



One source, many groups, one total.

# Labour Force TRENDS

## The Bermuda Labour Force

*a decade of growth and structural change, 1991-2000*



**Workforce Aging**

**The Baby  
Boom Generation  
*Coming of Age***

**Youth Employment  
and Unemployment**

**Changing Focus  
*Bermudians in training***

**Growing Guest  
Workers**



**May 2004**







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Department of Statistics



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## Introduction

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## Highlights of Main Intercensal Changes

## The Bermuda Labour Force

*A decade of growth and structural change, 1991 – 2000*

## Workforce Ageing

## The Baby Boom Generation

*Coming of Age*

## Youth Employment and Unemployment

## Changing Focus

*Bermudians in training*

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## Introduction

Labour Force Trends is a compendium of analytical reports based on the results of the 2000 Census of Population and Housing of Bermuda. Comparisons with the 1991 Census results are also provided to highlight significant changes that have occurred since then.

Several key labour force indicators are presented in the reports. These were selected on the basis of their relevance and availability.

- Labour force participation status
- Labour force participation rate (LFPR)
- Population rate of natural increase, birth rate and death rate
- Employment income
- Youth unemployment
- Certified occupational training
- Highest educational qualification

Currently there is no annual labour force survey from which interim data can be obtained to address issues that arise between censuses. Users are therefore advised that the results contained in this report may not be well suited for short-term analysis of the labour environment and related issues. Analyses presented in this report are based on long-term changes in the labour force and are therefore better suited as a basis for discussions on long-term issues of employment.

Definitions of the demographic terms not defined in this report are printed on pages nine through twelve of the 2000 Census Report. Copies of the 2000 Census Report may be purchased from the Department of Statistics at a cost of \$20 per copy.

# Foreword

One of the main objectives of the Department of Statistics has always been to produce statistical information that is timely, relevant and of topical interest to stimulate discussion and facilitate informed decision-making. The primary aim of this publication is to highlight specific employment changes that have occurred in the Bermuda Labour Force from 1991 to the year 2000 when the decennial Censuses of Population and Housing were undertaken.

An attempt to determine what current employment issues faced the Bermuda economy within the general labour force, led to the analyses of employment levels in the specialized work populations of the Baby Boomers; Youth Employment; and, Foreign Guest Workers. The close examination of shifts that have occurred over a ten-year period reveals interesting dynamics of employment trends for

these selected work groups since the last Census in 1991.

Overall, the labour force continues to grow but yet is undergoing a structural change. Continued increases in women's labour force participation rates over the last decade have been accompanied by shifts in the types of jobs they hold. Also, the labour force is getting older as the baby-boom generation approaches middle age and beyond. The unemployment rate for youths was lower in 2000 with nearly half acquiring a high school education. The majority of foreign guest workers that resided in Bermuda in 2000 stayed longer than the one-term or three-year work permit. The Census data provides such a wealth of information about Bermuda. It is our hope that the statistical information we have provided will spark greater interest in the understanding and use of the data

across all sectors of the community.

This report is the fruit of the diligent work carried out by the Department's Business Statistician, Mr. Steven Holdipp; Census and Survey Systems Officer, Ms. Judith Woodley; and, Statistical Officer, Mr. Mau Priest Jackson. Their continued support and commitment to the Business Statistics work programme is greatly appreciated.

Valerie Robinson-James  
Chief Statistician  
May 2004

## Highlights of the Main Intercensal Changes, 1991 to 2000

- Labour force growth was 8%, from 35,222 persons to 37,879 persons
- The labour force participation rate climbed 3% to 85%
- The proportion of women of working age in the labour force increased by 4%, from 76% to 80%
- The work force grew by 11%, 33,120 persons to 36,878 persons
- The unemployment rate fell from 6% to 3%
- Employment in the international business sector increased by 65%, or 1,253 workers
- Hotel sector employment declined 22%, from 3,496 job holders to 2,738
- After excluding those non-Bermudians married to a Bermudian, the number of foreign workers increased by 10%
- The median annual income from one's main job for all workers was \$38,160
- The number of Bermudians enrolled in a formal training programme in the professional and technical occupations increased by 23%, from 612 persons to 754 persons



# The Bermuda Labour Force

*A decade of growth and structural change, 1991-2000*

Bermuda's labour force grew by 8% during the intercensal period. In absolute terms, the labour force increased by 2,657 persons from 35,222 in 1991 to 37,879 in 2000. For the most part, intercensal growth in the labour force reflected a structural change in the economy that was manifested by emerging employment trends in Bermuda's primary foreign currency earning industries. The 2000 census figures confirm that the labour force reached full employment. The official unemployment rate of 3% represents that level of joblessness that consists primarily of the continuous flow of persons between jobs otherwise referred to as frictional unemployment.

**Table 1**  
**Labour Force by Participation Status, 2000 and 1991**

Labour Force	Number		Percentage Change 1991-2000
	2000	1991	
Total	37,879	35,222	+ 8%
Employed	36,878	33,120	+ 11%
Unemployed	1,001	2,102	-52%
Unemployment Rate	3%	6%	

*...the labour force increased by 2,657 persons  
from 35,222 in 1991 to 37,879 in 2000.*

The proportion of women at work was significantly higher in 2000 than was the case in the previous census. Women's labour force participation rate (LFPR) increased by 4% compared to 1991 when the labour force participation rate for women was 76%. Census 2000 reveals that 80% of all women between the ages of 16 and 64 years were either working or looking for work. The increased level of economic activity among women pushed the total LFPR up from 82% in 1991 to 85%.

**Table 2**  
**Labour Force Participation Rates by Sex, 2000 and 1991**

Labour Force Participation Rate	2000	1991
Total	85%	82%
Male	90%	89%
Female	80%	76%

The total work force (i.e. only those employed) comprised 36,878 persons in 2000, an increase of 3,758 persons over the 1991 work force total of 33,120. Most of the increase in employment resulted from the entry of significantly more women than men into the workplace. Women made up well over half of the increase with 2,001 jobs compared to 1,757 men.

Also factoring into this growth was the continued development of Bermuda's international business sector. The increased occurrences of catastrophic events between 1991 and 2000 have helped to stimulate market demand for risk transfer products such as property & casualty insurance and product liability insurance. In large measure, Bermuda's prominence in the international insurance and reinsurance market is a direct result of the ability of locally based companies to respond to this demand. According to Table 3, the international business sector, which has a heavy emphasis in insurance and reinsurance, supplied 9% of all jobs in the economy. The number of persons employed soared from 1,914 in 1991 to 3,167 in 2000, a 65% increase. Over the same period, hotel sector employment declined by 22%, or 758 job holders, as two major resort hotels and several small guest properties ceased operations.

Increased economic activity in the international business sector also stimulated development in other sectors of the economy. This resulted in new employment opportunities in the business services sector whose intercensal share of the work force rose from 5% to 9%. At the time of the 2000 Census, nearly 3,200 persons were employed in this sector compared to



1,692 in the last census.

It is anticipated that the international business sector will continue to grow while Bermuda's regulatory and operating environment remains favourable for doing business in Bermuda. The complementary relationship that exists between the hotel sector and international business is key to improving hotel sector employment. A turnaround in hotel jobs would be preceded by efforts to augment the tourist infrastructure with a view to boosting Bermuda's market appeal. Construction of new and renovated commercial developments that combine rental accommodations with short-term lodging units will also provide additional housing choices for business and vacation travelers.



**Table 3**  
**Working Population by Major Economic Activity Group, 2000 and 1991**

Major Economic Activity Group	Number		Percentage Distribution		Percent Change 1991-2000
	2000	1991	2000	1991	
Total	36,878	33,120	100	100	+ 11%
Agriculture & Fishing	573	599	2	2	-4%
Manufacturing	1,176	869	3	2	+ 35%
Electricity, Gas and Water	425	521	1	2	-18%
Construction	3,792	3,426	10	10	+ 11%
Wholesale & Retail Trade & Repair Services	4,773	4,842	13	15	-1%
Hotels	2,738	3,496	7	11	-22%
Restaurants, Cafes & Canteens	1,559	1,206	4	4	+ 29%
Transport & Communication	2,843	2,681	8	8	+ 6%
Financial Intermediation	2,791	2,598	8	8	+ 7%
Real Estate	454	287	1	1	+ 58%
Business Services	3,198	1,692	9	5	+ 89%
Public Administration	2,510	2,382	7	7	+ 5%
Education, Health & Social Work	4,026	3,055	11	9	+ 32%
Other Community Services	2,762	3,302	7	10	-16%
International Business Activity	3,167	1,914	9	6	+ 65%
Not Stated	91	250	**	1	

\*\*Less than 1%



# Workforce Ageing Over the Period 1991 to 2000

This section examines the issue of work force ageing. Key demographic indicators are highlighted such as the birth rate, the death rate, the rate of natural increase (RNI) and the distribution of workers by age.

Bermuda's working population grew from 33,120 in 1991 to 36,878 in 2000, an intercensal increase of 11%. There was a 6% increase in the civilian de jure population, from 58,460 to 62,059. The term 'civilian de jure population' refers to all persons in the civilian non-institutionalized population that normally reside in Bermuda whether or not they were physically present in Bermuda on Census Day. Charts 1 and 2 contrast the sex and age breakdowns of the de jure population with those of the labour force in 2000 and 1991, respectively. A close examination of the length of the age/sex poles reveals a pattern of ageing in both the general population and in the labour force from 1991 to 2000.

The rate of natural increase (RNI) for the population of Bermuda, as shown in Table 4, declined from 0.7% in 1991 to 0.6% in 2000. The rate of natural increase is derived by subtracting the crude death rate from the crude birth rate and expressing the quotient as a percentage. The crude birth and death rates represent the number of births and deaths per 1,000 members of the de jure population. The RNI does not take into consideration net migration effects. The Registry General's official birth and death statistics show that there were 838 births and 473 deaths in 2000 while total births and deaths in 1991 were 893 and 449, respectively. The fractional drop in the RNI between the two censuses reflected a decrease of one (1) birth per one thousand persons in

the population from 15 to 14. The death rate was identical in both periods, 8 deaths per one thousand population. The decline in the RNI between the two census periods indicates that the ageing population that Bermuda is experiencing was the result of a decline in the birth rate and a static mortality rate during the intercensal period. Consequently, an ageing population led to an ageing labour force. This is evidenced by a close examination of the working population by age.

**Table 4**  
**Birth Rate, Death Rate and Rate of Natural Increase, 1991 and 2000**

	Birth Rate	Death Rate	Rate of Natural Increase
Census 2000	14	8	0.6%
Census 1991	15	8	0.7%

## Ageing Non-Bermudian Workforce

The analysis of workers by Bermudian status in Table 5 points to a substantial increase in non-Bermudian workers between the two censuses. There were 8,670 expatriates working in Bermuda during the week immediately preceding Census Day, 2000. This represents a 12% increase over the 1991 tally of 7,724 job holders. The proportional representation of this group in the work force shifted from 23% to 24% in 2000. The government regulates a limited term for work permits which generally restrict the time that guest workers can stay in Bermuda, thus making this group a highly transient population. The 2000 Census results indicate that as a group, expatriate workers were slightly older than they were in 1991. The share of workers in the younger age groups, that is below 35 years, declined 13% from 52% in 1991 to 39% in 2000. On the other hand, the proportion of persons in the prime working age category, 35 to 54 years, increased by 12 percentage points from 42% to 54%. The number of persons 55 years and older increased 1 percentage point.



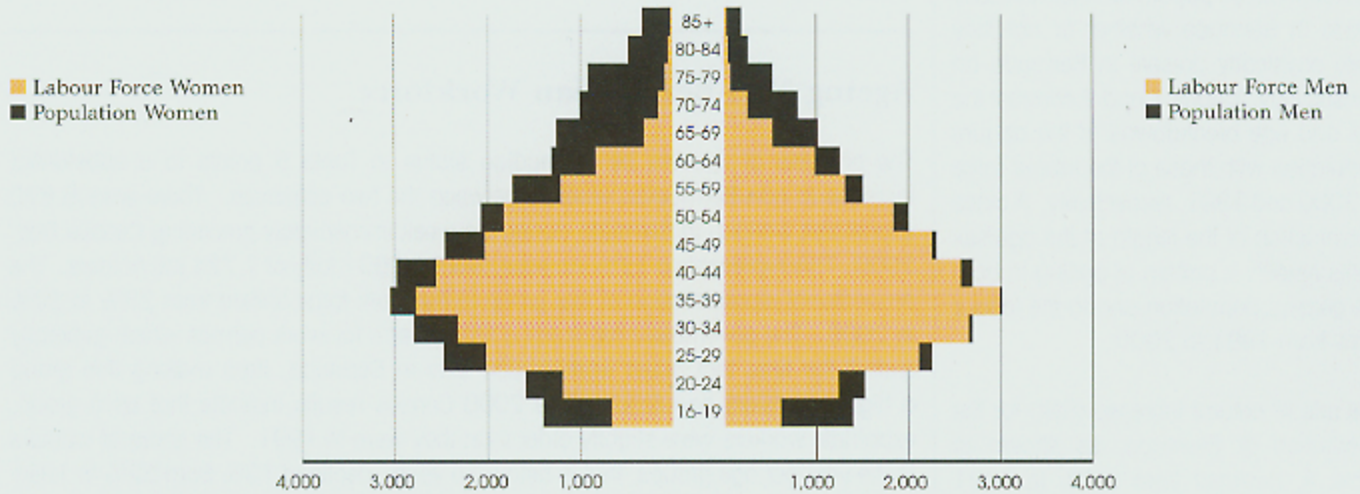


**Table 5**

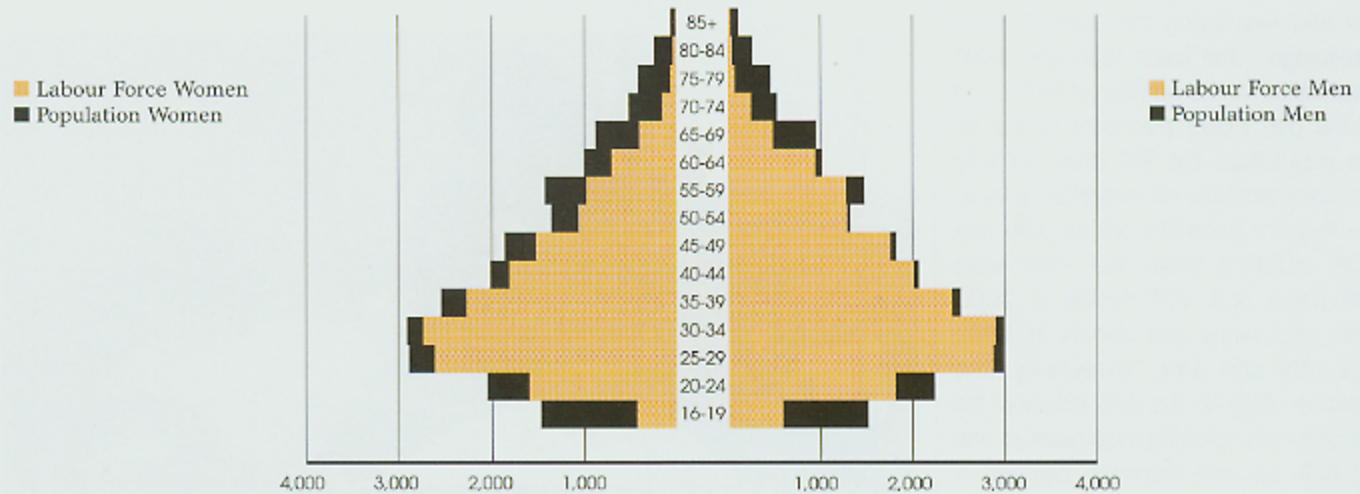
**Working Population by Bermudian Status and Age Group, 2000 and 1991**

Age Group	2000		1991	
	Bermudian	Non-Bermudian	Bermudian	Non-Bermudian
Total	28,203	8,670	25,388	7,724
Under 35	9,035	3,401	10,066	4,031
35 to 54	13,913	4,642	10,653	3,215
55+	5,255	627	4,669	478
<b>Percentage Distribution</b>				
Total	100	100	100	100
Under 35	32	39	40	52
35 to 54	49	54	42	42
55+	19	7	18	6

**Chart 1. Bermuda Population and Labour Force, 2000**



**Chart 2. Bermuda Population and Labour Force, 1991**





## Ageing Bermudian Workforce

The ageing pattern of Bermudians in the working population was similar to that of non-Bermudians. Out of 28,203 Bermudians in 2000, 32% or 9,035 fell in the younger age cohorts compared to 40% a decade ago. The number of Bermudian workers between 35 and 54 years grew by seven-percentage points from 42% to 49% while the share of those in the highest age bracket increased by 1 percentage point in relative terms.

The decline in the birth rate and the stagnating rate of mortality led to a reduction in the number of younger entrants into the workforce over the last decade. Ironically, those countries from which large numbers of guest workers are imported have rates of natural increase that are as low or lower than Bermuda's. According to the Population Reference Bureau's 2002 World Population Data Sheet, the rate of natural increase for the United Kingdom, the United States and Canada was 0.1%, 0.6% and 0.3%, respectively. On the basis of this one indicator it is apparent that the countries from which expatriate workers are recruited also have ageing populations and this is likely to compound ageing in Bermuda's labour force.



# The Baby Boom Generation

## Coming of age

One in two members of the working population was a baby boomer in 2000. The term baby boomer refers to persons born during the period 1946 to 1964. This time span is noted as one in which the countries involved in the geo-political conflicts of the period generally experienced unusually high birth rates. On Census Day 2000, baby boomers ranged in age from 35 to 54 years. The impact that the Bermudian contingent of baby boomers will have on the wider community as they begin to retire over the coming ten to thirty years will be considerable.

Table 6 shows that persons aged 35 to 54 years have generally reached their prime earning years with median annual income ranging from \$43,139 to \$40,924. The following analysis reveal that strongly correlated with the level of earnings by baby boomers are the rate of labour force participation, highest educational attainment and occupational level achieved.

**Table 6**  
**Working Population by Age Group and Median Annual Income from Main Job, Census 2000**

Age Group	Median Annual Income (\$)
All Ages	38,160
Under 25	23,497
25 - 29	37,808
30 - 34	41,804
35 - 39	43,139
40 - 44	42,220
45 - 49	41,400
50 - 54	40,924
55 - 59	37,231
60 - 64	33,170
65 & over	23,477

## Baby-Boomers - Labour Force Participation

As shown in Table 7 the overall rate of labour force participation for persons born between 1946 and 1964 was 91%. Over nine in every ten persons aged 35 to 54 years old were either at work or looking for work on Census Day. The proportion of baby boomers in the labour force therefore surpassed the rate of labour force participation for the entire population, 85%. Despite the high LFPR for this group, there was a sharp contrast in the participation rates of men and women. The share of men in the labour force was 96% compared to 87% for women. Part of this disparity may reflect the choice of some new mothers to stay out of the formal employment sector during early childhood years. With regard to non-Bermudian baby boomers, 63% of work permit holders were men. A total of 4,333 compared to only 2,570 women. The number of non-working female spouses and partners may have also contributed to the imbalance in the LFPR.



**Table 7****Labour Force Participation Rates for Population Aged 35 to 54 Years (Baby Boomers), 2000**

	Total	Male	Female
Labour Force	37,879	19,598	18,281
Working Population	36,878	19,004	17,874
Total Population Aged 35 to 54 Years	20,727	10,098	10,629
Labour Force Aged 35 to 54 Years	18,899	9,687	9,212
Working Population Aged 35 to 54 Years	18,556	9,484	9,072
Labour Force Participation Rate	91%	96%	87%

**Baby Boomers – What type of jobs do they have?**

Baby boomers comprised over half of the entire work force. There were 18,556 baby boomers among the total working population of, 36,878 persons. Seventy-five percent (13,913 persons) were Bermudian while the residual share, 25%, were non-Bermudian. Table 8 presents workplace employment levels for persons aged 35 to 54 years by occupation and Bermudian status. In the professional, technical and related occupation group, several persons worked as accountants (430), registered nurses (354), senior secondary teachers (195), primary education teachers (186) and insurance underwriters (134).

The highest proportion of baby boomers, 63% or 2,547, worked as administrators & managers. Forty-three percent were employed in sales positions, the lowest share of all the major occupation groups.

*...nine in every ten persons aged 35 to 54 years old were either at work or looking for work*



*The highest proportion of baby boomers, 63% or 2,547, worked as administrators & managers.*



**Table 8**  
**Working Population Aged 35 to 54 Years by Major Occupational Group and Bermudian Status, 2000**

Major Occupation Group	Work force		% of Work force	Bdn <sup>1</sup>	% 35-54	NBdn <sup>2</sup>	
	WorkForce	35-54 Years				NBdn <sup>2</sup>	% 35-54
Total	36,878	18,556	51%	13,913	75%	4,642	25%
Professional, technical & related	7,740	3,934	51%	2,483	63%	1,450	37%
Administrative & managerial	4,055	2,547	63%	1,792	70%	755	30%
Clerical	7,049	3,588	51%	3,196	89%	392	11%
Sales	2,898	1,259	43%	1,032	82%	227	18%
Service	6,532	3,091	47%	1,991	64%	1,100	36%
Agriculture & fisheries	804	423	53%	209	49%	214	51%
Production, transport & related	7,721	3,683	48%	3,182	86%	501	14%
Not Stated	79	31	n.a.	28	n.a.	3	n.a.

<sup>1</sup> Bermudian

<sup>2</sup> Non-Bermudian

### Baby Boomers – Are they more qualified?

Statistics pertaining to the level of educational qualifications obtained by members of the workforce show that about one in five persons, 8,221 or 22% have no formal education. Similarly, 22% or 8,070 persons possessed an undergraduate degree or advanced degree (Table 9). The largest group of persons comprises 30% whose highest educational qualification was a school leaving certificate, (B.S.S.C, G.C.E. or G.C.S.E) while 25% of the

entire workforce completed a technical certificate or associate degree.

The educational achievements of baby boomers compare favourably to those of the general working population. The share of baby boomers with no formal certificate was 20%. A further 28% had attained a school-leaving certificate. However, twenty-eight percent of baby boomers possessed a technical certificate or an associate's degree, while 22% had acquired a university degree.

Table 9 also highlights the contrast in educational attainment between Bermudians and non-Bermudians aged 35 to 54 years old. At the highest educational level, 37% of all non-Bermudians in the workforce had university qualifications compared to 18% of Bermudians. The disparity reflects persons recruited from overseas to fill positions for which there were not sufficient Bermudians, such as qualified accountants, nurses and school teachers.

**Table 9**  
**Working Population Aged 35 to 54 Years by Highest Educational Qualification and Bermudian Status, 2000**

Highest Educational Qualification	Total		Bermudian	
	Workforce	Total <sup>1</sup> 35-54 Years	35-54 Years	Non-Bermudian 35-54 Years
All Qualifications	36,878	18,556	13,913	4,642
None	8,221	3,768	3,131	637
School leaving certificate, RSA, BSSC, GCE, GCSE	11,066	5,229	4,301	928
Technical certificate, Associates degree	9,166	5,231	3,930	1,300
Degree	8,070	4,137	2,435	1,702
Other/Not Stated	355	191	116	75
	<b>Percentage Distribution</b>			
All Qualifications	100%	100%	100%	100%
None	22%	20%	23%	14%
School leaving certificate, RSA, BSSC, GCE, GCSE	30%	28%	31%	20%
Technical certificate, Associates degree	25%	28%	28%	28%
Degree	22%	22%	18%	37%
Other/Not Stated	1%	1%	1%	1%

<sup>1</sup> One person did not state whether or not they were a Bermudian.



# Youth Employment and Unemployment

Table 10, presents a snapshot of the employment profile of young people in Bermuda.

The term youth employment refers to working persons aged 16 to 24 years. Youth unemployment therefore refers to those persons aged 16 to 24 years that were looking for work during the week preceding Census Day. Full and part-time students are excluded from the 2000 figures to provide an account of youth unemployment that was consistent with the 1991 Census definition.

In relative terms, there was a sharp contrast between the overall unemployment rate, 3% (see Table 1) and that of new comers to the job market, 10%. Reasons for the high rate of unemployment among able bodied young people might vary from a lack of work experience or employment qualifications to an unwillingness to accept lower paying entry-level positions. However, given the significant disparity in the rate of unemployment between the races this rationale may not apply equally to all young people. As a proportion of all black youths in the labour force, more than one in ten or 11% were unemployed. Roughly 4% of whites indicated that they were looking for work.

**Table 10**  
**Youth Employment by Racial Group, 2000 and 1991**

<b>Census 2000</b>	<b>Total</b>	<b>Black</b>	<b>White</b>
Labour Force Aged 16 to 24 Years <sup>1</sup>	3,776	2,421	908
Looking for work	366	278	38
Unemployment Rate	10%	11%	4%
<b>Census 1991</b>	<b>Total</b>	<b>Black</b>	<b>White</b>
Labour Force Aged 16 to 24 Years	4,472	2,879	1,305
Looking for work	696	568	97
Unemployment Rate	16%	20%	7%

<sup>1</sup> Includes persons of mixed and other races

<sup>2</sup> Excludes students between 12 and 15 year who were looking for work

**Table 11**  
**Youth Labour Force by Highest Level of Schooling, 2000**

<b>Highest Level of Schooling</b>	<b>Number</b>	<b>%</b>
Total	3,776	100
None, primary school or middle school	64	2
Senior Secondary	1,861	49
Technical or vocational	1,120	30
University	714	19
Other/Not Stated	17	**

\*\* Less than 1%

*...the overall unemployment rate, of new comers to the job market was 10%*

The 2000 Census results show that the highest level of education received by nearly half of all young people in the labour force was senior secondary school, 49% or 1,861. Another 30% were educated to the technical/vocational level, while the 714 that were schooled at the university level represented 19%.

Table 12 presents the working population aged 16 to 24 years by occupation group. Table 12.1 comprises a selection of those occupations in which high numbers of young people were employed. While Table 12 shows that the largest share of working persons aged 16 to 24 occupied clerical positions (29%), Table 12.1 reveals that they mainly worked as sales clerks (288); cashiers (129), bank tellers (117), clerk-typists (90), administrative assistants (85) and receptionists (74). A further 25% or 849 worked in production and transport related occupations. Some 197 were employed as labourers and 60 as semi-skilled labourers. Young people were also employed in relative large numbers as general electricians (67), carpenters and painters (48) and refrigeration & air conditioning plant installers (44).



**Table 12**  
**Working Population Aged 16 to 24 Years**  
**by Major Occupation Group, 2000**

Major Occupation Group	Number	%
Total	3,410	100
Professional, technical & related	389	11
Administrative & managerial	49	1
Clerical	975	29
Sales	448	13
Service	602	18
Agriculture & fisheries	77	2
Production, transport & related	849	25
Not Stated	21	1

**Table 12.1**  
**Working Population Aged 16 to**  
**24 Years by Selected Minor**  
**Occupations, 2000**

Pre-school paraprofessional	29
Qualified Accountant	25
Accountant II	20
Electrical and Electronics	
Engineering Technician	19
Pre-school teacher	18
Cashier	129
Bank Teller	117
Junior Clerk / Typist	90
Administrative /	
Personal Assistant	85
Receptionist	74
Sales Clerk, Retail Trade	288
Sales Assistant	57
General Waiter	77
Chef De Partie / Cook	41
Nursemaid / Nanny	39
Barber, Hairdresser	39
Police Officer	39
Cleaner / Houseman	37
Dish and Pot Washer	28
Beautician	28
Landscape Gardener	37
Labourer	197
General Electrician	67
Semi-Skilled Labourer	60
General Painter	48
Carpenter Joiner	48
Refrigeration & Air Conditioning	
Plant Installer	44
Construction Mason	39
Motor Vehicle Mechanic	32





# Changing Focus: *Bermudians in training*

All persons 16 years and older who were not attending senior secondary school at the time of the census were asked whether or not they had ever received formal or certified occupational training. A total of 10,230 Bermudians stated that they had received training with the majority (83%) indicating that they had completed their training programme prior to Census Day. The remaining (12%) were still in training or had left (4%) their course of training prior to completion.

Tables 13 and 14 show the number of working Bermudians that were actively pursuing some form of formal occupational training during the 2000 and 1991 Censuses. It should be noted that the 2000 Census definition of training was restricted to only that training which required one to enroll in a training programme and that led to the attainment of a formal certificate. A somewhat looser definition was applied in 1991 where formal training also included on-the-job training that may or may not have led to an occupational or vocational certification. Provided therefore is a general indication of the degree to which Bermudian workers were actively engaged in obtaining job skills through formal training. With particular regard to the level of ongoing training of Bermudians, there was a sharp decline in the number of persons engaged in formal occupational training over the two periods, from 1,762 persons to 1,256 persons, down 29%. This was largely attributed to the conceptual distinction between the definition of training that were used in the two Censuses.

There were however, significant differences in the type of occupational training that Bermudians participated in. This underscored the emphasis of the

structural shift in the economy, from one that was largely reliant on labour intensive services to one with an increasing reliance on workers with professional qualifications and technical skills. Tables 13 and 14 also show that some 754 Bermudians were receiving formal training in the professional and technical occupations at the time of the 2000 Census compared to 612 in 1991. Based on the 2000 Census results, 147 Bermudians were pursuing a professional accounting designation, 17 were training as registered nurses; 46 Bermudians were training as primary education teachers and 59 as insurance underwriters.

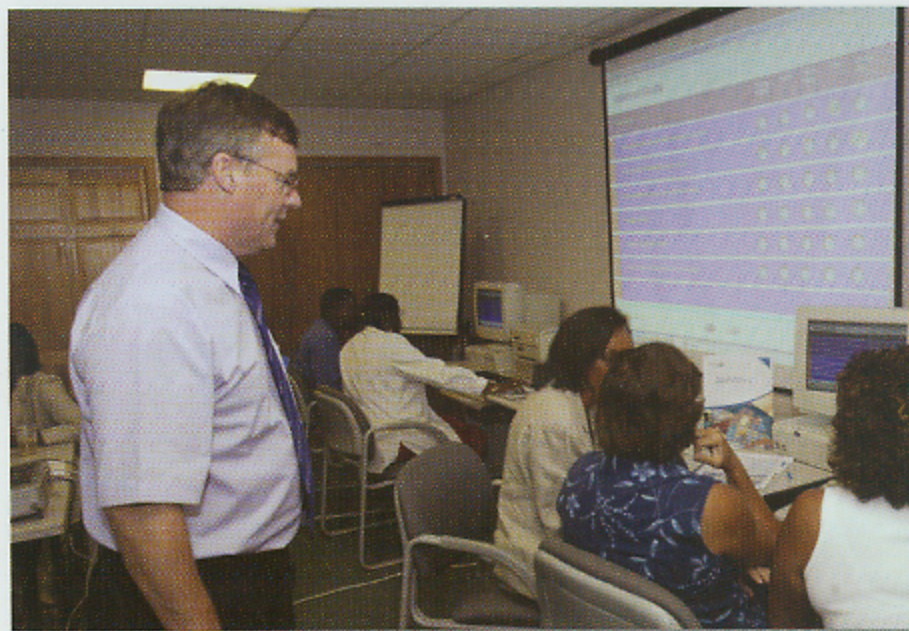
In 1991, 163 Bermudians were actively pursuing some form of certification in the service occupations. The 2000 Census shows that 74 were enrolled in a service programme. Seventeen were training as assistant cooks and 22 as barbers and beauticians. Eighteen persons were enrolled in a nurse's aide (orderly) training programme.

There were 213 Bermudians that were being trained in the production, transport and related occupations on Census Day 2000. The 1991 figures confirms that nearly twice as many (410) were engaged in similar training a decade ago. In 2000, significant numbers were participating in training as general electricians (55), computer equipment mechanics (23), refrigeration & air conditioning plant mechanics (23) and motor vehicle mechanics (23).

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*some 754 Bermudians were receiving formal training in the professional and technical occupations at the time of the 2000 Census compared to 612 in 1991.*

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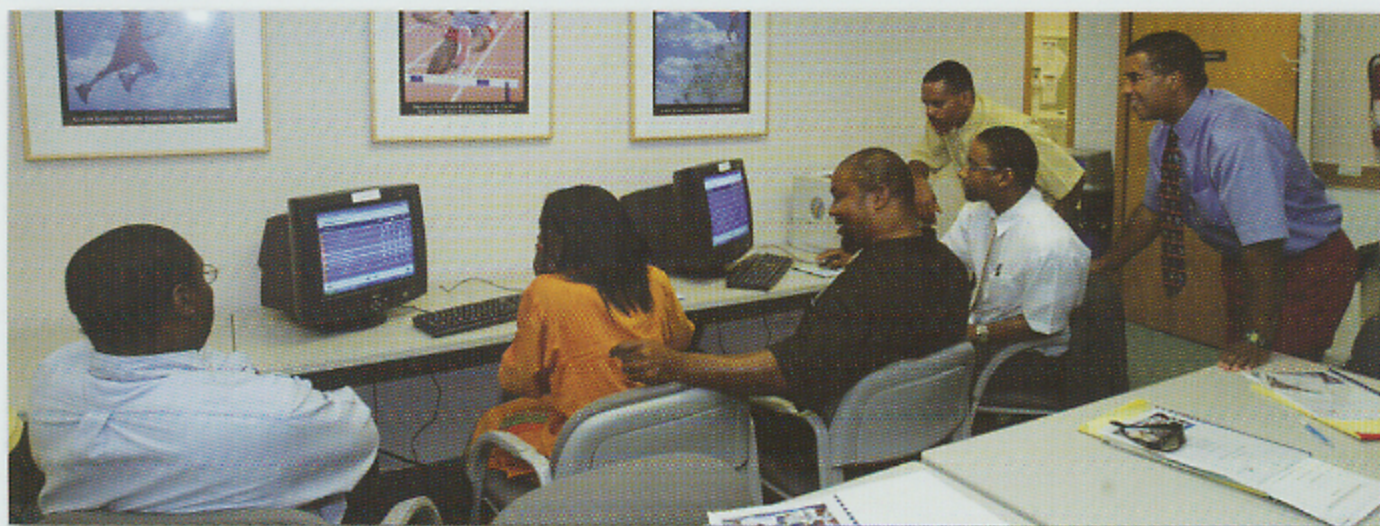


**Table 13****Bermudian Labour Force by Major Occupational Group and Formal Training Received, 2000**

Major Occupational Group	Training Status				
	Total	Complete	Ongoing	Other/Not Complete	Not Stated
Total	10,230	8,484	1,256	414	76
Professional, technical & related	4,684	3,732	754	163	35
Administrative & managerial	81	64	15	2	0
Clerical	1,976	1,743	137	77	19
Sales	191	123	59	7	2
Service	1,072	944	74	43	11
Agriculture & fishing	22	17	4	1	0
Production, transport & related	2,204	1,861	213	121	9

**Table 14****Bermudian Labour Force by Major Occupational Group and Formal Training Received, 1991**

Major Occupational Group	Training Status				
	Total	Complete	Ongoing	Other/Not Complete	Not Stated
Total	13,214	10,765	1,762	654	33
Professional, technical & related	3,949	3,145	612	182	10
Administrative & managerial	949	721	192	35	1
Clerical	2,805	2,357	321	120	7
Sales	256	196	57	3	0
Service	1,791	1,530	163	94	4
Agriculture & fishing	49	39	7	3	0
Production, transport & related	3,415	2,777	410	217	11





# Growing Guest Workers

A snapshot of the occupational contributions of non-Bermudians with no marital ties to a Bermudian is presented in Table 16. Total employment figures show a measure of solid growth in the number of work permit holders (+10%) from 6,270 in 1991 to 6,903 in 2000.

However, the dispersion of non-Bermudians working in the major occupation groups underwent significant changes during the intercensal period. The largest share, 2,461 or 36% worked in professional, technical and related occupations. This was higher

than the 28% or 1,728 expatriate workers counted in 1991. The latest enumeration shows that a substantial number of guest workers were qualified accountants (696), underwriters (95) and computer analysts/programmers (173). Conversely, the proportion of foreign workers employed in the clerical, service and production, transport & related occupational groups declined. The share of expatriates in clerical jobs declined from 10% to 7%. Service workers declined in proportional terms from 30% to 26% while the share of production and transport employees

slipped 1% below the 10% accounted for in 1991.

The sales occupation group registered a substantial increase of 96% in the number of foreign workers, from 149 a decade ago to 292 in the year 2000. The surge was due to growth in the following occupations: trust officers, from eight persons in 1991 to 41 in 2000; brokers, from 27 to 56 and investment officers, from 15 to 105. (See Table 15)

**Table 15**  
**Job Growth of Non-Bermudian Working Population by Selected Sales Occupation, 2000 and 1991**

Occupation	2000	1991	Absolute Change
Trust Officers	41	8	+33
Brokers	56	27	+29
Investment Officers	105	15	+90

**Table 16**  
**Non-Bermudian Working Population by Major Occupation Group, 2000 and 1991**

Major Occupation Group	Number		% Distribution		% Change
	2000	1991	2000	1991	1991 - 2000
Total	6,903	6,270	100	100	10
Professional, technical & related	2,461	1,728	36	28	42
Administrative & managerial	920	793	13	13	16
Clerical	498	618	7	10	-19
Sales	292	149	4	2	96
Service	1,797	1,854	26	30	-3
Agriculture, fishing and Animal Husbandry	320	413	5	6	-23
Production, transport & related	609	653	9	10	-7
Not Stated	6	62	**	1	--

\*\* Less than 1%

-- = Not relevant



**employment figures show a measure of solid growth in the number of work permit holders (+ 10%) from 6,270 in 1991 to 6,903 in 2000**

Expatriate workers resided in Bermuda for longer periods in greater numbers in 2000 than in 1991. It is important to emphasize here that the figures presented in Tables 16, 17 and 18 exclude non-Bermudians spouses of Bermudians and therefore comprise persons that resided in Bermuda for work-related reasons.

As shown in Table 17, the 2000 enumeration revealed that nearly one tenth of all guest workers have lived in Bermuda for more than 20 years compared to 7% in 1991. The proportion of guest workers that lived in Bermuda for the duration of a

typical three year work permit or less declined from 45% in 1991 to 44% in 2000 despite an absolute increase of 9% or 259 persons over the period. Conversely, there was an increase in the share of foreigners whose stay exceeded the duration of one term of a typical work permit that is, longer than 3 years. Fifty-five percent lived in Bermuda for 4 or more years in 2000 compared to 53% in the last census.

**Table 17**  
**Non-Bermudian Working Population by Years Resided in Bermuda, 2000 and 1991**

Years Resided in Bermuda	Number		% Distribution		% Change
	2000	1991	2000	1991	1991 - 2000
Total	6,903	6,270	100	100	10
Less than 1 year	414	325	6	5	27
1 - 3 years	2,648	2,478	38	40	7
4 - 6 years	1,147	1,120	17	18	2
7 - 10 years	698	895	10	14	-22
11 - 20 years	1,256	898	18	14	40
Over 20 years	659	425	10	7	33
Other & Not Stated	81	129	1	2	--

\*\* Less than 1%

-- = Not relevant

**Table 18**  
**Non-Bermudian Working Population by Highest Educational Qualification, 2000 and 1991**

Highest Educational Qualification	Number		% Distribution		% Change
	2000	1991	2000	1991	1991 - 2000
Total	6,903	6,270	100	100	10
None	868	1,186	13	19	-27
School Leaving Certificate <sup>1</sup>	1,201	1,670	17	27	-28
Technical/Vocational/Associates	1,861	1,667	27	27	12
Degree	2,868	1,663	42	27	72
Other	23	66	**	1	-74
Not Stated	82	18	1	**	--

<sup>1</sup> Includes GCSE, GCE, RSA, CXC and BSSA certificates

\*\* Less than 1%

-- = Not relevant



More than four in ten expatriate workers were educated to the university degree level. A total of 2,868 as shown in Table 18. This represents a 72% increase in the number of workers who held bachelors, masters or doctoral level

degrees compared to 1,663 persons in 1991. The strong increase in the number of highly qualified foreign workers and the concurrent demise of those with no more than a school leaving certificate affirms the type of structural change that

has occurred in the economy since the last census.

## Conclusion

Labour Force Trends highlights significant changes in the composition of Bermuda's labour force and workforce between 1991 and 2000 for selected work groups.

- The overall labour force participation rate climbed by 3% from 82% in 1991 to 85% in 2000.
- The 1991 and 2000 Census data confirms that the labour force grew by 8% between the two enumerations, from 35,222 persons to 37,879. The strong growth stimulated an 11% increase in employment as the number of persons in the workforce climbed from 33,120 to 36,878.
- The unemployment rate fell from 6% to 3%. A total of 1,001 people were unemployed during the week preceding Census Day 2000 compared to 2,102 in 1991, a 52% decline.
- Women comprised the largest share of the increase in workforce employment. The working population grew by 3,758 persons over the intercensal period, of which 2,001 persons or 53% were women.
- The international business sector grew by 65%. Some 1,253 additional persons raised the sector total to 3,167 in 2000 compared to 1,914 in 1991.
- The increase in international business was partially offset by the loss of 758 job holders in the hotel sector over the intercensal period, from 3,496 to 2,738.
- The number of working non-Bermudians without marital ties to a Bermudian was 6,270 on Census Day 1991. This figure increased by 10% to 6,903 in 2000. For the most part, the increase in non-Bermudian workers reflected employment growth in international insurance and reinsurance and in the financial and business services sectors.

### Other Statistical Releases

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of Population and Housing  
*\$20.00*

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## **DEPARTMENT OF STATISTICS - MISSION STATEMENT**

We are committed to collect, process, analyze and provide a body of statistical information that is relevant, timely, accurate and reliable for distribution to Government and the general public.

### **OBJECTIVES**

In support of this, we pledge to:

- Continue to develop a statistical work programme that reflects Bermuda's current social and economic climate and that facilitates informed decision-making and stimulates discussion.
- Provide statistical expertise for the administration of surveys for both the government and private sectors.
- Improve the accessibility and usability of statistical data.
- Liaise with international organizations to keep abreast of current statistical methods and procedures.
- Promote excellence and integrity in the delivery of our service.

Department of Statistics



*One source, many groups, one total.*



Labour Force  
**TRENDS**

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**Department of Statistics**

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Printed by Bermuda Press

