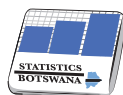


LABOUR STATISTICS REPORT 2013



STATISTICS BOTSWANA

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PREFACE

This annual report aims to publish the 2013 labour statistics in Botswana aggregating information from quarterly formal employment surveys. This edition covers only the third quarter (September) of the year 2013. The March, June and December 2013 quarters were not conducted due to backlogs caused by very low response rates. The report also covers Economic Activity results from the 2013 Botswana Aids Impact Survey IV.

Data on work-permit holders for 2013 first quarter is included in the report. The Department of Labour and Social Security issues work-permits and copies of the approved work-permit applications are forwarded to Statistics Botswana for processing. The report also includes data on Minimum Hourly Wage Rates set for the Private Sector by the Department of Labour and Social Security.

Statistics Botswana wishes to acknowledge the co-operation of people in the Private Sector, Parastatal Organisations and Government departments who assisted in providing the information used in this report.



Anna N. Majelantle
Statistician General
June 2017

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INTRODUCTION

This report gives 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 September 2013. This report publishes details relating to paid employment only in the formal sector. The sampling frame for the survey is the Business Register (BR), kept by Business Register Unit of Statistics Botswana. Details of the survey design can be found in the technical note at the end of this report. Data on copies of approved work-permit applications 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 as well as information from the 2013 Botswana Aids Impact Survey IV. Chapter Two is on non-citizen employment, including work permit holders and the last Chapter presents earnings and wages. Each chapter is made up of two sections, the first section provides summary of the main results illustrated by charts, while the second section comprises a set of statistical tables.

A technical note attached at the end of the publication gives an overview of the methodology used, as well as the scope and coverage of data collection.

CHAPTER 1

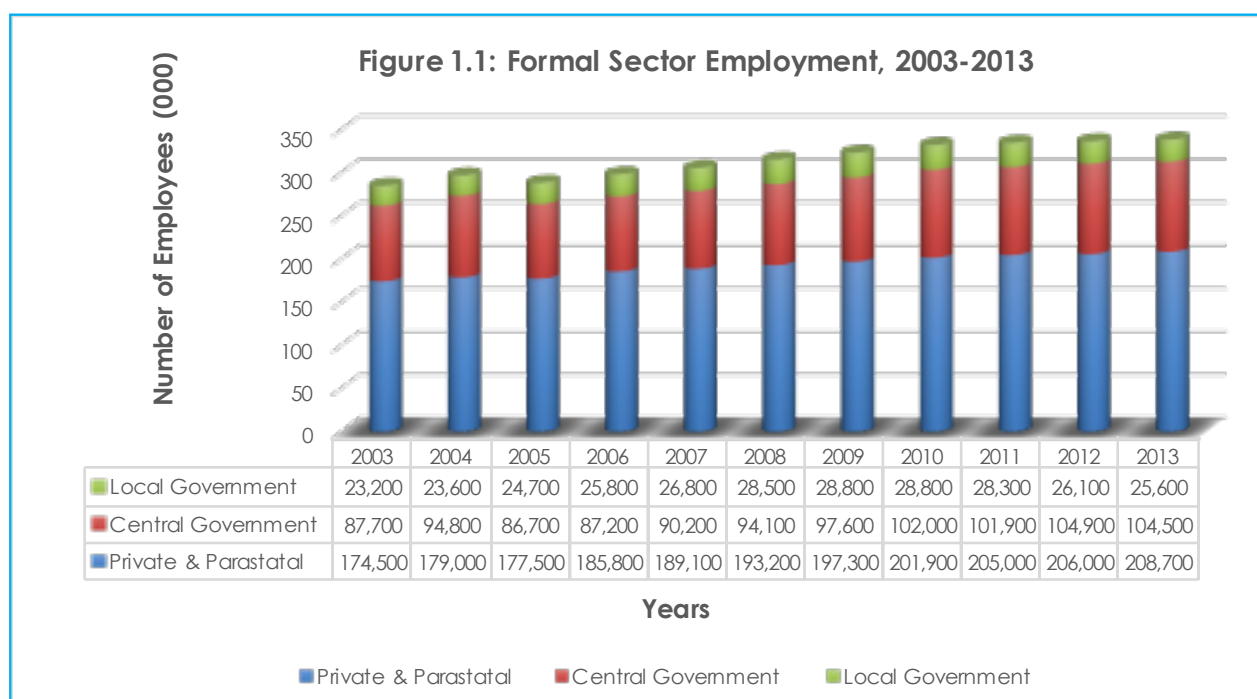
1.1 TOTAL FORMAL SECTOR EMPLOYMENT

This Chapter presents estimates of formal sector employment during the month of September 2013.

Total formal sector employment for the years 2009 to 2013 is given in Table 1.1. Total formal sector employment increased from 389,692 persons during September 2012 to 399,530 persons in September 2013, an increase of 9,838 employees (2.5 percent) over the twelve months period.

Table 1.3 presents annual percentage changes, by sector and economic activity from June 2009 to September 2013. Local Government employment recorded a significant increase of 9.6 percent, from 78,725 in September 2012 to 86,257 persons employed during the same month in 2013; followed by Parastatal Organisations with 7.7 percent, from 17,484 to 18,838 persons over the same period. Private companies recorded an increase of 0.7 percent, from 188,531 persons in September 2012 to 189,894 persons in September 2013, while Central Government showed a decrease of 0.4 percent, from 104,925 to 104,541 persons in September 2013.

Figure 1.1 displays total formal sector employment for the years 2003 to 2013. The trend shows that overall employment was increasing over the period, except for the year 2005 where there was a slight drop due to a decrease in the number of Central Government employees.

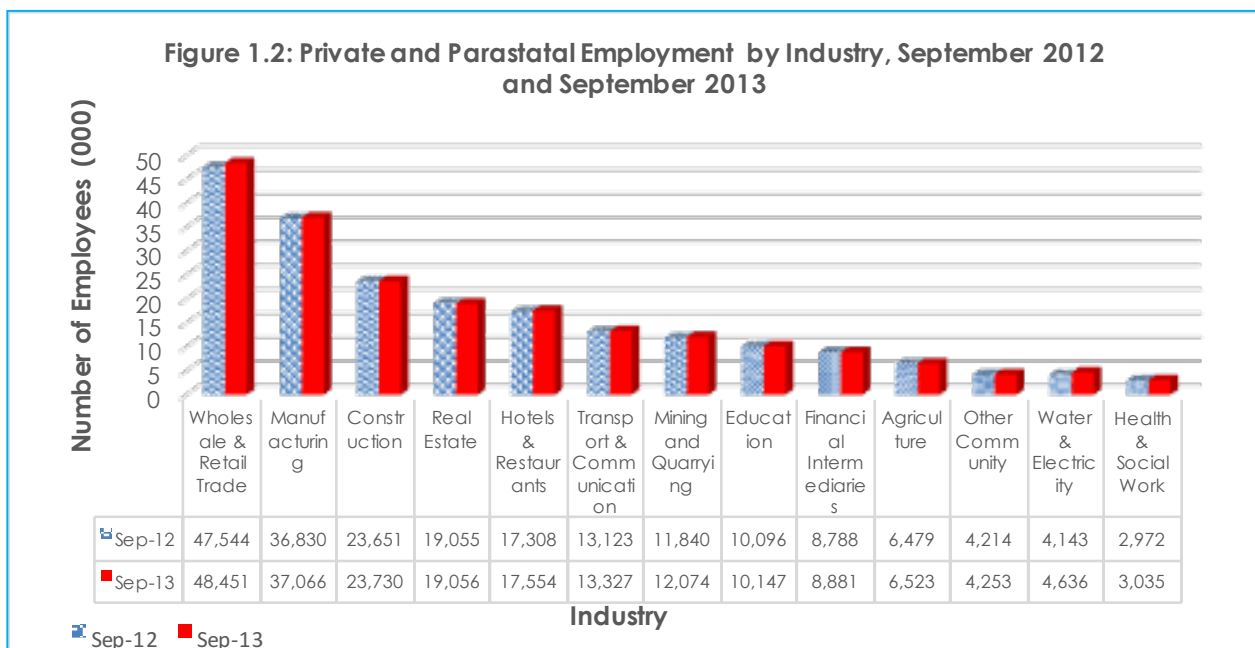


Figures are for the month of September (except for 2005 and 2011 where March and June were used respectively)

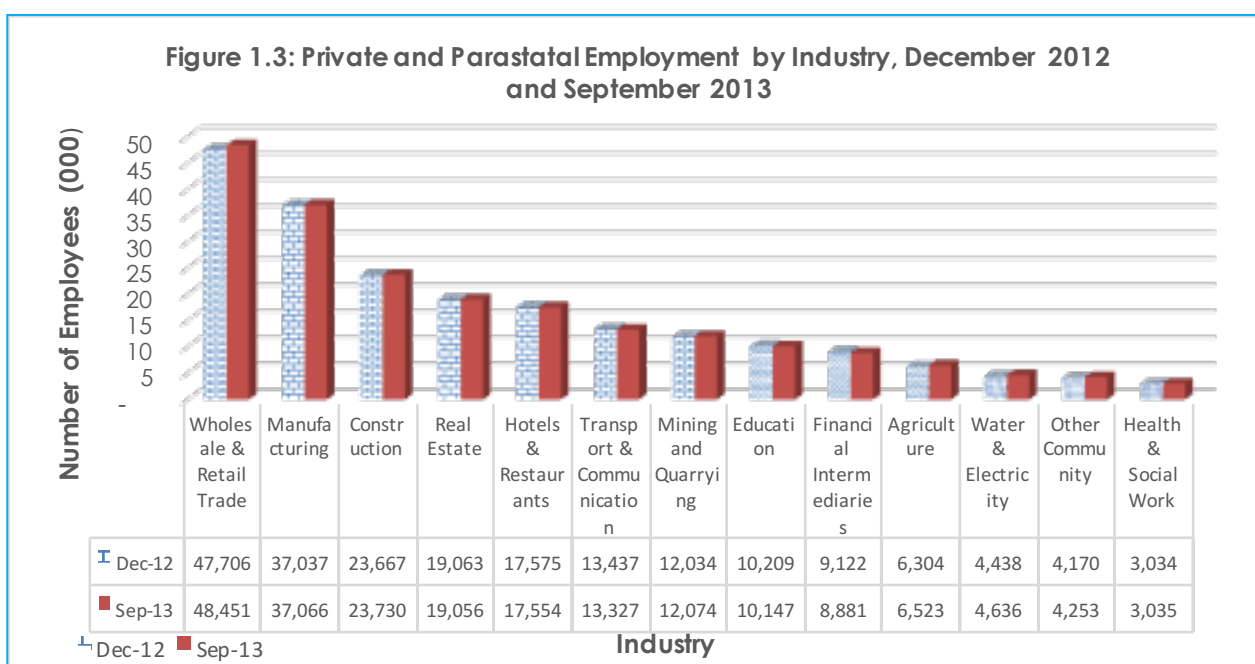
1.1.1 Formal Sector Employment as at September 2013

Private & Parastatal employment by industry for September 2012 and September 2013 is displayed graphically in Figure 1.2. 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 in September 2013. Water & Electricity recorded the highest increase of 11.9 percent in employment, followed by Health with 2.1 percent. Mining & Quarrying recorded an increase of 2.0 percent in employment during the twelve months period. Real Estate remained constant over the twelve months period.



Private & Parastatal employment by industry between December 2012 and September 2013 is displayed in Figure 1.3. Water & Electricity recorded the highest increase in employment (4.5 percent); followed by Agriculture and Other Community Services with 3.5 and 2.0 percent respectively. Health & Social Work and Real Estate were constant over this period.



The graphical presentation of total employment by sector as at the end of September 2013 is displayed in Figure 1.4. Private sector employment accounted for 47.5 percent of total formal employment in September 2013. Central Government accounted for 26.2 percent of the total formal employment in September 2013, while Local government and Parastatals recorded 21.6 and 4.7 percent respectively.

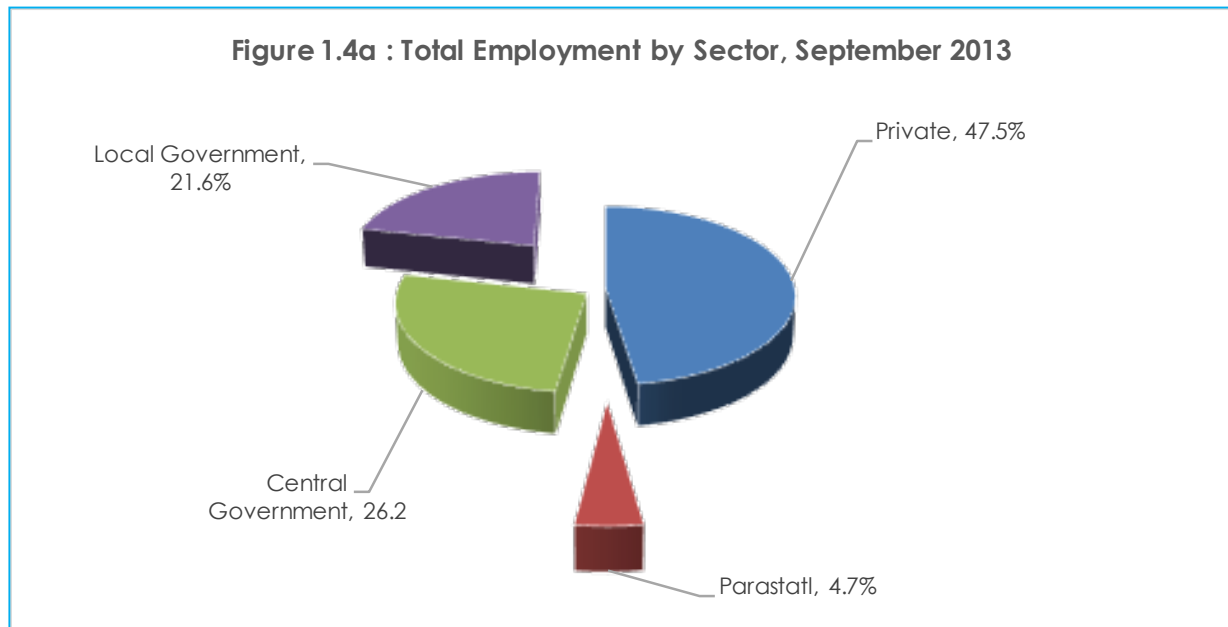
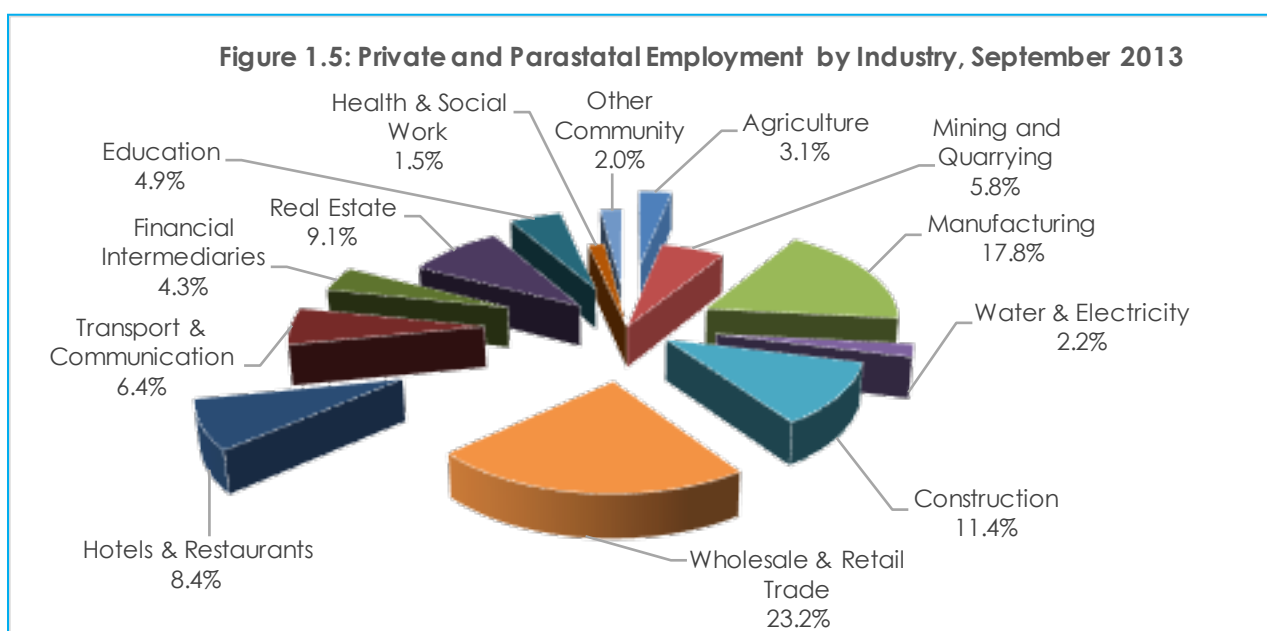
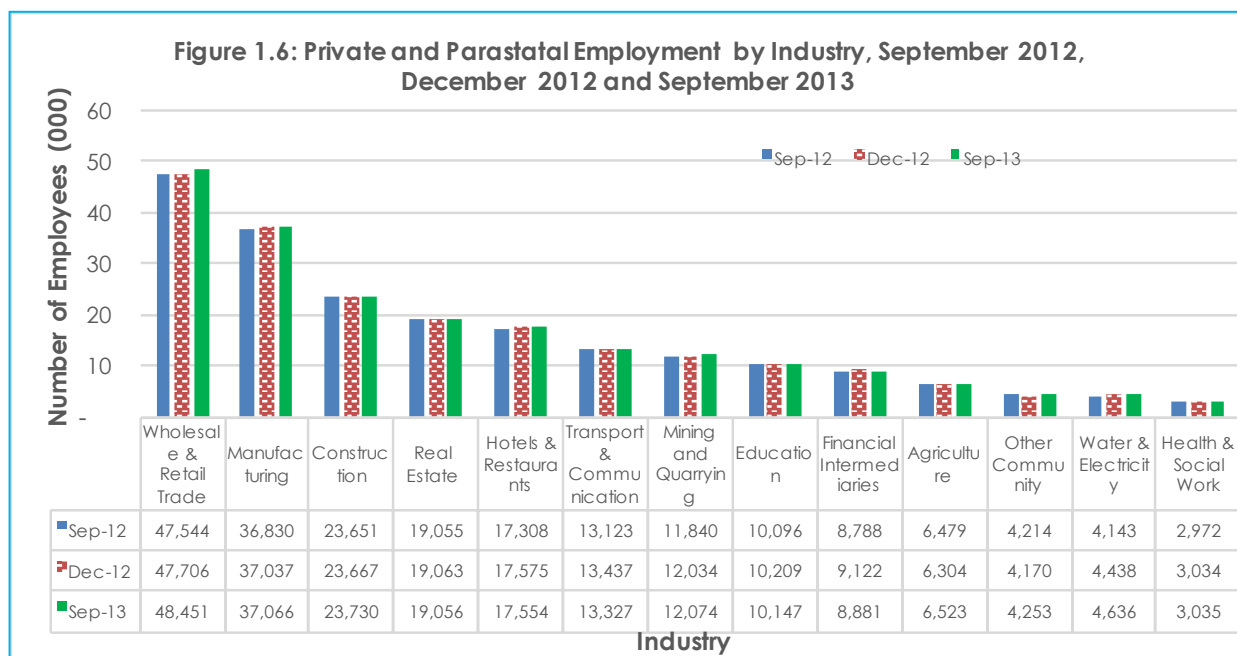


Figure 1.5 shows Private & Parastatal employment by industry as at the end of September 2013. Commerce (Wholesale & Retail Trade and Hotels & Restaurants) constituted 31.6 percent of total Private & Parastatal employment during September 2013, followed by Manufacturing and Construction with 17.8 and 11.4 percent respectively. Health & Social Work recorded the lowest employment with 1.5 percent.



Employment by industry between September 2012, December 2012 and September 2013 is shown in Figure 1.6 below. The results show that between September 2012 and December 2012, most industries recorded a slight increases in employment. Only two industries, that is, Agriculture and Other community Services recorded decreases, of 2.7 (from 6,479 to 6,304) and 1.0 percent (from 4,214 to 4,170) in employment respectively. Between December 2012 and September 2013, four industries, Hotels & Restaurant, Transport & Communication, Financial Intermediaries and Education recorded decreases in employment. Real Estate was almost constant over the three quarters.



The trend in formal sector employment by gender for the years 2006 to 2013 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. 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 program in Local government. In September 2013 the employment for females started to decrease.

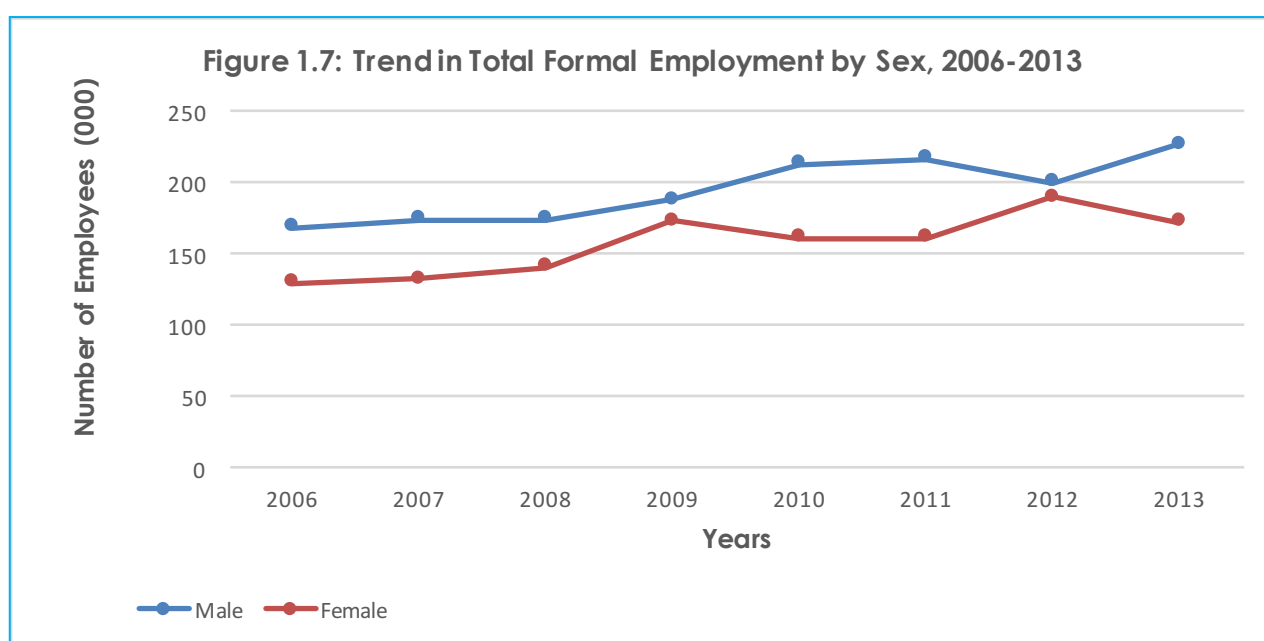
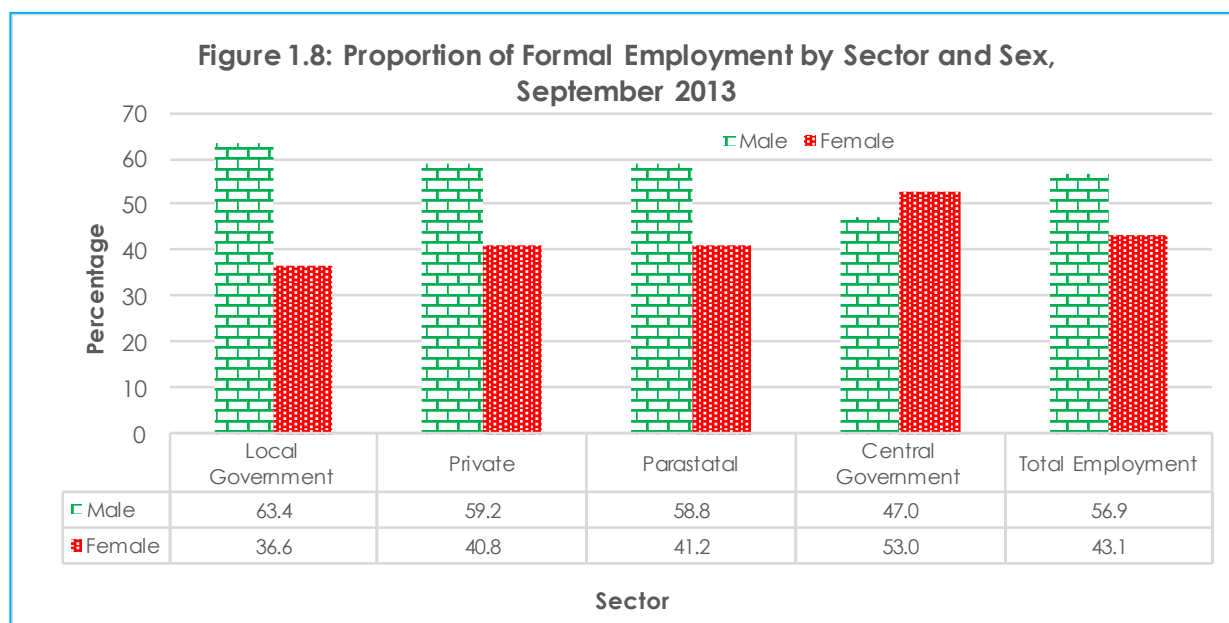


Figure 1.8 depicts employment by sex and sector. The results show that during September 2013, the highest proportion of female employees was in Central Government constituting 53.0 percent, followed by Parastatal organisations with 41.2 percent. The lowest proportion of women was found in the Local Government with 36.6 percent. Local Government had the highest proportion male employees, 63.4 percent followed by Private sector with 59.2 percent. Overall, there were more males (56.9 percent) as compared to females (43.1 percent).

At industry level, more men were found in Mining & Quarrying with 84.8 percent, followed by Construction and Water & Electricity with 80.9 and 71.9 percent respectively. Females dominated in Health & Social Work, Other Community Activities, Financial Intermediaries and Hotels & Restaurants, with 70.3, 64.2, 62.9 and 58.2 percent respectively, see Table 1.4.



1.2 2013 BOTSWANA AIDS IMPACT SURVEY IV- ECONOMIC ACTIVITY

This section presents information on economic activity from the 2013 Botswana Aids Impact Survey IV (BAIS). Data on the Employed, the Unemployed and population outside Labour Force was collected. The information is important in analysing the supply of labour towards the formulation, implementation and monitoring of policies and programs in human resource development planning.

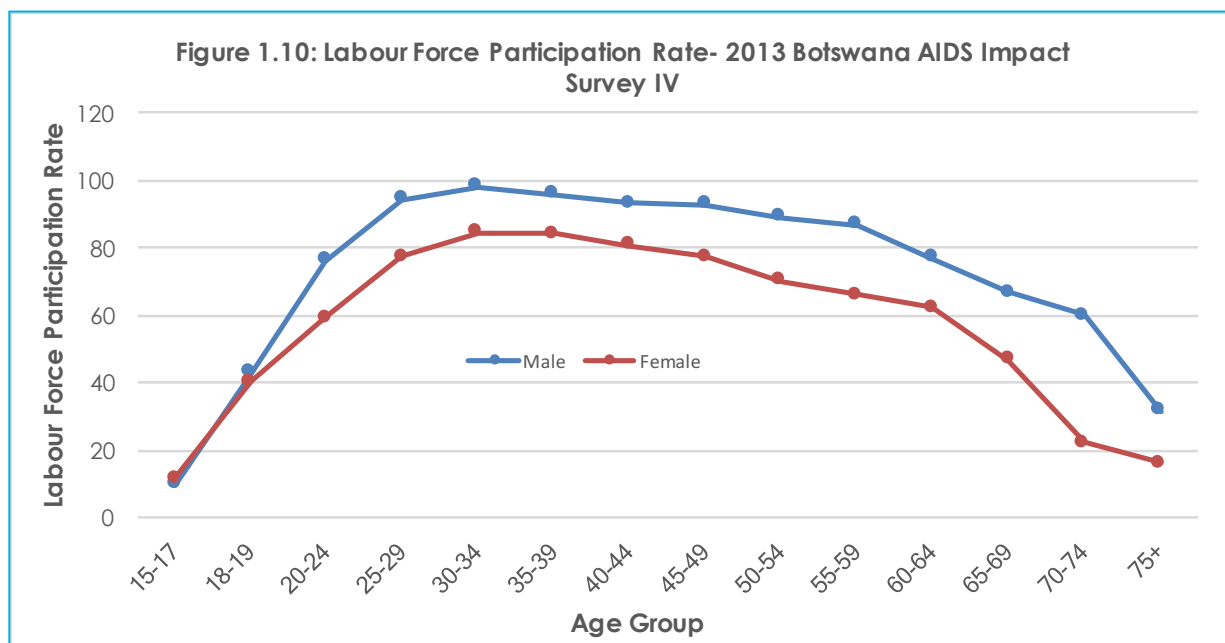
The 2013 Botswana Aids Impact Survey IV collected data on economic activity on persons aged 12 years and above, but the information published in this report is for persons aged 15 years and above, which is the international threshold of the working age group. Questions on the current economic activities, which are activities done in a short reference period, being the past seven days were asked to the persons aged 12 years and above.

Labour force

In 2013, the labour force consisted of 900,337 persons (Table 1.10). The labour force comprises the employed and the unemployed. Amongst the labour force, 720,296 (80.0%) were employed and 180,041 (20.0%) were unemployed. The unemployed are persons who stated that they were actively seeking work during the reference period, and are aged 15 years and above. Information on discouraged job seekers, (that is; people who were available to work but not seeking work during the reference period because they were discouraged) was not collected.

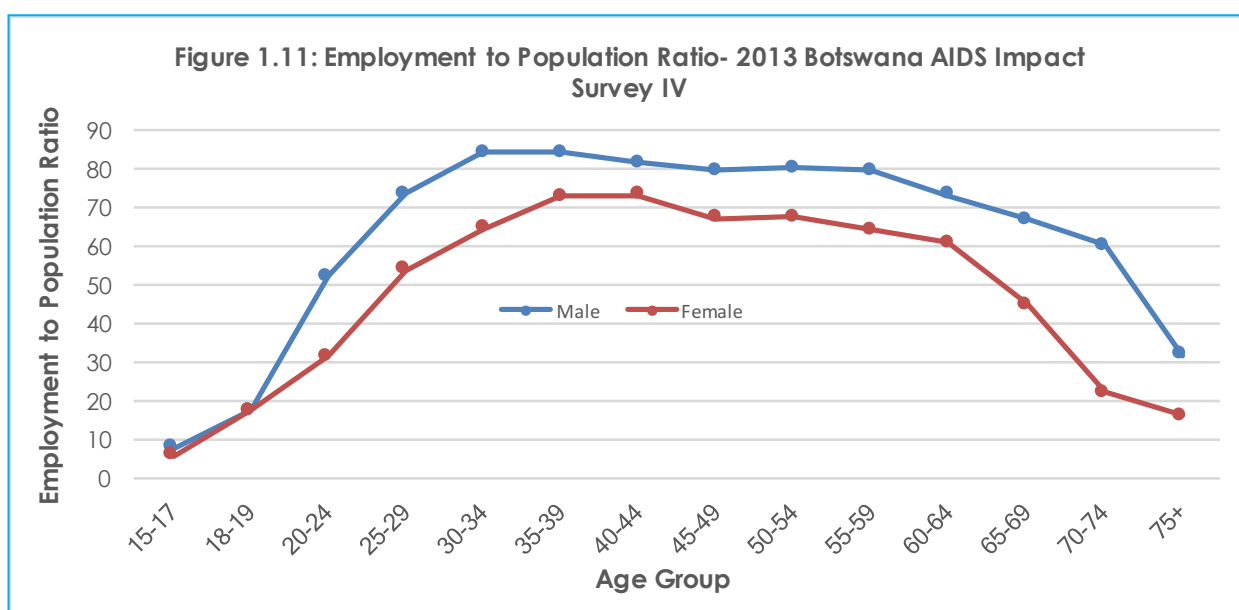
Labour force participation rate (LFPR)

Figure 1.10 and table 1.12 show the total labour force participation rate (LFPR) by age group among males and females from the 2013 BAIS IV. The LFPR reflects the extent to which a country's working age group is economically active. For both sexes, participation rates in economic activity were high for youth aged 20 to 35 years, and then gradually declined as age increased. Participation rates for males were higher than their female counterparts.



Employment to Population Ratio (EPR)

Figure 1.11 shows Employment to Population Ratio by age group for 2013 BAIS IV. The Employment to Population Ratio, sometimes called Employment Rate, reflects the extent to which a country's population is growing in comparison with creation of employment, that is, EPR is an important indicator of the ability of the economy to provide employment to its growing population. A decline in EPR could be an indication of economic slowdown. The figure shows that, just like the LFPR the ratio for males was higher than for females.



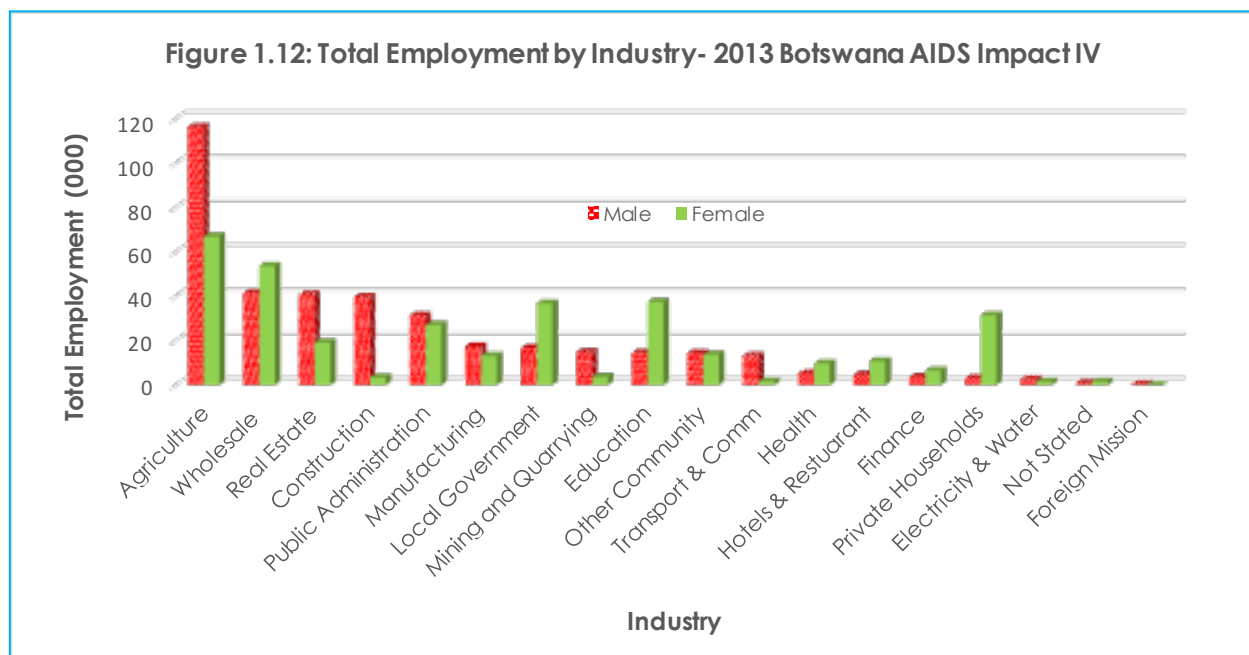
Employed Population

Employed population is defined to cover all persons in the working age group (15 years and over), who during a specified reference period (past seven days) did some work either for payment in cash or in kind (paid employees) or who were in self-employment for profit or family gain as well as persons temporarily absent from these activities but definitely going to return to them (e.g. on sick leave). Some work was defined as one hour or more in the reference seven days. It should be noted that any economic work took precedence over all other activities. Analysis of employment statistics was based on persons aged 15 years and over. The survey estimated employed persons at 720,294, of which 382,043 were males (53.0 percent) and 338,251 (47.0 percent) were females (table 1.10).

Currently Employed by Industry

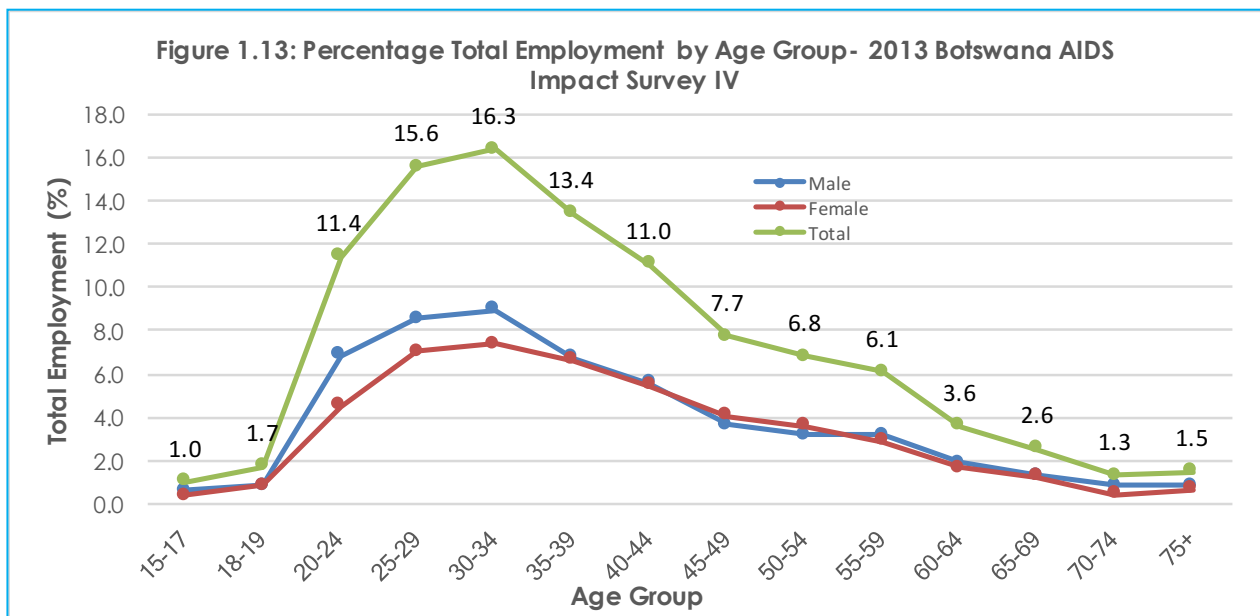
The main industrial employers were Agriculture (25.5 percent), Wholesale and Retail Trade (13.2 percent), Real Estate (8.3 percent), Public Administration (8.1 percent) and Local Government (7.4 percent). Foreign Missions were the least with 340 employees, representing 0.05 percent of total employment (see Table 1.14 and 1.17).

Males were more dominant in Construction with 92.1 percent, followed by Transport & Communication and Mining & Quarrying with 89.1 and 80.5 percent respectively. Female employment in Education, Financial Intermediaries, Local Government and Health accounted for more than 60 percent of employment in each of sectors. A significant number of females was recorded in Private Households (91.1 percent) followed by Education (72.0 percent). Hotels & Restaurants recorded 69.5 percent.



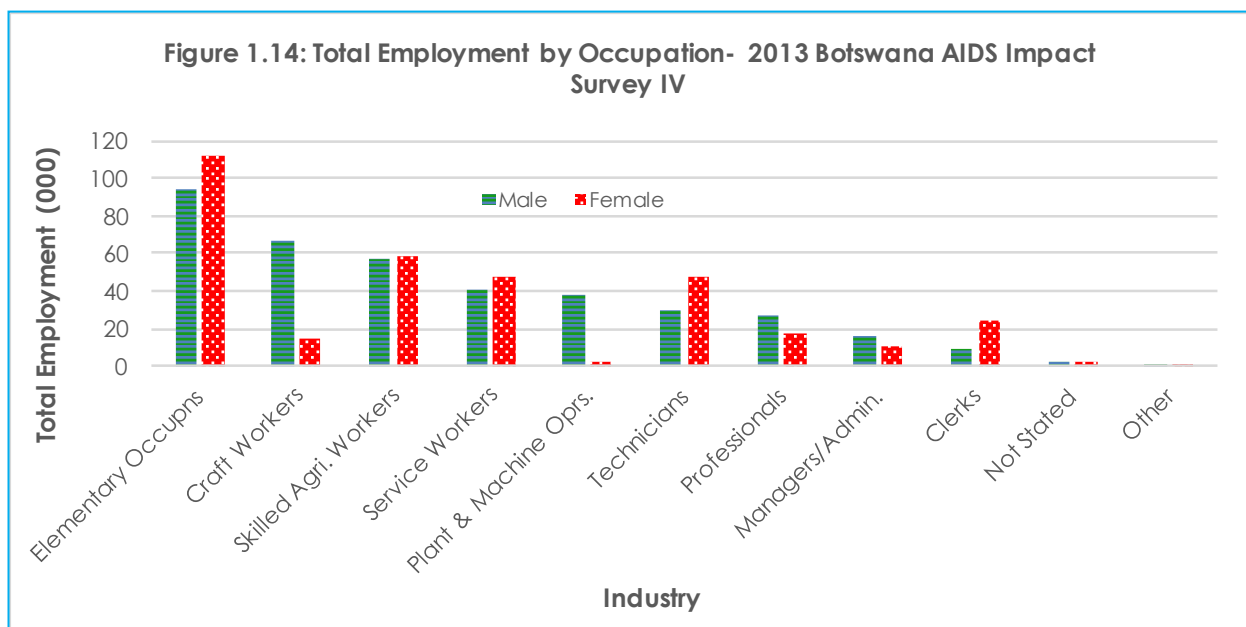
Currently Employed by Age Group

Figure 1.13 shows that employed population was highest in the ages 30 -34 years with 16.3 percent, age group 25-29 years followed with 15.6 percent. Age groups 35-39 and 20-24 recorded 11.4 and 11.0 percent respectively of the employed population. Employment gradually declines towards the ages of 60 years and above. This indicates that people leave and retire from the labour market when they get old. Men and women employment reflect the same age pattern. The male curve is above the female curve (except for the ages 18-19, 45-49 and 50-54), reflecting the higher employment of men at almost all ages.



Currently Employed by Occupation

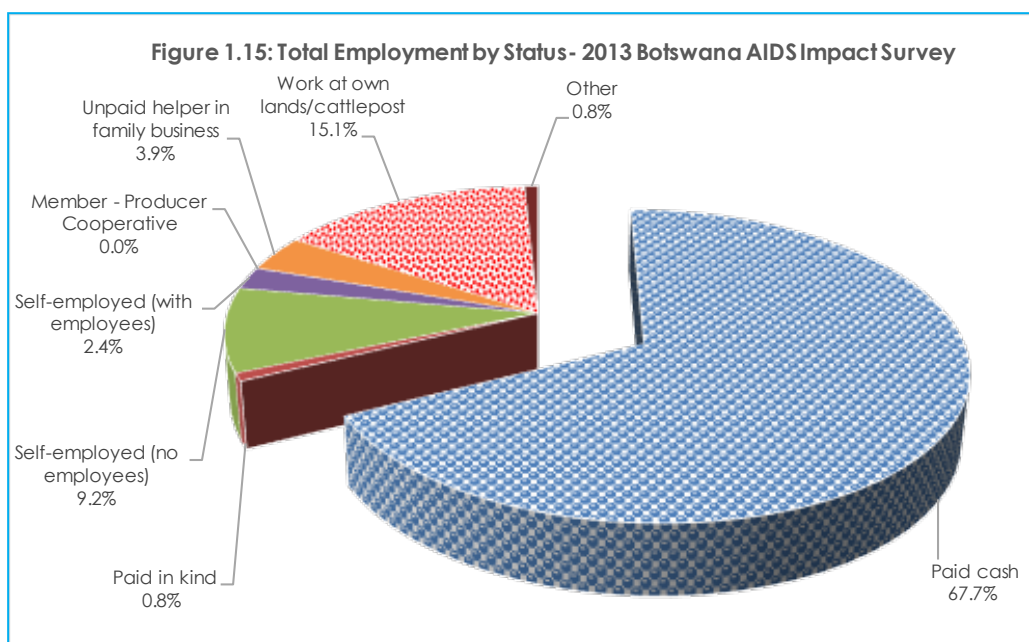
Figure 1.14 depicts employment by occupation. The most common occupations were elementary occupation accounting for 28.5 percent followed by Skilled Agricultural Workers and Services/Sales workers with 16.1 and 12.2 percent of the total employment respectively. The majority of Elementary Occupations were in the Agricultural industry, (33.2 percent) followed by Local Government and Private Households with 17.8 and 16.6 percent respectively. Managers/Administrators recorded the least occupation with 3.8 percent, see Table 17b.



Currently Employed by Status of Employment

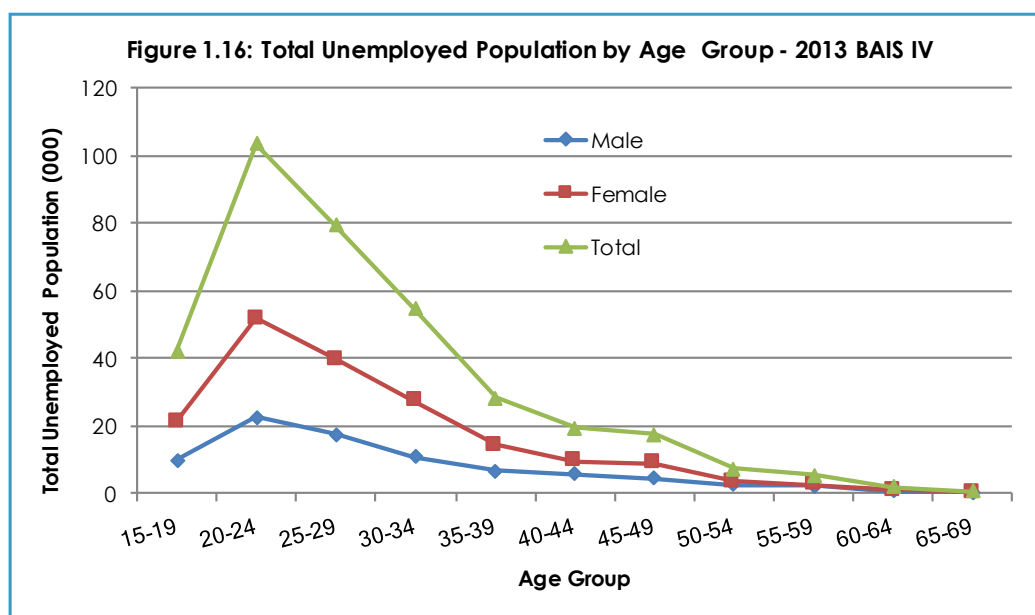
The results indicated that 67.7 percent of the employed population worked for paid employment (in cash), followed by 15.1 percent of persons who worked in their lands/cattle posts. Self-employed persons (with no employees) recorded 9.2 percent of the total employment. This is graphically depicted in figure 1.15 below.

The employed population by employment status and district is presented in Table 1.16. The table shows that the majority (17.1 percent) of employed population was in Gaborone, followed by Kweneng East with (12.7 percent) and Central Serowe/Palapye ranked third with 7.8 percent.



CURRENTLY UNEMPLOYED

The Botswana AIDS Impact Survey overall unemployment rate was estimated at 20.0 percent, higher than the 19.9 percent recorded during the 2011 Population and Housing Census. The most affected age groups were the youths aged 20-24 and 25-29 as shown in the figure below.



Unemployed population by age group and sex is presented in Table 1.10 and figure 1.16 above. The total unemployed population was 180,041 out of which 82,834 (46.0 percent) were males, and 97,206 (54.0 percent) were females. Unemployment was more prevalent among the age group, 20-24 years, which constituted 28.7 percent of the total unemployment, followed by aged group 25-29 years with 22.1 percent. Youth aged 15-34 years accounted for 77.7 percent of the total unemployed during the 2013 Botswana AIDS Impact Survey.

Most of the unemployed were found in urban villages (46.0 percent). This could be due to migration of the population from rural areas to urban villages for better opportunities. The least unemployment was recorded by Towns with 5.2 percent. Unemployed population by district and sex is shown in Table 1.13. Central Serowe/Palapye had the largest proportion of unemployment (37.5 percent). Central Mahalapye followed with 29.4 percent and Central Boteti came third with 29.0 percent. There were more unemployed females than males in most of the districts. Females had slightly the largest proportion (50.9 percent) of the unemployed while males accounted for 49.1 percent of the unemployed population.

Table 1.1: Estimated Number of Paid Employees by Sector and Economic Activity, 2009 – 2013

SECTOR/ ECONOMIC ACTIVITY	2009		2010		2011		2012		2013	
	Jun	Sep	Mar	Jun	Mar	Jun	Mar	Jun	Sep	Dec
Agriculture	6,100	6,200	6,200	6,300	6,500	6,500	6,600	6,600	6,500	6,300
Mining & Quarrying	10,500	10,600	10,800	11,000	11,700	12,200	11,900	12,100	11,800	12,000
Manufacturing	35,700	35,800	35,900	36,300	36,500	36,600	36,700	36,800	36,800	37,000
Water & Electricity	2,900	3,100	3,400	3,700	3,900	4,100	3,900	4,000	4,100	4,400
Construction	22,400	22,700	22,900	23,100	23,200	23,300	23,400	23,400	23,700	23,700
Wholesale & Retail Trade	46,200	46,600	47,000	47,000	47,300	47,400	47,800	48,000	47,500	47,700
Hotels & Restaurants	16,400	16,700	16,800	16,900	17,100	17,200	17,600	17,600	17,300	17,600
Transport & Communication	12,600	12,600	12,700	12,700	12,800	13,000	13,000	13,000	13,100	13,400
Financial Intermediaries	7,900	8,200	8,200	8,300	8,500	8,600	8,400	8,400	8,800	9,100
Real Estate & Business Activities	18,400	18,400	18,700	18,700	18,800	18,900	19,400	19,400	19,000	19,100
Education	9,800	9,900	9,800	9,900	10,000	10,100	10,400	10,400	10,100	10,200
Health & Social Work	2,600	2,800	2,800	2,900	2,900	2,900	2,900	3,000	3,000	3,000
Other Community Activities	3,800	3,900	4,000	4,100	4,100	4,200	4,100	4,100	4,200	4,300
Private & Parastatal	195,100	197,300	198,200	200,900	203,000	205,000	206,100	206,500	206,000	207,500
Private	180,100	182,200	183,000	184,700	186,200	188,000	188,700	189,100	188,500	189,900
Parastatal	15,000	15,100	15,200	16,200	16,700	17,000	17,300	17,400	17,500	17,600
Central Government	96,900	97,600	99,600	100,500	102,400	103,100	103,800	104,100	104,900	104,700
Local Government	97,900	67,000	60,200	60,800	73,400	80,600	72,800	75,956	78,700	81,000
Ipelegeng Program	69,300	38,200	31,200	31,800	45,100	52,300	46,400	50,200	52,600	56,000
Local Gov. Excl. Ipelegeng	28,600	28,800	29,000	29,000	28,300	28,300	26,400	25,800	26,100	25,000
All Sectors	389,800	362,000	357,900	362,100	378,800	387,400	382,700	386,600	389,700	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 Government 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 2009	Sep 2009	Dec 2009	Mar 2010	Jun 2010	Sep 2010	Dec 2010	Mar 2011	Jun 2011	Mar 2012	Jun 2012	Sep 2012	Dec 2012	Sep 2013
Agriculture	1.6	1.7	1.8	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.6	1.6
Mining & Quarrying	2.7	2.9	3.1	3.0	3.0	3.0	3.1	3.1	3.1	3.1	3.1	3.0	3.1	3.0
Manufacturing	9.1	9.9	10.5	9.9	10.0	9.7	9.6	9.6	9.4	9.6	9.5	9.5	9.4	9.3
Water & Electricity	0.7	0.8	0.9	0.9	1.0	1.0	1.0	1.1	1.1	1.0	1.0	1.1	1.1	1.2
Construction	5.7	6.3	6.7	6.3	6.3	6.2	6.1	6.1	6.0	6.1	6.1	6.1	6.0	5.9
Wholesale & Retail Trade	11.9	12.9	13.8	13.0	13.0	12.6	12.5	12.5	12.2	12.5	12.4	12.2	12.1	12.1
Hotels & Restaurants	4.2	4.6	4.9	4.7	4.7	4.5	4.5	4.5	4.4	4.6	4.5	4.4	4.5	4.4
Transport & Communication	3.2	3.5	3.7	3.5	3.5	3.4	3.4	3.4	3.4	3.4	3.4	3.4	3.4	3.3
Financial Intermediaries	2.0	2.3	2.4	2.3	2.3	2.2	2.2	2.2	2.2	2.2	2.2	2.3	2.3	2.2
Real Estate.& Business Activities	4.7	5.1	5.5	5.2	5.2	5.0	5.0	5.0	4.9	5.1	5.0	4.9	4.8	4.8
Education	2.5	2.7	2.9	2.7	2.7	2.7	2.6	2.6	2.6	2.7	2.7	2.6	2.6	2.5
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	0.8	0.8	0.8
Other Community Activities	1.0	1.1	1.2	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1
Private & Parastatal	50.0	54.5	58.3	55.1	55.5	54.0	53.6	53.8	52.9	53.9	53.4	52.9	52.8	52.2
Private	46.2	50.3	53.8	50.8	51.0	49.7	49.2	49.1	48.5	49.3	48.9	48.4	48.3	47.5
Parastatal	3.8	4.2	4.5	4.3	4.5	4.3	4.4	4.4	4.4	4.5	4.5	4.5	4.5	4.7
Central Government	24.9	27.0	29.3	27.7	27.8	27.3	27.0	27.2	26.3	27.1	26.9	26.9	26.6	26.2
Local Government	25.1	18.5	16.8	17.2	16.8	18.7	19.4	19.0	20.8	19.0	19.6	20.2	20.6	21.6
Ipelegeng Program.	17.8	10.5	8.7	9.1	8.8	11.0	11.9	11.5	13.5	12.1	13.0	13.5	14.2	15.2
Local Gov. Excl. Ipelegeng	7.3	8.0	8.1	8.1	8.0	7.7	7.5	7.5	7.3	6.9	6.7	6.7	6.4	6.4
All Sectors	100	100	100	100	100	100	100	100	100	100	100	100	100	100

Table 1.3: Estimated Number of Paid Employees by Sector and Economic Activity – Annual Percentage Changes

SECTOR/ ECONOMIC ACTIVITY	Jun 2009	Sep 2009	Mar 2010	Jun 2010	Sep 2010	Dec 2010	Mar 2011	Jun 2011	Mar 2012	Jun 2012	Sep 2012	Dec 2012	Sep 2013
Agriculture	7.0	8.8	5.1	3.3	3.2	4.8	4.8	3.2	1.5	1.5	(1.5)	(4.5)	0.0
Mining & Quarrying	(8.6)	(8.6)	1.9	4.8	6.6	8.4	8.3	10.9	1.7	(0.8)	(0.8)	(0.8)	2.5
Manufacturing	(1.1)	(2.5)	0.6	1.7	1.7	2.0	1.7	0.8	0.5	0.5	0.3	0.5	0.8
Water & Electricity	3.6	10.7	10.3	27.6	22.6	25.8	25.0	10.8	-2.5	(2.4)	5.1	10.0	12.2
Construction	1.4	3.2	4.1	3.1	2.2	2.2	1.7	0.9	0.4	0.4	1.3	1.3	0.0
Wholesale & Retail Trade	2.2	2.4	2.6	1.7	1.1	0.6	0.9	0.9	0.8	1.3	(0.6)	(0.6)	2.1
Hotels & Restaurants	8.3	6.4	4.3	3.0	1.8	1.8	1.8	1.8	2.9	2.3	(1.8)	0.0	1.7
Transport & Communication	3.2	1.6	1.6	0.8	0.8	1.6	1.6	2.4	0.8	0.0	0.8	3.1	1.5
Financial Intermediaries	6.7	9.3	6.5	5.1	2.4	3.7	3.7	3.6	-1.2	(2.3)	4.8	8.3	1.1
Real Estate & Business Activities	2.8	2.8	2.2	1.6	2.2	1.1	1.1	1.1	2.6	2.6	(2.1)	(1.5)	0.5
Education	1.0	2.1	1.0	1.0	1.0	1.0	2.0	2.0	4	3.0	(2.9)	(1.9)	0.0
Health & Social Work	13.0	21.7	12.0	11.5	3.6	3.6	3.6	0.0	0	3.4	3.4	0.0	0.0
Other Community Activities	11.4	11.4	8.1	7.9	5.1	5.1	5.0	2.4	-2.4	(2.4)	2.4	2.4	2.4
Private & Parastatal	1.9	2.1	2.9	3.0	2.3	2.4	2.4	2.0	1.1	0.8	(0.1)	0.5	1.3
Private	1.7	1.9	2.5	2.6	1.9	1.7	1.5	1.8	1.3	0.6	(0.1)	0.4	0.7
Parastatal	4.2	4.9	8.3	8.0	7.3	9.9	6.4	4.9	3.6	2.4	1.2	1.1	7.4
Central Government	4.6	3.7	4.1	3.7	4.5	2.8	3.0	1.4	0.7	2.2	1.1	0.6	(0.4)
Local Government	25.1	18.5	(34.7)	(37.9)	4.6	21.9	16.1	32.6	1.1	(5.8)	8.1	6.6	9.7
All Sectors	24.9	14.6	(6.1)	(7.1)	3.3	5.8	4.9	7.0	1.0	(0.2)	1.8	1.7	(1.9)

Notes: Percentage changes for September 2012 & December 2012 are for six months period
() Negatives

Table 1.4: Estimated Number of Paid Employees by Sector and Citizenship, September 2013

Industry	Citizens			Non-Citizens			All Employees			All Employees (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	3,364	2,713	6,077	302	144	445	3,666	2,857	6,523	56,2	43,8	100
Mining and Quarrying	9,837	1,808	11,645	402	27	429	10,239	1,835	12,074	84,8	15,2	100
Manufacturing	20,699	13,901	34,601	1,899	566	2,465	22,599	14,468	37,066	61,0	39,0	100
Electricity & Water	3,322	1,305	4,627	9	0	9	3,331	1,305	4,636	71,9	28,1	100
Construction	16,999	4,356	21,355	2,194	181	2,375	19,193	4,537	23,730	80,9	19,1	100
Wholesale & Retail Trade	23,328	22,354	45,682	2,295	474	2,769	25,623	22,828	48,451	52,9	47,1	100
Hotels & Restaurants	6,823	10,057	16,880	514	161	674	7,337	10,218	17,554	41,8	58,2	100
Transport & Communication	7,099	5,433	12,532	569	226	795	7,668	5,659	13,327	57,5	42,5	100
Finance Intermediaries	3,165	5,560	8,725	126	30	156	3,291	5,590	8,881	37,1	62,9	100
Real Estate & Business Activities	13,012	5,374	18,387	500	170	670	13,512	5,544	19,056	70,9	29,1	100
Education	3,213	4,647	7,860	1,341	946	2,287	4,554	5,593	10,147	44,9	55,1	100
Health & Social Work	713	1,812	2,525	187	324	510	900	2,136	3,035	29,7	70,3	100
Other Community Activities	1,433	2,691	4,124	88	41	129	1,521	2,732	4,253	35,8	64,2	100
Private and Parastatal	113,007	82,012	195,019	10,425	3,289	13,713	123,432	85,301	208,732	59,1	40,9	100
Private	102,323	74,337	176,660	10,029	3,206	13,234	112,352	77,543	189,894	59,2	40,8	100
Parastatal	10,684	7,675	18,359	396	83	479	11,080	7,758	18,838	58,8	41,2	100
Central Government	48,120	54,957	103,077	977	487	1,464	49,097	55,444	104,541	47,0	53,0	100
Local Government	54,604	31,496	86,100	92	65	157	54,696	31,561	86,257	63,4	36,6	100
Ipelegeng Program	42,424	18,199	60,623	-	-	-	42,424	18,199	60,623	70,0	30,0	100
Local Gov. Excl. Ipelegeng	12,180	13,297	25,477	92	65	157	12,272	13,362	25,634	47,9	52,1	100
All Sectors excl. Ipelegeng	173,307	150,266	323,573	11,494	3,841	15,334	184,801	154,107	338,907	54,5	45,5	100
Programme employees												
All Sectors	215,731	168,465	384,196	11,494	3,841	15,334	227,225	172,306	399,530	56,9	43,1	100

Table 1.5: Estimated Number of Paid Employees by Sector and Economic Activity, September 2013

Industry	Private	Parastatal	Central Govt.	Local Govt.	Total
Agriculture	6,471	52	...	...	6,523
Mining & Quarrying	12,074	...	...	...	12,074
Manufacturing	35,775	1,291	...	...	37,066
Water & Electricity	143	4,493	...	...	4,636
Construction	23,730	...	...	...	23,730
Wholesale & Retail Trade	48,306	145	...	...	48,451
Hotels & Restaurants	17,554	...	...	...	17,554
Transport & Communication	9,590	3,737	...	...	13,327
Financial Intermediaries	5,874	3,007	...	...	8,881
Real Estate & Business Activities	16,921	2,135	...	...	19,056
Education	6,456	3,691	...	...	10,147
Health & Social Work	2,981	54	...	...	3,035
Other Community Activities	4,020	233	...	...	4,253
Central Government	...	...	104,541	...	104,541
Local Government	...	...	...	86,257	86,257
Total	189,894	18,838	104,541	86,257	399,530

Table 1.6: Estimated Number of Paid Citizen Employees by Sex and Economic Activity

Industry	11-Mar			11-Jun			12-Sep			13-Sep		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	2,872	2,838	5,709	3,047	2,802	5,849	3,664	2,815	6,479	3,666	2,857	6,523
Mining and Quarrying	10,094	1,212	11,306	10,356	1,467	11,823	10,398	1,442	11,840	10,239	1,835	12,074
Manufacturing	19,266	14,931	34,197	19,271	14,481	33,751	20,901	15,929	36,830	22,599	14,468	37,066
Water & Electricity	2,988	984	3,972	3,076	1,018	4,094	3,036	1,107	4,143	3,331	1,305	4,636
Construction	17,827	3,177	21,004	18,164	3,225	21,388	19,922	3,729	23,651	19,193	4,537	23,730
Wholesale & Retail Trade	21,628	21,933	43,561	21,238	23,473	44,712	26,492	21,052	47,544	25,623	22,828	48,451
Hotels & Restaurants	6,062	10,209	16,270	5,524	10,482	16,006	6,551	10,757	17,308	7,337	10,218	17,554
Transport & Communication	6,890	4,504	11,393	6,860	5,094	11,954	8,133	4,990	13,123	7,668	5,659	13,327
Financial Intermediaries	3,048	5,224	8,271	3,060	5,331	8,390	3,253	5,535	8,788	3,291	5,590	8,881
Real Estate & Business Activities	11,979	6,020	17,999	12,521	5,301	17,822	13,428	5,627	19,055	13,512	5,544	19,056
Education	2,760	4,878	7,638	2,882	4,617	7,510	4,210	5,886	10,096	4,554	5,593	10,147
Health & Social Work	666	1,704	2,369	667	1,761	2,428	932	2,040	2,972	900	2,136	3,035
Other Community Activities	1,542	2,281	3,823	1,540	2,327	3,866	1,521	2,693	4,214	1,521	2,732	4,253
Private & Parastatal	107,620	79,893	187,513	108,205	81,377	189,594	122,440	83,602	206,042	123,432	85,301	208,732
Private	97,772	73,277	171,049	98,263	74,713	172,988	112,075	76,483	188,558	112,352	77,543	189,894
Parastatal	9,848	6,616	16,464	9,781	6,799	16,580	10,365	7,119	17,484	11,080	7,758	18,838
Central Government	48,551	52,745	101,296	47,960	52,222	100,182	49,958	54,967	104,925	49,097	55,444	104,541
Local Government	47,919	23,754	71,673	53,906	26,334	80,240	27,387	51,338	78,725	54,696	31,561	86,257
Ipelegeng Program	33,740	9,911	43,651	39,692	12,578	52,270	14,427	38,190	52,617	42,424	18,199	60,623
Local Gov. Excl. Ipelegeng	14,179	13,843	28,022	14,214	13,756	27,970	12,960	13,148	26,108	12,272	13,362	25,634
All Sectors	170,350	146,481	316,831	209,910	160,068	369,990	199,785	189,907	389,692	227,225	172,306	399,530

Table 1.7: Employment in Manufacturing Industry, September 2013

Industry	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Meat and meat Products	1,282	277	1,559	17	0	17	1,299	277	1,576
Dairy Products	254	145	399	11	1	12	265	146	411
Grain mill Products Includes maize, sorghum, millet etc. Human & animal feeds	532	390	922	20	1	21	552	391	943
Bakery Products	376	590	965	12	2	14	388	592	979
Other foods Products not elsewhere Classified (e.g. Chocolates, Sweets)	425	239	664	13	5	18	438	244	682
Beverages (Beer including Traditional Beer, Soft Drinks, etc.)	745	265	1,010	5	1	6	750	266	1,016
Textiles (exc. Clothing) including Preparation of textile fibres, synthetic material	2,491	2,831	5,322	444	323	767	2,935	3,154	6,089
Clothing and Other Wearing Apparel (incl. Leather)	213	2,483	2,697	139	40	179	353	2,523	2,876
Tanning and Leather products	308	283	591	0	0	0	308	283	591
Wood and Wood Products excluding furniture but including building materials	1,528	366	1,894	136	6	142	1,664	372	2,035
Paper and paper products	77	126	203	12	0	12	89	126	215
Printing and publishing	731	575	1,306	65	9	74	796	584	1,380
Chemical and chemical products	1,446	776	2,222	75	35	109	1,521	810	2,331
Rubber and plastic products	252	236	488	24	3	27	276	239	515
Cement Manufacturing	46	10	56	2	0	2	48	10	58
Non-Metallic mineral products excluding cement but including glass, ceramic	3,988	1,245	5,233	294	36	330	4,282	1,282	5,564
Basic Metals	20	6	26	2	2	4	22	8	30
Fabricated metal products	1,966	734	2,700	150	8	158	2,115	742	2,857
Machinery and equipment incl. Refrigerators and other domestic equipment	512	244	756	75	3	78	587	247	833
Office ,accounting and computing machinery	429	264	693	99	0	99	528	264	792
Electrical machinery and apparatus	170	0	170	43	43	85	213	43	255
Radio, television and communication equipment and apparatus	16	6	22	1	0	1	17	6	23
Medical, precision, optical instruments	5	3	8	1	0	1	6	3	9
Motor Vehicles, trailers	66	16	82	10	1	11	76	17	93
Other transport equipment e.g. ships, boats, railway locomotives	1,861	372	2,234	69	34	102	1,930	406	2,336
Furniture (all types including wood)	737	315	1,052	62	3	65	799	318	1,117
Manufacturing of jewellery	100	622	722	106	6	112	206	628	834
Manufacturing of other products not elsewhere	88	482	570	11	5	16	99	487	586
Recycling Processing of Metal & Non Metal Waste	34	3	37	4	0	4	38	3	41
Total	20,699	13,901	34,601	1,899	566	2,465	22,599	14,468	37,066

Table 1.10: The Economically Active Population by Age Group and Sex, 2013 Botswana AIDS Impact Survey IV

Age Group	Employed				Unemployed				Labour Force			Unemployment Rate (%)		
	Male	Female	Total	Total %	Male	Female	Total	Total %	Male	Female	Total	Male	Female	Total
15-19	10,365	9,323	19,688	2.7	9,831	11,347	21,178	11.8	20,196	20,670	40,865	48.7	54.9	51.8
20-24	49,263	32,786	82,049	11.4	22,563	29,125	51,688	28.7	71,826	61,911	133,737	31.4	47.0	38.6
25-29	61,631	50,563	112,194	15.6	17,356	22,361	39,717	22.1	78,987	72,924	151,910	22.0	30.7	26.1
30-34	64,439	53,243	117,682	16.3	10,787	16,452	27,239	15.1	75,226	69,695	144,921	14.3	23.6	18.8
35-39	48,760	47,631	96,391	13.4	6,807	7,392	14,199	7.9	55,567	55,023	110,590	12.2	13.4	12.8
40-44	40,099	39,365	79,465	11.0	5,695	3,927	9,622	5.3	45,795	43,292	89,087	12.4	9.1	10.8
45-49	26,251	29,299	55,551	7.7	4,385	4,404	8,788	4.9	30,636	33,703	64,339	14.3	13.1	13.7
50-54	23,012	25,828	48,840	6.8	2,565	1,022	3,588	2.0	25,577	26,850	52,427	10.0	3.8	6.8
55-59	22,856	20,924	43,780	6.1	2,098	535	2,633	1.5	24,954	21,459	46,413	8.4	2.5	5.7
60-64	13,711	12,148	25,859	3.6	748	276	1,024	0.6	14,459	12,424	26,883	5.2	2.2	3.8
65+	21,656	17,142	38,798	5.4	0	365	365	0.2	21,656	17,507	39,163	0.0	2.1	0.9
Total	382,044	338,252	720,296	100	82,835	97,207	180,041	100	464,879	435,458	900,337	17.8	22.3	20.0

Table 1.11: Labour Force Participation Rate by Age Group and Sex, 2013 Botswana AIDS Impact Survey IV

Age	Working Age Population			Labour Force			Labour Force Participation Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	55,916	52,110	108,026	5,418	5,973	11,391	9.7	11.5	10.5
18-19	34,407	36,637	71,044	14,777	14,697	29,474	42.9	40.1	41.5
20-24	94,389	104,464	198,853	71,826	61,911	133,737	76.1	59.3	67.3
25-29	83,896	94,088	177,984	78,987	72,924	151,911	94.1	77.5	85.4
30-34	76,649	82,516	159,165	75,226	69,695	144,921	98.1	84.5	91.1
35-39	57,934	65,293	123,227	55,567	55,023	110,590	95.9	84.3	89.7
40-44	49,227	53,715	102,942	45,794	43,292	89,086	93.0	80.6	86.5
45-49	32,991	43,676	76,667	30,636	33,703	64,339	92.9	77.2	83.9
50-54	28,673	38,354	67,027	25,577	26,850	52,427	89.2	70.0	78.2
55-59	28,785	32,573	61,358	24,954	21,459	46,413	86.7	65.9	75.6
60-64	18,788	19,984	38,772	14,459	12,424	26,883	77.0	62.2	69.3
65-69	14,201	20,066	34,267	9,476	9,366	18,842	66.7	46.7	55.0
70-74	10,271	14,610	24,881	6,158	3,229	9,387	60.0	22.1	37.7
75+	19,040	30,621	49,661	6,023	4,911	10,934	31.6	16.0	22.0
Total	605,167	688,707	1,293,874	464,878	435,457	900,337	76.8	63.2	69.6

Table 1.12: Employment to Population Ratio by Age Group and Sex, 2013 Botswana AIDS Impact Survey IV

Age	Working Age Population			Employed			Employment to Population Ratio		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-17	55,916	52,110	108,026	4,326	2,987	7,313	7.7	5.7	6.8
18-19	34,407	36,637	71,044	6,038	6,336	12,374	17.5	17.3	17.4
20-24	94,389	104,464	198,853	49,263	32,786	82,049	52.2	31.4	41.3
25-29	83,896	94,088	177,984	61,631	50,563	112,194	73.5	53.7	63.0
30-34	76,649	82,516	159,165	64,439	53,243	117,682	84.1	64.5	73.9
35-39	57,934	65,293	123,227	48,760	47,631	96,391	84.2	72.9	78.2
40-44	49,227	53,715	102,942	40,099	39,365	79,464	81.5	73.3	77.2
45-49	32,991	43,676	76,667	26,251	29,299	55,550	79.6	67.1	72.5
50-54	28,673	38,354	67,027	23,012	25,828	48,840	80.3	67.3	72.9
55-59	28,785	32,573	61,358	22,856	20,924	43,780	79.4	64.2	71.4
60-64	18,788	19,984	38,772	13,711	12,148	25,859	73.0	60.8	66.7
65-69	14,201	20,066	34,267	9,476	9,001	18,477	66.7	44.9	53.9
70-74	10,271	14,610	24,881	6,158	3,229	9,387	60.0	22.1	37.7
75+	19,040	30,621	49,661	6,023	4,911	10,934	31.6	16.0	22.0
Total	605,167	688,707	1,293,874	382,043	338,251	720,294	63.1	49.1	55.7

Table 1.13: The Economically Active Population by District, 2013 Botswana AIDS Impact Survey IV

District	Employed			Unemployed			Labour Force			Unemployment Rate (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Gaborone	62,618	56,335	118,953	8,541	6,996	15,537	71,159	63,331	134,490	12.0	11.0	11.6
Francistown	18,426	17,967	36,393	5,584	6,890	12,474	24,010	24,857	48,867	23.3	27.7	25.5
Lobatse	7,130	5,951	13,081	746	1,184	1,930	7,876	7,135	15,011	9.5	16.6	12.9
Selebi-Phikwe	10,524	8,284	18,808	1,776	3,428	5,204	12,300	11,712	24,012	14.4	29.3	21.7
Orapa	2,847	2,360	5,207	313	441	754	3,160	2,801	5,961	9.9	15.7	12.6
Jwaneng	4,225	3,376	7,601	467	805	1,272	4,692	4,181	8,873	10.0	19.3	14.3
Sowa	871	611	1,482	44	158	202	915	769	1,684	4.8	20.5	12.0
Southern	18,384	18,754	37,138	3,599	3,373	6,972	21,983	22,127	44,110	16.4	15.2	15.8
Barolong	7,669	5,680	13,349	1,328	2,363	3,691	8,997	8,043	17,040	14.8	29.4	21.7
Ngwaketse West	1,776	1,767	3,543	634	751	1,385	2,410	2,518	4,928	26.3	29.8	28.1
Southeast	18,923	17,978	36,901	2,558	3,165	5,723	21,481	21,143	42,624	11.9	15.0	13.4
Kweneng East	54,154	46,273	100,427	12,262	12,377	24,639	66,416	58,650	125,066	18.5	21.1	19.7
Kweneng West	6,742	6,184	12,926	2,750	1,653	4,403	9,492	7,837	17,329	29.0	21.1	25.4
Kgatleng	19,570	17,234	36,804	6,427	5,942	12,369	25,997	23,176	49,173	24.7	25.6	25.2
Central-Serowe	20,472	11,585	32,057	8,019	11,229	19,248	28,491	22,814	51,305	28.1	49.2	37.5
Central-Mahalapye	21,733	17,429	39,162	6,020	10,263	16,283	27,753	27,692	55,445	21.7	37.1	29.4
Central-Bobonong	13,539	15,166	28,705	3,718	3,692	7,410	17,257	18,858	36,115	21.5	19.6	20.5
Central-Boteti	11,832	7,681	19,513	3,538	4,441	7,979	15,370	12,122	27,492	23.0	36.6	29.0
Central-Tutume	22,844	23,365	46,209	3,070	4,666	7,736	25,914	28,031	53,945	11.8	16.6	14.3
Northeast	6,432	10,188	16,620	1,626	1,612	3,238	8,058	11,800	19,858	20.2	13.7	16.3
Ngamiland South	17,769	12,690	30,459	3,554	5,016	8,570	21,323	17,706	39,029	16.7	28.3	22.0
Ngamiland North	7,705	12,045	19,750	1,187	1,487	2,674	8,892	13,532	22,424	13.3	11.0	11.9
Chobe	7,543	6,971	14,514	969	1,324	2,293	8,512	8,295	16,807	11.4	16.0	13.6
Ghanzi	9,902	5,456	15,358	2,472	1,957	4,429	12,374	7,413	19,787	20.0	26.4	22.4
Kgalagadi South	5,502	4,425	9,927	1,119	1,645	2,764	6,621	6,070	12,691	16.9	27.1	21.8
Kgalagadi North	2,914	2,496	5,410	513	347	860	3,427	2,843	6,270	15.0	12.2	13.7
Total	382,046	338,251	720,296	82,834	97,205	180,041	464,880	435,456	900,335	17.8	22.3	20.0

Table 1.14: The Employed Population by Industry and Sex, 2013 Botswana AIDS Impact Survey IV

Industry	Employed		
	Male	Female	Total
Agriculture	116,410	66,992	183,402
Mining and Quarrying	14,909	3,620	18,529
Manufacturing	17,381	13,187	30,567
Electricity & Water	2,657	1,589	4,245
Construction	39,823	3,418	43,241
Wholesale & Retail Trade	41,598	53,611	95,209
Hotels & Restaurants	4,729	10,777	15,506
Transport & Communication	13,217	1,612	14,829
Finance	3,612	6,427	10,039
Real Estate	40,933	19,184	60,117
Public Administration	31,442	27,160	58,602
Local Government	16,663	36,776	53,439
Education	14,581	37,464	52,045
Health	5,235	9,797	15,032
Other Community	14,457	13,733	28,190
Private Households	3,054	31,360	34,414
Foreign Mission	340	0	340
Not Stated	1,003	1,545	2,549
Total	382,044	338,252	720,296

Table 1.15: The Employed Population by Occupation and Employment Status, 2013 Botswana AIDS Impact Survey IV

Occupation	Employment Status									
	Employee (paid cash)	Employee (paid in kind)	Self-employed (no employees)	Self-employed (with employees)	Unpaid family helper	Working at own lands/cattle posts	Member-Producer Cooperative	Other	Total	Percentage
Managers/Administrators	19,835	-	1,109	6,222	-	-	-	-	27,166	3.8
Professionals	42,048	51	557	539	-	-	-	913	44,108	6.1
Technicians	70,122	418	5,187	610	441	441	-	748	77,967	10.8
Clerks	31,642	218	1,610	527	172	-	-	57	34,226	4.8
Service/Sales Workers	70,211	234	8,765	1,725	4,831	326	199	1,878	88,169	12.2
Skilled Agri. Workers	9,829	1,737	10,191	2,333	7,734	83,315	-	861	116,000	16.1
Craft Workers	58,187	380	16,843	3,595	910	182	-	687	80,784	11.2
Plant & Machine Operators	35,293	86	4,185	639	-	220	-	-	40,423	5.6
Elementary Occupations	146,941	2,834	17,669	1,268	11,499	24,110	-	1,037	205,358	28.5
Not Stated	722	129	113	-	2,307	-	-	360	3,631	0.5
Other	2,127	-	315	-	-	-	-	17	2,459	0.3
Total	486,957	6,087	66,544	17,458	27,894	108,594	199	6,558	720,296	100

Table 1.16: The Employed Population by District and Employment Status, 2013 Botswana AIDS Impact Survey IV

District	Employment Status								Total
	Employee (paid cash)	Employee (paid in kind)	Self-employed (no employees)	Self-employed (with employees)	Member-Producer Cooperative	Unpaid family helper	Working at own lands/cattle posts	Other	
Gaborone	96,412	1,103	10,014	4,803	-	4,318	1,522	781	118,953
Francistown	29,290	106	4,037	1,375	-	610	609	368	36,395
Lobatse	10,986	42	1,373	119	-	124	353	84	13,081
Selebi-Phikwe	15,973	86	1,651	577	-	99	321	101	18,808
Orapa	4,923	9	118	67	-	21	43	26	5,207
Jwaneng	6,844	-	293	232	-	39	194	-	7,602
Sowa	1,412	-	39	20	-	11	-	-	1,482
Southern	20,865	-	5,436	-	-	1,484	8,570	782	37,137
Barolong	8,576	87	1,929	185	-	-	2,573	-	13,350
Ngwaketse West	1,986	49	267	86	-	54	1,070	29	3,541
Southeast	27,328	257	4,254	555	-	1,313	3,193	-	36,900
Kweneng East	62,001	815	9,341	562	-	7,733	19,570	405	100,427
Kweneng West	7,542	443	357	-	-	443	4,140	-	12,925
Kgatleng	25,581	393	3,729	576	-	1,071	5,225	230	36,805
Central-Serowe/Palapye	21,957	-	2,673	1,610	-	1,434	4,383	-	32,057
Central-Mahalapye	21,116	636	2,588	792	-	2,323	10,551	1,154	39,160
Central-Bobonong	13,974	335	3,392	1,418	-	1,840	6,646	1,099	28,704
Central-Boteti	12,563	-	1,969	308	199	902	3,165	406	19,512
Central-Tutume	26,830	414	4,277	1,251	-	1,532	11,697	207	46,208
Northeast	11,263	266	1,176	271	-	237	3,295	113	16,621
Ngamiland South	19,847	-	2,042	1,425	-	969	6,005	172	30,460
Ngamiland North	5,662	190	2,661	336	-	642	9,980	278	19,749
Chobe	12,113	36	953	325	-	374	550	164	14,515
Ghanzi	11,502	332	1,124	229	-	180	1,990	-	15,357
Kgalagadi South	7,075	29	648	286	-	90	1,760	37	9,925
Kgalagadi North	3,338	459	200	51	-	51	1,190	122	5,411
Total	486,959	6,087	66,541	17,459	199	27,894	108,595	6,558	720,292

Table 1.17a: The Employed Population by Industry and Occupation, 2013 Botswana AIDS Impact Survey IV

Industry	Occupation											Total
	Managers	Professionals	Technicians	Clerks	Service/Sales Workers	Skilled Agri. Workers	Craft Workers	Plant & Machine Operators.	Elementary Occupations	Not Stated	Other	
Agriculture	896	-	100	-	113	112,229	638	1,269	68,158	823	-	184,226
Mining and Quarrying	720	2,575	1,293	772	1,115	-	4,567	5,571	1,918	-	-	18,531
Manufacturing	1,803	851	1,279	1,686	609	-	21,077	790	2,433	-	39	30,567
Electricity & Water	-	277	1,170	437	604	-	882	239	636	-	-	4,245
Construction	1,156	1,578	4,628	1,126	381	-	29,228	1,768	3,207	-	168	43,240
Wholesale & Retail Trade	5,920	1,791	3,169	10,376	29,833	1,107	14,462	3,392	25,160	-	-	95,210
Hotels & Restaurants	1,770	670	315	3,132	7,775	78	78	368	1,320	-	-	15,506
Transport & Comm.	517	1,378	859	2,011	276	-	-	8,717	996	-	76	14,830
Finance	1,265	1,643	4,151	2,172	315	-	-	73	418	-	-	10,037
Real Estate	4,775	10,673	9,295	3,642	18,759	-	3,440	4,803	3,038	-	1,691	60,116
Public Administration	5,253	4,966	8,716	5,783	12,769	2,205	1,889	7,702	9,248	-	71	58,602
Local Government	917	1,590	4,722	1,399	2,063	149	3,498	1,561	36,649	-	59	52,607
Education	1,341	11,975	26,195	875	4,456	-	509	801	5,893	-	-	52,045
Health	-	1,572	6,975	396	2,026	-	-	1,526	2,499	-	39	15,033
Other Community	834	2,230	5,100	419	6,707	233	516	1,847	9,740	-	315	27,941
Private Households	-	-	-	-	368	-	-	-	34,047	-	-	34,415
Foreign Mission	-	340	-	-	-	-	-	-	-	-	-	340
Not Stated	-	-	-	-	-	-	-	-	-	2,809	-	2,809
Total	27,167	44,109	77,967	34,226	88,169	116,001	80,784	40,427	205,360	3,632	2,458	720,296

Table 1.17b: The Percentage of Employed Population by Industry and Occupation, 2013 Botswana AIDS Impact Survey

Industry	Occupation											Total
	Managers	Professionals	Technicians	Clerks	Service/ Sales Workers	Skilled Agri. Workers	Craft Workers	Plant & Machine Operators.	Elementary Occupations	Not Stated	Other	
Agriculture	0.1	0.0	0.0	0.0	0.0	15.6	0.1	0.2	9.5	0.1	0.0	25.6
Mining and Quarrying	0.1	0.4	0.2	0.1	0.2	0.0	0.6	0.8	0.3	0.0	0.0	2.6
Manufacturing	0.3	0.1	0.2	0.2	0.1	0.0	2.9	0.1	0.3	0.0	0.0	4.2
Electricity & Water	0.0	0.0	0.2	0.1	0.1	0.0	0.1	0.0	0.1	0.0	0.0	0.6
Construction	0.2	0.2	0.6	0.2	0.1	0.0	4.1	0.2	0.4	0.0	0.0	6.0
Wholesale & Retail Trade	0.0	0.2	0.4	1.4	4.1	0.2	2.0	0.5	3.5	0.0	0.0	13.2
Hotels & Restaurants	0.2	0.1	0.0	0.4	1.1	0.0	0.0	0.1	0.2	0.0	0.0	2.2
Transport & Comm.	0.1	0.2	0.1	0.3	0.0	0.0	0.0	1.2	0.1	0.0	0.0	2.1
Finance	1.8	0.2	0.6	0.3	0.0	0.0	0.0	0.0	0.1	0.0	0.0	1.4
Real Estate	0.7	1.5	1.3	0.5	2.6	0.0	0.5	0.7	0.4	0.0	0.0	8.3
Public Administration	0.7	0.7	1.2	0.8	1.8	0.3	0.3	1.1	1.3	0.0	0.0	8.1
Local Government	0.1	0.2	0.7	0.2	0.3	0.0	0.5	0.2	5.1	0.0	0.0	7.3
Education	0.2	1.7	3.6	0.1	0.6	0.0	0.1	0.1	0.8	0.0	0.0	7.2
Health	0.0	0.2	1.0	0.1	0.3	0.0	0.0	0.2	0.3	0.0	0.0	2.1
Other Community	0.1	0.0	0.0	0.1	0.9	0.0	0.1	0.3	1.4	0.0	0.0	3.9
Private Households	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	4.7	0.0	0.0	4.8
Foreign Mission	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Not Stated	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.0	0.4
Total	3.8	6.1	10.8	4.8	12.2	16.1	11.2	5.6	28.5	0.5	0.3	100

Table 1.18: The Unemployed Population by Education/Training and Sex, 2013 Botswana AIDS Impact Survey IV

Industry	Employed		
	Male	Female	Total
Never Attended	8,136	4,199	12,335
Pre-primary	21	134	155
Primary	12,721	13,496	26,217
Secondary	51,871	68,456	120,327
Non-formal	-	33	33
Apprentice	142	80	222
Brigade	1,455	355	1,810
Technical/Vocational	2,363	3,971	6,334
Educational College	2,266	2,751	5,017
Institute of Health Sciences	-	76	76
University	3,859	3,655	7,514
Total	82,835	97,206	180,041

Table 1.19: The Unemployed Population by Age Group and Locality Type, 2013 Botswana AIDS Impact Survey IV

Age Group	Locality type				
	Cities	Towns	Urban Villages	Rural	Total
15-19	2,739	1,302	8,598	8,538	21,177
20-24	9,865	2,338	22,832	16,652	51,687
25-29	7,239	1,934	18,367	12,177	39,717
30-34	2,187	1,814	15,107	8,131	27,239
35-39	1,930	976	6,441	4,853	14,200
40-44	1,321	560	3,959	3,782	9,622
45-49	1,656	216	4,062	2,854	8,788
50-54	726	175	1,502	1,185	3,588
55-59	348	46	1,203	1,036	2,633
60-64	-	-	494	530	1,024
65-69	-	-	168	197	365
Total	28,011	9,361	82,733	59,935	180,041

Table 1.20: 2011 Population & Housing Census and 2013 BAIS IV Unemployment Rates by Age group and Sex

Age Group	Unemployed Population						Unemployment Rates					
	2011 Census			2013 Botswana AIDS Impact Survey			2011 Census			2013 Botswana AIDS Impact Survey		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19	8,671	8,231	16,902	9,831	11,347	21,178	46.5	59.2	52	48.7	54.9	51.8
20-24	22,278	24,997	47,275	22,563	29,125	51,688	34.8	46.5	40.2	31.4	47.0	38.6
25-29	18,114	20,770	38,884	17,356	22,361	39,717	21.4	28.2	24.6	22.0	30.7	26.1
30-34	10,921	12,093	23,014	10,787	16,452	27,239	14.8	19.4	16.9	14.3	23.6	18.8
35-39	7,089	6,836	13,925	6,807	7,392	14,199	11.8	14.3	12.9	12.3	13.4	12.8
40-44	4,067	3,393	7,460	5,695	3,927	9,622	9.7	9.9	9.8	12.4	9.1	10.8
45-49	2,842	2,198	5,040	4,385	4,404	8,789	9	8.2	8.6	14.3	13.1	13.7
50-54	1,699	1,086	2,785	2,565	1,022	3,587	7.4	5.7	6.6	10.0	3.8	6.8
55-59	1,058	662	1,720	2,098	535	2,633	6.2	5.2	5.8	8.4	2.5	5.7
60-64	587	316	903	748	276	1,024	6	5.4	5.8	5.2	2.2	3.8
65-69	244	161	405	-	365	365	4	4.8	4.3	-	3.9	1.9
70+	316	347	663	-	-	-	3.6	7.6	4.9	-	-	-
Not Stated	366	127	493	-	-	-	19.8	15.1	18.3	-	-	-
Total	78,252	81,217	159,469	82,835	97,206	180,041	17.7	22.6	19.9	17.8	22.3	20.0

CHAPTER 2

FORMAL NON-CITIZEN EMPLOYMENT

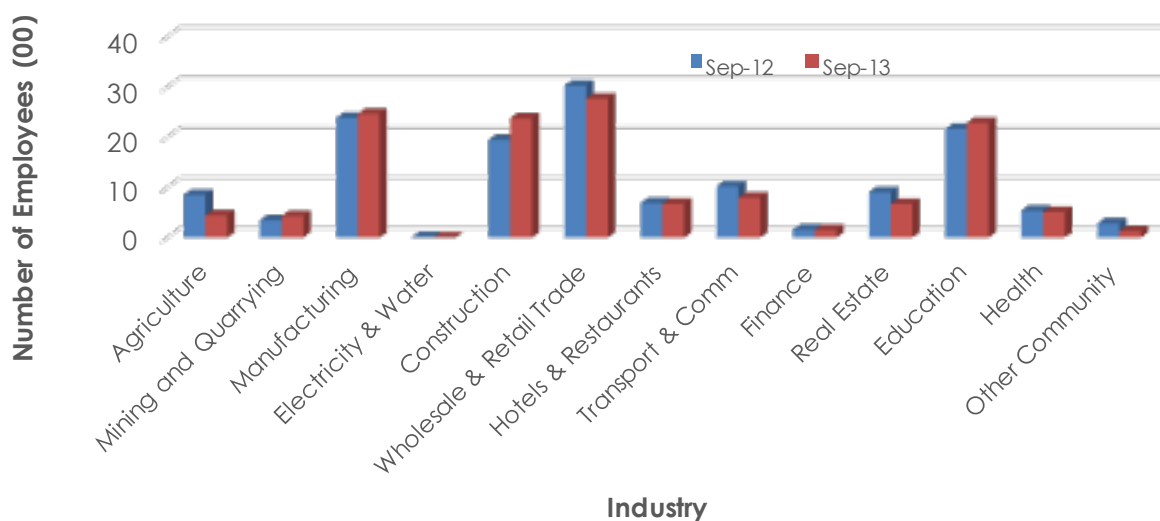
Formal non-citizen employment estimates are mainly obtained in two ways, first as a result of information from employment surveys conducted yearly during March, June, September and December, secondly from processing of work-permits from the Ministry of Labour and Home Affairs.

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 16,033 employees in September 2012 to 15,334 persons employed during September 2013; a decline of 699 (4.4 percent) over the twelve months period.

Private & Parastatal employment of non-citizens decreased from 14,342 employees in September 2012 to 13,713 employees during September 2013, a decrease of 629 persons (4.4 percent). Private sector employment contributed more to the decline, as it recorded a decrease of 739 employees (5.3 percent), from 13,937 employees to 13,234 employees over the twelve months period ending September 2013. Central and Local Government both recorded a decrease in non-citizen employment. Local government decreased by 37 persons (19.1 percent) from September 2012 to September 2013. Central Government non-citizen employment decreased by 2.2 percent from 1,497 in September 2012 to 1,464 in September 2013. Comparison of Private & Parastatal employment by Industry for Non-Citizens is graphically displayed in Figure 2.1 (September 2012 and September 2013). The results show that Mining & Quarrying, Construction, Health & Social Work, and Manufacturing recorded increases of 24.0, 22.2, 5.6, and 3.4 percent respectively. The other industries recorded decreases in the formal sector employment.

Figure 2.1: Private and Parastatal Non- Citizens by Industry- September 2012 and September 2013



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 sent to Statistics Botswana, Labour Statistics Unit for processing.

2.2.1 Work-Permit holders as at March 2013

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 jobs in need of expatriate recruitment, and as a result, areas where there is need for training in preparation for localization.

Work permit holders by nationality are shown in Tables 2.2 and 2.3. The number of Work permit Holders increased by 3,478 (22.3 percent) from 15,602 in 2008 to 19,080 persons in 2009. From the year 2010 to 2013, the number of work permits was going down.

Work permit holders as at the end of 2010 and 2011 showed a decrease of 10.2 percent (from 17,286 in 2010 to 15,529 in 2011). From March 2013 to 2012, the work permit holders declined from 11,062 to 10,847, a decrease of 215 persons (1.9 percent). Out of the 10,847 work permit holders recorded as active at end of March 2013, 6,917 (63.8 percent) were employees while 3,930 (36.2 percent) were self-employed.

The majority of work permit holders were males 8,379 (77.2 percent). The highest number of permit holders were Zimbabweans at 3,707 (34.2 percent), followed by Chinese at 2,772 (25.6 percent) and South Africans with 1,371 (12.6 percent).

Employees and self-employed work permit holders by nationality at the end of March 2013 is depicted in Figure 2.2. The highest number of employee work permit holders was recorded for Zimbabweans with 3,127 persons (45.2 percent) followed by Chinese with 2,012 persons (29.1 percent). For the self-employed South Africans were the majority work permit holders with 781 persons (19.9 percent) followed by Chinese at 760 persons (19.3 percent).

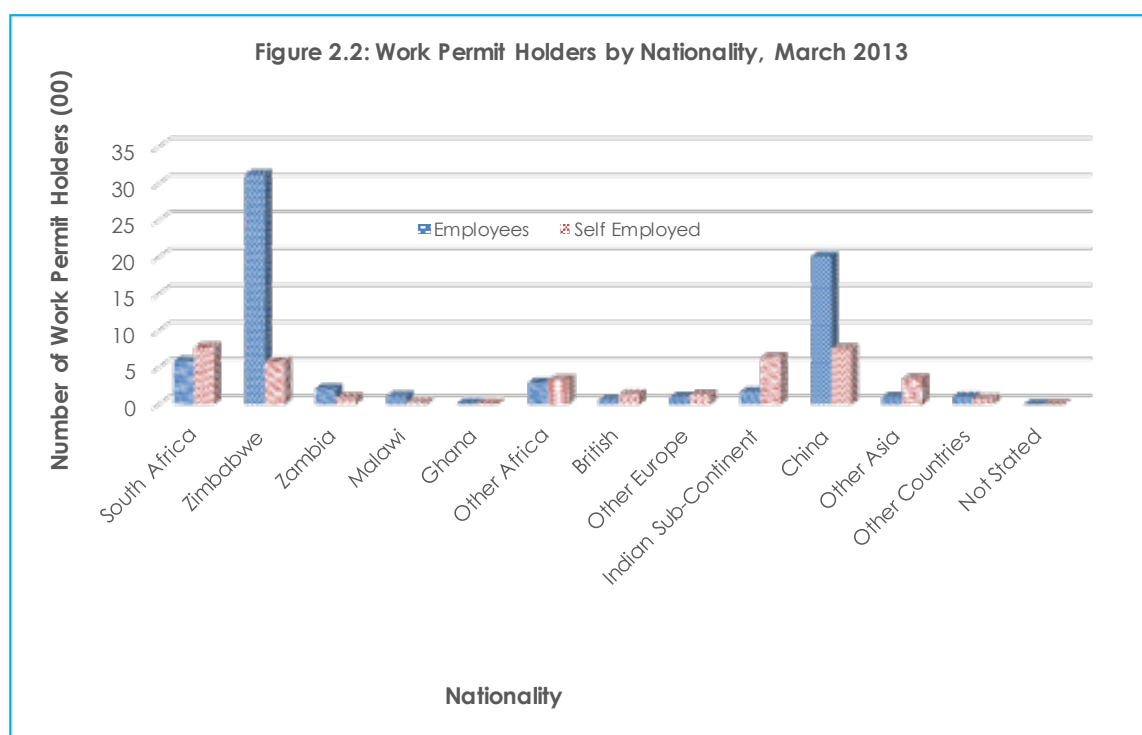


Table 2.4 presents the age distribution of work permit holders as at end of March 2013. Work-permit holders for both employees and self-employed were concentrated mostly in the ages ranging from 30 to 49 years constituting 69.0 percent of the total work permit holders.

Industry distribution for employees and self-employed permit holders as at end of March 2013 is shown in Table 2.5. For employees, the Construction industry had the highest number of work permit holders at 2,319 persons (33.5 percent), followed by Agriculture and Education with 1,948 persons (28.2 percent) and 447 persons (6.5 percent) respectively. Wholesale & Retail Trade had the highest number of self-employed work permit holders with 1,259 persons (32.0 percent) followed by Real Estate with 991 persons (25.2 percent) and Construction with 453 persons (11.5 percent).

Table 2.6 shows Occupational groups for new and renewed work permits for employees only. The highest number of new employee work permit holders were in the Elementary Occupations at 1,541 persons (26.0 percent), followed by Craft Workers with 1,119 persons (18.9 percent). Professionals recorded 1,057 (17.9 percent). Elementary Occupations also had the largest proportion of renewed employee work permits with 349 persons (35.0 percent), followed by Technicians and Professionals with 205 (20.5 percent) and 150 persons (15.0 percent) respectively.

2.2.2 Work-permit holders as at the end of 2012 and March 2013

Comparison of work-permit holders, as at the end of the years 2012 and March 2013, is given in Tables 2.7, 2.8 and 2.9. Overall, there was a decrease of 1.9 percent (from 11,062 in December 2012 to 10,847 in March 2013). Employee permit holders decreased by 33.8 percent from 10,447 to 6,917. The Self-employed work permit holders went down by 28.0 percent, from 5,460 to 3,930 persons during the same period.

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

Industry	Mar 2011			Jun 2011			Sep 2012			Sep 2013		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	555	224	779	507	173	680	639	214	853	302	144	445
Mining and Quarrying	330	32	362	342	36	378	312	34	346	402	27	429
Manufacturing	1,825	527	2,353	2,121	766	2,887	2,018	368	2,385	1,899	566	2,465
Water and Electricity	11	17	28	11	-	11	8	10	18	9	-	9
Construction	2,022	272	2,294	1,716	243	1,958	1,706	237	1,943	2,194	181	2,375
Wholesale & Retail Trade	2,858	952	3,810	2,200	524	2,724	2,388	638	3,026	2,295	474	2,769
Hotels & Restaurants	485	339	824	794	349	1,144	503	187	690	514	161	674
Transport & Communication	1,035	459	1,494	726	288	1,014	722	305	1,027	569	226	795
Financial Intermediaries	229	39	268	138	35	173	136	29	165	126	30	156
Real Estate	712	173	884	828	249	1,077	735	171	906	500	170	670
Education	1,321	1,047	2,368	1,350	1,200	2,550	1,188	977	2,165	1,341	946	2,287
Health & Social Work	270	238	508	234	229	463	252	282	535	187	324	510
Other Community Services	190	138	328	191	116	307	175	108	283	88	41	129
Private & Parastatal	11,842	4,457	16,299	11,158	4,208	15,366	10,782	3,560	14,342	10,425	3,289	13,713
Private	11,439	4,377	15,816	10,805	4,175	14,979	10,436	3,501	13,937	10,029	3,206	13,234
Parastatal	403	80	483	353	59	412	346	59	405	396	83	479
Central Government	1,155	605	1,760	1,134	596	1,730	509	988	1,497	977	487	1,464
Local Government	193	143	336	174	140	314	115	79	194	92	65	157
All Sectors	13,190	5,205	18,395	12,466	4,944	17,410	11,406	4,627	16,033	11,494	3,841	15,334

Table 2.2: Work Permit Holders by Nationality, 2008 – 2013

Nationality	2008	2009	2010	2011	2012	2013
South Africans	1,473	1,711	1,787	1,795	1,324	1,371
Zimbabweans	6,947	8,779	7,506	5,419	3,823	3,707
Zambians	465	508	452	476	343	306
Malawians	181	230	206	197	156	145
Ghanaians	76	79	-	53	42	35
Kenyans	-	-	276	-	-	-
Other Africans	1,067	1,263	825	943	683	632
British	271	282	265	279	201	203
Other Europeans	227	242	195	282	222	230
Indians	1,509	1,657	1,339	1,194	890	810
Chinese	2,141	3,005	3,280	3,827	2,676	2,772
Other Asians	1,110	1,194	958	844	524	449
Other Nationalities	123	121	197	216	176	185
Not stated	12	9	-	4	2	2
Total	15,602	19,080	17,286	15,529	11,062	10,847

Table 2.3: Total Work Permit Holders by Nationality and Type of Permit, March 2013

Nationality	Employees			Self Employed			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Overall
South Africa	465	125	590	530	251	781	995	376	1,371
Zimbabwe	2,173	954	3,127	440	140	580	2,613	1,094	3,707
Zambia	166	49	215	73	18	91	239	67	306
Malawi	108	9	117	21	7	28	129	16	145
Ghana	14	2	16	14	5	19	28	7	35
Other Africa	221	74	295	252	85	337	473	159	632
British	53	13	66	89	48	137	142	61	203
Other Europe	78	21	99	90	41	131	168	62	230
Indian Sub-Continent	151	22	173	525	112	637	676	134	810
China	1,908	104	2,012	498	262	760	2,406	366	2,772
Other Asia	83	17	100	302	47	349	385	64	449
Other Countries	73	33	106	51	28	79	124	61	185
Not Stated	1	-	1	-	1	1	1	1	2
Total	5,494	1,423	6,917	2,885	1,045	3,930	8,379	2,468	10,847

Table 2.4: Total Work Permit Holders by Age-Group and Type of Permit - March 2013

Age Group (Years)	Employees			Self -Employees			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<25	23	9	32	36	18	54	59	27	86
25-29	424	108	532	267	97	364	691	205	896
30-34	927	293	1,220	429	168	597	1,356	461	1,817
35-39	999	346	1,345	465	175	640	1,464	521	1,985
40-44	1,034	300	1,334	490	174	664	1,524	474	1,998
45-49	945	171	1,116	415	153	568	1,360	324	1,684
50-54	571	98	669	314	99	413	885	197	1,082
55-59	285	61	346	178	81	259	463	142	605
60-64	151	24	175	126	46	172	277	70	347
65-69	102	8	110	106	28	134	208	36	244
70+	30	5	35	59	6	65	89	11	100
Not Stated	3	-	3	-	-	-	3	-	3
Total	5,494	1,423	6,917	2,885	1,045	3,930	8,379	2,468	10,847

Table 2.5: Total Work Permit Holders by Industry and Type of Permit as at March 2013

Industry	Employees			Self -Employees			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	1,280	668	1,948	118	31	149	1,398	699	2,097
Mining and Quarrying	129	5	134	9	-	9	138	5	143
Manufacturing	321	81	402	330	102	432	651	183	834
Electricity & Water	51	8	59	13	10	23	64	18	82
Construction	2,226	93	2,319	391	62	453	2,617	155	2,772
Wholesale & Retail Trade	166	9	175	922	337	1,259	1,088	346	1,434
Hotels & Restaurants	100	61	161	80	38	118	180	99	279
Transport & Communication	293	35	328	120	59	179	413	94	507
Finance	39	6	45	55	14	69	94	20	114
Real Estate	278	53	331	710	281	991	988	334	1,322
Education	260	187	447	22	35	57	282	222	504
Health	114	113	227	56	29	85	170	142	312
Other Community	221	65	286	53	44	97	274	109	383
Private Households	2	33	35	-	-	-	2	33	35
Foreign Mission	9	5	14	-	-	-	9	5	14
Not Stated	5	1	6	6	3	9	11	4	15
Total	5,494	1,423	6,917	2,885	1,045	3,930	8,379	2,468	10,847

Table 2.6: New and Renewed Work Permits by Occupation (Employees) as at March 2013

Occupation	New			Renewal			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers/Administrators	603	108	711	102	28	130	705	136	841
Professionals	910	147	1,057	134	16	150	1,044	163	1,207
Technicians	703	231	934	149	56	205	852	287	1,139
Clerks	4	5	9	14	6	20	4	5	9
Service/Sales Workers	90	53	143	-	-	-	104	59	163
Skilled Agri. Workers	25	5	30	2	-	2	27	5	32
Craft Workers	1,067	52	1,119	64	10	74	1,131	62	1,193
Plant & Machine Operators	348	23	371	62	2	64	410	25	435
Elementary Occupations	960	581	1,541	249	100	349	1,209	681	1,890
Not Stated	4	-	4	4	-	4	8	-	8
Total	4,714	1,205	5,919	780	218	998	5,494	1,423	6,917

Table 2.7: Total Work Permit Holders by Nationality – 2012 and 2013

Nationality	2012				2013			
	Employees	Self Employed	Overall	%	Employees	Self Employed	Overall	%
South Africa	961	930	1,891	11.9	590	781	1,371	12.6
Zimbabwe	4,450	769	5,219	32.8	3,127	580	3,707	34.2
Zambia	332	139	471	3	215	91	306	2.8
Malawi	159	40	199	1.3	117	28	145	1.3
Ghana	32	23	55	0.3	16	19	35	0.3
Other Africa	432	504	936	5.9	295	337	632	5.8
British	108	175	283	1.8	66	137	203	1.9
Other Europe	139	149	288	1.8	99	131	230	2.1
Indian Sub-Continent	265	917	1,182	7.4	173	637	810	7.5
China	3,240	1,105	4,345	27.3	2,012	760	2,772	25.6
Other Asia	176	624	800	5	100	349	449	4.1
Other Countries	152	82	234	1.5	106	79	185	1.7
Not Stated	1	3	4	-	1	1	2	-
Total	10,447	5,460	15,907	100	6,917	3,930	10,847	100

Table 2.8: Total Work Permit Holders (Employees) as at the end of 2012 and 2013, New/Renewed Permits by Occupation

Nationality	2012				2013			
	New	Renewal	Overall	%	New	Renewal	Total	%
Managers/Administrators	992	189	1,181	11.3	711	130	841	12.2
Professionals	1,583	243	1,826	17.5	1,057	150	1,207	17.4
Technicians	1,432	322	1,754	16.8	934	205	1,139	16.5
Clerks	15	1	16	0.2	9	20	29	0.4
Service/Sales Workers	207	33	240	2.3	143	-	143	2.1
Skilled Agri. Workers	30	9	39	0.4	30	2	32	0.5
Craft Workers	2,031	120	2,151	20.6	1,119	74	1,193	17.2
Plant & Machine Operators	624	87	711	6.8	371	64	435	6.3
Elementary Occupations	2,021	505	2,526	24.2	1,541	349	1,890	27.3
Not Stated	2	1	3	0.0	4	4	8	0.1
Total	8,937	1,510	10,447	100	5,919	998	6,917	100

Table 2.9: Total Work Permit Holders by Industry – 2012 and 2013

Industry	2012				2013			
	Employees	Self- Employees	Overall	%	Employees	Self- Employees	Overall	%
Agriculture	2,601	181	2,782	17.5	1,948	149	2,097	19.3
Mining and Quarrying	188	10	198	1.2	134	9	143	1.3
Manufacturing	659	672	1,331	8.4	402	432	834	7.7
Electricity & Water	170	41	211	1.3	59	23	82	0.8
Construction	3,645	720	4,365	27.4	2,319	453	2,772	25.6
Wholesale & Retail Trade	271	1,565	1,836	11.5	175	1,259	1,434	13.2
Hotels & Restaurants	196	179	375	2.4	161	118	279	2.6
Transport & Communication	495	217	712	4.5	328	179	507	4.7
Finance	83	95	178	1.1	45	69	114	1.1
Real Estate	590	1,452	2,042	12.8	331	991	1,322	12.2
Education	794	69	863	5.4	447	57	504	4.6
Health	282	116	398	2.5	227	85	312	2.9
Other Community	410	133	543	3.4	286	97	383	3.5
Private Households	43	0	43	0.3	35	0	35	0.3
Foreign Mission	17	1	18	0.1	14	0	14	0.1
Not Stated	3	9	12	0.1	6	9	15	0.0
Total	10,447	5,460	15,907	100	6,917	3,930	10,847	100

CHAPTER 3

WAGES / EARNINGS

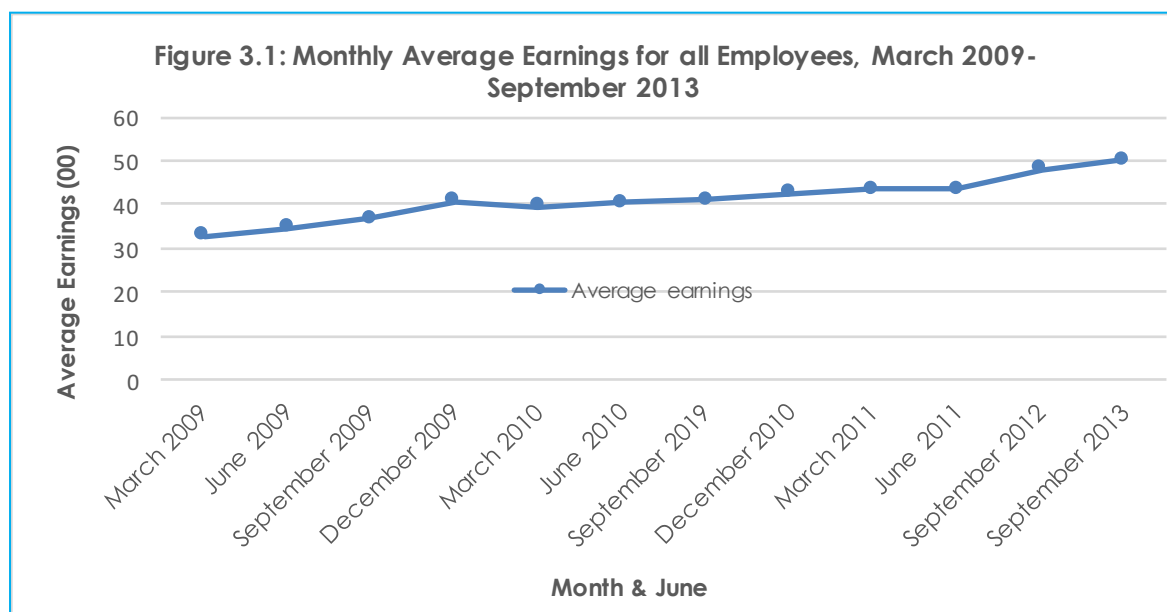
Formal non-citizen employment estimates are mainly obtained in two ways, first as a result of information from employment surveys conducted yearly during March, June, September and December, secondly from processing of work-permits from the Ministry of Labour and Home Affairs.

3.1 Monthly Average Earnings.

Estimated monthly average earnings and total monthly earnings for September 2013 are presented on Table 3.4.

Average monthly earnings were P4,661 for citizens, P13,733 for non-citizens and P5,009 for all employees as at the end of September 2013. Average earnings for all employees showed 4.1 percent increase from P4,810 in September 2012 to P5,009 in September 2013, (Table 3.5).

Monthly average earnings from March 2009 to September 2013 for citizen employees are presented in Table 3.5. Monthly average earnings for non-citizens and all employees are presented in Table 3.6 and Table 3.7 respectively for March 2009 to September 2013. Figure 3.1 shows that average earnings for all employees increased for all the three quarters of 2009. The earnings decreased by 2.8 percent in March 2010, and started to increase, reaching P4, 360 in March 2011. In June 2011; the average earnings went down by 0.5 percent but increased again.



3.2 Minimum Hourly Wage Rates

Minimum hourly wage rates in Thebe per hour, for Private and Parastatal organisations only, appear on Table 3.8. 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 – September 2013

Sector/ Economic Activity	September 2013								
	Citizens			Non-Citizens			All Employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	950	880	919	8,183	1,746	6,106	1,545	924	1,273
Mining and Quarrying	9,891	10,735	10,022	53,422	24,525	51,603	11,600	10,938	11,500
Manufacturing	3,025	2,643	2,871	10,262	9,057	9,986	3,633	2,894	3,344
Electricity & Water	11,468	9,383	10,880	41,174	0	41,174	11,549	9,383	10,939
Construction	2,591	2,286	2,529	12,875	21,149	13,507	3,767	3,040	3,628
Wholesale & Retail Trade	4,175	2,633	3,420	11,401	7,665	10,762	4,822	2,737	3,840
Hotels & Restaurants	2,372	1,904	2,093	7,166	9,963	7,832	2,708	2,031	2,314
Transport & Communication	7,975	6,417	7,300	19,938	13,591	18,131	8,862	6,704	7,946
Finance	14,517	12,167	13,020	50,451	31,770	46,856	15,894	12,273	13,614
Real Estate	4,607	6,395	5,130	19,126	13,336	17,656	5,144	6,608	5,570
Education	8,268	7,550	7,844	13,474	12,341	13,005	9,801	8,361	9,007
Health	9,133	7,078	7,658	16,122	11,192	13,023	10,585	7,702	8,559
Other Community	5,439	2,441	3,482	15,637	9,459	13,691	6,030	2,545	3,791
Private and Parastatal	4,975	4,269	4,678	14,543	11,275	13,760	5,783	4,539	5,275
Private	4,235	3,624	3,978	15,105	12,066	13,680	5,206	3,974	4,655
Parastatal	12,216	10,630	11,553	15,879	10,126	14,882	12,347	10,625	11,638
Central Government	6,749	7,444	7,120	13,997	11,679	13,226	6,893	7,482	7,205
Local Government	1,516	1,956	1,677	19,466	11,164	16,029	1,546	1,975	1,703
Ipelegeng Program	490	490	490	-	-	-	490	490	490
Local Gov. Excl. Ipelegeng	5,089	3,961	4,501	19,466	11,164	16,029	5,197	3,996	4,571
All Sectors excl. Ipelegeng Programme employees	5,476	5,403	5,442	14,536	11,324	13,733	6,039	5,551	5,817
All Sectors	4,495	4,872	4,661	14,536	11,324	13,733	5,003	5,016	5,009

Table 3.2: Estimated Total and Average Employee Cash Earnings by Sector, Economic Activity and Citizenship, September 2013 (Pula)

SECTOR/ ECONOMIC ACTIVITY	MONTHLY TOTAL (P'000)			MONTHLY AVERAGE (PULA)		
	Citizens	Non-Citizens	Total	Citizens	Non-Citizens	Total
Agriculture	5,585,257	2,719,682	8,304,939	919	6,106	1,273
Mining and Quarrying	116,709,809	22,137,642	138,847,451	10,022	51,603	11,500
Manufacturing	99,341,519	24,617,819	123,959,338	2,871	9,986	3,344
Electricity & Water	50,350,526	370,565	50,721,091	10,883	41,174	10,942
Construction	57,554,916	35,042,740	92,597,656	2,695	14,755	3,902
Wholesale & Retail Trade	156,237,571	29,800,811	186,038,382	3,420	10,762	3,840
Hotels & Restaurants	35,336,911	5,281,924	40,618,835	2,093	7,832	2,314
Transport & Communication	91,484,008	14,410,465	105,894,473	7,300	18,131	7,946
Finance	113,593,415	7,316,631	120,910,047	13,020	46,856	13,614
Real Estate	94,318,772	11,822,253	106,141,024	5,130	17,656	5,570
Education	61,649,358	29,747,085	91,396,443	7,844	13,005	9,007
Health	18,398,864	3,150,485	21,549,349	7,287	6,181	7,101
Other Community	14,362,212	1,760,606	16,122,818	3,482	13,691	3,791
Private & Parastatal	912,298,882	188,690,880	1,101,061,300	4,678	13,760	5,275
Private	702,753,480	181,041,120	883,956,570	3,978	13,680	4,655
Parastatal	212,101,527	7,128,478	219,236,644	11,553	14,882	11,638
Central Government	733,908,240	19,362,864	753,271,104	7,120	13,226	7,206
Local Government	144,368,929	2,516,539	146,885,468	1,677	16,029	1,703
Local Govt excl. Ipelegeng	114,663,659	2,516,539	117,180,198	4,501	16,029	4,571
Ipelegeng	29,705,270	-	29,705,270	490	-	490
All sectors excl. Ipelegeng Programme employees	1,760,870,781	210,570,283	1,971,512,602	5,442	13,732	5,817
All Sectors	1,790,576,051	210,570,283	2,001,217,872	4,661	13,732	5,009

Table 3.3: Estimated Monthly Average Cash Earnings of Citizen Employees (Pula), 2009-2013

SECTOR/ ECONOMIC ACTIVITY	March 2009	June 2009	September 2009	December 2009	March 2010	June 2010	September 2010	December 2010	March 2011	June 2011	September 2011	September 2012	September 2013
Agriculture	1,062	1,090	1,140	1,166	909	939	975	1,030	1,002	960	918	918	919
Mining and Quarrying	6,857	8,906	7,784	8,551	7,242	8,317	8,312	8,342	8,811	10,174	8,295	8,295	10,022
Manufacturing	1,831	1,723	1,864	2,194	2,029	2,337	2,386	2,466	2,520	2,456	3,299	3,299	2,871
Electricity and Water	9,806	9,847	10,278	10,026	9,972	9,766	9,803	10,384	10,426	10,606	11,929	11,929	10,880
Construction	2,047	1,609	1,790	2,210	2,178	2,350	2,637	2,610	2,743	2,910	2,804	2,804	2,529
Wholesale & Retail Trade	2,339	3,195	2,326	3,004	2,474	2,384	2,647	3,004	3,288	3,333	3,055	3,055	3,420
Hotels & Restaurants	1,577	1,865	1,426	1,909	1,602	1,767	1,759	1,783	1,848	1,671	1,993	1,993	2,093
Transport and Communication	5,522	5,250	5,429	5,975	5,532	6,054	6,595	6,838	6,968	6,765	6,987	6,987	7,300
Financial Intermediaries	8,336	10,627	9,563	11,137	11,035	11,110	1,509	11,509	11,917	11,869	11,462	11,462	13,020
Real Estate	4,265	3,860	4,289	4,647	5,062	5,446	5,435	5,562	5,493	5,687	5,527	5,527	5,130
Education	5,480	5,667	6,484	7,161	8,093	7,701	7,844	7,978	7,636	7,648	8,046	8,046	7,844
Health & Social Work	5,308	3,206	4,138	4,629	5,546	6,286	6,008	6,030	5,853	6,079	6,559	6,559	7,658
Other Community Activities	2,107	2,701	2,493	2,352	2,297	2,611	2,698	3,063	2,810	2,837	2,807	2,807	3,482
Private & Parastatal	3,287	3,594	3,399	3,915	3,742	4,011	4,103	4,253	4,392	4,510	4,527	4,527	4,678
Private	2,703	2,981	2,740	3,146	3,034	3,293	3,365	3,464	3,606	3,722	4,970	4,970	3,978
Parastatal	10,117	10,526	10,881	12,636	11,493	11,708	11,906	12,535	12,561	12,734	12,899	12,899	11,553
Central Government	5,230	5,306	5,334	5,363	5,358	5,368	5,294	5,974	5,992	6,059	6,271	6,271	7,120
Local Government	1,366	1,439	2,089	2,430	2,368	2,307	2,165	1,938	1,970	1,787	1,662	1,662	1,677
Ipelegeng Program	396	396	360	360	360	360	360	360	360	360	360	360	490
Local Gov. Excl. Ipelegeng	3,700	4,013	4,410	4,686	4,678	360	4,789	4,490	4,478	4,452	4,306	4,306	4,501
All sectors excl. Ipelegeng Programme employees	3,939	4,175	4,103	4,448	4,344	4,479	4,597	4,823	4,911	4,993	5,071	5,071	5,442
All Sectors	3,293	3,468	3,687	4,073	3,960	4,052	4,106	4,265	4,360	4,339	4,408	4,408	4,661

Table 3.4: Estimated Monthly Average Cash Earnings of Non-Citizen Employees (Pula), 2009 - 2013

SECTOR/ ECONOMIC ACTIVITY	March 2009	June 2009	September 2009	December 2009	March 2010	June 2010	September 2010	December 2010	March 2011	June 2011	September 2012	September 2013
Agriculture	1,500	3,658	2,145	2,199	1,653	2,826	1,956	1,813	2,545	3,954	3,316	6,106
Mining and Quarrying	27,917	28,351	29,661	35,140	35,417	37,873	39,862	49,860	42,879	38,798	37,868	51,603
Manufacturing	7,008	6,271	7,707	8,883	8,213	9,428	9,062	9,048	8,807	10,010	16,180	9,986
Electricity and Water	29,393	17,165	30,972	12,444	26,726	24,968	23,812	17,336	15,542	29,326	21,875	41,174
Construction	10,228	6,838	7,932	8,772	8,625	9,444	10,066	10,206	10,796	11,213	12,461	13,507
Wholesale & Retail Trade	8,054	11,816	9,166	10,948	9,278	12,073	10,358	10,510	10,072	12,240	11,223	10,762
Hotels & Restaurants	5,402	6,761	4,838	7,686	5,025	5,834	7,643	8,303	5,535	4,743	9,147	7,832
Transport and Communication	8,392	10,093	7,813	10,916	8,911	8,266	10,376	16,371	12,998	19,414	18,203	18,131
Financial Intermediaries	20,988	13,656	32,259	23,080	40,610	25,751	28,351	34,063	29,842	44,258	49,424	46,856
Real Estate	10,976	9,313	11,090	12,841	12,907	15,267	18,925	20,297	31,489	24,524	19,123	17,656
Education	9,622	10,093	10,741	13,818	12,498	11,830	11,779	9,949	11,437	11,291	12,424	13,005
Health & Social Work	16,225	8,767	11,529	11,578	11,910	13,683	15,356	16,718	18,758	20,060	17,536	13,023
Other Community Activities	5,044	4,206	3,547	6,558	9,710	4,585	5,280	3,045	5,576	5,134	16,506	13,691
Private & Parastatal	9,344	9,322	9,232	11,061	9,754	11,535	11,464	12,118	12,275	13,090	14,260	13,760
Private	8,867	8,868	8,691	10,465	9,205	11,062	10,854	11,589	11,741	12,594	14,438	13,680
Parastatal	22,834	22,980	27,636	30,940	28,526	27,667	30,463	29,043	29,732	31,121	34,732	14,882
Central Government	10,806	10,851	10,688	11,341	11,092	10,662	10,542	11,605	11,758	12,006	12,781	13,226
Local Government	14,633	14,118	13,407	17,914	17,596	16,674	18,375	17,611	17,221	17,138	19,181	16,029
All Sectors	9,584	9,553	9,456	11,244	10,040	11,322	11,522	12,176	12,315	13,055	14,182	13,733

Table 3.5: Estimated Monthly Average Cash Earnings for All Employees (Pula), 2009 – 2013

SECTOR/ ECONOMIC ACTIVITY	March 2009	June 2009	September 2009	December 2009	March 2010	June 2010	September 2010	December 2010	March 2011	June 2011	September 2011	September 2012	September 2013
Agriculture	1,062	1,090	1,140	1,166	909	939	975	1,030	1,002	960	1,233	1,233	1,273
Mining and Quarrying	6,857	8,906	7,784	8,551	7,242	8,317	8,312	8,342	8,811	10,174	9,159	9,159	11,500
Manufacturing	1,831	1,723	1,864	2,194	2,029	2,337	2,386	2,466	2,520	2,456	4,133	4,133	3,344
Electricity and Water	9,806	9,847	10,278	10,026	9,972	9,766	9,803	10,384	10,426	10,606	11,971	11,971	10,939
Construction	2,047	1,609	1,790	2,210	2,178	2,350	2,637	2,610	2,743	2,910	3,598	3,598	3,628
Wholesale & Retail Trade	2,339	3,195	2,326	3,004	2,474	2,384	2,647	3,004	3,288	3,333	3,575	3,575	3,840
Hotels & Restaurants	1,577	1,865	1,426	1,909	1,602	1,767	1,759	1,783	1,848	1,671	2,278	2,278	2,314
Transport and Communication	5,522	5,250	5,429	5,975	5,532	6,054	6,595	6,838	6,968	6,765	7,864	7,864	7,946
Financial Intermediaries	8,336	10,627	9,563	11,137	11,035	11,110	1,509	11,509	11,917	11,869	12,175	12,175	13,614
Real Estate	4,265	3,860	4,289	4,647	5,062	5,446	5,435	5,562	5,493	5,687	6,174	6,174	5,570
Education	5,480	5,667	6,484	7,161	8,093	7,701	7,844	7,978	7,636	7,648	8,985	8,985	9,007
Health & Social Work	5,308	3,206	4,138	4,629	5,546	6,286	6,008	6,030	5,853	6,079	8,534	8,534	8,559
Other Community Activities	2,107	2,701	2,493	2,352	2,297	2,611	2,698	3,063	2,810	2,837	3,727	3,727	3,791
Private & Parastatal	3,287	3,594	3,399	3,915	3,742	4,011	4,103	4,253	4,392	4,510	5,204	5,204	5,275
Private	2,703	2,981	2,740	3,146	3,034	3,293	3,365	3,464	3,606	3,722	5,670	5,670	4,655
Parastatal	10,117	10,526	10,881	12,636	11,493	11,708	11,906	12,535	12,561	12,734	13,405	13,405	11,638
Central Government	5,230	5,306	5,334	5,363	5,358	5,368	5,294	5,974	5,992	6,059	6,364	6,364	7,205
Local Government	1,366	1,439	2,089	2,430	2,368	2,307	2,165	1,938	1,970	1,787	1,705	1,705	1,703
Ipelegeng Program	396	396	360	360	360	360	360	360	360	360	360	360	490
Local Gov. Excl. Ipelegeng	3,700	4,013	4,410	4,686	4,678	360	4,789	4,490	360	360	4,417	4,417	4,571
All sectors excl. Ipelegeng Programme employees	3,939	4,175	4,103	4,448	4,344	4,479	4,597	4,823	4,478	4,452	5,504	5,504	5,817
All Sectors	3,293	3,468	3,687	4,073	3,960	4,052	4,106	4,265	4,360	4,339	4,810	4,810	5,009

Table 3.6: Minimum Hourly Wage Rates (Thebe)

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

Agricultural Sector – P583 per month (2015 July)

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

Source: Department of Labour and Social Security

APPENDICES

(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	1:1
	6-14	1:2
	15-30	1:3
	31-200	1:4
	201-500	1:5
	501+	1:6

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 raising 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 EER 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 2010 employment surveys.

Labour Statistics 2011 gives results of the March and June 2011 employment surveys as well as results for the 2011 Population and Housing Census.

Labour Statistics 2012 gives results of the September 2012 employment survey.

(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 Tabaco Products - Tabaco etc.
- 1700 Textiles (excl. 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 Jewelry
- 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 (& shebeens) - 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 parlours 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 Organizations

- 9900 Foreign missions: International organizations

(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 Colleges, 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 Writers
- 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 Draughts persons
- 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 Jointer
- 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 & crochets
- 766 Tanners, Shoe Makers & Repairers, & Related Leather Goods makers
- 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
Mr. B. Komane
Ms. M. Keboi

C O N F I D E N T I A L

**SURVEY OF EMPLOYMENT AND EMPLOYEES, September 2013
(For Private and Parastatal Organisations)
Collected under the Statistics Act 1967 (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 Stats Bots on one of the telephone numbers listed above.

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

PART A: EMPLOYMENT, GROSS WAGES AND SALARIES FOR THE MONTH OF SEPTEMBER 2013

2. WORKING PROPRIETORS AND FAMILY WORKERS (owners + unpaid family members who worked for at least one hour during the month)

Male Female Total

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3. PAID EMPLOYEES AT MONTH END (including those who joined during the month and paid family members, directors etc.)

Male Female Total

Citizens			
Non-Citizens			

4. GROSS WAGES AND SALARIES PAID DURING SEPTEMBER 2013 (+allowances and overtime in cash or cheques + payments to employees who joined during the month + bonuses)

Male Female Total

Citizens	P	P	P
Non-Citizens	P	P	P

PART A - Continued

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

PART B. VACANCIES

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
STATISTICIAN GENERAL

STATS BOTS OFFICE USE ONLY			
Received			
Checked			
EER check	Address/ Name		Size
EER control	Address/Name		Size
Query	Yes		Resolved
Recorded	Status		
Entered			
Filed			

