

# Developments of Aruba's Labor Force 2007



Labour, income and social security

# Developments of Aruba's Labor Force



Figures and indicators of the Labor Force Survey 2007

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## Developments of Aruba's Labor Force

In October 2007 a Labor Force Survey was held by the Central Bureau of Statistics Aruba. A total of 1700 household were visited and 3300 persons were interviewed to collect data on the economically active population<sup>1</sup> in Aruba and their socio-demographic characteristics.

As a result, a series of reports are developed to present the statistics, figures and indicators of the characteristics of the labor market of Aruba in 2007, in comparison with figures and indicators of the Censuses and Labor force surveys held in the past. Also comparisons are made between the development of the labor market in Aruba with global figures and indicators.

This first report "Development of Aruba's labor force" will examine the labor development of population of Aruba, the changes in the labor force, the gender differences, the participation rate, the (un) employment-to-population rate, the sectors of employment and the differences in employment of men and women in comparison with the trends in the labor force of other countries in the year 2007. Special attention will be given to the employment and participation of women, the youth and the elderly in the labor force.

The Central Bureau of Statistics follows the Labor Force Concept of the International Labor Organization (ILO). This internationally established concept allows comparisons between the Aruban labor force data with those of other countries.

The Labor Force Survey 2007 is the third labor force survey organized by the Central Bureau of Statistics Aruba (CBS). The team in charge of the organization of the survey consisted of the following persons Mrs. Drs. Karla. J. Peterson-Kock (project leader and author of this report), Mrs. M. Plaza-Maduro, BSc. Mrs. D.I. Thodé-Helder, Ph.D, Mrs. Drs. M.R. Vigelandzoon and Mrs. M.J. van der Biezen-Marques, BSc. The team was for a prolonged period assisted by other personnel of the CBS, involved in training sessions, logistics, fieldwork guidance and control, editing and coding.

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<sup>1</sup> The population 15 years and older is divided into 2 groups: the economically active (employed and unemployed) and the economically inactive or non-active population. The labor force consists of the employed and unemployed, also referred to as the economically active population.

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## Global trends in 2007 and the labor market of Aruba.

Globalization and the rapid changes in technology continue to impact the labor markets in the world.

According to the publications of the International Labor Organization (ILO) Global Employment Trends January 2008, the turbulences in Europe and the United States due to the rise in oil prices and the problems at the housing market had so far not impacted other regions in the world. This is a result of less dependence as well as greater regional ties. However their analysis show that still five out of ten people in the world are in vulnerable employment situations.

The suggestion is therefore made to put labor market policies in the centre of growth and macroeconomic policies to ensure economic progress is inclusive and does not lead to increasing inequality. The important question is how the labor markets in the world will react toward even slightly slower growth of possibly growing uncertainty<sup>2</sup>.

As a result, this report will provide the statistics necessary to monitor the trends and changes in the labor market of Aruba and to assist in assessing the effects of labor market policies on the working population.

World	
Current labor market indicators	
Labor market indicators	Demographics
<ul style="list-style-type: none"> <li>• Labor force participation rate: 65.6%;youth:54.6%; female:52.5%</li> <li>• Employment-to-population rate: 61.7%; youth: 47.8%; female: 49/1%</li> <li>• Unemployment rate: 6.0 %; youth: 12.3%; female: 6.4%</li> <li>• Ratio of youth to adult unemployment rate: 2.8</li> <li>• Sectoral employment shares: agriculture: 34.9%; industry: 22.4%; services: 42.7%</li> <li>• Vulnerable employment share: 49.9%</li> <li>• Labor productivity: annual growth between 1997 and 2007: 2.1%</li> <li>• Working poverty rate: US\$1 a day: 16.4%; US\$2 a day: 43.5%</li> </ul>	<ul style="list-style-type: none"> <li>• Share of youth in working-age pop: 24.7%</li> <li>• Annual population growth rate: 1.6%</li> </ul> <p>Other</p> <ul style="list-style-type: none"> <li>• Average GDP growth rate 1997-2007: 4.2%</li> </ul>
Some issues for consideration	
<ul style="list-style-type: none"> <li>• Decent job creation too slow in times of good economic performance</li> <li>• Decent work deficit still large</li> <li>• Discrimination against young people, women and low skilled workers</li> </ul>	

Figure 1. Global figures of the labor market 2007

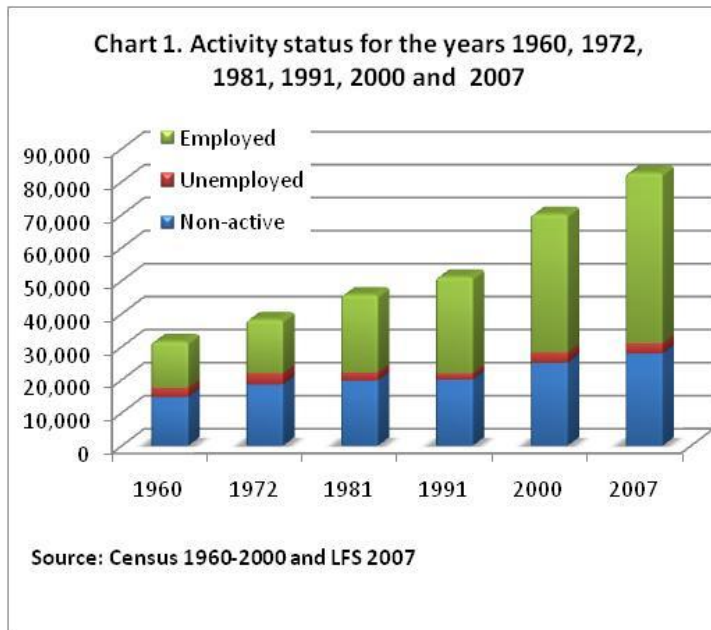
<sup>2</sup> ILO Global Employment Trend January 2008, Geneva, International labor Office, p5



## The labor force of Aruba, facts, figures and world trends

At the end of 2007 the labor force of Aruba consisted of 54,730 persons (51,606 employed and 3,124 unemployed) indicating a growth in the labor force of Aruba of 9,687 persons (21.5%) since 2000. (See Table 1, Annex)

Chart 1 presents the employed, unemployed and non-active population of Aruba of 15 years of age and over, for the years 1960 till 2007. According to the figures the number of



employed persons in Aruba is still on the rise. Showing a growth of 23.1 percent in 2007 compared to the year 2000. The unemployed population increased with 0.2 percent. Also the non-active population increased with 11.1 percent compared to total non-active population in 2000.

Table 1 (see Annex) gives

the main findings of the labor force of Aruba for men and for women.

- The number of employed women in Aruba increased more (25.6%) in 2007 compared to the increase of employed men (20.9%).
- The total number of unemployed men decreased considerably in 2007 (-9.1%) compared to the number of unemployed men in 2000, while the number of unemployed women increased with 9.6 percent in 2007 compared to the year 2000.
- The total number of inactive population increased for both sexes, 11.7 percent for men and 10.8 percent for women.

These findings will be further elaborated in the next chapters.

### The labor force by country of birth and gender..

In 1991 23.9 percent of the total population was born outside the island, while in 2000 33.9 percent of the total population was not born in Aruba.

In 2007 34.1 percent of the population 15 years and older is foreign born.<sup>3</sup> The migration of foreign born has a direct effect on the demography and the labor force of Aruba.

<sup>3</sup> Foreign born are persons not born in Aruba (with or without Dutch nationality), Local born are persons born in Aruba (with or without Dutch nationality)



*"The age structure of the foreign born population is a direct result of past migration trends to the island.... The largest group of migrants is between the ages 25 to 40. Most of the migrants came to Aruba to fill the vacancies in the tourist and construction sector, caused by the economic boom during the late eighties and early nineties"<sup>4</sup>.*

In 1991 the total labor force of Aruba was 31,111 persons, 26 percent was foreign born. In 2000 the total labor force was 45,037 persons, showing an increase of 44,7 percent compared to 1991, while 40.9 percent of the total labor force was not born in Aruba.

The total labor force in 2007 was 54,729 persons, increasing 21.5 percent in comparison to 2000. In 2007 37.2 percent of the total labor force was not born in Aruba. The foreign born persons of the labor force increased in 2007 with 10.4 percent compared to 2000. (see table 4, annex)

**Figure 2. Local and foreign born by gender and activity status (15 years and older)**

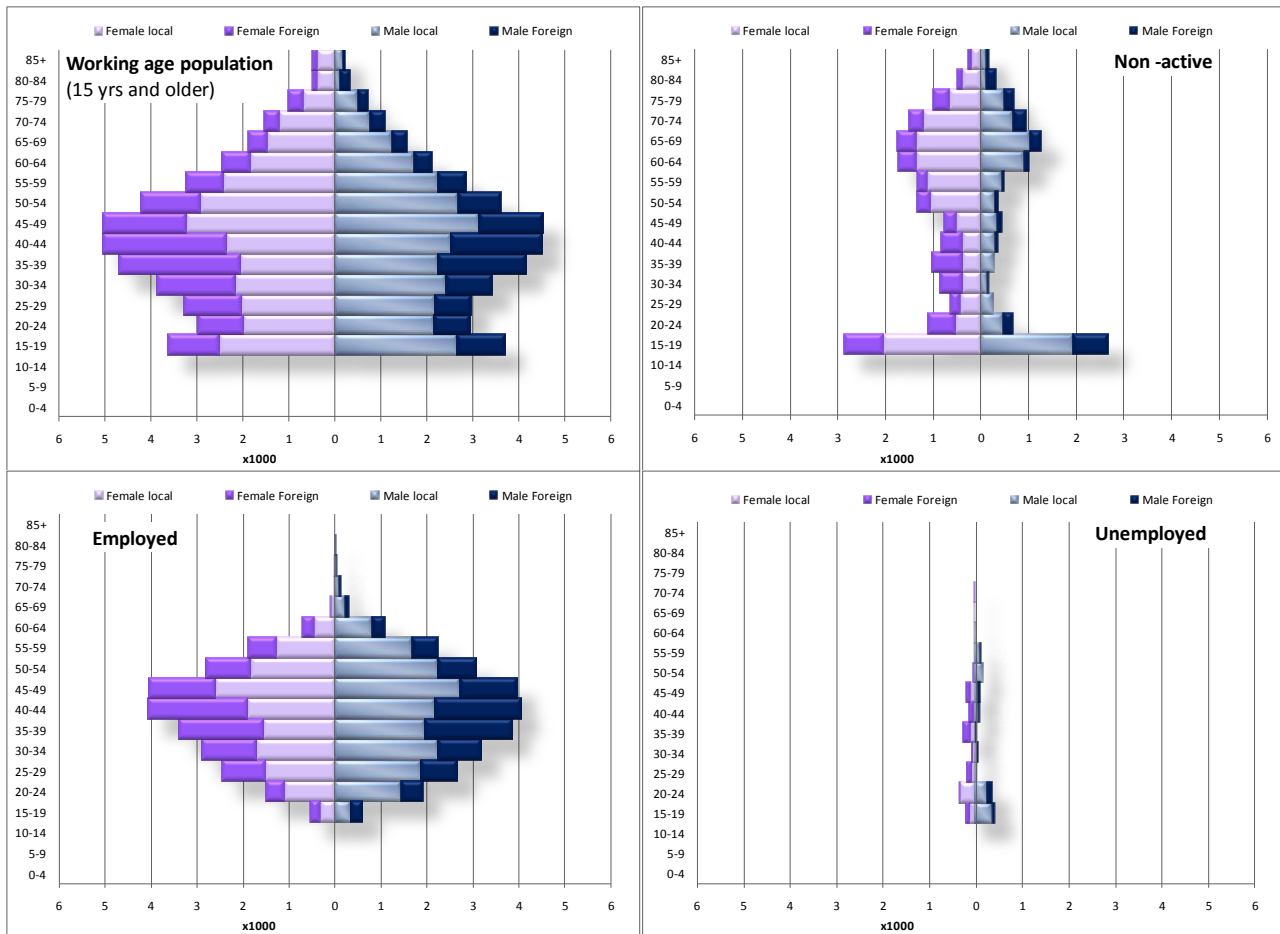


Figure 2 illustrate the population pyramid for local and foreign born persons by sex, according to activity status of the population 15 years and older in 2007. The total male population of 15 years and older is 38,799 persons of which 11,998 persons is foreign born (30%). The total female population in 2007 consists of 43,872 persons, of which 36

percent is foreign born (16,197 persons). More than 40 percent of the total number of foreign employees are between 35 to 44 years old.

*Employed*

The figures show that in 2007 in total 51,605 persons were employed. A little bit more than one-third of them were foreign born (37%; 19,353) and 62 percent of the employed persons are born in Aruba. Of the employed persons born in Aruba, 55 percent is male, 44 percent is female, whereas 48 percent of the employed persons not born in Aruba is male while 51 percent is female.

*Unemployed*

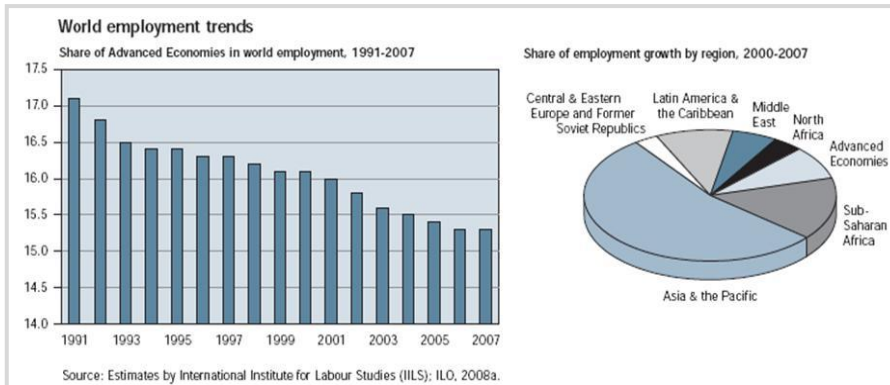
The total number of unemployed persons in 2007 was 3,124 of which 67 percent was local born and 32 percent is foreign born. The number of unemployed men and women between the ages of 15 and 24 years and local born are almost equally distributed. Exactly two-third of the total number of unemployed persons is female. In 2007, 681 foreign born females are unemployed compared with 336 foreign born men.

*Inactive*

The group of economically inactive consist mostly of: retired persons, persons living of own means, persons that due to age are not working, persons that wants to finish school or courses first before participating in the labor force (students) and persons that for health reasons or limitations are not part of the labor force. Figure 2 indicates that the largest age group of inactive is between the ages 15 and 19 years old. This group consists mostly of students, local and foreign born. The figures also show that most of the inactive persons are women (63% of the total inactive persons), between the ages 60 and 69 years and born in Aruba.

The labor force and world figures

**Figure 3. World employment trends**



The recent period of economic expansion was accompanied by substantial employment growth across most regions in the world.

Between the early 1990s and 2007, world employment grew by around 30 per cent.

However, there was considerable variation in labor market performance between countries. In addition, not all individuals shared equally in the employment gains. In a number of regions, women continued to represent a disproportionate share of non-employed persons – reaching nearly 80 percent in the Middle East, North Africa and Asia and the Pacific.

An import development is the decline in the share of “developed or advanced economies”<sup>5</sup> of the total employment in the world, falling to just 15 percent in 2007, while the share of the “developing economies” has continued to rise. Regions such as Asia & the Pacific, Latin America & the Caribbean now account for nearly two thirds of the world employment<sup>6</sup>, Aruba being part of the last region.

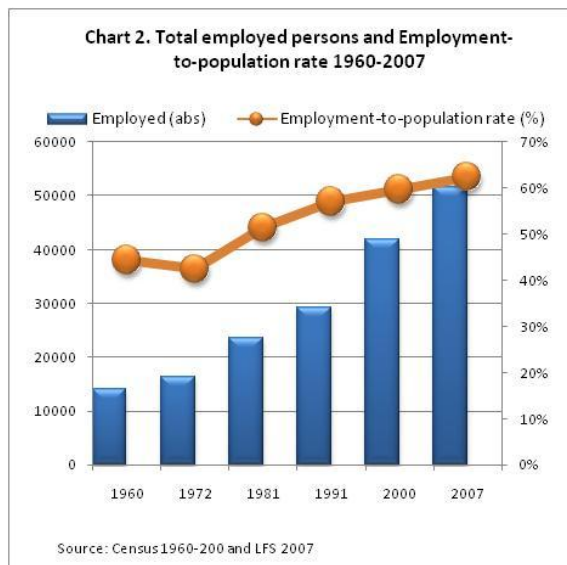
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<sup>5</sup> For the detailed country list comprising the different regions according to the ILO see Annex 2

<sup>6</sup> World of work report 2008 : income inequalities in the age of financial globalization /International Labor Office, International Institute for Labor Studies. – Geneva: ILO, 2008, chapter 1

## Developments in employment, the employment-to-population rate

The employment-to-population rate is the proportion of the population 15 years and older that is employed. A high rate means that a large proportion is employed; a low ratio means that a large share is either unemployed or out of the labor force. This indicator provides therefore information on the ability of an economy to create employment.



When broken down by gender it provides information on gender differences in the labor market of Aruba.

The employment-to-population rate in Aruba was 59.7 percent in the year 2000; in 2007 the employment-to-population rate rose to 62.4 percent. This is considered a high rate, also when compared to countries like USA (63%) and Canada (64.2%) and the European Union with an employment-to-population rate in 2007 of 56.4 percent.

Looking at the share of employed people in the population of Aruba 15 years and older over the years, a growth is observed (see Chart 2 and Table 3, Annex). But when looking at the growth of the employed population in absolute figures over the years this growth is relatively small

For the period 1991-2000 the employed population grew with 43 percent. But for the period 2000-2007 the employed population grew only with 23 percent, showing a decline, compared to the period before.

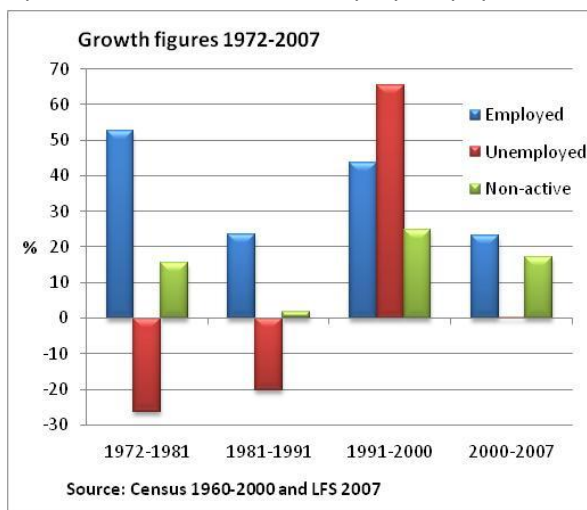


Table 5, Annex, describes the age groups according to their activity status. When comparing the changes in percentages over the years of the employed population, one can observe that especially the age group 20-59 grew, from 59.6 percent in the period 1972-1981, 44.7 percent in 1981-1991, 49.5 percent in 1991-2000 but decreased in growth during the period 2000-2007 (22%). Whereas the age group of 15-24 years of the employed population grew with 34.4 percent in 1972-1981, decreased considerably in 1981-1991 with -31.3

percent, but in 1991-2000 the decrease was limited to -0.5 percent. For the period 2000-2007 the group of employed persons of 15-24 years of age, grew considerably. Compared to the period before, a growth of 20.95 percent points was realized.

When the employed population is observed according to country of birth, a decline is also noticeable. Whereas in the period of 1991-2000 the local born employed population increased from 37,061 to 43,075 (16%), the foreign born employed population grew from 13,362 to 26,069 (95%). In the period of 2000-2007 the opposite trend can be observed: the local employed population grew with 26.5 percent while the foreign born employed population increased only with 8.2 percent (2,216 persons).

The group of employed persons is still growing faster than the total population in Aruba. The total population of Aruba grew in the period of 1991-2000 with 23,819 persons (36%), but grew considerably less in 2000-2007: only 13,500 persons (15%), while the employed population in the same periods increased with respectively 43 percent and 23 percent.

One of the possible causes for the decline in growth of the employed population is the change in the policy regarding admission and expulsion of foreigners, the LTU.

*"In 2006 the government applied a much more conclusive policy towards immigrants. The so-called Swiss-model with regards to permits was introduced in order to limit the number of migrants. The Swiss-model implies that permits were only given for three years. According to the LTU, new-comers in the group of immigrants of 2006, would have to leave in 2009. In 2006 the number of immigrants dropped with 38 percent, totaling 2,341. This small flow of immigrants was not seen since the 70's and 80's on the island."*<sup>7</sup>

According to the Demographic Profile 2007:

*"In 2007 a total of 2,157 persons migrated to Aruba. That is about 8 percent less than in 2006. Compared to an average of about 3,500 migrants every year up till 2005, this is a drop of 38 percent. In absolute numbers, the number of persons registering at the Population Registry Office during 2007 is half of the number of persons who registered per year in the early nineties. During 1990 thru 1992 an average of 4,378 persons registered per year"*<sup>8</sup>.

### Gender differences and equality in employment.

Aruba, as the rest of the world, has seen the position of women in society change especially the participation of women in the labor market.

The increase of labor force participation of women has the potential to contribute to economic development. The employment to population rate when broken down by gender provides an indicator in the level of employment among women compared to

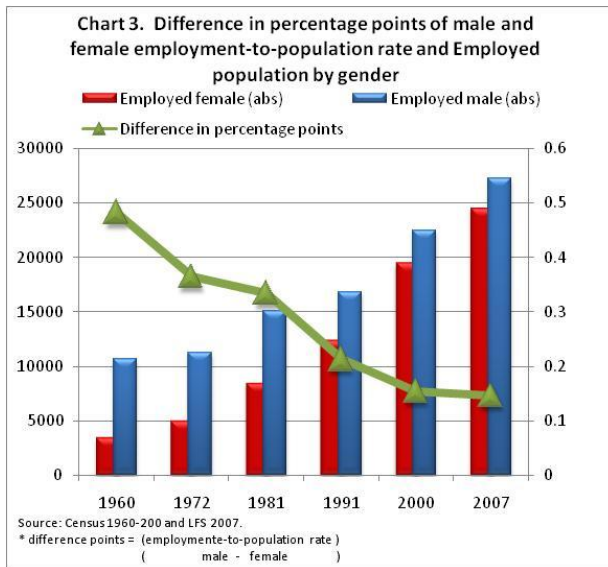
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<sup>7</sup> Demographic Profile 2007, Central Bureau of Statistics Aruba

<sup>8</sup> idem

men. The gap between women and men is measured by the difference in percentage point<sup>9</sup> of the employment-to-population rate of men and women.

The employment-to population rate in 1991 in Aruba was 68.0 percent for men and for women 46.8 percent, a difference of 21.2 percentage points.



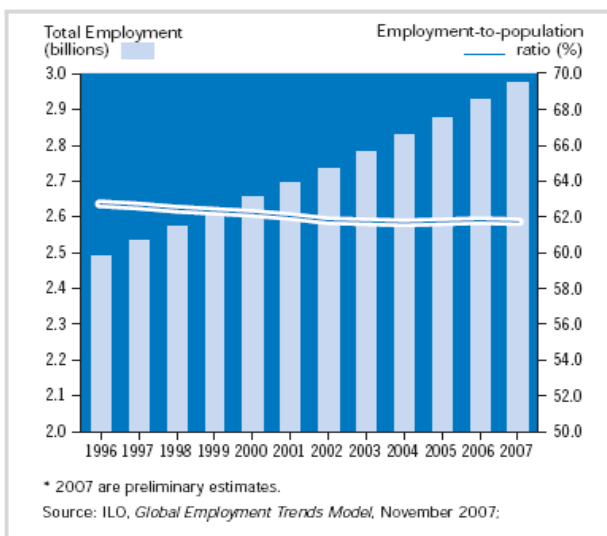
This difference decreased in 2007. The employment-to population rate of men was 70.1 percent and for women 55.6 percent in 2007, a difference of 14.5 percentage points.

Chart 3 portrays the difference in percentage points over the years. The figures show that in Aruba the gender gap between men and women in the labor force has become smaller and that in Aruba over the years a larger share of women are involved in market-related activities.

### Global employment trends and gender.

In comparison with other countries, one can observe that some employment trends in Aruba, especially the employment-to-population rate, differentiate with the global rate.

**Figure 4. Global employment and unemployment trends 1997-2007**



The global trend indicates that the gap between men and women still exist but has not become much smaller. The presented figures indicate the global employment trend from 1997 and 2007, showing that the rate has remained between 64 percent and 62 percent.

When analyzing the gender gap between men and women in the world, the figures show that in 1997 49.5 percent of women were employed<sup>10</sup>, while in 2007 49.4 percent of women were employed

<sup>9</sup> Difference in percentage point= (employment-to-population rate men - employment-to-population rate women)

(see Table 6, annex).

The employment-to-population rate of women and men (and the difference in percentage points), indicate that in 1997 the difference was 26.2, while in 2007 the difference in percentage point was 23.9. When comparing the global trend with the situation in Aruba, Aruba has a difference in percentage points of 14.5 in 2007, almost ten points lower.

Regional trends and the gender gap:

The following regional trends and figures on employment are also examined:

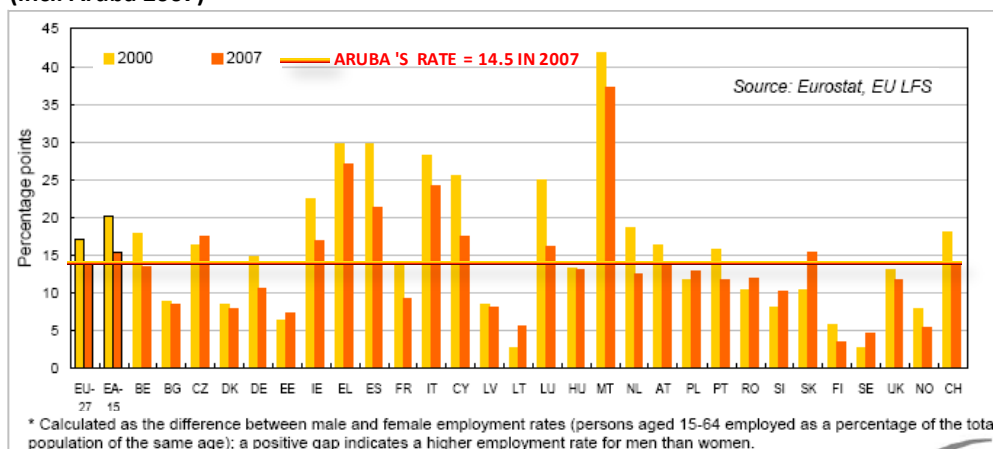
For **Latin American and the Caribbean** the employment-to-population rate in 2007 was 48.0 percent for women and 75.1 percent for men, a difference in percentage points of 27.<sup>11</sup>

**Curacao**, like Aruba, differentiates with the global trend regarding the gap between men and women active in the labor force. Curacao has an employment-to-population rate of 50.5 percent in 2007, 56.6 percent for men, 45.7 percent for female, with a difference in percentage points of 10.9. These figures indicate a smaller gap between men and women than the world figures.<sup>12</sup>

The employment-to-population rate for the **United States of America (USA)** was 56 percent in 1997 and 57 percent in 2006 for women. The difference in percentage points was 15 in 1997 and 12.5 points in 2006.

Since 2000, the employment-to-population rate for women rose significantly in the **European Union (EU)**, whereas it increased only slightly for men. As a result, the gap

**Figure 5. European Union: Gender Gap and employment-to-population rates 2000-2007 (incl. Aruba 2007)**



<sup>10</sup> Global Employment Trends for Women, March 2008, International Labor Office, Geneva, p.5

<sup>11</sup> ILO Global Employment Trend January 2009, Geneva, International labor Office, p30

<sup>12</sup> Resultaten Arbeidskrachtenonderzoek Curaçao, 2008, p.6-7



between male and female employment-to-population rates narrowed in the EU. For comparative reasons the employment-to-population rate of Aruba is included in the chart (see chart above, including Aruba).

The difference for the whole European Union level amounted to 17.1 percentage points in 2000, decreasing in 2007 to 14.2 in 2007 (-2.9 pp). But the gender gap was not uniform in all Member States of the EU.

When examining the 2007 situation the differences between the female and male employment-to-population rates are the lowest (less than 10 percentage points difference) in the Scandinavian and Baltic countries, Bulgaria and France, and the highest (over 20 percentage points) in the Mediterranean Member States Greece, Spain, Italy and especially Malta (with the highest gender gap of 37). The remaining countries show differences between 10 and 20 percentage points.<sup>13</sup>

**The Netherlands** had a difference between the male and female employment-to-population rate of 21.5 in 1997 and decreasing in 2006 to 16 percentage points.

When comparing the regional trends and Aruba, the figures show that the gender gap in Aruba in 2007 is similar to the Netherlands. As the gap between men and women become smaller, the figures indicate that the position of women in Aruba and the participation of women in the labor market have changed.

As the employment-to-population ratio for women in the world increased from 42.1 percent in 1997 to 49.4 percent in 2007, also the female participation in the labor market increased substantially (from 47.2% in 2006 to 52.9% in 2007).

The following chapter elaborates more on the development in participation in the labor force of Aruba.

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<sup>13</sup> Eurostat. Population and social conditions Statistics in focus Author: Fred RAMB 99/2008

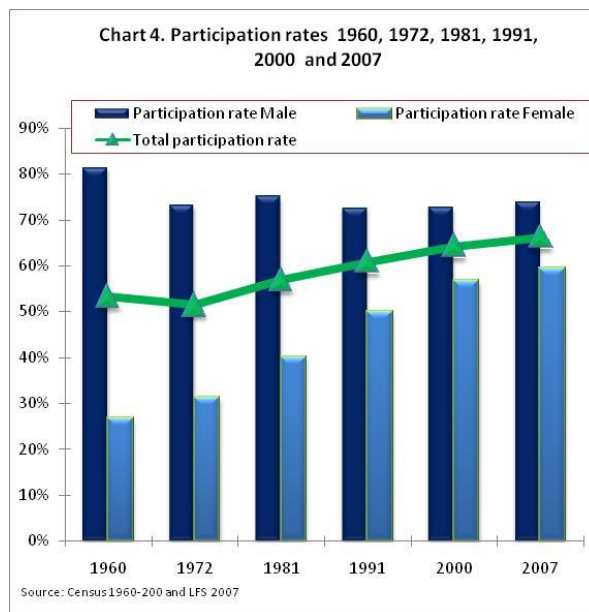
## Developments in the Participation

### The participation rate in Aruba

A large part of the population (66.2%) participates in the economic process in Aruba, indicating the supply of labor available for the economic process. (See table 2, Annex)

Compared to the year 2000 the total participation rate increased.<sup>14</sup> Especially in the age group 15-19 years the participation rate increased from 14.1 percent to 24.4 percent and the age group of 60-64 increased from 20.2 percent to 40 percent. (see table 2, annex). As the share of older people rises, so is the share of the young. The following chapters will elaborate more on these two age groups.

Over the years the participation of women in the labor force has increased, while the participation of men has remained more or less the same. Especially in the age group of



women between 15-19 from the participation grew from 11.8 to 20.8 percent. Chart 4 illustrates the total participation rate and the participation rate for both for men and women for the years 1960, 1972, 1981, 1991, 2000 and 2007.

When analyzing the participation rate and the effect of age in 2007, only males between ages 25 and 54 are fully employed with a participation rate of approximately 90 percent. The participation rate for women increased in this age group but is more between 70 and 80 percent, still lower than the

figures for men. Another factor that has an effect on the participation of men and women is educational attainment. This effect will be analyzed in a following report.

The economic integration of women is a necessity for economic development and this is the case in Aruba. The ability of an economy to create jobs that accommodates women is a requisite that will improve the outcome for the labor market, as well as the development of the economy. But there are still barriers:

*“Various factors may contribute .... For instance the lack of part-time jobs may hinder women to participate in the labor market. Moreover, adequate childcare facilities that*

<sup>14</sup> The participation rate is the sum of employed and unemployed divided by the total population 15 years and over. This indicator measures the supply of labor available to engage in the production of goods and services

*enable women to combine family responsibilities with the pursuit of a working career can be too expensive, especially for low paid jobs. Furthermore the nature of available jobs, and the corresponding wages, may not be sufficient to attract women in to employment.”<sup>15</sup>*

### **The participation of foreign born.**

When the participation rate of local and foreign born are compared, the figures indicate that in 2000 and 2007 the participation rate is higher for foreign born than for local born. This indicates a higher supply of foreign born persons (employed and unemployed) in the production of goods and services compared to local born. In the year 2000 the labor force consisted of 18,441 foreign born persons while in 2007 54,729 were foreign born (see table 4, Annex).

The population pyramids are used to take a closer look at the distribution of local and foreign born. The population pyramids show also the relative age distribution for the local and foreign born, male and female population in Aruba for the years 1991, 2000 and 2007.

An important aspect of the age structure of the foreign born population is that it is a result of the migration trends of the past. The older foreign born (many of them) came to Aruba before 1960 during the period of 'Lago oil refinery', the younger foreign born were attracted to the island by the vacancies in the tourism sector and the constructions sector in the period of 1980-1990.

*In the sixties the growth of the oil industry triggered the development of the trade and service sector, and this in turn led to very high levels of immigration from surrounding English speaking countries of the Caribbean.*

*The period from 1985-1995 is very important in Aruba's economic and social development. To counteract the effects of the closure of the LAGO refinery, the government decided to develop fully the potential of Aruba as a prime tourist destination. To achieve this goal a number of new hotels were constructed, and existing hotels expanded their capacity. Consequently, the construction sector on the island experienced an enormous boom. .<sup>16</sup>*

For the years 1991 and 2000 the pyramids show an increase in the total number of foreign born persons, attracted by the developments in the sectors of tourism and construction. In 1991 26 percent of the employed population was born outside Aruba, while in 2000 and 2007 41 and 38 percent was foreign born.

For the year 2007 the pyramid show that the local born of 15 years and more are mostly in the older age groups (45 years and older), while an increase is seen in the age group 35-44, especially the females of the foreign born population . When a closer look is taken of this last group the figures indicate that it consist of females employed (84%) especially in the sector 'Hotel and Restaurant' and 'Construction' and are born mostly in Colombia, Dominican Republic, Venezuela, Haiti or the Philippines. They work as 'Service workers

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<sup>15</sup> Current developments of Aruba's Labor Market 2003, Central Bureau of Statistics Aruba, p.105

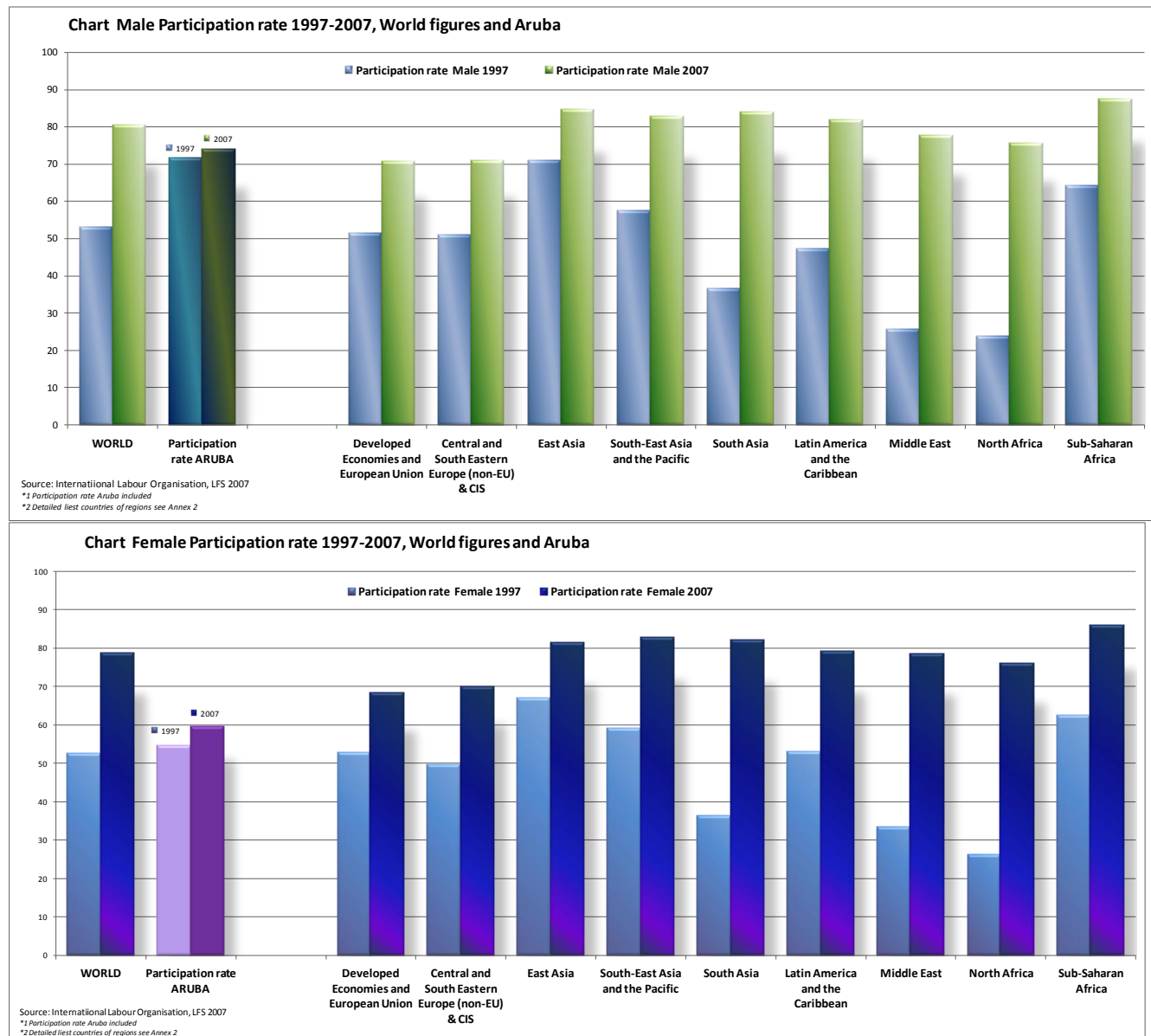
<sup>16</sup> Double or Quits A study on recent migration to Aruba 1993-2003, Central Bureau of Statistics Aruba, p.30-33

and shop and market sales workers', 'Elementary occupations', Craft and related trade workers', 'Clerks' and 'Legislators, senior officials and managers'.

### Global trends and the supply of labor

The global participation rate of men dropped from 80.4 (1997) to 78.8 percent in 2007 while in Aruba the participation of men increased in 2007 from 72.5 percent (2000) to

Figure 6. Male and Female participation rate, world figures and Aruba



73.8 percent. (See Table 2, Annex) Figure 6 indicate the participation rate of Aruba compared to the world and different regions for male and female. When compared to the 'Developed economies and the European Union' and the 'Central And South Eastern Europe', the male participation rate of Aruba is on the same level (in 1997: 71.5% and 2007: 73.8 %).

Table 7 (annex) and figure 6 the female participation rate of Aruba is compared to the world figures. The female participation rate of Aruba in 2000 was higher than world participation rate (54.5%) and also higher than the “Developed Economies” and “Central and South Eastern Europe”. In 2007 the participation of women in the labor market increased for these regions in 2007, while Aruba's participation rate for females increased in 2007 (59.5%) it is has now the lowest participation compared to the rest of the world (78.8%).

### Participation of the “youth population” (15-24 years)

Integrating the young people in the labor market has always been a challenge all over the world. Aruba is no exception. Since the participation of youth has consequences in the prosperity and development of countries, analyzing labor market conditions for young people is important. The population between the ages of 15 and 24 years old are referred to in this report as “young people” or “youth population”.

*“Without the right foothold from which to start out right in the labor market, young people are less able to make choices that will improve their own job prospects and those of their future dependents. This, in turn, perpetuates the cycle of insufficient education, low-productivity employment and working poverty from one generation to the next.”<sup>17</sup>*

The total youth labor force grew from 14,061 (1991) to 11,153 (2000) to 11,469 young people in 2007 (see table 6, annex).

**Figure 7. Youth figures (15-24 years) from 1960-2007**

15-24 yrs		1960	1972	1981	1991	2000	2007
Participation rate (15-24 yrs)	Male	68.9	59.3	32.6	50.7	43.1	49.8
	Female	36.3	42.1	23.9	45.8	37.9	39.7
	Total	52.5	50.6	28.3	48.3	40.5	44.7
Unemployment rate (15-24 yrs)	Male	33.7	29.9	18.5	12.9	15.7	23.5
	Female	35.7	26.5	18.3	11.0	16.8	22.9
	Total	34.4	28.5	18.4	12.0	16.3	23.2
Employment-to- population rate (15-24 yrs)	Male	45.7	36.2	47.4	44.2	36.3	38.1
	Female	23.3	30.9	37.5	40.8	31.6	30.6
	Total	34.5	36.2	42.5	42.5	33.9	34.3

Sources: Population Censuses 1960, 1972, 1981, 1991, 2000 and LFS 2007.

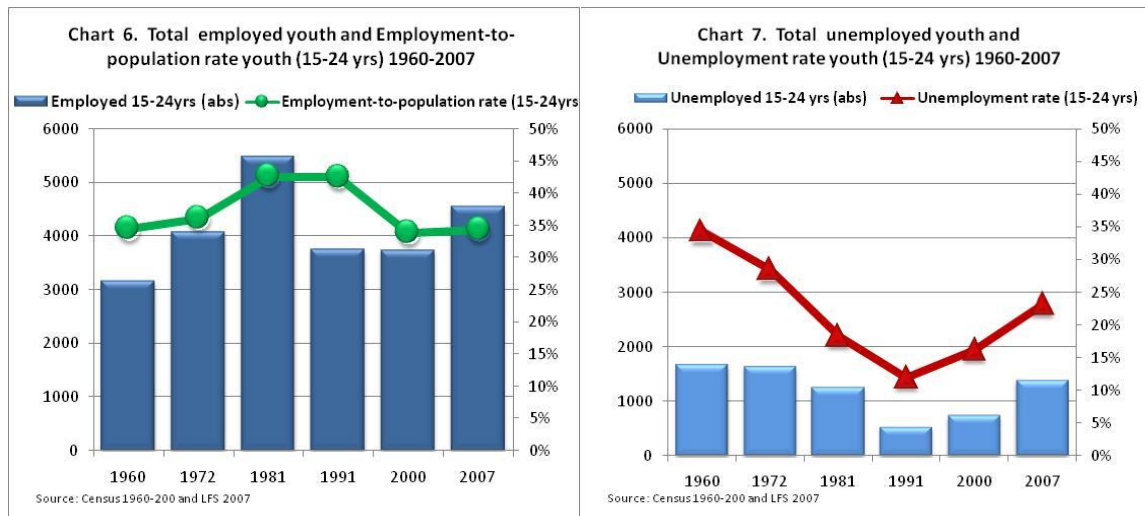
The share of the youth labor force in the population of 15-19 years (youth participation rate) was 48.3 percent in 1991, decreased in 2000 to 40.5 percent and increased in 2007 to 44.7 percent. The inactivity rate (the share of young people

<sup>17</sup> ILO Global Employment Youth Trends 2006, Geneva, International labor Office

outside the labor market) rose from 51.7 percent in 1991 to 59.5 percent (2000) but decreased to 55.3 percent in 2007. Both rates show that in Aruba the supply of youth labor available to engage in the production of goods and services has increased in 2007.

The percentage of school attending youth population has grown from 60.8% in 2000 to 84.1% in 2007. The relation between education and the participation of the youth in the labor force will be analyzed in a following report.

In 2007 the total number of employed young people was 4551, an increase of 17.7% compared to 2000. The employment-to-population rate decreased from 1991 (42.5%) to 2000 but increased slightly from 33.9 percent to 34.3 percent between 2000 and 2007 in Aruba (See chart 6).



An important development is the increase in the number of young unemployed persons. The number of unemployed between 15 and 24 years increased from 728 (2000) to 1,378 persons in 2007, an increase of 47.2 percent. The youth unemployment rate was 16.3 percent in 2000 but increases considerably with 7 percent points in 2007 compared with 1991 (23.2 minus 16.3 percent). (See table 1, annex).

According to the ILO:

*“Compared to adults, the youth of today are almost three times as likely to be unemployed.”<sup>18</sup>*

The ratio of the youth-to adult-unemployment rate is calculated by the dividing the youth unemployment rate by the adult unemployment rate.

<sup>18</sup> ILO Global Employment Youth Trends 2006, Geneva, International labor Office, p3

**Figure 8. Youth figures (15-24 years) 2000 and 2007**

Table Unemployment rate and Ratio 'youth-to-adult unemployment rate' for age group 15-24 years by sex (2000 and 2007)					
		2000		2007	
		youth	adult	youth	adult
		15-24	25+	15-24	25+
Unemployed rate	Male	15.7	5.5	23.5	2.5
	Female	16.8	6.3	22.9	4.7
	Total	16.3	5.9	23.2	4.8
Ratio youth-to-adult unemployment rate*	Male		2.9		9.3
	Female		2.7		4.9
	Total		2.8		4.8

Sources: Population Census 2000 and LFS 2007.  
\* youth unemployment/adult unemployment

In Aruba the ratio "youth-to-adult unemployment rate" increased from 2.8 percent in 2000 to 4.8 percent in 2007. Youth unemployment rates tend to exceed adult unemployment rates in the majority of the world economies. This is also the case in Aruba where youth unemployment rates are at least double those of adults.

## Participation of the elderly population in the labor force

The world population grows older at an accelerating pace. While people are living longer, the length of "working lives" has not increased. This has serious consequences for the social security systems where the demand for benefits increases and the number of persons that contribute to the system declines.

*"Aging of the population is the direct result of higher life expectancy and the decline in fertility levels. The increasing number of people who reach old ages is only made possible through far better living conditions and spectacular improvement in health care."<sup>19</sup>*

Aruba shares this world trend. As a result of the fertility decline from 1958-1970 and the fact that people are living longer, Aruba's labor force is ageing.

The figures show that the employed population 65+ has grown over the years, from 386 persons in 1991, to 591 persons in 2000 to 638 persons (2007). But also the number of persons 65 years and older that are non-active has increased from 4,297 (1991) to 5,986 in 2000 to 5,540 in 2007. This has an effect on the participation rate. (See Table 8, Annex)

The participation rate of this age group declined over the years. In 2000 the participation rate for 65 years and older was 9.3 percent, while in 2007 the participation rate was 7.2 percent. The difficulty to find a job at an older age, getting discouraged and having good health are aspects that influence their participation in the economy.

The figures also show that the participation rate of male 65 years and older is higher than the participation rate of women, 12.5 percent and 3.3 percent in 2007. This has been the case in 1960 and has not changed in 2007.

<sup>19</sup> Current developments of Aruba's Labor Market 2003, Central Bureau of Statistics Aruba, p.119



## Other characteristics of the employed persons

In the following chapters other characteristics of the employed population of Aruba will be presented: the occupation of the employed population, their economic activity, the tourism sector and the status of employment in Aruba.

In 2007 of the total population 15 years and older 51,606 persons were employed in Aruba of which 27,210 were male and 24,396 were female. Which occupations are performed by the employed population in Aruba will be analyzed in the following chapter.

### Occupation of the employment population in Aruba

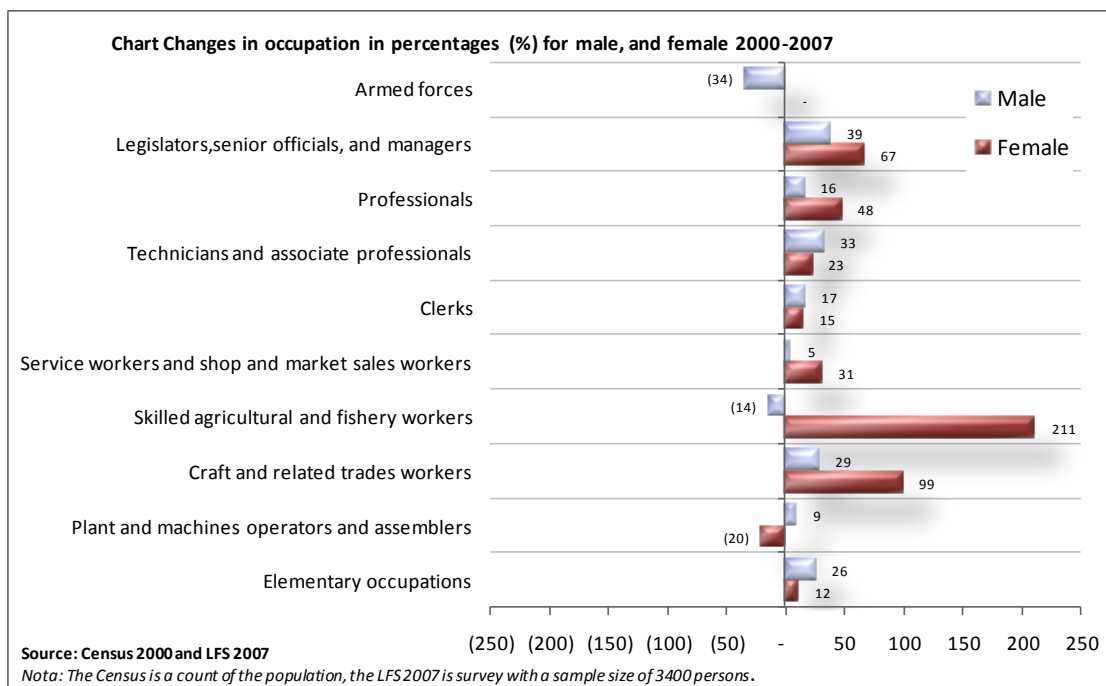
The jobs of the employed population are classified according to the International Standard Classification of Occupation (ISCO 88, see Annex 2). This classification is based on the kind of work performed (job) together with the ability to carry out the task and duties of a given job (skill). These skills can be acquired to formal education but also through informal training and experience.

In 2000 most employed persons in Aruba were working as 'Service workers and shop and market sales workers' (19%), 'Clerks' (18%) and in the 'Elementary occupations' (17%). (See table 9, Annex) In 2007 most employed persons were still working in the same occupational group<sup>20</sup>. (See Annex2). In 2000 and 2007 most men (11% and 12%) were working as 'Craft and related trade workers', and most women were working as 'Clerks' (13% and 12%).

The following chart indicates that the growth was higher for women than for men in most occupational groups. The biggest increase is seen in the group of 'Skilled and agricultural and fishery worker', the 'Craft and related workers' and in the group of 'Legislators, senior officials and managers'. When analyzing the growth of this occupational group the raising factor of the figures of 2007 has to be taken into consideration.

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<sup>20</sup> Aruba, classifies the information about occupation according to the International Standard Classification of Occupations (ISCO-88). This system classifies and aggregates occupational information to facilitate international communication and comparability and is useful for research as well as for decision making. The ISCO provides a systematic classification structure, which encompasses all occupations of the economically active population



**Figure 9. Occupational distribution of the male population 15-24 years and 65+**

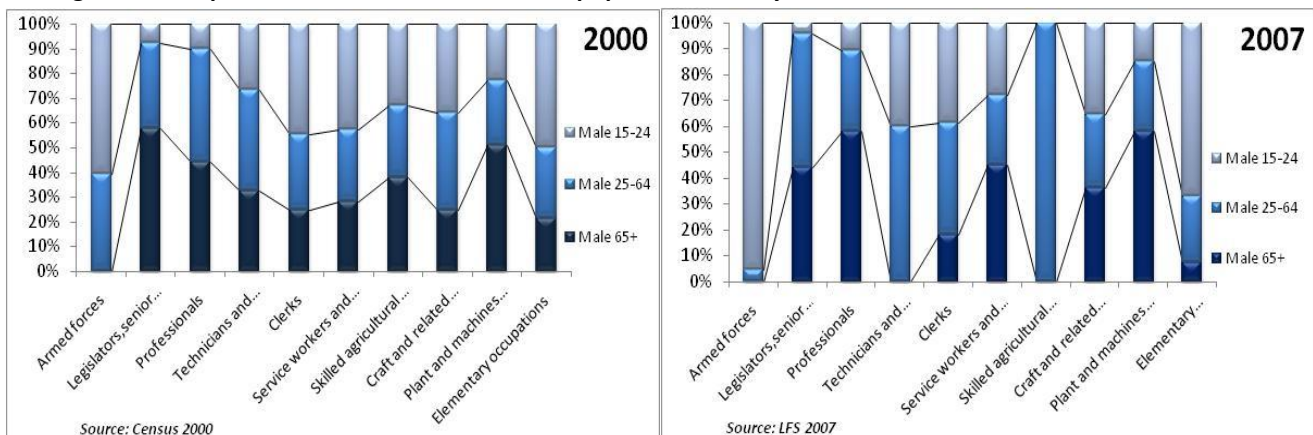
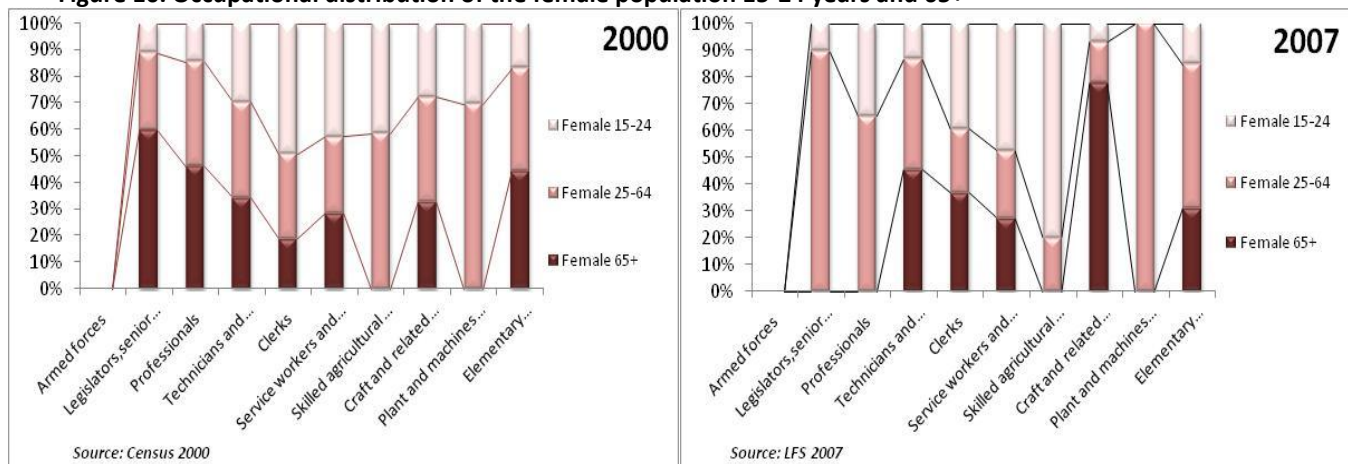


Figure 9 and 10 compare the distribution of the ‘young’ population between 15 and 24 years and the elderly (65+) in the different occupational groups by gender.

In 2000, a larger proportion of men 65 years and older are employed as ‘Legislator, senior officials and managers’ compared to the population between 15 and 64 years.

In 2007 the proportions changed, a larger proportion of men between 25-64 years are employed as ‘Legislators...’ compared to 2000. There are two other occupational groups where the elderly are relatively larger, these are the ‘Professionals’ and ‘Plant and machines operators and assemblers’, while a relatively large proportion of the ‘young’ population is employed in ‘Armed forces’ and ‘Elementary occupations’.

Figure 10. Occupational distribution of the female population 15-24 years and 65+



In the year 2000, just as the male population, a relatively large proportion of the elderly female population was employed as ‘Legislator, senior officials and managers’. But the occupational distribution in 2007 changed also for the female population. A relatively large proportion of women between 25-65 are now employed as ‘Legislator, ..’. while the proportion of women 65 years and older employed as ‘Craft and related trade workers’ was larger compared to the other age groups. Noticeable is the bigger proportion of ‘young’ female population in the occupational group of ‘Skilled agricultural and fishery workers’ in comparison to the female between 25-64 years.

When looking at the relative figures of occupation according to a column percentage (see table 11, Annex), the figures show that the elder population, both male and female, are relatively more employed in the lower skilled jobs (male as Craft and related workers, 28.5% and female as Clerks 36.8%). A difference between male and female is seen in the age group 15-24 years. 30.6 percent of the ‘young’ male population was employed in ‘Elementary occupations’ whereas a large proportion of the ‘young’ female populations is mostly employed as ‘Service workers and shop and market sales workers’ (43.2%).

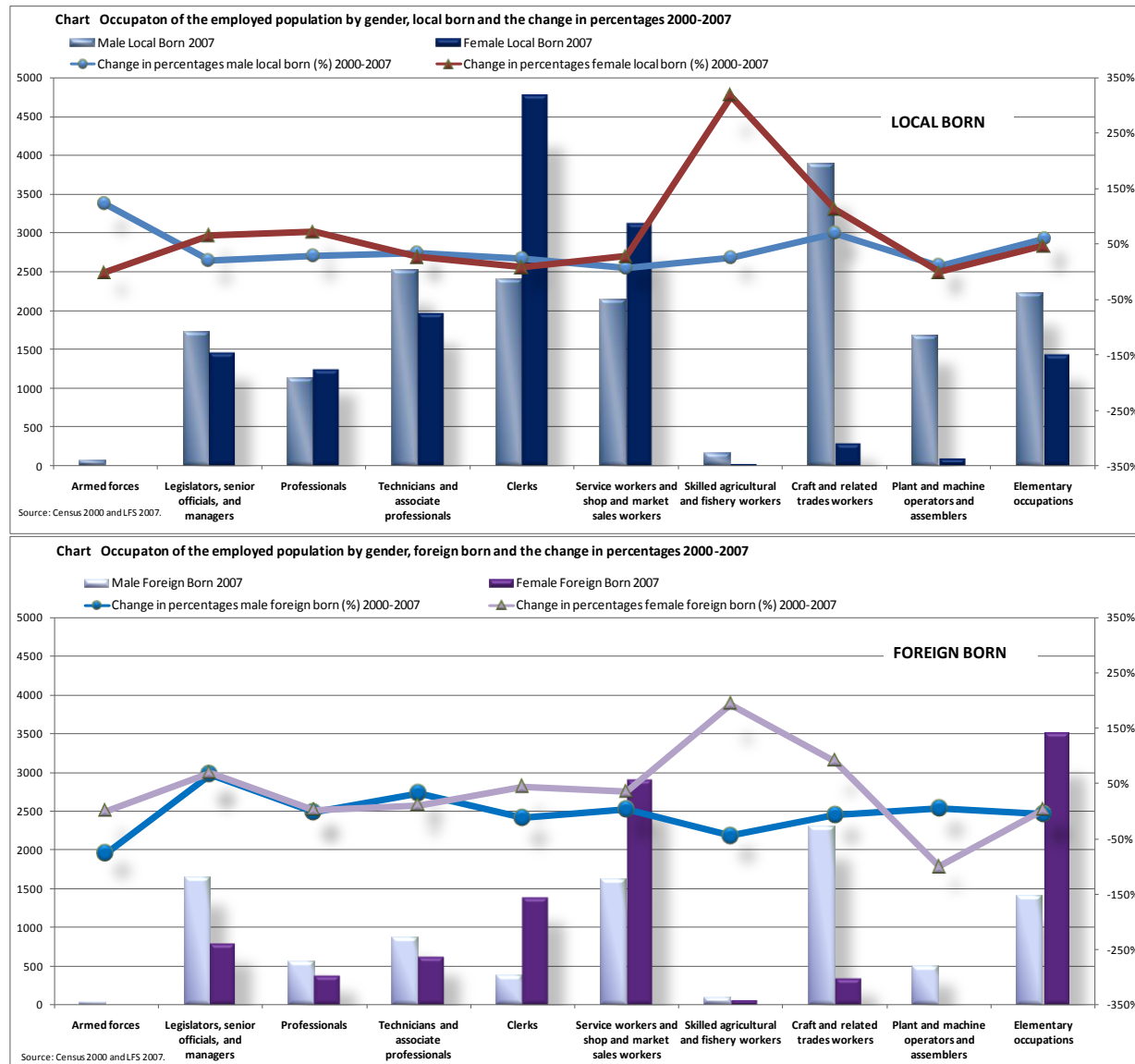
Figure 11 presents the occupation of the local and foreign born employed population by gender and the changes in percentages for the year 2000- 2007. The first chart shows the figures for the local born population and the second chart for the foreign born population.

For the local born the figures indicates that more males than females are employed in most of the occupational groups with the exception of ‘Professionals’, ‘Clerks’ and ‘Service workers’ were more women are employed than men.

The first chart also present the changes for the local born population in percentages from 2000 to 2007. The group of ‘Skilled agricultural and fishery workers’ increased from 6 to 25 persons reflecting a ‘dramatic’ change in percentages of 317 percent. The local females employed as ‘Craft and related trade workers’ increased with 113 percent (from 135 in 2000 to 288 in 2007), and those employed as ‘Professionals’ increased with 72

percent. (See Table 12 and 13, Annex). The local male population employed in the 'Armed forces' increased from 29 to 64 persons (121%) and also those employed as 'Craft and related workers' increased with 68.9 percent (from 2302 to 2504 in 2007).

**Figure 11. Occupation local and foreign born employed persons and changes in percentages (%) (2000-2007)**



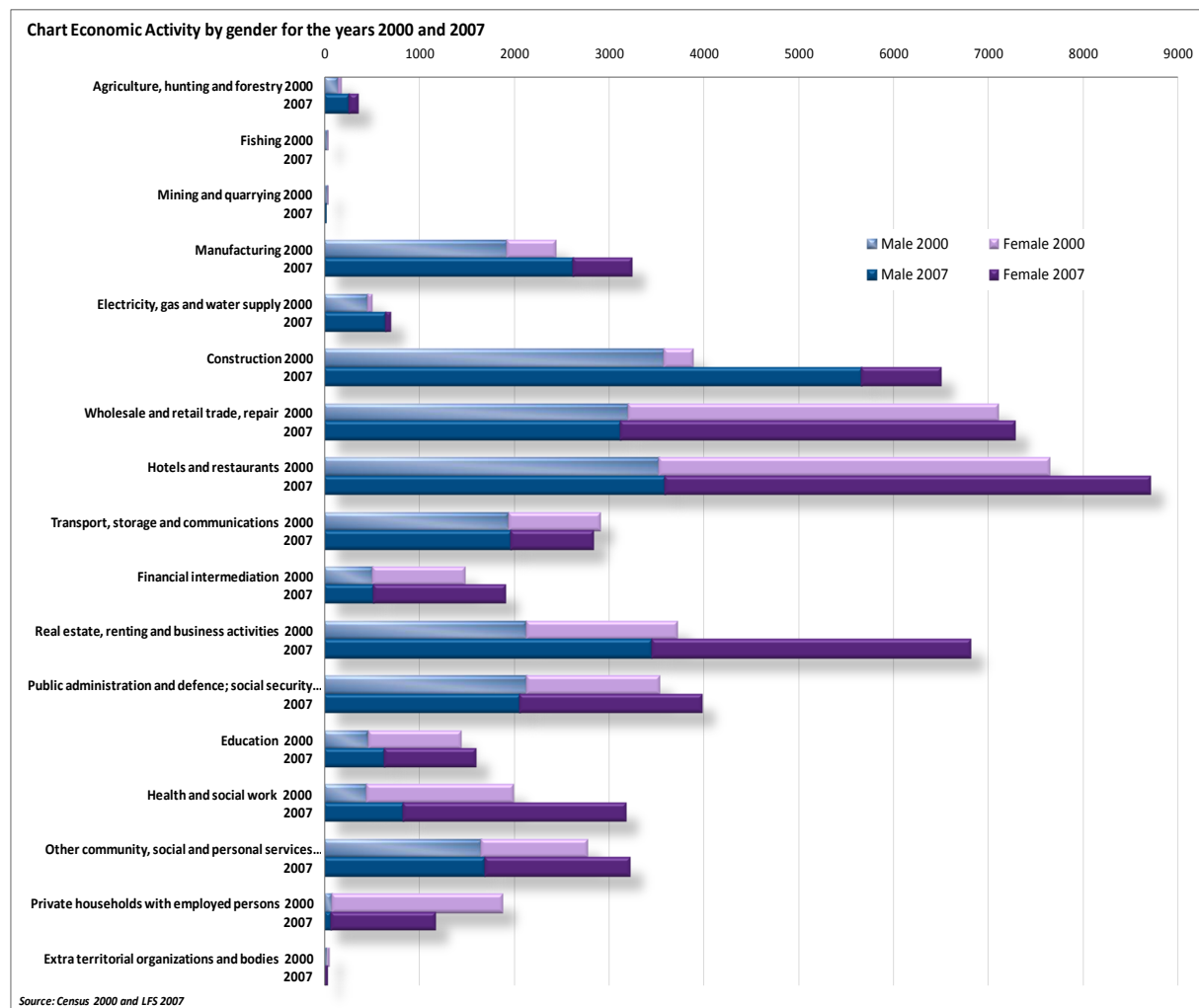
For the foreign born population, figure 11 indicates that in 2007 also more men than women are employed in most occupations, like the occupational groups 'Clerks', 'Service worker' and 'Elementary occupations' (3496 foreign born women and 1405 foreign born men). But when looking at the changes the male foreign born population decreased in most of the occupational groups with the exception of 'Legislators, senior officials and managers'(65%) and 'Technicians' (31%).

As for the female foreign born population, the figures describe an increase in all the occupational groups, with the exception of those employed as 'Plant and machine operators and assemblers'. The foreign born women employed as 'Skilled agricultural

workers' increased from 25 to 73 persons (192%), those employed as 'Craft and related trade workers' increased with 90 percent. As was the case for men, foreign born women employed as 'Legislators, senior officials and managers' also increased in 2007 (68%) (see Table 12 and 13, Annex).

### Economic activity of the employed population

In 2007, as was the case in 2000, most of the employed population was employed in the sectors 'Hotel and restaurant' (16.9%), 'Wholesale and retail trade' (14.1%), 'Real estate, renting and business activities' (13.2%) and the 'Construction sector' (12.6% of all the employed persons). The distributions of the employed population over the economic activities emphasize the importance of the service industry. (See Table 14, Annex).

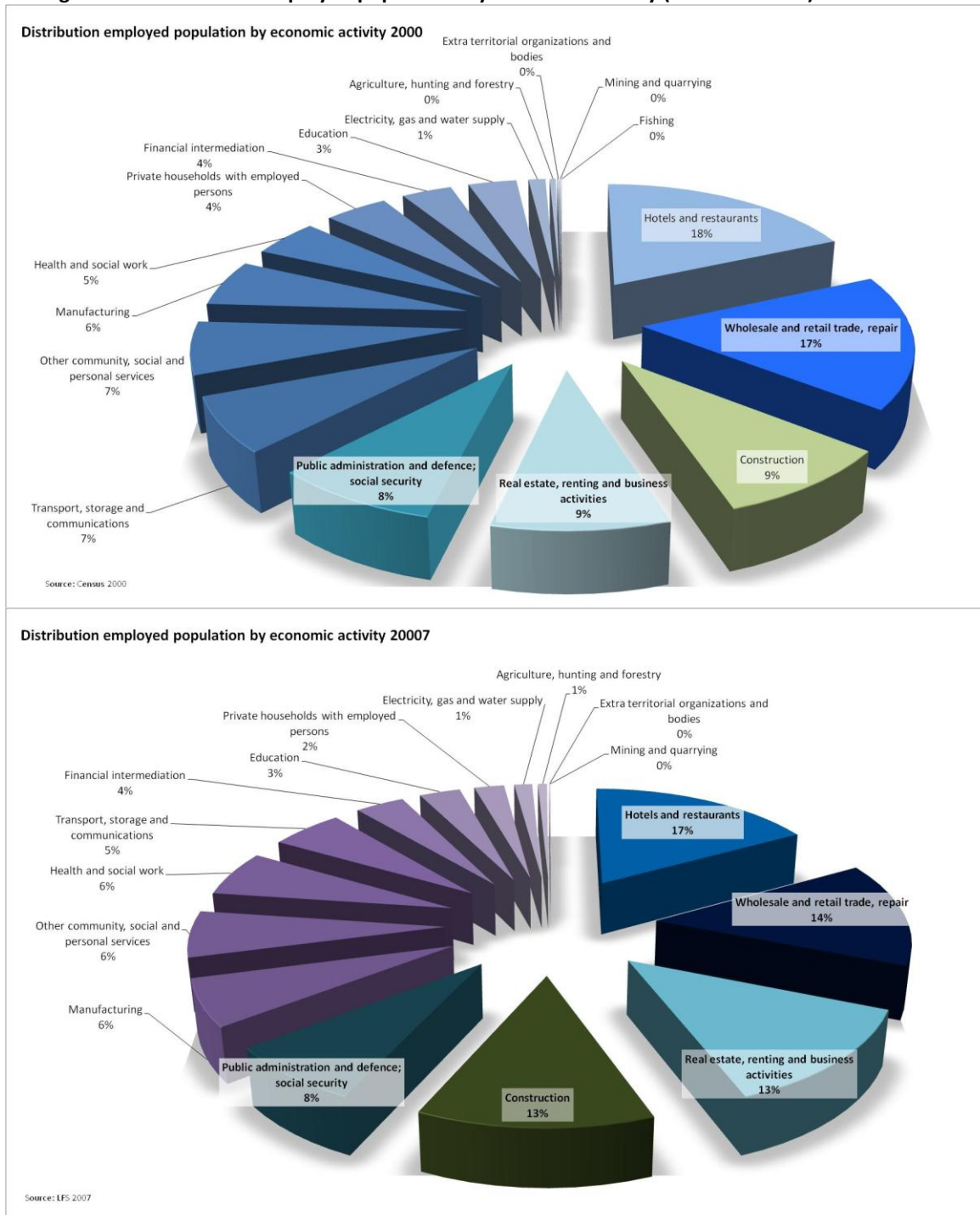


When looking at the distribution by gender, the figures show that in 2007 most of the male employed persons (20.8%) work in the 'Construction sector', while 21.5 percent of all the females work in the sector 'Hotels and Restaurants'.

An important change has been the increase of employed population in the sectors Manufacturing, Construction, Real estate and Health. When looking at the changes the sectors 'Agriculture, hunting and forestry', 'Real estate, renting and business activities', 'Construction' and 'Health and social work' are the sectors that grew the most compared to 2000, respectively with 97, 83, 67 and 60 percent.

Figure 12 are pie charts that shows the distribution in 2000 and 2007 of the employed population by economic activity.

**Figure 12. Distribution employed population by economic activity (2000 and 2007)**





The figures show the share of the economic sectors for the years 2000 and 2007. The sectors with the biggest share have remained the same over the years, these are 'Hotels and restaurants', 'Wholesale and retail trade, repair', 'Real estate, renting and business activities', 'Construction' and 'Public administration and defense ; social security'.

Compared to 2000 the share of the 'Construction' sector has increased from 9 percent to 13 percent, this was also the case for the 'Real estate' sector'. A possible explanation is due to construction and selling of different projects like the opening of the RIU Hotel in October of 2007, the extra timeshare rooms by the Marriot Hotel and the expansion of Divi Village and Aruba Phoenix resorts<sup>21</sup>. While an increase is seen in the 'Construction sector' compared to 2000, this sector decreased in 2007 compared to 2006:

*"...According to the PAEI (Partial Economic Activity Index)...construction industries shrank in 2007 ... as imports of cement and other construction materials decreased and high construction costs. While the activity in this sector may have slowed, there are still many private real estate projects in the pipeline for the 2008-2012"<sup>22</sup>.*

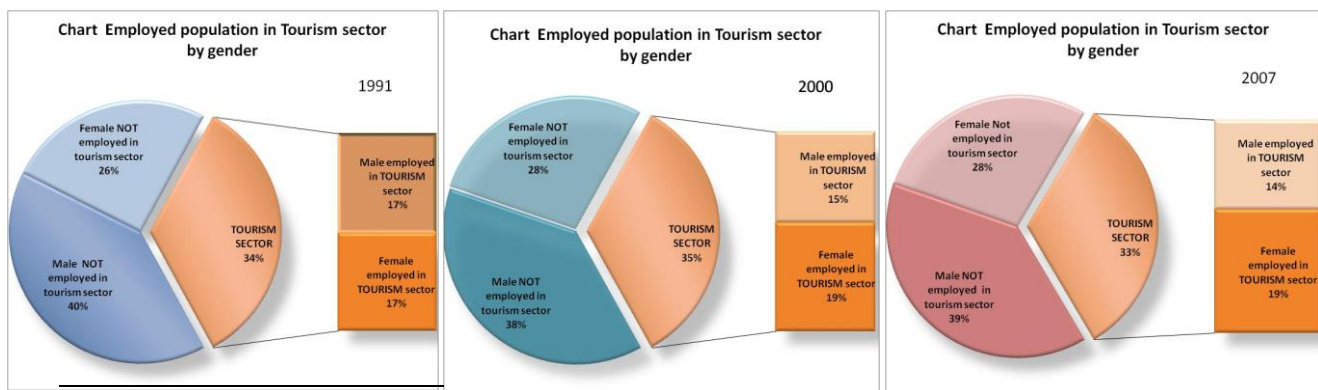
Another change was the decrease in the sectors 'Hotels and restaurant' and 'Wholesale and retail trade' both decreased with respectively 1 and 3 percent points.

### Sector of Tourism and the employed population

The Tourism sector<sup>23</sup> is identified according to the International Standard Industrial Classification of the United Nations in close co-operation with the World Tourism Organization (WTO). The sector is comprised by activities that are relevant to the tourism sector and are affected by tourism. (See Annex 3). As previously indicated the developments in the economic activity reflect the importance of the service oriented industries in Aruba.

The tourism sector plays an important role in the economic development of Aruba increasing governments' revenues and stimulating investment.

**Figure 13. Employed population in the Tourism sector by gender 1991,2000 and 2007**



<sup>21</sup> Economic Outlook Aruba 2009, Department of Economic Affairs, Commerce and Industry p.9

<sup>22</sup> Idem, p.10

<sup>23</sup> The tourism sector is comprised by the industries that attributed a percentage of their revenues to non-residents. See annex 2, for a detailed list of the ISIC codes of these industries.

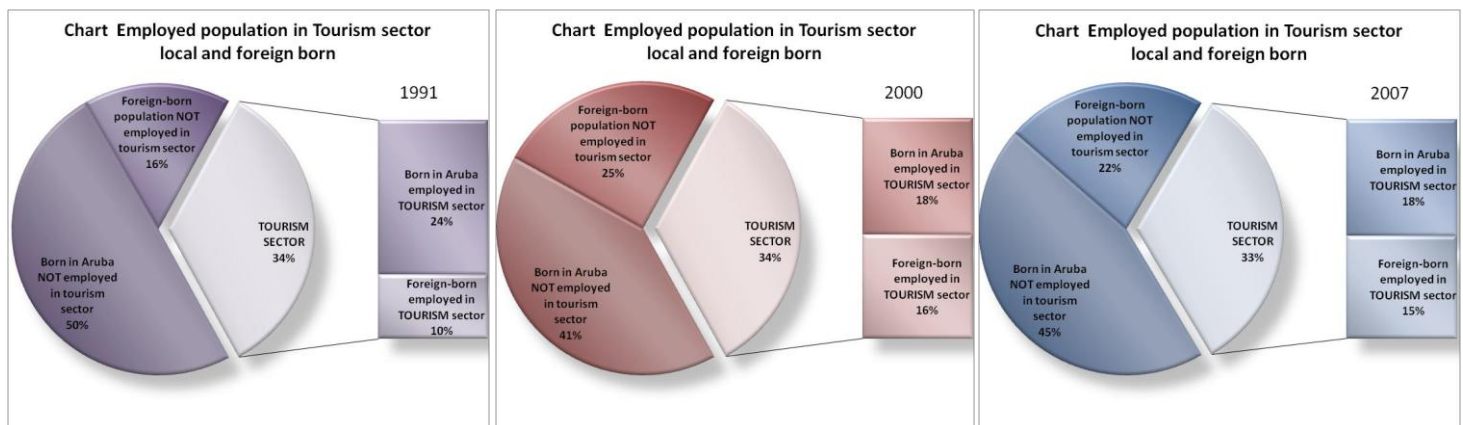


The development in the world tourism environment and in Aruba increases the necessity to present figures about the tourism sector and the labor developments in this sector.

Figure 13 present the share of population employed in the tourism sector of the total employed population by gender for the years 1991, 2000 and 2007. The share of the tourism sector has remained more or less the same over the years respectively 34, 35 and 33 percent of the total employed population. In 1991 17 percent of the employed population working in the tourism sector was male and 17 percent female. In 2000 15 percent was male, but the female share increased, 19 percent was female. The distribution between male and female did not change much in 2007 compared to 2000 (14% male, 19% female).

Figure 14 is a series of pie charts that describes the share employed population in the tourism sector by country of birth. In 1991, 34 percent of the employed persons were working in the tourism sector, 24 percent were born in Aruba and 10 percent were foreign born. In 2000 this changed, 18 percent was born in Aruba, 16 percent of the population working in the tourism sector was now foreign born. In 2007 this share did not change compared to 2000 (18 % born in Aruba, 15% foreign born). The figures for 2000 and 2007 indicate the reliance of this sector on the foreign born labor.

**Figure 14. Employed population in the Tourism sector local and foreign born 1991, 2000 and 2007**



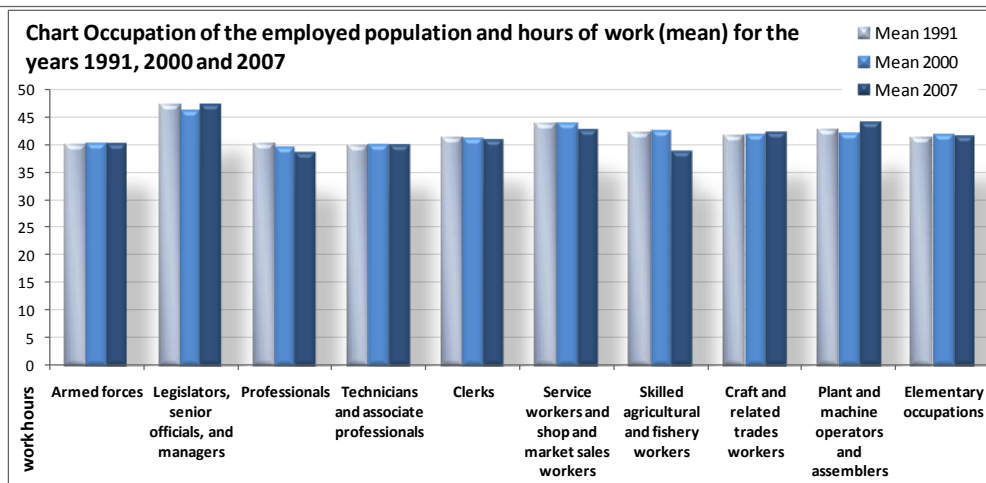
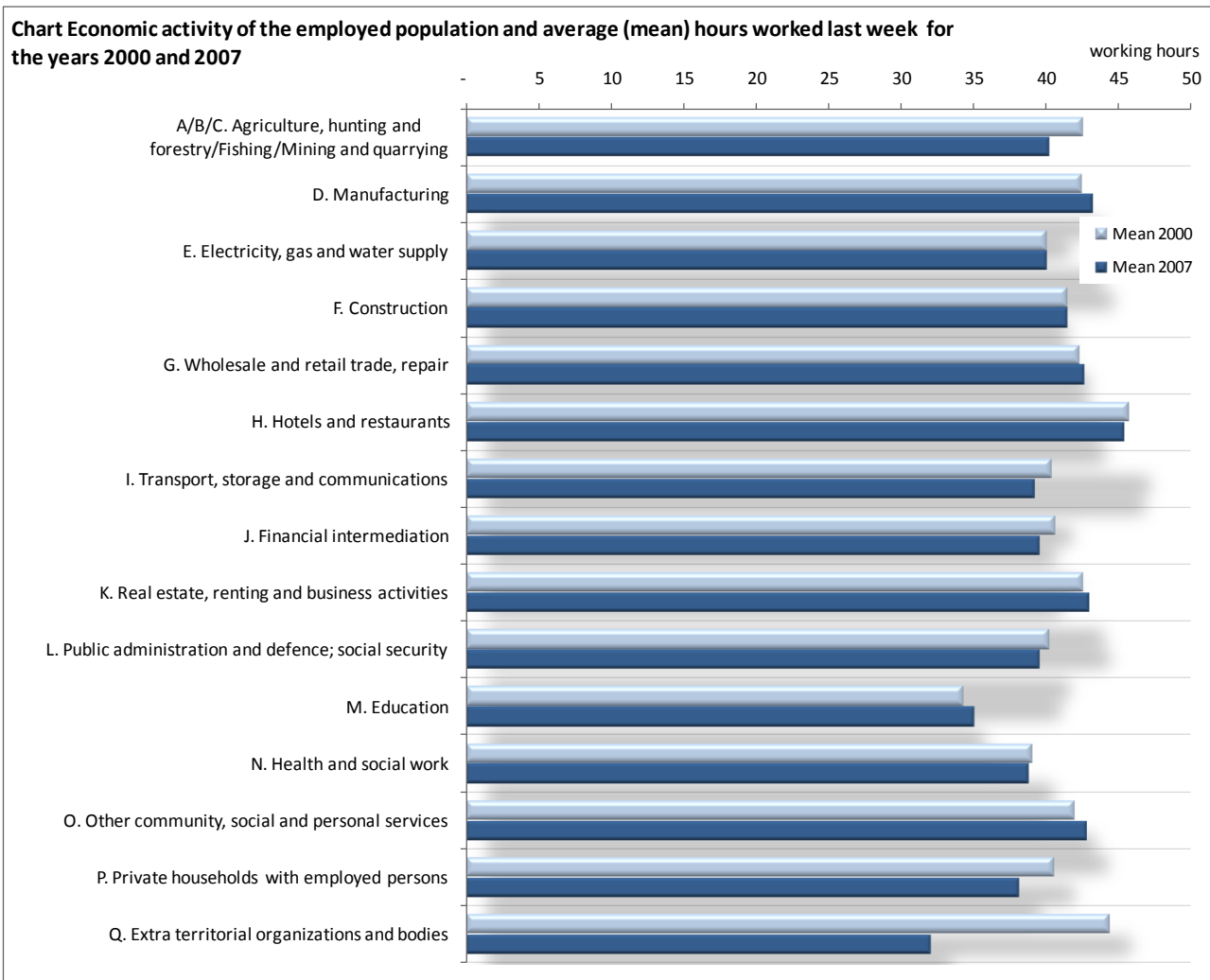
*Tourism and hours worked*

Another important aspect of the tourism sector is the hours worked in this sector. The figures about hours of worked last week are presented in the graph below. (see table 16, Annex).

The following chart shows the economic activities of the employed population and the average hours worked for the years 2000 and 2007. The sectors with the most average hours worked last week are 'Hotel and restaurant', 'Manufacturing', 'Real estate, renting and business activities', 'Other community services' and 'Wholesale and retail trade'. Their average hours lie between 43 and 45 average hours. The employed persons in the other sector worked an average of 40 hours while the employed persons working

in the sector 'Extra territorial organizations' and the 'Education sector' worked the least average hours (32 hours and 35 hours).

The average hours worked specifically in the Tourism sector are compared to the mean hours worked in the other sectors (see Table 18, Annex). The figures indicate that the employed population in Tourism sector worked an average of 45 hours while the other sectors worked an average of 40 hours.



A closer look at the hours worked by mayor occupational group for all the economic activities in Aruba indicates that in 2007 'Legislators, senior officials and managers' worked an average of 47 hours, the highest average, and that this was also the case in 1991 and 2000. The occupational groups consisting of 'Plant and machine operator', 'Service workers', 'Craft and related trade workers' and 'Elementary occupations' worked between 41 and 44 hours in 2007. The persons working in the Armed forces or as Technicians worked an average of 40 hours, while 'Skilled agricultural workers' and 'Professionals' worked less then 40 hours.

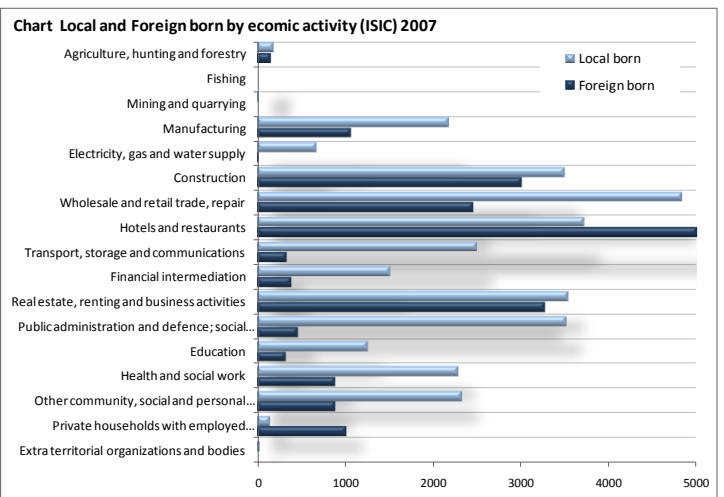
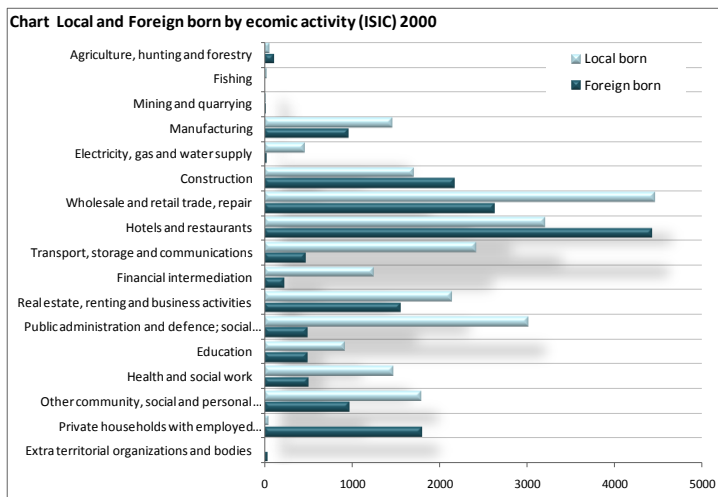
Economic Activity and country of birth of the employed population

*"Due to the increased capacity of the hotels in Aruba, a large group of service workers have been attracted. These workers have come from all corners of the world."*<sup>24</sup>

As indicated in earlier paragraphs, the migration of foreign born population in the last twenty years was triggered by the developments in the tourism sector. As a result in 2000 41 percent of the total labor force (employed and unemployed) of Aruba is foreign born, while for 2007 37 percent is foreign born. (see Table 4, annex)

When a closer look is taken of the employed population in 2000 41 percent of 41,918 employed persons were foreign born, while in 2007 38 percent were foreign born. In 2000 52 percent of the foreign born employed population was male, 48 percent was female. This changed in 2007 were 48 percent of the male were foreign born and 52 percent were female of the foreign born employed population. (See Table 15, Annex)

In 2000 and 2007 most of the employed population worked in the sectors 'Hotel and restaurant' and 'Wholesale and retail trade, repair'. Most of the employed persons that work in the sector Hotel and restaurant are foreign born (58% in 2000 and 57% in 2007), while 42 and 43 percent are local born. Most of the persons that are employed in 'Wholesale and retail trade, repair' are local born (63% and 66%) and 37 and 34 percent are foreign born.



<sup>24</sup> Current developments of Aruba's Labor Market 2003, Central Bureau of Statistics Aruba, p.103

## Status of employment and Vulnerable employment

Another data collected was the status in employment (ICSE). The status in employment categories the employed persons in 3 major groups<sup>25</sup>: employees, employers, and contributing (unpaid) family workers. (See Annex 6)

Aruba distinguishes particular groups in the category employers: Employer with more than 3 employees(employer), with less than 3 employees (owner of a small business) and with no employees (own account worker). Employees are also distinguished in two categories: employees with a permanent job and employees with temporary job.

Figure 15. Status of employment by gender (1991, 2000 and 2007)

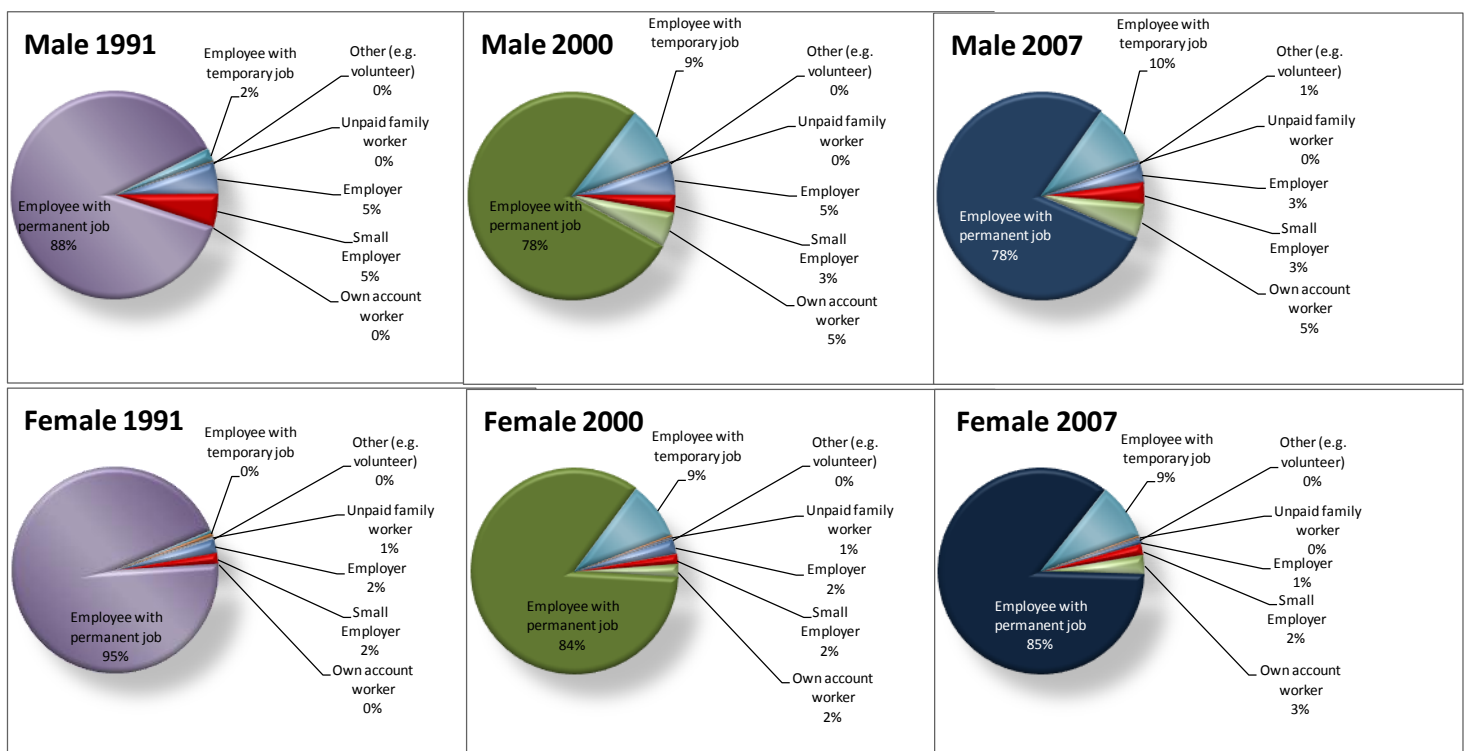


Figure 15 describes in a series of pie charts the status of employment according to gender for the years 1991, 2000 and 2007. For both male and female a high proportion (between 78 to 95 %) of the employed population is working as an 'Employee with a permanent job'. , An increase is noticeable for the males working as 'Employee with a temporary job' from 2 to 9 to 10 percent (from 346 to 2036 to 2621 in absolute figures). Also an increase is seen in the total males working as 'Own account worker' of 5 percent in 2000 but this is due to the fact that for since 2000 the category 'own account worker'

<sup>25</sup> . The groups in the ICSE-93 are defined with reference to the distinction between "paid employment" jobs on the one side and self-employment jobs on the other. Groups are defined with reference to one or more aspects of the economic risk and/or the type of authority which the explicit or implicit employment contract gives the incumbents or to which it subjects them.

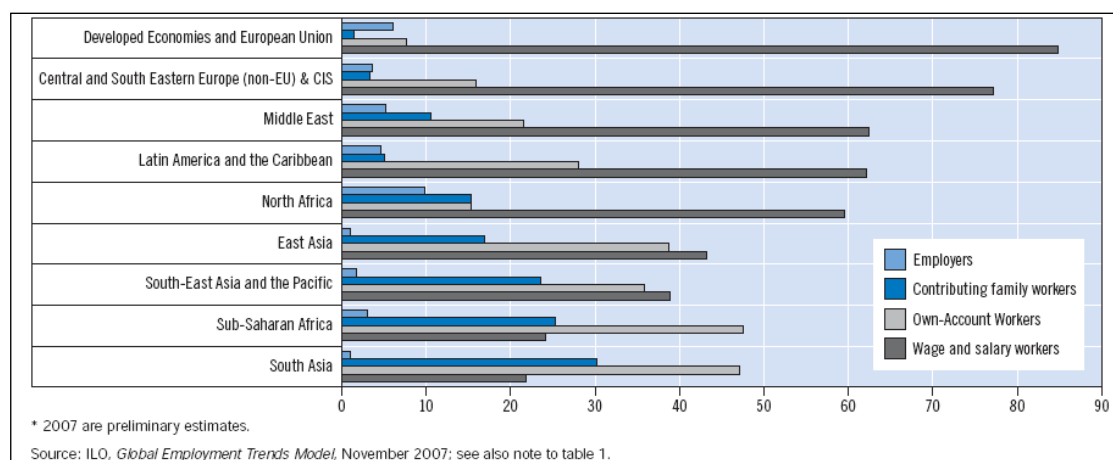
was included. Also a decrease is seen of males working as 'Small employers' from 849 (1991) to 602 (2000) but increases in 2007 to 873 men.

For the women a dramatic increase is seen in the category 'Employee with temporary job' from 67 in 1991 to 1,764 women with a temporary job in 2000.

When comparing Aruba to the world and the status in employment:

*"Regarding status of employment, 88 per cent of all working women inherit a wage and salary job, 3.9 per cent are employers, 5.8 per cent are own account workers and 2.3 per cent are contributing family workers. For men the shares are 82.1 per cent in wage and salary jobs, 7.9 per cent are employers, 9.3 per cent are own account workers and 0.8 per cent are contributing family workers. All status groups, besides the wage and salary group, have lost importance over time"*<sup>26</sup>

**Figure 16. Status of employment shares in total employment, 2007 all regions (%)**



For Aruba 81.5 percent of total employed population are 'Employee with a permanent job', 9.2 percent are 'Employee with a temporary job' and 4.2% works as an 'Own account worker'. When looking at the share of women, 85.2 percent are 'Employee with a permanent job', 0.2 percent are 'Employers', 8.7 percent are 'Own account workers' and 0.2 percent are 'Unpaid family workers'. For the male employed population 78.2

<sup>26</sup> ILO Global Employment Trend January 2009, Geneva, International labor Office, p37

percent are 'Employee with a permanent job', 0.5 percent are 'Employers', 9.7 percent are 'Own account workers' and 3.2 percent are 'Unpaid family workers'.

In 2007 66.3 percent of the total employed population in Curacao are 'Employee with permanent job' and 2.3 percent are 'Employer'.

Figure 16 compares Aruba with the world figures of the share of status of employment in total employment. Aruba can be compared to the countries in Central and South Eastern Europe and the Commonwealth of Independent States (CIS) and the Developed Economies and European Union (See Annex 2, for the regions mentioned in figure 16)

### *Vulnerable employment*

An indicator that is used to measure the developments in the labor market is vulnerable employment.

Vulnerable employment is used to measure the informalization of the labor market in a country.<sup>27</sup> Together with other indicators it indicates the informality of an economy and the risk that a group carries in the economy.

According to the ILO, 5 out of 10 people in the world (50%) were either own account worker or contributing unpaid family worker in 2007.<sup>28</sup> When compared to Aruba, 4 out of 100 (4%) are in this category in 2000 and 2007.

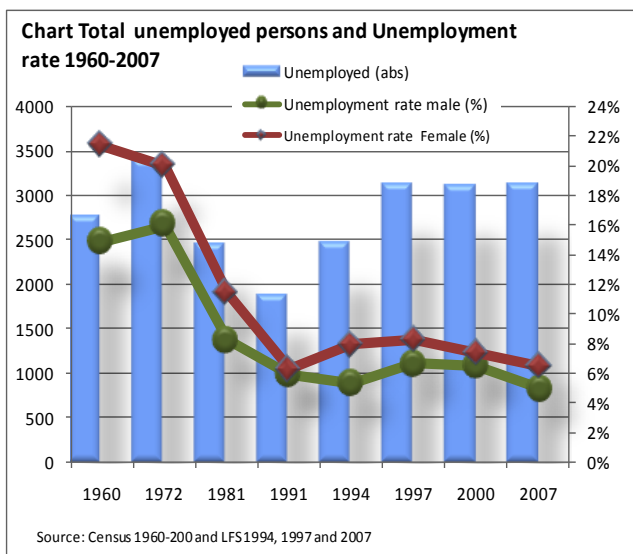
In Aruba in 2007 82 percent of all employed persons were 'Employee with permanent job' (including managers and directors). When compared to the world figures one may conclude that Aruba's labor market is not an informal labor market. The limitations of this indicator are that the persons that carry a high economic risk are not the persons that are measured in these two groups.

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<sup>27</sup> Vulnerable employment calculates the sum of own-account workers and contributing family workers as a share of total employment. Contributing family workers and own-account workers are less likely to have formal work arrangements, which allows for the usage of the indicator on vulnerable employment to confirm or refute claims of an increasing informalization of labor markets. Vulnerable employment shares are indicative for informal economy employment. However, vulnerable employment numbers should be interpreted in combination with other labor market indicators such as unemployment and working poverty.

<sup>28</sup> ILO Global Employment Trend January 2009, Geneva, International labor Office, p11

## Unemployment and the Aruban population



The unemployment rate has remained quite stable during the last twenty years, for both male and female population. Since 1991 the rates were hovering around 6 or 7 percent. During the decades before, the rates were significantly higher.

In 1991, 6.1 percent of the total population was unemployed<sup>29</sup>. In 1994 this rate was 6.4 percent and in 1997 unemployment rates were 1 percentage point higher. Three years later unemployment rates decreased somewhat (6.9%) and this trend continued till 2007, where

unemployment rates clearly reflected a tight labor market.

Compared to the year 2000 the total unemployed population increased with 0.2 percent points in 2007. But when a closer look is taken at the unemployed population the following is noticed (See annex table 4 and 23):

- The number of male unemployed persons decreased considerably in 2007 compared to the male unemployed in 2000 (-9.1%), especially the unemployed male between 25 and 64 percent (-46%).
- 55 percent of the total number of unemployed persons was female in 2007.

### Unemployment by gender and agecategory (2000 and 2007)

Activity status		2000				2007 <sup>2</sup>			
		15-24	25-64	65+	Total <sup>1</sup>	15-24	25-64	65+	Total <sup>1</sup>
Unemployed	Male	369	1,183	12	1,563	779	641	0	1,420
	Female	359	1,186	8	1,555	599	1,070	35	1,704
	Total	728	2,370	20	3,119	1,378	1,711	35	3,124
Unemployed rate	Male	15.7	5.6	2.6	6.5	23.5	2.6	0.0	5.0
	Female	16.8	6.4	5.1	7.4	22.9	4.6	19.7	6.5
	Total	16.3	5.9	3.3	6.9	23.2	3.6	5.2	5.7

Sources: Population Census 2000, LFS 2007.

<sup>1</sup> including age not reported

<sup>2</sup> LFS 2007 is 15 years and older

- Of the total unemployed population 67 percent is born in Aruba while 32 percent is foreign born in 2007.
- The total number of foreign unemployed persons decreased with 20 percent compared to 2000 but the total number of unemployed persons local born increased with 14 percent.

<sup>29</sup> Unemployed are those individuals without work, seeking work in a recent past period, and currently available for work. See Annex 7 for definition.



## Conclusion

The figures presented in this report reflect the situation in 2007. Therefore the developments of Aruba's Labor Force have been compared to the labor developments in the world in 2007. But since 2008 the world's economy has changed.

The composition and structure of labor markets are being affected by the development in global and local economies. The global financial turmoil, the rising prices for oil, food and construction material, has negatively affected the world economy in 2008.

International Organizations like the International Monetary Fund (IMF) have revised the forecasts of the economies in the world in January 2008. The growth has turned into a decline for economies as France, Germany, Japan, and Italy but also for the USA and the European Union. According to the World of Work Report, the employment growth experienced by the developed economies in the early nineties has come to a halt. For example, the figures for the USA show for the first month of 2008 already a negative employment growth.

The IMF had also forecast a growth in the so called "emerging and developing economies" such as Latin-American countries. In 2008, this forecast was also altered, but because of the structure of their economies, this forecast was only turned into a warning. The employment growth for the developing economies still remains, but the impact of the recent developments has yet to be fully felt, especially by the low income group. The global trend has shown that the expansion has come together with large income inequalities.<sup>30</sup>

According to the ECLAC the economies of the Caribbean and Central America are expected to be hit the hardest by the global economic and financial crisis due to their dependence on demand from tourism which is generally income-elastic. Export of tourism related services is estimated to make up about 20 percent of the economies of the Caribbean compared to 5 percent for Central America. Expected remittances are also expected to fall as the job market in developed countries weakens. The low-income classes in the Central American and Caribbean region are particularly dependent on these remittances<sup>31</sup>

The global trend in employment and the negative financial developments are aspects that are to be monitored especially for a small 'open island economy' like Aruba, which also has a strong dependency on the tourism sector.

Strict rules and regulations regarding the holding of foreign investments have insulated to a large extent the supervised financial institutions in Aruba from the ongoing crisis. From this perspective, the Aruban economy is largely shielded from developments in global financial markets and institutions<sup>32</sup>. On the other hand as the international financial markets are in difficulties so will be the foreign investment in Aruba and this in turn affects our GDP growth rate. Also because the US market is our major market for tourism, whatever happens to the market will affect our economy.

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<sup>30</sup> World of work report 2008 : income inequalities in the age of financial globalization /International Labour Office, International Institute for Labour Studies. – Geneva: ILO, 2008 p3

<sup>31</sup> ECONOMIC OUTLOOK ARUBA 2009, Department of Economic Affairs, Commerce and Industry p.25

<sup>32</sup> Idem, p 285

Aruba's trend in employment and participation show that over time a larger share of women is participating in the economy. Also youth participation has increased over the years. However in order to cope with future challenges of an ageing labor market, employment rates need to increase even further.

For the period of 1991-2000 the employed population grew in Aruba with 43 percent but current information reveals a slowdown in growth. This has amongst others to do with more stringent migration policy. As a consequence, the group of local born employed persons grew with 26.5 percent, while the foreign born population grew only with 8.2. percent, in the period 2000 - 2007.

Nevertheless, the most important pillars of our economy, the hotel,- and construction sector, employ currently more foreigners than locals. Migration can be seen as a kind of a safety-valve for the economy. In times of a booming economy, migrants will fill important niches of the economy. During times of recession, migrants are more likely to be dismissed and function as a buffer that will prevent sudden shocks.

The migration of the foreign born was triggered by the development of the tourism sector. When key-figures of the labor force in the tourism sector are compared between 1991 and 2007, is noticed that the share of the population employed in the tourism sector has remained the same. The figures also show a reliance of the sector on the foreign born labor.

Aruba is now on the lookout and being shielded from the financial crisis gives us the opportunity to monitor the global trends and prepare our national policies to cushion the effects caused by this crisis.

## ANNEX

## Annex 1

The Labor Force Survey Aruba has the following broad objectives:

- To provide basic information on the size and structure of a the labor force of Aruba. This data provides a basis for monitoring trends and changes in the labor market and in the employment situation.

- To provide a base on which to measure the supply of labor (for the production of goods and services), the input of labor (the utilization of the available labor) and the extent to which this resource is being utilized in the production process of the economy of Aruba.

- To provide statistics on the changes in the level of employment and unemployment among women, young persons, elderly workers and other population groups. Information to be used in the design and evaluation of government policies aimed at promoting and creating employment, like training programmes and incentives for employment promotion. Also to provide material to asses the social effects of government employment policies.

- To measure employment and income statistics together to provide the basis for analyzing the employment of different categories of workers by occupation, sector of economic activity and other socio-demographic characteristics. They can be used to asses the effects of the policies on the employment and income situation of the working population and different subgroups in Aruba.”<sup>33</sup>

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<sup>33</sup> Surveys of economically active population, employment, unemployment and underemployment. An ILO manual on concepts and methods, Geneva, International Labor Office, 1990, p1-7

## Annex 2. Detailed list countries comprising the different regions according to ILO

Advanced Economies	Latin America & The Caribbean	Sub-Saharan Africa	North Africa	Middle East	Central & Eastern Europe and Former Soviet Republics	Asia & The Pacific Eastern Asia	South Asia	South-East Asia
Western Europe	Antigua and Barbuda	Angola	Egypt Libyan Arab Jamahiriya	Bahrain	Central and Eastern Europe	China	Afghanistan	Brunei Darussalam
Austria	Argentina	Benin	Morocco	Iran, Islamic Republic of	Bosnia and Herzegovina	Hong Kong, China Korea, Democratic People's	Bangladesh	Cambodia
Belgium	Aruba	Botswana	Sudan Tunisia	Iraq	Bulgaria	Republic Macau, China	Bhutan	Indonesia
Cyprus	Bahamas	Burkina Faso	Jordan	Jordan	Croatia	India	India	Lao People's Democratic Republic
Denmark	Barbados	Burundi	Kuwait	Kuwait	Czech Republic	Maldives	Maldives	Malaysia
Finland	Belize	Cameroun	Lebanon	Lebanon	Estonia	Nepal	Nepal	Myanmar
France	Bolivia	Cape Verde	Oman	Oman	Hungary	Taiwan, China	Pakistan	Philippines
Germany	Brazil	Central African Republic	Qatar	Qatar	Latvia	Pacific Islands	Sri Lanka	Singapore
Greece	Cayman Islands	Chad	Saudi Arabia	Saudi Arabia	Lithuania	American Samoa		
Iceland	Chile	Comoros	Syrian Arab Republic	Syrian Arab Republic	The former Yugoslav Republic of Macedonia	Cook Islands	Thailand	Timor-Leste
Ireland	Colombia	Congo	Turkey	Turkey	Montenegro	Fiji	Thailand	Timor-Leste
Italy	Costa Rica	Congo, Democratic Republic of	United Arab Emirates	United Arab Emirates	Poland	French Polynesia	Viet Nam	
Luxembourg	Cuba	Côte d'Ivoire	West Bank and Gaza Strip	West Bank and Gaza Strip	Poland	Guam		
Malta	Dominica	Djibouti	Yemen	Yemen	Romania	Kiribati		
Netherlands	Dominican Republic	Equatorial Guinea			Serbia, Republic of	Marshall Islands		
Norway	Ecuador	Eritrea			Slovakia	Nauru		
Portugal	El Salvador	Ethiopia			Slovenia	New Caledonia		
Spain	Grenada	Gabon			Commonwealth of Independent States	Niue		
Sweden	Guatemala	Gambia			Armenia	Northern Mariana Islands		
Switzerland	Guyana	Ghana			Azerbaijan	Papua New Guinea		
United Kingdom	Haiti	Guinea				Samoa		
Other Advanced Economies	Honduras	Guinea-Bissau			Belarus	Solomon Islands		
Australia	Jamaica	Kenya			Georgia	Tokelau		
Canada	Mexico	Lesotho			Kazakhstan	Tonga		
Israel	Netherlands Antilles	Liberia			Kyrgyzstan	Tuvalu		
Japan	Nicaragua	Madagascar			Republic of Moldova	Vanuatu		
Korea, Republic of	Panama	Malawi			Russian Federation	Wallis and Futuna Islands		
New Zealand	Paraguay	Mali			Tajikistan			
United States	Peru	Mauritania			Turkmenistan			
	Puerto Rico	Mauritius			Ukraine			
	Saint Kitts and Nevis	Mozambique			Uzbekistan			
	Saint Lucia	Namibia						
	Saint Vincent and the Grenadines	Niger						
	Suriname	Nigeria						
	Trinidad and Tobago	Rwanda						
		Sao Tome and Principe						
	United States Virgin Islands	Senegal						
	Uruguay	Seychelles						
	Venezuela, Bolivian Republic of	Sierra Leone						
		Somalia						
		South Africa						
		Swaziland						
		Tanzania, United Republic of						
		Togo						
		Uganda						
		Zambia						
		Zimbabwe						

### Annex 3

#### ISCO-88 (THE INTERNATIONAL STANDARD CLASSIFICATION OF OCCUPATION).

The ISCO provides a systematic classification structure, which encompasses all occupations of the economically active population. The classification structure consists of four levels: major groups, sub-major groups, minor groups, and unit groups. There are ten major groups.

The ISCO classification system uses 4-digit codes for the unit groups of occupation.

The following brief outline of the ten ISCO-88 major groups facilitates the interpretation of the classification.

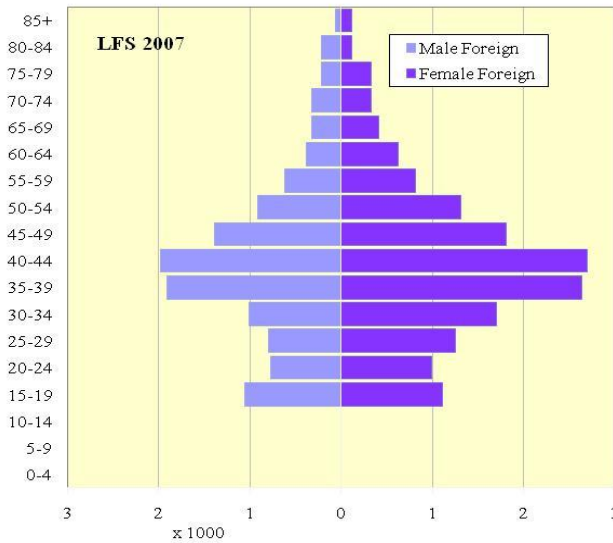
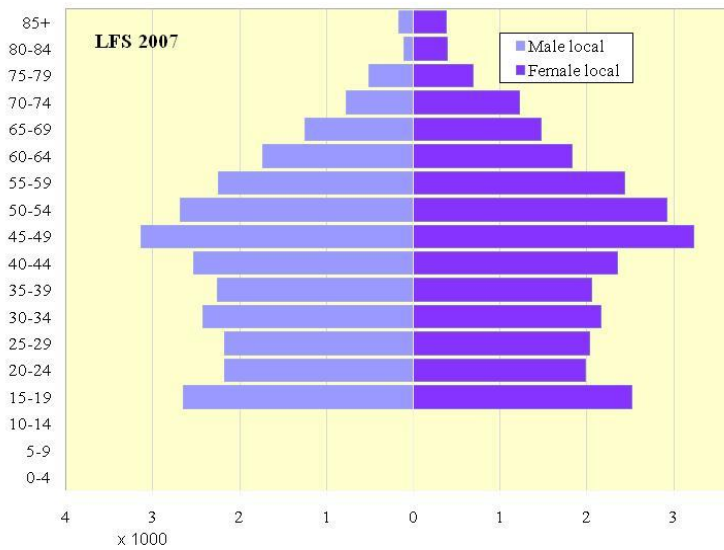
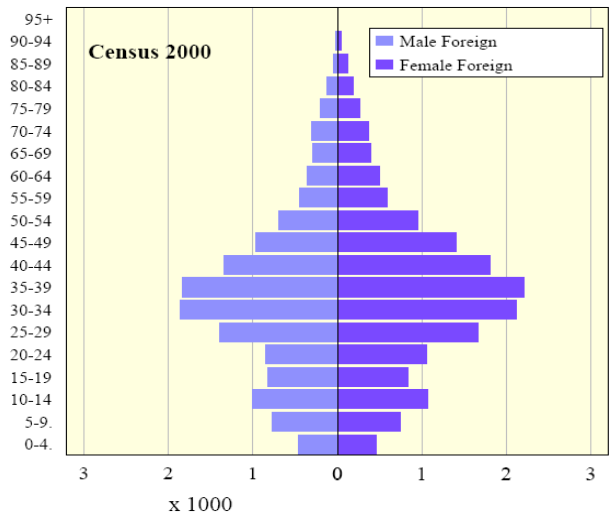
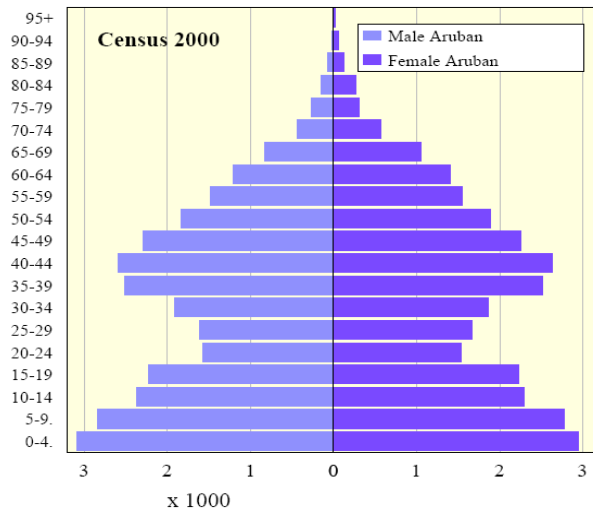
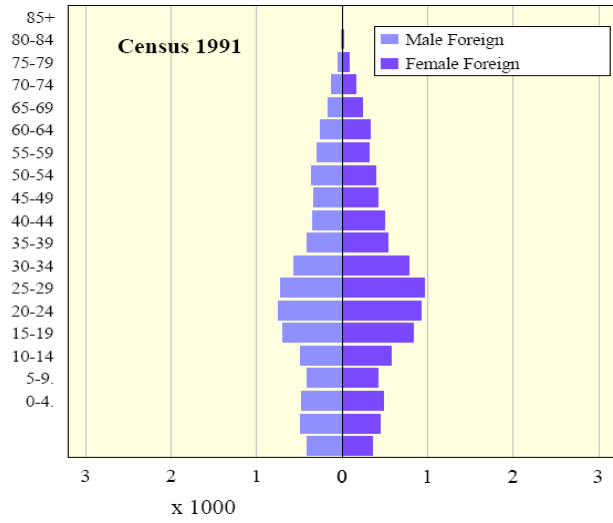
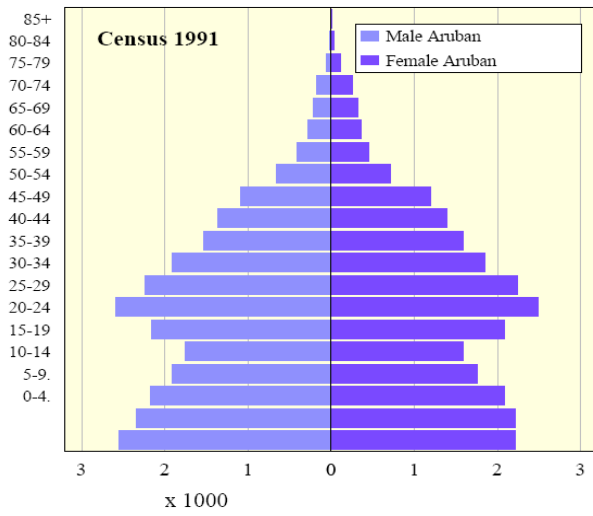
1. **LEGISLATORS, SENIOR OFFICIALS AND MANAGERS** : consists of occupations in which policy-making and high-level management play a primary role, both in the private and in the public sector. Lower-level managers do not belong to this category.
2. **PROFESSIONALS**: includes occupations that require a high level of professional knowledge and experience in the field of physical and life sciences or social sciences and humanities. The tasks of the members of this group consist of increasing know-how and experience, applying scientific concepts and theories to the solution of problems, and imparting their knowledge in a systematic manner.
3. **TECHNICIANS AND ASSOCIATE PROFESSIONALS**: requires technical know-how and experience in one or more fields of physical and life sciences, or social sciences and humanities. The main tasks consist of carrying out technical work connected with the application of concepts and operational methods in the above-mentioned fields, and in teaching at certain educational levels.
4. **CLERKS**: the main tasks are secretarial duties, operating word processors and other office machines, recording and computing numerical data, and performing a number of customer-oriented clerical duties, mostly in connection with mail services, money-handling operations and appointments.
5. **SERVICE WORKERS AND SHOP AND MARKET SALES WORKERS**: the main tasks of this major group are the provision of services related to travel, housekeeping, catering, personal care, protection of individuals and property, and the maintenance of law and order, or selling goods in shops or at the market.
6. **SKILLED AGRICULTURAL AND FISHERY WORKERS**: the main responsibilities of this group are growing crops, breeding or hunting animals, catching or cultivating fish, conserving and exploiting forests and, especially in the case of market-oriented agricultural and fishery workers, selling products to purchasers and marketing organizations, or at the market.
7. **CRAFT AND RELATED TRADE WORKERS**: the main tasks of these occupations are of extracting raw materials, constructing buildings and other structures, and making various products including handicraft.
8. **PLANT AND MACHINE OPERATORS AND ASSEMBLERS**: the occupations within this major group are involved in operating and monitoring mining, processing, and production machinery and equipment, as well as driving vehicles and operating mobile plants, or assembling needed component parts. These occupations require the know-how and the experience to operate this machinery.
9. **ELEMENTARY OCCUPATIONS**: this major group covers occupations that require the know-how and experience to perform simple and routine tasks involving the use of hand-held tools and, in some cases, considerable physical effort. Only in a few cases do these occupations require personal initiative and judgment. The main tasks are selling goods in the street, doorkeeping and property watching, as well as cleaning, washing, and pressing, and working as laborers in mining, agriculture and fishing, construction and manufacturing.
10. **ARMED FORCES**: Persons who are currently serving in the armed forces, including auxiliary services, whether on a voluntary or compulsory basis, and who are not free to accept civilian employment. It includes conscripts enrolled for military training or other services for a specified period of time.

**Annex 4 Detailed list of ISIC . rev 3 of the industries that attributed a percentage of their revenue to non-residents.**

- 5211 Supermarkets & minimarkets
- 5224 Retail sale of sugar confectionery
- 5225 Retail sale of beverages and of tobacco products not consumed on the spot
- 5231 Retail sale of pharmaceutical and medical goods, cosmetic and toilet articles
- 5232 Retail sale of textiles, clothing, footwear and leather goods
- 5233 Retail sale of household appliances, articles and equipment
- 5235 Retail sale of books, office supplies and equipment, magazines and stationery
- 5238 Other retail sale in specialized stores
  
- 5511 Hotels
- 5512 Resorts (Time share)
- 5519 Other accommodations for stay over
- 5521 Bars
- 5522 Full service restaurants
- 5523 Fast food restaurants and cafeterias
- 5526 Nightclubs, dinner theaters
  
- 6210 Scheduled air transport
- 6420 Telecommunications
  
- 7011 Time-share business
- 7111 Renting of land transport equipment
- 7494 Photographic activities
  
- 9241 Sporting activities and related services; also sport fishing and hunting
- 9242 Casino activities
- 9244 Water sport activities
- 9248 Other recreational activities



**Annex 5, Population Pyramids for the years 1991,2000, 2007**



## Annex 6

### ICSE 1993 (THE INTERNATIONAL CLASSIFICATION BY STATUS IN EMPLOYMENT).

The 15th International Conference of Labor Statisticians (ICLS) adopted , in January 1993, a resolution concerning the ICSE: <sup>34</sup>

Categories ICSE 93	
<i>Groups according to ICLS, January 1993</i>	<i>Groups distinguished according Aruba's national circumstances</i>
<ul style="list-style-type: none"> <li>• Employees; countries may need to distinguish "employees with stable contracts" (including "regular employees");</li> </ul>	<ul style="list-style-type: none"> <li>• Permanent employee, salary earner (including: manager, director)</li> <li>• Temporary employee deployed by a temp agency ("Uitzendbureau")</li> <li>• Temporary employee, salary earner or Staff on a contract</li> </ul>
<ul style="list-style-type: none"> <li>• Employers;</li> </ul>	<ul style="list-style-type: none"> <li>• Employer ( &gt;=3 employees)</li> <li>• Owner of a small business (1-2 employees)</li> </ul>
<ul style="list-style-type: none"> <li>• Own-account workers;</li> </ul>	<ul style="list-style-type: none"> <li>• Owner of a small business or own account worker (0 employees)</li> </ul>
<ul style="list-style-type: none"> <li>• Members of producers cooperatives;</li> </ul>	<ul style="list-style-type: none"> <li>• Other</li> </ul>
<ul style="list-style-type: none"> <li>• Contributing family workers;</li> </ul>	<ul style="list-style-type: none"> <li>• Unpaid family member (in family business)</li> </ul>
<ul style="list-style-type: none"> <li>• Workers not classifiable by status.</li> </ul>	<ul style="list-style-type: none"> <li>• Other</li> </ul>
	<ul style="list-style-type: none"> <li>• Volunteer</li> </ul>
	<ul style="list-style-type: none"> <li>• Apprentice</li> </ul>
<p><i>The ICSE indicates that: 'Countries may need and be able to distinguish one or more of the groups, in particular group, and may also create other groups according to national requirements'</i></p>	

#### GROUP DEFINITIONS

The groups<sup>35</sup> in the ICSE-93 are defined with a distinction between "paid employment" jobs and self-employment jobs and to one or more aspects of the economic risk and/or the type of authority which the employment contract states (explicit or implicit).

**"Paid employment" jobs:** are those jobs with explicit (written or oral) or implicit employment contracts which a basic remuneration not directly dependent upon the revenue of the unit for which they work (a corporation, a non-profit institution, a government unit or a household). Some or all of the tools, capital equipment, information systems and/or premises used may be owned by other. Work takes place under direct supervision of, or according to strict guidelines set by the owner(s) or persons in the owners employment. (Persons in "paid employment jobs" are typically remunerated by wages and salaries, but, may be paid by commission from sales, by piece-rates, bonuses or in-kind payments such as food, housing or training.)

**Self-employment jobs:** are those jobs where the remuneration is directly dependent upon the profits (or the potential for profits) derived from the goods and services produced (where own consumption is considered to be part of profits). The incumbents make the operational decisions affecting the enterprise, or delegate such decisions but retains the responsibility for the welfare of the enterprise. (includes one-person operations.)

**Employees:** are all those workers who hold a "paid employment jobs".

<sup>34</sup> ILO (1993): Fifteenth International Conference of Labor Statisticians, Report of the Conference. ICLS/15/D.6 (Rev. 1). International Labor Office, Geneva 1993

<sup>35</sup> For linguistic convenience the group titles and definitions have been formulated in a way which corresponds to the situation where each person holds only one job during the reference period

## Annex 6 (Continued)

**Employee with a stable contracts:** are those "employees" who have an explicit (written or oral) or implicit contract of employment, or a succession of such contracts, with the same employer on a continuous basis (a period of employment longer than a specified minimum, if allowed, according to national circumstances) or

are "employees with stable contracts" for whom the employing organization is responsible for payment of relevant taxes and social security contributions and/or where the contractual relationship is subject to national labor legislation (regular employees).

*Aruba defined this category as: "Permanent employee, salary earner (including manager, director)"*

**Employees not with a stable contract:** this is a category especially formulated for the circumstances on Aruba and are those "employees" who do not have an explicit (written or oral) or implicit contract of employment, or a succession of such contracts, with the same employer on a continuous basis. This category also include those who are not "employees with stable contracts" for whom the employing organization is responsible for payment of relevant taxes and social security contributions and/or where the contractual relationship is subject to national labor legislation (also called regular employees).

*Aruba defined this category as "Temporary employee deployed by a temp agency".*

**Employers:** are those workers who, work on their own account or with one or a few partners, hold the type of job defined as a "self-employment job", and, in this capacity, on a continuous basis with one or more employees (determined by national circumstances, see definition of "employees with stable contracts"). The partners may or may not be members of the same family or household.

*Aruba distinguish "Employers with more than 3 employees" and a "Owner of a small business with 1 or 2 employees".*

**Own-account workers:** work on their own account or with one or more partners and hold the type of job defined as "a self-employment job". They have not (on a continuous basis) any "employees". The partners may or may not be members of the same family or household.

*Aruba defined this category as: " "Owner of a small business or own account worker with 0 employees".*

**Contributing family workers:** are those with a "self-employment" job, not remunerated, in an economic enterprise operated by a related person (living or not in the same household). (example: young persons working without pay in an economic enterprise operated by a related person).

*Aruba distinguish this category as: "Unpaid family member (in family business)"*

**Workers not classifiable by status:** are those for whom insufficient relevant information is available, and/or who cannot be included in any of the preceding categories.

*Aruba included this category in "Other".*

**Members of producers cooperatives:** are workers who hold a "self-employment" job in a cooperative producing goods and services, in which each member takes part on an equal footing with other members in determining the organization of production, sales and/or other work of the establishment, the investments and the distribution of the proceeds of the establishment amongst their members. (It should be noted that "employees" of producers cooperatives are not to be classified to this group.)

*Aruba included this category in "Other"*

### STATISTICAL TREATMENT OF PARTICULAR GROUPS

**Owner-managers of incorporated enterprises:** are workers who hold a job in an incorporated enterprise, in which they:

- (a) alone, or together with other family members or one or few partners, hold controlling ownership of the enterprise; and
- (b) have the authority to act on its behalf as regards contracts with other organizations and the hiring and dismissal of persons "in paid employment" with the same organization, subject

## Annex 6 (Continued)

only to national legislation regulating such matters and the rules established by the elected or appointed board of the organization.

Different users of labor market, economic and social statistics may have different views on whether these workers are best classified as in "paid employment" or as in "self-employment", because these workers receive part of their remuneration in a way similar to persons in paid employment while their authority in and responsibility for the enterprise corresponds more to persons in "self-employment", and in particular to "employers".

***Note, for example, that to classify them as "employees" will be consistent with their classification in the "System of National Accounts", while they may be best classified as "employers" or "own-account workers" for labor market analysis.)***

Countries should, therefore, according to the needs of users of their statistics and their data collection possibilities, endeavor to identify this groups separately. This will also facilitate international comparisons.

*Aruba categorized this group as 'Employer'*

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## Annex 7

### **Resolution concerning statistics of the economically active population, employment, unemployment and underemployment, adopted by the 13<sup>th</sup> International Conference of Labor Statisticians, October 1982 [relevant paragraphs]**

#### **Definition Unemployment**

1. The "unemployed" comprise all persons above a specified age who during the reference period were:

- a. "without work", i.e. were not in paid employment or self-employment;
- b. "currently available for work", i.e. were available for paid employment or self employment during the reference period; and
- c. "seeking work", i.e. had taken specific steps in a specified recent period to seek paid employment or self-employment. The specific steps may include registration at a public or private employment exchange; application to employers; checking at worksites, factory gates, market or other assembly places; placing or answering newspaper advertisements; seeking assistance of friends or relatives; looking for land, building, machinery or equipment to establish own enterprise; arranging for financial resources ;applying for permits and licenses, etc.

2. In situations where the conventional means of seeking work are of limited relevance, where the labor market is largely unorganized or of limited scope, where labor absorption is, at the time, inadequate or where the labor force is largely self-employed, the standard definition of unemployment given in subparagraph (1) above may be applied by relaxing **the criterion of seeking work**.

3. In the application of the criterion of **current availability for work**, especially in situations covered by subparagraph (2) above, appropriate tests should be developed to suit national circumstances. Such tests may be based on notions such as present desire for work and previous work experience, willingness to take up work for wage or salary on locally prevailing terms, or readiness to undertake self-employment activity given the necessary resources and facilities.

4. Notwithstanding the criterion of seeking work embodied in the standard definition of unemployment, persons without work and currently available for work who had made arrangements to take up paid employment or undertake self-employment activity at a date subsequent to the reference period should be considered as unemployed.

5. Persons temporarily absent from their jobs with no formal job attachment who were currently available for work and seeking work should be regarded as unemployed in accordance with the standard definition of unemployment. Countries may, however, depending on national circumstances and policies, prefer to relax the seeking work criterion in the case of persons temporarily laid off. In such cases, persons temporarily laid off who were not seeking work but classified as unemployed should be identified as a separate subcategory.

6. Students, homemakers and others mainly engaged in non-economic activities during the reference period who satisfy the criteria laid down in subparagraphs (1) and (2) above should be regarded as unemployed on the same basis as other categories of unemployed persons and be identified separately, where possible.

## TABLES

**Table 1. Activity status by sex for 1960, 1972, 1981, 1991, 2000 (≥ 14 years of age) and 2007 (≥ 15 years of age)**

Activity status	1960		1972		1981		1991		2,000		2,007		
	Abs.	Column %	Abs.	Column %	Abs.	Column %	Abs.	Column %	Abs.	Column %	Abs.	Column %	
Employed	Male	10,626	68	11,285	61	15,111	69	16,834	68	22,498	67	27,210	70
	Female	3,403	20	4,961	25	8,466	36	12,385	47	19,420	52	24,396	56
	Total	14,029	43	16,246	42	23,577	51	29,219	57	41,918	59	51,605	62
Unemployed	Male	1,854	12	2,158	12	1,359	6	1,058	4	1,563	5	1,420	4
	Female	923	5	1,240	6	1,095	5	833	3	1,555	4	1,704	4
	Total	2,777	9	3,398	9	2,454	5	1,891	4	3,118	4	3,124	4
Labor Force (Employed+ Unemployed)	Male	12,480	80	13,443	73	16,470	75	17,892	72	24,061	72	28,630	74
	Female	4,326	26	6,201	31	9,561	40	13,218	50	20,975	56	26,100	59
	Total	16,806	52	19,644	51	26,031	57	31,110	61	45,036	63	54,730	66
Non-active	Male	2,884	18	4,931	27	5,472	25	6,847	28	9,107	27	10,169	26
	Female	11,893	71	13,652	68	14,285	60	13,222	50	16,033	43	17,772	41
	Total	14,777	45	18,583	48	19,757	43	20,069	39	25,140	35	27,941	34
Activity status unknown	Male	301	2	108	1	4	0	94	0	364	1	0	0
	Female	595	4	167	1	1	0	106	0	387	1	0	0
	Total	896	3	275	1	5	0	200	0	751	1	0	0
Population 14 years and over	Male	15,665	100	18,482	100	21,946	100	24,833	100	33,533	100	38,799	100
	Female	16,814	100	20,020	100	23,847	100	26,546	100	37,395	100	43,872	100
	Total	32,479	100	38,502	100	45,793	100	51,379	100	70,928	100	82,670	100

Source: Central Bureau of Statistics, Census 1960, 1972, 1991, 2000, LFS 2007

\* population for LFS 2007 is 15 years and older

**Table 2. Participation rates for males and females 1972 - 2007. (14 years of age and over)**

Age group	1972			1981			1991			2000			2007		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
14	5.0	1.6	3.3	1.2	0.8	1.0	1.6	0.4	1.0	0.3	0.3	0.3	27.8	20.8	24.4
15-19	38.6	29.0	33.8	32.6	23.9	28.3	21.4	19.9	20.7	16.5	11.8	14.1	77.4	62.5	69.9
20-24	88.9	59.5	73.7	85.0	69.3	77.3	80.9	71.8	76.4	76.6	68.9	72.6	91.5	80.5	85.7
25-29	94.7	43.5	67.2	96.3	65.7	80.2	92.4	77.1	84.7	93.2	79.0	85.7	95.1	77.6	85.8
30-34	95.7	36.1	64.8	96.2	55.7	74.9	93.4	74.4	83.8	94.6	79.8	87.0	93.2	78.4	85.4
35-39	95.6	30.7	61.2	96.5	49.7	71.5	92.6	69.1	80.4	93.6	80.1	86.5	92.2	83.6	87.7
40-44	94.8	27.0	60.2	95.6	39.3	65.4	93.1	63.3	77.7	91.7	77.8	84.3	90.2	84.7	87.3
45-49	96.8	27.3	63.5	94.6	33.7	62.1	91.8	54.2	72.1	90.3	73.3	81.3	89.8	68.1	78.1
50-54	90.0	23.3	53.4	92.9	27.9	58.7	81.0	41.0	60.0	88.7	60.2	73.7	82.7	59.1	70.2
55-59	84.1	22.9	51.4	84.0	18.8	51.2	64.8	24.0	43.1	75.3	43.0	58.3	52.4	29.2	40.0
60-64	57.1	15.2	35.4	59.1	12.7	31.0	38.7	12.2	24.8	40.1	20.1	29.1	19.2	6.6	12.3
65-69	33.0	9.7	20.6	31.7	5.6	15.9	23.8	7.5	15.3	25.6	7.1	15.2	12.5	2.2	6.5
70-74	20.6	4.0	11.5				16.4	4.3	9.6	15.5	4.1	9.1	5.0	1.9	3.2
75-79	10.5	2.2	5.5				11.0	1.3	5.2	7.2	1.8	4.2	6.6	0.0	2.6
80-84	4.6	0.9	2.2				3.9	0.7	2.0	5.3	1.2	2.7	0.0	0.0	0.0
85-89	19.6	4.4	9.9				1.1	0.5	0.7	1.8	0.0	0.6	0.0	0.0	0.0
90-94							0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
95+							0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total</b>	73.2	31.2	51.4	75.1	40.1	56.7	72.3	50.0	60.8	72.5	56.7	64.2	73.8	59.5	66.2

Sources: Population Censuses 1972, 1981, 1991, 2000, 2007.



**Table 3. Employment-to-population rate by sex 1960, 1972, 1981, 1991, 2000 and 2007**

<i>Activity status</i>		1960	1972	1981	1991	2000	2007
Employed	Male	10,626	11,285	15,111	16,834	22,498	27,210
	Female	3,403	4,961	8,466	12,385	19,420	24,396
	Total	14,029	16,246	23,577	29,219	41,918	51,605
Population 15 years and over	Male	15,364	18,374	21,942	24,739	33,169	38,799
	Female	16,219	19,853	23,846	26,440	37,008	43,872
	Total	31,583	38,227	45,788	51,179	70,177	82,670
Employment to- population	Male	69.2	61.4	68.9	68.1	67.8	70.1
	Female	21.0	25.0	35.5	46.8	52.5	55.6
	Total	44.4	42.5	51.5	57.1	59.7	62.4

Source: Central Bureau of Statistics, Census 1960, 1972, 1991, 2000, LFS 2007

\* Employment-to-population rate is the share of employed population of the population 15 years and older (excluding activity status unknown)

**Table 4 Activity status by country of birth and by sex, 1991, 2000 and 2007**

Activity status local and foreign born		1991			2000			2007 <sup>2</sup>		
		Local born	Foreign Born	Total	Local born	Foreign Born	Total	Local born	Foreign Born	Total <sup>1</sup>
Employed	Male	12,676	4,153	16,828	13,566	8,931	22,498	17,887	9,323	27,210
	Female	8,892	3,492	12,384	11,179	8,237	19,420	14,365	10,030	24,396
	Total	21,568	7,645	29,213	24,745	17,169	41,918	32,252	19,353	51,605
Unemployed	Male	875	182	1,057	1,127	437	1,563	1,085	336	1,420
	Female	563	269	832	717	838	1,555	1,023	681	1,704
	Total	1,437	451	1,889	1,844	1,275	3,119	2,108	1,017	3,124
Labor Force	Male	13,551	4,335	17,885	14,693	9,368	24,061	18,972	9,659	28,630
	Female	9,455	3,761	13,216	11,896	9,075	20,975	15,388	10,711	26,100
	Total	23,005	8,096	31,102	26,589	18,444	45,037	34,360	20,370	54,729
Non-actives	Male	4,872	1,522	6,394	6,762	2,340	9,105	7,830	2,339	10,169
	Female	9,042	3,691	12,733	10,426	5,604	16,031	12,287	5,486	17,772
	Total	13,914	5,212	19,127	17,188	7,944	25,136	20,116	7,825	27,941
Activity status unknown	Male	71	21	92	75	42	366			
	Female	72	32	104	89	78	389			
	Total	142	53	196	164	120	755			
Total persons 14 years and older	Male	18,494	5,878	24,371	21,530	11,750	33,532	26,802	11,998	38,799
	Female	18,569	7,484	26,053	22,411	14,757	37,395	27,675	16,197	43,872
	Total	37,061	13,361	50,425	43,941	26,508	70,928	54,476	28,195	82,670
Participation rate	Male	73.6	74.0	73.7	68.5	80.0	72.5	70.8	80.5	73.8
	Female	51.1	50.5	50.9	53.3	61.8	56.7	55.6	66.1	59.5
	Total	62.3	60.8	61.9	60.7	69.9	64.2	63.1	72.2	66.2
Unemployed rate	Male	6.5	4.2	5.9	7.7	4.7	6.5	5.7	3.5	5.0
	Female	6.0	7.2	6.3	6.0	9.2	7.4	6.6	6.4	6.5
	Total	6.2	5.6	6.1	6.9	6.9	6.9	6.1	5.0	5.7
Employment-to-population rate	Male	68.8	70.9	69.3	63.2	76.3	67.8	66.7	77.7	70.1
	Female	48.1	46.9	47.7	50.1	56.1	52.5	51.9	61.9	55.6
	Total	58.4	57.4	58.2	56.5	65.1	59.7	59.2	68.6	62.4

Sources: Population Census 1991 and 2000, LFS 2007.

<sup>1</sup> including country of birth unknown

<sup>2</sup> LFS 2007 is 15 years and older

**Table 5. Employment-to-population rate, world and regions by gender (%)**

Both sexes	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008*
World	61.8	61.6	61.6	61.5	61.4	61.1	61.1	61.1	61.2	61.4	61.2
Developed Economies and European Union	56.5	56.6	56.8	56.6	56.0	55.9	56.0	56.3	56.8	56.9	56.4
Central and South Eastern Europe (non-EU) & CIS	52.9	51.4	52.3	52.6	52.8	52.6	52.8	53.2	53.2	54.1	54.1
East Asia	74.1	73.8	73.7	73.4	73.1	72.7	72.4	72.0	71.9	71.8	71.4
South-East Asia and the Pacific	66.2	66.8	66.5	66.2	65.8	65.6	65.4	65.5	65.0	65.9	65.8
South Asia	57.9	57.5	57.1	57.4	57.6	56.9	56.4	56.4	56.6	56.3	56.3
Latin America and the Caribbean	57.9	58.2	58.5	58.7	59.0	59.2	60.0	60.4	61.1	61.2	61.2
Middle East	44.5	44.9	45.2	44.7	45.0	44.5	46.1	45.9	46.1	46.4	46.6
North Africa	43.4	43.7	43.1	43.0	43.3	43.7	44.5	44.6	45.3	45.5	45.7
Sub-Saharan Africa	65.2	64.9	64.9	64.8	64.7	64.6	64.9	65.0	65.0	65.2	65.3
Males	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008*
World	74.6	74.4	74.2	74.1	73.9	73.4	73.3	73.3	73.2	73.3	73.1
Developed Economies and European Union	66.0	65.9	66.0	65.5	64.6	64.3	64.3	64.5	65.0	64.8	64.2
Central and South Eastern Europe (non-EU) & CIS	61.7	60.5	61.5	61.5	61.3	60.9	61.5	62.1	62.0	62.9	62.9
East Asia	78.8	78.5	78.3	77.9	77.6	77.1	76.7	76.3	76.0	76.0	75.6
South-East Asia and the Pacific	78.1	78.9	78.5	78.2	78.1	78.1	77.9	77.9	77.4	78.2	78.2
South Asia	80.5	80.0	79.4	79.9	80.2	79.1	78.4	78.2	78.1	78.0	77.7
Latin America and the Caribbean	75.3	75.0	74.8	74.7	74.5	74.5	75.0	74.9	75.3	75.1	74.7
Middle East	68.5	68.6	68.7	68.0	68.0	67.0	69.1	68.7	68.6	69.0	69.0
North Africa	67.0	66.9	66.1	66.0	66.2	66.3	67.2	67.3	67.7	68.0	67.9
Sub-Saharan Africa	75.6	75.5	75.1	75.0	74.8	74.4	74.5	74.4	74.2	74.4	74.3
Females	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008*
World	49.0	48.9	49.0	49.0	48.9	48.8	48.9	49.0	49.3	49.4	49.3
Developed Economies and European Union	47.5	47.8	48.1	48.2	47.9	48.0	48.2	48.5	49.1	49.4	49.2
Central and South Eastern Europe (non-EU) & CIS	45.0	43.4	44.1	44.8	45.4	45.2	45.0	45.3	45.3	46.4	46.5
East Asia	69.1	68.9	68.9	68.6	68.4	68.1	67.9	67.6	67.5	67.4	67.1
South-East Asia and the Pacific	54.6	54.8	54.7	54.3	53.7	53.5	53.2	53.5	52.9	53.8	53.7
South Asia	33.8	33.5	33.3	33.4	33.6	33.2	32.9	33.3	33.8	33.5	33.6
Latin America and the Caribbean	41.2	42.1	42.9	43.4	44.2	44.6	45.8	46.6	47.6	48.0	48.3
Middle East	18.0	18.7	19.2	19.1	19.6	19.8	20.7	20.9	21.2	21.7	22.0
North Africa	20.1	20.6	20.4	20.2	20.6	21.3	22.0	22.2	23.1	23.4	23.7
Sub-Saharan Africa	55.3	54.8	55.0	55.0	55.0	55.2	55.7	56.0	56.2	56.4	56.6

\* 2008 are preliminary estimates.

Source: ILO, Trends Econometric Models, December 2008

**Table 6. Activity status for agegroup 15-24 years by sex for 1960, 1972, 1981, 1991, 2000 and 2007**

<i>Activity status 15-24 yrs</i>		1960	1972	1981	1991	2000	2007
Employed	Male	2,088	2,314	3,112	2,002	1,975	2,534
	Female	1,075	1,768	2,373	1,765	1,772	2,017
	Total	3,163	4,082	5,485	3,767	3,747	4,551
Unemployed	Male	1,060	988	707	296	369	779
	Female	597	639	531	217	359	599
	Total	1,657	1,627	1,238	514	728	1,378
Non-actives	Male	1,418	2,267	2,750	2,235	3,100	2,677
	Female	2,936	3,314	3,419	2,346	3,486	2,863
	Total	4,354	5,581	6,169	4,581	6,586	5,540
Activity status unknown	Male				24	42	
	Female				28	50	
	Total				52	92	
Total persons 15-24 years	Male	9,174	11,290	12,892	8,914	5,485	5,990
	Female	11,652	14,545	16,349	11,469	5,668	5,479
	Total	15,185	18,498	20,299	14,061	11,153	11,469
Participation rate	Male	68.9	59.3	32.6	50.7	43.1	49.8
	Female	36.3	42.1	23.9	45.8	37.9	39.7
	Total	52.5	50.6	28.3	48.3	40.5	44.7
Unemployed rate	Male	33.7	29.9	18.5	12.9	15.7	23.5
	Female	35.7	26.5	18.3	11.0	16.8	22.9
	Total	34.4	28.5	18.4	12.0	16.3	23.2
Employment-to-population rate	Male	45.7	36.2	47.4	44.2	36.3	38.1
	Female	23.3	30.9	37.5	40.8	31.6	30.6
	Total	34.5	36.2	42.5	42.5	33.9	34.3

Sources: Population Censuses 1960, 1972, 1981, 1991, 2000 and LFS 2007.

**Table 7. World participation rate, male and female 1997 and 2007**

World Participation rate	1997			2007*		
	Male	Female	Total	Male	Female	Total
World	52.9	52.5	66.7	80.4	78.8	65.6
Aruba	71.5	54.5	62.7	73.8	59.5	66.2
Developed Economies and European Union	51.3	52.7		70.8	68.2	
Central and South Eastern Europe (non-EU) & CIS	50.7	49.7		70.9	69.8	
East Asia	70.9	67.1		84.5	81.4	
South-East Asia and the Pacific	57.4	59.1		82.8	82.8	
South Asia	36.6	36.2		83.8	82.0	
Latin America and the Caribbean	47.2	52.9		81.8	79.1	
Middle East	25.6	33.3		77.5	78.3	
North Africa	23.8	26.1		75.5	75.9	
Sub-Saharan Africa	64.1	62.6		87.4	86.1	

Source: International Labor Organisation 2008, LFS 2007

\* the world data of 2007 are preliminary

**Table 8. Activity status for agegroup 65 years and older by sex for 1960, 1972, 1981, 1991, 2000 and 2007**

<i>Activity status 65 yrs and older</i>		1960	1972	1981	1991	2000	2007
Employed	Male	124	216	523	294	442	495
	Female	49	74	112	92	149	143
	Total	173	290	635	386	591	638
Unemployed	Male	41	33	25	14	12	0
	Female	8	4	15	6	8	35
	Total	49	37	0	20	20	35
Non-actives	Male	497	802	1,183	1,718	2,330	2,677
	Female	839	1,277	2,135	2,579	3,656	2,863
	Total	1,336	2,079	3,318	4,297	5,986	5,540
Activity status unknown	Male				7	12	
	Female				9	16	
	Total				17	27	
Total persons 65 years and older	Male	1,558	2,406	3,953	4,720	2,795	3,172
	Female	2,096	3,241	5,161	6,458	3,829	3,041
	Total	2,943	4,522	7,311	9,053	6,624	6,213
Participation rate	Male	24.9	23.7	31.7	15.2	16.3	12.5
	Female	6.4	5.8	5.6	3.7	4.1	3.3
	Total	14.2	13.6	16.9	8.6	9.3	7.2
Unemployed rate	Male	24.8	13.3	4.6	4.4	2.5	0.0
	Female	14.0	5.1	11.8	6.4	5.3	19.7
	Total	22.1	11.3	5.9	4.9	3.3	5.2
Employment-to-population rate	Male	18.7	12.1	30.2	14.5	15.9	12.5
	Female	5.5	5.5	5.0	3.4	3.9	2.6
	Total	11.1	12.1	15.9	8.2	9.0	6.8

Sources: Population Censuses 1960, 1972, 1981, 1991, 2000 and LFS 2007.

**Table 9. Employed population by major occupational group and sex (2000 and 2007)**

Major Occupational group	2000				2007					
	Male		Female		Male		Female		Total	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%		
Armed forces	134	0.3	0	0.0	89	0.2	0	0.0	89	0.2
Legislators, senior officials, and managers	2413	5.8	1349	3.2	3343	6.5	2252	4.4	5595	10.8
Professionals	1441	3.4	1105	2.6	1675	3.2	1631	3.2	3307	6.4
Technicians and associate professionals	2539	6.1	2106	5.0	3374	6.5	2586	5.0	5961	11.6
Clerks	2361	5.6	5335	12.7	2763	5.4	6155	11.9	8918	17.3
Service workers and shop and market sales workers	3571	8.5	4575	10.9	3743	7.3	6008	11.6	9751	18.9
Skilled agricultural and fishery workers	292	0.7	32	0.1	251	0.5	98	0.2	349	0.7
Craft and related trades workers	4807	11.5	319	0.8	6191	12.0	636	1.2	6827	13.2
Plant and machines operators and assemblers	1976	4.7	125	0.3	2158	4.2	100	0.2	2258	4.4
Elementary occupations	2882	6.9	4416	10.5	3622	7.0	4928	9.5	8550	16.6
Unknown	83	0.2	58	0.1	0	0.0	0	0.0	0	0.0
<b>Total</b>	<b>22499</b>	<b>53.7</b>	<b>19420</b>	<b>46.3</b>	<b>27210</b>	<b>52.7</b>	<b>24396</b>	<b>47.3</b>	<b>51605</b>	<b>100.0</b>

Source: Central Bureau of Statistics, Census 2000, LFS 2007

**Table 10. Growth of the employed population by major occupational group and sex (between 2000 and 2007)**

<i>Major Occupational group</i>	2000-2007					
	Male		Female		Total	
	Abs.	%	Abs.	%	Abs.	Growth %
Armed forces	-45	-33.8	0	0.0	-45	-33.8
Legislators, senior officials, and managers	930	38.5	903	66.9	1833	48.7
Professionals	234	16.3	526	47.7	762	29.9
Technicians and associate professionals	835	32.9	480	22.8	1316	28.3
Clerks	402	17.0	820	15.4	1221	15.9
Service workers and shop and market sales workers	172	4.8	1433	31.3	1605	19.7
Skilled agricultural and fishery workers	-41	-14.0	67	211.1	26	7.9
Craft and related trades workers	1384	28.8	317	99.2	1701	33.2
Plant and machines operators and assemblers	182	9.2	-25	-20.0	157	7.5
Elementary occupations	740	25.7	512	11.6	1251	17.1
Unknown	-83	-100.0	-58	-100.0	-140	-100.0
					0	
Total	4711	20.9	4976	25.6	9687	23.1

Source: Central Bureau of Statistics, Census 2000, LFS 2007

**Table 11. Major occupation by age and sex (Relative figures, Column % ) Census 2000 and LFS 2007**

<i>Major Occupational group</i>	2000						2007					
	Male			Female			Male			Female		
	15-24	25-64	65+	15-24	25-64	65+	15-24	25-64	65+	15-24	25-64	65+
Armed forces	0.9	0.6	0.0	0.0	0.0	0.0	2.1	0.1	0.0	0.0	0.0	0.0
Legislators, senior officials, and managers	2.6	11.3	19.0	2.7	7.3	14.8	1.1	13.5	11.6	1.2	10.0	0.0
Professionals	1.5	6.9	6.7	2.2	6.0	7.0	2.2	6.5	12.1	3.7	7.0	0.0
Technicians and associate professionals	7.6	11.7	9.3	9.1	11.0	10.6	8.7	13.0	0.0	3.7	11.2	12.4
Clerks	14.9	10.1	8.3	40.3	26.3	15.5	9.2	10.4	4.3	39.5	23.9	36.8
Service workers and shop and market sales workers	22.5	15.2	15.0	33.4	22.6	22.5	14.0	13.5	22.6	43.2	22.9	24.9
Skilled agricultural and fishery workers	1.4	1.3	1.7	0.1	0.2	0.0	0.0	1.0	0.0	1.2	0.3	0.0
Craft and related trades workers	19.8	21.7	13.8	1.2	1.7	1.4	27.8	22.1	28.5	1.2	2.7	13.4
Plant and machines operators and assemblers	7.5	8.7	16.9	0.3	0.7	0.0	4.4	8.1	17.3	0.0	0.5	0.0
Elementary occupations	21.0	12.1	9.0	10.4	23.9	27.5	30.6	11.7	3.4	6.2	21.5	12.4
Unknown	0.3	0.4	0.5	0.2	0.3	0.7	0.0	0.0	0.0	0.0	0.0	0.0
Total	100	100	100	100	100	100	100	100	100	100	100	100

Source: Census 2000 and LFS 2007



**Table 12. Employed population by major occupational group, local and foreign born by gender (2007)**

Major Occupational group	2000						2007					
	Local born			Foreign born			Local born			Foreign born		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Armed forces	29	0	29	105	0	105	64	0	64	25	0	25
Legislators, senior officials, and managers	1420	874	2294	993	476	1469	1708	1452	3160	1635	800	2435
Professionals	877	724	1601	564	380	944	1126	1243	2369	549	388	938
Technicians and associate professionals	1887	1534	3421	652	572	1224	2522	1955	4476	853	632	1485
Clerks	1938	4365	6303	423	970	1393	2395	4763	7158	368	1392	1760
Service workers and shop and market sales workers	2002	2419	4421	1569	2156	3725	2135	3108	5243	1608	2900	4508
Skilled agricultural and fishery workers	128	6	134	164	25	189	161	25	186	90	73	163
Craft and related trades workers	2302	135	2437	2504	184	2688	3889	288	4177	2301	349	2650
Plant and machine operators and assemblers	1507	100	1607	468	25	493	1670	100	1770	489	0	489
Elementary occupations	1400	978	2378	1483	3437	4920	2217	1432	3649	1405	3496	4900
Not Reported	46	30	76	37	27	64	0	0	0	0	0	0
<b>Total</b>	<b>13536</b>	<b>11165</b>	<b>24701</b>	<b>8962</b>	<b>8252</b>	<b>17214</b>	<b>17887</b>	<b>14365</b>	<b>32252</b>	<b>9323</b>	<b>10030</b>	<b>19353</b>

Source: Central Bureau of Statistics, Census 2000, LFS 2007

**Table 13. Growth of the employed population by major occupational group, local and foreign born and gender (between 2000 and 2007)**

Major Occupational group	2000-2007											
	Local Born						Foreign Born					
	Male		Female		Total		Male		Female		Total	
	Abs. change	Change in %	Abs. change	Change in %	Abs. change	Change in %	Abs. change	Change in %	Abs. change	Change in %	Abs. change	Change in %
Armed forces	35	120.7	0	0.0	35	120.7	-80	-76.2	0	0.0	-80	-76.2
Legislators, senior officials, and managers	288	20.3	578	66.1	866	37.8	642	64.7	324	68.1	966	65.8
Professionals	249	28.4	519	71.7	768	48.0	-15	-2.7	8	2.1	-6	-0.6
Technicians and associate professionals	635	33.7	421	27.4	1055	30.8	201	30.8	60	10.5	261	21.3
Clerks	457	23.6	398	9.1	855	13.6	-55	-13.0	422	43.5	367	26.3
Service workers and shop and market sales workers	133	6.6	689	28.5	822	18.6	39	2.5	744	34.5	783	21.0
Skilled agricultural and fishery workers	33	25.8	19	316.7	52	38.8	-74	-45.1	48	192.0	-26	-13.8
Craft and related trades workers	1587	68.9	153	113.3	1740	71.4	-203	-8.1	165	89.7	-38	-1.4
Plant and machines operators and assemblers	163	10.8	0	0.0	163	10.1	21	4.5	-25	-100.0	-4	-0.8
Elementary occupations	817	58.4	454	46.4	1271	53.4	-78	-5.3	59	1.7	-20	-0.4
Unknown	-46	-100.0	-30	-100.0	-76	-100.0	-37	-100.0	-27	-100.0	-64	-100.0
<b>Total</b>	<b>4351</b>	<b>32.1</b>	<b>3200</b>	<b>13.0</b>	<b>7551</b>	<b>30.6</b>	<b>361</b>	<b>4.0</b>	<b>1778</b>	<b>21.5</b>	<b>2139</b>	<b>12.4</b>

Source: Central Bureau of Statistics, Census 2000, LFS 2007

## Developments of Aruba's Labor Force

**Table 15. Employed population by branch of industry (ISIC major division), local and foreign born and gender for the years 2000 and 2007**

ISIC-category	2000					2007				
	Local born		Foreign born		Total *	Local born		Foreign born		Total
	Male	Female	Male	Female		Male	Female	Male	Female	
Agriculture, hunting and forestry	47	16	96	20	179	118	70	138	26	352
Fishing	28	0	4	1	34	0	0	0	0	0
Mining and quarrying	17	3	18	0	38	17	0	0	0	17
Manufacturing	1139	328	790	183	2439	1801	376	826	243	3246
Electricity, gas and water supply	422	45	27	6	501	620	53	26	0	699
Construction	1542	170	2045	134	3892	3259	235	2406	600	6500
Wholesale and retail trade, repair	1811	2660	1395	1245	7112	2037	2787	1089	1370	7283
Hotels and restaurants	1717	1498	1819	2618	7651	1758	1963	1835	3155	8711
Transport, storage and communications	1648	779	294	183	2905	1762	735	199	136	2832
Financial intermediation	392	864	118	111	1485	361	1156	155	233	1905
Real estate, renting and business activities	1158	997	972	594	3722	1860	1680	1593	1678	6811
Public administration and defence; social security	1786	1242	347	153	3528	1856	1659	203	264	3982
Education	302	625	161	343	1431	571	687	61	270	1589
Health and social work	286	1192	155	353	1986	524	1767	311	575	3177
Other community, social and personal services	1133	668	519	457	2776	1240	1093	449	436	3218
Private households with employed persons	20	38	55	1755	1870	71	71	0	1020	1162
Extra territorial organizations and bodies	4	3	21	17	45	0	33	0	0	33
Not reported	112	51	97	64	324	31	0	31	24	86
<b>Total</b>	<b>13566</b>	<b>11179</b>	<b>8931</b>	<b>8237</b>	<b>41918</b>	<b>17886</b>	<b>14365</b>	<b>9322</b>	<b>10030</b>	<b>51603</b>

Source: Central Bureau of Statistics, Census 2000, LFS 2007

\* including Country of birth unknown

**Table 14. Employed population by branch of industry (ISIC major division) and gender 2007**

ISIC-category	2000						2007					
	Male		Female		Total		Male		Female		Total	
	Abs.	Column %	Abs.	Column %	Abs.	Column %	Abs.	Column %	Abs.	Column %	Abs.	Column %
Agriculture, hunting and forestry	143	0.6	36	0.2	179	0.4	256	0.9	96	0.4	352	0.7
Fishing	33	0.1	1	0.0	34	0.1	0	0.0	0	0.0	0	0.0
Mining and quarrying	35	0.2	3	0.0	38	0.1	17	0.1	0	0.0	17	0.0
Manufacturing	1929	8.6	510	2.6	2439	5.8	2627	9.7	619	2.5	3246	6.3
Electricity, gas and water supply	449	2.0	51	0.3	501	1.2	646	2.4	53	0.2	699	1.4
Construction	3588	15.9	305	1.6	3892	9.3	5665	20.8	835	3.4	6500	12.6
Wholesale and retail trade, repair	3207	14.3	3905	20.1	7112	17.0	3126	11.5	4157	17.0	7283	14.1
Hotels and restaurants	3535	15.7	4116	21.2	7651	18.3	3593	13.2	5119	21.0	8712	16.9
Transport, storage and communications	1944	8.6	962	5.0	2905	6.9	1961	7.2	871	3.6	2832	5.5
Financial intermediation	509	2.3	975	5.0	1485	3.5	516	1.9	1389	5.7	1905	3.7
Real estate, renting and business activities	2130	9.5	1592	8.2	3722	8.9	3453	12.7	3358	13.8	6811	13.2
Public administration and defence; social security	2133	9.5	1395	7.2	3528	8.4	2059	7.6	1924	7.9	3983	7.7
Education	463	2.1	968	5.0	1431	3.4	632	2.3	957	3.9	1589	3.1
Health and social work	441	2.0	1545	8.0	1986	4.7	835	3.1	2342	9.6	3177	6.2
Other community, social and personal services	1652	7.3	1125	5.8	2776	6.6	1689	6.2	1529	6.3	3218	6.2
Private households with employed persons	75	0.3	1795	9.2	1870	4.5	71	0.3	1092	4.5	1163	2.3
Extra territorial organizations and bodies	25	0.1	20	0.1	45	0.1	0	0.0	33	0.1	33	0.1
Not reported	209	0.9	116	0.6	324	0.8	63	0.2	24	0.1	87	0.2
<b>Total</b>	<b>22498</b>	<b>100</b>	<b>19420</b>	<b>100</b>	<b>41918</b>	<b>100</b>	<b>27209</b>	<b>100.0</b>	<b>24398</b>	<b>100</b>	<b>51607</b>	<b>100.0</b>

Source: Central Bureau of Statistics, Census 2000, LFS 2007

**Table 16. Employed population direct related an not related to Tourism activities and employment-to-population rate**

		1991	2000	2007*
Population 14 years and over	Male	24,739	33,169	38,799
	Female	26,440	37,008	43,872
	Total	51,179	70,177	82,670
Employed	Male	16,834	22,498	27,210
	Female	12,385	19,420	24,396
	Total	29,219	41,918	51,605
Total employed persons direct related to <b>TOURISM</b> activities	Male	5,034	6,446	7,157
	Female	4,923	7,739	9,864
	Total	9,957	14,184	17,021
Total employed persons <b>NOT</b> related to tourism activities	Male	11,801	16,052	20,052
	Female	7,462	11,681	14,532
	Total	19,263	27,734	34,584
Employment-to-population rate of the employed direct related to <b>TOURISM</b>	Male	20.3	19.4	18.4
	Female	18.6	20.9	22.5
	Total	19.5	20.2	20.6
Employment-to-population rate of the employed <b>NOT</b> related to <b>TOURISM</b>	Male	47.7	48.4	51.7
	Female	28.2	31.6	33.1
	Total	37.6	39.5	41.8
Employment-to-population rate	Male	68.1	67.8	70.1
	Female	46.8	52.5	55.6
	Total	57.1	59.7	62.4

Source: Central Bureau of Statistics, Census 1991, 2000 and LFS 2007

\* LFS 2007 is 15 years and older

Note: Employment-to-population rate is the share of employed population of the population 14 years and older

**Table 17. Economic activity of the employed population and hours of work (mean and median) 2000 and 2007**

ISIC category	2000			2007		
	Mean	Median	N	Mean	Median	N
A/B/C. Agriculture, hunting and forestry/Fishing/Mining	43	40	244	40	44	343
D. Manufacturing	42	40	2397	43	40	3215
E. Electricity, gas and water supply	40	40	497	40	40	699
F. Construction	41	40	3830	41	40	6336
G. Wholesale and retail trade, repair	42	40	7015	43	44	7216
H. Hotels and restaurants	46	48	7565	45	48	8712
I. Transport, storage and communications	40	40	2854	39	40	2807
J. Financial intermediation	41	40	1469	40	40	1869
K. Real estate, renting and business activities	43	40	3684	43	44	6786
L. Public administration and defence; social security	40	40	3486	40	40	3983
M. Education	34	38	1410	35	40	1589
N. Health and social work	39	40	1969	39	40	3176
O. Other community, social and personal services	42	40	2725	43	45	3186
P. Private households with employed persons	41	40	1812	38	40	1138
Q. Extra territorial organizations and bodies	44	40	44	32	32	33
Not reported	38	40	285	51	40	87
Total	42	40	41286	42	40	51174

Source: Central Bureau of Statistics, Census 2000, LFS 2007

excl: hours not reported

**Table 18. The employed population in the Tourism sector and hours of work (mean and median) 1991, 2000 and 2007**

<i>Major Occupational group</i>		Mean	Median	N
Employed persons in TOURISM sector	1991	45	9851	48
Employed persons NOT in tourism sector		41	18771	40
Employed persons in TOURISM sector	2000	44	14024	48
Employed persons NOT in tourism sector		41	27262	40
Employed persons in TOURISM sector	2007	45	16954	48
Employed persons NOT in tourism sector		40	34220	40

Source: Central Bureau of Statistics, Census 1991, 2000, LFS 2007

*excl: hours not reported*
**Table 19. Occupation of the employed population and hours of work (mean and median) 1991, 2000 and 2007**

<i>Major Occupational group</i>	1991			2000			2007		
	Mean	Median	N	Mean	Median	N	Mean	Median	N
Armed forces	40	40	111	40	40	131	40	40	89
Legislators, senior officials, and managers	47	45	2252	46	44	3700	47	44	5528
Professionals	40	40	1300	39	40	2505	38	40	3281
Technicians and associate professionals	40	40	2693	40	40	4586	40	40	5929
Clerks	41	40	5841	41	40	7629	41	40	8894
Service workers and shop and market sales workers	44	44	5520	44	44	8043	43	44	9728
Skilled agricultural and fishery workers	42	40	224	42	40	316	39	44	323
Craft and related trades workers	41	40	3894	42	40	5041	42	40	6768
Plant and machine operators and assemblers	43	40	1484	42	40	2058	44	40	2258
Elementary occupations	41	40	5198	41	40	7165	41	40	8376
Not Reported	43	40	106	41	40	110			
Total	42	40	28622	42	40	41286	42	40	51174

Source: Central Bureau of Statistics, Census 1991, 2000, LFS 2007

*excl: hours not reported*
**Table 20. Employment status of the employed population by gender (1991, 2000 and 2007)**

<i>Employment Status</i>	1991		2000		2007 <sup>1</sup>	
	Male	Female	Male	Female	Male	Female
Employer	820	288	1,130	449	833	192
Small Employer	849	209	602	301	873	421
Own account worker <sup>2</sup>	-	-	1,191	393	1,433	716
Employee with permanent job	14,746	11,720	17,433	16,369	21,199	20,764
Employee with temporary job	346	67	2,036	1,764	2,621	2,126
Unpaid family worker	18	72	48	85	26	99
Other (e.g. volunteer)	27	15	59	58	129	52
Total <sup>1</sup>	16,806	12,371	22,498	19,420	27,210	24,396

Source: Central Bureau of Statistics, Census 1991, 2000, LFS 2007

<sup>1</sup>= including employment status not reported

<sup>2</sup>= in 1991 small employer includes own account worker

Major Occupational group	1991			2000			2007		
	15-24	25-64	65+	15-24	25-64	65+	15-24	25-64	65+
Employer	17	1,019	69	23	1,462	94	-	964	61
Small Employer	25	974	56	27	842	33	-	1,273	21
Own account worker <sup>1</sup>	-	-	-	40	1,490	52	-	2,009	140
Employee with permanent job	3,626	22,508	250	2,907	30,508	347	3,206	38,410	346
Employee with temporary job	77	330	5	718	3,032	44	1,181	3,513	52
Unpaid family worker	10	76	1	15	98	8	25	100	-
Other (e.g. volunteer)	3	34	4	15	88	11	111	52	18
Nr	8	32	1	2	19	2	28	94	-
Total <sup>2</sup>	3,766	24,973	386	3,747	37,539	591	4,551	46,415	638

Source: Central Bureau of Statistics, Census 1991, 2000, LFS 2007

<sup>1</sup>= in 1991 small employer includes own account worker

<sup>2</sup>= excluding age not reported for 1991 and 2000

**Table 22. Employment status of the employed population local and foreign born (1991, 2000 and 2007)**

Employment Status	1991		2000		2007 <sup>1</sup>	
	Local born	Foreign born	Local born	Foreign born	Local born	Foreign born
Employer	662	445	873	707	492	533
Small Employer	749	309	488	414	568	727
Own account worker <sup>2</sup>			1,045	539	1,416	732
Employee with permanent job	19,704	6,758	20,562	13,232	27,044	14,918
Employee with temporary job	342	70	1,661	2,138	2,379	2,368
Unpaid family worker	57	32	44	77	101	24
Other (e.g. volunteer)	21	21	60	54	131	51
Nr	32	10	13	9	122	0
Total <sup>1</sup>	21,535	7,635	24,733	17,161	27,210	24,396

Source: Central Bureau of Statistics, Census 1991, 2000, LFS 2007

<sup>1</sup>= including employment status not reported

<sup>2</sup>= in 1991 small employer includes own account worker



## Developments of Aruba's Labor Force

**Table 23. Unemployment by gender and agecategory (1991, 2000 and 2007)**

Activity status		1991				2000				2007 <sup>2</sup>			
		15-24	25-64	65+	Total <sup>1</sup>	15-24	25-64	65+	Total <sup>1</sup>	15-24	25-64	65+	Total <sup>1</sup>
Employed	Male	2,002	14,490	294	16,828	1,975	20,057	442	22,498	2,534	24,181	495	27,210
	Female	1,765	10,483	92	12,384	1,772	17,481	149	19,420	2,018	22,235	143	24,396
	Total	3,767	24,974	386	29,213	3,747	37,539	591	41,918	4,552	46,416	638	51,606
Unemployed	Male	296	746	14	1,057	369	1,183	12	1,563	779	641	0	1,420
	Female	217	606	6	832	359	1,186	8	1,555	599	1,070	35	1,704
	Total	514	1,352	20	1,889	728	2,370	20	3,119	1,378	1,711	35	3,124
Labor Force	Male	2,298	15,236	308	17,885	2,344	21,240	454	24,061	3,313	24,822	495	28,630
	Female	1,982	11,089	98	13,216	2,131	18,667	157	20,975	2,617	23,305	178	26,100
	Total	4,281	26,326	406	31,102	4,475	39,909	611	45,037	5,930	48,127	673	54,730
Non-actives	Male	2,235	2,425	1,718	6,394	3,100	3,010	2,330	8,444	3,344	3,370	3,454	10,168
	Female	2,346	7,774	2,579	12,733	3,486	8,244	3,656	15,397	3,981	8,534	5,257	17,772
	Total	4,581	10,199	4,297	19,127	6,586	11,254	5,986	23,841	7,326	11,905	8,711	27,942
Activity status unknown	Male	24	58	7	92	42	151	12	361				
	Female	28	67	9	104	50	170	16	385				
	Total	52	125	17	196	92	321	27	746				
Total persons 15 years and older	Male	4,557	17,719	2,033	24,371	5,486	24,401	2,796	32,866	6,657	28,192	3,949	38,798
	Female	4,356	18,930	2,686	26,053	5,667	27,081	3,829	36,757	6,598	31,839	5,435	43,872
	Total	8,914	36,650	4,720	50,425	11,153	51,484	6,624	69,624	13,256	60,032	9,384	82,672
Participation rate	Male	50.7	86.3	15.2	73.7	43.1	87.6	16.3	74.0	49.8	88.0	12.5	73.8
	Female	45.8	58.8	3.7	50.9	37.9	69.4	4.1	57.7	39.7	73.2	3.3	59.5
	Total	48.3	72.1	8.6	61.9	40.5	78.0	9.3	65.4	44.7	80.2	7.2	66.2
Unemployed rate	Male	12.9	4.9	4.5	5.9	15.7	5.6	2.6	6.5	23.5	2.6	0.0	5.0
	Female	10.9	5.5	6.1	6.3	16.8	6.4	5.1	7.4	22.9	4.6	19.7	6.5
	Total	12.0	5.1	4.9	6.1	16.3	5.9	3.3	6.9	23.2	3.6	5.2	5.7
Employment-to-population rate	Male	44.2	82.0	14.5	69.3	36.3	82.7	15.9	69.2	38.1	85.8	12.5	70.1
	Female	40.8	55.6	3.4	47.7	31.5	65.0	3.9	53.4	30.6	69.8	2.6	55.6
	Total	42.5	68.4	8.2	58.2	33.9	73.4	9.0	60.9	34.3	77.3	6.8	62.4

Sources: Population Census 1991 and 2000, LFS 2007.

<sup>1</sup> including age not reported

<sup>2</sup> LFS 2007 is 15 years and older



The LFS is a sample survey of households. A fraction of the population living in private households is interviewed and the results grossed up to country totals. The survey focuses on employment and unemployment, but some other 100 variables are also collected, including: gender, age, educational level attained, features of each job held, occupation, hours worked etc. This wealth of information makes the LFS unique in providing social breakdowns and interrelations of employment/unemployment with other variables, mostly demographic and social. LFS is also used for non-labour market studies, for instance demographics, household composition, education, etc.