

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

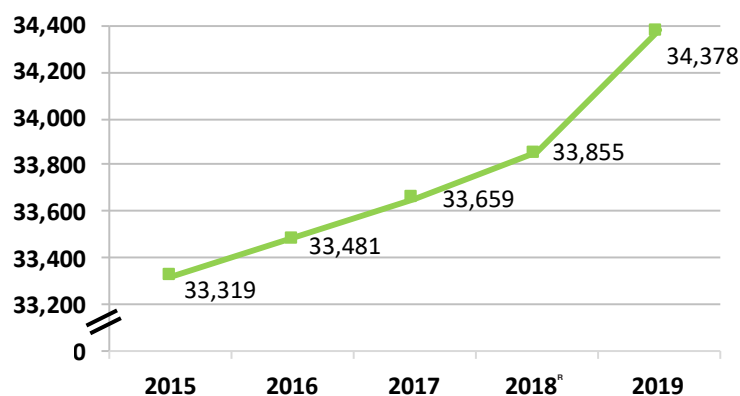
2015 to 2019.

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

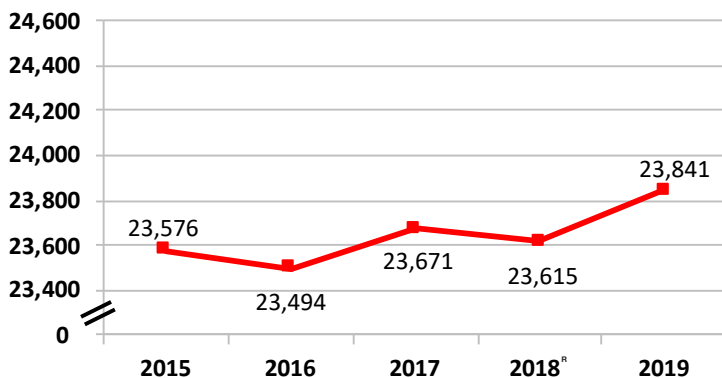
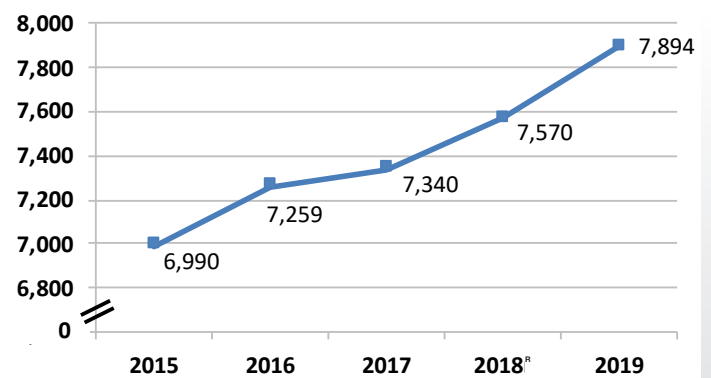


Chart 3: Total Filled Jobs by Other non-Bermudians, 2015 to 2019



^R - Revised

^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

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Bermuda Digest of Statistics

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