

WORK PERMITS HOLDERS

NO: 2015/3

FOURTH QUARTER 2012

STATISTICS BOTSWANA

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1.0 INTRODUCTION

This stats brief presents a summary of the characteristics of expatriates who held valid work permits as at end of December 2012.

The Department of Labour and Social Security issues work-permits and copies of approved work-permit applications are forwarded to Statistics Botswana analysis. 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 of jobs is being achieved or not. It is also of great interest to know whether the number of work permit holders is increasing or decreasing 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 and 3 depicting work permit holders by industry and occupation respectively. More detailed and disaggregated information on work permit holders is presented in tables 1.1a to 1.7.



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April 2015

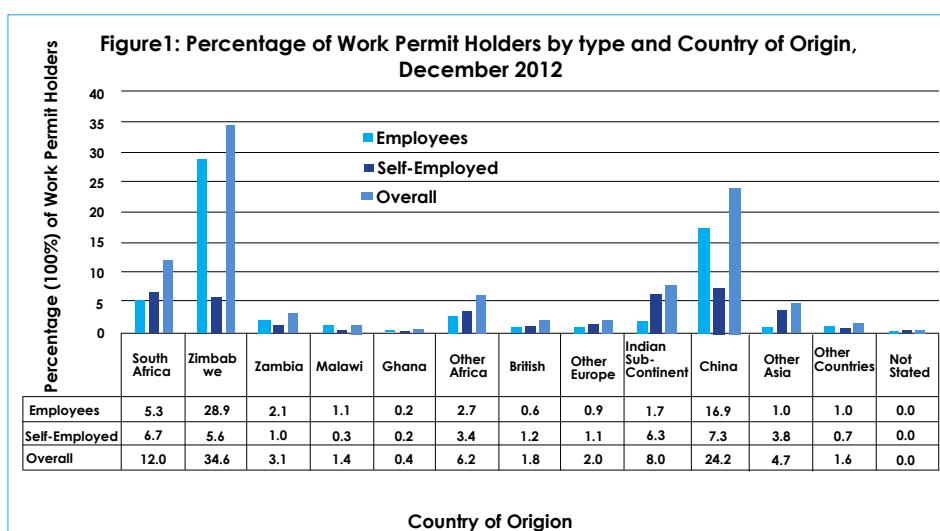
2.0 TOTAL WORK PERMIT HOLDERS

The total number of work permit holders recorded as active by the end of December 2012 was 11, 062. Of these, 6, 897 (62.3 percent) were employees while 4, 165 (37.7 percent) were self-employed. The overall proportion of male work permit holders was higher than that of female permit holders at 77.2 percent. (See Table 1.1a).

Employee work permit holders consist of those holding new work permits and those whose work permits have been renewed. The employee work permit holders with new work permits were 5, 860 in the fourth quarter of 2012, accounting for 85.5 percent of the total 6, 897 employee work permit holders. Employee work permit holders with renewed work permits in the fourth quarter of 2012 stood at 1, 037, accounting for 15.0 percent of employee work permit holders (Table 1.4a).

Work permit holders went down by 2,104 persons (16.0 percent) from 13, 166 persons in September 2012 to 11, 062 in December 2012. This is shown in Table 1.5.

Figure 1 and Table 1.1b depict work permit holders by country of origin. The largest work permit holders were Zimbabweans with 3, 823 persons (34.6 percent), followed by Chinese and South Africans with 2, 676 persons (24.2 percent) and 1, 324 persons (12.0 percent) respectively.



3.0 WORK PERMIT HOLDERS BY AGE GROUP

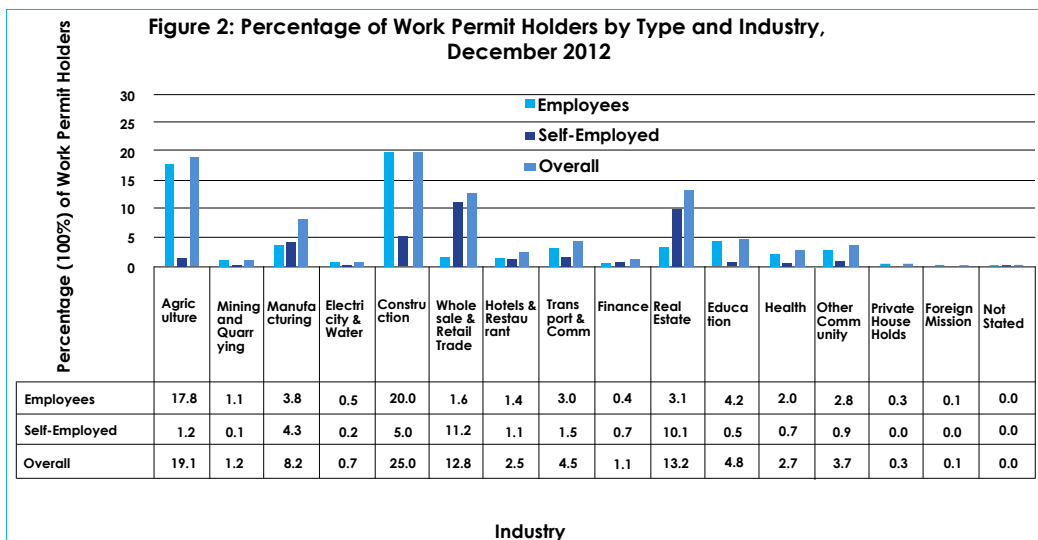
The age distribution shows that a large number of permit holders were in the age group 35-39 years at 18.8 percent of total work permit holders, followed by the 40-44 and 30-34 years age groups at 18.0 percent and 17.5 percent respectively (See Table 1.2b). Work permit holders aged 34 years and below accounted for 29.0 percent (3, 209 persons) of the total work permit holders.

4.0 WORK PERMIT HOLDERS BY INDUSTRY

Figure 2 shows industry distribution for Employees and Self-Employed work permit holders. For the employees, Construction has the highest number of work permit holders with 2, 213 persons (32.1 percent), followed by Agriculture with 1, 971 persons (28.6 percent), Education with 469 persons (6.8 percent) and Manufacturing with 425 persons (6.2 percent).

For Self-Employed work permit holders, the dominant activity was Wholesale & Retail Trade with 1, 239 persons (29.7 percent), followed by Real Estate with 1, 112 persons (26.7 percent) and Construction with 558 persons (13.4 percent).

For Employees, Males dominated in Construction and Mining & Quarrying industries with 95.7 percent and 94.4 percent respectively. As for the Self Employed work permit holders, Females were only dominant in Education with 63.2 percent. This is illustrated in Tables 1.3a and 1.3b.



5.0 WORK PERMIT HOLDERS BY OCCUPATION

Figure 3 and Tables 1.4a and 1.4b show occupation groups for the employees only. These are classified on the basis of whether they are new or renewed permits. The largest proportion, 1,932 employees (28.0 percent) were in the Elementary occupation, with new work permits (80.0 percent). Technicians and Professionals followed with 1,170 and 1,160 persons (17.0 percent and 16.8 percent) respectively.

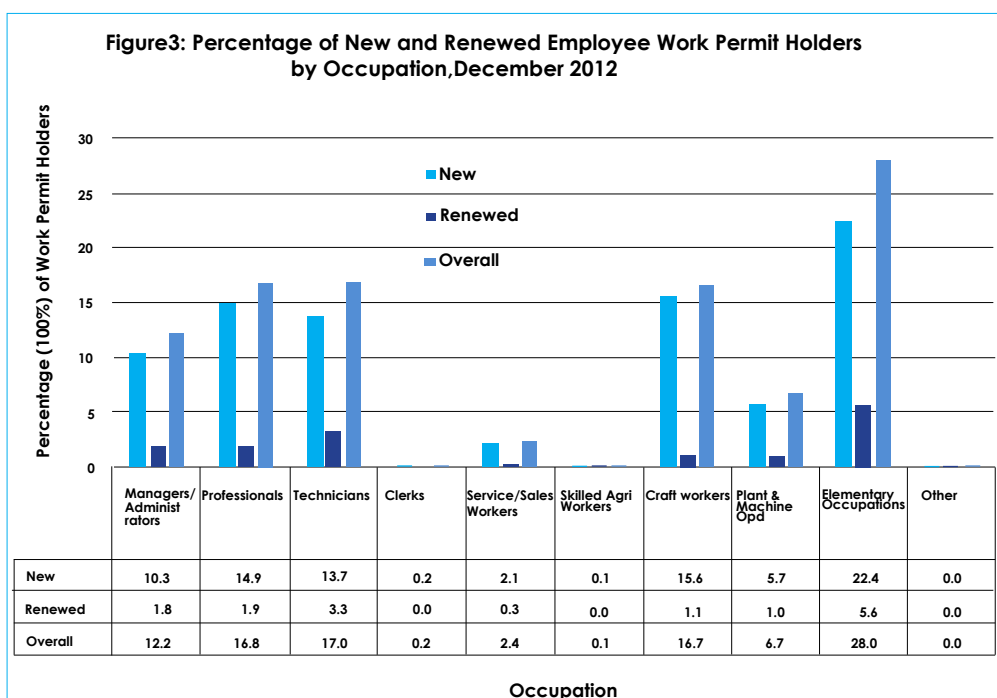


Table 1.1a: Total Work Permit Holders by Nationality and Type - December 2012

Nationality	Employees			Self Employed			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Overall
South Africa	462	122	584	500	240	740	962	362	1,324
Zimbabwe	2,217	981	3,198	479	146	625	2,696	1,127	3,823
Zambia	177	58	235	86	22	108	263	80	343
Malawi	113	11	124	26	6	32	139	17	156
Ghana	18	2	20	14	8	22	32	10	42
Other Africa	232	71	303	295	85	380	527	156	683
British	54	15	69	86	46	132	140	61	201
Other Europe	78	24	102	82	38	120	160	62	222
Indian Sub-Continent	166	22	188	587	115	702	753	137	890
China	1,754	110	1,864	541	271	812	2,295	381	2,676
Other Asia	90	19	109	367	48	415	457	67	524
Other Countries	67	33	100	49	27	76	116	60	176
Not Stated	-	1	1	-	1	1	-	2	2
Total	5,428	1,469	6,897	3,112	1,053	4,165	8,540	2,522	11,062
<i>Percentage (%) of Overall</i>	49.1	13.3	62.3	28.1	9.5	37.7	77.2	22.8	100

Table 1.1b: Percentage of Work Permit Holders by Nationality, Type of Employment and Sex - December 2012

Nationality	Employees (%)			Self-Employed (%)			All (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Overall
South Africa	8.5	8.3	8.5	16.1	22.8	17.8	11.3	14.4	12.0
Zimbabwe	40.8	66.8	46.4	15.4	13.9	15.0	31.6	44.7	34.6
Zambia	3.3	3.9	3.4	2.8	2.1	2.6	3.1	3.2	3.1
Malawi	2.1	0.7	1.8	0.8	0.6	0.8	1.6	0.7	1.4
Ghana	0.3	0.1	0.3	0.4	0.8	0.5	0.4	0.4	0.4
Other Africa	4.3	4.8	4.4	9.5	8.1	9.1	6.2	6.2	6.2
British	1.0	1.0	1.0	2.8	4.4	3.2	1.6	2.4	1.8
Other Europe	1.4	1.6	1.5	2.6	3.6	2.9	1.9	2.5	2.0
Indian Sub-Continent	3.1	1.5	2.7	18.9	10.9	16.9	8.8	5.4	8.0
China	32.3	7.5	27.0	17.4	25.7	19.5	26.9	15.1	24.2
Other Asia	1.7	1.3	1.6	11.8	4.6	10.0	5.4	2.7	4.7
Other Countries	1.2	2.2	1.4	1.6	2.6	1.8	1.4	2.4	1.6
Not Stated	0.0	0.1	0.0	0.0	0.1	0.0	0.0	0.1	0.0
Total	100	100	100	100	100	100	100	100	100

Table 1.2a: Total Work Permit Holders by Age Group and Type - December 2012

Age Group (Years)	Employees			Self -Employees			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<25	50	14	64	53	27	80	103	41	144
25-29 Yrs	522	155	677	339	110	449	861	265	1,126
30-34 Yrs	934	326	1,260	504	175	679	1,438	501	1,939
35-39 Yrs	999	354	1,353	539	184	723	1,538	538	2,076
40-44 Yrs	1,029	264	1,293	525	177	702	1,554	441	1,995
45-49 Yrs	856	155	1,011	422	134	556	1,278	289	1,567
50-54 Yrs	494	107	601	311	100	411	805	207	1,012
55-59 Yrs	267	61	328	162	73	235	429	134	563
60-64 Yrs	162	20	182	110	46	156	272	66	338
65-69 Yrs	93	9	102	102	22	124	195	31	226
70+	22	4	26	45	5	50	67	9	76
Total	5,428	1,469	6,897	3,112	1,053	4,165	8,540	2,522	11,062
<i>Percentage (%) of Overall</i>	<i>49.1</i>	<i>13.3</i>	<i>62.3</i>	<i>28.1</i>	<i>9.5</i>	<i>37.7</i>	<i>77.2</i>	<i>22.8</i>	<i>100</i>

Table 1.2b: Percentage of Work Permit Holders by Age Group, Type of Employment and Sex - December 2012

Age Group	Employees (%)			Self-Employed (%)			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Overall
< 25	0.9	1.0	0.9	1.7	2.6	1.9	1.2	1.6	1.3
25-29	9.6	10.6	9.8	10.9	10.4	10.8	10.1	10.5	10.2
30-34	17.2	22.2	18.3	16.2	16.6	16.3	16.8	19.9	17.5
35-39	18.4	24.1	19.6	17.3	17.5	17.4	18.0	21.3	18.8
40-44	19.0	18.0	18.7	16.9	16.8	16.9	18.2	17.5	18.0
45-49	15.8	10.6	14.7	13.6	12.7	13.3	15.0	11.5	14.2
50-54	9.1	7.3	8.7	10.0	9.5	9.9	9.4	8.2	9.1
55-59	4.9	4.2	4.8	5.2	6.9	5.6	5.0	5.3	5.1
60-64	3.0	1.4	2.6	3.5	4.4	3.7	3.2	2.6	3.1
65-69	1.7	0.6	1.5	3.3	2.1	3.0	2.3	1.2	2.0
70+	0.4	0.3	0.4	1.4	0.5	1.2	0.8	0.4	0.7
Total	100	100	100	100	100	100	100	100	100

Table 1.3a: Total Work Permit Holders by Industry and Type - December 2012

Industry	Employees			Self-Employees			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	1,275	696	1,971	105	32	137	1,380	728	2,108
Mining and Quarrying	119	7	126	8	0	8	127	7	134
Manufacturing	341	84	425	370	108	478	711	192	903
Electricity & Water	52	8	60	12	9	21	64	17	81
Construction	2,118	95	2,213	486	72	558	2,604	167	2,771
Wholesale & Retail Trade	170	11	181	922	317	1,239	1,092	328	1,420
Hotels & Restaurant	98	54	152	80	40	120	178	94	272
Transport & Comm	302	30	332	111	59	170	413	89	502
Finance	42	7	49	61	16	77	103	23	126
Real Estate	297	51	348	818	294	1,112	1,115	345	1,460
Education	265	204	469	21	36	57	286	240	526
Health	108	108	216	55	26	81	163	134	297
Other Community	233	74	307	60	44	104	293	118	411
Private Households	2	32	34	-	-	-	2	32	34
Foreign Mission	5	7	12	-	-	-	5	7	12
Not Stated	1	1	2	3	-	3	4	1	5
Total	5,428	1,469	6,897	3,112	1,053	4,165	8,540	2,522	11,062
<i>Percentage (%) of Overall</i>	49.1	13.3	62.3	28.1	9.5	37.7	77.2	22.8	100

Table 1.3b: Percentage of Work Permit Holders by Industry, Type of Employment and Sex - December 2012

Industry	Employees (%)			Self-Employed (%)			Overall (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Overall
Agriculture	23.5	47.4	28.6	3.4	3.0	3.3	16.2	28.9	19.1
Mining and Quarrying	2.2	0.5	1.8	0.3	0.0	0.2	1.5	0.3	1.2
Manufacturing	6.3	5.7	6.2	11.9	10.3	11.5	8.3	7.6	8.2
Electricity & Water	1.0	0.5	0.9	0.4	0.9	0.5	0.7	0.7	0.7
Construction	39.0	6.5	32.1	15.6	6.8	13.4	30.5	6.6	25.0
Wholesale & Retail Trade	3.1	0.7	2.6	29.6	30.1	29.7	12.8	13.0	12.8
Hotels & Restaurant	1.8	3.7	2.2	2.6	3.8	2.9	2.1	3.7	2.5
Transport & Comm	5.6	2.0	4.8	3.6	5.6	4.1	4.8	3.5	4.5
Finance	0.8	0.5	0.7	2.0	1.5	1.8	1.2	0.9	1.1
Real Estate	5.5	3.5	5.0	26.3	27.9	26.7	13.1	13.7	13.2
Education	4.9	13.9	6.8	0.7	3.4	1.4	3.3	9.5	4.8
Health	2.0	7.4	3.1	1.8	2.5	1.9	1.9	5.3	2.7
Other Community	4.3	5.0	4.5	1.9	4.2	2.5	3.4	4.7	3.7
Private Households	0.0	2.2	0.5	0.0	0.0	0.0	0.0	1.3	0.3
Foreign Mission	0.1	0.5	0.2	0.0	0.0	0.0	0.1	0.3	0.1
Not Stated	0.0	0.1	0.0	0.1	0.0	0.1	0.0	0.0	0.0
Total	100	100	100	100	100	100	100	100	100

Table 1.4a: New and Renewed Employee Work Permit Holders by Occupation - December 2012

Occupation	New			Renewal			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers/Administrators	611	102	713	99	27	126	710	129	839
Professionals	871	156	1,027	115	18	133	986	174	1,160
Technicians	720	224	944	156	70	226	876	294	1,170
Clerks	4	7	11	0	0	0	4	7	11
Service/Sales Workers	86	59	145	13	6	19	99	65	164
Skilled Agri. Workers	5	1	6	1	0	1	6	1	7
Craft Workers	1,019	54	1,073	66	11	77	1,085	65	1,150
Plant & Machine Opd.	375	20	395	65	2	67	440	22	462
Elementary Occupations	948	597	1,545	272	115	387	1,220	712	1,932
Not Stated	1	0	1	1	0	1	2	0	2
Total	4,640	1,220	5,860	788	249	1,037	5,428	1,469	6,897
<i>Percentage (%) of Overall</i>	67.3	17.7	85.0	11.4	3.6	15.0	78.7	21.3	100

Table 1.4b: Percentage of Work Permit Holders by Occupation, Work Permit Status and Sex - December 2012

Occupation	New (%)			Renewal (%)			All (%)		Overall
	Male	Female	Total	Male	Female	Total	Male	Female	
Managers/Administrators	13.2	8.4	12.2	12.6	10.8	12.2	13.1	8.8	12.2
Professionals	18.8	12.8	17.5	14.6	7.2	12.8	18.2	11.8	16.8
Technicians	15.5	18.4	16.1	19.8	28.1	21.8	16.1	20.0	17.0
Clerks	0.1	0.6	0.2	0.0	0.0	0.0	0.1	0.5	0.2
Service/Sales Workers	1.9	4.8	2.5	1.6	2.4	1.8	1.8	4.4	2.4
Skilled Agri. Workers	0.1	0.1	0.1	0.1	0.0	0.1	0.1	0.1	0.1
Craft Workers	22.0	4.4	18.3	8.4	4.4	7.4	20.0	4.4	16.7
Plant & Machine Opd.	8.1	1.6	6.7	8.2	0.8	6.5	8.1	1.5	6.7
Elementary Occupations	20.4	48.9	26.4	34.5	46.2	37.3	22.5	48.5	28.0
Not Stated	0.0	0.0	0.0	0.1	0.0	0.1	0.0	0.0	0.0
Total	100	100	100	100	100	100	100	100	100

Table 1.5: Quarterly Work Permit Holders by Industry and Sex, 1st Quarter 2012 – 4th Quarter 2012

Industry	1st Quarter (March 2012)			2nd Quarter (June 2012)			3rd Quarter (September 2012)			4th Quarter (December 2012)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	1,817	965	2,782	1,629	873	2,502	1,606	841	2,447	1,380	728	2,108
Mining & Quarrying	190	8	198	153	6	159	141	7	148	127	7	134
Manufacturing	1,092	239	1,331	853	223	1,076	833	217	1,050	711	192	903
Electricity & Water	187	24	211	77	18	95	76	18	94	64	17	81
Construction	4,123	242	4,365	3,635	210	3,845	3,418	210	3,628	2,604	167	2,771
Wholesale & Retail Trade	1,420	416	1,836	1,173	335	1,508	1,245	372	1,617	1,092	328	1,420
Hotels & Restaurant	251	124	375	212	97	309	216	104	320	178	94	272
Transport & Comm.	603	109	712	518	93	611	503	100	603	413	89	502
Finance	147	31	178	130	26	156	123	29	152	103	23	126
Real Estate	1,568	474	2,042	1,378	391	1,769	1,275	394	1,669	1,115	345	1,460
Education	449	414	863	344	292	636	313	254	567	286	240	526
Health	226	172	398	189	148	337	184	152	336	163	134	297
Other Community	376	167	543	324	137	461	327	140	467	293	118	411
Private Households	2	41	43	2	41	43	2	41	43	2	32	34
Foreign Mission	8	10	18	7	10	17	5	9	14	5	7	12
Not Stated	8	4	12	3	1	4	8	3	11	4	1	5
Total	12,467	3,440	15,907	10,627	2,901	13,528	10,275	2,891	13,166	8,540	2,522	11,062
Quarter to Quarter % Change	3.6	-1.5	2.4	-14.8	-15.7	-15.0	-3.3	-0.3	-2.7	-16.9	-12.8	-16.0

Table 1.6: Total Work Permit Holders by Year and Industry 2005 – 2012

Industry	2005	2006	2007	2008	2009	2010	2011	2012
Agriculture	1,229	1,189	2,098	3,130	4,209	3,800	2,848	2,108
Mining & Quarrying	45	38	76	154	175	191	188	134
Manufacturing	1,164	1,041	1,613	1,982	2,035	1,590	1,282	903
Electricity & Water	24	35	97	137	101	99	113	81
Construction	1,384	1,158	1,658	2,474	3,579	3,776	3,997	2,771
Wholesale & Retail Trade	1,592	1,327	1,586	1,908	2,042	1,903	1,836	1,420
Hotels & Restaurant	214	168	246	321	340	350	340	272
Transport & Comm.	484	425	596	649	803	732	692	502
Finance	157	136	198	284	296	247	178	126
Real Estate	1,373	1,177	1,848	2,837	3,429	2,754	2,129	1,460
Education	309	241	424	767	980	815	927	526
Health	528	275	382	394	436	377	391	297
Other Community	348	317	433	492	582	572	532	411
Private Households	20	20	25	29	40	53	51	34
Foreign Mission	8	39	45	44	2	27	16	12
Not Stated	15	-	-	-	31	-	9	5
Total	8,894	7,586	11,325	15,602	19,080	17,286	15,529	11,062

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

Table 1.6: Total Work Permit Holders by Year and Industry 2005 – 2012

Occupation	2005	2006	2007	2008	2009	2010	2011	2012
Managers/Administrators	840	753	946	1,161	1,590	1,417	1,214	839
Professionals	1,116	987	1,397	1,704	2,374	2,210	1,770	1,160
Technicians	985	740	1,091	1,739	2,165	1,739	1,755	1,170
Clerks	22	21	27	38	31	25	15	11
Service/Sales Workers	360	304	378	385	417	314	235	164
Skilled Agricultural Workers	49	37	44	25	23	16	9	7
Craft Workers	960	878	1,269	1,679	1,950	1,792	1,784	1,150
Plant & Machine Operators	602	562	832	854	983	870	638	462
Elementary Occupations	1,028	1,070	1,982	2,971	4,025	3,581	2,632	1,932
Not Stated	15	17	20	4	1	2	2	2
Total	5,977	5,369	7,986	10,560	13,562	11,966	10,054	6,897

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