

Work Permits Holders First Quarter 2018

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STATISTICS BOTSWANA

WORK PERMITS HOLDERS – FIRST QUARTER 2018

This stats brief presents a summary of the characteristics of expatriates who held valid work permits as at the end of March 2018.

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 posts 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 decreased by 0.5 percent between December 2017 and March 2018, from 5,766 to 5,736. Most permit holders were recorded in the agricultural sector at 31.5 percent followed by the construction sector with 12.7 percent. The largest group of work permit holders was issued to the age group 35 – 39 with 18.9 percent followed by ages 40- 44 and 45-49 at 18.5 and 16.5 percent respectively.

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



Dr Burton Mguni
Statistician General

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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 permits. The main reasons for issuing such permits 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.

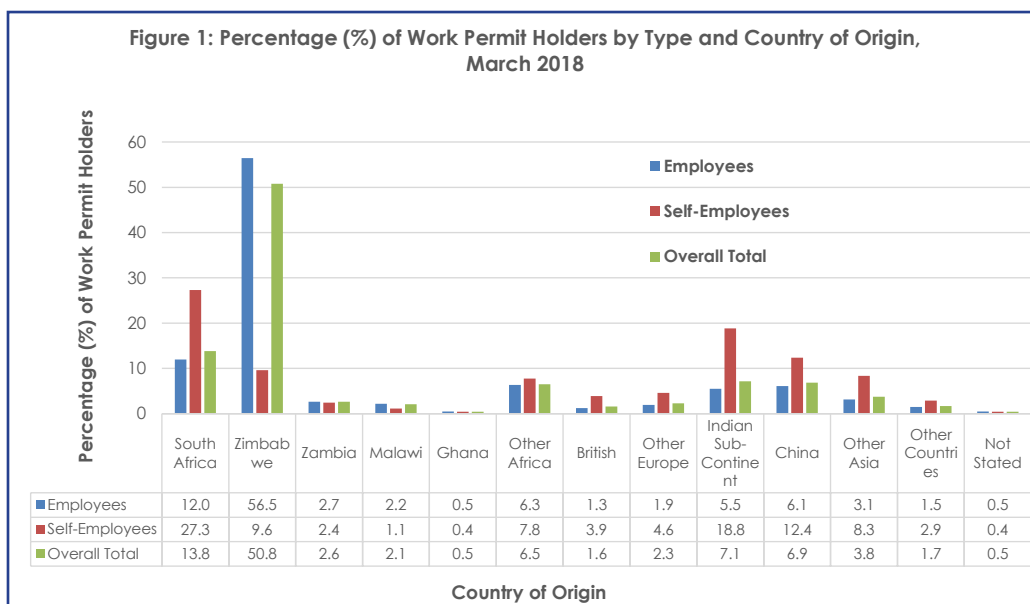
Five graphical presentations are given; Figure 1 presents work permit holders by Nationality, with Figures 2 & 3 depicting work permit holders by industry and occupation respectively. Figures 4 & 5 illustrate the trend of total work permit holders and employees for years 2009 to 2018 respectively. More detailed information is presented in the tables.

2.0 TOTAL WORK PERMIT HOLDERS

The total number of work permit holders that were valid as of end of March 2018 was 5,736. Of these 5,040 (87.9 percent) were employees while 696 (12.1 percent) were self – employed. Overall, male work permit holders at 75.6 percent were higher than their female counterparts (24.4 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 3,919 permit holders were new employee work permits, while 1,121 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 60.3 percent of total employee work permit holders compared to 17.4 percent for females. For the renewed work permit holders, male employees work permit holders accounted for 15.6 percent of the total employee work permit holders compared with 6.7 percent for females.

Table 1.7 shows quarterly work permit holders by industry and sex from the second quarter of 2017 to the first quarter of 2018. Total work permits holders decreased in the third quarter of 2017, increased in the fourth quarter of 2017 and decreased in the first quarter of 2018. Between June 2017 and September 2017, total work permits holders decreased by 513 persons, from 5,755 in June 2017 to 5,242 in September 2017, a decrease of 8.9 percent. Between September 2017 and December 2017, total work permits holders increased by 524 persons, from 5,242 in September 2017 to 5,766 in December 2017, an increase of 10.0 percent. Comparing June 2017 with March 2018 total work permits holders decreased by 19 persons, a decrease of 0.3 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 2,913 persons (50.8 percent), followed by South Africa at 793 persons (13.8 percent,) and Indian Sub-Continent with 409 persons (7.1 percent).



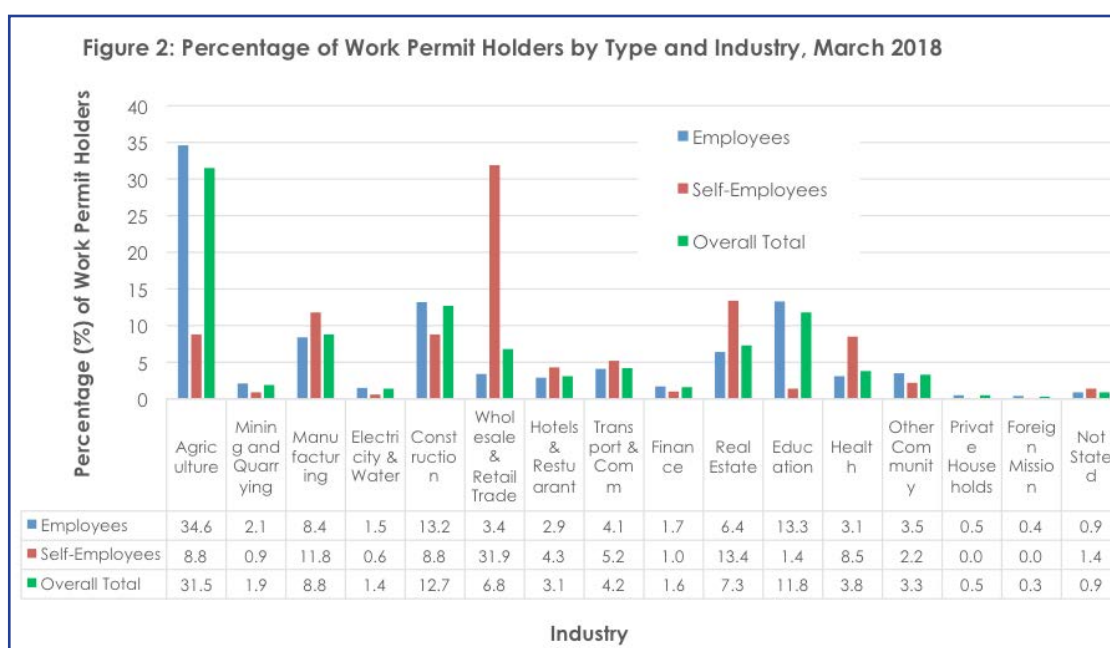
3.0 WORK PERMIT HOLDERS BY AGE GROUP

The age distribution shows that a large number of work permit holders were in the 35-39 years age group, at 18.9 percent of total work permit holders, followed by the 40-44 and 45-49 years age groups at 18.5 and 16.5 percent respectively. For the self-employed category, age group 45-49 had the largest share with 133 permit holders (19.1 percent) followed by the 40-44 age group with 125 permit holders (18.0 percent). For employee work permit holders, the 35-39 age group stood at 995 permit holders (19.7 percent) followed by age group 40-44 with 934 work permit holders (18.5 percent), See Table 1.2a & 1.2b. Work permit holders of youth, aged 15-35 accounted for 1,459, which is 25.4 percent of the total work permit holders.

4.0 WORK PERMIT HOLDERS BY INDUSTRY

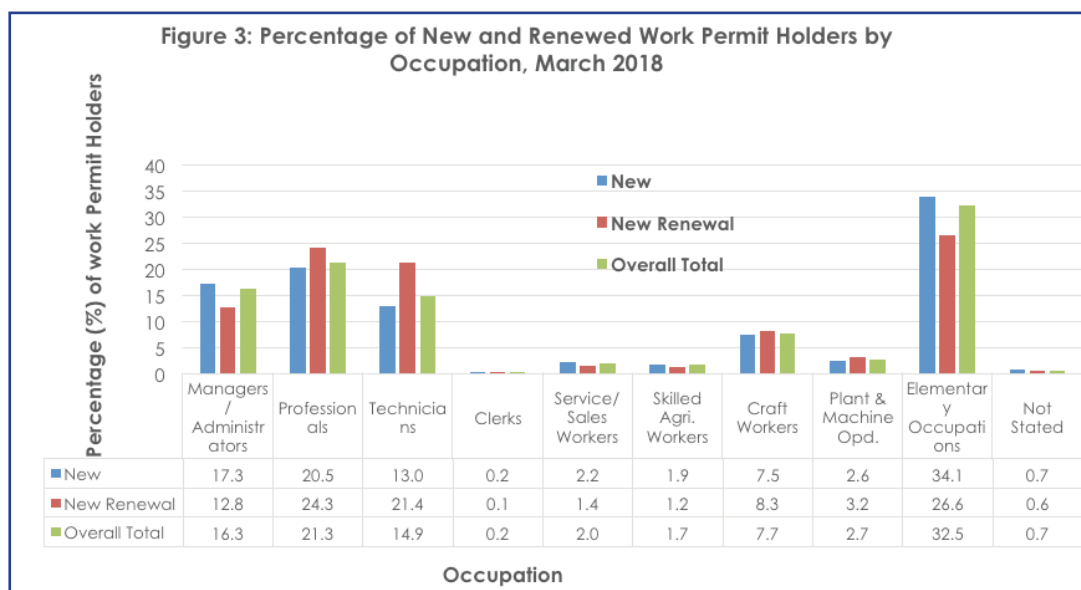
Figure 2 presents Employee and Self-Employed work permit holders distribution by Industry. Overall, Agriculture had the largest work permit holders at 31.5 percent, followed by Construction with 12.7 percent. Education was third with 11.8 percent work permit holders.

For the employee work permit holders, Agriculture Industry accounted for 34.6 percent of employee work permit holders, followed by Education with 13.3 percent. For the self-employed work permit holders' category, Wholesale & Retail Trade was above other industries, recording 31.9 percent of work permit holders, followed by Real Estate and Manufacturing with 13.4 and 11.8 percent respectively.



5.0 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 1,636 persons (32.5 percent), followed by the Professionals with 1,076 persons (21.3 percent) and Managers/Administrators at 822 persons (16.3 percent).

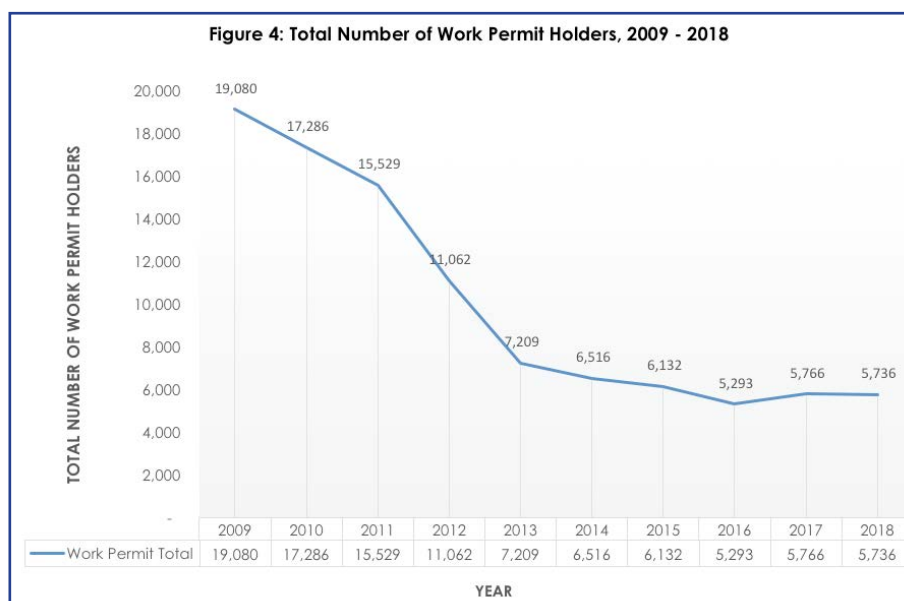


6.0 EMPLOYEE WORK PERMIT HOLDERS BY TRAINING

Among the employee work permit holders, 44.1 percent (2,225) had No Training or had not stated if they have any training. Degree holders accounted for 28.0 percent (1,409) of work permit holders with known training status. Diploma holders accounted for 17.5 percent (880), while Certificate holders contributed 10.4 percent (526) 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 topped the work permit holders with known training status, accounting for 12.2, followed by work permit holders with Commercial, Clerical and Business & Public Administration programs training and Other craft and Trade programs at 7.9 and 7.7 percent respectively.

7.0 TREND OF WORK PERMIT HOLDERS BY INDUSTRY

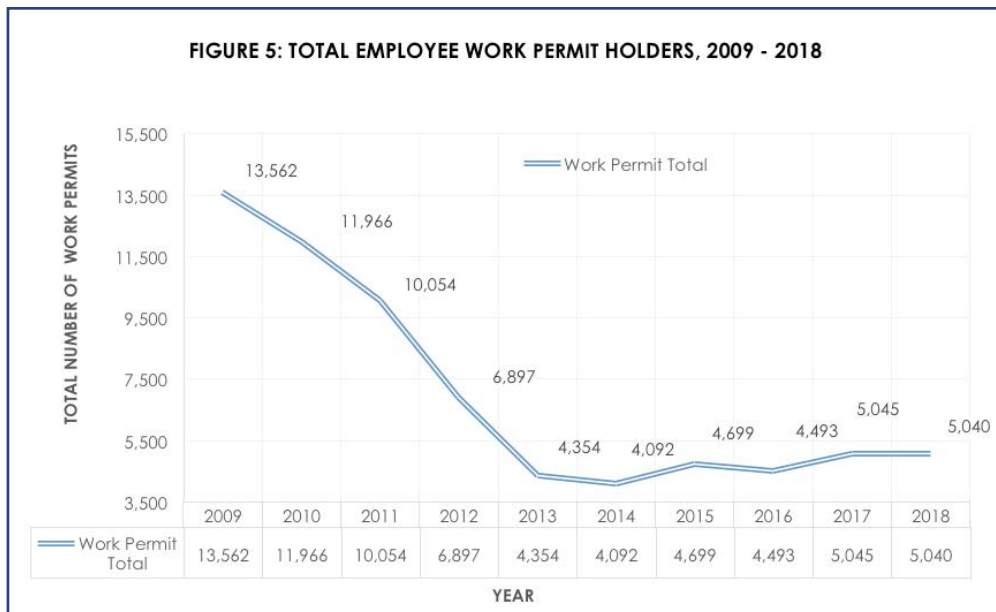
Table 1.8 and figure 4 below show a trend in work permit holders by Industry from the year 2009 to 2018. The trend shows that between the year 2009 and 2014 there was a significant decrease in work permit holders, from 19,080 to 6,516, representing a decrease of 65.8 percent.



Note: Totals are as at end of December except 2018 which is at end of March

8. TREND OF EMPLOYEE WORK PERMIT HOLDERS BY OCCUPATION

Table 1.9 and figure 5 below show a trend in work permit holders by occupation from the year 2009 to 2018. The trend shows that between the year 2009 and 2013 there was a significant decrease in employee work permit holders, from 13,562 to 4,354, a decrease of 67.9 percent. Between the year 2013 and 2018 the number of employee work permit holders increased from 4,354 to 5,040, an increase of 15.8 percent. Generally this shows that the number of self-employed work permit holders is declining over the years, when relating to the total or overall work permit holders between the year 2013 and 2018.



Note: Totals are as at end of December except 2018 which is at end of March

Table 1.1a: Work Permit Holders by Country of Origin, Type of Permit and Sex, March 2018

Nationality	Employees			Self-Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
South Africa	492	111	603	133	57	190	625	168	793
Zimbabwe	2,060	786	2,846	55	12	67	2,115	798	2,913
Zambia	76	58	134	14	3	17	90	61	151
Malawi	100	11	111	6	2	8	106	13	119
Ghana	18	5	23	3	0	3	21	5	26
Other Africa	231	89	320	43	11	54	274	100	374
British	38	25	63	16	11	27	54	36	90
Other Europe	68	30	98	21	11	32	89	41	130
Indian Sub-Continent	235	43	278	100	31	131	335	74	409
China	292	15	307	58	28	86	350	43	393
Other Asia	139	19	158	45	13	58	184	32	216
Other Countries	55	21	76	12	8	20	67	29	96
Not Stated	22	1	23	2	1	3	24	2	26
Total	3,826	1,214	5,040	508	188	696	4,334	1,402	5,736
Percentage (%) Overall	66,7	21,2	87,9	8,9	3,3	12,1	75,6	24,4	100

Table 1.1b: Percentage of Work Permit Holders by Country of Origin, Type of Permit and Sex, March 2018

Nationality	Employees			Self-Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
South Africa	12,9	9,1	12,0	26,2	30,3	27,3	14,4	12,0	13,8
Zimbabwe	53,8	64,7	56,5	10,8	6,4	9,6	48,8	56,9	50,8
Zambia	2,0	4,8	2,7	2,8	1,6	2,4	2,1	4,4	2,6
Malawi	2,6	0,9	2,2	1,2	1,1	1,1	2,4	0,9	2,1
Ghana	0,5	0,4	0,5	0,6	0,0	0,4	0,5	0,4	0,5
Other Africa	6,0	7,3	6,3	8,5	5,9	7,8	6,3	7,1	6,5
British	1,0	2,1	1,3	3,1	5,9	3,9	1,2	2,6	1,6
Other Europe	1,8	2,5	1,9	4,1	5,9	4,6	2,1	2,9	2,3
Indian Sub-Continent	6,1	3,5	5,5	19,7	16,5	18,8	7,7	5,3	7,1
China	7,6	1,2	6,1	11,4	14,9	12,4	8,1	3,1	6,9
Other Asia	3,6	1,6	3,1	8,9	6,9	8,3	4,2	2,3	3,8
Other Countries	1,4	1,7	1,5	2,4	4,3	2,9	1,5	2,1	1,7
Not Stated	0,6	0,1	0,5	0,4	0,5	0,4	0,6	0,1	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 2018

Age	Employees			Self-Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 25	52	22	74	6	0	6	58	22	80
25-29	255	73	328	34	11	45	289	84	373
30-34	527	197	724	32	19	51	559	216	775
35-39	746	249	995	69	19	88	815	268	1,083
40-44	682	252	934	81	44	125	763	296	1,059
45-49	616	200	816	98	35	133	714	235	949
50-54	381	108	489	61	18	79	442	126	568
55-59	256	59	315	47	22	69	303	81	384
60-64	167	38	205	35	12	47	202	50	252
65-69	74	8	82	25	6	31	99	14	113
70+	39	3	42	19	2	21	58	5	63
Unknown	31	5	36	1	0	1	32	5	37
Total	3,826	1,214	5,040	508	188	696	4,334	1,402	5,736
Percentage(%)Overall	66,7	21,2	87,9	8,9	3,3	12,1	75,6	24,4	100

Table 1.2b: Percentage of Work Permit Holders by Age Group, Type of Permit and Sex, March 2018

Age	Employees			Self-Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 25	1,4	1,8	1,5	1,2	0,0	0,9	1,3	1,6	1,4
25-29	6,7	6,0	6,5	6,7	5,9	6,5	6,7	6,0	6,5
30-34	13,8	16,2	14,4	6,3	10,1	7,3	12,9	15,4	13,5
35-39	19,5	20,5	19,7	13,6	10,1	12,6	18,8	19,1	18,9
40-44	17,8	20,8	18,5	15,9	23,4	18,0	17,6	21,1	18,5
45-49	16,1	16,5	16,2	19,3	18,6	19,1	16,5	16,8	16,5
50-54	10,0	8,9	9,7	12,0	9,6	11,4	10,2	9,0	9,9
55-59	6,7	4,9	6,3	9,3	11,7	9,9	7,0	5,8	6,7
60-64	4,4	3,1	4,1	6,9	6,4	6,8	4,7	3,6	4,4
65-69	1,9	0,7	1,6	4,9	3,2	4,5	2,3	1,0	2,0
70+	1,0	0,2	0,8	3,7	1,1	3,0	1,3	0,4	1,1
Unknown	0,8	0,4	0,7	0,2	0,0	0,1	0,7	0,4	0,6
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 2018

Industry	Employees			Self-Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	1,244	501	1,745	53	8	61	1,297	509	1,806
Mining and Quarrying	101	4	105	6	0	6	107	4	111
Manufacturing	369	55	424	54	28	82	423	83	506
Electricity & Water	73	2	75	2	2	4	75	4	79
Construction	648	18	666	53	8	61	701	26	727
Wholesale & Retail Trade	157	13	170	168	54	222	325	67	392
Hotels & Restaurants	93	53	146	19	11	30	112	64	176
Transport & Communication	174	32	206	25	11	36	199	43	242
Finance	66	21	87	5	2	7	71	23	94
Real Estate	268	56	324	56	37	93	324	93	417
Education	372	296	668	6	4	10	378	300	678
Health	82	76	158	40	19	59	122	95	217
Other Community	132	44	176	13	2	15	145	46	191
Private Households	1	26	27	0	0	0	1	26	27
Foreign Mission	12	6	18	0	0	0	12	6	18
Not Stated	34	11	45	8	2	10	42	13	55
Total	3,826	1,214	5,040	508	188	696	4,334	1,402	5,736
Percentage(%)Overall	66,7	21,2	87,9	8,9	3,3	12,1	75,6	24,4	100

Table 1.4a: New and Renewed Employee Work Permit Holders by Occupation, March 2018

Occupation	New			Renewal			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers/Administrators	562	116	678	118	26	144	680	142	822
Professionals	662	142	804	194	78	272	856	220	1,076
Technicians	386	125	511	123	117	240	509	242	751
Clerks	6	2	8	1	0	1	7	2	9
Service/Sales Workers	49	37	86	9	7	16	58	44	102
Skilled Agric. Workers	56	17	73	11	3	14	67	20	87
Craft Workers	264	29	293	88	5	93	352	34	386
Plant & Machine Operators	98	2	100	34	2	36	132	4	136
Elementary Occupations	937	401	1,338	200	98	298	1,137	499	1,636
Other	21	7	28	7	0	7	28	7	35
Total	3,041	878	3,919	785	336	1,121	3,826	1,214	5,040
Percentage overall (%)	60,3	17,4	77,8	15,6	6,7	22,2	75,9	24,1	100

Table 1.4b: Percentage of Work Permit Holders by Occupation, Work Permit Status and Sex, March 2018

Occupation	New			Renewal			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers/Administrators	18,5	13,2	17,3	15,0	7,7	12,8	17,8	11,7	16,3
Professionals	21,8	16,2	20,5	24,7	23,2	24,3	22,4	18,1	21,3
Technicians	12,7	14,2	13,0	15,7	34,8	21,4	13,3	19,9	14,9
Clerks	0,2	0,2	0,2	0,1	0,0	0,1	0,2	0,2	0,2
Service/Sales Workers	1,6	4,2	2,2	1,1	2,1	1,4	1,5	3,6	2,0
Skilled Agric. Workers	1,8	1,9	1,9	1,4	0,9	1,2	1,8	1,6	1,7
Craft Workers	8,7	3,3	7,5	11,2	1,5	8,3	9,2	2,8	7,7
Plant & Machine Operators	3,2	0,2	2,6	4,3	0,6	3,2	3,5	0,3	2,7
Elementary Occupations	30,8	45,7	34,1	25,5	29,2	26,6	29,7	41,1	32,5
Other	0,7	0,8	0,7	0,9	0,0	0,6	0,7	0,6	0,7
Total	100	100	100	100	100	100	100	100	100

Table 1.5a: Employee Work Permit Holders by Training and Sex, March 2018

Training	Male	Female	Total
Certificate Holders	458	68	526
Diploma Holders	650	230	880
Degree Holders	1,074	335	1,409
No Training Stated	1,644	581	2,225
Total	3,826	1,214	5,040

Table 1.5b: Percentage of Employee Work Permit Holders by Training and Sex, March 2018

Training	Male	Female	Total
Certificate Holders	12,0	5,6	10,4
Diploma Holders	17,0	18,9	17,5
Degree Holders	28,1	27,6	28,0
No Training Stated	43,0	47,9	44,1
Total	100	100	100

Table 1.6a: Employee Work Permit Holders by Subject of Training and Sex, March 2018

Subject of Training	Male	Female	Total
General Training Programs	16	3	19
Education Training	131	181	312
Fine & Applied Arts	18	7	25
Programs in Languages	11	14	25
Other Humanity Programs	50	22	72
Social & Behavior Science Programs	42	31	73
Commercial, Clerical, Business & Public Administration Programs	304	93	397
Programs in Law	15	5	20
Natural Science Programs	78	19	97
Mathematics & Computer Science Programs	89	17	106
Medicine & Health related Programs	82	69	151
Construction and Trade Programs	100	1	101
Other Craft and Trade Programs	333	53	386
Engineering & Allied Programs	597	20	617
Architectural & Town Planning Programs	62	7	69
Agriculture, Forestry & Fishery Programs	54	15	69
Home Economics & Domestic Science Programs	11	7	18
Transportation & Communication Programs	46	9	55
Service Trades Programs	85	48	133
Mass Communication & Documentation	10	2	12
Other Programs	48	10	58
Sub Total	2,182	633	2,815
No Training or Training Not Stated	1,644	581	2,225
Total	3,826	1,214	5,040

Table 1.6b: Percentage of Employee Work Permit Holders by Subject of Training and Sex, March 2018

Subject of Training	Male	Female	Total
General Training Programs	0,4	0,2	0,4
Education Training	3,4	14,9	6,2
Fine & Applied Arts	0,5	0,6	0,5
Programs in Languages	0,3	1,2	0,5
Other Humanity Programs	1,3	1,8	1,4
Social & Behavior Science Programs	1,1	2,6	1,4
Commercial, Clerical, Business & Public Administration Programs	7,9	7,7	7,9
Programs in Law	0,4	0,4	0,4
Natural Science Programs	2,0	1,6	1,9
Mathematics & Computer Science Programs	2,3	1,4	2,1
Medicine & Health related Programs	2,1	5,7	3,0
Construction and Trade Programs	2,6	0,1	2,0
Other Craft and Trade Programs	8,7	4,4	7,7
Engineering & Allied Programs	15,6	1,6	12,2
Architectural & Town Planning Programs	1,6	0,6	1,4
Agriculture, Forestry & Fishery Programs	1,4	1,2	1,4
Home Economics & Domestic Science Programs	0,3	0,6	0,4
Transportation & Communication Programs	1,2	0,7	1,1
Service Trades Programs	2,2	4,0	2,6
Mass Communication & Documentation	0,3	0,2	0,2
Other Programs	1,3	0,8	1,2
Sub Total	57,0	52,1	55,9
No Training or Training Not Stated	43,0	47,9	44,1
Total	100	100	100

Table 1.7: Quarterly Work Permit Holders by Industry and Sex, Second Quarter 2017 - First Quarter 2018

Industry	2nd Quarter (June 2017)			3rd Quarter (September 2017)			4th Quarter (December 2017)			1st Quarter (March 2018)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	1,235	463	1,698	1,131	407	1,538	1,312	514	1,826	1,297	509	1,806
Mining & Quarrying	115	6	121	110	4	114	117	5	122	107	4	111
Manufacturing	439	83	522	408	76	484	417	81	498	423	83	506
Electricity & Water	89	3	92	88	3	91	69	3	72	75	4	79
Construction	823	24	847	739	25	764	722	26	748	701	26	727
Wholesale & Retail Trade	367	80	447	342	75	417	344	68	412	325	67	392
Hotels & Restaurant	114	71	185	107	70	177	111	67	178	112	64	176
Transport & Communication	217	47	264	206	47	253	210	48	258	199	43	242
Finance	78	26	104	63	19	82	73	24	97	71	23	94
Real Estate	356	106	462	318	92	410	333	96	429	324	93	417
Education	296	188	484	256	170	426	360	248	608	378	300	678
Health	141	97	238	127	91	218	127	90	217	122	95	217
Other Community	142	43	185	134	40	174	145	51	196	145	46	191
Private Households	3	24	27	2	21	23	1	24	25	1	26	27
Foreign Mission	15	6	21	12	6	18	14	8	22	12	6	18
Not Stated	43	15	58	40	13	53	42	16	58	42	13	55
Total	4,473	1,282	5,755	4,083	1,159	5,242	4,397	1,369	5,766	4,334	1,402	5,736
Quarter to Quarter % Change	-2.5	-2.1	-2.4	-8.7	-9.6	-8.9	7.69	18.11	9.99	-1.4	2.4	-0.5

Table 1.8: Total Work Permit Holders by Industry and Year, 2009 – 2018

Industry	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Agriculture	4,209	3,800	2,848	2,108	1,612	1,322	1,552	1,546	1,826	1,806
Mining & Quarrying	175	191	188	134	106	104	105	96	122	111
Manufacturing	2,035	1,59	1,282	903	491	526	522	475	498	506
Electricity & Water	101	99	113	81	48	50	52	48	72	79
Construction	3,579	3,776	3,997	2,771	1,245	1,185	1,062	804	748	727
Wholesale & Retail Trade	2,042	1,903	1,836	1,42	1,129	944	668	423	412	392
Hotels & Restaurant	340	350	340	272	200	216	201	176	178	176
Transport & Communication	803	732	692	502	391	369	337	274	258	242
Finance	296	247	178	126	72	82	73	84	97	94
Real Estate	3,429	2,754	2,129	1,460	916	693	523	468	429	417
Education	980	815	927	526	474	476	493	417	608	678
Health	436	377	391	297	225	227	239	210	217	217
Other Community	582	572	532	411	252	226	207	172	196	191
Private Households	40	53	51	34	10	21	21	24	25	27
Foreign Mission	2	27	16	12	14	75	34	25	22	18
Not Stated	31	-	9	5	24	-	43	51	58	55
Total	19,080	17,286	15,529	11,062	7,209	6,516	6,132	5,293	5,766	5,736

Note: Totals are as at end of December except 2018 which is at end of March.

Table 1.9: Total Employee Work Permit Holders by Occupation and Year, 2009 – 2018

Occupation	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Managers/Administrators	1,590	1,417	1,214	839	639	794	887	841	844	822
Professionals	2,374	2,210	1,770	1,160	679	779	954	915	1,067	1,076
Technicians	2,165	1,739	1,755	1,170	760	552	593	597	707	751
Clerks	31	25	15	11	8	3	5	9	8	9
Service/Sales Workers	417	314	235	164	90	69	78	86	102	102
Skilled Agricultural Workers	23	16	9	7	37	52	71	86	99	87
Craft Workers	1,950	1,792	1,784	1,150	456	469	521	417	395	386
Plant & Machine Operators	983	870	638	462	261	214	194	138	144	136
Elementary Occupations	4,025	3,581	2,632	1,932	1,410	1,122	1,368	1,373	1,643	1,636
Other	1	2	2	2	14	38	28	31	36	35
Total	13,562	11,966	10,054	6,897	4,354	4,092	4,699	4,493	5,045	5,040

Note: Totals are as at end of December except 2018 which is at end of March.