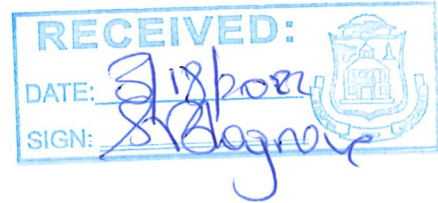




Sociaal Economische Raad  
Social Economic Council



## LETTER OF ADVICE

To the Minister of Public Health Social, Development and Labor  
The Honorable Minister Mr. Omar Ottley  
Government administration building  
Soualiga Road # 1  
Philipsburg, Sint Maarten

Philipsburg, March 18, 2022

Ref: SER/2022/SA/06

Subject: Letter of advice concerning a 'one-time increase of the minimum hourly wage'

Honorable Minister Ottley,

Pursuant to your urgent request for advice which was received by our Council on September 9<sup>th</sup>, 2021 (dated August 30<sup>th</sup>, 2021) concerning a one-time increase of the minimum hourly wage via national decree, the Social Economic Council (hereafter: SER) advises government as follows.

During the board meeting of December 16<sup>th</sup>, 2021, the Board decided to postpone its decision on the advice request until February 2022. The Minister was informed by letter dated December 17<sup>th</sup>, 2021, reference SER/2021/GR/018 on the Board's decision.

The Board of the SER convened a meeting with the Honorable Minister of Public Health, Social Development and Labor, O. Ottley on February 9<sup>th</sup>, 2022, to receive further information regarding the advice request. The Board was provided with the minutes of the meeting. The members of the Soualiga Employer Association (SEA) requested clarifications on the minutes, and subsequently on March 2<sup>nd</sup>, 2022, the Ministry of Public Health Social, Development and Labor provided the Board with the amended minutes of the meeting of February 9<sup>th</sup>, 2022, and two links to the report of the research of Mr. Terrence Jandroep. Board meetings were reconvened on March 10<sup>th</sup> and March 17<sup>th</sup>, 2022. Taking the socio-economic impact of the advice into consideration, the Minister of Finance and the Minister of Minister of Tourism, Economic Affairs, Transport and Telecommunications (TEATT), will receive a copy of the advice.

**Moreover, to be able to provide government with a comprehensive and reliable advice the subject matter requires the SER to execute adequate research. This process entails gathering data and information from relevant stakeholders which is a dynamic and time-consuming process. Additionally, priority was given to the Cost of Living advice which was a lengthy process in the deliberations. As the proposed measure has far reaching consequences for the community, the SER would like to highlight the fact that due to consensus making of the board, sufficient time is needed to deliberate the various aspects of the advice. Given the complexity of the advice request, the SER has provided its advice in the most timely manner possible.**



Sociaal Economische Raad  
Social Economic Council

Based on the information and available data that was provided to the Council the following points were taken into consideration:

### Legal basis

- According to article 13 sub 1 of the National ordinance minimum wages<sup>1</sup>, the Minister of Public Health, Social Development and Labor, is entitled to regulate the indexation on minimum wages for Sint Maarten.
- According to article 13 sub1 of the National ordinance minimum wages, the Minister of Public Health, Social Development and Labor determines the Consumer Price Index (CPI)<sup>2</sup> number to be used for the indexation.
- According to article 13 sub 2 of the National ordinance minimum wages<sup>3</sup>, the Minister of Public Health, Social Development and Labor, can establish a one-time increase of the minimum wage (having heard the SER) if there is a special reason to do so
- According to article 13 sub 3, the Minister of Public Health, Social Development and Labor is required to ask the SER for every 3 years<sup>4</sup> if there are circumstances that would make a special increase in the minimum wage desirable.

### Brief history

The Government provided the SER with the information mentioned below. The SER verified the figures to ensure that its due diligence was performed.

- Based on the SER's advice of December 2012<sup>5</sup>, the SER is in agreement with the yearly indexation.
- The Department of Statistics (STAT) indicated that between the period of August 2011 – August 2012, the cost of living increased with 4.7%<sup>6</sup>, therefor the Government of Sint Maarten increased the minimum wage (indexation) to ANG 8,33 per hour as per January 1<sup>st</sup>, 2013.
- Since 2013, the minimum hourly wage increased as follows:

Year	% Indexation	Minimum hourly wage as per January 1st
2013	4.7%	NAf 8,33
2014	2.8%	NAf 8,56
2015	2.2%	NAf 8,75
2016	0.9%	NAf 8,83

<sup>1</sup> Landsverordening minimumlonen AB 2015, no.9.

<sup>2</sup> OECD Data: "Inflation measured by consumer price index (CPI) is defined as the change in the prices of a basket of goods and services that are typically purchased by specific groups of households. See <https://data.oecd.org/price/inflation-cpi.htm>

<sup>3</sup> Ibid.

<sup>4</sup> Starting from 1976.

<sup>5</sup> Letter of advice concerning the indexation minimum wage as of January 1, 2013. SER advice reference: SER/12/GR/095.

<sup>6</sup> Sint Maarten (STAT), Press Release, September 14<sup>th</sup>, "Consumer prices Sint Maarten August 2012".



Sociaal Economische Raad  
Social Economic Council

- In 2017, it was decided not to increase the minimum wage because of the economic conditions as a result of Hurricane Irma. The minimum wage has not been indexed for several years due to various factors.
- In 2018, the STAT changed the way the CPI was calculated (previously over the yearly period between August – August) and indicated that calculations as stipulated in the legislation would not be possible. Per 2018, the CPI is provided per quarter.
- The Minister of Public Health, Social Development and Labor proposes a cumulative CPI increase to be used for the one-time indexation based on the four (4) missed years.
- In January 2020 the minimum wage was indexed based on the CPI of 0.09% (1ct.) determined by the department of Statistics with the new system.
- The adjustment to the minimum wage is proposed to be implemented per January 1<sup>st</sup>, 2022.

#### Overview of CPI changes but not implemented

Year	CPI change	Legal basis
2017	0.47%	Based on stipulations in the ordinance: August 15-August 16
2018	1.96%	Based on stipulations in the ordinance: August 16- August 17
2019	2.71%	used for AOV
<b>2020</b>	<b>0.09%</b> <sup>7</sup>	<b>NAf 8,84 Indexed via new system</b>
2021	0.60% <sup>8</sup>	Q3 2020 compared to Q3 2019

- Based on the cumulative CPI change for four (4) years, the proposed one-time increase amounts to 5.74%. This is an increase of NAf. 0.51
- The new proposed minimum hourly wage increases from NAf 8.84 to NAf 9.35.

<sup>7</sup> CPI per quarter new system, (STAT) Press Release November 28<sup>th</sup>, 2019.

<sup>8</sup> CPI per quarter new system, (STAT) Press Release November 20<sup>th</sup>, 2020.



Sociaal Economische Raad  
Social Economic Council

**Advice:**

Based on the available information including the above concerns, the SER unanimously advises the Government of Sint Maarten;

1. To increase the minimum hourly wage based on the cumulative CPI for the four (4) missed years, to NAf 9.35 by National decree.
2. Not to increase the minimum wage retroactively in the future, as this has adverse effects for employers with large numbers of minimum wage earners.
3. To execute an impact study to better establish the social and economic effects of the indexation which should take the following into account:
  - a. the related taxable income (due to e.g., tips, provisions, extra fees, overtime, etc.);
  - b. the effects of adjustments to the Tax-free threshold ('belasting vrije voet');
  - c. the Cost of living/living wage;
  - d. the number of households that are 100% dependent on minimum wage.
4. To amend the National ordinance minimum wages to reflect the indexation of the minimum wage on a yearly basis as legally established.
5. To include Human Rights as an element in the indexation of the minimum wage.
6. To engage in dialogue with the various stakeholders at an earlier stage on the subject of minimum wage increase.

Should you require any additional information after reading the above, please feel free to contact us at your earliest convenience.

We trust to have sufficiently informed you herewith.

Respectfully,

ir. Damien D.E Richardson  
Chairman

Gerard M.C. Richardson  
Secretary-General

Cc: The Honorable Minister of Finance, Mr. Ardwell Irion  
The Honorable Minister of Tourism, Economic Affairs, Transport and Telecommunications,  
Mr. Roger Lawrence



## Elucidation

### Minimum wage

In general, a minimum wage is a legally established minimum amount employers must pay employees for their work. This is to prevent employees from being underpaid.

Moreover, the International Labor Organization (hereafter: ILO) defines the minimum wage as “the minimum amount of remuneration that an employer is required to pay wage earners for the work performed during a given period, which cannot be reduced by collective agreement or an individual contract”<sup>9</sup>.

The establishment of minimum wages protects workers from receiving wages that are too low. Furthermore, its establishment is a policy tool that can help alleviate poverty and decrease inequality within an economic sector or within a country as a whole<sup>10</sup>.

The minimum wage on St. Maarten is established by the National Ordinance Minimum Wage. The minimum wage is legislated as a rate per hour. To calculate the monthly average, the wage per hour is multiplied by 40 hours per week, the average work week in St. Maarten, and then multiplied by 4.33<sup>11</sup>. The minimum wage can be indexed yearly by the difference in CPI<sup>12</sup>. Currently, the minimum wage is NAf 8.84 per hour. Consequently, the monthly minimum wage is NAf 1,531.10.

The SER researched the minimum hourly wage amounts within the Dutch Kingdom.

**Table 1: Comparison minimum wages in the Dutch Caribbean and the Netherlands**

Country/Dutch municipalities	minimum hourly wage 2019 NAf	Minimum hourly wage 2020 NAf	GDP 2018/2019	GDP per Capita (USD)
Aruba (Afl)	10.28	10,59	3.20 Bln (2018)	30,253 (2018)
Bonaire <sup>13</sup>	9.29 (5.16 \$)	9.86 (5.48\$)	553 mln	22,100 (2017) <sup>14</sup>
Curacao	9.37	9.62	3.12 Bln	19,630 (2018)
Sint Eustatius	11.63 (\$6.46)	11.93 (\$6.63)	120 mln	27,800 (2017) <sup>15</sup>
Saba	11.18 (\$6.21)	11.77 (\$6.54)	47 mln	22,600 (2017) <sup>16</sup>
Sint Maarten	<b>8.83</b>	<b>8.84</b>	<b>1.185 Bln (2018)</b>	29,160 (2018) <sup>17</sup>
Netherlands		19.10 (€ 9.54) <sup>18</sup> (\$10.46) <sup>19</sup>	913.6 Bln (2018)	53,018 (2018) <sup>20</sup>

<sup>9</sup> International Labor Organization, Minimum Wage Fixing Convention, 1970, No. 131.

<sup>10</sup> International Labor Organization, Chapter 1: What is a minimum wage, [https://www.ilo.org/global/topics/wages/minimum-wages/definition/WCMS\\_439072/lang--en/index.htm](https://www.ilo.org/global/topics/wages/minimum-wages/definition/WCMS_439072/lang--en/index.htm).

<sup>11</sup> In Dutch: Landsverordening houdende regels inzake minimumlonen, AB 2013, GT no. 351

<sup>12</sup> In Dutch: Landsverordening minimumlonen, art. 13, lid 1.

<sup>13</sup> Via: <https://www.cbs.nl/en-gb/figures/detail/84789ENG>

<sup>14</sup> <https://longreads.cbs.nl/ticn2020/bonaire/>

<sup>15</sup> <https://longreads.cbs.nl/ticn2020/st-eustatius/>

<sup>16</sup> <https://longreads.cbs.nl/ticn2020/saba/>

<sup>17</sup> <https://data.worldbank.org/indicator/NY.GDP.PCAP.CD?locations=SX>

<sup>18</sup> 40 hours per week. Other varying work hours in the Netherlands: €10.1 for 38 hours per week; €10.6 for 36 hours per week

<sup>19</sup> For 2021/2022 see: <https://www.government.nl/topics/minimum-wage/amount-of-the-hourly-minimum-wage>

<sup>20</sup> <https://data.worldbank.org/indicator/NY.GDP.PCAP.CD?locations=NL>



The comparison above shows that Sint Maarten, with the lowest minimum wage in the Dutch Caribbean, has the second highest GDP per capita (\$ 29,160). Aruba has the highest GDP per capita in the Dutch Caribbean. Within the entire Dutch Kingdom, Sint Maarten has the third highest GDP per capita while the Netherlands has the highest minimum hourly wage as well as highest GDP per capita (\$53,018) within the Kingdom.

Research into the number of minimum wage earners on the island shows the following.

Table 2: Total number of minimum wage earners

Employees earning minimum wage <sup>21</sup>	1,089
Total registered workforce	16,962
Percentage of total workforce earning minimum wage	6%

Table 2 shows that there are 1089 persons earning minimum wage, which results in six percent (6%) of the registered workforce. A further breakdown of the number of registered minimum wage earners per employer is listed below.

Table 3: Minimum wage earners per employer

Nr. of Employers	End Dec. 2021	Total
243	1	243
89	2	178
38	3	114
15	4	60
6	5	30
6	6	36
2	7	14
3	8	24
2	9	18
1	10	10
1	11	11
1	12	12
1	13	13
1	15	15
1	16	16
1	17	17
2	22	44
1	29	29
1	33	33
1	46	46
1	126	126
<b>Total 417</b>		<b>1089</b>

Table 3 depicts the number of employers (417) with minimum wage earners employed. For example, there are 243 employers with one (1) minimum wage earner employed.

Taking a closer look per top 15 industries per employer and minimum wage earner, table 4 below shows for example that 138 shopkeepers have combined 303 minimum wage earners employed. This is average 2 persons per shopkeeper. While 28 construction companies have 28 minimum wage earners employed. This results in 1 minimum wage earner per construction company.

For the full overview per industry see appendix 1 on page 11.

<sup>21</sup> Information SZV per December 31, 2021. Registered persons.



Additionally, the SER researched the number of minimum wage earners per employer and per industry.

Table 4: Employer in top 15 industries and minimum wage earner

	Number of Employers top 15 industries	Min. Wage Earners
Winkelhouders	138	303
Schoonmaakbedrijven	9	189
Restaurant	47	83
Administratieve werkzaamheden	11	81
Restaurant bedrijven	20	60
Onderwijsinrichtingen	16	42
Hotelhoudersbedrijven	14	41
Constructie bedrijf	15	28
Groothandelbedrijven	7	23
Importeursbedrijven	11	22
Admin. werkzaamheden	20	21
Juwelierswerkplaatsen	11	18
Automobielen (handel and onderhoud)	13	17
Bioscopen	1	17
Electrische apparaten (herstellen)	6	17
Total	339	962

### Employees earning below the minimum wage

Findings of the SER revealed that there are 172 persons earning below the legally established minimum wage<sup>22</sup>. This is 1% of the total registered workforce (16,962). When analyzing the top 15 industries, the number of employees earning under the minimum wage is 140 (8.1% of employees earning below the minimum wage).

Table 5: Top 15 industries/ earners below minimum wage

Top 15 industries	Earners
WINKELHOUDERS	24
ADMIN.WERKZAAMHEDEN	18
RESTAURANT	16
AUTOMOBIELEN (HANDEL EN ONDERHOUD)	12
ADMINISTRATIEVE (BUREAU-) WERKZAAMHEDEN	10
HOTELHOUDERSBEDRIJVEN	10
CONSTRUCTIE BEDRIJF	9
AUTOBUSBEDRIJVEN	7
ONDERWIJSINRICHTINGEN	6
RESTAURANTBEDRIJVEN	6
IMPORTEURSBEDRIJVEN	5
BEWAKINGSDIENSTEN	5
HAARWERKERSBEDRIJVEN	5
SCHOONMAAKBEDRIJVEN	4
JUWELIERSWERKPLAATSEN	3
Total	140

<sup>22</sup> Information SZV. Per December 2021.



Sociaal Economische Raad  
Social Economic Council

### **The impact**

For the employee, the SER calculates an increase of ca. NAf. 88,- per month<sup>23</sup>. The National Ordinance regulating Income Tax<sup>24</sup>, stipulates that the increase in the minimum hourly wage will not have a negative tax impact for the minimum wage earners. When combining the social contributions, the net increase will average NAf. 80,- per month.

For the employers, the SER anticipates cost increasing effects for companies with several minimum wage earners. The total impact will vary per employer (see tables 3 & 4 above). The impact will be greater for companies with more minimum wage earners. For companies with employees earning above the minimum wage, the proposal will not have a cost increasing effect as this proposal concerns only the persons earning minimum wage.

The SER acknowledges that due to the COVID-19 pandemic and effects of the catastrophic hurricanes of 2017, the economy of Sint Maarten has been negatively impacted and is still in economic recovery. From the macro-economic perspective, the Central Bank of Curaçao and Sint Maarten (CBCS) projected a positive economic outlook for Sint Maarten, with real GDP expansion increasing from 3.4% in 2021 to 14.4% in 2022<sup>25</sup>. The CBCS also highlights the issue of the underperformance due macroeconomic economic weaknesses and emphasizes that the agreed upon reforms in the country packages gives the opportunity to address these weaknesses<sup>26</sup>. The International Monetary Fund (IMF) equally signals that there is still a level of uncertainty due to the effects of the COVID-19 pandemic. The IMF also forecasts higher inflation rates due to rising import prices and disruptions in the global supply chain causing delays and sharp increases in shipping costs<sup>27</sup>. Simultaneously, the IMF forecasts a 12% real GDP growth in 2022 with positive contributions from increased tourism flows, and construction projects.

### **SER's concerns**

#### **Employer representative.**

#### **Concerns of the Soualiga Employers Association (SEA).**

1. The SEA is of the opinion that Government should avoid retro-active indexation of minimum hourly wage in the future, as this has an adverse effect on businesses with large amount of minimum wage earners. By extension this can affect the unemployment rate.

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<sup>23</sup> From NAf. 1531,- to NAf. 1619,-

<sup>24</sup> In Dutch: Landsverordening op de inkomstenbelasting, artikel 24 paragraaf 6.

“Indien het bedrag van het belastbaar inkomen gelijk is aan of minder dan het bedrag op jaarbasis van het geldende minimumloon, wordt over dat belastbaar inkomen geen belasting geheven”.

<sup>25</sup> Central Bank of Curaçao and Sint Maarten. “Economic rebound does not ensure sustained economic recovery”. Press release nr. 2021-025. October 22, 2021.

<sup>26</sup> ibid

<sup>27</sup> International Monetary Fund. IMF. Curaçao and Sint Maarten: Staff Concluding Statement of Article IV of Staff Visit. November 30<sup>th</sup>, 2021.





Sociaal Economische Raad  
Social Economic Council

2. The SEA recommends that future minimum wage increases go hand in hand with the much-needed impact study. This helps to obtain a better view of the social economic effects. The impact study should consider:
  - a. The related taxable income (due to e.g. tips, provisions, extra fees, overtime, etc.).
  - b. The effects of adjustments to the Tax-free threshold ('belasting vrije voet').
  - c. Cost of living/living wage<sup>28</sup>.
  - d. The number of households that are 100% dependent on minimum wage.
3. Given the current economic situation and the economic outlook, Government should be mindful towards businesses, particularly those with high numbers of minimum wage earners.

### **Employee representatives.**

#### Concerns of the Unions - WIFOL<sup>29</sup> /ASEWI<sup>30</sup> /SMCU<sup>31</sup>

The minimum wage in Sint Maarten has been indexed in March 2016, with retroactive effect to January 1<sup>st</sup>, 2016.

Considering the fact that it has been a period of 6 years since the last indexation was applied, the unions consider this as a violation of the National Ordinance Minimum wage Sint Maarten art. 13 and an irresponsible and illegal act that has been committed against the workers.

The minimum wage earners are therefore entitled to that indexation by law and the unions represented on the advisory body of the SER, therefore are of the position in principle that there should be no further delay in fixing the minimum wage in Sint Maarten based on ILO Convention # 131 and ILO Recommendation # 135.

- A. The purpose of Minimum Wage Fixing. Minimum wage fixing should constitute one element in a policy to overcome poverty and to ensure the satisfaction of the needs of all workers and their families.
- B. The fundamental purpose of Minimum Wage Fixing should be to give wage earners necessary social protection as it regards to minimum permissible level of wages.

WICLU<sup>32</sup> in its 2022 Objectives outlined the following position based on ILO Convention 100 (Equal Remuneration) and the International Covenant on Economic, Social and Cultural Rights (ICESCR) articles 7 and 9:

1. ILO C-100 Equal Remuneration for equal jobs, which translates to equal pay for equal work in addition;

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<sup>28</sup> See SER's advice with reference- SER/22/CV/03- on the "Cost of living on Sint Maarten".

<sup>29</sup> Windward Islands Federation of Labour.

<sup>30</sup> Association of Staff Employees Windward Islands.

<sup>31</sup> St. Maarten Communications Union.

<sup>32</sup> Windward Island Chamber of Labour Unions (WICLU) is the umbrella union organization of WIFOL/ASEWI/SMCU.



Sociaal Economische Raad  
Social Economic Council

2. ICESCR art. 7

- (a)- Fair wages and equal remuneration of equal value without distinction of any kind
- (b)- A decent living for themselves and their families in accordance with the provisions of the present Covenant.

3. ICESCR art. 9

On social security among which the minimum wage: All these Rights for an equal minimum wage should be guaranteed throughout the member State on a non discriminatory basis! Thus on an equal footing to provide an equal social protection to all.

As unions, based on the Universal Declaration of Human Rights (UDHR) art. 2 and the ICESCR art. 2 the Non-Discrimination Principle, we have been advocating with our presentation in the Central Committee of Parliament for equality within the Kingdom by all means possible.

Recommendation:

The minimum wage of NAf 1,531.00 is not equal to € 1,684.60.

The minimum wage should become a living wage as in the Netherlands equal to the amount of € 1,684.60 (NAf 3,370.24).

Because the cost of living on Sint Maarten is higher than in the Netherlands, this minimum wage must be changed and adjusted to become the above-mentioned living wage or higher. If this is not part of the social protection floor agenda, we would always have discrimination and violation of the worker's rights and their human rights.

Concerns of the Windward Island Civil Servants Union/Private Sector Union (WICSU/PSU)

On behalf of the WICSU/PSU substitute member K. Jeffers states that based on research, the minimum wage on St. Maarten is indeed the lowest in the Dutch Caribbean and in most instances, the region. Secondly, the Cost of Living on St. Maarten is higher than our counterparts in the Dutch Caribbean Islands. Some may question why such a small increase while others may suggest that this is not the time for an increase based on the current state of our economy. Minimum wage earners tend to see life differently than the more fortunate earners. The saying "every little bit counts" surely applies to those minimum earners.



Sociaal Economische Raad  
Social Economic Council

### Independent experts.

#### Concerns of the Independent experts.

##### Member C. Berkel

Member Berkel states that Sint Maarten is not the only Island that suffered from Hurricane Irma, followed by the Covid-19 pandemic. Member Berkel also questions why is it that just Sint Maarten did not follow through with the obvious need for making such adjustments, that were necessary even prior to these events. It may seem insignificant to some, but the bottom line remains that, to those who earn minimum wage it may be much.

##### Member D. Richardson

Member Richardson (Chairman) states that the Central Bank and the IMF forecasts positive growth for the economy in 2022. At the same time, similar to the SER of Curacao's position, member Richardson finds it imperative to include Human Rights as an additional element to increase the minimum wage. Moreover, the discrepancies within the Dutch Kingdom should be a further reasoning for the structural incremental increases.

##### Member H. Doran

Member Doran states, the indexation of the minimum wage is an aspect regulated by law. Whereas the minimum wage has not been indexed since 2016. I am for the indexation of the minimum wage as regulated by law per the Consumer Price Index. Despite events such as Hurricane Irma and Covid-19 pandemic, that were economically impactful to the St. Maarten economy, the financial impact of the indexation for both the minimum wage earners and employers is minimum.

Although an increase to the minimum wage due to indexation may not address the major economic challenges faced by minimum wage earners. The monthly average of NAf. 90,00 additional income as a result of indexation, is a start.



## Appendix 1

Total overview of minimum wage earners per employer industry<sup>33</sup>.

ADMIN.WERKZAAMHEDEN	21	HAARWERKERSBEDRIJVEN	13
ADMINISTRATIEVE (BUREAU-) WERKZAAMHEDEN	81	HOTELHOUDERSBEDRIJVEN	41
ADVIESBUREAU VOOR PERSONEEL EN ORGANISATIE	3	HUIS-, DECORATIE EN/OF RECLAMESCHILDERBEDRIJVEN	1
ALARM INSTALLATIES1ALCOHOLHOUDENDE DRANKEN(HANDEL)	2	IMPORTEURSBEDRIJVEN	22
ARTSEN	4	JUWELIERSWERKPLAATSEN	18
ASSURANTIEKANTOREN	1	KAPPERS	3
AUTOBUSBEDRIJVEN	5	KLEDINGSTUKKEN	8
AUTOMOBIELEN (HANDEL EN ONDERHOUD)	17	MATRASSEN EN MATRASDEKKEN VERVAARDIGEN)	1
BENZINETANKSTATIONS	2	ONDERWIJSINRICHTINGEN	42
BEWAKINGSDIENSTEN	15	OPTICIENSBEDRIJVEN	2
BIOSCOPEN	17	OVERIGE	2
BLIKSLAGERBEDRIJVEN (ZINKWERKEN)	3	RADIOSTATIONS	1
BOUWERKEN (ONDERHOUD)	1	RECLAME STUDIO'S	1
BROODBAKKERIJEN	8	RESTAURANT	83
BUREAU WERKZAAMHEDEN	1	RESTAURANTBEDRIJVEN	60
BURGELIJKE BOUWKUNDIGE WERKEN	1	SCHEEPSVERVOERBEDRIJVEN	2
CONSTRUCTIE BEDRIJF	28	SCHOENHERSTELLERSBEDRIJVEN	1
DANINSTITUTEN	1	SCHOENMAKERSBEDRIJVEN	3
DIERENARTSEN	1	SCHOONHEIDSINSTITUTEN	5
ELECTRISCHE INSTAL.	2	SCHOONMAAKBEDRIJVEN	189
ELEKTRISCHE APPARATEN (HERSTELLEN)	17	SERVICE-STATIONS	1
ELEKTRISCHE INSTALLATIES (AANLEG EN ONDERHOUD)	4	SPORTLOKALEN	1
FLOWERSHOP	1	STALEN MEUBELN (VERVAARDIGEN)	1
GEZINSVERZORGING	1	STOFFEERDERBEDRIJVEN	1
GOEDEREN	4	TIMMERLIEDENBEDRIJVEN	1
GOUDSMEDERIJEN	1	TUINBOUWBEDRIJVEN	2
GROOTHANDELBEDRIJVEN	23	VERDELGING SCHADELIJKE GEDIERTE/ONKRUID	1
		VERFSTOFFEN (VERVAARDIGEN)	2
		VERHUUR VAN RIJPAARDEN	3
		VERZEKERINGSMAATSCHAPPIJEN	1
		WAS-, BLEEK - EN STRIJKINRICHTINGEN	5
		WATERSPORT BEDRIJVEN	3
		WINKELHOUDERS	303
		<b>Grand total.</b>	<b>1,089</b>

<sup>33</sup> Per December 2021.