

# Work Permits Stats Brief

## Quarter 3, 2019

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# STATISTICS BOTSWANA

## PREFACE

This stats brief presents a summary on characteristics of expatriates who held valid work permits as at the end of September 2019.

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.

This brief shows that the number of work permit holders has decreased by 9.2 percent between June 2019 and September 2019, from 5,890 to 5,347. Most permit holders were recorded in the agricultural sector at 27.6 percent followed by the education sector with 15.9 percent. The largest group of work permit holders was the age group 35-39 with 18.3 percent followed by 40-44 and 45-49 at 17.6 and 17.0 percent respectively.

I hope you find this brief informative for planning and decision making.



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**Dr Burton Mguni**  
**Statistician General**

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## 1.0 INTRODUCTION

Work permits represent an authorization issued by the Department of Labour and Social Security allowing nationals of other countries to work legally in the country. Entries on the work permit shows 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 analyzed. 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.

Five graphical presentations are given; **Figures 1 & 2** present 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.

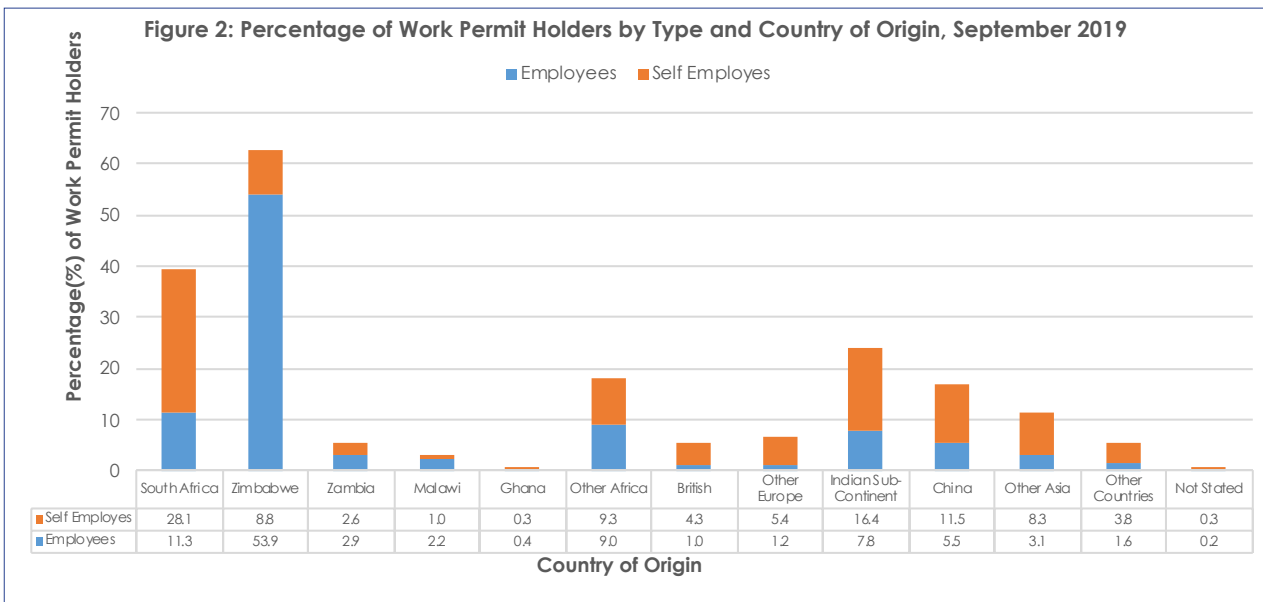
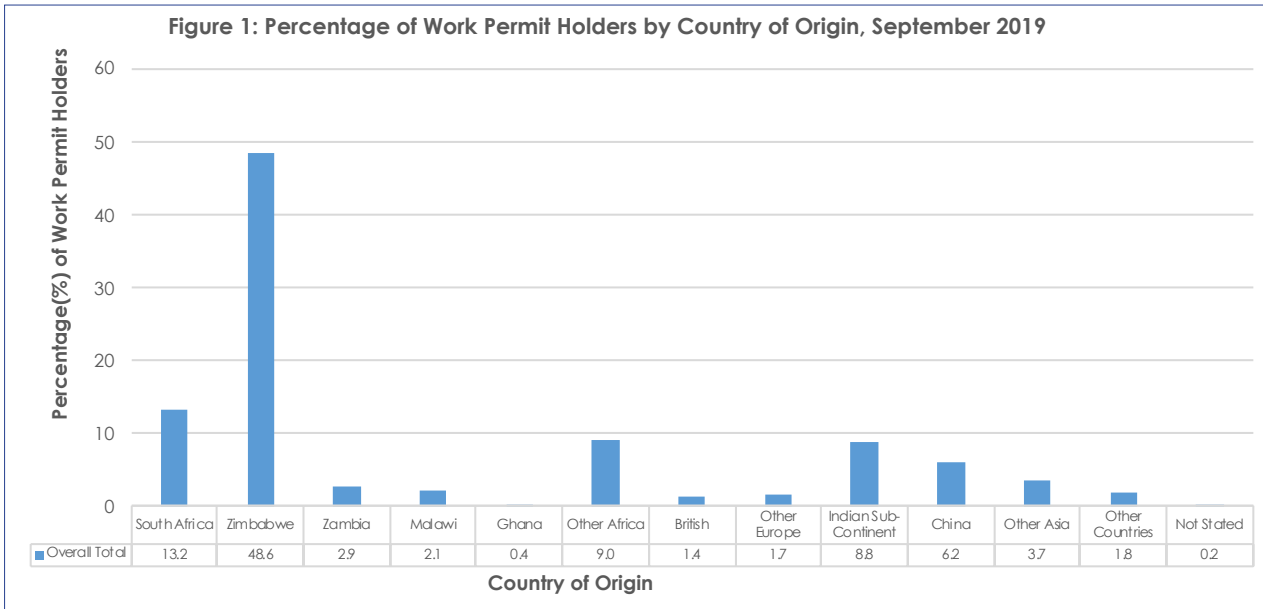
## 2.0 TOTAL WORK PERMIT HOLDERS

The total number of work permit holders that were valid as of end of September 2019 was 5,347. Of these 4,720 (88.3 percent) were employees while 627 (11.7 percent) were self – employed. Overall, male work permit holders at 74.7 percent were higher than their female counterparts (25.3 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 3,616 permit holders were new employee work permits, while 1,104 held renewed ones. Males outnumbered females for both new and renewed work permit holders. In the new work permit holder's category, males accounted for 58.3 percent of the total employee work permit holders compared to 18.3 percent of females. For the renewed work permit holders, male employees work permit holders accounted for 16.5 percent of the total employee work permit holders compared with 6,9 percent for females.

**Table 1.7** shows quarterly work permit holders by industry and sex from the fourth quarter of 2018 to the third quarter of 2019. Total work permit holders increased from the fourth quarter of 2018 to the second quarter of 2019. Between December 2018 and March 2019, total work permits holders increased, by 85 persons, from 5,605 in December 2018 to 5,690 in March 2019, an increase of 1.5 percent. Between March 2019 and June 2019, total work permits holders rose by 200 persons, from 5,690 March 2019 to 5,890 in June 2019, an increase of 3.5 percent. Comparing December 2018 with September 2019 total work permits holders dropped by 258 persons, a decrease of 4.6 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 2,599 persons (48.6 percent), followed by South Africa at 707 persons (13.2 percent,) and Other Africa with 483 persons (9.0 percent).



### 3.0 WORK PERMIT HOLDERS BY AGE GROUP

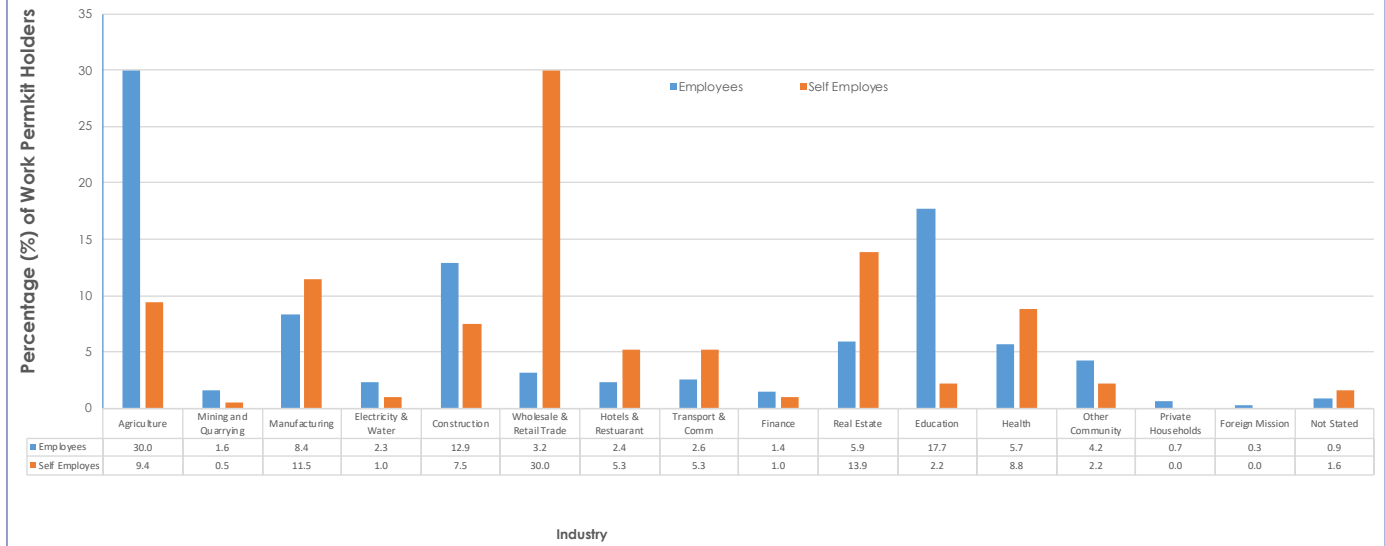
The age distribution shows that a large number of work permit holders were in the 35-39 years age group, at 18.3 percent of total work permit holders, followed by the 40-44 and 45-49 years age groups at 17.6 and 17.0 percent respectively. For the self-employed category, age group 45-49 had the largest share with 120 permit holders (19.1 percent) followed by the 40-44 age group with 110 permit holders (17.5 percent). For employee work permit holders, the 35-39 age group stood at 911 permit holders (19.3 percent) followed by age group 40-44 with 832 work permit holders (17.6 percent), See [Table 1.2a](#) & [1.2b](#). Work permit holders of youth, aged 15-35 accounted for 1245, which is 23.2 percent of the total work permit holders.

### 4.0 WORK PERMIT HOLDERS BY INDUSTRY

**Figure 3** presents Employee and Self-Employed work permit holders distribution by Industry. Overall, Agriculture had the largest work permit holders at 27.6 percent, followed by Education with 15.9 percent. Construction was third with 12.2 percent of work permit holders.

For the employee work permit holders, Agriculture Industry accounted for 30.0 percent of employee work permit holders, followed by Education with 17.7 percent. In the self-employed work permit holders' category, Wholesale & Retail Trade was above other industries, recording 30.0 percent of work permit holders, followed by Real Estate and Manufacturing with 13.9 each.

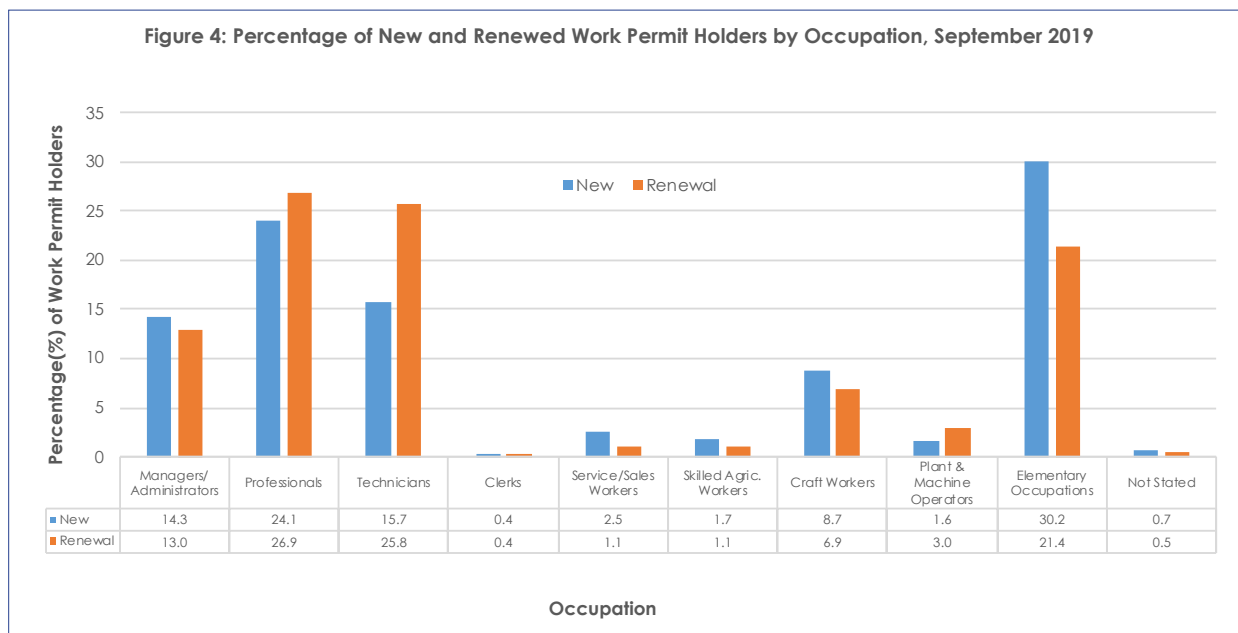
**Figure 3: Percentage of Work Permit Holders by Type and Industry, September 2019**



## 5.0 WORK PERMIT HOLDERS BY OCCUPATION

Figure 4, Tables 1.4a and 1.4b show employee work permit holders (new and renewed) and their occupation. The largest proportion is found in the elementary occupations with 1,327 persons (28.1 percent), followed by the Professionals with 1,169 persons (24.8 percent) and Technicians at 853 persons (18.1 percent).

**Figure 4: Percentage of New and Renewed Work Permit Holders by Occupation, September 2019**

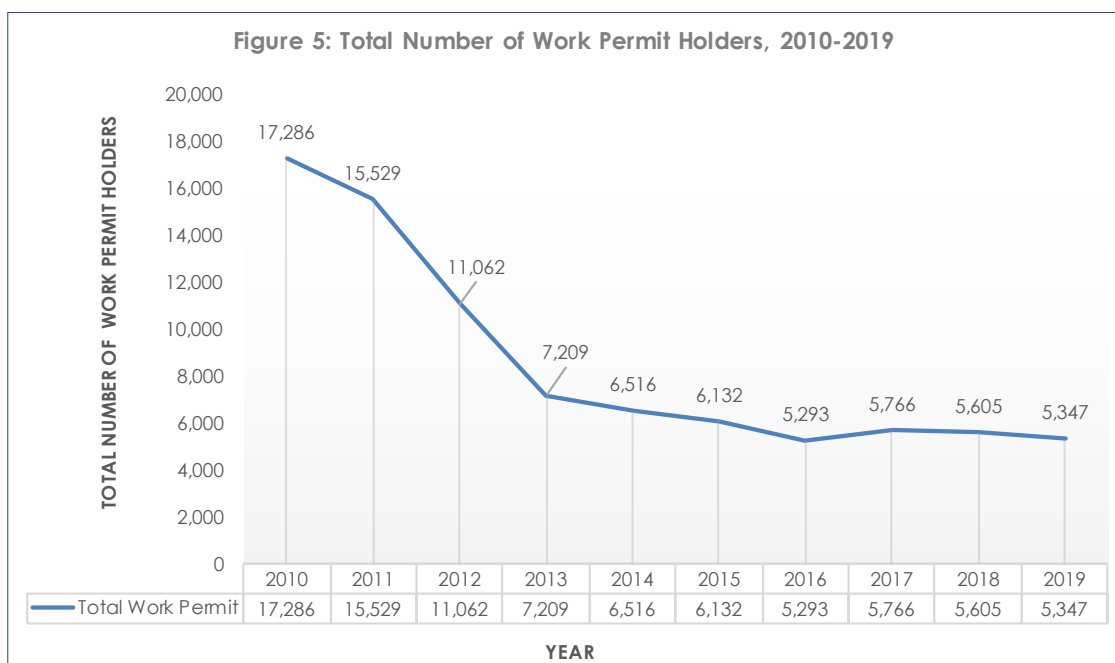


## 6.0 EMPLOYEE WORK PERMIT HOLDERS BY TRAINING

Among the employee work permit holders, 39.8 percent (1,877) had no Training or had not stated if they have any training. Degree holders accounted for 31.6 percent (1,493) of work permit holders with known training status. Diploma holders accounted for 18.2 percent (858), while Certificate holders contributed 10.4 percent (492) of employee work permit holders (see Table 1.5a and 1.5b). Tables 1.6a and 1.6b show the work permit holders by the subject of training. Engineering & Allied programs topped the work permit holders with known training status, accounting for 11.2 percent, followed by work permit holders with Education training and Commercial, Clerical and Business & Public Administration programs at 8.1 and 7.8 percent respectively.

## 7.0 TREND OF TOTAL WORK PERMIT HOLDERS

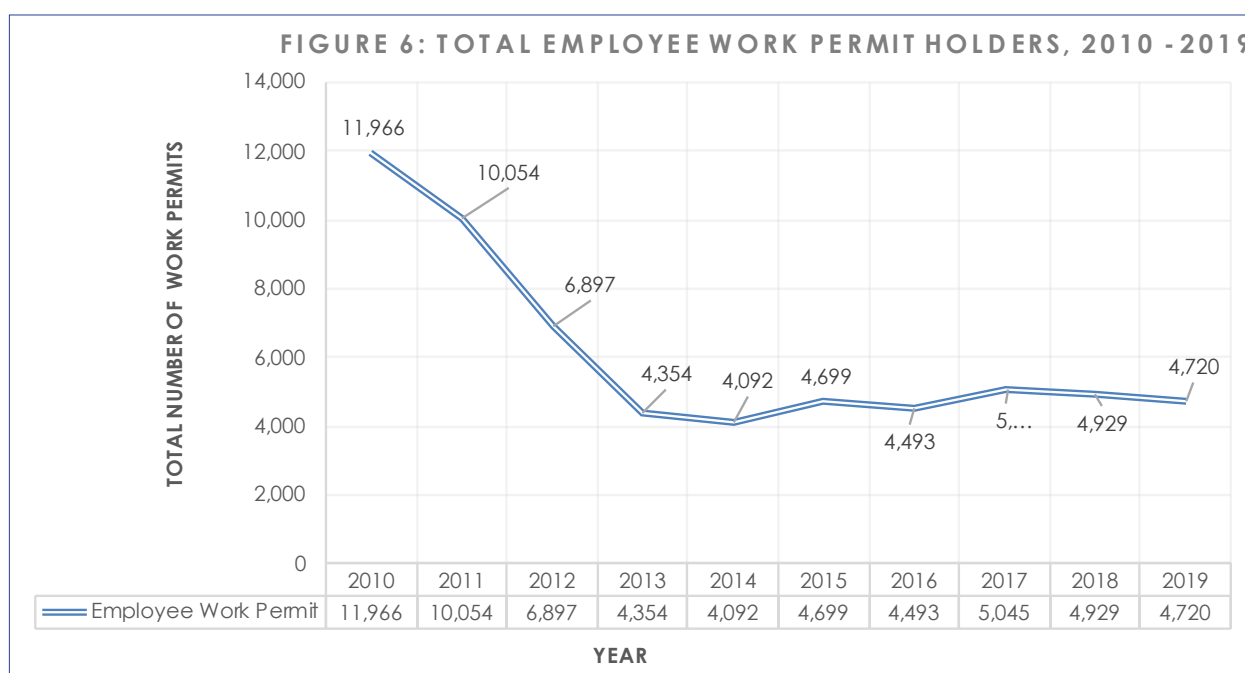
**Table 1.8** and **figure 5** below show a trend in work permit holders from the year 2010 to September 2019. The trend shows that between the year 2010 and 2014 there was a significant decrease in work permit holders, from 17,286 to 6,516, representing a plunge of 62.3 percent. Between the year 2014 and 2019 the number of work permit holders decreased from 6,516 to 5,347, a decline of 17.9 percent.



Note: Totals are as at end of December for each year except 2019 which is at end of September

## 8. TREND OF EMPLOYEE WORK PERMIT HOLDERS

**Table 1.9** and **figure 6** below show a trend in total employee work permit holders from the year 2010 to 2019. The trend shows that between the year 2010 and 2014 there was a significant decrease in employee work permit holders, from 11,966 to 4,092, a decline of 65.8 percent. Between the year 2014 and 2019 the number of employee work permit holders increased from 4,092 to 4,720, an upsurge of 15.3 percent. Generally this shows that the number of self-employed work permit holders is declining over the years, when relating to the total or overall work permit holders between the year 2014 and 2019.



**Table 1.1a: Work Permit Holders by Country of Origin, Type of Permit and Sex, September 2019**

Nationality	Employees			Self-Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
South Africa	457	74	<b>531</b>	125	51	<b>176</b>	582	125	<b>707</b>
Zimbabwe	1,794	750	<b>2,544</b>	44	11	<b>55</b>	1,838	761	<b>2,599</b>
Zambia	74	64	<b>138</b>	13	3	<b>16</b>	87	67	<b>154</b>
Malawi	92	14	<b>106</b>	6	0	<b>6</b>	98	14	<b>112</b>
Ghana	15	5	<b>20</b>	2	0	<b>2</b>	17	5	<b>22</b>
Other Africa	310	115	<b>425</b>	48	10	<b>58</b>	358	125	<b>483</b>
British	29	18	<b>47</b>	15	12	<b>27</b>	44	30	<b>74</b>
Other Europe	40	18	<b>58</b>	24	10	<b>34</b>	64	28	<b>92</b>
Indian Sub-Continent	313	53	<b>366</b>	77	26	<b>103</b>	390	79	<b>469</b>
China	227	31	<b>258</b>	50	22	<b>72</b>	277	53	<b>330</b>
Other Asia	121	24	<b>145</b>	41	11	<b>52</b>	162	35	<b>197</b>
Other Countries	55	19	<b>74</b>	15	9	<b>24</b>	70	28	<b>98</b>
Not Stated	7	1	<b>8</b>	1	1	<b>2</b>	8	2	<b>10</b>
<b>Total</b>	<b>3,534</b>	<b>1,186</b>	<b>4,720</b>	<b>461</b>	<b>166</b>	<b>627</b>	<b>3,995</b>	<b>1,352</b>	<b>5,347</b>
<b>Percentage (%) Overall</b>	<b>66.1</b>	<b>22.2</b>	<b>88.3</b>	<b>8.6</b>	<b>3.1</b>	<b>11.7</b>	<b>74.7</b>	<b>25.3</b>	<b>100.0</b>

**Table 1.1b: Percentage of Work Permit Holders by Country of Origin, Type of Permit and Sex, September 2019**

Nationality	Employees			Self-Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
South Africa	12.9	6.2	<b>11.3</b>	27.1	30.7	<b>28.1</b>	14.6	9.2	<b>13.2</b>
Zimbabwe	50.8	63.2	<b>53.9</b>	9.5	6.6	<b>8.8</b>	46.0	56.3	<b>48.6</b>
Zambia	2.1	5.4	<b>2.9</b>	2.8	1.8	<b>2.6</b>	2.2	5.0	<b>2.9</b>
Malawi	2.6	1.2	<b>2.2</b>	1.3	0.0	<b>1.0</b>	2.5	1.0	<b>2.1</b>
Ghana	0.4	0.4	<b>0.4</b>	0.4	0.0	<b>0.3</b>	0.4	0.4	<b>0.4</b>
Other Africa	8.8	9.7	<b>9.0</b>	10.4	6.0	<b>9.3</b>	9.0	9.2	<b>9.0</b>
British	0.8	1.5	<b>1.0</b>	3.3	7.2	<b>4.3</b>	1.1	2.2	<b>1.4</b>
Other Europe	1.1	1.5	<b>1.2</b>	5.2	6.0	<b>5.4</b>	1.6	2.1	<b>1.7</b>
Indian Sub-Continent	8.9	4.5	<b>7.8</b>	16.7	15.7	<b>16.4</b>	9.8	5.8	<b>8.8</b>
China	6.4	2.6	<b>5.5</b>	10.8	13.3	<b>11.5</b>	6.9	3.9	<b>6.2</b>
Other Asia	3.4	2.0	<b>3.1</b>	8.9	6.6	<b>8.3</b>	4.1	2.6	<b>3.7</b>
Other Countries	1.6	1.6	<b>1.6</b>	3.3	5.4	<b>3.8</b>	1.8	2.1	<b>1.8</b>
Not Stated	0.2	0.1	<b>0.2</b>	0.2	0.6	<b>0.3</b>	0.2	0.1	<b>0.2</b>
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**Table 1.2a: Total Work Permit Holders by Age Group, Type of Permit and Sex, September 2019**

Age	Employees			Self-Employees			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 25	63	29	<b>92</b>	4	0	<b>4</b>	67	29	<b>96</b>
25-29	263	85	<b>348</b>	18	10	<b>28</b>	281	95	<b>376</b>
30-34	483	167	<b>650</b>	31	19	<b>50</b>	514	186	<b>700</b>
35-39	682	229	<b>911</b>	54	15	<b>69</b>	736	244	<b>980</b>
40-44	586	246	<b>832</b>	76	34	<b>110</b>	662	280	<b>942</b>
45-49	601	190	<b>791</b>	90	30	<b>120</b>	691	220	<b>911</b>
50-54	364	118	<b>482</b>	60	21	<b>81</b>	424	139	<b>563</b>
55-59	239	64	<b>303</b>	49	13	<b>62</b>	288	77	<b>365</b>
60-64	143	39	<b>182</b>	30	13	<b>43</b>	173	52	<b>225</b>
65-69	70	9	<b>79</b>	28	9	<b>37</b>	98	18	<b>116</b>
70+	29	5	<b>34</b>	20	2	<b>22</b>	49	7	<b>56</b>
Unknown	11	5	<b>16</b>	1	0	<b>1</b>	12	5	<b>17</b>
<b>Total</b>	<b>3,534</b>	<b>1,186</b>	<b>4,720</b>	<b>461</b>	<b>166</b>	<b>627</b>	<b>3,995</b>	<b>1,352</b>	<b>5,347</b>
<b>Percentage (%) Overall</b>	<b>66.1</b>	<b>22.2</b>	<b>88.3</b>	<b>8.6</b>	<b>3.1</b>	<b>11.7</b>	<b>74.7</b>	<b>25.3</b>	<b>100.0</b>

**Table 1.2b: Percentage of Work Permit Holders by Age Group, Type of Permit and Sex, September 2019**

Age	Employees			Self-Employees			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 25	1.8	2.4	<b>1.9</b>	0.9	0.0	<b>0.6</b>	1.7	2.1	<b>1.8</b>
25-29	7.4	7.2	<b>7.4</b>	3.9	6.0	<b>4.5</b>	7.0	7.0	<b>7.0</b>
30-34	13.7	14.1	<b>13.8</b>	6.7	11.4	<b>8.0</b>	12.9	13.8	<b>13.1</b>
35-39	19.3	19.3	<b>19.3</b>	11.7	9.0	<b>11.0</b>	18.4	18.0	<b>18.3</b>
40-44	16.6	20.7	<b>17.6</b>	16.5	20.5	<b>17.5</b>	16.6	20.7	<b>17.6</b>
45-49	17.0	16.0	<b>16.8</b>	19.5	18.1	<b>19.1</b>	17.3	16.3	<b>17.0</b>
50-54	10.3	9.9	<b>10.2</b>	13.0	12.7	<b>12.9</b>	10.6	10.3	<b>10.5</b>
55-59	6.8	5.4	<b>6.4</b>	10.6	7.8	<b>9.9</b>	7.2	5.7	<b>6.8</b>
60-64	4.0	3.3	<b>3.9</b>	6.5	7.8	<b>6.9</b>	4.3	3.8	<b>4.2</b>
65-69	2.0	0.8	<b>1.7</b>	6.1	5.4	<b>5.9</b>	2.5	1.3	<b>2.2</b>
70+	0.8	0.4	<b>0.7</b>	4.3	1.2	<b>3.5</b>	1.2	0.5	<b>1.0</b>
Unknown	0.3	0.4	<b>0.3</b>	0.2	0.0	<b>0.2</b>	0.3	0.4	<b>0.3</b>
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>



**Table 1.3a: Total Work Permit Holders by Industry, Type of Permit and Sex, September 2019**

Industry	Employees			Self-Employees			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	1,030	387	<b>1,417</b>	50	9	<b>59</b>	1080	396	<b>1,476</b>
Mining and Quarrying	71	4	<b>75</b>	3	0	<b>3</b>	74	4	<b>78</b>
Manufacturing	339	56	<b>395</b>	46	26	<b>72</b>	385	82	<b>467</b>
Electricity & Water	105	2	<b>107</b>	4	2	<b>6</b>	109	4	<b>113</b>
Construction	587	21	<b>608</b>	41	6	<b>47</b>	628	27	<b>655</b>
Wholesale & Retail Trade	135	14	<b>149</b>	144	44	<b>188</b>	279	58	<b>337</b>
Hotels & Restaurant	78	33	<b>111</b>	21	12	<b>33</b>	99	45	<b>144</b>
Transport & Communication	107	15	<b>122</b>	22	11	<b>33</b>	129	26	<b>155</b>
Finance	50	17	<b>67</b>	5	1	<b>6</b>	55	18	<b>73</b>
Real Estate	233	46	<b>279</b>	52	35	<b>87</b>	285	81	<b>366</b>
Education	462	374	<b>836</b>	10	4	<b>14</b>	472	378	<b>850</b>
Health	129	138	<b>267</b>	43	12	<b>55</b>	172	150	<b>322</b>
Other Community	163	36	<b>199</b>	12	2	<b>14</b>	175	38	<b>213</b>
Private Households	4	28	<b>32</b>	0	0	<b>0</b>	4	28	<b>32</b>
Foreign Mission	10	5	<b>15</b>	0	0	<b>0</b>	10	5	<b>15</b>
Not Stated	31	10	<b>41</b>	8	2	<b>10</b>	39	12	<b>51</b>
<b>Total</b>	<b>3,534</b>	<b>1,186</b>	<b>4,720</b>	<b>461</b>	<b>166</b>	<b>627</b>	<b>3,995</b>	<b>1,352</b>	<b>5,347</b>
<b>Percentage (%) Overall</b>	<b>66.1</b>	<b>22.2</b>	<b>88.3</b>	<b>8.6</b>	<b>3.1</b>	<b>11.7</b>	<b>74.7</b>	<b>25.3</b>	<b>100.0</b>

**Table 1.3b: Percentage of Work Permit Holders by Industry and Type of Permit, September 2019**

Industry	Employees			Self-Employees			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	29.1	32.6	<b>30.0</b>	10.8	5.4	<b>9.4</b>	27.0	29.3	<b>27.6</b>
Mining and Quarrying	2.0	0.3	<b>1.6</b>	0.7	0.0	<b>0.5</b>	1.9	0.3	<b>1.5</b>
Manufacturing	9.6	4.7	<b>8.4</b>	10.0	15.7	<b>11.5</b>	9.6	6.1	<b>8.7</b>
Electricity & Water	3.0	0.2	<b>2.3</b>	0.9	1.2	<b>1.0</b>	2.7	0.3	<b>2.1</b>
Construction	16.6	1.8	<b>12.9</b>	8.9	3.6	<b>7.5</b>	15.7	2.0	<b>12.2</b>
Wholesale & Retail Trade	3.8	1.2	<b>3.2</b>	31.2	26.5	<b>30.0</b>	7.0	4.3	<b>6.3</b>
Hotels & Restaurant	2.2	2.8	<b>2.4</b>	4.6	7.2	<b>5.3</b>	2.5	3.3	<b>2.7</b>
Transport & Communication	3.0	1.3	<b>2.6</b>	4.8	6.6	<b>5.3</b>	3.2	1.9	<b>2.9</b>
Finance	1.4	1.4	<b>1.4</b>	1.1	0.6	<b>1.0</b>	1.4	1.3	<b>1.4</b>
Real Estate	6.6	3.9	<b>5.9</b>	11.3	21.1	<b>13.9</b>	7.1	6.0	<b>6.8</b>
Education	13.1	31.5	<b>17.7</b>	2.2	2.4	<b>2.2</b>	11.8	28.0	<b>15.9</b>
Health	3.7	11.6	<b>5.7</b>	9.3	7.2	<b>8.8</b>	4.3	11.1	<b>6.0</b>
Other Community	4.6	3.0	<b>4.2</b>	2.6	1.2	<b>2.2</b>	4.4	2.8	<b>4.0</b>
Private Households	0.1	2.4	<b>0.7</b>	0.0	0.0	<b>0.0</b>	0.1	2.1	<b>0.6</b>
Foreign Mission	0.3	0.4	<b>0.3</b>	0.0	0.0	<b>0.0</b>	0.3	0.4	<b>0.3</b>
Not Stated	0.9	0.8	<b>0.9</b>	1.7	1.2	<b>1.6</b>	1.0	0.9	<b>1.0</b>
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**Table 1.4a: New and Renewed Employee Work Permit Holders by Occupation, September 2019**

Occupation	New			Renew			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers/Administrators	441	77	<b>518</b>	116	27	<b>143</b>	557	104	<b>661</b>
Professionals	668	204	<b>872</b>	212	85	<b>297</b>	880	289	<b>1,169</b>
Technicians	400	168	<b>568</b>	162	123	<b>285</b>	562	291	<b>853</b>
Clerks	10	3	<b>13</b>	3	1	<b>4</b>	13	4	<b>17</b>
Service/Sales Workers	52	38	<b>90</b>	8	4	<b>12</b>	60	42	<b>102</b>
Skilled Agri. Workers	48	15	<b>63</b>	10	2	<b>12</b>	58	17	<b>75</b>
Craft Workers	284	31	<b>315</b>	72	4	<b>76</b>	356	35	<b>391</b>
Plant & Machine Operators	59	0	<b>59</b>	30	3	<b>33</b>	89	3	<b>92</b>
Elementary Occupations	770	321	<b>1,091</b>	162	74	<b>236</b>	932	395	<b>1,327</b>
Not Stated	22	5	<b>27</b>	5	1	<b>6</b>	27	6	<b>33</b>
<b>Total</b>	<b>2,754</b>	<b>862</b>	<b>3,616</b>	<b>780</b>	<b>324</b>	<b>1,104</b>	<b>3,534</b>	<b>1,186</b>	<b>4,720</b>
Percentage (%) Overall	58.3	18.3	<b>76.6</b>	16.5	6.9	<b>23.4</b>	74.9	25.1	<b>100.0</b>

**Table 1.4b: Percentage of Work Permit Holders by Occupation, Work Permit Status and Sex, September 2019**

Occupation	New			Renewal			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers/Administrators	16.0	8.9	<b>14.3</b>	14.9	8.3	<b>13.0</b>	15.8	8.8	<b>14.0</b>
Professionals	24.3	23.7	<b>24.1</b>	27.2	26.2	<b>26.9</b>	24.9	24.4	<b>24.8</b>
Technicians	14.5	19.5	<b>15.7</b>	20.8	38.0	<b>25.8</b>	15.9	24.5	<b>18.1</b>
Clerks	0.4	0.3	<b>0.4</b>	0.4	0.3	<b>0.4</b>	0.4	0.3	<b>0.4</b>
Service/Sales Workers	1.9	4.4	<b>2.5</b>	1.0	1.2	<b>1.1</b>	1.7	3.5	<b>2.2</b>
Skilled Agric. Workers	1.7	1.7	<b>1.7</b>	1.3	0.6	<b>1.1</b>	1.6	1.4	<b>1.6</b>
Craft Workers	10.3	3.6	<b>8.7</b>	9.2	1.2	<b>6.9</b>	10.1	3.0	<b>8.3</b>
Plant & Machine Operators	2.1	0.0	<b>1.6</b>	3.8	0.9	<b>3.0</b>	2.5	0.3	<b>1.9</b>
Elementary Occupations	28.0	37.2	<b>30.2</b>	20.8	22.8	<b>21.4</b>	26.4	33.3	<b>28.1</b>
Not Stated	0.8	0.6	<b>0.7</b>	0.6	0.3	<b>0.5</b>	0.8	0.5	<b>0.7</b>
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**Table 1.5a: Employee Work Permit Holders by Training and Sex, September 2019**

Training	Male	Female	Total
Certificate Holders	428	64	<b>492</b>
Diploma Holders	587	271	<b>858</b>
Degree Holders	1,127	366	<b>1,493</b>
No Training Stated	1,392	485	<b>1,877</b>
<b>Total</b>	<b>3,534</b>	<b>1,186</b>	<b>4,720</b>

**Table 1.5b: Percentage of Employee Work Permit Holders by Training and Sex, September 2019**

Training	Male	Female	Total
Certificate Holders	31.9	30.9	<b>31.6</b>
Diploma Holders	16.6	22.8	<b>18.2</b>
Degree Holders	12.1	5.4	<b>10.4</b>
No Training Stated	39.4	40.9	<b>39.8</b>
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**Table 1.6a: Employee Work Permit Holders by Subject of Training and Sex, September 2019**

Subject of Training	Male	Female	Total
General Training Programs	24	5	<b>29</b>
Education Training	158	223	<b>381</b>
Fine & Applied Arts	24	11	<b>35</b>
Programs in Languages	6	15	<b>21</b>
Other Humanity Programs	55	21	<b>76</b>
Social & Behavior Science Programs	41	28	<b>69</b>
Commercial, Clerical, Business & Public Administration Programs	293	77	<b>370</b>
Programs in Law	20	7	<b>27</b>
Natural Science Programs	110	23	<b>133</b>
Mathematics & Computer Science Programs	75	19	<b>94</b>
Medicine & Health related Programs	140	133	<b>273</b>
Construction and Trade Programs	107	4	<b>111</b>
Other Craft and Trade Programs	285	48	<b>333</b>
Engineering & allied Programs	508	20	<b>528</b>
Architectural & Town Planning Programs	70	7	<b>77</b>
Agriculture, Forestry & Fishery Programs	56	16	<b>72</b>
Home Economics & Domestic Science Programs	9	4	<b>13</b>
Transport & Communications Programs	39	3	<b>42</b>
Service Trades Programs	73	30	<b>103</b>
Mass Communication & Documentation	11	3	<b>14</b>
Other Programs	37	4	<b>41</b>
<b>Sub-Total</b>	<b>2,141</b>	<b>701</b>	<b>2,842</b>
<b>No Training or Training Not Stated</b>	<b>1,392</b>	<b>485</b>	<b>1,877</b>
<b>Total</b>	<b>3,534</b>	<b>1,186</b>	<b>4,720</b>

**Table 1.6b: Percentage of Employee Work Permit Holders by Subject of Training and Sex, September 2019**

<b>Subject of Training</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
General Training Programs	0.7	0.4	<b>0.6</b>
Education Training	4.5	18.8	<b>8.1</b>
Fine & Applied Arts	0.7	0.9	<b>0.7</b>
Programs in Languages	0.2	1.3	<b>0.4</b>
Other Humanity Programs	1.6	1.8	<b>1.6</b>
Social & Behavior Science Programs	1.2	2.4	<b>1.5</b>
Commercial, Clerical, Business & Public Administration Programs	8.3	6.5	<b>7.8</b>
Programs in Law	0.6	0.6	<b>0.6</b>
Natural Science Programs	3.1	1.9	<b>2.8</b>
Mathematics & Computer Science Programs	2.1	1.6	<b>2.0</b>
Medicine & Health related Programs	4.0	11.2	<b>5.8</b>
Construction and Trade Programs	3.0	0.3	<b>2.4</b>
Other Craft and Trade Programs	8.1	4.0	<b>7.1</b>
Engineering & allied Programs	14.4	1.7	<b>11.2</b>
Architectural & Town Planning Programs	2.0	0.6	<b>1.6</b>
Agriculture, Forestry & Fishery Programs	1.6	1.3	<b>1.5</b>
Home Economics & Domestic Science Programs	0.3	0.3	<b>0.3</b>
Transport & Communications Programs	1.1	0.3	<b>0.9</b>
Service Trades Programs	2.1	2.5	<b>2.2</b>
Mass Communication & Documentation	0.3	0.3	<b>0.3</b>
Other Programs	1.0	0.3	<b>0.9</b>
<b>Sub-Total</b>	<b>60.6</b>	<b>59.1</b>	<b>60.2</b>
<b>No Training or Training Not Stated</b>	<b>39.4</b>	<b>40.9</b>	<b>39.8</b>
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**Table 1.7: Quarterly Work Permit Holders by Industry and Sex, Fourth Quarter 2018 - Third Quarter 2019**

Industry	4th Quarter (December 2018)			1st Quarter (March 2019)			2nd Quarter (June 2019)			3rd Quarter (September 2019)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	1,183	427	1,610	1,184	426	1,610	1,199	421	1,620	1,080	396	1,476
Mining & Quarrying	83	3	86	79	3	82	79	4	83	74	4	78
Manufacturing	429	87	516	423	88	511	428	86	514	385	82	467
Electricity & Water	110	4	114	105	4	109	116	4	120	109	4	113
Construction	617	32	649	638	32	670	696	31	727	628	27	655
Wholesale & Retail Trade	305	69	374	302	66	368	308	63	371	279	58	337
Hotels & Restaurant	106	48	154	105	47	152	112	46	158	99	45	144
Transport & Communication	148	28	176	143	27	170	142	30	172	129	26	155
Finance	66	20	86	67	20	87	61	19	80	55	18	73
Real Estate	295	81	376	293	82	375	305	88	393	285	81	366
Education	473	407	880	482	411	893	511	433	944	472	378	850
Health	152	132	284	164	145	309	188	167	355	172	150	322
Other Community	159	48	207	176	47	223	195	43	238	175	38	213
Private Households	4	22	26	4	25	29	4	31	35	4	28	32
Foreign Mission	10	8	18	43	11	54	11	6	17	10	5	15
Not Stated	36	13	49	37	11	48	50	13	63	39	12	51
<b>Total</b>	<b>4,176</b>	<b>1,429</b>	<b>5,605</b>	<b>4,245</b>	<b>1,445</b>	<b>5,690</b>	<b>4,405</b>	<b>1,485</b>	<b>5,890</b>	<b>3,995</b>	<b>1,352</b>	<b>5,347</b>
<b>Quarter to Quarter % Change</b>	<b>2.9</b>	<b>4.8</b>	<b>3.4</b>	<b>1.7</b>	<b>1.1</b>	<b>1.5</b>	<b>3.8</b>	<b>2.8</b>	<b>3.5</b>	<b>-9.3</b>	<b>-9.0</b>	<b>-9.2</b>

**Table 1.8: Total Work Permit Holders by Industry and Year, 2010 – 2019**

Industry	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Agriculture	3,800	2,848	2,108	1,612	1,322	1,552	1,546	1,826	1,610	1,476
Mining & Quarrying	191	188	134	106	104	105	96	122	86	78
Manufacturing	1,59	1,282	903	491	526	522	475	498	516	467
Electricity & Water	99	113	81	48	50	52	48	72	114	113
Construction	3,776	3,997	2,771	1,245	1,185	1,062	804	748	649	655
Wholesale & Retail Trade	1,903	1,836	1,42	1,129	944	668	423	412	374	337
Hotels & Restaurant	350	340	272	200	216	201	176	178	154	144
Transport & Communication	732	692	502	391	369	337	274	258	176	155
Finance	247	178	126	72	82	73	84	97	86	73
Real Estate	2,754	2,129	1,460	916	693	523	468	429	376	366
Education	815	927	526	474	476	493	417	608	880	850
Health	377	391	297	225	227	239	210	217	284	322
Other Community	572	532	411	252	226	207	172	196	207	213
Private Households	53	51	34	10	21	21	24	25	26	32
Foreign Mission	27	16	12	14	75	34	25	22	18	15
Not Stated	-	9	5	24	-	43	51	58	49	51
<b>Total</b>	<b>17,286</b>	<b>15,529</b>	<b>11,062</b>	<b>7,209</b>	<b>6,516</b>	<b>6,132</b>	<b>5,293</b>	<b>5,766</b>	<b>5,605</b>	<b>5,347</b>

*Note: Totals are as at end of December for each year except 2019 which is at end of September*

**Table 1.9: Total Employee Work Permit Holders by Occupation and Year, 2010 – 2019**

Occupation	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Managers/Administrators	1,417	1,214	839	639	794	887	841	844	746	661
Professionals	2,210	1,770	1,160	679	779	954	915	1,067	1,176	1,169
Technicians	1,739	1,755	1,170	760	552	593	597	707	862	853
Clerks	25	15	11	8	3	5	9	8	9	17
Service/Sales Workers	314	235	164	90	69	78	86	102	103	102
Skilled Agricultural Workers	16	9	7	37	52	71	86	99	81	75
Craft Workers	1,792	1,784	1,150	456	469	521	417	395	371	391
Plant & Machine Operators	870	638	462	261	214	194	138	144	104	92
Elementary Occupations	3,581	2,632	1,932	1,410	1,122	1,368	1,373	1,643	1,449	1,327
Other	2	2	2	14	38	28	31	36	28	33
<b>Total</b>	<b>11,966</b>	<b>10,054</b>	<b>6,897</b>	<b>4,354</b>	<b>4,092</b>	<b>4,699</b>	<b>4,493</b>	<b>5,045</b>	<b>4,929</b>	<b>4,720</b>

*Note: Totals are as at end of December for each year except 2019 which is at end of September*