



Saint Lucia 4 Qtr.2025 Labour Force Survey Snapshot



Cautionary Note: Q4 2025 Labour Force Report

In accordance with our commitment to providing accurate and comprehensive statistical information, the Central Statistical Office (CSO) wishes to inform all stakeholders, including the general public and data users, about the scope of the forthcoming Labour Force Report for the period October to December 2025.

Information contained in this report is the result of a Household Labour Force Survey, conducted during the fourth quarter of 2025, from October to December. It aims to provide information on the level of participation of household members in the labour force and the size of the labour force aged 15 years and above engaged in economic activities.

It must be noted that the Central Statistical Office (CSO) always strives to ensure that our procedures and processes for implementing the Labour Force Survey align with established methodologies. Users are advised that these findings are derived from the aggregated responses of a sample of households interviewed during the reference period and do not represent the views or opinions of the Central Statistical Office. As with all sample surveys, the figures presented are estimates and should not be interpreted as exact values.

We appreciate your understanding and patience as we diligently compile accurate and comprehensive labour market statistics. To assure the reliability and international alignment of our data, we collaborate closely with the International Labour Organization (ILO). As part of the quality assurance process, the Labour Force Survey results are reviewed in collaboration with the International Labour Organization, which includes auditing both the datasets and the resulting outputs to support their accuracy and reliability. In addition, relevant administrative data sources are utilized to validate observed trends in the survey results.

The CSO remains committed to transparency and quality in our data reporting practices.

CONTENTS

Key Labour Market Indicators and Formulas	3
Summary	4
Main Labour Force Indicators	6
Employment	9
Employed Persons by Industry	10
Unemployed.....	13
Unemployed Trend.....	13
Other Indicators	16

KEY LABOUR MARKET INDICATORS AND FORMULAS

The following are the international standard definitions of the main concepts underlying the unemployment rate, as stated in the Resolution concerning statistics of work, employment and labour underutilization adopted by the 19th International Conference of Labour Statisticians in 2013.

1. *Labour force: The current supply of labour for the production of goods and services in exchange for pay or profit, computed as the sum of persons in employment and in unemployment.*

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

2. *Labour Force Participation Rate: is the percentage of a country's working-age population that is either employed or actively looking for work:*

$$\text{Labour Force Participation Rate} = \text{Labour Force} \times 100 / \text{Population 15 years and over}$$

3. *Employment: A person in employment as defined by the International Labour Office (ILO) is a person aged 15 or over who has done at least one hour's paid work in a given week, or who is absent from work for certain reasons (annual leave, sickness, maternity, etc.) and for a certain period of time. All forms of employment are covered (employees, self-employed, family helpers), whether the employment is declared or not.*

The unemployment rate is computed as follows:

Employment rate: The percentage of the working-age population that is employed:

$$\text{Employment rate} = \text{Number of employed individuals} / \text{Total labour force (times 100)}$$

4. *Unemployment: According to the International Labour Organization (ILO), unemployment is defined as a person who meets the following criteria:*

- *Is at least 15 years old*
- *Is not employed during a given week*
- *Is available to work within two weeks*
- *Has actively sought work in the last four weeks or has found a job that starts within three months*

Therefore, persons in unemployment are define as all those of working age who were not in employment, carried out activities to seek employment during a specified recent period and were currently available to take up employment given a job opportunity.

Based on this, the unemployment rate is computed as follows:

- *Unemployment Rate = Unemployed X 100 / Labour Force*
- *Male Unemployment Rate = (No. of Unemployed Males / Total No. of Males in the Labour Force) X100*
- *Female Unemployment Rate = (No. of Unemployed Females/ Total No. of Females in the Labour Force) X100*
- *Youth Unemployment: For the purpose of this indicator, the term "youth" covers persons aged 15 years to 29 years.*

$$\text{Youth Unemployment Rate} = \text{Unemployed Youths as a percentage of the Youth Labour Force}$$

SUMMARY

The statistical results from the fourth quarter Labour Force Survey highlight recent developments in the labour market, with quarter-to-quarter comparisons and year-to-year changes. These comparisons indicate that while employment levels remained relatively stable between the third and fourth quarters of 2025, the number of unemployed persons decreased notably. The total labour force in Q4 2025 is estimated at 115,489 persons (comprising 103,009 employed and 12,480 unemployed). This reflects a year-over-year expansion compared to the Q4 2024 labour force of approximately 104,418. Total employment decreased marginally from 103,214 in Q3 2025 to 103,009 in Q4 2025. However, compared with the same period in 2024 (94,828), annual employment growth remains strong, with 8,181 more persons employed year over year. The number of unemployed persons dropped by 12.5% in the short term, falling from 14,267 in Q3 to 12,480 in Q4.

Statistical Precision and Reliability

The reliability of these estimates is reinforced by their low dispersion around the estimated values.

- ✦ **Employment and Unemployment:** The measures for employment (Standard Deviation of 0.497) and unemployment (Standard Deviation of 0.251) are relatively small, indicating a high level of precision and statistical robustness in these estimates.
- ✦ **Labour Force Variability:** In contrast, the labour force indicator shows higher variability with a standard deviation of 2.424 and a variance of 5.876. This reflects the nature of the indicator as an aggregate of both employed and unemployed persons.

Table 1: Statistical Precision and Reliability

The Employed				The Unemployed				In the Labour Force			
Mean		0.56	0.001	Mean		0.07	0.001	Mean		2.26	0.006
95% Confidence Interval for Mean	Lower Bound	0.55		95% Confidence Interval for Mean	Lower Bound	0.07		95% Confidence Interval for Mean	Lower Bound	2.25	
	Upper Bound	0.56			Upper Bound	0.07			Upper Bound	2.28	
Variance		0.247		Variance		0.063		Variance		5.876	
Std. Deviation		0.497		Std. Deviation		0.251		Std. Deviation		2.424	
Skewness		-	0.006	Skewness		3.454	0.006	Skewness		1.87	0.006
Kurtosis		-1.95	0.011	Kurtosis		9.927	0.011	Kurtosis		1.681	0.011

MAIN LABOUR FORCE INDICATORS

Table 2: Labour Force Indicators

Labour Force Indicators	4th Qtr. 2025	3rd Qtr. 2025	2nd Qtr. 2025	1st Qtr. 2025	4th Qtr. 2024
Population 15 years and over	158630	159770	155748	158482	158650
Labour Force	115489	117481	113041	112994	109043
of which - Male	59035	61746	54760	55443	59697
of which- Female	56454	55735	58281	57551	49346
Employed Labour Force	103009	103214	97851	97033	99453
of which -Male	54769	56798	49586	50456	55253
of which -Female	48240	46416	48266	46578	44200
Employment Rate	89.2%	87.9%	86.6%	85.9%	91.2%
of which -Male	92.8%	92.0%	90.6%	91.0%	92.6%
of which -Female	85.5%	83.3%	82.8%	80.9%	89.6%
Persons who want work					
(I) The Unemployed	12480	14267	15190	15961	9590
of which - Male	4267	4948	5174	4987	4444
of which- Female	8214	9319	10015	10974	5146
(ii) Non-Seekers	1541	1613	1359	1321	1266
Unemployment Rate %	10.8%	12.1%	13.4%	14.1%	8.8%
of which - Male	7.2%	8.0%	9.4%	9.0%	7.4%
of which- Female	14.5%	16.7%	17.2%	19.1%	10.4%
Youth Unemployment Rate %	19.4%	17.9%	24.1%	21.4%	16.3%
Relaxed Unemployment Rate %	12.1%	13.5%	14.6%	15.3%	10.0%
Non-Job Seeking Rate %	1.3%	1.4%	1.2%	1.2%	1.2%
Population under 15 years (%)	14.4%	13.8%	15.9%	14.5%	14.4%
Labour Force as a Percentage of Total Population	62.3%	63.4%	61.0%	61.0%	58.8%
Labour Force as a Percentage of Population 15 years and over OR Labour Force Participation Rate	72.8%	73.5%	72.6%	71.3%	68.7%

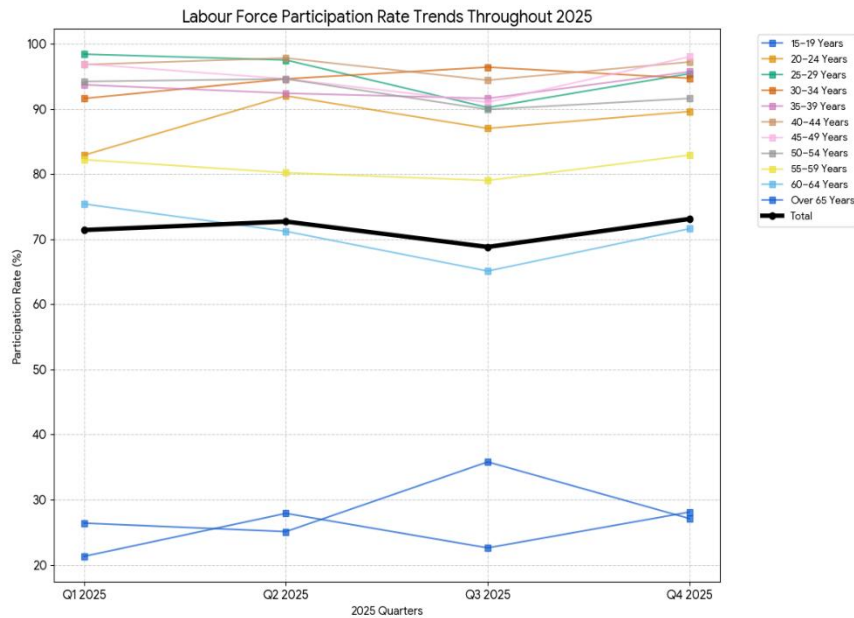
In 2025, Saint Lucia’s labour market had a total labour force of 114,708 persons, a high participation rate of 72.5%, and a national employment rate of 87.4%. The fourth quarter of 2025 saw a total labour force of 115,489 persons, resulting in a participation rate of 73%. The total number of persons employed was 103,009, with a higher concentration of males (54,769) compared to females (48,240). This represents a significant year-over-year increase from the 94,828 employed in Q4 2024. The unemployment rate for Q4 2025 was 10.8%, with a gender disparity: a female unemployment rate of 14.5% compared to 7.2% for males. The youth unemployment rate (ages 15–29) stood at 19.4%.

Table 3: Labour Force Participation Rate (%) by Age Group and Quarter

Age Group	Q4 2024	Q1 2025	Q2 2025	Q3 2025	Q4 2025
15–19 Years	26.1	26.4	25.1	35.8	27.1
20–24 Years	87.8	82.9	92	87.0	89.6
25–29 Years	96.2	98.4	97.5	90.2	95.4
30–34 Years	95.8	91.6	94.6	96.4	94.7
35–39 Years	85.4	93.7	92.4	91.6	95.7
40–44 Years	90.8	96.8	97.8	94.4	97.2
45–49 Years	87.9	96.9	94.6	91.0	98.0
50–54 Years	89.3	94.2	94.6	89.9	91.6
55–59 Years	80.6	82.2	80.2	79.0	82.9
60–64 Years	66.3	75.4	71.2	65.1	71.6
Over 65 Years	23.2	21.3	27.9	22.6	28.1
Total	68.8	71.4	72.7	68.8	73.1

The labour force participation rate showed significant volatility across age groups and quarters, with the national rate peaking in Q4 2025 at 73.1%.

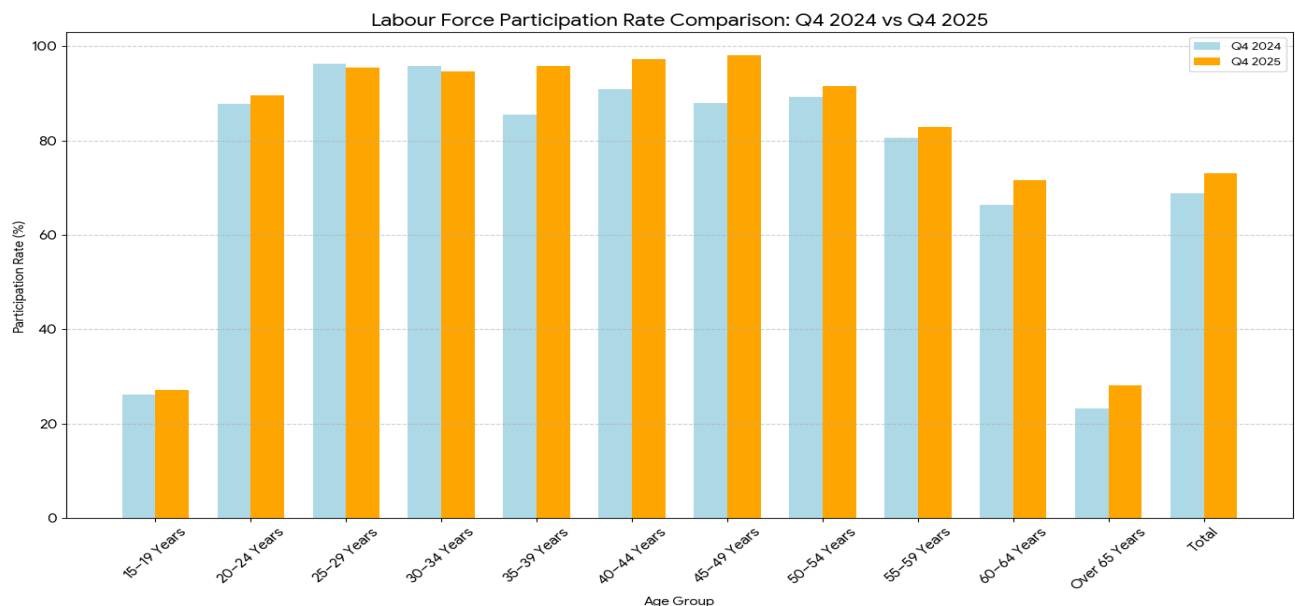
Figure 2: Labour Force Participation Rate



The prime working-age cohorts (25–49 years) maintained the highest engagement, consistently exceeding 90% throughout the four quarters. Specifically, the 45–49 years group saw its highest engagement in Q4 2025 at 98%. In contrast, youth aged 15–19 and seniors over 65 showed the lowest

engagement, fluctuating between 27.1% and 28.1% (Table 2). Comparing Q4 2024 to Q4 2025 (figure 2), the labour force participation rate increased by 4.3 percentage points, rising from 68.8% to 73.1%. This year-over-year improvement was driven by growth across most age groups, notably the 20–24 and 60–64 age groups (figure 1).

Figure 2: Labour Force Participation Rate (Q4 2024 vs Q4 2025)



EMPLOYMENT

The employment status data for 2024 and 2025 show that the private sector consistently accounts for over half of the total employed labour force across all reported quarters. While Private Employees represented the largest single group, the Self-Employed without Employees category showed a slight decline, from 20.9% in Q4 2024 to 20.6% by Q4 2025. Public

sector engagement through Central Government and Statutory Boards collectively supported approximately 20% of employment throughout the period.

The data reveal a workforce comprising 52,831 males and 47,378 females, with significant occupational clustering.

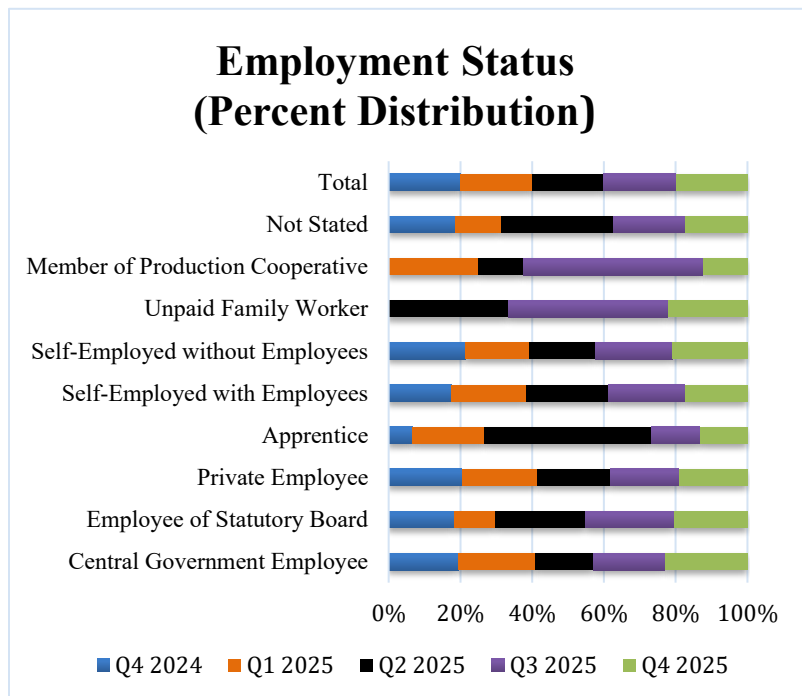
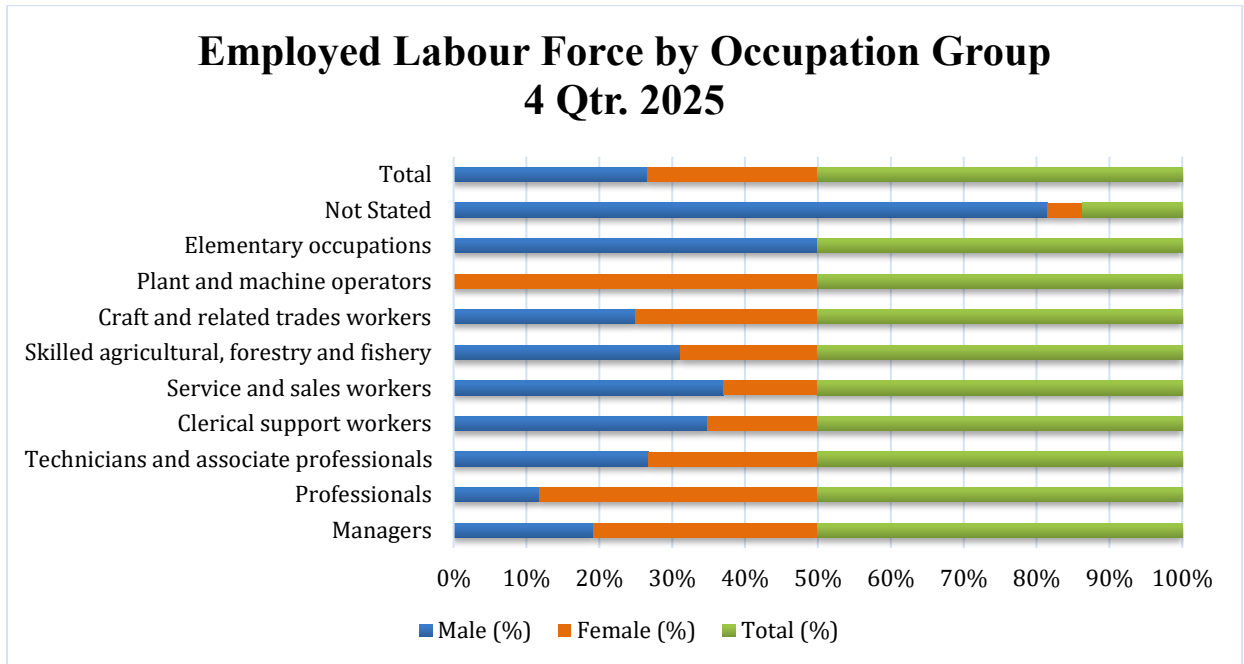


Figure 3: Employment status by Sex

Over 50% of the labour market were employed as Technicians and associate professionals (this includes Information and Communications, Business and Administration, Health Associate Professionals, Science and Engineering, etc.), a field where males hold a slight majority. While the total workforce leaned towards males (53.17%), women significantly outperformed men in the Managers and Professionals categories, holding roughly 13.33% of the total population share compared to the male 7.47% in high-level roles. Conversely, men dominate the Skilled agricultural, forestry, and fishery sector, representing nearly 13% of the total population, while administrative and elementary roles remain statistically marginal for both genders, as shown in Figure 4.

Figure 4: Employed Labour Force by Occupation Group 4 Qtr. 2025



EMPLOYED PERSONS BY INDUSTRY

For the period under review (4 Qtr. 2025), the five top performers in the industry category are:

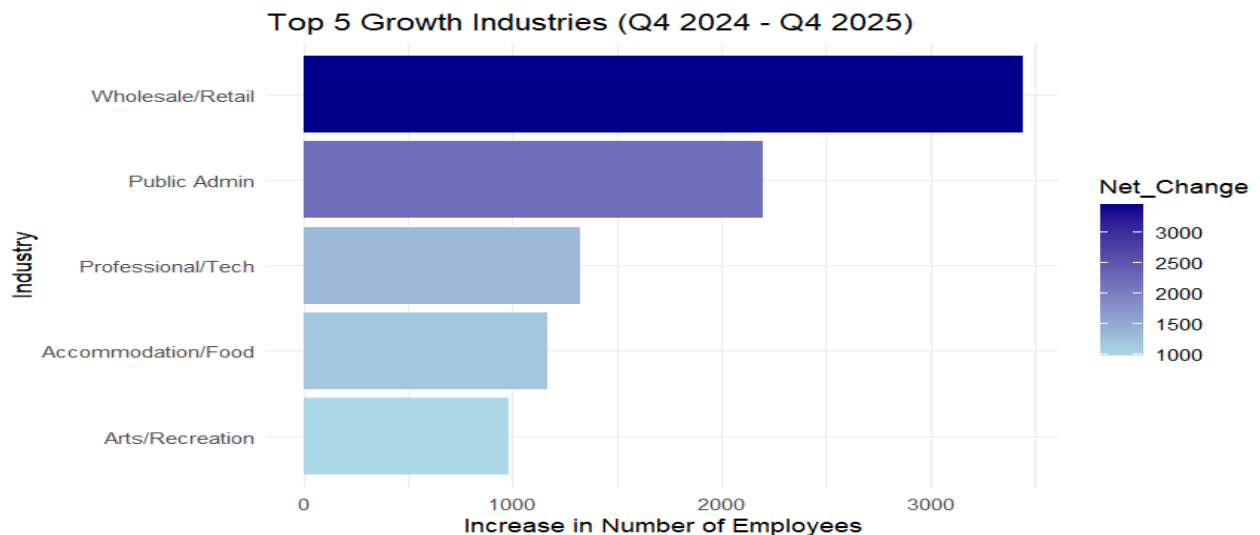
- ✚ Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles: 17.78% employed.
- ✚ Accommodation and Food Service Activities: 14.94% employed.
- ✚ Public Administration and Defence; Compulsory Social Security: 9.95% employed.
- ✚ Construction: 7.93% employed.
- ✚ Administrative and Support Service Activities: 7.67% employed.

Top Five Industries for Growth (Year-over-Year)

These industries experienced the highest absolute increase in the number of employees when comparing Q4 2024 to Q4 2025 (Figure 5), with the following:

- ✚ Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles: +3,439 employees.
- ✚ Public Administration and Defence; Compulsory Social Security: +2,195 employees.
- ✚ Professional, Scientific and Technical Activities: +1,325 employees.
- ✚ Accommodation and Food Service Activities: +1,166 employees.
- ✚ Arts, Entertainment and Recreation: +980 employees.

Figure 5: Top Five Industries for Growth (Year-over-Year)



The Wholesale and Retail Trade and Accommodation and Food Service sectors dominated employment in 2025. In the fourth quarter of 2025, Wholesale and Retail Trade emerged as the largest employer, providing jobs for 18,316 (17.78%) individuals, followed by Accommodation and Food Service Activities with 15388(14.94%). Other significant contributors to employment included Public Administration and Defence (9.95%) and Construction (7.93%). Notably, the total employed labour force showed a general upward trend throughout the year, rising from 97,033 in Q1 to 103,009 in Q4 2025, as shown in Table 4.

Table 4: Employed by Industry - Q4 2024 & Q1-Q4 2025

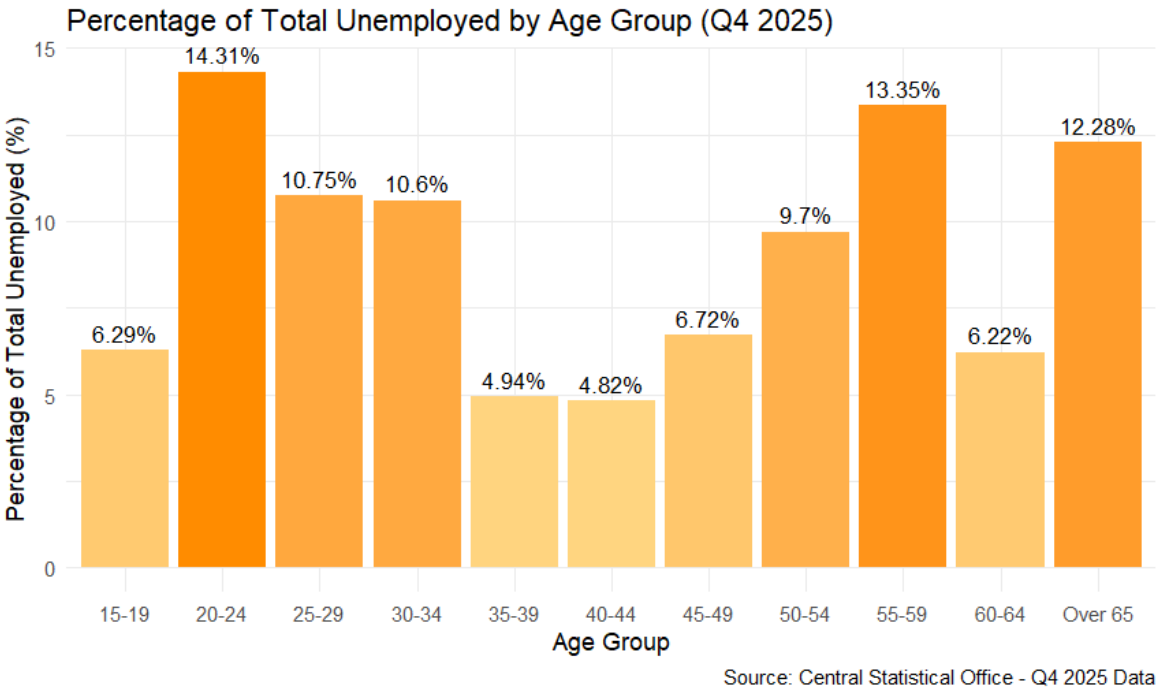
Industry Group	Q4 2024	Q1 2025	Q2 2025	Q3 2025	Q4 2025
Agriculture, forestry and fishing	10.33%	8.34%	7.64%	8.05%	7.49%
Mining and quarrying	0.00%	0.00%	7.15%	0.07%	0.16%
Manufacturing	0.00%*	6.25%	0.00%*	5.91%	5.54%
Electricity, gas, steam and air conditioning	1.13%	0.81%	0.42%	0.28%	0.89%
Water supply; sewerage, waste management	0.71%	0.85%	1.51%	1.00%	0.59%
Construction	7.74%	7.83%	10.37%	8.95%	7.93%
Wholesale and retail trade; motor repair	15.69%	14.48%	14.75%	15.69%	17.78%
Transportation and storage	7.30%	5.07%	5.07%	4.59%	4.94%
Accommodation and food service activities	15.00%	16.55%	17.60%	16.50%	14.94%
Information and communication	1.61%	0.95%	1.28%	0.98%	0.75%
Financial and insurance activities	2.80%	1.82%	2.08%	2.52%	1.91%
Real estate activities	0.28%	0.44%	0.19%	0.22%	0.48%
Professional, scientific and technical	1.13%	1.30%	0.76%	1.52%	2.33%
Administrative and support services	10.05%	9.37%	7.74%	8.05%	7.67%
Public administration and defence	8.49%	7.87%	8.53%	7.77%	9.95%
Education	5.40%	5.45%	3.35%	4.07%	5.01%
Human health and social work activities	4.43%	4.34%	3.27%	3.30%	3.48%
Arts, entertainment and recreation	0.68%	1.53%	0.67%	2.08%	1.58%
Other service activities	2.70%	2.50%	4.42%	3.39%	2.21%
Activities of households as employers	3.14%	2.62%	2.91%	2.67%	2.43%
Extraterritorial organizations and bodies	0.26%	0.24%	0.28%	0.36%	0.24%
Not stated	1.16%	1.39%	0.00%*	2.03%	1.68%
Total Employed (Absolute Count)	94,828	97,033	94,476	103,214	103,009

The Transportation and Storage sector faced the largest year-to-year loss, decline by 2.38%. Agriculture, Forestry and Fishing also declined by 2.81% jobs during the same period.

UNEMPLOYED

The percentages displayed in Figure 6 represent the share each age group holds within the total unemployed population of 12,480 persons recorded in Q4 2025. The 20–24 age group remains the largest single contributor to unemployment at 14.31%. There is a significant concentration of unemployment in the 55–59 (13.35%) and 65+ (12.28%) age groups. While these percentages represent the whole, it is important to note that the female unemployment rate (14.5%) is roughly double the male rate (7.2%) for this period.

Figure 6: Percentage of Total Unemployed by Age Group Q4 2025

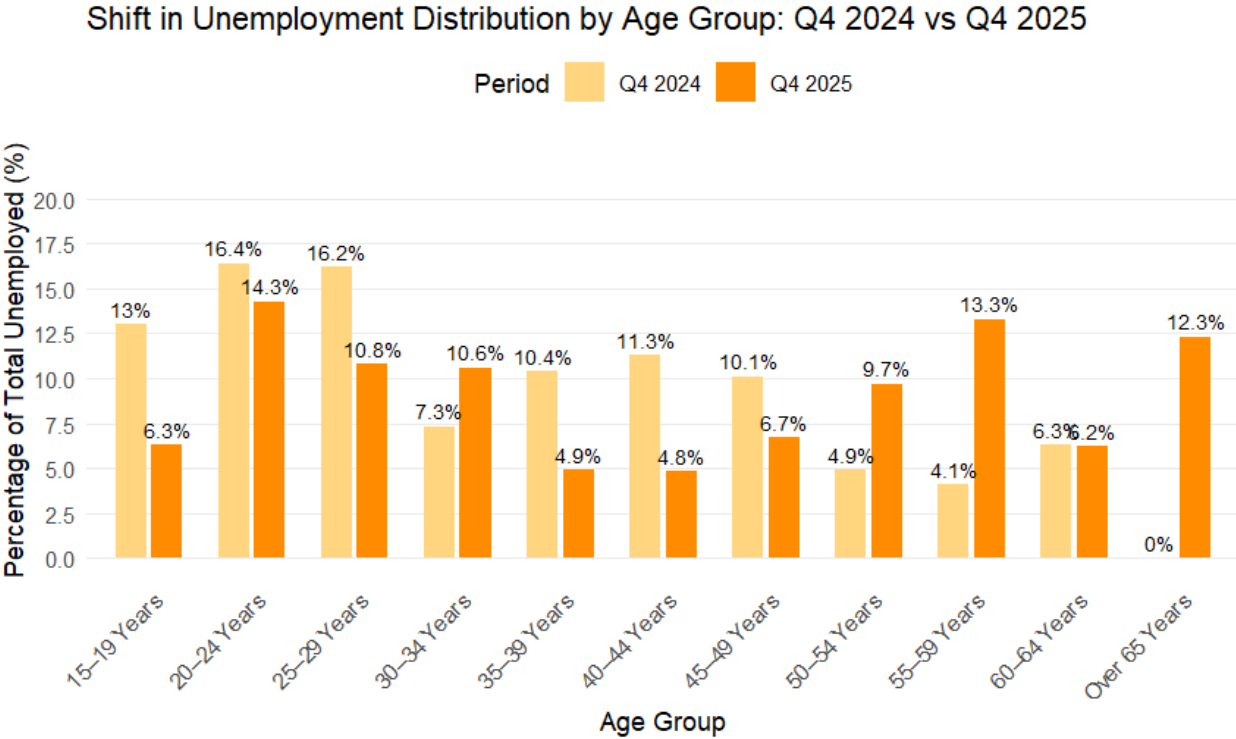


UNEMPLOYED TREND

The comparative analysis and graph (Figure 7) highlight the shift in the age distribution of unemployment between the final quarters of 2024 and 2025. While the total number of unemployed persons rose from 9,590 to 12,480, the burden shifted from youth to older age groups. The 15–19 age group saw its share of total unemployment drop significantly from 13.0% in Q4

2024 to 6.3% in Q4 2025. The 20–24 age group remains a major contributor, though its share decreased from 16.4% to 14.3%. Groups such as the 35–39 and 40–44 year olds saw their relative shares of unemployment more than halve, dropping to approximately 4.9% and 4.8%, respectively, by Q4 2025.

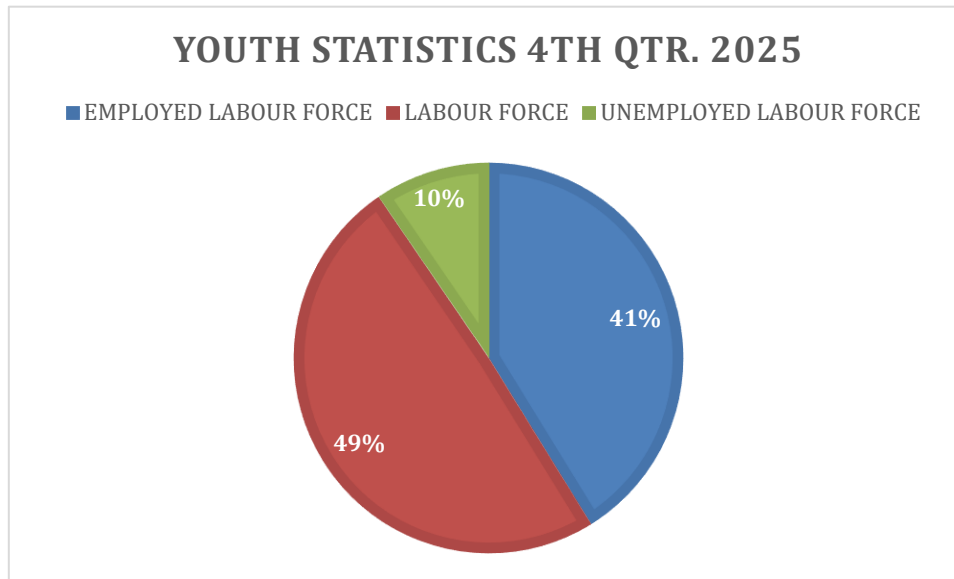
Figure 7: Unemployment Distribution by Age Group



Youth Statistics

While the total number of unemployed persons decreased to 12,480 in Q4 2025, youth remained a highly vulnerable demographic, with the 20–24 age group accounting for 14.3% of all unemployed individuals. In the final quarter of 2025, Saint Lucia’s youth labour force (ages 15–29) demonstrated varying levels of economic engagement, with the 25–29 age group reaching a high participation rate of 95.4%, while the 15–19 age group remained the lowest at 27.1%. The 25–29 cohort constitutes the largest segment of the youth labour force with 11,402 individuals, followed by the 20–24 cohort at 9,907.

Figure 8: Youth Statistics

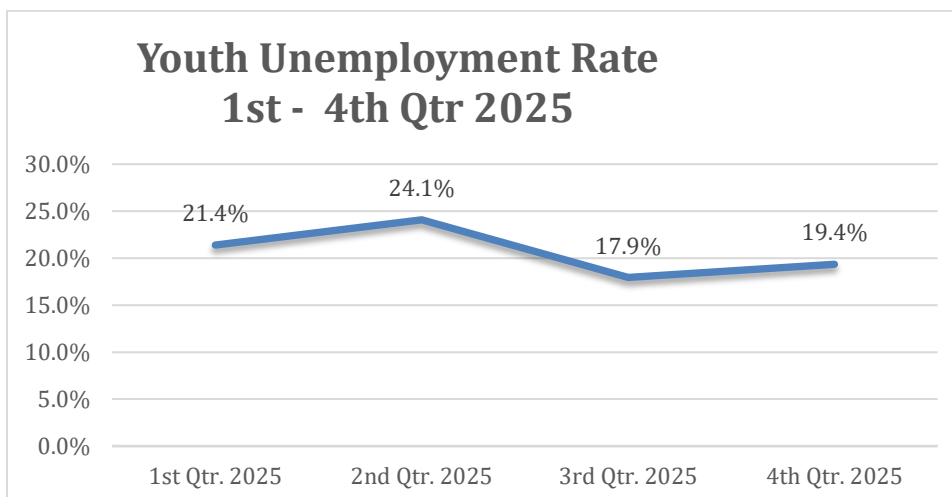


Despite these participation levels, the youth unemployment rate stood at 19.4% at year-end, up from 17.9% in the third quarter. The statistical distribution of the

total youth population in Q4 2025 shows that 41% are part of the employed labour force, while 10% are unemployed.

During the final quarter of 2025, the labour market showed high levels of economic engagement among the prime working-age population, with participation rates for individuals aged 25–49 reaching 98.0%. While the total labour force participation rate rose to 73.1%, youth aged 20–24 remained the most affected group, accounting for 14.3% of the unemployed. Despite these high employment counts, the youth unemployment rate fluctuated throughout the year.

Figure 9: Youth Unemployment Rate



OTHER INDICATORS

Figure 10: Unemployed by Age Group & Sex

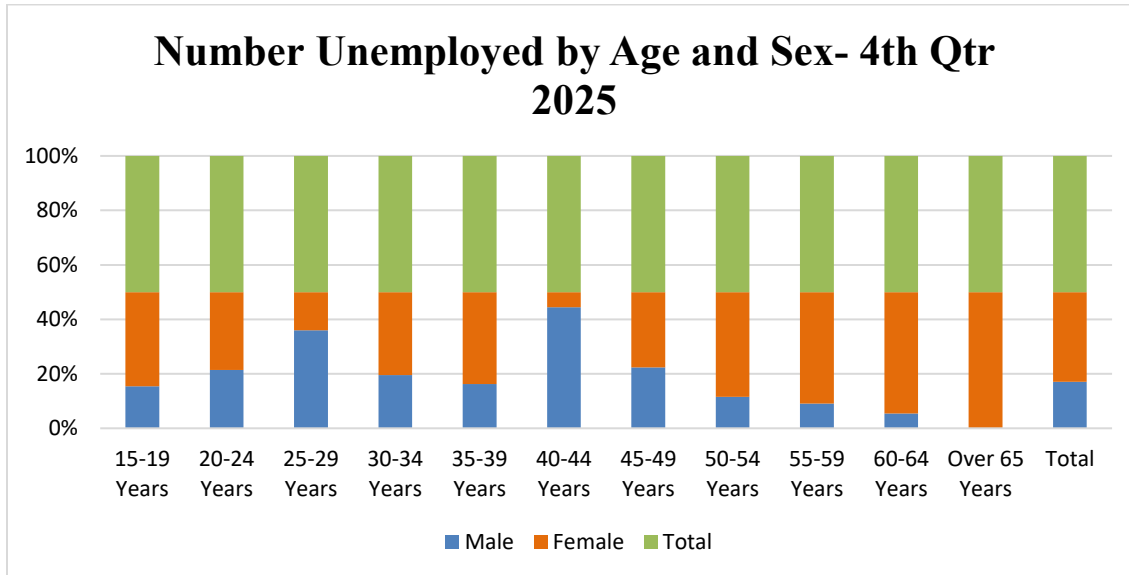


Figure 11: Unemployed by Educational Qualification and Sex (4 Qtr. 2025)

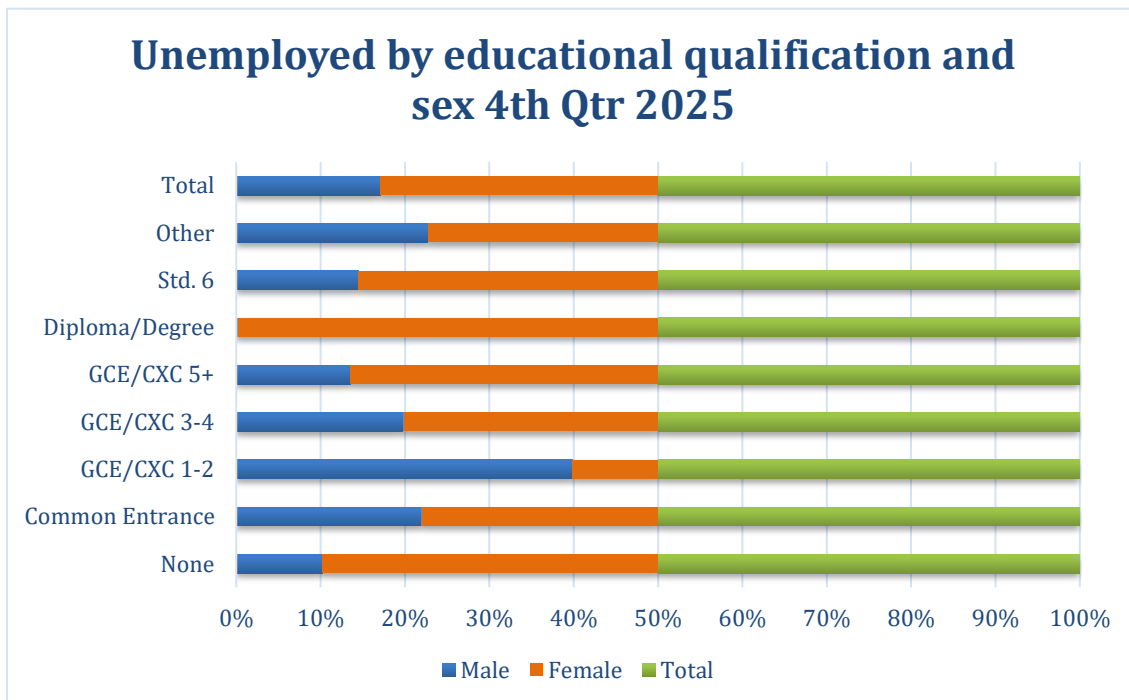


Figure 12: Educational Attainment of the Unemployed by Sex

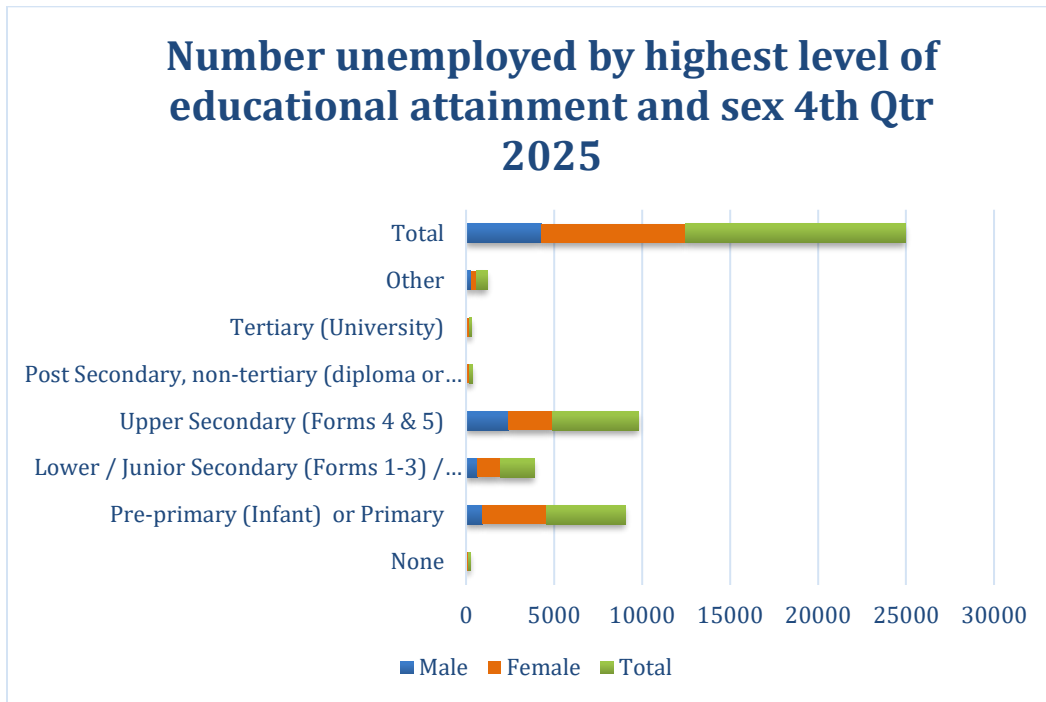


Figure 13: Employed Labour Force by Age Group

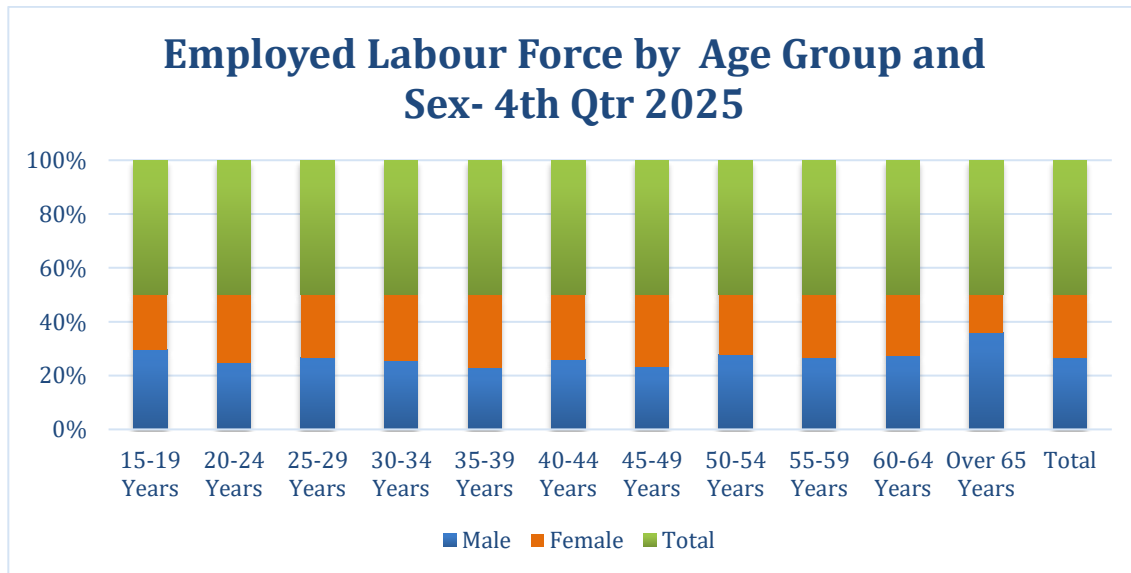


Figure 14: Labour Force Participation Rate (LFPR) and Unemployment Rate (UR) of the Working Age Population by Age

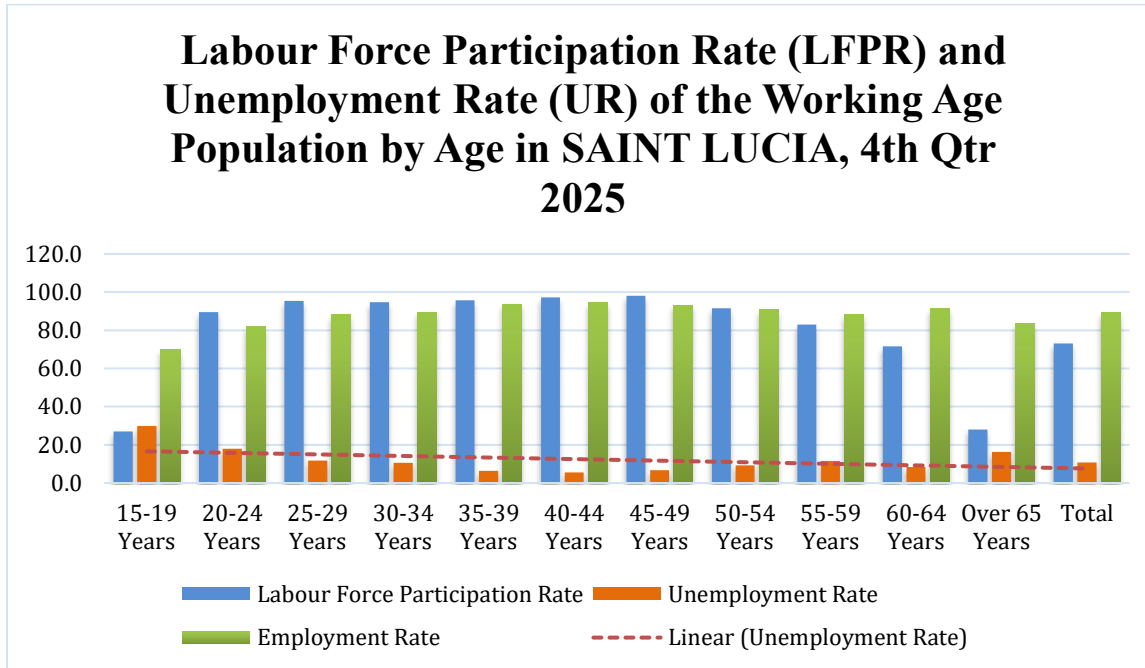


Figure 15: employed by Educational Qualification and sex

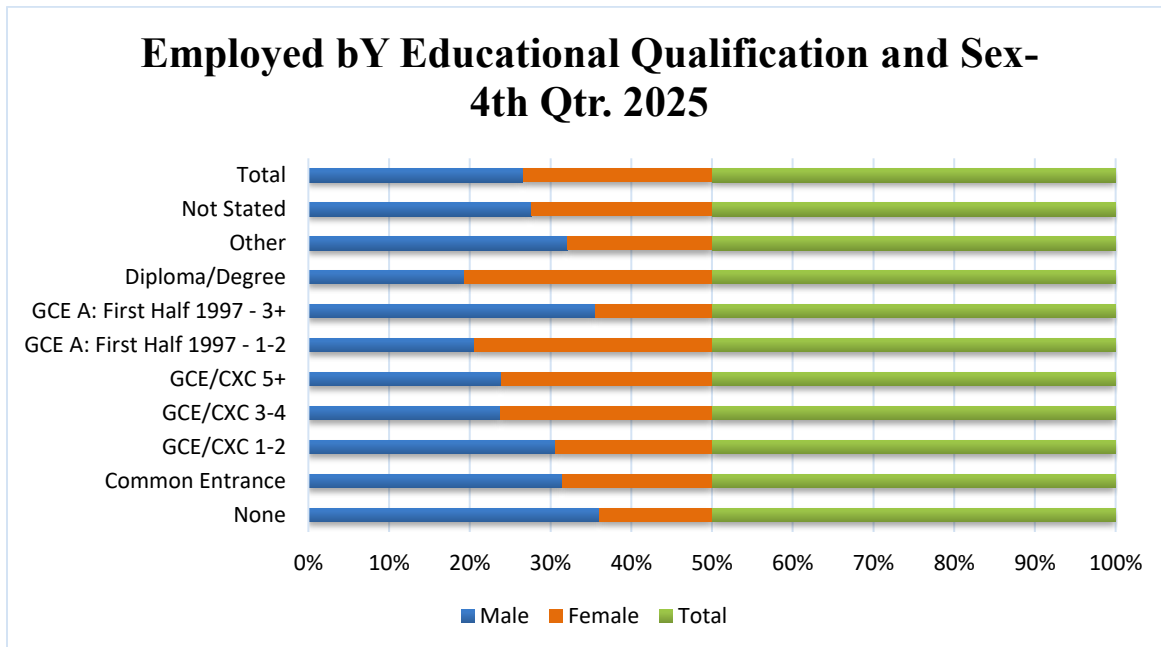


Figure 16: Youth Employed Labour Force by Age Group and Sex 4 Qtr. 2025

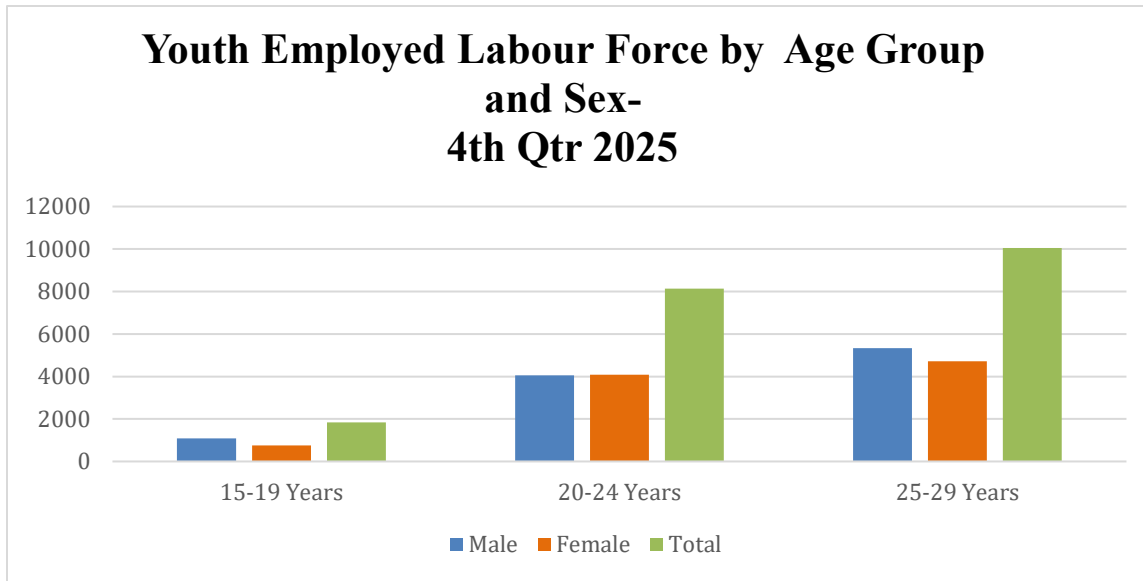


Figure 17: Employed Labour Force by Occupation Group (2024- 2025)

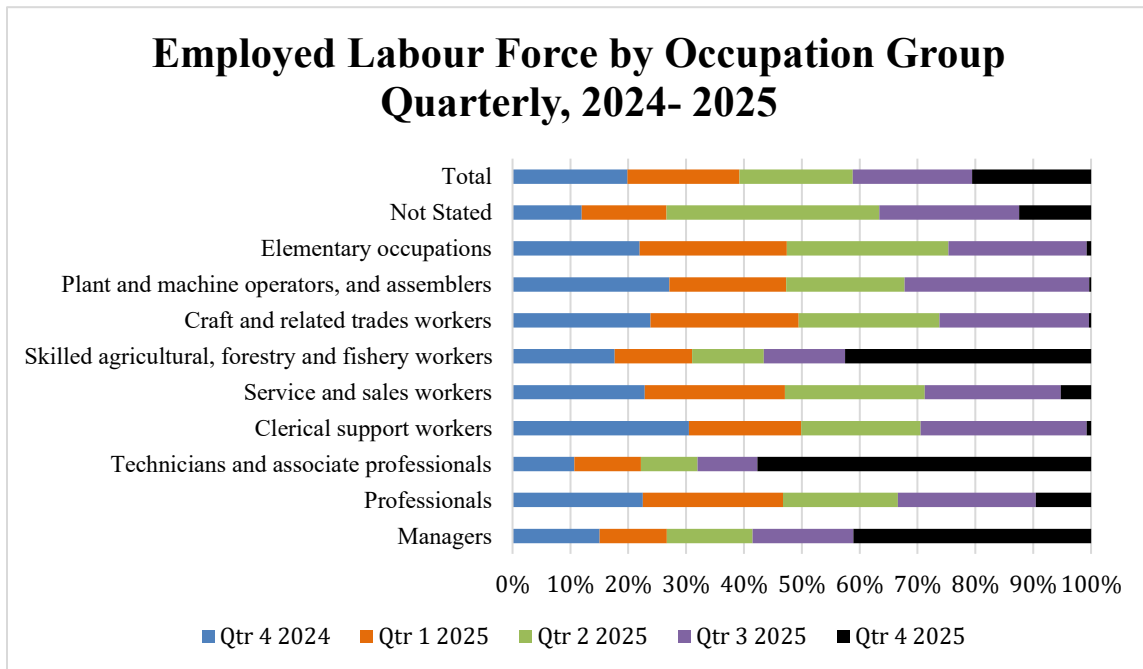


Figure 18: Unemployed Youth Labour Force by Age Group and Sex (4qtr. 2025)

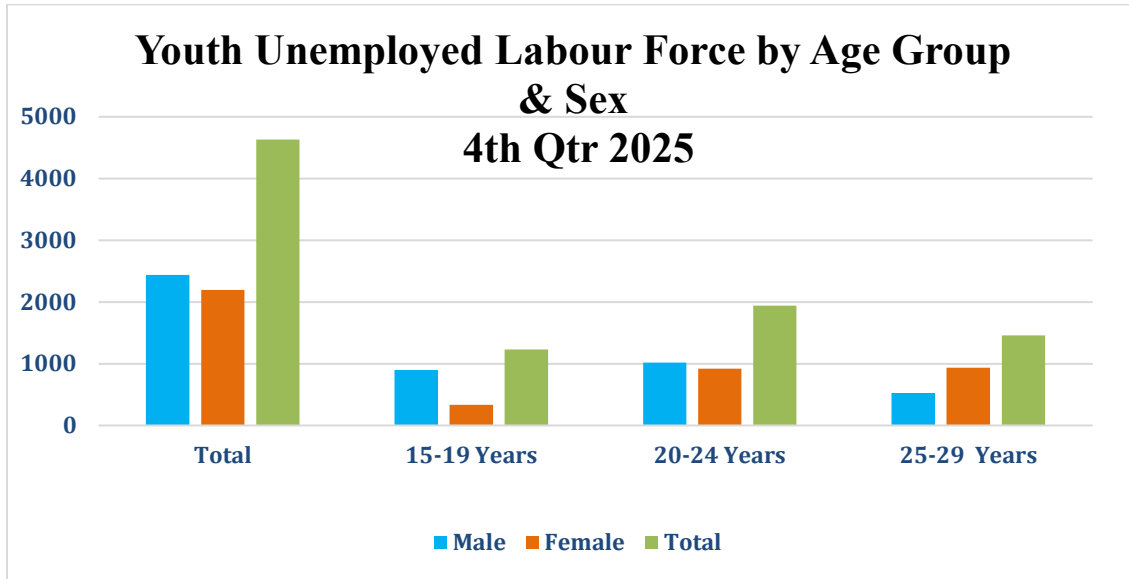
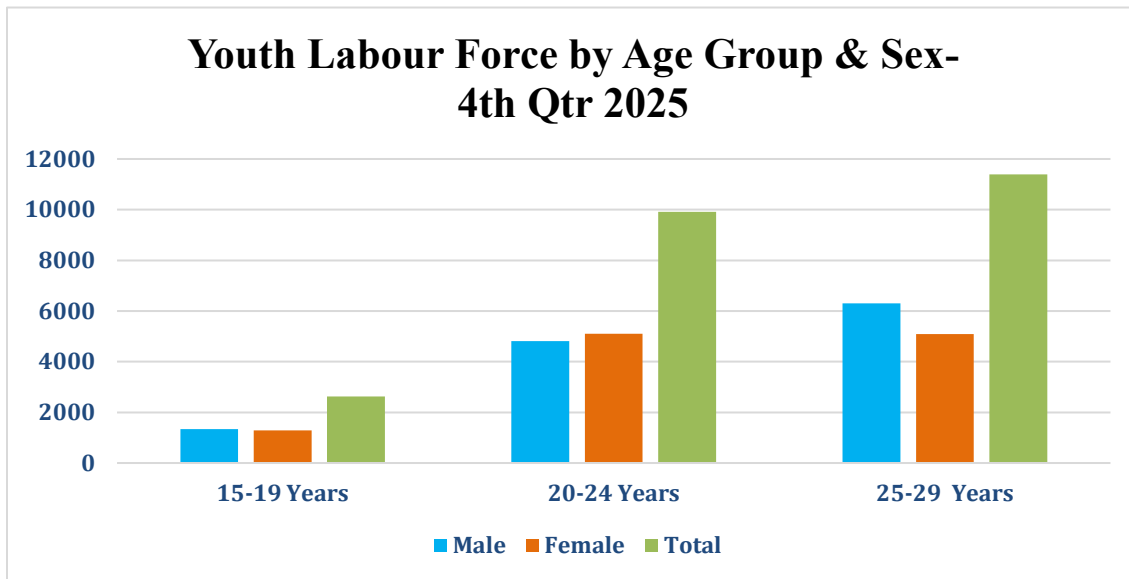


Figure 19: Youth Labour Force by Age Group and Sex (4qtr. 2025)





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2025