

THE BERMUDA JOB MARKET **Employment Briefs**



Introduction

The 2022 edition of the Bermuda Job Market Employment Briefs is based on data collected from the 2021 Employment Survey. The Employment Survey reference week was August 29 to September 4, 2021. 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 highlights 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 data 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.

In February 2022, preliminary data from the 2021 Employment Survey were released in the 2021 National Economic Report. The results provided an initial indication of consecutive job losses at the aggregate level. This edition examines the employment changes between the years 2020 and 2021. More in-depth cross-tabulations on Bermuda's job market can be obtained from the 2021 Employment Survey Tabulation Set. The 2022 Employment Briefs and the Tabulation Set are available on the Bermuda Government website at <https://www.gov.bm/employment-statistics>.

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

overleaf provide business and filled job totals, the number of businesses and filled jobs that were imputed and their respective imputation percentages for the years 2017 to 2021.

2020 - 2021 Highlights

- Total filled jobs decreased 3.4% (-1,111) to 31,316.
- Filled jobs for Males decreased 3.6% (-596) to 15,855.
- Filled jobs for Females decreased 3.2% (-515) to 15,461.
- Filled jobs for the 40 to 54 age group declined 4.3% (-504) to 11,297.
- Filled jobs by Bermudians fell 3.3% (-747) to 22,003.
- Filled jobs by Other Non-Bermudians declined 3.8% (-276) to 6,952.
- Filled jobs by Blacks decreased 3.8% (-652) to 16,522.
- Filled jobs within Accommodations and Food Service Activities decreased 14.3% (-515) to 3,076.
- Filled jobs among Service Workers and Shop and Market Sales Workers declined by 6.3% (-393) to 5,851.
- The median gross annual income for all job holders increased by 2.7% (+\$1,768) to \$66,836.

Chart 1: Total Filled Jobs, 2017 to 2021

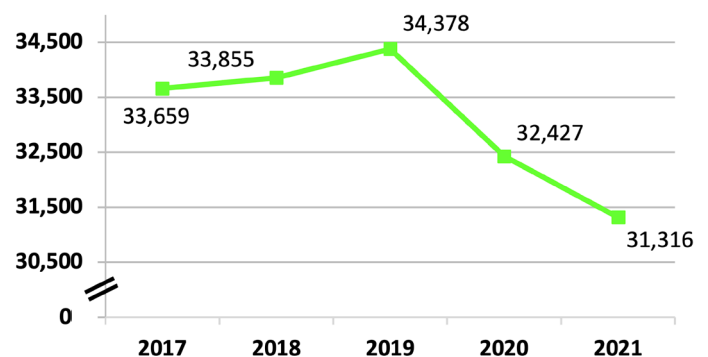


Table 1a
Total Businesses by Number and Percentage of
Businesses' Filled Job Data Imputed, 2017 to 2021

| Year | Total Businesses | Number of Businesses' Filled Job Data Imputed | Percentage of Businesses' Filled Job Data Imputed (%) |
|------|------------------|---|---|
| 2021 | 3,834 | 521 | 14 |
| 2020 | 3,957 | 581 | 15 |
| 2019 | 4,032 | 485 | 12 |
| 2018 | 3,996 | 307 | 8 |
| 2017 | 4,069 | 405 | 10 |

Table 1b
Total Filled Jobs by Number and Percentage of
Imputed Filled Jobs, 2017 to 2021

| Year | Total Filled Jobs | Number of Filled Jobs Imputed | Percentage of Filled Jobs Imputed (%) |
|------|-------------------|-------------------------------|---------------------------------------|
| 2021 | 31,316 | 1,889 | 6 |
| 2020 | 32,427 | 2,546 | 8 |
| 2019 | 34,378 | 1,775 | 5 |
| 2018 | 33,855 | 598 | 2 |
| 2017 | 33,659 | 1,541 | 5 |

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. In 2021 total employment fell behind 2019 levels as the economic contractions caused by the 2019 Coronavirus pandemic continued to linger. Year-over-year, total filled jobs declined by 1,111 jobs or 3.4% from 32,427 jobs in 2020 to 31,316 in 2021. The reduction represented 840 fewer job losses than were reported in 2021 (-1,951 jobs). With regard to sex, males and females registered 596 and 515 fewer filled jobs, respectively. According to age, job holders aged 40 to 54 years accounted for the largest year-to-year decrease with 504 fewer filled jobs. Total job holders aged 25 to 39 and 55 to 64 years shrunk by 374 and 211 jobs, respectively. Bermudians and Other Non-Bermudians bore the brunt of all job losses, down 747 and 276 jobs, respectively. The number of jobs held by blacks, whites and persons of mixed and other races fell by 652, 287 and 172 filled jobs, respectively.

Chart 2: Total Filled Jobs by Bermudians, 2017 to 2021

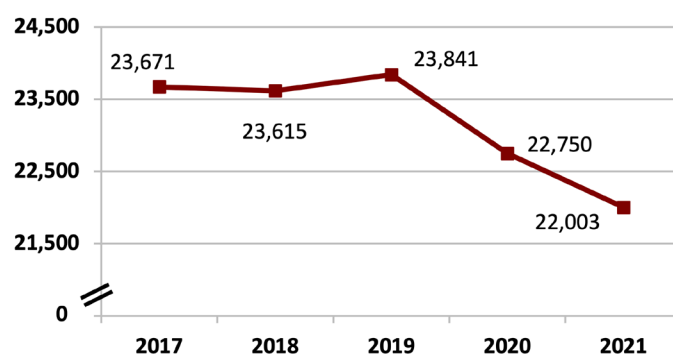
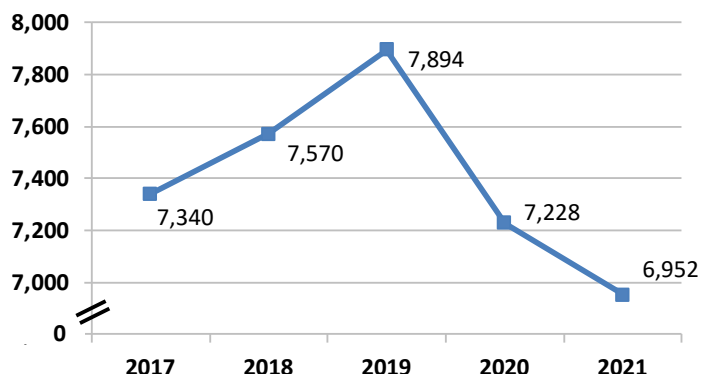


Chart 3: Total Filled Jobs by Other non-Bermudians, 2017 to 2021



Major Division of Economic Activity

Table 2 shows that despite the lack of job growth across nearly all divisions of economic activity the International Business sector registered a significant uptick in employment compared to the 2020 results with an increase of 172 jobs. The most notable year-to-year job gains in this sector were reported for Directors and Chief Executives (+69 jobs), Underwriters (+41 jobs) and Actuaries (+26 jobs). The Accommodation and Food Service Activities sector contracted by 515 jobs. This was due primarily to the reduced operations of the Fairmont Southampton. Other sectors of the job market that registered year-to-year contractions in excess of 100 jobs were Financial and Insurance Services (-153), Transport and Storage (-121), Construction and Quarrying (-107) and Professional, Scientific and Technical Activities (-103). Public Administration employment declined by 56 jobs.

Major Occupational Group

Eight of the ten major occupational groups recorded negative employment levels from the previous year. According to Table 2, significant job losses were reported in major occupational groups such as Service Workers and Shop and Market Sales Workers (-393), Clerks (-312), Plant and Machine Operators and Assemblers (-143), Senior Officials and Managers (-135) and Craft and Related Trade Workers (-112).

Within the Service Workers and Shop and Market Sales Workers occupation group job declines were most prevalent among Personal Service Worker (-60), Kitchen Assistant (-45) and General Waiter and Waitress (-42). Examples of clerical jobs that declined in number included Senior Clerk (-45), Junior Clerk Typist (-39) and Finance Clerk (-38). In the Plant and Machine Operators and Assemblers group, the number of Ordinary Sea Persons (-36) and Laundry Machine Operators (-26) were down from the previous year's level. Within the Senior Officials occupation group, job losses were reported primarily for Sub-Manager not elsewhere classified (-68), Finance Sub-Manager (-48) and Finance Manager (-44). The Craft and Related Trades Workers occupational group saw job declines mainly among Food and Beverage Processors (-39), Plumbers (-19), Painters (-17) and Masons (-15).

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 2021 median income earned by all job holders was \$66,836. This amount represented a 2.7% increase compared to the 2020 figure of \$65,068. The year-over-year percentage increase in median employment income exceeded the annual average inflation rate of 1.6% in August 2021.

The profile of median annual income by sex shows that females continue to earn more than males. On average, women earned \$70,239 in 2021 compared to \$63,451 for men, a pay difference of \$6,788.

In terms of age and income, job holders 40 to 54 years old earned the highest pay package (\$76,466) and were followed by workers aged 55 to 64 years old (\$68,288). Job holders who fell within the age groups of 25 to 39 years (\$66,363); 65 years and older (\$51,703); and under 25 years (\$36,539) each reported median incomes below the median annual income earned by all employees in 2021.

Based on the 2021 gross annual income data, all Bermudian status groups reported increases in their median income from the previous year. The median earnings for Permanent Resident Certificate Holders climbed from \$67,053 in 2020 to \$70,952 in 2021, while Other Non-Bermudians registered an uptick in earnings from \$79,135 to \$82,189. Non-Bermudian Spouses of Bermudians and Bermudians registered slight increases in their median annual pay. Between 2020 and 2021, pay levels for Non-Bermudian Spouses of Bermudians rose from \$75,141 to \$76,832 while Bermudian's earnings rose from \$61,811 to \$63,162.

Within the major occupational groups, persons employed as Senior Officials and Managers earned the highest salaries with a median annual income of \$107,080. The median income for Professionals was \$94,291, followed by Technicians and Associate Professionals at \$86,985. Clerks, Craft and Related Trade Workers, and Plant and Machine Operators earned \$59,850, \$54,959 and \$50,283, respectively. Persons who worked in Service, Shop and Market Sales roles earned the least among all occupational groups with a median annual income of \$40,386.

With respect to the major groups of economic activity, workers in the International Business sector earned the highest median annual income of \$147,760, more than double the overall median of \$66,836. The median income of workers in the other high paid industry sectors included Financial and Insurance Activities (\$93,908), Professional, Scientific and Technical Activities (\$91,863) and the Electricity, Water Supply and Waste Management sector with \$86,560. Accommodation and Food Service Activities (\$39,756), Other Service Activities (\$38,308), Activities of Households as employers (\$38,243) and Agriculture, Forestry and Fishing (\$37,393) were among the lowest paid sectors.

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 2021.

Job Holders Aged 18 to 26

Table 5 presents job holders aged 18 to 26 years old by Sex, Bermudian Status, Race, Major Division of Economic Activity and Major Occupational Groups, 2017 to 2021.

Bermudian and Non-Bermudian Job Holders Aged 55 and Older

Table 6 presents total Bermudian and Non-Bermudian job holders aged 55 and older by selected occupations for 2021.

Lowest paid occupations for Bermudians

Table 7 presents Bermudians in twenty lowest paid occupations who worked 35 hours or more per week by median gross annual income, 2021.

Lowest paid occupations held by Other Non-Bermudians

Table 8 presents Other Non-Bermudians in twenty lowest paid occupations who worked 35 hours or more per week by median gross annual income, 2021.



Table 2

Filled Jobs by Sex, Age Group, Bermudian Status, Race, Major Division of Economic Activity and Major Occupational Groups, 2017 to 2021

| Sex, Age Group, Bermudian Status and Race of Job Holder | Number | | | | | Percentage Distribution ¹ | | | | |
|---|--------|--------|--------|--------|--------|--------------------------------------|------|------|------|------|
| | 2021 | 2020 | 2019 | 2018 | 2017 | 2021 | 2020 | 2019 | 2018 | 2017 |
| Total Filled Jobs | 31,316 | 32,427 | 34,378 | 33,855 | 33,659 | 100% | 100% | 100% | 100% | 100% |
| Male | 15,855 | 16,451 | 17,527 | 17,228 | 17,121 | 51% | 51% | 51% | 51% | 51% |
| Female | 15,461 | 15,976 | 16,851 | 16,627 | 16,538 | 49% | 49% | 49% | 49% | 49% |
| Under 25 | 1,260 | 1,253 | 1,560 | 1,532 | 1,455 | 4% | 4% | 5% | 5% | 4% |
| 25 - 39 | 9,161 | 9,535 | 10,367 | 10,239 | 10,165 | 29% | 29% | 30% | 30% | 30% |
| 40 - 54 | 11,297 | 11,801 | 12,353 | 12,332 | 12,551 | 36% | 36% | 36% | 36% | 37% |
| 55 - 64 | 7,087 | 7,298 | 7,495 | 7,282 | 7,088 | 23% | 23% | 22% | 22% | 21% |
| 65 + | 2,511 | 2,540 | 2,603 | 2,470 | 2,400 | 8% | 8% | 8% | 7% | 7% |
| Bermudian | 22,003 | 22,750 | 23,841 | 23,615 | 23,671 | 70% | 70% | 69% | 70% | 70% |
| Non-Bermudian Spouses of Bermudian | 1,710 | 1,791 | 1,907 | 1,876 | 1,862 | 22% | 6% | 6% | 6% | 6% |
| Other Non-Bermudian | 6,952 | 7,228 | 7,894 | 7,570 | 7,340 | 5% | 22% | 23% | 22% | 22% |
| Permanent Resident Certificate Holder | 651 | 658 | 736 | 794 | 786 | 2% | 2% | 2% | 2% | 2% |
| Black | 16,522 | 17,174 | 18,076 | 17,858 | 17,826 | 53% | 53% | 53% | 53% | 53% |
| White | 9,813 | 10,100 | 10,677 | 10,681 | 10,754 | 31% | 31% | 31% | 32% | 32% |
| Mixed/Other Races | 4,981 | 5,153 | 5,625 | 5,316 | 5,079 | 16% | 16% | 16% | 16% | 15% |
| Major Division of Economic Activity | | | | | | | | | | |
| Agriculture, Forestry and Fishing | 177 | 173 | 183 | 180 | 188 | 1% | 1% | 1% | 1% | 1% |
| Manufacturing | 345 | 361 | 383 | 399 | 421 | 1% | 1% | 1% | 1% | 1% |
| Electricity, Water Supply and Waste Management | 319 | 324 | 329 | 348 | 355 | 1% | 1% | 1% | 1% | 1% |
| Construction and Quarrying | 2,044 | 2,151 | 2,233 | 2,137 | 2,013 | 7% | 7% | 6% | 6% | 6% |
| Wholesale and Retail Trade | 3,950 | 3,972 | 4,232 | 4,277 | 4,265 | 13% | 12% | 12% | 13% | 13% |
| Transportation and Storage | 1,235 | 1,356 | 1,474 | 1,447 | 1,483 | 4% | 4% | 4% | 4% | 4% |
| Accommodation and Food Service Activities | 3,076 | 3,591 | 4,691 | 4,546 | 4,370 | 10% | 11% | 14% | 13% | 13% |
| Information and Communication | 602 | 672 | 748 | 770 | 803 | 2% | 2% | 2% | 2% | 2% |
| Financial and Insurance Activities | 1,968 | 2,121 | 2,204 | 2,243 | 2,291 | 6% | 7% | 6% | 7% | 7% |
| Real Estate Activities | 341 | 355 | 366 | 363 | 362 | 1% | 1% | 1% | 1% | 1% |
| Professional, Scientific and Technical Activities | 2,150 | 2,253 | 2,290 | 2,264 | 2,304 | 7% | 7% | 7% | 7% | 7% |
| Administrative and Support Services | 1,698 | 1,726 | 1,645 | 1,637 | 1,632 | 5% | 5% | 5% | 5% | 5% |
| Public Administration | 4,008 | 4,064 | 3,988 | 3,774 | 3,715 | 13% | 13% | 12% | 11% | 11% |
| Education | 950 | 971 | 922 | 911 | 921 | 3% | 3% | 3% | 3% | 3% |
| Human Health and Social Work | 2,446 | 2,440 | 2,890 | 2,798 | 2,769 | 8% | 8% | 8% | 8% | 8% |
| Arts, Entertainment and Recreation | 353 | 387 | 473 | 471 | 500 | 1% | 1% | 1% | 1% | 1% |
| Other Service Activities | 774 | 773 | 796 | 741 | 737 | 2% | 2% | 2% | 2% | 2% |
| Activities of Households as Employers, etc | 443 | 472 | 486 | 472 | 508 | 1% | 1% | 1% | 1% | 2% |
| Activities of Extraterritorial Organizations and Bodies | 25 | 25 | 25 | 26 | 22 | 0% | 0% | 0% | 0% | 0% |
| International Business Activity | 4,412 | 4,240 | 4,020 | 4,051 | 4,000 | 14% | 13% | 12% | 12% | 12% |
| Major Occupational Group | | | | | | | | | | |
| Senior Officials and Managers | 6,150 | 6,285 | 6,454 | 6,381 | 6,319 | 20% | 19% | 19% | 19% | 19% |
| Professionals | 6,496 | 6,468 | 6,514 | 6,328 | 6,242 | 21% | 20% | 19% | 19% | 19% |
| Technicians and Associate Professionals | 2,751 | 2,763 | 2,857 | 2,864 | 2,843 | 9% | 9% | 8% | 8% | 8% |
| Clerks | 4,602 | 4,914 | 5,054 | 5,093 | 5,151 | 15% | 15% | 15% | 15% | 15% |
| Service Workers and Shop and Market Sales Workers | 5,851 | 6,244 | 7,427 | 7,248 | 7,111 | 19% | 19% | 22% | 21% | 21% |
| Skilled Agricultural and Fishery Workers | 742 | 750 | 771 | 762 | 782 | 2% | 2% | 2% | 2% | 2% |
| Craft and Related Trade Workers | 2,544 | 2,656 | 2,814 | 2,730 | 2,687 | 8% | 8% | 8% | 8% | 8% |
| Plant and Machine Operators and Assemblers | 1,191 | 1,334 | 1,441 | 1,459 | 1,479 | 4% | 4% | 4% | 4% | 4% |
| Elementary Occupations | 956 | 989 | 1,018 | 963 | 1,017 | 3% | 3% | 3% | 3% | 3% |
| Armed Forces | 33 | 24 | 28 | 27 | 28 | 0% | 0% | 0% | 0% | 0% |

¹ Totals may not add to 100 due to rounding.

Table 3

Median Gross Annual Income for All Establishments, 2020 and 2021

| Sex, Age Group, Bermudian Status and Race of Job Holder | 2021 | | 2020 | | Increase/ Decrease 2020-2021 Percent |
|--|--|----------------|--|----------------|---|
| | Median Gross Annual Income ¹ | % of Median | Median Gross Annual Income ¹ | % of Median | |
| Total | \$66,836 | 100% | \$65,068 | 100% | 2.7% |
| Male | \$63,451 | 95% | \$61,946 | 95% | 2.4% |
| Female | \$70,239 | 105% | \$68,294 | 105% | 2.8% |
| Under 25 | \$36,539 | 55% | \$36,607 | 56% | -0.2% |
| 25 - 39 | \$66,363 | 99% | \$64,762 | 100% | 2.5% |
| 40 - 54 | \$76,466 | 114% | \$73,769 | 113% | 3.7% |
| 55 - 64 | \$68,288 | 102% | \$66,407 | 102% | 2.8% |
| 65 + | \$51,703 | 77% | \$48,602 | 75% | 6.4% |
| Bermudian | \$63,162 | 95% | \$61,811 | 95% | 2.2% |
| Non-Bermudian Spouses of Bermudian | \$76,832 | 123% | \$75,141 | 115% | 2.3% |
| Other Non-Bermudian | \$82,189 | 115% | \$79,135 | 122% | 3.9% |
| Permanent Resident Certificate Holder | \$70,952 | 106% | \$67,053 | 103% | 5.8% |
| Black | \$59,761 | 89% | \$59,113 | 91% | 1.1% |
| White | \$90,160 | 135% | \$87,876 | 135% | 2.6% |
| Mixed/Other Races | \$55,577 | 83% | \$53,949 | 83% | 3.0% |
| Major Division of Economic Activity | | | | | |
| Agriculture, Forestry and Fishing | \$37,393 | 56% | \$36,500 | 56% | 2.4% |
| Manufacturing | \$47,368 | 71% | \$47,926 | 74% | -1.2% |
| Electricity, Water Supply and Waste Management | \$86,560 | 130% | \$86,430 | 133% | 0.1% |
| Construction and Quarrying | \$55,110 | 82% | \$54,829 | 84% | 0.5% |
| Wholesale and Retail Trade | \$49,639 | 74% | \$49,551 | 76% | 0.2% |
| Transportation and Storage | \$54,696 | 82% | \$53,338 | 82% | 2.5% |
| Accommodation and Food Service Activities | \$39,756 | 59% | \$38,905 | 60% | 2.2% |
| Information and Communication | \$74,875 | 112% | \$73,627 | 113% | 1.7% |
| Financial and Insurance Activities | \$93,908 | 141% | \$91,180 | 140% | 3.0% |
| Real Estate Activities | \$68,760 | 103% | \$67,359 | 104% | 2.1% |
| Professional, Scientific and Technical Activities | \$91,863 | 137% | \$91,068 | 140% | 0.9% |
| Administrative and Support Services | \$41,553 | 62% | \$40,109 | 62% | 3.6% |
| Public Administration | \$77,882 | 117% | \$76,535 | 118% | 1.8% |
| Education | \$83,260 | 125% | \$79,281 | 122% | 5.0% |
| Human Health and Social Work | \$67,331 | 101% | \$66,371 | 102% | 1.4% |
| Arts, Entertainment and Recreation | \$50,586 | 76% | \$48,102 | 74% | 5.2% |
| Other Service Activities | \$38,308 | 57% | \$39,353 | 60% | -2.7% |
| Activities of Households as Employers, etc | \$38,243 | 57% | \$36,655 | 56% | 4.3% |
| Activities of Extraterritorial Organizations and Bodies | \$76,500 | 114% | \$74,000 | 114% | 3.4% |
| International Business Activity | \$147,760 | 221% | \$144,578 | 222% | 2.2% |
| Major Occupational Group | | | | | |
| Senior Officials and Managers | \$107,080 | 160% | \$104,284 | 160% | 2.7% |
| Professionals | \$94,291 | 141% | \$93,005 | 143% | 1.4% |
| Technicians and Associate Professionals | \$86,985 | 130% | \$84,665 | 130% | 2.7% |
| Clerks | \$59,850 | 90% | \$59,221 | 91% | 1.1% |
| Service Workers and Shop and Market Sales Workers | \$40,386 | 60% | \$39,092 | 60% | 3.3% |
| Skilled Agricultural and Fishery Workers | \$46,410 | 69% | \$46,008 | 71% | 0.9% |
| Craft and Related Trades Workers | \$54,959 | 82% | \$55,657 | 86% | -1.3% |
| Plant and Machine Operators and Assemblers | \$50,283 | 75% | \$49,673 | 76% | 1.2% |
| Elementary Occupations | \$49,736 | 74% | \$49,406 | 76% | 0.7% |
| Armed Forces | \$102,000 | 153% | \$110,667 | 170% | -7.8% |

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, 2021

| Selected Occupations ¹ | Total Jobs ² | Bermudians | Other Non-Bermudians ³ | % Jobs Filled by Other Non-Bermudians |
|--|-------------------------|------------|-----------------------------------|---------------------------------------|
| Senior Officials and Managers | | | | |
| Director and Chief Executive | 718 | 299 | 318 | 44 |
| Finance (Insurance Banking Accounting) - Manager | 606 | 278 | 274 | 45 |
| Managers N.E.C. | 748 | 520 | 156 | 21 |
| Finance (Insurance Banking Accounting) - Sub-Manager | 332 | 168 | 146 | 44 |
| Finance (Insurance Banking Accounting) - General Manager | 228 | 85 | 115 | 50 |
| General Managers N.E.C. | 239 | 160 | 58 | 24 |
| Supervisor / Foreman N.E.C. | 277 | 209 | 52 | 19 |
| Sub-Managers N.E.C. | 196 | 136 | 37 | 19 |
| Marketing and Sales - Sub-Manager | 135 | 85 | 34 | 25 |
| Marketing and Sales - Manager | 244 | 180 | 33 | 14 |
| Food and Beverage (Catering) - Sub-Manager | 69 | 29 | 33 | 48 |
| Production / Operations - Manager | 202 | 149 | 31 | 15 |
| Compliance Officer | 134 | 98 | 24 | 18 |
| Food and Beverage (Catering) - Manager | 73 | 40 | 24 | 33 |
| Marketing and Sales - General Manager | 70 | 41 | 21 | 30 |
| Supervisor Foreman (Construction) | 121 | 91 | 18 | 15 |
| Corporate / Legal - Manager | 50 | 28 | 16 | 32 |
| General Administration / Personnel - General Manager | 310 | 268 | 15 | 5 |
| Corporate / Legal - General Manager | 52 | 31 | 15 | 29 |
| Engineering (Including Maintenance) - Manager | 96 | 79 | 13 | 14 |
| Data Processing / Information Technology - General Manager | 40 | 23 | 12 | 30 |
| Production / Operations - General Manager | 64 | 49 | 11 | 17 |
| General Administration / Personnel - Manager | 294 | 255 | 11 | 4 |
| Supervisor Production Foreman (General Foreman) | 44 | 32 | 10 | 23 |
| Professionals | | | | |
| Accountant I | 483 | 166 | 271 | 56 |
| Nurse Registered | 373 | 95 | 219 | 59 |
| Actuary | 257 | 38 | 206 | 80 |
| Accountant II | 329 | 112 | 203 | 62 |
| Secondary Education Teaching Professional | 283 | 128 | 130 | 46 |
| Lawyer | 356 | 218 | 103 | 29 |
| Accountant III | 225 | 121 | 89 | 40 |
| Other Professional Technical and Related N.E.C. | 453 | 335 | 81 | 18 |
| Physician | 160 | 70 | 74 | 46 |
| Auditor Internal | 81 | 22 | 56 | 69 |
| Pharmacist | 81 | 23 | 51 | 63 |
| Business Analyst | 212 | 157 | 41 | 19 |
| Primary Education Teaching Professional | 389 | 326 | 34 | 9 |
| Computer Professional N.E.C. | 76 | 47 | 27 | 36 |
| Middle School Teacher | 131 | 103 | 22 | 17 |
| Software Engineer / Developer / Application programmer | 36 | 8 | 21 | 58 |
| Medical Laboratory Technologist | 38 | 20 | 17 | 45 |
| Radiological Technologist | 44 | 24 | 17 | 39 |
| Statistical and Mathematical Technician | 52 | 33 | 16 | 31 |
| Associate Accountant | 48 | 31 | 16 | 33 |
| Biological Technician/Public Health Analyst | 42 | 26 | 15 | 36 |
| Minister of Religion/Chaplain/Nun/Priest/Pastor | 71 | 53 | 14 | 20 |
| Physiotherapist | 47 | 26 | 13 | 28 |
| Other Teaching Professionals N.E.C. | 94 | 76 | 13 | 14 |
| Specialist Economist/Securities Analyst | 48 | 30 | 13 | 27 |
| Occupational Therapist | 31 | 16 | 11 | 35 |
| Special Education Teacher | 81 | 64 | 11 | 14 |
| Medical Worker N.E.C. | 103 | 85 | 10 | 10 |

N.E.C. Not Elsewhere Classified

¹ Selected Occupations are those that have 10 or more Other Non-Bermudians.

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

³ Excludes workers who are Permanent Resident Certificate Holders and Non-Bermudian Spouses of Bermudians.

Table 4 (Cont'd)
Bermudians and Other Non-Bermudians in Selected Occupations and Percentage of Jobs Filled by Other Non-Bermudians, 2021

| Selected Occupations ¹ | Total Jobs ² | Bermudians | Other Non-Bermudians ³ | % Jobs Filled by Other Non-Bermudians |
|---|--------------------------------|-------------------|--|--|
| Technicians and Associated Professionals | | | | |
| Underwriter | 530 | 318 | 150 | 28 |
| Police Officer/Detective | 282 | 201 | 66 | 23 |
| Broker | 142 | 69 | 61 | 43 |
| Consultant Business (General) | 150 | 90 | 46 | 31 |
| Investment Officer | 99 | 63 | 27 | 27 |
| Dental Hygienist (Oral) | 39 | 17 | 16 | 41 |
| Trust Officer | 67 | 47 | 13 | 19 |
| Sports Coach | 60 | 49 | 11 | 18 |
| Clerks | | | | |
| Legal Secretary | 118 | 90 | 18 | 15 |
| Legal Clerk | 168 | 141 | 15 | 9 |
| Executive Secretary / Personal Assistant | 588 | 537 | 10 | 2 |
| Service Workers and Shop and Market Sales Workers | | | | |
| Chef de Partie/Cook | 578 | 114 | 441 | 76 |
| Waiter / Waitress General | 511 | 245 | 239 | 47 |
| Cleaner / Houseperson | 721 | 443 | 198 | 27 |
| Beautician | 188 | 52 | 109 | 58 |
| Nursemaid / Nanny | 129 | 13 | 106 | 82 |
| Housekeeper (Private Service) | 159 | 38 | 93 | 58 |
| Sous Chef / Second Chef | 98 | 16 | 80 | 82 |
| Home-based Personal Care Worker | 96 | 13 | 75 | 78 |
| Commis de Cuisine / Assistant Cook | 75 | 16 | 53 | 71 |
| Executive Chef / Head Cook | 90 | 26 | 51 | 57 |
| Barber / Hairdresser | 170 | 92 | 51 | 30 |
| Captain Head/Waiter | 60 | 6 | 49 | 82 |
| Kitchen Assistant | 164 | 114 | 41 | 25 |
| Waiter / Chef de Rang | 64 | 26 | 36 | 56 |
| Maître D' / Room Manager | 39 | 15 | 23 | 59 |
| Child-Care Worker | 34 | 17 | 16 | 47 |
| Nursing Aide (includes Orderly) | 397 | 342 | 16 | 4 |
| Skilled Agricultural And Fishery Workers | | | | |
| Landscape Gardener | 399 | 133 | 202 | 51 |
| Gardener (General) | 109 | 53 | 32 | 29 |
| Farm Worker (General) | 37 | 6 | 30 | 81 |
| Craft and Related Trades Workers | | | | |
| Mason | 360 | 114 | 207 | 58 |
| Carpenter and Joiner | 188 | 126 | 54 | 29 |
| Motor Vehicle Mechanic | 142 | 81 | 52 | 37 |
| Butcher / Fish Butcher | 63 | 8 | 51 | 81 |
| Refrigeration and Air Conditioning Plant Installer and Mechanic | 147 | 108 | 35 | 24 |
| Baker / Mixer | 47 | 10 | 34 | 72 |
| Electrician (General) | 189 | 151 | 31 | 16 |
| Autobody Worker | 51 | 24 | 24 | 47 |
| Tiler | 30 | 9 | 19 | 63 |
| Plumber (General) | 105 | 81 | 19 | 18 |
| Machinery / Maintenance Mechanic | 94 | 68 | 16 | 17 |
| Motorcycle Mechanic | 34 | 18 | 14 | 41 |
| Pastry Maker | 16 | 2 | 13 | 81 |
| Upholsterer | 16 | 2 | 12 | 75 |
| Welder | 42 | 27 | 11 | 26 |
| Elementary Occupations | | | | |
| Building Construction Labourer | 226 | 177 | 29 | 13 |
| Janitor / Caretaker | 142 | 114 | 11 | 8 |
| Semi-skilled Construction Labourer | 249 | 216 | 10 | 4 |

N.E.C. Not Elsewhere Classified

¹ Selected Occupations are those that have 10 or more Other Non-Bermudians.

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

³ Excludes workers who are Permanent Resident Certificate Holders and Non-Bermudian Spouses of Bermudians.

Table 5

Filled Jobs For Job Holders Aged 18 to 26 by Sex, Bermudian Status, Race, Major Division of Economic Activity and Major Occupational Groups, 2017 to 2021

| Sex, Bermudian Status and Race of Job Holder | Number | | | | | Percentage Distribution ¹ | | | | |
|---|--------|-------|-------|-------|-------|--------------------------------------|------|------|------|------|
| | 2021 | 2020 | 2019 | 2018 | 2017 | 2021 | 2020 | 2019 | 2018 | 2017 |
| Total Filled Jobs | 1,940 | 1,978 | 2,367 | 2,345 | 2,319 | 100% | 100% | 100% | 100% | 100% |
| Male | 917 | 967 | 1,151 | 1,121 | 1,076 | 47% | 49% | 49% | 48% | 46% |
| Female | 1,023 | 1,011 | 1,216 | 1,224 | 1,243 | 53% | 51% | 51% | 52% | 54% |
| Bermudian | 1,743 | 1,762 | 2,069 | 2,027 | 2,015 | 90% | 89% | 87% | 86% | 87% |
| Non-Bermudian Spouses of Bermudian | 15 | 12 | 19 | 21 | 17 | 1% | 1% | 1% | 1% | 1% |
| Other Non-Bermudian | 154 | 177 | 247 | 262 | 241 | 8% | 9% | 10% | 11% | 10% |
| Permanent Resident Certificate Holder | 28 | 27 | 32 | 35 | 46 | 1% | 1% | 1% | 1% | 2% |
| Black | 1,280 | 1,289 | 1,516 | 1,474 | 1,452 | 66% | 65% | 64% | 63% | 63% |
| White | 422 | 393 | 490 | 508 | 537 | 22% | 20% | 21% | 22% | 23% |
| Mixed/Other Races | 238 | 296 | 361 | 363 | 330 | 12% | 15% | 15% | 15% | 14% |
| Major Division of Economic Activity | | | | | | | | | | |
| Agriculture, Forestry and Fishing | 12 | 9 | 7 | 4 | 7 | 1% | 0% | 0% | 0% | 0% |
| Manufacturing | 24 | 23 | 20 | 25 | 28 | 1% | 1% | 1% | 1% | 1% |
| Electricity, Water Supply and Waste Management | 13 | 17 | 20 | 22 | 21 | 1% | 1% | 1% | 1% | 1% |
| Construction and Quarrying | 103 | 105 | 117 | 105 | 86 | 5% | 5% | 5% | 4% | 4% |
| Wholesale and Retail Trade | 448 | 434 | 467 | 501 | 501 | 23% | 22% | 20% | 21% | 22% |
| Transportation and Storage | 54 | 71 | 108 | 77 | 101 | 3% | 4% | 5% | 3% | 4% |
| Accommodation and Food Service Activities | 376 | 414 | 660 | 611 | 616 | 19% | 21% | 28% | 26% | 27% |
| Information and Communication | 32 | 33 | 50 | 54 | 59 | 2% | 2% | 2% | 2% | 3% |
| Financial and Insurance Activities | 63 | 69 | 89 | 116 | 112 | 3% | 3% | 4% | 5% | 5% |
| Real Estate Activities | 5 | 7 | 9 | 13 | 12 | 0% | 0% | 0% | 1% | 1% |
| Professional, Scientific and Technical Activities | 174 | 160 | 176 | 189 | 187 | 9% | 8% | 7% | 8% | 8% |
| Administrative and Support Services | 116 | 125 | 131 | 117 | 113 | 6% | 6% | 6% | 5% | 5% |
| Public Administration | 107 | 121 | 136 | 138 | 94 | 6% | 6% | 6% | 6% | 4% |
| Education | 59 | 60 | 53 | 48 | 52 | 3% | 3% | 2% | 2% | 2% |
| Human Health and Social Work | 110 | 102 | 96 | 88 | 110 | 6% | 5% | 4% | 4% | 5% |
| Arts, Entertainment and Recreation | 18 | 20 | 43 | 50 | 50 | 1% | 1% | 2% | 2% | 2% |
| Other Service Activities | 33 | 29 | 37 | 33 | 30 | 2% | 1% | 2% | 1% | 1% |
| Activities of Households as Employers etc | 7 | 5 | 7 | 6 | 10 | 0% | 0% | 0% | 0% | 0% |
| Activities of Extraterritorial Organizations and Bodies | 0 | 0 | 0 | 1 | 0 | 0% | 0% | 0% | 0% | 0% |
| International Business Activity | 186 | 174 | 141 | 147 | 130 | 10% | 9% | 6% | 6% | 6% |
| Major Occupational Group | | | | | | | | | | |
| Senior Officials and Managers | 85 | 74 | 91 | 123 | 101 | 4% | 4% | 4% | 5% | 4% |
| Professionals | 301 | 287 | 290 | 287 | 271 | 16% | 15% | 12% | 12% | 12% |
| Technicians and Associate Professionals | 132 | 139 | 169 | 164 | 147 | 7% | 7% | 7% | 7% | 6% |
| Clerks | 425 | 469 | 501 | 492 | 513 | 22% | 24% | 21% | 21% | 22% |
| Service Workers and Shop and Market Sales Workers | 637 | 646 | 915 | 895 | 930 | 33% | 33% | 39% | 38% | 40% |
| Skilled Agricultural and Fishery Workers | 36 | 41 | 35 | 31 | 30 | 2% | 2% | 1% | 1% | 1% |
| Craft and Related Trade Workers | 138 | 130 | 146 | 161 | 146 | 7% | 7% | 6% | 7% | 6% |
| Plant and Machine Operators and Assemblers | 58 | 73 | 94 | 82 | 71 | 3% | 4% | 4% | 3% | 3% |
| Elementary Occupations | 127 | 118 | 126 | 110 | 110 | 7% | 6% | 5% | 5% | 5% |
| Armed Forces | 1 | 1 | 0 | 0 | 0 | 0% | 0% | 0% | 0% | 0% |

¹Totals may not add to 100 due to rounding.

Table 6

Bermudians and Other Non-Bermudians Aged 55 and Older in Selected Occupations and Percentage of Jobs Filled by Other Non-Bermudians, 2021

| Selected Occupations ¹ | Total Jobs ² | Bermudians | Other Non-Bermudians ³ | % Jobs Filled by Other Non-Bermudians |
|--|--------------------------------|-------------------|--|--|
| Senior Officials and Managers | | | | |
| Director and Chief Executive | 253 | 134 | 96 | 38% |
| Finance (Insurance Banking Accounting) - Manager | 169 | 112 | 40 | 24% |
| Managers N.E.C. | 296 | 227 | 27 | 9% |
| General Managers N.E.C. | 120 | 87 | 26 | 22% |
| Finance (Insurance Banking Accounting) - General Manager | 62 | 32 | 19 | 31% |
| Marketing and Sales - Sub-Manager | 41 | 25 | 10 | 24% |
| Marketing and Sales - Manager | 110 | 88 | 10 | 9% |
| Production / Operations - Manager | 80 | 63 | 9 | 11% |
| Marketing and Sales - General Manager | 21 | 13 | 7 | 33% |
| Supervisor Foreman (Construction) | 58 | 49 | 6 | 10% |
| Finance (Insurance Banking Accounting) - Sub-Manager | 66 | 58 | 6 | 9% |
| Sub-Managers N.E.C. | 63 | 51 | 5 | 8% |
| Supervisor / Foreman N.E.C. | 92 | 83 | 5 | 5% |
| General Administration / Personnel - Manager | 147 | 134 | 5 | 3% |
| General Administration / Personnel - General Manager | 178 | 161 | 5 | 3% |
| Professionals | | | | |
| Nurse Registered | 97 | 44 | 26 | 27% |
| Secondary Education Teaching Professional | 67 | 37 | 22 | 33% |
| Physician | 59 | 30 | 20 | 34% |
| Lawyer | 98 | 73 | 15 | 15% |
| Accountant I | 79 | 53 | 11 | 14% |
| Minister of Religion/Chaplain/Nun/Priest/Pastor | 55 | 43 | 10 | 18% |
| Actuary | 13 | 3 | 8 | 62% |
| Primary Education Teaching Professional | 95 | 81 | 7 | 7% |
| Other Professional Technical and Related N.E.C. | 86 | 74 | 6 | 7% |
| Technicians and Associate Professionals | | | | |
| Underwriter | 57 | 20 | 27 | 47% |
| Police Officer/Detective | 37 | 20 | 15 | 41% |
| Broker | 27 | 9 | 14 | 52% |
| Consultant Business (General) | 67 | 53 | 7 | 10% |
| Clerks | | | | |
| Legal Clerk | 65 | 52 | 7 | 11% |
| Service Workers and Shop and Market Sales Workers | | | | |
| Chef de Partie/Cook | 87 | 36 | 44 | 51% |
| Cleaner / Houseperson | 284 | 213 | 30 | 11% |
| Housekeeper (Private Service) | 72 | 27 | 26 | 36% |
| Waiter / Waitress General | 61 | 35 | 20 | 33% |
| Nursemaid/Nanny | 24 | 6 | 17 | 71% |
| Home-based Personal Care Worker | 26 | 9 | 13 | 50% |
| Sous Chef / Second Chef | 15 | 3 | 12 | 80% |
| Executive Chef/Head Cook | 28 | 13 | 9 | 32% |
| Beautician | 25 | 10 | 9 | 36% |
| Kitchen Assistant | 54 | 44 | 6 | 11% |
| Barber / Hairdresser | 49 | 36 | 6 | 12% |
| Captain Head / Waiter | 13 | 5 | 5 | 38% |

N.E.C. Not Elsewhere Classified

¹ Selected Occupations are those that have 5 or more Other Non-Bermudians.² Includes workers who are Permanent Resident Certificate Holders and Non-Bermudian Spouses of Bermudians.³ Excludes workers who are Permanent Resident Certificate Holders and Non-Bermudian Spouses of Bermudians.

Table 6 (Cont'd)

Bermudians and Other Non-Bermudians Aged 55 and Older in Selected Occupations and Percentage of Jobs Filled by Other Non-Bermudians, 2021

| Selected Occupations ¹ | Total Jobs ² | Bermudians | Other Non-Bermudians ³ | % Jobs Filled by Other Non-Bermudians |
|---|--------------------------------|-------------------|--|--|
| Skilled Agricultural And Fishery Workers | | | | |
| Landscape Gardener | 102 | 43 | 27 | 26% |
| Gardener (General) | 56 | 23 | 13 | 23% |
| Farm Worker (General) | 13 | 3 | 9 | 69% |
| Craft And Related Trades Workers | | | | |
| Mason | 93 | 56 | 25 | 27% |
| Butcher/Fish Butcher | 16 | 3 | 10 | 63% |
| Carpenter and Joiner | 69 | 60 | 8 | 12% |
| Electrician (General) | 54 | 46 | 8 | 15% |
| Motor Vehicle Mechanic | 43 | 29 | 8 | 19% |
| Refrigeration and Air Conditioning Plant Installer and Mechanic | 22 | 13 | 8 | 36% |
| Tiler | 16 | 8 | 6 | 38% |
| Welder | 14 | 8 | 5 | 36% |
| Baker/Mixer | 11 | 4 | 5 | 45% |
| Elementary Occupations | | | | |
| Janitor/Caretaker | 85 | 69 | 5 | 6% |
| Semi-skilled Construction Labourer | 64 | 54 | 5 | 8% |

N.E.C. Not Elsewhere Classified

¹ Selected Occupations are those that have 5 or more Other Non-Bermudians.

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

³ Excludes workers who are Permanent Resident Certificate Holders and Non-Bermudian Spouses of Bermudians.

Table 7
Bermudians in Twenty Lowest Paid Occupations who Worked
Thirty-Five Hours or More Per Week by Median Gross Annual Income, 2021

| Selected Occupations | Total Filled Jobs | Median Gross Annual Income¹ |
|---|--------------------------|---|
| Lifeguard | 11 | \$21,900 |
| Butler | 5 | \$23,250 |
| Bus Boy/Commis Waiter | 6 | \$25,500 |
| Chambermaid and/or Night Maid | 70 | \$30,261 |
| Commercial Fisherperson/Charter Fisherperson | 27 | \$32,000 |
| Pump Person | 43 | \$32,684 |
| Caste Concrete Product Worker | 6 | \$33,000 |
| Waiter/Waitress General | 119 | \$33,400 |
| Pool Attendant/Beach Attendant | 30 | \$33,857 |
| Commis de Cuisine/Assistant Cook | 14 | \$34,000 |
| Waiter/Chef de Rang | 17 | \$35,400 |
| Kitchen Assistant | 81 | \$35,870 |
| Child-Care Worker | 14 | \$36,000 |
| Airline Freight Agent | 25 | \$38,000 |
| Assistant Housekeeper/Night Housekeeper/Housekeeper | 60 | \$38,609 |
| Underwater Worker/Diver | 9 | \$39,000 |
| Bar Porter | 18 | \$39,818 |
| Sightseeing Travel Museum Guide | 21 | \$41,143 |
| Beautician | 41 | \$41,200 |
| Hotel Receptionist/Cashier | 48 | \$41,625 |

¹Includes job holders in all establishments who normally work 35 hours or more per week.

Table 8
Other Non-Bermudians in Twenty Lowest Paid Occupations who Worked
Thirty-Five Hours or More Per Week by Median Gross Annual Income, 2021

| Selected Occupations | Total Filled Jobs | Median Gross Annual Income¹ |
|---|--------------------------|---|
| Lifeguard | 6 | \$21,000 |
| Waiter/Chef de Rang | 36 | \$24,857 |
| Building Construction Labourer | 29 | \$28,313 |
| Butler | 7 | \$31,500 |
| Minister of Religion/Chaplain/Nun/Priest/Pastor | 14 | \$33,000 |
| Assistant Housekeeper/Night Housekeeper/Housekeeper | 8 | \$33,000 |
| Underwater Worker/Diver | 8 | \$33,000 |
| Char Worker Cleaner and Related Worker N.E.C. | 6 | \$34,000 |
| Barber Hairdresser | 50 | \$34,071 |
| Housekeeper (Private Service) | 74 | \$34,200 |
| Commis de Cuisine/Assistant Cook | 53 | \$35,063 |
| Farm Worker (General) | 30 | \$35,143 |
| Occupational Therapist | 11 | \$35,400 |
| Kitchen Assistant | 37 | \$37,125 |
| Waiter/Waitress General | 233 | \$38,647 |
| Beautician | 107 | \$39,273 |
| Cleaner/Houseperson | 168 | \$39,763 |
| Pastry Maker | 13 | \$40,286 |
| Hotel Receptionist/Cashier | 6 | \$40,800 |
| Nursemaid/Nanny | 96 | \$41,000 |

N.E.C. Not Elsewhere Classified

¹Includes job holders in all establishments who normally work 35 hours or more per week.

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