	429	134	563
60-64	162	20	182	110	46	156	272	66	338
65+	115	13	128	147	27	174	262	40	302
Total	5,428	1,469	6,897	3,112	1,053	4,165	8,540	2,522	11,062

Table 2.5: Total Work Permit Holders by Industry and Type of Permit as at December 2012

Industry	Employees			Self - Employed			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	1,275	696	1,971	105	32	137	1,380	728	2,108
Mining and Quarrying	119	7	126	8	0	8	127	7	134
Manufacturing	341	84	425	370	108	478	711	192	903
Electricity & Water	52	8	60	12	9	21	64	17	81
Construction	2,118	95	2,213	486	72	558	2,604	167	2,771
Wholesale & Retail	170	11	181	922	317	1,239	1,092	328	1,420
Hotels & Restaurant	98	54	152	80	40	120	178	94	272
Transport & Comm.	302	30	332	111	59	170	413	89	502
Finance	42	7	49	61	16	77	103	23	126
Real Estate	297	51	348	818	294	1,112	1,115	345	1,460
Education	265	204	469	21	36	57	286	240	526
Health	108	108	216	55	26	81	163	134	297
Other Community	233	74	307	60	44	104	293	118	411
Private Households	2	32	34	-	-	-	2	32	34
Foreign Mission	5	7	12	-	-	-	5	7	12
Not Stated	1	1	2	3	-	3	4	1	5
Total	5,428	1,469	6,897	3,112	1,053	4,165	8,540	2,522	11,062

Table 2.6: New and Renewed Work Permits by Occupation (Employees) as at December 2012

Occupation	New			Renewed			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers/Administrators	611	102	713	99	27	126	710	129	839
Professionals	871	156	1,027	115	18	133	986	174	1,160
Technicians	720	224	944	156	70	226	876	294	1,170
Clerks	4	7	11	0	0	0	4	7	11
Service/Sales Workers	86	59	145	13	6	19	99	65	164
Skilled Agri. Workers	5	1	6	1	0	1	6	1	7
Craft Workers	1,019	54	1,073	66	11	77	1,085	65	1,150
Plant & Machine Operators	375	20	395	65	2	67	440	22	462
Elementary Occupations	948	597	1,545	272	115	387	1,220	712	1,932
Other	1	0	1	1	0	1	2	0	2
Total	4,640	1,220	5,860	788	249	1,037	5,428	1,469	6,897

Table 2.7: Total Work Permit Holders by Nationality – 2011 and 2012

Nationality	2011				2012			
	Employees	Self-Employed	Total	% Distr.	Employees	Self-Employed	Total	% Distr.
South Africans	912	883	1,795	11.6	584	740	1,324	12
Zimbabweans	4,646	773	5,419	34.9	3,198	625	3,823	34.6
Zambians	338	138	476	3.1	235	108	343	3.1
Malawians	152	45	197	1.3	124	32	156	1.4
Ghanaians	29	24	53	0.3	20	22	42	0.4
Other Africans	439	504	943	6.1	303	380	683	6.2
British	111	168	279	1.8	69	132	201	1.8
Other Europeans	140	142	282	1.8	102	120	222	2
Indians	260	934	1,194	7.7	188	702	890	8
Chinese	2,711	1,116	3,827	24.6	1,864	812	2,676	24.2
Other Asians	181	663	844	5.4	109	415	524	4.7
Other Nationalities	134	82	216	1.4	100	76	176	1.6
Not stated	1	3	4	0	1	1	2	0
Total	10,054	5,475	15,529	100	6,897	4,165	11,062	100

Table 2.8: Total Work Permit Holders (Employees) as at the end of 2011 and 2012, New/Renewed Permits by Occupation

Occupation	2011				2012			
	New	Renewal	Total	% Distr.	New	Renewal	Total	% Distr.
Managers/Administrators	1,051	163	1,214	12.1	713	126	839	12.2
Professionals	1,576	194	1,770	17.6	1,027	133	1,160	16.8
Technicians	1,455	300	1,755	17.5	944	226	1,170	17
Clerks	14	1	15	0.1	11	0	11	0.2
Service/Sales Workers	212	23	235	2.3	145	19	164	2.4
Skilled Agric. Workers	8	1	9	0.1	6	1	7	0.1
Craft Workers	1,685	99	1,784	17.7	1,073	77	1,150	16.7
Plant & Machine Operators	560	78	638	6.3	395	67	462	6.7
Elementary Occupations	2,176	456	2,632	26.2	1,545	387	1,932	28
Not Stated	1	1	2	0	1	1	2	0
Total	8,738	1,316	10,054	100	5,860	1,037	6,897	100

Table 2.9: Total Work Permit Holders by Industry – 2011 and 2012

Industry	2011				2012			
	Employees	Self-Employed	Total	% Distr.	Employees	Self-Employed	Total	% Distr.
Agriculture	2,675	173	2,848	18.3	1,971	137	2,108	19.1
Mining	178	10	188	1.2	126	8	134	1.2
Manufacturing	576	706	1,282	8.3	425	478	903	8.2
Electricity & Water	74	39	113	0.7	60	21	81	0.7
Construction	3,270	727	3,997	25.7	2,213	558	2,771	25
Wholesale & Retail Trade	268	1,568	1,836	11.8	181	1,239	1,420	12.8
Hotels & Restaurant	171	169	340	2.2	152	120	272	2.5
Transport & Communication	486	206	692	4.5	332	170	502	4.5
Financial Intermediaries	79	99	178	1.1	49	77	126	1.1
Real Estate & Business Activities	671	1,458	2,129	13.7	348	1,112	1,460	13.2
Health & Social Work	278	113	391	2.5	469	57	526	4.8
Education	856	71	927	6	216	81	297	2.7
Other Community Services	403	129	532	3.4	307	104	411	3.7
Private Households	51	-	51	0.3	34	-	34	0.3
Foreign Missions	16	-	16	0.1	12	-	12	0.1
Not Stated	2	7	9	0.1	2	3	5	0
Total	10,054	5,475	15,529	100	6,897	4,165	11,062	100

WAGES / EARNINGS

This chapter presents earnings data collected during the March, June, September and December 2012 employment surveys, as well as the minimum hourly wage rates.

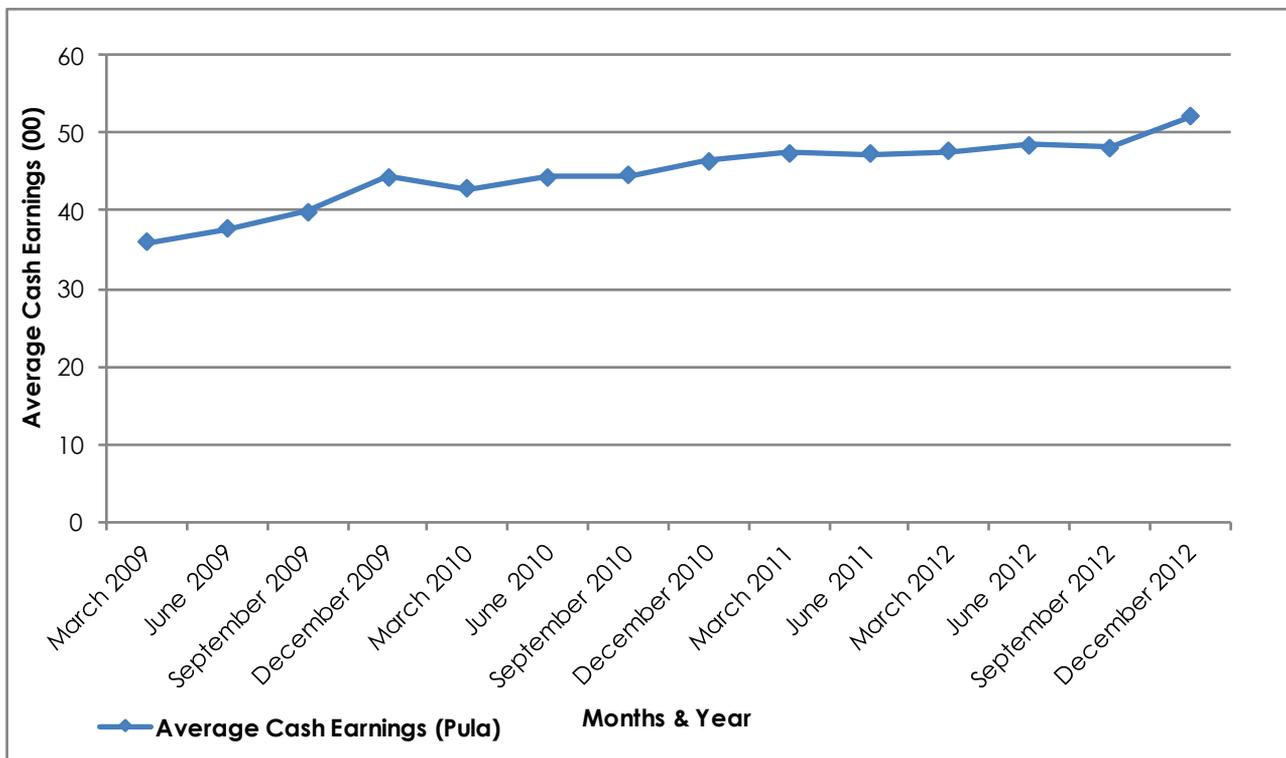
3.1 Monthly Average Earnings.

Estimated monthly average earnings and total monthly earnings for September 2012 are presented on Table 3.7.

Average monthly earnings were P4,997 for citizens, P14,182 for non-citizens and P4,810 for all employees as at the end of September 2012. Average earnings for all employees showed 8.1 percent increase from P4,451 in September 2010 to P4,810 in September 2012, (Table 3.11).

Monthly average earnings from March 2009 to December 2012 for citizen employees are presented on Table 3.9. Monthly average earnings for non-citizens and all employees are presented in Table 3.10 and Table 3.11 respectively for March 2009 to December 2012. Figure 3.1 below shows that average earnings for all employees has been increasing between March 2009 and December 2009. A decline was recorded in March 2010, but the average earnings increased again in the following months.

Figure 3.1: Monthly Average Earnings for all employees, March 2009 - December 2012



3.2 Minimum Hourly Wage Rates

Minimum hourly wage rates in Thebe per hour, presented for Private and Parastatal organisations only, appear on Table 3.12. There has been some increase on minimum hourly wage on yearly basis. The minimum hourly wage rates have not changed between 2008 and 2011. These minimum hourly wage rates are compiled by the Department of Labour and Social Security in the Ministry of Labour and Home Affairs.

Table 3.1: Estimated Average Earnings of Paid Employees by Industry, Sex and Citizenship - March 2012

Industry	Citizens			Non_Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	1,003	901	957	4,410	4,292	4,384	1,503	1,012	1,348
Mining & Quarrying	8,606	11,967	9,008	37,682	27,236	36,532	9,412	10,476	9,764
Manufacturing	3,456	2,231	2,903	10,449	10,058	10,396	4,015	2,169	3,294
Water & Electricity	11,787	10,055	11,327	31,264	8,972	21,233	11,861	10,027	11,377
Construction	2,773	2,579	2,743	9,160	16,125	9,819	3,309	2,279	3,301
Wholesale & Retail	2,919	2,155	2,555	10,562	10,272	10,505	3,598	2,188	3,030
Hotels & Restaurants	2,254	1,751	1,928	8,484	5,935	7,549	2,696	1,818	2,158
Transport & Communication	7,127	5,571	6,489	19,645	9,081	18,586	8,018	5,122	7,068
Financial Intermediaries	13,633	11,436	12,232	52,031	38,439	49,780	15,247	11,343	12,933
Real Estate	5,262	6,440	5,613	19,696	10,933	17,726	6,033	6,056	6,202
Education	9,510	5,868	7,195	13,368	8,937	11,201	10,539	6,331	8,020
Health & Social work	9,298	6,563	7,275	27,266	17,173	22,191	13,721	7,639	9,437
Other Community Services	3,716	2,178	2,702	6,280	4,808	5,515	3,935	2,317	2,877
Private & Parastatal	4,780	3,900	4,410	14,089	11,164	13,385	5,491	3,863	4,943
Private	3,933	3,094	3,579	13,434	10,827	12,798	4,698	3,126	4,158
Parastatal	13,215	12,352	12,862	30,529	27,476	30,091	13,796	12,478	13,265
Central Government	6,087	6,560	6,334	13,791	10,566	12,683	6,239	6,598	6,426
Local Government	1,636	2,215	1,835	19,997	14,772	17,968	1,693	2,262	1,889
Ipelegeng Program	360	360	360	-	-	-	360	360	360
Local Gov. Excl. Ipelegeng	5,047	3,882	4,459	19,997	14,772	17,968	5,216	3,959	4,583
All sectors excl. Ipelegeng Programme employees	5,172	4,872	5,034	14,146	11,173	13,389	5,676	4,819	5,379
All Sectors	4,363	4,534	4,438	14,146	11,173	13,389	4,825	4,505	4,762

Table 3.2: Estimated Average Earnings of Paid Employees by Industry, Sex and Citizenship - June 2012

Industry	Citizens			Non_Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	1,006	866	941	4,099	2,525	3,631	1,445	901	1,244
Mining & Quarrying	11,170	14,162	11,520	47,173	25,608	43,656	12,230	12,085	12,480
Manufacturing	3,188	2,512	2,879	11,826	12,027	11,852	4,012	2,478	3,450
Water & Electricity	11,727	10,008	11,273	31,264	8,972	21,233	11,801	9,980	11,323
Construction	2,973	2,464	2,899	10,166	16,433	10,740	3,527	2,205	3,470
Wholesale & Retail	2,972	2,231	2,635	12,197	15,791	12,778	3,715	2,309	3,182
Hotels & Restaurants	2,108	1,796	1,902	8,697	6,494	7,955	2,530	1,848	2,108
Transport & Communication	7,618	6,173	7,063	17,677	8,025	16,591	8,336	5,606	7,546
Financial Intermediaries	14,602	12,048	12,964	44,291	25,283	40,283	15,859	11,920	13,501
Real Estate	5,730	6,396	5,933	20,876	11,996	19,175	6,482	6,018	6,502
Education	9,755	6,578	7,776	13,284	9,534	11,615	10,748	6,783	8,582
Health & Social work	9,802	6,480	7,354	23,743	16,661	20,589	13,757	7,335	9,447
Other Community Services	3,673	2,062	3,261	6,079	4,892	5,465	3,888	2,213	3,402
Private & Parastatal	5,057	4,023	4,637	14,064	11,104	13,366	5,786	3,950	5,183
Private	4,154	3,181	3,761	13,446	10,790	12,811	4,947	3,472	4,360
Parastatal	14,328	12,848	13,716	31,450	27,297	30,854	14,891	12,964	14,106
Central Government	6,115	6,584	6,361	13,741	10,548	12,650	6,267	6,622	6,452
Local Government	1,538	2,109	1,735	18,194	11,993	15,743	1,581	2,141	1,775
Ipelegeng Program	360	360	360	0	0	0	360	360	360
Local Gov. Excl. Ipelegeng	5,000	3,893	4,438	18,194	11,993	15,743	5,135	3,946	4,532
All sectors excl. Ipelegeng Programme employees	5,350	4,944	5,171	14,083	11,046	13,327	5,870	4,866	5,526
All Sectors	4,476	4,566	4,522	14,083	11,046	13,327	4,953	4,518	4,855

Table 3.3: Estimated Average Earnings of Paid Employees by Industry, Sex and Citizenship - September 2012

Industry	Citizens			Non_Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	940	892	918	3,967	1,370	3,316	1,468	928	1,233
Mining & Quarrying	8,159	9,265	8,295	39,172	25,899	37,868	9,090	9,657	9,159
Manufacturing	3,781	2,714	3,299	15,360	20,633	16,180	4,899	3,128	4,133
Water & Electricity	12,391	10,654	11,929	37,445	8,763	21,875	12,457	10,638	11,971
Construction	2,811	2,769	2,804	11,199	21,544	12,461	3,529	3,963	3,598
Wholesale & Retail	3,635	2,371	3,055	11,854	8,861	11,223	4,376	2,568	3,575
Hotels & Restaurants	2,253	1,844	1,993	8,592	10,641	9,147	2,739	1,997	2,278
Transport & Communication	7,308	6,478	6,987	17,986	18,715	18,203	8,256	7,226	7,864
Financial Intermediaries	12,787	10,712	11,462	52,474	35,123	49,424	14,446	10,840	12,175
Real Estate	5,061	6,586	5,527	20,661	12,513	19,123	5,915	6,766	6,174
Education	10,322	6,645	8,046	14,364	10,065	12,424	11,463	7,212	8,985
Health & Social work	8,481	5,815	6,559	22,078	13,341	17,536	12,158	6,856	8,534
Other Community Services	4,079	2,144	2,807	18,728	12,904	16,506	5,765	2,576	3,727
Private & Parastatal	4,901	4,004	4,527	14,747	12,770	14,260	5,768	4,377	5,204
Private	5,384	4,391	4,970	14,999	12,741	14,438	6,279	4,774	5,670
Parastatal	13,686	11,782	12,899	36,046	27,028	34,732	14,432	11,908	13,405
Central Government	6,003	6,517	6,271	10,863	13,769	12,781	6,214	6,500	6,364
Local Government	2,468	1,233	1,662	22,062	14,987	19,181	2,550	1,255	1,705
Ipelegeng Program	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
All sectors excl. Ipelegeng Programme employees	5,063	5,080	5,071	14,647	13,021	14,182	5,680	5,275	5,504
All Sectors	4,838	3,970	4,408	14,647	13,021	14,182	5,438	4,148	4,810

Table 3.4: Estimated Average Earnings of Paid Employees by Industry, Sex and Citizenship - December 2012

Industry	Citizens			Non_Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	989	870	935	1,164	1,113	1,157	1,054	897	996
Mining & Quarrying	8,687	9,550	8,794	36,438	20,142	35,260	9,531	9,729	9,555
Manufacturing	3,680	2,904	3,322	14,079	17,645	14,835	4,658	3,370	4,085
Water & Electricity	12,486	10,564	11,956	38,904	13,013	26,290	12,569	10,583	12,019
Construction	3,369	2,842	3,287	14,755	18,387	15,032	5,129	4,014	4,968
Wholesale & Retail	3,688	2,611	3,207	12,045	8,767	11,277	4,463	2,841	3,763
Hotels & Restaurants	2,246	1,877	1,997	11,008	10,563	10,889	2,824	2,008	2,283
Transport & Communication	8,320	6,606	7,551	18,071	20,765	19,104	9,127	7,520	8,413
Financial Intermediaries	13,735	11,534	12,327	49,075	36,662	46,948	15,206	11,661	12,970
Real Estate	5,240	6,090	5,499	22,964	13,667	20,936	6,121	6,334	6,185
Education	10,955	6,841	8,334	15,649	11,587	13,673	12,380	7,746	9,592
Health & Social work	8,830	6,036	6,841	22,085	12,860	17,228	12,271	6,966	8,668
Other Community Services	5,745	2,974	3,920	6,538	3,291	4,688	5,809	2,992	3,970
Private & Parastatal	5,605	4,453	5,114	14,989	12,877	14,466	6,588	4,868	5,879
Private	4,720	3,678	4,275	14,472	12,604	14,004	5,796	4,148	5,118
Parastatal	14,431	12,568	13,655	33,683	32,676	33,537	15,079	12,733	14,116
Central Government	6,370	6,575	6,479	14,099	11,202	13,106	6,523	6,618	6,573
Local Government	1,504	2,015	1,682	19,768	10,896	16,219	1,538	2,035	1,712
Ipelegeng Program	360	360	360	0	0	0	360	360	360
Local Gov. Excl. Ipelegeng	5,178	4,130	4,657	19,768	10,896	16,219	5,293	4,166	4,733
All sectors excl. Ipelegeng Programme employees	5,794	5,213	5,524	14,967	12,678	14,379	6,478	5,443	6,008
All Sectors	4,757	4,745	4,752	14,967	12,678	14,379	5,383	4,968	5,205

Table 3.5: Estimated Total and Average Employee Cash Earnings by Sector, Economic Activity and Citizenship, March 2012 (Pula)

SECTOR/ ECONOMIC ACTIVITY	MONTHLY TOTAL (P'000)			MONTHLY AVERAGE (PULA)		
	Citizens	Non-Citizens	Total	Citizens	Non-Citizens	Total
Agriculture	5,608	3,306	8,914	957	4,384	1,348
Mining & Quarrying	104,378	11,946	116,324	9,008	36,532	9,764
Manufacturing	100,860	19,897	120,758	2,903	10,396	3,294
Electricity & Water	44,411	425	44,836	11,327	21,233	11,377
Construction	59,244	18,164	77,408	2,743	9,819	3,301
Wholesale & Retail Trade	114,909	30,014	144,923	2,555	10,505	3,030
Hotel & Restaurant	32,489	5,413	37,902	1,928	7,549	2,158
Transport & Communication	80,019	11,523	91,543	6,489	18,586	7,068
Financial Intermediaries	100,925	7,816	108,741	12,232	49,780	12,933
Real Estate & Business activities	103,607	16,715	120,323	5,613	17,726	6,202
Education	59,196	23,892	83,088	7,195	11,201	8,020
Health & social work	17,809	9,209	27,018	7,275	22,191	9,437
Other Community activities	10,418	1,412	11,829	2,702	5,515	2,877
Private & Parastatal	833,875	159,732	993,607	4,410	13,385	4,943
Private	616,301	147,545	763,846	3,579	12,798	4,158
Parastatal	217,573	12,187	229,760	12,862	30,091	13,265
Central Government	648,089	18,922	667,011	6,334	12,683	6,426
Local Government	133,149	2,676	138,696	1,835	17,968	1,889
Ipelegeng Program	16,716	-	20,156	360	-	360
Local Gov. Excl. Ipelegeng	116,434	2,676	118,540	4,459	17,968	4,583
All sectors excl. Ipelegeng Programme employees	1,598,397	183,003	1,781,400	5,034	13,389	5,379
All Sectors	1,615,112	183,003	1,798,115	4,438	13,389	4,762

Table 3.6: Estimated Total and Average Employee Cash Earnings by Sector, Economic Activity and Citizenship June 2012 (Pula)

SECTOR/ ECONOMIC ACTIVITY	MONTHLY TOTAL (P'000)			MONTHLY AVERAGE (PULA)		
	Citizens	Non-Citizens	Total	Citizens	Non-Citizens	Total
Agriculture	5,513	2,701	8,215	941	3,631	1,244
Mining & Quarrying	135,012	15,760	150,772	11,520	43,656	12,480
Manufacturing	99,141	27,723	126,864	2,879	11,852	3,450
Electricity & Water	44,462	425	44,886	11,273	21,233	11,323
Construction	62,955	18,343	81,298	2,899	10,740	3,470
Wholesale & Retail Trade	119,225	32,955	152,180	2,635	12,778	3,182
Hotel & Restaurant	32,304	4,749	37,054	1,902	7,955	2,108
Transport & Communication	87,049	10,917	97,966	7,063	16,591	7,546
Financial Intermediaries	107,196	6,687	113,883	12,964	40,283	13,501
Real Estate & Business activities	110,275	16,011	126,286	5,933	19,175	6,502
Education	63,955	25,413	89,368	7,776	11,615	8,582
Health & social work	18,283	9,615	27,898	7,354	20,589	9,447
Other Community activities	12,427	1,426	13,853	3,261	5,465	3,402
Private & Parastatal	897,796	172,726	1,070,522	4,637	13,366	5,183
Private	663,967	160,477	824,444	3,761	12,811	4,360
Parastatal	233,829	12,249	246,078	13,716	30,854	14,106
Central Government	652,515	19,025	671,540	6,361	12,650	6,452
Local Government	131,439	3,385	134,823	1,735	15,743	1,775
Ipelegeng Program	18,070	-	18,070	360	-	360
Local Gov. Excl. Ipelegeng	113,369	3,385	116,753	4,438	15,743	4,532
All sectors excl. Ipelegeng Programme employees	1,663,680	195,135	1,858,815	5,171	13,327	5,526
All Sectors	1,681,750	195,135	1,876,886	4,522	13,327	4,855

Table 3.7: Estimated Total and Average Employee Cash Earnings by Sector, Economic Activity and Citizenship September 2012 (Pula)

SECTOR/ ECONOMIC ACTIVITY	MONTHLY TOTAL (P'000)			MONTHLY AVERAGE (PULA)		
	Citizens	Non-Citizens	Total	Citizens	Non-Citizens	Total
Agriculture	5,163	2,828	7,991	918	3,316	1,233
Mining & Quarrying	95,340	13,102	108,443	8,295	37,868	9,159
Manufacturing	113,620	38,590	152,210	3,299	16,180	4,133
Electricity & Water	49,207	383	49,589	11,929	21,875	11,971
Construction	60,871	24,212	85,083	2,804	12,461	3,598
Wholesale & Retail Trade	136,016	33,960	169,976	3,055	11,223	3,575
Hotel & Restaurant	33,119	6,312	39,431	1,993	9,147	2,278
Transport & Communication	84,510	18,694	103,204	6,987	18,203	7,864
Financial Intermediaries	98,830	8,155	106,985	11,462	49,424	12,175
Real Estate & Business activities	100,169	17,326	117,494,444	5,527	19,123	6,174
Education	63,813	26,898	90,711	8,046	12,424	8,985
Health & social work	15,991	9,382	25,372	6,559	17,536	8,534
Other Community activities	11,034	4,671	15,705	2,807	16,506	3,727
Private & Parastatal	1,087,969	215,285	1,303,288	4,527	14,260	5,204
Private	867,669	201,218	1,068,922	4,970	14,438	5,670
Parastatal	220,300	14,067	234,366	12,899	34,732	13,405
Central Government	648,587	19,133	667,720	6,271	12,781	6,364
Local Government	130,600	3,721	134,251	1,662	19,181	1,705
Ipelegeng Program	18,942	-	18,942	360	-	360
Local Gov. Excl. Ipelegeng	111,587	3,721	115,308	4,306	19,181	4,417
All sectors excl. Ipelegeng Programme employees	1,627,856	227,366	1,855,223	5,757	14,182	5,504
All Sectors	1,646,798	227,366	1,874,165	4,997	14,182	4,810

Table 3.8: Estimated Total and Average Employee Cash Earnings by Sector, Economic Activity and Citizenship December 2012 (Pula)

SECTOR/ ECONOMIC ACTIVITY	MONTHLY TOTAL (P'000)			MONTHLY AVERAGE (PULA)		
	Citizens	Non-Citizens	Total	Citizens	Non-Citizens	Total
Agriculture	4,274	2,004	6,278	935	1,157	996
Mining & Quarrying	102,785	12,200	114,985	8,794	35,260	9,555
Manufacturing	114,887	36,419	151,298	3,322	14,835	4,085
Electricity & Water	52,822	526	53,335	11,956	26,290	12,019
Construction	66,469	50,762	117,569	3,287	15,032	4,968
Wholesale & Retail Trade	142,472	37,022	179,494	3,207	11,277	3,763
Hotel & Restaurant	33,969	6,163	40,132	1,997	10,889	2,283
Transport & Communication	93,876	19,181	113,049	7,551	19,104	8,413
Financial Intermediaries	108,062	7,465	118,304	12,327	46,948	12,970
Real Estate & Business activities	100,156	17,753	117,910	5,499	20,936	6,185
Education	65,038	32,897	97,921	8,334	13,673	9,592
Health & social work	17,104	9,200	26,296	6,841	17,228	8,668
Other Community activities	15,143	1,275	16,556	3,920	4,688	3,970
Private & Parastatal	974,120	245,930	1,219,960	5,114	14,466	5,879
Private	740,947	232,353	971,856	4,275	14,004	5,118
Parastatal	234,607	13,683	248,290	13,655	33,537	14,116
Central Government	668,754	19,527	688,281	6,479	13,106	6,573
Local Government	136,020	2,676	138,696	1,682	16,219	1,712
Ipelegeng Program	20,156	-	20,156	360	0	360
Local Gov. Excl. Ipelegeng	115,864	2,676	118,540	4,657	16,219	4,733
All sectors excl. Ipelegeng Programme employees	1,759,870	268,239	2,026,343	5,524	14,379	6,008
All Sectors	1,780,028	268,239	2,046,739	4,752	14,379	5,205

Table 3.9: Estimated Monthly Average Cash Earnings of Citizen Employees (Pula), 2009-2012

SECTOR/ ECONOMIC ACTIVITY	March 2009	June 2009	Sept 2009	Dec 2009	March 2010	June 2010	Sept 2010	March 2011	June 2011	March 2012	June 2012	Sept 2012	Dec 2012
Agriculture	1,062	1,090	1,140	1,166	909	939	975	1,002	960	957	941	918	935
Mining and Quarrying	6,857	8,906	7,784	8,551	7,242	8,317	8,312	8,811	10,174	9,008	11,520	8,295	8,794
Manufacturing	1,831	1,723	1,864	2,194	2,029	2,337	2,386	2,520	2,456	2,903	2,879	3,299	3,322
Electricity and Water	9,806	9,847	10,278	10,026	9,972	9,766	9,803	10,426	10,606	11,327	11,273	11,929	11,956
Construction	2,047	1,609	1,790	2,210	2,178	2,350	2,637	2,743	2,910	2,743	2,899	2,804	3,287
Wholesale & Retail Trade	2,339	3,195	2,326	3,004	2,474	2,384	2,647	3,288	3,333	2,555	2,635	3,055	3,207
Hotels & Restaurants	1,577	1,865	1,426	1,909	1,602	1,767	1,759	1,848	1,671	1,928	1,902	1,993	1,997
Transport and Communication	5,522	5,250	5,429	5,975	5,532	6,054	6,595	6,968	6,765	6,489	7,063	6,987	7,551
Financial Intermediaries	8,336	10,627	9,563	11,137	11,035	11,110	1,509	11,917	11,869	12,232	12,964	11,462	12,327
Real Estate & Business Services	4,265	3,860	4,289	4,647	5,062	5,446	5,435	5,493	5,687	5,613	5,933	5,527	5,499
Education	5,480	5,667	6,484	7,161	8,093	7,701	7,844	7,636	7,648	7,195	7,776	8,046	8,334
Health & Social Work	5,308	3,206	4,138	4,629	5,546	6,286	6,008	5,853	6,079	7,275	7,354	6,559	6,841
Other Community Activities	2,107	2,701	2,493	2,352	2,297	2,611	2,698	2,810	2,837	2,702	3,261	2,807	3,920
Private & Parastatal	3,287	3,594	3,399	3,915	3,742	4,011	4,103	4,392	4,510	4,410	4,637	4,527	5,114
Private	2,703	2,981	2,740	3,146	3,034	3,293	3,365	3,606	3,722	3,579	3,761	4,970	4,275
Parastatal	10,117	10,526	10,881	12,636	11,493	11,708	11,906	12,561	12,734	12,862	13,716	12,899	13,655
Central Government	5,230	5,306	5,334	5,363	5,358	5,368	5,294	5,992	6,059	6,334	6,361	6,271	6,479
Local Government	1,366	1,439	2,089	2,430	2,368	2,307	2,165	1,970	1,787	1,835	1,735	1,662	1,682
Ipelegeng Program	360	360	360	360	360	360	360			360	360	360	360
Local Gov. Excl. Ipelegeng	3,700	4,013	4,410	4,686	4,678	360	4,789	360	360	4,459	4,438	4,306	4,657
All sectors excl. Ipelegeng Programme employees	3,939	4,175	4,103	4,448	4,344	4,479	4,597	4,478	4,452	5,034	5,171	5,757	5,524
All Sectors	3,293	3,468	3,687	4,073	3,960	4,052	4,106	4,360	4,339	4,438	4,522	4,997	4,752

Table 3.10: Estimated Monthly Average Cash Earnings of Non-Citizen Employees (Pula), 2009 - 2012

SECTOR/ ECONOMIC ACTIVITY	March 2009		June 2009		Sept 2009		Dec 2009		March 2010		June 2010		Sept 2010		Dec 2010		March 2011		June 2011		Sept 2011		Dec 2011		March 2012		June 2012		Sept 2012		Dec 2012	
	Agriculture	1,500	3,658	2,145	2,199	1,653	2,826	1,956	1,813	2,545	3,954	4,384	3,631	3,316	1,157																	
Mining and Quarrying	27,917	28,351	29,661	35,140	35,417	37,873	39,862	49,860	42,879	38,798	36,532	43,656	37,868	35,260																		
Manufacturing	7,008	6,271	7,707	8,883	8,213	9,428	9,062	9,048	8,807	10,010	10,396	11,852	16,180	14,835																		
Electricity and Water	29,393	17,165	30,972	12,444	26,726	24,968	23,812	17,336	15,542	29,326	21,233	21,233	21,875	26,290																		
Construction	10,228	6,838	7,932	8,772	8,625	9,444	10,066	10,206	10,796	11,213	9,819	10,740	12,461	15,032																		
Wholesale & Retail Trade	8,054	11,816	9,166	10,948	9,278	12,073	10,358	10,510	10,072	12,240	10,505	12,778	11,223	11,277																		
Hotels & Restaurants	5,402	6,761	4,838	7,686	5,025	5,834	7,643	8,303	5,535	4,743	7,549	7,955	9,147	10,889																		
Transport and Communication	8,392	10,093	7,813	10,916	8,911	8,266	10,376	16,371	12,998	19,414	18,586	16,591	18,203	19,104																		
Financial Intermediaries	20,988	13,656	32,259	23,080	40,610	25,751	28,351	34,063	29,842	44,258	49,780	40,283	49,424	46,948																		
Real Estate & Business Services	10,976	9,313	11,090	12,841	12,907	15,267	18,925	20,297	31,489	24,524	17,726	19,175	19,123	20,936																		
Education	9,622	10,093	10,741	13,818	12,498	11,830	11,779	9,949	11,437	11,291	11,201	11,615	12,424	13,673																		
Health & Social Work	16,225	8,767	11,529	11,578	11,910	13,683	15,356	16,718	18,758	20,060	22,191	20,589	17,536	17,228																		
Other Community Activities	5,044	4,206	3,547	6,558	9,710	4,585	5,280	3,045	5,576	5,134	5,515	5,465	16,506	4,688																		
Private & Parastatal	9,344	9,322	9,232	11,061	9,754	11,535	11,464	12,118	12,275	13,090	13,385	13,366	14,260	14,466																		
Private	8,867	8,868	8,691	10,465	9,205	11,062	10,854	11,589	11,741	12,594	12,798	12,811	14,438	14,004																		
Parastatal	22,834	22,980	27,636	30,940	28,526	27,667	30,463	29,043	29,732	31,121	30,091	30,854	34,732	33,537																		
Central Government	10,806	10,851	10,688	11,341	11,092	10,662	10,542	11,605	11,758	12,006	12,683	12,650	12,781	13,106																		
Local Government	14,633	14,118	13,407	17,914	17,596	16,674	18,375	17,611	17,221	17,138	17,968	15,743	19,181	16,219																		
All Sectors	9,584	9,553	9,456	11,244	10,040	11,322	11,522	12,176	12,315	13,055	13,389	13,327	14,182	14,379																		

Table 3.1.1: Estimated Monthly Average Cash Earnings for All Employees (Pula), 2009 – 2012

SECTOR/ ECONOMIC ACTIVITY	March 2009		June 2009		Sept 2009		Dec 2009		March 2010		June 2010		Sept 2010		Dec 2010		March 2011		June 2011		Sept 2011		Dec 2011		March 2012		June 2012		Sept 2012		Dec 2012																																																																																																																																																																																																																																																																																											
	Agriculture	1,108	1,423	1,323	1,334	1,078	1,087	1,137	1,157	1,187	1,187	1,271	1,271	1,348	1,244	1,233	996	7,733	9,827	8,708	9,632	8,116	9,180	9,246	9,759	9,868	11,061	9,764	12,480	9,159	9,555	2,180	2,062	2,235	2,600	2,446	2,784	2,793	2,856	2,924	3,052	3,294	3,450	4,133	4,085	9,914	9,917	10,365	10,056	10,029	9,829	9,866	10,427	10,461	10,774	11,377	11,323	11,971	12,019	2,908	2,136	2,376	2,943	2,891	3,205	3,348	3,369	3,536	3,607	3,301	3,470	3,598	4,968	2,815	3,848	2,868	3,547	2,925	3,038	3,177	3,515	3,834	3,844	3,030	3,182	3,575	3,763	1,799	2,221	1,607	2,155	1,854	1,970	2,006	2,008	2,026	1,876	2,158	2,108	2,278	2,283	5,754	5,531	5,695	6,591	5,951	6,343	6,818	7,565	7,667	7,754	7,068	7,546	7,864	8,413	8,887	10,802	10,127	11,593	11,447	11,599	12,057	12,277	12,479	12,523	12,933	13,501	12,175	12,970	4,853	4,509	4,908	5,455	5,807	6,332	6,400	6,567	6,711	6,761	6,202	6,502	6,174	6,185	6,451	6,784	7,556	8,653	9,074	8,699	8,796	8,524	8,535	8,572	8,020	8,582	8,985	9,592	7,300	4,060	5,363	5,859	6,745	7,619	7,580	8,125	8,132	8,318	9,437	9,447	8,534	8,668	2,260	2,807	2,568	2,662	3,329	2,760	2,842	3,062	3,029	3,006	2,877	3,402	3,727	3,970	3,802	4,105	3,904	4,521	4,271	4,638	4,660	4,873	5,022	5,154	4,943	5,183	5,204	5,879	3,250	3,532	3,282	3,799	3,607	3,977	3,980	4,141	4,294	4,429	4,158	4,360	5,670	5,118	10,609	10,991	11,423	13,226	12,033	12,178	12,450	13,012	13,050	13,180	13,265	14,106	13,405	14,116	5,319	5,397	5,420	5,435	5,445	5,447	5,548	6,066	6,091	6,160	6,426	6,452	6,364	6,573	1,423	1,495	2,169	2,544	2,478	2,410	2,252	2,012	2,041	1,846	1,889	1,775	1,705	1,712	Ipelegeng Program	396	396	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	4,968	4,651	4,629	4,593	4,583	4,532	4,417	4,733	All sectors excl. Ipelegeng Programme employees	4,266	4,501	4,420	4,832	4,682	4,820	4,959	5,220	4,682	4,820	5,379	5,526	5,504	6,008	All Sectors	3,594	3,771	3,992	4,443	4,288	4,428	4,451	4,641	4,746	4,731	4,762	4,855	4,810

Table 3.12: Minimum Hourly Wage Rates (Thebe)

	(May) 2006	(April) 2007	(April) 2008	(April) 2009	(April) 2010	(April) 2011	(April) 2012	(June) 2013	(June) 2014
Private and Parastatals									
Building, Construction, Exploration and Quarrying	335	355	380	380	380	380	420	450	486
Manufacturing, Service and Repair Trades	335	355	380	380	380	380	420	450	486
Wholesale Distributive Trades	335	355	380	380	380	380	420	450	486
Retail Distributive Trades	290	310	330	330	330	330	370	400	432
Hotel, Catering and Entertainment Trades	335	355	380	380	380	380	420	450	486
Garage, Motor Trades and Road Transport	335	355	380	380	380	380	420	450	486
Retail and Wholesale Night watchmen	280	300	320	320	320	320	350	380	410
Security Guards Employed by Security Companies	280	355	380	380	380	380	420	450	486

Agricultural Sector – P550 per month (2014 June)
Domestic Service Sector – P2.70 per hour (2014 June)
 Source: Department of Labour and Social Security

ANNEXES

(i) TECHNICAL NOTE

Survey of Employment and Employees

1. Survey Coverage

The survey covers employees of establishments listed in the Stats Bots Enterprise and Establishment Register (EER). The register itself is maintained using a variety of sources, such as the Register of Companies maintained by the Ministry of Trade and Industry, the approval of trading licences, road transport licences, telephone directories, newspaper advertisements and feedback from other surveys.

The survey is generally confined to the formal sector, and hence employment outside this sector is usually not covered. Thus persons such as domestic workers, cobblers, street barbers, street vendors etc. are not covered. In addition, borehole syndicates, thrift loan societies, burial societies and associations are excluded from these surveys. Since September 1997 Employment survey, establishments employing less than 5 employees, e.g. taxis/combis and establishments whose employment status was not known were also excluded. The survey is conducted by means of mail questionnaire. If, after 15 days an establishment does not reply, a postal reminder is sent. If this also fails to elicit a response, members of the Labour Statistics Unit conduct follow-up visits.

2. Sample Design

This survey is designed to have fully enumerated and sampled strata.

The following establishments are fully enumerated:-

- Central Government
- Local Government
- Parastatal organisations
- Multi-establishment organisations
- Private companies employing 50 or more staff

Note that Central Government includes all Government and Government-aided schools, i.e. primary and secondary schools, TTCs and Colleges of education.

Establishments employing less than 50 staff are extracted from the EER by strata and stratified according to the ISIC division (see annex 3). A systematic random sample is then drawn from each ISIC division depending on the number of establishments in that particular ISIC division. The sampling scheme is as follows:-

Number of Employees	Number of establishments in ISIC group	Sampling Fraction
5 to 49	<6	1:01
	6-14	1:02
	15-30	1:03
	31-200	1:04
	201-500	1:05
	501+	1:06

3. Estimation Procedure

For the fully enumerated strata every attempt is made to achieve complete response, this is generally achieved. For the few fully enumerated establishments, which do not respond, imputation is made on the basis of the previous returns or other information. No grossing up or ratio rising is done to allow for non-response.

For the sampled stratum a simple expansion factor is generally applied to the total establishment data in each ISIC separately. The expansion factor is the number of establishments on the BR for that ISIC strata divided by the number of effective respondents for the stratum. The effective response includes respondents who advise us that they have no employment or are dormant as well as those with valid employment details. Thus non-respondents are assumed to have the same characteristics as respondents generally. Expansion factors vary greatly because of the variable sampling fractions.

The above procedure is not uniformly applied. After preliminary estimates are made, a careful examination is carried out of the individual units and the expansion factors. In some cases the following adjustment is made:-

- An establishment with very high employment may have responded in the <50 employees stratum. Such establishments are usually transferred to the totally enumerated strata and thus no expansion factor applied.

(ii) RELATED PUBLICATIONS

Until 1985, there were annual employment surveys, which were conducted during the month of August. These surveys, however, excluded Central Government. The surveys collected information on: -

- ° Employment earnings
- ° Labour turnover and vacancies
- ° Detail about each occupation group of employees

The **Survey of Training Needs and Conditions of Work** was conducted in February 1984. In addition to information collected on earlier surveys, this enquiry sought information on conditions of work and training needs.

The survey covered most of the Private, Parastatal and Local Government sectors. Central Government was excluded, as were significant proportions of the Retail and other industries.

The **March 1985 Central Government Survey of Employment and Employees** was very similar to the February 1984 survey.

The **September 1985 Employment Survey** collected information on total employment and earnings by sex and citizenship and total number of vacancies.

The **1984/85 Labour Force Survey** produced data on employment in the formal and informal sector, unemployment and underemployment and other related data.

The **Household Income and Expenditure Survey 1985/86** report contains information on income and expenditure at the household level, including characteristics of households.

The **Labour Statistics Bulletin 1986** contains data from the March 1986 survey, which was a detailed two-phase survey, and the September 1986 Survey, which was one phase survey, containing basic information on the number of employees and wages.

The **Labour Statistics Bulletin 1987** publishes the findings for the March and September Surveys in 1987. Both were one-phase surveys containing basic information on the number of employees and wages.

Labour Statistics 1988 was a one-phase employment survey similar to the 1987 surveys.

Labour Statistics 1989 Part 1 covered the results of the first phase of the March 1989 Survey of Employment and Employees.

Labour Statistics 1990 Part 1 was also a one-phase employment survey similar to the 1988 surveys.

National Remuneration Survey was a survey commissioned by the Botswana Confederation of Commerce, Industry and Manpower. The report was published in December 1991 (price P400 for BOCCIM members, P750 otherwise). The Survey sought information on earnings, fringe benefits, conditions of employment and qualifications required for 242 specified jobs. A total of 307 companies responded to the survey.

Labour Statistics 1991/92 gives the results for one-phase surveys during these two years, but also provides summary labour data for the 1991 Population Census.

Labour Statistics 1993/94 gives results of the March and September 1993 and 1994 Employment Surveys. **Labour Statistics 1995** gives results of the March and September 1995 Employment Surveys.

Labour Statistics 1996/97 gives results of the March and September 1997 Employment Surveys and some data from the 1995/96 Labour Force Survey.

Labour Statistics 1998 gives results of the March and September 1998 employment Surveys.

Labour Statistics 1999 gives results of the March and September 1999 employment Surveys.

Labour Statistics 2000 gives results of the March and September 2000 employment surveys.

Labour Statistics 2001 gives results of the March and September 2001 employment surveys.

Labour Statistics 2002 gives results of the March and September 2002 employment surveys.

Labour Statistics 2003 gives results of the March and September 2003 employment surveys.

Labour Statistics 2004 gives results of the March and September 2004 employment surveys.

Labour Statistics 2005 gives results of the March 2005 employment surveys.

Labour Statistics 2006 gives results of the March and September 2006 employment surveys.

Labour Statistics 2007 gives results of the March and September 2007 employment surveys.

Labour Statistics 2008 gives results of the March, June and September 2008 employment surveys.

Labour Statistics 2009 gives results of the March, June, September and December 2009 employment surveys.

Labour Statistics 2010 gives results of the March, June, September and December 2009 employment surveys.

Labour Statistics 2011 gives results of the March and June 2011 employment surveys, together with the Economic Activity from the 2011 Population Housing and Census.

(iii) INTERNATIONAL STANDARD INDUSTRIAL CLASSIFICATION (ISIC REV 3)
(BOTSWANA ADAPTATION)

A: Agriculture, Hunting and Forestry

- 0100 Traditional or Subsistence agriculture (S)
- 0110 Commercial crop farming
- 0121 Commercial livestock farming
- 0122 Commercial poultry farming
- 0123 Commercial wild game farming e.g. ostrich
- 0124 Other commercial livestock farming e.g. bees
- 0130 Commercial mixed farming
- 0140 Agricultural & Husbandry Services e.g. Artificial Insemination, & Irrigation
- 0150 Hunting & trapping
- 0200 Forestry

B: Fishing

- 0500 Fishing

C: Mining and Quarrying

- 1010 Coal Mining
- 1320 Copper/Nickel mining
- 1423 Diamond mining (S)
- 1424 Soda ash and salt mining (S)
- 1425 Gold Mining
- 1426 Quarrying and other mining (S)

D: Manufacturing

- 1510 Meat and meat products
- 1520 Dairy products
- 1530 Grain mill Products. Includes maize, sorghum, millet etc. Human & animal feeds
- 1541 Bakery products
- 1545 Other food products not elsewhere classified (e.g. Chocolates, Sweets)
- 1550 Beverages (Beer including Traditional Beer, Soft Drinks etc.)
- 1600 Tobacco Products - Tobacco etc.
- 1700 Textiles (excluding Clothing) includes preparation of textile fibers, natural or synthetic material
- 1800 Clothing and other wearing apparel (including leather)
- 1910 Tanning and leather products (excluding Clothing/Footwear) e.g. handbags, souvenirs, etc
- 1920 Footwear
- 2000 Wood and Wood Products excluding furniture but incl. building material
- 2100 Paper and paper products e.g. Newsprint, tissues
- 2200 Printing and publishing (including periodicals, journals etc.)
- 2400 Chemical and chemical products (including Soap, Paint, fertilizers & Pesticides etc)
- 2500 Rubber and Plastic products (including tyres, retreating)
- 2610 Cement Manufacturing
- 2620 Non-Metallic mineral products excluding cement but including Glass, Ceramic & Cement Products e.g. Bricks, Tiles, and Pots
- 2700 Basic metals e.g. Iron Foundries
- 2800 Fabricated metal products excluding machinery and equipment (including Tanks & Steam Generators)
- 2900 Machinery and equipment including refrigerators and other domestic equipment (e.g. Engine, Turbines, Pumps)
- 3000 Office, accounting and computing machinery e.g. Photocopying Machines, Typewriters etc.
- 3100 Electrical machinery and apparatus e.g. Lightning Arresters, Voltage Limits etc.
- 3200 Radio television and communication equipment and apparatus (e.g. TV Cameras Switchboards)
- 3300 Medical, precision, optical instruments: watches-clocks including Dental & Veterinary Instruments
- 3400 Motor vehicles, trailers and semi-trailers
- 3500 Other transport equipment e.g. Ships & Boats, Railway Locomotives, Aircraft etc.
- 3610 Furniture (all types including of wood, also mattresses)
- 3691 Manufacturing of Jewellery
- 3692 Manufacturing of other products not elsewhere classified e.g. Pens, Pencils, Smoking Pipes
- 3700 Recycling Processing of Metal & Non Metal Waste

E: Electricity, Gas and Water Supply

- 4010 Electricity generation and supply (not household\building electricity)
- 4020 Gas manufacture and distribution
- 4030 Steam/hot water supply
- 4100 Collection, purification, distillation of water (including village supply for sale)
- 4200 Borehole Syndicates

F: Construction

- 4510 Site preparation e.g. demolition and clearing of sites
- 4521 Construction of Buildings and Houses - Complete incl. repair/maintenance
- 4522 Construction/Civil Engineering - Roads, Dams, Water Projects
- 4530 Building installation work - Plumbing, Electrical, Air- Conditioners including repair of these
- 4540 Building completion work - Painting, Tiles, Carpets including repair of these
- 4550 Renting of construction or demolition equipment including crane hire

G: Wholesale & Retail Trade (include Repair of Motor Vehicles & Personal Household Goods)

- 5010 Sale of motor vehicles
- 5020 Maintenance and repair of motor vehicles
- 5030 Sale of motor vehicle parts and accessories
- 5040 Sale, maintenance and repair of motorcycles
- 5050 Sale of automotive fuel/Petroleum Products (filling stations)
- 5100 Wholesale and commission trade (excluding cattle dealers)
- 5151 Cattle Dealers
- 5210 Non-specialized retail trade e.g. General Department Stores
- 5221 Retail stores specializing in food, beverages and tobacco excluding bottle stores
- 5222 Bottle Stores
- 5230 Retail stores specializing in goods except food, beverages and tobacco
- 5252 Retail trade through informal outlets: stalls, markets, hawkers etc.
- 5260 Repair of personal and household goods e.g. TVs, Videos, Watches etc.

H: Hotels and Restaurant

- 5510 Hotels and other short stay accommodation e.g. hostels, camp sites
- 5521 Restaurants, cafes and canteens
- 5522 Bars/Bottle Stores (& shabeens) - mostly consumed on the premises

I: Transport, Storage & Communication

- 6010 Rail transport
- 6023 Freight transport by road
- 6024 Passengers road transport e.g. Buses and Taxi/Combi companies
- 6025 Taxis/Combis sole or small operators only
- 6030 Transport by pipeline
- 6100 Water transport
- 6200 Air transport
- 6304 Travel agents, tour operators & safari operators
- 6305 Cargo handling, storage, warehousing
- 6309 Other transport not elsewhere classified e.g. Handcarts, Donkeys
- 6411 Postal services
- 6412 Courier activities- e.g. DHL, TNT
- 6420 Telecommunications

J: Financial Intermediaries

- 6510 Banking
- 6590 Financial leasing and credit granting (excluding banking/insurance)
- 6600 Insurance & pension funds
- 6700 Other financial activities (e.g. stock broking)

K: Real Estate, Renting and Business Activities

- 7000 Real Estate
- 7110 Transport rental
- 7120 Other rental, excluding personal and household goods
- 7130 Rental of household and personal goods
- 7200 Hardware and network supply and consultancy; software supply and consultancy
- 7210 Internet providers
- 7250 Maintenance and repairs of computers and other computer related activities

- 7300 Research and development
- 7410 Accounting, bookkeeping, auditing; business/management consultancy
- 7411 Legal activities
- 7421 Geological exploration and prospecting
- 7422 Architectural, engineering and other technical activities
- 7430 Advertising
- 7451 Cleaning services
- 7480 Security organisations
- 7490 Business activities not elsewhere classified
- 7494 Photographic activities

L: Public Administration

- 7540 Central Government Administration (S)
- 7550 Local Government Administration (S)

M: Education

- 8010 Primary education (including pre-primary)
- 8021 Secondary education
- 8022 Technical & Vocational Education
- 8030 Higher education
- 8090 Adult and other education

N: Health and Social Work

- 8510 Human health activities (Hospitals etc.)
- 8520 Veterinary activities
- 8530 Social work activities (including Children's day care centers)

O: Other Community, Social and Personal Service activities

- 9000 Sewerage and refuse disposal, sanitation etc. excluding pest control
- 9110 Business, employer and professional organisations
- 9120 Trade unions
- 9191 Religious organisations
- 9192 Political organisations
- 9198 Burial societies
- 9199 Other membership organisations
- 9210 Motion picture, radio, television, other entertainment
- 9220 News agency activities
- 9231 Libraries and archives
- 9232 Museums and other cultural organisations
- 9233 Botanical & Zoological gardens & Nature Reserves Activities
- 9240 Sporting and other recreational activities
- 9300 Other services (including dry cleaning, hairdressing, personal services, funeral parlors etc.)

P: Private Households with Employed Persons (for Household Surveys only)

- 9500 Private households with employed persons (Maids, Gardeners and Security)

O: Foreign Missions, International Organisations

- 9900 Foreign missions: International organisations

(S) Special codes for Botswana

(iv) BOTSWANA STANDARD OCCUPATIONAL CODING SCHEME (BOSCO)

1 LEGISLATORS, ADMINISTRATORS & MANAGERS

11 Legislators and Senior Government Officials

- 111 Members of Parliament & Other Legislators
- 112 Senior Government Executive Officials
- 113 Traditional Chiefs & Village or Community Leaders
- 114 Politicians & Senior Administrators of Special-Interest Organisations
- 119 Legislators & Senior Government Officials Not Elsewhere Classified

12 Company Directors and Corporate Managers

- 121 Company Directors, General Managers & Non-Government Chief Executives
- 122 Production & Operation Managers
- 123 Other Department Managers
- 129 Company Directors & Corporate Managers Not Elsewhere Classified

13 Small Business Managers and Managing Supervisors

- 130 Small Business Managers & Managing Supervisors

2 PROFESSIONALS

21 Physical Scientists

- 211 Geologists & Geophysicists
- 212 Chemists
- 219 Physical Scientists Not Elsewhere Classified

22 Life Scientists

- 221 Biologists, Botanists, Zoologists & Related Professionals
- 222 Pharmacologists, Pathologist & Related Professionals
- 223 Agronomists & Related Professionals
- 229 Life Scientists Not Elsewhere Classified

23 Health Diagnosis and Treatment Professionals

- 231 Medical Doctors
- 232 Dentists
- 233 Veterinarians
- 234 Pharmacists
- 239 Health Diagnosis & Treatment Professionals Not Elsewhere Classified

24 Architects, Engineers and Related Professionals

- 241 Architects, Town & Traffic Planners
- 242 Civil Engineers
- 243 Electrical Engineers
- 244 Electronics & Telecommunications Engineers
- 245 Mechanical Engineers
- 246 Chemical Engineers
- 247 Mining Engineers, Metallurgists & Related Professionals
- 248 Cartographers & Surveyors
- 249 Architects, Engineers & Related Professionals Not Elsewhere Classified

25 Teaching Professionals

- 251 College, University & Higher Education Teaching Professionals
- 252 Secondary Education Teaching Professionals
- 253 Vocational & Technical Education Teaching Professionals
- 259 Teaching Professionals Not Elsewhere Classified

26 Mathematicians, Statisticians and Computing Professionals

- 261 Mathematicians, Statisticians & Related Professionals
- 262 Computer Systems Designers & Analysts & Computer Programmers
- 269 Mathematicians, Statisticians & Computing Professionals Not Elsewhere Classified

27 Business Professionals

- 271 Accountants
- 272 Personnel & Occupational Specialists
- 273 Public Relations Officers
- 279 Business Professionals Not Elsewhere Classified

28 Social Science and Related Professionals

- 281 Economists
- 282 Psychologists
- 289 Social Science & Related Professionals Not Elsewhere Classified

29 Miscellaneous Professionals

- 291 Lawyers, Judges & Other Legal Professionals
- 292 Librarians, Archivists & Related Information Specialists
- 293 Authors, Journalists & Other Writes
- 294 Religious Professionals
- 299 Professionals Not Elsewhere Classified

3 TECHNICIANS & ASSOCIATE PROFESSIONALS

- 31 Physical and Engineering Science Technicians
- 311 Physical Science Technicians
- 312 Civil Engineering Technicians, Quantity Surveyors & Clerks of Works
- 313 Electrical Engineering Technicians
- 314 Electronics & Telecommunications Engineering Technicians
- 315 Mechanical Engineering Technicians
- 316 Chemical Engineering Technicians
- 317 Mining & Metallurgical Technicians
- 318 Draughtspersons
- 319 Physical & Engineering Science Technicians Not Elsewhere Classified

32 Computer Associate Professionals

- 321 Computer Assistants
- 322 Computer Equipment Operators
- 329 Computer Associate Professionals Not Elsewhere Classified

33 Optical and Electronic Equipment Operators and Controllers

- 331 Photographers & Image & Sound Recording Equipment Operators
- 332 Broadcasting & Telecommunications Equipment Operators
- 333 Medical Equipment Operators
- 334 Aircraft Pilots
- 335 Air Traffic Controllers
- 339 Optical & Electronic Equipment Operators Not Elsewhere Classified

34 Life Science and Health Associate Professionals

- 341 Life Science Technicians
- 342 Agronomy & Forestry Technicians
- 343 Farming & Forestry Advisors
- 344 Veterinary Technicians
- 345 Nurses And Midwives
- 346 Modern Health Associate Professionals, Except Nurses, Midwives & Veterinary Technicians
- 347 Traditional Medical Practitioners & Faith Healers
- 349 Life Science Health Associate Professionals Not Elsewhere Classified

35 Primary and Pre-Primary Education Teachers

- 351 Primary Education Teachers
- 352 Pre-Primary Education Teachers
- 359 Primary & Pre-Primary Education Teachers Not Elsewhere Classified

36 Finance and Sales Associate Professionals

- 361 Insurance Brokers & Agents
- 362 Estate Agents
- 363 Travel Consultants & Organisers
- 364 Buyers

- 365 Technical & Commercial Sales Representatives
- 366 Appraisers, Valuers & Auctioneers
- 367 Securities & Finance Dealers & Brokers
- 369 Finance & Sales Associate Professionals Not Elsewhere Classified

37 Administrative Associate Professionals

- 371 Administrative, Secretaries & Assistants
- 372 Legal & Related Business Associate Professionals
- 373 Bookkeepers & Accounting Professionals
- 374 Statistical, Mathematical & Related Associate Professionals
- 379 Administrative Associate Professionals Not Elsewhere Classified

38 Creative and Performing Artists and Sportspersons

- 381 Artists, Painters & Sculptors
- 382 Decorators & Commercial Designers
- 383 Radio Television & Other Announcers
- 384 Musicians
- 385 Athletes & Related Sportspersons
- 389 Creative & Performing Artists Sportspersons Not Elsewhere Classified

39 Miscellaneous Technicians and Associate Professionals

- 391 Building, Fire, Safety, Health & Quality Inspectors
- 392 Clearing & Forwarding Agents
- 393 Social Workers, Welfare Workers & Community Development Workers
- 394 Customs, Tax & Related Government Association Professional
- 395 Police Inspectors & Detectives
- 399 Technicians & Associate Professionals Not Elsewhere Classified

4 CLERKS

41 Office Clerks

- 411 Secretaries, Typists, Word-Processing & Related Keyboard Operators
- 412 Calculating Machine & Data Entry Operators
- 413 Accounting, Bookkeeping, Statistical & Finance Clerks
- 414 Stock & Production Clerks
- 415 Transportation Controllers & Dispatchers
- 416 Library & Filing Clerks
- 417 Mail Carriers & Sorting Clerks
- 418 Coding & Proof-Reading Clerks
- 419 Office Clerks Not Elsewhere Classified

42 Customer Services Clerks

- 421 Cashiers & Ticket Clerks
- 422 Tellers & Counter Clerks
- 423 Travel Agency & Related Clerks
- 424 Receptionists & Information Clerks
- 425 Telephone Switchboard Operators
- 429 Customer Services Clerks Not Elsewhere Classified

5 SERVICE WORKERS and SHOP & MARKET SALES WORKERS

51 Personal Service Workers

- 511 Flight Attendants & Transport Conductors
- 512 Game Guides & Other Travel Guides
- 513 Housekeepers & Related Workers
- 514 Cooks
- 515 Waiters, Waitresses & Bartenders
- 516 Child-Care Workers & Teachers' Aids
- 517 Family Welfare Educators & Related Health Assistants
- 518 Hairdressers, Barbers Beauticians & Related Workers
- 519 Personal Services Workers Not Elsewhere Classified

52 Protective Services Workers

- 521 Police Officers

- 523 Prison Guards
- 524 Security Guards
- 529 Protective Services Workers Not Elsewhere Classified

53 Salespersons, Demonstrators and Models

- 531 Shop Salesperson & Demonstrators
- 532 Kiosk, Street Stall & Market Salespersons
- 539 Salespersons, Demonstrators & Models Not Elsewhere Classified

6 SKILLED AGRICULTURAL AND RELATED WORKERS

61 Market-Oriented Skilled Agricultural and Related Workers

- 611 Field Crop & Vegetable Growers
- 612 Dairy & Livestock Producers
- 613 Poultry Producers

- 614 Forestry Workers, loggers, Charcoal Burners & Related Workers
- 615 Fishery Workers, Hunters & Trappers
- 619 Market-Oriented Skilled Agricultural & Related Workers Not Elsewhere Classified
- 620 Subsistence Agricultural & Related Workers

7 CRAFT AND RELATED TRADE WORKERS

71 Extraction Trades Workers

- 711 Miners & Quarry Workers
- 712 Shot firers & Blasters
- 713 Stone Splitters, Cutters & Carvers
- 719 Extraction Trades Workers Not Elsewhere Classified

72 Building and Construction Trades Workers

- 721 Builders, Traditional Materials
- 722 Bricklayers & Stonemasons
- 723 Concrete Placers, Concrete Finishers & Related Workers
- 724 Construction Carpenters & Joiners
- 725 Roofers
- 726 Plumbers & Pipe Fitters
- 727 Floor Layers, Tile Setters, Plasterers, Insulation Workers & Glaziers
- 728 Painters, Building Structure Cleaners & Related Trade Workers
- 729 Building & Construction Trade Workers Not Elsewhere Classified

73 Machinery Mechanics and Fitters

- 731 Motor Vehicle Mechanics & Fitters
- 732 Refrigeration & Conditioning Equipment Mechanics
- 733 Agricultural or Industrial Machinery Mechanics & Fitters
- 739 Machinery Mechanics & Fitters Not Elsewhere Classified

74 Metal Moulders, Welders, Sheet Metal Workers, Structural Metal Preparers, Blacksmiths, Tool Makers and Related Workers

- 741 Blacksmiths & Tool Makers
- 742 Machine Tool Setters & Setter-Operators
- 743 Metal Moulders & Core makers
- 744 Welders & Flame-Cutters
- 745 Boiler smiths
- 746 Panel Beaters
- 747 Structural Metal Preparers & Erectors
- 748 Riggers & Cable Splicers
- 749 Metal, Machinery & Related Trades Workers Not Elsewhere Classified

75 Electrical and Electronic Equipment Mechanics and Fitters

- 751 Building Electricians
- 752 Motor Vehicle Electricians
- 753 Electrical Line Installers, Repairers & Cable Joints
- 754 Telegraph & Telephone Installers & Servicers

- 755 Electronic Fitters, Mechanics & Servicers
- 759 Electrical & Electronic Equipment Mechanics & Fitters Not Elsewhere Classified

76 Handicraft and Related Trades Workers

- 761 Diamond Cutters & Polishers, & Jewellery & Precious Metal Workers
- 762 Potters, Brick & tile Makers, & Related Workers
- 763 Glass Makers, Cutters, Grinders, Finishers, Engravers, Etchers, & Related Trades Workers
- 764 Basket makers, Brush & Broom Makers, & Wicker Furniture Makers
- 765 Weavers, Spinners, & Knitters & Crocheters
- 766 Tanners, Shoe Makers & Repairers, & Related Leather Goods Markers
- 767 Tailors & Dressmakers
- 769 Handicraft Workers Not Elsewhere Classified

77 Food Processing and Related Trades Workers

- 771 Traditional Beer & Beverage Makers
- 772 Butchers
- 773 Bakers, Pastry Cooks & Confectionery Makers
- 779 Food Processing & Related Trades Workers Not Elsewhere Classified

78 Wood Treaters, Wood Furniture Makers and Related Trades Workers

- 781 Wood Treaters
- 782 Village Carpenters & Wooden Furniture Makers
- 783 Woodworking Machine Setters & Setter-Operators
- 789 Wood Treaters, Wood Furniture Makers & Related Trades Workers Not Elsewhere Classified

79 Miscellaneous Craft and Related Workers

- 791 Printing & Related Trades Workers
- 792 Watch Repairers & other Precision Instrument Makers & Repairers
- 799 Craft & Trades Workers Not Elsewhere Classified

8 PLANT AND MACHINE OPERATORS & ASSEMBLERS

81 Industrial Plant Operators

- 811 Mining & Mineral-Processing Plant Operators
- 812 Well Drillers & Borers
- 813 Metal Processing Plant Operators
- 814 Glass & Ceramics Plant Operators
- 815 Wood Processing & Papermaking Plant Operators
- 816 Chemical Processing Plant Operators
- 817 Power Production, Steam Engine, Boiler Incinerator & Water Treatment Plant Operators
- 818 Automated Assembly Line Operators
- 819 Industrial Plant Operators Not Elsewhere Classified

82 Stationary Machine Operators and Assemblers

- 821 Metal & Mineral Products Machine Operators
- 822 Chemical Products Machine Operators
- 823 Rubber & Plastic Products Machine Operators
- 824 Wood Products Machine Operators
- 825 Printing, Binding & Paper Products Machine Operators
- 826 Textile, Fur & Leather Products Machine Operators
- 827 Food & Related Products Machine Operators
- 828 Assemblers
- 829 Stationery Machine Operators & Assemblers Not Elsewhere Classified

83 Drivers and Mobile Machinery Operators

- 831 Locomotive Engine Drivers & Related Workers
- 832 Car, Taxi Van, Motorcycle & Bus-Drivers
- 833 Heavy Truck & Lorry Drivers
- 834 Motorised Farm & Forestry Machinery Operators
- 835 Earthmoving & Related Machinery Operators
- 836 Crane & Hoist Operators
- 837 Lifting-Truck Operators
- 839 Drivers & Mobile Machinery Operators Not Elsewhere Classified

9 ELEMENTARY OCCUPATIONS

91 Labourers in Mining, Construction, Manufacturing and Transport

- 911 Mining & Quarry Labourers
- 912 Construction & Maintenance Labourers
- 913 Mealie Stampers
- 914 Hand Packers, Assembling Labourers & Other Manufacturing Labourers
- 915 Freight Handlers
- 919 Labourers in Mining, Construction, Manufacturing & Transport Not Elsewhere Classified

92 Agricultural and Related Labourers

- 921 Cattle Herders
- 922 Farm Labourers
- 923 Domestic Gardeners
- 924 Forestry Labourers
- 925 Fishery, Hunting & Trapping Labourers
- 929 Agriculture & Related Labourers Not Elsewhere Classified

93 Sales and Services Elementary Occupations

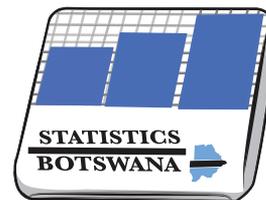
- 931 Street Vendors, Hawkers & Related Workers
- 932 Shoe Cleaners, Vehicles Washers & Other Street Services Elementary Workers
- 933 Domestic Maids & Related Helpers, Cleaners & Launderers
- 934 Building Caretakers & Window Cleaners
- 935 Massagers, Porters, Package Carriers & Deliverers
- 936 Garbage Collectors
- 937 Street Sweepers, Wood Choppers, Water Carriers & Related Labourers
- 938 Doorkeepers & Watchperson
- 939 Elementary Occupations Not Elsewhere Classified

ADDITIONAL CATEGORIES

- xxx Botswana Defence Force Personal
- 000 Occupation Not Stated or Not Classifiable

(v) THE QUESTIONNAIRE

Statistics Botswana
Private Bag 0024
Gaborone, Botswana



Tel: 3671300

Ms. H. Kgopo
Mr. M. Mojela
Mr. N. Motlhalo

CONFIDENTIAL

**SURVEY OF EMPLOYMENT AND EMPLOYEES, SEPTEMBER 2012
(For Private and Parastatal Organisations)
Collected under the Statistics Act 2009 (Cap 17:01)**

This return should cover only one establishment – that named in the above label. If your business has more than one major activity or operates from more than one location, please submit a separate return for each major activity and location. Please return the completed form in the enclosed reply-paid envelope within 14 days. Keep one copy for your records.

1. DOES THIS RETURN RELATE TO THE BUSINESS UNIT AND LOCATION ON THE LABEL ABOVE?

Yes No if no, please contact CSO on one of the telephone numbers listed above.

PLEASE AMEND THE BUSINESS NAME OR ADDRESS SHOWN ABOVE IF INCORRECT.

PART A: EMPLOYMENT, AND GROSS WAGES, SALARIES FOR THE MONTH OF SEPTEMBER 2012

2. WORKING PROPRIETORS AND FAMILY WORKERS <i>(owners + unpaid family members who worked for at least one hour during the month)</i>	Male	Female	Total
	<input type="text"/>	<input type="text"/>	<input type="text"/>
3. PAID EMPLOYEES AT MONTH END <i>(including those who joined during the month and paid family members, directors etc.)</i>	Male	Female	Total
Citizens	<input type="text"/>	<input type="text"/>	<input type="text"/>
Non- Citizens	<input type="text"/>	<input type="text"/>	<input type="text"/>
4. GROSS WAGES AND SALARIES PAID DURING SEPTEMBER 2012 <i>(+allowances and overtime in cash or cheques + payments to employees who joined during the month + bonuses)</i>	Male	Female	Total
Citizens	<input type="text"/>	<input type="text"/>	<input type="text"/>
Non- Citizens	<input type="text"/>	<input type="text"/>	<input type="text"/>

PART A- Continued

5. If there has been a change in employment or wages since June 2012 of 10 percent or more, please state the reason(s) below.

PART B.

6. AT THE END OF THE MONTH, HOW MANY VACANCIES DID YOU HAVE IN THIS ESTABLISHMENT?

- ° Include positions for which you are actively recruiting, e.g. through advertisement
- ° Exclude positions which you are unable to fill due to lack of finance or lack of work

Vacancies

Total	
--------------	--

PART C. DECLARATION

I, the undersigned, hereby certify that the information supplied in this form is correct and complete to the best of my knowledge and belief.

Signature _____ Date _____

Your Name and Address (**BLOCK LETTERS**)

_____ Telephone _____

THANK YOU FOR YOUR CO-OPERATION

**A.N. MAJELANTLE
GOVERNMENT STATISTICIAN**

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EER control	Address/Name		Size	
Query	Yes		Resolved	
Recorded	Status			
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