GOVERNMENT OF BERMUDA
Department of Statistics

LABOUR FORCE SURVEY REPORT
November 2019

MAY 2020

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PREFACE

The Labour Force Survey (LFS) is a household survey targeting all persons 16 years and over. The purpose of the LFS is to collect relevant information on the labour force and the economically inactive population.

This report of the LFS is based on data collected from the November 2018, May 2019 and November 2019 Surveys. It presents Survey highlights, concepts and definitions, Survey methodology, summary counts, detailed tabulations and indicators. Users can download copies of the LFS Report from the Bermuda Government portal at https://www.gov.bm/employment-statistics. For more detailed tables than those published in this report, please contact the Department of Statistics, Business Division, at email address jjackson@gov.bm or tcbean@gov.bm. Alternatively, further information can be obtained by contacting the Department by telephone on 297-7761.

Melinda Williams
Director of Statistics
May 2020

TECHNICAL NOTE

Sampling Frame

The November 2019 LFS sampling frame differed from previous Surveys as it was based on all private households inclusive of households without telephone numbers. Beforehand, the sampling frame included only households with telephone numbers. See the Labour Force Survey Metadata table for 2018 and 2019 data.

Household Replacement Method

In previous LFS exercises, households completed interviews on a first-come, first-served basis as long as the household was in the sampling pool. Furthermore, if a household was not available after one attempt, the interviewer would move on to another household which could have been in the sampling pool. In the November 2019 LFS, this methodology was refined to address selection bias. Households were advised not to contact the department for an interview so that the interviewers could focus on securing completed interviews for sampled households only. Additionally, each selected household was given several attempts to participate in the Survey by telephone and in-person. Only after multiple attempts were made was another household from the sampling pool selected for an interview.

Weighting Matrix

In alignment with statistical best practices, in some cases ages were grouped to weight the LFS results. This ensured that there were observations in every cell of the weighting matrix and avoided understating the population 16 years and over. For the LFS results, age, sex and Bermudian status were used in the weighting matrix.

Inter-survey Comparisons

Due to the alterations in the sampling frame and household replacement method in the November 2019 LFS, the data variations between Surveys reflect a combination of real change and change resulting from these modifications. Therefore, users are cautioned against making direct comparisons with the November 2018 results. In addition, users are cautioned against making direct comparisons between May LFS results and November LFS results as the data has not been seasonally adjusted.

With the exception of Appendix B published in the May 2019 LFS Report, please note that the other published LFS results prior to 2015 are not comparable with the 2019 and 2018 Surveys, because the weighting matrix was based only on age and sex.

	November 2019	May 2019	November 2018
Sampling Frame	All private dwellings in the Population Frame Repository	Private dwellings with phone numbers in the Population Frame Repository	Private dwellings with phone numbers in the Population Frame Repository
Confidence Interval	95%	95%	95%
Margin of Error	+/-2.5%	+/-2.5%	+/-2.5%
Sample Size	1,500	1,500	1,500
Data Collection Method	Telephone and Field	Telephone and Field	Telephone and Field
Household Replacement Method	By order of selection and availability	By availability	By availability
Completed Private Households	1,492	1,490	1,500
Response Rate	99%	99%	100%
Non-response Imputation	No	No	No
Population Base	Population Projections 2016 to 2026	Population Projections 2016 to 2026	Population Projections 2016 to 2026
Weighting Matrix	Age, sex and Bermudian Status	Age, sex and Bermudian Status	Age, sex and Bermudian Status

CONCEPTS & DEFINITIONS

Economically Inactive
The economically inactive includes all persons 16 years and over in the population who, during the reference period, were neither employed nor unemployed.

Employment Rate
The employment rate is the ratio of employed persons or the working population to the population aged 16 to 64. The employment rate is calculated as the ratio of employed persons aged 16 to 64 to the population of the same age.

$$\textit{Employment Rate} = \frac{\textit{Employed Persons 16 to 64 Years}}{\textit{Population 16 to 64 Years}} \textit{ x 100}$$

Median Gross Annual Income from Main Job
Median gross annual 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 annual income before deductions from the following sources: wages, salaries, commissions, bonuses, tips and net earnings from own business for the self-employed. The income data relates to the working population including full- and part-time workers regardless of the number of hours and months worked.

Household
A household is a person or group of persons living together in a private dwelling unit.

Labour Force
The labour force refers to persons of working age who were 16 years or older during the Survey reference week and were either gainfully employed or looking for work.

Labour Force Participation Rate
The labour force participation rate is the percentage of the population 16 to 64 years who were either employed or unemployed.

$$\textit{Labour Force Participation Rate} = \frac{\textit{Labour Force 16 to 64 Years}}{\textit{Population 16 to 64 Years}} \textit{ x 100}$$

Main Job
A person's main job is one where he or she receives health insurance and pension benefits.

Permanent Job
A permanent job is one that does not have a predetermined end date of employment.

Private Dwelling Unit
A private dwelling unit is a room or group of rooms used, or intended to be used, for living purposes. It must be capable of permanent human habitation and must have its own:

- separate access to the street or common landing or staircase, and,
- cooking, living, sleeping and sanitary facilities which the occupants of the dwelling do not have to share with any persons other than their own household members.

From a structural perspective, a private dwelling may be contained within a one-unit dwelling, a house comprising two or more apartments, an apartment building or within part of a building which is used for residential as well as business or other purposes.

Sample
A sample is a subset of a frame where elements are selected based on a randomized process with a known probability of selection.

Sampling Frame
The sampling frame is the list of all private households.

Sampling Pool
A sampling pool is the set of elements selected from a sampling frame that may be used in completing the data collection for a survey.

Temporary Job
A temporary job is one that is set to expire at some stage of a work project or at a date specified by an employer.

Unemployed
The unemployed are 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.

Unemployment Rate
The unemployment rate is the number of unemployed people 16 years and over as a percentage of the labour force 16 years and over.

$$\textit{Unemployment Rate} = \frac{\textit{Unemployed 16 Years and Over}}{\textit{Labour Force 16 Years and Over}} \textit{ x 100}$$

Underemployment
The International Labour Organization 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.

Working Population
The working population or the employed comprises all residents 16 years and over who during the reference week met the following requirements:

- They performed some work for pay, profit or family gain, in cash or in kind; or

- They were temporarily absent either from a job in which they had already worked and to which they maintained a formal attachment or from a self-employment activity such as a business enterprise, a farm or a service undertaking.

SURVEY METHODOLOGY

Sampling Design
The LFS is a household survey of private dwelling units with a sample of 1,500 households. 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 27,418 private households counted in the 2016 Population and Housing Census in Bermuda. The sample will produce results at the 95% confidence level with a margin of error of +/- 2.5%. A sample pool of 3,001 private residential addresses was used by Survey interviewers. The sample pool allowed

[1] International Labour Organization definition of the underemployed *(https://www.ilo.org/global/statistics-and-databases/statistics-overview-and-topics/underemployment/current-guidelines/lang--en/index.htm)*

for replacements when there was no response to interviewer telephone calls or in-person visits. Interviews were conducted in the same order that residential addresses were selected within census districts.

The primary objective of the LFS was to measure and assess the current employment and unemployment situation in Bermuda. The sample design used for the November 2019 LFS was a stratified two-stage approach as follows:

- Stage one – 150 census districts (CDs) were selected randomly from 243 CDs with each stratified into one of three income groups low (under $84,001), medium ($84,001 - $102,750) and high ($102,751 and over). Two CDs were excluded because they had no residents.

- Stage two – random sampling of households were selected from each CD proportional to the total number of private dwelling units in each parish.

The sampling frame for the Survey was a combination of the data files linked to the 2016 Population and Housing Census and the Population Frame Repository. Households were selected from the resulting frame according to their household income and CD.

Publicity

Prior to the commencement of data collection, 3,001 letters were mailed to households notifying them that they were selected to potentially participate in the LFS.

Data Collection

Information was collected on behalf of all usual household members. The Survey reference day was November 20, 2019 and the Survey reference week was November 13 to 19, 2019. Data collection occurred during the fourteen-week period from November 21, 2019 to February 24, 2020. The data collection methods were Computer Assisted Telephone Interviewing and field interviewing with paper questionnaires. Fourteen interviewers conducted the telephone interviews and twelve interviewers conducted field interviews. Permanent staff conducted the training and supervised interviewers.

Response Rate

By the end of the data collection period, 1,492 households had completed the Survey. This represented 99% of the completion target.

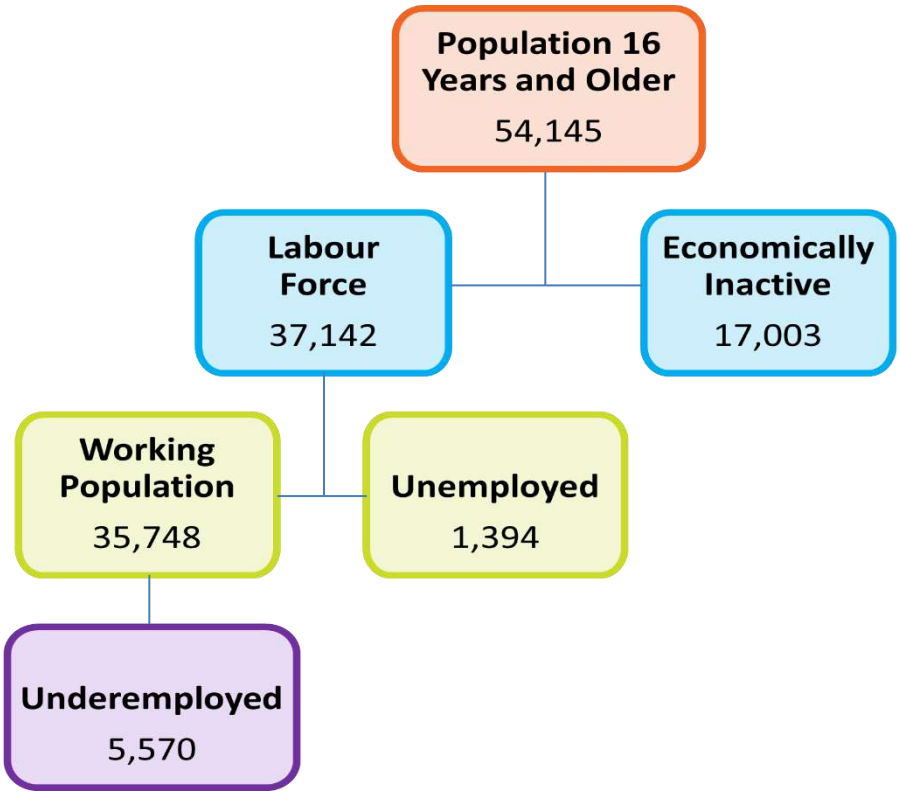
Data Processing

The telephone interviewers used an electronic questionnaire that contained interviewer greetings, skip instructions and validation checks designed to capture the Survey data accurately and efficiently. The paper questionnaires, used by field interviewers, were keyed into the same system. After the interview phase, random spot checks were conducted then the data was exported into Microsoft Excel for manual coding of variables. The data was converted to a text file format to produce tabulations. The next step included the evaluation of tabular outputs, weighting and the production of the final tabulations.

Weighting

The Survey data was weighted to reflect the number of households and population counts from the 2019 population projections based on the 2016 Population and Housing Census. The population weights were derived by dividing the 2019 age, sex and estimated Bermudian status projected population counts for persons 16 years and older, by the age, sex and Bermudian status counts from the November 2019 LFS. Readers should note that there are small disparities in the population totals presented in the tables of this report. This is a result of the grossing up effect of the weights on the sample data.

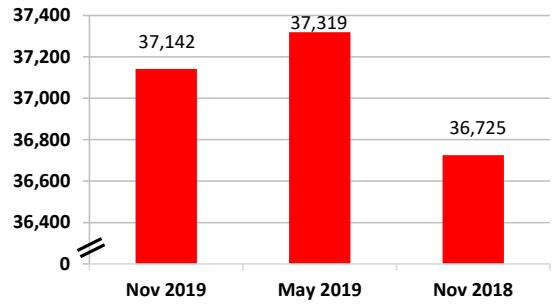
$$\textit{Population Weight} = \frac{\textit{Projected Population (age, sex \& estimated Bermudian status)}}{\textit{Current Count of LFS respondents (age, sex \& Bermudian status)}} \textit{ x 100}$$



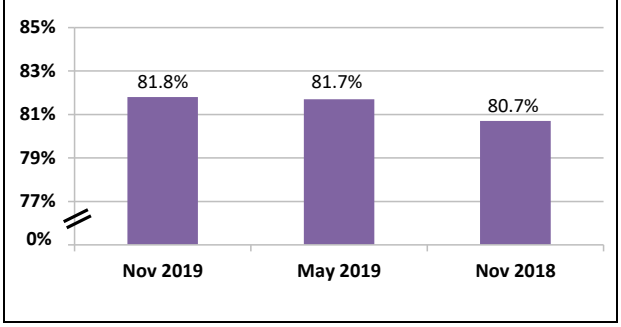
- The average hours worked per week was 41.1.
- The median gross annual income from main job was $62,557.
- The labour force participation rate stood at 81.8%.
- The employment rate equalled 78.7%.
- The total unemployment rate stood at 3.8%.
    - The unemployment rate for Bermudians was 4.4%.
    - The unemployment rate for persons 16 to 24 years equalled 18.1%.

ECONOMIC ACTIVITY INDICATOR CHARTS
2018 AND 2019

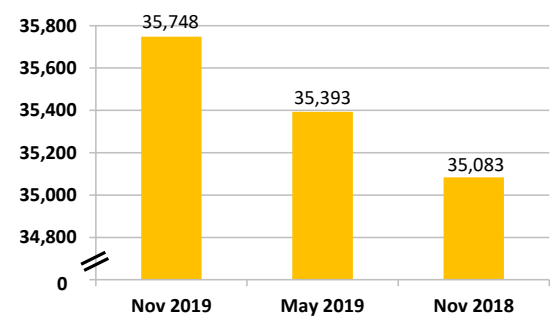
Labour Force



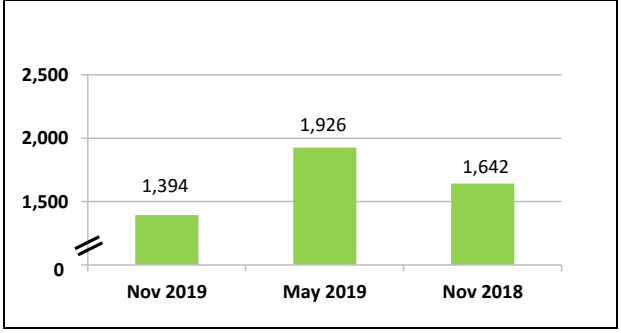
Labour Force Participation Rate



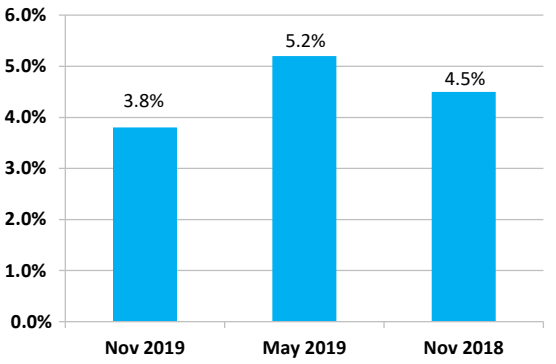
Working Population



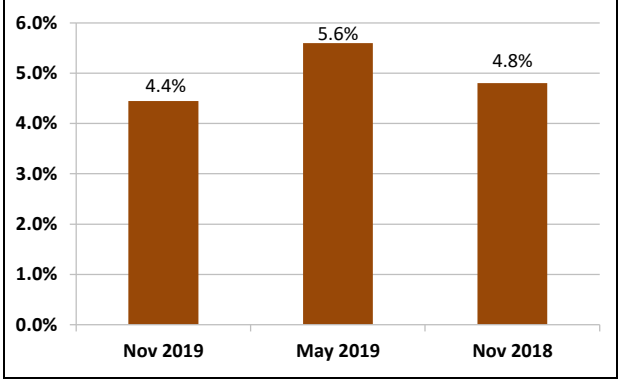
Unemployed



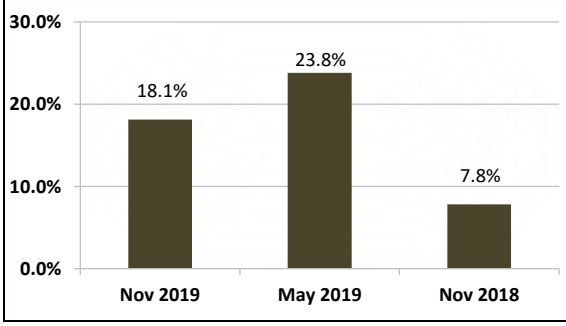
Unemployment Rate



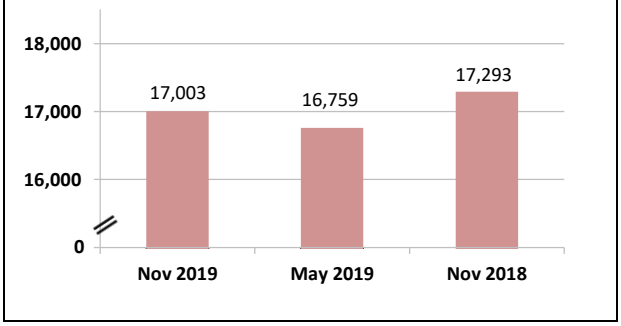
Bermudian Unemployment Rate



Youth Unemployment Rate [1]



Economically Inactive Population



[1] *Persons 16-24 years old*

Table 1
Economic Activity Indicators for Population 16 Years and Over

	Month and Year		
Economic Activity Status	**Nov 2019**	**May 2019**	**Nov 2018**
Total Population 16 years and over	**54,145**	**54,077**	**54,018**
Labour Force	37,142	37,319	36,725
Working Population	35,748	35,393	35,083
Underemployed (subset of the working population)	5,570	5,673	5,272
Unemployed	1,394	1,926	1,642
Economically Inactive Population	17,003	16,759	17,293
Retired	9,654	9,625	9,905
Full-Time Student Not Actively Seeking Work	3,235	3,423	3,327
Engaged in Home Duties	1,566	1,479	1,734
Unable to Work (due to a disabling health condition)	1,167	1,067	979
Not Actively Seeking Work	1,165	919	1,050
Voluntary Work Without Pay	217	246	298
Other / Not Stated	0	0	0
Economic Activity Indicators			
Unemployment Rate	3.8%	5.2%	4.5%
Employment Rate	78.7%	77.3%	76.9%
Labour Force Participation Rate	81.8%	81.7%	80.7%
Average Hours Worked per Week in Main Job	41.1	41.1	39.7
Median Gross Annual Income from Main Job[1]	$62,557	$64,234	$62,695

[1] For the working population during the reference week

Table 1a

Economic Activity Indicators for Population 16 Years and Over - Percentage Distribution

	Percentage Distribution		
Economic Activity Status	**Nov 2019**	**May 2019**	**Nov 2018**
Labour Force	**100.0**	**100.0**	**100.0**
Working Population	96.2	94.8	95.5
Underemployed (as percentage of working population)	*15.6*	*16.0*	*15.0*
Unemployed	3.8	5.2	4.5
Economically Inactive Population	**100.0**	**100.0**	**100.0**
Retired	56.8	57.4	57.3
Full-Time Student Not Actively Seeking Work	19.0	20.4	19.2
Engaged in Home Duties	9.2	8.8	10.0
Unable to Work (due to a disabling health condition)	6.9	6.4	5.7
Not Actively Seeking Work	6.9	5.5	6.1
Voluntary Work Without Pay	1.3	1.5	1.7
Other / Not Stated	0.0	0.0	0.0

Table 2

Working Population by Sex, Age, Bermudian Status, Race and Highest Academic Qualification, 2018 and 2019

Selected Characteristics	Working Population			Median Gross Annual Income from Main Job		
	Nov 2019	May 2019	Nov 2018	Nov 2019	May 2019	Nov 2018
Total	35,748	35,393	35,083	$62,557	$64,234	$62,695
Sex						
Male	18,182	17,641	17,781	$64,167	$66,246	$62,100
Female	17,566	17,752	17,302	$60,398	$61,557	$63,272
Age Group						
16 - 24	1,828	1,710	2,372	$31,257	$27,631	$17,830
25 - 34	5,581	5,873	5,672	$57,813	$57,740	$57,451
35 - 44	8,154	8,186	8,152	$68,290	$69,405	$69,740
45 - 54	8,998	8,951	8,838	$69,417	$73,222	$76,982
55 - 64	8,368	7,776	7,435	$64,259	$66,838	$61,688
65 +	2,819	2,898	2,615	$35,781	$42,664	$38,701
Bermudian Status						
Bermudian	26,764	26,428	26,452	$61,130	$62,188	$61,089
Non-Bermudian[1]	8,983	8,965	8,632	$67,750	$73,352	$71,735
Race						
Black	18,689	17,968	17,524	$58,108	$58,528	$56,380
White	11,375	11,416	11,495	$74,201	$78,928	$82,592
Mixed/Other Races	5,491	5,644	5,793	$56,985	$62,711	$52,452
Not Stated	193	364	272	n.r.	n.r.	n.r.
Highest Academic Qualification						
No Formal Certificate	1,772	1,708	1,712	$44,537	$47,588	$34,259
High School Certificate	11,694	11,969	11,120	$47,596	$48,911	$48,158
Tech. / Voc./ Assoc. / Diploma	8,517	7,688	8,956	$57,561	$59,675	$59,088
Degree	13,765	13,845	13,225	$90,178	$93,700	$93,341
Not Stated	0	183	70	n.r.	n.r.	n.r.

[1] Includes non-Bermudian Spouses of Bermudians, Permanent Resident Certificate Holders and Other non-Bermudians

n.r. - Not relevant

Table 3

Working Population by Sex, Age, Bermudian Status, Race, Highest Academic Qualification and Employment Type, November 2019

Selected Characteristics	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
Total	35,748	5,032	14.1%	$47,385	30,716
Sex					
Male	18,182	3,332	18.3%	$53,496	14,850
Female	17,566	1,700	9.7%	$39,326	15,865
Age Group					
16 - 24	1,828	58	3.2%	$8,499	1,770
25 - 34	5,581	485	8.7%	$43,939	5,096
35 - 44	8,154	789	9.7%	$50,840	7,365
45 - 54	8,998	1,402	15.6%	$53,868	7,596
55 - 64	8,368	1,469	17.6%	$50,952	6,900
65 +	2,819	829	29.4%	$34,848	1,990
Bermudian Status					
Bermudian	26,764	4,499	16.8%	$49,340	22,265
Non-Bermudian[2]	8,983	533	5.9%	$33,404	8,450
Race					
Black	18,689	2,667	14.3%	$39,372	16,022
White	11,375	1,931	17.0%	$71,641	9,444
Mixed/Other Races	5,491	414	7.5%	$46,454	5,078
Not Stated	193	20	n.r.	$42,000	173
Highest Academic Qualification					
No Formal Certificate	1,772	368	20.8%	$30,099	1,404
High School Certificate	11,694	1,704	14.6%	$42,434	9,990
Tech. / Voc./ Assoc. / Diploma	8,517	1,318	15.5%	$39,945	7,199
Degree	13,765	1,642	11.9%	$85,637	12,123

[1] Excludes Unpaid Workers in a Family Business

[2] Includes non-Bermudian Spouses of Bermudians, Permanent Resident Certificate Holders and Other non-Bermudians

n.r. - Not relevant

Table 4
Working Population by Sex, Age, Bermudian Status, Race, Highest Academic Qualification and Job Status, November 2019

Selected Characteristics	Total	In Permanent Job	Workers in Permanent Employment Without Health Insurance	% of Workers in Permanent Employment Without Health Insurance	In Temporary Job	Temporary Workers Without Health Insurance	% of Workers in Temporary Employment Without Health Insurance[1]
Total	35,748	34,089	156	0.5%	1,659	484	30.2%
Sex							
Male	18,182	17,279	56	0.3%	903	308	35.7%
Female	17,566	16,810	100	0.6%	755	177	23.9%
Age Group							
16 - 24	1,828	1,446	18	1.2%	382	121	31.7%
25 - 34	5,581	5,221	16	0.3%	360	173	53.4%
35 - 44	8,154	7,906	37	0.5%	248	65	28.5%
45 - 54	8,998	8,781	44	0.5%	216	63	29.2%
55 - 64	8,368	8,180	28	0.3%	189	16	8.5%
65 +	2,819	2,556	13	0.5%	264	47	17.8%
Bermudian Status							
Bermudian	26,764	25,343	101	0.4%	1,421	464	33.0%
Non-Bermudian[2]	8,983	8,746	55	0.6%	237	20	10.2%
Race							
Black	18,689	17,754	121	0.7%	934	345	37.5%
White, Mixed and Other Races	16,866	16,209	35	0.2%	658	119	19.3%
Not Stated	193	125	0	n.r.	67	20	n.r.
Highest Academic Qualification							
No Formal Certificate	1,772	1,617	43	2.7%	156	79	50.6%
High School Certificate	11,694	11,012	61	0.6%	682	289	42.4%
Tech. / Voc./ Assoc. / Diploma	8,517	8,167	0	0.0%	350	39	11.1%
Degree	13,765	13,294	52	0.4%	471	77	18.6%

[1] Percentages calcuated excluding not stated responses.

[2] Includes non-Bermudian Spouses of Bermudians, Permanent Resident Certificate Holders and Other non-Bermudians

n.r. - Not relevant

Table 5
Underemployed by Sex, Age, Bermudian Status, Race, Highest Academic Qualification and Type of Underemployment, November 2019

		Type of Underemployment		
Selected Characteristics	**Total**	**Time Related**	**Skills Related**	**Income Related**
Total	5,570	1,705	1,554	2,311
Sex				
Male	2,239	661	612	967
Female	3,331	1,045	942	1,344
Age Group				
16 - 24	521	144	78	299
25 - 34	1,104	281	356	466
35 - 44	1,407	319	446	643
45 - 54	1,325	517	332	477
55+	1,214	445	343	426
Bermudian Status				
Bermudian	4,764	1,411	1,275	2,077
Non-Bermudian[1]	807	294	279	233
Race				
Black	3,717	1,045	1,013	1,659
White	1,024	413	173	437
Mixed / Other Races	810	248	349	214
Not Stated	20	0	20	0
Highest Academic Qualification				
No Formal Certificate	266	149	16	101
High School Certificate	2,216	677	316	1,223
Tech. / Voc./ Assoc. / Diploma	1,438	428	451	559
Degree	1,651	451	772	427

[1] Includes non-Bermudian Spouses of Bermudians, Permanent Resident Certificate Holders and Other non-Bermudians

Table 6

Unemployed by Sex, Age, Bermudian Status, Race and Highest Academic Qualification, 2018 and 2019

Selected Characteristics	Unemployed Population			Unemployment Rate		
	Nov 2019	May 2019	Nov 2018	Nov 2019	May 2019	Nov 2018
Total	1,394	1,926	1,642	3.8%	5.2%	4.5%
Sex						
Male	863	1,163	984	4.5%	6.2%	5.2%
Female	530	763	657	2.9%	4.1%	3.7%
Age Group						
16 - 24	405	534	202	18.1%	23.8%	7.8%
25 - 34	237	339	491	4.1%	5.5%	8.0%
35 - 44	283	204	278	3.4%	2.4%	3.3%
45 - 54	158	489	275	1.7%	5.2%	3.0%
55 - 64	233	279	362	2.7%	3.5%	4.6%
65 +	77	79	34	2.7%	2.7%	1.3%
Bermudian Status						
Bermudian	1,245	1,569	1,345	4.4%	5.6%	4.8%
Non-Bermudian[1]	149	356	297	1.6%	3.8%	3.3%
Race						
Black	924	1,223	956	4.7%	6.4%	5.2%
White	321	398	323	2.7%	3.4%	2.7%
Mixed/Other Races	148	304	286	2.6%	5.1%	4.7%
Not Stated	0	0	76	n.r.	n.r.	n.r.
Highest Academic Qualification						
No Formal Certificate	142	342	60	7.4%	16.7%	3.4%
High School Certificate	646	756	789	5.2%	5.9%	6.6%
Tech. / Voc./ Assoc. / Diploma	257	448	433	2.9%	5.5%	4.6%
Degree	349	379	360	2.5%	2.7%	2.6%

[1] Includes non-Bermudian Spouses of Bermudians, Permanent Resident Certificate Holders and Other non-Bermudians

n.r. - Not relevant

Table 7
Unemployed Population by Sex, Age, Bermudian Status, Race, Highest Academic Qualification and Duration Looking for Work, November 2019

		Duration Looking for Work		
Selected Characteristics	**Total**	**Less than 1 year**	**1 year and over**	**Not Stated**
Total	1,394	847	531	16
Sex				
Male	863	519	344	0
Female	530	328	187	16
Age Group				
16 - 24	405	352	53	0
25 - 34	237	136	101	0
35 - 54	441	250	192	0
55+	310	109	186	16
Bermudian Status				
Bermudian	1,245	755	474	16
Non-Bermudian[1]	149	92	57	0
Race				
Black	924	541	367	16
White	321	197	124	0
Mixed/Other Races	148	108	40	0
Highest Academic Qualification				
No Formal Certificate	142	87	55	0
High School Certificate	646	400	245	0
Tech. / Voc./ Assoc. / Diploma	257	116	125	16
Degree	349	243	106	0

[1] Includes non-Bermudian Spouses of Bermudians, Permanent Resident Certificate Holders and Other non-Bermudians

APPENDIX

APPENDIX A - DETAILED TABULATIONS NOVEMBER 2019

Selected Characteristics of the Population 16 Years and Over	Total	Sex	
		Male	Female
Type of Health Insurance Coverage			
Total	54,145	25,784	28,361
Major Health Coverage (Private or GEHI)	39,631	18,903	20,727
Only Private Basic Health Coverage	2,681	1,423	1,258
Only Government's HIP	3,598	1,466	2,132
Only Future Care	3,927	1,363	2,564
Has insurance but Doesn't Know the Type	1,326	814	512
None	2,893	1,773	1,120
Not Stated	88	41	48
Attending or Registered in Education Program of Institution Full or Part-Time			
Total	54,145	25,784	28,361
Yes	4,918	1,983	2,935
No	49,227	23,801	25,426
Type of Educational Institution Attending or Registered in			
Total	4,918	1,983	2,935
Full-time	3,509	1,538	1,971
Part-time	1,409	444	964
Number of Months Worked for Pay			
Total	54,145	25,784	28,361
0	15,701	6,338	9,363
1 - 11	5,967	3,189	2,778
12	32,477	16,257	16,220
Hours Worked in Main Job in Typical Week			
Total	35,748	18,182	17,566
Less than 35	4,359	1,648	2,711
35 - 40	20,073	9,324	10,750
41 - 49	3,583	1,855	1,727
50 - 59	4,405	2,913	1,492
60 or More	3,138	2,323	815
Not Stated	190	120	71
Average Hours Worked	41.1	43.4	38.7

Selected Characteristics of the Population 16 Years and Over	Total	Sex	
		Male	Female
Population that Would Like to Work More Hours per Week by Additional Hours that Could be Worked			
Total	8,376	4,363	4,013
1 - 5	1,402	553	849
6 - 10	3,740	1,995	1,745
11 - 15	1,100	546	555
16 - 20	913	643	269
21 and over	949	511	439
Not Stated	271	115	156
Average Additional Hours	13.0	13.7	12.2
Population that Would Like to Work More Hours per Week by Method of Increasing Working Hours			
Total	8,376	4,363	4,013
Increase number of hours in main job	5,303	2,958	2,346
Take an additional job	1,883	837	1,047
Replace main job with another job with more hours and Others	963	471	492
Not Stated	226	97	129
Employment Type			
Total	35,748	18,182	17,566
Worked for someone else	30,716	14,850	15,865
Self-employed without paid help	3,268	2,141	1,127
Self-employed with paid help (employer)	1,577	1,098	478
Worked as an unpaid worker in a family business	187	93	95
Type of Employer for Persons who Work for Someone Else			
Total	30,716	14,850	15,865
A private company / person	22,734	11,149	11,586
The Bermuda Government	5,053	2,460	2,594
A Quango / Statutory Board	2,595	1,062	1,533
An incorporated company as an owner / manager and foreign government	318	164	154
Not Stated	16	16	0
Main Job Type			
Total	35,748	18,182	17,566
Permanent job	34,089	17,279	16,810
Temporary job	1,659	903	755

Selected Characteristics of the Population 16 Years and Over	Total	Sex	
		Male	Female
Job Decision Made During the Four Weeks up to November 20, 2019			
Total	35,748	18,182	17,566
Did not apply for another / additional job	33,099	16,931	16,168
Applied for another job to replace main job / Applied for an additional job in addition to main job	2,123	978	1,147
Not Stated	526	274	251
Median Gross Income from Work During the 12 months Ending November 20, 2019			
Median	$59,648	$61,700	$57,166
Median Gross Income from Other Sources During the 12 months Ending November 20, 2019			
Median	$22,218	$24,854	$20,239
Unemployed Population by Job Search Method			
Total	1,394 [1]	863 [1]	530 [1]
Family and Friends	602	390	212
Bermuda Job Board	766	454	312
Department of Workforce Development	742	493	248
Private Placement Agency	461	302	159
Door to Door	64	0	64
Other	98	78	20
Not Stated	14	14	0

[1] The number of unemployed persons reporting does not equal the number of job search methods because respondents were invited to report multiple responses.

CENSUS DISTRICT		ASSESSMENT NUMBER	
HOUSEHOLD NUMBER			

BERMUDA

2019 LABOUR FORCE SURVEY

NNOVEMBER 20, 20199

CONFIDENTIAL
Under the Authority of the *Statistics Act, 2002*

SAMPLE

RECORD OF CALLS

INTERVIEWER CALLS	1	2	3	4	5
DATE *(MM/DD/YY)*					
RESULTS*					

*Result Codes: 1 = Complet[illegible]
2 = Partially co[illegible]d

INTERVIEWER

NAME:

SUPERVISOR

NAME:

EDITOR

NAME:

DATA KEYER

NAME:

COMMENTS

SAMPLE

HOUSEHOLD LISTING

HL1a. How many people usually live here or intend to live here for 6 months or more as of Wednesday, November 20, 2019? Please include babies, household members who were temporarily in the hospital, overseas for vacation, study, or other purposes. ☐☐

HL1b. Please provide the names of each person who usually lives in this household as of November 20, 2019.

USUALLY LIVES IN THIS HOUSEHOLD		
PERSON NUMBER	**NAME *(FIRST NAME ONLY)***	**AGE AS OF NOVEMBER 20, 20199**
1		
2		
3		
4		
5		
6		
7		
8		
9		
10		
11		
12		
13		
14		
15		
16		
17		

SAMPLE

HL1c. Please provide a telephone number for each usual household member 16 years and over, starting with the Household Reference Person.

Phone #1 (HRP):		**Phone #3:**		**Phone #5:**	
Person Number(s)		Person Number(s):		Person Number(s):	
Phone #2:		**Phone #4:**		**Phone #6:**	
Person Number(s)		Person Number(s):		Person Number(s):	

SAMPLE

HOUSING AND POPULATION *(FOR HRP)* | Person # 1

Name: ***(first)***

SECTION 1 - TYPE OF TENURE

H1. Is this dwelling unit owner-occupied or non-owner occupied?

Owner-occupied

1 Owned by you or another household member with a mortgage / loan
2 Owned by you or another household member without a mortgage / loan

Non-owner occupied

3 Rented as partly / fully furnished for cash
4 Rented as unfurnished for cash
5 Occupied without any household member paying any cash rent
9 Not stated

SECTION 2 - CHARACTERISTICS

P1. How are you related to the household reference person?

(1) Household Reference Person

Relative

2 Husband/ wife
3 Child
4 Grandchild
5 Father/ mother
6 Grandparent
7 Parent-in-law
8 Son-/ daughter-in-law
9 Brother / sister
10 Other relative

Non-Relative

11 Live-in partner
12 Foster child
13 Other non-relative

99 Not stated

NOTE: Step and adopted relations should be recorded under the relevant category.

P2. *(For persons not seen ask)* **Are you male or female?**

1 Male 2 Female

P3. What was your age on November 20, 2019?

YEARS [ ][ ][ ] ***(Not stated = 999)***

If answer is provided then skip to P4

P3a. Please tell me which age group you are in?

(I will read a list, please stop me when I read your age group.)

1 16 to 24
2 25 to 34
3 35 to 44
4 45 to 54
5 55 to 64
6 65 to 74
7 75 +
9 Not stated

P4. Which racial group do you belong to?

1 Black
2 White
3 Asian
4 Black & White
5 Black & Other
White & Other
7 Other Races
9 Not stated

P5. Were you Bermudian or non-Bermudian on November 20, 2019?

Bermudian

1 Bermudian

Non-Bermudian

2 Permanent Resident Certificate Holder
3 Non-Bermudian Spouse of a Bermudian
4 Other Non-Bermudian
9 Not stated

SECTION 3 - HEALTH

P6. Which response <u>best</u> describes your overall health insurance coverage by a Government or private plan?

1 Major Health Coverage (Private or GEHI)
2 Only Private Basic Health Coverage
3 Only Government's HIP
4 Only Future Care
5 Has insurance but doesn't know the type
6 None
9 Not stated

SAMPLE

SECTION 4 - EDUCATION

P7. Are you attending, or registered in, a school or any education institution now? *(Exclude courses other than GED taken at the Community Centres and any recreational courses.)*

1 Yes 2 No ***(Go to P9)*** 9 Not stated

P8. Are you attending or registered full time or part time?

1 Full-time 2 Part-time 9 Not stated

P9. What was your <u>highest</u> academic qualification on November 20, 2019? *(Do not include professional designations.)*

1 None
2 School Leaving Certificate, High School Diploma, G.C.S.E., C.X.C. or I.B.
3 Technical/ Vocational College Certificate / Associate Degree/Bermuda College Diploma
4 Bachelors Degree e.g. BA, BSc, LLB
5 Masters Degree e.g. MA, MSc, MEd, MBA
6 Doctorate Degree e.g. PhD, EdD, DSc, DMin
7 Other *(Specify)* _____
9 Not stated

SECTION 5 - ECONOMIC ACTIVITY

P10. How many months did you work for pay in Bermuda during the past 12 months ending November 20, 2019, including any time off for paid holidays, paid sick leave and unpaid work in a family business?

MONTHS ☐☐ ***(Not stated = 99)***

P11. What were you doing during the week of November 13 - 19, 2019? Working

for Pay / Payment in Kind

1 Working for Pay / Payment in Kind (includes students and persons involved in activities such as babysitting, dressmaking, baking and etc., at home, and also persons not at work due to vacation, sick leave, unpaid work in a family business and etc.)

Not Working

2 Seeking work for the first time } ***Go to P26***

3 Looking for work
4 Unable to work due to disability
5 Not actively seeking work
6 Engaged in home duties
7 Voluntary work without pay
8 Retired
99 Not stated

} ***Go to P24***

P12. How many hours do you normally work in your <u>main</u> job in a typical week, including paid or unpaid overtime?

HOURS ☐☐☐ ***(Not stated = 999)***

P13. Would you like to work more hours per week than you normally work in your <u>main</u> job provided the extra hours were for pay?

1 Yes
2 No ***(Go to P16)***
9 Not stated

P14. How many additional hours could you work per week?

Additional Hours ☐☐☐ ***(Not stated = 999)***

P15. How would you like to increase your working hours?

1 Increase number of hours in main job
2 Take an additional job
3 Replace main job with another job with more hours
4 Other *(Specify)* _____
9 Not stated

P16. Were you self-employed or working for someone else in your <u>main</u> job during the week of November 13 - 19, 2019? *(I will read a list, please respond after I read the entire list.)*

1 Self-employed with paid help (employer)
2 Self-employed without paid help
3 Worked as an unpaid worker in a family business

} **Go to P18**

4 Worked for someone else
9 Not stated

P17. Did you work for…?

1 The Bermuda Government
2 A Quango / Statutory Board
3 A foreign government
4 A private company / person
5 An incorporated company as an owner / manager
9 Not stated

P18. In your <u>main</u> job, were you employed in a temporary or permanent job during the week of November 13 - 19, 2019?

1 Temporary job
2 Permanent job
9 Not stated

P19. What is the name of the business and type of activity that is <u>mainly</u> carried on at your (main) place of work? *(Do not write vague answers. Describe activity in detail.)*

Name of Business:
Business Activity:

SAMPLE

P20. **What is your occupation, profession or trade in your main job?** *(Do not write vague answers. List duties in detail and professional designations.)*

Occupation:
Duties:

P21. **Would you like to change your main job?**

1 Yes
2 No ***(Go to P23)***
9 Not stated

P22. **What is the main reason why you want to change your main job?** *(I will read a list, please respond after I read the entire list.)*

1 To work more hours at your current pay rate
2 To have a higher pay rate
3 Fear or certainty of losing your present job
4 Present job is temporary or seasonal
5 To use my qualifications/skills more adequately
6 To have more convenient work hours
7 To improve working conditions
8 To work less hours with a corresponding reduction in pay
9 Other reason (specify)_____
99 Not stated

P23. **At any time during the four weeks leading up to November 20, 20199 did you…?**

1 Apply for another job to replace your main job
2 Apply for an additional job in addition to your main job
3 Did not apply for another / additional job
9 Not stated

P24. **During the 12 months ending November 20, 2019, did you receive income from wages, salaries, tips or self-employment from your main job?**

1 Yes 2 No ***(Go to P26)*** 9 Not stated

P25. **What was your GROSS income from your main job for the 12 months ending November 20, 2019? Be sure to include tips, bonuses and commissions before deductions. If you are self employed, report NET earnings from operations.**

$ [, , , , ,] .00

(Not stated = 9999999)

IF AMOUNT WAS PROVIDED ABOVE, GO TO P26

P25a. **Income is a very important indicator of a household's well-being. Please tell me your gross annual income range from your main job?** *(I will read a list, please stop me when I read your income range.)*

USE FLASH CARD ON BACK COVER

NUMBER CODE [ ]

SECTION 6 - INCOME FROM OTHER SOURCES

P26. **During the 12 months ending November 20, 20199, did you receive regular income from any other sources? Include income from other jobs, pensions, annuities, dividends, rents, child support, alimony, financial assistance, scholarships, etc.**

1 Yes 2 No ***(Go to Section 7)*** 9 Not stated

P27. **What was your GROSS income from all other sources for the 12 months ending November 20, 2019?**

$ [, , , , ,] .00

(Not stated = 9999999)

IF AMOUNT WAS PROVIDED ABOVE, GO TO SECTION 7

P27a. **Please tell me your gross annual income range from your other sources of income?** *(I will read a list, please stop me when I read your income range.)*

USE FLASH CARD ON BACK COVER

NUMBER CODE [ ]

SAMPLE

SECTION 7 - UNEMPLOYMENT

This section is only for respondents who answered "2 - Seeking work for the first time" or "3 - Looking for work" at P11.

P28. How many weeks, prior to Wednesday,ay, November 20, 2019, have you been looking actively for work?

Number of weeks ☐☐☐

(Not stated = 999)

Gave up Looking for work ☐

P29. During the past 12 months ending November 20, 2019, tell me the options that you have used to help find a job. *(Select all that apply.)*

1 Bermuda Job Board
2 Department of Workforce Development
3 Private placement agency
4 Other *(Specify)*_____
5 None
9 Not stated

P30. During the past 12 months endi November 20, 2019, have you ever been trained formally in a programme sponsored by the Department of W rce Development?

1 Yes
2 No
9 Not stated

SAMPLE

GROSS ANNUAL INCOME BANDS

Weekly Income

1	Under $231
2	$231 and under $577
3	$577 and under $692
4	$692 and under $923
5	$923 and under $1,154
6	$1,154 and under $1,385
7	$1,385 and under $1,615
8	$1,615 and under $1,846
9	$1,846 and under $2,077
10	$2,077 and under $2,538
11	$2,538 and under $3,000
12	$3,000 and under $4,519
13	$4,519 and under $6,731
14	$6,731 and under $9,615
15	$9,615 and under $12,500
16	$12,500 and under $14,423
17	$14,423 and under $16,346
18	$16,346 and under $17,308
19	$17,308 and over
20	Unpaid
99	Not stated

Monthly Income

1	Under $1,000
2	$1,000 and under $2,500
3	$2,500 and under $3,000
4	$3,000 and under $4,000
5	$4,000 and under $5,000
6	$5,000 and under $6,000
7	$6,000 and under $7,000
8	$7,000 and under $8,000
9	$8,000 and under $9,000
10	$9,000 and under $11,000
11	$11,000 and under $13,000
12	$13,000 and under $19,583
13	$19,583 and under $29,167
14	$29,167 and under $41,667
15	$41,667 and under $54,167
16	$54,167 and under $62,500
17	$62,500 and under $70,833
18	$70,833 and under $75,000
19	$75,000 and over
20	Unpaid
99	Not stated

Annual Income

1	Under $12,000
2	$12,000 and under $30,000
3	$30,000 and under $36,000
4	$36,000 and under $48,000
5	$48,000 and under $60,000
6	$60,000 and under $72,000
7	$72,000 and under $84,000
8	$84,000 and under $96,000
9	$96,000 and under $108,000
10	$108,000 and under $132,000
11	$132,000 and under $156,000
12	$156,000 and under $235,000
13	$235,000 and under $350,000
14	$350,000 and under $500,000
15	$500,000 and under $650,000
16	$650,000 and under $750,000
17	$750,000 and under $850,000
18	$850,000 and under $900,000
19	$900,000 and over
20	Unpaid
99	Not stated

SAMPLE

GOVERNMENT OF BERMUDA
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