

THE BERMUDA JOB MARKET *Employment Briefs*



Introduction

The 2020 edition of *The Bermuda Job Market Employment Briefs* are based on data collected from the 2019 Employment Survey. The Employment Survey reference week was August 25 to August 31, 2019. The annual Employment Survey is a census of all businesses on the island and serves the purpose of providing a broad count of all filled jobs in the Bermuda labor market. The Survey findings are analyzed by selected demographics, industrial and occupational groups. The Employment Briefs are used to illustrate and highlight the main findings of the Survey. 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 employment counts presented in this publication represent all filled jobs whereas the Labour Force Survey and census provide the number of people working irrespective of the number of jobs held.

This edition examines the employment changes between the years 2018 and 2019. More in-depth cross tabulations on Bermuda's job market can be obtained from the *2019 Employment Survey Tabulation Set*. Both publications are available on the Bermuda Government website at www.gov.bm/employment-statistics.

Users should note that due to non-response from businesses, some of the job data presented in the Employment Briefs were not collected during the Survey period. The Department of Statistics made multiple attempts to secure Survey data using telephone calls, email and written correspondence. Where possible, the filled job counts of businesses who did not respond to the Survey were imputed by the carry forward method. Tables 1a and 1b overleaf provide business and filled job totals, the number of businesses and filled jobs that were imputed and respective imputation rates for the years

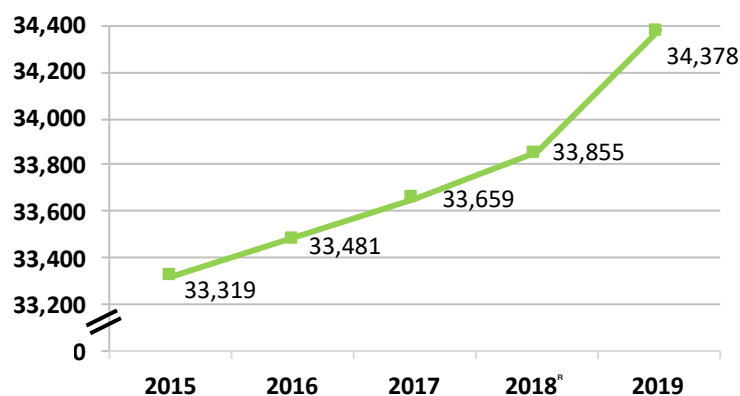
2015 to 2019.

2018 - 2019 Highlights

- Total filled jobs increased by 1.5% (+523) to 34,378.
- Filled jobs for Males increased by 1.7% (+299) to 17,527.
- Filled jobs for the 55 to 64 age group rose by 2.9% (+213) to 7,495.
- Filled jobs by Other non-Bermudians rose by 4.3% (+324) to 7,894.
- Filled jobs by Mixed and Other Races increased by 5.8% (+309) to 5,625.
- Filled jobs within Public Administration grew by 5.3% (+198) to 3,964.
- Filled jobs for Professionals such as accountants and engineers increased by 2.9% (+186) to 6,514.
- The median gross annual income for all job holders increased by 1.6% (+\$997) to \$62,693.

Aggregate Employment

Chart 1: Total Filled Jobs, 2015 to 2019



^R- Revised

Table 1a

Total Businesses by Number and Percentage of Businesses' Filled Job Data Imputed, 2015 to 2019

Year	Total Businesses	Number of Businesses' Filled Job Data Imputed	Percentage of Businesses' Filled Job Data Imputed (%)
2019	4,032	485	12
2018	3,996	307	8
2017	4,069	405	10
2016	4,054	261	6
2015	4,104	589	14

Table 1b

Total Filled Jobs by Number and Percentage of Imputed Filled Jobs, 2015 to 2019

Year	Total Filled Jobs	Number of Filled Jobs Imputed	Percentage of Filled Jobs Imputed (%)
2019	34,378	1,775	5
2018	33,855	598	2
2017	33,659	1,541	5
2016	33,481	664	2
2015	33,319	1,518	5

The overall level of employment rose by 523 filled jobs which represented the highest year-over-year increase since 2006. There were 34,378 filled jobs counted in 2019 compared to 33,855 in 2018. Males and females registered employment gains of 299 and 224 additional jobs, respectively. Among the age categories, job holders aged 55 to 64 years had the largest year-to-year increase of 213 filled jobs. Other non-Bermudians and Bermudians recorded gains of 324 and 226, respectively whereas the number of jobs held by Permanent Resident Certificate holders was down by 58. Job holders

of mixed and other races and blacks had increases of 309 and 218 filled jobs, respectively, compared to a decline of 4 filled jobs for whites.

Major Economic Activity

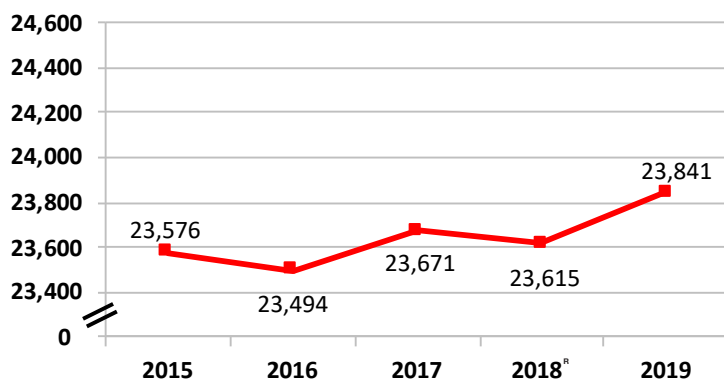
Within the major divisions of economic activity, the Public Administration (+198), Hotels (+151) and Education, Health & Social Work (+108) sectors had a combined 457 additional filled jobs in the labour market in 2019. These industries experienced the strongest employment growth in Bermuda during the year. Conversely, the Retail Trade & Repair Service (-75), International Business Activity (-60) and Financial Intermediation (-45) had a combined decrease of 180 filled jobs in 2019.

Major Occupational Group

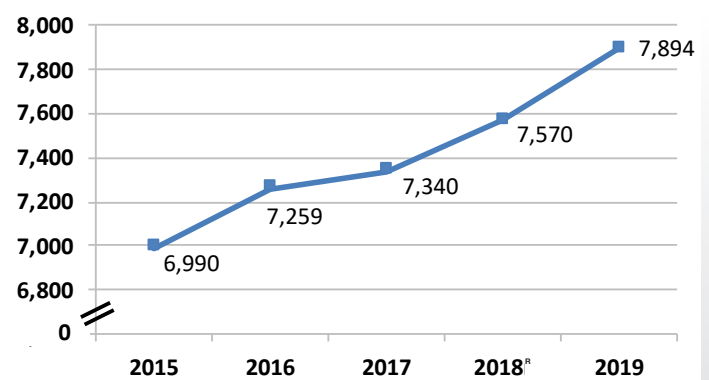
The Professionals (+186), Service Workers (+179) and Craft and Related Trade (+84) occupational groups had the largest annual increases in employment and contributed collectively 449 more jobs in 2019. In contrast, Clerks (-39), Plant and Machine Operators and Assemblers (-18) and Technicians and Associate Professionals (-7) were the only occupations that had declines in filled jobs and collectively resulted in 64 fewer jobs in 2019.

Gross Annual Income from Employment

Employment income includes all forms of monetary remuneration received by employees and self-employed persons excluding overtime and payroll deductions. Median gross annual income refers to that income level that would fall at the center of all incomes if they were arranged from the lowest to the highest. Employee pay packets rose by 1.6% (+\$997) as the median gross annual income rose from \$61,696 in 2018 to \$62,693 in 2019. The year-over-year percentage increase in median employment income exceeded the annual average inflation rate of 1.5% in August 2019.

Chart 2: Total Filled Jobs by Bermudians, 2015 to 2019

^R - Revised

Chart 3: Total Filled Jobs by Other non-Bermudians, 2015 to 2019

^R - Revised

Table 2

Filled Jobs by Sex, Age, Bermudian Status, Race, Major Division of Economic Activity and Major Occupational Groups, 2015 to 2019

Sex, Age, Bermudian Status and Race of Job Holder	Number					Percentage Distribution ¹				
	2019	2018 ^R	2017	2016	2015	2019	2018 ^R	2017	2016	2015
Total Filled Jobs	34,378	33,855	33,659	33,481	33,319	100%	100%	100%	100%	100%
Male	17,527	17,228	17,121	17,022	16,905	51%	51%	51%	51%	51%
Female	16,851	16,627	16,538	16,459	16,414	49%	49%	49%	49%	49%
Under 25	1,560	1,532	1,455	1,433	1,404	5%	5%	4%	4%	4%
25 - 39	10,367	10,239	10,165	10,212	10,228	30%	30%	30%	31%	31%
40 - 54	12,353	12,332	12,551	12,598	12,673	36%	36%	37%	38%	38%
55 - 64	7,495	7,282	7,088	6,941	6,741	22%	22%	21%	21%	20%
65 +	2,603	2,470	2,400	2,297	2,273	8%	7%	7%	7%	7%
Bermudian	23,841	23,615	23,671	23,494	23,576	69%	70%	70%	70%	71%
Non-Bermudian Spouses of Bermudian	1,907	1,876	1,862	1,902	1,913	6%	6%	6%	6%	6%
Other Non-Bermudian	7,894	7,570	7,340	7,259	6,990	23%	22%	22%	22%	21%
Permanent Resident Certificate Holder	736	794	786	826	840	2%	2%	2%	2%	3%
Black	18,076	17,858	17,826	17,769	17,823	53%	53%	53%	53%	53%
White	10,677	10,681	10,754	10,855	10,780	31%	32%	32%	32%	32%
Mixed/Other Races	5,625	5,316	5,079	4,857	4,716	16%	16%	15%	15%	14%
Major Division of Economic Activity										
Agriculture, Forestry, Fisheries, Mining & Quarrying	564	571	598	592	602	2%	2%	2%	2%	2%
Manufacturing	521	537	571	575	573	2%	2%	2%	2%	2%
Electricity, Gas & Water	295	314	322	322	321	1%	1%	1%	1%	1%
Construction	2,221	2,132	2,008	1,954	1,928	6%	6%	6%	6%	6%
Wholesale Trade & Motor Vehicles	1,469	1,439	1,464	1,386	1,331	4%	4%	4%	4%	4%
Retail Trade & Repair Services	2,722	2,797	2,752	2,757	2,646	8%	8%	8%	8%	8%
Hotels	2,534	2,383	2,197	2,104	2,174	7%	7%	7%	6%	7%
Restaurant, Cafes & Bars	2,155	2,164	2,174	2,023	1,838	6%	6%	6%	6%	6%
Transport & Communications	1,912	1,889	1,974	2,009	2,037	6%	6%	6%	6%	6%
Financial Intermediation	2,222	2,267	2,309	2,332	2,369	6%	7%	7%	7%	7%
Real Estate & Renting Services	491	469	470	448	460	1%	1%	1%	1%	1%
Business Services	3,644	3,579	3,586	3,602	3,565	11%	11%	11%	11%	11%
Public Administration	3,964	3,766	3,690	3,767	3,936	12%	11%	11%	11%	12%
Education, Health & Social Work	3,833	3,725	3,707	3,722	3,688	11%	11%	11%	11%	11%
Other Community, Social & Personal Services	1,906	1,838	1,897	2,056	1,951	6%	5%	6%	6%	6%
International Business Activity	3,925	3,985	3,940	3,832	3,900	11%	12%	12%	11%	12%
Major Occupational Group										
Senior Officials and Managers	6,454	6,381	6,319	6,219	6,210	19%	19%	19%	19%	19%
Professionals	6,514	6,328	6,242	6,286	6,304	19%	19%	19%	19%	19%
Technicians and Associate Professionals	2,857	2,864	2,843	2,776	2,741	8%	8%	8%	8%	8%
Clerks	5,054	5,093	5,151	5,273	5,368	15%	15%	15%	16%	16%
Service Workers and Shop and Market Sales Workers	7,427	7,248	7,111	6,896	6,699	22%	21%	21%	21%	20%
Skilled Agricultural and Fishery Workers	771	762	782	793	805	2%	2%	2%	2%	2%
Craft and Related Trade Workers	2,814	2,730	2,687	2,649	2,577	8%	8%	8%	8%	8%
Plant and Machine Operators and Assemblers	1,441	1,459	1,479	1,541	1,566	4%	4%	4%	5%	5%
Elementary Occupations	1,018	963	1,017	1,021	1,022	3%	3%	3%	3%	3%
Armed Forces	28	27	28	27	27	0%	0%	0%	0%	0%

¹ -Totals may not add to 100 due to rounding^R - Revised

Table 3**Median Gross Annual Income for All Establishments, 2018¹ and 2019¹**

Sex, Age, Bermudian Status and Race of Job Holder	2019		2018^R		Increase/ Decrease 2018-2019 Percent
	Median Gross Annual Income	% of Median	Median Gross Annual Income	% of Median	
Total	\$62,693	100%	\$61,696	100%	1.6%
Male	\$60,231	96%	\$59,509	96%	1.2%
Female	\$65,398	104%	\$64,273	104%	1.7%
Under 25	\$35,629	57%	\$34,691	56%	2.7%
25 - 39	\$61,113	97%	\$60,881	99%	0.4%
40 - 54	\$71,427	114%	\$70,641	114%	1.1%
55 - 64	\$65,707	105%	\$63,494	103%	3.5%
65 +	\$46,748	75%	\$44,670	72%	4.7%
Bermudian	\$60,112	96%	\$59,094	96%	1.7%
Non-Bermudian Spouses of Bermudian	\$73,220	117%	\$72,593	118%	0.9%
Other Non-Bermudian	\$74,587	119%	\$75,557	122%	-1.3%
Permanent Resident Certificate Holder	\$65,531	105%	\$63,429	103%	3.3%
Black	\$58,260	93%	\$57,237	93%	1.8%
White	\$84,068	134%	\$82,480	134%	1.9%
Mixed/Other Races	\$52,094	83%	\$52,292	85%	-0.4%
Major Division of Economic Activity					
Agriculture, Forestry, Fisheries, Mining & Quarrying	\$42,704	68%	\$41,211	67%	3.6%
Manufacturing	\$52,076	83%	\$52,412	85%	-0.6%
Electricity, Gas & Water	\$83,556	133%	\$83,684	136%	-0.2%
Construction	\$54,715	87%	\$55,279	90%	-1.0%
Wholesale Trade & Motor Vehicles	\$50,367	80%	\$49,699	81%	1.3%
Retail Trade & Repair Services	\$46,887	75%	\$46,136	75%	1.6%
Hotels	\$39,073	62%	\$37,852	61%	3.2%
Restaurant, Cafes & Bars	\$39,992	64%	\$39,299	64%	1.8%
Transport & Communications	\$59,276	95%	\$56,183	91%	5.5%
Financial Intermediation	\$89,628	143%	\$84,919	138%	5.5%
Real Estate & Renting Services	\$57,370	92%	\$56,700	92%	1.2%
Business Services	\$73,953	118%	\$72,432	117%	2.1%
Public Administration	\$76,878	123%	\$77,550	126%	-0.9%
Education, Health & Social Work	\$72,069	115%	\$70,452	114%	2.3%
Other Community, Social & Personal Services	\$38,990	62%	\$39,097	63%	-0.3%
International Business Activity	\$141,153	225%	\$137,101	222%	3.0%
Major Occupational Group					
Senior Officials and Managers	\$101,832	162%	\$100,440	163%	1.4%
Professionals	\$92,907	148%	\$91,810	149%	1.2%
Technicians and Associate Professionals	\$82,899	132%	\$82,747	134%	0.2%
Clerks	\$58,563	93%	\$58,633	95%	-0.1%
Service Workers and Shop and Market Sales Workers	\$39,114	62%	\$38,751	63%	0.9%
Skilled Agricultural and Fishery Workers	\$46,512	74%	\$45,000	73%	3.4%
Craft and Related Trades Workers	\$55,592	89%	\$54,945	89%	1.2%
Plant and Machine Operators and Assemblers	\$49,512	79%	\$48,988	79%	1.1%
Elementary Occupations	\$49,488	79%	\$49,654	80%	-0.3%
Armed Forces	\$102,000	163%	\$101,400	164%	0.6%

^R - Revised¹ - Median Gross Annual Income figures include all hours normally worked per week.

Other Statistical Releases

Monthly

Consumer Price Index

Retail Sales Index

Quarterly

Bermuda Balance of Payments

Quarterly Bulletin of Statistics

Quarterly Gross Domestic Product

Annually

Employment Survey Tabulation Set

Bermuda Gross Domestic Product

Bermuda Digest of Statistics

Environmental Statistics Compendium

Information and Communications and Technology Report

Tourism Satellite Account

Other

Gross Domestic Product Rebasing

Report of the 2016 Census of Population and Housing

Bermuda Population Projections 2016-2026

2016 Population and Housing Census Education Brief

Report of the 2010 Census of Population and Housing

Report of the 2000 Census of Population and Housing

Education: Springboard to Employment

Higher Earnings

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Emigration: Bermuda's Qualified Human Capital Departs

Labour Force Trends

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Characteristics of Bermuda's Families

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May and November Labour Force Survey Reports



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