



STATISTICS DEPARTMENT
MONTSERRAT
Telling Montserrat's story through data.

LABOUR FORCE SURVEY REPORT 2020

Telling Montserrat's Story Through Data
Better Data, Better Lives

PREPARED BY
STATISTICS DEPARTMENT MONTSERRAT

Foreword

The findings of this report represent the results from the Labour Force Survey (LFS) conducted in Montserrat from October to November 2020- with a reference period of September 22nd, 2020. The survey was conducted by the Statistics Department Montserrat (SDM) within the Ministry of Finance and Economic Management (MoFEM) on behalf of the Government of Montserrat.

This research was the first ever undertaking of a sample-type Labour Force Survey held in Montserrat. In the recent past- 2018, a Labour Force Census was conducted, while prior to this, labour force indicators were derived from the decennial Population and Housing Censuses- last being 2011.

The objective of this survey was to collect, compile and disseminate labour market information and other socio-economic data required for sound policy formulation and planning decision making. Pertinent information on labour force characteristics and trends, as well as indicators such as labour force participation rate, employment levels and unemployment rate were derived. Additionally, the 2020 LFS findings will enhance the evaluation of the National Sustainable Development Plan and monitoring of the Sustainable Development Goals (SDGS) in respect of decent work, economic growth, and reduction of income poverty.

We express sincere thanks to the persons who took the time to participate in the 2020 LFS. We also thank all our survey staff who worked tirelessly during the project. Special thanks are due also to our development partners, particularly the International Labour Organization (ILO) and Organization for Eastern Caribbean States (OECS) Secretariat for providing technical and financial support.

I hope that reading this report you will find relevant information that would enlighten you and enhance your ability to make informed decisions based on quality official statistical information.

Siobhan Tuitt
Chief Statistician



About Statistics Department

The Statistics Department of Montserrat is the Government agency responsible for compiling, analyzing and disseminating economic, social and demographic statistics about Montserrat.

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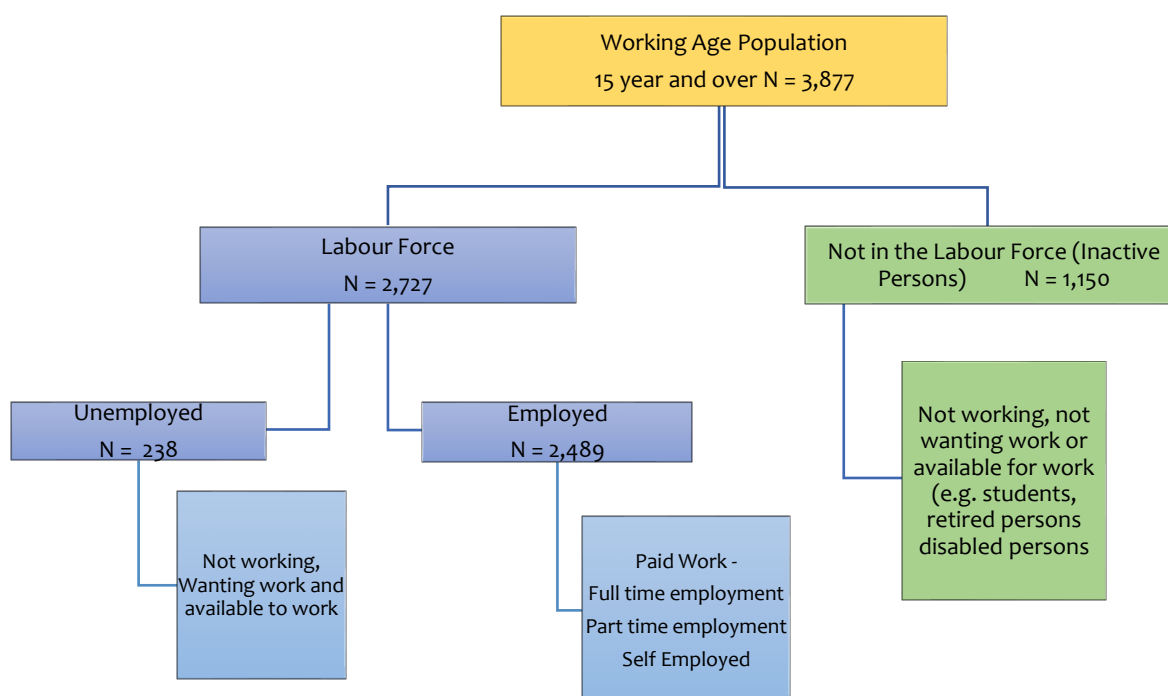


Introduction

The Statistics Department, Montserrat (SDM) conducted its first Labour Force Survey from November 2020 to January 2021. The main objective of the LFS 2020 was to collect and compile information on the characteristics of the labour force – employment, unemployment other economic activities of the population. Data collected from Labour Force Surveys is useful in implementing policies and improving labour market conditions aimed at creating and increasing employment and training programs.

This Summary Report on Key Findings of the Labour Force Survey (2020) presents data on the economic activity of the population 15 and over in Montserrat. It provides information on the labour force, employment, unemployment, inactive persons and the effect of covid19 on the labour force and economic activity.

The Labour Force Framework – As at Week of September 20, 2020



Concepts and Definitions

This section presents concepts and definitions used in this report.

Labour Force Survey - A Labour Force Survey is a standard household-based survey of work-related statistics (ILO). It seeks to accurately determine the current activity status of the population: who are 15 years or older and economically active or inactive. In other words, the survey mainly focuses on the economic characteristics (in particular, status in employment, industry, occupation and place of work). A Labour Force Survey is often conducted using a scientifically selected sample.

Reference Period – the time frame for which survey respondents are asked to report activities. This was the week of 20th September 2020.

Survey Period – the period at which the LFS 2020 was conducted – during the period of November 2020 – January 2021.

Working-Age Population – The working age population is defined as those aged 15 to 64. This indicator measures the share of the working age population in total population.

Labour Force - The labour force comprises all persons of working age who furnish the supply of labour for the production of goods and services during a specified time-reference period. It refers to the sum of all persons of working age who are employed and those who are unemployed.

Labour Force Participation Rate - The ratio of the Labour Force to the overall size of the working age population. It measures the country's working-age population that engages actively in the labour market, either by working or looking for work relative to the population of the working-age.

Employed Population - Is the total number of persons who have a paid job in cash or in kind, are in self-employment or are in contributing family work.

Employment-to-population Ratio (EPR) – the proportion of the country's population 15 and over that is employed.

Occupation - The occupation of a person is the kind of work done by the employed person. Each occupational type is systematically classified and coded using an International Standard Classification of Occupations (ISCO), which allows for international comparison.

Industry - The industry in which an individual is located is the branch of economic activity carried out at the person's place of work. This is defined in terms of the kind of goods produced or services supplied by the unit in which the person works and NOT necessarily the specific duties or functions of the person's job.

Unemployed Population - Persons in Unemployment are defined as all those of working age who were not in employment, carried out activities to seek employment during a specified recent period and were currently available to take up employment given a job opportunity.

Youth - UNESCO/ILO defines the 'youth' as persons from the ages of 15 – 24 years.

Youth Unemployment Rate - Youth unemployment rate is the number of unemployed 15-24 year old as a percentage of the youth in the labour force.

Inactive Persons - are those who are neither in employment (ILO) nor unemployed: young people under 15, students and pensioners non-working to supplement their education or their retirement, men and housewives, people unable to work.

Technical Notes

The Labour Force Survey (September) 2020 was designed to achieve a representative sample of Montserrat's working age population, that is persons 15 years old and over living in private households. Persons living in private institutions, home for the aged and prisons were excluded from the survey. A systematic random sample of 850 households across the 34 (occupied) Enumerations Areas across Montserrat was selected. A total of 731 households were successfully interviewed producing a response rate of 86 percent. The data compiled from these households were then weighted and calibrated to represent the total population of Montserrat.

The Montserrat Labour Force Survey used a one-week reference period – as at the September of September 20 2020, and was administered via telephone interviews due to the onset of the covid-19 pandemic by trained interviewers. The sample selection was obtained from the 2018 Labour Force Census and Intercensal Count. Households were divided into six strata – by sex of head of household and number of persons in each household and the frequency for each stratum was calculated. The sample was then selected proportional to the size of each stratum then sorted by a geographical variable (EA). A systematic random sampling was then performed in order to obtain the target number of households.

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Inactive person(s) 39



Labour Force

The Labour Force entails significant components in an active economy; the employed and the unemployed, where unemployed persons are classified as persons who are looking for work. To be considered as part of the Labour Force persons must be willing to work, have enquired about a job recently and must be available to work. The Labour force age group is 15 – 79 years.

Table 3 illustrates Montserrat's Labour Force distribution by Age and Sex. During the period September to December 2020, the Labour Force was estimated at 2727 persons. This demonstrated that just

over half (1406 or 51.6%) were males and 48.4% (1322) were females. The adult age groups 15-44 years accounted for just over half of the Labour force at 54.4% (1484). The young adults age 15-24 accounted for 182 persons which represented 11.1% (4.4% females and 6.7% males).

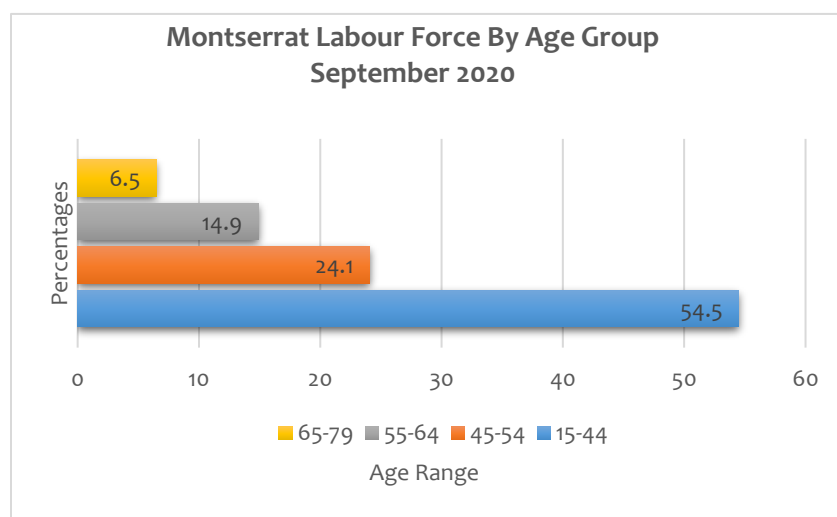
Retired persons age 55-64, represented 14.9% (406) of the Labour Force, while persons 65 years and over accounted for 6.5% (177) of which 4% represented males and 2.5% were females.

Table 1.1: Labour Force by Age and Sex

Five-year age group	Male		Female		Total
	Count	%	Count	%	
15-19 Years	58	4	23	2	80
20-24 Years	124	9	98	7	222
25-29 Years	152	11	125	9	277
30-34 Years	135	10	180	14	315
35-39 Years	114	8	166	13	280
40-44 Years	147	10	164	12	311
45-49 Years	150	11	161	12	311
50-54 Years	178	13	170	13	349
55-59 Years	161	11	108	8	270
60-64 Years	79	6	57	4	136
65-69 Years	62	4	49	4	111
70-74 Years	34	2	17	1	51
75-79 Years	12	1	3	0	15
Total	1406	100	1322	100	2727

Source: Montserrat Statistics Department, Labour Force Survey September 2020

Figure 1.1: Graphical representation of Montserrat Labour Force by Age Group – September 2020



Source: Montserrat Statistics Department, Labour Force Survey September 2020

Table 1.2 illustrates the Labour Force highest level of education attainment. During the period September to December 2020, 89% (2428 persons) in the Labour force reported that they received some level of education or an attainment certificate. A total of 41% (1111 persons) reported that they received tertiary level certificate, of this 20% (533 persons) received 1st and 2nd degree qualification and

professional certificates. On the other hand, there was 14% (391 persons) who reported their highest education level was GCE/CXC.

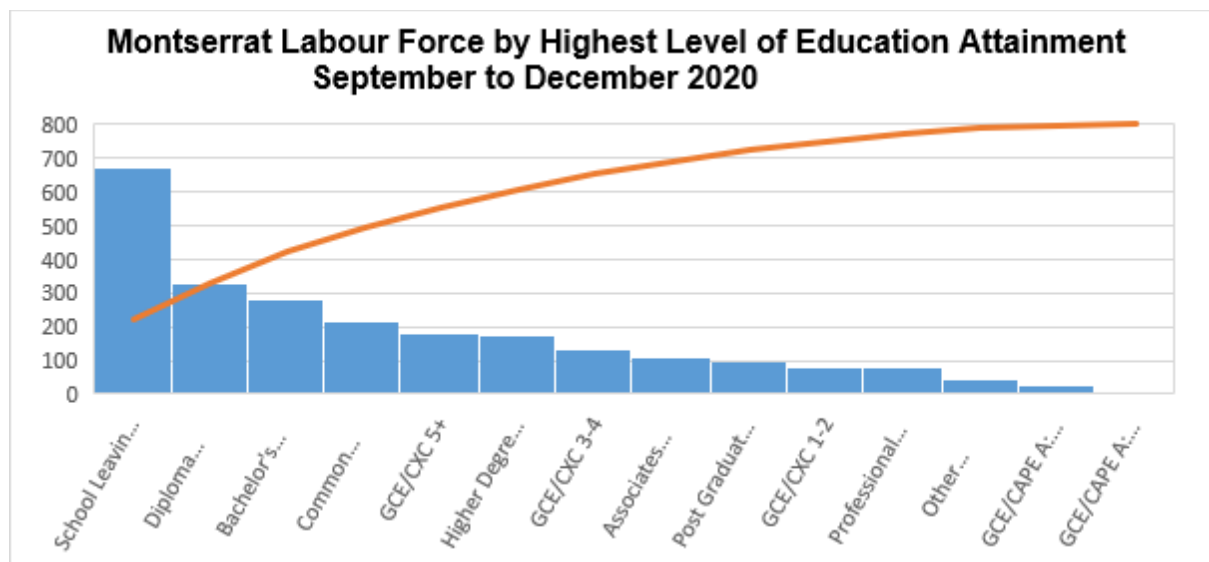
A further illustration in table 2 shows 27% (374 persons) of the Labour Force reported their highest level of education was up to Secondary School for which they received a School leaving Certificate.

Table 1.2: Labour Force by Highest Level of Education Attainment and Sex September 2020

Level of Education Attained Certificate	Male		Female		Count Total
	Count	Percent	Count	Percent	
None	168	12	80	6	248
Common Entrance/CPEA	115	8	98	7	213
GCE/CXC 1-2	40	3	38	3	78
GCE/CXC 3-4	68	5	65	5	134
GCE/CXC 5+	101	7	78	6	179
GCE/CAPE A: 1-2	3	0	7	1	11
GCE/CAPE A: 3+	7	0	19	1	26
Diploma/College Certificate	170	12	160	12	330
Post Graduate Diploma/Certificate	59	4	40	3	99
Associates Degree	53	4	59	4	112
Bachelor's Degree	73	5	206	16	280
Higher Degree (PhD, MBA, MSc)	85	6	90	7	175
Professional Certificate	36	3	42	3	78
School Leaving Certificate	374	27	296	22	670
Other	20	1	23	2	43
Don't know	23	2	13	1	36
Not stated	10	1	6	0	16
Total	1406	100	1322	100	2727

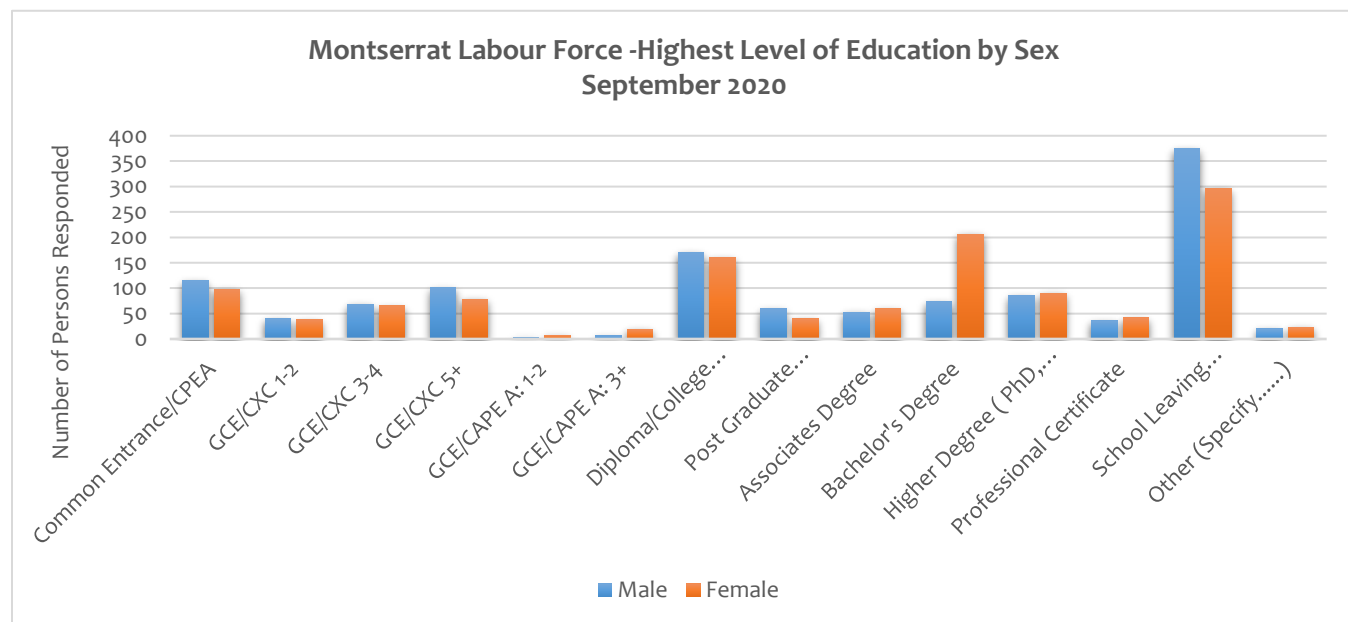
Source: Montserrat Statistics Department, Labour Force Survey September to December 2020

Figure 1.2: Graphical representation of Montserrat Labour Force by Highest Level of Education Attainment – September 2020



Source: Montserrat Statistics Department, Labour Force Survey September 2020

Figure 1.3: Graphical representation of Montserrat Labour Force by Highest Level of Education Attainment by Sex – September to December 2020



Source: Montserrat Statistics Department, Labour Force Survey September 2020

Employment

Introduction

This section provides data on the characteristics of employed persons. Persons who are employed, or the employed population are those of working age who were engaged in some form of gainful (paid) work or self-employment during the week of September 20, 2020. Persons employed in Montserrat are above the legal working age, but for international comparability the working age population (WAP) is usually defined as all persons 15 years and over.

Employed Population

As at the week of September 20 2020, Montserrat estimated an employed population of 2,489 persons - of these 1,255 (50.5%) were males and 1,234 (49.6%) were females. Table 2.1

shows the breakdown of employed persons by sex and age group and chart 2.1 shows the percentage distributions. Employed persons were concentrated in the age groups of 25 – 34, 35 – 44 and 45 – 54. The combined percentage share of these three age groups totaled approximately 69%, more than two thirds of the employed labour force. The 45 – 54 cohort had the largest share of employed persons - 610 persons and was led by females, followed by the 25 – 34 cohort then the 35 – 44 cohort also led by females. Their male counterparts lead the 15 – 19, 20 – 24, 55 – 64 and 65 and over cohort of persons employed.

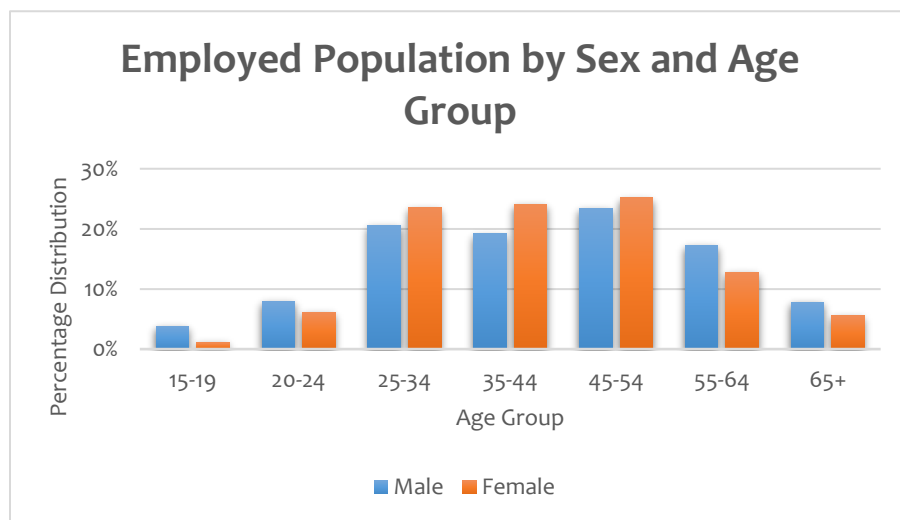
Table 2.1 – Employed Population by Sex and Age Group

Age Group	Male	Female	Total
15-19	48	14	62
20-24	99	77	177
25-34	259	295	554

35-44	240	302	542
45-54	294	316	610
55-64	217	161	378
65 and over	98	69	167
Total	1255	1234	2489

Source: Montserrat Statistics Department, Labour Force Survey September 2020

Chart 2.1 - Employed Population by Sex and Age Group – Percentage Distribution



Source: Montserrat Statistics Department, Labour Force Survey September 2020

Employment-to-Population Ratio

The employment to population ratio (EPR) is the proportion of a country's population that is employed. A high EPR indicates that a large segment of the population is employed while a low ratio signifies that a large share of the population is either unemployed or not directly involved in any form of gainful employment

(not in the labour force) that is, ineligible to work, retired or keeping house. Table 2.2 shows the employment to population ratio by age group and sex. Montserrat's overall Employment-to-population ratio at the week of September 20, 2020 was approximately 64% i.e., for every 10 persons 15 and over there are

6 persons employed. The 25 – 34 and 35 – 44 age groups had the highest employment-to-population ratio, signifying that more persons within the population in these age groups were employed. Among males, the highest EPR were in the age groups of 15 – 19, 20 – 24, 55 – 64 and

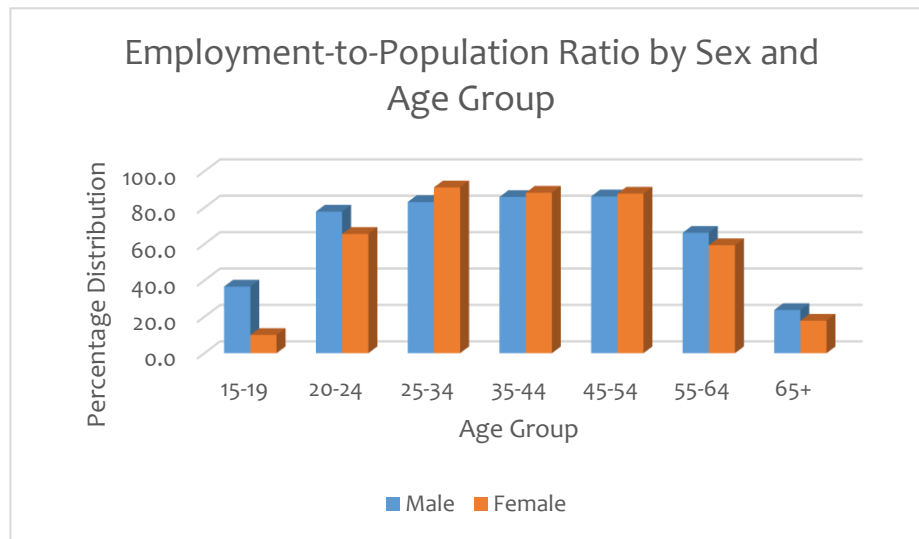
65 and over while highest for females were in the 25 – 34, 35 – 44 and 45 – 54 age groups. The overall EPR was lowest in the 65 and over age group as a result of the retirement age. The second lowest, the 15-19 age group and could have been as a result of persons still in school.

Table 2.2 – Employment-to-Population Ratio by Sex and Age Group

Age Group	Male	Female	Total
15-19	36.6	10.0	22.8
20-24	77.8	65.5	71.9
25-34	83.1	91.1	87.1
35-44	85.8	88.2	87.1
45-54	86.1	87.6	86.9
55-64	66.2	59.3	63.1
65 and over	23.7	17.8	20.9
Total	65	63	64

Source: Montserrat Statistics Department, Labour Force Survey
September 2020

Figure 2.2 - Employment-to-Population Ratio by Sex and Age Group – Percentage Distribution



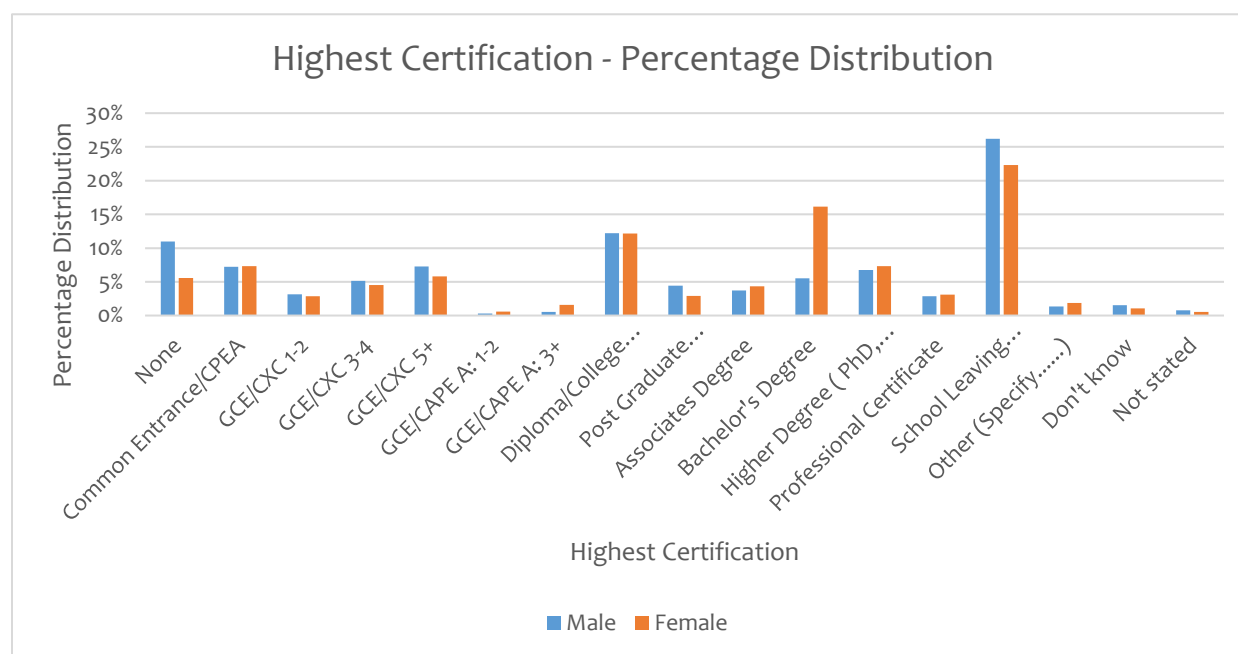
Source: Montserrat Statistics Department, Labour Force Survey September 2020

Employed Persons by Highest Certification

Figure 2.3 shows the percentage share of employed persons by highest certification attained. As at the week of September 20, 2020 employed persons with a school leaving certificate, school leaving examination or CCSLC had the highest percentage share at 24.3% (605 persons) followed by persons who obtained CXC subject passes 14.4% (359

persons). Approximately 10.8% of employed persons (269 persons) had achieved a Bachelor's Degree level education and 7.0% (175 persons) had received a higher degree (MBA, MSc, PhD). Only 8.3% (207) of employed persons were recorded as having no qualification/certification.

Figure 2.3 – Highest Certification Attained – Percentage Distribution



Source: Montserrat Statistics Department, Labour Force Survey September 2020

Employed Persons by Main Occupation

“Occupation” refers to a person’s principal job in his/her line of employment/workplace. The International Standard Classification of Occupations (ISCO-o8) categorizes employed persons into ten (10) major groups:

- Managers
- Professionals
- Technicians and Associate Professionals
- Clerical Support Workers
- Service and Sales Workers
- Skilled Agricultural, Forestry and Fishing Workers
- Craft and Related Trade Workers
- Plant and machinery Operators and Assemblers
- Elementary Occupations
- Armed Forces

The service and sales workers had the highest percentage share of employed persons by occupation group with 23.1% or 576 persons. This category also had the highest share of both employed males (19%) and females (28%). The group 'Technicians and Associate Professionals' followed employing 390 persons or 15.7% of the employed labour force.

Males accounted for 53% of employed persons within this grouping. 'Plant and Machinery Operators and Assemblers' and 'Skilled Agricultural, Forestry and Fishing Workers' had the lowest share of 3.8% and 2.6% respectively, a combined number of 159 persons. Of those recorded to be employed within these two occupation groupings, 100% were males.

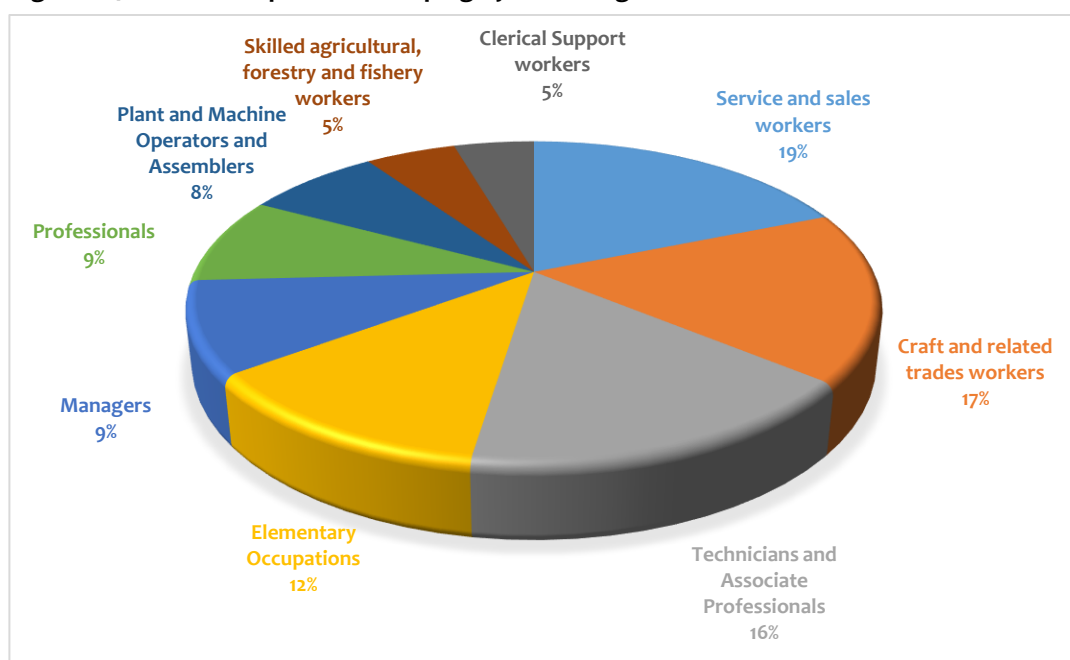
Table 2.3 – Main Employment by Occupational Grouping by Sex and Percentage Distribution

Occupational Grouping	Male		Female		Total Count
	Count	Percent	Count	Percent	
Managers	117	9.3	117	9.5	234
Professionals	109	8.7	214	17.3	323
Technicians & Associate Professionals	207	16.5	183	14.8	390
Clerical Support workers	57	4.5	171	13.9	228
Service and sales workers	236	18.8	340	27.5	576
Skilled Agricultural, Forestry & Fishery workers	64	5.1	0	0	64
Craft and Related Trades workers	215	17.2	28	2.2	243
Plant & Machinery Operators & Assemblers	95	7.6	0	0	95
Elementary Occupations	156	12.4	181	14.7	337
Total	1255	100	1235	100	2490

Source: Montserrat Statistics Department, Labour Force Survey September 2020

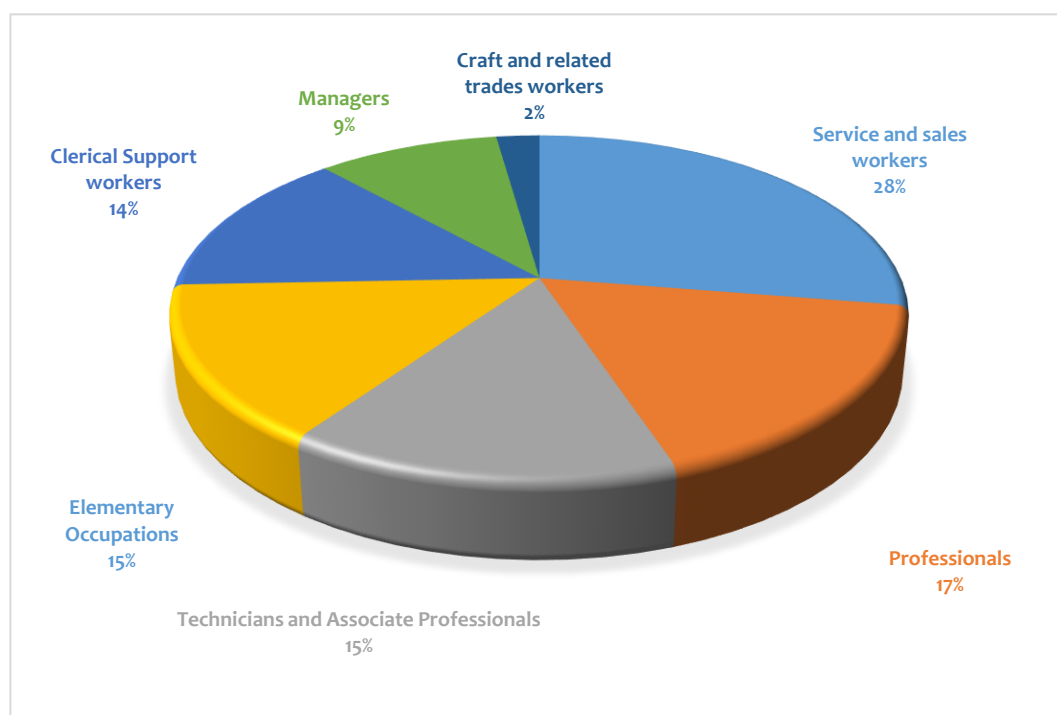
*figures vary due to rounding and weighting

Figure 2.4 – Main Occupational Grouping by Percentage Distribution – Male



Source: Montserrat Statistics Department, Labour Force Survey September 2020

Figure 2.5 – Main Occupational Grouping by Percentage Distribution – Female



Source: Montserrat Statistics Department, Labour Force Survey September 2020

Main Employment by Industry

International Standard Industrial Classification (ISIC) includes 17 broad categories on economic activities associated with the production of goods and services. For the purpose of this report the industries ‘Agriculture, Hunting and Forestry’ and ‘Fishing’ have been combined. Table 2.4 and chart 2.6 show employment by industry. The largest number of persons (702) were employed in the “Public Administration & Defense & Compulsory Social Security” industry group– 28.2% of the employed labour

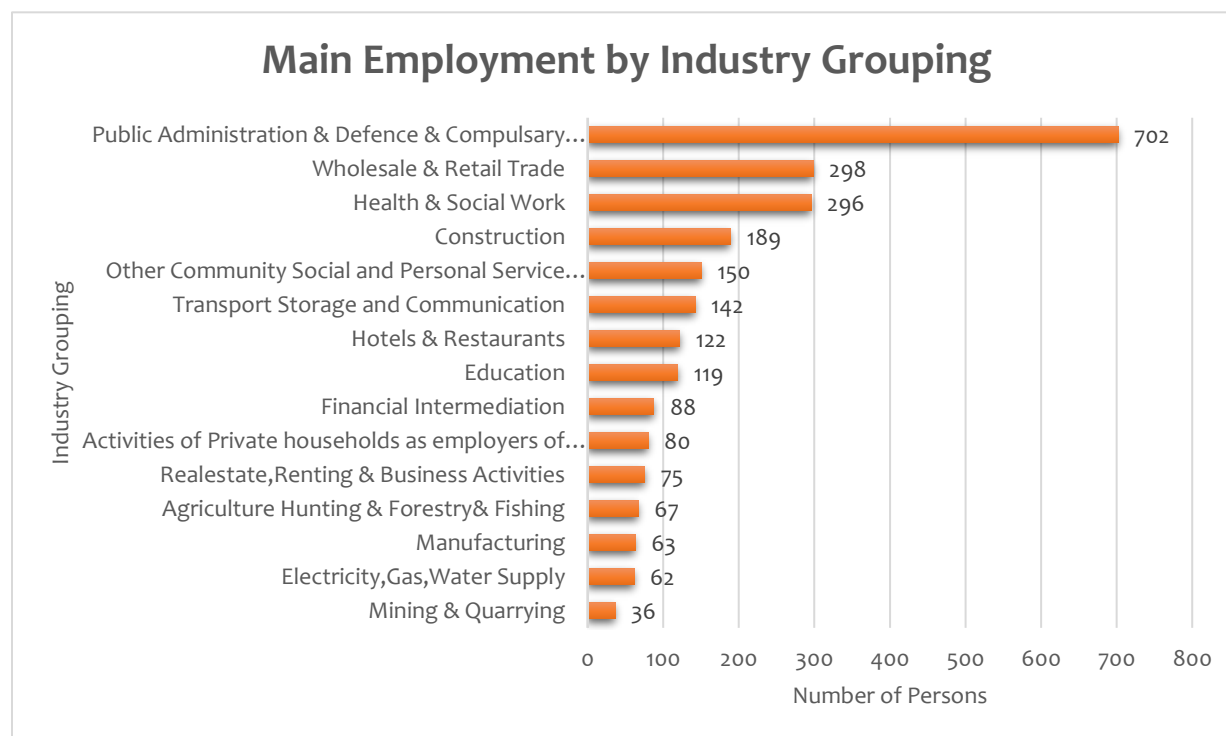
force, followed by ‘Wholesale and Retail Trade’ – 12.0% or 298 persons and ‘Health and Social Work’ 11.9% or 296 persons. The proportion of females employed in ‘Health and Social Work’, ‘Education’ and ‘Hotels and Restaurant’ industries were significantly large. Of persons employed in each of these sectors females constituted for 78.4%, 75.8% and 73.0% respectively. Persons recorded to have been employed in the ‘Mining and Quarrying’ and ‘Construction’ industries were all males.

Table 2.4 – Main Employment by Industry Grouping by Frequency and Percentage Distribution

Industry Grouping	Frequency	Percent
Agriculture Hunting, Forestry & Fishing	67	2.7
Mining & Quarrying	36	1.5
Manufacturing	63	2.5
Electricity, Gas & Water Supply	62	2.5
Construction	189	7.6
Wholesale & Retail Trade	298	12.0
Hotels & Restaurants	122	4.9
Transport Storage & Communication	142	5.7
Financial Intermediation	88	3.5
Real Estate, Renting & Business Activities	75	3.0
Public Administration & Defense & Compulsory Social Security	702	28.2
Education	119	4.8
Health & Social Work	296	11.9
Other Community Social & Personal Service Activities	150	6.0
Activities of Private households as employers of Undifferentiated	80	3.2
Total	2489	100.0

Source: Montserrat Statistics Department, Labour Force Survey September 2020

Figure 2.6 – Main Employment by Industry Grouping



Source: Montserrat Statistics Department, Labour Force Survey September 2020

Employed Persons with a Second Form of Employment Occupation

The September 2020 Labour Force Survey recorded 195 persons to have a second source of employment. Elementary occupations were the highest grouping with a 26.2% share followed by persons in service and sales (16.4%). In both instances females were the majority sex in these groupings. There were twenty-five (25) persons recorded to have a

second source of employment in the Craft and Related Trade Workers grouping, 88.0% favoring males. Examples of professions found in this grouping include construction workers, mechanics and electricians. Of the persons who indicated that they were gainfully employed in the 'Plant & Machinery Operators and Assemblers, 100% were males (table 2.5).

Table 2.5 – Second Form of Employment by Occupational Grouping and Sex

Occupation Grouping	Male	Female	Total
Managers	6	6	12
Professionals	10	13	23
Technicians & Associate Professionals	13	6	19
Clerical Support Workers	0	3	3
Service & Sales workers	9	23	32
Skilled Agriculture, Forestry & Fishing	10	0	10
Craft & Related Trade workers	22	3	25
Plant & Machinery Operators & Assemblers	16	0	16
Elementary Occupations	16	35	51
Not Stated	4	0	4
Total	106	89	195

Source: Montserrat Statistics Department, Labour Force Survey September 2020

Industry

The industry groups ‘Real Estate, Renting and Business Activities’ and ‘Activities of private households...’ engaged most persons with a second form of employment with a percentage share of 18.2% and 13.4% respectively (table 2.6).

Those persons recorded to have a second form of employment in the Agriculture, Hunting Forestry and Fishing, Mining and Quarrying and Construction and Agriculture, Hunting & Forestry & Fishing industries were all males.

Table 2.6 – Second Form of Employment by Industrial Grouping

Industry	Frequency	Percent
Agriculture, Hunting & Forestry & Fishing	13	6.8
Mining & Quarrying	3	1.5
Manufacturing	9	4.5
Construction	19	9.5
Wholesale & Retail Trade	13	6.5
Hotels & Restaurants	12	6.4
Transport Storage & Communication	15	7.7
Real Estate, Renting & Business Activities	36	18.2
Public Administration & Defense Compulsory Social Security	3	1.4
Education	13	6.8
Health & Social Work	13	6.7
Other Community Social & Personal Service Activities	21	10.6
Activities of Private households as employers of Undifferentiated	26	13.4
Total	195	100.0

Source: Montserrat Statistics Department, Labour Force Survey September 2020

Hours Worked (Main Occupation)

As at the week of September 20, 2020, an examination of the data showed that most employed persons usually worked 31-40 hours weekly, approximately 70% of the employed labour force. Persons recorded to have worked 41-50 hours and over 50 hours were 10.7% and 5.3% of the employed labour force respectively. Males lead these two categories with approximately 70% recorded to have 41-50 usual working hours weekly and approximately 80% recorded to usually working over 50 hours weekly (table 2.7). As at the week of

September 20, 2020, 215 persons or 8.6% of the employed labour force indicated that they usually worked 20 hours and less weekly, approximately 66% of these, women. A further analysis of the data showed that many persons whose usual working hours were 20 hours and less weekly, were a part of the 'Activities of Private households as employers of Undifferentiated' (domestic cleaners and helpers) and 'Real Estate, Renting & Business Activities' (building cleaners) industries.

Table 2.7 – Usual Hours Worked in Main Employment by Sex

Usual Working Hours	Male	Female	Total
20 & under	72	143	215
21 - 30	61	72	133
31 - 40	828	911	1739
41 - 50	188	79	267
Over 50	105	27	132
Not Stated	0	3	3
Total	1255	1235	2489

Source: Montserrat Statistics Department, Labour Force Survey September 2020

Income

Estimates on income can be used to evaluate and measure the living standards of a country. In this section, 'Income' is referred to as salaries and wages obtained by persons interviewed. The average monthly income as at September 2020, was estimated to be EC\$3,100.90.

Table 2.8 shows Income by Grouping. The income groups are also shown below.

It is seen that approximately eight hundred and eighty-eight persons indicated to fall within income grouping number 6, that is EC\$2,000 – EC\$3,999.00 monthly. This represented 37.5% and the largest of persons who reported on their income grouping.

Income grouping 5 or persons indicating to fall within this grouping that is \$1,200 – EC\$1,999 monthly had the second largest share of persons, an estimated 451 persons or a percentage share of 19.1%.

Table 2.8 – Income by Grouping

Income Grouping	Frequency	Percent
Group 1	17	0.7
Group 2	37	1.5
Group 3	122	5.1
Group 4	267	11.3
Group 5	451	19.1
Group 6	888	37.5
Group 7	393	16.6
Group 8	193	8.2
Total	2368	100

GOVERNMENT OF MONTSERRAT STATISTICS DEPARTMENT	
Income Groups	
MONTHLY	
Income Group	Income
00	NO INCOME
01	\$1 - \$199
02	\$200 - \$399
03	\$400 - \$799
04	\$800 - \$1,199
05	\$1,200 - \$1,999
06	\$2,000 - \$3,999
07	\$4,000 - \$5,999
08	\$6,000+
98	DON'T KNOW
99	NOT STATED

Average Monthly Income by Occupational Grouping

As seen earlier in this section (main employment by occupational grouping) Service and Sales workers accounted for the highest percentage share of employed persons (23.1%) followed by Technicians and Associate Professionals (15.7%). Table 2.8 shows that these persons earned an estimated average monthly income of EC\$1,856.00 and \$3,304.00

respectively. Skilled Agricultural, Forestry & Fishery Workers had the lowest average estimated monthly earnings of EC\$1,211.00 and this grouping also had the lowest proportion of employed persons as at September 2020 (2.6%). Accounting for 9.4% of persons employed, Managers earned the highest, an average estimate of EC\$5,779.00 monthly.

Table 2.9 – Average Monthly Income by Occupational Grouping

Occupational Grouping	Estimated Average Monthly Income (EC\$)	Share of Employed Persons (%)
Managers	5,779	9.4
Professionals	4,871	13.0
Technicians & Associate Professionals	3,304	15.7
Clerical Support workers	2,519	9.2
Service and sales workers	1,856	23.1
Skilled Agricultural, Forestry & Fishery workers	1,211	2.6
Craft and Related Trades workers	2,284	9.8
Plant & Machinery Operators & Assemblers	2,080	3.8
Elementary Occupations	1,482	13.5

Average Monthly Income by Industrial Grouping

The largest industry as at September 2020 - Public Administration & Defence Compulsory Social Security had the highest estimated earning of EC\$4,304 monthly. Workers in the Health and Social Work and Construction Industries earned an estimated EC\$2,949.00 and EC\$2,875 respectively. Persons engaged in the Financial Intermediation Industry had the

second highest estimated earning of EC\$4,007.00 monthly. 'Hotels and Restaurants' and 'Activities of Private households as employers of Undifferentiated' were the lowest income industries with estimated monthly earnings of EC\$1,221.00 and EC\$1,112.00 respectively.

Table 2.10 – Estimated Monthly Income Earnings by Industrial Grouping



Industrial Grouping	Estimated Average Monthly Income (EC\$)	Share of Employed Persons (%)
Agriculture Hunting & Forestry & Fishing	1,516	2.7
Mining & Quarrying	2,636	1.5
Manufacturing	2,198	2.5
Electricity, Gas, Water Supply	2,973	2.5
Construction	2,875	7.6
Wholesale & Retail Trade	2,333	12
Hotels & Restaurants	1,221	4.9
Transport Storage and Communication	3,044	5.7
Financial Intermediation	4,007	3.5
Real Estate, Renting & Business Activities	2,640	3.0
Public Administration & Defence Compulsory Social Security	4,304	28.2
Education	3,524	4.8
Health & Social Work	2,949	11.9
Other Community Social and Personal Service Activities	2,454	6.0
Activities of Private households as employers of Undifferentiated	1,112	3.2

Unemployment

Introduction

This section provides data on the characteristics of unemployed persons. Persons in unemployment are defined as all those of working age who were not in employment, carried out activities to seek employment during a specified recent period and were currently available to take up employment given a job opportunity.

Table 3.1, shows the distribution of the population in terms of total population by sex, labour force/currently active by sex and unemployed population by sex as at September 20 2020. Montserrat's population 15 years and older was in the region of 3,877. A further breakdown comprises of 1931 males and 1946 females. However, it had an estimated labour force/currently active population of 2727 persons with 2,489 persons being classified as employed and 238 persons

being unemployed. The age group of the economically active population shows that the bulk of the labour force is within the age-range of 25 - 59 years. These workers totaled 2,113 persons, and represented 77 percent of those who are economically active. Their share of unemployment was 61.3 percent, and they numbered 146 persons. Persons in the labour force 60 years and above were estimated at 313 persons and they accounted for 10.9 percent of the unemployed population. For every age cohort for the unemployed, the predominance of males can be observed except for the age cohort "15-19 years, 35 – 39 years, 40-44 years, 45-49 years and 50-54 years". Men accounted for the majority of the unemployed namely 63 percent or in absolute figures 151 males. Based on the sample, no females were unemployed for the age cohorts 60 – 64 and 65 and over age groups.

Table 3.1: Total, Labour Force/Currently Active and Unemployed Population by Five Year Age Group 15 years and Over by and Sex: Sept-Dec 2020

Five Year Age Group	Total Population by Sex			Labour Force/Currently Active Population by Sex			Unemployed Population by Sex		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19 Years	131	141	272	58	23	80	10	8	18
20-24 Years	128	118	246	124	98	222	25	20	45
25-29 Years	171	137	308	152	125	277	22	6	28
30-34 Years	141	186	327	135	180	315	6	3	9
35-39 Years	123	169	292	114	166	280	3	16	19
40-44 Years	157	173	330	147	164	311	17	12	29
45-49 Years	159	176	335	150	161	311	9	7	16
50-54 Years	182	185	367	178	170	349	25	9	34
55-59 Years	174	141	315	161	108	270	6	5	11
60-64 Years	154	131	285	79	57	136	16	0	16
65 Years and older	411	390	801	108	69	177	10	0	10
Total	1931	1946	3877	1406	1321	2727	151	87	238

Source: Montserrat Statistics Department, Labour Force Survey September 2020

Unemployment by Educational Certification

Table 3.2, displays the unemployed males and females aged 15 years and above who reported having attained specific Educational Qualification. Those who had not earned any qualification are also summarized in this table. The higher incidence of unemployment exists especially amongst persons with no qualification, common entrance/CPEA and School Leaving Certificate (CCSLC, Std 6/7, School leaving Exam. Among females, 13 percent had no qualification, 8 percent having attained a common entrance/CPEA while 23

percent School Leaving Certificate (CCSLC, Std 6/7, School leaving Exam. In absolute numbers, this was in contrast to 30 males with no qualification, 25 males with common entrance/CPEA and 45 males with School Leaving Certificate (CCSLC, Std 6/7, School leaving Exam. The corresponding figures for females were 11 with no qualifications, 7 with common entrance/CPEA and 20 with School Leaving Certificate (CCSLC, Std 6/7, School leaving Exam.

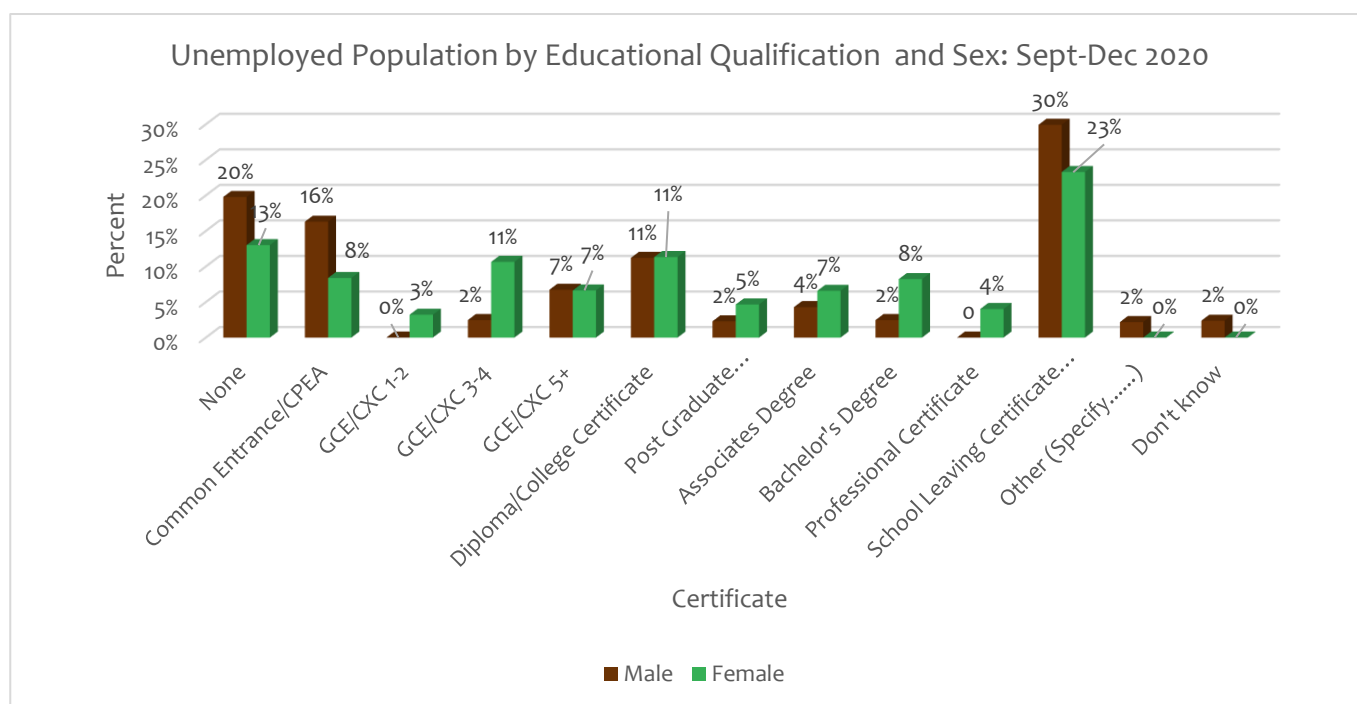
Table 3.2: Unemployed by Educational Qualification and Sex: September 2020



Certificate	Male		Female		Total
	Count	Percent	Count	Percent	
None	30	20	11	13	41
Common Entrance/CPEA	25	16	7	8	32
GCE/CXC 1-2	0	0	>5	3	>5
GCE/CXC 3-4	>5	2	9	11	13
GCE/CXC 5+	10	7	6	7	16
Diploma/College Certificate	17	11	10	11	27
Post Graduate Diploma/Certificate	>5	2	>5	5	8
Associates Degree	6	4	6	7	12
Bachelor's Degree	>5	2	7	8	11
Professional Certificate	0		>5	4	>5
School Leaving Certificate (CCSLC, Std 6/7, School leaving Exam)	45	30	20	23	65
Other (Specify)	>5	2	0	0	>5
Don't know	>5	2	0	0	>5
Total	151	100	87	100	238

Source: Montserrat Statistics Department, Labour Force Survey September 2020

Figure 3.1: Unemployed by Educational Qualification and Sex: Sept 2020



Source: Montserrat Statistics Department, Labour Force Survey September 2020

Unemployed Indicators



In 2020, 58% (302) of persons aged 15-24 years made up the youth labour force in Montserrat. Of the 63 unemployed youths, 34 were males and 29 females. The youth unemployment rate for males was lower (18.7 percent) compared

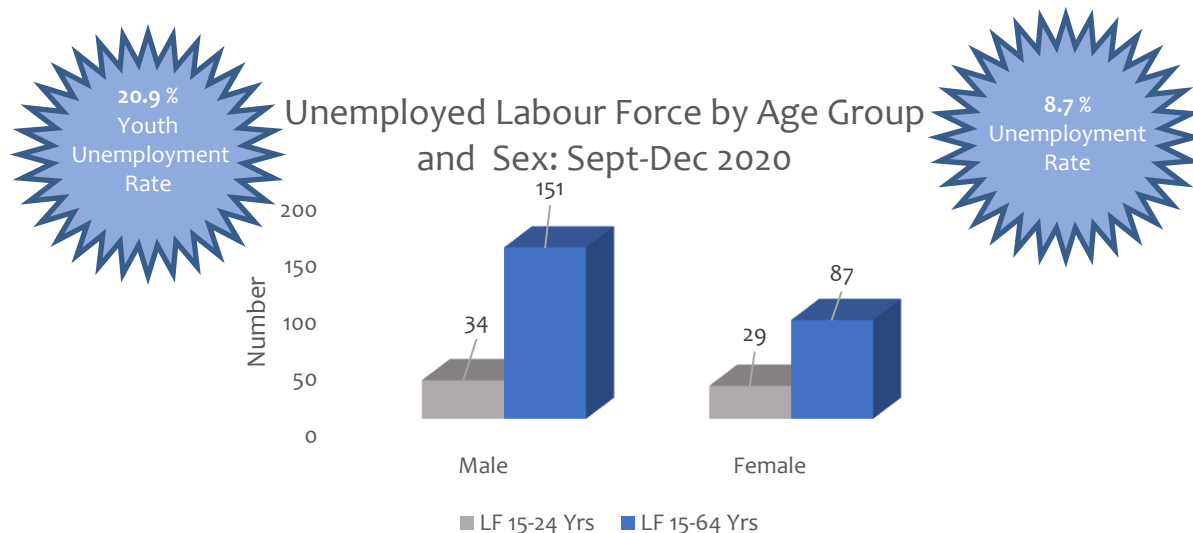
to females (24.2 percent). However, the situation with total unemployment rate was the reverse as the unemployment rate was higher for males (10.7%) compared to females (6.6%). (Table 3.3)

Table 3.3: Unemployed Indicators by Sex: September 2020

Indicators	Male	Female	Total
Labour Force (LF) Youth Population 15-24 years	182	120	302
Unemployed	34	29	63
Unemployment Rate	18.7%	24.2%	20.9 %
Labour Force (LF) 15-64 years	1406	1321	2727
Unemployed	151	87	238
Unemployment Rate	10.7%	6.6%	8.7 %

Source: Montserrat Statistics Department, Labour Force Survey September 2020

Figure 3.3: Unemployed Labour Force by Age Group and Sex: September 2020



Impact of Covid-19

Introduction

Since the declaration of the first confirmed case of COVID-19 on Montserrat in March 2020, the Government implemented measures to safeguard public health. These measures include travel restrictions, school closures, curfews, and restrictions on public gathering and entertainment events.

These actions resulted in reduced operations of some businesses and organizations and in some instances closure, which affected incomes, brought about decreased work hours and temporary layoffs. The socio-economic impact of COVID-19 caused by the measures to curb the virus was immediate.

The 2020 Labour Force Survey (LFS) was the primary data source used in this report/section to explore the impact of the novel coronavirus on the labour market. Questions were included in the survey to gather information on the

impact on work in an effort to assess the effects of the pandemic and its related control measures on individuals.

At the individual level, the questions sought to measure the impact of COVID-19 on employment, hours worked and income. The questions were designed to identify:

- Persons who were temporarily absent from work because of COVID-19;
- Changes in income associated with COVID-19 control measures;
- Impact on hours worked as a result of COVID-19;
- Job loss associated with COVID-19 control measures.

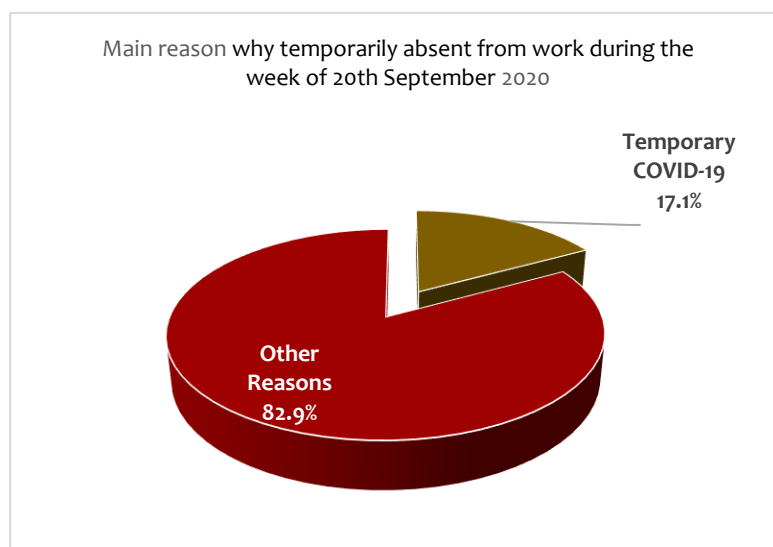
However, at the time when this survey was conducted, there were no active cases of COVID-19 on Montserrat.

Table 4.1: Absence from Work during the Survey Week

Main reason why absent from work during the week of 20th September 2020	Frequency	Percent
Temporary COVID-19 Lay-off (with pay or part pay or agreement to return to job soon based on contract)	10	17.1
Other	47	82.9
Total	57	100.0

Source: Montserrat Statistics Department, Labour Force Survey September to December 2020

Figure 4.1: Absence from Work during the Survey Week



Temporarily Absent

A total of 57 persons were employed but temporarily absent from work during the survey reference week of 20th September 2020 for varying reasons to include: Vacation leave, Maternity/Paternity leave, Sick leave, Personal/Family Responsibility, Study

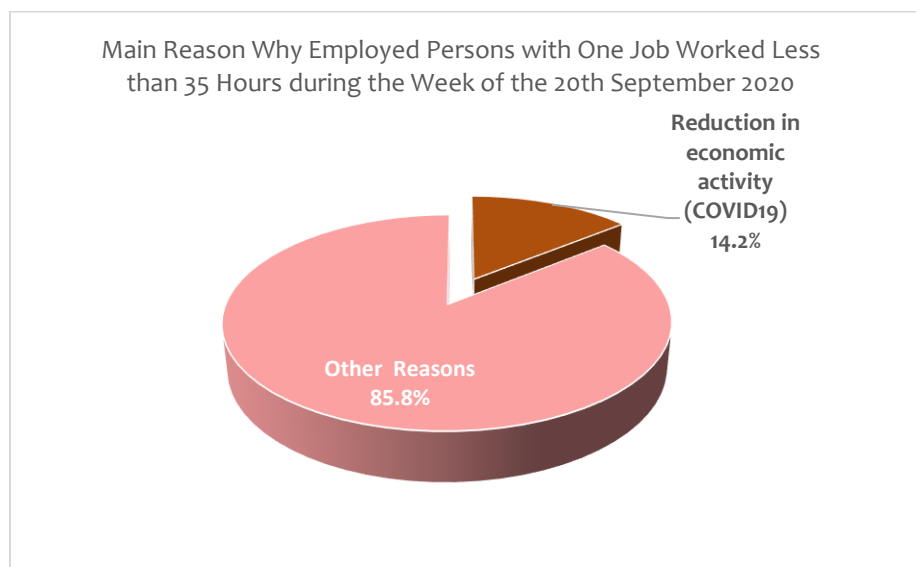
Leave/Training and Unpaid Leave by Employer or Self. Of those absent, 10 persons (17%) indicated that it was due to reasons attributed to COVID-19 while 83% indicated other reasons for their temporary absence from work. (Table 4.1)

Table 4.2: Main Reason Why Employed Persons with One Job Worked Less than 35 Hours during the Survey Week

Main reason for working less than 35 hours during the week of	Frequency	Percent
Reduction in economic activity (COVID-19)	50	14.2
Other	302	85.8
Total	351	100.0

Source: Montserrat Statistics Department, Labour Force Survey September to December 2020

Figure 4.2: Main Reason Why Employed Persons with One Job Worked Less than 35 Hours during the Survey Week



Reason for Employed Persons working less than 35 hours

In 2020, of the respondents who worked only one job and reported working less than 35 hours during the survey reference week of 20th

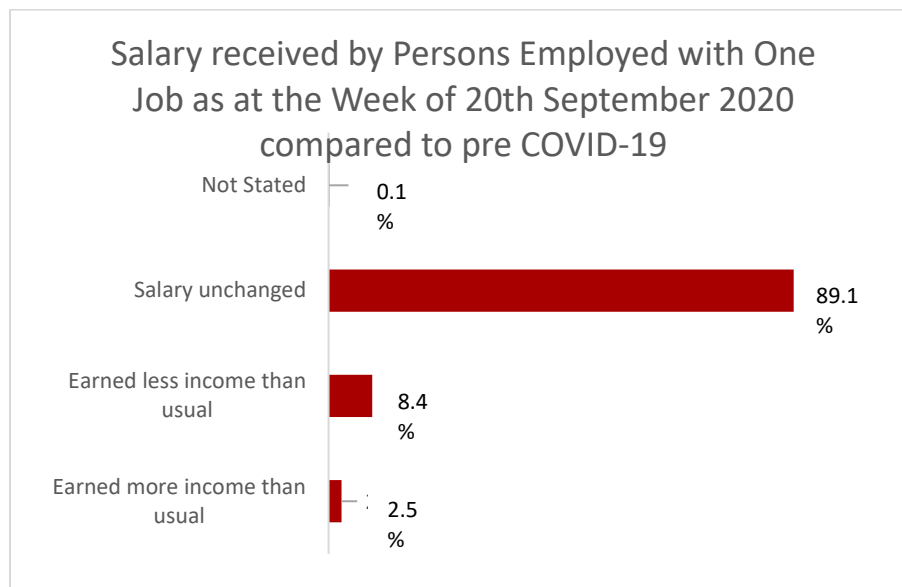
September 2020, 14% per cent stated that this was a result of reduction in economic activity due to the COVID-19 pandemic. (Table 4.2)

Table 4.3: Salary received by Persons Employed with One Job as at the Week of 20th September 2020 compared to pre COVID-19

Status of Salary as at the week of 20th September 2020 compared to pre-COVID-19	Frequency	Percent
Earned more income than usual	57	2.5
Earned less income than usual	192	8.4
Salary unchanged	2,042	89.1
Not Stated	3	0.1
Total	2,294	100.0

Source: Montserrat Statistics Department, Labour Force Survey September to December 2020

Figure 4.3: Salary received by Persons Employed with One Job as at the Week of 20th September 2020 compared to pre COVID-19



Salary of persons employed with one job

Almost 10.0 per cent of the employed persons (8.4%) who worked one job indicated that during the week of 20th September 2020, they earned less income than usual compared to pre

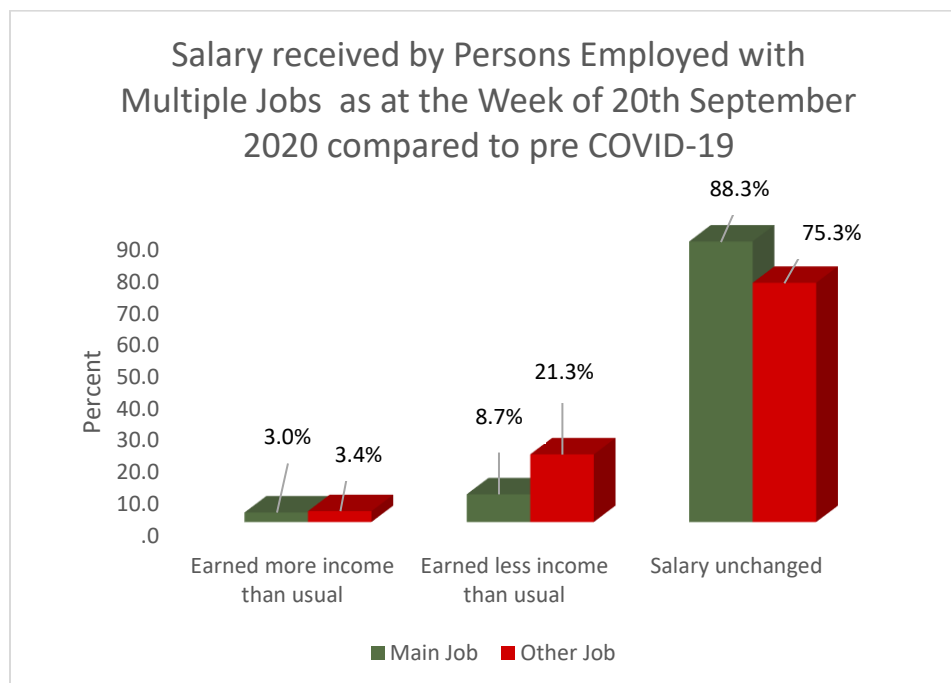
COVID-19, while 89.1 per cent repeated that their salary was unchanged. 3% reported earning more income than usual.

Table 4.4: Salary received by Persons Employed with Multiple Jobs as at the Week of 20th September 2020 compared to pre COVID-19

Status of Salary as at the week of 20th September 2020 compared to pre-COVID-19 - main job	Frequency	Percent
Earned more income than usual	6	3.0
Earned less income than usual	17	8.7
Salary unchanged	172	88.3
Total	195	100.0
Status of Salary as at the week of 20th September 2020 compared to pre-COVID-19 - other job	Frequency	Percent
Earned more income than usual	7	3.4
Earned less income than usual	42	21.3
Salary unchanged	147	75.3
Total	195	100.0

Source: Montserrat Statistics Department, Labour Force Survey September to December 2020

Figure 4.4: Salary received by Persons Employed with Multiple Jobs as at the Week of 20th September 2020 compared to pre COVID-19



Salary of persons employed with multiple jobs

Table 4.4 shows how the salary of persons employed with multiple jobs was affected compared to pre COVID-19. Of the 2,489 persons employed, 195 persons reported having multiple jobs. 17 of these persons (8.7%) reported earning less income in their main job while 42 persons (21.3%) reported earning less their other jobs. 3 percent earned more income than usual in both their main and other

jobs. However, over 75% of persons reported no change in salary for both their main and other jobs. This may have been as a result of no confirmed COVID-19 cases on Montserrat during the reference week. Thus, the COVID-19 restrictions that were implemented which affected employment such as all-island lockdown and business phase re-opening were no longer in place.

Table 4.5: Employed Persons by Hours Usually Worked & Hours Worked in Survey Week of 20th September 2020

Hours Worked by Persons With One Job Only				
Hours	Hours Usually Worked Per Week		Hours Worked During Survey Week	
	Total	Percent	Total	Percent
20 Hours or Less	188	8.21	197	8.57
21 - 30 Hours	93	4.03	88	3.84
31 - 40 Hours	1,633	71.20	1,591	69.34
41 - 50 Hours	248	10.82	238	10.35
More than 50 Hours	132	5.75	126	5.50
No hours	-	-	55	2.39
Total	2,294	100.00	2,294	100

Source: Montserrat Statistics Department, Labour Force Survey September to December 2020

Hours worked by Persons with one job

A comparison of normal working hours per week and that of the reference week of 20th September 2020 were made to show how persons employed in one-job hours of work were affected (Table 4.5). Most persons (71%) reported working 31 – 40 hours as their usual hours worked per week while (69%) reported working the same number of hours during the reference week.

Sixteen (13.94%) males reported working fewer hours during the reference week than they

usually work per week. This was as a result of reduction in economic activity due to COVID-19. However, in the sample, no females (0%) were affected by the reduction in economic activity due to COVID-19. Of the 2,489 employed persons, 2,294 were employed in one job only. Thus, it can be concluded that the majority of workers (92.17%) on Montserrat are held a single job as at the week of 20th September 2020.

Table 4.6: Employed Persons by Hours Usually Worked & Hours Worked in Survey Week of 20th September 2020

Hours Worked by Persons with Multiple Jobs				
Hours	Hours Usually Worked Per Week in Main Job		Hours Worked During Survey Week	
	Total	Percent	Total	Percent
20 Hours or Less	29	14.62	29	14.62
21 - 30 Hours	40	20.65	38	19.21
31 - 40 Hours	106	54.33	97	49.46
41 - 50 Hours	20	10.40	24	12.23
No hours	-	-	9	4.48
Total	195	100.00	195	100.00
Hours	Hours Usually Worked Per Week In Other Jobs		Hours Worked During Survey Week	
	Total	Percent	Total	Percent
20 Hours or Less	148	75.94	133	67.86
21 - 30 Hours	26	13.17	26	13.17
31 - 40 Hours	15	7.57	6	3.13
41 - 50 Hours	3	1.79	6	3.29
More than 50 Hours	3	1.53	3	1.53
No hours	-	-	22	11.02
Total	195	100.00	195	100.00

Source: Montserrat Statistics Department, Labour Force Survey September to December 2020

Hours worked by Persons with multiple jobs

Table 4.6 shows a comparison of hours usually worked per week and hours worked during the (survey) week of 20th September 2020 for persons who reported working multiple jobs. Most persons reported working 31 – 40 hours as their usual hours of work (54.33%) and during the survey week (49.46%) for their main job. In comparison for the other jobs, most persons reported working 20 hours or less for both their usual hours of work (75.94%) and during the (survey) week (67.86%). Of the respondents who reported a difference in

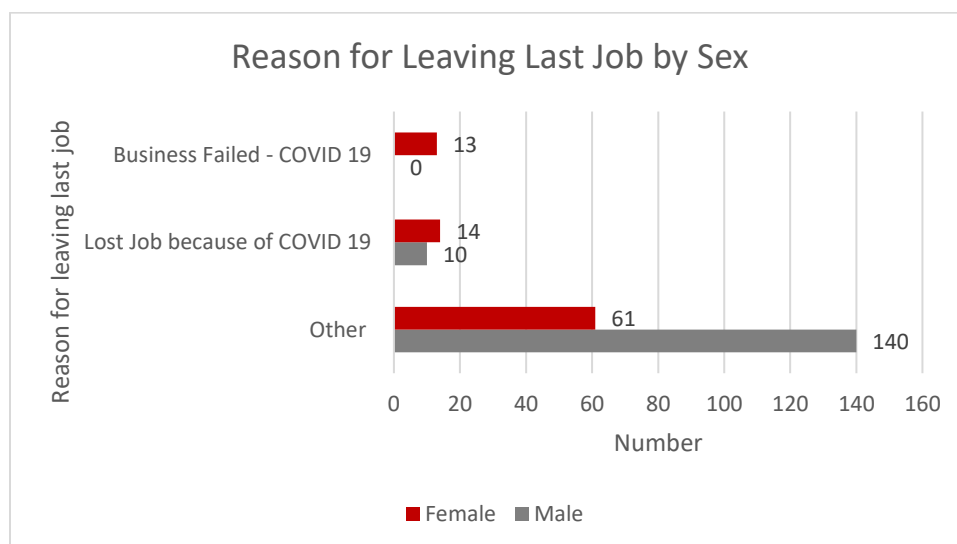
hours worked (usual hours vs actual hours) during the (survey) week for both main and other jobs - 12 males (38.4%) stated that this was as a result of reduction in economic activity due to COVID-19. The remaining 61% reported other reasons for the difference in hours worked. Of the 2,489 employed persons, 195 were employed with multiple jobs, showing that less than ten percent (7.83%) were multiple jobholders as at the reference week of 20th September 2020.

Table 7: Unemployed Labour Force by Reason for Leaving Last Job and Sex

Specifics Of Last Job	Sex of Person		Total
	Male	Female	
Business Failed - COVID 19	0	13	13
Lost Job because of COVID 19	10	14	24
Other	140	61	201
Total	150	88	238

Source: Montserrat Statistics Department, Labour Force Survey September to December 2020

Figure 7: Unemployed Labour Force by Reason for Leaving Last Job and Sex



Source: Montserrat Statistics Department, Labour Force Survey September to December 2020

Reason for leaving last job

Data from the September to December 2020 Labour Force Survey revealed that some businesses did not only fail but some persons also lost their job due to COVID-19. Of the 238 unemployed persons, 10 males (6.67%) and 14 females (15.9%) lost their job while 13 females (14.77%) stopped working because of COVID-19

business failure. No male reported losing their job because of business failure. Although there were no confirmed COVID-19 cases on Montserrat during the (survey) week it can be concluded that some businesses and individuals were affected by COVID-19 as presented in Table 7.

Summary

Montserrat, like the rest of the world, has been impacted by the COVID-19 pandemic and the measures implemented to control the spread. The data revealed that the pandemic has negatively affected individual livelihood with a small number of persons indicating a reduction in their income, hours worked, job lost and business failure. As the coronavirus continue to

spread, its impact on the economy and labour market continues to be of major concern. The Statistics Department will ensure that similar and additional COVID-19 questions form part of the upcoming 2022 Census Questionnaire. The data collected will be used to measure the impact of COVID-19 on the Labour Force which can aid in decision making.

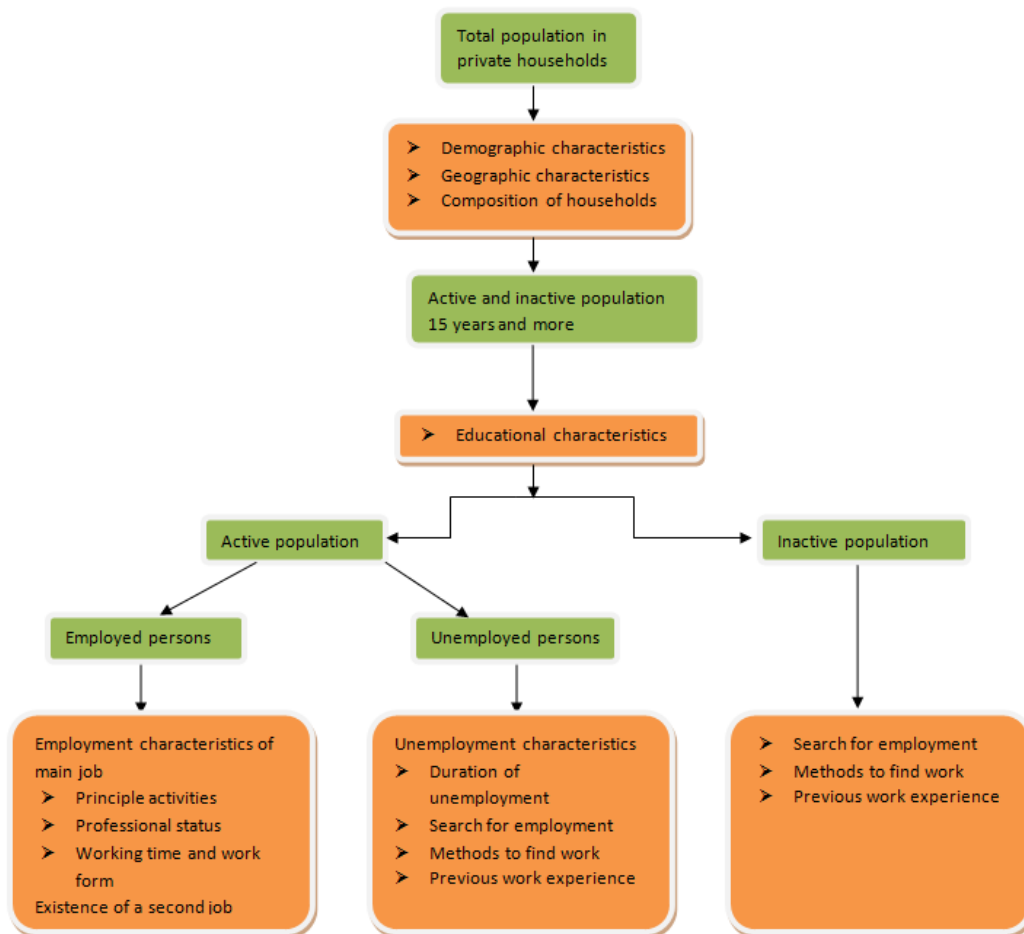
Inactive person(s)

Introduction

Inactive person(s) are those classified neither as employed nor as unemployed, as defined by the European Commission of the Eurostat

Organization sited in their Labour Force Survey Methodology.

Typology to classify the statistical information (variables) of the EU-LFS



To ensure that the statistical results are comparable across countries and over time, the EU-LFS

- uses the same concepts and definitions
- follows International Labour Organization guidelines
- uses common classifications (NACE, ISCO, ISCED, NUTS)
- records the same set of characteristics in each country

People outside the labour force:

comprises of persons who were in one of the following categories:

- (a) aged below 15 (in completed years at the end of the reference week);
- (b) aged above 89 (in completed years at the end of the reference week); or
- (c) aged 15 to 89 (in completed years at the end of the reference week) and neither employed nor unemployed during the reference week according to the definitions of employment and unemployment described above.ⁱ

Staying in line with the definition and methodology used internationally, we can see in Table 5.1 Pensioners &

Savings/Investment/Pension and those supported by means of Parent/Guardian make up 32% and 20% respectively of the total persons (1105) represented as inactive within Montserrat's Labour Force as means of financial support. This may support the ideal of Montserrat having an aging population, where the Labour Force has a number of senior inactive person and otherwise.

26% of the inactive labor force cite Social Services and Social Security as their main means of financial support. Again, keenly underscoring the age structure of the island.

Table 5.1 - persons 15 years and older not in the labour force by present means of financial support by sex

Financial Support	Male		Female		Total Count
	Count	Percent	Count	Percent	
Self	45	9	26	4	70
Parent/Guardian	85	17	137	23	222
Spouse/ Partner	0	0	60	10	60
Savings/Investment/ Pensions	65	13	66	11	131
Friends/Relatives	17	3	40	7	57
Social Security	62	12	56	9	118
Pension	118	24	102	17	220
Money	7	1	12	2	19
from Abroad					
Social Services	81	16	89	15	170
Other (Specify)	22	4	16	3	38
Total	502	100	603	100	1105

Source: Montserrat Statistics Department, Labour Force Survey September to December 2020

Further supporting the data, table 5.2 summarizes the number of persons by sex, who were once in the work force but are no longer active participants. As well as those who

have never worked. The previously active persons totaled 812 (sum of 406 males and 406 females). 290 remained inactive never having worked.

Table 5.2 Persons Not in the Labour Force by Sex

Ever Worked Not LF	Sex of Person				Total
	Male		Female		Count
	Count	Percent	Count	Percent	
Yes	406	81	406	67	812
No	96	19	194	32	290
Don't Know (only for proxy respondents)			2	0	2
Total	502	100	603	100	1105

Source: Montserrat Statistics Department, Labour Force Survey September 2020

Given this information, a further analysis was done taking a closer look at the industry; employment groups; and employment status of these inactive persons during the period in which they were previously employed and once active.

Table 5.3 - Persons Not in the Labour Force by Industry Group in Last Job and Sex

Industry Not LF	Male		Female		Total
	Count	Percent	Count	Percent	
Agriculture Hunting & Forestry	18	4	9	2	27
Fishing	13	3	0	0	13
Mining & Quarrying	3	1	0	0	3
Manufacturing	24	6	20	5	44
Electricity, Gas, Water Supply	29	7	0	0	29
Construction	90	22	0	0	90
Wholesale & Retail Trade	26	6	54	13	80
Hotels & Restaurants	0	0	15	4	15
Transport Storage and Communication	38	9	16	4	54
Financial Intermediation	6	2	18	4	24
Real-estate, Renting & Business Activities	2	0	17	4	19
Public Administration & Defense	82	20	74	18	157
Compulsory Social Security					
Education	6	2	40	10	46
Health & Social Work	6	1	73	18	79
Other Community Social and Personal					
Service Activities	38	9	16	4	54
Activities of Private households as					
employers of Indifferent	24	6	54	13	78
Not Stated	2	0	0	0	2
Total	406	100	406	100	812

Source: Montserrat Statistics Department, Labour Force Survey September 2020

Table 5.4- Persons Not in the Labour Force by Occupation Group in Last Job and Sex

Last Occupation Group	Male		Female		Total Count
	Count	Percent	Count	Percent	
Managers	33	8	31	8	64
Professionals	39	9	69	17	107
Technicians & Associate Professionals	36	9	20	5	56
Clerical Support Workers	10	3	42	10	52
Service and Sales Workers	26	6	105	26	131
Skilled Agricultural, Forestry & Fishery Workers	41	10	6	2	47
Craft & Related Trade Workers	92	23	15	4	107
Plant & Machinery Operators & Assemblers	33	8	4	1	37
Elementary Occupations	91	23	115	28	206
Armed Forces	2	0	0	0	2
Don't Know	4	1	0	0	4
Total	406	100	406	100	813

Source: Montserrat Statistics Department, Labour Force Survey September 2020

Table 5.5-Persons Not in the Labour Force by Employment Status in Last Job and Sex

Not Labour Force Status in Last Job Status Employment	Male		Female		Total Count
	Count	Percent	Count	Percent	
Central Government Employee	111	27	170	42	281
Employee of Statutory Board	52	13	14	3	66
Private Employee	159	39	164	40	322
Employee not specified	0	0	4	1	4
Apprentice	0	0	6	1	6
Self-Employed with employees	20	5	9	2	29
Self-Employed without employees	56	14	30	7	87
Contributing family member	3	1	7	2	11
Other (Specify)	5	1	2	1	8
Total	406	100	406	100	813

Source: Montserrat Statistics Department, Labour Force Survey September 2020

Summary

In conclusion, though there appears to be a large percentage of the population noted as inactive persons, this is mainly due to the

concept of Montserrat having an aging population and is a place where a number of pensioners choose to retire.

ⁱ Source: Economic Commission – EuroStats https://ec.europa.eu/eurostat/statistics-explained/index.php?title=EU_Labour_Force_Survey_-_new_methodology_from_2021_onwards