



GOVERNMENT OF BERMUDA
Cabinet Office

The Department of Statistics

The 2012 Labour Force Survey Executive Report



OCTOBER 2012



The 2012 Labour Force Survey Executive Report

Contents

Introduction	2
Survey Highlights, 2010 - 2012	3
Labour Force.....	4
Labour Force Participation.....	4
Working population	4
Earnings from Main Job Stand Still	9
Underemployment	12
Underemployment by Major Industry.....	15
Unemployment	18
Long Term Unemployment	19
CONCEPTS AND DEFINITIONS	22
Household	22
Usual Household Member.....	22
Household Reference Person (Head of Household).....	22
Unemployment	22
SURVEY METHODOLOGY.....	23
Sampling Design	23
Weighting	23
Response Rate.....	23
Data Collection	24
Computer Assisted Telephone Interviewing (CATI).....	24
Net Book Interviewing	24
Data Processing.....	24



Introduction

This report highlights the main findings of the 2012 Labour Force Survey (LFS) that was conducted during the months of May and June 2012. The LFS was based on a two-tiered sample of 1,500 households of which persons 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 of the household.

Specific questions were asked to find out whether a person was employed, underemployed, unemployed, a student or a retiree. The primary questions asked of working persons identified the type of work done in one's main job, the number of hours worked per week, the number of jobs held and the annual pay earned. The main questions administered to underemployed persons asked whether they would like to change their job and the main reason for wanting to change their job. Unemployed persons were asked about the number of weeks that they had been actively seeking work and what type of occupation training they had acquired.

This report provides findings on the unemployed, employed and underemployed survey population with comparisons for the years 2010 and 2012.

At the end of the Labour Force Survey analysis are the concepts and definitions used for the collection of the Labour Force Survey data, 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.

During the collection of the LFS data, household members were also polled on the issues of age discrimination and the mandatory retirement age. The results of this polling will be released separately by the Department of Human Affairs in 2013.



Survey Highlights 2010 – 2012

Employment decreased to 35,874 in 2012 from 37,197 in 2010.

Unemployment was higher in 2012 at 3,305 persons.

The unemployment rate was measured at 8% in 2012.

The labour force participation rate stood at 76%.

Median gross annual income from earnings changed to \$58,698 in 2012.

The average number of hours worked per week in the main job was 38.

Table 1. Labour Market Indicators

	Year			
	2012	2010	2009	2000
Labour force	39,179 ¹	39,780 ²	38,263 ¹	37,879 ²
Employed	35,874	37,197	36,549	36,878
Unemployed	3,305	2,583	1,714	1,001
Unemployment rate	8%	6%	4%	3%
Participation rate	76%	84%	78%	85%
Average number of hours worked per week in main job	38	42	41	40
Median gross income	\$58,698	\$58,355	\$58,600	\$38,049

¹ 2012 and 2009 Labour Force Survey

² 2010 and 2000 Census of Population and Housing

Chart 1 - Total Workforce, 2000 - 2012

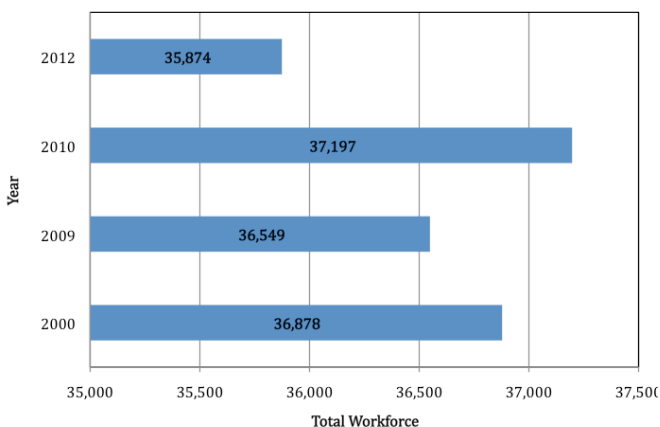
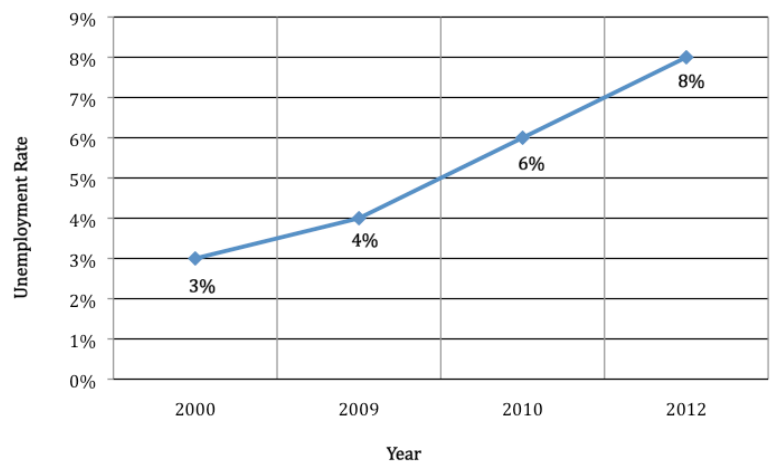


Chart 2 - Unemployment Rate, 2000 - 2012





Labour Force

The term labour force refers to those persons of working age who were 16 years or older during the survey reference week and were either gainfully employed or looking for work. In 2012, the number of persons who were employed, i.e. the working population was 35,874. The total number of unemployed persons was 3,305, reflecting an unemployment rate of 8% during the reference week 13 to 19 May 2012.

Labour Force Participation

In 2012 the Labour Force Participation Rate (LFPR) was estimated at 76%, slightly lower than the 84% measured in 2010 and the 78% in 2009. The decline in labour force participation was strongest for women, falling from 81% in 2010 to 73% in 2012. Over the same period, the participation rate for men fell from 87% to 80%.

The 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. Students looking for work are excluded for comparisons purposes.

Working population

The working population declined from 37,197 in 2010 to 35,874 in 2012, down 3.6 %. Males (18,151) outnumbered females (17,723) in the working population. The number of males in the working population fell by 543 persons, while females showed a larger decline of 780 persons. The overall working population decreased by 1,323 persons.

In particular, the number of workers under the age of 25 (youth employment) decreased significantly, down by 567 persons. This was a decline of 21.1 %, the largest decrease amongst all age groups. (See Chart 3)

The number of Bermudians in the working population decreased by 336 persons or 1.2%. The other Non-Bermudians category contracted the strongest between 2010 and 2012 by 1,083 persons or 16.7%. Permanent Resident certificate holders also fell from 1,370 in 2010 to 1,222 in 2012. Conversely, the number of Spouses of Bermudians increased by 244 persons or 14%. (See Table 2)

The number of blacks in the working population fell from 20,171 in 2010 to 17,229 in 2012. In contrast, the number of whites increased from 11,312 in 2010 to 13,237 in 2012. Blacks accounted for 48% of the working population, whites accounted for 37% of the working population while persons of mixed and other races accounted for 14% of the working population. Two hundred and sixteen workers did not state their race.

In 2012, employment levels in the Education, Health and Social Work sector and the Construction industry dipped by 817 and 750 workers, respectively. In contrast, employment in the Public Administration and the Business Services sectors expanded as the number of persons in these sectors climbed by 613 and 528, respectively. (See Table 2)



Chart 3. Working Population by Age Groups, 2012 and 2010

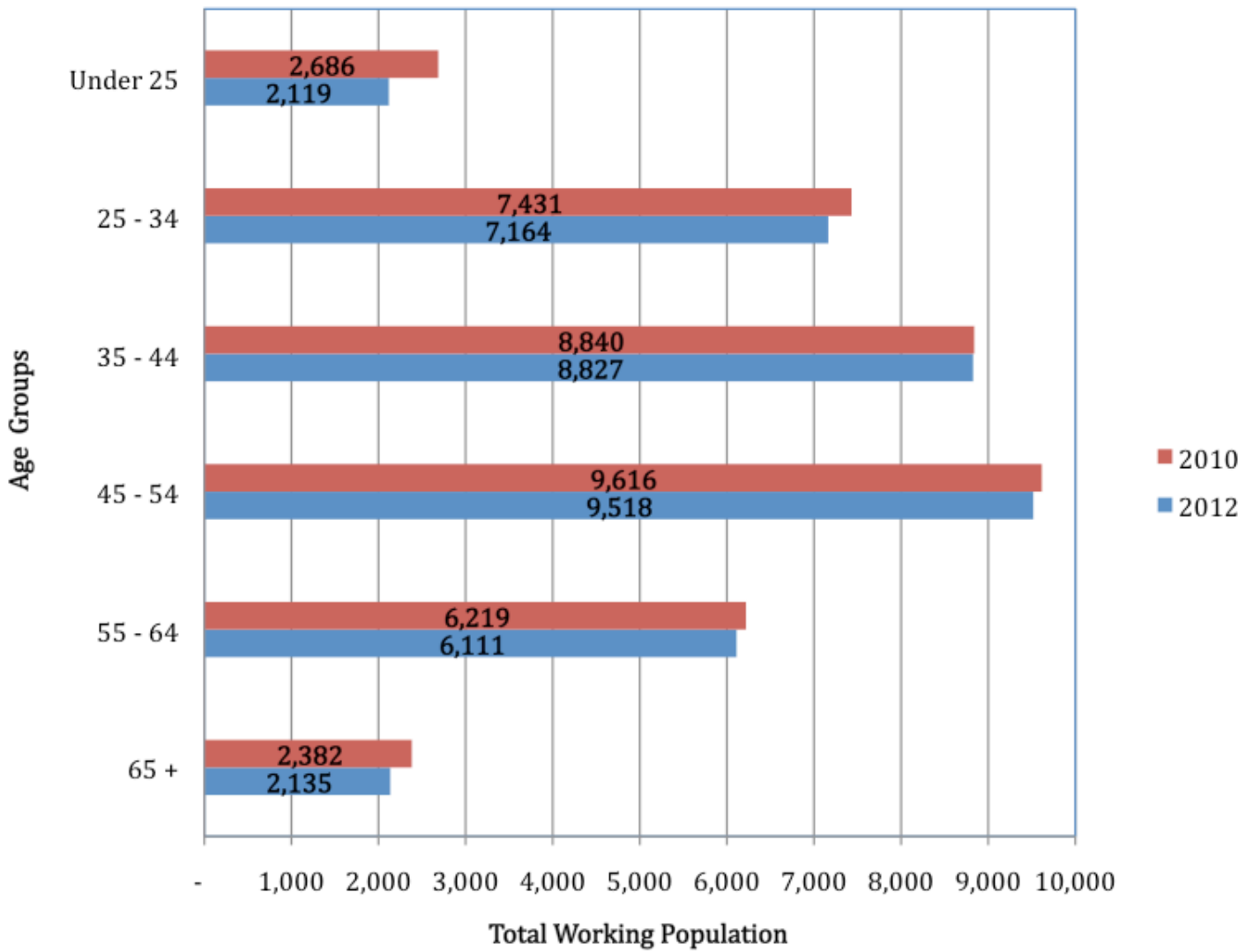




Table 2

Working Population Aged 16 Years and Older by Sex, Age Group, Bermudian Status, Race and Highest Academic Qualification, 2000, 2009, 2010, 2012

	Number			
	2012 ³	2010	2009	2000
Total	35,874	37,197 ¹	36,549	36,878
Males	18,151	18,694	17,987	18,151
Females	17,723	18,503	18,562	17,723
Age Group				
Under 25	2,119	2,686	3,392	3,410
25 - 34	7,164	7,431	6,502	9,027
35 - 44	8,827	8,840	9,126	10,692
45 - 54	9,518	9,616	9,830	7,864
55 - 64	6,111	6,219	5,837	4,288
65 +	2,135	2,382	1,862	1,597
Bermudian Status				
Bermudians	27,276	27,612	28,767	28,203
Spouses of Bermudians	1,991	1,747	1,756	-
Other non-Bermudians	5,385	6,468	4,223	8,670
Permanent Residents	1,222	1,370	1,803	-
Not Stated	-	-	-	5
Race				
Black	17,229	20,171	19,358	20,350
White	13,237	11,312	12,541	12,551
Mixed/Other Races	5,192	5,814	4,396	3,827
Not Stated	216	-	254	150
Highest Academic Qualification				
None	3,060	6,151	3,569	8,221
School Leaving Certificate	11,476	10,996	12,191	11,066
Vocational College/Bermuda College/Associate degree	8,584	7,702	9,319	9,166
Bachelors degree	7,677	7,582	6,690	6,005
Masters degree	3,786	2,615	3,085	1,882
Doctorate degree	340	272	277	183
Professional degree	876	793 ²	1,334	-
Other	-	463	-	74
Not Stated	76	700	84	281



Table 2 (con't)

Working Population Aged 16 Years and Older by Major Division of Economic Activity and Major Occupation Group 2000, 2009, 2010, 2012

Major Division of Economic Activity

Agric., forest., fish., min. & qry.	431	528	504	573
Manufacturing	412	874	801	1,176
Elec., gas & water	427	395	455	425
Construction	2,721	3,471	3,405	3,792
Wholesale trade & motor vehicles	1,247	1,405	1,597	1,309
Retail trade & repair services	3,093	2,908	3,028	3,464
Hotels	1,671	1,837	936	2,738
Rest., cafes & bars	1,134	1,371	842	1,559
Transport & communications	2,472	2,455	2,483	2,843
Financial Intermediation	3,131	2,741	2,533	2,791
Real estate & renting services	375	646	652	454
Business services	4,139	3,611	3,428	3,198
Public administration	4,432	3,819	4,818	2,510
Educ., health & soc. Wrk.	3,521	4,338	2,969	4,026
Other community, social & personal services	2,272	2,531	2,736	2,762
International business activity	4,094	3,802	4,263	3,167
Not Stated	299	401	789	91

Major Occupation Group

Senior Officials and Managers	6,321	7,531	7,982	5,239
Professionals	8,662	7,085	8,284	6,728
Technicians and Associate Professionals	3,969	2,994	3,696	2,976
Clerks	5,505	5,928	4,472	6,246
Service Workers and Shop and Market Sales Workers	5,368	6,072	4,625	7,246
Skilled Agricultural and Fishery Workers	526	678	222	804
Craft and Related Trade Workers	2,853	3,801	3,744	4,518
Plant and Machine Operators and Assemblers	1,627	1,683	1,662	1,817
Elementary Occupations	942	926	1,320	1,177
Armed Forces	15	18	62	-
Not Stated	85	417	-	127

¹ Includes 64 persons who were counted during the census but detailed data was not obtained.

² Includes 77 persons who possess a professional designation and an academic qualification.

³ Sub-totals may not add to 35,874 due to rounding.



Table 3

Median Gross Annual Income (\$) from Main Job by Sex, Age Group, Bermudian Status and Race, 2009, 2010, 2012

	2012 Median Gross Annual Income	% of Median	2010 Median Gross Annual Income	% of Median	% Change Median Income 2010 - 2012
Total	58,698	100%	58,355	100%	1%
Males	60,156	102%	59,497	102%	1%
Females	57,322	98%	57,186	98%	0%
Age Group					
Under 25	25,335	43%	34,473	59%	-27%
25 - 34	61,437	105%	59,599	102%	3%
35 - 44	72,296	123%	67,490	116%	7%
45 - 54	60,652	103%	63,799	109%	-5%
55 - 64	57,379	98%	57,019	98%	1%
65 +	34,995	60%	35,406	61%	-1%
Bermudians	54,550	93%	56,264	96%	-3%
Spouses of Bermudians	69,378	118%	64,000	110%	8%
Other non-Bermudians	87,089	148%	70,651	121%	23%
Permanent Residents	74,499	127%	58,140	100%	28%
Black	50,799	87%	54,708	94%	-7%
White	71,751	122%	73,732	126%	-3%
Mixed/Other Races	53,191	91%	49,820	85%	7%
Major Division of Economic Activity					
Agric., forest., fish., min. & qry.	47,971	82%	42,835	73%	12%
Manufacturing	45,993	78%	47,887	82%	-4%
Elec., gas & water	69,068	118%	72,885	125%	-5%
Construction	52,595	90%	54,593	94%	-4%
Wholesale trade & motor vehicles	48,012	82%	47,632	82%	1%
Retail trade & repair services	40,759	69%	42,964	74%	-5%
Hotels	41,157	70%	40,545	69%	2%
Rest., cafes & bars	33,471	57%	36,854	63%	-9%
Transport & communications	45,666	78%	52,697	90%	-13%
Financial Intermediation	74,231	126%	71,833	123%	3%
Real estate & renting services	53,876	92%	58,180	100%	-7%
Business services	65,898	112%	67,567	116%	-2%
Public administration	68,486	117%	67,822	116%	1%
Educ., health & soc. Wrk.	59,556	101%	62,493	107%	-5%
Other community, social & personal services	35,017	60%	36,617	63%	-4%
International business activity	114,951	196%	105,651	181%	9%
Major Occupation Group					
Senior Officials and Managers	80,894	138%	83,846	144%	-4%
Professionals	82,558	141%	81,033	139%	2%
Technicians and Associate Professionals	69,480	118%	73,948	127%	-6%
Clerks	50,538	86%	52,040	89%	-3%
Service Workers and Shop and Market Sales Workers	36,500	62%	35,672	61%	2%
Skilled Agricultural and Fishery Workers	43,707	74%	43,227	74%	1%
Craft and Related Trade Workers	48,294	82%	51,163	88%	-6%
Plant and Machine Operators and Assemblers	38,981	66%	43,969	75%	-11%
Elementary Occupations	33,265	57%	41,731	72%	-20%
Armed Forces	n.a.	-	n.a.	-	

n.a. Not available



Earnings from Main Job Stand Still

In 2012, the median gross annual income from one's main job stood at \$58,698. This level was 1% higher than the \$58,355 reported in the 2010 Census.

Both males and females experienced minimum increases in their annual pay packets. Between 2010 and 2012 the median annual income for males rose by \$659 to \$60,156. The change in pay was weaker for females, as median income increased by \$136 from \$57,186 in 2010 to \$57,322 in 2012. (See Table 3)

The annual median pay of Bermudian workers declined 3% between 2010 and 2012, from \$56,264 to \$54,550. In contrast, all other status groups experienced higher income earnings as permanent residents' (\$74,499) and non-Bermudians' (\$87,089) pay increased by 28% and 23%, respectively. Workers aged 35 to 44 years experienced a 7% increase in median pay, from \$67,490 to \$72,296. The largest decline in annual earnings was recorded for new entrants to the workforce. On average, persons 16 to 24 years old earned 27% less than they did in 2010, decreasing to \$25,335 in 2012.

The ranking of median employment income in 2012 by major occupations and industry groups is shown as follows in Charts 4 and 5.



Chart 4. Ranking of Median Employment Income by Major Occupation Groups

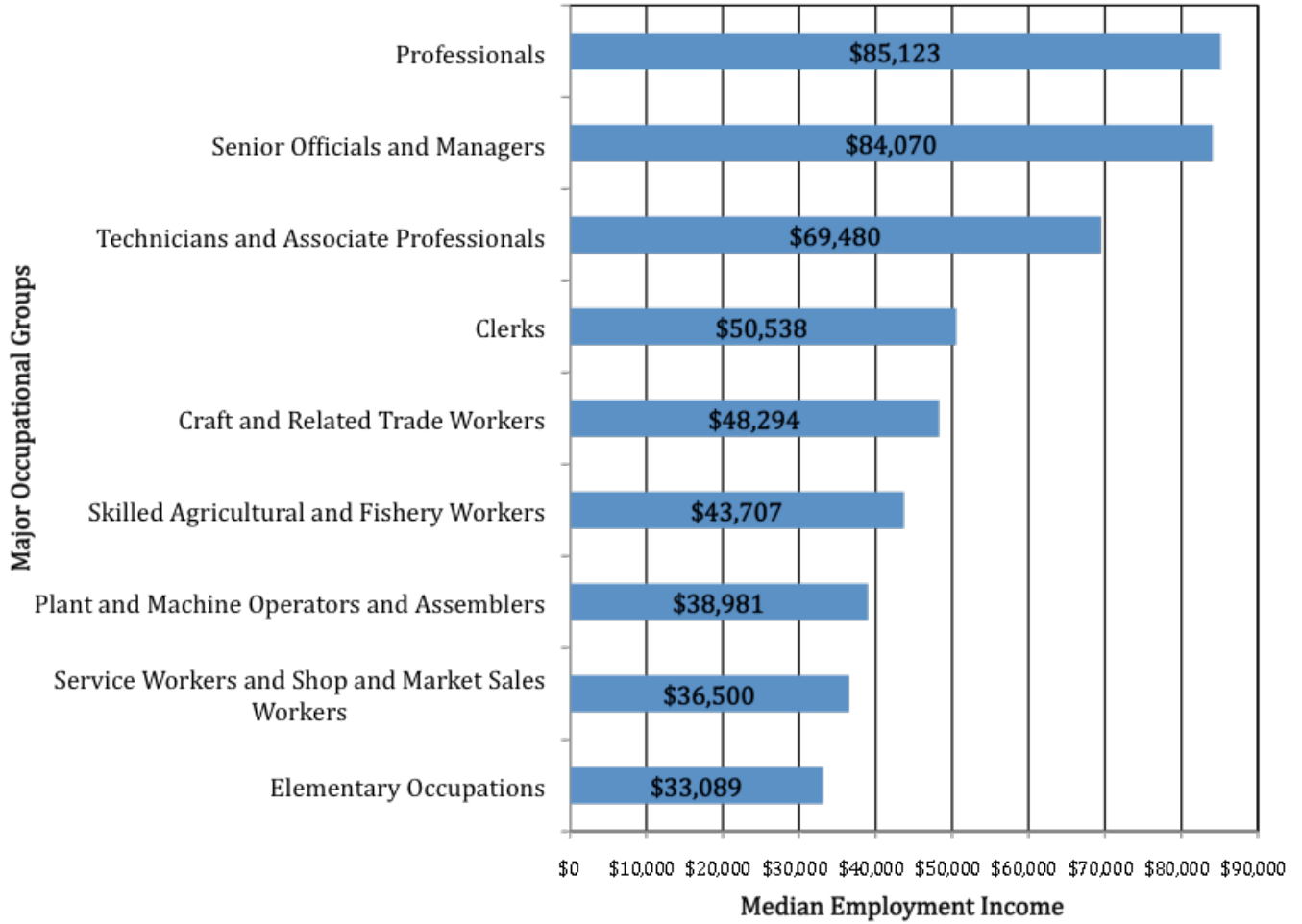
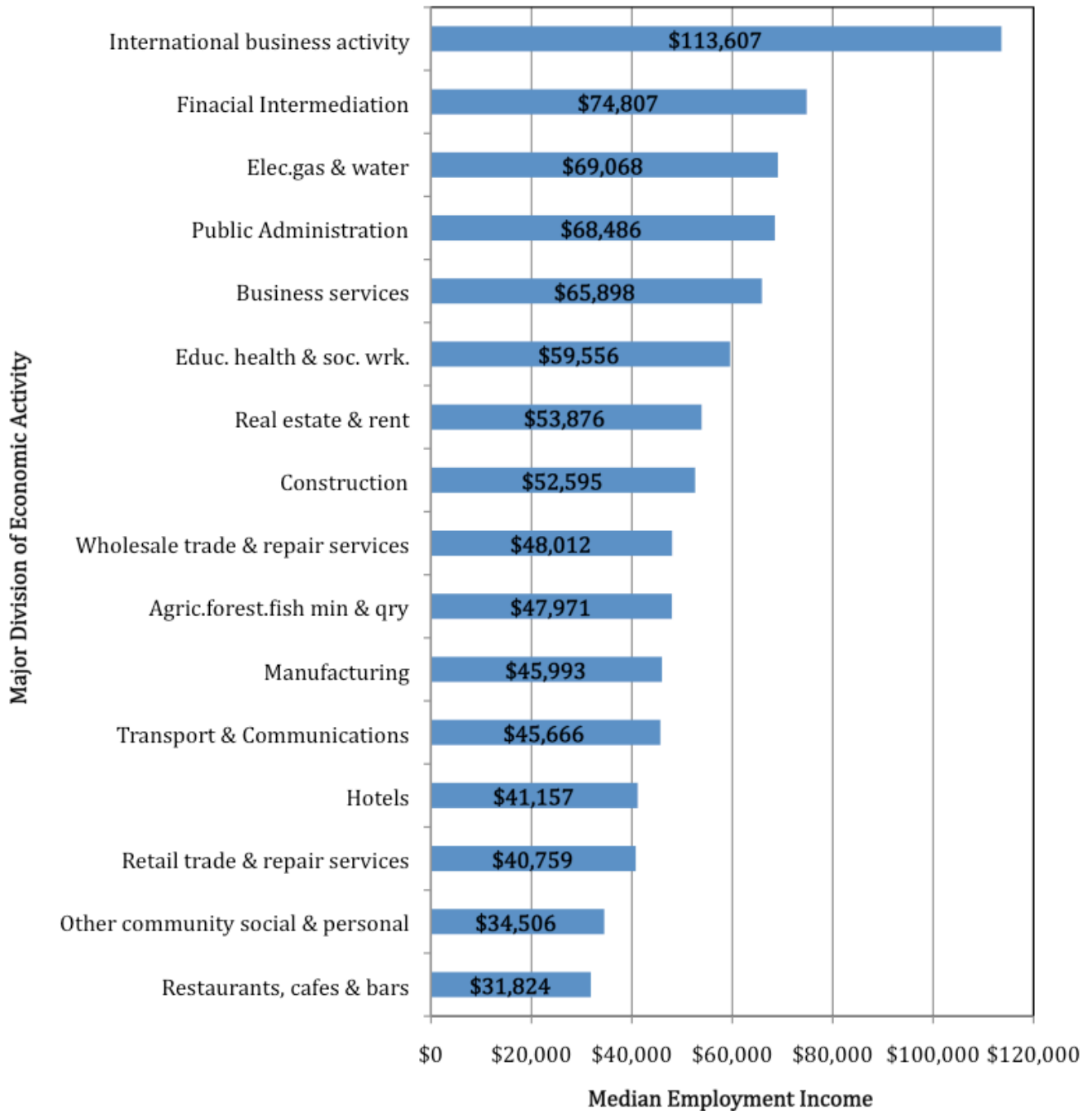




Chart 5. Ranking of Median Employment Income by Major Industry Group





Underemployment

The level of underemployment was measured in Bermuda for the first time from data collected during the 2012 Labour Force Survey.

The International Labour Organization (ILO) defines underemployment in general terms as the underutilization of the productive capacity of the employed population. The underemployed population is a subcategory of the employed population and is identified by comparing their current employment situation with an 'alternative' employment situation that they are willing and available to carry out. Persons who are in underemployment are those who worked or had a job during the reference week but were willing and available to work "more adequately".¹

There are three categories of underemployment:

- **Time-related underemployment** occurs when an employed person desires to work in alternative employment that provides sufficient number of work hours, more convenient work hours or permanent employment.
- **Skills-related underemployment** occurs when a working person desires an alternative employment position in which they can use the skills and or qualifications they possess which are not being used in their current employment.
- **Income-related underemployment** includes working persons who desire more pay than they are receiving in their current job from an alternative employment position.

Nearly One in Five Workers Underemployed

Of all 35,874 persons in the working population 6,760 or 19 % were underemployed.

The largest share of the underemployed was income-related totaling 2,368 persons. In absolute terms, the data show that women were more likely than men to work in this form of underemployment, 1,348, compared to 1,020 men. Young workers aged 16 to 44 years registered the highest occurrence of income-related underemployment among all age groups, with 631 persons. Those whose highest academic qualification was a school leaving certificate or high school diploma accounted for more than half of all income-related underemployed workers at 1,304. Nearly two in five underemployed Bermudians, 2,216 out of 5,883, reported income-related underemployment. (See Table 4) Figure 1 below presents the median annual earnings of all workers in income-related underemployment and the ranking of jobs held by occupation group.

¹ *International Labour Organization definition of the underemployed*



Figure 1

Income-related Underemployed Workers by Median Earnings and 10 Highest Ranked Occupations by Number of Jobs Held

Median Annual Earnings from Main Job		\$38,906
Ranking	Occupation	Number of Jobs
1	Cashier	140
2	Security officer	114
3	Technical salesperson	104
4	Hotel receptionist/Cashier	98
5	Child-care worker	73
6	Heavy-truck driver	66
7	Barber Hairdresser	61
8	Motor-car driver (includes taxi and chauffeur-driven car)	59
9	Barperson/Bartender/Bar steward	55
10	Medical worker n.e.c.	50

n.e.c. – not elsewhere classified

The profile of persons reporting skills-related underemployment differed from those who reported income-related underemployment. Women were nearly twice as likely as men who wanted to use their skills/qualifications in a different job. Among working women, 1,409 reported that they desired alternative employment that would make better use of their qualifications or skill set compared to 830 working men. There were 1,941 occurrences of skills-related underemployment among working Bermudians. The largest share of skills-related underemployed workers was attributed to workers 25 to 34 years old. A total of 698 men wished to use their skills and qualifications in another job. Prevalent among this age group were persons who likely completed their tertiary level education in the last five to 10 years. In these cases, the results indicate that recent college graduates are working in roles that do not allow them to fully use their newly acquired qualifications. (See Table 4)

The data also show that 535 workers aged 45 to 54 years experienced skills-related underemployment. This group of workers is more likely than those in the younger age group to have acquired practical work experience and wish to use these skills in an alternate form of employment. Associate’s degree or bachelor’s degree holders reported this category of underemployment more than any other group based on highest academic qualification. There were 693 working persons whose highest qualification was an associate’s degree and 507 who were educated to the bachelor’s degree level. Figure 2 below presents the median annual earnings of all workers in skills-related underemployment, the per cent by highest academic qualification and the ranking of jobs held by occupation group.



Figure 2

Skills-related Underemployed by Median Earnings, Highest Academic Qualification % Share and 10 Highest Ranked Occupations by Number of Jobs Held

	Median Annual Earnings from Main Job	\$51,008
	None	4%
	School leaving certificate, high school diploma	23%
	Technical/vocational college certificate/ Bermuda College diploma/ Associate degree	31%
	Bachelors degree, e.g. BA, BSc, LLB	23%
	Master degree, e.g. MA MSc, Med, MBA	15%
	Doctorate degree, e.g. PhD EdD, DSc, DMin	1%
	Professional degree, e.g. MD, DDS	3%
Ranking	Occupation	Number of Jobs
1	Senior clerk	133
2	Cashier	111
3	Executive secretary / Personal assistant	92
4	Accountant I	74
5	Investment officer	72
6	Cleaner / Houseperson	59
7	Sales clerk retail trade	57
8	Executive chef/ Head cook	52
9	Receptionist	50
10	Supervisor (clerical)	47

Time-related underemployment comprises three groups:

- Insufficient work and or fear/certainty of losing job;
- Temporary work; and
- Inconvenient work hours and or unsuitable working conditions.

The latter group was the most common form of underemployment. An estimated 1,240 workers desired to have alternative employment because their current job required them to work inconvenient work hours or because the working conditions were somehow inadequate. Bermudians accounted for 987 of those who worked inconvenient hours or in inadequate



working conditions. Some 448 Bermudians reported that the job they held did not provide them with sufficient work hours or that the prospects for losing their job were high. Workers aged 35 to 44 years reported the highest incidence of time-related underemployment with 434 persons. A review of highest academic qualification achieved indicated that 513 had a high school diploma followed by 385 with an associate’s degree. (See Table 4) Figure 3 below presents the median annual earnings of all workers in time-related underemployment, the average usual hours worked per week and the ranking of jobs held by occupation group.

Figure 3

Time-related Underemployed by Median Earnings, Average Usual Hours Worked per Week and 10 Highest Ranked Occupations by Number of Jobs Held

	Median annual earnings from main job	\$48,688
	Average usual hours worked per week	37
Ranking	Occupation	Number of Jobs
1	Executive secretary/Personal assistant	156
2	Mason	81
3	Child-care worker	72
4	Senior clerk	71
5	General administration/Personnel (manager)	66
6	Cleaner/Houseperson	59
7	Sales clerk Retail trade	59
8	Accountant II	58
9	Dish and pot washer	53
10	Nursing aide (includes orderly)	53

Underemployment by Major Industry

There was significant variation in respect of the level and type of underemployment reported by workers across all economic industry groups. The sector with the largest number of underemployed workers was public administration. There were 904 Government employees who reported being underemployed. Over half of these persons stated that they wished to work in a role that allowed them to make better use of the skills and qualifications. Other industry sectors in which underemployed workers were measured included education, health and social work (290), business services (212) and financial intermediation with 213 workers. In contrast, underemployed workers in the construction industry (203), the retail sector (326), the hotel industry (241) and in the restaurant sector (127) most often attributed their underemployment as income-related. The largest share of underemployed workers that reported time-related underemployment worked in the international business sector.



Table 4

Underemployed Population Aged 16 Years and Older by Sex, Age Group, Bermudian Status, Race and Type of Underemployment, 2012

	Type of Underemployment					
	Total Underemployed	Time-Related	Skills-Related	Income-Related		
		Insufficient work (work hours)	temporary employment	Inconvenient work hours/working conditions	Better use of Qualifications/Skills	Low Pay Rate
Total	6,760	492	421	1,240	2,239	2,368
Males	2,709	185	219	455	830	1,020
Females	4,050	306	202	785	1,409	1,348
Age Group						
Under 25	1,074	28	57	107	251	631
25 - 34	1,796	94	140	240	698	624
35 - 44	1,515	52	114	434	391	524
45 - 54	1,435	216	41	283	535	360
55 - 64	775	89	42	162	324	158
65 +	168	13	27	15	41	72
Bermudian Status						
Bermudians	5,883	448	291	987	1,941	2,216
Spouses of Bermudians	272	20	51	59	39	103
Other non-Bermudians	521	24	79	164	202	52
Permanent Residents	101	-	-	30	58	13
Race						
Black	4,323	263	245	847	1,478	1,490
White	1,489	197	58	295	451	488
Mixed/Other Races	933	32	118	97	295	391
Not Stated	14	-	-	-	14	-
Major Division of Economic Activity						
Agric., forest., fish., min. & qry.	49	-	-	-	-	49
Manufacturing	97	-	-	-	83	14
Elec., gas & water	47	-	-	15	-	32
Construction	545	53	37	107	145	203
Wholesale trade & motor vehicles	222	-	-	42	15	165
Retail trade & repair services	792	132	14	105	215	326
Hotels	619	-	83	128	167	241
Rest., cafes & bars	272	17	-	21	107	127
Transport & communications	505	31	76	48	125	225
Financial Intermediation	528	21	20	160	213	114
Real estate & renting services	42	22	-	-	-	20
Business services	679	38	54	177	212	198
Public administration	904	56	20	186	465	177
Educ., health & soc. Wrk.	654	50	-	93	290	221
Other community, social & personal services	473	-	71	58	150	194
International business activity	310	71	45	101	52	41
Not Stated	21	-	-	-	-	21



Table 4 (con't)

Underemployed Population Aged 16 Years and Older by Sex, Age Group, Bermudian Status, Race and Type of Underemployment, 2012

Highest Academic Qualification

None	501	53	-	87	93	268
School Leaving Certificate	2,764	200	241	513	506	1,304
Vocational College/Bermuda College/ Associate degree	1,689	101	76	385	693	434
Bachelors degree	1,042	63	43	172	507	257
Masters degree	598	62	41	84	344	67
Doctorate degree	72	-	-	-	33	39
Professional degree	95	13	20	-	62	-
Other	-	-	-	-	-	-
Not Stated	-	-	-	-	-	-

Major Occupation Group

Armed Forces	15	-	-	-	15	-
Senior Officials and Managers	721	91	-	198	303	129
Professionals	1,175	119	72	153	493	338
Technicians and Associate Professionals	551	35	51	71	184	210
Clerks	1,543	128	118	256	537	504
Service Workers and Shop and Market Sales Workers	1,688	75	124	369	406	714
Skilled Agricultural and Fishery Workers	89	-	-	-	25	64
Craft and Related Trade Workers	388	31	-	126	103	128
Plant and Machine Operators and Assemblers	385	-	39	52	100	194
Elementary Occupations	181	13	17	13	51	87
Not Stated	21	-	-	-	21	-



Unemployment

The level of unemployment for a country is usually measured by an unemployment rate. The unemployed are defined as those persons who are not working but are willing and able to work for pay, currently available to work, and are actively searching for work.

The unemployment rate for Bermuda was 8% during the week of 13 to 19 May 2012. There were 3,305 persons who were unemployed during the reference week, nearly double the 1,714 persons unemployed during the first LFS conducted in 2009. Other measures include:

- The unemployment rate for men at 9%
- The unemployment rate for women at 8%
- The unemployment rate for Bermudians at 10%

In 2012, males accounted for the largest proportion of persons unemployed at 1,729 or 52%. There were 1,575 unemployed females. Black males looking for work accounted for 75% of the estimated number of unemployed males. White males accounted for 14% of the males who reported being unemployed. Black females accounted for 60% of the estimated females who were actively looking for work, while white females made up 23% of the females who were out of work.

An estimated 3,026 Bermudians reported being out of work during the reference week. This accounts for 92% of the total of unemployed workers. In contrast, 105 non-Bermudians indicated that they were seeking working during the reference week. Moreover, the estimated number of spouses of Bermudians and permanent residents who reported being out of work was 92 and 82, respectively. (See Table 5)

Persons aged 16 to 24 years were most likely to be seeking work. This age group is primarily new to the workforce and many of them had not obtained a university degree. A total of 1,176 or 36 % of the unemployed were between the age of 16 and 24 years old.

The results from 2012 Labour Force Survey indicate that there is a strong correlation between unemployment and education levels. Of the estimated persons who reported that they were unemployed, 1,565 or 47% stated their highest academic qualification as a school leaving certificate or high school diploma. In contrast, 451 or 14% of the unemployed possessed a bachelor's degree, while 4% of the unemployed had earned a master's degree or higher. (See Table 5)

Of the estimated total of non-Bermudians that were unemployed, 80% had earned a bachelor's degree. A total of 1,485 unemployed Bermudians had received a school leaving certificate while 12% reported that they had earned a bachelor's degree. Half or 50% of the unemployed spouses of Bermudians had received a school leaving certificate and 41% of the unemployed permanent residents received had obtained the same qualification.



Long-Term Unemployment

Long-term unemployment is defined as unemployment lasting for longer than one year. An estimated total of 641 job seekers indicated that they had been unemployed for at least one year, but less than two years. Moreover, 572 unemployed persons reported that they were without work for two years or more. The footnote of Table 6 shows that an estimated 39 persons had given up looking for work.

Of the 641 persons who were looking for work for one year, but less than two years, 277 were males and 363 were females. Furthermore, 590 Bermudians reported looking for employment for at least one year while 542 Bermudians had been unemployed for two years or more, some of which were certified masons, estate surveyors and computer programmers. In contrast, 21 unemployed non-Bermudians indicated that they had been unemployed for a year or more.



Table 5

Unemployed Population Aged 16 Years and Older by Sex, Age Group, Bermudian Status and Race, 2009, 2010, 2012

	Number			Unemployment Rate %		
	2012	2010	2009	2012	2010	2009
Total	3,305	2,583	1,714	8	6	4
Sex						
Males	1,729	1,409	1,139	9	7	6
Females	1,576	1,174	575	8	6	3
Age Group						
Under 25	1,176	528	904	36	16	21
25 - 34	668	542	281	9	7	4
35 - 44	325	496	163	4	5	2
45 - 54	567	578	204	6	6	2
55 - 64	506	403	162	8	6	3
65 +	64	36	-	3	1	0
Bermudian Status						
Bermudians	3,026	2,421	1,485	10	8	5
Spouses of Bermudians	92	53	-	4	2	0
Other non-Bermudians	105	87	121	2	3	3
Permanent Residents	82	21	109	6	1	6
Race						
Black	2,244	1,702	1,222	11	8	6
White	599	544	320	4	5	3
Mixed/Other Races	441	328	172	8	6	4
Not Stated	21	9	-	9	5	0
Highest Academic Qualification						
None	638	488	417	17	7	11
School Leaving Certificate	1,565	587	756	12	5	6
Vocational College/Bermuda College/Associate degree	512	195	256	6	2	3
Bachelors degree	451	185	181	6	2	3
Masters degree	115	51	43	3	2	1
Doctorate degree	-	2	-	-	1	0
Professional degree	13	8	47	2	1	3
Other	-	20	-	-	4	-
Not Stated	12	28	15	14	4	15



Table 6

Unemployed Population Aged 16 Years and Older by Sex, Age Group, Bermudian Status, Race and Number of Months Looking for Work, 2012

	2012 - Number of Months (Years) Looking for Work					
	Total	Less than 6 months	6 months but less than 1 year	1 year but less than 2 years	2 years +	Not Stated
Total	3,266¹	1,474	1,023	641	572	128
Sex						
Males	1,689	636	723	277	245	52
Females	1,576	837	300	363	326	76
Age Group						
Under 25	1,176	675	324	127	127	51
25 - 34	628	262	221	120	99	25
35 - 44	325	164	88	73	73	-
45 - 54	567	171	229	166	150	-
55 - 64	506	194	140	119	87	53
65 +	64	7	21	36	36	-
Bermudian Status						
Bermudians	2,987	1,368	900	590	542	128
Spouses of Bermudians	92	22	70	-	-	-
Other non-Bermudians	105	84	-	21	-	-
Permanent Residents	82	-	52	30	30	-
Race						
Black	2,205	889	760	427	412	128
White	599	436	77	86	65	-
Mixed/Other Races	441	127	187	127	94	-
Not Stated	21	21	-	-	-	-
Highest Academic Qualification						
None	638	297	176	126	126	39
School Leaving Certificate	1,525	560	629	283	283	53
Vocational College/Bermuda Col-	512	219	153	127	95	13
Bachelors degree	451	347	44	36	36	25
Masters degree	115	39	20	56	19	-
Doctorate degree	-	-	-	-	-	-
Professional degree	13	13	-	-	-	-
Other	-	-	-	-	-	-
Not Stated	12	-	-	12	12	-

¹ Excludes an estimated 39 persons who indicated that they gave up looking for work.



CONCEPTS AND DEFINITIONS

Household

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 20 May 2012. Persons who have not lived at their current residence for six months are considered a usual member of the household if they intend to live in the household for six months or more.

Household Reference Person (Head of Household)

The household reference person is the person, man or woman, who carries the main responsibility in the affairs of the household. The reference person is a person that is 18 years or older.

Unemployment

The unemployed comprise all persons of working age who during the reference period were:

- Without work, that is, were not in paid employment or self-employment during the reference period; and
- Currently available for work, that is, were available for paid employment or self-employment during the reference period; and
- Seeking work, that is, had taken specific steps in a specified recent period to seek paid employment or self-employment.



SURVEY METHODOLOGY

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 2012 Labour Force Survey was a stratified two-stage approach as follows:

- Stage one – 150 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 number of households and population counts from the 2010 Housing and Population Census. A separate set of weights were used for the housing records and the person records. The housing weights were derived as the ratio of households counted during the 2010 Census to the number of households in the sample. Similarly, the population weights were derived by dividing the 2010 age and sex population counts 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, 1,486 households had completed the questionnaire. This represented 99% of the completion target. An over sample of 4,500 residential addresses were used by survey interviewers in order to secure the completion target of 1,500 households.



Data Collection

In preparation for the survey, a team of approximately 23 interviewers were trained who had also participated in the 2010 Census data collection exercise. The training covered key areas of the survey operation, in particular, the overall purpose of the survey, concepts and definitions and telephone interviewing techniques.

The LFS questionnaire was designed to collect data relating to household members who were 16 years of age and older on 20 May 2012. The survey data collection period extended from 21 May to 25 June 2012. Households were called during weekday evenings and weekdays.

Computer Assisted Telephone Interviewing (CATI)

The Department used the Computer Assisted Telephone Interviewing (CATI) data collection method for obtaining survey data. CATI is a telephone surveying technique in which the interviewer follows a script provided by a software application that is loaded on a desktop computer, laptop or personal digital assistant.

The Department also used the software Appointment Plus that facilitated householders scheduling an interview by appointment. Fifty-four per cent of households took advantage of this opportunity while the remaining households received a call from an interviewer.

Net Book Interviewing

For the first time the Department piloted the use of computer net books as a data collection tool to administer survey questionnaires. Of the 1,500 households selected to participate in the survey, 120 households were visited by interviewers using a net book. This pilot study for collecting data in electronic form eliminated the manual editing of survey questionnaires; minimized interviewers error; and reduced the time taken for processing the survey data.

Data Processing

The Computer Assisted Telephone Interview (CATI) method allowed for electronic data capture. The questionnaire comprised relevant skip instructions, interviewer greetings scripts, and validation checks designed to capture the survey data easily and quickly.

Once the survey period had ended, the data was exported from SPSS Dimensions into Microsoft Excel, where the manual coding of occupations was carried out by in-house staff. The data was then converted to a fixed ASCII text file format that could be read by the CS-Pro Software to produce data tabulations for evaluation prior to final tabular output.



Published by the Department of Statistics
Cedar Park Centre
48 Cedar Avenue
Hamilton HM11
Bermuda
October 2012

Design and pre-press production: Department of Communication and Information