



PRESS RELEASE

The Labor Force Survey, conducted by the Central Bureau of Statistics, indicates:

A SHARP RISE IN THE PARTICIPATION OF WOMEN IN THE LABOR FORCE PROCESS

The Labor Force Survey was conducted in October and November 1994. Within a period of six weeks, a team of 20 interviewers visited 1,975 households and interviewed a total of 4,845 persons. The survey resulted in a comprehensive publication covering essential information about the developments in the labor market. Concerning the employed population, there is information about the major occupational groups, the branch of industry, the level of education, labor mobility, absenteeism, etc. For the unemployed population, there is information on different ways of employment search, desired working hours and periods of unemployment. The survey also provides statistics about the population not in the labor force, for example, the number of housekeepers, pensioners and students.

Labor force growth and participation

The yearly growth rate of the employed population during the 27 months, between the population census and the beginning of 1994, was no less than 9.2 percent per year. According to the population census of 1991, the total number of employed persons amounted to 29,219, of which 16,834 were males and 12,385 females.

The total employed population, at the beginning of 1994, was estimated to be 35,936: 20,999 were males and 14,938 were females. The number of unemployed persons was estimated to be 1,185 for males and 1,291 for females. Thus, the total labor force consisted of 38,412 persons. This implies that the group of employed males has grown at a faster pace (11.0%) than the group of employed females (8.3%).

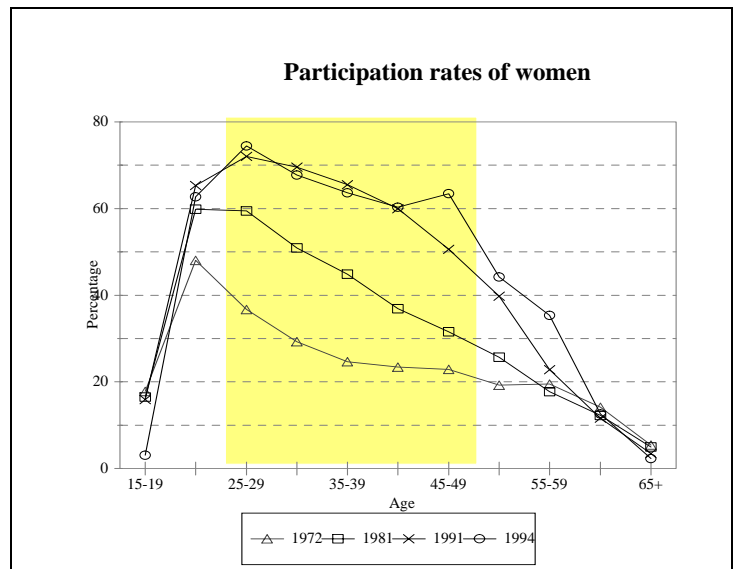
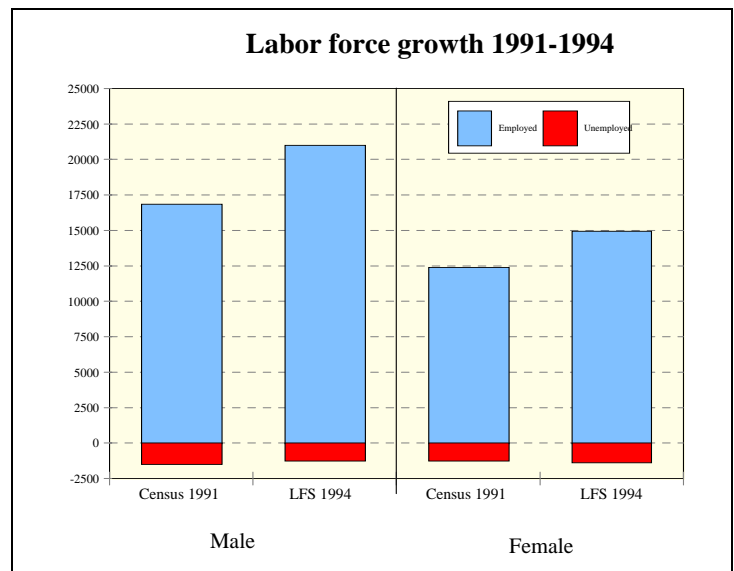
During the past twenty years the employment rate has increased significantly. In 1972, the employment rate of the total population was 47.2%. By 1981, the employment rate increased to 57.8%. Between 1991 and 1994 the employment rate did not change drastically, 63.9% and 63.5% respectively, which is about the same as in the Netherlands.

Increasing importance of women in labor force

The increase in the overall employment rate is solely due to a sharp rise in the participation of women in the labor force. In 1972, the employment rate for women was 27.9%. In the seventies participation immensely increased reaching 40.2% by 1981. The population census of 1991 showed a further increase, reaching 53%. Since then, it seems that the growing participation of women has leveled off and is now at 52.7%.

However, it is interesting to note that there are changes in the participation trends. Since the beginning of the nineties participation rates for women between the ages of 25-29 through 40 has somewhat dropped in contrast to the figures in 1991. The participation rates for women above the age of 40, however, are increasing. This has to do with that period in their life-cycle when women no longer need to take care of their children as intensively as before and are free to take up a job again outside the home.

Employed population by level of education



There is a clear connection between the major occupational groups and education. It is no surprise that persons with a high

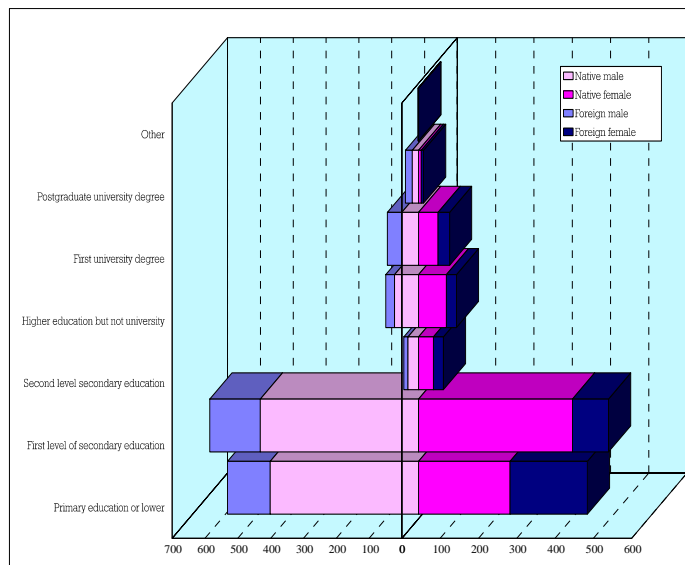
level of education have occupations which require a high level of professional knowledge. And that most persons with a very low educational background can be found at the other end of the occupational scale.

Comparing the Labor Force Survey with the 1991 Census, the level of education of the employed population appears to be almost equal. The differences between the sexes at categories ISCED-5 (higher education but not university) and ISCED-6 (first university degree) has decreased. If we only consider Aruban employees in 1994 at the above-mentioned categories, the proportion of men and women is about equal.

The existing difference in the total population is solely caused by non-Aruban employees. In 1991, at categories ISCED-2 (first level of secondary education) and ISCED-0&1 (primary education or less), the foreign male proportion was 3.2% and 5.7% respectively and the foreign female proportion was 1.8% and 6.5% respectively. In 1994, the male proportion was respectively 5.7% and 4.8% and the female proportion 3.5% and 7.5%.

ISCED-category 3 (second level of secondary education) is quite interesting. In this group, the proportion of females is much larger than the proportion of males.

For those with a postgraduate university degree there is still an important inequality between men and women. The male population, both native and foreign, takes respectively 0.7% and 0.8% for their account and their female counterparts 0.3% and 0.2% respectively.

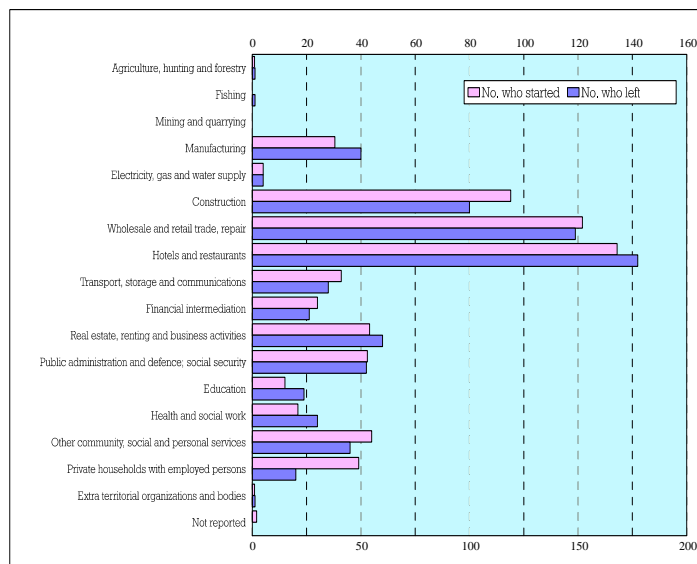


Labor Market flexibility

During the first years of employment, in particular, the number of persons leaving the job is quite high. After one year, about 10% of males have left the jobs they started, for females this is about 11.5%. After two years 18% of males have left their jobs, while about 22% of the females are no longer in the same job. On average the duration of a job for women is shorter than for men. A reason for the high level of job mobility may be found in the high demand for labor. Because of this, many employees may easily find the opportunity to improve themselves by finding work in another company or sector.

Among all employed, unemployed and non-active persons, 12.9% left their jobs during the past two years. The fact that this figure is lower than the number of persons who entered a new job, (16.6%), is a clear indication that the job market in Aruba continues to expand. Of all employed persons, 38.0% had changed jobs during the last ten years. Among these persons, 54.6% were previously employed in a different sector. This implies that for all persons who changed jobs in the last ten years no less than 54.6% moved out of the industrial sector in which they were previously employed. Quite remarkable is that persons who change jobs, generally find new employment outside their original industrial sector rather than in the same sector.

Labor market flexibility



Employed population by level of education

Productivity and wages

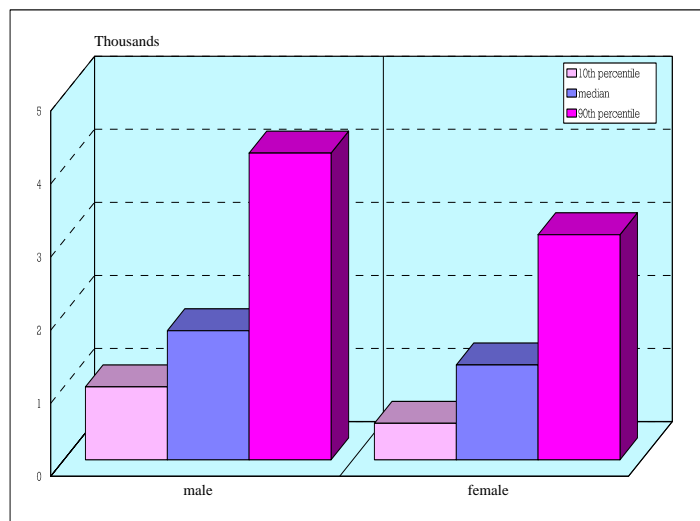
The median gross income for the main job was found to be Afl. 1,530. This means that 50% of the jobs in Aruba are better paid than Afl. 1,530 per month, and 50% are paid less. Wages are considerably higher for men than for women. The median gross income is Afl. 1,768 for men and Afl 1,300 for women. This implies that the median wage for males is 35% higher than for females. The data also shows a high dispersion of salaries in the population. Among males, the 10% of the population with the highest earnings, obtain Afl. 4,200 or more in their current jobs. The lowest 10% earn less than Afl. 1,000. For women the ratio between the highest and the lowest 10% (Afl. 3,083 and Afl. 500 respectively), is even higher. It is also notable that there is a connection between the wages and the major occupational groups. Among all wage or salary earners, 10.8% indicated that they had worked fewer hours than stated in their contract. On average, these persons worked per week 27.4 hours less than normal. The most important reason for being absent from work is health (47.2%). Holidays is the second most important reason, 30.2%. And 8.9% were compelled to stay home because of a shortage of work or other technical reasons. Absenteeism due to sick leave is higher among females below the age of 40 than among females above this age. For males this is an opposite trend. The higher rates for young females may be due to maternity leave. Sick leave seems to be higher among Aruban workers (15.9%) than among foreigners (12%). The difference in proportion having at least one day sick leave, is highest in the younger age groups, 12.2% for foreigners against 16.9% for Aruban workers.

The structure of employment in Aruba

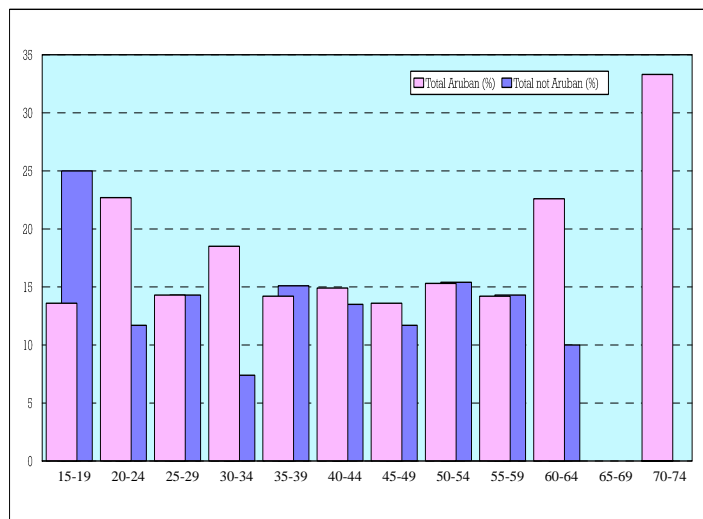
The sectors with the highest share in total employment are "hotels and restaurants" and "wholesale and retail trade, repair" with 17.6% and 17.3% respectively. This reflects the importance of the tourist industry. Employment in the sectors "public administration and defense; social security" and "construction" are also high: 10.7% and 10.45, respectively. It is not surprising that the sectors "agriculture, hunting and forestry", "fishing", "mining and quarrying" and "extra territorial organizations and bodies" are unimportant. The proportion of people working in these sectors are is than 1% each.

The active female population is mainly employed in the following sectors: "private household with employed persons", "health and social work" and "financial intermediation". Out of the total female labor force, 21.4% was classified as employed in the sector "wholesale and retail trade and repair" and 20.8% in "hotels and restaurants".

Men are employed in much larger numbers in the categories "electricity, gas and water supply", "construction" and "manufacturing" than women are. The above mentioned recapitulation gives only a brief overview of the information available in the Labor Force Survey. This publication is available at the Central Bureau of Statistics, L.G.Smith Blvd. 160 in the Sun Plaza Building. For further information feel free to contact Mr. Manolo Giel at telephone (297-8)37433, fax (297-8)38057, E-mail CBS@mail.setarnet.aw.



**Gross salary distribution
Persons on sick leave for at least one day**



by age and Aruban/non-Aruban status

