

Report on the Minimum Wage Survey, 2003

Methodology

The purpose of this survey was to collect wage, hours of work and benefits information for the lower paid occupations in Anguilla. The information is to be used in setting minimum wage policy.

Four forms were mailed out to business respondents who have **4 or more employees** with the annual business survey questionnaires which collect information to compile the National Accounts.

The four forms were designed for those falling into the following sectors:

- “General” where information was collected for cleaners and clerks
- “Restaurants” where information was collected for waitresses, cleaners, cooks and dishwashers
- “Retail” where information was collected for cashiers, cleaners and stock clerks and
- “Hotels” where information was collected for waitresses, maids, cooks, gardeners and receptionists.

Information for each occupation was collected for a new entry level employee as follows:

- Hourly wages
- Hours of work during the second week of January 2003
- Free transportation to work
- Paid break of 30 minutes or more
- Free meals
- Free uniforms
- Employer provided health or life insurance

The following table shows the number sent and the number returned. In the case of those businesses falling into the general category

Response rate for Wage Survey

Survey Form	Number Sent	Number Received	Percentage
General	114	63	55.3%
Retail	22	11	50.0%
Restaurant	34	10	29.4%
Hotel	29	14	48.3%
Total	199	98	49.2%

While forms are still being returned this report is based upon those received to date.

Wages Paid

The lowest wages tend to be paid by the retail sector where a cleaner is paid on average EC\$4.50 per hour, cashiers are paid an average of EC\$6.50 and stock clerks are paid EC\$6.95. Cleaners are also the lowest paid occupation in the restaurant and general sectors. On average cleaners are paid EC\$7.76 per hour in the restaurant sector and EC\$8.89 per hour by the General sector. A maid working in the hotel sector was paid an average EC\$8.00 per hour.

In contrast the highest paying sector was the hotel sector. Of the occupations covered by this survey, two of the highest paid were in the hotel sector, namely Gardeners who received an average of \$11.37 per hour and cooks who were paid an average \$11.15 per hour. Similarly waitresses and cooks working in hotels are paid on average slightly more than by restaurants. Waitresses working in the restaurant sector were paid an average EC\$8.09 per hour while the hotel sector paid waitresses an average of EC\$8.37. Cooks were paid on average EC\$10.36/hour in the restaurant sector compared to EC\$11.15 in the hotel sector.

Hours Worked

The longest hours worked tend to be in the **retail sector** with both cashiers and clerks averaging 42 hours per week. The shortest hours are worked in the **restaurant sector** where a cleaner averages 29 hours a week, a dishwasher 32 hours, a waitress 34 hours and a cook 35 hours. A cleaner in the **general sector** only averages 21 hours and a waitress in the **hotel sector** works an average of 39 hours per week. For the five occupations covered by the survey in the **hotel sector** most worked 38 hours a week compared to 34 hours for the **restaurant sector**.

Benefits

A paid break of at least 30 minutes is the most popular benefit given with the exception of the restaurant sector.

Free transport to work is given to less than a quarter of employees covered by the survey with hotels being the most generous in this area.

Cooks and waitresses are the occupations most likely to receive free meals. 78% of cooks in the hotel sector receive a free meal.

The hotel sector is the most generous in providing free uniforms followed by retailers and restaurants.

Life and health insurance is not generally given to employees covered by this survey. Clerks working in the general sector are the most likely to be covered with 53% receiving this benefit. A cleaner is the occupation least likely to receive this benefit.

Appendix of Tables

Hotel Sector (14 returned)

	<u>Waitress/waiter (8)</u>	<u>Maid (14)</u>	<u>Cook (7)</u>	<u>Gardener (12)</u>	<u>Receptionist (8)</u>
Wage					
Minimum	\$6.25	\$6.70	\$8.00	\$6.70	\$6.70
Maximum	\$10.72	\$10.00	\$18.50	\$20.00	\$13.40
Average	\$8.37	\$8.00	\$11.15	\$11.37	\$10.03
Hours					
Minimum	34	28	24	12	30
Maximum	48	53	48	48	53
Average	39	37	38	39	41
No of yes					
Free transport	2 (25%)	2 (15%)	2 (29%)	1 (8%)	1 (12%)
Paid break	8(100%)	10 (69%)	7 (100%)	8(67%)	6 (75%)
Free meals	6 (75%)	3 (23%)	6 (86%)	3 (25%)	3 (37%)
Free uniforms	8 (100%)	13 (93%)	7 (100%)	9 (75%)	5 (62%)
Insurance	2 (25%)	3 (23%)	2 (29%)	3 (25%)	2 (25%)

Retail Sector (11 returned)

	<u>Cashier (9)</u>	<u>Cleaner (3)</u>	<u>Stock clerk (5)</u>
Wage			
Minimum	\$5.00	\$4.00	\$5.50
Maximum	\$8.75	\$5.00	\$10.00
Average	\$6.50	\$4.50	\$6.95
Hours			
Minimum	40	n.a.	40
Maximum	45	n.a.	44
Average	42	n.a.	42
No of yes			
Free transport	0	0	0
Paid break	6 (67%)	3 (100%)	3 (60%)
Free meals	0	0	0
Free uniforms	6 (67%)	1 (33%)	5 (100%)
Insurance	2 (22%)	0	2 (40%)

General Sector (60)

	<u>Cleaner (26)</u>	<u>Clerk (31)</u>
Wage		
Minimum	\$3.50	\$5.50
Maximum	\$17.33	\$10.00
Average	\$8.89	\$11.11
Hours		
Minimum	1	4
Maximum	44	47
Average	21	36
No of yes		
Free transport	8 (31%)	8 (25%)
Paid break	22 (85%)	32 (100%)
Free meals	1 (4%)	2 (6%)
Free uniforms	8 (31%)	19 (59%)
Insurance	7 (27%)	17 (53%)

Restaurant Sector (10 responded)

	<u>Waitress/waiter (9)</u>	<u>Cleaner (8)</u>	<u>Cook (9)</u>	<u>Dishwasher (9)</u>
Wage				
Minimum	\$5.58	\$5.25	\$7.00	\$5.50
Maximum	\$10.75	\$10.72	\$18.76	\$10.72
Average	\$8.09	\$7.76	\$10.36	\$8.05
Hours				
Minimum	22	9	23	18
Maximum	48	45	45	45
Average	34	27	34	31
No of yes				
Free transport	0	0	0	0
Paid break	3 (33%)	4 (50%)	4 (44%)	3 (33%)
Free meals	7 (78%)	4 (50%)	7 (78%)	6 (67%)
Free uniforms	8 (89%)	3 (37%)	6 (67%)	5 (56%)
Insurance	1 (12%)	1 (17%)	1 (12%)	1 (12%)