THE BERMUDA JOB MARKET Employment Briefs



Introduction

The 2016 edition of the Bermuda Job Market Employment Briefs is based on data collected from the 2015 Employment Survey. The Annual Employment Survey is a census of all businesses on the island and the Employment Briefs is used to illustrate and highlight the main findings of the survey. The purpose of the Employment Survey is to provide a broad count of all jobs in the Bermuda labour market by selected demographics, industrial and occupational groups. The information collected from the Employment Survey is the primary source used for analyzing employment trends in Bermuda and is disseminated as an objective source of employment information for use by government, commerce and the general public. This edition examines the employment changes between the years 2014 and 2015. Additional and more detailed information on Bermuda's labour market can be obtained from the 2015 Employment Survey Tabulation Set. The 2016 Employment Briefs and the 2015 Tabulation Set are available on the Bermuda Government website at https://www.gov.bm/employment-statistics. The reference week for the 2015 Employment Survey was August 30th to September 5th, 2015.

2015 Highlights

- Total filled jobs fell to 33,319.
- Total filled jobs by Bermudians fell by 1.1%.
- Public Administration jobs decreased by 5.5%.
- Financial Intermediation sector jobs increased by 5.1%.
- The median gross annual income for all job holders declined slightly by 0.4%.

Aggregate Employment

For the seventh consecutive year, Bermuda's job market reported job losses. Total filled positions fell by 156 or 0.5% in 2015. There were 33,475 jobs counted in 2014 compared with 33,319 in 2015 (See Table 1). The breakdown of filled jobs by sex shows females accounted for 69 fewer positions in 2015 while males represented 87 of the total decline. The number of Bermudian job holders fell from 23,833 in 2014 to 23,576 in 2015, a loss of 257 jobs. The number of jobs held by other non-Bermudians (excludes non-Bermudian spouses of Bermudians and Permanent Resident Certificate (PRC) Holders) increased by 105 between 2014 and 2015.

Across the economy, the public administration sector reported the largest decline in filled jobs with a loss of 227 jobs. The decline in public school teachers was the largest contributor to the year-over-year decline in positions for this sector from 753 in 2014 to 679 in 2015. The financial intermediation sector grew in 2015, increasing by 116 filled jobs to 2,369 from 2,253 in 2014.

Chart 1: Total Filled Jobs by Bermudian Status, 2011 -2015



Table 1
Filled Jobs by Sex, Age, Status, Race, Major Division of Economic Activity and Major Occupation Group, 2011 to 2015

Sex, Age, Bermudian Status	Number				Percentage Distribution					
and Race of Job Holder	2015	2014	2013	2012	2011	2015	2014	2013	2012	2011
Total Filled Jobs	33,319	33,475	34,277	35,443	37,399	100%	100%	100%	100%	100%
Males	16,905	16,992	17,351	17,851	18,972	51%	51%	51%	50%	51%
Females	16,414	16,483	16,926	17,592	18,427	49%	49%	49%	50%	49%
Under 25	1,404	1,472	1,626	1,716	2,024	4%	4%	5%	5%	5%
25 - 39	10,228	10,244	10,608	11,275	12,305	31%	31%	31%	32%	33%
40 - 54	12,673	12,973	13,364	13,908	14,483	38%	39%	39%	39%	39%
55 - 64	6,741	6,563	6,462	6,373	6,379	20%	20%	19%	18%	17%
65 +	2,273	2,223	2,217	2,171	2,208	7%	7%	6%	6%	6%
Bermudians	23,576	23,833	24,504	25,132	26,187	71%	71%	71%	71%	70%
Non-Bermudian Spouses of Bermudians	1,913	1,919	1,932	1,968	2,009	6%	6%	6%	6%	5%
Other Non-Bermudians	6,990	6,885	7,007	7,501	8,374	21%	21%	20%	21%	22%
Permanent Resident Certificate Holders	840	838	834	842	829	3%	3%	2%	2%	2%
Black	17,823	18,105	18,676	19,219	20,189	53%	54%	54%	54%	54%
White	10,780	10,736	10,937	11,345	11,904	32%	32%	32%	32%	32%
Mixed/Other Races	4,716	4,634	4,664	4,879	5,306	14%	14%	14%	14%	14%
Major Division of Economic Activity										
Agriculture, forestry, fisheries, mining & quarrying.	602	581	589	594	639	2%	2%	2%	2%	2%
Manufacturing	573	585	624	671	792	2%	2%	2%	2%	2%
Electricity, gas & water	321	325	341	386	389	1%	1%	1%	1%	1%
Construction	1,928	1,925	2,143	2,264	2,549	6%	6%	6%	6%	7%
Wholesale trade & motor vehicles	1,331	1,401	1,376	1,429	1,467	4%	4%	4%	4%	4%
Retail trade & repair services	2,646	2,692	2,737	2,785	3,062	8%	8%	8%	8%	8%
Hotels	2,174	2,287	2,339	2,428	2,563	7%	7%	7%	7%	7%
Rest., cafes & bars	1,838	1,833	1,878	1,957	1,970	6%	5%	5%	6%	5%
Transport & communications	2,037	2,046	2,139	2,176	2,293	6%	6%	6%	6%	6%
Financial Intermediation	2,369	2,253	2,559	2,501	2,747	7%	7%	7%	7%	7%
Real estate & rent.	460	452	432	488	491	1%	1%	1%	1%	1%
Business services	3,565	3,425	3,523	3,702	3,976	11%	10%	10%	10%	11%
Public administration	3,936	4,163	4,237	4,298	4,284	12%	12%	12%	12%	11%
Education, health & social work.	3,688	3,642	3,600	3,750	3,895	11%	11%	11%	11%	10%
Other community, social & personal services	1,951	1,928	1,992	2,136	2,205	6%	6%	6%	6%	6%
International business activity	3,900	3,937	3,768	3,878	4,077	12%	12%	11%	11%	11%
Major Occupation Group										
Armed Forces	27	26	26	25	29	0%	0%	0%	0%	0%
Senior Officials and Managers	6,210	6,232	6,319	6,537	6,819	19%	19%	18%	18%	18%
Professionals	6,304	6,272	6,415	6,873	7,127	19%	19%	19%	19%	19%
Technicians and Associate Professionals	2,741	2,806	2,741	2,769	2,802	8%	8%	8%	8%	7%
Clerks	5,368	5,415	5,751	5,804	6,285	16%	16%	17%	16%	17%
Service Workers and Shop and Market Sales Workers	6,699	6,764	6,831	7,070	7,440	20%	20%	20%	20%	20%
Skilled Agricultural and Fishery Workers	805	794	800	819	883	2%	2%	2%	2%	2%
Craft and Related Trade Workers	2,577	2,609	2,748	2,811	3,103	8%	8%	8%	8%	8%
Plant and Machine Operators and Assemblers Elementary Occupations	1,566 1,022	1,562 995	1,578 1,068	1,615 1,120	1,718 1,193	5% 3%	5% 3%	5% 3%	5% 3%	5% 3%

Occupational Job Losses Continue

Collectively, employers reported fewer job losses in 2015 (-156) than in 2014 (-802) as the job market endured another year of slow economic performance. Table 1 shows declining job levels in technicians and associate professionals; service workers and clerical occupational groups between 2014 and 2015. The combined losses in these groups totaled 177. In contrast, positions within the professionals and elementary occupational groups rose by 32 and 27, respectively.

A majority of the job losses were reported in two occupational groups. Both technicians and associate professionals; and service workers occupational groups reported 65 fewer jobs in 2015. The main losses within the technical occupational group were electronics and telecommunications engineering technicians (-26), technical salespersons (-14) and investment officers (-13). Within the service workers occupational group, cleaner/house person posted the largest decline of 62 jobs.

Jobs within the clerical occupational group fell by 47 posts. Of the job declines in this occupational group, 42 were warehouse clerks. Craft and related trade workers reported a decline of 32 jobs.

Financial Intermediation Jobs Rise

The number of jobs in the financial intermediation sector rose to 2,369 in 2015. This industry posted 116 more positions from the previous year. Occupations such as legal clerks (+29), bank tellers (+23), and qualified accountants (+13) were the main positions behind the increase in the number of jobs filled for this sector. Job gains were also reported in the business services industry. Establishments that provide accounting, legal and business consultancy services reported a net gain of 140 jobs in 2015. Leading the increase of jobs in this sector were junior accountants (+21) and finance managers (+18).

The public administration sector reported significant job losses in 2015. Between 2014 and 2015 this sector fell by 5.5% or 227 jobs. The majority of the losses in this sector were teachers in the public school system, with 32 fewer primary school teachers, ten fewer secondary school teachers and ten fewer special education teachers. The hotel industry recorded a net loss of 113 jobs in 2015. The industry reported 2,174 filled positions during the reporting period.

Considerable job losses were also reported in wholesale trade and retail trade sectors. The sectors reported job declines of 70 and 46, respectively. Positions in the international business industry fell by 37 positions from 2014.



Table 2
Median Gross Annual Income for Establishments with Ten or more Employees, 2015 and 2014

	2015		201		
	Median Gross Annual Income	% of Median	Median Gross Annual Income	% of Median	Increase/ Decrease 2014 - 2015 Percent
Total	\$63,657	100%	\$63,897	100%	-0.4%
Males	\$61,330	96%	\$62,584	98%	-2%
Females	\$65,927	104%	\$65,213	102%	1%
Under 25	\$35,468	56%	\$34,924	55%	2%
25 - 39	\$64,179	101%	\$65,125	102%	-1%
40 - 54	\$71,359	112%	\$70,650	111%	1%
55 - 64	\$62,906	99%	\$62,724	98%	0%
65 +	\$45,690	72%	\$44,967	70%	2%
Bermudians	\$59,350	93%	\$59,357	93%	0%
Non-Bermudian Spouses of Bermudians	\$76,913	121%	\$76,593	120%	0%
Other non- Bermudians	\$83,822	132%	\$85,016	133%	-1%
Permanent Resident Certificate Holders	\$61,364	96%	\$58,957	92%	4%
Black	\$57,673	91%	\$57,877	91%	0%
White	\$88,405	139%	\$87,799	137%	1%
Mixed/Other races	\$54,949	86%	\$56,310	88%	-2%
Major Division of Foomania Astivity					
Major Division of Economic Activity Agriculture, forestry, fisheries, mining & quarrying.	\$40,286	63%	\$38,951	61%	3%
Manufacturing	\$55,333	87%	\$55,404	87%	0%
Electricity, gas & water	\$80,400	126%	\$79,978	125%	1%
Construction	\$57,375	90%	\$62,077	97%	-8%
Wholesale Trade & Motor Vehicles	\$50,688	80%	\$48,889	77%	4%
Retail Trade & Repair Services	\$44,937	71%	\$44,958	70%	0%
Hotels	\$36,883	58%	\$35,916	56%	3%
Restaurants, Cafes & Bars	\$34,988	55%	\$35,478	56%	-1%
Transport & Communications	\$54,880	86%	\$55,061	86%	0%
Financial Intermediation	\$80,473	126%	\$78,659	123%	2%
Real Estate & Renting Services	\$62,667	98%	\$63,652	100%	-2%
Business Services	\$71,297	112%	\$73,002	114%	-2%
Public Administration	\$74,441	117%	\$73,707	115%	1%
Education, health & social work.	\$70,373	111%	\$70,246	110%	0%
Other Community, Social & Personal Services	\$52,247	82%	\$49,000	77%	7%
International Business Activity	\$128,871	202%	\$125,114	196%	3%
Major Occupation Group					
Senior Officials and Managers	\$103,940	163%	\$102,948	161%	1%
Professionals	\$90,882	143%	\$90,568	142%	0%
Technicians and Associate Professionals	\$85,673	135%	\$82,944	130%	3%
Clerks	\$56,522	89%	\$56,288	88%	0%
Service Workers and Shop and Market Sales Workers	\$38,138	60%	\$37,968	59%	0%
Skilled Agricultural and Fishery Workers	\$46,585	73%	\$47,267	74%	-1%
Craft and Related Trades Workers	\$57,244	90%	\$57,538	90%	-1%
Plant and Machine Operators and Assemblers	\$50,240	79%	\$50,188	79%	0%
Elementary Occupations	\$49,689	78%	\$50,616	79%	-2%
Armed Forces	\$102,000	160%	\$90,000	141%	13%

Employment Income Falls

Table 2 presents the median gross annual income for establishments with more than 10 employees by sex, age, Bermudian status and race. The table also outlines estimates of median gross annual income by the major divisions of economic activity and the major occupational groups.

Employment income includes all forms of monetary compensation received by employees and self-employed persons before voluntary and mandatory payroll deductions. Only companies with ten or more employees are required to provide income data on behalf of their employees. Median gross annual income is the level of annual income that half of all job holders earn more than and the other half earn less than.

Median gross annual income earned by job holders in establishments with ten or more employees was \$63,657. This level of income represents a fractional decline of total median gross annual earnings compared to 2014 when the median gross annual income was \$63,897. In contrast to the decline in median gross annual earnings, the annual inflation rate in August 2015 was 1.4%. The profile of median gross annual income by sex shows a widening earnings gap between males and females. On average, in 2015 women earned \$65,927 per year compared to \$61,330 for men, a 7.5% difference in pay.

Three major occupational groups continue to report median gross annual employee earnings levels that are higher than the median gross annual income for all groups. These include senior officials and managers (\$103,940), professional occupations (\$90,882); and technicians and associate professionals (\$85,673). Table 3 lists the specific occupations by number of filled jobs whose median gross annual income is more than twice the median gross annual income for all occupational groups.

Table 3. Specific Occupations by Median Gross Annual Income and Number of Filled Jobs for Establishments with Ten or more Employees, 2015

Specific Occupations	Total Filled Jobs	Median Gross Annual Income
Director and chief executive	226	\$305,170
General manager - Finance	112	\$224,227
Physician	97	\$200,058
Underwriter	395	\$190,233
Corporate manager	23	\$189,423
Lawyer	258	\$181,699
Judge	11	\$180,688
Finance manager	491	\$166,120
Broker	92	\$158,821
Director performing arts	12	\$138,000
General manager, not elsewhere classified	147	\$137,739
Investment officer	71	\$129,429
Dentist	16	\$128,000
Information technology manager	53	\$127,059
Mechanical engineer, not else- where classified	7	\$126,000



Table 3
Shortages of Bermudians in Selected Occupations, 2015

	Total Jobs	Bermudians	Other Non-Bermudians ¹	% Jobs Filled By Other Non- Bermudians
	2015	2015	2015	2015
Senior Officials and Managers Finance (Ins. Banking Accounting) - Gen. Manager Director and chief executive Finance (Ins. Banking Accounting) - Manager Finance (Ins. Banking Accounting) - Sub-Manager Data processing / Information Technology - Gen. Manager Food and beverage (Catering) - Sub-Manager Corporate / Legal - Gen. Manager General Managers nec Food and beverage (Catering) - Manager	165 373 632 479 44 45 37 236 85	61 140 271 257 22 23 22 145 51	79 178 297 187 16 15 11 66 23	48 48 47 39 36 33 30 28 27
Professionals				
Agronomist Education methods specialist Philologist translator and interpreter Dolphin Trainer - Level 2 Database Designer and Administration Actuary Dolphin Apprentice Trainer - Level 1 Radiologist Nurse Registered Accountant I Software engineer / computer science designer Software Engineer /Developer / Application programmer Estate surveyor Auditor internal Pharmacist Accountant II Telecommunication network architect Telecommunications engineer Fashion/Product designer Physician Medical laboratory technologist Secondary education teaching professional Floral arranger Electronic engineer (General) Biological technician/Public health analyst Quantity surveyor Specialist economist/Securities analyst Mechanical engineer nec Publicity writer Biologist botanist zoologist and related professional Veterinarian Accountant III Surgeon Journalist/Reporter Statistical and mathematical technician Computer professional nec Meteorologist Statistician Physiotherapist Reading resource primary school Occupational therapist Civil engineer Radiological technologist Market controller analyst	1 1 1 2 2 169 5 3 490 554 28 39 16 60 44 277 2 12 2 167 39 307 17 13 30 12 74 10 5 18 13 292 11 23 32 109 9 9 11 11 23 32 11 24 11 25 15 15 15 15 15 15 15 15 15 15 15 15 15	0 0 0 0 27 0 0 137 173 9 13 5 26 17 115 1 6 1 62 19 126 5 7 17 4 36 4 2 8 8 160 5 12 20 65 4 2 25 2 19 11 2 2 2 2 3 4 3 4 4 2 3 4 4 2 3 4 4 4 4 4	1 1 1 2 2 2 137 4 2 294 329 16 22 9 33 24 145 1 8 1 82 19 145 8 6 13 5 30 4 2 7 5 110 4 8 11 37 37 3 11 110 110 110 110 110 110 110 110 11	100 100 100 100 100 81 80 67 60 59 57 56 55 55 52 50 50 49 47 47 47 46 43 42 41 40 40 39 38 38 38 38 33 33 33 33 33 33 33 32 32 31 31
Legal executive	26	13	8	31
Technicians and Associate Professionals Ships master (Sea going) Broadcasting and Audiovisual Technician Appraiser valuer and auctioneer Broker Dental hygienist (Oral) Underwriter Investment officer Dietician Mechanical appraises technician	2 1 8 106 44 434 115	0 0 4 40 20 228 57 5	2 1 4 52 20 173 42 4	100 100 50 49 45 40 37 36
Mechanical engineering technician	18	12	6	33

	Total Jobs	Bermudians	Other Non- Bermudians	% Jobs filled By Other Non- Bermudians
Marine engineer officer	15	10	5	33
Police officer/Detective	320 26	200	100	31 31
Architectural assistant/technician Draughtsperson (General)	10	16 6	8	30
Clerks	7	0	4	<i></i> 7
Telegrapher Legal secretary	7 130	3 89	4 25	57 19
Service Workers				
Institution-based personal care worker Nursemaid/Nanny	1 164	0 18	1 136	100 83
Sous chef/Second chef	84	15	65	77
Chef de partie/Cook	617	138	453	73
Home-based personal care worker	33	6	23	70
Companion Cook (Private Service)	13 3	4 1	9 2	69 67
Personal care and related worker N.E.C.	3	1	2	67
Commis de cuisine/Assistant cook	108	33	71	66
Butler	5	1	3	60
Waiter/Waitress general Waiter/Chef de Rang	584 120	209 45	346 71	59 59
Beautician	166	50	97	58
Executive Chef/Head cook	81	23	46	57
Maitre D /Room manager	40	13	22	55
Executive housekeeper Captain Head/Waiter	28 50	10 22	15 26	54 52
Housekeeper (Private Service)	261	110	103	39
Child-care worker	30	16	11	37
Agricultural and fishery workers				
Farm worker (General)	36	5	30	83
Landscape gardener Gardener (General)	401 142	120 65	215 44	54 31
Craft and related trades workers Rigger	1	0	4	100
Tailor/Dressmaker	1 6	0	1 5	100 83
Wood furniture finisher	4	1	3	75
Butcher/Fish butcher	69	13	51	74
Shipwright Baker/Mixer	3 48	1 12	2 32	67 67
Upholsterer	12	3	8	67
Shoe repairer	3	1	2	67
Pastry maker	5	0	3	60
Tiler Roofer	32 7	9 3	19 4	59 57
Underwater worker/Diver	34	12	19	56
Stonecutter	2	1	1	50
Offset press operator Sail tent and awning maker	6 8	2 3	3 4	50 50
Mason	331	130	161	49
Boat builder	13	8	5	38
Autobody worker	44	25	15	34
Electronics fitter Fruit and vegetable preserver	3 3	2 1	1 1	33 33
Motor vehicle mechanic	151	88	49	32
Motorcycle mechanic	40	26	12	30
Plant and machine operators and assemblers	40	22	45	
Able sea person Boiler fireperson Watch engineer Watch keeper	48 23	32 19	15 4	31 17
Crane operator	6	5	1	17
Elementary occupations				
Char worker cleaner and related worker N.E.C.	31	19	11	35
Swimming pool service person	17	10	5	29
N. F. I. O. 'C. I				

n.e.c - Not Elsewhere Classified

¹ Excludes workers who are Permanent Resident Certificate Holders and Non-Bermudian Spouses of Bermudians

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