

LABOR DYNAMICS IN ARUBA 1997

LABOR FORCE SURVEY
ARUBA, OCTOBER - DECEMBER 1997

LABOR DYNAMICS
IN ARUBA

CENTRAL BUREAU OF STATISTICS
Oranjestad, 1998

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PREFACE

The need for current labor market information becomes critical since the economy is changing continuously. The economic objectives of households are similar everywhere: families seek to meet their basic needs, improve their standards of living, manage the risks they face and expand opportunities for their children.

This second issue of the Labor Force Dynamics measures the changes that have been taking place since the first survey held in 1994 and the Census 1991. The main objectives of the Labor Force Survey are to provide information for:

MACRO-ECONOMIC MONITORING

Collecting data on the economically active population provides basic information on the size and structure of the country's workforce. The unemployment rate is an overall indicator of the current performance of a country's economy.

HUMAN RESOURCE DEVELOPMENT

In order to meet the needs of a changing economy, people need to be trained. These areas therefore need to be identified.

EMPLOYMENT POLICIES

For an economy to work at its maximum potential, all persons willing to work should have jobs. Some persons may wish to have part-time jobs, but can only find full-time employment. It is necessary to know what portion of the labor force these people represent in order to assess the social effects of government employment policies.

INCOME DISTRIBUTION AND POVERTY ALLEVIATION

For the majority of people, employment income is their main means of support. People do not only need jobs, but more importantly, need productive jobs in order to receive reasonable incomes. We need to know what level of income is being earned by the different groups of people.

MIGRATION POLICIES

Mobility of persons, mostly to the island, has created a number of specific problems. Among other things, shortage in the housing market and the infrastructure as a whole have been caused by the large influx of foreign laborers.

We are very grateful to the Labor Force Survey team consisting of the CBS staff, the team of 21 interviewers and the data-entry typists. A word of appreciation goes to the Water and Energy Company (WEB N.V.) who assisted us with the surveyed population.

The Director of the Central Bureau of Statistics ,

Drs. R.A. Lee

Oranjestad, August 1998

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Highlights of the Labor Force Survey 1997

LABOR FORCE INDICATORS

	Census 1991	LFS 1994	LFS 1997
Total Population			
Male	32,821	39,642	45,524
Female	33,866	40,044	45,821
Total	66,687	79,686	91,345
Working Age Population			
Male	24,310	30,106	35,242
Female	25,973	31,209	36,243
Total	50,283	61,315	71,485
Economically Active Population			
Male	17,842	22,762	25,179
Female	13,170	16,541	19,661
Total	31,012	39,303	44,840
Employed Population			
Male	16,787	21,547	23,486
Female	12,340	15,229	18,015
Total	29,127	36,776	41,501
Unemployed Population			
Male	1,055	1,215	1,693
Female	830	1,312	1,646
Total	1,885	2,527	3,339
Economically Inactive Population			
Male	6,468	7,344	10,063
Female	12,803	14,668	16,582
Total	19,271	22,012	26,645
Participation Rate			
Male	73.39	75.61	71.45
Female	50.71	53.00	54.25
Total	61.67	64.10	62.73
Employment Rate			
Male	69.05	71.57	66.64
Female	47.51	48.80	49.71
Total	57.93	59.98	58.06
Unemployment Rate			
Male	5.9	5.3	6.7
Female	6.3	7.9	8.4
Total	6.1	6.4	7.4

* Total Population as of October 1st

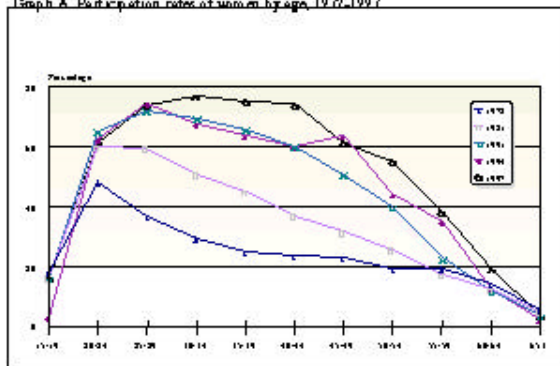
A. LABOR FORCE

For the purpose of the Labor Force Survey, Aruba's population is divided into two groups, the working age population (ages 15 and over) and the children (14 years and younger). Children are not taken into account, as they are of no interest for Aruba's labor force trends. The working age population on its turn is divided in two groups: the economically active (the employed and the unemployed) and the economically non-active.

The survey results show an increase in the labor force of 12.3 percent since 1994. The proportion of both men and women in the labor force remained more or less the same. The participation rate of women is increasing slowly but steadily. Before 1990 (Census 1972, 1981) the participation rate of women was at a very low level, though slowly increasing. From 1991 onwards, we observe a greater number of working women, especially in the age group 30-44 years. Of the total working age population, 37 percent is now economically non-active. Of this group 37.8 percent are men and 62.7 percent are women. The Labor Force Survey 1997 shows that the non-active male population is almost evenly distributed over Aruba. Santa Cruz, however, has the highest concentration of non-active males. The female non-active population is largest in Oranjestad-East. Of the non-active population, only 7.2 percent indicated to intend to look for work within the next 12 months.

Female participation rate is rising, especially in the age categories 30-44 years.

Graph A. Participation rates of women by age, 1972-1997

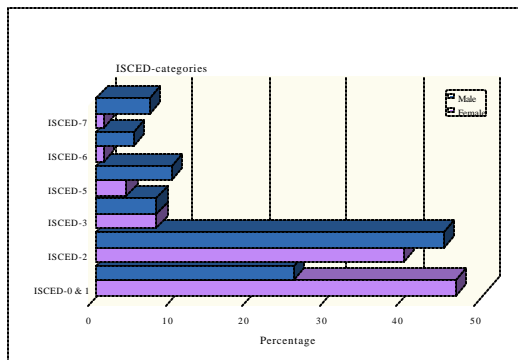


B. EMPLOYED POPULATION

The employed population has increased during the last six years. Mainly in the sectors 'Real estate, renting and business activities' and 'Other community, social & personal services' one observes an important increase. Remarkable is the importance of the educational level for employment in the various industrial sectors. Most persons with a post-graduate university degree are found in the sectors 'Public administration and defense, social security' (18.5%), 'Education (32.8%) and 'Real estate, renting and business activities' (10.8%). On the other hand, the highest proportion of low-skilled persons is found in the tourist sectors, namely the 'Wholesale and retail, repair' and 'Hotels and restaurants' sectors. In these sectors we see a high intake of foreign born employees. Compared to the Labor Force Survey 1994, the proportion of low skilled personnel in the total employed population dropped significantly.

More men than women are making their entrance on the labor market.

Graph B. New entrants on the labor market and educational level



Source: Labor Force Survey 1997

Note: The ISCED-categories (education levels) are presented in Appendix II 'Concepts and definitions'.

According to the Labor Force Survey 1997, the unemployment rate increased to 7.4%.

During the last ten years no less than 33.7% (14,011 persons) of the currently working population changed jobs. Of these persons 8,052 were previously employed in a different industrial sector.

Interesting also is the fact that of the 41,501 currently employed persons, 7.9 percent were new entrants to the labor market. It seems that at the moment more men than women are making their entrance on the labor market (53% of the new entrants are men). The sectors 'Construction', 'Wholesale and retail trade' and 'Hotels and restaurants' are responsible for the highest intake of new entrants (more than 50 percent of all newcomers).

C. UNEMPLOYED POPULATION

The unemployment rate is increasing from 6.1 percent in 1991, to 6.4 percent in 1994 and to 7.4 percent in 1997. Considering the 1997 figures, the unemployed previously employed constitute 76.2 percent of the total unemployed population. The unemployment rate for women shows a constant growth and is considerably higher than that for men. Unemployment for men on the other hand shows a slight drop in 1994 (from 5.9% in 1991 to 5.3% in 1994), but increased to 6.7 percent in 1997. Non-Arubans make up 31.2 percent of the total unemployed. 68 percent of non-Aruban unemployed are women.

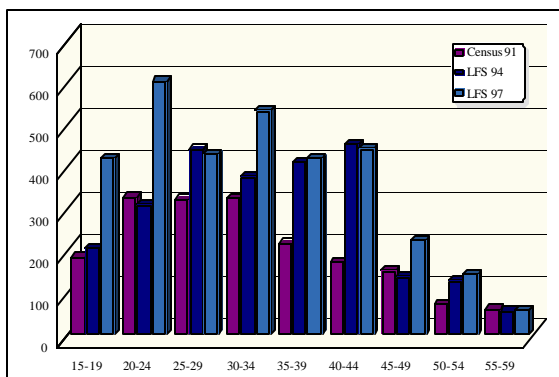
The group of unemployed persons can be divided into two main categories. The first category reflects the dynamic nature of the Aruban economy. The second category, a much smaller but growing group, consists of people with little education. They do not meet labor market requirements and are unemployed for a much longer time.

Persons belonging to the first category are: a) young persons who recently finished school and who are trying to find their way into the labor market; b) persons who due to some reason, like termination of contract or closure of company, are out of work; and c) persons who change jobs looking for better working conditions.

Finally, to a certain extent unemployment is always influenced by seasonal variations. The period of observation (October and November) are months in which unemployment can be expected to be higher: a) because of the low tourist season unemployment can be higher during these months and b) during the months of October and November young people who have finished school have just entered the labor market.

A comparison with the distribution of employed persons shows us a strong correlation between Aruba's employed and unemployed population. One can observe that changes (no matter the size) among the employed population (chapter B) directly correspond with developments that took place among unemployed persons who previously were employed in that same occupational sector. Take for example the sector 'Service workers and shop and market sales workers'. The number of employed persons in this sector increased from 17.5 percent in 1994 to 20.4 percent in 1997. Consistent with this development, one can observe an almost equal growth of unemployed persons within the same sector: from 17.7% in 1994 to 20.2% in 1997.

Graph C. Unemployed by age group 1991, 1994, 1997



Source: Population Census 1991 and Labor Force Survey 1994, 1997

D. NON ARUBANS ON THE LABOR MARKET

According to the figures of previously held surveys and the current Labor Force Survey, the non-Aruban population on the island account for less than 40 percent of the total population aged 15 years and over (36.1% in 1991, 38.9% in 1994 and 37.3% in 1997). Comparing the proportion between men and women in the foreign-born population, one can observe that the female population, in almost all age-categories, exceeds the male population in numbers.

Note that most of this section relates only to those foreign-born persons who established themselves in Aruba after October 1st 1984. Of these foreigners 64.4 percent indicated they want to settle permanently on Aruba, of which 57.9 percent were female respondents.

The Labor Force Survey 1997 indicates a growing tendency among non-Arubans to bring over relatives/ friends to work on Aruba.

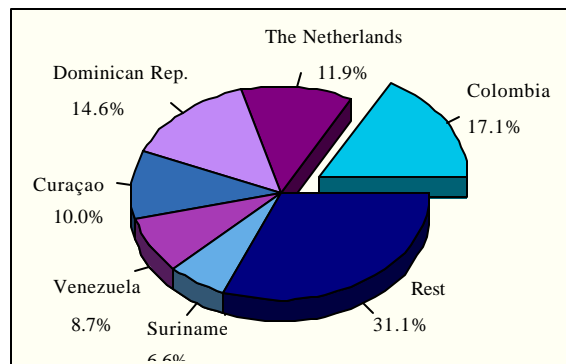
Remarkable to note is that in 1997, 33 percent of the foreign-born population reported that they found their current job via family and friends who live or work here on Aruba. This indicates a growing tendency towards chain migration.

The results of this survey also show a decrease in the number of foreigners who pay the permit fee by themselves. The percentage of foreign laborers whose permit fees are paid by the employer shows an increase of 66.9% compared to 1994.

Outstanding, however, is the growth in the number of foreigners who are legally admitted, both male (3.7% in 1994 to 13.0% in 1997) and female (10.3% in 1994 to 18.8% in 1997).

Of the foreign-born persons who established themselves on Aruba after October 1st 1984, a large group came to work in the sector 'Hotels and restaurants' (17.1%). In their previous country of residence only 5.5% worked in this sector.

Graph D. Foreign-born population by major segments 1997



E. INCOME DISTRIBUTION

In order to measure the gross income distribution certain factors need to be taken into account as the dispersion inequalities depend on these factors. The best known and important factors when measuring the distribution of money income for the Aruban labor force are sex and nationality (the Aruban/ non-Aruban factor).

For the analysis of the income differentials the Central Bureau of Statistics used several methods of analysis and manners to display the results: the median and the Multiple Classification Analysis (MCA) and graphically by using the boxplot and the Lorenz Curve. When using the median, the income is more accurate than when just using the average (mean) as it is less influenced by outlying values. On the other hand, when using MCA, the average income is adjusted to the before-mentioned determining factors, which also gives an accurate view on the dispersion of the income.

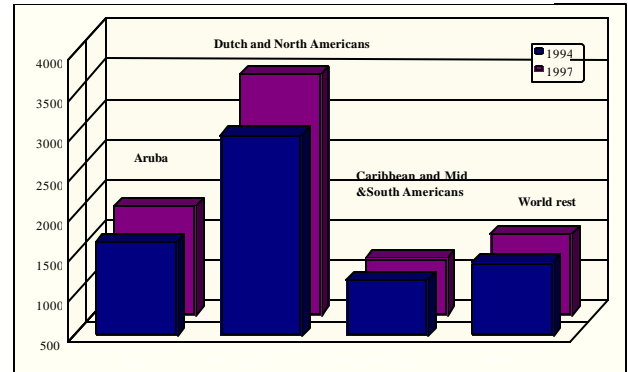
The Dutch and North Americans have the highest median income.

The boxplot displays the distribution and dispersion of income, its median and quartiles, positioning of the outliers and extreme values. The Lorenz Curve on its turn show what proportion of total money income is accounted for by different proportions of Aruba's families.

The survey results show an increase in gross income for both male and female, even so the median, the MCA and the boxplot all show the ever-existing discriminatory gap between the sexes. When checking on nationality, the working population is divided into 4 segments: Arubans; Dutch and North Americans; the Caribbean with the Mid & South Americans and the rest of the world. In 1994, the Dutch and North-Americans had the highest incomes when controlling for the occupational categories and working sectors, the 1997 results indicate the same trend.

In contrast to the Dutch and North Americans, the persons from the Caribbean and Mid & South America have the lowest income levels. The Arubans are in between these two segments.

Graph E. Median income by region of origin 1994-1997



Source: Labor Force Survey 1997

INTRODUCTION

The development of the labor market is the most important factor for employment policies and programs. Therefore, the labor market has to be monitored constantly. The trend over time is an indicator of the ability of the economy to provide work for the country's labor force under changing conditions.

The measurement of the extent of available and unused labor time and human resources and the relationships between employment, income and other social and economic characteristics is important for sustainable development planning. Labor force surveys are tools for macro-economic monitoring and human resource development planning, not only for the government but also for the population at large.

This second report on 'Labor Force Dynamics' measures the changes that have been taking place since the first survey held in 1994 and the 1991 Census, in order to provide information and trends on topics such as employment rates, unemployment, underemployment, female participation, foreign laborers, income distribution, etc.

The Labor Force Survey is an incidental household survey that is held by the Central Bureau of Statistics with intervals of at least three years.

The theoretical population consisted of all households residing in Aruba. For practical reasons, the institutional households (prison, convent, etc.) were excluded from the operational population. Within each selected household all persons aged 15 years and older were interviewed.

SAMPLING

In order to maximize the reliability of the estimates while keeping collection costs at a minimum standard sampling techniques were used. The number of households sampled was about 2,016 and all household members aged 15 years and older were interviewed. Chosen in this way accurate estimations could be made of the population characteristics of the labor market.

We made use of a random systematic sample for the Labor Force Survey. In Aruba virtually all houses are connected to the water supply system. Therefore, a list of all addresses registered at the Water Company (WEB) was used as sampling frame.

According to the WEB the total number of connected households amounted to 22,629 at the time of the survey, a sample of 2,016 households would imply a sampling fraction of 8.91 percent. Several tests were performed to see what the effect of the chosen sample size would be at various levels of, for instance, unemployment. As unemployment is low in Aruba, a very large sample size is needed to make accurate estimations of the unemployment rate. In the case of a sample size of 2,016 households and a presupposed level of unemployment in the population of 6 percent, the sample estimation at a significance level of 5 percent, would lie between 5.7 and 6.3 percent. If more than one household was living at a certain address, each of the households was visited separately. Therefore, even if some of the addresses would drop out, at least 2,016 households would be in the study.

FIELDWORK

The Labor Force Survey 1997 was held during the months of October, November and December 1997. Within that period a total of 2,672 addresses were visited by a team of 21 interviewers, who were hired and trained to carry out the survey. The households were contacted through personal visits, in certain cases the interviewers had to make repeat visits as it was necessary to obtain information directly from each respondent. Interviewers were instructed to make all reasonable attempts to obtain interviews with the eligible members of the household in question. In cases where the respondent could not be interviewed due to repeated absence, information was obtained from a knowledgeable household member.

The fieldwork period was subdivided into six phases, during each of these phases each interviewer visited 16 addresses. The team of interviewers was subdivided into 6 groups. Each of these groups was closely supervised by a staff member of the Central Bureau of Statistics. At the 2,672 addresses, 2,121 households were visited. In total 6,500 persons were reached, of which 4,681 persons aged 15 years and older were successfully interviewed. The response rate to the survey was very high. Only 16.5 percent of the addresses could not be reached, amounting to a total of 442 addresses. In 56 cases the houses were unoccupied. For 65 addresses the interviewer could not find the given address. The interviewer was given the instruction that if after at least three visits no person could be contacted, the address could be dropped; 225 addresses were skipped in this way. Furthermore, 96 addresses were not visited for other reasons. Of all households reached, only 7.0 percent refused to cooperate. In 5.5 percent of the households, some persons agreed to cooperate while others refused. A total of 146 persons refused to cooperate in households where other persons agreed to provide information.

If the interviewer was unsuccessful in interviewing persons living at a certain address, he or she was given a reserve address to go to. If the attempt to interview the persons at the reserve address failed, the interviewer was instructed to visit the right-hand neighbor of the reserve address.

QUESTIONNAIRES

The data for the labor force survey were collected on two forms:

- the Household Form
- the Person Form

We have included a copy of these forms in appendix 1.

The purpose of the household form was twofold:

- a) to collect information on the composition of the household; and
- b) to serve as a tool to monitor the progress of the fieldwork.

Information was collected on whether or not the household cooperated in the survey; the reason why the household could not be reached; the number of persons who were interviewed, etc.. If several households were living at the same address, a separate household form was used for each of the households. An interview was conducted with each person living in the household who, at the time of the interview, was aged 15 years or older. The information on each such person was noted down on the person form. We divided the person form into a number of modules. Some modules were restricted to persons with certain characteristics.

The following modules were included in the person form:

- A. Personal characteristics
- B. Education
- C. Characteristics of persons who are employed
- D. Characteristics of unemployed persons
- E. Migration and characteristics of foreign employees

INTERPRETATION OF THE DATA

The figures in this publication are estimations made of the total population, based on the sample populations observed during the Labor Force Surveys 1994 and 1997.

In our study we used factors to raise our data to make population estimates. These are calculated by using the total population numbers as of 1st October 1997. Unfortunately, due to the automation process of the Population Registry system the data directly available was until April 1996. By interpolating the available data, the total population numbers to be used were calculated.

The reader should keep in mind that some detailed items in the tables do not necessarily add to totals because of rounding. Cases where the respondent refused to collaborate or could not provide adequate information are treated as missing cases in the corresponding table.

CHAPTER A. LABOR FORCE

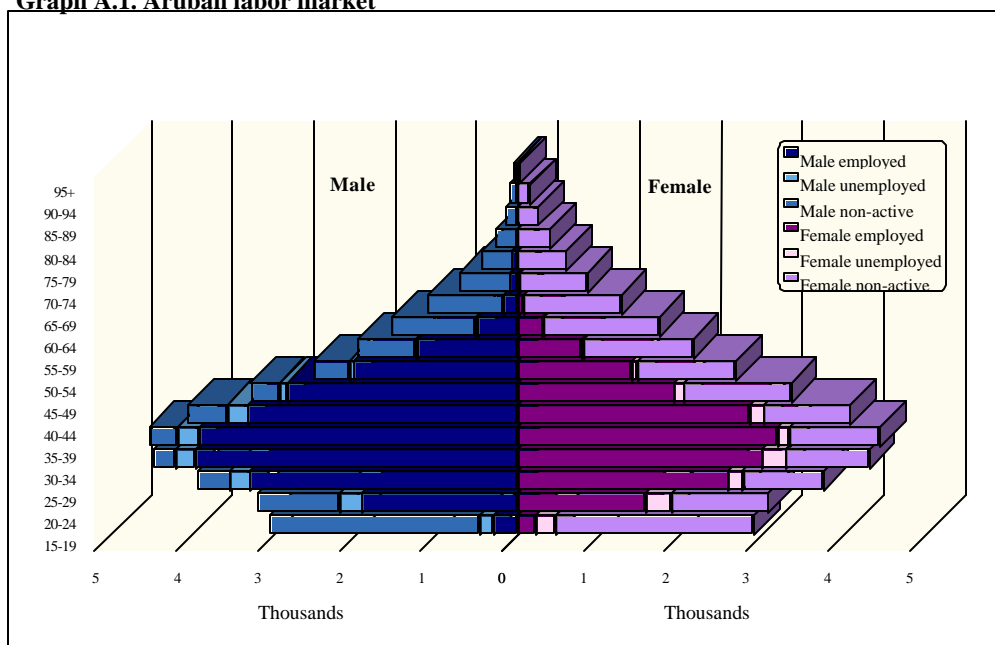
Activity status

Based on the figures from the LFS and estimates of the total population size, extrapolations were made for the size and characteristics of Aruba's labor market. In this way, the total labor force was estimated to be 44,840 persons, out of which 41,501 (92.6%) are employed and 3,339 (7.4%) unemployed. Of those working, 23,486 (56.6%) were men and 18,015 (43.4%) were women.

Graph A.1. displays the population pyramid for the population of Aruba of 15 years and over. From this graph, characteristics of the Aruban labor market can be distinguished. Each of the bars, depicting the number of males and females of a certain age, is subdivided into three main activity status: employed, unemployed and non-active. The pyramid shows that very few persons are economically active under the age of twenty. The participation of women is still growing a little bit, however, the number of inactive women is still much higher than the number of inactive men.

The pyramid shows the irregularity in Aruba's population age distribution. This is caused by a very sharp decline in fertility between 1962 and 1977 and by the flow of immigrants in the active age groups since 1986. The proportion of persons above the age of 65 has increased during the last 37 years, indicating that aging will become a serious problem in the near future. In 1960, the elderly accounted for 3.1 percent of the total population, by 1997 this percentage had increased to 7.1 percent.

Graph A.1. Aruban labor market



Source: Labour Force Survey 1997

Table A.1.a. shows there are more males employed than females. The level of unemployment is almost the same for men and women. The 1994 Labor Force Survey (Table A.1.b) showed an estimated labor force of 39,303 consisting of 36,776 (93.6 percent) employed and 2,527 (6.4 percent) unemployed while figures from 1991 (Table A.1.c) show 93.9 percent employed and 6.1 percent unemployed out of a total labor force of 31,021. Thus, in recent years a relative decrease in employment and an increase in unemployment has taken place.

Table A.1.a. Population by activity status, age and sex: estimates for the total population based on the Labor Force Survey 1997

Age-group	Population Oct. 1 st 1997			Labor Force Survey 1997											
	Male	Female	Total	Employed			Unemployed			Non-active			Total labor force		
				Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19 yrs.	3,042	2,904	5,946	297	218	515	163	259	422	2,582	2,427	5,009	460	477	937
20-24 yrs.	3,183	3,091	6,274	1,902	1,574	3,476	280	322	603	1,001	1,195	2,196	2,182	1,897	4,079
25-29 yrs.	3,920	3,760	7,680	3,277	2,592	5,869	249	183	431	394	986	1,380	3,526	2,774	6,301
30-34 yrs.	4,471	4,319	8,790	3,954	3,018	6,972	240	294	534	277	1,006	1,283	4,194	3,312	7,506
35-39 yrs.	4,524	4,451	8,975	3,908	3,193	7,097	264	156	420	352	1,102	1,454	4,172	3,345	7,517
40-44 yrs.	4,044	4,095	8,139	3,301	2,854	6,159	264	179	443	479	1,062	1,540	3,565	3,037	6,602
45-49 yrs.	3,276	3,363	6,639	2,828	1,926	4,754	93	133	226	355	1,304	1,659	2,921	2,060	4,980
50-54 yrs.	2,500	2,681	5,181	2,000	1,407	3,407	71	74	145	428	1,200	1,628	2,071	1,481	3,552
55-59 yrs.	1,951	2,166	4,117	1,219	796	2,015	33	26	59	699	1,344	2,043	1,252	822	2,074
60-64 yrs.	1,528	1,746	3,274	486	313	798	36	20	56	1,007	1,413	2,419	521	333	854
65-69 yrs.	1,092	1,279	2,371	171	73	244	0	0	0	922	1,206	2,127	171	73	244
70-74 yrs.	714	863	1,577	86	36	122	0	0	0	628	827	1,456	86	36	122
75-79 yrs.	428	604	1,032	55	12	67	0	0	0	373	592	965	55	12	67
80-84 yrs.	261	412	673	1	0	1	0	0	0	260	412	672	1	0	1
85-89 yrs.	174	279	453	2	1	3	0	0	0	172	278	450	2	1	3
90-94 yrs.	88	153	241	0	0	0	0	0	0	88	153	241	0	0	0
95+	47	77	124	0	1	1	0	0	0	47	76	123	0	1	1
Not reported				1	0	1									
Total	35,242	36,243	71,485	23,486	18,014	41,501	1,693	1,646	3,339	10,063	16,582	26,645	25,179	19,661	44,840

Source: Labor Force Survey 1997, Population Registry

Table A.1.b. Population by activity status, age and sex: estimates for the total population based on the Labor Force Survey 1994

Age-group	Population Oct.1st 1994			Labor Force Survey 1994											
	Male	Female	Total	Employed			Unemployed			Non-active			Total labor		
				Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19 yrs.	2,632	2,497	5,129	272	76	349	79	127	207	2,280	2,293	4,573	352	204	556
20-24 yrs.	2,816	2,702	5,518	1,978	1,694	3,672	142	168	310	696	840	1,536	2,120	1,862	3,982
25-29 yrs.	3,618	3,467	7,085	3,321	2,596	5,918	167	275	442	130	596	726	3,488	2,871	6,359
30-34 yrs.	4,095	4,012	8,107	3,721	2,728	6,449	202	174	376	171	1,110	1,281	3,924	2,902	6,826
35-39 yrs.	3,874	3,937	7,811	3,392	2,505	5,897	181	231	412	301	1,201	1,502	3,573	2,736	6,309
40-44 yrs.	3,255	3,378	6,633	2,853	2,038	4,891	226	229	455	176	1,111	1,287	3,079	2,267	5,346
45-49 yrs.	2,565	2,691	5,256	2,215	1,708	3,923	102	37	139	248	946	1,194	2,317	1,745	4,062
50-54 yrs.	2,033	2,208	4,241	1,672	976	2,647	68	61	129	294	1,171	1,465	1,739	1,037	2,776
55-59 yrs.	1,659	1,851	3,510	1,133	654	1,787	47	10	57	479	1,187	1,666	1,180	664	1,844
60-64 yrs.	1,251	1,411	2,662	577	178	755	0	0	0	674	1,233	1,907	577	178	755
65-69 yrs.	864	985	1,849	282	29	310	0	0	0	582	956	1,539	282	29	310
70-74 yrs.	587	743	1,330	87	38	125	0	0	0	500	705	1,205	87	38	125
75-79 yrs.	390	569	959	45	9	53	0	0	0	345	560	906	45	9	53
80-84 yrs.	264	398	662	0	0	0	0	0	0	264	398	662	0	0	0
85-89 yrs.	136	238	374	0	0	0	0	0	0	136	238	374	0	0	0
90-94 yrs.	47	92	139	0	0	0	0	0	0	47	92	139	0	0	0
95+	20	30	50	0	0	0	0	0	0	20	30	50	0	0	0
Not Rep.															
Total (without NR)	30,106	31,209	61,315	21,547	15,229	36,776	1,215	1,312	2,527	7,344	14,668	22,012	22,762	16,541	39,303

Source: Labor Force Survey, Aruba 1997; Population Census 1991; Population Registry

Table A.1.c. Population by activity status, age and sex: based on the Census 1991

Age-group	Population Oct.6. 1991			Census 1991												
	Male	Female	Total	Employed			Unemployed			Non Active			Unknown Act. Status	Total labor		
				Male	Female	Total	Male	Female	Total	Male	Female	Total		Male	Female	Total
14 yrs.	463	493	956	6	1	7	1	1	2	453	488	941	4	7	2	9
15-19 yrs.	2,313	2,188	4,501	391	348	739	102	84	186	1,808	1,738	3,546	30	493	432	925
20-24 yrs.	2,244	2,168	4,412	1,611	1,416	3,027	194	133	327	427	608	1,035	22	1,805	1,549	3,354
25-29 yrs.	2,859	2,921	5,780	2,454	2,104	4,558	179	144	323	217	669	886	15	2,633	2,248	4,881
30-34 yrs.	3,349	3,404	6,753	2,949	2,367	5,316	167	158	325	221	871	1,092	19	3,116	2,525	5,641
35-39 yrs.	2,954	3,216	6,170	2,614	2,107	4,721	111	107	218	216	991	1,207	23	2,725	2,214	4,939
40-44 yrs.	2,476	2,627	5,103	2,205	1,575	3,780	92	82	174	170	961	1,131	19	2,297	1,657	3,954
45-49 yrs.	1,941	2,137	4,078	1,700	1,081	2,781	79	73	152	159	977	1,136	10	1,779	1,154	2,933
50-54 yrs.	1,699	1,887	3,586	1,319	750	2,069	54	21	75	323	1,107	1,430	12	1,373	771	2,144
55-59 yrs.	1,429	1,626	3,055	877	371	1,248	46	16	62	502	1,226	1,728	18	923	387	1,310
60-64 yrs.	1,013	1,113	2,126	372	129	501	18	6	24	618	973	1,591	9	390	135	525
65+	2,033	2,686	4,719	294	92	386	14	6	20	1,718	2,580	4,298	17	308	98	406
Not Rep.	60	80	140	42	45	87	1	2	3	15	33	48	2	43	47	90
Total (without NR)	24,773	26,466	51,239	16,792	12,341	29,133	1,057	831	1,888	6,832	13,189	20,021	198	17,849	13,172	31,021

Source: Population Census 1991

Table A.2. Estimated population 15 yrs. and over by sex and place of birth: Labor Force Survey 1994-1997

Place of birth	Labor Force Survey 1994						Labor Force Survey 1997					
	Male		Female		Both sexes		Male		Female		Both sexes	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
Anuba	22,641	74.9	20,936	69.5	43,577	72.2	26,796	67.0	25,583	62.5	52,379	73.3
Bonaire	286	0.9	135	0.4	421	0.7	255	0.6	354	0.9	609	0.9
Curacao	959	3.2	708	2.4	1,667	2.8	1,090	2.7	792	1.9	1,882	2.6
St. Maarten	233	0.8	208	0.7	441	0.7	239	0.6	276	0.7	515	0.7
St. Eustatius	71	0.2	83	0.3	154	0.3	28	0.1	21	0.1	49	0.1
Saba	75	0.2	65	0.2	140	0.2	47	0.1	53	0.1	100	0.1
<u>North America</u>												
USA	137	0.5	168	0.6	305	0.5	124	0.3	160	0.4	284	0.4
Canada	42	0.1	46	0.2	88	0.1	0	0.0	13	0.0	13	0.0
Mexico	0	0.0	25	0.1	25	0.0	0	0.0	42	0.1	42	0.1
<u>Central America</u>												
Costa Rica	0	0.0	0.0	0.0	0	0.0	19	0.0	27	0.1	46	0.1
Central America Other	41	0.1	55	0.2	96	0.2	33	0.1	29	0.1	62	0.1
<u>South America</u>												
Surinam	491	1.6	433	1.4	924	1.5	587	1.5	645	1.6	1,232	1.7
Venezuela	931	3.1	587	1.9	1,518	2.5	984	2.5	827	2.0	1,811	2.5
Colombia	1009	3.3	1985	6.6	2,994	5.0	1,443	3.6	2,019	4.9	3,462	4.8
Ecuador	26	0.1	11	0.0	37	0.1	41	0.1	28	0.1	69	0.1
Peru	438	1.4	210	0.7	648	1.1	225	0.6	209	0.5	434	0.6
Brazil	19	0.1	30	0.1	49	0.1	40	0.1	14	0.0	54	0.1
Argentina	51	0.2	11	0.0	62	0.1	0	0.0	13	0.0	13	0.0
Guyana	114	0.4	76	0.3	190	0.3	62	0.2	88	0.2	150	0.2
South America Other	0	0.0	20	0.1	20	0.0	28	0.1	0	0.0	28	0.0
<u>Caribbean islands</u>												
Dominican Republic	781	2.6	1809	6.0	2,590	4.3	726	1.8	2,014	4.9	2,740	3.8
Haiti	26	0.1	489	1.6	515	0.9	88	0.2	489	1.2	577	0.8
Jamaica	42	0.1	255	0.8	297	0.5	168	0.4	453	1.1	621	0.9
Cuba	10	0.0	27	0.1	37	0.1	0	0.0	35	0.1	35	0.0
Puerto Rico	16	0.1	13	0.0	29	0.0	21	0.1	34	0.1	55	0.1
St. Kitts & Nevis	10	0.0	45	0.1	55	0.1	27	0.1	0	0.0	27	0.0
Anguilla	0	0.0	14	0.0	14	0.0	0	0.0	18	0.0	18	0.0
Grenada	34	0.1	290	1.0	324	0.5	84	0.2	174	0.4	258	0.4
Trinidad & Tobago	42	0.1	29	0.1	71	0.1	70	0.2	18	0.0	88	0.1
St. Vincent & the Grenadines	29	0.1	74	0.2	103	0.2	42	0.1	48	0.1	90	0.1
St. Lucia	11	0.0	8	0.0	19	0.0	13	0.0	25	0.1	38	0.1
Dominica	110	0.4	15	0.0	125	0.2	47	0.1	149	0.4	196	0.3
Guadeloupe	0	0.0	8	0.0	8	0.0	0	0.0	0	0.0	0	0.0
Caribbean Other	11	0.0	23	0.1	34	0.1	0	0.0	23	0.1	23	0.0
<u>Europe</u>												
The Netherlands	979	3.2	829	2.8	1,808	3.0	1,280	3.2	1,119	2.7	2,399	3.4
Belgium	15	0.0	0	0.0	15	0.0	0	0.0	14	0.0	14	0.0
United Kingdom	11	0.0	9	0.0	20	0.0	31	0.1	13	0.0	44	0.1
Germany	15	0.0	25	0.1	40	0.1	0	0.0	17	0.0	17	0.0
France	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Switzerland	15	0.0	0	0.0	15	0.0	0	0.0	0	0.0	0	0.0
Italy	0	0.0	0	0.0	0	0.0	37	0.1	17	0.0	54	0.1
Spain	0	0.0	0	0.0	0	0.0	32	0.1	42	0.1	74	0.1
Portugal	116	0.4	78	0.3	194	0.3	132	0.3	160	0.4	292	0.4
Europe Other	26	0.1	11	0.0	37	0.1	38	0.1	0	0.0	38	0.1
<u>Asia</u>												
Hong Kong	28	0.1	0	0.0	28	0.0	30	0.1	14	0.0	44	0.1
China	124	0.4	112	0.4	236	0.4	77	0.2	79	0.2	156	0.2
Japan	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Philippines	54	0.2	64	0.2	118	0.2	130	0.3	62	0.2	192	0.3
Indonesia	57	0.2	61	0.2	118	0.2	29	0.1	22	0.1	51	0.1
India	0	0.0	24	0.1	24	0.0	47	0.1	0	0.0	47	0.1
Libanon	54	0.2	17	0.1	71	0.1	0	0.0	0	0.0	0	0.0
Turkey	19	0.1	0	0.0	19	0.0	19	0.0	0	0.0	19	0.0
Asia Other	0	0.0	12	0.0	12	0.0	0	0.0	0	0.0	0	0.0
Africa	31	0.1	0	0.0	31	0.1	19	0.1	11	0.0	30	0.0
Oceania	0	0	0	0.0	0	0.0	14	0.0	0	0.0	15	0.0
Total	30,228	100.0	30,136	100.0	60,364	100.0	35,242	100.0	36,243	100.0	71,485	100.0

Source: Labor Force Survey, 1994-1997

Table A.2. presents the estimated population by place of birth and sex for 1994 and 1997 showing a particular large increase in the male population (21.2%) in comparison with the female population (2.8%). Persons born in the South America region constitute the largest segment of the foreign born population.

School going youngsters comprise 78.5 percent of the total population of youngsters (population between 15 and 19 years of age) in 1997 whereas that figure was about 83.4 percent in 1994 (Table A.3).

Table A.3. Percentage of school going youngsters in age-group 15-19 years by sex (1991 - 1997)

Sex	Pop. Census 1991	Labor Force Survey 1994	Labor Force Survey 1997
Male	72.6	81.8	78.5
Female	73.1	85.2	78.4
Both sexes	72.8	83.4	78.5

Source: Census 1991, Labor Force Survey 1994, 1997

According to the definition used in the Labor Force Survey, a handicapped person is a person with a physical or mental disorder. The handicap is formed by the limitations of the person's abilities due to the disorder¹. In the Labor Force Survey 1997, 1,546 employed persons were estimated to be handicapped in one way or another. This amounts to 3.7 percent of the total employed population.

Table A.4. shows that the number of employed handicapped persons is dissimilarly distributed between both sexes. Much more men than women seem to enter the labor force in spite of their handicap. When we examine the various types of handicaps, we can observe some interesting differences. The percentage of employed mental handicaps appears to be far higher among males than among females. In 1991, the results of the Census indicated the same phenomenon. Among the working handicapped population, organ handicaps are the most frequent. In this group, handicaps caused by the malfunctioning of one or more organs are grouped. Typical examples of such handicaps are diabetes, stoma, chronic lung malfunctioning, etc.

Table A.4. Employed handicapped persons by sex and type of handicap

Type of handicap	Male	% Male	Female	% Female	Both sexes	%
Motor handicap	187	17.7	105	20.6	293	18.7
Visual handicap	102	9.7	45	8.8	147	9.4
Auditory handicap	68	6.5	30	5.9	98	6.3
Organ handicap	426	40.3	195	38.2	621	39.6
Mental handicap	68	6.5	15	2.9	83	5.3
Other handicap	85	8.1	30	5.9	115	7.4
Not reported	119	11.3	90	17.6	209	13.4
Total	1056	100.0	511	100.0	1567	100.0

Source: Labor Force Survey 1997

¹ A definition of the various types of physical and mental handicaps is given in Appendix II 'Concept and Definitions'.

Table A.5. Employed population by region of residence and region of workplace

Region of residence	Region of workplace									Total
	Noord/ Tanki Leendert	Oranjestad West	Oranjestad East	Paradera	Santa Cruz	Savaneta	San Nicolas South	San Nicolas North	Unknown	
Noord/Tanki Leendert	2,447	1,033	1,281	82	253	46	39	65	112	5,358
Oranjestad-West	1,340	2,159	1,994	17	318	118	48	80	62	6,136
Oranjestad-East	1,245	2,091	3,558	103	609	55	116	114	251	8,142
Paradera	640	943	1,281	480	319	112	44	55	102	3,976
Santa Cruz	592	1,717	1,808	212	1,234	64	289	96	108	6,120
Savaneta	598	1,066	1,566	51	373	769	403	76	106	5,008
San Nicolas-South	547	986	1,003	18	219	279	1,005	550	169	4,776
San Nicolas-North	337	394	466	14	78	92	513	63	0	1,957
Unknown	14	0	0	0	0	0	14	0	0	28
Total	7,760	10,389	12,957	977	3,403	1,535	2,471	1,099	910	41,501

Source: Labor Force Survey 1997

Table A.5 presents a cross-tabulation of the regions in which the employed population work and live. One may assume that most persons prefer to live in the region where they work. The table supports this hypothesis. One can see that the regions of Noord/Tanki Leendert, Oranjestad-West and Oranjestad-East hold the largest concentration of the employed population working and living in the same region. As most jobs are concentrated around Oranjestad, it is not surprising that a sizable part of the persons living in San Nicolas are actually employed in Oranjestad. On the other hand, few persons living in Oranjestad are employed in San Nicolas.

Participation rates

The participation rate can be defined as the total labor force (employed + unemployed) expressed as a percentage of the population of 15 years of age and older. Table A.6. and graph A.2. present the age-specific participation rates for males and females. These age-specific rates are depicted for males and females respectively in graphs A.3. and A.4. Some interesting trends emerge from these tables and graphs.

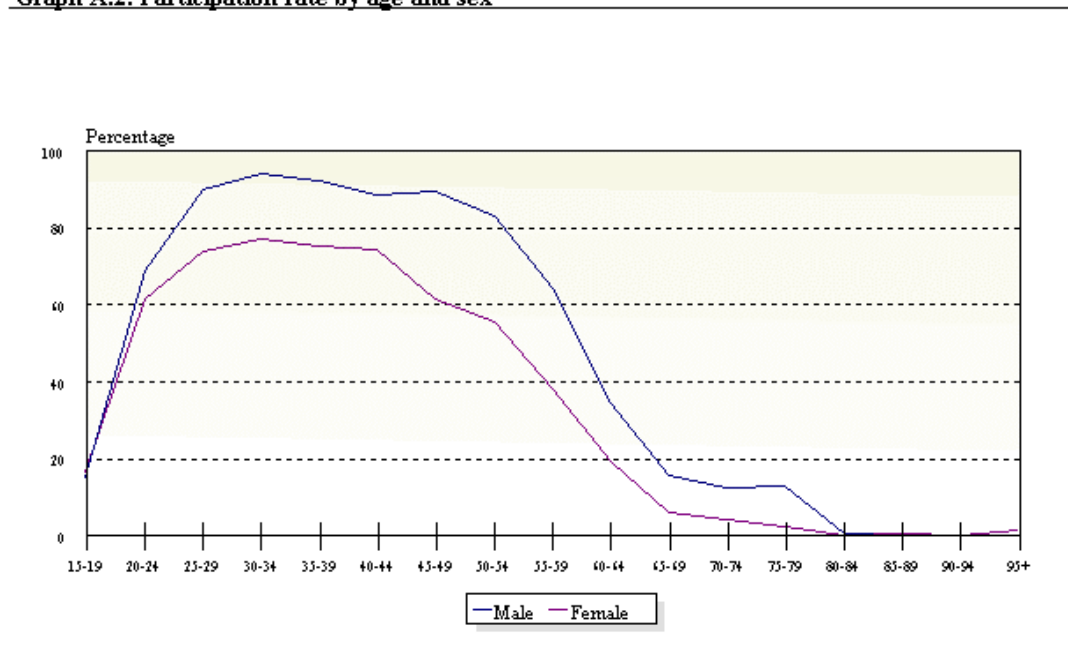
The participation rate for men has dropped a little bit since the last conducted LFS in '94. Especially in age group 20-24 years and 25-29 years the participation rate dropped significantly. There is a strong indication that the young population stays out of work because of improved education. This leads automatically to a decrease in the overall participation rate.

For women we can observe a rise in the participation rate. In the seventies participation increased, reaching 40.2 percent by 1981. The population census of 1991 displayed a further increase to 53 percent. The participation rate of women is now 54.3 percent. If we take a closer look at graph A.4, we can observe a remarkable growth in the participation rates for women between ages 25 and 45 years. It seems that the rapid growth of day-care centers² enables more women to continue working.

Comparing the participation rates for the regions of residence one can see that the participation rates for the regions Oranjestad West and East are the highest. San Nicolas-South has the lowest participation rate. This rate is as low as 52.2 percent, meaning that 47.8 percent of the population in San Nicolas South above 15 is non-active.

Regarding the marital status, the participation rates show a slight difference among the categories except for those who are widowed, depicting a very low participation rate, but it must be taken into consideration that those who are in this category tend to be 65 years of age and older.

Graph A.2. Participation rate by age and sex



Source: Labor Force Survey 1997

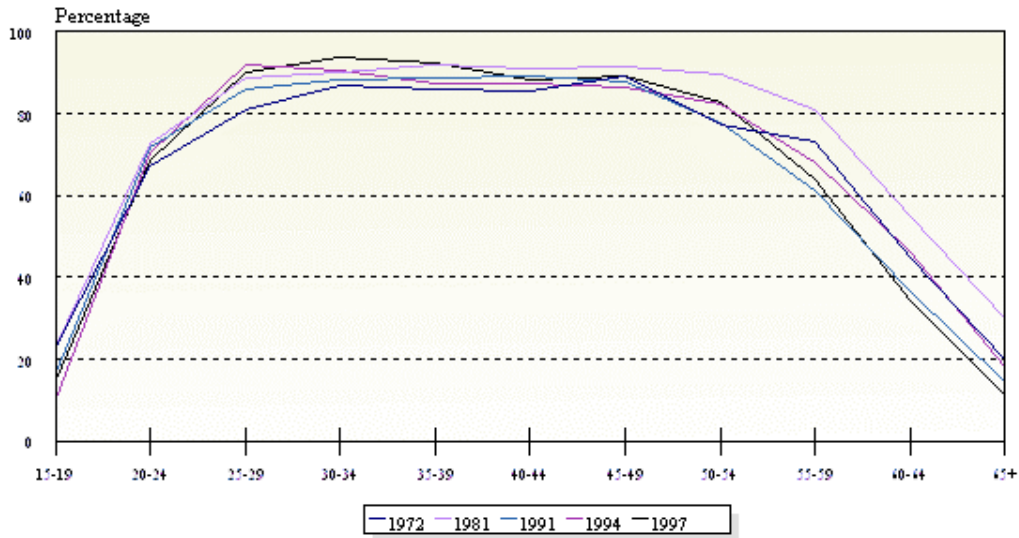
²“Fundacion pa nos Muchanan” indicated a huge expansion of child-care centers.

Table A.6. Participation rates

	Employed population	Unemployed population	1997	Participation rates			1994		
			Estimated Population	Male	Female	Total	Male	Female	Total
<u>Age group</u>									
15-19 yrs.	515	422	5,946	15.1	16.4	15.8	13.4	8.2	10.8
20-24 yrs.	3,476	603	6,275	68.6	61.3	65.0	75.3	68.9	72.2
25-29 yrs.	5,869	431	7,680	89.9	73.8	82.0	96.4	82.8	89.8
30-34 yrs.	6,972	534	8,790	93.8	76.7	85.4	95.8	72.3	84.2
35-39 yrs.	7,097	420	8,974	92.2	75.2	83.8	92.2	69.5	80.8
40-44 yrs.	6,159	443	8,139	88.2	74.1	81.1	94.6	67.1	80.6
45-49 yrs.	4,754	226	6,640	89.2	61.2	75.0	90.3	64.8	77.3
50-54 yrs.	3,407	145	5,181	82.9	55.2	68.6	85.6	47.0	65.5
55-59 yrs.	2,015	59	4,117	64.2	38.0	50.4	71.1	35.9	52.5
60-64 yrs.	798	56	3,273	34.1	19.1	26.1	46.2	12.6	28.4
65-69 yrs.	244	0	2,371	15.6	5.7	10.3	32.6	2.9	16.8
70-74 yrs.	122	0	1,578	12.1	4.2	7.7	14.8	5.1	9.4
75-79 yrs.	67	0	1,032	12.9	2.0	6.5	11.5	1.5	5.6
80-84 yrs.	1	0	673	0.4	0.0	0.1	0.0	0.0	0.0
85-89 yrs.	3	0	452	1.2	0.4	0.7	0.0	0.0	0.0
90-94 yrs.	0	0	241	0.0	0.0	0.0	0.0	0.0	0.0
95+	1	0	124	0.0	1.3	0.8	0.0	0.0	0.0
<u>Region of residence</u>									
Noord/Tanki Leendert	5,358	262	8,857			63.4			65.6
Oranjestad-West	6,136	409	9,575			68.4			68.2
Oranjestad-East	8,142	688	13,072			67.5			67.9
Paradera	3,976	213	7,025			59.6			61.3
Santa Cruz	6,120	688	11,087			61.4			63.6
Savaneta	5,008	409	9,010			60.1			60.4
San Nicolas -North	4,776	458	8,674			60.3			60.8
San Nicolas -South	1,957	213	4,154			52.2			60.4
Not reported	28	0	31						
<u>Marital Status</u>									
Never married	14,365	1,588	25,488			62.6			62.6
Married	22,417	1,522	35,475			67.5			67.4
Divorced	3,301	180	5,162			67.4			77.9
Legally separated	660	33	993			69.8			72.0
Widow(ed)	741	16	4,337			17.5			20.2
Not reported	16	0	31						

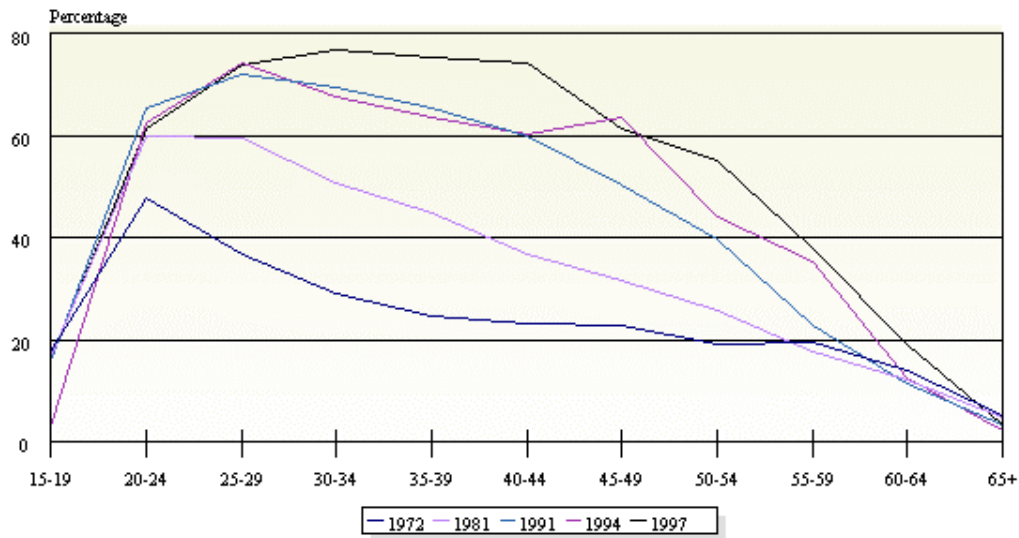
Source: Labor Force Survey 1994, 1997

Graph A.3. Participation rates of men by age, 1972-1997



Source: Census '72, '81, '91, Labor Force Survey '94, '97

Graph A.4. Participation rates of women by age, 1972-1997



Source: Census '72, '81, '91, Labor Force Survey '94, '97

Table A.7. Participation rate by nationality: Labor Force Survey 1997

Nationality	Employed population	Unemployed population	Non active population	Total Population	Participation rate
<u>Dutch</u>	35,204	2,603	24,766	62,573	60.4
<u>North America</u>					
USA	161	0	112	273	58.9
Canada	32	0	14	46	69.7
Mexico	16	0	28	44	36.5
<u>Central America</u>					
Costa Rica	16	0	14	30	53.5
Central America Other	32	0	28	60	53.5
<u>South America</u>					
Surinam	258	33	168	459	63.3
Venezuela	854	164	238	1,256	81.0
Colombia	1,820	164	477	2,460	80.6
Ecuador	64	16	14	95	85.2
Peru	258	0	56	314	82.1
Brazil	32	0	14	46	69.7
Argentina	0	0	14	14	0.0
Guyana	64	0	28	92	69.7
South America Other	16	0	0	16	100.0
<u>Caribbean islands</u>					
Dominican Republic	1,079	196	238	1,514	84.3
Haiti	306	82	42	430	90.2
Jamaica	531	0	28	559	95.0
Grenada	129	0	42	171	75.4
Trinidad & Tobago	16	0	28	44	36.5
St. Vincent & the Grenadines	32	0	0	32	100.0
Dominica	48	33	28	109	74.3
<u>Europe</u>					
United Kingdom	48	0	28	76	63.3
Germany	32	0	0	32	100.0
Italy	48	0	0	48	100.0
Spain	32	0	42	74	43.4
Portugal	32	0	56	88	36.5
Europe Other	16	0	0	16	100.0
<u>Asia</u>					
China	32	0	42	74	43.4
Japan	0	16	0	16	100.0
Philippines	145	0	14	159	91.2
India	48	0	0	48	100.0
Asia Other	48	0	14	62	77.5
<u>Africa</u>					
	16	0	0	16	100.0
<u>Oceania</u>					
	32	33	70	135	48.1
Total	41,501	3,339	26,645	71,485	62.7

Source: Labor Force Survey 1997

Economically non-active population

According to the LFS 1997, the economically non-active population was estimated at 26,554 of which 10,025 (37.8%) were male and 16,661 (62.7%) female. One can see that the number of inactive females is higher than that of males but not twice as high as in 1994. Table A.8 shows that for those who have higher educational level, the participation rates tend to be higher. The persons with primary education or less, however, have a low participation rate (44.2%).

Table A.8. Participation rate by education (ISCED): Labor Force Survey 1997

Education	Employed population	Unemployed population	Total Population	Participation rate
ISCED-0&1	13,850	1,702	35,201	44.2
ISCED-2	17,473	1,277	24,098	77.8
ISCED-3	3,189	164	4,210	79.6
ISCED-5	3,623	49	3,859	95.2
ISCED-6	2,303	82	2,684	88.8
ISCED-7	870	16	915	96.8
Education not definable by level	16	0	31	
Not reported	177	49	397	

Source: Labor Force Survey 1997

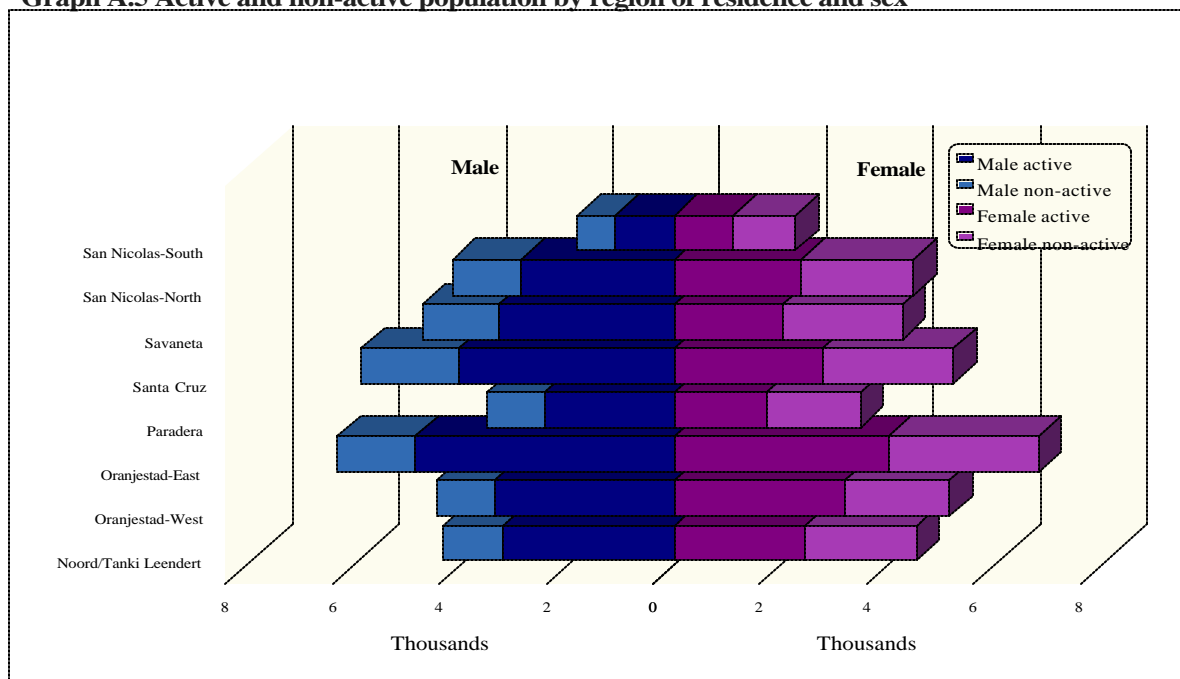
Table A.9 shows the geographically distribution of economically non-active persons. The inactive males are almost evenly distributed by region with the region of Santa Cruz holding the highest concentration while the inactive females are concentrated in the region of Oranjestad-East. The relative number of non-active persons in San Nicolas South is striking. Comparing the active and non-active population by region in order to produce a ratio, one can observe that the number of non-active persons almost equals the number of active persons in this region.

Table A.9. Active and non-active population by region of residence and sex

Region of residence	Male		Female		Total	
	Active	Non-active	Active	Non-active	Active	Non-active
Noord/Tanki Leendert	2,978	1,131	2,380	2,160	5,358	3,291
Oranjestad-West	3,191	1,071	2,943	1,969	6,134	3,040
Oranjestad-East	4,532	1,473	3,609	2,776	8,141	4,249
Paradera	2,396	1,048	1,578	1,751	3,974	2,799
Santa Cruz	3,619	1,843	2,502	2,452	6,121	4,295
Savaneta	3,113	1,436	1,895	2,260	5,008	3,696
San Nicolas -North	2,637	1,247	2,140	2,067	4,777	3,314
San Nicolas -South	1,005	765	952	1,193	1,957	1,958
Not reported	16	2	15	1	30	3
Total	23,487	10,016	18,014	16,629	41,501	26,645

Source: Labor Force Survey 1997

Graph A.5 Active and non-active population by region of residence and sex



Source: Labor Force Survey '97

Table A.10 shows whether the respondents were planning to look for work in the near future. Of the inactive men 743 (7.4%) stated they were indeed planning to look for work in the 12 next months while 1,178 (7.1%) inactive women stated the same. The 7.1 percent among the female population represents a decrease when compared to the results of LFS 1994 where the percentage for inactive females planning to look for work within the next 12 months was at 8.5 percent. The economically inactive population planning to seek work in the next 12 months, totaling 1,920, represents a 4.3 percent of the total labor force.

Table A.10. Non-active population by intention to seek work in next 12 months by age and sex

Age	Male	Female	Total
15-19 yrs.	148	164	312
20-24 yrs.	120	209	329
25-29 yrs.	0	219	219
30-34 yrs.	111	170	281
35-39 yrs.	35	128	163
40-44 yrs.	83	110	193
45-49 yrs.	93	89	182
50-54 yrs.	57	59	116
55-59 yrs.	49	0	49
60-64 yrs.	36	30	66
Total	731	1,178	1,909

Source: Labor Force Survey 1997

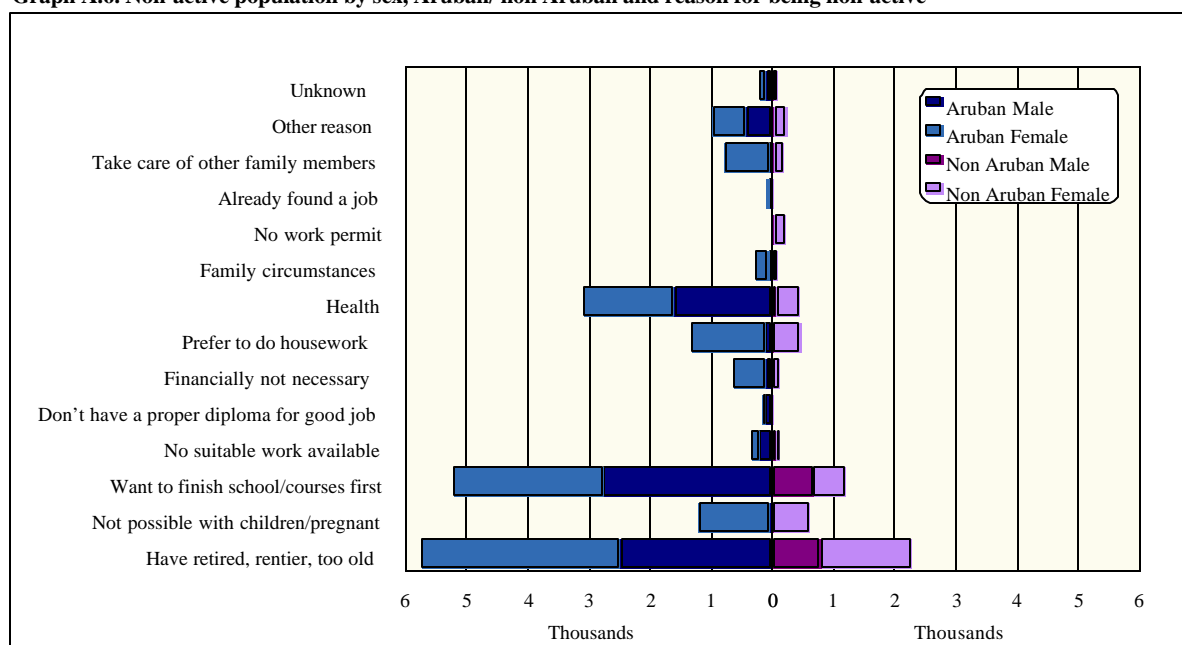
Table A.11. Non-active population by sex, (non) Aruban status and reason of being non-active

	Aruban			Non-Aruban			Total
	Male	Female	Total	Male	Female	Total	
Have retired, rentier, too old	2,485	3,247	5,732	798	1,500	2,298	8,030
Not possible with children/pregnant	33	1,178	1,211	18	593	611	1,822
Want to finish school/courses first	2,765	2,456	5,221	666	545	1,211	6,432
No suitable work available	216	132	348	62	62	124	472
Don't have a proper diploma for good job	101	57	158	-	28	28	186
Financially not necessary	91	553	644	-	125	125	769
Prefer to do housework	106	1,209	1,315	21	442	463	1,778
Health	1,604	1,490	3,094	64	392	456	3,550
Family circumstances	54	211	265	9	81	90	355
No work permit	-	-	-	31	187	218	218
Already found a job	55	37	92	-	28	28	120
Take care of other family members	42	734	776	33	167	200	976
Other reason	428	550	978	31	209	240	1,218
Reason Unknown	90	126	216	14	79	93	309
Status missing							406
Total	8,070	11,980	20,050	1,747	4,438	6,185	26,641

Source: Labor Force Survey 1997

According to the results of the LFS 1997 the largest group of non-active persons are Arubans. Most of the non-active population is female even though the group of Aruban non-active men is quite large (40% of the Aruban non-active population). The most common reasons for being non-active, for Arubans, are retirement, school going, pregnancy (small children), health problems and preference to do housework. The non-Arubans, on the other hand, are non-active mostly because of retirement and school duties. Remarkable is that the number of women who prefer to do housework is decreasing compared to the 1994 figures (13% in 1994 and 10% in 1997).

Graph A.6. Non-active population by sex, Aruban/ non Aruban and reason for being non-active



Source: Labor Forcesurvey 1997

CHAPTER B. EMPLOYED POPULATION

In this chapter the size, composition and characteristics of the employed population will be presented. First of all we will summarize the main developments described in this chapter.

It is important to make a note of the definition of employment that is used in this survey. A person is classified as employed by the answer the respondent gives to question X.1. ('Do you have a job where you worked four hours or more in the past week?'). Everybody who has worked at least four hours during the week before the survey falls under the category 'employed'. This definition, which is common for surveys like the one at hand, is not necessarily the definition for employed persons used in other administrative databases (such as the Social Security Bank, or the Department of Labor).

The employed population increased in the six years between the latest census 1991 and November 1997 by 12,281 persons. The percentage share of employment increased most in the sectors 'Real estate, renting and business activities' and 'Other community, social & personal services'. The level of education appears to have improved also. Compared to the 1991 Population Census, one can observe a decrease in the proportion of the population with only primary education. Furthermore, one can observe a growth in the proportion of the population with higher educational levels.

The mean number of working hours per week as stipulated in the contract is 41.27 for Aruba as a whole. This is quite high, given the fact that both full-time and part-time workers are included in this figure. The average working hours for males and females are 42.15 and 40.30 respectively. The industrial sector with the most working hours is the 'Hotel and restaurant' sector. Employees in this sector work on average 46 hours a week.

Among all wage or salary earners, 5.8 percent indicated that they had worked fewer hours than stated in their contract. The most important reason for being absent from work is health (48.4%). 'Holidays' is the second most important reason (29.0%). About 8 percent was compelled to stay home because of a shortage of work and 1.1 percent due to other technical reasons. Sick leave seems to be higher among Aruban workers than among foreigners.

Mobility between the industrial sectors appears to be high in Aruba. Among the 41,501 currently employed persons, 13,995 persons had changed jobs during the last ten years. Among these persons, 8,052 were previously employed in a different sector. Industrial sectors which have high levels of entry and departure are 'Construction', 'Wholesale and retail trade', 'Hotels and restaurants', 'Transport Storage and communications', and 'Real estate, renting and business activities'.

Among the 41,501 persons, who were currently employed, 3,285 (7.9%) were new entrants on the labor market. It seems that at the moment more men than women are making their entrance on the labor market. As can be seen, 'Construction', 'Wholesale and retail trade, repair' and 'Hotels and restaurants' take up more than 50 percent of all new entrants.

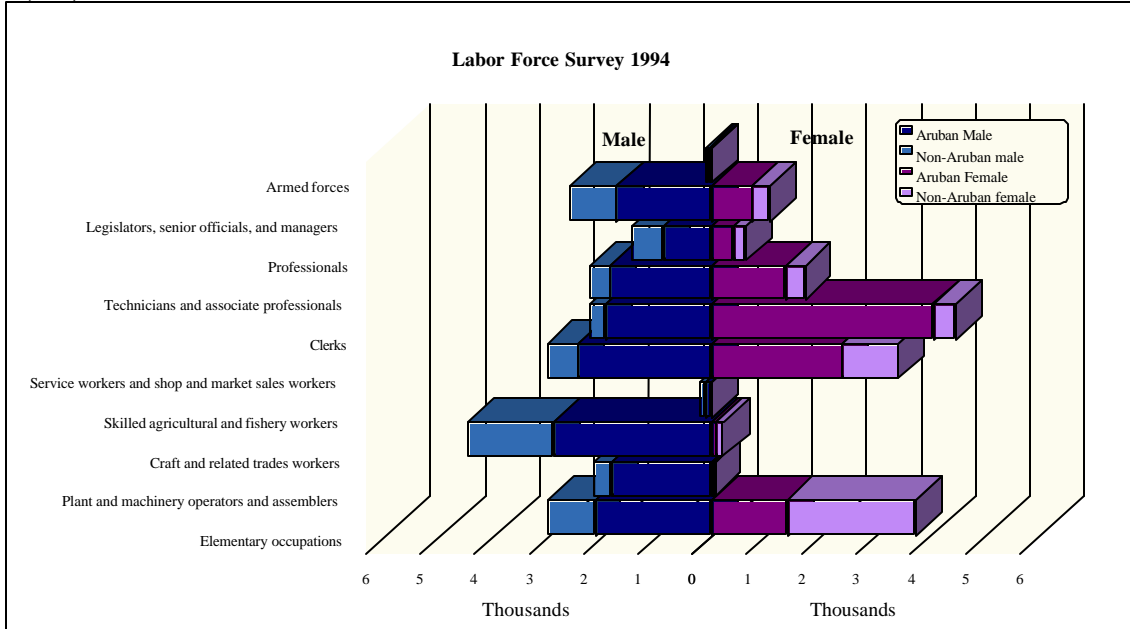
Employed population by occupational groups

Occupation refers to the kind of work done, for at least four hours, during the week preceding the survey by the person employed (International Labor Office, 1990, p. 165). In the LFS, a job means a set of tasks and duties carried out by, or assigned to, one person. To classify the data on occupation, the international Standard Classification of Occupation (ISCO-88) was used. An explanation of the systematic classification of the ISCO-system is given in the section 'Concepts and Definitions'.

A comparison between the two tables concerning the distribution of employed persons by occupational groups (B.1.a. and B.1.b.), indicate minor changes between 1994 and 1997. The most extensive sectors 'Clerks', and 'Service workers and shop and market sales workers' are still increasing. In these two sectors together already 17,402 out of a total of 41,501 persons are employed. The decline in the sectors 'Craft and related trade workers' and 'Elementary occupations' is remarkable. Not only the relative figures but also the absolute figures

show a diminution. While in 1994 these sectors employed together 11,422 persons, at this moment 10,552 persons are still employed in this sector. Furthermore it is worth mentioning that the growth observed in the employed population is chiefly caused by the increase in the number of employed women. The share of this group in the total labor force grew from 41.4 percent in 1994 to 43.4 percent in 1997.

Graph B.1.a. Employed population by major occupational group (ISCO), sex and (non) Aruban status



Graph B.1.b. Employed population by major occupational group (ISCO), sex and (non) Aruban status

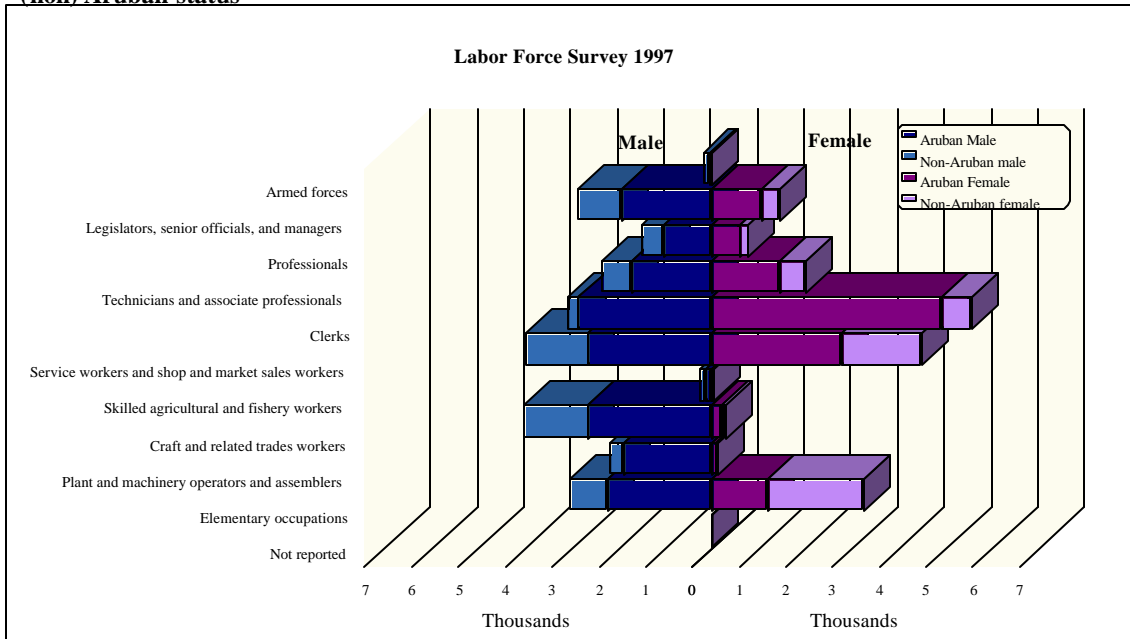


Table B.1.a. Employed population by major occupational group (ISCO), sex and (non) Aruban status, 1994 and 1997

ISCO	LFS 1994					LFS 1997				
	Native		Foreign		Total	Native		Foreign		Total
	Male	Female	Male	Female		Male	Female	Male	Female	
Armed forces	57	0	71	0	128	57	0	155	0	212
Legislators, senior officials, and managers	1,749	745	868	303	3,665	1,853	1,006	870	358	4,087
Professionals	882	404	569	215	2,069	1,028	615	491	176	2,310
Technicians and associate professionals	1,863	1,339	370	366	3,938	1,736	1,416	669	581	4,402
Clerks	1,948	4,054	284	404	6,691	2,881	5,070	237	664	8,852
Service workers and shop and market sales workers	2,446	2,399	583	1,023	6,452	2,701	2,761	1,351	1,737	8,550
Skilled agricultural and fishery workers	128	0	85	0	213	127	14	119	31	291
Craft and related trades workers	2,916	88	1,579	114	4,696	2,622	193	1,358	107	4,280
Plant and machinery operators and assemblers	1,849	38	313	13	2,212	1,810	100	288	15	2,213
Elementary occupations	2,148	1,376	853	2,349	6,726	2,252	1,151	866	2,003	6,272
Not reported	0	0	0	0	0	16	16	0	0	32
Total	15,986	10,443	5,575	4,786	36,791	17,083	12,342	6,404	5,672	41,501

Source: Labor Force Survey, 1994, 1997

Table B.1.b. Percentage of employed population by major occupational group (ISCO), sex and (non) Aruban status, 1994 and 1997

ISCO	LFS 1994					LFS 1997				
	Native		Foreign		Total	Native		Foreign		Total
	Male	Female	Male	Female		Male	Female	Male	Female	
Armed forces	0.2	0.0	0.2	0.0	0.3	0.1	0.0	0.4	0.0	0.5
Legislators, senior officials, and managers	4.8	2.0	2.4	0.8	10.0	4.5	2.4	2.1	0.9	9.8
Professionals	2.4	1.1	1.5	0.6	5.6	2.5	1.5	1.2	0.4	5.6
Technicians and associate professionals	5.1	3.6	1.0	1.0	10.7	4.2	3.4	1.6	1.4	10.6
Clerks	5.3	11.0	0.8	1.1	18.2	6.9	12.2	0.6	1.6	21.3
Service workers and shop and market sales workers	6.6	6.5	1.6	2.8	17.5	6.5	6.7	3.3	4.2	20.6
Skilled agricultural and fishery workers	0.3	0.0	0.2	0.0	0.6	0.3	0.0	0.3	0.1	0.7
Craft and related trades workers	7.9	0.2	4.3	0.3	12.8	6.3	0.5	3.3	0.3	10.3
Plant and machinery operators and assemblers	5.0	0.1	0.9	0.0	6.0	4.4	0.2	0.7	0.0	5.3
Elementary occupations	5.8	3.7	2.3	6.4	18.3	5.4	2.8	2.1	4.8	15.1
Not reported	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1
Total	43.5	28.4	15.2	13.0	100.0	41.2	29.7	15.4	13.7	100.0

Source: Labor Force Survey 1994, 1997

Employed population by branch of industry (ISIC major division)

In the LFS a question was asked on the type of activity of the company or employer for whom the respondent worked. The responses were numerically coded using the Standard Industrial Classification of Economic Activities, revision-3 (ILO, ISIC-88 see also Appendix II 'Concepts and Definitions').

The employed population increased in the six years between the latest census and the Labor Force Survey 1997 by 12,281 persons. The percentage share of employment increased most in the sectors 'Real estate, renting and business activities' and 'Other community, social & personal services'.

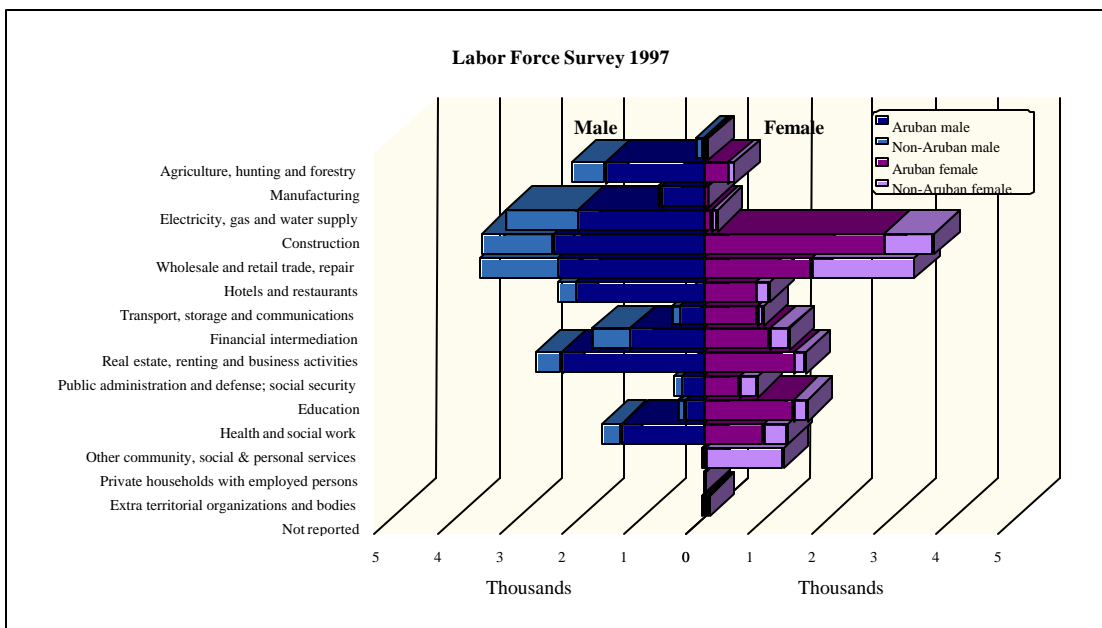
Although the sector 'Hotels and Restaurants' is the most important sector of Aruba's economy, and the number of workers increased by more than 500, its share in the total employment fell from 17.56 percent to 16.9 percent. The percentage of jobs in 'Construction' also decreased slightly between 1994 and 1997.

Graph B.2., corresponding to table B.2.a. and B.2.b., shows the importance of the various industrial sectors. This graph shows differences in economic activities of employed persons by sex. It also provides information about the number of Aruban and non-Aruban employees in each sector. The labor force can be divided into four groups: Aruban male, Aruban female, foreign male and foreign female. Aruban male and female together count for 70.9 percent of the total labor force, while the foreign born employed persons occupy 29.1 percent of the jobs.

More than 50 percent of the foreign females are working in either the sector 'Hotels and restaurants' (29.5 %) or the sector 'Private households with employed persons' (21.8 %). The majority of the foreign male population found their job in three different sectors 'Construction' (18.6 %), 'Wholesale and retail trade, repair' (17.5 %) and 'Hotels and Restaurants' (20.3 %). Local workers are roughly evenly divided between the industrial sectors. Industrial sectors with an overrepresentation of females are: 'Private households with employed persons', 'Health and social work' and 'Financial intermediation'. Out of the total female labor force, 20.4 percent were classified as employed in the sector 'Wholesale and retail trade, repair' and 18.6 percent in 'Hotels and restaurants'.

The categories of 'Manufacturing' 'Electricity, gas and water supply', and 'Construction' are dominated by male workers.

Graph B.2. Employed population by branch of industry (ISIC), sex and (non) Aruban status



Source: Labor Force Survey 1997

Table B.2.a. Employed population by branch of industry (ISIC), sex and (non) Aruban status

ISIC	LFS 1997				Total
	Native		Foreign		
	Male	Female	Male	Female	
Agriculture, hunting and forestry	29	34	118	15	196
Manufacturing	1,572	382	524	107	2,585
Electricity, gas and water supply	664	63	49	0	776
Construction	2,018	122	1,189	80	3,409
Wholesale and retail trade, repair	2,443	2,878	1,123	794	7,238
Hotels and restaurants	2,362	1,686	1,298	1,673	7,019
Transport, storage and communications	2,036	832	294	213	3,375
Financial intermediation	391	889	135	92	1,507
Real estate, renting and business activities	1,254	1,067	600	301	3,222
Public administration and defense; social security	2,264	1,451	440	183	4,338
Education	345	534	127	292	1,298
Health and social work	302	1,388	123	248	2,061
Other community, social & personal services	1,349	957	333	393	3,032
Private households with employed persons	0	14	49	1,239	1,302
Extra territorial organizations and bodies	0	0	0	10	10
Not reported	55	45	0	33	133
Total	17,084	12,342	6,402	5,673	41,501

Source: Labor Force Survey 1997

Table B.2.b. Employed population by branch of industry (ISIC), sex and (non) Aruban status

ISIC	LFS 1997				Total
	Native		Foreign		
	Male	Female	Male	Female	
Agriculture, hunting and forestry	0.1	0.1	0.3	0.0	0.5
Manufacturing	3.8	0.9	1.3	0.3	6.2
Electricity, gas and water supply	1.6	0.2	0.1	0.0	1.9
Construction	4.9	0.3	2.9	0.2	8.2
Wholesale and retail trade, repair	5.9	6.9	2.7	1.9	17.4
Hotels and restaurants	5.7	4.1	3.1	4.0	16.9
Transport, storage and communications	4.9	2.0	0.7	0.5	8.1
Financial intermediation	0.9	2.1	0.3	0.2	3.6
Real estate, renting and business activities	3.0	2.6	1.4	0.7	7.8
Public administration and defense; social security	5.5	3.5	1.1	0.4	10.5
Education	0.8	1.3	0.3	0.7	3.1
Health and social work	0.7	3.3	0.3	0.6	5.0
Other community, social & personal services	3.3	2.3	0.8	0.9	7.3
Private households with employed persons	0.0	0.0	0.1	3.0	3.1
Extra territorial organizations and bodies	0.0	0.0	0.0	0.0	0.0
Not reported	0.1	0.1	0.0	0.1	0.3
Total	41.2	29.7	15.4	13.7	100.0

Source: Labor Force Survey 1997

Employed population - not attending school - by level of education (ISCED).

In order to be able to make an accurate comparison between the Census 1991 and the LFS 1997, we only took into consideration employed persons who were not attending school. After outlining the level of education by sex for those who were employed, we will discuss the number of employed persons by major occupational groups and the level of education. We used the International Standard Classification of Education (ISCED) to classify the educational attainment of Aruba's employed population. The annex-1 'Concepts and Definitions' in this report contains a brief explanation of the ISCED -system. There are six main levels of education:

- ISCED-0 & 1 primary education or lower;
- ISCED-2 first level of secondary education;
- ISCED-3 second level secondary education;
- ISCED-5 higher education but not university;
- ISCED-6 first university degree;
- ISCED-7 postgraduate university degree;
- ISCED-9 all kinds of education that are not definable by any level or not reported by the respondent.

Graphs B.3.a., B.3.b. and B.3.c. present the ISCED level of the highest obtained diploma of the population not attending school, of 15 years and over by sex. They show the differences in educational attainment between men and women. They also provide information about the number of Aruban and non-Aruban employees for the years 1991, 1994 and 1997.

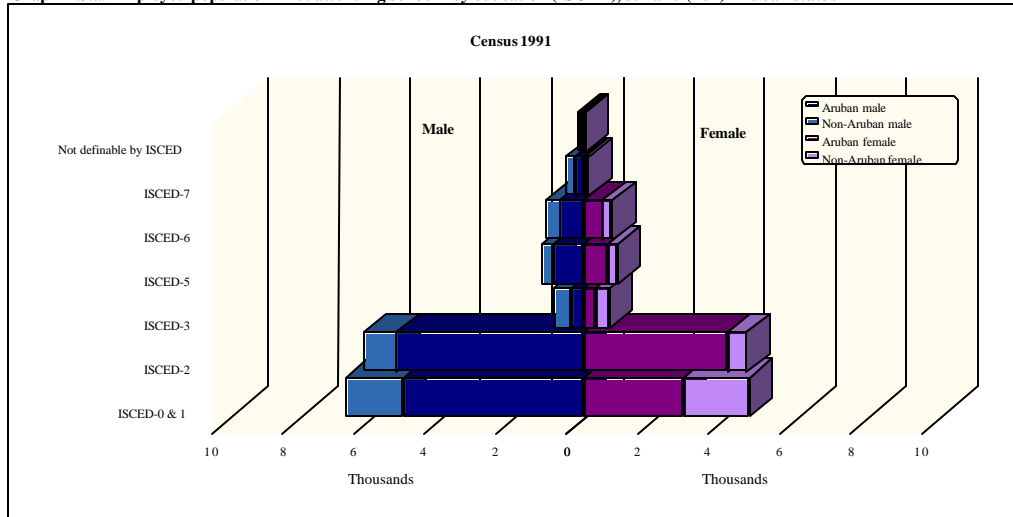
The last six years, the level of education of the employed population appears to have improved. Compared to the 1991 population census, one can observe a decrease in the proportion of the population with primary education. At that time, 39.9 percent of the population had primary education or lower. At the moment 32.4 percent belong to this category. Furthermore, one can observe a growth in the proportion of the population with higher educational levels. Especially ISCED levels 3 and 5 catch the eye. The proportion of persons within category ISCED level 3 grew from 3.8 percent to 7.9 percent. ISCED level 5 increased from 7.4 percent to 9.7 percent.

The graph not only displays an improvement concerning educational attainment, it also displays differences between men and women. The figures show that women have a slight educational disadvantage compared to men. At the lowest educational levels, the proportion of females is higher than of men. At higher levels relatively more men than women are present. For those with a postgraduate university degree there is still an important inequality between men and women. Among the employed population at this educational level, the sex ratio stands at .304. This means that out of every 10 persons with a post-graduate university degree only 3 are female.

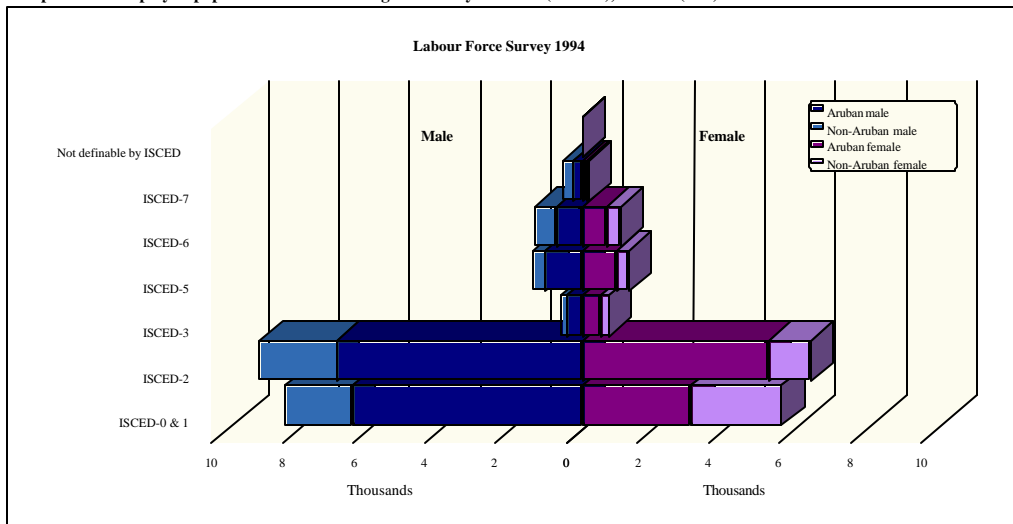
Graph B.4. shows the relative distribution of employed persons by major occupational groups and educational background. This graph is based on table B.4.a. The graph shows that, among all employed persons, the number of persons with only primary education or less is the highest for the group 'Elementary occupations'. About 66.7 percent of all employees in this category have no more than primary education. Two other occupational groups are faced with a large proportion of very low skilled persons, namely 'Plant and machine operators and assemblers' and 'Skilled agricultural and fishery workers'; 57.3 and 40.8 percent of these occupational groups, respectively, are persons with an education at the first level, or preceding the first level.

The graph depicts a clear relationship between the major occupational group and education. It should come as no surprise that persons with a high level of education have occupations which require a high level of professional knowledge. For instance, all persons with a postgraduate university degree are employed in either occupational groups 'Legislator, senior officials and manager' or 'Professionals'. As one can see, the opposite is also true: most persons with a very low educational background can be found at the other end of the occupational scale.

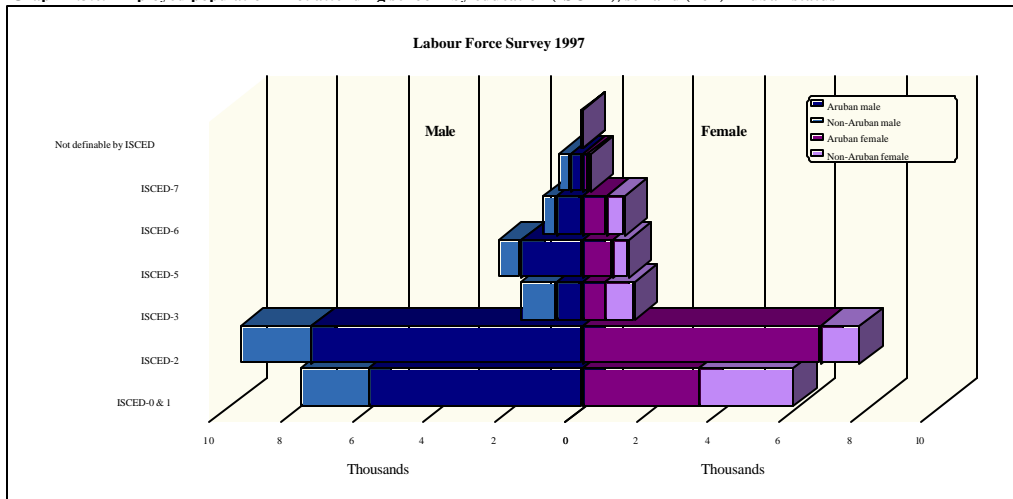
Graph B.3.a. Employed population - not attending school - by education (ISCED), sex and (non) Aruban status



Graph B.3.b. Employed population - not attending school - by education (ISCED), sex and (non) Aruban status



Graph B.3.c. Employed population - not attending school - by education (ISCED), sex and (non) Aruban status



Source: Census 1991, Labor Force Survey 1994, 1997

Table B.3.a. Employed population - not attending school - by education (ISCED), sex and (non) Aruban status, 1994 and 1997

ISCED	LFS 1994					LFS 1997				
	Native		Foreign		Total	Native		Foreign		Total
	Male	Female	Male	Female		Male	Female	Male	Female	
ISCED-0 & 1	6,514	3,043	1,877	2,551	13,962	5,770	3,183	1,920	2,584	13,457
ISCED-2	6,926	5,203	2,190	1,200	15,516	7,692	6,753	2,051	1,147	17,643
ISCED-3	455	492	199	240	1,406	768	684	1,021	799	3,272
ISCED-5	1,052	934	384	328	2,717	1,780	873	653	486	3,792
ISCED-6	754	669	626	379	2,433	739	680	344	504	2,267
ISCED-7	270	88	299	88	730	317	139	345	79	880
Not definable by ISCED	14	0	0	0	14	17	30	70	73	190
Not reported										
Total	15,986	10,431	5,575	4,786	36,776	17,083	12,342	6,404	5,672	41,501

Source: Labor Force Survey 1994, 1997

Table B.3.b. Employed population - not attending school - by education ISCED, sex and (non) Aruban status, 1994 and 1997 (Percentages)

ISCED	LFS 1994					LFS 1997				
	Native		Foreign		Total	Native		Foreign		Total
	Male	Female	Male	Female		Male	Female	Male	Female	
ISCED-0 & 1	17.7	8.3	5.1	6.9	38.0	13.9	7.7	4.6	6.2	32.4
ISCED-2	18.8	14.1	6.0	3.3	42.2	18.5	16.3	4.9	2.8	42.5
ISCED-3	1.2	1.3	0.5	0.7	3.8	1.9	1.6	2.5	1.9	7.9
ISCED-5	2.9	2.5	1.0	0.9	7.4	4.3	2.1	1.6	1.2	9.1
ISCED-6	2.0	1.8	1.7	1.0	6.6	1.8	1.6	0.8	1.2	5.5
ISCED-7	0.7	0.2	0.8	0.2	2.0	0.8	0.3	0.8	0.2	2.1
Not definable by ISCED	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.2	0.2	0.5
Not reported										
Total	43.5	28.4	15.2	13.0	100	41.2	29.7	15.4	13.7	100

Source: Labor Force Survey 1994, 1997

Table B.4.a. Population not attending school, by major occupational group (ISCO) and education (ISCED)

ISCO	Labor Force Survey 1997							Total
	ISCED 0 &1	ISCED-2	ISCED-3	ISCED -5	ISCED -6	ISCED-7	ISCED-9	
Armed forces	0	134	41	37	0	0	0	212
Legislators, senior officials, and managers	721	1,686	500	487	380	297	15	4,086
Professionals	82	433	224	405	719	432	14	2,309
Technicians and associate professionals	488	1,759	589	768	698	69	31	4,402
Clerks	1,764	5,416	603	796	226	18	30	8,853
Service workers and shop and market sales workers	3,123	3,891	649	601	179	45	64	8,552
Skilled agricultural and fishery workers	118	107	49	15	0	0	0	289
Craft and related trades workers	1,708	1,904	236	414	0	18	0	4,280
Plant and machinery operators and assemblers	1,267	701	108	137	0	0	0	2,213
Elementary occupations	4,186	1,597	272	117	65	0	36	6,273
Not reported	0	16	0	16	0	0	0	32
Total	13,457	17,644	3,271	3,793	2,267	879	190	41,501

Source: Labor Force Survey 1997

Table B.4.b. Population not attending school , by major occupational group (ISCO) and level of education (ISCED) (Percentages)

ISCO	Labor Force Survey 1997							Total
	ISCED 0 &1	ISCED-2	ISCED-3	ISCED -5	ISCED -6	ISCED-7	ISCED-9	
Armed forces	0.0	0.3	0.1	0.1	0.0	0.0	0.0	0.5
Legislators, senior officials, and managers	1.7	4.1	1.2	1.2	0.9	0.7	0.0	9.8
Professionals	0.2	1.0	0.5	1.0	1.7	1.0	0.0	5.6
Technicians and associate professionals	1.2	4.2	1.4	1.9	1.7	0.2	0.1	10.6
Clerks	4.3	13.1	1.5	1.9	0.5	0.0	0.1	21.3
Service workers and shop and market sales workers	7.5	9.4	1.6	1.4	0.4	0.1	0.2	20.6
Skilled agricultural and fishery workers	0.3	0.3	0.1	0.0	0.0	0.0	0.0	0.7
Craft and related trades workers	4.1	4.6	0.6	1.0	0.0	0.0	0.0	10.3
Plant and machinery operators and assemblers	3.1	1.7	0.3	0.3	0.0	0.0	0.0	5.3
Elementary occupations	10.1	3.8	0.7	0.3	0.2	0.0	0.1	15.1
Not reported	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1
Total	32.4	42.5	7.9	9.1	5.5	2.1	0.5	100.0

Source: Labor Force Survey 1997

Table B.5.a. Employed population by branch of industry (ISIC) and education (ISCED)

ISIC-category	ISCED 0 &1	ISCED-2	ISCED-3	ISCED -5	ISCED -6	ISCED-7	ISCED-9	Total
Agriculture, hunting and forestry	92	55	33	15	0	0	0	195
Manufacturing	861	1,187	186	247	73	33	0	2,587
Electricity, gas and water supply	134	438	17	155	33	0	0	777
Construction	1,797	1,167	104	296	31	15	0	3,410
Wholesale and retail trade, repair	2,448	3,486	524	438	151	140	50	7,237
Hotels and restaurants	2,698	2,786	730	497	211	65	34	7,021
Transport, storage and communications	900	1,663	318	354	58	34	50	3,377
Financial intermediation	160	886	154	123	118	67	0	1,508
Real estate, renting and business activities	886	1,205	369	406	224	117	14	3,221
Public administration and defense; social security	745	1,982	317	678	454	162	0	4,338
Education	159	75	144	47	744	114	14	1,297
Health and social work	349	1,063	76	363	94	115	0	2,060
Other community, social & personal services	1,147	1,515	195	109	49	17	0	3,032
Private households with employed persons	995	106	106	48	18	0	29	1,302
Extra territorial organizations and bodies	0	0	0	0	10	0	0	10
Not reported	83	30	0	16	0	0	0	129
Total	13,454	17,644	3,273	3,792	2,268	879	191	41,501

Source: Labor Force Survey 1997

Table B.5.b. Employed population by branch of industry (ISIC) and education (ISCED) (Percentages)

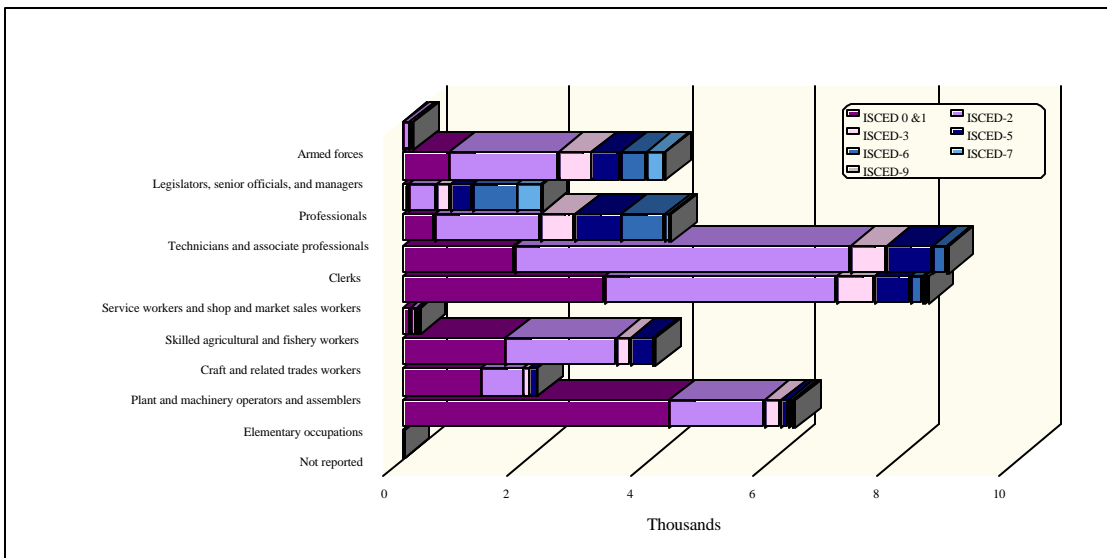
ISIC-category	ISCED 0 &1	ISCED-2	ISCED-3	ISCED -5	ISCED -6	ISCED-7	ISCED-9	Total
Agriculture, hunting and forestry	0.2	0.1	0.1	0.0	0.0	0.0	0.0	0.5
Manufacturing	2.1	2.9	0.4	0.6	0.2	0.1	0.0	6.2
Electricity, gas and water supply	0.3	1.1	0.0	0.4	0.1	0.0	0.0	1.9
Construction	4.3	2.8	0.3	0.7	0.1	0.0	0.0	8.2
Wholesale and retail trade, repair	5.9	8.4	1.3	1.1	0.4	0.3	0.1	17.4
Hotels and restaurants	6.5	6.7	1.8	1.2	0.5	0.2	0.1	16.9
Transport, storage and communications	2.2	4.0	0.8	0.9	0.1	0.1	0.1	8.1
Financial intermediation	0.4	2.1	0.4	0.3	0.3	0.2	0.0	3.6
Real estate, renting and business activities	2.1	2.9	0.9	1.0	0.5	0.3	0.0	7.8
Public administration and defense; social security	1.8	4.8	0.8	1.6	1.1	0.4	0.0	10.5
Education	0.4	0.2	0.3	0.1	1.8	0.3	0.0	3.1
Health and social work	0.8	2.6	0.2	0.9	0.2	0.3	0.0	5.0
Other community, social & personal services	2.8	3.7	0.5	0.3	0.1	0.0	0.0	7.3
Private households with employed persons	2.4	0.3	0.3	0.1	0.0	0.0	0.1	3.1
Extra territorial organizations and bodies	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Not reported	0.2	0.1	0.0	0.0	0.0	0.0	0.0	0.3
Total	32.4	42.5	7.9	9.1	5.5	2.1	0.5	100.0

Source: Labor Force Survey 1997

Graph B.5. depicts the relative importance of the educational level for the various industrial sectors. Still most persons with a post-graduate university degree can be found in the sector 'Public administration and defense; social security'. This sector includes a variety of government administrative activities. Almost 18.5 percent of all workers with a post-graduate university degree are employed in this sector. However, the sector with the highest proportion of employees with either a first or post-graduate university degree is the sector 'Education'. Also, the industrial sector 'Real estate, renting and business activities' has a notable intake of high skilled labor.

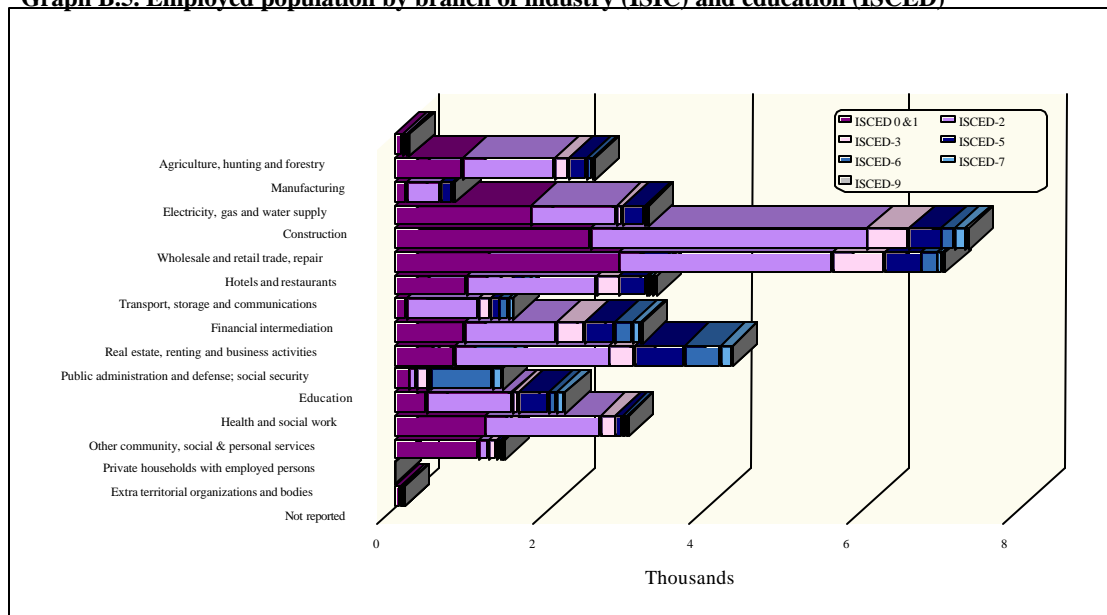
On the other hand, we find that the sectors 'Wholesale and retail, repair' and 'Hotels and restaurants' have the highest proportion of low-skilled laborers (ISCED -0&1 and ISCED -2). Comparing this graph with graph B.2., we notice that a high proportion of non-Aruban employees work in the tourist sector. There is also a strong indication that foreign workers supplement the local population to fill the gap at the lower levels of the labor market. Compared to the LFS of 1994, the proportions of low skilled personnel dropped significantly. The percentage of employed persons with only primary education or lower dropped from 38.0 percent to 32.4 percent.

Graph B.4. Population not attending school, by major occupational group (ISCO) and education



Source: Labor Force Survey 1997

Graph B.5. Employed population by branch of industry (ISIC) and education (ISCED)



Source: Labour Force Survey 1997

Table B.6. Employed population by age group and branch of industry (ISIC)

	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
	15-29		30-44		45-59		60+		Total	
Agriculture, hunting and forestry	39	0.4	98	0.5	46	0.5	12	1.0	195	0.5
Manufacturing	637	6.5	1,229	6.1	576	5.7	143	11.6	2,585	6.2
Electricity, gas and water supply	100	1.0	376	1.9	287	2.8	13	1.0	776	1.9
Construction	827	8.4	1,718	8.5	737	7.2	128	10.3	3,410	8.2
Wholesale and retail trade, repair	2,065	20.9	3,372	16.7	1,467	14.4	333	27.0	7,237	17.4
Hotels and restaurants	1,608	16.3	3,674	18.2	1,511	14.8	226	18.3	7,019	16.9
Transport, storage and communications	709	7.2	1,599	7.9	961	9.4	107	8.6	3,376	8.1
Financial intermediation	415	4.2	684	3.4	396	3.9	12	1.0	1,507	3.6
Real estate, renting and business activities	968	9.8	1,432	7.1	720	7.1	103	8.3	3,222	7.8
Public administration & defense; social security	876	8.9	2,008	9.9	1,433	14.1	22	1.8	4,338	10.5
Education	131	1.3	575	2.8	559	5.5	32	2.6	1,297	3.1
Health and social work	392	4.0	1,067	5.3	560	5.5	41	3.3	2,061	5.0
Other community, social & personal services	775	7.9	1,603	7.9	631	6.2	22	1.8	3,032	7.3
Private households with employed persons	278	2.8	731	3.6	260	2.6	32	2.6	1,302	3.1
Extra territorial organizations and bodies	0	0.0	0	0.0	0	0.0	10	0.8	10	0.0
Not reported	39	0.4	62	0.3	31	0.3	0	0.0	132	0.3
Total	9,860	100.0	20,228	100.0	10,176	100.0	1,236	100.0	41,501	100.0

Source: Labor Force Survey 1997

Table B.7. Employed population by age and major occupational group (ISCO)

ISCO	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
	15-29		30-44		45-59		60+		Total	
Armed forces	142	1.4	69	0.3	0	0.0	0	0.0	212	0.5
Legislators, senior officials, and managers	401	4.1	1,882	9.3	1,596	15.7	208	16.8	4,086	9.8
Professionals	353	3.6	1,187	5.9	666	6.5	69	5.6	2,275	5.5
Technicians and associate professionals	969	9.8	2,446	12.1	932	9.2	56	4.5	4,403	10.6
Clerks	2,671	27.1	4,306	21.3	1,761	17.3	114	9.2	8,853	21.3
Service workers; shop and market sales workers	2,209	22.4	4,281	21.2	1,867	18.3	192	15.5	8,549	20.6
Skilled agricultural and fishery workers	21	0.2	167	0.8	91	0.9	12	1.0	291	0.7
Craft and related trades workers	925	9.4	2,323	11.5	935	9.2	118	9.5	4,302	10.4
Plant and machinery operators and assemblers	362	3.7	947	4.7	713	7.0	191	15.5	2,213	5.3
Elementary occupations	1,807	18.3	2,619	12.9	1,584	15.6	275	22.2	6,286	15.1
Not reported	0	0.0	0	0.0	31	0.3	1	0.1	32	0.1
Total	9,860	100.0	20,228	100.0	10,176	100.0	1,236	100.0	41,501	100.0

Source: Labor Force Survey 1997

Table B.8. Employed population by age and education (ISCED)

Age group	ISCED level							Total
	ISCED 0 & 1	ISCED 2	ISCED 3	ISCED 5	ISCED 6	ISCED 7	ISCED 9	
15-19 yrs.	215	270	15	15	0	0	0	515
20-24 yrs.	1,313	1,596	196	333	38	0	0	3,476
25-29 yrs.	1,444	2,654	582	704	364	119	0	5,869
30-34 yrs.	1,799	2,710	939	969	376	179	0	6,972
35-39 yrs.	1,541	3,681	719	546	420	194	0	7,101
40-44 yrs.	1,903	2,848	383	512	449	61	0	6,155
45-49 yrs.	1,807	1,819	198	444	302	169	15	4,754
50-54 yrs.	1,536	1,350	174	116	174	58	0	3,407
55-59 yrs.	1,179	479	42	140	98	78	0	2,015
60-64 yrs.	567	164	12	0	34	22	0	798
65-69 yrs.	175	58	0	11	0	0	0	244
70-74 yrs.	98	0	12	0	12	0	0	122
75-79 yrs.	53	14	0	0	0	0	0	67
80-84 yrs.	0	0	1	0	0	0	0	1
85-89 yrs.	1	2	0	0	0	0	0	3
90-94 yrs.	0	0	0	0	0	0	0	0
95+	0	0	0	1	0	0	0	1
Total	13,631	17,643	3,272	3,791	2,267	880	15	41,501

Source: Labor Force Survey 1997

On the basis of table B.8. a comparison can be made between the level of education of the younger and older generation. The level of education of the older population is clearly lower than that of the younger population. Hardly any of the persons of age 60-64 years have a level of education higher than ISCED 2, while of the population between 30 and 34 years of age one third has a level of education higher than ISCED 2.

Table B.9. Employed population by sex and employment status (ICSE¹) and sector of employment

Sector of employment	Employment status (ICSE)				Total
	Employee/Own account worker	Employer	Unpaid fam.worker	Persons not classif.by status	
Private sector (entrepreneur, company)	31,183	1,058	220	30	32,492
Public or special education	951	0	0	0	951
Government foundation or state enterprise	2,344	0	0	0	2,344
Local government	5,500	17	0	15	5,533
Extra-territorial organization	151	0	0	0	151
Not reported	30	0	0	0	30
Total	40,160	1,075	220	45	41,501

Source: Labor force Survey 1997

¹ International Classification of status in Employment, see also Appendix II "Concepts and definitions".

Table B.10. Employed population by sex and region of work

Region of work	Male	Female	Total
Noord/Tanki Leendert	2,978	2,380	5,358
Oranjestad-West	3,191	2,943	6,134
Oranjestad-East	4,532	3,609	8,141
Paradera	2,396	1,578	3,974
Santa Cruz	3,619	2,502	6,121
Savaneta	3,113	1,895	5,008
San Nicolas -North	2,637	2,140	4,777
San Nicolas -South	1,005	952	1,957
Not reported	16	15	31
Total	23,487	18,014	41,501

Source: Labor Force Survey 1997

Number of hours worked

In the Labor Force Survey, data was collected on the number of hours worked by employees according to their written or oral contract. In practice employees can work longer or shorter hours than the number stipulated in their contract. In this section, we will take a look at the working hours as stated in the contract. In the following sections related topics such as part-time work, overtime and absenteeism will be discussed. When we mention 'hours worked' in the following paragraphs, it should be clear that in fact we mean 'hours worked according to the written or oral contract'. Figures are only used for those respondents for whom the number of hours worked was known. (17,017 women and 20,965 men).

The average working hours per week for Aruba as a whole is 41.27. This is quite high, given the fact that both full-time and part-time workers are included in this figure. The average working hours for males and females are 42.15 and 40.30 respectively. Table B.11. gives the results of a Multiple Classification Analysis, where hours worked was taken as the dependent variable². In the analysis, the variable 'ISIC-category' was included.

From the multiple classification analysis (MCA) one can see that the difference in working hours between men and women remains about 1.85 hours even after controlling for the intervening factors of age and industrial category. Also, a clear difference exists between the number of hours worked in the various industrial sectors. The industrial sector with most working hours is the 'Hotel and restaurant' sector. Employees in this sector work on average 46 hours a week. Many employees in hotels work six days a week. Persons employed in the sector 'Agriculture, hunting and forestry' also spend a considerable amount of time at work: 44.28 hours per week. According to their contracts, teachers work the least amount of hours. On average they work 33.52 hours a week. Before jumping to conclusions, one should realize that this number indicates the hours worked at school, while devoted teachers spend a considerable amount of time for preparation and checking at home.

²The Multiple Classification Analysis (MCA) can be seen as a technique to view the net deviation from the grand mean of a variable under study for the various categories of independent variables, while statistically controlling for the intervening effect of other independent variables.

Table B.11. Hours worked per week: a Multiple Classification Analysis

ISIC-category	Mean adjusted for factors
Grand mean	41.27
Agriculture, hunting and forestry, mining	44.28
Manufacturing	40.50
Electricity, gas and water supply	39.66
Construction	39.25
Wholesale and retail trade, repair	42.00
Hotels and restaurants	46.08
Transport, storage and communications	39.61
Financial intermediation	40.44
Real estate, renting and business activities	40.95
Public administration and defense; social security	39.77
Education	33.52
Health and social work	39.23
Other community, social & personal services	41.94
Private households with employed persons	39.79
Aruban	41.03
Non Aruban	41.83
Male	42.15
Female	40.30

Source: Labor Force Survey 1997

Table B.12. Reasons for working less hours than agreed in the contract

Reason for working less	Absolute.	Percentage
Vacation, day off, national holiday	870	29.0
Ill, accident, disabled for work	1,449	48.4
Absent due to courses, training	16	0.5
Recently started this job	16	0.5
Not enough work	242	8.1
Technical reason	32	1.1
Other	274	9.1
Not reported	97	3.2
Total	2,995	100.0

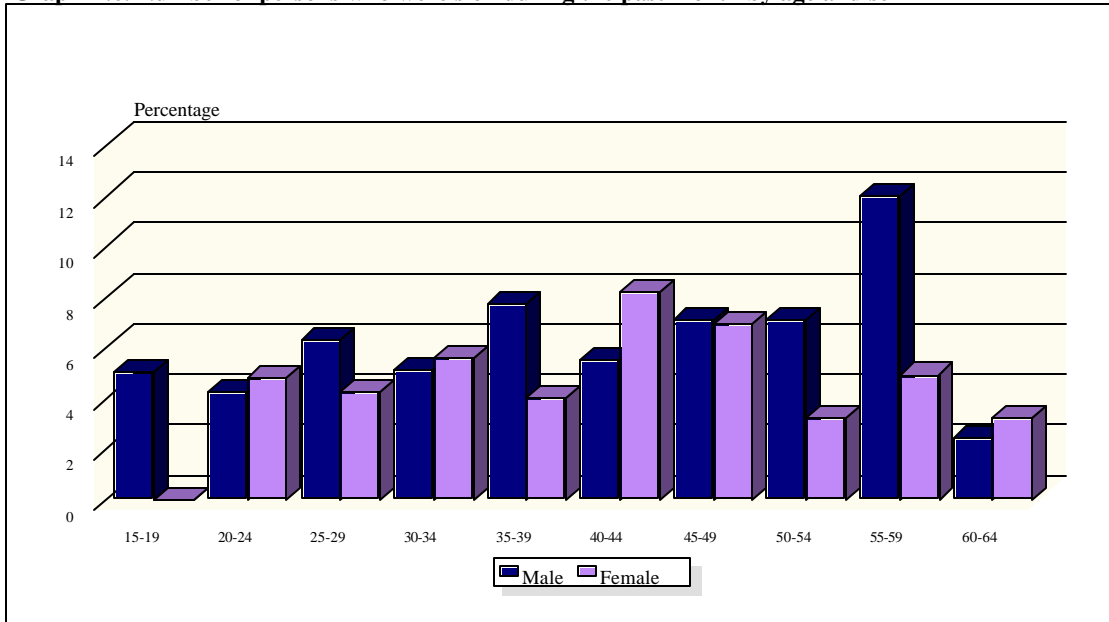
Source: Labor Force Survey 1997

Absenteeism

In the LFS, absenteeism was investigated in two ways. Firstly, wage or salary earners were asked whether during the past week they had worked fewer hours than agreed in the contract. If the answer to this question was positive, the respondent was then asked how many hours less he/she worked than stipulated in the contract. The reason why the person had worked less was also asked. Secondly in addition to these questions, all working persons were asked how many days they had been absent from work during the preceding month, due to illness or disability.

Among all wage or salary earners, 5.8 percent indicated that they had worked fewer hours than stated in their contract. The reason why these employees worked less is given in table B.12. The most important reason for being absent from work is health (48.4%). 'Holidays' is the second most important reason; 29.0 percent of the respondents worked less because they took some time off. About eight percent was compelled to stay home because of a shortage of work and 1.1 percent due to other technical reasons.

Graph B.6. Number of persons who were sick during the past month by age and sex



Source: Labor Force Survey 1997

Absenteeism because of health reasons is higher among men than among women. During the month preceding the interview, 5.2 percent of women stayed home for at least one day because of illness, against 6.3 percent of men (see table B.13). Absenteeism due to sick leave is highest among females between the age of 40 and 50 years. Men seem to be more absent after they reach the age of 45 years. Sick leave seems to be somewhat higher among Aruban workers than among foreigners (see table B.14). Among Aruban workers, 6.0 percent stayed at home for at least one day due to illness during the month preceding the survey. About 5.5 percent of foreign workers took sick-leave for at least one day.

Table B.13. Number of persons who have been out of work for at least one day in the past month due to illness or disability by age and sex

Age group	Total male working pop. (LFS)	Total male who have been sick	Percentage sick of total male	Total female working pop. (LFS)	Total female who have been sick	Percentage sick of total female	Total working pop. (LFS)	Total pop. who have been sick	Percentage sick of total population
15-19 yrs.	297	15	5.0	218	0	0.0	515	14	2.8
20-24 yrs.	1,902	80	4.2	1,574	76	4.8	3,476	156	4.5
25-29 yrs.	3,277	207	6.3	2,592	110	4.2	5,869	313	5.3
30-34 yrs.	3,954	203	5.1	3,018	170	5.6	6,972	375	5.4
35-39 yrs.	3,908	299	7.7	3,193	127	4.0	7,101	412	5.8
40-44 yrs.	3,301	182	5.5	2,854	234	8.2	6,155	423	6.9
45-49 yrs.	2,828	201	7.1	1,926	133	6.9	4,754	334	7.0
50-54 yrs.	2,000	143	7.1	1,407	44	3.2	3,407	188	5.5
55-59 yrs.	1,219	146	12.0	796	39	4.9	2,015	178	8.8
60-64 yrs.	486	12	2.4	313	10	3.2	798	22	2.8
65-69 yrs.	171	0	0.0	73	0	0.0	244	0	0.0
70-74 yrs.	86	0	0.0	36	0	0.0	122	0	0.0
75-79 yrs.	55	0	0.0	12	0	0.0	67	0	0.0
80-84 yrs.	1	0	0.0	0	0	0.0	1	0	0.0
85-89 yrs.	2	0	0.0	1	0	0.0	3	0	0.0
95+	0	0	0.0	0	0	0.0	0	0	0.0
Not reported	0	0	0.0	0	0	0.0	1	0	0.0
Total	23,486	1,488	6.3	18,013	944	5.2	41,501	2,417	5.8

Source: Labor Force Survey 1997

Table B.14. Number of persons who have been out of work for at least one day in the past month due to illness or disability by age and (non) Aruban status

Age group	Total Aruban working pop. (LFS)	Total Aruban who have been sick	Percentage sick of total Aruban	Total foreign working pop. (LFS)	Total foreign who have been sick	Percentage sick of total foreign	Total working pop. (LFS)	Total pop. Who have been sick	Percentage sick of total population
15-19 yrs.	435	0	0.0	145	16	11.1	580	16	2.8
20-24 yrs.	2,045	97	4.7	821	32	3.9	2,867	129	4.5
25-29 yrs.	3,334	161	4.8	1,498	97	6.5	4,831	258	5.3
30-34 yrs.	4,123	193	4.7	2,464	161	6.5	6,587	354	5.4
35-39 yrs.	5,153	354	6.9	2,061	64	3.1	7,215	419	5.8
40-44 yrs.	4,799	338	7.0	1,755	113	6.4	6,554	451	6.9
45-49 yrs.	3,768	274	7.3	1,272	81	6.3	5,041	354	7.0
50-54 yrs.	2,979	177	5.9	805	32	4.0	3,785	209	5.5
55-59 yrs.	1,659	129	7.8	531	64	12.1	2,190	193	8.8
60-64 yrs.	789	32	4.1	370	0	0.0	1,160	32	2.8
65-69 yrs.	193	0	0.0	145	0	0.0	338	0	0.0
70-74 yrs.	48	0	0.0	113	0	0.0	161	0	0.0
75-79 yrs.	32	0	0.0	48	0	0.0	81	0	0.0
80-84 yrs.	0	0	0.0	16	0	0.0	16	0	0.0
85-89 yrs.	48	0	0.0	0	0	0.0	48	0	0.0
90-94 yrs.	0	0	0.0	0	0	0.0	0	0	0.0
95+	16	0	0.0	0	0	0.0	16	0	0.0
Not reported	16	0	0.0	16	0	0.0	32	0	0.0
Total	29,439	1,755	6.0	12,062	660	5.5	41,501	2,416	5.8

Source: Labor Force Survey 1997

Table B.15. Amount of hours working less than agreed in the contract

Reasons for working less	Hours
Vacation, day off, national holiday	24,366
Ill, accident, disabled for work	44,512
Absent due to courses, training	0
Recently started this job	0
Not enough work	2,110
Technical reason	258
Other	3,575
Not reported	644
Total	75,465

Source: Labor Force Survey 1997

Overtime

In the LFS all salary earners were asked whether, in the week preceding the survey, they worked more than indicated in their written or oral contract. In 1994, about 20 percent of the employees had worked more than the hours stated in their contract. At the moment, only 15 percent of the employees had worked overtime. By comparison, in the Netherlands Antilles, in 1988, less than 10 percent declared to have worked more hours than indicated in their contract.

Among those who worked overtime, about 36 percent considered it part of their job to work extra hours and worked overtime regularly. Some 57 percent did overtime more sporadically.

Table B.16. Number of employees who have worked overtime during the past week

	Number of cases	Percentage
Has worked longer than hours specified in contract	5,781	13.9
Has not worked longer than hours specified in contract	32,644	78.7
Persons not being employees	2,947	7.1
Not reported	129	0.3
Total	41,501	100.0

Source: Labor Force Survey 1997

Table B.17. Reason why persons worked more than specified in contract

	Number of cases	Percentage
Variable working hours, shifts	145	2.5
Overtime	3,285	56.8
Goes with the job, normal to work extra hours	2,094	36.2
Not reported	258	4.5
Total	5,781	100.0

Source: Labor Force Survey 1997

Table B.18. Compensation for extra hours worked

	Number of cases	Percentage
Extra time compensated	3,543	61.3
Extra time not compensated	1,643	28.4
Not reported	596	10.3
Total	5,781	100.0

Source: Labor Force Survey 1997

Labor mobility between sectors

Origin and destination of job mobility is difficult to assess because of the multitude of occupations and industrial niches that exist in a modern economy. In our analysis we restrict ourselves to the mobility between the ISIC-sectors. Table B.24. shows how people move among the 17 industrial sectors. It should be mentioned that only persons who previously held another job are included in the table. The table is limited to those who changed jobs during the last ten years. Among the 41,501 currently employed persons, 13,995 persons had changed jobs. Among these persons, 8,052 were previously employed in a different sector. This implies that for all persons who changed jobs in the last ten years no less than 57.5 percent moved out of the industrial sector in which they were previously employed. Quite remarkably, persons who change jobs, generally find new employment outside their original industrial sector rather than in the same sector.

ISIC-categories which have high levels of entry and departure are 'Construction', 'Wholesale and retail trade', 'Hotels and restaurants', 'Transport Storage and communication', and 'Real estate, renting and business activities'. The mobility is high in every sector except for 'Education' and for 'Health and social work' (see table B.24.). This should come as no surprise as both sectors require highly specialized personnel that cannot easily be drawn from other sectors. In most other industrial sectors, a change of job generally poses less of a problem. For instance, somebody who works as a clerk in a bank can easily change jobs and do similar work in the hotel sector.

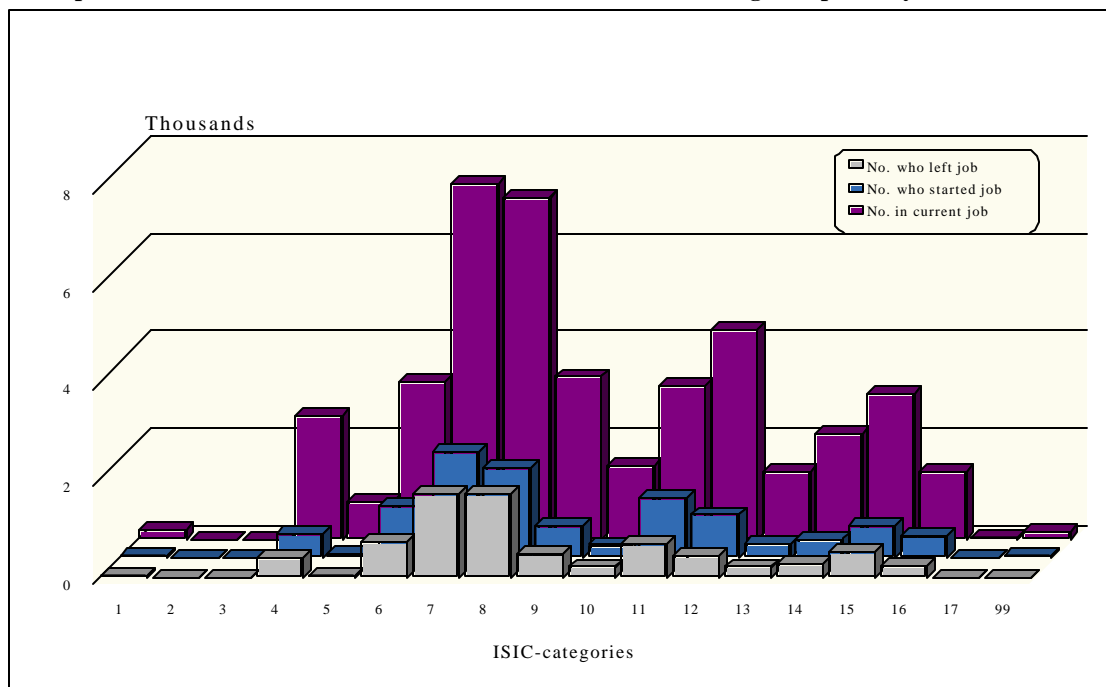
Apart from examining mobility between industrial sectors it is important to look at the changes that take place between occupational categories. Table B.25. shows some interesting facts about the mobility between the ISCO-categories in the Labor Force Survey. The three highest ISCO-categories attract the highest proportion of persons from other categories. Also, 75 percent of the plant and machine operators are drawn from other job categories. Two factors play an important role: 1) there is a shortage in these categories in the present state of the economy; this allows capable people to be promoted earlier in their career; 2) these categories are attractive because of the higher salaries paid.

New entrants on the labor market

Among the 41,501 persons, who are currently employed, 3,285 persons (7.9%) are new entrants on the labor market. With new entrants is meant persons who did not have any other employment before their current job and who started working during the last two years. It seems that at the moment more men than women are making their entrance on the labor market (see table B.20.). Among the 3,285 new entrants to the labor market, about 53 percent are male. Men seem to enter the labor market at a somewhat younger age. Among the 485 new entrants below age twenty, 290 are men.

Table B.21. displays the importance of the various industrial sectors in absorbing the new entrants on the labor market. As can be seen, 'Construction', 'Wholesale and retail trade, repair' and 'Hotels and restaurants' receive more than 50 percent of all new entrants. With 23.1 percent of all new entrants, the 'Wholesale and retail' sector is responsible for the highest intake of fresh labor. The construction sector is typically male-oriented. On the other hand, we find that in the tourist sectors (Wholesale and retail trade and Hotels and restaurants) there are more female than male new entrants. The LFS of 1994 presented a similar trend. In the LFS of 1997, these two sectors take up 707 new female workers (45.6% of all new female entrants) and only 528 new male workers (30.4% of all new male entrants).

Graph B.7. Entries to and exits from labor market during the past 2 yrs.



Source: Labor Force Survey 1997

Table B.19. New entrants and persons who leave their jobs by branch of industry (ISIC)

ISIC-category	No. in current job (LFS)	%	No. who started job in last 2 yrs.	%	% entries in sect. (c)/(a)*100	No. who left job in last 2 yrs.	%	% who left job by no. now in job	New entrants on labor market by sector (i)	% (j)	% of jobs in sector filled by new entrants (i)/(a)*100
	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(f)/(a)*100			
Agriculture, hunting and forestry, mining	196	0.5	3	0.4	1.5	3	0.6	1.5	17	0.5	8.7
Manufacturing	2,585	6.2	32	4.8	1.2	26	5.3	1.0	168	5.1	6.5
Electricity, gas and water supply	776	1.9	6	0.9	0.8	3	0.6	0.4	34	1.0	4.4
Construction	3,409	8.2	68	10.2	2.0	45	9.2	1.3	441	13.4	12.9
Wholesale and retail trade, repair	7,238	17.4	136	20.3	1.9	108	22.1	1.5	760	23.1	10.5
Hotels and restaurants	7,019	16.9	116	17.3	1.7	108	22.1	1.5	475	14.5	6.8
Transport, storage and communications	3,375	8.1	42	6.3	1.2	30	6.1	0.9	130	4.0	3.8
Financial intermediation	1,507	3.6	17	2.5	1.1	14	2.9	0.9	49	1.5	3.2
Real estate, renting and business activities	3,222	7.8	77	11.5	2.4	43	8.8	1.3	338	10.3	10.5
Public administration and defense; social security	4,338	10.5	56	8.4	1.3	28	5.7	0.6	238	7.2	5.5
Education	1,298	3.1	18	2.7	1.4	14	2.9	1.1	81	2.5	6.2
Health and social work	2,061	5.0	25	3.7	1.2	17	3.5	0.8	154	4.7	7.5
Other community, social & personal services	3,032	7.3	41	6.1	1.4	34	7.0	1.1	203	6.2	6.7
Private households with employed persons	1,302	3.1	28	4.2	2.2	16	3.3	1.2	167	5.1	12.8
Extra territorial organizations and bodies	10	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0
Not reported	133	0.3	4	0.6	3.1	0	0.0	0.0	31	0.9	23.3
Total	41,501	100	10,774	100		7,875	100		3,286	100	

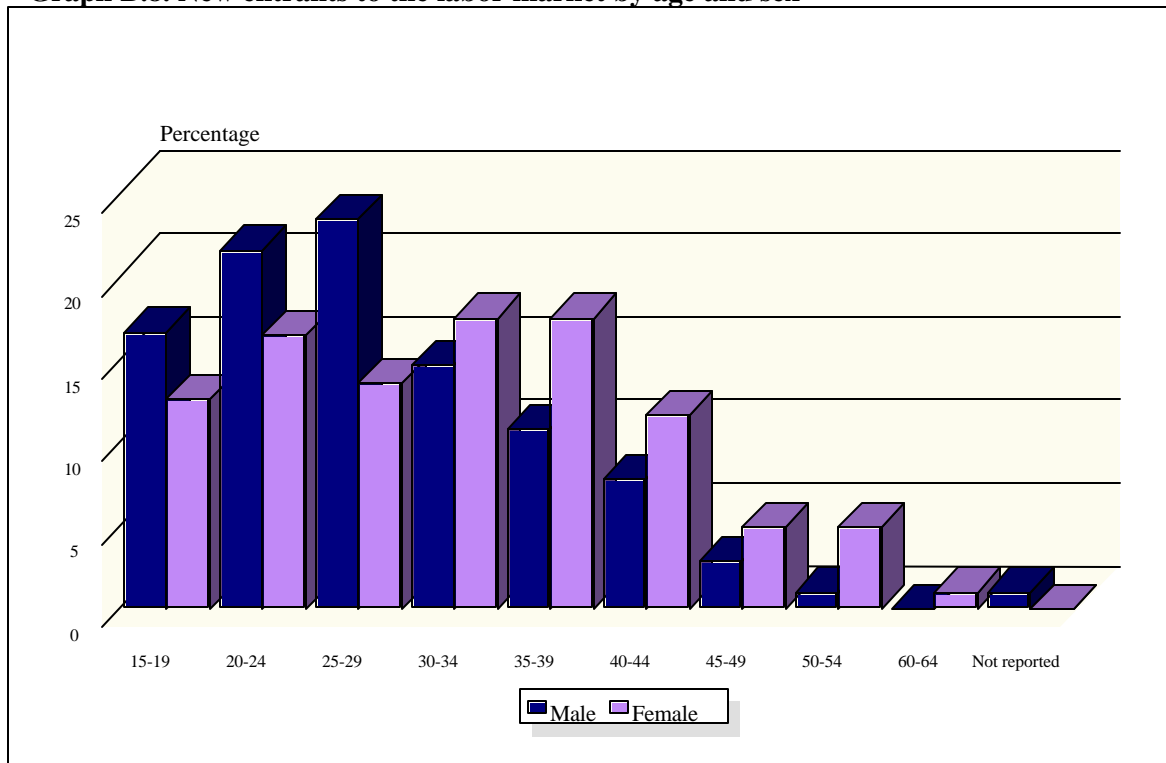
Source: Labor Force Survey 1997

Table B.20. New entrants to the labor market by age and sex

Age group	Male	Male %	Female	Female %	Total	Total %
15-19 yrs.	290	16.7	195	12.6	485	14.8
20-24 yrs.	375	21.6	256	16.5	630	19.2
25-29 yrs.	409	23.5	211	13.6	619	18.8
30-34 yrs.	255	14.7	271	17.5	526	16.0
35-39 yrs.	187	10.8	271	17.5	458	13.9
40-44 yrs.	136	7.8	180	11.7	317	9.6
45-49 yrs. .	51	2.9	75	4.9	126	3.8
50-54 yrs.	17	1.0	75	4.9	92	2.8
60-64 yrs.	0	0.0	15	1.0	15	0.5
Not reported	17	1.0	0	0.0	17	0.5
Total	1,737	100.0	1,549	100.0	3,286	100.0

Source: Labor Force Survey 1997

Graph B.8. New entrants to the labor market by age and sex



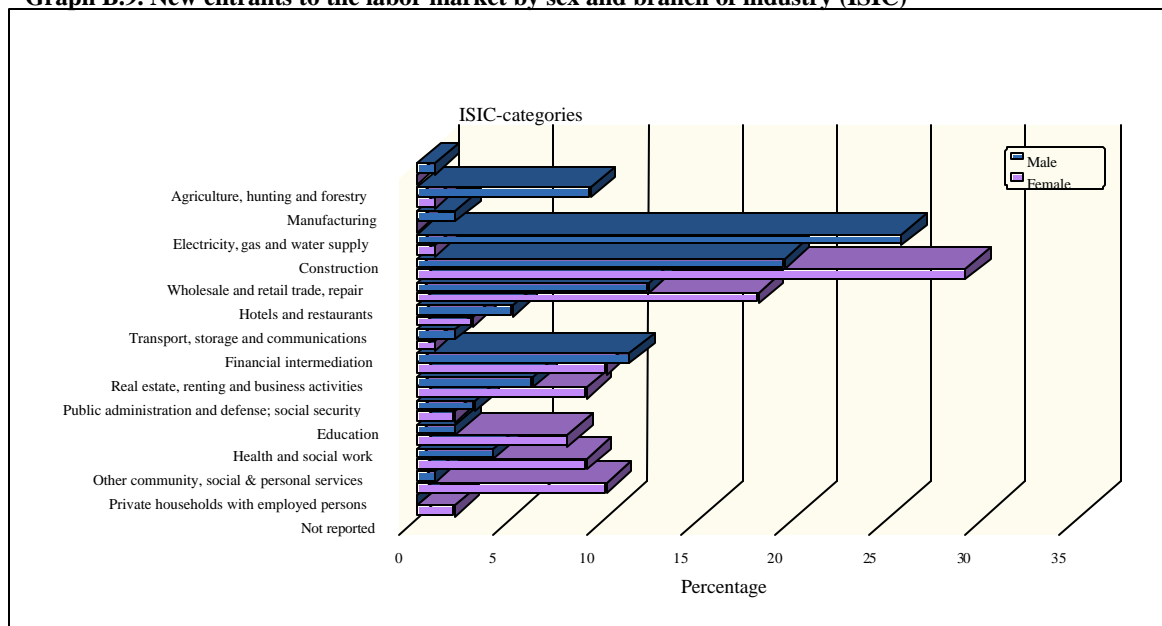
Source: Labor Force Survey 1997

Table B.21. New entrants to the labor market by sex and branch of industry (ISIC)

ISIC-category	Male	Male %	Female	Female %	Total	Total %
Agriculture, hunting and forestry	17	1.0	0	0.0	17	0.5
Manufacturing	153	8.8	15	1.0	168	5.1
Electricity, gas and water supply	34	2.0	0	0.0	34	1.0
Construction	426	24.5	15	1.0	441	13.4
Wholesale and retail trade, repair	324	18.6	436	28.2	760	23.1
Hotels and restaurants	204	11.8	271	17.5	475	14.5
Transport, storage and communications	85	4.9	45	2.9	130	4.0
Financial intermediation	34	2.0	15	1.0	49	1.5
Real estate, renting and business activities	187	10.8	150	9.7	338	10.3
Public administration and defense; social security	102	5.9	135	8.7	238	7.2
Education	51	2.9	30	1.9	81	2.5
Health and social work	34	2.0	120	7.8	154	4.7
Other community, social & personal services	68	3.9	135	8.7	203	6.2
Private households with employed persons	17	1.0	150	9.7	167	5.1
Not reported	0	0.0	30	1.9	30	0.9
Total	1,737	100.0	1,549	100.0	3,286	100.0

Source: Labor Force Survey 1997

Graph B.9. New entrants to the labor market by sex and branch of industry (ISIC)



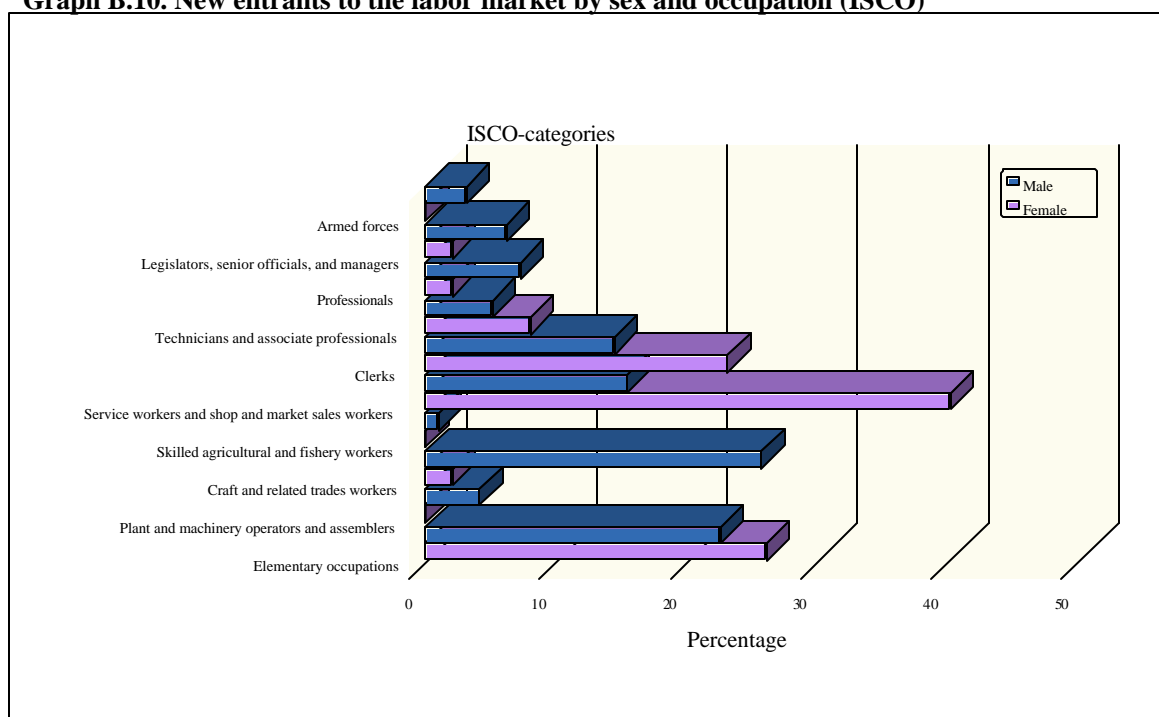
Source: Labor Force Survey 1997

Table B.22. New entrants to the labor market by sex and major occupational (ISCO)

	Male	Male %	Female	Female %	Total	Total %
Armed forces	51	2.9	0	0.0	51	1.6
Legislators, senior officials, and managers	102	5.9	30	1.9	132	4.0
Professionals	119	6.9	30	1.9	149	4.5
Technicians and associate professionals	85	4.9	120	7.8	205	6.3
Clerks	238	13.7	346	22.3	584	17.8
Service workers and shop and market sales workers	255	14.7	601	38.8	857	26.1
Skilled agricultural and fishery workers	17	1.0	0	0.0	17	0.5
Craft and related trades workers	426	24.5	30	1.9	456	13.9
Plant and machinery operators and assemblers	68	3.9	0	0.0	68	2.1
Elementary occupations	375	21.6	391	25.2	766	23.3
Total	1,737	100.0	1,549	100.0	3,286	100.0

Source: Labor Force Survey 1997

Graph B.10. New entrants to the labor market by sex and occupation (ISCO)



Source: Labor Force Survey 1997

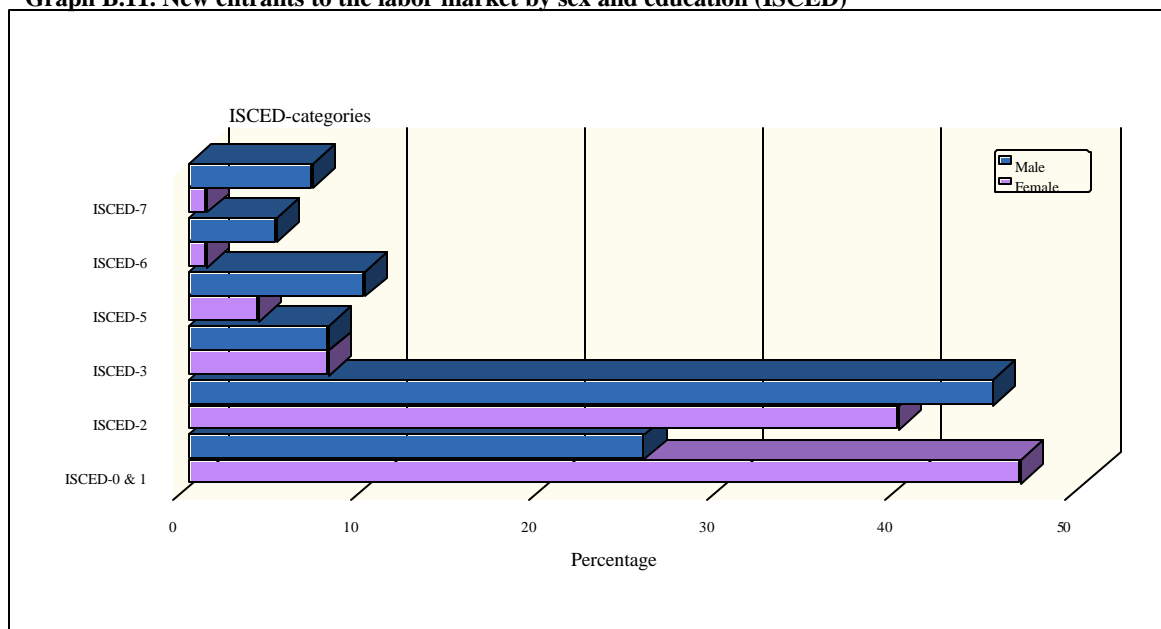
The highest number of entries is in the categories 'Elementary occupations' and 'Service workers and shop and market sales workers', with respectively 23.3 and 26.1 percent of all new entrants. Both sectors have more female than male entrants. Many more new clerks are also female. On the other hand, women have not really found their way into the 'Craft and related workers' category. Only one out of every 15 new entrants in this category is a female worker.

Table B.23. New entrants to the labor market by sex and education (ISCED)

ISCED-category	Male	Male %	Female	Female %	Total	Total %
ISCED-0 & 1	443	25.5	722	46.6	1,165	35.4
ISCED-2	783	45.1	617	39.8	1,400	42.6
ISCED-3	136	7.8	120	7.8	257	7.8
ISCED-5	170	9.8	60	3.9	230	7.0
ISCED-6	85	4.9	15	1.0	100	3.0
ISCED-7	119	6.9	15	1.0	134	4.1
Total	1,737	100.0	1,549	100.0	3,286	100.0

Source: Labor Force Survey 1997

Graph B.11. New entrants to the labor market by sex and education (ISCED)



Source: Labor Force Survey 1997

Intention to change jobs

Besides looking at the actual changes in the labor market, it is also interesting to examine how many people are currently employed, and are looking for other employment. Therefore, in the LFS the following question was included: 'Are you currently looking for another job or a second job?'. The distribution of the answers to this question is given in table B.26. Ten percent of all persons currently employed are on the lookout for an other, or a second job: 7.5 percent are looking for another job, while 2.4 percent want a second job. The difference between males and females are negligible. Most of these people have not been looking for a prolonged period of time. 'Earning more income' was for 50 percent of the people the main motive. Some 23 percent wanted better working conditions (see table B.27.).

Table B.24. Persons who changed jobs during the last ten years by branch of industry (ISIC) of previous and current job

ISIC previous job	ISIC current job																Total	Total changed to other sector			
	ISIC-A	ISIC-B	ISIC-C	ISIC-D	ISIC-E	ISIC-F	ISIC-G	ISIC-H	ISIC-I	ISIC-J	ISIC-K	ISIC-L	ISIC-M	ISIC-N	ISIC-O	ISIC-P			ISIC-Q	Not rep.	
ISIC-A							16	16			16	16							64	64	
ISIC-B																					
ISIC-C						16												16		32	32
ISIC-D	16		225			97	145	113	64		48	48	32					16		805	580
ISIC-E										16	16									48	48
ISIC-F			113	48	451	161	145				81	48		16	64				32	1,160	709
ISIC-G	16		161	48	145	1,160	274	209	48	338	129			97	177					2,802	1,643
ISIC-H	16		113	16	97	322	1,562	290	97	225	97	48		97	322		81			3,382	1,820
ISIC-I			48		16	48	16	274	16	97	145			32	97					789	499
ISIC-J			16			48	81	48	193	81	64			16			32			580	387
ISIC-K			32	16	16	145	97	81	97	306	32				81		32	16		950	644
ISIC-L	16		16			48	48	113	32	81	435	48	48	16	16		16			918	483
ISIC-M			16			16	16			16	64	274	16	16						435	161
ISIC-N			16			113		16		16	81		274	16						531	258
ISIC-O			16		32	16	177	64		97	81	16	16	419				16		950	531
ISIC-P																					225
ISIC-Q						16	48	113				16		16	16		306			531	
Not reported			16				16													32	
Total	64		789	129	886	2,303	2,657	1,176	483	1,417	1,272	419	628	1,224		499	64			14,011	
Total changed from other sector	64		564	129	435	1,143	1,095	902	290	1,111	821	145	354	805	193						

Source: Labor Force Survey 1997

Legend	
ISIC-A	Agriculture, hunting and forestry
ISIC-B	Fishing
ISIC-C	Mining and quarrying
ISIC-D	Manufacturing
ISIC-E	Electricity, gas and water supply
ISIC-F	Construction
ISIC-G	Wholesale and retail trade, repair
ISIC-H	Hotels and restaurants
ISIC-I	Transport, storage and communications
ISIC-J	Financial intermediation
ISIC-K	Real estate, renting and business activities
ISIC-L	Public administration and defense; social security
ISIC-M	Education
ISIC-N	Health and social work
ISIC-O	Other community, social & personal services
ISIC-P	Private households with employed persons
ISIC-Q	Extra territorial organizations and bodies

Persons who changed jobs, but remained in same sector:	5,878
Persons who changed jobs to different sector:	8,051

Table B.25. Persons who changed jobs during the last ten years by major occupational group (ISCO) of previous and current job

ISCO previous job	ISCO-0	ISCO-1	ISCO-2	ISCO-3	ISCO-4	ISCO-5	ISCO-6	ISCO-7	ISCO-8	ISCO-9	Total	Total who changed to other ISCO-category
ISCO-0	16	0	0	0	0	0	0	0	0	0	16	0
ISCO-1	0	580	48	97	97	161	0	32	0	16	1,031	451
ISCO-2	0	113	403	81	16	48	0	32	0	0	692	290
ISCO-3	0	177	81	886	290	161	0	48	48	48	1,739	854
ISCO-4	0	177	145	322	2,110	274	0	81	113	193	3,414	1,304
ISCO-5	0	258	32	177	435	1,514	32	81	113	258	2,899	1,385
ISCO-6	0	16	0	0	0	0	64	0	0	0	81	16
ISCO-7	48	48	32	32	97	113	0	789	129	274	1,562	773
ISCO-8	0	16	16	0	48	97	0	32	193	64	467	274
ISCO-9	0	16	16	81	177	338	16	161	177	1,047	2,029	982
Missing	0	0	0	0	0	0	0	0	0	0	81	
Total	64	1,401	773	1,675	3,269	2,706	113	1,256	773	1,900	14,011	6,329
Total who changed from other ISCO-category												
Absolute	48	821	370	789	97	1,192	48	467	580	0	4,413	
Percent	75	59	48	47	3	44	43	37	75	0	431	

Source: Labor Force Survey 1997

Legend	
ISCO-0	Armed forces
ISCO-1	Legislators, senior officials, and managers
ISCO-2	Professionals
ISCO-3	Technicians and associate professionals
ISCO-4	Clerks
ISCO-5	Service workers and shop and market sales workers
ISCO-6	Skilled agricultural and fishery workers
ISCO-7	Craft and related trades workers
ISCO-8	Plant and machinery operators and assemblers
ISCO-9	Elementary occupations

Persons who changed jobs, but remained in the same category:	7,682
Persons who changed jobs to different category:	6,329

Table B.26. Persons who changed jobs and are now looking for another job, by sex

	Male	Male %	Female	Female %	Total	Total %
Looking for another job	1,644	7.0	1,330	7.4	2,974	7.2
Looking for a (new) second job	469	2.0	357	2.0	826	2.0
Not yet or not anymore	21,264	90.5	16,238	90.1	37,502	90.4
Already found a (second) job	90	0.4	60	0.3	150	0.4
Unknown	18	0.1	29	0.2	47	0.1
Not reported	1				3	
Total	23,486	100.0	18,014	100.0	41,500	100.0

Source: Labor Force Survey 1997

Table B.27. Reasons for another job or a second job by sex

	Male	Male %	Female	Female %	Total	Total %
Will probably lose this job	33	1.6	92	5.5	125	3.3
Wants to earn more/extra	872	41.3	977	57.9	1,849	48.6
Wants better working conditions	397	18.8	270	16.0	667	17.5
Wants to work more hours	37	1.8	19	1.1	56	1.5
Wants to work part-time/fewer hours	38	1.8	15	0.9	53	1.4
Considers present job temporary	405	19.2	96	5.7	501	13.2
Problems at present job	0	0.0	37	2.2	37	1.0
Not reported	226	10.7	123	7.3	349	9.2
	105	5.0	59	3.5	164	4.3
Total	2,113	100.0	1,688	100.0	3,801	100.0

Source: Labor Force Survey 1997

Table B.28. Persons looking for another job or second job by sex and branch of industry (ISIC)

ISIC-category	No. in current job (LFS)						No. who are currently looking for another job						% of those who are currently in job looking for other employment (c)/(a)*100
	Male	Male %	Female	Female %	Total	Total %	Male	Male %	Female	Female %	Total	Total %	
					(a)	(b)					(c)	(d)	
Agriculture, hunting and forestry	147	0.6	49	0.3	196	0.5	0	0.0	0	0.0	0	0.0	0.0
Manufacturing	2,096	8.9	489	2.7	2,585	6.2	255	12.7	15	0.9	258	7.0	10.0
Electricity, gas and water supply	713	3.0	63	0.3	776	1.9	51	2.5	0	0.0	48	1.3	6.2
Construction	3,207	13.7	202	1.1	3,409	8.2	426	21.2	30	1.8	435	11.9	12.8
Wholesale and retail trade, repair	3,566	15.2	3,672	20.4	7,238	17.4	273	13.6	391	23.9	676	18.5	9.3
Hotels and restaurants	3,660	15.6	3,359	18.6	7,019	16.9	375	18.6	301	18.3	676	18.5	9.6
Transport, storage and communications	2,330	9.9	1,045	5.8	3,375	8.1	187	9.3	60	3.7	242	6.6	7.2
Financial intermediation	526	2.2	981	5.4	1,507	3.6	68	3.4	105	6.4	177	4.8	11.8
Real estate, renting and business activities	1,854	7.9	1,368	7.6	3,222	7.8	102	5.1	165	10.1	274	7.5	8.5
Public administration and defense; social security	2,704	11.5	1,634	9.1	4,338	10.5	85	4.2	120	7.3	209	5.7	4.8
Education	472	2.0	826	4.6	1,298	3.1	34	1.7	15	0.9	48	1.3	3.7
Health and social work	425	1.8	1,636	9.1	2,061	5.0	17	0.8	120	7.3	145	4.0	7.0
Other community, social & personal services	1,682	7.2	1,350	7.5	3,032	7.3	102	5.1	165	10.1	274	7.5	9.0
Private households with employed persons	49	0.2	1,253	7.0	1,302	3.1	17	0.8	135	8.3	161	4.4	12.4
Extra territorial organizations and bodies	0	0.0	10	0.1	10	0.0	0	0.0	0	0.0	0	0.0	0.0
Not reported	56	0.2	77	0.4	133	0.3	17	0.8	15	0.9	32	0.9	24.2
Total	23,487	100.0	18,014	100.0	41,501	100.0	2,010	100.0	1,639	100.0	3,656	100.0	8.8

Source: Labor Force Survey 1997

Table B.29. Number of employed persons by sex who followed courses in order to get better job opportunities

	Male	Male %	Female	Female %	Total	Total %
Did follow course(s)	7,306	31.1	7,203	40.0	14,623	35.2
Did not follow course(s)	16,180	68.9	10,812	60.0	26,878	64.8
Total	23,486	100.0	18,015	100.0	41,501	100.0

Source: Labor force Survey 1997

CHAPTER C. UNEMPLOYED POPULATION

In Aruba there are two main unemployment figures. One is the figure from the Central Bureau of Statistics based on the Labor Force Survey or other household survey. This figure uses the internationally accepted definition of unemployment formulated by ILO. The figure indicates the percentage of people who are out of work and who are both available for work and actively seeking a job.

The other figure is based on the monthly count of unemployment based on those registering at the employment office (Job-center) as being without work and looking for a job. This is the base of the unemployment totals reported in the media in different countries, which are most widely quoted in public debate. The coverage of these figures differs widely between different countries, so that the totals produced cannot be internationally compared. Nor are they, in most cases, based on the ILO-definition of unemployment. According to the international standards, persons should be available for work during the reference period if they are to be considered as unemployed. In the present context, availability for work means that, given work opportunity, a person should be able and ready to work. For further explanation on unemployment see Appendix II 'Concepts and definitions'.

In Aruba, only those who register themselves frequently in the registration office are counted in the registered figures. Such limitations tend to reduce the registration figures relative to the LFS figures that cover all job seekers. The registration requirements (for example, foreigners are not allowed to register themselves at the Job-center) also tend to work in the same direction¹.

The second measure is the best known in Aruba. However, it is the first which conforms to international standard definitions, specifically the one recommended by the ILO, and which is the most comparable across countries. It should be emphasized that there is no single set of figures which provides an unambiguous measure of the scale of unemployment. This is partly because there are different ways of defining unemployment, partly because unemployment in itself is not a precise concept. In particular, the dividing line between unemployment and inactivity - between someone who is searching for work but cannot find it and someone who has decided that the lack of jobs makes it pointless to search but would still like to work - can be blurred.

Table C.1. Unemployment by sex and job experience

	Sex	1991	1994	1997
Total unemployed (number)	Total	1,891	2,527	3,339
	Male	1,058	1,215	1,693
	Women	833	1,312	1,646
Unemployment rate (percentage of economically active population)	Total	6.1	6.4	7.4
	Male	5.9	5.7	6.7
	Women	6.3	8.0	8.4
Unemployed previously employed	Total	1,025	2,021	2,545
	Male	656	1,043	1,344
	Women	369	977	1,201
Unemployed, not previously employed	Total	866	506	795
	Male	402	172	349
	Women	464	334	446

Source: Population Census 1991; Labor Force Survey 1994; 1997

¹ Employment in Europe, European commission, Directorate General for Employment, Industrial relations and social affairs, 1994.

However, from both Labor Force Surveys (1994 and 1997) and the Census (1991) it is clear that a substantial part of the population is currently without work and actively seeking work. The overall unemployment rate for Aruba was found to be 6.1 percent in 1991, 6.4 percent in 1994 and 7.4 percent in 1997. The total unemployment for women is higher than for men. The unemployment rate for women during this period was respectively 6.3, 8.0 and 8.3 percent, while that for man was 5.9, 5.7 and 6.7 percent respectively.

Nevertheless, compared to other countries in the Caribbean, Aruba's unemployment is still low. Unemployment rates range between 14 and 27 in a large number of Caribbean countries. Although a level of unemployment of 7.4 percent is still low compared to Aruba's neighboring countries, it is still high enough to be a cause of concern. In order to take actions to integrate this group into the labor market, it is necessary to draw a clear picture of the composition and characteristics of the group of the currently unemployed.

In many countries the unemployment problem is characterized by two major features: a) the large number of young persons who are affected and b) the high incidence of long term unemployment. In the first two sections of this chapter we will go deeper into both features and determine how relevant they are to the situation in Aruba. Thereafter, we will further describe some general characteristics of the group of unemployed in our survey.

Youth unemployment

A first look at the figures in table C.2. suggests that unemployment for those below the age of twenty is staggering high: 35.5 percent of males and 54.3 percent of females are out of work in this age group. However, one should not jump to conclusions. Firstly, the group on which these estimates are based is very small. In the total labor force, the group below the age of 20 accounts only for 0.94 percent of the total active population. Secondly, among the 422 unemployed youth below 20 years old, 365 persons were unemployed for 6 months or less, and only 28 persons were looking for more than 1 year for a job. 324 out of 422 were new entrants on the labor market and obviously needed some time to find the right job.

Table C.2.a. Number of unemployed persons per year by age and sex

Age group	1991			1994			1997		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
14 yrs.	1	1	2	0	0	0	0	0	0
15-19 yrs.	102	84	186	79	127	207	163	259	422
20-24 yrs.	194	133	328	142	168	310	280	322	603
25-29 yrs.	179	144	322	167	275	442	249	183	431
30-34 yrs.	167	158	326	202	174	376	240	294	534
35-39 yrs.	111	107	218	181	231	412	264	156	420
40-44 yrs.	92	82	174	226	229	455	264	179	443
45-49 yrs.	79	73	152	102	37	139	93	133	226
50-54 yrs.	54	21	75	68	61	129	71	74	145
55-59 yrs.	46	16	61	47	10	57	33	26	59
60-64 yrs.	18	6	24	0	0	0	36	20	56
65 +	14	6	20	0	0	0	0	0	0
Not reported	1	2	3	0	0	0	0	0	0
Total	1,058	833	1,891	1,215	1,312	2,527	1,693	1,647	3,339

Source: Population Census 1991; Labor Force Survey 1994; 1997

Table C.2.b. Unemployment rates per year by age and sex

Age group	1991			1994			1997		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19 yrs.	20.7	19.4	20.1	22.6	62.5	37.2	35.5	54.3	45.0
20-24 yrs.	10.7	8.6	9.8	6.7	9.0	7.8	12.8	17.0	14.8
25-29 yrs.	6.8	6.4	6.6	4.8	9.6	7.0	7.1	6.6	6.8
30-34 yrs.	5.4	6.3	5.8	5.2	6.0	5.5	5.7	8.9	7.1
35-39 yrs.	4.1	4.8	4.4	5.1	8.4	6.5	6.3	4.7	5.6
40-44 yrs.	4.0	4.9	4.4	7.3	10.1	8.5	7.4	5.9	6.7
45-49 yrs.	4.4	6.3	5.2	4.4	2.1	3.4	3.2	6.5	4.5
50-54 yrs.	3.9	2.7	3.5	3.9	5.9	4.6	3.4	5.0	4.1
55-59 yrs.	5.0	4.1	4.7	4.0	1.5	3.1	2.6	3.2	2.8
60-64 yrs.	4.6	4.4	4.6				6.8	6.1	6.6
Total	5.9	6.3	6.2	5.7	8.0	6.4	6.7	8.4	7.4

Source: Population Census 1991; Labor Force Survey 1994; 1997

For those in the age group 20-24, unemployment rates are respectively 12.8 percent for males and 17.0 percent for females. In the survey, a group of 603 persons in this age group indicated that they were looking for a job. Except for 389 persons, all were new entrants on the labor market. Only 136 had been looking for a job for longer than one year.

In Aruba, among all persons out of work 26.2 percent of males were below age 25 while 35.3 percent of women belonged to the same age group. These figures, together with the observations above, indicate that, although the unemployment figures for young persons seem to be high at first glance, in fact youth unemployment is not a serious problem in Aruba. However, what should be a point of concern is that among young unemployed persons the educational level is low (see table C.10.). This implies that new entrants in the labor market with a low level of education (i.e. primary education or below) need much more time to find employment than those with more advanced education. (See also tables C.11.a and C.11.b.).

Duration of unemployment

Long-term unemployment is one of the major social problems in many countries in the world. The longer a person is unemployed the more difficult it becomes to re-enter the group of employed. Long-term unemployment can easily lead to marginalization on the labor market. Those concerned can easily drift into a debilitating state of serious financial, social and psychological problems. Therefore, it is essential to take a closer look at the duration of unemployment.

Long-term unemployment in Aruba is quite low: 61.8 percent of unemployed males and 74.8 percent of females indicate that they are seeking employment for 11 months or less. The situation was more or less the same in 1994. At that time the figures were respectively 62.3 and 72.5 percent. In the European Union long term unemployment is much more common than in Aruba. In the Union as a whole, 41 percent of the unemployed were out of work for more than a year.

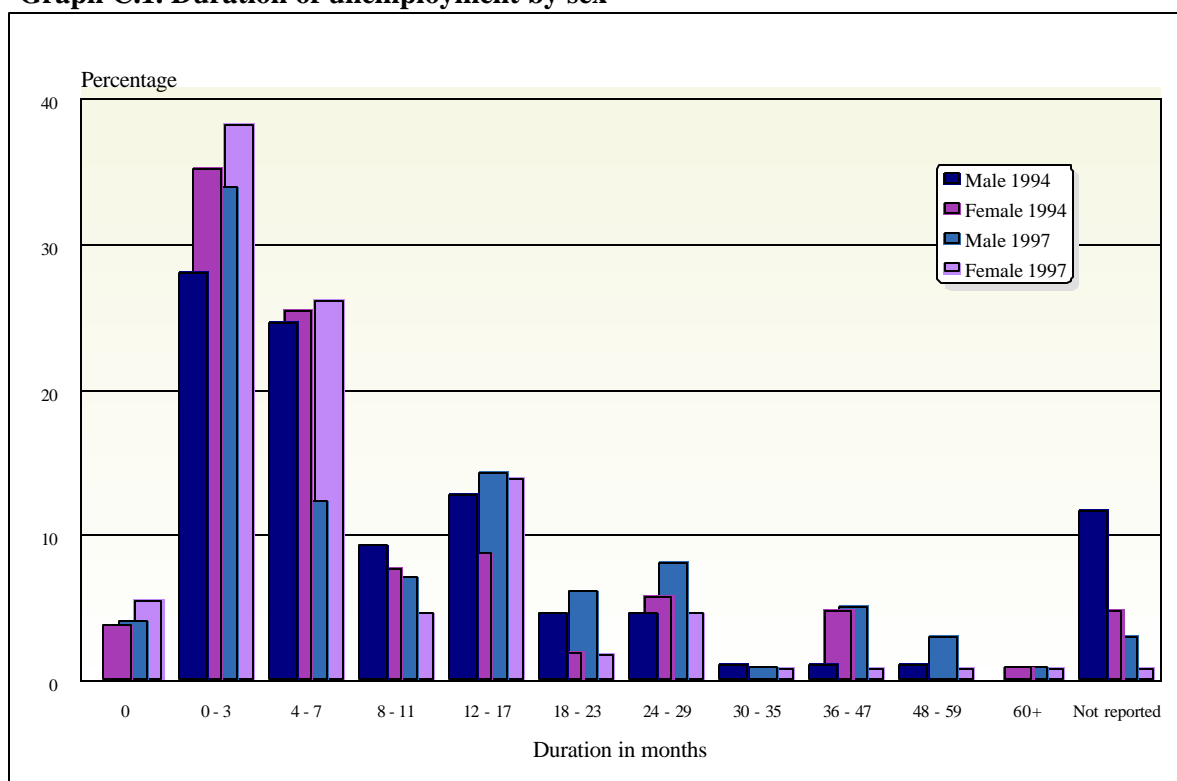
Although the group is rather small, it is still important to see whether the group of long-term unemployed (two years or longer) on Aruba has specific characteristics. Among the 520 long-term unemployed the number of men and women is not equally divided (367 men, 153 women). 486 only have a primary education or are in the second lowest ISCED-category; only 34 persons are in the ISCED-3 category (such as MTO 1-2; MAO 1-2). 503 have previously held other employment. 167 are registered at the job-center.

Table C.3. Duration of unemployment by sex

Duration in Months	1994						1997					
	Total	%	Male	%	Female	%	Total	%	Male	%	Female	%
0	51	2.0	0	0.0	51	3.9	162	4.9	70	4.1	92	5.6
0 - 3	806	31.9	343	28.2	463	35.3	1207	36.1	576	34.0	631	38.3
4 - 7	634	25.1	300	24.7	334	25.5	640	19.2	209	12.3	431	26.2
8 - 11	217	8.6	114	9.4	103	7.8	199	6.0	122	7.2	77	4.7
12 - 17	273	10.8	157	12.9	116	8.8	475	14.2	244	14.4	231	14.0
18 - 23	83	3.3	57	4.7	26	2.0	136	4.1	105	6.2	31	1.9
24 - 29	134	5.3	57	4.7	77	5.9	217	6.5	140	8.3	77	4.7
30 - 35	14	0.6	14	1.2	0	0.0	32	1.0	17	1.0	15	0.9
36 - 47	79	3.1	14	1.2	64	4.9	102	3.1	87	5.1	15	0.9
48 - 59	14	0.6	14	1.2	0	0.0	67	2.0	52	3.1	15	0.9
60+	13	0.5	0	0.0	13	1.0	32	1.0	17	1.0	15	0.9
Not reported	207	8.2	143	11.8	64	4.9	70	2.1	54	3.2	16	1.0
Total	2,527	100.0	1,215	100.0	1,312	100.0	3,339	100.0	1,693	100.0	1,646	100.0

Source: Labor Force Survey 1994; 1997

Graph C.1. Duration of unemployment by sex



Source: Labor Force Survey 1994, 1997

Socio-demographic characteristics of the unemployed

In the previous sections we saw that youth unemployment and long-term unemployment are no serious social problems in Aruba. Because of the many job opportunities and the high job turn over on the island, friction unemployment is quite high. However, it is still important to look at the characteristics of those out of work, in order to determine to what extent the socio-demographic characteristics of a person can have an influence on his or her chances to find a job.

Between the Labor Force Survey of 1994 and the one of 1997 the population above 15 years increased with 10,170 persons. This spectacular population growth, have affected the unemployment situation in Aruba. When analyzing these developments, it is important to pay attention to the way unemployment has changed. In the following tables we will focus on certain characteristics of this group, such as major occupational categories, the branch of industry, education, methods of jobs search, etc.

Most of the unemployed persons, who had a job in the past, are classified as 'Service workers and market sales workers', followed by 'Clerks' and 'Craft and related trade workers'. A comparison with the distribution of employed persons shows a strong correlation between Aruba's most important occupational groups and the amount of unemployed persons by occupational sector. One can observe that slight changes among the employed population (table B.1.b.) directly correspond with developments that took place among unemployed persons.

Illustrative is the sector 'Service workers and shop and market sales workers'. The relative importance of this sector increased from 17.5 percent to 20.4 percent among employed persons. In concordance with this development, we can observe an almost equal growth of unemployed persons within the same sector: from 17.7 percent in 1994 to 20.2 percent in 1997.

Table C.4. Unemployment by previous major occupational group (ISCO)

Economic activity (ISCO-88)	1994	%	1997	%
Legislators, senior officials, and managers	68	2.7	148	4.4
Professionals	68	2.7	49	1.5
Technicians and associate professionals	163	6.4	115	3.4
Clerks	434	17.2	575	17.2
Service workers and shop and market sales workers	448	17.7	673	20.2
Skilled agricultural and fishery workers	0	0.0	16	0.5
Craft and related trades workers	380	15.0	542	16.2
Plant and machine operators and assemblers	68	2.7	49	1.5
Elementary occupations	393	15.6	378	11.3
Unemployed not previously employed	506	20.0	795	23.8
Total	2,527	100.0	3,340	100.0

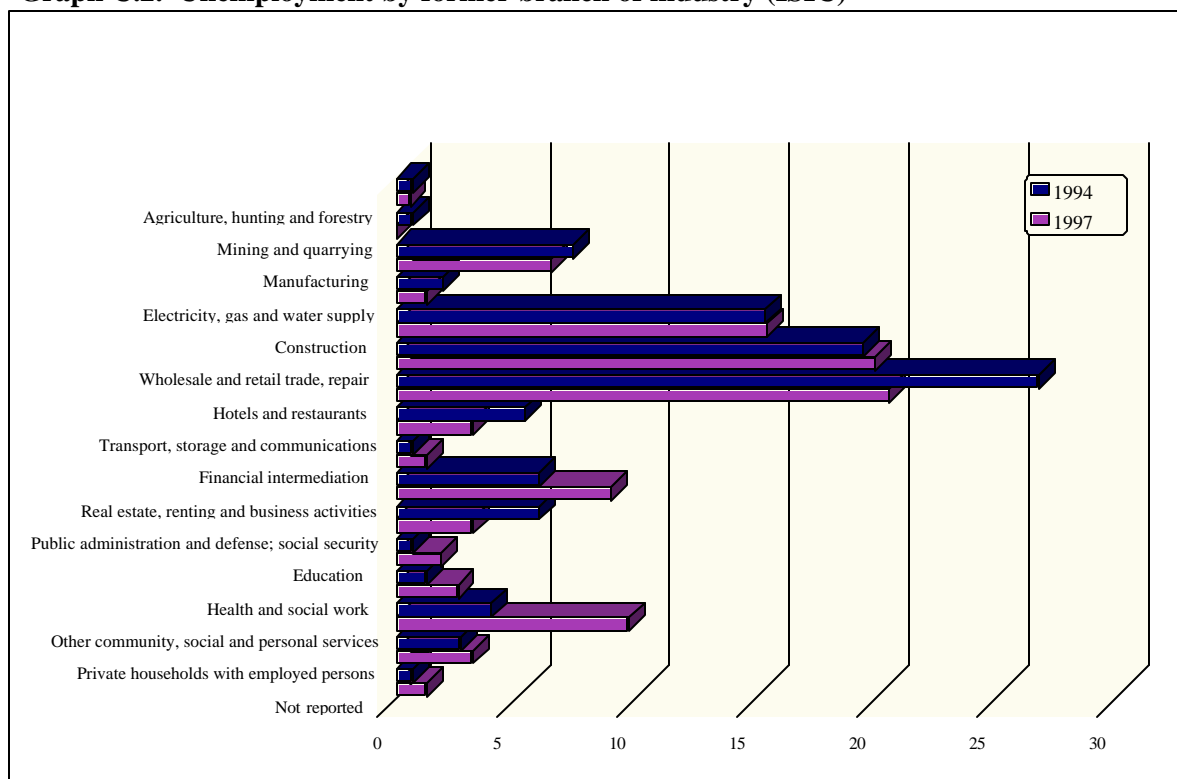
Source: Labor Force Survey 1994; 1997

Table C.5. Unemployment by former branch of industry (ISIC)

Industrial sector	1994		1997	
	Absolute	%	Absolute	%
Agriculture, hunting and forestry	14	0.5	16	0.5
Mining and quarrying	14	0.5	0	0.0
Manufacturing	149	5.9	164	4.9
Electricity, gas and water supply	41	1.6	33	1.0
Construction	312	12.3	394	11.8
Wholesale and retail trade, repair	393	15.6	509	15.2
Hotels and restaurants	543	21.5	525	15.7
Transport, storage and communications	109	4.3	82	2.5
Financial intermediation	14	0.5	33	1.0
Real estate, renting and business activities	122	4.8	230	6.9
Public administration and defense; social security	122	4.8	82	2.5
Education	14	0.5	49	1.5
Health and social work	27	1.1	66	2.0
Other community, social and personal services	81	3.2	246	7.4
Private households with employed persons	54	2.1	82	2.5
Not reported	14	0.5	33	1.0
Unemployed not previously employed	506	20.0	795	23.8
Total	2,527	100.0	3,339	100.0

Source: Labor Force Survey 1994; 1997

Graph C.2. Unemployment by former branch of industry (ISIC)



Source: Labor Force Survey 1994 & 1997

Table C.6. Unemployment by reason of unemployment

	1994		1997	
	Absolute	%	Absolute	%
Got Married	95	3.8	49	1.5
Birth of a child	109	4.3	148	4.4
Health reasons, disabled for work	122	4.8	312	9.3
Studies/Courses	14	0.5	82	2.5
Military draft	14	0.5	0	0.0
Quit for personal reasons	651	25.8	706	21.1
Own company closed down or sold	95	3.8	82	2.5
Fired due to company closure, etc.	217	8.6	279	8.4
Fired due to contract deadline; other	258	10.2	493	14.8
Retired, rentier	27	1.1	16	0.5
Problems with child care	54	2.1	99	3.0
Take care of other family members	41	1.6	0	0.0
Other	231	9.1	16	0.5
Immigration/emigration	0	0.0	131	3.9
Got other job	0	0.0	33	1.0
Salary too low	0	0.0	82	2.5
Unknown	95	3.8	15	0.4
Never had a job	506	20.0	795	23.8
Total	2,527	100.0	3,339	100.0

Source: Labor Force Survey 1994; 1997

The unemployed are composed of four different categories. Firstly, a number of young persons who recently finished school and who are trying to find their way into the labor market. Among the 3,339 unemployed, 82 just finished school. Secondly, because of the low season in tourism a number of employees may have been recently out of work. Among the 3,339 unemployed, 2,529 had previously held a job. Among these persons 493 indicated they were laid off because of the termination of their temporary contract and another 279 were dismissed because of company closure or cutbacks. Thirdly, in the previous chapter we saw that job turnover in Aruba is high. If job turnover is high, one can expect that the friction unemployment is also higher than normal (2.3%). The large number of unemployed who have been out of work for less than 6 months suggest that indeed this friction unemployment is rather high. Fourthly, there is a hard core group of unemployed who have been out of work for an extended period of time and who are probably difficult to fit in. The Job Center has a special category to classify these unemployed. In the Labor Force Survey 1994, 16 percent of the unemployed were out of work for more than one year. The Labor Force Survey held in 1997 shows that this percentage is growing. At this moment one third of the unemployed were out of work for more than one year. This can be used as a proxy to determine the size of the 'hard core' group of unemployed. This group needs special attention. Unfortunately, many of these persons do not meet the requirements of the sectors which are short of labor.

In conclusion: the group of unemployed persons can be divided in two main categories. The first category reflects the dynamic nature of the Aruban economy. It includes the young just out of school, persons recently out of work because of low season and the high job turnover. Persons belonging to this category can normally find employment in a rather short period of time. The second, much smaller but growing, category consists of people with little education who also are unemployed for a much longer time.

Table C.7.a. Unemployment by sex, age and (non) Aruban status (1994)

Age group	Male			Female		
	Aruban	Non- Aruban	Total	Aruban	Non- Aruban	Total
15-19 yrs.	71	29	100	64	64	129
20-24 yrs.	114	14	129	129	13	141
25-29 yrs.	71	57	129	116	116	231
30-34 yrs.	157	29	186	64	103	167
35-39 yrs.	129	43	172	129	129	257
40-44 yrs.	229	29	257	180	90	270
45-49 yrs.	86	14	100	26	13	39
50-54 yrs.	43	43	86	26	39	64
55-59 yrs.	43	14	57	13	0	13
60-64 yrs.						
Total	943	272	1,215	746	566	1,312

Source: Labor Force Survey 1994

Table C.7.b. Unemployment by sex, age and (non) Aruban status (1997)

Age group	Male			Female		
	Aruban	Non- Aruban	Total	Aruban	Non- Aruban	Total
15-19 yrs.	134	30	163	164	95	259
20-24 yrs.	260	20	280	228	95	322
25-29 yrs.	145	104	249	110	73	183
30-34 yrs.	185	55	240	155	139	294
35-39 yrs.	211	53	264	99	57	156
40-44 yrs.	248	17	264	69	110	179
45-49 yrs.	62	31	93	74	59	133
50-54 yrs.	71	0	71	15	59	74
55-59 yrs.	33	0	33	26	0	26
60-64 yrs.	12	24	36	0	20	20
Total	1,360	333	1,693	939	708	1,647

Source: Labor Force Survey 1997

In 1994, among the unemployed, 66.3 percent were Aruban and 33.7 non-Aruban. At this moment 68.8 of the unemployed are Aruban. The majority of unemployed non-Arubans are women (68%).

Unemployment is significantly higher for women than for men. The unemployment rate for women increased with 0.3 percent, and stands at the moment at 8.3 percent. Unemployment among men increased by 1 percent to 6.7 percent. For both sexes unemployment rates are lower for the four highest age groups. Though unemployment is particularly high in the 15-19 age group, we already mentioned that this is due to the fact that a large group of youngsters who recently left school had not yet been absorbed in the labor market.

Table C.8. Unemployed population by family status

Family status	1994		1997	
	Abs.	%	Abs.	%
Head of household	743	29	900	27
Spouse of head	594	24	786	24
Child of head or of spouse	743	29	1162	35
Other relative of head	162	6	196	6
Not related to head	284	11	82	2
Not reported			214	6
Total	2,527	100	3,340	100

Source: Labor Force Survey 1994; 1997

Educational upgrading of the unemployed

On the basis of tables C.10. and B.3.b. a comparison can be made between the level of education of the employed and unemployed population. Graph C.3., on the next page, which is based on the above-mentioned tables, shows the relative distribution of the unemployed and the employed according to their educational background. The level of education of the unemployed is clearly lower than that of the employed population. Hardly any of the unemployed has a level of education higher than the 2nd level, while 24 percent of the employed population has a level education of 3rd level or higher.

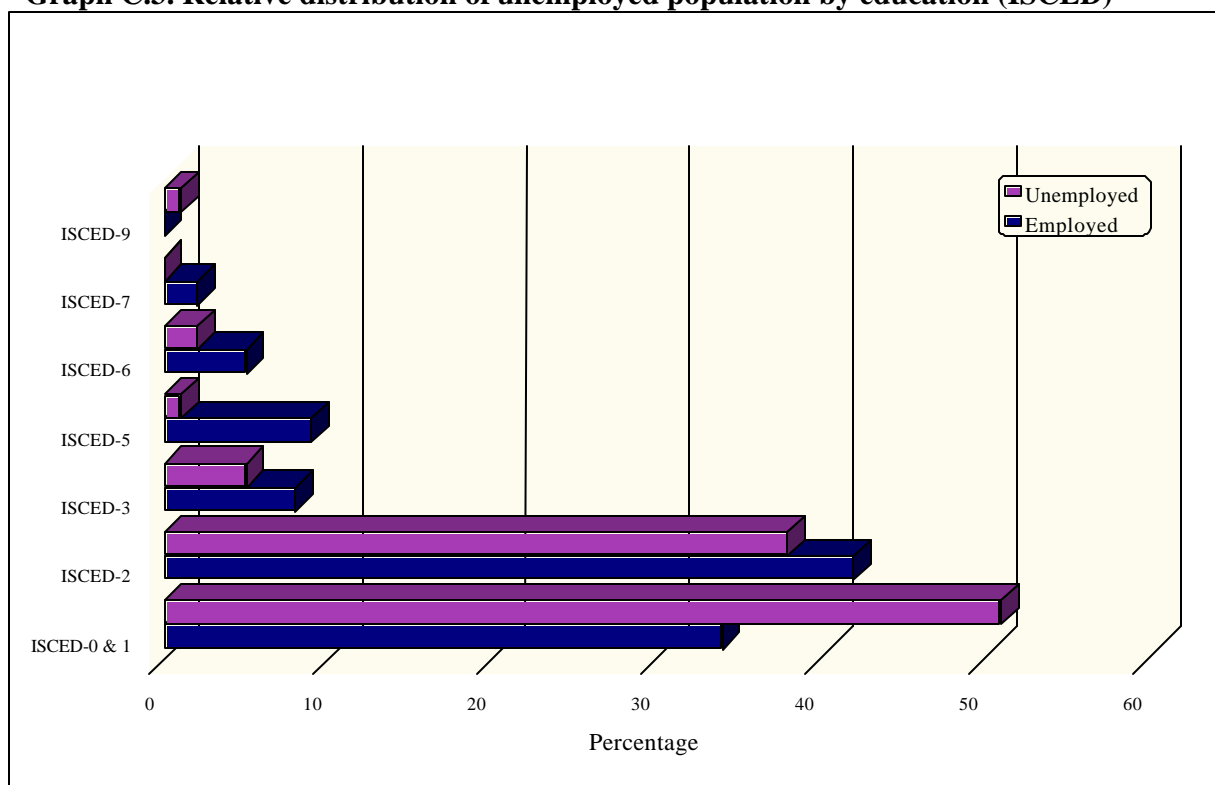
More than half of the unemployed (51 %) belong to the lowest educational category. Among the employed, 33.4 percent form part of this category. From 1991 to 1997 the absolute amount of unemployed persons in this category almost doubled: 943 persons in 1991 compared to 1,702 unemployed persons in 1997. The unemployment rate for the lowest educational category is 10.9 percent. This is considerably higher than among other educational categories. These results show that persons with no diploma are the most vulnerable on the labor market.

Table C.9. Unemployment rates by level of education (ISCED)

Level of education (ISCED)	1991	% unempl. compared to labor force	1994	% unempl. compared to labor force	1997	% unempl. compared to labor force
Level 0 or 1, First level/Primary or lower	943	3.04	1,365	3.47	1,703	3.80
Level 2, Education at the second level, first stage	650	2.10	851	2.17	1,277	2.85
Level 3, Education at the second level, second stage	79	0.25	68	0.17	164	0.37
Level 5, Education at the third level, first stage	100	0.32	122	0.31	49	0.11
Level 6, Education at the third level, first stage	42	0.14	68	0.17	82	0.18
Level 7, Education at the third level, second stage	17	0.05	41	0.10	16	0.04
Level 9, Education not definable by level	43	0.14	14	0.03	49	0.11
Total	1,874	6.0	2,527	6.4	3,340	7.4

Source: Labor Force Survey 1994; 1997

Graph C.3. Relative distribution of unemployed population by education (ISCED)



Source: Labor Force Survey 1997

Table C.10.a. Unemployment by education (ISCED) and duration of unemployment for males (1997)

Duration in Months	ISCED	ISCED	ISCED	ISCED	ISCED	ISCED	Total	
	0&1	2	3	5	6	7	Absolute	%
0	17	17	17		17		70	4.1
1 - 3	279	209	17		52		558	33.0
4 - 7	140	70					209	12.3
8 - 11	70	52					122	7.2
12 - 17	105	122					227	13.4
18 - 23	35	70					105	6.2
24 - 29	52	87					140	8.3
30 - 35			17				17	1.0
36 - 47	70	17					87	5.1
48 - 59	17	35					52	3.1
60+		17					17	1.0
Not reported	17	17	17				52	3.1
Missing							35	2.1
Total	803	716	70		70		1,693	100.0

Source: Labor Force Survey, Aruba 1997

Table C.10.b. Unemployment by education (ISCED) and duration of unemployment for females (1997)

Duration in Months	ISCED	ISCED	ISCED	ISCED	ISCED	ISCED	Total	
	0&1	2	3	5	6	7	Absolute	%
0	92						92	5.6
1 - 3	339	200	62		15		616	37.4
4 - 7	215	154	15	31		15	431	26.2
8 - 11	31	46					77	4.7
12 - 17	139	62	15	15			231	14.0
18 - 23		31					31	1.9
24 - 29	46	31					77	4.7
30 - 35		15					15	0.9
36 - 47		15					15	0.9
48 - 59	15						15	0.9
60+	15	15					31	1.9
Not reported								
Missing							14	0.9
Total	893	569	92	46	15	15	1,646	100.0

Source: Labor Force Survey, Aruba 1997

Table C.10.c. Unemployment by education (ISCED) and duration of unemployment for males (1994)

Duration in Months	ISCED	ISCED	ISCED	ISCED	ISCED	ISCED	Total	
	0&1	2	3	5	6	7	Absolute	%
0								
1 - 3	172	114		29	29		343	28.2
4 - 7	186	86				29	300	24.7
8 - 11	29	57				14	100	8.2
12 - 17	143	14					157	12.9
18 - 23	57						57	4.7
24 - 29	14	14		29			57	4.7
30 - 35	14						14	1.2
36 - 47	14						14	1.2
48 - 59		14					14	1.2
60+								
Not reported	57	57		29			143	11.8
Missing							14	1.2
Total	686	357		86	43	29	1,215	100.0

Source: Labor Force Survey, Aruba 1994

Table C.10.d. Unemployment by education (ISCED) and duration of unemployment for females (1994)

Duration in Months	ISCED	ISCED	ISCED	ISCED	ISCED	ISCED	Total	
	0&1	2	3	5	6	7	Absolute	%
0	26	13	0	0	13	0	51	4
1 - 3	244	154	26	13	13	13	463	38
4 - 7	141	180	13	0	0	0	334	28
8 - 11	77	26	0	0	0	0	103	8
12 - 17	39	51	13	13	0	0	116	10
18 - 23	13	13	0	0	0	0	26	2
24 - 29	26	26	13	13	0	0	77	6
30 - 35	0	13	0	0	0	0	13	1
36 - 47	51	0	0	0	0	0	51	4
48 - 59	0	0	0	0	0	0	0	0
60+	13	0	0	0	0	0	13	1
Not reported	51	13	0	0	0	0	64	5
								0
Total	682	489	64	39	26	13	1,312	100

Source: Labor Force Survey, Aruba 1994

Unemployment is not equally distributed among the different regions on Aruba (see table C.11.). Remarkably is the increase in unemployment in Santa Cruz. While normally the two regions that constitute San Nicolas have a much higher unemployment than the other regions in the country, in 1997 the observed unemployment in Santa Cruz reached 10.1 percent. The reverse took place in Noord/Tanki Leendert. From 1991 on the unemployment

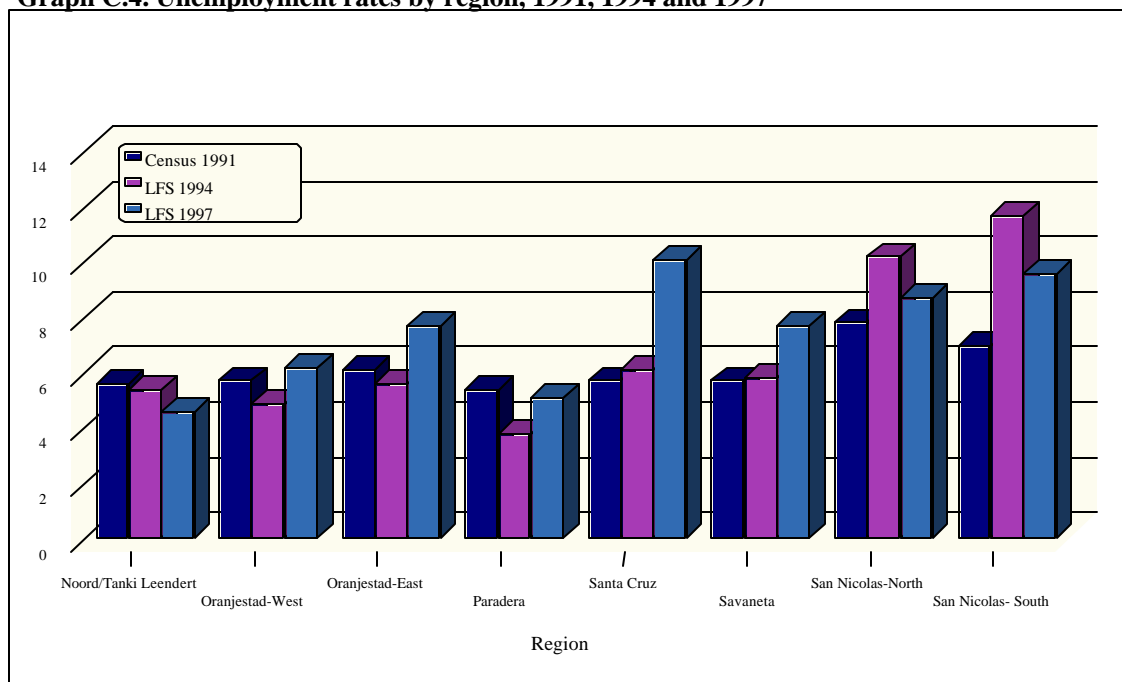
rate decreased from 5.6 percent to 4.7 percent. Unemployment in San Nicolas was in 1994 about twice as large as in the rest of the country. Fortunately this situation improved a little bit.

Table C.11. Unemployment rates by region, 1991, 1994 and 1997

Region	Pop.Census 1991			LFS 1994			LFS 1997		
	Empl.	Unempl.	Unempl. Rate	Empl.	Unempl.	Unempl. rate	Empl.	Unempl.	Unempl. rate
1. Noord/Tanki Leendert	4,554	268	5.6	5,244	297	5.4	5,358	262	4.7
2. Oranjestad-West	4,116	249	5.7	5,231	270	4.9	6,136	409	6.3
3. Oranjestad-East	5,115	333	6.1	6,880	405	5.6	8,142	688	7.8
4. Paradera	2,749	156	5.4	3,041	122	3.8	3,976	213	5.1
5. Santa Cruz	4,169	254	5.7	5,447	351	6.1	6,120	688	10.1
6. Savaneta	3,082	188	5.7	4,163	257	5.8	5,008	409	7.6
7. San Nicolas-North	3,230	275	7.8	3,920	446	10.2	4,776	458	8.8
8. San Nicolas- South	2,198	166	7.0	2,865	378	11.7	1,957	213	9.8
Not reported								28	
Total	29,213	1,889	6.1	36,790	2,527	6.4	41,501	3,340	7.4

Source: Population Census 1991; Labor Force Survey 1994; 1997

Graph C.4. Unemployment rates by region, 1991, 1994 and 1997



Source: Population Census 1991 and Labor Force Survey 1994 & 1997

Methods of job search

As we mentioned in our definitions, the 'unemployed' have to comply with all three of the following conditions: 1) without work, 2) currently available for work and 3) actively seeking for work. To be actively seeking for work, the respondent had to take specific steps during the last four weeks to find employment. Table C.12. summarizes the different ways by which a person had been looking for work. If a person had been looking for work in various ways, he or she was asked to indicate the most important way.

Aruba has a public employment office, which is commonly referred to as the 'Job Center'. Only a few of the unemployed use the Job Center as their main method of job search. In 1994 15.5 percent of all the unemployed in the Labor Force Survey indicated that they were registered at the Job Center. This figure improved a little bit: at the moment one out of five persons is registered at the Job Center

Of the other, less formal, methods of job search, asking around at various companies (32.4%) and answering a job advertisement (20.1%) were still the most favored. Thirteen percent of all the unemployed looked through all the job advertisements in the newspapers. Almost 13 percent of persons looked for work via the informal channels of friends and connections. The remaining methods of job search were far less favored.

Table C.12. Ways by which unemployed persons looked for employment during the month before the survey

Way in which respondent looked for a job	1994		1997	
	Abs.	%	Abs.	%
Answered a job advertisement	540	21.4	671	20.1
Placed an advertisement	41	1.6	0	0.0
Asked around at various companies	567	22.5	1,081	32.4
Via friends and connections	311	12.3	426	12.8
Via job center or agency	392	15.5	606	18.1
Read all the job advertisements	405	16.0	442	13.2
Active preparations for own business	68	2.7	0	0.0
Other method	162	6.4	113	3.4
Not reported	41	1.6	0	0.0
Total	2,527	100.0	3,339	100.0

Source: Labor Force Survey 1994; 1997

Table C.13. Kind of jobs unemployed persons are looking for

Kind of jobs	1994		1997	
	Abs.	%	Abs.	%
Permanent job	2,310	91.4	3,061	91.7
Temporary job	162	6.4	278	8.3
Not Reported	54	2.1	0	0.0
Total	2,527	100.0	3,339	100.0
Full-time job	2,027	80.2	2,782	83.3
Part-time job	473	18.7	557	16.7
Not Reported	27	1.1	0	0.0
Total	2,527	100.0	3,339	100.0
Kind of occupation				
Legislators, senior officials, and managers			33	1.0
Professionals			131	3.9
Technicians and associate professionals			115	3.4
Clerks			884	26.5
Service workers and shop and market sales workers			753	22.5
Skilled agricultural and fishery workers			16	0.5
Craft and related trades workers			409	12.3
Plant and machine operators and assemblers			115	3.4
Elementary occupations			524	15.7
Unknown			359	10.8
Total			3,339	100.0

Source: Labor Force Survey 1994; 1997

Kind of jobs unemployed persons are looking for.

Many unemployed are looking for work in a few specific occupational categories, e.g. 'Clerks', 'Service workers and shop and market sales workers' which is in accordance with the largest occupational categories of the employed population. Furthermore, many unemployed are looking for work in the categories 'Elementary occupations' (mainly household personnel), and 'Craft and related trade workers'.

Compared to the employed population, the categories 'Legislators, senior officials, and managers', 'Professionals' and 'Technicians and associate professionals' are underrepresented among the unemployed.

Table C.14.a. Unemployed persons followed courses in order to get a job (1997)

Level of course	ISCED level cat. 2	ISCED level cat. 5	ISCED level cat. 6	ISCED level cat. 7	Total
Persons who followed a course	769	147	49		966
Persons who followed two courses	246	131		16	377
Persons who followed three courses	65	65			131

Source: Labor Force Survey, Aruba 1997

Table C.14.b. Unemployed persons followed courses in order to get a job (1994)

Level of course	ISCED level cat. 2	ISCED level cat. 5	ISCED level cat. 6	Total
Persons who followed a course	797	122	14	932
Persons who followed two courses	297	81		378
Persons who followed three courses	162	27		189

Source: Labor Force Survey, Aruba 1994

A crucial way to facilitate people's access to employment in today's changing economy is through continued education and training programs. Therefore, it is important that the unemployed are trained to upgrade their knowledge and skills. In this respect, we have to look to what extent the group of unemployed in the Labor Force Survey has been following courses in the past. We restricted the analysis to courses (outside formal education), which the 3,339 unemployed in the survey followed during the last ten years.

Of the unemployed, 966 followed at least one course during the reference period. 377 followed two different courses and 131 persons attended even three courses. In general, however, one can state that the degree to which unemployed people use training to improve their position on the labor market is quite low. Certainly since the educational level of the unemployed is already much lower than of the employed.

Unemployed persons in the Labor Force Survey followed a total of 1,474 courses. Among these courses, 1,080 were at ISCED² level 2; 343 were at level 5, 49 at level 6 and 14 at level 7. The most popular sort of training among the unemployed is still computer training.

²ISCED level 2 corresponds with lower secondary education (for instance MAVO) and lower vocational training (LTS). ISCED level 5 corresponds to higher education of the type that leads to an award not equivalent to a first university degree and ISCED level 6 and 7 with university education.

CHAPTER D. NON ARUBAN POPULATION

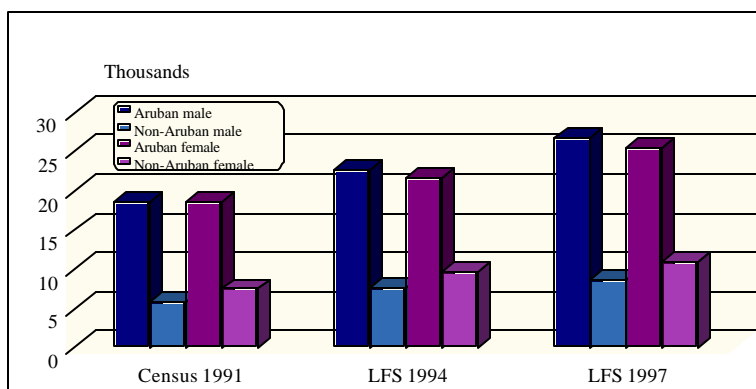
As changes take place in the number of persons in the labor force, it is most probable that structural and characteristic changes take place also. As shown in the previous chapters these changes involve the share of males and females in the labor force, the total number of the employed, the unemployed and the not economically active population.

It is interesting to highlight the proportion of the Aruban and non-Aruban population in the total population aged 15 and older. According to the Labor Force Survey a person who was born on the island and who possesses the Dutch nationality is considered an Aruban. All the other persons are considered as non-Aruban persons.

In the Population Census 1991 the non-Aruban population 15 years of age and above accounted for 26.8 percent of the total working age population. According to the Labor Force Survey 1994 their number increased to 28 percent.

The Labor Force Survey 1997 shows stabilization in the non-Aruban population. In 1997 they represent 27.2 percent of the working age population.

Graph D.1. Population by (non) Aruban status, 1991, 1994 and 1997



Source: Population Census 1991, Labor Force Survey 1994, 1997

Even though the percentage of the elderly is highest among the total non-Aruban population, during the last 7 years they are decreasing in absolute numbers. On the other hand, there has been considerable growth in the non-Aruban population aged 30-34 years (24.2 % in 1991, 31.7 % in 1994 and 37.2 % in 1997). Comparing the number of men and women in the non-Aruban population, one sees that the female population, in almost all age-categories, exceeds the male population. In 1997 they account for 53.7 percent of the total non-Aruban female population aged 15 and older. The majority of women are between the ages of 25-44 years.

Most of the foreigners live in the regions of San Nicolas South and Oranjestad East. Respectively 41.8 percent and 40.8 percent of the total population in these regions are non-Aruban. In 1997, Colombian workers formed the largest group of non-Aruban workers, comprising 17.3 percent of non-Aruban workers. In 1994, this proportion was 17.0 percent.

When foreigners who came to Aruba after October 1984¹, were asked if they had a job in their previous country of residence, 39.0 percent indicated they were then jobless. In Aruba, 31.5 percent of these foreigners are either inactive or unemployed. In their previous residence 5.5 percent of non-Arubans worked in the sector 'Hotels and Restaurants'. In Aruba, however, 17.1 percent of foreigners work in this sector. Likewise, in their previous country of residence only 1.6 percent was employed in private households, while in Aruba 10 percent work as domestic personnel. Other sectors where the foreigners are most likely to work in Aruba are in 'Construction' and 'Wholesale and retail trade, repair'.

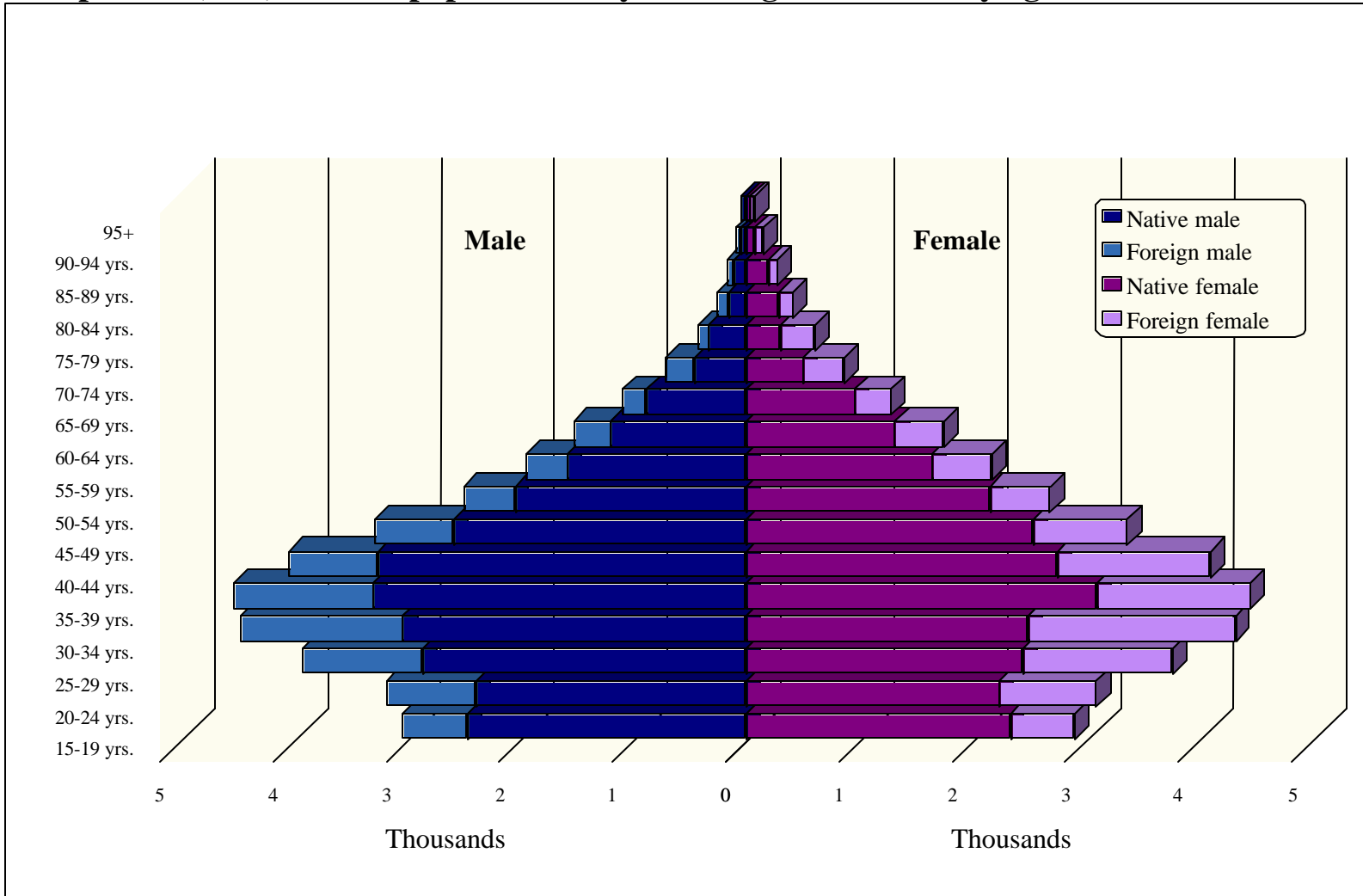
¹ This chapter relates to the group of foreigners who established themselves on Aruba after October 1984.

Table D.1. (Non) Aruban population 15 years of age and above by age and sex, LFS 1997

Age group	Male				Female				Total			
	Aruban	Aruban %	Non-Aruban	Non-Aruban %	Aruban	Aruban %	Non-Aruban	Non-Aruban %	Aruban	Aruban %	Non-Aruban	Non-Aruban %
15-19 yrs.	2,463	9.2	579	6.8	2,331	9.2	573	5.3	4,795	9.2	1,151	5.9
20-24 yrs.	2,382	8.9	801	9.4	2,238	8.8	853	7.8	4,620	8.9	1,654	8.5
25-29 yrs.	2,862	10.7	1,058	12.4	2,446	9.7	1,314	12.1	5,308	10.2	2,372	12.2
30-34 yrs.	3,030	11.3	1,441	16.9	2,492	9.8	1,826	16.8	5,522	10.6	3,268	16.8
35-39 yrs.	3,292	12.3	1,232	14.4	3,094	12.2	1,356	12.4	6,386	12.3	2,588	13.3
40-44 yrs.	3,252	12.2	792	9.3	2,744	10.8	1,351	12.4	5,995	11.5	2,143	11.0
45-49 yrs.	2,581	9.7	695	8.2	2,534	10.0	830	7.6	5,114	9.8	1,525	7.9
50-54 yrs.	2,043	7.6	457	5.4	2,148	8.5	533	4.9	4,190	8.0	990	5.1
55-59 yrs.	1,577	5.9	374	4.4	1,644	6.5	522	4.8	3,221	6.2	896	4.6
60-64 yrs.	1,196	4.5	332	3.9	1,312	5.2	434	4.0	2,508	4.8	765	3.9
65-69 yrs.	887	3.3	205	2.4	962	3.8	317	2.9	1,850	3.6	521	2.7
70-74 yrs.	456	1.7	259	3.0	504	2.0	360	3.3	959	1.8	618	3.2
75-79 yrs.	331	1.2	97	1.1	296	1.2	308	2.8	628	1.2	405	2.1
80-84 yrs.	162	0.6	99	1.2	287	1.1	125	1.2	449	0.9	224	1.2
85-89 yrs.	111	0.4	63	0.7	197	0.8	82	0.8	308	0.6	145	0.7
90-94 yrs.	44	0.2	44	0.5	77	0.3	77	0.7	120	0.2	120	0.6
95+	47	0.2	0	0.0	39	0.2	39	0.4	85	0.2	39	0.2
Not rep.	1	0.0	1	0.0	1	0.0	0	0.0	2	0.0	1	0.0
Total	26,716	100.0	8,527	100.0	25,343	100.0	10,900	100.0	52,058	100.0	19,427	100.0

Source: Labor Force Survey 1997

Graph D.2. (Non) Aruban population 15 years of age and above by age and sex



Source: Labor Force Survey 1997

Table D.2.a. (Non) Aruban population by region of residence and sex 1997

Region of residence	Male				Female				Total			
	Aruban	% Aruban	Non-Aruban	% Non-Aruban	Aruban	% Aruban	Non-Aruban	% Non-Aruban	Aruban	% Aruban	Non-Aruban	% Non-Aruban
Noord/Tanki Leendert	3,327	77.1	990	22.9	3,368	74.3	1,163	25.7	6,696	75.7	2,152	24.3
Oranjestad West	2,840	64.0	1,600	36.0	3,110	60.8	2,006	39.2	5,951	62.3	3,605	37.7
Oranjestad East	4,025	64.2	2,243	35.8	3,713	54.5	3,096	45.5	7,738	59.2	5,339	40.8
Paradera	2,938	83.2	594	16.8	2,824	80.9	669	19.1	5,762	82.0	1,262	18.0
Santa Cruz	5,259	89.4	627	10.6	4,272	81.7	959	18.3	9,530	85.7	1,586	14.3
Savaneta	3,879	81.9	858	18.1	3,426	79.7	872	20.3	7,305	80.9	1,730	19.1
San Nicolas North	3,327	79.5	858	20.5	3,325	74.3	1,148	25.7	6,653	76.8	2,006	23.2
San Nicolas South	1,104	59.3	759	40.7	1,304	57.3	974	42.7	2,408	58.2	1,732	41.8
Unknown	16	100.0	0	0.0	0	0.0	15	100.0	16	52.8	15	47.2
Total	26,716		8,527		25,343		10,900		52,059		19,427	

Source: Labor Force Survey 1997

Despite a decrease in total numbers of foreigners in San Nicolas South in 1997, it still has the highest concentration of foreigners: 55.9 percent in 1994 and 41.8 percent in 1997. When considering the proportion of the sexes in the regions, the highest percentage of foreigners is to be found for both male and female in San Nicolas South, Oranjestad East and Oranjestad West. Noteworthy is the high increase of foreigners in the area of Paradera. In 1994, the region of Paradera had the lowest proportion of non-Aruban persons. In 1997, however, the region of Santa Cruz is the lowest in percentage of non-Aruban persons.

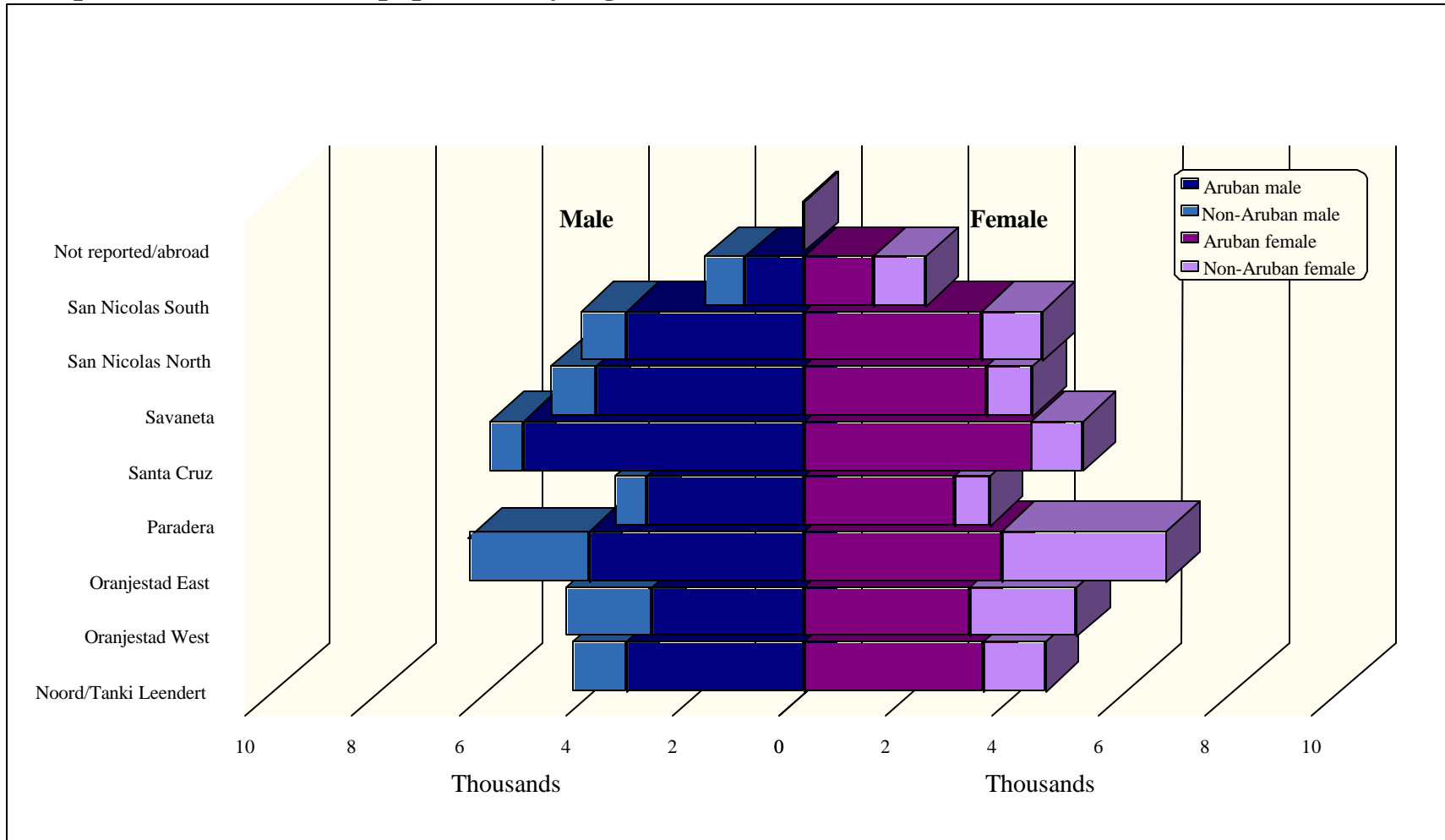
In 1994, the non-Aruban population was more concentrated in Oranjestad and San Nicolas (table D.2.b.). In 1997, however, the non-Aruban population was more or less dispersed over the island.

Table D.2.b. (Non) Aruban population by region of residence 1994-1997

	1994		1997	
	Native	Foreign	Native	Foreign
Noord/Tanki Leendert	78.5	21.5	75.7	24.3
Oranjestad West	62.5	37.5	62.3	37.7
Oranjestad East	58.4	41.6	59.2	40.8
Paradera	86.4	13.6	82.0	18.0
Santa Cruz	82.6	17.4	85.7	14.3
Savaneta	80.4	19.6	80.9	19.1
San Nicolas North	62.8	37.2	76.8	23.2
San Nicolas South	44.1	55.9	58.2	41.8

Source: Labor Force Survey 1994, 1997

Graph D.3. (Non) Aruban population by region of residence and sex



Source: Labour Force Survey 1997

Table D.3. (Non) Aruban population by country of birth and sex 1994 and 1997

Country or region	LFS '94						LFS '97					
	Male		Female		Total		Male		Female		Total	
	Abs.	Rel.	Abs.	Rel.	Abs.	Rel.	Abs.	Rel.	Abs.	Rel.	Abs.	Rel.
Aruba	40	0.5	24	0.3	63	0.4	99	1.2	189	1.7	291	1.5
<u>Neih. Antilles</u>												
Bonaire	322	4.3	181	1.9	492	2.9	297	3.5	392	3.6	690	3.6
Curacao	1,046	13.9	809	8.4	1,830	10.7	1,171	13.7	814	7.5	1,947	10.0
St.Maarten	282	3.7	278	2.9	555	3.2	231	2.7	291	2.7	521	2.7
St.Eustatius	67	0.9	109	1.1	177	1.0	33	0.4	29	0.3	61	0.3
Saba	94	1.2	97	1.0	189	1.1	49	0.6	58	0.5	107	0.6
North America												
U.S.A.	148	2.0	205	2.1	353	2.1	132	1.5	160	1.5	291	1.5
Canada	40	0.5	48	0.5	88	0.5	0	0.0	15	0.1	15	0.1
<u>Central America</u>												
Mexico	0	0.0	24	0.3	25	0.1	0	0.0	44	0.4	46	0.2
Costa Rica	-	-	-	-	-	-	16	0.2	29	0.3	46	0.2
Central America other	40	0.5	48	0.5	88	0.5	33	0.4	29	0.3	61	0.3
South America												
Surinam	510	6.8	483	5.0	985	5.7	610	7.2	669	6.1	1,273	6.6
Venezuela	805	10.7	555	5.8	1,338	7.8	907	10.6	799	7.3	1,687	8.7
Colombia	925	12.3	1,931	20.1	2,891	16.9	1,369	16.1	1,947	17.9	3,327	17.1
Ecuador	27	0.4	12	0.1	38	0.2	33	0.4	29	0.3	61	0.3
Peru	375	5.0	181	1.9	543	3.2	214	2.5	189	1.7	399	2.1
Brazil	13	0.2	24	0.3	38	0.2	33	0.4	15	0.1	46	0.2
Argentina	67	0.9	12	0.1	76	0.4	0	0.0	15	0.1	15	0.1
Guyana	121	1.6	72	0.8	189	1.1	66	0.8	87	0.8	153	0.8
South America other	0	0.0	24	0.3	25	0.1	33	0.4			31	0.2
<u>Caribbean</u>												
Dominican Rep.	764	10.1	1,846	19.2	2,651	15.5	726	8.5	2,049	18.8	2,837	14.6
Haiti	27	0.4	507	5.3	555	3.2	82	1.0	480	4.4	583	3.0
Jamaica	40	0.5	217	2.3	265	1.5	148	1.7	436	4.0	598	3.1
Cuba	13	0.2	36	0.4	50	0.3	0	0.0	44	0.4	46	0.2
Puerto Rico	13	0.2	12	0.1	25	0.1	16	0.2	29	0.3	46	0.2
St. Kitts & Nevis	13	0.2	72	0.8	88	0.5	33	0.4	0	0.0	31	0.2
Anguilla	0	0.0	24	0.3	25	0.1	0	0.0	29	0.3	31	0.2
Grenada	27	0.4	338	3.5	379	2.2	99	1.2	189	1.7	291	1.5
Trinidad & Tobago	54	0.7	36	0.4	88	0.5	66	0.8	15	0.1	77	0.4
St. Vincent & the Grenadines	27	0.4	72	0.8	101	0.6	49	0.6	58	0.5	107	0.6
St. Lucia	13	0.2	12	0.1	25	0.1	16	0.2	29	0.3	46	0.2
Dominica	161	2.1	24	0.3	177	1.0	49	0.6	160	1.5	215	1.1
Guadaloupe	0	0.0	12	0.1	13	0.1	0	0.0	0	0.0	0	0.0
Caribbean other	13	0.2	24	0.3	38	0.2	0	0.0	29	0.3	31	0.2
<u>Europe</u>												
the Netherlands	885	11.7	809	8.4	1,679	9.8	1,270	14.9	1,075	9.9	2,315	11.9
Belgium	13	0.2	0	0.0	13	0.1	0	0.0	15	0.1	15	0.1
U.K.	13	0.2	12	0.1	25	0.1	33	0.4	15	0.1	46	0.2
Germany	13	0.2	24	0.3	38	0.2	0	0.0	15	0.1	15	0.1
Italy	-	-	-	-	-	-	33	0.4	15	0.1	46	0.2
Switzerland	13	0.2	0	0.0	13	0.1	0	0.0	0	0.0	0	0.0
Spain	0	0.0	0	0.0	0	0.0	33	0.4	44	0.4	77	0.4
Portugal-Madeira	121	1.6	84	0.9	202	1.2	148	1.7	174	1.6	322	1.7
Europe other	27	0.4	12	0.1	38	0.2	33	0.4	0	0.0	31	0.2
<u>Asia</u>												
Hong Kong	27	0.4	0	0.0	25	0.1	33	0.4	15	0.1	46	0.2
China P.R.	134	1.8	109	1.1	240	1.4	82	1.0	87	0.8	169	0.9
the Philippines	54	0.7	60	0.6	114	0.7	115	1.4	58	0.5	169	0.9
Indonesia	54	0.7	72	0.8	126	0.7	33	0.4	29	0.3	61	0.3
India	0	0.0	24	0.3	25	0.1	49	0.6	0	0.0	46	0.2
Lebanon	54	0.7	24	0.3	76	0.4	0	0.0	0	0.0	0	0.0
Turkey	13	0.2	0	0.0	13	0.1	16	0.2	0	0.0	15	0.1
Asia other	0	0.0	12	0.1	13	0.1	-	-	-	-	-	-
Africa	27	0.4	0	0.0	25	0.1	16	0.2	15	0.1	31	0.2
Australia	0	0.0	0	0.0	0	0.0	16	0.2	0	0.0	15	0.1
Total	7,536	100	9,594	100	17,130	100	8,527	100	10,900	100	19,427	100

Source: Labor Force Survey 1994 and 1997

Table D.3. reflects the structure of the non-Aruban population on the island during the last 7 years. According to the Population Census 1991, the persons from the Netherlands, Colombia, the Dominican Republic and Curaçao represented most of the non-Aruban population on the island. This structure did not change much according to the results of the Labor Force Surveys 1994 and 1997. The above-mentioned countries still make up most of the non-Aruban population in Aruba. The number of persons from the Dominican Republic and from Colombia increased considerably since the 1991 Population Census. The group of persons from Curaçao and the Netherlands is also growing. The Colombian population is growing somewhat faster than the others. South American and Caribbean countries make up 38.1 percent of the total non-Aruban population in 1991. Their share increased to 46.6 percent in 1994 and in 1997 this percentage dropped somewhat to 45.3 percent.

In 1994, the non-Aruban female population consisted mostly of Colombians. In 1997, however, the Dominican female population had the highest percentage. On the other hand, the male non-Aruban population consist mostly of the Dutch in 1991. In 1994, the male population from Curaçao had become the largest group and in 1997 it was the Colombians, who now make up 16.1 percent of the total male non-Arubans.

Table D.4. (Non) Aruban population 15 years of age and above by sex and marital status 1997

Marital Status	Aruban population						Non-Aruban population					
	Males		Females		Total		Males		Females		Total	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
Never married	9,820	36.8	9,231	36.4	19,051	36.6	2,936	34.4	3,517	32.3	6,453	33.2
Married	14,121	52.9	11,324	44.7	25,445	48.9	4,849	56.9	5,363	49.2	10,212	52.6
Divorced	1,477	5.5	2,336	9.2	3,813	7.3	445	5.2	828	7.6	1,274	6.6
Legally separated	422	1.6	301	1.2	723	1.4	99	1.2	174	1.6	273	1.4
Widowed	860	3.2	2,136	8.4	2,996	5.8	198	2.3	1,017	9.3	1,215	6.3
Not reported	16	0.1	14	0.1	31	0.1	0	0.0	0	0.0	0	0.0
Total	26,716	100.0	25,343	100.0	52,059	100.0	8,527	100.0	10,900	100.0	19,427	100.0

Source: Labor Force Survey, Aruba 1997.

Table D.5. (Non) Aruban population by current branch of industry (ISIC) and ISIC of previous residence 1997

ISIC-category	ISIC-category in country of previous residence						ISIC-category of current job					
	Male		Female		Both sexes		Male		Female		Both sexes	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%
No job	1,635	31.9	2,812	45.9	4,447	39.0	937	18.3	2,526	41.3	3,591	31.5
Agriculture, hunting and forestry	85	1.7	30	0.5	115	1.0	102	2.0	15	0.2	113	1.0
Fishing												
Mining and quarrying			15	0.2	15	0.1						
Manufacturing	613	12.0	421	6.9	1,034	9.1	324	6.3	90	1.5	403	3.5
Electricity, gas and water supply	51	1.0	15	0.2	66	0.6	17	0.3	0	0.0	16	0.1
Construction	426	8.3			426	3.7	920	17.9	30	0.5	902	7.9
Wholesale and retail trade, repair	613	12.0	722	11.8	1,335	11.7	664	13.0	421	6.9	1,079	9.5
Hotels and restaurants	358	7.0	271	4.4	628	5.5	852	16.6	1,068	17.4	1,949	17.1
Transport, storage and communications	255	5.0	90	1.5	346	3.0	136	2.7	90	1.5	225	2.0
Financial intermediation	119	2.3	135	2.2	255	2.2	85	1.7	30	0.5	113	1.0
Real estate, renting and business activities	255	5.0	165	2.7	421	3.7	443	8.6	150	2.5	580	5.1
Public administration and defense; social security	238	4.7	226	3.7	464	4.1	273	5.3	60	1.0	322	2.8
Education	51	1.0	226	3.7	277	2.4	34	0.7	165	2.7	209	1.8
Health and social work	85	1.7	496	8.1	581	5.1	85	1.7	150	2.5	242	2.1
Other community, social and personal services	136	2.7	256	4.2	392	3.4	221	4.3	256	4.2	483	4.2
Private households with employed persons	17	0.3	165	2.7	182	1.6	34	0.7	1,038	17.0	1,143	10.0
Extra territorial organizations and bodies												
Not reported	170	3.3	75	1.2	245	2.2			30	0.5	32	0.3
Total	5,126	100.0	6,120	100.0	11,402	100.0	5,126	100.0	6,120	100.0	11,402	100.0

Source: Labor Force Survey 1997

Note in table D.5. that the category 'no job' in the previous country of residence or currently, is a combination of the unemployed and the economically non-active foreigners who came to Aruba after October 1984. Looking at the last column of table D.5., it is interesting to observe that 31.5 percent of the non-Aruban population are not working currently. Even though not presented in this table the results of the LFS show that of these persons more than 75 percent are economically non-active. Most of the persons who had a job in their previous country worked in the sector 'Wholesale and retail trade, repair' (11.7%). Those who currently have a job, 17.1 percent work in the 'Hotels and restaurants' sector and 10.0 percent work in the sector 'Private households with employed persons'. Comparing these results with those of the Labor Force Survey 1994, we see that in 1994 12.2 percent of the foreigners worked in the construction sector, while in 1997 this group only counted for 7.9 percent. It is also noteworthy that so few non-Aruban workers were in the same ISIC-category in their previous country of residence as they are now. The 'Hotel and restaurant' sector employs 17.1 percent of all foreigners aged 15 and older, while only 5.5 percent were in this sector in their previous country of residence.

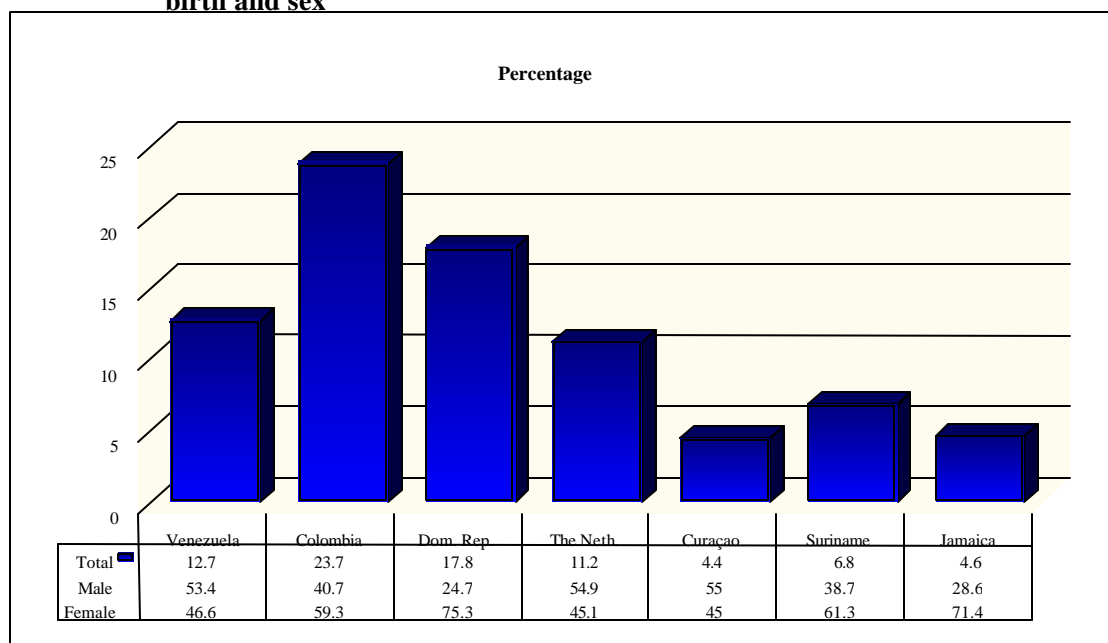
Table D.6 Non Aruban population 15 years of age and above by sex and intended length of stay 1997

Intended length of stay	Males		Females		Total	
	Abs.	%	Abs.	%	Abs.	%
Less than six months	153	3.3	92	1.5	244	2.3
From six to eighteen months	153	3.3	168	2.7	320	3.0
From eighteen months to three years	290	6.3	305	4.9	595	5.5
From three to five years	336	7.3	320	5.2	656	6.1
From five to ten years	122	2.7	275	4.4	397	3.7
Ten years or longer, but not whole life	320	7.0	534	8.6	854	7.9
My whole life, want to settle here permanently	2,928	63.8	4,027	64.9	6,955	64.4
Not reported	290	6.3	488	7.9	778	7.2
All intended length of stay	4,591	100.0	6,208	100.0	10,798	100.0

Source: Labor Force Survey 1997

Table D.6 shows how long foreigners who came to Aruba after October 1984, intend to stay on the island. Most point out that they would like to settle here permanently (64.4%). In 1994, this percentage was less than 50 percent. The majority that wants to settle here permanently is female (64.9% of the female non-Aruban population). Of the group who want to settle here permanently, 23.7 percent are Colombians, 17.8 percent are Dominicans, 12.7 percent are Venezuelans and 11.2 percent are Dutch.

Graph D.4. (Non) Aruban population, who want to settle permanently, selected countries of birth and sex



As shown in table D.7, 41.4 percent of the foreigners find a job on the island through family or friends who are already established here. The group who comes to Aruba and afterwards looks for a job remained somewhat constant. Recruitment through job agents remain very small.

Table D.7. Non-Aruban population by most important way of finding a job in Aruba, 1994-1997

Way job was found	1994		1997	
	Abs.	%	Abs.	%
Personally contacted by employer	784	12.4	918	11.8
Via a recruitment agent	27	0.4	97	1.2
Came to Aruba and then found work here	1,798	28.5	2,255	28.9
Via family/friends who live or work here on Aruba	2,433	38.6	3,237	41.4
Via a government institution in country of origin	108	1.7	129	1.6
Replied to a job ad in country of origin for a job on Aruba	203	3.2	403	5.2
Sent to Aruba by employer in country of origin	243	3.9	290	3.7
Other method	527	8.4	338	4.3
Not reported	176	2.8	145	1.9
Total	6,298	100.0	7,811	100.0

Source: Labor Force Survey, Aruba 1994, 1997

Table D.8. Non Aruban population by number of dependants brought and intended to bring 1994-1997

Number of dependants	Dependants brought				Dependants intended to bring			
	1994		1997		1994		1997	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%
0	4,812	76.4	6,232	79.8	4,947	78.5	6,538	83.7
1	514	8.2	741	9.5	378	6.0	419	5.4
2	378	6.0	354	4.5	338	5.4	403	5.2
3	243	3.9	306	3.9	270	4.3	177	2.3
4	122	1.9	81	1.0	149	2.4	97	1.2
5	14	0.2	16	0.2	27	0.4	0	0.0
6	14	0.2	0	0.0	0	0.0	32	0.4
7	0	0.0	0	0.0	0	0.0	0	0.0
8	14	0.2	0	0.0	0	0.0	0	0.0
9	14	0.2	0	0.0	0	0.0	0	0.0
10	0	0.0	0	0.0	14	0.2	0	0.0
Not reported	176	2.8	81	1.0	176	2.8	145	1.9

Source: Labor Force Survey 1994, 1997

Table D.8. presents the number of dependants the working foreigners have already helped to come to Aruba and the number they intend to bring in the future. Both in 1994 and in 1997 less than 25 percent of these foreigners brought dependants during their stay here on Aruba. It is remarkable that in 1994 among non-Arubans, 78.5 percent indicated they did not intend to bring any dependants. In 1997 this percentage increased to 83.7 percent. The reader should keep in mind that the question on which this table is based relates to how many 'dependants' the respondent brought or intends to bring. This is different from the information in table D.7. where respondents indicated if they obtained their current job via friends/ relatives who worked on Aruba.

Table D.9. Non Aruban population by way in which permit fee was paid 1994-1997

Permit paid by	1994				1997			
	Males		Females		Males		Females	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%
Migrant	1,298	39.7	919	30.4	1,578	39.8	1,031	26.8
Employer, respondent does not have to pay back	635	19.4	716	23.7	1,063	26.8	1,192	31.0
Employer, respondent has to pay back	892	27.3	757	25.0	580	14.6	628	16.3
Contractor, recruitment agent	27	0.8	0	0.0	0	0.0	0	0.0
Family/friends	135	4.1	122	4.0	32	0.8	81	2.1
Legally admitted/ no fee to be paid	122	3.7	311	10.3	515	13.0	725	18.8
Other	81	2.5	95	3.1	97	2.4	81	2.1
Not reported	81	2.5	108	3.6	97	2.4	113	2.9
Total	3,271	100.0	3,028	100.0	3,962	100.0	3,849	100.0

Source: Labor Force Survey 1994, 1997

Table D.9. shows that, compared to the Labor force Survey 1994, most of the permit fees are paid by the employer and do not need to be paid back by the respondent. The number of those who are legally admitted -both male and female, has notably increased, from 6.9 percent in 1994 to 15.9 percent in 1997. These persons do not have to pay a permit fee. The proportions of those who paid the permit fee themselves was 35.2 percent in 1994 and in 1997 this percentage decreased to 33.4 percent. The number of male immigrant workers who pay their permit fees themselves remained somewhat constant, but less female immigrant workers pay the permit fee themselves and a greater percentage is being paid by the employer.

Table D.10. Means by which non Aruban workers send remittances abroad 1994-1997

Means of sending	1994		1997	
Via bank on Aruba	351	9.9	338	9.3
Via friends/relatives who go abroad	1,352	38.2	1,160	31.7
Via mail	203	5.7	161	4.4
Via private courier, Western Union	1,352	38.2	1,884	51.5
Other	162	4.6	32	0.9
Not reported	122	3.4	81	2.2
Total	3,541	100.0	3,656	100.0

Source: Labor Force Survey 1994, 1997

In 1994, the results of the survey showed that as many foreigners sent remittances via friends/relatives who go abroad or via private couriers. In 1997 however less foreigners sent remittances via friends/ relatives who go abroad (38.2% in 1994 and 31.7% in 1997), and more persons tend to send money via private courier services. The percentage of those who sent remittances via bank and via mail are somewhat decreasing.

Table D.11. Frequency by which non Aruban workers send remittances abroad

Times per year	1994		1997	
More than 12 times	392	11.1	564	15.4
12 times	1,703	48.1	1,675	45.8
8-11 times	216	6.1	129	3.5
5-7 times	514	14.5	387	10.6
3-4 times	433	12.2	580	15.9
Twice	108	3.1	209	5.7
Once	81	2.3	81	2.2
Not reported	95	2.7	32	0.9
Total	3,541	100.0	3,656	100.0

Source: Labor Force Survey 1994, 1997

Table D.12. Remittances sent abroad by non Aruban workers 1994 and 1997

	1994	1997
Sampling fraction	0.0979	0.0891
Number of persons who sent remittances (not reported cases excluded)	245	217
Number of cases not reported	17	13
Total remittances (Not reported cases excluded)	949,213	687,756
Estimated total remittances for not reported cases	65,864	41,202
Estimated remittances (not reported cases included)	1,015,077	728,958
Average remittances per person (mean)	3,874	3,169
Estimated remittances for total population	10,368,506	8,182,336
Number of persons who sent remittances via bank/courier (not reported cases excluded)	122	126
Number of cases not reported	4	10
Total remittances via bank/courier (Not reported cases excluded)	512,758	425,733
Estimated total remittances via bank/courier for not reported cases	16,812	33,788
Estimated remittances via bank/courier for total population	529,570	459,521
Estimated remittances for total population via bank/courier	5,409,293	5,157,990
Average remittances via bank/courier per person	4,203	3,379
Total remittances via other means	4,959,214	3,024,346

Source: Labor Force Survey 1994, 1997

As in the Labor Force Survey 1994, an estimate is made of the total remittances sent in 1997. Note that the 1994 and 1997 figures can not be simply compared to each other. At first sight the results show that the total remittances sent by the foreigners in 1997 dropped considerably since 1994. From a level above 10 million Afl. to somewhat above 8 million Afl. The 1994 and 1997 figures however, should be considered as crude estimates since the estimations are based on a small number of cases. In 1994, 245 persons gave a valid answer and in 1997 only 217 persons did.

In the Labor Force Survey a distinction is made between total remittances sent and the remittances sent via bank or courier services. The observed estimated average total remittances sent per person in 1994 was Afl.3,874, in 1997 this figure was Afl.3,169. Via bank or courier services foreigners sent in 1994 an average of Afl.4,203. In 1997 the average was Afl.3,379.

CHAPTER E. INCOME DISTRIBUTION

Income is the main determinant of the standard of living of an individual or a household, or at the macro level, the general standard of living of a population. At the macro level, income and its distribution are important indicators of social inequalities in society.

Salary is just one of the elements of income. In this section of the 'Labor Dynamics' we refer to income meaning the gross salary a person earned in the month preceding the survey. As such, income does not include income in kind, it is strictly gross money income. In the Labor Force Survey distinction is also made between personal income and household income. Personal income refers to salary a person earns in a specific job.

Household income on the other hand deals with the salaries of all persons in the household added to other forms of income. Other forms of income according to the Labor Force Survey include A.O.V. and other forms of pension, widow/ widower pension- orphan/ life insurance, rent of property, income by interest/ dividends and other forms of income and in case of an unemployed member in the household, unemployment benefits.

In the analysis of income distributions many factors need to be taken into account, as its income distribution is determined by these factors. The best known factor is sex. Nationality, the Aruban/ non-Aruban status, is the next most interesting determinant of income inequality in Aruba. When analyzing the income distribution in Aruba, these two factors are our main objects of research.

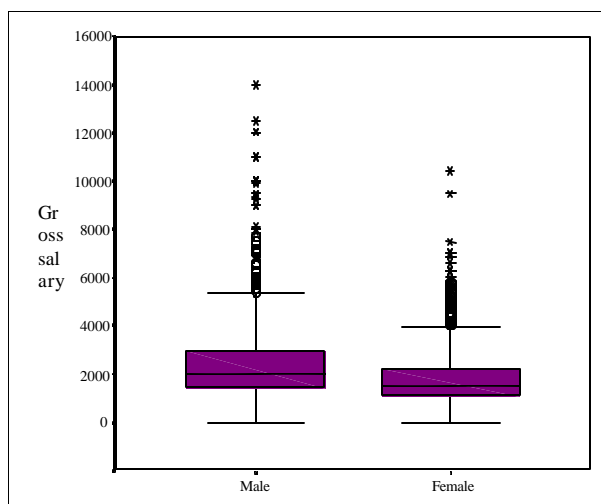
All tables ranging from table E.1. till table E.16. refer to the median income. The median was chosen as measure of central tendency because the arithmetic mean is strongly influenced by outlying values. Therefore, the median is often a better measure of central tendency.

For tables E.17.a. and E.17.b. the mean income is used in order to draw a Multiple Classification Analysis. The MCA tables present counts, predicted means and deviations of predicted means from the grand mean for each level of each factor presented in the table.

In tables E.18.a. and E.18.b. the Lorenz Curves for both the 1994 and 1997 Labor Force Surveys are presented. In this part of chapter E the household income is taken into consideration. In order to be able to present the Lorenz Curves the household incomes are put into income-categories.

A boxplot depicts the distribution and dispersion of a variable, displaying its median and quartiles. The special symbols outside the boxes identify the position of outliers and extreme values. Graph E.1. shows the distribution and dispersion of the gross salary by sex for 1997. The numbers belonging to this graph are shown in table E.1. It is clear that the female median line lies below the male median line, showing clearly the discrimination between the sexes regarding gross salary. The whiskers at the end of each box show the distance from the end of the boxes to the largest and smallest observed values. In the case of the female population the ends are closer to the median meaning a smaller dispersion range. The gap between the 1st quartile and the median is smaller for women than for men. In the male population we also observe a greater number of persons whose salaries are way above the median.

Graph E.1. Gross salary distribution for current employment 1997



Source: Labor Force Survey 1997

Table E.1. Gross salary distribution for current employment by sex 1994-1997

Income percentiles	1994			1997		
	Male	Female	Total	Male	Female	Total
5th percentile	900	435	479	1,000	500	550
10th percentile	1,000	500	800	1,100	600	900
1st quartile	1,300	950	1,100	1,400	1,060	1,200
median	1,760	1,300	1,533	2,000	1,500	1,735
mean	2,324	1,619	1,979	2,520	1,826	2,186
3rd quartile	2,775	2,000	2,450	3,000	2,260	2,613
90th percentile	4,265	3,103	3,728	4,800	3,500	4,100
95th percentile	5,200	3,703	4,688	6,000	4,245	5,250

Source: Labor Force Survey 1994, 1997

In table E.1. the gross salaries for men and women are compared for both the Labor Force Surveys. Even though the salaries increased, the discriminatory gap between the sexes remained. The median income for males in 1997 was 33 percent higher than for females. In 1994 the difference was 36 percent. The income gap is even greater in the lowest and highest 10 percent of the population. In the lowest 10 percent of the population, the men earned almost 2 times as much as females in both 1994 and 1997. In the highest 10 percent of the population the gap is smaller, but still considerable.

Table E.2. Gross salary distribution for current employment by sex and (non) Aruban status 1997

Income Percentiles	1994						1997					
	Aruban			Non-Aruban			Aruban			Non-Aruban		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
5th percentile	900	600	770	897	360	400	1,000	601	878	885	450	500
10th percentile	1,004	850	900	950	430	450	1,200	1,000	1,050	1,094	500	550
1st quartile	1,350	1,100	1,200	1,200	500	900	1,500	1,200	1,350	1,300	600	1,050
median	1,850	1,500	1,673	1,568	992	1,250	2,000	1,700	1,855	1,700	1,100	1,400
mean	2,338	1,795	2,084	2,285	1,223	1,719	2,515	2,025	2,289	2,533	1,410	1,942
3rd quartile	2,858	2,200	2,551	2,500	1,490	2,000	3,000	2,500	2,800	3,000	1,600	2,200
90th percentile	4,200	3,390	3,800	4,500	2,500	3,500	4,560	3,600	4,100	5,060	3,000	4,200
95th percentile	5,028	3,855	4,680	5,750	3,155	4,887	5,753	4,449	5,200	7,530	4,000	5,500

Source: Labor Force Survey 1994, 1997

The gross salary differentials between the male and female is even greater when considering the Aruban/non-Aruban status of the person. Table E.2. shows the median, mean and dispersions of the gross salary for the Aruban and non-Aruban population by sex for 1994 and 1997. The difference between median income of Aruban men and women in 1994 was Afl.350 and for the non-Aruban Afl.576. In 1997, the gap between the sexes for the Aruban population decreased to Afl.300, but increased to Afl.600 for the non-Aruban. When considering the lowest 10 percent of the population the female non-Aruban earned in 1997, Afl.600 less than the non-Aruban male. This difference is Afl.174 for the Arubans. Remarkable is the great discrepancy at the highest 10 percent of the population. In this category, the Aruban women in 1997 earned Afl.960 less than Aruban men. Among the non-Aruban population this difference amounted to Afl.2,006.

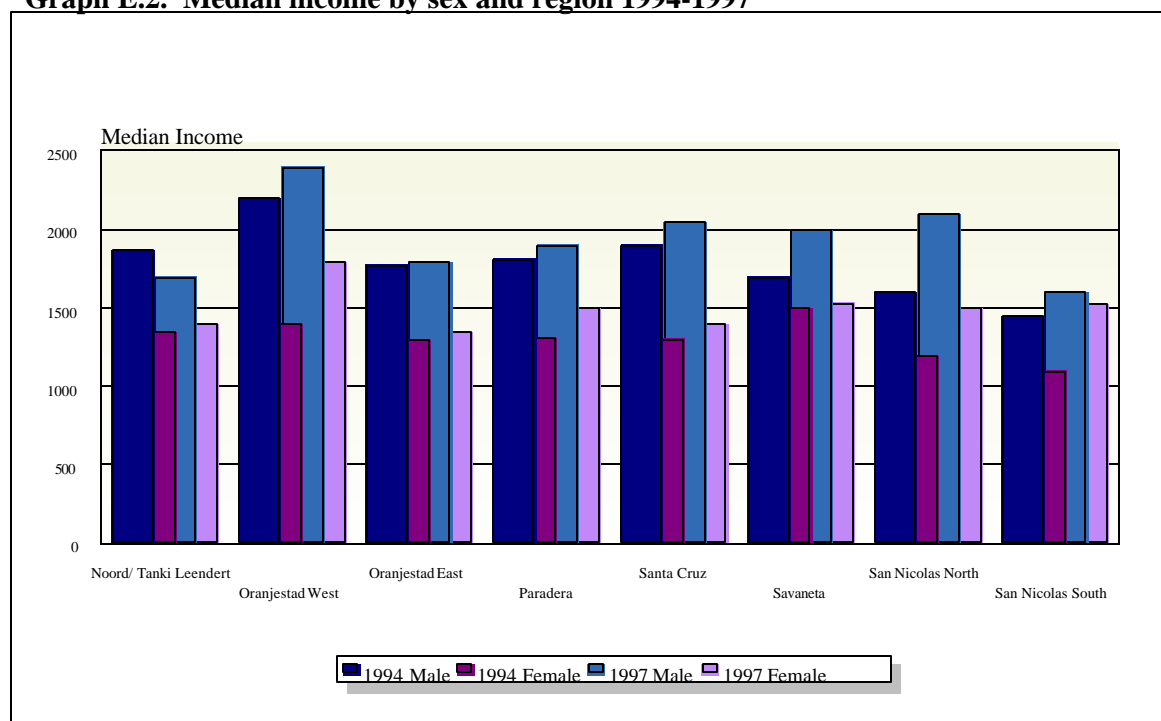
Table E.3. Median income by sex and region 1994-1997

Region of residence	1994			1997		
	Male	Female	Total	Male	Female	Total
Noord/ Tanki Leendert	1,872	1,350	1,600	1,700	1,400	1,600
Oranjestad West	2,200	1,400	1,600	2,400	1,800	2,000
Oranjestad East	1,778	1,300	1,500	1,800	1,350	1,600
Paradera	1,814	1,315	1,675	1,900	1,500	1,800
Santa Cruz	1,900	1,306	1,650	2,050	1,400	1,700
Savaneta	1,700	1,500	1,600	2,000	1,538	1,800
San Nicolas North	1,600	1,200	1,400	2,100	1,500	1,725
San Nicolas South	1,450	1,100	1,353	1,600	1,530	1,580
Unknown				300	1,200	750
Total	1,760	1,300	1,533	2,000	1,500	1,735

Source: Labor Force Survey 1994, 1997

As shown in table E.3. and graph E.2. the male population living in Oranjestad West had the highest median income in 1994 (Afl.2,200). In 1997, their median income increased to Afl.2,400 and remained the highest on the island. The median income increased for both men and women in all regions except in Noord/ Tanki Leendert for men. San Nicolas South is the only region where the male and female median income is almost equal.

Graph E.2. Median income by sex and region 1994-1997



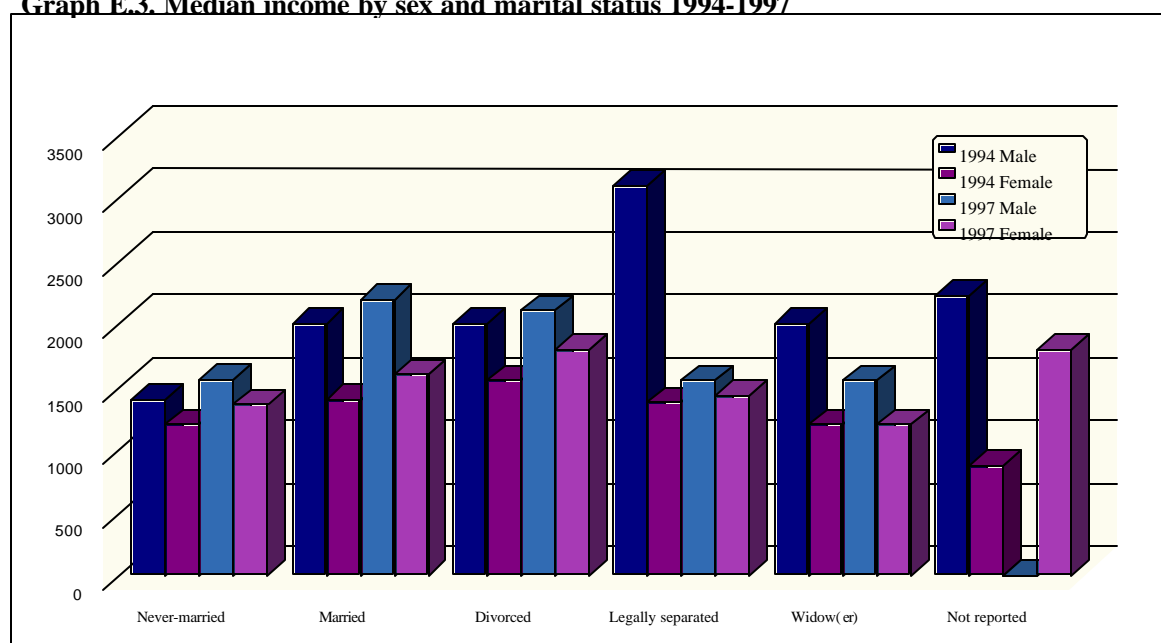
Source: Labor Force Survey 1994, 1997

Table E.4. Median income by sex and marital status 1994-1997

Marital status	1994				1997			
	Male		Female		Male		Female	
	Count	Median	Count	Median	Count	Median	Count	Median
Never-married	450	1,400	489	1,200	350	1,560	423	1,360
Married	949	2,000	527	1,400	726	2,200	494	1,600
Divorced	93	2,000	143	1,550	64	2,110	113	1,800
Legally separated	9	3,110	14	1,375	19	1,550	18	1,425
Widow(ed)	14	2,000	32	1,200	10	1,550	31	1,200
Unknown	1	2,225	1	880			1	1,800
Total	1,516	1,760	1,206	1,300	1,169	2,000	1,080	1,500

Source: Labor Force Survey 1994, 1997

Graph E.3. Median income by sex and marital status 1994-1997



Source: Labor Force Survey 1997

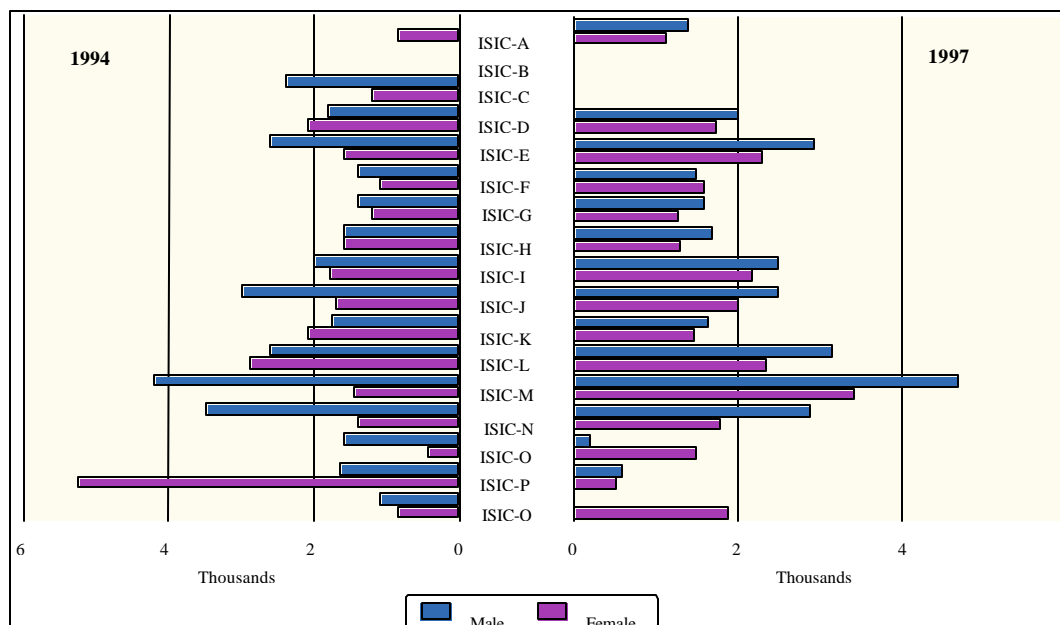
Table E.5. Median income by sex and branch of industry (ISIC) 1994-1997

ISIC – category	1994					1997				
	Male		Female		Total	Male		Female		Total
	Count	Median	Count	Median		Count	Median	Count	Median	
Agriculture, hunting and forestry			1	(850)	(850)	9	1,400	3	(1,136)	1,268
Mining and quarrying	2	(2,380)			(2,380)					
Manufacturing	109	1,800	28	1,200	1,750	106	2,016	28	1,738	1,949
Electricity, gas and water supply	30	2,600	4	(2,076)	2,576	38	2,950	3	(2,300)	2,900
Construction	211	1,400	19	1,600	1,400	154	1,500	13	1,600	1,500
Wholesale and retail trade, repair	172	1,400	230	1,100	1,200	179	1,600	217	1,284	1,400
Hotels and restaurants	186	1,600	224	1,200	1,379	186	1,700	202	1,295	1,408
Transport, storage and communications	132	2,000	55	1,600	1,935	107	2,500	63	2,200	2,300
Financial intermediation	27	3,000	70	1,795	2,100	23	2,500	54	2,010	2,050
Real estate, renting and business activities	69	1,750	63	1,700	1,748	87	1,650	85	1,490	1,600
Public administration and defense; social security	162	2,595	90	2,088	2,350	150	3,155	93	2,367	2,800
Education	33	4,200	61	2,900	3,450	23	4,700	54	3,438	4,000
Health and social work	21	3,500	88	1,450	1,500	23	2,900	100	1,795	1,950
Other community, social and personal services	97	1,600	52	1,400	1,560	79	2,000	79	1,500	1,800
Private households with employed persons	2	(1,643)	94	450	450	3	(600)	83	525	528
Extra territorial organizations and bodies	1	(1,100)	1	(5,250)	(3,175)			1	(1,900)	(1,900)
Not reported			1	(850)	(850)	2	(1,400)	3	(1,400)	(1,400)
Total	1,254	1,760	1,081	1,300	1,533	1,169	2,000	1,081	1,500	1,735

Source: Labor Force Survey 1994, 1997. Figures between parentheses are based on less than 5 observations.

According to the results of the Labor Force Surveys 1994 and 1997, men and women in the education sector have the highest median income, respectively Afl.4,200 and Afl.4,700 for men and Afl.2,900 and Afl.3,438 for women.

Graph E.4. Median income by sex and branch of industry (ISIC) 1994-1997



Source: Labor Force Survey 1994, 1997

ISIC-A	Agriculture, hunting and forestry	ISIC-J	Financial intermediation
ISIC-B	Fishing	ISIC-K	Real estate, renting and business activities
ISIC-C	Mining and quarrying	ISIC-L	Public administration and defense; social security
ISIC-D	Manufacturing	ISIC-M	Education
ISIC-E	Electricity, gas and water supply	ISIC-N	Health and social work
ISIC-F	Construction	ISIC-O	Other community, social & personal services
ISIC-G	Wholesale and retail trade, repair	ISIC-P	Private households with employed persons
ISIC-H	Hotels and restaurants	ISIC-Q	Extra territorial organizations and bodies
ISIC-I	Transport, storage and communications		

In 1994 the male population had the lowest median income in sectors “Construction” and “Wholesale and retail trade, repair” (Afl.1,400). In 1997, the lowest median income sectors for the male population were “Private households with employed persons” (Afl.600) and “Agriculture, hunting and forestry” (Afl.1,400). However, only very few men are active in these industrial sectors. Female workers in private households earn very low wages. The median income in this group totals Afl.525, which is less than half of the second lowest category.

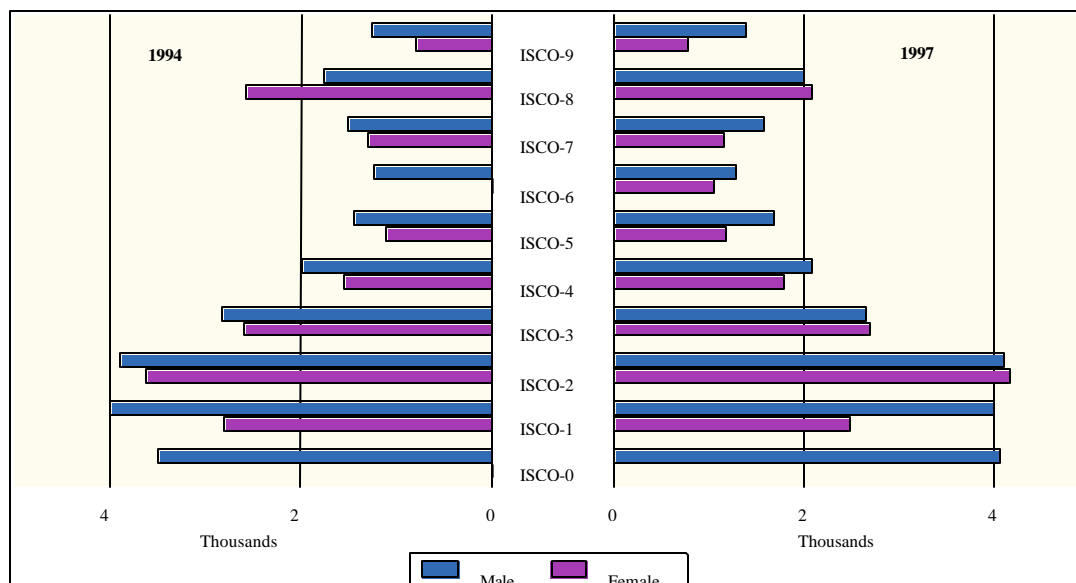
Table E.6. Median income by sex and major occupational group (ISCO) 1994-1997

Major occupational groups	1994				1997			
	Male		Female		Male		Female	
	No. of cases	Median	No. of cases	Median	No. of cases	Median	No. of cases	Median
Armed forces	9	3,500			11	4,060		
Legislators, senior officials, and managers	141	4,000	65	2,800	130	4,000	73	2,500
Professionals	86	3,892	42	3,623	72	4,100	45	4,162
Technicians and associate professionals	138	2,825	114	2,595	113	2,650	118	2,698
Clerks	136	1,999	318	1,550	157	2,100	334	1,800
Service workers and shop and market sales workers	178	1,447	242	1,110	211	1,700	273	1,200
Skilled agricultural and fishery workers	11	1,241			14	1,300	3	(1,065)
Craft and related trades workers	254	1,500	15	1,300	199	1,600	18	1,175
Plant and machine operators and assemblers	120	1,755	4	(2,575)	105	2,000	6	2,088
Elementary occupations	181	1,250	281	800	157	1,400	211	800
Total	1,254	1,760	1,081	1,300	1,169	2,000	1,081	1,500

Source: Labor Force Survey 1994, 1997. Figures between parentheses are based on less than 5 observations.

In table E.6. and graph E.5. the median income is broken down by sex and occupational category. The highest median income earners are persons in the armed force, the legislators, senior officials and managers and professionals, for both the male and female population. The median income is not equally dispersed among the sexes. The lowest median income, Afl.800, is on account of the female population in the elementary occupations, both in 1994 and in 1997.

Graph E.5. Median income by sex and major occupational group (ISCO) 1994-1997



Source: Labor Force Survey 1994, 1997.

ISCO-0	Armed forces	ISCO-5	Service workers and shop and market sales workers
ISCO-1	Legislators, senior officials and managers	ISCO-6	Skilled agricultural and fishery workers
ISCO-2	Professionals	ISCO-7	Craft and related trade workers
ISCO-3	Technicians and associate professionals	ISCO-8	Plan and machine operators and assemblers
ISCO-4	Clerks	ISCO-9	Elementary occupations

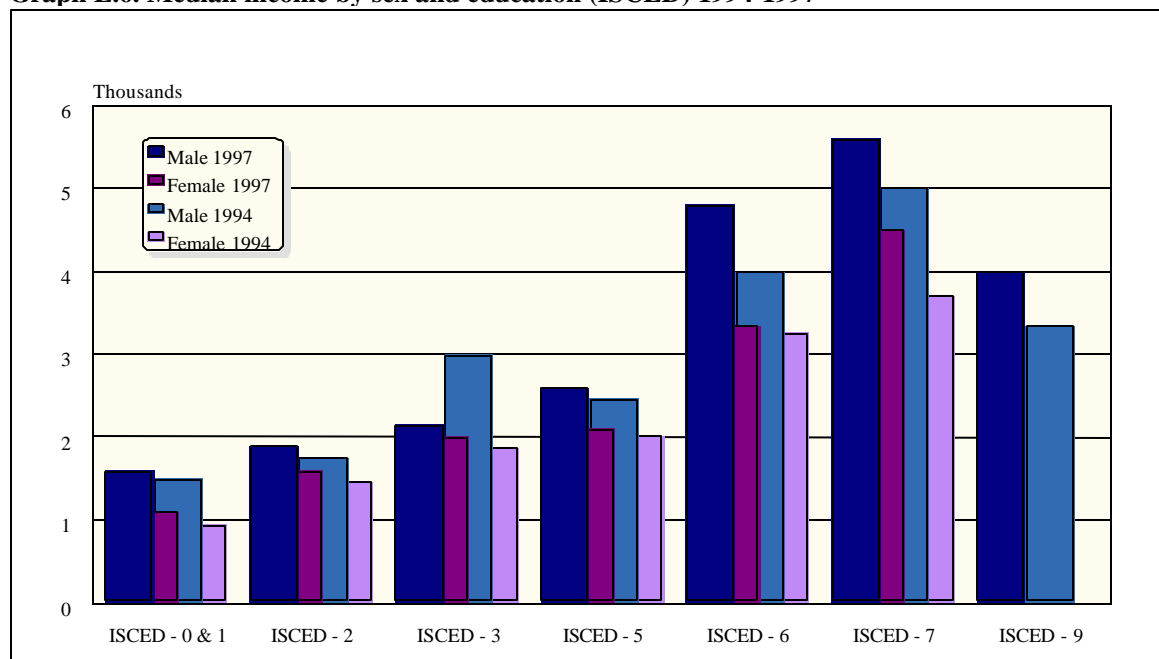
Table E.7. Median income by sex and education (ISCED) 1994-1997

Educational level	1994				1997			
	Male		Female		Male		Female	
	Count	Median	Count	Median	Count	Median	Count	Median
ISCED level 0 & 1	484	1,499	393	950	394	1,600	363	1,112
ISCED level 2	528	1,750	463	1,470	481	1,900	466	1,600
ISCED level 3	35	3,000	47	1,870	88	2,150	84	2,000
ISCED level 5	91	2,460	92	2,015	122	2,598	78	2,100
ISCED level 6	80	4,000	73	3,255	51	4,800	70	3,350
ISCED level 7	35	5,000	13	3,700	29	5,600	15	4,500
Education not definable by level	1	(3,340)			1	(4,000)		
Total	1,254	1,760	1,081	1,300	1,166	2,000	1,076	1,500

Source: Labor Force Survey 1994, 1997. Figures between parentheses are based on less than 5 observations

When considering the level of education the male population exceeds the female population in all education levels. At the lower education levels (ISCED 0&1 and 2) the median income for both men and women are very low, not even surpassing Af1.2,000. It is to be noted that the median income gap at these levels are almost equal, making the gap smaller. At the higher education levels the men enjoy higher incomes and in these levels the gap grows wider.

Graph E.6. Median income by sex and education (ISCED) 1994-1997



Source: Labor Force Survey 1994, 1997

In the following tables (table E.8. and table E.9.) the median income is presented by the ISIC- and ISCO-categories in combination with the ISCED levels. This gives a better view of the dispersion of income when considering the education level a person has. As mentioned before, the persons with the lowest level of education have lowest the median income. However, it is interesting to highlight some odd cases.

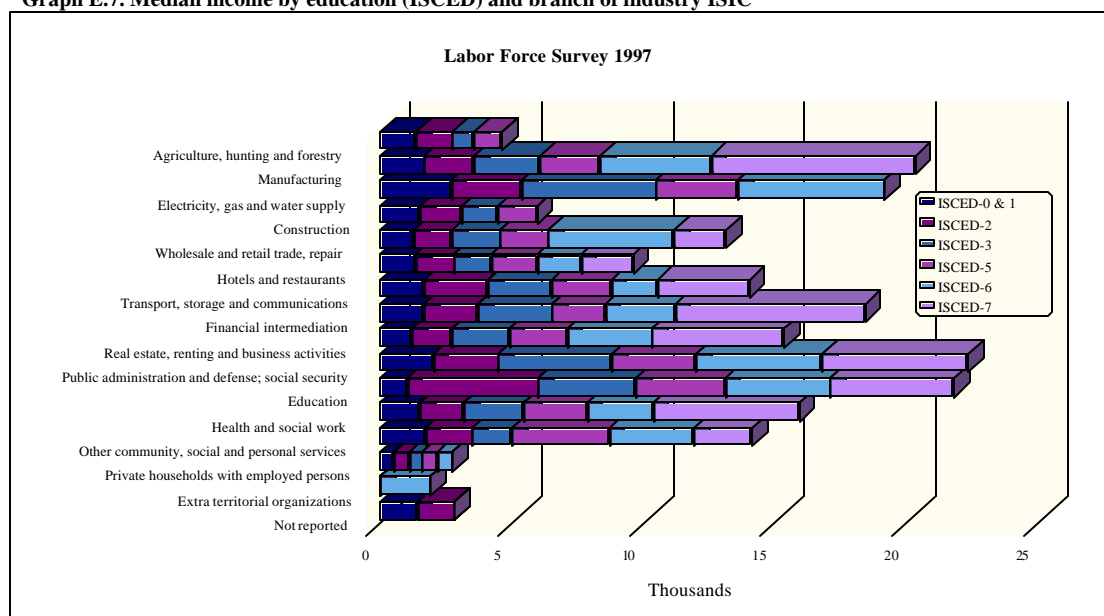
Table E.8. Median income by education (ISCED) and branch of industry (ISIC) 1997

	Level 0 & 1		Level 2		Level 3		Level 5		Level 6		Level 7	
	Count	Median	Count	Median	Count	Median	Count	Median	Count	Median	Count	Median
Agriculture, hunting and forestry	6	1,350	3	(1,400)	2	(800)	1	(1,065)				
Manufacturing	47	1,680	59	1,865	11	2,500	11	2,300	4	(4,250)	2	(7,750)
Electricity, gas and water supply	8	2,684	22	2,695	1	(5,131)	8	3,093	2	(5,585)		
Construction	93	1,500	56	1,580	5	1,400	13	1,500				
Wholesale and retail trade, repair	137	1,250	192	1,463	26	1,836	24	1,850	8	4,750	7	2,000
Hotels and restaurants	156	1,323	150	1,500	37	1,400	28	1,750	12	1,650	3	(2,000)
Transport, storage and communications	43	1,625	86	2,450	17	2,400	20	2,300	2	1,750	1	(3,500)
Financial intermediation	8	1,649	46	2,035	9	2,864	7	2,000	5	2,650	2	(7,250)
Real estate, renting and business activities	49	1,200	63	1,500	21	2,200	23	2,200	10	3,250	5	5,000
Public administration and defense; social security	45	2,000	112	2,495	17	4,300	36	3,200	23	4,800	10	5,550
Education	10	1,005	5	5,000	7	3,710	3	(3,400)	44	4,000	7	4,700
Health and social work	24	1,490	63	1,665	5	2,300	19	2,400	6	2,518	6	5,559
Other community, social and personal services	61	1,700	82	1,800	7	1,500	4	(3,700)	3	(3,200)	1	(2,200)
Private households with employed persons	66	525	7	550	7	500	3	(575)	1	(600)		
Extra territorial organizations									1	(1,900)		
Not reported	4	(1,400)	1	(1,400)								

Source: Labor Force Survey 1997. Figures between parentheses are based on less than 5 observations

For example, there are 8 respondents within an educational level 0 or 1 (school types at this level are primary school or even lower), who work in the sector 'Electricity, gas and water supply', earning an income as high as Afl.2,684. Others with an education level 7 (the type that leads to a postgraduate university degree or equivalent) with median incomes lower than Afl.2,500 can be found in sectors 'Wholesale and retail trade, repair', 'Hotels and restaurants' and 'Other community, social and personal services'.

Graph E.7. Median income by education (ISCED) and branch of industry ISIC



Source: Labor Force Survey 1997

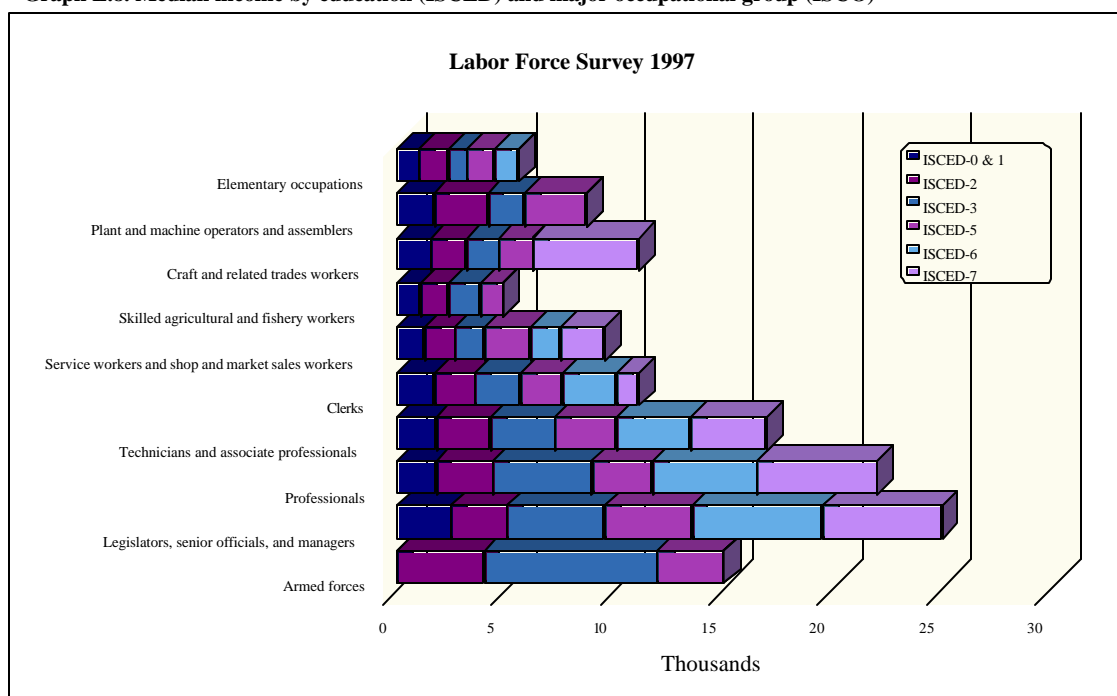
Table E.9. Median income by education (ISCED) and major occupational group (ISCO) 1997

	Level 0 & 1		Level 2		Level 3		Level 5		Level 6		Level 7	
	Count	Median	Count	Median	Count	Median	Count	Median	Count	Median	Count	Median
Armed forces			7	4,000	2	(8,000)	2	(3,030)				
Legislators, senior officials, and managers	34	2,500	83	2,600	26	4,458	25	4,000	19	6,000	15	5,500
Professionals	4	(1,800)	20	2,625	12	4,550	19	2,800	39	4,800	22	5,440
Technicians and associate professionals	28	1,800	90	2,500	29	3,000	43	2,809	37	3,400	3	(3,500)
Clerks	98	1,750	303	1,850	32	2,100	43	1,900	12	2,495	1	(1,000)
Service workers; shop/market sales workers	182	1,300	217	1,400	35	1,350	33	2,100	10	1,400	3	(2,000)
Skilled agricultural and fishery workers	7	1,100	6	1,288	3	(1,460)	1	(1,065)				
Craft and related trades workers	86	1,600	97	1,600	13	1,500	21	1,600				
Plant and machine operators and assemblers	63	1,700	35	2,500	6	1,700	7	2,800				
Elementary occupations	254	1,060	89	1,300	14	900	6	1,243	4	(1,099)		

Source: Labor Force Survey 1997. . Figures between parentheses are based on less than 5 observations

Although the sample size in some ISCO-categories is very small, it is interesting to highlight cases as the armed forces. These persons have an education between level 2 and 5 and their median incomes are as high or even higher than some in the higher education levels. Noteworthy are also those persons with high education levels (level 6 and 7) who work in elementary occupations, as clerks or as service workers and shop and market sales workers.

Graph E.8. Median income by education (ISCED) and major occupational group (ISCO)



Source: Labor Force Survey 1997

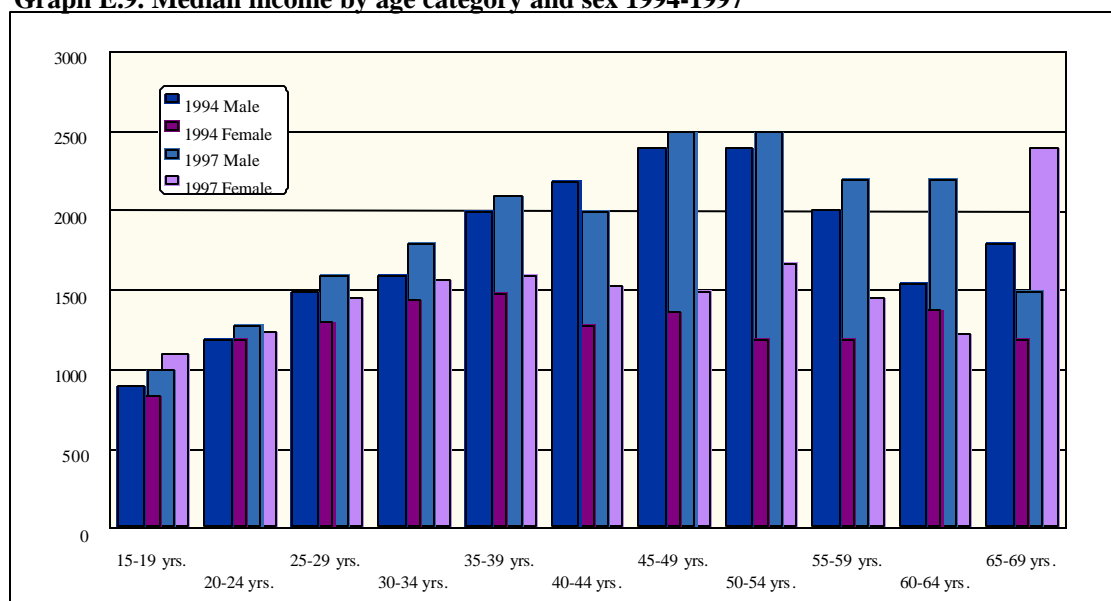
Table E.10. Median income by age category and sex 1994-1997

Age categories	1994				1997			
	Male		Female		Male		Female	
	Count	Median	Count	Median	Count	Median	Count	Median
15-19 yrs.	17	900	6	838	18	1,000	13	1,100
20-24 yrs.	111	1,200	103	1,200	80	1,285	79	1,241
25-29 yrs.	163	1,488	152	1,300	132	1,600	130	1,460
30-34 yrs.	196	1,600	181	1,440	187	1,800	178	1,563
35-39 yrs.	191	2,000	196	1,485	193	2,100	208	1,600
40-44 yrs.	182	2,190	170	1,287	173	2,000	187	1,535
45-49 yrs.	121	2,400	123	1,365	163	2,500	115	1,500
50-54 yrs.	119	2,400	65	1,200	115	2,500	82	1,675
55-59 yrs.	82	2,004	59	1,200	57	2,200	52	1,450
60-64 yrs.	40	1,550	18	1,380	33	2,200	26	1,227
65-69 yrs.	20	1,800	3	(1,200)	9	1,500	6	2,400

Source: Labor Force Survey 1994, 1997. Figures between parentheses are based on less than 5 observations

In both Labor Force Surveys middle age men (between the ages of 45-54 yrs.) have the highest median income. The gap between age groups with the lowest and the highest median income for the male population is very large (Table E.10.). In 1994, the lowest median income was Afl.900 and the highest median income Afl.2,400. In 1997, the lowest median income was Afl.1,000 and the highest Afl.2,500. According to the results of the 1997 survey the younger and older female population (15-19yrs., 65-69 yrs.) have a higher or equal median income than men. However, this may be caused by small sample size variability. In 1994, men in all age groups had a higher median income than women.

Graph E.9. Median income by age category and sex 1994-1997



Source: Labor Force Survey 1994, 1997

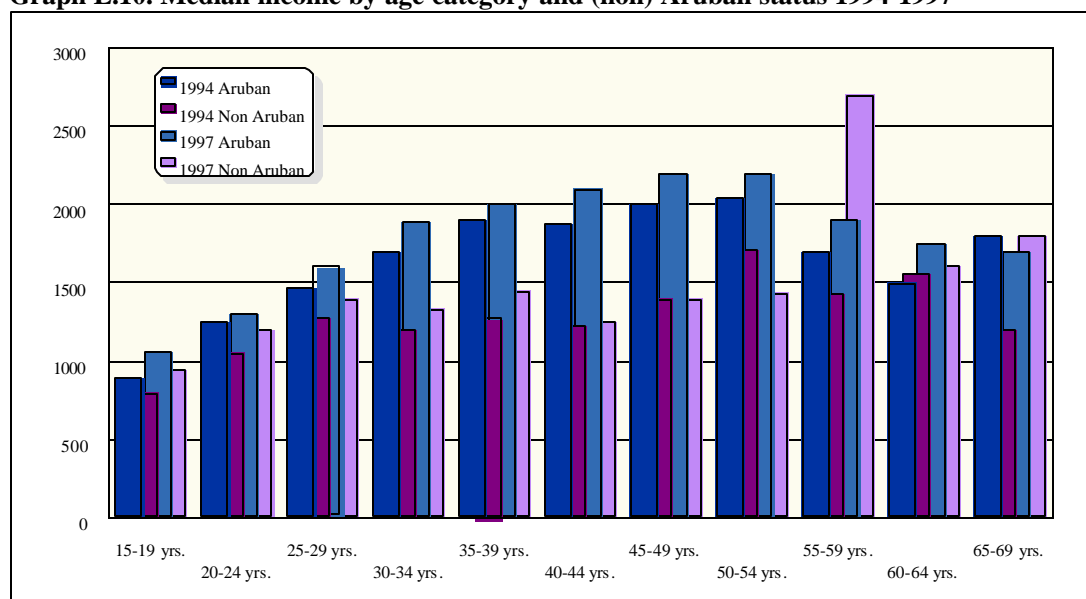
Table E.11. Median income by age category and (non) Aruban status 1994-1997

Age category	1994				1997			
	Aruban		Non-Aruban		Aruban		Non-Aruban	
	Count	Median	Count	Median	Count	Median	Count	Median
15-19 yrs.	17	900	6	800	22	1,060	9	950
20-24 yrs.	158	1,250	56	1,056	111	1,300	48	1,200
25-29 yrs.	202	1,470	113	1,280	179	1,600	83	1,400
30-34 yrs.	265	1,700	112	1,200	225	1,890	140	1,338
35-39 yrs.	284	1,900	103	1,280	283	2,000	118	1,450
40-44 yrs.	256	1,878	96	1,225	261	2,100	99	1,250
45-49 yrs.	176	2,000	68	1,400	207	2,200	71	1,400
50-54 yrs.	142	2,043	42	1,714	155	2,200	42	1,440
55-59 yrs.	103	1,700	38	1,430	85	1,900	24	2,700
60-64 yrs.	41	1,500	17	1,560	42	1,750	17	1,608
65-69 yrs.	14	1,800	9	1,200	9	1,700	6	1,800

Source: Labor Force Survey 1994, 1997

As shown in Table E.11. and graph E.10.the median incomes of Arubans increased during the last three year. Also, generally, the median income of Arubans is higher than that of non Arubans. The trend is somewhat disturbed when reaching the age-categories of 55-59 yrs. and 65-69 yrs. At these age-categories the non-Arubans have a higher median income than the Arubans, especially in the age-category of 55-59 yrs.

Graph E.10. Median income by age category and (non) Aruban status 1994-1997



Source: Labor Force Survey 1994, 1997

In the following tables and graphs a distinction is made between the respondents according to country of origin and subsequently to region of origin. The median income trends are shown for the four most important regions the respondents come from: Aruba, North America, Central and South America and the Caribbean. As the respondents coming from elsewhere are too small in number, they are all included in the category 'Rest of the World'.

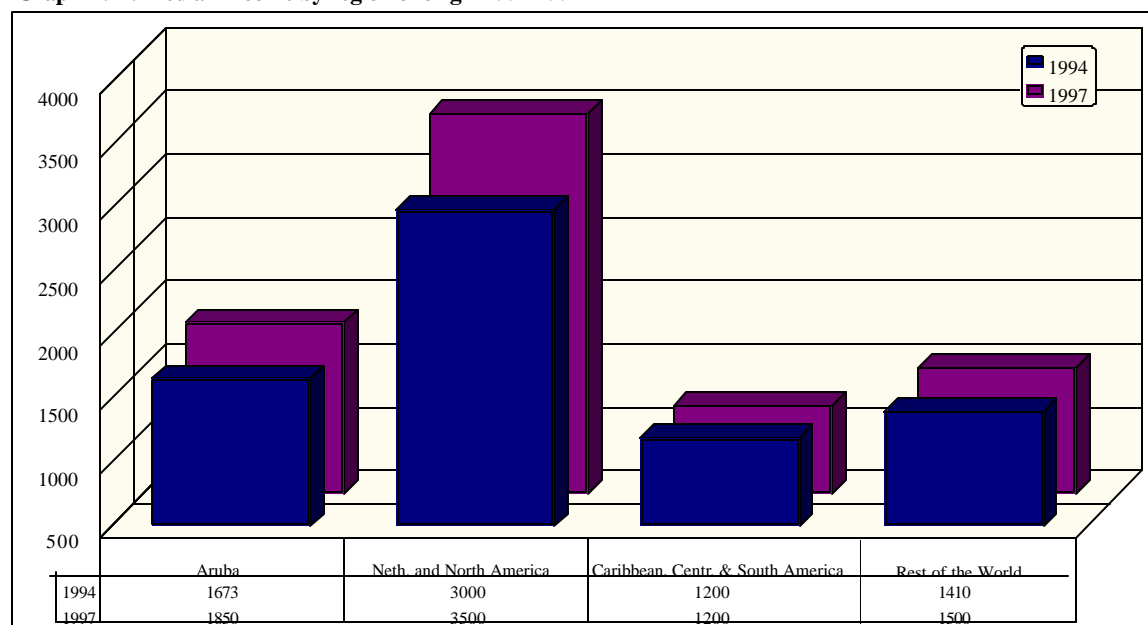
Table E.12. Median income by region of origin 1994-1997

	1994		1997	
	Count	Median	Count	Median
Aruba	1,664	1,673	1,585	1,850
The Netherlands	59	3,000	76	3,438
North-America	13	3,000	7	4,000
Central & South America	210	1,200	192	1,277
Caribbean	243	1,080	207	1,200
Rest of the World	144	1,410	183	1,500
Total	2,333	1,533	2,250	1,735

Source: Labor Force Survey 1994, 1997

In table E.12. and graph E.11. the median is presented for the different categories. As shown, the incomes increased when comparing the Labor Force Survey of 1994 and 1997. The Dutch and North Americans have the highest incomes. On the other hand, the Central and South Americans and the persons coming from the Caribbean have the lowest incomes. The Arubans are in between these two.

Graph E.11. Median income by region of origin 1994-1997



Source: Labor Force Survey 1994, 1997

Table E.13. Median income by region of origin and education (ISCED) 1994-1997

	1994								1997							
	Count	Arubans	Count	Dutch and North Americans	Count	Caribbean, Central & South Americans	Count	Rest of the World	Count	Arubans	Count	Dutch and North Americans	Count	Caribbean, Central & South Americans	Count	Rest of the World
Level 0&1	573	1,400	5	1,200	227	924	72	1,100	496	1,500	8	1,150	183	1,060	70	1,200
Level 2	776	1,646	11	3,000	162	1,320	41	1,580	773	1,800	19	4,000	104	1,320	51	1,400
Level 3	61	2,350	9	3,050	11	1,000	1	10,000	76	2,803	15	4,415	61	1,350	20	1,836
Level 5	135	2,460	9	2,300	25	1,550	14	2,127	141	2,490	17	2,500	26	1,400	16	2,190
Level 6	94	3,800	22	3,000	24	2,590	13	3,700	73	4,245	15	3,500	17	1,400	16	3,100
Level 7	24	4,533	16	5,125	4	(2,500)	3	(4,250)	23	5,500	7	5,380	5	5,000	9	2,200
Education not definable by level	1	(3,340)									1	(4,000)				

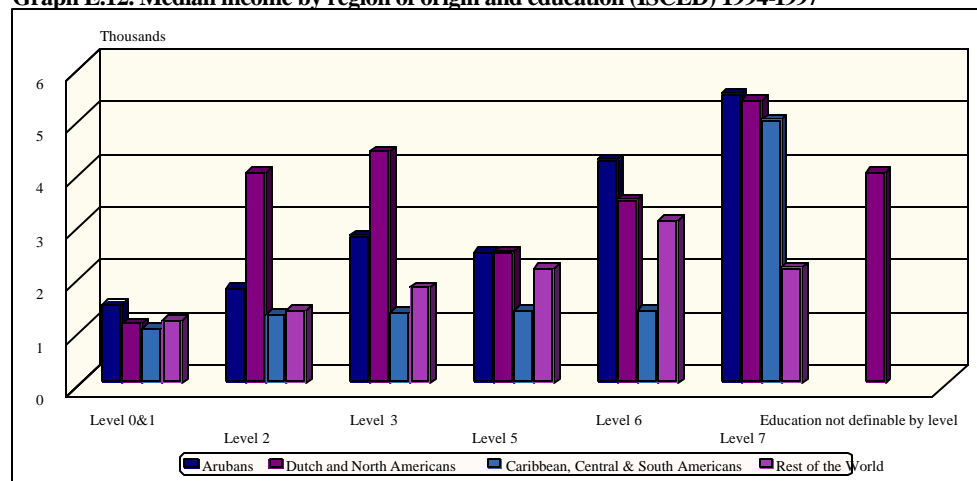
Source: Labor Force Survey 1994, 1997. Figures between parentheses are based on less than 5 observations

It is interesting to note that at the lowest level of education the Arubans enjoy higher incomes than any non-Aruban. But more remarkable though are the Dutch and North Americans with fairly low education levels with very high median incomes.

At the higher level of education the Arubans and the Dutch and North Americans are on almost the same level of income in 1997. The Arubans have a slightly higher income.

The non-Aruban from the Caribbean, Central & South America are the less fortunate. Their median income is very low. Even though having a high level of education, their median income is low compared to persons from other regions.

Graph E.12. Median income by region of origin and education (ISCED) 1994-1997



Source: Labor Force Survey 1994, 1997

Table E.14. Median income by region of origin and major occupational group (ISCO) 1994-1997

	1994								1997							
	Count	Aruba	Count	Netherlands and North America	Count	Caribbean, Central & South America	Count	Rest of the World	Count	Aruba	Count	Netherlands and North America	Count	Caribbean, Central & South America	Count	Rest of the World
Armed forces	4	(800)	5	4,000					3	1,800	8	(7,000)				
Legislators, senior officials, and managers	145	3,500	19	3,050	15	3,000	27	2,500	146	3,050	16	5,000	16	2,054	25	3,000
Professionals	83	3,705	19	5,000	16	3,500	9	3,855	82	4,131	15	5,000	9	3,500	11	4,200
Technicians and associate professionals	214	2,600	16	2,710	15	3,255	7	3,200	164	2,725	19	3,466	26	2,100	22	2,250
Clerks	409	1,680	4	(2,150)	25	1,460	16	1,500	438	1,900	8	1,950	29	1,400	16	1,413
Service workers and shop and market sales workers	312	1,300	6	1,438	75	1,200	27	1,150	313	1,500	9	1,900	109	1,200	53	1,300
Skilled agricultural and fishery workers	5	1,250			4	(1,172)	2	(920)	8	1,150	1	(3,000)	6	1,288	2	(3,150)
Craft and related trades workers	160	1,600	2	(5,160)	94	1,400	13	1,420	144	1,600	3	(2,800)	54	1,400	16	1,780
Plant and machine operators and assemblers	103	1,836			18	1,200	3	(2,000)	95	2,120			13	1,600	3	(2,200)
Elementary occupations	229	1,200	1	(1,200)	191	800	40	950	192	1,352	4	(850)	137	600	35	1,050

Source: Labor Force Survey 1994, 1997. Figures between parentheses are based on less than 5 observations

The Dutch and the North Americans have high income levels in whatever occupation they are employed. In the elementary occupations the Arubans have the highest income levels. Remarkable is that in 1997 income dropped considerably for persons from the Caribbean and Central & South America in the high ISCO categories.

Noteworthy are the median incomes for the elementary occupations. The Arubans and the respondents from the rest of the world have experienced a slight increase in incomes between 1994 and 1997. On the other hand, the Central & South Americans and the persons from the Caribbean in elementary occupations have known a decrease in their median income.

Graph E.13. Median income by region of origin and major occupational group (ISCO) 1997

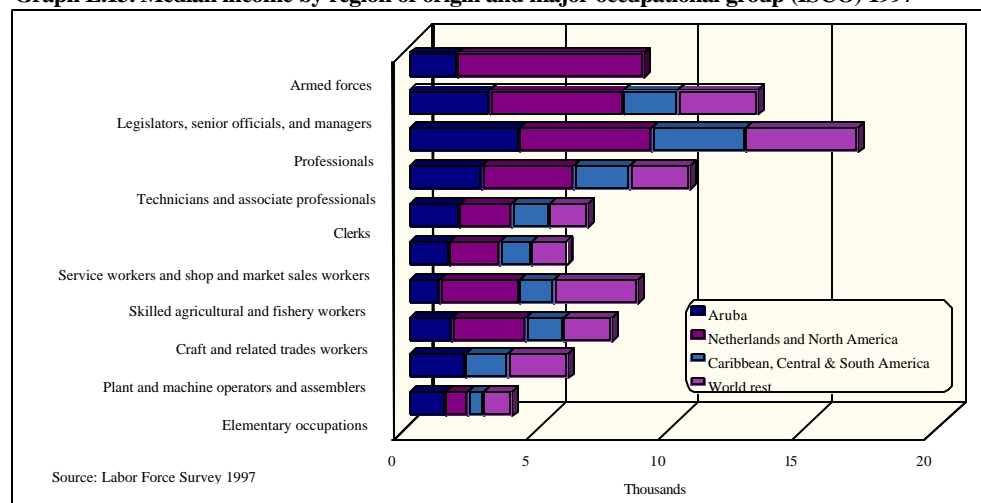


Table E.15. Median income by region of origin and branch of industry (ISIC) 1994-1997

	1994							1997								
	Count	Aruba	Count	Netherlands and North America	Count	Caribbean, Central & South America	Count	Rest of the World	Count	Aruba	Count	Netherlands and North America	Count	Caribbean, Central & South America	Count	Rest of the World
Agriculture, hunting and forestry					1	(850)			4	(1268)		6	1,233	2	(3,050)	
Mining and quarrying	1	(1,760)			1	(3,000)										
Manufacturing	106	1,800	5	4,000	18	(1,275)	8	1,310	102	2,000	3	(2,800)	20	1,500	9	2,000
Electricity, gas and water supply	32	2,576			2	(3,850)			40	2,850			1	(3,000)		
Construction	136	1,440	2	(1,850)	81	1,338	11	1,400	104	1,600	6	2,625	52	1,400	5	1,700
Wholesale and retail trade, repair	304	1,200	8	1,900	56	1,225	34	1,500	297	1,400	9	4,000	49	1,300	41	1,500
Hotels and restaurants	239	1,500	7	1,800	121	1,100	42	1,150	219	1,648	16	2,450	100	1,200	53	1,300
Transport, storage and communications	167	1,990	1	(1,675)	15	1,400	4	(1,744)	143	2,357	3	(5,000)	12	1,600	12	2,175
Financial intermediation	86	2,053	4	5,200	4	(2,825)	3	(1,300)	65	2,020	2	(3,500)	5	1,620	5	2,595
Real estate, renting and business activities	93	1,750	6	5,250	23	1,200	10	2,027	122	1,625	8	3,000	28	1,325	14	1,250
Public administration and defense; social security	228	2,300	11	4,000	8	3,765	4	(2,832)	211	2,600	13	6,500	12	3,205	7	4,245
Education	65	3,700	13	2,850	7	2,800	9	3,855	52	4,223	9	3,466	6	2,000	10	2,653
Health and social work	90	1,483	9	3,000	9	2,500	1	(903)	102	1,835	10	2,950	7	1,470	4	(2,121)
Other community, social and personal services	110	1,600	6	3,025	20	1,200	13	2,000	120	2,000	3	(4,100)	24	1,200	11	1,200
Private households with employed persons	7	400			85	450	4	(440)	1	(300)	1	(300)	75	525	9	600
Extra territorial organizations and bodies					1	(5,250)	1	(1,100)					1	(1,900)		
Not reported					1	(850)			3	(1,400)			1	(500)	1	(1,600)

Source: Labor Force Survey 1994, 1997. Figures between parentheses are based on less than 5 observations

Table E.15. shows the median incomes by region of origin and ISIC sector. The Arubans in the sector 'Education' have the highest incomes in 1994 and 1997. The Dutch and North Americans had very high incomes in the sectors 'Real estate, renting and business activities' and 'Financial intermediation'. In 1997 however we observe a dramatic increase in the sector 'Public administration and defense, social security' for the Dutch and North Americans, followed by those in the 'Transport, storage and communications' sector. The respondents from the Caribbean, Central and South America show a drastic drop in median income between 1994 and 1997 in some sectors. In 1994, the median incomes ranged between Afl.450 (sector 'Private households with employed persons') and Afl.3,850 (sector 'Electricity, gas and water supply'). In 1997 the income ranged between Afl.525 (sector 'Private households with employed persons') and Afl.3205 (sector 'Public administration and defense, social security').

Tables E.16.a. and E.16.b. represent the Multiple Classification Analysis (MCA) drawn for both the 1994 and the 1997 Labor Force Surveys. Table E.16.a. is a review of table B.25 in the Labor Dynamics in Aruba (CBS, Aruba 1994).

Table E.16.a. Gross income differentials: a Multiple Classification Analysis 1994

Category	Unadjusted deviation from grand mean	Adjusted deviation from grand mean	No. of cases	Significance Level
Grand mean	1,979.66			
R-square	0.416			
<hr/>				
<u>Sex</u>				0.000
Male	328.5	241.5	1254	
Female	-381.8	-280.7	1079	
<u>Aruban/non-Aruban</u>				0.809
Aruban	103.9	4.1	1664	
Non-Aruban	-258.3	-10.2	669	
<u>ISIC-category</u>				0.000
Agriculture, hunting and forestry	(-1130.4)	(-52.1)	1	
Fishing	-	-	0	
Mining and quarrying	-399.6	(-343.1)	2	
Manufacturing	216.9	113.0	137	
Electricity, gas and water supply	742.1	469.7	34	
Construction	-425.7	-397.9	230	
Wholesale and retail trade, repair	-456.4	-316.0	402	
Hotels and restaurants	-261.2	2.7	409	
Transport, storage and communications	310.3	147.0	187	
Financial intermediation	642.3	437.5	97	
Real estate, renting and business activities	415.0	120.9	132	
Public administration and defense; social security	728.0	391.8	252	
Education	1213.4	430.7	94	
Health and social work	175.7	169.8	109	
Other community, social and personal services	-96.0	-101.2	149	
Private households with employed persons	-1523.4	-460.1	96	
Extra territorial organizations and bodies	-1194.6	-488.2	2	
<u>ISCO-category</u>				0.000
Armed forces	-538.1	(-91.4)	9	
Legislators, senior officials and managers	1737.3	1654.4	206	
Professionals	1931.3	1593.3	128	
Technicians and associate professionals	860.8	646.2	252	
Clerks	-149.6	-87.9	453	
Service workers and shop and market sales workers	-542.9	-424.2	420	
Skilled agriculture and fishery workers	(-721.7)	(-850.4)	11	
Craft and related workers	-302.4	-348.7	269	
Plant and machine operators	80.8	-182.0	124	
Elementary occupations	-980.1	-787.4	461	

Source: Labor Force Survey, Aruba 1994

A Multiple Classification Analysis (MCA) is used to estimate the difference in income levels between various categories. It is interesting to analyze the impact certain factors have on the level of income. Sex, Aruban/ non Aruban status, ISIC-category and ISCO-category showed to be determining factors in the analysis.

Estimates based on less than 25 cases are placed between brackets. The tables consist of five columns. The first column shows the categories. The first column of figures represents the unadjusted deviation from the grand mean. These are in fact, the means of each category expressed as a deviation from the grand mean.

Table E.16.b. Gross income differentials: a Multiple Classification Analysis 1997

Factor Category	Unadjusted	Adjusted	No. of cases	Significance level
Grand mean	2,186.3			
R-square	0.414			
<hr/>				
<u>Origin</u>				0.000
Arubans	2289.83	2197.69	1582	
Dutch and North Americans	4017.96	3193.51	83	
Caribbean, Central- and South Americans	1444.43	1966.54	398	
Rest of the world	2098.86	2133.95	182	
<hr/>				
<u>ISIC-category</u>				0.000
Agriculture, hunting and forestry	1621.75	1672.60	12	
Manufacturing	2319.52	2367.16	134	
Electricity, gas and water supply	3238.76	3087.99	41	
Construction	1722.62	2072.97	167	
Wholesale and retail trade, repair	1878.05	1826.44	396	
Hotels and restaurants	1795.24	1952.01	388	
Transport, storage and communications	2557.56	2541.50	170	
Financial intermediation	2605.25	2574.66	77	
Real estate, renting and business activities	2118.99	1988.13	172	
Public administration and defense; social security	3190.33	2859.73	243	
Education	3749.55	2772.02	77	
Health and social work	2214.70	2154.49	123	
Other community, social and personal services	2127.22	2172.43	158	
Private households with employed persons	553.93	1523.04	86	
Extra territorial organizations and bodies	1900.00	2310.49	1	
<hr/>				
<u>ISCO-category</u>				0.000
Armed forces	5000.91	3595.98	11	
Legislators, senior officials and managers	3940.66	3918.62	203	
Professionals	4276.42	3862.04	116	
Technicians and associate professionals	2858.56	2609.89	231	
Clerks	2089.72	1999.69	490	
Service workers and shop and market sales workers	1617.60	1790.81	483	
Skilled agriculture and fishery workers	1702.82	1820.92	17	
Craft and related workers	1799.89	1863.27	217	
Plant and machine operators	2247.91	2102.66	111	
Elementary occupations	1160.47	1397.45	366	

Source: Labor Force Survey 1997

Take for instance 'Education' in the ISIC-group. The value of Afl.1,561.2 means that on average teachers earn (2186+1561.2) Afl.3,747.2 per month. The second column of figures gives the adjusted mean values (again expressed as deviations from the grand mean). The adjusted mean value gives the average an teacher earns after controlling statistically for the intervening effect of sex, origin status and ISCO category. The average a teacher earns when all other co-factors are controlled for is (2186+779.2) Afl.2,947.2 per month. The R-square represents the proportion of variation in income explained by the additive effects of sex, origin status, ISIC and ISCO. With an R-square of 0.420, we can say that 42 percent of the variation in the level of income can be explained by the four factors in the analysis. The last column shows the significance level of the estimates.

In the Labor Force Survey 1994 the grand mean was Afl.1,979.66,. In 1997, however, this increased to Afl.2,186. Despite this increase the discriminatory gap between the sexes still exists and has become even wider. In 1994, the difference was around Afl.500, in 1997 the difference is almost Afl.600.

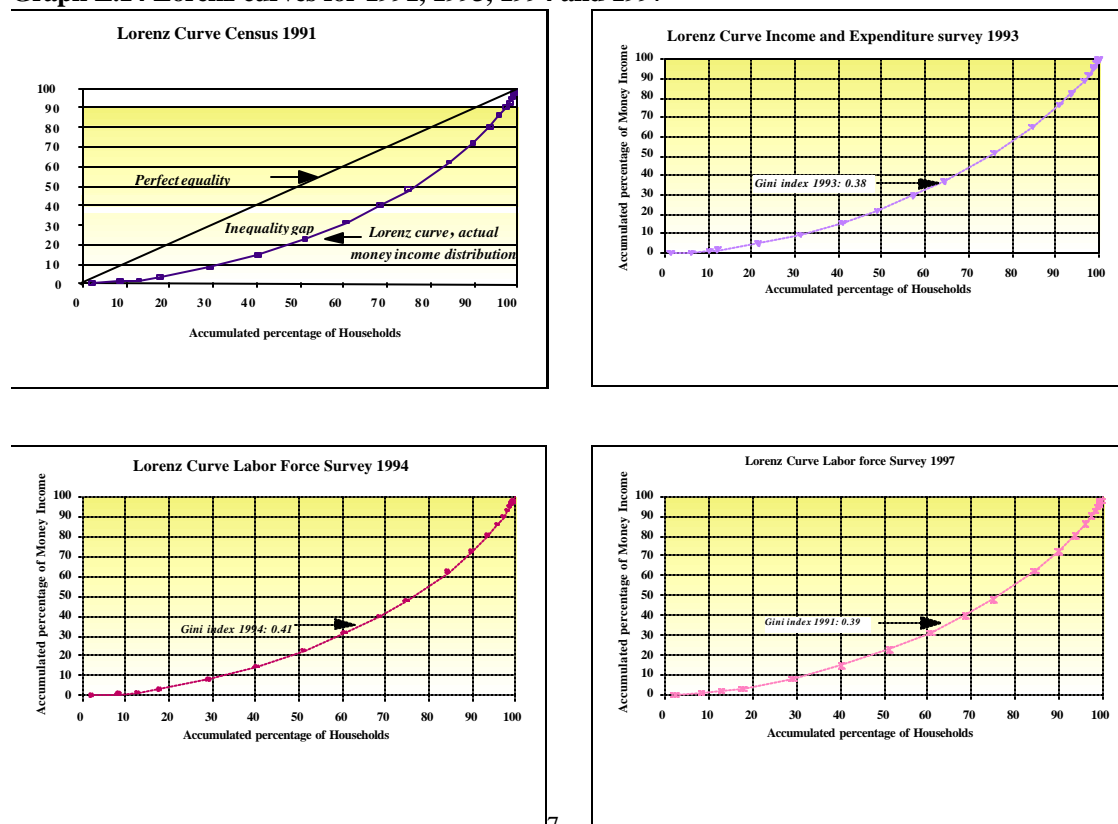
The adjusted incomes for the sectors ‘Electricity, gas and water supply’, ‘Financial intermediation’, ‘Public administration and defense, social security’ and ‘Education’ are growing. Even though increases in average income, the sector ‘Private households with employed persons’ remains the lowest paid sector.

Exploring the Lorenz curve and Gini coefficient of income distribution

We can graphically represent the distribution of money income by the Lorenz curve. The Lorenz curve shows what proportion of total money income is accounted for by different proportions of Aruba’s households. Graph E.14. shows different Lorenz curves for Aruba. On the horizontal axis, the cumulative percentage of households is given. The vertical axis represents the accumulated percent of money income. The 45-degree line represents perfect equality, which means among others that 50 percent of the families obtain 50 percent of the total income. The difference between perfect money income equality and the Lorenz curve is the inequality area.

It might be interesting to compare Aruba’s Lorenz curve for different years. Since the census in 1991 the Lorenz curve has moved slightly; and has become less bowed. This indicates that the income distribution has become somewhat more equal.

Graph E.14 Lorenz curves for 1991, 1993, 1994 and 1997



One measure of the degree of income inequality is the Gini coefficient. The above diagrams showing the Lorenz curve, can also demonstrate the concept of the Gini coefficient. The Gini coefficient compares the area between the 45-degree line and the Lorenz curve of actual income distribution with the entire area under the diagonal.

$$\text{Gini coefficient inequality} = \frac{\text{Area between diagonal and Lorenz curve of actual income distribution}}{\text{Triangular area under diagonal line}}$$

The Gini coefficient ranges between 0 and 1. If Aruba had perfect income equality, the Gini coefficient would be 0. The greater the inequality area becomes, the greater becomes the Gini coefficient and, hence, the measure of inequality.

Graph 14 show comparisons of the Gini coefficient over the years. The lowest Gini coefficient was observed during the Income and Expenditure Survey in 1993: 0.38. The latest Labor Force Survey 1997 shows a slight improvement compared to the figure of 1994: respectively 0.39 and 0.41.

The Gini coefficient for other countries is shown in table 17. The index can be as low as 0.16 (China) or as high as 0.61(Brazil). The Gini coefficient for most of the countries, however, is between 0.30 and 0.40. In table E.18. we present the Gini coefficient for some countries.

Table E.17 Gini coefficients for some countries

Country	Year	Gini
Chili	1994	0.56
Ecuador	1994	0.43
Peru	1994	0.45
Jamaica	1993	0.38
Colombia	1992	0.49
Denmark	1992	0.24
Finland	1992	0.20
India	1992	0.32
Mexico	1992	0.50

The Gini coefficient and the Lorenz curve are worldwide used as indicators of the degree of income inequality. However, there are four basic reasons why the Lorenz curve can be criticized:

1. The Lorenz curve is typically presented in terms of the distribution of money income only. It does not include income in kind, such as housing aid, government-provided medical care, and the like.
2. The Lorenz curve does not account for differences in family size and effort. A family, whether there are two, three or four wage earners, is compared to a family of one wage earner.
3. It does not account for age in income differences. Even if all families in Aruba had exactly the same lifetime incomes, young families would have lower incomes, and retired families would have low incomes. Since the Lorenz curve is drawn at a moment in time, it could never tell us anything about the inequality of legitimate income.
4. The Lorenz curve typically is given for money income before taxes. It does not measure the income from the "underground economy".

Table E.18.a. Lorenz curve based on the Labor Force Survey 1994

Income-category	Midpoint	Absolute frequency household	Relative frequency Household %	Accumulated relative freq. Household %	Total income in category	Relative income in Category %	Accumulated relative income	Area equality
0-249	125	8	0.5	0.5	1,000	0.0	0.0	0.0
250-499	375	57	3.7	4.2	21,375	0.4	0.5	0.9
500-749	625	115	7.4	11.6	71,875	1.5	2.0	9.0
750-999	875	105	6.8	18.4	91,875	1.9	3.9	19.7
1000-1449	1,250	172	11.1	29.5	215,000	4.5	8.3	67.7
1500-1999	1,750	161	10.4	39.9	281,750	5.9	14.2	116.9
2000-2499	2,250	161	10.4	50.3	362,250	7.5	21.7	186.4
2500-2999	2,750	135	8.7	59.0	371,250	7.7	29.4	222.7
3000-3499	3,250	112	7.2	66.2	364,000	7.6	37.0	239.9
3500-3999	3,750	88	5.7	71.9	330,000	6.9	43.8	229.4
4000-4999	4,500	156	10.1	81.9	702,000	14.6	58.4	514.6
5000-5999	5,500	104	6.7	88.6	572,000	11.9	70.3	431.8
6000-6999	6,500	65	4.2	92.8	422,500	8.8	79.1	313.2
7000-7999	7,500	46	3.0	95.8	345,000	7.2	86.2	245.3
8000-8999	8,500	26	1.7	97.5	221,000	4.6	90.8	148.5
9000-9999	9,500	16	1.0	98.5	152,000	3.2	94.0	95.4
10000-10999	10,500	7	0.5	99.0	73,500	1.5	95.5	42.8
11000-11999	11,500	5	0.3	99.3	57,500	1.2	96.7	31.0
12000-12999	12,500	2	0.1	99.4	25,000	0.5	97.2	12.5
13000-13999	13,500	4	0.3	99.7	54,000	1.1	98.3	25.2
14000-14999	14,500	1	0.1	99.7	14,500	0.3	98.6	6.4
15000-15999	15,500	1	0.1	99.8	15,500	0.3	99.0	6.4
16000-24999	16,500	3	0.2	100.0	49,500	1.0	100.0	19.3
Total		1550	100.0		4814375	100,0		2,965.6

Source: Labor Force Survey, 1994.

Total area 5,000.00
Area equality 2,965.63
Inequality area: 2,034.37
GINI Coefficient: 0.41

Table 18.b. Lorenz curve based on the Labor Force Survey 1997

Income-category	Midpoint	Absolute frequency household	Relative frequency Household %	Accumulated relative freq. Household %	Total income in category	Relative income in Category %	Accumulated relative Income %	Area equality
0-249	125	2	0.1	0.1	250	0.0	0.0	0.0
250-499	375	29	1.7	1.9	10,875	0.2	0.2	0.2
500-749	625	46	2.8	4.6	28,750	0.5	0.7	1.2
750-999	875	114	6.9	11.5	99,750	1.7	2.4	10.8
1000-1449	1,250	213	12.8	24.3	266,250	4.7	7.1	61.3
1500-1999	1,750	172	10.3	34.7	301,000	5.3	12.4	101.0
2000-2499	2,250	206	12.4	47.1	463,500	8.1	20.5	204.1
2500-2999	2,750	162	9.7	56.8	445,500	7.8	28.3	238.2
3000-3499	3,250	100	6.0	62.8	325,000	5.7	34.0	187.7
3500-3999	3,750	99	6.0	68.8	371,250	6.5	40.6	222.2
4000-4999	4,500	165	9.9	78.7	742,500	13.0	53.6	467.3
5000-5999	5,500	125	7.5	86.2	687,500	12.1	65.6	448.4
6000-6999	6,500	73	4.4	90.6	474,500	8.3	74.0	306.6
7000-7999	7,500	47	2.8	93.4	352,500	6.2	80.2	217.9
8000-8999	8,500	39	2.3	95.8	331,500	5.8	86.0	194.9
9000-9999	9,500	21	1.3	97.1	199,500	3.5	89.5	110.8
10000-10999	10,500	16	1.0	98.0	168,000	2.9	92.4	87.5
11000-11999	11,500	11	0.7	98.7	126,500	2.2	94.6	61.9
12000-12999	12,500	9	0.5	99.2	112,500	2.0	96.6	51.8
13000-13999	13,500	3	0.2	99.4	40,500	0.7	97.3	17.5
14000-14999	14,500	4	0.2	99.6	58,000	1.0	98.3	23.5
15000-15999	15,500	4	0.2	99.9	62,000	1.1	99.4	23.8
16000-17000	16,500	2	0.1	100.0	33,000	0.6	100.0	12.0
Total		1,662	100.0		5,700,625	100,0		3,038.7

Source: Labor Force Survey, 1997.

Total area 5,000.00
Area equality 3,038.74
Inequality area: 1,961.26
GINI Coefficient: 0.39

APPENDIX I

QUESTIONNAIRES

- General Information on households
- Personal form:
 - A. Personal characteristics
 - B. Education
 - C. Characteristics of persons who are employed
 - D. Characteristics of unemployed persons
 - E. Migration and characteristics of foreign employees

Labor Force Survey Aruba 1997

Central Bureau of Statistics / Ministry of Economic Affairs

Personal form

Household no.:

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Personal number:

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Caution!

- a. Fill in an answer - where applicable - in the white areas of the questionnaire.
- b. Make sure to properly follow the arrows and the indications for skipping questions.
- c. If the respondent does not wish to answer a question, fill in '9' in the relevant spaces.
- d. This form is only intended for persons 15 years and older.

A. Personal Characteristics

(Only for persons 15 years and older)

A.1.a.

A.1. Note the year of birth in spaces in A.1.a.

A.1.b.

Note the month of birth in spaces in A.1.b.

A.2.

A.2. Gender of the respondent

1. Man
2. Female

nat.code

A.3.

A.3. Nationality

A.4.

A.4. Marital status

1. Never-married
2. Married
3. Divorced
4. Legally separated
5. Widow(er)

A.5. Year of last marriage?

19??

(Fill in spaces A.5)

*** GO TO A.6. ***

A.5.

A.6.

A.6. How many of your own children, under 15 years of age, for which you are responsible, are present in the household?

A.7.

A.7. Are you handicapped?

1. Yes
2. No

A.8. What type of handicap is it?

1. Motor handicap
2. Visual handicap
3. Auditory handicap
4. Organ handicap
5. Mental handicap
6. Other handicap

A.8.

Go to B.1.

*** GO TO B.1. ***

B. Education

(Only for persons 15 years and older)

B.1.

B.1. Are you currently attending a regular school (day or night school, courses not included)?

1. Yes *** GO TO B.2. ***
2. No *** GO TO B.3. ***

ond.-code

B.2.

B.2. Which school are you attending now?

Name of the school
Type of education
Discipline/Branch of study

B.3.

B.3. How many years of primary school did you finish successfully?

(Fill in space B.3.)

land-code

B.4.

B.4. In which country did you finish your highest year of primary school?

.....

B.5.

B.5. After primary school, did you receive a diploma from a regular educational institution?

E.g. Technical Highschool, Regular Highschool, Evening Highschool, Pre-university,
College, University...) (Fill in space B.5.)

iscod-code

B.6.a.

1. Yes
2. No

B.6.a. What is the highest diploma you attained?

Type of diploma:

Discipline:

land-code

B.6.b.

B.6.b. In which country did you get this diploma?

.....

B.6.c.

B.6.c. Year of receiving diploma: 19??

(Fill in spaces B.6.c.)

*** GO TO B.9. ***

Go to B.7.

B.7.

B.7. After primary school, did you attend another school from which you did not receive a diploma?

1. Yes
2. No

B.8.a. What is the highest education you followed without attaining a diploma?

Type of education:

Discipline:

iscod-code

B.8.a.

land-code

B.8.b.

B.8.b. In which country did you attend this school?

.....

B.8.c.

B.8.c. How many years of this education did you successfully finish?

(Fill in space B.8.c.)

Go to B.9.

B.9. Could you indicate which courses you followed that have directly helped you with your work, or that may help you in future? Also indicate in which country and when the course was taken. Only indicate the three most important courses.
Clearly indicate the type of course!!

*For 'Year', fill in spaces B.9.a.3., B.9.b.3, and B.9.c.3.
If you didn't attend any courses continue to question X.1.*

		Course description	Country	Year	Person who pays
B.9.a.1.	isced-code <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	B.9.a.1.	B.9.a.2.	B.9.a.3.	B.9.a.4.
B.9.a.2.	(land) <input type="text"/> <input type="text"/>		
B.9.a.3.	<input type="text"/> <input type="text"/>		19??	
B.9.a.4.	<input type="text"/>				1. Yourself 2. Company/ other
B.9.b.1.	isced-code <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	B.9.b.1.	B.9.b.2.	B.9.b.3.	B.9.b.4.
B.9.b.2.	(land) <input type="text"/> <input type="text"/>		
B.9.b.3.	<input type="text"/> <input type="text"/>		19??	
B.9.b.4.	<input type="text"/>				1. Yourself 2. Company/ other
B.9.c.1.	isced-code <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	B.9.c.1.	B.9.c.2.	B.9.c.3.	
B.9.c.2.	(land) <input type="text"/> <input type="text"/>		
B.9.c.3.	<input type="text"/> <input type="text"/>		19??	
B.9.c.4.	<input type="text"/>				1. Yourself 2. Company/ other

X.1.	<input type="checkbox"/>	<p>X.1. Do you have a job where you worked four hours or more in the past week (or would have worked if you had not been on vacation, were ill, pregnant, or had a labor dispute, etc.)? Family members working in the family business are considered as being employed!</p> <p style="text-align: center;"><i>(Fill in X.1.)</i></p> <p>1. Yes _____ *** GO TO C.1. ***</p> <p>2. No _____ *** GO TO D.1. ***</p>
------	--------------------------	--

C. Characteristics of persons who are employed

(Only for those persons who answered 'yes' to question X.1.)

<p>C.1. isco-code <input style="width: 40px; height: 15px;" type="text"/></p>	<p>C.1. What type of work did you mainly perform during the past week?</p> <p>Profession or Job title</p> <p>Job Description</p> <p style="text-align: center;">..... <i>(Give a precise job description)</i></p>												
<p>C.2.a. geo-code <input style="width: 20px; height: 15px;" type="text"/></p>	<p>C.2. Where did you work in the past week?</p> <p>Work address</p> <p>Name of company</p> <p style="text-align: center;">..... Type of activity of company/employer</p>												
<p>C.2.b. isic-code <input style="width: 40px; height: 15px;" type="text"/></p>	<p>C.3. How many full months have you been employed there? <i>(Remark: less than one month = '000')</i></p>												
<p>C.3. <input style="width: 40px; height: 15px;" type="text"/></p>	<p>C.4. In what sector do you work?</p> <ol style="list-style-type: none"> 1. Private sector (e.g. entrepreneur, company, foundation) 2. Public or special education 3. Government foundation or state enterprise 4. Local government 5. Extra-territorial organization (e.g. consulates) 												
<p>C.4.a. <input type="checkbox"/></p>	<p>C.4.a. How many employees work in the company where you work?</p> <ol style="list-style-type: none"> 1. 1 person 2. 2 - 4 employees 3. 5 - 9 employees 4. 10 - 9 employees 5. 20 - 49 6. 50 - 149 employees 7. More than 150 employees 												
<p>C.5. <input type="checkbox"/></p>	<p>C.5. Do you perform this work as:</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 80%;">1. Wage or salary in cash or kind</td> <td style="text-align: right;">*** GO TO C.6. ***</td> </tr> <tr> <td>2. Wage or salary in cash or kind, but you are currently not at work</td> <td style="text-align: right;">*** GO TO C.6. ***</td> </tr> <tr> <td>3. Profit or family gain in cash or in kind, without paid help</td> <td style="text-align: right;">*** GO TO C.15. ***</td> </tr> <tr> <td>4. Profit or family gain in cash or in kind, with paid help</td> <td style="text-align: right;">*** GO TO C.15. ***</td> </tr> <tr> <td>5. As a family worker, with no formal contract pay agreement</td> <td style="text-align: right;">*** GO TO C.15.a ***</td> </tr> <tr> <td>6. Other (volunteer or trainee)</td> <td style="text-align: right;">*** GO TO C.15.a ***</td> </tr> </table>	1. Wage or salary in cash or kind	*** GO TO C.6. ***	2. Wage or salary in cash or kind, but you are currently not at work	*** GO TO C.6. ***	3. Profit or family gain in cash or in kind, without paid help	*** GO TO C.15. ***	4. Profit or family gain in cash or in kind, with paid help	*** GO TO C.15. ***	5. As a family worker, with no formal contract pay agreement	*** GO TO C.15.a ***	6. Other (volunteer or trainee)	*** GO TO C.15.a ***
1. Wage or salary in cash or kind	*** GO TO C.6. ***												
2. Wage or salary in cash or kind, but you are currently not at work	*** GO TO C.6. ***												
3. Profit or family gain in cash or in kind, without paid help	*** GO TO C.15. ***												
4. Profit or family gain in cash or in kind, with paid help	*** GO TO C.15. ***												
5. As a family worker, with no formal contract pay agreement	*** GO TO C.15.a ***												
6. Other (volunteer or trainee)	*** GO TO C.15.a ***												
<p>C.6. <input style="width: 40px; height: 15px;" type="text"/></p>	<p>C.6. How many hours per week must you work for your employer according to your (written or oral) contract?</p>												
<p>C.6.a. <input style="width: 40px; height: 15px;" type="text"/></p>	<p>C.6.a. How many holidays do you get a year?</p>												
<p>C.7. <input type="checkbox"/></p>	<p>C.7. Did you work more hours in the past week than agreed to in your contract?</p> <ol style="list-style-type: none"> 1. Yes, worked more hours 2. No, did not work more hours 												
<p>C.8. <input type="checkbox"/></p>	<p style="text-align: center;">C.8. Why did you work more hours?</p> <ol style="list-style-type: none"> 1. Variable working hours, shifts 2. Overtime 3. Goes with the job, normal to work extra hours <p style="text-align: right;">*** GO TO C.9. ***</p>												
<p style="text-align: center;">Go to C.11.</p>													

C.9.	<input type="checkbox"/>	<p style="text-align: center;"><i>Go to C.11.</i></p>	<p>C.9. How many extra hours in the past week did you work than agreed to in your contract?</p>
C.10.	<input type="checkbox"/>		<p>C.10. Are your overtime hours compensated by pay/time-back? betaling/ time-back? 1. Yes, compensated 2. No, not compensated</p>
C.11.	<input type="checkbox"/>	<p>C.11. Did you work less hours in the past week than agreed to in your contract? 1. Yes, worked less hours 2. No, did not work less hours</p>	
C.12.	<input type="checkbox"/>	<p style="text-align: center;"><i>Go to C.14.</i></p>	<p>C.12. How many hours less did you work in the past week Than in your contract?</p>
C.13.	<input type="checkbox"/>		<p>C.13. Why did you work less? 1. Vacation, day off, national holiday 2. Ill, accident, disabled for work 3. Absent due to courses, training 4. Only started this job 5. Strike, walkout, lockout 6. Not enough work 7. Variable working hours, shifts 8. Technical reason 9. Other reason, namely:</p>
C.14.	<input type="checkbox"/>	<p>C.14. Do you have a permanent or a temporary job? 1. Permanent job (unspecified contract deadline) 2. Temporary job</p>	
C.15.	<input type="checkbox"/>	<p style="text-align: center;"><i>Go to C.15.a.</i></p>	<p>C.15. What was your company's turnover in 1996?</p>
C.15.a.	<input type="checkbox"/>		<p>C.15a How many days have you been off work in the past month due to illness or disability?</p>
C.15.b.	<input type="checkbox"/>		<p>C.15b Do you continue receiving your salary during your illness? 1. Yes 2. No 3. Only if enough work has been done in a certain period of time</p>
C.16.	<input type="checkbox"/>	<p>C.16. What was your gross income for this job in the past month?</p>	
C.17.	<input type="checkbox"/>	<p>C.17. In addition to the job we have previously handled, have you worked at any other job in your free time in the past week? 1. Yes 2. No</p>	
C.18.	<input type="checkbox"/>	<p style="text-align: center;"><i>Go to C.23.</i></p>	<p>C.18. Did you work there on a contract basis? 1. Yes, on a contract basis 2. No, freelance, own risk 3. No, work in family business, no wage agreed.</p>
C.19.	<input type="checkbox"/>		<p>C.19. How many hours per week did you work at this second job? <i>(Fill in spaces C.19.)</i></p>

*** GO TO C.20. ***

<p>C.20. isco-code <input style="width: 40px; height: 15px;" type="text"/></p> <p>C.20.a. <input style="width: 20px; height: 15px;" type="checkbox"/></p> <p>C.21.a. geo-code <input style="width: 20px; height: 15px;" type="checkbox"/></p> <p>C.21.b. isic-code <input style="width: 40px; height: 15px;" type="text"/></p> <p>C.22. <input style="width: 40px; height: 15px;" type="text"/></p> <p>C.23. <input style="width: 20px; height: 15px;" type="checkbox"/></p> <p>C.24. <input style="width: 20px; height: 15px;" type="checkbox"/></p> <p>C.25. <input style="width: 20px; height: 15px;" type="checkbox"/></p> <p>C.26. <input style="width: 20px; height: 15px;" type="checkbox"/></p>	<p>Go to C.23.</p>	<p>C.20. What type of work is this second job?</p> <p style="margin-left: 40px;">Profession or job title</p> <p style="margin-left: 40px;">.....</p> <p style="margin-left: 40px;">Job description</p> <p style="margin-left: 40px;">.....</p> <p style="margin-left: 40px;">.....</p> <p>C.20a What is your main reason for having a side-job?</p> <ol style="list-style-type: none"> 1. Extra income 2. Financial independence 3. Hobby 4. Other reason <p>C.21. Where is your second job?</p> <p style="margin-left: 40px;"><i>(If 'home', give home address)</i></p> <p style="margin-left: 40px;">Work address</p> <p style="margin-left: 40px;">Name of company</p> <p style="margin-left: 40px;">.....</p> <p style="margin-left: 40px;">Type of activity of company/employer</p> <p style="margin-left: 40px;">.....</p> <p style="margin-left: 40px;">.....</p> <p>C.22. What is your income from this second job?</p> <p style="margin-left: 40px;"><i>(Fill in spaces C.22.)</i></p>
		<p>C.23. Are you currently looking for another job or a second job?</p> <ol style="list-style-type: none"> 1. Yes, looking for another job 2. Yes, looking for a (new) second job 3. No, not yet or not anymore 4. No, already found a (second) job, but have not started yet <p style="text-align: right; margin-right: 40px;"><i>Go to C.24.</i></p>
	<p>Go to C.27.</p>	<p>C.24. Why are you looking for another job?</p> <ol style="list-style-type: none"> 1. Will probably lose this job 2. Wants to earn more/earn extra 3. Wants better working conditions 4. Wants to work more hours 5. Wants to work part-time/fewer hours 6. Considers present job temporary 7. Problems at present job 8. Other reasons, namely <p>C.25. Are you looking for salaried employment or do you want to start your own business?</p> <ol style="list-style-type: none"> 1. Salaried employment 2. Want to start own business 3. Makes no difference <p>C.26. How many months have you been looking for work?</p> <p style="margin-left: 40px;"><i>(fill in spaces C.26.)</i></p>

C.27.

C.27. Before you had this job, did you have a job somewhere else or have a(n)other business?

1. Yes

2. No

C.28. isco-code

Go to C.33.

C.28. What type of work did you do then?

Profession or job title

.....

Job description

.....

C.29.a land-code

C.29. Where was your previous employment?

(If 'at home', give home address)

Country

Work address (if on Aruba)

.....

C.29.b geo-code

Name of company

.....

C.29.c isie-code

Go to C.33.

Type of company/employer

.....

.....

(Give a precise description)

C.30.a

C.30. In what year and month did you start your previous job?

a. Year: 19?? (Fill in spaces C.30.a.)

b. Month (Fill in spaces C.30.a.)

C.30.b

C.31.

C.31. How many months did you work at your previous job?

(Fill in spaces C.31.)

C.32.

C.32. What was your monthly salary when you quit

that job? (Amount in Afl.)

(Fill in spaces C.32.)

C.33. We would like to know in what manner and how much money you have received from the following:

C.33.a

a. A.O.V. and other forms of pension

C.33.b

b. Widow/widower pension- orphan/ life insurance

C.33.c

c. Rent of property

C.33.d

d. Income by Interest/ dividends

C.33.e

e. Other forms of income

*** GO TO E.1. ***

D. Characteristics of unemployed persons

(Only for those persons who answered 'no' to question X.1.)

D.1.

D.1. Have you had a job in the past where you worked more than four hours per week and where you worked for at least two consecutive weeks?

1. Yes

2. No

D.2. isco-code

D.2. What type of work did you do then?

Profession or job title

Job description

D.3.a. land-code

Go to D.8.

D.3. Where did this employment take place?

(If 'at home', give home address)

Country

Work address (if on Aruba)

D.3.b. geo-code

Name of company

D.3.c. isic-code

Type of activity of company/employer

(Give a precise description)

D.4.a.

D.4. In what year and month did you start this job?

a. Year: 19?? (Fill in spaces D.4.a.)

b. Month (Fill in spaces D.4.b.)

D.4.b.

D.5.

D.5. How many months did you work at your previous job?

(Fill in spaces D.5.)

D.6.

D.6. What was your monthly salary when you quit that job?

(Amount in Afl.)

(Fill in spaces D.6.)

D.7.

D.7. Why did you quit that job?

(Fill in spaces D.7.)

1. Got married
2. Birth of a child
3. Health reasons, disabled for work
4. Studies/courses
5. Military draft
6. Quit for personal reasons
7. Own company closed down or sold
8. Fired due to company closure, reorganization, cutbacks
9. Fired due to contract deadline or other reason
10. Retired, rentier
11. No work permit (yet)
12. Problems with child care
13. Take care of other family members
14. Other reasons, namely:

*** GO TO D.8. ***

Go to D.8.

D.8.

D.8. Have you been actively looking for work in the past month or were you busy trying to start your own business? *(Fill in space D.8.)*

- 1. Yes
- 2. No

D.9.

D.9. If you find a job or start a business, will you be able to start within two weeks? *(Fill in space D.9.)*

- 1. Yes
- 2. No

D.9.a.

D.9.a. For what reason wouldn't you?

- 1. Study/ training
- 2. Illness/ accident
- 3. Domestic chores
- 4. Other reasons

D.10.

D.10. How many full months have you been looking for work? *(Fill in spaces D.10.)*

Go to D.17.

D.11.

D.11. What did you do before you started looking for work?

- 1. Had salaried employment or own business
- 2. Attending (full-time) courses
- 3. Fulfilling military draft
- 4. Did housework
- 5. Odd jobs
- 6. Something else, namely

D.12.

D.12. How did you look for work in the past four weeks?

- 1. Answered a job ad
 - 2. Placed an advertisement
 - 3. Asked around at various companies
 - 4. Via friends or connections
 - 5. Via job center or agency
 - 6. Read all the job ads
 - 7. Active preparations for own business
 - 8. Other method, namely
- (Only mention the main method)*

Go to D.17.

D.13.

D.13. Are you looking for a permanent job or a temporary job?

- 1. Permanent job
- 2. Temporary job

D.14.

D.14. Do you want a full-time or a part-time job?

- 1. Full-time job
- 2. Part-time job

D.14.a. isco-code

D.14.a. What is the kind of job you would like to have?

.....

*** GO TO D.15. ***

D.15.

D.15.a

D.16.a

D.16.b

D.16.c

D.16.d

D.16.e

D.16.f

D.17.

D.18.

D.19.a

D.19.b

D.19.c

D.19.d

D.19.e

D.19.f

D.15. Are you registered at the Job Center?

- 1. Yes
- 2. No

D.15.a Why is it difficult for you to get a job?

- 1. Education does not suffice with the requirements
- 2. There is no work in the desired branch
- 3. Little/ no experience
- 4. There is no permit
- 5. Demands are too high
- 6. There is a handicap
- 7. Other reason,.....

D.16. We would like to know in what manner, and how much money you received last month, of the following:

- a. Unemployment benefits
- b. A.O.V. or other forms of pension
- c. Widow/ widower pension- orphan/ life insurance
- d. Interest/ dividends income
- e. Rent of property
- f. Other forms of income

*** GO TO E.1. ***

D.17. Are you planning to look for work in the next 12 months?

- 1. Yes
- 2. No

D.18. Why are you not looking for a job right now?

- 1. Have retired, rentier, too old
- 2. Not possible with children
- 3. Want to finish school/courses first
- 4. No suitable work available
- 5. Don't have a proper diploma to find a good job
- 6. Waiting for/fulfilling military draft
- 7. Financially not necessary
- 8. Prefer to do housework
- 9. Health
- 10. Family circumstances
- 11. No work permit
- 12. Already found a job
- 13. Must take care of other family members
- 14. Other reason, namely

D.19. We would like to know in what manner, and how much money you received last month, of the following:

- a. Unemployment benefits
- b. A.O.V. or other forms of pension
- c. Widow/ widower pension- orphan/ life insurance
- d. Interest/ dividends income
- e. Rent of property
- f. Other forms of income

E. Migration and characteristics of foreign employees

E.1. land-code

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E.1. Country of birth:

If born in the Netherlands Antilles, mention the island.

If born on Aruba, end of interview: otherwise go to E.2.

E.2.a. jaar

--	--

maand

--	--

E.2. When did you come to live on the island?

a. Year 19?? *(Fill in spaces E.2.a.)*

b. Month *(Fill in spaces E.2.b.)*

Note: If the person came to the island before 1 October 1984, END OF INTERVIEW!

END OF INTERVIEW!

Otherwise go to E.3.

E.3. land-code

--	--

E.3. Which country did you live in before you came here?

(If person comes from the Netherlands Antilles, mention the island.)

E.4.

--

E.4. When you lived there, did you have a job or your own business?

1. Yes

2. No

E.5.a. isco-code

--	--	--	--

E.5. What type of job did you have there?

Profession or job title

.....

Job description

.....

Type of activity of company/employer

.....

.....

(Give precise description)

E.5.b. isic-code

--	--	--	--

Go to E.7.

E.6. How much did you earn per month by the end of that job?

(Convert amount to currency of the country mentioned in question E.3.)

E.6.

--	--	--	--

E.6.a. year

--	--

month

--	--

When did you leave that job?

a. Year 19?? *(fill in space E.6.a.)*

b. Month *(fill in space E.6.b.)*

E.6.b.

--	--

*** GO TO E.7. ***

E.7.

--

E.7. How long do you plan to stay on Aruba?

1. Less than six months
2. Six months or longer, but less than eighteen months
3. Eighteen months or longer, but less than three years
4. Three to five years
5. From five to ten years
6. Ten years or longer, but not my whole life
7. My whole life, want to settle here permanently

IF THE PERSON DOESN'T HAVE A JOB RIGHT NOW, END OF INTERVIEW

IF THE PERSON HAS A JOB, GO TO E.8.

E.8.	<input type="checkbox"/> <input type="checkbox"/> <p>E.8. How many relatives have you helped to come to Aruba for which you are financially responsible? <i>(Fill in '00' if no persons have come over)</i></p>
E.9.	<input type="checkbox"/> <input type="checkbox"/> <p>E.9. How many relatives, who now live elsewhere and for which you are financially responsible, do you plan to help come to Aruba? <i>(Fill in '00' if no persons are to come over.)</i></p>
E.10.	<input type="checkbox"/> <p>E.10. Do you regularly send money to family or friends in other countries?</p> <p>1. Yes 2. No</p>
E.11.	<input type="checkbox"/> <p>Go to E.14.</p> <div style="border: 1px solid black; padding: 5px;"> <p>E.11. How often do you send money to family/friends per year?</p> <p>1. More than 12 times 2. 12 times 3. 8-11 times 4. 5-7 times 5. 3-4 times 6. twice 7. once</p> <p>E.12. How many US dollars did you send last month? <i>(Fill in spaces E.12.)</i></p> <p>E.13. How do you send the money? <i>(Only score the main method)</i></p> <p>1. Via a bank on Aruba 2. Via friends/relatives who go abroad 3. Via the post 4. Via private courier service (e.g. Amex, Western Union) 5. Other, namely</p> <p style="text-align: center;">*** GO TO E.14. ***</p> </div>
E.12.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
E.13.	<input type="checkbox"/>
E.14.	<input type="checkbox"/> <p>E.14. How did you get your present job on Aruba?</p> <p>1. Personally contacted by employer 2. Via a recruitment agent 3. Came to Aruba and then found work here 4. Via family/friends who live or work here on Aruba 5. Via a government institution in country of origin 6. Replied to a job ad in country of origin for a job on Aruba 7. Sent to Aruba by employer in country of origin 8. Other method, namely</p>
E.15.	<input type="checkbox"/> <p>E.15. Who paid for the permit fees?</p> <p>1. Paid for them myself 2. Employer. Respondent does not have to pay it back 3. Employer. Respondent have to pay it back 4. Contractor, recruitment agent 5. Family/friends 6. Legally admitted 7. Other, namely</p>
E.16.	<input type="checkbox"/> <p>E.16. Do you have health insurance for yourself (and/or family here on Aruba)?</p> <p>1. Yes, have health insurance, but only for myself 2. Yes, have health insurance for myself and my family 3. Yes, have health insurance for other family members, but not for myself 4. No health insurance</p> <p style="text-align: center;">*** END OF INTERVIEW. THANK YOU FOR YOUR COOPERATION. ***</p>

APPENDIX II

CONCEPTS AND DEFINITIONS

CONCEPTS AND DEFINITIONS

ACTIVITY STATUS Main activity before looking for work. Distinguishes between those who were working (that is job leavers, job losers and temporary lay-offs) and those who were not in the labor force but were keeping house, going to school, or involved in some other type of activity.

Data on activity status are restricted to persons aged 15 years and over. The economically active population comprises all persons of either sex who contribute to the production of economic goods and services, during a specified period of time. The reference period used in the Labor Force Survey (LFS) was the week preceding the survey.

AGE

Age is collected from every household member in the survey, and the information on labor market activity is collected from all persons aged 15 and over.

Arubans possess the Dutch nationality. A person who was born on the island and who possesses the Dutch nationality is considered an Aruban. All others are non-Aruban.

**ARUBAN/
NON-ARUBAN**

AVAILABILITY

Persons are regarded as available for work if they reported that they could have worked in the reference week, if a suitable job had been offered (or recalled if on temporary layoff); or if they could not take a job because of their own illness or disability, personal or family responsibilities. Full-time students currently attending school and looking for full-time work are not considered to be available for work during the reference week. They are assumed to be looking for a summer or co-op job or permanent job to start sometime in the future.

**BRANCH OF
INDUSTRY**

Branch of industry refers to the economic activity of the establishment in which an employed person worked during the week preceding the survey or in which the person last worked, if unemployed. The International Standard Industrial Classification of Economic Activities (ISIC-third revision) was used for the classification of industrial and business activities in Aruba. The ISIC system uses a four-digit code -as did the ISCO- to classify the economic activities of businesses and other economically active organizations in a country. The hierarchy in the classifications of the branch of industry is made up of divisions (2-digit codes), major groups (3-digit codes), and groups (4-digit codes). Information obtained in the labor force survey is coded at the group level. For analytical purposes, the divisions are grouped in 17 tabulation categories. A letter indicates each of the categories. In this report we will mainly use these tabulation categories.

ISIC-III tabulation categories are given below:

- A. Agriculture, hunting and forestry
- B. Fishing
- C. Mining and quarrying
- D. Manufacturing
- E. Electricity, gas and water supply
- F. Construction
- G. Wholesale and retail trade; repair of motor vehicles and motorcycles and personal and household goods
- H. Hotels and restaurants
- I. Transport, storage and communications
- J. Financial intermediation
- K. Real estate activities

- L. Public administration and defense; compulsory social security
- M. Education
- N. Health and social work
- O. Other community, social and personal services
- P. Other service activities
- Q. Extraterritorial organizations and bodies

DISABLED PERSONS

Disabled persons are persons with a physical or mental disorder. The disability is formed by the limitations of the personal abilities due to the disorder.

'Disabled persons' do not include individuals who are recovering from an illness or an accident and who will be cured within a limited period of time. Their perspective is, after all, to be completely cured.

A relatively crude distinction is made between the various types of handicaps, this because of the restrictions which a population census poses to investigate a topic like this. The following types of physical and mental handicaps are discerned:

Physical handicaps

- Motor handicap: This kind of handicap is a consequence of a disfunction of the limbs. Examples of causes of this impairment are: Parkinson disease, polio and spasticity.
- Visual handicap: This includes blindness and very poor eyesight.
- Auditory handicap: This includes deafness and serious hearing impairments.
- Organ handicap: This kind of handicap is the result of organ disorders such as asthma, diabetes, stoma, etc.
- Multiple physical Handicap: Combination of various physical handicaps, for instance, combined blindness and deafness.

Mental handicaps

Mental handicaps are disorders caused by a failure in intellectual development that results in social incompetence, and is considered to be the result of a defective central nervous system. The disorders have often originated around the time of birth. In some cases mental handicaps can originate as well from an accident or a disease. Mostly a distinction is made according to the degree of intellectual limitations:

- Idiocy: i.e. a very deep, mental handicap. The disabled person leads a very passive, sometimes vegetating life.
- Imbecility: i.e. a very serious mental disorder. Independent functioning is impossible for the handicapped person.
- Morosity: i.e. a light mental handicap. The mentally retarded person can function moderately independently.

Combined physical and mental handicap

Some persons have both physical and mental disorders. For instance, a blind mentally retarded child.

DISCOURAGED
SEARCHER
(DISCOURAGED
WORKER)

Those persons who reported wanting to work at a job or business during the reference week and were available but who did not look for work because they believed no suitable work was available.

DURATION OF SETTLEMENT

The duration of settlement is the interval of time between the date of the survey and the date when the person arrived on the island. The duration of time is expressed in completed years; one year thus means between one and two years on the island.

DURATION OF UNEMPLOYMENT

Number of continuous weeks during which a person has been on temporary layoff or without work and looking for work. Respondents are required to look for work at least once every four weeks; they are not required to undertake job search activities each week in order to be counted as unemployed.

ECONOMICALLY ACTIVE POPULATION (EAP)= Employed Persons (E) + Unemployed Persons (U)

ECONOMICALLY ACTIVE POPULATION

The economically active population includes persons in the civilian labor force as well as those serving in the armed forces. The civilian labor force comprises both the 'employed' and the 'unemployed' in the week prior to the survey.

EMPLOYED: The 'employed' comprises all persons 15 years of age and over who, during the week preceding the survey, were in one of the following categories:

(a) Paid employment:

'At work': persons who worked for a wage or salary, in cash or in kind for at least four hours.

'With a job but not at work': persons who, having already worked in their present job, were temporarily not at work and had a formal attachment to their work as evidenced, for example, by continuous receipt of wage or salary, an agreement on a date of return following the short duration of absence from their job, etc.

(b) Self-employment:

'At work': persons who worked for profit or family gain, in cash or in kind for at least four hours.

'With an enterprise but not at work': persons with an enterprise, be it a business enterprise, a farm or a service enterprise, who were temporarily not at work for whatever specific reason.

UNEMPLOYED: The 'unemployed' comprises all persons 15 years of age and over who, during the week preceding the survey, met all three of the following conditions: Age is collected for every household member in the survey, and the information on labor market activity is collected for all persons aged 15 and over.

(a) 'Without work', i.e., were not in paid employment or self-employment.

(b) 'Currently available for work', i.e., able to start a new job within two weeks' time.

(c) 'Seeking work', i.e., had taken specific steps to seek employment or self-employment. The specific steps may include: registration at a public or private employment agency; applying for a job; checking at work sites; placing or answering newspaper advertisements; seeking assistance from friends and relatives; looking for land or a building, machinery, or equipment to establish own enterprise; arranging for financial resources; applying for permits and licenses, etc.

ECONOMICALLY NON-ACTIVE POPULATION

The economically non-active population comprises the following functional categories:

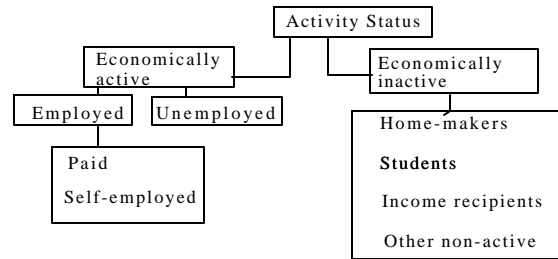
Homemakers: Persons, of either sex, who are not employed or unemployed and who are engaged in household duties in their own home. Domestic employees receiving a salary are consequently classified as economically active.

Students: Persons of either sex, economically non-active, who attend a regular educational institution, public or private, for systematic instruction at any level of education.

Income recipients: Persons of either sex, economically non-active, who receive income from property or investments, interest, rent, royalties or pensions from former activities. Persons who retired early from the public sector, using the so-called VUT arrangement ('Vrijwillige Uitdiensttreding' - Voluntary Retirement), are also included in this category.

OTHER NON-ACTIVES: Persons of either sex, not economically active, who receive public aid or private support, and all other persons who do not fit into any of the above categories, such as young persons who do not attend school and not economically active.

In the following diagram we summarize the hierarchical division of the activity status.



Highest level of schooling completed.

More information is collected on the type of post-secondary education:

EDUCATIONAL
ATTAINMENT

1. Some post-secondary
2. Trades certificate or diploma from a vocational or apprenticeship training
3. Non-university certificate or diploma from a community college, school of nursing
4. University certificate below bachelors degree
5. Bachelors degree
6. University degree or certificate above bachelors degree

Employed persons are those who, during the reference week did any work for pay or profit, or had a job and were absent from work.

EMPLOYMENT

Number of employed persons expressed as a percentage of the population 15 years of age and over. The employment rate for a particular group (age, sex, marital status, etc) is the number employed in that group expressed as a percentage of the population for that group. (WAP = Working age population).

EMPLOYMENT RATE

$$\frac{E}{WAP} \times 100$$

FLOWS INTO
UNEMPLOYMENT

Characterizes the unemployed in terms of their activity immediately prior to looking for work. See JOB LEAVERS, JOB LOSERS, RE-ENTRANTS and NEW ENTRANTS.

FUTURE STARTS

Persons who did not have a job during the survey reference week and did not search for work within the previous four weeks, but were available to work and had a job to start within the next four weeks. These persons are classified as unemployed, despite the lack of job search within the previous four weeks, since it is apparent that they are part of the current supply of labor. In contrast, those with jobs, to start at a later time than the next four weeks are designated as long-term future starts and are classified as not in the labor force since they are not part of the current labor supply.

HEAD OF
HOUSEHOLD

The head of the household is the member of the household who is either:

- the legal owner of the housing unit, or
- the person responsible for paying the rent.

Where no, or more than one, head in one housing unit can be determined, the oldest among all candidates is assigned as the head of the household. This occurs, for instance, in cases of combined ownerships and rent-free housing units.

The head of the household is most commonly used as the reference person to whom the relationship of all other household members is established.

HOURS

ACTUAL HOURS WORKED

Number of hours actually worked by the respondent during the reference week, including paid and unpaid hours.

USUAL HOURS WORKED

The number of hours usually worked by the respondent in a typical week, regardless of whether they were paid.

AVERAGE HOURS WORKED

Average number of hours worked per week, usual or actual, is calculated by dividing total hours by the total number of employed persons.

Also available is the average number of actual hours worked per week calculated by excluding persons who were not at work during the reference week.

HOURS LOST (Absence from work)

A distinction is made between those who lose hours from work because they missed part of the workweek or the full workweek. Reasons for the absence are collected for both situations.

Part-week absence: Collected for employees only.

Reasons for absence include: own illness or disability, personal or family responsibilities, maternity leave (females only), vacation, weather, labor dispute, job started or ended during reference week, holiday, working short time, other reasons.

Full-week absence: Collected for all employed persons.

Reasons for absence include: own illness or disability, personal or family responsibilities, maternity leave (females only), vacation, labor dispute, work schedule, self-employed (no work available), seasonal business (self-employed), other reasons.

The numbers of full weeks absent are recorded. In addition, employees and self-employed with an incorporated business are asked if they received wages or salary for any time off in the reference week.

EXTRA HOURS WORKED

The number of hours worked during the reference week in excess of the usual hours reported in all jobs combined. It includes all extra hours, whether the work was done at a premium or regular wage rate, or without pay.

PAID OVERTIME

Includes any hours worked during the reference week over and above standard or scheduled paid hours, for overtime pay or compensation (including time off in lieu).

EXTRA HOURS WITHOUT PAY (unpaid overtime)

Refers to time spent directly on work or work-related activities over and above scheduled paid hours. These must be extra hours worked for which the respondent received no additional compensation.

HOUSEHOLD

A household may either be:

- A. a one-person household, i.e., a person who provides his or her own food or other basic essentials, without teaming up with any other person to form part of a multi-person household or
- B. a multi-person household, i.e., a group of two or more persons living together which makes common provision for food or other essentials for living.

A criterion, to determine whether persons belong to the same household is to detect whether these persons use a common room. Another important indicator is that the persons share their meals. In this respect, we must note that a live-in housemaid sometimes belongs to the household in which she works and sometimes not. It all depends on whether or not the housemaid has her own quarters where she lives, separately and almost independently, after her daily work.

Examples of households: a person living alone, a family consisting of a father, a mother and some children, a man and a woman living together but have no children, a man and a woman with their children living together with the parents of the woman and a live-in maid, a vagabond living on the streets.

ICSE
CATEGORY

The International Classification of Status in Employment (ICSE) defines its categories as follows:

- Employer: a person who operates his or her own economic enterprise or engages independently in a profession or trade, and hires one or more employees.
- Own-account worker: a person who operates his or her own economic enterprise or engages independently in a profession or trade, and hires no employees.
- Employee: a person who works for a public or private employer and receives remuneration in wages, salary, commission, tips, piece-rates or pay in kind.
- Unpaid family worker: usually a person who works without pay in an economic enterprise operated by a related person (not necessarily living in the same household).
- Persons not classifiable by status: experienced whose status is unknown or inadequately described and unemployed persons not previously employed (i.e. new entrants).

INDUSTRY	The general nature of the business carried out by the employer for whom the respondent works (main job only). If a person did not have a job during the survey reference week, the information is collected for the last job held, providing the person worked within the previous twelve months.
ISCED LEVEL CATEGORY	<p>The <u>INTERNATIONAL STANDARD CLASSIFICATION OF EDUCATION (ISCED)</u> is an instrument for presenting statistics on education.</p> <p>ISCED is basically a three-stage classification system, providing successive subdivisions from <u>level of education</u> to <u>field of study</u> to <u>program group</u>. The ISCED-system, which was used in several tables, incorporates seven categories. A residual category for education not definable by level is added. The levels used in the ISCED system are:</p> <p>LEVEL 0 <u>Education preceding the first level</u> usually begins at age 3, 4 or 5 (sometimes earlier) and lasts from one to three years. School types in this category level are: crèche, day nursery, play school, and kindergarten.</p> <p>LEVEL 1 <u>Education at the first level</u> usually begins at age 5, 6, or 7 and lasts for about five or six years. School types at this level are primary school and special primary schools.</p> <p>LEVEL 2 <u>Education at the second level, first stage</u> begins at about age 11 or 12 and lasts for about three years. For instance: general programs such as MAVO, HAVO 1-3, VWO 1-3; lower levels of vocational training (LTO, LHNO, ETAO, AHS-Ibo, AHS-IIw).</p> <p>LEVEL 3 <u>Education at the second level, second stage</u> begins at age 14 or 15 and lasts for about three years. At this level we find general programs (HAVO 4-5, VWO 4-6) and vocational schooling, intermediate level, such as MTO 1-2, MHNO 1-2, MAO 1-2, the Associate degree AHS 1-2, the Police school, MOVAA 1-2, and nursing program (first two years).</p> <p>LEVEL 5 <u>Education at the third level, first stage, of the type that leads to an award not equivalent to a first university degree</u> begins at age 17 or 18 and lasts for about three years. Thus, at about ages 20 or 21, students who have progressed through the regular school system to complete these programs are usually ready to enter employment. Programs included are vocational education, intermediate level, final year(s) of e.g., MTO, MHNO, MAO, AHS (Associate degree), MOVAA, and nursing program (final year).</p> <p>LEVEL 6 <u>Education at the third level, first stage, of the type that leads to a first university degree or equivalent</u> also begins at age 17 or 18 and lasts for about four years. Thus, students who have progressed through the school system to complete their first degree are usually ready for employment or for a postgraduate study at about age 21 or 22. It includes programs leading to the usual first degrees such as Bachelor of Arts, Bachelor of Science, 'kandidaatsdiploma', 'HBO-diploma'.</p> <p>LEVEL 7 <u>Education at the third level, second stage, of the type that leads to a postgraduate university degree or equivalent</u> includes all education beyond level 6. The degrees and awards obtained at this level take various forms and have different titles from country to country, some of them being Master of Arts, Master of Science, diploma d'étude supérieure and doctorates of various kinds.</p>

LEVEL 9

Education not definable by level. The content of this category can only be described in a negative sense, i.e. programs that cannot be fitted into any of the other categories.

JOB LOSERS

Persons currently not employed, who last worked within the previous year and left that job voluntarily. That is, the employer did not initiate the termination.

Detailed reasons collected are: marriage, birth of child, health reasons; disabled for work (AO), studies/ courses, military draft, quit for personal reason, own company closed down or sold; fired due to company closure; reorganization; cutbacks, fired due to contract deadline or other reason, no work permit (yøt), retired; rentier, problems with childcare, family responsibilities, other reasons.

Persons currently not employed, who last worked within the previous year and left that job involuntarily (employer initiated because of business conditions, downsizing etc.). In the Labor Force Survey 1994 this category was divided into those on temporary layoff and those laid off on a permanent basis.

JOB PERMANENCY

The information collected in the labor force survey allows the categorization of paid jobs as either permanent or temporary. This classification is based on the intentions of the employer, and characteristics of the job, rather than the intentions of the employee.

PERMANENT: a permanent job is one that is expected to last as long as the employee wants it, given that business conditions permit. That is, there is no pre-determined termination date.

TEMPORARY: a temporary job has a pre-determined end date, or will end as soon as a specified project is completed. Information is collected to allow the sub-classification of temporary jobs into four groups: seasonal; temporary; term or contract; including work done through a temporary help agency; casual job; and other temporary work.

LABOR FORCE

Civilian non-institutional population 15 years of age and over who, during the survey reference week, were employed or unemployed. Thus the employed and unemployed population.

LABOR FORCE STATUS

Designates the status of the respondent vis-à-vis the labor market: a member of the non-institutional population 15 years of age and over is either **employed, unemployed** or **not in the labor force**.

LEVEL OF EDUCATIONAL ATTAINMENT

For those who were no longer following regular education, data were gathered on their highest level of educational attainment. The ISCED system was also used for the classification of this information. Almost the same program levels are utilized as above. Persons who did not complete their primary education are grouped together with those who had no education at all.

For those who did not receive a diploma after primary school an extra question was asked, namely what the highest educational attainment of the respondent was without acquiring a diploma. All persons were asked in which country they acquired their education.

MAIN JOB

When a respondent holds more than one job or business, the job or business involving the greatest number of usual hours worked is considered to be the main job. The full or part-time status and industry and occupation information available from the survey refer to the main job, as does information for employees on wages, job permanency and workplace size.

MARITAL STATUS

Refers to the marital status reported by the respondent. No differentiation is made between married and common-law relationships; both are classified as married in the survey.

There are five categories of marital status:

- never married
- married
- divorced
- legally separated
- widowed

Note that these categories indicate the legal status of the person. If a man is married, but lives no longer with his wife, his marital status remains 'married'. A clear distinction should be made between 'divorced' and 'legally separated'.

DIVORCED

Refers to a situation where the marriage has been terminated by a court ruling.

LEGALLY SEPARATED

Under to the Civil Code (art.154, par.1) married persons are obliged to live together. If, for one reason or another, the couple can no longer live together, they can request the court of law for a formal divorce, or a legal separation. In the case of a legal separation, the spouses are exempted from their obligation to live together. However, the legal bond between the spouses remains.

METHODS OF JOB SEARCH

Identifies the various methods of job search activities undertaken by unemployed persons in the previous four weeks. If more than one method is used, the one the respondent considers to be the most important is recorded. Search methods include: answering a job ad, placing an advertisement, asking around at various companies, via friends or connections, via job center or agency, reading all the job ads, actively preparing for own business, other methods.

Persons who, during the reference week, were employed in two or more jobs simultaneously.

MULTIPLE JOB HOLDER

'Native population' indicates persons born in Aruba. 'Foreign-born population' refers to persons born outside of Aruba. Note that the country of birth is not necessarily the country of nationality. Information about the country of birth is given on the basis of the national boundaries existing at the time of the Labor Force Survey.

NATIVE AND FOREIGN-BORN POPULATION

Persons entering the labor force in search of their first job (unemployed).

NEW ENTRANTS

Occupation refers to the kind of work done, in the week preceding the survey, by the person employed (or the type of work done in the past, if unemployed). We used the INTERNATIONAL STANDARD CLASSIFICATION OF OCCUPATION (ISCO-88). The ISCO provides a systematic classification structure, which encompasses all occupations of the economically active population.

OCCUPATION

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 unit group of occupation for all persons aged 14 years and over was coded and entered into the computer. However, due to the limited space available, the tables in this volume only present the classification by major occupational group. Data users who are interested in more detailed information on occupations in Aruba can contact the Central Bureau of Statistics.

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

1. LEGISLATORS, SENIOR OFFICIALS AND MANAGERS

This major group 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

This major group 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

This major group 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.

0. 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.

OTHER JOB	Information collected on the second job of multiple job holders and the old job of those who changed jobs during reference week is limited to: type of employment, number of hours per week, type of work, type of activity of the company and income from this second job.
PARTICIPATION RATE	Total labor force expressed as a percentage of the population 15 years of age and over. The participation rate for a particular group (age, sex, marital status, etc.) is the labor force in that group expressed as a percentage of the population for that group.
PLACE OF RESIDENCE	The place of residence is the geographical place where the enumerated person usually resides. The Geographical Address Classification (GAC-97) system for the classification of the place of residence was used.
POPULATION	The target population covered by the survey corresponds to all persons aged 15 years and over. Total population = Working Age Population (WAP) + Population below working age
PUBLIC/ PRIVATE SECTOR EMPLOYMENT	<p>PUBLIC SECTOR</p> <p>Includes employees in public administration and other government institutions, such as schools, government owned hospitals and public libraries.</p> <p>PRIVATE SECTOR</p> <p>Comprises all other employees and self-employed owners of businesses (including unpaid family members workers in those businesses), and self-employed persons without business.</p>
REASON FOR NOT LOOKING FOR WORK	<p>Asked of all persons classified as unemployed or not in the labor force who last worked within the previous year. See Job losers and Job leavers for detailed reasons.</p> <p>The persons who were not employed and did not search actively for work were asked the reason for not looking for a job. Reasons include: retirement; rentier; too old, not possible with children, finish school/ courses first, no suitable work available, don't have a proper diploma to find a good job, waiting for/ fulfilling military draft, financially not necessary, prefer to do housework, health, family circumstances, no work permit, already found a job, other reason.</p>

SALARY (WAGES)

Salary refers to gross salary in the month preceding the survey. All data on salary are presented in Aruban florins. It includes salaries and wages for the job about which information was gathered (first and second job, as well as previous employment). As such income does not include earnings from other sources such as unemployment benefits, pension, profit from financial investments etc.

In those instances where the respondent was unable to state the amount in another currency but not in florins, the amount provided was calculated afterwards at the office. Exchange rates used were those that applied at the time.

Weekly and hourly wages/ salary are calculated in conjunction with usual paid work hours per week. Average wages, average weekly wages and wage distributions can then be cross-tabulated by other characteristics such as ex, education and occupation.

SCHOOL-
ATTENDING
POPULATION

The school-attending population consists of those persons who follow a regular education program. A regular program normally spans a period of more than one year and leads to an accredited diploma. The program can be followed during the daytime or in the evening. A regular program can normally be considered to be full-time education.

A few examples of regular programs in Aruba are: primary school, ETAO, International School, VWO, IPA, LTO, MAO, University of Aruba, Police school, MOVAA.

STATUS IN
EMPLOYMENT

Status in employment refers to the status of an economically active person with respect to his or her employment. We distinguish whether the person is employed as an employer, an own-account worker/small employer, an employee with a permanent job, an employee with a temporary job, an unpaid family worker, or employed in another way.

EMPLOYER

An 'employer' is a person who, as an owner, runs a business and employs three or more persons. It should be clear that a household is not a business. A housewife who has three housemaids is not an employer. The director of a foundation, an incorporated business, or government organization is also not an employer.

SMALL EMPLOYER

A 'small employer' is an independent, economically active person who gives employment to less than three persons. A carpenter, for instance, who works by himself without any employees is a 'small employer/own-account worker'.

EMPLOYEE

An employee is a person who works for a public or private employer and who receives remuneration in wages, salary, commission, tips, piece-rates, or pay in kind. A distinction is made between Employee with a permanent job and Employee with a temporary job. 'Employees with a permanent job' are those persons who, by written or verbal contract, have been hired for a period of six months or longer. 'Employees with a temporary job' include those who are hired for less than six months, with or without a contract.

CASUAL LABORER, ODD JOBS

A person who does odd jobs, for several days at a time, is also classified under this category.

UNPAID FAMILY WORKER

An 'unpaid family worker' is usually a person who works without pay in an economic enterprise operated by a related person living in the same household.

OTHER

This category comprises of workers such as members of producers' cooperatives.

UNEMPLOYMENT
RATE

$$\frac{U}{TLF} \times 100$$

Number of unemployed persons expressed as a percentage of the labor force. The unemployment rate for a particular group (age, sex, marital status, etc.) is the number unemployed in that group expressed as a percentage of the labor force for that group. (U = no. of unemployed persons 15 y. and above, TLF = Total labor force)

WORK

Includes any work for pay or profit, that is paid work in context of an employer-employee relationship, or self-employed. It also includes work performed by those working in family business without pay (unpaid family workers).

WORKPLACE SIZE

The number of employees at the location of employment is collected from employees.

Categories are as follows:

- 1 person
- 2-4 employees
- 5-9 employees
- 10-19 employees
- 20-49 employees
- 50-149 employees
- more than 150 employees

Economically Active Population (EAP) + Economically Inactive Population

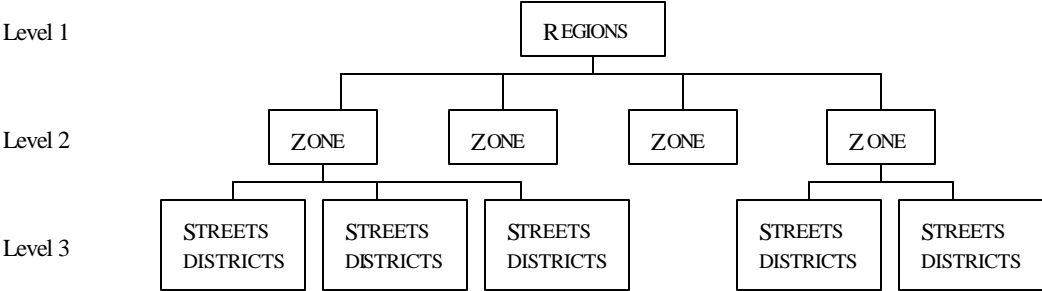
WORKING AGE
POPULATION
(WAP)

APPENDIX III

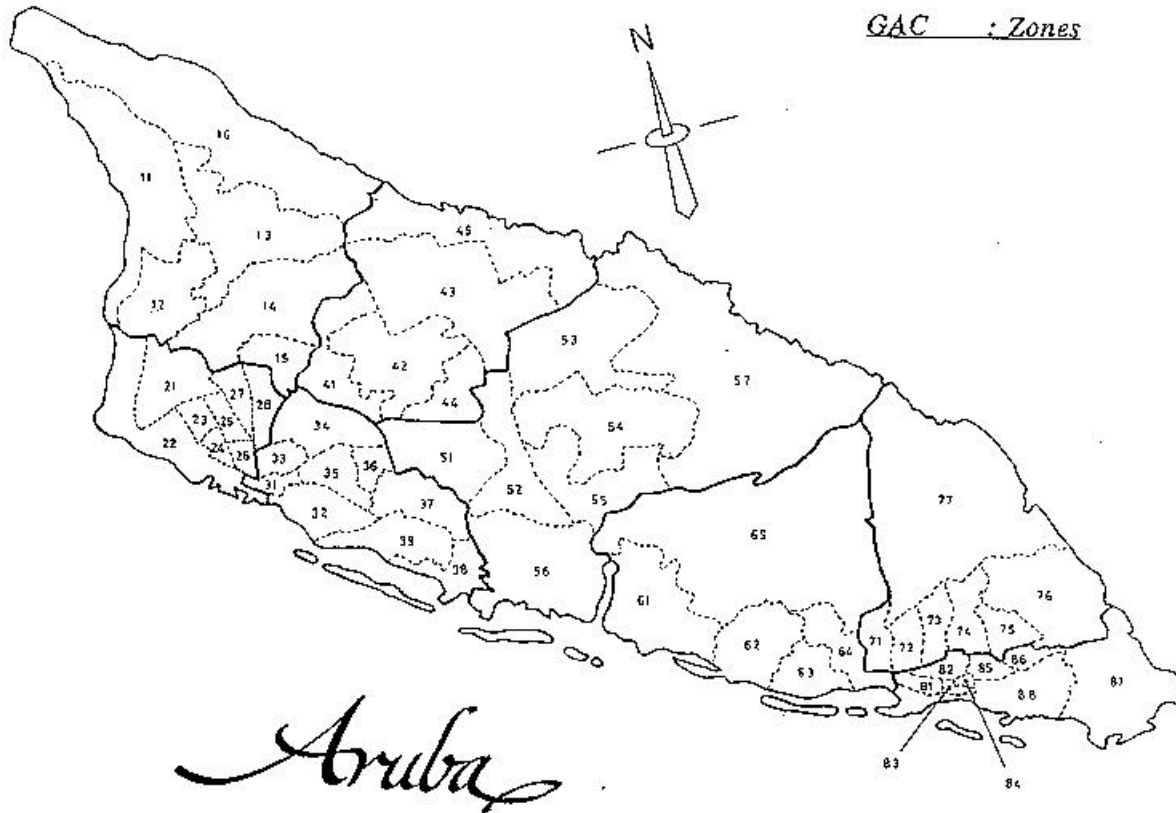
GAC-97

The Central Bureau of Statistics has developed a Geographical Address Classification system in order to present data in a more efficient and orderly manner.

The GAC-97 is a hierarchical structure and is composed of three levels.



The first and second level are presented on the following page. In this publication however the figures are presented on the first level of the GAC-97.



<p>1 Noord/Tanki Leendert</p> <p>11 Palm Beach/Malmok 12 Washington 13 Alto Vista 14 Moko/Tanki Flip 15 Tanki Leendert 16 Noord overig</p>	<p>2 Oranjestad West</p> <p>21 Pos Abao/Cunucu Abao 22 Eagle/Paardenbaai 23 Madiki Kavel 24 Madiki/Rancho 25 Paradijswijk/Santa Helena 26 Socotoro/Rancho 27 Ponton 28 Companashi/Solito</p>	<p>3 Oranjestad East</p> <p>31 Nassastraat 32 Klip/Mon Plaisir 33 Sividivi 34 Seroe Blanco/Cumana 35 Dacota/Potrero 36 Tarabana 37 Sabana Blanco/Mahuma 38 Simeon Antonio 39 Oranjestad Oost overig</p>	<p>4 Paradera</p> <p>41 Shiribana 42 Paradera 43 Ayo 44 Piedra Plat 45 Paradera overig</p>
<p>5 Santa Cruz</p> <p>51 Hooiberg 52 Papijon 53 Cashero 54 Urataca 55 Macuarima 56 Balashi/Barcadera 57 Santa Cruz overig</p>	<p>6 Savaneta</p> <p>61 Pos Chiquito 62 Jara/Seroe Alejandro 63 De Bruynewijk 64 Cura Cabai 65 Savaneta overig</p>	<p>7 San Nicolas North</p> <p>71 Brasil 72 Rooi Congo 73 Watapana Gezaag 74 Standard Ville/Rooi Hundo 75 Kustbatterij 76 Juana Morto 77 San Nicolas Noord overig</p>	<p>8 San Nicolas South</p> <p>81 Zeewijk 82 Pastoor Hendriksstraat 83 van de Veen Zeppenfeldstraat 84 Village 85 Essoville 86 Lago/Esso Heights 87 Seroe Colorado 88 San Nicolas Zuid overig</p>

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