

WORK PERMITS HOLDERS STATS BRIEF

Fourth Quarter 2015

NO: 2016/9

December 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 December 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
December 2016

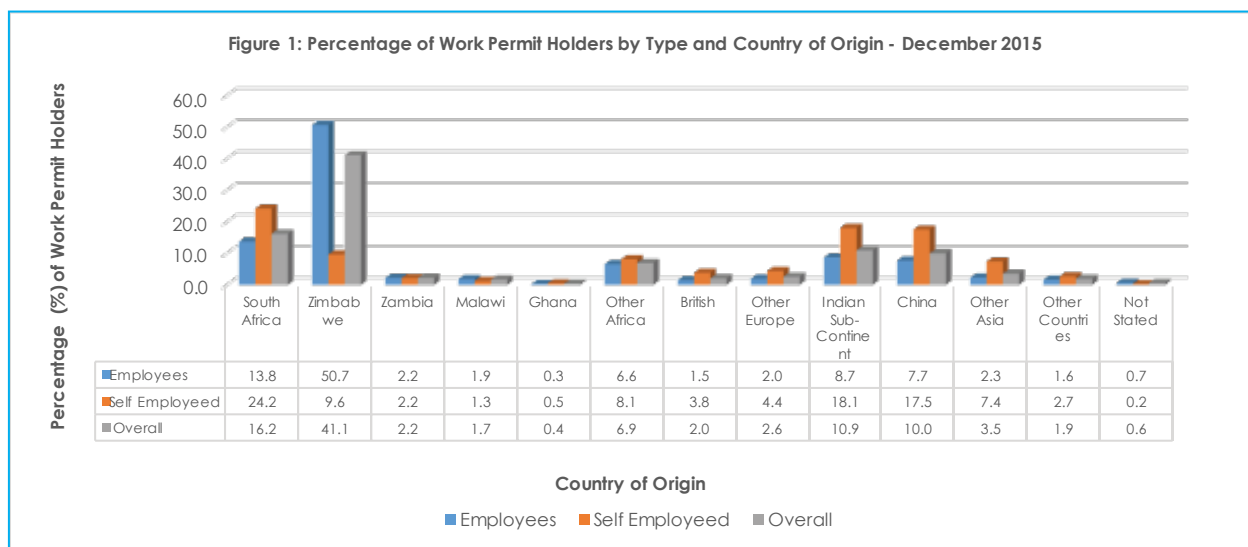
2.0 TOTAL WORK PERMIT HOLDERS

The total number of work permit holders that were valid as of end of December 2015 was 6,132. Of these 4,699 (76.6 percent) were employees while 1,433 (23.4 percent) were self – employed. Overall, male work permit holders dominated their female counterparts, 77.5 % and 22.5 % respectively, (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 4,039 were the new work permits, while 660 were the renewed ones. For both new and renewed work permits categories, males dominated females. In the new work permit holders category, males accounted for 67.8 percent of total employee work permit holders compared to 18.2 percent for females, while for the renewed, male employee work permit holders accounted for 11.2 percent of the total employee work permit holders compared with 2.8 percent for females.

Table 1.7 shows quarterly work permit holders by industry and sex, from the fourth quarter of 2014 to the last quarter of 2015. Looking at September 2015 and December 2015, total work permits holders increased by 133 persons, from 5,999 in September 2015 to 6,132 in December 2015, an increase of 2.2 percent.

Figure 1 and Table 1.1b shows work permit holders by country of origin. The majority of work permit holders were from Zimbabwe at 2,520 persons (41.1 percent), followed by South Africa with 994 persons (16.2 percent,) and Indian Sub- Continent with 669 persons (10.9 percent).



3.0 WORK PERMIT HOLDRES BY AGE GROUP

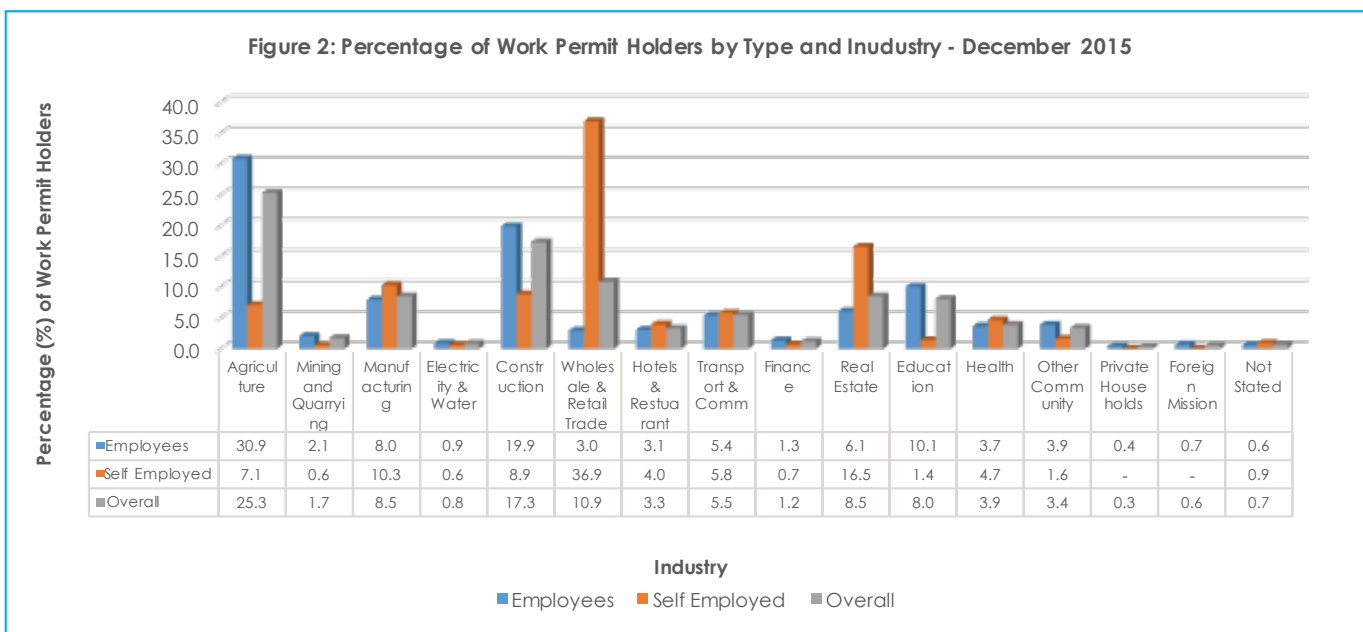
Table 1.2a and 1.2b show total work permit holders by type of permit, sex and age distribution. Overall, majority of work permit holders were in age group 35 – 39 (18.7 percent), followed by those aged 30 - 34 (17.9 percent) and 40 – 44 with 17.5 percent. For the self-employed category, age group 40 – 44 had the largest share with 243 persons (17.0 percent), followed by the 45 – 49 with 15.2 percent and 35 – 39 with 15.9 percent. However, for the employee work permit holders, majority of permit holders were found in age group 35 – 39, 19.8 percent, followed by age group 30 -34 with 19.2 percent and 40 – 44 with 17.7 percent.

4.0 WORK PERMIT HOLDERS BY INDUSTRY

Figure 2 presents Employee and Self-Employed work permit holders by Industry. Overall, Agriculture and Construction dominated other industries with a quarter (25.3%) of all work permit holders in the agriculture sector while 17.3 percent were in the construction area.

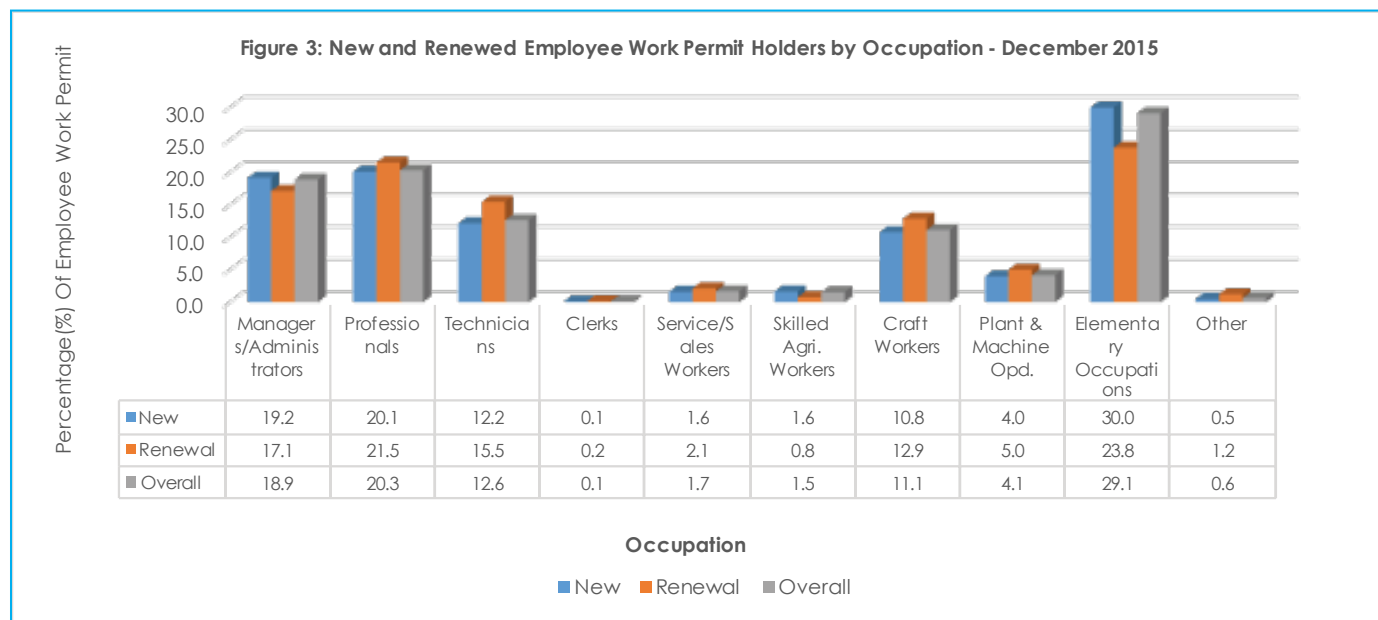
Looking at the Self Employed, Wholesale & Retail Trade had the highest number of work permit holders at 36.9 percent, followed by Real Estate with 16.5 percent and Manufacturing with 10.3 percent.

For the Employees category, majority were in Agriculture (30.9 percent), followed by Construction with 19.9 percent. Education is the third largest with 10.1 percent



5.0 WORK PERMIT HOLDERS BY OCCUPATION

Figure 3, Tables 1.4a and 1.4b shows employee work permit holders (new and renewed permits) by their occupation. The largest proportion was found in the elementary occupations with 1,368 persons (29.1 percent), followed by Professionals with 954 persons (20.3 percent) and the Managers/ Administrators with 887 persons (18.9 percent).



6.0 EMPLOYEE WORK PERMIT HOLDERS BY TRAINING

From the total of 4,699 employee work permit holders, 39.8 percent (1,871) did not state whether they had any training, whereas 1,193 (25.4 percent) were reported to be degree holders, with a further 843 (17.9 percent) reported to be certificate holders and 792 (16.9 percent) 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. Among those who had stated their training, Engineering & allied programs was reported by the highest proportion of work permit holders at 19.3 percent, followed by Craft Programs with 15.9 percent, while Commercial, and Business & Public Administration was reported by 13.1 percent.

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

Nationality	Employees			Self Employed			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
South Africa	549	98	647	250	97	347	799	195	994
Zimbabwe	1,757	625	2,382	110	28	138	1,867	653	2,520
Zambia	76	29	105	26	5	31	102	34	136
Malawi	75	12	87	12	6	18	87	18	105
Ghana	12	3	15	6	1	7	18	4	22
Other Africa	234	75	309	82	34	116	316	109	425
British	50	20	70	34	21	55	84	41	125
Other Europe	70	24	94	38	25	63	108	49	157
Indian Sub-Continent	371	39	410	200	59	259	571	98	669
China	342	20	362	167	84	251	509	104	613
Other Asia	95	15	110	87	19	106	182	34	216
Other Countries	55	22	77	22	17	39	77	39	116
Not Stated	28	3	31	2	1	3	30	4	34
Total	3,714	985	4,699	1,036	397	1,433	4,750	1,382	6,132
Percentage (%) Overall	61	16	77	17	6	23	77	23	100

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

Nationality	Employees			Self Employed			Overall %		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
South Africa	14.8	9.9	13.8	24.1	24.4	24.2	16.8	14.1	16.2
Zimbabwe	47.3	63.5	50.7	10.6	7.1	9.6	39.3	47.3	41.1
Zambia	2.0	2.9	2.2	2.5	1.3	2.2	2.1	2.5	2.2
Malawi	2.0	1.2	1.9	1.2	1.5	1.3	1.8	1.3	1.7
Ghana	0.3	0.3	0.3	0.6	0.3	0.5	0.4	0.3	0.4
Other Africa	6.3	7.6	6.6	7.9	8.6	8.1	6.7	7.9	6.9
British	1.3	2.0	1.5	3.3	5.3	3.8	1.8	3.0	2.0
Other Europe	1.9	2.4	2.0	3.7	6.3	4.4	2.3	3.5	2.6
Indian Sub-Continent	10.0	4.0	8.7	19.3	14.9	18.1	12.0	7.1	10.9
China	9.2	2.0	7.7	16.1	21.2	17.5	10.7	7.5	10.0
Other Asia	2.6	1.5	2.3	8.4	4.8	7.4	3.8	2.5	3.5
Other Countries	1.5	2.2	1.6	2.1	4.3	2.7	1.6	2.8	1.9
Not Stated	0.8	0.3	0.7	0.2	0.3	0.2	0.6	0.3	0.6
Total	100	100	100	100	100	100	100	100	100

Table 1.2a: Total Work Permit Holders by Type, Sex and Age Group - December 2015

Age Group	Employees			Self-Employees			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 25	79	27	106	28	11	39	107	38	145
25-29	395	105	500	105	39	144	500	144	644
30-34	687	213	900	139	57	196	826	270	1,096
35-39	721	210	931	148	65	213	869	275	1,144
40-44	625	206	831	171	72	243	796	278	1,074
45-49	480	110	590	161	54	215	641	164	805
50-54	292	52	344	100	44	144	392	96	488
55-59	223	40	263	76	31	107	299	71	370
60-64	112	15	127	62	17	79	174	32	206
65-69	51	3	54	33	6	39	84	9	93
70+	17	1	18	12	1	13	29	2	31
Unknown	32	3	35	1	-	1	33	3	36
Total	3,714	985	4,699	1,036	397	1,433	4,750	1,382	6,132
Percentage (%) of Overall	61	16	77	17	6	23	77	23	100

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

Age Group	Employees (%)			Self Employed (%)			Overall %		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 25	2.1	2.7	2.3	2.7	2.8	2.7	2.3	2.7	2.4
25-29	10.6	10.7	10.6	10.1	9.8	10.0	10.5	10.4	10.5
30-34	18.5	21.6	19.2	13.4	14.4	13.7	17.4	19.5	17.9
35-39	19.4	21.3	19.8	14.3	16.4	14.9	18.3	19.9	18.7
40-44	16.8	20.9	17.7	16.5	18.1	17.0	16.8	20.1	17.5
45-49	12.9	11.2	12.6	15.5	13.6	15.0	13.5	11.9	13.1
50-54	7.9	5.3	7.3	9.7	11.1	10.0	8.3	6.9	8.0
55-59	6.0	4.1	5.6	7.3	7.8	7.5	6.3	5.1	6.0
60-64	3.0	1.5	2.7	6.0	4.3	5.5	3.7	2.3	3.4
65-69	1.4	0.3	1.1	3.2	1.5	2.7	1.8	0.7	1.5
70+	0.5	0.1	0.4	1.2	0.3	0.9	0.6	0.1	0.5
Unknown	0.9	0.3	0.7	0.1	0.0	0.1	0.7	0.2	0.6
Total	100	100	100	100	100	100	100	100	100

Table 1.3 a: Total Work Permit Holders by Type, Sex and Industry - December 2015

Industry	Employees			Self Employed			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	1,036	414	1,450	84	18	102	1,120	432	1,552
Mining and Quarrying	94	3	97	8	-	8	102	3	105
Manufacturing	326	48	374	109	39	148	435	87	522
Electricity & Water	41	2	43	5	4	9	46	6	52
Construction	914	21	935	111	16	127	1,025	37	1,062
Wholesale & Retail Trade	130	9	139	391	138	529	521	147	668
Hotels & Restaurant	89	55	144	37	20	57	126	75	201
Transport & Communication	219	35	254	55	28	83	274	63	337
Finance	52	11	63	8	2	10	60	13	73
Real Estate	241	45	286	147	90	237	388	135	523
Education	276	197	473	12	8	20	288	205	493
Health	108	64	172	44	23	67	152	87	239
Other Community	139	45	184	15	8	23	154	53	207
Private Households	2	19	21	-	-	-	2	19	21
Foreign Mission	22	12	34	-	-	-	22	12	34
Not Stated	25	5	30	10	3	13	35	8	43
Total	3,714	985	4,699	1,036	397	1,433	4,750	1,382	6,132
Percentage (%) of Overall	61	16	77	17	6	23	77	23	100

Table 1.3b: Percentage of Work Permit Holders by Type, Sex and Industry - December 2015

Industry	Employees			Self Employed			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	27.9	42.0	30.9	8.1	4.5	7.1	23.6	31.3	25.3
Mining and Quarrying	2.5	0.3	2.1	0.8	0.0	0.6	2.1	0.2	1.7
Manufacturing	8.8	4.9	8.0	10.5	9.8	10.3	9.2	6.3	8.5
Electricity & Water	1.1	0.2	0.9	0.5	1.0	0.6	1.0	0.4	0.8
Construction	24.6	2.1	19.9	10.7	4.0	8.9	21.6	2.7	17.3
Wholesale & Retail Trade	3.5	0.9	3.0	37.7	34.8	36.9	11.0	10.6	10.9
Hotels & Restaurant	2.4	5.6	3.1	3.6	5.0	4.0	2.7	5.4	3.3
Transport & Communication	5.9	3.6	5.4	5.3	7.1	5.8	5.8	4.6	5.5
Finance	1.4	1.1	1.3	0.8	0.5	0.7	1.3	0.9	1.2
Real Estate	6.5	4.6	6.1	14.2	22.7	16.5	8.2	9.8	8.5
Education	7.4	20.0	10.1	1.2	2.0	1.4	6.1	14.8	8.0
Health	2.9	6.5	3.7	4.2	5.8	4.7	3.2	6.3	3.9
Other Community	3.7	4.6	3.9	1.4	2.0	1.6	3.2	3.8	3.4
Private Households	0.1	1.9	0.4	0.0	0.0	0.0	0.0	1.4	0.3
Foreign Mission	0.6	1.2	0.7	0.0	0.0	0.0	0.5	0.9	0.6
Not Stated	0.7	0.5	0.6	1.0	0.8	0.9	0.7	0.6	0.7
Total	100	100	100	100	100	100	100	100	100

Table 1.4a: New and Renewed Employee Work Permit Holders by Occupation - December 2015

Occupation	New			Renewal			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers/Administrators	645	129	774	98	15	113	743	144	887
Professionals	658	154	812	118	24	142	776	178	954
Technicians	366	125	491	64	38	102	430	163	593
Clerks	3	1	4	1	-	1	4	1	5
Service/Sales Workers	39	25	64	10	4	14	49	29	78
Skilled Agri. Workers	52	14	66	4	1	5	56	15	71
Craft Workers	416	20	436	79	6	85	495	26	521
Plant & Machine Opd.	159	2	161	33	-	33	192	2	194
Elementary Occupations	832	379	1,211	114	43	157	946	422	1,368
Other	16	4	20	7	1	8	23	5	28
Total	3,186	853	4,039	528	132	660	3,714	985	4,699
Percentage (%) of Overall	67.8	18.2	86.0	11.2	2.8	14.0	79.0	21.0	100

Table 1.4b: Percentage of New and Renewed Employee Work Permit Holders by Occupation- December 2015

Occupation	New			Renewal			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers/Administrators	20.2	15.1	19.2	18.6	11.4	17.1	20.0	14.6	18.9
Professionals	20.7	18.1	20.1	22.3	18.2	21.5	20.9	18.1	20.3
Technicians	11.5	14.7	12.2	12.1	28.8	15.5	11.6	16.5	12.6
Clerks	0.1	0.1	0.1	0.2	0.0	0.2	0.1	0.1	0.1
Service/Sales Workers	1.2	2.9	1.6	1.9	3.0	2.1	1.3	2.9	1.7
Skilled Agri. Workers	1.6	1.6	1.6	0.8	0.8	0.8	1.5	1.5	1.5
Craft Workers	13.1	2.3	10.8	15.0	4.5	12.9	13.3	2.6	11.1
Plant & Machine Opd.	5.0	0.2	4.0	6.3	0.0	5.0	5.2	0.2	4.1
Elementary Occupations	26.1	44.4	30.0	21.6	32.6	23.8	25.5	42.8	29.1
Other	0.5	0.5	0.5	1.3	0.8	1.2	0.6	0.5	0.6
Total	100	100	100	100	100	100	100	100	100

Table 1.5a: Employee Work Permit by Training and Sex - December 2015

Training	Male	Female	Total
Certificate	768	75	843
Diploma	616	176	792
Degree	941	252	1,193
No training Stated	1,389	482	1,871
Total	3,714	910	4,699

Table 1.5b: Percentage of Employee Work Permit by Training and Sex - December 2015

Training	Male	Female	Total
Certificate	20.7	8.2	17.9
Diploma	16.6	19.3	16.9
Degree	25.3	27.7	25.4
No training Stated	37.4	53.0	39.8
Total	100	100	100

Table 1.6a: Total Employee Work Permit Holders by Sex and Subject of Training - December 2015

Subject Of Training	Overall		
	Male	Female	Total
General Training Programs	8	2	10
Education Training	109	127	236
Fine & Applied Arts	14	6	20
Programs in Languages	19	9	28
Other Humanity	47	10	57
Social & Behavior Science	37	22	59
Commercial ,Clerical, Business & Public Admin	292	79	371
Programs in Law	9	8	17
Natural Science programs	64	10	74
Mathematics & Computer Science	88	14	102
Medicine & Health related	106	62	168
Construction trade programs	226	2	228
Other Craft, Trade programs	406	44	450
Engineering & allied Programs	526	19	545
Architectural & Town Plan	54	7	61
Agriculture, Forestry & Fishery	44	11	55
Home Economics & Domestic Science	4	4	8
Transport & Communication Programs	80	6	86
Service Trades Programs	94	50	144
Mass Communication & Documentation	11	2	13
Other Programs	87	9	96
Sub Total	2,325	503	2,828
No training Stated	1,389	482	1,871
Overall Total	3,714	985	4,699

Table 1.6a: Percentage of Total Employee Work Permit Holders by Sex and Subject of Training - December 2015

Subject Of Training	Overall		
	Male	Female	Total
General Training Programs	0.3	0.4	0.4
Education Training	4.7	25.2	8.3
Fine & Applied Arts	0.6	1.2	0.7
Programs in Languages	0.8	1.8	1.0
Other Humanity	2.0	2.0	2.0
Social & Behavior Science	1.6	4.4	2.1
Commercial ,Clerical, Business & Public Admin	12.6	15.7	13.1
Programs in Law	0.4	1.6	0.6
Natural Science programs	2.8	2.0	2.6
Mathematics & Computer Science	3.8	2.8	3.6
Medicine & Health related	4.6	12.3	5.9
Construction trade programs	9.7	0.4	8.1
Other Craft, Trade Programs	17.5	8.7	15.9
Engineering & allied Programs	22.6	3.8	19.3
Architectural & Town Plan	2.3	1.4	2.2
Agriculture, Forestry & Fishery	1.9	2.2	1.9
Home Economics & Domestic Science	0.2	0.8	0.3
Transport & Communication Programs	3.4	1.2	3.0
Service Trades Programs	4.0	9.9	5.1
Mass Communication & Documentation	0.5	0.4	0.5
Other Programs	3.7	1.8	3.4
Total	100	100	100

Table 1.7: Quarterly Work Permit Holders by Industry and Sex – Fourth Quarter 2014 - Fourth Quarter 2015

Industry	4th Quarter (December 2014)			1st Quarter (March 2015)			2nd Quarter (June 2015)			3rd Quarter (September 2015)			4th Quarter (December 2015)		
	Male	Female	Total	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	1,120	432	1,552
Mining & Quarrying	100	4	104	99	3	102	104	3	107	100	3	103	102	3	105
Manufacturing	421	105	526	413	100	513	406	91	497	414	89	503	435	87	522
Electricity & Water	39	11	50	40	10	50	47	7	54	47	6	53	46	6	52
Construction	1,122	63	1,185	1,030	54	1,084	1,043	44	1,087	1,007	36	1,043	1,025	37	1,062
Wholesale & Retail Trade	717	227	944	623	202	825	573	178	751	530	152	682	521	147	668
Hotels & Restaurant	135	81	216	130	82	212	130	79	209	121	76	197	126	75	201
Transport & Comm.	293	76	369	287	72	359	284	69	353	276	63	339	274	63	337
Finance	66	16	82	63	17	80	55	13	68	58	12	70	60	13	73
Real Estate	497	196	693	423	177	600	378	152	530	357	137	494	388	135	523
Education	257	219	476	269	212	481	277	210	487	275	205	480	288	205	493
Health	135	92	227	147	91	238	151	88	239	148	88	236	152	87	239
Other Community	158	68	226	156	66	222	155	63	218	149	53	202	154	53	207
Private Households	1	20	21	1	19	20	2	21	23	2	20	22	2	19	21
Foreign Mission	49	26	75	24	15	39	22	17	39	21	14	35	22	12	34
Not Stated	-	-	-	27	12	39	25	9	34	30	10	40	35	8	43
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	4,750	1,382	6,132
Quarter to Quarter % Change	0.43	-1.99	0.17	-4.07	-3.48	-3.92	-0.59	-4.01	-1.42	-2.1	-4.99	-2.79	3.04	-0.5	2.22

Table 1.8: Total Work Permit Holders by Year and Industry 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	1,552
Mining & Quarrying	154	175	191	188	134	106	104	105
Manufacturing	1,982	2,035	1,590	1,282	903	491	526	522
Electricity & Water	137	101	99	113	81	48	50	52
Construction	2,474	3,579	3,776	3,997	2,771	1,245	1,185	1,062
Wholesale & Retail Trade	1,908	2,042	1,903	1,836	1,420	1,129	944	668
Hotels & Restaurant	321	340	350	340	272	200	216	201
Transport & Comm.	649	803	732	692	502	391	369	337
Finance	284	296	247	178	126	72	82	73
Real Estate	2,837	3,429	2,754	2,129	1,460	916	693	523
Education	767	980	815	927	526	474	476	493
Health	394	436	377	391	297	225	227	239
Other Community	492	582	572	532	411	252	226	207
Private Households	29	40	53	51	34	10	21	21
Foreign Mission	44	2	27	16	12	14	75	34
Not Stated	-	31	-	9	5	24	-	43
Total	15,602	19,080	17,286	15,529	11,062	7,209	6,516	6,132

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

Occupation	2008	2009	2010	2011	2012	2013	2014	2015
Managers/Administrators	1161	1,590	1,417	1,214	839	639	794	887
Professionals	1,704	2,374	2,210	1,770	1,160	679	779	954
Technicians	1,739	2,165	1,739	1,755	1,170	760	552	593
Clerks	38	31	25	15	11	8	3	5
Service/Sales Workers	385	417	314	235	164	90	69	78
Skilled Agricultural Workers	25	23	16	9	7	37	52	71
Craft Workers	1,679	1,950	1,792	1,784	1,150	456	469	521
Plant & Machine Operators	854	983	870	638	462	261	214	194
Elementary Occupations	2,971	4,025	3,581	2,632	1,932	1,410	1,122	1,368
Other	-	-	-	-	-	-	38	28
Not Stated	4	1	2	2	2	14	-	-
Total	10,560	13,562	11,966	10,054	6,897	4,354	4,092	4,699