



# Work Permits Holders

Second Quarter 2018

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**STATISTICS BOTSWANA**

## WORK PERMITS HOLDERS – SECOND QUARTER 2018

This stats brief presents a summary of the characteristics of expatriates who held valid work permits as at the end of June 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 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 3.1 percent between March 2018 and June 2018, from 5,736 to 5,561. Most permit holders were recorded in the agricultural sector at 31.8 percent followed by the education sector with 12.7 percent. The largest group of work permit holders was issued to the age group 40 – 44 with 19.0 percent followed by ages 35- 39 and 30-34 at 18.2 and 16.9 percent respectively.

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



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**Dr Burton Mguni**  
**Statistician General**  
September 2018

## 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.

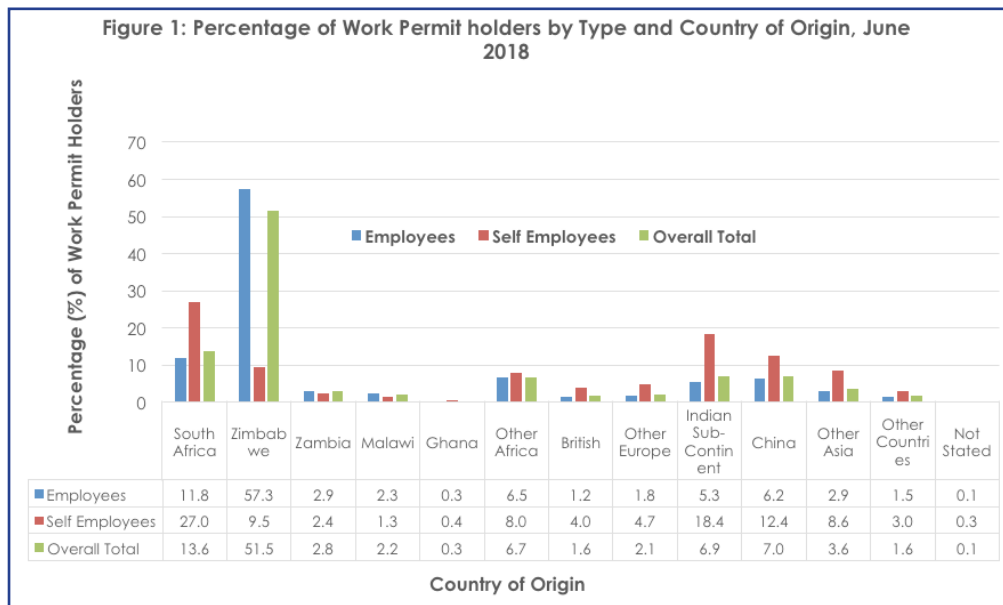
## 2.0 TOTAL WORK PERMIT HOLDERS

The total number of work permit holders that were valid as of end of June 2018 was 5,561. Of these 4,886 (87.9 percent) were employees while 675 (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 3,784 permit holders were new employee work permits, while 1,102 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 59.6 percent of total employee work permit holders compared to 17.8 percent for females. For the renewed work permit holders, male employees work permit holders accounted for 15.5 percent of the total employee work permit holders compared with 7.1 percent for females.

**Table 1.7** shows quarterly work permit holders by industry and sex from the third quarter of 2017 to the second quarter of 2018. Total work permits holders increased in the fourth quarter of 2017, decreased in first quarter and second quarter of 2018. Between September 2017 and December 2017, total work permits holders increased by 524 persons, from 5,242 in September 2017 to 5,766 in December 2017, an increase of 10.0 percent. 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 0.5 percent. Comparing September 2017 with June 2018 total work permits holders increased by 319 persons, an increase of 6.1 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 2,862 persons (51.5 percent), followed by South Africa at 759 persons (13.6 percent,) and China with 387 persons (7.0 percent).



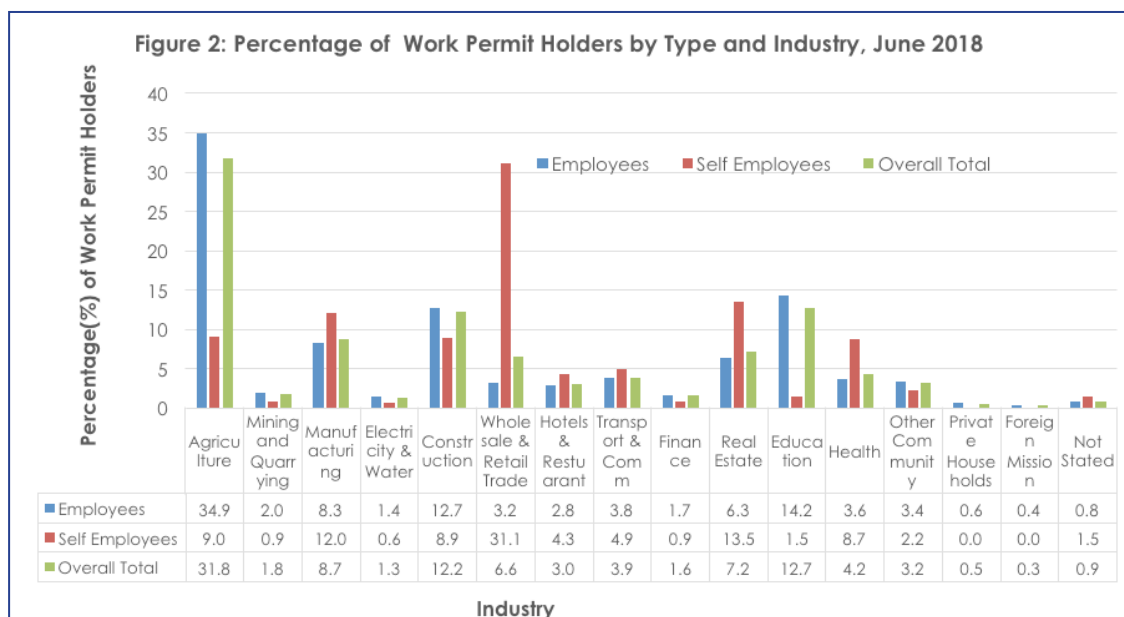
### 3.0 WORK PERMIT HOLDERS BY AGE GROUP

The age distribution shows that a large number of work permit holders were in the 40-44 years age group, at 19.0 percent of total work permit holders, followed by the 35-39 and 34-35 years age groups at 18.2 and 16.9 percent respectively. For the self-employed category, age group 40-44 had the largest share with 138 permit holders (20.4 percent) followed by the 45-49 age group with 114 permit holders (16.9 percent). For employee work permit holders, the 40-44 age group stood at 920 permit holders (18.8 percent) followed by age group 35-39 with 915 work permit holders (18.7 percent), See [Table 1.2a](#) & [1.2b](#). Work permit holders of youth, aged 15-35 accounted for 1,847, which is 33.2 percent of the total work permit holders.

### 4.0 WORK PERMIT HOLDERS BY INDUSTRY

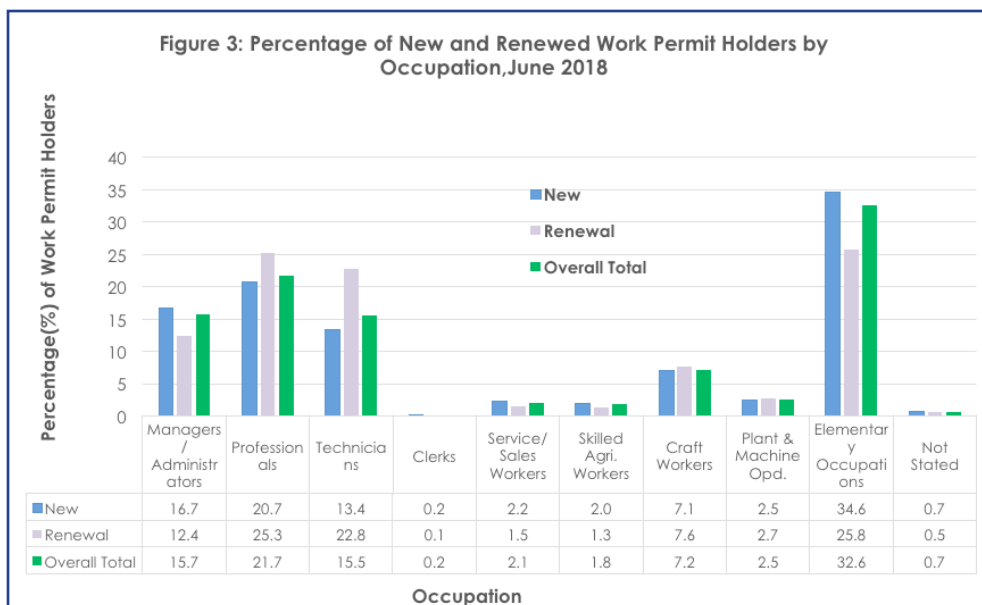
**Figure 2** presents Employee and Self-Employed work permit holders distribution by Industry. Overall, Agriculture had the largest work permit holders at 31.8 percent, followed by Education with 12.7 percent. Construction was third with 12.2 percent work permit holders.

For the employee work permit holders, Agriculture Industry accounted for 34.9 percent of employee work permit holders, followed by Education with 14.2 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 13.5 and 12.0 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 1,593 persons (32.6 percent), followed by the Professionals with 1,061 persons (21.7 percent) and Managers/Administrators at 769 persons (15.7 percent).

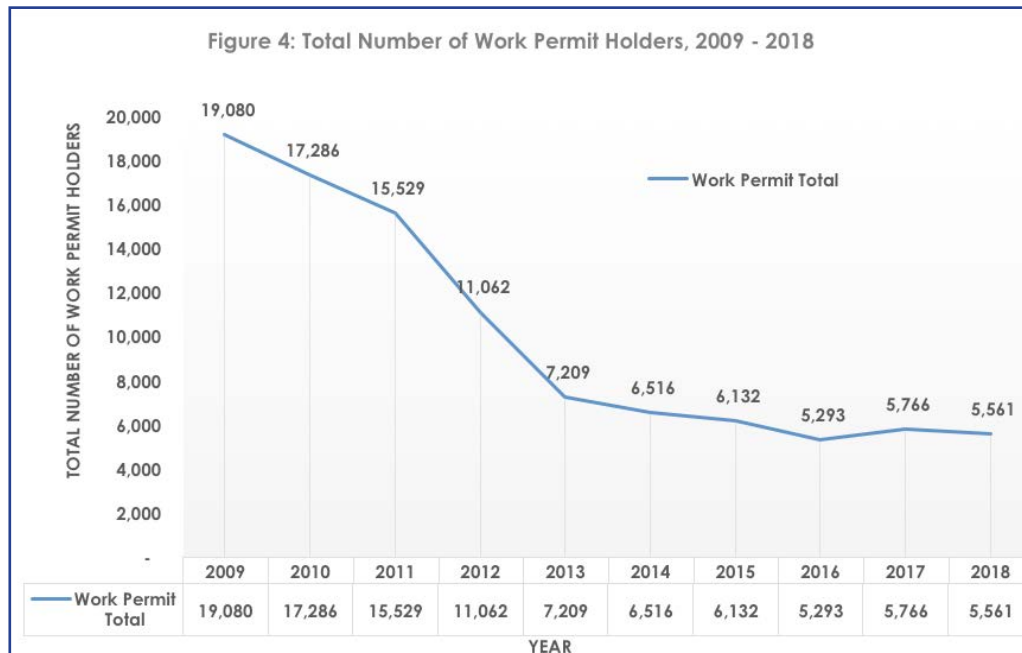


## 6.0 EMPLOYEE WORK PERMIT HOLDERS BY TRAINING

Among the employee work permit holders, 44.4 percent (2,170) had No Training or had not stated if they have any training. Degree holders accounted for 27.7 percent (1,353) of work permit holders with known training status. Diploma holders accounted for 18.0 percent (877), while Certificate holders contributed 10.0 percent (486) 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 11.8 percent, followed by work permit holders with Commercial, Clerical and Business & Public Administration programs training and Other craft and Trade programs at 7.7 and 7.1 percent respectively.

## 7.0 TREND OF WORK PERMIT HOLDERS BY INDUSTRY

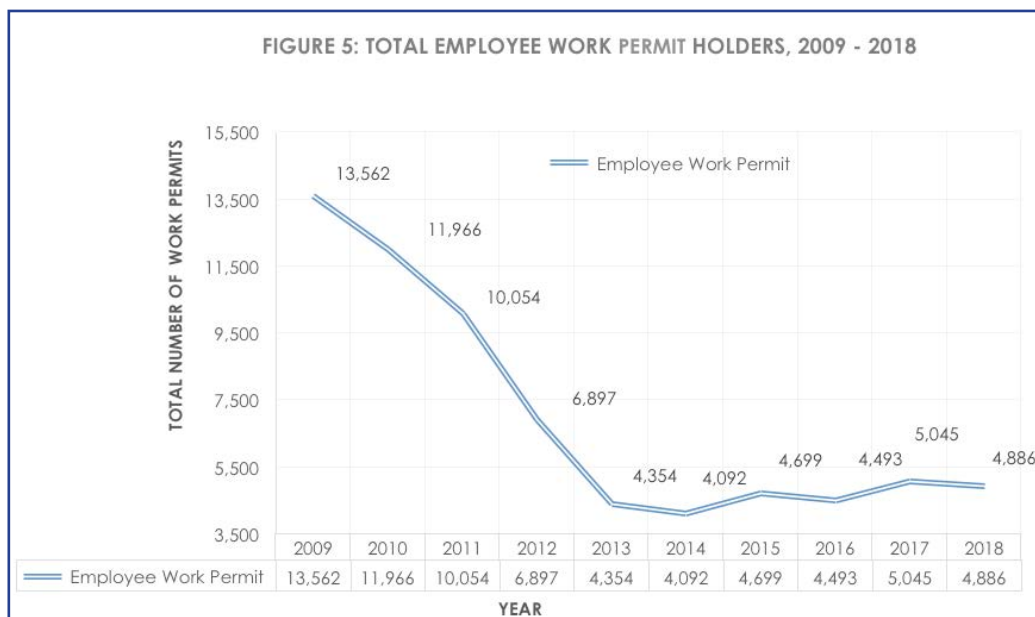
Table 1.8 and figure 4 below show a trend in work permit holders from the year 2009 to 2018. The trend shows that between the year 2009 and 2014 there was a significant decrease in work permit holders, from 19,080 to 6,516, representing a plunge of 65.8 percent. Between the year 2014 and 2018 the number of work permit holders decreased from 6,516 to 5,561, a decline of 14.7 percent.



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

## 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 decline of 67.9 percent. Between the year 2013 and 2018 the number of employee work permit holders increased from 4,354 to 4,886, an upsurge of 12.2 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 June



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

Nationality	Employees			Self-Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
South Africa	472	105	<b>577</b>	128	54	<b>182</b>	600	159	<b>759</b>
Zimbabwe	2,003	795	<b>2,798</b>	52	12	<b>64</b>	2,055	807	<b>2,862</b>
Zambia	80	62	<b>142</b>	13	3	<b>16</b>	93	65	<b>158</b>
Malawi	99	12	<b>111</b>	7	2	<b>9</b>	106	14	<b>120</b>
Ghana	12	2	<b>14</b>	3	0	<b>3</b>	15	2	<b>17</b>
Other Africa	226	91	<b>317</b>	43	11	<b>54</b>	269	102	<b>371</b>
British	34	27	<b>61</b>	16	11	<b>27</b>	50	38	<b>88</b>
Other Europe	62	25	<b>87</b>	21	11	<b>32</b>	83	36	<b>119</b>
Indian Sub-Continent	218	39	<b>257</b>	93	31	<b>124</b>	311	70	<b>381</b>
China	286	17	<b>303</b>	56	28	<b>84</b>	342	45	<b>387</b>
Other Asia	123	20	<b>143</b>	45	13	<b>58</b>	168	33	<b>201</b>
Other Countries	49	22	<b>71</b>	12	8	<b>20</b>	61	30	<b>91</b>
Not Stated	4	1	<b>5</b>	1	1	<b>2</b>	5	2	<b>7</b>
<b>Total</b>	<b>3,668</b>	<b>1,218</b>	<b>4,886</b>	<b>490</b>	<b>185</b>	<b>675</b>	<b>4,158</b>	<b>1,403</b>	<b>5,561</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</b>

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

Nationality	Employees			Self-Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
South Africa	12,9	8,6	<b>11,8</b>	26,1	29,2	<b>27,0</b>	14,4	11,3	<b>13,6</b>
Zimbabwe	54,6	65,3	<b>57,3</b>	10,6	6,5	<b>9,5</b>	49,4	57,5	<b>51,5</b>
Zambia	2,2	5,1	<b>2,9</b>	2,7	1,6	<b>2,4</b>	2,2	4,6	<b>2,8</b>
Malawi	2,7	1,0	<b>2,3</b>	1,4	1,1	<b>1,3</b>	2,5	1,0	<b>2,2</b>
Ghana	0,3	0,2	<b>0,3</b>	0,6	0,0	<b>0,4</b>	0,4	0,1	<b>0,3</b>
Other Africa	6,2	7,5	<b>6,5</b>	8,8	5,9	<b>8,0</b>	6,5	7,3	<b>6,7</b>
British	0,9	2,2	<b>1,2</b>	3,3	5,9	<b>4,0</b>	1,2	2,7	<b>1,6</b>
Other Europe	1,7	2,1	<b>1,8</b>	4,3	5,9	<b>4,7</b>	2,0	2,6	<b>2,1</b>
Indian Sub-Continent	5,9	3,2	<b>5,3</b>	19,0	16,8	<b>18,4</b>	7,5	5,0	<b>6,9</b>
China	7,8	1,4	<b>6,2</b>	11,4	15,1	<b>12,4</b>	8,2	3,2	<b>7,0</b>
Other Asia	3,4	1,6	<b>2,9</b>	9,2	7,0	<b>8,6</b>	4,0	2,4	<b>3,6</b>
Other Countries	1,3	1,8	<b>1,5</b>	2,4	4,3	<b>3,0</b>	1,5	2,1	<b>1,6</b>
Not Stated	0,1	0,1	<b>0,1</b>	0,2	0,5	<b>0,3</b>	0,1	0,1	<b>0,1</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, June 2018**

Age	Employees			Self-Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 25	119	42	<b>161</b>	12	0	<b>12</b>	131	42	<b>173</b>
25-29	348	133	<b>481</b>	38	20	<b>58</b>	386	153	<b>539</b>
30-34	658	229	<b>887</b>	38	15	<b>53</b>	696	244	<b>940</b>
35-39	671	244	<b>915</b>	70	29	<b>99</b>	741	273	<b>1,014</b>
40-44	662	258	<b>920</b>	93	45	<b>138</b>	755	303	<b>1,058</b>
45-49	500	144	<b>644</b>	87	27	<b>114</b>	587	171	<b>758</b>
50-54	308	88	<b>396</b>	50	17	<b>67</b>	358	105	<b>463</b>
55-59	195	56	<b>251</b>	42	18	<b>60</b>	237	74	<b>311</b>
60-64	123	15	<b>138</b>	29	9	<b>38</b>	152	24	<b>176</b>
65-69	48	2	<b>50</b>	15	3	<b>18</b>	63	5	<b>68</b>
70+	21	2	<b>23</b>	15	2	<b>17</b>	36	4	<b>40</b>
Unknown	15	5	<b>20</b>	1	0	<b>1</b>	16	5	<b>21</b>
<b>Total</b>	<b>3,668</b>	<b>1,218</b>	<b>4,886</b>	<b>490</b>	<b>185</b>	<b>675</b>	<b>4,158</b>	<b>1,403</b>	<b>5,561</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</b>

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

	Employees			Self-Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 25	3,2	3,4	<b>3,3</b>	2,4	0,0	<b>1,8</b>	3,2	3,0	<b>3,1</b>
25-29	9,5	10,9	<b>9,8</b>	7,8	10,8	<b>8,6</b>	9,3	10,9	<b>9,7</b>
30-34	17,9	18,8	<b>18,2</b>	7,8	8,1	<b>7,9</b>	16,7	17,4	<b>16,9</b>
35-39	18,3	20,0	<b>18,7</b>	14,3	15,7	<b>14,7</b>	17,8	19,5	<b>18,2</b>
40-44	18,0	21,2	<b>18,8</b>	19,0	24,3	<b>20,4</b>	18,2	21,6	<b>19,0</b>
45-49	13,6	11,8	<b>13,2</b>	17,8	14,6	<b>16,9</b>	14,1	12,2	<b>13,6</b>
50-54	8,4	7,2	<b>8,1</b>	10,2	9,2	<b>9,9</b>	8,6	7,5	<b>8,3</b>
55-59	5,3	4,6	<b>5,1</b>	8,6	9,7	<b>8,9</b>	5,7	5,3	<b>5,6</b>
60-64	3,4	1,2	<b>2,8</b>	5,9	4,9	<b>5,6</b>	3,7	1,7	<b>3,2</b>
65-69	1,3	0,2	<b>1,0</b>	3,1	1,6	<b>2,7</b>	1,5	0,4	<b>1,2</b>
70+	0,6	0,2	<b>0,5</b>	3,1	1,1	<b>2,5</b>	0,9	0,3	<b>0,7</b>
Unknown	0,4	0,4	<b>0,4</b>	0,2	0,0	<b>0,1</b>	0,4	0,4	<b>0,4</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, June 2018**

Industry	Employees			Self-Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	1,218	487	<b>1,705</b>	53	8	<b>61</b>	1,271	495	<b>1,766</b>
Mining and Quarrying	92	4	<b>96</b>	6	-	<b>6</b>	98	4	<b>102</b>
Manufacturing	353	51	<b>404</b>	53	28	<b>81</b>	406	79	<b>485</b>
Electricity & Water	66	2	<b>68</b>	2	2	<b>4</b>	68	4	<b>72</b>
Construction	603	17	<b>620</b>	52	8	<b>60</b>	655	25	<b>680</b>
Wholesale & Retail Trade	144	12	<b>156</b>	157	53	<b>210</b>	301	65	<b>366</b>
Hotels & Restaurants	89	48	<b>137</b>	18	11	<b>29</b>	107	59	<b>166</b>
Transport & Communication	156	28	<b>184</b>	22	11	<b>33</b>	178	39	<b>217</b>
Finance	59	22	<b>81</b>	4	2	<b>6</b>	63	24	<b>87</b>
Real Estate	257	52	<b>309</b>	56	35	<b>91</b>	313	87	<b>400</b>
Education	372	323	<b>695</b>	6	4	<b>10</b>	378	327	<b>705</b>
Health	90	87	<b>177</b>	40	19	<b>59</b>	130	106	<b>236</b>
Other Community	125	40	<b>165</b>	13	2	<b>15</b>	138	42	<b>180</b>
Private Households	1	29	<b>30</b>	-	-	<b>-</b>	1	29	<b>30</b>
Foreign Mission	13	6	<b>19</b>	-	-	<b>-</b>	13	6	<b>19</b>
Not Stated	30	10	<b>40</b>	8	2	<b>10</b>	38	12	<b>50</b>
<b>Total</b>	<b>3,668</b>	<b>1,218</b>	<b>4,886</b>	<b>490</b>	<b>185</b>	<b>675</b>	<b>4,158</b>	<b>1,403</b>	<b>5,561</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</b>

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

Industry	Employees			Self-Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	33,2	40,0	<b>34,9</b>	10,8	4,3	<b>9,0</b>	30,6	35,3	<b>31,8</b>
Mining and Quarrying	2,5	0,3	<b>2,0</b>	1,2	0,0	<b>0,9</b>	2,4	0,3	<b>1,8</b>
Manufacturing	9,6	4,2	<b>8,3</b>	10,8	15,1	<b>12,0</b>	9,8	5,6	<b>8,7</b>
Electricity & Water	1,8	0,2	<b>1,4</b>	0,4	1,1	<b>0,6</b>	1,6	0,3	<b>1,3</b>
Construction	16,4	1,4	<b>12,7</b>	10,6	4,3	<b>8,9</b>	15,8	1,8	<b>12,2</b>
Wholesale & Retail Trade	3,9	1,0	<b>3,2</b>	32,0	28,6	<b>31,1</b>	7,2	4,6	<b>6,6</b>
Hotels & Restaurants	2,4	3,9	<b>2,8</b>	3,7	5,9	<b>4,3</b>	2,6	4,2	<b>3,0</b>
Transport & Communication	4,3	2,3	<b>3,8</b>	4,5	5,9	<b>4,9</b>	4,3	2,8	<b>3,9</b>
Finance	1,6	1,8	<b>1,7</b>	0,8	1,1	<b>0,9</b>	1,5	1,7	<b>1,6</b>
Real Estate	7,0	4,3	<b>6,3</b>	11,4	18,9	<b>13,5</b>	7,5	6,2	<b>7,2</b>
Education	10,1	26,5	<b>14,2</b>	1,2	2,2	<b>1,5</b>	9,1	23,3	<b>12,7</b>
Health	2,5	7,1	<b>3,6</b>	8,2	10,3	<b>8,7</b>	3,1	7,6	<b>4,2</b>
Other Community	3,4	3,3	<b>3,4</b>	2,7	1,1	<b>2,2</b>	3,3	3,0	<b>3,2</b>
Private Households	0,0	2,4	<b>0,6</b>	0,0	0,0	<b>0,0</b>	0,0	2,1	<b>0,5</b>
Foreign Mission	0,4	0,5	<b>0,4</b>	0,0	0,0	<b>0,0</b>	0,3	0,4	<b>0,3</b>
Not Stated	0,8	0,8	<b>0,8</b>	1,6	1,1	<b>1,5</b>	0,9	0,9	<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>
<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</b>

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

Occupation	New			Renewal			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers/Administrators	525	107	<b>632</b>	111	26	<b>137</b>	636	133	<b>769</b>
Professionals	640	142	<b>782</b>	196	83	<b>279</b>	836	225	<b>1,061</b>
Technicians	368	139	<b>507</b>	123	128	<b>251</b>	491	267	<b>758</b>
Clerks	6	1	<b>7</b>	1	0	<b>1</b>	7	1	<b>8</b>
Service/Sales Workers	47	38	<b>85</b>	10	6	<b>16</b>	57	44	<b>101</b>
Skilled Agric. Workers	57	18	<b>75</b>	11	3	<b>14</b>	68	21	<b>89</b>
Craft Workers	240	28	<b>268</b>	80	4	<b>84</b>	320	32	<b>352</b>
Plant & Machine Operators	90	3	<b>93</b>	28	2	<b>30</b>	118	5	<b>123</b>
Elementary Occupations	920	389	<b>1,309</b>	190	94	<b>284</b>	1,110	483	<b>1,593</b>
Other	20	6	<b>26</b>	5	1	<b>6</b>	25	7	<b>32</b>
<b>Total</b>	<b>2,913</b>	<b>871</b>	<b>3,784</b>	<b>755</b>	<b>347</b>	<b>1,102</b>	<b>3,668</b>	<b>1,218</b>	<b>4,886</b>
Percentage overall (%)	59,6	17,8	<b>77,4</b>	15,5	7,1	<b>22,6</b>	75,1	24,9	<b>100</b>

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

Occupation	New			Renewal			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers/Administrators	18,0	12,3	<b>16,7</b>	14,7	7,5	<b>12,4</b>	17,3	10,9	<b>15,7</b>
Professionals	22,0	16,3	<b>20,7</b>	26,0	23,9	<b>25,3</b>	22,8	18,5	<b>21,7</b>
Technicians	12,6	16,0	<b>13,4</b>	16,3	36,9	<b>22,8</b>	13,4	21,9	<b>15,5</b>
Clerks	0,2	0,1	<b>0,2</b>	0,1	0,0	<b>0,1</b>	0,2	0,1	<b>0,2</b>
Service/Sales Workers	1,6	4,4	<b>2,2</b>	1,3	1,7	<b>1,5</b>	1,6	3,6	<b>2,1</b>
Skilled Agric. Workers	2,0	2,1	<b>2,0</b>	1,5	0,9	<b>1,3</b>	1,9	1,7	<b>1,8</b>
Craft Workers	8,2	3,2	<b>7,1</b>	10,6	1,2	<b>7,6</b>	8,7	2,6	<b>7,2</b>
Plant & Machine Operators	3,1	0,3	<b>2,5</b>	3,7	0,6	<b>2,7</b>	3,2	0,4	<b>2,5</b>
Elementary Occupations	31,6	44,7	<b>34,6</b>	25,2	27,1	<b>25,8</b>	30,3	39,7	<b>32,6</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</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, June 2018**

Training	Male	Female	Total
Certificate Holders	424	62	486
Diploma Holders	631	246	877
Degree Holders	1,020	333	1,353
No Training Stated	1,593	577	2,170
<b>Total</b>	<b>3,668</b>	<b>1,218</b>	<b>4,886</b>

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

Training	Male	Female	Total
Certificate Holders	11,6	5,1	10,0
Diploma Holders	17,2	20,2	18,0
Degree Holders	27,8	27,3	27,7
No Training Stated	43,4	47,4	44,4
<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, June 2018**

Subject of Training	Male	Female	Total
General Training Programs	14	2	16
Education Training	137	205	342
Fine & Applied Arts	19	7	26
Programs in Languages	12	14	26
Other Humanity Programs	50	19	69
Social & Behavior Science Programs	42	27	69
Commercial, Clerical, Business & Public Administration Programs	286	90	376
Programs in Law	15	6	21
Natural Science Programs	70	16	86
Mathematics & Computer Science Programs	88	18	106
Medicine & Health related Programs	93	79	172
Construction and Trade Programs	92	2	94
Other Craft and Trade Programs	301	48	349
Engineering & Allied Programs	554	20	574
Architectural & Town Planning Programs	66	6	72
Agriculture, Forestry & Fishery Programs	54	14	68
Home Economics & Domestic Science Programs	11	7	18
Transportation & Communication Programs	40	8	48
Service Trades Programs	80	43	123
Mass Communication & Documentation	12	2	14
Other Programs	38	8	46
<b>Sub Total</b>	<b>2,074</b>	<b>641</b>	<b>2,715</b>
<b>No Training or Training Not Stated</b>	<b>1,594</b>	<b>577</b>	<b>2,171</b>
<b>Total</b>	<b>3,668</b>	<b>1,218</b>	<b>4,886</b>

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

<b>Subject of Training</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
General Training Programs	0,38	0,16	<b>0,33</b>
Education Training	3,74	16,83	<b>7,00</b>
Fine & Applied Arts	0,52	0,57	<b>0,53</b>
Programs in Languages	0,33	1,15	<b>0,53</b>
Other Humanity Programs	1,36	1,56	<b>1,41</b>
Social & Behavior Science Programs	1,15	2,22	<b>1,41</b>
Commercial, Clerical, Business & Public Administration Programs	7,80	7,39	<b>7,70</b>
Programs in Law	0,41	0,49	<b>0,43</b>
Natural Science Programs	1,91	1,31	<b>1,76</b>
Mathematics & Computer Science Programs	2,40	1,48	<b>2,17</b>
Medicine & Health related Programs	2,54	6,49	<b>3,52</b>
Construction and Trade Programs	2,51	0,16	<b>1,92</b>
Other Craft and Trade Programs	8,21	3,94	<b>7,14</b>
Engineering & Allied Programs	15,10	1,64	<b>11,75</b>
Architectural & Town Planning Programs	1,80	0,49	<b>1,47</b>
Agriculture, Forestry & Fishery Programs	1,47	1,15	<b>1,39</b>
Home Economics & Domestic Science Programs	0,30	0,57	<b>0,37</b>
Transportation & Communication Programs	1,09	0,66	<b>0,98</b>
Service Trades Programs	2,18	3,53	<b>2,52</b>
Mass Communication & Documentation	0,33	0,16	<b>0,29</b>
Other Programs	1,04	0,66	<b>0,94</b>
<b>Sub Total</b>	<b>56,5</b>	<b>52,6</b>	<b>55,6</b>
<b>No Training or Training Not Stated</b>	<b>43,5</b>	<b>47,4</b>	<b>44,4</b>
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

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

Industry	3rd Quarter (September 2017)			4th Quarter (December 2017)			1st Quarter (March 2018)			2nd Quarter (June 2018)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	1,131	407	1,538	1,312	514	1,826	1,297	509	1,806	1,271	495	1,766
Mining & Quarrying	110	4	114	117	5	122	107	4	111	98	4	102
Manufacturing	408	76	484	417	81	498	423	83	506	406	79	485
Electricity & Water	88	3	91	69	3	72	75	4	79	68	4	72
Construction	739	25	764	722	26	748	701	26	727	655	25	680
Wholesale & Retail Trade	342	75	417	344	68	412	325	67	392	301	65	366
Hotels & Restaurant	107	70	177	111	67	178	112	64	176	107	59	166
Transport & Communication	206	47	253	210	48	258	199	43	242	178	39	217
Finance	63	19	82	73	24	97	71	23	94	63	24	87
Real Estate	318	92	410	333	96	429	324	93	417	313	87	400
Education	256	170	426	360	248	608	378	300	678	378	327	705
Health	127	91	218	127	90	217	122	95	217	130	106	236
Other Community	134	40	174	145	51	196	145	46	191	138	42	180
Private Households	2	21	23	1	24	25	1	26	27	1	29	30
Foreign Mission	12	6	18	14	8	22	12	6	18	13	6	19
Not Stated	40	13	53	42	16	58	42	13	55	38	12	50
<b>Total</b>	<b>4,083</b>	<b>1,159</b>	<b>5,242</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>Quarter to Quarter % Change</b>	<b>-8.7</b>	<b>-9.6</b>	<b>-8.9</b>	<b>7.69</b>	<b>18.11</b>	<b>9.99</b>	<b>-1.4</b>	<b>2.4</b>	<b>-0.5</b>	<b>-4.06</b>	<b>0.07</b>	<b>-3.05</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	1,766
Mining & Quarrying	175	191	188	134	106	104	105	96	122	102
Manufacturing	2,035	1,59	1,282	903	491	526	522	475	498	485
Electricity & Water	101	99	113	81	48	50	52	48	72	72
Construction	3,579	3,776	3,997	2,771	1,245	1,185	1,062	804	748	680
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	166
Transport & Communication	803	732	692	502	391	369	337	274	258	217
Finance	296	247	178	126	72	82	73	84	97	87
Real Estate	3,429	2,754	2,129	1,460	916	693	523	468	429	400
Education	980	815	927	526	474	476	493	417	608	705
Health	436	377	391	297	225	227	239	210	217	236
Other Community	582	572	532	411	252	226	207	172	196	180
Private Households	40	53	51	34	10	21	21	24	25	30
Foreign Mission	2	27	16	12	14	75	34	25	22	19
Not Stated	31	-	9	5	24	-	43	51	58	50
<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>5,561</b>

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

**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	769
Professionals	2,374	2,210	1,770	1,160	679	779	954	915	1,067	1,061
Technicians	2,165	1,739	1,755	1,170	760	552	593	597	707	758
Clerks	31	25	15	11	8	3	5	9	8	8
Service/Sales Workers	417	314	235	164	90	69	78	86	102	101
Skilled Agricultural Workers	23	16	9	7	37	52	71	86	99	89
Craft Workers	1,950	1,792	1,784	1,150	456	469	521	417	395	352
Plant & Machine Operators	983	870	638	462	261	214	194	138	144	123
Elementary Occupations	4,025	3,581	2,632	1,932	1,410	1,122	1,368	1,373	1,643	1,593
Other	1	2	2	2	14	38	28	31	36	32
<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>4,886</b>

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