

REVIEW OF WORK PERMIT POLICIES 2019

Revised June 2019

Ministry of Labour, Industrial Relations, Employment and Training

Ratio of Expatriates to local Workers

	From	TO
Textile Manufacturing	1:1	3:1
Other Manufacturing Activities **	1:1	3:1
Export-oriented enterprises	1:1	3:1
Freeport	1:1	3:1
Bakery (Traditional only)	1:1	3:1
Food Processing	1:3	3:1
Printing and Publishing	1:3	3:1
Agriculture	1:3	3:1
Construction	1:3	1:1
Jewelry	1:3	1:1
Mechanics	1:3	1:2
ICT/BPO	1:1	1:1
Other Scarcity Areas	1:3	1:3 (Maximum 1:2 on a case to case basis)

Note: 1. ** Manufacturing activities such as Wood, Metal, Aluminium, Paper, Plastic, Rubber and Leather Products.

: 2. Ratio of expatriates to local workers applicable will be in line with the Business Registration Certificate and/or Trade License issued to the enterprise.