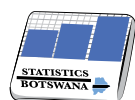




WORK PERMITS HOLDERS FOURTH QUARTER 2022



STATISTICS BOTSWANA

Private Bag 0024, Gaborone
Tel: 3671300 **Fax:** 3952201
Toll Free: 0800 600 200

Private Bag F193,
Francistown
Tel: 241 5848 **Fax:** 241 7540

Private Bag 47
Maun
Tel: 371 5716 **Fax:** 686 4327

E-mail: info@statsbots.org.bw **Website:** <http://www.statsbots.org.bw>

WORK PERMITS HOLDERS FOURTH QUARTER 2022

WORK PERMITS HOLDERS – FOURTH QUARTER 2022

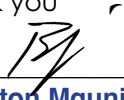
This stats brief presents a summary on characteristics of expatriates who held valid work permits as at the end of December 2022.

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 an increase in work permit holders from 3,680 in September 2022 to 3,850 in December 2022 an increase of 4.6 percent. The Agricultural sector continues to record the majority of work permit holders with 22.4 percent followed by Education with 17.2 percent. Work permit holders by age group showed that overall, the majority of work permit holders fell in the age group 40-44 years at 17.0 percent, followed by age groups 45-49 and 35-39 recording 16.0 percent and 15.5 percent respectively.

I thank you



Dr Burton Mguni
Statistician General
March 2024

A blue-tinted photograph of a construction site. In the foreground, a worker in a blue uniform and hard hat is kneeling on the ground. In the middle ground, two other workers in blue uniforms and hard hats are standing near a large pile of rebar. To the right, there is a large pile of rubble and debris. The background shows a concrete structure under construction.

3,850

**Valid
Work Permit Holders
As At End Of
December 2022**

1.0 INTRODUCTION

A work permit represents an authorization issued by the Department of Labour and Social Security allowing nationals of other countries to work legally in a country. Entries on the work permit show 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 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 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 attached.

2.0 TOTAL WORK PERMIT HOLDERS

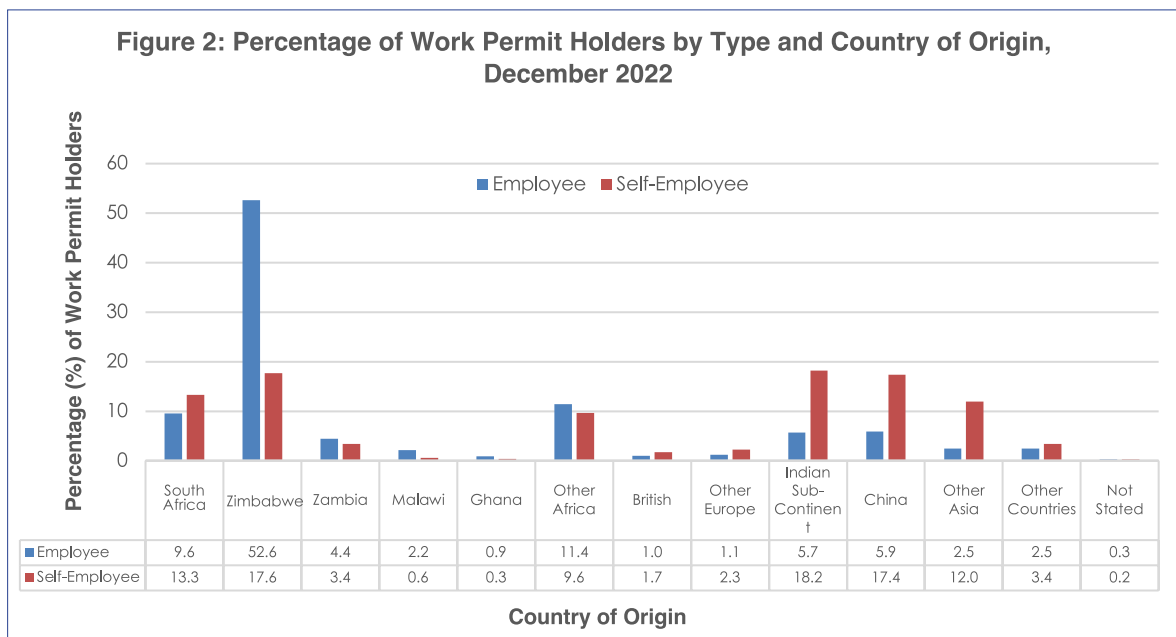
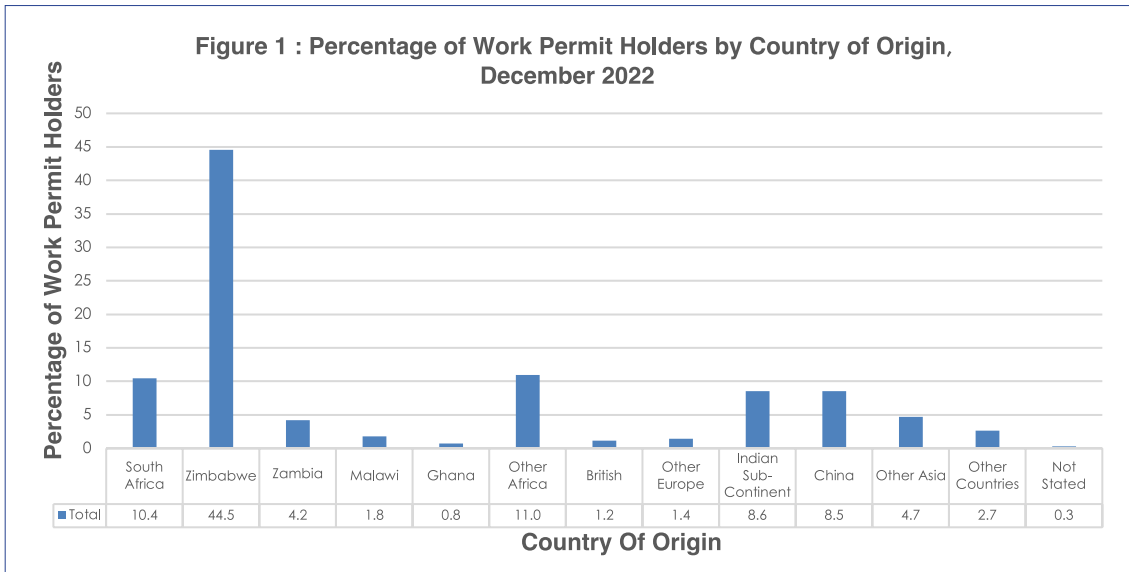
Table 1.1a provides information on the total number of work permit holders. There were 3,850 valid work permit holders as at end of December 2022. Among the work permit holders, Employed persons accounted for 77.0 percent (2,965), while Self-employed persons accounted for 23.0 percent (885). Overall, there were more male than female permit holders, at 71.2 percent and 28.8 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 presented in **Table 1.4a**, there were 2,212 new employee work permit holders, compared with 753 who held renewed permits. In both categories, males constituted a higher proportion of work permit holders.

For new work permit holders, out of the 2,212 (74.6 percent), males accounted for 1,596 (53.8 percent) and 616 (20.8 percent) were females. In the renewed category, out of the 25.4 percent, males accounted for 16.5 percent and females 8.9 percent, respectively, of the total employee work permit holders.

Table 1.7 shows quarterly work permits holders by industry and sex from the first quarter of 2022 to the fourth quarter of 2022. The data shows a slight increase over the period. Between March 2022 and June 2022, total work permit holders increased by 169 persons, from 3,632 in March 2022 to 3,801 in June 2022, an increase of 4.7 percent. However the Total work permits decreased by 121 persons from 3,801 in June 2022 to 3,680 in September 2022, a decrease of 3.2 percent. Total work permits further increased by 170 persons from 3,680 in September 2022 to 3,850 in December 2022, an increase of 4.6 percent.

Figure 1 and **Table 1.1b** shows that Zimbabwe continues to have the highest proportion of work permits compared to other countries, accounting for 44.5 percent (1,715), followed by Other African countries at 11.0 percent (422).

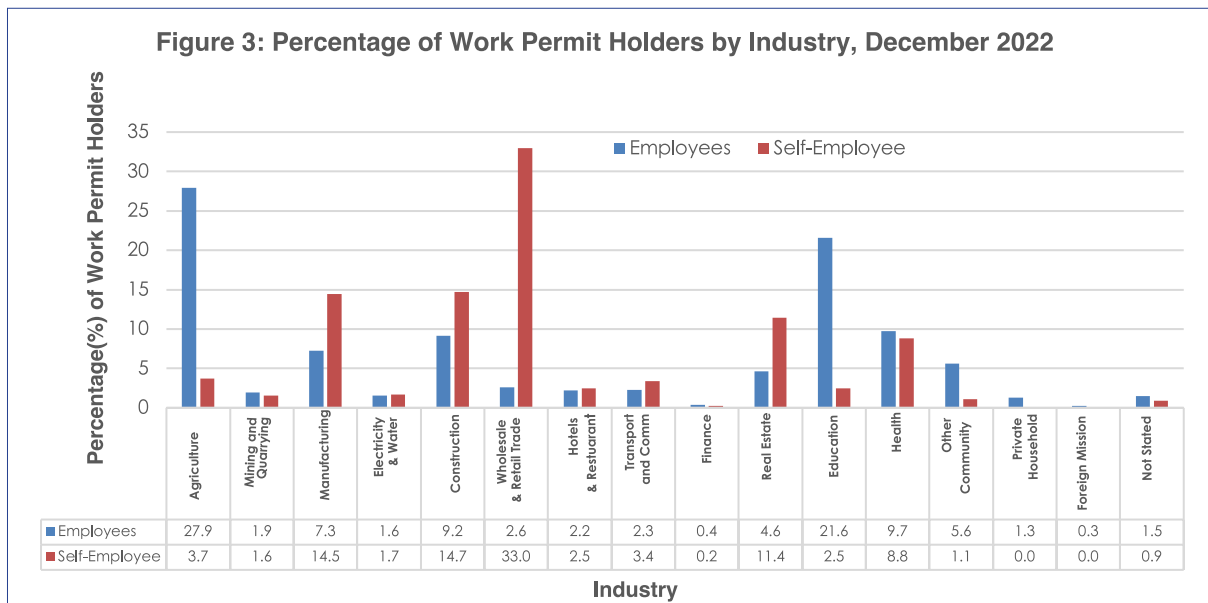


3.0 WORK PERMIT HOLDERS BY AGE GROUP

The age distribution of work permit holders showed that the highest number was recorded in the 40-44 age group at 17.0 percent, followed by the 45-49 and 35-39 year age groups recording 16.0 and 15.5 percent respectively. For the Self-employed category, age group 45-49 had the largest share with 143 permit holders (16.2 percent) followed by the 40-44 age group with 130 permit holders (14.7 percent). In the Employee work permit holder's category, the 40-44 age group stood at 525 permit holders (17.7 percent) followed by the age group 35-39 with 487 permit holders (16.4 percent), see [Table 1.2a & 1.2b](#). There were 969 work permit holders in the youth age group (15-35) which accounted for 25.2 percent of the total work permit holders.

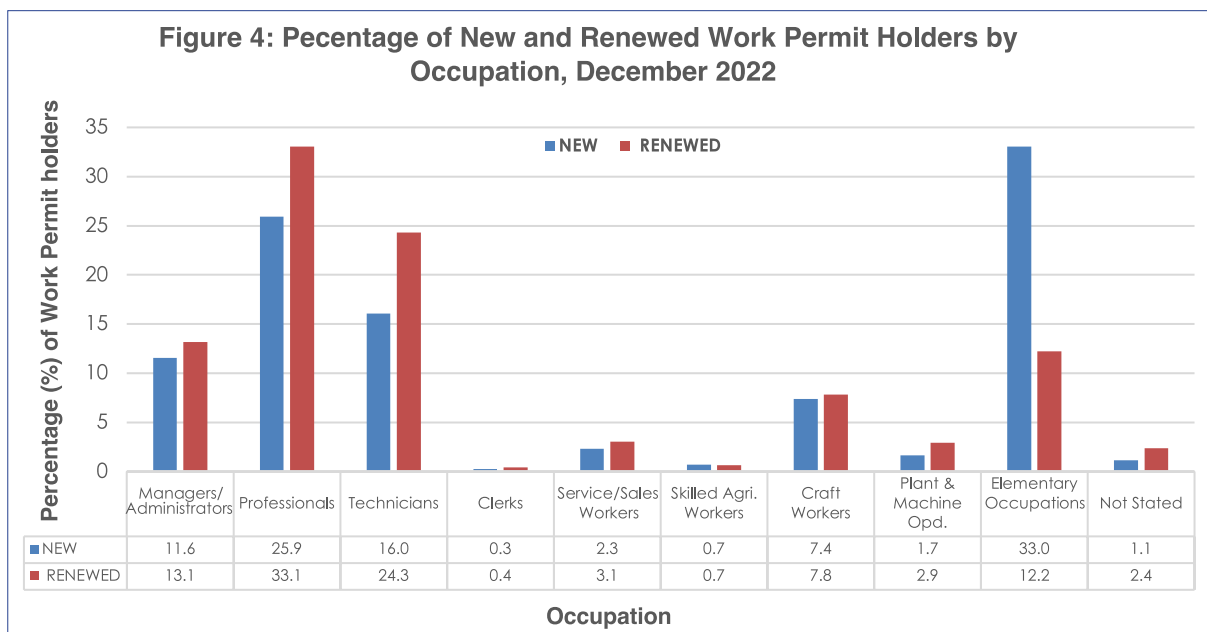
4.0 WORK PERMIT HOLDERS BY INDUSTRY

Table 1.3a and Figure 3 present the distribution of Employee and Self Employee work permit holders by Industry. The highest proportion of work permit holders were registered for Agriculture with 22.4 percent, followed by Education at 17.2 percent and Construction with 10.4 percent. Agriculture also recorded the highest proportion of Employee work permit holders category with 27.9 percent, followed by Education with 21.6 percent. For the Self-employed work permit holders category, Wholesale and Retail Trade was above other industries, recording 33.0 percent of work permit holders, followed by Construction and Manufacturing industries at 14.7 percent and 14.5 percent respectively.



5.0 WORK PERMIT HOLDERS BY OCCUPATION

Employee Work permit holders (New and Renewed) by occupation is shown in Table 1.4a, 1.4b and Figure 4. The tables show that Elementary Occupations recorded the highest proportion of work permit holders at 27.8 percent (823) followed by Professionals with 822 persons (27.7). Furthermore, the majority of new permit holders were recorded in the Elementary occupations category, accounting for about 33.0 percent (733 persons) of all new work permit holders, followed by professionals with 25.9 percent (573).



6.0 EMPLOYEE WORK PERMIT HOLDERS BY TRAINING

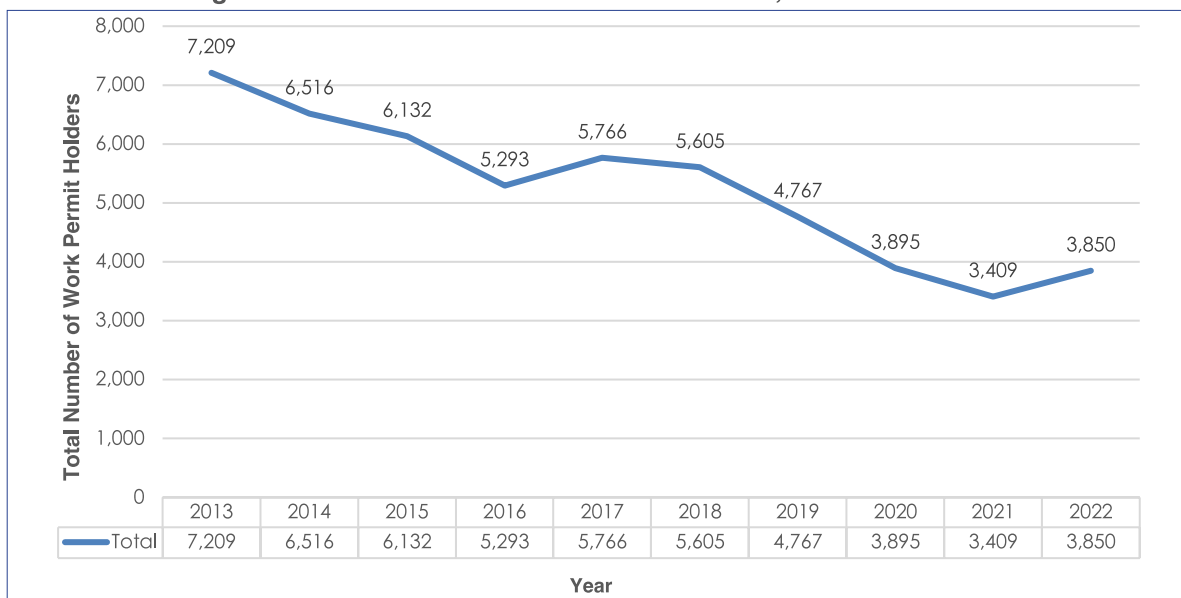
The distribution of employee work permit holders by training and sex is presented in **Table 1.5a** and **1.5b**. It can be observed from the tables that the proportion of employee work permit holders who had “No training” accounted for more than one third of all employee work permits at 42.4 percent (1,257 persons) followed by Degree holders at 35.3 percent (1,047 persons). Diploma holders accounted for 16.2 percent (479 persons) which is less than a quarter of employee permits, while Certificate holders contributed 6.1 percent (182 persons) of employee work permit holders.

Table 1.6a & 1.6b shows that, the largest number of employee work permit holders were trained for Education programs at 345 persons (11.6 percent) followed by those trained for Medicine and Health related programs with 276 persons (9.3 percent) and Engineering & Allied related programs with 229 persons (7.7 percent). Mass Communication & Documentation as well as Transport and communication programs both recorded the lowest share of 7 Persons (0.3 percent) each.

7.0 TREND OF TOTAL WORK PERMIT HOLDERS

Table 1.8, and **figure 5** below show trends in work permit holders from the year 2013 to 2022. There was a significant decrease in work permit holders between the year 2013 and 2016, from 7,209 to 5,293 representing a decrease of 26.6 percent. Between the year 2016 and 2022 the number of work permit holders further decreased from 5,293 to 3,850, a decline of 27.3 percent.

Figure 5: Total Number of Work Permit Holders, 2013-2022

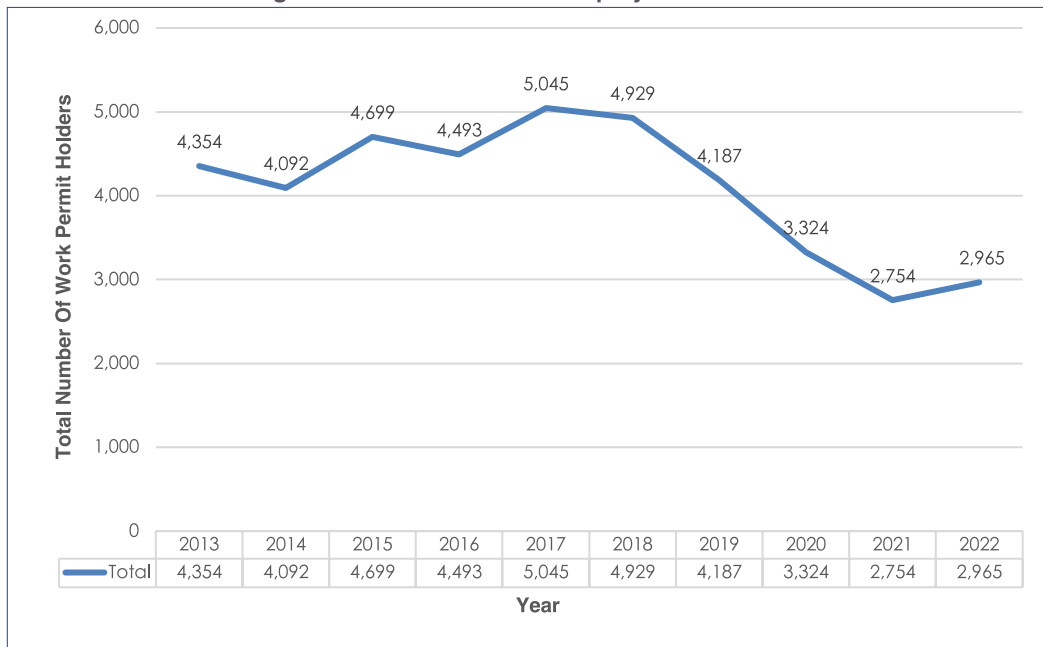


Note: Totals are as at end of December for each year.

8. TREND OF EMPLOYEE WORK PERMIT HOLDERS

Table 1.9 & Figure 6 below shows trend in total employee work permit holders from the year 2013 to 2022. The trend shows that between the year 2013 and 2014 there was a significant decrease in employee work permit holders, from 4,354 to 4,092, a decrease of 6.0 percent. Between the year 2014 and 2017, the number of work permit holders increased from 4,092 to 5,045, an upsurge of 23.3 percent, while between the years 2017 and 2022 the number of work permit holders further declined from 5,045 in 2017 to 2,965 in 2022, a decrease of 41.2 percent.

Figure 6: Total Number Of Employee Work Permit



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

TOP 10

Work Permit Holders by Country of Origin



Table 1.5a: Employee Work Permit Holders by Training and Sex, December 2022

Training	Male	Female	Total
Certificate Holders	145	37	182
Diploma Holders	311	168	479
Degree Holders	706	341	1,047
No Training Stated	922	335	1,257
Total	2,084	881	2,965

Table 1.5b: Percentage of Employee Work Permit Holders by Training and Sex, December 2022

Training	Male	Female	Total
Certificate Holders	7.0	4.2	6.1
Diploma Holders	14.9	19.1	16.2
Degree Holders	33.9	38.7	35.3
No Training Stated	44.2	38.0	42.4
Total	100.0	100.0	100.0

Table 1.6a: Employee Work Permit Holders by Subject of Training and Sex, December 2022

Subject of Training	Male	Female	Total
General Training Programs	11	7	18
Education Training	142	203	345
Fine & Applied Arts	16	3	19
Programs in Languages	12	14	26
Other Humanity Programs	30	9	39
Social & Behavior Science Programs	15	20	35
Commercial, Clerical, Business & Public Administration Programs	118	49	167
Programs in Law	12	7	19
Natural Science Programs	73	19	92
Mathematics & Computer Science Programs	27	9	36
Medicine & Health related Programs	141	135	276
Construction and Trade Programs	47	-	47
Other Craft and Trade Programs	161	20	181
Engineering & allied Programs	217	12	229
Architectural & Town Planning Programs	30	6	36
Agriculture, Forestry & Fishery Programs	22	6	28
Home Economics & Domestic Science Programs	6	10	16
Transport & Communications Programs	9	1	10
Service Trades Programs	48	11	59
Mass Communication & Documentation	6	2	8
Other Programs	19	3	22
Sub-Total	1,162	546	1,708
No Training or Training Not Stated	922	335	1,257
Total	2,084	881	2,965

Table 1.6b: Percentage of Employee Work Permit Holders by Subject of Training and Sex, December 2022

Subject of Training	Male	Female	Total
General Training Programs	0.5	0.8	0.6
Education Training	6.8	23	11.6
Fine & Applied Arts	0.8	0.3	0.6
Programs in Languages	0.6	1.6	0.9
Other Humanity Programs	1.4	1	1.3
Social & Behavior Science Programs	0.7	2.3	1.2
Commercial, Clerical, Business & Public Administration Programs	5.7	5.6	5.6
Programs in Law	0.6	0.8	0.6
Natural Science Programs	3.5	2.2	3.1
Mathematics & Computer Science Programs	1.3	1	1.2
Medicine & Health related Programs	6.8	15.3	9.3
Construction and Trade Programs	2.3	-	1.6
Other Craft and Trade Programs	7.7	2.3	6.1
Engineering & allied Programs	10.4	1.4	7.7
Architectural & Town Planning Programs	1.4	0.7	1.2
Agriculture, Forestry & Fishery Programs	1.1	0.7	0.9
Home Economics & Domestic Science Programs	0.3	1.1	0.5
Transport & Communications Programs	0.4	0.1	0.3
Service Trades Programs	2.3	1.2	2
Mass Communication & Documentation	0.3	0.2	0.3
Other Programs	0.9	0.3	0.7
Sub-Total	55.8	62	57.6
No Training or Training Not Stated	44.2	38	42.4
Total	100.0	100.0	100.0

Table 1.7: Quarterly Work Permit Holders by Industry and Sex, First Quarter 2022 - Fourth Quarter 2022

Industry	1 st Quarter			2 nd Quarter			3 rd Quarter			4 th Quarter		
	(March 2022)			(June 2022)			(September 2022)			(December 2022)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	708	230	938	722	236	958	670	235	905	634	227	861
Mining & Quarrying	58	4	62	82	5	87	73	5	78	66	5	71
Manufacturing	250	51	301	281	60	341	280	65	345	281	62	343
Electricity & Water	62	6	68	55	6	61	49	7	56	55	6	61
Construction	496	27	523	486	28	514	416	29	445	372	30	402
Wholesale & Retail Trade	242	59	301	245	63	308	268	72	340	290	80	370
Hotels & Restaurant	72	32	104	55	26	81	54	23	77	66	21	87
Transport & Communication	69	15	84	85	14	99	89	11	100	90	8	98
Finance	21	5	26	16	1	17	15	0	15	13	0	13
Real Estate	201	54	255	215	54	269	198	49	247	188	50	238
Education	263	244	507	264	262	526	257	271	528	313	349	662
Health	154	135	289	169	153	322	170	152	322	191	176	367
Other Community	74	23	97	104	29	133	98	33	131	140	37	177
Private Households	1	15	16	1	21	22	1	26	27	1	38	39
Foreign Mission	4	4	8	4	7	11	4	5	9	4	4	8
Not Stated	37	16	53	38	14	52	38	17	55	38	15	53
Total	2,712	920	3,632	2,821	979	3,801	2,680	1,000	3,680	2,742	1,108	3,850
Quarter to Quarter % Change	6.1	7.9	6.5	4	6.4	4.7	-5	2.1	-3.2	2.3	10.8	4.6

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

Table 1.8: Total Work Permit Holders by Industry and Year, 2013 – 2022

Industry	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Agriculture	1,612	1,322	1,552	1,546	1,826	1,61	1,315	930	859	861
Mining & Quarrying	106	104	105	96	122	86	65	66	56	71
Manufacturing	491	526	522	475	498	516	410	368	277	343
Electricity & Water	48	50	52	48	72	114	104	69	63	61
Construction	1,245	1,185	1,062	804	748	649	575	495	516	402
Wholesale & Retail Trade	1,129	944	668	423	412	374	302	269	262	370
Hotels & Restaurant	200	216	201	176	178	154	132	122	101	87
Transport & Communication	391	369	337	274	258	176	138	104	84	98
Finance	72	82	73	84	97	86	66	38	28	13
Real Estate	916	693	523	468	429	376	331	283	233	238
Education	474	476	493	417	608	880	749	604	471	662
Health	225	227	239	210	217	284	301	283	278	367
Other Community	252	226	207	172	196	207	191	157	101	177
Private Households	10	21	21	24	25	26	27	27	15	39
Foreign Mission	14	75	34	25	22	18	14	17	9	8
Not Stated	24	-	43	51	58	49	44	65	58	53
Total	7,209	6,516	6,132	5,293	5,766	5,605	4,767	3,895	3,409	3,850

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

Table 1.9: Total Employee Work Permit Holders by Occupation and Year, 2013 – 2022

Occupation	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Managers/Administrators	639	794	887	841	844	746	583	496	411	355
Professionals	679	779	954	915	1,067	1,176	1,04	854	701	822
Technicians	760	552	593	597	707	862	758	591	472	538
Clerks	8	3	5	9	8	9	16	12	8	9
Service/Sales Workers	90	69	78	86	102	103	86	86	59	74
Skilled Agricultural Workers	37	52	71	86	99	81	64	28	16	20
Craft Workers	456	469	521	417	395	371	350	311	218	222
Plant & Machine Operators	261	214	194	138	144	104	81	64	49	59
Elementary Occupations	1,41	1,122	1,368	1,373	1,643	1,449	1,177	830	769	823
Other	14	38	28	31	36	28	32	52	51	43
Total	4,354	4,092	4,699	4,493	5,045	4,929	4,187	3,324	2,754	2,965

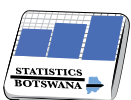
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Private Bag 0024, Gaborone
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