

4. EMPLOYMENT



A note on the Labour Force Survey

The Labour Force Survey (LFS) is in most countries the most important source for labour market information.

The Labour Force Survey (LFS) comprises persons 15 years and over residing in the country who are employed or actively seeking work during the reference period. In the Cayman Islands, the LFS is also used as the basis for population estimates. The LFS seeks information on respondents' labour market status and profile during a specific reference period, normally a period of one week, immediately prior to the start of the survey.

The first LFS in the Cayman Islands was conducted in 1991. The LFS is a random sample survey. This means that not every household will be surveyed and those selected are done so purely by chance. However, since all households have an equal chance of selection, the more often the survey is conducted, the higher the chance of repeat selection. It must be stressed that, the 'sample selection' is generated by computer and is completely random.

Labour Force Surveys are carried out in many countries around the world. The International Labour Organization (ILO) has published recommendations concerning the definitions to be used in LFS. The LFS in the Cayman Islands uses internationally agreed concepts and definitions.

The LFS data reported to the Economics and Statistics Office (ESO) are treated in strict confidence and used for statistical purposes and published in aggregate form only.

It must be stressed that the results from the LFS are **estimates**. Results from sample surveys are always subject to some uncertainty because only a part of the total has been measured. This is called the sampling error. The uncertainty in the estimates can be calculated and the results are given as so called confidence intervals. For example the population in the Cayman Islands was estimated at 57 009 in the 2008 LFS, and the 95% confidence interval was calculated to be between 55,200 to 58,800.

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 who are here for less than 6 months are not included in the resident population. Also persons in institutions for more than 6 months and resident students abroad for more than 6 months are excluded.

4.01a

Labour Force Survey Indicators by Status, 2001 - 2008

	2001	2002	2003	2004	2005	2006	2007 ^R	2008
Labour Force								
Caymanians	13,790	14,050	14,830	15,662	19,064	18,303	17,549	17,686
Non-Caymanians	14,181	14,855	15,076	14,595	17,703	17,656	19,882	21,312
Total	27,971	28,905	29,906	30,257	36,767	35,959	37,431	38,998
Employment								
Caymanians	12,479	12,992	13,973	14,775	18,025	17,621	16,520	16,517
Non-Caymanians	13,383	14,362	14,854	14,171	17,439	17,395	19,506	20,932
Total	25,862	27,354	28,827	28,946	35,464	35,016	36,026	37,449
Unemployment								
Caymanians	1,311	1,058	857	887	1,039	682	1,029	1,169
Non-Caymanians	798	492	222	424	264	261	376	380
Total	2,109	1,550	1,079	1,311	1,303	943	1,405	1,549
Unemployment Rate (%)								
Caymanians	9.5	7.1	5.8	5.6	5.5	3.9	5.9	6.6
Non - Caymanians	5.6	3.3	1.5	2.9	1.5	1.5	1.9	1.8
Total	7.5	5.4	3.6	4.3	3.5	2.6	3.8	4.0

Unemployment rate = percent of unemployed persons in the labour force

Source: Labour Force Surveys 2001-2008, Economics and Statistics Office (ESO)

4.01b

Labour Force Survey Indicators by Sex, 2008

	Women		Men		Sex Distribution %	
	Number	Percent	Number	Percent	Women	Men
Labour Force	18,900	81	20,100	87	48	52
Not in Labour Force	4,500	19	2,900	13	61	39
Population 15+	23,400	100	23,000	100	50	50

Participation rate = Percent of the labour force in the working age population

Unemployment rate = Percent of unemployed persons in the labour force

Employment rate = Percent of employed persons in the working age population

Source: Fall 2008 Labour Force Survey, Economics and Statistics Office (ESO)

4.02

 Employment by Occupation, 1996 - 2007¹

OCCUPATION	1996 LFS Oct	1997 LFS Oct	1998 LFS Oct	2001 LFS Oct	2002 LFS Oct	2003 LFS Oct	2004 LFS Apr	2005 LFS Nov	*2006 LFS Apr	2007 LFS ^R Oct
All Occupations	19,370	20,725	21,820	25,862	27,354	28,827	28,947	35,464	35,016	36,026
<i>Male</i>	9,685	10,420	..	..	13,752	13,840	14,455	18,628	18,374	18,806
<i>Female</i>	9,685	10,305	..	..	13,602	14,987	14,492	16,836	16,613	17,220
Senior officials & managers	1,375	855	950	1,755	1,871	..	3,008	..	2,721	4,728
<i>Male</i>	955	715	..	..	..	..	..	..	1,653	2,552
<i>Female</i>	420	140	..	..	..	..	..	..	1,068	2,176
Professionals, Technicians & Associate professionals	5,110	7,345	7,480	7,650	8,366	..	7,511	..	8,364	9,077
<i>Male</i>	2,505	3,835	..	..	..	..	..	..	4,042	4,403
<i>Female</i>	2,605	3,510	..	..	..	..	..	..	4,322	4,674
Clerical & executive	2,500	2,625	2,415	3,545	3,569	..	3,616	..	4,501	4,772
<i>Male</i>	375	430	..	..	..	..	..	..	776	1,051
<i>Female</i>	2,125	2,195	..	..	..	..	..	..	3,725	3,721
Service, shop & sales	2,815	2,920	3,480	4,130	4,564	..	4,687	..	5,130	4,573
<i>Male</i>	1,165	1,195	..	..	..	..	..	..	2,075	2,033
<i>Female</i>	1,650	1,725	..	..	..	..	..	..	3,055	2,540
Skilled agricultural & fishery	385	185	315	455	547	..	526	..	1,782	730
<i>Male</i>	355	125	..	..	..	..	..	..	1,076	711
<i>Female</i>	30	60	..	..	..	..	..	..	706	19
Craft & skilled manual	2,655	2,505	2,650	3,340	3,192	..	3,259	..	5,294	5,194
<i>Male</i>	2,525	2,350	..	..	..	..	..	..	5,152	4,932
<i>Female</i>	130	155	..	..	..	..	..	..	142	262
Plant & machine operators	710	705	700	680	866	..	1,163	..	1,429	1,610
<i>Male</i>	620	575	..	..	..	..	..	..	1,266	1,440
<i>Female</i>	90	130	..	..	..	..	..	..	163	170
Labourers & unskilled	3,820	3,585	3,830	4,305	4,369	..	4,984	..	5,766	4,750
<i>Male</i>	1,185	1,195	..	..	..	..	..	..	2,334	1,418
<i>Female</i>	2,635	2,390	..	..	..	..	..	..	3,432	3,332
Not Stated	..	..	..	2	10	..	193	..	29	592
<i>Male</i>	..	..	..	..	..	..	..	..	..	267
<i>Female</i>	..	..	..	..	..	..	..	..	..	325

Notes:
¹ No Labour Force Survey was conducted in 1999 and 2000 because of the Population Census in 1999

* Gender breakdown does not include the not stated (29) as data was not available.

Source: Labour Force Surveys, 1996-2007, Economics and Statistics Office (ESO)

4.03

Employed by Occupation and Sex, 2008

OCCUPATION	All		Female		Male		Sex Distribution%	
	Number	Percent	Number	Percent	Number	Percent	Female	Male
All Occupations	37,450	100	18,094	100	19,355	100	48	52
Legislators, Senior Officials & Managers	3,905	10.4	1,732	9.6	2,173	11.2	44	56
Professionals, Technicians & Associate Professionals	9,935	26.5	5,477	30.3	4,458	23.0	55	45
Office Clerks	1,865	5.0	1,408	7.8	457	2.4	75	25
Customer Service Clerks	2,634	7.0	2,299	12.7	335	1.7	87	13
Personal Services Workers	3,358	9.0	1,906	10.5	1,452	7.5	57	43
Protective Services Workers	1,206	3.2	310	1.7	896	4.6	26	74
Models, Salespersons and Demonstrators	1,551	4.1	1,134	6.3	417	2.2	73	27
Argicultural & Fishery Workers	867	2.3	56	0.3	811	4.2	6	94
Craft & Related Trades Workers	5,133	13.7	269	1.5	4,864	25.1	5	95
Plant & Machine Operators and Assemblers	1,511	4.0	179	1.0	1,332	7.0	12	88
Sales and Services Elementary Occupations	3,829	10.2	3,123	17.3	706	3.6	82	18
Labourers in Agriculture, Construction, Manufacturing and Transport	1,286	3.4	39	0.2	1,246	6.4	3	97
Not Stated	370	1.0	162	0.9	208	1.1	44	56

Classification of Industry is done using International Standard Industrial Classification of all Economic Activities (ISIC), Rev 3.1

Source: Fall 2008 Labour Force Survey (LFS), Economics and Statistics Office (ESO)

4.04a

 Employment by Industry and Sex, 1996 - 2007¹

INDUSTRY	1996 LFS Oct	1997 LFS Oct	1998 LFS Oct	2001 LFS Oct	2002 LFS Oct	2003 LFS Oct	2004 LFS April	2005 LFS Nov	2006 LFS April	2007 LFS Oct
All Industries	19,370	20,725	21,820	25,862	27,354	28,827	28,947	35,464	35,016	36,026
<i>Male</i>	9,685	10,420	..	..	13,752	13,840	14,455	18,628	18,408	18,806
<i>Female</i>	9,685	10,305	..	..	13,602	14,987	14,492	16,836	16,608	17,220
Agric, Fish, Manuf, Constr, Util	3,545	3,505	3,660	4,608	4,918	..	5,456	..	8,258	7,695
<i>Male</i>	3,290	3,240	..	..	4,476	..	4,894	..	7,505	6,902
<i>Female</i>	255	265	..	..	442	..	562	..	753	793
Wholesale, Retail, Hotel & Rest	5,375	5,580	6,175	6,644	6,943	..	7,286	..	8,011	7,310
<i>Male</i>	2,455	2,460	..	..	3,368	..	3,482	..	3,880	3,463
<i>Female</i>	2,920	3,120	..	..	3,575	..	3,804	..	4,131	3,847
Transport, Post & Comm	1,125	1,475	1,450	1,347	1,640	..	1,446	..	1,477	2,058
<i>Male</i>	680	795	..	..	952	..	890	..	863	1,026
<i>Female</i>	445	680	..	..	688	..	556	..	614	1,032
Ins, Financial & Business	3,840	4,025	4,230	5,373	5,398	..	6,099	..	7,648	7,734
<i>Male</i>	1,310	1,670	..	..	2,048	..	2,644	..	3,077	3,367
<i>Female</i>	2,530	2,355	..	..	3,350	..	3,455	..	4,571	4,367
Public Administration	890	995	870	1,765	1,948	..	1,760	..	2,380	2,578
<i>Male</i>	580	630	..	..	1,062	..	836	..	1,163	1,567
<i>Female</i>	310	365	..	..	886	..	924	..	1,217	1,011
Educ, Health & Social Serv	1,330	1,665	1,605	2,143	2,416	..	2,428	..	2,421	2,909
<i>Male</i>	420	520	..	..	679	..	523	..	571	714
<i>Female</i>	910	1,145	..	..	1,737	..	1,905	..	1,850	2,196
Recr, Community & Personal	3,265	3,480	3,830	3,982	4,082	..	4,472	..	4,821	4,923
<i>Male</i>	950	1,105	..	..	1,167	..	1,186	..	1,349	1,355
<i>Female</i>	2,315	2,375	..	..	2,915	..	3,286	..	3,472	3,569
Not Stated	..	..	..	..	9	..	..	..	..	819
<i>Male</i>	..	..	..	..	-	..	..	..	..	385
<i>Female</i>	..	..	..	..	9	..	..	..	..	434

Note:
¹ No Labour Force Survey was conducted in 1999 and 2000 because of the Population Census in 1999.

Source: Labour Force Surveys 1996 - 2007 Economics and Statistics Office (ESO)

4.04b

Employment by Industry and Sex, 2008

INDUSTRY	All		Female		Male		Sex distribution %	
	Number	Percent	Number	Percent	Number	Percent	Female	Male
All Industries	37,450	100	18,094	100	19,355	100	48	52
Agriculture and Fishing	697	1.9	107	0.6	590	3.0	15	85
Manufacturing, Mining, Printing and Publishing	790	2.1	147	0.8	644	3.3	19	81
Electricity, Gas and Water Supply	553	1.5	193	1.1	360	1.9	35	65
Construction	5,796	15.5	456	2.5	5,340	27.6	8	92
Wholesale and Retail	4,732	12.6	2,624	14.5	2,108	10.9	55	45
Restaurants and Bars	1,887	5.0	1,042	5.8	844	4.4	55	45
Hotels and Condominiums	2,413	6.4	1,150	6.4	1,264	6.5	48	52
Transportation, Post and Telecommunications	1,687	4.5	753	4.2	935	4.8	45	55
Financial Services	3,773	10.1	2,357	13.0	1,416	7.3	62	38
Real Estate, Renting and Business Activities	5,020	13.4	2,500	13.8	2,520	13.0	50	50
Public Administration	2,095	5.6	955	5.3	1,140	5.9	46	54
Education, Health and Social Work	2,971	7.9	2,288	12.6	683	3.5	77	23
Other Community, Social and Personal Service	1,912	5.1	951	5.3	962	5.0	50	50
Private Households with Employees	2,752	7.3	2,430	13.4	323	1.7	88	12
Not Stated	370	1.0	142	0.8	228	1.2	38	62

Classification of Industry is done using International Standard Industrial Classification of all Economic Activities (ISIC), Rev 3.1

Source: Labour Force Survey (LFS) 2008, Economic and Statistics Office (ESO)

4.05a

Employment Activity by Age Groups, 1996 - 2008

Year	Ages	Population 15+	Labour Force	Total Employed	Participation Rate (%)	Total Unemployed	Unemployment Rate (%)
1996	All 15+	24,630	20,410	19,370	82.7	1,040	5.1
	15 - 24	3,932	2,840	2,530	72.3	310	10.9
	25 - 34	6,835	6,480	6,180	94.8	300	4.6
	35 - 44	6,212	5,765	5,535	92.8	230	4.0
	45 +	7,651	5,325	5,125	69.6	200	3.8
1997	All 15+	25,310	21,620	20,725	81.9	895	4.1
	15 - 24	3,395	2,690	2,435	71.7	255	9.5
	25 - 34	7,370	7,035	6,785	92.1	250	3.6
	35 - 44	6,670	6,250	5,960	89.4	290	4.6
	45 +	7,875	5,645	5,545	70.4	100	1.8
1998	All 15+	27,530	22,725	21,815	79.3	910	4.0
	15 - 24	3560	2,375	2,050	57.6	325	13.7
	25 - 34	7540	6,990	6,840	90.7	150	2.1
	35 - 44	7630	7,135	6,905	90.5	230	3.2
	45 +	8800	6,225	6,020	68.4	205	3.3
2001	All 15+	33,315	27,972	25,862	77.6	2110	7.5
	15 - 24	4620	3,218	2,733	59.2	485	15.1
	25 - 34	8900	8,333	7,693	86.4	640	7.7
	35 - 44	8445	7,955	7,535	89.2	420	5.3
	45 +	11350	8,466	7,901	69.6	565	6.7
2002	All 15+	..	28,905	27,354	..	1551	5.4
	15 - 24	..	3,326	2,880	..	446	13.4
	25 - 34	..	8,800	8,415	..	385	4.4
	35 - 44	..	8,883	8,594	..	289	3.3
	45 +	..	7,896	7,465	..	431	5.5
2003	All 15+	35,145	29,906	28,827	85.1	1,079	3.6
	15 - 24	3,994	2,603	2,268	65.2	335	12.9
	25 - 34	10,414	9,963	9,667	95.7	296	3.0
	35 - 44	9,433	8,933	8,672	94.7	261	2.9
	45 +	11,304	8,407	8,220	74.4	187	2.2

Cont'd

4.05a

Employment Activity by Age Groups, 1996 - 2008 cont'd

Year	Ages	Population 15+	Labour Force	Total Employed	Participation Rate (%) ¹	Total Unemployed	Unemployment ² Rate (%)
2004*	All 15+	35,829	30,258	28,946	85.1	1,311	4.3
	15 - 24	4,276	2,853	2,527	58.9	326	11.4
	25 - 34	9,776	9,290	8,928	93.7	361	3.9
	35 - 44	10,150	9,542	9,221	94.0	321	3.3
	45 +	11,627	8,573	8,270	74.3	302	3.5
2005	All 15+	43,777	36,767	35,464	81.0	1,303	3.5
	15 - 24	5,502	2,954	2,665	48.4	289	9.8
	25 - 34	11,038	10,446	10,110	91.6	336	3.2
	35 - 44	12,103	11,378	11,092	91.6	286	2.5
	45 +	15,134	11,989	11,597	76.6	392	3.3
2006	All 15+	43,243	35,959	35,016	81.0	943	2.6
	15 - 24	5,493	3,095	2,773	50.5	319	10.3
	25 - 34	10,622	10,135	10,013	94.3	119	1.2
	35 - 44	11,425	10,908	10,721	93.8	198	1.8
	45 +	15,703	11,821	11,509	73.3	307	2.6
2007^R	All 15+	45,024	37,431	36,026	83.1	1,405	3.8
	15 - 24	5,431	3,015	2,682	55.5	329	10.9
	25 - 34	11,111	10,630	10,277	95.7	356	3.3
	35 -44	12,272	12,025	11,685	98.0	341	2.8
	45 +	16,058	11,745	11,366	73.1	379	3.2
	NS	152	16	16	-	-	-
2008	All 15+	46,375	38,999	37,450	84.1	1,549	4.0
	15 - 24	5,374	3,106	2,687	57.8	418	13.5
	25 - 34	12,630	11,844	11,484	93.8	360	3.0
	35 -44	12,669	12,049	11,742	95.1	307	2.5
	45 +	15,702	12,000	11,536	76.4	464	3.9

Notes:
¹ Participation rate = Percent of the labour force in the working age population

² Unemployment rate = Percent of unemployed persons in the labour force

* 2004 LFS results are derived from the Spring Labour Force Survey only.

Source: Labour Force Surveys 1996-2008, Economics and Statistics Office (ESO)

4.05b Economic Activity by Age Groups and Sex, 2008

Age Groups	Population 15+	Labour Force	Total Employed	Participation Rate (%)	Total Unemployed	Unemployment Rate (%)
Total						
All 15+	46,376	38,999	37,450	84.1	1,549	4.0
15 - 19	2,603	791	509	30.4	282	35.7
20 - 24	2,771	2,315	2,178	83.5	136	5.9
25 - 34	12,630	11,844	11,484	93.8	360	3.0
35 - 44	12,669	12,049	11,742	95.1	307	2.5
45 - 54	8,585	7,829	7,546	91.2	282	3.6
55 - 64	4,243	3,339	3,248	78.7	91	2.7
65 +	2,874	832	742	29.0	91	10.9
Male						
All 15+	23,017	20,128	19,355	87.4	773	3.8
15 - 19	1,310	375	233	28.6	142	37.9
20 - 24	1,382	1,171	1,103	84.7	68	5.8
25 - 34	6,152	5,805	5,580	94.4	225	3.9
35 - 44	6,594	6,435	6,316	97.6	119	1.8
45 - 54	4,051	3,948	3,840	97.4	108	2.7
55 - 64	2,252	1,847	1,815	82.0	32	1.7
65 +	1,275	546	467	42.8	79	14.4
Female						
All 15+	23,359	18,871	18,094	80.8	777	4.1
15 - 19	1,293	416	276	32.2	140	33.7
20 - 24	1,390	1,143	1,075	82.2	68	5.9
25 - 34	6,479	6,039	5,904	93.2	135	2.2
35 - 44	6,075	5,614	5,425	92.4	189	3.4
45 - 54	4,534	3,881	3,706	85.6	175	4.5
55 - 64	1,991	1,492	1,433	74.9	59	4.0
65 +	1,599	286	274	17.9	11	3.8

Source: Fall Labour Force Survey 2008, Economics and Statistics Office (ESO)

4.06 Work Permits Held by Occupational Groups, 1999 - 2008

OCCUPATION	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Administrative/Managerial	741	752	664	699	682	671	819	838	823	757
Professional	1,072	1,039	1,077	1,530	1,748	1,834	1,957	2,397	2,690	2,893
Skilled	7,844	7,633	7,285	7,167	7,383	9,385	10,576	11,143	11,637	11,455
Semi-Skilled/Unskilled	5,235	4,837	4,852	6,383	7,310	8,618	8,411	8,016	9,727	9,949
Other	26	23	5							
Total	14,918	14,284	13,883	15,779	17,123	20,508	21,763	22,394	24,877	25,054

Persons that are not Caymanians, wishing to work in the Cayman Islands, except those who are exempted, must obtain a work permit to legally work. A work permit may be issued for any occupation for periods of up to six months (temporary work permits) or longer (annual work permits).

The Economics and Statistics Office (ESO) defines current work permits as work permits in operation within the Cayman Islands at a specific point in time. Occupational Groups are classified by the Immigration Department and work permits included are the grant and renewal of annual work permits, the grant and extension of temporary work permits. Additionally, persons working and awaiting responses to their application for extended time on the Islands are included. Excluded from the above figures are persons working on government contracts and persons who have obtained permanent resident status.

Source: Cayman Islands Immigration Department and Economic and Statistics Office (ESO)

4.07 Work Permit Numbers by Industry, 2002 - 2008

INDUSTRY ¹	2002	2003	2004	2005	2006	2007	2008
Construction	2,429	2,892	6,005	6,448	6,002	6,446	6,035
Restaurants, Bars, Hotel & Condominiums	1,780	1,917	2,221	2,646	3,111	3,389	3,414
Private Households with Employed Persons	3,582	3,753	3,825	3,799	3,590	4,241	4,382
Business Services	3,002	3,326	2,655	2,718	2,882	3,140	3,214
Education, Health & Social Work	496	526	494	503	563	546	672
Financial Services	735	808	1,799	1,743	1,935	2,172	2,259
Other Community, Social & Personal Services	927	907	1,168	1,286	1,305	1,530	1,594
Wholesale & Retail	2,437	2,527	2,057	2,261	2,568	2,789	2,967
All Other Industries	391	467	284	359	438	624	517
Total	15,779	17,123	20,508	21,763	22,394	24,877	25,054
<i>CI Government Contracts</i>	..	..	..	..	1,332	1,473	1,462

Notes:

¹ Industry is classified by ESO using the International Standard Industrial Classification of All Economic Activities (ISIC) Rev 3.1.

Source: Cayman Islands Immigration Department and Economic and Statistics Office (ESO)

4.08

Work Permit By Nationality, 2008

Country	Number	Country	Number
Andorra	4	Korea, Republic Of	5
Antigua and Barbuda	10	Lebanon	23
Argentina	39	Malaysia	25
Australia	264	Mexico	100
Austria	43	Namibia	4
Bahamas	33	Nepal	51
Bangladesh	16	Netherlands	30
Barbados	125	New Zealand	120
Belgium	7	Nicaragua	306
Belize	32	Nigeria	9
Bermuda	13	Norway	7
Brazil	90	Pakistan	26
British Overseas Territory	15	Panama	20
Bulgaria	14	Peru	58
Canada	1,725	Philippines	2,878
Chile	5	Poland	7
China	57	Portugal	20
Colombia	497	Romania	65
Costa Rica	129	Russia	10
Croatia	11	Serbia	6
Cuba	219	Singapore	6
Czech Republic	9	Slovakia	5
Denmark	15	Slovenia	4
Dominica	10	South Africa	303
Dominican Republic	255	Spain	18
Ecuador	20	Sri Lanka	76
France	52	St Kitts and Nevis	8
Germany	87	St Vincent and the Grenadines	37
Ghana	7	St. Lucia	43
Grenada	4	Suriname	8
Guatemala	7	Sweden	21
Guyana	397	Switzerland	14
Haiti	13	Thailand	37
Honduras	1,124	Trinidad and Tobago	209
Hungary	26	Turkey	43
India	879	Uganda	4
Indonesia	56	Ukraine	4
Ireland	237	United Kingdom	2,015
Israel	7	United States of America	1,599
Italy	74	Venezuela	28
Jamaica	11,459	Zimbabwe	50
Japan	6	Other	59
Kenya	64		
Total			26,517 ¹

Note:
¹ Includes persons on government contracts

Source: Cayman Islands Immigration Department and Economic and Statistics Office (ESO)