

## What is My Organisation's Participation Target?

Because more than 80% of businesses in Aruba are small or micro-sized, survey participation requirements are adjusted according to the size of the organisation. This approach ensures that the process remains realistic and inclusive, while still generating meaningful and reliable employee feedback.

Organisation size	# Employees	Minimum Survey Participation
Micro	Fewer than 10 employees	50% of staff (minimum 2 respondents)
Small	10–49 employees	At least 30% of staff
Medium	50–249 employees	At least 25% of staff (minimum 15 respondents)
Large	250+ employees	At least 20% of staff (maximum 500 respondents)