

WORK PERMITS HOLDERS STATS BRIEF

Third Quarter 2014



September 2014

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STATISTICS BOTSWANA

Statistics Botswana, Private Bag 0024 Botswana
Tel: (267) 367 1300. Fax: (267) 395 2201. Email: info@statsbots.org.bw Website: www.statsbots.org.bw

1.0 Introduction

This stats brief presents a summary of the characteristics of expatriates who held valid work permits as at end of September 2014.

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. 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

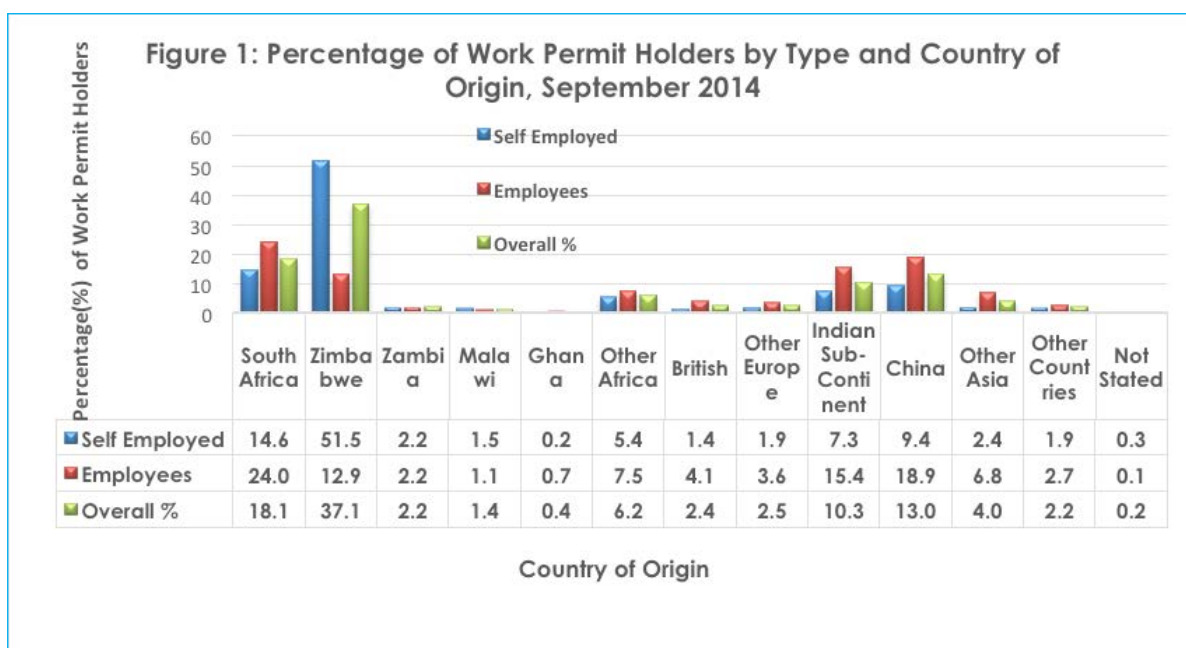
2.0 TOTAL WORK PERMIT HOLDERS

The total number of work permit holders that were valid as of end of September 2014 was 6,527. Of these 4,085 (62.6 percent) were employees while 2,442 (37.4 percent) were self – employed. Overall, male work permit holders at 75.3 percent were higher than their female counterparts (24.7 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 3,460 permit holders were new employee work permits, while 625 held renewed ones. For both new and renewed work permits categories, males dominate females. In the new work permit holders category, males accounted for 77.7 percent of total employee work permit holders compared to 22.3 percent for females, while for the renewed, male employee work permit holders accounted for 79.5 percent of the total employee work permit holders compared with 20.5 percent for females.

Table 1.5 shows quarterly work permit holders by industry and sex, from the fourth quarter of 2013 to the third quarter of 2014. Looking at September 2014 and June 2014, total work permits holders declined by 189 persons, from 6,716 in June 2014 to 6,527 in September 2014, a decrease of 2.8 percent.

Figure 1 and Table 1.1a depict work permit holders by country of origin. The majority of work permit holders were from Zimbabwe at 2,419 persons (37.1 percent), followed by South Africa at 1,184 persons (18.1 percent,) and China with 848 persons (13.0 percent).



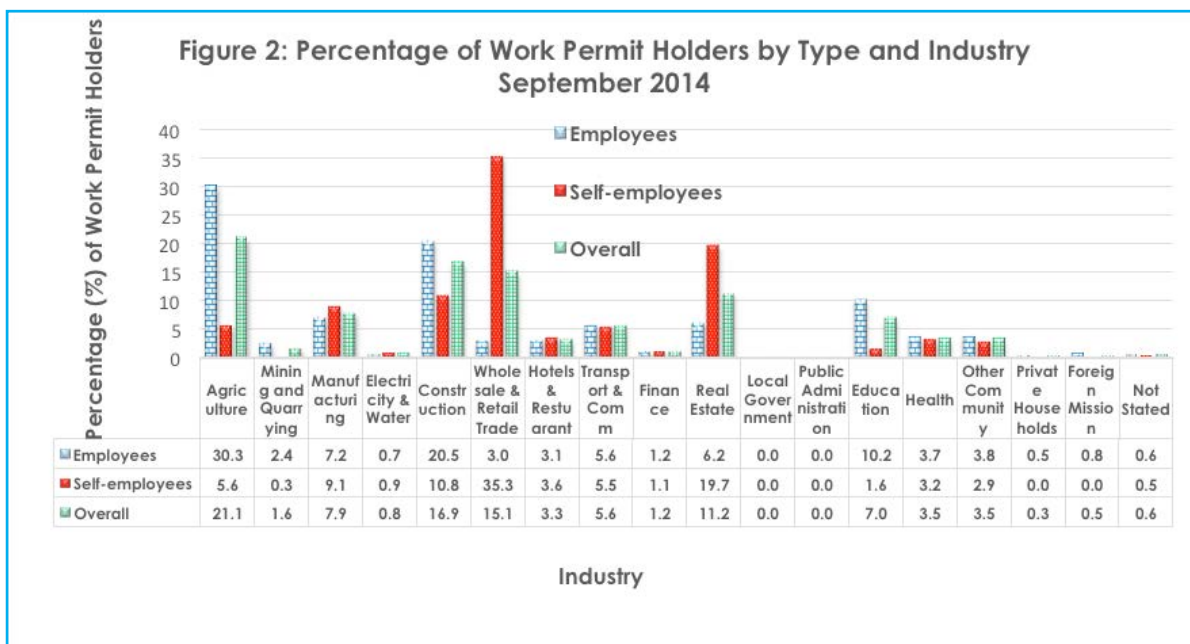
3.0 WORK PERMIT HOLDRES BY AGE GROUP

The age distribution shows that a large number of work permit holders are in the 35 - 39 years age group, at 17.9 percent of total work permit holders, followed by the 30 - 34 and 40 - 44 years age groups at 17.7 and 17.0 percent respectively. For the self-employed category, age group 40 – 44 has the largest share with 425 permit holders (17.4 percent) followed by the 35 – 39 age group with 398 permit holders (16.3 percent). For employee work permit holders, the 30 – 34 age group had 821 permit holders (20.1 percent) followed by age group 35 – 39 with 770 work permit holders (18.8 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 21.1 percent, followed by Construction with 16.9 percent. Wholesale and Trade was third with 15.1 percent work permit holders.

For the employee work permit holders, Agriculture had the highest number of work permit holders at 30.3 percent, followed by Construction with 20.5 percent. However, for the self-employed work permit holders category, Wholesale & Retail Trade dominated other industries, recording 35.3 percent of work permit holders, followed by Real Estate with 19.7 percent.



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 is found in the elementary occupations at 1,181 persons (28.9 percent), followed by the Managers/Administrators with 760 persons (18.6 percent) and Professionals with 757 persons (18.5 percent).

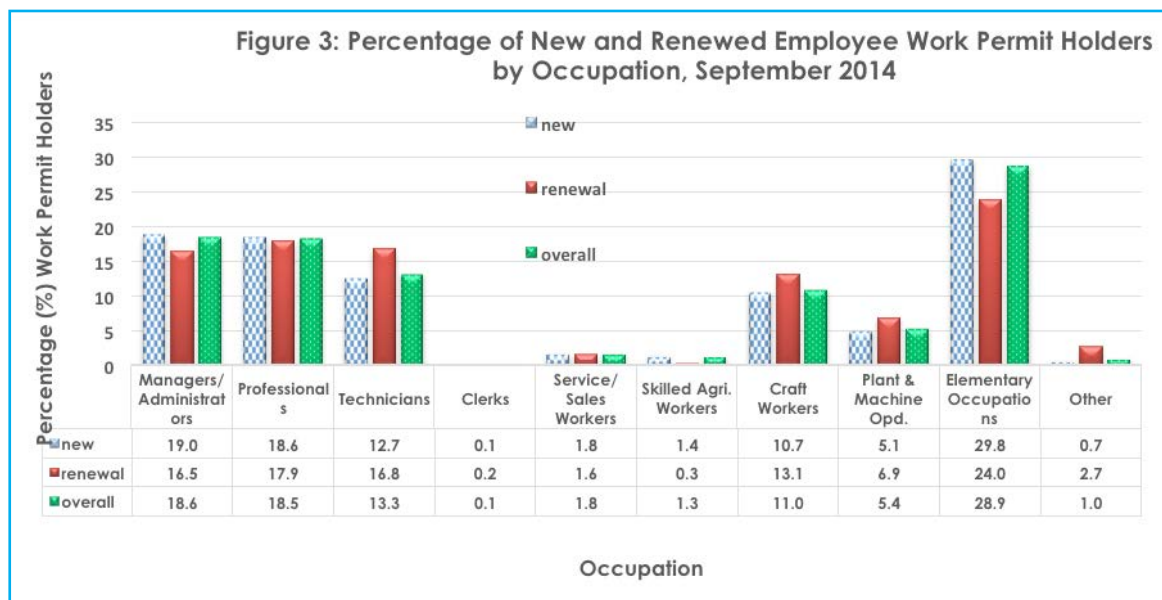


Table 1.1a: Work Permit Holders by Type of Employment, Sex and Country of Origin – September 2014

Nationality	Employees			Self-Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
South Africa	513	85	598	401	185	586	914	270	1,184
Zimbabwe	1,534	569	2,103	239	77	316	1,773	646	2,419
Zambia	61	29	90	41	13	54	102	42	144
Malawi	52	10	62	19	8	27	71	18	89
Ghana	7	2	9	11	5	16	18	7	25
Other Africa	158	61	219	134	49	183	292	110	402
British	37	20	57	63	37	100	100	57	157
Other Europe	54	22	76	58	30	88	112	52	164
Indian Sub-Continent	262	36	298	290	85	375	552	121	673
China	359	27	386	296	166	462	655	193	848
Other Asia	89	8	97	137	30	167	226	38	264
Other Countries	53	26	79	40	25	65	93	51	144
Not Stated	8	3	11	1	2	3	9	5	14
Total	3,187	898	4,085	1,730	712	2,442	4,917	1,610	6,527
Percentage (%) Overall	48.8	13.8	62.6	26.5	10.9	37.4	75.3	24.7	100.0

Table 1.1b: Percentage of Work Permit Holders by Type of Permit, Sex and Country of Origin – September 2014

Nationality	Self Employed			Employees			Overall %		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
South Africa	16.1	9.5	14.6	23.2	26.0	24.0	18.6	16.8	18.1
Zimbabwe	48.1	63.4	51.5	13.8	10.8	12.9	36.1	40.1	37.1
Zambia	1.9	3.2	2.2	2.4	1.8	2.2	2.1	2.6	2.2
Malawi	1.6	1.1	1.5	1.1	1.1	1.1	1.4	1.1	1.4
Ghana	0.2	0.2	0.2	0.6	0.7	0.7	0.4	0.4	0.4
Other Africa	5.0	6.8	5.4	7.7	6.9	7.5	5.9	6.8	6.2
British	1.2	2.2	1.4	3.6	5.2	4.1	2.0	3.5	2.4
Other Europe	1.7	2.4	1.9	3.4	4.2	3.6	2.3	3.2	2.5
Indian Sub-Continent	8.2	4.0	7.3	16.8	11.9	15.4	11.2	7.5	10.3
China	11.3	3.0	9.4	17.1	23.3	18.9	13.3	12.0	13.0
Other Asia	2.8	0.9	2.4	7.9	4.2	6.8	4.6	2.4	4.0
Other Countries	1.7	2.9	1.9	2.3	3.5	2.7	1.9	3.2	2.2
Not Stated	0.3	0.3	0.3	0.1	0.3	0.1	0.2	0.3	0.2
Total	100	100	100	100	100	100	100	100	100

Table 1.2a: Total Work Permit Holders by Type of Permit, Sex and Age Group – September 2014

Age Group	Employees			Self-Employees			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 25	139	44	183	92	39	131	231	83	314
25-29	446	124	570	203	93	296	649	217	866
30-34	623	198	821	231	102	333	854	300	1,154
35-39	563	207	770	270	128	398	833	335	1,168
40-44	529	155	684	301	124	425	830	279	1,109
45-49	371	84	455	226	85	311	597	169	766
50-54	216	44	260	164	65	229	380	109	489
55-59	171	29	200	97	44	141	268	73	341
60-64	79	6	85	80	20	100	159	26	185
65-69	26	3	29	43	10	53	69	13	82
70+	12	1	13	23	2	25	35	3	38
Unknown	12	3	15	0	0	0	12	3	15
Total	3,187	898	4,085	1,730	712	2,442	4,917	1,610	6,527
Percentage (%) of Overall	48.8	13.8	62.6	26.5	10.9	37.4	75.3	24.7	100

Table 1.2b: Percentage of Work Permit Holders by Type, Sex and Age Group - September 2014

Age Group	Employees (%)			Self Employed (%)			Overall %		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 25	4.4	4.9	4.5	5.3	5.5	5.4	4.7	5.2	4.8
25-29	14.0	13.8	14.0	11.7	13.1	12.1	13.2	13.5	13.3
30-34	19.5	22.0	20.1	13.4	14.3	13.6	17.4	18.6	17.7
35-39	17.7	23.1	18.8	15.6	18.0	16.3	16.9	20.8	17.9
40-44	16.6	17.3	16.7	17.4	17.4	17.4	16.9	17.3	17.0
45-49	11.6	9.4	11.1	13.1	11.9	12.7	12.1	10.5	11.7
50-54	6.8	4.9	6.4	9.5	9.1	9.4	7.7	6.8	7.5
55-59	5.4	3.2	4.9	5.6	6.2	5.8	5.5	4.5	5.2
60-64	2.5	0.7	2.1	4.6	2.8	4.1	3.2	1.6	2.8
65-69	0.8	0.3	0.7	2.5	1.4	2.2	1.4	0.8	1.3
70+	0.4	0.1	0.3	1.3	0.3	1.0	0.7	0.2	0.6
Total	100	100	100	100	100	100	100	100	100

Table 1.3a: Total Work Permit Holders by Industry and Type of Permit - September 2014

Industry	Employees			Self-employees			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	877	362	1,239	108	29	137	985	391	1,376
Mining and Quarrying	96	4	100	7	0	7	103	4	107
Manufacturing	253	41	294	157	65	222	410	106	516
Electricity & Water	28	1	29	11	10	21	39	11	50
Construction	811	28	839	224	40	264	1035	68	1,103
Wholesale & Retail Trade	115	7	122	621	242	863	736	249	985
Hotels & Restaurants	78	50	128	57	30	87	135	80	215
Transport & Community	198	32	230	90	44	134	288	76	364
Finance	43	7	50	20	7	27	63	14	77
Real Estate	222	31	253	322	158	480	544	189	733
Local Government	0	0	0	0	1	1	0	1	1
Public Administration	1	1	2	0	0	0	1	1	2
Education	224	192	416	16	23	39	240	215	455
Health	85	67	152	47	30	77	132	97	229
Other Community	118	38	156	41	30	71	159	68	227
Private Households	1	18	19	0	0	0	1	18	19
Foreign Mission	20	12	32	0	0	0	20	12	32
Not Stated	17	7	24	9	3	12	26	10	36
Total	3,187	898	4,085	1,730	712	2,442	4,917	1,610	6,527
Percentage (%) of Overall	48.8	13.8	62.6	26.5	10.9	37.4	75.3	24.7	100

Table 1.3b: Percentage of Work Permit Holders by Industry and Type of Permit - September 2014

Industry	Employees			Self-employees			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	27.5	40.3	30.3	6.2	4.1	5.6	20.0	24.3	21.1
Mining and Quarrying	3.0	0.4	2.4	0.4	0.0	0.3	2.1	0.2	1.6
Manufacturing	7.9	4.6	7.2	9.1	9.1	9.1	8.3	6.6	7.9
Electricity & Water	0.9	0.1	0.7	0.6	1.4	0.9	0.8	0.7	0.8
Construction	25.4	3.1	20.5	12.9	5.6	10.8	21.0	4.2	16.9
Wholesale & Retail Trade	3.6	0.8	3.0	35.9	34.0	35.3	15.0	15.5	15.1
Hotels & Restaurants	2.4	5.6	3.1	3.3	4.2	3.6	2.7	5.0	3.3
Transport & Communication	6.2	3.6	5.6	5.2	6.2	5.5	5.9	4.7	5.6
Finance	1.3	0.8	1.2	1.2	1.0	1.1	1.3	0.9	1.2
Real Estate	7.0	3.5	6.2	18.6	22.2	19.7	11.1	11.7	11.2
Local Government	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0
Public Administration	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.1	0.0
Education	7.0	21.4	10.2	0.9	3.2	1.6	4.9	13.4	7.0
Health	2.7	7.5	3.7	2.7	4.2	3.2	2.7	6.0	3.5
Other Community	3.7	4.2	3.8	2.4	4.2	2.9	3.2	4.2	3.5
Private Households	0.0	2.0	0.5	0.0	0.0	0.0	0.0	1.1	0.3
Foreign Mission	0.6	1.3	0.8	0.0	0.0	0.0	0.4	0.7	0.5
Not Stated	0.5	0.8	0.6	0.5	0.4	0.5	0.5	0.6	0.6
Total	100	100	100	100	100	100	100	100	100

Table 1.4a: New and Renewed Employee Work Permit Holders by Occupation - September 2014

Occupation	New			Renewal			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers/Administrators	556	101	657	91	12	103	647	113	760
Professionals	501	144	645	95	17	112	596	161	757
Technicians	311	129	440	61	44	105	372	173	545
Clerks	1	4	5	1	0	1	2	4	6
Service/Sales Workers	37	25	62	6	4	10	43	29	72
Skilled Agri. Workers	38	12	50	2	0	2	40	12	52
Craft Workers	352	17	369	78	4	82	430	21	451
Plant & Machine Operators	176	2	178	43	0	43	219	2	221
Elementary Occupations	700	331	1,031	109	41	150	809	372	1,181
Other	18	5	23	11	6	17	29	11	40
Total	2,690	770	3,460	497	128	625	3,187	898	4,085
Percentage overall (%)	65.9	18.8	84.7	12.2	3.1	15.3	78.0	22.0	100

Table 1.4b: Percentage of Work Permit Holders by Occupation, Work Permit Status and Sex, September 2014

Occupation	New			Renewal			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers/Administrators	20.7	13.1	19.0	18.3	9.4	16.5	20.3	12.6	18.6
Professionals	18.6	18.7	18.6	19.1	13.3	17.9	18.7	17.9	18.5
Technicians	11.6	16.8	12.7	12.3	34.4	16.8	11.7	19.3	13.3
Clerks	0.0	0.5	0.1	0.2	0.0	0.2	0.1	0.4	0.1
Service/Sales Workers	1.4	3.2	1.8	1.2	3.1	1.6	1.3	3.2	1.8
Skilled Agri. Workers	1.4	1.6	1.4	0.4	0.0	0.3	1.3	1.3	1.3
Craft Workers	13.1	2.2	10.7	15.7	3.1	13.1	13.5	2.3	11.0
Plant & Machine Operators	6.5	0.3	5.1	8.7	0.0	6.9	6.9	0.2	5.4
Elementary Occupations	26.0	43.0	29.8	21.9	32.0	24.0	25.4	41.4	28.9
Other	0.7	0.6	0.7	2.2	4.7	2.7	0.9	1.2	1.0
Total	100	100	100	100	100	100	100	100	100

Table 1.5: Quarterly Work Permit Holders by Industry and Sex, 4th Quarter 2013 - 3rd Quarter

Industry	4th Quarter (December 2013)			1st Quarter (March 2014)			2nd Quarter (June 2014)			3rd Quarter (September 2014)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	1,107	505	1,612	1,022	445	1,467	1,032	455	1,487	985	391	1,376
Mining & Quarrying	104	2	106	100	2	102	102	1	103	103	4	107
Manufacturing	369	122	491	363	112	475	402	114	516	410	106	516
Electricity & Water	35	13	48	39	12	51	38	12	50	39	11	50
Construction	1,157	88	1,245	960	73	1,033	994	71	1,065	1,035	68	1,103
Wholesale & Retail Trade	836	293	1,129	797	277	1,074	796	274	1,070	736	249	985
Hotels & Restaurant	131	69	200	127	69	196	137	75	212	135	80	215
Transport & Communication	313	78	391	282	80	362	284	79	363	288	76	364
Finance	60	12	72	48	12	60	66	14	80	63	14	77
Real Estate	672	244	916	625	221	846	597	216	813	544	189	733
Local Government	0	0	0	0	0	0	0	0	0	0	1	1
Public Administration	0	0	0	0	0	0	0	0	0	1	1	2
Education	234	240	474	190	207	397	215	209	424	240	215	455
Health	128	97	225	128	90	218	129	98	227	132	97	229
Other Community	177	75	252	158	67	225	162	69	231	159	68	227
Private Households	1	9	10	0	11	11	0	12	12	1	18	19
Foreign Mission	9	5	14	9	4	13	16	6	22	20	12	32
Not Stated	18	6	24	28	6	34	35	6	41	26	10	36
Total	5,351	1,858	7,209	4,876	1,688	6,564	5,005	1,711	6,716	4,917	1,610	6,527
Quarter to Quarter % change	-10.99	-7.29	-10.07	-8.88	-9.15	-8.95	2.64	1.36	2.31	-1.76	-5.9	-2.81

Table 1.6: Total Work Permit Holders by Year and Industry 2007– 2014

Industry	2007	2008	2009	2010	2011	2012	2013	2014
Agriculture	2,098	3,130	4,209	3,800	2,848	2,108	1,612	1,376
Mining & Quarrying	76	154	175	191	188	134	106	107
Manufacturing	1,613	1,982	2,035	1,590	1,282	903	491	516
Electricity & Water	97	137	101	99	113	81	48	50
Construction	1,658	2,474	3,579	3,776	3,997	2,771	1,245	1,103
Wholesale & Retail Trade	1,586	1,908	2,042	1,903	1,836	1,420	1,129	985
Hotels & Restaurant	246	321	340	350	340	272	200	215
Transport & Communication	596	649	803	732	692	502	391	364
Finance	198	284	296	247	178	126	72	77
Real Estate	1,848	2,837	3,429	2,754	2,129	1,460	916	733
Local Government	0	0	0	0	0	0	0	1
Public Administration	0	0	0	0	0	0	0	2
Education	424	767	980	815	927	526	474	455
Health	382	394	436	377	391	297	225	229
Other Community	433	492	582	572	532	411	252	227
Private Households	25	29	40	53	51	34	10	19
Foreign Mission	45	44	2	27	16	12	14	32
Not Stated	-	-	31	-	9	5	24	36
Total	11,325	15,602	19,080	17,286	15,529	11,062	7,209	6,527

Note: Totals are as at end of December each year, except for 2014 which is as at end of September

Table 1.7: Total Employee Work Permit Holders by Year and Occupation 2007 - 2014

Occupation	2007	2008	2009	2010	2011	2012	2013	2014
Managers/Administrators	946	1161	1,590	1,417	1,214	839	639	760
Professionals	1,397	1,704	2,374	2,210	1,770	1,160	679	757
Technicians	1,091	1,739	2,165	1,739	1,755	1,170	760	545
Clerks	27	38	31	25	15	11	8	6
Service/Sales Workers	378	385	417	314	235	164	90	72
Skilled Agricultural Workers	44	25	23	16	9	7	37	52
Craft Workers	1,269	1,679	1,950	1,792	1,784	1,150	456	451
Plant & Machine Operators	832	854	983	870	638	462	261	221
Elementary Occupations	1,982	2,971	4,025	3,581	2,632	1,932	1,410	1181
Other	-	-	-	-	-	-	-	40
Not Stated	20	4	1	2	2	2	14	-
Total	7,986	10,560	13,562	11,966	10,054	6,897	4,354	4,085

Note: Totals are as at end of December each year, except for 2014 which is as at end of September