

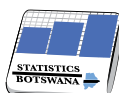
WORK PERMITS HOLDERS STATS BRIEF

Fourth Quarter 2016



December 2016

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STATISTICS BOTSWANA

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1.0 Preface

This stats brief presents a summary of the characteristics of expatriates who held valid work permits as at the end of December 2016.

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 7.7 percent between September 2016 and December 2016, from 4913 to 5293. The majority of these work permit holders were in elementary occupations, accounting for 30.6 percent of all total work permit holders. The agriculture industry employed the majority of the work permit holders at 29.2 percent. The majority, 46.5 percent were from Zimbabwe.



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Statistician General
October 2017

2.0 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 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

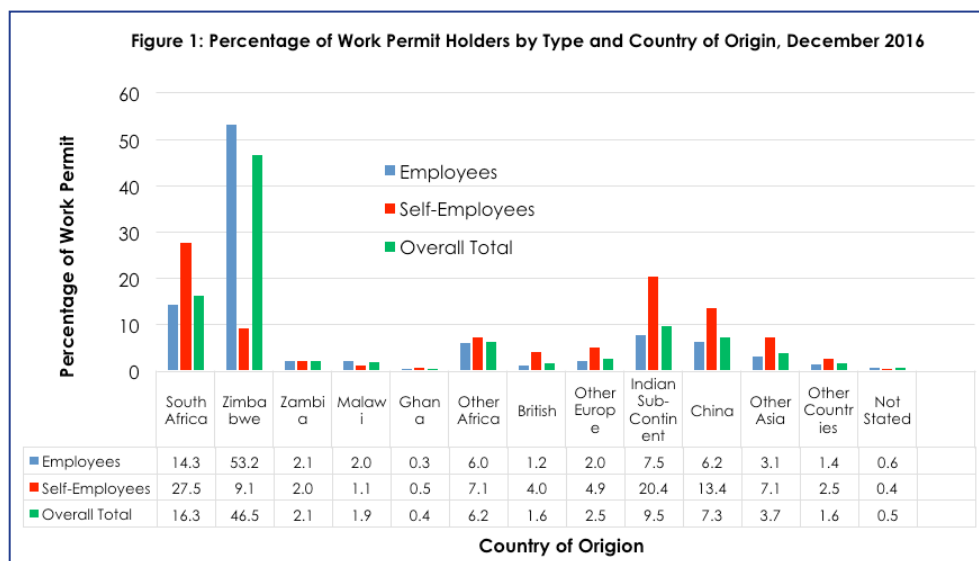
3.0 TOTAL WORK PERMIT HOLDERS

The total number of work permit holders that were valid as of end of December 2016 was 5,293. Of these 4,493 (84.9 percent) were employees while 800 (15.1 percent) were self – employed. Overall, male work permit holders at 77.5 percent were higher than their female counterparts (22.5 percent). **(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 3,810 permit holders were new employee work permits, while 683 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 66.7 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 11.6 percent of the total employee work permit holders compared with 3.6 percent for females.

Table 1.7 shows quarterly work permit holders by industry and sex, from the first quarter of 2016 to the fourth quarter of 2016. Total work permits holders were generally declining over the three quarters but increased on the fourth quarter. Between March 2016 and June 2016, total work permits holders decreased by 479 persons, from 5,970 in March 2016 to 5,491 in June 2016, a decrease of 8.0 percent. Between September 2016 and December 2016, total work permits holders increased by 380 persons, from 4,913 in September 2016 to 5,239 in December 2016, an increase of 7.7 percent. Comparing March 2016 with December 2016 total work permits holders declined by 677 persons, a decrease of 11.3 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 2,463 persons (46.5 percent), followed by South Africa at 862 persons (16.3 percent,) and Indian Sub-Continent with 502 persons (9.5 percent).



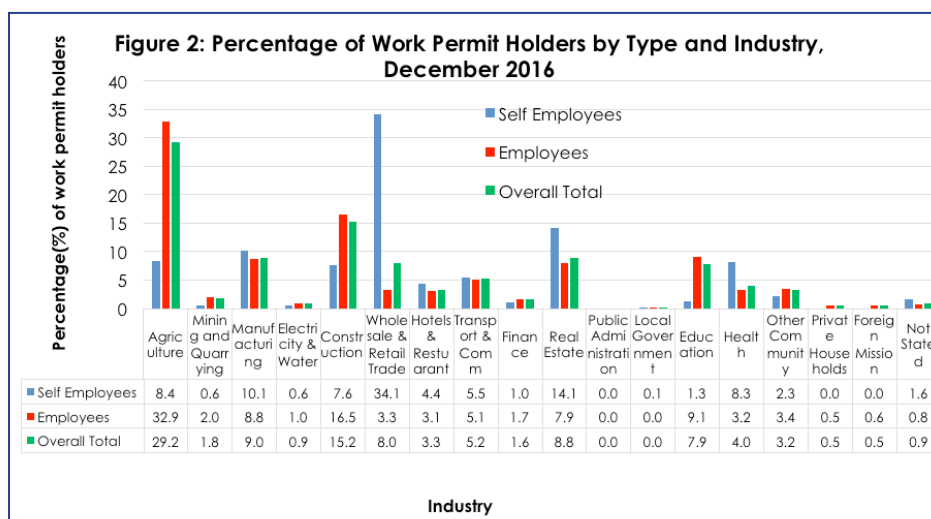
4.0 WORK PERMIT HOLDERS BY AGE GROUP

The age distribution shows that a large number of work permit holders were in the 40 - 44 years age group, at 19.3 percent of total work permit holders, followed by the 35-39 and 30-34 years age groups at 18.7 and 17.3 percent respectively. For the self-employed category, age group 40 – 44 had the largest share with 163 permit holders (20.4 percent) followed by the 45 – 49 age group with 140 permit holders (17.5 percent). For employee work permit holders, the 35 – 39 age group stood at 873 permit holders (19.4 percent) followed by age group 40 – 44 with 857 work permit holders (19.1 percent), See **Table 1.2a & 1.2 b**. Work permit holders of youth, aged 15-35 accounted for 1,536, which is 29.0 percent of the total work permit holders.

5.0 WORK PERMIT HOLDERS BY INDUSTRY

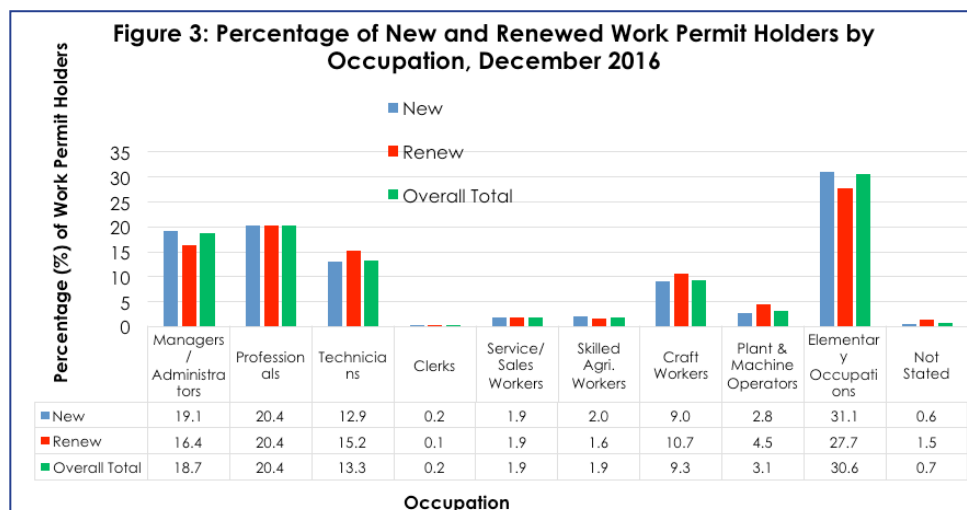
Figure 2 presents Employee and Self-Employed work permit holders distribution by Industry. Overall, Agriculture had the largest work permit holders at 29.2 percent, followed by Construction with 15.2 percent. Manufacturing was third with 9.0 percent work permit holders.

For the employee work permit holders, Agriculture Industry accounted for 32.9 percent of employee work permit holders, followed by Construction with 16.5 percent. For the self-employed work permit holders' category, Wholesale & Retail Trade was above other industries, recording 34.1 percent of work permit holders, followed by Real Estate and Manufacturing with 14.1 and 10.1 percent respectively.



6.0 WORK PERMIT HOLDERS BY OCCUPATION

Figure 3, Tables 1.4a and 1.4b show employee work permit holders (new and renewed), and their occupation. The largest proportion is found in the elementary occupations with 1,373 persons (30.6 percent), followed by the Professionals with 915 persons (20.4 percent) and Managers/Administrators at 841 persons (18.7 percent).



7.0 EMPLOYEE WORK PERMIT HOLDERS BY TRAINING

Among the employee work permit holders, 43.9 percent (1,971) had No Training or had not stated if they have any training. Degree holders accounted for 26.2 percent (1,178) of work permit holders with known training status. Diploma holders accounted for 16.9 percent (760), while Certificate holders contributed 13.0 percent (584) 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 12.4 percent and 8.5 percent respectively. These were followed by work permit holders with Commercial, Clerical and Business & Public Administration programs training at 8.1 percent.

Table 1.1a: Work Permit Holders by Country of Origin, Type of Permit and Sex, December 2016

Nationality	Employees			Self-Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
South Africa	540	102	642	159	61	220	699	163	862
Zimbabwe	1,756	634	2,390	56	17	73	1,812	651	2,463
Zambia	68	28	96	13	3	16	81	31	112
Malawi	82	10	92	6	3	9	88	13	101
Ghana	13	2	15	3	1	4	16	3	19
Other Africa	206	64	270	45	12	57	251	76	327
British	34	19	53	17	15	32	51	34	85
Other Europe	71	21	92	26	13	39	97	34	131
Indian Sub-Continent	301	38	339	128	35	163	429	73	502
China	262	15	277	73	34	107	335	49	384
Other Asia	121	18	139	42	15	57	163	33	196
Other Countries	42	21	63	12	8	20	54	29	83
Not Stated	24	1	25	2	1	3	26	2	28
Total	3,520	973	4,493	582	218	800	4,102	1,191	5,293
Percentage (%) Overall	66,5	18,4	84,9	11,0	4,1	15,1	77,5	22,5	100

Table 1.1b: Percentage of Work Permit Holders by Country of Origin, Type of Permit and Sex, December 2016

	Self Employed			Employees			Overall %		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
South Africa	15,3	10,5	14,3	27,3	28,0	27,5	17,0	13,7	16,3
Zimbabwe	49,9	65,2	53,2	9,6	7,8	9,1	44,2	54,7	46,5
Zambia	1,9	2,9	2,1	2,2	1,4	2,0	2,0	2,6	2,1
Malawi	2,3	1,0	2,0	1,0	1,4	1,1	2,1	1,1	1,9
Ghana	0,4	0,2	0,3	0,5	0,5	0,5	0,4	0,3	0,4
Other Africa	5,9	6,6	6,0	7,7	5,5	7,1	6,1	6,4	6,2
British	1,0	2,0	1,2	2,9	6,9	4,0	1,2	2,9	1,6
Other Europe	2,0	2,2	2,0	4,5	6,0	4,9	2,4	2,9	2,5
Indian Sub-Continent	8,6	3,9	7,5	22,0	16,1	20,4	10,5	6,1	9,5
China	7,4	1,5	6,2	12,5	15,6	13,4	8,2	4,1	7,3
Other Asia	3,4	1,8	3,1	7,2	6,9	7,1	4,0	2,8	3,7
Other Countries	1,2	2,2	1,4	2,1	3,7	2,5	1,3	2,4	1,6
Not Stated	0,7	0,1	0,6	0,3	0,5	0,4	0,6	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, December 2016

Age Group	Employees			Self-Employees			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 25	65	28	93	11	3	14	76	31	107
25-29	331	101	432	49	18	67	380	119	499
30-34	645	197	842	54	18	72	699	215	914
35-39	678	195	873	83	36	119	761	231	992
40-44	640	217	857	112	51	163	752	268	1,020
45-49	470	117	587	102	38	140	572	155	727
50-54	282	63	345	49	20	69	331	83	414
55-59	186	34	220	49	20	69	235	54	289
60-64	125	15	140	39	10	49	164	25	189
65-69	47	2	49	20	2	22	67	4	71
70+	20	0	20	13	2	15	33	2	35
Unknown	31	4	35	1	0	1	32	4	36
Total	3,520	973	4,493	582	218	800	4,102	1,191	5,293
Percentage (%) Overall	66,5	18,4	84,9	11,0	4,1	15,1	77,5	22,5	100

Table 1.2b: Percentage of Work Permit Holders by Age Group, Type of Permit and Sex, December 2016

	Employees (%)			Self Employed (%)			Overall %		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 25	1,8	2,9	2,1	1,9	1,4	1,8	1,9	2,6	2,0
25-29	9,4	10,4	9,6	8,4	8,3	8,4	9,3	10,0	9,4
30-34	18,3	20,2	18,7	9,3	8,3	9,0	17,0	18,1	17,3
35-39	19,3	20,0	19,4	14,3	16,5	14,9	18,6	19,4	18,7
40-44	18,2	22,3	19,1	19,2	23,4	20,4	18,3	22,5	19,3
45-49	13,4	12,0	13,1	17,5	17,4	17,5	13,9	13,0	13,7
50-54	8,0	6,5	7,7	8,4	9,2	8,6	8,1	7,0	7,8
55-59	5,3	3,5	4,9	8,4	9,2	8,6	5,7	4,5	5,5
60-64	3,6	1,5	3,1	6,7	4,6	6,1	4,0	2,1	3,6
65-69	1,3	0,2	1,1	3,4	0,9	2,8	1,6	0,3	1,3
70+	0,6	0,0	0,4	2,2	0,9	1,9	0,8	0,2	0,7
Unknown	0,9	0,4	0,8	0,2	0,0	0,1	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, December 2016

Industry	Employees			Self-employees			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	1,040	439	1,479	57	10	67	1,097	449	1,546
Mining and Quarrying	87	4	91	5	0	5	92	4	96
Manufacturing	354	40	394	56	25	81	410	65	475
Electricity & Water	42	1	43	3	2	5	45	3	48
Construction	731	12	743	54	7	61	785	19	804
Wholesale & Retail Trade	141	9	150	204	69	273	345	78	423
Hotels & Restaurant	87	54	141	23	12	35	110	66	176
Transport & Communication	194	36	230	30	14	44	224	50	274
Finance	58	18	76	7	1	8	65	19	84
Real Estate	297	58	355	68	45	113	365	103	468
Public Administration	0	0	0	0	0	0	0	0	0
Local Government	0	1	1	0	1	1	0	2	2
Education	241	166	407	7	3	10	248	169	417
Health	81	63	144	44	22	66	125	85	210
Other Community	116	38	154	13	5	18	129	43	172
Private Households	3	21	24	0	0	0	3	21	24
Foreign Mission	17	8	25	0	0	0	17	8	25
Not Stated	31	5	36	11	2	13	42	7	49
Total	3,520	973	4,493	582	218	800	4,102	1,191	5,293
Percentage (%) Overall	66,5	18,4	84,9	11,0	4,1	15,1	77,5	22,5	100

Table 1.3b: Percentage of Work Permit Holders by Industry and Type of Permit, December 2016

Industry	Employees			Self-employees			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	29,5	45,1	32,9	9,8	4,6	8,4	26,7	37,7	29,2
Mining and Quarrying	2,5	0,4	2,0	0,9	0,0	0,6	2,2	0,3	1,8
Manufacturing	10,1	4,1	8,8	9,6	11,5	10,1	10,0	5,5	9,0
Electricity & Water	1,2	0,1	1,0	0,5	0,9	0,6	1,1	0,3	0,9
Construction	20,8	1,2	16,5	9,3	3,2	7,6	19,1	1,6	15,2
Wholesale & Retail Trade	4,0	0,9	3,3	35,1	31,7	34,1	8,4	6,5	8,0
Hotels & Restaurant	2,5	5,5	3,1	4,0	5,5	4,4	2,7	5,5	3,3
Transport & Communication	5,5	3,7	5,1	5,2	6,4	5,5	5,5	4,2	5,2
Finance	1,6	1,8	1,7	1,2	0,5	1,0	1,6	1,6	1,6
Real Estate	8,4	6,0	7,9	11,7	20,6	14,1	8,9	8,6	8,8
Public Administration	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0
Local Government	0,0	0,1	0,0	0,0	0,5	0,1	0,0	0,2	0,0
Education	6,8	17,1	9,1	1,2	1,4	1,3	6,0	14,2	7,9
Health	2,3	6,5	3,2	7,6	10,1	8,3	3,0	7,1	4,0
Other Community	3,3	3,9	3,4	2,2	2,3	2,3	3,1	3,6	3,2
Private Households	0,1	2,2	0,5	0,0	0,0	0,0	0,1	1,8	0,5
Foreign Mission	0,5	0,8	0,6	0,0	0,0	0,0	0,4	0,7	0,5
Not Stated	0,9	0,5	0,8	1,9	0,9	1,6	1,0	0,6	0,9
Total	100	100	100	100	100	100	100	100	100

Table 1.4a: New and Renewed Employee Work Permit Holders by Occupation, December 2016

Occupation	New			Renewal			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers/Administrators	611	118	729	94	18	112	705	136	841
Professionals	645	131	776	111	28	139	756	159	915
Technicians	378	115	493	64	40	104	442	155	597
Clerks	7	1	8	1	0	1	8	1	9
Service/Sales Workers	42	31	73	9	4	13	51	35	86
Skilled Agri. Workers	55	20	75	9	2	11	64	22	86
Craft Workers	325	19	344	67	6	73	392	25	417
Plant & Machine Operators	105	2	107	31	0	31	136	2	138
Elementary Occupations	810	374	1184	129	60	189	939	434	1373
Not Stated	19	2	21	8	2	10	27	4	31
Total	2,997	813	3,810	523	160	683	3,520	973	4,493
Percentage overall (%)	65.9	18.8	84.7	12.2	3.1	15.3	78.0	22.0	100

Table 1.4b: Percentage of Work Permit Holders by Occupation, Work Permit Status and Sex, December 2016

Occupation	New			Renewal			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers/Administrators	20,4	14,5	19,1	18,0	11,3	16,4	20,0	14,0	18,7
Professionals	21,5	16,1	20,4	21,2	17,5	20,4	21,5	16,3	20,4
Technicians	12,6	14,1	12,9	12,2	25,0	15,2	12,6	15,9	13,3
Clerks	0,2	0,1	0,2	0,2	0,0	0,1	0,2	0,1	0,2
Service/Sales Workers	1,4	3,8	1,9	1,7	2,5	1,9	1,4	3,6	1,9
Skilled Agri. Workers	1,8	2,5	2,0	1,7	1,3	1,6	1,8	2,3	1,9
Craft Workers	10,8	2,3	9,0	12,8	3,8	10,7	11,1	2,6	9,3
Plant & Machine Operators	3,5	0,2	2,8	5,9	0,0	4,5	3,9	0,2	3,1
Elementary Occupations	27,0	46,0	31,1	24,7	37,5	27,7	26,7	44,6	30,6
Not Stated	0,6	0,2	0,6	1,5	1,3	1,5	0,8	0,4	0,7
Total	100	100	100	100	100	100	100	100	100

Table 1.5a: Employee Work Permit Holders by Training and Sex, December 2016

Training	Male	Female	Total
Certificate Holders	523	61	584
Diploma Holders	593	167	760
Degree Holders	940	238	1,178
Not Training stated	1,464	507	1,971
Total	3,520	973	4,493

Table 1.5b: Percentage of Work Permit Holders by Training and Sex, December 2016

Training	Male	Female	Total
Certificate Holders	14,9	6,3	13,0
Diploma Holders	16,8	17,2	16,9
Degree Holders	26,7	24,5	26,2
Not Training stated	41,6	52,1	43,9
Total	100	100	100

Table 1.6a: Employee Work Permit Holders by Subject of Training and Sex, December 2016

Subject of Training	Male	Female	Total
General Training Programs	33	3	36
Education Training	88	101	189
Fine & Applied Arts	14	6	20
Programs in Languages	15	6	21
Other Humanity	37	10	47
Social & Behavioural Science	38	21	59
Commercial ,Clerical ,Business & Public Administration	281	81	362
Programs in Law	10	5	15
Natural Science Programs	75	13	88
Mathematics & Computer Science	82	12	94
Medicine & Health related Programs	81	57	138
Construction and Trade Programs	101	1	102
Other Craft, Trade Programs	341	41	382
Engineering & Allied Programs	547	12	559
Architectural & Town Planning	57	6	63
Agriculture, Forestry & Fishery Programs	40	14	54
Home Economics.& Domestic Science	5	7	12
Transport & Communication Programs	53	8	61
Service Trades Programs	77	50	127
Mass Communication & Documentation Programs	8	1	9
Other Programs	73	11	84
No Training or Training not Stated	1,464	507	1,971
Total	3,520	973	4,493

Table 1.6b: Percentage of Employee Work Permit Holders by Subject of Training and Sex, December 2016

Subject of Training	Male	Female	Total
General Training Programs	0,9	0,3	0,8
Education Training	2,5	10,4	4,2
Fine & Applied Arts	0,4	0,6	0,4
Programs in Languages	0,4	0,6	0,5
Other Humanity	1,1	1,0	1,0
Social & Behavioral Science	1,1	2,2	1,3
Commercial ,Clerical ,Business & Public Administration	8,0	8,3	8,1
Programs in Law	0,3	0,5	0,3
Natural Science Programs	2,1	1,3	2,0
Mathematics & Computer Science	2,3	1,2	2,1
Medicine & Health related Programs	2,3	5,9	3,1
Construction and Trade Programs	2,9	0,1	2,3
Other Craft, Trade Programs	9,7	4,2	8,5
Engineering & Allied Programs	15,5	1,2	12,4
Architectural & Town Planning	1,6	0,6	1,4
Agriculture, Forestry & Fishery Programs	1,1	1,4	1,2
Home Economics.& Domestic Science	0,1	0,7	0,3
Transport & Communication Programs	1,5	0,8	1,4
Service Trades Programs	2,2	5,1	2,8
Mass Communication & Documentation Programs	0,2	0,1	0,2
Other Programs	2,1	1,1	1,9
No Training or Training not Stated	41,6	52,1	43,9
Total	100	100	100

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

Industry	1st Quarter (March 2016)			2nd Quarter (June 2016)			3rd Quarter (September 2016)			4th Quarter (December 2016)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	1,130	443	1,573	1,087	413	1,500	988	375	1,363	1,097	449	1,546
Mining & Quarrying	101	3	104	106	5	111	99	5	104	92	4	96
Manufacturing	437	82	519	410	71	481	374	64	438	410	65	475
Electricity & Water	53	6	59	71	5	76	54	3	57	45	3	48
Construction	928	31	959	865	22	887	772	19	791	785	19	804
Wholesale & Retail Trade	521	144	665	431	109	540	359	89	448	345	78	423
Hotels & Restaurant	127	75	202	115	73	188	112	70	182	110	66	176
Transport & Comm.	258	62	320	230	53	283	214	48	262	224	50	274
Finance	62	17	79	54	16	70	49	15	64	65	19	84
Real Estate	371	129	500	319	115	434	273	93	366	365	103	468
Education	264	186	450	256	169	425	229	142	371	248	169	417
Health	156	91	247	142	84	226	137	81	218	125	85	210
Other Community	149	45	194	132	42	174	116	40	156	129	43	172
Private Households	3	19	22	3	17	20	3	17	20	3	21	24
Foreign Mission	19	11	30	16	9	25	15	6	21	17	8	25
Not Stated	37	10	47	40	11	51	40	12	52	42	9	51
Total	4,616	1,354	5,970	4,277	1,214	5,491	3,834	1,079	4,913	4,102	1,191	5,293
Quarter to Quarter % Change	-2.8	-2	-2.6	-7.3	-10.3	-8	-10.4	-11.1	-10.5	6.9	10.4	7.7

Table 1.8: Total Work Permit Holders by Industry and Year, 2009 – 2016

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

Note: Totals are as at end of December each year

Table 1.9: Total Employee Work Permit Holders by Occupation and Year, 2009 – 2016

Occupation	2009	2010	2011	2012	2013	2014	2015	2016
Managers/Administrators	1,590	1,417	1,214	839	639	794	887	841
Professionals	2,374	2,21	1,77	1,16	679	779	954	915
Technicians	2,165	1,739	1,755	1,17	760	552	593	597
Clerks	31	25	15	11	8	3	5	9
Service/Sales Workers	417	314	235	164	90	69	78	86
Skilled Agricultural Workers	23	16	9	7	37	52	71	86
Craft Workers	1,950	1,792	1,784	1,150	456	469	521	417
Plant & Machine Operators	983	870	638	462	261	214	194	138
Elementary Occupations	4,025	3,581	2,632	1,932	1,410	1,122	1,368	1,373
Other	1	2	2	2	14	38	28	31
Total	13,562	11,966	10,054	6,897	4,354	4,092	4,699	4,493

Note: Totals are as at end of December each year