

# THE BERMUDA JOB MARKET *Employment Briefs*



## Introduction

The 2019 edition of the Bermuda Job Market Employment Briefs is based on data collected from the 2018 Employment Survey. The Survey reference week was August 26 to September 1 2018. 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 filled jobs in the Bermuda labour market by selected demographics, industrial and occupational groups. The information collected from the Survey is the primary source used for analyzing employment trends in Bermuda for government, commerce and the general public.

Users are cautioned against making direct comparisons with the Labour Force Survey and census results because the results are not comparable. The age of job holders is not limited to persons sixteen years and older as is the case for the working population in the Labour Force Survey and the census reports. In addition, the counts presented in this publication differ from the census working population since each job holder is counted according to the number of jobs they hold.

This edition examines the employment changes between the years 2017 and 2018. More detailed information on Bermuda's job market can be obtained from the 2018 Employment Survey Tabulation Set. The 2019 Employment Briefs and the Tabulation Set are available on the Bermuda Government website at <https://www.gov.bm/employment-statistics>.

## 2018 Highlights

- Total filled jobs increased by less than half of one percent (+151) to 33,810.
- Total filled jobs by Other non-Bermudians rose by 3% (+223) to 7,563.
- Filled jobs within Transport & Communications declined by 4% (-85) to 1,889 jobs.
- Filled jobs within Hotels rose by 9% (+186) to 2,797 jobs.

- Filled jobs for Service Workers and Shop and Market Sales Workers (Service Workers) increased by 2% (+138) to 7,249.
- The median gross annual income for all job holders in establishments with ten or more filled jobs increased by 2% (+\$1,088) to \$65,338.

## Aggregate Employment

Table 1 and Chart 1 show that between 2017 and 2018 the number of total filled jobs grew. Aggregate employment, as measured by reporting employers, stood at 33,810 filled jobs in 2018 compared to 33,659 one year ago.

Changes were recorded in the sex, Bermudian status and racial composition of the job market. Males accounted for 95 more filled positions in 2018 while females held an additional 56 jobs. Other non-Bermudian employment increased by 223 filled jobs, from 7,340 to 7,563. The number of Bermudian job holders decreased by 92 filled jobs, while non-Bermudian Spouses of Bermudians and Permanent Resident Certificate holders gained a total of 11 and 9 more filled positions, respectively. The share of filled jobs held by persons of mixed and other racial heritages grew by 236 positions, while whites recorded a decrease of 80 filled positions.

## Largest Growth in Service Occupations

Three major occupational groups reported the largest employment gains in 2018. As presented in Table 1, job growth was highest in absolute terms for the Service Workers (+138), Professionals (+56) and Senior Officials and Managers (+51).

Within the Service Workers occupational group, growth in filled jobs was most prevalent among General Waiters (+77), Housekeepers (+53) and Security Officers (+47). Some occupations that increased within Professional occupations were Registered Nurses (+32), Actuaries (+19) and Certified Accountants (+18). In the Senior Officials and Managers occupational group, the job market increased in Directors and Chief Executives (+46), Finance Managers (+30) and Food and Beverage Sub-managers (+18).

In contrast, employment levels declined for the Clerical (-63)

Table 1

**Filled Jobs by Sex, Age, Bermudian Status, Race, Major Division of Economic Activity and Major Occupational Groups, 2014 to 2018**

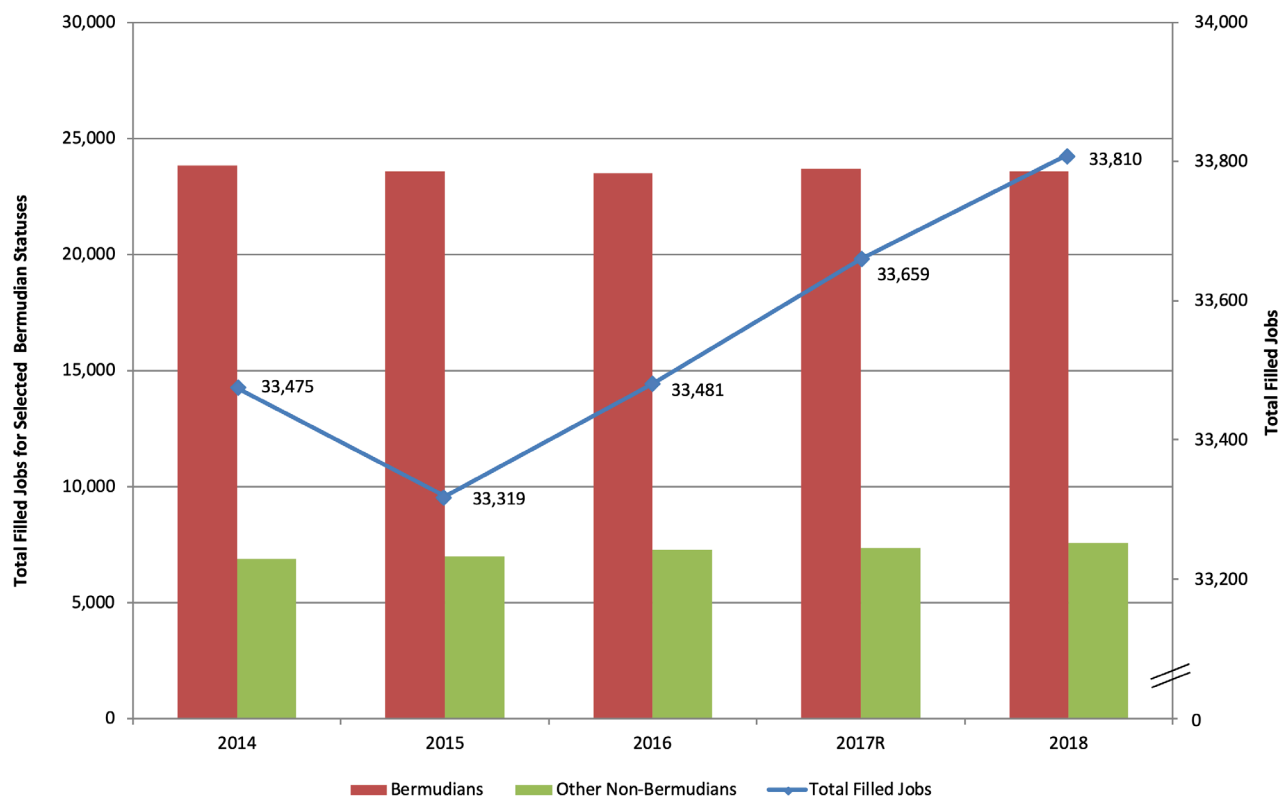
Sex, Age, Bermudian Status and Race of Job Holder	Number					Percentage Distribution <sup>1</sup>				
	2018	2017 <sup>R</sup>	2016	2015	2014	2018	2017 <sup>R</sup>	2016	2015	2014
<b>Total Filled Jobs</b>	<b>33,810</b>	<b>33,659</b>	<b>33,481</b>	<b>33,319</b>	<b>33,475</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
Males	17,216	17,121	17,022	16,905	16,992	51%	51%	51%	51%	51%
Females	16,594	16,538	16,459	16,414	16,483	49%	49%	49%	49%	49%
Under 25	1,532	1,455	1,433	1,404	1,472	5%	4%	4%	4%	4%
25 - 39	10,223	10,165	10,212	10,228	10,244	30%	30%	31%	31%	31%
40 - 54	12,309	12,551	12,598	12,673	12,973	36%	37%	38%	38%	39%
55 - 64	7,276	7,088	6,941	6,741	6,563	22%	21%	21%	20%	20%
65 +	2,470	2,400	2,297	2,273	2,223	7%	7%	7%	7%	7%
Bermudians	23,579	23,671	23,494	23,576	23,833	70%	70%	70%	71%	71%
Non-Bermudian Spouses of Bermudians	1,873	1,862	1,902	1,913	1,919	6%	6%	6%	6%	6%
Other Non-Bermudians	7,563	7,340	7,259	6,990	6,885	22%	22%	22%	21%	21%
Permanent Resident Certificate Holders	795	786	826	840	838	2%	2%	2%	3%	3%
Black	17,821	17,826	17,769	17,823	18,105	53%	53%	53%	53%	54%
White	10,674	10,754	10,855	10,780	10,736	32%	32%	32%	32%	32%
Mixed/Other Races	5,315	5,079	4,857	4,716	4,634	16%	15%	15%	14%	14%
<b>Major Division of Economic Activity</b>										
Agriculture, Forestry, Fisheries, Mining & Quarrying	571	598	592	602	581	2%	2%	2%	2%	2%
Manufacturing	537	571	575	573	585	2%	2%	2%	2%	2%
Electricity, Gas & Water	314	322	322	321	325	1%	1%	1%	1%	1%
Construction	2,136	2,008	1,954	1,928	1,925	6%	6%	6%	6%	6%
Wholesale Trade & Motor Vehicles	1,439	1,464	1,386	1,331	1,401	4%	4%	4%	4%	4%
Retail Trade & Repair Services	2,797	2,752	2,757	2,646	2,692	8%	8%	8%	8%	8%
Hotels	2,383	2,197	2,104	2,174	2,287	7%	7%	6%	7%	7%
Restaurant, Cafes & Bars	2,164	2,174	2,023	1,838	1,833	6%	6%	6%	6%	5%
Transport & Communications	1,889	1,974	2,009	2,037	2,046	6%	6%	6%	6%	6%
Financial Intermediation	2,267	2,309	2,332	2,369	2,253	7%	7%	7%	7%	7%
Real Estate & Renting Services	469	470	448	460	452	1%	1%	1%	1%	1%
Business Services	3,579	3,586	3,602	3,565	3,425	11%	11%	11%	11%	10%
Public Administration	3,714	3,690	3,767	3,936	4,163	11%	11%	11%	12%	12%
Education, Health & Social Work	3,725	3,707	3,722	3,688	3,642	11%	11%	11%	11%	11%
Other Community, Social & Personal Services	1,841	1,897	2,056	1,951	1,928	5%	6%	6%	6%	6%
International Business Activity	3,985	3,940	3,832	3,900	3,937	12%	12%	11%	12%	12%
<b>Major Occupational Group</b>										
Senior Officials and Managers	6,370	6,319	6,219	6,210	6,232	19%	19%	19%	19%	19%
Professionals	6,298	6,242	6,286	6,304	6,272	19%	19%	19%	19%	19%
Technicians and Associate Professionals	2,863	2,843	2,776	2,741	2,806	8%	8%	8%	8%	8%
Clerks	5,088	5,151	5,273	5,368	5,415	15%	15%	16%	16%	16%
Service Workers and Shop and Market Sales Workers	7,249	7,111	6,896	6,699	6,764	21%	21%	21%	20%	20%
Skilled Agricultural and Fishery Workers	762	782	793	805	794	2%	2%	2%	2%	2%
Craft and Related Trade Workers	2,731	2,687	2,649	2,577	2,609	8%	8%	8%	8%	8%
Plant and Machine Operators and Assemblers	1,459	1,479	1,541	1,566	1,562	4%	4%	5%	5%	5%
Elementary Occupations	963	1,017	1,021	1,022	995	3%	3%	3%	3%	3%
Armed Forces	27	28	27	27	26	0%	0%	0%	0%	0%

<sup>1</sup> - Totals may not add to 100 due to rounding

<sup>R</sup> - Revised

Chart 1

Total Filled Jobs for Bermudians and Other non-Bermudians, 2014 - 2018



and Elementary (-54) occupational groups. Employment losses were reported in occupations such as Junior Clerks (-43), Finance Clerks (-27) and Janitors (-25).

### Largest Jobs Growth within Hotel and Construction Industries

According to Table 2, the Hotel industry grew by 186 filled jobs between 2017 and 2018 while the Construction industry edged up 128 positions. Further employment gains were reported in the Retail Trade & Repair Services and International Business sectors as both sectors rose by 45 filled jobs.

Employment levels in the Hotel industry grew in response to a demand for positions such as Chef de Parties (+57), Housekeepers (+56) and General Waiters (+31). Approximately three-quarters of employment growth in this sector was attributed to an increase in jobs filled by males (+142). According to the age of job holders, 25 to 39 year olds accounted for the majority of the increase between Survey years (+95 jobs). By Bermudian status, other non-Bermudians accounted for 115 more jobs than they did in 2017 while Bermudians

filled 47 more jobs. The distribution by race shows that persons of mixed and other races held the largest share of job growth with 99 filled jobs.

The Construction industry reported increases in occupations such as Refrigeration and Air Conditioning Plant Installers and Mechanics (+17), Masons (+13) and Plumbers (+12). Males filled 110 of the 128 additional jobs in 2018 while females accounted for 18 filled jobs. By age groups, workers who were 55 to 64 years old gained an additional 64 positions while those 25 to 39 gained 53 filled positions in the Construction industry. Other non-Bermudians filled 48 more jobs compared to 2017 while Bermudians filled 42 more positions. By race, persons of mixed and other races accounted for the largest share of the increase with 45 filled jobs.

In contrast, the Transport & Communications and Other Community, Social & Personal Services sectors posted the largest job losses in 2018.

Businesses that provide Transport & Communications services reported 85 fewer jobs in 2018 compared to 2017. Within this industry, employers recorded significant

Table 2

## Filled Jobs by Major Division of Economic Activity, Sex, Age and Bermudian Status and Race, 2018 and 2017

Major Division of Economic Activity	2018							
	Total	Male	Female	Under 25	25 - 39	40 - 54	55 - 64	65+
<b>Total</b>	<b>33,810</b>	<b>17,216</b>	<b>16,594</b>	<b>1,532</b>	<b>10,223</b>	<b>12,309</b>	<b>7,276</b>	<b>2,470</b>
Agriculture, Forestry, Fisheries, Mining & Quarrying	571	524	47	20	151	232	111	57
Manufacturing	537	383	154	24	146	177	122	68
Electricity, Gas & Water	314	264	50	14	111	123	58	8
Construction	2,136	2,009	127	67	544	904	465	156
Wholesale Trade & Motor Vehicles	1,439	1,039	400	83	371	447	374	164
Retail Trade & Repair Services	2,797	1,228	1,569	295	740	834	586	342
Hotels	2,383	1,331	1,052	231	780	665	495	212
Restaurant, Cafes & Bars	2,164	1,455	709	214	910	696	256	88
Transport & Communications	1,889	1,269	620	60	442	658	517	212
Financial Intermediation	2,267	694	1,573	64	765	888	465	85
Real Estate & Renting Services	469	255	214	22	86	143	143	75
Business Services	3,579	1,737	1,842	127	1,244	1,177	723	308
Public Administration	3,714	1,769	1,945	105	873	1,663	1,008	65
Education, Health & Social Work	3,725	851	2,874	62	1,136	1,389	878	260
Other Community, Social & Personal Services	1,841	623	1,218	73	508	627	402	231
International Business Activity	3,985	1,785	2,200	71	1,416	1,686	673	139
	2017 <sup>R</sup>							
	Total	Male	Female	Under 25	25 - 39	40 - 54	55 - 64	65+
<b>Total</b>	<b>33,659</b>	<b>17,121</b>	<b>16,538</b>	<b>1,455</b>	<b>10,165</b>	<b>12,551</b>	<b>7,088</b>	<b>2,400</b>
Agriculture, Forestry, Fisheries, Mining & Quarrying	598	553	45	17	159	256	113	53
Manufacturing	571	406	165	24	160	196	122	69
Electricity, Gas & Water	322	269	53	13	111	131	58	9
Construction	2,008	1,899	109	63	491	906	401	147
Wholesale Trade & Motor Vehicles	1,464	1,053	411	95	381	467	366	155
Retail Trade & Repair Services	2,752	1,219	1,533	274	720	863	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	1,974	1,336	638	78	451	707	505	233
Financial Intermediation	2,309	712	1,597	58	798	900	465	88
Real Estate & Renting Services	470	241	229	20	81	159	139	71
Business Services	3,586	1,747	1,839	117	1,226	1,233	722	288
Public Administration	3,690	1,790	1,900	63	867	1,698	1,015	47
Education, Health & Social Work	3,707	854	2,853	77	1,147	1,394	857	232
Other Community, Social & Personal Services	1,897	646	1,251	80	515	642	420	240
International Business Activity	3,940	1,747	2,193	50	1,431	1,668	649	142
	Increase/Decrease(-) 2017-2018							
	Total	Male	Female	Under 25	25 - 39	40 - 54	55 - 64	65+
<b>Total</b>	<b>151</b>	<b>95</b>	<b>56</b>	<b>77</b>	<b>58</b>	<b>-242</b>	<b>188</b>	<b>70</b>
Agriculture, Forestry, Fisheries, Mining & Quarrying	-27	-29	2	3	-8	-24	-2	4
Manufacturing	-34	-23	-11	0	-14	-19	0	-1
Electricity, Gas & Water	-8	-5	-3	1	0	-8	0	-1
Construction	128	110	18	4	53	-2	64	9
Wholesale Trade & Motor Vehicles	-25	-14	-11	-12	-10	-20	8	9
Retail Trade & Repair Services	45	9	36	21	20	-29	31	2
Hotels	186	142	44	22	95	29	32	8
Restaurant, Cafes & Bars	-10	-5	-5	-3	-32	1	18	6
Transport & Communications	-85	-67	-18	-18	-9	-49	12	-21
Financial Intermediation	-42	-18	-24	6	-33	-12	0	-3
Real Estate & Renting Services	-1	14	-15	2	5	-16	4	4
Business Services	-7	-10	3	10	18	-56	1	20
Public Administration	24	-21	45	42	6	-35	-7	18
Education, Health & Social Work	18	-3	21	-15	-11	-5	21	28
Other Community, Social & Personal Services	-56	-23	-33	-7	-7	-15	-18	-9
International Business Activity	45	38	7	21	-15	18	24	-3

<sup>R</sup> - Revised

Table 2 cont.

## Filled Jobs by Major Division of Economic Activity, Sex, Age and Bermudian Status and Race, 2018 and 2017

Major Division of Economic Activity	2018							Mixed/ Other Races
	Total	Bdn <sup>1</sup>	Spouse <sup>2</sup>	Other <sup>3</sup>	PRC <sup>4</sup>	Black	White	
<b>Total</b>	<b>33,810</b>	<b>23,579</b>	<b>1,873</b>	<b>7,563</b>	<b>795</b>	<b>17,821</b>	<b>10,674</b>	<b>5,315</b>
Agriculture, Forestry, Fisheries, Mining & Quarrying	571	245	27	272	27	157	277	137
Manufacturing	537	391	32	105	9	245	190	102
Electricity, Gas & Water	314	291	8	15	0	222	46	46
Construction	2,136	1,344	146	563	83	869	910	357
Wholesale Trade & Motor Vehicles	1,439	1,214	78	119	28	847	391	201
Retail Trade & Repair Services	2,797	2,273	161	320	43	1,478	928	391
Hotels	2,383	1,573	132	630	48	1,521	309	553
Restaurant, Cafes & Bars	2,164	975	63	1,095	31	761	433	970
Transport & Communications	1,889	1,738	53	82	16	1,443	299	147
Financial Intermediation	2,267	1,805	129	310	23	1,257	706	304
Real Estate & Renting Services	469	393	32	33	11	196	215	58
Business Services	3,579	2,163	189	1,082	145	1,396	1,615	568
Public Administration	3,714	3,248	125	327	14	3,067	424	223
Education, Health & Social Work	3,725	2,591	317	739	78	2,399	985	341
Other Community, Social & Personal Services	1,841	1,132	112	522	75	860	561	420
International Business Activity	3,985	2,203	269	1,349	164	1,103	2,385	497
<b>2017<sup>R</sup></b>								
	Total	Bdn <sup>1</sup>	Spouse <sup>2</sup>	Other <sup>3</sup>	PRC <sup>4</sup>	Black	White	Mixed/ Other Races
<b>Total</b>	<b>33,659</b>	<b>23,671</b>	<b>1,862</b>	<b>7,340</b>	<b>786</b>	<b>17,826</b>	<b>10,754</b>	<b>5,079</b>
Agriculture, Forestry, Fisheries, Mining & Quarrying	598	259	35	276	28	174	282	142
Manufacturing	571	412	38	110	11	258	204	109
Electricity, Gas & Water	322	301	8	13	0	227	50	45
Construction	2,008	1,302	139	515	52	829	867	312
Wholesale Trade & Motor Vehicles	1,464	1,238	79	118	29	844	401	219
Retail Trade & Repair Services	2,752	2,198	176	327	51	1,435	934	383
Hotels	2,197	1,526	114	515	42	1,444	299	454
Restaurant, Cafes & Bars	2,174	1,007	59	1,081	27	796	469	909
Transport & Communications	1,974	1,811	55	89	19	1,509	319	146
Financial Intermediation	2,309	1,863	133	289	24	1,292	701	316
Real Estate & Renting Services	470	397	33	30	10	209	212	49
Business Services	3,586	2,139	186	1,097	164	1,348	1,676	562
Public Administration	3,690	3,245	113	315	17	3,047	426	217
Education, Health & Social Work	3,707	2,612	309	716	70	2,408	973	326
Other Community, Social & Personal Services	1,897	1,167	115	528	87	883	593	421
International Business Activity	3,940	2,194	270	1,321	155	1,123	2,348	469
<b>Increase/Decrease(-) 2017-2018</b>								
	Total	Bdn <sup>1</sup>	Spouse <sup>2</sup>	Other <sup>3</sup>	PRC <sup>4</sup>	Black	White	Mixed/ Other Races
<b>Total</b>	<b>151</b>	<b>-92</b>	<b>11</b>	<b>223</b>	<b>9</b>	<b>-5</b>	<b>-80</b>	<b>236</b>
Agriculture, Forestry, Fisheries, Mining & Quarrying	-27	-14	-8	-4	-1	-17	-5	-5
Manufacturing	-34	-21	-6	-5	-2	-13	-14	-7
Electricity, Gas & Water	-8	-10	0	2	0	-5	-4	1
Construction	128	42	7	48	31	40	43	45
Wholesale Trade & Motor Vehicles	-25	-24	-1	1	-1	3	-10	-18
Retail Trade & Repair Services	45	75	-15	-7	-8	43	-6	8
Hotels	186	47	18	115	6	77	10	99
Restaurant, Cafes & Bars	-10	-32	4	14	4	-35	-36	61
Transport & Communications	-85	-73	-2	-7	-3	-66	-20	1
Financial Intermediation	-42	-58	-4	21	-1	-35	5	-12
Real Estate & Renting Services	-1	-4	-1	3	1	-13	3	9
Business Services	-7	24	3	-15	-19	48	-61	6
Public Administration	24	3	12	12	-3	20	-2	6
Education, Health & Social Work	18	-21	8	23	8	-9	12	15
Other Community, Social & Personal Services	-56	-35	-3	-6	-12	-23	-32	-1
International Business Activity	45	9	-1	28	9	-20	37	28

<sup>1</sup> Bermudians<sup>2</sup> Non-Bermudian Spouse of Bermudians<sup>3</sup> Other Non-Bermudians<sup>4</sup> Permanent Resident Certificate Holders<sup>R</sup> - Revised

reductions in the number of Airline Passenger Agents (-17) and Airline Freight Agents (-10). This sector had 67 fewer males in filled jobs during the 2018 reference week compared to 2017. Bermudians in this sector lost 73 jobs in 2018. Job losses were also registered for blacks at 66 fewer jobs in 2018 compared to the previous year.

Fostered by a reduction in Beauticians (-22), Bartenders (-9), Janitors (-9), Pastors (-8), and Social Workers (-7), the Other Community, Social & Personal Services sector shrank by 56 jobs in 2018. Among job holders aged 54 to 64 years, the number of jobs slipped by 18 jobs while there were 18 fewer job holders aged 40 to 54 years. Females accounted for the greater share of the job declines at 33 while whites held 32 fewer positions. In regards to Bermudian status, the number of jobs filled by Bermudians in this sector slid by 35.

### 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.

Table 3 presents the median gross annual income for establishments with ten or more filled jobs 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 2018 median income earned by all job holders was \$65,338. This amount represented a 2% increase in annual pay compared to the 2017 figure of \$64,250. In comparison to the moderate rise in median earnings, the annual inflation rate in August 2018 was 0.9%.

The profile of median income by race shows that white job holders earned \$90,416 in 2018. On average, black job holders earned \$59,006 while job holders of mixed & other races earned \$54,979 per year. The pay disparity between the two major racial groups exceeded \$31,000 in 2018. This gap was caused by disproportionate shares of white workers and black workers in higher paying roles such as Senior Officials and Managers and in Professional occupations together with uneven shares of blacks and whites in lower paying jobs such as Service Workers, Skilled Agricultural and Fisheries Workers and workers in Elementary Occupations (Tables 3 and 4).



**Table 3**  
**Median Gross Annual Income for Establishments with Ten or More Filled Jobs, 2018 and 2017**

Sex, Age, Bermudian Status and Race of Job Holder	2018		2017 <sup>R</sup>		Increase/ Decrease 2017 - 2018 Percent
	Median Gross Annual Income	% of Median	Median Gross Annual Income	% of Median	
<b>Total</b>	<b>\$65,338</b>	<b>100%</b>	<b>\$64,250</b>	<b>100%</b>	<b>2%</b>
Males	\$62,449	96%	\$61,163	95%	2%
Females	\$68,260	104%	\$67,273	105%	1%
Under 25	\$35,156	54%	\$34,898	54%	1%
25 - 39	\$63,911	98%	\$63,151	98%	1%
40 - 54	\$74,712	114%	\$73,630	115%	1%
55 - 64	\$66,698	102%	\$65,115	101%	2%
65 +	\$50,586	77%	\$48,857	76%	4%
Bermudians	\$61,500	94%	\$60,260	94%	2%
Non-Bermudian Spouses of Bermudians	\$78,417	120%	\$78,128	122%	0%
Other Non-Bermudians	\$80,328	123%	\$79,910	124%	1%
Permanent Resident Certificate Holders	\$69,783	107%	\$70,615	110%	-1%
Black	\$59,006	90%	\$58,204	91%	1%
White	\$90,416	138%	\$88,557	138%	2%
Mixed/Other races	\$54,979	84%	\$55,463	86%	-1%
<b>Major Division of Economic Activity</b>					
Agriculture, Forestry, Fisheries, Mining & Quarrying	\$43,132	66%	\$42,964	67%	0%
Manufacturing	\$57,882	89%	\$55,169	86%	5%
Electricity, Gas & Water	\$84,825	130%	\$85,482	133%	-1%
Construction	\$58,262	89%	\$57,668	90%	1%
Wholesale Trade & Motor Vehicles	\$51,000	78%	\$49,992	78%	2%
Retail Trade & Repair Services	\$47,089	72%	\$47,301	74%	0%
Hotels	\$37,988	58%	\$37,728	59%	1%
Restaurant, Cafes & Bars	\$40,800	62%	\$38,158	59%	7%
Transport & Communications	\$57,708	88%	\$56,121	87%	3%
Financial Intermediation	\$84,110	129%	\$82,442	128%	2%
Real Estate & Renting Services	\$65,676	101%	\$63,522	99%	3%
Business Services	\$74,727	114%	\$74,411	116%	0%
Public Administration	\$76,680	117%	\$75,956	118%	1%
Education, Health & Social Work	\$74,294	114%	\$73,635	115%	1%
Other Community, Social & Personal Services	\$49,563	76%	\$47,153	73%	5%
International Business Activity	\$139,200	213%	\$138,337	215%	1%
<b>Major Occupational Group</b>					
Senior Officials and Managers	\$107,501	165%	\$105,343	164%	2%
Professionals	\$92,945	142%	\$92,544	144%	0%
Technicians and Associate Professionals	\$85,647	131%	\$84,746	132%	1%
Clerks	\$59,063	90%	\$58,144	90%	2%
Service Workers and Shop and Market Sales Workers	\$40,207	62%	\$39,645	62%	1%
Skilled Agricultural and Fishery Workers	\$47,839	73%	\$47,797	74%	0%
Craft and Related Trades Workers	\$57,655	88%	\$56,651	88%	2%
Plant and Machine Operators and Assemblers	\$51,120	78%	\$50,774	79%	1%
Elementary Occupations	\$50,148	77%	\$49,565	77%	1%
Armed Forces	\$101,400	155%	\$102,000	159%	-1%

<sup>R</sup> - Revised

**Table 4**  
**Percentage Distribution of Filled Jobs by Major Occupational Group and Race for Establishments with Ten or More Filled Jobs, 2018**

Major Occupational Group	Total	Black	White	Mixed / Other Races
<b>Total<sup>1</sup></b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
Senior Officials and Managers	19%	13%	29%	14%
Professionals	19%	17%	26%	16%
Technicians and Associate Professionals	8%	8%	12%	6%
Clerks	15%	21%	12%	11%
Service Workers and Shop and Market Sales Workers	21%	24%	10%	40%
Skilled Agricultural and Fishery Workers	2%	1%	2%	2%
Craft and Related Trades Workers	8%	6%	6%	8%
Plant and Machine Operators and Assemblers	4%	6%	1%	2%
Elementary Occupations	3%	4%	1%	2%
Armed Forces	0%	0%	0%	0%

<sup>1</sup> Totals may not add to 100 due to rounding



Table 5 presents the twenty lowest paying occupations held by Bermudian job holders who worked normally 35 hours or more per week and earned less than the median income. Among Bermudian job holders who received the least earnings those who worked as Bus Person/Commis Waiters or Lifeguards earned \$21,000 per year. The median pay for Bermudian Chambermaids, Housekeepers, and Waiters was \$26,029, \$28,954 and \$30,214, respectively.

**Table 5**  
**Bermudians in Twenty Lowest Paid Occupations by Median Gross Annual Income, 2018**

Specific Occupation	Median Gross Annual Income
Bus Person/Commis Waiter	\$21,000
Lifeguard	\$21,000
Chambermaid and/or Night Maid	\$26,029
Assistant Housekeeper/Night Housekeeper/Housekeeper	\$28,954
Waiter/Waitress General	\$30,214
Airline Freight Agent	\$32,857
Sightseeing Travel Museum Guide	\$33,000
Trailer/Tank Driver	\$33,000
Waiter/Chef de Rang	\$33,600
Pump Person	\$33,600
Pool Attendant/Beach Attendant	\$34,125
Deck Hand/Boatperson	\$34,500
Barber Hairdresser	\$35,000
Travel Agency Clerk	\$36,000
Dairy Products Processor	\$36,000
Commis de Cuisine/Assistant Cook	\$38,000
Bar Porter	\$38,000
Kitchen Assistant	\$38,323
Police Cadet	\$38,667
Social Hostess/Social Director	\$40,800



Table 6 presents the twenty lowest paying occupations held by non-Bermudian job holders who worked normally 35 hours or more per week and earned less than the median income. Non-Bermudians include non-Bermudian Spouses of Bermudians, Permanent Resident Certificate holders and Other non-Bermudians. According to Table 6, the median gross annual income for the lowest paid non-Bermudian job holders shows that on average Lifeguards earned \$21,000, Chambermaids received \$24,273 and Housekeepers were paid \$33,000 in return for their services. The median pay for non-Bermudians who worked as Bar Stewards and Assistant Cooks was \$33,750 and \$35,040, respectively.

**Table 6**  
**Non-Bermudians in Twenty Lowest Paid Occupations by Median Gross Annual Income, 2018**

<b>Selected Occupation</b>	<b>Median Gross Annual Income</b>
Lifeguard	\$21,000
Chambermaid and/or Night maid	\$24,273
Housekeeper (Private Service)	\$33,000
Barperson/Bartender/Bar Steward	\$33,750
Commis de Cuisine/Assistant Cook	\$35,040
Assistant Housekeeper/Night Housekeeper/Housekeeper	\$37,000
Building Construction Labourer	\$38,471
Waiter/Waitress general	\$38,508
Waiter/Chef de Rang	\$39,818
Kitchen Assistant	\$40,625
Motorcycle Mechanic	\$41,571
Farm Worker (General)	\$42,000
Building Structure Cleaner	\$42,000
Caste Concrete Product Worker	\$42,000
Pastry Maker	\$42,000
Other Launder Dry Cleaner and Presser Carpet Shampooer N.E.C.	\$42,000
Chef de Partie/Cook	\$42,774
Beautician	\$43,000
Landscape Gardener	\$43,429
Plant Nursery Worker	\$43,500

N.E.C. – Not Elsewhere Classified



**Table 7**  
**Shortages of Bermudians in Selected Occupations, 2018**

	<b>Total Jobs<sup>1</sup></b>	<b>Bermudians</b>	<b>Other Non- Bermudians<sup>2</sup></b>	<b>% Jobs Filled By Other Non- Bermudians</b>
<b>Senior Officials and Managers</b>				
Finance (Ins. Banking Accounting) - Manager	687	290	335	49%
Managers N.E.C.	822	539	194	24%
Finance (Ins. Banking Accounting) - Sub-Manager	404	213	162	40%
Finance (Ins. Banking Accounting) - Gen. Manager	162	62	74	46%
Supervisor/Foreman N.E.C.	332	264	50	15%
Sub-Managers N.E.C.	275	202	48	17%
General Managers N.E.C.	223	151	46	21%
Marketing and sales - Manager	303	219	43	14%
Production / Operations - Manager	226	167	41	18%
Marketing and sales - Sub-Manager	139	90	32	23%
Food and beverage (Catering) - Sub-Manager	68	33	28	41%
Food and beverage (Catering) - Manager	80	44	26	33%
General administration Personnel - Gen. Manager	355	304	22	6%
Compliance officer	102	76	19	19%
Supervisor foreman (Construction)	124	91	18	15%
General administration/Personnel - Manager	313	264	18	6%
Marketing and sales - Gen. Manager	65	42	14	22%
Corporate/Legal - Manager	43	25	14	33%
Data processing/Information Technology - Gen. Manager	36	16	13	36%
Corporate/Legal - Gen. Manager	42	25	12	29%
Data processing/Information Technology - Manager	61	43	11	18%
<b>Professionals</b>				
Accountant I	558	179	330	59%
Nurse Registered	520	124	323	62%
Director and chief executive	517	219	214	41%
Accountant II	293	108	170	58%
Actuary	193	32	152	79%
Secondary education teaching professional	286	128	132	46%
Lawyer	343	225	89	26%
Accountant III	251	152	84	33%
Physician	168	71	76	45%
Other professional technical and related N.E.C.	400	302	66	17%
Computer professional nec	105	60	40	38%
Pharmacist	58	17	35	60%
Business analyst	145	100	35	24%
Auditor internal	63	30	31	49%
Middle school teacher	116	83	25	22%
Primary education teaching professional	330	274	25	8%
Medical laboratory technologist	46	23	22	48%
Computer programmer/Analyst	74	50	19	26%
Biological technician/Public health analyst	44	25	19	43%
Software Engineer /Developer / Application programmer	32	9	19	59%
Software engineer/computer science designer	32	10	18	56%
Radiological technologist	54	30	18	33%
Other teaching professionals not elsewhere classified	95	76	16	17%
Specialist economist/Securities analyst	62	41	15	24%
Statistical and mathematical technician	30	14	14	47%
Medical worker N.E.C.	128	104	14	11%
Physiotherapist	46	23	14	30%
Special education teacher	66	48	14	21%
Civil engineer	29	13	12	41%
Computer programmer	42	25	11	26%
Occupational therapist	35	20	11	31%
<b>Technicians and Associate Professionals</b>				
Underwriter	442	253	141	32%
Police officer/Detective	319	208	92	29%
Broker	113	45	52	46%
Consultant Business (General)	175	112	38	22%
Investment officer	108	64	29	27%
Dental hygienist (Oral)	46	24	18	39%
Technical salesperson	173	143	18	10%
Fitness instructor/Physical trainer	65	34	17	26%
Sports coach	68	51	15	22%
Trust officer	89	68	12	13%

**Table 7 cont.**  
**Shortages of Bermudians in Selected Occupations, 2018**

	<b>Total Jobs<sup>1</sup></b>	<b>Bermudians</b>	<b>Other Non- Bermudians<sup>2</sup></b>	<b>% Jobs Filled By Other Non- Bermudians</b>
<b>Clerks</b>				
Legal secretary	120	91	20	17%
Legal clerk	169	137	19	11%
Insurance/Reinsurance processor	432	392	15	3%
Executive secretary/Personal assistant	660	592	12	2%
<b>Service Workers and Shop and Market Sales Workers</b>				
Chef de partie/Cook	697	125	552	79%
Waiter/Waitress general	769	268	471	61%
Cleaner/Houseperson	751	469	177	24%
Beautician	187	54	115	61%
Nursemaid/Nanny	133	14	108	81%
Housekeeper (Private Service)	191	59	98	51%
Commis de cuisine/Assistant cook	141	37	97	69%
Sous chef/Second chef	106	15	89	84%
Kitchen Assistant	276	185	74	27%
Captain Head/Waiter	84	13	68	81%
Executive Chef/Head cook	90	24	53	59%
Waiter/Chef de Rang	69	24	43	62%
Barber Hairdresser	177	104	43	24%
Home-based personal care worker	57	15	38	67%
Maitre D/Room manager	38	17	18	47%
Nursing aide (includes orderly)	493	434	15	3%
Child-care worker	28	12	12	43%
Assistant housekeeper/Night housekeeper/Housekeeper	142	117	11	8%
Sales assistant and other sales personnel N.E.C.	302	272	10	3%
<b>Skilled Agricultural and Fishery Workers</b>				
Landscape gardener	389	101	233	60%
Gardener (General)	118	53	36	31%
Farm worker (General)	42	8	33	79%
<b>Craft and Related Trades Workers</b>				
Mason	378	113	224	59%
Carpenter and joiner	206	124	70	34%
Motor vehicle mechanic	150	80	60	40%
Butcher/Fish butcher	61	7	49	80%
Baker/Mixer	57	11	42	74%
Refrigeration and air conditioning plant installer and mechanic	130	91	36	28%
Tiler	37	8	26	70%
Plumber (General)	121	87	25	21%
Underwater worker/Diver	34	12	22	65%
Machinery/Maintenance mechanic	89	61	22	25%
Autobody worker	39	16	20	51%
Motorcycle mechanic	44	24	18	41%
Electrician (General)	149	124	17	11%
Upholsterer	18	3	12	67%
Drywall	28	11	11	39%
Machinery fitter and assembler mechanic N.E.C.	97	84	10	10%
<b>Elementary Occupations</b>				
Semi-skilled construction labourer	273	230	19	7%
Building construction labourer	253	197	16	6%
Janitor/Caretaker	157	122	13	8%

N.E.C. - Not Elsewhere Classified

<sup>1</sup> Includes workers who are Permanent Resident Certificate Holders and non-Bermudian Spouses of Bermudians

<sup>2</sup> Excludes workers who are Permanent Resident Certificate Holders and non-Bermudian Spouses of Bermudians

# Other Statistical Releases

## Monthly

Consumer Price Index

Retail Sales Index

## Quarterly

Bermuda Balance of Payments and International Investment Position

Quarterly Bulletin of Statistics

Quarterly Gross Domestic Product by Expenditure

## Annually

Bermuda Facts & Figures

The Bermuda Job Market Employment Briefs

Bermuda Digest of Statistics

Environmental Statistics Compendium

Gross Domestic Product by Industry

Information and Communications and Technology Profile

Tourism Satellite Account Report

## Other

Semi-Annual Labour Force Survey Report

Report of the 2016 Census of Population and Housing

Report of the 2010 Census of Population and Housing

Education: Springboard to Employment

Higher Earnings

Personal and Household Income

Emigration: Bermuda's Qualified Human Capital Departs

Labour Force Trends

Bermuda Social Dynamics

The Changing Face of Bermuda's Seniors

Bermuda Population Projections 2016-2026

Characteristics of Bermuda's Families

2013 Household Expenditure Survey Report

Literacy in Bermuda



GOVERNMENT OF BERMUDA  
**Department of Statistics**

Cedar Park Centre, 48 Cedar Avenue, Hamilton HM 11  
P.O. Box HM 3015, Hamilton HM MX, Bermuda  
Tel: (441) 297-7761  
Fax: (441) 295-8390  
E-mail: [statistics@gov.bm](mailto:statistics@gov.bm)  
Website: [www.gov.bm/department/statistics](http://www.gov.bm/department/statistics)

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