WORK PERMITS HOLDERS STATS BRIEF



September 2016

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1.0 Preface

This stats brief presents a summary of the characteristics of expatriates who held valid work permits as at the end of September 2016.

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 occupations which are mostly occupied by foreigners for purpose of 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. This provides useful information for researchers, planners and policy makers in the country.

This brief shows that the number of work permit holders has decreased by 10.5 percent between June 2016 and September 2016, from 5,491 to 4,913. Most permit holders were recorded in the agricultural sector at 27.7 percent followed by the construction sector with 16.1 percent. The largest group of work permit holders was issued to the age group 40 – 44 with 19.1 percent followed by ages 35 - 39 and 30-34 with 18.7 and 16.6 percent respectively.

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

Anna N. Majelantle Statistician General October 2017

2.0 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. Data on work permits are collected by reasons for issuing such permit. The main reasons 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 issue work-permits, and copies of approved work-permit applications are forwarded to Statistics Botswana to be analysed. 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 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.

Three graphical presentations are given; **Figure 1** presents work permit holders by Nationality, with **Figures 2 & 3** depicting work permit holders by industry and occupation respectively. More detailed

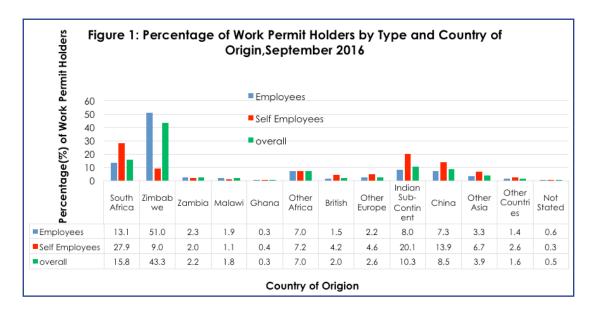
3.0 TOTAL WORK PERMIT HOLDERS

The total number of work permit holders that were valid as of end of September 2016 was 4.913. Of these 4,013 (81.7 percent) were employees while 900 (18.3 percent) were self – employed. Overall, male work permit holders at 78.0 percent were higher than their female counterparts (22.0 %). (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 3,395 permit holders were new employee work permits, while 618 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 67.0 percent of total employee work permit holders compared to 17.6 percent for females. For the renewed work permit holders, male employees work permit holders accounted for 12.3 percent of the total employee work permit holders compared with 3.1 percent for females.

Table 1.7 shows quarterly work permit holders by industry and sex, from the fourth quarter of 2015 to the third quarter of 2016. Total work permits holders were generally declining over the four quarters. Between December 2015 and March 2016, total work permits holders decreased by 162 persons, from 6,132 in December 2015 to 5,970 in March 2016, a decrease of 2.6 percent. Between June 2016 and September 2016, total work permits holders declined by 578 persons, from 5,491 in June 2016 to 4,913 in September 2016, a decrease of 10.5 percent. Comparing December 2015 with September 2016 total work permits holders declined by 1,219 persons, a decrease of 19.9 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 2,126 persons (43.3 percent), followed by South Africa at 777 persons (15.8 percent,) and Indian Sub-Continent with 504 persons (10.3 percent).



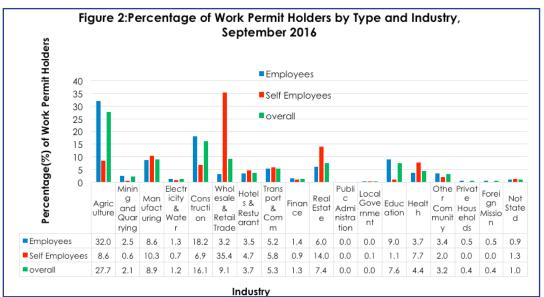
4.0 WORK PERMIT HOLDERS BY AGE GROUP

The age distribution shows that a large number of work permit holders were in the 40 - 44 years age group, at 19.1 percent of total work permit holders, followed by the 35-39 and 30-34 years age groups at 18.7 and 16.6 percent respectively. For the self-employed category, age group 40 – 44 had the largest share with 183 permit holders (20.3 percent) followed by the 45 – 49 age group with 150 permit holders (16.7 percent). For employee work permit holders, the 35 – 39 age group stood at 793 permit holders (19.8 percent) followed by age group 40 – 44 with 753 work permit holders (18.8 percent), See Table 1.2a & 1.2 b. Work permit holders of youth, aged 15-35 accounted for 1,321, which is 26.9 percent of the total work permit holders.

5.0 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 27.7 percent, followed by Construction with 16.1 percent. Wholesale and Trade was third with 9.1 percent work permit holders.

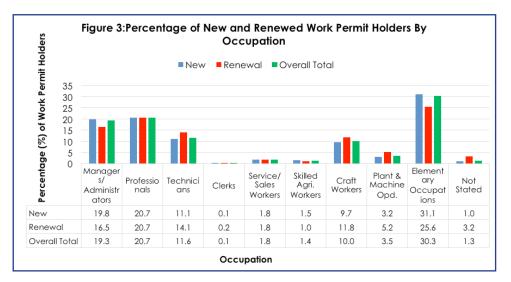
For the employee work permit holders, Agriculture Industry accounted for 32.0 percent of employee work permit holders, followed by Construction with 18.2 percent. For the self-employed work permit holders' category, Wholesale & Retail Trade was above other industries, recording 35.4 percent of work permit holders, followed by Real Estate and Manufacturing with 14.0 and 10.3 percent respectively.



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6.0 WORK PERMIT HOLDERS BY OCCUPATION

Figure 3, Tables 1.4a and **1.4b** show employee work permit holders (new and renewed) and their occupations. The largest proportion is found in the elementary occupations with 1,215 persons (30.3 percent), followed by the Professionals with 831 persons (20.7 percent) and Managers/Administrators at 774 persons (19.3 percent).



7.0 EMPLOYEE WORK PERMIT HOLDERS BY TRAINING

Among the employee work permit holders, 41.4 percent (1,661) had No Training or had not stated if they have any training. Degree holders accounted for 25.8 percent (1,035) of work permit holders with known training status. Diploma holders accounted for, 17.6 percent (708), while Certificate holders contributed 15.2 percent (744) 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 and Craft programs topped the work permit holders with known training status, accounting for 21.5 percent and 16.5 percent respectively. These were followed by work permit holders with Commercial, Clerical and Business & Public Administration programs training at 12.6 percent.

| | Em | ployees | | Sel | -Employees | ; | | Overall Total | |
|----------------------|-------|---------|-------|------|------------|-------|-------|---------------|-------|
| Nationality | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| South Africa | 436 | 90 | 526 | 179 | 72 | 251 | 615 | 162 | 777 |
| Zimbabwe | 1,519 | 526 | 2,045 | 63 | 18 | 81 | 1,582 | 544 | 2,126 |
| Zambia | 69 | 23 | 92 | 15 | 3 | 18 | 84 | 26 | 110 |
| Malawi | 69 | 9 | 78 | 7 | 3 | 10 | 76 | 12 | 88 |
| Ghana | 10 | 2 | 12 | 3 | 1 | 4 | 13 | 3 | 16 |
| Other Africa | 223 | 57 | 280 | 50 | 15 | 65 | 273 | 72 | 345 |
| British | 41 | 20 | 61 | 23 | 15 | 38 | 64 | 35 | 99 |
| Other Europe | 67 | 21 | 88 | 27 | 14 | 41 | 94 | 35 | 129 |
| Indian Sub-Continent | 288 | 35 | 323 | 140 | 41 | 181 | 428 | 76 | 504 |
| China | 277 | 16 | 293 | 85 | 40 | 125 | 362 | 56 | 418 |
| Other Asia | 122 | 12 | 134 | 45 | 15 | 60 | 167 | 27 | 194 |
| Other Countries | 38 | 19 | 57 | 13 | 10 | 23 | 51 | 29 | 80 |
| Not Stated | 23 | 1 | 24 | 2 | 1 | 3 | 25 | 2 | 27 |
| Total | 3,182 | 831 | 4,013 | 652 | 248 | 900 | 3,834 | 1,079 | 4,913 |
| Percentage(%)Overall | 65 | 17 | 82 | 13 | 5 | 18 | 78 | 22 | 100 |

Table 1.1a: Work Permit Holders by Country of Origin, Type of Permit and Sex, September 2016

Table 1.1b: Percentage of Work Permit Holders by Country of Origin, Type of Permit and Sex, September 2016

| | Self Employed | | | | Employees | | | Overall % | |
|----------------------|---------------|--------|-------|------|-----------|-------|------|-----------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| South Africa | 13,7 | 10,8 | 13,1 | 27,5 | 29,0 | 27,9 | 16,0 | 15,0 | 15,8 |
| Zimbabwe | 47,7 | 63,3 | 51,0 | 9,7 | 7,3 | 9,0 | 41,3 | 50,4 | 43,3 |
| Zambia | 2,2 | 2,8 | 2,3 | 2,3 | 1,2 | 2,0 | 2,2 | 2,4 | 2,2 |
| Malawi | 2,2 | 1,1 | 1,9 | 1,1 | 1,2 | 1,1 | 2,0 | 1,1 | 1,8 |
| Ghana | 0,3 | 0,2 | 0,3 | 0,5 | 0,4 | 0,4 | 0,3 | 0,3 | 0,3 |
| Other Africa | 7,0 | 6,9 | 7,0 | 7,7 | 6,0 | 7,2 | 7,1 | 6,7 | 7,0 |
| British | 1,3 | 2,4 | 1,5 | 3,5 | 6,0 | 4,2 | 1,7 | 3,2 | 2,0 |
| Other Europe | 2,1 | 2,5 | 2,2 | 4,1 | 5,6 | 4,6 | 2,5 | 3,2 | 2,6 |
| Indian Sub-Continent | 9,1 | 4,2 | 8,0 | 21,5 | 16,5 | 20,1 | 11,2 | 7,0 | 10,3 |
| China | 8,7 | 1,9 | 7,3 | 13,0 | 16,1 | 13,9 | 9,4 | 5,2 | 8,5 |
| Other Asia | 3,8 | 1,4 | 3,3 | 6,9 | 6,0 | 6,7 | 4,4 | 2,5 | 3,9 |
| Other Countries | 1,2 | 2,3 | 1,4 | 2,0 | 4,0 | 2,6 | 1,3 | 2,7 | 1,6 |
| Not Stated | 0,7 | 0,1 | 0,6 | 0,3 | 0,4 | 0,3 | 0,7 | 0,2 | 0,5 |
| Total | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

| | | | | .ge 0.00 | | | | | |
|----------------------|-------|-----------|-------|----------|--------------|-------|-------|---------|-------|
| | | Employees | | S | elf-Employee | s | | Overall | |
| Age Group | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Less than 25 | 55 | 16 | 71 | 13 | 5 | 18 | 76 | 22 | 98 |
| 25-29 | 270 | 93 | 363 | 56 | 19 | 75 | 326 | 112 | 438 |
| 30-34 | 562 | 167 | 729 | 66 | 22 | 88 | 628 | 189 | 817 |
| 35-39 | 629 | 164 | 793 | 89 | 37 | 126 | 718 | 201 | 919 |
| 40-44 | 565 | 188 | 753 | 125 | 58 | 183 | 690 | 246 | 936 |
| 45-49 | 433 | 95 | 528 | 107 | 43 | 150 | 540 | 138 | 678 |
| 50-54 | 284 | 58 | 342 | 63 | 25 | 88 | 347 | 83 | 430 |
| 55-59 | 170 | 29 | 199 | 54 | 25 | 79 | 224 | 54 | 278 |
| 60-64 | 118 | 16 | 134 | 42 | 10 | 52 | 160 | 26 | 186 |
| 65-69 | 50 | 1 | 51 | 24 | 2 | 26 | 74 | 3 | 77 |
| 70+ | 16 | 1 | 17 | 12 | 2 | 14 | 28 | 3 | 31 |
| Unknown | 30 | 3 | 33 | 1 | 0 | 1 | 31 | 3 | 34 |
| Total | 3,182 | 831 | 4,013 | 652 | 248 | 900 | 3,834 | 1,079 | 4,913 |
| Percentage(%)Overall | 65 | 17 | 82 | 13 | 5 | 18 | 78 | 22 | 100 |

Table 1.2a: Total Work Permit Holders by Age Group, Type of Permit and Sex, September 2016

Table 1.2b: Percentage of Work Permit Holders by Age Group, Type of Permit and Sex, September 2016

| | En | nployees (%) | | Se | lf Employed (% |) | | Overall % | |
|--------------|------|--------------|-------|------|----------------|-------|------|-----------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Less than 25 | 1,7 | 1,9 | 1,8 | 2,0 | 2,0 | 2,0 | 2,0 | 2,0 | 2,0 |
| 25-29 | 8,5 | 11,2 | 9,0 | 8,6 | 7,7 | 8,3 | 8,5 | 10,4 | 8,9 |
| 30-34 | 17,7 | 20,1 | 18,2 | 10,1 | 8,9 | 9,8 | 16,4 | 17,5 | 16,6 |
| 35-39 | 19,8 | 19,7 | 19,8 | 13,7 | 14,9 | 14,0 | 18,7 | 18,6 | 18,7 |
| 40-44 | 17,8 | 22,6 | 18,8 | 19,2 | 23,4 | 20,3 | 18,0 | 22,8 | 19,1 |
| 45-49 | 13,6 | 11,4 | 13,2 | 16,4 | 17,3 | 16,7 | 14,1 | 12,8 | 13,8 |
| 50-54 | 8,9 | 7,0 | 8,5 | 9,7 | 10,1 | 9,8 | 9,1 | 7,7 | 8,8 |
| 55-59 | 5,3 | 3,5 | 5,0 | 8,3 | 10,1 | 8,8 | 5,8 | 5,0 | 5,7 |
| 60-64 | 3,7 | 1,9 | 3,3 | 6,4 | 4,0 | 5,8 | 4,2 | 2,4 | 3,8 |
| 65-69 | 1,6 | 0,1 | 1,3 | 3,7 | 0,8 | 2,9 | 1,9 | 0,3 | 1,6 |
| 70+ | 0,5 | 0,1 | 0,4 | 1,8 | 0,8 | 1,6 | 0,7 | 0,3 | 0,6 |
| Unknown | 0,9 | 0,4 | 0,8 | 0,2 | 0,0 | 0,1 | 0,8 | 0,3 | 0,7 |
| Total | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

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| | E | mployees | | Se | lf-employe | es | | Overall | |
|---------------------------|-------|----------|-------|------|------------|-------|-------|---------|-------|
| Industry | Male | Female | Total | Male | Female | Total | Male | Female | Tota |
| Agriculture | 924 | 362 | 1,286 | 64 | 13 | 77 | 988 | 375 | 1,363 |
| Mining and Quarrying | 94 | 5 | 99 | 5 | 0 | 5 | 99 | 5 | 104 |
| Manufacturing | 308 | 37 | 345 | 66 | 27 | 93 | 374 | 64 | 438 |
| Electricity & Water | 50 | 1 | 51 | 4 | 2 | 6 | 54 | 3 | 57 |
| Construction | 717 | 12 | 729 | 55 | 7 | 62 | 772 | 19 | 791 |
| Wholesale & Retail Trade | 122 | 7 | 129 | 237 | 82 | 319 | 359 | 89 | 448 |
| Hotels & Restaurant | 86 | 54 | 140 | 26 | 16 | 42 | 112 | 70 | 182 |
| Transport & Communication | 177 | 33 | 210 | 37 | 15 | 52 | 214 | 48 | 262 |
| Finance | 42 | 14 | 56 | 7 | 1 | 8 | 49 | 15 | 64 |
| Real Estate | 198 | 42 | 240 | 75 | 51 | 126 | 273 | 93 | 366 |
| Education | 221 | 140 | 361 | 8 | 2 | 10 | 229 | 142 | 371 |
| Health | 92 | 57 | 149 | 45 | 24 | 69 | 137 | 81 | 218 |
| Other Community | 103 | 35 | 138 | 13 | 5 | 18 | 116 | 40 | 156 |
| Private Households | 3 | 17 | 20 | 0 | 0 | 0 | 3 | 17 | 20 |
| Foreign Mission | 15 | 6 | 21 | 0 | 0 | 0 | 15 | 6 | 21 |
| Not Stated | 30 | 9 | 39 | 10 | 3 | 13 | 40 | 12 | 52 |
| Total | 3,182 | 831 | 4,013 | 652 | 248 | 900 | 3,834 | 1,079 | 4,913 |
| Percentage(%)Overall | 65 | 17 | 82 | 13 | 5 | 18 | 78 | 22 | 100 |
| Total | 3,520 | 973 | 4,493 | 582 | 218 | 800 | 4,102 | 1,191 | 5,293 |
| Percentage (%) Overall | 66,5 | 18,4 | 84,9 | 11,0 | 4,1 | 15,1 | 77,5 | 22,5 | 100 |

Table 1.3a: Total Work Permit Holders by Industry, Type of Permit and Sex, September 2016

Table 1.3b: Percentage of Work Permit Holders by Industry and Type of Permit, September 2016

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|----------------------------|------|----------|-------|-----------|--------------|-------|------|---------|-------|
| | E | mployees | | Se | lf-employees | | | Overall | |
| Industry | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture | 29,0 | 43,6 | 32,0 | 9,8 | 5,2 | 8,6 | 25,8 | 34,8 | 27,7 |
| Mining and Quarrying | 3,0 | 0,6 | 2,5 | 0,8 | 0,0 | 0,6 | 2,6 | 0,5 | 2,1 |
| Manufacturing | 9,7 | 4,5 | 8,6 | 10,1 | 10,9 | 10,3 | 9,8 | 5,9 | 8,9 |
| Electricity & Water | 1,6 | 0,1 | 1,3 | 0,6 | 0,8 | 0,7 | 1,4 | 0,3 | 1,2 |
| Construction | 22,5 | 1,4 | 18,2 | 8,4 | 2,8 | 6,9 | 20,1 | 1,8 | 16,1 |
| Wholesale & Retail Trade | 3,8 | 0,8 | 3,2 | 36,3 | 33,1 | 35,4 | 9,4 | 8,2 | 9,1 |
| Hotels & Restaurant | 2,7 | 6,5 | 3,5 | 4,0 | 6,5 | 4,7 | 2,9 | 6,5 | 3,7 |
| Transport & Communications | 5,6 | 4,0 | 5,2 | 5,7 | 6,0 | 5,8 | 5,6 | 4,4 | 5,3 |
| Finance | 1,3 | 1,7 | 1,4 | 1,1 | 0,4 | 0,9 | 1,3 | 1,4 | 1,3 |
| Real Estate | 6,2 | 5,1 | 6,0 | 11,5 | 20,6 | 14,0 | 7,1 | 8,6 | 7,4 |
| Education | 6,9 | 16,8 | 9,0 | 1,2 | 0,8 | 1,1 | 6,0 | 13,2 | 7,6 |
| Health | 2,9 | 6,9 | 3,7 | 6,9 | 9,7 | 7,7 | 3,6 | 7,5 | 4,4 |
| Other Community | 3,2 | 4,2 | 3,4 | 2,0 | 2,0 | 2,0 | 3,0 | 3,7 | 3,2 |
| Private Households | 0,1 | 2,0 | 0,5 | 0,0 | 0,0 | 0,0 | 0,1 | 1,6 | 0,4 |
| Foreign Mission | 0,5 | 0,7 | 0,5 | 0,0 | 0,0 | 0,0 | 0,4 | 0,6 | 0,4 |
| Not Stated | 0,9 | 1,1 | 0,9 | 1,5 | 1,2 | 1,4 | 1,0 | 1,1 | 1,0 |
| Total | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| Not Stated | 0,9 | 0,5 | 0,8 | 1,9 | 0,9 | 1,6 | 1,0 | 0,6 | 0,9 |
| Total | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

| | | New | | | Renewal | | | Overall | |
|---------------------------|-------|--------|-------|------|---------|-------|-------|---------|-------|
| Occupation | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Managers/Administrators | 611 | 118 | 729 | 94 | 18 | 112 | 705 | 136 | 841 |
| Professionals | 645 | 131 | 776 | 111 | 28 | 139 | 756 | 159 | 915 |
| Technicians | 378 | 115 | 493 | 64 | 40 | 104 | 442 | 155 | 597 |
| Clerks | 7 | 1 | 8 | 1 | 0 | 1 | 8 | 1 | 9 |
| Service/Sales Workers | 42 | 31 | 73 | 9 | 4 | 13 | 51 | 35 | 86 |
| Skilled Agri. Workers | 55 | 20 | 75 | 9 | 2 | 11 | 64 | 22 | 86 |
| Craft Workers | 325 | 19 | 344 | 67 | 6 | 73 | 392 | 25 | 417 |
| Plant & Machine Operators | 105 | 2 | 107 | 31 | 0 | 31 | 136 | 2 | 138 |
| Elementary Occupations | 810 | 374 | 1184 | 129 | 60 | 189 | 939 | 434 | 1373 |
| Not Stated | 19 | 2 | 21 | 8 | 2 | 10 | 27 | 4 | 31 |
| Total | 2,997 | 813 | 3,810 | 523 | 160 | 683 | 3,520 | 973 | 4,493 |
| Percentage overall (%) | 65.9 | 18.8 | 84.7 | 12.2 | 3.1 | 15.3 | 78.0 | 22.0 | 100 |

Table 1.4a: New and Renewed Employee Work Permit Holders by Occupation, December 2016

Table 1.4a: New and Renewed Employee Work Permit Holders by Occupation, September 2016

| | | New | | | Renewal | | | Overall | |
|---------------------------|-------|--------|-------|------|---------|-------|-------|---------|-------|
| Occupation | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Managers/Administrators | 555 | 117 | 672 | 86 | 16 | 102 | 641 | 133 | 774 |
| Professionals | 588 | 115 | 703 | 105 | 23 | 128 | 693 | 138 | 831 |
| Technicians | 285 | 92 | 377 | 54 | 33 | 87 | 339 | 125 | 464 |
| Clerks | 4 | 1 | 5 | 1 | 0 | 1 | 5 | 1 | 6 |
| Service/Sales Workers | 38 | 22 | 60 | 10 | 1 | 11 | 48 | 23 | 71 |
| Skilled Agri. Workers | 39 | 13 | 52 | 5 | 1 | 6 | 44 | 14 | 58 |
| Craft Workers | 313 | 16 | 329 | 69 | 4 | 73 | 382 | 20 | 402 |
| Plant & Machine Operators | 105 | 2 | 107 | 32 | 0 | 32 | 137 | 2 | 139 |
| Elementary Occupations | 736 | 321 | 1,057 | 115 | 43 | 158 | 851 | 364 | 1,215 |
| Not Stated | 27 | 6 | 33 | 15 | 5 | 20 | 42 | 11 | 53 |
| Total | 2,690 | 705 | 3,395 | 492 | 126 | 618 | 3,182 | 831 | 4,013 |

Table 1.4b: Percentage of Work Permit Holders by Occupation, Work Permit Status and Sex, September 2016

| | New | , | Rene | ew | | Overall Total | |
|---------------------------|------|--------|------|--------|------|---------------|-------|
| Occupation | Male | Female | Male | Female | Male | Female | Total |
| Managers/Administrators | 20,6 | 16,6 | 17,5 | 12,7 | 20,1 | 16,0 | 19,3 |
| Professionals | 21,9 | 16,3 | 21,3 | 18,3 | 21,8 | 16,6 | 20,7 |
| Technicians | 10,6 | 13,0 | 11,0 | 26,2 | 10,7 | 15,0 | 11,6 |
| Clerks | 0,1 | 0,1 | 0,2 | 0,0 | 0,2 | 0,1 | 0,1 |
| Service/Sales Workers | 1,4 | 3,1 | 2,0 | 0,8 | 1,5 | 2,8 | 1,8 |
| Skilled Agric. Workers | 1,4 | 1,8 | 1,0 | 0,8 | 1,4 | 1,7 | 1,4 |
| Craft Workers | 11,6 | 2,3 | 14,0 | 3,2 | 12,0 | 2,4 | 10,0 |
| Plant & Machine Operators | 3,9 | 0,3 | 6,5 | 0,0 | 4,3 | 0,2 | 3,5 |
| Elementary Occupations | 27,4 | 45,5 | 23,4 | 34,1 | 26,7 | 43,8 | 30,3 |
| Not Stated | 1,0 | 0,9 | 3,0 | 4,0 | 1,3 | 1,3 | 1,3 |
| Total | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

| Table 1.5a: Employee Work Permit Holders by Iraining and Sex, September 2016 | | | | | | | |
|--|-------|--------|-------|--|--|--|--|
| Training | Male | Female | Total | | | | |
| Certificate Holders | 555 | 54 | 609 | | | | |
| Diploma Holders | 561 | 147 | 708 | | | | |
| Degree Holders | 824 | 211 | 1,035 | | | | |
| No Training Stated | 1,242 | 419 | 1,661 | | | | |
| Total | 3,182 | 831 | 4,013 | | | | |

Table 1.5a: Employee Work Permit Holders by Training and Sex, September 2016

Table 1.5b: Percentage of Work Permit Holders by Training and Sex, September 2016

| Training | Male | Female | Total |
|---------------------|------|--------|-------|
| Certificate Holders | 17,4 | 6,5 | 15,2 |
| Diploma Holders | 17,6 | 17,7 | 17,6 |
| Degree Holders | 25,9 | 25,4 | 25,8 |
| No Training Stated | 39,0 | 50,4 | 41,4 |
| Total | 100 | 100 | 100 |

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|----------------------------------|---|-----------------------------|
| Table 1.60: Employee work Per | mit Holders by Subject of Training | g and sex, september 2016 |

| Subject of Training | Male | Female | Total |
|-------------------------------------|-------|--------|-------|
| General Training Programs | 9 | 1 | 10 |
| Education Training | 80 | 90 | 170 |
| Fine & Applied Arts | 9 | 6 | 15 |
| Programs in Languages | 15 | 5 | 20 |
| Other Humanifies | 32 | 10 | 42 |
| Social & Behavior Science | 33 | 16 | 52 |
| Commercial, Clerical, Business & PA | 233 | 63 | 296 |
| Programs in Law Programs | 7 | 5 | 12 |
| Natural Science | 69 | 10 | 79 |
| Mathematics & Computer Science | 70 | 10 | 80 |
| Medicine & Health related Programs | 91 | 55 | 146 |
| Construction and Trade Programs | 129 | 1 | 130 |
| Other Craft, Trade Programs | 354 | 34 | 388 |
| Engineering & allied Programs | 491 | 14 | 505 |
| Architectural & Town Plan | 50 | 6 | 56 |
| Agriculture, Forestry & Fishery | 37 | 11 | 48 |
| Home Economics.& Domestic Science | 6 | 4 | 10 |
| Transport & Comm. Programs | 53 | 6 | 59 |
| Service Trades Programs | 89 | 50 | 139 |
| Mass Comm. & Documentation | 9 | 1 | 10 |
| Other Programs | 74 | 11 | 85 |
| Sub Total | 1,940 | 412 | 2,352 |
| No Training/not specified | 1,242 | 419 | 1,661 |
| Total | 3,182 | 831 | 4,013 |

| September 2016 | | | |
|-------------------------------------|------|--------|-------|
| Subject of Training | Male | Female | Total |
| General Training Programs | 0.5 | 0.2 | 0.4 |
| Education Training | 4.1 | 21.8 | 7.2 |
| Fine & Applied Arts | 0.5 | 1.5 | 0.6 |
| Programs in Languages | 0.8 | 1.2 | 0.9 |
| Other Humanities | 1.6 | 2.4 | 1.8 |
| Social & Behavior Science | 1.7 | 3.9 | 2.2 |
| Commercial, Clerical, Business & PA | 12.0 | 15.3 | 12.6 |
| Programs in Law Programs | 0.4 | 1.2 | 0.5 |
| Natural Science | 3.6 | 2.4 | 3.4 |
| Mathematics & Computer Science | 3.6 | 2.4 | 3.4 |
| Medicine & Health related Programs | 4.7 | 13.3 | 6.2 |
| Construction and Trade Programs | 6.6 | 0.2 | 5.5 |
| Other Craft, Trade Programs | 18.2 | 8.3 | 16.5 |
| Engineering & allied Programs | 25.3 | 3.4 | 21.5 |
| Architectural & Town Plan | 2.6 | 1.5 | 2.4 |
| Agriculture, Forestry & Fishery | 1.9 | 2.7 | 2.0 |
| Home Economics.& Domestic Science | 0.3 | 1.0 | 0.4 |
| Transport & Comm. Programs | 2.7 | 1.5 | 2.5 |
| Service Trades Programs | 4.6 | 12.1 | 5.9 |
| Mass Comm. & Documentation | 0.5 | 0.2 | 0.4 |
| Other Programs | 3.8 | 2.7 | 3.6 |
| Total | 100 | 100 | 100 |
| | | | |

Table 1.6b: Percentage of Employee Work Permit Holders by Subject of Training and Sex, September 2016

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| | | th Quarter cember 20 | | 1st Quarter (March 2016) | | 2nd Quarter (June 2016) | | | 3rd Quarter (September 2016) | | | |
|-----------------------------|-------|-------------------------|-------|-----------------------------|--------|----------------------------|-------|--------|---------------------------------|-------|--------|-------|
| Industry | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture | 1,120 | 432 | 1,552 | 1,130 | 443 | 1,573 | 1,087 | 413 | 1,500 | 988 | 375 | 1,363 |
| Mining & Quarrying | 102 | 3 | 105 | 101 | 3 | 104 | 106 | 5 | 111 | 99 | 5 | 104 |
| Manufacturing | 435 | 87 | 522 | 437 | 82 | 519 | 410 | 71 | 481 | 374 | 64 | 438 |
| Electricity & Water | 46 | 6 | 52 | 53 | 6 | 59 | 71 | 5 | 76 | 54 | 3 | 57 |
| Construction | 1,025 | 37 | 1,062 | 928 | 31 | 959 | 865 | 22 | 887 | 772 | 19 | 791 |
| Wholesale & Retail Trade | 521 | 147 | 668 | 521 | 144 | 665 | 431 | 109 | 540 | 359 | 89 | 448 |
| Hotels & Restaurant | 126 | 75 | 201 | 127 | 75 | 202 | 115 | 73 | 188 | 112 | 70 | 182 |
| Transport & Communication | 274 | 63 | 337 | 258 | 62 | 320 | 230 | 53 | 283 | 214 | 48 | 262 |
| Finance | 60 | 13 | 73 | 62 | 17 | 79 | 54 | 16 | 70 | 49 | 15 | 64 |
| Real Estate | 388 | 135 | 523 | 371 | 129 | 500 | 319 | 115 | 434 | 273 | 93 | 366 |
| Education | 288 | 205 | 493 | 264 | 186 | 450 | 256 | 169 | 425 | 229 | 142 | 371 |
| Health | 152 | 87 | 239 | 156 | 91 | 247 | 142 | 84 | 226 | 137 | 81 | 218 |
| Other Community | 154 | 53 | 207 | 149 | 45 | 194 | 132 | 42 | 174 | 116 | 40 | 156 |
| Private Households | 2 | 19 | 21 | 3 | 19 | 22 | 3 | 17 | 20 | 3 | 17 | 20 |
| Foreign Mission | 22 | 12 | 34 | 19 | 11 | 30 | 16 | 9 | 25 | 15 | 6 | 21 |
| Not Stated | 35 | 8 | 43 | 37 | 10 | 47 | 40 | 11 | 51 | 40 | 12 | 52 |
| Total | 4,75 | 1,382 | 6,132 | 4,616 | 1,354 | 5,970 | 4,277 | 1,214 | 5,491 | 3,834 | 1,079 | 4,913 |
| Quarter to Quarter % Change | 3.04 | -0.50 | 2.22 | -2.8 | -2.0 | -2.6 | -7,3 | -10,3 | -8 | -10,4 | -11,1 | -10,5 |

Table 1.7: Quarterly Work Permit Holders by Industry and Sex, Fourth Quarter 2015 - Third Quarter 2016

Table 1.8: Total Work Permit Holders by Industry and Year, 2009 – 2016

| Industry | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 |
|---------------------------|--------|--------|--------|--------|-------|-------|-------|-------|
| Agriculture | 4,209 | 3,800 | 2,848 | 2,108 | 1,612 | 1,322 | 1,552 | 1,363 |
| Mining & Quarrying | 175 | 191 | 188 | 134 | 106 | 104 | 105 | 104 |
| Manufacturing | 2,035 | 1,590 | 1,282 | 903 | 491 | 526 | 522 | 438 |
| Electricity & Water | 101 | 99 | 113 | 81 | 48 | 50 | 52 | 57 |
| Construction | 3,579 | 3,776 | 3,997 | 2,771 | 1,245 | 1,185 | 1,062 | 791 |
| Wholesale & Retail Trade | 2,042 | 1,903 | 1,836 | 1,420 | 1,129 | 944 | 668 | 448 |
| Hotels & Restaurant | 340 | 350 | 340 | 272 | 200 | 216 | 201 | 182 |
| Transport & Communication | 803 | 732 | 692 | 502 | 391 | 369 | 337 | 262 |
| Finance | 296 | 247 | 178 | 126 | 72 | 82 | 73 | 64 |
| Real Estate | 3,429 | 2,754 | 2,129 | 1,460 | 916 | 693 | 523 | 366 |
| Education | 980 | 815 | 927 | 526 | 474 | 476 | 493 | 371 |
| Health | 436 | 377 | 391 | 297 | 225 | 227 | 239 | 218 |
| Other Community | 582 | 572 | 532 | 411 | 252 | 226 | 207 | 156 |
| Private Households | 40 | 53 | 51 | 34 | 10 | 21 | 21 | 20 |
| Foreign Mission | 2 | 27 | 16 | 12 | 14 | 75 | 34 | 21 |
| Not Stated | 31 | - | 9 | 5 | 24 | - | 43 | 52 |
| Total | 19,080 | 17,286 | 15,529 | 11,062 | 7,209 | 6,516 | 6,132 | 4,913 |
| | | | | | | | | |

Note: Totals are as at end of December each year, except for 2016 which is as at end of September

| Occupation | 2009 | | | | | | | |
|------------------------------|--------|--------|--------|-------|-------|-------|-------|-------|
| Occupation | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 |
| Managers/Administrators | 1,590 | 1,417 | 1,214 | 839 | 639 | 794 | 887 | 774 |
| Professionals | 2,374 | 2,210 | 1,770 | 1,160 | 679 | 779 | 954 | 831 |
| Technicians | 2,165 | 1,739 | 1,755 | 1,170 | 760 | 552 | 593 | 464 |
| Clerks | 31 | 25 | 15 | 11 | 8 | 3 | 5 | 6 |
| Service/Sales Workers | 417 | 314 | 235 | 164 | 90 | 69 | 78 | 71 |
| Skilled Agricultural Workers | 23 | 16 | 9 | 7 | 37 | 52 | 71 | 58 |
| Craft Workers | 1,950 | 1,792 | 1,784 | 1,150 | 456 | 469 | 521 | 402 |
| Plant & Machine Operators | 983 | 870 | 638 | 462 | 261 | 214 | 194 | 139 |
| Elementary Occupations | 4,025 | 3,581 | 2,632 | 1,932 | 1,410 | 1,122 | 1,368 | 1,215 |
| Other | 1 | 2 | 2 | 2 | 14 | 38 | 28 | 53 |
| Total | 13,562 | 11,966 | 10,054 | 6,897 | 4,354 | 4,092 | 4,699 | 4,013 |

Table 1.9: Total Employee Work Permit Holders by Occupation and Year, 2009 – 2016

Note: Totals are as at end of December each year, except for 2016 which is as at end of September