

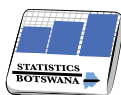
WORK PERMITS HOLDERS STATS BRIEF

Third Quarter 2015

NO: 2016/08

September 2015

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STATISTICS BOTSWANA

1.0 Introduction

This stats brief presents a summary of the characteristics of expatriates who held valid work permits as at end of September 2015.

The Department of Labour and Social Security issue work-permits and copies of approved work-permit applications are forwarded to Statistics Botswana to be analyzed. Although all work permit forms received by Statistics Botswana for a specific quarter are processed and entered into the data base, those valid on the reference dates may still arrive after the publication of the stats brief.

Information on work permit holders gives an indication of whether localization is being achieved or not. It is also of interest to know whether the number of work permit holders is decreasing or not over time. Presentation of work permit holders by occupation and industry gives an indication of jobs currently held by non-citizens or the need for expatriate recruitment. This provides useful information for researchers, planners and policy makers in 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.



Anna N. Majelantle
Statistician General
February 2017

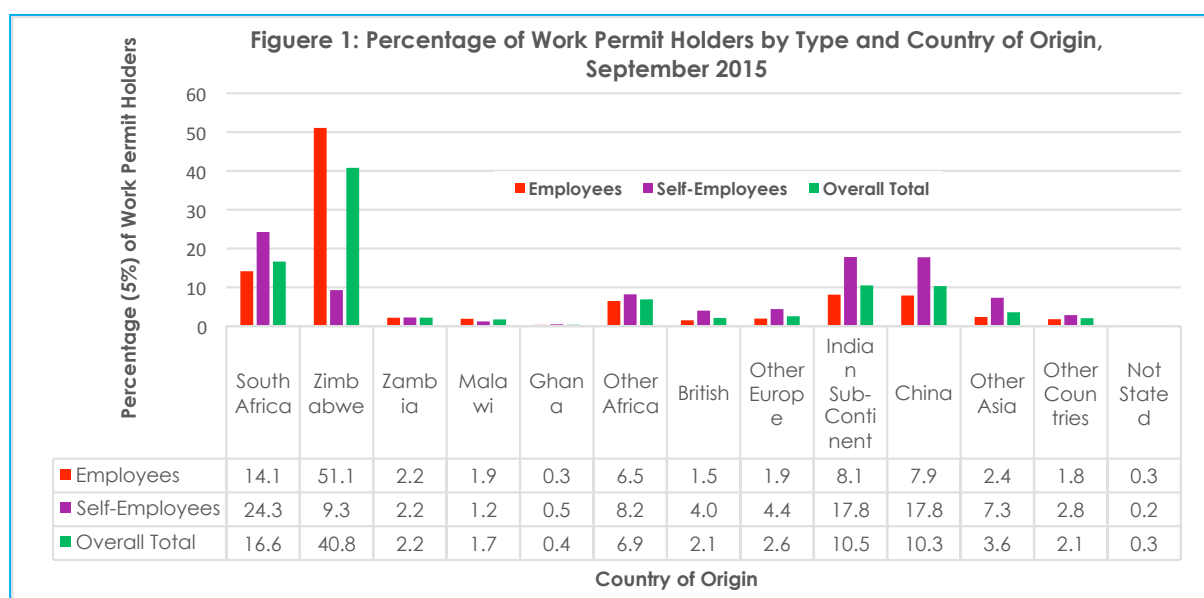
2.0 TOTAL WORK PERMIT HOLDERS

The total number of work permit holders that were valid as of end of September 2015 was 5,999. Of these 4,523 (75.4 percent) were employees while 1,476 (24.6 percent) were self – employed. Overall, male work permit holders at 76.8 percent were higher than their female counterparts (23.2 %). (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 3,875 permit holders were new employee work permits, while 648 held renewed ones. Males dominate females for both new and renewed work permit holders. In the new work permit holders category, males accounted for 67.0 percent of total employee work permit holders compared to 18.7 percent for females, while for the renewed, male employee work permit holders accounted for 11.5 percent of the total employee work permit holders compared with 2.9 percent for females.

Table 1.5 shows quarterly work permit holders by industry and sex, from the fourth quarter of 2014 to the third quarter of 2015. Total work permits were declining over the four quarters. Between March 2015 and September 2015, total work permits holders declined by 261 persons, from 6,260 in March 2015 to 5,999 in September 2015, a decrease of 4.2 percent.

Figure 1 and Table 1.1b depicts work permit holders by country of origin. The majority of work permit holders were from Zimbabwe at 2,447 persons (40.8 percent), followed by South Africa at 998 persons (16.6 percent) and China with 619 persons (10.3 percent).



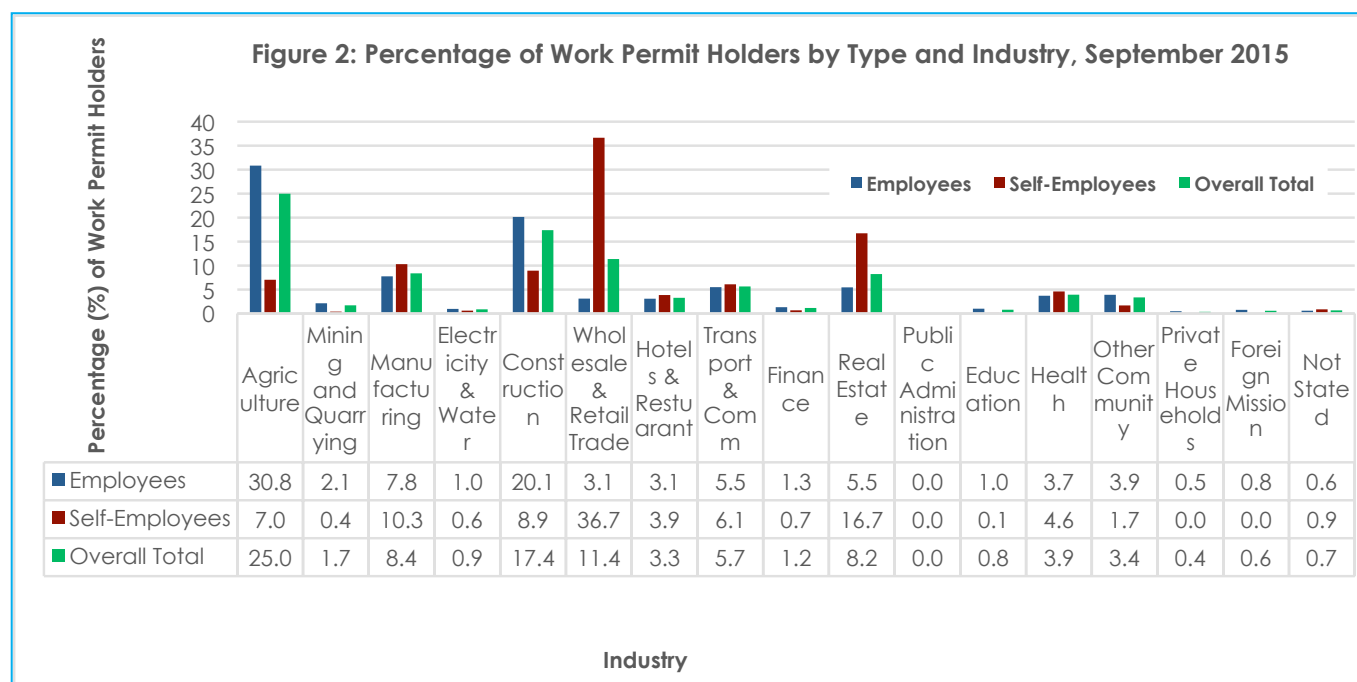
3.0 WORK PERMIT HOLDRES BY AGE GROUP

The age distribution shows that a large number of work permit holders are in the 35 - 39 years age group, at 18.6 percent of total work permit holders, followed by the 30-34 and 40-44 years age groups at 17.9 and 17.5 percent respectively. For the self-employed category, age group 40 – 44 has the largest share with 247 permit holders (16.7 percent) followed by the 45 – 49 age group with 225 permit holders (15.3 percent). For employee work permit holders, the 35 – 39 age group had 902 permit holders (19.9 percent) followed by age group 30 – 34 with 874 work permit holders (19.3 percent), See Table 1.2a & 1.2 b.

4.0 WORK PERMIT HOLDERS BY INDUSTRY

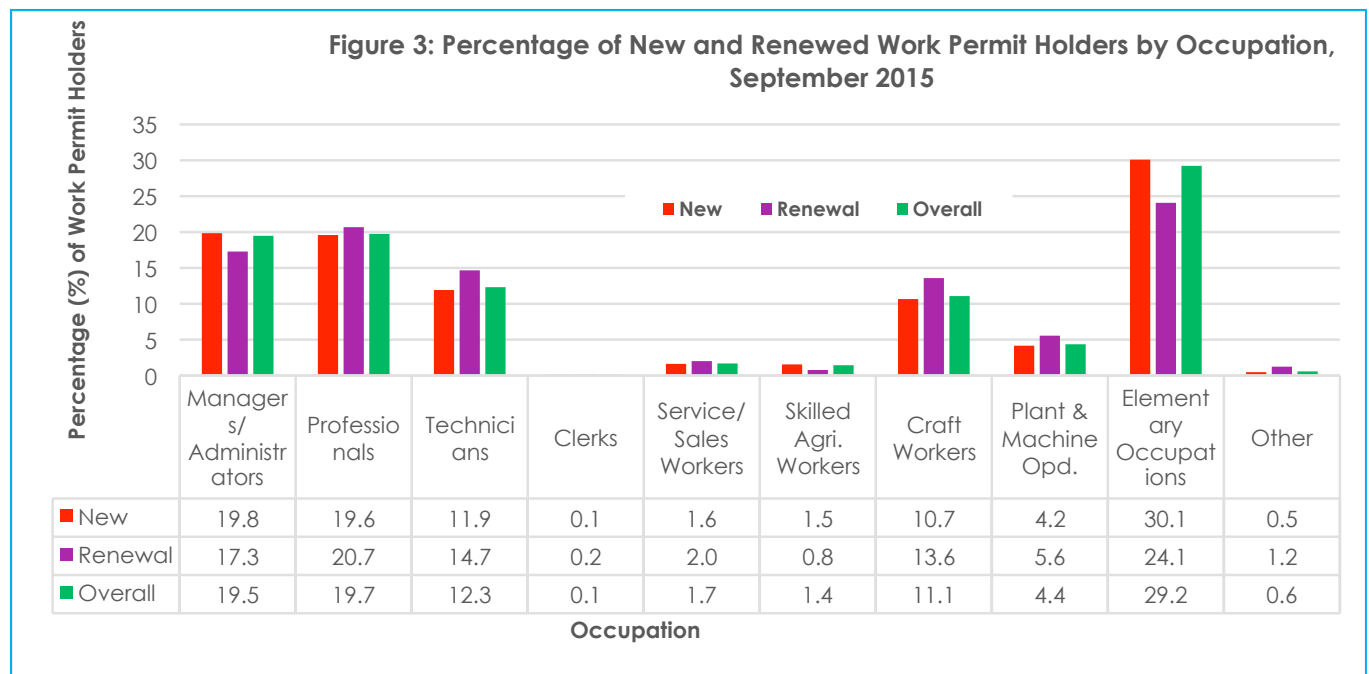
Figure 2 presents Employee and Self-Employed work permit holders distribution by Industry. Overall, Agriculture had the largest work permit holders at 25.0 percent, followed by Construction with 17.4 percent. Wholesale and Trade was third with 11.4 percent work permit holders.

For the employee work permit holders, Agriculture was still the dominant industry at 30.9 percent, followed by Construction with 20.1 percent. However, for the self-employed work permit holders' category, Wholesale & Retail Trade dominated other industries, recording 36.7 percent of work permit holders, followed by Real Estate and Manufacturing with 16.7 and 10.3 percent respectively.



5.0 WORK PERMIT HOLDERS BY OCCUPATION

Figure 3, Tables 1.4a and 1.4b show employee work permit holders (new or renewed), and their occupation. The largest proportion are found in the elementary occupations with 1,322 persons (29.2 percent), followed by the Professionals with 893 persons (19.7 percent) and Managers/ Administrators with 881 persons (19.5 percent).



6.0 EMPLOYEE WORK PERMIT HOLDERS BY TRAINING

Among the employee work permit holders, 39.8 percent (1,799) had No Training or have not stated if they have any training, 24.7 percent (1,115) were Degree holders, 18.7 percent (844) had Certificates and 16.9 percent (765) were Diploma graduates (see Table 1.5a and 1.5b). Table 1.6a and 1.6b shows the work permit holders by the subject of training. Engineering & Allied programs and Craft programs dominated the work permit holders who have stated that they have training, accounting for 18.2 percent and 16.0 percent respectively, followed by work permit holders who have done Commercial, Clerical and Business & Public Administration programs at 13.3 percent.

Table 1.1a: Work Permit Holders by Country of Origin, Type of Permit and Sex, September 2015

Nationality	Employees			Self Employed			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
South Africa	541	99	640	256	102	358	797	201	998
Zimbabwe	1,698	612	2,310	111	26	137	1,809	638	2,447
Zambia	70	28	98	28	5	33	98	33	131
Malawi	72	14	86	12	6	18	84	20	104
Ghana	12	3	15	6	1	7	18	4	22
Other Africa	219	74	293	84	37	121	303	111	414
British	48	20	68	36	23	59	84	43	127
Other Europe	65	23	88	41	24	65	106	47	153
Indian Sub-Continent	328	39	367	201	62	263	529	101	630
China	335	22	357	172	90	262	507	112	619
Other Asia	94	13	107	88	20	108	182	33	215
Other Countries	57	24	81	24	18	42	81	42	123
Not Stated	10	3	13	2	1	3	12	4	16
Total	3,549	974	4,523	1,061	415	1,476	4,610	1,389	5,999
Percentage (%) Overall	59.2	16.2	75.4	17.7	6.9	24.6	76.8	23.2	100

Table 1.1b: Percentage of Work Permit Holders by Country of Origin, Type of Permit and Sex, September 2015

Nationality	Employees			Self Employed			Overall %		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
South Africa	15.2	10.2	14.1	24.1	24.6	24.3	17.3	14.5	16.6
Zimbabwe	47.8	62.8	51.1	10.5	6.3	9.3	39.2	45.9	40.8
Zambia	2.0	2.9	2.2	2.6	1.2	2.2	2.1	2.4	2.2
Malawi	2.0	1.4	1.9	1.1	1.4	1.2	1.8	1.4	1.7
Ghana	0.3	0.3	0.3	0.6	0.2	0.5	0.4	0.3	0.4
Other Africa	6.2	7.6	6.5	7.9	8.9	8.2	6.6	8.0	6.9
British	1.4	2.1	1.5	3.4	5.5	4.0	1.8	3.1	2.1
Other Europe	1.8	2.4	1.9	3.9	5.8	4.4	2.3	3.4	2.6
Indian Sub-Continent	9.2	4.0	8.1	18.9	14.9	17.8	11.5	7.3	10.5
China	9.4	2.3	7.9	16.2	21.7	17.8	11.0	8.1	10.3
Other Asia	2.6	1.3	2.4	8.3	4.8	7.3	3.9	2.4	3.6
Other Countries	1.6	2.5	1.8	2.3	4.3	2.8	1.8	3.0	2.1
Not Stated	0.3	0.3	0.3	0.2	0.2	0.2	0.3	0.3	0.3
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, September 2015

Age Group	Employees			Self-Employees			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 25	73	25	98	30	14	44	103	39	142
25-29	366	104	470	109	38	147	475	142	617
30-34	662	212	874	139	61	200	801	273	1,074
35-39	697	205	902	149	65	214	846	270	1,116
40-44	595	208	803	172	75	247	767	283	1,050
45-49	463	108	571	168	57	225	631	165	796
50-54	286	50	336	102	46	148	388	96	484
55-59	217	40	257	79	33	112	296	73	369
60-64	107	15	122	60	19	79	167	34	201
65-69	51	3	54	36	6	42	87	9	96
70+	16	1	17	16	1	17	32	2	34
Unknown	16	3	19	0	0	0	16	3	19
Total	3,549	974	4,523	1,060	415	1,475	4,609	1,389	5,999
Percentage (%) of Overall	59.2	16.2	75.4	17.7	6.9	24.6	76.8	23.2	100

Table 1.2b: Percentage of Work Permit Holders by Age Group, Type of Permit and Sex, March 2015

Age Group	Employees (%)			Self Employed (%)			Overall %		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 25	2.1	2.6	2.2	2.8	3.4	3.0	2.2	2.8	2.4
25-29	10.3	10.7	10.4	10.3	9.2	10.0	10.3	10.2	10.3
30-34	18.7	21.8	19.3	13.1	14.7	13.6	17.4	19.7	17.9
35-39	19.6	21.0	19.9	14.1	15.7	14.5	18.4	19.4	18.6
40-44	16.8	21.4	17.8	16.2	18.1	16.7	16.6	20.4	17.5
45-49	13.0	11.1	12.6	15.8	13.7	15.3	13.7	11.9	13.3
50-54	8.1	5.1	7.4	9.6	11.1	10.0	8.4	6.9	8.1
55-59	6.1	4.1	5.7	7.5	8.0	7.6	6.4	5.3	6.2
60-64	3.0	1.5	2.7	5.7	4.6	5.4	3.6	2.4	3.4
65-69	1.4	0.3	1.2	3.4	1.4	2.8	1.9	0.6	1.6
70+	0.5	0.1	0.4	1.5	0.2	1.2	0.7	0.1	0.6
unknown	0.5	0.3	0.4	0.0	0.0	0.0	0.3	0.2	0.3
Total	100	100	100	100	100	100	100	100	100

Table 1.3a: Total Work Permit Holders by Industry, Type of Permit and Sex, September 2015

Industry	Employees			Self Employed			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	990	406	1,396	85	19	104	1,075	425	1,500
Mining and Quarrying	94	3	97	6	0	6	100	3	103
Manufacturing	304	47	351	110	42	152	414	89	503
Electricity & Water	42	2	44	5	4	9	47	6	53
Construction	891	20	911	116	16	132	1,007	36	1,043
Wholesale & Retail Trade	131	10	141	399	142	541	530	152	682
Hotels & Restaurants	85	55	140	36	21	57	121	76	197
Transport & Communication	214	35	249	62	28	90	276	63	339
Finance	50	10	60	8	2	10	58	12	70
Real Estate	203	44	247	154	93	247	357	137	494
Education	262	196	458	13	9	22	275	205	480
Health	105	63	168	43	25	68	148	88	236
Other Community	134	43	177	15	10	25	149	53	202
Private Households	2	20	22	0	0	0	2	20	22
Foreign Mission	21	14	35	0	0	0	21	14	35
Not Stated	21	6	27	9	4	13	30	10	40
Total	3,549	974	4,523	1,061	415	1,476	4,610	1,389	5,999
Percentage (%) of Overall	59.2	16.2	75.4	17.7	6.9	24.6	76.8	23.2	100

Table 1.3b: Percentage of Work Permit Holders by Industry and Type of Permit, September 2015

Industry	Employees			Self Employed			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	27.9	41.7	30.9	8.0	4.6	7.0	23.3	30.6	25.0
Mining and Quarrying	2.6	0.3	2.1	0.6	0.0	0.4	2.2	0.2	1.7
Manufacturing	8.6	4.8	7.8	10.4	10.1	10.3	9.0	6.4	8.4
Electricity & Water	1.2	0.2	1.0	0.5	1.0	0.6	1.0	0.4	0.9
Construction	25.1	2.1	20.1	10.9	3.9	8.9	21.8	2.6	17.4
Wholesale & Retail Trade	3.7	1.0	3.1	37.6	34.2	36.7	11.5	10.9	11.4
Hotels & Restaurants	2.4	5.6	3.1	3.4	5.1	3.9	2.6	5.5	3.3
Transport & Communication	6.0	3.6	5.5	5.8	6.7	6.1	6.0	4.5	5.7
Finance	1.4	1.0	1.3	0.8	0.5	0.7	1.3	0.9	1.2
Real Estate	5.7	4.5	5.5	14.5	22.4	16.7	7.7	9.9	8.2
Education	0.7	2.0	1.0	0.1	0.2	0.1	0.6	1.5	0.8
Health	3.0	6.5	3.7	4.1	6.0	4.6	3.2	6.3	3.9
Other Community	3.8	4.4	3.9	1.4	2.4	1.7	3.2	3.8	3.4
Private Households	0.1	2.1	0.5	0.0	0.0	0.0	0.0	1.4	0.4
Foreign Mission	0.6	1.4	0.8	0.0	0.0	0.0	0.5	1.0	0.6
Not Stated	0.6	0.6	0.6	0.8	1.0	0.9	0.7	0.7	0.7
Total	100	100	100	100	100	100	100	100	100

Table 1.4a: New and Renewed Employee Work Permit Holders by Occupation, September 2015

Occupation	New			Renewal			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers/Administrators	641	128	769	97	15	112	738	143	881
Professionals	608	151	759	112	22	134	720	173	893
Technicians	334	128	462	57	38	95	391	166	557
Clerks	3	1	4	1	0	1	4	1	5
Service/Sales Workers	38	25	63	9	4	13	47	29	76
Skilled Agri. Workers	47	13	60	4	1	5	51	14	65
Craft Workers	395	18	413	82	6	88	477	24	501
Plant & Machine Operators	158	3	161	36	0	36	194	3	197
Elementary Occupations	794	372	1,166	113	43	156	907	415	1,322
Other	13	5	18	7	1	8	20	6	26
Total	3,031	844	3,875	518	130	648	3,549	974	4,523
Percentage overall (%)	67.0	18.7	85.7	11.5	2.9	14.3	78.5	21.5	100

Table 1.4b: Percentage of Work of Work Permit Holders by Occupation, Work Permit Status and Sex, March 2015

Occupation	New			Renewal			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers/Administrators	21.1	15.2	19.8	18.7	11.5	17.3	20.8	14.7	19.5
Professionals	20.1	17.9	19.6	21.6	16.9	20.7	20.3	17.8	19.7
Technicians	11.0	15.2	11.9	11.0	29.2	14.7	11.0	17.0	12.3
Clerks	0.1	0.1	0.1	0.2	0.0	0.2	0.1	0.1	0.1
Service/Sales Workers	1.3	3.0	1.6	1.7	3.1	2.0	1.3	3.0	1.7
Skilled Agri. Workers	1.6	1.5	1.5	0.8	0.8	0.8	1.4	1.4	1.4
Craft Workers	13.0	2.1	10.7	15.8	4.6	13.6	13.4	2.5	11.1
Plant & Machine Operators	5.2	0.4	4.2	6.9	0.0	5.6	5.5	0.3	4.4
Elementary Occupations	26.2	44.1	30.1	21.8	33.1	24.1	25.6	42.6	29.2
Other	0.4	0.6	0.5	1.4	0.8	1.2	0.6	0.6	0.6
Total	100	100	100	100	100	100	100	100	100

Table 1.5a: Employee Work Permit Holders by Training and Sex, September 2015

Training	Male	Female	Total
Certificate Holders	767	77	844
Diploma Holders	587	178	765
Degree Holders	874	241	1,115
No Training Stated	1,321	478	1,799
Total	3,549	974	4,523

Table 1.5b: Percentage of Work Permit Holders by Training and Sex, September 2015

Training	Male	Female	Total
Certificate Holders	21.6	7.9	18.7
Diploma Holders	16.5	18.3	16.9
Degree Holders	24.6	24.7	24.7
No Training Stated	37.2	49.1	39.8
Total	100	100	100

Table 1.6a: Employee Work Permit Holders by Subject of Training and Sex, March 2015

Subject Of Training	Overall		
	Male	Female	Total
General Training Programs	8	1	9
Education Training	103	127	230
Fine & Applied Arts	11	5	16
Programs in Languages	17	12	29
Other Humanity Programs	47	10	57
Social & Behavior Science Programs	35	22	57
Commercial, Clerical, Business & Public Administration Programs	286	76	362
Programs in Law	7	8	15
Natural Science Programs	57	9	66
Mathematics & Computer Science Programs	84	12	96
Medicine & Health related Programs	103	61	164
Construction and Trade Programs	238	2	240
Other Craft and Trade Programs	392	45	437
Engineering & Allied Programs	479	17	496
Architectural & Town Planning Programs	49	7	56
Agriculture, Forestry & Fishery Programs	42	11	53
Home Economics & Domestic Science Programs	3	4	7
Transportation & Communication Programs	82	6	88
Service Trades Programs	92	49	141
Mass Communication & Documentation	8	2	10
Other Programs	85	10	95
Sub Total	2,228	496	2,724
No Training or Training Not Stated	1,321	478	1,799
Overall Total	3,549	974	4,523

Table 1.6b: Percentage of Employee Work Permit Holders by Subject of Training and Sex, March 2015

Subject Of Training	Overall		
	Male	Female	Total
General Training Programs	0.2	0.1	0.2
Education Training	2.9	13.0	5.1
Fine & Applied Arts	0.3	0.5	0.4
Programs in Languages	0.5	1.2	0.6
Other Humanity Programs	1.3	1.0	1.3
Social & Behavior Science Programs	1.0	2.3	1.3
Commercial, Clerical, Business & Public Administration Programs	8.1	7.8	8.0
Programs in Law	0.2	0.8	0.3
Natural Science Programs	1.6	0.9	1.5
Mathematics & Computer Science Programs	2.4	1.2	2.1
Medicine & Health related Programs	2.9	6.3	3.6
Construction and Trade Programs	6.7	0.2	5.3
Other Craft and Trade Programs	11.0	4.6	9.7
Engineering & Allied Programs	13.5	1.7	11.0
Architectural & Town Planning Programs	1.4	0.7	1.2
Agriculture, Forestry & Fishery Programs	1.2	1.1	1.2
Home Economics & Domestic Science Programs	0.1	0.4	0.2
Transportation & Communication Programs	2.3	0.6	1.9
Service Trades Programs	2.6	5.0	3.1
Mass Communication & Documentation	0.2	0.2	0.2
Other Programs	2.4	1.0	2.1
No Training or Training Not Stated	37.2	49.1	39.8
Sub Total	100	100	100

Table 1.7: Quarterly Work Permit Holders by Industry and Sex, fourth Quarter 2014 - third Quarter 2015

Industry	4th Quarter (December 2014)			1st Quarter (March 2015)			2nd Quarter (June 2015)			3rd Quarter (September 2015)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	948	374	1,322	1,004	389	1,393	1,057	418	1,475	1,075	425	1,500
Mining & Quarrying	100	4	104	99	3	102	104	3	107	100	3	103
Manufacturing	421	105	526	413	100	513	406	91	497	414	89	503
Electricity & Water	39	11	50	40	10	50	47	7	54	47	6	53
Construction	1,122	63	1,185	1,030	54	1,084	1,043	44	1,087	1,007	36	1,043
Wholesale & Retail Trade	717	227	944	623	202	825	573	178	751	530	152	682
Hotels & Restaurant	135	81	216	130	82	212	130	79	209	121	76	197
Transport & Comm.	293	76	369	287	72	359	284	69	353	276	63	339
Finance	66	16	82	63	17	80	55	13	68	58	12	70
Real Estate	497	196	693	423	177	600	378	152	530	357	137	494
Education	257	219	476	269	212	481	277	210	487	275	205	480
Health	135	92	227	147	91	238	151	88	239	148	88	236
Other Community	158	68	226	156	66	222	155	63	218	149	53	202
Private Households	1	20	21	1	19	20	2	21	23	2	20	22
Foreign Mission	49	26	75	24	15	39	22	17	39	21	14	35
Not Stated	-	-	-	27	12	39	25	9	34	30	10	40
Total	4,938	1,578	6,516	4,737	1,523	6,260	4,709	1,462	6,171	4,610	1,389	5,999
Quarter to Quarter % Change	0.43	-1.99	0.17	-4.07	-3.49	-3.93	-0.59	-4.01	-1.42	-2.10	-4.99	-2.79

Table 1.8: Total Work Permit Holders by Industry and Year, 2008 – 2015

Industry	2008	2009	2010	2011	2012	2013	2014	2015
Agriculture	3,130	4,209	3,800	2,848	2,108	1,612	1,322	1,500
Mining & Quarrying	154	175	191	188	134	106	104	103
Manufacturing	1,982	2,035	1,590	1,282	903	491	526	503
Electricity & Water	137	101	99	113	81	48	50	53
Construction	2,474	3,579	3,776	3,997	2,771	1,245	1,185	1,043
Wholesale & Retail Trade	1,908	2,042	1,903	1,836	1,420	1,129	944	682
Hotels & Restaurant	321	340	350	340	272	200	216	197
Transport & Communication	649	803	732	692	502	391	369	339
Finance	284	296	247	178	126	72	82	70
Real Estate	2,837	3,429	2,754	2,129	1,460	916	693	494
Education	767	980	815	927	526	474	476	480
Health	394	436	377	391	297	225	227	236
Other Community	492	582	572	532	411	252	226	202
Private Households	29	40	53	51	34	10	21	22
Foreign Mission	44	2	27	16	12	14	75	35
Not Stated	-	31	-	9	5	24	-	40
Total	15,602	19,080	17,286	15,529	11,062	7,209	6,516	5,999

Note: Totals are as at end of December each year, except for 2015 which is as at end of September

Table 1.9: Total Employee Work Permit Holders by Occupation and Year, 2008 – 2015

Occupation	2008	2009	2010	2011	2012	2013	2014	2015
Managers/Administrators	1161	1,590	1,417	1,214	839	639	794	881
Professionals	1,704	2,374	2,210	1,770	1,160	679	779	893
Technicians	1,739	2,165	1,739	1,755	1,170	760	552	557
Clerks	38	31	25	15	11	8	3	5
Service/Sales Workers	385	417	314	235	164	90	69	76
Skilled Agricultural Workers	25	23	16	9	7	37	52	65
Craft Workers	1,679	1,950	1,792	1,784	1,150	456	469	501
Plant & Machine Operators	854	983	870	638	462	261	214	197
Elementary Occupations	2,971	4,025	3,581	2,632	1,932	1,410	1,122	1,322
Other	-	-	-	-	-	-	38	26
Not Stated	4	1	2	2	2	14	-	-
Total	10,560	13,562	11,966	10,054	6,897	4,354	4,092	4,523