

**MINISTRY OF LABOUR, HUMAN RESOURCE DEVELOPMENT & TRAINING
(HUMAN RESOURCE DEVELOPMENT & TRAINING DIVISION)**

Revised Work Permit Policies

SN	SECTORS	EXISTING			REVISED		
		Ratio	PIP	Period of Stay	Ratio	PIP	Period of Stay
1	Textile Manufacturing	No ratio	PIP is not required	8 years (Textile enterprises which employ at least 40 workers can retain 5% of total workforce up to a maximum of 10 years)	No Ratio	No PIP	10 years
2	Bakery (Traditional only)			8 years			8 years
3	Agriculture			8 years			8 years
4	Construction			8 years (For project basis, the period of stay is until the completion date of the project)			8 years (For project basis, the period of stay is until the completion date of the project)
5	SMEs (those operating in sectors mentioned at SN 1 to 4)			Depends upon sector			Depends upon sector
6	Tourism (including Restaurants)	1:3 (No ratio for Cooks and Chefs)	Quota & PIP maintained (Applicable when recruiting more than 5 foreign workers)	4 years (8 years for Cooks and Chefs only)	1:3 (No ratio for Cooks and Chefs)	Quota & PIP maintained	8 years

SN	SECTORS	EXISTING			REVISED		
		Ratio	PIP	Period of Stay	Ratio	PIP	Period of Stay
7	Export Oriented Enterprises (Manufacturing)	4:1	Quota & PIP maintained <i>(Applicable when recruiting more than 5 foreign workers)</i>	8 years (Those in Freeport and Export Oriented Enterprises which employ at least 40 workers can retain 5% of total workforce up to a maximum of 10 years)	No Ratio	No Quota	10 years
8	Freeport	3:1			No Ratio	No Quota	8 years
9	Other Manufacturing Activities	3:1			4:1	Quota & PIP maintained	10 years
10	Motor vehicle repair and maintenance	1:2			3:1	Quota & PIP maintained	8 years
11	Food Processing	3:1			4:1	Quota & PIP maintained	8 years
12	Jewellery	2:1			No Ratio	No Quota	8 years
13	ICT/BPO	1:1			No Ratio	No Quota	8 years
14	Printing and Publishing	3:1			3:1	Quota & PIP maintained	8 years
15	Other Scarcity Areas	1:3			1:3	Quota & PIP maintained	8 years
New Policy							
16	Bus Industry (Driver and Conductor)	1:3	PIP applicable	8 years	1:1	PIP applicable	8 years
17	Victualler	Not allowed	-	-	1:3	PIP applicable	8 years