

# Work Permits Holders

## Stats Brief | Quarter 2, 2021

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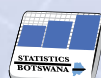
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## PREFACE

This stats brief presents a summary on characteristics of expatriates who held valid work permits as at the end of September 2021.

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 occupied by foreigners for 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. The information is also useful to researchers, planners and policy makers in the country.

The results presented in this brief show an increase of work permit holders from 3,458 in June 2021 to 3,779 in September 2021, an increase of 9.3 percent. The Agricultural sector continues to record the majority of the work permit holders with 24.5 percent followed by Construction with 15.6 percent. Work permit holders by age group showed that overall, the number of persons aged 40-44 was leading with 17.9 percent followed by age groups 45-49 and 35-39 recording 16.5percent and 15.8 percent respectfully.



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Dr Burton Mguni  
**Statistician General**  
August 2022

## 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. 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 analyzed. 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 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.

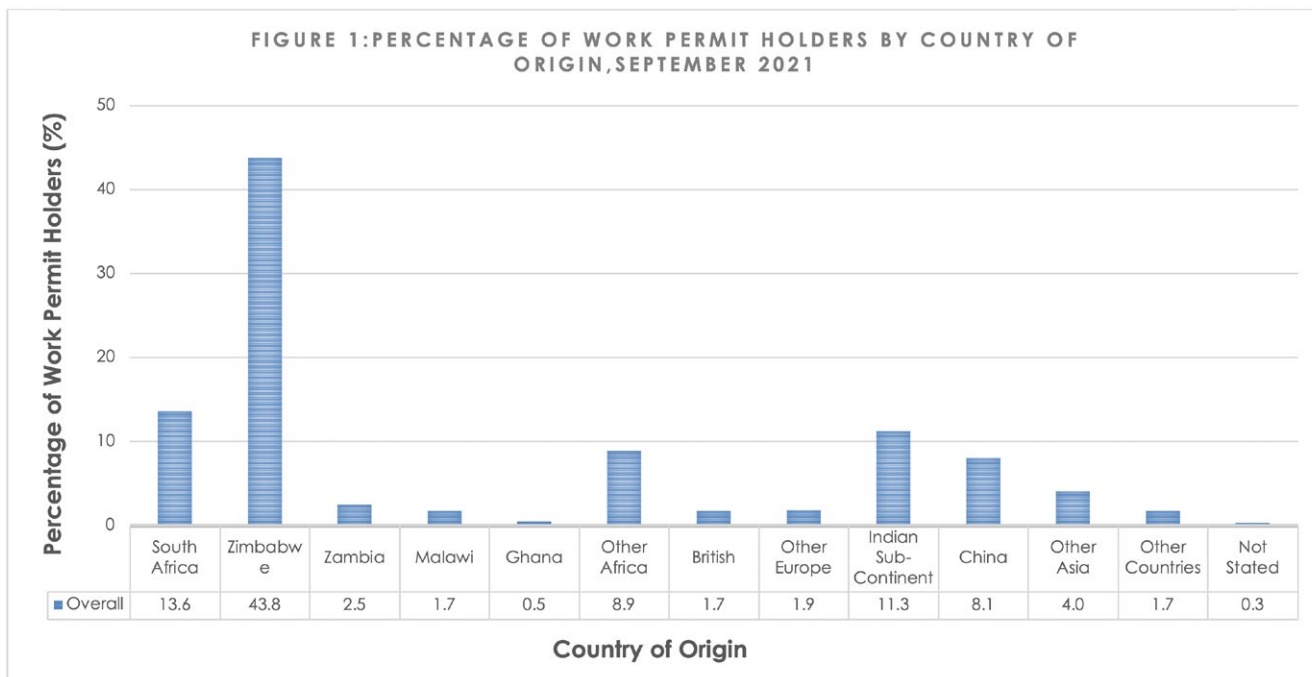
## 2.0 TOTAL WORK PERMIT HOLDERS

Table 1.1a provides information on the total number of work permit holders. There were 3,779 valid work permit holders as of end of September 2021. Employed persons accounted for 80.8 percent (3,055) while Self-employed persons accounted for 19.2 percent (724). Overall, there were more male than female work permit holders at 75.4 percent and 24.6 percent, respectively (**See Table 1.1a**).

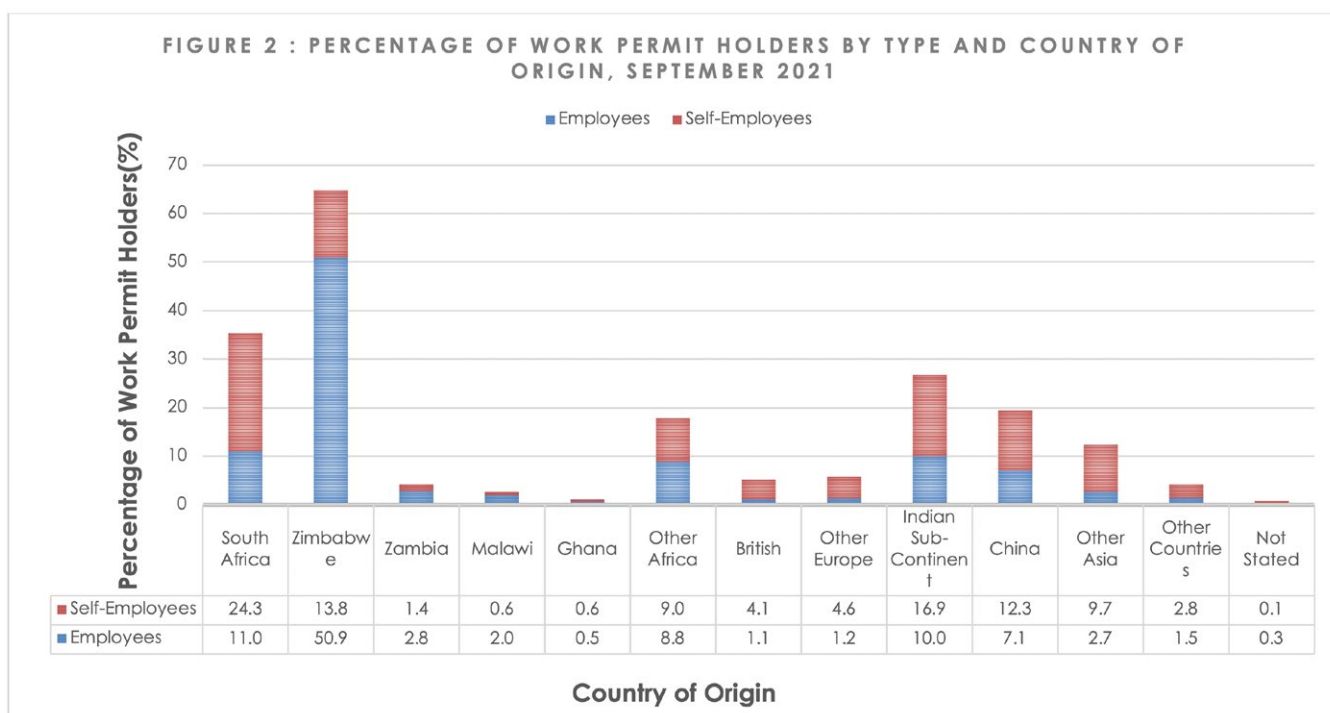
Employee work permit holders consist of those holding new work permits and those whose work permits have been renewed. As it can be observed in Table 1.4a, there were 2,454 new employee work permit holders while 601 held renewed permits. In both categories males comprised of a higher proportion of work permit holders. For the new work permit holders, males accounted for 60.9 percent of the total employee work permit holders and 19.4 percent for females while for the renewed ones males accounted for 14.8 percent and females 4.9 percent.

Table 1.7 shows quarterly work permit holders by industry and sex from the fourth quarter of 2020 to the third quarter of 2021. The data shows a general decline in the total work permit holders over the period. Between December 2020 and March 2021, total work permits holders decreased by 116 persons, from 3,895 in December 2020 to 3,523 in March 2021, a decrease of 9.6 percent. The total work permit holders decreased by 65 persons between March 2021 (3,523) and June 2021 (3,458), a decrease of 1.8 percent. Total work permit holders increased by 321 persons from (3,458) June 2021 to (3,779) September 2021, an increase of 9.3 percent. From the fourth quarter of 2020 (December 2020) to the third quarter of 2021 (September 2021), total work permit holders decreased by 116 persons, a decline of 3.0 percent.

**Figure 1** and **Table 1.1b** presents work permit holders by country of origin. It indicates that Zimbabwe has the largest share of work permits holders with 43.8 percent. This is followed by South Africa with 13.6 percent and Indian Sub-Continent with 11.3 percent.



**Figure 2** below shows that South Africa recorded the highest number of Self-employed persons (24.3 percent) as compared to other countries, while Zimbabwe has the highest number of employees (50.9 percent).

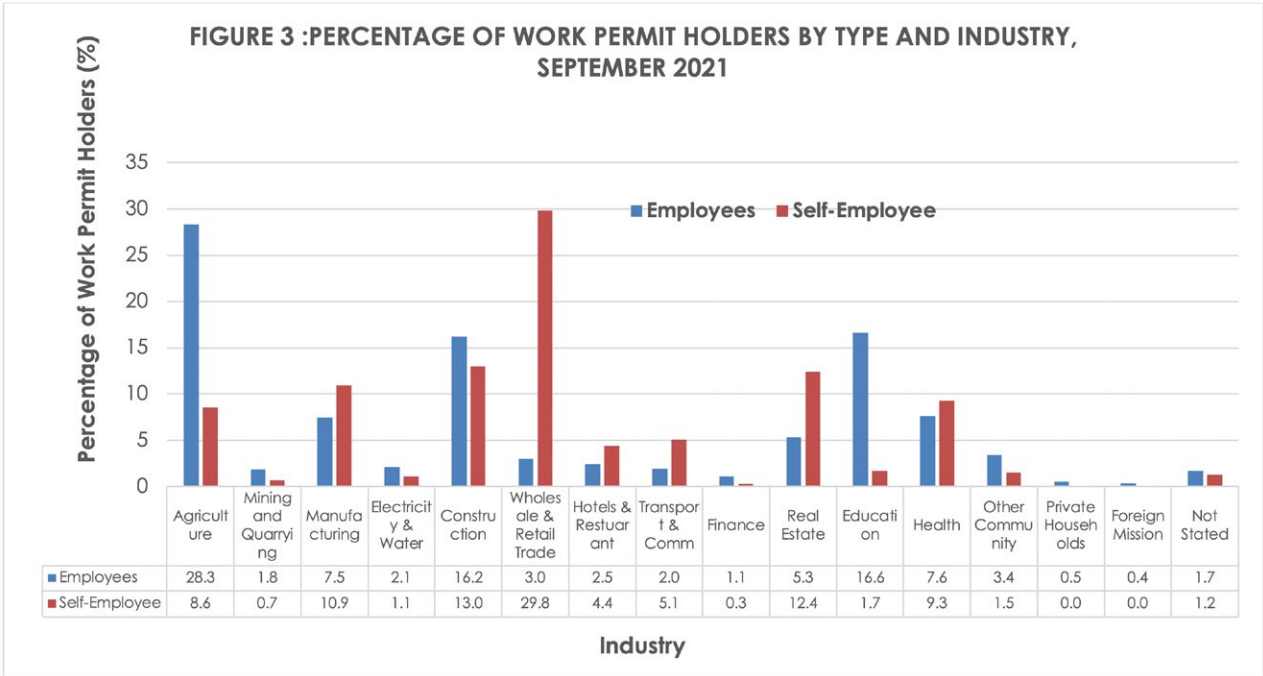


### 3.0 WORK PERMIT HOLDERS BY AGE GROUP

The age distribution of work permit holders showed that the highest number was recorded in the 40-44 age group at 17.9 percent, followed by the 45-49 and 35-39 years age groups recording 16.5 and 15.8 percent respectively. For the self-employed category, age group 45-49 had the largest share with 138 permit holders (19.1 percent) followed by the 50-54 age group with 118 permit holders (16.3 percent). In the employee work permit holders category, the 40-44 age group stood at 587 permit holders (19.2 percent) followed by the age group 35-39 with 518 work permit holders (17.0 percent), See **Table 1.2a & 1.2b**. There were 741 Work permit holders in the youth age group (15-35) which accounted for 19.6 percent of the total work permit holders.

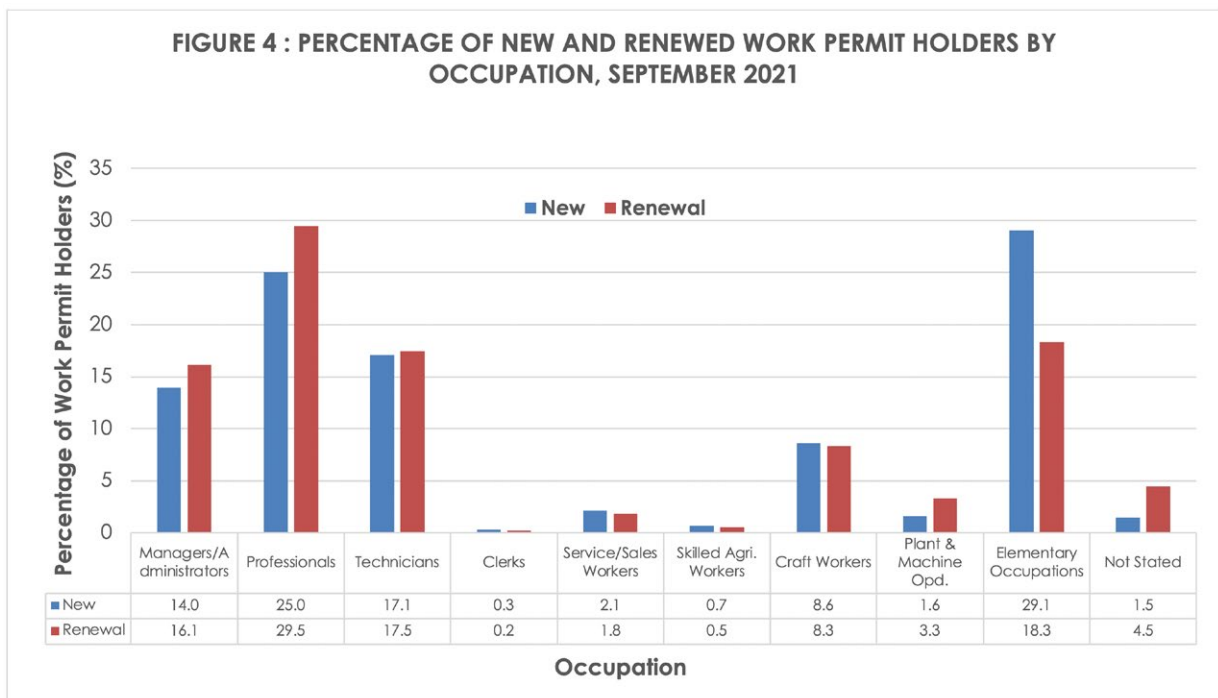
#### 4.0 WORK PERMIT HOLDERS BY INDUSTRY

**Table 1.3b & Figure 3** present Employee and Self-Employed work permit holders distribution by Industry. The highest proportion of work permit holders were registered for Agriculture with 24.5 percent, followed by Construction with 15.6 percent and Education with 13.7 percent of work permit holders. Agriculture also recorded the highest proportion for the employee work permit holders' category with 28.3 percent, followed by Education with 16.6 percent. For the self-employed work permit holders' category, Wholesale & Retail Trade was above other industries, recording 29.8 percent of work permit holders, followed by Construction and Real Estate at 13.0 percent and 12.4 percent respectively.



#### 5.0 WORK PERMIT HOLDERS BY OCCUPATION

Employee work permit holders (New and Renewed) by Occupation is shown in **Figure 4**, and **Tables 1.4a** and **1.4b**. The tables show that elementary occupations recorded the highest proportion of work permit holders of 26.9 percent (823 persons) followed by Professionals with 791 persons (25.9 percent). Furthermore, the majority of new permit holders were recorded in the Elementary occupations category, accounting for about 29.1 percent (713 persons) of all new work permit holders followed by professionals with 25 percent (614).





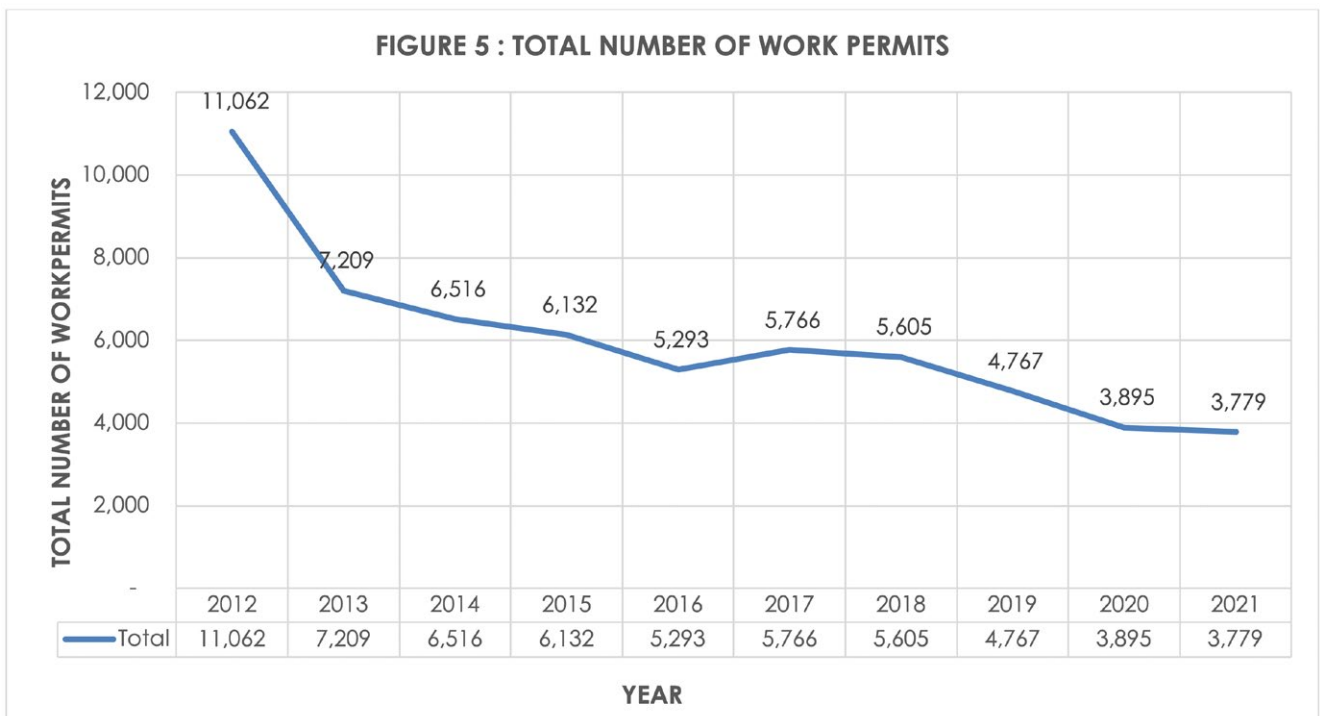
## 6.0 EMPLOYEE WORK PERMIT HOLDERS BY TRAINING

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 permit holders at 42.2 percent (1289 persons) followed by Degree holders at 32.3 percent (988). Diploma holders accounted for 16.8 percent (514 persons) which is less than a quarter of the employee permits while Certificate holders contributed 8.6 percent (264 persons) of employee work permit holders.

**Table 1.6a & 1.6b** shows that, the largest number of employee work permit holders are trained for Engineering and Allied programs 347 (11.4 percent) followed by those trained for Medicine and Health related programs with 224 persons (7.3 percent) and Commercial, Clerical and Business & Public Administration programs with 226 persons (7.7 percent). Mass Communication & Documentation recorded the lowest share of 5 persons (0.2 percent).

## 7.0 TREND OF TOTAL WORK PERMIT HOLDERS

**Table 1.8** and **figure 5** below shows a trends in work permit holders from the year 2012 to 2021. There was a significant decrease in work permit holders between the year 2012 and 2016, from 11,062 to 5,293, representing a plunge of 52.3 percent. Between the year 2016 and 2021 the number of work permit holders further decreased from 5,293 to 3,779, a decline of 28.6 percent.

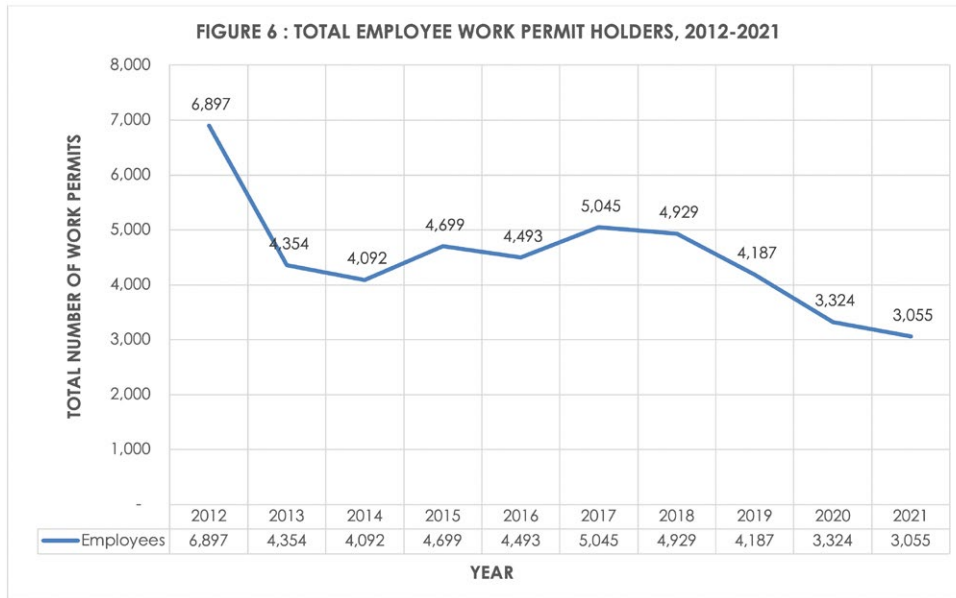


*Note: Totals are as at end of December for each year except 2020 which is at end of March*

## 8. TREND OF EMPLOYEE WORK PERMIT HOLDERS

**Table 1.9** and **figure 6** below show a trend in total employee work permit holders from the year 2012 to 2021. The trend shows that between the year 2012 and 2014 there was a significant decrease in employee work permit holders, from 6,897 to 4,092, a decrease of 40.7 percent. Between the year 2014 and 2017 the number of employee work permit holders increased from 4,092 to 5,045, an upsurge of 23.3 percent while between the years 2017 and 2021 the number of work permit holders further declined from 5,045 in 2017 to 3,055 in 2021 a decrease of 39.4 percent .





Note: Totals are as at end of December for each year, except 2020 which is at end of March

**Table 1.1a: Work Permit Holders by Country of Origin, Type of Permit and Sex, September 2021**

Nationality	Employees			Self-Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
South Africa	284	53	337	127	49	176	411	102	513
Zimbabwe	1,095	460	1,555	82	18	100	1,177	478	1,655
Zambia	43	42	85	9	1	10	52	43	95
Malawi	53	9	62	4	0	4	57	9	66
Ghana	12	4	16	4	0	4	16	4	20
Other Africa	204	66	270	51	14	65	255	80	335
British	23	11	34	18	12	30	41	23	64
Other Europe	27	10	37	24	9	33	51	19	70
Indian Sub-Continent	260	44	304	88	34	122	348	78	426
China	191	25	216	64	25	89	255	50	305
Other Asia	75	8	83	56	14	70	131	22	153
Other Countries	34	12	46	11	9	20	45	21	66
Not Stated	10	0	10	0	1	1	10	1	11
<b>Total</b>	<b>2,311</b>	<b>744</b>	<b>3,055</b>	<b>538</b>	<b>186</b>	<b>724</b>	<b>2,849</b>	<b>930</b>	<b>3,779</b>
<b>Percentage (%) Overall</b>	<b>61.2</b>	<b>19.7</b>	<b>80.8</b>	<b>14.2</b>	<b>4.9</b>	<b>19.2</b>	<b>75.4</b>	<b>24.6</b>	<b>100.0</b>

**Table 1.1b: Percentage of Work Permit Holders by Country of Origin, Type of Permit and Sex, September 2021**

Nationality	Employees			Self-Employees			Overall Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
South Africa	12.3	7.1	11.0	23.6	26.3	24.3	14.4	11.0	13.6
Zimbabwe	47.4	61.8	50.9	15.2	9.7	13.8	41.3	51.4	43.8
Zambia	1.9	5.6	2.8	1.7	0.5	1.4	1.8	4.6	2.5
Malawi	2.3	1.2	2.0	0.7	0.0	0.6	2.0	1.0	1.7
Ghana	0.5	0.5	0.5	0.7	0.0	0.6	0.6	0.4	0.5
Other Africa	8.8	8.9	8.8	9.5	7.5	9.0	9.0	8.6	8.9
British	1.0	1.5	1.1	3.3	6.5	4.1	1.4	2.5	1.7
Other Europe	1.2	1.3	1.2	4.5	4.8	4.6	1.8	2.0	1.9
Indian Sub-Continent	11.3	5.9	10.0	16.4	18.3	16.9	12.2	8.4	11.3
China	8.3	3.4	7.1	11.9	13.4	12.3	9.0	5.4	8.1
Other Asia	3.2	1.1	2.7	10.4	7.5	9.7	4.6	2.4	4.0
Other Countries	1.5	1.6	1.5	2.0	4.8	2.8	1.6	2.3	1.7
Not Stated	0.4	0.0	0.3	0.0	0.5	0.1	0.4	0.1	0.3
<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 2021**

Age Group	Employees			Self-Employees			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 25	29	10	39	8	0	8	37	10	47
25-29	114	33	147	22	10	32	136	43	179
30-34	248	104	352	38	14	52	286	118	404
35-39	376	142	518	55	25	80	431	167	598
40-44	438	149	587	75	16	91	513	165	678
45-49	360	126	486	98	40	138	458	166	624
50-54	323	79	402	91	27	118	414	106	520
55-59	205	55	260	53	21	74	258	76	334
60-64	110	33	143	40	19	59	150	52	202
65-69	63	7	70	34	7	41	97	14	111
70+	34	4	38	24	7	31	58	11	69
Unknown	11	2	13	0	0	0	11	2	13
<b>Total</b>	<b>2,311</b>	<b>744</b>	<b>3,055</b>	<b>538</b>	<b>186</b>	<b>724</b>	<b>2,849</b>	<b>930</b>	<b>3,779</b>
<b>Percentage (%) of Overall</b>	<b>61.2</b>	<b>19.7</b>	<b>80.8</b>	<b>14.2</b>	<b>4.9</b>	<b>19.2</b>	<b>75.4</b>	<b>24.6</b>	<b>100.0</b>

**Table 1.2b: Percentage of Work Permit Holders by Age Group, Type of Permit and Sex, September 2021**

Age Group	Employees			Self-Employees			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 25	1.3	1.3	1.3	1.5	0.0	1.1	1.3	1.1	1.2
25-29	4.9	4.4	4.8	4.1	5.4	4.4	4.8	4.6	4.7
30-34	10.7	14.0	11.5	7.1	7.5	7.2	10.0	12.7	10.7
35-39	16.3	19.1	17.0	10.2	13.4	11.0	15.1	18.0	15.8
40-44	19.0	20.0	19.2	13.9	8.6	12.6	18.0	17.7	17.9
45-49	15.6	16.9	15.9	18.2	21.5	19.1	16.1	17.8	16.5
50-54	14.0	10.6	13.2	16.9	14.5	16.3	14.5	11.4	13.8
55-59	8.9	7.4	8.5	9.9	11.3	10.2	9.1	8.2	8.8
60-64	4.8	4.4	4.7	7.4	10.2	8.1	5.3	5.6	5.3
65-69	2.7	0.9	2.3	6.3	3.8	5.7	3.4	1.5	2.9
70+	1.5	0.5	1.2	4.5	3.8	4.3	2.0	1.2	1.8
Unknown	0.5	0.3	0.4	0.0	0.0	0.0	0.4	0.2	0.3
<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 2021**

Industry	Employees			Self-employees			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	652	213	865	49	13	62	701	226	927
Mining and Quarrying	52	4	56	5	0	5	57	4	61
Manufacturing	200	28	228	58	21	79	258	49	307
Electricity & Water	61	2	63	5	3	8	66	5	71
Construction	477	19	496	83	11	94	560	30	590
Wholesale & Retail Trade	82	11	93	166	50	216	248	61	309
Hotels & Restaurants	54	21	75	21	11	32	75	32	107
Transport & Communication	54	6	60	27	10	37	81	16	97
Finance	28	5	33	2	0	2	30	5	35
Real Estate	142	20	162	58	32	90	200	52	252
Education	263	244	507	7	5	12	270	249	519
Health	118	115	233	42	25	67	160	140	300
Other Community	83	22	105	8	3	11	91	25	116
Private Households	1	15	16	0	0	0	1	15	16
Foreign Mission	6	6	12	0	0	0	8	6	14
Not Stated	38	13	51	7	2	9	45	15	60
<b>Total</b>	<b>2,311</b>	<b>744</b>	<b>3,055</b>	<b>538</b>	<b>186</b>	<b>724</b>	<b>2,849</b>	<b>930</b>	<b>3,779</b>
<b>Percentage (%) of Overall</b>	<b>61.2</b>	<b>19.7</b>	<b>80.8</b>	<b>14.2</b>	<b>4.9</b>	<b>19.2</b>	<b>75.4</b>	<b>24.6</b>	<b>100.0</b>

**Table 1.3b: Percentage of Work Permit Holders by Industry and Type of Permit, September 2021**

Industry	Employees			Self-employees			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	28.2	28.6	28.3	9.1	7.0	8.6	24.6	24.3	24.5
Mining and Quarrying	2.3	0.5	1.8	0.9	0.0	0.7	2.0	0.4	1.6
Manufacturing	8.7	3.8	7.5	10.8	11.3	10.9	9.1	5.3	8.1
Electricity & Water	2.6	0.3	2.1	0.9	1.6	1.1	2.3	0.5	1.9
Construction	20.6	2.6	16.2	15.4	5.9	13.0	19.7	3.2	15.6
Wholesale & Retail Trade	3.5	1.5	3.0	30.9	26.9	29.8	8.7	6.6	8.2
Hotels & Restaurants	2.3	2.8	2.5	3.9	5.9	4.4	2.6	3.4	2.8
Transport & Communication	2.3	0.8	2.0	5.0	5.4	5.1	2.8	1.7	2.6
Finance	1.2	0.7	1.1	0.4	0.0	0.3	1.1	0.5	0.9
Real Estate	6.1	2.7	5.3	10.8	17.2	12.4	7.0	5.6	6.7
Education	11.4	32.8	16.6	1.3	2.7	1.7	9.5	26.8	13.7
Health	5.1	15.5	7.6	7.8	13.4	9.3	5.6	15.1	7.9
Other Community	3.6	3.0	3.4	1.5	1.6	1.5	3.2	2.7	3.1
Private Households	0.0	2.0	0.5	0.0	0.0	0.0	0.0	1.6	0.4
Foreign Mission	0.3	0.8	0.4	0.0	0.0	0.0	0.3	0.6	0.4
Not Stated	1.6	1.7	1.7	1.3	1.1	1.2	1.6	1.6	1.6
<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 2021**

Occupation	New			Renewal			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers/Administrators	295	48	343	83	14	97	378	62	440
Professionals	447	167	614	138	39	177	585	206	791
Technicians	266	154	420	62	43	105	328	197	525
Clerks	7	1	8	1	0	1	8	1	9
Service/Sales Workers	31	21	52	6	5	11	37	26	63
Skilled Agri. Workers	12	5	17	2	1	3	14	6	20
Craft Workers	198	14	212	47	3	50	245	17	262
Plant & Machine Operators	38	1	39	18	2	20	56	3	59
Elementary Occupations	537	176	713	74	36	110	611	212	823
Other	29	7	36	20	7	27	49	14	63
<b>Total</b>	<b>1,860</b>	<b>594</b>	<b>2,454</b>	<b>451</b>	<b>150</b>	<b>601</b>	<b>2,311</b>	<b>744</b>	<b>3,055</b>
<b>Percentage overall (%)</b>	<b>60.9</b>	<b>19.4</b>	<b>80.3</b>	<b>14.8</b>	<b>4.9</b>	<b>19.7</b>	<b>75.6</b>	<b>24.4</b>	<b>100.0</b>

**Table 1.4b: Percentage of Work Permit Holders by Occupation, Work Permit Status and Sex, September 2021**

Occupation	New			Renewal			Overall		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers/Administrators	15.9	8.1	14.0	18.4	9.3	16.1	16.4	8.3	14.4
Professionals	24.0	28.1	25.0	30.6	26.0	29.5	25.3	27.7	25.9
Technicians	14.3	25.9	17.1	13.7	28.7	17.5	14.2	26.5	17.2
Clerks	0.4	0.2	0.3	0.2	0.0	0.2	0.3	0.1	0.3
Service/Sales Workers	1.7	3.5	2.1	1.3	3.3	1.8	1.6	3.5	2.1
Skilled Agri. Workers	0.6	0.8	0.7	0.4	0.7	0.5	0.6	0.8	0.7
Craft Workers	10.6	2.4	8.6	10.4	2.0	8.3	10.6	2.3	8.6
Plant & Machine Operators	2.0	0.2	1.6	4.0	1.3	3.3	2.4	0.4	1.9
Elementary Occupations	28.9	29.6	29.1	16.4	24.0	18.3	26.4	28.5	26.9
Other	1.6	1.2	1.5	4.4	4.7	4.5	2.1	1.9	2.1
<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 2021**

Training	Male	Female	Total
Certificate Holders	230	34	264
Diploma Holders	358	156	514
Degree Holders	735	253	988
No Training Stated	988	301	1,289
<b>Total</b>	<b>2,311</b>	<b>744</b>	<b>3,055</b>

**Table 1.5b: Percentage of Employee Work Permit Holders by Training and Sex, September 2021**

Training	Male	Female	Total
Certificate Holders	10.0	4.6	8.6
Diploma Holders	15.5	21.0	16.8
Degree Holders	31.8	34.0	32.3
No Training Stated	42.8	40.5	42.2
<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 2021**

Subject of Training	Male	Female	Total
General Training Programs	25	2	27
Education Training	79	130	209
Fine & Applied Arts	12	4	16
Programs in Languages	13	11	24
Other Humanity Programs	26	15	41
Social & Behavior Science Programs	18	18	36
Commercial, Clerical, Business & Public Administration Programs	168	43	211
Programs in Law	6	6	12
Natural Science Programs	81	18	99
Mathematics & Computer Science Programs	34	11	45
Medicine & Health related Programs	111	113	224
Construction and Trade Programs	73	0	73
Other Craft and Trade Programs	175	18	193
Engineering & allied Programs	331	16	347
Architectural & Town Planning Programs	45	5	50
Agriculture, Forestry & Fishery Programs	25	6	31
Home Economics & Domestic Science Programs	7	6	13
Transport & Communications Programs	16	0	16
Service Trades Programs	52	17	69
Mass Communication & Documentation	4	1	5
Other Programs	22	3	25
<b>Sub-Total</b>	<b>1,323</b>	<b>443</b>	<b>1,766</b>
<b>No Training or Training Not Stated</b>	<b>988</b>	<b>301</b>	<b>1,289</b>
<b>Total</b>	<b>2,311</b>	<b>744</b>	<b>3,055</b>

**Table 1.6b: Percentage of Employee Work Permit Holders by Subject of Training and Sex, September 2021**

Subject of Training	Male	Female	Total
General Training Programs	1.1	0.3	0.9
Education Training	3.4	17.5	6.8
Fine & Applied Arts	0.5	0.5	0.5
Programs in Languages	0.6	1.5	0.8
Other Humanity Programs	1.1	2.0	1.3
Social & Behavior Science Programs	0.8	2.4	1.2
Commercial, Clerical, Business & Public Administration Programs	7.3	5.8	6.9
Programs in Law	0.3	0.8	0.4
Natural Science Programs	3.5	2.4	3.2
Mathematics & Computer Science Programs	1.5	1.5	1.5
Medicine & Health related Programs	4.8	15.2	7.3
Construction and Trade Programs	3.2	0.0	2.4
Other Craft and Trade Programs	7.6	2.4	6.3
Engineering & Allied Programs	14.3	2.2	11.4
Architectural & Town Planning Programs	1.9	0.7	1.6
Agriculture, Forestry & Fishery Programs	1.1	0.8	1.0
Home Economics & Domestic Science Programs	0.3	0.8	0.4
Transportation & Communication Programs	0.7	0.0	0.5
Service Trades Programs	2.3	2.3	2.3
Mass Communication & Documentation	0.2	0.1	0.2
Other Programs	1.0	0.4	0.8
<b>Sub Total</b>	<b>57.2</b>	<b>59.5</b>	<b>57.8</b>
<b>No Training or Training Not Stated</b>	<b>42.8</b>	<b>40.5</b>	<b>42.2</b>
<b>Overall 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 2020 - Third Quarter 2021**

Industry	4th Quarter			1st Quarter			2nd Quarter			3rd Quarter		
	(December 2020)			(March 2021)			(June 2021)			(September 2021)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	684	246	930	621	224	845	651	213	864	701	226	927
Mining & Quarrying	61	5	66	56	5	61	55	4	59	57	4	61
Manufacturing	308	60	368	277	54	331	258	50	308	258	49	307
Electricity & Water	66	3	69	63	3	66	64	3	67	66	5	71
Construction	469	26	495	433	24	457	457	23	480	560	30	590
Wholesale & Retail Trade	217	52	269	191	41	232	189	45	234	248	61	309
Hotels & Restaurant	86	36	122	81	34	115	74	35	109	75	32	107
Transport & Communication	85	19	104	79	19	98	79	17	96	81	16	97
Finance	31	7	38	29	5	34	30	5	35	30	5	35
Real Estate	221	62	283	198	54	252	178	53	231	200	52	252
Education	329	275	604	300	244	544	269	233	502	270	249	519
Health	149	134	283	134	121	255	136	117	253	160	140	300
Other Community	126	31	157	108	30	138	101	26	127	91	25	116
Private Households	3	24	27	3	17	20	3	17	20	1	15	16
Foreign Mission	9	8	17	9	6	15	7	6	13	8	6	14
Not Stated	49	16	65	44	16	60	46	16	62	45	15	60
<b>Total</b>	<b>2,891</b>	<b>1,004</b>	<b>3,895</b>	<b>2,626</b>	<b>897</b>	<b>3,523</b>	<b>2,595</b>	<b>863</b>	<b>3,458</b>	<b>2,849</b>	<b>930</b>	<b>3,779</b>
<b>Quarter to Quarter % Change</b>	<b>-5.2</b>	<b>-7.9</b>	<b>-5.9</b>	<b>-9.2</b>	<b>-10.7</b>	<b>-9.6</b>	<b>-1.2</b>	<b>-3.8</b>	<b>-1.8</b>	<b>9.8</b>	<b>7.8</b>	<b>9.3</b>

Note: Totals are as at end of December for each year, except 2021 which is at end of September.

**Table 1.8: Total Work Permit Holders by Industry and Year, 2012 – 2021**

Industry	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Agriculture	2,108	1,612	1,322	1,552	1,546	1,826	1,610	1,315	930	927
Mining & Quarrying	134	106	104	105	96	122	86	65	66	61
Manufacturing	903	491	526	522	475	498	516	410	368	307
Electricity & Water	81	48	50	52	48	72	114	104	69	71
Construction	2,771	1,245	1,185	1,062	804	748	649	575	495	590
Wholesale & Retail Trade	1,420	1,129	944	668	423	412	374	302	269	309
Hotels & Restaurant	272	200	216	201	176	178	154	132	122	107
Transport & Communication	502	391	369	337	274	258	176	138	104	97
Finance	126	72	82	73	84	97	86	66	38	35
Real Estate	1,460	916	693	523	468	429	376	331	283	252
Education	526	474	476	493	417	608	880	749	604	519
Health	297	225	227	239	210	217	284	301	283	300
Other Community	411	252	226	207	172	196	207	191	157	116
Private Households	34	10	21	21	24	25	26	27	27	16
Foreign Mission	12	14	75	34	25	22	18	14	17	14
Not Stated	5	24	-	43	51	58	49	44	65	60
<b>Total</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>5,605</b>	<b>4,767</b>	<b>3,895</b>	<b>3,779</b>

Note: Totals are as at end of December for each year, except 2021 which is at end of September.

**Table 1.9: Total Employee Work Permit Holders by Occupation and Year, 2012 – 2021**

Occupation	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Managers/Administrators	839	639	794	887	841	844	746	583	496	440
Professionals	1,160	679	779	954	915	1,067	1,176	1,040	854	791
Technicians	1,170	760	552	593	597	707	862	758	591	525
Clerks	11	8	3	5	9	8	9	16	12	9
Service/Sales Workers	164	90	69	78	86	102	103	86	86	63
Skilled Agricultural Workers	7	37	52	71	86	99	81	64	28	20
Craft Workers	1,150	456	469	521	417	395	371	350	311	262
Plant & Machine Operators	462	261	214	194	138	144	104	81	64	59
Elementary Occupations	1,932	1,410	1,122	1,368	1,373	1,643	1,449	1,177	830	823
Other	2	14	38	28	31	36	28	32	52	63
<b>Total</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>4,929</b>	<b>4,187</b>	<b>3,324</b>	<b>3,055</b>

*Note: Totals are as at end of December for each year except 2021 which is at end of September.*



