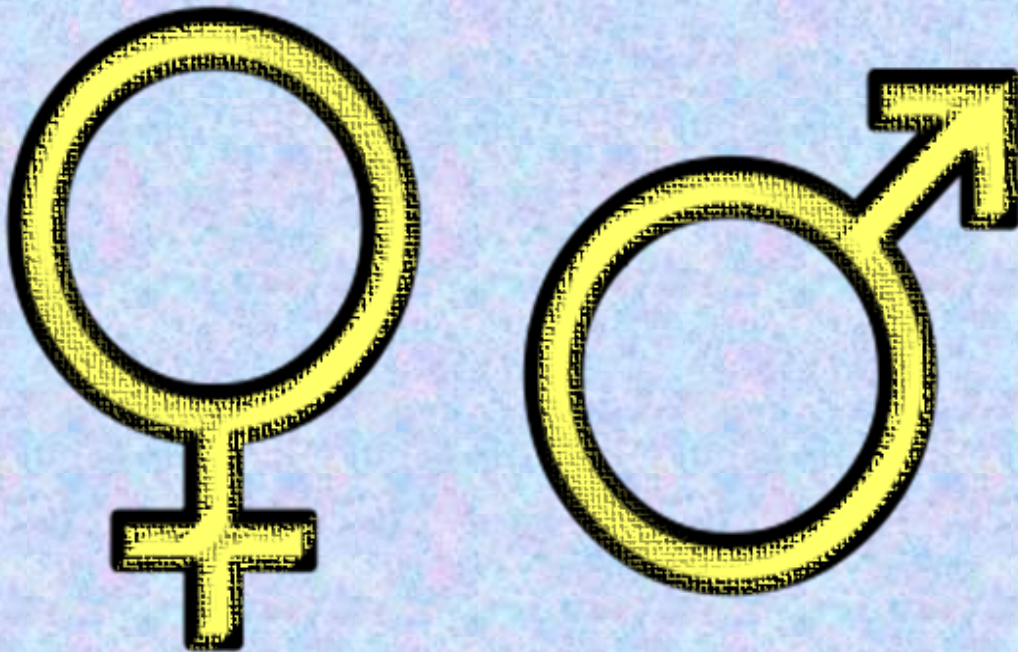


OVERVIEW OF THE LABOUR MARKET OF ST VINCENT AND THE GRENADINES

A GENDER PERSPECTIVE



2015

An Overview of the Labour Market of St Vincent and the Grenadines

A Gender Perspective

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Introduction

As part of an ongoing effort by the Organisation of Eastern Caribbean States (OECS) to develop the Labour Market Information System (LMIS) in the region, the St. Vincent and the Grenadines Statistical Office, in collaboration with the Department of Labour (DoL), conducted a harmonised Labour Force Survey (LFS) in June 2015. This harmonized survey was conducted by the National Statistical Offices of the various OECS member states to collect socioeconomic data from residents across the region. The main objective of the LFS was to provide statistical information on labour market indicators to address data gaps and inform the development of social and economic policies.

The target population for the LFS was residents of St. Vincent and the Grenadines aged 15 years and over. The survey captured key labour force characteristics, including, labour force participation, unemployment and employment, in terms of hours worked, income, occupation, and industry of work. In addition, the survey collected information on the demographic, education and training characteristics of the working-age population.

This report presents the first analysis published by the Statistical Office on labour market conditions in St. Vincent and the Grenadines. The report provides statistics designed to support ongoing work on the gender-based analysis of labour market outcomes, which has been identified as a priority by the OECS and the Caribbean Community (CARICOM). This report bridges an important knowledge gap in labour market outcomes and highlights gender gaps in labour market indicators particularly, labour force participation, employment, and occupational gender segregation.

The report is organised as follows: first, a general overview of the working age population of St Vincent and the Grenadines is presented. Next the labour force characteristics, that is, those of the unemployed and the employed population are examined. The report concludes with a brief assessment of labour force characteristics of household-heads.

Working-Age Population

Slightly more men than women in the working-age population

In June 2015, 83,246 persons, or 76.0% of the household population in St. Vincent and the Grenadines were aged 15 years and over. There were slightly more men (50.6%) than women (49.4%) included in the country's working-age population (Table 1).

Labour Force Characteristics

Women were less likely than men to participate in the labour force

Of those aged 15 years and over, almost two-thirds participated in the labour market, indicating that they were either working, or actively looking for work. The remaining one-third were not in the labour force, which may reflect educational pursuits, family responsibilities, retirement, or withdrawing from the labour market after a prolonged period of unemployment.

Literature show that a woman's preference and decision to participate in the labour market and their access to quality jobs can be affected by a number of factors; including discrimination, education, unpaid care work and work-family balance (ILO, 2017). In June 2015, women (58.7%) were less likely to participate in the labour force than men (72.6%). This resulted in a gender gap – the difference between the rate of male labour market participation and female labour market participation – of 13.9 percentage points.

Table 1: Labour Force Characteristics by Sex, 2015

	All	Men	Women
Total population	109,557	54,478	55,079
Population (15 and over)	83,247	42,164	41,083
Labour force	54,734	30,604	24,130
Employed	42,409	24,654	17,755
Unemployed	12,325	5,950	6,375
Participation rate (%)	65.7	72.6	58.7
Employment rate (%)	50.9	58.5	43.2
Unemployment rate (%)	22.5	19.4	26.4

Source: *Statistical Office of St. Vincent and the Grenadines*

Young women and men participate in the labour market at relatively similar rates

Labour force participation rates varied with age. For both men and women, the labour force participation rate was highest within the core-working age group (aged 25 to 54 years). Within this age group, 90.5% of men and 77.0% of women participated in the labour market (Table 2). Labour force participation was lower among young men and women aged 15 to 24 years and lowest among women aged 55 years and over.

Among young men and women aged 15 to 24 years, labour force participation rates were fairly similar, as 47.0% of men and 45.3% of women participated in the labour force. However, within the core working-age group and among those aged 55 years and over, women were less likely than men to participate in the labour force. The gender gap was widest among those aged 55 years and over, wherein 55.1% of men and 27.3% of women participated—a difference of 27.8 percentage points.

Table 2: Labour Force Characteristics by Age and Sex

	All			Men			Women		
	15 to 24	25 to 54	55+	15 to 24	25 to 54	55+	15 to 24	25 to 54	55+
Population 15+	18,401	45,649	19,196	9,349	22,957	9,858	9,052	22,693	9,338
Labour Force	8,494	38,259	7,981	4,391	20,784	5,429	4,103	17,475	2,552
Employed	4,865	30,876	6,667	2,736	17,397	4,520	2,129	13,479	2,147
Unemployed	3,628	7,383	1,314	1,654	3,387	908	1,974	3,996	405
Participation rate (%)	46.2	83.8	41.6	47.0	90.5	55.1	45.3	77.0	27.3
Employment rate (%)	26.4	67.6	34.7	29.3	75.8	45.9	23.5	59.4	23.0
Unemployment rate (%)	42.7	19.3	16.5	37.7	16.3	16.7	48.1	22.9	15.9

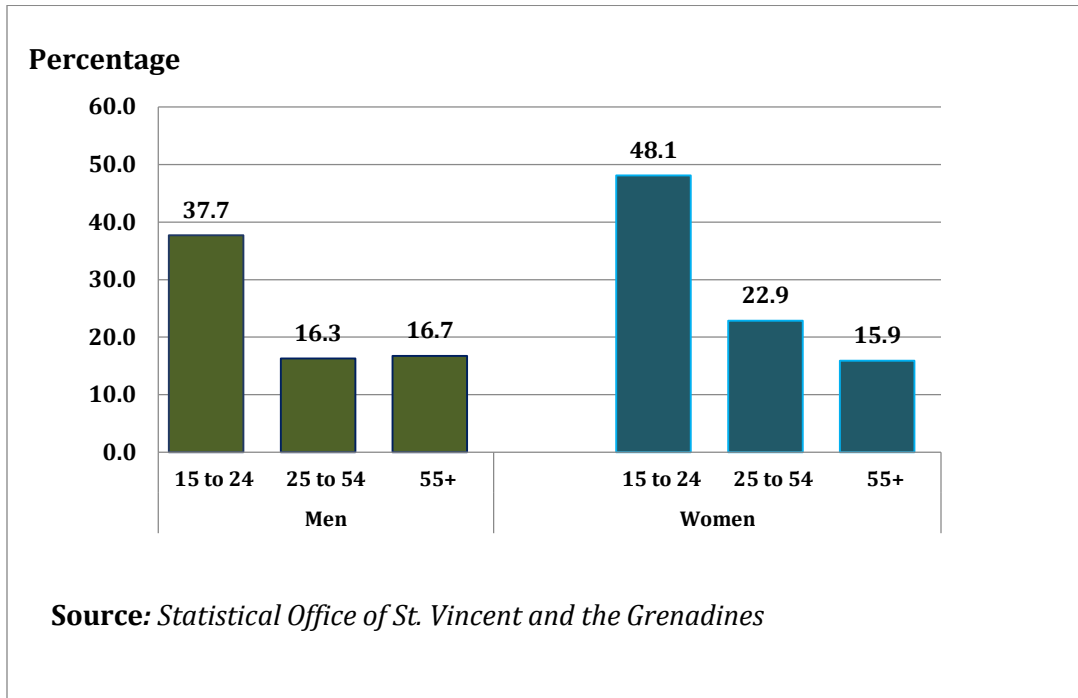
Source: Statistical Office of St Vincent and the Grenadines

Women were more likely than men to be unemployed

Overall, 26.4% of women in the labour force were unemployed¹, compared with 19.4% of men in the labour force (Table 1). Women aged 15 to 24 years and those aged 25 to 54 years were more likely to be unemployed than their male counterparts (Figure 1). By contrast, men aged 55 years and over were slightly more likely to be unemployed when compared with women within the same age cohort.

¹ The unemployed labour force represents the total number of persons in the labour force who were not working, but were available and actively sought work during the reference period.

² Although this study focuses on analyzing labour force participation by education, it is important to note that other

Figure 1: Unemployment Rates by Age and Sex

Young women were more likely to be unemployed than young men

Levels of youth unemployment continue to be an issue of concern across the world. Analysis by the Caribbean Development Bank (CDB) highlights that youth unemployment and the gender gap in youth unemployment in the Caribbean is among the highest in the world (CDB, 2015, p. XV). In 2015, the youth unemployment rate for both sexes was 42.7%, with the youth population more than twice as likely to be unemployed.

Studies underscore that unemployment affects young women more than young men, particularly in Latin American and Caribbean countries (ILO, 2016, p.14). Figure 1 shows that this pattern persists in St. Vincent and the Grenadines, as youth unemployment for women was the highest recorded for all age groups. Young women had an unemployment rate of 48.1%, compared with 37.7% for young men.

Unemployment is higher for women than men despite higher education levels

Education is important in assessing human capital and skills available within a society.² In several countries in Latin America and the Caribbean, educational attainment is higher among women than men (Seguino, 2003). Studies also indicate that higher educational attainment is related to lower unemployment rates in the Caribbean and is recognized as strategically important to reducing poverty, which disproportionately affects women (Seguino, 2003; IMF, 2015).

²Although this study focuses on analyzing labour force participation by education, it is important to note that other indicators, such as fertility, access to subsidized childcare, government benefits and other factors, could be potential drivers and could be assessed in future studies.

The 2015 data revealed that employment rates for women increased alongside education (Table 3). Women with a university education were more than twice as likely as women with a primary education to be employed (74.0% versus 35.3%). The pattern was somewhat different among men. Men with a university education had the highest employment rate (79.3%), followed by men with a primary education or less (62.7%).

About one-quarter (25.2%) of women with a primary education or less were unemployed in 2015. The unemployment rate was highest among women with a secondary education (36.5%), and was lowest among those with a university education (4.7%). Women with a secondary education were nearly 8 times more likely to be unemployed than those with a university education. The pattern was similar among men.

Table 3: Table of Rates by Highest Level of Education Attained and Sex

	Participation Rate		Employment Rate		Unemployment Rate	
	Men	Women	Men	Women	Men	Women
	Percentage					
Primary or less	76.0	47.2	62.7	35.3	17.5	25.2
Secondary	68.9	61.2	50.1	38.8	27.3	36.5
Pre-University/Post-Secondary	69.2	75.4	60.6	61.3	12.4	18.7
University	80.6	77.6	79.3	74.0	1.7	4.7

Source: *Statistical Office of St Vincent and the Grenadines*

Gender gap in employment and unemployment narrows with higher educational attainment.

At all levels of education, except pre-university or post-secondary, women were less likely than men to be employed. However, the gender gap generally decreased as educational attainment increased. Among those with a primary education or less the gender gap in employment was 27.4 percentage points, as 62.7% of men and 35.3% of women were employed. In contrast, among those with a university education, the gender gap narrowed to 5.3 percentage points, as 79.3% of men and 74.0% of women were employed.

Women were more likely than men to be unemployed across all levels of education. Similar to employment rates, the gender gap for unemployment declined with higher levels of education. The gender gap was the highest among those with a secondary education, as 36.5% of women and 27.3% of men in the labour force were unemployed, a gender gap of 9.2 percentage points. The gender gap was narrowest among those with a university education, as 4.7% of women in the labour force were unemployed compared with 1.7% of men.

Women were twice as likely as men to be engaged in central government

The largest proportion (47.3%) of the employed population was engaged in private employment, while just over one quarter (26.5%) comprised the public sector³. The other one quarter of the employed population were either self-employed (16.3%), employers (7.2%) or contributing family workers (1.4%).

Men were more likely to be engaged in the private sector, while women were more likely to be engaged in the public sector. More specifically, 61.4% of private employees were men, while, 55.3% of public employees were women (Figure 2).

The large proportion of women employed in the public sector reflects a higher proportion of women than men in central government. The ratio of women to men in central government was two to one, whereas, representation between men and women was similar for Statutory Boards (Table 4).

Table 4: Employed Population by Category of Worker and Sex

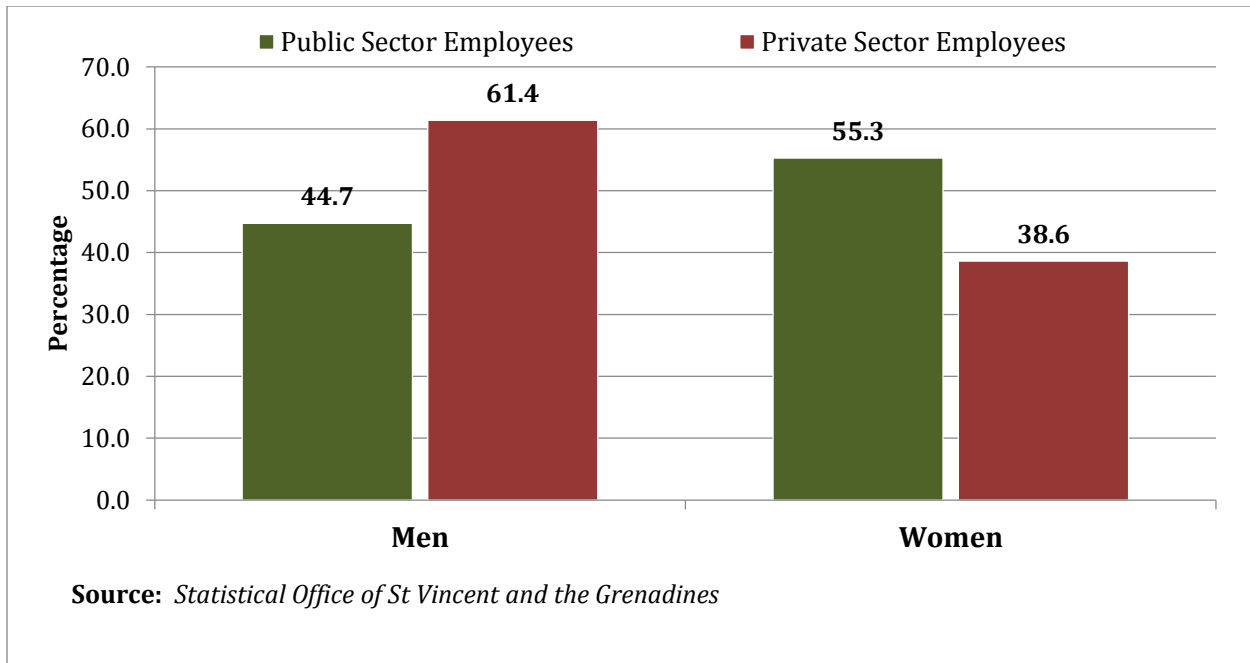
Category of worker	Men	Women	Total
	Percentage (%)		
Employees	70.8	78.6	73.8
Central Government Employees	14.2	28.1	20.0
Employee of Statutory Board	6.3	6.8	6.5
Private Employee	50.3	43.6	47.3
Employers	8.7	5.2	7.2
Self Employed (Own Account Workers)	18.2	14.0	16.3
Contributing family member	1.4	1.4	1.4
Workers Not Classifiable by Status	x	x	x
Not Stated	x	x	x

x suppressed to meet the confidentiality requirements of the *Statistics Act*.

Note: Statistics on category of worker were compiled on main job for respondents.

Source: *Statistical Office of St Vincent and the Grenadines*

³ Public sector employees comprise all persons employed in central government and statutory boards.

Figure 2: Public and Private Sector Employees by Sex

Women were more likely than men to be employed in higher-skilled occupations

Notably, women were more likely to occupy higher-skilled occupations than men.⁴ Although women were less likely to be employed than men, a higher proportion of them were employed in three of the top occupations ranked according to skill level. These three occupational groups combined ('professionals', 'technicians/associate professionals' and 'clerical support workers'), comprised 36.5% of employed women, compared with 15.7% of employed men (Table 5).

Women (17.1%) were more likely than men (6.8%) to be 'professionals' – a high skilled occupation. Meanwhile, men were more likely than women to report employment in lower-skilled occupations, such as 'craft and related trade'. Men (20.7%) were about seven times more likely than women (2.9%) to report being employed in this type of occupation (Table 5).

The most common occupations among women were 'services and sales workers', followed by 'professionals', 'elementary occupations' and 'clerical support workers'. These were the occupations of nearly three-quarters (72.9%) of female workers. Among men, the four common occupations were 'craft and related trade workers,' 'services and sales workers,' 'skilled agricultural, forestry and fishery workers,' and 'elementary occupations'. Together, these four occupations accounted for 67.9% of the male workforce.

⁴With the exception of 'armed forces workers' and 'managers' the occupational classifications are ranked according to skill level and by educational attainment in Table 5.

Table 5: Employed Population by Occupational Group and Sex

	Men	Women	Total
	Percentage (%)		
Legislators/Senior Officials/Managers	5.8	6.7	6.2
Professionals	6.8	17.1	11.1
Technicians & Associate Professionals	6.5	8.2	7.2
Clerical Support Workers	2.4	11.2	6.1
Services and Sales Workers	17.4	33.3	24.1
Skilled Agricultural, Forestry & Fishery Workers	15.3	5.9	11.4
Craft and Related Trades Workers	20.7	2.9	13.2
Plant/Machine Operators, & Assemblers	x	x	x
Elementary Occupations	14.5	11.3	13.2
Not stated	x	x	x

x suppressed to meet the confidentiality requirements of the *Statistics Act*.

Source: Statistical Office of St Vincent and the Grenadines

Women were more likely than men to be employed in industries hiring professionals

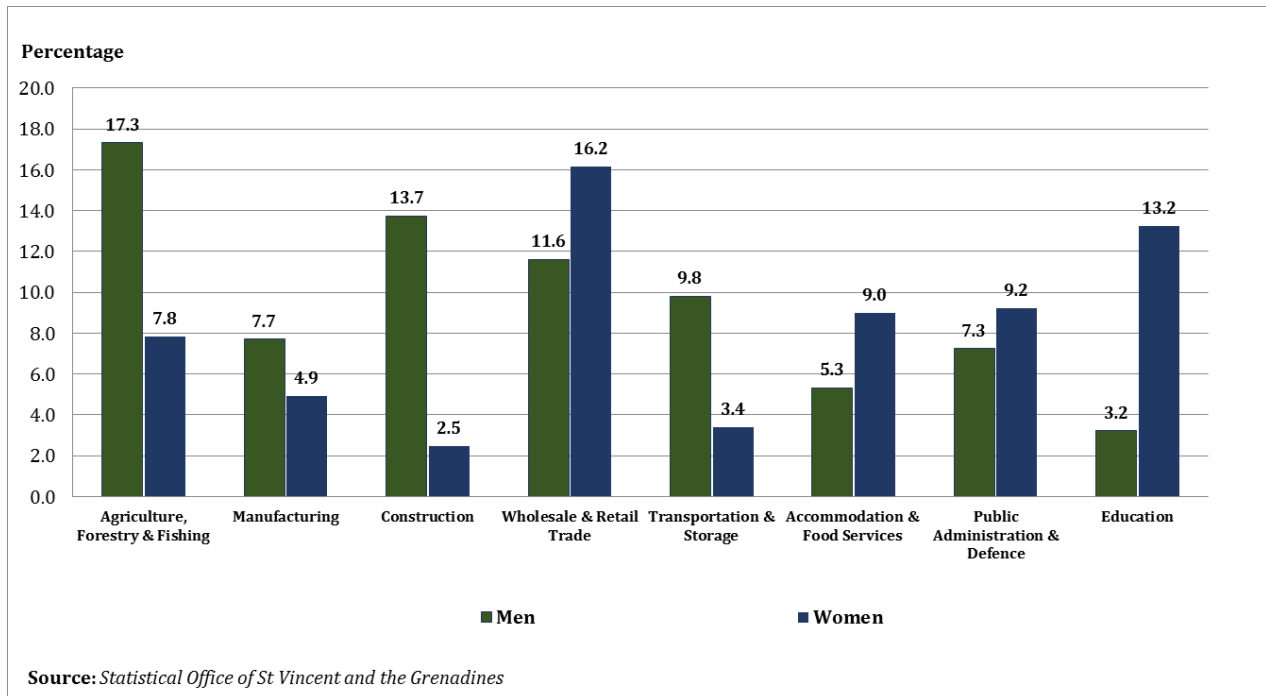
Previous analysis underscores women's engagement in higher-skilled occupations despite lower participation and employment rates. The pattern of female employment across industrial groups revealed a higher proportion of women in industries which employ a relatively large number of 'professionals', 'technicians and associate professionals' and 'clerical support workers'. On the other hand, industries which typically involve manual labour were more common among men.

The largest gender gaps in employment were seen in industries such as 'agriculture, forestry and fishing', 'construction' and 'education' (Figure 3). Specifically, men were more likely than women to be employed in the 'agriculture, forestry and fishing' industry, as 17.3% of men were employed in this industry, compared with 7.8% of women. Similarly, men were more likely to be employed in 'construction', as 13.7% of men were employed in this industry, compared with 2.5% of women - the largest gender gap by industry. Meanwhile, women were more likely than men to be employed in 'education' as 13.2% of women and 3.2% of men were employed in the 'education' industry.

Generally, men were more likely than women to be engaged in industries which involve manual labour and employ relatively large numbers of lower-skilled workers. On the contrary, women were more likely than men to be engaged in service⁵ industries which employ relatively large numbers of professionals and associate professionals.

⁵Service industries are those industries primarily involved in the production of services instead of end products.

Figure 3: Employed Population by Sex for Selected Industries



Women represent majority of managers and professionals in the largest industries

Ensuring that women are represented in leadership and decision-making roles is important to advancing gender equality and is reflected in the United Nations Sustainable Development Goals (SDG 5, target 5.5). The following analysis examines the representation of women in management and professional occupations across the 10 industries that employ the most workers in St. Vincent and the Grenadines. Combining managers and professionals allows for an analysis of women’s representation not just in higher skilled occupations but among decision-makers in the labour market.

Women made up a majority share of managers and professionals in human health and social work activities (82.8%), education (73.1%), accommodation and food service activities (62.7%) and public administration and defence (54.4%). Notably, these four industries are traditionally female-dominated.

Another way to examine women’s representation in decision-making roles is to consider their representation in management and professional occupations relative to their representation within the industry. This method allows a rough assessment of whether women are rising into decision-making roles given their overall presence within an industry. Where women’s share of managers and professionals is lower than their share among the total industry, they are considered as under-represented. Where women’s share of managers and professionals is higher than their share of the total industry, they are considered over-represented.

Notably, women were over-represented as managers and professionals in 7 of the 10 industries in St. Vincent and the Grenadines. For example, while women made up 11.4% of the total construction industry, they represented 20.4% of managers. This could be attributed to women's higher educational attainment and greater propensity to enter higher-skilled jobs compared with men. At the same time, women were under-represented among managers and professionals in 2 of the 10 industries. Women made up 50.1% of the total wholesale and retail trade industry, but 42.7% of managers and professionals. Likewise, within the activities of households as employers, women made up 54.1% of the total industry but 44.4% of managers and professionals (Table 6).

Table 6: Share of Managers and Professionals Who are Women in the 10 Main Industries

	Share of women in industry	Share of managers and professionals
	Percentage (%)	
Wholesale and Retail Trade	50.1	42.7
Agriculture, Forestry and Fishing	24.6	30.8
Construction	11.4	20.4
Public Administration and Defence; Compulsory Social Security	47.8	54.4
Education	74.8	73.1
Transportation and Storage	19.9	35.3
Accommodation and Food Service Activities	54.9	62.7
Manufacturing	31.5	41.1
Activities of Households as Employers	54.1	44.4
Human Health and Social Work Activities	80.0	82.8

Source: Statistical Office of St Vincent and the Grenadines

Women were more likely than men to work part-time

According to the World Bank, women are more likely than men to be in part-time employment or flexible working arrangements so that they can combine work with care responsibilities (WB 2012, p.198). Findings from the 2015 data substantiate that women with children were more likely than men to be in part-time employment. Generally, women were more likely than men to work-part-time, as 25.4% of women worked fewer than 35 hours a week, compared with 18.4% of men.

Of all the reported reasons for working part-time, the most common response among both sexes was that their normal work hours were less than 35 hours. This was followed by the notion that they cannot find more work (Appendix A). Notably, the proportion of men (4.2%) and women (4.7%) who worked for less than 35 hours owing to personal or family responsibilities was about the same.

Further analysis of the 2015 data on part-time work revealed that women (3.0%) who worked part time, were less likely than men (8.4 %) to report that they did not want to work for more than 35 hours a week (Appendix A). Men were more likely than women to be working part-time due to seasonality, such as down time in production or slowdown of business activities.

Employed women are more likely than employed men to benefit from social protection

Generally, gender inequalities in the workforce can lead to gender gaps in social protection, as women were more likely than men to be engaged in informal work and not to benefit from social protection, such as pensions, unemployment or maternity benefits (ILO, 2016, p.30). Though still evident in the Caribbean, the overall gender gap in social protection has declined substantially since the 1990's (ILO, 2016, p. 30). On the contrary, in 2015, employed women in St. Vincent and the Grenadines were more likely than employed men to be engaged in formal employment and to benefit from social protection.

Of those employed, women were more likely than men to be formally employed, as 41.8% of women had employment based on a signed contract, compared with 31.6% of men (Table 7). Similarly, 57.4% of employed women benefited from paid annual leave, compared with 38.7% of employed men. Likewise, employed women were more likely than employed men to be entitled to insurance benefits from National Insurance Services (NIS), as 72.5% of employed women were entitled, compared with 58.4% of employed men.⁶ On the other hand however, men were more entitled to benefit from other types of insurance (6.5% versus 4.4%).

Table 7: Social Protection for Employed Population by Sex

	Men	Women
	Percentage (%)	
Employment based on a written contract	31.6	41.8
Benefits from paid annual leave	38.7	57.4
Entitled to employment related (social) insurance benefits		
Yes, from the National Insurance	58.4	72.5
Yes, from insurance other than National Insurance	6.5	4.4

Source: *Statistical Office of St Vincent and the Grenadines*

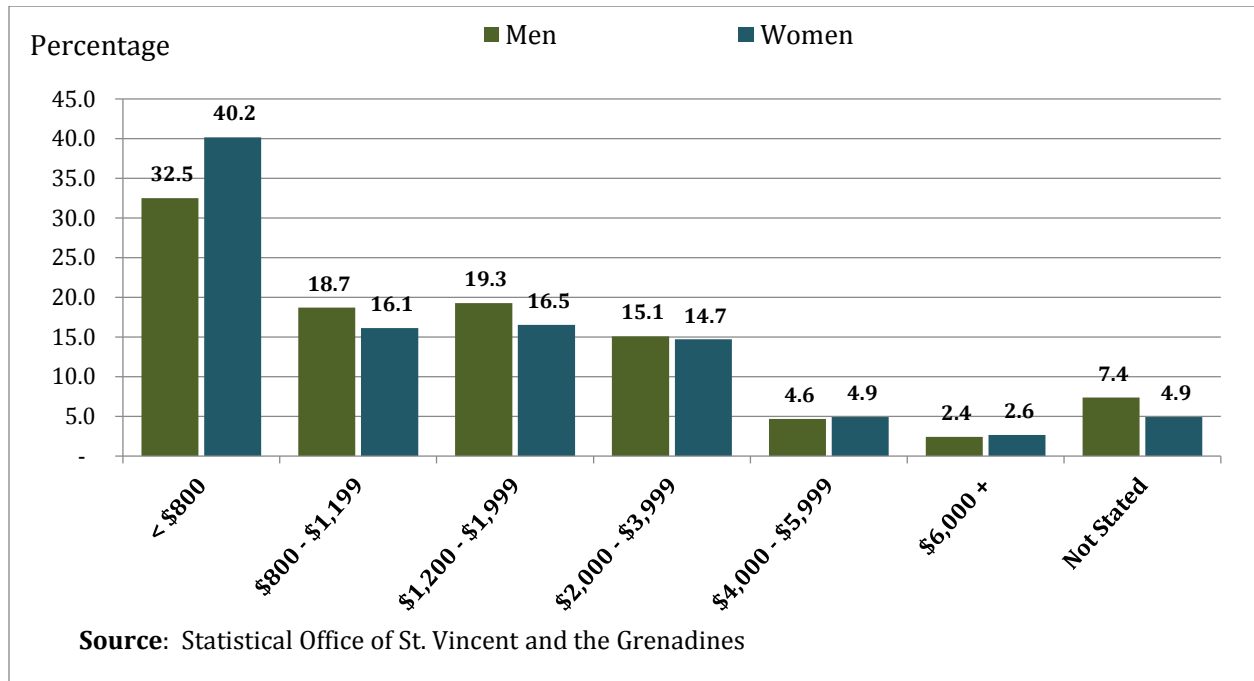
Working women were more likely than working men to report lower earnings

The literature suggests that where there is occupational segregation in the labour market, it follows that there are gaps in wages (Conduto de Sousa, 2005). Previous analysis reveals large differences between the proportion of men and women in the various occupational groups, particularly among those engaged as 'craft and related trade workers', 'services and sales workers' and 'professionals'. In St. Vincent and the Grenadines, working women were more likely than working men to report earnings in the lowest income categories. However, the gender gap dissipates for top earners, in line with findings that women have a higher level of education and tend to be employed in higher-skilled occupations (Figure 4).

⁶In the OECS, employers are required by law to register their business and paid employees (if any) with NIS, so that they can be covered by the social protection system of the country.

Working women were more likely than men to report earnings below EC \$ 800, as 40.2% of women reported as such, compared with 32.5% of men. Previous analysis highlighted that women were more likely than men to be engaged in part-time employment and to work in the public sector which tends to provide more secure employment yet lower paying jobs than in the private sector. Men were more likely than women to earn between EC \$800 and EC \$1,999 (38.0% versus 32.6%). Similar proportions of women and men reported earnings over EC \$2,000 (Figure 4).

Figure 4: Employed Population by Gross Monthly Income for Main Job

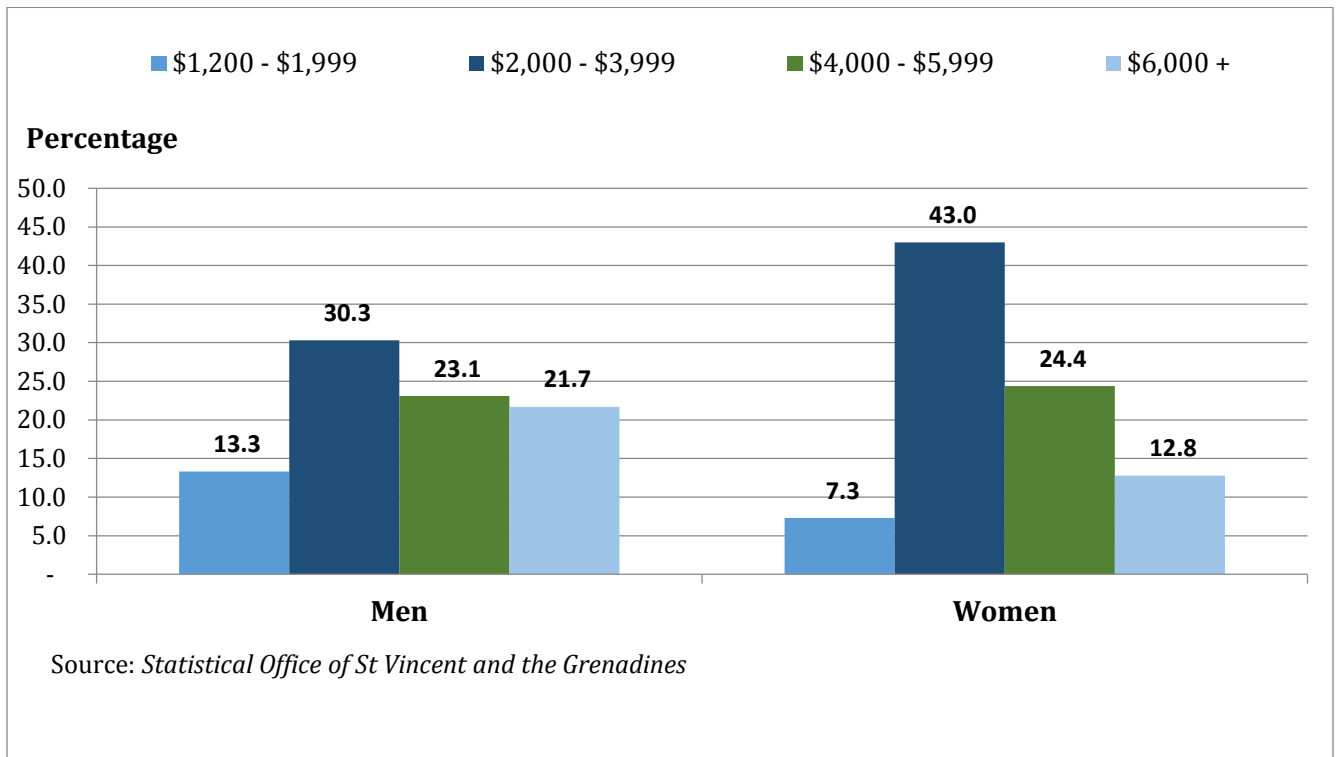


Women were less likely than their male counterparts to be in the top earnings groups

Earnings increased with higher levels of educational attainment for both women and men; however, there are some important differences to highlight. Women with a primary level education were more likely to be in lower earnings categories, as 66.3% of women earned less than EC \$800 per month, compared with 41.4% of men (Appendix B). Similar results are seen for women with secondary and pre-university/post-secondary education where a larger proportion of women than men reported lower earning categories.

For university-educated workers, larger proportions of women and men reported earnings of EC \$ 2,000 or greater (Appendix B). The widest gender gap was observed for the income category EC \$2,000 – \$3,999 where 43.0% women and 30.3% men reported income within this range. Men were more likely to earn EC \$6,000 or more, as 21.7% of men reported earnings in the highest category, compared with 12.8% of women – a gender gap of 8.9 percentage points (Figure 5).

Figure 5: Gross Monthly Income for the Employed with University Level Education



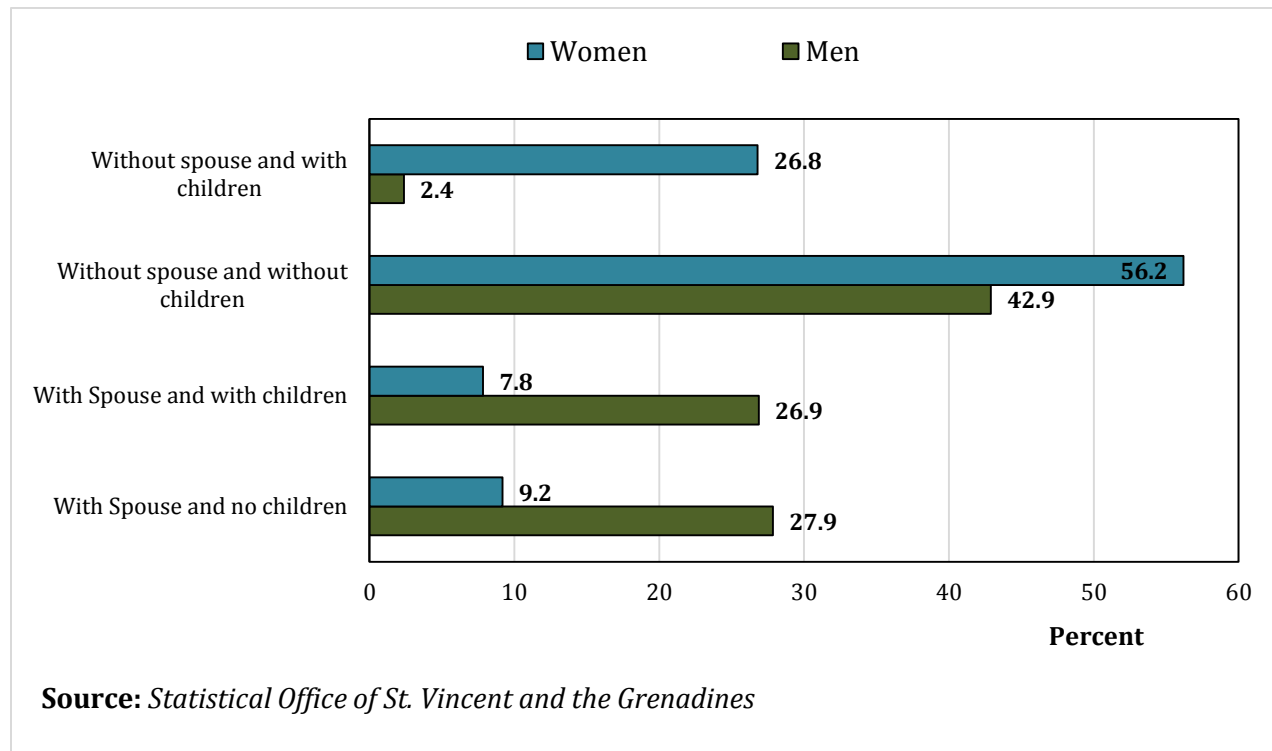
Family Structure

Women were more likely than men to be raising children without a spouse

The likelihood of being affected by poverty is higher for female-headed households in most Caribbean countries (UN Women, 2017, p. 7). Given that the number of single-parent households headed by women has increased from 2002 to 2014, particularly for lower income households, household structure is key to understanding the economic empowerment of women in the Caribbean (UN Women, 2017, pp.6-7).

Male-headed households accounted for 62.7% of total households.⁷ Notwithstanding a larger proportion of male-headed households, female household heads were more likely to be raising children alone, as 26.8% of female household heads did not have a spouse or partner but were living in households with children, compared with 2.4% of their male counterparts (Figure 6).

Figure 6: Household Structure by Sex



⁷For the 2015 LFS, the head of the household is defined as the person recognized by other members as head and typically responsible for the day-to-day activities of the household but not necessarily the main or only breadwinner (Population and Housing Census, 2012).

Female household heads were more likely to be unemployed than male household heads

Labour force participation rates were higher for household heads with a spouse/partner and children, specifically, 94.7% for male household heads and 77.8% for female household heads (Appendix C). Among female household heads, those raising children alone had the highest participation rate (84.3%), while those without a spouse and without children had the lowest participation rate, at 42.9%.

Female household heads raising children without a spouse had the highest rate of unemployment, at 23.1%. The unemployment rate edged down to 22.5% for female household heads living with their spouse and without children and 19.4% for those who were raising children with their spouse. The unemployment rates for male household-heads were lower for all family structures. The lowest unemployment rate among all family structures for both male and female heads was for male household-heads who were living with a spouse and without children, at 7.9%.

Summary

The St. Vincent and the Grenadines' working-age population comprised two-thirds of its total population, with a labour force participation rate of 65.7 %. Women were less likely than men to participate in the labour force. Labour force participation varied across age groups and sex, with the highest rate among the core working-age population and the lowest among the youth population. The gender gap in labour force participation was largest among the senior population and smallest among youths.

The national unemployment rate was 22.5% with a higher proportion of unemployed women. Unlike labour force participation, the largest gender gap in unemployment was among young men and women. The gender gap in unemployment narrowed with higher educational attainment, however, at all levels of education; women were more likely than men to be unemployed.

Among the employed population, women were more likely to be engaged in formal employment, to be employed in higher-skilled occupations and to have attained higher levels of education. At the same time, there were larger proportions of women in part-time employment and in lower earning categories. Although earnings increased with higher levels of educational attainment, among those with university education, women were less likely than their male counterparts to be in the highest earning group.

Although male-headed households accounted for the majority of total households, female household-heads were more likely than male household-heads to be raising children without a spouse or partner. Moreover, female household-heads raising children without a spouse or partner had a higher labour force participation rate and a higher rate of unemployment than those female household-heads who were raising children with their spouse or partner. Unemployment rates for male household-heads were lower than that of female household-heads, irrespective of family structure.

The report broadly outlines some gender disparities in the country's labour market. It examined the labour market in relation to a few correlates of labour force activities such as age, educational attainment and household structure. There is scope for further research in areas such as informal and part-time employment, poverty and deprivation, occupational gender segregation as well as household structures and the impact on the labour supply.

Documentation

The Labour Force Survey (LFS) collected information from a sample of households in St. Vincent and the Grenadines during the period of June to September 2015. The main aim of the LFS was to provide detailed information on labour market conditions in St. Vincent and the Grenadines. Although questions relating to labour market status were restricted to persons 15 years and older, the survey collected socio-demographic information on all persons within the sampled households.

To ensure that the LFS is comparable across regional and international countries, ILO's guidelines and definitions were followed. In addition, common classifications such as International Standard Classification of Occupation (ISCO) and International Standard Industrial Classification (ISIC) Rev 4 were used.

Sampling

The 2012 Population and Housing Census was used as the frame for the 2015 LFS. From this, the sample, which is based on a two-stage sampling procedure, was selected. The first stage involved the random selection of primary sampling units (PSUs) with a probability proportional to size. In the second stage, households (or secondary sampling units) were systematically selected from the PSUs selected in stage one. A total of 1,730 households (or 4.7% of total households) were selected to be enumerated.

The overall response rate for the LFS was 85.5 %. The noted reasons for the non-responses were no contacts and refusals.

Key Variables

The key variables of interest which were explored for this report were employed, unemployed, not in the labour force, as well as occupation, industry, income, hours of work and category of worker. Demographic variables such as age, sex, education and census division/region were also examined.

A data validation process was followed. Cross tabulations and consistency checks were done to assess accuracy of estimates. Missing values were also assessed. In some cases, the data validation process led to corrections to the data, which were made based on available information. Overall, affected cases represented less than 1% of the sample.

Income data were collected using a flash card where the respondent reported weekly, fortnightly or monthly income in categories. For example, if the respondent selected EC \$1,000 to \$1,999 (fortnightly) then monthly income for all those who selected that category was EC \$2,000 to \$3,999.

Concepts and Definitions

Working Age Population: The resident population aged 15 years and over. This excluded visitors and persons who resided in institutions.

Labour Force or Active Population: All persons 15 and over who were either employed or unemployed during the reference period.

Not in the Labour Force or Inactive Population: Inactive population or persons not in the labour force, refers to those who are of working age and who are neither 'employed' nor 'unemployed' during the reference period used to measure economic activity. These persons may be inactive because they are attending an educational institution, retired, engaged in family duties or disabled and unable to work.

Employed Population: The employed population refers to all persons who have worked for at least one hour, for an income or profit during the reference week.

The employed are also considered as persons temporarily not at work during the reference week for some reasons: vacation, study or maternity leave, illness, injury or temporary disability and expected to return to work; strike or lock-out and leave due to family responsibility.

Unemployed Population: The unemployed population is the proportion of the labour force that does not have a job and is actively looking and available for work during the reference week. To be classified as unemployed the three criteria have to be satisfied simultaneously. That is, the person must be:

- a) Without work, i.e. not in any paid employment or self-employment for at least one hour during the reference week;
- b) Currently available for work during the same one week reference period;
- a) Actively seeking work, that is, have taken specific steps to seek paid employment or self-employment in the four week period ending with the reference week or who found a job to start later, (within a period of at most three months). Examples of specific steps to seek paid or self-employment includes: writing applications, asking friends or relatives or people in authority; going from one company to the other or preparing to start their own business.

Employment Rate: The employment rate refers to the ratio of those employed over the population of working-age.

The Unemployment Rate: The unemployment rate refers to the ratio of the unemployed over the total labour force, i.e. the percentage of the labour force that is unemployed.

Unemployment Rate = (Unemployed Population / Labour Force)*100

Labour Force Participation Rate: The Labour force participation rate refers to the ratio of the total labour force over the working age population (persons 15 years and over), that is,

Labour Force Participation Rate = (Labour Force / Working Age Population)* 100

Discouraged Workers: Discouraged workers are persons who were without work and available for work, yet were not actively seeking work because they are not hopeful about their prospects of finding work.

Category of Worker: The indicator of category of worker distinguishes between: (a) employers (self-employed workers with employees); (b) private or public employees (wage and salaried workers); (c) self-employed workers (without employees, also known as own-account workers); and (d) contributing family workers (not salaried).

Sector or Industry: The industry in which an individual is engaged is the branch of economic activity carried out at the person's place of work during the reference week. This is defined in terms of the kind of goods produced or services supplied by the unit in which the person works and not necessarily the specific duties or functions of the person's job. For example, a person may be an accountant (occupation) in different industries, e.g. in the 'human health and social work activities' industry. For more details: <https://unstats.un.org/unsd/cr/registry/isic-4.asp>

Occupation: A set of activities or tasks that employees are paid to perform. Employees who perform essentially the same tasks are in the same occupation, whether or not they work in the same industry. For more details: <http://www.ilo.org/public/english/bureau/stat/isco/isco08/>

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Appendix A**Table 8: Proportion of Part-Time Workers and Reason for Working Part-Time**

	Men	Women
	Percentage (%)	
Part-time employment, all reasons	18.4	25.4
Reasons for working part-time		
Does not want to work more than 35 hours	8.4	3.0
Holiday, vacation	5.0	4.2
Personal, family responsibilities	4.2	4.7
Down time in production	9.6	2.9
Slowdown of business activities	9.7	6.1
Job started/ended within reference period	4.3	2.5
Could not find more work	13.8	15.1
Normal work is less than 35 hours	34.3	46.1
Other	3.9	3.4

Note: Part-time is considered to be less than 35 hours a week.

Source: *Statistical Office of St Vincent and the Grenadines*

Appendix B**Table 9: Gross Monthly Income by Highest Level of Education Attained and Sex**

	Primary or less		Secondary		University/Post-Secondary		University	
	Men	Women	Men	Women	Men	Women	Men	Women
< 800	41.4	66.3	28.9	38.3	13.9	22.1	x	x
\$800 - \$1199	19.8	15.0	19.0	20.8	17.5	15.2	x	x
\$1,200 - \$1,999	17.3	8.4	19.7	21.4	25.0	25.3	13.3	7.3
\$2,000 - \$3,999	10.3	x	15.4	9.4	26.0	23.6	30.3	43.0
\$4,000 - \$5,999	1.9	x	5.3	x	5.6	5.9	23.1	24.4
> \$6,000	x	x	x	x	x	x	21.7	12.8
Not Stated	x	x	x	x	x	x	x	x

x suppressed to meet the confidentiality requirements of the *Statistics Act*.

Source: *Statistical Office of St Vincent and the Grenadines*

Appendix C

Table 10: Labour Force Characteristics of Household Heads by Sex

	With spouse - no children		With spouse - children		Without spouse - no children		Without spouse - children	
	Men	Women	Men	Women	Men	Women	Men	Women
Household Heads	6,104	1,194	5,887	1,020	9,399	7,315	519	3,488
Labour force	4,209	667	5,574	794	6,914	3,137	x	2,940
Employed	3,877	517	4,985	640	5,698	2,583	x	2,262
Unemployed	332	150	589	154	1,216	554	x	678
Participation rate (%)	69.0	55.9	94.7	77.8	73.6	42.9	x	84.3
Employment rate (%)	63.5	43.3	84.7	62.7	60.6	35.3	x	64.9
Unemployment rate (%)	7.9	22.5	10.6	19.4	17.6	17.7	x	23.1

x suppressed to meet the confidentiality requirements of the *Statistics Act*.

Source: *Statistical Office of St Vincent and the Grenadines*

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