



2014 LABOUR FORCE SURVEY EXECUTIVE REPORT



DECEMBER 2014



INTRODUCTION

The Labour Force Survey Executive Report highlights the main findings of the 2014 Labour Force Survey (LFS). The LFS was conducted during the months of May and June 2014. 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 13 to 19 May 2014.

Specific questions were asked based on whether a person was employed, unemployed, retired or a student. Unemployed persons were asked about the number of weeks actively seeking work.

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

At the back of the Labour Force Survey Executive Report are the definitions for median gross annual income and unemployment, 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.

SURVEY HIGHLIGHTS 2013–2014

The working population decreased to 35,478 in 2014 from 35,989 in 2013.

The unemployment rate was measured at 9% in 2014.

Unemployment grew to 3,486 persons.

Median gross annual employment income declined 3% from \$62,211 to \$60,559.

Average hours worked per week slipped from 41 to 40.

There were 2,232 persons working in temporary positions.

There were 27,956 persons in permanent employment of which 416 stated that they did not have health insurance.

Nearly 400 workers stated that their main job was temporary and did not provide them with health insurance.



TABLE 1
LABOUR MARKET INDICATORS

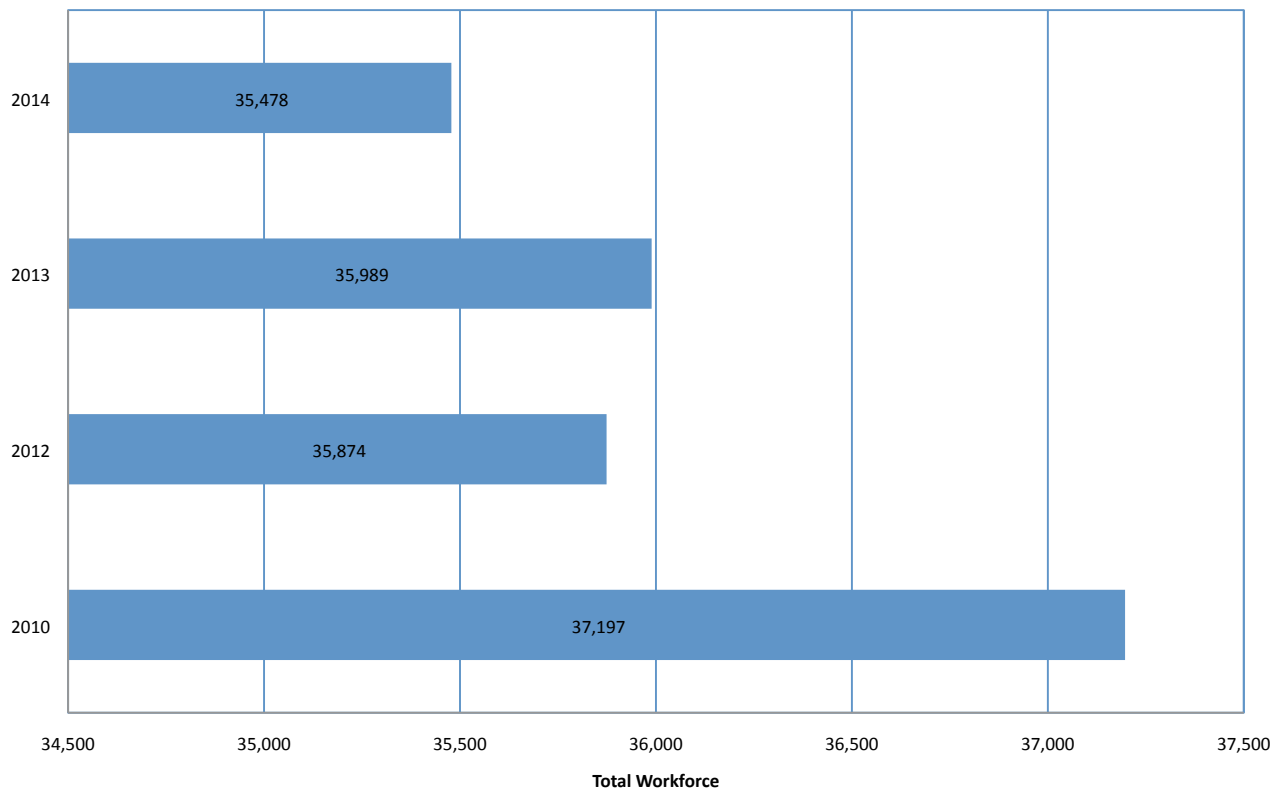
	Year			
	2014	2013	2012	2010
Labour Force	38,963 ¹	38,558 ¹	39,179 ¹	39,780 ²
Employed	35,478	35,989	35,874	37,197
Unemployed	3,486	2,569	3,305	2,583
Unemployment Rate	9%	7%	8%	6%
Participation Rate	88%	87% ^R	85% ^R	84%
Average hours worked per week in main job	40	41	38	42
Median gross income	\$60,559	\$62,211	\$58,698	\$58,355

¹ 2014, 2013 and 2012 Labour Force Survey

² 2010 Census of Population and Housing

^R Revised, based on 2010-2020 Population Projections

CHART 1
TOTAL WORKFORCE, 2010-2014





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 2014, the number of persons who were employed, i.e. the working population was 35,478. The total number of unemployed persons was 3,486, reflecting an unemployment rate of 9% during the reference week 13 to 19 May 2014.

LABOUR FORCE PARTICIPATION

In 2014 the Labour Force Participation Rate (LFPR) was 88%, slightly higher than the 87% reported in 2013. The labour force participation rate for women stood at 83% and was 93% for men.

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 comparison purposes.

WORKING POPULATION

The workforce shrunk by 511 workers in 2014, from the 35,989 reported in 2013 to 35,478 in 2014. The overall decline in jobs was nearly split between males and females. Female workers recorded a decline of 257 jobs, while male workers accounted for 254 lost positions from the previous year.

WORKFORCE BY STATUS

Job gains were reported among Bermudians, spouses of Bermudians and permanent resident certificate holders. Spouses of Bermudians posted an increase of 13% or 216 positions in 2014. Compared to the 1,668 positions reported in the previous year, non-Bermudian spouses reported 1,884 in 2014. Bermudian workers tallied 157 additional jobs from the 27,309 positions reported in 2013. Jobs held by permanent resident certificate holders increased by 143 jobs in 2014. In contrast, there was a 19% decline in the number of other non-Bermudian workers with 1,027 jobs lost in 2014. Contract workers reported 4,416 jobs in 2014 compared to the 5,443 jobs that were reported in 2013.



TABLE 2
WORKFORCE BY SEX, AGE, STATUS, AND RACE, 2012 TO 2014

	Working Population			Median Gross Annual Income from Main Job (\$)			Unemployed Population			Unemployment Rate %		
	2014	2013	2012	2014	2013	2012	2014	2013	2012	2014	2013	2012
Total	35,478	35,989	35,874	60,559	62,211	58,698	3,486	2,569	3,305	9	7	8
Males	17,939	18,193	18,151	59,518	63,296	60,156	1,949	1,521	1,729	10	8	9
Females	17,539	17,796	17,723	61,702	60,915	57,322	1,537	1,048	1,576	8	6	8
Under 25	1,970	1,755	2,119	28,375	33,786	25,335	816	485	1,176	29	22	36
25 - 34	7,168	7,618	7,164	55,535	61,679	61,437	659	789	668	8	9	9
35 - 44	8,854	8,554	8,827	68,760	63,828	72,296	777	565	325	8	6	4
45 - 54	9,788	9,774	9,518	68,675	70,544	60,652	658	330	567	6	3	6
55 - 64	5,827	6,193	6,111	57,739	64,481	57,379	546	399	506	9	6	8
65 +	1,871	2,096	2,135	41,474	50,905	34,995	29	0	64	2	0	3
Bermudians	27,466	27,309	27,276	57,986	58,640	54,550	3,214	2,129	3,026	10	7	10
Spouses of Bermudians	1,884	1,668	1,991	62,859	59,321	69,378	124	375	92	6	18	4
Other non-Bermudians	4,416	5,443	5,385	94,009	92,140	87,089	45	32	105	1	1	2
Permanent Residents	1,712	1,569	1,222	50,544	81,601	74,499	102	33	82	6	2	6 ^R
Black	18,128	19,165	17,229	56,381	56,556	50,799	2,547	1,960	2,244	12	9	11
White	12,385	11,699	13,237	71,893	82,724	71,751	468	282	599	4	2	4
Mixed/Other Races	4,862	5,126	5,192	53,222	56,023	53,191	470	328	441	9 ^R	6	8
Not Stated	103	0	216	65,773	-	-	-	0	21	0	0	9

EMPLOYMENT EARNINGS FALL

Median gross annual income reached \$60,559 in 2014 as employment earnings from the main job contracted by 3% in comparison to the 2013 median income of \$62,211. (See Table 2) The decline in median earnings coincided with a 2.1% rise in the inflation rate, for the 12 months to May 2014.

The median annual pay packets of males decreased while those of females increased relative to 2013. In 2014, the median annual income for females rose by 1% to \$61,702, while males received a 6% drop in median pay to \$59,518.

Non-Bermudian spouses of Bermudians collectively reported a 6% rise in median pay with \$62,859 compared to \$59,321 last year. The median salary of guest workers crept up by 2% to \$94,009 while Bermudian workers pay dropped by 1% to \$57,986.

Except for workers in the prime-earning years between 35 and 44, the median annual pay of workers in all age groups

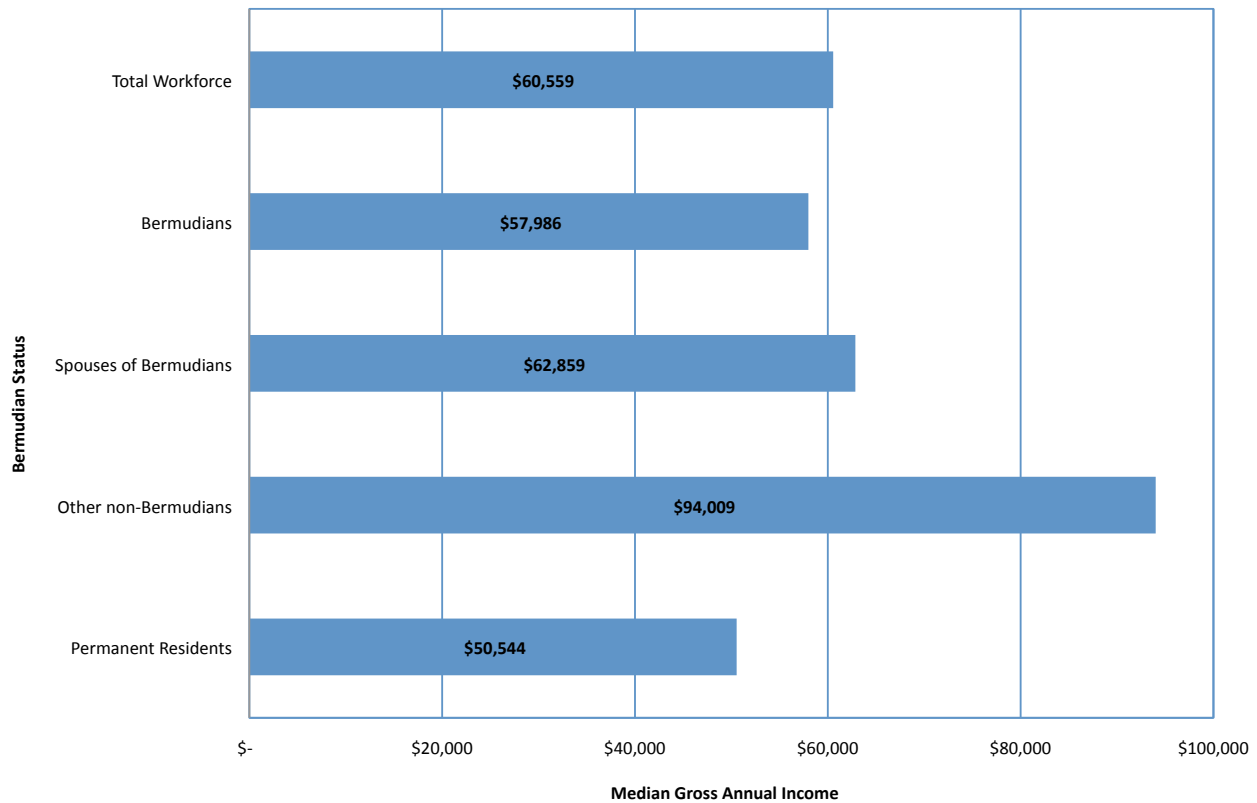
slipped in 2014. The median pay of workers aged 35–44 years, climbed 8% from \$63,828 in 2013 to \$68,760 in 2014. On average, persons 45–54 years old earned 3% less than they did in 2013, as median income fell to \$68,675 in 2014 from \$70,544 in 2013. Youth workers (under 25 years) earned \$28,375 on average. This amount is 53% below the median annual earnings of all workers. Senior workers aged 65 and older fared better than the youth with median earnings of \$41,474, 32% below the overall median. The median income of workers aged 25–34 years and 55–64 years were 8% and 5% below the overall median pay for all workers, respectively.

JOBLESS RATE CLIMBS

The unemployed are defined as persons 16 years and older that during the reference period were not working but were willing and able to work for pay and were actively seeking work. Total unemployed surpassed 2013 levels by more than 900 working-aged persons climbing from 2,569 to 3,486 in 2014. The unemployment rate was measured at 9% during the week of 13 to 19 May 2014. A total of 3,486 persons were reported



**CHART 2:
WORKFORCE BY BERMUDIAN STATUS AND MEDIAN GROSS ANNUAL INCOME, 2014**



to be looking for work. The unemployment rate rose two percentage points in comparison to 7% measured in 2013. Unemployment rates for the core demographics are presented below.

Selected Category	2014	2013
Men	10%	8%
Women	8%	6%
Bermudian	10%	7%
Non-Bermudian spouses of Bermudians	6%	18%
16 to 24 year olds	29%	22%
Blacks	12%	9%
Whites	4%	2%

The rise in the unemployment rate was borne most heavily by men. Fifty-six per cent of the unemployed were males. The unemployment rate for males was 10%, as 1,949 men were looking for work. The jobless rate among women was 8% with

1,537 females looking for work. Some 3,214 Bermudians were without employment in 2014, a 92% share of the total while persons of black racial heritage represented 2,547 job seekers or 12% compared to 468 whites with 4% unemployment.

WORKFORCE INDICATORS

Bermuda's working population comprised 35,478 persons, 17,939 men and 17,539 women with the self-employed and the unpaid workers in a family business comprising 15% or 5,263 workers. Two-thirds of this group was men with 3,482 workers, a 19% share of all working men. (See Table 3) In comparison, one-third of this group was women and 10 per cent of all working women, 1,781, were either self-employed or unpaid workers who worked in a family business. Across the sectors of the economy, nearly 900 of the self-employed/unpaid workers worked in the construction industry. A total of 837 persons worked for themselves in the other community,



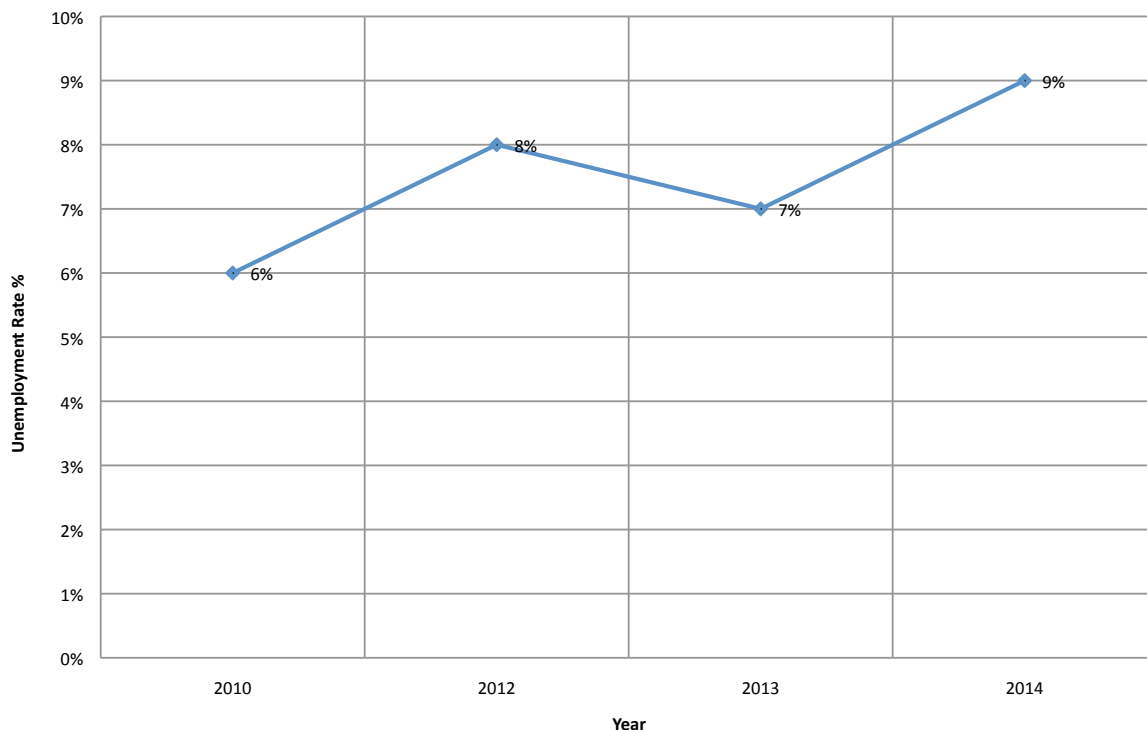
social and personal services sector in hairdressing, beauty treatment and domestic services roles. Another sizeable share of the self-employed, 676 worked in business services. Among other services this sector comprises businesses that provide research, management, accounting, information technology and legal services. Median annual pay of the self-employed surpassed the median for all worker groups (\$60,559) in just four of the 16 economic activity sectors. These sectors were international business (\$113,967), wholesale trade and repair services (\$76,129), electricity, gas and water sector (\$66,000) and the restaurant industry with median annual earnings of \$62,937.

The majority of the working population worked for someone else. Some 30,193 workers in the working population were permanent or temporary employees. Women accounted for 52% of the employed with 15,759 persons compared to 14,434 men, 48%. Out of 27,956 persons who worked in permanent employment, 416 workers (1%) stated that they did not have health insurance.

In addition, 2,232 persons or 7% of the employed worked in temporary employment. One thousand, nine hundred and fifty-one workers in temporary employment were Bermudian while 726 were youth workers, i.e. under 25 years old. Nearly 400 stated that their main job was temporary and did not provide them with health insurance. See selected statistics for this sub-group of the working population.

Selected Category	Temporary Employees	Without Health Insurance	%
Total	2,232	398	18
Men	951	183	19
Women	1,281	216	17
25-54 years old	1,134	255	65
Bermudians	1,951	398	20
Black	1,326	158	12
White	449	34	8
Mixed/Other races	442	207	47

CHART 3
UNEMPLOYMENT RATE, 2010 - 2014





**TABLE 3
WORKING POPULATION BY SEX, AGE, BERMUDIAN STATUS, RACE AND SELECTED WORKFORCE INDICATORS, 2014**

	Total	Worked for Self or as an Unpaid Worker in a Family Business	% of Working Population that Worked for Self or as an Unpaid Worker in a Family Business	Median Gross Annual Income (\$) for Self-Employed Persons ¹	Worked for someone else	In Permanent Job	Workers in Permanent Employment without Health Insurance	% of Workers in Permanent Employment without Health Insurance	In Temporary Job	Workers in Temporary Employment without Health Insurance	% of Workers in Temporary Employment without Health Insurance
Total	35,478	5,263	15%	52,786	30,193	27,956	416	1%	2,232	398	18%
Male	17,939	3,482	19%	57,541	14,434	13,495	269	2%	951	183	19%
Female	17,539	1,781	10%	42,207	15,759	14,461	147	1%	1,281	216	17%
Under 25	1,970	31	2%	42,000	1,940	1,214	98	8%	726	135	19%
25 to 34	7,168	693	10%	40,553	6,475	5,957	114	2%	518	133	26%
35 to 44	8,854	1,192	13%	55,515	7,663	7,345	106	1%	319	76	24%
45 to 54	9,788	1,680	17%	55,061	8,108	7,811	49	1%	297	46	15%
55 to 64	5,827	1,115	19%	53,015	4,698	4,491	39	1%	211	0	0%
65+	1,871	553	30%	51,397	1,309	1,139	9	1%	162	9	6%
Bermudian	27,466	4,816	18%	52,786	22,627	20,690	399	2%	1,951	398	20%
Spouse of Bermudian	1,884	153	8%	49,051	1,731	1,680	17	1%	51	0	0%
Other Non-Bermudian	4,416	59	1%	21,385	4,357	4,207	0	0%	140	0	0%
Permanent Resident Certificate Holders	1,712	235	14%	53,783	1,477	1,378	0	0%	90	0	0%
Black	18,128	2,239	12%	49,655	15,881	14,556	244	2%	1,326	158	12%
White	12,385	2,431	20%	57,958	9,941	9,487	38	0%	449	34	8%
Mixed/Other Races	4,862	580	12%	40,580	4,281	3,839	134	3%	442	207	47%
Not Stated	103	14	14%	54,000	89	74	0	0%	15	0	0%

¹ Excludes Unpaid Workers in a Family Business

Some totals may not add, not stated responses were excluded



CONCEPTS AND DEFINITIONS

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, 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 willing and able to work for pay and who were actively seeking work.

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 2014 Labor 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. 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, 1,483 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 READERS

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 or cmmurray@gov.bm. Alternatively, further information can be obtained by contacting the Department by telephone on 297-7761.



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