

WORK PERMITS HOLDERS
FOURTH QUARTER
December 2021

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STATISTICS BOTSWANA

PREFACE

This stats brief presents a summary on characteristics of expatriates who held valid work permits as at the end of December 2021.

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 occupied by foreigners for 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. The information is also useful to researchers, planners and policy makers in the country.

The results presented in this brief show a decrease in work permit holders from 3,779 in September 2021 to 3,409 in December 2021, a decrease of 9.8 percent. The Agricultural sector continues to record the majority of the work permit holders with 25.2 percent followed by Construction with 15.1 percent. Work permit holders by age group showed that overall, the number of persons aged 40-44 was leading with 17.3 percent followed by age groups 45-49 and 35-39 recording 16.9 percent and 16.1 percent respectfully.



Dr. Burton Mguni
Statistician General
November 2022

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. This depicts both newly issued and renewed work permits as at December 2021. Entries on the work permit shows the reasons for issuing the permits. The main reasons for issuing such permits are employment, education, family, and other reasons. The analysis of permits in this brief is confined only to work permits, drawn from National administrative registers and databases.

The Department of Labour and Social Security issues work-permits, and copies of such issued work-permits 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, others arrive after the publication of the stats brief, and are thus 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.

Six graphical presentations are given; **Figures 1 & 2** presents work permit holders by Nationality, **Figures 3 & 4** depicting work permit holders by industry and occupation respectively. **Figures 5 & 6** illustrate the trend of total work permit holders and employee work permit holders respectively. More detailed information is presented in the tables.

2.0 TOTAL WORK PERMIT HOLDERS

Table 1.1a provides information on the total number of work permit holders. There were 3,409 valid work permit holders as of end of December 2021. Employed persons accounted for 80.8 percent (2,754) while Self-employed persons accounted for 19.2 percent (655). Overall, there were more male than female work permit holders at 75.0 percent and 25.0 percent, respectively (**See Table 1.1a**).

Employee work permit holders consist of those holding new work permits and those whose work permits have been renewed. As it can be observed in **Table 1.4a**, there were 2,205 new employee work permit holders while 549 held renewed permits. In both categories males comprised of a higher proportion of work permit holders. For the new work permit holders, males accounted for 60.2 percent of the total employee work permit holders and 19.8 percent for females while for the renewed ones males accounted for 14.8 percent and females 5.2 percent.

Table 1.7 shows quarterly work permit holders by industry and sex from the first quarter of 2021 to the fourth quarter of 2021. The data shows a general decline in the total work permit holders over the period. Between March 2021 and June 2021, total work permits holders decreased by 65 persons, from 3,523 in March 2021 to 3,458 in June 2021, a decrease of 1.8 percent. The total work permit holders increased by 321 persons between June 2021 (3,458) and September 2021 (3,779), an increase of 9.3 percent. Total work permit holders decreased by 370 persons from (3,779) September 2021 to (3,409) December 2021, a decrease of 9.8 percent. From the first quarter of 2021 (March 2021) to the fourth quarter of 2021 (December 2021), total work permit holders decreased by 114 persons, a decline of 3.2 percent.

Figure 1 and **Table 1.1b** indicates that Zimbabweans continues to have the highest proportion of work permit compared to other nationals accounting for 44.1 percent (1,504), followed by South Africans at 13.4 percent (458).

Figure 1: Percentage of Work Permit Holders by Country of Origin, December 2021

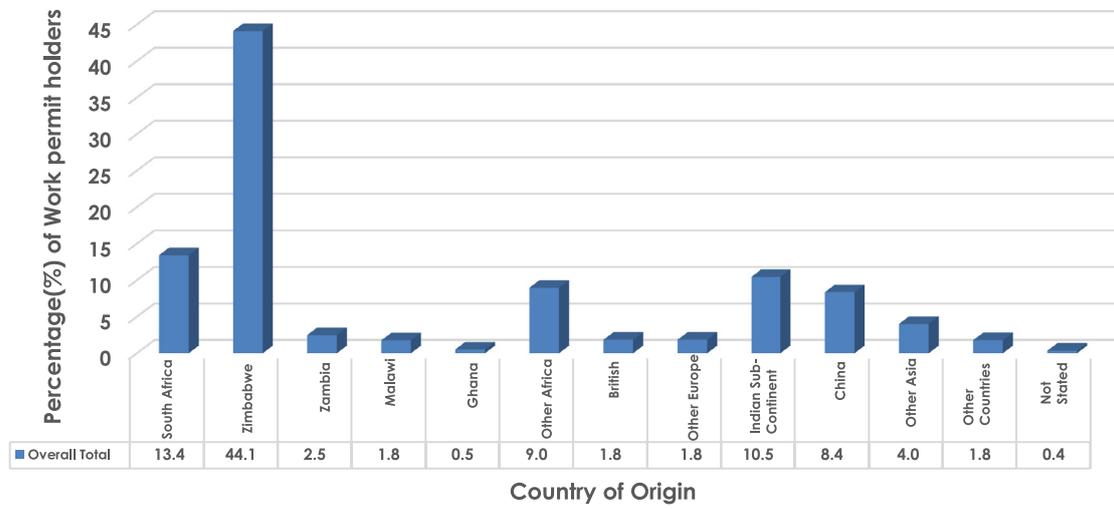
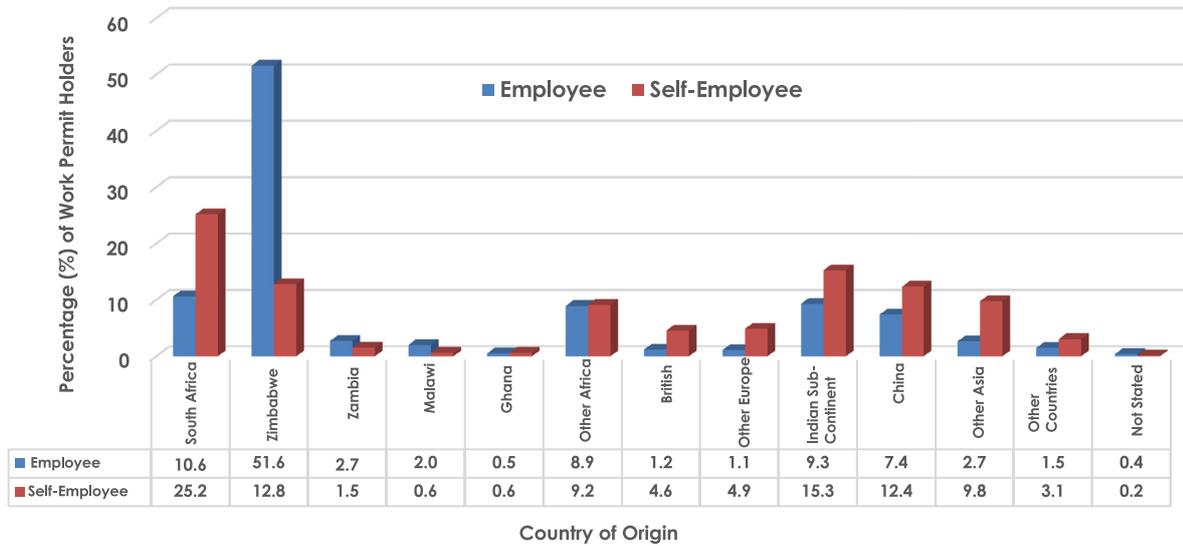


Figure 2: Percentage of Work Permit Holders by Type and Country of Origin, December 2021



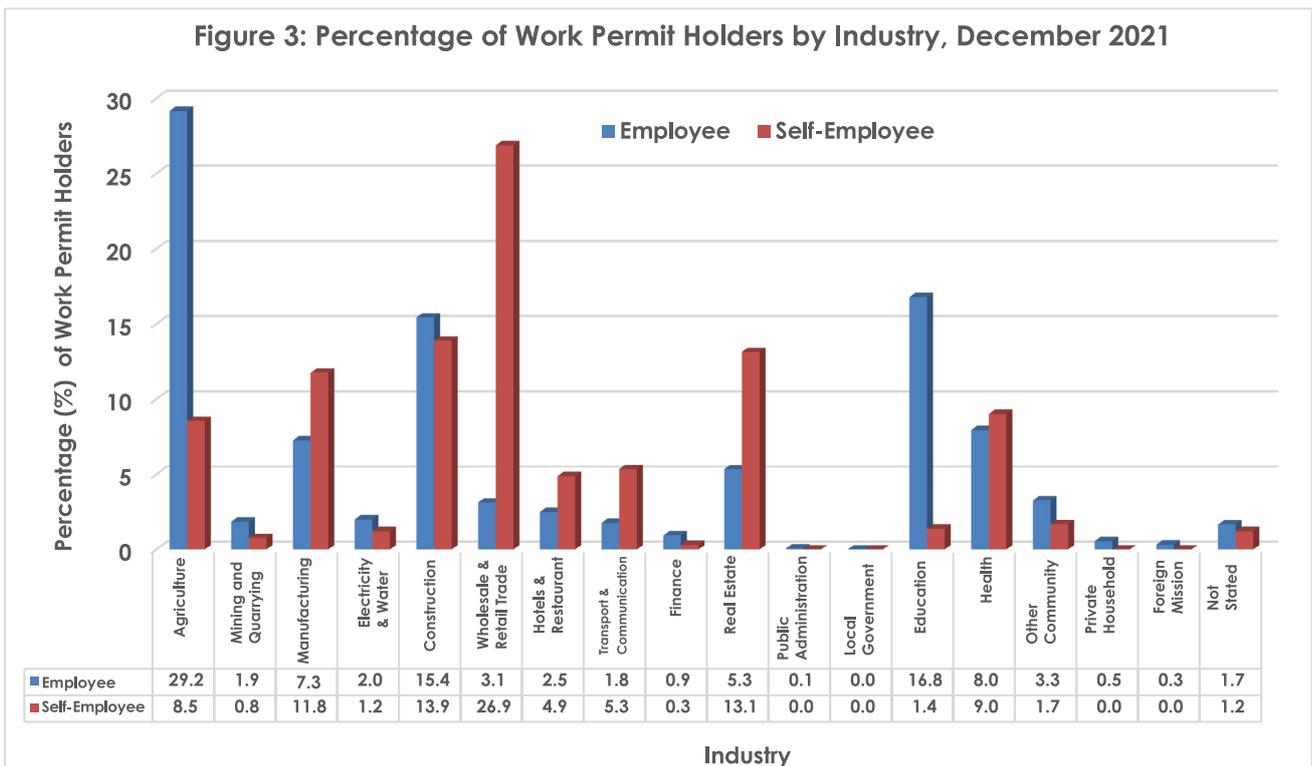
3.0 WORK PERMIT HOLDERS BY AGE GROUP

The age distribution of work permit holders showed that the highest number was recorded in the 40-44 age group at 17.3 percent, followed by the 45-49 and 35-39 years age groups recording 16.9 and 16.1 percent respectively. For the self-employed category, age group 45-49 had the largest share with 136 permit holders (20.8 percent) followed by the 50-54 age group with 101 permit holders (15.4 percent). In the employee work permit holders category, the 40-44 age group stood at 508 permit holders (18.4 percent) followed by the age group 35-39 with 483 work permit holders (17.5 percent), See **Table 1.2a & 1.2b**. There were 771 work permit holders in the youth age group (15-35) which accounted for 22.6 percent of the total work permit holders.

4.0 WORK PERMIT HOLDERS BY INDUSTRY

Table 1.3b & Figure 3 present the distribution of Employee and Self-Employed work permit holders by Industry. The highest proportion of work permit holders were registered for Agriculture with 25.2 percent, followed by Construction with 15.1 percent and Education with 13.8 percent of work permit holders. Agriculture also recorded the highest proportion of the employee work permit holders' category with 29.2 percent, followed by Education with 16.8 percent. For the self-employed work permit holders' category, Wholesale & Retail Trade was above other industries, recording 26.9 percent of work permit holders, followed by Construction and Real Estate at 13.9 percent and 13.1 percent respectively.

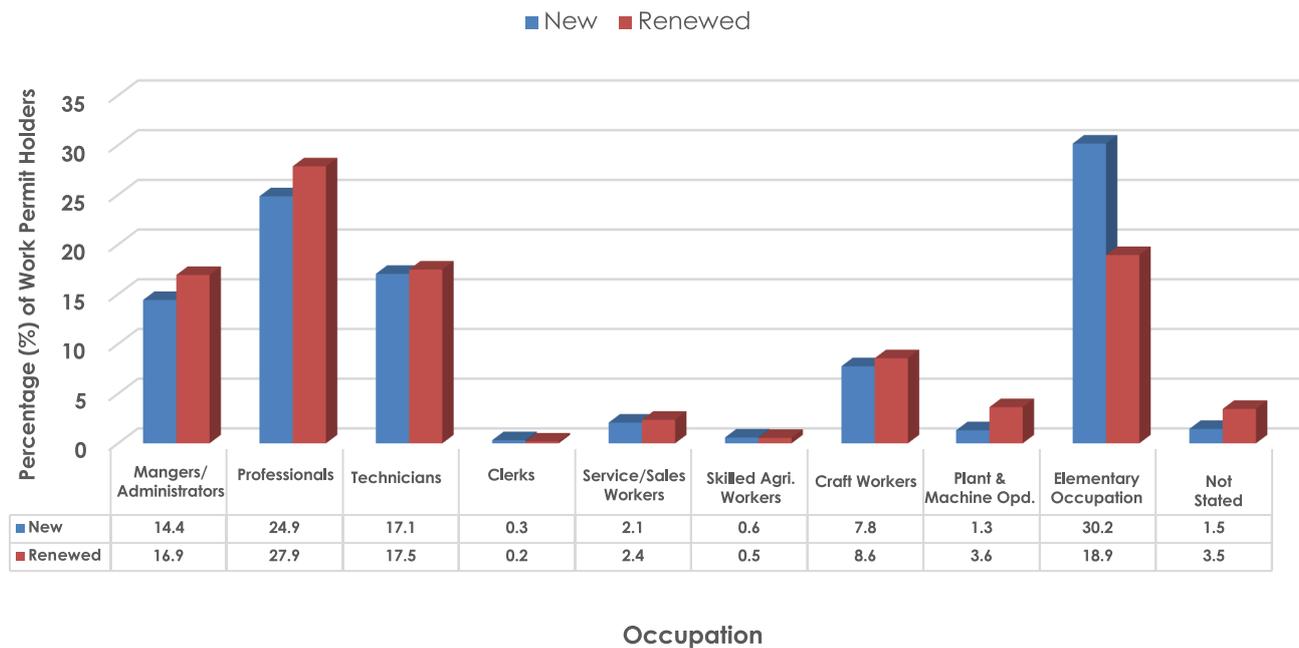
Figure 3: Percentage of Work Permit Holders by Industry, December 2021



5.0 WORK PERMIT HOLDERS BY OCCUPATION

Employee work permit holders (New and Renewed) by Occupation is shown in **Figure 4**, and **Tables 1.4a and 1.4b**. The tables show that elementary occupations recorded the highest proportion of work permit holders of 27.9 percent (769 persons) followed by Professionals with 701 persons (25.5 percent). Furthermore, the majority of new permit holders were recorded in the Elementary occupations category, accounting for about 30.2 percent (665 persons) of all new work permit holders followed by professionals with 24.9 percent (548).

Figure 4: Percentage of New and Renewed Work Permit Holders by Occupation, December 2021



6.0 EMPLOYEE WORK PERMIT HOLDERS BY TRAINING

The distribution of employee work permit holders by training and sex is presented in **Table 1.5a** and **1.5b**. It can be observed from the tables that the proportion of employee work permit holders who had No Training accounted for more than one third of all employee work permit holders at 43.2 percent (1,190 persons) followed by Degree holders at 32.3 percent (889). Diploma holders accounted for 16.3 percent (450 persons) which is less than a quarter of the employee permits, while Certificate holders contributed 8.2 percent (225 persons) of employee work permit holders.

Table 1.6a & 1.6b shows that, the largest number of employee work permit holders are trained for Engineering and Allied programs 306 (11.1 percent) followed by those trained for Medicine and Health related programs with 212 persons (7.7 percent) and Education Training programs with 186 persons (6.8 percent). Mass Communication & Documentation recorded the lowest share of 5 persons (0.2 percent).

7.0 TREND OF TOTAL WORK PERMIT HOLDERS

Table 1.8 and **figure 5** below shows a trends in work permit holders from the year 2012 to 2021. There was a significant decrease in work permit holders between the year 2012 and 2016, from 11,062 to 5,293, representing a plunge of 52.3 percent. Between the year 2016 and 2021 the number of work permit holders further decreased from 5,293 to 3,409, a decline of 35.6 percent.



Note: Totals are as at end of December for each year.

8. TREND OF EMPLOYEE WORK PERMIT HOLDERS

Table 1.9 and **figure 6** below show a trend in total employee work permit holders from the year 2012 to 2021. The trend shows that between the year 2012 and 2014 there was a significant decrease in employee work permit holders, from 6,897 to 4,092, a decrease of 40.7 percent. Between the year 2014 and 2017 the number of employee work permit holders increased from 4,092 to 5,045, an upsurge of 23.3 percent while between the years 2017 and 2021 the number of work permit holders further declined from 5,045 in 2017 to 2,754 in 2021 a decrease of 45.4 percent .



Note: Totals are as at end of December for each year.

Table 1.5a: Employee Work Permit Holders by Training and Sex, December 2021

Training	Male	Female	Total
Certificate Holders	193	32	225
Diploma Holders	314	136	450
Degree Holders	647	242	889
No Training Stated	912	278	1190
Total	2,066	688	2,754

Table 1.5b: Percentage of Employee Work Permit Holders by Training and Sex, December 2021

Training	Male	Female	Total
Certificate Holders	9.3	4.7	8.2
Diploma Holders	15.2	19.8	16.3
Degree Holders	31.3	35.2	32.3
No Training Stated	44.1	40.4	43.2
Total	100.0	100.0	100.0

Table 1.6a: **Employee Work Permit Holders by Subject of Training and Sex, December 2021**

Subject of Training	Male	Female	Total
General Training Programs	22	2	24
Education Training	65	121	186
Fine & Applied Arts	9	4	13
Programs In Languages	11	10	21
Other Humanity Programs	23	14	37
Social & Behavior Science Programs	16	18	34
Commercial, Clerical, Business & Public Administration Programs	143	40	183
Programs In Law	6	6	12
Natural Science Programs	75	18	93
Mathematics & Computer Science Programs	28	11	39
Medicine & Health Related Programs	107	105	212
Construction And Trade Programs	55	-	55
Other Craft And Trade Programs	153	15	168
Engineering & Allied Programs	293	13	306
Architectural & Town Planning Programs	38	4	42
Agriculture, Forestry & Fishery Programs	23	5	28
Home Economics & Domestic Science Programs	7	6	13
Transport & Communications Programs	10	-	10
Service Trades Programs	48	15	63
Mass Communication & Documentation	4	1	5
Other Programs	16	2	18
Sub-Total	1,152	410	1,562
No Training Or Training Not Stated	914	278	1,192
Total	2,066	688	2,754

Table 1.6b: **Percentage of Employee Work Permit Holders by Subject of Training and Sex, December 2021**

Subject of Training	Male	Female	Total
General Training Programs	1.1	0.3	0.9
Education Training	3.1	17.6	6.8
Fine & Applied Arts	0.4	0.6	0.5
Programs In Languages	0.5	1.5	0.8
Other Humanity Programs	1.1	2.0	1.3
Social & Behavior Science Programs	0.8	2.6	1.2
Commercial, Clerical, Business & Public Administration Programs	6.9	5.8	6.6
Programs In Law	0.3	0.9	0.4
Natural Science Programs	3.6	2.6	3.4
Mathematics & Computer Science Programs	1.4	1.6	1.4
Medicine & Health Related Programs	5.2	15.3	7.7
Construction And Trade Programs	2.7	-	2.0
Other Craft And Trade Programs	7.4	2.2	6.1
Engineering & Allied Programs	14.2	1.9	11.1
Architectural & Town Planning Programs	1.8	0.6	1.5
Agriculture, Forestry & Fishery Programs	1.1	0.7	1.0
Home Economics & Domestic Science Programs	0.3	0.9	0.5
Transport & Communications Programs	0.5	-	0.4
Service Trades Programs	2.3	2.2	2.3
Mass Communication & Documentation	0.2	0.1	0.2
Other Programs	0.8	0.3	0.7
Sub-Total	55.8	59.6	56.7
No Training Or Training Not Stated	44.2	40.4	43.3
Total	100.0	100.0	100.0

Table 1.7: Quarterly Work Permit Holders by Industry and Sex, First Quarter 2020 - Fourth Quarter 2021

Industry	1st Quarter			2nd Quarter			3rd Quarter			4rd Quarter		
	(March 2021)			(June 2021)			(September 2021)			(December 2021)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	621	224	845	651	213	864	701	226	927	655	204	859
Mining & Quarrying	56	5	61	55	4	59	57	4	61	52	4	56
Manufacturing	277	54	331	258	50	308	258	49	307	231	46	277
Electricity & Water	63	3	66	64	3	67	66	5	71	58	5	63
Construction	433	24	457	457	23	480	560	30	590	492	24	516
Wholesale & Retail Trade	191	41	232	189	45	234	248	61	309	212	50	262
Hotels & Restaurant	81	34	115	74	35	109	75	32	107	70	31	101
Transport & Communication	79	19	98	79	17	96	81	16	97	68	16	84
Finance	29	5	34	30	5	35	30	5	35	23	5	28
Real Estate	198	54	252	178	53	231	200	52	252	182	51	233
Education	300	244	544	269	233	502	270	249	519	239	232	471
Health	134	121	255	136	117	253	160	140	300	151	127	278
Other Community	108	30	138	101	26	127	91	25	116	76	25	101
Private Households	3	17	20	3	17	20	1	15	16	1	14	15
Foreign Mission	9	6	15	7	6	13	8	6	14	5	4	9
Not Stated	44	16	60	46	16	62	45	15	60	43	15	58
Total	2,626	897	3,523	2,595	863	3,458	2,849	930	3,779	2,556	853	3,409
Quarter to Quarter % Change	-9.2	-10.7	-9.6	-1.2	-3.8	-1.8	9.8	7.8	9.3	-10.3	-8.3	-9.8

Note: Totals are as at end of December for each year.

Table 1.8: Total Work Permit Holders by Industry and Year, 2012 - 2021

Industry	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Agriculture	2,108	1,612	1,322	1,552	1,546	1,826	1,610	1,315	930	859
Mining & Quarrying	134	106	104	105	96	122	86	65	66	56
Manufacturing	903	491	526	522	475	498	516	410	368	277
Electricity & Water	81	48	50	52	48	72	114	104	69	63
Construction	2,771	1,245	1,185	1,062	804	748	649	575	495	516
Wholesale & Retail Trade	1,42	1,129	944	668	423	412	374	302	269	262
Hotels & Restaurant	272	200	216	201	176	178	154	132	122	101
Transport & Communication	502	391	369	337	274	258	176	138	104	84
Finance	126	72	82	73	84	97	86	66	38	28
Real Estate	1,460	916	693	523	468	429	376	331	283	233
Education	526	474	476	493	417	608	880	749	604	471
Health	297	225	227	239	210	217	284	301	283	278
Other Community	411	252	226	207	172	196	207	191	157	101
Private Households	34	10	21	21	24	25	26	27	27	15
Foreign Mission	12	14	75	34	25	22	18	14	17	9
Not Stated	5	24	-	43	51	58	49	44	65	58
Total	11,062	7,209	6,516	6,132	5,293	5,766	5,605	4,767	3,895	3,409

Note: Totals are as at end of December for each year.

Table 1.9: Total Employee Work Permit Holders by Occupation and Year, 2012 - 2021

Occupation	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Managers/Administrators	839	639	794	887	841	844	746	583	496	411
Professionals	1,160	679	779	954	915	1,067	1,176	1,040	854	701
Technicians	1,170	760	552	593	597	707	862	758	591	472
Clerks	11	8	3	5	9	8	9	16	12	8
Service/Sales Workers	164	90	69	78	86	102	103	86	86	59
Skilled Agricultural Workers	7	37	52	71	86	99	81	64	28	16
Craft Workers	1,150	456	469	521	417	395	371	350	311	218
Plant & Machine Operators	462	261	214	194	138	144	104	81	64	49
Elementary Occupations	1,932	1,410	1,122	1,368	1,373	1,643	1,449	1,177	830	769
Other	2	14	38	28	31	36	28	32	52	51
Total	6,897	4,354	4,092	4,699	4,493	5,045	4,929	4,187	3,324	2,754

Note: Totals are as at end of December for each year.



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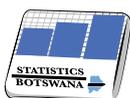
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