



SAINT LUCIA EARNINGS AND HOURS OF WORK REPORT 2003

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PREFACE

This report is the second of its kind on Earnings and Hours Worked for St. Lucia. The present demands for wages statistics by Investors, Researchers and the like have incited the need for such a Report (Survey). The main objectives of such a report are to provide data that can be used in collective bargaining, minimum wage fixing and economic and employment policy formulation and monitoring. The data could also be used for wage fixing, investment decisions, as economic indicators, vocational guidance and for assessing standards of living.

The Government Statistics Department acknowledges the co-operation received from the numerous enterprises, organizations and other agencies in supplying the required data.

Director, Statistics Department

NOTE

The data contained in this report is an average of the number of cases reported by the Survey of Employment, Earnings and Hours of Work, and may therefore depend on the extent to which the earnings and wages of the employees within the respective occupations (titles) vary. In industry or occupation classes where the cases reported are not as diverse as or characteristic of the population, average earnings may differ considerably from the true population estimates of average earnings for that particular class. A more accurate estimate of earnings and hours of work is obtained where the number of cases reported is representative of what exist in the population.

Introduction

One of the major gaps in the labour statistics systems in many of the Caribbean countries, results from the lack of information on wages and hour of work. A few countries collect data through surveys of establishments, in which poor response tends to lead to unreliable statistics. Others routinely assemble information on wage agreements arrived at through the collective bargaining processes. Neither of these approached results in data with broad coverage, in terms of both economic activities and workers.

The effect of the gap in the statistics has been felt for many years, for example when analysing the evolution of Caribbean labour markets, and within the context of poverty monitoring, when evaluating changes in living standards and conditions of work and life. More recently, with intensified global competition, the absence of complete and reliable information on wages, labour cost and hours of work has been recognised as constituting a serious handicap, since, without this information, it is difficult to assess the competitive position of enterprises and countries.

As part of this contribution to the development of relevant and sustainable labour market policies in the Caribbean, the ILO Caribbean Multidisciplinary Team (CAMAT) has been assisting countries in strengthening their database for informed decision-making, by means of the Caribbean Labour Market Information System (CLMIS) project. To date, much of this effort has been focused on the establishment or improvement of an Occupational Wages Survey (OWS), as well as a Labour Force Survey. Recognizing the dearth of information on wages and hours of work and the increased demand for such data, the Saint Lucia Government Statistics Department has avail itself of the technical assistance provided under the ILO CLMIS project.

It is against this background that the Saint Lucia Government Statistics Department undertook the task of implementing and enhancing its Occupational Wages Survey.

Concept and Definitions

The following concepts and definitions were adopted for the survey:

- (a) **Reference Week** - The reference week is the last recent pay week.
- (b) **Occupation** - An occupation covers a set of jobs whose main task and duties are characterized by a high degree of similarity. Jobs are defined as a set of task and duties executed or meant to be executed by one person.
- (c) **Employees** – Employees include all persons, employed on a full time or part time basis, who are drawing pay for work done or services rendered. Persons who were absent from work on paid leave (e.g. sick leave, vacation leave) during the specified reference period are included. The following are however, excluded: -
 - (1) Working owners or partners in unincorporated companies whether or not they receive salaries.
 - (2) Former employees on pension, self-employed persons hired on a fee-for-service basis.
- (d) **Wage earners** – Wage earners maybe called manual workers, operatives, factory workers, production and related workers, piece workers etc. Wage earners are non-supervisory staffs up to the level of working-foreman who are engaged in the production process, in construction, installation and maintenance operations; warehouse and delivery staff, security staff and official maids. Wage earners may be divided into time-rated and piece-rated wage earners. Time-rated wage earners are those

employees whose pay is expressed in terms of a set number of hours, i.e. hourly, daily, weekly, and fortnightly or any other time unit. Piece-rated wage earners are those workers whose remuneration is based on their output.

- (e) **Salaried Employees** - Comprise all other employees, i.e. administrative, managing directors, working directors of incorporated business, executives, commission agents and travelling salesmen directly responsible to management, professional and technical staff, supervisory workers above the level of working-foremen, administrative and clerical workers and similar office staff.
- (f) **Gross wages of wage earners** – Payment to a worker by his employer made regularly (usually at daily, weekly, fortnightly etc.), including where relevant, payments in cash, amounts earned by piece-workers, supplementary earnings under incentive plans, cost-of-living allowances and regular bonuses. These payments are mostly directly related to work performed, but remuneration for time not worked (including paid annual vacations, public holidays, etc.) is also considered as part of wages. Payments for overtime are excluded from the gross wages of wage earners.
- (g) **Gross [Pay] earnings of salaried employees** – Includes basic salaries, regular commission, incentive pay, bonus and cost-of-living allowance. Exclude compensation in kind, travelling expenses, retirement gratuities and bonuses paid at irregular intervals (e.g. Christmas bonus). Also include the salaries of working directors of companies, but exclude the earnings of working proprietors.
- (h) **Normal Hours (of work)** – Normal hours of work are the hours of work fixed by or in pursuance of laws and regulations, collective agreements or arbitral awards. Where not fixed or in the pursuance of laws and regulations, collective or arbitral awards, normal hours of work should be taken as meaning the number of hours per day or week in excess of which any time worked is remunerated at overtime rates or forms an exception to the rules or customs of the establishment relating to the classes of

workers concerned. Normal hours paid for include normal hours spent on vacation, sick leave, holiday and other forms of leave with pay.

- (i) **Overtime Hours** – They represent the hours worked in excess of normal hours of work and for which payments are usually made, at higher rates than normal rates.
- (j) **Vacancies** – Vacancies exist when (a) the employer/establishment has made a effort during the last 4 weeks to find one or more persons to provide labour services for (at least) a specified minimum amount of time within the reference period; and (b) the employer would have engaged one or more suitable candidates to work during this reference period if they had been available, and would not have fired anyone as a consequence. Vacancies also exist if only (b) is satisfied and the employer is in the process of selecting someone among possibly suitable candidates or is waiting for such a candidate to accept a job offer or to start working.

Classification

The Classification for Economic Activity and Occupation Title was done according to the United Nations International Standard Industrial Classification of all Economic Activities (ISIC) and the ILO International Standard Classification of Occupation (ISCO).

**ESTIMATED AVERAGE EARNINGS AND HOURS WORKED
FOR SALARIED EMPLOYEES IN MAJOR ISIC GROUPS**

TABLE 1: WHOLESALE AND RETAIL SECTOR 2003

OCCUPATION TITLE BY ISCO	AVERAGE NORMAL HOURS OF WORK PER MONTH	MEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	WOMEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	MEN'S AVERAGE EARNINGS RATE PER HOUR	WOMEN'S AVERAGE EARNINGS RATE PER MONTH
	2003	2003	2003	2003	2003
Directors and Chief Executives	170.00	5175.00	5319.60	30.44	31.29
Other Department Managers	161.00	4085.00	-	25.37	-
General Managers	163.00	5064.85	-	31.07	-
Life Science Professionals	160.00	-	1100.00	-	6.87
Health Professionals (except nursing)	180.00	-	2271.00	-	12.61
Business Professionals	165.00	4125.00	3634.17	25.00	22.02
Computer Associated Professionals	160.00	2860.50	2509.50	17.87	15.68
Safety and quality Inspectors	160.00	2089.00	-	13.05	-
Life Science Technicians and related Associate Professionals	192.00	-	1950.00	-	10.15
Finance and Sales Associate Professionals	166.00	2248.30	2763.20	13.54	16.64
Business Services Agents and Trade Brokers	166.00	2248.30	2763.20	13.54	16.64

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FOR SALARIED EMPLOYEES IN MAJOR ISIC GROUPS**

TABLE 1: WHOLESALE AND RETAIL SECTOR 2003

OCCUPATION TITLE BY ISCO	AVERAGE NORMAL HOURS OF WORK PER MONTH	MEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	WOMEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	MEN'S AVERAGE EARNINGS RATE PER HOUR	WOMEN'S AVERAGE EARNINGS RATE PER MONTH
	2003	2003	2003	2003	2003
Administrative Associate Professionals	157.00	1849.00	1933.33	11.77	12.31
Secretary and Keyboard-operating Clerk	159.00	1315.75	1675.52	8.27	10.53
Numerical Clerk	162.00	2146.77	1880.50	13.25	11.61
Material-recording and Transport Clerks	169.00	1546.43	1625.82	9.15	9.62
Library, Mail related Clerks	160.00	2684.00	-	16.77	-
Other Office Clerks	166.00	1515.83	1041.60	9.13	6.27
Cashiers, Tellers and related Clerks	172.00	970.00	891.67	5.63	5.18
Client Information Clerks	160.00	-	1100.00	-	6.88
Protective Service Workers	192.00	1046.89	1000.00	5.45	5.21
Shop Salespersons and Demonstrators	165.00	1298.55	1166.09	7.87	7.07
Machinery Mechanics and Fitters	167.00	1256.11	-	7.52	-

**ESTIMATED AVERAGE EARNINGS AND HOURS WORKED
FOR SALARIED EMPLOYEES IN MAJOR ISIC GROUPS**

TABLE 1: WHOLESALE AND RETAIL SECTOR 2003

OCCUPATION TITLE BY ISCO	AVERAGE NORMAL HOURS OF WORK PER MONTH	MEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	WOMEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	MEN'S AVERAGE EARNINGS RATE PER HOUR	WOMEN'S AVERAGE EARNINGS RATE PER MONTH
	2003	2003	2003	2003	2003
Electrical and Electronic Equipment Mechanics and Fitters	160.00	1885.60	-	11.79	-
Precision Workers in metal and related materials	160.00	1500.00	-	9.38	-
Printing and related Trade Workers	160.00	800.00	-	5.00	-
Motor Vehicle Drivers	170.00	1259.27	-	7.41	-
Agriculture and other mobile-plant Operators	160.00	1100.00	-	6.88	-
Building Caretakers	161.00	-	650.22	-	4.04
Messengers, Package and Luggage Porters and Deliverers	170.00	1023.00	1019.83	6.02	6.00
Mining and Construction Labourers	168.00	800.00	-	4.76	-
Manufacturing Labourers	164.00	651.91	635.33	3.43	3.87

**ESTIMATED AVERAGE EARNINGS AND HOURS WORKED
FOR SALARIED EMPLOYEES IN MAJOR ISIC GROUPS**

TABLE 1: WHOLESALE AND RETAIL SECTOR 2003

OCCUPATION TITLE BY ISCO	AVERAGE NORMAL HOURS OF WORK PER MONTH	MEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	WOMEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	MEN'S AVERAGE EARNINGS RATE PER HOUR	WOMEN'S AVERAGE EARNINGS RATE PER MONTH
	2003	2003	2003	2003	2003
Transport Handlers and Freight Handlers	160.00	903.33	970.00	5.65	6.06

N.B The data contained in this table is an average of the number of cases reported by the Survey of Employment, Earnings and Hours of Work and may therefore depend on the extent to which the earnings and wages of the employees within the respective occupations (titles) vary. In industry or occupation classes, where the cases reported are not as diverse as or characteristic of the population, average earnings may differ considerably from the true population estimate of earnings for that particular class. A more accurate estimate of earnings and hours of work is obtained where the number of cases reported are representative of what exist in the population

- Data was not furnished by the respondent.

**ESTIMATED AVERAGE EARNINGS AND HOURS WORKED
FOR SALARIED EMPLOYEES IN MAJOR ISIC GROUPS**

TABLE 2: MANUFACTURING SECTOR 2003

OCCUPATION TITLE BY ISCO	AVERAGE NORMAL HOURS OF WORK PER MONTH	MEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	WOMEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	MEN'S AVERAGE EARNINGS RATE PER HOUR	WOMEN'S AVERAGE EARNINGS RATE PER MONTH
	2003	2003	2003	2003	2003
Directors and Chief Executives	160.00	7248.00	-	45.30	-
Other Department Managers	164.00	3034.38	2820.00	18.50	17.20
General Managers	170.00	5132.67	6399.33	30.19	37.64
Business Professionals	164.00	3974.00	3200.00	24.23	19.51
Writers and Creative or Performing Artists	160.00	2469.33	-	15.43	-
Finance and Sales Associate Professionals	163.00	1353.33	1498.75	8.30	9.19
Secretaries and Keyboard-operating Clerks	170.00	1600.00	1700.00	9.41	10.00
Numerical Clerk	166.00	1408.00	1316.50	8.48	7.93
Other Office Clerks	160.00	-	1250.00	-	7.81
Client Information Clerks	160.00	-	1475	-	9.22
Protective Service Workers	160.00	1605.00	-	10.03	-
Shop Salespersons and Demonstrators	165.00	1405.50	1241.00	8.52	7.52

**ESTIMATED AVERAGE EARNINGS AND HOURS WORKED
FOR SALARIED EMPLOYEES IN MAJOR ISIC GROUPS**

TABLE 2: MANUFACTURING SECTOR 2003

OCCUPATION TITLE BY ISCO	AVERAGE NORMAL HOURS OF WORK PER MONTH	MEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	WOMEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	MEN'S AVERAGE EARNINGS RATE PER HOUR	WOMEN'S AVERAGE EARNINGS RATE PER MONTH
	2003	2003	2003	2003	2003
Printing and related Trade Workers	160.00	1500.00	-	9.38	-
Assemblers	176.00	572.00	572.00	3.25	3.25
Motor Vehicle Drivers	176.00	1066.00	-	-	-
Messengers, Porters, Doorkeepers and related Workers	160.00	-	650.00	-	4.06
Manufacturing Labourers	160.00	900.00	1100.00	5.63	6.88

N.B The data contained in this table is an average of the number of cases reported by the Survey of Employment, Earnings and Hours of Work and may therefore depend on the extent to which the earnings and wages of the employees within the respective occupations (titles) vary. In industry or occupation classes, where the cases reported are not as diverse as or characteristic of the population, average earnings may differ considerably from the true population estimate of earnings for that particular class. A more accurate estimate of earnings and hours of work is obtained where the number of cases reported are representative of what exist in the population.

- Data was not furnished by the respondent.

**ESTIMATED AVERAGE EARNINGS AND HOURS WORKED
FOR SALARIED EMPLOYEES IN MAJOR ISIC GROUPS**

TABLE 3: HEALTH AND SOCIAL WORK 2003

OCCUPATION TITLE BY ISCO	AVERAGE NORMAL HOURS OF WORK PER MONTH	MEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	WOMEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	MEN'S AVERAGE EARNINGS RATE PER HOUR	WOMEN'S AVERAGE EARNINGS RATE PER MONTH
	2003	2003	2003	2003	2003
Modern Health Associate Professionals (except nursing)	160.00	1800.00	-	11.25	-
Secretaries and Keyboard-operating Clerks	192.00	-	1000.00	-	5.21
Other Office Clerks	140.00	-	1060.00	-	7.57
Client Information Clerks	138.00	-	1072.00	-	7.77
Personal Care and related Workers	160.00	-	1050.00	-	6.56

N.B The data contained in this table is an average of the number of cases reported by the Survey of Employment, Earnings and Hours of Work and may therefore depend on the extent to which the earnings and wages of the employees within the respective occupations (titles) vary. In industry or occupation classes, where the cases reported are not as diverse as or characteristic of the population, average earnings may differ considerably from the true population estimate of earnings for that particular class. A more accurate estimate of earnings and hours of work is obtained where the number of cases reported are representative of what exist in the population

- Data was not furnished by the respondent.

**ESTIMATED AVERAGE EARNINGS AND HOURS WORKED
FOR SALARIED EMPLOYEES IN MAJOR ISIC GROUPS**

TABLE 4: EDUCATION 2003

OCCUPATION TITLE BY ISCO	AVERAGE NORMAL HOURS OF WORK PER MONTH	MEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	WOMEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	MEN'S AVERAGE EARNINGS RATE PER HOUR	WOMEN'S AVERAGE EARNINGS RATE PER MONTH
	2003	2003	2003	2003	2003
Production and Operations Department Managers	152.00	4750.00	-	16.67	-
Secondary Education Teaching Professionals	144.00	2400.00	2800.00	16.00	19.44
Primary and Pre-primary Education Teaching Professionals	130.00	-	3200.00	-	24.62
Secretaries and Keyboard –operating Clerks	141.00	-	1333.33	-	9.46
Special Education Teaching Professionals	130.00	-	1900.00	-	14.62
Pre-primary Education Teaching Associate Professionals	150.00	800.00	541.13	5.33	3.61
Archivists, Librarians and related Information Professionals	160.00	-	700.00	-	4.38
Business Services Agents and Trade Brokers	170.00	-	1700.00	-	10.00

**ESTIMATED AVERAGE EARNINGS AND HOURS WORKED
FOR SALARIED EMPLOYEES IN MAJOR ISIC GROUPS**

TABLE 4: EDUCATION 2003

OCCUPATION TITLE BY ISCO	AVERAGE NORMAL HOURS OF WORK PER MONTH	MEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	WOMEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	MEN'S AVERAGE EARNINGS RATE PER HOUR	WOMEN'S AVERAGE EARNINGS RATE PER MONTH
	2003	2003	2003	2003	2003
Administrative Associate Professionals	160.00	-	2600.00	-	16.25
Personal care and related Workers	160.00	-	800.00	-	5.00

N.B The data contained in this table is an average of the number of cases reported by the Survey of Employment, Earnings and Hours of Work and may therefore depend on the extent to which the earnings and wages of the employees within the respective occupations (titles) vary. In industry or occupation classes, where the cases reported are not as diverse as or characteristic of the population, average earnings may differ considerably from the true population estimate of earnings for that particular class. A more accurate estimate of earnings and hours of work is obtained where the number of cases reported are representative of what exist in the population

- Data was not furnished by the respondent.

**ESTIMATED AVERAGE EARNINGS AND HOURS WORKED
FOR SALARIED EMPLOYEES IN MAJOR ISIC GROUPS**

TABLE 5: HOTELS AND RESTAURANTS 2003

OCCUPATION TITLE BY ISCO	AVERAGE NORMAL HOURS OF WORK PER MONTH	MEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	WOMEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	MEN'S AVERAGE EARNINGS RATE PER HOUR	WOMEN'S AVERAGE EARNINGS RATE PER MONTH
	2003	2003	2003	2003	2003
Production and operations Department Managers	175.00	2423.08	2262.07	13.85	12.93
Other Department Managers	161.00	3858.62	3111.28	23.97	19.32
General Managers	168.00	5675.90	4364.91	33.79	25.98
Business Professionals	164.00	2603.00	2166.67	15.87	13.21
Social Science and related Professionals	160.00	-	2144.00	-	13.40
Computer Associate Professionals	160.00	-	4000.00	-	25.00
Nursing and Midwifery Associate Professionals	176.00	-	2390.33	-	13.58
Artistic, Entertainment and Sports Associate Professionals	179.00	3071.00	2500.00	17.16	13.97
Secretaries and Keyboard-operating Clerks	171.00	1500.00	2077.20	8.77	12.15
Material-recording and Transport Clerks	187.00	2207.64	1275.00	11.81	6.82

**ESTIMATED AVERAGE EARNINGS AND HOURS WORKED
FOR SALARIED EMPLOYEES IN MAJOR ISIC GROUPS**

TABLE 5: HOTELS AND RESTAURANTS 2003

OCCUPATION TITLE BY ISCO	AVERAGE NORMAL HOURS OF WORK PER MONTH	MEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	WOMEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	MEN'S AVERAGE EARNINGS RATE PER HOUR	WOMEN'S AVERAGE EARNINGS RATE PER MONTH
	2003	2003	2003	2003	2003
Other Office Clerks	208.00	-	1300.00	-	6.25
Cashiers, Tellers and related Clerks	170.00	-	1717.38	-	10.10
Client Information Clerks	200.00	-	1221.87	-	6.11
Other Personal Services Workers	184.00	1500.00	-	8.15	-
Protective Services Workers	185.00	1292.71	-	6.99	-
Food Processing and related Trades Workers	176.00	2530.50	1850.00	14.38	10.51
Motor Vehicle Drivers	160.00	1664.00	-	10.40	-
Domestic and related Helpers, Cleaners and Launderers	208.00	700.00	-	3.37	-
Building Caretakers, Window and related Cleaners	168.00	-	800.00	-	4.76

**ESTIMATED AVERAGE EARNINGS AND HOURS WORKED
FOR SALARIED EMPLOYEES IN MAJOR ISIC GROUPS**

TABLE 5: HOTELS AND RESTAURANTS 2003

OCCUPATION TITLE BY ISCO	AVERAGE NORMAL HOURS OF WORK PER MONTH	MEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	WOMEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	MEN'S AVERAGE EARNINGS RATE PER HOUR	WOMEN'S AVERAGE EARNINGS RATE PER MONTH
	2003	2003	2003	2003	2003
Messengers, Porters, Doorkeepers and related Workers	156.00	669.00	-	4.29	-

N.B The data contained in this table is an average of the number of cases reported by the Survey of Employment, Earnings and Hours of work and may therefore depend on the extent to which the earnings and wages of the employees within the respective occupations (titles) vary. In industry or occupation classes, where the cases reported are not as diverse as or characteristic of the population, average earnings may differ considerably from the true population estimate of earnings for that particular class. A more accurate estimate of earnings and hours of work is obtained where the number of cases reported are representative of what exist in the population

- Data was not furnished by the respondent.

**ESTIMATED AVERAGE EARNINGS AND HOURS WORKED
FOR SALARIED EMPLOYEES IN MAJOR ISIC GROUPS**

TABLE 6: FINANCIAL INTERMEDIATION 2003

OCCUPATION TITLE BY ISCO	AVERAGE NORMAL HOURS OF WORK PER MONTH	MEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	WOMEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	MEN'S AVERAGE EARNINGS RATE PER HOUR	WOMEN'S AVERAGE EARNINGS RATE PER MONTH
	2003	2003	2003	2003	2003
Production and Operations Department Managers	161.00	5203.79	4598.96	32.32	28.56
Other Department Managers	160.00	4319.00	3966.88	26.99	24.79
General Managers	153.00	8374.00	6000.00	54.73	39.22
Business Professional	160.00	5094.71	4355.52	31.84	27.22
Physical and Engineering Science Technicians	160.00	-	2207.00	-	13.79
Computer Associate Professionals	160.00	3447.00	4700.00	21.54	29.38
Finance and Sales Associate Professionals	166.00	1870.00	1637.24	11.27	9.86
Business Services Agents and Trade Brokers	160.00	1800.00	-	11.25	-
Administrative Associate Professionals	159.00	3050.85	3051.50	19.19	19.19

**ESTIMATED AVERAGE EARNINGS AND HOURS WORKED
FOR SALARIED EMPLOYEES IN MAJOR ISIC GROUPS**

TABLE 6: FINANCIAL INTERMEDIATION 2003

OCCUPATION TITLE BY ISCO	AVERAGE NORMAL HOURS OF WORK PER MONTH	MEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	WOMEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	MEN'S AVERAGE EARNINGS RATE PER HOUR	WOMEN'S AVERAGE EARNINGS RATE PER MONTH
	2003	2003	2003	2003	2003
Secretaries and keyboard-operating Clerks	160.00	-	1815.56	-	11.34
Numerical Clerks	153.00	1506.83	1760.52	9.84	11.50
Library, Mail and related Clerks	160.00	1283.00	1485.33	8.01	9.28
Other Office Clerks	160.00	1507.43	-	9.42	-
Cashiers, Tellers and related Clerks	152.00	1726.13	1531.29	11.36	10.07
Client Information Clerks	161.00	-	1476.92	-	9.17
Market Gardeners and Crop Growers	160.00	980.00	-	6.13	-
Domestic and related Helpers, Cleaners and Lauderers	160.00	-	900.00	-	5.63
Building Caretakers, Window and related Cleaners	136.00	-	703.80	-	5.17

**ESTIMATED AVERAGE EARNINGS AND HOURS WORKED
FOR SALARIED EMPLOYEES IN MAJOR ISIC GROUPS**

TABLE 6: FINANCIAL INTERMEDIATION 2003

OCCUPATION TITLE BY ISCO	AVERAGE NORMAL HOURS OF WORK PER MONTH	MEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	WOMEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	MEN'S AVERAGE EARNINGS RATE PER HOUR	WOMEN'S AVERAGE EARNINGS RATE PER MONTH
	2003	2003	2003	2003	2003
Messengers, Package and Luggage Porters and Deliverers	152.00	1251.63	874.17	8.23	5.75
Manufacturing Labourers	160.00	200.00	-	1.25	-

N.B The data contained in this table is an average of the number of cases reported by the Survey of Employment, Earnings and Hours of Work and may therefore depend on the extent to which the earnings and wages of the employees within the respective occupations (titles) vary. In industry or occupation classes, where the cases reported are not as diverse as or characteristic of the population, average earnings may differ considerably from the true population estimate of earnings for that particular class. A more accurate estimate of earnings and hours of work is obtained where the number of cases reported are representative of what exist in the population

- Data was not furnished by the respondent.

**ESTIMATED AVERAGE EARNINGS AND HOURS WORKED
FOR SALARIED EMPLOYEES IN MAJOR ISIC GROUPS**

TABLE 7: CONSTRUCTION 2003

OCCUPATION TITLE BY ISCO	AVERAGE NORMAL HOURS OF WORK PER MONTH	MEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	WOMEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	MEN'S AVERAGE EARNINGS RATE PER HOUR	WOMEN'S AVERAGE EARNINGS RATE PER MONTH
	2003	2003	2003	2003	2003
Production and Operations Department Managers	160.00	6537.50	3280.00	40.86	20.50
Other Department Managers	160.00	6400.00	-	40.00	-
General Managers	160.00	4200.00	-	26.25	-
Business Professionals	160.00	5200.00	-	32.50	-
Physical and Engineering Science Technicians	160.00	-	4095.33	-	25.60
Business Services Agents and Trade Brokers	160.00	2100.00	-	13.13	-
Secretaries and Keyboard-operating Clerks	160.00	-	1200.00	-	7.50
Numerical Clerks	160.00	1300.00	2150.00	8.13	13.44
Materials-recording and Transport Clerks	160.00	2100.00	-	13.13	-
Other Office Clerks	160.00	-	1060.00	-	6.63

**ESTIMATED AVERAGE EARNINGS AND HOURS WORKED
FOR SALARIED EMPLOYEES IN MAJOR ISIC GROUPS**

TABLE 7: CONSTRUCTION 2003

OCCUPATION TITLE BY ISCO	AVERAGE NORMAL HOURS OF WORK PER MONTH	MEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	WOMEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	MEN'S AVERAGE EARNINGS RATE PER HOUR	WOMEN'S AVERAGE EARNINGS RATE PER MONTH
	2003	2003	2003	2003	2003
Client Information Clerks	160.00	1600.00	-	10.00	-
Messengers, Porters, Doorkeepers and related Workers	120.00	-	671.00	-	5.59

N.B The data contained in this table is an average of the number of cases reported by the Survey of Employment, Earnings and Hours of Work and may therefore depend on the extent to which the earnings and wages of the employees within the respective occupations (titles) vary. In industry or occupation classes, where the cases reported are not as diverse as or characteristic of the population, average earnings may differ considerably from the true population estimate of earnings for that particular class. A more accurate estimate of earnings and hours of work is obtained where the number of cases reported are representative of what exist in the population

- Data was not furnished by the respondent.

**ESTIMATED AVERAGE EARNINGS AND HOURS WORKED
FOR SALARIED EMPLOYEES IN MAJOR ISIC GROUPS**

TABLE 8: TRANSPORT, STORAGE & COMMUNICATION 2003

OCCUPATION TITLE BY ISCO	AVERAGE NORMAL HOURS OF WORK PER MONTH	MEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	WOMEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	MEN'S AVERAGE EARNINGS RATE PER HOUR	WOMEN'S AVERAGE EARNINGS RATE PER MONTH
	2003	2003	2003	2003	2003
Production and Operations Department Managers	167.00	3737.67	-	22.38	-
Other Department Managers	155.00	5104.00	-	32.93	-
General Managers	160.00	-	1200.00	-	7.50
Business Professionals	163.00	-	3059.40	-	18.77
Finance and Sales Associate Professionals	160.00	5000.00	4475.00	31.25	27.97
Business Service Agents and Trade Brokers	160.00	4692.00	3724.33	29.33	23.28
Administrative Associate Professionals	160.00	4238.00	-	26.49	-
Secretaries and Keyboard-operating Clerks	160.00	-	2553.67	-	15.96
Numeric Clerks	162.00	2133.33	2148.75	13.17	13.26
Material-recording and Transport Clerks	168.00	900.00	1150.00	5.36	6.85
Other Office Clerks	113.00	799.00	825.00	7.07	7.30

**ESTIMATED AVERAGE EARNINGS AND HOURS WORKED
FOR SALARIED EMPLOYEES IN MAJOR ISIC GROUPS**

TABLE 8: TRANSPORT, STORAGE & COMMUNICATION 2003

OCCUPATION TITLE BY ISCO	AVERAGE NORMAL HOURS OF WORK PER MONTH	MEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	WOMEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	MEN'S AVERAGE EARNINGS RATE PER HOUR	WOMEN'S AVERAGE EARNINGS RATE PER MONTH
	2003	2003	2003	2003	2003
Cashiers, tellers and related Clerks	160.00	-	1300.00	-	8.13
Client Information Clerks	160.00	1500.00	1643.50	9.38	10.27
Shop Salespersons and Demonstrators	168.00	1200.00	900.00	7.14	5.36
Machinery Mechanics and Fitters	160.00	2278.00	-	14.24	-
Messengers, Porters, Doorkeepers and related Workers	162.00	818.33	-	5.05	-

N.B The data contained in this table is an average of the number of cases reported by the Survey of Employment, Earnings and Hours of Work and may therefore depend on the extent to which the earnings and wages of the employees within the respective occupations (titles) vary. In industry or occupation classes, where the cases reported are not as diverse as or characteristic of the population, average earnings may differ considerably from the true population estimate of earnings for that particular class. A more accurate estimate of earnings and hours of work is obtained where the number of cases reported are representative of what exist in the population

- Data was not furnished by the respondent.

**ESTIMATED AVERAGE EARNINGS AND HOURS WORKED
FOR SALARIED EMPLOYEES IN MAJOR ISIC GROUPS**

TABLE 9: REAL ESTATE, RENTING AND BUSINESS ACTIVITIES 2003

OCCUPATION TITLE BY ISCO	AVERAGE NORMAL HOURS OF WORK PER MONTH	MEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	WOMEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	MEN'S AVERAGE EARNINGS RATE PER HOUR	WOMEN'S AVERAGE EARNINGS RATE PER MONTH
	2003	2003	2003	2003	2003
Production and Operations Department Managers	151.00	3502.50	-	23.20	-
Other Department Managers	160.00	3340.00	4190.50	20.88	26.19
Architects, Engineers and related Professionals	160.00	3676.00	-	22.98	-
Business Professionals	160.00	3000.00	2550.00	18.75	15.94
Optical and Electronic Equipment Operators	172.00	-	1550.00	-	9.01
Administrative Associate Professionals	160.00	1862.50	-	11.64	-
Secretaries and Keyboard-operating Clerks	160.00	-	1875.00	-	11.73
Numeric Clerks	143.00	1600.00	1758.33	11.19	12.30
Other Office Clerks	160.00	1500.00	-	9.38	-
Client Information Clerks	160.00	1200.00	1066.67	7.50	6.67
Protective Services Workers	279.00	1470.67	1470.67	5.27	5.27

**ESTIMATED AVERAGE EARNINGS AND HOURS WORKED
FOR SALARIED EMPLOYEES IN MAJOR ISIC GROUPS**

TABLE 9: REAL ESTATE, RENTING AND BUSINESS ACTIVITIES 2003

OCCUPATION TITLE BY ISCO	AVERAGE NORMAL HOURS OF WORK PER MONTH	MEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	WOMEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	MEN'S AVERAGE EARNINGS RATE PER HOUR	WOMEN'S AVERAGE EARNINGS RATE PER MONTH
	2003	2003	2003	2003	2003
Machinery Mechanics and Fitters	120.00	900.00	-	7.50	-
Electrical and Electronic Equipment Mechanics and Fitters	160.00	900.00	-	5.63	-
Motor Vehicle Drivers	160.00	725.00	-	4.53	-
Shoe Cleaning and other street services elementary occupations	120.00	600.00	-	5.0	-
Domestic and related Helpers, Cleaners and launderers	110.00	600.00	950.00	5.45	8.64
Messengers, Porters, Doorkeepers and related Workers	160.00	858.00	930.00	5.36	5.81

N.B The data contained in this table is an average of the number of cases reported by the Survey of Employment, Earnings and Hours of Work and may therefore depend on the extent to which the earnings and wages of the employees within the respective occupations (titles) vary. In industry or occupation classes, where the cases reported are not as diverse as or characteristic of the population, average earnings may differ considerably from the true population estimate of earnings for that particular class. A more accurate estimate of earnings and hours of work is obtained where the number of cases reported are representative of what exist in the population

- Data was not furnished by the respondent.

**ESTIMATED AVERAGE EARNINGS AND HOURS WORKED
FOR SALARIED EMPLOYEES IN MAJOR ISIC GROUPS**

TABLE 10: OTHER COMMUNITY, SOCIAL & PERSONAL SERVICES ACTIVITIES 2003

OCCUPATION TITLE BY ISCO	AVERAGE NORMAL HOURS OF WORK PER MONTH	MEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	WOMEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	MEN'S AVERAGE EARNINGS RATE PER HOUR	WOMEN'S AVERAGE EARNINGS RATE PER MONTH
	2003	2003	2003	2003	2003
Production and Operations Department Managers	160.00	3325.00	-	20.78	-
Other Department Managers	160.00	2600.00	2583.33	16.25	16.15
General Managers	160.00	5229.00	2993.50	32.68	18.71
Business Professionals	180.00	2000.00	-	11.11	-
Writers and Creative or Performing Artists	160.00	1389.00	-	8.68	-
Optical and Electronic Equipment Operators	166.00	900.00	-	5.42	-
Finance and Sales Associate Professionals	160.00	2326.00	-	14.54	-
Artistic, Entertainment and Sports Associate Professionals	160.00	2500.00	-	15.63	-
Numerical Clerks	160.00	1650.00	1500.00	10.31	9.38
Secretaries and Keyboard-operating Clerks	150.00	-	1335.00	-	8.90

**ESTIMATED AVERAGE EARNINGS AND HOURS WORKED
FOR SALARIED EMPLOYEES IN MAJOR ISIC GROUPS**

TABLE 10: OTHER COMMUNITY, SOCIAL & PERSONAL SERVICES ACTIVITIES 2003

OCCUPATION TITLE BY ISCO	AVERAGE NORMAL HOURS OF WORK PER MONTH	MEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	WOMEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	MEN'S AVERAGE EARNINGS RATE PER HOUR	WOMEN'S AVERAGE EARNINGS RATE PER MONTH
	2003	2003	2003	2003	2003
Client Information Clerks	180.00	-	775.00		
Other Personal Services Workers	160.00	-	1132.00	-	4.31
Protective Services Workers	160.00	1403.00	-	8.77	-
Motor Vehicle Drivers	160.00	2140.00	-	13.38	-
Shop Salespersons and Demonstrators	160.00	1100.00	-	6.88	-
Machinery Mechanic and Fitters	160.00	1200.00	-	7.50	-
Electrical and Electronic Equipment Mechanics and Fitters	160.00	600.00	-	3.75	-
Domestic and related Helpers, Cleaners and Launderers	107.00	660.00	486.00	6.17	4.54

**ESTIMATED AVERAGE EARNINGS AND HOURS WORKED
FOR SALARIED EMPLOYEES IN MAJOR ISIC GROUPS**

TABLE 10: OTHER COMMUNITY, SOCIAL & PERSONAL SERVICES ACTIVITIES 2003

OCCUPATION TITLE BY ISCO	AVERAGE NORMAL HOURS OF WORK PER MONTH	MEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	WOMEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	MEN'S AVERAGE EARNINGS RATE PER HOUR	WOMEN'S AVERAGE EARNINGS RATE PER MONTH
	2003	2003	2003	2003	2003
Messengers, Porters, Doorkeepers and related Workers	130.00	-	635.00	-	4.88
Garbage Collectors and related Labourers	160.00	1250.00	-	7.81	-

N.B The data contained in this table is an average of the number of cases reported by the Survey of Employment, Earnings and Hours of Work and may therefore depend on the extent to which the earnings and wages of the employees within the respective occupations (titles) vary. In industry or occupation classes, where the cases reported are not as diverse as or characteristic of the population, average earnings may differ considerably from the true population estimate of earnings for that particular class. A more accurate estimate of earnings and hours of work is obtained where the number of cases reported are representative of what exist in the population

- Data was not furnished by the respondent.

**ESTIMATED AVERAGE EARNINGS AND HOURS WORKED
FOR SALARIED EMPLOYEES IN MAJOR ISIC GROUPS**

TABLE 11: ELECTRICITY, GAS & WATER SUPPLY 2003

OCCUPATION TITLE BY ISCO	AVERAGE NORMAL HOURS OF WORK PER MONTH	MEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	WOMEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	MEN'S AVERAGE EARNINGS RATE PER HOUR	WOMEN'S AVERAGE EARNINGS RATE PER MONTH
	2003	2003	2003	2003	2003
Production and Operations Department Managers	176.00	4639.00	4098.00	26.36	23.28
General Managers	176.00	8323.00	7672.00	47.29	43.59
Secretaries and Keyboard-operating Clerks	176.00	-	3285.00	-	18.66
Other Office Clerks	176.00	2430.00	2132.00	13.81	12.11

N.B The data contained in this table is an average of the number of cases reported by the Survey of Employment, Earnings and Hours of Work and may therefore depend on the extent to which the earnings and wages of the employees within the respective occupations (titles) vary. In industry or occupation classes, where the cases reported are not as diverse as or characteristic of the population, average earnings may differ considerably from the true population estimate of earnings for that particular class. A more accurate estimate of earnings and hours of work is obtained where the number of cases reported are representative of what exist in the population

- Data was not furnished by the respondent.

**ESTIMATED AVERAGE EARNINGS AND HOURS WORKED
FOR SALARIED EMPLOYEES IN MAJOR ISIC GROUPS**

TABLE 12: EXTRA-TERRITORIAL ORGANISATION & BODIES NOT REPORTED 2003

OCCUPATION TITLE BY ISCO	AVERAGE NORMAL HOURS OF WORK PER MONTH	MEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	WOMEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH	MEN'S AVERAGE EARNINGS RATE PER HOUR	WOMEN'S AVERAGE EARNINGS RATE PER MONTH
	2003	2003	2003	2003	2003
Directors and Chief Executives	160.00	9999.00	-	62.49	-
Other Department Managers	160.00	8534.67	9999.00	53.34	62.49
Administrative Associate Professionals	160.00	3055.00	3884.50	19.10	24.28

N.B The data contained in this table is an average of the number of cases reported by the Survey of Employment, Earnings and Hours of Work and may therefore depend on the extent to which the earnings and wages of the employees within the respective occupations (titles) vary. In industry or occupation classes, where the cases reported are not as diverse as or characteristic of the population, average earnings may differ considerably from the true population estimate of earnings for that particular class. A more accurate estimate of earnings and hours of work is obtained where the number of cases reported are representative of what exist in the population

- Data was not furnished by the respondent.

TABLE13: AVERAGE EARNINGS OF SALARIED PERSONS BY MAJOR INDUSTRY (ISIC) 2003

CATEGORY	AVERAGE NORMAL HOURS OF WORK (2003)	MEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH (2003)	WOMEN'S AVERAGE NORMAL GROSS EARNINGS PER MONTH (2003)	MEN'S AVERAGE EARNINGS RATE PER HOUR (2003)	WOMEN'S AVERAGE EARNINGS RATE PER HOUR (2003)
WHOLESALE AND RETAIL	166.00	1979.54	1804.78	12.03	10.78
MANUFACTURING	164.00	2376.3	1935.21	14.47	11.68
HEALTH AND SOCIAL WORK	158.00	1800.00	1045.50	11.68	6.77
EDUCATION	150.00	2650.00	1730.49	12.66	11.93
HOTEL AND RESTAURANTS	176.00	2284.26	2212.04	13.29	12.93
FINANCIAL INTERMEDIATION	158.00	2774.29	2566.52	17.55	16.24
CONSTRUCTION	157.00	3679.68	2076.05	23.00	13.21
TRANSPORTATION, STORAGE & COMMUNICATION	159.00	2783.36	2089.05	16.98	13.15
REAL ESTATE, RENTING & BUSINESS ACTIVITIES	159.00	3815.64	1815.68	10.95	11.28
OTHER COMMUNITY, SOCIAL & PERSONAL SERVICES ACTIVITIES	158.00	1892.00	1429.97	11.85	9.24
ELECTRICITY, GAS & WATER SUPPLY	176.00	5130.66	4296.75	29.15	24.41

N.B The data contained in this table is an average of the number of cases reported by the Survey of Employment, Earnings and Hours of Work and may therefore depend on the extent to which the earnings and wages of the employees within the respective occupations (titles) vary. In industry or occupation classes, where the cases reported are not as diverse as or characteristic of the population, average earnings may differ considerably from the true population estimate of earnings for that particular class. A more accurate estimate of earnings and hours of work is obtained where the number of cases reported are representative of what exist in the population

- Data was not furnished by the respondent.

Figure 1

Estimated average hours of work per month for Salaried Employees by major ISIC Group 2003

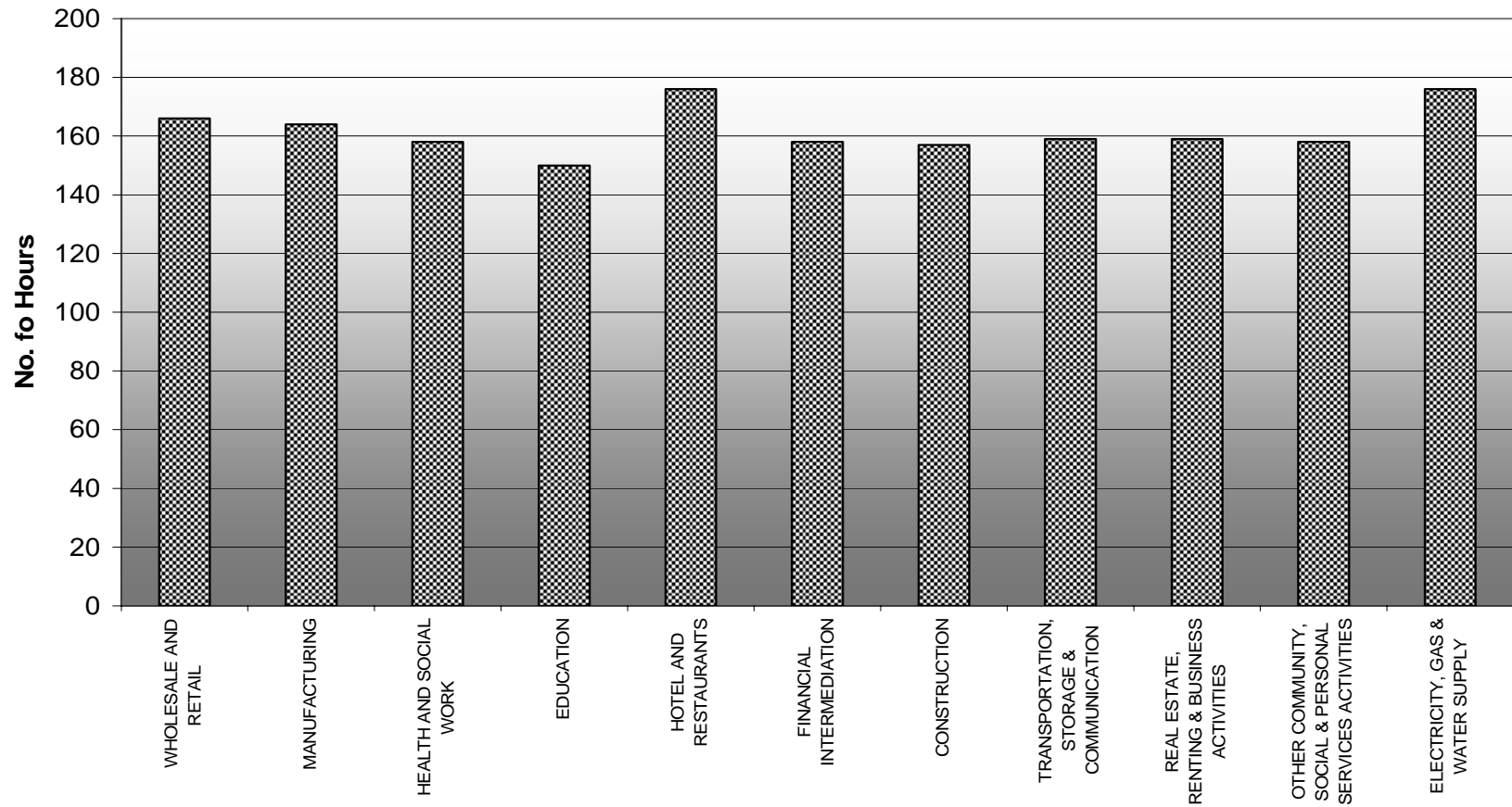


Figure 2

Estimated average earnings rate per hour for Male and Female Salaried Employees by major ISIC Group 2003

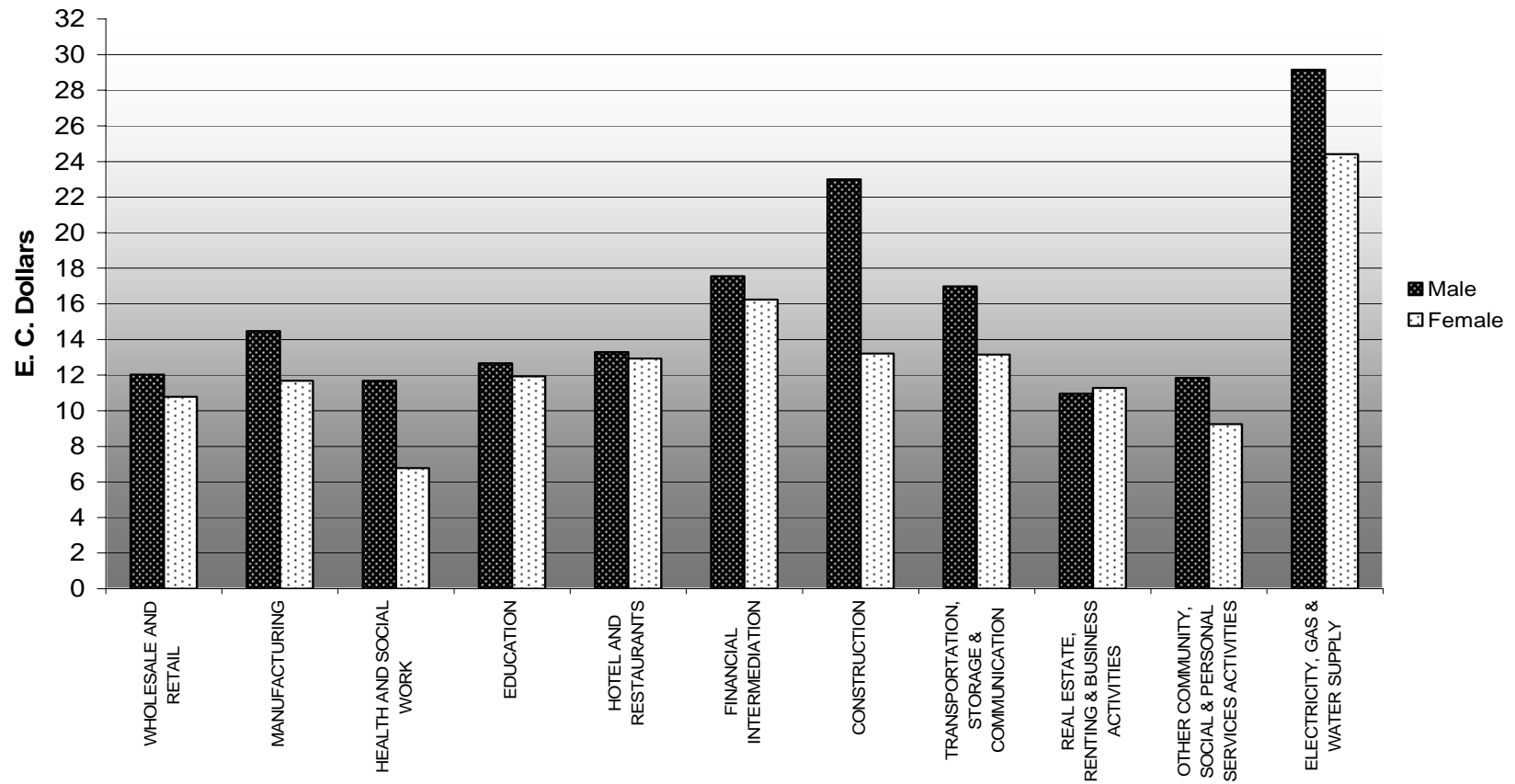
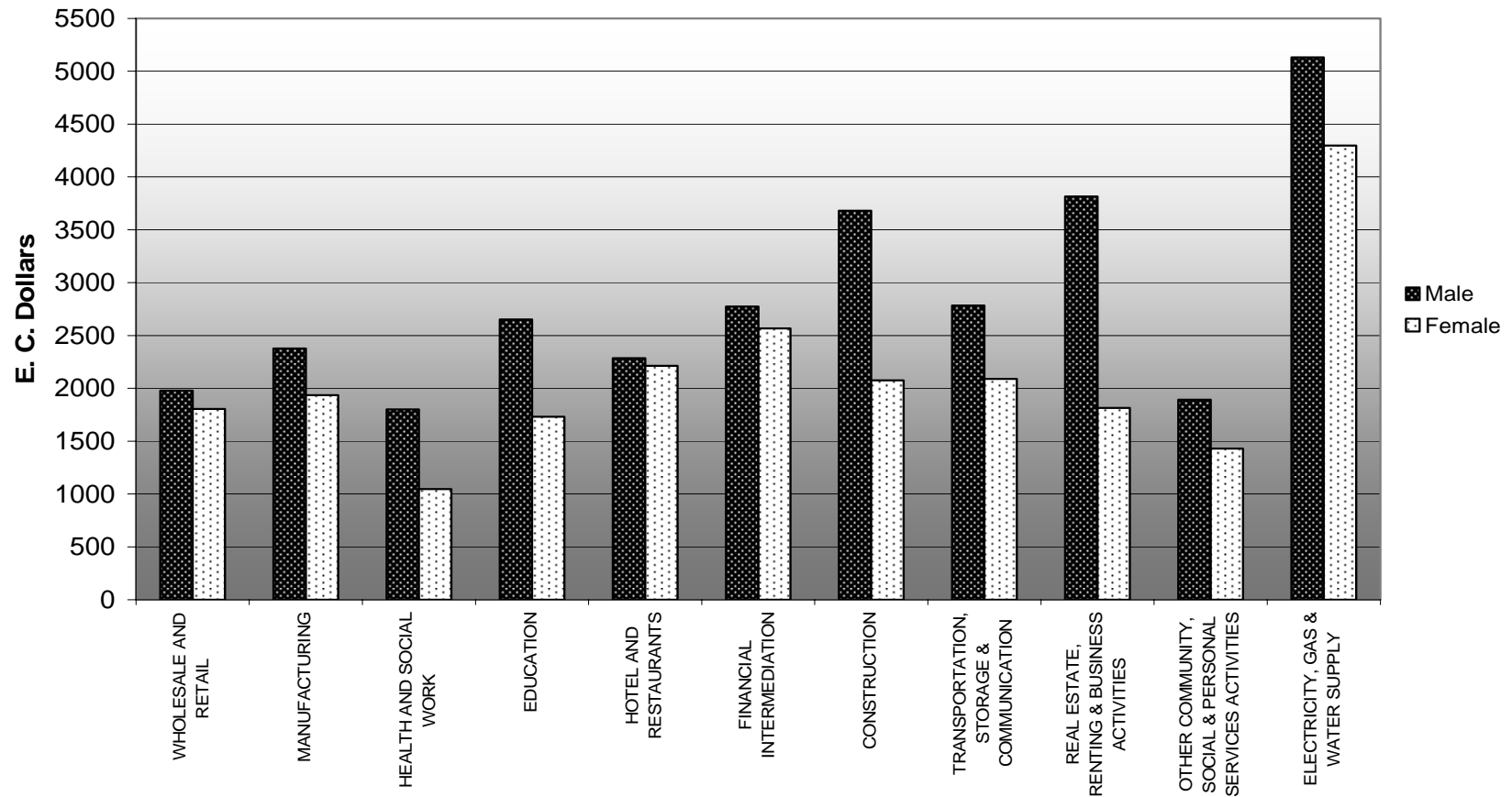


Figure 3

Estimated average gross earnings per month for Male and Female Salaried Employees by major ISIC Group 2003



AVERAGE WAGES, HOURS OF WORK AND WAGE RATES FOR MAJOR ISIC GROUPS FOR WAGE-EARNERS

TABLE 14: WHOLESALE AND RETAIL SECTOR 2003

OCCUPATION TITLE BY ISCO	AVERAGE HOURS OF WORK PER WEEK	MEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	MEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)
Product and operations Department Managers	46.00	367.14	445.71	251.40	343.86	7.98	9.68	5.46	7.47
Other Department Managers	40.00	675.00	675.00	500.00	500.00	16.87	16.87	12.50	12.50
General Managers	40.00	650.00	650.00	-	-	16.25	16.25	-	-
Finance and Sales Associate Professionals	40.00	-	-	450.00	450.00	-	-	11.25	11.25
Numeric Clerks	40.00	-	-	264.00	264.00	-	-	6.60	6.60
Library, mail related Clerks	48.00			235.00	248.25	-	-	4.89	5.17
Other Office Clerks	46.00	187.67	206.50	184.91	195.46	4.07	4.48	4.01	4.24
Cashiers Tellers and related Clerks	35.00	200.00	200.00	200.00	287.50	5.71	5.71	5.71	8.21
Travel Attendants and related workers	37.00	140.00	140.00	100.00	140.00	3.78	3.78	2.70	3.78
Other personal services workers	44.00	225.00	258.29	166.04	232.21	5.11	5.87	3.77	5.27

AVERAGE WAGES, HOURS OF WORK AND WAGE RATES FOR MAJOR ISIC GROUPS FOR WAGE-EARNERS

TABLE 14: WHOLESALE AND RETAIL SECTOR 2003

OCCUPATION TITLE BY ISCO	AVERAGE HOURS OF WORK PER WEEK	MEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	MEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)
Stall and market salespersons	32.00	175.00	175.00	-	-	5.46	5.46	-	-
Painters, building structure cleaners and related trade workers	40.00	300.00	300.00	-	-	7.50	7.50	-	-
Blacksmith, tool-makers and related trade workers	41.00	215.30	432.09	-	-	5.25	10.53	-	-
Printing and related trades	40.00	200.00	200.00	-	-	5.00	5.00	-	-
Textile, garment and related trade workers	40.00	400.00	400.00	-	-	10.00	10.00	-	-
Other machine operators and assemblers	41.00	235.75	263.93	-	-	5.75	6.43	-	-
Locomotive-engine drivers and related workers	40.00	-	-	120.00	120.00	-	-	3.00	3.00

AVERAGE WAGES, HOURS OF WORK AND WAGE RATES FOR MAJOR ISIC GROUPS FOR WAGE-EARNERS

TABLE 14: WHOLESALE AND RETAIL SECTOR 2003

OCCUPATION TITLE BY ISCO	AVERAGE HOURS OF WORK PER WEEK	MEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	MEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)
Street vendors and related workers	28.00	125.00	125.00	118.00	118.00	4.46	4.46	4.21	4.21
Garbage collectors and related labourers	36.00	162.00	200.00	-	-	4.50	5.55	-	-
Shoe cleaning and other street services elementary occupations	29.00	287.50	312.50	179.27	186.62	9.91	10.77	6.18	6.43
Domestic and related helpers, cleaners and launderers	41.00	216.92	244.93	-	-	5.29	5.97	-	-
Agricultural, fishery and related labourers	41.00	169.00	186.25	191.00	199.17	4.12	4.54	4.65	4.85
Mining and construction labourers	47.00	155.31	194.62	-	-	3.30	4.14	-	-

N.B The data contained in this table is an average of the number of cases reported by the Survey of Employment, Earnings and Hours of Work and may therefore depend on the extent to which the earnings and wages of the employees within the respective occupations (titles) vary. In industry or occupation classes, where the cases reported are not as diverse as or characteristic of the population, average earnings may differ considerably from the true population estimate of earnings for that particular class. A more accurate estimate of earnings and hours of work is obtained where the number of cases reported are representative of what exist in the population

- Data was not furnished by the respondent.

AVERAGE WAGES, HOURS OF WORK AND WAGE RATES FOR MAJOR ISIC GROUPS FOR WAGE-EARNERS

TABLE 15: MANUFACTURING SECTOR 2003

OCCUPATION TITLE BY ISCO	AVERAGE HOURS OF WORK PER WEEK	MEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	MEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)
Artists, Entertainment and sports associate Professionals	48.00	-	-	275.00	275.00	-	-	5.72	5.72
Other Office Clerks	48.00	-	-	160.00	175.00	-	-	3.33	3.64
Other Personal Service Workers	43.00	250.00	280.00	322.75	323.40	5.81	6.51	7.50	7.52
Handicraft workers in wood textiles leather and related mate	40.00	425.00	525.00	350.00	400.00	10.62	13.12	8.75	10.00
Printing and related trades	37.00	218.75	458.36	180.00	180.00	5.91	12.38	4.86	4.86
Wood treaters, cabinet-makers and related trade workers	40.00	-	-	175.00	350.00	-	-	4.37	8.75
Textile, Fur and Leather products machine operators	40.00	-	-	100.00	170.00	-	-	2.50	4.25

AVERAGE WAGES, HOURS OF WORK AND WAGE RATES FOR MAJOR ISIC GROUPS FOR WAGE-EARNERS

TABLE 15: MANUFACTURING SECTOR 2003

OCCUPATION TITLE BY ISCO	AVERAGE HOURS OF WORK PER WEEK	MEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	MEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)
Other machine operators and assemblers	43.00	260.00	494.00	-	-	6.04	11.48	-	-
Food and related products machine operators	40.00	162.00	196.00	-	-	4.05	4.90	-	-
Agricultural and other mobile-plant operators	45.00	-	-	225.00	225.00	-	-	5.00	5.00
Street Vendors and related workers	39.00	160.00	180.00	168.00	174.67	4.10	4.61	4.30	4.47
Shoe cleaning and other street services elementary occupations	40.00	-	-	150.00	150.00	-	-	3.75	3.75
Domestic and related helpers	40.00	-	-	158.00	178.50	-	-	3.95	4.46

AVERAGE WAGES, HOURS OF WORK AND WAGE RATES FOR MAJOR ISIC GROUPS FOR WAGE-EARNERS

TABLE 15: MANUFACTURING SECTOR 2003

OCCUPATION TITLE BY ISCO	AVERAGE HOURS OF WORK PER WEEK	MEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	MEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)
Agricultural, fishery and related Labourers	41.00	318.00	354.83	225.70	270.80	7.75	8.65	5.50	6.60
Mining and construction Labourers	40.00	472.50	580.00	-	-	11.81	14.50	-	-

N.B The data contained in this table is and average of the number of cases reported by the Survey of Employment, Earnings and Hours of Work and may therefore depend on the extent to which the earnings and wages of the employees within the respective occupations (titles) vary. In industry or occupation classes, where the cases reported are not as diverse as or characteristic of the population, average earnings may differ considerably from the true population estimate of earnings for that particular class. A more accurate estimate of earnings and hours of work is obtained where the number of cases reported are representative of what exist in the population

- Data was not furnished by the respondent.

AVERAGE WAGES, HOURS OF WORK AND WAGE RATES FOR MAJOR ISIC GROUPS FOR WAGE-EARNERS

TABLE 16: HOTEL AND RESTAURANT SECTOR 2003

OCCUPATION TITLE BY ISCO	AVERAGE HOURS OF WORK PER WEEK	MEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	MEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)
Product and Operations Department Managers	45.00	356.90	356.90	417.18	417.18	7.93	7.93	9.27	9.27
Other Department Managers	39.00	-	-	312.17	363.58	-	-	8.00	9.32
Architects Engineers and related Professionals	40.00	174.00	195.00	174.00	214.00	4.35	4.87	4.35	5.35
Modern Health Associate Professionals (except nursing)	40.00	-	-	239.00	311.20	-	-	5.97	7.78
Nursing and midwifery Associate Professionals	32.00	-	-	510.50	544.33	-	-	15.95	17.01
Customs, Tax and related Government associate Professionals	40.00	424.00	424.00	397.67	424.00	10.60	10.60	9.94	10.60

AVERAGE WAGES, HOURS OF WORK AND WAGE RATES FOR MAJOR ISIC GROUPS FOR WAGE-EARNERS

TABLE 16: HOTEL AND RESTAURANT SECTOR 2003

OCCUPATION TITLE BY ISCO	AVERAGE HOURS OF WORK PER WEEK	MEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	MEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)
Secretaries and Key-board-operating Clerks	41.00	297.00	297.00	438.50	438.50	7.24	7.24	10.69	10.69
Numeric Clerks	39.00	285.00	285.00	-	-	7.30	7.30	-	-
Travel Attendants and related Clerks	43.00	263.23	441.17	284.57	436.60	6.12	10.25	6.61	10.15
Library, Mail related Clerks	40.00	-	-	332.50	441.00	-	-	8.31	11.02
Other Office Clerks	42.00	-	-	212.13	226.3	-	-	5.05	5.38
Cashiers, Tellers and related Clerks	41.00	253.75	553.27	221.15	299.5	6.18	13.49	5.39	7.30
Personal care and related Workers	40.00	208.33	281.00	228.67	323.00	5.20	7.02	5.71	8.07
Stall and Market Salespersons	37.00	204.00	274.44	143.50	269.33	5.51	7.41	3.87	7.27
Market gardeners and crop growers	40.00	-	-	154.00	193.00	-	-	3.85	4.82
Forestry and related workers	40.00	391.00	391.00	-	-	9.77	9.77	-	-

AVERAGE WAGES, HOURS OF WORK AND WAGE RATES FOR MAJOR ISIC GROUPS FOR WAGE-EARNERS

TABLE 16: HOTEL AND RESTAURANT SECTOR 2003

OCCUPATION TITLE BY ISCO	AVERAGE HOURS OF WORK PER WEEK	MEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	MEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)
Miner, Shotfirers, stone cutters and carvers	41.00	275.33	348.27	-	-	6.71	8.49	-	-
Building frame and related trades workers	40.00	302.33	343.10	-	-	7.55	8.57	-	-
Building finishers and related trade workers	40.00	273.00	273.00	-	-	6.82	6.82	-	-
Blacksmith, tools-makers and related trades workers	40.00	361.00	361.00	-	-	9.02	9.02	-	-
Machinery Mechanics and Fitters	39.00	-	-	387.00	411.00	-	-	9.92	10.53
Printing and related trades	40.00	275.00	307.50	394.33	394.33	6.88	7.69	9.86	9.86
Food Processing and related trades workers	40.00	282.00	335.50	282.00	349.00	7.05	8.38	7.05	8.72

AVERAGE WAGES, HOURS OF WORK AND WAGE RATES FOR MAJOR ISIC GROUPS FOR WAGE-EARNERS

TABLE 16: HOTEL AND RESTAURANT SECTOR 2003

OCCUPATION TITLE BY ISCO	AVERAGE HOURS OF WORK PER WEEK	MEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	MEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)
Wood treaters, cabinet-makers and related trade workers	40.00	-	-	164.00	237.00	-	-	4.10	5.92
Metal and mineral products machine operators	40.00	299.00	299.00	-	-	7.47	7.47	-	-
Street Vendors and related workers	39.00	215.17	372.07	141.67	141.67	5.51	9.54	3.63	3.63
Shoe cleaning and other street services elementary occupations	42.00	234.67	234.67	202.56	202.56	5.58	5.58	4.82	4.82
Domestic related helpers, cleaners and launderers	41.00	208.13	208.13	-	-	5.07	5.07	-	-
Garbage Collectors and related labourers	40.00	324.50	337.75	287.00	297.00	8.11	8.44	7.17	7.42

AVERAGE WAGES, HOURS OF WORK AND WAGE RATES FOR MAJOR ISIC GROUPS FOR WAGE-EARNERS

TABLE 16: HOTEL AND RESTAURANT SECTOR 2003

OCCUPATION TITLE BY ISCO	AVERAGE HOURS OF WORK PER WEEK	MEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	MEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)
Agricultural, fishery and related labourers	40.00	160.00	160.00	214.67	214.67	4.00	4.00	5.36	5.36
Mining and construction labourers	41.00	180.29	209.00	113.50	221.00	4.39	5.09	2.76	5.39

N.B The data contained in this table is an average of the number of cases reported by the Survey of Employment, Earnings and Hours of Work and may therefore depend on the extent to which the earnings and wages of the employees within the respective occupations (titles) vary. In industry or occupation classes, where the cases reported are not as diverse as or characteristic of the population, average earnings may differ considerably from the true population estimate of earnings for that particular class. A more accurate estimate of earnings and hours of work is obtained where the number of cases reported are representative of what exist in the population

- Data was not furnished by the respondent.

AVERAGE WAGES, HOURS OF WORK AND WAGE RATES FOR MAJOR ISIC GROUPS FOR WAGE-EARNERS

TABLE 17: AGRICULTURE, HUNTING AND FORESTRY SECTOR 2003

OCCUPATION TITLE BY ISCO	AVERAGE HOURS OF WORK PER WEEK	MEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	MEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)
Other personal services workers	24.00	-	-	60.00	60.00	-	-	2.50	2.50
Other machine operators and assemblers	16.00	-	-	80.00	80.00	-	-	5.00	5.00
Messengers, Porters, doorkeeper and related workers	20.00	95.79	98.59	50.00	77.34	4.78	4.92	2.50	3.86
Garbage collectors and related labourers	15.00	40.00	85.00	50.00	50.00	2.66	5.66	3.33	3.33
Agricultural, fishery and related labourers	12.00	43.06	67.33	39.71	48.66	3.58	5.61	3.30	4.05

N.B The data contained in this table is an average of the number of cases reported by the Survey of Employment, Earnings and Hours of Work and may therefore depend on the extent to which the earnings and wages of the employees within the respective occupations (titles) vary. In industry or occupation classes, where the cases reported are not as diverse as or characteristic of the population, average earnings may differ considerably from the true population estimate of earnings for that particular class. A more accurate estimate of earnings and hours of work is obtained where the number of cases reported are representative of what exist in the population

- Data was not furnished by the respondent.

AVERAGE WAGES, HOURS OF WORK AND WAGE RATES FOR MAJOR ISIC GROUPS FOR WAGE-EARNERS

TABLE 18: CONSTRUCTION SECTOR 2003

OCCUPATION TITLE BY ISCO	AVERAGE HOURS OF WORK PER WEEK	MEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	MEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)
Production and Operations Department Managers	40.00	745.00	835.00	-	-	18.62	20.87	-	-
Architects, engineers and related Professionals	40.00	630.00	820.00	-	-	15.75	20.50	-	-
Library, mail related Clerks	40.00	-	-	450.00	580.00	-	-	11.25	14.50
Miner, shotfirers, stone cutter and carvers	40.00	490.00	707.50	-	-	12.25	17.68	-	-
Painters, building structure cleaners and related trades workers	40.00	590.00	765.00	-	-	14.75	19.12	-	-
Blacksmith, tool-makers and related trades workers	40.00	460.00	600.00	-	-	11.50	15.00	-	-
Other machine operators and assemblers	40.00	628.33	695.00	-	-	15.70	17.37	-	-
Locomotive-engine Drivers and related workers	40.00	650.00	650.00	-	-	16.25	16.25	-	-

AVERAGE WAGES, HOURS OF WORK AND WAGE RATES FOR MAJOR ISIC GROUPS FOR WAGE-EARNERS

TABLE 18: CONSTRUCTION SECTOR 2003

OCCUPATION TITLE BY ISCO	AVERAGE HOURS OF WORK PER WEEK	MEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	MEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)
Garage collectors and related labourers	40.00	451.00	455.67	-	-	11.27	11.39	-	-
Shoe cleaning and other street services elementary occupations	25.00	-	-	130.00	160.00	-	-	5.20	6.40
Domestic and related helpers, cleaners and launderers	40.00	280.00	340.00	-	-	7.00	8.50	-	-

N.B The data contained in this table is an average of the number of cases reported by the Survey of Employment, Earnings and Hours of Work and may therefore depend on the extent to which the earnings and wages of the employees within the respective occupations (titles) vary. In industry or occupation classes, where the cases reported are not as diverse as or characteristic of the population, average earnings may differ considerably from the true population estimate of earnings for that particular class. A more accurate estimate of earnings and hours of work is obtained where the number of cases reported are representative of what exist in the population

- Data was not furnished by the respondent.

AVERAGE WAGES, HOURS OF WORK AND WAGE RATES FOR MAJOR ISIC GROUPS FOR WAGE-EARNERS

TABLE 19: TRANSPORT, STORAGE AND COMMUNICATION SECTOR 2003

OCCUPATION TITLE BY ISCO	AVERAGE HOURS OF WORK PER WEEK	MEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	MEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)
Product and Operations Department Managers	40.00	345.00	717.00	328.00	916.00	8.62	17.92	8.20	22.90
Business Professionals	40.00	770.00	770.00	-	-	19.25	19.25	-	-
Finance and sales Associate Professionals	40.00	524.00	524.00	-	-	13.10	13.10	-	-
Secretaries and key-board-operating Clerks	40.00	-	-	629.67	677.50	-	-	15.74	16.93
Numeric Clerk	44.00	568.00	568.00	200.00	436.00	12.90	12.90	4.54	9.90
Material-recording and transport Clerks	32.00	343.33	344.67	-	-	10.72	10.77	-	-
Library, mail related Clerks	42.00	460.50	460.50	551.00	666.00	10.96	10.96	13.11	15.85
Other Personal services workers	40.00	633.00	633.00	-	-	15.82	15.82	-	-

AVERAGE WAGES, HOURS OF WORK AND WAGE RATES FOR MAJOR ISIC GROUPS FOR WAGE-EARNERS

TABLE 19: TRANSPORT, STORAGE AND COMMUNICATION SECTOR 2003

OCCUPATION TITLE BY ISCO	AVERAGE HOURS OF WORK PER WEEK	MEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	MEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)
Painters, building structure cleaners and related trades workers	44.00	350.00	543.00	-	-	7.95	12.34	-	-
Blacksmith, tool-makers and related trades workers	42.00	410.17	545.57	-	-	9.76	12.98	-	-
Other machine operators and assemblers	40.00	624.60	632.00	-	-	15.61	15.80	-	-
Locomotive-engine drivers and related workers	40.00	464.00	464.00	-	-	11.60	11.60	-	-
Motor Vehicle Drivers	40.00	278.50	278.50	-	-	6.96	6.96	-	-
Domestic and related helpers, cleaners and launderers	40.00	216.00	392.00	372.00	372.00	5.40	9.80	9.30	9.30

AVERAGE WAGES, HOURS OF WORK AND WAGE RATES FOR MAJOR ISIC GROUPS FOR WAGE-EARNERS

TABLE 19: TRANSPORT, STORAGE AND COMMUNICATION SECTOR 2003

OCCUPATION TITLE BY ISCO	AVERAGE HOURS OF WORK PER WEEK	MEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	MEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)
Messengers, porters, doorkeepers and related workers	48.00	150.00	190.00	150.00	190.00	3.12	3.95	3.12	3.95
Agricultural, fishery and related labourers	40.00	625.00	625.00	-	-	15.62	15.62	-	-
Mining and construction labourers	43.00	134.75	170.25	-	-	3.13	3.95	-	-

N.B The data contained in this table is an average of the number of cases reported by the Survey of Employment, Earnings and Hours of Work and may therefore depend on the extent to which the earnings and wages of the employees within the respective occupations (titles) vary. In industry or occupation classes, where the cases reported are not as diverse as or characteristic of the population, average earnings may differ considerably from the true population estimate of earnings for that particular class. A more accurate estimate of earnings and hours of work is obtained where the number of cases reported are representative of what exist in the population

- Data was not furnished by the respondent.

AVERAGE WAGES, HOURS OF WORK AND WAGE RATES FOR MAJOR ISIC GROUPS FOR WAGE-EARNERS

TABLE 20: REAL ESTATES, RENTING AND BUSINESS ACTIVITIES SECTOR 2003

OCCUPATION TITLE BY ISCO	AVERAGE HOURS OF WORK PER WEEK	MEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	MEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)
Production and Operations Department Managers	40.00	300.00	650.00	-	-	7.50	16.25	-	-
Library, mail related Clerks	48.00	-	-	350.00	350.00	-	-	7.29	7.29
Other personal services workers	43.00	600.00	600.00	450.00	600.00	13.95	13.95	10.46	13.95
Stall and Market Salespersons	40.00	175.00	250.00	-	-	4.37	6.25	-	-
Ships deck crews and related workers	48.00	350.00	350.00	-	-	7.29	7.29	-	-
Street vendors and related workers	10.00	-	-	130.00	130.00	-	-	13.00	13.00
Shoe cleaning and other street services elementary occupations	40.00	150.00	350.00	-	-	3.75	8.75	-	-

AVERAGE WAGES, HOURS OF WORK AND WAGE RATES FOR MAJOR ISIC GROUPS FOR WAGE-EARNERS

TABLE 20: REAL ESTATES, RENTING AND BUSINESS ACTIVITIES SECTOR 2003

OCCUPATION TITLE BY ISCO	AVERAGE HOURS OF WORK PER WEEK	MEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	MEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)
Domestic and related helpers, cleaners and launderers	40.00	283.00	293.00	-	-	7.08	7.33	-	-
Messengers, Porters, doorkeepers and related workers	40.00	250.00	250.00	-	-	6.25	6.25	-	-

N.B The data contained in this table is an average of the number of cases reported by the Survey of Employment, Earnings and Hours of Work and may therefore depend on the extent to which the earnings and wages of the employees within the respective occupations (titles) vary. In industry or occupation classes, where the cases reported are not as diverse as or characteristic of the population, average earnings may differ considerably from the true population estimate of earnings for that particular class. A more accurate estimate of earnings and hours of work is obtained where the number of cases reported are representative of what exist in the population

- Data was not furnished by the respondent.

AVERAGE WAGES, HOURS OF WORK AND WAGE RATES FOR MAJOR ISIC GROUPS FOR WAGE-EARNERS

TABLE 21: OTHER COMMUNITY, SOCIAL AND PERSONAL SERVICES ACTIVITIES SECTOR 2003

OCCUPATION TITLE BY ISCO	AVERAGE HOURS OF WORK PER WEEK	MEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	MEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)
Artists, Entertainment and sports associate Professionals	42.00	-	-	225.00	225.00	-	-	5.35	5.35
Other personal services workers	40.00	256.00	256.00	-	-	6.40	6.40	-	-
Miner, shotfirers, stone cutters and carvers	42.00	350.00	350.00	-	-	8.33	8.33	-	-
Other machine operators and assemblers	40.00	380.00	380.00	-	-	9.50	9.50	-	-
Street vendors and related workers	40.00	259.00	259.00	231.00	231.00	6.47	6.47	5.77	5.77
Shoe cleaning and other street services elementary occupations	20.00	-	-	200.00	200.00	-	-	10.00	10.00

N.B The data contained in this table is and average of the number of cases reported by the Survey of Employment, Earnings and Hours of Work and may therefore depend on the extent to which the earnings and wages of the employees within the respective occupations (titles) vary. In industry or occupation classes, where the cases reported are not as diverse as or characteristic of the population, average earnings may differ considerably from the true population estimate of earnings for that particular class. A more accurate estimate of earnings and hours of work is obtained where the number of cases reported are representative of what exist in the population

- Data was not furnished by the respondent.

AVERAGE WAGES, HOURS OF WORK AND WAGE RATES FOR MAJOR ISIC GROUPS FOR WAGE-EARNERS

TABLE 22: EDUCATION SECTOR 2003

OCCUPATION TITLE BY ISCO	AVERAGE HOURS OF WORK PER WEEK	MEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	MEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)
College, university and higher education teaching Professionals	30.00	188.00	188.00	-	-	6.26	6.26	-	-
Other Teaching associate Professionals	40.00	120.00	120.00	-	-	3.00	3.00	-	-
Customs, tax and related government associate Professional	30.00	188.00	188.00	-	-	6.26	6.26	-	-
Artists, Entertainment and Sports Associate Professionals	40.00	-	-	250.00	250.00	-	-	6.25	6.25
Travel Attendants and related workers	25.00	-	-	113.00	113.00	-	-	4.52	4.52
Other personal services workers	55.00	97.50	97.50	-	-	1.77	1.77	-	-
Stall and Market Salespersons	16.00	80.00	80.00	-	-	5.00	5.00	-	-

AVERAGE WAGES, HOURS OF WORK AND WAGE RATES FOR MAJOR ISIC GROUPS FOR WAGE-EARNERS

TABLE 22: EDUCATION SECTOR 2003

OCCUPATION TITLE BY ISCO	AVERAGE HOURS OF WORK PER WEEK	MEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	MEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)
Shoe cleaning and other street services elementary occupations	23.00	-	-	131.50	131.50	-	-	5.71	5.71
Domestic and related helpers, cleaners and launderers	4.00	125.00	125.00	-	-	31.25	31.25	-	-
Garbage collectors and related labourers	12.00	100.00	100.00	-	-	8.33	8.33	-	-

N.B The data contained in this table is an average of the number of cases reported by the Survey of Employment, Earnings and Hours of Work and may therefore depend on the extent to which the earnings and wages of the employees within the respective occupations (titles) vary. In industry or occupation classes, where the cases reported are not as diverse as or characteristic of the population, average earnings may differ considerably from the true population estimate of earnings for that particular class. A more accurate estimate of earnings and hours of work is obtained where the number of cases reported are representative of what exist in the population

- Data was not furnished by the respondent.

AVERAGE WAGES, HOURS OF WORK AND WAGE RATES FOR MAJOR ISIC GROUPS FOR WAGE-EARNERS

TABLE 23: HEALTH AND SOCIAL WORK SECTOR 2003

OCCUPATION TITLE BY ISCO	AVERAGE HOURS OF WORK PER WEEK	MEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	MEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)
Other Machine Operators and Assemblers	40.00	275.00	275.00	-	-	6.87	6.87	-	-
Street Vendors and related workers	30.00	-	-	115.00	115.00	-	-	3.83	3.83

N.B The data contained in this table is an average of the number of cases reported by the Survey of Employment, Earnings and Hours of Work and may therefore depend on the extent to which the earnings and wages of the employees within the respective occupations (titles) vary. In industry or occupation classes, where the cases reported are not as diverse as or characteristic of the population, average earnings may differ considerably from the true population estimate of earnings for that particular class. A more accurate estimate of earnings and hours of work is obtained where the number of cases reported are representative of what exist in the population

- Data was not furnished by the respondent.

AVERAGE WAGES, HOURS OF WORK AND WAGE RATES FOR MAJOR ISIC GROUPS FOR WAGE-EARNERS

TABLE 24: ELECTRICITY, GAS AND WATER SUPPLY SECTOR 2003

OCCUPATION TITLE BY ISCO	AVERAGE HOURS OF WORK PER WEEK	MEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MINIMUM WEEKLY WAGE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM WEEKLY WAGE 2003 (EC\$)	MEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	MEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MINIMUM HOURLY WAGE RATE 2003 (EC\$)	WOMEN AVERAGE MAXIMUM HOURLY WAGE RATE 2003 (EC\$)
Machinery Mechanics and Fitters	40.00	534.00	831.00	534.00	831.00	13.34	20.77	13.34	20.77

N.B The data contained in this table is an average of the number of cases reported by the Survey of Employment, Earnings and Hours of Work and may therefore depend on the extent to which the earnings and wages of the employees within the respective occupations (titles) vary. In industry or occupation classes, where the cases reported are not as diverse as or characteristic of the population, average earnings may differ considerably from the true population estimate of earnings for that particular class. A more accurate estimate of earnings and hours of work is obtained where the number of cases reported are representative of what exist in the population

- Data was not furnished by the respondent.

**TABLE 25: ESTIMATED AVERAGE MINIMUM & MAXIMUM WEEKLY EARNINGS
FOR MALE & FEMALE WAGE EARNERS BY MAJOR ISIC GROUP 2003**

CATEGORY	AVERAGE HOURS OF WORK PER WEEK (2003)	MEN'S AVERAGE MINIMUM WEEKLY WAGE (2003)	MEN'S AVERAGE MAXIMUM WEEKLY WAGE (2003)	WOMEN'S AVERAGE MINIMUM WEEKLY WAGE (2003)	WOMEN'S AVERAGE MINIMUM WEEKLY WAGE (2003)
WHOLESALE AND RETAIL	38.00	220.14	252.86	152.06	155.94
MANUFACTURING	42.00	283.28	383.52	207.45	239.36
HOTEL AND RESTAURANTS	40.00	271.63	316.85	271.83	320.42
AGRICULTURE, HUNTING & FORESTRY	17.00	59.61	83.64	55.94	63.20
CONSTRUCTION	39.00	557.14	652.01	290.00	370.00
TRANSPORTATION, STORAGE & COMMUNICATION	41.00	431.05	491.09	371.77	542.91
REAL ESTATE, RENTING & BUSINESS ACTIVITIES	39.00	301.14	391.85	310.00	360.00
OTHER COMMUNITY, SOCIAL & PERSONAL SERVICES ACTIVITIES	37.00	311.25	311.25	218.66	218.66
EDUCATION	28.00	128.35	128.35	164.83	164.83
HEALTH AND SOCIAL WORK	35.00	275.00	275.00	115.00	115.00
ELECTRICITY, GAS & WATER SUPPLY	40.00	534.00	831.00	534.00	831.00

N.B The data contained in this table is an average of the number of cases reported by the Survey of Employment, Earnings and Hours of Work and may therefore depend on the extent to which the earnings and wages of the employees within the respective occupations (titles) vary. In industry or occupation classes, where the cases reported are not as diverse as or characteristic of the population, average earnings may differ considerably from the true population estimate of earnings for that particular class. A more accurate estimate of earnings and hours of work is obtained where the number of cases reported are representative of what exist in the population

- Data was not furnished by the respondent.

**TABLE 26: ESTIMATED AVERAGE MINIMUM & MAXIMUM HOURLY WAGE RATE
FOR MALE & FEMALE WAGE EARNERS BY MAJOR ISIC GROUP 2003**

CATEGORY	MEN'S AVERAGE MINIMUM HOURLY WAGE RATE (2003)	MEN'S AVERAGE MAXIMUM HOURLY WAGE RATE (2003)	WOMEN'S AVERAGE MINIMUM HOURLY WAGE RATE (2003)	WOMEN'S AVERAGE MINIMUM HOURLY WAGE RATE (2003)
WHOLESALE AND RETAIL	5.87	6.69	4.51	4.62
MANUFACTURING	7.01	9.51	4.96	5.75
HOTEL AND RESTAURANTS	6.71	7.82	6.85	8.07
AGRICULTURE, HUNTING & FORESTRY	3.67	5.39	3.32	3.74
CONSTRUCTION	13.67	16.29	8.22	10.45
TRANSPORTATION, STORAGE & COMMUNICATION	10.65	12.10	9.00	13.13
REAL ESTATE, RENTING & BUSINESS ACTIVITIES	7.17	9.43	10.25	11.41
OTHER COMMUNITY, SOCIAL & PERSONAL SERVICES ACTIVITIES	7.67	7.67	7.04	7.04
EDUCATION	8.83	8.83	5.49	5.49
HEALTH AND SOCIAL WORK	6.87	6.87	3.83	3.83
ELECTRICITY, GAS & WATER SUPPLY	13.34	20.77	13.34	20.77

N.B The data contained in this table is an average of the number of cases reported by the Survey of Employment, Earnings and Hours of Work and may therefore depend on the extent to which the earnings and wages of the employees within the respective occupations (titles) vary. In industry or occupation classes, where the cases reported are not as diverse as or characteristic of the population, average earnings may differ considerably from the true population estimate of earnings for that particular class. A more accurate estimate of earnings and hours of work is obtained where the number of cases reported are representative of what exist in the population

- Data was not furnished by the respondent.

Figure 4

Estimated average minimum & maximum weekly earnings for Male Wage Earners by major ISIC Group 2003

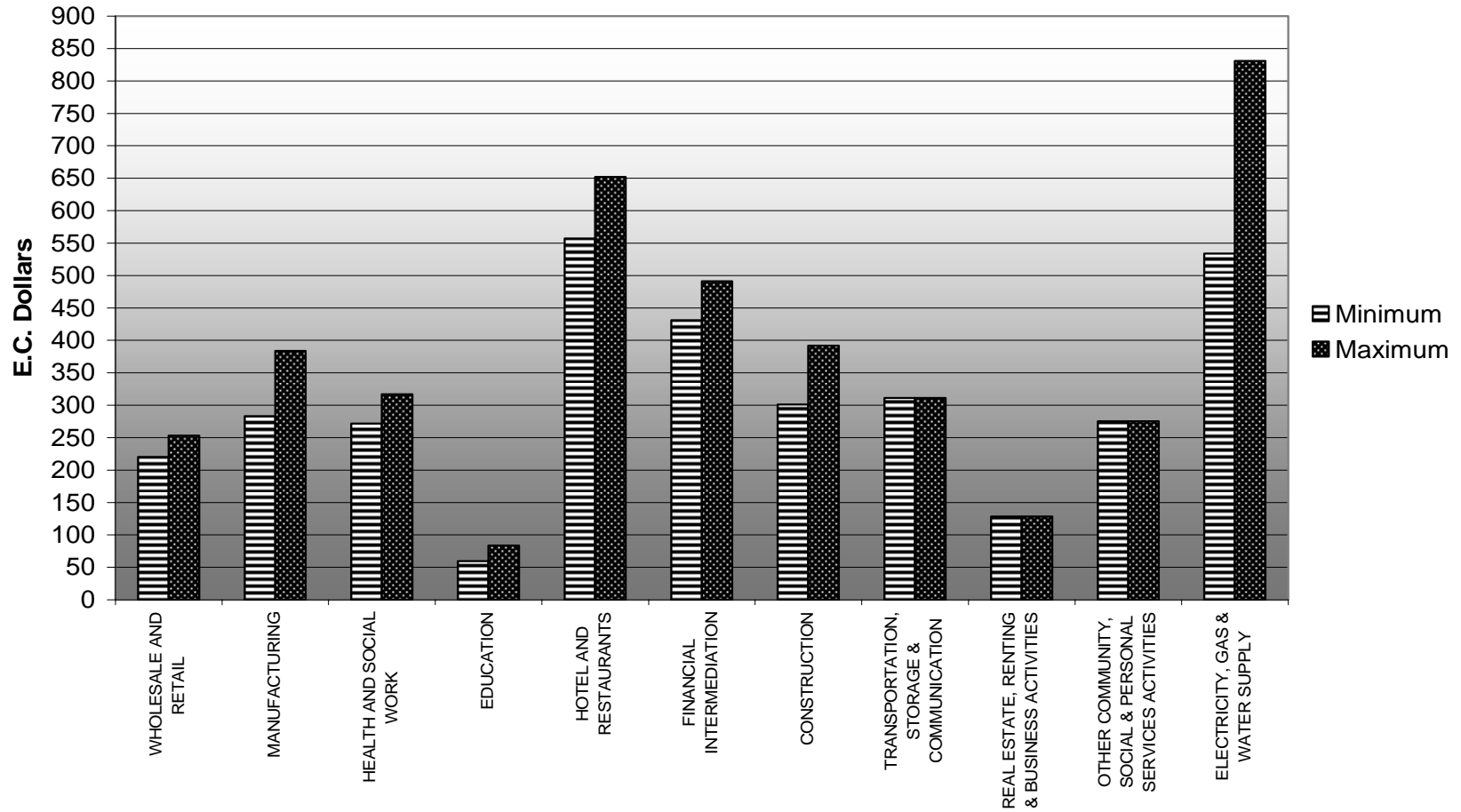


Figure 5

Estimated average minimum & maximum weekly earnings for Female Wage Earners by major ISIC Group 2003

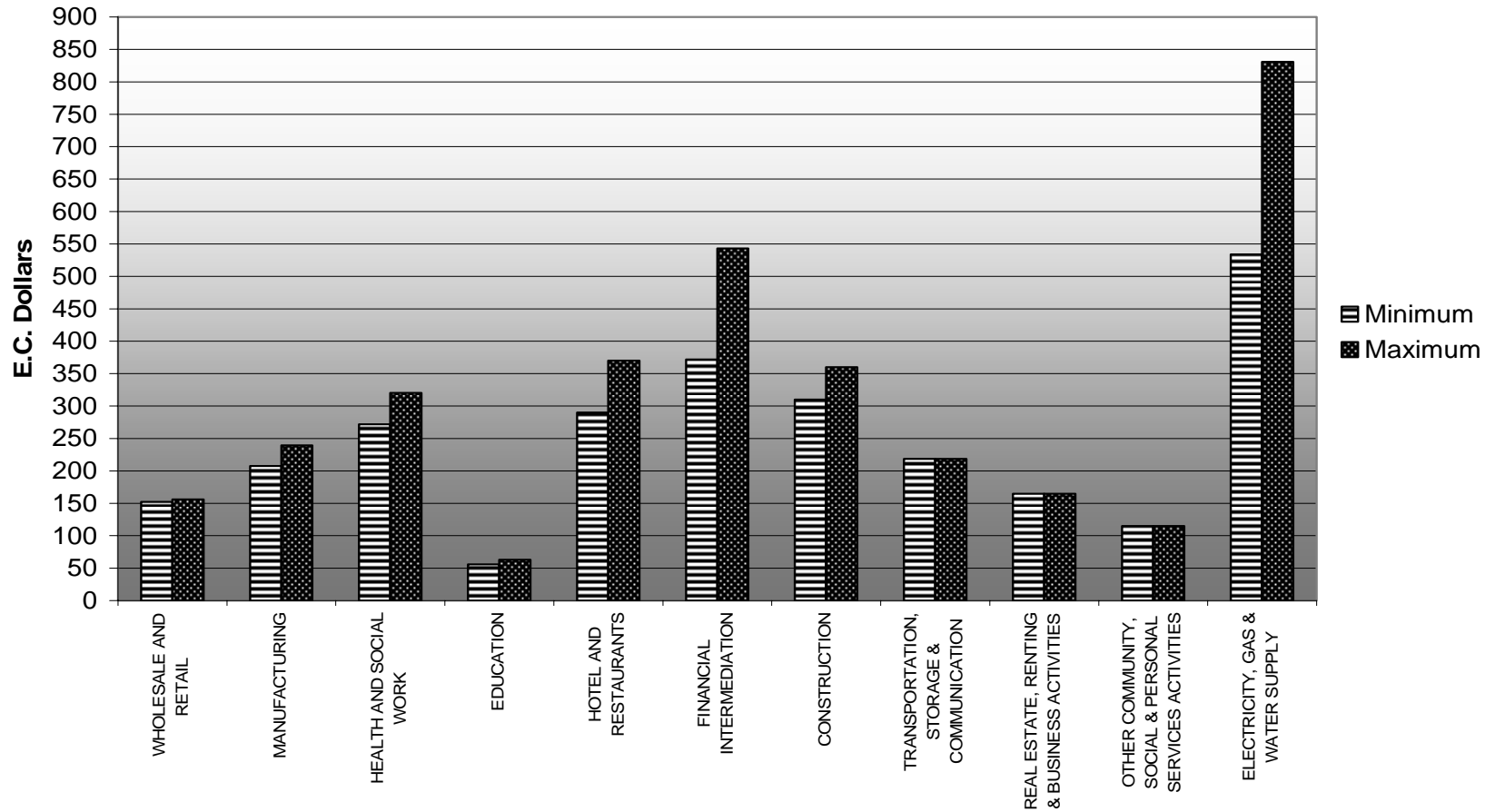


Figure 6

Estimated average minimum & maximum hourly wage rate for Male Wage Earners by major ISIC Group 2003

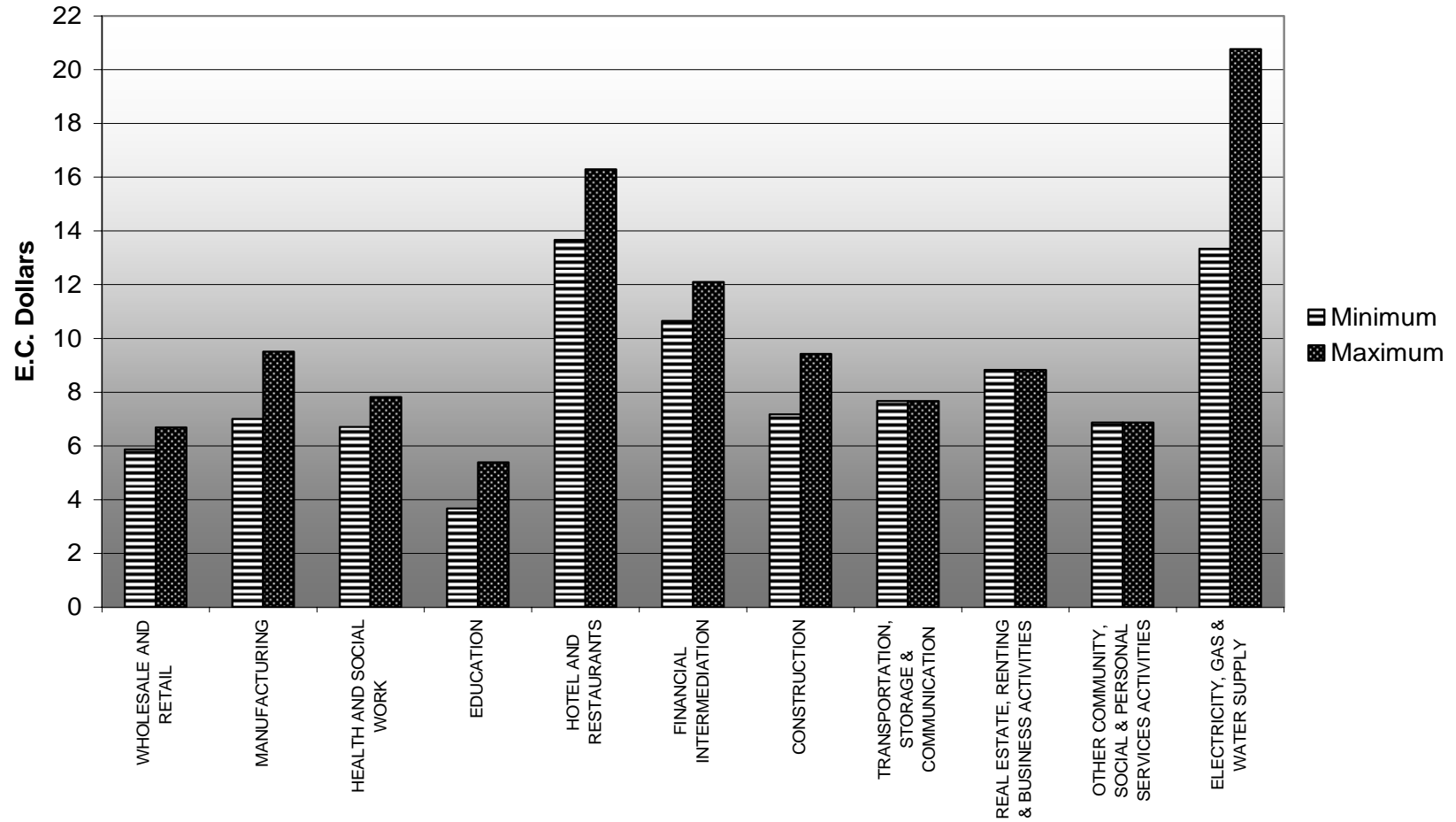


Figure 7

Estimated average minimum & maximum hourly wage rate for Female Wage Earners by major ISIC Group 2003

