



LABOUR FORCE SURVEY REPORT

May 2023





CONTENTS

PREFACE	1
TECHNICAL NOTE	2
LABOUR FORCE SURVEY METADATA	3
CONCEPTS & DEFINITIONS	4
SURVEY METHODOLOGY	8
MAY 2023 LABOUR FORCE SURVEY RESPONSE RATE ILLUSTRATION	9
MAY 2023 LABOUR FORCE SURVEY RESULTS.....	10
Table 1 – Economic Activity Indicators for Population 16 Years and Over	11
Table 1a – Economic Activity Indicators for Population 16 Years and Over – Percentage Distribution.....	12
Table 2 – Working Population by Sex, Age, Bermudian Status, Race and Highest Academic Qualification, 2023.....	13
Table 3 – Working Population by Sex, Age, Bermudian Status, Race, Highest Academic Qualification and Employment Type, May 2023.....	14
Table 4 – Working Population by Sex, Age, Bermudian Status, Race, Highest Academic Qualification and Job Status, May 2023.....	15
Table 5 – Underemployed Population by Sex, Age, Bermudian Status, Race, Highest Academic Qualification and Type of Underemployment, May 2023	16
Table 6 – Unemployed Population by Sex, Age, Bermudian Status, Race and Highest Academic Qualification, May 2023.....	17
Table 7 – Unemployed Population by Sex, Age, Bermudian Status, Race, Highest Academic Qualification and Duration Looking for Work, May 2023.....	18
Table 8 – Population Who Received Formal Job Training by Age and Major Occupation Group, Where Training was Received, Status of Training and Year Expected to Complete Training, May 2023.....	19
Table 9 – Population Not Actively Seeking Work by Age and Main Reason Not Looking for Work, Availability to Start Working and Main Means of Financial Support, May 2023.....	20
APPENDIX A – DETAILED TABULATIONS MAY 2023	21
APPENDIX B – QUESTIONNAIRE	27



PREFACE

The Labour Force Survey (LFS) is a household survey of private dwelling units targeting all persons 16 years and over. The purpose of the LFS is to measure and assess the current labour force and the economically inactive population.

This report of the LFS is based on data collected from the May 2023 Survey. It presents Survey highlights, concepts and definitions, Survey methodology, summary counts, detailed tabulations and indicators and the questionnaire. 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 at 297-7761.

Melinda Williams
Director of Statistics
March 2024



TECHNICAL NOTE

Household Replacement Method

The May 2023 LFS did not incorporate the household replacement methodology. Households were invited to send their contact information to the Department of Statistics to facilitate a telephone interview. Households that did not supply contact information were given several attempts to participate in the Survey by in-person visit.

Inter-survey Comparisons

Due to the alterations in the data collection method in the May 2023 LFS, the data variations between Surveys reflect a combination of real change and change resulting from these modifications. Therefore, users are cautioned against making comparisons with the May 2019, November 2020 and November 2022 results. In addition, users are cautioned against comparing 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 2020, 2019 and 2018 Surveys, because the weighting matrix was based only on age and sex.

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.

Note: In some tables, figures may not add to totals due to rounding.



LABOUR FORCE SURVEY METADATA

	May 2023
Sampling Frame	The list of private dwelling units from the Department of Land Valuation
Confidence Level	95%
Margin of Error	+/-2.5%
Sample Size Selected	1,701
Total Completed Households	1,334
Data Collection Method	Telephone and Field
Household Replacement Method	None
Response Rate	92% ¹
Non-response Imputation	No
Population Base	May 2023 Population Projections
Weighting Matrix	Age, sex and Bermudian Status

¹ The response rate calculation as defined in this report was introduced in the November 2022 LFS. Response rates for prior years did not take into account eligibility in the denominator of the calculation. The response rate was based on the number of completed households and the sample size.



CONCEPTS & DEFINITIONS

Confidence Level

The probability that a survey result falls within the margin of error. A confidence level of 95% with a margin of error of +/- 2.5% indicates that the result would be within 2.5% of the true value 95% of the time.

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.

Eligible Dwelling Unit

Potential respondents who match the target sample. For this survey, these are private households containing at least one person 16 years of age or older residing or intending to reside in the private dwelling unit for six months or more as of the reference day.

Employment Rate

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

$$\text{Employment Rate} = \frac{\text{Employed Persons 16 to 64 Years}}{\text{Population Projections 16 to 64 Years}} \times 100$$

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.

Ineligible Dwelling Unit

Potential respondents who do not match the target sample. For this survey, examples include vacant dwellings, derelict dwellings, group dwellings, institutions, etc.

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.

$$\text{Labour Force Participation Rate} = \frac{\text{Labour Force 16 to 64 Years}}{\text{Population Projections 16 to 64 Years}} \times 100$$

Main Job

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

Margin of Error

The degree to which the results represent the true value for the entire population. A +/- 2.5% margin of error indicates that the result is within 2.5% of the true value.

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.

Response Rate

The May 2023 Labour Force Survey, the response rate is calculated as the ratio of dwelling units that responded to the Survey to all eligible dwelling units and dwelling units whose eligibility could not be determined.

$$\text{Response Rate} = \frac{\text{Dwelling units responding}}{\text{Dwelling units eligible} + \text{Dwelling units with eligibility undetermined}} \times 100$$

Sample

A sample is a subset of a sampling 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. Updates are based on information from Population and Housing Censuses and the Department of Land Valuation.

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.

Seasonal Adjustment

A statistical technique that attempts to measure and remove the influences of predictable seasonal patterns, such as changes in the weather, holidays, school schedules to reveal how employment and unemployment change from month to month.

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. In November 2020 the unemployed also includes persons 16 years and older who during the reference period were temporarily without work due to the pandemic who also had an expectation to return to work within three months.

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.

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

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

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>)



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.

Usual Household Member

A person who resides or intends to reside in Bermuda and the household for six months or more.

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 1,701 households. It was determined that this sample size would be adequate to give the desired level of accuracy and precision. The sample represents approximately 5% of all 33,065 private households in the sample frame. The sample will produce results at the 95% confidence level with a margin of error of +/- 2.5%. The sample pool did not allow for replacements when there was no response to interviewer telephone calls or in-person visits.

The sampling frame for the Survey was a combination of the data files linked to the 2016 Census and the addition of new assessment numbers from the Department of Land Valuation. The sample design used for the May 2023 LFS was a stratified two-stage approach as follows:

Stage one – Using the 2016 Census results, households were arranged into one of three income groups low (under \$84,001), medium (\$84,001 - \$102,750) and high (\$102,751 and over).

Stage two – Random selection of the desired number of private dwelling units from the Land Valuation list in proportion to the 2016 Census income level.

Publicity

Prior to the commencement of data collection, 1,701 letters were mailed to households notifying them that they were selected to potentially participate in the LFS.

Data Collection

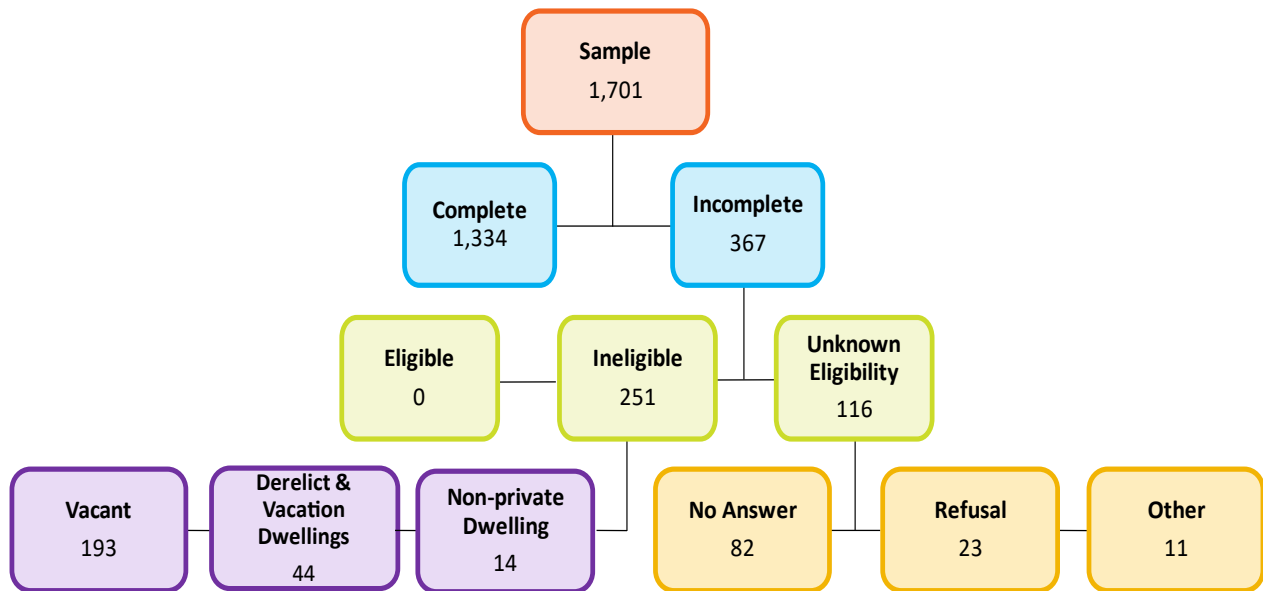
Information was collected on behalf of all usual household members. The Survey reference day was May 20, 2023 and the Survey reference week was May 13 to 19, 2023. Data collection occurred from June 5, 2023 to September 30, 2023. The data collection methods were Computer Assisted Telephone Interviewing and field interviewing with laptops using softphone technology and data entry software. Eleven interviewers conducted the telephone interviews and field interviews. Permanent staff conducted the training and supervised interviewers.

Response Rate

By the end of the data collection period, 1,334 households had completed the Survey, 367 had not. Please see the chart overleaf for more details. The response rate was 92% of all eligible units and units with unknown eligibility in the sample.



MAY 2023 LABOUR FORCE SURVEY RESPONSE RATE ILLUSTRATION



Data Processing

After the interview phase, the data was exported into Microsoft Excel for manual coding of variables. The data was converted to a text file format to produce tables. The next step included the evaluation of tabular outputs, weighting and the production of the final tabulations.

Weighting

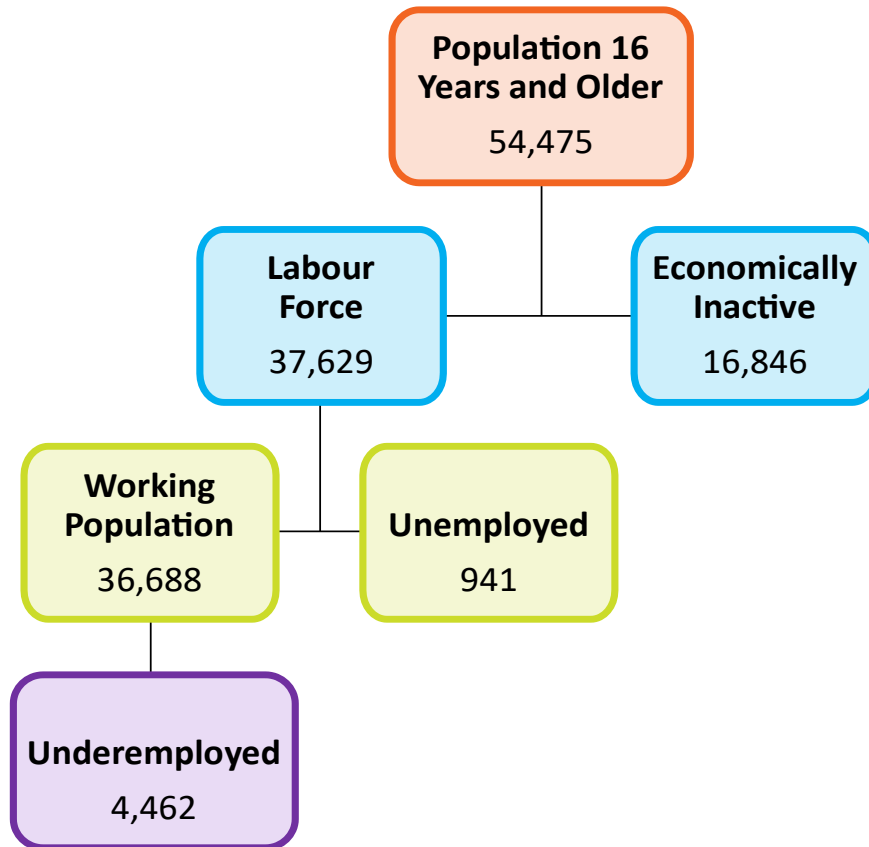
The Survey data was weighted by using the May 2023 population projections. The population weights were derived by dividing the May 2023 age, sex and estimated Bermudian status projected population counts for persons 16 years and older, by the age, sex and Bermudian status counts from the May 2023 LFS.

NOTE: 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.

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



MAY 2023 LABOUR FORCE SURVEY RESULTS



- The average hours worked per week in main job was 41.3.
- The median gross annual income from main job was \$68,826.
- The labour force participation rate was 83.5%.
- The employment rate stood at 81.4%.
- The total unemployment rate was 2.5%.
 - The unemployment rate for Bermudians was 2.9%.
 - The unemployment rate for persons 16 to 24 years was 15.1%.



Table 1
Economic Activity Indicators for Population 16 Years and Over. 2023

Economic Activity Status	May 2023
Total Population 16 years and over	54,475
Labour Force	37,629
Working Population	36,688
Underemployed (subset of the working population)	4,462
Unemployed	941
Economically Inactive Population	16,846
Retired	10,516
Not Actively Seeking Work	3,553
Full-Time Student Not Actively Seeking Work	3,006
Other Persons Not Actively Seeking Work	547
Engaged in Home Duties	1,547
Unable to Work (due to a disabling health condition)	950
Voluntary Work Without Pay	280
Economic Activity Indicators	
Unemployment Rate	2.5%
Employment Rate	81.4%
Labour Force Participation Rate	83.5%
Average Hours Worked per Week in Main Job	41.3
Median Gross Annual Income from Main Job ¹	\$68,826

¹ For the working population during the reference week



Table 1a

Economic Activity Indicators for Population 16 Years and Over - Percentage Distribution, 2023

Economic Activity Status	May 2023
Labour Force	100.0
Working Population	97.5
<i>Underemployed (as percentage of working population)</i>	<i>12.2</i>
Unemployed	2.5
Economically Inactive Population	
Economically Inactive Population	100.0
Retired	62.4
Full-Time Student Not Actively Seeking Work	17.8
Other Persons Not Actively Seeking Work	3.2
Engaged in Home Duties	9.2
Unable to Work (due to a disabling health condition)	5.6
Voluntary Work Without Pay	1.7



Table 2
Working Population by Sex, Age, Bermudian Status, Race and Highest Academic Qualification, 2023

Selected Characteristics	Working Population	Median Gross Annual Income from Main Job ²
	May 2023	May 2023
Total	36,688	\$68,826
Sex		
Male	18,519	\$68,019
Female	18,170	\$69,713
Age Group		
16 - 24	2,028	\$33,489
25 - 34	5,719	\$61,970
35 - 44	7,849	\$71,707
45 - 54	8,259	\$83,311
55 - 64	9,041	\$73,544
65 +	3,792	\$53,416
Bermudian Status		
Bermudian	27,594	\$67,006
Non-Bermudian ¹	9,094	\$76,950
Race		
Black	19,922	\$62,901
White	11,207	\$93,408
Mixed/Other Races	5,559	\$57,281
Highest Academic Qualification		
No Formal Certificate	1,635	\$41,604
High School Certificate	10,963	\$51,916
Tech. / Voc. / Assoc. / Diploma	9,450	\$64,148
Bachelors Degree e.g. BA, BSc, LLB	10,103	\$97,218
Masters Degree e.g. MA, MSc, MEd, MBA	4,285	\$113,926
Doctorate Degree e.g. PhD., EdD, DSc, DMin	253	\$100,640

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

² For the working population during the reference week



Table 3
Working Population by Sex, Age, Bermudian Status, Race, Highest Academic Qualification and Employment Type, May 2023

Selected Characteristics	Total	Employment Type			
		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	36,688	5,289	14.4%	\$55,100	31,399
Sex					
Male	18,519	3,492	18.9%	\$58,596	15,027
Female	18,170	1,798	9.9%	\$48,383	16,372
Age Group					
16 - 24	2,028	94	4.6%	\$28,779	1,934
25 - 34	5,719	270	4.7%	\$74,006	5,449
35 - 44	7,849	1,037	13.2%	\$51,202	6,812
45 - 54	8,259	1,288	15.6%	\$56,459	6,971
55 - 64	9,041	1,441	15.9%	\$59,844	7,600
65 +	3,792	1,160	30.6%	\$50,114	2,632
Bermudian Status					
Bermudian	27,594	4,655	16.9%	\$55,034	22,939
Non-Bermudian ²	9,094	634	7.0%	\$55,552	8,460
Race					
Black	19,922	2,950	14.8%	\$49,318	16,972
White	11,207	1,854	16.5%	\$63,994	9,353
Mixed/Other Races	5,559	485	8.7%	\$53,936	5,074
Highest Academic Qualification					
No Formal Certificate	1,635	364	22.3%	\$42,393	1,271
High School Certificate	10,963	1,945	17.7%	\$43,882	9,018
Tech. / Voc. / Assoc. / Diploma	9,450	1,389	14.7%	\$57,673	8,062
Bachelors Degree e.g. BA, BSc, LLB	10,103	1,102	10.9%	\$78,400	8,999
Masters Degree e.g. MA, MSc, MEd, MBA	4,285	463	10.8%	\$79,299	3,823
Doctorate Degree e.g. PhD., EdD, DSc, DMin	253	27	10.7%	\$120,000	226

¹Excludes Unpaid Workers in a Family Business

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



Table 4
Working Population by Sex, Age, Bermudian Status, Race, Highest Academic Qualification and Job Status, May 2023

Selected Characteristics	Total	Job Status					
		In Permanent Job	Workers in Permanent Employment Without Health Insurance	% of Workers in Permanent Employment Without Health Insurance	In Temporary Job	Workers in Temporary Employment Without Health Insurance	% of Workers in Temporary Employment Without Health Insurance
Total	36,688	35,284	1,596	4.5%	1,404	297	21.2%
Sex							
Male	18,519	17,876	1,082	6.1%	643	141	21.9%
Female	18,170	17,408	514	3.0%	762	155	20.3%
Age Group							
16 - 24	2,028	1,657	173	10.4%	372	124	33.3%
25 - 34	5,719	5,540	245	4.4%	179	26	14.5%
35 - 44	7,849	7,735	311	4.0%	114	0	0.0%
45 - 54	8,259	8,113	287	3.5%	146	0	0.0%
55 - 64	9,041	8,649	404	4.7%	392	130	33.2%
65 +	3,792	3,591	176	4.9%	201	17	8.5%
Bermudian Status							
Bermudian	27,594	26,303	1,438	5.5%	1,291	297	23.0%
Non-Bermudian ¹	9,094	8,981	158	1.8%	113	0	0.0%
Race							
Black	19,922	18,995	1,442	7.6%	927	232	25.0%
White	11,207	10,925	34	0.3%	282	39	13.8%
Mixed / Other Races	5,559	5,364	120	2.2%	195	26	13.3%
Highest Academic Qualification							
No Formal Certificate	1,635	1,511	388	25.7%	124	67	54.0%
High School Certificate	10,963	10,457	644	6.2%	505	163	32.3%
Tech. / Voc. / Assoc. / Diploma	9,450	9,084	378	4.2%	366	41	11.2%
Bachelors Degree e.g. BA, BSc, LLB	10,103	9,870	168	1.7%	232	26	11.2%
Masters Degree e.g. MA, MSc, MEd, MBA	4,285	4,108	18	0.4%	177	0	0.0%
Doctorate Degree e.g. PhD., EdD, DSc, DMin	253	253	0	0.0%	0	0	0.0%

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



Table 5
Underemployed Population by Sex, Age, Bermudian Status, Race, Highest Academic Qualification and Type of Underemployment, May 2023

Selected Characteristics	Total	Type of Underemployment		
		Time Related	Skills Related	Income Related
Total	4,462	780	1,476	2,207
Sex				
Male	2,194	362	699	1,133
Female	2,269	418	777	1,074
Age Group				
16 - 24	605	172	80	353
25 - 34	1,192	146	484	561
35 - 44	896	126	322	449
45 - 54	911	114	299	498
55 - 64	646	189	248	209
65+	212	32	43	137
Bermudian Status				
Bermudian	3,758	647	1,130	1,981
Non-Bermudian ¹	705	133	346	226
Race				
Black	2,789	566	711	1,513
White	759	151	346	263
Mixed / Other Races	914	64	420	431
Highest Academic Qualification				
No Formal Certificate	175	0	37	138
High School Certificate	1,658	381	370	907
Tech. / Voc. / Assoc. / Diploma	1,310	155	504	651
Bachelors Degree e.g. BA, BSc, LLB	990	145	463	382
Masters Degree e.g. MA, MSc, MEd, MBA	310	99	83	128
Doctorate Degree e.g. PhD., EdD, DSc, DMin	19	0	19	0

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



Table 6
Unemployed Population by Sex, Age, Bermudian Status, Race and Highest Academic Qualification, 2023

Selected Characteristics	Unemployed Population	Unemployment Rate
	May 2023	May 2023
Total	941	2.5%
Sex		
Male	568	3.0%
Female	373	2.0%
Age Group		
16 - 24	361	15.1%
25 - 34	161	2.7%
35 - 44	49	0.6%
45 - 54	202	2.4%
55 - 64	101	1.1%
65 +	67	1.7%
Bermudian Status		
Bermudian	816	2.9%
Non-Bermudian ²	125	1.4%
Race		
Black	661	3.2%
White	226	2.0%
Mixed/Other Races	55	1.0%
Highest Academic Qualification		
No Formal Certificate	60	3.5%
High School Certificate	522	4.5%
Tech. / Voc./ Assoc. / Diploma	220	2.3%
Bachelors Degree e.g. BA, BSc, LLB	81	0.8%
Masters Degree e.g. MA, MSc, MEd, MBA	59	1.4%
Doctorate Degree e.g. PhD., EdD, DSc, DMin	0	0.0%

¹ 2020 Includes 497 persons who were temporarily unemployed during the reference week

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



Table 7

Unemployed Population by Sex, Age, Bermudian Status, Race, Highest Academic Qualification and Duration Looking for Work, May 2023

Selected Characteristics	Duration Looking for Work		
	Total	Less than 1 year	1 year and over
Total	941	658	283
Sex			
Male	568	319	249
Female	373	340	34
Age Group			
16 - 24	361	300	61
25 - 34	161	117	43
35 - 44	49	0	49
45 - 54	202	117	85
55 - 64	101	85	16
65+	67	39	28
Bermudian Status			
Bermudian	816	597	220
Non-Bermudian ¹	125	62	63
Race			
Black	661	478	183
White	226	142	84
Mixed/Other Races	55	38	16
Highest Academic Qualification			
No Formal Certificate	60	32	28
High School Certificate	522	368	154
Tech. / Voc./ Assoc. / Diploma	219	170	49
Bachelors Degree e.g. BA, BSc, LLB	81	68	13
Masters Degree e.g. MA, MSc, MEd, MBA	59	19	40
Doctorate Degree e.g. PhD., EdD, DSc, DMin	0	0	0

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



Table 8
Population Who Received Formal Job Training by Age and Major Occupation Group, Where Training was Received, Status of Training and Year Expected to Complete Training, May 2023

	Total	Age Groups			
		16-34	35-54	55-64	65+
Total	26,359	4,499	10,353	5,594	5,913
Formal Job Training by Major Occupation Group					
Senior Officials and Managers	1,043	126	349	303	264
Professionals	12,348	2,213	5,331	2,428	2,377
Technicians and Associate Professionals	3,243	557	1,371	685	630
Clerks	1,433	67	285	424	656
Service Workers and Shop and Market Sales Workers	3,595	901	1,421	632	641
Skilled Agricultural and Fishery Workers	236	74	111	51	0
Craft and Related Trades Workers	4,265	466	1,461	994	1,345
Plant and Machine Operators and Assemblers	111	32	23	57	0
Elementary Occupations	21	21	0	0	0
Armed Services	63	42	0	21	0
Where Training Was Received					
Local Institution / Organization	7,041	1,175	1,966	1,672	2,228
Foreign Institution / Organization	16,551	2,759	7,197	3,289	3,306
Correspondence (not online)	201	21	113	51	16
Online (local and foreign)	1,253	252	663	309	29
On the job	1,121	190	401	249	281
Apprenticeship / Job Internship	191	101	13	24	53
Status of Training					
Completed	24,759	3,684	9,866	5,460	5,749
Ongoing	1,239	758	404	61	16
Not Completed	361	57	83	74	148
Year Expected to Complete Training					
2023	388	183	158	32	16
2024	505	352	123	29	0
2025	161	113	48	0	0
2026 or later	129	110	19	0	0
Not Stated	55	0	55	0	0



Table 9

Population Not Actively Seeking Work by Age and Main Reason Not Looking for Work, Availability to Start Working and Main Means of Financial Support, May 2023

	Total	Age Groups			
		16-34	35-54	55-64	65+
Total	3,553	3,248	233	55	17
Main Reason Not Looking For Work					
Student / in Training	3,132	3,117	15	0	0
Home / Family Duties	34	18	16	0	0
Seasonal Inactivity	51	39	13	0	0
No Work Available	0	0	0	0	0
Did Not Want to Work	80	0	39	40	0
Tired of Looking	14	0	0	14	0
Other Reasons	178	75	86	0	17
Not Stated	64	0	64	0	0
Availability to Start Working					
Yes	342	218	92	14	17
No	3,147	3,030	77	40	0
Not Stated	64	0	64	0	0
Main Means of Financial Support					
Parents	3,037	3,005	32	0	0
Spouse / Partner	169	35	94	40	0
Other Relatives & Friends	179	179	0	0	0
Savings / Investments	131	29	88	14	0
Social Services (Government)	0	0	0	0	0
Pension	17	0	0	0	17
Other Reasons	0	0	0	0	0
Not Stated	20	0	20	0	0

APPENDIX A - DETAILED TABULATIONS MAY 2023

Selected Characteristics of the Population 16 Years and Over	Total	Sex	
		Male	Female
Relationship to Household Reference Person			
Total	54,475	25,939	28,536
Household Reference Person	29,176	12,954	16,222
Husband / wife	11,689	5,805	5,884
Child	7,292	3,895	3,397
Grandchild	544	216	328
Father / mother	1,401	365	1,037
Grandparent	92	24	68
Parent-in-law	85	50	35
Son -/ daughter-in-law	205	174	31
Brother / sister	502	254	248
Another relative	508	214	294
Live-in partner	1,528	964	564
Foster child	19	0	19
Other non-relative	1,433	1,024	409
Age Groups			
Total	54,475	25,939	28,536
16 - 24	5,473	2,722	2,751
25 - 34	6,468	3,182	3,286
35 - 44	8,502	4,098	4,404
45 - 54	9,519	4,797	4,722
55 - 64	10,717	5,195	5,522
65+	13,796	5,945	7,851
Race			
Total	54,475	25,939	28,536
Black	29,863	13,366	16,496
White	17,456	8,934	8,522
Mixed / Other Races	7,156	3,639	3,518
Not Stated			
Bermudian Status			
Total	54,475	25,939	28,536
Bermudian	43,654	20,166	23,488
Permanent Resident Certificate Holder	925	363	562
Non-Bermudian Spouse of a Bermudian	2,037	787	1,250
Other Non Bermudian	7,858	4,623	3,235
Type of Health Insurance Coverage			
Total	54,475	25,939	28,536
Major Health Coverage (Private or GEHI)	36,745	17,301	19,444
Only Private Basic Health Coverage	4,798	2,359	2,439
Only Government's HIP	4,225	2,248	1,977
Only FutureCare	4,842	1,781	3,062
Has insurance but doesn't know the type	307	186	121
None	3,557	2,065	1,493

Selected Characteristics of the Population 16 Years and Over	Total	Sex	
		Male	Female
Attending or Registered in Education Program of Institution Full or Part-Time			
Total	54,475	25,939	28,536
Yes	5,012	2,117	2,895
No	49,463	23,822	25,641
Type of Educational Institution Attending or Registered in			
Total	5,012	2,117	2,895
Full-time	3,756	1,675	2,081
Part-time	1,227	442	785
Not Stated	29	0	29
Highest Academic Qualification			
Total	54,475	25,939	28,536
None	5,486	2,843	2,643
School Leaving Certificate, High School Diploma, G.C.S.E. C.X.C or I.B. Technical / Vocational College Certificate / Bermuda College Diploma / Associate Degree	17,837	9,271	8,566
Bachelors Degree e.g. BA, BSc, LLB	12,274	5,755	6,519
Masters Degree e.g. MA, MSc, Med, MBA	12,992	5,694	7,298
Doctorate Degree e.g. PhD., EdD, DSc, DMin	5,495	2,256	3,239
Not Stated	359	121	239
	31	0	31
Formal Job Training by Major Occupation Group			
Total	26,359	13,457	12,902
Senior Officials and Managers	1,043	439	603
Professionals	12,348	4,830	7,518
Technicians and Associate Professionals	3,243	2,069	1,174
Clerks	1,433	65	1,368
Service Workers and Shop and Market Sales Workers	3,595	1,604	1,992
Skilled Agricultural and Fishery Workers	236	213	23
Craft and Related Trades Workers	4,265	4,075	191
Plant and Machine Operators and Assemblers	111	100	11
Elementary Occupations	21	21	0
Armed Services	63	42	21
Where Training Was Received			
Total	26,359	13,457	12,902
Local Institution / Organization	7,041	3,730	3,311
Foreign Institution / Organization	16,551	8,268	8,283
Correspondence (not online)	201	154	47
Online (local and foreign)	1,253	473	780
On the job	1,121	665	456
Apprentice / Job Internship	191	167	24
Local & Foreign Institution / Organization	0	0	0

Selected Characteristics of the Population 16 Years and Over	Total	Sex	
		Male	Female
Status of Training			
Total	26,359	13,457	12,902
Completed	24,759	12,663	12,095
Ongoing	1,239	662	577
Not Completed	361	131	230
Year Expected to Complete Training			
Total	1,239	662	577
2023	388	248	140
2024	505	240	265
2025	161	101	61
2026 or later	129	42	87
Not Stated	55	32	23
Number of Months Worked for Pay			
Total	54,475	25,939	28,536
0	15,688	6,581	9,107
1 - 11	5,787	2,828	2,959
12	33,000	16,530	16,470
Activity During Reference Week			
Total	54,475	25,939	28,536
Working for Pay / Payment in Kind	36,688	18,519	18,170
Seeking work for the first time	51	0	51
Looking for work	890	568	322
Unable to work due to disability	950	516	434
Not actively seeking work	3,553	1,735	1,818
Engaged in home duties	1,547	120	1,427
Voluntary work without pay	280	136	144
Retired	10,516	4,346	6,169
Hours Worked in Main Job in Typical Week			
Total	36,688	18,519	18,170
Less than 35	4,646	1,895	2,751
35 - 40	18,740	8,421	10,320
41 - 49	4,464	2,601	1,863
50 - 59	5,624	3,366	2,257
60 or More	3,171	2,192	978
Not Stated	44	44	0
Average Hours Worked	41.3	43.3	39.1

Selected Characteristics of the Population 16 Years and Over	Total	Sex	
		Male	Female
Working Population that Would Like to Work More Hours per Week by Additional Hours that Could be Worked			
Total	8,145	4,176	3,970
1 - 5	1,594	717	877
6 - 10	3,810	1,952	1,857
11 - 15	1,115	523	592
16 - 20	1,075	666	409
21 and over	522	287	235
Not Stated	30	30	0
Average Additional Hours That Could Be Worked	12.0	12.5	11.5
Population that Would Like to Work More Hours per Week by Method of Increasing Working Hours			
Total	8,145	4,176	3,970
Increase number of hours in main job	5,633	3,214	2,418
Take an additional job	1,667	621	1,046
Replace main job with another job with more hours	821	340	481
Not Stated	24	0	24
Employment Type			
Total	36,688	18,519	18,170
Self-employed with paid help (employer)	1,919	1,331	588
Self-employed without paid help	3,269	2,078	1,190
Worked as an unpaid worker in a family business	102	83	19
Worked for someone else	31,399	15,027	16,372
Type of Employer for Persons who Work for Someone Else			
Total	31,399	15,027	16,372
The Bermuda Government	4,730	2,311	2,420
A QUANGO / Statutory Board	2,057	491	1,566
A foreign government	26	26	0
A private company / person	24,338	12,109	12,230
Owner / Manager of an incorporated company	248	90	158
Main Job Type			
Total	36,688	18,519	18,170
Temporary job	1,404	643	762
Permanent job	35,284	17,876	17,408

Selected Characteristics of the Population 16 Years and Over	Total	Sex	
		Male	Female
Main Reason Why Wants to Change Main Job			
Total	5,785	2,728	3,057
To work more hours at current pay rate	151	36	115
To have a higher pay rate	2,207	1,133	1,074
Fear or certainty of losing present job	63	41	22
Present job is temporary or seasonal	184	89	95
To use qualifications/skills more adequately	1,476	699	777
To have more convenient work hours	382	196	186
To improve working conditions	1,015	437	578
To work fewer hours with a corresponding reduction in pay	0	0	0
Other reason	188	48	140
Not Stated	120	49	70
Job Decision Made During the Four Weeks up to May 20, 2023			
Total	36,688	18,519	18,170
Applied for another job to replace main job	2,057	947	1,110
Applied for a job in addition to main job	469	149	320
Did not apply for another / additional job	34,139	17,422	16,716
Not Stated	24	0	24
Median Gross Income from Work During the 12 Months Ending May 20, 2023			
Median Gross Income	\$66,631	\$66,064	\$67,254
Main Reason Not Looking For Work for Person Without a Job			
Total	3,553	1,735	1,818
Student / in training	3,132	1,531	1,601
Home / family duties	34	0	34
Seasonal inactivity	51	13	39
No work available	0	0	0
Did not want to work	80	60	19
Tired of looking	14	0	14
Other reasons	178	67	111
Not stated	64	64	0
Availability to Start Working for Population Not Actively Seeking Work			
Total	3,553	1,735	1,818
Yes	342	82	260
No	3,147	1,589	1,558
Not stated	64	64	0

Selected Characteristics of the Population 16 Years and Over	Total	Sex	
		Male	Female
Main Means of Financial Support for Population Not Actively Seeking Work			
Total	3,553	1,735	1,818
Parents	3,037	1,490	1,546
Spouse / Partner	169	40	129
Other relatives & friends	179	79	100
Savings / Investments	131	88	43
Social Services (Government)	0	0	0
Pension	17	17	0
Other reasons	0	0	0
Not stated	20	20	0
Median Gross Income from Other Sources During the 12 Months Ending May 20, 2023			
Median Gross Income	\$22,876	\$24,857	\$21,617
Total Weeks Looking for Work for Unemployed Population			
Total	941	568	373
Under 24 weeks	463	195	268
24 weeks but less than 52 weeks	196	124	72
52 to 103 weeks	283	249	34
Over 103 weeks	0	0	0
Unemployed Population by Job Search Method			
Total	941 ¹	568 ¹	373 ¹
Bermuda Job Board	596	304	292
Department of Workforce Development	423	288	135
Private Placement Agency	271	172	99
Door to Door	0	0	0
Family & Friends	494	247	248
Newspaper	115	59	56
Word of Mouth	195	195	0
Online & Social Media	96	67	28
Other	18	0	18
Not Stated	149	113	36

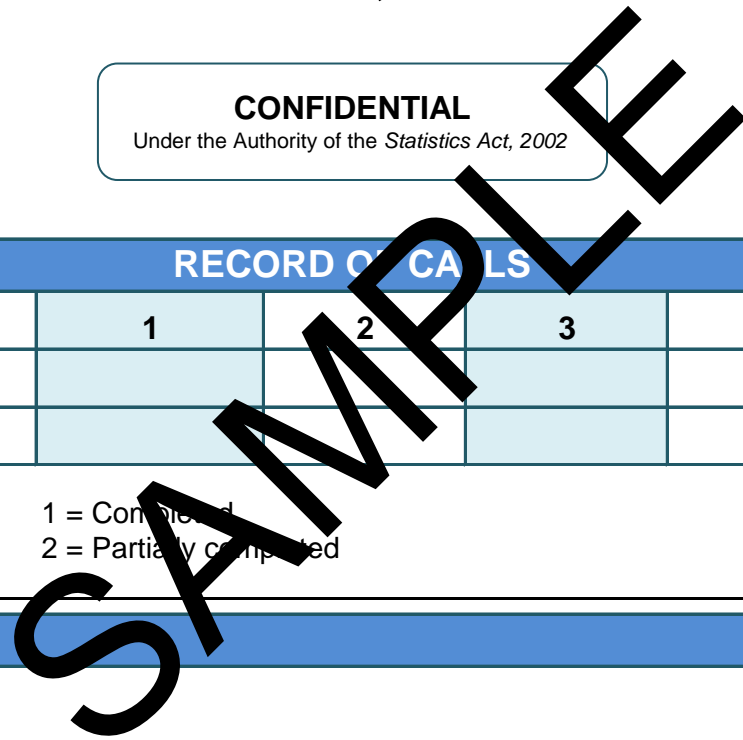
¹ The number of unemployed persons reporting does not equal the number of job search methods because respondents were invited to report multiple responses.

CENSUS DISTRICT		ASSESSMENT NUMBER	
------------------------	--	--------------------------	--

HOUSEHOLD NUMBER	
-------------------------	--

**BERMUDA
2023 LABOUR FORCE SURVEY
MAY 20, 2023**

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



RECORD OF CALLS

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

*Result Codes: 1 = Completed
 2 = Partially completed

INTERVIEWER

NAME:

SUPERVISOR

NAME:

EDITOR

NAME:

DATA KEYS

NAME:

COMMENTS

SAMPLE

HOUSEHOLD LISTING

HL1a. How many people usually live here or intend to live here for 6 months or more as of Saturday, May 20, 2023? 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 May 20, 2023.

USUALLY LIVES IN THIS HOUSEHOLD		
PERSON NUMBER	NAME (FIRST NAME ONLY)	AGE AS OF May 20, 2023
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

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

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 | 4 Black & White | 7 Other Races |
| 2 White | 5 Black & Other | 9 Not stated |
| 3 Asian | 6 White & Other | |

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 Another 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 May 20, 2023?

YEARS

--	--	--

(Not stated = 999)

If answer is provided then skip to P4

P5. Were you Bermudian or non-Bermudian on May 20, 2023

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 best 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 the Government's HIP
- 4 Only Future Care
- 5 Has insurance but doesn't know the type
- 6 None
- 9 Not stated

SECTION 4 - EDUCATION AND TRAINING

P7. Are you attending, or registered in, a school or any education institution now? (Exclude 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 highest academic qualification on May 20, 2023? (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

P10. Were you ever trained formally, i.e. in a certified training programme, or are you being trained formally for a particular occupation, profession or trade?

- 1 Yes 2 No (Go to P15) 9 Not stated

P11. What is the occupation, profession or trade in which you were last trained / are being trained? (Do not write vague answers. List as many as helpful.)

Occupation:

P12. Where did you receive this training?

- 1 Local Institution / Organization
 2 Foreign Institution / Organization
 3 Correspondence (not online)
 4 Online (local and foreign)
 5 On the job
 6 Apprentice / Job Internship
 7 Other (Specify) _____
 9 Not stated

P13. What is the present status of your training, i.e. is it complete or ongoing?

- 1 Completed (Go to P15)
 2 Ongoing
 3 Not completed (Go to P15)
 9 Not stated

P14. What year do you expect to complete your training?

YEAR (Not stated = 9999)

SECTION 5 - ECONOMIC ACTIVITY

P15. How many months did you work for pay in Bermuda during the past 12 months ending May 20, 2023, including any time off for paid holidays, paid sick leave and unpaid work in a family business?

MONTHS (Not stated = 99)

P16. What were you doing during the week of May 13 - 19, 2023?

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 Looking for work for the first time } Go to P34
 3 Looking for work }
 4 Unable to work due to disability } Go to P29
 5 Not actively seeking work }
 6 Engaged in home duties }
 7 Voluntary work without pay }
 8 Retired }
 9 Not stated

P17. How many hours do you normally work in your main job in a typical week, including paid or unpaid overtime?

HOURS (Not stated = 999)

P18. Would you like to work more hours per week than you normally work in your main job provided the extra hours were for pay?

- 1 Yes
 2 No (Go to P21)
 9 Not stated

P19. How many additional hours could you work per week?

Additional Hours (Not stated = 999)

P20. How would you like to increase your working hours?

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

This section is only for respondents who answered "5 - Not actively seeking work" at P16.

P31. What was the MAIN reason why you did not look for work during the week of May 13 - 19, 2023

- 1 Student / in training
- 2 Home / family duties
- 3 Seasonal inactivity
- 4 No work available
- 5 Did not want to work
- 6 Tired of looking
- 7 Other reason (Specify) _____
- 9 Not stated

P32. Would you have been able to start a job if one were offered during the week of May 13 - 19, 2023?

- 1 Yes 2 No 9 Not stated

P33. What was your MAIN means of financial support during the the week ending May 20, 2023?

- 1 Parents
- 2 Spouse / Partner
- 3 Other relatives & friends
- 4 Savings / Investments
- 5 Social Services (Government)
- 6 Pension
- 7 Other reason (Specify) _____
- 9 Not stated

SECTION 6 - INCOME FROM OTHER SOURCES

P34. During the 12 months ending May 20, 2023, did you receive regular income from any other sources? Include income from other jobs, pensions, annuities, dividends, rent, child support, alimony, financial assistance, scholarships, etc.

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

P35. What was your GROSS income from all other sources for the 12 months ending May 20, 2023?

\$.00

(Not stated = 9999999)

**IF AMOUNT WAS PROVIDED ABOVE,
GO TO SECTION 7**

P35a. 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

(Not stated = 99)

SECTION 7 - UNEMPLOYMENT

This section is only for respondents who answered "2 - Seeking work for the first time" or "3 - Looking for work" at P16.

P36. How many weeks, before Sunday, May 20, 2023, have you been looking actively for work?

Number of weeks

(Not stated = 999)

Gave up Looking for work

P37. During the past 12 months ending May 20, 2023, 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) _____
- 9 Not stated

P38. During the past 12 months ending May 20, 2023, have you ever been trained formally in a programme sponsored by the Department of Workforce Development?

- 1 Yes
- 2 No
- 9 Not stated

This section is only for respondents who answered "3 - Looking for work" at P16.

P39. Have you ever had a job in Bermuda?

- 1 Yes
- 2 No (End questions)
- 9 Not stated

P40. What is the name of the business and the type of activity that is (was) mainly carried out where you last worked? (Do not write vague answers. Describe activity in detail.)

Name of Business:
Business Activity:

P41. What was your occupation, profession or trade in your last job? (Do not write vague answers. List duties in detail and professional designations.)

Occupation:
Duties:

P42. What is the MAIN reason you stopped working?

- 1 Job Completed
- 2 Contract Ended
- 3 Resigned - Personal reasons
- 4 Resigned - Job conditions
- 5 Last Job - Dismissed
- 6 Laid off
- 7 Made Redundant
- 8 Business terminated
- 9 No longer wanted to work
- 10 Other reason (Specify) _____
- 99 Not stated

SAMPLE

GROSS ANNUAL INCOME BANDS

Weekly Income		Monthly Income	
1	Under \$231	1	Under \$1,000
2	\$231 and under \$577	2	\$1,000 and under \$2,500
3	\$577 and under \$692	3	\$2,500 and under \$3,000
4	\$692 and under \$923	4	\$3,000 and under \$4,000
5	\$923 and under \$1,154	5	\$4,000 and under \$5,000
6	\$1,154 and under \$1,385	6	\$5,000 and under \$6,000
7	\$1,385 and under \$1,615	7	\$6,000 and under \$7,000
8	\$1,615 and under \$1,846	8	\$7,000 and under \$8,000
9	\$1,846 and under \$2,077	9	\$8,000 and under \$9,000
10	\$2,077 and under \$2,538	10	\$9,000 and under \$11,000
11	\$2,538 and under \$3,000	11	\$11,000 and under \$13,000
12	\$3,000 and under \$4,519	12	\$13,000 and under \$19,583
13	\$4,519 and under \$6,731	13	\$19,583 and under \$29,167
14	\$6,731 and under \$9,615	14	\$29,167 and under \$41,667
15	\$9,615 and under \$12,500	15	\$41,667 and under \$54,167
16	\$12,500 and under \$14,423	16	\$54,167 and under \$62,500
17	\$14,423 and under \$16,346	17	\$62,500 and under \$70,833
18	\$16,346 and under \$17,308	18	\$70,833 and under \$75,000
19	\$17,308 and over	19	\$75,000 and over
20	Unpaid	20	Unpaid
99	Not stated	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
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
Website: <https://www.gov.bm/department/statistics>

