



CAYMAN ISLANDS
GOVERNMENT

The Cayman Islands' Occupational Wage Survey 2017



1. What is an Occupational Wage Survey (OWS)?

An Occupational Wage Survey (OWS) is a survey of employment and compensation in the public and private sectors for all occupations. It includes questions on employee qualifications, nationality status, skills or occupation, compensation and employment characteristics such as the number of hours worked, and type of employment.

2. Why does Cayman need an OWS?

Results from the OWS will be used primarily to assist the Ministry of Human Resources in developing a comprehensive employment and compensation database. Specifically, the results will be used for:

- (a) reviewing employee compensation and benefits in the context of the Minimum Wage policy implementation;

- (b) establishing the mix of occupation by nationality status employed in the various industries;

- (c) estimating the cost of labour in the Cayman Islands by occupation and industry and other sub-categories; and

- (d) analyzing employee productivity by industry or sub-industries.

The database can also be used by private and public sector employers and employees in reviewing compensation in their respective industries.

3. Who will be surveyed in the OWS?

All private and public sector employers will be asked to provide data for all employees as of the survey reference month (September 2017). Industries with an “off-season” level of economic activity during September, will also be asked for information applicable to a normal month in 2017.

4. Is confidentiality guaranteed?

Privacy and confidentiality of individual returns will be maintained as follows:

- 1) **The OWS questionnaire will not contain the employer’s name, and would be identified by an ID that is known exclusively to ESO.**
- 2) **Employers will not be asked to provide the name/s of employees. Instead, they will be asked to provide their own anonymous survey ID (such as 01, 02, 03) for each employee in completing the form.**
- 3) The Statistics Law (2016 Revision) prohibits the ESO from publishing or

disclosing any statistical data which would result in the identification of an individual or organization. The data gathered from the OWS will be used exclusively for statistical purposes, and the results will be published in aggregated form only. Statistical information collected by the ESO is also exempted from, and cannot be disclosed using the Freedom of Information Law (FOI).

4) Therefore, no individual employee or employer data will be divulged to the Ministry of Human Resources or any other organization requesting for OWS data set. For example, compensation data will only be accessible by categories such as occupation, industry, nationality status, etc.

5) All data gathered will be handled confidentially by trained staff who will be asked to take an oath or affirmation of confidentiality. The Statistics Law (2016 Revision) makes it an offence for staff to disclose individual data to any party outside of the ESO.

6) Each Statistical Officer for the 2017 OWS will carry an official identification card and a letter of authorization. Companies that wish to verify the identity of enumerators can call 244-4613 / 244-4602 or 516-3329.

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5. How will OWS 2017 be conducted?

Each establishment/employer will be asked to complete two survey forms from the Economics and Statistics Office (ESO):

- **Form A** – Summary of Employment, Allowances, and Benefits; and
- **Form B** – Employee Characteristics, Work Hours, Remuneration and Benefits.

Data can be submitted to the ESO using the following options:

- **Manual** – paper forms to be delivered;
- **Electronic** – the forms can be downloaded from the ESO website and returned electronically when completed; or
- **Interview** – the forms can be completed by an ESO officer through an interview with the respondent (establishment contact).

6. When will the OWS be conducted, and how long will it take for an employer to complete the survey?

Employers will receive their forms by the 20th October 2017 to be completed and returned by 29th December 2017.

Employers who will require a longer survey period will be asked to contact the ESO.

ESO officers will be ready to assist employers in completing the forms upon request



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