

THE BERMUDA JOB MARKET **Employment Briefs**



Introduction

The 2021 edition of The Bermuda Job Market Employment Briefs is based on data collected from the 2020 Employment Survey during the reference week August 30 to September 5, 2020. The annual Employment Survey is a census of all businesses on the island and serves the purpose of providing a broad count of all filled jobs in the Bermuda labour market. The Survey findings are analyzed by selected demographics, industrial and occupational groups. The Employment Briefs is used to illustrate and highlight the main findings of the Survey. The information collected from the Survey is the primary source used for analyzing employment trends in Bermuda for government, commerce and the general public.

Users are cautioned against making direct comparisons with the Labour Force Survey and census results because the results are not comparable. The age of job holders is not limited to persons sixteen years and older as is the case for the working population in the Labour Force Survey and the census reports. In addition, the employment counts presented in this publication represent all filled jobs whereas the Labour Force Survey and census provide the number of people working in their main job, irrespective of the number of jobs held. The 2020 employment total includes 730 jobs whose holders were laid off during the 2020 Survey reference week.

This edition examines the employment changes between the years 2019 and 2020. More in-depth cross-tabulations on Bermuda's job market can be obtained from the 2020 Employment Survey Tabulation Set. The 2021 Employment Briefs and the Tabulation Set are available on the Bermuda Government website at <https://www.gov.bm/employment-statistics>.

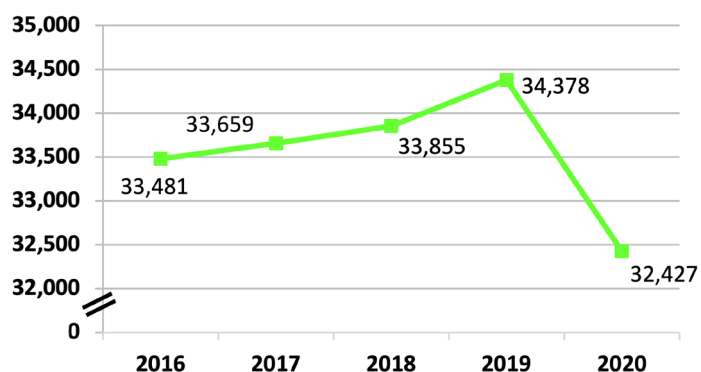
Users should also note that the major divisions of economic activity presented in this edition of Employment Briefs align with International Standard Industrial Classification (ISIC) Revision 4. The Department of Statistics migrated to ISIC Revision 4 with the release of the 2018 Annual Gross Domestic Product publication which was rebased to base year

2013. A comparison of ISIC Revision 4 major divisions of economic activity and those used in previous editions of the Employment Briefs can be found on page four of the document *Gross Domestic Product Rebasing* at www.gov.bm/annual-gross-domestic-product.

2019 - 2020 Highlights

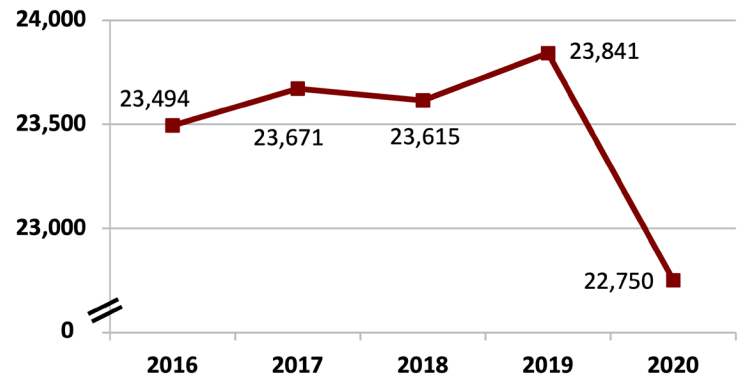
- Total filled jobs decreased 5.7% (-1,951) to 32,427.
- Filled jobs for Males decreased 6.1% (-1,076) to 16,451.
- Filled jobs for Females decreased 5.2% (-875) to 15,976.
- Filled jobs for the 25 to 39 age group declined 8.0% (-832) to 9,535.
- Filled jobs by Bermudians fell 4.6% (-1,091) to 22,750.
- Filled jobs by Other Non-Bermudians declined 8.4% (-666) to 7,228.
- Filled jobs by Blacks decreased 5.0% (-902) to 17,174.
- Filled jobs within Accommodations and Food Service Activities contracted 23.4% (-1,100) to 3,591.
- Filled jobs among Service Workers and Shop and Market Sales Workers declined by 15.9% (-1,183) to 6,244.
- The median gross annual income for all job holders increased by 3.8% (+\$2,375) to \$65,068.

Chart 1: Total Filled Jobs, 2016 to 2020



Due to non-response from some businesses, some of the job data presented in these Briefs was not collected during the Survey period. The Department of Statistics made multiple attempts to secure Survey data using telephone calls, email and written correspondences. Where possible, the job counts of businesses who did not respond to the Survey were imputed by the carry forward method. Tables 1a and 1b provide business and filled job totals, the number of businesses and filled jobs that were imputed and respective imputation percentages for the years 2016 to 2020.

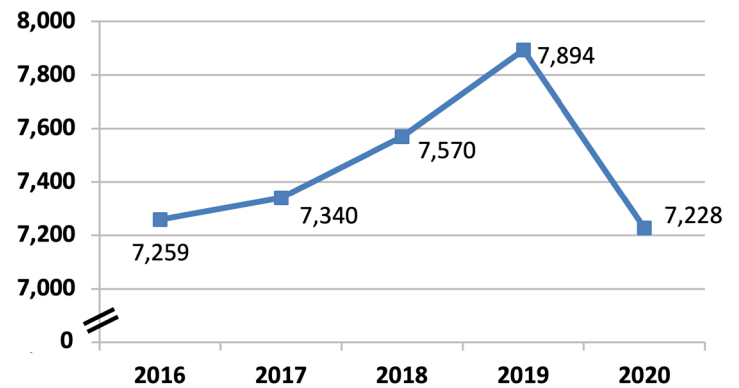
Chart 2: Total Filled Jobs by Bermudians, 2016 to 2020



**Table 1a
Total Businesses by Number and Percentage of Businesses' Filled Job Data Imputed, 2016 to 2020**

Year	Total Businesses	Number of Businesses' Filled Job Data Imputed	Percentage of Businesses' Filled Job Data Imputed (%)
2020	3,957	581	15
2019	4,032	485	12
2018	3,996	307	8
2017	4,069	405	10
2016	4,054	261	6

Chart 3: Total Filled Jobs by Other non-Bermudians, 2016 to 2020



**Table 1b
Total Filled Jobs by Number and Percentage of Imputed Filled Jobs, 2016 to 2020**

Year	Total Filled Jobs	Number of Filled Jobs Imputed	Percentage of Filled Jobs Imputed (%)
2020	32,427	2,546	8
2019	34,378	1,775	5
2018	33,855	598	2
2017	33,659	1,541	5
2016	33,481	664	2

Aggregate Employment

Table 2 presents the filled jobs for all establishments by sex, age, Bermudian status, race, major divisions of economic activity and major occupational groups. The overall level of employment was impacted by economic contractions caused by the 2019 Coronavirus pandemic. Total filled jobs declined by 1,951 jobs which represented the largest year-over-year decline since 2012 (-1,956 jobs). Including job holders who were laid off during the 2020 Survey reference week, there were 32,427 filled jobs compared to 34,378 in 2019. Males and females registered 1,076 and 875 fewer filled jobs, respectively. Among the age categories, job holders aged 25 to 39 years had the largest year-to-year decrease of 832 filled jobs. Bermudians and Other Non-Bermudians recorded job losses of 1,091 and 666, respectively. The number of jobs held by blacks, whites and persons of mixed and other races dropped by 902, 577 and 472 filled jobs, respectively.

Major Division of Economic Activity

Within the major divisions of economic activity Table 2 shows that the economic downturn caused by the pandemic took its greatest toll on Accommodation and Food Service Activities (-1,100), Human Health and Social Work (-450), Wholesale and Retail Trade (-260) and Transportation and Storage (-118) registering a combined loss of 1,928 filled jobs in 2020. Conversely, International Business Activity (+220), Administrative and Support Services (+81), Public Administration (+76) and Education (+49) had a combined increase of 426 filled jobs in 2020. The Administrative and Support Services economic activity group includes businesses that provide renting and leasing services, security, cleaning and building maintenance services and office administrative and business support services.

Major Occupational Group

According to Table 2, the loss of 1,183 Service Workers, Shop and Market Sales (Service) jobs accounted for approximately 3 in 5 job losses in 2020. Within this major occupational group, Waiters (-196), Sales Clerks (-146), Cooks (-112), Cleaners (-93) and Bartenders (-82) represented the highest year-over-year job losses. Senior Officials and Managers (-169), Craft and Related Trades Workers (-158) and Clerks (-140) recorded annual declines in filled jobs which collectively resulted in the loss of 467 filled jobs in 2020.



Employment Income

Employment income includes all forms of monetary compensation received by employees and self-employed persons before voluntary and mandatory payroll deductions. Median gross annual income is the level of annual income that half of all job holders earn more than and the other half earn less than.

Table 3 presents the median gross annual income for all establishments by sex, age, Bermudian status and race. The table also outlines median gross annual income (median income) by the major divisions of economic activity and the major occupational groups.

The 2020 median income earned by all job holders was \$65,068. This amount represented a 3.8% increase in annual pay compared to the 2019 figure of \$62,693. The year-over-year percentage increase in median employment income exceeded the annual average inflation rate of -0.7% in August 2020. The spike in the annual pay is attributed to a significant reduction in the total number of jobs filled within Service occupations (-1,183), the occupational group with the lowest median income. In general, the Service occupational group represents jobs such as housekeepers, cooks and waiters whose annual pay packets are generally lower than other occupations.

The profile of median income by race shows that white job holders earned \$87,876 in 2020. In contrast, black job holders earned \$59,113 while job holders of mixed and other races earned \$53,949 per year. The pay difference between blacks and whites was \$28,763, a percentage difference of 39.1%. In 2019 the percentage difference in pay between blacks and whites was 36.3%. The profile of median gross annual income by sex shows a widening earnings gap between males and females. On average, in 2020 women earned \$68,294 per year compared to \$61,946 for men, a 9.7% difference in pay. In 2019 the percentage difference in pay between men and women was 8.2%.

Four major occupational groups reported median gross annual employee earnings levels that were higher than the median gross annual income for all groups. These occupational groups were: Armed Forces (\$110,667), Senior Officials and Managers (\$104,284), Professionals (\$93,005); and Technicians and Associate Professionals (\$84,665).

Shortages of Bermudians in Selected Occupations

Table 4 presents total Bermudian and Other Non-Bermudian job holders in selected occupations and the percentage of jobs filled by Other Non-Bermudians for 2020.

Table 2

Filled Jobs by Sex, Age, Bermudian Status, Race, Major Division of Economic Activity and Major Occupational Groups, 2016 to 2020

Sex, Age, Bermudian Status and Race of Job Holder	Number					Percentage Distribution ¹				
	2020	2019	2018	2017	2016	2020	2019	2018	2017	2016
Total Filled Jobs	32,427	34,378	33,855	33,659	33,481	100%	100%	100%	100%	100%
Male	16,451	17,527	17,228	17,121	17,022	51%	51%	51%	51%	51%
Female	15,976	16,851	16,627	16,538	16,459	49%	49%	49%	49%	49%
Under 25	1,253	1,560	1,532	1,455	1,433	4%	5%	5%	4%	4%
25 - 39	9,535	10,367	10,239	10,165	10,212	29%	30%	30%	30%	31%
40 - 54	11,801	12,353	12,332	12,551	12,598	36%	36%	36%	37%	38%
55 - 64	7,298	7,495	7,282	7,088	6,941	23%	22%	22%	21%	21%
65 +	2,540	2,603	2,470	2,400	2,297	8%	8%	7%	7%	7%
Bermudian	22,750	23,841	23,615	23,671	23,494	70%	69%	70%	70%	70%
Non-Bermudian Spouses of Bermudian	1,791	1,907	1,876	1,862	1,902	6%	6%	6%	6%	6%
Other Non-Bermudian	7,228	7,894	7,570	7,340	7,259	22%	23%	22%	22%	22%
Permanent Resident Certificate Holder	658	736	794	786	826	2%	2%	2%	2%	2%
Black	17,174	18,076	17,858	17,826	17,769	53%	53%	53%	53%	53%
White	10,100	10,677	10,681	10,754	10,855	31%	31%	32%	32%	32%
Mixed/Other Races	5,153	5,625	5,316	5,079	4,857	16%	16%	16%	15%	15%
Major Division of Economic Activity										
Agriculture, Forestry and Fishing	173	183	180	188	194	1%	1%	1%	1%	1%
Manufacturing	361	383	399	421	421	1%	1%	1%	1%	1%
Electricity, Water Supply and Waste Management	324	329	348	355	350	1%	1%	1%	1%	1%
Construction and Quarrying	2,151	2,233	2,137	2,013	1,972	7%	6%	6%	6%	6%
Wholesale and Retail Trade	3,972	4,232	4,277	4,265	4,193	12%	12%	13%	13%	13%
Transportation and Storage	1,356	1,474	1,447	1,483	1,494	4%	4%	4%	4%	4%
Accommodation and Food Service Activities	3,591	4,691	4,546	4,370	4,129	11%	14%	13%	13%	12%
Information and Communication	672	748	770	803	839	2%	2%	2%	2%	3%
Financial and Insurance Activities	2,121	2,204	2,243	2,291	2,251	7%	6%	7%	7%	7%
Real Estate Activities	355	366	363	362	352	1%	1%	1%	1%	1%
Professional, Scientific and Technical Activities	2,253	2,290	2,264	2,304	2,283	7%	7%	7%	7%	7%
Administrative and Support Services	1,726	1,645	1,637	1,632	1,597	5%	5%	5%	5%	5%
Public Administration	4,064	3,988	3,774	3,715	3,776	13%	12%	11%	11%	11%
Education	971	922	911	921	914	3%	3%	3%	3%	3%
Human Health and Social Work	2,440	2,890	2,798	2,769	2,791	8%	8%	8%	8%	8%
Arts, Entertainment and Recreation	387	473	471	500	655	1%	1%	1%	1%	2%
Other Service Activities	773	796	741	737	738	2%	2%	2%	2%	2%
Activities of Households as Employers, etc	472	486	472	508	526	1%	1%	1%	2%	2%
Activities of Extraterritorial Organizations and Bodies	25	25	26	22	24	0%	0%	0%	0%	0%
International Business Activity	4,240	4,020	4,051	4,000	3,982	13%	12%	12%	12%	12%
Major Occupational Group										
Senior Officials and Managers	6,285	6,454	6,381	6,319	6,219	19%	19%	19%	19%	19%
Professionals	6,468	6,514	6,328	6,242	6,286	20%	19%	19%	19%	19%
Technicians and Associate Professionals	2,763	2,857	2,864	2,843	2,776	9%	8%	8%	8%	8%
Clerks	4,914	5,054	5,093	5,151	5,273	15%	15%	15%	15%	16%
Service Workers and Shop and Market Sales Workers	6,244	7,427	7,248	7,111	6,896	19%	22%	21%	21%	21%
Skilled Agricultural and Fishery Workers	750	771	762	782	793	2%	2%	2%	2%	2%
Craft and Related Trade Workers	2,656	2,814	2,730	2,687	2,649	8%	8%	8%	8%	8%
Plant and Machine Operators and Assemblers	1,334	1,441	1,459	1,479	1,541	4%	4%	4%	4%	5%
Elementary Occupations	989	1,018	963	1,017	1,021	3%	3%	3%	3%	3%
Armed Forces	24	28	27	28	27	0%	0%	0%	0%	0%

¹ -Totals may not add to 100 due to rounding

Table 3
Median Gross Annual Income for All Establishments, 2019¹ and 2020¹

Sex, Age, Bermudian Status and Race of Job Holder	2020		2019		Increase/ Decrease 2019-2020 Percent
	Median Gross Annual Income	% of Median	Median Gross Annual Income	% of Median	
Total	\$65,068	100%	\$62,693	100%	3.8%
Male	\$61,946	95%	\$60,231	96%	2.8%
Female	\$68,294	105%	\$65,398	104%	4.4%
Under 25	\$36,607	56%	\$35,629	57%	2.7%
25 - 39	\$64,762	100%	\$61,113	97%	6.0%
40 - 54	\$73,769	113%	\$71,427	114%	3.3%
55 - 64	\$66,407	102%	\$65,707	105%	1.1%
65 +	\$48,602	75%	\$46,748	75%	4.0%
Bermudian	\$61,811	95%	\$60,112	96%	2.8%
Non-Bermudian Spouses of Bermudian	\$75,141	115%	\$73,220	117%	2.6%
Other Non-Bermudian	\$79,135	122%	\$74,587	119%	6.1%
Permanent Resident Certificate Holder	\$67,053	103%	\$65,531	105%	2.3%
Black	\$59,113	91%	\$58,260	93%	1.5%
White	\$87,876	135%	\$84,068	134%	4.5%
Mixed/Other Races	\$53,949	83%	\$52,094	83%	3.6%
Major Division of Economic Activity					
Agriculture, Forestry and Fishing	\$36,500	56%	\$36,255	58%	0.7%
Manufacturing	\$47,926	74%	\$46,854	75%	2.3%
Electricity, Water Supply and Waste Management	\$86,430	133%	\$80,291	128%	7.6%
Construction and Quarrying	\$54,829	84%	\$54,656	87%	0.3%
Wholesale and Retail Trade	\$49,551	76%	\$48,132	77%	2.9%
Transportation and Storage	\$53,338	82%	\$55,470	88%	-3.8%
Accommodation and Food Service Activities	\$38,905	60%	\$39,458	63%	-1.4%
Information and Communication	\$73,627	113%	\$73,273	117%	0.5%
Financial and Insurance Activities	\$91,180	140%	\$88,413	141%	3.1%
Real Estate Activities	\$67,359	104%	\$65,765	105%	2.4%
Professional, Scientific and Technical Activities	\$91,068	140%	\$86,157	137%	5.7%
Administrative and Support Services	\$40,109	62%	\$40,393	64%	-0.7%
Public Administration	\$76,535	118%	\$77,258	123%	-0.9%
Education	\$79,281	122%	\$82,974	132%	-4.5%
Human Health and Social Work	\$66,371	102%	\$69,384	111%	-4.3%
Arts, Entertainment and Recreation	\$48,102	74%	\$42,636	68%	12.8%
Other Service Activities	\$39,353	60%	\$41,009	65%	-4.0%
Activities of Households as Employers, etc	\$36,655	56%	\$35,550	57%	3.1%
Activities of Extraterritorial Organizations and Bodies	\$74,000	114%	\$71,250	114%	3.9%
International Business Activity	\$144,578	222%	\$141,050	225%	2.5%
Major Occupational Group					
Senior Officials and Managers	\$104,284	160%	\$101,832	162%	2.4%
Professionals	\$93,005	143%	\$92,907	148%	0.1%
Technicians and Associate Professionals	\$84,665	130%	\$82,899	132%	2.1%
Clerks	\$59,221	91%	\$58,563	93%	1.1%
Service Workers and Shop and Market Sales Workers	\$39,092	60%	\$39,114	62%	-0.1%
Skilled Agricultural and Fishery Workers	\$46,008	71%	\$46,512	74%	-1.1%
Craft and Related Trades Workers	\$55,657	86%	\$55,592	89%	0.1%
Plant and Machine Operators and Assemblers	\$49,673	76%	\$49,512	79%	0.3%
Elementary Occupations	\$49,406	76%	\$49,488	79%	-0.2%
Armed Forces	\$110,667	170%	\$102,000	163%	8.5%

¹-Median Gross Annual Income figures include all hours normally worked per week.

Table 4

Bermudians and Other Non-Bermudians in Selected Occupations and Percentage of Jobs Filled by Other Non-Bermudians, 2020

Selected Occupations	Total Jobs ¹	Bermudians	Other Non-Bermudians ²	% Jobs Filled by Other Non-Bermudians
Chef de Partie/Cook	609	122	469	77
Accountant I	533	175	319	60
Waiter/Waitress General	553	219	306	55
Finance (Insurance Banking Accounting) - Manager	650	289	303	47
Director and Chief Executive	613	270	250	41
Landscape Gardener	406	120	227	56
Nurse Registered	388	107	226	58
Mason	375	112	220	59
Cleaner/Houseperson	689	409	203	29
Accountant II	313	112	187	60
Actuary	232	42	181	78
Finance (Insurance Banking Accounting) - Sub-Manager	380	195	161	42
Managers N.E.C.	740	505	154	21
Underwriter	488	288	142	29
Secondary Education Teaching Professional	289	132	131	45
Finance (Insurance Banking Accounting) - General Manager	223	76	114	51
Nursemaid/Nanny	137	18	111	81
Lawyer	379	241	108	28
Beautician	195	61	108	55
Housekeeper (Private Service)	187	47	106	57
Accountant III	242	131	96	40
Commis de Cuisine/Assistant Cook	108	26	76	70
Physician	163	74	74	45
Sous Chef/Second Chef	92	16	74	80
Police Officer/Detective	298	212	70	23
General Managers N.E.C.	253	164	65	26
Building Construction Labourer	267	182	64	24
Auditor Internal	97	32	63	65
Other Professional Technical and Related N.E.C.	421	322	63	15
Carpenter and Joiner	199	127	63	32
Broker	134	64	60	45
Home-based Personal Care Worker	84	21	57	68
Motor Vehicle Mechanic	155	88	57	37
Barber/Hairdresser	179	96	55	31
Butcher/Fish Butcher	66	9	53	80
Supervisor/Foreman N.E.C.	304	236	51	17
Executive Chef/Head Cook	90	30	47	52
Captain Head/Waiter	62	11	47	76
Kitchen Assistant	209	144	47	22
Sub-Managers N.E.C.	264	191	45	17
Marketing and Sales - Manager	270	195	43	16
Business Analyst	181	124	42	23
Consultant Business (General)	158	99	42	27
Electrician (General)	193	146	42	22
Production/Operations - Manager	218	158	39	18
Refrigeration and Air Conditioning Plant Installer and Mechanic	135	94	37	27
Marketing and Sales - Sub-Manager	144	95	35	24
Pharmacist	59	19	35	59
Food and Beverage (Catering) - Sub-Manager	64	24	33	52
Investment Officer	110	65	33	30
Gardener (General)	113	52	33	29
Computer Professional N.E.C.	88	54	32	36
Primary Education Teaching Professional	396	333	32	8
Farm Worker (General)	38	6	31	82
Baker/Mixer	44	10	31	70
Waiter/Chef de Rang	54	22	30	56

N.E.C. - Not Elsewhere Classified

¹ - Includes workers who are Permanent Resident Certificate Holders and Non-Bermudian Spouses of Bermudians

² - Excludes workers who are Permanent Resident Certificate Holders and Non-Bermudian Spouses of Bermudians

Table 4

Bermudians and Other Non-Bermudians in Selected Occupations and Percentage of Jobs Filled by Other Non-Bermudians, 2020 cont.

Selected Occupations	Total Jobs ¹	Bermudians	Other Non-Bermudians ²	% Jobs Filled by Other Non-Bermudians
Food and Beverage (Catering) - Manager	77	39	29	38
Plumber (General)	124	88	27	22
Autobody Worker	51	21	27	53
Middle School Teacher	131	100	25	19
Legal Clerk	186	150	25	13
Compliance Officer	114	82	23	20
Software Engineer / Developer / Application programmer	33	5	21	64
Maitre D./Room Manager	43	19	21	49
Legal Secretary	131	98	20	15
Machinery/Maintenance Mechanic	91	63	20	22
Supervisor Foreman (Construction)	127	96	18	14
Specialist Economist/Securities Analyst	54	29	18	33
Tiler	27	7	18	67
Biological Technician/Public Health Analyst	42	24	17	40
Medical Laboratory Technologist	40	22	17	43
Dental Hygienist (Oral)	41	18	17	41
Motorcycle Mechanic	38	19	17	45
General Administration / Personnel - Manager	307	260	16	5
Statistical and Mathematical Technician	46	28	16	35
Radiological Technologist	48	29	16	33
Minister of Religion/Chaplain/Nun/Priest/Pastor	73	53	16	22
Marketing and Sales - General Manager	60	36	15	25
Child-Care Worker	33	17	15	45
Nursing Aide (includes Orderly)	422	371	15	4
Upholsterer	19	2	15	79
General Administration/Personnel - General Manager	312	268	14	4
Corporate/Legal - General Manager	42	24	14	33
Production/Operations - General Manager	70	49	14	20
Computer Programmer / Analyst	62	45	13	21
Other Teaching Professionals N.E.C.	100	82	13	13
Technical Salesperson	148	121	13	9
Executive Secretary/Personal Assistant	622	563	13	2
Janitor/Caretaker	144	112	13	9
Semi-skilled Construction Labourer	261	224	13	5
Data Processing/Information Technology - General Manager	36	19	12	33
Corporate / Legal - Manager	43	26	12	28
Engineering (Including Maintenance) - Manager	102	85	12	12
Physiotherapist	44	23	12	27
Sports Coach	65	53	12	18
Fitness Instructor/Physical Trainer	52	30	12	23
Civil Engineer	31	15	11	35
Special Education Teacher	79	62	11	14
Electronics and Telecommunications Engineering Technician	136	116	11	8
Insurance/Reinsurance Processor	428	395	11	3
Welder	44	29	11	25
Machinery Fitter and Assembler Mechanic N.E.C.	94	78	11	12
Supervisor Production Foreman (General Foreman)	42	31	10	24
Corporate/Legal - Sub-Manager	30	16	10	33
Computer Programmer	34	19	10	29
Occupational Therapist	33	19	10	30
IT Networking and Systems Technician	64	49	10	16
Assistant Housekeeper/Night Housekeeper/Housekeeper	128	96	10	8
Sales Assistant and Other Sales Personnel N.E.C.	287	259	10	3
Drywaller	23	9	10	43
Pastry Maker	13	2	10	77

Other Statistical Releases

Monthly

Consumer Price Index

Retail Sales Index

Quarterly

Bermuda Balance of Payments

Quarterly Gross Domestic Product

Annually

Employment Survey Tabulation Set

Bermuda Gross Domestic Product

Bermuda Digest of Statistics

Environmental Statistics Compendium

Information and Communications and Technology Report

Tourism Satellite Account

Other

Gross Domestic Product Rebasing

Report of the 2016 Census of Population and Housing

Bermuda Population Projections 2016-2026

2016 Population and Housing Census Education Brief

Report of the 2010 Census of Population and Housing

Report of the 2000 Census of Population and Housing

Education: Springboard to Employment

Higher Earnings

Personal and Household Income

Emigration: Bermuda's Qualified Human Capital Departs

Labour Force Trends

Bermuda Social Dynamics

The Changing Face of Bermuda's Seniors

Characteristics of Bermuda's Families

2013 Household Expenditure Survey Report

Literacy in Bermuda

May and November Labour Force Survey Reports



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