



# Work Permits Holders

## Third Quarter 2018

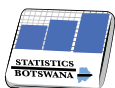
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**STATISTICS BOTSWANA**

## PREFACE

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

The brief is produced through a collaborative process with the Department of Labour and Social Security who issue work permits. Copies of the approved work permits are forwarded to Statistics Botswana for capture and analysis.

Information on work permit holders gives an indication of the posts which are 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 2.5 percent between June 2018 and September 2018, from 5,561 to 5,422. Most permit holders were recorded in the agricultural sector at 31.2 percent followed by the education sector with 19.9 percent. The largest group of work permit holders was issued to the age group 40 – 44 with 19.4 percent followed by ages 35- 39 and 30-34 at 18.3 and 17.0 percent respectively.

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



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

January 2019

## 1.0 INTRODUCTION

Work permits represent an authorization issued by the Department of Labour and Social Security allowing nationals of other countries to work legally in the country. Data on work permits are collected by reasons for issuing such permits. The main reasons for issuing such permits are employment, education, family, and other reasons. The analysis of permit in this brief is confined only to work permits, drawn from National administrative registers and databases.

The Department of Labour and Social Security 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.

Five 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. **Figures 4 & 5** illustrate the trend of total work permit holders and employee work permit holders respectively. More detailed information is presented in the tables.

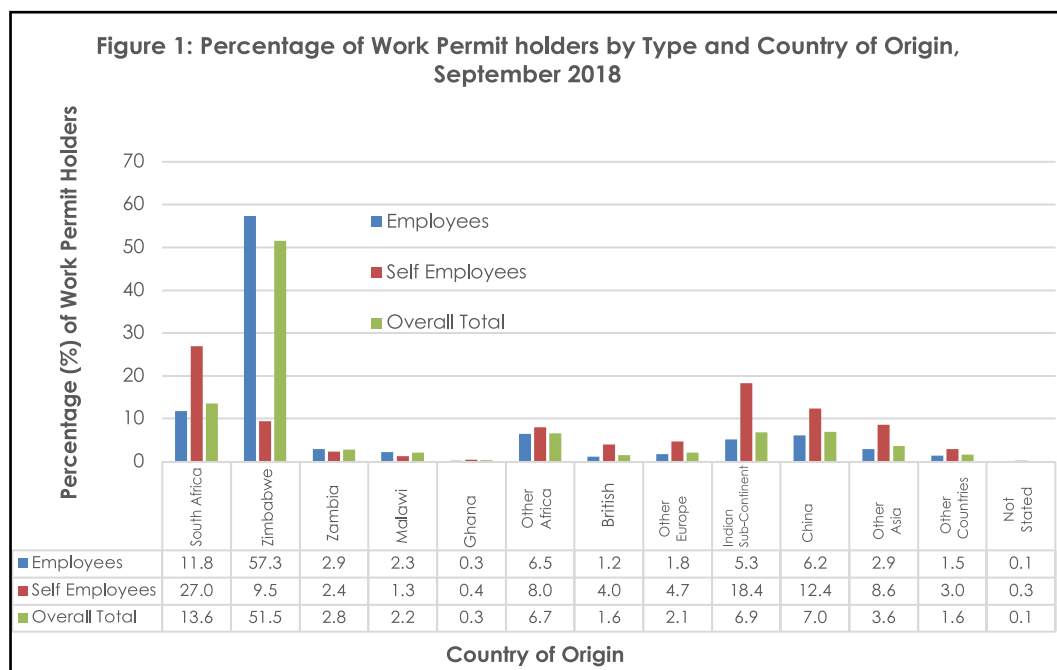
## 2.0 TOTAL WORK PERMIT HOLDERS

The total number of work permit holders that were valid as of end of September 2018 was 5,422. Of these 4,766 (87.9 percent) were employees while 656 (12.1 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 3,650 permit holders were new employee work permits, while 1,116 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 59.3 percent of total employee work permit holders compared to 17.3 percent for females. For the renewed work permit holders, male employees work permit holders accounted for 15.8 percent of the total employee work permit holders compared with 7.6 percent for females.

**Table 1.7** shows quarterly work permit holders by industry and sex from the fourth quarter of 2017 to the third quarter of 2018. Total work permit holders decreased from the first quarter of 2018 through to the third quarter of 2018. Between December 2017 and March 2018, total work permits holders decreased by 30 persons, from 5,766 in December 2017 to 5,736 in March 2018, a decrease of 0.52 percent. Between March 2018 and June 2018, total work permits holders decreased by 175 persons, from 5,736 in March 2018 to 5,561 in June 2018, a decrease of 3.05 percent. Comparing December 2017 with September 2018 total work permits holders decreased by 344 persons, a decrease of 5.97 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 2,809 persons (51.8 percent), followed by South Africa at 799 persons (13.6 percent,) and Indian Sub-Continent with 390 persons (7.2 percent).



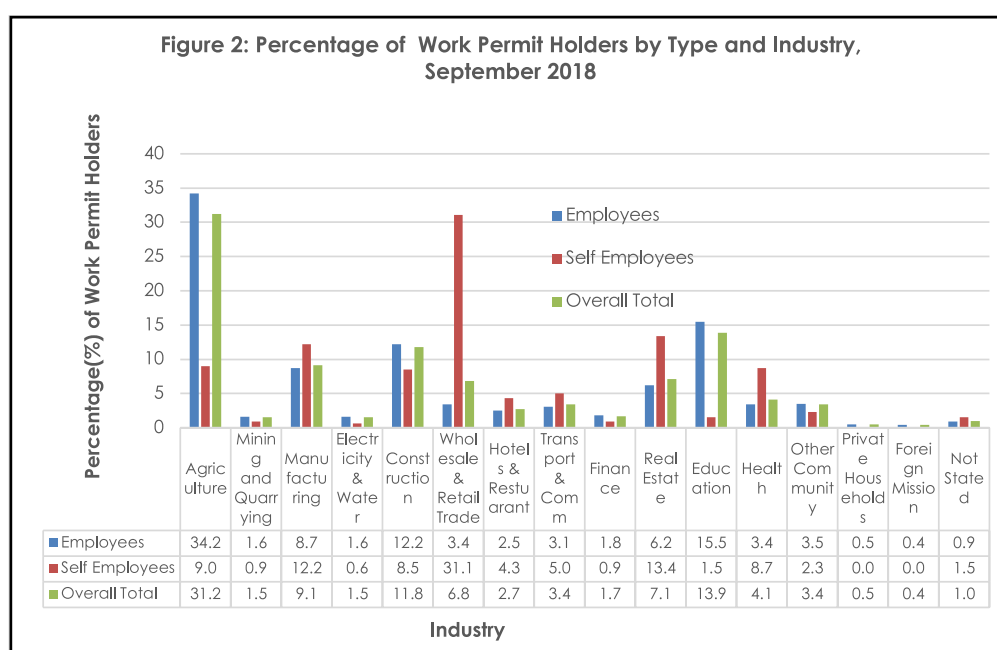
### 3.0 WORK PERMIT HOLDERS BY AGE GROUP

The age distribution shows that a large number of work permit holders were in the 40-44 years age group, at 19.4 percent of total work permit holders, followed by the 35-39 and 30-34 years age groups at 18.3 and 17.0 percent respectively. For the self-employed category, age group 45-49 had the largest share with 123 permit holders (18.8 percent) followed by the 40-44 age group with 120 permit holders (18.3 percent). For employee work permit holders, the 40-44 age group stood at 919 permit holders (19.3 percent) followed by age group 35-39 with 899 work permit holders (18.9 percent), See Table 1.2a & 1.2b. Work permit holders of youth, aged 15-35 accounted for 1,776, which is 32.7 percent of the total work permit holders.

### 4.0 WORK PERMIT HOLDERS BY INDUSTRY

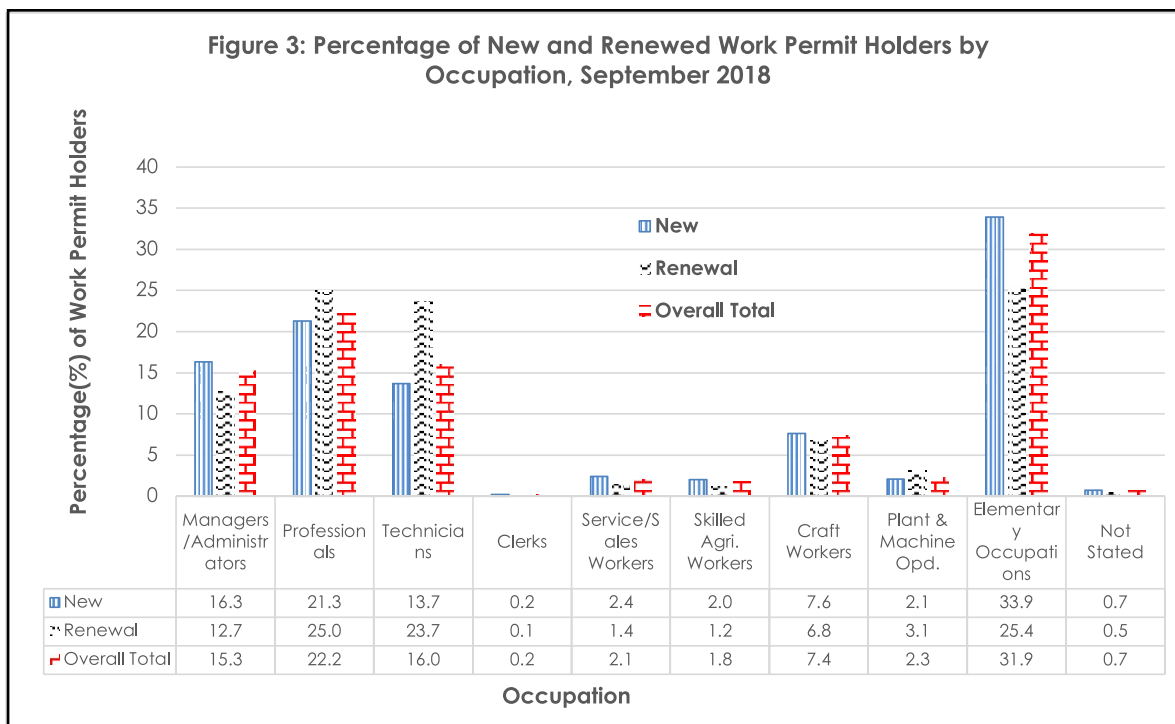
**Figure 2** presents Employee and Self-Employed work permit holders distribution by Industry. Overall, Agriculture had the largest work permit holders at 31.2 percent, followed by Education with 13.9 percent. Construction was third with 11.8 percent of work permit holders.

For the employee work permit holders, Agriculture Industry accounted for 34.2 percent of employee work permit holders, followed by Education with 15.5 percent. For the self-employed work permit holders' category, Wholesale & Retail Trade was above other industries, recording 31.1 percent of work permit holders, followed by Real Estate and Manufacturing with 13.4 and 12.2 percent respectively.



## 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 1,521 persons (31.9 percent), followed by the Professionals with 1,056 persons (22.2 percent) and Managers/Administrators at 731 persons (15.3 percent).

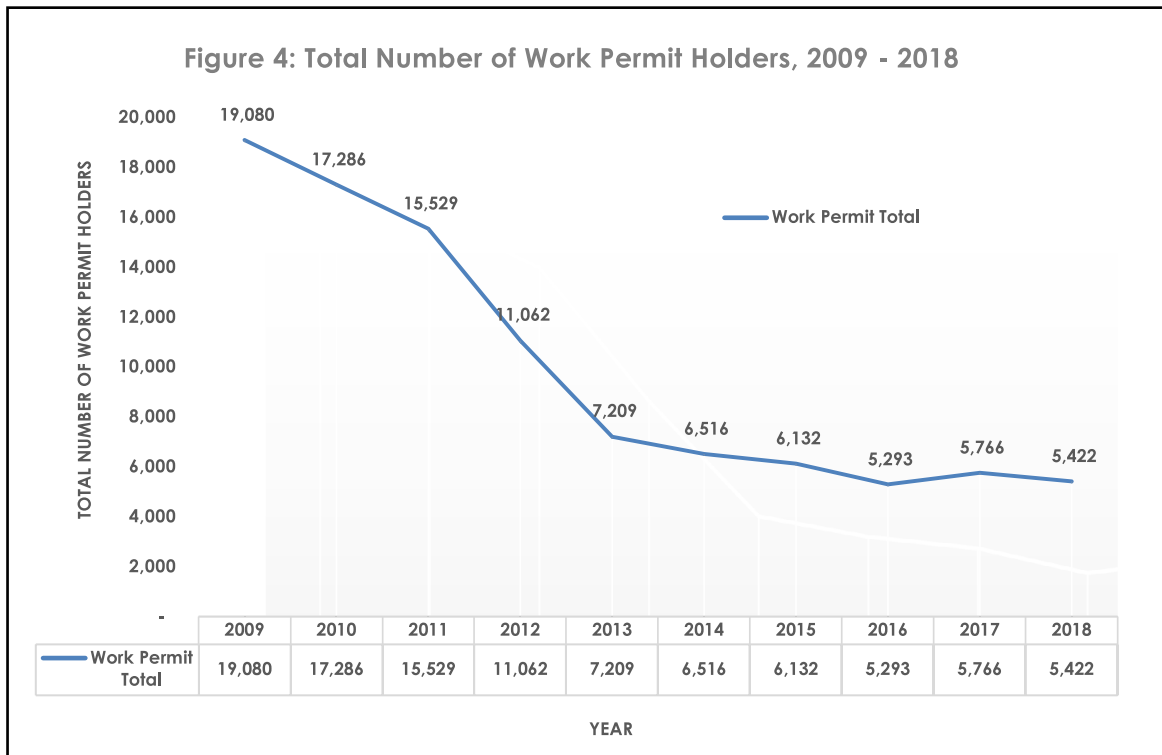


## 6.0 EMPLOYEE WORK PERMIT HOLDERS BY TRAINING

Among the employee work permit holders, 43.7 percent (2,083) had no Training or had not stated if they have any training. Degree holders accounted for 28.9 percent (1,377) of work permit holders with known training status. Diploma holders accounted for 17. percent (855), while Certificate holders contributed 9.5 percent (451) 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 11.4 percent, followed by work permit holders with Commercial, Clerical and Business & Public Administration programs training and Other craft and Trade programs at 8.2 and 7.4 percent respectively.

## 7.0 TREND OF WORK PERMIT HOLDERS BY INDUSTRY

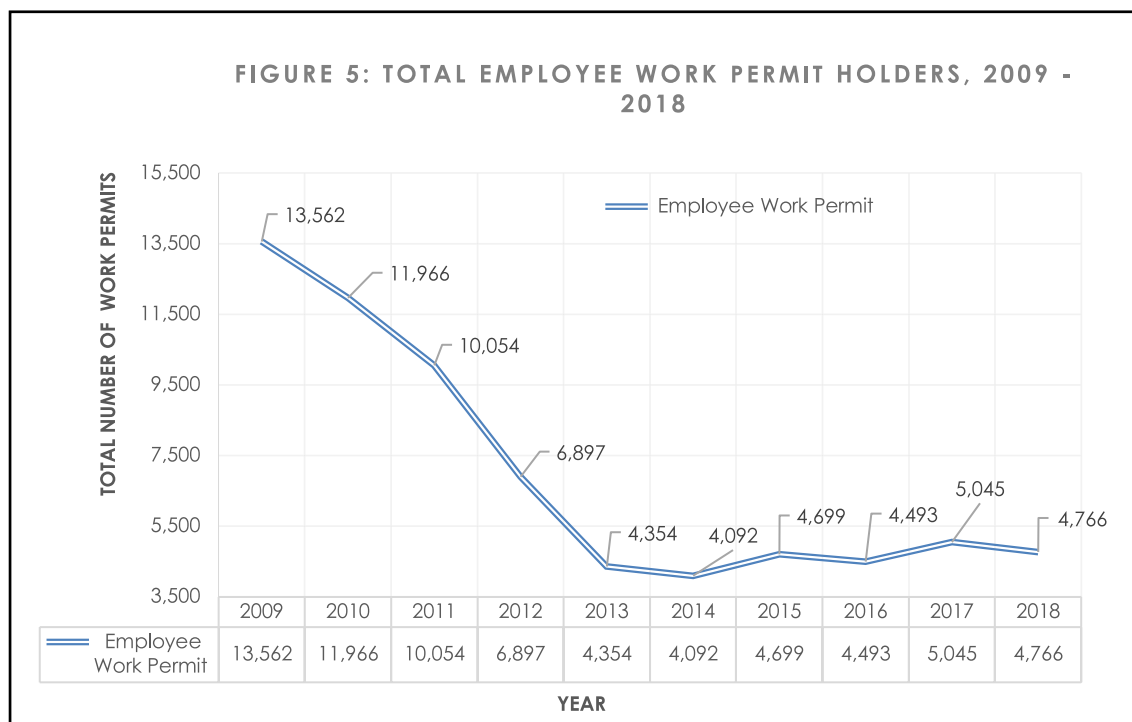
Table 1.8 and figure 4 below show a trend in work permit holders from the year 2009 to 2018. The trend shows that between the year 2009 and 2014 there was a significant decrease in work permit holders, from 19,080 to 6,516, representing a plunge of 65.8 percent. Between the year 2014 and 2018 the number of work permit holders decreased from 6,516 to 5,422, a decline of 16.8 percent.



**Note:** Totals are as at end of December except 2018 which is at end of September

## 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 2009 to 2018. The trend shows that between the year 2009 and 2013 there was a significant decrease in employee work permit holders, from 13,562 to 4,354, a decrease of 67.9 percent. Between the year 2013 and 2018 the number of employee work permit holders increased from 4,354 to 4,766, an upsurge of 9.5 percent. Generally this shows that the number of self-employed work permit holders is declining over the years, when relating to the total or overall work permit holders between the year 2013 and 2018.



**Note:** Totals are as at end of December except 2018 which is at end of September

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

| Nationality                   | Employees    |              |              | Self-Employees |            |             | Overall Total |              |              |
|-------------------------------|--------------|--------------|--------------|----------------|------------|-------------|---------------|--------------|--------------|
|                               | Male         | Female       | Total        | Male           | Female     | Total       | Male          | Female       | Total        |
| South Africa                  | 458          | 102          | <b>560</b>   | 125            | 52         | <b>177</b>  | 583           | 154          | <b>737</b>   |
| Zimbabwe                      | 1,985        | 764          | <b>2,749</b> | 48             | 12         | <b>60</b>   | 2,033         | 776          | <b>2,809</b> |
| Zambia                        | 75           | 65           | <b>140</b>   | 13             | 3          | <b>16</b>   | 88            | 68           | <b>156</b>   |
| Malawi                        | 102          | 9            | <b>111</b>   | 7              | 2          | <b>9</b>    | 109           | 11           | <b>120</b>   |
| Ghana                         | 21           | 4            | <b>25</b>    | 3              | 0          | <b>3</b>    | 24            | 4            | <b>28</b>    |
| Other Africa                  | 234          | 94           | <b>328</b>   | 42             | 10         | <b>52</b>   | 276           | 104          | <b>380</b>   |
| British                       | 38           | 23           | <b>61</b>    | 16             | 11         | <b>27</b>   | 54            | 34           | <b>88</b>    |
| Other Europe                  | 56           | 24           | <b>80</b>    | 21             | 10         | <b>31</b>   | 77            | 34           | <b>111</b>   |
| Indian Sub-Continent          | 223          | 46           | <b>269</b>   | 90             | 31         | <b>121</b>  | 313           | 77           | <b>390</b>   |
| China                         | 234          | 18           | <b>252</b>   | 55             | 27         | <b>82</b>   | 289           | 45           | <b>334</b>   |
| Other Asia                    | 107          | 18           | <b>125</b>   | 44             | 12         | <b>56</b>   | 151           | 30           | <b>181</b>   |
| Other Countries               | 40           | 17           | <b>57</b>    | 12             | 8          | <b>20</b>   | 52            | 25           | <b>77</b>    |
| Not Stated                    | 8            | 1            | <b>9</b>     | 1              | 1          | <b>2</b>    | 9             | 2            | <b>11</b>    |
| <b>Total</b>                  | <b>3,581</b> | <b>1,185</b> | <b>4,766</b> | <b>477</b>     | <b>179</b> | <b>656</b>  | <b>4,058</b>  | <b>1,364</b> | <b>5,422</b> |
| <b>Percentage (%) Overall</b> | <b>66.0</b>  | <b>21.9</b>  | <b>87.9</b>  | <b>8.8</b>     | <b>3.3</b> | <b>12.1</b> | <b>74.8</b>   | <b>25.2</b>  | <b>100.0</b> |

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

| Nationality          | Employees    |              |              | Self-Employees |              |              | Overall Total |              |              |
|----------------------|--------------|--------------|--------------|----------------|--------------|--------------|---------------|--------------|--------------|
|                      | Male         | Female       | Total        | Male           | Female       | Total        | Male          | Female       | Total        |
| South Africa         | 12.8         | 8.6          | <b>11.7</b>  | 26.2           | 29.1         | <b>27.0</b>  | 14.4          | 11.3         | <b>13.6</b>  |
| Zimbabwe             | 55.4         | 64.5         | <b>57.7</b>  | 10.1           | 6.7          | <b>9.1</b>   | 50.1          | 56.9         | <b>51.8</b>  |
| Zambia               | 2.1          | 5.5          | <b>2.9</b>   | 2.7            | 1.7          | <b>2.4</b>   | 2.2           | 5.0          | <b>2.9</b>   |
| Malawi               | 2.8          | 0.8          | <b>2.3</b>   | 1.5            | 1.1          | <b>1.4</b>   | 2.7           | 0.8          | <b>2.2</b>   |
| Ghana                | 0.6          | 0.3          | <b>0.5</b>   | 0.6            | 0.0          | <b>0.5</b>   | 0.6           | 0.3          | <b>0.5</b>   |
| Other Africa         | 6.5          | 7.9          | <b>6.9</b>   | 8.8            | 5.6          | <b>7.9</b>   | 6.8           | 7.6          | <b>7.0</b>   |
| British              | 1.1          | 1.9          | <b>1.3</b>   | 3.4            | 6.1          | <b>4.1</b>   | 1.3           | 2.5          | <b>1.6</b>   |
| Other Europe         | 1.6          | 2.0          | <b>1.7</b>   | 4.4            | 5.6          | <b>4.7</b>   | 1.9           | 2.5          | <b>2.0</b>   |
| Indian Sub-Continent | 6.2          | 3.9          | <b>5.6</b>   | 18.9           | 17.3         | <b>18.4</b>  | 7.7           | 5.6          | <b>7.2</b>   |
| China                | 6.5          | 1.5          | <b>5.3</b>   | 11.5           | 15.1         | <b>12.5</b>  | 7.1           | 3.3          | <b>6.2</b>   |
| Other Asia           | 3.0          | 1.5          | <b>2.6</b>   | 9.2            | 6.7          | <b>8.5</b>   | 3.7           | 2.2          | <b>3.3</b>   |
| Other Countries      | 1.1          | 1.4          | <b>1.2</b>   | 2.5            | 4.5          | <b>3.0</b>   | 1.3           | 1.8          | <b>1.4</b>   |
| Not Stated           | 0.2          | 0.1          | <b>0.2</b>   | 0.2            | 0.6          | <b>0.3</b>   | 0.2           | 0.1          | <b>0.2</b>   |
| <b>Total</b>         | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b>   | <b>100.0</b> | <b>100.0</b> | <b>100.0</b>  | <b>100.0</b> | <b>100.0</b> |

**Table 1.2a: Total Work Permit Holders by Age Group, Type of Permit and Sex, September 2018**

| Age                         | Employees    |              |              | Self-Employees |            |             | Overall Total |              |              |
|-----------------------------|--------------|--------------|--------------|----------------|------------|-------------|---------------|--------------|--------------|
|                             | Male         | Female       | Total        | Male           | Female     | Total       | Male          | Female       | Total        |
| Less than 25                | 117          | 45           | <b>162</b>   | 6              | 0          | <b>6</b>    | 129           | 45           | <b>174</b>   |
| 25-29                       | 331          | 128          | <b>459</b>   | 32             | 11         | <b>43</b>   | 369           | 147          | <b>516</b>   |
| 30-34                       | 654          | 217          | <b>871</b>   | 30             | 18         | <b>48</b>   | 691           | 232          | <b>923</b>   |
| 35-39                       | 659          | 240          | <b>899</b>   | 65             | 18         | <b>83</b>   | 726           | 268          | <b>994</b>   |
| 40-44                       | 665          | 254          | <b>919</b>   | 77             | 43         | <b>120</b>  | 757           | 297          | <b>1,054</b> |
| 45-49                       | 497          | 136          | <b>633</b>   | 91             | 32         | <b>123</b>  | 582           | 163          | <b>745</b>   |
| 50-54                       | 290          | 84           | <b>374</b>   | 58             | 17         | <b>75</b>   | 338           | 99           | <b>437</b>   |
| 55-59                       | 172          | 55           | <b>227</b>   | 44             | 20         | <b>64</b>   | 213           | 73           | <b>286</b>   |
| 60-64                       | 110          | 17           | <b>127</b>   | 32             | 12         | <b>44</b>   | 137           | 26           | <b>163</b>   |
| 65-69                       | 45           | 2            | <b>47</b>    | 22             | 6          | <b>28</b>   | 59            | 5            | <b>64</b>    |
| 70+                         | 20           | 2            | <b>22</b>    | 19             | 2          | <b>21</b>   | 35            | 4            | <b>39</b>    |
| Unknown                     | 21           | 5            | <b>26</b>    | 1              | 0          | <b>1</b>    | 22            | 5            | <b>27</b>    |
| <b>Total</b>                | <b>3,581</b> | <b>1,185</b> | <b>4,766</b> | <b>477</b>     | <b>179</b> | <b>656</b>  | <b>4,058</b>  | <b>1,364</b> | <b>5,422</b> |
| <b>Percentage(%)Overall</b> | <b>66.0</b>  | <b>21.9</b>  | <b>87.9</b>  | <b>8.8</b>     | <b>3.3</b> | <b>12.1</b> | <b>74.8</b>   | <b>25.2</b>  | <b>100.0</b> |

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

|              | Employees    |              |              | Self-Employees |              |              | Overall Total |              |              |
|--------------|--------------|--------------|--------------|----------------|--------------|--------------|---------------|--------------|--------------|
|              | Male         | Female       | Total        | Male           | Female       | Total        | Male          | Female       | Total        |
| Less than 25 | 3.3          | 3.8          | <b>3.4</b>   | 1.3            | 0.0          | <b>0.9</b>   | 3.2           | 3.3          | <b>3.2</b>   |
| 25-29        | 9.2          | 10.8         | <b>9.6</b>   | 6.7            | 6.1          | <b>6.6</b>   | 9.1           | 10.8         | <b>9.5</b>   |
| 30-34        | 18.3         | 18.3         | <b>18.3</b>  | 6.3            | 10.1         | <b>7.3</b>   | 17.0          | 17.0         | <b>17.0</b>  |
| 35-39        | 18.4         | 20.3         | <b>18.9</b>  | 13.6           | 10.1         | <b>12.7</b>  | 17.9          | 19.6         | <b>18.3</b>  |
| 40-44        | 18.6         | 21.4         | <b>19.3</b>  | 16.1           | 24.0         | <b>18.3</b>  | 18.7          | 21.8         | <b>19.4</b>  |
| 45-49        | 13.9         | 11.5         | <b>13.3</b>  | 19.1           | 17.9         | <b>18.8</b>  | 14.3          | 12.0         | <b>13.7</b>  |
| 50-54        | 8.1          | 7.1          | <b>7.8</b>   | 12.2           | 9.5          | <b>11.4</b>  | 8.3           | 7.3          | <b>8.1</b>   |
| 55-59        | 4.8          | 4.6          | <b>4.8</b>   | 9.2            | 11.2         | <b>9.8</b>   | 5.2           | 5.4          | <b>5.3</b>   |
| 60-64        | 3.1          | 1.4          | <b>2.7</b>   | 6.7            | 6.7          | <b>6.7</b>   | 3.4           | 1.9          | <b>3.0</b>   |
| 65-69        | 1.3          | 0.2          | <b>1.0</b>   | 4.6            | 3.4          | <b>4.3</b>   | 1.5           | 0.4          | <b>1.2</b>   |
| 70+          | 0.6          | 0.2          | <b>0.5</b>   | 4.0            | 1.1          | <b>3.2</b>   | 0.9           | 0.3          | <b>0.7</b>   |
| Unknown      | 0.6          | 0.4          | <b>0.5</b>   | 0.2            | 0.0          | <b>0.2</b>   | 0.5           | 0.4          | <b>0.5</b>   |
| <b>Total</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b>   | <b>100.0</b> | <b>100.0</b> | <b>100.0</b>  | <b>100.0</b> | <b>100.0</b> |



**Table 1.3a: Total Work Permit Holders by Industry, Type of Permit and Sex, September 2018**

| Industry                    | Employees    |              |              | Self-Employees |            |             | Overall Total |              |              |
|-----------------------------|--------------|--------------|--------------|----------------|------------|-------------|---------------|--------------|--------------|
|                             | Male         | Female       | Total        | Male           | Female     | Total       | Male          | Female       | Total        |
| Agriculture                 | 1,186        | 445          | <b>1,631</b> | 52             | 7          | <b>59</b>   | 1238          | 452          | <b>1,690</b> |
| Mining and Quarrying        | 74           | 2            | <b>76</b>    | 6              | 0          | <b>6</b>    | 80            | 2            | <b>82</b>    |
| Manufacturing               | 361          | 55           | <b>416</b>   | 53             | 27         | <b>80</b>   | 414           | 82           | <b>496</b>   |
| Electricity & Water         | 76           | 2            | <b>78</b>    | 2              | 2          | <b>4</b>    | 78            | 4            | <b>82</b>    |
| Construction                | 560          | 22           | <b>582</b>   | 48             | 8          | <b>56</b>   | 608           | 30           | <b>638</b>   |
| Wholesale & Retail Trade    | 146          | 16           | <b>162</b>   | 152            | 52         | <b>204</b>  | 298           | 68           | <b>366</b>   |
| Hotels & Restaurants        | 81           | 39           | <b>120</b>   | 18             | 10         | <b>28</b>   | 99            | 49           | <b>148</b>   |
| Transport & Communication   | 131          | 19           | <b>150</b>   | 22             | 11         | <b>33</b>   | 153           | 30           | <b>183</b>   |
| Finance                     | 67           | 21           | <b>88</b>    | 4              | 2          | <b>6</b>    | 71            | 23           | <b>94</b>    |
| Real Estate                 | 245          | 52           | <b>297</b>   | 54             | 34         | <b>88</b>   | 299           | 86           | <b>385</b>   |
| Education                   | 403          | 338          | <b>741</b>   | 6              | 4          | <b>10</b>   | 409           | 342          | <b>751</b>   |
| Health                      | 76           | 88           | <b>164</b>   | 39             | 18         | <b>57</b>   | 115           | 106          | <b>221</b>   |
| Other Community             | 127          | 41           | <b>168</b>   | 13             | 2          | <b>15</b>   | 140           | 43           | <b>183</b>   |
| Private Households          | 1            | 24           | <b>25</b>    | 0              | 0          | <b>0</b>    | 1             | 24           | <b>25</b>    |
| Foreign Mission             | 13           | 8            | <b>21</b>    | 0              | 0          | <b>0</b>    | 13            | 8            | <b>21</b>    |
| Not Stated                  | 34           | 13           | <b>47</b>    | 8              | 2          | <b>10</b>   | 42            | 15           | <b>57</b>    |
| <b>Total</b>                | <b>3,581</b> | <b>1,185</b> | <b>4,766</b> | <b>477</b>     | <b>179</b> | <b>656</b>  | <b>4,058</b>  | <b>1,364</b> | <b>5,422</b> |
| <b>Percentage(%)Overall</b> | <b>66.0</b>  | <b>21.9</b>  | <b>87.9</b>  | <b>8.8</b>     | <b>3.3</b> | <b>12.1</b> | <b>74.8</b>   | <b>25.2</b>  | <b>100.0</b> |

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

| Industry                  | Employees    |              |              | Self-Employees |              |              | Overall Total |              |              |
|---------------------------|--------------|--------------|--------------|----------------|--------------|--------------|---------------|--------------|--------------|
|                           | Male         | Female       | Total        | Male           | Female       | Total        | Male          | Female       | Total        |
| Agriculture               | 33.1         | 37.6         | <b>34.2</b>  | 10.9           | 3.9          | <b>9.0</b>   | 30.5          | 33.1         | <b>31.2</b>  |
| Mining and Quarrying      | 2.1          | 0.2          | <b>1.6</b>   | 1.3            | 0.0          | <b>0.9</b>   | 2.0           | 0.1          | <b>1.5</b>   |
| Manufacturing             | 10.1         | 4.6          | <b>8.7</b>   | 11.1           | 15.1         | <b>12.2</b>  | 10.2          | 6.0          | <b>9.1</b>   |
| Electricity & Water       | 2.1          | 0.2          | <b>1.6</b>   | 0.4            | 1.1          | <b>0.6</b>   | 1.9           | 0.3          | <b>1.5</b>   |
| Construction              | 15.6         | 1.9          | <b>12.2</b>  | 10.1           | 4.5          | <b>8.5</b>   | 15.0          | 2.2          | <b>11.8</b>  |
| Wholesale & Retail Trade  | 4.1          | 1.4          | <b>3.4</b>   | 31.9           | 29.1         | <b>31.1</b>  | 7.3           | 5.0          | <b>6.8</b>   |
| Hotels & Restaurants      | 2.3          | 3.3          | <b>2.5</b>   | 3.8            | 5.6          | <b>4.3</b>   | 2.4           | 3.6          | <b>2.7</b>   |
| Transport & Communication | 3.7          | 1.6          | <b>3.1</b>   | 4.6            | 6.1          | <b>5.0</b>   | 3.8           | 2.2          | <b>3.4</b>   |
| Finance                   | 1.9          | 1.8          | <b>1.8</b>   | 0.8            | 1.1          | <b>0.9</b>   | 1.7           | 1.7          | <b>1.7</b>   |
| Real Estate               | 6.8          | 4.4          | <b>6.2</b>   | 11.3           | 19.0         | <b>13.4</b>  | 7.4           | 6.3          | <b>7.1</b>   |
| Education                 | 11.3         | 28.5         | <b>15.5</b>  | 1.3            | 2.2          | <b>1.5</b>   | 10.1          | 25.1         | <b>13.9</b>  |
| Health                    | 2.1          | 7.4          | <b>3.4</b>   | 8.2            | 10.1         | <b>8.7</b>   | 2.8           | 7.8          | <b>4.1</b>   |
| Other Community           | 3.5          | 3.5          | <b>3.5</b>   | 2.7            | 1.1          | <b>2.3</b>   | 3.4           | 3.2          | <b>3.4</b>   |
| Private Households        | 0.0          | 2.0          | <b>0.5</b>   | 0.0            | 0.0          | <b>0.0</b>   | 0.0           | 1.8          | <b>0.5</b>   |
| Foreign Mission           | 0.4          | 0.7          | <b>0.4</b>   | 0.0            | 0.0          | <b>0.0</b>   | 0.3           | 0.6          | <b>0.4</b>   |
| Not Stated                | 0.9          | 1.1          | <b>1.0</b>   | 1.7            | 1.1          | <b>1.5</b>   | 1.0           | 1.1          | <b>1.1</b>   |
| <b>Total</b>              | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b>   | <b>100.0</b> | <b>100.0</b> | <b>100.0</b>  | <b>100.0</b> | <b>100.0</b> |

**Table 1.4a: New and Renewed Employee Work Permit Holders by Occupation, September 2018**

| Occupation                | New         |            |              | Renewal    |            |              | Overall      |              |              |
|---------------------------|-------------|------------|--------------|------------|------------|--------------|--------------|--------------|--------------|
|                           | Male        | Female     | Total        | Male       | Female     | Total        | Male         | Female       | Total        |
| Managers/Administrators   | 500         | 89         | <b>589</b>   | 116        | 26         | <b>142</b>   | 616          | 115          | <b>731</b>   |
| Professionals             | 623         | 154        | <b>777</b>   | 193        | 86         | <b>279</b>   | 816          | 240          | <b>1,056</b> |
| Technicians               | 363         | 137        | <b>500</b>   | 125        | 139        | <b>264</b>   | 488          | 276          | <b>764</b>   |
| Clerks                    | 5           | 3          | <b>8</b>     | 1          | 0          | <b>1</b>     | 6            | 3            | <b>9</b>     |
| Service/Sales Workers     | 46          | 40         | <b>86</b>    | 9          | 7          | <b>16</b>    | 55           | 47           | <b>102</b>   |
| Skilled Agric. Workers    | 54          | 18         | <b>72</b>    | 10         | 3          | <b>13</b>    | 64           | 21           | <b>85</b>    |
| Craft Workers             | 250         | 29         | <b>279</b>   | 72         | 4          | <b>76</b>    | 322          | 33           | <b>355</b>   |
| Plant & Machine Operators | 73          | 2          | <b>75</b>    | 33         | 2          | <b>35</b>    | 106          | 4            | <b>110</b>   |
| Elementary Occupations    | 891         | 346        | <b>1,237</b> | 191        | 93         | <b>284</b>   | 1,082        | 439          | <b>1,521</b> |
| Other                     | 21          | 6          | <b>27</b>    | 5          | 1          | <b>6</b>     | 26           | 7            | <b>33</b>    |
| <b>Total</b>              | <b>2826</b> | <b>824</b> | <b>3,650</b> | <b>755</b> | <b>361</b> | <b>1,116</b> | <b>3,581</b> | <b>1,185</b> | <b>4,766</b> |
| Percentage overall (%)    | 59.3        | 17.3       | <b>76.6</b>  | 15.8       | 7.6        | <b>23.4</b>  | 75.1         | 24.9         | <b>100.0</b> |

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

| Occupation                | New          |              |              | Renewal      |              |              | Overall      |              |              |
|---------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
|                           | Male         | Female       | Total        | Male         | Female       | Total        | Male         | Female       | Total        |
| Managers/Administrators   | 17.7         | 10.8         | <b>16.1</b>  | 15.4         | 7.2          | <b>12.7</b>  | 17.2         | 9.7          | <b>15.3</b>  |
| Professionals             | 22.0         | 18.7         | <b>21.3</b>  | 25.6         | 23.8         | <b>25.0</b>  | 22.8         | 20.3         | <b>22.2</b>  |
| Technicians               | 12.8         | 16.6         | <b>13.7</b>  | 16.6         | 38.5         | <b>23.7</b>  | 13.6         | 23.3         | <b>16.0</b>  |
| Clerks                    | 0.2          | 0.4          | <b>0.2</b>   | 0.1          | 0.0          | <b>0.1</b>   | 0.2          | 0.3          | <b>0.2</b>   |
| Service/Sales Workers     | 1.6          | 4.9          | <b>2.4</b>   | 1.2          | 1.9          | <b>1.4</b>   | 1.5          | 4.0          | <b>2.1</b>   |
| Skilled Agric. Workers    | 1.9          | 2.2          | <b>2.0</b>   | 1.3          | 0.8          | <b>1.2</b>   | 1.8          | 1.8          | <b>1.8</b>   |
| Craft Workers             | 8.8          | 3.5          | <b>7.6</b>   | 9.5          | 1.1          | <b>6.8</b>   | 9.0          | 2.8          | <b>7.4</b>   |
| Plant & Machine Operators | 2.6          | 0.2          | <b>2.1</b>   | 4.4          | 0.6          | <b>3.1</b>   | 3.0          | 0.3          | <b>2.3</b>   |
| Elementary Occupations    | 31.5         | 42.0         | <b>33.9</b>  | 25.3         | 25.8         | <b>25.4</b>  | 30.2         | 37.0         | <b>31.9</b>  |
| Other                     | 0.7          | 0.7          | <b>0.7</b>   | 0.7          | 0.3          | <b>0.5</b>   | 0.7          | 0.6          | <b>0.7</b>   |
| <b>Total</b>              | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> |

**Table 1.5a: Employee Work Permit Holders by Training and Sex, September 2018**

| Training            | Male         | Female       | Total        |
|---------------------|--------------|--------------|--------------|
| Certificate Holders | 388          | 63           | 451          |
| Diploma Holders     | 611          | 244          | 855          |
| Degree Holders      | 1,034        | 343          | 1,377        |
| No Training Stated  | 1,548        | 535          | 2,083        |
| <b>Total</b>        | <b>3,581</b> | <b>1,185</b> | <b>4,766</b> |

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

| Training            | Male         | Female       | Total        |
|---------------------|--------------|--------------|--------------|
| Certificate Holders | 10.8         | 5.3          | 9.5          |
| Diploma Holders     | 17.1         | 20.6         | 17.9         |
| Degree Holders      | 28.9         | 28.9         | 28.9         |
| No Training Stated  | 43.2         | 45.1         | 43.7         |
| <b>Total</b>        | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> |

**Table 1.6a: Employee Work Permit Holders by Subject of Training and Sex, September 2018**

| Subject of Training   | Male         | Female       | Total        |
|---|--------------|--------------|--------------|
| General Training Programs                                       | 15           | 3            | 18           |
| Education Training  | 148          | 206          | 354          |
| Fine & Applied Arts   | 21           | 6            | 27           |
| Programs in Languages   | 9            | 14           | 23           |
| Other Humanity Programs   | 55           | 18           | 73           |
| Social & Behavior Science Programs                              | 45           | 25           | 70           |
| Commercial, Clerical, Business & Public Administration Programs | 299          | 92           | 391          |
| Programs in Law   | 15           | 5            | 20           |
| Natural Science Programs  | 82           | 17           | 99           |
| Mathematics & Computer Science Programs                         | 86           | 19           | 105          |
| Medicine & Health related Programs                              | 77           | 87           | 164          |
| Construction and Trade Programs                                 | 94           | 2            | 96           |
| Other Craft and Trade Programs                                  | 294          | 50           | 344          |
| Engineering & Allied Programs                                   | 522          | 20           | 542          |
| Architectural & Town Planning Programs                          | 64           | 8            | 72           |
| Agriculture, Forestry & Fishery Programs                        | 50           | 15           | 65           |
| Home Economics & Domestic Science Programs                      | 11           | 10           | 21           |
| Transportation & Communication Programs                         | 37           | 8            | 45           |
| Service Trades Programs   | 58           | 38           | 96           |
| Mass Communication & Documentation                              | 9            | 2            | 11           |
| Other Programs  | 42           | 5            | 47           |
| <b>Sub Total</b>  | <b>2,033</b> | <b>650</b>   | <b>2,683</b> |
| <b>No Training or Training Not Stated</b>                       | <b>1,548</b> | <b>535</b>   | <b>2,083</b> |
| <b>Total</b>  | <b>3,581</b> | <b>1,185</b> | <b>4,766</b> |

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

| <b>Subject of Training</b>                                      | <b>Male</b>  | <b>Female</b> | <b>Total</b> |
|---|--------------|---------------|--------------|
| General Training Programs                                       | 0.4          | 0.3           | <b>0.4</b>   |
| Education Training  | 4.1          | 17.4          | <b>7.4</b>   |
| Fine & Applied Arts   | 0.6          | 0.5           | <b>0.6</b>   |
| Programs in Languages   | 0.3          | 1.2           | <b>0.5</b>   |
| Other Humanity Programs   | 1.5          | 1.5           | <b>1.5</b>   |
| Social & Behavior Science Programs                              | 1.3          | 2.1           | <b>1.5</b>   |
| Commercial, Clerical, Business & Public Administration Programs | 8.3          | 7.8           | <b>8.2</b>   |
| Programs in Law   | 0.4          | 0.4           | <b>0.4</b>   |
| Natural Science Programs  | 2.3          | 1.4           | <b>2.1</b>   |
| Mathematics & Computer Science Programs                         | 2.4          | 1.6           | <b>2.2</b>   |
| Medicine & Health related Programs                              | 2.2          | 7.3           | <b>3.4</b>   |
| Construction and Trade Programs                                 | 2.6          | 0.2           | <b>2.0</b>   |
| Other Craft and Trade Programs                                  | 8.2          | 4.2           | <b>7.2</b>   |
| Engineering & Allied Programs                                   | 14.6         | 1.7           | <b>11.4</b>  |
| Architectural & Town Planning Programs                          | 1.8          | 0.7           | <b>1.5</b>   |
| Agriculture, Forestry & Fishery Programs                        | 1.4          | 1.3           | <b>1.4</b>   |
| Home Economics & Domestic Science Programs                      | 0.3          | 0.8           | <b>0.4</b>   |
| Transportation & Communication Programs                         | 1.0          | 0.7           | <b>0.9</b>   |
| Service Trades Programs   | 1.6          | 3.2           | <b>2.0</b>   |
| Mass Communication & Documentation                              | 0.3          | 0.2           | <b>0.2</b>   |
| Other Programs  | 1.2          | 0.4           | <b>1.0</b>   |
| <b>Sub Total</b>  | <b>56.8</b>  | <b>54.9</b>   | <b>56.3</b>  |
| <b>No Training or Training Not Stated</b>                       | <b>43.2</b>  | <b>45.1</b>   | <b>43.7</b>  |
| <b>Total</b>  | <b>100.0</b> | <b>100.0</b>  | <b>100.0</b> |

**Table 1.7: Quarterly Work Permit Holders by Industry and Sex, Fourth Quarter 2017 - Third Quarter 2018**

| Industry                           | 4th Quarter<br>(December 2017) |              |              | 1st Quarter<br>(March 2018) |              |              | 2nd Quarter<br>(June 2018) |              |              | 3rd Quarter<br>(September 2018) |              |              |
|------------------------------------|--------------------------------|--------------|--------------|-----------------------------|--------------|--------------|----------------------------|--------------|--------------|---------------------------------|--------------|--------------|
|                                    | Male                           | Female       | Total        | Male                        | Female       | Total        | Male                       | Female       | Total        | Male                            | Female       | Total        |
| Agriculture                        | 1,312                          | 514          | <b>1,826</b> | 1,297                       | 509          | <b>1,806</b> | 1,271                      | 495          | <b>1,766</b> | 1,238                           | 452          | <b>1,690</b> |
| Mining & Quarrying                 | 117                            | 5            | <b>122</b>   | 107                         | 4            | <b>111</b>   | 98                         | 4            | <b>102</b>   | 80                              | 2            | <b>82</b>    |
| Manufacturing                      | 417                            | 81           | <b>498</b>   | 423                         | 83           | <b>506</b>   | 406                        | 79           | <b>485</b>   | 414                             | 82           | <b>496</b>   |
| Electricity & Water                | 69                             | 3            | <b>72</b>    | 75                          | 4            | <b>79</b>    | 68                         | 4            | <b>72</b>    | 78                              | 4            | <b>82</b>    |
| Construction                       | 722                            | 26           | <b>748</b>   | 701                         | 26           | <b>727</b>   | 655                        | 25           | <b>680</b>   | 608                             | 30           | <b>638</b>   |
| Wholesale & Retail Trade           | 344                            | 68           | <b>412</b>   | 325                         | 67           | <b>392</b>   | 301                        | 65           | <b>366</b>   | 298                             | 68           | <b>366</b>   |
| Hotels & Restaurant                | 111                            | 67           | <b>178</b>   | 112                         | 64           | <b>176</b>   | 107                        | 59           | <b>166</b>   | 99                              | 49           | <b>148</b>   |
| Transport & Communication          | 210                            | 48           | <b>258</b>   | 199                         | 43           | <b>242</b>   | 178                        | 39           | <b>217</b>   | 153                             | 30           | <b>183</b>   |
| Finance                            | 73                             | 24           | <b>97</b>    | 71                          | 23           | <b>94</b>    | 63                         | 24           | <b>87</b>    | 71                              | 23           | <b>94</b>    |
| Real Estate                        | 333                            | 96           | <b>429</b>   | 324                         | 93           | <b>417</b>   | 313                        | 87           | <b>400</b>   | 299                             | 86           | <b>385</b>   |
| Education                          | 360                            | 248          | <b>608</b>   | 378                         | 300          | <b>678</b>   | 378                        | 327          | <b>705</b>   | 409                             | 342          | <b>751</b>   |
| Health                             | 127                            | 90           | <b>217</b>   | 122                         | 95           | <b>217</b>   | 130                        | 106          | <b>236</b>   | 115                             | 106          | <b>221</b>   |
| Other Community                    | 145                            | 51           | <b>196</b>   | 145                         | 46           | <b>191</b>   | 138                        | 42           | <b>180</b>   | 140                             | 43           | <b>183</b>   |
| Private Households                 | 1                              | 24           | <b>25</b>    | 1                           | 26           | <b>27</b>    | 1                          | 29           | <b>30</b>    | 1                               | 24           | <b>25</b>    |
| Foreign Mission                    | 14                             | 8            | <b>22</b>    | 12                          | 6            | <b>18</b>    | 13                         | 6            | <b>19</b>    | 13                              | 8            | <b>21</b>    |
| Not Stated                         | 42                             | 16           | <b>58</b>    | 42                          | 13           | <b>55</b>    | 38                         | 12           | <b>50</b>    | 42                              | 15           | <b>57</b>    |
| <b>Total</b>                       | <b>4,397</b>                   | <b>1,369</b> | <b>5,766</b> | <b>4,334</b>                | <b>1,402</b> | <b>5,736</b> | <b>4,158</b>               | <b>1,403</b> | <b>5,561</b> | <b>4,058</b>                    | <b>1,364</b> | <b>5,422</b> |
| <b>Quarter to Quarter % Change</b> | <b>7.69</b>                    | <b>18.11</b> | <b>9.99</b>  | <b>-1.40</b>                | <b>2.40</b>  | <b>-0.50</b> | <b>-4.06</b>               | <b>0.07</b>  | <b>-3.05</b> | <b>-2.41</b>                    | <b>-2.78</b> | <b>-2.50</b> |

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

| Industry                  | 2009          | 2010          | 2011          | 2012          | 2013         | 2014         | 2015         | 2016         | 2017         | 2018         |
|---------------------------|---------------|---------------|---------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Agriculture               | 4,209         | 3,800         | 2,848         | 2,108         | 1,612        | 1,322        | 1,552        | 1,546        | 1,826        | 1,690        |
| Mining & Quarrying        | 175           | 191           | 188           | 134           | 106          | 104          | 105          | 96           | 122          | 82           |
| Manufacturing             | 2,035         | 1,59          | 1,282         | 903           | 491          | 526          | 522          | 475          | 498          | 496          |
| Electricity & Water       | 101           | 99            | 113           | 81            | 48           | 50           | 52           | 48           | 72           | 82           |
| Construction              | 3,579         | 3,776         | 3,997         | 2,771         | 1,245        | 1,185        | 1,062        | 804          | 748          | 638          |
| Wholesale & Retail Trade  | 2,042         | 1,903         | 1,836         | 1,42          | 1,129        | 944          | 668          | 423          | 412          | 366          |
| Hotels & Restaurant       | 340           | 350           | 340           | 272           | 200          | 216          | 201          | 176          | 178          | 148          |
| Transport & Communication | 803           | 732           | 692           | 502           | 391          | 369          | 337          | 274          | 258          | 183          |
| Finance                   | 296           | 247           | 178           | 126           | 72           | 82           | 73           | 84           | 97           | 94           |
| Real Estate               | 3,429         | 2,754         | 2,129         | 1,460         | 916          | 693          | 523          | 468          | 429          | 385          |
| Education                 | 980           | 815           | 927           | 526           | 474          | 476          | 493          | 417          | 608          | 751          |
| Health                    | 436           | 377           | 391           | 297           | 225          | 227          | 239          | 210          | 217          | 221          |
| Other Community           | 582           | 572           | 532           | 411           | 252          | 226          | 207          | 172          | 196          | 183          |
| Private Households        | 40            | 53            | 51            | 34            | 10           | 21           | 21           | 24           | 25           | 25           |
| Foreign Mission           | 2             | 27            | 16            | 12            | 14           | 75           | 34           | 25           | 22           | 21           |
| Not Stated                | 31            | -             | 9             | 5             | 24           | -            | 43           | 51           | 58           | 57           |
| <b>Total</b>              | <b>19,080</b> | <b>17,286</b> | <b>15,529</b> | <b>11,062</b> | <b>7,209</b> | <b>6,516</b> | <b>6,132</b> | <b>5,293</b> | <b>5,766</b> | <b>5,422</b> |

Note: Totals are as at end of December except 2018 which is at end of September.

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

| Occupation                   | 2009          | 2010          | 2011          | 2012         | 2013         | 2014         | 2015         | 2016         | 2017         | 2018         |
|------------------------------|---------------|---------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Managers/Administrators      | 1,590         | 1,417         | 1,214         | 839          | 639          | 794          | 887          | 841          | 844          | 731          |
| Professionals                | 2,374         | 2,210         | 1,770         | 1,160        | 679          | 779          | 954          | 915          | 1,067        | 1,056        |
| Technicians                  | 2,165         | 1,739         | 1,755         | 1,170        | 760          | 552          | 593          | 597          | 707          | 764          |
| Clerks                       | 31            | 25            | 15            | 11           | 8            | 3            | 5            | 9            | 8            | 9            |
| Service/Sales Workers        | 417           | 314           | 235           | 164          | 90           | 69           | 78           | 86           | 102          | 102          |
| Skilled Agricultural Workers | 23            | 16            | 9             | 7            | 37           | 52           | 71           | 86           | 99           | 85           |
| Craft Workers                | 1,950         | 1,792         | 1,784         | 1,150        | 456          | 469          | 521          | 417          | 395          | 355          |
| Plant & Machine Operators    | 983           | 870           | 638           | 462          | 261          | 214          | 194          | 138          | 144          | 110          |
| Elementary Occupations       | 4,025         | 3,581         | 2,632         | 1,932        | 1,410        | 1,122        | 1,368        | 1,373        | 1,643        | 1,521        |
| Other                        | 1             | 2             | 2             | 2            | 14           | 38           | 28           | 31           | 36           | 33           |
| <b>Total</b>                 | <b>13,562</b> | <b>11,966</b> | <b>10,054</b> | <b>6,897</b> | <b>4,354</b> | <b>4,092</b> | <b>4,699</b> | <b>4,493</b> | <b>5,045</b> | <b>4,766</b> |

Note: Totals are as at end of December except 2018 which is at end of September.