

Cayman Islands' Labour Market (Employment) Metadata

(based on IMF's GDDS Template)

| 0. Prerequisites | |
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| <u>0.1 Legal environment</u> | <p>0.1.1 Responsibility for collecting, processing, and disseminating statistics</p> <p>The Economics and Statistics Office (ESO) functions under the authority of the Statistics Law (2016 Revision) – (“the Law”). The Economics and Statistics Office operates under the administration and control of the Director.</p> <p>Under the provisions of the Law, the Economics and Statistics Office is legally authorized to take any Census in the Cayman Islands and to collect, compile, analyze, abstract and publish statistical information relative to the commercial, industrial, social, economic and general activities and conditions of the people of the Cayman Islands.</p> <p>0.1.2 Data sharing and coordination among data producing agencies</p> <p>Economics and Statistics Office is also authorized to collaborate with all departments of Government in the collection, compilation and publication of statistical records of administration.</p> <p>0.1.3 Confidentiality of individual reporters' data</p> <p>Section 17 of the Law prohibits the disclosure of information relating to any individual or business in such a form that would allow any person to identify such information as relating to any identifiable individual or business. The Law also sets out particular circumstances where exceptions are permitted (e.g. with written consent of the person or owner of the business).</p> <p>Persons employed in the execution of any duty under the Law shall, before entering on his duties, make and subscribe before a Justice of the Peace an oath or affirmation of secrecy.</p> <p>0.1.4 Ensuring statistical reporting</p> <p>The Economics and Statistics Office is authorized to require persons (households and entities) to supply particulars for a Census or other statistical collection in accordance with the Law.</p> |
| 1. Integrity | |
| <u>1.1 Professionalism</u> | <p>1.1.1 Impartiality of statistics</p> <p>The Economics and Statistics Office acts independently with regards to the methods used in data estimation and follows the international recommended procedures and methodology.</p> |

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| | <p>In addition to formal training, ESO staff receives ongoing training conducted by both internal and external experts (including regional and international institutions) in statistical methodology and compilation practices.</p> <p>1.1.2 Selection of sources, methodology, and modes of dissemination</p> <p>Section 8 of the Law shall cause the statistics and other particulars collected under the Law to be compiled, tabulated and shall cause such statistics to be published in such a manner as determined by the Economics and Statistics Office in accordance with the publication and dissemination calendar.</p> |
| <p><u>1.2 Transparency</u></p> | <p>1.2.1 Disclosure of terms and conditions for statistical collection, processing, and dissemination</p> <p>The Statistics Law (2016 Revision) is a public document and can be accessed at: http://www.eso.ky/UserFiles/page_docs/files/uploads/docum459.pdf</p> <p>1.2.2 Internal governmental access to statistics prior to release</p> <p>The reports are sent to the Minister who has responsibility for the ESO. The Minister then takes the report to Cabinet for notation after which the report is released to the general public.</p> <p>1.2.3 Attribution of statistical products</p> <p>No ministerial/cabinet commentary is attached to the published data.</p> <p>The ESO makes all its statistical publications available on its website.</p> <p>1.2.4 Advance notice of major changes in methodology, source data, and statistical techniques.</p> <p>There is no advance notice with regards to any major changes in methodology. Information on the changes in methodology is provided in current publications.</p> <p>Revised data are presented in a subsequent report and the revision is marked as revised.</p> |
| <p><u>1.3 Ethical standards</u></p> | <p>1.3.1 Guidelines for staff behavior</p> <p>A professional culture is strongly embedded in the institution.</p> <p>Before taking up duties at the Economics and Statistics Office, all employees and short-term survey workers, in accordance with Section 9 of the Law, must take an oath or subscribe to an affirmation that they will conform to the requirements of the Law in executing their duties. They will not, without due authority, disclose or make known information that come to their knowledge by reason of their employment. Any violation is deemed an offence and liable on summary conviction to a fine of five thousand dollars</p> |

or to imprisonment for a term of one year or to both.

This is primarily to impress upon employees the necessity of preserving the confidentiality of information.

2. Methodology

2.1 Concepts and definitions

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The Cayman Islands' Labour Force Survey (LFS) generally adheres to the international recommendations set out by the International Labour Organization (ILO) for measuring employment and unemployment.

Population

In the LFS, population means the "resident" population; that is, persons staying or intending to stay in the Cayman Islands for at least six months. Visitors/tourists are not included in the resident population. Persons in institution for more than six months are excluded. Family members of resident households who were abroad at the time of the survey but have intentions to return to the Islands are also considered as residents.

The population is categorized into three sub-populations by immigration status: Caymanians, Permanent Residents (PR) and Non-Caymanians. Permanent Residents includes Non-Caymanians married to Caymanians, Permanent Residents with government contract, Permanent Residents with rights to work (PR-WRW) and Permanent Resident without rights to work.

Labour Force

The labour force is composed of those members of the non-institutional population (i.e. those not in residential institutions such as general penitentiary, retirement homes) 15 years of age and over, whom during the reference week were employed or unemployed. All persons in the PR labour force in all tables and sections in the Labour Force Survey Report refer explicitly to PR-WRW only. Persons categorized as PR without rights to work are included in the Non-Caymanian labour force.

Employed

Employed persons are those who, during the reference week, did any work for pay or profit; that is, paid work in the context of an employer – employee relationship, or self-employment. It also includes unpaid family workers who contributed directly to the operation of a farm, business or professional practice, owned or operated by a related member of the household. Based on guidelines of the International Labour Organization (ILO), work can be for as little as an hour during the reference week; it excludes unpaid domestic housework and volunteer work but includes those temporarily away from their jobs.

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| | <p>Unemployed</p> <p>Unemployed persons are those who, during the reference week are:</p> <p>(a) without work;</p> <p>(b) currently available for work and</p> <p>(c) actively looking for a job, or had definite arrangements to start a job within 4 weeks.</p> <p>Unemployment Rate</p> <p>The unemployment rate represents the number of unemployed persons expressed as a percentage of the labour force. The unemployment rate for a particular group (age, status, sex, etc.) is the number unemployed in that group expressed as a percentage of the labour force for that group.</p> $\text{Unemployment Rate} = \frac{\text{Number of Unemployed}}{\text{Labour Force}} \times 100$ |
| <p><u>2.2 Scope</u></p> | <p>2.2.1 Scope</p> <p>Scope of the data</p> <ul style="list-style-type: none"> • Population coverage: The LFS includes all residents in private households in the Cayman Islands. • Geographical coverage: The Cayman Islands are made up of three islands, which are all populated. All districts in Grand Cayman, Cayman Brac and Little Cayman are covered by the LFS. • Industrial coverage: All industry sectors are covered. • Occupational coverage: All occupations are covered. • Topical coverage: Employment data are disseminated by nationality (Caymanian, Non-Caymanian and Permanent Resident) and sex. The employed are characterized by age, highest educational attainment, occupation, industry, status in employment, hours worked, and income. <p><u>Exceptions to coverage</u></p> <p>Visitors to the island, hotels, people in group quarters, prisons and school dormitories are excluded.</p> |

2.3
Classification/sectorization

2.3.1 Classification/sectorization

Classifications:

- Occupation: LFS data are coded to the International Standard Classification of Occupations (ISCO-08).
- Industry: these are coded based on the industry classification of the business in the Business Register according to the International Standard Industrial Classification of All Economic Activities (ISIC) Revision 4.
- Status in Employment: Status in employment is classified according to the 1993 International Classification of Status in Employment (ICSE-93). The groups distinguished in the Cayman Islands' LFS are:
 - employee - a person who works for a public or private employer and receives remuneration in wages, salary, a retainer fee from their employer while working on a commission basis, tips, piece-rates, or payment in kind;
 - employer (self-employed with employees) - a person who operates his or her own unincorporated economic enterprise or engages independently in a profession or trade, and hires one or more employees;
 - own account worker (self-employed with no employees) - a person who operates his or her own unincorporated economic enterprise or engages independently in a profession or trade, and hires no employees; and
 - contributing family worker - a person who works without pay in an economic enterprise operated by a relative.

3. Accuracy and reliability

3.1 Source data

3.1.1 Source data collection programs

Data collection: Data are collected from a dwelling-based sample survey conducted by trained interviewers using computer assisted personal interviews during face to face data collection. Information about each in-scope household member of the Labour Force Survey is generally collected from a 'Key Informant'. Data are collected twice a year.

All interviews are conducted over a six-week period beginning on the Sunday proceeding the pre-defined reference week.

3.1.2 Source data definitions, scope, classifications, valuation, and time of recording

The LFS generally follows the international recommendations set out by the International Labour Organisation (ILO) for measuring employment and unemployment.

The main data source is the Cayman Islands' Labour Survey conducted in

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| | <p>April and October.</p> <p>Population level estimates of the labour force are based on birth and deaths records from the Registry/Health Services Authority and immigration data from the Immigration Department.</p> <p>All residents who stayed in the islands or intending to stay for at least six months are counted in the population.</p> <p>Residents are classified into Caymanians, Permanent Residents and Non-Caymanians.</p> <p>Responses of sampled households are recorded on tablets during the time of actual interviews and uploaded into a central database for processing within the week of the interview.</p> <p>3.1.3 Source data timeliness</p> <p>The Labour Force Survey is conducted twice a year. Interviews are conducted during a six-week period commencing in the week immediately after the reference period. Results are published within one quarter after the data collection period (i.e. after the survey and administrative data collection).</p> |
| <p><u>3.2 Assessment of source data</u></p> | <p>3.2.1 Source data assessment</p> <p>Sampling errors are estimated based on the sample design and are published with confidence intervals for key employment and unemployment indicators. In-scope household response rates are also published.</p> |
| <p><u>3.3 Statistical techniques</u></p> | <p>3.3.1 Source data statistical techniques</p> <p>Sample size and design: The Cayman Islands is divided into six strata along the same geographical lines as the Districts of the Cayman Islands. Grand Cayman accounts for five of the six strata, and Cayman Brac and Little Cayman are combined to form the sixth stratum.</p> <p>Approximately 1,400 households are randomly selected from all of the 277 enumeration areas (EAs). Probability proportionate to population size, as revealed in The Cayman Islands' 2010 Census of Population and Housing is used when allocating the number of selected households across the six strata (districts). Within each district, households are selected with equal probability. The probability of selection for the sampled households in each district can be expressed as follows:</p> <p>$P_h = m_h / M_h$</p> <p>Where: P_h =probability of selection for the sample households in the h-th stratum (district) M_h = total number of households in the sample frame for the h-th stratum m_h = the number of sample households selected in the h-th stratum</p> |

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| | <p>Sample frame: The selected households from each district are drawn from a Household Register (HHREG). The HHREG comprises of all types of accommodation located within the Cayman Islands. The HHREG is fully updated every two years.</p> <p>3.3.2 Other statistical procedures</p> <p>Non-response: household estimates from the LFS are adjusted for non-response. The non-response adjustments are based on the number of in-scope and responding households.</p> |
| 4. Serviceability | |
| <u>4.1 Periodicity and timeliness</u> | <p>4.1.1 Periodicity</p> <p>Data are compiled and disseminated semi-annually for April and October LFS.</p> <p>4.1.2 Timeliness</p> <p>Data are disseminated within the quarter following the data collection period.</p> |
| <u>4.2 Consistency</u> | <p>4.2.1 Internal consistency</p> <p>The LFS is subject to sampling and non-sampling errors. Sampling errors are directly related to the sample size and the coverage achieved during enumeration. Non-sampling errors can occur as a result of enumerator error; therefore, consistency checks are placed within the data editing/cleaning phase to minimize this type of error.</p> <p>4.2.2 Temporal consistency</p> <p>Annual data are not presented as a time series within the report; however, the report contains data comparisons between present data with the previous period.</p> |
| <u>4.3 Revision</u> | <p>4.3.2 Identification of preliminary and/or revised data</p> <p>Data are indicated as revised in the annual publication in the event a revision is made.</p> |
| 5. Accessibility | |
| <u>5.1 Data</u> | <p>5.1.1 Statistical presentation</p> <p>The Labour Force data are published in the bi-annual report – ‘The Cayman Islands’ Labour Force Survey Report.’ Data are disseminated on employment and unemployment estimates, expressed as number of employed and unemployed. Percentages and sex ratios are also presented.</p> <p>Data are presented on the main labour force findings with tables, bar, pie</p> |

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| | <p>and flow charts located in the main section of the report. More detailed tables, which include further data disaggregation, are presented in the appendix of the report.</p> <p>Key labour force indicators are also reported in the annual Compendium of Statistics.</p> <p>5.1.2 Electronic - On-line bulletin or data</p> <p>The Reports and databases are available at the Economics and Statistics Office's website at http://www.eso.ky</p> <p>For information on the ESO's products and services: E-mail: infostats@gov.ky Tel: 1 (345) 949-0940</p> <p>5.1.3 Advance release calendar</p> <p>Since 2011, the Economics and Statistics Office has been gazetting and publishing a Statistical Publication Release Calendar annually at the beginning of the year. The release calendar covers all statistical reports that will be compiled and published by the Economics and Statistics Office within the respective year. This is in accordance with the Statistics Law (Revision 2016).</p> <p>The calendar explicitly states the target date on or before which the report should be released. However, the release of any report is subject to notation by Cabinet.</p> <p>5.1.4 Simultaneous release</p> <p>The LFS report becomes a public document as soon as it is noted by Cabinet. Once noted, the report is published on ESO's website.</p> |
| <p><u>5.2 Metadata</u></p> | <p>5.2.1 Dissemination of documentation on concepts, scope, classifications, basis of recording, data sources, and statistical techniques</p> <p>Methodological notes are published in the bi-annual LFS report.</p> |
| <p>9. Plans</p> | |
| <p><u>9.1 Recent</u></p> | <p>Plans for improvement - Recent improvements</p> <ol style="list-style-type: none"> 1.Revision of the Statistics Law. 2.The formulation of the National Statistical Coordination Committee (NSCC) with a mandate to coordinate the development of a national statistical system that supports better statistics for decision-making in the public and private sectors, and lead to the socio-economic development of all residents. |

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| | <p>3. Redesign and upgrade of the Economics and Statistics Office's website to ensure a more user friendly experience and more efficient data management.</p> <p>4. Use of tablets in conducting the LFS interviews.</p> |
| <u>9.2 General</u> | <p>Plans for improvement - Short-term</p> <p>Shorter turn-around time for field work by training and using more field workers and field supervisors.</p> |
| <u>9.3 Financial</u> | <p>Plans for improvement - TA/financing needs - Medium-term</p> <p>1. No immediate plans.</p> |