

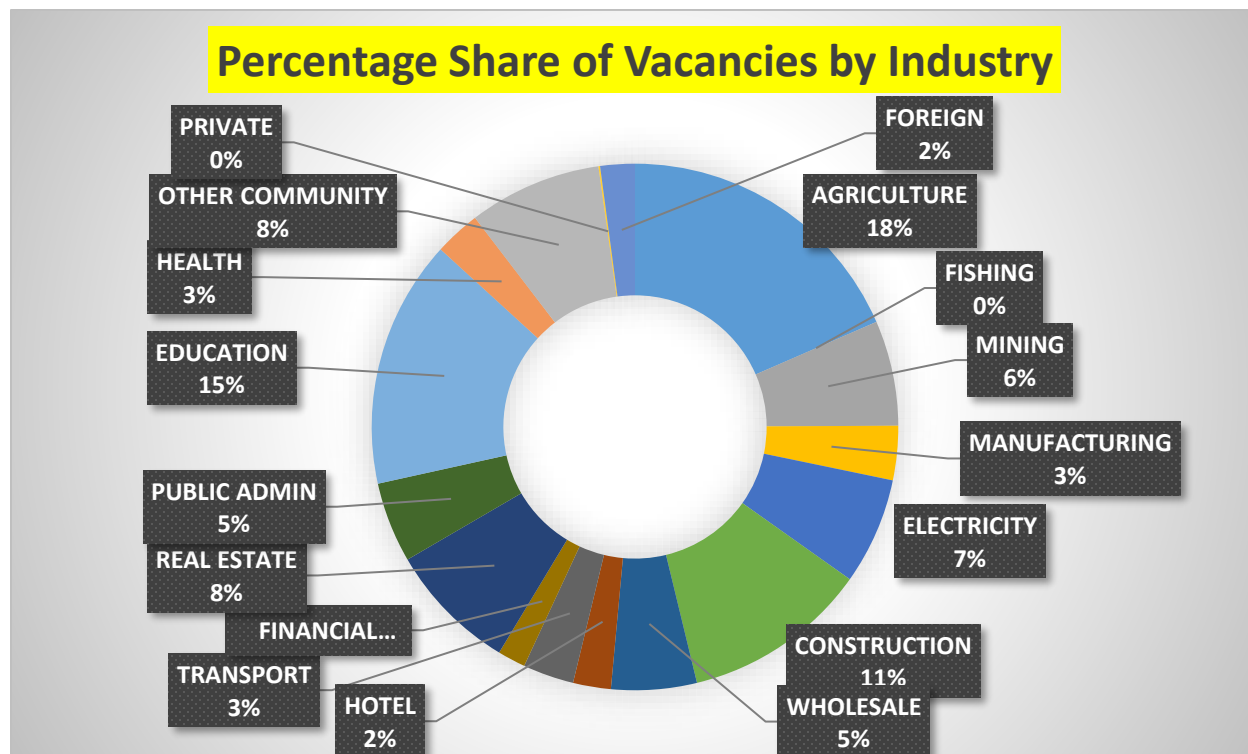
JOB VACANCY DATABASE REPORT
QUARTER 3 (Oct – Dec 2018)



This report contains an analysis of the job vacancy advertisements for the period October – December 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 991 jobs advertised in various newspapers as compared to 1365 job vacancies in the previous quarter 2 (July-September 2018).

Figure 1:

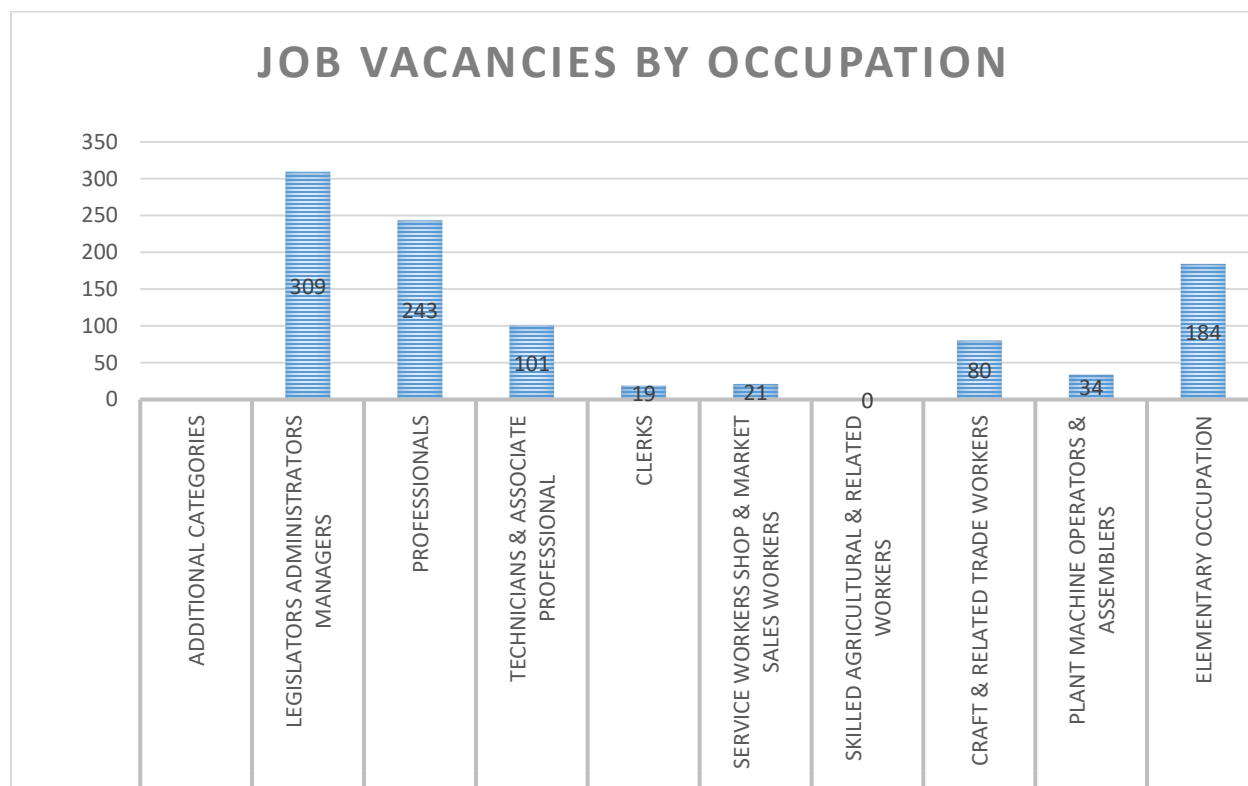


Source: HRDC JVD 2018

No jobs were recorded in the field of Fishing and Private Households with employed persons as was the case in Quarter 2. The highest number of jobs advertised in this period were in the field of Agriculture, Hunting and Forestry at 18%, previously 19.9% in quarter 2. This was followed by Education at 15%, previously 14.5%, Construction followed at 11%, previously 17.2%. It is worth noting that “Agriculture” continues to be the most advertising industry, with “Private Households With Employed Persons”, “Fishing” and “Foreign Missions, International Organisations” being the least advertising industry as was the case in the previous quarter. The Agriculture, Hunting and

Forestry Industry ranks highest as the most hiring industry, mainly because they hire none-skilled workers, mostly as farmworkers.

Figure 2:



Source: HRDC JVD 2018

Figure 2 shows that the Additional Categories (Botswana Defence Force Personnel and Occupations not stated or Not Classifiable) occupation type and “Skilled Agricultural & related Workers” had no vacancy openings as was the case in the previous quarter. Legislators, Administrators and Managers were the most in demand with 309, previously 366 in the last quarter of job vacancies advertised, followed by Professionals with 243, previously 353 in the last quarter.

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.