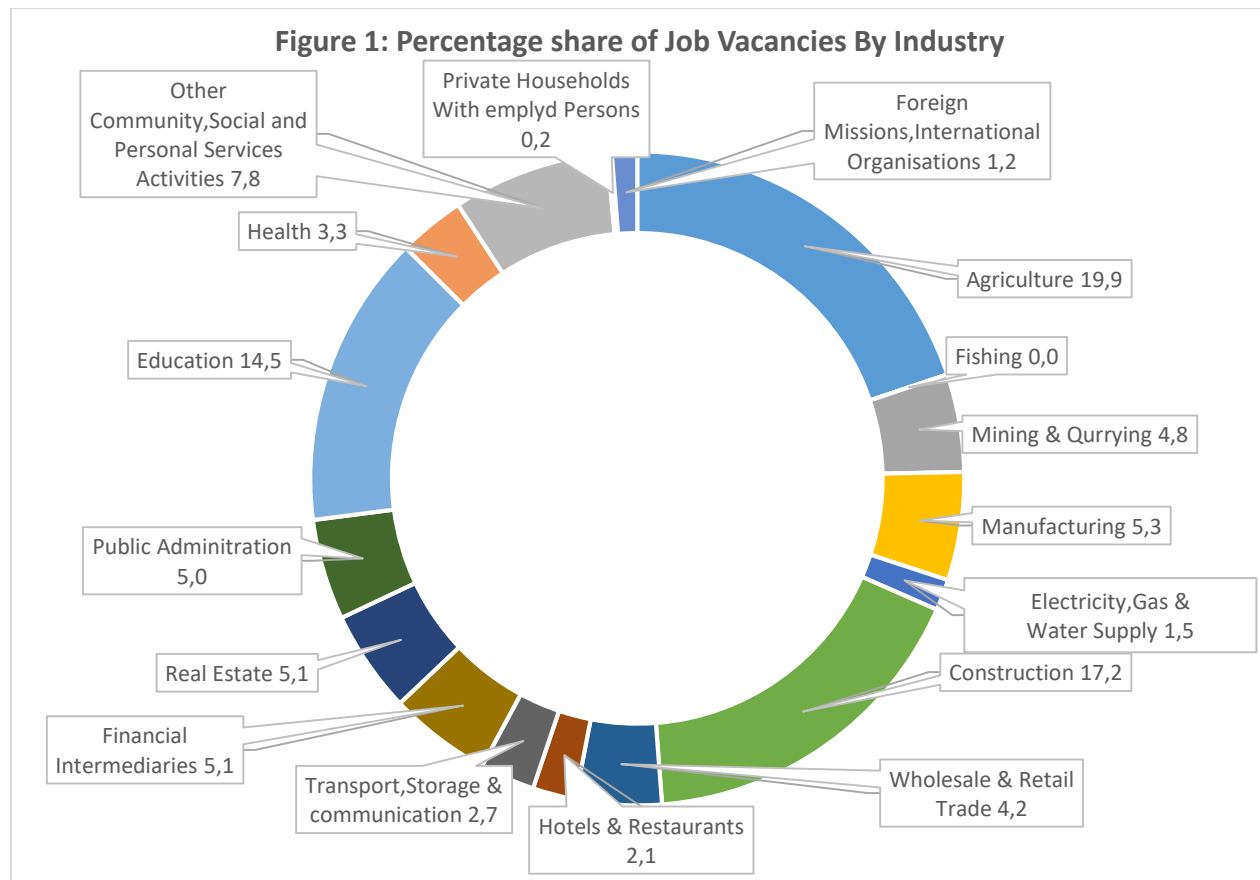


JOB VACANCY DATABASE REPORT QUARTER 2 (Jul – Sept 2018)

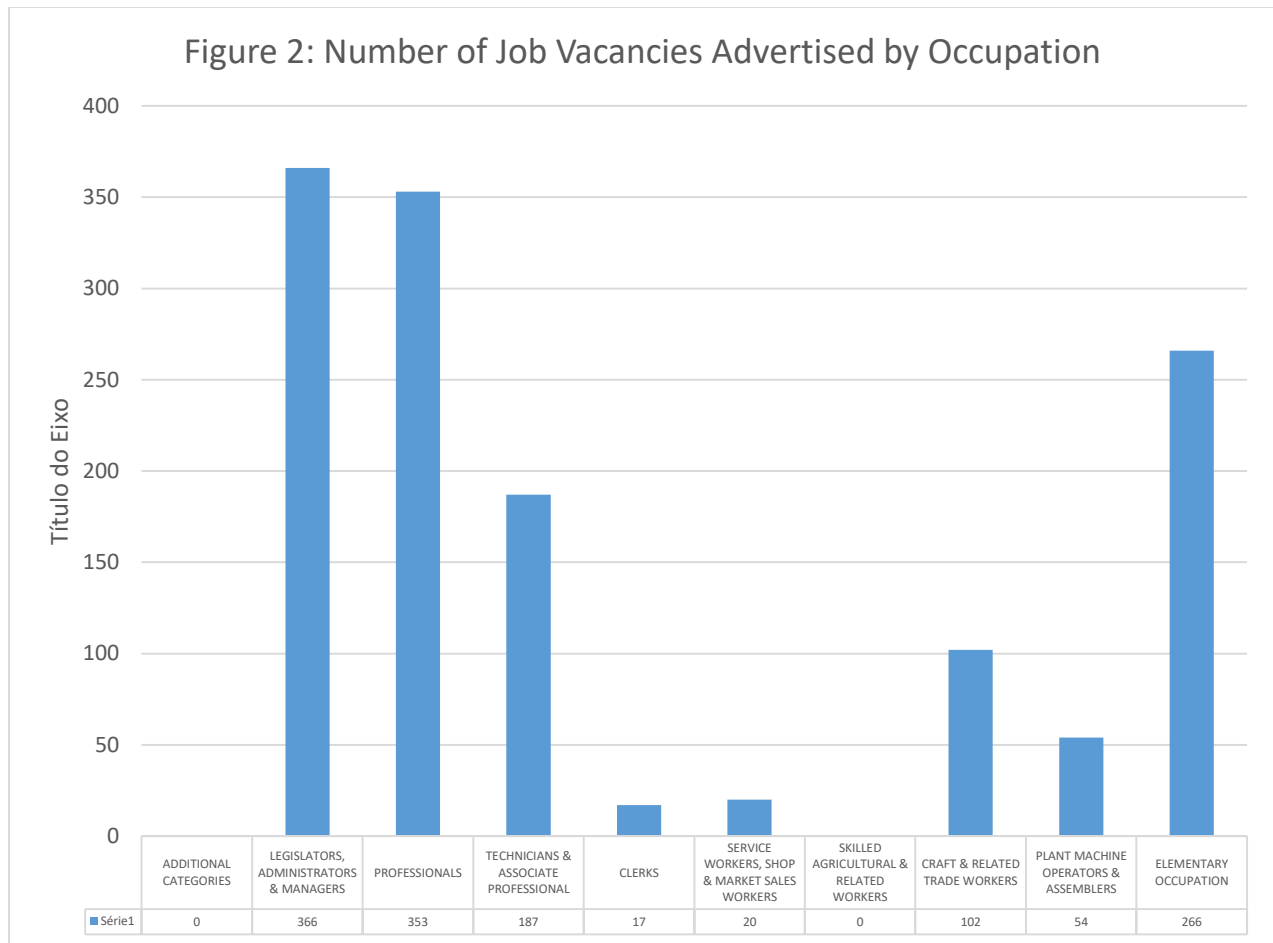
This report contains an analysis of the job vacancy advertisements for the period July – September 2018. The advertised jobs have been classified into nine (9) major fields of occupations in accordance with the Botswana Standard Classifications of Occupations and seventeen (17) industrial classes as per the Botswana Standard Industrial Classification (BSIC).

The report shows that there was a total of 1365 jobs advertised in various newspapers as compared to 1289 job vacancies in the previous quarter 1 (April – June 2018).



Source: HRDC JVD 2018

There were no jobs recorded in the field of Fishing and Private Households with employed persons as was the case in Quarter 1. The highest number of jobs advertised in this period were in the field of Agriculture, Hunting and Forestry at 19.9%, previously 15% in quarter 4. This was followed by Construction at 17.2%, previously 16%, Education followed at 14.5%, previously 15%, and Manufacturing at 5.3%, from previous 2% of the total vacancies in quarter 1. It is worth noting that “Agriculture” has since replaced “Construction” as the most advertising industry, with “Private Households With Employed Persons” being the least advertising industry in Quarter 2. The Agriculture, Hunting and Forestry Industry ranks highest as the most hiring industry, mainly because they hire none-skilled workers, mostly as farmworkers.



Source: HRDC JVD 2018

Figure 2 shows that the Additional Categories (Botswana Defence Force Personnel and Occupations not stated or Not Classifiable) occupation type had no vacancy openings as was the case in the previous quarter. Legislators, Administrators and Managers were the most in demand with 366, previously 414 in the last quarter of job vacancies advertised, followed by Professionals with 353, previously 327 in the last quarter. This shows that the job market is not entirely saturated and that opportunities still do exist though not relative to the demand thereof.

The industry at all levels can utilise this job vacancy data, though limited, to make informed decisions regarding the opportunities available and to facilitate both local and foreign investors (employers) to determine availability of relevant skills. The data can also be utilised by policy makers to advise the Education system of the current skills requirements, also assisting employees to upskill themselves and improve their careers and earnings.

