



Work Permits

STATS BRIEF
Quarter 2, 2019

Released by Statistics Botswana

STATISTICS BOTSWANA
Private Bag 0024, Gaborone
Tel: 3671300 Fax: 3952201
E-mail: info@statsbots.org.bw
Website: www.statsbots.org.bw

Contact Unit

Tel: 367 1300 Fax: 3952201

February 2020

COPYRIGHT RESERVED

Extracts may be published if
Source is duly acknowledged

Copyright © Statistics Botswana 2020



Work Permits

STATS BRIEF
Quarter 2, 2019

WORK PERMITS HOLDERS – QUARTER 2, 2019

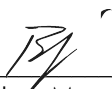
This stats brief presents a summary on characteristics of expatriates who held valid work permits as at the end of June 2019.

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 increased by 3.5 percent between March 2019 and June 2019, from 5,690 to 5,890. Most permit holders were recorded in the agricultural sector at 27.5 percent followed by the education sector with 16.0 percent. The largest group of work permit holders was the age group 35 - 39 with 18.1 percent followed by 40 – 44 and 45-49 at 17.8 and 17.0 percent respectively.

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



Dr Burton Mguni
Statistician General
February 2020

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 June 2019 was 5,890. Of these 5,228 (88.8 percent) were employees while 662 (11.2 percent) were self – employed. Overall, male work permit holders at 74.8 percent were higher than their female counterparts (25.2 percent). (See Table 1.1a).

Employee work permit holders consist of those holding new work permits and those whose work permits have been renewed. Table 1.4a shows that 3,989 permit holders were new employee work permits, while 1,239 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 58.5 percent of total employee work permit holders compared to 17.8 percent for females. For the renewed work permit holders, male employees work permit holders accounted for 16.4 percent of the total employee work permit holders compared with 7.2 percent for females.

Table 1.7 shows quarterly work permit holders by industry and sex from the third quarter of 2018 to the second quarter of 2019. Total work permit holders increased from the third quarter of 2018 to the second quarter of 2019. Between September 2018 and December 2018, total work permits holders increased, by 183 persons, from 5,422 in September 2018 to 5,605 in December 2018, an increase of 3.4 percent. 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. Comparing September 2018 with June 2019 total work permits holders increased by 468 persons, a rise of 8.6 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 2,908 persons (49.4 percent), followed by South Africa at 772 persons (13.1 percent,) and Other Africa with 517 persons (8.8 percent).

Figure 1: Percentage of Work Permit Holders by Country of Origin, June 2019

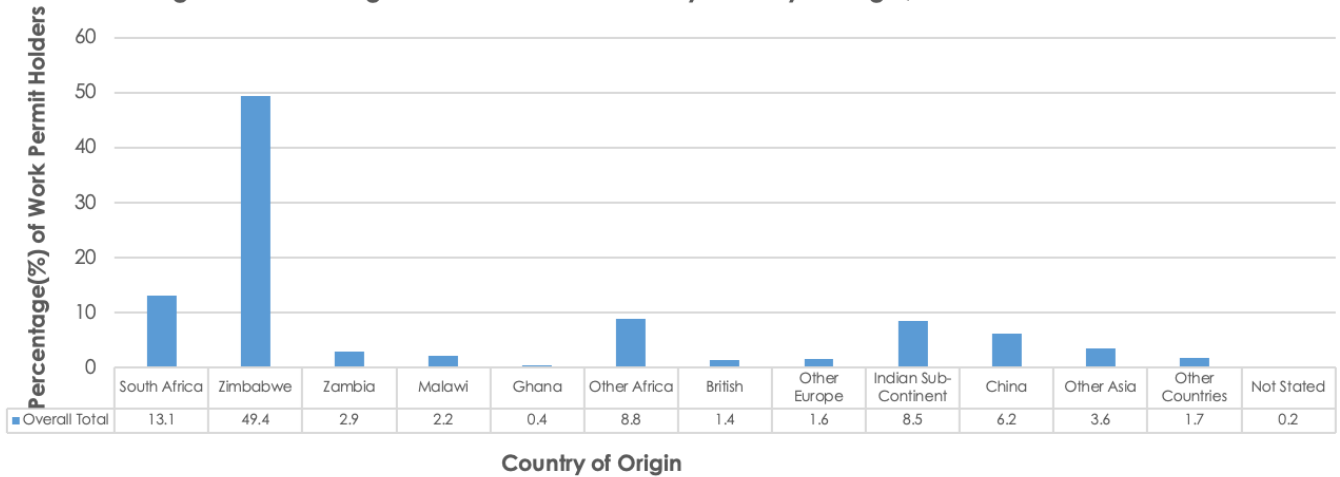
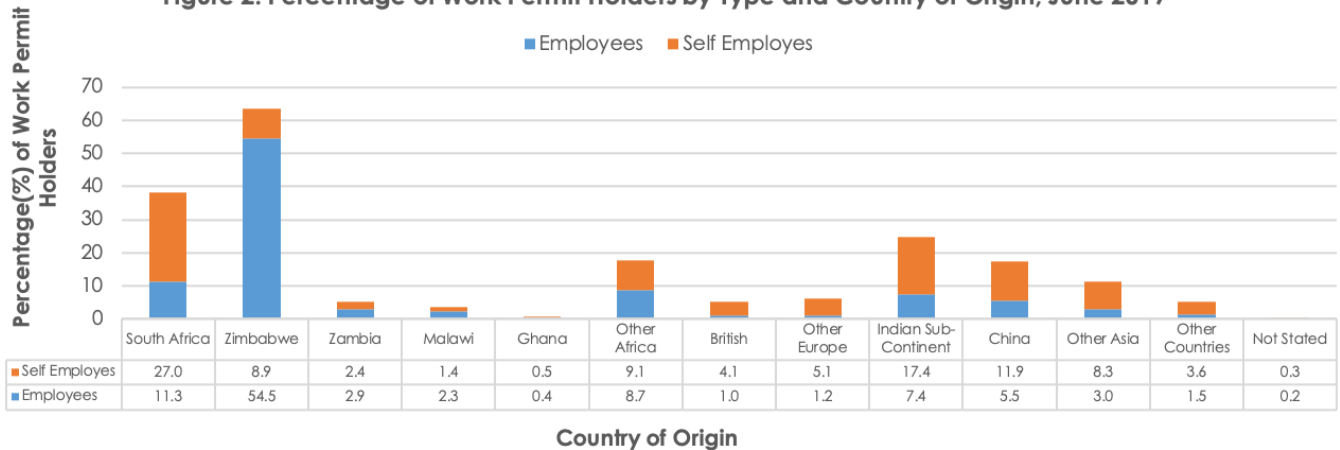


Figure 2: Percentage of Work Permit Holders by Type and Country of Origin, June 2019



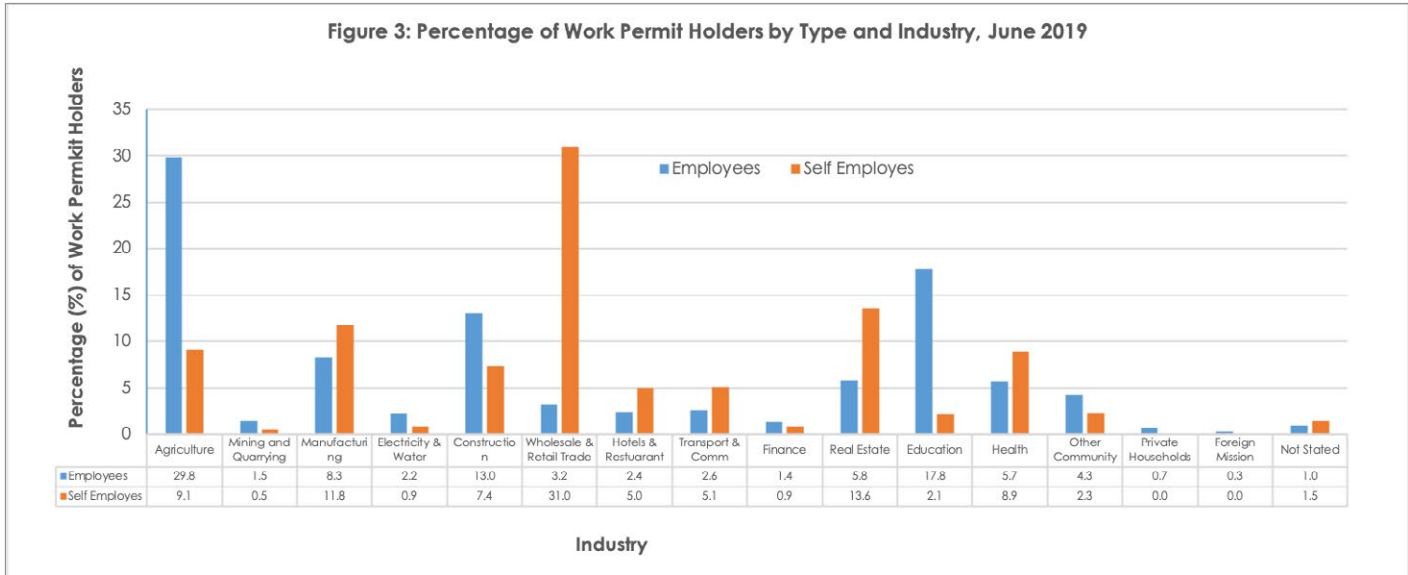
3.0 WORK PERMIT HOLDERS BY AGE GROUP

The age distribution shows that a large number of work permit holders were in the 40-44 years age group, at 18.0 percent of total work permit holders, followed by the 35-39 and 45-49 years age groups at 17.9 and 17.3 percent respectively. For the self-employed category, age group 45-49 had the largest share with 121 permit holders (18.2 percent) followed by the 40-44 age group with 115 permit holders (17.3 percent). For employee work permit holders, the 35-39 age group stood at 954 permit holders (19.0 percent) followed by age group 40-44 with 910 work permit holders (18.1 percent), See Table 1.2a & 1.2b. Work permit holders of youth, aged 15-35 accounted for 1,406, which is 24.7 percent of the total work permit holders.

4.0 WORK PERMIT HOLDERS BY INDUSTRY

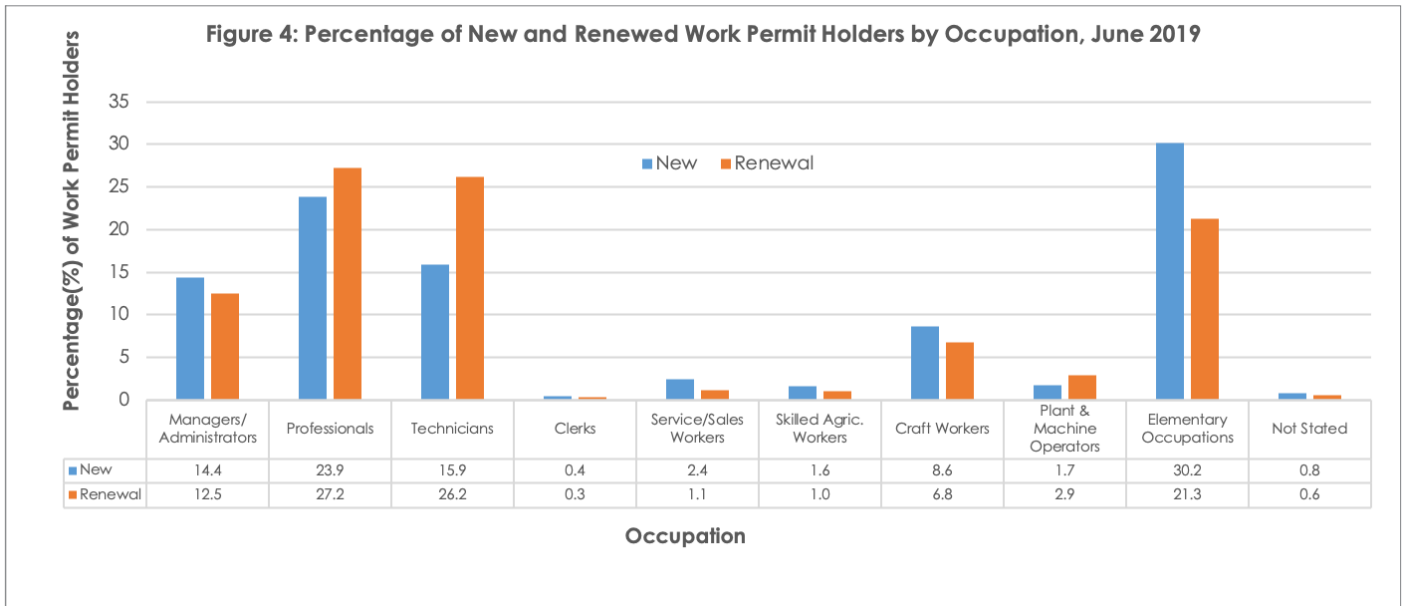
Figure 2 presents Employee and Self-Employed work permit holders distribution by Industry. Overall, Agriculture had the largest work permit holders at 28.3 percent, followed by Education with 15.7 percent. Construction was third with 11.8 percent of work permit holders.

For the employee work permit holders, Agriculture Industry accounted for 30.8 percent of employee work permit holders, followed by Education with 17.5 percent. For the self-employed work permit holders' category, Wholesale & Retail Trade was above other industries, recording 30.4 percent of work permit holders, followed by Real Estate and Manufacturing with 11.9 each.



5.0 WORK PERMIT HOLDERS BY OCCUPATION

Figure 3, 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 1,458 persons (29.0 percent), followed by the Professionals with 1,208 persons (24.0 percent) and Technicians at 888 persons (17.7 percent).

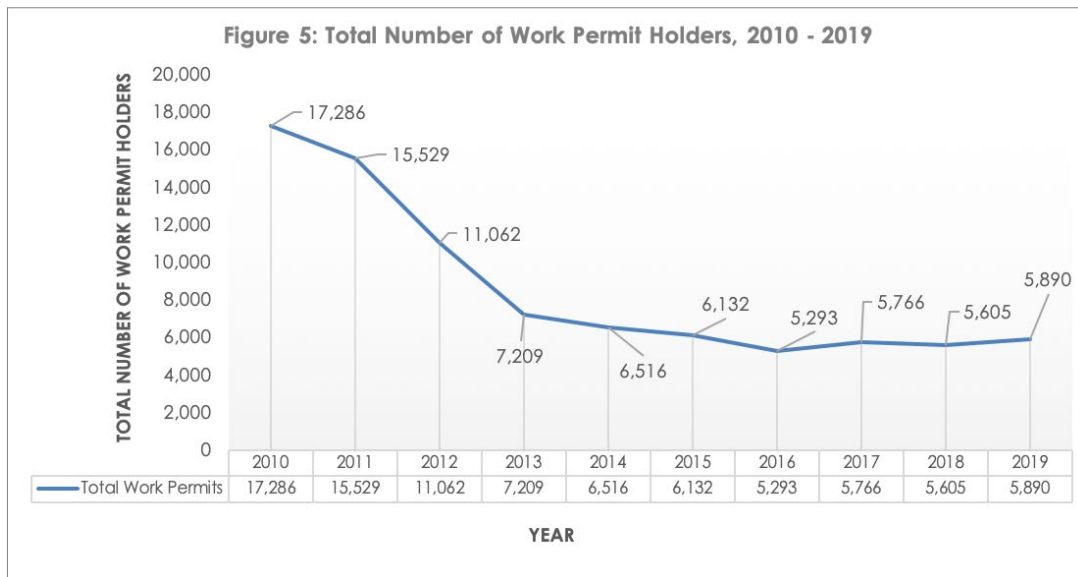


6.0 EMPLOYEE WORK PERMIT HOLDERS BY TRAINING

Among the employee work permit holders, 40.5 percent (2,034) had no Training or had not stated if they have any training. Degree holders accounted for 31.1 percent (1,565) of work permit holders with known training status. Diploma holders accounted for 18.5 percent (928), while Certificate holders contributed 9.9 percent (499) 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 8.2 and 8.1 percent respectively.

7.0 TREND OF TOTAL WORK PERMIT HOLDERS

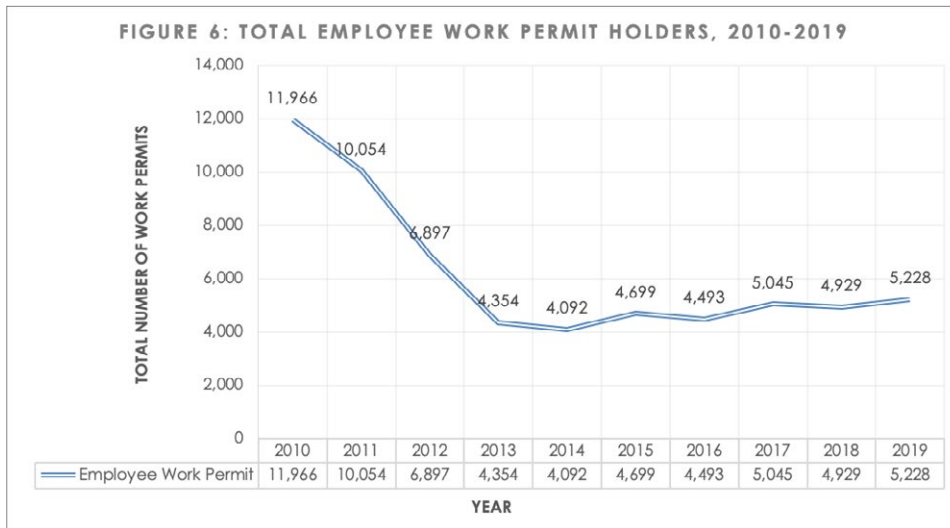
Table 1.8 and figure 4 below show a trend in work permit holders from the year 2010 to 2019. The trend shows that between the year 2010 and 2014 there was a significant decrease in work permit holders, from 17,286 to 6,516, representing a plunge of 62.3 percent. Between the year 2014 and 2018 the number of work permit holders decreased from 6,516 to 5,690, a decline of 12.7 percent.



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

8. TREND OF EMPLOYEE WORK PERMIT HOLDERS

Table 1.9 and figure 5 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 decrease of 65.8 percent. Between the year 2014 and 2019 the number of employee work permit holders increased from 4,092 to 5,026, an upsurge of 22.8 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 2019.



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

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

| Nationality | Employees | | | Self-Employees | | | Overall Total | | |
|-------------------------------|--------------|--------------|--------------|----------------|------------|-------------|---------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| South Africa | 504 | 89 | 593 | 127 | 52 | 179 | 631 | 141 | 772 |
| Zimbabwe | 2,019 | 830 | 2,849 | 47 | 12 | 59 | 2,066 | 842 | 2,908 |
| Zambia | 85 | 69 | 154 | 13 | 3 | 16 | 98 | 72 | 170 |
| Malawi | 105 | 15 | 120 | 7 | 2 | 9 | 112 | 17 | 129 |
| Ghana | 17 | 6 | 23 | 3 | 0 | 3 | 20 | 6 | 26 |
| Other Africa | 335 | 122 | 457 | 50 | 10 | 60 | 385 | 132 | 517 |
| British | 34 | 20 | 54 | 15 | 12 | 27 | 49 | 32 | 81 |
| Other Europe | 40 | 22 | 62 | 24 | 10 | 34 | 64 | 32 | 96 |
| Indian Sub-Continent | 330 | 57 | 387 | 88 | 27 | 115 | 418 | 84 | 502 |
| China | 252 | 34 | 286 | 54 | 25 | 79 | 306 | 59 | 365 |
| Other Asia | 131 | 26 | 157 | 44 | 11 | 55 | 175 | 37 | 212 |
| Other Countries | 58 | 20 | 78 | 15 | 9 | 24 | 73 | 29 | 102 |
| Not Stated | 7 | 1 | 8 | 1 | 1 | 2 | 8 | 2 | 10 |
| Total | 3,917 | 1,311 | 5,228 | 488 | 174 | 662 | 4,405 | 1,485 | 5,890 |
| Percentage (%) Overall | 66.5 | 22.3 | 88.8 | 8.3 | 3.0 | 11.2 | 74.8 | 25.2 | 100.0 |

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

| Nationality | Employees | | | Self-Employees | | | Overall Total | | |
|----------------------|--------------|--------------|--------------|----------------|--------------|--------------|---------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| South Africa | 12.9 | 6.8 | 11.3 | 26.0 | 29.9 | 27.0 | 14.3 | 9.5 | 13.1 |
| Zimbabwe | 51.5 | 63.3 | 54.5 | 9.6 | 6.9 | 8.9 | 46.9 | 56.7 | 49.4 |
| Zambia | 2.2 | 5.3 | 2.9 | 2.7 | 1.7 | 2.4 | 2.2 | 4.8 | 2.9 |
| Malawi | 2.7 | 1.1 | 2.3 | 1.4 | 1.1 | 1.4 | 2.5 | 1.1 | 2.2 |
| Ghana | 0.4 | 0.5 | 0.4 | 0.6 | 0.0 | 0.5 | 0.5 | 0.4 | 0.4 |
| Other Africa | 8.6 | 9.3 | 8.7 | 10.2 | 5.7 | 9.1 | 8.7 | 8.9 | 8.8 |
| British | 0.9 | 1.5 | 1.0 | 3.1 | 6.9 | 4.1 | 1.1 | 2.2 | 1.4 |
| Other Europe | 1.0 | 1.7 | 1.2 | 4.9 | 5.7 | 5.1 | 1.5 | 2.2 | 1.6 |
| Indian Sub-Continent | 8.4 | 4.3 | 7.4 | 18.0 | 15.5 | 17.4 | 9.5 | 5.7 | 8.5 |
| China | 6.4 | 2.6 | 5.5 | 11.1 | 14.4 | 11.9 | 6.9 | 4.0 | 6.2 |
| Other Asia | 3.3 | 2.0 | 3.0 | 9.0 | 6.3 | 8.3 | 4.0 | 2.5 | 3.6 |
| Other Countries | 1.5 | 1.5 | 1.5 | 3.1 | 5.2 | 3.6 | 1.7 | 2.0 | 1.7 |
| Not Stated | 0.2 | 0.1 | 0.2 | 0.2 | 0.6 | 0.3 | 0.2 | 0.1 | 0.2 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

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

| Age Group | Employees | | | Self-Employees | | | Overall | | |
|----------------------------------|--------------|--------------|--------------|----------------|------------|-------------|--------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Less than 25 | 66 | 31 | 97 | 4 | 0 | 4 | 70 | 31 | 101 |
| 25-29 | 291 | 97 | 388 | 22 | 10 | 32 | 313 | 107 | 420 |
| 30-34 | 540 | 182 | 722 | 34 | 19 | 53 | 574 | 201 | 775 |
| 35-39 | 749 | 247 | 996 | 57 | 15 | 72 | 806 | 262 | 1,068 |
| 40-44 | 659 | 272 | 931 | 79 | 37 | 116 | 738 | 309 | 1,047 |
| 45-49 | 665 | 212 | 877 | 95 | 30 | 125 | 760 | 242 | 1,002 |
| 50-54 | 403 | 132 | 535 | 66 | 21 | 87 | 469 | 153 | 622 |
| 55-59 | 261 | 74 | 335 | 51 | 16 | 67 | 312 | 90 | 402 |
| 60-64 | 163 | 44 | 207 | 30 | 15 | 45 | 193 | 59 | 252 |
| 65-69 | 74 | 10 | 84 | 29 | 9 | 38 | 103 | 19 | 122 |
| 70+ | 33 | 5 | 38 | 20 | 2 | 22 | 53 | 7 | 60 |
| Unknown | 13 | 5 | 18 | 1 | 0 | 1 | 14 | 5 | 19 |
| Total | 3,917 | 1,311 | 5,228 | 488 | 174 | 662 | 4,405 | 1,485 | 5,890 |
| Percentage (%) of Overall | 66.5 | 22.3 | 88.8 | 8.3 | 3.0 | 11.2 | 74.8 | 25.2 | 100.0 |

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

| Age Group | Employees | | | Self-Employees | | | Overall | | |
|--------------|--------------|--------------|--------------|----------------|--------------|--------------|--------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Less than 25 | 1.7 | 2.4 | 1.9 | 0.8 | 0.0 | 0.6 | 1.6 | 2.1 | 1.7 |
| 25-29 | 7.4 | 7.4 | 7.4 | 4.5 | 5.7 | 4.8 | 7.1 | 7.2 | 7.1 |
| 30-34 | 13.8 | 13.9 | 13.8 | 7.0 | 10.9 | 8.0 | 13.0 | 13.5 | 13.2 |
| 35-39 | 19.1 | 18.8 | 19.1 | 11.7 | 8.6 | 10.9 | 18.3 | 17.6 | 18.1 |
| 40-44 | 16.8 | 20.7 | 17.8 | 16.2 | 21.3 | 17.5 | 16.8 | 20.8 | 17.8 |
| 45-49 | 17.0 | 16.2 | 16.8 | 19.5 | 17.2 | 18.9 | 17.3 | 16.3 | 17.0 |
| 50-54 | 10.3 | 10.1 | 10.2 | 13.5 | 12.1 | 13.1 | 10.6 | 10.3 | 10.6 |
| 55-59 | 6.7 | 5.6 | 6.4 | 10.5 | 9.2 | 10.1 | 7.1 | 6.1 | 6.8 |
| 60-64 | 4.2 | 3.4 | 4.0 | 6.1 | 8.6 | 6.8 | 4.4 | 4.0 | 4.3 |
| 65-69 | 1.9 | 0.8 | 1.6 | 5.9 | 5.2 | 5.7 | 2.3 | 1.3 | 2.1 |
| 70+ | 0.8 | 0.4 | 0.7 | 4.1 | 1.1 | 3.3 | 1.2 | 0.5 | 1.0 |
| Unknown | 0.3 | 0.4 | 0.3 | 0.2 | 0.0 | 0.2 | 0.3 | 0.3 | 0.3 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

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

| Industry | Employees | | | Self-employees | | | Overall | | |
|----------------------------------|--------------|--------------|--------------|----------------|------------|-------------|--------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture | 1,148 | 412 | 1,560 | 51 | 9 | 60 | 1,199 | 421 | 1,620 |
| Mining and Quarrying | 76 | 4 | 80 | 3 | 0 | 3 | 79 | 4 | 83 |
| Manufacturing | 377 | 59 | 436 | 51 | 27 | 78 | 428 | 86 | 514 |
| Electricity & Water | 112 | 2 | 114 | 4 | 2 | 6 | 116 | 4 | 120 |
| Construction | 654 | 24 | 678 | 42 | 7 | 49 | 696 | 31 | 727 |
| Wholesale & Retail Trade | 150 | 16 | 166 | 158 | 47 | 205 | 308 | 63 | 371 |
| Hotels & Restaurants | 91 | 34 | 125 | 21 | 12 | 33 | 112 | 46 | 158 |
| Transport & Communication | 119 | 19 | 138 | 23 | 11 | 34 | 142 | 30 | 172 |
| Finance | 56 | 18 | 74 | 5 | 1 | 6 | 61 | 19 | 80 |
| Real Estate | 251 | 52 | 303 | 54 | 36 | 90 | 305 | 88 | 393 |
| Education | 501 | 429 | 930 | 10 | 4 | 14 | 511 | 433 | 944 |
| Health | 143 | 153 | 296 | 45 | 14 | 59 | 188 | 167 | 355 |
| Other Community | 182 | 41 | 223 | 13 | 2 | 15 | 195 | 43 | 238 |
| Private Households | 4 | 31 | 35 | 0 | 0 | 0 | 4 | 31 | 35 |
| Foreign Mission | 11 | 6 | 17 | 0 | 0 | 0 | 11 | 6 | 17 |
| Not Stated | 42 | 11 | 53 | 8 | 2 | 10 | 50 | 13 | 63 |
| Total | 3,917 | 1,311 | 5,228 | 488 | 174 | 662 | 4,405 | 1,485 | 5,890 |
| Percentage (%) of Overall | 66.5 | 22.3 | 88.8 | 8.3 | 3.0 | 11.2 | 74.8 | 25.2 | 100.0 |

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

| Industry | Employees | | | Self-employees | | | Overall | | |
|---------------------------|--------------|--------------|--------------|----------------|--------------|--------------|--------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture | 29.3 | 31.4 | 29.8 | 10.5 | 5.2 | 9.1 | 27.2 | 28.4 | 27.5 |
| Mining and Quarrying | 1.9 | 0.3 | 1.5 | 0.6 | 0.0 | 0.5 | 1.8 | 0.3 | 1.4 |
| Manufacturing | 9.6 | 4.5 | 8.3 | 10.5 | 15.5 | 11.8 | 9.7 | 5.8 | 8.7 |
| Electricity & Water | 2.9 | 0.2 | 2.2 | 0.8 | 1.1 | 0.9 | 2.6 | 0.3 | 2.0 |
| Construction | 16.7 | 1.8 | 13.0 | 8.6 | 4.0 | 7.4 | 15.8 | 2.1 | 12.3 |
| Wholesale & Retail Trade | 3.8 | 1.2 | 3.2 | 32.4 | 27.0 | 31.0 | 7.0 | 4.2 | 6.3 |
| Hotels & Restaurants | 2.3 | 2.6 | 2.4 | 4.3 | 6.9 | 5.0 | 2.5 | 3.1 | 2.7 |
| Transport & Communication | 3.0 | 1.4 | 2.6 | 4.7 | 6.3 | 5.1 | 3.2 | 2.0 | 2.9 |
| Finance | 1.4 | 1.4 | 1.4 | 1.0 | 0.6 | 0.9 | 1.4 | 1.3 | 1.4 |
| Real Estate | 6.4 | 4.0 | 5.8 | 11.1 | 20.7 | 13.6 | 6.9 | 5.9 | 6.7 |
| Education | 12.8 | 32.7 | 17.8 | 2.0 | 2.3 | 2.1 | 11.6 | 29.2 | 16.0 |
| Health | 3.7 | 11.7 | 5.7 | 9.2 | 8.0 | 8.9 | 4.3 | 11.2 | 6.0 |
| Other Community | 4.6 | 3.1 | 4.3 | 2.7 | 1.1 | 2.3 | 4.4 | 2.9 | 4.0 |
| Private Households | 0.1 | 2.4 | 0.7 | 0.0 | 0.0 | 0.0 | 0.1 | 2.1 | 0.6 |
| Foreign Mission | 0.3 | 0.5 | 0.3 | 0.0 | 0.0 | 0.0 | 0.2 | 0.4 | 0.3 |
| Not Stated | 1.1 | 0.8 | 1.0 | 1.6 | 1.1 | 1.5 | 1.1 | 0.9 | 1.1 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

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

| Occupation | New | | | Renewal | | | Overall | | |
|-------------------------------|--------------|-------------|--------------|-------------|------------|--------------|-------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Managers/Administrators | 488 | 86 | 574 | 127 | 28 | 155 | 615 | 114 | 729 |
| Professionals | 734 | 221 | 955 | 234 | 103 | 337 | 968 | 324 | 1,292 |
| Technicians | 450 | 184 | 634 | 174 | 151 | 325 | 624 | 335 | 959 |
| Clerks | 11 | 3 | 14 | 3 | 1 | 4 | 14 | 4 | 18 |
| Service/Sales Workers | 55 | 42 | 97 | 9 | 5 | 14 | 64 | 47 | 111 |
| Skilled Agri. Workers | 49 | 16 | 65 | 10 | 2 | 12 | 59 | 18 | 77 |
| Craft Workers | 310 | 34 | 344 | 80 | 4 | 84 | 390 | 38 | 428 |
| Plant & Machine Operators | 67 | 0 | 67 | 33 | 3 | 36 | 100 | 3 | 103 |
| Elementary Occupations | 866 | 340 | 1,206 | 183 | 81 | 264 | 1,049 | 421 | 1,470 |
| Other | 27 | 6 | 33 | 7 | 1 | 8 | 34 | 7 | 41 |
| Total | 3,057 | 932 | 3,989 | 860 | 379 | 1,239 | 3,17 | 1,311 | 5,228 |
| Percentage overall (%) | 58.5 | 17.8 | 76.3 | 16.4 | 7.2 | 23.7 | 74.9 | 25.1 | 100.0 |

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

| Occupation | New | | | Renewal | | | Overall | | |
|---------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Managers/Administrators | 16.0 | 9.2 | 14.4 | 14.8 | 7.4 | 12.5 | 15.7 | 8.7 | 13.9 |
| Professionals | 24.0 | 23.7 | 23.9 | 27.2 | 27.2 | 27.2 | 24.7 | 24.7 | 24.7 |
| Technicians | 14.7 | 19.7 | 15.9 | 20.2 | 39.8 | 26.2 | 15.9 | 25.6 | 18.3 |
| Clerks | 0.4 | 0.3 | 0.4 | 0.3 | 0.3 | 0.3 | 0.4 | 0.3 | 0.3 |
| Service/Sales Workers | 1.8 | 4.5 | 2.4 | 1.0 | 1.3 | 1.1 | 1.6 | 3.6 | 2.1 |
| Skilled Agri. Workers | 1.6 | 1.7 | 1.6 | 1.2 | 0.5 | 1.0 | 1.5 | 1.4 | 1.5 |
| Craft Workers | 10.1 | 3.6 | 8.6 | 9.3 | 1.1 | 6.8 | 10.0 | 2.9 | 8.2 |
| Plant & Machine Operators | 2.2 | 0.0 | 1.7 | 3.8 | 0.8 | 2.9 | 2.6 | 0.2 | 2.0 |
| Elementary Occupations | 28.3 | 36.5 | 30.2 | 21.3 | 21.4 | 21.3 | 26.8 | 32.1 | 28.1 |
| Other | 0.9 | 0.6 | 0.8 | 0.8 | 0.3 | 0.6 | 0.9 | 0.5 | 0.8 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

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

| Training | Male | Female | Total |
|---------------------|--------------|--------------|--------------|
| Certificate Holders | 469 | 73 | 542 |
| Diploma Holders | 666 | 304 | 970 |
| Degree Holders | 1,230 | 408 | 1,638 |
| No Training Stated | 1,552 | 526 | 2,078 |
| Total | 3,917 | 1,311 | 5,228 |

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

| Training | Male | Female | Total |
|---------------------|--------------|--------------|--------------|
| Certificate Holders | 12.0 | 5.6 | 10.4 |
| Diploma Holders | 17.0 | 23.2 | 18.6 |
| Degree Holders | 31.4 | 31.1 | 31.3 |
| No Training Stated | 39.6 | 40.1 | 39.7 |
| Total | 100.0 | 100.0 | 100.0 |

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

| Subject of Training | Sex | | |
|---|--------------|--------------|--------------|
| | Male | Female | Total |
| General Training Programs | 27 | 5 | 32 |
| Education Training | 170 | 255 | 425 |
| Fine & Applied Arts | 29 | 12 | 41 |
| Programs in Languages | 6 | 15 | 21 |
| Other Humanity Programs | 60 | 21 | 81 |
| Social & Behavior Science Programs | 45 | 32 | 77 |
| Commercial, Clerical, Business & Public Administration Programs | 329 | 88 | 417 |
| Programs in Law | 21 | 7 | 28 |
| Natural Science Programs | 117 | 25 | 142 |
| Mathematics & Computer Science Programs | 77 | 21 | 98 |
| Medicine & Health related Programs | 151 | 145 | 296 |
| Construction and Trade Programs | 121 | 3 | 124 |
| Other Craft and Trade Programs | 312 | 51 | 363 |
| Engineering & Allied Programs | 560 | 22 | 582 |
| Architectural & Town Planning Programs | 77 | 9 | 86 |
| Agriculture, Forestry & Fishery Programs | 63 | 18 | 81 |
| Home Economics & Domestic Science Programs | 12 | 6 | 18 |
| Transportation & Communication Programs | 46 | 6 | 52 |
| Service Trades Programs | 79 | 33 | 112 |
| Mass Communication & Documentation | 11 | 3 | 14 |
| Other Programs | 52 | 8 | 60 |
| Sub Total | 2,365 | 785 | 3,150 |
| No Training or Training Not Stated | 1,552 | 526 | 2,078 |
| Overall Total | 3,917 | 1,311 | 5,228 |

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

| Subject of Training | Sex | | |
|---|--------------|--------------|--------------|
| | Male | Female | Total |
| General Training Programs | 0.7 | 0.4 | 0.6 |
| Education Training | 4.3 | 19.5 | 8.1 |
| Fine & Applied Arts | 0.7 | 0.9 | 0.8 |
| Programs in Languages | 0.2 | 1.1 | 0.4 |
| Other Humanity Programs | 1.5 | 1.6 | 1.5 |
| Social & Behavior Science Programs | 1.1 | 2.4 | 1.5 |
| Commercial, Clerical, Business & Public Administration Programs | 8.4 | 6.7 | 8.0 |
| Programs in Law | 0.5 | 0.5 | 0.5 |
| Natural Science Programs | 3.0 | 1.9 | 2.7 |
| Mathematics & Computer Science Programs | 2.0 | 1.6 | 1.9 |
| Medicine & Health related Programs | 3.9 | 11.1 | 5.7 |
| Construction and Trade Programs | 3.1 | 0.2 | 2.4 |
| Other Craft and Trade Programs | 8.0 | 3.9 | 6.9 |
| Engineering & Allied Programs | 14.3 | 1.7 | 11.1 |
| Architectural & Town Planning Programs | 2.0 | 0.7 | 1.6 |
| Agriculture, Forestry & Fishery Programs | 1.6 | 1.4 | 1.5 |
| Home Economics & Domestic Science Programs | 0.3 | 0.5 | 0.3 |
| Transportation & Communication Programs | 1.2 | 0.5 | 1.0 |
| Service Trades Programs | 2.0 | 2.5 | 2.1 |
| Mass Communication & Documentation | 0.3 | 0.2 | 0.3 |
| Other Programs | 1.3 | 0.6 | 1.1 |
| Sub Total | 60.4 | 59.9 | 60.3 |
| No Training or Training Not Stated | 39.6 | 40.1 | 39.7 |
| Total | 100.0 | 100.0 | 100.0 |

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

| Industry | 3rd Quarter (September 2018) | | | 4th Quarter (December 2018) | | | 1st Quarter (March 2019) | | | 2nd Quarter (June 2019) | | |
|------------------------------------|---------------------------------|--------------|--------------|--------------------------------|--------------|--------------|-----------------------------|--------------|--------------|----------------------------|--------------|--------------|
| | Male | Female | Total | Female | Male | Total | Male | Female | Total | Male | Female | Total |
| Agriculture | 1,238 | 452 | 1,690 | 1,183 | 427 | 1,610 | 1,184 | 426 | 1,610 | 1,199 | 421 | 1,620 |
| Mining & Quarrying | 80 | 2 | 82 | 83 | 3 | 86 | 79 | 3 | 82 | 79 | 4 | 83 |
| Manufacturing | 414 | 82 | 496 | 429 | 87 | 516 | 423 | 88 | 511 | 428 | 86 | 514 |
| Electricity & Water | 78 | 4 | 82 | 110 | 4 | 114 | 105 | 4 | 109 | 116 | 4 | 120 |
| Construction | 608 | 30 | 638 | 617 | 32 | 649 | 638 | 32 | 670 | 696 | 31 | 727 |
| Wholesale & Retail Trade | 298 | 68 | 366 | 305 | 69 | 374 | 302 | 66 | 368 | 308 | 63 | 371 |
| Hotels & Restaurant | 99 | 49 | 148 | 106 | 48 | 154 | 105 | 47 | 152 | 112 | 46 | 158 |
| Transport & Comm. | 153 | 30 | 183 | 148 | 28 | 176 | 143 | 27 | 170 | 142 | 30 | 172 |
| Finance | 71 | 23 | 94 | 66 | 20 | 86 | 67 | 20 | 87 | 61 | 19 | 80 |
| Real Estate | 299 | 86 | 385 | 295 | 81 | 376 | 293 | 82 | 375 | 305 | 88 | 393 |
| Education | 409 | 342 | 751 | 473 | 407 | 880 | 482 | 411 | 893 | 511 | 433 | 944 |
| Health | 115 | 106 | 221 | 152 | 132 | 284 | 164 | 145 | 309 | 188 | 167 | 355 |
| Other Community | 140 | 43 | 183 | 159 | 48 | 207 | 176 | 47 | 223 | 195 | 43 | 238 |
| Private Households | 1 | 24 | 25 | 4 | 22 | 26 | 4 | 25 | 29 | 4 | 31 | 35 |
| Foreign Mission | 13 | 8 | 21 | 10 | 8 | 18 | 43 | 11 | 54 | 11 | 6 | 17 |
| Not Stated | 42 | 15 | 57 | 36 | 13 | 49 | 37 | 11 | 48 | 50 | 13 | 63 |
| Total | 4,058 | 1,364 | 5,422 | 4,176 | 1,429 | 5,605 | 4,245 | 1,445 | 5,690 | 4,405 | 1,485 | 5,890 |
| Quarter to Quarter % Change | -2.41 | -2.8 | -2.5 | 2.9 | 4.8 | 3.4 | 1.7 | 1.1 | 1.5 | 3.8 | 2.8 | 3.5 |

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 | 1,620 |
| Mining & Quarrying | 191 | 188 | 134 | 106 | 104 | 105 | 96 | 122 | 86 | 83 |
| Manufacturing | 1,59 | 1,282 | 903 | 491 | 526 | 522 | 475 | 498 | 516 | 514 |
| Electricity & Water | 99 | 113 | 81 | 48 | 50 | 52 | 48 | 72 | 114 | 120 |
| Construction | 3,776 | 3,997 | 2,771 | 1,245 | 1,185 | 1,062 | 804 | 748 | 649 | 727 |
| Wholesale & Retail Trade | 1,903 | 1,836 | 1,42 | 1,129 | 944 | 668 | 423 | 412 | 374 | 371 |
| Hotels & Restaurant | 350 | 340 | 272 | 200 | 216 | 201 | 176 | 178 | 154 | 158 |
| Transport & Communication | 732 | 692 | 502 | 391 | 369 | 337 | 274 | 258 | 176 | 172 |
| Finance | 247 | 178 | 126 | 72 | 82 | 73 | 84 | 97 | 86 | 80 |
| Real Estate | 2,754 | 2,129 | 1,460 | 916 | 693 | 523 | 468 | 429 | 376 | 393 |
| Education | 815 | 927 | 526 | 474 | 476 | 493 | 417 | 608 | 880 | 944 |
| Health | 377 | 391 | 297 | 225 | 227 | 239 | 210 | 217 | 284 | 355 |
| Other Community | 572 | 532 | 411 | 252 | 226 | 207 | 172 | 196 | 207 | 238 |
| Private Households | 53 | 51 | 34 | 10 | 21 | 21 | 24 | 25 | 26 | 35 |
| Foreign Mission | 27 | 16 | 12 | 14 | 75 | 34 | 25 | 22 | 18 | 17 |
| Not Stated | - | 9 | 5 | 24 | - | 43 | 51 | 58 | 49 | 63 |
| Total | 17,286 | 15,529 | 11,062 | 7,209 | 6,516 | 6,132 | 5,293 | 5,766 | 5,605 | 5,890 |

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

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 | 729 |
| Professionals | 2,210 | 1,770 | 1,160 | 679 | 779 | 954 | 915 | 1,067 | 1,176 | 1,292 |
| Technicians | 1,739 | 1,755 | 1,170 | 760 | 552 | 593 | 597 | 707 | 862 | 959 |
| Clerks | 25 | 15 | 11 | 8 | 3 | 5 | 9 | 8 | 9 | 18 |
| Service/Sales Workers | 314 | 235 | 164 | 90 | 69 | 78 | 86 | 102 | 103 | 111 |
| Skilled Agricultural Workers | 16 | 9 | 7 | 37 | 52 | 71 | 86 | 99 | 81 | 77 |
| Craft Workers | 1,792 | 1,784 | 1,150 | 456 | 469 | 521 | 417 | 395 | 371 | 428 |
| Plant & Machine Operators | 870 | 638 | 462 | 261 | 214 | 194 | 138 | 144 | 104 | 103 |
| Elementary Occupations | 3,581 | 2,632 | 1,932 | 1,410 | 1,122 | 1,368 | 1,373 | 1,643 | 1,449 | 1,470 |
| Other | 2 | 2 | 2 | 14 | 38 | 28 | 31 | 36 | 28 | 41 |
| Total | 11,966 | 10,054 | 6,897 | 4,354 | 4,092 | 4,699 | 4,493 | 5,045 | 4,929 | 5,228 |

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

Work Permits

STATS BRIEF
Quarter 2, 2019

