



THE WORLD BANK

# Saint Lucia Labour Market Needs Assessment Survey Report, 2020

Giordano Associates Ltd.



International

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This Report registers the second attempt at a Labour Assessment Survey for St Lucia. Conducted during the hype of the COVID-19 pandemic, it has been subjected to major challenges prior to its completion. The challenges the COVID-19 has imposed globally have similarly impacted Saint Lucia in an unprecedented manner. The immediate inferences register increase in unemployment rate in the labour-force. b) the economic degradation of the Saint Lucia economy amidst efforts of economic stabilisation. The extent of job loss was estimated to be 39,000 person and was particularly severe on the lower skilled labour with the youth and women being the worse hit. The assessment registers that prior to 2020, the labour force was estimated at (83,000). The immediate plummet impacted major economic sectors which includes the Accommodation/ Tourism sector as the country is 78% reliant on Tourism as the major sector (Visual Capitalist 2020) The trend however extends to all other secondary sectors of the economy. The worrying concern is the impact on youth (ages 15-24) less prepared to deal with crisis far less with an unprecedented experience of this nature. The Assessment also recognises that the economy is gradually being technology driven. It strongly recommends that while jobs may be identified as “job openings” at the end of the Survey period November 2020, there is a need for the authorities to develop appropriate responsive Policy drivers and technology driven strategies and training amidst the to meet the demands of the Crisis. of industry.

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SAINT LUCIA LABOUR MARKET NEEDS SURVEY 2020

## Acronyms and Abbreviation

<b>CSO</b>	<b>Central Statistical Office (St Lucia)</b>
<b>EPI</b>	<b>Export Profile Index</b>
<b>ILO</b>	<b>International Labour Organisation</b>
<b>IMF</b>	<b>International Monetary Fund</b>
<b>ISIC</b>	<b>international Standard Industrial Classification</b>
<b>ICAS</b>	<b>Investment Climate Assessment Survey</b>
<b>MOE</b>	<b>Ministry of Education</b>
<b>NEET</b>	<b>Not in employment education and training</b>
<b>NEP</b>	<b>National Employment Policy</b>
<b>NIC</b>	<b>National Insurance Corporation</b>
<b>NICBR</b>	<b>National Insurance Business Corporation Register</b>
<b>NRDF</b>	<b>National Research and Development Foundation</b>
<b>TVET</b>	<b>National Technical and Vocational Education and Training (TVET).</b>

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## Acknowledgements

This Report on the Labour Market Needs Assessment Survey (2020) for Saint Lucia, was conducted in two components under the direction of the Central Statistical office. This however was undertaken with significant guidance from the National Technical and Vocational Education and Training (TVET) narrative and the other Government agencies as well as the World Bank.

The research team, acknowledges the contribution of each of the stakeholders' interests and input. The team extends thanks for the time devoted to enable a) Data Analysis b) Data Analysis and Writing and in particular the thoughts and efforts of the persons who participated in enabling the collection of the data, as well as the facilitators including the businesses, NGOs, vocational training centres, trade and business associations, the members of the Chamber of Commerce, SLISBA and the Saint Lucia Manufacturing Association.

A special thank you, is extended to the enumerators without whom our task would not have been achieved in view of the challenges faced as a result of the social protocols of the Covid-19 pandemic period.

The research team, is quite grateful for the invaluable input of the Department of Statistics, which served as a guidance for the timely completion of this assignment. The ultimate hope, is for a contribution to the policy formulation for employment, the defining of priorities and strategies to achieve the socio-economic goals of development in Saint Lucia. The end result is the ultimate contribution to the positive impact at poverty alleviation. The outcome, it is envisioned, will serve the interests of not only labour employment policy makers but also researchers, academia and the wider populace of Saint Lucia, inclusive of the interests of students and the youth.

In completing this Labour Assessment Survey (2020), we are grateful for the support rendered by the World Bank, the International Labour Organisation for their invaluable assistance whether through guidance of relevant and current material which help address the national thematic issues while serving to strengthen the findings of this Report.

### **The Research Team**

## EXECUTIVE SUMMARY

This Labour Market Needs Assessment Survey (LMNAS,2020) is geared to undertake primarily two substantive areas of work in accordance with the Terms of reference of the assignment, which include:

- 1) to establish Baseline data and a framework for analysing the Labour sector and its current policy priorities and strategies, as well as,
- 2) to undertake a review of the integration of the policy drivers and the labour objectives within the context of the outlined themes of the survey.

The data for the LMNAS (2020) is derived from the National Insurance Corporation Business Register (NICBR) sample Frame of three thousand, two hundred and eight (3,208) Employers, used as a proxy for the establishments. The planned sample was four hundred and sixty-three (463) establishments with an achievement of sixty-four percent (64.00) participation rate. Only two (2.0 %) percent of the population sample refused to participate in the exercise. The NICBR Frame, contains forty-two thousand, two hundred and seventy-seven (42,277) Employees and three thousand two hundred and eight (3,208) formal sector firms in order to extract a representative sample of firms nationwide to be interviewed which would adequately represent economic sectors, firm size and geographical location.

A review of the trends and needs of Saint Lucia's labour market has been long overdue. This Report on the LMNAS (2020) within its mandate, addresses the dynamics of unemployment in the Labour force, skills deficiency and or mismatch that has been studied in accordance with the terms of reference.

It is with a level of trust that we hope that the outcomes of the study, will assist the policy makers in creating the appropriate strategic adjustments from a perspective of Policy drivers and to improve the TVET mode of delivery to supplement the pedagogy of instruction in formal education and training for employment. The primary focus is geared appropriately at the relevant individuals and institutions which would then be equipped with the skills and competences, which will complement the various needs of industry and private sector business demands and standards.

The Report has identified new training needs for new vocations in accordance with the current literature and the data examined within the remit of the assignment. While the report is not as comprehensive, as we would have preferred, notwithstanding the limitations of time and the impact of the COVID -19 the inferences derived were based on the data collected.

Written in two sections, this Labour Market Needs Assessment (2020), will form the basis for the Labour Market needs. Section I, discusses the policy issues, identifies the deficiencies in policy and the activation of the policy drivers. Section II, however, reviews the data and establishes some inferences which collectively can also serve as different TVET interventions. It is hoped, that this will facilitate an understanding of important elements of the wider TVET system, from vocational skills training improvement in the short term and job or more career aligned employment opportunities for industry in the future.

The resultant effect, enabled the study to generate several Tables and Analyses in Section II; primarily with the ability to (i) assess the needs of employers (ii) identify vacancies to be filled (iii) Types of jobs (iv) Skills levels and competencies required (v) aspects of gender, age and location (vi) Identify information on new hires (including training, skills set, nationality and age) (vii) establish the most employable skills training courses that can be offered (viii) Specific type of jobs available and locations. (ix) Level of skill required, including attention to aspects of gender

and location (x) establish employers' attitudes towards provision of internships and identify ways to create stronger linkages with TVET graduates. (xi) advise on suitable project target locations for provision of TVET. Some of the Tables are being promulgated as part of the Appendix of the Report in order to substantiate the findings. It is therefore hopeful, that the outcomes of the study have offered advice on innovative occupations that are in demand and are not currently considered.

However, within the limitations, the first inference drawn is that the "Data may not give good signals on where to place emphasis in terms of training since the job market is currently very weak and we may take our assessment from "newly hires." Secondly, we note that several 'job openings' have been identified from the sample of two hundred and seventy-eight (278) firms nationwide. These include positions such as Managers, Professionals, Technicians and associate professionals, Clerical support workers, Service and sales workers, Craft and related trades workers, Plant and machine operators, assemblers and elementary occupations. The trends for the absorption of the Labour force into the traditional economic sectors, appear to follow the similar pattern and trajectory of the last ten years. The data reveal less reliance on the NSDC skills training and greater emphasis on Technology online training trends thus warranting an holistic review of the mandate of the TVET programme.

It is evident therefore, that there is a level of inertia which exposes the weak infrastructure of the Labour Market socio-ecosystem in Saint Lucia. This was not caused by the COVID -19. However, it can be proffered that COVID-19 has exposed the weak structures of the labour ecosystem. The Report posits a Policy oriented focus and the need for greater collaboration amongst agencies and consideration for integrating policy measures rather than working in "silos." There may be an urgent need for the adoption of appropriate policies to regulate key sectors of the economy in a coordinated strategic approach. Due to the weakness of the social infrastructure, this has engendered an impact on the economic welfare of workers from two perspectives. Firstly (i) the reduction in welfare of most employees and secondly the perception that some employers claim that they enjoy increased productivity with less staff."

The element of innovation and technology has impacted on the labour socio-ecosystem and presently the training needs of the Private sector as evidenced by their own awareness through ***the Private Sector Recovery St Lucia Plan***. This initiative moving forward, *questions the relevance of* the TVET NVQ training to become more aligned to the demand needs of the private sector. The Report also proposes the inclusion of the *Blue economy* via Maritime and Trade, as well as IT training for Management of establishments; as well as Craft development as an opportunity within the vogue *Orange economy*, grouping. While the private sector does not pay much attention to the training of (a) skilled and or (b) elementary unskilled labour, there is still the expectation that the "entry labour force "ought to be donned with a repertoire of "excellent soft skills" which are of equal importance and priority to the private sector. This may be the part the TVET has to gravitate to, in order to fulfil a critical part of its mandate.

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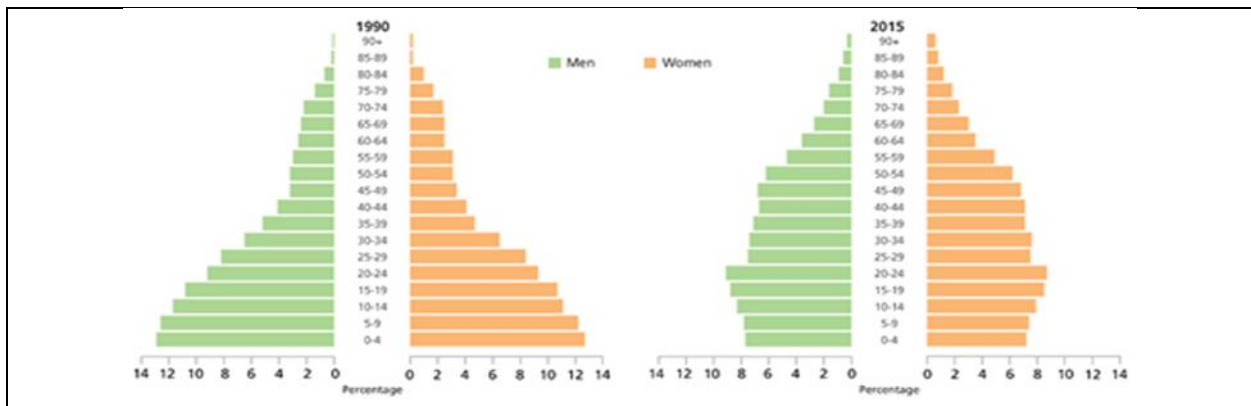


# 1.0 INTRODUCTION

## The context of Saint Lucia

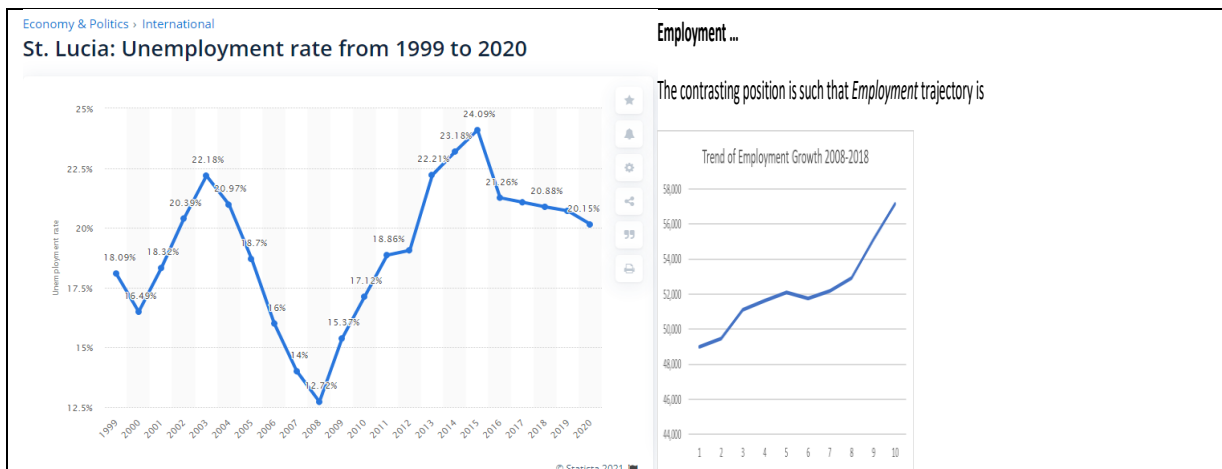
Saint Lucia, located in the Eastern Caribbean, is a member of the Organisation of Eastern Caribbean States, (OECS) and has a population of an estimated 179,995 persons. (2020) of which the chart on the stratification of the population depicts a sixty percent of the population is under the age forty-five (45) years old.

**Chart 1.0 Comparative Population 1990 /2015**



The population comprises of 90,666 females and an estimated 89,329 males. The labour force however, is estimated at 83,877 persons in 2019 - the composition of which comprises of 39,153 (2019) females and an estimated 44,824 males (2019). See (Appendix). It is noted that employment trend peaked in 2018 to almost sixty thousand (60, 000) persons (2018).

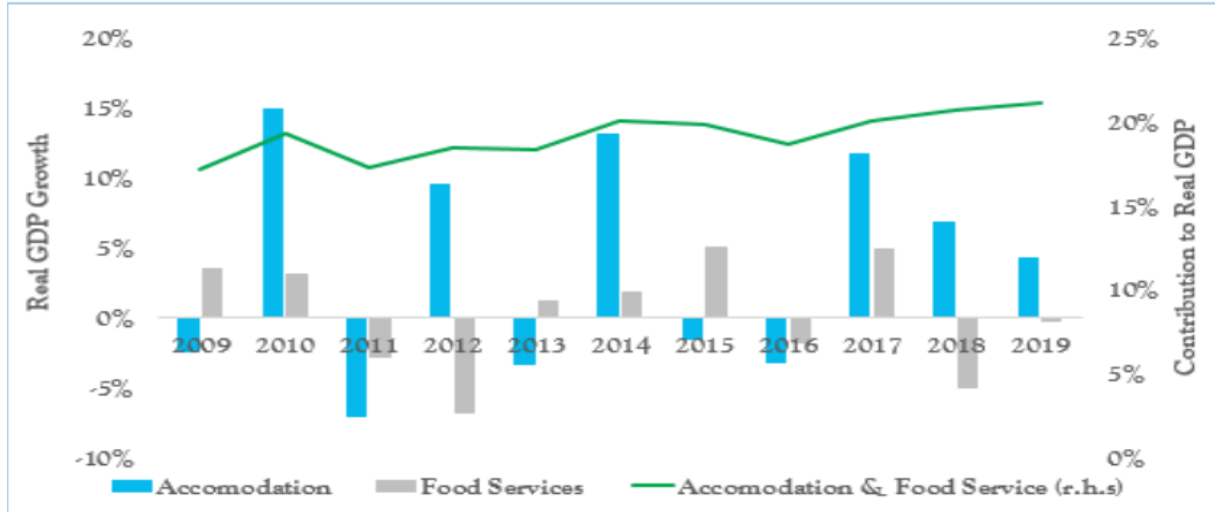
**Chart 2.0**



## Social Economic Review 2019

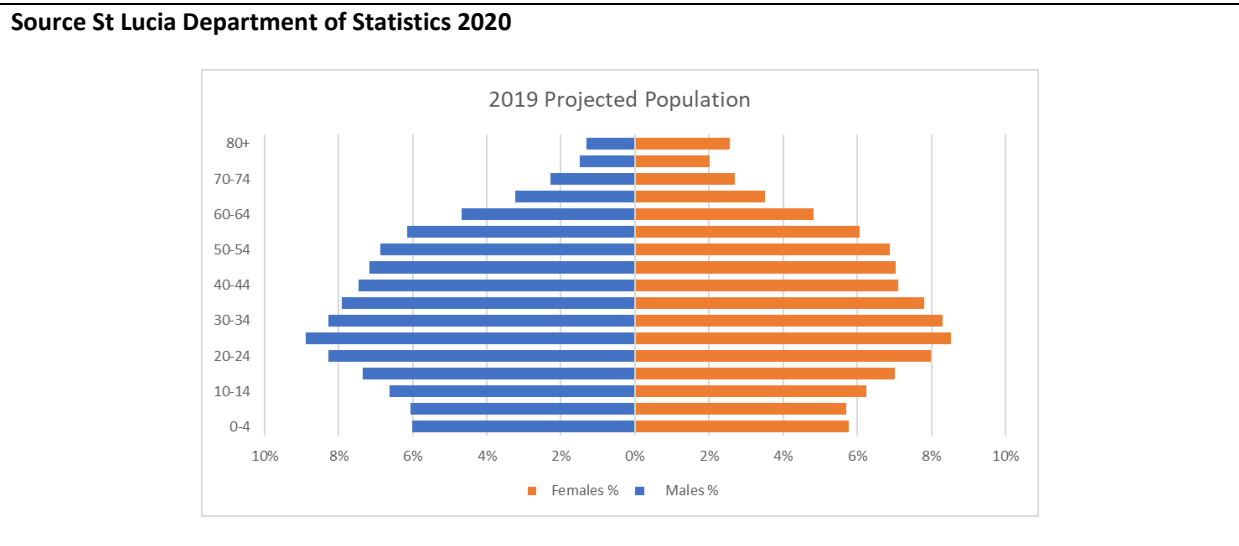
The work force largely offers its services mainly to the three most dominant sectors of the economy - Accommodation /Tourism, Manufacturing and Services sectors but can also be identified in all other areas of economic activity as delineated by the International Standard Industrial Classification (ISIC); for which both charts reflect the trend in growth of employment and its absorption in the productive economic sectors.

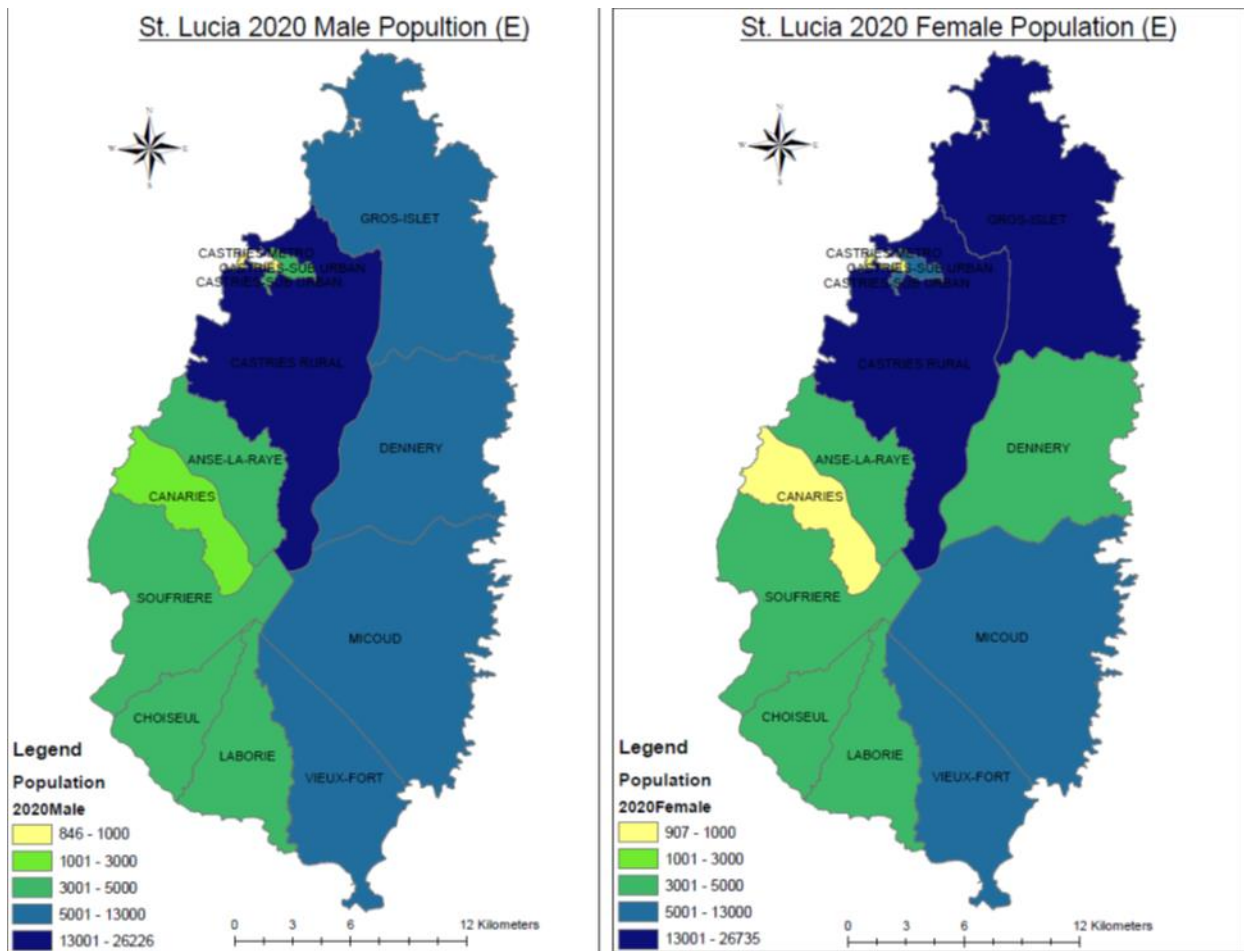
**Chart 3.0 Economic and Social Review (2019) Real GDP Growth**



This trend as depicted above has been consistent over the last two decades. The unemployment rate, however is estimated at twenty-one (21%). (2019) and the rate amongst the youth is an estimated of forty-five (45) percent Table 1 (ILO 2020). The ensuing Charts and Tables, below detail and clearly provide a short characterisation of the labour force in Saint Lucia.

**Chart 4.0 Projected Population 2019**





The major commercial activities on the island are conducted in the districts of Castries and the Castries metropolitan area, Gros Islet, Vieux Fort and Soufriere.

The LMNAS (2020) therefore, is timely and on this second occasion is being conducted within a framework of better analysing the characteristic of the Labour market and understanding the vagaries of the trends and the market socio-ecosystem. Importantly too, this may help channel a gateway to overcome the challenges of a post COVID 19 phenomena, with the appropriate socio- economic strategies with a technology driven response to the developments occurring in modern industry. The deficiency in the skills gaps, while highlighted is hoped will be addressed by the authorities who will be better placed to address the skills gaps and training needs of the workforce in industry as a consequence of the Survey.

There are a few definitions which form part of the narrative of this Report and of necessity are delineated below. They are as follows;

### Definitions and Measurements of Terms inclusive of TVET Skills

Technical and Vocational Education and Training (TVET) is understood as comprising of “education training and skills development relating to a wide range of occupational fields, production, services and livelihoods.” (Revised recommendations concerning TVET UNESCO 2015).

TVET institution is an organisation such as a college, University or other facility equipped with the materials, equipment programmes, staff and other resources for training delivery and assessment leading to a qualification. The training centre is accountable to a recognised awarding body such as the SLCTVET. TVET Provider An organisation or an individual that provides education and training services. This includes organisations specifically set up for this purpose and employers that provide training as a part of their business activities. 1) Verifier An individual who monitors the training process and products of a system to ensure that the appropriate training assessment criteria for the competency of skills are consistent throughout all assessment activities (TVET Policy and Strategy 2015-2025).

**A National Employment Policy (NEP)** is a vision and a practical plan for achieving a country’s employment goals. To make such a plan, a government has to clearly see a country’s challenges and opportunities. It has to consult widely to reach common agreement among all interested parties in the economy, including employers’ and workers’ organizations. *National Employment Policies A guide for workers organisations page one (1) ILO 2015*

#### **What is an Employment Policy? 1964 ILO.?**

The International Labour Organization has developed an overall approach or framework for developing national employment policies. The following documents have provided guidance for this framework:

- The Employment Policy Convention, 1964 (No. 122)
- The 2003 Global Employment Agenda
- Implementing the Global Employment Agenda: Employment strategies in support of decent work, 2006
- The 2008 Declaration on Social justice for a fair globalization
- The 2009 Global Jobs Pact
- The 2010 Resolution on employment

The **Classification by Economic activity** refers to the main activity of the establishment in which a person worked during the reference period. The branch of economic activity of a person does not depend on the specific duties or functions of the person’s job, but rather on the characteristics of the economic unit in which the person works. Data presented by branch of Economic activity is based on the **International Standard Industrial Classification of All Economic Activities (ISIC)**. The ISIC is the international reference classification of productive activities. Its main purpose is to provide a set of activity categories that can be utilized for the collection and reporting of statistics according to such activities. The original version of ISIC was adopted in 1948, and it has been revised four times since then: in 1968 (ISIC Rev.2), in 1990 (ISIC Rev.3) and in 2008 (ISIC Rev.4). An updated version of the ISIC Rev.3 was introduced in 2002 to account for substantial changes in many countries’ economic structure (ISIC Rev. 3.1).3 Statistics on employment by economic activity are presented in ILOSTAT according to both the categories of the latest version of the ISIC available and aggregate categories, based on the correspondence table: National Employment Policies ILO 2019

## 2.0 PROJECT DESCRIPTION

The Labour Market Needs Assessment Survey (LMNAS) is a business establishment survey, covering the majority of domestic industries under the **International Standard Industrial Classification (ISIC)** with the exception of the industrial activities of Agriculture, Fishing and Public Administration. The LMNA survey was last conducted in 2012, which indicates a data gap of eight years. Moreover, the Labour Market Needs Assessment Survey (2020), is intended to analyse the needs and trends of the Labour market place, as well as to provide more relevant information on the skill gaps to more effectively anticipate and plan for skills training for youth in particular and to improve the efficiency and effectiveness of technical and vocational training in Saint Lucia. The recommendation is for the survey to be administered periodically at least every two years.

### a) SCOPE OF WORK

This Labour Assessment Survey (2020) was undertaken within the context of the policy themes of the assignment. The research team, in conjunction with the Department of Statistics has produced a maximum (50) page Report - less Appendices. The Report has adopted a three-prong approach, which includes *a) Data Analysis and b) Data Reporting c) identification and examination of the of Policy drivers* in the context of Labour Employment Policy related matters including sectors and issues where necessary. The research team has offered to produce a Report together with a four (4)- page Snapshot for the layperson and general public usage.

### b) METHODOLOGY

The research team in conjunction with Department of Statistics, adopted a “*best practices approach*” while undertaking the *Labour Market Needs Assessment Survey (2020)*, in the execution of this consulting assignment. The main tool however for this current survey 2020, has adapted the **World Bank’s STEP skills measurement survey methodology**. This includes an approved sampling framework that relies on the collaboration and guidance of the department of Statistics and the remit of the project. The research team, in collaboration with the Department of Statistics actually (i) established the sources of data; and ii) adopted the appropriate standard set of statistical modelling tools for data collection as well as (iii) utilising current analysis and findings of current literature. The proposed *research tools* were discussed and approved by a Technical Committee facilitated by the client - Ministry of Education (MOE), before the data collection commenced.

A sample size of four hundred and fifty (463) establishments was selected from the National Insurance Business Register (NIBCR), covering a true representation across all the ISIC sectors.

The questionnaire design was derived from the previous LMNAS (2020) tool. However, seven (7) additional questions were included to assess the impact of the COVID-19 pandemic (Annexe3)

Web-based and telephone interviews, were the chosen mode of data collection due to the COVID-19 protocols set by the Ministry of Health for the safety of individuals. This limited the access to establishments and secondly increased the length of time it took for the completion of the survey questionnaire. However, when requested by an establishment, face to face interviews were conducted. In this case, the number of face-to-face interviews were less than five percent. In most cases the telephone interviews were time consuming. The enumerator, needed to make several calls to access a respondent and to complete the questionnaire.

The web interviews also proved to be challenging in some instances. The respondents experienced issues such as broken web links and an inability to save the data once completed. The respondents were not trained in the procedures for completing the questionnaire and therefore encountered difficulties in understanding the process. As a result, supervisors resorted to send the survey manually and a hard copy of the questionnaire to the respondents, in order to assist with the process.

The survey data collection process was interrupted for several weeks due to the closure of the Survey Solutions' "t 2020 "server, which was formerly sponsored by the World Bank. Subsequently, the Survey Solutions electronic survey management platform, utilized by the LMNAS, was moved to a CSO-controlled cloud-based server, called 'slucso' where the data collection process continued. A total of 244 assignments were completed on the 2020 platform and 38 assignments were completed on the "slucso"- platform.

### c) DATASET

While the overall sample frame derived from the National Insurance Corporation Business Register (NICBR) is utilised as a proxy because of its population of 3,208 Employers and Establishments which represents 42,277 employees; the data set may have its own limitations. The actual sample for this survey, contains 8,679 employees from 278 establishments.

During the conduct of the LMNAS (2020), we recognised that there were a few limitations, in the results obtained. One misgiving discussed with the stakeholders is such that little weighting was placed on the informal sector. Thus, while the data focusses more on the formal sector, we are aware that it may not fully take on board the vicissitudes of the informal sector. Thirdly, the results for the wages variable derived from the data indicates under reporting from the findings. Fourthly, the LMNAS also recognises that the data also reflected a lower number of vacancies observed as opposed to what would have normally been obtained pre COVID-19, as is evidenced by the previous LMNA survey. The LNMS (2020), however created a twenty- four point four, percent (24.44) replacement and experienced only a two (2.0) percent refusal rate.

## 3.0 INITIAL FINDINGS ON POLICY and PRELIMINARY RECOMMENDATIONS

### a) Analysis and b) Inferences/ Findings and c) Recommendations

- (i) **Employment Policy** Saint Lucia does not have an Employment Policy instrument. However, the St. Lucia Labour Code (2006) provides a broad framework for the protective rights of workers. In the absence of an Employment Policy, in Saint Lucia, the current priorities of the Government of Saint Lucia (2016-2021), are reflected in its pronouncements to promote (a) Construction and Infrastructure, (b) Tourism and the (c) ICT sectors. (Medium Term Development Strategy (2020). At the institutional level Government since 2016 has adopted a portfolio of Job creation in the Estimates of Expenditure which has neither been manned or funded from that period.  
**Recommendation.** This can be strengthened should a policy of prioritisation of economic sectors be weighted and be adopted so as to ensure it is not only traditional performing sectors are relied upon.
- (ii) **Minimum Wage** There is no minimum wage legislative instrument in Saint Lucia. However, some critical trades including plumbing, masonry and carpentry accept a standard graduated wage scale for labour as part of their practices and experience. While on the other hand, it is observed that in the distributive trades, this is on the basis of demand and supply of skilled labour.  
**Recommendation.** However, the guide for establishing a minimum wage, should take counsel from the (Labour Market Analysis Guidance for Food Security Analysis and Decision-Making July 2013, pages 22-41). See Box 1 below

**Criteria for minimum wage determination**  
**Six criteria, or groups of factors, to be taken into account in determining the level of minimum wages, are set forth in Recommendation M 135.**

**They are:**

- Criterion 1: the needs of workers and their families;
- Criterion 2: the general level of wages in the country;
- Criterion 3: the cost of living and changes therein;
- Criterion 4: social security benefits;
- Criterion 5: the relative living standards of other social groups; and
- Criterion 6: economic factors, including the requirements of economic development, levels of productivity and the level of employment. This criterion also includes the capacity to pay as indicated in Starr (1993).

**Reference Statistical aspects of minimum wage determination by Robert J. Pember<sup>1</sup> and Marie-Thérèse Dupré**

**(iii) Gender Employment Policy.**

The LMNAS (2020), did not discover any Gender policy instruments and protocols. However, there was a programme of significance, which was offered more than a decade ago, as a non-traditional Caribbean Development Bank-Basic Needs Trust Fund (BNTF). This was sponsored project through the National Skills Development. The project was geared to train females to be better equipped to pursue lower skills job opportunities in the Construction sector. Certainly, this may have contributed to an increase in the number of females employed in the infrastructure and Construction industry. This appears as complementary to the objectives of the **SHRCRP** and recommended to be emulated but not only in that sector only.

**Recommendation.** Thus, major consideration ought to be given as priority for non-conventional areas while promoting equity and increased gender participation in the performance of industry by the labour force.

**(iv) Youth Employment and Unemployment.**

Youth unemployment refers to the share of the labour force between the ages of (15 -24), without work but available for and seeking employment. The current statistics on youth are startling. In 2018, an estimated twenty-one (21) per cent of the world’s youth were not in employment, education or training. This implies that more than one out of every five young persons in the world are not gaining professional experience or developing new skills, which could put them at risk of economic and social exclusion. (ILO data March 2019). The rate of unemployment of youth in Saint Lucia is depicted below.

Table 1.0 Unemployment Rate ILO 2020.

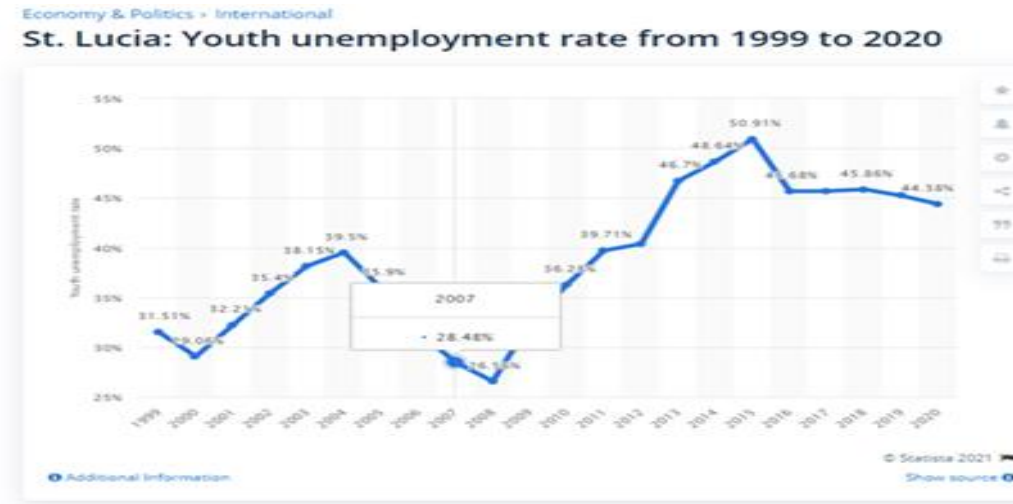
Year	2019	2018	2017	2016
Rate of Unemployment	45.23	45.86	45.68	45.68

**ILO 2020.**

According to the ILO Estimates (2019) St Lucia’s Employment to population ratio was estimated at 58.11 percent. The Unemployment was estimated at 15.59 %; while the Share of youth NEET is 30.23 %. (ILO (2012)). The NEET category is made up of three distinct states of employment - unemployment; discouragement; and inactivity, or having left the labour force. (AfDB, et al (2012)). At the European level, the label NEET has an immediate value as an additional indicator to the unemployment rate).

**Recommendation.** Youth employment should be the target for all major employment considerations.

Chart 6.0 Youth Unemployment rate 1999-2020



#### v) Technology Policy. The ICT Technology Policy

The Saint Lucia ICT in Education Policy and Strategy for Saint Lucia (2017-2020) comes to its sunset. In view of Government's commitment, it is anticipated that measures are already in place for its review, replacement and the readiness for the ultimate adoption of a new and up to date Policy instrument.

**Technology is transforming the labour market opportunities for young people but also presenting them with new challenges....DevAid September 2020**





The recently published advertisement, Voice, Publishing Saturday October 31, 2020 excerpt Page 16, of the Voice Publishing, reflects the consciousness the Saint Lucia's private sector recovery programming as part of the post COVID 19 - Private Sector recovery Plan. It succinctly captures and recognises the importance of the changing character of the work force. This however highlights the importance of technology featured in new jobs and job creation opportunities in a contemporary economy as depicted below in Fig 3.

**Fig 1 Private Sector supporting Jobs Recovery**

Accounting Clerk • Accounts Payables Clerk • Payroll Specialist • Payroll Assistant • Taxi Driver • DJ • Pool Attendant • Waterslide Attendant • Honey Farmer • Glazier • Elevator Technician • Painter • Boilermaker • Mechanic • Shipwright • **Communication** • Watersports Engineer • Adventure Tour Guide • Adventure Company Owner • Attractions Operations Manager • Carpenter • Masseuse • Truck Driver • Laundry Attendant • Laundry Manager • HR Administrator • **Entertainment** • HRIS Specialist • Recruitment Specialist • Butcher • Make-up Artist • Hotel Management Consultant • Systems Engineer • Marine Engineer • Nurse • Gift Shop Attendant • Musician • Villa Owner • Graphic Artist • Cook • IT Specialist • Taxi Driver • **Construction** • Lifeguard • Reservations Agent • Restaurant Owner • Craft Vendor Administrator • Security • Videographer • Wedding Planner • Boat Captain • Bookkeeper • Construction Engineer • Interior Decorator • **Tour** • Groundskeeper • Server • Receptionist • Esthetician • Housekeeper • Legal Officer • Operations Supervisor • Trainer • Mechanic • Insurance Broker • Recruiter • Nanny • Builder • Facilities Manager • **Sales** • Fabricator • Service Technician • Fitness Instructor • Flight Dispatcher • Floor Layer • Carpet Fitter • Florist • Security Specialist • Forklift Truck Operator • Freight Forwarder • Front End Developer • Furniture Polisher or Finisher • Ramp Agent • Receptionist • Recycling Officer • Refrigeration Engineer • Pastor • Waste Collector • Retail Assistant Buyer

## ST. LUCIA LABOUR ASSESSMENT NEEDS SURVEY 2020

A newspaper excerpt  
PAGE 16,  
VOICE, SATURDAY  
OCTOBER 31, 2020  
Voice Publishing  
St Lucia

Saint Lucia has  
**54,600**  
people who earn a living through tourism.  
They are consumers of goods and services purchased from local businesses, like pharmacies, doctors' offices, clothing stores, corner shops & supermarkets, gas stations, hair salons, banks and more. A sustained tourism sector means stronger recovery.

Compliance Officer • General Risk Manager • IT Helpdesk Analyst • IT Support Engineer • IT Trainer • Training Officer • Translator • Transport Manager • **Crafts** • Travel Agent • Travel Consultant • Dancer • **Technology** • Database Administrator • Delivery Assistant • Delivery Driver • Digital Content Editor • Call Centre Agent • Airport Desk Attendant • Porter • Entertainment Choreographer • Packer • Gym Trainer • Warehouse Operator • Welder • Window Fitter • Wood Machinist • Pilot • Tractor Driver • Tour Specialist • Garde Manger • Tour Executive • **Manufacturing** • Hotel Manager • Sales Manager • Sales Executive • Housekeeping Manager • Housekeeper • Hotel Maintenance Engineer • Concierge • Front Desk Receptionist • Night Auditor • Tour Development Specialist • Business Development Manager • HR Clerk

#LetTheProtocolsWork #SaveJobs #ProtectLives #KeepSaintLuciaStrong  
**Private Sector supporting Saint Lucia's recovery**

There is 'No hope' of reaching climate, development goals, without youth optimism and know-how without harnessing the energy, tech-savvy, and optimism of young people, the world has no hope of achieving the Sustainable Development Goals (SDGs) or the Paris Agreement on climate change, UN Secretary-General António Guterres said. Addressing leaders from Government, business, and multilateral agencies during a high-level event on Generation Unlimited – a global partnership to help 15 to 24 year -olds access education, training, and job opportunities – the UN chief said COVID-19 has exposed inequalities that have been allowed to persist for far too long. "The situation of children and young people is a crisis within a crisis," he said. "My generation has failed to respond properly to the global challenges we face."

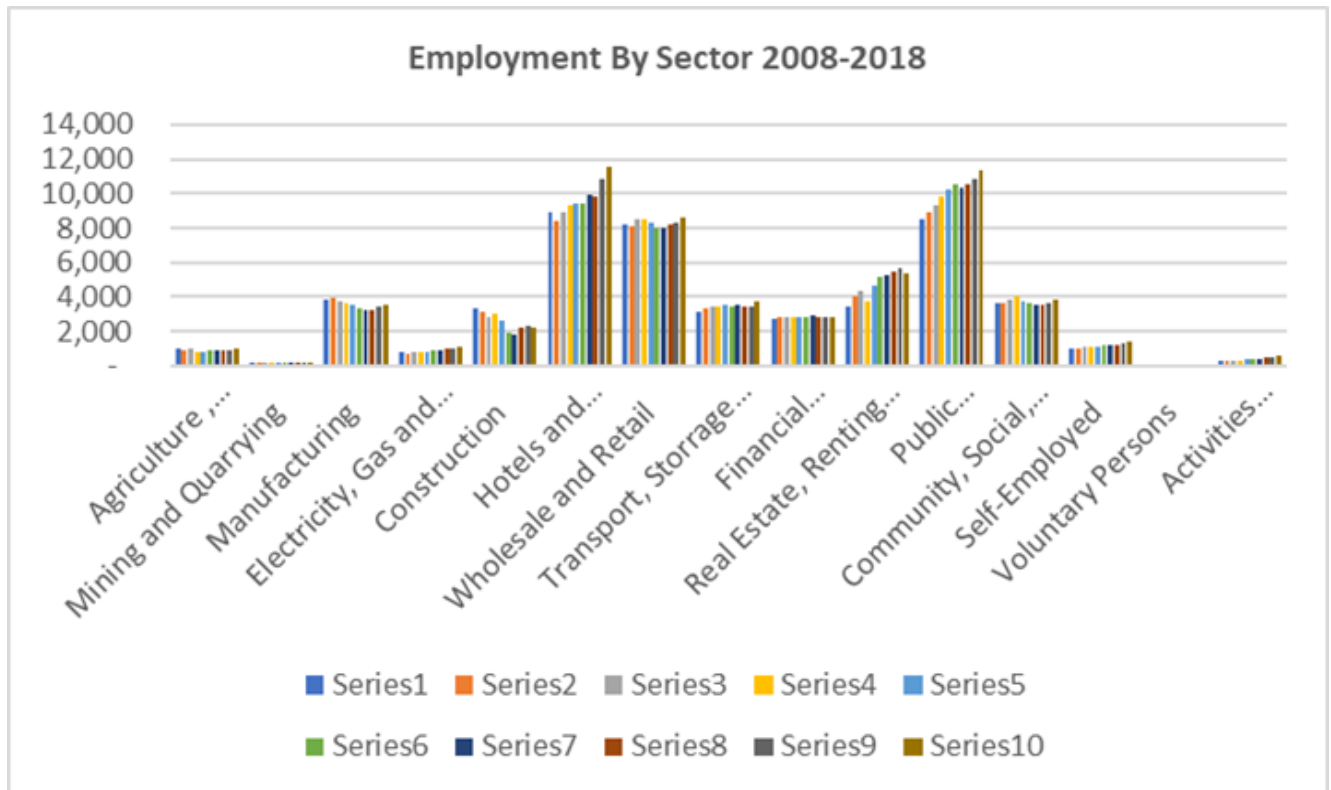
Held online, under the theme, **“Connecting Half the World to Opportunities”**, participants pledged to reach 3.5 billion children and young people with quality education – including world-class digital solutions, distance learning, and skilling, by 2030. Noting that before the pandemic, one-fifth of young people were not in employment, education, or training, Mr. Guterres said that one-third of them now lack access to remote learning. Children from the poorest households and those in rural areas are the most likely to miss out. **Education and digital technology are two of the most important investments that can be made as countries respond to COVID-19 and lay the foundations for a strong recovery.** The UN chief said investing in digital learning and training for young people is essential for building social cohesion and reducing the inequities that block human development. These investments cannot be top-down, he assured. “Those days are over.” Young people themselves must be at the forefront, making decisions and bringing their problem-solving skills to bear on the world’s most serious problems. I particularly encourage young women to speak and look forward to hearing from you”, he emphasized. With 10 years left to achieve the SDGs, he called for strengthening links across sectors and rallying investment over the next year. Large-scale financial and political resources must be marshalled by advanced and emerging economies, as well as international agencies. The private sector can step in to invest in shared-value partnerships, and foundations to provide catalytic funding. **Guterres. UN 02 September 2020**

The latest Global Employment Trends for Youth 2020: Technology and the future of jobs (GET Youth 2020) shows that, since the previous GET Youth report in 2017, an upward trend in NEET status has emerged. In 2016 there were 259 million young people classified as NEET, which rose to an estimated 267 million in 2019 and is projected to continue rising to 273 million in 2021. In percentage terms the trend also upwards – from 21.7 per cent in 2015 to 22.4 per cent in 2020. These trends imply that the target set by the international community to substantially reduce the NEET rate by 2020 will be missed. “Not enough jobs are being created for these young people [...] We can’t afford to waste this talent or this investment in learning if we are to meet the challenges posed by technology, climate change, inequality and demographics.” Sukti Dasgupta, Chief of the Employment and Labour Market Policies branch of the ILO Employment Policy Department.

The transformation of the of the labour market opportunities via technology for young people globally, is seemingly transcending also onto the economy of Saint Lucia. These opportunities include higher paying skilled jobs and or jobs of their own respective self-appeal and interests. On the other hand, there are issues related to unclear political messages by the formal establishment to accommodate and make provision for youth labour as well the situations of reality which prioritise years of job experience over contemporary relevant skill.

The trend of growth in the economic sector by and large has not changed as the Accommodation/Tourism, Services, Manufacturing Distribution continue to be the leading sectors that absorb the greater proportion of the St Lucia Labour force as depicted below in the ensuing Chart below in a cycle of the last ten years. This is captured by the Department of Statistics 2019 below.

Chart 7.0 Employment by Sector 2000 - 2018



**vi) Labour Force.**

The Saint Lucia Labour force is estimated to have grown from 77,130 persons in 2015 to 83,877 persons in 2019. The composition comprised of 39,153 (2019) females while the force is composed of an estimated 44,824 (2019) males See (Table 2 below). The Chart is complemented by the data revealed in the Table and the (Annexe Data Section). The major absorption of the work force took place within the major economic sectors 2019 which include Accommodation (14,000) persons Wholesale and retail services, (13,439) persons and while Manufacturing attracted (4,361) persons.

Chart 8.0 Labour Force Five years

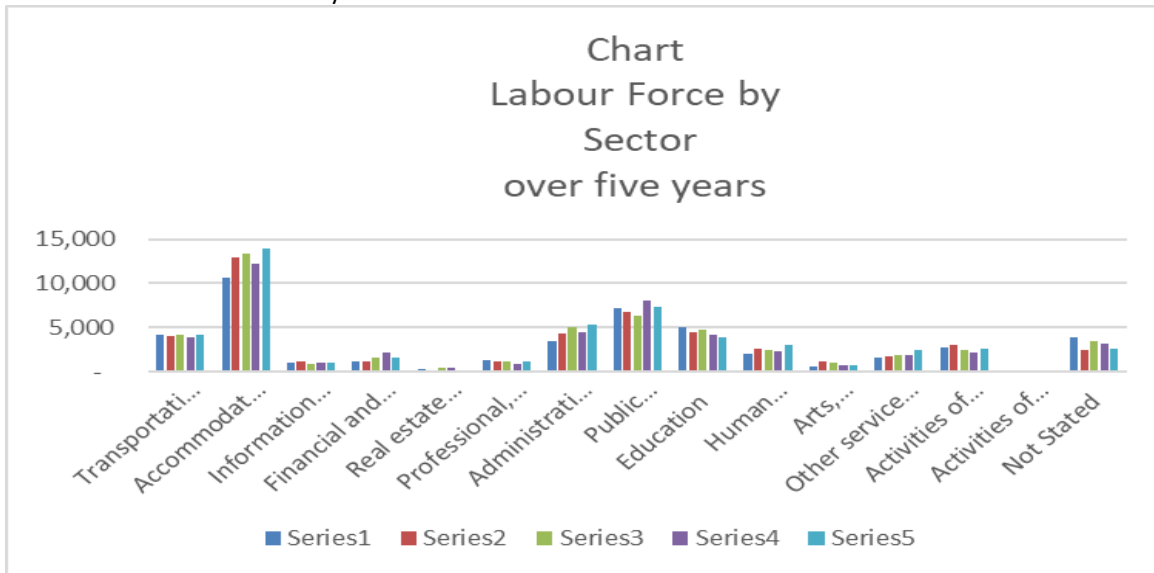


Table 2.0 Labour Force by Sector 2015 -2019

Industry group	2015	2016	2017	2018	2019
<b>Employed labour force by Industry group</b>					
<b>Total both sex</b>	<b>77,130</b>	<b>82,379</b>	<b>81,718</b>	<b>81,416</b>	<b>83,977</b>
Agriculture, forestry and fishing	8,533	8,400	8,112	8,815	8,187
Mining and quarrying	155	226	310	145	156
<b>Manufacturing</b>	<b>4,937</b>	<b>4,652</b>	<b>4,503</b>	<b>4,387</b>	<b>4,261</b>
Electricity, gas, steam and air conditioning supply	251	334	210	211	241
Water supply; sewerage, waste management and remediation activities	196	582	413	384	531
<b>Construction</b>	<b>6,241</b>	<b>7,140</b>	<b>7,254</b>	<b>6,502</b>	<b>6,726</b>
<b>Wholesale and retail trade; repair of motor vehicles and motorcycles</b>	<b>11,723</b>	<b>13,220</b>	<b>11,758</b>	<b>13,399</b>	<b>13,439</b>
<b>Transportation and storage</b>	<b>4,252</b>	<b>4,070</b>	<b>4,123</b>	<b>3,905</b>	<b>4,186</b>
<b>Accommodation and food service activities</b>	<b>10,613</b>	<b>12,969</b>	<b>13,416</b>	<b>12,242</b>	<b>14,000</b>
Information and communication	981	1,208	916	986	1,019
<b>Financial and insurance activities</b>	<b>1,179</b>	<b>1,241</b>	<b>1,628</b>	<b>2,144</b>	<b>1,555</b>
Real estate activities	251	205	446	386	211
Professional, scientific and technical activities	1,244	1,120	1,128	831	1,218
<b>Administrative and support service activities</b>	<b>3,437</b>	<b>4,372</b>	<b>5,011</b>	<b>4,462</b>	<b>5,338</b>
Public administration and defence; compulsory social security	7,131	6,825	6,265	7,995	7,387
<b>Education</b>	<b>5,039</b>	<b>4,506</b>	<b>4,793</b>	<b>4,238</b>	<b>3,874</b>
Human health and social work activities	1,985	2,638	2,517	2,336	3,104
Arts, entertainment and recreation	643	1,146	989	745	805
Other service activities	1,553	1,759	1,864	1,862	2,435
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	2,771	3,033	2,495	2,163	2,569
Activities of extraterritorial organizations and bodies	127	234	106	127	182
Not Stated	3,888	2,499	3,461	3,152	2,553

Department of Statistics 2020.

The labour force was primarily employed by the dominant sectors of Accommodation (14,000), Wholesale and Retail Trade services (13,439) Construction (6,725) persons which absorbed their services respectively as depicted above.

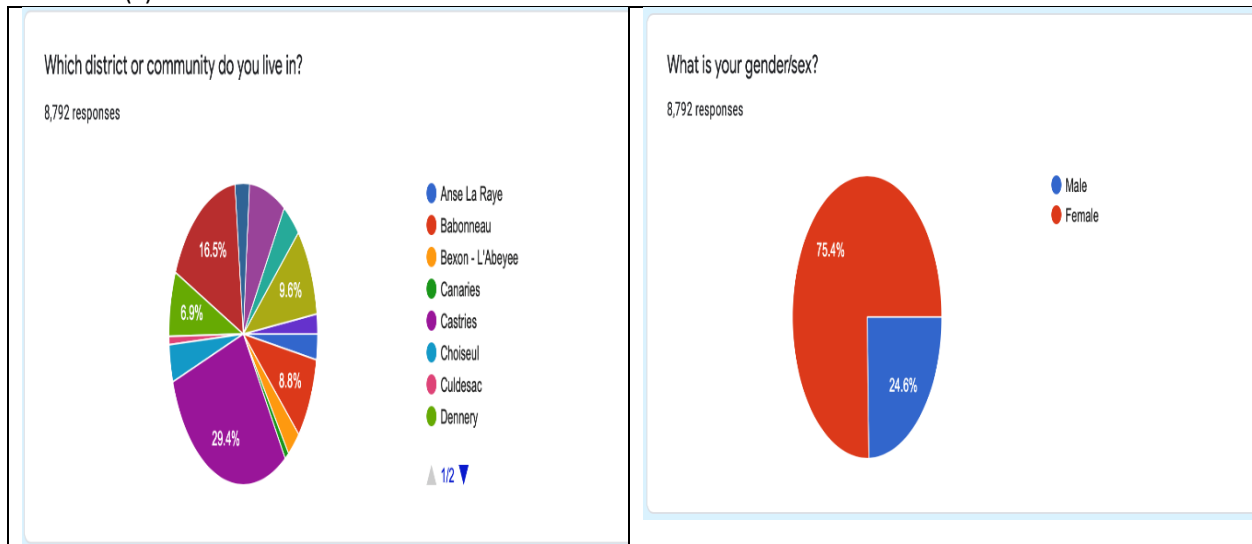
vii) **Skills Training**

The Economic and Social Review (2019), records **Skills Training** – as an important element in the Training of the younger members of the Labour force as follows; “During the academic year 2018/19, enrolment at the sixteen (16) National Enrichment and Learning Programme (NELP) centres declined by seven (7.0) percent to fifteen hundred and twelve (1,512) students, of which sixty-nine (69.0) percent were female.

The ES Review (2019) establishes that the National Skills Development Centre (NSDC), enrolled three hundred and seventy-two (372) trainees in Technical and Vocational Education and Training (TVET) courses for the academic year 2018/2019, a decrease of sixteen (16.0) percent from the previous year. Of the total number of trainees, seventy-five (75.0) percent were female and twenty-five (25.0) percent were male. For the academic year under review, the Centre for Adolescent Renewal and Education (CARE) administered a two-year program at four centres to one hundred and seventy-four (174) students, ninety-three (93.0) percent of which were male and seven (7.0) percent were female.”

However, in a recent but incomplete report of a survey conducted by Curriculum Materials and Development Unit (CAMDU), pertinent to the integration of technology into the education system of learning - which was shared post the presentation to our initial findings, captures the trend of interest of the younger population and their perspective on ongoing training. It is registered that an estimated eight thousand seven hundred and ninety-two (8,792) young persons located island-wide, comprising of seventy-five point four (75.4) percent female and twenty-four percent (24.6 %) male have been enlisted to undertake a wide range online-training in building skills with **Coursera – an online programme**

Chart 9.0 (a)



offered in conjunction with well over two hundred (200) world class universities and seventy-six (76) million enrolled attendants. The participants can earn certification and online degrees while building business skills for free. The actual certificates if they have to be acquired, will have to be paid for. The persons registered for enrolment in this programme include persons who are recently employed thirty-seven (37) % ; recently unemployed within a year eleven point four (11.4%) percent and self-employed thirty-seven (37) percent. These young persons are drawn mainly from six (6) districts in Saint Lucia as detailed below.

Chart 9.0 (b)

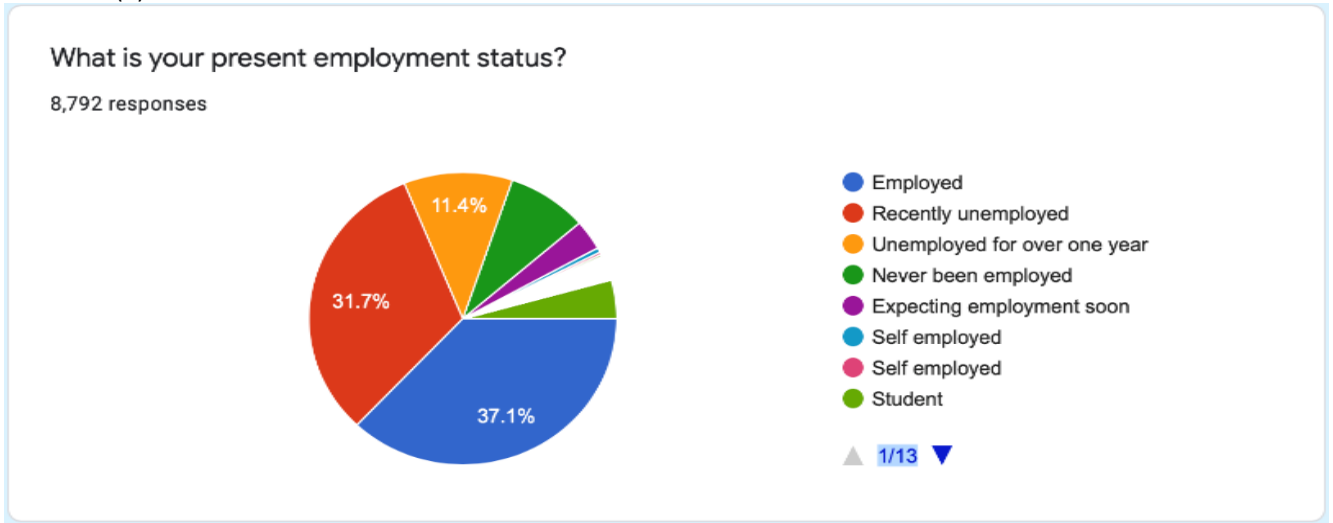
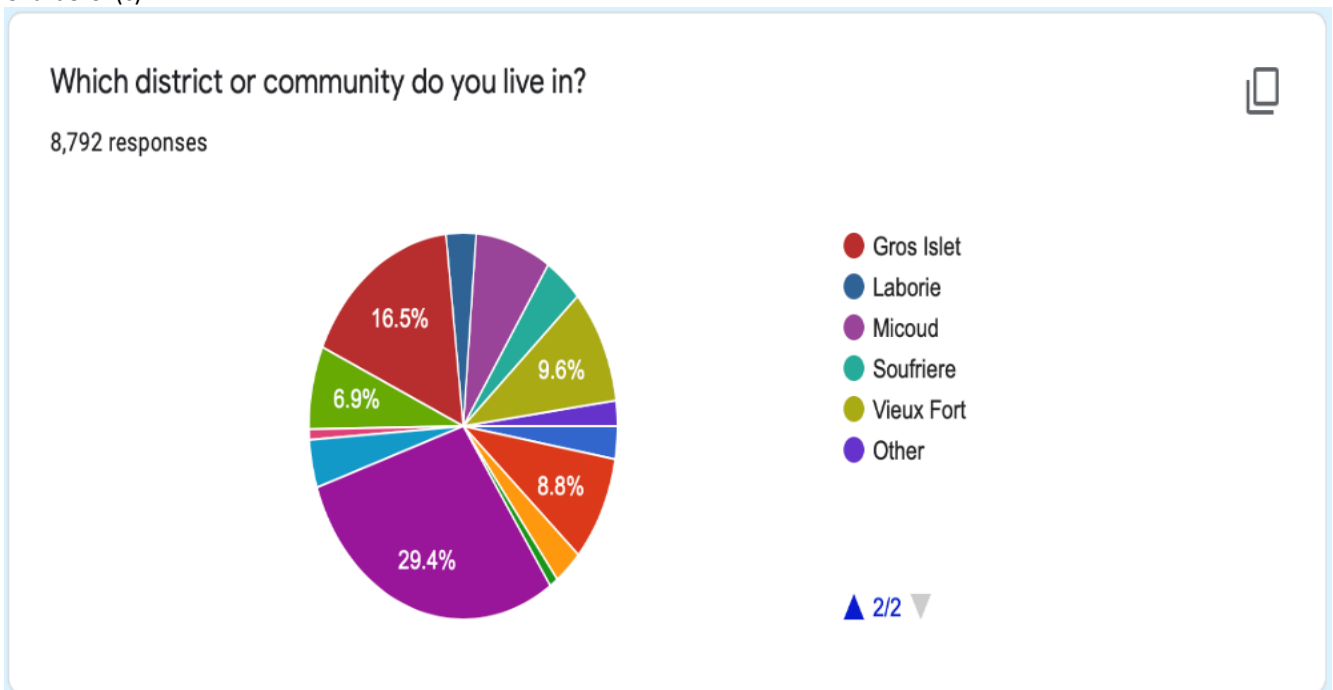


Chart 9.0 (c)



This is not unnoticed. A satellite unit within the Ministry of Education has noted that during the COVID 19, experience the **OASIS Commonwealth**, has offered to finance the acquisition of the certificates on behalf of the participants, from the successful completion of the **Coursera** training. The other notable observation is that the programme has enrolled a broader scope of several occupational areas of greater appeal than the occupational areas provided by institutions National Skills Development Centre. Further the **LightSparc**, the Gama Institute and the NRDF - local institutions with international affiliations and accreditations, have offered several professionally universally accredited courses at normal costs.

It is of particular interest we register that the two (2) major objectives of the World Bank sponsored **Saint Lucia Human Resource Capital Resilience Project** (SHRCRP 2020) are as follows

- (a) to improve the labour market relevance of skills in selected sectors; and
- (b) to increase the efficiency and coverage of the social protection system in Saint Lucia.

The remit of this LMNAS (2020), welcomes the complementary nature of the SHRCR project in both of its objectives. Indeed, it is timely and appears to recognise the absolute need to address a) the inadequacy of the TVET and b) the relevance of its training curricula and mandate, notwithstanding Government's current commitment and Policy. The SHRCRP project, does seem to reiterate the position of this Report and proposes that the TVET be seen ever as a dynamic instrument and to be reviewed periodically and also to offer training beyond the traditional occupational approach. (See Annex 6).

**Recommendation.** There should be urgent attention extended to address the deficiency in this area of vocational and occupational skills training. The earlier, it is recognised that technology driven skills training is critical, the greater dividends will be derived with the complementary marriage of skills training and formal education while responding to the needs of the industry. Thus, the TVET occupational areas of necessity is one on the first areas to be reviewed.

## 4.0 POLICY DRIVERS IN THE CONTEXT OF THE ASSIGNMENT THEMES

It is useful to note that as a consequence of the perusal of the Labour policy framework in St Lucia that we can draw useful inferences relevant to the existing inertia for the operations of the Policy drivers within the resultant themes of the research. In the context, the Policy Drivers should comprise of four critical pillars which include

- i) The Promotion of Priority Economic Sectors
- ii) The Policy Measures and responses to be adopted
- iii) The Programmes to be adopted
- iv) The promotion of Policy that requires institutional Partnership Initiatives

Table 3.0 Policy Drivers

<p><b>Pillar 1</b> The promotion of Priority Economic Sectors</p> <ul style="list-style-type: none"> <li>• Tourism</li> <li>• Construction</li> <li>• Manufacturing</li> <li>• Financial services</li> <li>• ICT and Education</li> </ul>	<p><b>Pillar 2</b> The Policy Measures and responses to be adopted</p> <ol style="list-style-type: none"> <li>1) greater visibility of regulatory authorities is needed</li> <li>2) active compliance of safety and protection measures are to be pursued and implemented in areas particularly in the departments of Health and Labour.</li> <li>3) adoption of relevant and updated Policies and methodologies</li> <li>4) Review the current TVET Strategic Plan which warrants a review of the Current occupational areas and Training opportunities</li> </ol>
<p><b>Pillar 3</b></p> <ol style="list-style-type: none"> <li>1. The Policy Programmes</li> <li>2. There is need for</li> <li>3. public communication / awareness programmes</li> <li>4. educational programmes Improving the connection between education and the labour market and the employability of workers.</li> <li>5. Greater attention to employment services for unemployed persons</li> <li>6. institutional capacity building approaches in the public sector</li> </ol> <p>greater data base coordination sharing and accessibility</p>	<p><b>Pillar 4</b></p> <ol style="list-style-type: none"> <li>1. <b>The Policy requires institutional Partner Initiatives to generate strong institutional interventions</b></li> <li>2. <b>effective redress and legislative support mechanisms</b></li> <li>3. <b>the creation of better consultative and coordination efforts with (unions,</b> <ol style="list-style-type: none"> <li>a. <b>Government, Employers federation, private sector, NGO's, Ministry of</b></li> <li>b. <b>Labour in the exercise of its mandates and responsibilities.</b></li> </ol> </li> <li>5. <b>collective efforts generated towards the adoption of the SDG 2030</b></li> <li>6. <b>data base coordination and sharing with CSO and other Government Ministries</b></li> <li>7. <b>Greater innovation and technology driven programmes.</b></li> <li>8. <b>Greater cooperation between the Ministry of Labour, Invest St. Lucia to stimulate self-employment.</b></li> <li>9. <b>training funds portfolio (just in time) to be coordinated between Government agencies</b></li> </ol>

The revelation of this LMNA survey (2020) also infers that the **promotion of Trade and Exports** efforts should encourage direct training so as to quantify the contribution of Trade to employment needs in Saint Lucia as evidenced by the Export Index of Saint Lucia. ITC (See Private sector Recovery St Lucia advertisement).

The most recent study on the maritime sector, reveal there are other opportunities in Boat and Yacht Repairs, boating services and more importantly boat building as the areas of services needed in the **Maritime sector – Blue Economy**. This report would also posit, that the objective is geared to nurture trained graduates who can benefit from accredited training in accordance with international standards such that this accreditation would enable the trainees in the sector to provide services to the maritime



sector in a highly acceptable manner to the demands of the industry. The areas may include but not restricted to the following trades which can be obtained at variant levels of certification and accreditation including NVQ/CVQ. These can be included in the curricula of the existing centres and range from Boat Building and Design, Boat Repairs ,Chandeliers etc. Chefs and Cooks, Deckhands, Dock / Port Management, Equipment Operations, Marine Electronics, Marine Mechanics and Systems, Painting and Finishing, Sail Making and Rigging, Sales and Marketing, Small engine and repairs, Woodworking and Joinery, Chandlery, Yacht Captains and Sailors.



**Eudovic Art Studio- Jalim Eudovic from the concept of hand sculpture to digitalized moulding.**

However, the revelation above shows that there are opportunities in the **Orange economy as an outcome of innovation and technology**. This is confirmed as stated in the craft and related industry as potential “job openings.” It is now more evident in particular with the applied innovation and modern technologies in this area. The current methodologies in the industry promote moulding and digitization 3D methodologies in the craft industry to the extent that **digital art** is one of the contemporary approaches in the craft and art industry as a result of Technology.

The LMNAS (2020) also reveals what is offered to the private sector by the local educational institutions - **LightSparc** and the **Gama Institute**. These institutions offer professional accredited training inclusive of areas in Accounting, Project Management, Human Resource training in conjunction with internationally accredited institutions but at their respective higher costs to serve the self-interests of the individuals as well as the private sector needs.

## Section II

### Presentation of Results from the LMNAS (2020)

This Section presents the Data, analyses, findings and the inferences deduced from the Labour Market Needs Assessment Survey (2020), conducted during the period June 2020, ending November 2020. Only some of the relevant Tables are accompanied so as to validate the results highlighting the following

- (i) assess the needs of employers
- (ii) identify vacancies to be filled
- (iii) Types of jobs by industry
- (iv) Skills levels and competencies required and ratings of training institutions
- (v) Aspects of gender, age and location
- (vi) Identify information on new hires (including training, skills set, nationality and age)
- (vii) establish the most employable skills training courses that can be offered
- (viii) Specific type of jobs available and locations.
- (ix) Level of skill required, including attention to aspects of gender and location
- (x) establish employers' attitudes towards provision of internships and identify ways to create stronger linkages with TVET graduates.
- (xi) Advise on suitable project target locations for provision of TVET.

The planned sample of four hundred and sixty-three (463) establishments was extracted from the National Insurance Corporation Business register sample frame of three thousand, two hundred and eight (3,208) employers which served as a proxy for Establishments. The total number of employees from that NIC Frame reflects a total of forty-two thousand, two hundred and seventy-seven (42,277) employees. However, the survey experienced a sixty, point four (60.04) percent participation rate, of the population sample of 463; reflecting two hundred and seventy-eight (278) establishments as the sample representing eight thousand six hundred and seventy-nine (8,679) employees. The refusal rate was two (2.0) percent.

The period under review is not reflective as a job creation period as many jobs were lost or unfilled and or destroyed. *In summary*, Job creation came to an unprecedented halt, during the period as a consequence of the COVID 19 pandemic. However, the subsequent period, June-July and the period July-November 2020 which accumulated an aggregate of “unfulfilled positions.”

**Employment** comprises all persons of working age who, during a specified brief period, such as one week or one day, were in the following categories: a) paid employment (whether at work or having a job but not at work); or b) self-employment (whether at work or with an enterprise but not at work).<sup>2</sup>

**Informal employment**—work that lacks social and legal protections and employment benefits—is still prevalent in the developing world.

The **working-age population** is the population above the legal working age, but for statistical purposes it comprises all persons above a specified minimum age threshold for which an inquiry on economic activity is made. To promote international comparability, **the working-age population is often defined as all persons aged 15 and older**, but this may vary from country to country based on national laws and practices (some countries also use an upper age limit). **NEET** a concept which refers to youth, not in employment education and training

The **classification by Economic activity** refers to the main activity of the establishment in which a person worked during the reference period. The branch of economic activity of a person does not depend on the specific duties or functions of the person's job, but rather on the characteristics of the economic unit in which the person works.

**Data presented by branch of Economic activity is based on the International Standard Industrial Classification of All Economic Activities (ISIC).** The ISIC is the international reference classification of productive activities. Its main purpose is to provide a set of activity categories that can be utilized for the collection and reporting of statistics according to such activities. The original version of ISIC was adopted in 1948, and it has been revised four times since then: in 1968 (ISIC Rev.2), in 1990 (ISIC Rev.3) and in 2008 (ISIC Rev.4). An updated version of the ISIC Rev.3 was introduced in 2002 to account for substantial changes in many countries' economic structure (ISIC Rev. 3.1).<sup>3</sup> Statistics on employment by economic activity are presented in ILOSTAT according to both the categories of the latest version of the ISIC available and aggregate categories, based on the correspondence table:

**National Employment Policies ILO 2019.**

As defined in international standards (19th ICLS, 2013), the labour force captures those persons of working age who are actively engaged in the labour market. It is the sum of persons employed and the unemployed. Together these two groups of the working-age population represent the supply of labour for the production of goods and services in exchange for remuneration existing in a country at a given point in time. Key indicators to monitor the working age population and labour force include the employment-to population-ratio, labour force participation rate, as well as age dependency ratios. These are essential headline indicators of the labour market that need to be complemented with additional indicators, such as measures of labour underutilization for monitoring and to inform policy. <https://ilostat.ilo.org/topics/population-and-labour-force> 2020

**New measures of labour underutilization to complement the unemployment rate**

*Recognizing the limitations of the unemployment rate as a measure of labour underutilization, the **Nineteenth International Conference of Labour Statisticians (ICLS) adopted the Resolution concerning statistics of work, employment and labour underutilization in 2013**, introducing the statistical definition of labour underutilization and four labour underutilization indicators. In this resolution, labour underutilization is defined as all mismatches between labour supply and demand which translate into an unmet need for employment among the population.*

**Measures of labour underutilization** include, but may not be restricted to: - time-related **underemployment** (persons in employment whose working time is insufficient in relation to alternative employment situations in which they are willing and available to engage),

- **unemployment** (persons not in employment, available and actively searching for a job), and - **potential labour force** (persons not in employment who express an interest in it but for whom existing conditions limit their active job search and/or their availability).

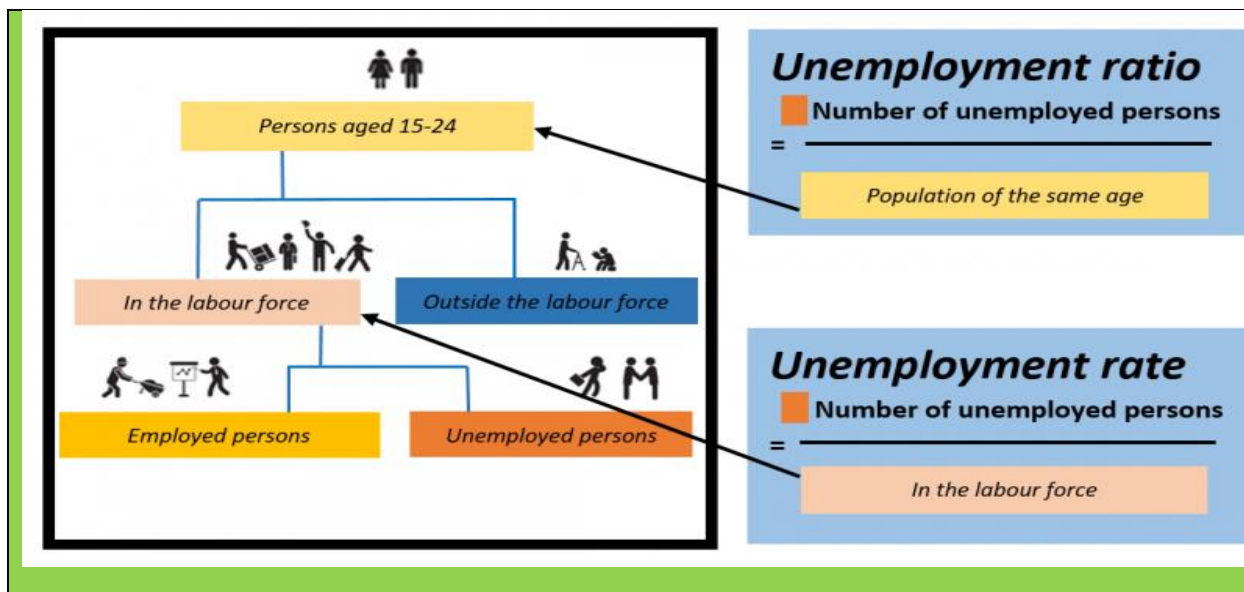
The figure below shows the composition of the working-age population in terms of labour force status, and where labour underutilization falls within this framework (in grey): The four headline labour underutilization indicators introduced in the resolution are calculated as follows:

- LU1 - **Unemployment rate** =  $Unemployment / Labour\ force \times 100$

- LU2 - Combined rate of time-related underemployment and unemployment =  $Time-related\ underemployment + Unemployment / Labour\ force \times 100$

- LU3 - Combined **rate of unemployment and potential labour force** =  $Unemployment + Potential\ Labour\ force / Labour\ force + Potential / Labour\ force \times 100$

- LU4 - **Composite measure of labour underutilization** =  $Time-related\ underemployment + Unemployment + Potential\ Labour\ force / Labour\ force + Potential\ Labour\ force$  ◆



**Employment creation** (Labour Market and Employment - formal and non-formal). **Structure and characteristics of the labour force** (Labour force participation and trends; **Characteristics of job seekers and job search procedures**; Industrial, occupational, age, qualification and gender structure of employment and trends; Gender and regional growth of employment and trends; Part-time employment, short-term contracts and hours of work; Self-employment and employment in family enterprises; Employment in the public sector; Employment projections)

**Labour market settings/management**, employment services and offices (Employment offices; Market share of public employment offices; Private employment offices; Other mechanisms of intermediation)

**Wage policy and labour market** (Collective/sector agreements/conventions; Wages, productivity, inflation and unemployment; Changes in labour remuneration, productivity and unit labour costs in manufacturing and other sectors of the economy; Public/private sector salaries; Flexibility of labour remuneration in relation to productivity and unemployment; Efficiency of the process of wage determination)

**Social dialogue** (Main statutes and laws governing industrial relations; Structure and organisation of labour unions; Labour-union participation; The employers' organisations; Collective bargaining and collective agreements; Industrial action and procedures for resolving industrial disputes); Job creation (Incidence of job loss on various groups; Labour mobility and turnover) ILO

## Minimum Wage

**Minimum wage:** a) A system of minimum wages, whatever its form, cannot work unless it is based on regular, reliable and timely statistics on a variety of data items, including income, wages, prices and the characteristics of wage-earners (sex, occupation, skill levels, etc).

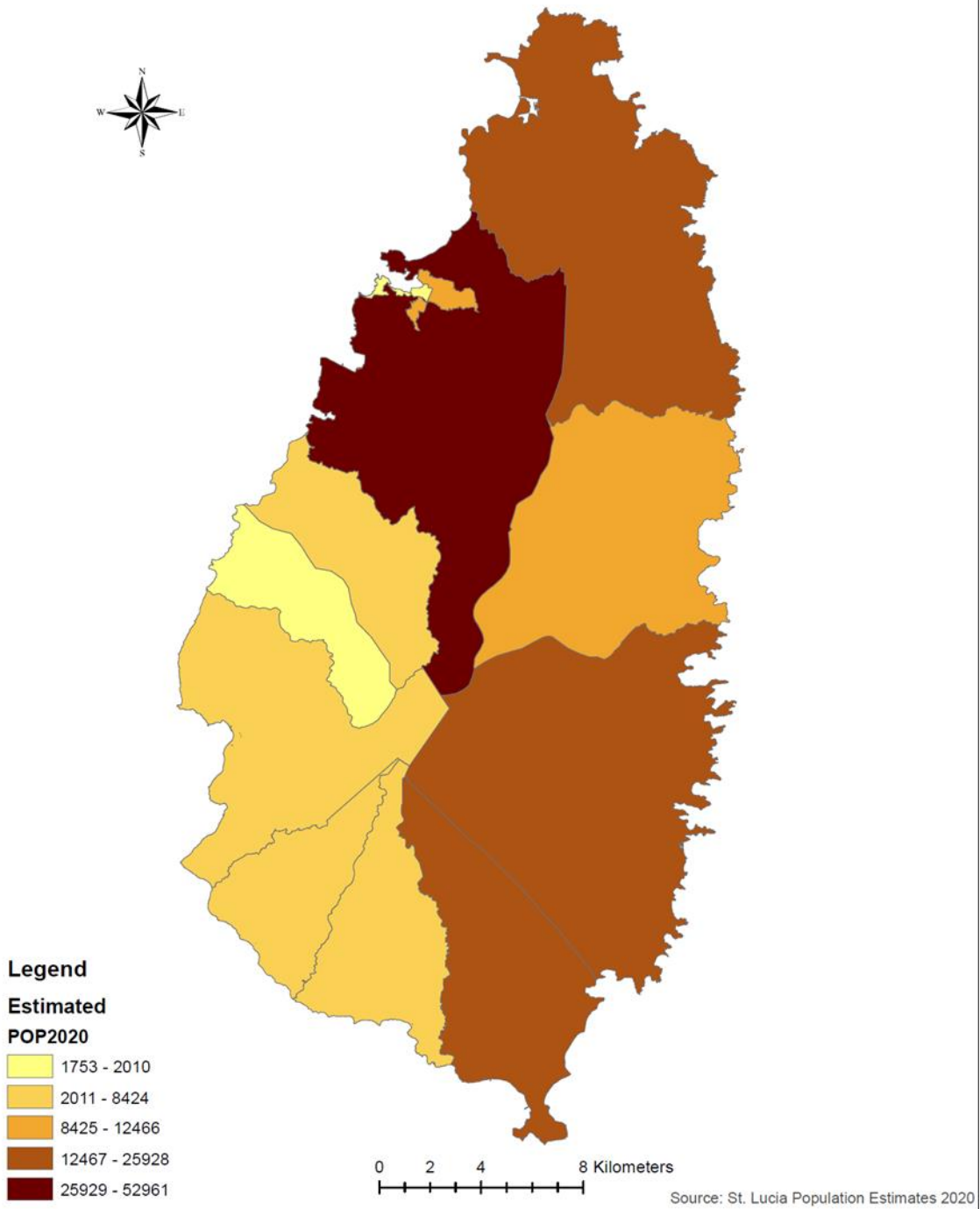
b) Further the objective of the minimum wage fixing, as set out in LO Minimum Wage Fixing Convention, 1970(No.131) and its accompanying Recommendation No. 135, is to give wage-earners the necessary social protection in terms of minimum permissible levels of wages. This objective was already implicitly or explicitly contained in previous ILO ConventionNo.26 and RecommendationNo.30 (applicable to trades) and Convention No. 99 and Recommendation No. 89 (applicable to agriculture), which stipulated that the minimum wage should not be fixed at a lower rate than one which would ensure the subsistence of the worker and his/her family. Minimum wages along with other measures of economic and social policy aim at reducing poverty and meeting

basic needs. c) The concept of minimum wage is related to work, as distinct from that of "minimum income" which is intended to guarantee minimum living conditions regardless of whether a person has an employment from which he/she gets a wage. *"Statistical aspects of minimum wage determination"* by Robert J. Pember<sup>1</sup> and Marie-Thérèse Dupré<sup>2</sup> page 1-5

**A) Job Opening:** refers to all openings or vacant positions that are available for occupancy by workers outside the Establishment. The employer must be actively searching for someone to work on his/her behalf for pay or profit at least within the last four weeks. This position may currently be occupied by temporary workers, retiring workers, and other departing workers.

**B) Job Separations:** are persons who have left the Establishment during the reference period. Persons who have left the firm voluntarily for whatever reason. Employees dismissed or fired by management for whatever reason. Persons retiring even though they may continue to receive a pension from the Establishment. Persons who have died. Employees retrenched or placed on lay-off regardless of the length of time. Employees whose contracts have expired and not renewed. Reference Period July 1 2019 to June 30 2020 New Hires and Separations.

## St. Lucia Total Population 2020 E



**Saint Lucia Statistical Department 2020**

**Businesses by Geographical district.**

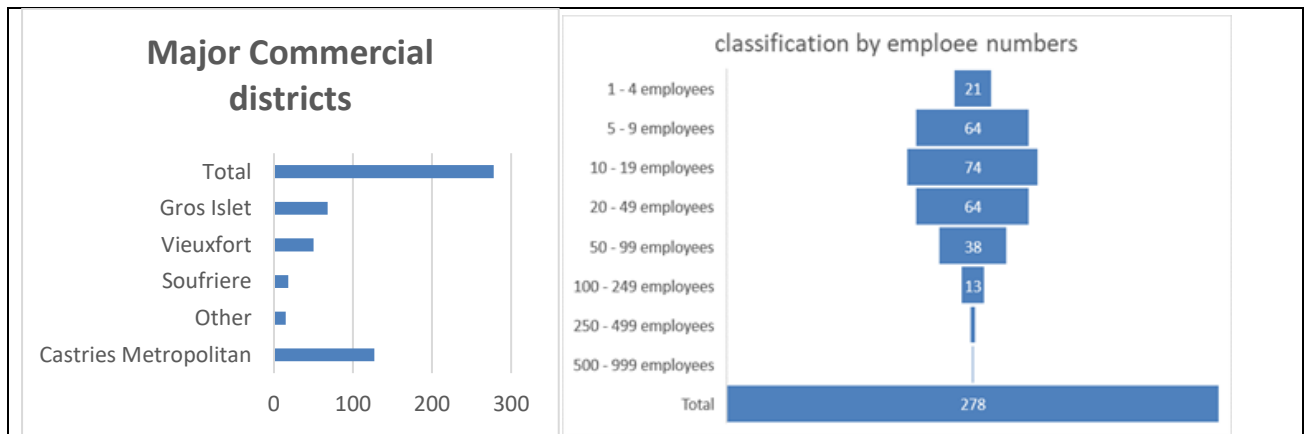
Saint Lucia has seventeen districts. The major areas of commercial activity are reflected in the national representative sample of establishments such that the geographical area where these establishments are located reflects Castries (45) percent activity rate, Gros Islet (25.2) percent, Vieux Fort (17.3) and Soufriere (7.2) percent respectively. Table 1 below establishes the location of the establishments used in the survey.

Table 4.0 (A) Establishment by commercial districts

		Establishment Address District			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Castries	125	45.0	45.0	45.0
	AnselaRaye	1	.4	.4	45.3
	Soufriere	20	7.2	7.2	52.5
	Choiseul	5	1.8	1.8	54.3
	Laborie	2	.7	.7	55.0
	VieuxFort	48	17.3	17.3	72.3
	Micoud	4	1.4	1.4	73.7
	Dennery	3	1.1	1.1	74.8
	GrosIslet	70	25.2	25.2	100.0
	Total	278	100.0	100.0	

However, the major commercial districts as reflected in the Table 2 reflect the stratification of the size of establishments. This reveals, 74 establishments were staffed with (10-19) employees category, while the largest establishment employs more than 250 employees. Thus, the 204 establishments reflecting 70% of the establishments between (average 5 and 20 employees).

Table 4.0 (B) Commercial Districts and Classification of establishments



Two hundred and two (202) of the establishments reflect size of employees in the range of 5 -99 employees while the 21 or 7,8 percent represent the smaller establishments. Three establishments employ in the range of 250-499 employees while the largest in the sample employ more than 500 employees of the employed in of 250 persons.

**q2\_1am Employees employed July 1 2019**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 - 4 employees	21	7.6	7.6	7.6
	5 - 9 employees	64	23.0	23.0	30.6
	10 - 19 employees	74	26.6	26.6	57.2
	20 - 49 employees	64	23.0	23.0	80.2
	50 - 99 employees	38	13.7	13.7	93.9
	100 - 249 employees	13	4.7	4.7	98.6
	250 - 499 employees	3	1.1	1.1	99.6
	500 - 999 employees	1	.4	.4	100.0
	Total	278	100.0	100.0	

Chart 10.0 (A) Separations by Major Industry Nov 2020

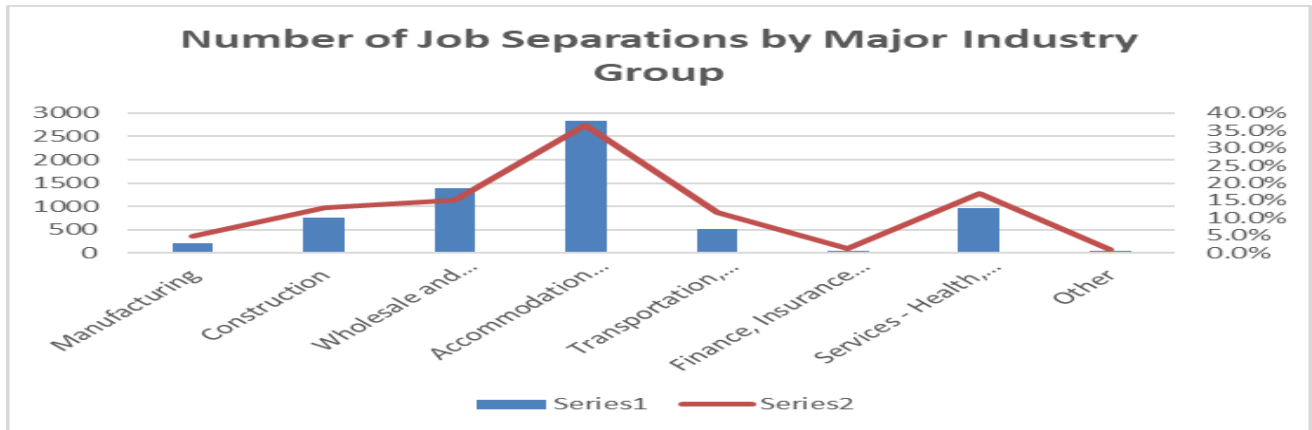
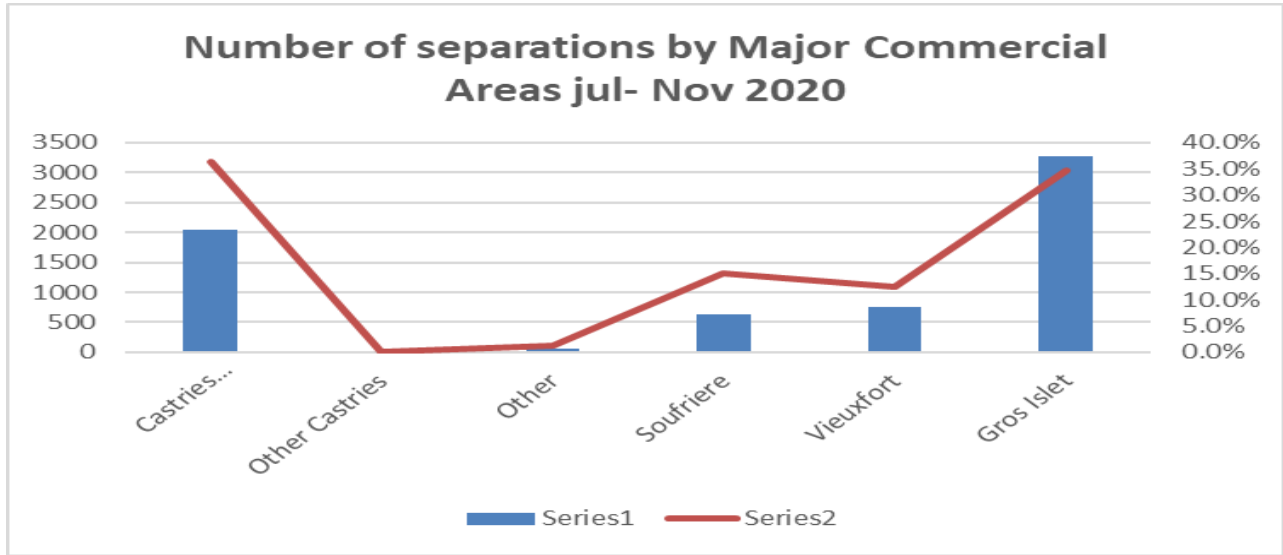




Chart 10 .0 (B) Number of separations July Nov 2020



The job separations were analysed by major industrial sector as per above for the period ending July to November 2020. The rate of separations was more severely impacted in the Accommodation and Services sectors in Gros Islet and the Castries district accordingly.

Table 5.0 Job Separations Jul -Nov 2020

Number of Job Separations by Major Occupation Group for the period July - November 2020				Services and Sales workers were the most impacted group 29.95 % and the elementary occupations ( 17.80) %. Thus, new hires were absorbed in the Accommodation Sales sectors in Castries and Gros Islet and Vieux-Fort
Major Occupation Group		How many persons left		
		Sum	Column N %	
Major Occupation Group of Job Separations _Jul 2019 - Jun 2020	Managers	247	5.7%	
	Professionals	153	2.5%	
	Technicians and associate professionals	602	12.0%	
	Clerical support workers	757	14.2%	
	Service and sales workers	2201	29.5%	
	Skilled agricultural, forestry and fishery workers	84	1.2%	
	Craft and related trades workers	553	7.1%	
	Plant and machine operators, and assemblers	363	8.3%	
	Elementary occupations	1780	19.6%	
	<b>Total</b>	<b>6739</b>	<b>100.0%</b>	

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

The period under review witnessed a high incidence of job separations ie are persons who have left the establishment during the reference period, either voluntarily, or through dismissal. There was a significant level number of employee retirings,deaths, retrenchment or lay-offs This also saw a period of non-renewal and discontinuation of contractual arrangements. This was largely attributed to the contraction of businesses, 52% registering an impact of 2175 persons. Persons also experienced time limited contracts 6% registering 247 persons and persons otherwise left their jobs. A small percentage of 4 percent was attributed to retirements. 7% of the persons equivalent to 233 persons did not specify.

Table 7.0 Reason for separation

Persons Separating from Establishments by Reason for Separation		Count	Column N %
Reason employee left	Not specified	373	9%
	Expired time-limited contracts	247	6%
	Persons Quitting	456	11%
	Retirements	161	4%
	Deaths	22	1%
	Persons fired	318	8%
	Expansion of business	2	0%
	Contraction of business - COVID19	2175	52%
	Contraction of business - Other	103	2%
	Unsuccessful after probation period	29	1%
	Other Specify	293	7%
	Total	4178	100%

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

(vii)

Identify information on “new hires” (including training, skills set, nationality and age). \* The period ending November 2020, therefore registers a period of job separations job destruction as well as that of new “hires.” (Appendix 13 p 90)

**q2\_1bm Employees employed June 30 2020**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 - 4 employees	41	14.7	14.8	14.8
	5 - 9 employees	66	23.7	23.8	38.6
	10 - 19 employees	54	19.4	19.5	58.1
	20 - 49 employees	69	24.8	24.9	83.0
	50 - 99 employees	31	11.2	11.2	94.2
	100 - 249 employees	12	4.3	4.3	98.6
	250 - 499 employees	3	1.1	1.1	99.6
	500 - 999 employees	1	.4	.4	100.0
	Total	277	99.6	100.0	
Missing	System	1	.4		
Total		278	100.0		

Table 8.0 Major industry Group (A)

**Major Industry Group**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Manufacturing	24	8.6	8.6	8.6
	Construction	17	6.1	6.1	14.7
	Wholesale and retail trade; repair of motor vehicles and motorcycles	46	16.5	16.5	31.3
	Accommodation and food service activities	74	26.6	26.6	57.9
	Transportation, Communications, Utilities	28	10.1	10.1	68.0
	Finance, Insurance and Real Estate	23	8.3	8.3	76.3
	Services - Health, private education, social legal and other services	54	19.4	19.4	95.7
	Other	12	4.3	4.3	100.0
	Total	278	100.0	100.0	

The sample of establishments demonstrate a wide selection of types of establishments in accordance with the ISIC classification. However, the LMNAS 2020 accepts the misgiving, that there is weak representation of the informal sector in the survey.

Table 8.0 Major industry Group (B)

Number Employed by Major Industry Group, Job Openings Exist and Number of Establishments							
Major Industry Group		Employees employed June 30 2020		New Hires Occurred Jul 2019 - Jun 2020		Number of Establishments	
		Sum	Column Sum %	None Count	New Hires Occurred Count	Sum	Column Sum %
q1_2ISIC1 Business Type First Choice	Agriculture_ forestry and fishing	59	0.7%	1	2	3	1.1%
	Mining and quarrying	116	1.3%	1	1	2	0.7%
	Manufacturing	1,136	13.1%	8	16	24	8.6%
	Electricity_ gas_ steam and air conditioning supply	96	1.1%	3	1	4	1.4%
	Water supply; sewerage_ waste management and remediation activities	96	1.1%	3	0	3	1.1%
	Construction	466	5.4%	9	8	17	6.1%
	Wholesale and retail trade; repair of motor vehicles and motorcycles	1,611	18.6%	31	15	46	16.5%
	Transportation and storage	216	2.5%	9	4	13	4.7%
	Accommodation and food service activities	1,632	18.8%	57	17	74	26.6%
	Information and communication	522	6.0%	5	3	8	2.9%
	Financial and insurance activities	833	9.6%	10	7	17	6.1%
	Real estate activities	113	1.3%	5	1	6	2.2%
	Professional_ scientific and technical activities	48	0.6%	2	1	3	1.1%
	Administrative and support service activities	689	7.9%	8	8	16	5.8%
	Public administration and defence; compulsory social security	71	0.8%	0	1	1	0.4%
	Education	34	0.4%	0	2	2	0.7%
	Human health and social work activities	68	0.8%	5	1	6	2.2%
	Arts_ entertainment and recreation	80	0.9%	4	1	5	1.8%
	Other service activities	656	7.6%	10	11	21	7.6%
	Other _Specify_	137	1.6%	3	4	7	2.5%
<b>Total</b>	<b>8,679</b>	<b>100.0%</b>	<b>174</b>	<b>104</b>	<b>278</b>	<b>100.0%</b>	

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

The LMNAS 2020 survey took cognizance that a number of Job opening were created in a number of sectors which would have resulted from the Job separations (38,776) persons.

Table 8.0 Major industry Group (C)

Number Employed by Major Industry Group, Job Openings Exist and Number of Establishments							
Major Industry Group		Employees employed June 30 2020		New Hires Occurred Jul 2019 - Jun 2020		Number of Establishments	
		Sum	Column Sum %	None Count	New Hires Occurred Count	Sum	Column Sum %
q1_2ISIC1 Business Type First Choice	Agriculture_ forestry and fishing	247	.6%	4	8	13	1.0%
	Mining and quarrying	116	.3%	1	1	2	.2%
	Manufacturing	3,259	8.4%	23	46	69	5.3%
	Electricity_ gas_ steam and air conditioning supply	96	.2%	3	1	4	.3%
	Water supply; sewerage_ waste management and remediation activities	778	2.0%	24	0	24	1.9%
	Construction	2,196	5.7%	42	38	80	6.1%
	Wholesale and retail trade; repair of motor vehicles and motorcycles	7,761	20.0%	149	72	222	16.9%
	Transportation and storage	904	2.3%	38	17	54	4.1%
	Accommodation and food service activities	11,055	28.5%	386	115	501	38.2%
	Information and communication	2,185	5.6%	21	13	33	2.6%
	Financial and insurance activities	2,817	7.3%	34	24	57	4.4%
	Real estate activities	473	1.2%	21	4	25	1.9%
	Professional_ scientific and technical activities	201	.5%	8	4	13	1.0%
	Administrative and support service activities	2,884	7.4%	33	33	67	5.1%
	Public administration and defence; compulsory social security	297	.8%	0	4	4	.3%
	Education	142	.4%	0	8	8	.6%
	Human health and social work activities	285	.7%	21	4	25	1.9%
	Arts_ entertainment and recreation	335	.9%	17	4	21	1.6%
	Other service activities	2,746	7.1%	42	46	88	6.7%
	Other _Specify_		0.0%	0	0		0.0%
<b>Total</b>	<b>38,776</b>	<b>100.0%</b>	<b>868</b>	<b>443</b>	<b>1,311</b>	<b>100.0%</b>	

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

Job openings were estimated at 38,776 employees while the new hires for the period of June 443 persons. The primary establishments are the ones which employed between 10-19 employees and the 200-249 employees category. This would have created a major “job gap” in the key districts within industry sectors, geographical district where commercial activity is conducted during the period ending November 2020. The employment rate decreased during the period while unemployment rate increased during the period under review.

Table 9.0 Job Openings June 2020

Number Employed by Major Industry Group, Job Openings Exist and Number of Establishments							
Major Industry Group		Employees employed June 30 2020		New Hires Occurred Jul 2019 - Jun 2020		Number of Establishments	
		Sum	Column Sum %	None	New Hires Occurred	Sum	Column Sum %
				Count	Count		
Major Industry Group	Manufacturing	3,259	8.4%	23	46	69	5.3%
	Construction	2,196	5.7%	42	38	80	6.1%
	Wholesale and retail trade; repair of motor vehicles and motorcycles	7,761	20.0%	149	72	222	16.9%
	Accommodation and food service activities	11,055	28.5%	386	115	501	38.2%
	Transportation, Communications, Utilities	3,963	10.2%	86	30	116	8.9%
	Finance, Insurance and Real Estate	3,290	8.5%	55	28	83	6.3%
	Services - Health, private education, social legal and other services	6,889	17.8%	121	105	226	17.2%
	Other	363	.9%	5	9	15	1.1%
	<b>Total</b>	<b>38,776</b>	<b>100.0%</b>	<b>868</b>	<b>443</b>	<b>1,311</b>	<b>100.0%</b>

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

Number Employed by Major Commercial Areas, Job Openings Exist and Number of Establishments							
Major Commercial Areas		Employees employed June 30 2020		New Hires Occurred Jul 2019 - Jun 2020		Number of Establishments	
		Sum	Column Sum %	None	New Hires Occurred	Sum	Column Sum %
				Count	Count		
Major Commercial Areas	Castries Metropolitan	15,412	39.7%	367	194	561	42.8%
	Other Castries		0.0%	0	0		0.0%
	Other	877	2.3%	52	14	66	5.0%
	Soufriere	5,082	13.1%	85	19	104	8.0%
	Vieuxfort	6,128	15.8%	177	78	255	19.4%
	Gros Islet	11,278	29.1%	187	138	325	24.8%
	<b>Total</b>	<b>38,776</b>	<b>100.0%</b>	<b>868</b>	<b>443</b>	<b>1,311</b>	<b>100.0%</b>

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

Table 9.0 Job Openings June 2020 (D) reasons for separations

Number Employed by Company Size Group, Number Employed, Number Hired, Number of Job Openings and Separations											
Company Size Group		Employees employed July 1 2019		Employees employed June 30 2020		Total Newly Employed June 2019 to May 2020		Total Job Openings last four weeks		Employees who left establishment	
		Sum	Column Sum %	Sum	Column Sum %	Sum	Column Sum %	Sum	Column Sum %	Sum	Column Sum %
<b>q2_1bm</b> <b>Employees employed June 30 2020</b>	1 - 4 employees	1,192	2.7%	621	1.6%	24	.7%	7	1.1%	589	7.1%
	5 - 9 employees	3,452	7.9%	2,290	5.9%	149	4.1%	14	2.3%	1,347	16.2%
	10 - 19 employees	4,177	9.6%	3,540	9.1%	211	5.8%	51	8.7%	824	9.9%
	20 - 49 employees	10,384	23.9%	8,806	22.7%	801	22.1%	64	10.8%	2,408	29.0%
	50 - 99 employees	8,590	19.8%	8,051	20.8%	661	18.2%	117	19.7%	1,212	14.6%
	100 - 249 employees	6,875	15.8%	7,140	18.4%	1,125	31.0%	325	54.7%	861	10.4%
	250 - 499 employees	5,367	12.4%	4,927	12.7%	660	18.2%	16	2.8%	1,070	12.9%
	500 - 999 employees	3,400	7.8%	3,400	8.8%	0	0.0%	0	0.0%	0	0.0%
	1000 - highest employees		0.0%		0.0%		0.0%		0.0%		0.0%
	<b>Total</b>	<b>43,438</b>	<b>100.0%</b>	<b>38,776</b>	<b>100.0%</b>	<b>3,631</b>	<b>100.0%</b>	<b>595</b>	<b>100.0%</b>	<b>8,311</b>	<b>100.0%</b>

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

Table 9.0 Job Openings June 2020 reasons for separations

Number Employed by Major Industry Group, Number Employed, Number Hired, Number of Job Openings and Separations											
Major Industry Group		Employees employed July 1 2019		Employees employed June 30 2020		Total Newly Employed June 2019 to May 2020		Total Job Openings last four weeks		Employees who left establishment	
		Sum	Column Sum %	Sum	Column Sum %	Sum	Column Sum %	Sum	Column Sum %	Sum	Column Sum %
<b>Major Industry Group</b>	Manufacturing	3,308	7.6%	3,259	8.4%	235	6.5%	72	12.1%	284	3.4%
	Construction	2,083	4.8%	2,196	5.7%	542	14.9%	5	.8%	429	5.1%
	Wholesale and retail trade; repair of motor vehicles and motorcycles	8,397	19.3%	7,761	20.0%	1,180	32.5%	279	47.0%	1,816	21.7%
	Accommodation and food service activities	14,191	32.6%	11,055	28.5%	698	19.2%	27	4.6%	3,881	46.4%
	Transportation, Communications, Utilities	4,344	10.0%	3,963	10.2%	89	2.4%	51	8.6%	440	5.3%
	Finance, Insurance and Real Estate	3,368	7.7%	3,290	8.5%	82	2.3%	34	5.7%	160	1.9%
	Services - Health, private education, social legal and other services	7,437	17.1%	6,889	17.8%	791	21.8%	126	21.1%	1,339	16.0%
	Other	371	.9%	363	.9%	15	.4%	1	.2%	22	.3%
	<b>Total</b>	<b>43,499</b>	<b>100.0%</b>	<b>38,776</b>	<b>100.0%</b>	<b>3,631</b>	<b>100.0%</b>	<b>595</b>	<b>100.0%</b>	<b>8,372</b>	<b>100.0%</b>

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

Table 9.0 Job Openings June 2020 (D) reasons for separations

Number Employed by Major Commercial Areas, Number Employed, Number Hired, Number of Job Openings and Separations											
Major Commercial Areas	Employees employed July 1 2019		Employees employed June 30 2020		Total Newly Employed June 2019 to May 2020		Total Job Openings last four weeks		Employees who left establishment		
	Sum	Column Sum %	Sum	Column Sum %	Sum	Column Sum %	Sum	Column Sum %	Sum	Column Sum %	
Castries Metropolitan	16,817	38.7%	15,412	39.7%	1,319	36.3%	123	20.6%	2,745	32.8%	
Other Castries		0.0%		0.0%		0.0%		0.0%		0.0%	
Other	909	2.1%	877	2.3%	20	.5%	0	0.0%	52	.6%	
Soufriere	5,903	13.6%	5,082	13.1%	28	.8%	0	0.0%	849	10.1%	
Vieuxfort	6,603	15.2%	6,128	15.8%	307	8.5%	166	27.8%	775	9.3%	
Gros Islet	13,267	30.5%	11,278	29.1%	1,958	53.9%	306	51.5%	3,950	47.2%	
<b>Total</b>	<b>43,499</b>	<b>100.0%</b>	<b>38,776</b>	<b>100.0%</b>	<b>3,631</b>	<b>100.0%</b>	<b>595</b>	<b>100.0%</b>	<b>8,372</b>	<b>100.0%</b>	

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

Table 10.0 Persons Hired by Company Size June 2020 (A)

Number of Persons Hired During the Period Jul 2019 - Jun 2020 by Company Size		
Company Size	Number of persons employed during the period July 2019 - June 2020	
	Sum	
q2_1bm Employees employed June 30 2020	1 - 4 employees	24
	5 - 9 employees	149
	10 - 19 employees	211
	20 - 49 employees	781
	50 - 99 employees	622
	100 - 249 employees	321
	250 - 499 employees	342
	500 - 999 employees	
	1000 - highest employees	
	<b>Total</b>	<b>2450</b>

Source: Central Statistics Office, Labour Market Needs Assessment Survey July - November 2020

Table 10.0 Persons Hired by Company Size June 2020 Major Occupation group (A) (B) (C)

Number of Persons Hired During the Period Jul 2019 - Jun 2020 by Company Size and Major Occupation Group													
Company Size		Number of persons employed during the period July 2019 - June 2020	Major Occupation Group of Persons Employed Jul 2019 - Jun 2020										
			Managers	Profession als	Technician s and associate profession als	Clerical support workers	Service and sales workers	Skilled agricultural, forestry and fishery workers	Craft and related trades workers	Plant and machine operators, and assemblers	Elementary occupations	Sum	
												Count	Count
q2_1bm Employees employed June 30 2020	1 - 4 employees	24	0	0	8	7	0	0	5	4	0		
	5 - 9 employees	149	4	0	11	8	117	0	0	9	0		
	10 - 19 employees	211	16	8	42	3	91	0	15	20	14		
	20 - 49 employees	781	37	42	62	61	170	0	114	69	65		
	50 - 99 employees	622	32	12	61	139	148	7	28	23	119		
	100 - 249 employees	321	13	3	14	39	63	0	0	14	3		
	250 - 499 employees	342	5	0	0	0	14	0	0	0	5		
	<b>Total</b>	<b>2450</b>	<b>107</b>	<b>65</b>	<b>200</b>	<b>256</b>	<b>602</b>	<b>7</b>	<b>162</b>	<b>139</b>	<b>206</b>		

Source: Central Statistics Office, Labour Market Needs Assessment Survey July - November 2020

Number of Persons Hired During the Period Jul 2019 - Jun 2020 by Company Size		
Company Size		Number of persons employed during the period July 2019 - June 2020
		Sum
q2_1bm Employees employed June 30 2020	1 - 4 employees	24
	5 - 9 employees	149
	10 - 19 employees	211
	20 - 49 employees	781
	50 - 99 employees	622
	100 - 249 employees	321
	250 - 499 employees	342
	<b>Total</b>	<b>2450</b>

Source: Central Statistics Office, Labour Market Needs Assessment Survey July - November 2020



Number of Persons Hired During the Period Jul 2019 - Jun 2020 by Company Size and Major Occupation Group											
Company Size		Number of persons employed during the period July 2019 - June 2020	Major Occupation Group of Persons Employed Jul 2019 - Jun 2020								
			Managers	Professionals	Technicians and associate professionals	Clerical support workers	Service and sales workers	Skilled agricultural, forestry and fishery workers	Craft and related trades workers	Plant and machine operators, and assemblers	Elementary occupations
Sum		Count	Count	Count	Count	Count	Count	Count	Count	Count	
q2_1bm Employees employed June 30 2020	1 - 4 employees	24	0	0	8	7	0	0	5	4	0
	5 - 9 employees	149	4	0	11	8	117	0	0	9	0
	10 - 19 employees	211	16	8	42	3	91	0	15	20	14
	20 - 49 employees	781	37	42	62	61	170	0	114	69	65
	50 - 99 employees	622	32	12	61	139	148	7	28	23	119
	100 - 249 employees	321	13	3	14	39	63	0	0	14	3
	250 - 499 employees	342	5	0	0	0	14	0	0	0	5
	<b>Total</b>	<b>2450</b>	<b>107</b>	<b>65</b>	<b>200</b>	<b>256</b>	<b>602</b>	<b>7</b>	<b>162</b>	<b>139</b>	<b>206</b>

Source: Central Statistics Office, Labour Market Needs Assessment Survey July - November 2020

Table 10. Number of persons hired ending June 2020 (A)(B) (C )

Number of Persons Hired During the Period Jul 2019 - Jun 2020 by Company Size and Major Occupation Group											
Company Size		Number of persons employed during the period July 2019 - June 2020	Major Occupation Group of Persons Employed Jul 2019 - Jun 2020								
			Managers	Professionals	Technicians and associate professionals	Clerical support workers	Service and sales workers	Skilled agricultural, forestry and fishery workers	Craft and related trades workers	Plant and machine operators, and assemblers	Elementary occupations
Sum		Count	Count	Count	Count	Count	Count	Count	Count	Count	
q2_1bm Employees employed June 30 2020	1 - 4 employees	24	0	0	8	7	0	0	5	4	0
	5 - 9 employees	149	4	0	11	8	117	0	0	9	0
	10 - 19 employees	211	16	8	42	3	91	0	15	20	14
	20 - 49 employees	781	37	42	62	61	170	0	114	69	65
	50 - 99 employees	622	32	12	61	139	148	7	28	23	119
	100 - 249 employees	321	13	3	14	39	63	0	0	14	3
	250 - 499 employees	342	5	0	0	0	14	0	0	0	5
	<b>Total</b>	<b>2450</b>	<b>107</b>	<b>65</b>	<b>200</b>	<b>256</b>	<b>602</b>	<b>7</b>	<b>162</b>	<b>139</b>	<b>206</b>

Source: Central Statistics Office, Labour Market Needs Assessment Survey July - November 2020

Number of Persons Hired During the Period Jul 2019 - Jun 2020 by Company Size and Major Industry Group																			
	Sum	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Electricity, gas, steam and air conditioning supply	Construction	Wholesale and retail trade; repair of motor vehicles and motorcycles	Transportation and storage	Accommodation and food service activities	Information and communication	Financial and insurance activities	Real estate activities	Professional, scientific and technical activities	Administrative and support activities	Public administration and defence; compulsory social security	Education	Human health and social work activities	Arts, entertainment and recreation	Other service activities
		Count	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count
q2_1bm	1 - 4 employees	24	0	0	0	0	5	0	7	0	0	0	0	4	0	0	0	0	8
Employees	5 - 9 employees	149	0	0	3	0	5	4	115	0	0	0	0	0	0	0	4	0	8
employed June 30 2020	10 - 19 employees	211	8	0	11	0	14	29	17	54	21	10	4	0	33	0	4	0	4
	20 - 49 employees	781	4	0	32	9	156	159	21	7	8	47	4	4	29	0	4	0	134
	50 - 99 employees	622	0	2	132	0	0	173	0	183	8	20	0	0	0	4	0	0	46
	100 - 249 employees	321	0	0	32	0	0	0	0	0	0	0	0	0	113	0	0	0	4
	250 - 499 employees	342	0	0	0	0	0	10	0	14	0	0	0	0	0	0	0	0	0
	<b>Total</b>	<b>2450</b>	<b>13</b>	<b>2</b>	<b>209</b>	<b>9</b>	<b>179</b>	<b>381</b>	<b>42</b>	<b>379</b>	<b>38</b>	<b>78</b>	<b>4</b>	<b>4</b>	<b>180</b>	<b>4</b>	<b>8</b>	<b>4</b>	<b>205</b>

Source: Central Statistics Office, Labour Market Needs Assessment Survey July - November 2020

Table 11.0 Monthly Earnings by Occupation Group June 2020 (A), (B), (C)

Average, Median, Maximum and Minimum Monthly Earnings of Persons Hired July 2019 to June 2020 by Occupation Group					
Occupation Group	Major Occupation Group of Persons Employed Jul 2019 - Jun 2020	Monthly Wages or Salary			
		Mean	Median	Maximum	Minimum
	Managers	1940.03	1818.00	3000.00	700.00
	Professionals	2836.76	1700.00	8000.00	1300.00
	Technicians and associate professionals	1776.87	1850.00	4400.00	600.00
	Clerical support workers	1241.27	1200.00	2000.00	1000.00
	Service and sales workers	987.82	1000.00	2800.00	600.00
	Skilled agricultural, forestry and fishery workers				
	Craft and related trades workers	1302.74	1000.00	3000.00	650.00
	Plant and machine operators, and assemblers	1480.97	1260.00	3200.00	700.00
	Elementary occupations	983.76	900.00	2500.00	560.00
	<b>Total</b>	<b>1303.66</b>	<b>1200.00</b>	<b>8000.00</b>	<b>560.00</b>

Source: Central Statistics Office, Labour Market Needs Assessment Survey July - November 2020

Average, Median, Maximum and Minimum Monthly Earnings of Persons Hired July 2019 to June 2020 by Industry Group					
Industry Group		Monthly Wages or Salary			
		Mean	Median	Maximum	Minimum
q1_2ISIC1 Business Type First Choice	Agriculture_ forestry and fishing	1575.00	1575.00	1850.00	1300.00
	Mining and quarrying				
	Manufacturing	1298.04	840.00	4400.00	600.00
	Electricity_ gas_ steam and air conditioning supply	1000.00	1000.00	1000.00	1000.00
	Construction	1566.67	1260.00	2520.00	1000.00
	Wholesale and retail trade; repair of motor vehicles and motorcycles	1094.05	1200.00	3000.00	560.00
	Transportation and storage	2155.56	2000.00	3200.00	1400.00
	Accommodation and food service activities	1177.78	1200.00	2800.00	600.00
	Information and communication	1957.14	2100.00	2500.00	1200.00
	Financial and insurance activities	1400.00	1500.00	1500.00	1200.00
	Real estate activities				
	Professional_ scientific and technical activities				
	Administrative and support service activities	4500.00	4500.00	8000.00	1000.00
	Public administration and defence; compulsory social security				
	Education	2692.00	2692.00	2692.00	2692.00
	Human health and social work activities	3000.00	3000.00	3000.00	3000.00
	Arts_ entertainment and recreation				
	Other service activities	1254.05	1100.00	3000.00	600.00
	<b>Total</b>	<b>1303.66</b>	<b>1200.00</b>	<b>8000.00</b>	<b>560.00</b>

Source: Central Statistics Office, Labour Market Needs Assessment Survey July - November 2020

Average, Median, Maximum and Minimum Monthly Earnings of Persons Hired July 2019 to June 2020 by Company Size					
Company Size		Monthly Wages or Salary			
		Mean	Median	Maximum	Minimum
q2_1bm Employees employed June 30 2020	1 - 4 employees				
	5 - 9 employees	1141.04	700.00	3000.00	600.00
	10 - 19 employees	1654.07	1300.00	8000.00	600.00
	20 - 49 employees	1190.97	1000.00	3000.00	600.00
	50 - 99 employees	1294.56	1200.00	4400.00	792.00
	100 - 249 employees	1703.85	1600.00	2500.00	1090.00
	250 - 499 employees	1189.00	1189.00	1818.00	560.00
	<b>Total</b>	<b>1303.66</b>	<b>1200.00</b>	<b>8000.00</b>	<b>560.00</b>

Source: Central Statistics Office, Labour Market Needs Assessment Survey July - November 2020

Number of Persons Hired July 2019 to June 2020 by Company Size and Nature of Employment							
Company Size		Nature of employment					Total Count
		Fix term contract Count	Permanent Count	Temporary Count	Seasonal Count	Casual Count	
<b>q2_1bm Employees employed June 30 2020</b>	1 - 4 employees	8	16	0	0	0	24
	5 - 9 employees	0	135	8	7	0	149
	10 - 19 employees	21	173	13	5	0	211
	20 - 49 employees	64	489	11	47	7	618
	50 - 99 employees	24	326	133	81	0	565
	100 - 249 employees	0	146	3	0	0	149
	250 - 499 employees	0	23	0	0	0	23
	<b>Total</b>	<b>118</b>	<b>1308</b>	<b>167</b>	<b>140</b>	<b>7</b>	<b>1739</b>

Source: Central Statistics Office, Labour Market Needs Assessment Survey July - November 2020

Number of Persons Hired July 2019 to June 2020 by Industry Group and Level of Difficulty to Recruit								
Industry Group		Weeks taken to recruit					Total Count	
		0 - 3 Weeks Count	4 - 7 Weeks Count	2 - 3 Months Count	3 - 6 Months Count	6 to 12 Months Count		Over 1 Year Count
<b>Major Industry Group</b>	Manufacturing	181	14	0	6	0	0	201
	Construction	141	5	0	0	0	0	146
	Wholesale and retail trade; repair of motor vehicles and motorcycles	366	10	0	0	5	0	381
	Accommodation and food service activities	366	14	0	0	0	0	379
	Transportation, Communications, Utilities	36	48	0	0	4	0	89
	Finance, Insurance and Real Estate	35	27	7	3	7	3	82
	Services - Health, private education, social legal and other services	314	63	17	4	4	0	402
	Other	5	1	0	4	0	0	10
<b>Total</b>	<b>1444</b>	<b>181</b>	<b>24</b>	<b>17</b>	<b>20</b>	<b>3</b>	<b>1689</b>	

Source: Central Statistics Office, Labour Market Needs Assessment Survey July - November 2020

Average, Median, Maximum and Minimum Monthly Earnings of Persons Hired July 2019 to June 2020 by Occupation Group													
Occupation Group		Monthly Wages or Salary											
		Male				Female				Total			
		Mean	Median	Maximum	Minimum	Mean	Median	Maximum	Minimum	Mean	Median	Maximum	Minimum
Major Occupation Group of Persons Employed Jul 2019 - Jun 2020	Managers	1,903	1,700	2,200	1,700	1,945	1,818	3,000	700	1,940	1,818	3,000	700
	Professionals	2,300	2,300	2,300	2,300	2,916	1,500	8,000	1,300	2,837	1,700	8,000	1,300
	Technicians and associate professionals	1,670	1,300	4,400	600	2,155	2,000	3,000	800	1,777	1,850	4,400	600
	Clerical support workers	1,270	1,200	1,500	1,200	1,237	1,200	2,000	1,000	1,241	1,200	2,000	1,000
	Service and sales workers	1,115	1,200	1,600	700	958	1,000	2,800	600	988	1,000	2,800	600
	Skilled agricultural, forestry and fishery workers												
	Craft and related trades workers	1,738	1,800	3,000	720	768	720	1,000	650	1,303	1,000	3,000	650
	Plant and machine operators, and assemblers	1,558	1,260	3,200	720	1,069	1,090	1,280	700	1,481	1,260	3,200	700
	Elementary occupations	1,005	900	2,500	600	929	1,000	1,200	560	984	900	2,500	560
	<b>Total</b>	<b>1,403</b>	<b>1,200</b>	<b>4,400</b>	<b>600</b>	<b>1,233</b>	<b>1,200</b>	<b>8,000</b>	<b>560</b>	<b>1,304</b>	<b>1,200</b>	<b>8,000</b>	<b>560</b>

Source: Central Statistics Office, Labour Market Needs Assessment Survey July - November 2020

The number of jobs openings which existed by Commercial district was (8579) persons during the period ending June 2020. However, examining the summary of Job separations for the period ending November 2020 the LMNAS assesses the major summary of the job separations by major occupations group for the period July to November (2020), is reflective of a total of (7933) persons “who left” principally in the Services and sales area (3047) persons comprising 35% while the other major areas which were impacted, include Clerical support positions 13.75% and technicians and associates of professionals. 12.75 percent.

Number Employed by Major Commercial Areas, Job Openings Exist and Number of Establishments							
Major Commercial Areas	Employees employed June 30 2020			New Hires Occurred Jul 2019 - Jun 2020		Number of Establishments	
	Sum	Column Sum %	None	New Hires Occurred	Sum	Column Sum %	
							Count
Major Commercial Areas							
Castries Metropolitan	3,811	43.9%	78	49	127	45.7%	
Other Castries		0.0%	0	0		0.0%	
Other	256	2.9%	12	3	15	5.4%	
Soufriere	792	9.1%	14	4	18	6.5%	
Vieuxfort	1,396	16.1%	33	17	50	18.0%	
Gros Islet	2,424	27.9%	37	31	68	24.5%	
<b>Total</b>	<b>8,679</b>	<b>100.0%</b>	<b>174</b>	<b>104</b>	<b>278</b>	<b>100.0%</b>	

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

Table 12.0 Number of Job Separations July – November 2020 (A) (B) (C)

Number of Job Separations by Major Occupation Group for the period July - November 2020			
Major Occupation Group		How many persons left	
		Sum	Column N %
Major Occupation Group of Job Separations _Jul 2019 - Jun 2020	Managers	285	5.7%
	Professionals	138	2.3%
	Technicians and associate professionals	687	12.7%
	Clerical support workers	934	13.7%
	Service and sales workers	3047	35.3%
	Skilled agricultural, forestry and fishery workers	115	1.4%
	Craft and related trades workers	558	5.8%
	Plant and machine operators, and assemblers	300	5.7%
	Elementary occupations	1869	17.4%
	Total	7933	100.0%

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

### Job Separations

While the data may not give good signals on where to place emphasis in terms of training since the job market is currently very weak. Better to rely on new hires data. (Appendix 13 p 90)

Major Commercial Areas * Reason employee left Crosstabulation													
Count		Reason employee left											Total
		Not specified	Expired time-limited contracts	Persons Quitting	Retirements	Deaths	Persons fired	Expansion of business	Contraction of business - COVID19	Contraction of business - Other	Unsuccessful after probation period	Other Specify	
Major Commercial Areas	Castries Metropolitan	226	37	131	21	2	156	0	708	35	6	195	1517
	Other	0	0	27	0	0	6	0	14	0	0	6	53
	Soufriere	15	74	13	5	5	38	0	483	0	0	0	633
	Vieuxfort	42	5	69	111	0	46	0	177	66	0	5	521
	Gros Islet	89	130	215	24	16	72	2	792	2	23	87	1452
Total		372	246	455	161	23	318	2	2174	103	29	293	4176

Table 12.0 Job separations Major Commercial Areas Jul -Nov 2020 (A) (B) (C)

<b>Number of Job Separations by Major Commercial Areas for the period July - November 2020</b>			
Major Commercial Areas		How many persons left	
		Sum	Column N %
Major Commercial Areas	Castries Metropolitan	2313	37.5%
	Other Castries		0.0%
	Other	52	1.1%
	Soufriere	849	17.7%
	Vieuxfort	775	9.5%
	Gros Islet	3950	34.2%
	Total	7940	100.0%

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

<b>Number of Job Separations by Major Industry Group for the period July - November 2020</b>			
Major Industry Group		How many persons left	
		Sum	Column N %
Major Industry Group	Manufacturing	284	5.6%
	Construction	429	6.4%
	Wholesale and retail trade; repair of motor vehicles and motorcycles	1397	13.3%
	Accommodation and food service activities	3881	43.8%
	Transportation, Communications, Utilities	503	8.8%
	Finance, Insurance and Real Estate	160	3.3%
	Services - Health, private education, social legal and other services	1264	18.6%
	Other	22	.5%
	Total	7940	100.0%

		Number of Persons Hired July 2019 to June 2020 by Sub-Major Occupation Group and Level of Difficulty to Recruit						
		Weeks taken to recruit						Total Count
		0 - 3 Weeks Count	4 - 7 Weeks Count	2 - 3 Months Count	3 - 6 Months Count	6 to 12 Months Count	Over 1 Year Count	
Industry Group	Sub-Major Occupation Group of Persons Employed							
	Chief executives, senior officials and legislators	0	4	0	0	0	0	4
	Administrative and commercial managers	66	5	7	3	0	0	80
Jul 2019 - Jun 2020	Production and specialized services managers	7	8	0	0	0	0	15
	Science and engineering professionals	9	0	0	0	0	0	9
	Teaching professionals	4	0	0	0	0	0	4
	Business and administration professionals	12	7	0	0	8	0	20
	Legal, social and cultural professionals	0	7	0	4	0	0	11
	Science and engineering associate professionals	44	0	4	0	0	0	49
	Health associate professionals	0	0	8	0	0	0	8
	Business and administration associate professionals	61	18	0	4	3	3	91
	Legal, social, cultural and related associate professionals	7	0	4	0	0	0	11
	Information and communications technicians	25	8	0	3	0	0	37
	General and keyboard clerks	12	3	0	0	0	0	15
	Customer services clerks	155	35	0	0	0	0	191
	Numerical and material recording clerks	28	4	0	0	0	0	32
	Personal service workers	320	11	0	0	0	0	331
	Sales workers	159	20	0	0	0	0	178
	Protective services workers	88	0	0	0	0	0	88
	Market-oriented skilled agricultural workers	7	0	0	0	0	0	7
	Building and related trades workers, excluding electricians	34	0	0	0	0	0	34
	Metal, machinery and related trades workers	25	9	0	0	0	0	34
	Electrical and electronic trades workers	25	0	0	0	0	0	25
	Food processing, wood working, garment and other craft and related trades workers	68	0	0	0	0	0	68
	Stationary plant and machine operators	39	4	0	0	0	0	43
	Assemblers	14	0	0	0	0	0	14
	Drivers and mobile plant operators	49	25	0	3	4	0	81
	Cleaners and helpers	29	4	0	0	5	0	38
	Agricultural, forestry and fishery labourers	6	0	0	0	0	0	6
	Labourers in mining, construction, manufacturing and transport	117	0	0	0	0	0	117
	Food preparation assistants	4	0	0	0	0	0	4
	Refuse workers and other elementary workers	29	8	0	0	0	0	30
	Total	1444	181	24	17	20	3	1689

Source: Central Statistics Office, Labour Market Needs Assessment Survey July - November 2020



Table 13.0 Number of vacancies July November 2020 (A) (B) (C)

<b>Number of Vacancies/Unfilled positions by Major Industry Group for the period July - November 2020</b>			
		<b>Persons unfilled openings available</b>	
		<b>Sum</b>	<b>Column N %</b>
<b>Major Industry Group</b>			
<b>Major Industry Group</b>	Manufacturing	80	20.7%
	Construction	5	1.5%
	Wholesale and retail trade; repair of motor vehicles and motorcycles	458	22.7%
	Accommodation and food service activities	27	8.5%
	Transportation, Communications, Utilities	51	16.1%
	Finance, Insurance and Real Estate	34	10.6%
	Services - Health, private education, social legal and other services	126	19.7%
	Other	1	.3%
	<b>Total</b>	<b>781</b>	<b>100.0%</b>

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

<b>Number of Vacancies/Unfilled positions by Major Occupation Group for the period July - November 2020</b>			
		<b>Persons unfilled openings available</b>	
		<b>Sum</b>	<b>Column N %</b>
<b>Major Industry Group</b>			
<b>Major Occupation Group of Job Openings Jul 2019 - Jun 2020</b>	Managers	51	16.1%
	Professionals	24	7.5%
	Technicians and associate professionals	40	12.7%
	Clerical support workers	14	4.3%
	Service and sales workers	525	25.4%
	Craft and related trades workers	30	7.3%
	Plant and machine operators, and assemblers	54	13.4%
	Elementary occupations	43	13.4%
	<b>Total</b>	<b>781</b>	<b>100.0%</b>

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

Number of Vacancies/Unfilled positions by Major Commercial Areas for the period July - November 2020			
Major Industry Group Major Commercial Areas		Persons unfilled openings available	
		Sum	Column N %
Castries Metropolitan		127	34.0%
Other Castries			0.0%
Other			0.0%
Soufriere			0.0%
Vieuxfort		166	33.5%
Gros Islet		489	32.5%
<b>Total</b>		<b>781</b>	<b>100.0%</b>

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

Table 14.0 Number of Separations Jul-Nov 2020 (AB C D)

Number of Job Separations by Major Industry Group for the period July - November 2020				Number of Job Separations by Major Commercial Areas for the period July - November 2020			
Major Industry Group		How many persons left		Major Commercial Areas		How many persons left	
		Sum	Column N %			Sum	Column N %
Manufacturing		284		Castries Metropolitan		2313	
Construction		429		Other Castries			
Wholesale and retail trade; repair of motor vehicles and motorcycles		1397		Other		52	
Accommodation and food service activities		3881		Soufriere		849	
Transportation, Communications, Utilities		503		Vieuxfort		775	
Finance, Insurance and Real Estate		160		Gros Islet		3950	
Services - Health, private education, social legal and other services		1264		<b>Total</b>		<b>7940</b>	
Other		22					
<b>Total</b>		<b>7940</b>					

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

Number of Job Separations by Company Size for the period July - November 2020				Number of Job Separations by Major Occupation Group for the period July - November 2020			
Company Group		How many persons left		Major Occupation Group		How many persons left	
		Sum	Column N %			Sum	Column N %
1 - 4 employees		77	1.0%	Managers		285	5.0%
5 - 9 employees		553	10.0%	Professionals		138	2.0%
10 - 19 employees		1048	15.0%	Technicians and associate professionals		687	12.0%
20 - 49 employees		1672	23.0%	Clerical support workers		934	13.0%
50 - 99 employees		2230	34.0%	Service and sales workers		3047	35.0%
100 - 249 employees		1708	5.0%	Skilled agricultural, forestry and fishery workers		115	1.0%
250 - 499 employees		651	4.0%	Craft and related trades workers		558	5.0%
<b>Total</b>		<b>7940</b>	<b>100.0%</b>	Plant and machine operators, and assemblers		300	5.0%
				Elementary occupations		1869	17.0%
				<b>Total</b>		<b>7933</b>	<b>100.0%</b>

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

Number Employed by Major Commercial Areas, Job Openings Exist and Number of Establishments							
Major Commercial Areas		Employees employed June 30 2020		New Hires Occurred Jul 2019 - Jun 2020		Number of Establishments	
		Sum	Column Sum %	None	New Hires Occurred	Sum	Column Sum %
				Count	Count		
Major Commercial Areas	Castries Metropolitan	3,811	43.9%	78	49	127	45.7%
	Other Castries		0.0%	0	0		0.0%
	Other	256	2.9%	12	3	15	5.4%
	Soufriere	792	9.1%	14	4	18	6.5%
	Vieuxfort	1,396	16.1%	33	17	50	18.0%
	Gros Islet	2,424	27.9%	37	31	68	24.5%
	Total	8,679	100.0%	174	104	278	100.0%

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

Table 15.0 New Hireds June 2020

Number Employed by Company Size Group, Job Openings Exist and Number of Establishments							
Company Size Group		Employees employed June 30 2020		New Hires Occurred Jul 2019 - Jun 2020		Number of Establishments	
		Sum	Column Sum %	None	New Hires Occurred	Sum	Column Sum %
				Count	Count		
q2_1bm Employees employed June 30 2020	1 - 4 employees	621	1.6%	206	20	226	17.3%
	5 - 9 employees	2,290	5.9%	266	72	338	25.9%
	10 - 19 employees	3,540	9.1%	163	101	264	20.2%
	20 - 49 employees	8,806	22.7%	154	130	284	21.8%
	50 - 99 employees	8,051	20.8%	46	78	124	9.5%
	100 - 249 employees	7,140	18.4%	16	31	47	3.6%
	250 - 499 employees	4,927	12.7%	3	12	15	1.1%
	500 - 999 employees	3,400	8.8%	7	0	7	.5%
	1000 - highest employees		0.0%	0	0		0.0%
	Total	38,776	100.0%	861	443	1,304	100.0%

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

Table 16.0 Number of Vacancies November 2020

Number of Vacancies/Unfilled positions by Major Occupation Group for the period July - November 2020				
		Persons unfilled openings available		
		Sum	Column N %	
Major Occupation Group of Job Openings (_Jul 2019 - Jun 2020)	Major Occupation Group			
	Managers	51	16.1%	
	Professionals	24	7.5%	
	Technicians and associate professionals	40	12.7%	
	Clerical support workers	14	4.3%	
	Service and sales workers	525	25.4%	
	Craft and related trades workers	30	7.3%	
	Plant and machine operators, and assemblers	54	13.4%	
	Elementary occupations	43	13.4%	
<b>Total</b>		<b>781</b>	<b>100.0%</b>	

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

Number of Vacancies/Unfilled positions by Major Industry Group for the period July - November 2020				
		Persons unfilled openings available		
		Sum	Column N %	
ST. LUCIA LABOUR ASSESSMENT NEEDS SURVEY	Major Industry Group			
	Manufacturing	80	20.7%	
	Construction	5	1.5%	
	Wholesale and retail trade; repair of motor vehicles and motorcycles	458	22.7%	
	Accommodation and food service activities	27	8.5%	
	Transportation, Communications, Utilities	51	16.1%	
	Finance, Insurance and Real Estate	34	10.6%	
	Services - Health, private education, social legal and other services	126	19.7%	
	Other	1	.3%	
<b>Total</b>		<b>781</b>	<b>100.0%</b>	

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

Number Employed by Major Commercial Areas, Job Openings Exist and Number of Establishments							
Major Commercial Areas		Employees employed June 30 2020		New Hires Occurred Jul 2019 - Jun 2020		Number of Establishments	
		Sum	Column Sum %	None	New Hires	Sum	Column Sum %
				Count	Occurred		
Major Commercial Areas	Castries Metropolitan	15,412	39.7%	367	194	561	42.8%
	Other Castries		0.0%	0	0		0.0%
	Other	877	2.3%	52	14	66	5.0%
	Soufriere	5,082	13.1%	85	19	104	8.0%
	Vieuxfort	6,128	15.8%	177	78	255	19.4%
	Gros Islet	11,278	29.1%	187	138	325	24.8%
	Total	38,776	100.0%	868	443	1,311	100.0%

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

There were a number unfilled positions in the establishments surveyed - vacancies by Major Occupation Group Jul- Nov 2020.

Number of Vacancies/Unfilled positions by Major Occupation Group for the period July - November 2020			
Major Occupation Group of Job Openings (Jul 2019 - Jun 2020)	Major Occupation Group	Persons unfilled openings available	
		Sum	Column N %
	Managers	51	16.1%
	Professionals	24	7.5%
	Technicians and associate professionals	40	12.7%
	Clerical support workers	14	4.3%
	Service and sales workers	525	25.4%
	Craft and related trades workers	30	7.3%
	Plant and machine operators, and assemblers	54	13.4%
	Elementary occupations	43	13.4%
	Total	781	100.0%

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

Number of Vacancies/Unfilled positions by Major Industry Group for the period July - November 2020			
ST. LUCIA LABOUR ASSESSMENT NEEDS SURVEY	Major Industry Group	Persons unfilled openings available	
		Sum	Column N %
	Manufacturing	80	20.7%
	Construction	5	1.5%
	Wholesale and retail trade; repair of motor vehicles and motorcycles	458	22.7%
	Accommodation and food service activities	27	8.5%
	Transportation, Communications, Utilities	51	16.1%
	Finance, Insurance and Real Estate	34	10.6%
	Services - Health, private education, social legal and other services	126	19.7%
	Other	1	.3%
	Total	781	100.0%

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

Number of Vacancies/Unfilled positions by Major Occupation Group for the period July - November 2020			
		Persons unfilled openings available	
		Sum	Column N %
Major Occupation Group of Job Openings (Jul 2019 - Jun 2020)	Managers	51	16.1%
	Professionals	24	7.5%
	Technicians and associate professionals	40	12.7%
	Clerical support workers	14	4.3%
	Service and sales workers	525	25.4%
	Craft and related trades workers	30	7.3%
	Plant and machine operators, and assemblers	54	13.4%
	Elementary occupations	43	13.4%
	<b>Total</b>	<b>781</b>	<b>100.0%</b>

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

Number of Vacancies/Unfilled positions by Major Occupation Group for the period July - November 2020			
		Persons unfilled openings available	
		Sum	Column N %
Major Occupation Group of Job Openings (Jul 2019 - Jun 2020)	Managers	51	16.1%
	Professionals	24	7.5%
	Technicians and associate professionals	40	12.7%
	Clerical support workers	14	4.3%
	Service and sales workers	525	25.4%
	Craft and related trades workers	30	7.3%
	Plant and machine operators, and assemblers	54	13.4%
	Elementary occupations	43	13.4%
	<b>Total</b>	<b>781</b>	<b>100.0%</b>

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

### Skill sets and qualifications demanded. (Appendix 10 p 78)

In the conduct of the LMNAS (2020), it is noted that three hundred and twenty (329) establishments stressed the importance of the following soft skills which include *Literacy, Numeracy, Communication, General Business Computer, Interpersonal and Problem solving, Decision Making, Strong work Ethic, Technical Knowledge in the Trade, Ability to plan. Customer Service was classified as the most important at 91% Emotional Intelligence, and Project Management.*

However, the top three (a) Communication 91% (b) strong work ethic 71% and (c) Adaptability 61.5 % of the sample, are the skills revealed which are very important to the establishments (CSO 2020).

As a matter of comparative reference, the recent Investment Climate Assessment Survey (2017) conducted in Saint Lucia, ninety-seven (97) out of three hundred and seventy (370) firms surveyed, indicated that Skilled Labour shortage was the biggest obstacle to doing business in Saint Lucia and 51.0 percent of the businesses, ranked this characteristic as a primary issue. Notably, these firms were also characterised as not readily willing to train both (a) skilled or even (b) elementary unskilled workers. (Investment Climate Assessment Survey 2017).

The major **challenges of the employers (Appendix12 p 82)** in the context of the LMNAS 2020 reveal that the most disconcerting issue amongst the employers with newly recruits were ranked as include as ranked (i) Customer relations ii) capacity at Decision making and iii) poor work ethic. The element of punctuality, remain a perennial concern at 49%, amongst employers of establishments.

Table 17 .0 Top Three Challenges for Employees

Top three challenges encountered with new employees:	
<b>Poor Work Ethic</b>	<b>51%</b>
<b>Not Punctual</b>	<b>49%</b>
<b>Poor Writing Skills</b>	<b>41%</b>
<b>Poor Customer Relations Skill</b>	<b>59%</b>
<b>Poor Decision-Making Ability</b>	<b>54%</b>
<b>Poor Technical skills</b>	<b>46%</b>
<b>Poor Interpersonal skills</b>	<b>38%</b>
<b>Other Deficiencies (specify)</b>	<b>62%</b>

### **The Relevance of training institutions. (Annex 8 p 73)**

The management of the 278 establishments place high regard and importance to the local educational training institutions. These include SALCC, Monroe College. Vieux Fort Secondary, CARE as highly relevant. However, as part of a wider search, ascertaining the CVQ certification for employment, the major concern is the training offered by the National Skills Development Centre and the occupational areas list as per their mandate. (Appendix 8)

It appears that while the NSDC offers a level of occupational training, this is not necessarily utilized by those establishments but rather in the informal sector and entrepreneurs. Further on reflection the responses reflect a low visibility - Not aware (13,7 %), Not recognized as (16.3 %) and not applicable where undoubtedly where higher certification is the recognized certification.

By contrast, there is a greater incidence of approval for employment of CXC graduates (48.9) percent and with holders of Associate Degree commanding (13.2) percent; while non certificated employees command a (15.0) percent composition of the employees in those establishments. The latter appear mainly in manufacturing establishments and elementary occupations. While there is a low level of visibility of the Skills training, on the other hand the institutions utilizing CVQ graduates are generally satisfied with their services. The types of jobs that can be filled by CVQ graduates may be reflected in the following industry group as listed.

**Number of Job Separations by Major Industry Group for the period July - November 2020**

Major Industry Group		How many persons left	
		Sum	Column N %
Major Industry Group	Manufacturing	284	5.6%
	Construction	429	6.4%
	Wholesale and retail trade; repair of motor vehicles and motorcycles	1397	13.3%
	Accommodation and food service activities	3881	43.8%
	Transportation, Communications, Utilities	503	8.8%
	Finance, Insurance and Real Estate	160	3.3%
	Services - Health, private education, social legal and other services	1264	18.6%
	Other	22	.5%
	<b>Total</b>	<b>7940</b>	<b>100.0%</b>

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

**Number of Job Separations by Company Size for the period July - November 2020**

Company Group		How many persons left	
		Sum	Column N %
q2_1am Employees employed July 1 2019	1 - 4 employees	56	1.3%
	5 - 9 employees	487	10.7%
	10 - 19 employees	1082	23.8%
	20 - 49 employees	1677	27.4%
	50 - 99 employees	1679	29.4%
	100 - 249 employees	1303	3.7%
	250 - 499 employees	461	3.7%
		<b>Total</b>	<b>6744</b>

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020



**Number of Job Separations by Major Commercial Areas for the period July - November 2020**

Major Commercial Areas		How many persons left	
		Sum	Column N %
Major Commercial Areas	Castries Metropolitan	2313	37.5%
	Other Castries		0.0%
	Other	52	1.1%
	Soufriere	849	17.7%
	Vieuxfort	775	9.5%
	Gros Islet	3950	34.2%
	<b>Total</b>	<b>7940</b>	<b>100.0%</b>

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

**Number of Job Separations by Major Occupation Group for the period July - November 2020**

Major Occupation Group		How many persons left	
		Sum	Column N %
Major Occupation Group of Job Separations _Jul 2019 - Jun 2020	Managers	285	5.7%
	Professionals	138	2.3%
	Technicians and associate professionals	687	12.7%
	Clerical support workers	934	13.7%
	Service and sales workers	3047	35.3%
	Skilled agricultural, forestry and fishery workers	115	1.4%
	Craft and related trades workers	558	5.8%
	Plant and machine operators, and assemblers	300	5.7%
	Elementary occupations	1869	17.4%
	<b>Total</b>	<b>7933</b>	<b>100.0%</b>

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

**Wages**

While the LMNAS (2020) captured some data on wages and earnings (Appendix) and can serve in small measure as a proxy for the employees, the report however is not considered wholesome. There is a questionable level on the incidence of “under reporting” which clouds the LMNS (2020). To correct this the LMNAS would need a level of validation of that data with the NIC Business register to enable accurate analysis. There are also gaps in the classification of wage earners. (Appendix 15p 102)

Table 18.0 Earnings Wages (A B C D)

Average, Median, Maximum and Minimum Monthly Earnings of Persons Hired July 2019 to June 2020 by Company Size					
Company Size		Monthly Wages or Salary			
		Mean	Median	Maximum	Minimum
q2_1bm Employees employed June 30 2020	1 - 4 employees				
	5 - 9 employees	1141.04	700.00	3000.00	600.00
	10 - 19 employees	1654.07	1300.00	8000.00	600.00
	20 - 49 employees	1190.97	1000.00	3000.00	600.00
	50 - 99 employees	1294.56	1200.00	4400.00	792.00
	100 - 249 employees	1703.85	1600.00	2500.00	1090.00
	250 - 499 employees	1189.00	1189.00	1818.00	560.00
	Total	1303.66	1200.00	8000.00	560.00

Source: Central Statistics Office, Labour Market Needs Assessment Survey July - November 2020

Average, Median, Maximum and Minimum Monthly Earnings of Persons Hired July 2019 to June 2020 by Occupation Group					
Occupation Group		Monthly Wages or Salary			
		Mean	Median	Maximum	Minimum
Major Occupation Group of Persons Employed _Jul 2019 - Jun 2020	Managers	1940.03	1818.00	3000.00	700.00
	Professionals	2836.76	1700.00	8000.00	1300.00
	Technicians and associate professionals	1776.87	1850.00	4400.00	600.00
	Clerical support workers	1241.27	1200.00	2000.00	1000.00
	Service and sales workers	987.82	1000.00	2800.00	600.00
	Skilled agricultural, forestry and fishery workers				
	Craft and related trades workers	1302.74	1000.00	3000.00	650.00
	Plant and machine operators, and assemblers	1480.97	1260.00	3200.00	700.00
	Elementary occupations	983.76	900.00	2500.00	560.00
	Total	1303.66	1200.00	8000.00	560.00

Source: Central Statistics Office, Labour Market Needs Assessment Survey July - November 2020

Case Processing Summary						
	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Employees employed July 1 2019	278	100.0%	0	0.0%	278	100.0%
Employees employed June 30 2020	278	100.0%	0	0.0%	278	100.0%
Total Employed As Of July 1, 2019	278	100.0%	0	0.0%	278	100.0%
Total Number Of New Persons Employed during the Period July 1 to June 30, 2020	278	100.0%	0	0.0%	278	100.0%
Total Number Of Separations (Persons who stopped working for your business) during the Period July 1 to June 30, 2020	278	100.0%	0	0.0%	278	100.0%
Total Employed As Of June 30, 2020	278	100.0%	0	0.0%	278	100.0%
Total FEMALE Employed As Of June 30, 2020	278	100.0%	0	0.0%	278	100.0%
Total Calculated Employment as at June 30, 2020	278	100.0%	0	0.0%	278	100.0%
Total Newly Employed June 2019 to May 2020	278	100.0%	0	0.0%	278	100.0%
Any new employees hired	104	37.4%	174	62.6%	278	100.0%
total number of persons newly employed persons	275	98.9%	3	1.1%	278	100.0%
Total Job Openings last four weeks	278	100.0%	0	0.0%	278	100.0%
Currently occupied by retiring workers	35	12.6%	243	87.4%	278	100.0%
Total Job Openings last four weeks	278	100.0%	0	0.0%	278	100.0%
total number of vacancies or job openings	277	99.6%	1	.4%	278	100.0%
Employees who left establishment	278	100.0%	0	0.0%	278	100.0%
Employees who left establishment	176	63.3%	102	36.7%	278	100.0%
total number of persons left from July 1, 2019 to June 30 2020	278	100.0%	0	0.0%	278	100.0%

## 6.0 IMPACT OF COVID-19 ON THE LABOUR MARKET

**COVID 19 impacted the St. Lucia labour market severely.** (See Appendix 15) The instantaneous decline in economic activity witnessed globally, demonstrated a similar trend on the St. Lucia labour market. ( See Appendix 15). Some countries (notably in Europe) have contained the fallout with effective short-term work schemes. Nonetheless, according to the International Labour Organization, the global decline in work hours in 2020 Q1 compared to 2019: Q4 was equivalent to the loss of 130 million full-time jobs.

The decline in 2020: Q2 is likely to be equivalent to more than 300 million full-time jobs. Where economies have been reopening, activity may have troughed in April, as suggested. By May the employment report for the United States, registered workers were returning to work in some of the sectors most affected by the lockdown. (International Monetary Fund June 2020).

3 The hit to the labour market has been particularly acute for low-skilled workers who do not have the option of working from home. Income losses also appear to have been uneven across genders, with women among lower-income groups bearing a larger brunt of the impact in some countries. Of the approximately 2 billion informally employed workers worldwide, the International Labour Organization estimates close to 80 percent have been significantly affected.

“The COVID-19 pandemic has had a more negative impact on economic activity than anticipated, and the recovery is projected to be more gradual than previously forecast. In 2021, global growth is projected at 5.4 percent. Overall, this would leave 2021 GDP some 6½ percentage points lower than in the pre-COVID-19 projections of January 2020. The adverse impact on low-income households is particularly acute, (putting into peril) the significant progress made in reducing extreme poverty in the world since the 1990s” *“A Crisis Like No Other, An Uncertain Recovery”* - International Monetary Fund- June 2020

The Covid-19 has decapitated the Saint Lucia economy, in similar manner it has done globally. Like countries in the rest of the world which has been impacted, St Lucia has initiated moves to reach out to “Strong multilateral cooperation which remains essential on multiple fronts.” It is also recognised, that Liquidity assistance is urgently needed for countries confronting health crises and external funding shortfalls, including through debt relief and financing through the global financial safety net and St Lucia is not an exception. St Lucia has reached out to many of its multilateral donors including the ECCB and the World Bank. While this resolves the immediate challenges, the implications are such that loans have to be repaid notwithstanding the long period of moratorium.

The LMNAS 2020 registers that the establishments as part of the survey adopted measures across the spectrum of classification of economic activity in order to respond to the challenges of COVID 19 with varying levels of success. The measures adopted included but were not restricted to the following (i) *immediate changes to the numbers at the workplace* (ii) *reduction in the number of employees working at the establishment* (iii) *reduction in the number hours of work and or rates of pay* (iv) *wage freeze and having staff to take their leave paid and or unpaid.* (Appendix 15 p 94).

Table 19 Covid-19 percentage of businesses making changes to their workforce November 2020

Percentage of Businesses making changes to their workforce Jul - Nov 2020										
q2_1bm Employees employed June 30 2020										
	1 - 4 employees	5 - 9 employees	10 - 19 employees	20 - 49 employees	50 - 99 employees	100 - 249 employees	250 - 499 employees	500 - 999 employees	1000 - highest employees	
	Column N %	Column N	Column N	Column N	Column N	Column N	Column N	Column N	Column N	
COVID-19 business made changes to iworkforce:No Changes to workforce	Not Applicable	65.5%	74.9%	62.6%	66.8%	66.8%	88.4%	100.0%	100.0%	0.0%
	Yes	34.5%	25.1%	37.4%	33.2%	33.2%	11.6%	0.0%	0.0%	0.0%
COVID-19 business made changes to iworkforce:Reduced the total number of employees working for this business	Not Applicable	52.3%	56.6%	65.8%	65.9%	63.2%	65.5%	54.3%	100.0%	0.0%
	Yes	47.7%	43.4%	34.2%	34.1%	36.8%	34.5%	45.7%	0.0%	0.0%
COVID-19 business made changes to iworkforce:Reduced the number of hours worked by staff currently employed	Not Applicable	69.4%	64.0%	60.3%	63.0%	49.4%	49.4%	9.9%	0.0%	0.0%
	Yes	30.6%	36.0%	39.7%	37.0%	50.6%	50.6%	90.1%	100.0%	0.0%
COVID-19 business made changes to iworkforce:Reduced the hourly rate of pay for any employees	Not Applicable	95.1%	78.7%	91.7%	81.5%	92.4%	100.0%	90.1%	100.0%	0.0%
	Yes	4.9%	21.3%	8.3%	18.5%	7.6%	0.0%	9.9%	0.0%	0.0%
COVID-19 business made changes to iworkforce:Applied a wage freeze for any employees	Not Applicable	100.0%	96.4%	99.3%	98.4%	95.4%	100.0%	100.0%	100.0%	0.0%
	Yes	0.0%	3.6%	.7%	1.6%	4.6%	0.0%	0.0%	0.0%	0.0%
COVID-19 business made changes to iworkforce:Placed staff on paid leave	Not Applicable	97.8%	90.6%	97.6%	86.0%	90.6%	70.0%	54.3%	100.0%	0.0%
	Yes	2.2%	9.4%	2.4%	14.0%	9.4%	30.0%	45.7%	0.0%	0.0%
COVID-19 business made changes to iworkforce:Placed staff on unpaid leave	Not Applicable	92.9%	94.1%	95.9%	95.8%	95.4%	88.3%	100.0%	100.0%	0.0%
	Yes	7.1%	5.9%	4.1%	4.2%	4.6%	11.7%	0.0%	0.0%	0.0%
COVID-19 business made changes to iworkforce:Don't Know	Not Applicable	100.0%	100.0%	97.2%	99.4%	100.0%	89.7%	100.0%	100.0%	0.0%
	Yes	0.0%	0.0%	2.8%	.6%	0.0%	10.3%	0.0%	0.0%	0.0%

Source: Central Statistics Office, Labour Market Needs Assessment Survey July - November 2020

## A Summary of the IMPACT of COVID 19

Saint Lucia has experienced like all countries in the rest of the world similar impacts;

- I. first experienced was the economic lockdown and post July 2020; attempted to gradually adopt measures at phased re-opening at the risk of opening its tourism border - the mainstay of its economy. The risk has been targeted primarily sourced from the USA – a country classified as the: epicentre” of the virus.
- II. However, all the other sectors came to a resultant zero performance. The major resilient and marginally performing sectors include the (i) Distribution and retail Trades and the (ii) Public sectors as seen in the chart above. All economic sectors suffered.
- III. This period was characterised by shortened working hours - Most business places including banks were forced to adopt shortened working hours as a measure of health safety.
- IV. Total of 42,000 of persons lost their jobs. (National Insurance Corporation 2020)
- V. Government adopted a multi-faceted Policy response measures.
- VI. Payment of twenty-four (24) Million Eastern Caribbean dollars as earnings was extended to as economic support to wide cross section of workers who have lost their jobs in some sectors of the economy.

## 7.0 CONCLUSIONS AND POLICY IMPLICATIONS

The major conclusion the LMNAS (2020) posits is that the data may not give good signals as to where to place emphasis in terms of training since the job market is currently very weak. The first option is to have greater reliance on the “new hires data”. As an option, eighty-seven (87) job openings were identified from the sample of two hundred and seventy-eight (278) firms. The first option as per “job openings” outlines the areas of major unfilled positions include Manager, Professionals, technicians and associate professionals, Clerical support workers, Service and Sales workers, Craft and related workers, Plant and machine operators and assemblers and elementary occupations. The key sectors for job absorption are in the areas of Accommodation, Distributive trades, and Services. The “newly hired” positions and “job openings” are reflected in the openings during the period ending November 2020.

From the Policy perspective, it can also be concluded that there is a level of inertia which exposes the weaknesses of the labour market ecosystem in Saint Lucia. The weaknesses of the labour market were simply exposed due to the impact of COVID 19. Thus, this matter of the seemingly policy deficient and or weak areas needs to be addressed by the authorities with a sense of priority and urgency.

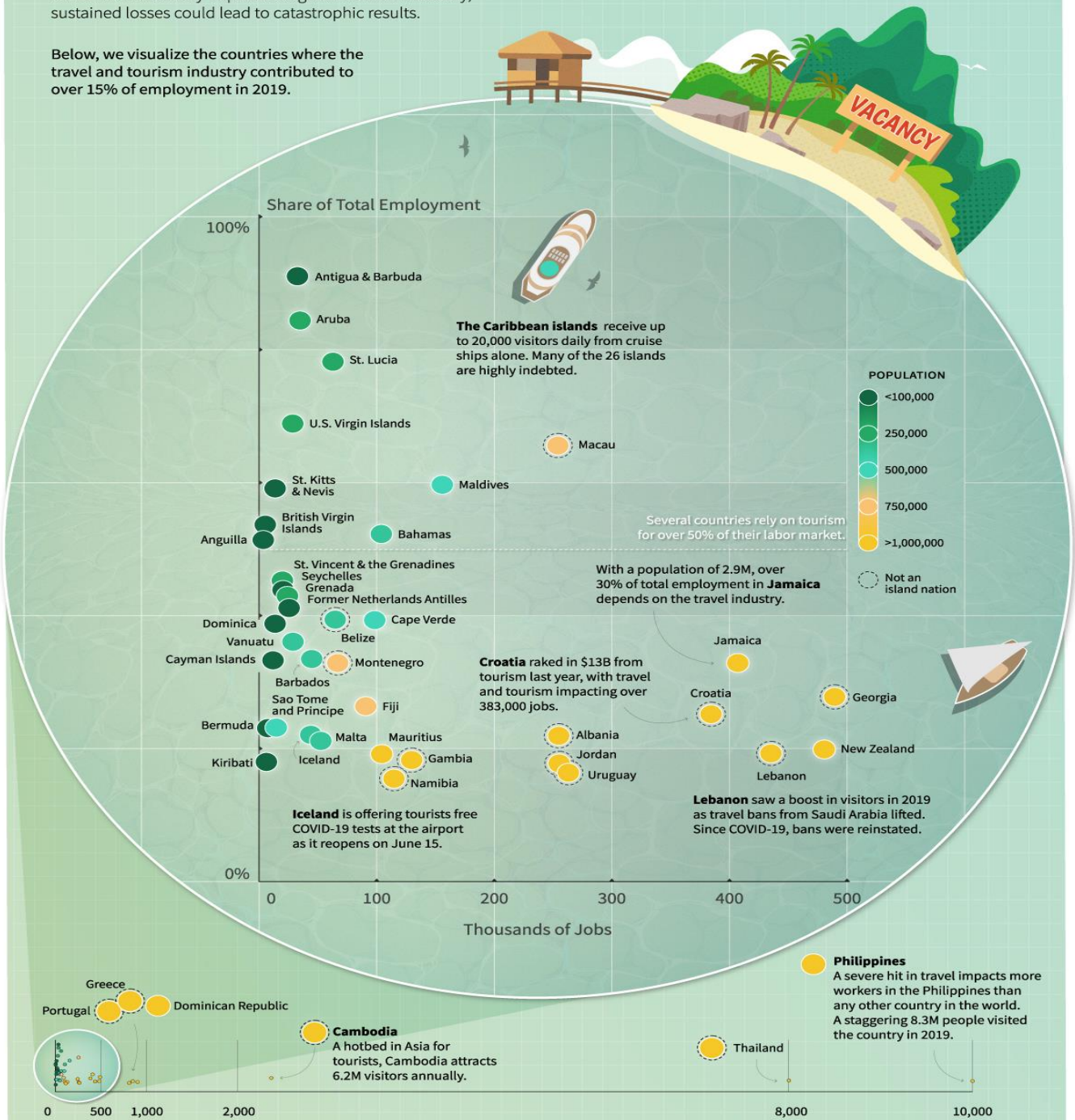
Additionally, the LMNAS (2020) states the following,

- 1). There is urgent need for the adoption of new policies to regulate key and secondary sectors of the economy in a coordinated strategic approach, in accordance with the critical Policy drivers and programmes to achieve set goals within that framework, in a time sensitive manner.
- 2). There is weakness of the social infrastructure which has enabled the reduction in economic welfare of “employees” from two perspectives (i) reduction in welfare of most employees and the other hand where ii) Some employers claim they enjoy increased productivity with less staff.” This needs overall review.
- 3) Notwithstanding the provisions of the LMNAS (2020), there are several economic sectors which are treated differently as an example Agriculture and Tourism and some other areas of industry are cushioned - Public sector however if closely defined can virtually outline and define new “job openings.” The authorities should adopt a systematic approach to prioritise the sectors to assist with economic development and planning as in the proposition of the **four pillars of the Policy drivers** to create those jobs openings. The sectors do not necessarily have to be the most dominant sector as the criteria but even the secondary can be even be classified as strategic.
- 4) The vocational and occupational skills training ought to be expanded to include not only the TVET-NVQ. The emergent areas Maritime - *Blue economy* and Trade, as well as technology driven responses to key support and emergent economic sectors ranging from IT training for Management of establishments, Craft and related areas - *Orange Economy* provide new areas of concentration for employment openings and new occupational areas.

# The Countries Most Reliant on Tourism

As COVID-19 severely impacts the global tourism industry, sustained losses could lead to catastrophic results.

Below, we visualize the countries where the travel and tourism industry contributed to over 15% of employment in 2019.



Worldwide, the tourism industry contributed \$8.9T to GDP in 2019—equal to **10.3% of total global GDP**.

However, as global travel bans and lockdown orders remain in place, the long-term implications are unclear.

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## APPENDICES

### Appendix 1 Project Work Plan

#### 7. Project Activities

##### Key Deliverables/Output

Key Activities	Approval
An Inception Report	Consultant
A <b>First Draft</b> Final Report	Consultant
A <b>Presentation of the overall findings</b> to a team comprising of members of Central Statistical Office, Performance and Management Delivery Unit, Department of Education, TVET council and World Bank for validation and final recommendations.	Consultant
A <b>Final Report</b> (both PDF and DOC formats) incorporating suggestions and recommendations from (c) above will be produced	Team

ACTIVITY	TIMING	INVOLVEMENT NARRATIVE
<p>The research / questionnaire included questions on career-specific skills, employability skills, as well as digital skills.</p> <p>The following guiding principles were taken into consideration:</p> <ul style="list-style-type: none"> <li>(i). Interviews with private sector employers, previous graduates, TVET centres and relevant Government ministries and industries and businesses by Economic sectors.</li> <li>(ii). Extensive mapping of labour market needs through primary data collection.</li> <li>(iii). Data gathered using various methods and tools will to be collated, analysed and interpreted systematically.</li> <li>(iv). Qualitative data will be analysed for key themes and used to supplement quantitative data organized into themes.</li> </ul>		This part of the assignment was conducted over a period of two weeks
<p><b>A) Data Analysis</b></p> <p>a). Perform further data quality checks on the survey data after weights are applied. b) The consultant utilised the World Bank’s statistical software/package/tool to produce summary statistics and tabulations which comprehensively cover the objectives of this survey.</p>		Research and Field Work Statistical Modelling
<p><b>Research Approach / Research Questions</b></p> <p><b>1.3. Fieldwork Implementation</b></p> <ul style="list-style-type: none"> <li>Team structure</li> <li>Monitoring</li> <li>Validity Criteria</li> </ul>		Field Work Statistical Modelling
<p><b>1.4. Quantitative Supply-Side Survey: Returnees</b></p> <ul style="list-style-type: none"> <li>Sampling Frame</li> <li>Outcome</li> </ul> <p><b>1.5. Quantitative Demand-Side Survey: Businesses</b></p> <ul style="list-style-type: none"> <li>Sampling Design</li> </ul>		Field Work Statistical Modelling

Outcome		
<b>1.6. Qualitative Interviews</b> Key Informant Interviews (KIIs) Focus Group Discussions (FGDs) Paired Interviews (PIs)		Field Work  Statistical Modelling
<b>B) Data Analysis and Reporting.</b> A Presentation of the overall findings to a team comprising of members of Central Statistical Office, Performance and Management Delivery Unit, Department of Education, TVET Council and the World Bank for validation and Final recommendations. Final approved Document (in PDF and Word Format) incorporating suggestions and Recommendations from the presentation referenced above		A Power point presentation with references seminar type format (may be done virtually. .

## Appendix 2 Covid Questionnaire

<p><b>Appendix 2 Additional Questions to the 2020 COVID 19 , Labour Market Needs Assessment Survey</b></p> <p><b>(a) Is this business currently trading?</b></p> <p>1 <input type="checkbox"/> Yes [Go to Question 2] <input type="checkbox"/> No [Go to Question 1b]</p> <hr/> <p><b>(b) Is the halt in business trading a result of COVID-19?</b></p> <p><input type="checkbox"/> Yes [Go to Question 3] <input type="checkbox"/> No [End of survey]</p> <hr/> <p><b>2 Since the start of March, what changes has this business made to its operations, as a result of COVID-19?</b></p> <p><input type="checkbox"/> None, continued trading as normal <input type="checkbox"/> Continued operating under modified conditions (such as shifting more operations online, or trading with a reduced workforce)</p> <hr/> <p><b>3 How has COVID-19 impacted the revenue of this business?</b></p> <p><input type="checkbox"/> Decreased <input type="checkbox"/> Increased <input type="checkbox"/> Remained the same</p> <hr/> <p><b>4 Has this business accessed any of the following support measures as a result of COVID-19? (Yes / No / Don't know)</b></p> <p><input type="checkbox"/> Deferred loan repayments <input type="checkbox"/> Renegotiated property rent/lease arrangements <input type="checkbox"/> Wage subsidies (e.g Job keeper, apprenticeship wage subsidies) <input type="checkbox"/> Other government support measures <input type="checkbox"/> Other support measures (please specify) <input type="checkbox"/> No support accessed Don't know</p> <hr/> <p><b>5 Has this business sought any additional funds as a result of COVID-19?</b> <b>From which of the following has this business sought additional funds? (select all that apply)</b></p> <p><input type="checkbox"/> Business sought additional funds from bank or financial institution <input type="checkbox"/> Owners' personal line of credit or savings (e.g. redraw facility on an existing loan) <input type="checkbox"/> Friends or family of existing owner(s) <input type="checkbox"/> National Insurance Scheme <input type="checkbox"/> Other individual(s) <input type="checkbox"/> Other businesses <input type="checkbox"/> Other sources (please specify) <input type="checkbox"/> No funds Sought <input type="checkbox"/> Don't know</p>
---

**6 Has this business made any of the following changes to its workforce in response to COVID-19: (Yes / No / Don't know)**

- No Changes to workforce
- Reduced the total number of employees working for this business
- Reduced the number of hours worked by staff currently employed
- Reduced the hourly rate of pay for any employees
- Applied a wage freeze for any employees
- Placed staff on paid leave
- Placed staff on unpaid leave
- Don't know

**7 (a) To what extent have the following government restrictions impacted the business in the last 2 months?**

**Restrictions on trading** such as forced closures or restrictions to on-site operations? *(select one only)*

- .. Not at all
- .. To a small extent
- .. To a moderate extent
- .. To a great extent

**Social distancing restrictions?** *(select one only)*

- .. Not at all
- .. To a small extent
- .. To a moderate extent
- .. To a great extent

**Travel restrictions** (including state, interstate and international travel)? *(select one only)*

- .. Not at all
- .. To a small extent
- .. To a moderate extent
- .. To a great extent

**(b) Aside from relaxing government restrictions, what is needed for this business to return to its pre-COVID-19 trading conditions?**

*(interviewer coded response)*

- 1.3 How is your establishment registered? (please select one)
- 1.4 Which of the following best describes the ownership of your establishment?
- 2.2F Total FEMALE Employed As Of June 30, 2020
- Number of new employees hired during the Period: 1 March 2020 - June 30, 2020
- b. Sex of new Employee
- c. How many positions are available to be filled by persons outside this establishment?
- To what extent is the C/NVQ certification is used as a criteria for employment in your establishment?
- Are you satisfied with the performance of persons with C/NVQ qualifications?
- Why not?
- SECTION 2B: NEWLY EMPLOYED PERSONS (question d) AND SECTION 3B: DETAILS OF UNOCCUPIED JOB OPENINGS (UNFILLED JOBS)

**Option categories should read:**

1. Post Graduate/Degree
2. Under graduate
3. Tertiary/Associate/CAPE
4. Degree
5. CXC/CSEC/CCSLC
6. CVQ 1
- CVQ 2
- CVQ 3
- CVQ 4
- CVQ 5
7. Other Specify
8. None

### Appendix 3 List of TVET Training Providers in Saint Lucia and Occupational Areas

Organization	Training Type	Certificate	Target Group	Ages
Boys Training Centre (BTC)	* Rehabilitation Services * Life Skills	* National Certificate	* Children in conflict with law * Truant individuals at homes or schools	Below 16
Centre for Adolescent Renewal and Education (CARE)	* Technical/Vocational Skills Training	* National Certificate * CXC – CSEC	* Unemployed * Marginalized Individuals * Youth at risk	17 – 25
National Skills Development Centre (NSDC)	* Entrepreneurship Training * Life/Soft Skills * Training	* National Certificate * N/CVQs	* Unemployed * Marginalized Individuals * Youth at risk	18 and Above
National Enrichment Learning Unit (NELU)	* Numeracy & Literacy Skills Training * Technical/Vocational Skills Training	* National Certificate * CXC – CSEC	* School dropouts * Unemployed * Marginalized Individuals * Youth at risk	16 and Above
Comprehensive/Secondary Schools	* Formal Technical/Vocational Skills Training	* CXC – CSEC * N/CVQs	* Secondary Students	Below 16
Sir Arthur Lewis Community College (SALCC)	* Formal Technical/Vocational Skills Training	* CXC – CAPE * N/CVQs	* Post-secondary and Tertiary students	16 and Above
University of the West Indies (UWI)	* Formal Technical/Vocational Skills Training	* Certificate * Diploma	* Tertiary students	16 and Above
Monroe College	* Formal Technical/Vocational Skills Training	* Certificate * Diploma	* Tertiary students	16 and Above
Saint Lucia Crisis Centre	* Counselling and Support Services * Life Skills Training	* Certificate of Attendance	* Underprivileged * Abused * Neglected * Youth at risk	All Ages

Source: Saint Lucia Council for TVET



OCCUPATIONAL AREA	LEVEL	CVQ	NVQ
Property Maintenance (Small Property)	1	•	-
Nail Technology	2	•	-
General Cosmetology	1 & 2	•	-
Barbering	2	•	-
Art and Craft Production (Textile/Fibre)	1	•	-
General Office Administration	1	•	-
Customer Service	1 & 2	•	-
Screen Printing	2	•	-
Soft Furnishings	2	•	-
Drapery Making	1	•	-
Floral Arrangement	1	•	-
Massage Therapy	3 & 4	•	-
Papier Mache Craft	2	•	-
Fabric Design	1	•	-
Marketing	3	•	-
<b>INFORMATION COMMUNICATION TECHNOLOGY (ICT) AND RELATED AREAS</b>			
Data Operations	1 & 2	•	-
Computer Graphics	1	•	-
Camera Operations	2	•	-
Photography	1	•	-
Technical Assistance in TV and Video Production	1	•	-
Audio and Visual Editing Operations	2	•	-
Recording Engineering	2	•	-
Live Sound Engineering	2	•	-
Using Information Communication Technology	1	•	-
<b>ALLIED HEALTH</b>			
Geriatric Caregiver	3	•	-
Health Care Assistance (Patient Care)	2	•	-
Care of the Older Adult	2	•	-
<b>EDUCATION</b>			
Early Childhood Development	1, 2 & 3	•	-
<b>AUTOMOTIVE</b>			
Motor Vehicle Repair (Cars and Light Trucks)	1	•	-
<b>PUBLIC SERVICES</b>			
Security Operations	3	•	-
Providing Security Services	2	•	-
<b>CREATIVE INDUSTRIES</b>			
Steel Pan Manufacturing	1 & 2	•	-
Steel Pan Tuning	2 & 3	•	-
Musical Performance	1 & 2	•	-

- N/CVQ Offered
- N/CVQ Not Offered

## Appendix 4 Major Groups of persons employed November 2020 and June to July 2020

Number of Job Separations by Sub-Major Occupation Group for the period July - November 2020		
Sub-Major Occupation Group	How many persons left	
	Sum	Column N %
Armed forces occupations	7	.1%
Chief executives, senior officials and legislators	9	.2%
Administrative and commercial managers	163	3.1%
Production and specialized services managers	26	.5%
Hospitality, retail and other services managers	88	1.8%
Science and engineering professionals	63	.7%
Teaching professionals	4	.1%
Business and administration professionals	59	1.2%
Information and communications technology professionals	4	.1%
Legal, social and cultural professionals	8	.2%
Science and engineering associate professionals	146	2.8%
Health associate professionals	17	.3%
Business and administration associate professionals	342	6.6%
Legal, social, cultural and related associate professionals	115	1.8%
Information and communications technicians	67	1.1%
General and keyboard clerks	38	.6%
Customer services clerks	679	8.7%
Numerical and material recording clerks	131	2.5%
Other clerical support workers	84	1.8%
Personal service workers	2116	21.1%
Sales workers	593	9.7%
Personal care workers	8	.2%
Protective services workers	329	4.3%
Market-oriented skilled agricultural workers	115	1.4%
Building and related trades workers, excluding electricians	126	1.9%
Metal, machinery and related trades workers	241	1.2%
Handicraft and printing workers	66	.7%
Electrical and electronic trades workers	29	.6%
Food processing, wood working, garment and other craft and related trades workers	95	1.4%
Stationary plant and machine operators	46	.9%
Drivers and mobile plant operators	254	4.9%
Cleaners and helpers	545	2.4%
Agricultural, forestry and fishery labourers	134	2.8%
Labourers in mining, construction, manufacturing and transport	372	7.4%
Food preparation assistants	649	2.1%
Refuse workers and other elementary workers	169	2.7%
Total	7940	100.0%

## Appendix 5 Major Group of persons employed June 2019 to July 2020

Major Occupation Group of Persons Employed _Jul 2019 - Jun 2020					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Managers	107	6.1	6.1	6.1
	Professionals	65	3.7	3.7	9.8
	Technicians and associate professionals	200	11.5	11.5	21.3
	Clerical support workers	256	14.7	14.7	36.0
	Service and sales workers	602	34.5	34.5	70.6
	Skilled agricultural, forestry and fishery workers	7	.4	.4	70.9
	Craft and related trades workers	162	9.3	9.3	80.2
	Plant and machine operators, and assemblers	139	8.0	8.0	88.2
	Elementary occupations	206	11.8	11.8	100.0
	Total	1744	100.0	100.0	

## Appendix 6 St Lucia Labour Force

Employed labour force by industry group and sex, 2008 to 2019												
Industry group	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
<b>Total both sex</b>	<b>71890</b>	<b>51880</b>	<b>67,702</b>	<b>71,016</b>	<b>74,339</b>	<b>74,844</b>	<b>74,324</b>	<b>77,130</b>	<b>82,379</b>	<b>81,718</b>	<b>81,416</b>	<b>83,977</b>
Agriculture, forestry and fishing	7778	9450	6,390	7,685	7,771	7,347	7,436	8,533	8,400	8,112	8,815	8,187
Mining and quarrying	785	0	126	267	147	197	236	155	226	310	145	156
Manufacturing	3658	2420	3,701	4,491	3,722	3,571	4,110	4,937	4,652	4,503	4,387	4,261
Electricity, gas, steam and air conditioning supply	440	920	444	333	476	463	523	251	334	210	211	241
Water supply; sewerage, waste management and remediation activities	8973	7220	401	383	334	554	515	196	582	413	384	531
Construction	10878	11600	7,248	5,731	6,130	5,714	4,911	6,241	7,140	7,254	6,502	6,726
Wholesale and retail trade; repair of motor vehicles and motorcycles	9395	8870	10,572	10,429	10,859	11,675	11,944	11,723	13,220	11,758	13,399	13,439
Transportation and storage	..	..	3,613	3,837	4,053	4,159	4,427	4,252	4,070	4,123	3,905	4,186
Accommodation and food service activities	4670	4970	9,387	9,254	10,167	9,613	10,064	10,613	12,969	13,416	12,242	14,000
Information and communication	1348	1490	1,252	1,185	844	1,065	1,133	981	1,208	916	986	1,019
Financial and insurance activities	..	..	1,877	1,597	1,609	1,629	1,437	1,179	1,241	1,628	2,144	1,555
Real estate activities	2913	..	165	193	85	181	85	251	205	446	386	211
Professional, scientific and technical activities	..	..	999	859	862	1,088	1,057	1,244	1,120	1,128	831	1,218
Administrative and support service activities	10173	4780	2,700	2,642	3,078	3,623	3,333	3,437	4,372	5,011	4,462	5,338
Public administration and defence; compulsory social security	943	..	6,652	7,256	6,172	7,510	7,296	7,131	6,825	6,265	7,995	7,387
Education	483	..	3,412	3,168	4,370	4,589	4,800	5,039	4,506	4,793	4,238	3,874
Human health and social work activities	..	..	1,737	1,740	1,335	1,838	1,860	1,985	2,638	2,517	2,336	3,104
Arts, entertainment and recreation	2373	..	789	1,018	1,092	817	943	643	1,146	989	745	805
Other service activities	..	..	1,468	1,307	1,441	1,806	1,968	1,553	1,759	1,864	1,862	2,435
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	2310	..	1,944	2,568	2,422	2,458	2,265	2,771	3,033	2,495	2,163	2,569
Activities of extraterritorial organizations and bodies	320	160	194	472	200	150	274	127	234	106	127	182
Not Stated	4455	..	2,631	4,608	7,169	4,796	3,707	3,888	2,499	3,461	3,152	2,553



## Appendix 7 Saint Labour Force Indicators

Country	Topic	Indicator	Latest yea	Total	Men	Women
Saint Lucia	Labour for	Labour force participation rate (%)	2019	68.8	73.4	64.4
Saint Lucia	Labour for	Labour force participation rate, youth (%)	2019	56	57.8	53.9
Saint Lucia	Informalit	Share of informal employment -- Harmonized series (%)	2019	31	37.4	23.7
Saint Lucia	Informalit	Share of employment outside the formal sector -- Harmonized series (%)	2019	30.7	36.8	23.6
Saint Lucia	Employme	Employment annual growth rate (%)	2019	2.5	-0.4	6.2
Saint Lucia	Employme	Employment-population ratio (%)	2019	58.1	63	53.3
Saint Lucia	Employme	Employment-population ratio, youth (%)	2019	35	34.6	35.4
Saint Lucia	Employme	Share of agriculture (%)	2019	9.7	15.6	2.9
Saint Lucia	Employme	Share of industry (%)	2019	14.3	21.3	6.2
Saint Lucia	Employme	Share of services (%)	2019	73.4	60.7	88.1
Saint Lucia	Employme	Share of managers (%)	2019	6.4	5.1	7.9
Saint Lucia	Employme	Share of managers, professionals (incl. associates) and technicians (%)	2019	22	17.3	27.4
Saint Lucia	Employme	Share of clerks and service/sales workers (%)	2019	34.1	21.1	49.1
Saint Lucia	Employme	Share of craft/trades workers (%)	2019	11.5	18.8	3
Saint Lucia	Employme	Share of plant/machine operators and assemblers (%)	2019	5.9	10	1.1
Saint Lucia	Employme	Share of skilled agricultural/forestry/fishery workers and elementary occupations (%)	2019	24.1	30.3	17
Saint Lucia	Labour uni	Unemployment rate (%)	2019	15.6	14.1	17.2
Saint Lucia	Labour uni	Unemployment rate, youth (%)	2019	37.5	40.1	34.4
Saint Lucia	Labour uni	Share of youth not in employment, education or training (%)	2019	30.2	32.6	27.5
Saint Lucia	Labour uni	LU3: Combined rate of unemployment and potential labour force (%)	2019	18	15.8	20.3
Saint Lucia	Working ti	Average weekly hours actually worked per employed person	2019	40.4	40.7	40.1
Saint Lucia	Working ti	Share of employed working part time (%)	2019	7.6	8	7.2
Saint Lucia	Working ti	Share of employed working more than 48 hours per week (%)	2019	8.3	10.1	6.2

ILO <https://ilostat ilo.org/data/country-profiles/2020>

Major Occupation Group of Persons Employed _Jul 2019 - Jun 2020					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Managers	107	6.1	6.1	6.1
	Professionals	65	3.7	3.7	9.8
	Technicians and associate professionals	200	11.5	11.5	21.3
	Clerical support workers	256	14.7	14.7	36.0
	Service and sales workers	602	34.5	34.5	70.6
	Skilled agricultural, forestry and fishery workers	7	.4	.4	70.9
	Craft and related trades workers	162	9.3	9.3	80.2
	Plant and machine operators, and assemblers	139	8.0	8.0	88.2
	Elementary occupations	206	11.8	11.8	100.0
	Total	1744	100.0	100.0	

## Appendix 8 Relevance of Training Institutions

Relevance of institutions training - NSDC					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Relevant	7	2.5	11.3	11.3
	Slightly Relevant	14	5.0	22.6	33.9
	Relevant	31	11.2	50.0	83.9
	Strongly Relevant	9	3.2	14.5	98.4
	Not Applicable	1	.4	1.6	100.0
	Total	62	22.3	100.0	
Missing	System	216	77.7		
Total		278	100.0		
Relevance of institutions training - Vieux Fort Post Secondary Programme					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Relevant	2	.7	4.4	4.4
	Slightly Relevant	6	2.2	13.3	17.8
	Relevant	28	10.1	62.2	80.0
	Strongly Relevant	8	2.9	17.8	97.8
	Not Applicable	1	.4	2.2	100.0
	Total	45	16.2	100.0	
Missing	System	233	83.8		
Total		278	100.0		

Relevance of institutions training - Secondary School					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Relevant	12	4.3	8.1	8.1
	Slightly Relevant	16	5.8	10.8	18.9
	Relevant	82	29.5	55.4	74.3
	Strongly Relevant	36	12.9	24.3	98.6
	Not Applicable	2	.7	1.4	100.0
	Total		148	53.2	100.0
Missing	System	130	46.8		
Total		278	100.0		
Relevance of institutions training - SALCC					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Relevant	4	1.4	3.0	3.0
	Slightly Relevant	15	5.4	11.2	14.2
	Relevant	65	23.4	48.5	62.7
	Strongly Relevant	47	16.9	35.1	97.8
	Not Applicable	3	1.1	2.2	100.0
	Total		134	48.2	100.0
Missing	System	144	51.8		
Total		278	100.0		

Relevance of institutions training - Monroe College					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Relevant	2	.7	3.8	3.8
	Slightly Relevant	3	1.1	5.8	9.6
	Relevant	30	10.8	57.7	67.3
	Strongly Relevant	15	5.4	28.8	96.2
	Not Applicable	2	.7	3.8	100.0
	Total		52	18.7	100.0
Missing	System	226	81.3		
Total		278	100.0		

Relevance of institutions training - NELP					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Relevant	3	1.1	13.0	13.0
	Slightly Relevant	2	.7	8.7	21.7
	Relevant	13	4.7	56.5	78.3
	Strongly Relevant	4	1.4	17.4	95.7
	Not Applicable	1	.4	4.3	100.0
	Total		23	8.3	100.0
Missing	System	255	91.7		
Total		278	100.0		

Relevance of institutions training - Other service providers					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Relevant	8	2.9	32.0	32.0
	Slightly Relevant	1	.4	4.0	36.0
	Relevant	7	2.5	28.0	64.0
	Strongly Relevant	7	2.5	28.0	92.0
	Not Applicable	2	.7	8.0	100.0
	Total		25	9.0	100.0
Missing	System	253	91.0		
Total		278	100.0		

Relevance of institutions training - UWI					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Relevant	2	.7	3.4	3.4
	Slightly Relevant	5	1.8	8.6	12.1
	Relevant	23	8.3	39.7	51.7
	Strongly Relevant	26	9.4	44.8	96.6
	Not Applicable	2	.7	3.4	100.0
	Total	58	20.9	100.0	
Missing	System	220	79.1		
Total		278	100.0		

Relevance of institutions training - CARE					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Relevant	5	1.8	9.1	9.1
	Slightly Relevant	10	3.6	18.2	27.3
	Relevant	29	10.4	52.7	80.0
	Strongly Relevant	9	3.2	16.4	96.4
	Not Applicable	2	.7	3.6	100.0
	Total	55	19.8	100.0	
Missing	System	223	80.2		
Total		278	100.0		

Relevance of institutions training - NELP					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Relevant	3	1.1	13.0	13.0
	Slightly Relevant	2	.7	8.7	21.7
	Relevant	13	4.7	56.5	78.3
	Strongly Relevant	4	1.4	17.4	95.7
	Not Applicable	1	.4	4.3	100.0
	Total	23	8.3	100.0	
Missing	System	255	91.7		
Total		278	100.0		

Relevance of institutions training - Other service providers					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Relevant	8	2.9	32.0	32.0
	Slightly Relevant	1	.4	4.0	36.0
	Relevant	7	2.5	28.0	64.0
	Strongly Relevant	7	2.5	28.0	92.0
	Not Applicable	2	.7	8.0	100.0
	Total	25	9.0	100.0	
Missing	System	253	91.0		
Total		278	100.0		

## Appendix 9 Rank Competence

Relevance of institutions training - Other service providers					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Relevant	8	2.9	32.0	32.0
	Slightly Relevant	1	.4	4.0	36.0
	Relevant	7	2.5	28.0	64.0
	Strongly Relevant	7	2.5	28.0	92.0
	Not Applicable	2	.7	8.0	100.0
	Total	25	9.0	100.0	
Missing	System	253	91.0		
Total		278	100.0		
Rank competences - Secondary school graduates					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disappointing	1	.4	1.0	1.0
	Fair	25	9.0	24.0	25.0
	Good	37	13.3	35.6	60.6
	Very Good	10	3.6	9.6	70.2
	Excellent	6	2.2	5.8	76.0
	Not Applicable	25	9.0	24.0	100.0
	Total	104	37.4	100.0	
Missing	System	174	62.6		
Total		278	100.0		
Rank competences - SALCC trainees					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disappointing	1	.4	1.0	1.0
	Fair	13	4.7	12.5	13.5
	Good	16	5.8	15.4	28.8
	Very Good	24	8.6	23.1	51.9
	Excellent	14	5.0	13.5	65.4
	Not Applicable	36	12.9	34.6	100.0
	Total	104	37.4	100.0	
Missing	System	174	62.6		
Total		278	100.0		
Rank competences - Monroe College Graduates					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Fair	7	2.5	6.7	6.7
	Good	7	2.5	6.7	13.5
	Very Good	15	5.4	14.4	27.9
	Excellent	11	4.0	10.6	38.5
	Not Applicable	64	23.0	61.5	100.0
	Total	104	37.4	100.0	
Missing	System	174	62.6		
Total		278	100.0		

Rank competences - SALCC trainees					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disappointing	1	.4	1.0	1.0
	Fair	13	4.7	12.5	13.5
	Good	16	5.8	15.4	28.8
	Very Good	24	8.6	23.1	51.9
	Excellent	14	5.0	13.5	65.4
	Not Applicable	36	12.9	34.6	100.0
	Total	104	37.4	100.0	
Missing	System	174	62.6		
Total		278	100.0		

Rank competences - Monroe College Graduates					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Fair	7	2.5	6.7	6.7
	Good	7	2.5	6.7	13.5
	Very Good	15	5.4	14.4	27.9
	Excellent	11	4.0	10.6	38.5
	Not Applicable	64	23.0	61.5	100.0
	Total	104	37.4	100.0	
Missing	System	174	62.6		
Total		278	100.0		

Rank competences - UWI Graduates					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Fair	4	1.4	3.8	3.8
	Good	5	1.8	4.8	8.7
	Very Good	15	5.4	14.4	23.1
	Excellent	17	6.1	16.3	39.4
	Not Applicable	63	22.7	60.6	100.0
Total	104	37.4	100.0		
Missing	System	174	62.6		
Total		278	100.0		

Rank competences - SALCC					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Fair	7	2.5	6.7	6.7
	Good	12	4.3	11.5	18.3
	Very Good	12	4.3	11.5	29.8
	Excellent	4	1.4	3.8	33.7
	Not Applicable	69	24.8	66.3	100.0
	Total	104	37.4	100.0	
Missing	System	174	62.6		
Total		278	100.0		
Rank competences - Other training providers					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Fair	5	1.8	4.8	4.8
	Good	14	5.0	13.5	18.3
	Very Good	8	2.9	7.7	26.0
	Excellent	3	1.1	2.9	28.8
	Not Applicable	74	26.6	71.2	100.0
	Total	104	37.4	100.0	
Missing	System	174	62.6		
Total		278	100.0		
Rank competences - NELP					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Fair	6	2.2	5.8	5.8
	Good	8	2.9	7.7	13.5
	Very Good	6	2.2	5.8	19.2
	Excellent	3	1.1	2.9	22.1
	Not Applicable	81	29.1	77.9	100.0
	Total	104	37.4	100.0	
Missing	System	174	62.6		
Total		278	100.0		

Rank competences - CARE					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Fair	7	2.5	6.7	6.7
	Good	13	4.7	12.5	19.2
	Very Good	7	2.5	6.7	26.0
	Excellent	4	1.4	3.8	29.8
	Not Applicable	73	26.3	70.2	100.0
	Total	104	37.4	100.0	
Missing	System	174	62.6		
Total		278	100.0		

## Appendix 10 SKILLS

Important skills - Decision Making Skills					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Important	17	1.3	1.3	1.3
	Somewhat Important	221	16.9	16.9	18.2
	Important	400	30.5	30.5	48.7
	Very Important	673	51.3	51.3	100.0
	Total	1311	100.0	100.0	

Important skills - Adaptability					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Important	3	.2	.2	.2
	Somewhat Important	58	4.4	4.4	4.7
	Important	402	30.7	30.7	35.3
	Very Important	848	64.7	64.7	100.0
	Total	1311	100.0	100.0	

Important skills - Strong work ethic					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Important	229	17.4	17.4	17.4
	Very Important	1083	82.6	82.6	100.0
	Total	1311	100.0	100.0	

Important skills - Emotional intelligence					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Somewhat Important	97	7.4	7.4	7.4
	Important	440	33.6	33.6	40.9
	Very Important	775	59.1	59.1	100.0
	Total	1311	100.0	100.0	

Important skills - Ability to plan					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Important	8	.6	.6	.6
	Somewhat Important	104	7.9	7.9	8.5
	Important	442	33.7	33.7	42.2
	Very Important	758	57.8	57.8	100.0
	Total	1311	100.0	100.0	

Important skills - Customer Service					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Important	3	.2	.2	.2
	Somewhat Important	30	2.3	2.3	2.5
	Important	113	8.6	8.6	11.1
	Very Important	1165	88.9	88.9	100.0
	Total	1311	100.0	100.0	

Important skills - Project management Skills					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Important	192	14.7	14.7	14.7
	Somewhat Important	309	23.5	23.5	38.2
	Important	441	33.6	33.6	71.8
	Very Important	369	28.2	28.2	100.0
	Total	1311	100.0	100.0	



Important skills - Technical knowledge of the trade					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Important	102	7.8	7.8	7.8
	Somewhat Important	185	14.1	14.1	22.0
	Important	427	32.6	32.6	54.6
	Very Important	596	45.4	45.4	100.0
	Total	1311	100.0	100.0	
Important skills - General business skills					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Important	119	9.0	9.0	9.0
	Somewhat Important	228	17.4	17.4	26.4
	Important	409	31.2	31.2	57.6
	Very Important	556	42.4	42.4	100.0
	Total	1311	100.0	100.0	

## Appendix 11 CVQ

Extent C_NVQ certification used as criteria for employment					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not being used at all	308	23.5	23.5	23.5
	To some extent	205	15.7	15.7	39.1
	To a great extent	102	7.8	7.8	46.9
	Not aware	179	13.7	13.7	60.6
	Not recognized	213	16.3	16.3	76.9
	Not applicable (already have certification)	303	23.1	23.1	100.0
	Total	1311	100.0	100.0	
Satisfied with persons with C_NVQ					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	279	21.3	21.3	21.3
	No	18	1.3	1.3	22.6
	Not Applicable	1014	77.4	77.4	100.0
	Total	1311	100.0	100.0	
Why not satisfied with persons with C_NVQ					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		1294	98.7	98.7	98.7
	b	3	.2	.2	98.9
	N	8	.6	.6	99.5
	s	4	.3	.3	99.8
	T	3	.2	.2	100.0
	Total	1311	100.0	100.0	

Certifications or Skills					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Post Graduate Certificate Diploma	79	4.8	4.8	4.8
	Under graduate Degree (Bachelor's)	33	2.0	2.0	6.8
	Associate Degree/Diploma	219	13.2	13.2	20.0
	CXC/High School Certificate	810	48.9	48.9	68.9
	Certification/Technical Skills certificate	184	11.1	11.1	80.0
	Other (Specify)	56	3.4	3.4	83.4
	None	254	15.3	15.3	98.7
	CVQ 1	13	.8	.8	99.5
	CVQ 2	2	.1	.1	99.6
	CVQ 3	4	.3	.3	99.9
	CVQ 5	2	.1	.1	100.0
Total	1655	99.9	100.0		
Missing	missing	2	.1		
Total		1657	100.0		

Extent C_NVQ certification used as criteria for employment					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not being used at all	308	23.5	23.5	23.5
	To some extent	205	15.7	15.7	39.1
	To a great extent	102	7.8	7.8	46.9
	Not aware	179	13.7	13.7	60.6
	Not recognized	213	16.3	16.3	76.9
	Not applicable (already have certification)	303	23.1	23.1	100.0
	Total	1311	100.0	100.0	

Satisfied with persons with C_NVQ					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	279	21.3	21.3	21.3
	No	18	1.3	1.3	22.6
	Not Applicable	1014	77.4	77.4	100.0
	Total	1311	100.0	100.0	

Why not satisfied with persons with C_NVQ					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		1294	98.7	98.7	98.7
	b	3	.2	.2	98.9
	N	8	.6	.6	99.5
	s	4	.3	.3	99.8
	T	3	.2	.2	100.0
	Total	1311	100.0	100.0	

Extent C_NVQ certification used as criteria for employment					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not being used at all	64	23.0	23.0	23.0
	To some extent	45	16.2	16.2	39.2
	To a great extent	24	8.6	8.6	47.8
	Not aware	35	12.6	12.6	60.4
	Not recognized	46	16.5	16.5	77.0
	Not applicable (already have certification)	64	23.0	23.0	100.0
	Total	278	100.0	100.0	
Satisfied with persons with C_NVQ					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	60	21.6	21.6	21.6
	No	5	1.8	1.8	23.4
	Not Applicable	213	76.6	76.6	100.0
	Total	278	100.0	100.0	
Why not satisfied with persons with C_NVQ					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		273	98.2	98.2	98.2
	b	1	.4	.4	98.6
	N	2	.7	.7	99.3
	s	1	.4	.4	99.6
	T	1	.4	.4	100.0
	Total	278	100.0	100.0	

## Appendix 12 Challenges

Top three challenges encountered with new employees:Poor Work Ethic					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Applicable	53	19.1	51.0	51.0
	Yes, Top Challenge	51	18.3	49.0	100.0
	Total	104	37.4	100.0	
Missing	System	174	62.6		
Total		278	100.0		
Top three challenges encountered with new employees:Not Punctual					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Applicable	57	20.5	54.8	54.8
	Yes, Top Challenge	47	16.9	45.2	100.0
	Total	104	37.4	100.0	
Missing	System	174	62.6		
Total		278	100.0		
Top three challenges encountered with new employees:Poor Writing Skills					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Applicable	75	27.0	72.1	72.1
	Yes, Top Challenge	29	10.4	27.9	100.0
	Total	104	37.4	100.0	
Missing	System	174	62.6		
Total		278	100.0		
Top three challenges encountered with new employees:Poor Customer Relations Skill					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Applicable	65	23.4	62.5	62.5
	Yes, Top Challenge	39	14.0	37.5	100.0
	Total	104	37.4	100.0	
Missing	System	174	62.6		
Total		278	100.0		

Top three challenges encountered with new employees:Poor Decision Making Ability					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Applicable	71	25.5	68.3	68.3
	Yes, Top Challenge	33	11.9	31.7	100.0
	Total	104	37.4	100.0	
Missing	System	174	62.6		
Total		278	100.0		
Top three challenges encountered with new employees:Poor Technical skills					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Applicable	81	29.1	77.9	77.9
	Yes, Top Challenge	23	8.3	22.1	100.0
	Total	104	37.4	100.0	
Missing	System	174	62.6		
Total		278	100.0		
Top three challenges encountered with new employees:poor Interpersonal skills					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Applicable	70	25.2	67.3	67.3
	Yes, Top Challenge	34	12.2	32.7	100.0
	Total	104	37.4	100.0	
Missing	System	174	62.6		
Total		278	100.0		
Top three challenges encountered with new employees:Other Deficiencies (specify)					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Applicable	98	35.3	94.2	94.2
	Yes, Top Challenge	6	2.2	5.8	100.0
	Total	104	37.4	100.0	
Missing	System	174	62.6		
Total		278	100.0		

Top three challenges encountered with new employees:No Deficiencies					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Applicable	82	29.5	78.8	78.8
	No Deficiencies	22	7.9	21.2	100.0
	Total	104	37.4	100.0	
Missing	System	174	62.6		
Total		278	100.0		

Top three challenges encountered with new employees Other					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		272	97.8	97.8	97.8
	A high degree of entitlement	1	.4	.4	98.2
	Absentism	1	.4	.4	98.6
	adjusting to workload	1	.4	.4	98.9
	Low motivation to learn and	1	.4	.4	99.3
	sense of entitlement	1	.4	.4	99.6
	very bad attitude	1	.4	.4	100.0
	Total	278	100.0	100.0	

Important skills - Literacy Skills					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Important	9	3.2	3.2	3.2
	Somewhat Important	17	6.1	6.1	9.4
	Important	70	25.2	25.2	34.5
	Very Important	182	65.5	65.5	100.0
	Total	278	100.0	100.0	

Important skills - Numeracy and quantitative					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Important	6	2.2	2.2	2.2
	Somewhat Important	20	7.2	7.2	9.4
	Important	73	26.3	26.3	35.6
	Very Important	179	64.4	64.4	100.0
	Total	278	100.0	100.0	

Sex of new Employee					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	738	42.4	42.5	42.5
	Female	1001	57.4	57.5	100.0
	Total	1739	99.8	100.0	
Missing	missing	4	.2		
Total		1744	100.0		

Important skills - Communication					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Important	1	.4	.4	.4
	Somewhat Important	9	3.2	3.2	3.6
	Important	38	13.7	13.7	17.3
	Very Important	230	82.7	82.7	100.0
	Total	278	100.0	100.0	

Important skills - Computer Skills					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Important	34	12.2	12.2	12.2
	Somewhat Important	63	22.7	22.7	34.9
	Important	77	27.7	27.7	62.6
	Very Important	104	37.4	37.4	100.0
	Total	278	100.0	100.0	

Important skills - Interpersonal Skills					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Important	3	1.1	1.1	1.1
	Somewhat Important	9	3.2	3.2	4.3
	Important	84	30.2	30.2	34.5
	Very Important	182	65.5	65.5	100.0
	Total	278	100.0	100.0	

Important skills - Problem Solving Skills					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Important	5	1.8	1.8	1.8
	Somewhat Important	21	7.6	7.6	9.4
	Important	93	33.5	33.5	42.8
	Very Important	159	57.2	57.2	100.0
	Total	278	100.0	100.0	

Important skills - Decision Making Skills					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Important	4	1.4	1.4	1.4
	Somewhat Important	42	15.1	15.1	16.5
	Important	85	30.6	30.6	47.1
	Very Important	147	52.9	52.9	100.0
	Total	278	100.0	100.0	

Important skills - Adaptability					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Important	1	.4	.4	.4
	Somewhat Important	11	4.0	4.0	4.3
	Important	84	30.2	30.2	34.5
	Very Important	182	65.5	65.5	100.0
	Total	278	100.0	100.0	

Important skills - Strong work ethic					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Important	48	17.3	17.3	17.3
	Very Important	230	82.7	82.7	100.0
	Total	278	100.0	100.0	

Important skills - Emotional intelligence					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Somewhat Important	19	6.8	6.8	6.8
	Important	94	33.8	33.8	40.6
	Very Important	165	59.4	59.4	100.0
	Total	278	100.0	100.0	

Important skills - Ability to plan					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Important	2	.7	.7	.7
	Somewhat Important	22	7.9	7.9	8.6
	Important	94	33.8	33.8	42.4
	Very Important	160	57.6	57.6	100.0
	Total	278	100.0	100.0	

Important skills - Customer Service					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Important	1	.4	.4	.4
	Somewhat Important	5	1.8	1.8	2.2
	Important	26	9.4	9.4	11.5
	Very Important	246	88.5	88.5	100.0
	Total	278	100.0	100.0	

Important skills - Project management Skills					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Important	39	14.0	14.0	14.0
	Somewhat Important	63	22.7	22.7	36.7
	Important	92	33.1	33.1	69.8
	Very Important	84	30.2	30.2	100.0
	Total	278	100.0	100.0	

Important skills - Technical knowledge of the trade					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Important	18	6.5	6.5	6.5
	Somewhat Important	35	12.6	12.6	19.1
	Important	89	32.0	32.0	51.1
	Very Important	136	48.9	48.9	100.0
	Total	278	100.0	100.0	

Important skills - General business skills					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Important	21	7.6	7.6	7.6
	Somewhat Important	47	16.9	16.9	24.5
	Important	87	31.3	31.3	55.8
	Very Important	123	44.2	44.2	100.0
	Total	278	100.0	100.0	



## Appendix 13 New Hires, job Opening Job Separations

Number Employed by Major Industry Group, Job Openings Exist and Number of Establishments							
Major Industry Group		Employees employed June 30 2020		New Hires Occurred Jul 2019 - Jun 2020		Number of Establishments	
		Sum	Column Sum %	None	New Hires Occurred	Sum	Column Sum %
				Count	Count		
Major Industry Group	Manufacturing	1,136	13.1%	8	16	24	8.6%
	Construction	466	5.4%	9	8	17	6.1%
	Wholesale and retail trade; repair of motor vehicles and motorcycles	1,611	18.6%	31	15	46	16.5%
	Accommodation and food service activities	1,632	18.8%	57	17	74	26.6%
	Transportation, Communications, Utilities	930	10.7%	20	8	28	10.1%
	Finance, Insurance and Real Estate	946	10.9%	15	8	23	8.3%
	Services - Health, private education, social legal and other services	1,646	19.0%	29	25	54	19.4%
	Other	312	3.6%	5	7	12	4.3%
	Total	8,679	100.0%	174	104	278	100.0%

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

### New Hires Vacancies and Separations June and Nov 2020.

New Hires Occurred Jul 2019 - Jun 2020					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	None	174	62.6	62.6	62.6
	New Hires Occurred	104	37.4	37.4	100.0
	Total	278	100.0	100.0	
Availability of Job Openings Jun - Nov 2020					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	None	243	87.4	87.4	87.4
	Vacancies Exist	35	12.6	12.6	100.0
	Total	278	100.0	100.0	
Separations Occurred Jul 2019 - Jun 2020					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	None	102	36.7	36.7	36.7
	Separations Occurred	176	63.3	63.3	100.0
	Total	278	100.0	100.0	
			Type of unfilled openings available during the period July 2019 - June 2020	Total	

		Employees	Apprentices	
Major Industry Group	Manufacturing	45	4	49
	Construction	8	0	8
	Wholesale and retail trade; repair of motor vehicles and motorcycles	72	0	72
	Accommodation and food service activities	20	0	20
	Transportation, Communications, Utilities	114	11	125
	Finance, Insurance and Real Estate Services - Health, private education, social legal and other services	11	0	11
	Other	56	4	60
	Other	3	0	3
Total		329	19	348

Number Employed by Major Commercial Areas, Job Openings Exist and Number of Establishments							
		Employees employed June 30 2020		New Hires Occurred Jul 2019 - Jun 2020		Number of Establishments	
		Sum	Column Sum %	None Count	New Hires Occurred Count	Sum	Column Sum %
Major Commercial Areas	Castries Metropolitan	15,412	39.7%	367	194	561	42.8%
	Other Castries		0.0%	0	0		0.0%
	Other	877	2.3%	52	14	66	5.0%
	Soufriere	5,082	13.1%	85	19	104	8.0%
	Vieuxfort	6,128	15.8%	177	78	255	19.4%
	Gros Islet	11,278	29.1%	187	138	325	24.8%
	Total	38,776	100.0%	868	443	1,311	100.0%

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

Number Employed by Company Size Group, Job Openings Exist and Number of Establishments							
Company Size Group		Employees employed June 30 2020		New Hires Occurred Jul 2019 - Jun 2020		Number of Establishments	
		Sum	Column Sum %	None	New Hires Occurred	Sum	Column Sum %
				Count	Count		
q2_1bm Employees employed June 30 2020	1 - 4 employees	111	1.3%	37	4	41	14.8%
	5 - 9 employees	452	5.2%	52	14	66	23.8%
	10 - 19 employees	721	8.3%	32	22	54	19.5%
	20 - 49 employees	2,139	24.6%	34	35	69	24.9%
	50 - 99 employees	1,963	22.6%	12	19	31	11.2%
	100 - 249 employees	1,805	20.8%	4	8	12	4.3%
	250 - 499 employees	986	11.4%	1	2	3	1.1%
	500 - 999 employees	502	5.8%	1	0	1	.4%
	1000 - highest employees		0.0%	0	0		0.0%
	Total	8,679	100.0%	173	104	277	100.0%

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

## Appendix 14 Potential (TEVT) areas

TVET areas for training (courses that should be offered by institutions based on demand for certain types of employees. However the Data reveal some current “ job openings” and which were available at the time of the survey and posited in areas below.

Number of Vacancies/Unfilled positions by Major Commercial Areas for the period July - November 2020			
Major Industry Group		Persons unfilled openings available	
		Sum	Column N %
Major Commercial Areas	Castries Metropolitan	127	34.0%
	Other Castries		0.0%
	Other		0.0%
	Soufriere		0.0%
	Vieuxfort	166	33.5%
	Gros Islet	489	32.5%
	Total	781	100.0%

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

Major Commercial Areas					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Castries Metropolitan	127	45.7	45.7	45.7
	Other	15	5.4	5.4	51.1
	Soufriere	18	6.5	6.5	57.6
	Vieuxfort	50	18.0	18.0	75.5
	Gros Islet	68	24.5	24.5	100.0
	Total	278	100.0	100.0	

Major Industry Group					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Manufacturing	24	8.6	8.6	8.6
	Construction	17	6.1	6.1	14.7
	Wholesale and retail trade; repair of motor vehicles and motorcycles	46	16.5	16.5	31.3
	Accommodation and food service activities	74	26.6	26.6	57.9
	Transportation, Communications, Utilities	28	10.1	10.1	68.0
	Finance, Insurance and Real Estate	23	8.3	8.3	76.3
	Services - Health, private education, social legal and other services	54	19.4	19.4	95.7
	Other	12	4.3	4.3	100.0
	Total	278	100.0	100.0	

q1_2ISIC1 Business Type First Choice					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agriculture_ forestry and fishing	3	1.1	1.1	1.1
	Mining and quarrying	2	.7	.7	1.8
	Manufacturing	24	8.6	8.6	10.4
	Electricity_ gas_ steam and air conditioning supply	4	1.4	1.4	11.9
	Water supply; sewerage_ waste management and remediation activities	3	1.1	1.1	12.9
	Construction	17	6.1	6.1	19.1
	Wholesale and retail trade; repair of motor vehicles and motorcycles	46	16.5	16.5	35.6
	Transportation and storage	13	4.7	4.7	40.3
	Accommodation and food service activities	74	26.6	26.6	66.9
	Information and communication	8	2.9	2.9	69.8
	Financial and insurance activities	17	6.1	6.1	75.9
	Real estate activities	6	2.2	2.2	78.1
	Professional_ scientific and technical activities	3	1.1	1.1	79.1
	Administrative and support service activities	16	5.8	5.8	84.9
	Public administration and defence; compulsory social security	1	.4	.4	85.3
	Education	2	.7	.7	86.0
	Human health and social work activities	6	2.2	2.2	88.1
	Arts_ entertainment and recreation	5	1.8	1.8	89.9
	Other service activities	21	7.6	7.6	97.5
	Other _Specify_	7	2.5	2.5	100.0
Total		278	100.0	100.0	

q2_1am Employees employed July 1 2019					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 - 4 employees	21	7.6	7.6	7.6
	5 - 9 employees	64	23.0	23.0	30.6
	10 - 19 employees	74	26.6	26.6	57.2
	20 - 49 employees	64	23.0	23.0	80.2
	50 - 99 employees	38	13.7	13.7	93.9
	100 - 249 employees	13	4.7	4.7	98.6
	250 - 499 employees	3	1.1	1.1	99.6
	500 - 999 employees	1	.4	.4	100.0
	Total	278	100.0	100.0	
q2_1bm Employees employed June 30 2020					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 - 4 employees	41	14.7	14.8	14.8
	5 - 9 employees	66	23.7	23.8	38.6
	10 - 19 employees	54	19.4	19.5	58.1
	20 - 49 employees	69	24.8	24.9	83.0
	50 - 99 employees	31	11.2	11.2	94.2
	100 - 249 employees	12	4.3	4.3	98.6
	250 - 499 employees	3	1.1	1.1	99.6
	500 - 999 employees	1	.4	.4	100.0
	Total	277	99.6	100.0	
Missing	System	1	.4		
Total		278	100.0		

Number Employed by Major Industry Group, Job Openings Exist and Number of Establishments							
Major Industry Group		Employees employed June 30 2020		New Hires Occurred Jul 2019 - Jun 2020		Number of Establishments	
		Sum	Column Sum %	None	New Hires Occurred	Sum	Column Sum %
				Count	Count		
q1_2ISIC1 Business Type First Choice	Agriculture_ forestry and fishing	59	.7%	1	2	3	1.1%
	Mining and quarrying	116	1.3%	1	1	2	.7%
	Manufacturing	1,136	13.1%	8	16	24	8.6%
	Electricity_ gas_ steam and air conditioning supply	96	1.1%	3	1	4	1.4%
	Water supply; sewerage_ waste management and remediation activities	96	1.1%	3	0	3	1.1%
	Construction	466	5.4%	9	8	17	6.1%
	Wholesale and retail trade; repair of motor vehicles and motorcycles	1,611	18.6%	31	15	46	16.5%
	Transportation and storage	216	2.5%	9	4	13	4.7%
	Accommodation and food service activities	1,632	18.8%	57	17	74	26.6%
	Information and communication	522	6.0%	5	3	8	2.9%
	Financial and insurance activities	833	9.6%	10	7	17	6.1%
	Real estate activities	113	1.3%	5	1	6	2.2%
	Professional_ scientific and technical activities	48	.6%	2	1	3	1.1%
	Administrative and support service activities	689	7.9%	8	8	16	5.8%
	Public administration and defence; compulsory social security	71	.8%	0	1	1	.4%
	Education	34	.4%	0	2	2	.7%
	Human health and social work activities	68	.8%	5	1	6	2.2%
	Arts_ entertainment and recreation	80	.9%	4	1	5	1.8%
	Other service activities	656	7.6%	10	11	21	7.6%
	Other _Specify_	137	1.6%	3	4	7	2.5%
	Total	8,679	100.0%	174	104	278	100.0%

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

Number Employed by Major Industry Group, Job Openings Exist and Number of Establishments							
Major Industry Group		Employees employed June 30 2020		New Hires Occurred Jul 2019 - Jun 2020		Number of Establishments	
		Sum	Column Sum %	None	New Hires	Sum	Column Sum %
				Count	Occurred		
q1_2ISIC1 Business Type First Choice							
	Agriculture_ forestry and fishing	247	.6%	4	8	13	1.0%
	Mining and quarrying	116	.3%	1	1	2	.2%
	Manufacturing	3,259	8.4%	23	46	69	5.3%
	Electricity_ gas_ steam and air conditioning supply	96	.2%	3	1	4	.3%
	Water supply; sewerage_ waste management and remediation activities	778	2.0%	24	0	24	1.9%
	Construction	2,196	5.7%	42	38	80	6.1%
	Wholesale and retail trade; repair of motor vehicles and motorcycles	7,761	20.0%	149	72	222	16.9%
	Transportation and storage	904	2.3%	38	17	54	4.1%
	Accommodation and food service activities	11,055	28.5%	386	115	501	38.2%
	Information and communication	2,185	5.6%	21	13	33	2.6%
	Financial and insurance activities	2,817	7.3%	34	24	57	4.4%
	Real estate activities	473	1.2%	21	4	25	1.9%
	Professional_ scientific and technical activities	201	.5%	8	4	13	1.0%
	Administrative and support service activities	2,884	7.4%	33	33	67	5.1%
	Public administration and defence; compulsory social security	297	.8%	0	4	4	.3%
	Education	142	.4%	0	8	8	.6%
	Human health and social work activities	285	.7%	21	4	25	1.9%
	Arts_ entertainment and recreation	335	.9%	17	4	21	1.6%
	Other service activities	2,746	7.1%	42	46	88	6.7%
	Other _Specify_		0.0%	0	0		0.0%
	<b>Total</b>	<b>38,776</b>	<b>100.0%</b>	<b>868</b>	<b>443</b>	<b>1,311</b>	<b>100.0%</b>

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020



Number Employed by Major Industry Group, Job Openings Exist and Number of Establishments							
Major Industry Group		Employees employed June 30 2020		New Hires Occurred Jul 2019 - Jun 2020		Number of Establishments	
		Sum	Column Sum %	None	New Hires Occurred	Sum	Column Sum %
				Count	Count		
q1_2 SIC1 Business Type First Choice	Agriculture_ forestry and fishing	247	.6%	4	8	13	1.0%
	Mining and quarrying	116	.3%	1	1	2	.2%
	Manufacturing	3,259	8.4%	23	46	69	5.3%
	Electricity_ gas_ steam and air conditioning supply	96	.2%	3	1	4	.3%
	Water supply; sewerage_ waste management and remediation activities	778	2.0%	24	0	24	1.9%
	Construction	2,196	5.7%	42	38	80	6.1%
	Wholesale and retail trade; repair of motor vehicles and motorcycles	7,761	20.0%	149	72	222	16.9%
	Transportation and storage	904	2.3%	38	17	54	4.1%
	Accommodation and food service activities	11,055	28.5%	386	115	501	38.2%
	Information and communication	2,185	5.6%	21	13	33	2.6%
	Financial and insurance activities	2,817	7.3%	34	24	57	4.4%
	Real estate activities	473	1.2%	21	4	25	1.9%
	Professional_ scientific and technical activities	201	.5%	8	4	13	1.0%
	Administrative and support service activities	2,884	7.4%	33	33	67	5.1%
	Public administration and defence; compulsory social security	297	.8%	0	4	4	.3%
	Education	142	.4%	0	8	8	.6%
	Human health and social work activities	285	.7%	21	4	25	1.9%
	Arts_ entertainment and recreation	335	.9%	17	4	21	1.6%
	Other service activities	2,746	7.1%	42	46	88	6.7%
	Other _Specify_		0.0%	0	0		0.0%
	<b>Total</b>	<b>38,776</b>	<b>100.0%</b>	<b>868</b>	<b>443</b>	<b>1,311</b>	<b>100.0%</b>

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

Number of Persons Hired July 2019 to June 2020 by Company Size and Nature of Employment							
Company Size		Nature of employment					
		Fix term contract	Permanent	Temporary	Seasonal	Casual	Total
		Count	Count	Count	Count	Count	Count
q2_1bm Employees employed June 30 2020	1 - 4 employees	8	16	0	0	0	24
	5 - 9 employees	0	135	8	7	0	149
	10 - 19 employees	21	173	13	5	0	211
	20 - 49 employees	64	489	11	47	7	618
	50 - 99 employees	24	326	133	81	0	565
	100 - 249 employees	0	146	3	0	0	149
	250 - 499 employees	0	23	0	0	0	23
	<b>Total</b>	<b>118</b>	<b>1308</b>	<b>167</b>	<b>140</b>	<b>7</b>	<b>1739</b>

Source: Central Statistics Office, Labour Market Needs Assessment Survey July - November 2020

Number Employed by Major Industry Group, Job Openings Exist and Number of Establishments							
Major Industry Group		Employees employed June 30 2020		New Hires Occurred Jul 2019 - Jun 2020		Number of Establishments	
		Sum	Column Sum %	None	New Hires Occurred	Sum	Column Sum %
				Count	Count		
Major Industry Group	Manufacturing	3,259	8.4%	23	46	69	5.3%
Major Industry Group	Construction	2,196	5.7%	42	38	80	6.1%
	Wholesale and retail trade; repair of motor vehicles and motorcycles	7,761	20.0%	149	72	222	16.9%
	Accommodation and food service activities	11,055	28.5%	386	115	501	38.2%
	Transportation, Communications, Utilities	3,963	10.2%	86	30	116	8.9%
	Finance, Insurance and Real Estate	3,290	8.5%	55	28	83	6.3%
	Services - Health, private education, social legal and other services	6,889	17.8%	121	105	226	17.2%
	Other	363	.9%	5	9	15	1.1%
	<b>Total</b>	<b>38,776</b>	<b>100.0%</b>	<b>868</b>	<b>443</b>	<b>1,311</b>	<b>100.0%</b>

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

Number Employed by Company Size Group, Number Employed, Number Hired, Number of Job Openings and Separations											
Company Size Group		Employees employed July 1 2019		Employees employed June 30 2020		Total Newly Employed June 2019 to May 2020		Total Job Openings last four weeks		Employees who left establishment	
		Sum	Column Sum %	Sum	Column Sum %	Sum	Column Sum %	Sum	Column Sum %	Sum	Column Sum %
q2_1bm Employees employed June 30 2020	1 - 4 employees	1,192	2.7%	621	1.6%	24	.7%	7	1.1%	589	7.1%
	5 - 9 employees	3,452	7.9%	2,290	5.9%	149	4.1%	14	2.3%	1,347	16.2%
	10 - 19 employees	4,177	9.6%	3,540	9.1%	211	5.8%	51	8.7%	824	9.9%
	20 - 49 employees	10,384	23.9%	8,806	22.7%	801	22.1%	64	10.8%	2,408	29.0%
	50 - 99 employees	8,590	19.8%	8,051	20.8%	661	18.2%	117	19.7%	1,212	14.6%
	100 - 249 employees	6,875	15.8%	7,140	18.4%	1,125	31.0%	325	54.7%	861	10.4%
	250 - 499 employees	5,367	12.4%	4,927	12.7%	660	18.2%	16	2.8%	1,070	12.9%
	500 - 999 employees	3,400	7.8%	3,400	8.8%	0	0.0%	0	0.0%	0	0.0%
	1000 - highest employees		0.0%		0.0%		0.0%		0.0%		0.0%
	<b>Total</b>	<b>43,438</b>	<b>100.0%</b>	<b>38,776</b>	<b>100.0%</b>	<b>3,631</b>	<b>100.0%</b>	<b>595</b>	<b>100.0%</b>	<b>8,311</b>	<b>100.0%</b>

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

Number Employed by Major Industry Group, Job Openings Exist and Number of Establishments							
Major Industry Group		Employees employed June 30 2020		New Hires Occurred Jul 2019 - Jun 2020		Number of Establishments	
		Sum	Column Sum %	None	New Hires Occurred	Sum	Column Sum %
				Count	Count		
Major Industry Group	Manufacturing	3,259	8.4%	23	46	69	5.3%
	Construction	2,196	5.7%	42	38	80	6.1%
	Wholesale and retail trade; repair of motor vehicles and motorcycles	7,761	20.0%	149	72	222	16.9%
	Accommodation and food service activities	11,055	28.5%	386	115	501	38.2%
	Transportation, Communications, Utilities	3,963	10.2%	86	30	116	8.9%
	Finance, Insurance and Real Estate	3,290	8.5%	55	28	83	6.3%
	Services - Health, private education, social legal and other services	6,889	17.8%	121	105	226	17.2%
	Other	363	.9%	5	9	15	1.1%
	Total	38,776	100.0%	868	443	1,311	100.0%

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

Number Employed by Company Size Group, Number Employed, Number Hired, Number of Job Openings and Separations											
Company Size Group		Employees employed July 1 2019		Employees employed June 30 2020		Total Newly Employed June 2019 to May 2020		Total Job Openings last four weeks		Employees who left establishment	
		Sum	Column Sum %	Sum	Column Sum %	Sum	Column Sum %	Sum	Column Sum %	Sum	Column Sum %
q2_1bm Employees employed June 30 2020	1 - 4 employees	1,192	2.7%	621	1.6%	24	.7%	7	1.1%	589	7.1%
	5 - 9 employees	3,452	7.9%	2,290	5.9%	149	4.1%	14	2.3%	1,347	16.2%
	10 - 19 employees	4,177	9.6%	3,540	9.1%	211	5.8%	51	8.7%	824	9.9%
	20 - 49 employees	10,384	23.9%	8,806	22.7%	801	22.1%	64	10.8%	2,408	29.0%
	50 - 99 employees	8,590	19.8%	8,051	20.8%	661	18.2%	117	19.7%	1,212	14.6%
	100 - 249 employees	6,875	15.8%	7,140	18.4%	1,125	31.0%	325	54.7%	861	10.4%
	250 - 499 employees	5,367	12.4%	4,927	12.7%	660	18.2%	16	2.8%	1,070	12.9%
	500 - 999 employees	3,400	7.8%	3,400	8.8%	0	0.0%	0	0.0%	0	0.0%
	1000 - highest employees		0.0%		0.0%		0.0%		0.0%		0.0%
		Total	43,438	100.0%	38,776	100.0%	3,631	100.0%	595	100.0%	8,311

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

Number Employed by Major Industry Group, Number Employed, Number Hired, Number of Job Openings and Separations											
Major Industry Group	Employees employed July 1 2019		Employees employed June 30 2020		Total Newly Employed June 2019 to May 2020		Total Job Openings last four weeks		Employees who left establishment		
	Sum	Column Sum %	Sum	Column Sum %	Sum	Column Sum %	Sum	Column Sum %	Sum	Column Sum %	
Major Industry Group	Manufacturing	3,308	7.6%	3,259	8.4%	235	6.5%	72	12.1%	284	3.4%
Major Industry Group	Construction	2,083	4.8%	2,196	5.7%	542	14.9%	5	.8%	429	5.1%
	Wholesale and retail trade; repair of motor vehicles and motorcycles	8,397	19.3%	7,761	20.0%	1,180	32.5%	279	47.0%	1,816	21.7%
	Accommodation and food service activities	14,191	32.6%	11,055	28.5%	698	19.2%	27	4.6%	3,881	46.4%
	Transportation, Communications, Utilities	4,344	10.0%	3,963	10.2%	89	2.4%	51	8.6%	440	5.3%
	Finance, Insurance and Real Estate	3,368	7.7%	3,290	8.5%	82	2.3%	34	5.7%	160	1.9%
	Services - Health, private education, social legal and other services	7,437	17.1%	6,889	17.8%	791	21.8%	126	21.1%	1,339	16.0%
	Other	371	.9%	363	.9%	15	.4%	1	.2%	22	.3%
	<b>Total</b>	<b>43,499</b>	<b>100.0%</b>	<b>38,776</b>	<b>100.0%</b>	<b>3,631</b>	<b>100.0%</b>	<b>595</b>	<b>100.0%</b>	<b>8,372</b>	<b>100.0%</b>

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

Number Employed by Major Commercial Areas, Number Employed, Number Hired, Number of Job Openings and Separations											
Major Commercial Areas	Employees employed July 1 2019		Employees employed June 30 2020		Total Newly Employed June 2019 to May 2020		Total Job Openings last four weeks		Employees who left establishment		
	Sum	Column Sum %	Sum	Column Sum %	Sum	Column Sum %	Sum	Column Sum %	Sum	Column Sum %	
Major Commercial Areas	Castries Metropolitan	16,817	38.7%	15,412	39.7%	1,319	36.3%	123	20.6%	2,745	32.8%
Major Commercial Areas	Other Castries		0.0%		0.0%		0.0%		0.0%		0.0%
	Other	909	2.1%	877	2.3%	20	.5%	0	0.0%	52	.6%
	Soufriere	5,903	13.6%	5,082	13.1%	28	.8%	0	0.0%	849	10.1%
	Vieuxfort	6,603	15.2%	6,128	15.8%	307	8.5%	166	27.8%	775	9.3%
	Gros Islet	13,267	30.5%	11,278	29.1%	1,958	53.9%	306	51.5%	3,950	47.2%
	<b>Total</b>	<b>43,499</b>	<b>100.0%</b>	<b>38,776</b>	<b>100.0%</b>	<b>3,631</b>	<b>100.0%</b>	<b>595</b>	<b>100.0%</b>	<b>8,372</b>	<b>100.0%</b>

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

Number Employed by Major Industry Group, Job Openings Exist and Number of Establishments							
Major Industry Group		Employees employed June 30 2020		New Hires Occurred Jul 2019 - Jun 2020		Number of Establishments	
		Sum	Column Sum %	None	New Hires Occurred	Sum	Column Sum %
				Count	Count		
q1_2ISIC1 Business Type First Choice	Agriculture_ forestry and fishing	59	.7%	1	2	3	1.1%
	Mining and quarrying	116	1.3%	1	1	2	.7%
	Manufacturing	1,136	13.1%	8	16	24	8.6%
	Electricity_ gas_ steam and air conditioning supply	96	1.1%	3	1	4	1.4%
	Water supply; sewerage_ waste management and remediation activities	96	1.1%	3	0	3	1.1%
	Construction	466	5.4%	9	8	17	6.1%
	Wholesale and retail trade; repair of motor vehicles and motorcycles	1,611	18.6%	31	15	46	16.5%
	Transportation and storage	216	2.5%	9	4	13	4.7%
	Accommodation and food service activities	1,632	18.8%	57	17	74	26.6%
	Information and communication	522	6.0%	5	3	8	2.9%
	Financial and insurance activities	833	9.6%	10	7	17	6.1%
	Real estate activities	113	1.3%	5	1	6	2.2%
	Professional_ scientific and technical activities	48	.6%	2	1	3	1.1%
	Administrative and support service activities	689	7.9%	8	8	16	5.8%
	Public administration and defence; compulsory social security	71	.8%	0	1	1	.4%
	Education	34	.4%	0	2	2	.7%
	Human health and social work activities	68	.8%	5	1	6	2.2%
	Arts_ entertainment and recreation	80	.9%	4	1	5	1.8%
	Other service activities	656	7.6%	10	11	21	7.6%
	Other _Specify_	137	1.6%	3	4	7	2.5%
	Total	8,679	100.0%	174	104	278	100.0%

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

Number Employed by Company Size Group, Job Openings Exist and Number of Establishments							
Company Size Group		Employees employed June 30 2020		New Hires Occurred Jul 2019 - Jun 2020		Number of Establishments	
		Sum	Column Sum %	None	New Hires Occurred	Sum	Column Sum %
				Count	Count		
q2_1bm Employees employed June 30 2020	1 - 4 employees	621	1.6%	206	20	226	17.3%
	5 - 9 employees	2,290	5.9%	266	72	338	25.9%
	10 - 19 employees	3,540	9.1%	163	101	264	20.2%
	20 - 49 employees	8,806	22.7%	154	130	284	21.8%
	50 - 99 employees	8,051	20.8%	46	78	124	9.5%
	100 - 249 employees	7,140	18.4%	16	31	47	3.6%
	250 - 499 employees	4,927	12.7%	3	12	15	1.1%
	500 - 999 employees	3,400	8.8%	7	0	7	.5%
	1000 - highest employees		0.0%	0	0		0.0%
	Total	38,776	100.0%	861	443	1,304	100.0%

Source: Central Statistics Office Labour Market Needs Assessment Survey, Jul 2020 - Nov 2020

Number of weeks to recruit						
		Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	0	88	5.0	5.2	5.2	
	1	643	36.9	38.0	43.2	
	2	602	34.5	35.6	78.9	
	3	112	6.4	6.6	85.5	
	4	158	9.1	9.4	94.8	
	5	4	.3	.3	95.1	
	6	16	.9	.9	96.0	
	7	3	.2	.2	96.2	
	8	15	.9	.9	97.1	
	9	8	.5	.5	97.6	
	12	14	.8	.8	98.4	
	16	3	.2	.2	98.6	
	24	8	.4	.4	99.1	
	26	4	.2	.2	99.3	
	30	5	.3	.3	99.6	
	32	3	.2	.2	99.8	
	48	3	.2	.2	100.0	
		Total	1689	96.9	100.0	
	Missing	99	54	3.1		
		Total	1744	100.0		

Wage Salary Paid					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	9.000	24	1.4	1.4	1.4
	15.000	5	.3	.3	1.6
	16.000	3	.2	.2	1.8
	18.000	5	.3	.3	2.1
	20.000	3	.2	.2	2.2
	90.000	5	.3	.3	2.5
	100.000	5	.3	.3	2.8
	150.000	4	.2	.2	3.0
	280.000	5	.3	.3	3.3
	300.000	23	1.3	1.3	4.7
	325.000	14	.8	.8	5.5
	350.000	48	2.8	2.8	8.3
	360.000	29	1.7	1.7	9.9
	396.000	14	.8	.8	10.8
	400.000	63	3.6	3.6	14.4
	420.000	9	.5	.5	14.9
	425.000	5	.3	.3	15.2
	440.000	5	.3	.3	15.5
	450.000	9	.5	.5	16.0
	480.000	5	.3	.3	16.2
	500.000	52	3.0	3.0	19.2
	545.000	3	.2	.2	19.4
	575.000	3	.2	.2	19.6
	600.000	113	6.5	6.5	26.1
	640.000	6	.3	.3	26.4
	650.000	4	.2	.2	26.7
	700.000	14	.8	.8	27.5
	710.000	5	.3	.3	27.7
	800.000	8	.5	.5	28.2
	875.000	3	.2	.2	28.4
	900.000	22	1.2	1.2	29.6
	925.000	4	.2	.2	29.9
	950.000	5	.3	.3	30.1
	1000.000	28	1.6	1.6	31.8
	1100.000	13	.7	.7	32.5
	1200.000	159	9.1	9.1	41.6
	1250.000	3	.2	.2	41.8
	1300.000	21	1.2	1.2	43.0
	1500.000	28	1.6	1.6	44.6
	1600.000	11	.6	.6	45.2
	1700.000	13	.7	.7	45.9
	1800.000	9	.5	.5	46.5
	1818.000	5	.3	.3	46.7
	2000.000	37	2.1	2.1	48.9
	2100.000	8	.5	.5	49.3
	2200.000	16	.9	.9	50.2
	2300.000	3	.2	.2	50.4
	2500.000	4	.2	.2	50.6
	2692.000	4	.2	.2	50.9
	2800.000	11	.6	.6	51.5
3000.000	16	.9	.9	52.4	
8000.000	4	.2	.2	52.7	
	Refused to say	823	47.2	47.3	100.0
	Total	1739	99.8	100.0	
Missing	System	4	.2		
	Total	1744	100.0		

Average, Median, Maximum and Minimum Monthly Earnings of Persons Hired July 2019 to June 2020 by Occupation					
Occupation		Monthly Wages or Salary			
		Mean	Median	Maximum	Minimum
Main occupation of persons hired	Ac Technician	1000.00	1000.00	1000.00	1000.00
	Accounting Assistant				
	Accounts Clerk	1300.00	1300.00	1300.00	1300.00
	Accounts Supervisor	2000.00	2000.00	2000.00	2000.00
	Accounts Technician	3000.00	3000.00	3000.00	3000.00
	Administrative Manager	1974.92	2200.00	2200.00	1700.00
	Administrative Records Registrar				
	Administrative Secretary	1668.77	1800.00	3000.00	700.00
	Aggregate-Plant Operator				
	Alignment Technician				
	Ambassador				
	Assembler, Electrical Fixtures	1200.00	1215.00	1280.00	1090.00
	Assistant Teacher, (Primary)	2692.00	2692.00	2692.00	2692.00
	Attendant	720.00	720.00	720.00	720.00
	Automotive Mechanic	3000.00	3000.00	3000.00	3000.00
	Administration Professionals Not Elsewhere Classified	1424.40	1500.00	1500.00	1300.00
	Administrative Assistant	3129.45	2200.00	4400.00	1850.00
	Assemblers Not Elsewhere Classified				
	Baggage Porter	880.00	880.00	880.00	880.00
	Baker	1405.00	1460.00	2000.00	700.00
	Bank Clerk				
	Bank Teller	1200.00	1200.00	1200.00	1200.00
	Bar Supervisor				

Bartender	1008.64	1200.00	1200.00	600.00
Building Cleaner	560.00	560.00	560.00	560.00
Bus Driver	1941.34	2000.00	2000.00	1260.00
Business Development Officer	1700.00	1700.00	1700.00	1700.00
Butcher	1300.00	1300.00	1300.00	1300.00
Butler				
Bakers, Pastry-Cooks and Confectionery Makers	770.00	720.00	960.00	650.00
Bank Manager				
Bartenders				
Building Construction Labourers	1260.00	1260.00	1260.00	1260.00
Carpenter-Joiner, Construction				
Cart Driver	1200.00	1200.00	1200.00	1200.00
Chef				
Civil Engineer				
Cook	1000.00	1000.00	1000.00	1000.00
Customer Service Cashier	933.28	792.00	2800.00	650.00
Car, Taxia and Van Drivers	1200.00	1200.00	1200.00	1200.00
Carburettor Mechanic				
Carpenter S Helper				
Cashiers and Ticket Clerks				
Chef Assistant	1600.00	1600.00	1600.00	1600.00
Civil Engineering Labourers				
Claims Clerk	1500.00	1500.00	1500.00	1500.00
Cocktail Waiter Waitress				
Commercial Sales Representatives	985.17	1000.00	1300.00	600.00
Construction Labourer	1260.00	1260.00	1260.00	1260.00
Construction Supervisor				



	Cook Helper Assistant				
	Credit and Loans Officers				
	Customer Care Agent	1200.00	1200.00	1200.00	1200.00
	Customer Service Agent, Airline	1600.00	1600.00	1600.00	1600.00
	Destination Marketing Coordinator	8000.00	8000.00	8000.00	8000.00
	Domestic Housekeeper	600.00	600.00	600.00	600.00
	Daycare Teacher				
	Delivery Truck Driver	1230.00	1230.00	1260.00	1200.00
	Deputy Legal Secretary				
	Domestic Housekeepers				
	Draughtspersons				
	Driver Salesman	1300.00	1300.00	1300.00	1300.00
	Fast-Food Attendant	1000.00	1000.00	1000.00	1000.00
	Financial Comptroller				
	Fish-Processing-Machine Operator				
	Food and Beverage Technician	1200.00	1200.00	1200.00	1200.00
	Front Desk Clerk, Hotel				
	Food and Beverage Server	1200.00	1200.00	1200.00	1200.00
	Garment Folder	700.00	700.00	700.00	700.00
	General Manager	3000.00	3000.00	3000.00	3000.00
	General Manager, Postal Operations				
	Garment and Related Pattern-Makers and Cutters	700.00	700.00	700.00	700.00
	General Office Clerks	2000.00	2000.00	2000.00	2000.00
	Grounds Man				
	Housekeeper, Hotel	1200.00	1200.00	1200.00	1200.00

Human Resource Manager	2898.60	2800.00	3000.00	2800.00
Health Care Assistants	1000.00	1000.00	1000.00	1000.00
Heavy Truck and Lorry Drivers	2940.53	3200.00	3200.00	1600.00
Helper Mechanic	1400.00	1400.00	1400.00	1400.00
Helper, Plastic Products Manufacture				
Human Resource Managers	1818.00	1818.00	1818.00	1818.00
Insurance Underwriter	1500.00	1500.00	1500.00	1500.00
Incinerator and Water-Treatment Plant Operators				
Installation Service Technician, Security Systems	1800.00	1800.00	1800.00	1800.00
Inventory Clerk	1100.00	1100.00	1100.00	1100.00
Inventory Officer	1750.00	1750.00	1750.00	1750.00
Janitor	1000.00	1000.00	1000.00	1000.00
Judge				
Kitchen Assistant	600.00	600.00	600.00	600.00
Labourer, Manufacturing	866.67	800.00	1200.00	800.00
Linesman				
Loan Administration Officer				
Legal and Related Associate Professionals				
Mason				
Merchandiser	1023.44	1000.00	1100.00	1000.00
Maintenance Technician				
Manufacturing Attendant	1066.67	1200.00	1200.00	800.00
Manufacturing Managers	2200.00	2200.00	2200.00	2200.00
Manufacturing Supervisors	800.00	800.00	800.00	800.00
Marketing Representative				

Mason S Helper	2100.00	2100.00	2100.00	2100.00
Massage Therapist				
Meat And Seafood Processing Machine Operators	1200.00	1200.00	1200.00	1200.00
Mechanical Engineering Technicians				
Messengers, Package Deliverers and Luggage Porters	1274.28	900.00	2500.00	900.00
Metal Production Process Controllers				
Office Cashier				
Office Clerk	1000.00	1000.00	1000.00	1000.00
Operations Supervisor, Electronic Media				
Oven Tender	720.00	720.00	720.00	720.00
Office Assistant	1000.00	1000.00	1000.00	1000.00
Pest Control Technician				
Plastic- Moulding-Machine Operator				
Printing Supervisor	2000.00	2000.00	2000.00	2000.00
Pumpman, Petroleum Industry	1000.00	1000.00	1000.00	1000.00
Plastic Products Machine Operators				
Quality Control Specialist, Tourism	2300.00	2300.00	2300.00	2300.00
Quantity Surveyor				
Quality Control Technician				
Real Estate Agent				
Regulatory Affairs Systems Manager				
Restaurant Supervisor				
Sales Clerk	801.94	800.00	1100.00	700.00
Sales Representative	2800.00	2800.00	2800.00	2800.00
Security Guard				

	Steel Bender And Fixer	2520.00	2520.00	2520.00	2520.00
	Steward	950.00	950.00	1000.00	900.00
	Supervisor, Motor Vehicle Maintenance And Repair	1800.00	1800.00	1800.00	1800.00
	Sandwich Artist				
	Shop Sales Assistants	687.50	700.00	700.00	650.00
	Site Foreperson				
	Taxi Driver				
	Telecommunications Technician	1957.14	2100.00	2500.00	1200.00
	Timekeeper	1260.00	1260.00	1260.00	1260.00
	Technician, Maintenance	2240.00	2240.00	2240.00	2240.00
	Van Salesman	500.00	500.00	500.00	500.00
	Vehicle Transporter-Driver	1900.00	1900.00	1900.00	1900.00
	Waiter Waitress	788.91	600.00	1000.00	600.00
	Warehouse Attendant	1000.00	1000.00	1000.00	1000.00
	Warehouse Manager	1700.00	1700.00	1700.00	1700.00
	Woodsman				
	Waiters				
	<b>Total</b>	<b>1387.18</b>	<b>1200.00</b>	<b>8000.00</b>	<b>500.00</b>
<b>Source: Central Statistics Office, Labour Market Needs Assessment Survey July - November 2020</b>					

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	9.000	24	1.4	1.4	1.4
	15.000	5	.3	.3	1.6
	16.000	3	.2	.2	1.8
	18.000	5	.3	.3	2.1
	20.000	3	.2	.2	2.2
	90.000	5	.3	.3	2.5
	100.000	5	.3	.3	2.8
	150.000	4	.2	.2	3.0
	280.000	5	.3	.3	3.3
	300.000	23	1.3	1.3	4.7
	325.000	14	.8	.8	5.5
	350.000	48	2.8	2.8	8.3
	360.000	29	1.7	1.7	9.9
	396.000	14	.8	.8	10.8
	400.000	63	3.6	3.6	14.4
	420.000	9	.5	.5	14.9
	425.000	5	.3	.3	15.2
	440.000	5	.3	.3	15.5
	450.000	9	.5	.5	16.0
	480.000	5	.3	.3	16.2
	500.000	52	3.0	3.0	19.2
	545.000	3	.2	.2	19.4
	575.000	3	.2	.2	19.6
	600.000	113	6.5	6.5	26.1
	640.000	6	.3	.3	26.4
	650.000	4	.2	.2	26.7
	700.000	14	.8	.8	27.5
	710.000	5	.3	.3	27.7
	800.000	8	.5	.5	28.2
	875.000	3	.2	.2	28.4
	900.000	22	1.2	1.2	29.6
	925.000	4	.2	.2	29.9
	950.000	5	.3	.3	30.1
	1000.000	28	1.6	1.6	31.8
	1100.000	13	.7	.7	32.5
	1200.000	159	9.1	9.1	41.6
	1250.000	3	.2	.2	41.8
	1300.000	21	1.2	1.2	43.0
	1500.000	28	1.6	1.6	44.6
	1600.000	11	.6	.6	45.2
	1700.000	13	.7	.7	45.9
1800.000	9	.5	.5	46.5	
1818.000	5	.3	.3	46.7	
2000.000	37	2.1	2.1	48.9	
2100.000	8	.5	.5	49.3	
2200.000	16	.9	.9	50.2	
2300.000	3	.2	.2	50.4	
2500.000	4	.2	.2	50.6	
2692.000	4	.2	.2	50.9	
2800.000	11	.6	.6	51.5	
3000.000	16	.9	.9	52.4	
8000.000	4	.2	.2	52.7	
Refused to say	823	47.2	47.3	100.0	
Total	1739	99.8	100.0		
Missing	System	4	.2		
Total		1744	100.0		

## Appendix 15 Responses to COVID 19 adjusted Questionnaire

<b>Percentage of Businesses making changes to their workforce Jul - Nov 2020 since COVID 19 pandemic</b>		
		Column N %
COVID-19 business made changes to i) workforce: ii) No Changes to workforce	Not Applicable	69.1%
	Yes	30.9%
COVID-19 business made changes to i)workforce:Reduced the total number of employees working for this business	Not Applicable	61.2%
	Yes	38.8%
COVID-19 business made changes to i)workforce:Reduced the number of hours worked by staff currently employed	Not Applicable	61.7%
	Yes	38.3%
COVID-19 business made changes to (i) workforce:  Reduced the hourly rate of pay for any employees	Not Applicable	86.7%
	Yes	13.3%
COVID-19 business made changes to ( i) workforce: Applied a wage freeze for any employees	Not Applicable	98.2%
	Yes	1.8%
COVID-19 business made changes to (i) workforce: (ii) Placed staff on paid leave	Not Applicable	91.2%
	Yes	8.8%
COVID-19 business made changes to (i)workforce: Placed staff on unpaid leave	Not Applicable	94.3%
	Yes	5.7%
COVID-19 business made changes to (i)workforce: Don't Know	Not Applicable	99.0%
	Yes	1.0%
<b>Source: Central Statistics Office, Labour Market Needs Assessment Survey July - November 2020</b>		

## Appendix 16 General Data 2019

<b>Population (2019):</b> 179,995 Female: 90,666 Male: 89,329		
<b>Labour Force:</b> 85,545 (2019) Female: 39,738 Male: 45,807		
<b>Real GDP Growth:</b> 1.7% (2019)		
<b>Employed Labour Force (2019):</b>	<b>Unemployment Rate (%):</b>	<b>Labour Force Participation Rate (%):</b>
Total: 73,136	Total: 14.0 (2019)	Total: 74.3 (2019)
Women: 32,756	Women: 18.5% (2019)	Women: 59.3% (2019)
Men: 40,380	Men: 10.0 (2019)	Men: 73.3% (2019)
<b>Employment by Industry (%) (2019):</b>		
Agriculture, Hunting, and Forestry	11.6%	
Fishing	1.3%	
Manufacturing	5.9%	
Electricity, Gas and Water Supply	0.4%	
Construction	13.3%	
Wholesale and Retail Trade, etc.	14.6%	
Hotels and Restaurants	11.7%	
Transport, Storage and Communications	6.3%	
Financial Intermediation	1.2%	
Real Estate, Renting and Business Activities	3.6%	
Public Administration and Social Security	14.1%	
Education	1.2%	
Health and Social Work	0.4%	
Other Community, Social and Personal Services Activities	2.9%	
Private Households and Employed Persons	3.6%	
Other	0.3%	
Not Stated	5.8%	