THE CAYMAN ISLANDS’ OCCUPATIONAL WAGE SURVEY 2017: OVERVIEW
Background

Cabinet Action

• Recommended by the Minister of Education, Employment and Gender Affairs to Cabinet on “Implementation of the Minimum Wage Regime for the Cayman Islands” in September 2015.

MWAC Report

• Recommendation: “new wage data collection methods should be introduced.”

• “best collected in establishment surveys because establishments can draw upon business records when reporting.”

MWAC Report
Background - OWS in Other Countries

In the US, the Occupational Employment Statistics program surveys approximately 200,000 establishments per panel (every six months) or a total of 1.2 million establishments every three years.

Background - OWS in Other Countries

Benchmarking in Singapore: an on-line service of the Ministry of Manpower
Background

- Most countries follow the recommended methodology by the International Labor Organization (ILO).
- The Cayman Islands OWS for private sector establishments was conducted in 2005 by then Department of Employment Relations.
- Cabinet approval for conduct of OWS by ESO granted in September 2017.

Statistics Law (2016 Revision)
Main Purpose and Key Uses of the Survey

- **Purpose**: To develop an Island-wide baseline database of employment and remuneration in the public and private sectors for all occupations.

- **Key uses**:
  - Reviewing employee compensation and benefits across industries and occupations, and other categories;
  - Reviewing the structure of employment and occupation by immigration status in the various industries; and
  - Estimating the cost of labour and labour productivity by industry or sub-industries.
Survey Coverage

Central government and other public sector agencies

Private sector – all industries

Households & self-employed with employees
Survey Administration

Manual
- Fill up paper forms
- Based on User Guides

Electronic
- Download Forms
- Email to ESO

Interview
- Interview by appointment
- ESO officer fills up forms
Establishments will be asked to provide data for all persons employed by the establishment as of the Survey reference month (September 2017).

Employee names will not be requested in the forms.

The responding establishment will be asked to use a simple self-administered anonymous ID system for each employee (e.g. 1, 2, 3).
Survey Questionnaire Overview

The preparation of the questionnaire was guided by:

- The *Cayman Islands’ Occupational Wage Survey 2005*;

- The *ILO Recommended Manual of Instruction and Questionnaire* as used in other countries (Trinidad and Tobago, Barbados, etc);

- Review by the ILO Caribbean Office; and

- Consultation with then Ministry of Employment, and recently with the Ministry of Human Resources.
Survey Questionnaire Overview

Form A: Summary Information
- Count of Employees
- Check-listing of Allowances & Benefits

Form B: Employee Information
- Employee Characteristics
- Contract & Work Hours
- Compensation
- Contributions & Allowances
### Survey Questionnaire: Form A

#### Number of Employees by Sex
- Male
- Female

#### Number of Employees by Immigration Status
- Caymanian
- Non-Caymanian Married to Caymanians/ HOLDERS of Employment & Residency Certificates
- Permanent Residents
- Non-Caymanians

#### Number of Employees by Type of Compensation
- Salaried
- Wage earners
- Commission
- Mixed

#### Number of Employees by Terms of Contract
- Open-ended
- Fixed-term
- Temporary
B. Summary of Allowances and Benefits Provided

1. Check-listing of Allowances

- Housing (e.g. rent, utilities, accommodation)
- Local transportation (e.g. car, gas, airline tickets, etc.)
- Transportation to/from home country (for vacation or repatriation)
- Training/education
- Clothing allowance
- Telephone/cell phone
- Other allowances (to be specified)
## Survey Questionnaire

### 2. Check-listing of Benefits

<table>
<thead>
<tr>
<th>✓ Bonus</th>
<th>✓ Vacation leave</th>
</tr>
</thead>
<tbody>
<tr>
<td>✓ Commission</td>
<td>✓ Sick leave</td>
</tr>
<tr>
<td>✓ Gratuities</td>
<td>✓ Maternity leave</td>
</tr>
<tr>
<td>✓ Pension/retirement</td>
<td>✓ Paternity leave</td>
</tr>
<tr>
<td>✓ Life insurance</td>
<td>✓ Bereavement leave</td>
</tr>
<tr>
<td>✓ Health insurance</td>
<td>✓ Compassionate leave</td>
</tr>
<tr>
<td>✓ Disability insurance</td>
<td>✓ Study leave</td>
</tr>
<tr>
<td>✓ Other insurance</td>
<td>✓ Other leave (to be specified)</td>
</tr>
<tr>
<td></td>
<td>✓ Other type of benefits (to be specified)</td>
</tr>
<tr>
<td></td>
<td>✓ Does employee/s receive tips?</td>
</tr>
</tbody>
</table>
**Survey Questionnaire**

**FORM B:** Employee Characteristics

- Employee survey ID (e.g., 1, 2, 3)
- Sex
- Age
- Immigration status
- Education
- Professional qualification for the job (Y/N)
- Job title / occupation
- Brief description of **main** task or duties
FORM B: Contract and Work Hours

- Type of worker by compensation
- Type of employment contract
- Pay period
- Usual/normal working hours (per week)
- Length of meal break (mins)
- Total number of hours worked
- Total hours of paid overtime
- Time in lieu earned
FORM B: Compensation and Leaves

- Gross salary/wages paid for the month
  - Salary/wages (excluding overtime)
  - Overtime
  - Payment in kind
- Other compensation for the month
  - Payment for extra or acting duty
  - Commission
  - Bonus
  - Gratuities
  - Tips
- Paid leave for the month (number of days)
  - Vacation
  - Sick
  - Maternity/Paternity
  - Other
**Survey Questionnaire**

**FORM B: Contributions and Allowances**

- Contribution/premiums paid by the employer and employee for the month (CI$)
  - Pension / Retirement
  - Health Insurance
  - Life Insurance
  - Disability Insurance
  - Other

- Allowances paid to employees for the month (CI$)
  - Housing
  - Local transportation
  - Vacation/Repatriation transportation
  - Training/education
  - Clothing
  - Other
Confidentiality

Names of employers and employees will NOT be required

Parties outside of ESO will not have access to individual data per Statistics Law

Only aggregate data will be provided to the Ministry of Human Resources and other interested organizations or individuals.

ESO survey data are exempt from FOI Law
Timelines

Distribution of Forms
- October 18
- October 27

Survey Period, Follow-Ups
- October 18/27
- December 29

Data Coding, Entry, Verification
- November 1st
- March 30, 2018
Timelines

Data Analysis
May 1, 2018 to June 15, 2018

Aggregation of Data & Tabulation of Results
June 16, 2018 to June 30, 2018

Preliminary Report
July 1, 2018 to July 30, 2018
THANK YOU