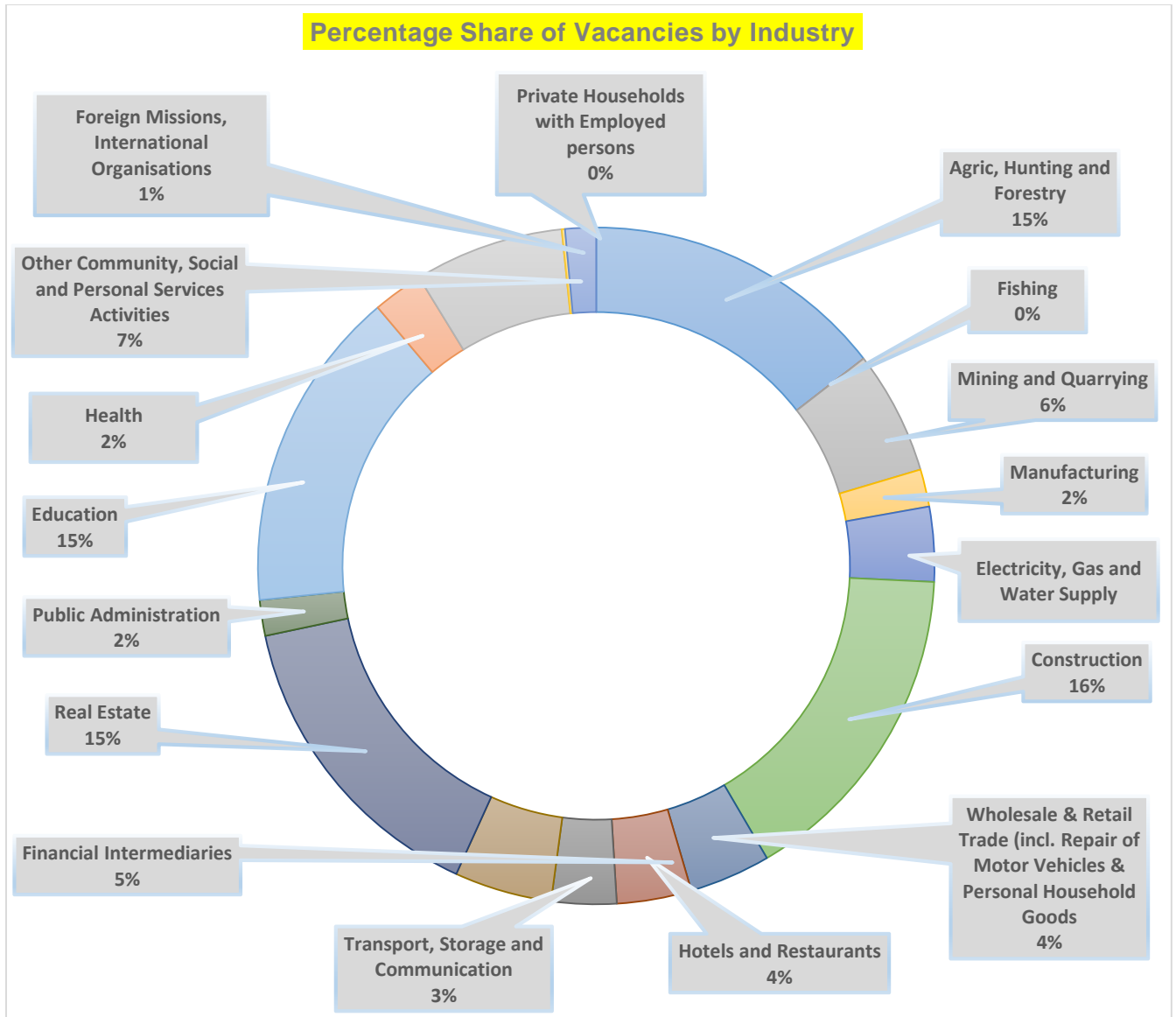


JOB VACANCY DATABASE REPORT QUARTER 1 (April - June 2018)

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

The current report shows that there was a total of 1289 jobs advertised in various newspapers as compared to 1488 job vacancies in Quarter 4.

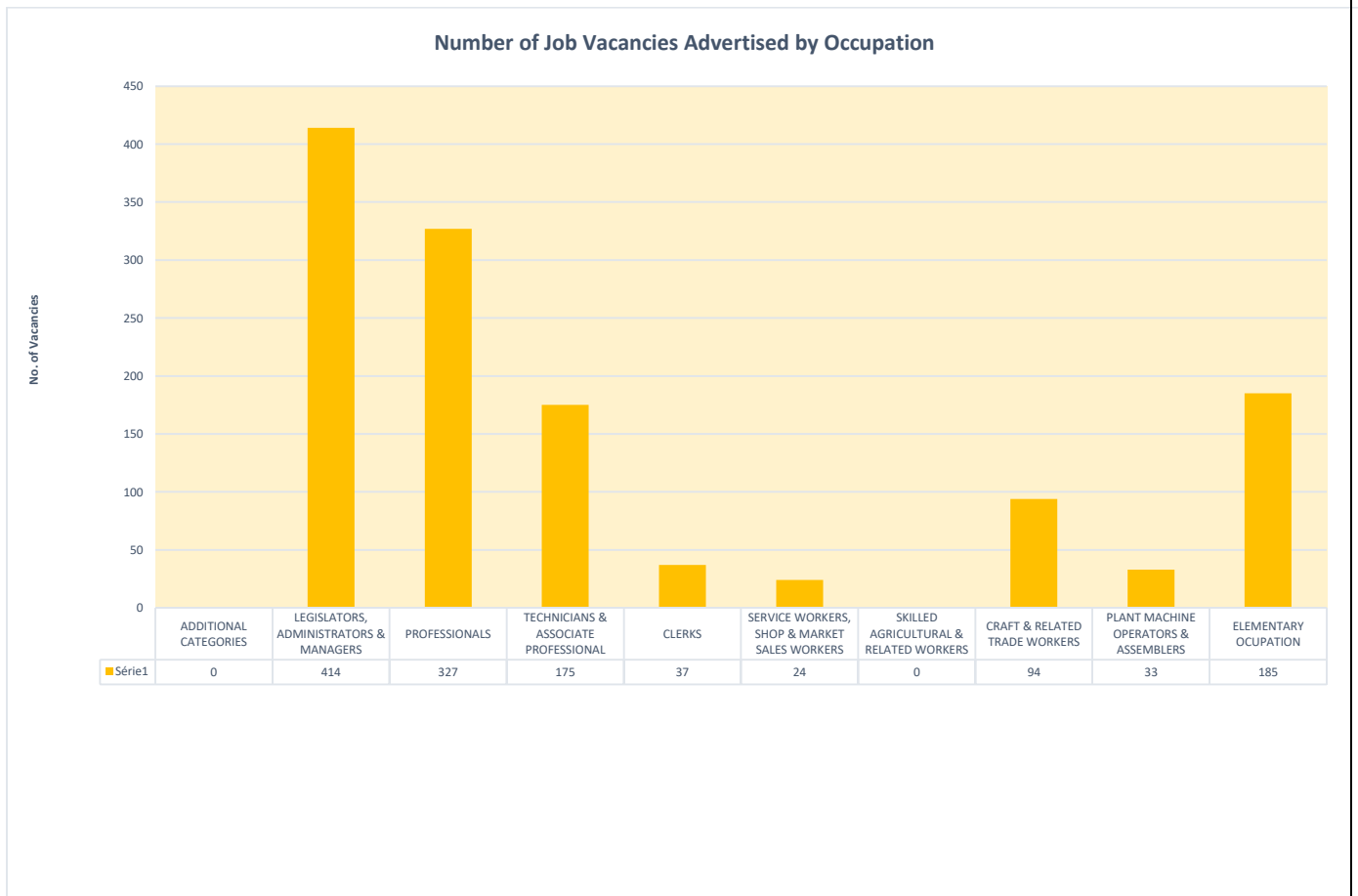
Figure 1:



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 4. The highest number of jobs advertised in this period were in the field of Construction at 16%, previously 9.4% in quarter 4. This was followed by Agriculture, Hunting and Forestry at 15%, previously 15.9%, Education also at 15%, previously 12.7%, and Real Estate once again at equal percentage of 15%, from previous 9.1% of the total vacancies. It is worth noting that “Construction” has since replaced “Agriculture, Hunting & Forestry” as the most advertising industry, with “Foreign Mission, International Organisations” being the least advertising industry. The Construction Industry ranks highest as the most hiring industry, mainly because they hire none to semi-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 had no vacancy openings as was the case in the previous period. Legislators, Administrators and Managers were the most in demand with 414, previously 495 in the last quarter of job vacancies advertised, followed by Professionals with 327, previously 320 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.