

THE BERMUDA JOB MARKET *Employment Briefs*



Introduction

The 2012 edition of the Bermuda Job Market Employment Brief is based on data collected from the 2011 Employment Survey. The Annual Employment Survey is a census of all businesses on the island and the Employment Brief is used to illustrate and highlight the main findings of the survey. The purpose of the Employment Survey is to provide a broad count of all jobs in the Bermuda labour market by selected demographics, 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 2010 and 2011. Additional and more detailed information on Bermuda's labour market can be obtained from the 2011 Employment Survey Tabulation Set. The 2012 Employment Brief and the Tabulation Set are available on the Department's website at www.statistics.gov.bm. The reference week for the 2011 Employment Survey was August 28th to September 3rd, 2011.

Aggregate Employment

For the third consecutive year Bermuda's job market declined substantially. The economic downturn continued to negatively impact employment in the workplace. The number of filled jobs reported in 2011 was 37,399 compared to 38,097 in 2010, a loss of two per cent or 698 filled jobs. Non-Bermudians comprised the majority of job losses accounting for 691 positions. There was a loss of 60 filled jobs amongst Bermudians,

Chart 1 - Total Filled Jobs, 2007-2011

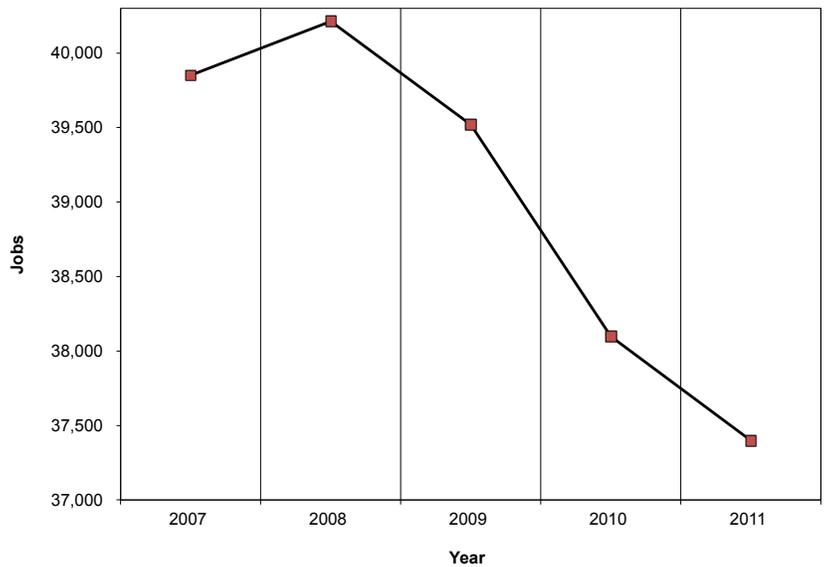


Chart 2 - Employment Trends in Public Administration & The International Business Activity 2007-2011

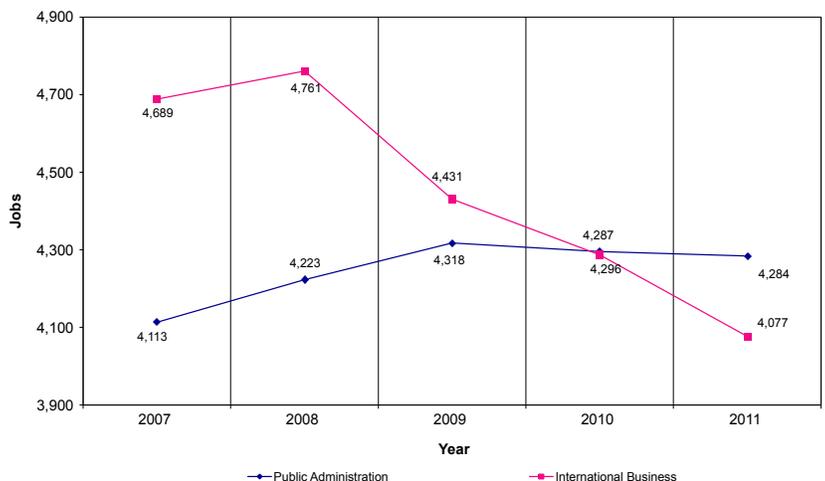


Table 1
Filled Jobs by Sex, Status, Race, Major Division of Economic Activity and Major Occupation Group, 2007 to 2011

Bermudian Status and Race of Job Holder	Number					Percentage Distribution				
	2011	2010	2009	2008	2007	2011	2010	2009	2008	2007
Total Filled Jobs	37,399	38,097	39,520	40,213	39,851	100%	100%	100%	100%	100%
Males	18,972	19,597	20,614	21,027	20,727	51%	51%	52%	52%	52%
Females	18,427	18,500	18,906	19,186	19,124	49%	49%	48%	48%	48%
Bermudians	26,187	26,247	26,789	27,180	27,272	70%	69%	68%	68%	68%
Spouses of Bermudians	2,009	1,979	1,992	1,956	1,942	5%	5%	5%	5%	5%
Other Non-Bermudians	8,374	9,065	9,932	10,367	10,037	22%	24%	25%	26%	25%
Permanent Residents	829	806	807	710	600	2%	2%	2%	2%	2%
Black	20,189	20,190	20,785	21,034	20,833	54%	53%	53%	52%	52%
White	11,904	12,291	12,961	13,488	13,673	32%	32%	33%	34%	34%
Mixed/Other Races	5,306	5,616	5,774	5,691	5,345	14%	15%	15%	14%	13%
Major Division of Economic Activity										
Agric., forest., fish., min & qry.	639	692	710	717	697	2%	2%	2%	2%	2%
Manufacturing	792	841	907	915	935	2%	2%	2%	2%	2%
Elec., gas & water	389	426	409	412	394	1%	1%	1%	1%	1%
Construction	2,549	3,042	3,488	3,649	3,544	7%	8%	9%	9%	9%
Wholesale trade & motor vehicles	1,467	1,529	1,568	1,502	1,517	4%	4%	4%	4%	4%
Retail trade & repair services	3,062	3,129	3,184	3,264	3,237	8%	8%	8%	8%	8%
Hotels	2,563	2,432	2,719	2,942	2,965	7%	6%	7%	7%	7%
Rest., cafes & bars	1,970	1,917	1,955	1,927	1,845	5%	5%	5%	5%	5%
Transport & communications	2,293	2,322	2,471	2,602	2,756	6%	6%	6%	6%	7%
Financial Intermediation	2,747	2,741	2,781	2,907	2,952	7%	7%	7%	7%	7%
Real estate & rent.	491	574	606	625	614	1%	2%	2%	2%	2%
Business services	3,976	4,033	4,197	4,326	4,187	11%	11%	11%	11%	11%
Public administration	4,284	4,296	4,318	4,223	4,113	11%	11%	11%	11%	10%
Educ., health & soc. wrk.	3,895	3,625	3,624	3,279	3,251	10%	10%	9%	8%	8%
Other community, social & personal	2,205	2,211	2,152	2,162	2,155	6%	6%	5%	5%	5%
International business activity	4,077	4,287	4,431	4,761	4,689	11%	11%	11%	12%	12%
Major Occupation Group¹										
Armed Forces	29	28	29	27	n.a.	0%	0%	n.a.	n.a.	n.a.
Senior Officials and Managers	6,819	6,860	7,009	7,133	7,096	18%	18%	18%	18%	18%
Professionals	7,127	7,181	7,507	7,565	7,285	19%	19%	19%	19%	18%
Technicians and Associate Professionals	2,802	2,874	2,941	2,933	3,084	7%	8%	7%	7%	8%
Clerks	6,285	6,416	6,531	6,706	6,796	17%	17%	17%	17%	17%
Service Workers and Shop and Market Sales Workers	7,440	7,241	7,472	7,571	7,316	20%	19%	19%	19%	18%
Skilled Agricultural and Fishery Workers	883	944	972	968	952	2%	2%	2%	2%	2%
Craft and Related Trade Workers	3,103	3,459	3,758	3,878	3,827	8%	9%	10%	10%	10%
Plant and Machine Operators and Assemblers	1,718	1,804	1,904	2,011	1,982	5%	5%	5%	5%	5%
Elementary Occupations	1,193	1,290	1,397	1,421	1,510	3%	3%	4%	4%	4%

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

2007 occupation group totals have been reclassified into the 2008 occupation classification system.

Table 2

Median Gross Annual Income for Establishments with Ten or more Employees, 2011 and 2010

	2011		2010		Increase/ Decrease 2010 - 2011 Percent
	Median Gross Annual Income	% of Median	Median Gross Annual Income	% of Median	
Total	\$59,364	100%	\$57,915	100%	3%
Male	\$59,081	100%	\$57,559	99%	3%
Female	\$59,677	101%	\$58,341	101%	2%
Bermudians	\$56,479	95%	\$55,264	95%	2%
Spouses of Bermudians	\$69,508	117%	\$67,091	116%	11%
Other non-Bermudians	\$74,766	126%	\$69,738	120%	0%
Permanent Residents	\$59,908	101%	\$58,708	101%	2%
Black	\$54,792	92%	\$53,683	93%	2%
White	\$80,763	136%	\$77,326	134%	4%
Mixed/other races	\$53,907	91%	\$50,648	87%	6%
Major Division Of Economic Activity					
Agric., Forest., Fish., Min. & Qry.	\$39,559	67%	\$37,833	65%	5%
Manufacturing	\$52,375	88%	\$50,438	87%	4%
Elec., Gas & Water	\$77,400	130%	\$76,158	131%	2%
Construction	\$57,802	97%	\$55,913	97%	3%
Wholesale Trade & Motor Vehicles	\$44,939	76%	\$44,042	76%	2%
Retail Trade & Repair Services	\$42,000	71%	\$41,217	71%	2%
Hotels	\$35,898	60%	\$36,327	63%	-1%
Restaurants, Cafes & Bars	\$35,664	60%	\$34,858	60%	2%
Transport & Communications	\$56,704	96%	\$55,302	95%	3%
Financial Intermediation	\$70,471	119%	\$69,557	120%	1%
Real Estate & Renting Services	\$60,714	102%	\$58,098	100%	5%
Business Services	\$69,082	116%	\$66,488	115%	4%
Public Administration	\$65,564	110%	\$62,759	108%	4%
Educ., Health & Soc. Work.	\$61,600	104%	\$60,204	104%	2%
Other Community, Social & Personal Services	\$50,774	86%	\$48,550	84%	5%
International Business Activity	\$111,938	189%	\$105,759	183%	6%
Major Occupation Group					
Senior Officials and Managers	\$95,899	162%	\$92,314	159%	4%
Professionals	\$82,370	139%	\$80,545	139%	2%
Technicians and Associate Professionals	\$80,820	136%	\$74,665	129%	8%
Clerks	\$53,666	90%	\$52,549	91%	2%
Service Workers and Shop and Market Sales Workers	\$35,945	61%	\$35,840	62%	0%
Skilled Agricultural and Fishery Workers	\$46,694	79%	\$44,700	77%	4%
Craft and Related Trades Workers	\$55,316	93%	\$53,959	93%	3%
Plant and Machine Operators and Assemblers	\$49,558	83%	\$48,881	84%	1%
Elementary Occupations	\$48,690	82%	\$47,169	81%	3%
Armed Forces	\$91,091	153%	\$91,000	157%	0%

while spouses of Bermudians and permanent residence certificate holders increased their job counts by 30 and 23, respectively.

Of the 698 jobs that were lost in 2011, 90% of them were filled by male workers. The breakdown of jobs by race shows that there was no change in the net number of filled jobs amongst black workers. However, there were significant job losses among workers who classified themselves as white, mixed and other races. The two groups reported job losses of 387 and 310, respectively.

2011 Highlights

- The construction industry continued to decline, losing 493 filled jobs between 2010 and 2011
- Total filled jobs in the hotel industry increased by 131 jobs in 2011
- The real estate industry lost 14% of the total filled jobs
- The number of filled jobs in the International business sector declined from 4,287 in 2010 to 4,077 in 2011, down 210 jobs.
- The overall median gross annual income increased by 3%, to \$59,364.
- Total jobs filled by non-Bermudians fell by 8%

Employment Median Income

The 2011 median gross annual income for job holders in companies with ten or more employees increased, from \$57,915 in 2010 to \$59,364. This represented a rise of 3 per cent in employment earnings.

Employment income includes all forms of monetary remuneration received by employees and self-employed persons excluding payroll tax and other mandatory payroll deductions. Only companies with ten or more employees were required to provide the income data on behalf of their employees. Median gross annual income is the gross income figure that is exceeded by half of all income earners.

Table 2 also presents the median income levels by gender, Bermudian status, race, major division of economic activity and major occupation group.

For the third successive year, the employment earnings of women exceeded those of men. On average women earned \$59,677 in 2011 compared to \$59,081 for men. The increase in women's earnings exceeding those of men during this period is primarily attributable to the decline in construction industry activity and the corresponding loss of trade workers, the majority of whom were males.

The median income of job holders who possess Bermudian

status held steady at 95% of the overall median at \$56,479 per annum. Non-Bermudian spouses of Bermudians took home earnings higher than the overall median income or \$69,508 per year. The median pay for guest workers was \$74,766 per year while the median earnings for workers with permanent residency certificates was \$59,908 in 2011.

In terms of the major occupation groups, senior officials and managers continue to earn the highest pay packages with a median annual income of \$95,899. Persons who work as service and sales workers earned the least among all occupation groups with a median annual income of \$35,945.

With respect to the major industry groups, workers in the international business sector earned a median annual income of \$111,938. This was nearly double the overall median. The median income for workers in the other industry sectors include: the electricity, gas & water sector (\$77,400), financial intermediation (\$70,471) and the business services sector with \$69,082. Workers in the restaurant sector, the hotel sector and the retail trade sector were among the lowest paid with median annual incomes of \$35,664, \$35,898 and \$42,000, respectively in 2011.

Employment Opportunities for Bermudians

The distribution of jobs by Bermudian status in Table 1 shows that between 2010 and 2011, the total number of jobs filled by guest workers declined by eight per cent or 691 positions. Despite the decline in foreign labour, there are positions in the Bermuda labour market which provide employment for a substantial share of guest workers.

Potential career opportunities can be identified by occupations in which there is shortage of Bermudian labour. Table 3 details counts of jobs for selected occupations and the percentage share of jobs held by expatriate workers.

Job holders with no spousal ties to Bermudians were heavily employed

within the occupational group pertaining to Professionals, accounting for more than 30 per cent of the jobs. These include certified accountants (490), registered nurses (339), junior accountants (174), secondary school teachers (153), actuaries (123), and lawyers (103). In 2011, the median gross annual salary for actuaries, lawyers, and certified accountants was \$189,263, \$184,902 and \$98,229, respectively. Moreover, the median gross annual salary for junior accountants, secondary school teachers, and registered nurses was \$96,346, 85,500 and \$67,598, respectively.

Non-Bermudian workers filled 26% of jobs within the craft and related trade occupations. In 2011, work permit holders filled positions such as masons (241), butchers (53), and bakers (41).

Among the senior officials and managerial occupational group, contract workers accounted for nineteen per cent of the workers. The leading occupations for non-Bermudians were finance managers (351) and sub-managers (210). In total there are 224 directors and chief executives officers (CEO) at the helm of many businesses across the island. Nearly half or 45% of these positions are held by non-Bermudians.

Within the service workers occupational group, contract workers filled more than 950 jobs in positions such as nanny, cook, waiter/waitresses and private housekeepers.

Job Losses Continue

In 2011 the total job loss was significantly lower than it was one year ago. Collectively, employers reported 698 fewer jobs in 2011 as the job market endured a successive year of sluggish economic performance in 2010, down 1.9 per cent in real terms. In comparison, total employment declined by 1,423 jobs in 2010 as real growth in gross domestic product fell 4.8 per cent in 2009.

Guest workers experienced more employment losses than any other Bermudian status group in 2011. The distribution of job losses by Bermudian status shows that 691 fewer jobs were filled by workers recruited from outside Bermuda(See Table 4). In 2011, the Construction industry shed 493 jobs, 251 of which were held by foreign workers. Out of 210 job losses in the International Business sector, non-Bermudians held 137 positions. Other industries in which substantial numbers of work permit holders were no longer employed included: the Business Services sector, down 71 positions; the Agricultural sector down by 68 guest workers; and, the Restaurant sector down by 55 contract workers.

Noticeable increases in employment levels were reported in the Education, Health & Social Work sector, up by 270 jobs and the Hotel industry up by 131 jobs, in comparison to 2010. Bermudians filled the additional jobs in both sectors, working in occupations such as

nursing aide (including orderly), health & safety inspector, social worker, cook, barperson, bar steward, waiter and, dish and pot washer.

Between 2010 and 2011 employers reported that 108 fewer jobs were filled by Bermudian craft and related trade workers. The reduction was felt most by Bermudians who worked as electricians (-34), general painters (-22), machinery fitters and assemblers (-14), and sheet metal workers (-10). The number of Bermudian machine operators and light truck operators both contracted by 14 jobs. There were eight fewer jobs filled by laundry operators. More than 80 Bermudians were no longer employed as labourers and semi-skilled labourers.

The number of non-Bermudians working in the professional, service & sales, and craft & related trade occupations fell sharply(See Table 5). In contrast to 2010 there were 50 fewer accountants, 22 fewer lawyers, 13 fewer secondary teachers and eight fewer architects in 2011. Foreign workers fell from the ranks of the employed in service roles such as cleaner/houseperson (-51), dish & pot washer (-27), waiter (-13) and second chef (-10). This was also the case for 111 masons, 23 carpenters, 18 electricians and 13 HVAC installers & mechanics who lost employment.



Chart 3.1 - Change in the Number of Filled Jobs by Major Occupation Group, 2010-2011

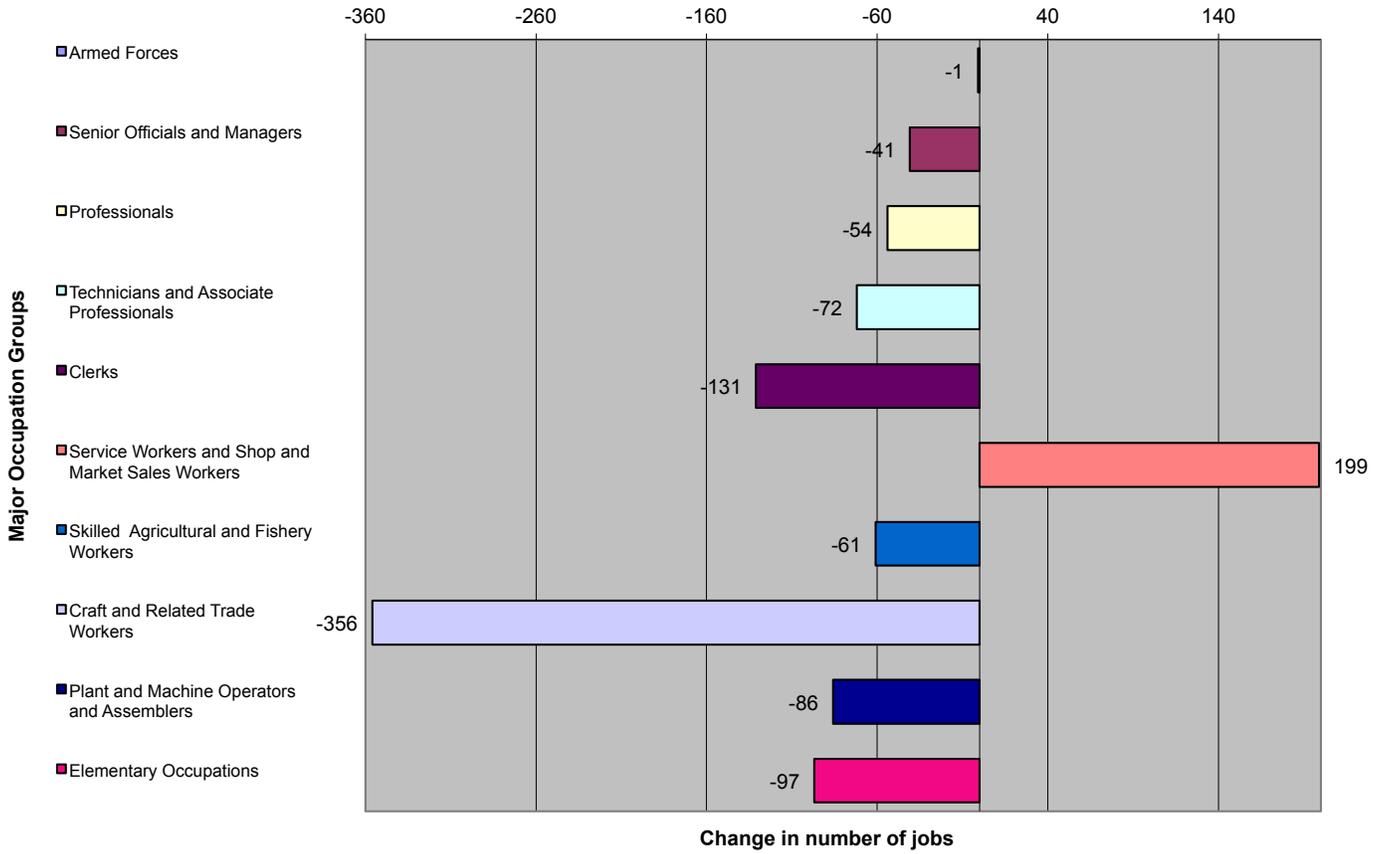


Chart 3.2 - Change in the Number of Filled Jobs by Major Economic Activity Group, 2010-2011

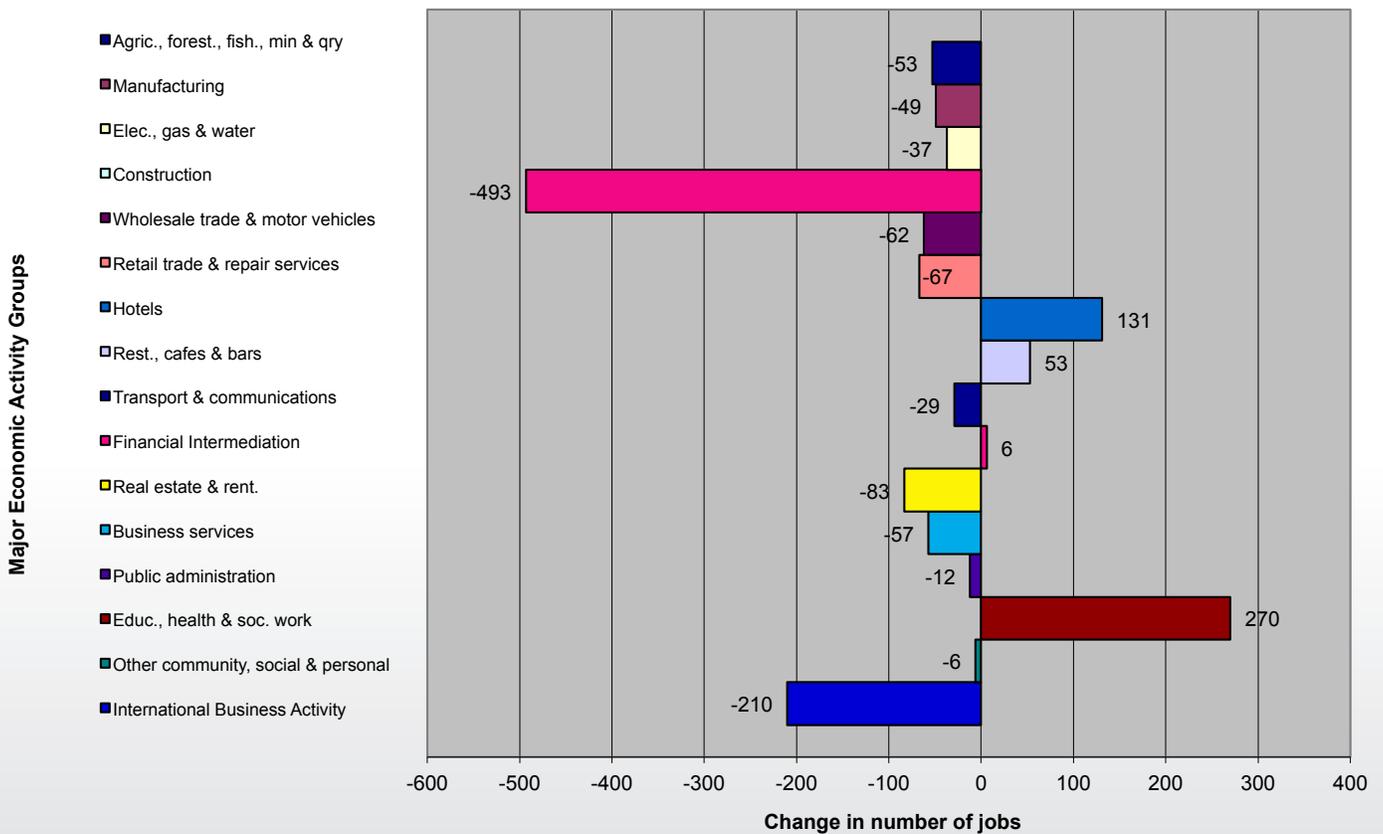


Table 3 - Shortages of Bermudians in Selected Occupations, 2011

	TOTAL JOBS 2011	OTHER NON- BERMUDIANS 2011	% JOBS FILLED BY OTHER NON- BERMUDIANS 2011
Senior Officials and Managers			
Finance (Ins. Banking Accounting) - Gen. Manager	137	72	53%
Finance (Ins. Banking Accounting) - Manager	724	351	48%
Director and chief executive	224	100	45%
Finance (Ins. Banking Accounting) - Sub-Manager	517	210	41%
General Managers nec	204	62	30%
Food and beverage (Catering) - Sub-Manager	48	16	33%
Data processing / Information Technology - Sub-Manager	43	11	26%
Professionals			
Actuary	143	123	86%
Accountant I	707	490	69%
Pharmacist	40	26	65%
Floral arranger	19	13	68%
Accountant II	333	174	52%
Radiological technologist	56	30	54%
Meteorologist	8	5	63%
Nurse Registered	538	339	63%
Quantity surveyor	23	10	43%
Other teaching professionals not elsewhere classified	27	12	44%
Estate surveyor	19	7	37%
Biologist botanist zoologist and related professional	16	7	44%
Auditor internal	80	44	55%
Computer professional nec	146	57	39%
Telecommunications engineer	20	10	50%
Medical laboratory technologist	46	23	50%
Secondary education teaching professional	337	153	45%
Physician	187	82	44%
Surgeon	15	7	47%
Veterinarian	14	5	36%
Town planner / Traffic planner	23	10	43%
Accountant III	290	120	41%
Specialist economist/Securities analyst	57	16	28%
Legal executive	36	11	31%
Occupational therapist	41	18	44%
Computer programmer / analyst	166	53	32%
Physiotherapist	40	17	43%
Journalist/Reporter	31	12	39%
Biological technician/Public health analyst	48	24	50%
Software engineer / computer science designer	16	7	44%
Lawyer	330	103	31%

Table 3 - Shortages of Bermudians in Selected Occupations, 2011 (con't)

	TOTAL JOBS 2011	OTHER NON- BERMUDIANS 2011	% JOBS FILLED BY OTHER NON- BERMUDIANS 2011
Professionals			
Land surveyor	15	3	20%
Interior decoration designer	43	11	26%
Civil engineer	28	8	29%
Mechanical engineer	21	7	33%
Computer programmer	141	50	35%
Mechanical engineer nec	10	3	30%
Architect	37	10	27%
Performing arts director/Producer (General) actor film/stage director	25	9	36%
Technicians and Associate Professionals			
Broker	88	41	47%
Architectural assistant/technician	34	13	38%
Fitness instructor/Physical trainer	58	21	36%
Underwriter	370	176	48%
Dental hygienist (Oral)	39	20	51%
Police officer/Detective	331	134	40%
Investment officer	107	37	35%
Dental assistant	21	5	24%
Sports coach	42	15	36%
Clerks			
Telegrapher	7	3	43%
Messenger Porter	146	35	24%
Service Workers and Shop and Market Sales Workers			
Nursemaid/Nanny	164	140	85%
Sous chef/Second chef	97	72	74%
Waiter/Chef de Rang	192	155	81%
Chef de partie/Cook	685	516	75%
Butler	3	2	67%
Waiter/Waitress general	601	378	63%
Beautician	183	109	60%
Companion	14	10	71%
Executive Chef/Head cook	97	60	62%
Housekeeper (Private Service)	258	142	55%
Maitre D'/Room manager	45	21	47%
Commis de cuisine/Assistant cook	132	69	52%
Child-care worker	33	12	36%
Barber Hairdresser	189	59	31%
Home-based personal care worker	27	15	56%
Executive housekeeper	44	17	39%
Captain Head/Waiter	53	21	40%

Table 3 - Shortages of Bermudians in Selected Occupations, 2011 (con't)

	TOTAL JOBS 2011	OTHER NON- BERMUDIANS 2011	% JOBS FILLED BY OTHER NON- BERMUDIANS 2011
Skilled Agricultural and Fishery Workers Craft and related Trades Workers			
Farm worker (General)	34	28	82%
Landscape gardener	405	216	53%
Gardener (General)	173	57	33%
Craft and Related Trades Workers			
Tailor/Dressmaker	7	6	86%
Butcher/Fish butcher	73	53	73%
Wood furniture finisher	6	4	67%
Baker/Mixer	60	41	68%
Upholsterer	11	8	73%
Dairy products processor	8	4	50%
Mason	493	241	49%
Tiler	41	22	54%
Sail tent and awning maker	7	3	43%
Underwater worker/Diver	30	14	47%
Carpenter and joiner	267	75	28%
Autobody worker	44	19	43%
Elementary Occupations			
Char worker cleaner and related worker N.E.C.	44	11	25%
Swimming pool service person	17	5	29%

Table 4 - Filled Jobs by Major Division of Economic Activity and Status, 2011 and 2010 (con't)

Total	Increase/Decrease(-) 2010-2011				
Total	-698	-60	-691	30	23
Agric., forest., fish., min & qry.	-53	7	-68	5	3
Manufacturing	-49	-27	-25	2	1
Elec., gas & water	-37	-29	-7	0	-1
Construction	-493	-215	-251	-30	3
Wholesale trade & motor vehicles	-62	-37	-22	1	-4
Retail trade & repair services	-67	-48	-28	11	-2
Hotels	131	116	-11	29	-3
Rest., cafes & bars	53	97	-55	6	5
Transport & communications	-29	-19	-11	-3	4
Financial Intermediation	6	-18	29	2	-7
Real estate & rent.	-83	-67	-5	-10	-1
Business services	-57	6	-71	2	6
Public admin.	-12	33	-38	-6	-1
Educ., health & soc. work.	270	196	34	29	11
Other community, social & personal	-6	18	-25	-6	7
International business activity	-210	-73	-137	-2	2

Chart 4 - Filled Jobs by Non-Bermudians & Major Economic Activity Group, 2011

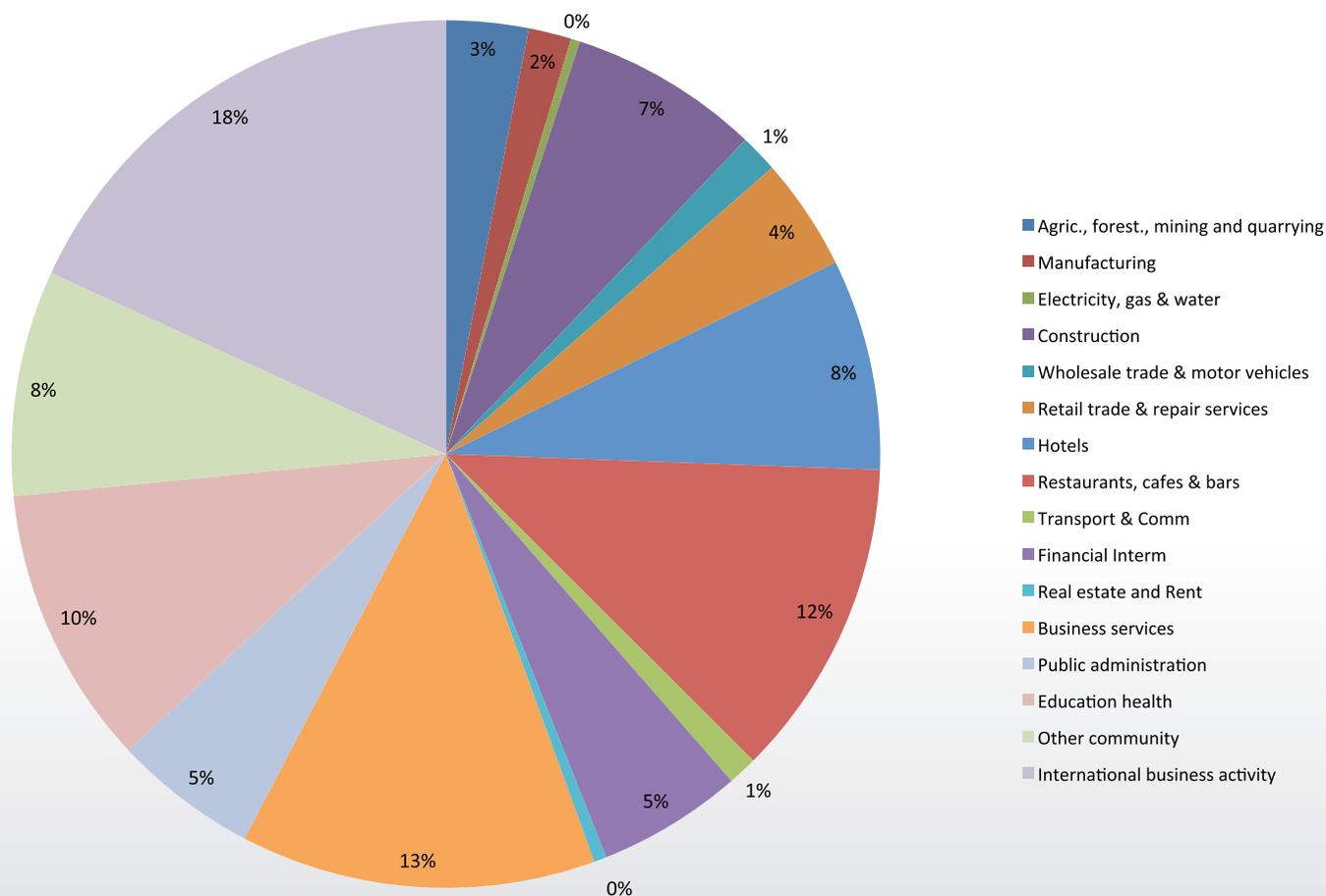
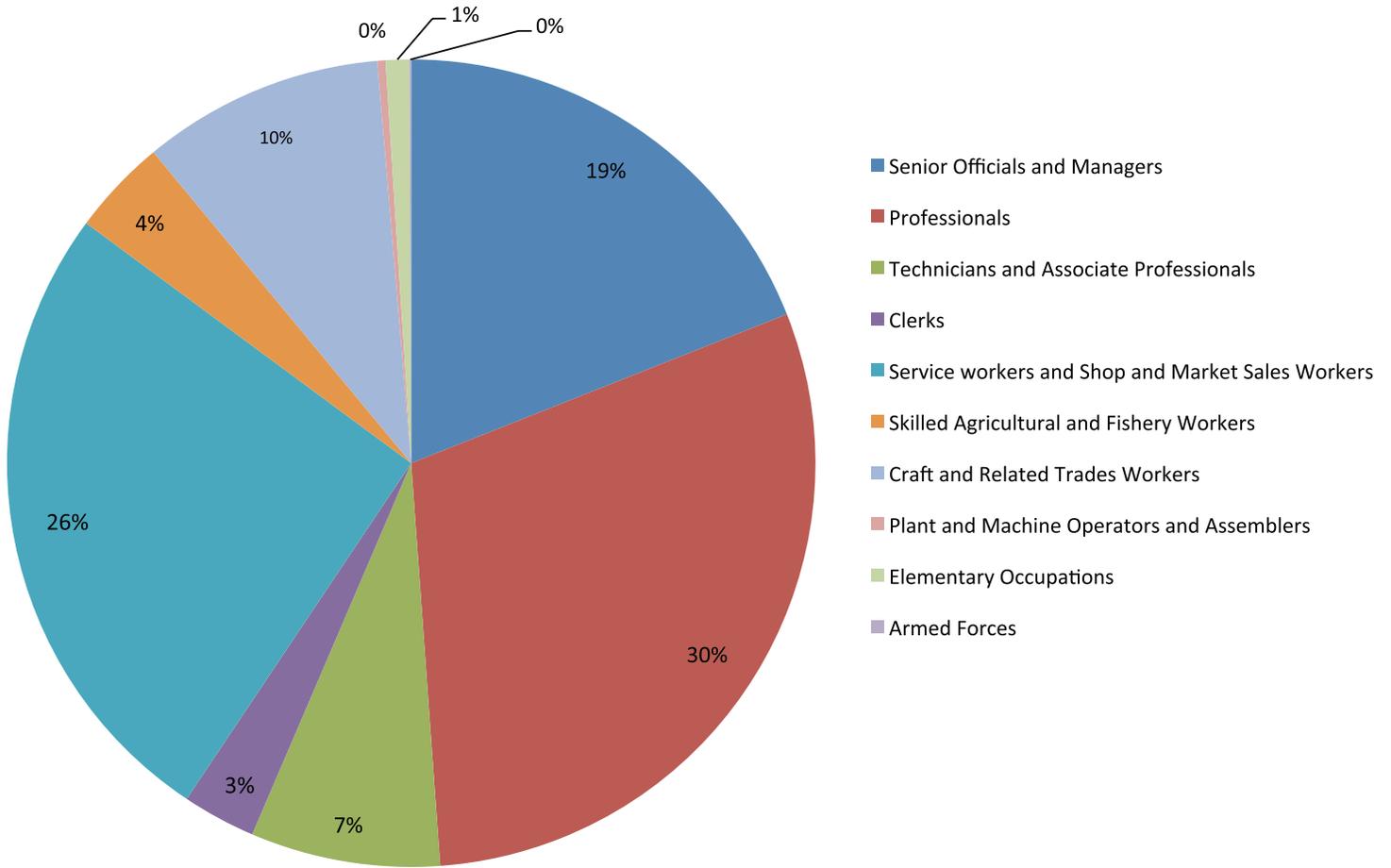


Chart 5 - Filled Jobs by Non-Bermudians & Major Occupation Group, 2011



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