



EUROPEAN UNION



ANGUILLA LABOUR FORCE SURVEY REPORT

Data Today: Building Anguilla
Workforce of Tomorrow

July 2026

Anguilla
Statistics Department

**Ministry of Economic Development,
Industry, Commerce, Lands, Planning,
Water and Natural Resources**

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Anguilla

Anguilla Labour Force Survey Report 2025

Anguilla Statistics Department

July 2026

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About the Anguilla Statistics Department

The Anguilla Statistics Department (ASD) is a department within the Government of Anguilla Public Service (APS) that is responsible for the production of official statistics and is governed by the Statistics Act. The Anguilla Statistics Department is tasked with the mandate, as set out in Section 2 of the Statistics Act:

to collect, compile, analyse, abstract and publish statistical information relative to the commercial, industrial, social, economic and general activities and conditions of the people who are the inhabitants of Anguilla;

to collaborate with all other departments of Government and with local authorities in the collection, computation and publication of statistical records of administration;

to take any census in Anguilla; and

generally to organize a coordinated scheme of social and economic statistics and intelligence pertaining to Anguilla.

The Anguilla Statistics Department seeks to align its operations with the United Nations' Fundamental Principles of Official Statistics. In addition, we aim to utilize the internationally recognised definitions, standards and classifications in the conduct of statistical activities.

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Foreword

It is with immense pride and my pleasure to present the **Anguilla Labour Force Survey (ALFS) 2025 Report**, a landmark publication that provides the first comprehensive and internationally comparable assessment of labour market conditions in Anguilla in more than two decades.

The labour market lies at the heart of economic and social development. Reliable and timely labour statistics are essential for understanding how people participate in the economy, identifying opportunities and challenges, and supporting evidence-based policymaking. The ALFS 2025 represents a significant milestone in strengthening Anguilla's national statistical system and expanding the availability of official labour market data.

The survey was undertaken by the Anguilla Statistics Department to address a longstanding need for regular labour force information. While previous Population and Housing Censuses have provided valuable insights into employment and unemployment, a dedicated Labour Force Survey offers a far more detailed understanding of labour market dynamics, including labour force participation, employment quality, unemployment, underemployment, informality, earnings, and the characteristics of both workers and households.

The implementation of the ALFS represents the culmination of many years of advocacy regarding its importance, planning, preparation, and collaboration. Despite challenges encountered over the years, including disruptions caused by Hurricane Irma, COVID 19 and other competing priorities, the Anguilla Statistics Department remained committed to establishing a modern labour force survey, aligned with international standards, as part of its work annual programme. The successful completion – planning - dissemination of the ALFS 2025 is a testament to the dedication, professionalism, and perseverance of the Department and its many partners.

The findings presented in this report reveal a labour market characterised by strong labour force participation, relatively low unemployment, and a high degree of formal employment. At the same time, the results highlight important structural issues related to youth employment, skills development, labour market inclusion, sectoral concentration, and household economic resilience. These insights will support government ministries, policymakers, employers, workers, researchers, development partners, and the wider public in making informed decisions.

We wish to express our sincere appreciation to the households throughout Anguilla who willingly participated in the first of such a survey and generously gave their time to provide the information upon which this report is based. I also extend my heartfelt thanks to the interviewers, supervisors, technical advisers, partner agencies, and other stakeholders whose expertise and commitment were instrumental to the successful implementation of the survey. A special word of appreciation is extended to the dedicated staff of the Anguilla Statistics Department who, in addition to carrying out their regular responsibilities, willingly assumed the demanding role of Area Managers to ensure the successful completion of field operations.

As the first labour force survey conducted in over twenty-five years, the ALFS 2025 establishes an important statistical baseline for Anguilla. It is our hope that future rounds of the survey will enable the continuous monitoring of labour market trends and provide the evidence needed to support sustainable economic growth, productive employment, and improved living standards for all residents of Anguilla.

I commend this report to all who have an interest in Anguilla's development and encourage its wide use in informing research, shaping policy, and supporting decisions that promote sustainable economic growth, productive employment, and improved quality of life for all residents. It is my sincere hope that the findings presented herein will serve as a valuable resource for building a more resilient, inclusive, and prosperous Anguilla.

Mrs. Lori-Rae Alleyne-Franklin BSc., MA., MSc., Acc. Dir.

Chief Statistician

Anguilla Statistics Department

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- Education Planning Unit
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- The Consultant – Mr. Oguzhan Akyildirim
- Spatial Innovision Limited
- Supervisors and Interviewers for the ALFS
- Media Stations
- Respondent Households
- The General Public
- The European Union
- Dr. Stephen Boyce
- All Regional and International Organisations

The Department also extends its heartfelt gratitude for the collaboration, and partnership in bringing this initiative to fruition. Together, these partnerships demonstrate the value of collaboration in building sustainable national statistical programmes that will continue to serve Anguilla for years to come.

Abbreviations and Acronyms

in alphabetical order

Abbreviation and Acronym	Description
ALFS	Anguilla Labour Force Survey
AP&H	Anguilla Population and Housing
ASD	Anguilla Statistics Department
DC	Demographic Characteristics
EPR	Employment to Population Ratio
ET	Education and Training
GIS	Geographic Information System
HEA	Household Economic Activity
ICLS	International Conference of Labour Statisticians
ILO	International Labour Organisation
ISCED	International Standard Classification of Education
ISCO-88	International Standard for Classification of Occupations, 2008 Version
ISIC – Rev 4	International Standard for Industrial Classification Revision 4
KILM	Key Indicators Labour Market
LF	Labour Force
LFPR	Labour Force Participation Rate
LFS	Labour Force Survey
LMI	Labour Market Indicator
NEET	Not in Education, Employment or Training
NGO	Non-Government Organisation
NRR	Non-Response Rate
PE	Previous Employment
PMS	Promotion, Motivation and Sensitisation
PSM	Participation and Skills Matching
RR	Response Rate
SDG	Sustainable Development Goal
TAPI	Tablet Assisted Personal Interview
UN	United Nations
UR	Unemployment Rate
XCD	Eastern Caribbean Dollar

Concepts and Definitions

This section explains the main labour market concepts used throughout the report. Definitions are based on the standards of the International Labour Organization (ILO) and are used to ensure international comparability of labour market statistics.

Concept	Description
Working-age Population	All persons aged 15 years and over living in private households.
Labour Force	Persons who are either employed or unemployed during the reference period.
Employed Person	A person who worked for at least one hour for pay, profit, or family gain during the reference week, or who was temporarily absent from a job.
Unemployed Person	A person who was without work, actively seeking employment, and available to start work during the reference period.
Outside the Labour Force (Inactive)	Persons who were neither employed nor actively seeking work.
Labour Force Participation Rate (LFPR)	The proportion of the working-age population that is economically active (employed or unemployed).
Employment-to-Population Ratio (EPR)	The proportion of the working-age population that is employed.
Unemployment Rate	The proportion of the labour force that is unemployed.
Inactivity Rate	The proportion of the working-age population that is outside the labour force.
Employee	A person working for a public or private employer in return for wages or salary.
Employer	A person who operates a business and employs one or more workers.
Self-employed Worker	A person operating a business or economic activity without employing others on a regular basis.
Contributing Family Worker	A person working in a family business without direct pay.
Part-time Employment	Employment involving fewer than 35 hours of work per week.
Full-time Employment	Employment involving 35 hours or more per week.
Time-related Underemployment	Employed persons who work fewer hours than desired, are available to work more hours, and wish to do so.
Informal Employment	Employment not covered by formal arrangements such as written contracts, social security contributions, or legal employment protections.
Long-term Unemployment	Unemployment lasting 12 months or longer.
Youth Unemployment	Unemployment among persons aged 15–24 years.
NEET	Young persons aged 15–24 who are Not in Employment, Education or Training.
Labour Underutilisation	A broader measure of unused labour that combines unemployment and time-related underemployment.
Industry (ISIC)	Economic activity classified according to the International Standard Industrial Classification of All Economic Activities (ISIC Rev.4).
Occupation (ISCO)	Type of work performed, classified according to the International Standard Classification of Occupations (ISCO-08).

Statistical Classifications and Standards

To ensure international comparability, consistency of measurement, and alignment with global labour statistics standards, the ALFS 2025 applies internationally recognised classifications and methodological frameworks throughout data collection, processing, and analysis. These include:

- **ISCO-08 (International Standard Classification of Occupations)** for the classification and coding of occupations according to the type of work performed and skill requirements.
- **ISIC Rev.4 (International Standard Industrial Classification of All Economic Activities)** for the classification of economic activities and industries in which individuals are employed.
- **ISCED 2011 (International Standard Classification of Education)** for the categorisation of educational attainment and qualifications.
- **ILO Resolution concerning Statistics of Work, Employment and Labour Underutilisation (19th International Conference of Labour Statisticians – ICLS)** as the primary framework for defining and measuring labour force status, employment, unemployment, underemployment, and labour force participation.

The application of these international standards ensures that the results of the ALFS 2025 are comparable with labour force surveys conducted in other countries and consistent with internationally accepted statistical practices.

Sectoral Classification

For analytical purposes, industries classified according to ISIC Rev.4 are grouped into three broad economic sectors:

- **Primary Sector:** Activities involving the extraction or harvesting of natural resources, including agriculture, forestry, fishing, mining, and quarrying (ISIC Sections A–B).
- **Secondary Sector:** Activities involving the transformation of raw materials into finished or semi-finished products, as well as construction and utility services (ISIC Sections C–F).
- **Tertiary Sector:** Service-producing activities, including trade, transport, tourism, public administration, education, health, financial services, and other services (ISIC Sections G–V).

This classification is used throughout the report to present a simplified view of the structure of employment in Anguilla while maintaining consistency with the International Standard Industrial Classification of All Economic Activities (ISIC Rev.4).

Table 1 – Sectoral Classification Used in the ALFS 2025

Sector	Industry (ISIC Rev.4)	ISIC Section
Primary	Agriculture, Forestry and Fishing	A
	Mining and Quarrying	B
Secondary	Manufacturing	C
	Electricity, Gas, Steam and Air Conditioning Supply	D
	Water Supply; Sewerage, Waste Management and Remediation Activities	E
	Construction	F
Tertiary	Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	H
	Transportation and Storage	I
	Accommodation and Food Service Activities	J
	Information and Communication	K
	Financial and Insurance Activities	L
	Real Estate Activities	M
	Professional, Scientific and Technical Activities	N
	Administrative and Support Service Activities	O
	Public Administration and Defence; Compulsory Social Security	P
	Education	Q
	Human Health and Social Work Activities	R
	Arts, Entertainment and Recreation	S
	Other Service Activities	T
	Activities of Households as Employers; Undifferentiated Goods- and Services-Producing Activities of Households for Own Use	U
	Activities of Extraterritorial Organisations and Bodies	V

Labour Force Framework

The diagram below presents the classification of the working-age population into the labour force (economically active) and those not in the labour force (inactive), it further breaking down the labour force into employed and unemployed groups, which aligns with the Labour Force Framework used in labor market analysis.

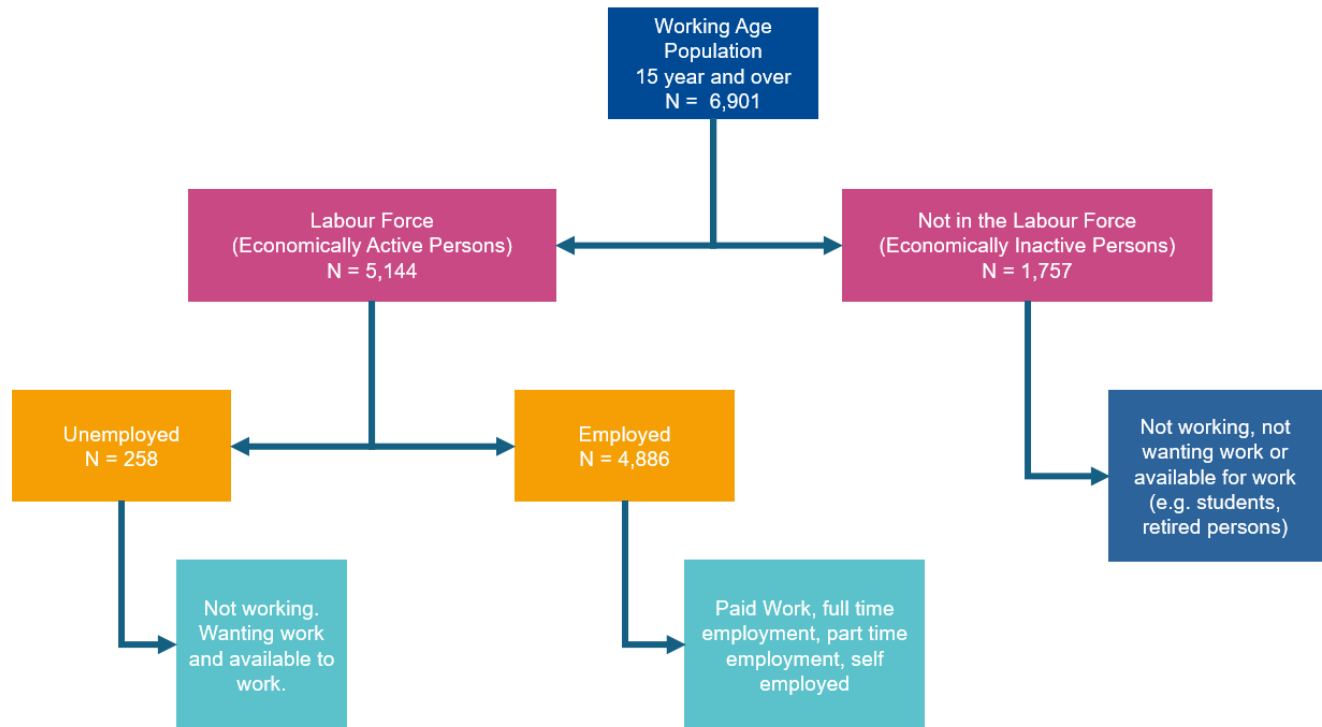


Diagram 1 – Labour Force Framework – ALFS 2025

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Executive Summary

The Anguilla Labour Force Survey (ALFS) 2025 provides the first comprehensive, nationally representative, and internationally comparable assessment of labour market conditions in Anguilla in more than twenty-five years. Conducted in accordance with the standards and guidelines of the International Labour Organization (ILO), the survey establishes a robust statistical baseline for monitoring labour market performance, supporting evidence-based policymaking, and meeting national and international reporting obligations.

The successful implementation of the ALFS 2025 was made possible through the generous financial support of the European Union, whose investment in strengthening evidence-based policy and programme development in Anguilla created the opportunity to significantly enhance the country's statistical capacity. Through this initiative, the Anguilla Statistics Department and the Education Planning Unit within the Ministry of Education formed a strategic partnership aimed at ensuring that education planning and workforce development are informed by reliable labour market evidence. This collaboration not only resulted in the successful implementation of the ALFS 2025 but also laid the foundation for the institutionalization of a continuous Labour Force Survey programme. It stands as an excellent example of effective inter-agency collaboration, demonstrating how shared objectives, coordinated planning, and pooled resources can produce sustainable national statistical programmes that benefit multiple sectors.

As the national statistical office, the Anguilla Statistics Department (ASD) occupies a central position within the National Statistical System. Its mandate extends beyond the production of official statistics to providing the high-frequency indicators that underpin economic, social, and environmental policy formulation, programme design, monitoring, and evaluation across government, the private sector, academia, and civil society.

For many years, the ASD recognized the need to establish a sustainable programme for the regular production of labour market statistics. Although previous Population and Housing Censuses and Country Poverty Assessments provided valuable information on employment and unemployment, they were never intended to serve as the primary source of labour market statistics. Financial and human resource constraints repeatedly delayed the introduction of a dedicated Labour Force Survey despite its importance for national planning.

The partnership with the Education Planning Unit provided the catalyst for overcoming these constraints and transforming a long-standing aspiration into reality. By aligning the statistical needs of the education sector with broader national development priorities, the collaboration created an opportunity to establish a modern Labour Force Survey programme capable of producing regular, high-quality, and internationally comparable labour market statistics.

The ALFS 2025 therefore represents far more than a single statistical exercise. It marks the beginning of a continuous programme of labour market measurement that will provide policymakers, businesses, researchers, development partners, and the public with timely and reliable information on labour force participation, employment, unemployment, earnings, occupational structure, skills, and other key labour market indicators. These data will strengthen evidence-based decision-making, improve workforce planning, support sustainable economic growth, and contribute to improving the quality of life of all residents of Anguilla.

Methodological Overview

The ALFS 2025 is a household-based survey covering the resident population aged 15 years and over in private households across all Census districts of Anguilla. The survey is based on a probability sampling design using the Anguilla Population and Housing Census 2022 as its sampling frame, ensuring full geographic coverage and representativeness.

A total of 1,080 households were selected, with an achieved response rate of 70.4%, resulting in approximately 760 completed households. The survey applies weighting adjustments, including non-response corrections, to ensure that estimates accurately reflect the population structure. The margin of error for key national indicators is estimated at approximately $\pm 3.0 - 3.5$ percentage points.

Data were collected through face-to-face interviews using Tablet-Assisted Personal Interviewing (TAPI), supported by a structured questionnaire aligned with ILO concepts and International Standard for Classification of Occupations and Industrial Classification (ISCO, ISIC) respectively. The **reference period** for measurement was **April 15 – 21, 2025**.

Overall, the survey methodology meets international standards and provides a reliable and policy-relevant evidence base for analysing labour market dynamics in Anguilla.

Overall Labour Market Performance

The results indicate a strong level of labour market engagement and absorption capacity:

- **Labour Force Participation Rate:** 74.5%
- **Employment-to-Population Ratio:** 70.8%
- **Unemployment Rate:** 5.0%
- **Inactivity Rate:** 25.5%

These indicators show that a large majority of the working-age population is either employed or actively participating in the labour market, and that unemployment remains relatively limited.

Labour Force Structure

The labour force is broadly balanced by sex, with women representing 51.4% and men 48.6%. Participation follows a clear life-cycle pattern, with the highest levels observed among prime working-age groups (25–54), and lower participation among youth and older individuals.

The workforce is predominantly comprised of individuals with secondary education (65.2%), while 20% have tertiary education. Education plays a critical role in shaping labour market outcomes, with higher levels of education associated with stronger participation and employment.

Employment Structure and Job Quality

Employment in Anguilla is characterised by stability and formality:

- **85.1%** of workers are employees
- **94.0%** are in full-time employment
- **90.0%** are in permanent jobs
- **89.7%** are in formal employment

Most workers (83.0%) hold a single job, with limited multiple job holding. The prevalence of permanent and full-time employment indicates a structured labour market with relatively stable employment relationships.

Time-related underemployment affects **6.5%** of employed persons, while overall labour underutilisation (including unemployment) is estimated at approximately **11.5%**, indicating some degree of unused labour capacity beyond standard unemployment measures.

Industry and Occupational Structure

The labour market is highly service-oriented:

- **Services:** 87.9%
- **Construction and Manufacturing:** 11.6%
- **Agriculture:** 0.4%

Employment is concentrated in a limited number of industries, particularly accommodation and food services (32.7%), followed by public administration (10.6%), construction (8.5%), and transport-related activities (7.5%).

Occupationally, employment is dominated by service and sales workers (26.3%), followed by technicians, professionals, and trades workers. The distribution reflects a mix of mid and high-skill jobs, with lower representation of elementary occupations.

Clear structural differences by sex are observed. Women are almost entirely concentrated in the services industries, while men are more diversified, including significant participation in manufacturing and construction industries. Similarly, occupational segregation is evident, with women more represented in professional, clerical, and service roles, and men in technical and manual occupations.

Earnings and Household Economic Conditions

The average hourly wage is **XCD 29.56** (median: XCD 25.43), indicating moderate variation in earnings. Wages increase substantially with education, experience, and occupational level, with the highest earnings observed among managers and professionals.

A moderate sex wage gap exists, with men earning approximately 10% – 12% more on average than women, particularly in higher-paying industries and occupations.

At the household level:

- **71.6%** rely primarily on salaried employment
- **50.4%** depend on a single income earner
- **42.8%** do not have savings for emergencies

These findings indicate that while employment is generally stable, a noteworthy share of households may remain vulnerable to economic shocks due to income concentration and limited financial resilience.

Unemployment and Labour Market Dynamics

The overall unemployment rate is relatively low at **5.0%**, indicating a generally well-functioning labour market. However, structural differences are evident:

- **Youth unemployment (15–24):** 12.8%
- **NEET¹ rate:** 11.1%
- **Long-term unemployment:** 2.2%

Unemployment is concentrated among younger individuals, reflecting challenges in the transition from education to employment. The primary constraint reported by job seekers is the lack of available jobs, rather than skills mismatch.

Long-term unemployment remains limited in scale but represents a significant share of total unemployment, indicating persistence for certain groups, particularly older individuals.

Informality and Employment Conditions

Informal employment accounts for **10.3%** of total employment, indicating that the majority of jobs are within formal arrangements. Informality is more prevalent among younger and older workers, as well as among those with lower levels of education and in specific occupations such as trades and elementary work.

Employer-provided benefits are concentrated in core provisions, including paid leave (73.4%), health insurance (49.8%), and pension contributions (25.5%), while other benefits are less common.

Inactivity

Approximately one-quarter of the working-age population is outside the labour force. Inactivity is primarily driven by life-cycle factors:

- **Retirement:** 55.7%
- **Education:** 17.5%
- **Illness/disability:** 12.3%

Higher inactivity rates among women suggest the presence of structural factors, including caregiving responsibilities and labour market access constraints.

Key Messages

- The labour market in Anguilla demonstrates **strong overall performance**, with high participation and low unemployment.
- Employment is **predominantly formal, full-time, and stable**, indicating a well-structured labour market.
- The economy is **highly dependent on the services industries**, with limited diversification.

¹ Not in Education, Employment or Training

- **Youth employment remains the main structural challenge**, particularly in school-to-work transitions.
- **Education is a key determinant** of labour market outcomes and earnings.
- While employment conditions are generally favourable, **underemployment, income dependency, and limited savings** indicate underlying vulnerabilities.
- Sex differences are **primarily structural**, reflected in industry and occupational distribution rather than unemployment rates.

Conclusion

The ALFS 2025 provides a statistically robust and policy-relevant evidence base for understanding labour market conditions in Anguilla. The findings indicate a labour market that is generally functioning well but shaped by structural characteristics related to age, education, sectoral composition, and gender roles.

As the first survey of its kind in over two decades, the ALFS establishes a critical baseline for future monitoring. Continued implementation of the survey will be essential to track trends, assess policy impacts, and support targeted interventions aimed at improving labour market inclusion, diversification, and resilience.

SECTION 1. METHODOLOGY

1.1. Overview of the Survey Design

The **Anguilla Labour Force Survey (ALFS) 2025** is a nationally representative, household-based sample survey designed to produce official labour market statistics for Anguilla. It provides comprehensive information on employment, unemployment, labour force participation, and working conditions, in line with internationally recognised statistical standards.

The survey is fully aligned with the concepts and definitions of the **International Labour Organization (ILO)** and is structured to generate the core **Key Indicators of the Labour Market (KILM)**, ensuring international comparability and consistency with global labour statistics frameworks.

The ALFS collects detailed information on individuals aged **15 years and over** living in private households, covering a wide range of labour market dimensions, including:

- labour force status (employment, unemployment, inactivity)
- job characteristics (industry, occupation, status in employment)
- working conditions (hours worked, contract type, benefits)
- education, skills, and training pathways

As highlighted in the survey design, the ALFS includes a large number of variables and allows for detailed disaggregation by sex, age, education, occupation, industry, and geographic location.

As the first comprehensive labour force survey conducted in Anguilla in over two decades, the ALFS 2025 establishes a **new statistical baseline** for monitoring labour market developments and supporting evidence-based policy formulation.

1.2. Target Population and Coverage

The Anguilla Labour Force Survey (ALFS) 2025 targets the **resident population aged 15 years and over** living in **private households** across all AP&H Census districts of Anguilla.

The survey excludes:

- Individuals living in **institutional settings** (e.g. prisons, hospitals, care facilities)
- **Visitors (Non-residents)**

This scope is consistent with standard **ILO Labour Force Survey practice**, ensuring that the survey captures the economically active population relevant for labour market analysis.

Data are collected at the **household level**, with information obtained for all eligible members. Where direct interviews are not feasible, responses may be provided by a knowledgeable household member (proxy respondent), in line with standard survey procedures.

The survey design ensures coverage of:

- Persons **in employment**, including both formal and informal jobs
- Persons **unemployed**, defined according to ILO criteria
- Persons **outside the labour force**, including students, retirees, and others not actively seeking work

By covering the full working-age population, the ALFS provides a comprehensive picture of labour market participation and allows for the production of key indicators such as labour force participation, employment, unemployment, and inactivity.

1.3. Sampling Frame and Sample Design

1.3.1. Sampling Frame

The primary objective of the sampling design of the Anguilla Labour Force Survey (ALFS) 2025 was to ensure the production of **reliable, timely, and nationally representative estimates** of key labour market indicators, including employment, unemployment, and labour force participation.

To achieve this, a **probability-based sample of households** was selected from the total population, and the information collected from these households was used to produce estimates representative of the entire working-age population.

The sampling frame for the ALFS 2025 is based on the **Anguilla Population and Housing (AP&H) Census 2022**, which provides the most recent and comprehensive listing of households in Anguilla. The use of the census frame ensures:

- Full geographic coverage across all census districts
- Accurate representation of the resident population
- Alignment with the current demographic structure

This approach follows international best practice for labour force surveys, where recent census data frame are used as the basis for sampling.

1.3.2. Sample Design

The ALFS employs a **probability-based random sampling design**, ensuring that each household in the sampling frame has a known and non-zero probability of selection.

Given the relatively small population size and geographic structure of Anguilla, the sample was designed to ensure **national representativeness**, while also allowing for disaggregation by key variables such as:

- Sex
- Age groups
- Geographic location (census district)
- Industry and occupation groups

The design was operationalised through the following steps:

1. **Stratification by district:** The country was divided into fourteen (14) census districts, which serve as the primary geographic strata for the survey.
2. **Selection of households:** Households were randomly selected within each district based on the census listing.
3. **Final sample selection:** A total of 1,080 households were selected for inclusion in the survey.

The design prioritised simplicity and efficiency while maintaining statistical robustness, given the scale of the population and the objectives of the survey.

1.3.3. Sample Size Determination

As no recent Labour Force Survey had been conducted in Anguilla for more than two decades, there was no up-to-date unemployment rate available to directly inform sample size calculations. A conservative approach was therefore adopted, in line with international labour force survey practice.

The required sample size was calculated using the standard formula:

$$n = \frac{z^2 \cdot p(1 - p) \cdot deff}{e^2}$$

Where:

- n = required sample size
- p = expected proportion; conservatively set at 0.5 when no reliable prior estimate exists
- z = z-score corresponding to the confidence level (1.96 for 95%)
- e = desired margin of error (set at 3%)
- deff = design effect (assumed as 1.7)

Based on these assumptions, the required sample size was estimated at approximately **1,800 individuals**.

To operationalise the survey at the household level, the individual sample was converted into households. Given that the population aged 15 years and over is approximately 10,000 and the total number of households is around 5,000, the average number of eligible persons per household is approximately **2 persons**.

Accordingly, the required number of households was estimated as:

$$\text{Households} = \frac{1080}{2} = 540$$

An additional allowance for expected non-response was incorporated into the design. Based on an anticipated response rate of approximately 80%, the initial sample size was inflated to ensure that the final achieved sample would remain sufficient.

In the ALFS 2025, this resulted in a selected sample of **1,080 households**, which is broadly consistent with the required sample size after non-response adjustment. Based on the achieved response rate of 70.4%, the final number of completed households was 740.

This sample size corresponds to an approximate margin of approximately error of **± 3.5 percentage points at the national level**, ensuring sufficient precision for key labour market indicators, while allowing for meaningful disaggregation by sex, age group, district, industry, and occupation.

1.3.4. Sample Allocation

Once the total sample size was determined, it was allocated across districts using a **proportional allocation approach**, ensuring that each district is represented in proportion to its population size.

The allocation formula is:

$$n_h = n \times \frac{N_h}{N}$$

Where:

- n_h = sample size in census district h
- n = total sample size (1,080 households)
- N_h = population of census district h
- N = total population

This method ensures that:

- Larger districts receive a larger share of the sample
- Smaller districts remain adequately represented
- Estimates remain unbiased at the national level

1.3.5. Limitations on the Sampling Design

While the sampling design is robust, certain limitations should be noted:

- The sample size, while adequate at the national level, may limit precision for highly disaggregated analysis (e.g. age × sex × district)
- Changes in population structure since the AP&H Census 2022 may introduce minor discrepancies
- Non-response, particularly due to household mobility, may affect representation of certain groups

These limitations are mitigated as much as possible through weighting adjustments and careful interpretation of results.

1.3.6. Representativeness and Design Objective

The sampling strategy was designed to ensure that the survey results are **representative of the national population**, while also allowing for meaningful analysis across key sub-groups.

In particular, the design supports:

- Production of core **Key Indicators of the Labour Market (KILM)**
- Disaggregation of results by demographic and socio-economic characteristics
- Analysis of labour market patterns across districts

The combination of a census-based sampling frame and probability sampling ensures that the ALFS 2025 provides a **statistically robust foundation for national-level labour market estimates**.

1.4. Reference Period and Measurement Framework

The ALFS 2025 follows the standard **ILO labour force measurement framework**, based on a clearly defined **short reference period**.

- **Reference week:** April 15–21, 2025
- **Reference day:** April 15, 2025

All Labour Market Indicators (LMI) - employment, unemployment, and inactivity—are measured with respect to this reference period. This ensures that the survey provides a **consistent snapshot of labour market conditions** at a specific point in time.

Labour force status is determined using internationally agreed ILO criteria, *Diagram 1*:

- **Employed persons** are those who performed at least one hour of work for pay, profit, or family gain during the reference week, or who were temporarily absent from a job.
- **Unemployed persons** are those without work, who were actively seeking employment and available to start work during the reference period.
- **Persons outside the labour force** are those who were neither employed nor actively seeking work.

This classification forms the basis for the calculation of key indicators such as:

- Labour Force Participation Rate
- Employment-to-Population Ratio
- Unemployment Rate
- Inactivity Rate

By applying a standardised measurement framework, the ALFS ensures that results are:

- **Internally consistent across respondents**
- **Comparable over time in future survey rounds**
- **Internationally comparable with other countries**

1.5. Design of Survey Instrument / Questionnaire

The Anguilla Labour Force Survey (ALFS) 2025 questionnaire was developed in line with international best practices, drawing primarily on the **ILO Model Labour Force Survey Questionnaire (2024)** and other harmonised Caribbean LFS instruments. The questionnaire was designed to ensure full alignment with internationally recognised concepts, definitions, and classifications, including ISCO (occupation), ISIC (industry), and standard labour force status definitions.

The initial draft of the questionnaire was developed by the Anguilla Statistics Department in collaboration with technical experts. It was subsequently adapted to reflect the national context, including specific labour market characteristics, institutional structures, and policy needs of Anguilla. Particular attention was given to ensuring clarity of questions, logical flow, and compatibility with **Tablet-Assisted Personal Interviewing (TAPI)** using ArcGIS Survey Solutions.

The questionnaire underwent a structured review and validation process, including:

- internal technical review by the survey team,
- expert consultation to ensure alignment with ILO standards,
- pilot testing in selected areas to assess comprehension, flow, and operational feasibility.

Based on feedback from these processes, revisions were made to improve question wording, response categories, skip patterns, and overall usability.

1.5.1. Structure of the Questionnaire

The final ALFS 2025 questionnaire is organised into **seven main sections**, covering the full spectrum of labour market information:

- **Section 1: Demographic Characteristics (DC)**

Captures basic individual information, including age, sex, relationship to household head, marital status, citizenship, and migration background.

- **Section 2: Education and Training (ET)**

Collects information on educational attainment, certifications, current enrolment, and participation in formal, informal, and vocational training.

- **Section 3: Employment Status (ES)**

The core module determining labour force status in accordance with ILO definitions. It includes:

- identification of employment, unemployment, and inactivity,
- job characteristics (occupation, industry, sector, status in employment),
- working conditions (hours worked, contract type, earnings, benefits),
- time-related underemployment,
- multiple job holding.

A dedicated sub-module (**Section 3A**) captures detailed information on **self-employment and business activities**, including enterprise characteristics and constraints.

- **Section 4: Previous Employment (PE)**

Applied to unemployed persons, capturing work history, duration of unemployment, reasons for job separation, and prior employment characteristics.

- **Section 5: Labour Market Participation and Skills Matching (PSM)**

Examines job search behaviour, barriers to employment, skills mismatch, job preferences, and labour mobility intentions.

- **Section 6: Additional Employment Perceptions (AC)**

Includes subjective indicators such as job satisfaction, desired employment changes, and expectations regarding the labour market.

- **Section 7: Household Economic Activity (HEA)**

Captures household-level information, including main income sources, number of earners, income changes, financial resilience, and access to support.

The ALFS questionnaire incorporates several important design features:

- **Full alignment with ILO labour force concepts**, ensuring international comparability;
- **Comprehensive coverage of labour market dimensions**, including employment quality, informality, underemployment, and income;
- **Integrated individual and household modules**, allowing analysis of both labour market outcomes and economic well-being;
- **Use of standard classifications (ISCO, ISIC)** to support detailed and comparable analysis;
- **Built-in skip patterns and validation checks** through TAPI, improving data quality and consistency;
- **Flexibility for proxy responses**, enabling full household coverage where direct interviews are not possible.

The ALFS 2025 questionnaire provides a **comprehensive, structured, and internationally comparable framework** for measuring labour market conditions in Anguilla. It captures both core indicators and broader dimensions of employment, enabling detailed analysis across demographic, socio-economic, and geographic groups.

1.5.2. Interviewer Manual

The ALFS 2025 Interviewer Manual was developed to support the consistent and accurate implementation of the survey in the field. It was drafted based on the final ALFS questionnaire, ILO labour force concepts and definitions, and the operational requirements of household-based data collection in Anguilla.

The manual provided detailed guidance to interviewers and supervisors on following:

- the purpose of the survey,
- household listing,
- respondent selection,
- interview procedures,
- skip patterns, and

- the correct interpretation of key labour market concepts such as:
 - employment,
 - unemployment,
 - inactivity,
 - time-related underemployment,
 - occupation,
 - industry,
 - informality, and
 - employment status.

The Interviewer Manual was designed to ensure that all field staff applied the same definitions and procedures during all interviews. It also included practical instructions on the use of the TAPI system, handling proxy responses, managing non-contact cases, recording refusals, and completing follow-up visits.

Following the review and piloting of the questionnaire, the Interviewer Manual was updated to reflect refinements in question wording, response categories, skip instructions, and interviewer guidance. Any clarifications introduced during enumerator training were also incorporated to ensure full consistency between the questionnaire, training materials, and field implementation.

In this way, the ALFS 2025 Interviewer Manual served as the main operational reference document for field staff and contributed to data quality, standardisation, and comparability of survey results.

1.6. Publicity, Motivation and Stakeholder Engagement

A structured Publicity, Motivation and Communication (PMS) strategy was implemented to support the successful rollout of the ALFS 2025. The survey team engaged with key stakeholders from government institutions, the private sector, civil society, and other relevant organisations to raise awareness and ensure institutional support.

Prior to field implementation, consultations were conducted with selected stakeholders to present the survey objectives, review key aspects of the questionnaire, and gather feedback to strengthen relevance and clarity.

A public awareness campaign was implemented during the period December 2024 to May 2025, including:

- media appearances (radio and online platforms),
- dissemination of official press releases,
- publication of information on government websites and social media channels,
- use of visual materials such as banners and informational content to increase visibility.

These activities aimed to:

- inform the public about the purpose and importance of the survey,
- emphasise the legal basis and confidentiality of data collection,
- encourage participation and cooperation from selected households.

1.7. Data Collection Procedures

1.7.1. Data Collection Method

Data for the ALFS 2025 were collected using **Tablet-Assisted Personal Interviewing (TAPI)**, through face-to-face interviews with selected households.

The use of TAPI enabled:

- Real-time data entry and validation
- Built-in consistency and skip checks
- Reduction of data entry errors
- Improved overall data quality

Interviews were conducted using a structured questionnaire covering a wide range of labour market topics, including employment status, job characteristics, working hours, earnings, and education. The questionnaire consists of mainly closed ended questions with a few open-ended questions that allowed respondents to provide their opinions.

1.7.2. Recruitment and Training of Field Staff

Field staff for the ALFS 2025 were recruited based on the requirements of the sample design and expected field workload. The recruitment process drew on existing databases of trained survey personnel, including individuals with prior experience in household surveys and census operations.

There were 12 enumerators, 3 of which were also supervisors, selected to participate in the survey implementation. All selected candidates underwent structured training during the period April 2025 to May 2025.

The training programme covered:

- survey objectives and overall design,
- detailed review of the questionnaire,
- ILO labour force concepts and classifications,
- interview techniques and field protocols,
- use of the TAPI system for data collection,
- practical exercises and role-playing sessions.

Supervisors received additional training on:

- field monitoring and quality control,
- verification procedures,
- management of field teams and logistics.

The training also incorporated feedback from the pilot exercise, ensuring that all identified issues were addressed prior to the start of data collection.

1.7.3. Fieldwork Organisation

Fieldwork was implemented through a structured system of **interviewers and supervisors**, ensuring effective coverage and quality control across all districts.

- **Interviewers** were assigned to specific geographic areas (districts)
- **Supervisors** were responsible for monitoring field activities, verifying completed questionnaires, and ensuring adherence to survey protocols

Interviewers were required to:

- Visit all households selected in the sample
- Conduct interviews with eligible household members
- Arrange follow-up visits where necessary
- Review completed questionnaires before submission

Prior to data collection, interviewers were trained on:

- Survey concepts and definitions
- Interview techniques
- Use of the TAPI system
- Procedures for ensuring data accuracy and completeness

The fieldwork approach emphasised **full coverage of assigned households** and strict adherence to survey guidelines, which is critical for maintaining data quality.

1.7.4. Data Collection Process

The data collection process followed a structured sequence:

1. **Household identification and listing**, based on the census sampling frame
2. **Initial contact and interview**, conducted face-to-face
3. **Follow-up visits** in cases of non-contact or partial responses
4. **Verification and validation**, conducted by supervisors

In situations where direct interviews were not possible, **proxy responses** were accepted from knowledgeable household members, ensuring that information was collected for all eligible individuals.

Fieldwork was carried out over a defined period, allowing sufficient time for revisits and quality checks.

1.8. Response Rates and Field Performance

1.8.1. Definition of Response Rate

Response rates in the ALFS 2025 are calculated based on **eligible households**, using a standard operational definition applied consistently across all census districts.

Eligible households include:

- Completed interviews
- Refusals
- Non-contact cases (interviewer or supervisor)
- Households that had moved

Excluded from the denominator are:

- Vacant or unoccupied dwellings
- Under-construction or demolished structures
- Derelict units
- Addresses that could not be located

This approach ensures that response rates reflect only households that were **within scope and reasonably contactable**, in line with good survey practice.

1.8.2. Overall Response Rate

The survey achieved an **overall response rate of 73.1 per cent**, based on eligible households.

This level of response is considered **satisfactory for a household-based labour force survey**, particularly in the context of a first-time implementation. It provides a sound basis for producing reliable national-level estimates, especially after the application of appropriate weighting adjustments.

1.8.3. District-Level Response Rates

Response rates were calculated based on the proportion of completed interviews among all eligible households. Eligible households include those classified as **available, refusal, no contact, or household moved**:

$$\text{Eligible households}_{\text{district}} = \text{Available} + \text{Refusal} + \text{No contact} + \text{Household moved}$$

$$\text{Response rate} = \frac{\text{Available}}{\text{Eligible Households}}$$

Vacant, demolished, derelict, under-construction dwellings and addresses that could not be located were excluded from the denominator.

Table 2 – Response Rates by Districts (%)

District	Completed (Available)	Eligible households	Response rate (%)
West End	40	61	65.6
South Hill	92	123	74.8
Blowing Point	52	76	68.4
Sandy Ground	11	15	73.3
North Hill	27	29	93.1
George Hill	68	88	77.3
The Valley	54	90	60.0
North Side	77	104	74.0
The Quarter	63	82	76.8
Stoney Ground	76	102	74.5
The Farrington	35	46	76.1
Sandy Hill	36	49	73.5
East End	33	48	68.8
Island Harbour	49	62	79.0
Overall	713	975	73.1

Response rates varied across districts, reflecting differences in field conditions and population characteristics. The **highest response rate was recorded in North Hill (93.1%)**, while the **lowest was observed in The Valley (60.0%)**.

Of the fourteen (14) districts, ten (10) recorded response rates above overall response rate of **70.6%**, indicating generally strong and consistent field performance. Districts with response rates between **70% and 75%** show patterns closely aligned with the national average, suggesting that survey implementation was broadly uniform across these areas.

Lower response rates observed in **The Valley (60.0%)** and **West End (65.6%)** are primarily associated with:

- household mobility
- repeated non-contact

rather than refusals, indicating **contactability challenges rather than lack of willingness to participate**.

1.8.4. Interpretation of Field Performance

As a whole, the achieved response rates indicate that:

- Survey implementation was **operationally effective across most districts**
- There is **no evidence of widespread refusal or systematic non-cooperation**
- Variations in response rates are largely explained by **local demographic and mobility factors**

High-response districts, such as **North Hill (93.1%)**, provide particularly robust data, although estimates for such districts should be interpreted with awareness of smaller sample sizes.

1.8.5. Implications for Analysis

While the overall response rate supports reliable national estimates, district-level variation has implications for interpretation:

- **National-level indicators** are considered **robust and fit for purpose**
- **District-level estimates** in lower-response areas should be interpreted with some caution
- Highly disaggregated analysis (e.g. by age, sex, and district simultaneously) should be avoided in districts with lower response rates

In particular, indicators such as:

- Employment intensity
- Hours worked
- Youth labour market participation

may be more sensitive to residual non-response effects in these areas.

1.9. Non-response Bias and Weighting Adjustments

1.9.1. Non-response Bias Considerations

In household surveys, non-response becomes analytically important when non-responding households differ systematically from responding households in terms of key outcomes.

In the ALFS 2025, non-response is primarily driven by:

- **Non-contact** (at interviewer or supervisor level)
- **Household mobility** (households that moved)

Refusals represent a relatively small share of non-response, indicating that participation willingness was generally high.

These patterns suggest that non-response is more closely associated with **contactability constraints** rather than behavioural resistance.

However, such mechanisms are likely correlated with specific population groups, including:

- Younger and more mobile individuals
- Migrants and recent arrivals
- Individuals engaged in full-time or irregular employment

1.9.2. Potential Implications

This may result in:

- Under-representation of highly mobile and economically active individuals
- Possible underestimation of:
 - Employment intensity
 - Hours worked
 - Youth labour market participation

While these effects cannot be fully eliminated, they are addressed through the application of appropriate weighting adjustments.

1.9.3. Weighting Framework

To ensure that survey estimates are representative of the population, a system of sampling weights was applied.

The weighting process consists of two main components:

1. **Base weights**, reflecting the sampling design and probability of selection
2. **Non-response adjustment**, correcting for differential response rates across districts

All results presented in this report are based on **weighted estimates**, ensuring consistency with population distributions .

1.9.4. Non-Response Adjustment Method

District-level non-response adjustment factors were calculated using the ratio of the overall response rate to the district-specific response rate:

$$W_d^{NR} = \frac{RR_{overall}}{RR_d}$$

where:

- $RR_{overall} = 73.1\%$
- RR_d = response rate in district d

This approach:

- **Increases weights** in districts with lower response rates
- **Reduces weights** in districts with higher response rates

The adjustment ensures that districts with lower participation are not under-represented in the final estimates.

Table 3 – Response Rates and Non-response Weights by Districts

District	Response rate (%)	Non-response weight
West End	0.656	1.08
South Hill	0.748	0.96
Blowing Point	0.684	1.03
Sandy Ground	0.735	0.96
North Hill	0.931	0.76
George Hill	0.773	0.91
The Valley	0.600	1.18
North Side	0.740	0.95
The Quarter	0.768	0.92
Stoney Ground	0.745	0.95
The Farrington	0.761	0.93
Sandy Hill	0.735	0.96
East End	0.688	1.03
Island Harbour	0.790	0.89
Overall	0.731	1.00

1.9.5. Weight Distribution and Stability

The resulting non-response adjustment factors range between:

- **0.76 and 1.18**

This relatively narrow range indicates:

- **Moderate variation across districts**
- **No extreme weight inflation or instability**

As a result:

- **No weight trimming was required**
- Population totals are preserved

This is considered a strong outcome for a first-round labour force survey.

1.9.6. Final Weights and Application

The final weight applied to each observation is calculated as:

$$W_i^{final} = W_i^{base} \times W_d^{NR}$$

where:

- W_i^{base} = base sampling weight
- W_d^{NR} = district-level non-response adjustment

These final weights are used in all estimations, ensuring that:

- Survey results are representative at the national level
- Differences in response rates across districts are corrected
- Key labour market indicators reflect the underlying population structure

1.9.7. Implications for Analysis

The application of non-response adjustments significantly reduces the risk of bias in national estimates.

As a result:

- **National-level indicators are considered robust and reliable**
- Remaining bias is expected to be limited and not materially affect key conclusions

However:

- Some uncertainty may remain in **district-level estimates**, particularly in lower-response areas
- Analytical caution is recommended when interpreting **highly disaggregated results**

1.10. Reliability, Strengths and Limitations

The ALFS 2025 provides a robust and credible statistical foundation for analysing labour market conditions in Anguilla. The survey design, implementation, and weighting procedures collectively ensure that the results are suitable for policy use and international reporting.

1.10.1. Reliability of Estimates

At the national level, the survey results are considered **statistically reliable and fit for purpose**, supported by:

- A probability-based sampling design
- Use of a recent census-based sampling frame
- A satisfactory overall response rate (73.1 per cent)
- Application of non-response adjustments
- Alignment with internationally recognised ILO definitions

All key labour market indicators presented in this report are derived from **weighted estimates**, ensuring consistency with the underlying population structure.

1.10.2 Strengths of the Survey

The ALFS 2025 has several notable strengths:

- **International comparability:** Full alignment with ILO standards and the KILM framework enables benchmarking and reporting at the international level;
- **Comprehensive coverage:** The survey captures a wide range of labour market dimensions, including employment, unemployment, informality, working conditions, and skills;

- **Detailed disaggregation:** Results can be analysed by sex, age, education, occupation, industry, and geographic location;
- **Modern data collection methods:** The use of TAPI enhances data accuracy and reduces processing errors;
- **Strong field performance:** Most districts achieved response rates above 70 per cent, indicating effective survey implementation.

As the first labour force survey conducted in over two decades, the ALFS 2025 also establishes a **new baseline for monitoring labour market trends** in Anguilla.

1.10.3. Limitations and Considerations

Despite its strengths, certain limitations should be considered when interpreting the results:

- **District-level variation in response rates:** Lower response rates in selected districts may affect the precision of sub-national estimates;
- **Potential non-response bias:** Mobile and highly active labour market participants may be slightly under-represented;
- **Limited precision for detailed breakdowns:** Estimates based on small sub-groups (e.g. age × sex × district) should be interpreted with caution;
- **Cross-sectional design:** The survey provides a snapshot of labour market conditions at a specific point in time and does not capture seasonal or longitudinal dynamics.

1.10.4. Interpretation Guidance

In light of these considerations:

- **National-level results** should be considered **robust and suitable for policy analysis**;
- **District-level comparisons** should be interpreted with caution where response rates are lower;
- Overly detailed disaggregation should be avoided in cases where sample sizes are limited.

1.10.5. Concluding Note on Methodology

Taken together, the ALFS 2025 methodology meets the core requirements of a modern labour force survey and provides a **reliable, policy-relevant, and internationally comparable evidence base**.

It establishes a strong foundation for:

- Regular labour market monitoring;
- Evidence-based policymaking;
- Future rounds of the survey, enabling trend analysis over time.

SECTION 2. KEY FINDINGS

2.1. Labour Force Structure

The Anguilla Labour Force Survey (ALFS) 2025 provides a comprehensive overview of the **structure and composition of the labour force**, offering key insights into the demographic profile of economically active individuals.

The analysis of labour force structure focuses on the distribution of the population by:

- Sex
- Age groups
- Educational attainment

These dimensions are central to understanding labour market participation patterns, entry and exit dynamics, and the overall availability of labour. Table 3 below presents the structure and composition of the labour force by age and sex.

Table 4 – Labour Force Structure by Age and Sex (%)

Age Group	Male	Female
15-24	49.6	50.4
25-34	48.8	51.2
35-44	45.8	54.2
45-54	50.0	50.0
55-64	45.2	54.8
65+	61.1	38.9
Total	48.6	51.4

2.1.1. Composition of the Labour Force by Sex

The labour force in Anguilla is relatively balanced in terms of sex composition.

- **Females account for 51.4 per cent**
- **Males account for 48.6 per cent**

This near parity indicates a **high level of female participation in economic activity**, reflecting both demographic structure and increasing integration of women into the labour market.

However, as shown in subsequent sections, differences persist in terms of:

- Participation rates
- Employment outcomes
- Industry and occupational distribution

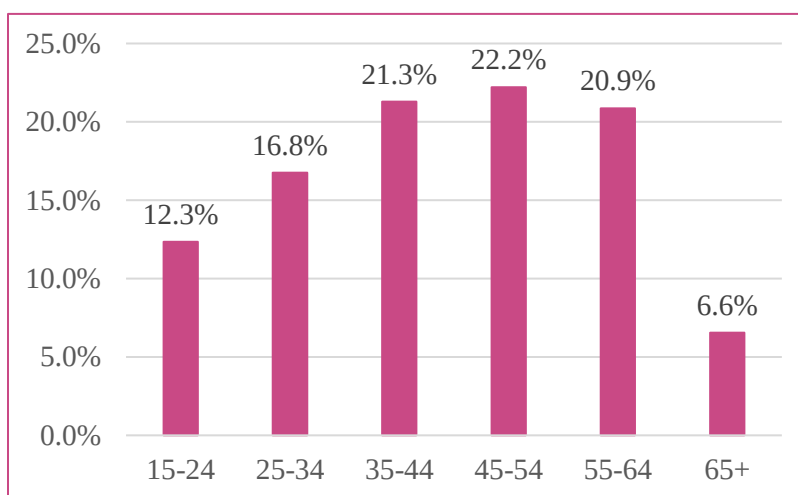
These differences highlight the importance of examining labour market indicators through a sex-sensitive lens.

2.1.2. Labour Force Distribution by Age

The age structure of the labour force follows a typical pattern as shown in Figure 1, with the highest concentration in **prime working-age groups**.

- Participation is lowest among younger individuals (15–24), reflecting ongoing education and transition into the labour market;
- Participation increases significantly in the **25 – 54 age groups**, representing the core of the active workforce;
- A sharp decline is observed in older age groups, consistent with retirement patterns.

Figure 1 - Age group distribution of the Labour Force Participation (%)



This distribution reflects the life-cycle dynamics of labour market participation, where:

- Younger individuals are entering the labour market
- Prime-age individuals exhibit the highest levels of economic activity
- Older individuals progressively withdraw from the labour force

2.1.3. Educational Profile of the Labour Force

The educational composition of the labour force provides important insights into the **skill base of the economy**.

Table 5 – Educational Profile of Labour Force (%)

Educational Level	Male	Female	Overall	Male	Female	Total
Primary	61.3	38.7	100.0	17.1	10.2	13.5
Secondary	50.3	49.7	100.0	67.5	63.0	65.2
Tertiary	34.2	65.8	100.0	14.0	25.6	20.0
Non-formal education	42.5	57.5	100.0	0.7	0.9	0.8
Not-Noted	66.7	33.3	100.0	0.7	0.3	0.5
Total	48.6	51.4	100.0	100.0	100.0	100.0

The results indicate that:

- The majority of the labour force has **secondary-level education**, accounting for 65.2% of the total (67.5% of males and 63.0% of females).
- A smaller share has attained **tertiary education (20.0%)**, with a notable sex difference as women represent a larger proportion within this group (65.8% female vs 34.2% male).
- Individuals with **primary education** account for **13.5%** of the labour force and are more concentrated among men (61.3% male vs 38.7% female).
- Participation in non-formal education remains minimal (0.8%), while not-stated responses are negligible.

This structure suggests that the labour force is largely composed of individuals with **intermediate skill levels**, with growing presence of higher-educated workers, particularly among women. These patterns have important implications for:

- Productivity
- Job matching
- Industry development

The relationship between education and labour market outcomes is further explored in subsequent sections, particularly in relation to employment, unemployment, and skills mismatch.

2.1.4. Interpretation

As a whole, the structure of the labour force in Anguilla is characterised by:

- A **balanced male/female composition**,
- A strong concentration in **prime working-age groups**,
- A workforce dominated by **secondary-level education**.

These features provide a solid foundation for labour market participation, while also pointing to areas for further policy attention, particularly in:

- Youth transitions into employment,
- Skills development and higher education attainment,
- Equality in labour market outcomes for males and females

2.2. Key Labour Market Indicators

2.2.1. Key Indicators

The Anguilla Labour Force Survey (ALFS) 2025 provides a comprehensive and internationally comparable assessment of labour market performance, based on standard ILO definitions and the KILM framework.

2.2.2. Overall Labour Market Performance

The results indicate a **strong level of labour market engagement**, with a labour force participation rate of **74.5%** and an employment-to-population ratio of **70.8%**. These figures suggest that a large majority of

the working-age population is either actively participating in or successfully integrated into the labour market.

At the same time, the **unemployment rate remains relatively low at 5.0%**, indicating limited excess labour supply. The **inactivity rate of 25.5%** reflects the expected share of the population engaged in education, retirement, or other non-market activities.

Table 6 - Key Indicators by Sex (%)

Indicator ²	Definition (ILO-aligned)	Male	Female	Total
Labour Force Participation Rate (LFPR)	Share of working-age population (15+) that is employed or actively seeking work	78.0	71.6	74.5
Employment-to-Population Ratio (EPR)	Share of working-age population that is employed	73.7	68.3	70.8
Unemployment Rate (UR)	Share of labour force that is unemployed, actively seeking and available for work	5.6	4.5	5.0
Inactivity Rate	Share of working-age population outside the labour force	21.9	28.4	25.5

The analysis reveals **moderate differences for men and women** in labour market outcomes:

- Men have higher participation (**78.0%**) compared to women (**71.6%**),
- Employment rates follow a similar pattern,
- However, unemployment is slightly higher among men (**5.6% vs 4.5%**).

This suggests that:

- Women are somewhat more likely to remain outside the labour force,
- Once participating, women face **no significant disadvantage in employment outcomes**.

The higher inactivity among women (**28.4%**) may reflect structural factors such as caregiving roles or labour market preferences.

² Note: All estimates are weighted and aligned with ILO definitions.

Table 7 - Key Indicators by Age Groups (%)

Age Group	LFPR	Employment to-Population	Unemployment rate	Inactivity rate
15–24	65.7	57.2	12.8	34.4
25–34	95.6	92.9	2.8	4.3
35–44	98.6	96.7	2.0	1.4
45–54	92.2	88.1	4.5	7.8
55–64	79.1	75.0	5.2	20.6
65+	25.3	23.6	6.8	74.7
Total	74.5	70.8	5.0	25.5

Labour market indicators vary significantly across age groups, reflecting **life-cycle dynamics**:

- **Youth (15–24)** show lower participation (65.7%) and employment (57.2%), alongside the **highest unemployment rate (12.8%)**,
- **Prime-age groups (25–44)** exhibit near full participation and employment (**above 90.0%**), indicating strong labour market attachment,
- **Older groups (55+)** show declining participation and employment, combined with rising inactivity.

Table 8 - Key Indicators by Educational Attainment (ISCED) (%)

Main KILM Indicators	Primary	Secondary	Tertiary
Labour Force Participation Rate	52.1	80.2	80.9
Employment-to-Population Rate	49.7	76.0	77.9
Unemployment Rate	4.4	5.2	3.6
Inactivity Rate	47.9	19.	19.1

Labour market outcomes differ markedly by level of education, highlighting the role of skills in shaping participation and employment patterns:

- Individuals with primary education show much lower **participation (52.1%)** and **employment (49.7%)**, alongside a moderate unemployment rate (4.4%) and a very high level of inactivity (47.9%), indicating weak integration into the labour market;
- Those with secondary education exhibit much higher **participation (80.2%)** and **employment (76.0%)**, with slightly higher unemployment (5.2%) but significantly lower inactivity (19.8%), suggesting strong and active engagement in the labour market;
- Individuals with tertiary education demonstrate the strongest labour market outcomes, with the highest **participation (80.9%)** and **employment (77.9%)**, the lowest unemployment (3.6%), and the lowest inactivity (19.1%), reflecting high employability and stable labour market attachment

These patterns highlight three key phases of labour market participation, while also reflecting the important role of education:

1. **Entry phase (youth):** characterised by transition challenges and higher unemployment, particularly for individuals with lower levels of education;
2. **Peak working age:** high stability and near full employment, especially among those with secondary and tertiary education;
3. **Exit phase (older age):** gradual withdrawal from the labour market, with participation patterns also influenced by accumulated skills and education levels.

The combined analysis of participation, employment, unemployment, and inactivity, together with education, reveals several important structural features of the Anguilla labour market:

- The labour market demonstrates high absorption capacity, with most participants finding employment, particularly among those with higher education levels;
- Youth unemployment remains a key vulnerability, especially for individuals transitioning from education to work or with lower educational attainment;
- Gaps between males and females are more visible in participation than in employment, suggesting structural rather than market-driven barriers;
- Inactivity is largely concentrated in expected demographic groups and is much higher among individuals with lower education levels, indicating limited hidden labour reserves but clear participation constraints.

These findings provide a strong empirical foundation for labour market policy and monitoring:

- Youth employment programmes and school-to-work transition mechanisms should be prioritised, with attention to education-to-employment pathways;
- Female labour force participation may be strengthened through supportive policies (e.g. childcare, flexible work);
- Expanding access to education, skills development, and lifelong learning can improve participation and employment outcomes;
- Continued monitoring through a continuous ALFS will be essential to track trends, particularly at the intersection of age, gender, and education, and to evaluate policy effectiveness.

Table 9 - Key Indicators by Districts³ (%)

Districts	LFPR	Employment to Population	Unemployment Rate	Inactive Population
West End	61.7	60.4	2.7	38.0
South Hill	74.0	70.6	4.4	26.1
Blowing Point	85.7	78.5	8.4	14.5
Sandy Ground	71.0	66.7	6.1	28.0
North Hill	84.0	81.8	2.0	16.6
George Hill	79.9	76.7	3.9	20.1
The Valley	64.0	61.3	4.5	35.8
North Side	73.5	69.9	4.9	26.5
The Quarter	76.2	68.3	10.4	23.8
Stoney Ground	73.0	69.0	5.7	26.9
The Farrington	81.9	76.4	6.6	18.1
Sandy Hill	76.9	74.7	3.2	22.8
East End	75.1	72.7	3.2	25.1
Island Harbour	70.0	70.0	0.0	30.0
ANGUILLA	74.5	70.8	5.0	25.5

2.3. Labour Force Participation Rate (KILM 1)

The Labour Force Participation Rate (LFPR) measures the share of the working-age population (15⁺) that is either employed or actively seeking employment. As presented in the previous Section 2.2, the overall participation rate in Anguilla is **74.5%**, with **78.0% for men** and **71.6% for women**.

This Section provides a more detailed breakdown of participation patterns across population groups.

Table 10 - Labour Force Participation Rate by Age and Sex (%)

Age	Male	Female	Total
15–24	68.3	63.4	65.7
25–34	97.0	94.2	95.6
35–44	99.0	98.3	98.6
45–54	92.4	91.9	92.2
55–64	82.8	76.4	79.1
65 ⁺	34.3	18.0	25.3
Total	78.0	71.6	74.5

³ District-level labour market indicators for these areas may be more sensitive to residual non-response bias.

Participation varies substantially across age groups. As already noted in Section 2.2, participation is **lower among youth and older individuals**, while **very high levels are observed among prime working-age groups (25–54)**. Differences between men and women persist across age groups, particularly at older ages.

Table 11 - Labour Force Participation Rate by Education Level (%)

Education Level	Male	Female	Total
Primary	62.2	41.2	52.1
Secondary	83.1	77.5	80.2
Tertiary	80.3	81.1	80.9

Participation differs across education levels. As shown earlier, individuals with **primary education show substantially lower participation**, while those with **secondary and tertiary education exhibit higher and relatively similar participation levels**. Differences between men and women are more pronounced at lower levels of education.

Table 12 - Labour Force Participation Rate by District (%)

District	Male	Female	Total
West End	63.5	59.7	61.7
South Hill	79.7	71.4	74.0
Blowing Point	88.3	83.1	85.7
Sandy Ground	62.9	77.2	71.10
North Hill	96.6	71.7	84.0
George Hill	81.0	79.0	79.9
The Valley	69.1	61.0	64.0
North Side	72.8	74.1	73.5
The Quarter	81.9	69.9	76.2
Stoney Ground	79.6	67.9	73.0
The Farrington	85.7	78.2	81.9
Sandy Hill	78.8	76.2	76.9
East End	79.6	70.5	75.1
Island Harbour	74.6	65.8	70.0

Participation rates vary across districts, consistent with the district-level patterns presented in *Table 12*. Higher participation is recorded in districts such as **Blowing Point and North Hill**, while lower rates are observed in **The Valley and West End**. Differences between male and female participation are visible across most districts.

Building on the these key findings presented in this Section, the detailed breakdown confirms that labour force participation in Anguilla is **high overall but varies across demographic and geographic groups**.

Variation in participation is primarily associated with:

- **age (life-cycle effects)**
- **education level**
- **sex differences**
- **district-level patterns**

Taken together, the LFPR provides a foundational measure of labour market engagement and complements other indicators such as employment, unemployment, and inactivity presented in the previous section.

2.4. Employment-to-Population Rate (KILM 2)

The employment-to-population rate (EPR) measures the share of the working-age population (15+) that is employed. As presented in **Section 2.2 (Key Labour Market Indicators)**, the overall EPR in Anguilla is **70.8%**, with **73.7% for men and 68.3% for women**.

This section provides a more detailed breakdown of employment levels across age groups, education levels, and districts.

Table 13 - Employment-to-Population Rate by Age and Sex (%)

Age Group	Male	Female	Total
15–24	57.0	57.4	57.2
25–34	93.8	92.3	92.9
35–44	97.2	96.2	96.7
45–54	88.0	88.1	88.1
55–64	78.2	72.7	75.0
65+	32.7	16.0	23.6
Total	73.7	68.3	70.8

Employment rates are highest among prime working-age groups, particularly **25 – 44**, and lower among youth and older persons. The difference between men and women is limited in most working-age groups, but becomes more visible among those aged **55+**.

Table 14 - Employment-to-Population Rate by Education Level (%)

Education Level	Male	Female	Total
Primary	58.5	40.6	49.7
Secondary	78.2	73.8	76.0
Tertiary	78.3	77.8	77.9

As already shown in Section 2.2, employment outcomes improve substantially beyond primary education. The EPR is lowest among persons with **primary education (49.7%)**, while employment levels are much higher among those with **secondary (76.0%)** and **tertiary education (77.9%)**. The male–female gap is most pronounced among persons with primary education and becomes very small at tertiary level.

Table 15 - Employment-to-Population Rate by District (%)

District	Male	Female	Total
West End	63.5	56.9	60.4
South Hill	71.7	69.5	70.6
Blowing Point	80.4	76.1	78.5
Sandy Ground	51.4	77.2	66.7
North Hill	96.6	68.5	81.8
George Hill	73.8	79.0	76.7
The Valley	64.0	59.3	61.3
North Side	68.5	70.9	69.9
The Quarter	71.1	65.2	68.3
Stoney Ground	76.9	62.5	69.0
The Farrington	80.1	72.9	76.4
Sandy Hill	78.8	71.7	74.7
East End	79.6	65.8	72.7
Island Harbour	74.6	65.8	70.0

Employment rates vary across districts, consistent with the district-level patterns presented in Section 2.2. The highest EPR is recorded in **North Hill (81.8%)**, followed by **Blowing Point (78.5%)** and **George Hill (76.7%)**. The lowest rates are observed in **West End (60.4%)** and **The Valley (61.3%)**.

Building on the KILM presented in Section 2.2, the detailed EPR results confirm that employment is high among the working-age population, especially among prime-age persons and those with secondary or tertiary education. The age pattern reflects the same life-cycle structure observed in LFPR, with lower employment among youth and older persons and very high employment among persons aged 25–34.

In aggregate, the employment-to-population rate complements the labour force participation rate by showing the share of the working-age population that is actually employed, rather than only participating in the labour market.

2.5. Status in Employment (KILM 3)

The distribution of employment by status in Anguilla indicates a clear concentration in wage and salaried employment. According to the 2025 Anguilla Labour Force Survey, **85.1% of all employed persons are employees**, while the remaining workforce is distributed across self-employment (6.7%), employers (3.9%), contributing family workers (3.8%), and apprentices or interns (0.6%).

Table 16 – Status in Employment by Sex (%)

Status in Employment	Male	Female	Total
Employee	78.0	91.7	85.1
Self-Employed	10.4	3.2	6.7
Employer	6.0	1.8	3.9
Contributing Family Worker	4.4	3.1	3.8
Apprentice / Intern	1.1	0.2	0.6
Total	100.0	100.0	100.0

The structure shows that **non-waged employment accounts for 14.9% of total employment**, with own-account workers and employers together representing **10.6%**. Contributing family work and apprenticeship positions remain limited in scale.

Differences by sex are also evident. Among men, **78.0% are employees**, compared to **91.7% of women**, indicating a higher concentration of women in wage employment. In contrast, **self-employment (10.4%) and employer status (6.0%) are more prevalent among men**, compared to **3.2% and 1.8% among women**, respectively.

Table 17 – Status in Employment by Age Groups (%)

	Employee	Contributing family member	Apprentice / intern	Employer	Self-Employed	Total
15-24	95.1	2.6	0.7	0.0	1.6	100.0
25-34	93.8	2.1	0.0	1.1	3.0	100.0
35-44	87.9	3.7	1.9	3.3	3.3	100.0
45-54	82.6	3.5	0.5	5.8	7.6	100.0
55-64	78.1	6.4	0.0	4.4	11.1	100.0
65+	65.5	2.9	0.0	11.8	19.8	100.0
Total	85.1	3.8	0.6	3.9	6.7	100.0

The distribution by age group shows that **employee status is highest among younger workers**, accounting for **95.1% in the 15–24 age group** and gradually decreasing with age to **65.5% among those aged 65 and above**. At the same time, the shares of **self-employment and employer status increase with age**, reaching **19.8% and 11.8%**, respectively, in the oldest age group. Contributing family work remains relatively low across all age groups, while apprenticeship and internship positions are mainly observed among younger workers.

The observed distribution shows that employment is predominantly organised through employer–employee relationships, particularly among younger cohorts. Non-wage categories, including self-employment, employer status, and family-based work, represent a smaller share of total employment but become more prominent in older age groups. Overall, the employment structure is characterised by the dominance of wage employment, with other forms of employment remaining comparatively limited in scale.

2.6. Structure of Employment (Job Holding Patterns)

The distribution of employment by job holding provides an overview of how workers are engaged across jobs and business activities. According to the 2025 Anguilla Labour Force Survey, **83.0% of employed persons hold one job**, while **6.0% report having multiple jobs**, and **11.0% are engaged in own business activities in any form**.

Table 18 – Number of Jobs and Business Ownership (%)

Employment Type	Share
One Job	83.0
Multiple Jobs	6.0
Own Business (any form)	11.0

The distribution shows that the majority of workers are engaged in a single job, while a smaller proportion combine more than one job. At the same time, **business ownership (11.0%) represents a distinct form of economic engagement**, overlapping with employer and self-employed categories presented under status in employment.

The observed structure indicates that employment is largely concentrated in single-job arrangements, with relatively limited multiple job holdings. The share of workers engaged in own business activities remains smaller compared to those in standard employment relationships. Taken together, the pattern reflects a labour market where most individuals are engaged through a primary job, while additional job holding and business ownership constitute smaller components of total employment.

2.7. Employment by Sector (KILM 4)

The sectoral⁴ distribution of employment provides a high-level overview of the economic structure of Anguilla. According to the 2025 Anguilla Labour Force Survey (ALFS), employment is overwhelmingly concentrated in the services sector, which accounts for 87.9% of total employment. Industry represents 11.6%, while agriculture contributes only 0.4%.

Table 19 – Employment by Sector and Sex (%)

Sector	Male	Female	Total
Primary	1.0	0.0	0.4
Secondary	23.3	1.8	11.6
Tertiary	75.7	98.2	87.9
Total	100.0	100.0	100.0

The results indicate a highly service-oriented labour market, with limited participation in secondary and minimal engagement in primary. This structure reflects the dominant role of tertiary (service) based economic activities.

Differences by sex are clearly observed. Women are almost entirely concentrated in the tertiary sector (98.2%), while men display a more diversified distribution, with just under a quarter of males employed in secondary sector (23.3%). These patterns reflect structural differences in sectoral participation across the labour market.

In addition to sectoral classification, the ALFS captures the type of employer or workplace, providing further insight into how employment is organised across institutional sectors.

⁴ See Definitions and Concepts section for details on the sectoral classification used throughout this report.

Table 20 – Distribution of Employment by Type of Employer (%)

Type of employer	Male	Female	Total
Government or State-Owned Enterprise	15.3	27.2	21.6
Statutory Organisation	2.5	5.2	4.0
Farm	0.3	0.3	0.3
Private Business, Non-Farm	81.0	65.2	72.4
Household(s) as Domestic Worker	0.3	1.3	0.8
NGO, Non-Profit, Religious Institution, International Organisation	1.4	1.0	1.2
Total	100.0	100.0	100.0

The distribution indicates that employment is predominantly concentrated in the private non-farm sector, which accounts for 72.4% of total employment. The public sector, comprising government and statutory organisations, represents a significant secondary component at 25.6%. Other forms of employment, including agriculture, household-based work, and non-profit organisations, account for relatively small shares.

Differences in relation to males and females are also evident. Women are more represented in public sector employment, while men are more concentrated in private business activities.

To complement the distributional perspective, the following table presents the sex composition within each type of employer.

Table 21 – Sex Composition by Type of Employer (%)

Type of employer	Male	Female	Total
Government or State-Owned Enterprise	31.3	68.8	100.0
Statutory Organisation	28.7	71.3	100.0
Farm	50.0	50.0	100.0
Private Business, Non-Farm	50.6	49.4	100.0
Household(s) as Domestic Worker	16.7	83.3	100.0
NGO, Non-Profit, Religious Institution, International Organisation	54.9	45.1	100.0
Total	45.2	54.8	100.0

Table 20 reflects the distribution of men and women within each employer category and should not be interpreted as the overall employment share.

The results show that women are strongly represented in government and statutory organisations, as well as in household-based domestic work. In contrast, employment in private non-farm businesses is almost evenly distributed between men and women. Certain categories, such as farms and non-profit organisations, show more balanced or mixed gender compositions.

Taken together, the sectoral and institutional analyses indicate that the labour market in Anguilla is characterised by:

- A strong concentration of employment in the services sector
- A dominant role of private non-farm businesses in employment generation

- A significant contribution of public sector institutions
- Clear gender differences in both sectoral and institutional distribution

Women are predominantly concentrated in service-oriented and public sector roles, while men are more represented across a broader range of sectors, including industry and private business activities.

At the aggregate level, the employment structure reflects a service-driven economy with employment primarily organised through private sector activities, complemented by a substantial public sector presence and differentiated patterns of participation across gender.

2.8. Employment by Industry

The industry-level distribution of employment provides a more detailed view of how employment is allocated across economic activities in Anguilla. According to the 2025 Anguilla Labour Force Survey, employment is concentrated in a limited number of service-oriented industries, with **Accommodation and Food Service Activities accounting for 32.7% of total employment**, followed by **Public Administration and Defence (10.6%)**, **Construction (8.5%)**, and several other service-related sectors.

Table 22 – Employment by Industry (%)

Industry (ISIC Rev.4)	Male	Female	Total
Accommodation & Food Service Activities	32.5	33.0	32.7
Public Administration & Defence	8.6	12.1	10.6
Construction	17.9	0.6	8.5
Transportation & Storage	10.5	5.1	7.5
Administrative & Support Services	7.9	7.1	7.4
Wholesale & Retail Trade	5.4	8.0	6.9
Education	2.5	9.5	6.4
Human Health & Social Work	2.5	6.3	4.5
Financial & Insurance Activities	1.8	4.8	3.5
Other sectors	10.5	13.5	12.1
Total	100.0	100.0	100.0

The distribution shows that employment is concentrated in a small number of industries, led by accommodation and food services, which represents approximately one-third of all jobs. Public administration and construction are the next largest contributors, while other service-related industries such as transport, administrative services, and trade each account for moderate shares.

Differences by sex are also evident across industries. Employment in **construction is predominantly male (17.9% vs. 0.6%)**, while industries such as **education (9.5% vs. 2.5%)**, **human health and social work (6.3% vs 2.5%)**, and **public administration and defence (12.1% vs 8.6%)** have higher shares of female employment. In contrast, **accommodation and food services show a similar distribution between men and women**, each accounting for around one-third of employment within their respective groups.

In addition to the overall distribution, the private sector composition further highlights the role of key industries. Within private sector employment, **accommodation and food services account for 44.7%**, followed by **construction (11.6%)**, **wholesale and retail trade (9.3%)**, and **administrative and support services (7.3%)**.

Table 23 – Selected Industries within Total and Private Sector Employment (%)

Industry	Within Total Employment	Within Private Sector Employment
Accommodation & Food Services	32.8	44.7
Construction	8.5	11.6
Wholesale & Retail Trade	6.9	9.3
Administrative & Support Services	7.4	7.3

The industry distribution indicates that employment is primarily concentrated in service-oriented activities, with accommodation and food services as the largest component. Other industries contribute smaller but notable shares, while sectoral participation varies across sex and between total and private sector employment.

2.9. Employment by Occupation (ISCO – KILM 5)

The occupational distribution provides an overview of how employment is structured across different types of work in Anguilla. It reflects the composition of jobs in terms of functions performed and skill levels required.

According to the Anguilla Labour Force Survey 2025, employment is concentrated in a limited number of occupational groups, with **service and sales workers accounting for 26.3% of total employment**, followed by **technicians and associate professionals (15.2%)**, **professionals (13.6%)**, and **craft and related trades workers (11.0%)**

Table 24 – Employment by Occupation (%)

Occupation Group (ISCO-08)	(%)
Managers	9.6
Professionals	13.6
Technicians & Associate Professionals	15.2
Clerical Support Workers	6.1
Service & Sales Workers	26.3
Skilled Agriculture Workers	4.8
Craft & Related Trades Workers	11.0
Plant & Machine Operators	4.0
Elementary Occupations	9.4
Total	100.0

The distribution shows that employment is primarily concentrated in service-oriented occupations, with service and sales workers representing the largest group. Technical and professional occupations together account for over a quarter of the share of total employment, while production-related and elementary occupations represent smaller but notable proportions.

The occupational structure reflects a distribution across different skill levels. Higher-skill occupations, including professionals and managers, account for a combined share of approximately 23.2%, while mid-skill occupations such as technicians, clerical support workers, and service workers represent a larger portion of employment. Lower-skill occupations, including elementary and agricultural work, account for a smaller share of total employment.

Differences by sex are observed across occupational groups, as presented in Table 25. Some occupations show a higher concentration of men, while others are more represented by women.

Table 25 – Sex Composition within Occupation Groups (%)

Occupation Group (ISCO-08)	Male	Female
Managers	51.5	48.3
Professionals	30.7	69.5
Technicians & Associate Professionals	46.3	53.7
Clerical Support Workers	13.5	86.5
Service & Sales Workers	30.2	69.8
Skilled Agricultural Workers	94.4	6.0
Craft & Related Trades Workers	91.5	8.5
Plant & Machine Operators	81.5	18.5
Elementary Occupations	56.0	44.0

The distribution indicates that occupations related to **agriculture, trades, and machine operation are predominantly male**, while **clerical, service, and professional occupations have higher shares of female employment**. Other groups, such as managers and technicians, show a more balanced distribution.

Table 26 – Educational Composition within Occupation Groups (%)

Occupation Group (ISCO-08)	Primary	Secondary	Tertiary
Managers	2.9	48.7	48.5
Professionals	1.4	34.0	64.6
Technicians & Associate Professionals	4.4	73.4	22.3
Clerical Support Workers	3.0	70.9	26.0
Service & Sales Workers	15.6	78.2	6.2
Skilled Agricultural, Forestry & Fishery Workers	23.6	74.7	1.8
Craft & Related Trades Workers	25.0	72.1	2.8
Plant & Machine Operators, & Assemblers	30.6	66.8	2.6
Elementary Occupations	35.3	63.5	1.1
Overall	13.9	65.6	20.5

The educational composition of occupations shows clear variation across occupational groups. Tertiary education is most common among **professionals (64.6%)** and is also substantial among **managers (48.5%)**. By contrast, occupations such as **elementary occupations, plant and machine operators, craft and related trades workers**, and **skilled agricultural workers** have higher shares of workers with primary or secondary education.

Secondary education is the dominant level across most occupational groups, particularly among **service and sales workers (78.2%)**, **skilled agricultural workers (74.7%)**, **technicians and associate professionals (73.4%)**, and **craft and related trades workers (72.1%)**. Overall, the table indicates that occupational groups differ not only by sex composition, but also by educational profile.

When considered together, the occupational structure indicates that employment is concentrated in service-oriented roles, with a substantial presence of technical and professional occupations. The

distribution also shows variation across occupation groups in terms of sex composition and educational profile, reflecting differences in participation and skill requirements across types of work.

2.10. Part-time Employment (KILM 6)

The distribution of part-time and full-time employment provides a first and fundamental insight into the **nature of employment contracts and labour demand in Anguilla**.

Table 27 – Part-time vs Full-time Employment (%)

Working Time Status	Share
Full-time (≥ 35 hours)	94.0
Part-time (< 35 hours)	6.0
Total	100.0

The results show that the labour market is **overwhelmingly dominated by full-time employment**, with **93.8% of all employed persons working full-time** and only **6.2% in part-time jobs**.

The prevalence of part-time employment varies across age groups and between men and women, as presented in Table 28.

The distribution indicates that part-time employment is more prevalent among **younger (15–24)** and **older (65+)** age groups compared to prime working-age groups. The highest overall share is observed among those aged **65 and above (16.9%)**, with a notably higher proportion among women in this age group.

Table 28 – Part-time Employment by Age and Sex (%)

Age Group	Male	Female	Total
15–24	9.1	5.9	7.4
25–34	3.4	2.1	2.7
35–44	6.5	3.4	4.8
45–54	7.7	3.3	5.5
55–64	2.2	10.0	6.4
65+	8.2	32.5	16.9
Total	5.8	6.2	6.0

Across most age groups, part-time employment remains relatively limited, particularly among individuals aged **25–54**, where the majority of workers are engaged in full-time employment. Differences between men and women are observed, with **female part-time employment rates exceeding those of men in older age groups**, while differences are smaller in younger and prime-age categories.

From a combined perspective, the distribution shows that part-time employment represents a small component of total employment and varies by age and sex, with higher shares observed at the margins of the working-age population.

2.11. Hours of Work (KILM 7)

The distribution of weekly working hours provides an overview of how labour time is allocated across employed persons in Anguilla. It complements the analysis of part-time and full-time employment by showing the intensity and spread of working hours.

Table 29 – Distribution of Weekly Hours Worked by sex (%)

Weekly Hours Worked (hrs.)	Male	Female	Total
0	0.7	0.9	0.8
1–14	1.6	1.7	1.6
15–29	4.7	4.7	4.7
30–34	2.9	4.4	3.7
35–39	3.1	4.5	3.9
40–48	69.5	71.9	70.9
49 ⁺	17.5	11.8	14.4

According to the ALFS2025, the majority of workers are concentrated in the **40–48 hours range (70.9%)**, while smaller shares are observed in both shorter and longer working hour categories. The **mean weekly working time is 41.6 hours**, and the **median is 40.0 hours**, indicating that most workers are clustered around standard full-time hours.

The distribution shows a strong concentration of workers within standard full-time hours, with relatively smaller shares in shorter-hour categories. At the same time, a noticeable proportion of workers report working 49 hours or more per week.

The distribution of working hours varies slightly between men and women. A higher proportion of **men (17.5%) report working 49 hours or more**, compared to **11.8% of women**, while women show slightly higher shares in the **30–39 hours range**. The share of workers in the dominant **40–48 hours category is similar for both sexes**, accounting for **69.5% of men and 71.9% of women**.

Average weekly working hours differ across occupational groups. **Managers report the highest average (45.6 hours)**, followed by **technicians and associate professionals (42.9 hours)** and **service and sales workers (42.8 hours)**. In contrast, **elementary occupations (36.3 hours)** and **plant and machine operators (36.4 hours)** have lower average working hours.

Table 30 – Mean Weekly Hours by Occupation

Occupation Group (ISCO-08)	Mean Hours ⁵
Managers	45.6
Professionals	42.9
Technicians & Associate Professionals	42.8
Clerical Support Workers	42.3
Service & Sales Workers	41.4
Skilled Agricultural Workers	40.6
Craft & Related Trades Workers	39.2
Plant & Machine Operators	36.4
Elementary Occupations	36.3
Overall	41.6

Average working hours also vary across sectors. Employment in the **services sector shows the highest average working hours (42.0 hours overall)**, followed by **industry (42.1 hours)** and **agriculture (40.9**

⁵ Sorted by mean hours worked.

hours). Differences by sex are observed, with **men generally reporting higher average hours than women**.

Table 31 – Mean Weekly Hours by Sector and Sex

Sector	Male	Female	Overall
Primary	40.9	—	40.9
Secondary	42.1	42.5	42.1
Tertiary	43.2	41.3	42.0
Overall	42.9	41.3	42.0

Taken across all categories, the distribution of working hours indicates that employment is concentrated around standard full-time working hours, with variation across sex, occupation, and sector. A smaller share of workers reports shorter working hours, while a notable proportion work longer hours, mainly in certain occupations and among men.

2.12. Earnings and Income

The distribution of earnings provides an overview of wage levels and disparities across employed persons in Anguilla. It complements the analysis of employment structure by examining how income varies across **sex, age, education, sector, and occupation**, based on **hourly wages (XCD)**.

Both **mean** and **median** wages are presented.⁶ The mean reflects the overall average level of earnings, while the median provides a more robust estimate of typical wages by reducing the influence of extreme values.

At the aggregate level, the average hourly wage in Anguilla is **XCD 29.56**, while the median wage is **XCD 25.43**, indicating a moderate dispersion of earnings with some higher-income values influencing the average.

Differences by sex are observed:

- Men earn an average of **XCD 31.36 per hour** (median: XCD 26.88)
- Women earn an average of **XCD 28.15 per hour** (median: XCD 25.00)

This suggests a **moderate gender wage gap**, with men earning approximately **10–12% more on average** than women. The smaller gap in median wages indicates that disparities are more pronounced at the upper end of the wage distribution.

⁶ Estimates for some education categories are based on small sample sizes and should be interpreted with caution.

Table 32 – Hourly Wages by Age Group and Sex (XCD)

Age Group	Male		Female		Total	
	Mean	Median	Mean	Median	Mean	Median
15–24	23.64	20.63	22.78	21.88	23.21	21.84
25–34	31.22	26.88	26.85	25.00	28.74	26.88
35–44	28.04	25.20	32.04	28.13	30.31	26.88
45–54	37.17	31.25	29.69	23.52	33.23	26.88
55–64	32.98	30.00	27.74	23.52	29.73	26.88
65+	36.50	33.60	22.59	18.75	28.66	23.21
Total	31.36	26.88	28.15	25.00	29.56	25.43

Earnings follow a clear **life-cycle pattern**. Wages are lowest among young workers (15–24), reflecting entry-level employment and limited experience. Earnings increase in prime working-age groups, peaking around ages 45–54, and then stabilise or decline slightly at older ages.

Sex differences vary across age groups. In some cohorts, particularly **35–44**, women report higher average wages than men, suggesting the influence of occupation or sectoral composition. In contrast, larger gender gaps are observed among older age groups.

Table 33 – Hourly Wages by Education Level (XCD)

Education Level	Male		Female		Total	
	Mean	Median	Mean	Median	Mean	Median
Primary	29.08	26.88	18.35	18.20	23.70	21.00
Secondary	28.96	26.88	26.22	21.88	27.49	23.52
Tertiary	44.88	42.22	37.71	34.56	40.08	36.00

Earnings increase significantly with higher levels of education. Individuals with **tertiary education** earn considerably higher wages (**mean: XCD 40.08**), indicating strong returns to higher education. Workers with **secondary education** earn close to the national average, while those with **primary education** have the lowest earnings.

The sex wage gap is most pronounced among individuals with lower levels of education and narrows at higher levels, suggesting that education contributes to reducing wage disparities.

Table 34 – Hourly Wages by Main Sector (XCD)

Sector	Male		Female		Total	
	Mean	Median	Mean	Median	Mean	Median
Primary	44.80	44.80	—	—	44.80	44.80
Secondary	34.49	30.24	21.96	16.80	33.10	27.50
Tertiary	29.32	25.20	28.11	24.99	28.57	25.00

Sectoral differences reflect both wage structures and employment composition. Primary shows the highest wages, although this is based on a limited number of observations. Secondary also offers relatively high

wages, particularly for men, while services, where most employment is concentrated, show wages close to the national average.

A notable sex gap exists in secondary sector, while wages in tertiary sector are more balanced between men and women.

Table 35 – Hourly Wages by Occupation (XCD)

Occupation Group	Male		Female		Total	
	Mean	Median	Mean	Median	Mean	Median
Managers	53.70	56.00	43.76	34.56	47.93	40.63
Professionals	38.24	39.20	36.61	33.33	37.02	33.60
Technicians & Associate Professionals	30.84	29.33	31.18	30.00	31.02	29.87
Clerical Support Workers	27.38	25.20	31.64	28.23	30.97	26.88
Service & Sales Workers	27.25	23.52	20.51	18.75	22.58	20.16
Skilled Agricultural Workers	23.82	20.16	30.74	20.16	24.56	20.16
Craft & Related Trades Workers	33.61	28.56	23.42	21.84	32.74	28.13
Plant & Machine Operators	26.85	22.40	18.50	20.25	24.43	21.84
Elementary Occupations	23.18	21.43	18.21	16.25	20.82	20.00

The occupational structure reveals a clear **wage hierarchy**. Managers and professionals earn the highest wages, followed by technicians and clerical workers. Service workers and elementary occupations are concentrated in lower wage segments.

Gender differences across occupations are evident. Women are more represented in mid-level and service occupations, while men are more concentrated in higher-paying managerial and technical roles, contributing to overall wage disparities.

To complement individual earnings, the survey also provides insights into **household-level income sources, dependency structure, and financial resilience**.

Table 36 – Main Source of Household Income (%)

Source of Income	Percent
Salaried employment	71.6
Self-employment	13.5
Government assistance	3.7
Remittances from abroad	0.3
Joint income	10.8

The results indicate that the vast majority of households (**71.6%**) rely primarily on **salaried employment**, highlighting the central role of formal wage employment in income generation. Self-employment represents a secondary source (13.5%), while reliance on government assistance and remittances remains limited.

Table 37 – Number of Household Income Contributors (%)

Contributors (Number of people)	Percent
One	50.4
Two	35.3
Three or more	14.3
Total	100.0

Half of all households (**50.4%**) depend on a **single income earner**, indicating a relatively high level of income dependency. While over one-third of households benefit from two earners, only a small proportion have three or more contributors. This structure suggests potential vulnerability to income shocks.

Table 38 – Changes in Household Income (Past 12 Months) (%)

Income Change	Percent
Improved	12.8
Stayed the same	69.8
Worsened	17.4
Total	100.0

Most households (**69.8%**) report **no change in income**, indicating relative stability. However, a notable share (**17.4%**) experienced worsening conditions, exceeding the proportion reporting improvement (12.8%), suggesting some downward pressure on household incomes.

Table 39 – Household Savings for Emergencies (%)

Savings Availability	Percent
Yes	57.2
No	42.8
Total	100.0

Slightly more than half of households (**57.2%**) report having **savings for emergencies**, while a just under half (**42.8%**) do not. This indicates that this portion of the population may be financially vulnerable to unexpected shocks.

The earnings structure in Anguilla reflects a **moderately differentiated income distribution**, shaped by education, occupation, industry, and demographic characteristics.

Wages increase with education and experience, and higher-skilled occupations command substantially higher earnings. At the same time, a moderate sex wage gap persists, particularly in higher-paying industries and occupations.

At the household level, income is **highly dependent on salaried employment and often concentrated in a single earner**, increasing vulnerability to labour market shocks. While income levels appear relatively stable for most households, the presence of both declining incomes and limited savings for a substantial share of households points to underlying economic fragility.

When considered together, the findings suggest that while the labour market demonstrates relatively strong employment outcomes, **income distribution remains uneven**, and household resilience varies across the population, shaped by both labour market position and income diversification.

2.13. Time-related Underemployment (KILM 12)

Time-related underemployment measures the share of employed persons who:

- work fewer hours than they would like,
- are available to work more,
- and are actively willing to increase their working time.

This indicator provides a **crucial complement to unemployment**, capturing forms of labour underutilisation that are not visible through standard unemployment measures.

According to the Anguilla Labour Force Survey 2025, **6.5% of employed persons are time-related underemployed**, while **93.5% are not underemployed**.

Table 40 – Time-related Underemployment (%)

Indicator	(%)
Time-related underemployment	6.5
Not underemployed	93.5
Total employed	100.0

The results indicate that a small but notable share of employed persons are working fewer hours than desired, despite being classified as employed.

Underemployment also varies across age groups and between men and women, as presented in Table 40.

The distribution indicates that underemployment is relatively higher among **younger workers (15–24)** and **certain prime-age groups**, while it is lower among older age groups overall. Differences by sex are also observed, with **female underemployment rates exceeding those of men in most age groups**.

Table 41 – Time-related Underemployment by Age and Sex (%)

Age Group	Male	Female	Overall
15–24	5.3	12.4	9.0
25–34	10.6	5.6	8.0
35–44	5.5	6.4	5.9
45–54	2.4	8.8	5.6
55–64	2.2	9.8	6.4
65+	1.5	8.5	4.2
Total	4.7	8.3	6.5

The incidence of underemployment varies across occupational groups, as presented in Table 19. Higher rates are observed in **elementary occupations (16.0%)**, **plant and machine operators (11.8%)**, and **service and sales workers (8.2%)**, while lower rates are reported among **managers (1.1%)** and **professionals (2.7%)**.

Table 42 – Time-related Underemployment by Occupation (%)

Occupation Group (ISCO-08)	Male	Female	Overall
Managers	0.0	2.2	1.1
Professionals	0.0	3.9	2.7
Technicians & Associate Professionals	5.6	7.3	6.6
Clerical Support Workers	0.0	7.4	6.4
Service & Sales Workers	4.9	9.4	8.2
Skilled Agricultural Workers	4.5	0.0	4.3
Craft & Related Trades Workers	2.7	17.8	3.8
Plant & Machine Operators	8.8	25.0	11.8
Elementary Occupations	13.7	19.0	16.0
Overall	4.7	8.3	6.5

The distribution shows that underemployment is more prevalent in certain occupational groups, particularly those associated with service delivery and lower-skill work, while it remains relatively limited among higher-skill occupations.

The findings show that time-related underemployment affects a limited but meaningful share of the employed population and varies across occupation groups, age, and sex. This indicates that labour utilisation differs within employment, with some groups experiencing lower levels of working time relative to their preferences.

2.14. Informal Employment (KILM 8)

Informal employment refers to jobs that are not covered by formal arrangements such as written contracts, social protection, or employment security. It is an important indicator for understanding the structure and quality of employment.

According to the ALFS 2025 results, **10.3% of employed persons are in informal employment**, while **89.7% are in formal employment**.

Table 43 – Informal Employment (%)

Indicator	Share
Informal employment	10.3
Formal employment	89.7
Total	100.0

It is widely used as a **core indicator of job quality and labour market structure**.

The distribution shows that the majority of employment is formal, with a smaller share of workers engaged in informal jobs.

The incidence of informal employment varies across population groups. Informality is higher among **men (14.1%) compared to women (7.0%)**. By age, higher rates are observed among **younger workers (15–24: 14.9%)** and particularly among **older workers (65+: 24.4%)**, while lower rates are recorded among prime working-age groups.

Differences are also evident by education level. Informality is more prevalent among individuals with **primary education (13.6%)** and **secondary education (11.6%)**, while it is considerably lower among those with **tertiary education (3.2%)**.

Table 44 – Informal Employment by Age Groups and Sex (%)

Age Group	Male	Female	Overall
15-24	20.4	6.4	13.2
25-34	11.7	4.9	8.2
35-44	13.0	3.2	7.6
45-54	9.2	4.8	6.7
55-64	13.1	7.0	9.5
65+	17.9	30.1	23.9
Overall	13.3	6.3	9.5

The distribution indicates that informality is relatively higher at the younger and older ends of the age spectrum. Differences by sex are also evident, with **men showing higher rates of informal employment across most age groups**, except among those aged 65 and above, where the share is higher among women.

Informality also varies across education levels and occupational groups. It is more prevalent among individuals with **primary and secondary education**, and lower among those with **tertiary education**. Across occupations, higher shares are observed in **skilled agricultural work, craft and trades, plant and machine operation, and elementary occupations**, while lower shares are recorded among **managers, professionals, and technicians**.

Table 45 – Informal Employment by Occupation (%)

Occupation Group (ISCO-08)	Informal
Skilled Agricultural Workers	21.0
Plant & Machine Operators	20.9
Craft & Related Trades Workers	19.6
Elementary Occupations	19.4
Service & Sales Workers	9.0
Clerical Support Workers	5.7
Professionals	5.6
Managers	4.5
Technicians & associate professionals	2.3
Overall	10.3

The distribution of informal employment across industries shows variation by economic activity. Higher shares are observed in selected sectors such as **household activities (44.4%)**, **construction (30.6%)**, and **manufacturing activities (22.2%)**, while lower shares are recorded in other sectors.

Table 46 – Informal Employment by Selected Industries (ISIC, %)

ISIC Activities	Informality
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	44.4
Construction	30.6
Manufacturing	22.2
Administrative and support service activities	16.8
Transportation and storage	13.2
Real estate activities	12.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	11.4
Others	< 10.0

From combined perspective, informal employment represents a smaller component of total employment and varies across age groups, sex, education levels, occupations, and industries. Higher levels of informality are observed in certain population groups and types of work, while the majority of employment remains within formal arrangements.

2.15. Job Stability and Employment Security

Job stability is a central dimension of **employment quality**, reflecting the degree to which workers are protected against income volatility and employment insecurity.

The ALFS results indicate that approximately **90% of workers are in permanent employment**, confirming that the Anguilla labour market is characterised by **a high degree of employment stability**.

Table 47 – Job Stability (Type of Contract / Employment Security (%))

Employment Type	Percentages
Permanent employment	90.0
Temporary / non-permanent	10.0
Total	100.0

The distribution shows that employment is predominantly based on permanent arrangements, with a smaller share of workers engaged in temporary forms of employment.

The high proportion of permanent employment is consistent with other labour market indicators presented in previous sections, including the high share of employees, the predominance of full-time work, and the relatively low level of informal employment. Together, these patterns indicate that employment relationships are largely structured within formal and stable arrangements.

The relatively small share of temporary employment suggests that non-permanent work represents a limited component of total employment. This indicates that most workers are engaged in ongoing employment relationships rather than short-term or intermittent work arrangements.

When considered together, the distribution of employment by contract type indicates that the labour market is characterised by a high prevalence of permanent employment, with temporary employment accounting for a smaller share of total employment.

2.16. Employer-Provided Benefits

Employer-provided benefits reflect the extent to which workers receive additional forms of compensation and protection beyond wages. They provide an important perspective on employment conditions and job quality.

According to the 2025 Anguilla Labour Force Survey, the most commonly reported benefits are **paid leave (73.4%)**, **health insurance (49.8%)**, and **pension contributions (25.5%)**, while other benefits are reported by smaller shares of workers.

Table 48 – Employer-Provided Benefits (%)

Benefit Type	Percentages
Paid Leave (Sick/Vacation)	73.4
Health Insurance	49.8
Pension Contributions	25.5
Travel Allowance	4.2
Bonuses / Performance Incentives	4.3
Unemployment Benefits	3.9
Mobile Phone	3.1
Other Fringe Benefits	2.7
Education / Training Support	2.1
Company Car	1.7
Housing Allowance	0.8

The distribution shows that a majority of workers have access to core benefits such as paid leave and, to a lesser extent, health insurance. Pension contributions are available to a smaller share of workers, while other types of benefits are reported at relatively low levels.

The pattern indicates that employer-provided benefits are concentrated in a limited set of core provisions, with additional or supplementary benefits accounting for a smaller share. The availability of benefits varies across types, with a clear distinction between widely reported core benefits and less common supplementary benefits.

In aggregate, the distribution of employer-provided benefits indicates that employment conditions include access to basic forms of protection for a substantial share of workers, while more specialised or additional benefits are less prevalent.

2.17. Overall Unemployment (KILM 9)

The unemployment rate measures the share of the labour force that is without work, actively seeking employment, and available to start, in line with internationally agreed ILO definitions. It is a core indicator of labour market performance and provides insight into the extent of unused labour supply.

Table 49 – Unemployment Rate by Sex (%)

Indicator	Male	Female	Total
Unemployment Rate	5.6	4.5	5.0

The results indicate an overall unemployment rate of **5.0%**, reflecting a relatively tight labour market with limited open unemployment. This finding is consistent with the high levels of labour force participation and employment observed in previous sections, suggesting that the labour market is generally effective in absorbing available labour.

A moderate gender difference is observed, with unemployment slightly higher among men (5.6%) than women (4.5%). This pattern indicates that gender disparities in Anguilla are more pronounced in terms of **labour force participation** rather than **employment outcomes among active participants**.

Table 50 – Unemployment Rate by Age Group and Sex (%)

Age Group	Male	Female	Total
15–24	16.5	9.4	12.8
25–34	3.6	2.0	2.8
35–44	1.8	2.4	2.0
45–54	4.7	4.2	4.5
55–64	5.6	4.8	5.2
65+	4.4	10.7	6.8
Total	5.6	4.5	5.0

Unemployment varies substantially across age groups, reflecting life-cycle dynamics in labour market participation.

The highest unemployment rate is observed among **youth aged 15–24 (12.8%)**, more than double the national average. This highlights structural challenges in the transition from education to employment. In contrast, **prime working-age groups (25–44)** exhibit very low unemployment rates (2.0–2.8%), indicating strong labour market attachment and effective job matching.

Unemployment increases moderately in older age groups, particularly among those aged 65 and above, suggesting partial labour market withdrawal or limited re-employment opportunities at later stages of working life.

Table 51 – Unemployment Rate by Education (%)

Education Level	Male	Female	Total
Primary	6.3	1.9	4.4
Secondary	5.8	4.7	5.2
Tertiary	2.8	4.1	3.6

Labour market outcomes improve with higher levels of education. Individuals with **tertiary education** experience the lowest unemployment rate (3.6%), reflecting higher employability and stronger labour market attachment.

Those with **secondary education**, who constitute the majority of the labour force, have unemployment rates close to the national average, while individuals with **primary education** show slightly higher unemployment. However, for lower-educated groups, the main challenge is more strongly associated with **labour force inactivity** rather than unemployment.

Table 52 – Unemployment Rate by Occupation Group and Sex (%)

Occupation Group (ISCO-08)	Male	Female	Overall ⁷
Managers	2.0	0.0	1.1
Professionals	0.0	1.1	0.8
Technicians & Associate Professionals	1.4	2.5	2.0
Clerical Support Workers	0.0	3.0	2.6
Service & Sales Workers	2.3	4.3	3.7
Skilled Agricultural Workers	1.8	0.0	1.7
Craft & Related Trades Workers	3.7	0.0	3.4
Plant & Machine Operators	0.0	0.0	0.0
Elementary Occupations	5.2	0.0	3.0

Unemployment is lowest among **high-skill occupations** such as managers and professionals, and relatively higher among **service, craft, and elementary occupations**. This pattern suggests that employment stability is stronger in higher-skilled roles, while lower-skilled occupations are more exposed to labour market fluctuations.

To complement the analysis of unemployment, the ALFS 2025 provides insights into the methods used by unemployed individuals to search for work. This helps to better understand how job seekers engage with the labour market.

Table 53 – Job Search Methods by Sex (%)

Job Search Method	Male	Female	Total
Apply to prospective employers	64.9	90.1	76.4
Seek help from relatives, friends etc.	19.1	9.9	14.9
Wait on the street to be recruited	6.4	0.0	3.4
Other	9.6	0.0	5.2
Total	100.0	100.0	100.0

Job search behaviour in Anguilla is predominantly based on **formal application channels**, used by over three-quarters of job seekers. However, gender differences are evident. Women rely almost exclusively on formal methods, while men make greater use of **informal networks and recruitment practices**.

Table 54 – Job Search Methods by Age Group (%)

Age Group	Apply to prospective employers	Seek help from relatives/friends	Other	Total
15–24	69.4	23.6	6.9	100.0
25–34	75.0	0.0	0.0	100.0
35–44	100.0	0.0	0.0	100.0
45–54	78.3	21.7	0.0	100.0
55–64	87.5	0.0	12.5	100.0
65+	55.6	55.6	0.0	100.0
Total	76.4	14.9	5.2	100.0

⁷ Occupational unemployment rates are based on available responses; not all individuals reported occupation.

Job search strategies vary across age groups. Younger individuals combine formal and informal methods, while prime working-age groups rely almost entirely on formal applications. Older individuals show a greater reliance on social networks, indicating increased dependence on **informal labour market channels**.

Table 55 – Main Challenges in Finding a Job (%)

Challenge	Male	Female	Total
Lack of Available Jobs	58.7	56.6	57.4
Lack of Required Skills/Qualifications	1.8	5.3	3.7
Low Wages	12.8	16.0	14.3
Lack of Experience	1.8	3.7	2.8
Health-Related Issues	6.4	2.0	3.9
Other	18.8	16.8	17.5
Total	100.0	100.0	100.0

The dominant constraint is the **lack of available jobs**, reported by more than half of job seekers. Other factors such as wages, skills mismatch, and experience play a secondary role.

Table 56 – Main Challenges by Education (%)

Challenge	Primary	Secondary	Tertiary
Lack of Available Jobs	50.0	62.0	38.8
Lack of Skills	0.0	2.6	10.0
Low Wages	0.0	15.2	17.5
Lack of Experience	13.9	1.2	6.3
Health Issues	0.0	5.3	0.0
Other	36.1	13.5	27.5
Total	100.0	100.0	100.0

While job availability remains the main issue across all education levels, individuals with tertiary education report relatively higher concerns related to **skills matching and wage conditions**.

Table 57 – Main Challenges by Age Group (%)

Challenge	15–24	25–34	35–44	45–54	55–64	65+	Total
Lack of Available Jobs	66.7	64.8	43.4	65.8	48.7	40.9	57.4
Lack of Skills	3.6	4.5	0.0	0.0	6.4	18.2	3.7
Low Wages	12.6	11.4	34.9	16.5	0.0	0.0	14.3
Lack of Experience	8.1	5.7	0.0	0.0	0.0	0.0	2.8
Health Issues	0.0	4.5	0.0	11.4	6.4	0.0	3.9
Other	9.0	10.2	21.7	5.1	39.7	40.9	17.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Youth unemployment is strongly driven by **limited job availability and lack of experience**, while older groups face more diverse and less standardised constraints.

This reflects that unemployment in Anguilla remains **moderate in aggregate terms**, but exhibits clear structural variation across demographic and labour market dimensions.

The analysis indicates that:

- The labour market demonstrates **strong absorption capacity**, particularly for prime working-age individuals;
- **Youth unemployment remains the most significant structural challenge**, reflecting barriers in labour market entry;
- Unemployment is primarily **driven by limited job availability**, rather than widespread skills mismatch;
- **Education improves labour market outcomes**, but does not fully eliminate unemployment risks;
- Job search behaviour is largely **formalised**, although informal networks continue to play a role for specific groups.

Taken together, these findings suggest that the labour market is generally functioning well, but remains characterised by **entry frictions, limited diversification of opportunities, and varying access mechanisms across population groups**.

2.18. Youth Unemployment (KILM 10)

Youth unemployment measures the share of the labour force aged 15–24 that is without work, actively seeking employment, and available to start.

Table 58 – Youth Unemployment Rate by Sex and Age (%)

Age Group	Male	Female	Overall
15–17	36.8	59.1	45.0
18–19	5.1	17.2	11.3
Total 15–19	15.7	28.7	21.3
20–24	16.5	2.1	8.8
Total 15–24	16.2	9.4	12.8

The results indicate a youth unemployment rate of **12.8%**, more than **double the overall unemployment rate (5.0%)**, highlighting a **clear structural challenge in labour market entry**.

The distribution shows that unemployment among youth is higher than the overall rate and varies across age groups. The highest levels are observed among younger cohorts, particularly those aged 15–17, while lower rates are recorded among individuals aged 20–24.

Differences by sex are also evident. In the **15–19 age group**, unemployment is higher among females, while in the **20–24 age group**, unemployment is higher among males. These variations indicate that youth unemployment is not evenly distributed across age and sex.

Youth unemployment also varies by level of educational attainment, although the distribution is based on a smaller number of observations.

Table 59 – Youth Unemployment Rate by Education (%)

Education Level ⁸	Male	Female	Overall
Primary	55.6	0.0	55.6
Secondary	14.6	10.1	12.3
Tertiary	27.8	0.0	12.2

The distribution indicates that unemployment is highest among youth with **primary education**, while lower rates are observed among those with **secondary and tertiary education**, although variation exists across groups.

Taken together, the findings show that youth unemployment is higher than overall unemployment and varies across age groups, sex, and education levels. The highest rates are observed among younger age groups and certain education categories, indicating differences in labour market outcomes within the youth population.

2.19. NEET Rate (Youth Not in Employment, Education or Training)

The NEET rate measures the share of young people aged 15–24 who are:

- not in employment,
- not in education, and
- not in training.

According to the ALFS2025, the **NEET rate is 11.1%**, with **12.2% among males and 10.3% among females**.

Table 60 – NEET Rate (%)

Indicator	Male	Female	Total
NEET rate (15–24)	12.2	10.3	11.1
Youth unemployment rate	16.2	9.4	12.8

The NEET rate differs from youth unemployment in that it includes both unemployed youth and those who are inactive and not participating in education or training. As such, it provides a broader measure of youth disengagement from both labour market and education systems.

When considered alongside the youth unemployment rate, the NEET rate highlights that a proportion of young people are outside both employment and education pathways. Together, these indicators reflect variation in youth engagement across labour market and education activities.

This indicates that the NEET rate complements youth unemployment by capturing a wider group of young people who are not currently connected to employment, education, or training.

⁸ Estimates for some education categories are based on small sample sizes and should be interpreted with caution.

2.20. Long-term Unemployment (KILM 11)

Long-term unemployment refers to individuals who have been unemployed for 12 months or more. It provides an indication of the duration of unemployment and complements the overall unemployment rate by capturing persistence in joblessness.

According to the Anguilla Labour Force Survey 2025, **2.2% of the labour force is in long-term unemployment**, with **2.4% among men and 2.1% among women**.

Table 61 - Long-Term Unemployment (%)

Age Group	Male	Female	Total
15-24	5.7	0.0	2.8
25-34	1.0	0.9	1.0
35-44	0.8	1.5	1.2
45-54	3.1	2.5	2.8
55-64	2.9	2.4	2.6
65+	0.0	10.7	4.2
Total	2.4	2.1	2.2

Long-term unemployment represents a **relatively small share of the labour force**, suggesting that persistent joblessness is limited in aggregate terms. Rates are generally low across most age groups, although some variation is observed.

Higher rates are recorded among **youth (15–24)** and in certain **older age groups**, while lower levels are observed among individuals aged **25–44**, indicating stronger labour market reintegration in prime working ages. Differences by sex are evident in specific age groups, but overall levels remain broadly comparable between men and women.

To better understand the characteristics of individuals experiencing prolonged unemployment, the distribution of long-term unemployed persons by educational attainment is examined.

Table 62 - Distribution of Long-term Unemployed by Education (%)

Education Level	Male	Female	Total
Primary	14.8	100.0	29.0
Secondary	46.9	29.5	39.4
Tertiary	50.0	82.1	75.7

The educational profile shows that long-term unemployment is **not concentrated among low-skilled individuals alone**. A substantial share of long-term unemployed persons have **tertiary education (75.7%)**, indicating that prolonged joblessness also affects higher-skilled individuals.

At the same time, gender differences are pronounced. Female long-term unemployed individuals are highly concentrated in **primary and tertiary education categories**, suggesting a more polarised distribution, while men are more evenly distributed across education levels.

In addition to overall rates, it is useful to assess the **share of unemployed individuals who are long-term unemployed** within each age group.

Table 63 - Share of Long-term Unemployed within Total Unemployed (%)

Age Group	Male	Female	Total
15–24	34.6	0.0	22.2
25–34	26.7	44.4	37.5
35–44	44.4	64.3	59.1
45–54	66.7	58.3	62.7
55–64	51.9	50.0	50.0
65+	0.0	100.0	60.9
Total	42.4	47.1	44.6

While the overall level of long-term unemployment is low, these results show that **a significant proportion of unemployed individuals experience long durations of joblessness**. Approximately **44.6% of all unemployed persons** have been unemployed for 12 months or more.

The incidence increases with age, peaking among individuals aged **45–54 (62.7%)** and remaining high in older groups. This suggests that once older individuals become unemployed, they may face **greater difficulties in re-entering employment**.

Among women, the share of long-term unemployment is particularly high in several age groups, including **35–44 and 65+**, indicating potential structural barriers affecting sustained labour market reintegration.

Long-term unemployment remains **limited in scale** within the Anguilla labour market. However, a more nuanced picture emerges when examining its composition and duration.

Although relatively few individuals are long-term unemployed in absolute terms, **a considerable share of unemployed persons remain without work for extended periods**, particularly among older age groups. This indicates that unemployment, when it occurs, may persist for certain segments of the population.

The presence of a high proportion of **tertiary-educated individuals among the long-term unemployed** suggests potential mismatches between skills and labour market demand, rather than purely low-skill exclusion. At the same time, differences across age and sex point to **varying barriers to re-employment**, including experience, job matching, and possibly structural or institutional factors.

When considered alongside other indicators, including youth unemployment and the NEET rate, long-term unemployment provides additional information on labour market outcomes across different groups. It highlights the extent to which unemployment persists over time within the labour force.

Taken together, long-term unemployment complements the overall unemployment rate by highlighting the **duration dimension of labour market dynamics**, revealing that while unemployment is relatively low, **its persistence among specific groups remains an important consideration for labour market analysis and policy**.

2.21. Labour Underutilisation

Labour underutilisation provides a broader view of labour market performance by combining unemployment and time-related underemployment. While unemployment captures individuals without work, underemployment reflects those who are employed but working fewer hours than they would like and are available to work more.

According to the ALFS 2025 results, the **unemployment rate is 5.0%**, and **time-related underemployment is 6.5%**. When considered together, these indicators suggest a **combined labour underutilisation of approximately 11.5%**.

Table 64 - Labour Underutilisation Indicators (%)

Indicator	Share
Unemployment Rate (KILM 9)	5.0
Time-Related Underemployment (KILM 12)	6.5
Combined Labour Underutilisation (approx.)	11.5

The combined measure indicates that a larger share of the labour force experiences either lack of employment or insufficient working time than is captured by unemployment alone.

The results show that labour underutilisation exceeds the unemployment rate when broader dimensions of labour market participation are considered. While unemployment remains relatively moderate, the inclusion of underemployment provides additional information on the extent of labour market slack.

When interpreted alongside earlier findings, including the high share of full-time employment and the presence of underemployment, the results indicate variation in the extent to which labour is utilised within employment.

In aggregate, the combined indicator highlights that labour market outcomes differ when both unemployment and underemployment are taken into account, providing a more comprehensive picture of labour utilisation.

2.22. Persons outside the Labour Force (KILM 13)

The inactivity rate measures the share of the working-age population (15+) that is neither employed nor actively seeking work.

According to the Anguilla Labour Force Survey 2025, the **inactivity rate is 25.5%**, with **21.9% among men** and **28.4% among women**.

Table 65 - Inactivity Rate by Sex (%)

Indicator	Male	Female	Total
Inactivity Rate	21.9	28.4	25.5

The distribution indicates that approximately one-quarter of the working-age population is outside the labour force, with a higher rate observed among women.

Table 66 - Inactivity Rate by Age Group (%)

Age Group	Inactivity Rate
15–24	18.6
25–34	2.1
35–44	1.3
45–54	6.8
55–64	16.2
65+	55.0
Total	25.5

The distribution shows that inactivity is higher among **younger (15–24)** and **older (65+)** age groups, while remaining relatively low among prime working-age groups.

Understanding inactivity requires examining the reasons why individuals are not participating in the labour force.

Table 67 - Main Reasons for Inactivity by Sex (%)

Reason	Male	Female	Total
Retired	53.4	57.6	55.7
Studying (At School)	19.7	15.6	17.5
Illness / Disability	16.0	9.7	12.3
Home Duties	3.6	12.7	9.0
Waiting to Start Job/Business ⁹	0.5	1.4	1.0
Doing Unpaid Family Work ¹⁰	1.9	0.5	1.0
Discouraged	1.3	0.0	0.5
Other	3.8	2.6	3.1
Total	100.0	100.0	100.0

The distribution shows that inactivity is primarily associated with **retirement (55.7%)**, followed by **education (17.5%)** and **illness or disability (12.3%)**. Household responsibilities account for a smaller but notable share, particularly among women.

The age distribution of inactivity highlights variation in labour force participation across different stages of life.

⁹ **Waiting to start a job or business:** Individuals who are not currently working and not actively seeking employment because they have already secured a job or business opportunity. Classified as **inactive** under ILO definitions.

¹⁰ **Unpaid family work:** Individuals contributing to a family business or activity without pay. If at least one hour of work is performed during the reference period, they are classified as **employed**; otherwise, they are considered **inactive**.

Table 68 - Distribution of Reasons for Inactivity by Age Group (%)

Age Group	Study	Retired	Home Duties	Illness	Discouraged	Waiting	Unpaid	Other	Total
15–24	89.1	0.0	4.1	4.1	0.0	0.0	1.2	1.5	100.0
25–34	30.0	0.0	32.5	0.0	12.5	0.0	12.5	12.5	100.0
35–44	0.0	17.4	26.1	0.0	21.7	17.4	0.0	17.4	100.0
45–54	0.0	4.0	36.5	39.7	0.0	4.8	4.0	11.1	100.0
55–64	0.0	54.7	12.8	26.4	0.0	1.4	0.0	4.7	100.0
65+	0.0	84.7	4.7	8.2	0.0	0.5	0.5	1.4	100.0

The distribution shows that:

- **Education dominates inactivity among youth (15–24)**
- **Retirement is the primary reason in older age groups (55+)**
- **Home duties and illness are more prominent in middle age groups**

The results indicate that inactivity is largely driven by **life-cycle factors**, particularly education and retirement. Differences are also observed across sex and age groups, with higher inactivity among women and at specific stages of the life cycle.

When considered alongside other indicators:

- youth unemployment and NEET reflect entry dynamics
- underemployment reflects labour utilisation
- inactivity reflects participation

As a whole, the findings show that labour market participation is high among prime working-age groups, while variation across age and sex reflects differences in engagement with employment, education, and other activities.

SECTION 3. CONCLUSION

The Anguilla Labour Force Survey (ALFS) 2025 provides the first **comprehensive** and **internationally comparable assessment of labour market conditions** in Anguilla in over two decades. The findings present a coherent picture of a labour market characterised by high levels of participation, strong employment outcomes, and a predominantly service-oriented economic structure.

Overall, labour market performance is robust. A large share of the working-age population is economically active, and most individuals who participate in the labour force are successfully employed. The dominance of full-time, permanent, and formal employment further indicates a relatively stable employment environment, with structured employer–employee relationships forming the backbone of the labour market.

At the same time, the analysis highlights several **important structural features**. Labour market outcomes vary systematically across age, education, and sex. Participation and employment are strongest among prime working-age groups and individuals with higher levels of education, while youth and lower-educated individuals face comparatively greater challenges in labour market entry and integration.

Although overall **unemployment** remains low, its concentration among younger populations and the presence of time-related underemployment point to underlying inefficiencies in labour utilisation. The sectoral and occupational composition confirms the central role of the services sector, with limited diversification into industry and minimal engagement in agriculture. This structure shapes employment opportunities, skills demand, and income distribution. Gender differences are more pronounced in sectoral and occupational allocation than in unemployment outcomes, indicating that disparities are primarily structural rather than driven by unequal access to jobs.

Income patterns broadly reflect labour market positioning. Higher earnings are associated with education, experience, and occupation, while household income structures reveal a strong dependence on salaried employment and a relatively high reliance on single earners. These factors suggest varying levels of resilience to economic shocks across households.

While the overall level of informality and long-term unemployment remains limited, their distribution across specific groups, particularly younger, older, and lower-skilled individuals, indicates areas where labour market vulnerabilities persist. Similarly, inactivity patterns are largely explained by life-cycle factors, but also point to participation constraints affecting certain segments of the population, especially women.

From a methodological perspective, the survey provides a statistically sound and policy-relevant evidence base. The use of a probability-based sampling design, a recent census frame, internationally aligned definitions, and appropriate weighting procedures ensures that the results are reliable and suitable for national-level analysis and international reporting.

Taken together, the findings suggest that while the labour market in Anguilla is generally functioning well, it remains shaped by structural characteristics that influence participation, employment quality, and income distribution. Addressing these structural patterns—particularly those related to youth transitions, skills development, sectoral diversification, and labour market inclusion—will be critical for strengthening labour market outcomes in the future.

The ALFS 2025 establishes a solid baseline for ongoing labour market monitoring. Future survey rounds will be essential to track trends over time, assess the impact of policy interventions, and support evidence-based decision-making in Anguilla.

SECTION 4. APPENDIX

4.1. Questionnaire



Anguilla Labour Force Survey 2025 Reference Day – April 15, 2025



CONFIDENTIAL WHEN COMPLETED Data for Statistical Purposes Only

About the Labour Force Survey

A survey of individuals living in private households in Anguilla. The Anguilla Labour Force Survey (ALFS) will produce estimates of employment and unemployment. In addition, other standard labour market indicators such as employment and unemployment rates along with participation rate will be produced. The ALFS will produce estimates by industry, occupation, public and private sector as well as demographic characteristics. Estimates will also be produced by geographic locations.

Participation is mandated

The Anguilla Labour Force Survey is being conducted under the Anguilla Statistics Act R. S. A. c S60. You are required by law to complete this questionnaire with accurate information.

Confidentiality is guaranteed

The Statistics Act guarantees the confidentiality of your answers to the census questions.

Field Officer – Interviewer

The interviewer will assist you in the completion of this questionnaire.

Thank you for your cooperation.

Physical Address of Household

Description of House

Contact Number:

ED Name:

ED Number:

District Name:

Building Number:



Anguilla

Labour Force Survey 2025

INDIVIDUAL QUESTIONNAIRE

Interviewer name:

Supervisor name:

Interviewer number:

Supervisor number:

HOUSEHOLD INFORMATION

Household Number ID:

Number of persons usually in the household

Males

Females

Total

LISTING OF HOUSEHOLD MEMBERS

COMPLETE THE LISTING OF ALL HOUSEHOLD MEMBERS BEFORE STARTING THE INDIVIDUAL QUESTIONNAIRE!!!

Person Number (PPNO):

First Name

Middle Initial

Last Name

Full Name

Date of Birth

**The first entry MUST be the household reference person.
Select the > below to record additional persons within the household.**



Anguilla Labour Force Survey 2025

INDIVIDUAL QUESTIONNAIRE

QUESTIONS FOR INDIVIDUAL HOUSEHOLD MEMBERS

RESPONDENT STATUS

RSP_1 Is ...available and willing to be interviewed?

1. Yes
2. No

RSP_2 INTERVIEWER TO ANSWER: Is the person currently being interviewed?

1. Yes
2. No

RSP_3 The PPNO of the person responding to the questions. (*specify*) _____

RSP_4 Can you let me know your relationship to household reference person :

1. Husband/wife
2. Natural born son/daughter
3. Adopted son/daughter
4. Step son/daughter
5. Brother/sister
6. Father/mother
7. Grandchild
8. Parent-in-law
9. Son-in-law/daughter-in-law
10. Partner
11. Other relative
12. Unrelated

RSP_5 Has been living in Anguilla for at least six (6) months or intends to stay for at least six (6) months?

1. Yes – *If yes* **Go to DC_1**
2. No – *If no* **Select the > below to complete for additional person 15 years or above**



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Labour Force Survey 2025

INDIVIDUAL QUESTIONNAIRE

SECTION 1 – DEMOGRAPHIC CHARACTERISTICS

DC_1 What is ...relationship to the Household Reference Person?

1. Husband/wife
2. Natural born son/daughter
3. Adopted son/daughter
4. Step son/daughter
5. Brother/sister
6. Father/mother
7. Grandchild
8. Parent-in-law
9. Son-in-law/daughter-in-law
10. Partner
11. Other relative
12. Unrelated

DC_2 In which country was born? _____

DC_3 What year did come to live in Anguilla? (2025 – 1950) _____

DC_4 What is Sex?

1. Male
2. Female

DC_5 What was Age at the week ending April 19, 2025? _____

DC_6 What is relationship status?

1. Never married
2. Legally widowed
3. Divorced
4. Legally separated
5. Cohabiting



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Labour Force Survey 2025

INDIVIDUAL QUESTIONNAIRE

DC_7 What is current citizenship status?

1. Anguillian
2. Non-Anguillian with work permit
3. Non-Anguillian with NO work permit (e.g. spouse and children of work permit holder)
4. Non-Anguillian with government contract work
5. Non-Anguillian permanent resident with rights to work
6. Non-Anguillian
7. Other (specify) _____

SECTION 2 – EDUCATION & TRAINING

ET_1 What is the HIGHEST LEVEL that COMPLETED?

1. Pre-school
2. Primary (*specify primary level*) – _____
3. Secondary/ High school (*specify secondary level*) – _____
4. Community College
5. Sixth Form
6. Technical/ Vocational school
7. UWI Extra Mural
8. US University/ College
9. UWI/ UK Equivalent university
10. Adult Education
11. Other (*specify*) – _____

999 NS



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Labour Force Survey 2025

INDIVIDUAL QUESTIONNAIRE

ET_2 What is **HIGHEST LEVEL** of certification/ examination has/have passed?

1. Standard seven (Grade Nine – Third form)
2. High school diploma/certificate
3. GCSE/CSEC – Cambridge/ CXC (state how many) _____
4. GSCE A' levels (state how many) _____
5. CAPE Unit 1 (state how many) _____
6. CAPE Unit 2 (state how many) _____
7. Undergraduate diploma
8. Other diploma/certificate
9. Associate Degree
10. Professional certificate
11. Trade certificate
12. Bachelor Degree (BA, BSc, LLB, etc.)
13. Postgraduate certificate
14. Postgraduate degree (MA, MSc, MEd, MBA, etc.)
15. Professional qualification (MD, DDS, etc)
16. Other (specify) – _____
- 998 None
- 999 NS

ET_3 Are you currently enrolled in any training/education programme aimed at developing your skills?

1. Yes - If yes **Go to ET_3A**
2. No - If yes **Go to ET_4**

ET_3A Is this type of training/education programme classified as ...?

1. Formal
2. Informal
3. Both

ET_4 Have ... received any **Vocational, Job or Skills Development** training in the past **TWO** years (April 15, 2023)

1. Yes - If yes **Go to i**
2. No - If no **Go to ET_5**



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Labour Force Survey 2025

INDIVIDUAL QUESTIONNAIRE

ET_6 For which occupation was ... **LAST** trained? _____

ET_7 Is the training ... received directly related to ... current or most recent job?

1. Yes
2. Partially
3. No
4. Not applicable (not working)

SECTION 3 – EMPLOYMENT STATUS

ES_1 Did ... work for pay or profit undertake income generation, at least one hour, during the week before Easter (Reference week) **April 13-19, 2025**?

1. Yes, at one job **Go to ES_7**
2. Yes, at more than one job **Go to ES_7_2**
3. Yes, at own business (farm, retail, or consultancy etc.) **Go to Section 3A ESA_1**
4. No **Go to ES_1A**

ES_1A Even though ... did not work, last week did he/she have a paid job or a business?

1. Yes – *If yes* **Go to ES_2**
2. No – *If no* **Go to ES_3**

ES_2 What was ... **MAIN** reason for not working in the reference week?

1. Waiting to start new job or business
2. Low or off season
3. Shift work, flexi time, nature of work
4. Vacation, holiday
5. Sickness, illness, accident
6. Maternity, paternity leave
7. Education leave or training
8. Other personal leave (care of family etc.)
9. Temporary layoff, no clients or materials, work break
10. Bad weather
11. Strike/ Labour dispute
12. Other (*specify*) – _____



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Labour Force Survey 2025

INDIVIDUAL QUESTIONNAIRE

ES_2A What is ... usual employment arrangement?

1. Works in one job **Go to ES_7**
2. Works in more than one job **Go to ES_7_2**
3. Self-employed/ operates and manages own business **Go to Section 3A**

ES_3 What was ... **MAIN** reason for not working?

1. Looking for work
2. Studying (At school)
3. Retired
4. Home duties
5. Illness/ Disability
6. Other (*specify*) – _____

ES_4 Did ... actively look for a job in the past **FOUR** weeks?

1. Yes – *If yes* **Go to ES_6**
2. No – *If no* **Go to ES_5**

ES_5 What was ... **MAIN** reason for not looking for a job?

1. Studying (At school)
2. Retired
3. Home duties
4. Illness/ Disability
5. Discouraged from looking for work (did not believe work was available)
6. Waiting to start a new job or business
7. Doing unpaid family work (e.g., on a farm or family business)
8. Other (*specify*) – _____



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Labour Force Survey 2025

INDIVIDUAL QUESTIONNAIRE

ES_6 What did... mainly do in the last four weeks to (find a job/start a business)?

1. Apply to prospective employers
2. Place or answer job advertisement
3. Study or read job advertisements
4. Post/update resume on profession/social networking sites online
5. Take a test or interview
6. Seek help from relatives, friends etc.
7. Wait on the street to be recruited
8. Seek financial help to start a business
9. Other (*specify*) – _____

Interviewer reads – I am going to ask you some questions about the income generating activity in which ... usually works the MOST hours being your MAIN job.

ES_7 What is ... MAIN occupation?

Occupation code: _____

ES_8 What kind of work does ... do? (*describe the main duties and activities*)

ES_9 In this job, is ... working in ...?

1. The Government
2. Statutory Organisation
3. A farm
4. A private business (non-farm)
5. A household(s) as a domestic worker
6. An NGO, non-profit institution, religious institution
7. An international organization or a foreign embassy

ES_10 What is the establishment's name where ... worked? _____



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Labour Force Survey 2025

INDIVIDUAL QUESTIONNAIRE

ES_11 What is the **MAIN** activity of the establishment where ... work(s)?

ES_12 Does ... work...?

1. As an employee
2. Helping in a family-owned business
3. As an apprentice, intern
4. Helping a family member who works for someone else

ES_13 At this job, how many hours did ... work during the week **April 13-19, 2025**?

ES_14 What is the **MAIN** reason why ... worked less than 40 hrs in your job during the week ending **April 19, 2025**? (*Answer if less than 40 hours were worked*)

1. Shift work, flexi time, nature of work
2. Low or off season
3. Vacation on holiday
4. Sickness, Illness or Accident
5. Maternity, or Paternity leave
6. Study leave or training
7. Other personal leave
8. Temporary layoff
9. Bad weather/ natural disaster
10. Strike/ Labour dispute (*specify*) – _____
11. Other

ES_15 Would ... prefer to work more than he/she currently does? (*Answer if less than 40 hours were worked*)

1. Yes
2. No



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Labour Force Survey 2025

INDIVIDUAL QUESTIONNAIRE

ES_16 How would ... describe his/her employment status?

1. Permanent
2. Temporary
3. Seasonal
4. Unpaid family worker

ES_17 How long has ... been working at his/ her current job?

1. Less than 6 months – 1 year
2. 6 months – 1 year
3. 1 year – 3 years
4. 3 years- 5 years
5. 5 years – 10 years
6. 10 years – 15 years
7. 15 years – 20 years
8. 20 years +

ES_18 How often does ... get paid?

1. Daily
2. Weekly
3. Fortnightly
4. Monthly
5. Annually
6. Other

ES_19 What was ... gross pay or self-employment income i.e: before deductions, from all sources during the last pay period? *(select currency income and enter the amount below based on ES_18)*

1. XCD: _____
 2. USD: _____
- 999 NS

ES_20 Does ... have a written contract for this job?

1. Yes, permanent
2. Yes, temporary/ fixed term
3. No written contract
4. Don't know



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Labour Force Survey 2025

INDIVIDUAL QUESTIONNAIRE

ES_21 Does ... receive any form of employer-provided benefits? **(Multi response question)**

1. Health insurance
2. Unemployment benefits
3. Pension contributions
4. Paid leave (sick leave, vacation leave, etc.)
5. Housing allowance
6. Travel allowance
7. Education or training support
8. Company car
9. Mobile phone
10. Bonuses or performance incentives (apart from salary)
11. Other fringe benefits (*specify*) – _____
12. None

ES_7_2 What is ... **SECOND** occupation? _____

Second occupation code: _____

ES_8_2 What kind of work does ... do? (*describe the main duties and activities*)

ES_9_2 In this job, is ... working in ...?

1. The Government
2. Statutory Organisation
3. A farm
4. A private business (non farm)
5. A household(s) as a domestic worker
6. An NGO, non-profit institution, religious institution
7. An international organization or a foreign embassy

ES_10_2 What is the establishment's name where ... worked? _____



Anguilla

Labour Force Survey 2025

INDIVIDUAL QUESTIONNAIRE

ES_11_2 What is the **MAIN** activity of the establishment where ... work(s)?

ES_12_2 Does ... work ...?

1. As an employee
2. Helping in a family-owned business
3. As an apprentice, intern
4. Helping a family member who works for someone else

ES_13_2 At this job, how many hours did ... work during the week **April 13-19, 2025**? _____

ES_14_2 What is the **MAIN** reason why ... worked less than 40 hrs in your job during the week ending **April 19, 2025**? (*Answer if less than 40 hours were worked*)

1. Shift work, flexi time, nature of work
2. Low or off season
3. Vacation on holiday
4. Sickness, Illness or Accident
5. Maternity, or Paternity leave
6. Study leave or training
7. Other personal leave
8. Temporary layoff
9. Bad weather/ natural disaster
10. Strike/ Labour dispute (*specify*) – _____
11. Other

ES_15_2 Would ... prefer to work more than he/she currently does? (*Answer if less than 40 hours were worked*)

1. Yes
2. No



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ES_16_2 How would ... describe his/her employment status ?

1. Permanent
2. Temporary
3. Seasonal
4. Unpaid family worker

ES_17_2 How long has ... been working at his/ her current job?

1. Less than 6 months – 1 year
2. 6 months – 1 year
3. 1 year – 3 years
4. 3 years- 5 years
5. 5 years – 10 years
6. 10 years – 15 years
7. 15 years – 20 years
8. 20 years +

ES_18_2 How often does ... get paid?

1. Daily
2. Weekly
3. Fortnightly
4. Monthly
5. Annually
6. Other

ES_19_2 What was ... gross pay or self-employment income i.e: before deductions, from all sources during the last pay period? *(Select currency income and enter the amount below based on ES_18)*

1. XCD: _____
2. USD: _____
- 999 NS





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INDIVIDUAL QUESTIONNAIRE

ES_20_2 Does ... have a written contract for this job?

1. Yes, permanent
2. Yes, temporary/ fixed term
3. No written contract
4. Don't know

ES_21_2 Does ... receive any form of employer-provided benefits? **(Multi response question)**

1. Health insurance
2. Unemployment benefits
3. Pension contributions
4. Paid leave (sick leave, vacation leave, etc.)
5. Housing allowance
6. Travel allowance
7. Education or training support
8. Company car
9. Mobile phone
10. Bonuses or performance incentives (apart from salary)
11. Other fringe benefits (*specify*) – _____
12. None

Interviewer reads – I am going to ask you some questions about the income generating activity in which ... usually works the **MOST** hours being your **MAIN** job.

SECTION 3A – EMPLOYMENT STATUS

ESA_1 What is ... **MAIN** occupation? _____

Second occupation code: _____

ESA_2 What is the establishment name where ... worked? _____

ESA_3 What is the **MAIN** activity of the place or business where ... work(s)? _____



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ESA_4 At this job, how many hours did ... work last week? *(If less than 40 hours, answer ESA_5)*

ESA_5 What is the **MAIN** reason why ... worked less than 40 hrs in your job during the week of **April 13-19, 2025**?

1. Shift work, flexi time, nature of work
2. Low or off season
3. Vacation on holiday
4. Sickness, Illness or Accident
5. Maternity, or Paternity leave
6. Study leave or training
7. Other personal leave
8. Temporary layoff
9. Bad weather/ natural disaster
10. Strike/ Labour dispute (*specify*) – _____
11. Other

ESA_6 How long has ... been working in his/her establishment?

1. Less than 6 months – 1 year
2. 6 months – 1 year
3. 1 year – 3 years
4. 3 years- 5 years
5. 5 years – 10 years
6. 10 years – 15 years
7. 15 years – 20 years
8. 20 years +

ESA_7 Does ... take a regular salary from the establishment?

- | | |
|------------------------|--------------------|
| 1. Yes – <i>If yes</i> | Go to ESA_8 |
| 2. No – <i>If no</i> | Go to ESA_9 |



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INDIVIDUAL QUESTIONNAIRE

ESA_8 How often does ... take a salary?

1. Weekly
2. Fortnightly
3. Monthly

ESA_9 Does ...pay contributions to the [Pension Fund/ Social Security Insurance/ Health Insurance] for him/herself?

1. Yes
2. No

ESA_10 When was this business established?

Month: _____ Year: _____

ESA_11 Does ... currently have any employees?

1. Yes – *If yes* **Go to ESA_12**
2. No – *If no* **Go to ESA_13**

ESA_12 How many including ...?

1. 1 (Self only)
2. 2- 5
3. 6 – 10
4. 11 – 20
5. 21 +

ESA_13 What are the **MAIN** challenges ...'s business faces? **(Multiple response question)**

1. Access to finance
2. Access to skilled labour
3. High cost utilities
4. Taxes and regulations
5. Low demand/ sales
6. Other – *specify* _____



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INDIVIDUAL QUESTIONNAIRE

ESA_14 Has ...'s business received any government or NGO support in the past year (e.g., grants, training, subsidies)?

1. Yes
2. No

ESA_15 Is ... planning to expand or hire within the next 12 months?

1. Yes
2. No

SECTION 4 – PREVIOUS EMPLOYMENT (For Unemployed Persons Only)

PE_1 Has ... ever had a paid job in the past **FOUR** weeks?

- | | |
|------------------------|---------------------|
| 1. Yes – <i>If yes</i> | Go to PE_2 |
| 2. No – <i>If no</i> | Go Section 5 |

PE_2 What was ... last occupation? _____

Last occupation code: _____

PE_3 When did ... last work?

Month _____ Year (2025 – 1950) _____

PE_4 Since ... last job how long has he/she been unemployed?

1. Less than 6 months
2. 6 months to 1 year
3. More than 1 year



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INDIVIDUAL QUESTIONNAIRE

PE_5 Why did ... leave his/her job?

1. Business closed
2. Contract ended
3. Laid off/Redundancy
4. Due to automation
5. Health issues
6. Resigned
7. Retired
8. Other – *specify* _____

PE_6 Was ... last job part of a formal or informal sector?

1. Formal
2. Informal

PE_7 Have ... ever worked abroad?

1. Yes – *If yes* **Go to PE_8**
2. No – *If no* **Go to Section 5**

PE_8 What was the reason for working abroad?

1. Employment opportunity
2. Family reunification
3. Conflict/ economic crisis
4. Other – *specify* _____



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INDIVIDUAL QUESTIONNAIRE

SECTION 5 – LABOUR MARKET PARTICIPATION & SKILLS MATCHING

PSM_1 Is ... currently seeking work in the same field as their most recent job or the occupation they were last trained for?

- 3. Yes – *If yes* **Go to PSM_2**
- 4. No – *If no* **Go to PSM_4**

PSM_2 What is the **MAIN** challenge ... face in finding a job?

- 1. Lack of available jobs
- 2. Lack of required skills/qualifications
- 3. Low wages
- 4. Lack of experience
- 5. Health-related issues
- 6. Other – *specify* _____

PSM_3 Is ... willing to take a job outside of his/her area of expertise?

- 1. Yes
- 2. No

PSM_4 Has ...received any job replacement or employment assistance from the government agencies or NGOs in the past **12 months**?

- 1. Yes
- 2. No

PSM_5 Has ... been involved in any unpaid work, including volunteering, household, business support, or community activities during the period **April 13-19, 2025**?

- 1. Yes
- 2. No

PSM_6 Would ... consider further training to increase his/her responsibility?

- 1. Yes
- 2. No



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PSM_7 Has ... done gig work or freelance jobs in the past 6 months?

1. Yes
2. No

PSM_8 Has ... considered or attempted to migrate for work?

1. Yes
2. No

PSM_9 What type of job flexibility does ... prefer?

1. Full-time in-office
 2. Part-time in-office
 3. Remote work
 4. Hybrid (mix of remote & in-office)
 5. None
-

SECTION 6 – ADDITIONAL COMMENTS

AC_1 On a scale of 1 – 5, how satisfied are you with your job? (1= Not satisfied, 5= Very satisfied)?

AC_2 Does ... want to change his/her current employment situation?

1. Yes – *If yes* **Go to AC_3**
2. No – *If no* **Go to AC_4**

AC_3 Why does ... want to change his/her employment situation? **(Multi Response Question)**

1. Present job(s) is/are temporary
2. To have a better paying job
3. To have more clients/ business
4. To work more hours
5. To work fewer hours
6. To better match skills
7. To work closer to home
8. To improve other working conditions
9. Other – (*specify*) _____



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INDIVIDUAL QUESTIONNAIRE

AC_4 Do you think the job market in Anguilla will improve in the next year?

1. Yes
2. No
3. Don't know

SECTION 7 – HOUSEHOLD ECONOMIC ACTIVITY (To be answered by household reference person)

HEA_1 What is the **MAIN** source of income for the household?

1. Salaried employment
2. Self-employment
3. Government assistance
4. Remittances from abroad
5. Other - *specify* _____

HEA_2 How many members of this household contribute to the household income?

1. One
2. Two
3. Three or more

HEA_3 Has ... experienced any change in his/her household's income in the past year?

1. Improved
2. Stayed the same
3. Worsened

HEA_4 Has ... or any other household member been saving for emergencies?

1. Yes
2. No



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INDIVIDUAL QUESTIONNAIRE

HEA_5 Has any household members received financial aid (government, NGO, remittances) in the past year?

1. Yes
2. No

Do you have any additional comments regarding employment and the labour market in Anguilla?

Thank you for your participation in providing data for the Anguilla Labour Force Survey.

Please note that your supervisor [name] from the Anguilla Statistics Department will be in contact with you.

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