



August 2016

WORK PERMITS HOLDERS STATS BRIEF

First Quarter 2014

1.0 Introduction

This stats brief presents a summary of the characteristics of expatriates who held valid work permits as at end of March 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 permits holders gives an indication of the country's progress towards localisation in different occupations. Additionally, it points to the specific skills gaps where certain occupations are dominated by foreigners. 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.



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2.0 TOTAL WORK PERMIT HOLDERS

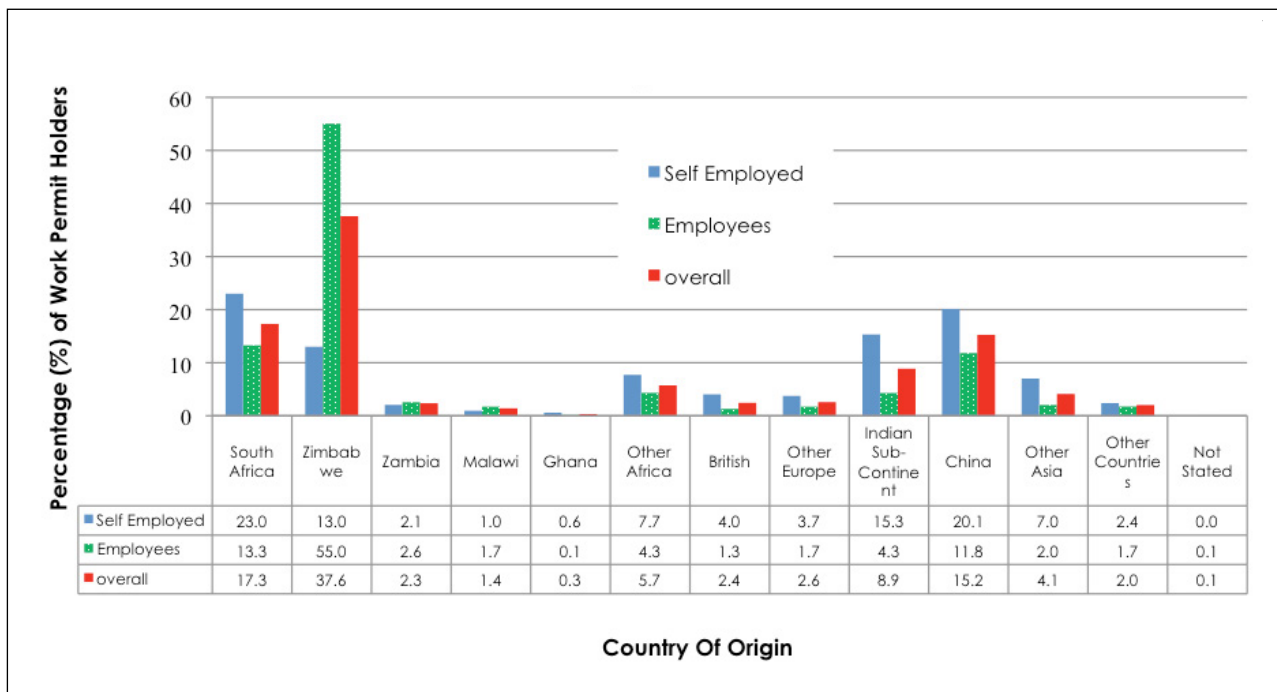
The total number of work permit holders that were valid as of end of March 2014 was 6,564. Of these 3,843 (58.5 percent) were employees while 2,721 (41.5 percent) were self – employed. Overall, male work permit holders at 74.3 percent were higher than their female counterparts (25.7 %). (See Table 1.1a)

Employee work permit holders consist of those holding new work permits and those whose work permits have been renewed. Table 1.4a shows that 3,273 permit holders were issued new employee work permits, while 570 held renewed ones. For both new and renewed work permits categories, males dominate females. In the new work permit holders category, males accounted for 64.6 percent of total employee work permit holders compared to 20.6 percent for females, while for the renewed, male employee work permit holders accounted for 12.1 percent of the total employee work permit holders compared with 2.7 percent for females.

Table 1.5 shows quarterly work permit holders by industry and sex, from the second quarter of 2012 to the first quarter of 2014. Looking at March 2014 and December 2013, total work permits holders declined by 645 persons, from 7,209 in December 2013 to 6,564 in March 2014, a decrease of 8.9 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 2,469 persons (37.6 percent), followed by South Africa at 1,136 persons (17.3 percent,) and China with 1,001 persons (15.2 percent).

Figure 1: Percentage of Work Permit Holders by Type of Permit and Country of Origin- March 2014



3.0 WORK PERMIT HOLDERS BY AGE GROUP

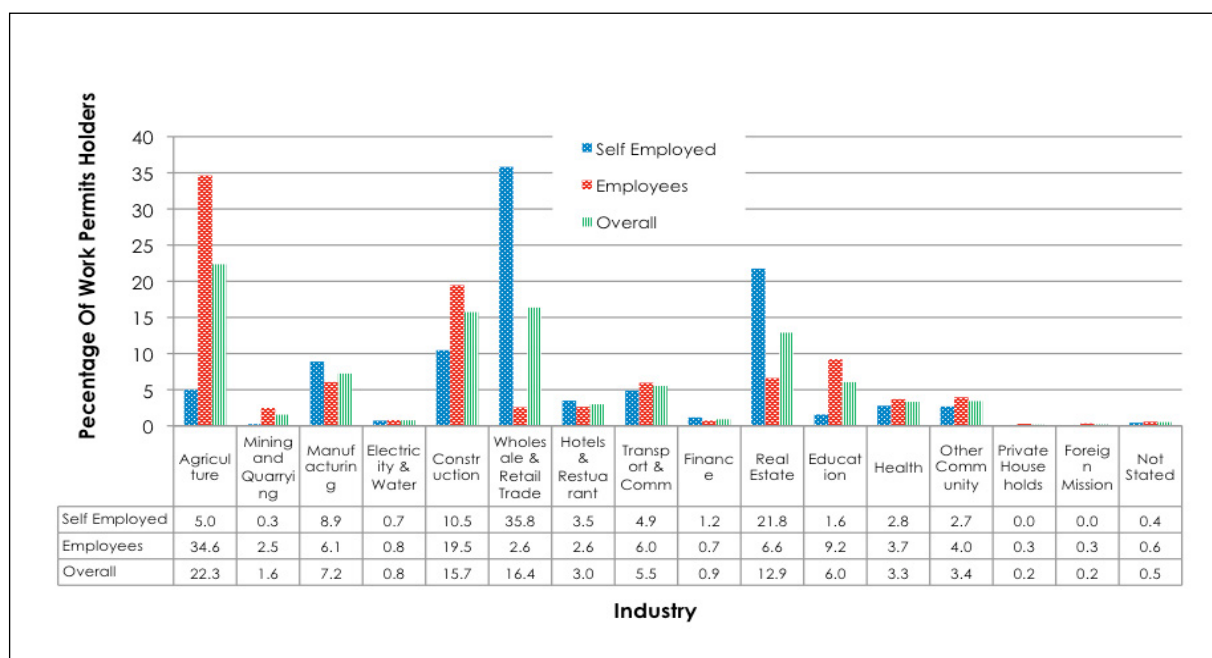
The age distribution shows that a large number of work permit holders are in the 35 - 39 years age group, at 18.1 percent of total work permit holders, followed by the 30 - 34 and 40 - 44 years age groups at 17.6 and 17.3 percent respectively. For the self-employed category, age group 40 - 44 has the largest share with 456 permit holders (16.8 percent) followed by the 35 - 39 age group with 435 permit holders (16.0 percent). For employee work permit holders, the 30 - 34 age group had 765 permit holders (19.9 percent) followed by age group 35 - 39 with 756 work permit holders (19.7 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 22.3 percent, followed by Wholesale & Retail Trade with 16.4 percent. Construction was third with 15.7 percent work permit holders.

For the employee work permit holders, Agriculture had the highest number of work permit holders at 34.6 percent, followed by Construction with 19.5 percent. However, for the self-employed work permit holders category, Wholesale & Retail Trade dominated other industries, recording 35.8 percent of work permit holders, followed by Real Estate with 21.8 percent.

Figure 2: Percentage of Work Permit Holders by Type of Permit and Industry- March 2014



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 are found in the elementary occupations with 1,275 persons (33.2 percent), followed by the Managers/Administrators with 628 persons (16.3 percent) and Professionals with 623 persons (16.2 percent). The majority of work permit holders (88.1 percent) in the elementary occupations held new work permits.

Figure 3: Percentage of New and Renewed Employees Work Permit Holders by Occupation - March 2014



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

Nationality	Self Employed			Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
South Africa	422	204	626	430	80	510	852	284	1,136
Zimbabwe	269	85	354	1,490	625	2,115	1,759	710	2,469
Zambia	43	13	56	71	27	98	114	40	154
Malawi	20	6	26	56	10	66	76	16	92
Ghana	12	4	16	3	2	5	15	6	21
Other Africa	150	60	210	130	36	166	280	96	376
British	71	39	110	35	15	50	106	54	160
Other Europe	69	33	102	51	15	66	120	48	168
Indian Sub-Continent	328	89	417	136	29	165	464	118	582
China	346	201	547	424	30	454	770	231	1,001
Other Asia	157	34	191	70	8	78	227	42	269
Other Countries	42	23	65	49	18	67	91	41	132
Not Stated	0	1	1	2	1	3	2	2	4
Total	1,929	792	2,721	2,947	896	3,843	4,876	1,688	6,564
Percentage (%) Overall	29.4	12.1	41.5	44.9	13.7	58.5	74.3	25.7	100.0

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

Nationality	Self Employed			Employees			Overall %		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
South Africa	21.9	25.8	23.0	14.6	8.9	13.3	17.5	16.8	17.3
Zimbabwe	13.9	10.7	13.0	50.6	69.8	55.0	36.1	42.1	37.6
Zambia	2.2	1.6	2.1	2.4	3.0	2.6	2.3	2.4	2.3
Malawi	1.0	0.8	1.0	1.9	1.1	1.7	1.6	0.9	1.4
Ghana	0.6	0.5	0.6	0.1	0.2	0.1	0.3	0.4	0.3
Other Africa	7.8	7.6	7.7	4.4	4.0	4.3	5.7	5.7	5.7
British	3.7	4.9	4.0	1.2	1.7	1.3	2.2	3.2	2.4
Other Europe	3.6	4.2	3.7	1.7	1.7	1.7	2.5	2.8	2.6
Indian Sub-Continent	17.0	11.2	15.3	4.6	3.2	4.3	9.5	7.0	8.9
China	17.9	25.4	20.1	14.4	3.3	11.8	15.8	13.7	15.2
Other Asia	8.1	4.3	7.0	2.4	0.9	2.0	4.7	2.5	4.1
Other Countries	2.2	2.9	2.4	1.7	2.0	1.7	1.9	2.4	2.0
Not Stated	0.0	0.1	0.0	0.1	0.1	0.1	0.0	0.1	0.1
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 - March 2014

Age Group	Self Employed			Employees			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 25	58	31	89	67	19	86	125	50	175
25-29	206	83	289	351	106	457	557	189	746
30-34	270	120	390	560	205	765	830	325	1,155
35-39	291	144	435	538	218	756	829	362	1,191
40-44	327	129	456	522	160	682	849	289	1,138
45-49	267	100	367	382	99	481	649	199	848
50-54	212	70	282	220	49	269	432	119	551
55-59	115	65	180	163	30	193	278	95	373
60-64	84	33	117	86	7	93	170	40	210
65-69	68	14	82	37	3	40	105	17	122
70+	31	3	34	15	0	15	46	3	49
Not Stated	0	0	0	6	0	6	6	0	6
Total	1,929	792	2,721	2,947	896	3,843	4,876	1,688	6,564
Percentage (%) of Overall	29.4	12.1	41.5	44.9	13.7	58.5	74.3	25.7	100

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

Age Group	Self Employed (%)			Employees (%)			Overall %		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 25	3	3.9	3.3	2.3	2.1	2.2	2.6	3	2.7
25-29	10.7	10.5	10.6	11.9	11.8	11.9	11.4	11.2	11.4
30-34	14	15.2	14.3	19	22.9	19.9	17	19.3	17.6
35-39	15.1	18.2	16	18.3	24.3	19.7	17	21.4	18.1
40-44	17	16.3	16.8	17.7	17.9	17.7	17.4	17.1	17.3
45-49	13.8	12.6	13.5	13	11	12.5	13.3	11.8	12.9
50-54	11	8.8	10.4	7.5	5.5	7	8.9	7	8.4
55-59	6	8.2	6.6	5.5	3.3	5	5.7	5.6	5.7
60-64	4.4	4.2	4.3	2.9	0.8	2.4	3.5	2.4	3.2
65-69	3.5	1.8	3	1.3	0.3	1	2.2	1	1.9
70+	1.6	0.4	1.2	0.5	0	0.4	0.9	0.2	0.7
Not Stated	0	0	0	0.2	0	0.2	0.1	0	0.1
Total	100	100	100	100	100	100	100	100	100

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

Industry	Self Employed			Employees			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	107	29	136	915	416	1,331	1,022	445	1,467
Mining and Quarrying	7	0	7	93	2	95	100	2	102
Manufacturing	171	71	242	192	41	233	363	112	475
Electricity & Water	11	9	20	28	3	31	39	12	51
Construction	242	43	285	718	30	748	960	73	1,033
Wholesale & Retail Trade	701	274	975	96	3	99	797	277	1,074
Hotels & Restaurant	63	32	95	64	37	101	127	69	196
Transport & Communication	87	46	133	195	34	229	282	80	362
Finance	25	7	32	23	5	28	48	12	60
Real Estate	402	190	592	223	31	254	625	221	846
Education	16	27	43	174	180	354	190	207	397
Health	47	29	76	81	61	142	128	90	218
Other Community	41	32	73	117	35	152	158	67	225
Private Households	0	0	0	0	11	11	0	11	11
Foreign Mission	0	0	0	9	4	13	9	4	13
Not Stated	9	3	12	19	3	22	28	6	34
Total	1,929	792	2,721	2,947	896	3,843	4,876	1,688	6,564
Percentage (%) of Overall	29.4	12.1	41.5	44.9	13.7	58.5	74.3	25.7	100

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

Industry	Self Employed (%)			Employees (%)			Overall %		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	5.5	3.7	5	31	46.4	34.6	21	26.4	22.3
Mining and Quarrying	0.4	0	0.3	3.2	0.2	2.5	2.1	0.1	1.6
Manufacturing	8.9	9	8.9	6.5	4.6	6.1	7.4	6.6	7.2
Electricity & Water	0.6	1.1	0.7	1	0.3	0.8	0.8	0.7	0.8
Construction	12.5	5.4	10.5	24.4	3.3	19.5	19.7	4.3	15.7
Wholesale & Retail Trade	36.3	34.6	35.8	3.3	0.3	2.6	16.3	16.4	16.4
Hotels & Restaurant	3.3	4	3.5	2.2	4.1	2.6	2.6	4.1	3
Transport & Communication	4.5	5.8	4.9	6.6	3.8	6	5.8	4.7	5.5
Finance	1.3	0.9	1.2	0.8	0.6	0.7	1	0.7	0.9
Real Estate	20.8	24	21.8	7.6	3.5	6.6	12.8	13.1	12.9
Education	0.8	3.4	1.6	5.9	20.1	9.2	3.9	12.3	6
Health	2.4	3.7	2.8	2.7	6.8	3.7	2.6	5.3	3.3
Other Community	2.1	4	2.7	4	3.9	4	3.2	4	3.4
Private Households	0	0	0	0	1.2	0.3	0	0.7	0.2
Foreign Mission	0	0	0	0.3	0.4	0.3	0.2	0.2	0.2
Not Stated	0.5	0.4	0.4	0.6	0.3	0.6	0.6	0.4	0.5
Total	100	100	100	100	100	100	100	100	100

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

Occupation	New			Renewal			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers/ Administrators	451	82	533	83	12	95	534	94	628
Professionals	429	112	541	72	10	82	501	122	623
Technicians	330	157	487	74	36	110	404	193	597
Clerks	2	4	6	1	0	1	3	4	7
Service/Sales Workers	39	26	65	8	4	12	47	30	77
Skilled Agri. Workers	29	8	37	1	0	1	30	8	38
Craft Workers	263	19	282	57	5	62	320	24	344
Plant & Machine Operators	184	2	186	44	0	44	228	2	230
Elementary Occupations	743	380	1,123	115	37	152	858	417	1,275
Other	11	2	13	11	0	11	22	2	24
Total	2,481	792	3,273	466	104	570	2,947	896	3,843
Percentage (%) of Overall	64.6	20.6	85.2	12.1	2.7	14.8	76.7	23.3	100

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

Occupation	New (%)			Renewal (%)			Overall %		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers/Administrators	18.2	10.4	16.3	17.8	11.5	16.7	18.1	10.5	16.3
Professionals	17.3	14.1	16.5	15.5	9.6	14.4	17	13.6	16.2
Technicians	13.3	19.8	14.9	15.9	34.6	19.3	13.7	21.5	15.5
Clerks	0.1	0.5	0.2	0.2	0	0.2	0.1	0.4	0.2
Service/Sales Workers	1.6	3.3	2	1.7	3.8	2.1	1.6	3.3	2
Skilled Agri. Workers	1.2	1	1.1	0.2	0	0.2	1	0.9	1
Craft Workers	10.6	2.4	8.6	12.2	4.8	10.9	10.9	2.7	9
Plant & Machine Operators	7.4	0.3	5.7	9.4	0	7.7	7.7	0.2	6
Elementary Occupations	29.9	48	34.3	24.7	35.6	26.7	29.1	46.5	33.2
Other	0.4	0.3	0.4	2.4	0	1.9	0.7	0.2	0.6
Total	100	100	100	100	100	100	100	100	100

Table 1.5: Quarterly Work Permit Holders by Industry and Sex -2nd Quarter 2013- 1st Quarter 2014

Industry	2nd Quarter (June 2013)			3rd Quarter (September 2013)			4th Quarter (December 2013)			1st Quarter (March 2014)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	1,181	555	1,736	1,157	532	1,689	1,107	505	1,612	1,022	445	1,467
Mining & Quarrying	126	4	130	109	3	112	104	2	106	100	2	102
Manufacturing	460	143	603	400	133	533	369	122	491	363	112	475
Electricity & Water	62	16	78	46	13	59	35	13	48	39	12	51
Construction	2,039	120	2,159	1,463	104	1,567	1,157	88	1,245	960	73	1,033
Wholesale & Retail Trade	967	331	1,298	890	311	1,201	836	293	1,129	797	277	1,074
Hotels & Restaurant	169	96	265	144	85	229	131	69	200	127	69	196
Transport & Comm.	379	91	470	345	89	434	313	78	391	282	80	362
Finance	70	16	86	63	14	77	60	12	72	48	12	60
Real Estate	850	298	1,148	779	283	1,062	672	244	916	625	221	846
Education	262	229	491	242	227	469	234	240	474	190	207	397
Health	146	110	256	141	102	243	128	97	225	128	90	218
Other Community	253	88	341	204	81	285	177	75	252	158	67	225
Private Households	2	19	21	2	16	18	1	9	10	0	11	11
Foreign Mission	9	5	14	10	5	15	9	5	14	9	4	13
Not Stated	13	5	18	17	6	23	18	6	24	28	6	34
Total	6,988	2,126	9,114	6,012	2,004	8,016	5,351	1,858	7,209	4,876	1,688	6,564
Quarter to Quarter % Change	-16.6	-13.9	-16	-13.97	-5.74	-12.05	-10.99	-7.29	-10.07	-8.88	-9.15	-8.95

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	1,467
Mining & Quarrying	76	154	175	191	188	134	106	102
Manufacturing	1,613	1,982	2,035	1,590	1,282	903	491	475
Electricity & Water	97	137	101	99	113	81	48	51
Construction	1,658	2,474	3,579	3,776	3,997	2,771	1,245	1,033
Wholesale & Retail Trade	1,586	1,908	2,042	1,903	1,836	1,420	1,129	1,074
Hotels & Restaurant	246	321	340	350	340	272	200	196
Transport & Comm.	596	649	803	732	692	502	391	362
Finance	198	284	296	247	178	126	72	60
Real Estate	1,848	2,837	3,429	2,754	2,129	1,460	916	846
Education	424	767	980	815	927	526	474	397
Health	382	394	436	377	391	297	225	218
Other Community	433	492	582	572	532	411	252	225
Private Households	25	29	40	53	51	34	10	11
Foreign Mission	45	44	2	27	16	12	14	13
Not Stated	-	-	31	-	9	5	24	34
Total	11,325	15,602	19,080	17,286	15,529	11,062	7,209	6,564

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

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	628
Professionals	1,397	1,704	2,374	2,210	1,770	1,160	679	623
Technicians	1,091	1,739	2,165	1,739	1,755	1,170	760	597
Clerks	27	38	31	25	15	11	8	7
Service/Sales Workers	378	385	417	314	235	164	90	77
Skilled Agricultural Workers	44	25	23	16	9	7	37	38
Craft Workers	1,269	1,679	1,950	1,792	1,784	1,150	456	344
Plant & Machine Operators	832	854	983	870	638	462	261	230
Elementary Occupations	1,982	2,971	4,025	3,581	2,632	1,932	1,410	1,275
Other	-	-	-	-	-	-	-	24
Not Stated	20	4	1	2	2	2	14	-
Total	7,986	10,560	13,562	11,966	10,054	6,897	4,354	3,843

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