



# 2015 LABOUR FORCE SURVEY EXECUTIVE REPORT

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DECEMBER 2015



## INTRODUCTION

The Labour Force Survey Executive Report highlights the main findings of the 2015 Labour Force Survey (LFS). The LFS was conducted during the months of May and June 2015. The survey of households was based on a two-tiered sample of 1,500 households. Usual household members 16 years old and over were included in the survey population. The survey questionnaire was used to gather details regarding the employment status of each member. Each person was asked whether or not they were working during the week of May 13<sup>th</sup> to 19<sup>th</sup>, 2015.

Specific questions were asked based on whether a person was employed, unemployed, retired or a student. The primary questions asked of working persons were:

- Working status
- Type of work done in the main job
- Number of hours worked per week
- Annual pay level

Unemployed persons were asked about the number of weeks actively seeking work.

At the back of the Labour Force Survey Executive Report are the concepts and definitions together with the survey methodology and response rate. The values in some tables presented in this report may not add to the total due to rounding and the omission of 'not stated' responses.

The results from the annual Labour Force Surveys for 2012-2015 have been weighted to reflect the use of population projections. The 2010 Census data was used for weighting purposes in reports published previously.

## 2015 SURVEY HIGHLIGHTS

The working population decreased to 33,680 in 2015 from 33,717 in 2014.

The unemployment rate was measured at 7%.

Unemployment declined from 3,210 in 2014 to 2,348 persons by 2015.

Median gross annual employment income increased by 5% from \$60,295 in 2014 to \$63,271 by 2015.

There were 4,612 self-employed persons and unpaid workers in a family business.

There were 409 self-employed workers and unpaid workers in a family business who did not have health insurance coverage.

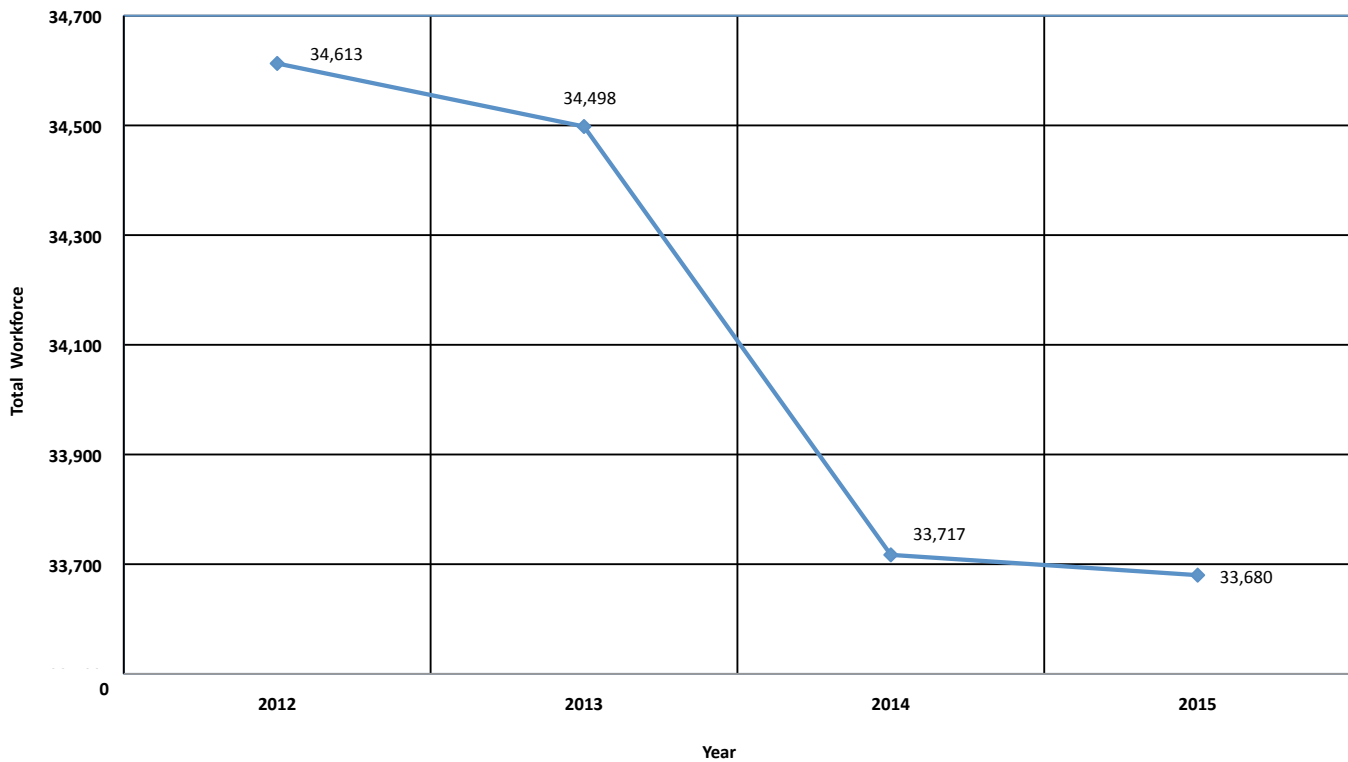


**TABLE 1  
LABOUR MARKET INDICATORS**

	Year			
	2015 <sup>R</sup>	2014 <sup>R</sup>	2013 <sup>R</sup>	2012 <sup>R</sup>
Labour Force	36,028	36,927	36,868	37,763
Employed	33,680	33,717	34,498	34,613
Unemployed	2,348	3,210	2,370	3,150
Unemployment Rate	7%	9%	6%	8%
Participation Rate	81%	83%	82%	82%
Average hours worked per week in main job	38	38	45	37
Median gross income	\$63,271	\$60,295	\$63,123	\$58,628

<sup>R</sup> 2012 - 2015 results have been revised to correspond with the Population Projections for weighting the LFS sample data. The 2010 Census data was used for weighting purposes in reports published previously.

**CHART 1  
TOTAL WORKFORCE, 2012-2015<sup>R</sup>**





### LABOUR FORCE

The term labour force refers to those persons of working age who were 16 years or older during the survey reference week of May 13<sup>th</sup> to 19<sup>th</sup>, 2015 and were either gainfully employed or looking for work. Students looking for work were excluded from the labour force. In 2015, the number of persons who were employed, i.e. the working population was 33,680. The total number of unemployed persons was 2,348, reflecting an unemployment rate of 7% for the period (See Table 1).

### LABOUR FORCE PARTICIPATION

The Labour Force Participation Rate (LFPR) refers to the number of persons in the labour force aged 16-64 years expressed as a percentage of the total population in that age group.

In 2015 the LFPR was 81%, slightly lower than the 83% reported in 2014 (See Table 1). The LFPR for men stood at 85% and 77% for women. The LFPR declined as a result of the large decline in the number of unemployed persons (728) with no offsetting increase in the workforce.

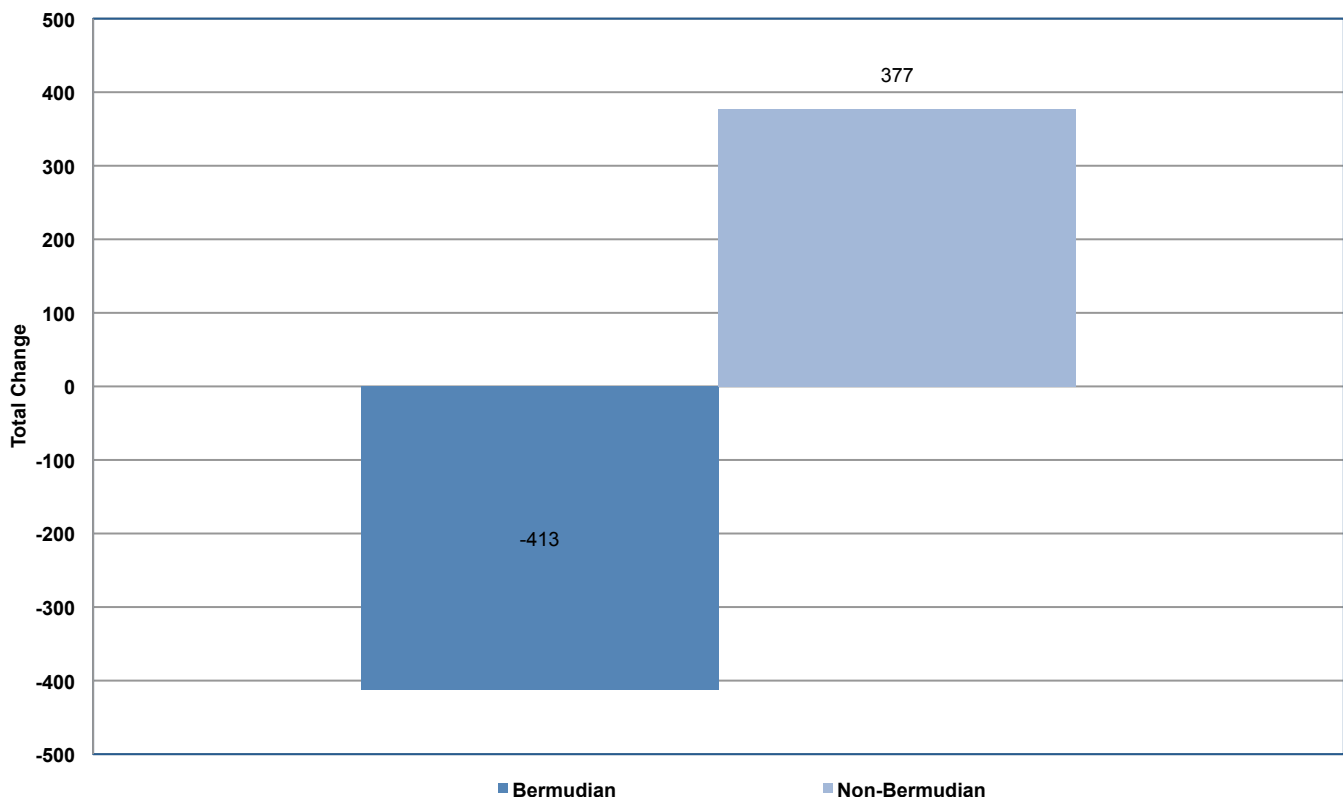
### WORKING POPULATION

The workforce declined by 37 workers in 2015, from 33,717 reported in 2014 to 33,680 in 2015 (See Table 1 and Chart 1). The number of males in the working population fell by 75 persons, while females showed a slight increase of 39 persons.

### WORKFORCE BY STATUS

Notable job gains were reported among non-Bermudians in 2015. Non-Bermudian workers posted an increase of 5% or 377 positions for the year (See Chart 2). In contrast, there was a 2% decline in the number of Bermudian workers with 413 jobs lost in 2015.

**CHART 2:  
CHANGE IN THE WORKFORCE BY BERMUDIAN STATUS, 2015-2014**





**TABLE 2**  
**WORKFORCE BY SEX, AGE, STATUS, AND RACE, 2012 TO 2015**

	WORKING POPULATION				MEDIAN GROSS ANNUAL INCOME FROM MAIN JOB (\$)				UNEMPLOYED POPULATION				UNEMPLOYMENT RATE %			
	2015 <sup>R</sup>	2014 <sup>R</sup>	2013 <sup>R</sup>	2012 <sup>R</sup>	2015 <sup>R</sup>	2014 <sup>R</sup>	2013 <sup>R</sup>	2012 <sup>R</sup>	2015 <sup>R</sup>	2014 <sup>R</sup>	2013 <sup>R</sup>	2012 <sup>R</sup>	2015 <sup>R</sup>	2014 <sup>R</sup>	2013 <sup>R</sup>	2012 <sup>R</sup>
<b>TOTAL</b>	<b>33,680</b>	<b>33,717</b>	<b>34,498</b>	<b>34,613</b>	<b>63,271</b>	<b>60,295</b>	<b>63,123</b>	<b>58,628</b>	<b>2,348</b>	<b>3,210</b>	<b>2,370</b>	<b>3,150</b>	<b>7</b>	<b>9</b>	<b>6</b>	<b>8</b>
MALES	16,958	17,033	17,413	17,443	62,460	59,586	63,907	60,368	1,520	1,776	1,396	1,647	8	9	7	9
FEMALES	16,723	16,684	17,084	17,170	63,839	61,118	62,213	57,050	828	1,434	974	1,503	5	8	5	8
16 - 24	1,782	1,779	1,590	1,957	26,809	28,731	33,970	21,929	530	704	428	1,080	23	28	21	36
25 - 34	5,993	6,294	6,742	6,494	62,283	55,790	61,437	61,579	625	576	699	608	9	8	9	9
35 - 44	7,849	7,875	7,774	8,217	72,803	68,775	65,332	72,774	382	676	507	308	5	8	6	4
45 - 54	9,052	9,188	9,369	9,287	66,395	68,129	73,257	60,822	344	624	295	556	4	6	3	6
55 - 64	6,793	6,430	6,647	6,387	63,840	57,969	64,079	57,432	370	600	441	527	5	9	6	8
65 +	2,210	2,150	2,375	2,271	40,815	41,852	54,672	33,657	98	31	0	71	4	1	0	3
BERMUDIAN	25,813	26,226	26,316	26,426	60,250	57,913	59,384	54,528	2,129	2,957	1,959	2,887	8	10	7	10
NON-BERMUDIAN <sup>1</sup>	7,868	7,491	8,182	8,187	80,322	73,300	87,352	81,526	220	253	411	263	3	3	5	3
BLACK	16,469	17,315	19,359	16,714	56,341	56,188	57,580	50,905	1,579	2,371	1,795	2,158	9	12	8	11
WHITE	12,766	11,816	10,360	12,779	74,228	71,874	89,008	71,583	464	429	273	561	4	3	3	4
MIXED/OTHER RACES	4,293	4,481	4,778	4,907	62,604	53,044	56,748	53,241	269	410	302	411	6	8	6	8
NOT STATED	153	105	0	213	63,616	65,435	0	53,652	36	0	0	19	19	0	0	8

<sup>R</sup> 2012 - 2015 results have been revised to correspond with the Population Projections for weighting the LFS sample data. The 2010 Census data was used for weighting purposes in reports published previously.

<sup>1</sup> Includes non-Bermudian Spouses of Bermudians, Permanent Residents and other non-Bermudians.

### EMPLOYMENT EARNINGS RISE

Median gross annual income reached \$63,271 in 2015 as employment earnings from the main job increased by 5% in comparison to the 2014 median income of \$60,295 (See Table 2). The increase in the employment earnings was attributed to the rise in the number of workers earning \$235,000 or more per year. The largest share of workers that earned \$235,000 or more was reported within the technical and associated professional occupations.

The median annual pay packets of males and females increased in 2015. The median annual income for males rose by 5% from \$59,586 in 2014 to \$62,460 in 2015. Females received a 4% jump in median annual pay to \$63,839 in 2015. (See Table 2)

Between 2014 and 2015, non-Bermudian workers reported a 10% increase in median annual pay with \$80,322 compared to \$73,300 in 2014 (See Table 2 and Chart 3). The median annual salary of Bermudian workers grew by 4% to \$60,250.

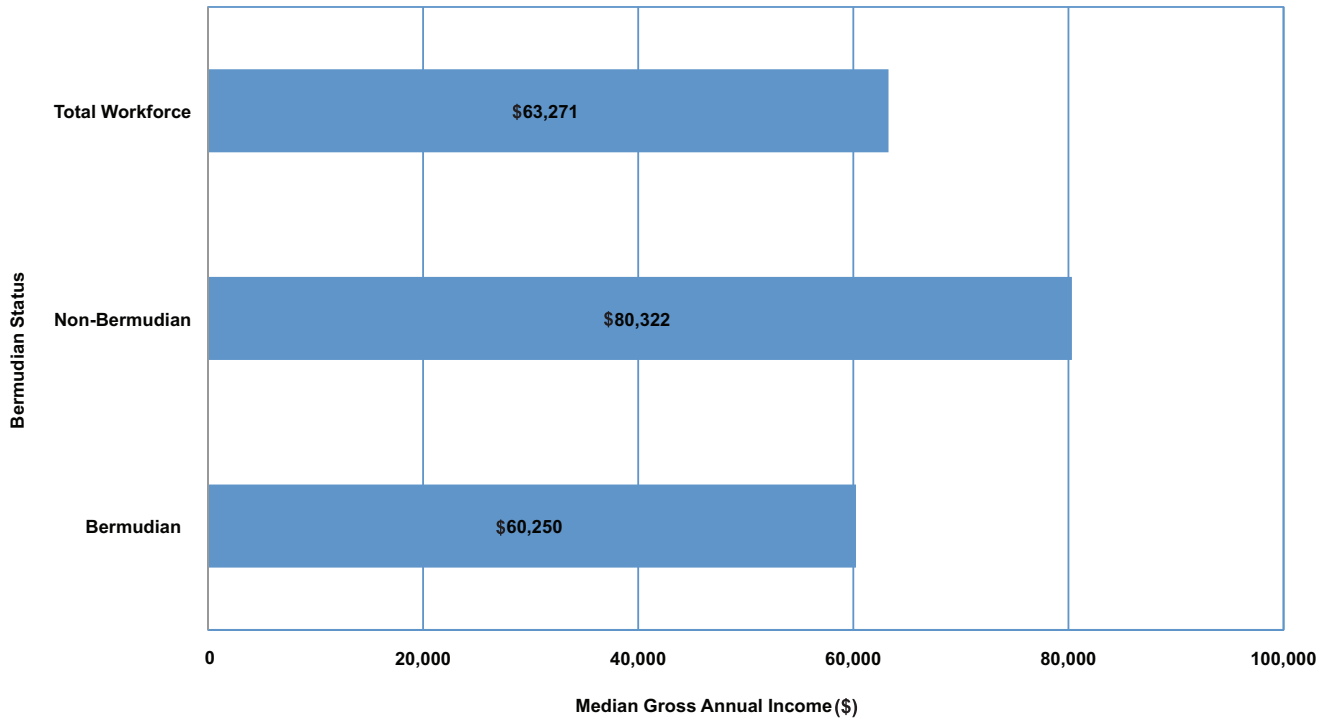
The median annual income of workers aged 25-34 years and 55-64 years rose 12% and 10% to \$62,283 and \$63,840, respectively. The median annual pay of workers aged 35-44 years, climbed 6% from \$68,775 in 2014 to \$72,803 in 2015. In contrast, youth workers (workers aged 16 - 24 years) earned \$26,809 in 2015, a 7% decline from the previous year amount of \$28,731. On average, persons 45-54 years old earned 3% less than they did in 2014, as median annual income for this age group fell to \$66,395 in 2015 from \$68,129 in 2014.

### JOBLESS RATE DECLINES

The unemployed are defined as persons 16 years and older who were not working but were actively seeking work during the reference period. The jobless rate improved to 7% in 2015 from the 9% reported in the previous year. The number of people looking for work dropped to 2,348 in 2015 from the 3,210 reported in 2014. Unemployment rates for selected demographics are presented in Table 3.



**CHART 3  
WORKFORCE BY BERMUDIAN STATUS AND MEDIAN GROSS ANNUAL INCOME, 2015**



**Table 3. Unemployment Rates by Selected Characteristics, 2014 and 2015**

Selected Characteristics	2015	2014
Males	8% <sup>R</sup>	9% <sup>R</sup>
Females	5%	8%
Bermudian	8%	10%
16 to 24 year olds	23%	28% <sup>R</sup>
Blacks	9%	12%
Whites	4% <sup>R</sup>	5% <sup>R</sup>

The decline in the unemployment rate was fueled by 42% fewer females looking for work in 2015 compared to 2014. The jobless rate among females was 5% in 2015 with 828 females in search of employment. In 2015, the unemploy-

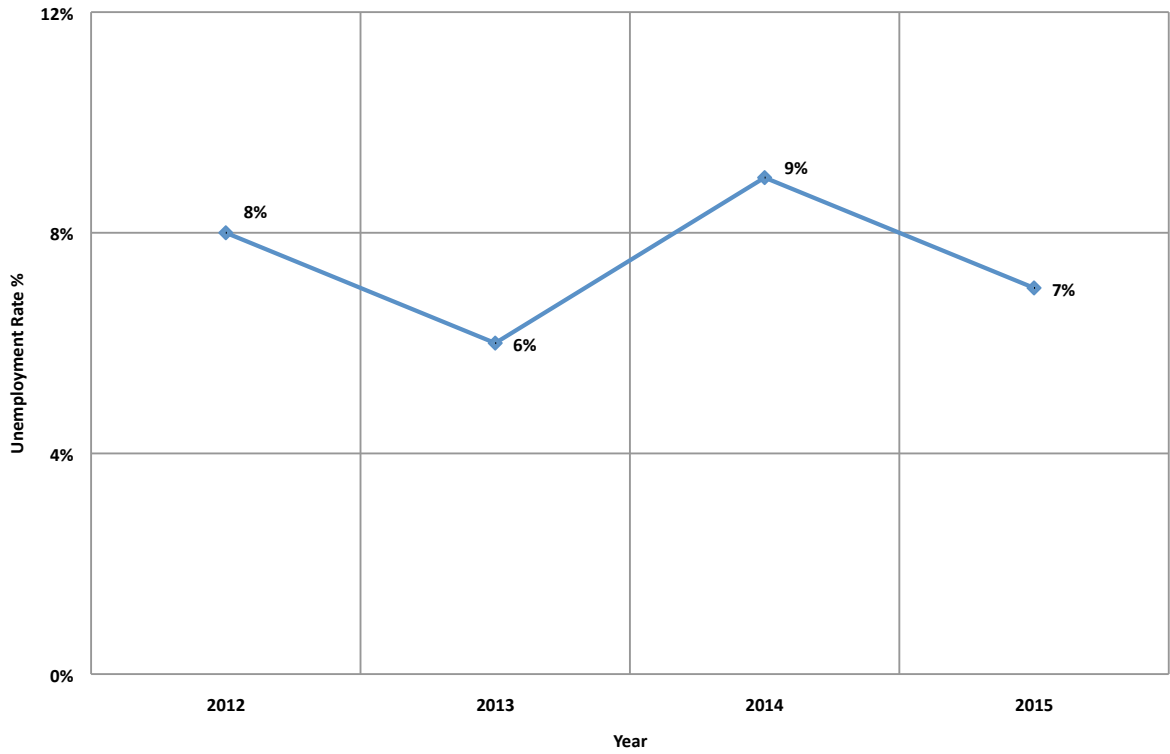
ment rate for males was 8%, as 1,520 males were looking for work. A total of 2,129 Bermudians were without employment in 2015, down from the 2,957 reported in 2014. The jobless rate for Bermudians stood at 8% in 2015.

**WORKFORCE INDICATORS**

The working population fell from 33,717 persons in 2014 to 33,680 in 2015. Males accounted for slightly more workers, 16,958 compared to 16,723 females. The self-employed and the unpaid workers in a family business comprised 14% of the workforce in 2015 or 4,612 persons compared to 15% or 5,178 workers last year. In 2015, males comprised 71 per cent of the self-employed and unpaid workers with 3,263 workers. (See Tables 4a and 4b)



**CHART 4**  
**UNEMPLOYMENT RATE, 2012 - 2015**





**TABLE 4a**  
**SELF-EMPLOYED POPULATION BY SEX, BERMUDIAN STATUS, RACE AND SELECTED WORKFORCE INDICATORS, 2015**

	WORKED FOR SELF OR AS AN UNPAID WORKER IN A FAMILY BUSINESS <sup>1</sup>	% OF WORKING POPULATION THAT WORKED FOR SELF OR AS AN UNPAID WORKER IN A FAMILY BUSINESS	MEDIAN GROSS ANNUAL INCOME (\$) FOR SELF-EMPLOYED PERSONS <sup>2</sup>	WORKED FOR SELF OR AS UNPAID WORKER IN A FAMILY BUSINESS WITHOUT HEALTH INSURANCE
<b>TOTAL</b>	4,612	14%	49,239	409
<b>MALE</b>	3,263	19%	51,145	328
<b>FEMALE</b>	1,349	8%	41,370	81
<b>BERMUDIAN</b>	4,254	16%	49,857	391
<b>NON-BERMUDIAN</b>	357	5%	43,643	18
<b>BLACK</b>	2,156	13%	45,184	319
<b>WHITE</b>	1,819	14%	52,618	68
<b>MIXED/OTHER RACES</b>	563	13%	44,497	0
<b>NOT STATED</b>	73	48%	61,232	21

<sup>1</sup> Includes the self-employed and unpaid workers in a family business

<sup>2</sup> Excludes Unpaid Workers in a Family Business

Some totals may not add due to rounding

**TABLE 4b**  
**SELF-EMPLOYED POPULATION BY SEX, AGE, BERMUDIAN STATUS, RACE AND SELECTED WORKFORCE INDICATORS, 2014 <sup>R</sup>**

	WORKED FOR SELF OR AS AN UNPAID WORKER IN A FAMILY BUSINESS <sup>3</sup>	% OF WORKING POPULATION THAT WORKED FOR SELF OR AS AN UNPAID WORKER IN A FAMILY BUSINESS	MEDIAN GROSS ANNUAL INCOME (\$) FOR SELF-EMPLOYED PERSONS <sup>4</sup>	WORKED FOR SELF OR AS UNPAID WORKER IN A FAMILY BUSINESS WITHOUT HEALTH INSURANCE
<b>TOTAL</b>	5,178	15%	49,213	414
<b>MALE</b>	3,449	20%	52,984	252
<b>FEMALE</b>	1,730	10%	40,235	162
<b>BERMUDIAN</b>	4,738	18%	50,362	396
<b>NON-BERMUDIAN<sup>5</sup></b>	440	6%	35,238	18
<b>BLACK</b>	2,215	13%	43,693	299
<b>WHITE</b>	2,404	20%	55,529	71
<b>MIXED/OTHER RACES</b>	546	12%	39,020	4
<b>NOT STATED</b>	13	12%	54,000	0

<sup>R</sup> 2014 results have been revised to correspond with the Population Projections for weighting the 2014 LFS sample data.

The 2010 Census data was used for weighting purposes in reports published previously.

<sup>3</sup> Includes Unpaid Workers in a Family Business

<sup>4</sup> Excludes Unpaid Workers in a Family Business

Some totals may not add due to rounding

<sup>5</sup> Includes non-Bermudian Spouses of Bermudians, Permanent Residents and other non-Bermudians





Across the industrial sectors of the economy, nearly 1,000 of the self-employed/unpaid workers worked in construction. A total of 874 persons worked for themselves by providing services to businesses such as information research, management, accounting, information technology and legal services while 605 persons worked for themselves or as an unpaid worker in the transport and communications sector. The median annual pay for the self-employed was relatively flat compared to last year. The median annual employment earnings reached \$49,239 in 2015 compared to \$49,213 in 2014. The largest share of the self-employed earned their living in the construction industry where the median income of 991 persons was \$46,448 per year. Table 5 ranks the five industrial sectors with the highest numbers of self-employed persons.

**Table 5. Ranking of Self-Employed/Unpaid Workers in a Family Business by Industry and Median Annual Income**

Major Divisions of Economic Activity	Jobs	Median Annual Earnings (\$)
Construction	991	46,448
Business services	874	63,668
Transport & Communications	605	35,036
Other community social & personal	561	33,830
Retail trade & repair services	360	55,088

Four hundred and nine of all self-employed and unpaid workers stated that they did not have health insurance. Males accounted for 80% or 328 persons; 96% were Bermudian (391) and 78% of the self-employed and unpaid workers who were without health insurance (319) were black.

## CONCEPTS & DEFINITIONS

### HOUSEHOLD

A household is a person or group of persons occupying one private dwelling unit who make common provisions for meals and other essentials for living.

### USUAL HOUSEHOLD MEMBER

For Labour Force Survey purposes, the term usual household member refers to persons 16 years and older who resided or intend to reside in Bermuda and in the household for six months or more as of May 20<sup>th</sup> 2015.

### GROSS MEDIAN INCOME FROM MAIN JOB

Gross median income is the amount which divides the income distribution into two equal groups, half having incomes above the median, half having incomes below the median. The median is based on income before deductions from the following sources: wages, salaries, commissions, bonuses, and tips and net earnings from own business for the self-employed.

### UNEMPLOYMENT

The unemployed comprise all persons 16 years and older who during the reference period were without work but were actively seeking work.

## SURVEY METHODOLOGY

### DATA COLLECTION

In preparation for the telephone administered survey, a team of seventeen interviewers were trained. The training covered important areas of the survey operation and included the overall purpose of the survey, survey concepts and definitions, the purpose of each question and telephone interviewing techniques.

The LFS questionnaire included questions to collect data relating to household members who were 16 years of age and older on May 20<sup>th</sup>, 2015. The survey data collection period ranged from May 21<sup>st</sup> to June 19<sup>th</sup>, 2015. Households were called during the day and evening on weekdays and during the day on weekends.



### **PUBLICITY**

Prior to the commencement of the survey collection work, 6,000 letters were mailed to households notifying them that they were selected to participate in the Labour Force Survey.

In addition to the letters to households, advertisements were placed in the daily newspaper and aired on local radio stations.

### **SAMPLING DESIGN**

The primary objective of the survey was to measure and assess the current employment and unemployment situation in Bermuda. The sample design used for the 2015 Labor Force Survey was a stratified two-stage approach as follows:

- Stage one – One hundred and fifty census districts (CD) were randomly selected from the entire 245 CDs with each stratified into one of three income groups
- Stage two – random sampling of households were selected from each CD proportional to the total number of dwellings in each parish

The sample frame for the survey was a combination of the data files linked to the 2010 Population and Housing Census and the Population Frame Repository. Households were selected from the resulting frame according to their household income and census district.

It was determined that a sample size of 1,500 households would be adequate to give the desired level of accuracy and precision. The sample represents approximately 5% of all 28,818 households in Bermuda, and will produce aggregate results at the 95% confidence level with a margin of error of +/- 2.5%.

### **WEIGHTING**

The survey data was weighted to reflect the population counts from the 2010 – 2020 Bermuda Population Projections. The population weights were derived by dividing the 2012 - 2015 age and sex population projections for persons 16 years and older by the age and sex counts from the LFS.

Readers should note that there are small disparities in the workforce totals presented in the tables of this report. This is the result of the grossing up effect of the weights on the sample data.

### **RESPONSE RATE**

By the end of the survey period, 1,488 households had completed the questionnaire. This represented 99% of the completion target. An over sample of 6,000 residential addresses was used by survey interviewers in order to secure the completion target of 1,500 households.

### **NOTE TO THE READER**

For more detailed tables than those published in this report please contact the Department of Statistics, Business Statistics Division, at email address [jjackson@gov.bm](mailto:jjackson@gov.bm) or [cmmurray@gov.bm](mailto:cmmurray@gov.bm). Alternatively, further information can be obtained by contacting the Department by telephone on 297-7761.



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