



GOVERNMENT OF BERMUDA
Cabinet Office
Department of Statistics

2013 LABOUR FORCE SURVEY EXECUTIVE REPORT



JANUARY 2014



INTRODUCTION

The 2013 Labour Force Survey (LFS) was combined with the 2013 Household Expenditure Survey (HES) as one household survey conducted by the Department of Statistics from May to September 2013. The primary reasons for undertaking one survey were to avoid duplication of effort, exercise cost efficiency and reduce respondent burden. The survey was based on a two-tiered sample of 700 households of which persons 16 years old and over were included as the survey target population group. Specific sections of the HES questionnaire were designed to gather data about the employment status of household members in the target age group.

This Report provides findings on the unemployed, employed and underemployed populations with comparisons to the 2012 LFS findings.

The concepts and definitions used for the collection of the LFS data together with the survey methodology are presented at the end of this document. The values in some tables presented in this report may not add to the total due to rounding. In addition, due to a reduced sample size, users should interpret with caution values that pertain to the major occupational groups which may be skewed in some instances.

SURVEY HIGHLIGHTS 2012 - 2013

Employment increased to 35,989 in 2013 from 35,874 in 2012.

The unemployment rate was measured at 7% in 2013.

Unemployment was lower at 2,569 persons.

The labour force participation rate fell from 83% to 82%

Median gross annual employment income rose 6% from \$58,698 to \$62,211

The average number of hours worked per week in the main job increased to 41 hours.



**TABLE 1
LABOUR MARKET INDICATORS**

	YEAR *			
	2013	2012	2010	2009
Labour Force	38,558 ¹	39,179 ¹	39,780 ²	38,263 ¹
Employed	35,989	35,874	37,197	36,549
Unemployed	2,569	3,305	2,583	1,714
Unemployment Rate	7%	8%	6%	4%
Participation Rate	82%	83% ^R	84%	81% ^R
Average hours worked per week in main job	41	38	42	41
Median gross income	\$62,211	\$58,698	\$58,355	\$58,600

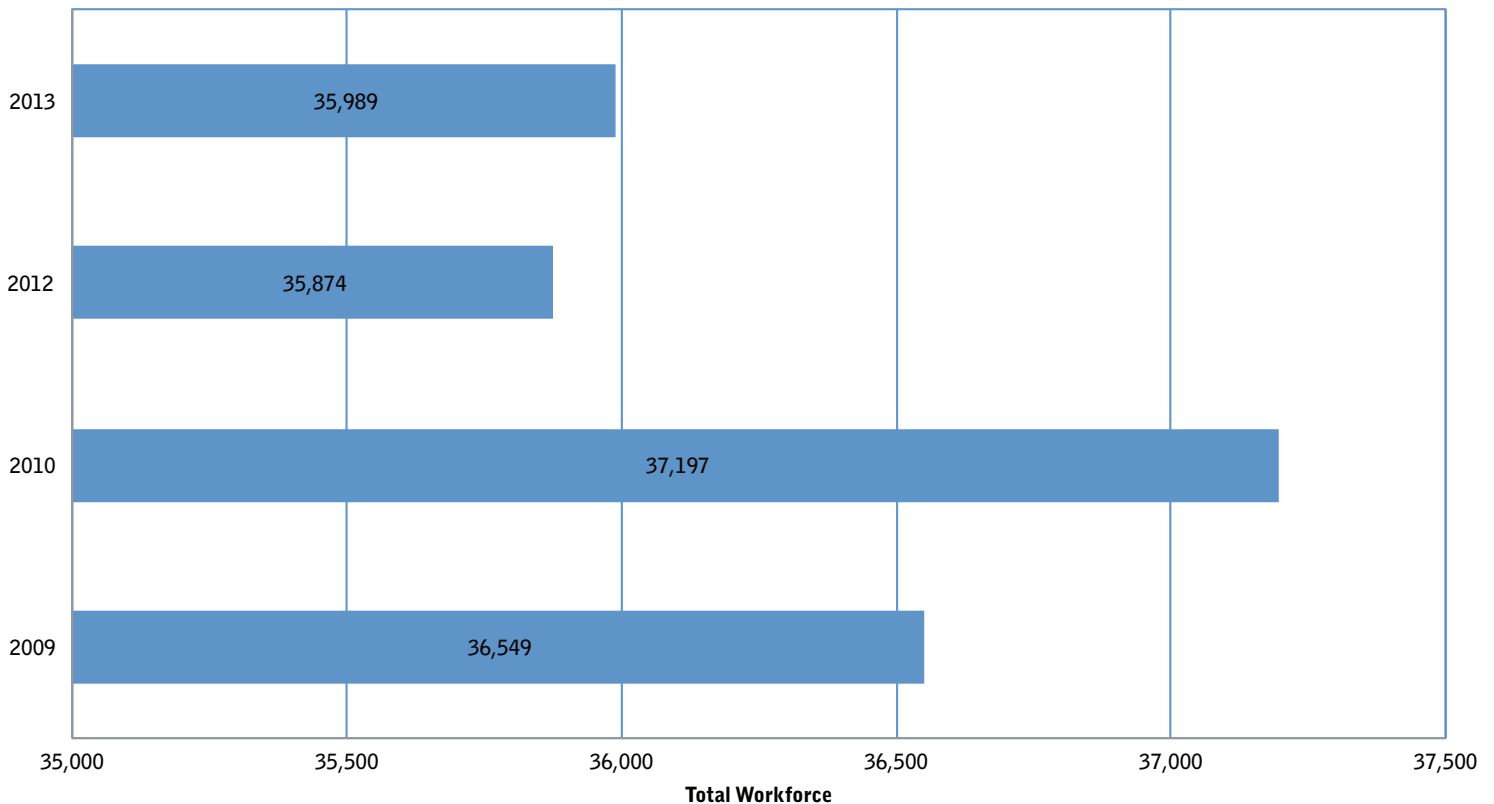
¹ 2013, 2012 and 2009 Labour Force Survey

² 2010 Census of Population and Housing

^R Revised

* The LFS was not conducted in 2011

Chart 1: Total Workforce, 2009 - 2013





LABOUR FORCE

The term labour force refers to those persons of working age who were 16 years or older during the survey reference week and were either gainfully employed or looking for work. In 2013, the number of persons who were employed, i.e. the working population was 35,989. The total number of unemployed persons was 2,569, reflecting an unemployment rate of 7% during the reference week 13th to 19th May 2013.

LABOUR FORCE PARTICIPATION

In 2013 the Labour Force Participation Rate (LFPR) was 82%, slightly lower than the 83% reported in 2012. The labour force participation rate for women stood at 77% and was 88% for men.

The LFPR refers to the number of persons in the labour force aged 16-64 years expressed as a percentage of the total population in that age group. High school students looking for work are excluded for comparison purposes.

WORKING POPULATION

The Bermuda workforce stood at 35,989 persons in 2013, reflecting an increase of 115 workers compared to the 35,874 counted in 2012. The participation of women factored more heavily than men in the overall increase in the working population. There were 73 more female workers compared to an increase of 42 males.

WORKFORCE BY STATUS

The 2013 data show that there were 27,309 Bermudians and 5,443 non-Bermudians in the workforce. The proportion of Bermudian workers at 76% was identical to that reported in 2012, while the share of non-Bermudian workers also held constant at 15%. The employment of non-Bermudian spouses dipped by 323 workers reducing its share of the workforce from 6% to 5%. However there was an offsetting increase in the number of permanent resident certificate holders of 347 workers. This reflected an increase of 28% compared to the 1,222 permanent residents counted in 2012.

WORKFORCE BY INDUSTRY

More than half of the major divisions of economic activity registered declining employment levels in 2013. In absolute terms, the financial intermediation sector and the business services sector reported the most notable declines with the loss of 717 workers and 628 workers, respectively. The level of workforce totals in industries such as banking and insurance dropped from 3,131 to 2,414 workers and from 4,139 to 3,511 persons in business services.

Self-employed persons and companies that provide management, accounting, legal and IT services comprise the main share of employment in the business services industry. Among the industry groups with higher employment levels, the strongest growth occurred in the hotel sector and in the restaurants, cafes & bars sector by 1,079 workers and 857 workers, respectively.

TABLE 2**WORKFORCE BY SEX, AGE, STATUS, RACE, MAJOR DIVISION OF ECONOMIC ACTIVITY AND MAJOR OCCUPATION GROUP, 2012 TO 2013**

	WORKING POPULATION		MEDIAN GROSS ANNUAL INCOME FROM MAIN JOB (\$)		UNDEREMPLOYED		UNEMPLOYED POPULATION		UNEMPLOYMENT RATE %	
	2013	2012	2013	2012	2013	2012	2013	2012	2013	2012
Total	35,989	35,874	62,211	58,698	5,611	6,760	2,569	3,305	7	8
Males	18,193	18,151	63,296	60,156	2,663	2,710 ^R	1,521	1,729	8	9
Females	17,796	17,723	60,915	57,322	2,948	4,050	1,048	1,576	6	8
Under 25	1,755	2,119	33,786	25,335	827	1,075 ^R	485	1,176	22	36
25 - 34	7,618	7,164	61,679	61,437	1,421	1,795 ^R	789	668	9	9
35 - 44	8,554	8,827	63,828	72,296	1,462	1,515	565	325	6	4
45 - 54	9,774	9,518	70,544	60,652	1,189	1,433 ^R	330	567	3	6
55 - 64	6,193	6,111	64,481	57,379	560	774 ^R	399	506	6	8
65 +	2,096	2,135	50,905	34,995	153	169 ^R	0	64	0	3
Bermudians	27,309	27,276	58,640	54,550	4,792	5,869 ^R	2,129	3,026	7	10
Spouses of Bermudians	1,668	1,991	59,321	69,378	216	272	375	92	18	4
Other non-Bermudians	5,443	5,385	92,140	87,089	453	519 ^R	32	105	1	2
Permanent Residents	1,569	1,222	81,601	74,499	150	101	33	82	2	8
Black	19,165	17,229	56,556	50,799	3,464	4,324 ^R	1,960	2,244	9	11
White	11,699	13,237	82,724	71,751	1,403	1,489	282	599	2	4
Mixed/Other Races	5,126	5,192	56,023	53,191	744	933	328	441	6	8
Not Stated	0	216			0	14	0	21	0	9
MAJOR DIVISION OF ECONOMIC ACTIVITY										
Agric., forest., fish., min. & qry.	585	431	50,343	47,971	132	49				
Manufacturing	618	412	55,948	45,993	111	97				
Electricity, gas & water	486	428 ^R	75,479	69,068	-	47				
Construction	2,603	2,722 ^R	51,293	52,595	558	545				
Wholesale trade & motor vehicles	1,610	1,247	54,987	48,012	133	223 ^R				
Retail trade & repair services	2,855	3,094 ^R	49,714	40,759	561	793 ^R				
Hotels	2,750	1,671	39,758	41,157	536	619				
Rest., cafes & bars	1,991	1,135 ^R	33,108	33,471	505	272				
Transport & communications	2,157	2,473 ^R	54,939	45,666	293	504 ^R				
Financial Intermediation	2,414	3,131	69,627	74,231	389	528				
Real estate & renting services	333	375	68,002	53,876	46	42				
Business services	3,511	4,139	69,356	65,898	617	679				
Public administration	4,479	4,432	75,599	68,486	608	904				
Educ., health & soc. Wrk.	3,383	3,521	70,104	59,556	461	655 ^R				
Other community, social & personal services	2,069	2,272	31,431	35,017	332	473				
International business activity	3,992	4,093 ^R	121,751	114,951	273	309 ^R				
Not Stated	154	299			56	21				
MAJOR OCCUPATION GROUP										
Senior Officials and Managers	6,712	6,321	86,149	80,894	673	721				
Professionals	6,412	8,662	88,939	82,558	879	1,175				
Technicians and Associate Professionals	2,385	3,969	87,005	69,480	181	551				
Clerks	6,507	5,505	56,491	50,538	1,370	1,545 ^R				
Service Workers and Shop and Market Sales Workers	7,678	5,368	44,657	36,500	1,538	1,688				
Skilled Agricultural and Fishery Workers	828	526	48,930	43,707	276	89				
Craft and Related Trade Workers	3,016	2,853	47,862	48,294	303	389 ^R				
Plant and Machine Operators and Assemblers	1,687	1,627	49,427	38,981	251	385				
Elementary Occupations	701	942	44,250	33,265	139	182 ^R				
Armed Forces	0	15	N.A.	N.A.	0	15				
Not Stated	62	85			0	21				

^R - Revised

N.A. - Not Available



EARNINGS FROM MAIN JOB RISES

In 2013, the median gross annual income stood at \$62,211. This level surpassed the \$58,698 median income measured in 2012 by 6%. (See Table 2)

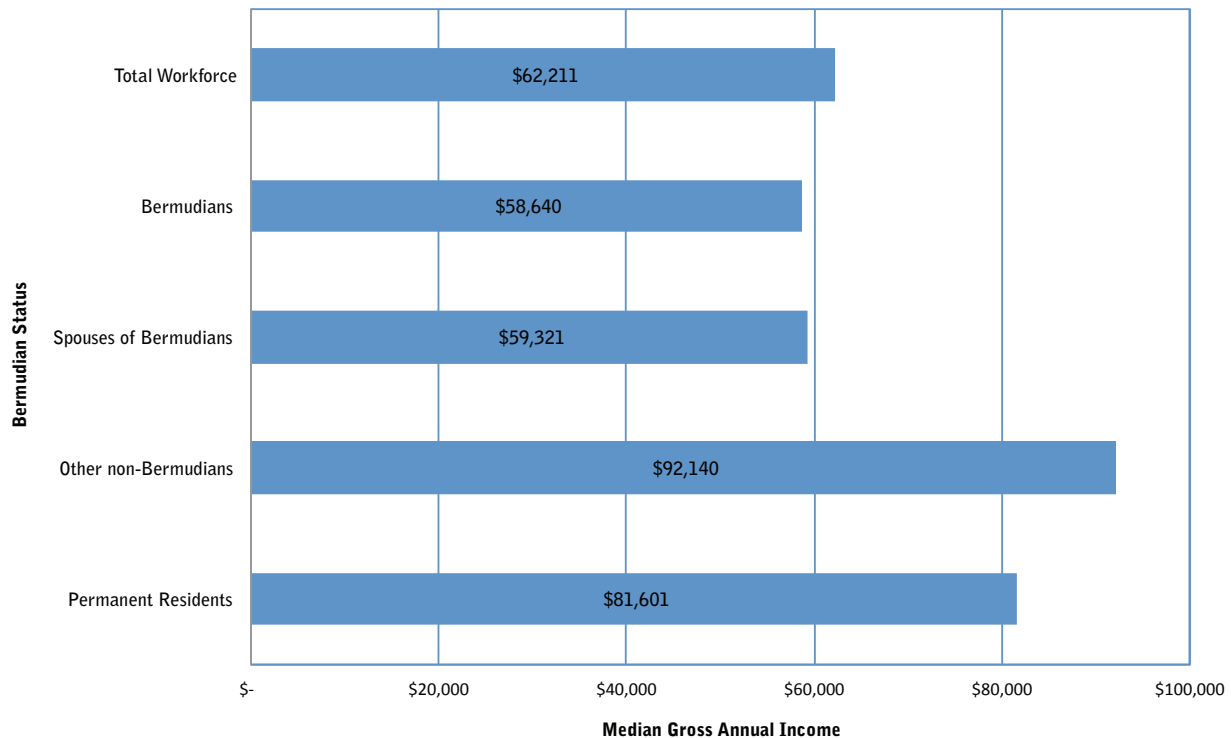
Median income increased for both males and females. In 2013, the median annual income for females rose by 6% to \$60,915, while the annual pay for males increased by 5% to \$63,296.

The median salary for permanent residents rose by 10% to \$81,601. Bermudians and other non-Bermudians reported median salary increases of 7% and 6%, respectively. In contrast, the median annual income for foreign spouses of Bermudians declined by 14%.

Senior workers, that is, those aged 65 years and older, reported an increase in median pay, from \$34,995 in 2012 to \$50,905 in 2013. On average, persons 16 to 24 years old earned 33% more than they did in 2012, as the median income rose to \$33,786 in 2013 from \$25,335 in 2012. Despite the relatively strong year-over-year increases in pay for the senior workers and new entrants to the working population the median earnings of both age groups fell far below the overall median salary by 18% and 46%, respectively.

The 2013 median employment income by major occupation groups and industry groups are shown in Table 2.

**Chart 2:
Workforce by Bermudian Status and Median Gross Annual Income,
2013**





UNDEREMPLOYMENT LEVEL REMAINS UNCHANGED

The underemployed population is a subcategory of the employed population. This group is identified by comparing the current employment situation with an alternative employment situation that persons are willing and available to carry out.

In total, 5,611 persons reported that they were underemployed. Analysis of the data by sex shows that women (2,948) continue to be more likely than men (2,663) to report that they are underemployed. In terms of age, working persons aged 35 to 44 years registered the highest (1,462) instance of underemployment in absolute terms. Out of all workers aged 16 to 24 years, 827 persons were underemployed. This represented 47% of all workers in this age group.

The distribution of underemployed workers by major divisions of economic activity shows that those in the business services sector (617) and in public administration (608) were more likely to state that they are underemployed, compared to those in the other industry groups.

UNEMPLOYMENT RATE FALLS

The unemployed are defined as persons 16 years and older who during the reference period were not working but were willing and able to work for pay and were actively seeking work.

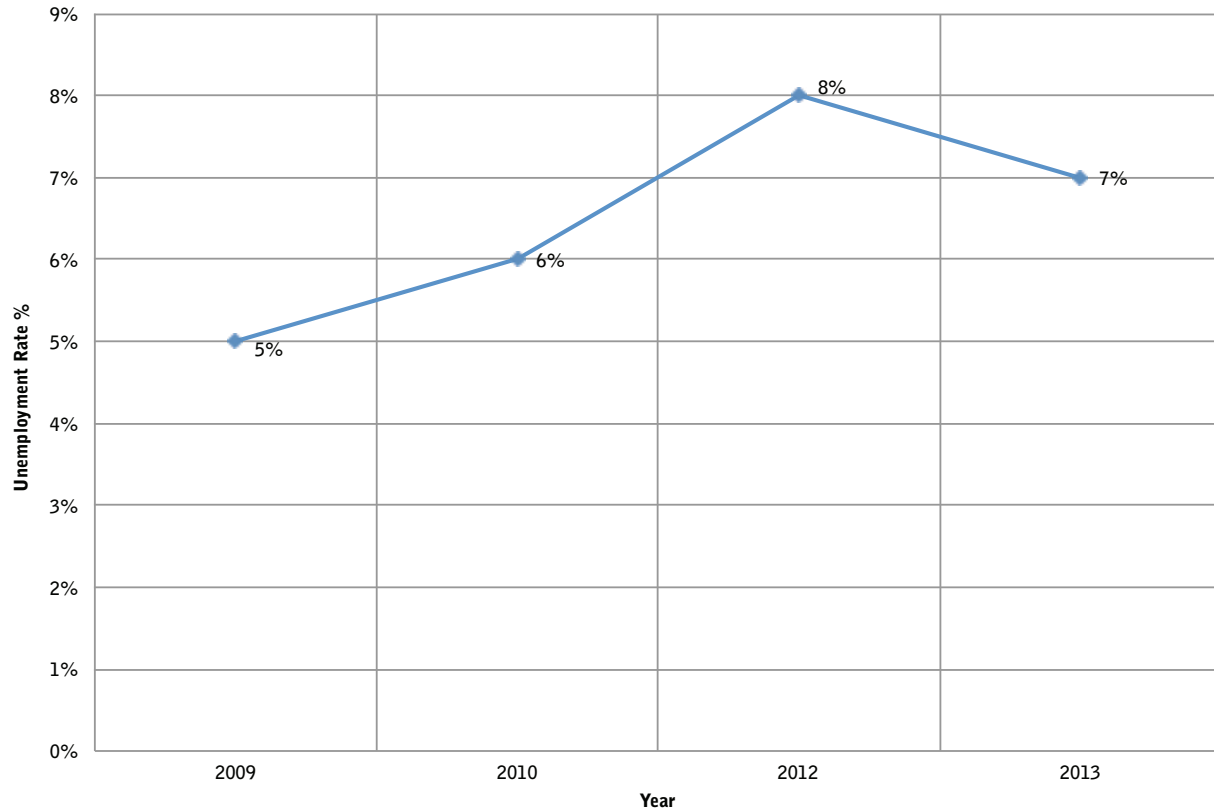
The unemployment rate was measured at 7% during the week of 13th to 19th May 2013. The survey data show that 2,569 persons were looking for work during the reference week. The unemployment rate fell one percentage point in comparison to 8% measured in 2012. Unemployment rates for the core demographics are presented below.

Selected Category	Unemployment Rate
Men	8%
Women	6%
Bermudian	7%
Non-Bermudian spouses of Bermudians	18%
16 to 24 year olds	22%
Blacks	9%

The majority of the unemployed were males, 1,521. There were 1,048 females looking for work. The number of unemployed men and women in 2013 fell below levels reached in 2012 by 208 and 528, respectively. Bermudians accounted for 2,129 unemployed, 83% in 2013 while non-Bermudian spouses accounted for 375 job seekers or 15% of all unemployed.



Chart 3: Unemployment Rate, 2009 - 2013



CONCEPTS AND DEFINITIONS

HOUSEHOLD

A household is a person or group of persons occupying one private dwelling unit who make common provisions for meals and other essentials for living.

USUAL HOUSEHOLD MEMBER

For Labour Force Survey purposes, the term usual household member refers to persons 16 years and older who resided or intend to reside in Bermuda and in the household for six months or more as of 20 May 2013. Persons who have not lived at their current residence for six months are considered a usual member of the household if they intend to live in the household for six months or more.

HOUSEHOLD REFERENCE PERSON

(Head of Household)

The household reference person is the person, man or woman, who carries the main responsibility in the affairs of the household. The reference person is a person that is 18 years or older.

UNEMPLOYMENT

The unemployed comprise all persons 16 years and older who during the reference period were without work but were willing and able to work for pay and who were actively seeking work.



SURVEY METHODOLOGY

SAMPLING DESIGN

The primary objective of the labour force component of the Household Expenditure Survey was to measure and assess the current employment and unemployment situation in Bermuda. The sample design used for the 2013 Household Expenditure Survey was a stratified two-stage approach as follows:

- Stage one – 70 census districts (CD) were randomly selected from the entire 245 CDs with each stratified into one of three income groups.
- Stage two – random sampling of households was selected from each CD proportional to the total number of dwellings in each parish.

The sample frame for the survey was a combination of the data files linked to the 2010 Census and the Population Frame Repository. Households were selected from the resulting frame according to their household income and census district.

It was determined that a sample size of 700 households would be adequate to give the desired level of accuracy and precision. The sample represents 2 per cent of all 28,818 households in Bermuda, and will produce aggregate results at the 99% confidence level with a margin of error of +/-5%.

WEIGHTING

The survey data was weighted to reflect the population count from the 2010 Housing and Population Census. The weights were derived by dividing the 2010 age and sex population counts for persons 16 years and older by the age and sex counts from the LFS.

RESPONSE RATE

Of the 700 households selected for the sample, 673 households cooperated with the interviewers. This represents a response rate of 96%. The remaining 4% of households were either vacant, refused to cooperate or were not visited over the survey period.

NOTE TO THE READERS

For more detailed tables as published in the 2012 Labour Force Survey Report please contact the Department of Statistics, Business Statistics Division at email address jjackson@gov.bm or cmmurray@gov.bm. Alternatively, further information can be obtained by contacting the Department by telephone on 297-7761.



Published by the Department of Statistics
Cedar Park Centre
48 Cedar Avenue
Hamilton HM11
Bermuda

JANUARY 2014

DESIGN: Department of Communication and Information