## 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 $30^{\text {th }}$ to September $5^{\text {th }}, 2015$.

## 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 nonBermudians (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


## Sex, Age, Bermudian Status and Race of Job Holder

## Total Filled Jobs

Males

Under 25
25-39
40-54
55-64
65 +

Bermudians
Non-Bermudian Spouses of Bermudians
Other Non-Bermudians
Permanent Resident Certificate Holders

Black
White
Mixed/Other Races

Major Division of Economic Activity
Agriculture, forestry, fisheries, mining \& quarrying.
Manufacturing
Electricity, gas \& water
Construction
Wholesale trade \& motor vehicles
Retail trade \& repair services
Hotels
Rest., cafes \& bars
Transport \& communications
Financial Intermediation
Real estate \& rent.
Business services
Public administration
Education, health \& social work.
Other community, social \& personal services
International business activity
Major Occupation Group
Armed Forces
Senior Officials and Managers
Professionals
Technicians and Associate Professionals
Clerks
Service Workers and Shop and Market Sales Workers
Skilled Agricultural and Fishery Workers
Craft and Related Trade Workers
Plant and Machine Operators and Assemblers
Elementary Occupations

| Number |  |  |  |  |  | Percentage Distribution |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2015 | 2014 | 2013 | 2012 | 2011 | 2015 | 2014 | 2013 | 2012 | 2011 |
| 33,319 | 33,475 | 34,277 | 35,443 | 37,399 | 100\% | 100\% | 100\% | 100\% | 100\% |
| 16,905 | 16,992 | 17,351 | 17,851 | 18,972 | 51\% | 51\% | 51\% | 50\% | 51\% |
| 16,414 | 16,483 | 16,926 | 17,592 | 18,427 | 49\% | 49\% | 49\% | 50\% | 49\% |
| 1,404 | 1,472 | 1,626 | 1,716 | 2,024 | 4\% | 4\% | 5\% | 5\% | 5\% |
| 10,228 | 10,244 | 10,608 | 11,275 | 12,305 | 31\% | 31\% | 31\% | 32\% | 33\% |
| 12,673 | 12,973 | 13,364 | 13,908 | 14,483 | 38\% | 39\% | 39\% | 39\% | 39\% |
| 6,741 | 6,563 | 6,462 | 6,373 | 6,379 | 20\% | 20\% | 19\% | 18\% | 17\% |
| 2,273 | 2,223 | 2,217 | 2,171 | 2,208 | 7\% | 7\% | 6\% | 6\% | 6\% |
| 23,576 | 23,833 | 24,504 | 25,132 | 26,187 | 71\% | 71\% | 71\% | 71\% | 70\% |
| 1,913 | 1,919 | 1,932 | 1,968 | 2,009 | 6\% | 6\% | 6\% | 6\% | 5\% |
| 6,990 | 6,885 | 7,007 | 7,501 | 8,374 | 21\% | 21\% | 20\% | 21\% | 22\% |
| 840 | 838 | 834 | 842 | 829 | 3\% | 3\% | 2\% | 2\% | 2\% |
| 17,823 | 18,105 | 18,676 | 19,219 | 20,189 | 53\% | 54\% | 54\% | 54\% | 54\% |
| 10,780 | 10,736 | 10,937 | 11,345 | 11,904 | 32\% | 32\% | 32\% | 32\% | 32\% |
| 4,716 | 4,634 | 4,664 | 4,879 | 5,306 | 14\% | 14\% | 14\% | 14\% | 14\% |
| 602 | 581 | 589 | 594 | 639 | 2\% | 2\% | 2\% | 2\% | 2\% |
| 573 | 585 | 624 | 671 | 792 | 2\% | 2\% | 2\% | 2\% | 2\% |
| 321 | 325 | 341 | 386 | 389 | 1\% | 1\% | 1\% | 1\% | 1\% |
| 1,928 | 1,925 | 2,143 | 2,264 | 2,549 | 6\% | 6\% | 6\% | 6\% | 7\% |
| 1,331 | 1,401 | 1,376 | 1,429 | 1,467 | 4\% | 4\% | 4\% | 4\% | 4\% |
| 2,646 | 2,692 | 2,737 | 2,785 | 3,062 | 8\% | 8\% | 8\% | 8\% | 8\% |
| 2,174 | 2,287 | 2,339 | 2,428 | 2,563 | 7\% | 7\% | 7\% | 7\% | 7\% |
| 1,838 | 1,833 | 1,878 | 1,957 | 1,970 | 6\% | 5\% | 5\% | 6\% | 5\% |
| 2,037 | 2,046 | 2,139 | 2,176 | 2,293 | 6\% | 6\% | 6\% | 6\% | 6\% |
| 2,369 | 2,253 | 2,559 | 2,501 | 2,747 | 7\% | 7\% | 7\% | 7\% | 7\% |
| 460 | 452 | 432 | 488 | 491 | 1\% | 1\% | 1\% | 1\% | 1\% |
| 3,565 | 3,425 | 3,523 | 3,702 | 3,976 | 11\% | 10\% | 10\% | 10\% | 11\% |
| 3,936 | 4,163 | 4,237 | 4,298 | 4,284 | 12\% | 12\% | 12\% | 12\% | 11\% |
| 3,688 | 3,642 | 3,600 | 3,750 | 3,895 | 11\% | 11\% | 11\% | 11\% | 10\% |
| 1,951 | 1,928 | 1,992 | 2,136 | 2,205 | 6\% | 6\% | 6\% | 6\% | 6\% |
| 3,900 | 3,937 | 3,768 | 3,878 | 4,077 | 12\% | 12\% | 11\% | 11\% | 11\% |
| 27 | 26 | 26 | 25 | 29 | 0\% | 0\% | 0\% | 0\% | 0\% |
| 6,210 | 6,232 | 6,319 | 6,537 | 6,819 | 19\% | 19\% | 18\% | 18\% | 18\% |
| 6,304 | 6,272 | 6,415 | 6,873 | 7,127 | 19\% | 19\% | 19\% | 19\% | 19\% |
| 2,741 | 2,806 | 2,741 | 2,769 | 2,802 | 8\% | 8\% | 8\% | 8\% | 7\% |
| 5,368 | 5,415 | 5,751 | 5,804 | 6,285 | 16\% | 16\% | 17\% | 16\% | 17\% |
| 6,699 | 6,764 | 6,831 | 7,070 | 7,440 | 20\% | 20\% | 20\% | 20\% | 20\% |
| 805 | 794 | 800 | 819 | 883 | 2\% | 2\% | 2\% | 2\% | 2\% |
| 2,577 | 2,609 | 2,748 | 2,811 | 3,103 | 8\% | 8\% | 8\% | 8\% | 8\% |
| 1,566 | 1,562 | 1,578 | 1,615 | 1,718 | 5\% | 5\% | 5\% | 5\% | 5\% |
| 1,022 | 995 | 1,068 | 1,120 | 1,193 | 3\% | 3\% | 3\% | 3\% | 3\% |

Number

## 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 |  | 2014 |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Median Gross Annual Income | \% of Median | Median Gross Annual Income | \% of Median | Increase/ <br> Decrease $2014-2015$ <br> 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 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 elsewhere classified | 7 | \$126,000 |



Table 3
Shortages of Bermudians in Selected Occupations, 2015

|  |  |  | Other | \% Jobs Filled By |
| :--- | ---: | ---: | ---: | ---: |
| Other Non- |  |  |  |  |
| Bermudians |  |  |  |  |

Table 3 - Continued
Shortages of Bermudians in Selected Occupations, 2015

|  | Total Jobs | Bermudians | Other NonBermudians | \% Jobs filled By Other NonBermudians |
| :---: | :---: | :---: | :---: | :---: |
| Marine engineer officer | 15 | 10 | 5 |  |
| Police officer/Detective | 320 | 200 | 100 | 31 |
| Architectural assistant/technician | 26 | 16 | 8 | 31 |
| Draughtsperson (General) | 10 | 6 | 3 | 30 |
| Clerks |  |  |  |  |
| Telegrapher | 7 | 3 | 4 | 57 |
| Legal secretary | 130 | 89 | 25 | 19 |
| Service Workers |  |  |  |  |
| Institution-based personal care worker | 1 | 0 | 1 | 100 |
| Nursemaid/Nanny | 164 | 18 | 136 | 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 | 13 | 4 | 9 | 69 |
| Cook (Private Service) | 3 | 1 | 2 | 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 | 584 | 209 | 346 | 59 |
| Waiter/Chef de Rang | 120 | 45 | 71 | 59 |
| Beautician | 166 | 50 | 97 | 58 |
| Executive Chef/Head cook | 81 | 23 | 46 | 57 |
| Maitre D /Room manager | 40 | 13 | 22 | 55 |
| Executive housekeeper | 28 | 10 | 15 | 54 |
| Captain Head/Waiter | 50 | 22 | 26 | 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 | 401 | 120 | 215 | 54 |
| Gardener (General) | 142 | 65 | 44 | 31 |
| Craft and related trades workers |  |  |  |  |
| Rigger | 1 | 0 | 1 | 100 |
| Tailor/Dressmaker | 6 | 0 | 5 | 83 |
| Wood furniture finisher | 4 | 1 | 3 | 75 |
| Butcher/Fish butcher | 69 | 13 | 51 | 74 |
| Shipwright | 3 | 1 | 2 | 67 |
| Baker/Mixer | 48 | 12 | 32 | 67 |
| Upholsterer | 12 | 3 | 8 | 67 |
| Shoe repairer | 3 | 1 | 2 | 67 |
| Pastry maker | 5 | 0 | 3 | 60 |
| Tiler | 32 | 9 | 19 | 59 |
| Roofer | 7 | 3 | 4 | 57 |
| Underwater worker/Diver | 34 | 12 | 19 | 56 |
| Stonecutter | 2 | 1 | 1 | 50 |
| Offset press operator | 6 | 2 | 3 | 50 |
| Sail tent and awning maker | 8 | 3 | 4 | 50 |
| Mason | 331 | 130 | 161 | 49 |
| Boat builder | 13 | 8 | 5 | 38 |
| Autobody worker | 44 | 25 | 15 | 34 |
| Electronics fitter | 3 | 2 | 1 | 33 |
| Fruit and vegetable preserver | 3 | 1 | 1 | 33 |
| Motor vehicle mechanic | 151 | 88 | 49 | 32 |
| Motorcycle mechanic | 40 | 26 | 12 | 30 |
| Plant and machine operators and assemblers |  |  |  |  |
| Able sea person | 48 | 32 | 15 | 31 |
| Boiler fireperson Watch engineer Watch keeper | 23 | 19 | 4 | 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.e.c - Not Elsewhere Classified |  |  |  |  |

## Other Statistical Releases

Monthly<br>Consumer Price Index<br>Retail Sales Index<br>\section*{Quarterly}

Bermuda Balance of Payments
Quarterly Bulletin of Statistics
Quarterly Gross Domestic Product

## Annually

Bermuda Facts \& Figures
Employment Briefs
Labour Market Indicators
Bermuda Gross Domestic Product
Bermuda Digest of Statics
Environmental Statistics Compendium
Information and Communications and Technology Report
Tourism Satellite Account

## Other

Report of the 2010 Census of Population and Housing
Report of the 2000 Census of Population and Housing
Education: Springboard to Employment
Higher Earnings
Personal and Household Income
Emigration: Bermuda's Qualified Human Capital Departs
Labour Force Trends
Bermuda Social Dynamics
The Changing Face of Bermuda's Seniors
Bermuda Population Projections 2010-2020
Characteristics of Bermuda's Families
2013 Household Expenditure Survey Report
Literacy in Bermuda
The 2015 Labour Force Survey Executive Report
The 2015 Labour Force Survey Preliminary Report


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