


TURKS AND CAICOS ISLANDS



# LABOUR AND EMPLOYMENT SITUATIONER 2007

Updated Statistical  
Tables

STATISTICAL OFFICE  
Department of Economic Planning and Statistics  
April, 2008

Copyright © 2008

## Statistical Office

Department of Economic Planning & Statistics  
South Base, Grand Turk, Turks & Caicos Islands  
British West Indies

Telephone: (649) 946-2801 Fax: (649) 946-2557

E-mail: [info@depstc.org](mailto:info@depstc.org) or [deps@gov.tc](mailto:deps@gov.tc)

Website: [www.depstc.org](http://www.depstc.org)

April, 2008

Data from this publication may be reproduced  
with acknowledgement from source



# *Labour Force Framework*



## *Labour Force Framework*

The *TCI Labour Force Framework* basically follows the ILO labour force framework (International Conference of Labour Statistician, 1982). It classifies the population 15 years old and over, for measuring the economically active population, into three mutually exclusive and exhaustive categories: employed, unemployed and not in the labour force. The currently active population, or the labour force, comprises the employed and unemployed. This group gives a measure of the number of persons furnishing the supply of labour at a given moment in time. Those not in the labour force, to which persons below 15 years old are added, represent the not currently active population. These relationships may be expressed as:

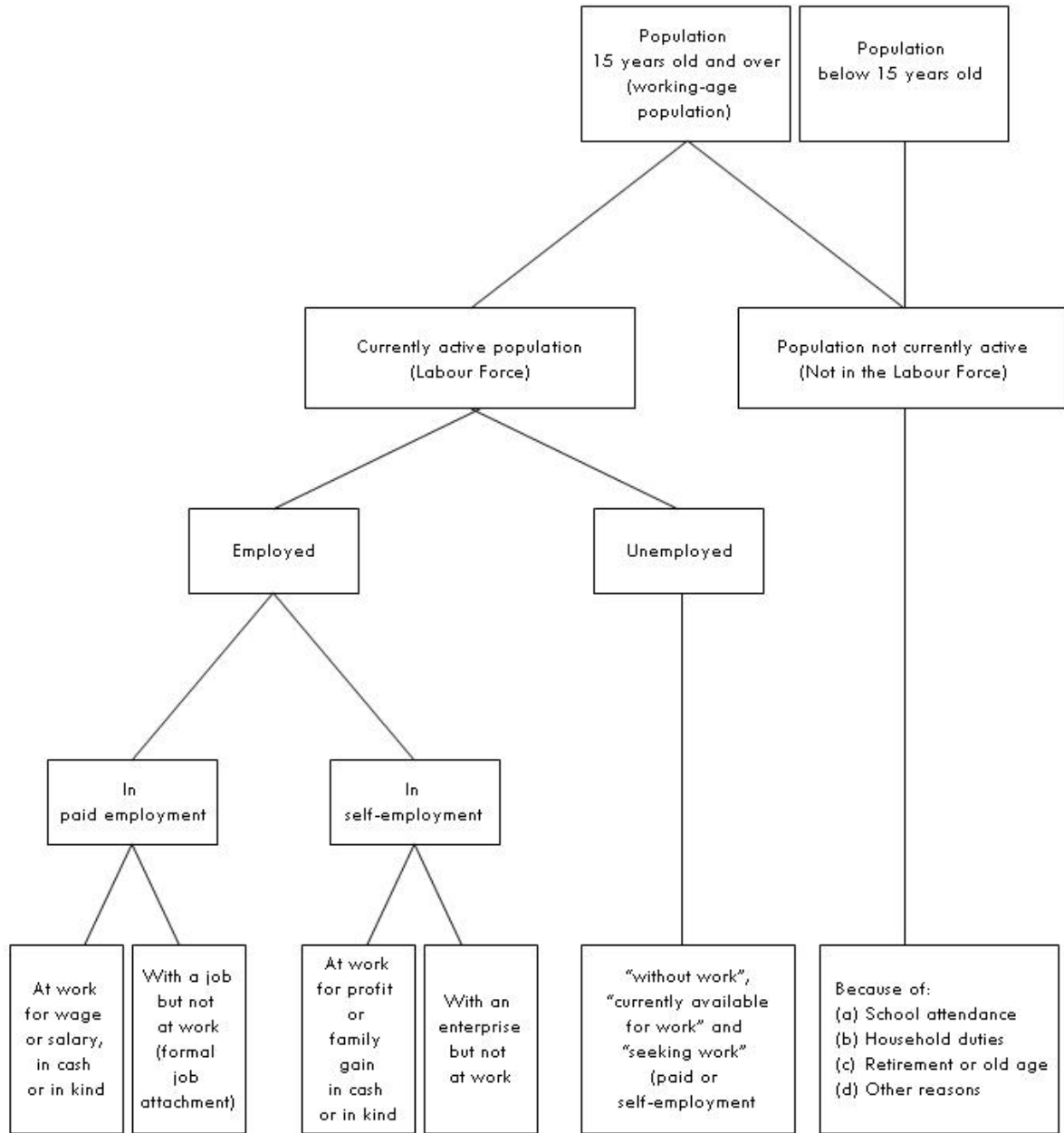
$$\text{POPULATION} = \text{LABOUR FORCE} + \text{NOT IN THE LABOUR FORCE}$$

$$\text{LABOUR FORCE} = \text{EMPLOYED} + \text{UNEMPLOYED}$$

Employment is defined in terms of paid employment and self-employment. Paid employment covers persons who, during the reference period, performed some work for wage or salary, in cash or in kind, as well as person with a formal attachment to their job but temporarily not at work. Self-employment covers persons who, during the reference period, performed some work for profit or family gain, in cash or in kind, and persons with an enterprise but temporarily not at work. Unemployment covers persons who, during the reference period, were (a) without work; (b) currently available for work, and (c) seeking work.

In the absence of a Labour Force Survey, statistics on labour and employment were based mainly on the data collected from the National Insurance Board, Labour Department and the Office of the Chief Secretary. It relies heavily on the social security insurance statistics where the number of contributors provides a measure of the number of persons in employment. It is supplemented and complemented with the employment activity in the government service gathered from the Office of the Chief Secretary and the Treasury Smart Stream data; and the labour clearances data from the Labour Department. The population data presented in this report were from Census reports for 1960 to 2001 and estimates from 2002 to 2005 released by the Department of Economic Planning and Statistics. The population estimates were based on the 2001 Census data and adjusted for births, deaths and estimates of net migration.

**Figure 1. LABOUR FORCE FRAMEWORK**



Note: Based on the recommendations of the International Conference of Labour Statisticians 1982



*Labour Statistics Concepts  
and Definitions*



## *Labour Statistics Concepts and Definitions*

**Age Dependency Ratio (ADR)** – an indicator of the economic burden on the working age population. It is defined as the ratio of the population in the dependent ages, i.e., those under 15 years old plus those 65 years old and over, to those in the working ages 15-64 years.

$$\text{Age Dependency Ratio (ADR)} = \frac{(\text{Population} < 15 \text{ yrs old}) + (\text{Population} 65 \text{ yrs old and over}) \times 100}{(\text{Population} 15-64 \text{ yrs old})}$$

**Currently Active Population** – also referred to as the **labour force**. It includes all those persons who, during the specified reference period, are classified either as employed or as unemployed, i.e., who supply labour. (See Labour Force)

**Dependent Ages Population** – referred to population under 15 years old and those 65 years old and over.

**Economic Growth** – refers to the percent change of the gross domestic product over a period of time. (See growth rate)

**Economically Active Population** – are all those persons who, during the specified reference period, are classified either as employed or as unemployed, i.e., who supply labour. The terms “**labour force**” and “**currently active population**” are the terms used if the reference period is short, e.g., a day or a week. If the reference period is long, e.g., a year, then the term “**usually active population**” may be used.

Does not include students and retired persons who do not work or seek work, persons occupied solely in domestic duties in their own households, persons living entirely on their own means, and persons wholly dependent upon others. Also exclude persons living in collective households, such as prisons and convents.

**Employed** – comprise all persons 15 years and above who, during a specified period, either one week or one day, were either in paid employment or self-employment.

**Employment Elasticity** – provides a numerical measure of how employment growth varies with growth of economic output; i.e., how much employment growth is associated with 1 percentage point of economic growth.

$$\text{Employment Elasticity} = (\text{Employment Growth} / \text{Economic Growth})$$

**Employment Growth** – refers to the percent change of the volume of employment over a period of time, i.e., annual, quarter. (See growth rate)

**Employment Rate** – a measure of the proportion of the labour force that is employed.

$$\text{Employment Rate} = (\text{Employed} / \text{Labour Force}) * 100$$

**Employment-to-Population Ratio** – a measure of the proportion of a country's working-age population that is employed. It provides information on the ability of an economy to create employment. A high ratio means that a large proportion of a country's population is employed, while a low ratio means that a large share of the population is not involved directly in market-related activities, because they are either unemployed or (more likely) out of the labour force altogether.

$$\text{Employment-to-Population Ratio} = (\text{Employed} / \text{Labour Force}) * 100$$

**Establishment** – an economic unit engages, under a single ownership or control, i.e., under a single legal identity, in one or predominantly one kind of economic activity at a single fixed location.

**Gross Domestic Product (GDP)** – This pertains to the value of all goods and services produced in an economy within a given time period of usually one year.

**Gross Value Added (GVA)** – A measure of the contribution to Gross Domestic Product (GDP) by an individual producer, industry or sector. It measures the increased or newly created value generated by the production process in question, gross of any capital used up in the production process.

**Growth Rate** – also referred to as *rates of increases* or *percent change*. The actual increase during a period is divided by the size at the beginning period.

$$\text{Percent Change} = \frac{\text{Current value} - \text{Previous value}}{\text{Previous value}} \times 100$$

(or Growth Rate)

**Inactivity Rate** – defined as the percentage of the population that is neither working nor seeking work (that is, not in the labour force).

**Labour Force** – are all those persons who, during the specified reference period, are classified either as employed or as unemployed, i.e., who supply labour. This does not include students and retired persons who do not work or seek work, persons occupied solely in domestic duties in their own households, persons living entirely on their own means, and persons wholly dependent upon others. Also excludes persons living in collective households, such as prisons and convents.

$$\text{Labour Force} = \text{Employed} + \text{Unemployed}$$

**Labour Force Participation Rate (LFPR)** – a measure of the proportion of a country's working-age population that engages actively in the labour market, either by working or looking for work. It provides an indication of the relative size of the supply of labour available to engage in the production of goods and services.

$$\text{LFPR} = (\text{Labour Force} / \text{Population 15 Years Old and Over}) * 100$$

**Labour Productivity** – is the output per unit of labour input. It is estimated by dividing the annual gross domestic product by the number of employed persons.

$$\text{Labour Productivity} = (\text{Gross Domestic Product}) / (\text{Employed})$$

**Male-Female Ratio** – defined as the number of males per 100 females.

$$\text{Male-Female Ratio} = (\text{Male} / \text{Female}) * 100$$

**Paid Employment** – persons who, during the reference period, performed some work for wage or salary, in cash or in kind, or having already worked in their present job were temporarily not at work and had a formal attachment to their job.

**Paid Employment, at Work** – persons who, during the reference period, performed some work for wage or salary, in cash or in kind.

**Paid Employment, With a Job but Not at Work** – persons who, having already worked in their present job, were temporarily not at work during the reference period and had a formal attachment to their job. This formal job attachment should be determined in the light of national circumstances, according to one or more of the following criteria: (i) *the continued receipt of wage or salary;* (ii)

*an assurance of return to work following the end of the contingency, or an agreement as to the date of return; and (iii) the elapsed duration of absence from the job which, wherever relevant, may be that duration for which workers can receive compensation benefits without obligations to accept other jobs.*

**Population Growth Rate** – refers to the percent change of the population over a period of time. (See growth rate)

**Prime Age Group** – referred to population 25-54 years old.

**Self-Employment, at Work** - persons who, during the reference period, performed some work for profit or family gain, in cash or in kind.

**Self-Employment With an Enterprise but Not at Work** - persons with an enterprise, which may be a business enterprise, a farm or a service undertaking, who were temporarily not at work during the reference period for any specific reason.

**Unemployed** - comprise all persons 15 years old and above who, “during” the reference period, were: without work; currently available for work; and seeking work, i.e. had taken specific steps in a specified reference period to seek paid employment or self-employment. The specific steps may include registration at a public or private employment exchange; application to employers; checking at worksites, farms, factory gates, market or other assembly places; placing or answering newspaper advertisements; seeking assistance of friends or relatives; looking for land, building, machinery or equipment to establish own enterprise; arranging for financial resources; applying for permits and licenses, etc.

**Unemployment Rate** – a measure of the proportion of the labour force that is seeking work.

$$\text{Unemployment Rate} = (\text{Unemployed} / \text{Labour Force}) * 100$$

**Working Age Population** – referred to population 15 years old and over.

**Youth** – referred to population 15-24 years old.



# *1 Population*

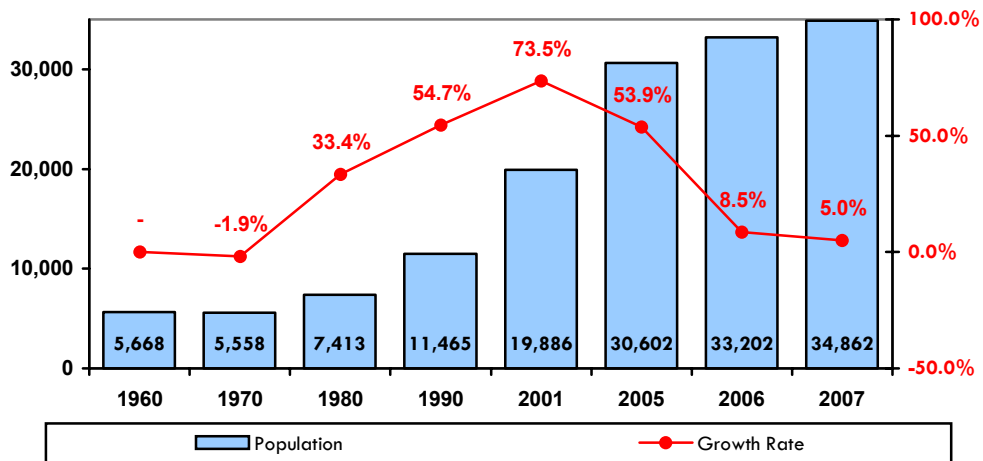


**Table 1.1  
GROWTH OF TCI POPULATION: 1960-2007**

YEAR	Population	Growth Rate (%)
1960	5,668	-
1970	5,558	-1.94
1980	7,413	33.38
1990	11,465	54.66
1991	11,969	4.40
1992	12,519	4.60
1993	13,125	4.84
1994	14,042	6.99
1995	14,502	3.28
1996	15,310	5.57
1997	15,819	3.32
1998	16,515	4.40
1999	17,194	4.11
2000	18,491	7.54
2001	19,886	7.54
2002	20,900	5.10
2003	25,143	20.30
2004	27,496	9.36
2005	30,602	11.30
2006	33,202	8.50
2007	34,862	5.00

Source of Data: Statistical Office, DEPS

**Chart 1.1  
POPULATION GROWTH: 1960-2007**

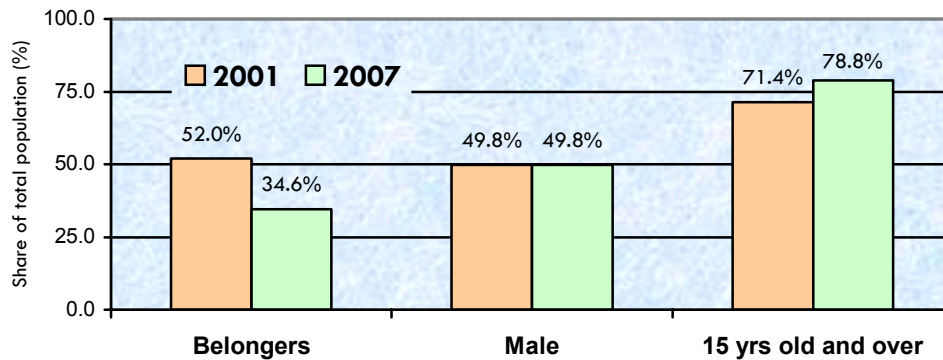


**Table 1.2  
POPULATION BY STATUS, SEX, AGE AND ISLANDS: 2003-2007**

CATEGORY	2003	2004	2005	2006	2007
<b>Total Population</b>	25,143	27,496	30,602	33,202	34,862
<b>By Status</b>					
Belonger	10,880	11,162	11,452	11,750	12,056
Non-Belonger	14,263	16,334	19,150	21,452	22,806
<b>By Sex</b>					
Male	12,513	13,684	15,230	16,524	17,350
Female	12,630	13,812	15,372	16,678	17,512
<b>By Age Group</b>					
0-14 Years Old	6,195	6,498	6,698	7,170	7,063
15 Years Old & Over	18,948	20,998	23,904	26,032	27,485
<b>By Island</b>					
Grand Turk	4,776	5,003	5,186	5,718	n.a.
Salt Cay	104	106	114	114	n.a.
South Caicos	1,085	1,096	1,105	1,118	n.a.
Middle Caicos	327	323	325	307	n.a.
North Caicos	1,505	1,504	1,516	1,537	n.a.
Providenciales	17,286	19,404	22,296	24,348	n.a.
Parrot Cay	60	60	60	60	n.a.

Source of Data: Statistical Office, DEPS

**Chart 1.2  
CHARACTERISTICS OF THE POPULATION: 2001 & 2007**





# *2 Labour Force & Employment*



**Table 2.1**  
**LABOUR AND EMPLOYMENT SUMMARY INDICATORS:**  
**2003-2007**

INDICATOR	2003	2004	2005	2006	2007p
Total Population	25,143	27,496	30,602	33,302	34,862
Population 15 Years Old & Over	18,948	20,998	23,904	26,032	27,485
Labour Force	15,234	16,819	18,966	19,659	20,711
Employed	14,051	15,161	17,442	18,195	19,587
Unemployed	1,183	1,658	1,524	1,464	1,124
Inactive	3,714	4,179	4,938	6,373	6,774
<i>Labour Force Participation Rate (LFPR)<sup>1</sup></i>	80.4%	80.1%	79.3%	75.5%	75.4%
<i>Employment-to-Population Ratio<sup>2</sup></i>	74.2%	72.2%	73.0%	69.9%	71.3%
<i>Employment Rate<sup>3</sup></i>	92.2%	90.1%	92.0%	92.6%	94.6%
<i>Unemployment Rate<sup>4</sup></i>	7.8%	9.9%	8.0%	7.4%	5.4%
<i>Inactivity Rate<sup>5</sup></i>	19.6%	19.9%	20.7%	24.5%	24.6%
<i>Labour Force Growth Rate</i>	24.6%	10.4%	12.8%	3.7%	5.4%
<i>Employment Growth Rate</i>	22.5%	7.9%	15.1%	4.3%	7.7%
<i>Change in unemployment rate<sup>6</sup></i>	1.6	1.1	-1.9	-0.6	-2.0

Note: <sup>1</sup> - Labour Force Participation Rate (LFPR) = ( Labour Force / Population 15 yrs old and over ) \* 100

<sup>2</sup> - Employment-to-Population Ratio = ( Employed / Population 15 yrs old and over ) \* 100

<sup>3</sup> - Employment Rate = ( Employed / Labour Force ) \* 100

<sup>4</sup> - Unemployment Rate = ( Unemployed / Labour Force ) \* 100

<sup>5</sup> - Inactivity Rate = ( Inactive / Population 15 yrs old and over ) \* 100

<sup>6</sup> - Change in unemployment rate = ( Current unemployment rate – Previous unemployment rate )

Growth rates = [ ( Current Value / Previous Value ) – 1 ] \* 100

p – preliminary

Sources of Data: Statistical Office, DEPS

Chart 2.1  
**LABOUR FORCE TRENDS: 2001-2007**

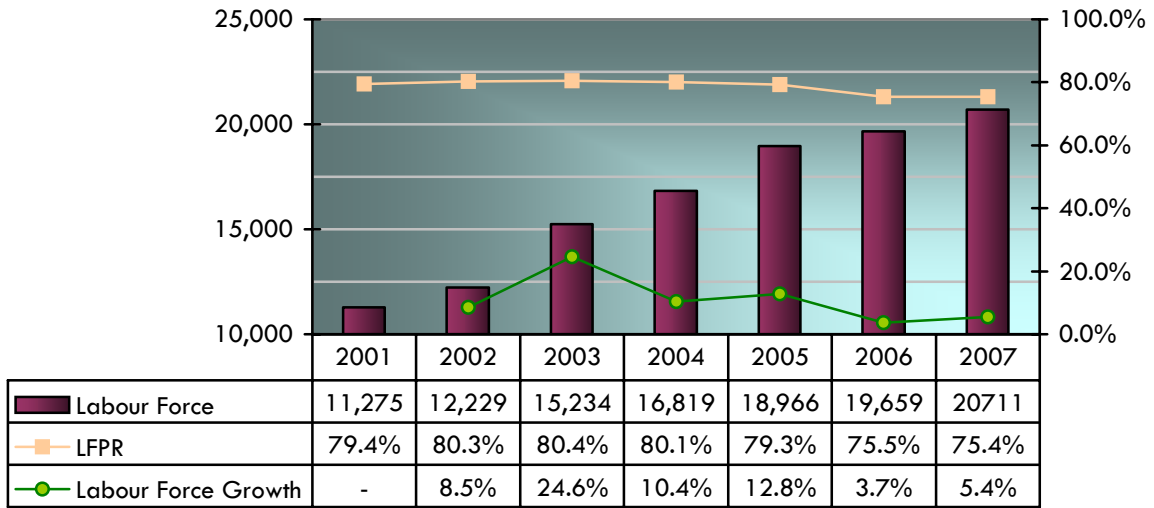
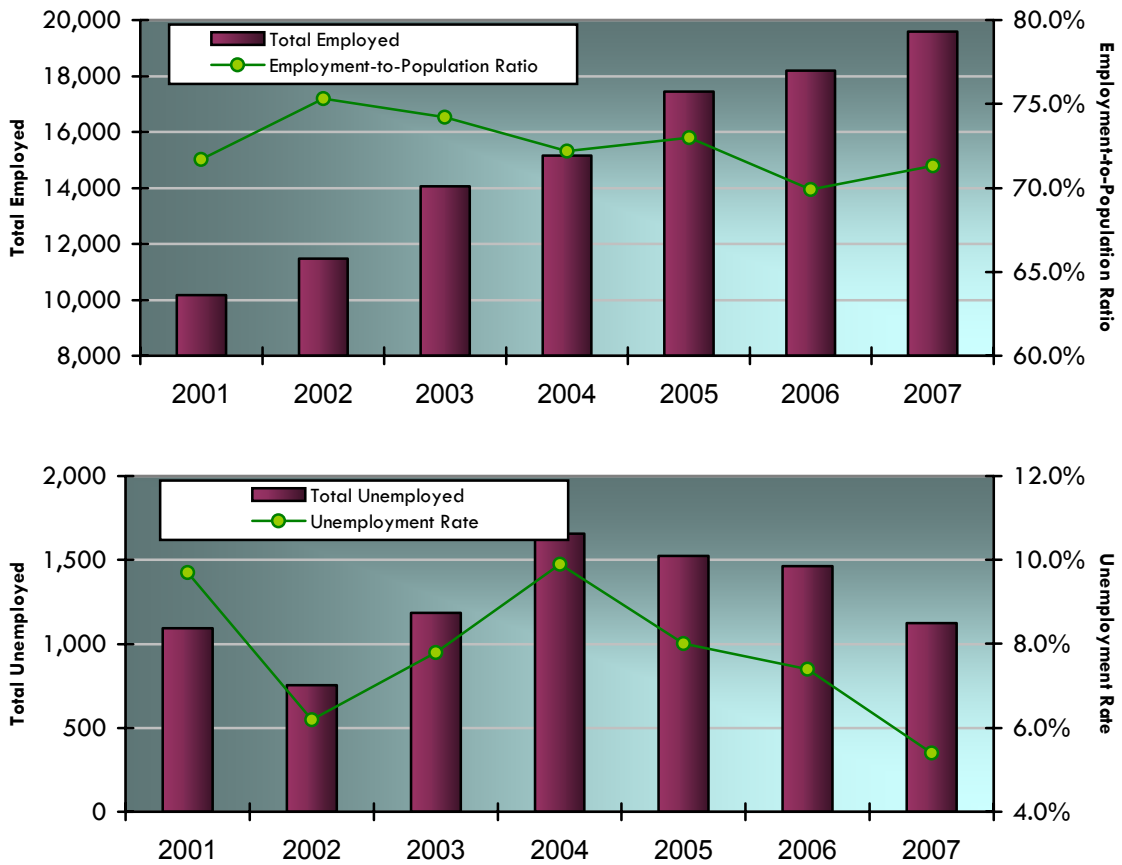


Chart 2.2  
**EMPLOYMENT AND UNEMPLOYMENT TRENDS: 2001-2007**



Source: Table 2.1

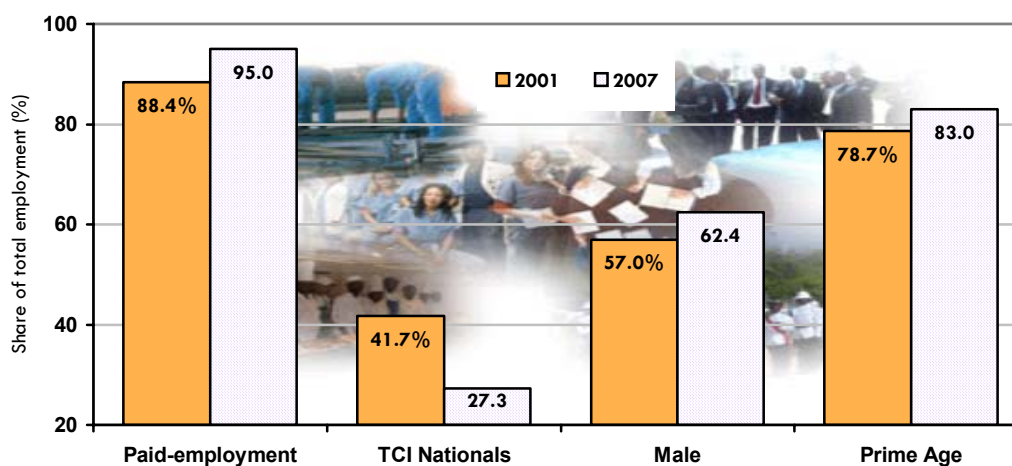
**Table 2.2**  
**CHARACTERISTICS OF THE EMPLOYED POPULATION: 2003-2007**

CHARACTERISTIC	2003	2004	2005	2006	2007
<b>Total Employed</b>	14,051	15,161	17,442	18,195	19,587
<b>By Type of Employment</b>					
Paid-Employment	12,594	13,695	16,042	17,218	18,610
Self-Employed	1,457	1,466	1,400	977	977
<b>By Nationality</b>					
TCI	4,397	4,493	4,567	5,344	5,341
Non-TCI	5,518	6,231	7,650	12,192	13,693
Not Specified	4,136	4,437	5,225	659	553
<b>By Sex</b>					
Male	8,439	8,957	10,349	10,936	12,214
Female	5,612	6,204	7,093	7,259	7,373
<b>By Age Group</b>					
Youth	1,447	1,534	1,629	2,253	2,129
Prime	9,155	9,728	10,884	14,862	16,249
55 Years and Over	518	556	671	1,080	1,209
Not Specified	2,931	3,343	4,258	0	0

Note: º – 2001 Population and Housing Census

Source of Data: Statistical Office, DEPS

**Chart 2.3**  
**CHARACTERISTICS OF THE EMPLOYED POPULATION: 2001 & 2007**



**Table 2.3  
EMPLOYED POPULATION BY TYPE OF EMPLOYMENT AND SEX: 2003 – 2007**

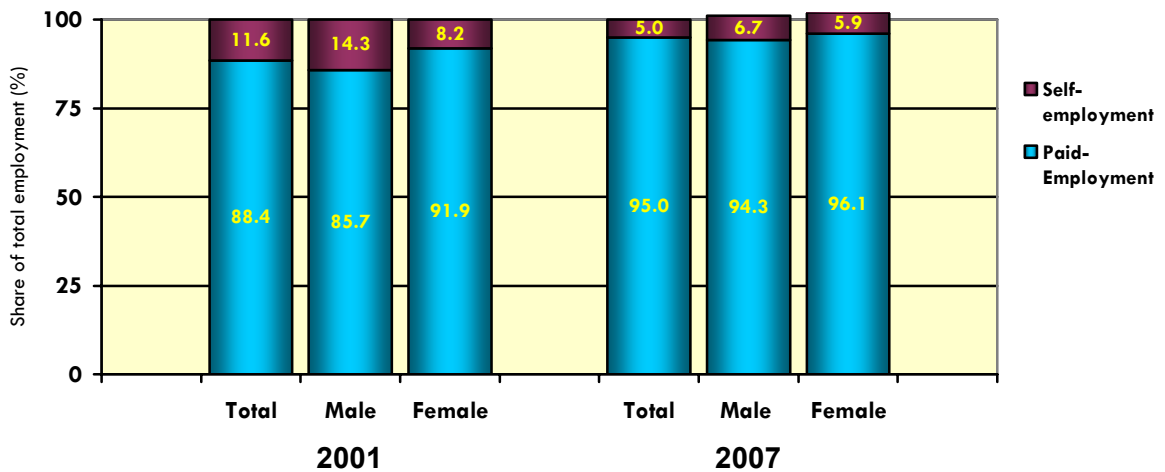
TYPE OF EMPLOYER	2003	2004	2005	2006	2007 <sup>p</sup>
<b>TOTAL EMPLOYED</b>	14,051	15,161	17,442	18,195	19,587
Male	8,439	8,957	10,349	10,936	12,214
Female	5,612	6,204	7,093	7,259	7,373
Male-Female Ratio <sup>1</sup>	150	144	146	151	166
<b>PAID-EMPLOYMENT</b>	12,594	13,695	16,042	17,218	18,610
Male	7,429	7,922	9,369	10,244	11,522
Female	5,165	5,773	6,673	6,974	7,088
Male-Female Ratio <sup>1</sup>	144	137	140	147	163
<b>SELF-EMPLOYED</b>	1,457	1,466	1,400	977	977
Male	1,010	1,035	980	692	692
Female	447	431	420	285	285
Male-Female Ratio <sup>1</sup>	226	240	233	243	243

Note: p - Preliminary

<sup>1</sup> - Male-Female Ratio – refers to the number of males per 100 females

Sources of Data: Statistical Office, DEPS; National Insurance Board; Treasury; Office of the Chief Secretary

**Chart 2.4  
STATUS OF EMPLOYMENT BY SEX: 2001 & 2007**



**Table 2.5  
EMPLOYED POPULATION BY ISLAND: 2003-2007**

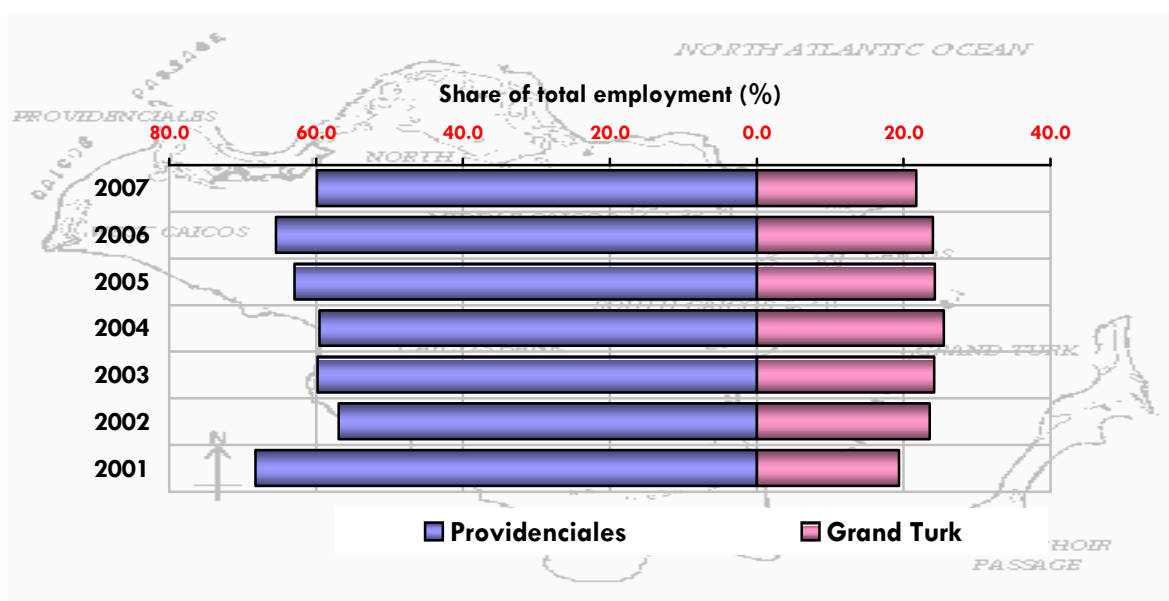
ISLAND	2003	2004	2005	2006	2007p
All Islands	14,051	15,161	17,442	18,195	19,587
Grand Turk	3,397	3,864	4,227	4,365	4,241
Salt Cay	20	20	19	29	24
South Caicos	307	308	305	402	352
Middle Caicos	51	50	49	69	62
North Caicos	417	425	463	585	522
Providenciales <sup>1</sup>	8,402	9,028	10,979	11,914	11,728
Not Specified	1,457	1,466	1,400	831	2,658

Note: p - Preliminary

<sup>1</sup> – Includes Parrot Cay

Sources of Data: Statistical Office, DEPS; National Insurance Board

**Chart 2.5  
DISTRIBUTION OF EMPLOYMENT IN MAJOR ISLANDS: 2001-2007**



Source: Table 2.5





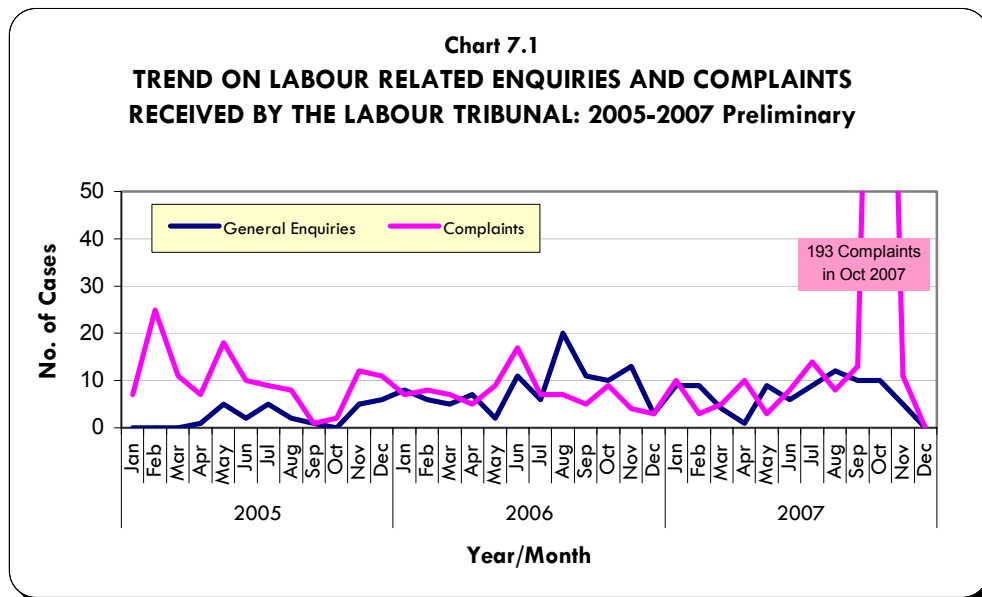
# *7 Labour Relations*



Table 7.1  
**GENERAL ENQUIRIES AND COMPLAINTS RECEIVED BY THE LABOUR TRIBUNAL:  
 2005-2007 Preliminary**

Year/Month	2005		2006		2007 Preliminary	
	General Inquiries	Complaints	General Inquiries	Complaints	General Inquiries	Complaints
Total	27	121	102	88	84	278
January	0	7	8	7	9	10
February	0	25	6	8	9	3
March	0	11	5	7	4	5
April	1	7	7	5	1	10
May	5	18	2	9	9	3
June	2	10	11	17	6	8
July	5	9	6	7	9	14
August	2	8	20	7	12	8
September	1	1	11	5	10	13
October	0	2	10	9	10	193
November	5	12	13	4	5	11
December	6	11	3	3	n.a.	n.a.

Source of Data: Labor Tribunal



Source: Table 7.1

Table 7.2  
**ISSUES FREQUENTLY ENQUIRIED AND COMPLAINED:  
 2005-2007 Preliminary**

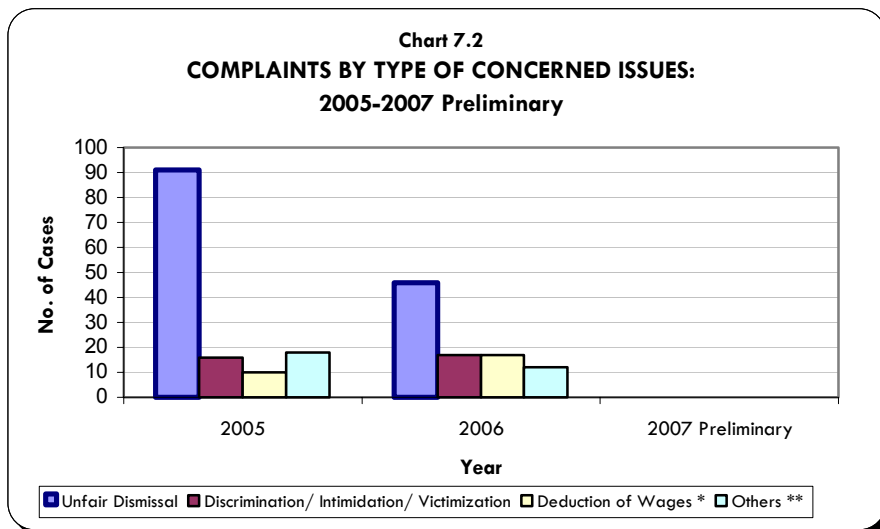
ISSUES	2005			2006			2007 Preliminary		
	Total	Jan-Jun	Jul-Dec	Total	Jan-Jun	Jul-Dec	Total	Jan-Jun	Jul-Dec
<b>GENERAL ENQUIRIES</b>									
Total	27	8	19	102	39	63	84	38	46
Unfair Dismissal	7	6	1	n.a.	8	n.a.	n.a.	n.a.	n.a.
Discrimination/ Intimidation/ Victimization	1	0	1	n.a.	0	n.a.	n.a.	n.a.	n.a.
Deduction of Wages *	1	0	1	n.a.	1	n.a.	n.a.	n.a.	n.a.
Others **	23	4	19	n.a.	38	n.a.	n.a.	n.a.	n.a.
<b>COMPLAINTS</b>									
Total	121	78	43	88	53	35	278	39	239
Unfair Dismissal	91	52	39	n.a.	46	n.a.	n.a.	n.a.	n.a.
Discrimination/ Intimidation/ Victimization	16	6	10	n.a.	17	n.a.	n.a.	n.a.	n.a.
Deduction of Wages *	10	5	5	n.a.	17	n.a.	n.a.	n.a.	n.a.
Others **	18	15	3	n.a.	12	n.a.	n.a.	n.a.	n.a.

Note:

\* Include unpaid wages, overtime and vacation pay, retention

\*\* Include redundancy, terms of employment, contract, misconduct

Source of Data: Labor Tribunal



Source: Table 7.2



## **STATISTICAL PUBLICATIONS**

### **MONTHLY** **Trade Bulletin**

**ANNUALLY**  
**Turks and Caicos Islands Yearbook of Statistics**  
**Turks and Caicos Islands Quick Facts and Figures**  
**Social Indicators Trends & Statistics**  
**Vital Statistics Report**  
**Report on Government Finance Statistics**  
**External Trade Report**  
**National Accounts Statistics**  
**Labour and Employment Situationer**

**OTHER**  
**Standard of Living Assessment**  
**Survey of Departing Visitors**  
**Preliminary Census Report**  
**Population and Housing Report Census 2001**  
**TCI Gender Profile**  
**TCI Environment A Closer Look**  
**TCI Census Atlas 2001**



TURKS & CAICOS ISLANDS  
**Labour and Employment Situationer: 2007**

STATISTICAL OFFICE  
DEPARTMENT OF ECONOMIC PLANNING & STATISTICS  
SOUTH BASE, GRAND TURK  
TEL: (649) 946-2801  
FAX: (649) 946-2557  
E-MAIL: [deps@gov.tc](mailto:deps@gov.tc) or [info@depstc.org](mailto:info@depstc.org)  
WEBSITE: [www.depstc.org](http://www.depstc.org)