

# THE BERMUDA JOB MARKET *Employment Briefs*



## Introduction

The 2017 edition of the Bermuda Job Market Employment Briefs are based on data collected from the 2016 Employment Survey. The Annual Employment Survey is a census of all businesses on the island and the Employment Briefs are 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. This edition examines the employment changes between the years 2015 and 2016. Additional and more detailed information on Bermuda's labour market can be obtained from the 2016 Employment Survey Tabulation Set. The 2017 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 2016 Employment Survey was August 28<sup>th</sup> to September 3<sup>rd</sup>, 2016.

## 2016 Highlights

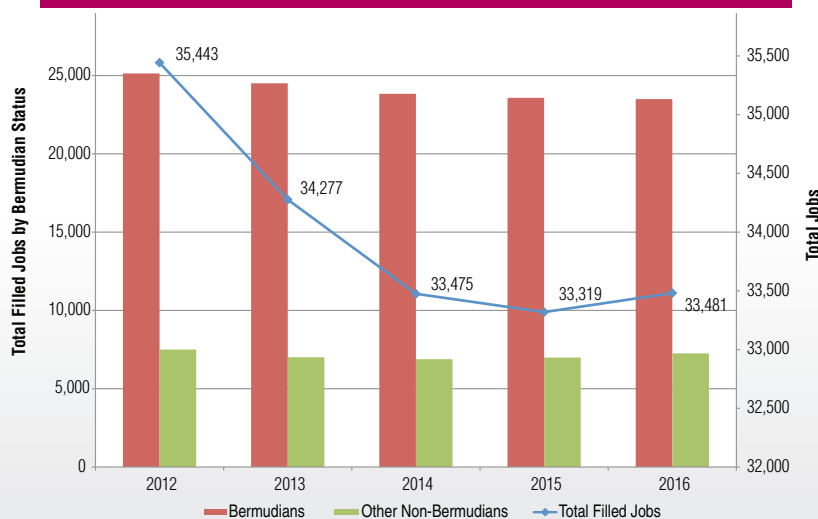
- Total filled jobs rose to 33,481.
- Total filled jobs by Bermudians fell 0.4%.
- Total filled jobs by non Bermudians with no marital ties to a Bermudian rose 3.8%.
- Jobs within Restaurants, Cafes & Bars increased by 10.1%.
- Positions within International Business Activity decreased by 1.7%.
- The median gross annual income for all job holders rose slightly by 0.1%.

## Aggregate Employment

Bermuda's job market reported its first job increase in eight years. Total filled positions increased by 162 or 0.5% in 2016. There were 33,481 jobs counted in 2016 compared with 33,319 in 2015 (See Table 1). The breakdown of filled jobs by sex shows females accounted for 45 new positions in 2016 while males represented 117 of the total increase. The number of Bermudian job holders fell from 23,576 in 2015 to 23,494 in 2016, a loss of 82 jobs. The number of jobs held by other non-Bermudians (excludes non-Bermudian spouses of Bermudians and Permanent Resident Certificate (PRC) Holders) increased by 269 between 2015 and 2016.

Fueling the increase in the total number of filled jobs for 2016 was the restaurant, cafes and bars industry. This industry reported a significant increase of 185 positions year-over-year. The retail trade sector grew in 2016, increasing by 111 filled jobs to 2,757 from 2,646 in 2015. The public administration sector reported the largest decline in filled jobs with a loss of 169 jobs.

Chart 1: Total Filled Jobs by Bermudian Status, 2012 -2016



**Table 1**  
**Filled Jobs by Sex, Age, Status, Race, Major Division of Economic Activity and Major Occupation Group, 2012 to 2016**

Sex, Age, Bermudian Status and Race of Job Holder	Number					Percentage Distribution				
	2016	2015	2014	2013	2012	2016	2015	2014	2013	2012
<b>Total Filled Jobs</b>	33,481	33,319	33,475	34,277	35,443	100%	100%	100%	100%	100%
Males	17,022	16,905	16,992	17,351	17,851	51%	51%	51%	51%	50%
Females	16,459	16,414	16,483	16,926	17,592	49%	49%	49%	49%	50%
Under 25	1,433	1,404	1,472	1,626	1,716	4%	4%	4%	5%	5%
25 - 39	10,212	10,228	10,244	10,608	11,275	31%	31%	31%	31%	32%
40 - 54	12,598	12,673	12,973	13,364	13,908	38%	38%	39%	39%	39%
55 - 64	6,941	6,741	6,563	6,462	6,373	21%	20%	20%	19%	18%
65 +	2,297	2,273	2,223	2,217	2,171	7%	7%	7%	6%	6%
Bermudians	23,494	23,576	23,833	24,504	25,132	70%	71%	71%	71%	71%
Non-Bermudian Spouses of Bermudians	1,902	1,913	1,919	1,932	1,968	6%	6%	6%	6%	6%
Other Non-Bermudians	7,259	6,990	6,885	7,007	7,501	22%	21%	21%	20%	21%
Permanent Resident Certificate Holders	826	840	838	834	842	2%	3%	3%	2%	2%
Black	17,769	17,823	18,105	18,676	19,219	53%	53%	54%	54%	54%
White	10,855	10,780	10,736	10,937	11,345	32%	32%	32%	32%	32%
Mixed/Other Races	4,857	4,716	4,634	4,664	4,879	15%	14%	14%	14%	14%
<b>Major Division of Economic Activity</b>										
Agriculture, forestry, fisheries, mining & quarrying	592	602	581	589	594	2%	2%	2%	2%	2%
Manufacturing	575	573	585	624	671	2%	2%	2%	2%	2%
Electricity, gas & water	322	321	325	341	386	1%	1%	1%	1%	1%
Construction	1,954	1,928	1,925	2,143	2,264	6%	6%	6%	6%	6%
Wholesale trade & motor vehicles	1,386	1,331	1,401	1,376	1,429	4%	4%	4%	4%	4%
Retail trade & repair services	2,757	2,646	2,692	2,737	2,785	8%	8%	8%	8%	8%
Hotels	2,104	2,174	2,287	2,339	2,428	6%	7%	7%	7%	7%
Rest., cafes & bars	2,023	1,838	1,833	1,878	1,957	6%	6%	5%	5%	6%
Transport & communications	2,009	2,037	2,046	2,139	2,176	6%	6%	6%	6%	6%
Financial intermediation	2,332	2,369	2,253	2,559	2,501	7%	7%	7%	7%	7%
Real estate & renting services	448	460	452	432	488	1%	1%	1%	1%	1%
Business services	3,602	3,565	3,425	3,523	3,702	11%	11%	10%	10%	10%
Public administration	3,767	3,936	4,163	4,237	4,298	11%	12%	12%	12%	12%
Education, health & social work.	3,722	3,688	3,642	3,600	3,750	11%	11%	11%	11%	11%
Other community, social & personal services	2,056	1,951	1,928	1,992	2,136	6%	6%	6%	6%	6%
International business activity	3,832	3,900	3,937	3,768	3,878	11%	12%	12%	11%	11%
<b>Major Occupation Group</b>										
Senior Officials and Managers	6,219	6,210	6,232	6,319	6,537	19%	19%	19%	18%	18%
Professionals	6,286	6,304	6,272	6,415	6,873	19%	19%	19%	19%	19%
Technicians and Associate Professionals	2,776	2,741	2,806	2,741	2,769	8%	8%	8%	8%	8%
Clerks	5,273	5,368	5,415	5,751	5,804	16%	16%	16%	17%	16%
Service Workers and Shop and Market Sales Workers	6,896	6,699	6,764	6,831	7,070	21%	20%	20%	20%	20%
Skilled Agricultural and Fishery Workers	793	805	794	800	819	2%	2%	2%	2%	2%
Craft and Related Trade Workers	2,649	2,577	2,609	2,748	2,811	8%	8%	8%	8%	8%
Plant and Machine Operators and Assemblers	1,541	1,566	1,562	1,578	1,615	5%	5%	5%	5%	5%
Elementary Occupations	1,021	1,022	995	1,068	1,120	3%	3%	3%	3%	3%
Armed Forces	27	27	26	26	25	0%	0%	0%	0%	0%

## Job Growth Returns

The job market grew by half of one per cent in 2016, the first annual increase in eight years. According to Table 1, employers reported an increase of 162 jobs compared to 2015 as the job tally climbed from 33,319 jobs to 33,481 in 2016. Over the five-year period, 2016 represented a shortfall of 1,962 jobs in comparison to 2012 when the job market was 35,443 jobs.

Jobs by major occupational groups as presented in Table 1 show that service workers and shop and market sales workers registered the largest annual increase in employment with 197 jobs. Occupations such as sales clerk (+77), general waiter (+66) and cook (+65) spurred job growth in this occupational group. Also contributing to job growth were craft and related workers, up 72 jobs. Boat builders (+28), masons (+22), bakers (+16) and utility persons (+12) factored heavily in the employment hike. It should be noted that the sharp rise in the number of boat builders resulted from the presence of teams who will compete in the 2017 America's Cup regatta.

The clerical major occupational group reported the largest job decline in 2016 with the loss of 95 positions. Influencing the decline was the loss of 40 senior clerical jobs, 38 executive secretaries, 33 finance clerk posts, 19 secretarial posts and 17 cash clerks.

## Job Rises in Restaurant sector and the Retail Trade sector

The number of jobs in the restaurants, cafes and bars sector rose to 2,023 in 2016. This industry recorded 185 more positions compared to one year ago. Factoring into the job growth were additions to occupational roles such as general waiters (+72) and cooks (+70). The rise in jobs in the retail sector (+111) reflected the addition of 95 sales clerks. The other community, social and personal services sector registered an increase of 105 positions, from 1,951 in 2015 to 2,056 in 2016. Employment grew in this sector as a direct result of employment related to the 2017 America's Cup.

The public administration sector reported significant losses in 2016. The job tally fell from 3,936 in 2015 to 3,767 in 2016. This decline represented the loss of 169 jobs, down 4.3%. A portion of the employment drop reflected a decline in teachers and police officers. There were 16 fewer middle school teachers, 15 fewer paraprofessionals, 12 fewer primary school teachers, 11 fewer secondary school teachers and 11 fewer police officers.



Table 2

## Median Gross Annual Income for Establishments with Ten or more Employees, 2016 and 2015

	2016		2015		Increase/ Decrease 2015 - 2016 Percent
	Median Gross Annual Income	% of Median	Median Gross Annual Income	% of Median	
Total	\$63,712	100%	\$63,657	100%	0.1%
Males	\$61,396	96%	\$61,330	96%	0%
Females	\$65,996	104%	\$65,927	104%	0%
Under 25	\$34,800	55%	\$35,468	56%	-2%
25 - 39	\$63,684	100%	\$64,179	101%	-1%
40 - 54	\$71,874	113%	\$71,359	112%	1%
55 - 64	\$63,478	100%	\$62,906	99%	1%
65 +	\$48,107	76%	\$45,690	72%	5%
Bermudians	\$59,518	93%	\$59,350	93%	0%
Non-Bermudian Spouses of Bermudians	\$76,593	120%	\$76,913	121%	0%
Other non- Bermudians	\$82,584	130%	\$83,822	132%	-1%
Permanent Resident Certificate Holders	\$65,143	102%	\$61,364	96%	6%
Black	\$57,669	91%	\$57,673	91%	0%
White	\$88,437	139%	\$88,405	139%	0%
Mixed/Other races	\$54,989	86%	\$54,949	86%	0%
<b>Major Division of Economic Activity</b>					
Agriculture, forestry, fisheries, mining & quarrying	\$41,185	65%	\$40,286	63%	2%
Manufacturing	\$53,583	84%	\$55,333	87%	-3%
Electricity, gas & water	\$85,379	134%	\$80,400	126%	6%
Construction	\$57,268	90%	\$57,375	90%	0%
Wholesale Trade & motor vehicles	\$51,541	81%	\$50,688	80%	2%
Retail trade & repair services	\$46,218	73%	\$44,937	71%	3%
Hotels	\$38,100	60%	\$36,883	58%	3%
Restaurants, cafes & bars	\$37,546	59%	\$34,988	55%	7%
Transport & communications	\$55,167	87%	\$54,880	86%	1%
Financial intermediation	\$81,340	128%	\$80,473	126%	1%
Real estate & renting services	\$64,615	101%	\$62,667	98%	3%
Business services	\$73,272	115%	\$71,297	112%	3%
Public administration	\$74,345	117%	\$74,441	117%	0%
Education, health & social work.	\$71,873	113%	\$70,373	111%	2%
Other Community, social & personal services	\$53,114	83%	\$52,247	82%	2%
International business activity	\$134,500	211%	\$128,871	202%	4%
<b>Major Occupation Group</b>					
Senior Officials and Managers	\$104,735	164%	\$103,940	163%	1%
Professionals	\$91,542	144%	\$90,882	143%	1%
Technicians and Associate Professionals	\$84,810	133%	\$85,673	135%	-1%
Clerks	\$56,940	89%	\$56,522	89%	1%
Service Workers and Shop and Market Sales Workers	\$39,785	62%	\$38,138	60%	4%
Skilled Agricultural and Fishery Workers	\$47,032	74%	\$46,585	73%	1%
Craft and Related Trades Workers	\$57,264	90%	\$57,244	90%	0%
Plant and Machine Operators and Assemblers	\$50,973	80%	\$50,240	79%	1%
Elementary Occupations	\$49,474	78%	\$49,689	78%	0%
Armed Forces	\$102,500	161%	\$102,000	160%	0%

## Employment Income Rises

Table 2 presents the median gross annual income for establishments with 10 or more employees by sex, age, Bermudian status and race. The table also outlines the median annual income by the major divisions of economic activity and the major occupational groups.

Employment income includes all forms of monetary compensation received by employees and self-employed persons before voluntary and mandatory payroll deductions. Only companies with ten or more employees are required to provide income data on behalf of their employees. Median gross annual income is the level of annual income that half of all job holders earn more than the median and the other half earn less than the median.

Median gross annual income earned by all job holders in establishments with ten or more employees was \$63,712. This level of income represents a 0.1 per cent increase in total median gross annual earnings compared to 2015 when the median gross annual income was \$63,657. In contrast to the small rise in median gross annual earnings, the annual inflation rate in August 2016 was 1.3%. The profile of median gross annual income by sex shows a fractional widening of the earnings gap between males and females. On average, women earned a median gross annual income of \$65,996 per year compared to \$61,396 for men, a 7.5% difference in pay.

The median earnings for Bermudians climbed from \$59,350 in 2015 to \$59,518 in 2016 while permanent resident certificate holders also registered an uptick in earnings between 2015 and 2016 from \$61,364 to \$65,143. In contrast, non-Bermudians and non-Bermudian spouses of Bermudians registered pay declines in 2016 as their median annual pay fell to \$82,584 and \$76,593, respectively. A small increase in annual pay was recorded for two of the three racial groups. In contrast to white job holders and those of mixed and other racial heritage, blacks experienced a fractional decline in pay.

By major occupational group, job holder earnings in the senior officials and managers group (\$104,735), professionals (\$91,542) and technicians and associate professionals group (\$84,810) were significantly higher than the overall median pay for all job holders. Service, shop and market sales workers (\$39,785), agricultural and fisheries workers (\$47,032) and those working in elementary positions (\$49,474) earned far less than the overall median pay.

**Figures 1 and 2 comprise a selection of occupations by median gross annual income, number of filled jobs and status.**

Figure 1

Bermudians in Selected Occupations	Total Filled Jobs	Median Gross Annual Income
General waiter/waitress	219	\$31,345
Underwriter	208	\$150,857
Personnel specialist	76	\$90,000
Dental hygienist	71	\$78,000
Motor vehicle mechanic	69	\$55,588
Refrigeration and air conditioning mechanic/ plant installer	51	\$62,143
Computer programmer/analyst	49	\$98,000
Waiter/Chef de Rang	40	\$24,462
Actuary	23	\$120,000
Internal auditor	20	\$74,400
Software engineer/Developer/Application programmer	13	\$115,500
Pharmacist	9	\$90,000

Figure 2

Non-Bermudians in Selected Occupations	Total Filled Jobs	Median Gross Annual Income
General waiter/waitress	365	\$42,000
Underwriter	135	\$275,855
Actuary	118	\$188,917
Waiter/Chef de Rang	59	\$49,886
Motor vehicle mechanic	35	\$65,143
Refrigeration and air conditioning mechanic/ plant installer	30	\$85,000
Pharmacist	26	\$112,500
Internal auditor	24	\$108,000
Computer programmer/analyst	19	\$128,000
Software engineer/Developer/Application programmer	17	\$124,800
Dental hygienist	15	\$80,400
Personnel specialist	4	\$78,000

**Table 3**  
**Shortages of Bermudians in Selected Occupations, 2016**

	Total Jobs	Bermudians	Other Non- Bermudians <sup>1</sup>	% Jobs Filled By Other Non- Bermudians
	2016	2016	2016	2016
<b>Senior Officials and Managers</b>				
Finance (Ins. Banking Accounting) - Gen. Manager	175	63	85	49
Finance (Ins. Banking Accounting) - Manager	636	272	302	47
Director and chief executive	437	178	198	45
Finance (Ins. Banking Accounting) - Sub-Manager	446	227	180	40
Food and beverage (Catering) - Sub-Manager	51	25	20	39
Data processing / Information Technology - Gen. Manager	38	18	14	37
Corporate / Legal - Manager	33	17	10	30
Food and beverage (Catering) - Manager	77	44	22	29
<b>Professionals</b>				
Education methods specialist	1	0	1	100
Actuary	173	28	142	82
Dolphin Apprentice Trainer - Level 1	5	1	4	80
Senior Dolphin Trainer - Level 3	3	1	2	67
Pharmacist	51	14	32	63
Estate surveyor	13	3	8	62
Accountant I	547	164	332	61
Nurse Registered	498	135	302	61
Software engineer / computer science designer	37	12	22	59
Telecommunications engineer	14	6	8	57
Auditor internal	54	23	30	56
Accountant II	291	115	161	55
Software Engineer /Developer / Application programmer	38	14	20	53
Mechanical engineer nec	10	3	5	50
Electrical engineer (Power generation)	4	2	2	50
Radiologist	2	0	1	50
Reading resource □ primary school	2	1	1	50
Publicity writer	4	2	2	50
Technical Writer	2	1	1	50
Dolphin Trainer - Level 2	2	0	1	50
Secondary education teaching professional	309	126	152	49
Physician	168	64	80	48
Biologist botanist zoologist and related professional	19	7	9	47
Floral arranger	17	5	8	47
Electronic engineer (General)	15	7	7	47
Biological technician/Public health analyst	37	20	17	46
Quantity surveyor	12	4	5	42
Computer professional nec	115	64	44	38
Electrical engineer (Power distribution and transmission)	14	8	5	36
Veterinarian	14	9	5	36
Statistical and mathematical technician	37	22	13	35
Radiological technologist	57	32	20	35
Physiotherapist	49	25	17	35
Statistician	3	2	1	33
Advertising copywriter	3	2	1	33
Database Designer and Administration	6	4	2	33
Accountant III	272	168	89	33
Specialist economist/Securities analyst	69	40	22	32
Market controller analyst	13	8	4	31
Sub-editor/Editor	13	7	4	31
Surgeon	10	5	3	30
<b>Technicians and Associate Professionals</b>				
Ships □ master (Sea going)	1	0	1	100
Broadcasting and Audiovisual Technician	1	0	1	100
Marine engineer officer	26	9	17	65
Dietician	8	3	4	50
Dental hygienist (Oral)	48	21	23	48
Broker	104	41	48	46
Underwriter	423	234	154	36
Appraiser valuer and auctioneer	11	7	4	36
Architectural assistant/technician	26	15	9	35
Mechanical engineering technician	18	12	6	33
Investment officer	133	75	42	32
Draughtsperson (General)	10	6	3	30
Information and Communications Technology Operations Technician	10	6	3	30

**Table 3 - Continued**  
**Shortages of Bermudians in Selected Occupations, 2016**

	<b>Total Jobs</b>	<b>Bermudians</b>	<b>Other Non-Bermudians<sup>1</sup></b>	<b>% Jobs Filled By Other Non-Bermudians</b>
<b>Clerks</b>				
Telegrapher	7	3	4	57
Legal secretary	133	86	33	25
Legal clerk	177	133	27	15
<b>Service Workers</b>				
Institution-based personal care worker	1	0	1	100
Butler	6	0	5	83
Nursemaid/Nanny	154	15	125	81
Sous chef/Second chef	81	14	64	79
Chef de partie/Cook	634	133	473	75
Personal care and related worker <sup>N.E.C.</sup>	7	2	5	71
Commis de cuisine/Assistant cook	111	32	76	68
Captain Head/Waiter	58	19	36	62
Executive Chef/Head cook	87	22	52	60
Waiter/Waitress general	615	224	363	59
Beautician	148	41	89	60
Waiter/Chef de Rang	111	47	60	54
Executive housekeeper	28	10	15	54
Home-based personal care worker	44	14	23	52
Companion	12	6	6	50
Maitre D/Room manager	37	14	18	49
Housekeeper (Private Service)	253	107	97	38
Child-care worker	35	19	13	37
Cook (Private Service)	3	2	1	33
<b>Agricultural and fishery workers</b>				
Farm worker (General)	36	6	29	81
Landscape gardener	391	109	220	56
Gardener (General)	138	59	45	33
Farmer	22	16	6	27
<b>Craft and related trades workers</b>				
Rigger	1	0	1	100
Tailor/Dressmaker	6	0	5	83
Boat builder	41	9	32	78
Wood furniture finisher	4	1	3	75
Butcher/Fish butcher	65	11	48	74
Upholsterer	16	3	11	69
Baker/Mixer	61	16	41	67
Pastry maker	6	0	4	67
Shoe repairer	3	1	2	67
Underwater worker/Diver	38	14	21	55
Mason	350	127	183	52
Tiler	25	9	13	52
Stonecutter	2	1	1	50
Shipwright	2	1	1	50
Roofer	8	4	4	50
Sail tent and awning maker	8	3	4	50
Offset press operator	5	2	2	40
Dairy products processor	10	5	4	40
Motor vehicle mechanic	148	84	51	34
Autobody worker	47	27	16	34
Drywaller	21	12	7	33
Vehicle spray painter	18	11	6	33
Electronics fitter	3	2	1	33
Fruit and vegetable preserver	3	2	1	33
Cabinet maker	15	10	5	33
Motorcycle mechanic	40	25	13	33
Refrigeration and air conditioning plant installer and mechanic	124	86	37	30
<b>Plant and machine operators and assemblers</b>				
Able sea person	70	32	38	54
Other compositors and typesetters <sup>N.E.C.</sup>	5	4	1	20
Deck hand/Boatperson	31	24	6	19
<b>Elementary occupations</b>				
Char worker cleaner and related worker <sup>N.E.C.</sup>	31	19	11	35
Swimming pool service person	17	11	4	24
Janitor/Caretaker	199	140	26	13

<sup>n.e.c.</sup> - Not Elsewhere Classified

<sup>1</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

Quarterly Bulletin of Statistics

Quarterly Gross Domestic Product

## Annually

Bermuda Facts & Figures

Employment Briefs

Labour Market Indicators

Bermuda Gross Domestic Product

Bermuda Digest of Statics

Environmental Statistics Compendium

Information and Communications and Technology Report

Tourism Satellite Account

## Other

Report of the 2010 Census of Population and Housing

Report of the 2000 Census of Population and Housing

Education: Springboard to Employment

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Emigration: Bermuda's Qualified Human Capital Departs

Labour Force Trends

Bermuda Social Dynamics

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