

THE BERMUDA JOB MARKET *Employment Briefs*



Introduction

The 2018 edition of the Bermuda Job Market Employment Briefs is based on data collected from the 2017 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.

Users are cautioned against making direct comparisons with the Census or Labour Force Survey (LFS) results. The age of job holders is not limited to persons sixteen years and older as is the case for the working population in the Census and LFS. In addition, the counts presented in this report are filled jobs whereas the Census and LFS employment counts are for the working population. Furthermore, the reference periods differ for these sources.

This edition examines the employment changes between the years 2016 and 2017. Additional and more detailed information on Bermuda's labour market can be obtained from the 2017 Employment Survey Tabulation Set. The 2018 Employment Briefs and the Tabulation Set are available on the Bermuda Government website at <https://www.gov.bm/employment-statistics>. The reference week for the 2017 Employment Survey was August 27 to September 2 2017.

2017 Highlights

- Total filled jobs increased to 33,653.
- Total filled jobs by Bermudians grew by 0.7% to 23,667.
- Filled jobs within Other community, social & personal services declined by 7.8%.

- Filled jobs within Restaurants, cafes and bars rose by 7.5%.
- The median gross annual income for all job holders increased by 1% to \$64,250.
- There were 215 more Service workers and shop and market sales workers jobs.

Aggregate Employment

Growth in the job market continued at a slow pace in 2017, up half of one per cent. Collectively, employers reported an increase of 172 jobs in 2017 compared to 2016. The job tally climbed from 33,481 jobs in 2016 to 33,653 in 2017. Over the five-year period to 2017 there was a shortfall of 624 jobs. However, this figure compares favorably to the previous five-year period to 2016 when the shortfall was 1,962 jobs (See Table 1 and Chart 1).

The breakdown of filled jobs shows that females accounted for 74 new positions in 2017 while males represented 98 of the total increase. The number of Bermudian job holders rose from 23,494 in 2016 to 23,667 in 2017, an increase of 173 jobs. This is the first increase in the total number of jobs filled by Bermudians since 2006. The number of jobs held by other non-Bermudians (excludes non-Bermudian Spouses of Bermudians and Permanent Resident Certificate holders) increased by 79 jobs between 2016 and 2017. Jobs held by non-Bermudian Spouses of Bermudians and Permanent Resident Certificate holders both fell by 40.

The distribution of jobs by age shows the continued ageing of job holders between 2016 and 2017. While the number of job holders under the age of 25 years old rose by 23 from 1,433 to 1,456, jobs held by persons 25 to 54 declined by 101. Combined workers aged 55 years and above increased from 9,238 filled jobs to 9,489, an increase of 250 jobs. Job increases were reported for two of the three racial groups presented in Table 1. Jobs held by black workers rose by 53 and by 222 jobs for employees whose race was mixed and other races. For white job holders a decline of 103 jobs was reported.

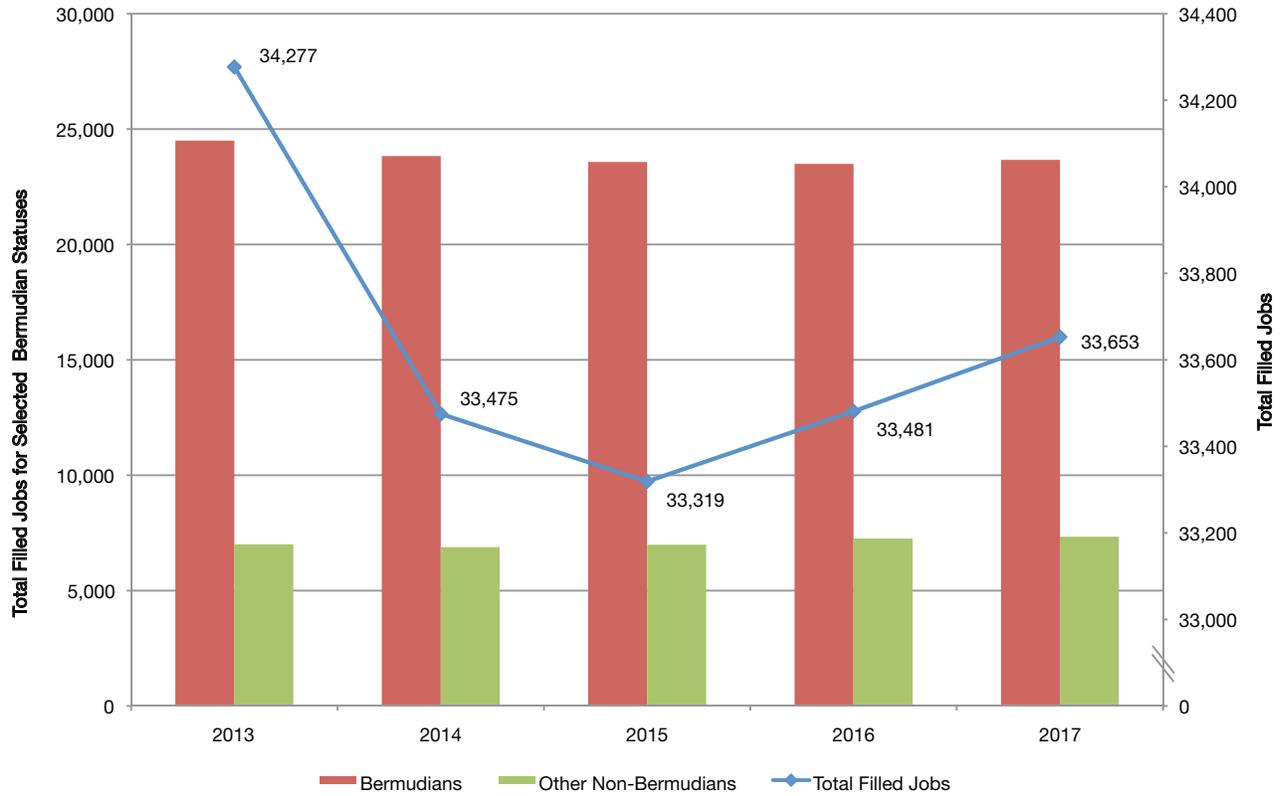
Table 1

Filled Jobs by Age, Sex, Bermudian Status, Race, Major Division of Economic Activity and Major Occupational Groups, 2013 to 2017

Sex, Age, Bermudian Status and Race of Job Holder	Number					Percentage Distribution¹				
	2017	2016	2015	2014	2013	2017	2016	2015	2014	2013
Total Filled Jobs	33,653	33,481	33,319	33,475	34,277	100%	100%	100%	100%	100%
Males	17,120	17,022	16,905	16,992	17,351	51%	51%	51%	51%	51%
Females	16,533	16,459	16,414	16,483	16,926	49%	49%	49%	49%	49%
Under 25	1,456	1,433	1,404	1,472	1,626	4%	4%	4%	4%	5%
25 - 39	10,162	10,212	10,228	10,244	10,608	30%	31%	31%	31%	31%
40 - 54	12,547	12,598	12,673	12,973	13,364	37%	38%	38%	39%	39%
55 - 64	7,088	6,941	6,741	6,563	6,462	21%	21%	20%	20%	19%
65 +	2,400	2,297	2,273	2,223	2,217	7%	7%	7%	7%	6%
Bermudians	23,667	23,494	23,576	23,833	24,504	70%	70%	71%	71%	71%
Non-Bermudian Spouses of Bermudians	1,862	1,902	1,913	1,919	1,932	6%	6%	6%	6%	6%
Other Non-Bermudians	7,338	7,259	6,990	6,885	7,007	22%	22%	21%	21%	20%
Permanent Resident Certificate Holders	786	826	840	838	834	2%	2%	3%	3%	2%
Black	17,822	17,769	17,823	18,105	18,676	53%	53%	53%	54%	54%
White	10,752	10,855	10,780	10,736	10,937	32%	32%	32%	32%	32%
Mixed/Other Races	5,079	4,857	4,716	4,634	4,664	15%	15%	14%	14%	14%
Major Division of Economic Activity										
Agriculture, Forestry, Fisheries, Mining & Quarrying	598	592	602	581	589	2%	2%	2%	2%	2%
Manufacturing	568	575	573	585	624	2%	2%	2%	2%	2%
Electricity, Gas & Water	323	322	321	325	341	1%	1%	1%	1%	1%
Construction	1,994	1,954	1,928	1,925	2,143	6%	6%	6%	6%	6%
Wholesale Trade & Motor Vehicles	1,446	1,386	1,331	1,401	1,376	4%	4%	4%	4%	4%
Retail Trade & Repair Services	2,754	2,757	2,646	2,692	2,737	8%	8%	8%	8%	8%
Hotels	2,197	2,104	2,174	2,287	2,339	7%	6%	7%	7%	7%
Restaurant, Cafes & Bars	2,174	2,023	1,838	1,833	1,878	6%	6%	6%	5%	5%
Transport & Communications	1,988	2,009	2,037	2,046	2,139	6%	6%	6%	6%	6%
Financial Intermediation	2,409	2,332	2,369	2,253	2,559	7%	7%	7%	7%	7%
Real Estate & Renting Services	468	448	460	452	432	1%	1%	1%	1%	1%
Business Services	3,644	3,602	3,565	3,425	3,523	11%	11%	11%	10%	10%
Public Administration	3,684	3,767	3,936	4,163	4,237	11%	11%	12%	12%	12%
Education, Health & Social Work	3,711	3,722	3,688	3,642	3,600	11%	11%	11%	11%	11%
Other Community, Social & Personal Services	1,896	2,056	1,951	1,928	1,992	6%	6%	6%	6%	6%
International Business Activity	3,799	3,832	3,900	3,937	3,768	11%	11%	12%	12%	11%
Major Occupational Group										
Senior Officials and Managers	6,315	6,219	6,210	6,232	6,319	19%	19%	19%	19%	18%
Professionals	6,240	6,286	6,304	6,272	6,415	19%	19%	19%	19%	19%
Technicians and Associate Professionals	2,843	2,776	2,741	2,806	2,741	8%	8%	8%	8%	8%
Clerks	5,151	5,273	5,368	5,415	5,751	15%	16%	16%	16%	17%
Service Workers and Shop and Market Sales Workers	7,111	6,896	6,699	6,764	6,831	21%	21%	20%	20%	20%
Skilled Agricultural and Fishery Workers	782	793	805	794	800	2%	2%	2%	2%	2%
Craft and Related Trade Workers	2,687	2,649	2,577	2,609	2,748	8%	8%	8%	8%	8%
Plant and Machine Operators and Assemblers	1,479	1,541	1,566	1,562	1,578	4%	5%	5%	5%	5%
Elementary Occupations	1,017	1,021	1,022	995	1,068	3%	3%	3%	3%	3%
Armed Forces	28	27	27	26	26	0%	0%	0%	0%	0%

¹ -Totals may not add to 100 due to rounding

Chart 1: Total Filled Jobs for Bermudians and other Non-Bermudians, 2013 - 2017



Jump in Service, Shop and Sales Worker Jobs

Jobs by major occupational groups as presented in Table 1 show that the Service Workers and Shop and Market Sales Workers group registered the largest annual increase in employment with 215 jobs. Factoring heavily in the job growth were occupations such as Cleaner and House Person (+101), Barperson (+49), General Waiter (+42), Kitchen Assistant (+29) and Pool/Beach Attendant (+29). Also fueling the job growth was an increase of 96 positions among Senior Officials and Managers. Positions such as Director and Chief Executive (+29), Finance Manager (+25) and Compliance Officer (+18) led the employment increase.

The Clerical occupational group reported the largest job decline in 2017 with the loss of 122 positions. Influencing the decline was the loss of 53 Messenger jobs, 40 Junior Clerks, 24 Tellers, 17 Legal Clerks and 13 Cashier posts. The Plant and Machine Operators and Assemblers occupational group reported 62 fewer jobs. The occupations which led the decline were Able Sea Person (-33), Taxi Driver/Chauffeur (-13) and Boatperson/Deck Hand (-10).

Restaurant Sector and Hotel Sector Lead Job Growth

According to Table 2, employment in the Restaurants, Cafes and Bars sector rose to 2,174 jobs in 2017. This industry recorded 151 more positions compared to one year ago. Factoring into the job growth were Cooks (+52), General Waiters (+24), Kitchen Assistants (+14) and Barpersons (+13). Approximately three-quarters of employment growth in this sector was attributed to an increase in jobs filled by males (+115). According to the age of job holders, 25 to 39 year olds accounted for nearly half of the increase between survey years (+71 jobs) while the breakdown by race shows that persons of mixed and other races held the largest share of job growth with 73 jobs. By status, Bermudians accounted for 71 more jobs than they did in 2016 while other non-Bermudians filled 87 more jobs.

The Hotel industry reported 2,197 jobs, an increase of 93 over 2016. The employment level rose as a result of an increase in Housekeeping/Service Worker positions (+60), Pool/Beach Attendants (+27), Waiters (+13) and Barpersons (+13). Males filled 54 of the 93 additional jobs in 2017 while females accounted for 39 jobs. By age groups, workers who were 25 to 39 years old gained an additional 73 positions while those under 25 gained 44 positions in the hotel industry. Bermudians filled 74 more jobs compared to 2016 while other non-Bermudians filled 28 more positions. By race, blacks accounted for the largest share of the increase with 44 jobs.

Construction sector employment rose by 40 jobs reflecting partially the addition of 13 tile setters, 9

carpenters, 7 plumbers and 6 masons. By gender, the level of employment for males rose by 42. The number of females at work in the construction industry shrank by 2 jobs. Job holders aged 40 to 64 years old increased in number to the tune of 56 jobs while workers under 40 years of age contracted by 12 positions. From 2016 to 2017 Bermudian employment shrank by 12 jobs in the construction industry. The increased employment was led by other non-Bermudians who accounted for 57 more jobs year-over-year. While the number of white and mixed or other race job holders both grew by 36 jobs there were 32 fewer blacks working in construction compared to one year ago.

The other community, social and personal services sector fell by 160 positions from 2,056 in 2016 to 1,896 in 2017. This decline mainly was a reflection of the return to employment levels prior to the onset of the 2017 America's Cup regatta. In this sector of the economy, 141 fewer males were at work during the 2017 reference week compared to 2016. There were fewer job holders in all age groups in 2017 with the largest declines among job holders aged 25 to 54 years, down 133 jobs. One hundred and forty-two jobs held by other non-Bermudians in this sector in 2016 were no longer filled in 2017. Sector job losses also show that whites accounted for 142 fewer jobs in 2017 compared to the previous year.

The public administration sector fell by 83 posts between survey years. The sector was influenced by the loss of 29 teachers and other teaching professionals. Males and females accounted for relatively even shares of the decline in employment in 2017, 40 and 43 jobs, respectively. Blacks held 82 fewer positions. Bermudians at work in public administration declined by 74 jobs.

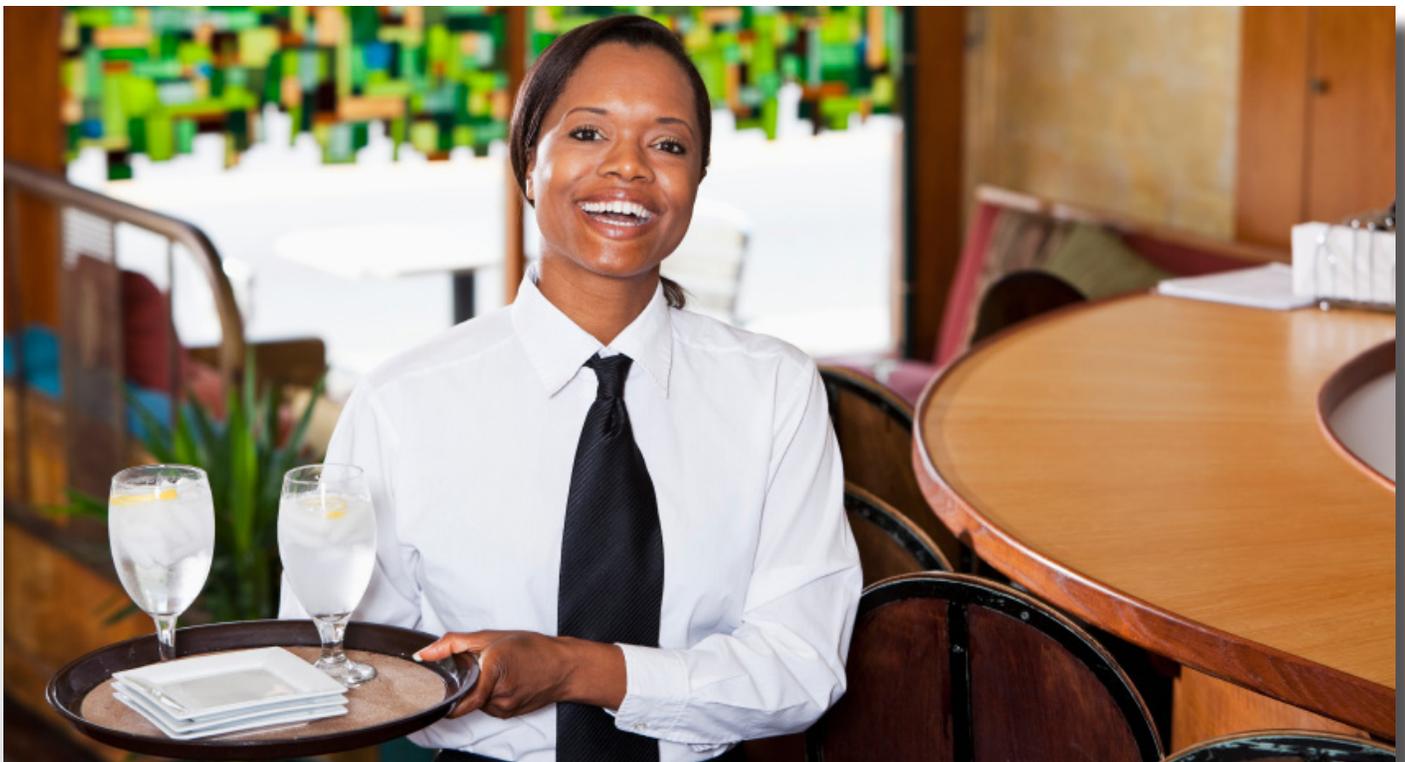


Table 2

Filled Jobs by Major Division of Economic Activity, Sex, Age, Bermudian Status and Race, 2017 and 2016

Major Division of Economic Activity	2017							
	Total	Male	Female	Under 25	25 - 39	40 - 54	55 - 64	65+
Total	33,653	17,120	16,533	1,456	10,161	12,547	7,088	2,401
Agriculture, Forestry, Fisheries, Mining & Quarrying	598	553	45	17	159	256	113	53
Manufacturing	568	403	165	24	160	193	122	69
Electricity, Gas & Water	323	270	53	13	110	133	58	9
Construction	1,994	1,888	106	62	487	901	398	146
Wholesale Trade & Motor Vehicles	1,446	1,041	405	96	377	464	358	151
Retail Trade & Repair Services	2,754	1,219	1,535	279	716	864	555	340
Hotels	2,197	1,189	1,008	209	685	636	463	204
Restaurant, Cafes & Bars	2,174	1,460	714	217	942	695	238	82
Transport & Communications	1,988	1,343	645	78	454	713	509	234
Financial Intermediation	2,409	759	1,650	58	841	935	484	91
Real Estate & Renting Services	468	251	217	16	83	162	135	72
Business Services	3,644	1,785	1,859	117	1,244	1,253	735	295
Public Administration	3,684	1,789	1,895	63	865	1,694	1,015	47
Education, Health & Social Work	3,711	855	2,856	77	1,148	1,395	858	233
Other Community, Social & Personal Services	1,896	646	1,250	80	515	641	420	240
International Business Activity	3,799	1,669	2,130	50	1,375	1,612	627	135
	2016							
	Total	Male	Female	Under 25	25 - 39	40 - 54	55 - 64	65+
Total	33,481	17,022	16,459	1,433	10,212	12,598	6,941	2,297
Agriculture, Forestry, Fisheries, Mining & Quarrying	592	540	52	14	174	245	103	56
Manufacturing	575	406	169	17	163	204	124	67
Electricity, Gas & Water	322	268	54	13	107	128	62	12
Construction	1,954	1,846	108	65	496	862	381	150
Wholesale Trade & Motor Vehicles	1,386	1,007	379	80	351	485	344	126
Retail Trade & Repair Services	2,757	1,220	1,537	285	730	857	558	327
Hotels	2,104	1,135	969	165	612	669	470	188
Restaurant, Cafes & Bars	2,023	1,345	678	201	871	667	210	74
Transport & Communications	2,009	1,360	649	86	466	703	528	226
Financial Intermediation	2,332	724	1,608	67	808	918	455	84
Real Estate & Renting Services	448	231	217	20	81	146	128	73
Business Services	3,602	1,744	1,858	131	1,222	1,239	718	292
Public Administration	3,767	1,829	1,938	50	946	1,782	952	37
Education, Health & Social Work	3,722	895	2,827	90	1,128	1,410	871	223
Other Community, Social & Personal Services	2,056	787	1,269	96	597	692	430	241
International Business Activity	3,832	1,685	2,147	53	1,460	1,591	607	121
	Increase/Decrease(-) 2016-2017							
	Total	Male	Female	Under 25	25 - 39	40 - 54	55 - 64	65+
Total	172	98	74	23	-51	-51	147	104
Agriculture, Forestry, Fisheries, Mining & Quarrying	6	13	-7	3	-15	11	10	-3
Manufacturing	-7	-3	-4	7	-3	-11	-2	2
Electricity, Gas & Water	1	2	-1	0	3	5	-4	-3
Construction	40	42	-2	-3	-9	39	17	-4
Wholesale Trade & Motor Vehicles	60	34	26	16	26	-21	14	25
Retail Trade & Repair Services	-3	-1	-2	-6	-14	7	-3	13
Hotels	93	54	39	44	73	-33	-7	16
Restaurant, Cafes & Bars	151	115	36	16	71	28	28	8
Transport & Communications	-21	-17	-4	-8	-12	10	-19	8
Financial Intermediation	77	35	42	-9	33	17	29	7
Real Estate & Renting Services	20	20	0	-4	2	16	7	-1
Business Services	42	41	1	-14	22	14	17	3
Public Administration	-83	-40	-43	13	-81	-88	63	10
Education, Health & Social Work	-11	-40	29	-13	20	-15	-13	10
Other Community, Social & Personal Services	-160	-141	-19	-16	-82	-51	-10	-1
International Business Activity	-33	-16	-17	-3	-85	21	20	14

Employment Income Rises

Employment income includes all forms of monetary compensation received by employees and self-employed persons before voluntary and mandatory payroll deductions. 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. In this brief, median income was calculated using the employment income of job holders who worked for companies with ten or more employees.

Table 3 presents the median gross annual income for establishments with ten or more employees by sex, age, Bermudian status and race. The table also outlines median gross annual income (median income) by the major divisions of economic activity and the major occupational groups.

The 2017 median income earned by all job holders in companies with ten or more employees was \$64,250. This amount represented a slight increase of 1% in annual employee pay compared to the 2016 figure of \$63,712. In comparison to the moderate rise in median earnings, the annual inflation rate in August 2017 was 1.7%.

Females continued to outpace their male counterparts in terms of employment earnings. On average, women earned a median income of \$67,273 per year compared to \$61,163 for men, a 10% difference in pay.

The profile of median income by race shows that white employees earned \$88,557 in 2017. This figure was \$30,353 higher than the median income of job holders classified as black. On average, black workers earned \$58,204 in income while persons of mixed & other races earned \$55,463 per year.

In 2017, jobs holders 40 to 54 years old earned the highest pay package of \$73,630. This age group was followed by 55 to

64 year old workers whose median income was \$65,115. Job holders 25 to 39 years (\$63,158); 65 years and older (\$48,857); and under 25 years (\$34,915) all reported median income levels below the overall median income for 2017.

Outlined below is the median income of jobholders by Bermudian status.

- Bermudian - \$60,260
- Permanent Resident Certificate Holder - \$70,615
- Non-Bermudian Spouse of Bermudian - \$78,128
- Other non-Bermudian - \$79,910

Persons that worked as senior officials and managers earned the highest salaries having a median income of \$105,343 followed by those in the armed forces employees with \$102,000. Job holders in professional positions earned \$92,544. The median income of Technical and Associate Professional employees was \$84,746 while Clerks, Craft and Related Trades Workers and Plant and Machine Operators and Assemblers earned \$58,144, \$56,651 and \$50,774, respectively.

The profile of median income by economic activity confirmed that job holders in the International Business sector received the highest pay packet with an annual salary of \$138,707. Sectors that also paid higher than average salaries were Electricity, Gas and Water (\$85,482), Financial Intermediation, (\$83,250), Public Administration (\$75,956), Business Services (\$74,457) and Education, Health & Social Work (\$73,635). In contrast, persons employed in the Hotel industry and Restaurants, Cafes & Bars sector received the lowest salaries with median incomes of \$37,728 and \$38,158, respectively.

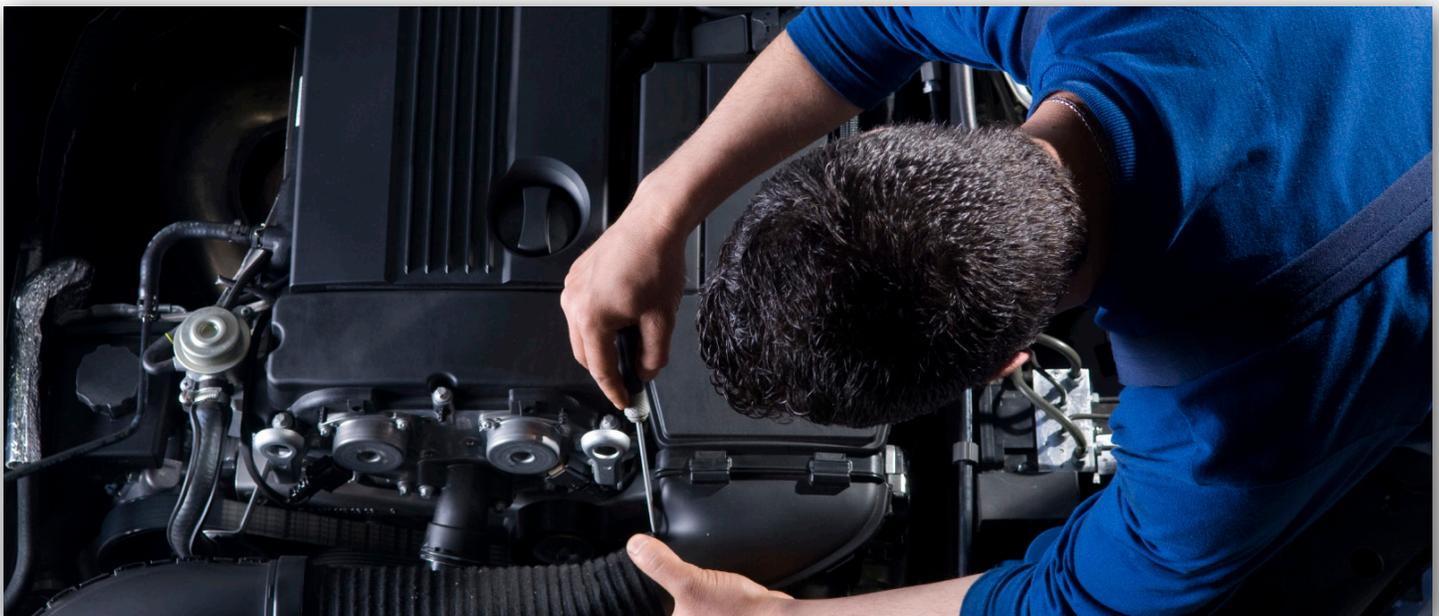


Table 3

Median Gross Annual Income for Establishments with Ten or More Employees, 2017 and 2016

Sex, Age, Bermudian Status and Race of Job Holder	2017		2016		Increase/ Decrease 2016 - 2017 Percent
	Median Gross Annual Income	% of Median	Median Gross Annual Income	% of Median	
Total	\$64,250	100%	\$63,712	100%	1%
Males	\$61,163	95%	\$61,396	96%	0%
Females	\$67,273	105%	\$65,996	104%	2%
Under 25	\$34,915	54%	\$34,800	55%	0%
25 - 39	\$63,158	98%	\$63,684	100%	-1%
40 - 54	\$73,630	115%	\$71,874	113%	2%
55 - 64	\$65,115	101%	\$63,478	100%	3%
65 +	\$48,857	76%	\$48,107	76%	2%
Bermudians	\$60,260	94%	\$59,518	93%	1%
Non-Bermudian Spouses of Bermudians	\$78,128	122%	\$76,593	120%	2%
Other Non-Bermudians	\$79,910	124%	\$82,584	130%	-3%
Permanent Resident Certificate Holders	\$70,615	110%	\$65,143	102%	8%
Black	\$58,204	91%	\$57,669	91%	1%
White	\$88,557	138%	\$88,437	139%	0%
Mixed/Other races	\$55,463	86%	\$54,989	86%	1%
Major Division of Economic Activity					
Agriculture, Forestry, Fisheries, Mining & Quarrying	\$42,964	67%	\$41,185	65%	4%
Manufacturing	\$55,169	86%	\$53,583	84%	3%
Electricity, Gas & Water	\$85,482	133%	\$85,379	134%	0%
Construction	\$57,676	90%	\$57,268	90%	1%
Wholesale Trade & Motor Vehicles	\$49,670	77%	\$51,541	81%	-4%
Retail Trade & Repair Services	\$47,301	74%	\$46,218	73%	2%
Hotels	\$37,728	59%	\$38,100	60%	-1%
Restaurant, Cafes & Bars	\$38,158	59%	\$37,546	59%	2%
Transport & Communications	\$56,121	87%	\$55,167	87%	2%
Financial Intermediation	\$83,250	130%	\$81,340	128%	2%
Real Estate & Renting Services	\$62,936	98%	\$64,615	101%	-3%
Business Services	\$74,457	116%	\$73,272	115%	2%
Public Administration	\$75,956	118%	\$74,345	117%	2%
Education, Health & Social Work	\$73,635	115%	\$71,873	113%	2%
Other Community, Social & Personal Services	\$47,153	73%	\$53,114	83%	-11%
International Business Activity	\$138,707	216%	\$134,500	211%	3%
Major Occupational Group					
Senior Officials and Managers	\$105,343	164%	\$104,735	164%	1%
Professionals	\$92,544	144%	\$91,542	144%	1%
Technicians and Associate Professionals	\$84,746	132%	\$84,810	133%	0%
Clerks	\$58,144	90%	\$56,940	89%	2%
Service Workers and Shop and Market Sales Workers	\$39,645	62%	\$39,785	62%	0%
Skilled Agricultural and Fishery Workers	\$47,797	74%	\$47,032	74%	2%
Craft and Related Trades Workers	\$56,651	88%	\$57,264	90%	-1%
Plant and Machine Operators and Assemblers	\$50,774	79%	\$50,973	80%	0%
Elementary Occupations	\$49,565	77%	\$49,474	78%	0%
Armed Forces	\$102,000	159%	\$102,500	161%	0%

Table 4
Shortages of Bermudians in Selected Occupations, 2017

	Total Jobs	Bermudians	Other Non-Bermudians¹	% Jobs Filled By Other Non-Bermudians
Senior Officials and Managers				
Finance (Ins. Banking Accounting) - Gen. Manager	171	63	82	48
Finance (Ins. Banking Accounting) - Manager	657	278	315	48
Director and Chief executive	470	192	206	44
Finance (Ins. Banking Accounting) - Sub-Manager	455	227	194	43
Data Processing / Information Technology - Gen. Manager	42	20	16	38
Food and Beverage (Catering) - Sub-Manager	50	28	18	36
Corporate / Legal - Manager	36	21	11	31
Food and Beverage (Catering) - Gen. Manager	27	16	8	30
Professionals				
Physicist and Astronomer	1	0	1	100
Advertising Copywriter	1	0	1	100
Actuary	174	30	138	79
Dolphin Apprentice Trainer - Level 1	7	2	5	71
Radiologist	3	0	2	67
Publicity Writer	3	1	2	67
Senior Dolphin Trainer - Level 3	3	1	2	67
Nurse Registered	488	115	306	63
Telecommunications Engineer	16	6	10	63
Estate Surveyor	15	5	9	60
Pharmacist	50	13	30	60
Software Engineer /Developer / Application Programmer	39	13	23	59
Software Engineer / Computer Science Designer	34	10	20	59
Auditor Internal	51	19	30	59
Meteorologist	12	5	7	58
Accountant I	540	173	313	58
Accountant II	282	118	150	53
Quantity Surveyor	14	5	7	50
Medical Laboratory Technologist	46	22	23	50
Chief Nursing Officer	2	1	1	50
Floral Arranger	15	3	7	47
Secondary Education Teaching Professional	293	129	136	46
Mechanical Engineer n.e.c.	11	5	5	45
Physician	164	68	71	43
Electrical Engineer (Power distribution and transmission)	14	7	6	43
Biologist Botanist Zoologist and Related Professionals	19	8	8	42
Computer Professional n.e.c.	112	61	46	41
Statistical and Mathematical Technician	32	17	13	41
Electrical Engineer (Power Generation)	5	3	2	40
Biological Technician/Public Health Analyst	42	26	16	38
Performing Arts Director/Producer (General) Actor Film/Stage Director	19	12	7	37
Veterinarian	14	9	5	36
Accountant III	262	157	91	35
Chemist (General)	6	3	2	33
Statistician	3	2	1	33
Architects (Landscape)	3	2	1	33
Reading Resource - Primary School	3	1	1	33
Radiological Technologist	52	30	17	33
Physiotherapist	49	24	16	33
Civil Engineer	19	10	6	32
Sub-editor/Editor	16	9	5	31
Mechanical Engineer	23	15	7	30
Surgeon	10	5	3	30
Market Controller Analyst	10	6	3	30
Technicians and Associate Professionals				
Ships Master (Sea going)	1	0	1	100
Aircraft Pilot	1	0	1	100
Appraiser Valuer and Auctioneer	7	3	4	57
Dietician	11	4	6	55
Air Traffic Controller	6	3	3	50
Broker	112	43	51	46
Dental Hygienist (Oral)	42	20	18	43
Electrical Engineering Technician	5	3	2	40
Underwriter	437	250	149	34
Draughtsperson (General)	6	4	2	33
Broadcasting and Audiovisual Technician	3	2	1	33
Architectural Assistant/Technician	25	15	8	32

Table 4 cont.
Shortages of Bermudians in Selected Occupations, 2017

	Total Jobs	Bermudians	Other Non-Bermudians¹	% Jobs Filled By Other Non-Bermudians
Clerks				
Telegrapher	7	3	4	57
Legal Secretary	124	89	27	22
Legal Clerk	161	124	20	12
Service Workers and Shop and Market Sales Workers				
Sous chef/Second chef	80	10	66	83
Nursemaid/Nanny	146	17	117	80
Butler	5	0	4	80
Chef de Partie/Cook	685	137	525	77
Commis de Cuisine/Assistant Cook	135	38	94	70
Captain Head/Waiter	53	13	36	68
Waiter/Chef de Rang	99	32	64	65
Waiter/Waitress General	692	239	425	61
Executive Chef/Head cook	100	26	60	60
Home-Based Personal Care Worker	52	17	30	58
Beautician	164	53	94	57
Child-care Worker	31	13	16	52
Companion	16	8	8	50
Personal Care and Related Worker n.e.c.	6	2	3	50
Housekeeper (Private Service)	200	58	98	49
Maitre D/Room manager	37	16	18	49
Executive Housekeeper	22	10	9	41
Skilled Agricultural and Fishery Workers				
Farm Worker (General)	38	6	31	82
Landscape Gardener	396	104	237	60
Gardener (General)	126	56	40	32
Craft and Related Trades Workers				
Wood Products Assembler	1	0	1	100
Butcher/Fish Butcher	64	7	52	81
Pastry Maker	5	0	4	80
Tailor/Dressmaker	5	0	4	80
Tiler	38	8	27	71
Baker/Mixer	65	15	46	71
Upholsterer	16	3	11	69
Underwater Worker/Diver	34	10	23	68
Wood Furniture Finisher	3	1	2	67
Shipwright	3	1	2	67
Shoe Repairer	3	1	2	67
Mason	366	114	213	58
Radio and Television Repairer	2	1	1	50
Offset Press Operator	4	1	2	50
Autobody Worker	45	23	18	40
Watch Clock Precision and Optical Instrument Assembler and Repairer	5	1	2	40
Motorcycle Mechanic	40	23	15	38
Vehicle Spray Painter	16	8	6	38
Motor Vehicle Mechanic	158	87	59	37
Cabinet Maker	14	9	5	36
Stonecutter	3	2	1	33
Varnisher and Related Painter	3	2	1	33
Machine Tool Operator	6	4	2	33
Fruit and Vegetable Preserver	3	2	1	33
Carpenter and Joiner	220	135	70	32
Refrigeration and Air Conditioning Plant Installer and Mechanic	116	78	36	31
Plant and Machine Operators and Assemblers				
Crane Operator	8	6	2	25
Other Compositors and Typesetters n.e.c.	5	3	1	20
Other Laundry Dry Cleaner and Presser Carpet Shampooer n.e.c.	54	42	6	11
Elementary Occupations				
Char Worker Cleaner and Related Worker n.e.c.	28	18	8	29
Swimming Pool Service Person	18	11	5	28
Building Construction Labourer	233	191	23	10

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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Report of the 2010 Census of Population and Housing

Report of the 2000 Census of Population and Housing

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Characteristics of Bermuda's Families

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Literacy in Bermuda

The 2015 Labour Force Survey Executive Report



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