

THE BERMUDA JOB MARKET *Employment Briefs*



Introduction

The August 2009 edition of the Bermuda Job Market Employment Briefs, illustrates and highlights the main findings and key areas of the 2008 Annual Employment Survey. The purpose of the Employment Survey is to provide a broad count of all jobs in the Bermuda labour market by selected demographics, industry and occupation group. 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 2007 and 2008. Additional and more detailed information on Bermuda's labour market can be obtained from the 2008 Employment Survey Tabulation Set, and on our website www.statistics.gov.bm.

All analyses related to specific occupations contained in the August 2009 Employment Brief and the occupational profile of the job market presented in Table 1, is based on the February 2008 edition of the Bermuda Standard Classification of Occupations.

Aggregate Employment

Overall the level of employment rose marginally in 2008. Aggregate employment rose by 362 jobs. In total, 40,213 jobs were counted in 2008 compared to 39,851 in 2007. The number jobs held by men advanced by 300 while there was a marginal increase of 62 new positions filled by women. The breakdown of jobs by Bermudian status shows a decline of 92 in the number of jobs held by Bermudians. The number of positions filled by guest workers rose by 330 in 2008. The increase in the number of jobs occupied by

Chart 1 - Total Filled Jobs, 2004-2008

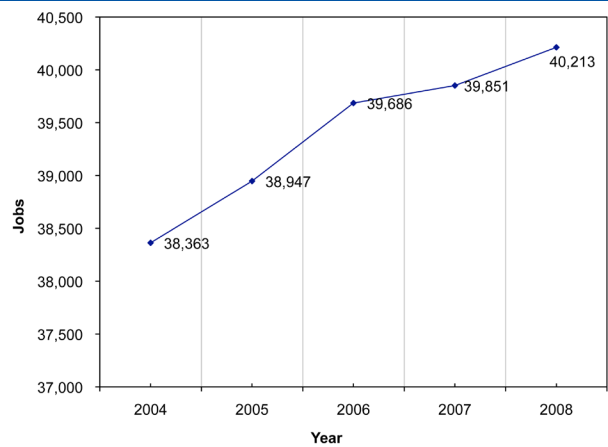


Chart 2 - Employment Trends in Public Administration and The International Business Sector, 2004 - 2008

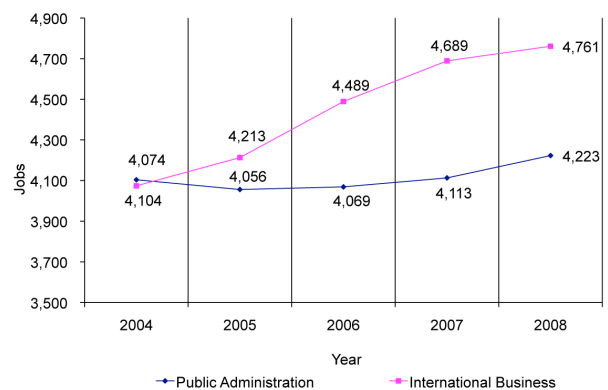


Table 1
Filled Jobs by Sex, Status, Race, Major Division of Economic Activity and Major Occupation Group, 2004 to 2008

Bermudian Status and Race of Job Holder	Number					Percentage Distribution				
	2008	2007	2006	2005	2004	2008	2007	2006	2005	2004
Total Filled Jobs	40,213	39,851	39,686	38,947	38,363	100%	100%	100%	100%	100%
Males	21,027	20,727	20,730	20,257	19,937	52%	52%	52%	52%	52%
Females	19,186	19,124	18,956	18,690	18,426	48%	48%	48%	48%	48%
Bermudians	27,180	27,272	27,356	27,313	27,443	68%	68%	69%	70%	72%
Spouses of Bermudians	1,956	1,942	1,992	1,963	1,940	5%	5%	5%	5%	5%
Other Non-Bermudians	10,367	10,037	9,813	9,260	8,694	26%	25%	25%	24%	23%
Permanent Residents ¹	710	600	525	411	286	2%	2%	1%	1%	1%
Black	21,034	20,833	20,747	20,590	20,522	52%	52%	52%	53%	53%
White	13,488	13,673	13,941	13,686	13,518	34%	34%	35%	35%	35%
Mixed/Other Races	5,691	5,345	4,998	4,671	4,323	14%	13%	13%	12%	11%
Major Division of Economic Activity										
Agric., forest., fish., min & qry.	717	697	692	649	651	2%	2%	2%	2%	2%
Manufacturing	915	935	965	1,003	1,012	2%	2%	2%	3%	3%
Elec., gas & water	412	394	372	390	405	1%	1%	1%	1%	1%
Construction	3,649	3,544	3,653	3,494	3,230	9%	9%	9%	9%	8%
Wholesale trade & motor vehicles	1,502	1,517	1,513	1,406	1,401	4%	4%	4%	4%	4%
Retail trade & repair services	3,264	3,237	3,262	3,286	3,509	8%	8%	8%	8%	9%
Hotels	2,942	2,965	3,012	3,231	3,122	7%	7%	8%	8%	8%
Rest., cafes & bars	1,927	1,845	1,889	1,838	1,766	5%	5%	5%	5%	5%
Transport & communications	2,602	2,756	2,829	2,782	2,903	6%	7%	7%	7%	8%
Financial Intermediation	2,907	2,952	2,902	2,859	2,737	7%	7%	7%	7%	7%
Real estate & rent.	625	614	518	535	514	2%	2%	1%	1%	1%
Business services	4,326	4,187	4,091	3,871	3,715	11%	11%	10%	10%	10%
Public administration	4,223	4,113	4,069	4,056	4,104	11%	10%	10%	10%	11%
Educ., health & soc. wrk.	3,279	3,251	3,221	3,122	3,006	8%	8%	8%	8%	8%
Other community, social & personal	2,162	2,155	2,209	2,212	2,214	5%	5%	6%	6%	6%
International business activity	4,761	4,689	4,489	4,213	4,074	12%	12%	11%	11%	11%
Major Occupation Group²										
Senior Officials and Managers	7,133	7,096	6,954	6,661	6,443	18%	18%	18%	17%	17%
Professionals	7,565	7,285	7,083	6,770	6,720	19%	18%	18%	17%	18%
Technicians and Associate Professionals	2,933	3,084	3,013	3,054	3,091	7%	8%	8%	8%	8%
Clerks	6,706	6,796	6,715	6,632	6,561	17%	17%	17%	17%	17%
Service Workers and Shop and										
Market Sales Workers	7,572	7,316	7,424	7,516	7,228	19%	18%	19%	19%	19%
Skilled Agricultural and Fishery Workers	968	952	961	949	926	2%	2%	2%	2%	2%
Craft and Related Trade Workers	3,875	3,827	3,894	3,643	3,459	10%	10%	10%	9%	9%
Plant and Machine Operators and Assemblers	2,011	1,982	2,100	2,089	2,126	5%	5%	5%	5%	6%
Elementary Occupations	1,421	1,510	1,572	1,632	1,800	4%	4%	4%	4%	5%
Armed Forces	27	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

1. The initial reporting year of the "Permanent Residents" status group was 2004.

2. Revised Bermuda Standard Classification of Occupations, February 2008.

2004, 2005, 2006 and 2007 occupation group totals have been reclassified into the 2008 occupation classification system. Numerical differences in total jobs by occupation group and the total filled jobs figures in Table 1 reflect company births and deaths between 2004 and 2007

Table 2
Median Gross Annual Income for Establishments with Ten or more Employees, 2008

	2008		2007		% Change Median Income 2007 - 2008
	Median Gross Annual Income	% of Median	Median Gross Annual Income	% of Median	
Total	54,867	100%	53,298	100%	3%
Males	55,009	100%	54,398	102%	1%
Females	54,688	100%	51,998	98%	5%
Bermudians	51,976	95%	50,042	94%	4%
Spouses of Bermudians	63,418	116%	60,802	114%	4%
Other non-Bermudians	65,316	119%	64,349	121%	2%
Permanent Residents	56,769	103%	56,508	106%	0%
Black	50,539	92%	48,628	91%	4%
White	71,607	131%	68,849	129%	4%
Mixed/other races	48,549	88%	47,312	89%	3%
Major Division Of Economic Activity					
Agric. forest., fish., min. & qry.	40,294	73%	39,457	74%	2%
Manufacturing	48,882	89%	47,400	89%	3%
Elec., gas & water	68,018	124%	64,473	121%	5%
Construction	55,202	101%	54,585	102%	1%
Wholesale, trade, & motor vehicles	43,342	79%	44,279	83%	-2%
Retail trade & repair services	39,363	72%	37,719	71%	4%
Hotels	34,725	63%	32,018	60%	8%
Rest., cafes & bars	37,034	67%	38,080	71%	-3%
Transport & communications	51,045	93%	49,368	93%	3%
Financial intermediation	63,850	116%	59,335	111%	8%
Real estate & rent	56,483	103%	53,379	100%	6%
Business services	63,520	116%	60,779	114%	5%
Public administration	57,589	105%	56,507	106%	2%
Educ., health & soc. Work	59,371	108%	58,562	110%	1%
Other community, social & personal	43,008	78%	41,025	77%	5%
International business activity	94,373	172%	88,330	166%	7%
Major Occupation Group					
Senior Officials and Managers	86,517	158%	81,855	154%	6%
Professionals	77,314	141%	74,484	140%	4%
Technicians and Associate Professionals	62,397	114%	57,945	109%	8%
Clerks	48,246	88%	45,284	85%	7%
Service workers and Shop and Market Sales Workers	34,938	64%	32,847	62%	6%
Skilled Agricultural and Fishery Workers	42,916	78%	41,260	77%	4%
Craft and Related Trades Workers	52,625	96%	51,445	97%	2%
Plant and Machine Operators and Assemblers	48,069	88%	46,015	86%	4%
Elementary Occupations	43,403	79%	42,342	79%	3%
Armed Forces	91,500	167%	n.a.	n.a.	n.a.

guest workers caused the proportion of all non-Bermudian workers in the job market, including non-Bermudian spouses and permanent residents, to rise to 33% in 2008 compared to 32% in 2007.

Bermuda's Leading Industry

The construction industry continues to thrive in the Bermuda economy. The industry which reflects building activity and site preparation, made a sharp turnaround in the total number of jobs that it produces. In 2008, the construction industry posted 3,649 jobs, an increase of 105 jobs to the economy. This is in contrast to the number of filled jobs that was reported in 2007 at 3,544. The leading occupations for this industry were foremen (+28); electricians (+22) and cast concrete product workers (+13).

The increase in employment was stimulated by an increase in the total value of work put in place during the Employment Survey reference period. According to construction survey data in the most recent Quarterly Bulletin of Statistics (first quarter 2009), the estimated value of building activity was \$366 million between the third quarter of 2007 and the second quarter of 2008. This value of work represented a \$62 million increase over the \$304 million value of work put in place during the third quarter of 2006 to the second quarter of 2007.

The international business sector continues to be one of the island's leading pillars of the economy. The industry has maintained steady annual growth in the total number of jobs filled the past 25 years. As a result of this growth, many establishments have been birthed in the business services sector meeting the demand for accountants, lawyers, and human resource and other business services.

The total number of filled jobs in the international business sector in 2008 totaled 4,761. The industry posted a moderate increase of 72 jobs from the 4,689 jobs recorded in 2007. The industry gained the services of chief executive officers (+49); junior accountants (+19); and actuaries (+18).

Other Industry Activity

The transport and communication industry posted a significant decline (-154) in the number of filled jobs for 2008. In contrast, business services and public administration generated a total of 249 new jobs during the survey year.

There were only 2,602 jobs in the transport and communications industry in 2008 compared to 2,756 jobs in 2007. The primary factor contributing to the decline was a drop in the number of junior clerk / typists (-59); taxi drivers (-42); and cash clerks (-25).

The business services sector, which provides computer, business consultancy, legal services and accounting services, accounted for 4,326 jobs in 2008. This represented an increase of 139 jobs over 2007. Job growth was largely fuelled by the need for junior accountants (+70); legal secretaries (+59); and security officers (+32).

The total number of filled jobs in the public administration sector reached 4,223. The leading occupations in this sector were lifeguards (+34) and school counselors (+13).

Employment Median Income

The 2008 median income earned by all job holders in companies with ten or more employees was \$54,867. This amount represented a 3% increase in annual employee pay compared to the 2007 estimate of \$53,298.

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

Table 2 presents the median gross annual income by sex, Bermudian status and race. The table contains estimates of median annual income by the major divisions of economic activity and the major occupation groups.

The profile of median annual income by race shows that white employees earned \$71,607 in 2008. This figure was \$21,000 higher than the median income of job holders classified as black. On average, black workers earned \$50,539 in income while persons of mixed & other races were paid \$48,549 per year.

As illustrated below there was a significant amount of variation in the median annual income of jobholders

based on their Bermudian status.

- Bermudian - \$51,976
- Permanent Resident - \$56,769
- Spouse of Bermudian - \$63,418
- Other non-Bermudian - \$65,316

Persons that worked as Senior Officials and Managers earned the highest salaries having a median annual income of \$86,517. Job holders in professional positions earned the second highest at \$77,314. The median annual income for technical and associate professional employees was \$62,397, while craft and related trade workers, skilled agricultural and fishery workers, and service shop and market sales workers earned \$52,625, \$42,916 and \$34,938, respectively.

The profile of median income by economic activity confirmed that jobholders in the international business sector received the highest pay packet with an annual median salary of \$94,373. Sectors that paid higher than average salaries were electricity, gas and water (\$68,018), financial intermediation, (\$63,850), business services (\$63,520) and education, health & social work \$59,371. In contrast, persons employed in the restaurant, café & bar, and hotel industry received the lowest salary, with a median annual income of \$37,034 and \$34,725, respectively.

Job Opportunities for Bermudians

In 2008, 26% of all jobs were filled by non-Bermudians without a spousal tie to a Bermudian or without long-term resident status. This share represents 10,367 positions in the local job market, an increase of 330 jobs in comparison to 10,037 in 2007.

Table 3 presents the distribution of selected occupations by major occupation group in which guest workers occupy a relatively large portion of all positions. Occupational categories that employ a high number of guest workers comprise job opportunities for aspiring Bermudian workers with suitable qualifications and or work skills.

In the senior officials and managers occupation group, 90 non-Bermudians were employed as general managers or managing directors in financial management positions, while 412 were finance managers. These types of occupations provide management services related to insurance, banking and accounting. General Managers oversee an enterprise or organization with the assistance of no more than one other manager. The role of the manager is to organize and direct a single undertaking or a range of activities within one large organization.

Employers reported that among working professionals, nearly 9 in 10 actuaries were contract workers. Actuaries apply knowledge in mathematics and statistics to financial affairs in order to design pension schemes and a range of insurance systems. Strong analytical aptitude is essential together with a bachelor's degree and a relevant professional actuarial designation after 6 to 7 years of formal training.

Other occupational categories in which a large number of non-Bermudians are employed include: registered nurse (62%), professional accountant (72%), senior accountant (66%) and junior accountant (45%), lawyer (40%) and secondary education teacher (50%).

The technicians and associate professionals group comprises occupations that require technical knowledge and experience in the physical or life sciences, social sciences or humanities. There is a significant shortage of Bermudian workers in this group, particularly in occupations such as underwriters, police officers/detectives, brokers and investment officers.

The service workers, shop and market sales workers group consists of persons who provide personal or protective services and those who work as retail salespersons. One-hundred and thirty-nine (139) nanny positions were filled by persons recruited from outside Bermuda. This represented 86% of all nanny positions in the job market. Sixty-three percent (63%) of executive chefs were guest workers. Non-Bermudians were prevalent in the following occupations:

- Second chef: 84%
- Chef de rang: 84%
- Cook: 82%
- General Waiter: 71%

Chart 3.1 Change in the Number of Filled Jobs by Major Occupation Group, 2007- 2008

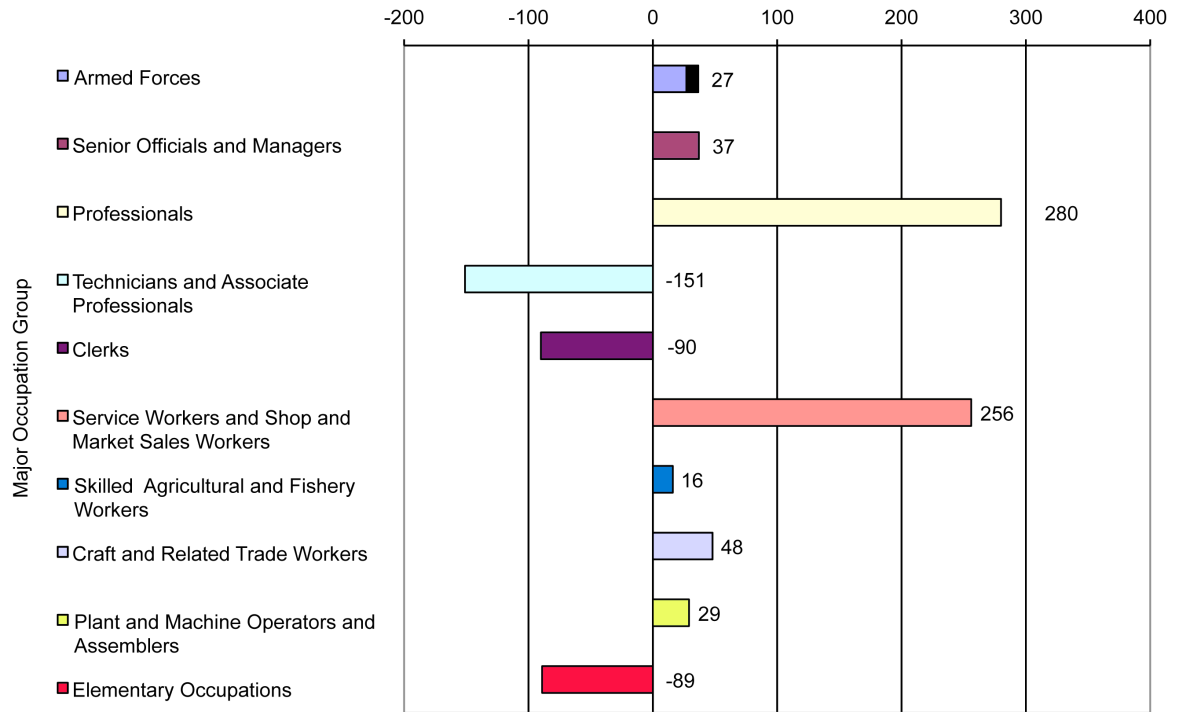


Chart 3.2 Change in the Number of Filled Jobs by Major Economic Activity Group, 2007-2008

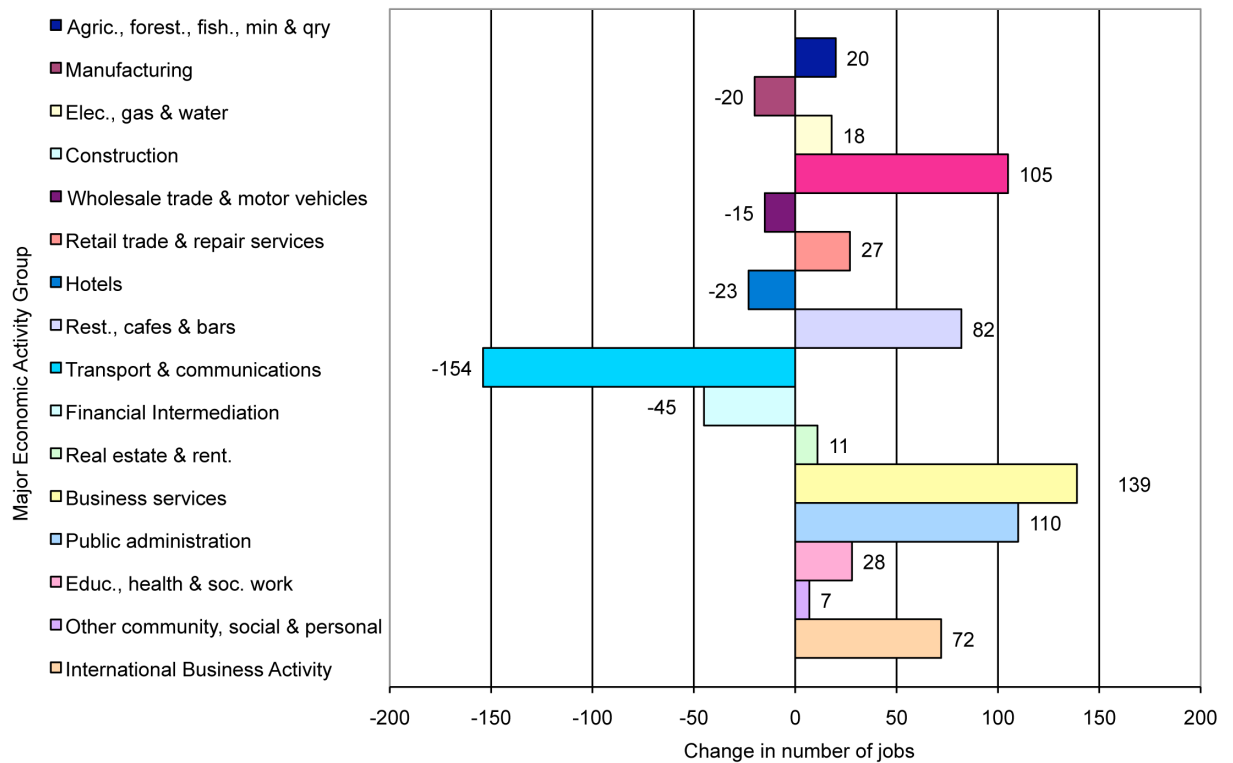


Chart 3.3 Filled Jobs by Median Gross Annual Income, Major Occupation Group & Race, for Establishments with Ten or more Employees, 2008

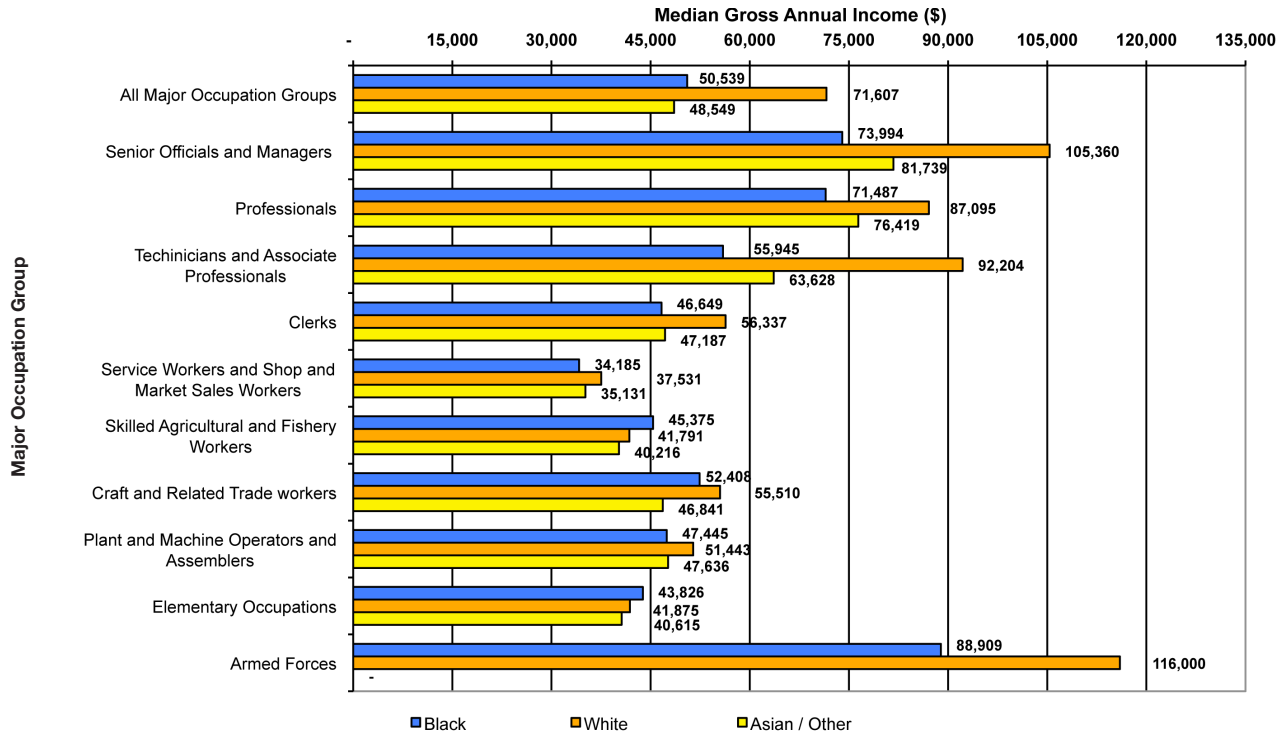


Chart 3.4 Filled Jobs by Median Gross Annual Income, Major Occupation Group & Bermudian Status, for Establishments with Ten or more Employees, 2008

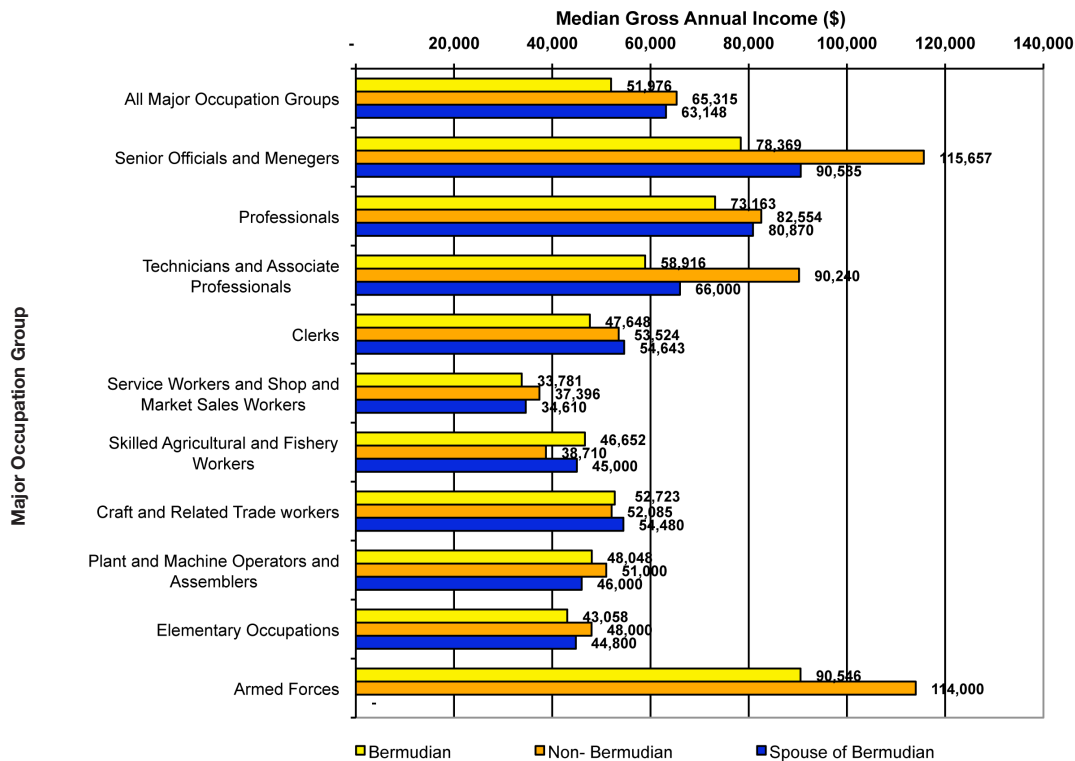


Table 3
Shortages of Bermudians in Selected Occupations, 2008

	TOTAL JOBS 2008	OTHER NON- BERMUDIANS 2008	%JOBS FILLED BY OTHER NON- BERMUDIAN 2008
Professional, Technical and Related Workers			
Senior Officials and Managers			
Finance (Ins. Banking Accounting) - Gen. Manager	159	90	57%
Finance (Ins. Banking Accounting) - Manager	781	412	53%
Director and chief executive	121	56	46%
Corporate / Legal - Manager	12	5	42%
Finance (Ins. Banking Accounting) - Sub-Manager	529	210	40%
General Managers nec	179	69	39%
Food and beverage (Catering) - Sub-Manager	56	21	38%
Data processing / Information Technology - Sub-Manager	53	18	34%
Professionals			
Actuary	141	126	89%
Accountant I	801	575	72%
Pharmacist	30	20	67%
Floral arranger	21	14	67%
Accountant II	488	322	66%
Radiological technologist	44	28	64%
Meteorologist	8	5	63%
Nurse Registered	461	288	62%
Quantity surveyor	39	23	59%
Other teaching professionals not elsewhere classified	24	14	58%
Estate surveyor	23	13	57%
Biologist botanist zoologist and related professional	16	9	56%
Auditor internal	61	33	54%
Computer professional nec	102	51	50%
Telecommunications engineer	18	9	50%
Medical laboratory technologist	40	20	50%
Secondary education teaching professional	327	162	50%
Physician	127	59	46%
Surgeon	13	6	46%
Veterinarian	13	6	46%
Town planner / Traffic planner	24	11	46%
Accountant III	374	170	45%
Specialist economist/Securities analyst	80	36	45%
Legal executive	45	20	44%
Occupational therapist	34	15	44%
Computer programmer / analyst	175	76	43%
Archivist/Conservator	7	3	43%
Physiotherapist	45	19	42%
Journalist/Reporter	42	17	40%
Biological technician/Public health analyst	52	21	40%
Software engineer / computer science designer	5	2	40%
Lawyer	358	143	40%
Land surveyor	23	9	39%
Interior decoration designer	62	24	39%
Civil engineer	26	10	38%
Mechanical engineer	21	8	38%
Computer programmer	214	81	38%
Mechanical engineer nec	8	3	38%
Architect	57	20	35%
Performing arts director/Producer (General) actor film/stage director	32	11	34%
Technicians and Associate Professionals			
Civil engineering technician	7	4	57%
Broker	104	59	57%
Architectural assistant/technician	48	27	56%
Dispensing optician	2	1	50%
Fitness instructor/Physical trainer	48	24	50%
Underwriter	400	194	49%
Dental hygienist (Oral)	33	16	48%
Draughtsperson (General)	14	6	43%
Police officer/Detective	340	139	41%
Investment officer	112	45	40%
Dental assistant	6	2	33%
Consultant Business (General)	137	45	33%
Sports coach	37	12	32%
Trust officer	75	24	32%

Table 3 Cont'd
Shortages of Bermudians in Selected Occupations, 2008

	TOTAL JOBS 2008	OTHER NON- BERMUDIANS 2008	%JOBS FILLED BY OTHER NON- BERMUDIAN 2008
Clerks			
Telegrapher	7	4	57%
Legal secretary	184	83	45%
Audio/Copy typist	13	4	31%
Messenger Porter	221	56	25%
Service Workers and Shop and Market Sales Workers			
Nursemaid/Nanny	162	139	86%
Sous chef/Second chef	119	100	84%
Waiter/Chef de Rang	263	221	84%
Chef de partie/Cook	664	544	82%
Butler	4	3	75%
Waiter/Waitress general	645	459	71%
Beautician	167	112	67%
Companion	29	19	66%
Dish and pot washer	202	129	64%
Executive Chef/Head cook	99	62	63%
Housekeeper (Private Service)	276	161	58%
Maitre D'/Room manager	57	30	53%
Commis de cuisine/Assistant cook	140	62	44%
Child-care worker	10	4	40%
Barber Hairdresser	203	80	39%
Home-based personal care worker	8	3	38%
Executive housekeeper	50	18	36%
Captain Head/Waiter	55	19	35%
Skilled Agricultural and Fishery Workers Craft and related Trades Workers			
Farm worker (General)	36	34	94%
Landscape gardener	414	284	69%
Gardener (General)	204	101	50%
Craft and Related Trades Workers			
Dental mechanic	3	3	100%
Tailor/Dressmaker	10	9	90%
Butcher/Fish butcher	65	54	83%
Wood furniture finisher	10	8	80%
Baker/Mixer	51	40	78%
Upholsterer	12	9	75%
Dairy products processor	9	6	67%
Mason	759	469	62%
Watch Clock Precision and Optical Instrument Assembler and Repairer	5	3	60%
Tiler	57	30	53%
Sail tent and awning maker	6	3	50%
Motor vehicle mechanic	166	81	49%
Underwater worker/Diver	35	16	46%
Jeweller	11	5	45%
Graphic designer	16	7	44%
Boat builder	12	5	42%
Ceiling installer	29	12	41%
Baker helper	17	7	41%
Shipwright	5	2	40%
Motorcycle mechanic	46	18	39%
Vehicle spray painter	22	8	36%
Sheet metal worker	36	13	36%
Carpenter and joiner	365	131	36%
Refrigeration and air conditioning plant installer and mechanic	126	45	36%
Autobody worker	45	16	36%
Plant and Machine operators and Assemblers			
Crane operator	22	8	36%
Boiler fireperson Watch engineer Watch keeper	18	6	33%
Elementary Occupations			
Char worker cleaner and related worker N.E.C.	49	9	18%
Swimming pool service person	13	2	15%

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GOVERNMENT OF BERMUDA
Cabinet Office

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: www.statistics.gov.bm

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