

A group of people in a meeting, with several individuals giving thumbs up. The background is a blurred office setting. The image is overlaid with a blue grid pattern and a large blue arrow pointing upwards.

# Work Permits Holders

## Fourth Quarter 2018

Private Bag 0024, Gaborone.

TOLL FREE NUMBER: 0800600200 Tel: (+267) 367 1300 Fax: (+267) 395 2201

E-mail: [info@statsbots.org.bw](mailto:info@statsbots.org.bw) Website: <http://www.statsbots.org.bw>



**STATISTICS BOTSWANA**

## PREFACE

This stats brief presents a summary on characteristics of expatriates who held valid work permits as at the end of December 2018.

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 increased by 3.4 percent between September 2018 and December 2018, from 5,422 to 5,605. Most permit holders were recorded in the agricultural sector at 28.7 percent followed by the education sector with 15.7 percent. The largest group of work permit holders was the age group 35- 39 with 18.7 percent followed by 40 – 44 and 45-49 at 18.1 and 16.8 percent respectively.

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



---

**Dr Burton Mguni**  
**Statistician General**  
April 2019

## 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 permit 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; **Figure 1** presents work permit holders by Nationality, **Figures 2 & 3** depicting work permit holders by industry and occupation respectively. **Figures 4 & 5** illustrate the trend of total work permit holders and employee work permit holders respectively. More detailed information is presented in the tables.

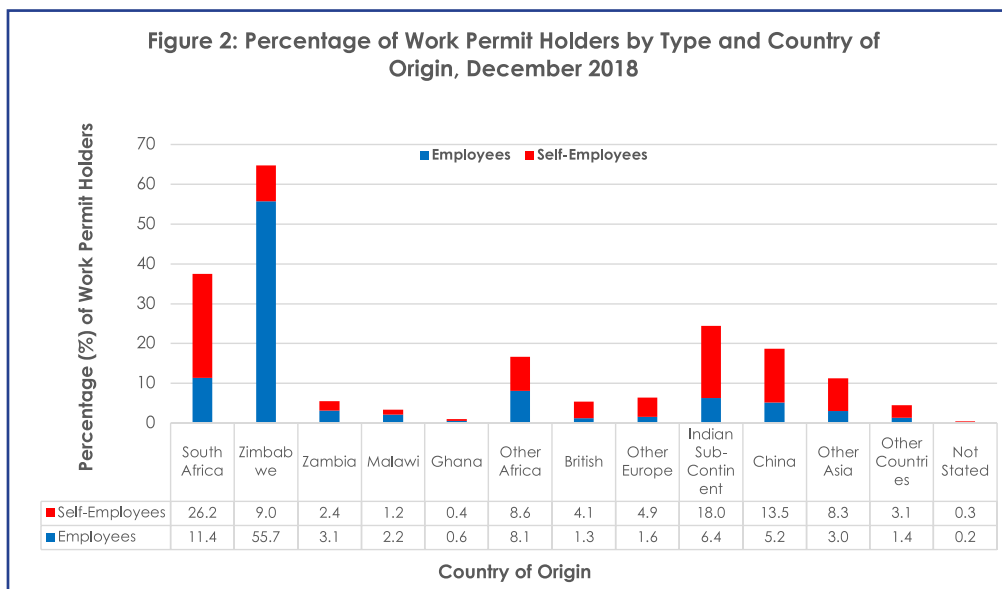
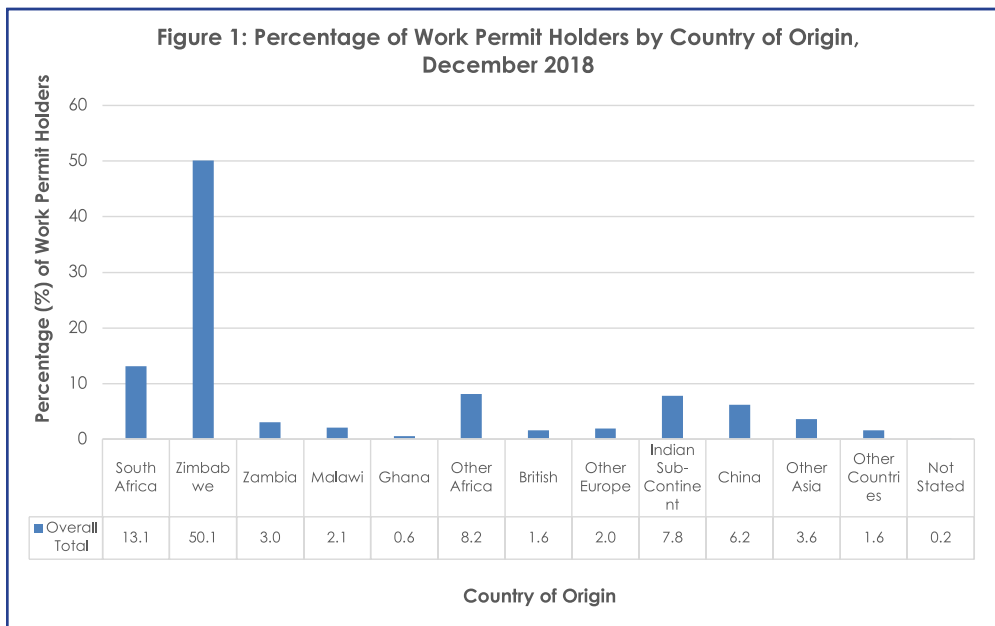
## 2.0 TOTAL WORK PERMIT HOLDERS

The total number of work permit holders that were valid as of end of December 2018 was 5,605. Of these 4,929 (87.9 percent) were employees while 676 (12.1 percent) were self – employed. Overall, male work permit holders at 74.5 percent were higher than their female counterparts (25.5 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 3,685 permit holders were new employee work permits, while 1,244 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 57.5 percent of total employee work permit holders compared to 17.3 percent for females. For the renewed work permit holders, male employees work permit holders accounted for 17.2 percent of the total employee work permit holders compared with 8.1 percent for females.

**Table 1.7** shows quarterly work permit holders by industry and sex from the first quarter of 2018 to the fourth quarter of 2018. Total work permit holders decreased from the first quarter of 2018 through to the third quarter of 2018. Between March 2018 and June 2018, total work permits holders decreased by 175 persons, from 5,736 in March 2018 to 5,561 in June 2018, a decrease of 3.1 percent. Between June 2018 and September 2018, total work permits holders decreased by 139 persons, from 5,561 in June 2018 to 5,422 in September 2018, a decrease of 2.5 percent. Comparing March 2018 with December 2018 total work permits holders decreased by 131 persons, a decrease of 2.3 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 2,807 persons (50.1 percent), followed by South Africa at 737 persons (13.1 percent) and Other Africa with 457 persons (8.2 percent).



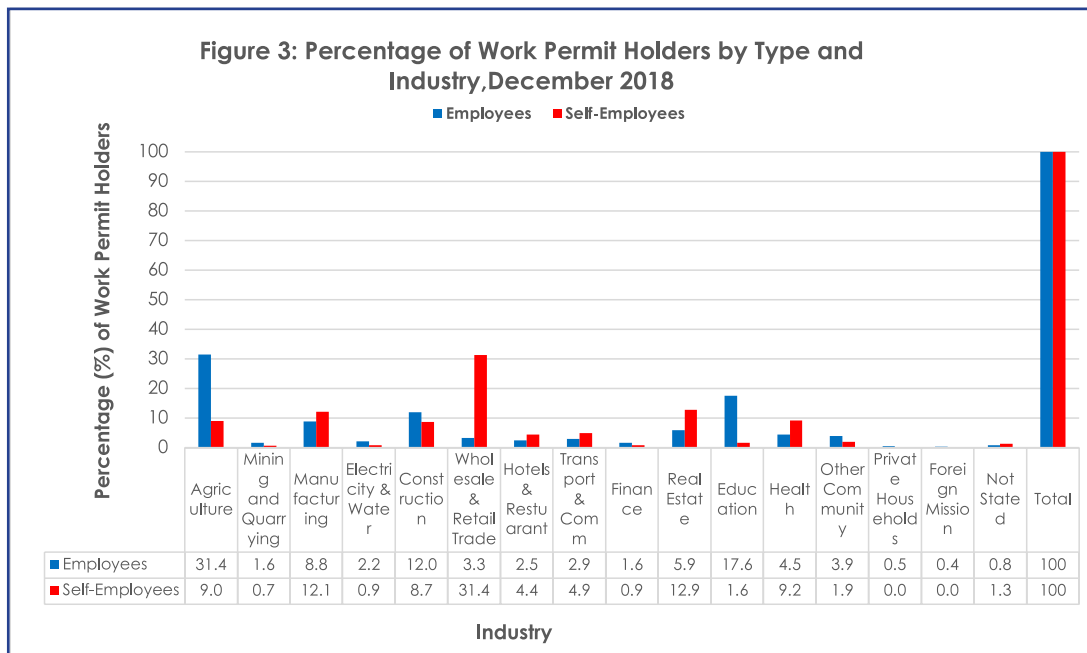
### 3.0 WORK PERMIT HOLDERS BY AGE GROUP

The age distribution shows that a large number of work permit holders were in the 35-39 years age group, at 18.7 percent of total work permit holders, followed by the 40-44 and 45-49 years age groups at 18.1 and 16.8 percent respectively. For the self-employed category, age group 45-49 had the largest share with 128 permit holders (18.9 percent) followed by the 40-44 age group with 124 permit holders (18.3 percent). For employee work permit holders, the 35-39 age group stood at 963 permit holders (19.5 percent) followed by age group 40-44 with 889 work permit holders (18.0 percent), See [Table 1.2a](#) & [1.2b](#). Work permit holders of youth, aged 15-35 accounted for 1,502, which is 26.8 percent of the total work permit holders.

### 4.0 WORK PERMIT HOLDERS BY INDUSTRY

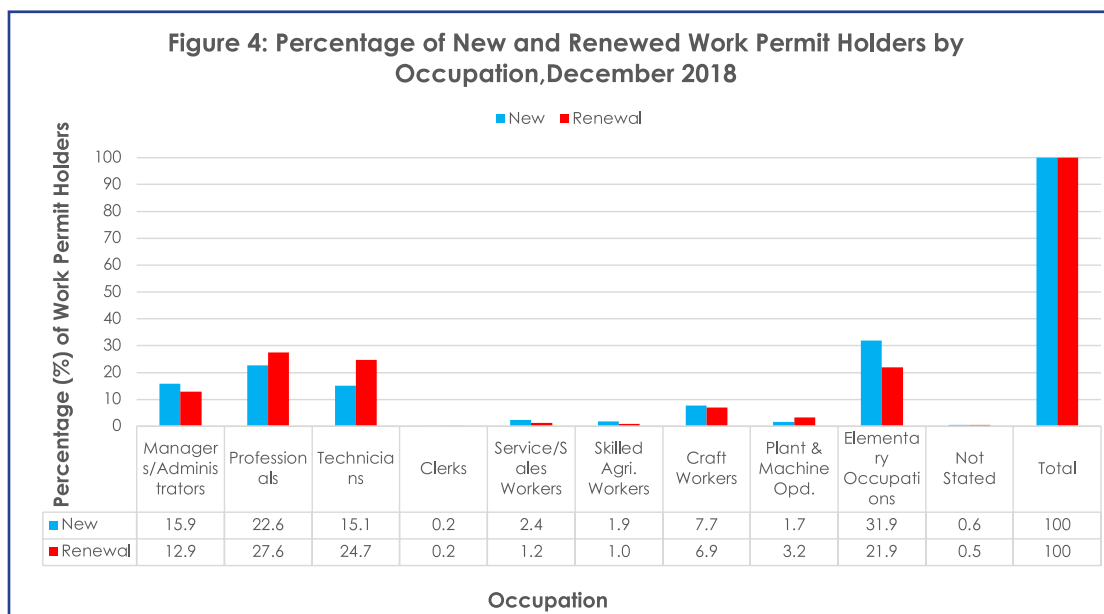
[Figure 3](#) and [Table 1.3b](#) present Employee and Self-Employed work permit holders distribution by Industry. Overall, Agriculture had the largest work permit holders at 28.7 percent, followed by Education with 15.7 percent. Construction was third with 11.6 percent of work permit holders.

For the employee work permit holders, Agriculture Industry accounted for 31.4 percent of employee work permit holders, followed by Education with 17.6 percent. For the self-employed work permit holders' category, Wholesale & Retail Trade was above other industries, recording 31.4 percent of work permit holders, followed by Real Estate and Manufacturing with 12.9 and 12.1 percent respectively.



## 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 1,449 persons (29.4 percent), followed by the Professionals with 1,176 persons (23.9 percent) and Managers/Administrators at 746 persons (15.1 percent).

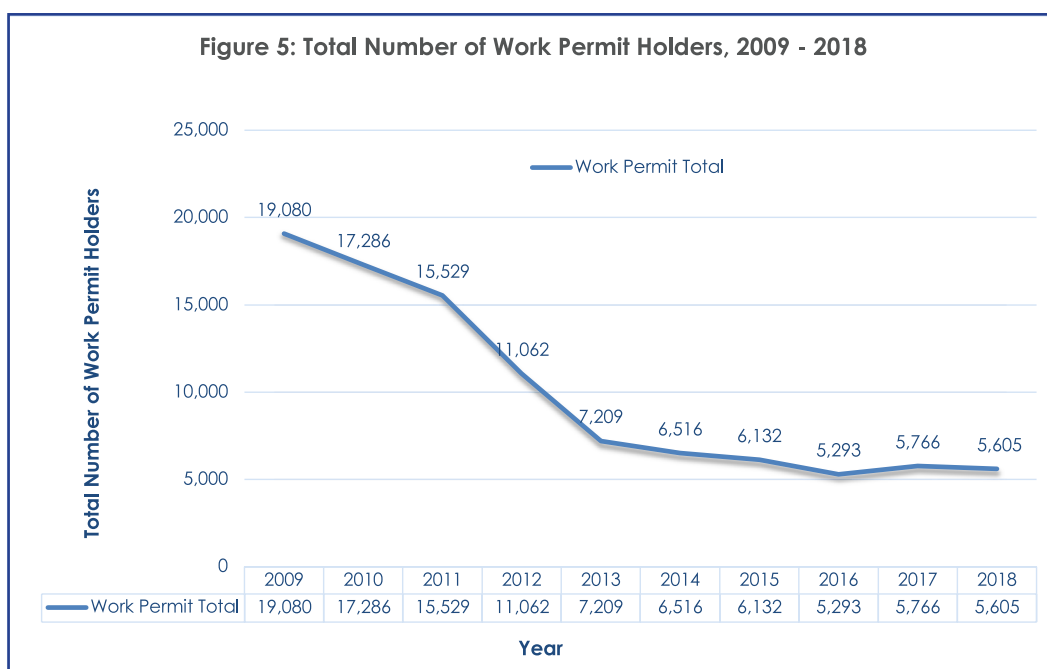


## 6.0 EMPLOYEE WORK PERMIT HOLDERS BY TRAINING

Among the employee work permit holders, 40.9 percent (2,015) had no Training or had not stated if they have any training. Degree holders accounted for 30.6 percent (1,509) of work permit holders with known training status. Diploma holders accounted for 18.9 percent (932), while Certificate holders contributed 9.6 percent (473) 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 11.3 percent, followed by work permit holders with Education training and Commercial, Clerical and Business & Public Administration programs at 8.7 and 8.0 percent respectively.

## 7.0 TREND OF TOTAL WORK PERMIT HOLDERS

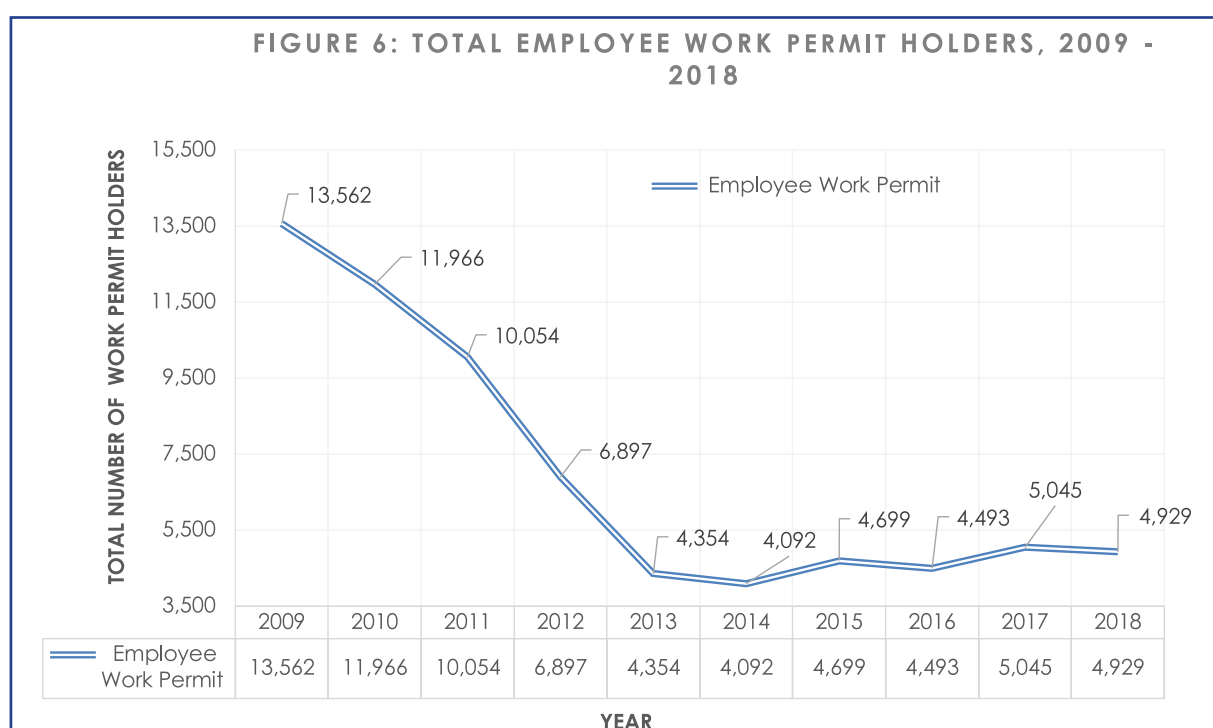
**Table 1.8** and **figure 5** below show a trend in work permit holders from the year 2009 to 2018. The trend shows that between the year 2009 and 2014 there was a significant decrease in work permit holders, from 19,080 to 6,516, representing a plunge of 65.8 percent. Between the year 2014 and 2018 the number of work permit holders decreased from 6,516 to 5,605, a decline of 13.98 percent.



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

## 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 2009 to 2018. The trend shows that between the year 2009 and 2014 there was a significant decrease in employee work permit holders, from 13,562 to 4,092, a decrease of 69.8 percent. Between the year 2014 and 2018 the number of employee work permit holders increased from 4,092 to 4,929, an upsurge of 20.4 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 2013 and 2018.





**Table 1.1a: Work Permit Holders by Country of Origin, Type of Permit and Sex, December 2018**

Nationality	Employees			Self-Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
South Africa	464	96	<b>560</b>	125	52	<b>177</b>	589	148	<b>737</b>
Zimbabwe	1,957	789	<b>2,746</b>	49	12	<b>61</b>	2,006	801	<b>2,807</b>
Zambia	82	72	<b>154</b>	13	3	<b>16</b>	95	75	<b>170</b>
Malawi	99	8	<b>107</b>	6	2	<b>8</b>	105	10	<b>115</b>
Ghana	23	6	<b>29</b>	3	0	<b>3</b>	26	6	<b>32</b>
Other Africa	292	107	<b>399</b>	48	10	<b>58</b>	340	117	<b>457</b>
British	40	22	<b>62</b>	16	12	<b>28</b>	56	34	<b>90</b>
Other Europe	49	28	<b>77</b>	23	10	<b>33</b>	72	38	<b>110</b>
Indian Sub-Continent	257	57	<b>314</b>	93	29	<b>122</b>	350	86	<b>436</b>
China	233	23	<b>256</b>	61	30	<b>91</b>	294	53	<b>347</b>
Other Asia	129	19	<b>148</b>	44	12	<b>56</b>	173	31	<b>204</b>
Other Countries	49	20	<b>69</b>	13	8	<b>21</b>	62	28	<b>90</b>
Not Stated	7	1	<b>8</b>	1	1	<b>2</b>	8	2	<b>10</b>
<b>Total</b>	<b>3,681</b>	<b>1,248</b>	<b>4,929</b>	<b>495</b>	<b>181</b>	<b>676</b>	<b>4,176</b>	<b>1,429</b>	<b>5,605</b>
<b>Percentage (%) Overall</b>	<b>65.7</b>	<b>22.3</b>	<b>87.9</b>	<b>8.8</b>	<b>3.2</b>	<b>12.1</b>	<b>74.5</b>	<b>25.5</b>	<b>100.0</b>

**Table 1.1b: Percentage of Work Permit Holders by Country of Origin, Type of Permit and Sex, December 2018**

Nationality	Employees			Self-Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
South Africa	12.6	7.7	<b>11.4</b>	25.3	28.7	<b>26.2</b>	14.1	10.4	<b>13.1</b>
Zimbabwe	53.2	63.2	<b>55.7</b>	9.9	6.6	<b>9.0</b>	48.0	56.1	<b>50.1</b>
Zambia	2.2	5.8	<b>3.1</b>	2.6	1.7	<b>2.4</b>	2.3	5.2	<b>3.0</b>
Malawi	2.7	0.6	<b>2.2</b>	1.2	1.1	<b>1.2</b>	2.5	0.7	<b>2.1</b>
Ghana	0.6	0.5	<b>0.6</b>	0.6	0.0	<b>0.4</b>	0.6	0.4	<b>0.6</b>
Other Africa	7.9	8.6	<b>8.1</b>	9.7	5.5	<b>8.6</b>	8.1	8.2	<b>8.2</b>
British	1.1	1.8	<b>1.3</b>	3.2	6.6	<b>4.1</b>	1.3	2.4	<b>1.6</b>
Other Europe	1.3	2.2	<b>1.6</b>	4.6	5.5	<b>4.9</b>	1.7	2.7	<b>2.0</b>
Indian Sub-Continent	7.0	4.6	<b>6.4</b>	18.8	16.0	<b>18.0</b>	8.4	6.0	<b>7.8</b>
China	6.3	1.8	<b>5.2</b>	12.3	16.6	<b>13.5</b>	7.0	3.7	<b>6.2</b>
Other Asia	3.5	1.5	<b>3.0</b>	8.9	6.6	<b>8.3</b>	4.1	2.2	<b>3.6</b>
Other Countries	1.3	1.6	<b>1.4</b>	2.6	4.4	<b>3.1</b>	1.5	2.0	<b>1.6</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, December 2018**

Age	Employees			Self-Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 25	67	34	<b>101</b>	8	-	<b>8</b>	75	34	<b>109</b>
25-29	283	92	<b>375</b>	33	12	<b>45</b>	316	104	<b>420</b>
30-34	522	181	<b>703</b>	32	20	<b>52</b>	554	201	<b>755</b>
35-39	719	244	<b>963</b>	67	17	<b>84</b>	786	261	<b>1,047</b>
40-44	634	255	<b>889</b>	83	41	<b>124</b>	717	296	<b>1,013</b>
45-49	606	207	<b>813</b>	96	32	<b>128</b>	702	239	<b>941</b>
50-54	368	112	<b>480</b>	57	17	<b>74</b>	425	129	<b>554</b>
55-59	227	68	<b>295</b>	46	21	<b>67</b>	273	89	<b>362</b>
60-64	148	37	<b>185</b>	33	13	<b>46</b>	181	50	<b>231</b>
65-69	67	10	<b>77</b>	21	6	<b>27</b>	88	16	<b>104</b>
70+	26	3	<b>29</b>	18	2	<b>20</b>	44	5	<b>49</b>
Unknown	14	5	<b>19</b>	1	0	<b>1</b>	15	5	<b>20</b>
<b>Total</b>	<b>3,681</b>	<b>1,248</b>	<b>4,929</b>	<b>495</b>	<b>181</b>	<b>676</b>	<b>4,176</b>	<b>1,429</b>	<b>5,605</b>
<b>Percentage (%) Overall</b>	<b>65.7</b>	<b>22.3</b>	<b>87.9</b>	<b>8.8</b>	<b>3.2</b>	<b>12.1</b>	<b>74.5</b>	<b>25.5</b>	<b>100.0</b>

**Table 1.2b: Percentage of Work Permit Holders by Age Group, Type of Permit and Sex, December 2018**

	Employees			Self-Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 25	1.8	2.7	<b>2.0</b>	1.6	0.0	<b>1.2</b>	1.8	2.4	<b>1.9</b>
25-29	7.7	7.4	<b>7.6</b>	6.7	6.6	<b>6.7</b>	7.6	7.3	<b>7.5</b>
30-34	14.2	14.5	<b>14.3</b>	6.5	11.0	<b>7.7</b>	13.3	14.1	<b>13.5</b>
35-39	19.5	19.6	<b>19.5</b>	13.5	9.4	<b>12.4</b>	18.8	18.3	<b>18.7</b>
40-44	17.2	20.4	<b>18.0</b>	16.8	22.7	<b>18.3</b>	17.2	20.7	<b>18.1</b>
45-49	16.5	16.6	<b>16.5</b>	19.4	17.7	<b>18.9</b>	16.8	16.7	<b>16.8</b>
50-54	10.0	9.0	<b>9.7</b>	11.5	9.4	<b>10.9</b>	10.2	9.0	<b>9.9</b>
55-59	6.2	5.4	<b>6.0</b>	9.3	11.6	<b>9.9</b>	6.5	6.2	<b>6.5</b>
60-64	4.0	3.0	<b>3.8</b>	6.7	7.2	<b>6.8</b>	4.3	3.5	<b>4.1</b>
65-69	1.8	0.8	<b>1.6</b>	4.2	3.3	<b>4.0</b>	2.1	1.1	<b>1.9</b>
70+	0.7	0.2	<b>0.6</b>	3.6	1.1	<b>3.0</b>	1.1	0.3	<b>0.9</b>
Unknown	0.4	0.4	<b>0.4</b>	0.2	0.0	<b>0.1</b>	0.4	0.3	<b>0.4</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, December 2018**

Industry	Employees			Self-Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	1,131	418	<b>1549</b>	52	9	<b>61</b>	1,183	427	<b>1,610</b>
Mining and Quarrying	78	3	<b>81</b>	5	0	<b>5</b>	83	3	<b>86</b>
Manufacturing	375	59	<b>434</b>	54	28	<b>82</b>	429	87	<b>516</b>
Electricity & Water	106	2	<b>108</b>	4	2	<b>6</b>	110	4	<b>114</b>
Construction	566	24	<b>590</b>	51	8	<b>59</b>	617	32	<b>649</b>
Wholesale & Retail Trade	145	17	<b>162</b>	160	52	<b>212</b>	305	69	<b>374</b>
Hotels & Restaurant	86	38	<b>124</b>	20	10	<b>30</b>	106	48	<b>154</b>
Transport & Communication	126	17	<b>143</b>	22	11	<b>33</b>	148	28	<b>176</b>
Finance	61	19	<b>80</b>	5	1	<b>6</b>	66	20	<b>86</b>
Real Estate	243	46	<b>289</b>	52	35	<b>87</b>	295	81	<b>376</b>
Education	466	403	<b>869</b>	7	4	<b>11</b>	473	407	<b>880</b>
Health	107	115	<b>222</b>	45	17	<b>62</b>	152	132	<b>284</b>
Other Community	148	46	<b>194</b>	11	2	<b>13</b>	159	48	<b>207</b>
Private Households	4	22	<b>26</b>	0	0	<b>0</b>	4	22	<b>26</b>
Foreign Mission	10	8	<b>18</b>	0	0	<b>0</b>	10	8	<b>18</b>
Not Stated	29	11	<b>40</b>	7	2	<b>9</b>	36	13	<b>49</b>
<b>Total</b>	<b>3,681</b>	<b>1,248</b>	<b>4,929</b>	<b>495</b>	<b>181</b>	<b>676</b>	<b>4,176</b>	<b>1,429</b>	<b>5,605</b>
<b>Percentage (%) Overall</b>	<b>65.7</b>	<b>22.3</b>	<b>87.9</b>	<b>8.8</b>	<b>3.2</b>	<b>12.1</b>	<b>74.5</b>	<b>25.5</b>	<b>100.0</b>

**Table 1.3b: Percentage of Work Permit Holders by Industry and Type of Permit, December 2018**

Industry	Employees			Self-Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	30.7	33.5	<b>31.4</b>	10.5	5	<b>9</b>	28.3	29.9	<b>28.7</b>
Mining and Quarrying	2.1	0.2	<b>1.6</b>	1	0	<b>0.7</b>	2	0.2	<b>1.5</b>
Manufacturing	10.2	4.7	<b>8.8</b>	10.9	15.5	<b>12.1</b>	10.3	6.1	<b>9.2</b>
Electricity & Water	2.9	0.2	<b>2.2</b>	0.8	1.1	<b>0.9</b>	2.6	0.3	<b>2</b>
Construction	15.4	1.9	<b>12</b>	10.3	4.4	<b>8.7</b>	14.8	2.2	<b>11.6</b>
Wholesale & Retail Trade	3.9	1.4	<b>3.3</b>	32.3	28.7	<b>31.4</b>	7.3	4.8	<b>6.7</b>
Hotels & Restaurant	2.3	3	<b>2.5</b>	4	5.5	<b>4.4</b>	2.5	3.4	<b>2.7</b>
Transport & Communication	3.4	1.4	<b>2.9</b>	4.4	6.1	<b>4.9</b>	3.5	2	<b>3.1</b>
Finance	1.7	1.5	<b>1.6</b>	1	0.6	<b>0.9</b>	1.6	1.4	<b>1.5</b>
Real Estate	6.6	3.7	<b>5.9</b>	10.5	19.3	<b>12.9</b>	7.1	5.7	<b>6.7</b>
Education	12.7	32.3	<b>17.6</b>	1.4	2.2	<b>1.6</b>	11.3	28.5	<b>15.7</b>
Health	2.9	9.2	<b>4.5</b>	9.1	9.4	<b>9.2</b>	3.6	9.2	<b>5.1</b>
Other Community	4	3.7	<b>3.9</b>	2.2	1.1	<b>1.9</b>	3.8	3.4	<b>3.7</b>
Private Households	0.1	1.8	<b>0.5</b>	0	0	<b>0</b>	0.1	1.5	<b>0.5</b>
Foreign Mission	0.3	0.6	<b>0.4</b>	0	0	<b>0</b>	0.2	0.6	<b>0.3</b>
Not Stated	0.8	0.9	<b>0.8</b>	1.4	1.1	<b>1.3</b>	0.9	0.9	<b>0.9</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, December 2018**

Occupation	New			Renewal			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers/Administrators	493	92	<b>585</b>	133	28	<b>161</b>	626	120	<b>746</b>
Professionals	659	174	<b>833</b>	235	108	<b>343</b>	894	282	<b>1,176</b>
Technicians	394	161	<b>555</b>	154	153	<b>307</b>	548	314	<b>862</b>
Clerks	5	2	<b>7</b>	2	-	<b>2</b>	7	2	<b>9</b>
Service/Sales Workers	47	41	<b>88</b>	6	9	<b>15</b>	53	50	<b>103</b>
Skilled Agri. Workers	53	16	<b>69</b>	10	2	<b>12</b>	63	18	<b>81</b>
Craft Workers	255	30	<b>285</b>	81	5	<b>86</b>	336	35	<b>371</b>
Plant & Machine Operators	63	1	<b>64</b>	38	2	<b>40</b>	101	3	<b>104</b>
Elementary Occupations	849	328	<b>1,177</b>	183	89	<b>272</b>	1,032	417	<b>1,449</b>
Not Stated	16	6	<b>22</b>	5	1	<b>6</b>	21	7	<b>28</b>
<b>Total</b>	<b>2,834</b>	<b>851</b>	<b>3,685</b>	<b>847</b>	<b>397</b>	<b>1,244</b>	<b>3,681</b>	<b>1,248</b>	<b>4,929</b>
Percentage (%) Overall	57.5	17.3	<b>74.8</b>	17.2	8.1	<b>25.2</b>	74.7	25.3	<b>100.0</b>

**Table 1.4b: Percentage of Work Permit Holders by Occupation, Work Permit Status and Sex, December 2018**

Occupation	New			Renewal			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers/Administrators	17.4	10.8	<b>15.9</b>	15.7	7.1	<b>12.9</b>	17	9.6	<b>15.1</b>
Professionals	23.3	20.4	<b>22.6</b>	27.7	27.2	<b>27.6</b>	24.3	22.6	<b>23.9</b>
Technicians	13.9	18.9	<b>15.1</b>	18.2	38.5	<b>24.7</b>	14.9	25.2	<b>17.5</b>
Clerks	0.2	0.2	<b>0.2</b>	0.2	0	<b>0.2</b>	0.2	0.2	<b>0.2</b>
Service/Sales Workers	1.7	4.8	<b>2.4</b>	0.7	2.3	<b>1.2</b>	1.4	4	<b>2.1</b>
Skilled Agric. Workers	1.9	1.9	<b>1.9</b>	1.2	0.5	<b>1</b>	1.7	1.4	<b>1.6</b>
Craft Workers	9	3.5	<b>7.7</b>	9.6	1.3	<b>6.9</b>	9.1	2.8	<b>7.5</b>
Plant & Machine Operators	2.2	0.1	<b>1.7</b>	4.5	0.5	<b>3.2</b>	2.7	0.2	<b>2.1</b>
Elementary Occupations	30	38.5	<b>31.9</b>	21.6	22.4	<b>21.9</b>	28	33.4	<b>29.4</b>
Not Stated	0.6	0.7	<b>0.6</b>	0.6	0.3	<b>0.5</b>	0.6	0.6	<b>0.6</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, December 2018**

Training	Male	Female	Total
Certificate Holders	404	69	473
Diploma Holders	648	284	932
Degree Holders	1,129	380	1,509
No Training Stated	1,500	515	2,015
<b>Total</b>	<b>3,681</b>	<b>1,248</b>	<b>4,929</b>

**Table 1.5b: Percentage of Employee Work Permit Holders by Training and Sex, December 2018**

Training	Male	Female	Total
Certificate Holders	11.0	5.5	9.6
Diploma Holders	17.6	22.8	18.9
Degree Holders	30.7	30.4	30.6
No Training Stated	40.7	41.3	40.9
<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, December 2018**

Subject of Training	Male	Female	Total
General Training Programs	20	3	23
Education Training	177	250	427
Fine & Applied Arts	22	11	33
Programs in Languages	8	16	24
Other Humanity Programs	51	24	75
Social & Behavior Science Programs	49	30	79
Commercial, Clerical, Business & Public Administration Programs	310	82	392
Programs in Law	17	7	24
Natural Science Programs	98	20	118
Mathematics & Computer Science Programs	80	23	103
Medicine & Health related Programs	116	110	226
Construction and Trade Programs	95	3	98
Other Craft and Trade Programs	303	51	354
Engineering & allied Programs	537	20	557
Architectural & Town Planning Programs	71	8	79
Agriculture, Forestry & Fishery Programs	56	13	69
Home Economics & Domestic Science Programs	10	9	19
Transport & Communications Programs	40	7	47
Service Trades Programs	68	38	106
Mass Communication & Documentation	10	1	11
Other Programs	43	7	50
<b>Sub-Total</b>	<b>2,181</b>	<b>733</b>	<b>2,914</b>
<b>No Training or Training Not Stated</b>	<b>1,500</b>	<b>515</b>	<b>2,015</b>
<b>Total</b>	<b>3,681</b>	<b>1,248</b>	<b>4,929</b>

**Table 1.6b: Percentage of Employee Work Permit Holders by Subject of Training and Sex, December 2018**

<b>Subject of Training</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
General Training Programs	0.5	0.2	<b>0.5</b>
Education Training	4.8	20.0	<b>8.7</b>
Fine & Applied Arts	0.6	0.9	<b>0.7</b>
Programs in Languages	0.2	1.3	<b>0.5</b>
Other Humanity Programs	1.4	1.9	<b>1.5</b>
Social & Behavior Science Programs	1.3	2.4	<b>1.6</b>
Commercial, Clerical, Business & Public Administration Programs	8.4	6.6	<b>8.0</b>
Programs in Law	0.5	0.6	<b>0.5</b>
Natural Science Programs	2.7	1.6	<b>2.4</b>
Mathematics & Computer Science Programs	2.2	1.8	<b>2.1</b>
Medicine & Health related Programs	3.2	8.8	<b>4.6</b>
Construction and Trade Programs	2.6	0.2	<b>2.0</b>
Other Craft and Trade Programs	8.2	4.1	<b>7.2</b>
Engineering & allied Programs	14.6	1.6	<b>11.3</b>
Architectural & Town Planning Programs	1.9	0.6	<b>1.6</b>
Agriculture, Forestry & Fishery Programs	1.5	1.0	<b>1.4</b>
Home Economics & Domestic Science Programs	0.3	0.7	<b>0.4</b>
Transport & Communications Programs	1.1	0.6	<b>1.0</b>
Service Trades Programs	1.8	3.0	<b>2.2</b>
Mass Communication & Documentation	0.3	0.1	<b>0.2</b>
Other Programs	1.2	0.6	<b>1.0</b>
<b>Sub-Total</b>	<b>59.3</b>	<b>58.7</b>	<b>59.1</b>
<b>No Training or Training Not Stated</b>	<b>40.7</b>	<b>41.3</b>	<b>40.9</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, First Quarter 2018 - Fourth Quarter 2018**

Industry	1st Quarter (March 2018)			2nd Quarter (June 2018)			3rd Quarter (September 2018)			4th Quarter (December 2018)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	1,297	509	<b>1,806</b>	1,271	495	<b>1,766</b>	1,238	452	<b>1,690</b>	1,183	427	<b>1,610</b>
Mining & Quarrying	107	4	<b>111</b>	98	4	<b>102</b>	80	2	<b>82</b>	83	3	<b>86</b>
Manufacturing	423	83	<b>506</b>	406	79	<b>485</b>	414	82	<b>496</b>	429	87	<b>516</b>
Electricity & Water	75	4	<b>79</b>	68	4	<b>72</b>	78	4	<b>82</b>	110	4	<b>114</b>
Construction	701	26	<b>727</b>	655	25	<b>680</b>	608	30	<b>638</b>	617	32	<b>649</b>
Wholesale & Retail Trade	325	67	<b>392</b>	301	65	<b>366</b>	298	68	<b>366</b>	305	69	<b>374</b>
Hotels & Restaurant	112	64	<b>176</b>	107	59	<b>166</b>	99	49	<b>148</b>	106	48	<b>154</b>
Transport & Communication	199	43	<b>242</b>	178	39	<b>217</b>	153	30	<b>183</b>	148	28	<b>176</b>
Finance	71	23	<b>94</b>	63	24	<b>87</b>	71	23	<b>94</b>	66	20	<b>86</b>
Real Estate	324	93	<b>417</b>	313	87	<b>400</b>	299	86	<b>385</b>	295	81	<b>376</b>
Education	378	300	<b>678</b>	378	327	<b>705</b>	409	342	<b>751</b>	473	407	<b>880</b>
Health	122	95	<b>217</b>	130	106	<b>236</b>	115	106	<b>221</b>	152	132	<b>284</b>
Other Community	145	46	<b>191</b>	138	42	<b>180</b>	140	43	<b>183</b>	159	48	<b>207</b>
Private Households	1	26	<b>27</b>	1	29	<b>30</b>	1	24	<b>25</b>	4	22	<b>26</b>
Foreign Mission	12	6	<b>18</b>	13	6	<b>19</b>	13	8	<b>21</b>	10	8	<b>18</b>
Not Stated	42	13	<b>55</b>	38	12	<b>50</b>	42	15	<b>57</b>	36	13	<b>49</b>
<b>Total</b>	<b>4,334</b>	<b>1,402</b>	<b>5,736</b>	<b>4,158</b>	<b>1,403</b>	<b>5,561</b>	<b>4,058</b>	<b>1,364</b>	<b>5,422</b>	<b>4,176</b>	<b>1,429</b>	<b>5,605</b>
<b>Quarter to Quarter % Change</b>	<b>-1.4</b>	<b>2.4</b>	<b>-0.5</b>	<b>-4.1</b>	<b>0.1</b>	<b>-3.1</b>	<b>-2.41</b>	<b>-2.8</b>	<b>-2.5</b>	<b>2.9</b>	<b>4.8</b>	<b>3.4</b>

**Table 1.8: Total Work Permit Holders by Industry and Year, 2009 – 2018**

Industry	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Agriculture	4,209	3,800	2,848	2,108	1,612	1,322	1,552	1,546	1,826	1,610
Mining & Quarrying	175	191	188	134	106	104	105	96	122	86
Manufacturing	2,035	1,59	1,282	903	491	526	522	475	498	516
Electricity & Water	101	99	113	81	48	50	52	48	72	114
Construction	3,579	3,776	3,997	2,771	1,245	1,185	1,062	804	748	649
Wholesale & Retail Trade	2,042	1,903	1,836	1,42	1,129	944	668	423	412	374
Hotels & Restaurant	340	350	340	272	200	216	201	176	178	154
Transport & Communication	803	732	692	502	391	369	337	274	258	176
Finance	296	247	178	126	72	82	73	84	97	86
Real Estate	3,429	2,754	2,129	1,460	916	693	523	468	429	376
Education	980	815	927	526	474	476	493	417	608	880
Health	436	377	391	297	225	227	239	210	217	284
Other Community	582	572	532	411	252	226	207	172	196	207
Private Households	40	53	51	34	10	21	21	24	25	26
Foreign Mission	2	27	16	12	14	75	34	25	22	18
Not Stated	31	-	9	5	24	-	43	51	58	49
<b>Total</b>	<b>19,080</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>

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

**Table 1.9: Total Employee Work Permit Holders by Occupation and Year, 2009 – 2018**

Occupation	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Managers/Administrators	1,590	1,417	1,214	839	639	794	887	841	844	746
Professionals	2,374	2,210	1,770	1,160	679	779	954	915	1,067	1,176
Technicians	2,165	1,739	1,755	1,170	760	552	593	597	707	862
Clerks	31	25	15	11	8	3	5	9	8	9
Service/Sales Workers	417	314	235	164	90	69	78	86	102	103
Skilled Agricultural Workers	23	16	9	7	37	52	71	86	99	81
Craft Workers	1,950	1,792	1,784	1,150	456	469	521	417	395	371
Plant & Machine Operators	983	870	638	462	261	214	194	138	144	104
Elementary Occupations	4,025	3,581	2,632	1,932	1,410	1,122	1,368	1,373	1,643	1,449
Other	1	2	2	2	14	38	28	31	36	28
<b>Total</b>	<b>13,562</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>

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