

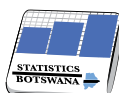
# WORK PERMITS HOLDERS STATS BRIEF

Fourth Quarter 2016



December 2016

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## STATISTICS BOTSWANA

Statistics Botswana, Private Bag 0024 Botswana

Tel: (267) 367 1300. Fax: (267) 395 2201. Email: [info@statsbots.org.bw](mailto:info@statsbots.org.bw) Website: [www.statsbots.org.bw](http://www.statsbots.org.bw)

## 1.0 Preface

This stats brief presents a summary of the characteristics of expatriates who held valid work permits as at the end of December 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 increased by 7.7 percent between September 2016 and December 2016, from 4913 to 5293. The majority of these work permit holders were in elementary occupations, accounting for 30.6 percent of all total work permit holders. The agriculture industry employed the majority of the work permit holders at 29.2 percent. The majority, 46.5 percent were from Zimbabwe.



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**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

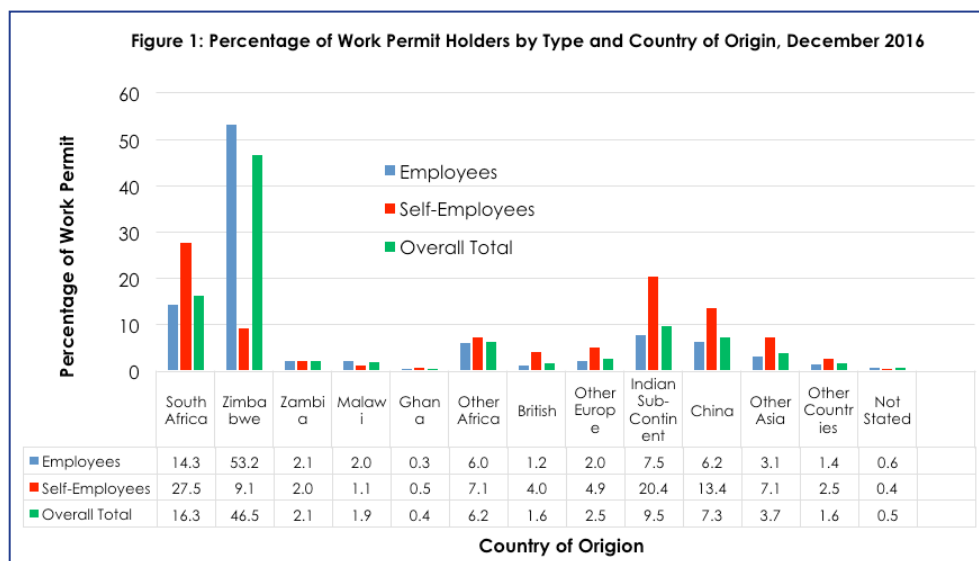
## 3.0 TOTAL WORK PERMIT HOLDERS

The total number of work permit holders that were valid as of end of December 2016 was 5,293. Of these 4,493 (84.9 percent) were employees while 800 (15.1 percent) were self – employed. Overall, male work permit holders at 77.5 percent were higher than their female counterparts (22.5 percent). (See **Table 1.1a**)

Employee work permit holders consist of those holding new work permits and those whose work permits have been renewed. **Table 1.4a** shows that 3,810 permit holders were new employee work permits, while 683 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 66.7 percent of total employee work permit holders compared to 18.1 percent for females. For the renewed work permit holders, male employees work permit holders accounted for 11.6 percent of the total employee work permit holders compared with 3.6 percent for females.

**Table 1.7** shows quarterly work permit holders by industry and sex, from the first quarter of 2016 to the fourth quarter of 2016. Total work permits holders were generally declining over the three quarters but increased on the fourth quarter. Between March 2016 and June 2016, total work permits holders decreased by 479 persons, from 5,970 in March 2016 to 5,491 in June 2016, a decrease of 8.0 percent. Between September 2016 and December 2016, total work permits holders increased by 380 persons, from 4,913 in September 2016 to 5,239 in December 2016, an increase of 7.7 percent. Comparing March 2016 with December 2016 total work permits holders declined by 677 persons, a decrease of 11.3 percent.

**Figure 1** and **Table 1.1b** depict work permit holders by country of origin. The majority of work permit holders were from Zimbabwe at 2,463 persons (46.5 percent), followed by South Africa at 862 persons (16.3 percent,) and Indian Sub-Continent with 502 persons (9.5 percent).



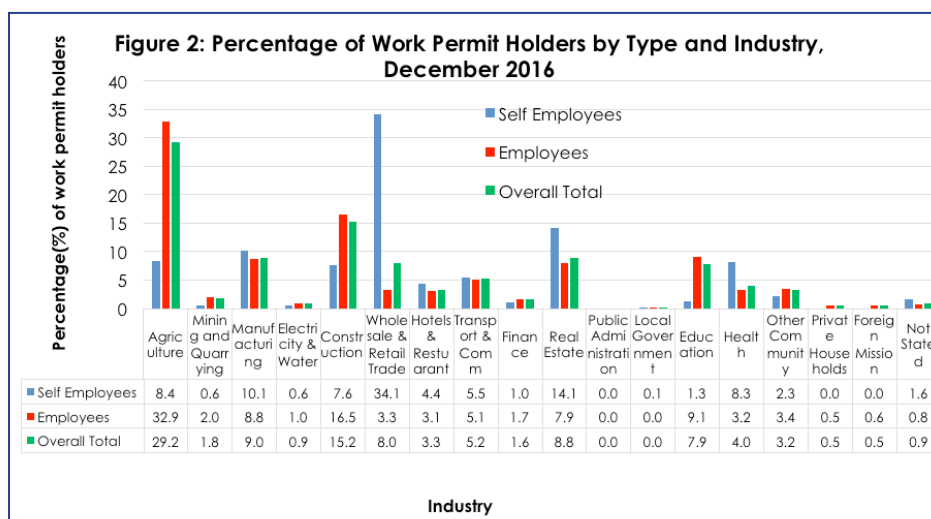
#### 4.0 WORK PERMIT HOLDERS BY AGE GROUP

The age distribution shows that a large number of work permit holders were in the 40 - 44 years age group, at 19.3 percent of total work permit holders, followed by the 35-39 and 30-34 years age groups at 18.7 and 17.3 percent respectively. For the self-employed category, age group 40 – 44 had the largest share with 163 permit holders (20.4 percent) followed by the 45 – 49 age group with 140 permit holders (17.5 percent). For employee work permit holders, the 35 – 39 age group stood at 873 permit holders (19.4 percent) followed by age group 40 – 44 with 857 work permit holders (19.1 percent), See **Table 1.2a & 1.2 b**. Work permit holders of youth, aged 15-35 accounted for 1,536, which is 29.0 percent of the total work permit holders.

#### 5.0 WORK PERMIT HOLDERS BY INDUSTRY

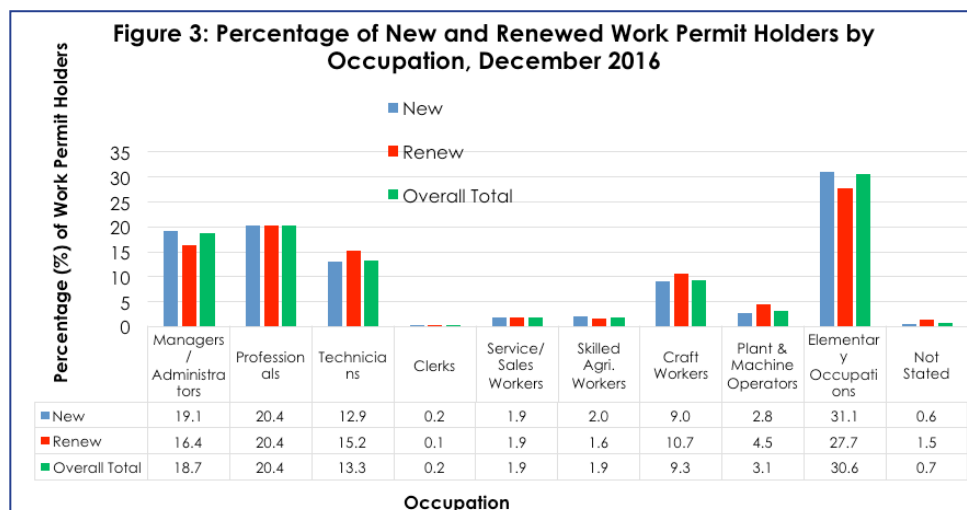
**Figure 2** presents Employee and Self-Employed work permit holders distribution by Industry. Overall, Agriculture had the largest work permit holders at 29.2 percent, followed by Construction with 15.2 percent. Manufacturing was third with 9.0 percent work permit holders.

For the employee work permit holders, Agriculture Industry accounted for 32.9 percent of employee work permit holders, followed by Construction with 16.5 percent. For the self-employed work permit holders' category, Wholesale & Retail Trade was above other industries, recording 34.1 percent of work permit holders, followed by Real Estate and Manufacturing with 14.1 and 10.1 percent respectively.



## 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 occupation. The largest proportion is found in the elementary occupations with 1,373 persons (30.6 percent), followed by the Professionals with 915 persons (20.4 percent) and Managers/Administrators at 841 persons (18.7 percent).



## 7.0 EMPLOYEE WORK PERMIT HOLDERS BY TRAINING

Among the employee work permit holders, 43.9 percent (1,971) had No Training or had not stated if they have any training. Degree holders accounted for 26.2 percent (1,178) of work permit holders with known training status. Diploma holders accounted for 16.9 percent (760), while Certificate holders contributed 13.0 percent (584) 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 12.4 percent and 8.5 percent respectively. These were followed by work permit holders with Commercial, Clerical and Business & Public Administration programs training at 8.1 percent.

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

Nationality	Employees			Self-Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
South Africa	540	102	<b>642</b>	159	61	<b>220</b>	699	163	<b>862</b>
Zimbabwe	1,756	634	<b>2,390</b>	56	17	<b>73</b>	1,812	651	<b>2,463</b>
Zambia	68	28	<b>96</b>	13	3	<b>16</b>	81	31	<b>112</b>
Malawi	82	10	<b>92</b>	6	3	<b>9</b>	88	13	<b>101</b>
Ghana	13	2	<b>15</b>	3	1	<b>4</b>	16	3	<b>19</b>
Other Africa	206	64	<b>270</b>	45	12	<b>57</b>	251	76	<b>327</b>
British	34	19	<b>53</b>	17	15	<b>32</b>	51	34	<b>85</b>
Other Europe	71	21	<b>92</b>	26	13	<b>39</b>	97	34	<b>131</b>
Indian Sub-Continent	301	38	<b>339</b>	128	35	<b>163</b>	429	73	<b>502</b>
China	262	15	<b>277</b>	73	34	<b>107</b>	335	49	<b>384</b>
Other Asia	121	18	<b>139</b>	42	15	<b>57</b>	163	33	<b>196</b>
Other Countries	42	21	<b>63</b>	12	8	<b>20</b>	54	29	<b>83</b>
Not Stated	24	1	<b>25</b>	2	1	<b>3</b>	26	2	<b>28</b>
<b>Total</b>	<b>3,520</b>	<b>973</b>	<b>4,493</b>	<b>582</b>	<b>218</b>	<b>800</b>	<b>4,102</b>	<b>1,191</b>	<b>5,293</b>
<b>Percentage (%) Overall</b>	<b>66,5</b>	<b>18,4</b>	<b>84,9</b>	<b>11,0</b>	<b>4,1</b>	<b>15,1</b>	<b>77,5</b>	<b>22,5</b>	<b>100</b>

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

	Self Employed			Employees			Overall %		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
South Africa	15,3	10,5	<b>14,3</b>	27,3	28,0	<b>27,5</b>	17,0	13,7	<b>16,3</b>
Zimbabwe	49,9	65,2	<b>53,2</b>	9,6	7,8	<b>9,1</b>	44,2	54,7	<b>46,5</b>
Zambia	1,9	2,9	<b>2,1</b>	2,2	1,4	<b>2,0</b>	2,0	2,6	<b>2,1</b>
Malawi	2,3	1,0	<b>2,0</b>	1,0	1,4	<b>1,1</b>	2,1	1,1	<b>1,9</b>
Ghana	0,4	0,2	<b>0,3</b>	0,5	0,5	<b>0,5</b>	0,4	0,3	<b>0,4</b>
Other Africa	5,9	6,6	<b>6,0</b>	7,7	5,5	<b>7,1</b>	6,1	6,4	<b>6,2</b>
British	1,0	2,0	<b>1,2</b>	2,9	6,9	<b>4,0</b>	1,2	2,9	<b>1,6</b>
Other Europe	2,0	2,2	<b>2,0</b>	4,5	6,0	<b>4,9</b>	2,4	2,9	<b>2,5</b>
Indian Sub-Continent	8,6	3,9	<b>7,5</b>	22,0	16,1	<b>20,4</b>	10,5	6,1	<b>9,5</b>
China	7,4	1,5	<b>6,2</b>	12,5	15,6	<b>13,4</b>	8,2	4,1	<b>7,3</b>
Other Asia	3,4	1,8	<b>3,1</b>	7,2	6,9	<b>7,1</b>	4,0	2,8	<b>3,7</b>
Other Countries	1,2	2,2	<b>1,4</b>	2,1	3,7	<b>2,5</b>	1,3	2,4	<b>1,6</b>
Not Stated	0,7	0,1	<b>0,6</b>	0,3	0,5	<b>0,4</b>	0,6	0,2	<b>0,5</b>
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

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

Age Group	Employees			Self-Employees			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 25	65	28	<b>93</b>	11	3	<b>14</b>	76	31	<b>107</b>
25-29	331	101	<b>432</b>	49	18	<b>67</b>	380	119	<b>499</b>
30-34	645	197	<b>842</b>	54	18	<b>72</b>	699	215	<b>914</b>
35-39	678	195	<b>873</b>	83	36	<b>119</b>	761	231	<b>992</b>
40-44	640	217	<b>857</b>	112	51	<b>163</b>	752	268	<b>1,020</b>
45-49	470	117	<b>587</b>	102	38	<b>140</b>	572	155	<b>727</b>
50-54	282	63	<b>345</b>	49	20	<b>69</b>	331	83	<b>414</b>
55-59	186	34	<b>220</b>	49	20	<b>69</b>	235	54	<b>289</b>
60-64	125	15	<b>140</b>	39	10	<b>49</b>	164	25	<b>189</b>
65-69	47	2	<b>49</b>	20	2	<b>22</b>	67	4	<b>71</b>
70+	20	0	<b>20</b>	13	2	<b>15</b>	33	2	<b>35</b>
Unknown	31	4	<b>35</b>	1	0	<b>1</b>	32	4	<b>36</b>
<b>Total</b>	<b>3,520</b>	<b>973</b>	<b>4,493</b>	<b>582</b>	<b>218</b>	<b>800</b>	<b>4,102</b>	<b>1,191</b>	<b>5,293</b>
<b>Percentage (%) Overall</b>	<b>66,5</b>	<b>18,4</b>	<b>84,9</b>	<b>11,0</b>	<b>4,1</b>	<b>15,1</b>	<b>77,5</b>	<b>22,5</b>	<b>100</b>

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

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

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

Industry	Employees			Self-employees			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	1,040	439	<b>1,479</b>	57	10	<b>67</b>	1,097	449	<b>1,546</b>
Mining and Quarrying	87	4	<b>91</b>	5	0	<b>5</b>	92	4	<b>96</b>
Manufacturing	354	40	<b>394</b>	56	25	<b>81</b>	410	65	<b>475</b>
Electricity & Water	42	1	<b>43</b>	3	2	<b>5</b>	45	3	<b>48</b>
Construction	731	12	<b>743</b>	54	7	<b>61</b>	785	19	<b>804</b>
Wholesale & Retail Trade	141	9	<b>150</b>	204	69	<b>273</b>	345	78	<b>423</b>
Hotels & Restaurant	87	54	<b>141</b>	23	12	<b>35</b>	110	66	<b>176</b>
Transport & Communication	194	36	<b>230</b>	30	14	<b>44</b>	224	50	<b>274</b>
Finance	58	18	<b>76</b>	7	1	<b>8</b>	65	19	<b>84</b>
Real Estate	297	58	<b>355</b>	68	45	<b>113</b>	365	103	<b>468</b>
Public Administration	0	0	<b>0</b>	0	0	<b>0</b>	0	0	<b>0</b>
Local Government	0	1	<b>1</b>	0	1	<b>1</b>	0	2	<b>2</b>
Education	241	166	<b>407</b>	7	3	<b>10</b>	248	169	<b>417</b>
Health	81	63	<b>144</b>	44	22	<b>66</b>	125	85	<b>210</b>
Other Community	116	38	<b>154</b>	13	5	<b>18</b>	129	43	<b>172</b>
Private Households	3	21	<b>24</b>	0	0	<b>0</b>	3	21	<b>24</b>
Foreign Mission	17	8	<b>25</b>	0	0	<b>0</b>	17	8	<b>25</b>
Not Stated	31	5	<b>36</b>	11	2	<b>13</b>	42	7	<b>49</b>
<b>Total</b>	<b>3,520</b>	<b>973</b>	<b>4,493</b>	<b>582</b>	<b>218</b>	<b>800</b>	<b>4,102</b>	<b>1,191</b>	<b>5,293</b>
<b>Percentage (%) Overall</b>	<b>66,5</b>	<b>18,4</b>	<b>84,9</b>	<b>11,0</b>	<b>4,1</b>	<b>15,1</b>	<b>77,5</b>	<b>22,5</b>	<b>100</b>

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

Industry	Employees			Self-employees			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	29,5	45,1	<b>32,9</b>	9,8	4,6	<b>8,4</b>	26,7	37,7	<b>29,2</b>
Mining and Quarrying	2,5	0,4	<b>2,0</b>	0,9	0,0	<b>0,6</b>	2,2	0,3	<b>1,8</b>
Manufacturing	10,1	4,1	<b>8,8</b>	9,6	11,5	<b>10,1</b>	10,0	5,5	<b>9,0</b>
Electricity & Water	1,2	0,1	<b>1,0</b>	0,5	0,9	<b>0,6</b>	1,1	0,3	<b>0,9</b>
Construction	20,8	1,2	<b>16,5</b>	9,3	3,2	<b>7,6</b>	19,1	1,6	<b>15,2</b>
Wholesale & Retail Trade	4,0	0,9	<b>3,3</b>	35,1	31,7	<b>34,1</b>	8,4	6,5	<b>8,0</b>
Hotels & Restaurant	2,5	5,5	<b>3,1</b>	4,0	5,5	<b>4,4</b>	2,7	5,5	<b>3,3</b>
Transport & Communication	5,5	3,7	<b>5,1</b>	5,2	6,4	<b>5,5</b>	5,5	4,2	<b>5,2</b>
Finance	1,6	1,8	<b>1,7</b>	1,2	0,5	<b>1,0</b>	1,6	1,6	<b>1,6</b>
Real Estate	8,4	6,0	<b>7,9</b>	11,7	20,6	<b>14,1</b>	8,9	8,6	<b>8,8</b>
Public Administration	0,0	0,0	<b>0,0</b>	0,0	0,0	<b>0,0</b>	0,0	0,0	<b>0,0</b>
Local Government	0,0	0,1	<b>0,0</b>	0,0	0,5	<b>0,1</b>	0,0	0,2	<b>0,0</b>
Education	6,8	17,1	<b>9,1</b>	1,2	1,4	<b>1,3</b>	6,0	14,2	<b>7,9</b>
Health	2,3	6,5	<b>3,2</b>	7,6	10,1	<b>8,3</b>	3,0	7,1	<b>4,0</b>
Other Community	3,3	3,9	<b>3,4</b>	2,2	2,3	<b>2,3</b>	3,1	3,6	<b>3,2</b>
Private Households	0,1	2,2	<b>0,5</b>	0,0	0,0	<b>0,0</b>	0,1	1,8	<b>0,5</b>
Foreign Mission	0,5	0,8	<b>0,6</b>	0,0	0,0	<b>0,0</b>	0,4	0,7	<b>0,5</b>
Not Stated	0,9	0,5	<b>0,8</b>	1,9	0,9	<b>1,6</b>	1,0	0,6	<b>0,9</b>
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>



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

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

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

Occupation	New			Renewal			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers/Administrators	20,4	14,5	<b>19,1</b>	18,0	11,3	<b>16,4</b>	20,0	14,0	<b>18,7</b>
Professionals	21,5	16,1	<b>20,4</b>	21,2	17,5	<b>20,4</b>	21,5	16,3	<b>20,4</b>
Technicians	12,6	14,1	<b>12,9</b>	12,2	25,0	<b>15,2</b>	12,6	15,9	<b>13,3</b>
Clerks	0,2	0,1	<b>0,2</b>	0,2	0,0	<b>0,1</b>	0,2	0,1	<b>0,2</b>
Service/Sales Workers	1,4	3,8	<b>1,9</b>	1,7	2,5	<b>1,9</b>	1,4	3,6	<b>1,9</b>
Skilled Agri. Workers	1,8	2,5	<b>2,0</b>	1,7	1,3	<b>1,6</b>	1,8	2,3	<b>1,9</b>
Craft Workers	10,8	2,3	<b>9,0</b>	12,8	3,8	<b>10,7</b>	11,1	2,6	<b>9,3</b>
Plant & Machine Operators	3,5	0,2	<b>2,8</b>	5,9	0,0	<b>4,5</b>	3,9	0,2	<b>3,1</b>
Elementary Occupations	27,0	46,0	<b>31,1</b>	24,7	37,5	<b>27,7</b>	26,7	44,6	<b>30,6</b>
Not Stated	0,6	0,2	<b>0,6</b>	1,5	1,3	<b>1,5</b>	0,8	0,4	<b>0,7</b>
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

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

Training	Male	Female	Total
Certificate Holders	523	61	<b>584</b>
Diploma Holders	593	167	<b>760</b>
Degree Holders	940	238	<b>1,178</b>
Not Training stated	1,464	507	<b>1,971</b>
<b>Total</b>	<b>3,520</b>	<b>973</b>	<b>4,493</b>

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

Training	Male	Female	Total
Certificate Holders	14,9	6,3	<b>13,0</b>
Diploma Holders	16,8	17,2	<b>16,9</b>
Degree Holders	26,7	24,5	<b>26,2</b>
Not Training stated	41,6	52,1	<b>43,9</b>
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

**Table 1.6a: Employee Work Permit Holders by Subject of Training and Sex, December 2016**

Subject of Training	Male	Female	Total
General Training Programs	33	3	<b>36</b>
Education Training	88	101	<b>189</b>
Fine & Applied Arts	14	6	<b>20</b>
Programs in Languages	15	6	<b>21</b>
Other Humanity	37	10	<b>47</b>
Social & Behavioural Science	38	21	<b>59</b>
Commercial ,Clerical ,Business & Public Administration	281	81	<b>362</b>
Programs in Law	10	5	<b>15</b>
Natural Science Programs	75	13	<b>88</b>
Mathematics & Computer Science	82	12	<b>94</b>
Medicine & Health related Programs	81	57	<b>138</b>
Construction and Trade Programs	101	1	<b>102</b>
Other Craft, Trade Programs	341	41	<b>382</b>
Engineering & Allied Programs	547	12	<b>559</b>
Architectural & Town Planning	57	6	<b>63</b>
Agriculture, Forestry & Fishery Programs	40	14	<b>54</b>
Home Economics.& Domestic Science	5	7	<b>12</b>
Transport & Communication Programs	53	8	<b>61</b>
Service Trades Programs	77	50	<b>127</b>
Mass Communication & Documentation Programs	8	1	<b>9</b>
Other Programs	73	11	<b>84</b>
No Training or Training not Stated	1,464	507	<b>1,971</b>
<b>Total</b>	<b>3,520</b>	<b>973</b>	<b>4,493</b>

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

Subject of Training	Male	Female	Total
General Training Programs	0,9	0,3	0,8
Education Training	2,5	10,4	4,2
Fine & Applied Arts	0,4	0,6	0,4
Programs in Languages	0,4	0,6	0,5
Other Humanity	1,1	1,0	1,0
Social & Behavioral Science	1,1	2,2	1,3
Commercial ,Clerical ,Business & Public Administration	8,0	8,3	8,1
Programs in Law	0,3	0,5	0,3
Natural Science Programs	2,1	1,3	2,0
Mathematics & Computer Science	2,3	1,2	2,1
Medicine & Health related Programs	2,3	5,9	3,1
Construction and Trade Programs	2,9	0,1	2,3
Other Craft, Trade Programs	9,7	4,2	8,5
Engineering & Allied Programs	15,5	1,2	12,4
Architectural & Town Planning	1,6	0,6	1,4
Agriculture, Forestry & Fishery Programs	1,1	1,4	1,2
Home Economics.& Domestic Science	0,1	0,7	0,3
Transport & Communication Programs	1,5	0,8	1,4
Service Trades Programs	2,2	5,1	2,8
Mass Communication & Documentation Programs	0,2	0,1	0,2
Other Programs	2,1	1,1	1,9
No Training or Training not Stated	41,6	52,1	43,9
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

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

Industry	1st Quarter (March 2016)			2nd Quarter (June 2016)			3rd Quarter (September 2016)			4th Quarter (December 2016)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	1,130	443	<b>1,573</b>	1,087	413	<b>1,500</b>	988	375	<b>1,363</b>	1,097	449	<b>1,546</b>
Mining & Quarrying	101	3	<b>104</b>	106	5	<b>111</b>	99	5	<b>104</b>	92	4	<b>96</b>
Manufacturing	437	82	<b>519</b>	410	71	<b>481</b>	374	64	<b>438</b>	410	65	<b>475</b>
Electricity & Water	53	6	<b>59</b>	71	5	<b>76</b>	54	3	<b>57</b>	45	3	<b>48</b>
Construction	928	31	<b>959</b>	865	22	<b>887</b>	772	19	<b>791</b>	785	19	<b>804</b>
Wholesale & Retail Trade	521	144	<b>665</b>	431	109	<b>540</b>	359	89	<b>448</b>	345	78	<b>423</b>
Hotels & Restaurant	127	75	<b>202</b>	115	73	<b>188</b>	112	70	<b>182</b>	110	66	<b>176</b>
Transport & Comm.	258	62	<b>320</b>	230	53	<b>283</b>	214	48	<b>262</b>	224	50	<b>274</b>
Finance	62	17	<b>79</b>	54	16	<b>70</b>	49	15	<b>64</b>	65	19	<b>84</b>
Real Estate	371	129	<b>500</b>	319	115	<b>434</b>	273	93	<b>366</b>	365	103	<b>468</b>
Education	264	186	<b>450</b>	256	169	<b>425</b>	229	142	<b>371</b>	248	169	<b>417</b>
Health	156	91	<b>247</b>	142	84	<b>226</b>	137	81	<b>218</b>	125	85	<b>210</b>
Other Community	149	45	<b>194</b>	132	42	<b>174</b>	116	40	<b>156</b>	129	43	<b>172</b>
Private Households	3	19	<b>22</b>	3	17	<b>20</b>	3	17	<b>20</b>	3	21	<b>24</b>
Foreign Mission	19	11	<b>30</b>	16	9	<b>25</b>	15	6	<b>21</b>	17	8	<b>25</b>
Not Stated	37	10	<b>47</b>	40	11	<b>51</b>	40	12	<b>52</b>	42	9	<b>51</b>
<b>Total</b>	<b>4,616</b>	<b>1,354</b>	<b>5,970</b>	<b>4,277</b>	<b>1,214</b>	<b>5,491</b>	<b>3,834</b>	<b>1,079</b>	<b>4,913</b>	<b>4,102</b>	<b>1,191</b>	<b>5,293</b>
<b>Quarter to Quarter % Change</b>	<b>-2.8</b>	<b>-2</b>	<b>-2.6</b>	<b>-7.3</b>	<b>-10.3</b>	<b>-8</b>	<b>-10.4</b>	<b>-11.1</b>	<b>-10.5</b>	<b>6.9</b>	<b>10.4</b>	<b>7.7</b>

**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	1,546
Mining & Quarrying	175	191	188	134	106	104	105	96
Manufacturing	2,035	1,590	1,282	903	491	526	522	475
Electricity & Water	101	99	113	81	48	50	52	48
Construction	3,579	3,776	3,997	2,771	1,245	1,185	1,062	804
Wholesale & Retail Trade	2,042	1,903	1,836	1,42	1,129	944	668	423
Hotels & Restaurant	340	350	340	272	200	216	201	176
Transport & Communication	803	732	692	502	391	369	337	274
Finance	296	247	178	126	72	82	73	84
Real Estate	3,429	2,754	2,129	1,46	916	693	523	468
Education	980	815	927	526	474	476	493	417
Health	436	377	391	297	225	227	239	210
Other Community	582	572	532	411	252	226	207	172
Private Households	40	53	51	34	10	21	21	24
Foreign Mission	2	27	16	12	14	75	34	25
Not Stated	31	-	9	5	24	-	43	51
<b>Total</b>	<b>19,08</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>

Note: Totals are as at end of December each year

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

Occupation	2009	2010	2011	2012	2013	2014	2015	2016
Managers/Administrators	1,590	1,417	1,214	839	639	794	887	841
Professionals	2,374	2,21	1,77	1,16	679	779	954	915
Technicians	2,165	1,739	1,755	1,17	760	552	593	597
Clerks	31	25	15	11	8	3	5	9
Service/Sales Workers	417	314	235	164	90	69	78	86
Skilled Agricultural Workers	23	16	9	7	37	52	71	86
Craft Workers	1,950	1,792	1,784	1,150	456	469	521	417
Plant & Machine Operators	983	870	638	462	261	214	194	138
Elementary Occupations	4,025	3,581	2,632	1,932	1,410	1,122	1,368	1,373
Other	1	2	2	2	14	38	28	31
<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>

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