

WORK PERMITS HOLDERS

QUARTER 1 2024

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STATISTICS BOTSWANA

WORK PERMIT HOLDERS – FIRST QUARTER 2024

This stats brief presents a summary of the characteristics of employees and self-employed individuals who held valid work permits as at the end of March 2024.

This brief is produced through a collaborative process with the Department of Labour and Social Security, which is responsible for issuing work permits. Copies of approved work permits are forwarded to Statistics Botswana for capture and analysis.

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.

Information on work permit holders provides an indication of jobs and businesses held or run by foreigners, supporting monitoring progress in localization. Presenting statistics on work permit holders by occupation and industry indicates the jobs currently held by non-citizens, informing on the skills and sectors where expatriate recruitment continues to be needed and, to some extent, human resource development gaps. The information is also useful to researchers, planners, and policymakers in the country.

The results for the first quarter of 2024 showed that total work permit holders decreased from 5,314 persons in December 2023 to 3,616 persons in March 2024, a decrease of 1,698 persons (32.0 percent) over a period of three months. The majority of work permit holders were Zimbabwean nationals, accounting for 54.6 percent of the total work permit holders. The Agricultural sector continued to attract the majority of work permit holders at 40.8 percent. In occupational categories, Elementary occupations recorded the highest percentage of work permit holders with 48.6 percent.

I thank you



Dr. Khaufelo R. Lekobane
Statistician General
November 2026

1.0 INTRODUCTION

The Department of Immigration and Citizenship issues work permits under the Ministry of Labor and Home Affairs. The Department issues work permits primarily for employment-related reasons. The analysis of permits in this brief is confined only to work permits held by non-citizens in Botswana, drawn from National administrative registers and databases. Furthermore, the analysis distinguishes employee permit holders from self-employed holders.

The Department of Labour and Social Security issues work permits, and copies of such work permits are forwarded to Statistics Botswana to be analysed. Although all work permit forms received by Statistics Botswana for a specific quarter are processed and captured into the database, others arrive after the publication of the stats brief, and are thus captured for analysis for the subsequent publication(s).

Botswana issues different types of work permits for non-citizens. These include, among others;

- **Employment Work Permit – this type of permit is usually issued for long-term employment, often renewable and it is usually valid for a specific period.**
- **Temporary Work Permit – issued for short-term work assignments and it is usually up to 6 months.**
- **Emergency Work Permit – usually issued for emergency work assignments where very urgent work needs to be attended to immediately.**

For an individual to apply for a work permit, some of the documents required include the valid job offer letter, proof of qualifications, and a valid passport, among other requirements.

The profile of work permit holders reflects the specific skills which may be in short supply among Botswana nationals, as well as the prevailing economic and employment opportunities which attract foreigners in the country.

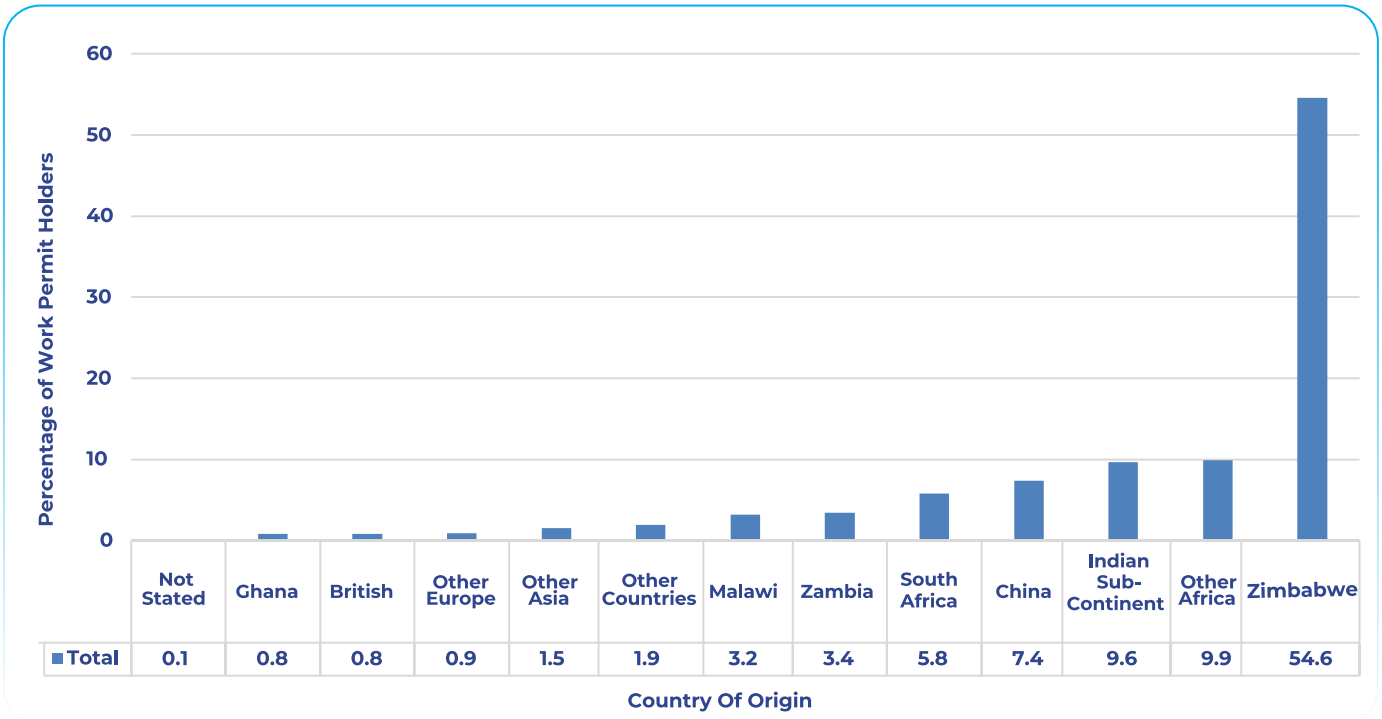
2.0 TOTAL WORK PERMIT HOLDERS

As at 31 March 2026, Botswana recorded 3,616 valid work permit holders comprising 2,443 males (67.6 percent) and 1,173 females (32.4 percent). Employee permit holders numbered 2,835 (78.4 percent), while 781 (21.6 percent) were self-employed **(Tables 1.1a and 1.1 b)**. The total declined by 1,698 from 5,314 in the fourth quarter of 2023 to 3,616 in the first quarter of 2024, a decrease of 32.0 percent. Earlier in 2023, the total increased from 4, 851 in the second to 4,917 in the third quarter **See Table 1.7**

Zimbabwean nationals was the largest nationality group constituting 1,973 (54.6 percent) of the total work permit holders, followed by Other African nationals with 359 (9.9 percent) and the Indian Sub-Continent was third, with 348 (9.6 percent) permit holders. Among employees, Zimbabwean nationals represented the largest group at 64.0 percent, followed by Other African nationals at 9.8 percent. Meanwhile, among the self-employed permit holders, the Chinese nationals accounted for 191 of the 781 (24.5 percent), followed by the Indian Sub-Continent with 168 (21.5 percent) Zimbabwe and South Africa contributed 20.2 and 10.9 percent, respectively. **See Figures 1 & 2**.

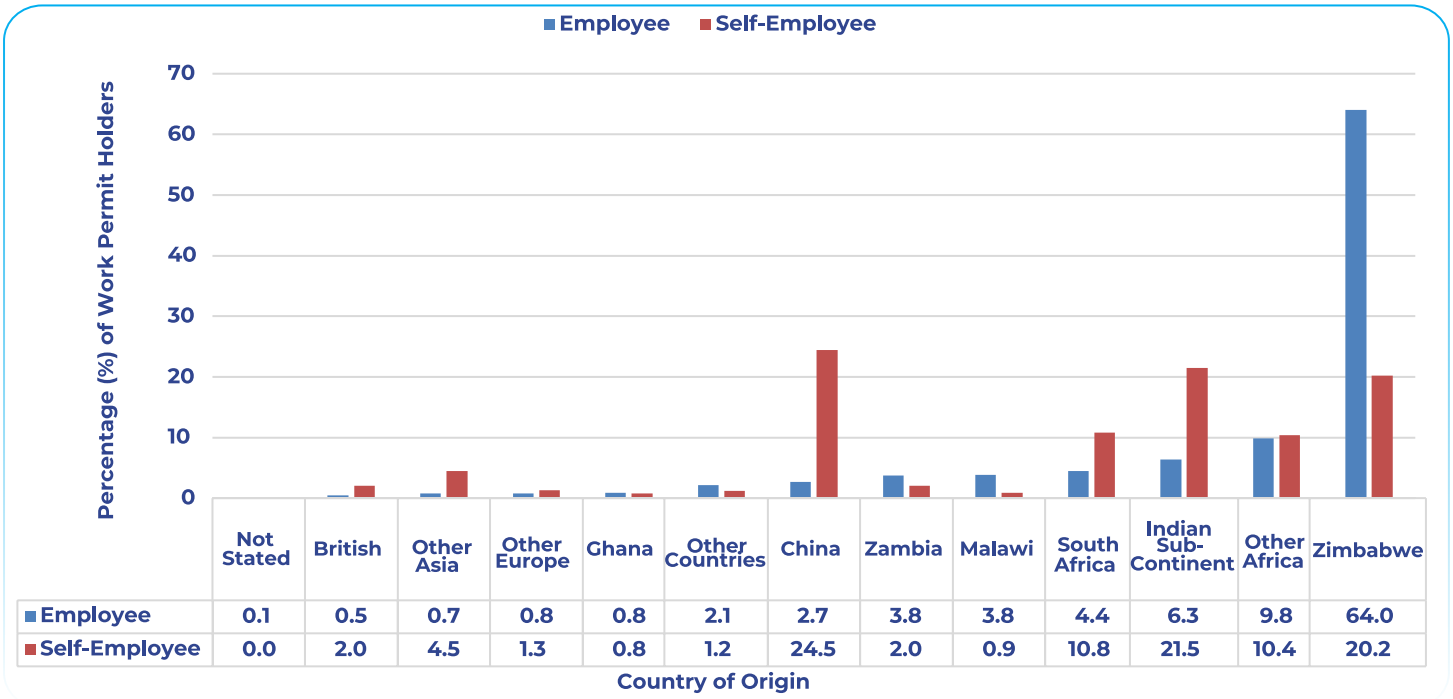
Total work permit holders by industry is presented in **Table (s) 1.3a & 1.3b**. Agriculture & Forestry industry recorded the highest number of work permit holders with 1,475 persons, contributing 40.8 percent towards total work permit holders, followed by the Education industry at 16.0 percent. Wholesale & Retail Trade contributed 10.7 percent towards total work permit holders issued in the first quarter of 2024.

FIGURE 1: Percentage of Work Permit Holders by Country of Origin, March 2024



	Not Stated	Ghana	British	Other Europe	Other Asia	Other Countries	Malawi	Zambia	South Africa	China	Indian Sub-Continent	Other Africa	Zimbabwe
Total	0.1	0.8	0.8	0.9	1.5	1.9	3.2	3.4	5.8	7.4	9.6	9.9	54.6

FIGURE 2: Percentage of Work Permit Holders by Type and Country of Origin, March 2024



	Not Stated	British	Other Asia	Other Europe	Ghana	Other Countries	China	Zambia	Malawi	South Africa	Indian Sub-Continent	Other Africa	Zimbabwe
Employee	0.1	0.5	0.7	0.8	0.8	2.1	2.7	3.8	3.8	4.4	6.3	9.8	64.0
Self-Employee	0.0	2.0	4.5	1.3	0.8	1.2	24.5	2.0	0.9	10.8	21.5	10.4	20.2

3.0 WORK PERMIT HOLDERS BY AGE GROUP

The largest proportion of work permit holders were in the age group 40 -44 years, contributing 17.1 percent towards total work permit holders, followed by age group 45 – 49 with 15.9 percent, and age group 35 – 39 at 14.8 percent Female work permit holders were consistently lower than male work permit holders in all age groups for both employee and self-employed work permit holders as a percentage of overall work permit holders. Male employee work permit holders accounted for 51.7 percent of overall work permit holders compared to 26.7 percent of females. In the self-employed work permit holder category, males contributed 15.8 percent towards overall work permit holders compared with 5.8 percent for females. **See Tables 1.2a, 1.2b and 1.2c.**

4.0 WORK PERMIT HOLDERS BY INDUSTRY

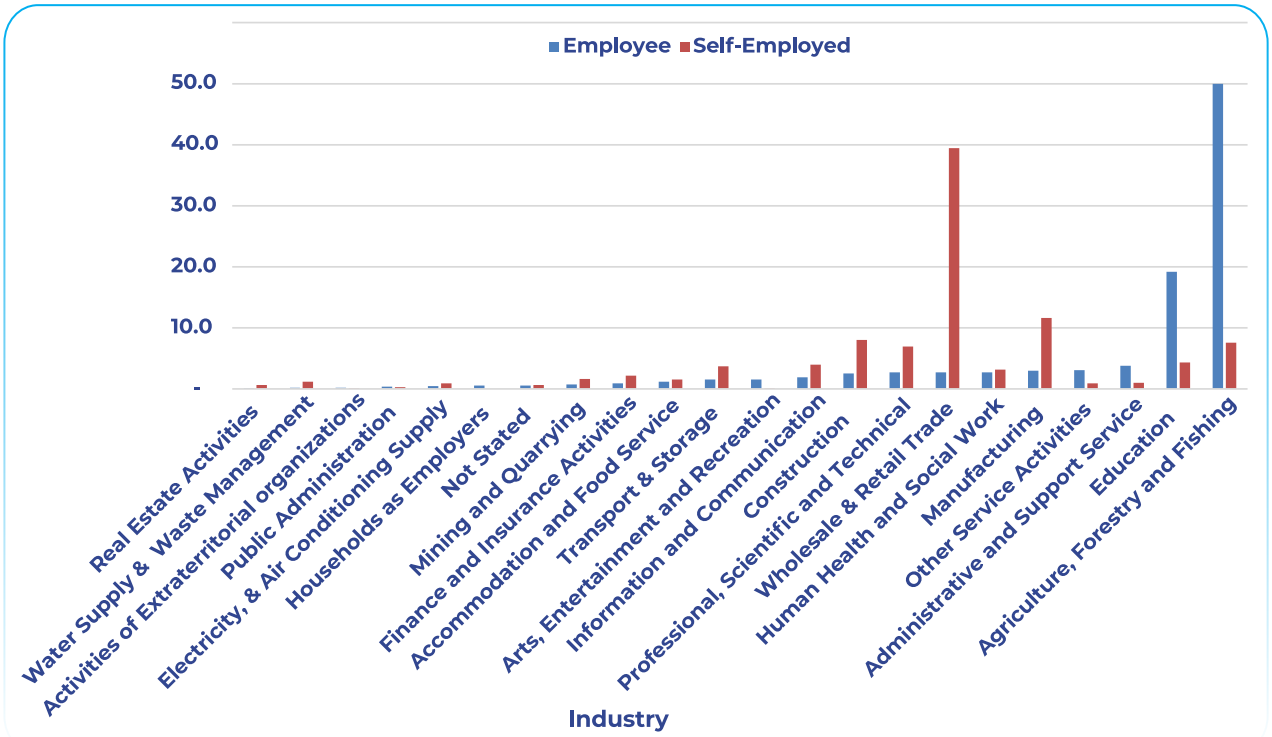
Industry is categorized by main goods and services produced/provided. **Tables 1.3a, 1.3b, 1.7, 1.7a and Figure 3** present the distribution of total work permit holders by Industry. Agriculture & Forestry, Education, and Wholesale & Retail Trade were the main contributors to total work permit holders in the first quarter of 2024. The Agriculture, Forestry & Fishing industry contributed 40.8 percent to the total work permit holders, followed by Education and Wholesale & Retail Trade at 16.0 & 10.7 percent, respectively. The corresponding shares in the fourth quarter of 2023 were reported as 38.5, 18.3 and 6.4 percent of total work permit holders, respectively.

The distribution of work permit holders by sex and industry shows that females outnumbered males in the Education and Activities of Households as Employers industry categories. In the Education sector, females accounted for 57.9 percent of work permit holders, compared with 42.1 percent for males. Similarly, in Activities of Households as Employers, no male work permit holders were recorded.

In contrast, males outnumbered females in industries such as Construction and Manufacturing. Further details on the distribution of work permit holders by sex and industry are presented in **Table 1.7a.**

Among employee work permit holders, 49.9 percent of the total work permits were for employees engaged in the Agriculture, Forestry& Fishing industry while 19.2 percent were in Education. For the Self-employed, Wholesale and & Retail Trade was above other industries with 39.4 percent, followed by Manufacturing and Construction industries with 11.7 and 8.1 percent, respectively.

FIGURE 3: Percentage (%) of Work Permit Holders by Industry, Q1 2024



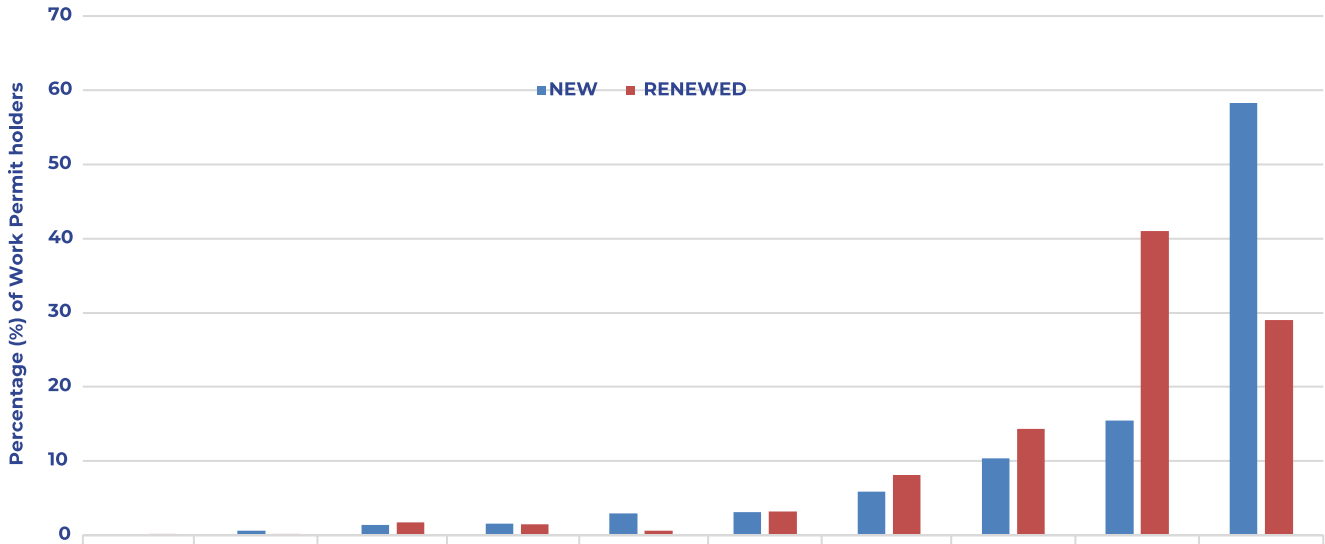
5.0 WORK PERMIT HOLDERS BY OCCUPATION

Occupation refers to tasks and duties assigned to an individual to perform in a workplace.

Tables 1.4a and 1.4b present total work permit holders by occupation. Elementary occupations contributed 1,379 individuals (48.6 percent) towards employee work permit holders, followed by 679 Professionals at 24.0 percent. Technicians & associate professionals accounted for 11.7 percent of the employee work permit holders.

Figure 4 below shows new and renewed work permit holders. Elementary occupations contributed the highest proportion towards total new work permits at 58.3 percent, and 29.0 percent held renewed work permits. In the Professional's occupations, 41.0 percent were the renewals and 15.5 percent were the new work permits holders.

FIGURE 4: Percentage of New and Renewed Work Permit Holders by Occupation, March 2024



	Clerks	Not Stated	Plant & Machine Opd.	Service/Sales Workers	Skilled Agri. Workers	Craft Workers	Managers/ Administrators	Technicians	Professionals	Elementary Occupations
NEW	0.1	0.6	1.4	1.6	2.9	3.1	5.9	10.4	15.5	58.3
RENEWED	0.2	0.2	1.7	1.5	0.6	3.2	8.1	14.3	41.0	29.0

6.0 EMPLOYEE WORK PERMIT HOLDERS BY TRAINING

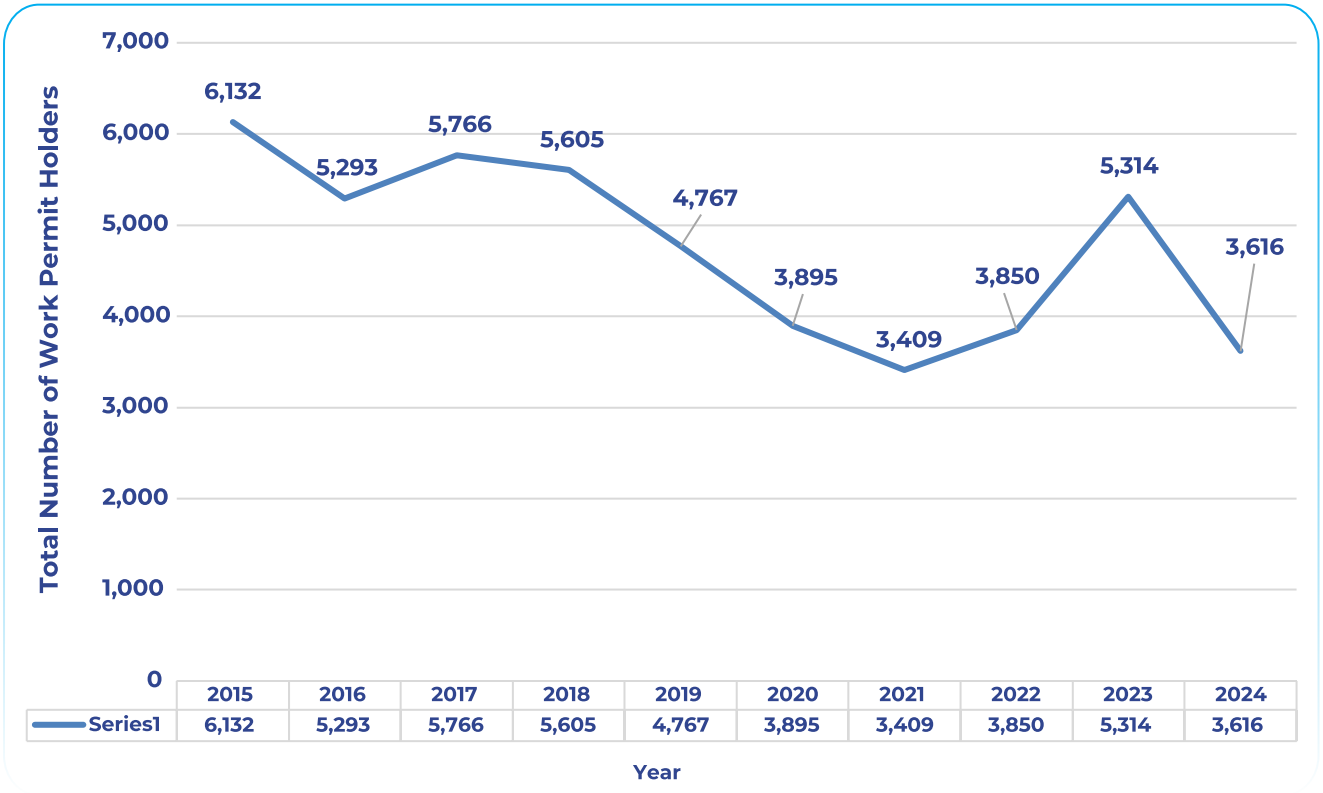
The distribution of employee work permit holders by training and sex is presented in **Table 1.5a and 1.5b**. The first quarter of 2024 results showed that 58.2 percent of employee work permit holders had no training. Degree holders accounted for 27.6 percent and diploma holders were at 10.7 percent.

By subject of training, basic training programs accounted for 213 employees (7.5 percent) of the total employee work permit holders. Work permit holders trained in Business and Administration programs constituted 6.0 percent or 169 persons, with those trained in Health programs contributing 5.9 percent towards employee work permit holders. **See tables 1.6a and 1.6b**.

7.0 TREND IN TOTAL WORK PERMIT HOLDERS

The series presented in **Table 1.8** indicates a 41.0 percent overall decline in the recorded work permit holders from 6,132 in 2015 to 3,616 in 2024. . The major decline was recorded between the years 2017 to 2021, with number of total work permit holders dropping from 5,766 persons in 2017, to 3,409 persons in 2021. However, subsequently, the total work permit holders gradually began to record an increase from 2022 to 2023, then declined by 32.0 percent to 3,616 in 2024. **See Table 1.8 and Figure 5**

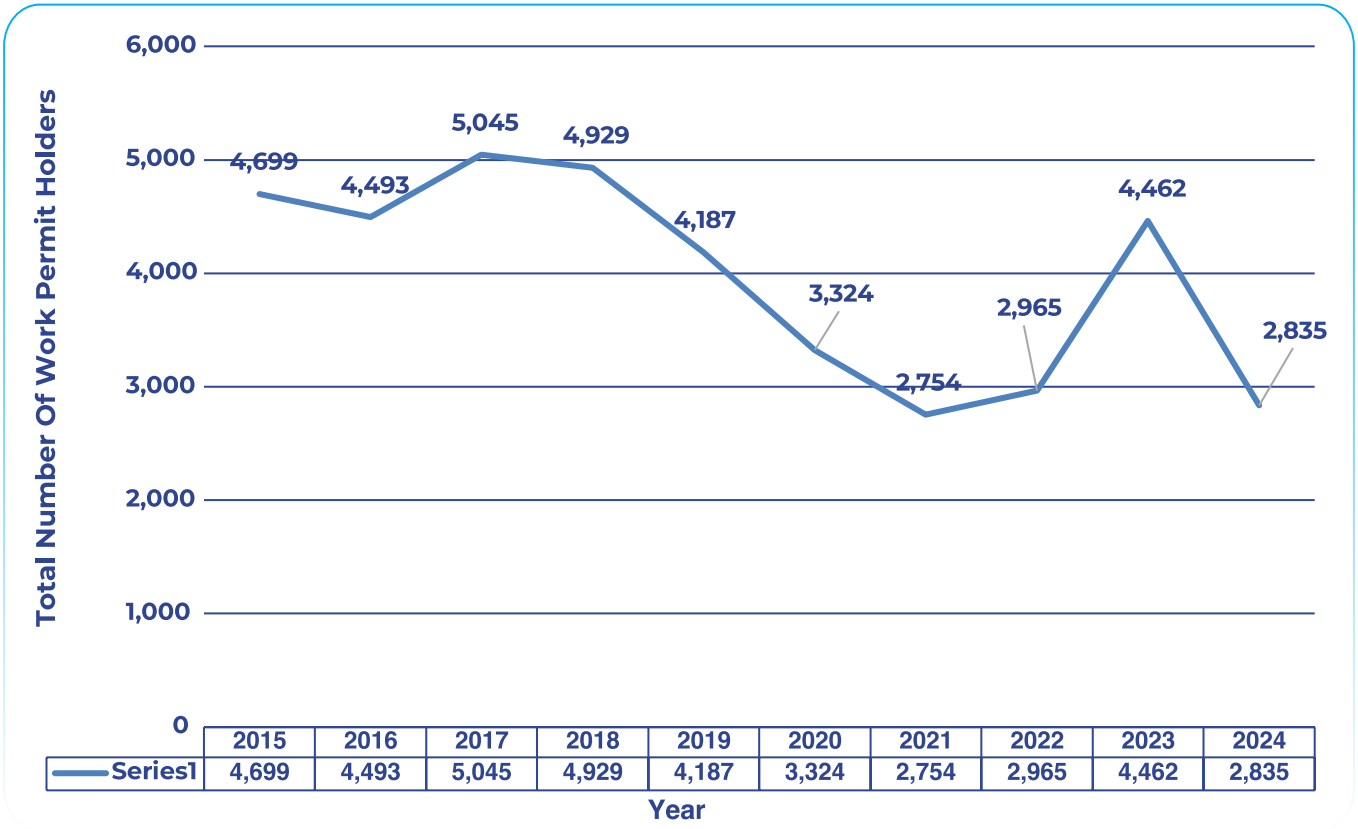
FIGURE 5: Total Number of Work Permit Holders, 2015-2024



8. TREND OF EMPLOYEE WORK PERMIT HOLDERS

Table 1.9 & Figure 6 present the trend in total employee work permit holders from 2015 to 2024. The results show that total employee work permit holders recorded significant declines from 2019 to 2021, which coincides with the period affected by the COVID 19 pandemic. Total employee work permit holders declined from 4,187 persons in 2019 to 2,754 persons in 2021.

FIGURE 6: Total Number Of Employee Work Permit



9. CONCLUSION

Overall, the first-quarter 2024 statistics provide information on the number and characteristics of individuals holding valid work permits in Botswana, including their sex, nationality, age, industry, occupation and training. These statistics can support the monitoring of foreign labour participation and contribute to evidence-based labour-market planning and policy development. The statistics imply that work permit data can be used to inform labour-market planning, skills development, foreign labour management, and employment policy. The statistics provide information on the industries employing foreign workers, the occupations they perform, their qualifications, and their nationalities. This information can help policymakers identify areas where foreign labour contributes to the economy and where further investigation into domestic skills availability may be necessary.

TABLE 1.1A: Work Permit Holders by Country of Origin, Type of Permit and Sex, March 2024

Nationality	Employees			Self-Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
South Africa	83	43	**126**	66	18	**84**	149	61	**210**
Zimbabwe	1,147	668	**1,815**	114	44	**158**	1,261	712	**1,973**
Zambia	62	45	**107**	8	8	**16**	70	53	**123**
Malawi	98	11	**109**	5	2	**7**	103	13	**116**
Ghana	18	6	**24**	5	1	**6**	23	7	**30**
Other Africa	181	97	**278**	65	16	**81**	246	113	**359**
British	9	5	**14**	7	9	**16**	16	14	**30**
Other Europe	16	6	**22**	8	2	**10**	24	8	**32**
Indian Sub-Continent	127	53	**180**	132	36	**168**	259	89	**348**
China	61	15	**76**	132	59	**191**	193	74	**267**
Other Asia	17	4	**21**	24	11	**35**	41	15	**56**
Other Countries	49	11	**60**	6	3	**9**	55	14	**69**
Not Stated	3	-	**3**	-	-	**-**	3	-	**3**
Total	**1,871**	**964**	**2,835**	**572**	**209**	**781**	**2,443**	**1,173**	**3,616**
Percentage Overall	**51.7**	**26.7**	**78.4**	**15.8**	**5.8**	**21.6**	**67.6**	**32.4**	**100.0**

TABLE 1.1B: Percentage of Work Permit Holders by Country of Origin, Type of Permit and Sex, March 2024

Nationality	Employees			Self-Employees			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
South Africa	4.4	4.5	**4.4**	12.2	9.0	**11.4**	6.2	5.2	**5.9**
Zimbabwe	61.3	69.3	**64.0**	21.1	22.1	**21.4**	52.3	61.2	**55.2**
Zambia	3.3	4.7	**3.8**	1.5	4.0	**2.2**	2.9	4.6	**3.4**
Malawi	5.2	1.1	**3.8**	0.9	1.0	**0.9**	4.3	1.1	**3.2**
Ghana	1.0	0.6	**0.8**	0.9	0.5	**0.8**	1.0	0.6	**0.8**
Other Africa	9.7	10.1	**9.8**	8.7	6.0	**8.0**	9.5	9.4	**9.4**
British	0.5	0.5	**0.5**	1.1	4.5	**2.0**	0.6	1.2	**0.8**
Other Europe	0.9	0.6	**0.8**	0.2	0.5	**0.3**	0.7	0.6	**0.7**
Indian Sub-Continent	6.8	5.5	**6.3**	24.2	18.1	**22.6**	10.7	7.7	**9.7**
China	3.3	1.6	**2.7**	24.4	29.6	**25.8**	8.0	6.4	**7.5**
Other Asia	0.9	0.4	**0.7**	4.3	3.0	**3.9**	1.7	0.9	**1.4**
Other Countries	2.6	1.1	**2.1**	0.6	1.5	**0.8**	2.2	1.2	**1.8**
Not Stated	0.2	-	**0.1**	-	-	**-**	0.1	-	**0.1**
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, March 2024

Age	Employee			Self-Employee			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 25	68	33	**101**	21	5	**26**	89	38	**127**
25-29	179	77	**256**	50	20	**70**	229	97	**326**
30-34	263	153	**416**	60	30	**90**	323	183	**506**
35-39	375	189	**564**	64	36	**100**	439	225	**664**
40-44	388	197	**585**	110	25	**135**	498	222	**720**
45-49	335	204	**539**	100	38	**138**	435	242	**677**
50-54	295	120	**415**	105	28	**133**	400	148	**548**
55-59	195	82	**277**	82	21	**103**	277	103	**380**
60-64	100	38	**138**	42	13	**55**	142	51	**193**
65-69	51	13	**64**	24	3	**27**	75	16	**91**
70-74	18	7	**25**	14	3	**17**	32	10	**42**
75+	6	2	**8**	8	3	**11**	14	5	**19**
Unknown	19	5	**24**	2	-	**2**	21	5	**26**
Total	**2,292**	**1,120**	**3,412**	**682**	**225**	**907**	**2,974**	**1,345**	**4,319**
Percentage Overall	53.1	25.9	**79**	15.8	5.2	**21**	68.9	31.1	**100.0**

TABLE 1.2B: Percentage of Work Permit Holders by Age Group, Type of Permit and Sex, March 2024

Age	Employees			Self-Employees			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 25	3.0	2.0	**2.6**	3.8	4.8	**4.1**	3.2	2.5	**3.0**
25-29	8.8	7.1	**8.2**	11.0	9.1	**10.5**	9.3	7.4	**8.7**
30-34	12.7	11.9	**12.5**	9.3	9.1	**9.2**	11.9	11.4	**11.8**
35-39	15.3	14.8	**15.2**	14.3	11.5	**13.6**	15.1	14.2	**14.8**
40-44	18.3	17.0	**17.8**	14.9	13.4	**14.5**	17.5	16.4	**17.1**
45-49	14.9	19.3	**16.4**	14.2	14.4	**14.2**	14.7	18.4	**15.9**
50-54	12.2	14.0	**12.8**	12.4	15.8	**13.3**	12.2	14.3	**12.9**
55-59	7.0	7.8	**7.3**	8.9	13.4	**10.1**	7.4	8.8	**7.9**
60-64	3.7	3.2	**3.5**	5.9	5.3	**5.8**	4.2	3.6	**4.0**
65-69	1.8	1.0	**1.6**	2.8	1.4	**2.4**	2.0	1.1	**1.7**
70-74	0.6	0.5	**0.6**	0.7	0.5	**0.6**	0.7	0.5	**0.6**
75+	0.2	0.1	**0.1**	0.5	0.5	**0.5**	0.2	0.2	**0.2**
Not Stated	1.5	1.2	**1.4**	1.2	1.0	**1.2**	1.4	1.2	**1.4**
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

TABLE 1.2C: Percentage (Overall) of Work Permit Holders by Age Group, Type of Permit and Sex, March 2024

Industry	Employee			Self-Employee			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 25	2.0	0.7	**2.6**	2.8	1.3	**4.1**	2.2	0.8	**3.0**
25-29	5.8	2.4	**8.2**	8.1	2.4	**10.5**	6.3	2.4	**8.7**
30-34	8.4	4.1	**12.5**	6.8	2.4	**9.2**	8.0	3.7	**11.8**
35-39	10.1	5.0	**15.2**	10.5	3.1	**13.6**	10.2	4.6	**14.8**
40-44	12.1	5.8	**17.8**	10.9	3.6	**14.5**	11.8	5.3	**17.1**
45-49	9.8	6.6	**16.4**	10.4	3.8	**14.2**	9.9	6.0	**15.9**
50-54	8.0	4.8	**12.8**	9.1	4.2	**13.3**	8.3	4.6	**12.9**
55-59	4.6	2.6	**7.3**	6.5	3.6	**10.1**	5.0	2.8	**7.9**
60-64	2.4	1.1	**3.5**	4.4	1.4	**5.8**	2.8	1.2	**4.0**
65-69	1.2	0.4	**1.6**	2.0	0.4	**2.4**	1.4	0.4	**1.7**
70-74	0.4	0.2	**0.6**	0.5	0.1	**0.6**	0.4	0.2	**0.6**
75+	0.1	0.0	**0.1**	0.4	0.1	**0.5**	0.2	0.1	**0.2**
Not Stated	1.0	0.4	**1.4**	0.9	0.3	**1.2**	1.0	0.4	**1.4**
Total	**66.0**	**34.0**	**100.0**	**73.2**	**26.8**	**100.0**	**67.6**	**32.4**	**100.0**

TABLE 1.3A: Total Work Permit Holders by Industry, Type of Permit and Sex, March 2024

Industry	Employee			Self-Employee			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	978	438	**1,416**	47	12	**59**	1,025	450	**1,475**
Mining and Quarrying	18	2	**20**	11	2	**13**	29	4	**33**
Manufacturing	76	8	**84**	69	22	**91**	145	30	**175**
Electricity & Air Conditioning Supply	13	-	**13**	6	1	**7**	19	1	**20**
Water Supply & Waste Management	4	1	**5**	6	3	**9**	10	4	**14**
Construction	68	4	**72**	51	12	**63**	119	16	**135**
Wholesale & Retail Trade	65	13	**78**	228	80	**308**	293	93	**386**
Transport & Storage	39	5	**44**	26	3	**29**	65	8	**73**
Accommodation & Food Service	30	3	**33**	6	6	**12**	36	9	**45**
Information and Communication	49	5	**54**	23	8	**31**	72	13	**85**
Finance and Insurance Activities	22	4	**26**	11	6	**17**	33	10	**43**
Real Estate Activities	2	1	**3**	4	1	**5**	6	2	**8**
Professional, Scientific and Technical	60	17	**77**	38	16	**54**	98	33	**131**
Administrative and Support Service	54	54	**108**	7	1	**8**	61	55	**116**
Public Administration	1	10	**11**	1	1	**2**	2	11	**13**
Education	231	312	**543**	12	22	**34**	243	334	**577**
Human Health and Social Work	45	33	**78**	17	8	**25**	62	41	**103**
Arts, Entertainment and Recreation	39	5	**44**	1	-	**1**	40	5	**45**
Other Service Activities	60	28	**88**	4	3	**7**	64	31	**95**
Households as Employers	1	15	**16**	-	-	**-**	1	15	**16**
Activities of Extraterritorial organizations	4	2	**6**	1	-	**1**	5	2	**7**
Not Stated	**12**	**4**	**16**	**3**	**2**	**5**	**15**	**6**	**21**
Total	**1,871**	**964**	**2,835**	**572**	**209**	**781**	**2,443**	**1,173**	**3,616**
Percentage Overall	**51.7**	**26.7**	**78.4**	**15.8**	**5.8**	**21.6**	**67.6**	**32.4**	**100.0**

TABLE 1.3B: Percentage of Work Permit Holders by Industry and Type of Permit, March 2024

Industry	Employee			Self-Employee			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Forestry and Fishing	52.3	45.4	**49.9**	8.2	5.7	**7.6**	42.0	38.4	**40.8**
Mining and Quarrying	1.0	0.2	**0.7**	1.9	1.0	**1.7**	1.2	0.3	**0.9**
Manufacturing	4.1	0.8	**3.0**	12.1	10.5	**11.7**	5.9	2.6	**4.8**
Electricity, & Air Conditioning Supply	0.7	-	**0.5**	1.0	0.5	**0.9**	0.8	0.1	**0.6**
Water Supply & Waste Management	0.2	0.1	**0.2**	1.0	1.4	**1.2**	0.4	0.3	**0.4**
Construction	3.6	0.4	**2.5**	8.9	5.7	**8.1**	4.9	1.4	**3.7**
Wholesale & Retail Trade	3.5	1.3	**2.8**	39.9	38.3	**39.4**	12.0	7.9	**10.7**
Transport & Storage	2.1	0.5	**1.6**	4.5	1.4	**3.7**	2.7	0.7	**2.0**
Accommodation and Food Service	1.6	0.3	**1.2**	1.0	2.9	**1.5**	1.5	0.8	**1.2**
Information and Communication	2.6	0.5	**1.9**	4.0	3.8	**4.0**	2.9	1.1	**2.4**
Finance and Insurance Activities	1.2	0.4	**0.9**	1.9	2.9	**2.2**	1.4	0.9	**1.2**
Real Estate Activities	0.1	0.1	**0.1**	0.7	0.5	**0.6**	0.2	0.2	**0.2**
Professional, Scientific and Technical	3.2	1.8	**2.7**	6.6	7.7	**6.9**	4.0	2.8	**3.6**
Administrative and Support Service	2.9	5.6	**3.8**	1.2	0.5	**1.0**	2.5	4.7	**3.2**
Public Administration	0.1	1.0	**0.4**	0.2	0.5	**0.3**	0.1	0.9	**0.4**
Education	12.3	32.4	**19.2**	2.1	10.5	**4.4**	9.9	28.5	**16.0**
Human Health and Social Work	2.4	3.4	**2.8**	3.0	3.8	**3.2**	2.5	3.5	**2.8**
Arts, Entertainment and Recreation	2.1	0.5	**1.6**	0.2	-	**0.1**	1.6	0.4	**1.2**
Other Service Activities	3.2	2.9	**3.1**	0.7	1.4	**0.9**	2.6	2.6	**2.6**
Households as Employers	0.1	1.6	**0.6**	-	-	**-**	0.0	1.3	**0.4**
Activities of Extraterritorial organizations	0.2	0.2	**0.2**	0.2	-	**0.1**	0.2	0.2	**0.2**
Not Stated	**0.6**	**0.4**	**0.6**	**0.5**	**1.0**	**0.6**	**0.6**	**0.5**	**0.6**
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, March 2024

Occupation	New			Renewal			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers	96	16	**112**	61	15	**76**	157	31	**188**
Professionals	163	132	**295**	197	187	**384**	360	319	**679**
Technicians and Associate Professionals	141	57	**198**	68	66	**134**	209	123	**332**
Clerical Support Services	1	1	**2**	1	1	**2**	2	2	**4**
Service/Sales Workers	18	12	**30**	8	6	**14**	26	18	**44**
Skilled Agric. Workers	38	18	**56**	5	1	**6**	43	19	**62**
Craft and Related Trades Workers	58	1	**59**	28	2	**30**	86	3	**89**
Plant & Machine Operators	27	0	**27**	15	1	**16**	42	1	**43**
Elementary Occupations	769	339	**1,108**	167	104	**271**	936	443	**1,379**
Not Stated	9	3	**12**	1	1	**2**	10	4	**14**
Total	**1,320**	**579**	**1,899**	**551**	**385**	**936**	**1,871**	**964**	**2,835**
Percentage Overall	**46.6**	**20.4**	**67.0**	**19.4**	**13.6**	**33.0**	**66.0**	**34.0**	**100.0**

TABLE 1.4B: Percentage of Work Permit Holders by Occupation, Work Permit Status and Sex, March 2024

Occupation	New			Renewal			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers	7.3	2.8	**5.9**	11.1	3.9	**8.1**	8.4	3.2	**6.6**
Professionals	12.3	22.8	**15.5**	35.8	48.6	**41.0**	19.2	33.1	**24.0**
Technicians and Associate Professionals	10.7	9.8	**10.4**	12.3	17.1	**14.3**	11.2	12.8	**11.7**
Clerical Support Services	0.1	0.2	**0.1**	0.2	0.3	**0.2**	0.1	0.2	**0.1**
Service/Sales Workers	1.4	2.1	**1.6**	1.5	1.6	**1.5**	1.4	1.9	**1.6**
Skilled Agric. Workers	2.9	3.1	**2.9**	0.9	0.3	**0.6**	2.3	2.0	**2.2**
Craft and Related Trades Workers	4.4	0.2	**3.1**	5.1	0.5	**3.2**	4.6	0.3	**3.1**
Plant & Machine Operators	2.0	-	**1.4**	2.7	0.3	**1.7**	2.2	0.1	**1.5**
Elementary Occupations	58.3	58.5	**58.3**	30.3	27.0	**29.0**	50.0	46.0	**48.6**
Not Stated	0.7	0.5	**0.6**	0.2	0.3	**0.2**	0.5	0.4	**0.5**
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, March 2024

Training	Male	Female	Total
Certificate Holders	82	18	**100**
Diploma Holders	186	118	**304**
Degree Holders	466	317	**783**
No Training or No training Stated	1,138	510	**1,648**
Total	**1,872**	**963**	**2,835**

TABLE 1.5B: Percentage of Employee Work Permit Holders by Training and Sex, March 2024

Training	Male	Female	Total
Certificate Holders	4.4	1.9	**3.5**
Diploma Holders	9.9	12.3	**10.7**
Degree Holders	24.9	32.9	**27.6**
No Training or no training Stated	60.8	53.0	**58.1**
Total	**100.0**	**100.0**	**100.0**

TABLE 1.6A: Employee Work Permit Holders by Subject of Training and Sex, March 2024

Subject of training	Male	Female	Total
Basic, Literacy & Numeracy and Personnel Development	79	134	**213**
Education Programs	13	16	**29**
Arts and Humanities	21	10	**31**
Social & Behavioural	18	16	**34**
Journalism, Information and Documentation	6	1	**7**
Business and Administration Programs	126	43	**169**
Programs in Law	12	8	**20**
Life and Physical Sciences Programs	29	14	**43**
Mathematics and Statistics Programs	3	1	**4**
Computer Programs	33	9	**42**
Engineering Trade Programs	79	9	**88**
Manufacturing and Processing Programs	32	12	**44**
Industrial Programs	37	-	**37**
Architecture and Building Program	32	22	**54**
Building and Construction Programs	36	52	**88**
Agric. Forestry & Fishery	21	12	**33**
Veterinary Programs	1	3	**4**
Health Programs	100	67	**167**
Social Services Programs	6	8	**14**
Personal Services Programs	32	12	**44**
Transport Services Programs	10	1	**11**
Environmental Protection Programs	3	2	**5**
Security Services Programs	2	-	**2**
Not Stated	2	1	**3**
Sub-Total	**733**	**453**	**1,186**
No Training or no Training Stated	**1,138**	**511**	**1,649**
Total	**1,871**	**964**	**2,835**

TABLE 1.6B: Percentage of Employee Work Permit Holders by Subject of Training and Sex, March 2024

Subject of training	Male	Female	Total
Basic, Literacy & Numeracy and Personnel Development	4.2	13.9	**7.5**
Education Programs	0.7	1.7	**1.0**
Arts and Humanities	1.1	1.0	**1.1**
Social & Behavioural	1.0	1.7	**1.2**
Journalism, Information and Documentation	0.3	0.1	**0.2**
Business and Administration Programs	6.7	4.5	**6.0**
Programs in Law	0.6	0.8	**0.7**
Life and Physical Sciences Programs	1.5	1.5	**1.5**
Mathematics and Statistics Programs	0.2	0.1	**0.1**
Computer Programs	1.8	0.9	**1.5**
Engineering Trade Programs	4.2	0.9	**3.1**
Manufacturing and Processing Programs	1.7	1.2	**1.6**
Industrial Programs	2.0	-	**1.3**
Architecture and Building Program	1.7	2.3	**1.9**
Building and Construction Programs	1.9	5.4	**3.1**
Agric. Forestry & Fishery	1.1	1.2	**1.2**
Veterinary Programs	0.1	0.3	**0.1**
Health Programs	5.3	7.0	**5.9**
Social Services Programs	0.3	0.8	**0.5**
Personal Services Programs	1.7	1.2	**1.6**
Transport Services Programs	0.5	0.1	**0.4**
Environmental Protection Programs	0.2	0.2	**0.2**
Security Services Programs	0.1	-	**0.1**
Not Stated	0.1	0.1	**0.1**
Sub-Total	**39.2**	**47.0**	**41.8**
No Training or no Training Stated	**60.8**	**53.0**	**58.2**
Total	**100.0**	**100.0**	**100.0**

TABLE 1.7: Quarterly Work Permit Holders by Industry and Sex, Second Quarter 2023 - First Quarter 2024

Industry	2nd Quarter ((June 2023)			3rd Quarter (September 2023)			4th Quarter (December 2023)			1st Quarter (March 2024)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture and Forestry	882	364	**1,246**	1,201	549	**1,750**	1,421	627	**2,048**	1,025	450	**1,475**
Mining and Quarrying	83	5	**88**	84	5	**89**	79	5	**84**	29	4	**33**
Manufacturing	251	58	**309**	256	58	**314**	247	56	**303**	145	30	**175**
Electricity, Gas & Air Supply	38	3	**41**	39	2	**41**	40	2	**42**	19	1	**20**
Water Supply & Waste Management	69	8	**77**	41	8	**49**	41	8	**49**	10	4	**14**
Construction	262	38	**300**	290	36	**326**	278	33	**311**	119	16	**135**
Wholesale & Retail Trade	258	77	**335**	255	78	**333**	256	82	**338**	293	93	**386**
Transport & Storage	71	4	**75**	78	7	**85**	85	8	**93**	65	8	**73**
Accommodation and Food Service	49	13	**62**	51	14	**65**	59	14	**73**	36	9	**45**
Information and Communication	42	12	**54**	53	10	**63**	58	11	**69**	72	13	**85**
Finance and Insurance Activities	11	3	**14**	14	6	**20**	19	7	**26**	33	10	**43**
Real Estate Activities	18	5	**23**	19	5	**24**	18	5	**23**	6	2	**8**
Professional, Scientific and Technical	77	26	**103**	107	31	**138**	124	35	**159**	98	33	**131**
Administrative and Support Services	72	18	**90**	52	15	**67**	58	13	**71**	61	55	**116**
Public Administration	2	3	**5**	3	6	**9**	3	9	**12**	2	11	**13**
Education	406	435	**841**	427	490	**917**	458	512	**970**	243	334	**577**
Human Health and Social Work	184	171	**355**	173	152	**325**	171	159	**330**	62	41	**103**
Arts, Entertainment and Recreation	46	4	**50**	45	4	**49**	53	5	**58**	40	5	**45**
Other Service Activities	112	40	**152**	112	40	**152**	117	39	**156**	64	31	**95**
Households as Employers	2	41	**43**	1	45	**46**	-	42	**42**	1	15	**16**
Activities of Extraterritorial Organizations	10	4	**14**	8	3	**11**	9	3	**12**	5	2	**7**
Not Stated	29	13	**42**	30	14	**44**	29	16	**45**	15	6	**21**
Total	**2,974**	**1,345**	**4,319**	**3,339**	**1,578**	**4,917**	**3,623**	**1,691**	**5,314**	**2,443**	**1,173**	**3,616**

TABLE 1.7A: Percentage of Quarterly Work Permit Holders by Industry and Sex, Second Quarter 2023 - First Quarter 2024

Industry	2nd Quarter ((June 2023)			3rd Quarter (September 2023)			4th Quarter (December 2023)			1st Quarter (March 2024)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture and Forestry	29.7	27.1	**28.8**	36.0	34.8	**35.6**	39.2	37.1	**38.5**	42.0	38.4	**40.8**
Mining and Quarrying	2.8	0.4	**2.0**	2.5	0.3	**1.8**	2.2	0.3	**1.6**	1.2	0.3	**0.9**
Manufacturing	8.4	4.3	**7.2**	7.7	3.7	**6.4**	6.8	3.3	**5.7**	5.9	2.6	**4.8**
Electricity, Gas & Air Supply	1.3	0.2	**0.9**	1.2	0.1	**0.8**	1.1	0.1	**0.8**	0.8	0.1	**0.6**
Water Supply & Waste Management	2.3	0.6	**1.8**	1.2	0.5	**1.0**	1.1	0.5	**0.9**	0.4	0.3	**0.4**
Construction	8.8	2.8	**6.9**	8.7	2.3	**6.6**	7.7	2.0	**5.9**	4.9	1.4	**3.7**
Wholesale & Retail Trade	8.7	5.7	**7.8**	7.6	4.9	**6.8**	7.1	4.8	**6.4**	12.0	7.9	**10.7**
Transport & Storage	2.4	0.3	**1.7**	2.3	0.4	**1.7**	2.3	0.5	**1.8**	2.7	0.7	**2.0**
Accommodation and Food Service	1.6	1.0	**1.4**	1.5	0.9	**1.3**	1.6	0.8	**1.4**	1.5	0.8	**1.2**
Information and Communication	1.4	0.9	**1.3**	1.6	0.6	**1.3**	1.6	0.7	**1.3**	2.9	1.1	**2.4**
Finance and Insurance Activities	0.4	0.2	**0.3**	0.4	0.4	**0.4**	0.5	0.4	**0.5**	1.4	0.9	**1.2**
Real Estate Activities	0.6	0.4	**0.5**	0.6	0.3	**0.5**	0.5	0.3	**0.4**	0.2	0.2	**0.2**
Professional, Scientific and Technical	2.6	1.9	**2.4**	3.2	2.0	**2.8**	3.4	2.1	**3.0**	4.0	2.8	**3.6**
Administrative and Support Services	2.4	1.3	**2.1**	1.6	1.0	**1.4**	1.6	0.8	**1.3**	2.5	4.7	**3.2**
Public Administration	0.1	0.2	**0.1**	0.1	0.4	**0.2**	0.1	0.5	**0.2**	0.1	0.9	**0.4**
Education	13.7	32.3	**19.5**	12.8	31.1	**18.6**	12.6	30.3	**18.3**	9.9	28.5	**16.0**
Human Health and Social Work	6.2	12.7	**8.2**	5.2	9.6	**6.6**	4.7	9.4	**6.2**	2.5	3.5	**2.8**
Arts, Entertainment and Recreation	1.5	0.3	**1.2**	1.3	0.3	**1.0**	1.5	0.3	**1.1**	1.6	0.4	**1.2**
Other Service Activities	3.8	3.0	**3.5**	3.4	2.5	**3.1**	3.2	2.3	**2.9**	2.6	2.6	**2.6**
Households as Employers	0.1	3.0	**1.0**	0.0	2.9	**0.9**	-	2.5	**0.8**	0.0	1.3	**0.4**
Activities of Extraterritorial Organisations	0.3	0.3	**0.3**	0.2	0.2	**0.2**	0.2	0.2	**0.2**	0.2	0.2	**0.2**
Not Stated	1.0	1.0	**1.0**	0.9	0.9	**0.9**	0.8	0.9	**0.8**	0.6	0.5	**0.6**
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

TABLE 1.7B: Quarterly Work Permit Holders (Percentage changes) by Industry and Sex, Third Quarter 2023 - First Quarter 2024

Industry	2nd Quarter ((June 2023)			3rd Quarter (September 2023)			4th Quarter (December 2023)			1st Quarter (March 2024)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture and Forestry	1,201	549	**1,750**	1,421	627	**2,048**	17	1,025	**450**	1,475	(28.0)	**40.8**
Mining and Quarrying	84	5	**89**	79	5	**84**	-5.6	29	**4**	33	(60.7)	**0.9**
Manufacturing	256	58	**314**	247	56	**303**	-3.5	145	**30**	175	(42.2)	**4.8**
Electricity, Gas & Air Supply	39	2	**41**	40	2	**42**	2.4	19	**1**	20	(52.4)	**0.6**
Water Supply & Waste Management	41	8	**49**	41	8	**49**	-	10	**4**	14	(71.4)	**0.4**
Construction	290	36	**326**	278	33	**311**	-4.6	119	**16**	135	(56.6)	**3.7**
Wholesale & Retail Trade	255	78	**333**	256	82	**338**	1.5	293	**93**	386	14.2	**10.7**
Transport & Storage	78	7	**85**	85	8	**93**	9.4	65	**8**	73	(21.5)	**2.0**
Accommodation and Food Service	51	14	**65**	59	14	**73**	12.3	36	**9**	45	(38.4)	**1.2**
Information and Communication	53	10	**63**	58	11	**69**	9.5	72	**13**	85	23.2	**2.4**
Finance and Insurance Activities	14	6	**20**	19	7	**26**	30	33	**10**	43	65.4	**1.2**
Real Estate Activities	19	5	**24**	18	5	**23**	-4.2	6	**2**	8	(65.2)	**0.2**
Professional, Scientific and Technical	107	31	**138**	124	35	**159**	15.2	98	**33**	131	(17.6)	**3.6**
Administrative and Support Services	52	15	**67**	58	13	**71**	6	61	**55**	116	63.4	**3.2**
Public Administration	3	6	**9**	3	9	**12**	33.3	2	**11**	13	8.3	**0.4**
Education	427	490	**917**	458	512	**970**	5.8	243	**334**	577	(40.5)	**16.0**
Human Health and Social Work	173	152	**325**	171	159	**330**	1.5	62	**41**	103	(68.8)	**2.8**
Arts, Entertainment and Recreation	45	4	**49**	53	5	**58**	18.4	40	**5**	45	(22.4)	**1.2**
Other Service Activities	112	40	**152**	117	39	**156**	2.6	64	**31**	95	(39.1)	**2.6**
Households as Employers	1	45	**46**	-	42	**42**	-8.7	1	**15**	16	(61.9)	**0.4**
Activities of Extraterritorial Organisations	8	3	**11**	9	3	**12**	9.1	5	**2**	7	(41.7)	**0.2**
Not Stated	30	14	**44**	29	16	**45**	2.3	15	**6**	21	(53.3)	**0.6**
Total	**3,339**	**1,578**	**4,917**	**3,623**	**1,691**	**5,314**	**8.1**	**2,443**	**1,173**	**3,616**	**(32.0)**	**100.0**

TABLE 1.8: Total Work Permit Holders by Industry and Year, 2018 – 2024

Industry	2018	2019	2020	2021	2022	2023	2024
Agriculture and Forestry	1,610	1,315	930	859	861	2,048	1,475
Mining and Quarrying	103	94	86	78	96	84	33
Manufacturing	502	402	359	271	333	303	175
Electricity, Gas & Air Supply	100	93	59	56	57	42	20
Water Supply & Waste Management	18	13	11	6	12	49	14
Construction	653	577	498	520	402	311	135
Wholesale and Retail Trade	368	296	266	258	362	338	386
Transport & Storage	99	77	59	44	80	93	73
Accommodation and Food Service	154	132	122	101	87	73	45
Information and Communication	89	68	44	28	30	69	85
Finance and Insurance Activities	86	66	38	28	13	26	43
Real Estate Activities	33	27	34	29	25	23	8
Professional, Scientific and Technical	177	153	142	115	114	159	131
Administrative and Support Service	150	124	95	83	75	71	116
Public Administration	1	3	2	2	2	12	13
Education	880	747	604	471	660	970	577
Human Health and Social Work	278	299	281	276	363	330	103
Arts, Entertainment and Recreation	82	79	63	42	63	58	45
Other Service Activities	130	118	97	64	117	156	95
Households as Employers	26	27	27	15	39	42	16
Activities of Extraterritorial Organizations	18	14	17	9	8	12	7
Not Stated	48	43	61	54	51	45	21
Total	**5,605**	**4,767**	**3,895**	**3,409**	**3,850**	**5,314**	**3,616**

Note: Totals are as at end of December for each year except for March 2024

TABLE 1.9: Total Employee Work Permit Holders by Occupation and Year, 2018 – 2024

Occupation	2018	2019	2020	2021	2022	2023	2024
Managers	746	583	496	411	355	326	188
Professionals	1,176	1,04	854	701	822	1,177	679
Technicians	862	758	591	472	538	540	332
Clerical Support Services	9	16	12	8	9	8	4
Service/Sales Workers	103	86	86	59	74	74	44
Skilled Agriculture Workers	81	64	28	16	20	82	62
Craft and Related Trades	371	350	311	218	222	197	89
Plant & Machine Operators	104	81	64	49	59	77	43
Elementary Occupations	1,449	1,177	830	769	823	1,944	1,379
Not Stated	28	32	52	51	43	37	14
Total	**4,929**	**4,187**	**3,324**	**2,754**	**2,965**	**4,462**	**2,835**

Note: Totals are as at end of December for each year except for March 2024..



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