

# THE BERMUDA JOB MARKET *Employment Briefs*



## Introduction

The June 2010 edition of the Bermuda Job Market Employment Briefs, illustrates and highlights the main findings and key areas of the 2009 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 2008 and 2009. Additional and more detailed information on Bermuda's labour market can be obtained from the 2009 Employment Survey Tabulation Set, and on our website [www.statistics.gov.bm](http://www.statistics.gov.bm). The reference week for the 2009 Employment Survey was August 30th to September 4th 2009.

## Aggregate Employment

The effects of the global recession were evident in the local job market with total positions filled in the labour market plummeting by 693 jobs. In total, 39,520 jobs were counted in 2009 compared to 40,213 in 2008. This is the first decrease in the total number of filled jobs since 2003. Total filled jobs held by males dipped by 413, while positions filled by females edged back by 280 positions. The breakdown of jobs by Bermudian status shows a decline of 391 in the number of jobs held by Bermudians. Positions filled by guest workers or non-Bermudians also experienced declines with a decrease of 435 jobs. In contrast, the number of filled jobs held by non-Bermudian spouses and permanent residents increased by close to 2 per cent and 14 per cent, respectively.

Chart 1 - Total Filled Jobs, 2005-2009

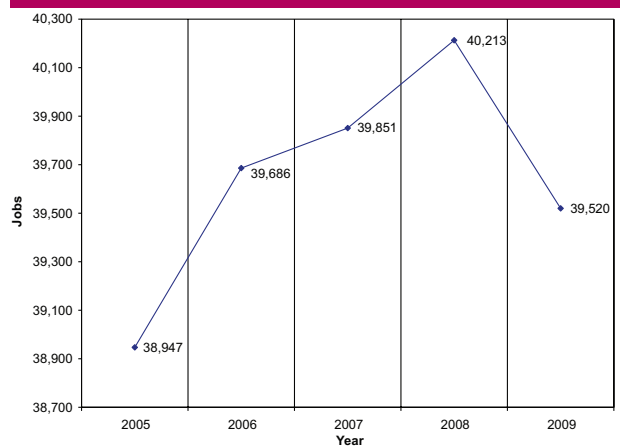
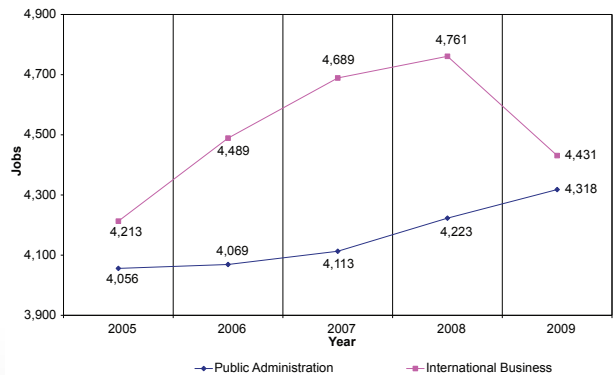


Chart 2 - Employment Trends in Public Administration and The International Business Sector, 2005 - 2009



**Table 1**  
**Filled Jobs by Sex, Status, Race, Major Division of Economic Activity and Major Occupation Group, 2005 to 2009**

Bermudian Status and Race of Job Holder	Number					Percentage Distribution				
	2009	2008	2007	2006	2005	2009	2008	2007	2006	2005
Total Filled Jobs	39,520	40,213	39,851	39,686	38,947	100%	100%	100%	100%	100%
Males	20,614	21,027	20,727	20,730	20,257	52%	52%	52%	52%	52%
Females	18,906	19,186	19,124	18,956	18,690	48%	48%	48%	48%	48%
Bermudians	26,789	27,180	27,272	27,356	27,313	68%	68%	68%	69%	70%
Spouses of Bermudians	1,992	1,956	1,942	1,992	1,963	5%	5%	5%	5%	5%
Other Non-Bermudians	9,932	10,367	10,037	9,813	9,260	25%	26%	25%	25%	24%
Permanent Residents	807	710	600	525	411	2%	2%	2%	1%	1%
Black	20,785	21,034	20,833	20,747	20,590	53%	52%	52%	52%	53%
White	12,961	13,488	13,673	13,941	13,686	33%	34%	34%	35%	35%
Mixed/Other Races	5,774	5,691	5,345	4,998	4,671	15%	14%	13%	13%	12%
<b>Major Division of Economic Activity</b>										
Agric., Forest., Fish., Min and Qry.	710	717	697	692	649	2%	2%	2%	2%	2%
Manufacturing	907	915	935	965	1,003	2%	2%	2%	2%	3%
Elec., Gas and Water	409	412	394	372	390	1%	1%	1%	1%	1%
Construction	3,488	3,649	3,544	3,653	3,494	9%	9%	9%	9%	9%
Wholesale Trade and Motor Vehicles	1,568	1,502	1,517	1,513	1,406	4%	4%	4%	4%	4%
Retail Trade and Repair Services	3,184	3,264	3,237	3,262	3,286	8%	8%	8%	8%	8%
Hotels	2,719	2,942	2,965	3,012	3,231	7%	7%	7%	8%	8%
Rest., Cafes and Bars	1,955	1,927	1,845	1,889	1,838	5%	5%	5%	5%	5%
Transport and Communications	2,471	2,602	2,756	2,829	2,782	6%	6%	7%	7%	7%
Financial Intermediation	2,781	2,907	2,952	2,902	2,859	7%	7%	7%	7%	7%
Real Estate and Rent.	606	625	614	518	535	2%	2%	2%	1%	1%
Business Services	4,197	4,326	4,187	4,091	3,871	11%	11%	11%	10%	10%
Public Administration	4,318	4,223	4,113	4,069	4,056	11%	11%	10%	10%	10%
Educ., Health and Soc. Wrk.	3,624	3,279	3,251	3,221	3,122	9%	8%	8%	8%	8%
Other Community, Social and Personal	2,152	2,162	2,155	2,209	2,212	5%	5%	5%	6%	6%
International Business Activity	4,431	4,761	4,689	4,489	4,213	11%	12%	12%	11%	11%
<b>Major Occupation Group<sup>1</sup></b>										
Armed Forces	29	27	n.a.	n.a.	n.a.	0%	0%	n.a.	n.a.	n.a.
Senior Officials and Managers	7,009	7,133	7,096	6,954	6,661	18%	18%	18%	18%	17%
Professionals	7,507	7,565	7,285	7,083	6,770	19%	19%	18%	18%	17%
Technicians and Associate Professionals	2,941	2,933	3,084	3,013	3,054	7%	7%	8%	8%	8%
Clerks	6,531	6,706	6,796	6,715	6,632	17%	17%	17%	17%	17%
Service Workers and Shop and Market Sales Workers	7,472	7,571	7,316	7,424	7,516	19%	19%	18%	19%	19%
Skilled Agricultural and Fishery Workers	972	968	952	961	949	2%	2%	2%	2%	2%
Craft and Related Trade Workers	3,758	3,878	3,827	3,894	3,643	10%	10%	10%	10%	9%
Plant and Machine Operators and Assemblers	1,904	2,011	1,982	2,100	2,089	5%	5%	5%	5%	5%
Elementary Occupations	1,397	1,421	1,510	1,572	1,632	4%	4%	4%	4%	4%

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

Occupation group totals for 2005, 2006 and 2007 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 2005 and 2007

Table 2

## Median Gross Annual Income for Establishments with Ten or more Employees, 2009 and 2008

	2009		2008		% Change Median Income 2008 - 2009
	Median Gross Annual Income	% of Median	Median Gross Annual Income	% of Median	
Total	56,429	100%	54,867	100%	3%
Males	56,096	99%	55,009	100%	2%
Females	56,854	101%	54,688	100%	4%
Bermudians	53,887	95%	51,976	95%	4%
Spouses of Bermudians	66,153	117%	63,418	116%	4%
Other non-Bermudians	64,370	114%	65,316	119%	-1%
Permanent Residents	58,442	104%	56,769	103%	3%
Black	52,303	93%	50,539	92%	3%
White	74,176	131%	71,607	131%	4%
Mixed/other races	49,513	88%	48,549	88%	2%
<b>Major Division Of Economic Activity</b>					
Agric. Forest., Fish., Min. & Qry.	39,767	70%	40,294	73%	-1%
Manufacturing	49,592	88%	48,882	89%	1%
Elec., Gas & Water	76,054	135%	68,018	124%	12%
Construction	55,379	98%	55,202	101%	0%
Wholesale, Trade, & Motor Vehicles	45,057	80%	43,342	79%	4%
Retail Trade & Repair Services	41,054	73%	39,363	72%	4%
Hotels	35,891	64%	34,725	63%	3%
Rest., Cafes & Bars	37,312	66%	37,034	67%	1%
Transport & Communications	54,464	97%	51,045	93%	7%
Financial Intermediation	57,490	102%	63,850	116%	-10%
Real Estate & Rent	58,382	103%	56,483	103%	3%
Business Services	65,603	116%	63,520	116%	3%
Public Administration	58,237	103%	57,589	105%	1%
Educ., Health & Soc. Work	58,520	104%	59,371	108%	-1%
Other Community, Social & Personal	46,857	83%	43,008	78%	9%
International Business Activity	102,023	181%	94,373	172%	8%
<b>Major Occupation Group</b>					
Senior Officials and Managers	89,404	158%	86,517	158%	3%
Professionals	78,551	139%	77,314	141%	2%
Technicians and Associate Professionals	64,446	114%	62,397	114%	3%
Clerks	51,264	91%	48,246	88%	6%
Service workers and Shop and Market Sales Workers	36,352	64%	34,938	64%	4%
Skilled Agricultural and Fishery Workers	43,655	77%	42,916	78%	2%
Craft and Related Trades Workers	53,351	95%	52,625	96%	1%
Plant and Machine Operators and Assemblers	48,852	87%	48,069	88%	2%
Elementary Occupations	45,866	81%	43,403	79%	6%
Armed Forces	91,286	162%	91,500	167%	0%

## 2009 Highlights

- Employment levels in the hotel industry continue to decline from 2,942 in 2008 to 2,719 in 2009.
- The construction industry held 3,488 positions in 2009; a loss of 161 jobs or a 4 per cent decline from 3,649 jobs posted in 2008.
- Business services sector employment dipped by 129 positions or 3 per cent from 2008.
- The influx of registered nurses (+86) and other medical workers (+87) in 2009, propelled the number of jobs in the education, health and social industry by 11 per cent.

## .Ripple Effects of the Global Downturn in the Economy

### ...impact on employment sectors

Bermuda was not immune to the effects of the global financial crisis in 2009. As the Island entered a recession for the second time within twenty years, twelve of the sixteen major industry divisions experienced lower levels of employment compared to 2008. The unemployment rate for 2009 was 4.5 per cent. Leading industry sectors such as international business, construction and business services reported substantial job losses. The reference day for the 2009 Labour Force was May 20th 2009.

International business posted the largest share of job losses. During the past 25 years the industry has made its mark in Bermuda's economy by driving significant gains in employment year-over-year. In addition to providing employment opportunities for Bermudians, the industry also provides revenue for local businesses through the purchases of professional services and office supplies. However, in 2009 the industry employment level declined to 4,431 jobs due to a loss of 330 positions. This reflects a 7 per cent decline from the 4,761 jobs posted in 2008.

The drop in the total number of jobs in the international business sector was fueled by company mergers, job redundancies and business closures during the turbulent year. As a result there was a noticeable drop in occupation's such as senior and junior accountants (-82), office clerks (-31) and executive secretaries (-25).

### ...impact on occupations

Seven of the ten major occupational groups recorded negative employment changes from the previous year. Major occupational groups such as clerks, senior officials and managers, and craft/related workers, posted a combined loss of 219 positions.

As listed below there was a significant amount of job losses within blue and white collar occupations in 2009.

- Masons (-66)
- Taxi drivers (-55)
- Office clerks (-45)
- Truck drivers (-43)
- Finance managers (-35)
- Secretaries (-23)
- Office messengers / porters (-43)

## Employment Median Income

The 2009 median income earned by all job holders in companies with ten or more employees was \$56,429. This level of income represented a 3 per cent increase in annual employee pay compared to the 2008 estimate of \$54,867.

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 also outlines 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 \$74,176 in 2009. This figure was \$21,000 higher than the median income of job holders classified as black. On average, black workers earned \$52,303 in income while persons of mixed & other races were paid \$49,513 per year.

As outlined below there was a significant amount of variation in the median annual income of jobholders when highlighted by Bermudian status.

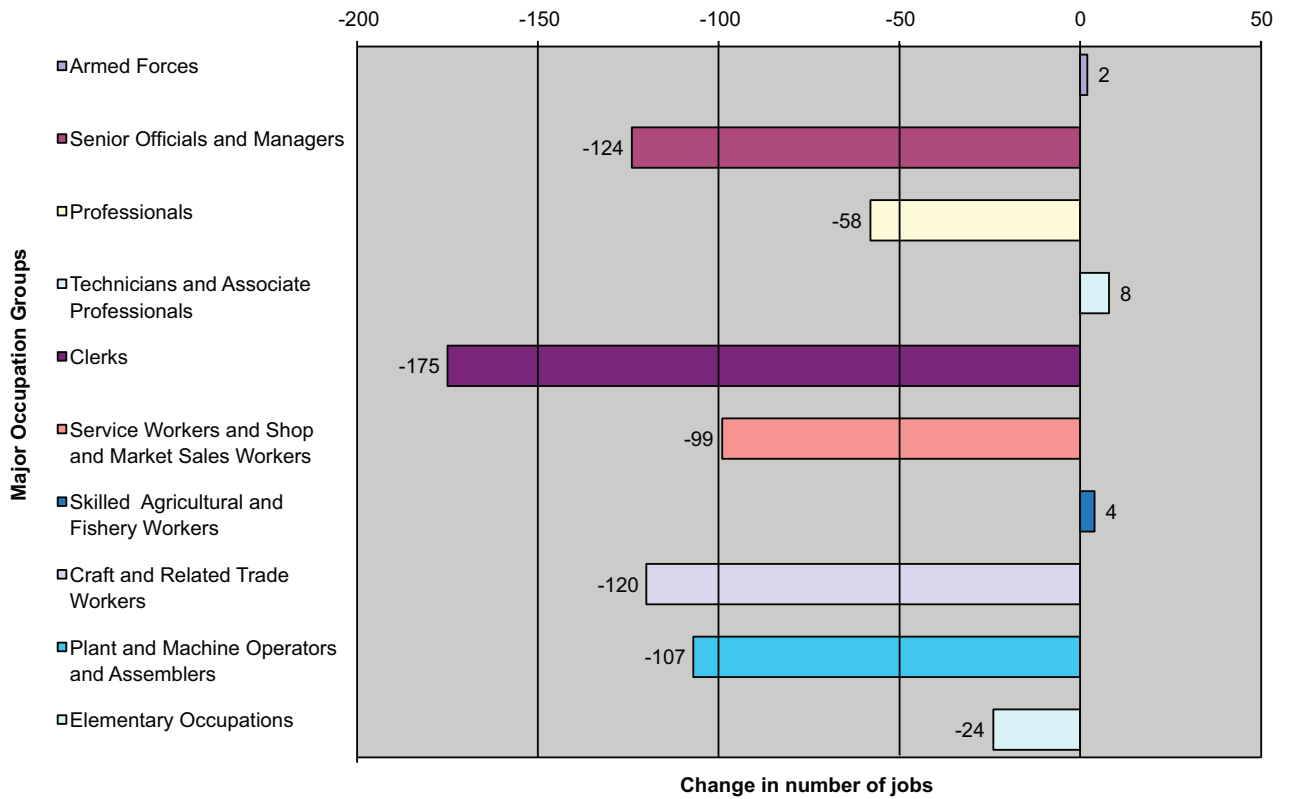
- Bermudian - \$53,887
- Permanent Resident - \$58,442
- Spouse of Bermudian - \$66,153
- Other non-Bermudian - \$64,370

Persons that worked as Senior Officials and Managers earned the highest salaries having a median annual income of \$89,404. Job holders in professional positions earned the second highest at \$78,551. The median annual income for technicians and associate professional employees was \$64,446, while craft and related trade workers, clerks, and plant and machine operators earned \$53,351, \$51,264 and \$48,852, respectively.

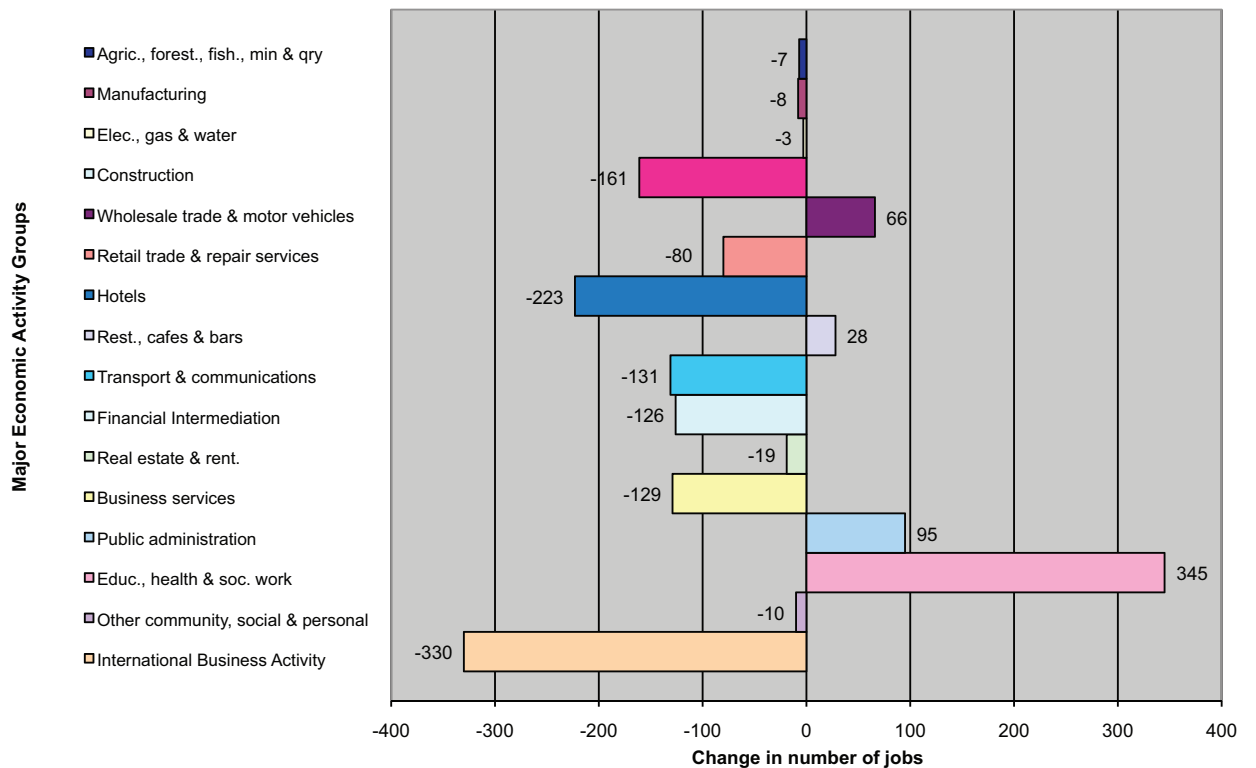
Despite the decline in number of jobs filled for the year, jobholders in the international business sector still received the highest pay packet with an annual median salary of \$102,023. Sectors that paid higher salaries were electricity, gas and water (\$76,054), business services, (\$65,603), and education, health & social work \$58,520. In contrast, persons employed in the hotel and restaurant, café & bar industry received the lowest estimated salary, with median annual incomes of \$35,891 and \$37,312, respectively.



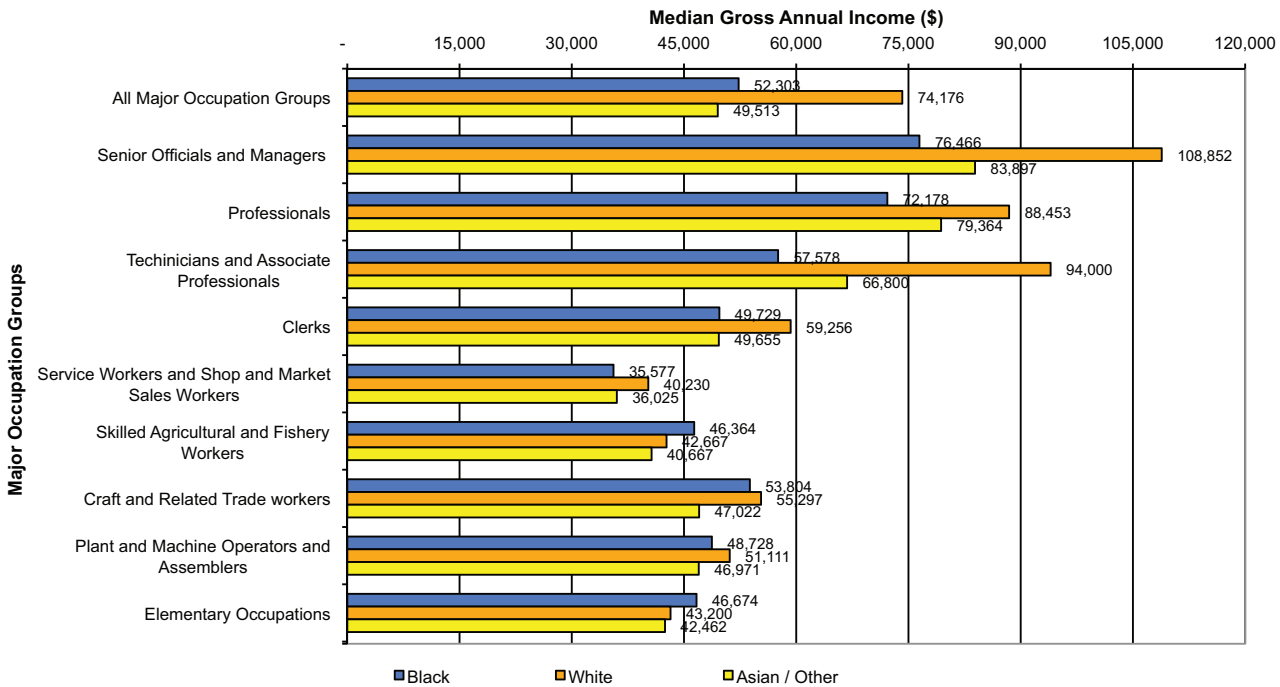
**Chart 3.1 Change in the Number of Filled Jobs by Major Occupation Group, 2008-2009**



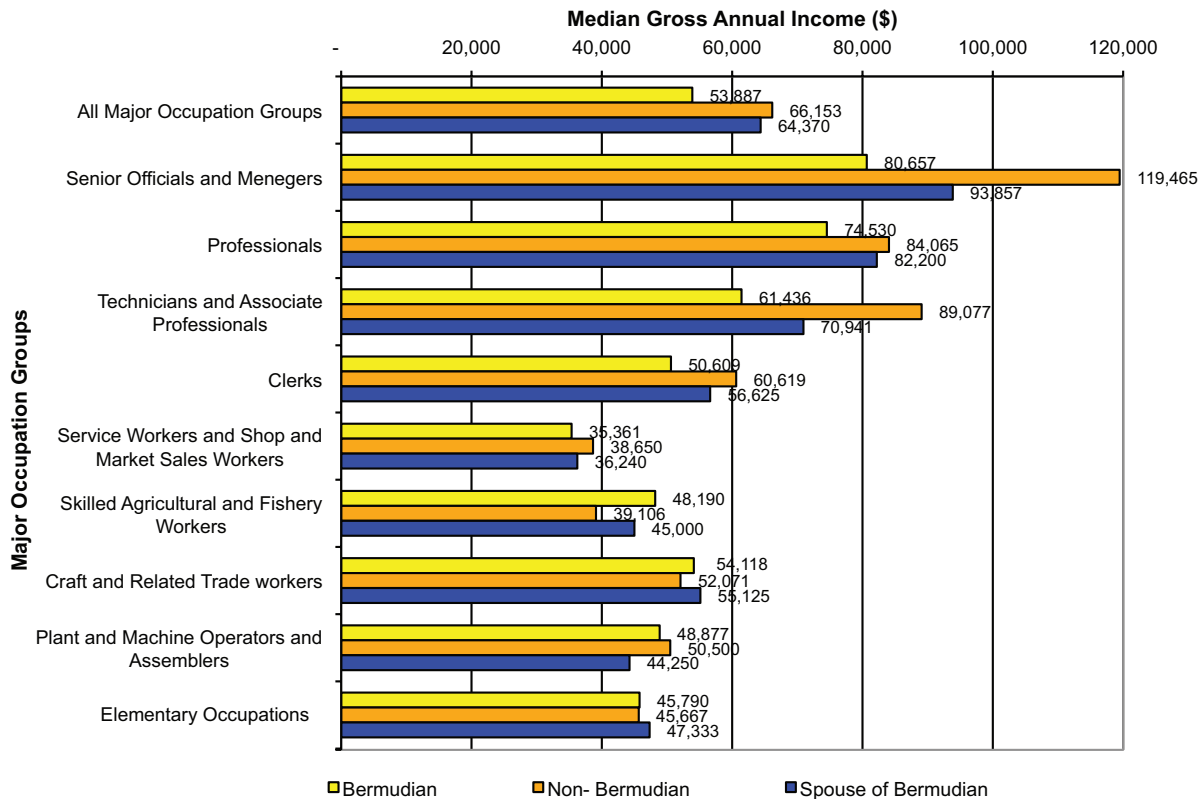
**Chart 3.2 Change in the Number of Filled Jobs by Major Economic Activity Group, 2008-2009**



**Chart 3.3 Filled Jobs by Median Gross Annual Income, Major Occupation Group & Race, for Establishments with Ten or more Employees, 2009**



**Chart 3.4 Filled Jobs by Median Gross Annual Income, Major Occupation Group & Bermudian Status, for Establishments with Ten or more Employees, 2009**



## Older Workers

This article highlights survey findings which pertain to older or mature workers. Older workers is the term that applies to working persons who have reached the age of 55 years or older. The 2000 Census results show that Bermuda's population is an ageing one. The annual Employment Survey results also show that the working population continues to grow older as the general populace ages. The ageing of working Bermudians has driven policy makers and business operators to reconsider several workplace practices. These include policies regarding retirement age and the commencement of pension benefits.

The following analysis examines mature workers by age-group and gender, paid hours per week, the occupations and economic sector in which they are employed as well as their annual employment earnings.

## Ageing Trends

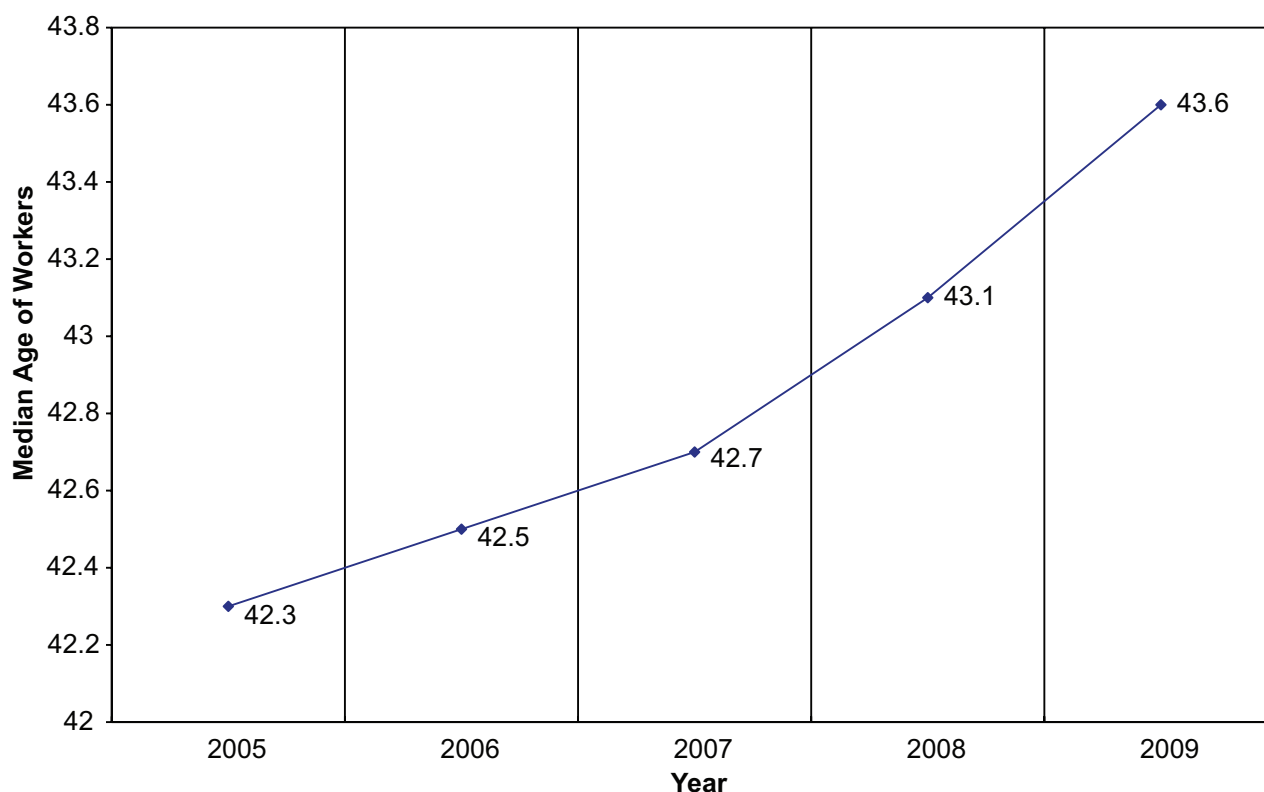
Older workers accounted for 21 per cent of all workers in the job market. In fact, with nearly 8,200 jobs in 2009, the share of jobs filled by older workers in the workplace grew by 3 percentage points from 18% in 2005 to 21% in 2009.

**Table 3**  
**Comparison of Total Filled Jobs to Jobs Filled by Older Workers, 2005 – 2009**

	<b>2009</b>	<b>2008</b>	<b>2007</b>	<b>2006</b>	<b>2005</b>
Total Filled Jobs	39,520	40,213	39,851	39,686	38,363
Jobs Filled by Older Workers	8,183	7,929	7,663	7,380	7,056
55 – 59 years old	3,552	3,426	3,386	3,290	3,164
60 – 64 years old	2,537	2,501	2,317	2,211	2,082
65 – 69 years old	1,176	1,111	1,077	1,019	972
70 years old and over	918	891	883	860	838
% of Jobs Filled by Older Workers	21%	20%	19%	19%	18%
Median Age (All Workers)	43.6	43.1	42.7	42.5	42.3
Median Weekly Work Hours	36.3	36.2	36.3	36.2	36.2

The median age of workers in the Bermuda job market as shown in Table 3, reached a high of 43.6 years in 2009. The median age is the age figure of which half of all job holders are older and half are younger. The incremental growth in median age from 2005 to 2009 reflects a steady ageing trend in the Bermuda workforce. During the same time period, the median age for all job holders grew from 42.3 to 43.6. From 2007 to 2009, the net effect on median age of persons entering and exiting the workplace was an increase of nearly one year.

**Chart 4**  
**Median Age of All Job Holders, 2005 - 2009**



The increase in the median age of job holders between 2008 and 2009 was also attributed to the loss of 435 jobs held by guest workers. This group was hardest hit by recent job losses. The majority of guest workers are persons in their prime working age from 25 to 54 years old. The ending of work contracts and redundancies of a substantial number of guest workers after the 2008 Employment Survey pushed up the median age of all job holders remaining in 2009.

The number of older men marginally outnumbered mature women in the job market as shown in Table 4. Bermudians accounted for an 82% share of all older workers.

**Table 4**  
**Older Workers by Gender and Bermudian Status, 2005 - 2009**

	2009	2008	2007	2006	2005
Jobs Filled by Older Workers	8,183	7,929	7,663	7,380	7,056
Men	4,169	4,130	4,031	3,945	3,783
Women	4,014	3,799	3,632	3,435	3,273
Bermudians	6,699	6,553	6,408	6,195	5,954
Spouses of Bermudians	346	352	348	339	304
Other Non-Bermudians	832	763	703	680	673
Permanent Residents	306	261	204	166	125

Table 5 provides a breakdown of older workers (that is, 55 years and above) by major occupation group. Of the 8,183 older workers in 2009, the occupation group senior officials and managers held the largest share with 1,806 jobs or 22 per cent. The second largest group was service, shop and sales workers with 1,544 positions or 19 per cent of all older workers. There were 1,396 persons (17%) who worked in a clerical capacity while 1,121 persons aged 55 years and older (14%) held professional positions such as architect, engineer, accountant and teacher.

**Table 5**  
**Older Workers by Major Occupation Group, 2009**

<b>Major Occupation Group</b>	<b>All Older Workers</b>	<b>Bermudians ONLY</b>
Jobs Filled by Older Workers	8,183	6,699
Armed Forces	2	2
Senior Officials and Managers	1,806	1,372
Professionals	1,121	779
Technicians and Associate Professionals	506	403
Clerks	1,396	1,296
Service Workers and Shop and Market Sales Workers	1,544	1,285
Skilled Agricultural and Fishery Workers	197	130
Craft and Related Trades Workers	690	559
Plant and Machine Operators and Assemblers	670	646
Elementary Occupations	251	227

Table 6 is a ranking of the top ten occupations held by persons who have surpassed 65 years old, often referred to as seniors. A worker who is older than 65 years is significant because 65 is the official retirement age that is used for pension purposes by many businesses.

**Table 6**  
**Workers Over 65 Years Old by Number of Jobs, 2009**

<b>Top Ten Occupation</b>	<b>Jobs</b>
Manager – All managerial levels	180
Security officer	85
Cleaner/houseperson	61
Retail sales clerk	65
Senior clerk	30
Cashier	29
Receptionist	28
Private service housekeeper	27
Chambermaid	27
Sales assistant	27

Table 7 shows the distribution of jobs by major division of economic activity. Employment divisions that employed the largest number of older workers in 2009, that is 10 per cent or more, include the education, health & social work sector, retail trade and repair services and business services. There were significant contrasts between the percentage share of jobs by industry group for older workers only and the job shares for all job holders shown in Table 1.

In fact, the proportion of older workers was three percentage points higher than the job share for all job holders in the retail trade & repair services sector, and in the other community, social & personal services sector. Table 6 shows that a large number of older persons worked as cleaners, clerks, cashiers and receptionists.

**Table 7**  
**Older Workers by Major Division of Economic Activity, 2009**

<b>Major Division of Economic Activity</b>	<b>Jobs</b>	<b>Per cent (%)</b>
Jobs Filled by Older Workers	8,183	100
Agriculture, Forestry, Fishing, Quarrying & Mining	128	2
Manufacturing	243	3
Electricity, Gas & Water	86	1
Construction	571	7
Wholesale Trade & Motor Vehicles	387	5
Retail Trade & Repair Services	909	11
Hotels	655	8
Restaurants, Cafes & Bars	217	3
Transport & Communications	697	8
Financial Intermediation	474	6
Real Estate & Renting Services	190	2
Business Services	837	10
Public Administration	720	9
Education, Health & Social Work	925	11
Other Community, Social & Personal Services	624	8
International Business Activity	520	6

## Earnings of Older Workers

Older workers earned 0.94 cents for every \$1.00 earned by workers in all age groups. In Table 8, the median annual income of \$53,208 for older workers was roughly 6 per cent lower than the \$56,429 for all workers. The annual income of the Bermudian segment of mature workers was \$50,749.

**Table 8**  
**Older Workers by Age Group and Median Annual Employment Income, 2009**

<b>Age Group</b>	<b>Jobs</b>	<b>Median Annual Income (\$)</b>
Total Filled Jobs	30,336*	56,429
Jobs Filled by Older Workers	5,546*	53,208
55 – 59 years old	2,672	57,861
60 – 64 years old	1,775	53,349
65 – 69 years old	691	45,607
70 years old and over	408	34,087
Bermudian Older Workers	4,516	50,749
55 – 59 years old	2,098	55,379
60 – 64 years old	1,484	51,453
65 – 69 years old	566	43,569
70 years old and over	368	33,627

\* The median annual employment income is based on the employment income of job holders who worked in establishments with 10 or more jobs. The job totals shown in this table therefore differ from those presented in Table 1.

# Other Statistical Releases

## Monthly

Consumer Price Index  
Free

Retail Sales Index  
Free

## Quarterly

Bermuda Balance of Payments  
Free

Quarterly Bulletin of Statistics  
Free

## Annually

Bermuda Facts & Figures  
Free

Employment Briefs  
Free

Labour Market Indicators  
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Bermuda Gross Domestic Product  
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## Other

Report of the 2000 Census of Population  
and Housing  
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Labour Force Trends  
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Bermuda Social Dynamics  
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The Changing Face of Bermuda's Seniors  
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