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Executive Summary

The BVI has been an importer of labour from all over the world for decades. The traditional sources of employment data do not provide all the data that is needed to understand the intricacies of the labour force and hence the need to conduct labour force surveys.

This labour force survey was conducted between January and March of 2015. It utilized 15 enumerators and covered the 4 major islands. A systematic random sample was used to choose the 703 households that were interviewed. These households housed 2,069 persons. For analytical purposes, persons were classified into 5 main groups; namely the employed, the unemployed, not in the labour force, children and the elderly.

Considering the unemployment rate, the major finding from the LFS was that, for the reference period, the BVI had an unemployment rate of 2.9%. Of all the islands, Tortola, the main island, had the highest unemployment rate. Young persons between the ages of 15 and 29 years had an unemployment rate which outpaced those of the other age groups. The rate of unemployment among females was higher than that of males and expatriates were unemployed at a rate substantially lower than persons born in the BVI. Specifically, as it related to country of birth, person from the US Virgin Islands had the highest rate of unemployment. Expectedly, persons at the tertiary education level had the lowest unemployment rate. This rate varied across the 9 electoral districts.

Of the persons employed in the different industries, the highest concentration of employment was in the Public Service, followed by the Accommodation and Food Services industry. Persons between the ages of 30 and 59 years accounted for almost three quarters of persons employed and just over two thirds of the employed were born abroad. More than half of the persons employed fell in the Mid Income group (\$1,600 to \$4,299 monthly) and the average income earned was \$2,215 monthly.

Half of the persons who were unemployed were born in the BVI and half were not. The majority of them indicated that they were available and sought work for over six months but to no avail. Of those unemployed who worked before, most were either dismissed or quitted to pursue their education. Most of the unemployed were financially supported by friends and relatives and hardly any of them benefitted from remittances from abroad.

Persons did not form part of the labour force for the main reasons (attending school, retired, disabled, ill or domestic duties). Very few suggested that they opted out

because they were discouraged. The majority of them were supported by friends and relatives and not many benefitted from remittances.

Background

The BVI has been at the receiving end of migration from neighboring Caribbean countries and the rest of the world for many years. As a matter of fact the country's population growth seen for the last 2 decades has had less to do with birth rates, and was more directly attributable to employment-inspired immigration. Today the BVI is a burgeoning society where more than 60% of the total population and 70% of the working population is comprised of non-nationals. Given the changing macro context, there is a need to ensure that development keeps pace with the socio-economic needs of the populace. It therefore becomes imperative to understand the intricacies of the labour force so that sound decisions can be made at the policy level.

As it relates to traditional sources of data on employment, the Social Security Board (SSB) has been the main source of employment data. The SSB provides data to the CSO on a regular basis on *employment positions, salaries paid, and contributions paid and hours worked*. This data is normally published annually or semi-annually. However, the availability of the data is dependent on the timeliness of contributions paid by employers. Unfortunately some employers pay contributions late, and this negatively impacts the availability of the data. Another traditional source of workforce data is the Census. Within the census questionnaire there are questions that query different aspects of the employment status of the individuals. However since the census is only carried out at 10-year intervals, employment information for the interim years is not available. Another source of data is the Ministry and Department of Labour. As per local legislation (Labour Code 2007), persons who are non-nationals of the BVI are required to either obtain a Work Permit or be granted a Work Permit exemption in order to work in the territory. In order to obtain a work permit, persons have to apply to the Department of Labour and to be granted a Work Permit which carries a specific expiration date and requires renewal on an annual basis. Work permit exemptions are granted by the Ministry of Natural Resources and Labour. However, the range of information obtained from this source is limited in its scope since it focuses solely on employment within one sub-group of the working population, namely non-nationals

Given the limitations of the aforementioned data sources, it was decided that a Labour Force Survey (LFS) be carried out. This effort was supported by the Organisation of Eastern Caribbean States (OECS) and the International Labour Organisation (ILO) under the 10th European Development Fund (10th EDF).

A LFS involves the direct survey of a sample of households with a view towards extracting explanatory data from the members in the households who are employed,

unemployed and those not in the labour force. The data provides information on labour market trends such as shifts in employment across industrial sectors, hours worked, labour force participation and unemployment rates. This information also serves as a means of educating the public as to the dynamics and trends of the working age population and labour force. This can also enable individuals to make better decisions with respect to career options and business opportunities.

The fieldwork for the LFS commenced in January 2015 and concluded in March 2015. The LFS formed part of a wider regional initiative by the OECS to strengthen the availability of labour market information in the region

Methodology

A total of 15 enumerators covering the four (4) main islands selected, and distributed as per Table 1. The electoral districts were used to subdivide the country into enumeration districts. The number of households selected in each district, was based on the proportion of households each district accounted for in the overall population (2010 census). These proportions were applied to the total sample size. Due to the absence of formal physical addresses, a systematic¹ random sample was used to select the households to be interviewed.

Table 1: Number of enumerators engaged and households sampled by district

District	No. of Enumerators	No. of Households in Sample	No. of Households Enumerated	Island
1	1	53	53	Tortola & Jost Van Dyke
2	2	56	58	
3	1	82	82	
4	1	75	75	
5	1	80	80	
6	2	107	110	
7/8	3	138	138	
9	4	110	107	Virgin Gorda & Anegada
Total	15	701	703	

For analytical purposes the members of the households in the sample were classified into 6 major categories:

- (i) Employed** – persons who were of working age and actually had a job;
- (ii) Unemployed** – persons who were of working age and not working but wanted to work, were looking for work and were available to work if the opportunity came;
- (iii) Not in the Labour Force** – persons who did not want to work, were not looking for work, and were not available for work (for example students, retirees, disabled persons and discouraged persons);
- (iv) Children** – persons whose ages were within the age range of 0 to 15 years and therefore were not considered to be of working age;

¹¹ This is a sample where the first survey unit is randomly chosen and, then every *n*th unit thereafter is selected.

(v) Elderly – persons who were aged 65 and over and therefore not considered to be of working age; and

(vi) Not stated - persons who were part of the sample selected but who did not answer particular questions on the LFS questionnaire.

Only persons who fell within the Employed and Unemployed categories are considered to be part of the Labour Force. The reference period for which persons were questioned about their employment status was the week of 18th January 2015. In other words, persons were asked whether or not they had worked during the week of 18th January, 2015.

Major Findings:

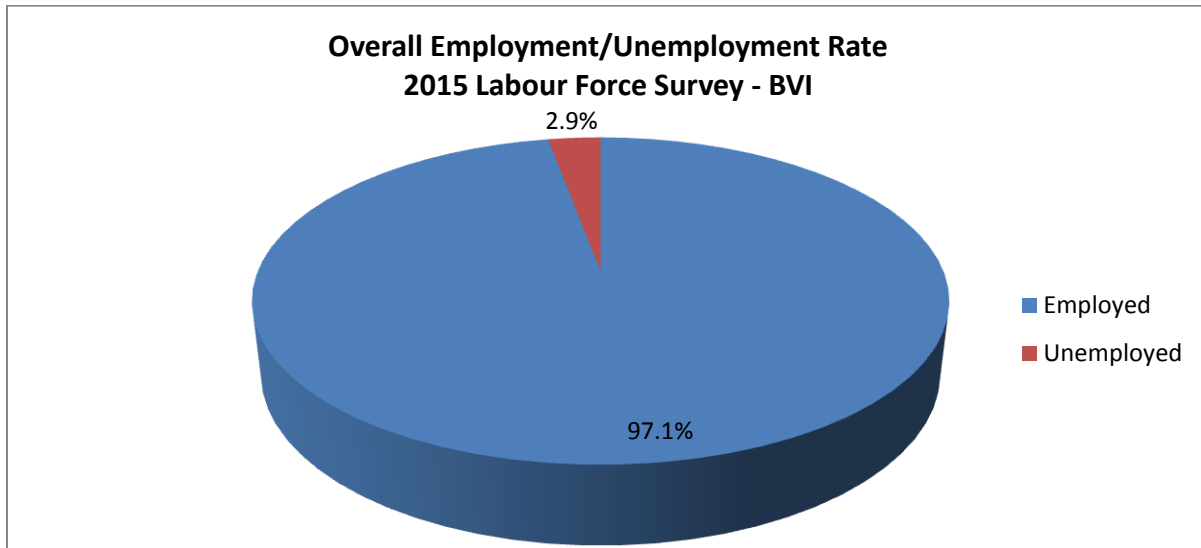
The 703 households that were interviewed yielded a total of 2,069 persons or respondents. Exactly 58.0% of the respondents or 1,201 persons said they had a job (employed); while 1.7% or 36 persons stated that they were not working (unemployed). There were 234 persons (11.3%) of working age who were not working and not wanting or seeking work for whatever reason (not in the labour force); and 485 (23%) were children aged 0-14 years. There were 112² (5.4%) elderly persons; and one person who did not respond to the employment-related questions of the survey.

The overall unemployment rate³ was calculated as being 2.9% and the employment rate as 97.1%. Therefore it can be inferred that during the week of 18th January, 2015, and estimated 2.9% of the total BVI labour force was unemployed, actively seeking employment and was available to work if the opportunity arose. By international standards, countries with unemployment rates less than 5% are generally considered as having achieved what is termed “full employment”.

² The percent does not include all persons 65 and over in the survey as some were employed.

³ The unemployment rate was derived using the U3 criteria (i.e. wanting to work, available to work and actively seeking work).

Figure 1: Employment and unemployment rates



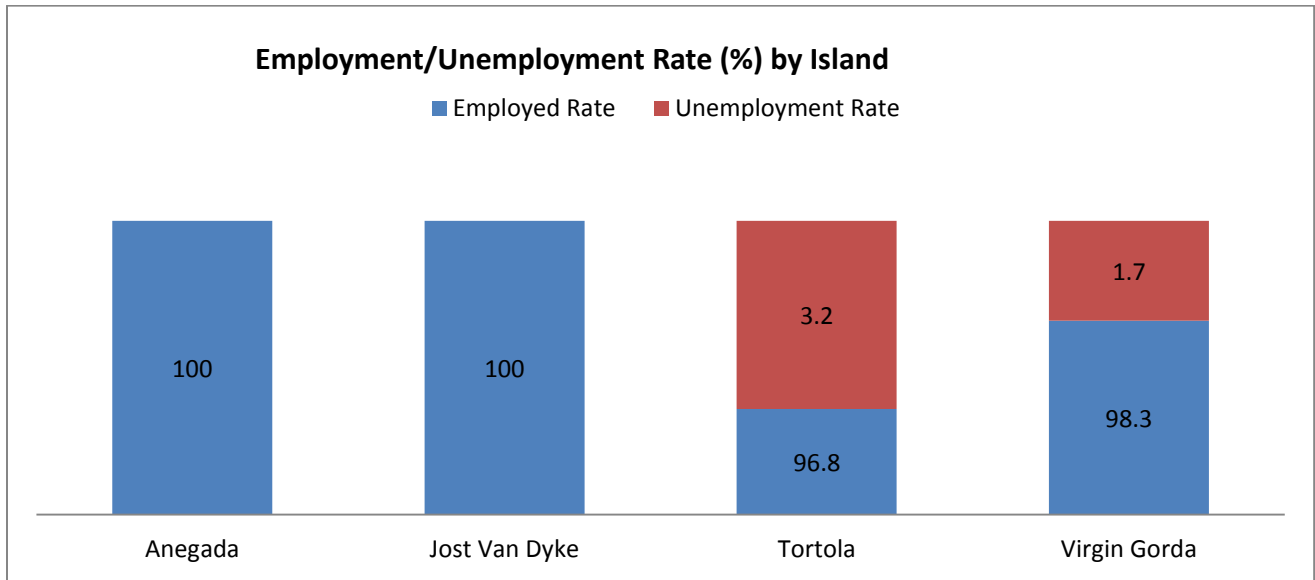
The four main islands Tortola, Virgin Gorda, Anegada⁴ and Jost Van Dyke were covered in the survey. Tortola recorded the highest rate of unemployment. Of the total 1,042 persons that comprised the labour force for this island, 33 (3.2%) persons were unemployed.

Table 2: Labour Status of Respondent by Island

Island	Labour Status of Respondent									Total
	Employed	Employment Rate	Unemployed	Unemployment Rate	Labour Force	Not in Labour Force	Not Stated	Not Applicable (Child)	Not Applicable (Elderly)	
Anegada	7	100.0	0	0.0	7	1	0	5	0	13
Jost Van Dyke	15	100.0	0	0.0	15	0	0	9	1	25
Tortola	1,009	96.8	33	3.2	1,042	206	1	417	99	1,765
Virgin Gorda	170	98.3	3	1.7	173	27	0	54	12	266
Total	1,201	97.1	36	2.9	1,237	234	1	485	112	2,069

⁴ The sample sizes of Anegada and Jost Van Dykes were very small and may not accurately represent the employment situation on these islands.

Figure 2: Employment/unemployment rate by Island



The remainder of this report will highlight employment and unemployment in the BVI by (i) age, (ii) gender, (iii) birth status, (iv) country of origin, (v) education level, (vi) skill, and (vii) electoral district. The report will also highlight characteristics of the employed, unemployed, and persons not in the labour force.

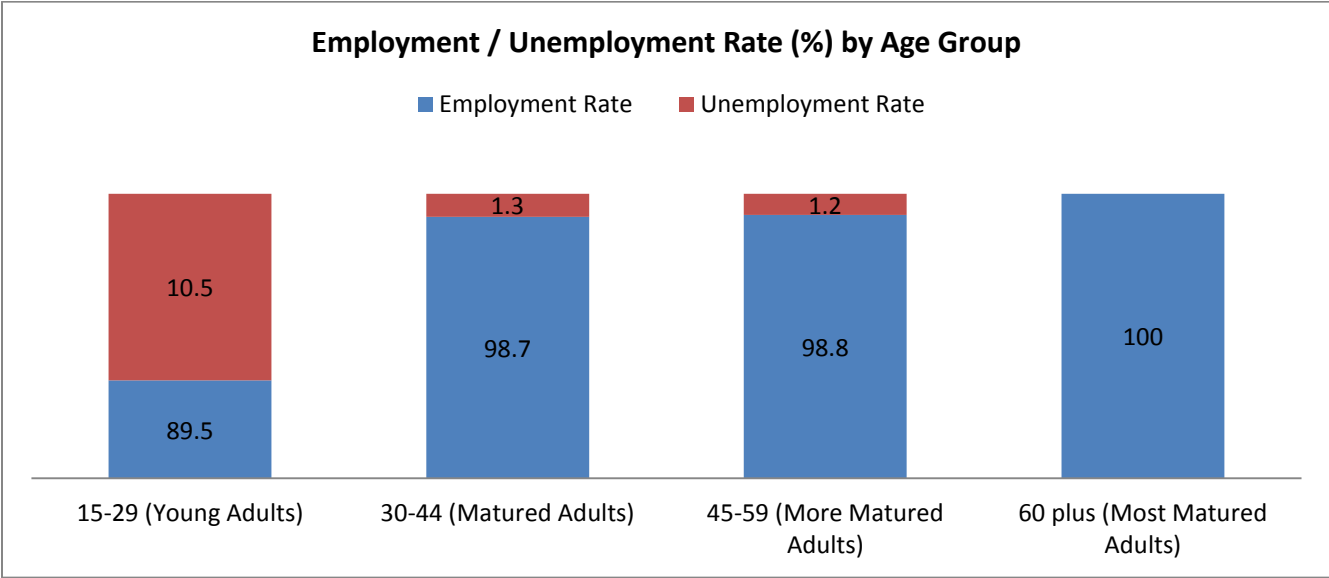
i. Age

As it relates to age, the young adult group (age 15 - 29 years) showed the highest rate of unemployment. There were a total of 237 in this age group who indicated that they were a part of the labour force; and of this total, 10.5% or 25 persons indicated that they were unemployed. Therefore employment rate among the young was 89.5%. There was minimal unemployment among the matured and more matured adults (age 30 - 44 years and 45-59 years) of 1.3% and 1.2% respectively. There was virtually no unemployment among persons aged 60 plus years. (Table 3)

Table 3: Labour Status of Respondent by Broad Age Groups

Broad Age Group of Person (Years)	Labour Status of Respondent									
	Employed	Employment Rate	Unemployed	Unemployment Rate	Labour Force	Not in Labour Force	Not Stated	Not Applicable (Child)	Not Applicable (Elderly)	Total
0-14 (Children)	0		0		0	0	0	485	0	485
15-29 (Young Adults)	212	89.5	25	10.5	237	151	0	0	0	388
30-44 (Matured Adults)	455	98.7	6	1.3	461	34	1	0	0	496
45-59 (More Matured Adults)	409	98.8	5	1.2	414	36	0	0	0	450
60 plus (Most Matured Adults)	123	100.0	0	0.0	123	13	0	0	112	248
Not Stated	2	100.0	0	0.0	2	0	0	0	0	2
Total	1,201	97.1	36	2.9	1,237	234	1	485	112	2,069

Figure 3: Employment/unemployment rate by Broad Age Groups



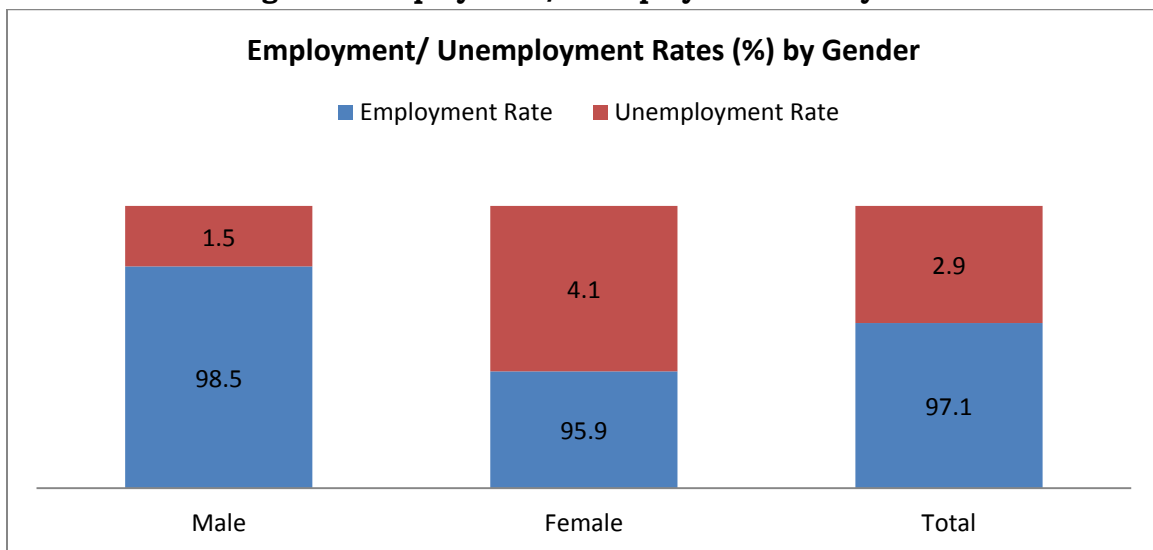
ii. Gender

There were a total of 584 males and 653 females in the labour force. Unemployment was higher among females with 4.1% or 27 of them being unemployed whereas only 1.5% or 9 males were unemployed during the reference period. The total unemployment rate was 2.9% (Table 4).

Table 4: Labour Status of Respondent by Sex

Sex of Respondent	Labour Status of Respondent									Total
	Employed	Employment Rate	Unemployed	Unemployment Rate	Labour Force	Not in Labour Force	Not Stated	Not Applicable (Child)	Not Applicable (Elderly)	
Male	575	98.5	9	1.5	584	108	0	240	55	987
Female	626	95.9	27	4.1	653	126	1	245	57	1,082
Total	1,201	97.1	36	2.9	1,237	234	1	485	112	2,069

Figure 4: Employment/unemployment rate by Sex



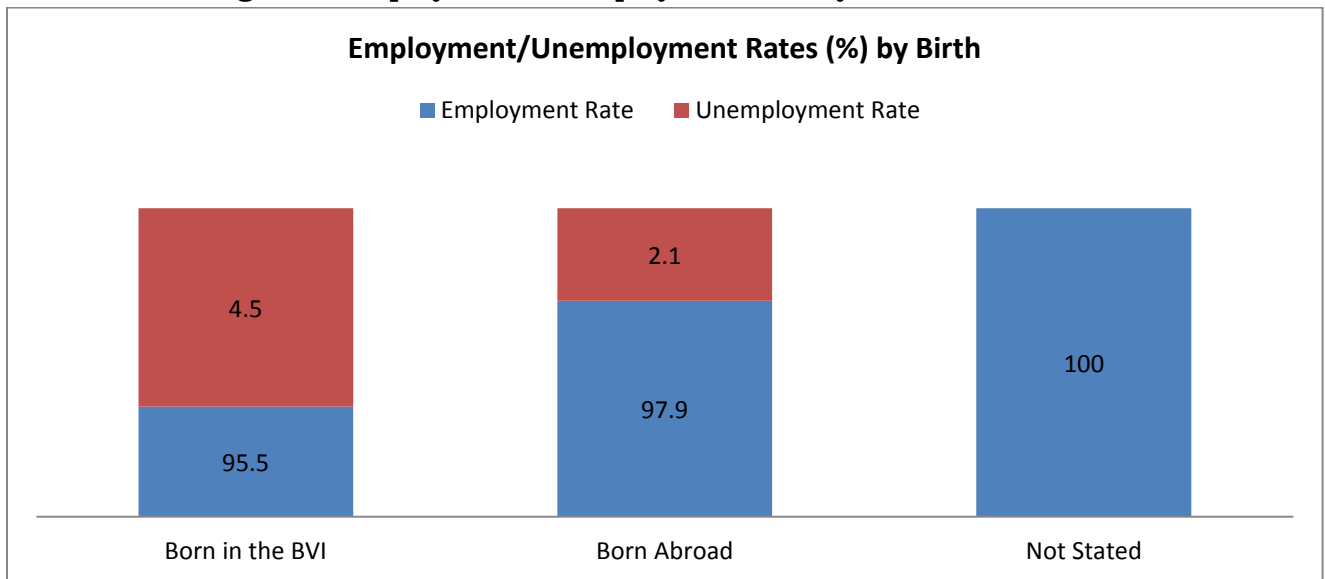
iii. Birth Status

Of persons in the labour force, 398 indicated that they were born in the BVI. On the other hand, 838 persons in the labour force said that they were born outside the BVI. A total of 18 persons or 4.5% of those born in the BVI indicated that they were unemployed. A total of 18 persons or 2.1% of those born outside the BVI said they were unemployed (Table 5).

Table 5: Labour Status of Respondent by Place of Birth

Birth Status	Labour Status of Respondent									
	Employed	Employment Rate	Unemployed	Unemployment Rate	Labour Force	Not in Labour Force	Not Stated	Not Applicable (Child)	Not Applicable (Elderly)	Total
Born in the BVI	380	95.5	18	4.5	398	121	0	294	75	888
Born Abroad	820	97.9	18	2.1	838	113	1	191	37	1,180
Not Stated	1	100.0	0	0.0	1	0	0	0	0	1
Total	1,201	97.1	36	2.9	1,237	234	1	485	112	2,069

Figure 5: Employment/unemployment rate by Place of Birth



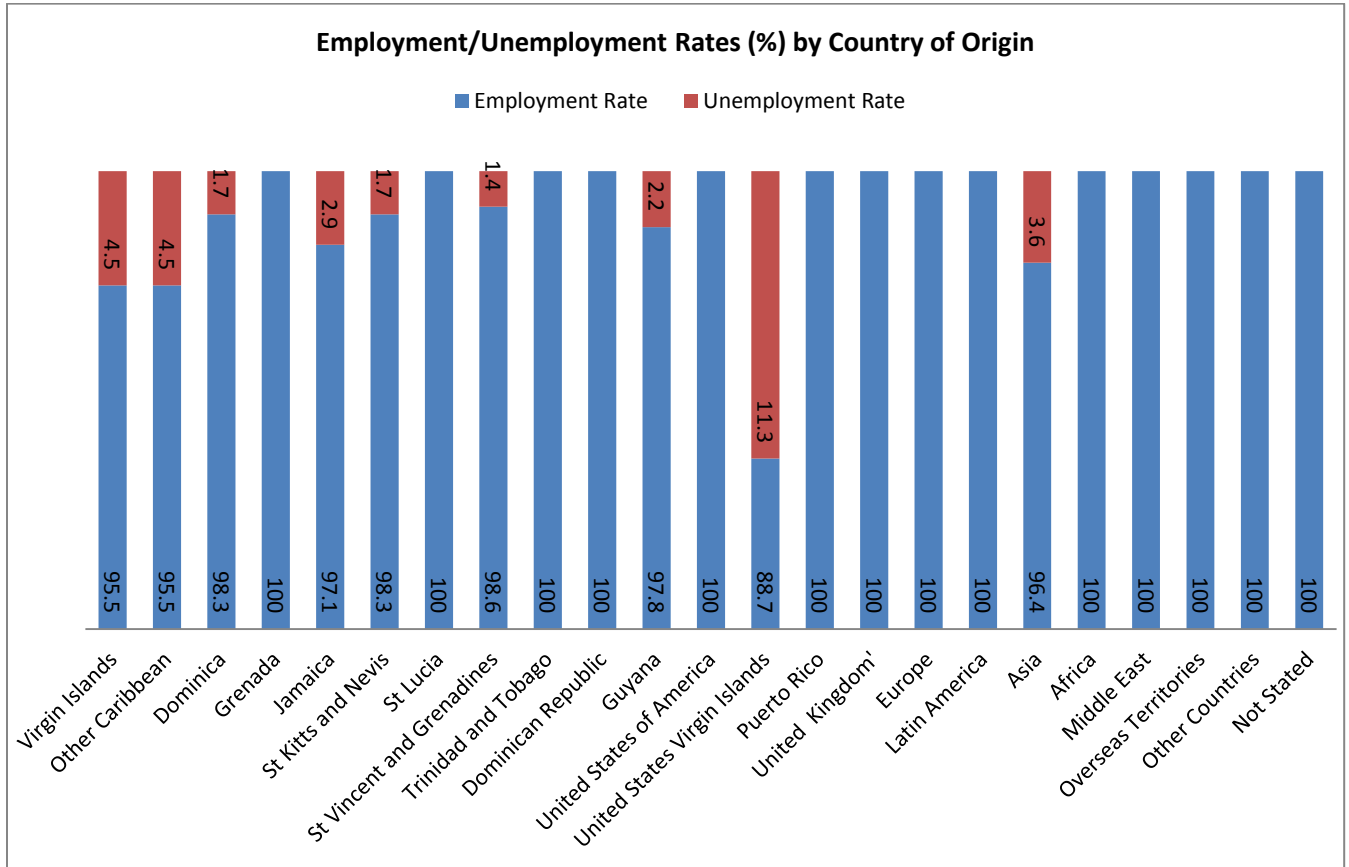
iv. Country Of Birth

With respect to employment and unemployment by country of birth, persons from the US Virgin Islands who formed part of the labour force represented the highest level of unemployment. There were 53 persons from this country in the labour force and 6 or 11.3% were unemployed. Outside of the Virgin Islands as a whole, there were varied unemployment rates. Persons from Other Caribbean Countries, Asia, Jamaica and Guyana registered unemployment rates of 4.5%, 3.6%, 2.9%, and 2.2% respectively. Other countries recorded minimal to no unemployment (Table 6).

Table 6: Labour Status of Respondent by Selected and Grouped Countries

Selected and Grouped Countries	Labour Status of Respondent									Total
	Employed	Employment Rate	Unemployed	Unemployment Rate	Labour Force	Not in Labour Force	Not Stated	Not Applicable (Child)	Not Applicable (Elderly)	
Africa	9	100	0	0	9	2	0	3	0	14
Asia	27	96.4	1	3.6	28	1	0	3	0	32
Caribbean										
Dominica	58	98.3	1	1.7	59	5	0	0	2	66
Dominican Republic	82	100	0	0	82	10	0	7	4	103
Grenada	28	100	0	0	28	2	0	0	1	31
Guyana	135	97.8	3	2.2	138	29	0	13	3	183
Jamaica	100	97.1	3	2.9	103	11	1	8	4	127
St Kitts and Nevis	59	98.3	1	1.7	60	7	0	6	4	77
St Lucia	24	100	0	0	24	4	0	0	2	30
St Vincent and Grenadines	144	98.6	2	1.4	146	10	0	11	4	171
Trinidad and Tobago	19	100	0	0	19	1	0	1	0	21
Other Caribbean Countries	21	95.5	1	4.5	22	2	0	4	4	32
Total Caribbean	670	98.4	11	1.6	681	81	1	50	28	841
Europe	3	100	0	0	3	0	0	1	0	4
Latin America	2	100	0	0	2	0	0	0	0	2
Middle East	3	100	0	0	3	0	0	0	0	3
Other Countries	4	100	0	0	4	1	0	0	0	5
Overseas Territories	4	100	0	0	4	1	0	0	2	7
United Kingdom	29	100	0	0	29	3	0	4	3	39
United States and Territories										
Puerto Rico	3	100	0	0	3	6	0	48	0	57
United States of America	19	100	0	0	19	4	0	35	3	61
United States Virgin Islands	47	88.7	6	11.3	53	14	0	47	1	115
Total United States	69	92.0	6	8.0	75	24	0	130	4	233
Virgin Islands	380	95.5	18	4.5	398	121	0	294	75	888
Not Stated	1	100	0	0	1	0	0	0	0	1
Total	1,201	97.1	36	2.9	1,237	234	1	485	112	2,069

Figure 6: Employment/unemployment rate by Selected and Grouped Countries



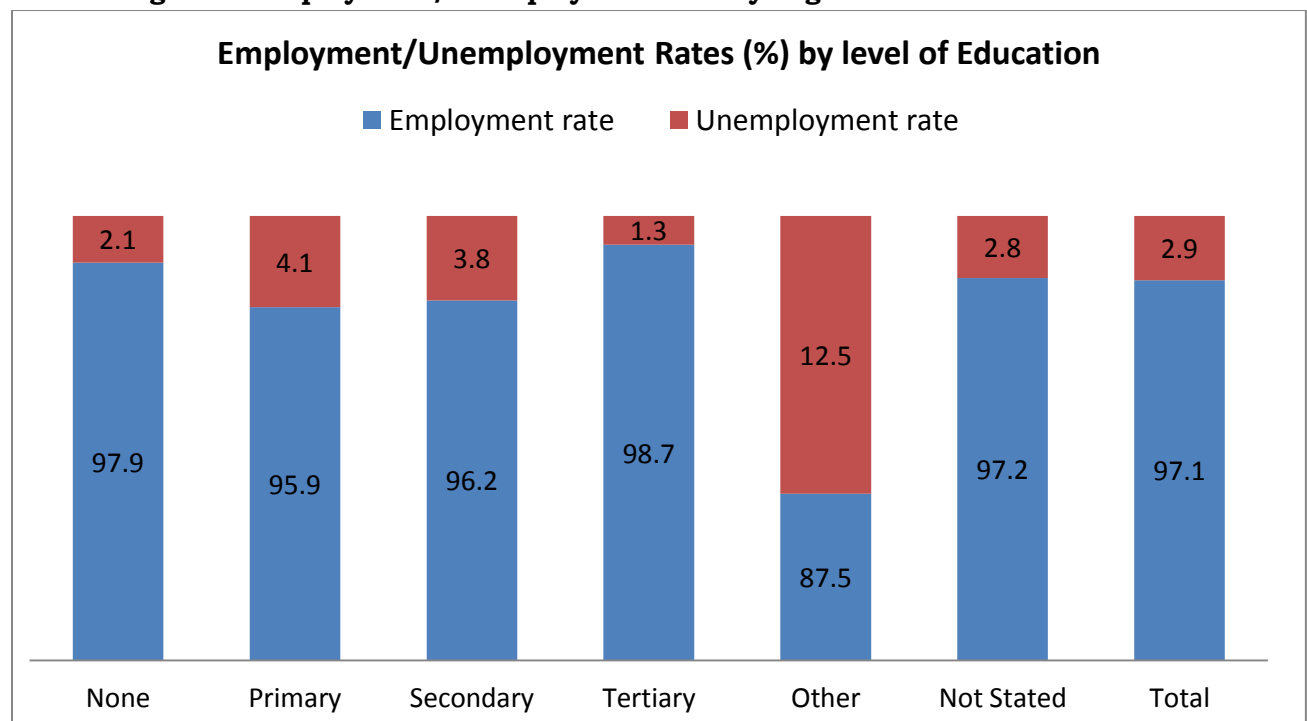
v. Education Level

As it relates to education level, the rate of unemployment for persons in the labour force who had completed Tertiary level education was just 1.3%. For persons who had attained secondary and primary education, the unemployment rate was relatively higher at 3.8% and 4.1% respectively (Table 7).

Table 7: Labour Status of Respondent by Highest Level of Education

Highest Level of Education	Labour Status of Respondent									Total
	Employed	Employment Rate	Unemployed	Unemployment Rate	Labour Status	Not in Labour Force	Not Stated	Not Applicable (Child)	Not Applicable (Elderly)	
None	183	97.9	4	2.1	187	28	0	340	56	611
Primary	141	95.9	6	4.1	147	71	0	67	17	302
Secondary	451	96.2	18	3.8	469	88	1	6	18	582
Tertiary	377	98.7	5	1.3	382	34	0	0	15	431
Other	14	87.5	2	12.5	16	2	0	0	0	18
Not Stated	35	97.2	1	2.8	36	11	0	72	6	125
Total	1,201	97.1	36	2.9	1,237	234	1	485	112	2,069

Figure 7: Employment/unemployment rate by Highest Level of Education



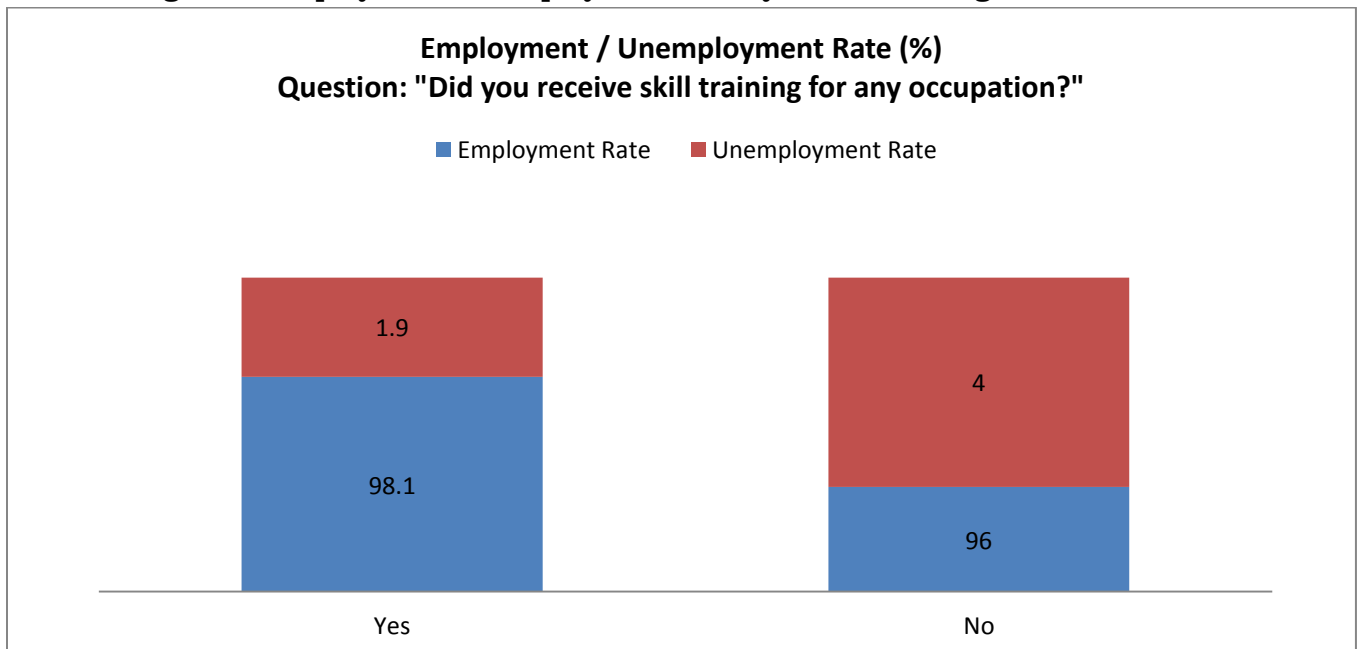
vi. Skill Level

Of those persons who were in the labour force, and who indicated that they had received some type of training for occupational skills development, 13 were unemployed for an unemployment rate of 1.9%. There were 524 persons who indicated that they had not received any training but were employed. There were 22 persons who were untrained and not working, resulting in an unemployment rate of 4.0%.

Table 8: Labour Status of Respondent by Skills Training Received

Skills Training Received in Any Occupation	Labour Status of Respondent									Total
	Employed	Employment Rate	Unemployed	Unemployment Rate	Labour Force	Not in Labour Force	Not Stated	Not Applicable (Child)	Not Applicable (Elderly)	
Yes	654	98.1	13	1.9	667	35	0	0	54	756
No	524	96.0	22	4.0	546	182	0	0	56	784
Non-Response	2	100.0	0	0.0	2	3	0	0	0	5
Not Stated	21	95.5	1	4.5	22	14	1	0	2	39
Not Applicable (Child)	0		0		0	0	0	485	0	485
Total	1,201	97.1	36	2.9	1,237	234	1	485	112	2,069

Figure 8: Employment/unemployment rate by Skills Training Received



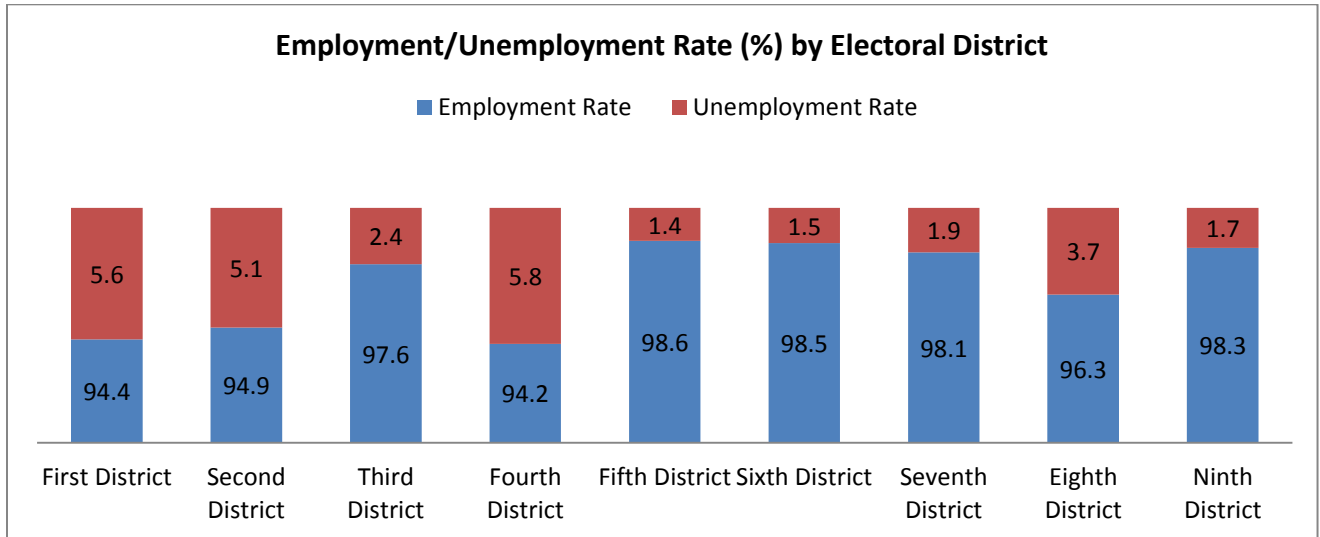
vi. Electoral District

When considering unemployment by district, the fifth district had the lowest rate of unemployment with 1.4%. The highest rates of unemployment were observed in the first and fourth districts with 5.6% and 5.8% respectively.

Table 9: Labour Status of Respondent by Electoral District

Electoral District	Labour Status of Respondent									Total
	Employed	Employment Rate	Unemployed	Unemployment Rate	Labour Force	Not in Labour Force	Not Stated	Not Applicable (Child)	Not Applicable (Elderly)	
First District	67	94.4	4	5.6	71	10	0	24	22	127
Second District	94	94.9	5	5.1	99	21	0	43	10	173
Third District	124	97.6	3	2.4	127	22	0	40	17	206
Fourth District	131	94.2	8	5.8	139	19	0	57	4	219
Fifth District	145	98.6	2	1.4	147	44	1	67	10	269
Sixth District	201	98.5	3	1.5	204	43	0	76	17	340
Seventh District	106	98.1	2	1.9	108	13	0	46	6	173
Eighth District	155	96.3	6	3.7	161	36	0	74	14	285
Ninth District	178	98.3	3	1.7	181	26	0	58	12	277
Total	1,201	97.1	36	2.9	1,237	234	1	485	112	2,069

Figure 9: Employment/unemployment rate by Electoral District



The Employed

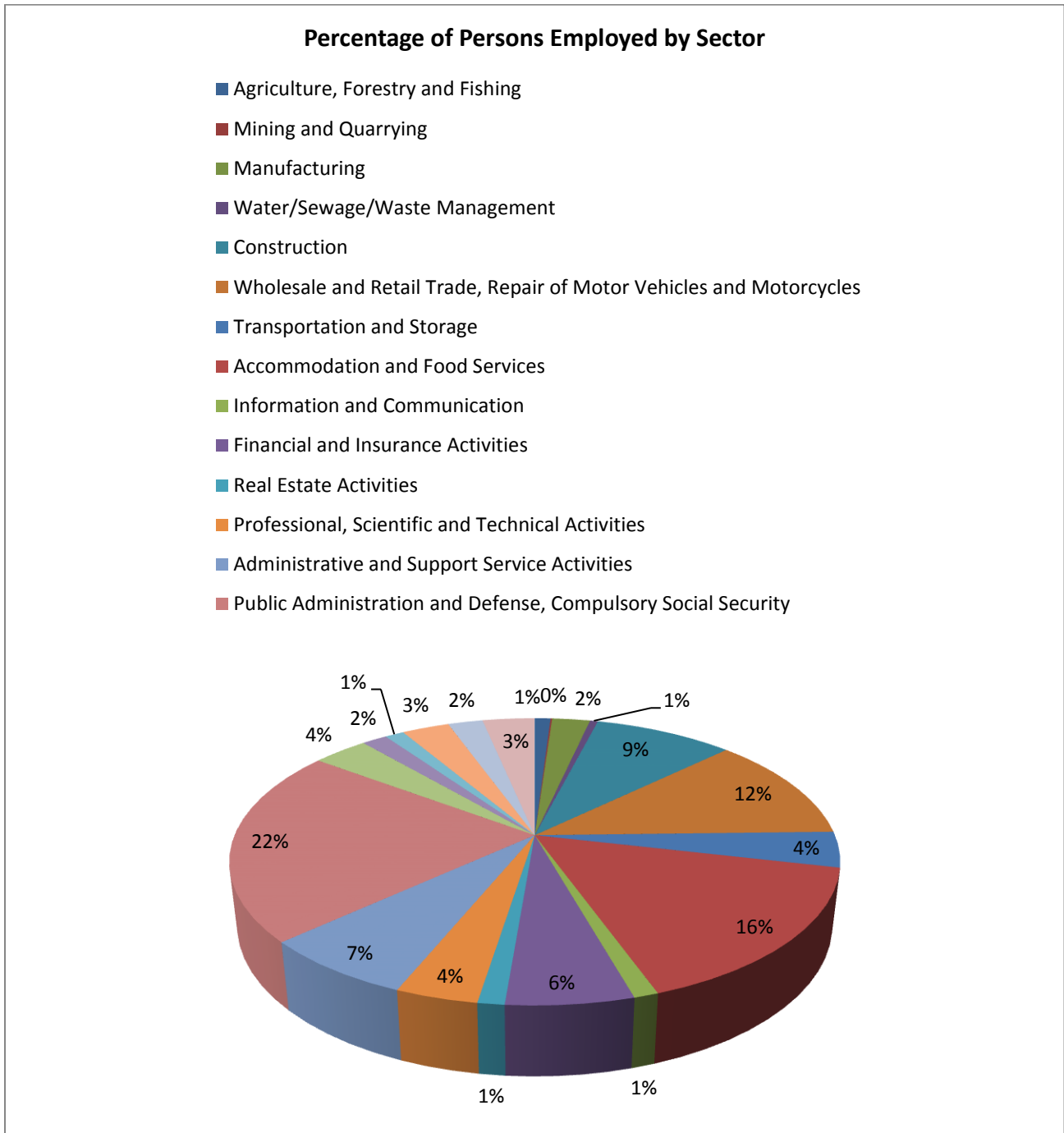
(i) Industry

With regards to the 1,201 persons who indicated that they were employed, the largest industry of employment was Public Administration/Defense/Compulsory Social Security. This industry accounted for 22% of employed persons. The second largest industry was the Accommodation and Food Services industry which accounted for 15.9% of the employed; and third was the Wholesale and Retail Trade/Repair of Motor vehicles and Motor cycles with 11.8%. When combined these three industries were responsible for almost half (49.7%) of the employed persons (Table 10).

Table 10: Economic Sector/Industry and Percentage Employed

Economic Sector/Industry	Percentage of Employed
Accommodation and Food Services	15.90%
Activities of Households as Employers	2.20%
Administrative and Support Service Activities	7.00%
Agriculture, Forestry and Fishing	1.00%
Arts, Entertainment and Recreation	1.20%
Construction	8.80%
Education	3.50%
Financial and Insurance Activities	5.70%
Human Health and Social work Activities	1.60%
Information and Communication	1.10%
Manufacturing	2.40%
Mining and Quarrying	0.10%
Other Service Activities	3.00%
Professional, Scientific and Technical Activities	3.70%
Public Administration and Defense, Compulsory Social Security	22.00%
Real Estate Activities	1.20%
Transportation and Storage	4.00%
Unknown/Not Stated/Not Applicable	3.30%
Water/Sewage/Waste Management	0.50%
Wholesale and Retail Trade, Repair of Motor Vehicles and Motorcycles	11.80%

Figure 10: Economic Sector/Industry and Percentage Employed



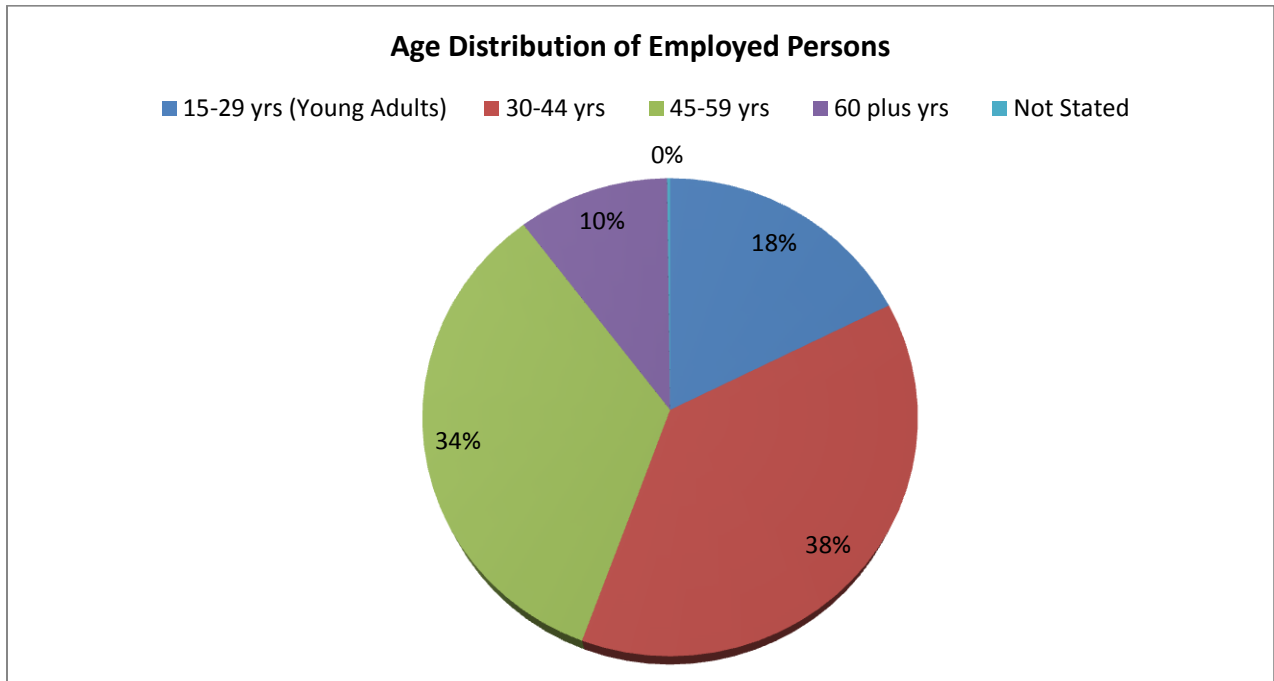
Of those employed, 17.7% were young persons (15 to 29 years). Almost 38% were mature persons (30 to 44 years old). Exactly 34% were more matured adults (45 to 59 years). Expectedly, only 10% of employed persons were aged 60 years or older as many

in this age group would have already retired. When combined, adults aged 30 to 59 years accounted for the majority (72%) of employed persons (Table 11)

Table 11: Persons Employed by Industry or Sector and Broad Age Group

Industry or Sector	Broad Age Group of Person (Years)					Total
	15-29 (Young Adults)	30-44 (Matured Adults)	45-59 (More Matured Adults)	60 plus (Most Matured Adults)	Not Stated	
Accommodation and Food Services	30	67	71	23	0	191
Activities of Households as Employers	2	11	9	4	0	26
Administrative and Support Service Activities	10	28	33	12	1	84
Agriculture, Forestry and Fishing	2	1	8	1	0	12
Arts, Entertainment and Recreation	2	8	3	2	0	15
Construction	11	45	35	15	0	106
Don't Know	0	2	0	0	0	2
Education	3	15	21	3	0	42
Financial and Insurance Activities	21	22	21	4	0	68
Human Health and Social work Activities	2	5	7	5	0	19
Information and Communication	2	5	6	0	0	13
Manufacturing	5	11	10	3	0	29
Mining and Quarrying	0	0	1	0	0	1
Not Applicable	0	1	5	4	0	10
Not Stated	2	16	5	5	0	28
Other Service Activities	6	16	10	4	0	36
Professional, Scientific and Technical Activities	13	16	12	3	1	45
Public Administration and Defense, Compulsory Social Security	52	110	89	13	0	264
Real Estate Activities	2	7	3	2	0	14
Transportation and Storage	13	18	14	3	0	48
Water Supply; Sewage, Waste Management and Remediation	0	5	1	0	0	6
Wholesale and Retail Trade, Repair of Motor Vehicles and Motorcycles	34	46	45	17	0	142
Total	212 -17.70%	455 -37.90%	409 -34%	123 -10.20%	2 -0.20%	1,201

Figure 11: Broad Age Distribution of Employed Persons



The data also showed that 92.7% (1,113) of the respondents were employed in the Services sector. Only 4.9% (48) were employed in the Non-Service sector. The Non-Service sector includes those industries where goods are produced instead of a service; for example, fishing, mining, agriculture and manufacturing. Clearly, the services sector industries dominate in the BVI. As high as 95.8% of the young adults and as low as 89.4% of the most matured adults worked in the Service Sector. (Table 12)

Over 68% of persons employed in the BVI were not born in this country. Additionally, of those persons who were born abroad, 92.9% of these persons were employed in the Services sector and 3.9% in the Non-Services sector. These percentages were somewhat similar for persons who were born in the BVI (Table 13).

Table 12: Persons Employed by Broad Industry or Sector and Broad Age Group

Broad Industry or Sector	Broad Age Group of Person (Years)					Total
	15-29 (Young Adults)	30-44 (Matured Adults)	45-59 (More Matured Adults)	60 plus (Most Matured Adults)	Not Stated	
Non-Service Sector	7	17	20	4	0	48
	3.3%	3.7%	4.9%	3.3%	0.0%	4.0%
Service Sector	203	419	379	110	2	1,113
	95.8%	92.1%	92.7%	89.4%	100.0%	92.7%
Don't Know	0	2	0	0	0	2
	0.0%	.4%	0.0%	0.0%	0.0%	.2%
Not Stated	2	16	5	5	0	28
	.9%	3.5%	1.2%	4.1%	0.0%	2.3%
Not Applicable	0	1	5	4	0	10
	0.0%	.2%	1.2%	3.3%	0.0%	.8%
Total	212	455	409	123	2	1,201
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Figure 12: Service/Non Service Sector Distribution of Employed Persons

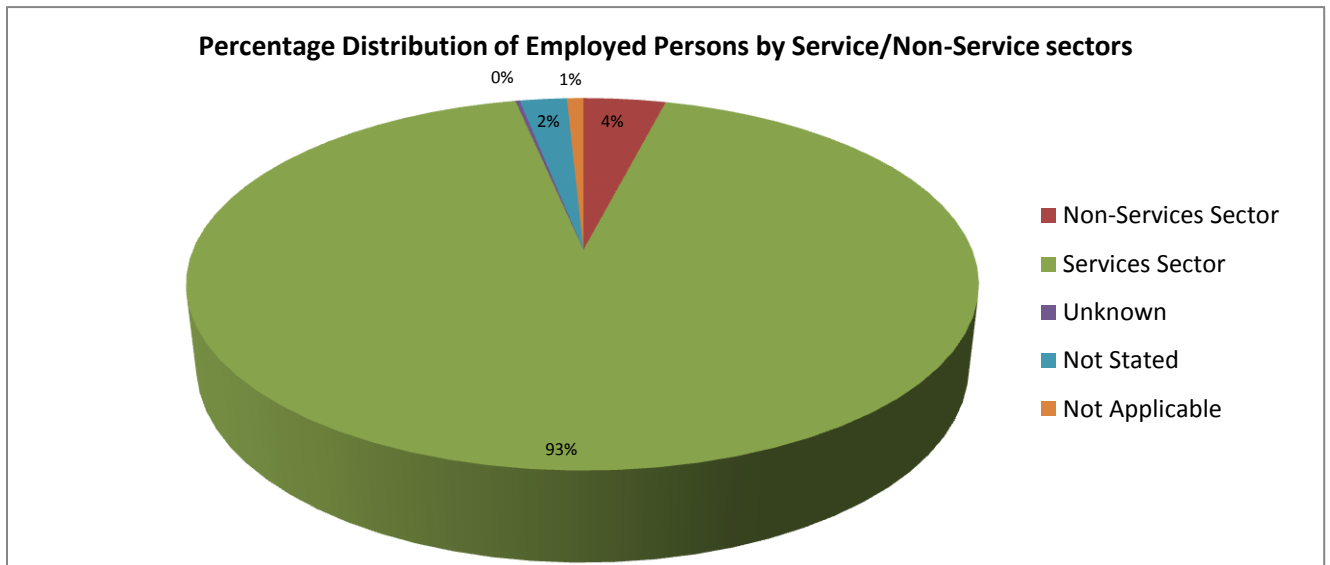


Table 13: Persons Employed by Broad Industry or Sector and Place of Birth

Broad Industry or Sector	Where were you born			Total
	In this country	Abroad	Not Stated	
Non-Service Sector	16	32	0	48
	4.2%	3.9%	0.0%	4.0%
Service Sector	350	762	1	1,113
	92.1%	92.9%	100.0%	92.7%
Don't Know	0	2	0	2
	0.0%	.2%	0.0%	.2%
Not Stated	11	17	0	28
	2.9%	2.1%	0.0%	2.3%
Not Applicable	3	7	0	10
	.8%	.9%	0.0%	.8%
Total	380	820	1	1,201
	100.0% (31.6%)	100.0% (68.3%)	100.0%	100.0%

(ii) Hours Worked

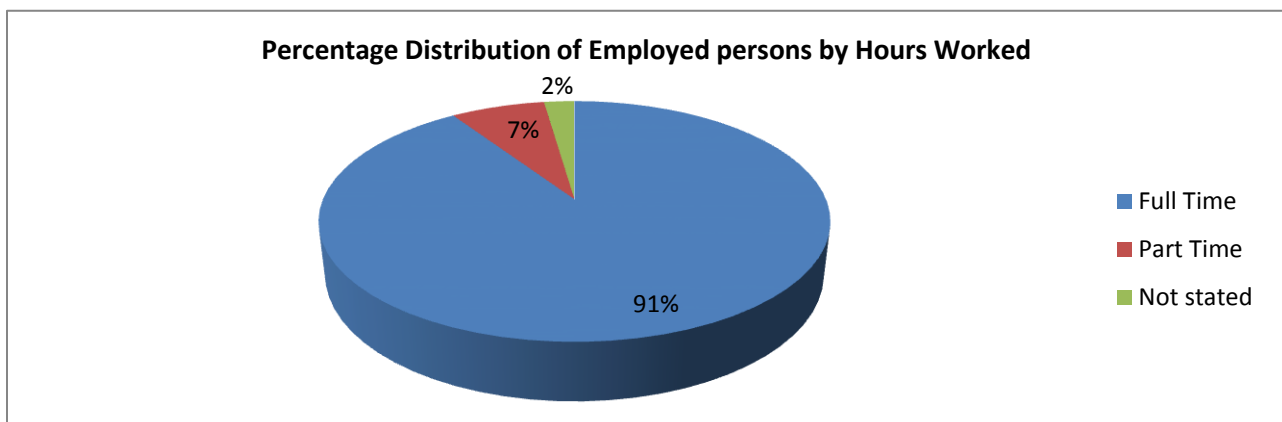
Almost 91% of employed persons indicated that they usually worked full time jobs (Table 14). Just over 7% indicated that they normally worked on a part time basis and 2.3% did not give any indication of the hours worked. The main reasons given by part-time⁵ employees as to why they were working reduced hours were: (i) a slowdown in business activities, (ii) a lack of desire to work more hours, and (iii) that they were either on holiday or vacation. Only 0.7% or 8 of employed persons indicated that they were working part-time because they could not find more work. (Table 15)

There were more part time workers who did not want to work more hours (11 persons); when compared to the 8 persons who wanted more hours but could not find more work.

Table 14: Persons Employed by Usual Work Time Status and Broad Age Group

Usual Work Time Status	Broad Age Group of Person (Years)					Total
	15-29 (Young Adults)	30-44 (Matured Adults)	45-59 (More Matured Adults)	60 plus (Most Matured Adults)	Not Stated	
Full Time	200	426	369	91	2	1,088
	94.3%	93.6%	90.2%	74.0%	100.0%	90.6%
Part Time	11	18	32	24	0	85
	5.2%	4.0%	7.8%	19.5%	0.0%	7.1%
Not Stated	1	11	8	8	0	28
	.5%	2.4%	2.0%	6.5%	0.0%	2.3%
Total	212	455	409	123	2	1201
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Figure 13 Hours Worked Distribution of Employed Persons



⁵ Workers who worked less than 35 hours per week were considered to be part time workers.

Table 15: Persons Employed by Why work less than 35 Hours and Broad Age Group

Why work less than 35 hours	Broad Age Group of Person (Years)					Total
	15-29 (Young Adults)	30-44 (Matured Adults)	45-59 (More Matured Adults)	60 plus (Most Matured Adults)	Not Stated	
Do not want to work more than 35 hours a week	0	0	5	6	0	11
	0.0%	0.0%	1.2%	4.9%	0.0%	.9%
Own illness, injury	0	3	3	1	0	7
	0.0%	.7%	.7%	.8%	0.0%	.6%
Holiday, Vacation	0	7	3	0	0	10
	0.0%	1.5%	.7%	0.0%	0.0%	.8%
Personal	1	1	3	3	0	8
	.5%	.2%	.7%	2.4%	0.0%	.7%
In school, training	6	1	0	0	0	7
	2.8%	.2%	0.0%	0.0%	0.0%	.6%
Down time in production	0	1	1	1	0	3
	0.0%	.2%	.2%	.8%	0.0%	.2%
Slowdown of business activities	2	5	5	5	0	17
	.9%	1.1%	1.2%	4.1%	0.0%	1.4%
Reduction in economic activity	0	0	1	0	0	1
	0.0%	0.0%	.2%	0.0%	0.0%	.1%
Temporary disorganisation	1	0	0	0	0	1
	.5%	0.0%	0.0%	0.0%	0.0%	.1%
Job started/ended within reference period	0	3	0	1	0	4
	0.0%	.7%	0.0%	.8%	0.0%	.3%
Could not find more work	1	1	2	4	0	8
	.5%	.2%	.5%	3.3%	0.0%	.7%
Other	0	1	2	2	0	5
	0.0%	.2%	.5%	1.6%	0.0%	.4%
Not Stated	5	21	7	7	1	41
	2.4%	4.6%	1.7%	5.7%	50.0%	3.4%
Not Applicable	196	411	377	93	1	1,078
	92.5%	90.3%	92.2%	75.6%	50.0%	89.8%
Total	212	455	409	123	2	1,201
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

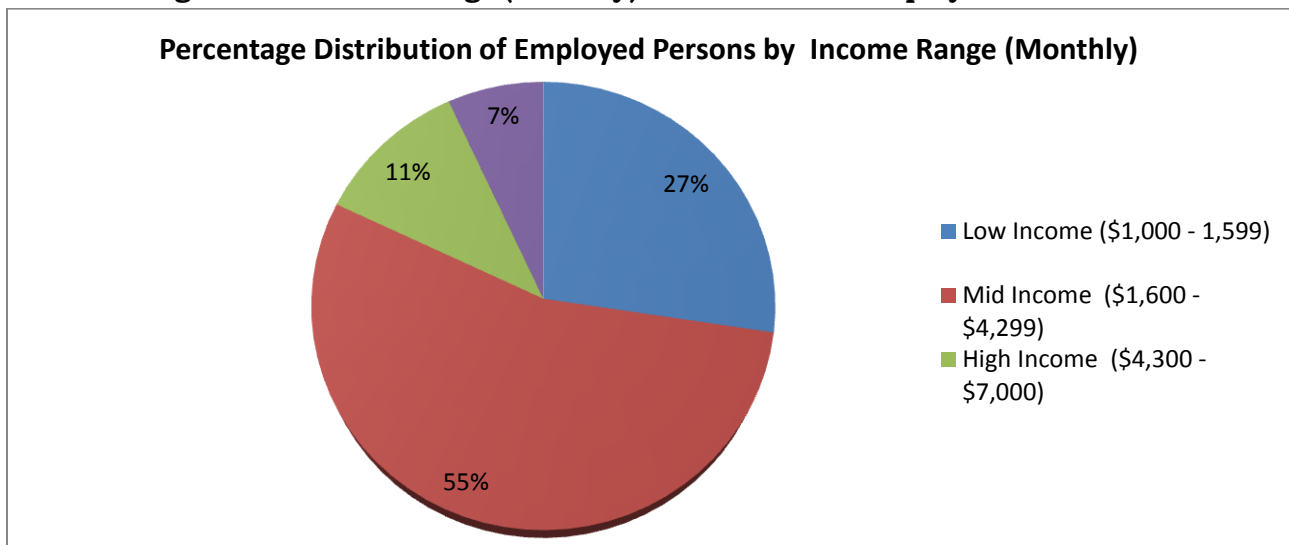
(iii) Income Earned (Monthly)

As it relates to income, 3 categories were considered: Low (\$1,000 to \$1,599 per month), Mid Income (\$1,600 to \$4,299 per month), and High Income (\$4,300 to \$7,000 per month). About 55% of employed persons’ salaries fell within in the Mid Income range, 27.4% were in the Low Income and 11.1% were in the High Income range. (Table 16)
The overall average monthly income for workers who stated their incomes was \$2,215.30; this translates into an average annual income of \$26,583

Table 16: Persons Employed by Monthly Income Range and Where Born

Monthly Income Range	Where were you born			Total
	In this country	Abroad	Not Stated	
Low Income	74	255	0	329
	19.5%	31.1%	0.0%	27.4%
Mid Income	221	434	1	656
	58.2%	52.9%	100.0%	54.6%
High Income	55	78	0	133
	14.5%	9.5%	0.0%	11.1%
Not Stated	30	53	0	83
	7.9%	6.5%	0.0%	6.9%
Total	380	820	1	1,201
	100.0%	100.0%	100.0%	100.0%

Figure 14: Income Range (Monthly) Distribution of Employed Persons



The average monthly income for employed persons who were born in the BVI was \$2,513.00 or \$30,156 per year. The average monthly income for persons who were born abroad is \$2,078.42 or approximately \$24,941 per year (Table 17).

Table 17: Persons Employed by Where Born and Mean Income

Where were you born	Number of Persons	Mean Income
In this country	350	2,513.00
Abroad	767	2,078.42
Not Stated	1	3,000.00
Total	1,118	2,215.30

The highest average income (\$2,392 per month) was earned by the more matured adults, namely those employees within the age range of 45 to 59 years old. On the other hand, the lowest average income (\$1,690 per month) was earned by young adults, namely those within the age range of 15 to 29 years old (Table 18).

Table 18: Persons Employed by Broad Age Group and Mean Income

Broad Age Group of Person (Years)	Number of Persons	Mean
15-29 (Young Adults)	196	1,690.82
30-44 (Matured Adults)	434	2,372.12
45-59 (More Matured Adults)	380	2,392.24
60 plus (Most Matured Adults)	106	1,912.74
Not Stated	2	2,000.00
Total	1,118	2,215.30

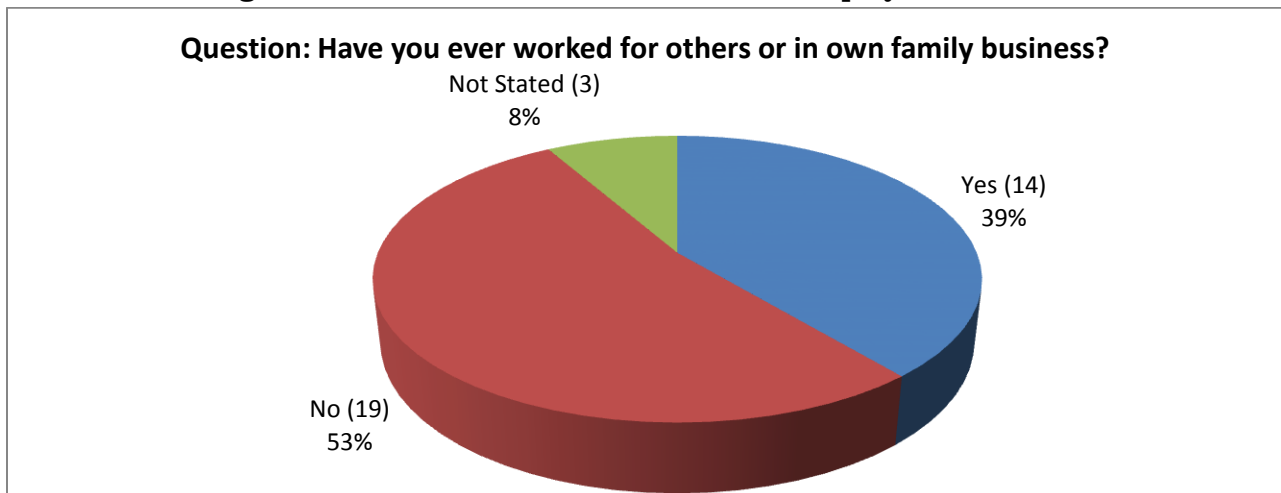
The Unemployed

Concerning the unemployed, a total of 36 persons or 1.7% of total survey respondents indicated that they were not working. Just fewer than 39% (14 people) said that they previously worked for others, or within in their own family business while 52.8% (19 people) indicated that they never worked (Table 19).

Table 19: Unemployed Persons by Ever Worked and Broad Age Group

Have ever worked for others or in own family business	Broad Age Group of Person (Years)			Total
	15-29 (Young Adults)	30-44 (Matured Adults)	45-59 (More Matured Adults)	
Yes	8	2	4	14
	32.0%	33.3%	80.0%	38.9%
No	14	4	1	19
	56.0%	66.7%	20.0%	52.8%
Not Stated	3	0	0	3
	12.0%	0.0%	0.0%	8.3%
Total	25	6	5	36
	100.0%	100.0%	100.0%	100.0%

Figure 15: Ever Worked Distribution of Unemployed Persons



Of the 36 persons who indicated that they were unemployed, exactly 50% were born in the Virgin Islands and 50% had been born abroad. While persons born in this country were unemployed at a rate of 4.5%, persons born abroad had a 2.1% unemployment rate (Table20)

Table 20: Unemployed Persons by Labour Status and Where Born

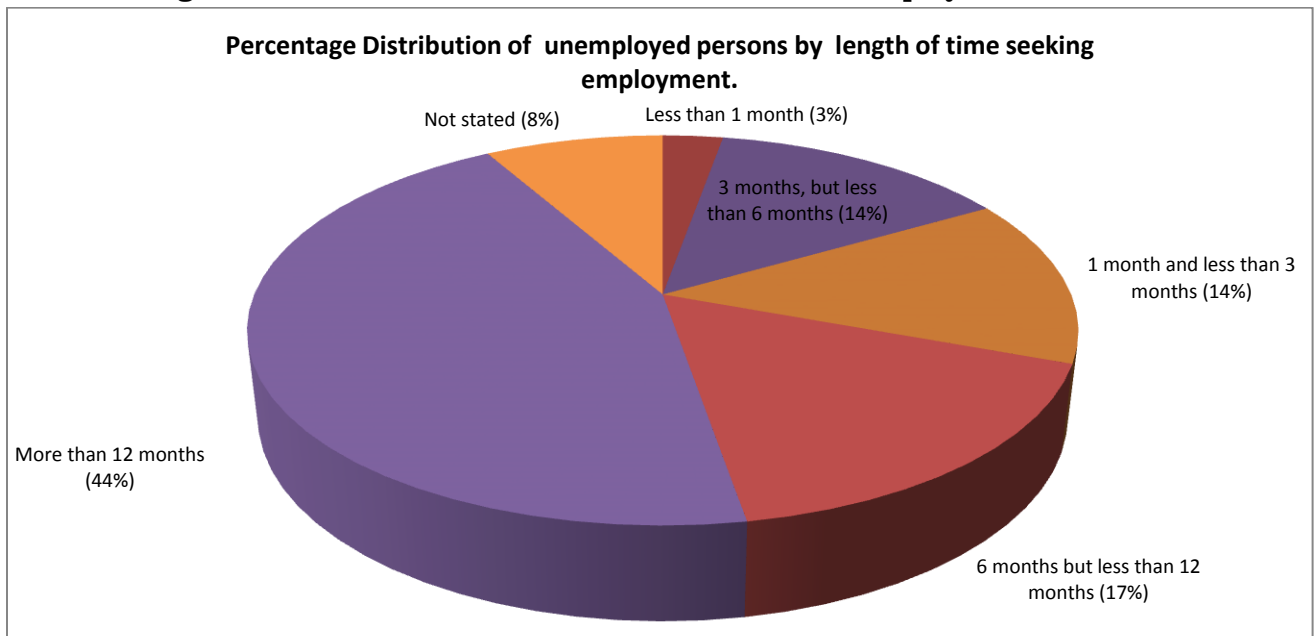
Where were you born	Labour Status of Respondent									Total
	Employed	Employment Rate	Unemployed	Unemployment Rate	Labour Force	Not in Labour Force	Not Stated	Not Applicable (Child)	Not Applicable (Elderly)	
In this country	380	95.5	18	4.5	398	121	0	294	75	888
Abroad	820	97.9	18	2.1	838	113	1	191	37	1,180
Not Stated	1	100.0	0	0.0	1	0	0	0	0	1
Total	1,201	97.1	36	2.9	1,237	234	1	485	112	2,069

Approximately 44.4% of the unemployed (16 persons) indicated that they were available and had sought work unsuccessfully for over a year. Approximately 16.7% (6 persons) indicated that they were available and had been seeking employment for less than six months. Three (3) persons (8.3%) did not answer the question; and around 31% (11 persons) said that they had been available and seeking work unsuccessfully for less than six months. Incidentally, half (8 of 16) of the respondents who had been seeking work for more than 12 months, were young adults (15 - 29 years old) (Table 21).

Table 21: Unemployed Persons by Duration Out of Work and Broad Age Group

Have been available and seeking work but without a job or own business	Broad Age Group of Person (Years)			Total
	15-29 (Young Adults)	30-44 (Matured Adults)	45-59 (More Matured Adults)	
Less than one month	1	0	0	1
	4.0%	0.0%	0.0%	2.8%
One month and less than three months	4	1	0	5
	16.0%	16.7%	0.0%	13.9%
Three months but less than six months	4	0	1	5
	16.0%	0.0%	20.0%	13.9%
Six months but less than twelve months	5	1	0	6
	20.0%	16.7%	0.0%	16.7%
More than twelve months	8	4	4	16
	32.0%	66.7%	80.0%	44.4%
Not Stated	3	0	0	3
	12.0%	0.0%	0.0%	8.3%
Total	25	6	5	36
	100.0%	100.0%	100.0%	100.0%

Figure 16: Duration Out of Work Distribution of Unemployed Persons



Of the 36 unemployed persons, there were 14 persons who had previously worked, but at the time of the survey, were unemployed. The two main reasons given for their unemployment were job dismissal and resignation for educational purposes.

Just about 11% of total unemployed (4 persons) said that they had lost their jobs due to dismissal. Approximately 8.3% or 3 persons indicated that they had resigned to further their studies. Some of the other reasons specified were, resignation for child care (2.8%) (1 person), business failure (2.8%)(1 person) and retirement (2.8%) (1 person) (Table 22).

Table 22: Unemployed Persons by Why Stopped Work and Broad Age Group

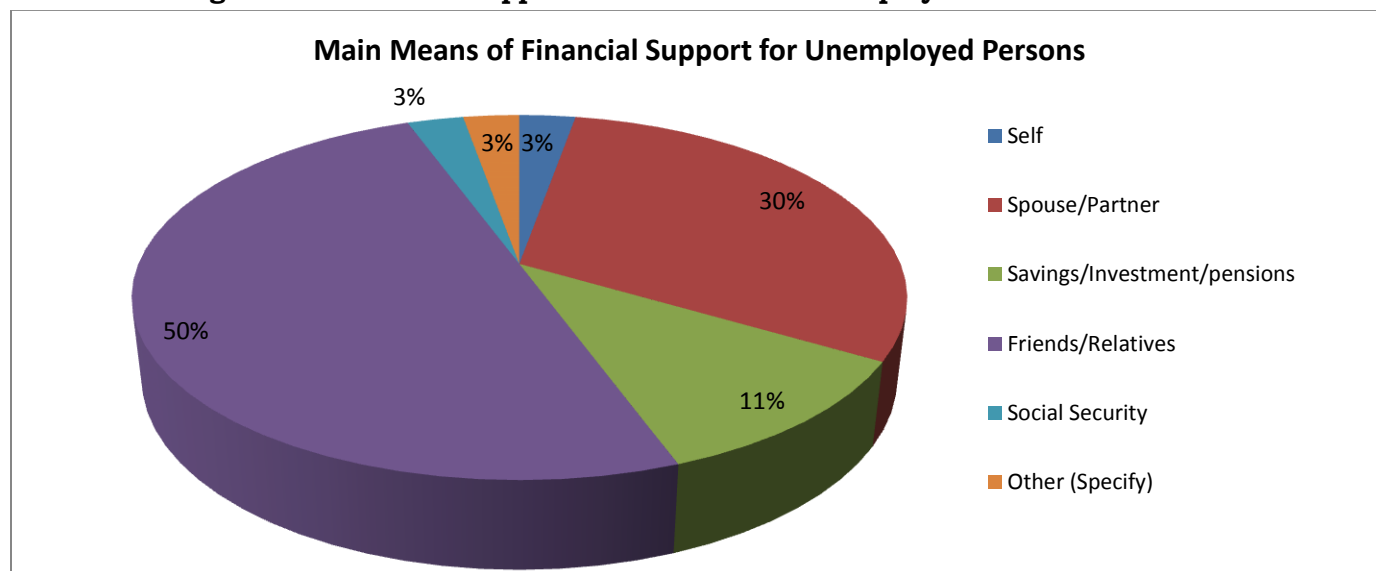
Why stopped such work	Broad Age Group of Person (Years)			Total
	15-29 (Young Adults)	30-44 (Matured Adults)	45-59 (More Matured Adults)	
Lost Job	3	0	1	4
	12.0%	0.0%	20.0%	11.1%
Job Completed	0	1	0	1
	0.0%	16.7%	0.0%	2.8%
Resigned to study	3	0	0	3
	12.0%	0.0%	0.0%	8.3%
Resigned to take care of children	0	1	0	1
	0.0%	16.7%	0.0%	2.8%
Business Failed	1	0	0	1
	4.0%	0.0%	0.0%	2.8%
Retired	0	0	1	1
	0.0%	0.0%	20.0%	2.8%
Other(specify)	1	0	2	3
	4.0%	0.0%	40.0%	8.3%
Not Applicable	17	4	1	22
	68.0%	66.7%	20.0%	61.1%
Total	25	6	5	36
	100.0%	100.0%	100.0%	100.0%

Exactly half (50%) of the total unemployed persons said that they were supported (financially) by friends and relatives while 30.6% depended on their spouses and partners. Incidentally, the majority (64%) of the unemployed young adults were supported primarily by friends and relatives. However, the unemployed mature and more matured adults were mainly supported by their spouses or partners (66% and 60% respectively) (Table 23).

Table 23: Unemployed Persons by Means of Support and Broad Age Group

Main means of financial support	Broad Age Group of Person (Years)			Total
	15-29 (Young Adults)	30-44 (Matured Adults)	45-59 (More Matured Adults)	
Self	1	0	0	1
	4.0%	0.0%	0.0%	2.8%
Spouse/Partner	4	4	3	11
	16.0%	66.7%	60.0%	30.6%
Savings/Investment/pensions	3	0	1	4
	12.0%	0.0%	20.0%	11.1%
Friends/Relatives	16	2	0	18
	64.0%	33.3%	0.0%	50.0%
Social Security	0	0	1	1
	0.0%	0.0%	20.0%	2.8%
Other (Specify)	1	0	0	1
	4.0%	0.0%	0.0%	2.8%
Total	25	6	5	36
	100.0%	100.0%	100.0%	100.0%

Figure 17: Means of Support Distribution of Unemployed Persons



A very small percentage (2.8%) of the unemployed said they benefitted from remittances from abroad (Table 24).

Table 24: Unemployed Persons by Support from Abroad and Broad Age Group

Receive financial support from relatives abroad	Broad Age Group of Person (Years)			Total
	15-29 (Young Adults)	30-44 (Matured Adults)	45-59 (More Matured Adults)	
Yes	0	0	1	1
	0.0%	0.0%	20.0%	2.8%
No	25	6	4	35
	100.0%	100.0%	80.0%	97.2%
Total	25	6	5	36
	100.0%	100.0%	100.0%	100.0%

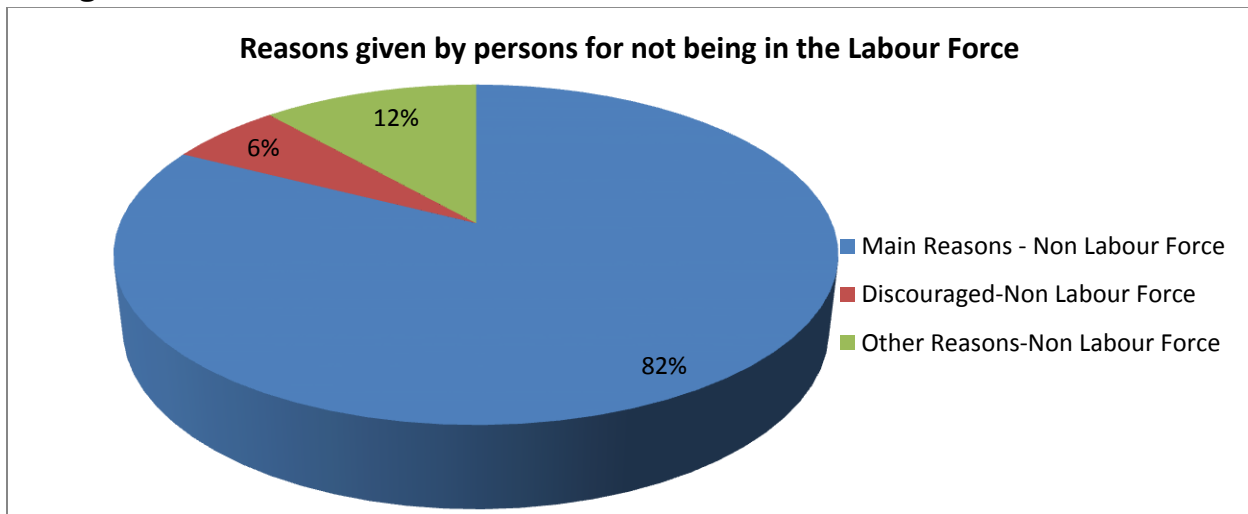
Persons Not In The Labour Force

There were 234 persons who indicated that they were not in the labour force. Over 82% (193 persons) of these persons were not looking for work and not available work for a number of reasons. The main reasons were that they were either attending school, retired, disabled, ill or occupied with domestic duties. Exactly 6.0 % (14 persons) said that they were not in the labour force because they were discouraged (Table 25).

Table 25: Persons Not in the Labour Force by Labour Status and Broad Age Group

Labour Status of Respondent	Broad Age Group of Person (Years)				Total
	15-29 (Young Adults)	30-44 (Matured Adults)	45-59 (More Matured Adults)	60 plus (Most Matured Adults)	
Main Reasons-Non Labour Force	131 86.8%	20 58.8%	30 83.3%	12 92.3%	193 82.5%
Discouraged-Non Labour Force	9 6.0%	5 14.7%	0 0.0%	0 0.0%	14 6.0%
Other Reasons-Non Labour Force	11 7.3%	9 26.5%	6 16.7%	1 7.7%	27 11.5%
Total	151 100.0%	34 100.0%	36 100.0%	13 100.0%	234 100.0%

Figure 18 Reasons Not in Labour Force Distribution of Persons Not in Labour Force



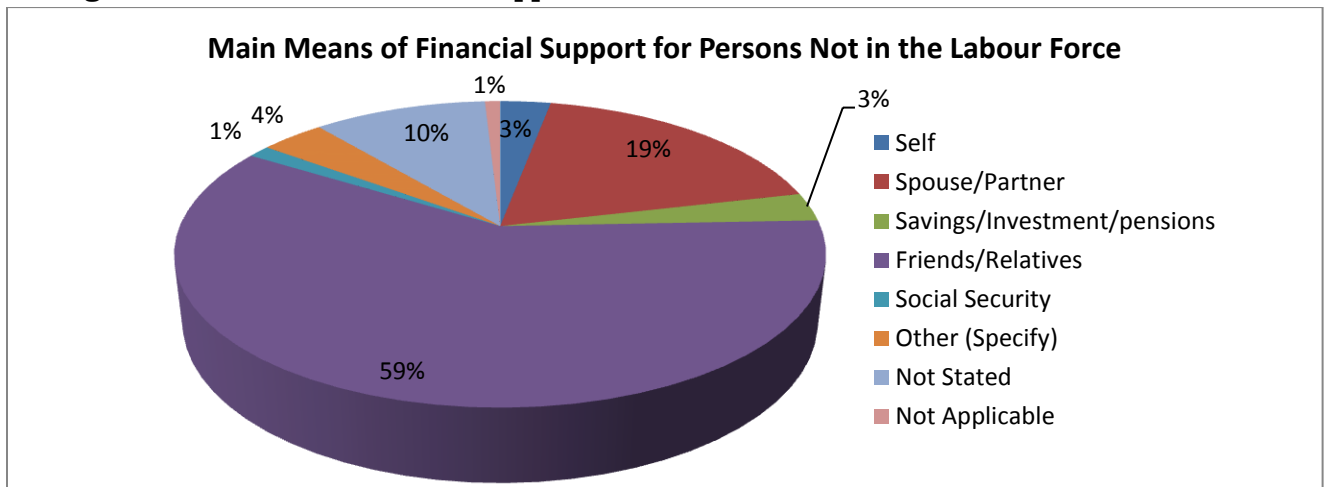
With respect to financial support for said persons, 59% (139 persons) were supported by friends and relatives. While just over 18.4% were supported by their spouses and partners. As in the case of the unemployed, the majority of the young adults who were not in the labour force were supported by friends and relatives (76.2%). Whereas the matured, and more matured adults who were not in the labour force were mainly

supported by their spouses or partners; to the tune of 67.6% and 41.7% proportionately and respectively. Just over 46% of the most matured adults (those aged 60 and over) who were not in the labour force were also supported mainly by friends and relatives (Table 26).

Table 26: Persons Not in the Labour Force by Means of Financial Support and Broad Age Group

Main means of financial support	Broad Age Group of Person (Years)				Total
	15-29 (Young Adults)	30-44 (Matured Adults)	45-59 (More Matured Adults)	60 plus (Most Matured Adults)	
Self	2	1	3	1	7
	1.3%	2.9%	8.3%	7.7%	3.0%
Spouse/Partner	3	23	15	2	43
	2.0%	67.6%	41.7%	15.4%	18.4%
Savings/Investment/pensions	1	2	2	2	7
	.7%	5.9%	5.6%	15.4%	3.0%
Friends/Relatives	115	7	11	6	139
	76.2%	20.6%	30.6%	46.2%	59.4%
Social Security	0	0	2	1	3
	0.0%	0.0%	5.6%	7.7%	1.3%
Other (Specify)	7	0	2	0	9
	4.6%	0.0%	5.6%	0.0%	3.8%
Not Stated	21	1	1	1	24
	13.9%	2.9%	2.8%	7.7%	10.3%
Not Applicable	2	0	0	0	2
	1.3%	0.0%	0.0%	0.0%	.9%
Total	151	34	36	13	234
	100.0%	100.0%	100.0%	100.0%	100.0%

Figure 19: Means of Financial Support Distribution of Persons Not in Labour Force

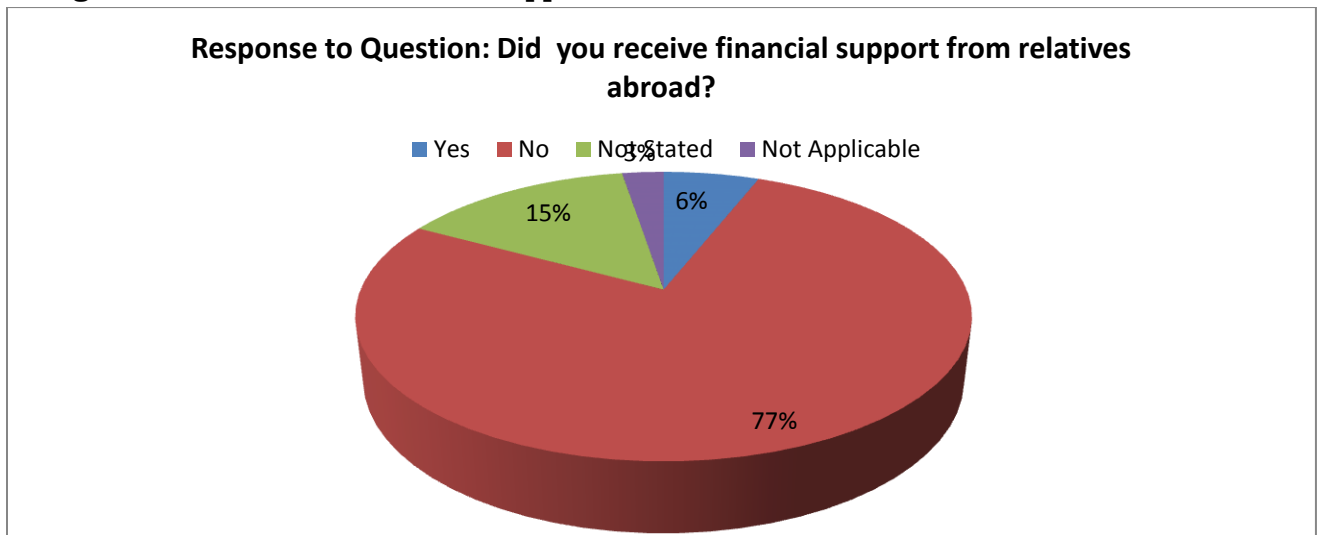


Exactly 6% of persons who were not in the Labour force (14 persons) benefitted from remittances from abroad. With regards to those who indicated that they did receive remittances, the group with the highest percentage was the matured adults group (aged 30 to 44 years) with 11.8% (Tables 27).

Table 27: Persons Not in the Labour Force by If Receive Financial Support from Abroad and Broad Age Group

Receive financial support from relatives abroad	Broad Age Group of Person (Years)				Total
	15-29 (Young Adults)	30-44 (Matured Adults)	45-59 (More Matured Adults)	60 plus (Most Matured Adults)	
Yes	7	4	3	0	14
	4.6%	11.8%	8.3%	0.0%	6.0%
No	112	28	27	13	180
	74.2%	82.4%	75.0%	100.0%	76.9%
Not Stated	27	2	5	0	34
	17.9%	5.9%	13.9%	0.0%	14.5%
Not Applicable	5	0	1	0	6
	3.3%	0.0%	2.8%	0.0%	2.6%
Total	151	34	36	13	234
	100.0%	100.0%	100.0%	100.0%	100.0%

Figure 20 If Received Financial Support Distribution of Persons Not in Labour Force



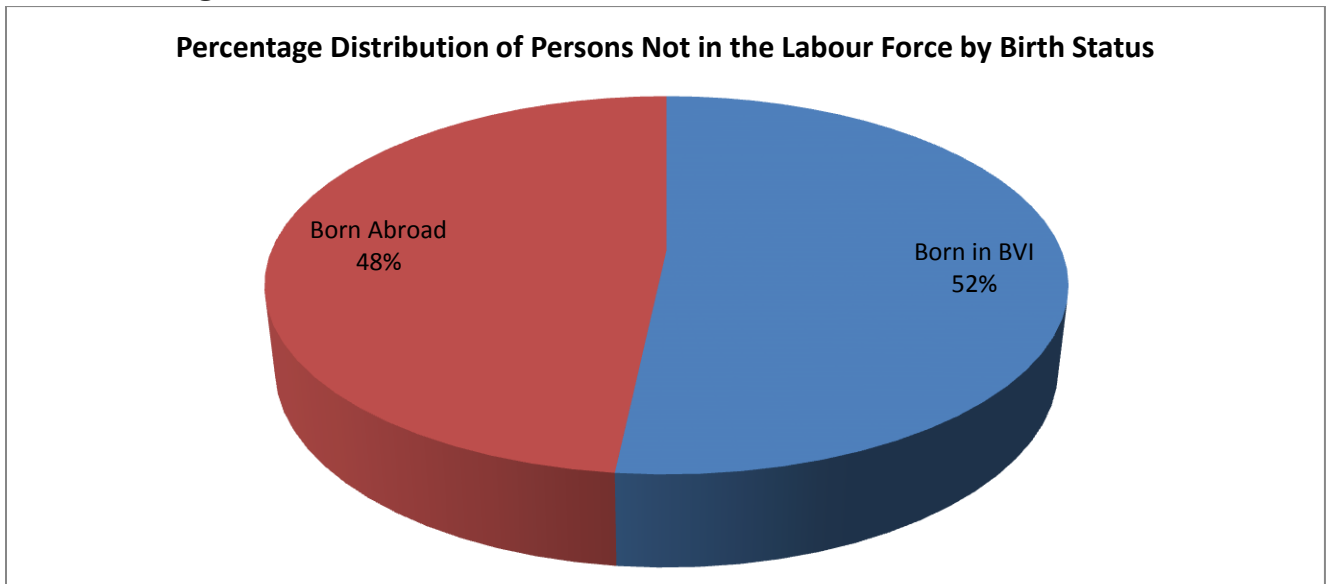
Of the 234 persons who were not in the labour force, there were 121 persons (51.7%) who were born in the BVI and 113 (48.3%) who were born abroad. For those born in the BVI, 86% cited the main reasons (students, retirees, disabled, ill or occupied with domestic duties) for not being in the labour force. Only 7.4% of persons born in the BVI cited discouragement as being the main reason for not being a part of the labour force.

For those persons born abroad, 77.9% gave the main reasons (listed above) as to why they were not part of the labour force. Only 6% of said persons, stated that the reason why they were not in the labour force was because they were discouraged (Table 28).

Table 28: Persons Not in the Labour Force by Labour Status and Where Born

Labour Status of Respondent	Where were you born		Total
	In this country	Abroad	
Main Reasons-Non Labour Force	105	88	193
	86.8%	77.9%	82.5%
Discouraged-Non Labour Force	9	5	14
	7.4%	4.4%	6.0%
Other Reasons-Non Labour Force	7	20	27
	5.8%	17.7%	11.5%
Total	121	113	234
	100.0% (51.7%)	100.0% (48.3%)	100.0%

Figure 21 Where Born Distribution of Persons Not in Labour Force



Conclusion

In general, the first BVI LFS was executed with minor disruptions. It was a learning experience for the CSO as well as the participants and there was 100% participation by survey respondents. Overall, the results show that unemployment in the BVI is low with a rate of 2.9% and that there were high rates of employment on all the major islands and among mature working adults (age 30 to 60 years). While the latter is laudable, unfortunately, the survey also revealed a pocket of high unemployment, 10.5%, among young working adults (age 15 to 29 years old). Some of these young persons had never worked and others had been searching for work for more than a year (12 months). They had been mainly supported by friends and relatives during their time of unemployment.

Ideally the LFS should be undertaken on a yearly basis, but this would depend heavily on the resources available. While an LFS provides insight into the supply side of the labour market, the CSO hopes that very soon, it would be able to conduct a Job Opening and Labour Turnover Survey (JOLTS) which will target employers and give insight into the demand aspects of the labour market.

The CSO would like to thank the European Development Fund and their partnership with the OECS for the assistance provided in this first survey. Appreciation is also extended to the ILO and the Government of the Virgin Islands – Premier’s Office for their support as well. The CSO looks forward to continued collaboration with all its development partners, both locally and abroad as it endeavors to provide timely and accurate statistical information for development planning.