

Government of St. Vincent and the Grenadines (GOSVG)

2022 LABOUR FORCE SURVEY REPORT

SAINT VINCENT AND THE GRENADINES

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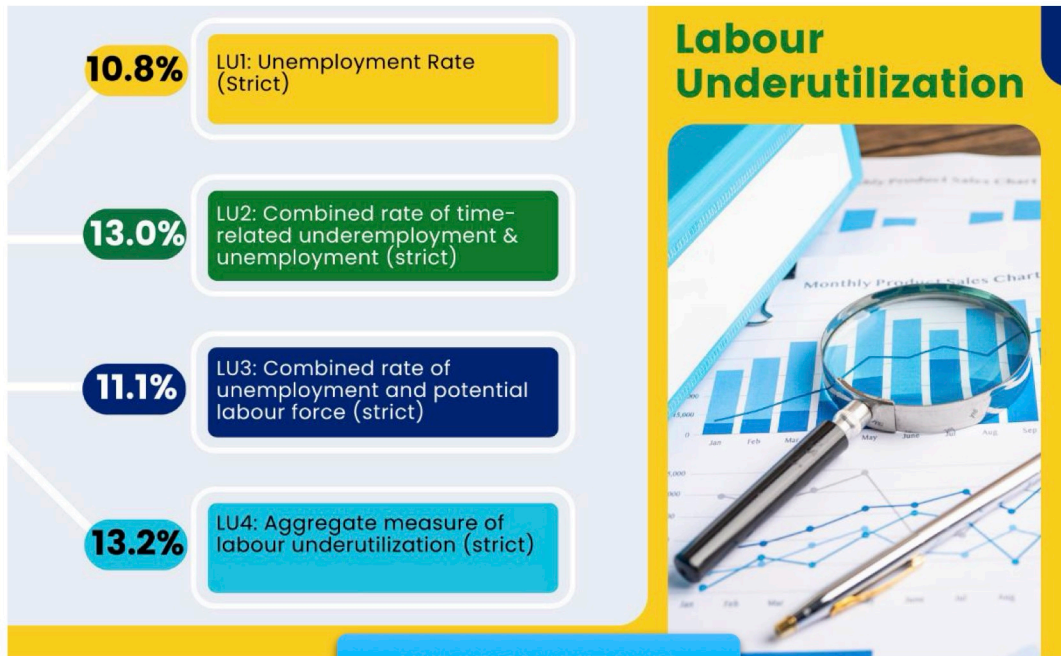
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SUMMARY OF FINDINGS

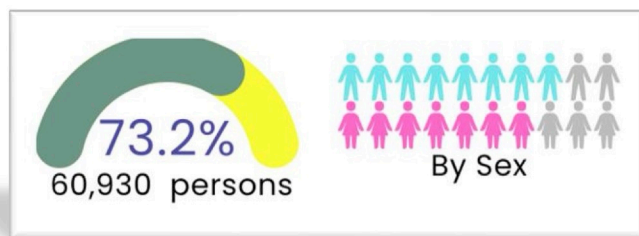
HEADLINE INDICATORS



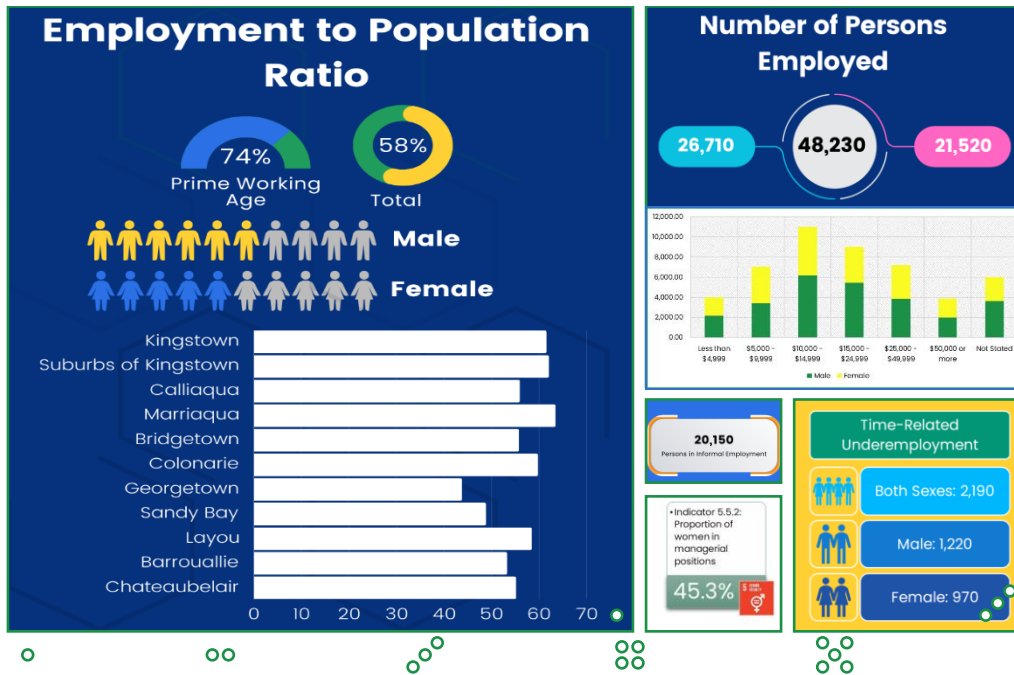
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LABOUR FORCE



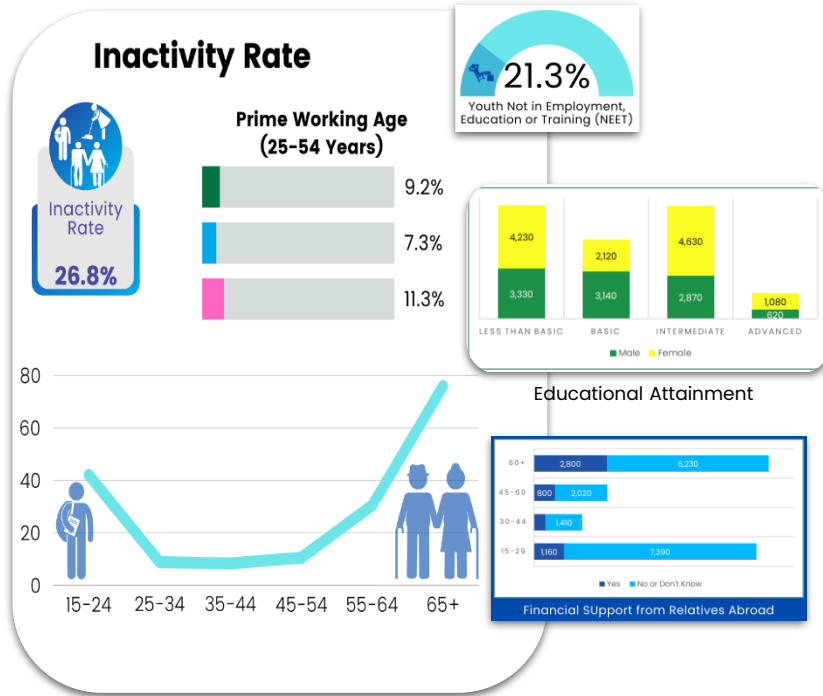
EMPLOYMENT



UNEMPLOYMENT



OUTSIDE THE LABOUR FORCE



1 INTRODUCTION

This chapter provides an overview of the socioeconomic situation in St. Vincent and the Grenadines. Understanding these factors is crucial for interpreting the survey findings and formulating policies that promote decent work opportunities and enhance the lives of all Vincentians. Also included is a summary of the survey implementation. The Chapter also highlights key features relevant to the labour force survey.

1.1 GEOGRAPHY

St. Vincent and the Grenadines consists of a main island, St. Vincent and several smaller islands collectively known as the Grenadines. Nine, including the mainland St Vincent and the following Grenadines islands, are inhabited: Young Island, Bequia, Mustique, Canouan, Union Island, Mayreau, Petit St Vincent and Palm Island¹. St. Vincent and the Grenadines is in the Eastern Caribbean, with St. Lucia to the north, Barbados to the east and Grenada to the south. The capital of St. Vincent and the Grenadines is Kingstown. The main island of Saint Vincent is about 133 square miles in area².

1.2 ECONOMY

The St. Vincent and the Grenadines economy has been recovering from negative growth in 2020 to early 2021. During this time there was a global pandemic and a volcanic eruption in 2021 on the main island. These dual shocks caused significant disruption in the economy as service-related entities were adversely impacted by the restrictions on movement during the peak of the pandemic, and the dislocation of persons following the eruption.

In the third quarter of 2022 (July to September 2022), the economy grew by 6.0 per cent. This was 5.2 percentage points more than the growth of 0.8 per cent for the similar quarter of 2021. The economy's performance in the quarter was influenced by increases in several industries. The top four industries for the quarter were *Wholesale and Retail Trade*, which increased by 19.7 per cent, *Construction* by 14.6 per cent, *Taxes and Subsidies* by 13.8 per cent, and *Agriculture, Hunting, Forestry and Fishing* which grew by 8.7 per cent³.

St. Vincent and the Grenadines is a member of the Organization of Eastern Caribbean States (OECS) and the Eastern Caribbean Currency Union (ECCU) along with Anguilla, Antigua and

¹ United Nations Development Programme. (n.d.). *St Vincent and the Grenadines*: <https://www.undp.org/barbados/st-vincent-and-grenadines#:~:text=Saint%20Vincent%20and%20the%20Grenadines,Saint%20Vincent%20and%20Palm%20Island>

² Eastern Caribbean Central Bank. (n.d.). *Member Countries*. <https://www.eccb-centralbank.org/member-countries/saint-vincent-and-the-grenadines>

³ Statistical Office, Economic Planning Division, Ministry of Finance, Economic Planning & Information Technology. (2023). Quarterly Gross Domestic Product for the period July to September 2022: https://stats.gov.vc/wp-content/uploads/2023/01/QGDP_Statistical_Release_2022_Q3.pdf

Barbuda, Dominica, Grenada, Montserrat, Saint Kitts and Nevis, and Saint Lucia. The official currency is the Eastern Caribbean Dollar (EC\$).

Total exports have been trending downwards in St. Vincent and the Grenadines while imports have increased. In 2021, the trade deficit increased from EC\$ 717.6 million to EC\$ 912.0 million. Total exports decreased by 37 per cent to EC\$ 93.7 million from EC\$ 148.9 million, while total imports increased by 16 per cent to EC\$ 1,005.7 million. Domestic exports declined by 7 per cent to EC\$ 81.1 million in 2021 relative to 2020. Saint Lucia, Barbados, and Dominica were the top three trading partners for domestic exports in 2021. Imports were largely from the United States, Trinidad and Tobago and China⁴.

Based on data released by the St. Vincent and the Grenadines Statistics Office in the monthly Consumer Price Index (CPI) bulletin, for November 2022, the point-to-point inflation rate was 7.5 per cent compared to 3.2 per cent for November 2021. For December 2022 it was 6.7 per cent compared to 3.4 for the same month of the previous year. Higher prices of food, airfare, and oil, among other things, were some of the main drivers of inflation at the time.

1.3 POPULATION

Based on historical data, the St. Vincent and the Grenadines population has experienced some shifts over the last few decades. There were increases between the 1940s and the 1980s; however, there was a drastic slowing down of population growth in the early 2000s. The population is estimated at 110,418 as of 2022 and is almost equally divided by sex, with 56,176 males (50.9%) and 54,243 females (49.1%). Census data also shows shifts in the sex ratio, moving from *“76 males per 100 females, in 1921, to 105 males per 100 females, in 2012”*⁵. Most residents are native Vincentians, accounting for 96.5 per cent.

⁴ Statistical Office, Economic Planning Division, Ministry of Finance, Economic Planning & Information Technology. (2022). 2021 International Trade Report: <https://stats.gov.vc/wp-content/uploads/2022/11/Annual-Trade-Report-2021.pdf>

⁵ Statistical Office, Economic Planning Division, Ministry of Finance, Economic Planning & Information Technology (n.d.): <https://stats.gov.vc/wp-content/uploads/2017/01/2012-Housing-and-Population-Census-Report-final-draft-4.pdf>

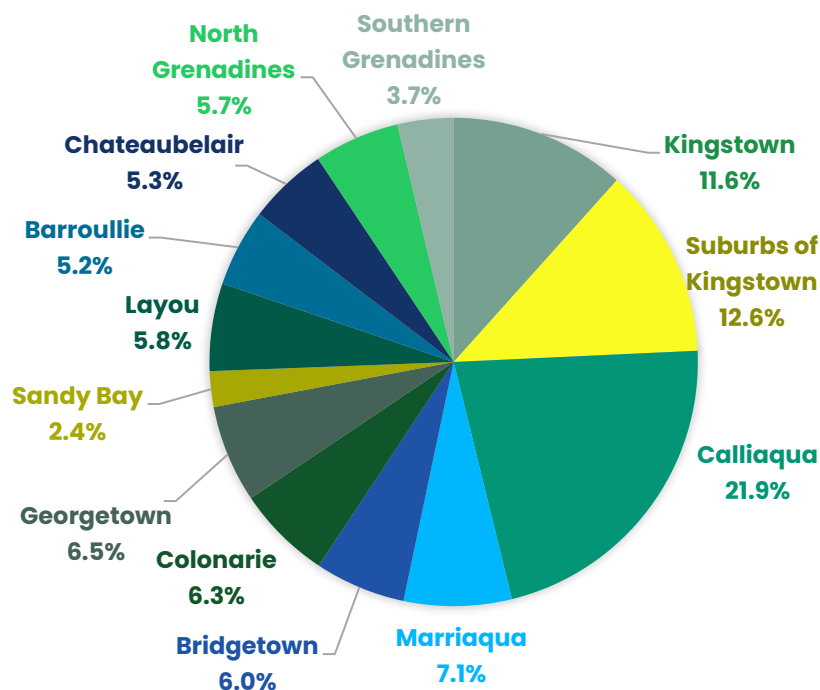


FIGURE 1-1: SHARE OF THE ST. VINCENT & THE GRENADINES POPULATION BY CENSUS DIVISION, 2022 POPULATION ESTIMATES

Life expectancy at birth in St. Vincent and the Grenadines was 72.5 years for females and 67.2 years for males in 2021. The Total Fertility Rate (TFR) was 1.7 in 2021 and has consistently been at sub-replacement levels since 2017. The infant mortality rate in 2021 was 16.8 per 1,000 live births and a crude death rate of 10.7 per 1,000 persons in the population⁶.

Based on the 2012 census, St. Vincent and the Grenadine's population density was 732 persons per square mile; the mainland had a population density of 746 persons per square mile. St. Vincent and the Grenadines comprise thirteen (13) census divisions, of which eleven (11) are found on the mainland. Based on the 2012 Census, 90.6 per cent of households live on the mainland, with 9.4 per cent remaining in the other two census divisions in the Grenadines.

Based on the 2012 census, the largest increase in the population since the 2001 census was in Calliaqua and the Suburbs of Kingstown among the mainland divisions, and the largest decline was in Sandy Bay. There were also increases in the Northern and Southern divisions between the two censuses.

⁶ Statistical Office, Economic Planning Division, Ministry of Finance, Economic Planning & Information Technology. (2021). *St. Vincent and the Grenadines Population and Vital Statistics Report*: <https://stats.gov.vc/wp-content/uploads/2022/05/Population-and-Vital-Statistics-Report-2019.pdf>.

Based on the 2022 population estimates, the three most populated areas are Calliaqua (21.9%), Suburbs of Kingstown (12.6%) and Kingstown (11.6%). The least populated was Sandy Bay, with only 2.4 per cent of the population residing there.

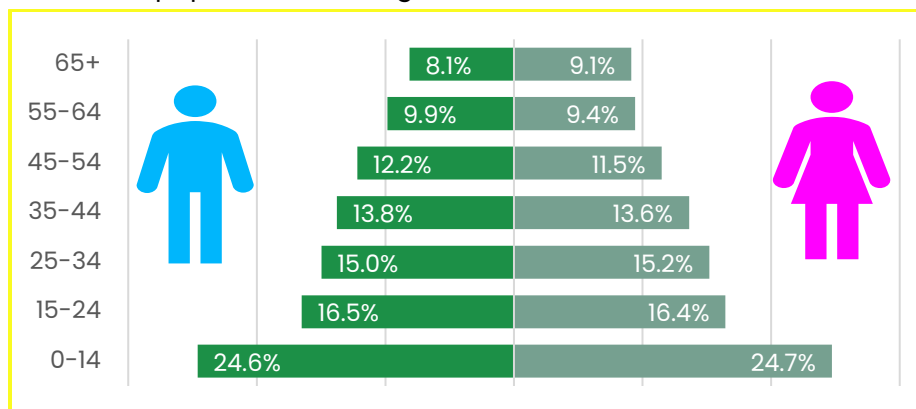


FIGURE 1-2: POPULATION OF ST. VINCENT & THE GRENADINES BY SEX & 10 YEAR AGE GROUPS⁷

Based on the 2022 population estimates, one-quarter of the population are children aged 0-14 (24.7%). Youth was the second largest group, accounting for 16.5 per cent. Four in every ten persons in the population were within the prime working age group of 25 to 54 (40.6%). The age distribution was similar by sex; however, males outnumbered females within every age group up to 64.

Research has demonstrated that education reduces vulnerability to poverty, unemployment, and poor health conditions. In St. Vincent and the Grenadines, the youth literacy rate, that is, the proportion of persons aged 15 to 24 who can both read and write with understanding a short, simple statement and do simple arithmetic calculations, was 64.2 per cent (2021-2022 period). Based on data presented in the Education Statistical Digest (2022), primary and secondary enrolment are almost universal⁸.

According to the 2022 population estimate, over one-third (37.6%) of the population has less than primary education, 27.5 per cent have lower or upper secondary education, and 11.7 per cent have completed post-secondary non-tertiary education. At lower levels of education, males outnumber females up to primary education; however, females outnumber males at higher education levels, especially at the bachelor's degree level or higher, where there are twice as many females as males.

The survey shows that more than two-thirds of the fifteen and older population was Single/Never Married (70.3%), and 22.5 per cent were legally married. Over one-third of the

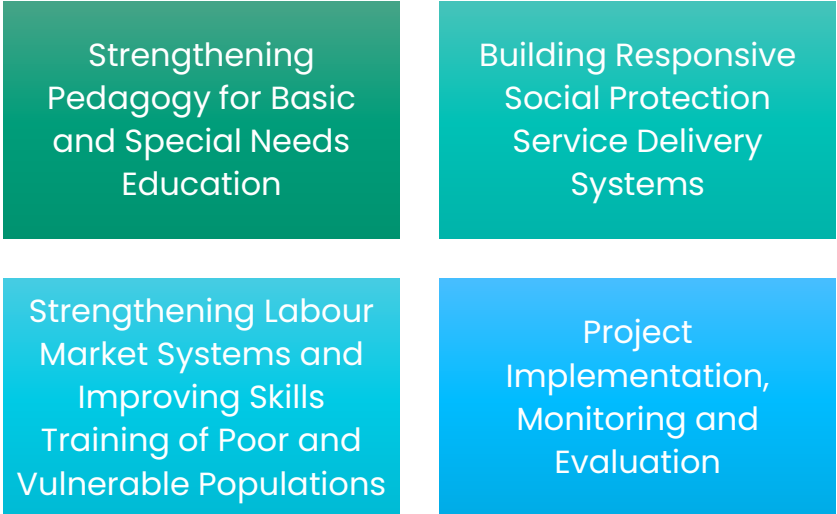
⁷ Data Source: 2022 Population Estimates, Statistics Office

⁸ Statistical Office, Economic Planning Division, Ministry of Finance, Economic Planning & Information Technology. (2023). St. Vincent & the Grenadines Education Statistical Digest: <https://stats.gov.vc/wp-content/uploads/2023/07/Education-Statistical-Digest-2022.pdf>

population live in a household type 'Couple with children' (37.0%), and another 30.0 per cent in a single parent household.

1.4 SURVEY IMPLEMENTATION

The Government of St. Vincent and the Grenadines (GOSVG) has received funding from the World Bank (WB) for the Human Development Service Delivery Project (HDSD). The project aims to improve the quality-of-service delivery in education, social protection systems, and labour market systems. It is being implemented by the Ministry of Finance, Economic Planning, and Information Technology (MoFEP) and other participating ministries. The project has four components:



Improving the effectiveness of labour market systems was one objective of the project specifically implemented under Component 3 - Strengthening Labour Market Systems and Improving Skills Training of Poor and Vulnerable Populations. The Statistical Office of St. Vincent and the Grenadines, the OECS and the United Nations Development Programme (UNDP) embarked on a project to harmonise the LFS during June 2015 and June 2017.

The OECS harmonisation informed the instruments fielded first in 2019 and again in 2022. The main survey was conducted between November 2022 and January 2023. Questionnaires were administered during face-to-face interviews using tablet computers. The survey used a floating reference week, so persons were asked about the full week, Sunday to Saturday, of the week prior to the date of the interview. The instrument collected data on demographic characteristics, including the age and sex of respondents, as well as education and training, and questions to determine labour force and employment status.

The survey findings are expected to provide insights into major labour market trends. The primary objective of this consultancy is the preparation of a comprehensive analytical report on the 2022 Labour Force Survey, along with capacity building within the NSO.

1.5 THE 2022 LFS REPORT

This St. Vincent and the Grenadines Labour Force Survey Report is presented in six chapters. This overview and introductory Chapter briefly summarise the socio-economic context and the survey's implementation and design. Chapters 2 to 5 are data chapters focused on the working-age population fifteen years or older. Specifically, the findings from the survey are organised and discussed in the following order: Labour Force, Employed, Unemployed, and Outside the Labour Force. Tables will be presented at the end of each data chapter for ease of reference. The report features charts and figures within the chapters to highlight key aspects of the data. The final Chapter outlines the sampling methodology and other related technical notes. A sample of the survey instruments is available as an appendix.

2 KEY FEATURES OF THE ST. VINCENT AND THE GRENADINES LABOUR FORCE

Information on the labour force is critical to understanding the labour market of any country and, when used along with the unemployment rate, it is a key indicator of the health of the economy. The labour force comprises the working-age population who are actively engaged in the labour market. Also known as the economically active population, the labour force includes the total number of persons employed, plus those who are unemployed.

The Labour Force Participation Rate (LFPR) is a key indicator of any labour force survey. It provides the portion of the population aged fifteen and older that is available to actively participate in the workforce, contributing to the production of goods and services.

In St. Vincent and the Grenadines, using the relaxed definition of unemployment, 60,930 persons, or 73.2 per cent of the population 15 years and older, were in the labour force in 2022. Due to the nature of the labour market in many countries where it is a culturally accepted practice to utilise informal channels to seek work, the relaxed definition provides that the person is unemployed and available for work but may or may not be seeking. Looking at the St. Vincent and the Grenadines labour force using the strict definition of unemployment⁹, the size of the labour force in 2022 was 54,080 persons: a participation rate of 65.0 per cent.

*The proportion of persons in the labour force relative to the 15 and older population is the **labour force participation rate**. It represents the proportion of persons employed or actively seeking employment.*

2.1 LABOUR FORCE BY SEX (RELAXED)

Historically, male labour force participation has been higher than females in almost every country. Women have traditionally been more involved in unpaid care work and household duties; at the same time, men primarily held the role of breadwinners¹⁰. In St. Vincent and the Grenadines, there were more males than females in the labour force in 2022, irrespective of the definition of unemployment used. Males accounted for over one-half of the labour force

⁹ “According to the Resolution concerning statistics of work, employment and labour underutilization adopted in 2013 by the 19th International Conference of Labour Statisticians (ICLS), the standard definition of unemployment refers to all those persons of working age who are without work, seeking work (carried out activities to seek employment during a recent past period), and currently available for work” [KILM 3 \(ilo.org\)](#)

¹⁰Sandra Tzvetkova and Esteban Ortiz-Ospina (2017) - “Working women: What determines female labor force participation?” Published online at OurWorldInData.org. Retrieved from: 'https://ourworldindata.org/women-in-the-labor-force-determinants'

(32,220 males). The male participation rate was 76.1 per cent. In comparison, there were 28,710 females in the labour force, representing 70.3 per cent of females 15 years and older.

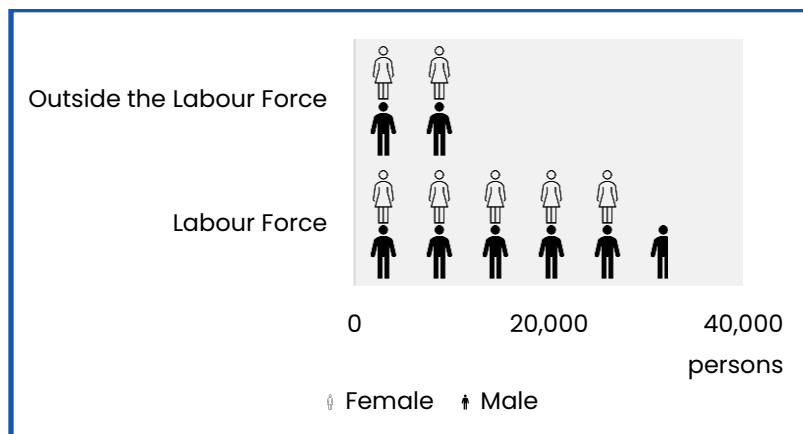


FIGURE 2-1: LABOUR FORCE STATUS BY SEX, 2022

2.2 LABOUR FORCE BY AGE GROUP (RELAXED)

Analysis of labour market participation by age provides meaningful insight about the state of the labour market in a country. Persons of younger ages tend to lack the requisite experience. Over time though, skills and expertise are refined, thereby allowing for the maximum contribution to productive activities. However, as people get older, certain physical and mental abilities decline. This is further compounded by technological advances that may render some skills obsolete. The distribution of persons in the labour force should increase gradually with age up to a certain point before it begins to decline. It is therefore expected that most of a country's labour force should be between the ages of 25 and 54 years old, the prime working age. It is also expected that participation in the labour force should be lowest among the youngest and oldest age groups who may be engaged in school or training, are retired, or otherwise constrained from fully participating in the labour market.

Looking at the distribution of the labour force by 10-year age groups, two-thirds of the persons in the labour force were in the prime working age group between 25 and 54 years (40,710 persons). One-quarter of the persons in the labour force were between 25 and 34 years old (15,170 persons), and another 22.7 per cent were between 35 and 44 years old (13,850 persons). There were fewer older persons in the labour force. There were 7,400 persons between the ages of 55 and 64 years old and 2,280 persons 65 years and older. Similarly, there were fewer youth (15-24 years) in the labour force 10,540 or 17.3 per cent.

The age distribution within sex by 10-year age groups shows some similarities. For both sexes, the proportion of persons in the labour force was largest within the prime working age groups 25 to 54 years (males – 66.2%; females – 67.6%) with the highest proportion being within the

age group 25 to 34 years old (males - 7,760; females - 7,420). Except for youth (15-24 years), the number of males in the labour force exceeded the number of females for all age groups.

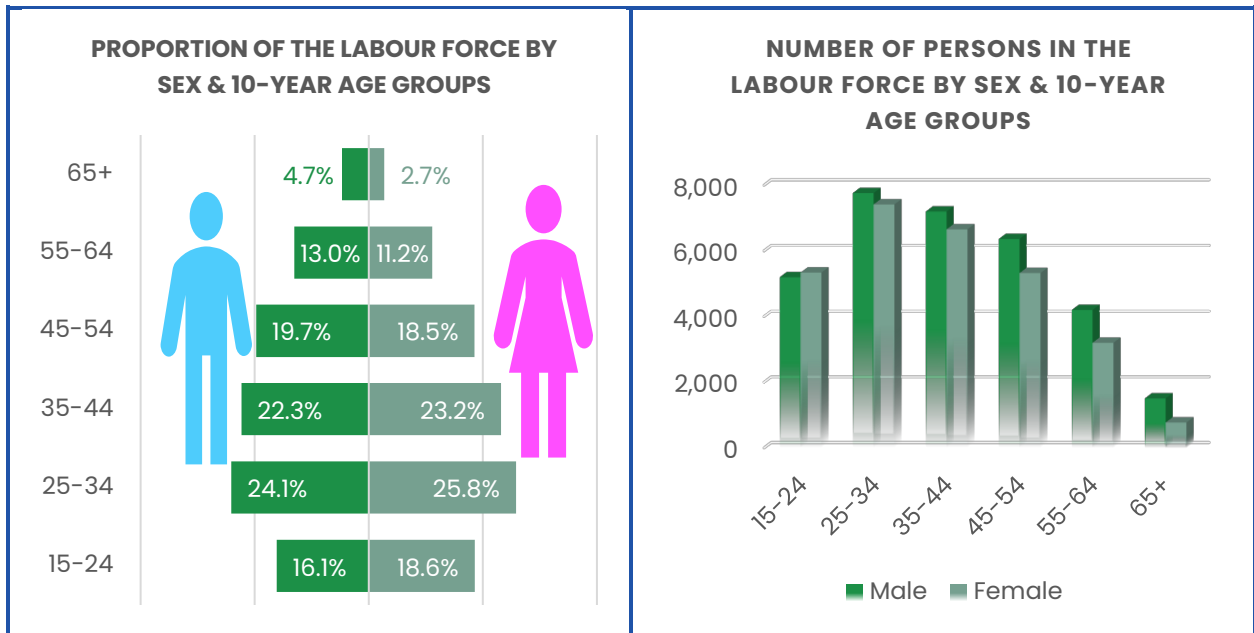


FIGURE 2-2: PROPORTION OF THE LABOUR FORCE AND NUMBER OF PERSONS IN THE LABOUR FORCE BY SEX AND 10-YEAR AGE GROUPS

2.3 LABOUR FORCE PARTICIPATION RATE BY AGE

The data shows an inverse u-shaped relationship between labour force participation and age. Labour force participation was highest for persons 25 to 54 years old, with nine (9) in every ten (10) persons being in the labour force. Labour force participation was 57.9 per cent for youth (15 to 24 years) who were likely to either be still in school or recent entrants to the labour market. Labour force participation was lowest as persons approached retirement. The participation rate was 69.5 per cent for those 55 to 64 years and 24.0 per cent for those 65 and older who are more likely to be pensioners.

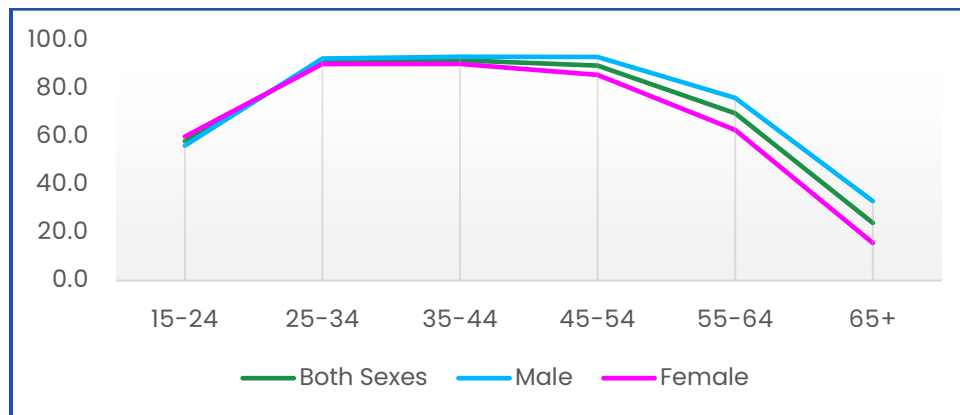


FIGURE 2-3: LABOUR FORCE PARTICIPATION RATE BY 10-YEAR AGE GROUPS

The rate of labour force participation was similar for both sexes for the younger age groups. However, as age increased, the gender gap in labour force participation widened implying that women exited the labour force earlier than men. Among youth, the gender gap in labour force participation was 3.8 percentage points. However, among persons sixty-five years or older the gender gap in labour force participation was 17.4 percentage points.

Among men of prime working age (25 to 54 years), 92.7 per cent were in the labour force. Male labour force participation was highest in the age groups 35-44 years (93.0%) and 45-54 years (93.0%). Male labour force participation declined at older ages, with 33.0 per cent of males 65 years and older participating in the labour force.

Nine (9) in every ten (10) females of prime working age (25 to 54 years) was in the labour force. Female labour force participation was highest among women 34 to 44 years old (90.0%), followed by those 25 to 34 years old (90.0%). Lower female participation was also observed for the youngest and oldest age groups. Only 15.6 per cent of females aged 65 and older were in the labour force, while the labour force participation among young women 15-24 years old was 60.0 per cent.

2.4 LABOUR FORCE BY EDUCATIONAL ATTAINMENT

There tends to be a positive relationship between labour force participation and education and overall human capital investment¹¹. As such, most persons with high academic qualifications are likely to be in the labour force and, more specifically, employed.

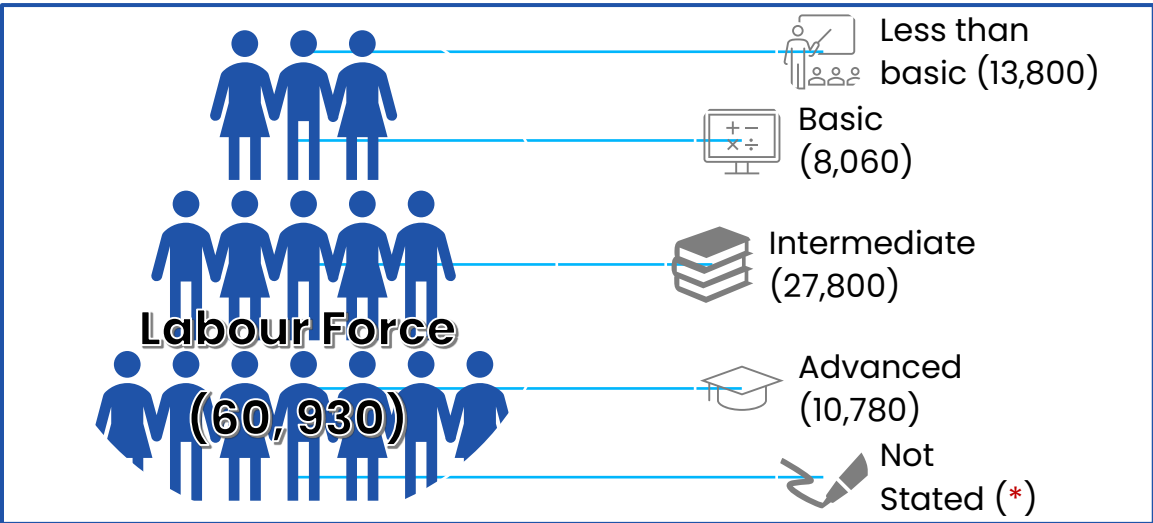


FIGURE 2-4: LABOUR FORCE BY EDUCATIONAL ATTAINMENT

¹¹ OECD (2023), Education at a Glance 2023: OECD Indicators, OECD Publishing, Paris, <https://doi.org/10.1787/e13bef63-en>.

Most of the persons in the labour force had an intermediate level of education (27,800 or 45.6%). This means they had attained either upper-secondary level education or post-secondary non-tertiary education. The second largest group of the labour force had less than basic education (13,800 or 22.7%), meaning they either had no schooling or only attained early childhood education. Notably, 10,780 or 17.7 per cent of the labour force attained advanced education, completing short-cycle tertiary education or a university degree at the bachelor's level or higher.

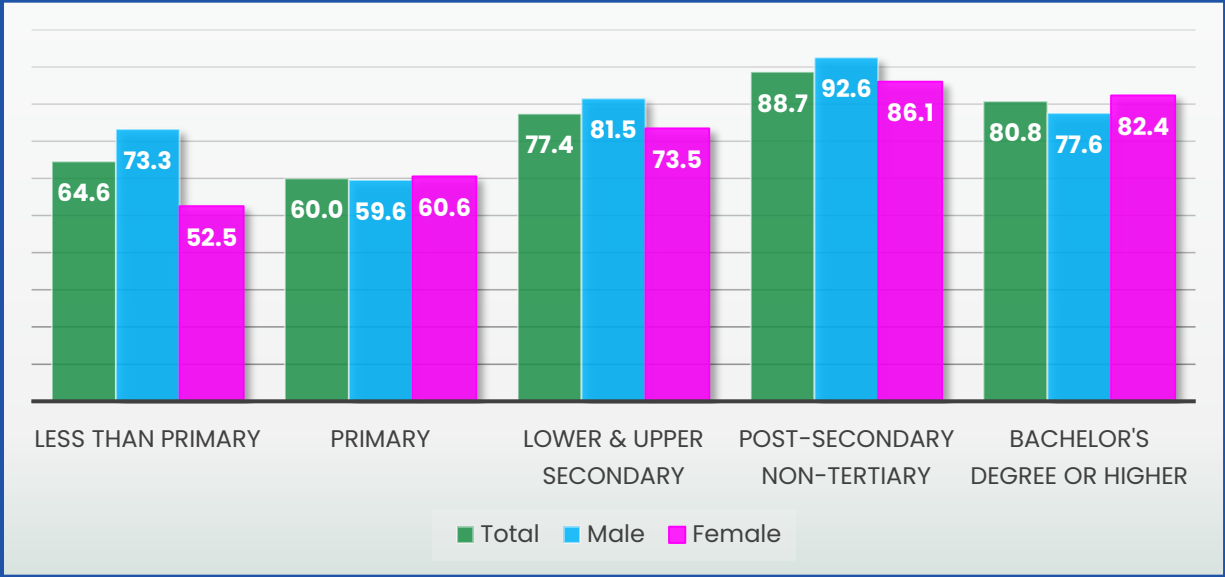


FIGURE 2-5: LABOUR FORCE PARTICIPATION RATES BY EDUCATIONAL ATTAINMENT (ISCED 2011 LEVELS)

When analysed by ISCED 2011 categories, labour force participation was highest among those with post-secondary, non-tertiary level education (88.7%), followed by those with a bachelor's degree or higher (80.8%). The lowest participation rate overall was observed among persons with primary-level education (60.0%) and less than primary-level education (64.6%). The data also shows a lower participation rate among females with less than primary education (52.5%) than their male counterparts (73.3%). The data revealed a higher participation rate among females with a bachelor's degree or higher (82.4%) than males (77.6%).

2.5 LABOUR FORCE BY HEALTH STATUS

During the survey, respondents were asked if they had a health condition, illness, accident, or dental issues for which they had to seek medical attention during the last 12 months. Labour force participation varies based on recent experience with health issues. Persons in the labour force were less likely to have had a health condition in the last 12 months (49,620 or 81.4%). A total of 11,310 persons (18.6%) in the labour force had a health issue in the 12 months preceding the survey. Additionally, the participation rate was 76.1 per cent for persons who did not have a health issue compared to 62.9 per cent for those who did.

2.6 LABOUR FORCE BY AREA OF RESIDENCE

For this analysis area of residence is categorised according to the thirteen (13) census divisions. The largest number of persons, or one-fifth of the labour force, resided in Census Division (CD) Calliaqua (12,690 or 20.8%). This was followed by persons who resided in the CD Suburbs of Kingstown (8,240 or 13.5%) and CD Kingstown (7,220 or 11.9%).

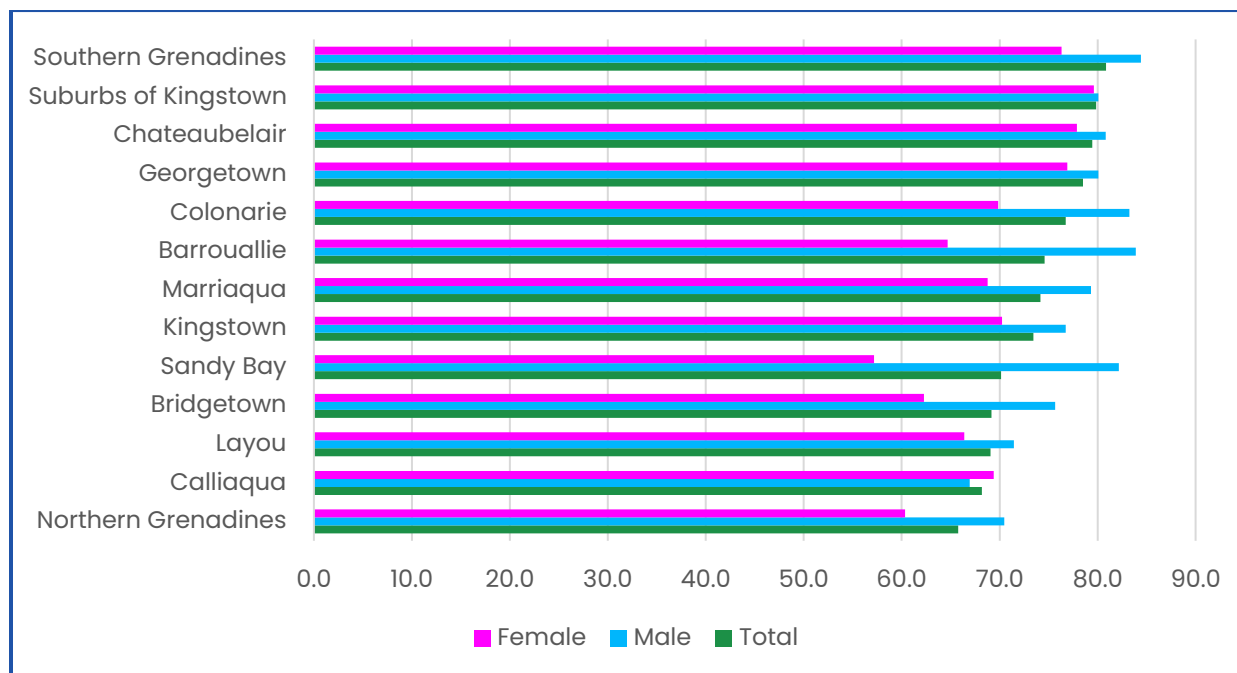


FIGURE 2-6: LABOUR FORCE PARTICIPATION RATE BY AREA OF RESIDENCE

On average, 7 of every 10 persons living across these different areas were in the labour force. Notably, CD Southern Grenadines (80.9%), CD Suburbs of Kingstown (79.9%) and CD Chateaubelair (79.5%) had the highest participation rate. Among males, the highest labour force participation rate was observed for CD Southern Grenadines (84.4%) and the lowest for CD Calliaqua (66.9%). For females, however, the highest rate of labour force participation was observed for CD Suburbs of Kingstown (79.6%), and the lowest in CD Sandy Bay (57.2%).

2.7 LABOUR FORCE PARTICIPATION OF PERSONS LIVING IN HOUSEHOLDS WITH CHILDREN

A little over one-half (53.7%) of persons who resided in a household with at least one child under the age of 18 years was in the labour force. Among the 43,960 persons who lived in a household with at least one minor under 18 years old, 32,740 were in the labour force representing a labour force participation rate of 74.5 per cent.

Participation in the labour force among persons who resided in a household with at least one child under 18 years old was similar for both sexes. Among males who lived in households with children under 18, 73.4 per cent or 14,130 were in the labour force. Among females living in similar households, the participation rate was 75.4 per cent.

On the other hand, labour force participation among those who lived in households without children under 18 years showed some gender disparity. Among males who lived in households without children (18 years or younger), the labour force participation rate was 78.3 per cent. For females with the same living arrangements, the labour force participation rate was 62.6 per cent.

Of the 32,220 males in the labour force, 14,130 or 43.9 per cent resided in a household with at least one child under the age of 18 years. In comparison, over two-thirds of females in the labour force (18,610 or 64.8%) resided in a household with at least one minor.

The Labour force participation rate among persons living in a household with at least one child under the age of 6 years old was 81.4 per cent. The participation rate among men living in these types of households was 82.2 per cent, and for females in households with minor children (under 6 years) it was 81.0 per cent.

The data shows that not living in households with minor children (under 6 years) was significantly correlated with labour force participation by sex. Among men who lived in households without minor children, the labour force participation was 75.0 per cent. Among females living in households without minor children, the labour force participation rate was 66.8 per cent.

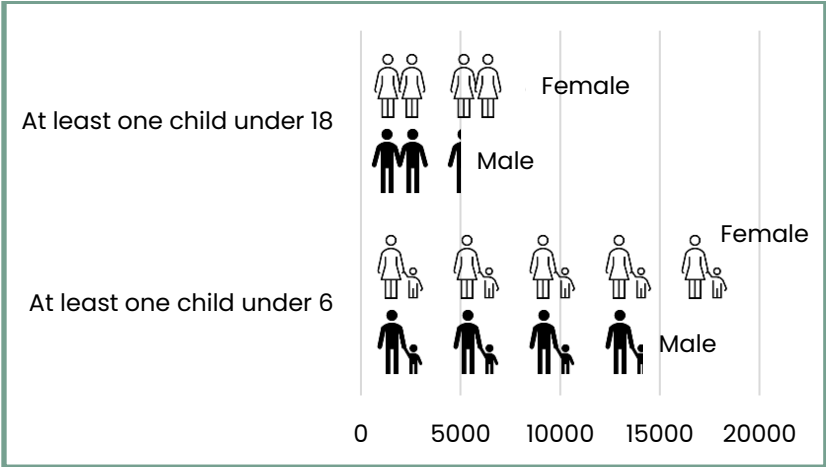


FIGURE 2-7: LABOUR FORCE BY SEX & PRESENCE OF A MINOR IN THE HOUSEHOLD

Most males in the labour force did not live in a household with at least one child under the age of 6 (27,220 or 84.5%). Similarly, most females in the labour force did not live in a household

with a child under 6 (20,470 or 71.3%). About one-fifth of persons in the labour force lived in a household with a child under 6 (13,240 or 21.7%). Almost twice as many females in the labour force (8,240) lived in a household with at least one child under the age of 6 than males (5,000).

2.8 LABOUR FORCE BY HOUSEHOLD TYPE

Over one-third of the persons in the labour force resided in a household of the type 'Couple with Children' (22,160 or 36.4%). This was followed by another one-quarter in single-parent households (15,790 or 25.9%). Based on the survey data, labour force participation varies by household type. Labour force participation was highest for persons in household type 'couple with children' (77.1%), single-parent households (72.5%), and single-person households (71.4%). The lowest labour force participation rate was observed for households of the type "couple without children" (56.4%) and "Extended Family" (65.3%)

When the data is disaggregated by sex, a little over one-third of the males in the labour force were in household type 'Couple with Children' (10,960 or 34.0%) and another one-quarter in single-parent households (6,570 or 20.4%) or single-person households (6,490 or 20.1%). Among the female labour force, 11,200 or 39.0 per cent were in the household type 'Couple with Children', and another 9,220 or 32.1 per cent were in single-parent households. Within the household type, 'Couple with Children', the share of males and females was similar, suggesting that both parents are in the labour force. However, within the single-parent household category, the majority of those in the labour force were females (58.4%).

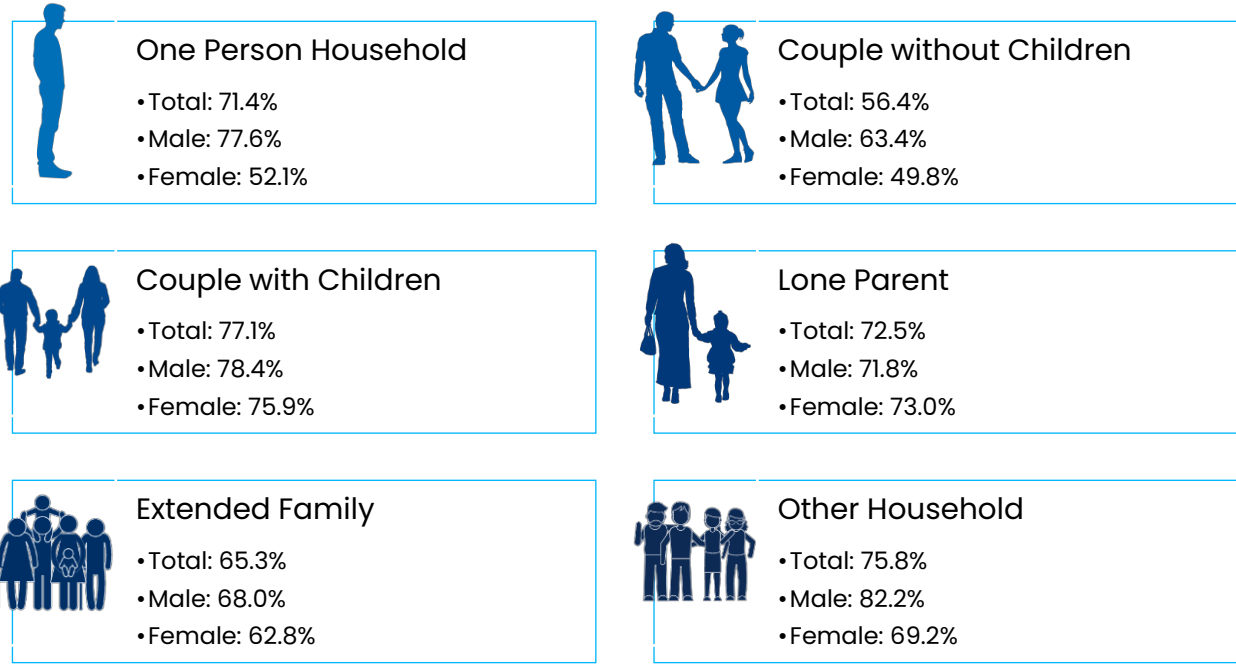


FIGURE 2-8: LABOUR FORCE PARTICIPATION RATE BY HOUSEHOLD TYPE

Looking at the labour force participation rate by household type, males and females exhibited different levels of participation based on the household that they lived in. The participation rate was much higher for males living in one-person households (77.6%) than their female counterparts (52.1%). The labour force participation rate of males living in household type “Couples with Children” was also higher (63.4%) than their female counterparts (49.8%). Lone-parent households was the only household type where the rate of female participation exceeded males.

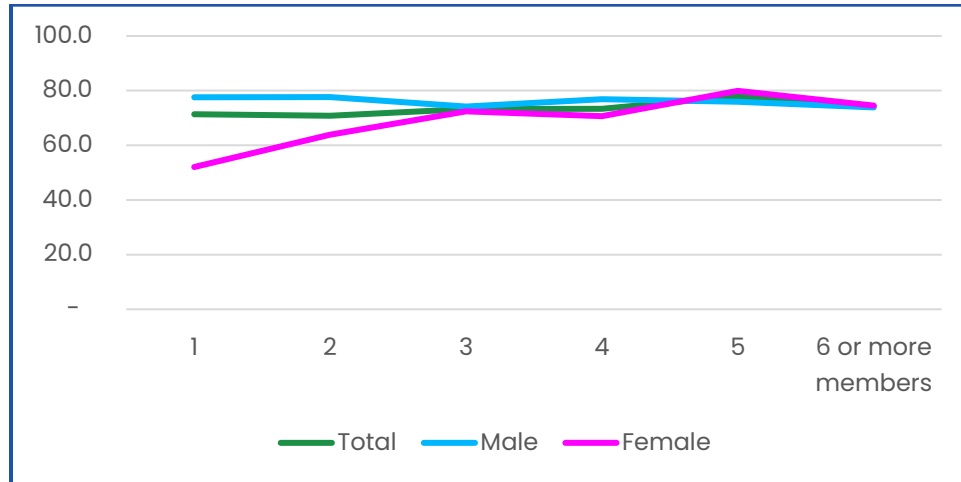


FIGURE 2-9: LABOUR FORCE PARTICIPATION BY HOUSEHOLD SIZE BY SEX

The data shows little difference in labour force participation as the household size increases. Generally, the labour force participation was approximately seven (7) of every ten (10) persons in the labour force. The proportion of persons within the labour force was almost equally distributed across the various household sizes. However, for smaller households, the labour force participation was lower for females than males.

2.9 LABOUR FORCE BY CHARACTERISTICS OF THE HOUSEHOLD HEAD

When the data is explored by sex of the head of household, more than one-half of persons in the labour force lived in a household with a male head (33,410 or 54.8%). Labour force participation, however, did not vary significantly based on the sex of the head of household, as 74.6 per cent of persons living in a male-headed household were in the labour force and, likewise, 71.7 per cent of persons in a female-headed household.

Based on the survey data, labour force participation does, however, vary based on the age of the head of household. The largest proportion of persons in the labour force lived in a household headed by a person between the ages of 45 and 60 years (25,630). Eight (8) out of every ten (10) persons in this age group were in the labour force.

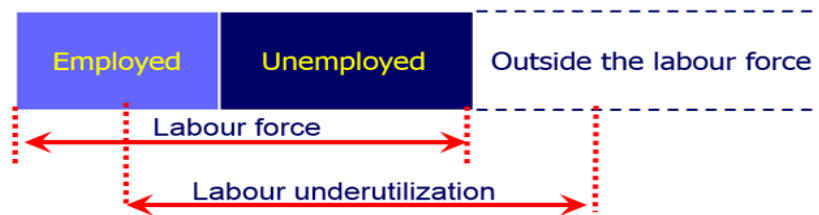
Notably, the smallest number of persons (3,480) were living in households with a head between 15 and 29 years. This group however had the highest labour force participation rate at 87.9 per cent. When analysed by sex, males living in households with a head in this age group had a participation rate of 93.0 per cent, while for females it was 82.5 per cent.

A similar number of persons resided in households with a head between the ages of 30 and 44 years (15,850) and 60 years and older (15,970). The labour force participation rate of persons in households with a head 30–44 years old was 81.8 per cent, while for persons in households with heads 60 years or older, the participation rate was 59.0 per cent.

2.10 LABOUR UNDERUTILIZATION AND DECENT WORK

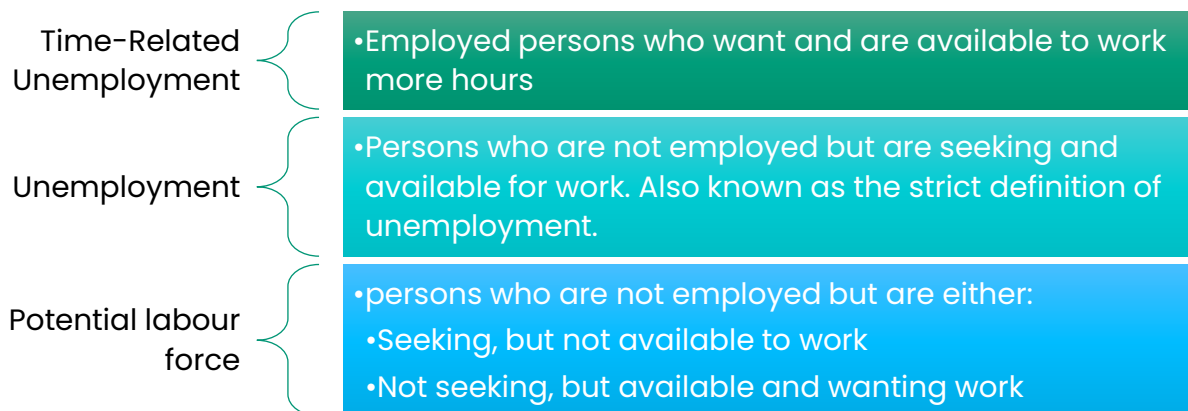
2.10.1 LABOUR UNDERUTILIZATION

It is essential for policy and decision-making to understand the labour market, and to be able to identify the deficiencies. The difference between full and productive employment and what obtains on the ground is known as labour underutilization. It includes those who are inadequately employed, unemployed, and those desirous of working. Labour underutilization reflects the unmet need for employment in a country, i.e., the mismatch between labour supply and demand.



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Generally, labour underutilization includes:



¹² (ILO, n.d.)

The combined indicators of Labour Underutilization for St. Vincent and the Grenadines are presented in Table 2-1 under indicator EMPL-11.

2.10.2 DECENT WORK

The concept of Employment Opportunities forms part of the suit of Decent Work Indicators that are aimed at measuring the quality of the labour market. It includes both quantitative and qualitative indicators covering both statistical and legal frameworks. Some decent work indicators are available from labour force surveys, while others require more targeted data collection initiatives. Outlined in Table 2-1 are the decent work statistical indicators that were covered during this survey grouped according to the substantive element of the Decent Work Agenda.

TABLE 2-1: DECENT WORK INDICATORS

Description	Indicator		
	Total	Male	Female
Combined rate of time-related underemployment and unemployment			
EMPL-1. Employment-to-population ratio	58.0%	63.1%	52.7%
EMPL-2. Unemployment rate (<i>relaxed</i>)	20.8%	17.1%	25.0%
EMPL-3. Youth not in employment, education, or training (NEET), 15-24 years (<i>relaxed</i>)	21.3%	17.5%	25.2%
EMPL-4. Informal employment rate	41.8%	45.0%	37.8%
EMPL-5. Labour force participation rate			
- Using the Relaxed Definition of Unemployment	73.2%	76.1%	70.3%
- Using the Strict Definition of Unemployment	65.0%	68.4%	61.5%
EMPL-6. Youth unemployment rate, 15-24 years (<i>relaxed</i>)	34.7%	31.0%	38.2%
EMPL-7. Unemployment by level of educational attainment – ISCED Aggregate (<i>relaxed</i>)			
- Less than basic	20.5%	26.1%	16.2%
- Basic	19.9%	20.2% ⁺	19.7%
- Intermediate	50.1%	45.0%	54.0%
- Advanced	8.8% ⁺	*	*
EMPL-8. Employment by status in employment			
- Central Government Employee	9,670	3,250	6,420
- Employee of Statutory Board	3,140	1,900	1,230 ⁺
- Private Employee	22,640	13,140	9,500
- Self Employed with employees	3,080	2,360	720 ⁺
- Self-employed without employees	7,900	5,310	2,590
- Other employees	1,800	*	1,060 ⁺
EMPL-9. Proportion of own-account workers and contributing family workers in total employment	17.7%	20.8%	14.0%
EMPL-11. – Labour underutilization (strict)			
- LU1: Unemployment Rate (<i>strict</i>)	10.8%	7.8%	14.3%
- LU2: Combined rate of time-related underemployment & unemployment (<i>strict</i>)	13.0%	10.3%	16.1%

Description	Indicator		
	Total	Male	Female
- LU3: Combined rate of unemployment and potential labour force (<i>strict</i>)	11.1%	8.1%	14.6%
- LU4: Aggregate measure of labour underutilization (<i>strict</i>)	13.2%	10.5%	16.4%
- Labour Force (<i>strict</i>)	54,080	28,980	25,110
- Extended Labour Force (<i>strict</i>)	54,250	29,050	25,200
Adequate earnings and productive work			
A – Employees with recent job training (past year / past 4 weeks) (S)			
Decent Working Time			
TIME-1. Employment in Excessive Working Time (more than 48 hours per week)	17.4%	20.4%	13.7%
TIME-2. Employment by weekly hours worked (hours in standardized hour bands)			
- No hours	5.5%	4.9%	6.3%+
- 1-14 hrs	5.2%	5.3%	5.2%
- 15-29 hrs	7.9%	7.3%	8.5%
- 30-34 hrs	5.2%	5.1%	5.3%+
- 35-39 hrs	11.7%	9.9%	13.9%
- 40-48 hrs	47.1%	47.1%	47.2%
- 49 hrs or more	17.4%	20.4%	13.7%
TIME-3. Average annual working time per employed person	38.7 hrs/ week	39.8 hrs/ week	37.5 hrs/ week
TIME-4. Time-related underemployment rate	4.6%	4.6%+	4.5%+
TIME-5. Paid annual leave	60.1%	53.5%	69.1%
Equal opportunity and treatment in employment			
EQUA-1. Occupational segregation by sex			
• Duncan Index of Dissimilarity	0.576		
• Share of Employment			
o Managers		53.5%+	46.5%+
o Professionals		27.6%	72.4%
o Technicians and Associate Professionals		48.6%	51.4%
o Clerical Support Workers		20.7%+	79.3%
o Services And Sales Workers		40.7%	59.3%
o Skilled Agricultural, Forestry & Fishery Workers		83.1%	16.9%+
o Craft and Related Trades Workers		86.4%	13.6%+
o Plant and Machine Operators, and Assemblers		96.6%	*
o Elementary Occupations		63.5%	36.5%
EQUA-2. Female share of employment in senior and middle management (ISCO-08, Sub-Major Group 11, 12, 13)			45.3%+
SDG Indicator 5.5.2: Proportion of women in managerial positions			
A – Gender wage gap			

Description		Indicator		
		Total	Male	Female
EQUA-4. Share of women in wage employment in the non-agricultural sector				47.7%
*	This value has been suppressed based on the unreliability of the estimate.	+	The estimate has low reliability; use it with caution.	
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.				

2.11 LABOUR FORCE TABLES

2.11.1 SIZE OF THE LABOUR FORCE BY SOCIO-DEMOGRAPHIC CHARACTERISTICS

TABLE 2-2: NUMBER OF PERSONS IN THE LABOUR FORCE BY SEX, AGE, EDUCATIONAL ATTAINMENT AND HEALTH STATUS

	Both Sexes	Male	Female
National - Relaxed Definition	60,930	32,220	28,710
National - Strict Definition	54,080	28,980	25,110
10 Year Age Groups (relaxed)			
15-24	10,540	5,200	5,340
25-34	15,170	7,760	7,420
35-44	13,850	7,200	6,650
45-54	11,680	6,360	5,320
55-64	7,400	4,200	3,200
65+	2,280	1,510	770+
Prime Working Age (25-54 years)	40,710	21,320	19,390
Educational Attainment (ISCED 2011 Levels)			
Less than primary	13,800	9,120	4,680
Primary	7,880	4,630	3,250
Lower and upper secondary	23,420	12,110	11,320
Post-secondary non-tertiary	11,460	4,820	6,640
Bachelor's Degree or Higher	3,870	1,270+	2,600
Not elsewhere classified	*	*	*
Educational Attainment (ISCED Aggregate Levels)			
Less than basic	13,800	9,120	4,680
Basic	8,060	4,690	3,370
Intermediate	27,800	14,020	13,790
Advanced	10,780	4,120	6,660
Level not stated	*	*	*
Persons who had a condition, illness, accident, or dental issue for which they sought medical attention during the last 12 months			
Yes	11,310	5,260	6,060
No	49,620	26,960	22,650
*	This value has been suppressed based on the unreliability of the estimate.	+	The estimate has low reliability; use it with caution.
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

TABLE 2-3: NUMBER OF PERSONS IN THE LABOUR FORCE BY GEOGRAPHICAL AREA AND OTHER LIVING ARRANGEMENTS

	Both Sexes	Male	Female
National - Relaxed Definition	60,930	32,220	28,710
Census Division			
Kingstown	7,220	3,720	3,500
Suburbs of Kingstown	8,240	4,100	4,140
Calliaqua	12,690	6,150	6,540
Marriaqua	4,370	2,380	1,980
Bridgetown	3,450	1,940	1,510
Colonarie	3,980	2,210	1,760
Georgetown	4,110	2,140	1,970
Sandy Bay	1,330	810	520*
Layout	3,350	1,820	1,520
Barrouallie	3,070	1,780	1,290
Chateaubelair	3,350	1,820	1,530
Northern Grenadines	3,230	1,860	1,370
Southern Grenadines	2,550	1,480	1,060
Persons Living in a Household with Children under 18 Years			
At least 1 child under 18 years	32,740	14,130	18,610
No children under 18 years	28,180	18,090	10,100
Persons Living in a Household with minor Children under 6 Years			
At least 1 child under 6 years	13,240	5,000	8,240
No children under 6 years	47,690	27,220	20,470
Household Type			
One Person Household	7,880	6,490	1,390
Couple without Children	2,340	1,290	1,050*
Couple with Children	22,160	10,960	11,200
Lone Parent	15,790	6,570	9,220
Extended Family	3,160	1,630	1,530
Other Household	9,600	5,290	4,310
Household Size			
1 person	7,880	6,490	1,390
2 persons	11,550	6,370	5,180
3 persons	13,200	6,340	6,860
4 persons	10,670	4,940	5,730
5 persons	6,940	3,370	3,570
6 or more members	10,690	4,710	5,980
*	This value has been suppressed based on the unreliability of the estimate.	+	The estimate has low reliability; use it with caution.
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

TABLE 2-4: NUMBER OF PERSONS IN THE LABOUR FORCE BY HEADSHIP CHARACTERISTICS BY SEX

	Both Sexes	Male	Female
National - Relaxed Definition	60,930	32,220	28,710
Sex of the Head of Household			
Male-Headed Household	33,410	21,880	11,530
Female-Headed Household	27,520	10,340	17,180
Age of the Head of Household by 15-Year Age Groups			
15-29	3,480	1,890	1,590
30-44	15,850	8,230	7,620
45-60	25,630	13,190	12,440
60+	15,970	8,910	7,060
*	This value has been suppressed based on the unreliability of the estimate.	+	The estimate has low reliability; use it with caution.
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

2.11.2 LABOUR FORCE PARTICIPATION RATES BY SOCIO-DEMOGRAPHIC CHARACTERISTICS

TABLE 2-5: LABOUR FORCE PARTICIPATION BY SEX, AGE, EDUCATIONAL ATTAINMENT AND HEALTH STATUS

	Both Sexes	Male	Female
National - Relaxed Definition	73.2	76.1	70.3
National - Strict Definition	65.0%	68.4%	61.5%
10 Year Age Groups (relaxed)			
15-24	57.9	56.1	59.9
25-34	91.1	92.3	90.0
35-44	91.6	93.0	90.1
45-54	89.4	93.0	85.5
55-64	69.5	75.9	62.6
65+	24.0	33.0	15.6 ⁺
Prime Working Age (25-54 years)	90.8	92.7	88.7
Educational Attainment (ISCED 2011 Levels)			
Less than primary	64.6	73.3	52.5
Primary	60.0	59.6	60.6
Lower and upper secondary	77.4	81.5	73.5
Post-secondary non-tertiary	88.7	92.6	86.1
Bachelor's Degree or Higher	80.8	77.6 ⁺	82.4
Not elsewhere classified	*	*	*
Educational Attainment (ISCED Aggregate Levels)			
Less than basic	64.6	73.3	52.5
Basic	60.5	59.9	61.4
Intermediate	78.8	83.0	74.9
Advanced	86.3	86.8	86.0
Level not stated	*	*	*
Persons who had a condition, illness, accident, or dental issue for which they sought medical attention during the last 12 months			
Yes	62.9	66.1	60.3
No	76.1	78.4	73.6
*	This value has been suppressed based on the unreliability of the estimate.	+	The estimate has low reliability; use it with caution.
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

TABLE 2-6: LABOUR FORCE PARTICIPATION RATE BY LIVING ARRANGEMENTS

	Both Sexes	Male	Female
National - Relaxed Definition	73.2	76.1	70.3
Census Division			
Kingstown	73.5	76.7	70.3
Suburbs of Kingstown	79.9	80.1	79.6
Calliaqua	68.2	66.9	69.4
Marriaqua	74.2	79.3	68.8
Bridgetown	69.2	75.7	62.3
Colonarie	76.7	83.3	69.9
Georgetown	78.5	80.1	76.9
Sandy Bay	70.1	82.2	57.2*
Layou	69.1	71.5	66.4
Barrouallie	74.6	83.9	64.7
Chateaubelair	79.5	80.8	77.9
Northern Grenadines	65.8	70.5	60.3
Southern Grenadines	80.8	84.4	76.3
Persons Living in a Household with Children under 18 Years			
At least 1 child under 18 years	74.5	73.4	75.4
No children under 18 years	71.8	78.3	62.6
Persons Living in a Household with Children under 6 Years			
At least 1 child under 6 years	81.4	82.2	81.0
No children under 6 years	71.3	75.0	66.8
Household Type			
One Person Household	71.4	77.6	52.1
Couple without Children	56.4	63.4	49.8*
Couple with Children	77.1	78.4	75.9
Lone Parent	72.5	71.8	73.0
Extended Family	65.3	68.0	62.8
Other Household	75.8	82.2	69.2
Household Size			
1 person	71.4	77.6	52.1
2 persons	70.8	77.6	63.9
3 persons	73.3	74.2	72.5
4 persons	73.4	76.8	70.7
5 persons	78.0	76.0	79.9
6 or more members	74.3	73.9	74.6
*	This value has been suppressed based on the unreliability of the estimate.		+
			The estimate has low reliability; use it with caution.
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

TABLE 2-7: LABOUR FORCE PARTICIPATION RATE BY HEADSHIP CHARACTERISTICS BY SEX

	Both Sexes	Male	Female
National - Relaxed Definition	73.2	76.1	70.3
Sex of the Head of Household			
Male-Headed Household	74.6	77.1	70.2
Female-Headed Household	71.7	74.0	70.3
Age of the Head of Household by 15-Year Age Groups			
15-29	87.9	93.0	82.5
30-44	81.8	81.0	82.8
45-60	78.1	80.2	76.0
60+	59.0	65.0	53.0
*	This value has been suppressed based on the unreliability of the estimate.	+	The estimate has low reliability; use it with caution.
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

3 PROFILE OF THE EMPLOYED PERSONS IN ST. VINCENT AND THE GRENADINES

Persons are employed if, during the reference period, they were engaged in productive activities for at least one (1) week for pay or profit. It includes persons who were *at work*, and those who were with a job or formal attachment to a job, but temporarily absent (*not at work*) during the reference week.

According to the ILO, “The concept *at work* refers to persons who during the reference period performed some work for wage or salary, in cash or kind (for paid employment) or persons who during the reference period performed some work for profit or family gain, in cash or kind (for self-employment). For operational purposes, the notion “some work” may be interpreted as work for at least one hour.”¹³ While employment includes contributing family workers, it does not include persons solely engaged in unpaid care work nor volunteers providing services to other households for their own final use.

Persons were *not at work* if they were temporarily absent from their job during the reference week with a formal attachment to the job and an intended return date within three (3) months. They were also considered not at work if they continued to receive an income, or was absent due to their regular work arrangements, e.g., shift, low season etc.

3.1 EMPLOYED BY SOCIO-DEMOGRAPHIC VARIABLES

In 2022, there were 48,230 employed persons aged fifteen (15) years or older. This represented 58.0 per cent of the population. This is known as the employment-to-population ratio which provides insight into the ability of the economy to generate employment. Among working-age males, 63.1 per cent or 26,710 were employed. For females, the employment-to-population ratio was lower at 52.7 per cent or 21,520 (Table 3-1 and Table 3-2).

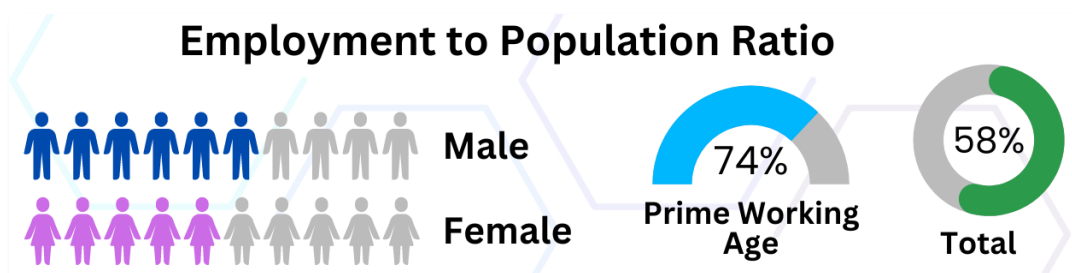


FIGURE 3-1: EMPLOYMENT-TO-POPULATION RATIO BY SEX AND YOUTH, 2022

¹³ (ILO, 2013)

Persons in the prime working age (25-54 years old) had the highest employment-to-population ratio at 74.2 per cent (Figure 3-1). Assessed by 10-year age groups, the highest employment-to-population ratio was among persons 35 to 44 years old (76.6%), 45 to 54 years old (76.2%) and 25 to 34 years old (70.3%). The lowest employment-to-population ratio was among persons sixty-five years or older at 19.4 per cent. This was anticipated as most persons within this age group would be retired, and therefore not engaged in production. The employment-to-population ratio for youth (15-24) was 37.8 per cent as persons in this age group were likely to be pursuing other options such as higher education etc. (Table 3-2).

Most of the employed population had intermediate-level education (21,400). On the other hand, the highest employment-to-population ratio was observed among persons with advanced educational attainment (77.4%). The lowest employment-to-population ratio was observed among persons with basic (41.6%) and less than basic (52.4%) education possibly indicating a higher demand for better-educated workers (Table 3-1 and Table 3-2).

3.1.1 EDUCATIONAL ATTAINMENT

The survey revealed that employed females were generally better educated than their male counterparts. As the level of education increases, the proportion of males relative to females declines. Among those with “Less than Primary Education” 68.6 per cent were males. The proportion of males however declines to 33.1 per cent of employed persons with a bachelor’s degree or higher.

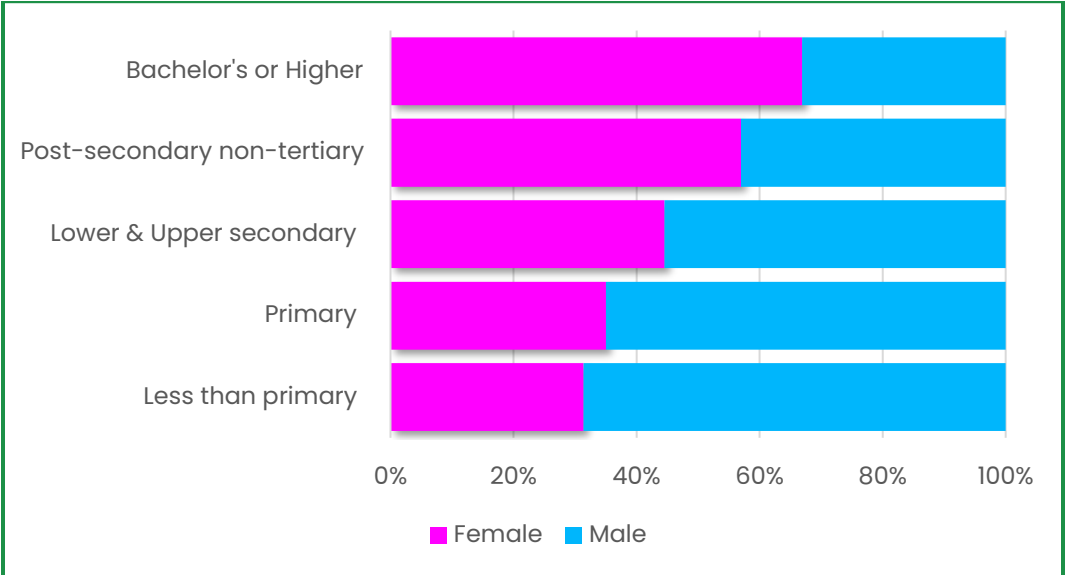


FIGURE 3-2: FEMALE SHARE OF EMPLOYED PERSONS BY LEVEL OF EDUCATIONAL ATTAINMENT

Of the 48,230 employed persons, 17,770 had completed secondary level education, 11,200 Less than Primary and 9,760 had Post-Secondary Non-Tertiary education. Only 3,690 persons or 7.7 per cent had attained a bachelor's degree or higher (Table 3-1).

3.2 EMPLOYED BY OCCUPATION

The survey shows some gender disparity when assessed by occupational group. The Duncan Index of Dissimilarity (ID) for St. Vincent and the Grenadines for 2022 was 0.576. This means that there is a greater tendency for men and women to do different jobs. "The Duncan Index of Dissimilarity is the most popular summary indicator of segregation. It ranges from 0 to 1, with 0 meaning no occupational segregation and 1 being complete occupational segregation between the two sexes" (ILO, 2013).

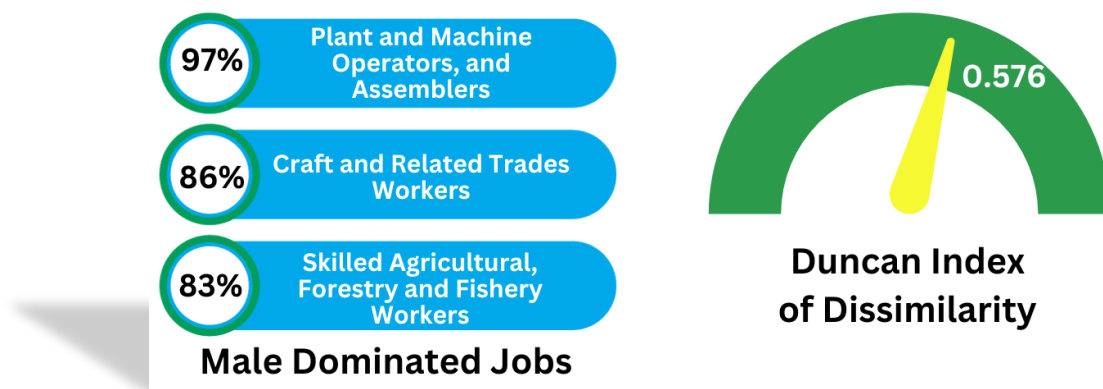


FIGURE 3-3: MALE DOMINATED OCCUPATIONS AND INDEX OF DISSIMILARITY

Most employed persons were engaged as "Services and Sales Workers" (12,370); of this amount, 5,030 were male and 7,340 were female. The second largest occupation group was "Elementary Occupations" (7,180); of which 4,560 were male and 2,620 were female (Table 3-3).

Further analysis of the data reveals that certain occupations were male dominated. These include "Plant and Machine Operators, and Assemblers" (96.6% male), "Craft and Related Trades Workers" (86.4% male) and "Skilled Agricultural, Forestry and Fishery Workers" (83.1% male). There was also a larger representation of females than males in the occupation groups "Clerical Support Workers" (79.3% female) and "Professionals" (72.4% female). The most integrated occupation groups (i.e., those with a gender balance) was "Technicians and Associate Professionals" (51.4% female) and "Managers" (46.5% female).

3.2.1 ANALYSED WITHIN THE SEXES, THE DATA SHOWS THAT THE MAJORITY (57.0%) OF MALES WERE EMPLOYED AS "CRAFT AND RELATED TRADES WORKERS" (21.1%), "SERVICE AND SALES WORKERS" (18.8%) AND "ELEMENTARY OCCUPATIONS" (17.1%). FEMALES WERE

PRIMARILY EMPLOYED AS “SERVICE AND SALES WORKERS” (34.1%), “PROFESSIONALS” (16.8%) AND “CLERICAL SUPPORT WORKERS” (12.8%) (EMPLOYED PERSONS BY OCCUPATION

Table 3-3).

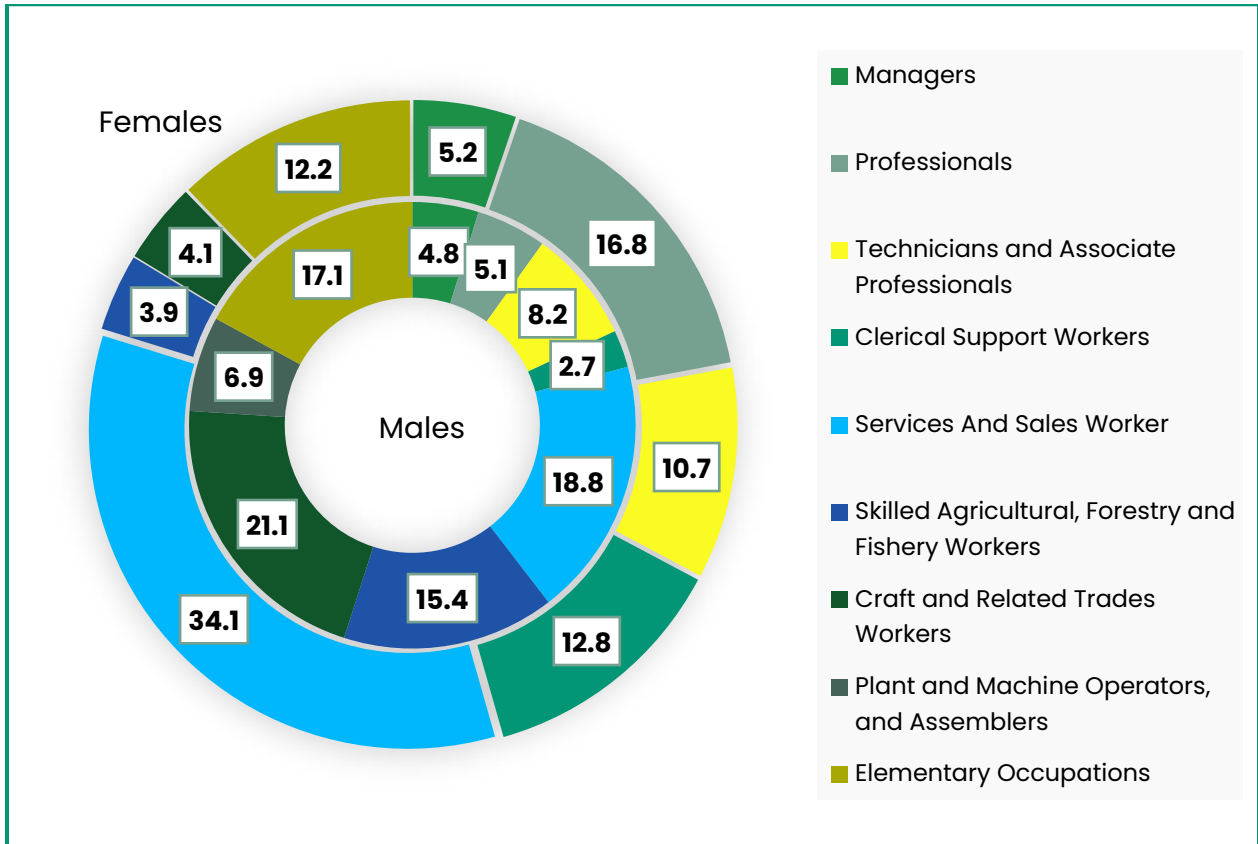


FIGURE 3-4: OCCUPATIONAL DISTRIBUTION BY SEX

In 2022, the share of women in senior and middle management positions was 45.3 per cent indicating a high rate of participation by women in the decision-making process (Table 2-1).

Indicator 5.5.2:
Proportion of women in managerial positions

45.3%

3.3 EMPLOYED BY INDUSTRY

Most employed persons (41.9%) were engaged in productive activities in the “Market Services” industry group. This includes Trade; Transportation; Accommodation and food; and Business and administrative services which amounted to 20,210 persons. The second largest industry group was “Non-Market Services” which accounted for 12,990 persons. Together, these two groups accounted for 68.3 per cent of those employed.

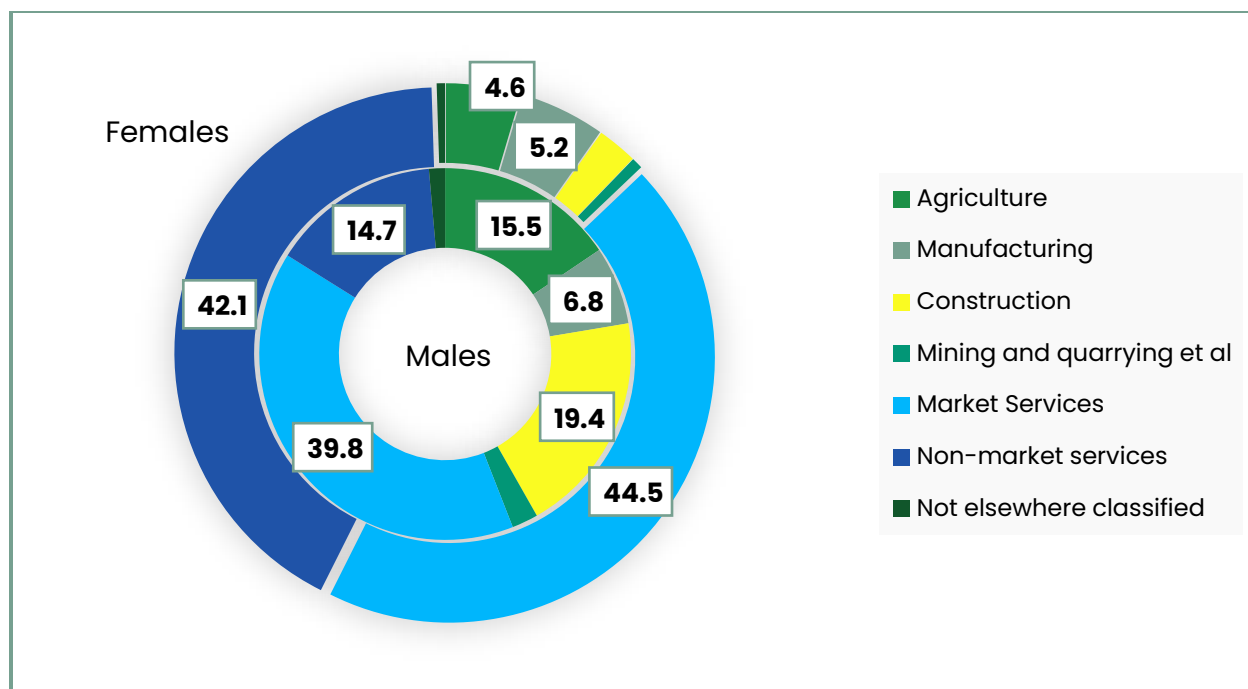


FIGURE 3-5: INDUSTRY DISTRIBUTION BY SEX

The gender disparity was also evident across industry groups. There were three (3) male-dominated industry groups, with men accounting for over 80 per cent of those employed in those industries. The male-dominated industries were “*Construction*” (90.8%), “*Agriculture*” (80.9%) and “*Mining and quarrying; Electricity, gas and water supply*”. The industry groups with the highest concentration of females were “*Non-market services (Public administration; Community, Social and other services and activities)*” (69.8%) followed by “*Market Services (Trade; Transportation; Accommodation and food; and Business and administrative services)*” (47.4%).

When analysed by ISCO Skill Level, the data shows that most persons engaged in “*Agriculture*” eight (8) out of ten (10) were medium skilled (Level 2). On the other hand, 6 out of 10 “*Non-Agriculture*” workers were medium skilled (Level 2) and 3 out of 10 high skilled (Levels 3 & 4).

Most persons in the “*Agriculture*” Industry had less than basic level education (2,630 or 51.3%) indicating that they either had no schooling or had only completed early childhood education. On the other hand, 19,940 persons employed in “*Non-Agriculture*” industries had intermediate level education (upper secondary and post-secondary non-tertiary) and 9,460 or 22.0 per cent had attained advanced level education.

3.4 EMPLOYED BY HOURS WORKED

Examining the hours worked by employees provides insight into the quality of work. Both excessive working hours and time-related underemployment are key indicators of the balance between work and life and of certain gaps in the labour market. For example, persons who chronically work excessive hours (greater than 48 hours per week) are at a higher risk of fatigue and have a lower probability of attaining work-life balance. On the other hand, persons in time-related underemployment are desirous of obtaining additional work often for financial reasons.

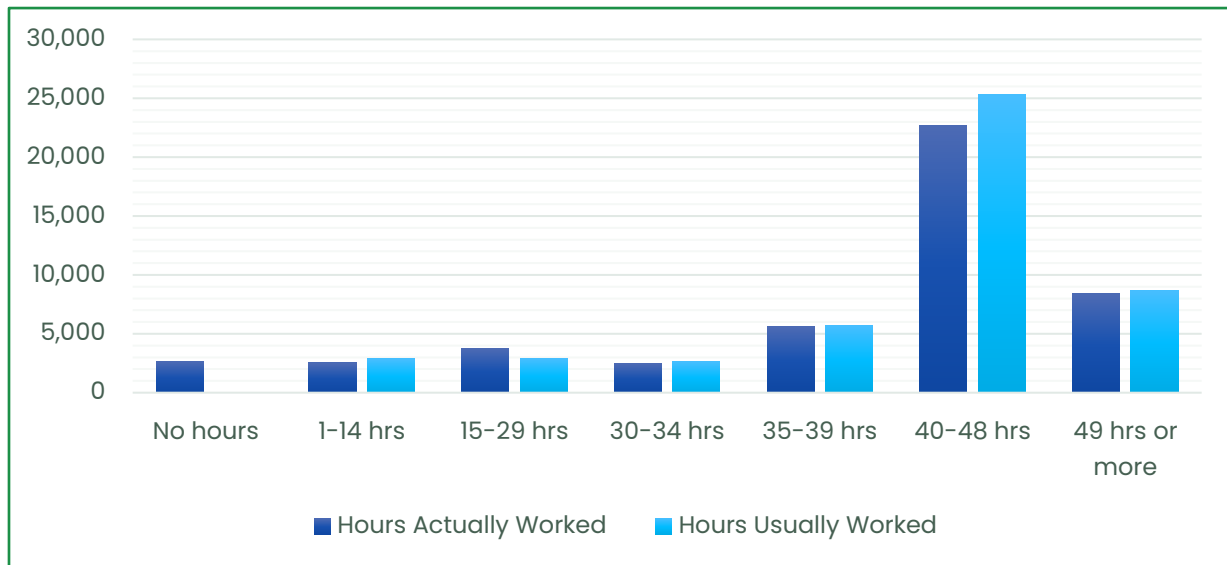


FIGURE 3-6: EMPLOYED PERSONS BY NUMBER OF HOURS ACTUALLY WORKED AND NUMBER OF HOURS USUALLY WORKED

Most Employed persons 52.5 per cent usually work between 40-48 hours per week. The proportion was similar across both sexes with 52.3 per cent of males and 52.7 per cent of females indicating that they usually work 40-48 hours per week. The mean working time usually worked per week was 41.2 hours/ week. For males, the mean working time per week was 42.5 hours/ week, and for females, this was 39.4 hours/ week (Table 3-6).

3.4.1 EMPLOYMENT IN EXCESSIVE WORK TIME

In 2022, 17.4 per cent of employed persons were working excessive hours. In other words, 8,670 persons in St. Vincent and the Grenadines usually worked more than forty-eight (48) hours per week. Disaggregated by sex, the data

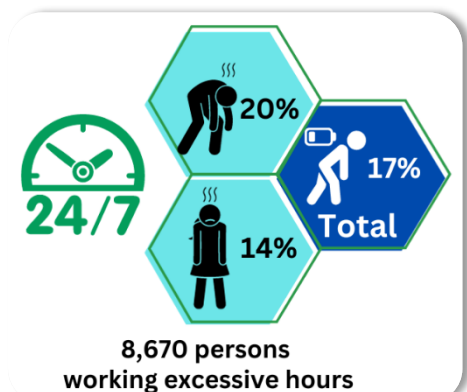


FIGURE 3-7: EMPLOYMENT IN EXCESSIVE WORK TIME BY SEX

shows a higher proportion of males working excessive hours (20.4%) than females (13.7%). A total of 5,790 males worked excessive hours while 2,890 females worked excessive hours (Table 3-6).

3.4.2 TIME-RELATED UNDEREMPLOYMENT

There were 2,190 persons in time-related underemployment of which 1,220 were male and 970 female. This means they were employed, worked less than 35 hours per week, and were desirous of and available to work additional hours. This represents 4.6 per cent of employed persons. There was no significant difference in time-related underemployment by sex (Table 3-6).

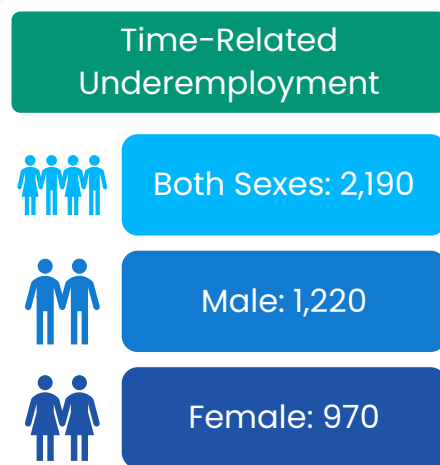


FIGURE 3-8: TIME-RELATED UNDEREMPLOYMENT BY SEX

3.5 STATUS IN EMPLOYMENT

One (1) out of every two (2) employed persons was a “Private Employee” (46.9%) in their main job. This was true for both sexes. The second largest category of workers was “Central Government Employees” (20.0%) followed by “Self-employed without employees” (16.4%) i.e., own account workers. When assessed across the sexes, the data reveals some gender disparity. The data shows that a greater proportion of entrepreneurs were male, with males accounting for 76.6 per cent of persons who were “Self-Employed with Employees” and 67.2 per cent of those “Self-Employed without Employees”. Interestingly, while many persons who were “Employees of Statutory Boards” were male (60.7%), most “Central Government Employees” were female (66.4%).

When grouped according to the top level of the 2018 International Classification of Status in Employment (ICSE-18) most of the employed labour force (77.2%) in St. Vincent and the Grenadines were Dependent Workers. That is, they worked for someone else, with a lower level of independence, risk, and authority. Dependent workers were equitably distributed across sexes and were most concentrated in the younger age groups. Table 3-8 demonstrates that the proportion of dependent workers declines with age. Ninety-three per cent of employed youth were dependent workers. This proportion, however, declined to 35.8 per cent for employed persons sixty-five years and older.

On the other hand, 22.8 per cent of the employed labour force or 10,980 persons were Independent Workers (entrepreneurs). These were self-employed persons with or without employees. Owner-operators and own account workers have a high level of authority over the

operations of the business. However, they are at greater risk in the event of an economic shock. A significant majority (69.9%) of independent workers were male.

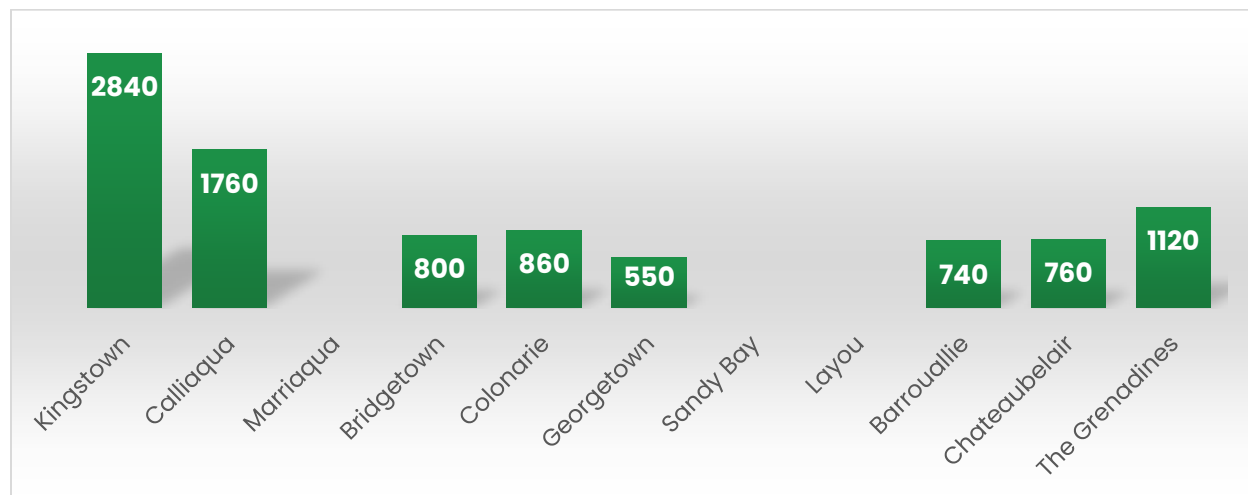


FIGURE 3-9: INDEPENDENT WORKERS BY CENSUS DIVISION¹⁴

The highest number of independent workers was found in Kingstown (2,840), Calliaqua (1,760) and the Grenadines (1,120). Estimates for Sandy Bay, Layou and Marriacqua were suppressed due to the low reliability of these estimates.



3.6 INCOME

The median income in St. Vincent and the Grenadines in 2022 was ECD \$14,560.86¹⁵ per year. For males, the median income was ECD \$14,805.53 and for females, the median income was ECD \$14,247.25 per year. On average, the gender pay gap in 2022 was ECD \$558.28, meaning men earned a marginally higher income. This implies a low differential in pay across the sexes.

¹⁴ Estimates for Sandy Bay, Layou and Marriacqua have been suppressed due to the assessed reliability.

¹⁵ The median was calculated via interpolation. Persons who did not state their income was removed from the calculation.

The highest number of persons 11,000 or 22.8 per cent of the employed earned between ECD \$10,000 and ECD \$14,999 (modal income group). Approximately 9,000 persons or 18.7 per cent earned between ECD \$15,000 and ECD \$24,999, and 7,210 persons or 15.0 per cent earned between ECD \$25,000 and \$49,000. This pattern was similar for both males and females. Twenty-three per cent of males or 6,180 men earned between ECD \$10,000 and ECD \$14,999. The second largest income group for males was ECD \$15,000 – ECD \$24,999 (20.4%) followed by ECD \$25,000 – ECD \$49,999 (14.4%). For females, 22.4 per cent or 4,820 women earned between ECD \$10,000 and ECD \$14,999. This was followed by 16.7 per cent who earned between ECD \$15,000 and ECD \$24,999 followed by 15.7 per cent who earned between ECD \$25,000 and ECD \$49,999.

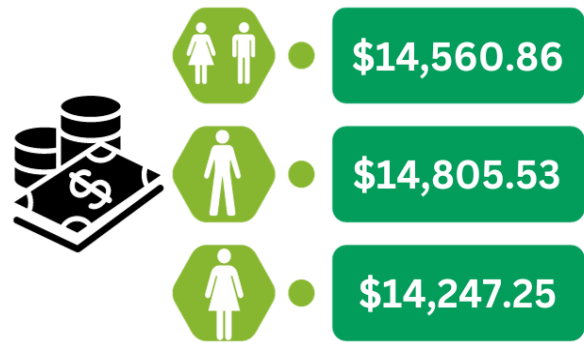


FIGURE 3-10: MEDIAN INCOME OF EMPLOYED PERSONS BY SEX

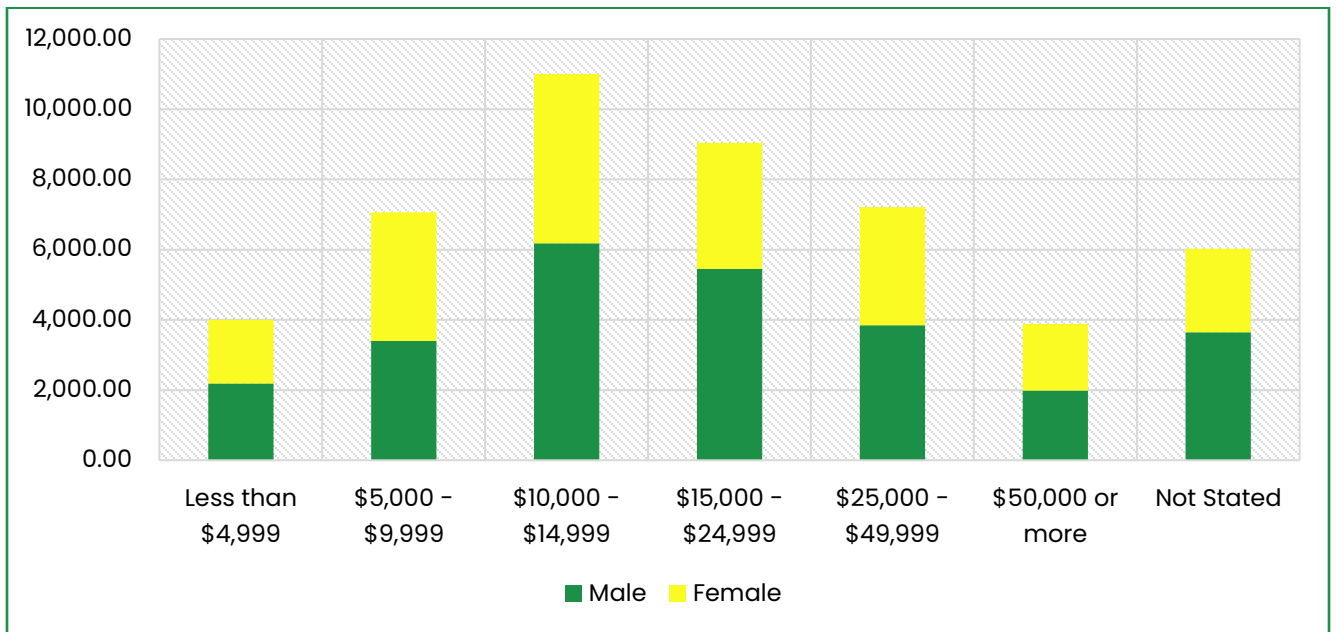


FIGURE 3-11: EMPLOYED PERSONS BY INCOME GROUP BY SEX

There was no significant difference in the distribution of income based on the sex of the head of household (see Table 3-9).

The data shows an inverse u-shaped distribution of income by 15-year age groups. The median income by age group peaked at ECD \$16,603 per year for the age group 30-44 years and was lowest for the eldest (ECD \$12,800) and youngest (\$13,093) age groups (see Table 3-9).

In addition to income from employment, 16.1 per cent of employed persons or 7,750 persons indicated that they received financial support from relatives abroad. Having a child in the household increases the likelihood of receiving financial support from abroad. When analysed by family type, the data shows that the highest proportion of employed persons who received financial support from abroad lived in “Lone Parent” households (28.6%). That is, they live in a household with “two or more members. One member is listed as the “household head” and at least one member is listed as a “child of the head”. In these households a child is only defined by their relationship to the head of household (i.e., being a child here is regardless of age). There can also be multiple children” (ILO, 2023). No spouse is listed for the head of household.

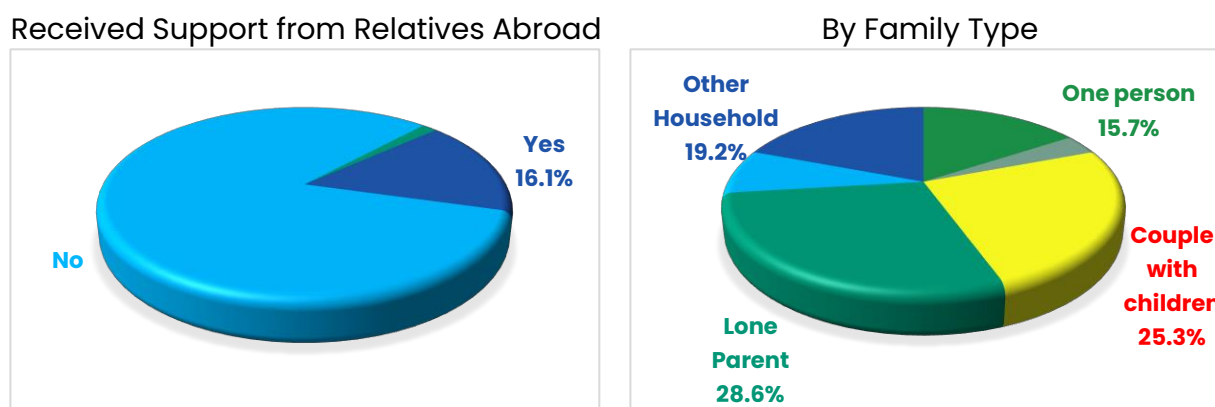
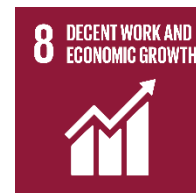


FIGURE 3-12: EMPLOYED PERSONS BY SUPPORT RECEIVED FROM RELATIVES ABROAD BY FAMILY TYPE

The second largest proportion was persons living in households where there was a “Couple with children” (25.3%). “These households have three or more members. One member is listed as the “household head”, one member is listed as the “spouse of head” and at least one member is listed as a “child of head”. In these households, a child is only defined by their relationship to the head of household (i.e., being a child here is regardless of age). There can also be multiple children.”

3.7 INFORMAL EMPLOYMENT

Persons are informally employed if they lack certain social protections and assurances. While there are several degrees of informality, for this report, a person is informally employed if they meet the following criteria:



have no written contract

do not receive a payslip

do not benefit from paid annual leave

are not entitled to employment related benefits

is employed as a contributing family worker, domestic worker in a household

is a own account worker or employer whose business:

- o is not registered with the NIS

- o does not keep records

It should be noted that given the complexities of the Agriculture Sector, persons employed in this sector are treated separately. Therefore, the information is presented by formal, informal and agriculture.

Forty-two per cent or 20,150 employed persons were informally employed, 47.6 per cent or 22,940 formally employed and the remaining 10.6 per cent or 5,130 employed in Agriculture. The survey revealed that females were more likely to obtain secure employment, with 57.7 per cent or 12,410 women with formal employment arrangements. However, 37.8 per cent or 8,130 women were informally employed, and just under 1,000 were employed in Agriculture.

For men, 45.0 per cent or 12,020 had precarious employment arrangements and were informally employed. There were 10,530 males with formal employment arrangements and 4,150 employed in Agriculture. The sex of the head of household did not significantly change this distribution (Table 3-11).

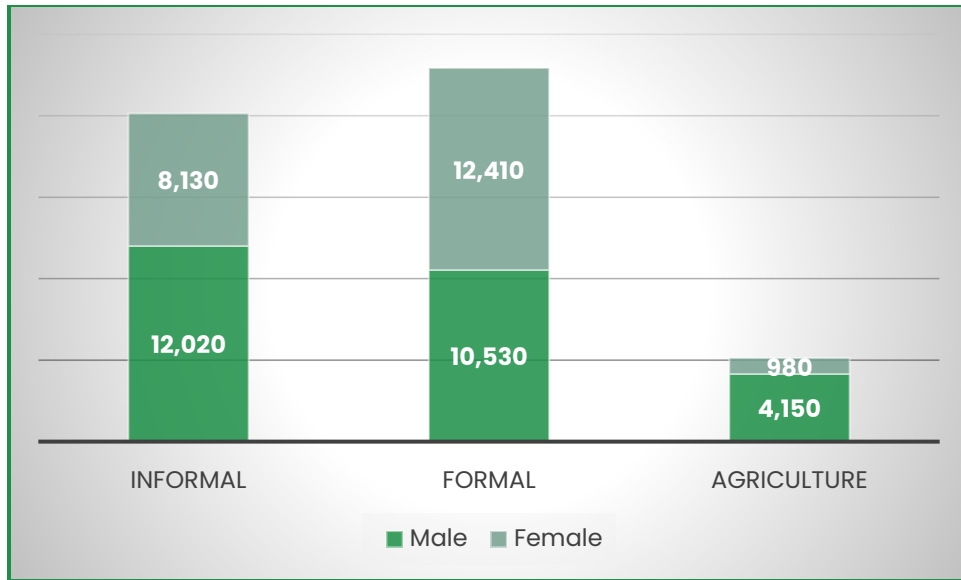


FIGURE 3-13: INFORMAL EMPLOYMENT BY SEX

When analysed by 10-year age groups, the data showed no significant differential in the distribution across age groups for both those formally and informally employed. However, when assessed by educational attainment, the data shows a significant propensity for lower-educated persons to be in informal employment. Twenty-seven per cent of those informally employed had less than basic education. However, among those formally employed this was 13.6 per cent. The converse was observed for higher education, with 10.7 per cent of persons in informal employment having Advanced education, as opposed to 31.8 per cent of persons with formal employment arrangements (Table 3-11).

3.8 EMPLOYED TABLES

3.8.1 NUMBER OF PERSONS EMPLOYED

TABLE 3-1: NUMBER OF PERSONS EMPLOYED BY SEX AND 10-YEAR AGE GROUPS, EDUCATIONAL ATTAINMENT AND CENSUS DIVISION

	Both Sexes	Male	Female
National	48,230	26,710	21,520
10-Year Age Groups			
15-24	6,880	3,590	3,300
25-34	11,700	6,390	5,320
35-44	11,590	6,260	5,330
45-54	9,960	5,720	4,240
55-64	6,240	3,510	2,730
65+	1,840	1,250	600+
Educational Attainment			
Less than primary	7,680	3,520	11,200
Primary	3,520	1,890	5,410
Lower and upper secondary	9,850	7,920	17,770
Post-secondary non-tertiary	4,200	5,560	9,760
Bachelor's or Higher	1,220	2,470	3,690
Not elsewhere classified	*	*	*
Educational Attainment (ISCED Aggregate)			
Less than basic	11,200	7,680	3,520
Basic	5,530	3,580	1,950
Intermediate	21,440	11,540	9,910
Advanced	9,660	3,670	5,990
Level not stated	*	*	*
Census Division			
Kingstown	6,050	3,090	2,970
Suburbs of Kingstown	6,400	3,220	3,190
Calliaqua	10,430	5,230	5,210
Marriqua	3,740	1,990	1,750
Bridgetown	2,780	1,560	1,230
Colonarie	3,100	1,970	1,130
Georgetown	2,290	1,340	950
Sandy Bay	930	660	*
Layout	2,830	1,670	1,170
Barrouallie	2,200	1,370	820+
Chateaubelair	2,320	1,450	870+
*	Value suppressed based on the unreliability of the estimate	+	Estimate has a low reliability; use with caution
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

3.8.2 EMPLOYMENT-TO-POPULATION RATIO

TABLE 3-2: EMPLOYMENT-TO-POPULATION RATIO BY SEX AND 10-YEAR AGE GROUPS, EDUCATIONAL ATTAINMENT AND CENSUS DIVISION

10-Year Age Groups	Both Sexes	Male	Female
National	58.0	63.1	52.7
10-Year Age Groups			
15-24	37.8	38.7	37.0
25-34	70.3	75.9	64.5
35-44	76.6	80.9	72.2
45-54	76.2	83.6	68.2
55-64	58.6	63.4	53.4
65+	19.4	27.4	12.1 ⁺
Educational Attainment			
Less than basic	52.4	61.7	39.5
Basic	41.6	45.7	35.6
Intermediate	60.7	68.3	53.8
Advanced	77.4	77.4	77.4
Level not stated	*	*	*
Census Division			
Kingstown	61.6	63.7	59.5
Suburbs of Kingstown	62.1	62.8	61.3
Calliaqua	56.0	56.9	55.2
Marriaqua	63.5	66.4	60.6
Bridgetown	55.8	60.7	50.6
Colonarie	59.8	74.0	44.8
Georgetown	43.8	50.3	37.0
Sandy Bay	48.9	66.8	*
Layou	58.5	65.4	50.8
Barrouallie	53.3	64.7	41.2 ⁺
Chateaubelair	55.2	64.3	44.6 ⁺
*	Value suppressed based on the unreliability of the estimate	+	Estimate has a low reliability; use with caution
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

3.8.3 EMPLOYED PERSONS BY OCCUPATION

TABLE 3-3: EMPLOYED PERSONS BY OCCUPATION, SEX, SHARE OF EMPLOYMENT AND OCCUPATIONAL DISTRIBUTION

	Both Sexes	Male	Female
National	48,230	26,710	21,520
Employed Persons by ISCO Major Group			
Managers	2,410	1,290+	1,120+
Professionals	4,980	1,370	3,610
Technicians and Associate Professionals	4,490	2,180	2,310
Clerical Support Workers	3,460	720+	2,740
Services And Sales Workers	12,370	5,030	7,340
Skilled Agricultural, Forestry and Fishery Workers	4,940	4,100	840+
Craft and Related Trades Workers	6,510	5,630	880+
Plant and Machine Operators, and Assemblers	1,900	1,830	*
Elementary Occupations	7,180	4,560	2,620
Share of Employment by ISCO Major Group and Sex			
Managers		53.5+	46.5+
Professionals		27.6	72.4
Technicians and Associate Professionals		48.6	51.4
Clerical Support Workers		20.7+	79.3
Services And Sales Workers		40.7	59.3
Skilled Agricultural, Forestry and Fishery Workers		83.1	16.9+
Craft and Related Trades Workers		86.4	13.6+
Plant and Machine Operators, and Assemblers		96.6	*
Elementary Occupations		63.5	36.5
Occupational Distribution by Sex			
Managers	5.0	4.8+	5.2+
Professionals	10.3	5.1	16.8
Technicians and Associate Professionals	9.3	8.2	10.7
Clerical Support Workers	7.2	2.7+	12.8
Services And Sales Workers	25.6	18.8	34.1
Skilled Agricultural, Forestry and Fishery Workers	10.2	15.4	3.9+
Craft and Related Trades Workers	13.5	21.1	4.1+
Plant and Machine Operators, and Assemblers	3.9	6.9	*
Elementary Occupations	14.9	17.1	12.2
*	Value suppressed based on the unreliability of the estimate	+	Estimate has a low reliability; use with caution
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

3.8.4 EMPLOYED PERSONS BY INDUSTRY

TABLE 3-4: EMPLOYED PERSONS BY INDUSTRY GROUP, SEX, SHARE OF EMPLOYMENT AND INDUSTRY DISTRIBUTION

ISIC Industry Group	Both Sexes	Male	Female
National	48,230	26,710	21,520
Employed Persons by ISIC Industry Group			
Agriculture	5,130	4,150	980
Manufacturing	2,940	1,820	1,120 ⁺
Construction	5,720	5,190	*
Mining and quarrying; Electricity, gas, and water supply	760 ⁺	*	*
Market Services (Trade; Transportation; Accommodation and food; and Business and administrative services)	20,210	10,640	9,580
Non-market services (Public administration; Community, Social and other services, and activities)	12,990	3,930	9,060
Not elsewhere classified	480 ⁺	*	*
Share of Employment by ISIC Industry Group and Sex			
Agriculture		80.9	19.1
Manufacturing		61.9	38.1 ⁺
Construction		90.8	*
Mining and quarrying; Electricity, gas, and water supply		*	*
Market Services (Trade; Transportation; Accommodation and food; and Business and administrative services)		52.6	47.4
Non-market services (Public administration; Community, Social and other services, and activities)		30.2	69.8
Not elsewhere classified		*	*
Industry Distribution by Sex			
Agriculture	10.6	15.5	4.6
Manufacturing	6.1	6.8	5.2 ⁺
Construction	11.9	19.4	*
Mining and quarrying; Electricity, gas, and water supply	1.6 ⁺	*	*
Market Services (Trade; Transportation; Accommodation and food; and Business and administrative services)	41.9	39.8	44.5
Non-market services (Public administration; Community, Social and other services, and activities)	26.9	14.7	42.1
Not elsewhere classified	1.0 ⁺	*	*
*	This value has been suppressed based on the unreliability of the estimate.	+	The estimate has low reliability; use it with caution.
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

TABLE 3-5: EMPLOYED PERSONS BY AGRICULTURE AND NON-AGRICULTURE INDUSTRIES BY ISCO SKILL LEVEL AND 10-YEAR AGE GROUPS

	Agriculture	Non-Agriculture	Total Employed
National	5,130	43,090	48,230
ISCO Skill Level			
Skill level 1	630 ⁺	6,330	6,960
Skill level 2	4,300	24,880	29,180
Skill levels 3 and 4	*	11,670	11,880
Not elsewhere classified	0	*	*
Aggregate Level of Education			
Less than basic	2,630	8,560	11,200
Basic	800 ⁺	4,730	5,530
Intermediate	1,500	19,940	21,440
Advanced	*	9,460	9,660
Level not stated	0	*	*
10-Year Age Group			
15-24	*	6,640	6,880
25-34	770 ⁺	10,940	11,700
35-44	1,110	10,480	11,590
45-54	1,160	8,800	9,960
55-64	1,280	4,960	6,240
65+	560 ⁺	1,280	1,840
Sex			
Male	4,150	22,550	26,710
Female	980	20,540	21,520
*	Value suppressed based on the unreliability of the estimate	+	Estimate has a low reliability; use with caution.
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

3.8.5 EMPLOYED BY HOURS WORKED

TABLE 3-6: EMPLOYED BY HOURS WORKED BY SEX

	Total	Male	Female
Total	48,230	26,710	21,520
Number of Hours USUALLY Worked			
1-14 hours	2,900	1,570	1,320
15-29 hours	2,940	1,270	1,670
30-34 hours	2,660	1,360	1,300*
35-39 hours	5,730	2,740	2,990
40-48 hours	25,330	13,980	11,350
49 hours or more	8,670	5,790	2,890
Number of Hours ACTUALLY Worked			
No hours actually worked	2,660	1,300	1,360*
1-14 hours	2,530	1,420	1,110
15-29 hours	3,790	1,960	1,820
30-34 hours	2,500	1,350	1,140*
35-39 hours	5,630	2,650	2,980
40-48 hours	22,730	12,580	10,150
49 hours or more	8,390	5,440	2,950
Mean Working Time (hrs/ week)			
Actually Worked	38.8 hrs/wk.	39.8 hrs/wk.	37.5 hrs/wk. +
Usually Worked	41.2 hrs/wk.	42.5 hrs/wk.	39.4 hrs/wk.
Time-Related Underemployment			
Number of Persons	2,190	1,220*	970*
Rate	4.6%	4.5%*	4.6%*
*	Value suppressed based on the unreliability of the estimate	+	Estimate has a low reliability; use with caution
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

3.8.6 EMPLOYED PERSONS BY STATUS IN EMPLOYMENT

TABLE 3-7: EMPLOYED PERSONS BY CATEGORY OF WORKER IN MAIN JOB BY SEX

	Both Sexes	Male	Female
National	48,230	26,710	21,520
Category of worker in job (Main)			
Central Government Employee	9,670	3,250	6,420
Employee of Statutory Board	3,140	1,900	1,230 ⁺
Private Employee	22,640	13,140	9,500
Self Employed with employees	3,080	2,360	720 ⁺
Self-employed without employees	7,900	5,310	2,590
Other employees	1,800	*	1,060 ⁺
*	Value suppressed based on the unreliability of the estimate	+	Estimate has a low reliability; use with caution
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

TABLE 3-8: EMPLOYED PERSONS BY STATUS IN EMPLOYMENT BY SEX, AND 10-YEAR AGE GROUP

	Total Employed	Independent Workers	Dependent Workers
National	48,230	10,980	37,250
Sex			
Male	26,710	7,670	19,040
Female	21,520	3,310	18,210
10-Year Age Groups			
15-24	6,880	*	6,390
25-34	11,700	1,770	9,930
35-44	11,590	2,290	9,300
45-54	9,960	2,540	7,420
55-64	6,240	2,690	3,550
65+	1,840	1,180	660 ⁺
*	Value suppressed based on the unreliability of the estimate	+	Estimate has a low reliability; use with caution
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

3.8.7 INCOME OF EMPLOYED PERSONS

TABLE 3-9: GROSS ANNUAL INCOME OF EMPLOYED PERSONS BY SEX

	Both Sexes	Male	Female
Median Income	ECD \$14,560.86	ECD \$14,805.53	ECD \$14,247.25
Income Group			
Less than \$4,999	4,000	2,190	1,820
\$5,000 - \$9,999	7,060	3,400	3,660
\$10,000 - \$14,999	11,000	6,180	4,820
\$15,000 - \$24,999	9,040	5,450	3,580
\$25,000 - \$49,999	7,210	3,850	3,370
\$50,000 or more	3,890	1,990	1,890
Not Stated	6,030	3,650	2,380
Income Group by Sex of Head of the Household			
Less than \$4,999	4,000	2,320	1,680
\$5,000 - \$9,999	7,060	3,890	3,170
\$10,000 - \$14,999	11,000	6,340	4,670
\$15,000 - \$24,999	9,040	5,160	3,880
\$25,000 - \$49,999	7,210	4,380	2,830
\$50,000 or more	3,890	2,250	1,640
Not Stated	6,030	3,170	2,860
*	Value suppressed based on the unreliability of the estimate	+	Estimate has a low reliability; use with caution
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

TABLE 3-10: GROSS ANNUAL INCOME OF EMPLOYED PERSONS BY 15-YEAR AGE GROUPS

	Total Employed	15-29	30-44	45-60	60+
Median Income	ECD \$14,561	ECD \$13,093	ECD \$16,603	ECD \$16,345	ECD \$12,800
Income Group					
Less than \$4,999	4,000	1,100 ⁺	1,190 ⁺	1,190	520 ⁺
\$5,000 - \$9,999	7,060	2,340	2,160	1,910	640
\$10,000 - \$14,999	11,000	3,620	3,780	2,670	930
\$15,000 - \$24,999	9,040	2,690	3,020	2,530	800 ⁺
\$25,000 - \$49,999	7,210	1,320 ⁺	3,250	2,320	*
\$50,000 or more	3,890	*	1,830	1,600	*
Not Stated	6,030	1,500 ⁺	2,070	1,780	670 ⁺
*	Value suppressed based on the unreliability of the estimate	+	Estimate has a low reliability; use with caution		
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.					

3.8.8 INFORMAL EMPLOYMENT

TABLE 3-11: EMPLOYED PERSONS BY INFORMAL EMPLOYMENT, SEX, SEX OF THE HEAD OF HOUSEHOLD AND 10-YEAR AGE GROUPS

Sex	Informal	Formal	Agriculture	Total Employed
National	20,150	22,940	5,130	48,230
Sex				
Male	12,020	10,530	4,150	26,710
Female	8,130	12,410	980	21,520
Sex of Head of Household				
Male	11,840	11,920	3,740	27,500
Female	8,310	11,020	1,400	20,730
10-Year Age Groups				
15-24	3,010	3,630	*	6,880
25-34	4,510	6,430	770 ⁺	11,700
35-44	4,540	5,940	1,110	11,590
45-54	4,210	4,590	1,160	9,960
55-64	2,840	2,120	1,280	6,240
65+	1,040	*	560 ⁺	1,840
Aggregate Level of Education Attained				
Less than basic	5,430	3,130	2,630	11,200
Basic	2,900	1,830	800 ⁺	5,530
Intermediate	9,400	10,540	1,500	21,440
Advanced	2,160	7,300	*	9,660
Level not stated	*	*	*	*
*	Value suppressed based on the unreliability of the estimate		+	Estimate has a low reliability; use with caution
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.				

4 CHARACTERISTICS OF THE UNEMPLOYMENT

The unemployment rate is the most widely used measure of labour underutilization in a country. In essence, the unemployment rate reflects the gap between the supply of and demand for labour. This can be attributed to a variety of factors, such as economic downturns, structural changes in the economy, or a mismatch between the skills possessed by workers and those demanded by employers. It is noteworthy that this survey was conducted in the aftermath of the dual shocks of the COVID-19 pandemic and the La Soufriere eruption. These factors significantly impacted the economy.

“Unemployed persons are defined as all those of working age who were not employed in the reference week, who carried out activities to seek employment during a specified recent period, and who were currently available to take up employment given a job opportunity” (ILO, 2013). This is known as the strict definition (s) of unemployment and is useful for international comparability. However, given the nature of the labour market in developing countries, the requirement to be actively seeking employment is relaxed. Using the relaxed definition (r) of unemployment, persons are considered unemployed if they are without work, desirous of working, and available to take up employment given a job opportunity during the reference week. For the main indicators, both the strict and relaxed definitions will be presented. However, the relaxed definition will be used for all other indicators and tables.

4.1 UNEMPLOYMENT RATE

In 2022, the unemployment rate (strict) in St. Vincent and the Grenadines was 10.8 per cent. This means that there were approximately 5,850 persons, fifteen years and older, who were without work, available and actively seeking work. Using the relaxed definition (r), the unemployment rate was 20.8 per cent, representing 12,700 persons who were without work, wanting work and available to work during the reference week.

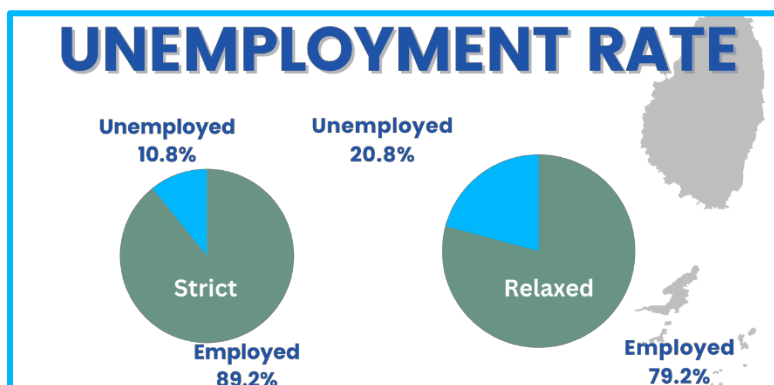


FIGURE 4-1: UNEMPLOYMENT RATE (STRICT AND RELAXED DEFINITIONS), 2022

The survey shows a significant correlation between unemployment and sex, age, the presence of children under six years old and marital status. The unemployment rate among men [7.8% (s); 17.1% (r)] was lower than the unemployment rate among females [14.3% (s); 25.0% (r)]. This means that more women [7,190 (r)] were available for employment than men [5,510 (r)]. The labour market was not able to absorb the supply of female labour at the same pace as the supply of male labour.

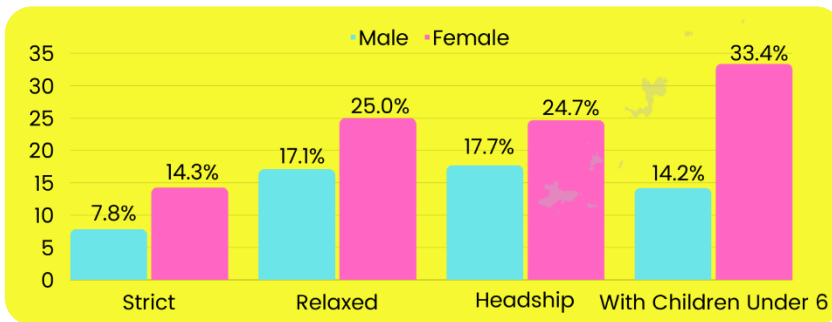


FIGURE 4-2: UNEMPLOYMENT RATE BY SEX, SEX OF THE HEAD OF HOUSEHOLD AND WHETHER THE HOUSEHOLD HAD CHILDREN UNDER THE AGE OF SIX (6) YEARS OLD, 2022

When the data is further assessed along other gendered perspectives, similar patterns are observed. The data showed that the unemployment rate was lower for persons living in male-headed households [17.7% (r)] than for persons living in female-headed households [24.7% (r)].

Additionally, the presence of children under the age of six (6) years old in the household resulted in a significantly higher unemployment rate among females [33.4% (r)] than males [14.2% (r)]. This implies that the available jobs and/or working conditions may not be aligned with the circumstances of females, especially those engaged in childcare.

The unemployment rate was highest among the youth at 34.7 per cent (r). This means that during the survey period, there were approximately 3,650 persons between the ages of fifteen (15) and twenty-four (24) who were without work, wanting work, and available for employment. The

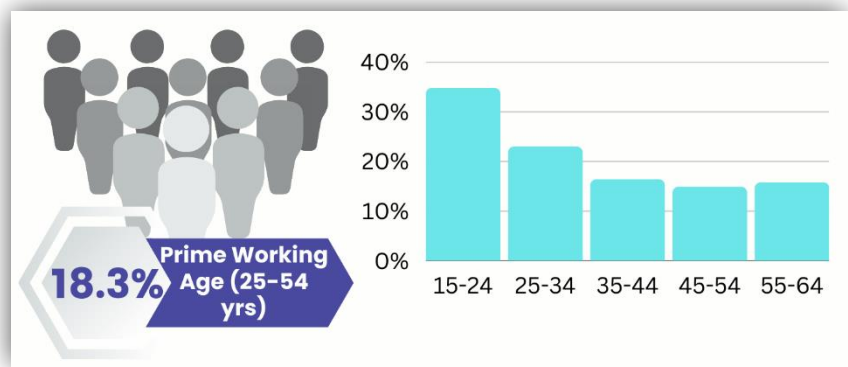


FIGURE 4-3: UNEMPLOYMENT RATE BY PRIME WORKING AGE AND 10 YEAR AGE GROUP, 2022

unemployment rate among persons of prime working age (25–54 years old) was 18.3 per cent (r). For men in this age group, the unemployment rate was 13.9 per cent (r) while for females, this was 23.2 per cent (r).

The unemployment rate for persons who were single/ never married [23.7% (r)] was ten percentage points higher than the unemployment rate for persons who were married [13.1% (r)].

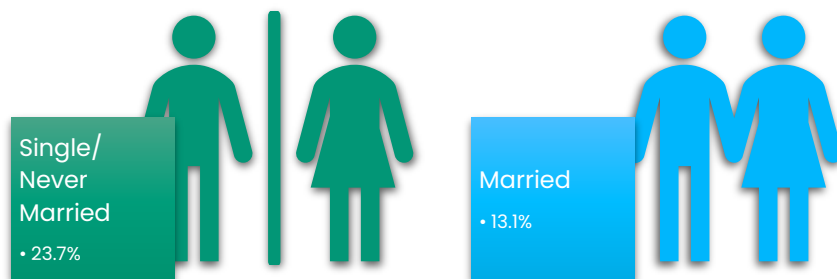


FIGURE 4-4: UNEMPLOYMENT RATE BY MARITAL STATUS

4.2 PREVIOUS WORK EXPERIENCE (RELAXED)

Previous work experience increases the probability of obtaining employment. Persons with no experience typically enter the workforce at lower levels, as the ability to perform higher-skilled tasks is usually based on a combination of training and experience. Many unemployed persons (51.6%) had previous work experience. That is, in the past, they had either previously worked for others or in their own (family) business. This represents approximately 6,500 of the 12,700 unemployed persons.

A lower proportion of unemployed women (49.5%) had previous work experience when compared to unemployed men (54.4%).

The data also shows that the proportion of unemployed persons with previous work experience increased with age and that most persons who had ever worked had intermediate-level education (2,880 persons). That is, they had attained either *Upper Secondary* or *Post-secondary non-tertiary* education.

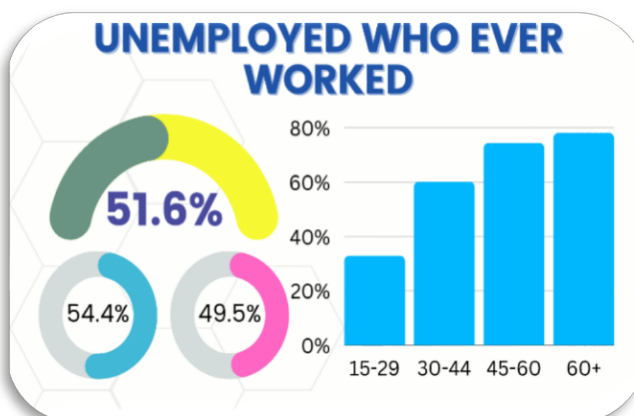


FIGURE 4-5: PROPORTION OF UNEMPLOYED PERSONS WHO HAVE EVER WORKED, 2022

4.2.1 LAST OCCUPATION

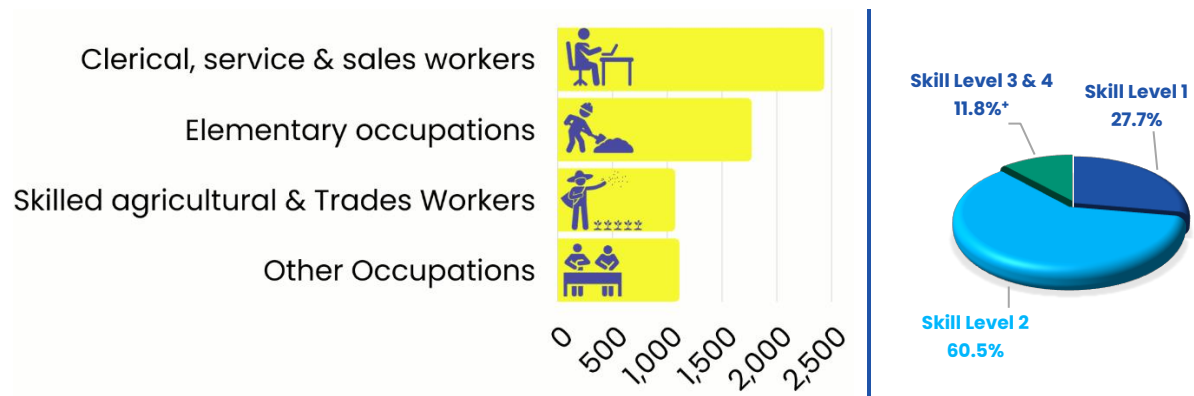


FIGURE 4-6: UNEMPLOYED PERSONS WHO EVER WORKED BY LAST OCCUPATION GROUP AND SKILL LEVEL, 2022

Unemployed persons with previous work experience were mainly formerly engaged as *Clerical, service & sales workers* (2,430). Approximately 1,770 persons were last employed in *Elementary Occupations*. When assessed by Skill Level¹⁶, the data shows that many of these persons possessed intermediate skills (60.5%), while 11.8 per cent were high skilled.



4.3 LONG-TERM UNEMPLOYMENT (RELAXED)

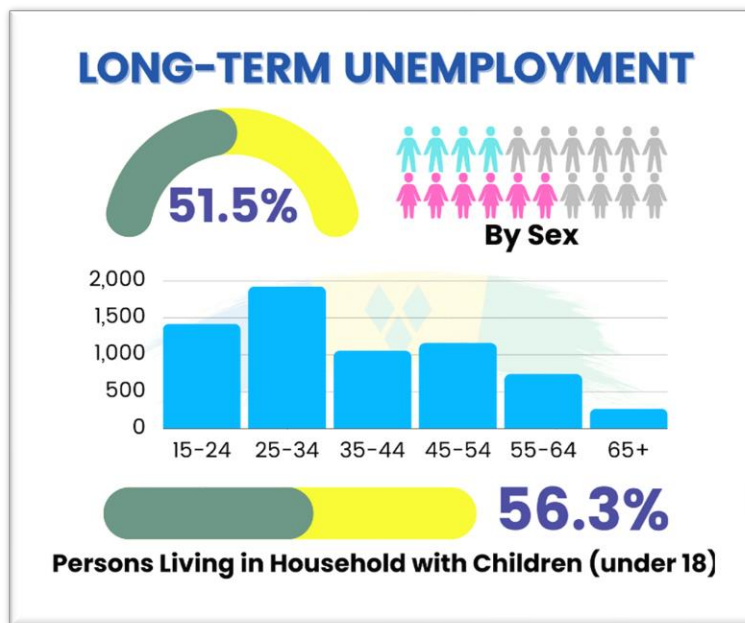


FIGURE 4-7: PROPORTION OF PERSONS IN LONG-TERM UNEMPLOYMENT, 2022

“Persons in long-term unemployment are defined as all unemployed persons with a duration of job search lasting 12 months or more, including the reference period” (ILO, 2020). **Among the unemployed, five out of every ten persons had been available and seeking work but without a job or own business.** Among unemployed women, this proportion was approximately six out of ten and among unemployed men, this proportion was four out of ten.

Younger unemployed persons were more likely to be in long-term unemployment. Most (1,920) persons in long-term

¹⁶ See Section 6.1.4 for a detailed mapping of occupational groups to ISCO Skill level.

unemployment were in the age group 25–34 years old. The survey also showed that 56.3 per cent of unemployed persons who were living in households with children (under 18 years.) were in long-term unemployment.

4.3.1 DURATION OF UNEMPLOYMENT

AND LAST JOB SEARCH

The survey revealed that in 2022 unemployment in St. Vincent and the Grenadines was typically long-term. Greater than seventy per cent of the unemployed had been unemployed for six (6) months or more. Notably, this survey was fielded shortly after the COVID-19 Pandemic and the 2021 La Soufriere volcanic eruptions. These phenomena significantly disrupted the economy and the labour market as several businesses were closed for extended periods.

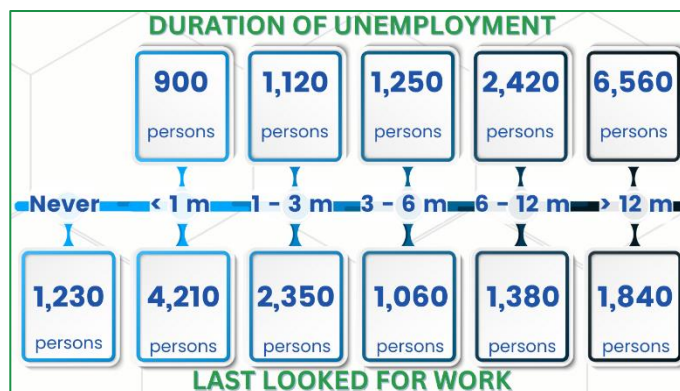


FIGURE 4-8: UNEMPLOYED PERSONS BY DISCOURAGED JOB-SEEKERS AND DATE LAST LOOKED FOR WORK, 2022

4.4 DISCOURAGED JOB-SEEKERS AND OBSTACLES TO EMPLOYMENT



DISCOURAGED JOB-SEEKERS

4,000

1,790 men • 2,210 women

There were approximately 4,000 discouraged jobseekers in 2022; of which the majority (2,210) were women. These were persons fifteen years or older who “... were not employed and did not seek employment for **labour market-related reasons**, but wanted and were currently available to work” (ILO, 2013) [emphasis added].

FIGURE 4-9: DISCOURAGED JOB SEEKERS BY SEX, 2022

Specifically, their stated reason for not seeking employment was one or more of the following:

- Cannot find work, lack of business opportunities
- Lack of finance, raw materials to start own business
- Thinks he/she lacks skills
- Don't know where/how to seek business

When asked what they believed were the main obstacles to obtaining employment, unemployed persons largely cited that there were **not enough jobs available** (64.3%). A similar proportion of unemployed males (67.5%) and unemployed females (61.9%) cited this as the primary obstacle to gaining employment. Lack of appropriate educational qualifications for the job was the second most cited obstacle, with 4,540 persons or 35.7 per cent of unemployed

persons stating this among the top three obstacles to employment. Among unemployed females, however, the number two obstacle to gaining employment was **no suitable training opportunities** (38.1%).

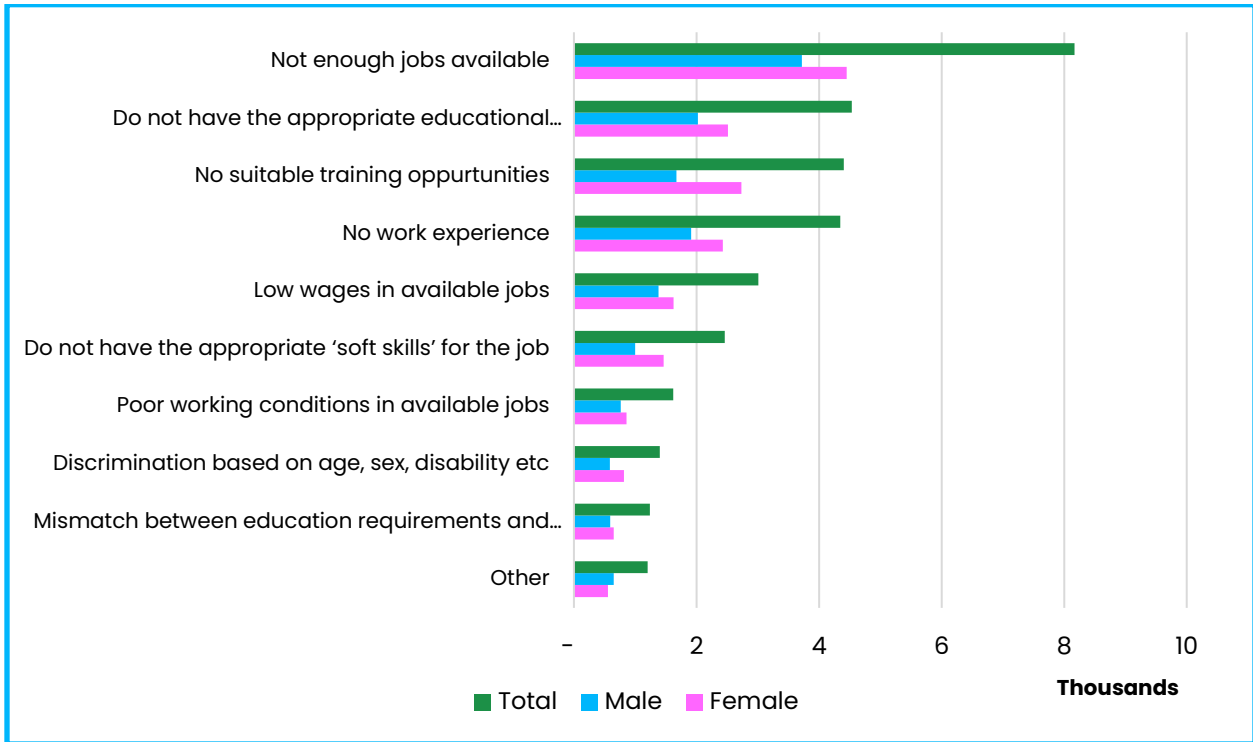


FIGURE 4-10: UNEMPLOYED PERSONS BY MAIN OBSTACLES TO FINDING EMPLOYMENT OR A JOB

Unemployed persons were asked if they thought that acquiring certain soft skills would improve their odds of gaining employment. One out of two unemployed persons (53.0%) indicated that improving their **communication** skills would improve their chances of gaining employment. One in three indicated that acquiring **Leadership** skills (34.6%), **Team working (Working in teams)** (33.7%), or **Interpersonal Skills (Working with people)** (33.1%) would improve their odds of gaining employment.

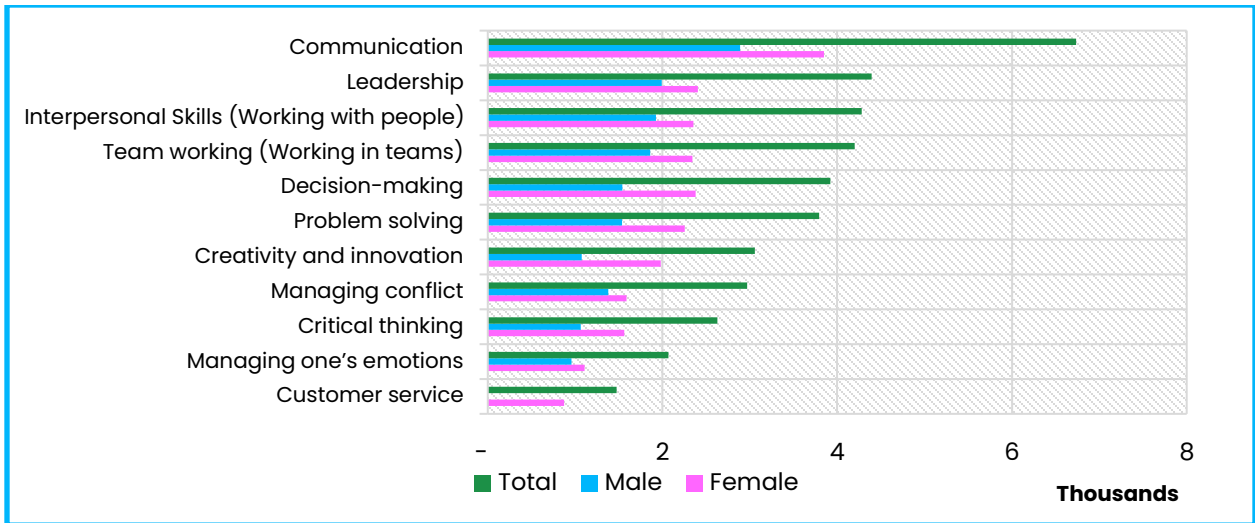


FIGURE 4-11: UNEMPLOYED PERSONS BY SOFT SKILLS REQUIRED TO IMPROVE ONE'S CHANCE OF FINDING EMPLOYMENT

4.5 MEANS OF SUPPORT

Unemployed Persons were primarily supported financially by friends or family (55.6%). This was similar for both males (56.7%) and females (54.7%).

Approximately twenty per cent of unemployed persons were being supported by relatives overseas. Of this amount, the majority (69.2%) were female.

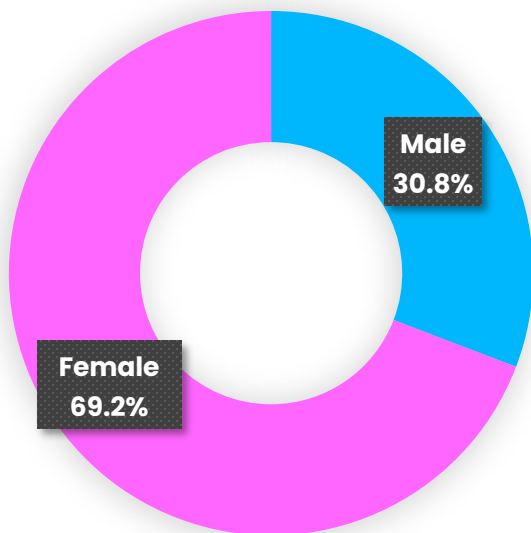


FIGURE 4-12: UNEMPLOYED PERSONS BY OVERSEAS FINANCIAL SUPPORT FROM RELATIVES

4.6 UNEMPLOYED TABLES

4.6.1 NUMBER OF PERSONS UNEMPLOYED BY SOCIODEMOGRAPHIC VARIABLES

TABLE 4-1: NUMBER OF PERSONS UNEMPLOYED BY SEX, SEX OF THE HEAD OF HOUSEHOLD AND AGE

	Both Sexes	Male	Female
National - Relaxed	12,700	5,510	7,190
National - Strict	5,850	2,270	3,590
Sex of the Head of Household			
Male-Headed Household	5,910	3,090	2,820
Female-Headed Household	6,790	2,430	4,360
10-Year Age Groups			
15-24	3,650	1,610	2,040
25-34	3,470	1,370	2,100
35-44	2,260	940 ⁺	1,320
45-54	1,720	640 ⁺	1,080 ⁺
55-64	1,160	690 ⁺	*
65+	*	*	*
Prime Working Age (25-54 years)	7,450	2,950	4,500
*	Value suppressed based on the unreliability of the estimate	+	Estimate has a low reliability; use with caution
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

4.6.2 UNEMPLOYMENT RATE BY SOCIODEMOGRAPHIC VARIABLES

TABLE 4-2: UNEMPLOYMENT RATE BY SEX, SEX OF THE HEAD OF HOUSEHOLD AND AGE

	Both Sexes	Male	Female
National - Relaxed	20.8	17.1	25.0
National - Strict	10.8	7.8	14.3
Sex of the Head of Household			
Male-Headed Household	17.7	14.1	24.5
Female-Headed Household	24.7	23.5	25.4
10-Year Age Groups			
15-24	34.7	31.0	38.2
25-34	22.9	17.7	28.3
35-44	16.3	13.0 ⁺	19.9
45-54	14.7	10.1 ⁺	20.3 ⁺
55-64	15.6	16.4 ⁺	14.6
65+	*	*	*
Prime Working Age (25-54 years)	18.3	13.9	23.2
*	Value suppressed based on the unreliability of the estimate	+	Estimate has a low reliability; use with caution
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

4.6.3 PREVIOUS WORK EXPERIENCE

TABLE 4-3: NUMBER OF PERSONS UNEMPLOYED BY PREVIOUS WORK EXPERIENCE, SEX OF THE HEAD OF HOUSEHOLD, AGE, AND EDUCATIONAL ATTAINMENT

	Yes	No, or Don't Know	Total Unemployed
National - Relaxed	6,500	6,200	12,700
Sex			
Male	2,970	2,540	5,510
Female	3,530	3,660	7,190
15-Year Age Groups			
15-29	1,860	3,860	5,720
30-44	2,160	1,500	3,660
45-60	1,780	650 ⁺	2,430
60+	690 ⁺	*	880
Educational Attainment (ISCED Aggregate)			
Less than basic	1,850	750 ⁺	2,600
Basic	990 ⁺	1,540	2,530
Intermediate	2,870	3,490	6,360
Advanced	*	*	1,120 ⁺
*	Value suppressed based on the unreliability of the estimate	+	Estimate has a low reliability; use with caution
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

4.6.4 LONG-TERM UNEMPLOYMENT

TABLE 4-4: NUMBER OF PERSONS IN LONG-TERM UNEMPLOYMENT BY SEX, AGE AND CHILD UNER-18 PRESENT IN THE HOUSEHOLD

	Long-Term Unemployment		
	Yes	No	Total Unemployed
National - Relaxed	6,540	6,160	12,700
Sex			
Male	2,390	3,130	5,510
Female	4,150	3,030	7,190
10-Year Age Groups			
15-24	1,420 ⁺	2,240	3,650
25-34	1,920	1,550	3,470
35-44	1,050 ⁺	1,210	2,260
45-54	1,160	*	1,720
55-64	740 ⁺	*	1,160
65+	260 ⁺	*	430 ⁺
Persons Living in a Household with Children under 18 Years			
At least 1 child under 18 years	2,430	2,960	5,400
No children under 18 years	4,110	3,190	7,300
*	Value suppressed based on the unreliability of the estimate	+	Estimate has a low reliability; use with caution
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

TABLE 4-5: NUMBER OF PERSONS UNEMPLOYED BY DURATION OF UNEMPLOYMENT AND WHEN LAST LOOKED FOR WORK

	Duration of Unemployment	When Last Looked for Work	
	National - Relaxed	12,700	12,700
Duration			
Never looked for work		1,230 ⁺	
Less than one month	900 ⁺	4,200	
One month but less than three months	1,120 ⁺	2,340	
Three months but less than six months	1,250 ⁺	1,060 ⁺	
Six months but less than twelve months	2,410	1,380	
Twelve months or more	6,540	1,830	
Don't know	*	*	
*	Value suppressed based on the unreliability of the estimate	+	Estimate has a low reliability; use with caution
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

4.6.5 DISCOURAGED JOB-SEEKERS

TABLE 4-6: DISCOURAGED JOB-SEEKERS BY SEX

		Both Sexes	Male	Female
National - Relaxed		12,700	5,510	7,190
Discouraged Job-Seekers				
Discouraged		3,340	1,570	1,770
Not Discouraged		9,360	3,940	5,420
*	Value suppressed based on the unreliability of the estimate	+	Estimate has a low reliability; use with caution	
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.				

4.6.6 MAIN OBSTACLES TO FINDING EMPLOYMENT, SOFT SKILLS NEEDED AND MEANS OF SUPPORT

TABLE 4-7: UNEMPLOYED PERSONS BY MAIN OBSTACLES TO EMPLOYMENT AND SOFT-SKILLS

	Both Sexes	Male	Female
National - Relaxed	12,700	5,510	7,190
Main Obstacles to Employment			
Not enough jobs available	8,170	3,720	4,450
Do not have the appropriate educational qualifications for the job	4,540	2,030	2,510
No suitable training opportunities	4,410	1,670	2,730
No work experience	4,350	1,910	2,430
Low wages in available jobs	3,010	1,380	1,630
Do not have the appropriate 'soft skills' for the job	2,460	1,000 ⁺	1,460
Poor working conditions in available jobs	1,620	760 ⁺	860 ⁺
Discrimination based on age, sex, disability etc	1,400	*	820 ⁺
Mismatch between education requirements and that received	1,240	*	*
Other	1,200	650 ⁺	*
Soft Skills Required to Improve Chances of Gaining Employment			
Customer service	1,470	*	870 ⁺
Managing one's emotions	2,070	960 ⁺	1,110 ⁺
Critical thinking	2,630	1,060 ⁺	1,560
Managing conflict	2,970	1,380	1,590
Creativity and innovation	3,060	1,080 ⁺	1,980
Problem solving	3,790	1,540	2,250
Decision-making	3,920	1,540	2,380
Team working (Working in teams)	4,200	1,860	2,340
Interpersonal Skills (Working with people)	4,280	1,930	2,350
Leadership	4,390	1,990	2,410
Communication	6,740	2,890	3,850
Other	*	*	*
[*]	Value suppressed based on the unreliability of the estimate	⁺	Estimate has a low reliability; use with caution
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

TABLE 4-8: UNEMPLOYED PERSONS BY MEANS OF SUPPORT

	Both Sexes	Male	Female
National - Relaxed	12,700	5,510	7,190
Main Means of Financial Support			
Self or Own Savings / Investment	2,880	1,910	970 ⁺
Friends/Relatives	6,990	3,090	3,900
Spouse or Partner	2,100	*	1,830
Other / Don't Know	*	*	*
Receiving Financial Support from Overseas			
Yes	2,520	780 ⁺	1,740
No, or Don't Know	10,180	4,740	5,440
*	Value suppressed based on the unreliability of the estimate	+	Estimate has a low reliability; use with caution
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

5 FEATURES OF THOSE OUTSIDE THE LABOUR FORCE (ECONOMICALLY INACTIVE)

Those outside the labour force comprise persons of working age who are neither engaged in nor available and desirous of working. In other words, a person is outside the labour force if they are neither employed nor unemployed. This group is also referred to as outside the labour force or the economically inactive population. Typically, those outside the labour force are dependent, primarily consisting of students, retirees, persons with physical or mental impairments who are incapable of working and persons caring for family members or doing home duties.

The classification of persons as outside the labour force is contingent on the definition of unemployment. This chapter, therefore, highlights the characteristics of working-age persons who are not in the labour force as a residual of a labour force defined using the relaxed definition of unemployment.

The number of persons classified as outside the labour force in June 2022 in St. Vincent and the Grenadines was 22,260 which is 26.8 per cent of the 15 and older population, the relaxed definition of unemployment¹⁷. This is known as the inactivity rate. There were more females than males outside the labour force. Of the economically inactive 15 and older population, 12,130 persons or 54.5 per cent, were female.

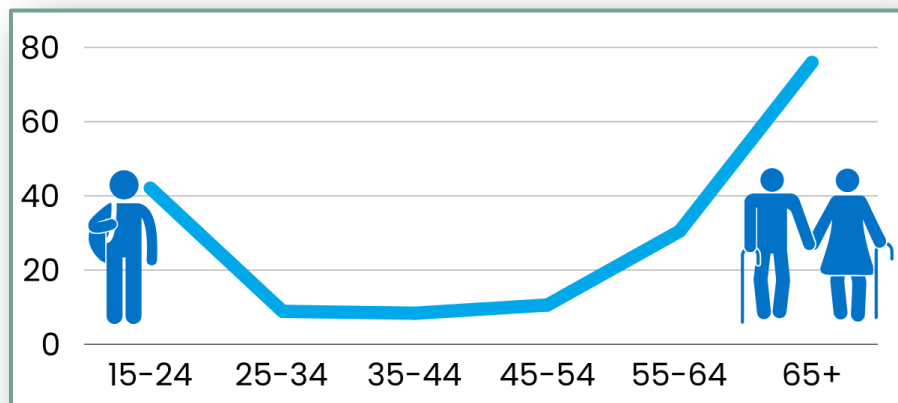


FIGURE 5-1: INACTIVITY RATE BY 10-YEAR AGE GROUP

¹⁷ If the strict definition of unemployment is used however 29,110 (35.0%) would be classified as outside the labour force. The relaxed definition is used throughout the chapter which classifies 22,260 persons as economically inactive.

The inactivity rate for persons of prime working age was 9.2 per cent. This means that among persons 24 to 54 years old, only one (1) out of ten (1) persons were inactive. When assessed by 10-year age groups, the lowest inactivity rate (8.4%) was observed for persons 35 -44 years, 25-34 years (8.9%) and 45-54 Years (10.6%). The highest inactivity rate was observed for persons 65 years or older (76.0%), 15-24 years (42.1%) and 55-64 years (30.5%). The inactivity rate for persons of pensionable age was 72.6 per cent.

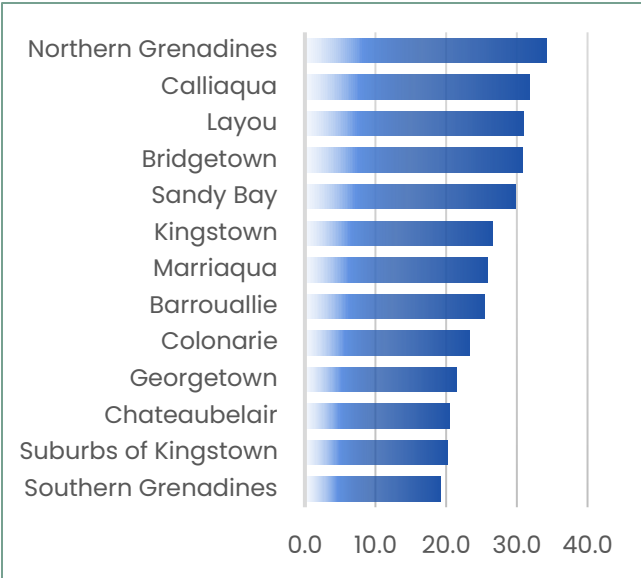


FIGURE 5-2: INACTIVITY RATE BY CENSUS DIVISION

5.1 OUTSIDE THE LABOUR FORCE BY AREA OF RESIDENCE

Most persons outside the labour force lived in the Census Division (CD) of Calliaqua (5,920). The second largest population outside the labour force lived in CD Kingstown (2,610) and CD Suburbs of Kingstown (2,080). CD Sandy Bay and CD Southern Grenadines had the least number of persons residing there who were not in the labour force. Otherwise, the distribution of persons outside the labour force was relatively equal across the remaining divisions.

The highest rate of inactivity was observed in the CD Northern Grenadines (34.2%), CD Calliaqua (31.8%), CD Layout (30.9%) and Bridgetown (30.8%). CD Southern Grenadines (19.2%), CD Suburbs of Kingstown (20.1%), and CD Chateaubelair (20.5%).

5.2 OUTSIDE THE LABOUR FORCE BY 10-YEAR AGE GROUP

When the data are disaggregated by ten-year age groups, youth 15 to 24 years old accounted for a little over one-third of the persons not in the labour force (7,650 persons or 34.4%). Similarly, 32.5 per cent, or 7,230 persons, were 65 or older. Together, these two age groups accounted for more than two-thirds of persons outside the labour force. Notably, the 65 and older population is the only subgroup that was predominantly outside the labour force; 76.0 per cent of persons 65 years and older were not in the labour force. Among the youth population, 42.0 per cent were not in the labour force.

When the age group data were disaggregated by sex, more females than males were outside the labour force within every age group except youth. Of the 10,140 males not in the labour force, four in every ten were between 15 and 24 years (40.2%), and another three in ten were 65 years or older (30.2%). For females, over one-third (4,170 or 34.4%) were 65 years and older, and 29.5 per cent (3,580) were young adults.

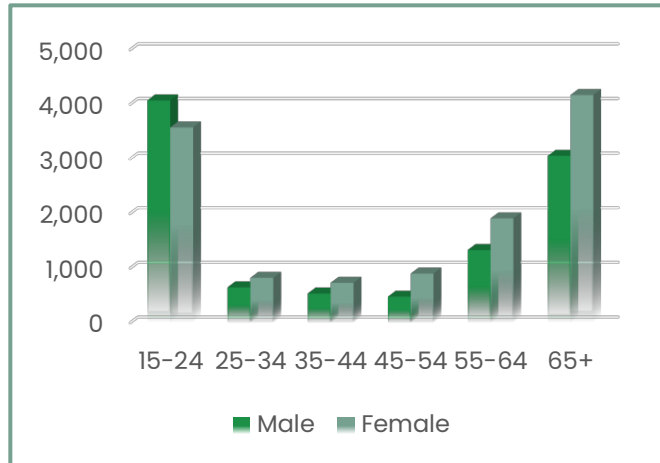


FIGURE 5-3: OUTSIDE THE LABOUR FORCE BY SEX & 10-YEAR AGE GROUPS

Among persons outside the labour force, 4,130 or 18.6 were in the prime working age group 25 to 54 years. Looking specifically at the 63 and older population (persons of pensionable age) this group accounted for 35.1 per cent (7,810) of those outside the labour force. Youth accounted for 34.4 per cent or 7,650 of those who were economically inactive.

5.3 OUTSIDE THE LABOUR FORCE BY LEVEL OF EDUCATION

Most persons outside the labour force had less than basic education (7,550 or 33.9%) or intermediate level education (7,500 or 33.7%). The labour force inactivity rate was highest for persons with a basic education level (39.5%) or less than basic education (35.4%). The lowest inactivity rate was among persons with advanced educational attainment.

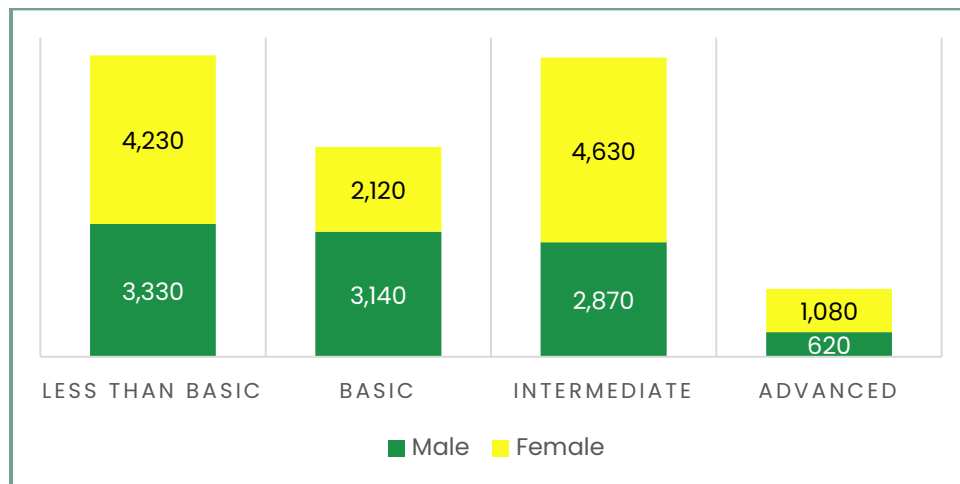


FIGURE 5-4: OUTSIDE THE LABOUR FORCE BY EDUCATIONAL ATTAINMENT BY SEX

When the economically inactive population was disaggregated by education and sex, females outnumbered males within every educational level except for basic. Among males outside the

labour force, approximately one-third (32.8%) had less than basic education and another 30.9 per cent to the basic level. Among economically inactive females, 38.2 per cent were educated to the intermediate level and 34.9 per cent had less than the basic education. Interestingly, 6.2 per cent of males outside the labour force and 8.9 per cent of females attained advanced education.

5.4 OUTSIDE THE LABOUR FORCE BY PERSONS LIVING IN HOUSEHOLDS WITH MINOR CHILDREN

Persons who lived in a household with a minor child under the age of six (6) years old were less likely to be inactive than those who did not. The inactivity rate of persons who lived in households with at least one child under the age of 6 years was 18.6 per cent. On the other hand, the inactivity rate of persons who did not live in a household with minor children was 28.8 per cent. It should however be noted that the nine (9) out of ten (10) persons outside the labour force did not live in a household with minor children. The profile of the persons outside the labour force showed that they were predominantly young adults and elderly persons which may explain why most economically inactive persons were not living in a household with at least one child under 6 years.

5.5 OUTSIDE THE LABOUR FORCE BY CHARACTERISTICS OF THE HOUSEHOLD

People outside the labour force were more likely to be coupled with at least one child or a single parent. Three in every ten persons not in the labour force lived in a household type “Couple with Children” (6,570 or 29.5%). A similar proportion lived in a single-parent household (5,990 or 26.9%). Labour force inactivity was highest for those living in family type ‘Couple without Children’ (43.6%).

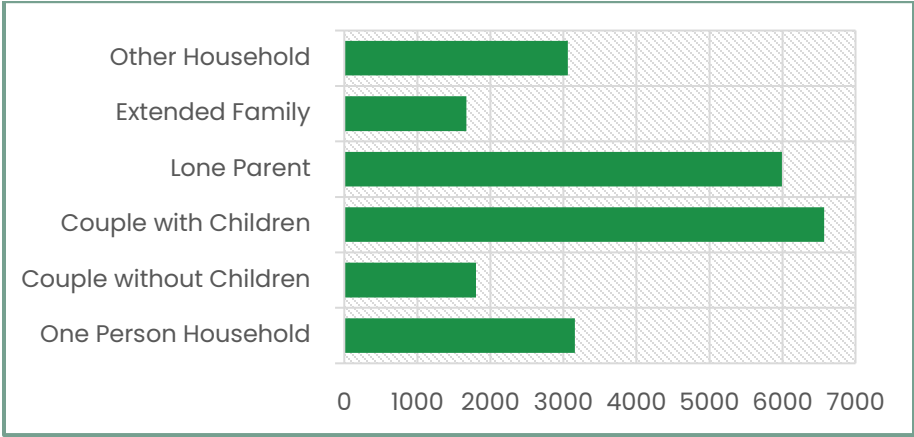


FIGURE 5-5: OUTSIDE THE LABOUR FORCE BY FAMILY TYPE

When the data were explored by household size, it was found that labour force participation was not influenced by the number of persons living in the household. Two in every ten persons outside the labour force lived in a household with either two or three persons. Among the inactive population, 17.4 per cent resided in a household with 4 persons and another 16.6 per cent with six or more members.

5.6 OUTSIDE THE LABOUR FORCE BY HEALTH STATUS

Health conditions may influence labour force inactivity since one reason for a person to be outside the labour force is an illness or disability. From the survey data, it was found that of the persons not in the labour force in St. Vincent and the Grenadines, 30.0 per cent (6,680) had an illness, accident or dental issue in the twelve months preceding the survey.

5.7 PREVIOUS WORK EXPERIENCE AND REASON

During the survey, persons outside the labour force were asked if they had ever worked for others or in their own or family business. Of the persons classified as outside the labour force, less than half (10,240 or 46.0%) worked previously, more than one-half of which were females (5,920 or 57.8%). Most persons outside the labour force had no previous work experience (51.9%)

Analysed within sex, 42.7 per cent of males outside the labour force had worked previously compared to 48.8 per cent of females.



FIGURE 5-6: REASONS FOR STOPPING WORK

Retirement was the main reason for stopping work (5,800 or 56.7%). This was the main reason among males and females, for almost two-thirds of males (2,800 or 64.8%) and one-half of females (3,000 or 50.8%). The second most popular reason for males is a job loss or business failure, while for females, it was for personal reasons. These findings must be interpreted cautiously due to a larger-than-acceptable coefficient of variation for some responses.

Based on the survey data, most persons who had previously worked had been outside the labour force for a substantial period. Nearly two-thirds had stopped working more than five years before the survey (6,470 or 63.1%). There was significant non-response on questions concerning the characteristics of the previous job; however, of the 3,770 or 36.9 per cent who responded to the question used to determine previous employment status, most were previously employed in the private sector (1,820).

5.8 FINANCIAL SUPPORT

Two (2) in every ten (10) persons outside the labour force received financial support from a relative abroad. Most persons who benefitted from relatives in the diaspora were females (3,220 or 61.9%). It should be noted that five (5) in every ten (10) of these persons were 60 years or older, and another two (2) in ten (10) were young people between 15 to 29 years. Most persons receiving assistance from abroad had less than basic education (2,390 or 45.8%). Four (4) in every ten (10) persons who received financial support from a relative abroad resided in a household with at least one child under 18 years old (2,180 or 41.8%).

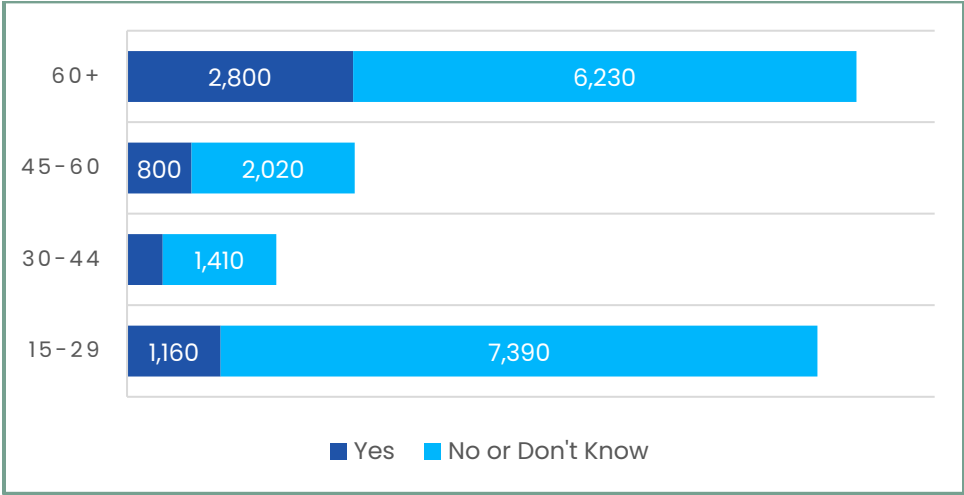


FIGURE 5-7: PERSONS OUTSIDE THE LABOUR FORCE WHO RECEIVED SUPPORT FROM RELATIVES ABROAD

It should be noted that irrespective of sex, age group or education majority of persons outside the labour force within the different groups were not receiving financial assistance from a family member in the diaspora. Among males who are not economically active, 79.6 per cent were not receiving financial assistance from a relative abroad, similarly, 73.4 per cent of

females. Within each age group, more than two-thirds were not receiving support from family members abroad. Similarly, within education level, seven or eight of every ten persons were not receiving help from abroad. Among those living in households with at least one child under 18 years (11,210), most were not receiving financial assistance (80.3%) from a family living outside St. Vincent and the Grenadines.

5.9 YOUTH NOT IN EMPLOYMENT, EDUCATION OR TRAINING (NEET)

Sustainable Development Goal (SDG) 8.6 speaks to the share of young people not in employment, education, or training (NEET) as a percentage of the total number of young people in the corresponding age group.

Of the 18,190 youth in St. Vincent and the Grenadines, 3,870 or 21.3 per cent, were not in employment, education, or training. Females accounted for more than one-half (2,240, or 58.0%) of the NEET youth. This is notable, considering youth is the only age group where males



outnumber females within the economically inactive population. One-quarter of female youth was not in employment, education, or training (25.2%) compared to 17.5 per cent of male youth.

The survey data shows that NEET youth were more likely to be living in a female-headed household. A total of 2,130 (55.1%) NEET youth resided in a household with a female head. The NEET rate by sex of household head showed no significant difference between male-headed (22.2%) and female-headed households (20.5%).

Nearly two-thirds of NEET youths resided in households where the highest level of education attained in that household was basic education (2,460 or 63.7%), and another 1,010 or 26.2 per cent resided in households where the highest level of education was intermediate. Among the NEET Youth themselves, 61.0 per cent or 2,360 had attained intermediate-level education. Low education levels increase unemployment vulnerability and could lead to other adverse outcomes. Therefore, additional data and analysis are needed to assess the attitudes and motivations of NEET youth to inform programmes and policies.

Target 8.6: By 2020, substantially reduce the proportion of youth not in employment, education, or training.

Indicator 8.6.1: Proportion of youth (aged 15-24 years) not in employment, education, or training.

5.10 OUTSIDE THE LABOUR FORCE TABLES

5.10.1 OUTSIDE THE LABOUR FORCE BY SOCIO-DEMOGRAPHIC CHARACTERISTICS

TABLE 5-1: NUMBER OF PERSONS OUTSIDE THE LABOUR FORCE BY SEX, AGE, EDUCATIONAL ATTAINMENT AND HEALTH STATUS

	Both Sexes	Male	Female
National - Relaxed Definition	22,260	10,140	12,130
National - Strict Definition	29,110	13,380	15,730
10 Year Age Groups (relaxed)			
15-24	7,650	4,070	3,580
25-34	1,480	*	830 ⁺
35-44	1,270	*	730 ⁺
45-54	1,380	*	900 ⁺
55-64	3,250	1,330	1,910
65+	7,230	3,060	4,170
Prime Working Age (25-54 years)	4,130	1,670	2,460
Educational Attainment (ISCED 2011 Levels)			
Less than primary	7,550	3,330	4,230
Primary	5,250	3,140	2,120
Lower and upper secondary	6,820	2,740	4,080
Post-secondary non-tertiary	1,460	*	1,070 ⁺
Bachelor's Degree or Higher	920 ⁺	*	*
Not elsewhere classified	*	*	*
Educational Attainment (ISCED Aggregate Levels)			
Less than basic	7,550	3,330	4,230
Basic	5,250	3,140	2,120
Intermediate	7,500	2,870	4,630
Advanced	1,710	620 ⁺	1,080
Level not stated	*	*	*
Persons who had a condition, illness, accident, or dental issue for which they sought medical attention during the last 12 months			
Yes	6,680	2,690	3,980
No	15,590	7,440	8,140
*	Value suppressed based on the unreliability of the estimate	+	Estimate has a low reliability; use with caution
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

TABLE 5-2: NUMBER OF PERSONS OUTSIDE THE LABOUR FORCE BY GEOGRAPHICAL AREA AND OTHER LIVING ARRANGEMENTS

	Both Sexes	Male	Female
National – Relaxed Definition	22,260	10,140	12,130
Census Division			
Kingstown	2,610		
Suburbs of Kingstown	2,080		
Calliaqua	5,920		
Marriaqua	1,520		
Bridgetown	1,540		
Colonarie	1,210		
Georgetown	1,120		
Sandy Bay	570 ⁺		
Layou	1,500		
Barrouallie	1,050		
Chateaubelair	870		
Northern Grenadines	1,680		
Southern Grenadines	600 ⁺		
Persons Living in a Household with minor Children under 6 Years			
At least 1 child under 6 years	3,020	1,080 ⁺	1,940
No children under 6 years	19,240	9,050	10,190
Household Type			
One Person Household	3,160	1,880	1,280
Couple without Children	1,800	740	1,060 ⁺
Couple with Children	6,570	3,020	3,550
Lone Parent	5,990	2,590	3,410
Extended Family	1,670	770	910
Other Household	3,060	1,140	1,920
Household Size			
1 person	3,160	1,880	1,280
2 persons	4,760	1,830	2,930
3 persons	4,810	2,210	2,610
4 persons	3,860	1,490	2,370
5 persons	1,960	1,060 ⁺	900 ⁺
6 or more members	3,700	1,670 ⁺	2,040
*	Value suppressed based on the unreliability of the estimate	+	Estimate has a low reliability; use with caution
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

TABLE 5-3: NUMBER OF PERSONS IN THE LABOUR FORCE BY HEADSHIP CHARACTERISTICS BY SEX

	Both Sexes	Male	Female
National - Relaxed Definition	22,260	10,140	12,130
Sex of the Head of Household			
Male-Headed Household	11,390	6,510	4,880
Female-Headed Household	10,870	3,630	7,240
Age of the Head of Household by 15-Year Age Groups			
15-29	*	*	*
30-44	3,520	1,930	1,580
45-60	7,190	3,250	3,930
60+	11,080	4,810	6,270
*	Value suppressed based on the unreliability of the estimate	+	Estimate has a low reliability; use with caution
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

5.10.2 INACTIVITY RATES BY SOCIO-DEMOGRAPHIC CHARACTERISTICS

TABLE 5-4: INACTIVITY RATE BY SEX, AGE, EDUCATIONAL ATTAINMENT AND HEALTH STATUS

	Both Sexes	Male	Female
National – Relaxed Definition	26.8	23.9	29.7
National – Strict Definition	35.0	31.6	38.5
10 Year Age Groups (relaxed)			
15-24	42.1	43.9	40.1
25-34	8.9	*	10.0 ⁺
35-44	8.4	*	9.9 ⁺
45-54	10.6	*	14.5 ⁺
55-64	30.5	24.1	37.4
65+	76.0	67.0	84.4
Prime Working Age (25-54 years)	9.2	7.3	11.3
Educational Attainment (ISCED 2011 Levels)			
Less than primary	35.4	26.7	47.5
Primary	40.0	40.4	39.4
Lower and upper secondary	22.6	18.5	26.5
Post-secondary non-tertiary	11.3	*	13.9 ⁺
Bachelor's Degree or Higher	19.2 ⁺	*	*
Not elsewhere classified	*	*	*
Educational Attainment (ISCED Aggregate Levels)			
Less than basic	35.4	26.7	47.5
Basic	39.5	40.1	38.6
Intermediate	21.2	17.0	25.1
Advanced	13.7	13.2 ⁺	14.0
Level not stated	*	*	*
Persons who had a condition, illness, accident, or dental issue for which they sought medical attention during the last 12 months			
Yes	37.1	33.9	39.7
No	23.9	21.6	26.4
*	Value suppressed based on the unreliability of the estimate	+	Estimate has a low reliability; use with caution
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

TABLE 5-5: INACTIVITY RATE BY LIVING ARRANGEMENTS

	Both Sexes	Male	Female
National - Relaxed Definition	26.8	23.9	29.7
Census Division			
Kingstown	26.5		
Suburbs of Kingstown	20.1		
Calliaqua	31.8		
Marriaqua	25.8		
Bridgetown	30.8		
Colonarie	23.3		
Georgetown	21.5		
Sandy Bay	29.9 ⁺		
Layou	30.9		
Barrouallie	25.4		
Chateaubelair	20.5		
Northern Grenadines	34.2		
Southern Grenadines	19.2 ⁺		
Persons Living in a Household with Children under 6 Years			
At least 1 child under 6years	18.6	17.8 ⁺	19.0
No children under 6 years	28.7	25.0	33.2
Household Type			
One Person Household	28.6	22.4	47.9
Couple without Children	43.6	36.6	50.2 ⁺
Couple with Children	22.9	21.6	24.1
Lone Parent	27.5	28.2	27.0
Extended Family	34.7	32.0	37.2
Other Household	24.2	17.8	30.8
Household Size			
1 person	28.6	22.4	47.9
2 persons	29.2	22.4	36.1
3 persons	26.7	25.8	27.5
4 persons	26.6	23.2	29.3
5 persons	22.0	24.0 ⁺	20.1 ⁺
6 or more members	25.7	26.1 ⁺	25.4
*	Value suppressed based on the unreliability of the estimate	+	Estimate has a low reliability; use with caution
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

TABLE 5-6: INACTIVITY RATE BY HEADSHIP CHARACTERISTICS BY SEX

	Both Sexes	Male	Female
National - Relaxed Definition	26.8	23.9	29.7
Sex of the Head of Household			
Male-Headed Household	25.4	22.9	29.8
Female-Headed Household	28.3	26.0	29.7
Age of the Head of Household by 15-Year Age Groups			
15-29	*	*	*
30-44	18.2	19.0	17.2
45-60	21.9	19.8	24.0
60+	41.0	35.0	47.0
*	Value suppressed based on the unreliability of the estimate	+	Estimate has a low reliability; use with caution
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

5.10.3 OTHER FEATURES OF PERSONS OUTSIDE THE LABOUR FORCE

TABLE 5-7: NUMBER OF PERSONS OUTSIDE THE LABOUR FORCE BY SEX, PREVIOUS WORK EXPERIENCE AND REASON FOR STOPPING WORK

	Both Sexes	Male	Female
National - Relaxed Definition	22,260	10,140	12,130
Ever worked for anyone or owned a business			
Yes	10,240	4,320	5,920
No, or Don't Know	12,020	5,810	6,210
Reasons for stopping work			
Job loss or business failure	1,680	750	930
Personal reasons	1,270	*	1,030
Retired	5,800	2,800	3,000
Other or Don't Know	1,490	*	950
*	Value suppressed based on the unreliability of the estimate	+	Estimate has a low reliability; use with caution
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

TABLE 5-8: NUMBER OF PERSONS OUTSIDE THE LABOUR FORCE SEX AND FINANCIAL SUPPORT FROM ABROAD

	Both Sexes	Male	Female
National - Relaxed Definition	22,260	10,140	12,130
Receiving support from relatives abroad			
Yes	5,200	1,980	3,220
No, or Don't Know	17,060	8,150	8,900
Reasons for stopping work			
Job loss or business failure	1,680	750	930
Personal reasons	1,270	*	1,030
Retired	5,800	2,800	3,000
Other or Don't Know	1,490	*	950
*	Value suppressed based on the unreliability of the estimate	+	Estimate has a low reliability; use with caution
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

TABLE 5-9: NUMBER OF PERSONS OUTSIDE THE LABOUR FORCE BY FINANCIAL SUPPORT FROM ABROAD BY AGE, EDUCATIONAL ATTAINMENT AND CHILDREN UNDER 18 PRESENT IN THE HOUSEHOLD

Received Support from Relatives Abroad			
	Yes	No, or Don't Know	Total
National - Relaxed Definition	5,200	17,060	22,260
By 15-Year Age Group			
15-29	1,160 ⁺	7,390	8,550
30-44	*	1,410	1,850
45-60	800 ⁺	2,020	2,820
60+	2,800	6,230	9,040
Educational Attainment (ISCED Aggregate Level)			
Less than basic	2,390	5,170	7,560
Basic	710 ⁺	4,540	5,250
Intermediate	1,760	5,740	7,500
Advanced	*	1,400	1,710
Persons Living in a Household with Children under 18 Years			
At least 1 child under 18 years	2,180	9,040	11,210
No children under 18 years	3,030	8,020	11,050
*	Value suppressed based on the unreliability of the estimate	+	Estimate has a low reliability; use with caution
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

5.10.4 YOUTH NOT IN EMPLOYMENT, EDUCATION OR TRAINING (NEET)

TABLE 5-10: NUMBER OF YOUTH NOT IN EMPLOYMENT, EDUCATION OR TRAINING (NEET) BY SEX, SEX OF THE HEAD OF HOUSEHOLD, EDUCATIONAL ATTAINMENT AND HIGHEST LEVEL OF EDUCATION PRESENT IN THE HOUSEHOLD

	NEET Youth		
	Yes	No	Total
National - Relaxed Definition	3,870	14,320	18,190
Sex			
Male	1,620	7,650	9,270
Female	2,240	6,670	8,920
Sex of the Head of Household			
Male-Headed Household	1,740	6,080	7,820
Female-Headed Household	2,130	8,240	10,370
Educational Attainment (ISCED Aggregate)			
Less than basic	*	*	*
Basic	830 ⁺	5,430	6,250
Intermediate	2,360	6,520	8,890
Advanced	*	1,820	2,320
Highest Level of Educational Attainment within the Household (ISCED Aggregate)			
Basic	2,470	6,860	9,330
Intermediate	1,010 ⁺	5,400	6,420
Advanced	*	2,040	2,440
*	Value suppressed based on the unreliability of the estimate	+	Estimate has a low reliability; use with caution
Numbers are rounded to the nearest tens, and percentages are rounded to one (1) decimal place. Differences in totals are due to rounding.			

6 TECHNICAL NOTES

6.1 KEY CONCEPTS

6.1.1 WORK

Work comprises any activity performed by persons of any sex and age to produce goods or to provide services for use by others or for their own use. It includes five mutually exclusive forms of work:

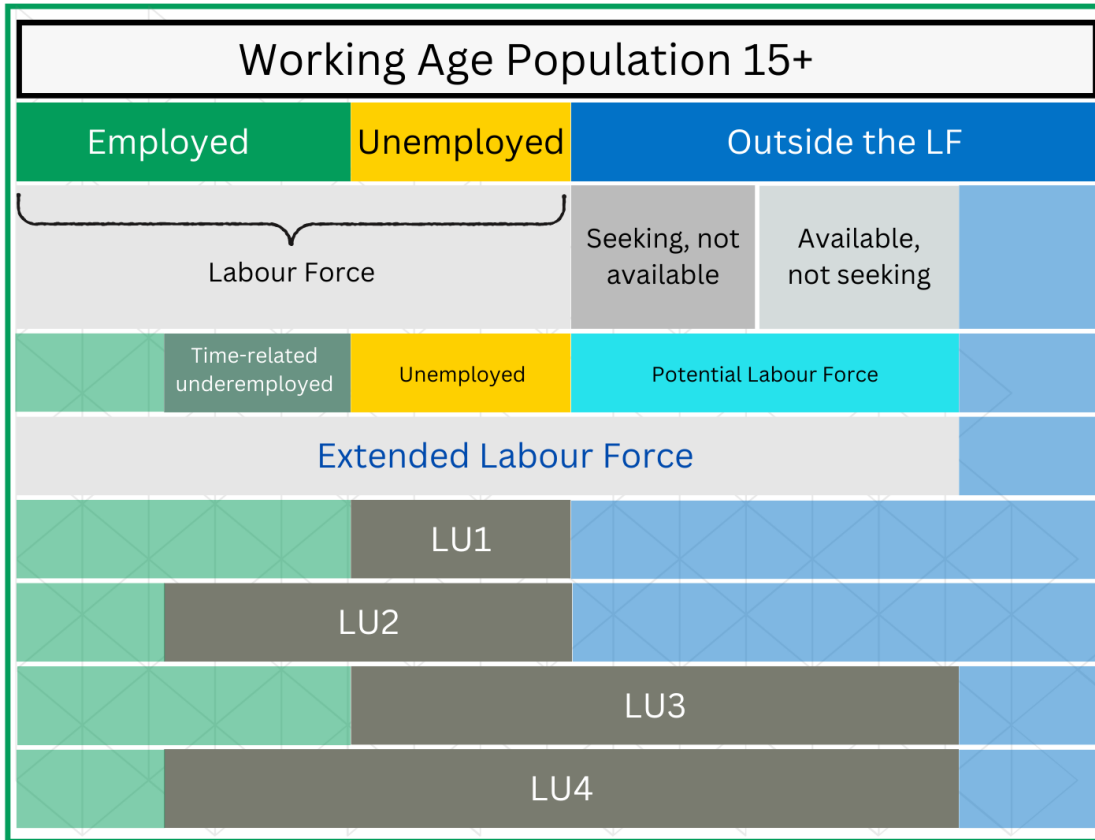
1. Own-use Production Work	• production of goods and services for own final use;
2. Employment	• work performed for others in exchange for pay or profit;
3. Unpaid Trainee Work	• work performed for others without pay to acquire workplace experience or skills;
4. Volunteer Work	• non-compulsory work performed for others without pay;
5. Other Work Activities	

Forms of Work Framework and the System of National Accounts (SNA) 2008

Intended destination of production	For own final use		For use by others				
	Forms of work	Own-use production work		Employment (work for pay or profit)	Unpaid trainee work	Other work activities	Volunteer work
of services		of goods	in market and non-market units				In households producing
						goods	services
Relation to SNA 2008	within SNA production boundary					inside SNA general production boundary	

The distinction between employment and own-use production of goods is based on the main intended destination of the production. Production of goods mainly intended for sale or exchange is included in employment.

6.1.2 LABOUR FORCE STATISTICS FRAMEWORK AND LABOUR UNDERUTILIZATION



6.1.2.1 EMPLOYED

The employed consists of all those of working age who, during the week preceding the interview, were engaged in any activity to produce goods or provide services for pay or profit. It includes those persons who were either:

- at work {
 - who worked in a job for at least one hour
- not at work {
 - due to temporary absence from a job or because of working-time arrangements (such as shift work, flexi-time, and compensatory leave for overtime).

The following concepts are key to determining whether a person is employed:

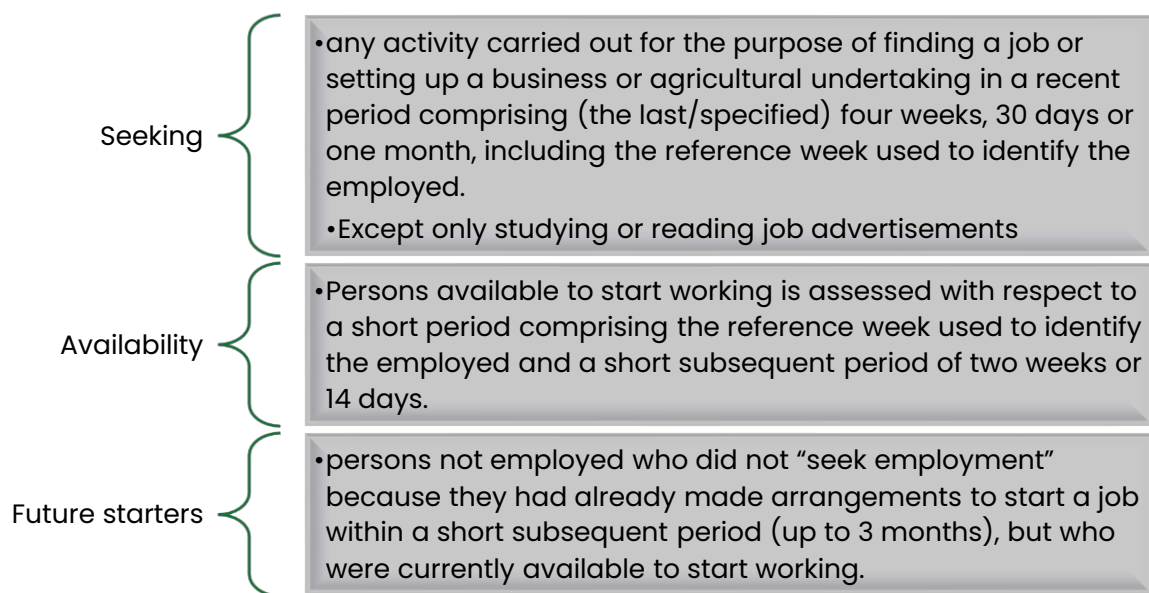
- **For Pay or Profit** refers to work done in expectation of obtaining remuneration in the form of wages or salaries for time worked or work done, or in the form of profits from the sale or exchange of goods and services. This includes remuneration in cash or kind, whether paid directly to the person performing the work or indirectly to a household or family member (as can occur in family-run businesses).
- Temporary absence includes persons who:
 - were absent due to shift work, flexitime, nature of work, vacation, holidays, sickness, illness, accident, maternity, paternity leave.
 - were absent due to low or off-season and continue to do some work for that job or business.
 - will return to that same job or business in 3 months or less.
 - continue to receive an income from the job or business during this absence.

6.1.2.2 UNEMPLOYED

The **Strict Definition** of Unemployment defines the unemployed as all working-age persons who were not in employment, carried out activities to **seek** employment during a specified recent period and were currently **available** to take up employment given a job opportunity.

The **Relaxed Definition** of Unemployment defines the unemployed as all working-age persons who were not in employment wanted work and were currently available to take up employment given a job opportunity.

The following concepts are key to determining whether a person is unemployed:



6.1.2.3 THE LABOUR FORCE

The **Labour Force** comprises all persons of working age who supply labour to produce goods and services during a specified time-reference period. It refers to the sum of all persons of working age who are employed and those who are unemployed.

Outside the Labour Force includes working-age persons neither in employment nor in unemployment.

6.1.2.4 LABOUR UNDERUTILIZATION

Labour underutilization refers to mismatches between the supply of labour and the demand for labour. This represents the unmet need for employment among the population. There are several measures of labour underutilization including unemployment, time-related underemployment, the potential labour force, and the LU1-LU4 rates. All four LU rates are calculated using the strict definition of unemployment.

- **Time-related underemployment:** all persons in employment who wanted to work additional hours, whose working time in all jobs was less than a specified hours threshold, and who were available to work additional hours given an opportunity for more work.
- **Potential labour force:** a subset of persons outside the labour force, which aims to measure the potential supply of labour, or in other words, it quantifies all persons with an unmet need for income-generating work and provides a measure of their degree of labour market integration. It includes persons who are either looking for a job but not currently available to work or who are available to work but are not actively looking for a job.
- **Extended labour force:** defined as the sum of the potential labour force and the labour force. It includes persons of working age who, during the short reference period, were neither in employment nor in unemployment and:
 - (a) carried out activities to “seek employment”, were not “currently available” but would become available within a short subsequent period established in the light of national circumstances (i.e., unavailable job seekers); or
 - (b) did not carry out activities to “seek employment”, but wanted employment and were “currently available” (i.e., available potential jobseekers).

LU1	LU2	LU3	LU4
• Unemployment Rate (Strict)	• Combined rate of time-related underemployment & unemployment (strict)	• Combined rate of unemployment and potential labour force (strict)	• Aggregate measure of labour underutilization (strict)

6.1.3 BROAD SECTOR CONCORDANCE WITH ISIC

Aggregate Economic Activity			Sections ISIC- Rev. 4
Agriculture			A
Non-Agriculture	Industry	Manufacturing	C
		Construction	F
		Mining and quarrying; Electricity, gas, and water supply	B, D, E
	Services	Market Services (Trade; Transportation; Accommodation and food; and Business and administrative services)	G, H, I, J, K, L, M, N
		Non-market services (Public administration; Community, Social and other services, and activities)	O, P, Q, R, S, T, U
Not elsewhere classified			X

6.1.4 ISCO SKILL LEVEL

“Skill level is defined as a function of the complexity and range of tasks and duties to be performed in an occupation. Skill level is measured operationally by considering one or more of:

- *the nature of the work performed in an occupation in relation to the characteristic tasks and duties defined for each ISCO-08 skill level;*
- *the level of formal education defined in terms of the International Standard Classification of Education (ISCED-97) (UNESCO, 1997) required for competent performance of the tasks and duties involved; and*
- *the amount of informal on-the-job training and/or previous experience in a related occupation required for competent performance of these tasks and duties.” (ILO, 2023)*

Broad skill level	ISCO-08
Skill levels 3 and 4	1. Managers
	2. Professionals
	3. Technicians and associate professionals
Skill level 2	4. Clerical support workers
	5. Service and sales workers
	6. Skilled agricultural, forestry and fishery workers
	7. Craft and related trades workers
	8. Plant and machine operators, and assemblers
Skill level 1	9. Elementary occupations
Armed forces	0. Armed forces occupations
Not elsewhere classified	X. Not elsewhere classified

6.1.5 AGGREGATE LEVELS OF EDUCATION

ISCED Aggregate		ISCED 2011 Level	
1	Less than basic	0	Less than primary education
2	Basic	1	Primary education
		2	Lower secondary education
3	Intermediate	3	Upper secondary education
		4	Post-secondary non-tertiary education
4	Advanced	5	Short-cycle tertiary education
		6	Bachelor's or equivalent level
		7	Master's or equivalent level
		8	Doctoral or equivalent level
5	Level not stated	9	Not elsewhere classified

6.1.6 NATURE OF THE JOB

The variable used to identify persons working in informal jobs is called the "nature of the job," which determines whether a person is employed formally or informally. Individuals who work in informal jobs, regardless of whether they work in formal sector enterprises, informal sector enterprises, or households, are considered to be in informal employment. The identification of informal jobs is dependent on the status in employment of the worker.

Independent workers are considered to have informal jobs if the economic unit in which they work is an informal sector enterprise.

Among dependent workers:

- Contributing family workers, are classified as having informal jobs, irrespective of whether they work in formal or informal sector enterprises.
- Employees are considered to have informal jobs if their employment relationship is, in law or practice, not subject to social protection or entitlement to certain employment benefits (paid annual or sick leave).

The criteria to classify dependent contractors as having informal jobs is dependent on their self-declared status in employment:

- Self-declared self-employed persons reclassified as dependent contractors have informal jobs if the economic unit, they operate is an informal sector enterprise.
- Self-declared employees reclassified as dependent contractors are all treated as having informal jobs.

Persons working in Agriculture were excluded from this classification and were presented separately.

6.2 SURVEY AND SAMPLE DESIGN AND WEIGHTING

6.2.1 HOUSEHOLD WEIGHTS

The design weights were applied, which is the inverse of the probability of selection. The weights were adjusted for the difference between the census count and the number of dwellings identified during the listing. The non-response adjustment was also applied along with the post-stratification adjustment. The Post-stratification adjustment was used to calibrate the weights to the number of households per Census Division.

TABLE 6-1: POST-STRATA: CENSUS DIVISIONS

Stratum	Census Division	PSUs	Sample	Population	
			Households	Households	Individuals
1	Kingstown	12	387	4,940	12,855
2	Suburbs of Kingstown	13	487	5,064	13,937
3	Calliaqua	18	641	9,995	24,177
4	Marriaqua	9	283	2,813	7,886
5	Bridgetown	9	345	2,408	6,638
6	Colonaire	9	324	2,510	6,926
7	Georgetown	9	391	2,527	7,128
8	Sandy Bay	5	236	765	2,605
9	Layou	9	350	2,515	6,406
10	Barrouallie	8	241	2,085	5,688
11	Chateaubelair	8	366	1,927	5,821
12	Northern Grenadines	8	248	3,087	6,254
13	Southern Grenadines	7	250	1,894	4,096
Total		124	4,549	42,530	110,418

6.2.2 POST-STRATIFICATION WEIGHTS

The household weights were applied, then a post-stratification adjustment for the number of persons by 15-year age groups up to 60+, by sex and census division.

TABLE 6-2: POST-STRATA: CENSUS DIVISIONS BY AGE GROUP AND SEX

	Male	Females	Total	%Male	%Female	%Total
Sex	2,315	2,234	4,549	50.9	49.1	100.0
10 Year Age Groups						
0-14	514	461	975	22.2	20.6	21.4
15-24	306	297	603	13.2	13.3	13.3
25-34	303	316	619	13.1	14.1	13.6
35-44	275	312	587	11.9	14.0	12.9
45-54	337	274	611	14.6	12.3	13.4
55-64	310	270	580	13.4	12.1	12.8
65+	270	304	574	11.7	13.6	12.6
Educational Attainment						
Less than primary	1,001	810	1,811	43.2	36.3	39.8
Primary education	443	363	806	19.1	16.2	17.7
Lower & Upper secondary	608	656	1,264	26.3	29.4	27.8
Post-secondary non-tertiary	186	270	456	8.0	12.1	10.0
Bachelor's or Higher	62	123	185	2.7	5.5	4.1
Not elsewhere classified	15	12	27	0.6	0.5	0.6
Census Division						
Kingstown	193	194	387	8.3	8.7	8.5
Suburbs of Kingstown	229	258	487	9.9	11.5	10.7
Calliaqua	310	331	641	13.4	14.8	14.1
Marriacqua	156	127	283	6.7	5.7	6.2
Bridgetown	171	174	345	7.4	7.8	7.6
Colonie	163	161	324	7.0	7.2	7.1
Georgetown	207	184	391	8.9	8.2	8.6
Sandy Bay	123	113	236	5.3	5.1	5.2
Layou	177	173	350	7.6	7.7	7.7
Barroullie	140	101	241	6.0	4.5	5.3
Chateaubelair	213	153	366	9.2	6.8	8.0
North Grenadines	117	131	248	5.1	5.9	5.5
Southern Grenadines	116	134	250	5.0	6.0	5.5

The total number of persons in the sampled household for the 2022 St. Vincent and the Grenadines Labour Force Survey was 4,549. The persons found in the sample were almost equally split by sex. One-fifth of the householders were between the ages of 0 and 14 years. Householders were almost equally spread across the remaining age groups. Four in every ten householders had less than primary education, and about three in ten had lower or upper secondary education. Slightly more householders in the sample lived in Calliaqua, Suburbs of Kingstown and Kingstown.

6.3 TREATMENT OF NON-RESPONSE

Cases with significant item non-response were discarded from the dataset. Generally, item non-response was treated using modal imputation.

After discarding cases with significant item non-response, one case remained with missing sex. The value was imputed based on the sex of the spouse.

For missing age, the following imputation approach was taken:

1. Age missing, but age group provided:
 - a. Assign a random number between the boundaries of the age group.
2. Age missing, but estimated age provided:
 - a. Accept estimated age.

6.4 DERIVATIONS

Derived variables were generally in accordance with the recommendations of the ILO. Where the questionnaire did not align with the ILO-recommended questions, priority was given to preserving consistency with previous LFS estimates.

6.4.1 EDUCATIONAL ATTAINMENT

Definition

The highest ISCED level of education an individual has successfully completed. This is usually measured with respect to the highest educational programme successfully completed which is typically certified by a recognized qualification. Recognized intermediate qualifications are classified at a lower level than the programme itself.

Source definition: ISCED 2011

6.4.1.1 *IN SCHOOL*

q7	q7_des	Educational Attainment
1	Pre-school	0
2	Kindergarten	0
3	Grade 1	0
4	Grade 2	0
5	Grade 3	0
6	Grade 4	0
7	Grade 5	0
8	Grade 6	0
9	Form 1	1
10	Form 2	1

q7	q7_des	Educational Attainment
11	Form 3	1
12	Form 4	2
13	Form 5	2
14	Technical/Vocational (TVET Program)	2
15	Technical Institute	3
16	Post Secondary/Non-Tertiary	3
17	University	4
88	Other	7

6.4.1.2 OUT-OF-SCHOOL

q8	q8_des	Educational Attainment
1	Daycare/Nursery	0
2	Pre-school	0
3	Primary Grade/Standard (1-3 years)	0
4	Primary Grade/Standard (4-7 years)	1
5	Secondary	3
6	Technical/Vocational (TVET)	3
7	Technical Institute (TI)	4
8	Pre-University/Post Secondary/College	4
9	University	6
10	Don't Know	
11	Not stated	9
12	None	0

6.4.1.3 EXAM PASSED

q9a	q9a_des	Educational Attainment
1	None	0
2	Common Entrance/CPEA	1
3	School Leaving Certificate	3
4	Cambridge School Certificate	3
5	Caribbean Certificate of Secondary Level Competence (CCSLC)	3
6	City & Guilds	3
7	Caribbean Vocational Qualification (CVQ)	Depends on q9b
8	GCE/CXC O'Level/CSEC	3
9	GCE/CXC A'Level/CAPE	4
10	Associate's degree	5
11	Diploma (Undergraduate)	5
12	Diploma (Postgraduate)	6
13	Bachelor's/First Degree (Undergraduate)	6
14	Professional Certificate	5
15	Master's Degree (Postgraduate)	6
16	PhD (Doctoral)	6




q9a	q9a_des	Educational Attainment
88	Other	9
99	Don't Know	9

Caribbean Vocational Qualification (CVQ) (q9a=7)




q9b	q9b_des	Educational Attainment
1	Level 1 - Grade 9/ Form 3	2
2	Level 2 - GCE/CXC O'Level/CSEC	3
3	Level 3 - GCE/CXC A'Level/CAPE/ Associate's Degree	4
4	Level 4 - Bachelor's/First Degree	6
5	Level 5 - Master's Degree / PhD	7

6.5 DATA QUALITY THRESHOLDS¹⁸

6.5.1 COEFFICIENT OF VARIATION (CV)

 Reliable Estimate • less than 20	 Low reliability • between 20 and 30	 Unreliable • greater than 30
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6.5.2 UNWEIGHTED CASE COUNT (UCC)

 Reliable Estimate • greater than 50	 Low reliability • between 30 and 50	 Unreliable • less than 30
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6.5.3 SAMPLE SIZE (SS)

For sub-populations of less than 100 units, no estimates will be prepared.

6.6 ADDITIONAL NOTES

1. Design-adjusted estimates are produced. That is, the estimates account for the stratification, clustering, and weights including post-stratification weights.
2. Five-year age group results in too many low reliability and unreliable estimates for publication therefore, ten-year, and 15-year age groups were used.
3. Education, Industry and Occupation are presented at the aggregate levels, as the data does not generally allow for more detailed representation.
4. The data on secondary jobs was generally not credible as it appears to simply repeat what was provided for the main job e.g., hours worked.
5. Generally, disaggregation by geographic areas is difficult, as it yields many estimates with low reliability and unreliable estimates.
6. Decent work and gender indicators are included where possible.
7. The data is analysed using STATA 18.0 and R 4.3.1
8. Infographics were produced using Canva.

¹⁸ Methodological Recommendations on the Measurement of the Quality of Household Survey Figures, UN ECLAC, 2023

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SURVEY INSTRUMENTS