

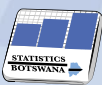


WORK PERMITS HOLDERS

FIRST QUARTER 2017

March 2017

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WORK PERMITS HOLDERS - FIRST QUATER 2017

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Preface

This stats brief presents a summary of the characteristics of expatriates who held valid work permits as at the end of March 2017.

The brief is produced through a collaborative process with the Department of Labour and Social Security who issue work permits. Copies of the approved work permits are forwarded to Statistics Botswana for capture and analysis.

Information on work permit holders gives an indication of the occupations which are mostly occupied by foreigners for purpose of monitoring progress in localization. Presentation of statistics on work permit holders by occupation and industry gives an indication of jobs currently held by non-citizens which informs on the skills and sectors where expatriate recruitment continues to be needed. This provides useful information for researchers, planners and policy makers in the country.

This brief shows that the number of work permit holders has increased by 11.4 percent between December 2016 and March 2017, from 5,293 to 5,898. Most permit holders were recorded in the agricultural sector at 30.0 percent followed by the construction sector with 15.3 percent. The largest group of work permit holders was issued to the age group 40 – 44 with 19.0 percent followed by ages 35- 39 and 30-34 at 18.1 and 17.5 percent respectively.

I hope you find this brief informative for planning and decision making.



Anna Majelantle
Statistician General
November 2017

1.0 INTRODUCTION

Work permits represent an authorization issued by the Department of Labour and Social Security allowing nationals of other countries to work legally in the country. Data on work permits are collected by reasons for issuing such permit. The main such reasons are employment, education, family, and other reasons. The analysis of permit in this brief is confined only to work permits, drawn from National administrative registers and databases.

The Department of Labour and Social Security issue work-permits, and copies of approved work-permit applications are forwarded to Statistics Botswana to be analysed. Although all work permit forms received by Statistics Botswana for a specific quarter are processed and entered into the data base, others arrive after the publication of the stats brief, and are captured for analysis for the subsequent publication.

The profile of work permit holders at country level reflects the specific skills which may be in short supply among the nationals. In addition, it may show the prevailing economic and employment opportunities which attract foreigners into the country.

Three graphical presentations are given; Figure 1 presents work permit holders by Nationality, with Figures 2 & 3 depicting work permit holders by industry and occupation respectively. More detailed information is presented in tables

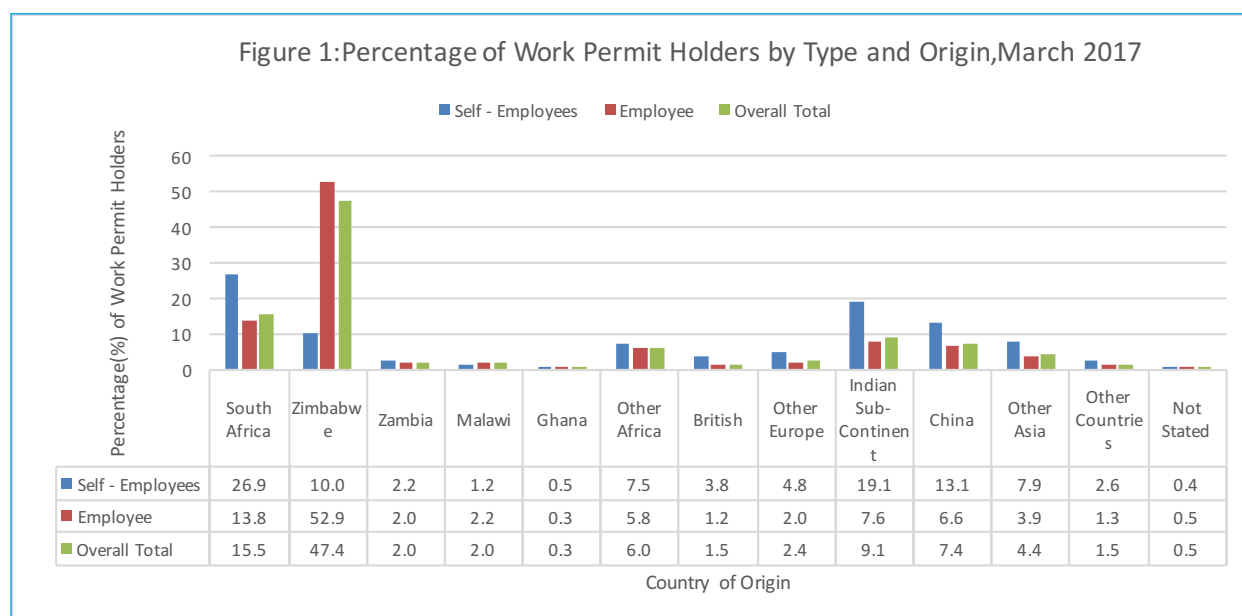
2.0 TOTAL WORK PERMIT HOLDERS

The total number of work permit holders that were valid as of end of March 2017 was 5,898. Of these 5,135 (87.1 percent) were employees while 763 (12.1 percent) were self – employed. Overall, male work permit holders at 77.8 percent were higher than their female counterparts (22.2 %). **(See Table 1.1a)**

Employee work permit holders consist of those holding new work permits and those whose work permits have been renewed. **Table 1.4a** shows that 4,407 permit holders were new employee work permits, while 728 held renewed ones. Males outnumbered females for both new and renewed work permit holders. In the new work permit holder's category, males accounted for 67.8 percent of total employee work permit holders compared to 18.1 percent for females. For the renewed work permit holders, male employees work permit holders accounted for 10.8 percent of the total employee work permit holders compared with 3.4 percent for females.

Table 1.7 shows quarterly work permit holders by industry and sex, from the second quarter of 2016 to the first quarter of 2017. Total work permits holders declined in the third quarter of 2016, and started to increase in the fourth quarter of 2016 to the first quarter of 2017. Between June 2016 and September 2016, total work permits holders decreased by 578 persons, from 5,491 in June 2016 to 4,913 in September 2016, a decrease of 10.5 percent. Between December 2016 and March 2017, total work permits holders increased by 605 persons, from 5,293 in December 2016 to 5,898 in March 2017, an increase of 11.4 percent. Comparing June 2016 with March 2017 total work permits holders increased by 407 persons, an increase of 7.41 percent.

Figure 1 and Table 1.1b depict work permit holders by country of origin. The majority of work permit holders were from Zimbabwe at 2,794 persons (47.4 percent), followed by South Africa at 915 persons (15.5 percent,) and Indian Sub-Continent with 534 persons (9.1 percent).



3.0 WORK PERMIT HOLDERS BY AGE GROUP

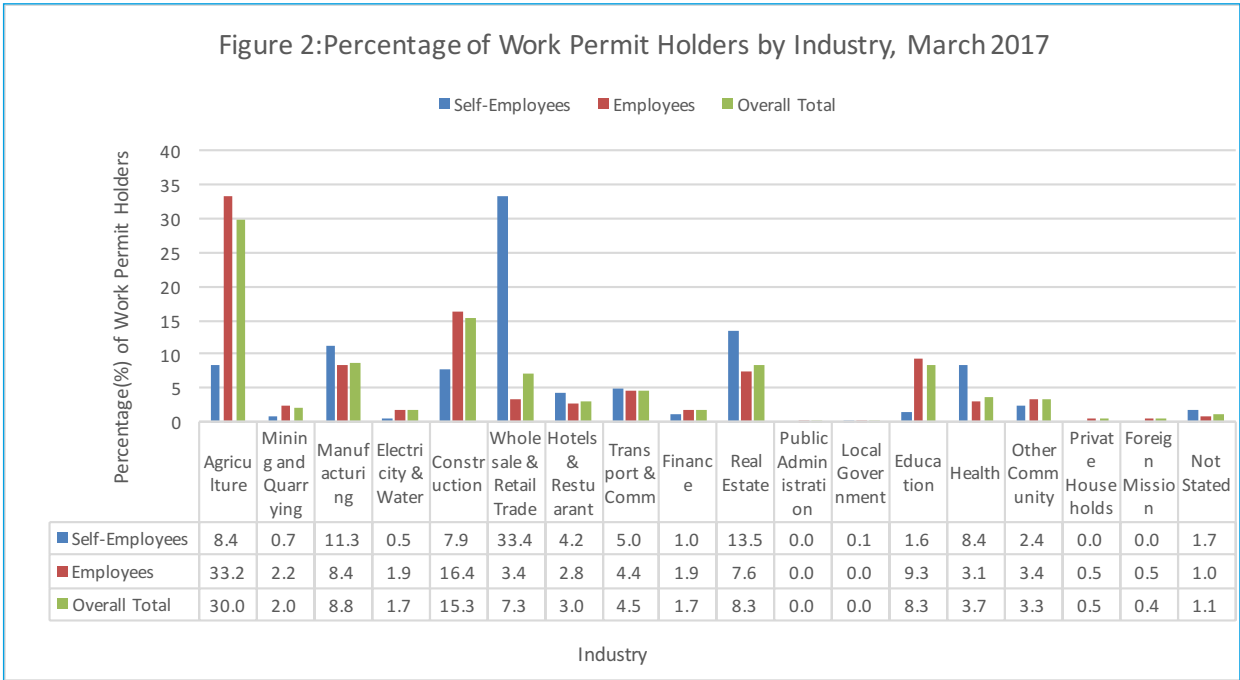
The age distribution shows that a large number of work permit holders were in the 40 - 44 years age group, at 19.0 percent of total work permit holders, followed by the 35-39 and 30-34 years age groups at 18.1 and 17.5 percent respectively. For the self-employed category, age group 40 – 44 had the largest share with 147 permit holders (19.3 percent) followed by the 45 – 49 age group with 136 permit holders (17.8 percent). For employee work permit holders, the 40-44 age group stood at 974 permit holders (19.0 percent) followed by age group 35-39 with 970 work permit holders (18.9 percent), See Table 1.2a & 1.2 b. Work permit holders of youth, aged 15-35 accounted for 1,617, which is 27.4 percent of the total work permit holders.

4.0 WORK PERMIT HOLDERS BY INDUSTRY

Figure 2 presents Employee and Self-Employed work permit holders distribution by Industry. Overall, Agriculture had the largest work permit holders at 30.0 percent, followed by Construction with 15.3 percent. Manufacturing was third with 8.8 percent work permit holders.

For the employee work permit holders, Agriculture Industry accounted for 33.2 percent of employee work permit holders, followed by Construction with 16.4 percent. For the self-employed work permit holders' category, Wholesale & Retail Trade was above other industries, recording 33.4 percent of work permit holders, followed by Real Estate and Manufacturing with 13.5 and 11.3 percent respectively.

Figure 2: Percentage of Work Permit Holders by Industry, March 2017



6.0 EMPLOYEE WORK PERMIT HOLDERS BY TRAINING

Among the employee work permit holders, 44.2 percent (2,268) had No Training or had not stated if they have any training. Degree holders accounted for 27.1 percent (1,392) of work permit holders with known training status. Diploma holders accounted for, 16.4 percent (841), while Certificate holders contributed 12.3 percent (634) of employee work permit holders (see Table 1.5a and 1.5b). Tables 1.6a and 1.6b show the work permit holders by the subject of training. Engineering & Allied programs and Craft programs topped the work permit holders with known training status, accounting for 13.3 percent and 8.2 percent respectively. These were followed by work permit holders with Commercial, Clerical and Business & Public Administration programs training at 7.8 percent.

Table 1.1a: Work Permit Holders by Country of Origin, Type of Permit and Sex, March 2017

Nationality	Self-Employees			Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
South Africa	146	59	205	599	111	710	745	170	915
Zimbabwe	60	16	76	1,998	720	2,718	2,058	736	2,794
Zambia	14	3	17	74	27	101	88	30	118
Malawi	7	2	9	98	13	111	105	15	120
Ghana	3	1	4	14	2	16	17	3	20
Other Africa	44	13	57	231	68	299	275	81	356
British	16	13	29	40	21	61	56	34	90
Other Europe	24	13	37	78	24	102	102	37	139
Indian Sub-Continent	112	34	146	342	46	388	454	80	534
China	68	32	100	319	19	338	387	51	438
Other Asia	46	14	60	175	24	199	221	38	259
Other Countries	12	8	20	43	25	68	55	33	88
Not Stated	2	1	3	23	1	24	25	2	27
Total	554	209	763	4,034	1,101	5,135	4,588	1,310	5,898
Percentage(%)Overall	9,4	3,5	12,9	68,4	18,7	87,1	77,8	22,2	100

Table 1.1b: Percentage of Work Permit Holders by Country of Origin, Type of Permit and Sex, March 2017

Nationality	Self-Employees			Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
South Africa	26,4	28,2	26,9	14,8	10,1	13,8	16,2	13,0	15,5
Zimbabwe	10,8	7,7	10,0	49,5	65,4	52,9	44,9	56,2	47,4
Zambia	2,5	1,4	2,2	1,8	2,5	2,0	1,9	2,3	2,0
Malawi	1,3	1,0	1,2	2,4	1,2	2,2	2,3	1,1	2,0
Ghana	0,5	0,5	0,5	0,3	0,2	0,3	0,4	0,2	0,3
Other Africa	7,9	6,2	7,5	5,7	6,2	5,8	6,0	6,2	6,0
British	2,9	6,2	3,8	1,0	1,9	1,2	1,2	2,6	1,5
Other Europe	4,3	6,2	4,8	1,9	2,2	2,0	2,2	2,8	2,4
Indian Sub-Continent	20,2	16,3	19,1	8,5	4,2	7,6	9,9	6,1	9,1
China	12,3	15,3	13,1	7,9	1,7	6,6	8,4	3,9	7,4
Other Asia	8,3	6,7	7,9	4,3	2,2	3,9	4,8	2,9	4,4
Other Countries	2,2	3,8	2,6	1,1	2,3	1,3	1,2	2,5	1,5
Not Stated	0,4	0,5	0,4	0,6	0,1	0,5	0,5	0,2	0,5
Total	100	100	100	100	100	100	100	100	100

Table 1.2a: Total Work Permit Holders by Age Group, Type of Permit and Sex, March 2017

Age	Self-Employees			Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 25	9	-	9	108	32	140	117	32	149
25-29	42	19	61	387	125	512	429	144	573
30-34	46	20	66	734	231	965	780	251	1,031
35-39	75	25	100	754	216	970	829	241	1,070
40-44	101	46	147	737	237	974	838	283	1,121
45-49	98	38	136	529	128	657	627	166	793
50-54	62	22	84	326	66	392	388	88	476
55-59	41	21	62	211	38	249	252	59	311
60-64	39	11	50	137	20	157	176	31	207
65-69	22	5	27	55	3	58	77	8	85
70+	18	2	20	22	1	23	40	3	43
Unknown	1	-	1	34	4	38	35	4	39
Total	554	209	763	4,034	1,101	5,135	4,588	1,310	5,898
Percentage(%)Overall	9,4	3,5	12,9	68,4	18,7	87,1	77,8	22,2	100

Table 1.2b: Percentage of Work Permit Holders by Age Group, Type of Permit and Sex, March 2017

Age	Self-Employees			Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 25	1,6	-	1,2	2,7	2,9	2,7	2,6	2,4	2,5
25-29	7,6	9,1	8,0	9,6	11,4	10,0	9,4	11,0	9,7
30-34	8,3	9,6	8,7	18,2	21,0	18,8	17,0	19,2	17,5
35-39	13,5	12,0	13,1	18,7	19,6	18,9	18,1	18,4	18,1
40-44	18,2	22,0	19,3	18,3	21,5	19,0	18,3	21,6	19,0
45-49	17,7	18,2	17,8	13,1	11,6	12,8	13,7	12,7	13,4
50-54	11,2	10,5	11,0	8,1	6,0	7,6	8,5	6,7	8,1
55-59	7,4	10,0	8,1	5,2	3,5	4,8	5,5	4,5	5,3
60-64	7,0	5,3	6,6	3,4	1,8	3,1	3,8	2,4	3,5
65-69	4,0	2,4	3,5	1,4	0,3	1,1	1,7	0,6	1,4
70+	3,2	1,0	2,6	0,5	0,1	0,4	0,9	0,2	0,7
Unknown	0,2	-	0,1	0,8	0,4	0,7	0,8	0,3	0,7
Total	100	100	100	100	100	100	100	100	100

Table 1.3a: Total Work Permit Holders by Industry, Type of Permit and Sex, March 2017

Industry	Self-Employees			Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	55	9	64	1,213	491	1,704	1,268	500	1,768
Mining and Quarrying	5	-	5	109	6	115	114	6	120
Manufacturing	58	28	86	387	46	433	445	74	519
Electricity & Water	2	2	4	96	1	97	98	3	101
Construction	53	7	60	828	15	843	881	22	903
Wholesale & Retail Trade	189	66	255	164	9	173	353	75	428
Hotels & Restaurants	21	11	32	90	56	146	111	67	178
Transport & Communication	26	12	38	193	35	228	219	47	266
Finance	7	1	8	70	25	95	77	26	103
Real Estate	62	41	103	320	68	388	382	109	491
Education	8	4	12	287	192	479	295	196	491
Health	43	21	64	87	70	157	130	91	221
Other Community	14	4	18	133	42	175	147	46	193
Private Households	-	-	-	3	24	27	3	24	27
Foreign Mission	-	-	-	16	8	24	16	8	24
Not Stated	11	3	14	39	13	52	49	16	65
Total	554	209	763	4,034	1,101	5,135	4,588	1,310	5,898
Percentage(%)Overall	9,4	3,5	12,9	68,4	18,7	87,1	77,8	22,2	100

Table 1.3b: Percentage of Work Permit Holders by Industry and Type of Permit, March 2017

Industry	Self-Employees			Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	9,9	4,3	8,4	30,1	44,6	33,2	27,6	38,2	30,0
Mining and Quarrying	0,9	-	0,7	2,7	0,5	2,2	2,5	0,5	2,0
Manufacturing	10,5	13,4	11,3	9,6	4,2	8,4	9,7	5,6	8,8
Electricity & Water	0,4	1,0	0,5	2,4	0,1	1,9	2,1	0,2	1,7
Construction	9,6	3,3	7,9	20,5	1,4	16,4	19,2	1,7	15,3
Wholesale & Retail Trade	34,1	31,6	33,4	4,1	0,8	3,4	7,7	5,7	7,3
Hotels & Restaurants	3,8	5,3	4,2	2,2	5,1	2,8	2,4	5,1	3,0
Transport & Communication	4,7	5,7	5,0	4,8	3,2	4,4	4,8	3,6	4,5
Finance	1,3	0,5	1,0	1,7	2,3	1,9	1,7	2,0	1,7
Real Estate	11,2	19,6	13,5	7,9	6,2	7,6	8,3	8,3	8,3
Education	1,4	1,9	1,6	7,1	17,4	9,3	6,4	15,0	8,3
Health	7,8	10,0	8,4	2,2	6,4	3,1	2,8	6,9	3,7
Other Community	2,5	1,9	2,4	3,3	3,8	3,4	3,2	3,5	3,3
Private Households	-	-	-	0,1	2,2	0,5	0,1	1,8	0,5
Foreign Mission	-	-	-	0,4	0,7	0,5	0,3	0,6	0,4
Not Stated	2,0	1,5	1,8	0,9	1,2	1,0	1,0	1,3	1,1
Total	100	100	100	100	100	100	100	100	100

Table 1.4a: New and Renewed Employee Work Permit Holders by Occupation, March 2017

Occupation	New			Renewal			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers/Administrators	650	123	773	98	19	117	748	142	890
Professionals	785	156	941	116	34	150	901	190	1,091
Technicians	457	139	596	65	41	106	522	180	702
Clerks	8	2	10	1	-	1	9	2	11
Service/Sales Workers	51	38	89	11	5	16	62	43	105
Skilled Agric Workers	65	22	87	8	2	10	73	24	97
Craft Workers	367	26	393	73	5	78	440	31	471
Plant & Machine Operator	117	2	119	32	-	32	149	2	151
Elementary Occupations	958	416	1,374	143	67	210	1,101	483	1,584
Not Stated	21	4	25	8	-	8	29	4	33
Total	3,479	928	4,407	555	173	728	4,034	1,101	5,135
Percentage(%)Overall	67.8	18.1	85.8	10.8	3.4	14.2	78.6	21.4	100

Table 1.4b: Percentage of Work Permit Holders by Occupation, Work Permit Status and Sex, March 2017

Occupation	New			Renewal			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers/Administrators	18,7	13,3	17,5	17,7	11,0	16,1	18,5	12,9	17,3
Professionals	22,6	16,8	21,4	20,9	19,7	20,6	22,3	17,3	21,2
Technicians	13,1	15,0	13,5	11,7	23,7	14,6	12,9	16,3	13,7
Clerks	0,2	0,2	0,2	0,2	0,0	0,1	0,2	0,2	0,2
Service/Sales Workers	1,5	4,1	2,0	2,0	2,9	2,2	1,5	3,9	2,0
Skilled Agric Workers	1,9	2,4	2,0	1,4	1,2	1,4	1,8	2,2	1,9
Craft Workers	10,5	2,8	8,9	13,2	2,9	10,7	10,9	2,8	9,2
Plant & Machine Operators	3,4	0,2	2,7	5,8	-	4,4	3,7	0,2	2,9
Elementary Occupations	27,5	44,8	31,2	25,8	38,7	28,8	27,3	43,9	30,8
Not Stated	0,6	0,4	0,6	1,4	-	1,1	0,7	0,4	0,6
Total	100	100	100	100	100	100	100	100	100

Table 1.5a: Employee Work Permit Holders by Training and Sex, March 2017

Training	Male	Female	Total
Certificate Holders	570	64	634
Diploma Holders	656	185	841
Degree Holders	1,104	288	1,392
No Training Stated	1,704	564	2,268
Total	4,034	1,101	5,135

Table 1.5b: Percentage of Work Permit Holders by Training and Sex, March 2017

Training	Male	Female	Total
Certificate Holders	14,1	5,8	12,3
Diploma Holders	16,3	16,8	16,4
Degree Holders	27,4	26,2	27,1
No Training Stated	42,2	51,2	44,2
Total	100	100	100

Table 1.6a: Employee Work Permit Holders by Subject of Training and Sex, March 2017

Subject of Training	Male	Female	Total
General Training Programs	34	4	38
Education Training	93	107	200
Fine & Applied Arts	15	8	23
Programs in Languages	13	8	21
Other Humanity Programs	42	18	60
Social & Behavior Science Programs	52	30	82
Commercial, Clerical, Business & Public Administration Programs	310	89	399
Programs in Law	13	7	20
Natural Science Programs	91	17	108
Mathematics & Computer Science Programs	93	15	108
Medicine & Health related Programs	87	63	150
Construction and Trade Programs	116	1	117
Other Craft and Trade Programs	376	47	423
Engineering & Allied Programs	662	19	681
Architectural & Town Planning Programs	59	8	67
Agriculture, Forestry & Fishery Programs	50	15	65
Home Economics & Domestic Science	6	9	15
Transportation & Communication Programs	52	8	60
Service Trades Programs	84	48	132
Mass Communication & Documentation	8	3	11
Other Programs	74	13	87
Sub Total	2,326	537	2,867
No Training/Training not Stated	1,704	564	2,268
Overall Total	4,034	1,101	5,135

Table 1.6b: Percentage of Employee Work Permit Holders by Subject of Training and Sex, March 2017

Subject of Training	Male	Female	Total
General Training Programs	0,8	0,4	0,7
Education Training	2,3	9,7	3,9
Fine & Applied Arts	0,4	0,7	0,4
Programs in Languages	0,3	0,7	0,4
Other Humanity Programs	1,0	1,6	1,2
Social & Behavior Science Programs	1,3	2,7	1,6
Commercial, Clerical, Business & Public Administration Programs	7,7	8,1	7,8
Programs in Law	0,3	0,6	0,4
Natural Science Programs	2,3	1,5	2,1
Mathematics & Computer Science Programs	2,3	1,4	2,1
Medicine & Health related Programs	2,2	5,7	2,9
Construction and Trade Programs	2,9	0,1	2,3
Other Craft and Trade Programs	9,3	4,3	8,2
Engineering & Allied Programs	16,4	1,7	13,3
Architectural & Town Planning Programs	1,5	0,7	1,3
Agriculture, Forestry & Fishery Programs	1,2	1,4	1,3
Home Economics & Domestic Science	0,1	0,8	0,3
Transportation & Communication Programs	1,3	0,7	1,2
Service Trades Programs	2,1	4,4	2,6
Mass Communication & Documentation	0,2	0,3	0,2
Other Programs	1,8	1,2	1,7
No Training/Training not Stated	42,2	51,2	44,2
Total	100	100	100

Table 1.7: Quarterly Work Permit Holders by Industry and Sex, Second Quarter 2016 - First Quarter 2017

Industry	2nd Quarter (June 2016)			3rd Quarter (September 2016)			4th Quarter (December 2016)			1st Quarter (March 2017)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	1,087	413	1,500	988	375	1,363	1,097	449	1,546	1,268	500	1,768
Mining & Quarrying	106	5	111	99	5	104	92	4	96	114	6	120
Manufacturing	410	71	481	374	64	438	410	65	475	445	74	519
Electricity & Water	71	5	76	54	3	57	45	3	48	98	3	101
Construction	865	22	887	772	19	791	785	19	804	881	22	903
Wholesale & Retail Trade	431	109	540	359	89	448	345	78	423	353	75	428
Hotels & Restaurant	115	73	188	112	70	182	110	66	176	111	67	178
Transport & Comm.	230	53	283	214	48	262	224	50	274	219	47	266
Finance	54	16	70	49	15	64	65	19	84	77	26	103
Real Estate	319	115	434	273	93	366	365	103	468	382	109	491
Education	256	169	425	229	142	371	248	169	417	295	196	491
Health	142	84	226	137	81	218	125	85	210	130	91	221
Other Community	132	42	174	116	40	156	129	43	172	147	46	193
Private Households	3	17	20	3	17	20	3	21	24	3	24	27
Foreign Mission	16	9	25	15	6	21	17	8	25	16	8	24
Not Stated	40	11	51	40	12	52	42	9	51	49	16	65
Total	4,277	1,214	5,491	3,834	1,079	4,913	4,102	1,191	5,293	4,588	1,310	5,898
Quarter to Quarter % Change	-7,3	-10,3	-8	-10,4	-11,1	-10,5	6,9	10,4	7,7	11,8	10,0	11,4

Table 1.8: Total Work Permit Holders by Industry and Year, 2009 – 2017

Industry	2009	2010	2011	2012	2013	2014	2015	2016	2017
Agriculture	4,209	3,800	2,848	2,108	1,612	1,322	1,552	1,546	1,768
Mining & Quarrying	175	191	188	134	106	104	105	96	120
Manufacturing	2,035	1,590	1,282	903	491	526	522	475	519
Electricity & Water	101	99	113	81	48	50	52	48	101
Construction	3,579	3,776	3,997	2,771	1,245	1,185	1,062	804	903
Wholesale & Retail Trade	2,042	1,903	1,836	1,42	1,129	944	668	423	428
Hotels & Restaurant	340	350	340	272	200	216	201	176	178
Transport & Communication	803	732	692	502	391	369	337	274	266
Finance	296	247	178	126	72	82	73	84	103
Real Estate	3,429	2,754	2,129	1,46	916	693	523	468	491
Education	980	815	927	526	474	476	493	417	491
Health	436	377	391	297	225	227	239	210	221
Other Community	582	572	532	411	252	226	207	172	193
Private Households	40	53	51	34	10	21	21	24	27
Foreign Mission	2	27	16	12	14	75	34	25	24
Not Stated	31	-	9	5	24	-	43	51	65
Total	19,08	17,286	15,529	11,062	7,209	6,516	6,132	5,293	5,898

Note: Totals are as at end of December each year, except for 2017 is at end of March

Table 1.9: Total Employee Work Permit Holders by Occupation and Year, 2009 – 2017

Occupation	2009	2010	2011	2012	2013	2014	2015	2016	2017
Managers/Administrators	1,590	1,417	1,214	839	639	794	887	841	890
Professionals	2,374	2,210	1,770	1,160	679	779	954	915	1,091
Technicians	2,165	1,739	1,755	1,170	760	552	593	597	702
Clerks	31	25	15	11	8	3	5	9	11
Service/Sales Workers	417	314	235	164	90	69	78	86	105
Skilled Agricultural Workers	23	16	9	7	37	52	71	86	97
Craft Workers	1,950	1,792	1,784	1,150	456	469	521	417	471
Plant & Machine Operators	983	870	638	462	261	214	194	138	151
Elementary Occupations	4,025	3,581	2,632	1,932	1,41	1,122	1,368	1,373	1,584
Other	1	2	2	2	14	38	28	31	33
Total	13,562	11,966	10,054	6,897	4,354	4,092	4,699	4,493	5,135

Note: Totals are as at end of December each year except for 2017 is at end of March