



WORK PERMITS HOLDERS

Second Quarter 2022

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STATISTICS BOTSWANA

WORK PERMITS HOLDERS – SECOND QUARTER 2022

This stats brief presents a summary on characteristics of expatriates who held valid work permits as at the end of June 2022.

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 job posts which are occupied by foreign nationals for monitoring progress in localisation. Presentation of statistics on work permit holders by occupation and industry gives an indication of jobs currently held by non-citizens, and informs on the skills and sectors where expatriate recruitment continues to be needed. The information is also useful to researchers, planners and policy makers in the country.

The results presented in this brief show an increase in work permit holders from 3,632 in March 2022 to 3,801 in June 2022 an increase of 4.7 percent. The Agricultural sector continues to record the majority of work permit holders with 25.2 percent followed by Construction with 13.5 percent. Work permit holders by age group showed that overall, the majority of work permit holders fell in the age group 40-44 years at 17.5 percent, followed by age groups 45-49 and 35-39 recording 16.0 percent and 15.5 percent respectfully.

I thank you



Dr. Burton Mguni
Statistician General
April 2023

1.0 INTRODUCTION

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

The Department of Labour and Social Security issues work-permits, and copies of such issued work-permits are forwarded to Statistics Botswana to be analysed. Although all work permit forms received by Statistics Botswana for a specific quarter are processed and entered into the data base, others arrive after the publication of the stats brief, and are thus 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.

Six (6) graphical presentations are given; **Figures 1 & 2** presents work permit holders by Nationality, **Figures 3 & 4** depicting work permit holders by industry and occupation respectively. **Figures 5 & 6** 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

Table 1.1a provides information on the total number of work permit holders. There were 3,801 valid work permit holders as at end of June 2022. Among the work permit holders, Employed persons accounted for 78.8 percent (2,995), while Self-employed persons accounted for 21.2 percent (806). Overall, there were more male than female permit holders at 74.2 percent and 25.8 percent, respectively (**See Table 1.1a**)

Employee work permit holders consist of those holding new work permits and those whose work permits have been renewed. As it is observed in **Table 1.4a**, there were 2,995 new employee work permit holders, while 667 held renewed permits. In both categories, males constituted a higher proportion of work permit holders. For new work permit holders, males accounted for 58.1 percent and females 19.6 percent of the total employee work permit holders. In the renewed category, males accounted for 16.0 percent and females 6.2 percent, respectively, of the total employee work permit holders.

Table 1.7 shows quarterly work permits holders by industry and sex from the third quarter of 2022 to the second quarter of 2023. The data shows a slight increase over the period. Between September 2021 and December 2021 total work permit holders decreased by 370 persons, from 3,779 September 2021 to 3,409 December 2021 a decrease of 9.8 percent. However the Total work permits increased by 230 persons from (3,409) in December 2021 to (3,632) in March 2022, an increase of 6.5 percent. Total work permits further increased by 169 persons from (3,632) in March 2022 to (3,801) in June 2022, an increase of 4.7 percent.

Figure 1 and **Table 1.1b** indicates that Zimbabwe continues to have the highest proportion of work permit compared to other countries accounting for 44.6 percent (1 694), followed by South Africa at 12.5 percent (475).

Figure 1 : Percentage of Work Permit Holders by Country Of Origin, June 2022

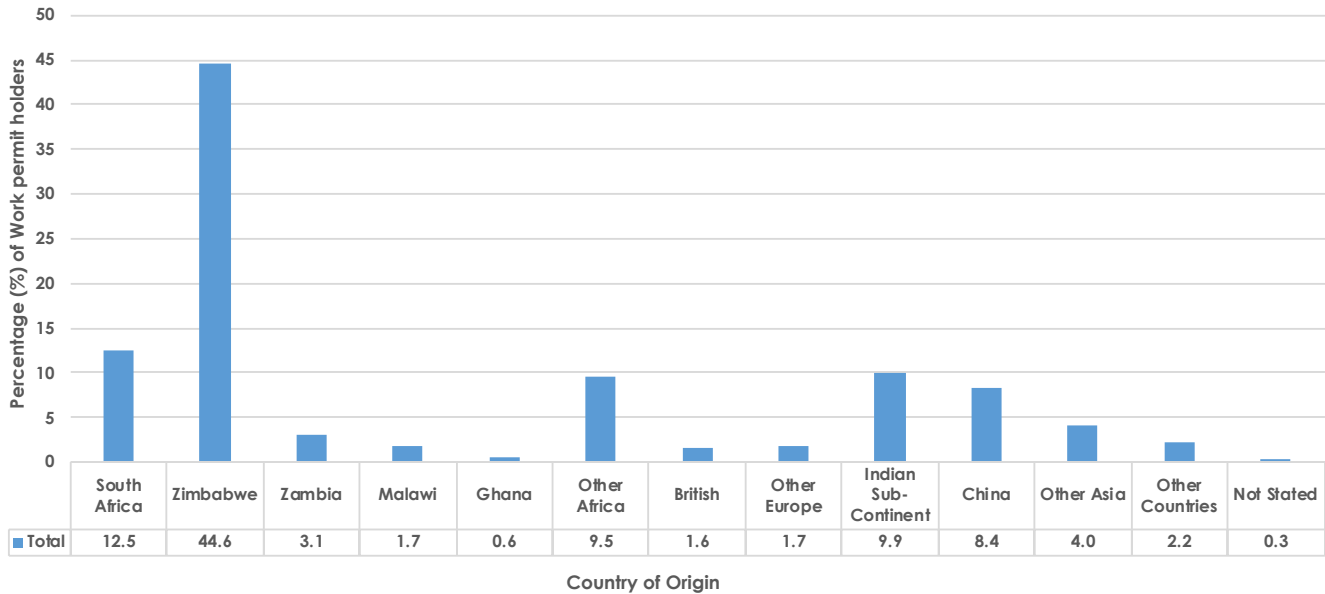
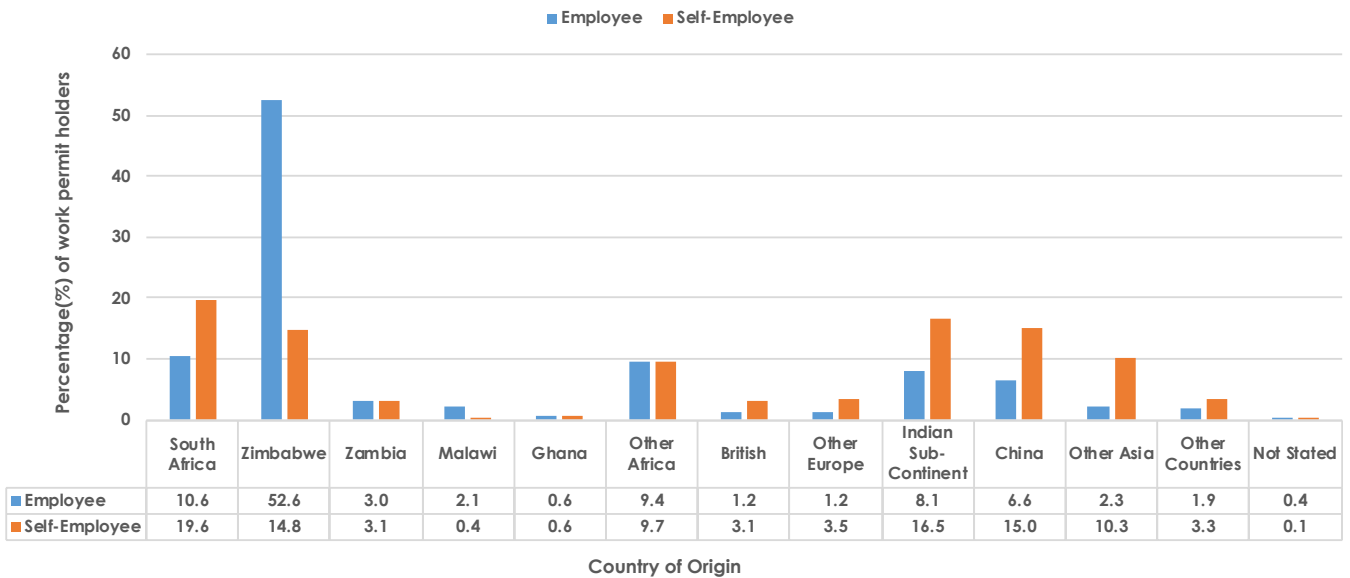


Figure 2: Percentage of Work Permit Holders by Type and Country of Origin, June 2022



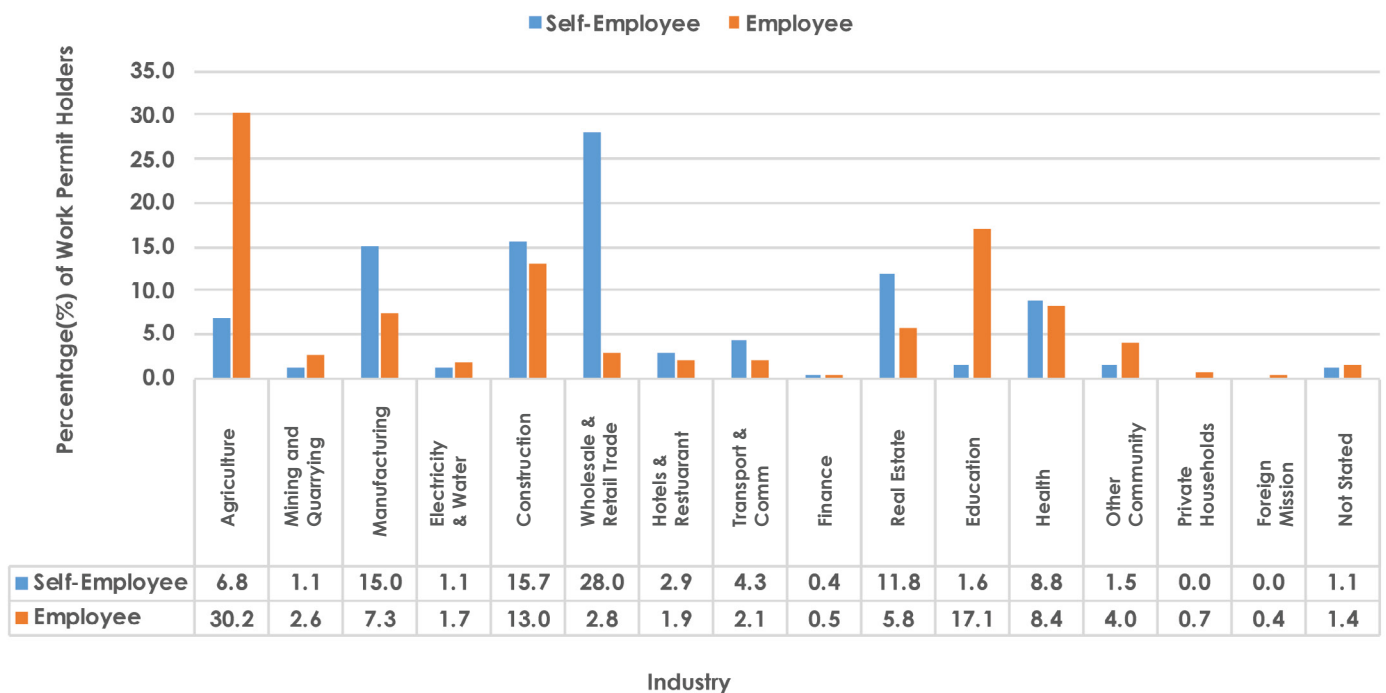
3.0 WORK PERMIT HOLDERS BY AGE GROUP

The age distribution of work permit holders showed that the highest number was recorded in the 40-44 age group at 17.5 percent, followed by the 45-49 and 35-39 year age groups recording 16.0 and 15.5 percent respectively. For the Self –employed category, age group 45-49 had the largest share with 134 permit holders (16.6 percent) followed by the 50-54 age group with 123 permit holders (15.3 percent). In the Employee work permit holder's category, the 40-44 age group stood at 555 permit holders (18.5 percent) followed by the age group 35-39 with 500 permit holders (16.7 percent), see [Table 1.2a & 1.2b](#). There were 872 work permit holders in the youth age group (15-35) which accounted for 22.9 percent of the total work permit holders.

4.0 WORK PERMIT HOLDERS BY INDUSTRY

[Table 1.3a and Figure 3](#) present the distribution of Employee and Self Employee work permit holders by Industry. The highest proportion of work permit holders were registered for Agriculture with 25.2 percent, followed by Education at 13.8 percent and Construction with 13.5 percent. Agriculture also recorded the highest proportion of Employee work permit holders category with 30.2 percent, followed by Education with 17.1 percent. For the Self-employed work permit holders category, Wholesale and & Retail Trade was above other industries, recording 28.0 percent of work permit holders, followed by Construction and Manufacturing industries at 15.7 percent and 15.0 percent respectively.

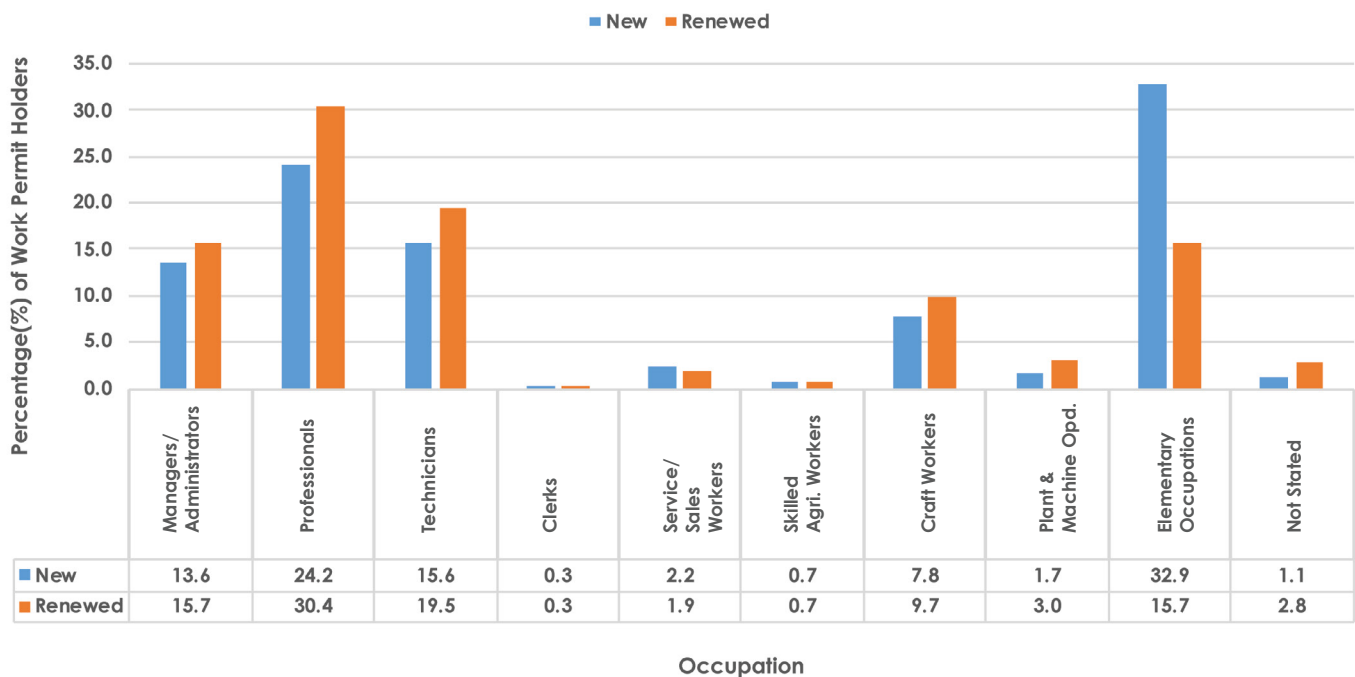
Figure 3: Percentage of Work Permit Holders by Type and Country of Origin, June 2022



5.0 WORK PERMIT HOLDERS BY OCCUPATION

Employee Work permit holders (New and Renewed) by occupation is shown in [Table 1.4a](#), [1.4b](#) and [Figure 4](#). The tables show that Elementary Occupations recorded the highest proportion work permit holders share at 29.0 percent (870) followed by Professionals with 766 persons (25.6). Furthermore, the majority of new permit holders were recorded in the Elementary occupations category, accounting for about 32.9 percent (765 persons) of all new work permit holders, followed by professionals with 24.2 percent (563).

Figure 4: Percentage of New and Renewed Work Permit Holders by Occupation, June 2022



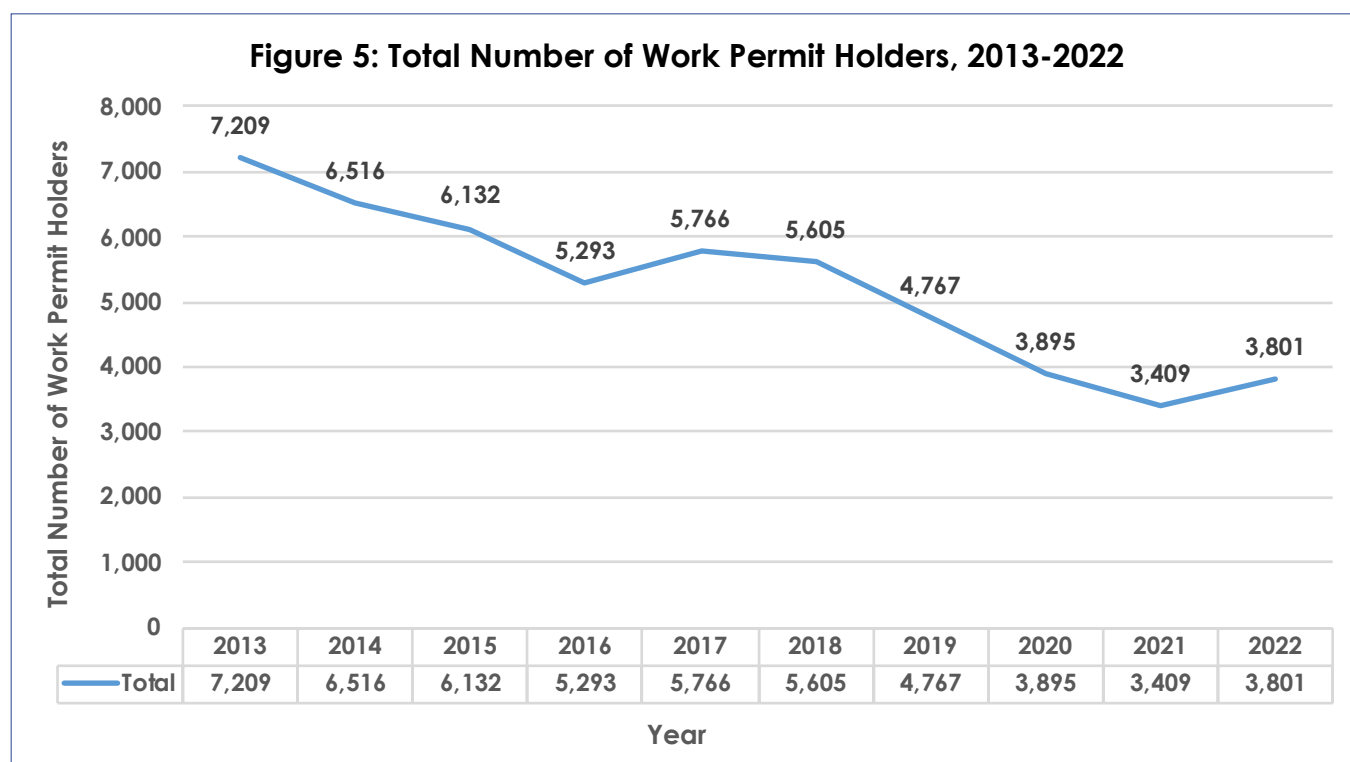
6.0 EMPLOYEE WORK PERMIT HOLDERS BY TRAINING

The distribution of employee work permit holders by training and sex is presented in [Table 1.5a](#) and [1.5b](#). It can be observed from the tables that the proportion of employee work permit holders who had "No training" accounted for more than one third of all employee work permits at 44.8 percent (1,342 persons) followed by Degree holders at 32.9 percent (974 persons). Diploma holders accounted for 15.3 percent (458 persons) which is less than a quarter of employee permits, while Certificate holders contributed 7.2 percent (221 persons) of employee work permit holders.

[Table 1.6a](#) & [1.6b](#) shows that, the largest number of employee work permit holders were trained for Engineering and Allied programs at 303 persons (10.1 percent) followed by those trained for Medicine and Health related programs with 242 persons (8.1 percent) and Education Training programs with 240 persons (8.0 percent). Mass Communication & Documentation as well as Transport and communication programs both recorded the lowest share of 7 Persons (0.2 percent) each.

7.0 TREND OF TOTAL WORK PERMIT HOLDERS

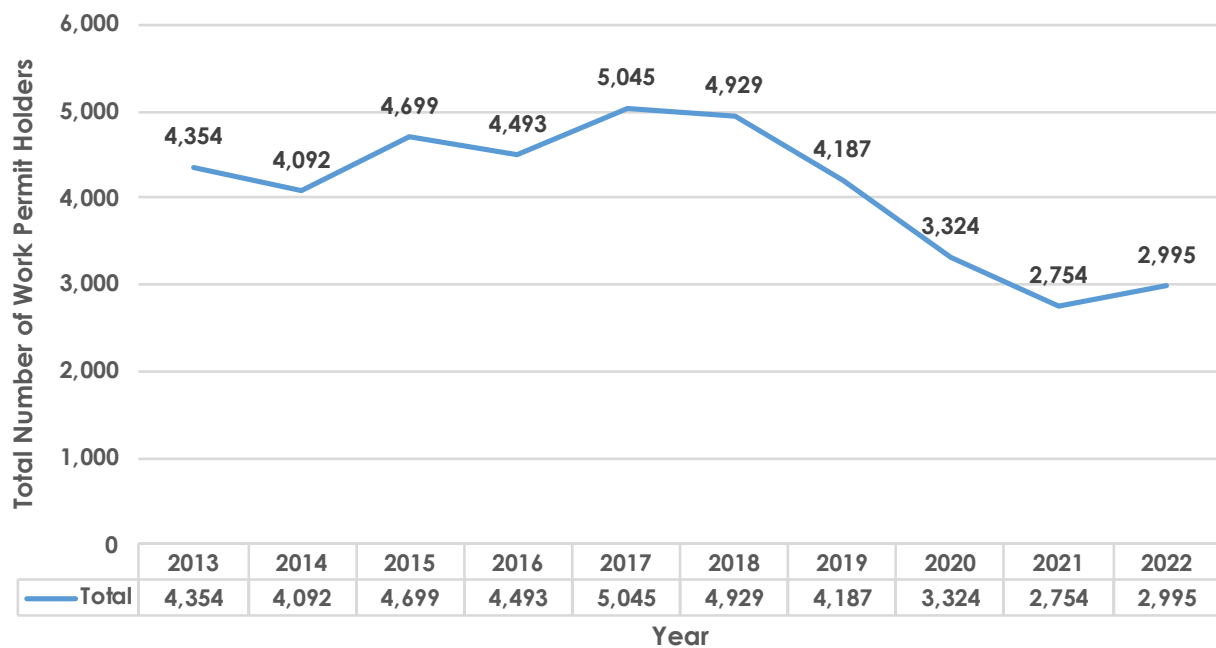
Table 1.8 and **figure 5** below shows trends in work permit holders from the year 2013 to 2022. There was a significant decrease in work permit holders between the year 2013 and 2016, from 7,209 to 5,293 representing a decrease of 26.6 percent. Between the year 2016 and 2022 the number of work permit holders further decreased from 5,293 to 3,801, a decline of 28.2 percent



Note: Totals are as at end of December for each year, except 2022 which is at end of June.

8. TREND OF EMPLOYEE WORK PERMIT HOLDERS

Table 1.9 & **Figure 6** below shows trend in total employee work permit holders from the year 2013 to 2022. The trend shows that between the year 2013 and 2014 there was a significant decrease in employee work permit holders, from 4,354 to 4,092, a decrease of 6.0 percent. Between the year 2014 and 2017, the number of work permit holders increased from 4,092 to 5,045, an upsurge of 23.3 percent, while between the years 2017 and 2022 the number of work permit holders further declined from 5,045 in 2017 to 2,995 in 2022, a decrease of 40.6 percent.

Figure 6 : Total Employee Work Permit Holders 2013-2022

Note: Totals are as at end of December for each year, except 2022 which is at end of June.

Table 1.1a: **Work Permit Holders by Country of Origin, Type of Permit and Sex, June 2022**

| Nationality | Employees | | | Self-Employees | | | Overall Total | | |
|-------------------------------|--------------|-------------|--------------|----------------|------------|-------------|---------------|-------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| South Africa | 257 | 60 | 317 | 112 | 46 | 158 | 369 | 106 | 475 |
| Zimbabwe | 1,095 | 480 | 1,575 | 98 | 21 | 119 | 1,193 | 501 | 1,694 |
| Zambia | 53 | 38 | 91 | 19 | 6 | 25 | 72 | 44 | 116 |
| Malawi | 58 | 5 | 63 | 3 | 0 | 3 | 61 | 5 | 66 |
| Ghana | 12 | 6 | 18 | 5 | 0 | 5 | 17 | 6 | 23 |
| Other Africa | 203 | 80 | 283 | 64 | 14 | 78 | 267 | 94 | 361 |
| British | 27 | 8 | 35 | 16 | 9 | 25 | 43 | 17 | 60 |
| Other Europe | 26 | 11 | 37 | 21 | 7 | 28 | 47 | 18 | 65 |
| Indian Sub-Continent | 203 | 39 | 242 | 96 | 37 | 133 | 299 | 76 | 375 |
| China | 174 | 23 | 197 | 90 | 31 | 121 | 264 | 54 | 318 |
| Other Asia | 60 | 9 | 69 | 63 | 20 | 83 | 123 | 29 | 152 |
| Other Countries | 42 | 15 | 57 | 15 | 12 | 27 | 57 | 27 | 84 |
| Not Stated | 10 | 1 | 11 | - | 1 | 1 | 10 | 2 | 12 |
| Total | 2,220 | 775 | 2,995 | 602 | 204 | 806 | 2,822 | 979 | 3,801 |
| Percentage (%) Overall | 58.4 | 20.4 | 78.8 | 15.8 | 5.4 | 21.2 | 74.2 | 25.8 | 100.0 |

Table 1.1b: **Percentage of Work Permit Holders by Country of Origin, Type of Permit and Sex, June 2022**

| Nationality | Employees | | | Self-Employees | | | Overall Total | | |
|----------------------|--------------|--------------|--------------|----------------|--------------|--------------|---------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| South Africa | 11.6 | 7.7 | 10.6 | 18.6 | 22.5 | 19.6 | 13.1 | 10.8 | 12.5 |
| Zimbabwe | 49.3 | 61.9 | 52.6 | 16.3 | 10.3 | 14.8 | 42.3 | 51.2 | 44.6 |
| Zambia | 2.4 | 4.9 | 3.0 | 3.2 | 2.9 | 3.1 | 2.6 | 4.5 | 3.1 |
| Malawi | 2.6 | 0.6 | 2.1 | 0.5 | 0.0 | 0.4 | 2.2 | 0.5 | 1.7 |
| Ghana | 0.5 | 0.8 | 0.6 | 0.8 | 0.0 | 0.6 | 0.6 | 0.6 | 0.6 |
| Other Africa | 9.1 | 10.3 | 9.4 | 10.6 | 6.9 | 9.7 | 9.5 | 9.6 | 9.5 |
| British | 1.2 | 1.0 | 1.2 | 2.7 | 4.4 | 3.1 | 1.5 | 1.7 | 1.6 |
| Other Europe | 1.2 | 1.4 | 1.2 | 3.5 | 3.4 | 3.5 | 1.7 | 1.8 | 1.7 |
| Indian Sub-Continent | 9.1 | 5.0 | 8.1 | 15.9 | 18.1 | 16.5 | 10.6 | 7.8 | 9.9 |
| China | 7.8 | 3.0 | 6.6 | 15.0 | 15.2 | 15.0 | 9.4 | 5.5 | 8.4 |
| Other Asia | 2.7 | 1.2 | 2.3 | 10.5 | 9.8 | 10.3 | 4.4 | 3.0 | 4.0 |
| Other Countries | 1.9 | 1.9 | 1.9 | 2.5 | 5.9 | 3.3 | 2.0 | 2.8 | 2.2 |
| Not Stated | 0.5 | 0.1 | 0.4 | - | 0.5 | 0.1 | 0.4 | 0.2 | 0.3 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

Table 1.2a: **Total Work Permit Holders by Age Group, Type of Permit and Sex, June 2022**

| Age | Employees | | | Self-Employees | | | Total | | |
|------------------------|-----------|--------|-------|----------------|--------|-------|-------|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Less than 25 | 45 | 20 | 65 | 16 | 4 | 20 | 61 | 24 | 85 |
| 25-29 | 135 | 55 | 190 | 33 | 16 | 49 | 168 | 71 | 239 |
| 30-34 | 250 | 110 | 360 | 58 | 27 | 85 | 308 | 137 | 445 |
| 35-39 | 352 | 148 | 500 | 64 | 27 | 91 | 416 | 175 | 591 |
| 40-44 | 398 | 157 | 555 | 90 | 21 | 111 | 488 | 178 | 666 |
| 45-49 | 350 | 124 | 474 | 97 | 37 | 134 | 447 | 161 | 608 |
| 50-54 | 292 | 74 | 366 | 99 | 24 | 123 | 391 | 98 | 489 |
| 55-59 | 199 | 40 | 239 | 60 | 21 | 81 | 259 | 61 | 320 |
| 60-64 | 110 | 31 | 141 | 35 | 13 | 48 | 145 | 44 | 189 |
| 65-69 | 52 | 8 | 60 | 29 | 7 | 36 | 81 | 15 | 96 |
| 70+ | 29 | 5 | 34 | 21 | 7 | 28 | 50 | 12 | 62 |
| Unknown | 8 | 3 | 11 | - | - | - | 8 | 3 | 11 |
| Total | 2,220 | 775 | 2,995 | 602 | 204 | 806 | 2,822 | 979 | 3,801 |
| Percentage (%) Overall | 58.4 | 20.4 | 78.8 | 15.8 | 5.4 | 21.2 | 74.2 | 25.8 | 100.0 |

Table 1.2b: **Percentage of Work Permit Holders by Age Group, Type of Permit and Sex, June 2022**

| Age | Employees | | | Self-Employees | | | Total | | |
|--------------|-----------|--------|-------|----------------|--------|-------|-------|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Less than 25 | 2 | 2.6 | 2.2 | 2.7 | 2 | 2.5 | 2.2 | 2.5 | 2.2 |
| 25-29 | 6.1 | 7.1 | 6.3 | 5.5 | 7.8 | 6.1 | 6 | 7.3 | 6.3 |
| 30-34 | 11.3 | 14.2 | 12 | 9.6 | 13.2 | 10.5 | 10.9 | 14 | 11.7 |
| 35-39 | 15.9 | 19.1 | 16.7 | 10.6 | 13.2 | 11.3 | 14.7 | 17.9 | 15.5 |
| 40-44 | 17.9 | 20.3 | 18.5 | 15 | 10.3 | 13.8 | 17.3 | 18.2 | 17.5 |
| 45-49 | 15.8 | 16 | 15.8 | 16.1 | 18.1 | 16.6 | 15.8 | 16.4 | 16.0 |
| 50-54 | 13.2 | 9.5 | 12.2 | 16.4 | 11.8 | 15.3 | 13.9 | 10 | 12.9 |
| 55-59 | 9 | 5.2 | 8 | 10 | 10.3 | 10 | 9.2 | 6.2 | 8.4 |
| 60-64 | 5 | 4 | 4.7 | 5.8 | 6.4 | 6 | 5.1 | 4.5 | 5 |
| 65-69 | 2.3 | 1 | 2 | 4.8 | 3.4 | 4.5 | 2.9 | 1.5 | 2.5 |
| 70+ | 1.3 | 0.6 | 1.1 | 3.5 | 3.4 | 3.5 | 1.8 | 1.2 | 1.6 |
| Unknown | 0.4 | 0.4 | 0.4 | - | - | - | 0.3 | 0.3 | 0.3 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

Table 1.3a: **Total Work Permit Holders by Industry, Type of Permit and Sex, June 2022**

| Industry | Employees | | | Self-Employees | | | Total | | |
|-------------------------------|-------------|------------|-------------|----------------|-------------|--------------|--------------|-------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture | 42 | 13 | 55 | 680 | 223 | 903 | 722 | 236 | 958 |
| Mining and Quarrying | 8 | 1 | 9 | 74 | 4 | 78 | 82 | 5 | 87 |
| Manufacturing | 87 | 34 | 121 | 194 | 26 | 220 | 281 | 60 | 341 |
| Electricity & Water | 6 | 3 | 9 | 49 | 3 | 52 | 55 | 6 | 61 |
| Construction | 112 | 14 | 126 | 374 | 14 | 388 | 486 | 28 | 514 |
| Wholesale & Retail Trade | 175 | 50 | 225 | 70 | 13 | 83 | 245 | 63 | 308 |
| Hotels & Restaurant | 14 | 9 | 23 | 41 | 17 | 58 | 55 | 26 | 81 |
| Transport & Communication | 25 | 10 | 35 | 60 | 4 | 64 | 85 | 14 | 99 |
| Finance | 3 | - | 3 | 13 | 1 | 14 | 16 | 1 | 17 |
| Real Estate | 62 | 33 | 95 | 153 | 21 | 174 | 215 | 54 | 269 |
| Education | 7 | 6 | 13 | 257 | 256 | 513 | 264 | 262 | 526 |
| Health | 43 | 28 | 71 | 126 | 125 | 251 | 169 | 153 | 322 |
| Other Community | 11 | 1 | 12 | 93 | 28 | 121 | 104 | 29 | 133 |
| Private Households | - | - | - | 1 | 21 | 22 | 1 | 21 | 22 |
| Foreign Mission | - | - | - | 4 | 7 | 11 | 4 | 7 | 11 |
| Not Stated | 7 | 2 | 9 | 31 | 12 | 43 | 38 | 14 | 52 |
| Total | 601 | 204 | 805 | 2,220 | 775 | 2,995 | 2,821 | 979 | 3,801 |
| Percentage (%) Overall | 15.8 | 5.4 | 21.2 | 58.4 | 20.4 | 78.8 | 74.2 | 25.8 | 100.0 |

Table 1.3b: **Percentage of Work Permit Holders by Industry and Type of Permit, June 2022**

| Industry | Employees | | | Self-Employees | | | Total | | |
|---------------------------|--------------|--------------|--------------|----------------|--------------|--------------|--------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture | 7 | 6.4 | 6.8 | 30.6 | 28.8 | 30.2 | 25.6 | 24.1 | 25.2 |
| Mining and Quarrying | 1.3 | 0.5 | 1.1 | 3.3 | 0.5 | 2.6 | 2.9 | 0.5 | 2.3 |
| Manufacturing | 14.5 | 16.7 | 15 | 8.7 | 3.4 | 7.3 | 10 | 6.1 | 9 |
| Electricity & Water | 1 | 1.5 | 1.1 | 2.2 | 0.4 | 1.7 | 1.9 | 0.6 | 1.6 |
| Construction | 18.6 | 6.9 | 15.7 | 16.8 | 1.8 | 13 | 17.2 | 2.9 | 13.5 |
| Wholesale & Retail Trade | 29.1 | 24.5 | 28 | 3.2 | 1.7 | 2.8 | 8.7 | 6.4 | 8.1 |
| Hotels & Restaurant | 2.3 | 4.4 | 2.9 | 1.8 | 2.2 | 1.9 | 1.9 | 2.7 | 2.1 |
| Transport & Communication | 4.2 | 4.9 | 4.3 | 2.7 | 0.5 | 2.1 | 3 | 1.4 | 2.6 |
| Finance | 0.5 | - | 0.4 | 0.6 | 0.1 | 0.5 | 0.6 | 0.1 | 0.4 |
| Real Estate | 10.3 | 16.2 | 11.8 | 6.9 | 2.7 | 5.8 | 7.6 | 5.5 | 7.1 |
| Education | 1.2 | 2.9 | 1.6 | 11.6 | 33 | 17.1 | 9.4 | 26.8 | 13.8 |
| Health | 7.2 | 13.7 | 8.8 | 5.7 | 16.1 | 8.4 | 6 | 15.6 | 8.5 |
| Other Community | 1.8 | 0.5 | 1.5 | 4.2 | 3.6 | 4 | 3.7 | 3 | 3.5 |
| Private Households | - | - | - | 0 | 2.7 | 0.7 | 0 | 2.1 | 0.6 |
| Foreign Mission | - | - | - | 0.2 | 0.9 | 0.4 | 0.1 | 0.7 | 0.3 |
| Not Stated | 1.2 | 1 | 1.1 | 1.4 | 1.5 | 1.4 | 1.3 | 1.4 | 1.4 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

Table 1.4a: **New and Renewed Employee Work Permit Holders by Occupation, June 2022**

| Occupation | New | | | Renew | | | Total | | |
|-------------------------------|--------------|-------------|--------------|-------------|------------|-------------|--------------|-------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Managers/Administrators | 273 | 43 | 316 | 91 | 14 | 105 | 364 | 57 | 421 |
| Professionals | 394 | 169 | 563 | 141 | 62 | 203 | 535 | 231 | 766 |
| Technicians | 232 | 132 | 364 | 68 | 62 | 130 | 300 | 194 | 494 |
| Clerks | 5 | 1 | 6 | 2 | 0 | 2 | 7 | 1 | 8 |
| Service/Sales Workers | 31 | 21 | 52 | 8 | 5 | 13 | 39 | 26 | 65 |
| Skilled Agric. Workers | 12 | 4 | 16 | 4 | 1 | 5 | 16 | 5 | 21 |
| Craft Workers | 171 | 10 | 181 | 58 | 7 | 65 | 229 | 17 | 246 |
| Plant & Machine Operators | 38 | 2 | 40 | 19 | 1 | 20 | 57 | 3 | 60 |
| Elementary Occupations | 567 | 198 | 765 | 73 | 32 | 105 | 640 | 230 | 870 |
| Not Stated | 17 | 8 | 25 | 16 | 3 | 19 | 33 | 11 | 44 |
| Total | 1,740 | 588 | 2,328 | 480 | 187 | 667 | 2,220 | 775 | 2,995 |
| Percentage (%) Overall | 58.1 | 19.6 | 77.7 | 16.0 | 6.2 | 22.3 | 74.1 | 25.9 | 100.0 |

Table 1.4b: **Percentage of Work Permit Holders by Occupation, Work Permit Status and Sex, June 2022**

| Occupation | New | | | Renew | | | Total | | |
|---------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Managers/Administrators | 15.7 | 7.3 | 13.6 | 19.0 | 7.5 | 15.7 | 16.4 | 7.4 | 14.1 |
| Professionals | 22.6 | 28.7 | 24.2 | 29.4 | 33.2 | 30.4 | 24.1 | 29.8 | 25.6 |
| Technicians | 13.3 | 22.4 | 15.6 | 14.2 | 33.2 | 19.5 | 13.5 | 25.0 | 16.5 |
| Clerks | 0.3 | 0.2 | 0.3 | 0.4 | 0.0 | 0.3 | 0.3 | 0.1 | 0.3 |
| Service/Sales Workers | 1.8 | 3.6 | 2.2 | 1.7 | 2.7 | 1.9 | 1.8 | 3.4 | 2.2 |
| Skilled Agric. Workers | 0.7 | 0.7 | 0.7 | 0.8 | 0.5 | 0.7 | 0.7 | 0.6 | 0.7 |
| Craft Workers | 9.8 | 1.7 | 7.8 | 12.1 | 3.7 | 9.7 | 10.3 | 2.2 | 8.2 |
| Plant & Machine Operators | 2.2 | 0.3 | 1.7 | 4.0 | 0.5 | 3.0 | 2.6 | 0.4 | 2.0 |
| Elementary Occupations | 32.6 | 33.7 | 32.9 | 15.2 | 17.1 | 15.7 | 28.8 | 29.7 | 29.0 |
| Not Stated | 1.0 | 1.4 | 1.1 | 3.3 | 1.6 | 2.8 | 1.5 | 1.4 | 1.5 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

Table 1.5a: **Employee Work Permit Holders by Training and Sex, June 2022**

| Training | Male | Female | Total |
|---------------------|--------------|------------|--------------|
| Certificate Holders | 185 | 36 | 221 |
| Diploma Holders | 320 | 138 | 458 |
| Degree Holders | 688 | 286 | 974 |
| No Training Stated | 1,027 | 315 | 1,342 |
| Total | 2,220 | 775 | 2,995 |

Table 1.5b: **Percentage of Employee Work Permit Holders by Training and Sex, June 2022**

| Training | Male | Female | Total |
|---------------------|--------------|--------------|--------------|
| Certificate Holders | 8.3 | 4.6 | 7.4 |
| Diploma Holders | 14.4 | 17.8 | 15.3 |
| Degree Holders | 31.0 | 36.9 | 32.5 |
| No Training Stated | 46.3 | 40.6 | 44.8 |
| Total | 100.0 | 100.0 | 100.0 |

Table 1.6a: **Employee Work Permit Holders by Subject of Training and Sex, June 2022**

| Subject of Training | Male | Female | Total |
|---|-------|--------|-------|
| General Training Programs | 15 | 4 | 19 |
| Education Training | 88 | 152 | 240 |
| Fine & Applied Arts | 9 | 2 | 11 |
| Programs in Languages | 13 | 11 | 24 |
| Other Humanity Programs | 26 | 15 | 41 |
| Social & Behaviour Science Programs | 18 | 17 | 35 |
| Commercial, Clerical, Business & Public Administration Programs | 135 | 41 | 176 |
| Programs in Law | 11 | 8 | 19 |
| Natural Science Programs | 70 | 17 | 87 |
| Mathematics & Computer Science Programs | 31 | 11 | 42 |
| Medicine & Health related Programs | 124 | 118 | 242 |
| Construction and Trade Programs | 57 | 0 | 57 |
| Other Craft and Trade Programs | 172 | 17 | 189 |
| Engineering & allied Programs | 289 | 14 | 303 |
| Architectural & Town Planning Programs | 35 | 5 | 40 |
| Agriculture, Forestry & Fishery Programs | 21 | 4 | 25 |
| Home Economics & Domestic Science Programs | 3 | 8 | 11 |
| Transport & Communications Programs | 7 | 0 | 7 |
| Service Trades Programs | 46 | 13 | 59 |
| Mass Communication & Documentation | 6 | 1 | 7 |
| Other Programs | 17 | 2 | 19 |
| Sub-Total | 1,193 | 460 | 1,653 |
| No Training or Training Not Stated | 1,027 | 315 | 1,342 |
| Total | 2,220 | 775 | 2,995 |

Table 1.6b: **Percentage of Employee Work Permit Holders by Subject of Training and Sex, June 2022**

| Subject of Training | Male | Female | Total |
|---|-------|--------|-------|
| General Training Programs | 0.7 | 0.5 | 0.6 |
| Education Training | 4 | 19.6 | 8 |
| Fine & Applied Arts | 0.4 | 0.3 | 0.4 |
| Programs in Languages | 0.6 | 1.4 | 0.8 |
| Other Humanity Programs | 1.2 | 1.9 | 1.4 |
| Social & Behavior Science Programs | 0.8 | 2.2 | 1.2 |
| Commercial, Clerical, Business & Public Administration Programs | 6.1 | 5.3 | 5.9 |
| Programs in Law | 0.5 | 1 | 0.6 |
| Natural Science Programs | 3.2 | 2.2 | 2.9 |
| Mathematics & Computer Science Programs | 1.4 | 1.4 | 1.4 |
| Medicine & Health related Programs | 5.6 | 15.2 | 8.1 |
| Construction and Trade Programs | 2.6 | 0 | 1.9 |
| Other Craft and Trade Programs | 7.7 | 2.2 | 6.3 |
| Engineering & allied Programs | 13 | 1.8 | 10.1 |
| Architectural & Town Planning Programs | 1.6 | 0.6 | 1.3 |
| Agriculture, Forestry & Fishery Programs | 0.9 | 0.5 | 0.8 |
| Home Economics & Domestic Science Programs | 0.1 | 1 | 0.4 |
| Transport & Communications Programs | 0.3 | 0 | 0.2 |
| Service Trades Programs | 2.1 | 1.7 | 2 |
| Mass Communication & Documentation | 0.3 | 0.1 | 0.2 |
| Other Programs | 0.8 | 0.3 | 0.6 |
| Sub-Total | 53.7 | 59.4 | 55.2 |
| No Training or Training Not Stated | 46.3 | 40.6 | 44.8 |
| Total | 100.0 | 100.0 | 100.0 |

Table 1.7: **Quarterly Work Permit Holders by Industry and Sex, Second Quarter 2021 - Second Quarter 2022**

| Industry | 3rd Quarter (September 2021) | | | 4th Quarter (December 2021) | | | 1st Quarter (March 2021) | | | 2nd Quarter (June 2022) | | |
|------------------------------------|---------------------------------|------------|--------------|--------------------------------|-------------|--------------|-----------------------------|------------|--------------|----------------------------|------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture | 701 | 226 | 927 | 655 | 204 | 859 | 708 | 230 | 938 | 722 | 236 | 958 |
| Mining & Quarrying | 57 | 4 | 61 | 52 | 4 | 56 | 58 | 4 | 62 | 82 | 5 | 87 |
| Manufacturing | 258 | 49 | 307 | 231 | 46 | 277 | 250 | 51 | 301 | 281 | 60 | 341 |
| Electricity & Water | 66 | 5 | 71 | 58 | 5 | 63 | 62 | 6 | 68 | 55 | 6 | 61 |
| Construction | 560 | 30 | 590 | 492 | 24 | 516 | 496 | 27 | 523 | 486 | 28 | 514 |
| Wholesale & Retail Trade | 248 | 61 | 309 | 212 | 50 | 262 | 242 | 59 | 301 | 245 | 63 | 308 |
| Hotels & Restaurant | 75 | 32 | 107 | 70 | 31 | 101 | 72 | 32 | 104 | 55 | 26 | 81 |
| Transport & Communication | 81 | 16 | 97 | 68 | 16 | 84 | 69 | 15 | 84 | 85 | 14 | 99 |
| Finance | 30 | 5 | 35 | 23 | 5 | 28 | 21 | 5 | 26 | 16 | 1 | 17 |
| Real Estate | 200 | 52 | 252 | 182 | 51 | 233 | 201 | 54 | 255 | 215 | 54 | 269 |
| Education | 270 | 249 | 519 | 239 | 232 | 471 | 263 | 244 | 507 | 264 | 262 | 526 |
| Health | 160 | 140 | 300 | 151 | 127 | 278 | 154 | 135 | 289 | 169 | 153 | 322 |
| Other Community | 91 | 25 | 116 | 76 | 25 | 101 | 74 | 23 | 97 | 104 | 29 | 133 |
| Private Households | 1 | 15 | 16 | 1 | 14 | 15 | 1 | 15 | 16 | 1 | 21 | 22 |
| Foreign Mission | 8 | 6 | 14 | 5 | 4 | 9 | 4 | 4 | 8 | 4 | 7 | 11 |
| Not Stated | 45 | 15 | 60 | 43 | 15 | 58 | 37 | 16 | 53 | 38 | 14 | 52 |
| Total | 2,849 | 930 | 3,779 | 2,556 | 853 | 3,409 | 2,712 | 920 | 3,632 | 2,821 | 979 | 3,801 |
| Quarter to Quarter % Change | 9.8 | 7.8 | 9.3 | -10.3 | -8.3 | -9.8 | 6.1 | 7.9 | 6.5 | 4 | 6.4 | 4.7 |

Note: Totals are as at end of December for each year, except 2022 which is at end of June.

Table 1.8: **Total Work Permit Holders by Industry and Year, 2013 - 2022**

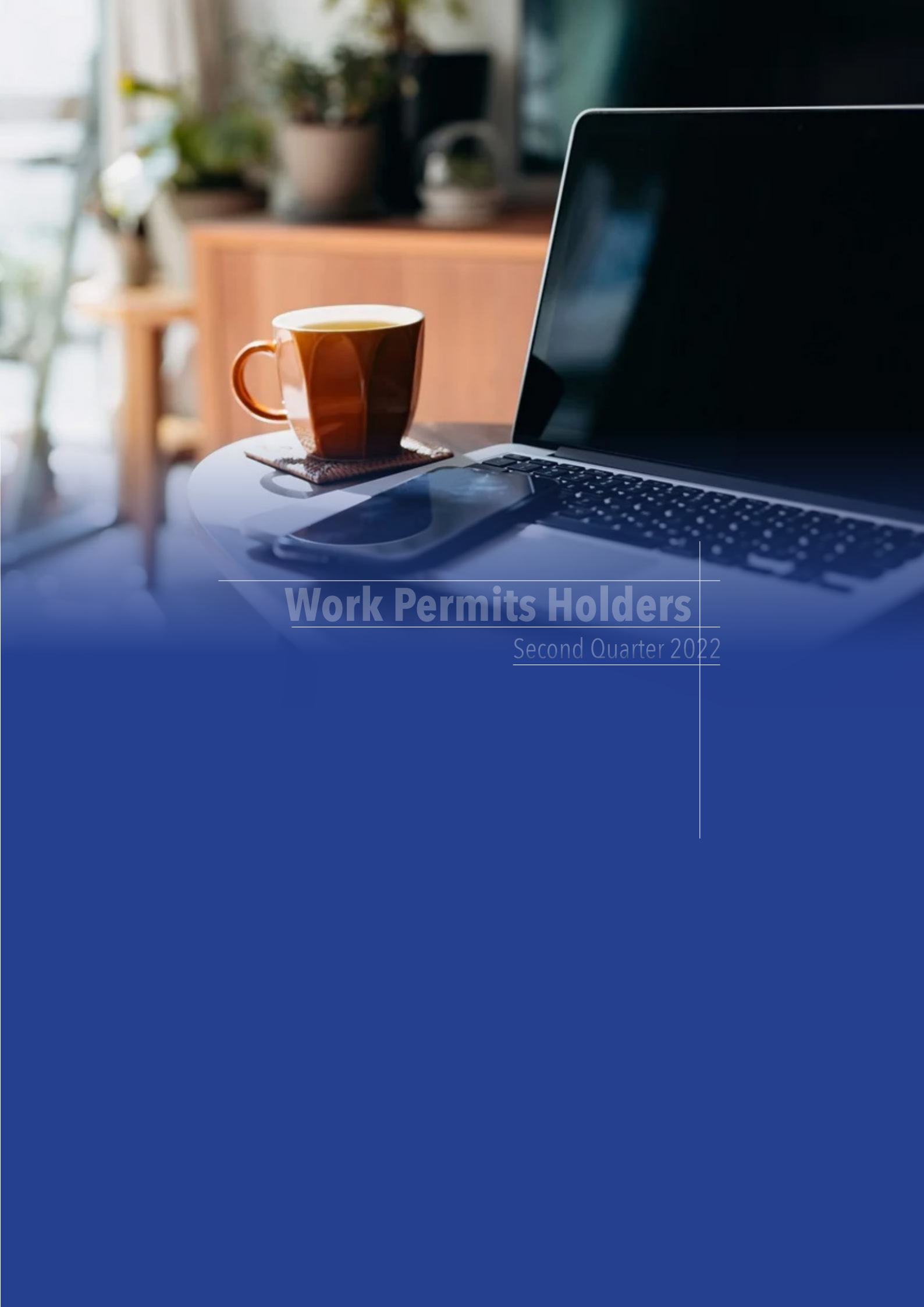
| Industry | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|---------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Agriculture | 1,612 | 1,322 | 1,552 | 1,546 | 1,826 | 1,61 | 1,315 | 930 | 859 | 958 |
| Mining & Quarrying | 106 | 104 | 105 | 96 | 122 | 86 | 65 | 66 | 56 | 87 |
| Manufacturing | 491 | 526 | 522 | 475 | 498 | 516 | 410 | 368 | 277 | 341 |
| Electricity & Water | 48 | 50 | 52 | 48 | 72 | 114 | 104 | 69 | 63 | 61 |
| Construction | 1,245 | 1,185 | 1,062 | 804 | 748 | 649 | 575 | 495 | 516 | 514 |
| Wholesale & Retail Trade | 1,129 | 944 | 668 | 423 | 412 | 374 | 302 | 269 | 262 | 308 |
| Hotels & Restaurant | 200 | 216 | 201 | 176 | 178 | 154 | 132 | 122 | 101 | 81 |
| Transport & Communication | 391 | 369 | 337 | 274 | 258 | 176 | 138 | 104 | 84 | 99 |
| Finance | 72 | 82 | 73 | 84 | 97 | 86 | 66 | 38 | 28 | 17 |
| Real Estate | 916 | 693 | 523 | 468 | 429 | 376 | 331 | 283 | 233 | 269 |
| Education | 474 | 476 | 493 | 417 | 608 | 880 | 749 | 604 | 471 | 526 |
| Health | 225 | 227 | 239 | 210 | 217 | 284 | 301 | 283 | 278 | 322 |
| Other Community | 252 | 226 | 207 | 172 | 196 | 207 | 191 | 157 | 101 | 133 |
| Private Households | 10 | 21 | 21 | 24 | 25 | 26 | 27 | 27 | 15 | 22 |
| Foreign Mission | 14 | 75 | 34 | 25 | 22 | 18 | 14 | 17 | 9 | 11 |
| Not Stated | 24 | - | 43 | 51 | 58 | 49 | 44 | 65 | 58 | 52 |
| Total | 7,209 | 6,516 | 6,132 | 5,293 | 5,766 | 5,605 | 4,767 | 3,895 | 3,409 | 3,801 |

Note: Totals are as at end of December for each year, except 2022 which is at end of June.

Table 1.9: **Total Employee Work Permit Holders by Occupation and Year, 2013 - 2022**

| Occupation | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Managers/Administrators | 639 | 794 | 887 | 841 | 844 | 746 | 583 | 496 | 411 | 421 |
| Professionals | 679 | 779 | 954 | 915 | 1,067 | 1,176 | 1,04 | 854 | 701 | 766 |
| Technicians | 760 | 552 | 593 | 597 | 707 | 862 | 758 | 591 | 472 | 494 |
| Clerks | 8 | 3 | 5 | 9 | 8 | 9 | 16 | 12 | 8 | 8 |
| Service/Sales Workers | 90 | 69 | 78 | 86 | 102 | 103 | 86 | 86 | 59 | 65 |
| Skilled Agricultural Workers | 37 | 52 | 71 | 86 | 99 | 81 | 64 | 28 | 16 | 21 |
| Craft Workers | 456 | 469 | 521 | 417 | 395 | 371 | 350 | 311 | 218 | 246 |
| Plant & Machine Operators | 261 | 214 | 194 | 138 | 144 | 104 | 81 | 64 | 49 | 60 |
| Elementary Occupations | 1,41 | 1,122 | 1,368 | 1,373 | 1,643 | 1,449 | 1,177 | 830 | 769 | 870 |
| Other | 14 | 38 | 28 | 31 | 36 | 28 | 32 | 52 | 51 | 44 |
| Total | 4,354 | 4,092 | 4,699 | 4,493 | 5,045 | 4,929 | 4,187 | 3,324 | 2,754 | 2,995 |

Note: Totals are as at end of December for each year, except 2022 which is at end of June.



Work Permits Holders

Second Quarter 2022



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