

THE COMMONWEALTH OF THE BAHAMAS

OCCUPATIONS & WAGES REPORT

2011

Department of Statistics
Ministry of Finance
P.O. Box N-3904
Nassau Bahamas

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FOREWORD

This report presents information on occupations and their corresponding average and median wage collected in the 2011 Wages and Productivity survey. In 2011 the Department partnered with the Inter-American Development Bank (IDB) to conduct the Wages and Productivity survey. The results of the productivity section were released to the public under separate cover by the IDB.

The objective of the overall survey was to provide data that will guide the government and private sector planners and employers on labour market issues including wages, gaps in labour force skills and current training practices.

The survey was conducted on the islands of New Providence and Grand Bahama and the data are produced and presented separately for each.

The reference period for the survey was the last pay period ending 30th, November 2011.

Information on the sample design along with concepts, definitions and methodology are contained in this report.

**Kelsie Dorsett
Director of Statistics**

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The Department of Statistics wishes to acknowledge the valuable contribution, cooperation and assistance of the public and the participating establishments in New Providence and Grand Bahama in the 2011 Wages and Productivity survey. We again look forward to and appreciate their continued support.

The valuable contributions of Inter-American Development Bank, Department of Statistics staff mainly in the Labour Market Information Unit and especially Annshanique Edgecombe are acknowledged.

This report was produced by Carmen Dawkins under the supervision of Kelsie Dorsett, Director, and Leona Wilson, Deputy Director of Statistics.

**KEY FINDINGS OF THE OCCUPATIONAL WAGE SURVEY:
NEW PROVIDENCE, 2011**

Sex	Average Normal Hours Worked Per Week	Average Hourly Wage	Average Weekly Wage	Median Weekly Wage	Average Annual Wage	Median Annual Wage
Total	40	\$12	\$483	\$345	\$25,141	\$17,940
Male	40	\$13	\$505	\$350	\$26,276	\$18,200
Female	39	\$12	\$463	\$343	\$24,081	\$17,836

The three *occupational groups* with the *highest* average annual wage were:

- Managers, Chief Executives and Senior Officials \$42,853 (males, \$45,173; females, \$40,851)
- Professionals, Science and Engineering Professionals \$42,944 (males, \$47,541; females, \$40,625)
- Technicians and Associate Professionals \$28,292 (males, \$28,195; females, \$28,366).

The occupational group with the *lowest* average annual wage was the Elementary Occupations with \$12,710 (males, \$13,557; females, \$11,881).

Industrial groups with the *highest* average annual wage were:

- Financial and Insurance Activities \$49,322 (males, \$56,306; females, \$45,759)
- Electricity, Gas, Air Conditioning and Water \$43,783 (males, \$42,672; females, \$46,898)
- Human Health and Social Work Activities \$39,009 (males, \$47,886; females, \$37,455).

The *industrial group* with the *lowest* average annual wage was Accommodation and Food Service Activities with \$19,548 (males, \$18,859; females, \$20,328).

The average normal hours worked per week was *highest* (42) among Managers, Chief Executives and Senior Officials, Skilled Agricultural and Fishery Workers and Plant and Machine Operators and Assemblers (41) and the *lowest* (38) for workers in the Elementary Occupational group.

Almost all (91%) of the employees had attained the minimum education required by the establishment for their occupation

Fifty nine percent (59%) of the employees had completed Secondary School education.

KEY FINDINGS OF THE OCCUPATIONAL WAGE SURVEY: GRAND BAHAMA, 2011

Sex	Average Normal Hours Worked Per Week	Average Hourly Wage	Average Weekly Wage	Median Weekly Wage	Average Annual Wage	Median Annual Wage
Total	41	\$10	\$374	\$308	\$19,459	\$16,016
Male	41	\$10	\$400	\$361	\$20,775	\$18,772
Female	41	\$9	\$347	\$288	\$18,069	\$14,976

The three *occupational groups* with the *highest* average annual wage were:

- Managers, Chief Executives and Senior Officials \$32,993 (males, \$31,913; females, \$34,301)
- Professionals, Science and Engineering Professionals \$30,325 (males, \$33,894; females, \$28,827)
- Technicians and Associate Professionals \$26,253 (males, \$26,973; females, \$25,227)

The *occupational group* with the *lowest* average annual wage was the Elementary occupational group with \$12,051 (males, \$12,570; females, \$10,679).

Industrial groups with the *highest* average annual wage were:

- Financial and Insurance Activities \$38,080 (males, \$56,765; females, \$33,048)
- Human Health and Social Work Activities \$31,401 (males, \$31,849; females, \$31,237)
- Real Estate Activities \$27,342 (males, \$27,716; females, \$27,029)

The *industrial group* with the *lowest* average annual wage was Information and Communication with \$12,168 (males, \$12,415; females, \$11,886).

The average normal hours worked per week was *highest* (48) in the Real Estate Industry, followed by (46) in Arts, Entertainment, Recreation and Other Service Activities, and (41) each in Mining, Quarrying and Manufacturing and Wholesale and Retail Trade.

Almost all (91%) of the employees had attained the minimum education required by the establishment for their occupation.

Sixty eight percent (68%) of the employees had completed Secondary School education.

1. DATA AND METHODOLOGY

This section outlines the survey methodology and the field operation

1.1 Sample Design

1.1.1. Scope of the Survey

The scope of the survey included all business establishments in New Providence and Grand Bahama with five (5) or more employees.

1.1.2. Reporting Unit and Frequency

The reporting unit was the business establishment.

1.1.3. Sampling Frame

The base for the sample frame is the Department of Statistics' 2010 Business Establishment Register. The Register was generated by documenting every business with a sign indicating the name of the establishment, and that they were in operation during March 2009. The Register does not include establishments in the following International Standard Industrial Classification of All Economic Activities categories (ISIC): Agriculture, forestry and fishing; Public administration and defence, compulsory social security; Activities of households as employers, undifferentiated goods-and-services-producing activities of households for own use; and Activities of extraterritorial organizations and bodies. It also excludes churches and non-governmental organisations in the "Other service activities industry".

The 2010 Register also excluded establishments in the "Financial and insurance activities" industry. As such, lists of financial institutions from the Central Bank, and a list of insurance companies from the Registrar of Insurers, were added to the sample frame.

The Register was cleaned to remove duplicates and establishments known to have ceased operations. For establishments with parent companies, the parent company was identified, and subsidiaries removed from the sample. The frame was further restricted to only those companies with 5 or more employees.

The final sampling frame for New Providence included 1,901 establishments, and for Grand Bahama 477 establishments (a total of 2,378 establishments). The estimated total employment of those establishments was 65,677¹.

¹ Estimates of the numbers of employees were not available for all establishments in the financial and insurance industries for New Providence or Grand Bahama, so this number is not equal to the actual number of employees.

Table i: Sample Frame Distribution²

Establishment Size	Both Islands	New Providence	Grand Bahama
5 -19 employees	1,805	1,442	363
20 - 49 employees	342	270	72
50 and more employees	231	189	42
TOTAL	2,378	1,901	477

Source: Department of Statistics, Central Bank of The Bahamas, and Registrar of Insurance

1.1.4. Sampling: Clustering, Stratification and Allocation

Two-stage sampling was conducted, with establishments in the first stage being clustered by island (New Providence versus Grand Bahama).

In the second stage, stratification was conducted by industrial group, at the 1-digit level of the ISIC. Due to small sample sizes of some industrial groups, the following categories were combined:

- Mining and quarrying AND Manufacturing
- Electricity, gas, steam and air conditioning supply AND Water supply; sewerage, waste management and remediation activities
- Professional, scientific and technical activities AND Administrative and support service activities
- Arts, entertainment and recreation AND Other service activities

Additionally, the sample was further stratified by employment size (5-19 employees, 20-49 employees, and 50 employees or more).

To be consistent with prior sampling adopted by the Department of Statistics in previous Occupational Wage Surveys, the allocation of the reporting units was done using disproportional allocation. The following allocation was used:

- (1) 100% of all large establishments (those with 50 or more employees) were selected.
- (2) Due to their small population sizes, establishments in two industry categories were sampled with certainty from both islands (a) Electricity gas steam and air conditioning; Water supply; sewerage, waste management and remediation activities and (b) Information and communication.
- (3) For New Providence, the remaining strata were sampled proportionally in accordance to the population size, unless that would provide a sample size of less than 20 in that industry. Extra allocation points were assigned to those strata (and deducted from the strata with the three highest number of points) until all industrial strata would contain a population of

² As noted earlier, the number of employees was not available for some establishments in the financial and insurance sectors – for these purposes the unknown size establishments are counted as being in the <20 employee range.

more than 20 (assuming there were at least 20 establishments in that cell of the frame).

- (4) For Grand Bahama, 100% of all establishments in three additional industry categories were sampled, due to their small population sizes: (a) Financial and insurance activities (b) Real Estate and (c) Human health and social work activities. The remaining strata were sampled proportionally in accordance to the population size, unless that would provide a sample size of less than 15 in that industry.

For the proportional allocation:

$$n_h = n \cdot (N_h / N)$$

n_h = the sample size within a particular h th stratum and

N_h = the population within the h th stratum.

1.1.5. Sample Selection

The following final distribution of establishments, by size, was taken from the sample frame:

Table ii: Sample Distribution³

	5 - 49 employee s	50+ employee s	All
New Providence	332	189	521
Grand Bahama	161	40	201
Both Islands	493	229	722
New Providence:			
Mining and quarrying and manufacturing	26	7	33
Electricity, gas, steam and air conditioning supply; Water supply, sewerage, waste management and remediation activities	10	3	13
Construction	19	10	29
Wholesale and retail trade; repair of motor vehicles and motorcycles	82	50	132
Transportation and storage	25	6	31
Accommodation and food service activities	23	33	56
Information and communication	16	7	23
Financial and insurance activities	12	24	36
Real estate	29	2	31
Professional, scientific and technical activities; Administrative and support service activities	19	22	41
Education	22	14	36
Human health and social work activities	27	3	30
Arts, entertainment and recreation; Other service activities	22	8	30
Grand Bahama:			

³ As noted earlier, the number of employees was not available for some establishments in the financial and insurance sectors – for these purposes the unknown size establishments are counted as being in the <20 employee range.

	5 - 49 employee s	50+ employee s	All
Mining and quarrying and manufacturing	6	7	13
Electricity, gas, steam and air conditioning supply and Water supply; sewerage, waste management and remediation activities	3	2	5
Construction	14	1	15
Wholesale and retail trade; repair of motor vehicles and motorcycles	26	6	32
Transportation and storage	7	8	15
Accommodation and food service activities	19	8	27
Information and communication	7	0	7
Financial and insurance activities	20	1	21
Real estate	14	0	14
Professional, scientific and technical activities; Administrative and support service activities	18	4	22
Education	10	1	11
Human health and social work activities	11	0	11
Arts, entertainment and recreation; Other service activities	6	2	8
Both Islands:			
Mining and quarrying and manufacturing	32	14	46
Electricity, gas, steam and air conditioning supply AND Water supply; sewerage, waste management and remediation activities	13	5	18
Construction	33	11	44
Wholesale and retail trade; repair of motor vehicles and motorcycles	108	56	164
Transportation and storage	32	14	46
Accommodation and food service activities	42	41	83
Information and communication	23	7	30
Financial and insurance activities	32	25	57
Real estate	43	2	45
Professional, scientific and technical activities; Administrative and support service activities	37	26	63
Education	32	15	47
Human health and social work activities	38	3	41
Arts, entertainment and recreation; Other service activities	28	10	38

Source: Department of Statistics, Central bank of The Bahamas, and Registrar of Insurance

1.1.6. Survey Response Rate

Of the original 521 establishments in the sample from New Providence, it was determined that there were 7 duplicates, 4 were establishments that were subsidiaries of a parent company, and 45 had closed for a total of 465 establishments actually eligible for interviews. In Grand Bahama, 19 establishments had closed. As a result, the final sample contained 647 establishments (465 in New Providence, 182 in Grand Bahama).

Overall, 504 of 647 responded, for an overall response rate of 80%. The table below shows the response rate, by island. In New Providence, 372 of 465 eligible establishments responded, for a response rate of 80.0% while in Grand Bahama, 132 of 182 eligible establishments responded, for a response rate of 78%.

Table iii: Selected Establishments and Response and Non-Response Rates

	Both Islands	New Providence	Grand Bahama
Total establishments eligible for interview	647	465	182
Establishments duplicated	11	11	0
Establishments closed	64	45	19
Total	722	521	201
Total non-response	143	93	50
Response	504	372	132
Non-response rate	20%	27.5%	22.1%
Response rate	80%	80%	78%

Source: Department of Statistics

1.2. Survey Instrument Design

The survey instrument was designed to obtain information on wages by industry and occupation, as well as labour market issues regarding labour force skills development and productivity.

1.2.1. Drafting of Survey Instrument

The first draft of the survey instrument was created through the merger of two existing surveys: (1) the Inter-American Development Bank's "Productivity Survey and Assessment of Training in Establishments" (Employers' Survey, or ES) that had already been conducted in Honduras, Panama and Uruguay; and (2) The Bahamas Department of Statistics' Occupational Wage Survey (OWS), which is conducted every four years, and last conducted in 2007.

An initial analysis was done to compare the scope of the two questionnaires, and all similar questions were highlighted for inclusion. Questions in the ES which were not relevant for The Bahamas were removed, some were edited to become more nationally significant, and some additional productivity-based questions were added after consultation with The Bahamas Chamber of Commerce and other stakeholders such as the Department of Labour.

During the training of the enumerators in New Providence (see below), additional edits were made to the survey instrument to improve the questionnaire's flow.

1.2.2. Pilot Test of Survey Instrument and Debrief

After the New Providence enumerators training was completed, a pilot test was conducted in December 5th – 13th, 2011.

A non-random sample of 20 establishments (all <50 employees) was drawn from the sample. Data was received from 14 of the 20 establishments, for a pre-test response rate of 70%. After the pre-test, all enumerators and supervisors discussed the questionnaire and interview process during a debrief on December 19th, 2011 and additional minor edits were made based on those findings.

The final questionnaire is provided in appendix III.

1.3. Training, Fieldwork and Data Entry

1.3.1. Training of Enumerators

The training of enumerators took place in two locations: New Providence, November 21st – 25th 2011 and Grand Bahama, January 24th – 25th 2012.

At the New Providence training, eleven enumerators and three supervisors participated in a four day training exercise which had two main objectives:

- instruct the enumerators in the survey background, actual questionnaire and the interview process, and
- refine the questionnaire in preparation for the pilot survey.

One of the enumerators withdrew from the project in early January and was replaced by two additional enumerators who underwent a separate training exercise.

Prior to training enumerators in Grand Bahama, the final questionnaire had been completed. Therefore only two days of training were required and one supervisor and six enumerators were trained.

1.3.2. Fieldwork

In New Providence fieldwork commenced on January 12th, 2012. The 521 selected establishments were placed into 11 geographical groups, and allocated to the 12 enumerators as indicated in Table iv.

In Grand Bahama fieldwork commenced on January 26th, 2012. The 201 selected establishments were allocated to the six enumerators as indicated in Table v.

Table iv: Allocation of Establishments to Enumerators in New Providence

	# of Establishments
Enumerator 1	48
Enumerator 2	47
Enumerator 3	47
Enumerator 4	48
Enumerator 5	46
Enumerator 6	47
Enumerator 7	48
Enumerator 8	47
Enumerator 9	48
Enumerator 10	48
Enumerator 11	24
Enumerator 12	23

Source: Department of Statistics

Table v: Allocation of Establishments to Enumerators in Grand Bahama

	# of Establishments
Enumerator 1	25
Enumerator 2	27
Enumerator 3	40
Enumerator 4	43
Enumerator 5	26
Enumerator 6	40

Source: Department of Statistics

Enumerators on both islands conducted interviews until April 30th, 2012. Some questionnaires had been left with establishments for them to fill in certain portions by themselves. All questionnaires were submitted to the Department of Statistics by May 18th, 2012.

1.3.3. Data Entry

Training for data entry clerks in the Department of Statistics was conducted on February 27th, 2012.

Editing was done by supervisors and data entry clerks in order to remove inconsistent or erroneous items, and ensure completeness. Data coding was then required for occupation and industry using the ISCO and ISIC, respectively.

The Census and Survey Processing System (CSPro) of the United States Bureau of Census was used to complete the data entry of the various survey schedules, verify the data captured and check and correct inconsistencies within survey results.

Computer editing and correction were performed using the Batch Edit tool of CSPro for data cleaning. Range checks, indicating the minimum and maximum values of variables that were built in, were also reviewed at this stage. After the final data cleaning, STATA data files were produced by using the export data tool of CSPro.

Additional data checks were conducted in STATA, until a final database was created on August 29th, 2012.

1.3.4. Weight Creation

A series of weights were created for the data as outlined in this section. Weights were created based on the island, industry and size (3 strata: 5-19, 20-49 and 50+). Note that size and industry sometimes differed between the final survey and the sampling frame. The original sampling frame was used whenever the information was incomplete- otherwise the survey responses were used.

Weights were calculated counting all non-responses. An additional set of weights was also created based on some data imputation/manipulation. This was considered appropriate because for some cells (a specific industry and size within an island) the response rate was 0. The improvised method used was to shift the size for this cell by 1 i.e., if there were no responses for companies of

size 20-49 for industry 8 on Grand Bahama, they were shifted to the same island and industry but to the smaller size (5-19). This effectively reduced the response rate in that cell, resulting in higher weights. The assumption is made that there is not a large difference between companies with slightly different sizes. The alternative is to simply lose all information. It was assumed that the imputed values are better (weight i1a and weight i2a).

Note: For certain strata and industries the weight is simply the inverse of the response rate because these cells were sampled at 100%. For others it is the inverse of the response rate times the inverse of the proportion sampled. The proportions came from the full sampling frame files. The weights have been merged back into the original data.

TABLE vi

Survey Reliability for Mean (Average) Weekly Wage: New Providence, 2011

OCCUPATIONAL GROUP	Mean (Average)	Standard Error	Coefficient of Variation
Managers, Chief Executives and Senior Officials	\$824	29.38	81.4%
Professionals, Science and Engineering Professionals	\$826	32.13	86.1%
Technicians and Associate Professionals	\$544	15.71	65.3%
Clerical and Support Workers	\$425	9.66	55.6%
Service and Sales Workers	\$311	6.09	68.6%
Skilled Agricultural, Forestry and Fishery Workers	\$394	29.54	38.2%
Craft and Related Trade Workers	\$480	18.29	53.9%
Plant and Machine Operators and Assemblers	\$362	19.38	72.2%
Elementary Occupations	\$244	4.30	45.3%
INDUSTRIAL GROUP			
Mining, Quarrying and Manufacturing	\$405	17.99	58.7%
Electricity, Gas, Air Conditioning and Water	\$842	31.97	45.5%
Construction	\$743	51.45	101.2%
Wholesale and Retail Trade	\$411	11.91	84.2%
Transportation and Storage	\$597	19.27	67.6%
Accommodation and Food Service Activities	\$376	6.80	69.7%
Information and Communication	\$594	42.13	75.1%
Financial and Insurance Activities	\$949	53.48	91.9%
Real Estate Activities	\$549	44.89	120.2%
Business Services (Professional, Technical and Administrative) Activities	\$592	44.80	120.1%
Education	\$488	44.20	80.8%
Human Health and Social Work Activities	\$750	53.20	91.7%
Arts, Entertainment, Recreation and Other Service Activities	\$414	44.10	87.2%

TABLE vii

SURVEY RELIABILITY FOR MEAN (AVERAGE) WEEKLY WAGE: GRAND BAHAMA, 2011

OCCUPATIONAL GROUP	Mean (Average)	Standard Error	Coefficient of Variation
Managers, Chief Executives and Senior Officials	\$634	16.82	66.3%
Professionals, Science and Engineering Professionals	\$583	20.73	85.5%
Technicians and Associate Professionals	\$505	9.45	42.0%
Clerical and Support Workers	\$343	5.94	31.7%
Service and Sales Workers	\$250	6.03	38.0%
Skilled Agricultural, Forestry and Fishery Workers	\$234	2.16	14.1%
Craft and Related Trade Workers	\$398	7.44	37.3%
Plant and Machine Operators and Assemblers	\$400	7.76	38.7%
Elementary Occupations	\$232	5.06	33.2%
INDUSTRIAL GROUP			
Mining, Quarrying and Manufacturing	\$441	8.10	38.6%
Electricity, Gas, Air Conditioning and Water	\$357	5.92	31.4%
Construction	\$372	15.25	79.0%
Wholesale and Retail Trade	\$350	14.20	75.9%
Transportation and Storage	\$462	7.81	36.3%
Accommodation and Food Service Activities	\$276	7.19	43.3%
Financial and Insurance Activities	\$732	14.59	59.6%
Real Estate Activities	\$526	14.46	63.1%
Business Services (Professionals, Technical and Administrative) Activities	\$469	21.44	99.0%
Education	\$336	8.31	45.4%
Human Health and Social Work Activities	\$604	12.03	49.0%
Information and Communication and Arts, Entertainment, Recreation and Other Service Activities	\$429	18.89	91.2%

NEW PROVIDENCE CHARTS

CHART I
AVERAGE ANNUAL WAGE OF EMPLOYED PERSONS BY OCCUPATIONAL GROUP AND SEX:
NEW PROVIDENCE, 2011

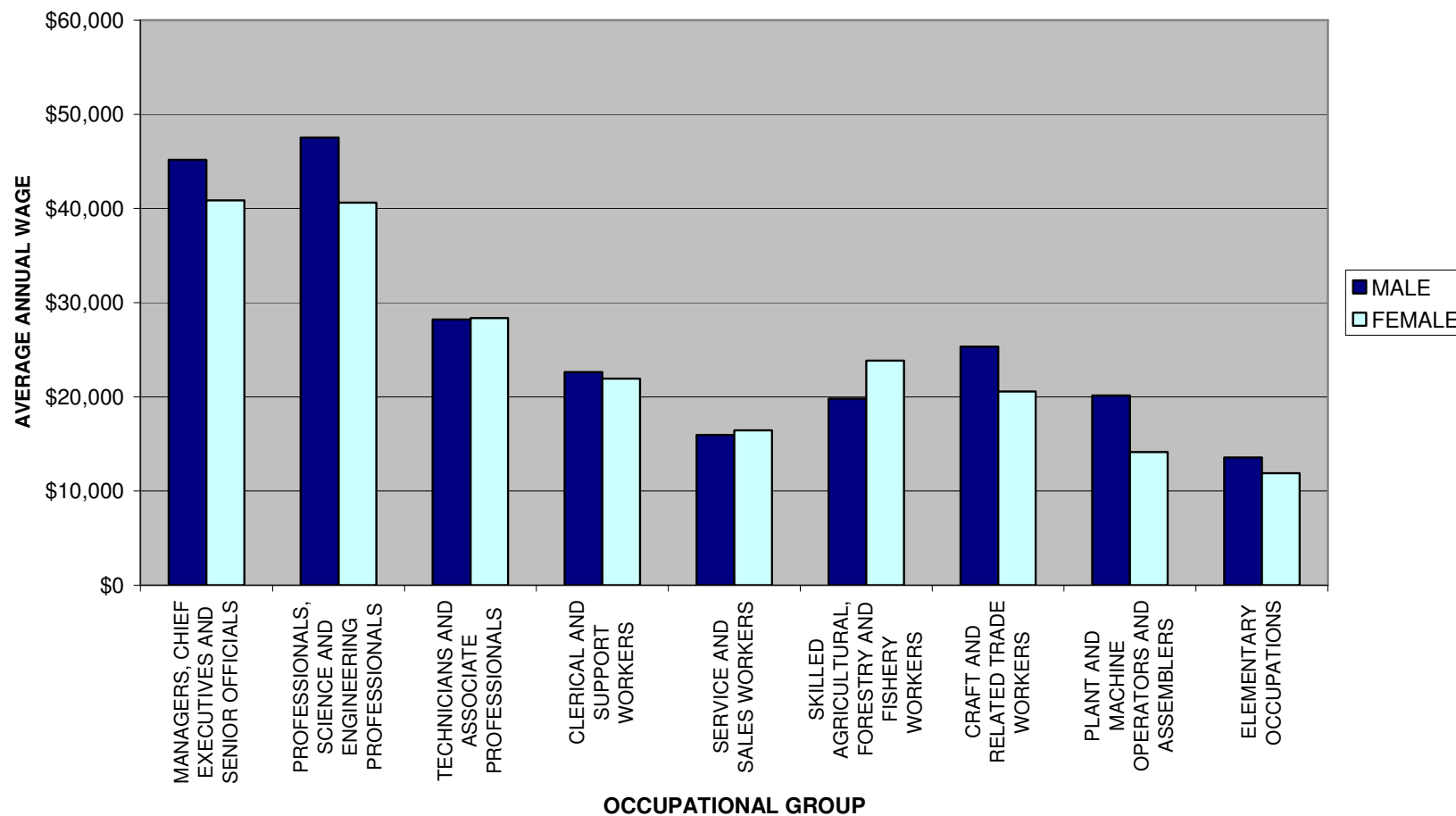
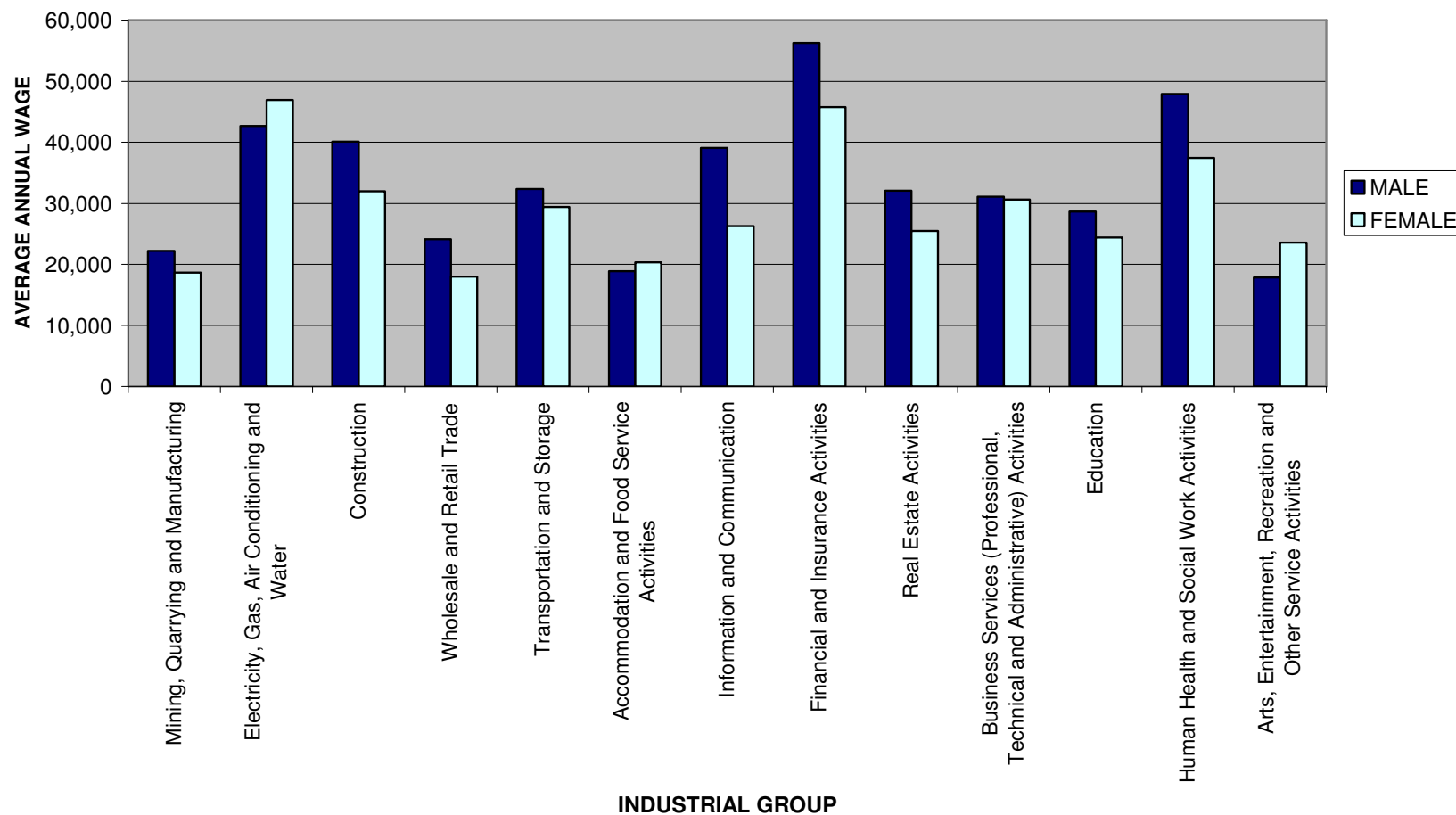


CHART II
AVERAGE ANNUAL WAGE OF EMPLOYED PERSONS BY INDUSTRIAL GROUP AND SEX:
NEW PROVIDENCE, 2011



NEW PROVIDENCE TABLES

TABLE 2.1

**EMPLOYEES BY OCCUPATIONAL GROUP, SEX, AVERAGE NORMAL HOURS WORKED PER WEEK, AVERAGE AND MEDIAN,
HOURLY, WEEKLY AND ANNUAL WAGE: NEW PROVIDENCE, 2011**

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE			MEDIAN WEEKLY WAGE			AVERAGE ANNUAL WAGE			MEDIAN ANNUAL WAGE		
	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
TOTAL	40	40	39	\$12	\$13	\$12	\$483	\$505	\$463	\$345	\$350	\$343	\$25,141	\$26,276	\$24,081	\$17,940	\$18,200	\$17,836
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	42	42	42	\$22	\$24	\$20	\$824	\$869	\$786	\$650	\$694	\$617	\$42,853	\$45,173	\$40,851	\$33,800	\$36,088	\$32,084
PROFESSIONALS, SCIENCE AND ENGINEERING PROFESSIONALS	40	40	39	\$21	\$23	\$20	\$826	\$914	\$781	\$640	\$640	\$645	\$42,944	\$47,541	\$40,625	\$33,280	\$33,280	\$33,540
TECHNICIANS AND ASSOCIATE PROFESSIONALS	40	40	40	\$14	\$15	\$13	\$544	\$542	\$545	\$475	\$509	\$425	\$28,292	\$28,195	\$28,366	\$24,700	\$26,468	\$22,100
CLERICAL AND SUPPORT WORKERS	39	39	39	\$11	\$11	\$11	\$425	\$435	\$422	\$380	\$390	\$380	\$22,112	\$22,634	\$21,938	\$19,760	\$20,280	\$19,760
SERVICE AND SALES WORKERS	40	40	40	\$8	\$9	\$9	\$311	\$307	\$316	\$306	\$276	\$276	\$16,149	\$15,950	\$16,428	\$15,912	\$14,352	\$14,352
SKILLED AGRICULTURAL, FORESTRY AND FISHERY WORKERS	41	41	40	\$9	\$9	\$12	\$394	\$381	\$459	\$350	\$350	\$459	\$20,506	\$19,811	\$23,842	\$18,200	\$18,200	\$23,842
CRAFT AND RELATED TRADE WORKERS	40	40	39	\$13	\$14	\$8	\$480	\$487	\$396	\$488	\$500	\$276	\$24,981	\$25,341	\$20,584	\$25,376	\$28,000	\$14,352
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	41	41	40	\$10	\$10	\$7	\$362	\$387	\$272	\$320	\$320	\$278	\$18,814	\$20,126	\$14,144	\$16,640	\$16,640	\$14,456
ELEMENTARY OCCUPATIONS	38	38	38	\$7	\$7	\$7	\$244	\$261	\$228	\$245	\$260	\$223	\$12,710	\$13,557	\$11,881	\$12,740	\$13,520	\$11,596

T-Total M-Male F - Female

TABLE 2.2

EMPLOYEES BY OCCUPATIONAL GROUP, NATIONALITY, AVERAGE NORMAL HOURS WORKED PER WEEK, AVERAGE AND MEDIAN, HOURLY, WEEKLY AND ANNUAL WAGE: NEW PROVIDENCE, 2011

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE		
	Total	Bahamian	Non Bahamian	Total	Bahamian	Non Bahamian	Total	Bahamian	Non Bahamian
TOTAL	40	40	38	\$12	\$12	\$14	\$483	\$484	\$522
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	42	42	41	\$22	\$22	\$22	\$824	\$702	\$1,000
PROFESSIONALS, SCIENCE AND ENGINEERING PROFESSIONALS	40	40	38	\$21	\$21	\$21	\$826	\$861	\$809
TECHNICIANS AND ASSOCIATE PROFESSIONALS	40	40	39	\$14	\$14	\$14	\$544	\$548	\$756
CLERICAL AND SUPPORT WORKERS	39	39	40	\$11	\$11	\$9	\$425	\$422	\$418
SERVICE AND SALES WORKERS	40	39	40	\$8	\$9	\$7	\$311	\$313	\$266
SKILLED AGRICULTURAL FORESTRY AND FISHERY WORKERS	41	41	40	\$9	\$10	\$6	\$394	\$429	\$247
CRAFT AND RELATED TRADE WORKERS	40	40	41	\$13	\$14	\$12	\$480	\$553	\$461
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	41	41	37	\$10	\$10	\$9	\$362	\$389	\$341
ELEMENTARY OCCUPATIONS	38	38	35	\$7	\$8	\$7	\$244	\$273	\$227

TABLE 2.2 (CONT'D)

**EMPLOYEES BY OCCUPATIONAL GROUP, NATIONALITY, AVERAGE NORMAL HOURS WORKED PER WEEK, AVERAGE AND MEDIAN,
HOURLY, WEEKLY AND ANNUAL WAGE: NEW PROVIDENCE, 2011**

OCCUPATIONAL GROUP	MEDIAN WEEKLY WAGE			AVERAGE ANNUAL WAGE			MEDIAN ANNUAL WAGE		
	Total	Bahamian	Non Bahamian	Total	Bahamian	Non Bahamian	Total	Bahamian	Non Bahamian
TOTAL	\$345	\$336	\$350	\$25,141	\$25,189	\$25,140	\$17,940	\$17,472	\$18,200
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	\$650	\$625	\$800	\$42,853	\$41,886	\$42,415	\$33,800	\$32,500	\$42,276
PROFESSIONALS, SCIENCE AND ENGINEERING PROFESSIONALS	\$640	\$649	\$600	\$42,944	\$44,765	\$42,068	\$33,280	\$33,748	\$31,200
TECHNICIANS AND ASSOCIATE PROFESSIONALS	\$475	\$459	\$529	\$28,292	\$28,291	\$29,300	\$24,700	\$23,608	\$27,508
CLERICAL AND SUPPORT WORKERS	\$380	\$375	\$400	\$22,112	\$24,998	\$18,933	\$19,760	\$19,500	\$20,800
SERVICE AND SALES WORKERS	\$306	\$240	\$214	\$16,149	\$16,294	\$13,824	\$15,912	\$16,480	\$11,128
SKILLED AGRICULTURAL FORESTRY AND FISHERY WORKERS	\$350	\$350	\$200	\$20,506	\$22,326	\$12,862	\$18,200	\$19,200	\$12,400
CRAFT AND RELATED TRADE WORKERS	\$488	\$500	\$332	\$24,981	\$28,775	\$23,995	\$25,376	\$26,000	\$26,000
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	\$320	\$314	\$340	\$18,814	\$20,206	\$17,746	\$16,640	\$15,340	\$17,680
ELEMENTARY OCCUPATIONS	\$245	\$237	\$230	\$12,710	\$14,186	\$11,807	\$12,740	\$12,324	\$11,960

TABLE 2.3

**EMPLOYEES BY INDUSTRIAL GROUP, SEX, AVERAGE NORMAL HOURS WORKED PER WEEK, AVERAGE AND MEDIAN,
HOURLY, WEEKLY AND ANNUAL WAGE: NEW PROVIDENCE, 2011**

INDUSTRY	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE			MEDIAN WEEKLY WAGE			AVERAGE ANNUAL WAGE			MEDIAN ANNUAL WAGE		
	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
TOTAL	40	40	39	\$12	\$13	\$12	\$483	\$505	\$463	\$345	\$350	\$343	\$25,141	\$26,276	\$24,081	\$17,940	\$18,200	\$17,836
Mining, Quarrying and Manufacturing	39	39	38	\$11	\$11	\$10	\$405	\$427	\$359	\$352	\$379	\$300	\$21,074	\$22,209	\$18,676	\$18,304	\$19,708	\$15,600
Electricity, Gas, Air Conditioning and Water	38	38	37	\$23	\$22	\$25	\$842	\$821	\$902	\$786	\$701	\$852	\$43,783	\$42,672	\$46,898	\$40,872	\$36,452	\$44,304
Construction	41	42	40	\$18	\$19	\$16	\$743	\$771	\$614	\$500	\$500	\$500	\$38,622	\$40,087	\$31,953	\$26,000	\$26,000	\$26,000
Wholesale and Retail Trade	40	40	40	\$10	\$11	\$9	\$411	\$463	\$346	\$300	\$300	\$275	\$21,387	\$24,084	\$17,996	\$15,600	\$15,600	\$14,300
Transportation and Storage	43	42	45	\$15	\$15	\$14	\$597	\$623	\$565	\$528	\$576	\$475	\$31,047	\$32,375	\$29,405	\$27,456	\$29,952	\$24,700
Accommodation and Food Service Activities	40	40	40	\$10	\$9	\$10	\$376	\$363	\$391	\$310	\$310	\$326	\$19,548	\$18,859	\$20,328	\$16,120	\$16,120	\$16,952
Information and Communication	41	40	42	\$15	\$19	\$13	\$594	\$752	\$505	\$500	\$640	\$417	\$30,905	\$39,107	\$26,264	\$26,000	\$33,280	\$21,684
Financial and Insurance Activities	39	39	39	\$25	\$28	\$23	\$949	\$1,083	\$880	\$604	\$667	\$597	\$49,322	\$56,306	\$45,759	\$31,408	\$34,684	\$31,044
Real Estate Activities	39	39	38	\$17	\$17	\$16	\$549	\$616	\$491	\$375	\$354	\$400	\$28,533	\$32,051	\$25,507	\$19,500	\$18,408	\$20,800
Business Services (Professional, Technical And Administrative) Activities	41	42	40	\$14	\$14	\$14	\$592	\$597	\$589	\$360	\$324	\$400	\$30,774	\$31,041	\$30,623	\$18,720	\$16,848	\$20,800
Education	38	37	38	\$13	\$15	\$12	\$488	\$551	\$470	\$406	\$488	\$395	\$25,383	\$28,627	\$24,427	\$21,112	\$25,376	\$20,540
Human Health and Social Work Activities	39	40	39	\$19	\$23	\$19	\$750	\$921	\$720	\$600	\$500	\$670	\$39,009	\$47,886	\$37,455	\$31,200	\$26,000	\$34,840
Arts, Entertainment, Recreation and Other Service Activities	39	37	40	\$13	\$13	\$12	\$414	\$343	\$453	\$344	\$300	\$350	\$21,526	\$17,844	\$23,533	\$17,888	\$15,600	\$18,200

T - Total

M – Male

F - Female

TABLE 2.4

**EMPLOYEES BY INDUSTRIAL GROUP, NATIONALITY, AVERAGE NORMAL HOURS WORKED PER WEEK, AVERAGE AND MEDIAN,
HOURLY, WEEKLY AND ANNUAL WAGE: NEW PROVIDENCE, 2011**

INDUSTRY	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE		
	Total	Bahamian	Non Bahamian	Total	Bahamian	Non Bahamian	Total	Bahamian	Non Bahamian
TOTAL	40	40	38	\$12	\$14	\$12	\$483	\$484	\$522
Mining, Quarrying and Manufacturing	39	39	40	\$11	\$11	\$7	\$405	\$416	\$282
Electricity, Gas, Air Conditioning and Water	38	38	40	\$23	\$23	\$7	\$842	\$843	\$260
Construction	41	41	41	\$18	\$17	\$28	\$743	\$670	\$1,116
Wholesale and Retail Trade	40	40	39	\$10	\$10	\$9	\$411	\$417	\$341
Transportation and Storage	43	41	41	\$15	\$15	\$12	\$597	\$612	\$505
Accommodation and Food Service Activities	40	39	37	\$10	\$9	\$9	\$366	\$368	\$342
Information and Communication	41	40	59	\$15	\$16	\$3	\$594	\$624	\$147
Financial and Insurance Activities	39	39	39	\$25	\$23	\$41	\$949	\$907	\$1,618
Real Estate Activities	39	39	37	\$17	\$17	\$14	\$549	\$555	\$501
Business Services (Professional, Technical and Administrative) Activities	41	41	41	\$14	\$14	\$12	\$592	\$595	\$510
Education	38	38	37	\$13	\$11	\$18	\$488	\$420	\$696
Human Health and Social Work Activities	39	40	35	\$19	\$19	\$20	\$750	\$749	\$770
Arts, Entertainment, Recreation and Other Service Activities	39	39	34	\$13	\$13	\$8	\$414	\$430	\$305

TABLE 2.4 (CONT'D)

**EMPLOYEES BY INDUSTRIAL GROUP, NATIONALITY, AVERAGE NORMAL HOURS WORKED PER WEEK, AVERAGE AND MEDIAN,
HOURLY, WEEKLY AND ANNUAL WAGE: NEW PROVIDENCE, 2011**

INDUSTRY	MEDIAN WEEKLY WAGE			AVERAGE ANNUAL WAGE			MEDIAN ANNUAL WAGE		
	Total	Bahamian	Non Bahamian	Total	Bahamian	Non Bahamian	Total	Bahamian	Non Bahamian
TOTAL	\$345	\$336	\$350	\$25,141	\$25,189	\$27,145	\$17,940	\$17,472	\$18,200
Mining, Quarrying and Manufacturing	\$352	\$370	\$270	\$21,074	\$21,644	\$14,678	\$18,304	\$19,240	\$14,040
Electricity, Gas, Air Conditioning and Water	\$786	\$827	\$260	\$43,783	\$43,829	\$13,520	\$40,872	\$43,004	\$13,520
Construction	\$500	\$500	\$500	\$38,622	\$34,864	\$58,012	\$26,000	\$26,000	\$26,000
Wholesale and Retail Trade	\$300	\$300	\$275	\$21,387	\$21,678	\$17,742	\$15,600	\$15,600	\$14,300
Transportation and Storage	\$528	\$550	\$400	\$31,047	\$31,803	\$26,255	\$27,456	\$28,600	\$20,800
Accommodation and Food Service Activities	\$310	\$250	\$340	\$19,548	\$19,125	\$18,980	\$16,120	\$13,000	\$17,680
Information and Communication	\$500	\$500	\$0	\$30,905	\$32,458	\$7,657	\$26,000	\$26,000	\$0
Financial and Insurance Activities	\$604	\$597	\$1,304	\$49,322	\$47,156	\$84,158	\$31,408	\$31,044	\$67,808
Real Estate Activities	\$375	\$380	\$325	\$28,533	\$28,835	\$26,067	\$19,500	\$19,760	\$16,900
Business Services (Professional, Technical and Administrative) Activities	\$360	\$375	\$218	\$30,774	\$30,945	\$26,539	\$18,720	\$19,500	\$11,336
Education	\$406	\$380	\$535	\$25,383	\$21,839	\$36,209	\$21,112	\$19,760	\$27,820
Human Health and Social Work Activities	\$600	\$650	\$550	\$39,009	\$38,927	\$40,058	\$31,200	\$33,800	\$28,600
Arts, Entertainment, Recreation and Other Service Activities	\$344	\$350	\$260	\$21,526	\$22,361	\$15,878	\$17,888	\$18,200	\$13,520

TABLE 2.5

EMPLOYEES BY AGE GROUP, SEX, AVERAGE AND MEDIAN, HOURLY, WEEKLY AND ANNUAL WAGE: NEW PROVIDENCE, 2011

AGE GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE			MEDIAN WEEKLY WAGE			AVERAGE ANNUAL WAGE			MEDIAN ANNUAL WAGE		
	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
Total	40	40	39	\$12	\$13	\$12	\$483	\$505	\$463	\$345	\$350	\$343	\$25,141	\$26,276	\$24,081	\$17,940	\$18,200	\$17,836
15 – 19	36	37	36	6	6	7	\$215	\$217	\$212	\$208	\$200	\$227	\$11,186	\$11,289	\$11,019	\$10,816	\$10,400	\$11,804
20 – 24	39	39	39	7	7	7	\$264	\$290	\$248	\$222	\$230	\$214	\$13,746	\$15,088	\$12,907	\$11,544	\$11,960	\$11,128
25 – 34	40	39	40	10	10	9	\$384	\$393	\$375	\$300	\$300	\$300	\$19,956	\$20,429	\$19,515	\$15,600	\$15,600	\$15,600
35 – 44	40	41	39	14	15	14	\$562	\$583	\$545	\$400	\$415	\$390	\$29,209	\$30,299	\$28,326	\$20,800	\$21,580	\$20,280
45 – 54	40	40	40	17	18	15	\$657	\$732	\$591	\$500	\$509	\$475	\$34,146	\$38,049	\$30,753	\$26,000	\$26,468	\$24,700
55 – 64	40	41	40	17	23	13	\$673	\$940	\$508	\$459	\$652	\$350	\$35,010	\$48,894	\$26,425	\$23,868	\$33,904	\$18,200
65 & OVER	38	39	37	17	19	15	\$707	\$831	\$594	\$500	\$542	\$280	\$36,744	\$43,199	\$30,898	\$26,000	\$28,184	\$14,560

T – TOTAL M – MALE F – FEMALE

TABLE 2.6

EMPLOYEES BY WORKER CATEGORY, SEX, AVERAGE AND MEDIAN, WEEKLY AND ANNUAL WAGE: NEW PROVIDENCE, 2011

WORKER CATEGORY	AVERAGE WEEKLY WAGE			MEDIAN WEEKLY WAGE			AVERAGE ANNUAL WAGE			MEDIAN ANNUAL WAGE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	\$483	\$505	\$463	\$345	\$350	\$343	\$25141	\$26,276	\$24,081	\$17,940	\$18,200	\$17,836
Managerial/Supervisory	\$789	\$845	\$744	\$633	\$657	\$614	\$41,052	\$43,932	\$38,705	\$33,620	\$34,480	\$32,801
High skill level	\$477	\$453	\$512	\$524	\$525	\$522	\$24,781	\$23,572	\$26,602	\$20,444	\$19,053	\$23,271
Basic skill level	\$260	\$256	\$265	\$503	\$502	\$504	\$13,513	\$13,288	\$13,726	\$12,872	\$13,057	\$12,681
Other	\$403	\$369	\$446	\$505	\$504	\$505	\$20,960	\$19,170	\$23,214	\$18,445	\$16,579	\$22,768

TABLE 2.7**PERCENTAGE DISTRIBUTION OF VACANCIES WITHIN INDUSTRY GROUP AND WORKER CATEGORY:
NEW PROVIDENCE, 2011**

INDUSTRY	VACANCIES				
	Managerial Supervisory	High Skill Level	Basic Skill Level	Other	Total
Mining, Quarrying and Manufacturing	4	49	43	4	100%
Electricity, Gas, Air Conditioning and Water	0	15	85	0	100%
Construction	12	10	72	6	100%
Wholesale and Retail Trade	1	23	55	22	100%
Transportation and Storage	89	4	6	1	100%
Accommodation and Food Service Activities	11	15	72	3	100%
Information and Communication	12	45	43	0	100%
Financial and Insurance Activities	3	81	17	0	100%
Real Estate Activities	0	33	53	14	100%
Business Services (Professional, Technical & Administrative) Activities	5	26	63	6	100%
Education	0	77	23	0	100%
Human Health and Social Work Activities	0	54	46	0	100%
Arts, Entertainment, Recreation and Other Service Activities	1	75	22	3	100%

TABLE 2.8

**PERCENTAGE OF EMPLOYEES THAT MET THE MINIMUM EDUCATION REQUIREMENT BY OCCUPATIONAL GROUP, SEX
AND NATIONALITY: NEW PROVIDENCE, 2011**

OCCUPATIONAL GROUP	TOTAL			BAHAMIAN			NON-BAHAMIAN		
	TOTAL %	MALE %	FEMALE %	TOTAL %	MALE %	FEMALE %	TOTAL %	MALE %	FEMALE %
TOTAL	91	91	92	92	92	92	88	83	94
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	90	90	90	90	89	91	84	98	75
PROFESSIONALS, SCIENCE AND ENGINEERING PROFESSIONALS	89	89	88	88	90	87	92	88	95
TECHNICIANS AND ASSOCIATE PROFESSIONALS	91	93	89	91	93	89	89	83	100
CLERICAL AND SUPPORT WORKERS	92	95	92	92	95	91	94	95	91
SERVICE AND SALES WORKERS	96	96	96	95	95	95	99	97	100
SKILLED AGRICULTURAL, FORESTRY AND FISHERY WORKERS	63	63	-	95	95	-	19	19	-
CRAFT AND RELATED TRADE WORKERS	90	89	100	91	91	100	79	78	100
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	94	94	98	95	95	100	81	81	-
ELEMENTARY OCCUPATIONS	86	84	91	88	87	89	80	75	100

TABLE 2.9

**PERCENTAGE DISTRIBUTION OF EMPLOYEES BY EDUCATIONAL LEVEL OF EMPLOYEE, SEX AND NATIONALITY:
NEW PROVIDENCE, 2011**

EDUCATIONAL LEVEL OF EMPLOYEE	TOTAL			NATIONALITY					
				BAHAMIAN			NON - BAHAMIAN		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
None	0	1	0	0	1	0	0	1	0
Incomplete Primary School	0	0	0	0	0	0	0	1	0
Complete Primary School	1	1	0	0	0	0	3	5	0
Incomplete Secondary School	4	5	3	3	3	2	13	17	8
Complete Secondary School	59	59	60	61	61	60	46	43	51
1-2 years of Undergraduate University	11	9	12	11	9	12	9	7	11
3+ years of Undergraduate University	10	8	12	10	8	11	12	9	16
Post-graduate	6	6	7	6	5	7	8	7	8
Specialised (Vocation/Technical)	8	10	6	8	10	6	7	8	6
Not stated	1	1	0	1	3	2	2	2	0

TABLE 2.10

**EMPLOYEES BY OCCUPATIONAL GROUP, AVERAGE NORMAL HOURS WORKED PER WEEK,
AVERAGE HOURLY, MEDIAN WEEKLY AND ANNUAL WAGE: NEW PROVIDENCE, 2011**

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK	AVERAGE HOURLY WAGE	MEDIAN WEEKLY WAGE	MEDIAN ANNUAL WAGE
TOTAL	40	\$12	\$345	\$17,940
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	42	\$22	\$650	\$33,800
Chief Executives, Senior Officials	43	\$36	\$1,250	\$65,000
Administrative and Commercial Managers	40	\$25	\$875	\$45,500
Production and Specialized Services Managers	40	\$31	\$973	\$50,596
Hospitality, Retail and Other Services Managers	44	\$16	\$545	\$28,314
Science and Engineering Professionals	41	\$31	\$940	\$48,880
PROFESSIONALS, SCIENCE AND ENGINEERING PROFESSIONALS	40	\$21	\$640	\$33,280
Health Professionals	40	\$31	\$800	\$41,600
Teaching Professionals	38	\$13	\$493	\$25,636
Business and Administration Professional	39	\$23	\$780	\$40,560
Information and Communications Technology Professionals	37	\$20	\$620	\$32,240
Legal, Social and Cultural Professionals	44	\$25	\$727	\$37,804
TECHNICIANS AND ASSOCIATE PROFESSIONALS	40	\$14	\$475	\$24,700
Science and Engineering Associate Professionals	41	\$17	\$540	\$28,080
Health Associate Professionals	39	\$11	\$279	\$14,508
Business and Administration Associate Professionals	40	\$14	\$481	\$25,012
Legal, Social, Cultural and Related Associate Professionals	38	\$14	\$481	\$25,012
Information and Communications Technicians	40	\$15	\$625	\$32,500
CLERICAL SUPPORT WORKERS	39	\$11	\$380	\$19,760
General and Keyboard Clerks	38	\$12	\$369	\$19,188
Customer Services Clerks	38	\$10	\$385	\$20,020
Numerical and Material Recording Clerks	40	\$11	\$400	\$20,800
Other Clerical Support Workers	39	\$9	\$240	\$12,480

TABLE 2.10 (Cont'd)

**EMPLOYEES BY OCCUPATIONAL GROUP, AVERAGE NORMAL HOURS WORKED PER WEEK,
AVERAGE HOURLY, WAGE, MEDIAN WEEKLY AND ANNUAL WAGE: NEW PROVIDENCE, 2011**

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK	AVERAGE HOURLY WAGE	MEDIAN WEEKLY WAGE	MEDIAN ANNUAL WAGE
SERVICE AND SALES WORKERS	40	\$8	\$306	\$15,912
Personal Service Workers	39	\$9	\$310	\$16,120
Sales Workers	39	\$7	\$240	\$12,480
Personal Care Workers	40	\$7	\$250	\$13,000
Protective Services Workers	40	\$10	\$340	\$17,680
SKILLED AGRICULTURAL, FORESTRY AND FISHERY WORKERS	41	\$9	\$350	\$18,200
Market-Oriented Skilled Agricultural Workers	41	\$9	\$294	\$15,288
Market-Oriented Skilled Forestry, Fishing and Hunting Workers	40	\$11	\$396	\$20,592
CRAFT AND RELATED TRADE WORKERS	40	\$13	\$488	\$25,376
Building and Related Trades workers, excluding Electricians	41	\$12	\$500	\$26,000
Metal Machinery and Related Trades Workers	40	\$17	\$587	\$30,524
Handicraft and Printing Workers	39	\$7	\$200	\$10,400
Electrical and Electronic Trades Workers	39	\$14	\$500	\$26,000
Food Processing, Wood Working, Garment and Other Craft and Related trades Workers	41	\$8	\$300	\$15,600
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	41	\$10	\$320	\$16,640
Stationary Plant and Machine Operators	39	\$6	\$170	\$8,840
Assemblers	39	\$8	\$280	\$14,560
Drivers and Mobile Plant Operators	42	\$11	\$356	\$18,512
ELEMENTARY OCCUPATIONS	38	\$7	\$245	\$12,740
Cleaners and Helpers	39	\$6	\$213	\$11,076
Agricultural Forestry and Fishery Labourers	41	\$7	\$300	\$15,600
Labourers in Mining, Construction, Manufacturing and Transport	38	\$8	\$260	\$13,520
Food Preparation Assistants	38	\$7	\$267	\$13,884
Street and Related Sales and Service Workers	30	\$8	\$225	\$11,700
Refuse Workers and Other Elementary Workers	38	\$8	\$263	\$13,676
Apprentices	38	\$8	\$298	\$15,496

TABLE 2.11

**EMPLOYEES (MALES) BY OCCUPATIONAL GROUP, AVERAGE NORMAL HOURS WORKED PER WEEK,
AVERAGE HOURLY, MEDIAN WEEKLY AND ANNUAL WAGE: NEW PROVIDENCE, 2011**

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK	AVERAGE HOURLY WAGE	MEDIAN WEEKLY WAGE	MEDIAN ANNUAL WAGE
TOTAL	40	\$13	\$350	\$18,200
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	42	\$24	\$694	\$36,088
Chief Executives, Senior Officials	42	\$39	\$1,250	\$65,000
Administrative and Commercial Managers	40	\$28	\$1,014	\$52,728
Production and Specialized Services Managers	40	\$35	\$1,000	\$52,000
Hospitality, Retail and Other Services Managers	43	\$17	\$600	\$31,200
PROFESSIONALS, SCIENCE AND ENGINEERING PROFESSIONALS	40	\$23	\$640	\$33,280
Science and Engineering Professionals	41	\$34	\$1,391	\$72,332
Health Professionals	40	\$31	\$500	\$26,000
Teaching Professionals	36	\$14	\$500	\$26,000
Business and Administration Professional	40	\$25	\$750	\$39,000
Information and Communications Technology Professionals	38	\$23	\$832	\$43,264
Legal, Social and Cultural Professionals	44	\$24	\$640	\$33,280
Science and Engineering Associate Professionals	41	\$17	\$600	\$31,200
Health Associate Professionals	41	\$8	\$279	\$14,508
Business and Administration Associate Professionals	41	\$16	\$553	\$28,756
Legal, Social, Cultural Professionals	39	\$15	\$500	\$26,000
TECHNICIANS AND ASSOCIATE PROFESSIONALS	40	\$15	\$509	\$26,468
Information and Communications Technicians	39	\$15	\$628	\$32,656

TABLE 2.11 (Cont'd)

**EMPLOYEES (MALES) BY OCCUPATIONAL GROUP, AVERAGE NORMAL HOURS WORKED PER WEEK,
AVERAGE HOURLY, MEDIAN WEEKLY AND ANNUAL WAGE: NEW PROVIDENCE, 2011**

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK	AVERAGE HOURLY WAGE	MEDIAN WEEKLY WAGE	MEDIAN ANNUAL WAGE
CLERICAL AND SUPPORT WORKERS	39	\$11	\$390	\$20,280
General Keyboard Clerks	39	\$16	\$325	\$16,900
Customer Services Clerks	37	\$12	\$415	\$21,580
Numerical and Material Recording Clerks	40	\$10	\$356	\$18,512
Other Clerical Support Workers	39	\$9	\$240	\$12,480
SERVICE AND SALES WORKERS	40	\$9	\$276	\$14,352
Personal Service Workers	39	\$9	\$300	\$15,600
Sales Workers	39	\$8	\$250	\$13,000
Personal Care Workers	40	\$9	\$414	\$21,528
Protective Services Workers	40	\$9	\$340	\$17,680
SKILLED AGRICULTURAL, FORESTRY AND FISHERY WORKERS	41	\$9	\$350	\$18,200
Market-Oriented Skilled Agricultural Workers	41	\$9	\$294	\$15,288
Market-Oriented Skilled Forestry, Fishing and Hunting Workers	40	\$11	\$396	\$20,592
CRAFT AND RELATED TRADE WORKERS	40	\$14	\$500	\$28,000
Building and Related Trades workers, excluding Electricians	41	\$12	\$500	\$26,000
Metal Machinery and Related Trades Workers	40	\$17	\$600	\$31,200
Handicraft and Printing Workers	39	\$8	\$200	\$10,400
Electrical and Electronic Trades Workers	39	\$14	\$500	\$26,000
Food Processing, Wood Working, Garment and Other Craft and Related Trades Workers	41	\$8	\$300	\$15,600

TABLE 2.11 (Cont'd)

**EMPLOYEES (MALES) BY OCCUPATIONAL GROUP, AVERAGE NORMAL HOURS WORKED PER WEEK,
AVERAGE HOURLY, MEDIAN WEEKLY AND ANNUAL WAGE: NEW PROVIDENCE, 2011**

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK	AVERAGE HOURLY WAGE	MEDIAN WEEKLY WAGE	MEDIAN ANNUAL WAGE
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	41	\$10	\$320	\$16,640
Stationary Plant and Machine Operators	39	\$10	\$225	\$11,700
Assemblers	39	\$8	\$300	\$15,600
Drivers and Mobile Plant Operators	41	\$11	\$370	\$19,240
ELEMENTARY OCCUPATIONS	38	\$7	\$260	\$13,520
Cleaners and Helpers	39	\$6	\$250	\$13,000
Agricultural Forestry and Fishery Labourers	41	\$7	\$300	\$15,600
Labourers in Mining, Construction, Manufacturing and Transport	38	\$8	\$260	\$13,520
Food Preparation Assistants	39	\$7	\$275	\$14,300
Street and Related Sales and Service Workers	30	\$8	\$225	\$11,700
Refuse Workers and Other Elementary Workers	38	\$7	\$250	\$13,000
Apprentices	38	\$8	\$298	\$15,496

TABLE 2.12

**EMPLOYEES (FEMALES) BY OCCUPATIONAL GROUP, AVERAGE NORMAL HOURS WORKED PER WEEK,
AVERAGE HOURLY, MEDIAN WEEKLY AND MEDIAN ANNUAL WAGE: NEW PROVIDENCE, 2011**

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK	AVERAGE HOURLY WAGE	MEDIAN WEEKLY WAGE	MEDIAN ANNUAL WAGE
TOTAL	39	\$12	\$343	\$17,836
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	42	\$20	\$617	\$32,084
Chief Executives, Senior Officials	44	\$28	\$1,159	\$60,268
Administrative and Commercial Managers	40	\$24	\$813	\$42,276
Production and Specialized Services Managers	39	\$27	\$800	\$41,600
Hospitality, Retail and Other Services Managers	44	\$14	\$500	\$26,000
PROFESSIONALS, SCIENCE AND ENGINEERING PROFESSIONALS	39	\$20	\$645	\$33,540
Science and Engineering Professionals	39	\$15	\$225	\$21,700
Health Professionals	39	\$31	\$800	\$41,600
Teaching Professionals	38	\$13	\$493	\$25,636
Business and Administration Professional	39	\$22	\$785	\$40,820
Information and Communications Technology Professionals	36	\$16	\$444	\$23,088
Legal, Social and Cultural Professionals	44	\$26	\$1,250	\$65,000
TECHNICIANS AND ASSOCIATE PROFESSIONALS	40	\$13	\$425	\$22,100
Science and Engineering Associate Profes	40	\$9	\$362	\$18,824
Health Associate Professionals	38	\$13	\$375	\$19,500
Business and Administration Associate Professionals	40	\$13	\$450	\$23,400
Legal, Social, Cultural Professionals	38	\$13	\$481	\$25,012
Information and Communications Technicians	41	\$10	\$320	\$16,640
CLERICAL SUPPORT WORKERS	39	\$11	\$380	\$19,760
General and Keyboard Clerks	38	\$12	\$369	\$19,188
Customer Services Clerks	39	\$10	\$380	\$19,760
Numerical and Material Recording Clerks	40	\$11	\$404	\$21,008
Other Clerical Support Workers	39	\$10	\$230	\$11,960
Personal Service Workers	39	\$9	\$300	\$15,600
Sales Workers	39	\$8	\$250	\$13,000

TABLE 2.12 (Cont'd)

**EMPLOYEES (FEMALES) BY OCCUPATIONAL GROUP, AVERAGE NORMAL HOURS WORKED PER WEEK,
AVERAGE HOURLY, MEDIAN WEEKLY AND MEDIAN ANNUAL WAGE: NEW PROVIDENCE, 2011**

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK	AVERAGE HOURLY WAGE	MEDIAN WEEKLY WAGE	MEDIAN ANNUAL WAGE
SERVICE AND SALES WORKERS	40	\$9	\$276	\$14,352
Personal Care Workers	40	\$9	\$414	\$21,528
Protective Service Workers	40	\$9	\$340	\$17,680
SKILLED AGRICULTURAL, FORESTRY AND FISHERY WORKERS	40	\$12	\$459	\$23,842
Market-Oriented Skilled Forestry, Fishing and Hunting Workers	40	\$12	\$459	\$23,842
Metal Machinery and Related Trades Workers	40	\$10	\$414	\$21,528
CRAFT AND RELATED TRADES WORKERS	39	\$8	\$276	\$14,352
Handicraft and Printing Workers	37	\$4	\$102	\$5,304
Food Processing, Wood Working, Garment and Other Craft and Related Trades Workers	40	\$9	\$423	\$21,996
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	40	\$7	\$278	\$14,456
Stationary Plant and Machine Operators	40	\$7	\$287	\$14,898
Drivers and Mobile Plant Operators	40	\$7	\$245	\$12,740
ELEMENTARY OCCUPATIONS	38	\$7	\$223	\$11,596
Cleaners and Helpers	39	\$6	\$187	\$9,724
Agricultural Forestry and Fishery Labourers	41	\$7	\$300	\$15,600
Labourers in Mining, Construction, Manufacturing and Transport	42	\$6	\$230	\$11,960
Food Preparation Assistants	36	\$7	\$267	\$13,884
Street and Related Sales and Service Workers	30	\$8	\$225	\$11,700
Refuse Workers and Other Elementary Workers	38	\$9	\$278	\$14,456
Apprentices	38	\$8	\$298	\$15,496

TABLE 2.13

**EMPLOYEES IN THE MINING, QUARRYING AND MANUFACTURING INDUSTRY BY OCCUPATIONAL GROUP, SEX,
AVERAGE NORMAL HOURS WORKED PER WEEK, AVERAGE WAGE (HOURLY, WEEKLY AND ANNUAL): NEW PROVIDENCE, 2011**

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE			AVERAGE ANNUAL WAGE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	39	39	38	\$11	\$11	\$10	\$405	\$427	\$359	\$21,074	\$22,209	\$18,676
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	40	42	39	\$15	\$16	\$13	\$576	\$640	\$493	\$29,941	\$33,304	\$25,636
PROFESSIONALS, SCIENCE AND ENGINEERING PROFESSIONALS	40	40	40	\$14	\$20	\$13	\$553	\$800	\$503	\$28,751	\$41,600	\$26,178
TECHNICIANS AND ASSOCIATE PROFESSIONALS	33	34	33	\$16	\$18	\$11	\$542	\$621	\$357	\$28,162	\$32,293	\$18,557
CLERICAL AND SUPPORT WORKERS	40	40	40	\$10	\$10	\$9	\$388	\$414	\$367	\$20,191	\$21,537	\$19,091
SERVICE AND SALES WORKERS	40	40	40	\$8	\$9	\$6	\$308	\$373	\$245	\$16,025	\$19,413	\$12,735
CRAFT AND RELATED TRADE WORKERS	41	41	39	\$10	\$10	\$7	\$396	\$423	\$269	\$20,608	\$22,020	\$14,001
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	40	40	-	\$7	\$7	-	\$291	\$291	-	\$15,149	\$15,149	-
ELEMENTARY OCCUPATIONS	37	39	31	\$6	\$6	\$8	\$212	\$224	\$173	\$11,042	\$11,628	\$8,986

TABLE 2.14

EMPLOYEES IN THE ELECTRICITY, GAS, AIR CONDITIONING AND WATER INDUSTRY BY OCCUPATIONAL GROUP, SEX, AVERAGE NORMAL HOURS WORKED PER WEEK, AVERAGE WAGE (HOURLY, WEEKLY AND ANNUAL): NEW PROVIDENCE, 2011

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE			AVERAGE ANNUAL WAGE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	38	38	37	\$23	\$22	\$25	\$842	\$821	\$902	\$43,783	\$42,672	\$46,898
MANAGERS, CHIEF EXECUTIVES SENIOR OFFICIALS	38	37	38	\$36	\$39	\$33	\$1,369	\$1,446	\$1,260	\$71,170	\$75,182	\$65,503
PROFESSIONALS, SCIENCE AND ENGINEERING PROFESSIONALS	40	40	38	\$35	\$35	\$35	\$1,387	\$1,390	\$1,320	\$72,119	\$72,290	\$68,619
TECHNICIANS AND ASSOCIATE PROFESSIONALS	38	37	40	\$25	\$24	\$25	\$916	\$890	\$995	\$47,608	\$46,261	\$51,754
CLERICAL AND SUPPORT WORKERS	35	36	35	\$24	\$39	\$21	\$847	\$1,384	\$725	\$44,053	\$71,985	\$37,700
SERVICE AND SALES WORKERS	38	38	-	\$33	\$33	-	\$1,271	\$1,271	-	\$66,092	\$66,092	-
CRAFT AND RELATED TRADE WORKERS	36	36	-	\$20	\$20	-	\$720	\$720	-	\$37,461	\$37,461	-
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	46	46	-	\$14	\$14	-	\$550	\$550	-	\$28,587	\$28,587	-
ELEMENTARY OCCUPATIONS	35	35	36	\$20	\$17	\$24	\$693	\$603	\$848	\$36,013	\$31,356	\$44,091

TABLE 2.15

**EMPLOYEES IN THE CONSTRUCTION INDUSTRY BY OCCUPATIONAL GROUP, SEX, AVERAGE NORMAL
HOURS WORKED PER WEEK, AVERAGE WAGE (HOURLY, WEEKLY AND ANNUAL): NEW PROVIDENCE, 2011**

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE			AVERAGE ANNUAL WAGE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	41	42	40	\$18	\$19	\$16	\$743	\$771	\$614	\$38,622	\$40,087	\$31,953
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	41	42	40	\$42	\$51	\$25	\$1,702	\$2,068	\$989	\$88,512	\$107,546	\$51,432
PROFESSIONALS, SCIENCE AND ENGINEERING PROFESSIONALS	40	40	40	\$40	\$41	\$15	\$1,597	\$1,644	\$600	\$83,041	\$85,492	\$31,200
TECHNICIANS AND ASSOCIATE PROFESSIONALS	44	43	46	\$17	\$21	\$8	\$727	\$878	\$362	\$37,782	\$45,652	\$18,826
CLERICAL AND SUPPORT WORKERS	39	43	39	\$14	\$8	\$14	\$543	\$329	\$559	\$28,254	\$17,101	\$29,053
SERVICE AND SALES WORKERS	40	40	-	\$5	\$5	-	\$180	\$180	-	\$9,360	\$9,360	-
CRAFT AND RELATED TRADE WORKERS	42	42	-	\$14	\$14	-	\$567	\$567	-	\$29,496	\$29,496	-
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	40	40	-	\$11	\$11	-	\$422	\$422	-	\$21,936	\$21,936	-
ELEMENTARY OCCUPATIONS	40	41	29	\$7	\$7	\$8	\$267	\$275	\$156	\$13,884	\$14,289	\$8,125

TABLE 2.16

**EMPLOYEES IN THE WHOLESALE AND RETAIL TRADE INDUSTRY BY OCCUPATIONAL GROUP, AVERAGE NORMAL HOURS
WORKED PER WEEK, AVERAGE WAGE (HOURLY, WEEKLY AND ANNUAL): NEW PROVIDENCE, 2011**

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE			AVERAGE ANNUAL WAGE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	40	40	40	\$10	\$11	\$9	\$411	\$463	\$346	\$21,387	\$24,084	\$17,996
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	43	45	41	\$17	\$20	\$12	\$708	\$848	\$493	\$36,803	\$44,095	\$25,623
PROFESSIONALS, SCIENCE AND ENGINEERING PROFESSIONALS	41	40	42	\$19	\$22	\$14	\$749	\$871	\$589	\$38,959	\$45,272	\$30,635
TECHNICIANS AND ASSOCIATE PROFESSIONALS	39	40	39	\$12	\$13	\$11	\$455	\$533	\$412	\$23,637	\$27,709	\$21,399
CLERICAL AND SUPPORT WORKERS	40	40	39	\$10	\$10	\$11	\$412	\$406	\$418	\$21,398	\$21,087	\$21,748
SERVICE AND SALES WORKERS	40	40	39	\$8	\$8	\$8	\$306	\$329	\$291	\$15,891	\$17,108	\$15,131
SKILLED AGRICULTURAL FORESTRY AND FISHERY WORKERS	40	40	-	\$11	\$11	-	\$425	\$425	-	\$22,083	\$22,083	-
CRAFT AND RELATED TRADE WORKERS	40	40	40	\$13	\$13	\$6	\$529	\$535	\$242	\$27,495	\$27,809	\$12,576
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	39	39	40	\$8	\$8	\$9	\$324	\$321	\$360	\$16,870	\$16,682	\$18,720
ELEMENTARY OCCUPATIONS	36	36	38	\$7	\$7	\$6	\$231	\$231	\$227	\$11,989	\$12,023	\$11,804

TABLE 2.17

EMPLOYEES IN THE TRANSPORTATION AND STORAGE INDUSTRY BY OCCUPATIONAL GROUP, SEX, AVERAGE NORMAL HOURS WORKED PER WEEK, AVERAGE WAGE (HOURLY, WEEKLY AND ANNUAL): NEW PROVIDENCE, 2011

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE			AVERAGE ANNUAL WAGE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	43	42	45	\$15	\$15	\$14	\$597	\$623	\$565	\$31,047	\$32,375	\$29,405
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	54	51	44	\$21	\$23	\$20	\$874	\$1,014	\$778	\$45,474	\$52,719	\$40,465
PROFESSIONALS, SCIENCE AND ENGINEERING PROFESSIONALS	41	53	64	\$21	\$15	\$28	\$904	\$721	\$1,121	\$46,986	\$37,479	\$58,302
TECHNICIANS AND ASSOCIATE PROFESSIONALS	40	45	47	\$14	\$13	\$15	\$594	\$587	\$611	\$30,891	\$30,519	\$31,767
CLERICAL AND SUPPORT WORKERS	40	38	30	\$13	\$13	\$13	\$481	\$386	\$505	\$25,028	\$20,070	\$26,259
SERVICE AND SALES WORKERS	42	42	42	\$8	\$11	\$8	\$342	\$439	\$313	\$17,781	\$22,803	\$16,267
CRAFT AND RELATED TRADE WORKERS	-	40	40	\$18	\$18	-	\$711	\$711	-	\$36,962	\$36,962	-
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	32	42	42	\$14	\$15	\$6	\$576	\$592	\$193	\$29,953	\$30,804	\$10,010
ELEMENTARY OCCUPATIONS	35	41	41	\$8	\$8	\$9	\$313	\$313	\$340	\$16,293	\$16,260	\$17,706

TABLE 2.18

**EMPLOYEES IN THE ACCOMMODATION AND FOOD SERVICE ACTIVITIES INDUSTRY BY OCCUPATIONAL GROUP, SEX, AVERAGE
NORMAL HOURS WORKED PER WEEK, AVERAGE WAGE (HOURLY, WEEKLY, AND ANNUAL): NEW PROVIDENCE, 2011**

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE			AVERAGE ANNUAL WAGE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	40	40	40	\$10	\$9	\$10	\$376	\$363	\$391	\$19,548	\$18,859	\$20,328
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	40	40	40	\$19	\$18	\$19	\$748	\$741	\$754	\$38,903	\$38,546	\$39,185
PROFESSIONALS, SCIENCE AND ENGINEERING PROFESSIONALS	40	40	40	\$18	\$17	\$19	\$732	\$665	\$756	\$38,087	\$34,574	\$39,301
TECHNICIANS AND ASSOCIATE PROFESSIONALS	40	40	40	\$13	\$12	\$14	\$536	\$497	\$568	\$27,888	\$25,855	\$29,534
CLERICAL AND SUPPORT WORKERS	40	40	40	\$10	\$11	\$10	\$416	\$438	\$410	\$21,646	\$22,773	\$21,319
SERVICE AND SALES WORKERS	40	40	39	\$8	\$8	\$8	\$307	\$306	\$310	\$15,973	\$15,895	\$16,109
SKILLED AGRICULTURAL FORESTRY AND FISHERY WORKERS	40	40	40	\$10	\$10	\$12	\$402	\$387	\$459	\$20,888	\$20,150	\$23,842
CRAFT AND RELATED TRADE WORKERS	40	40	40	\$10	\$10	\$11	\$416	\$415	\$428	\$21,640	\$21,555	\$22,256
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	39	36	42	\$7	\$8	\$6	\$283	\$310	\$265	\$14,724	\$16,100	\$13,770
ELEMENTARY OCCUPATIONS	40	40	40	\$6	\$7	\$6	\$240	\$259	\$225	\$12,501	\$13,457	\$11,680

TABLE 2.19

**EMPLOYEES IN THE INFORMATION AND COMMUNICATION INDUSTRY BY OCCUPATIONAL GROUP, SEX, AVERAGE NORMAL HOURS
WORKED PER WEEK, AVERAGE WAGE (HOURLY, WEEKLY AND ANNUAL): NEW PROVIDENCE, 2011**

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE			AVERAGE ANNUAL WAGE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	41	40	42	\$15	\$19	\$13	\$594	\$752	\$505	\$30,905	\$39,107	\$26,264
MANAGERS CHIEF EXECUTIVES AND SENIOR OFFICIALS	41	41	40	\$31	\$36	\$26	\$1,280	\$1,486	\$1,035	\$66,568	\$77,283	\$53,817
PROFESSIONALS, SCIENCE AND ENGINEERING PROFESSIONALS	38	38	39	\$24	\$18	\$30	\$903	\$639	\$1,172	\$46,967	\$33,209	\$60,930
TECHNICIANS AND ASSOCIATE PROFESSIONALS	39	39	40	\$18	\$17	\$22	\$713	\$687	\$899	\$37,059	\$35,742	\$46,737
CLERICAL AND SUPPORT WORKERS	41	41	40	\$15	\$22	\$14	\$605	\$963	\$567	\$31,453	\$50,052	\$29,485
SERVICE AND SALES WORKERS	42	40	43	\$7	\$5	\$7	\$274	\$204	\$283	\$14,226	\$10,618	\$14,735
CRAFT AND RELATED TRADE WORKERS	40	40	--	\$13	\$13	-	\$501	\$501	-	\$26,076	\$26,076	-
ELEMENTARY OCCUPATIONS	40	40	-	\$12	\$12	-	\$477	\$477	-	\$24,804	\$24,804	-

TABLE 2.20

**EMPLOYEES IN THE FINANCIAL AND INSURANCE INDUSTRY BY OCCUPATIONAL GROUP, SEX, AVERAGE NORMAL HOURS WORKED
PER WEEK, AVERAGE WAGE (HOURLY, WEEKLY AND ANNUAL): NEW PROVIDENCE, 2011**

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE			AVERAGE ANNUAL WAGE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	39	39	39	\$25	\$28	\$23	\$949	\$1,083	\$880	\$49,322	\$56,306	\$45,759
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	39	39	38	\$43	\$49	\$40	\$1,652	\$1,895	\$1,527	\$85,881	\$98,544	\$79,399
PROFESSIONALS, SCIENCE AND ENGINEERING PROFESSIONALS	39	39	38	\$28	\$30	\$26	\$1,080	\$1,184	\$1,011	\$56,138	\$61,563	\$52,596
TECHNICIANS AND ASSOCIATE PROFESSIONALS	39	39	39	\$15	\$16	\$15	\$594	\$608	\$586	\$30,868	\$31,642	\$30,490
CLERICAL AND SUPPORT WORKERS	39	38	39	\$11	\$12	\$11	\$436	\$457	\$429	\$22,683	\$23,746	\$22,310
SERVICE AND SALES WORKERS	40	40	-	\$9	\$9	-	\$375	\$375	-	\$19,484	\$19,484	-
ELEMENTARY OCCUPATIONS	41	44	37	\$10	\$10	\$11	\$393	\$388	\$397	\$20,437	\$20,189	\$20,626

TABLE 2.21

**EMPLOYEES IN THE REAL ESTATE ACTIVITIES INDUSTRY BY OCCUPATIONAL GROUP, SEX, AVERAGE NORMAL HOURS WORKED
PER WEEK, AVERAGE WAGE (HOURLY, WEEKLY AND ANNUAL): NEW PROVIDENCE, 2011**

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE			AVERAGE ANNUAL WAGE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	39	39	38	\$17	\$17	\$16	\$549	\$616	\$491	\$28,533	\$32,051	\$25,507
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	41	37	44	\$26	\$37	\$20	\$951	\$1,216	\$815	\$49,469	\$63,257	\$42,386
PROFESSIONALS, SCIENCE AND ENGINEERING PROFESSIONALS	40	40	40	\$15	\$13	\$16	\$617	\$500	\$640	\$32,085	\$26,000	\$33,268
TECHNICIANS AND ASSOCIATE PROFESSIONALS	40	38	42	\$21	\$28	\$15	\$766	\$1,074	\$504	\$39,824	\$55,869	\$26,202
CLERICAL AND SUPPORT WORKERS	37	25	38	\$10	\$24	\$9	\$349	\$508	\$333	\$18,166	\$26,391	\$17,337
SERVICE AND SALES WORKERS	39	40	37	\$9	\$8	\$9	\$327	\$329	\$323	\$17,021	\$17,103	\$16,814
SKILLED AGRICULTURAL FORESTRY AND FISHERY WORKERS	40	40	-	\$9	\$9	-	\$335	\$335	-	\$17,420	\$17,420	-
CRAFT AND RELATED TRADE WORKERS	42	42	-	\$12	\$12	-	\$507	\$507	-	\$26,364	\$26,364	-
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	40	40	-	\$13	\$13	-	\$535	\$535	-	\$27,820	\$27,820	-
ELEMENTARY OCCUPATIONS	34	42	25	\$19	\$7	\$34	\$332	\$289	\$385	\$17,273	\$15,039	\$20,009

TABLE 2.22

EMPLOYEES IN THE BUSINESS SERVICES (PROFESSIONAL, TECHNICAL AND ADMINISTRATIVE) ACTIVITIES INDUSTRY BY OCCUPATIONAL GROUP, SEX, AVERAGE NORMAL HOURS WORKED PER WEEK, AVERAGE WAGE (HOURLY, WEEKLY AND ANNUAL): NEW PROVIDENCE, 2011

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE			AVERAGE ANNUAL WAGE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	41	42	40	\$14	\$14	\$14	\$592	\$597	\$589	\$30,774	\$31,041	\$30,623
MANAGERS CHIEF EXECUTIVES AND SENIOR OFFICIALS	42	41	43	\$25	\$23	\$26	\$1,079	\$988	\$1,167	\$56,089	\$51,370	\$60,661
PROFESSIONALS, SCIENCE AND ENGINEERING PROFESSIONALS	45	48	43	\$22	\$23	\$21	\$993	\$1,126	\$901	\$51,617	\$58,555	\$46,851
TECHNICIANS AND ASSOCIATE PROFESSIONALS	40	40	40	\$11	\$9	\$11	\$423	\$375	\$430	\$21,992	\$19,499	\$22,345
CLERICAL AND SUPPORT WORKERS	37	39	37	\$9	\$6	\$9	\$325	\$238	\$341	\$16,911	\$12,363	\$17,708
SERVICE AND SALES WORKERS	40	40	40	\$12	\$7	\$25	\$490	\$261	\$977	\$25,472	\$13,570	\$50,795
SKILLED AGRICULTURAL FORESTRY AND FISHERY WORKERS	43	43	-	\$7	\$7	-	\$281	\$281	-	\$14,612	\$14,612	-
CRAFT AND RELATED TRADE WORKERS	38	38	40	\$8	\$8	\$7	\$285	\$285	\$284	\$14,836	\$14,843	\$14,768
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	40	-	40	\$6	-	\$6	\$240	-	\$240	\$12,480	-	\$12,480
ELEMENTARY OCCUPATIONS	38	39	37	\$6	\$8	\$5	\$227	\$303	\$181	\$11,818	\$15,770	\$9,410

TABLE 2.23

EMPLOYEES IN THE EDUCATION INDUSTRY BY OCCUPATIONAL GROUP, SEX, AVERAGE NORMAL HOURS WORKED PER WEEK, AVERAGE WAGE (HOURLY, WEEKLY AND ANNUAL): NEW PROVIDENCE, 2011

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE			AVERAGE ANNUAL WAGE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	38	37	38	\$13	\$15	\$12	\$488	\$551	\$470	\$25,383	\$28,627	\$24,427
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	41	40	41	\$24	\$16	\$24	\$964	\$632	\$985	\$50,140	\$32,864	\$51,245
PROFESSIONALS, SCIENCE AND ENGINEERING PROFESSIONALS	37	35	38	\$13	\$14	\$13	\$489	\$498	\$486	\$25,424	\$25,900	\$25,267
TECHNICIANS AND ASSOCIATE PROFESSIONALS	40	40	40	\$30	\$51	\$17	\$1,219	\$2,030	\$683	\$63,403	\$105,579	\$35,536
CLERICAL AND SUPPORT WORKERS	40	40	40	\$12	\$16	\$11	\$486	\$670	\$439	\$25,266	\$34,816	\$22,846
SERVICE AND SALES WORKERS	39	38	39	\$7	\$10	\$7	\$276	\$386	\$254	\$14,369	\$20,088	\$13,192
ELEMENTARY OCCUPATIONS	39	38	39	\$7	\$5	\$8	\$269	\$217	\$291	\$13,988	\$11,266	\$15,142

TABLE 2.24

**EMPLOYEES IN THE HUMAN HEALTH AND SOCIAL WORK ACTIVITIES INDUSTRY BY OCCUPATIONAL GROUP, SEX, AVERAGE NORMAL HOURS
WORKED PER WEEK, AVERAGE WAGE (HOURLY, WEEKLY AND ANNUAL): NEW PROVIDENCE, 2011**

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE			AVERAGE ANNUAL WAGE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	39	40	39	\$19	\$23	\$19	\$750	\$921	\$720	\$39,009	\$47,886	\$37,455
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	40	49	39	\$11	\$21	\$11	\$449	\$1,016	\$419	\$23,323	\$52,812	\$21,809
PROFESSIONALS, SCIENCE AND ENGINEERING PROFESSIONALS	39	40	39	\$31	\$31	\$31	\$1,188	\$1,233	\$1,173	\$61,793	\$64,107	\$61,016
TECHNICIANS AND ASSOCIATE PROFESSIONALS	40	61	39	\$15	\$19	\$15	\$602	\$808	\$591	\$31,289	\$42,033	\$30,746
CLERICAL AND SUPPORT WORKERS	40	40	40	\$14	\$15	\$14	\$532	\$600	\$531	\$27,678	\$31,200	\$27,613
SERVICE AND SALES WORKERS	40	36	41	\$8	\$5	\$9	\$327	\$201	\$374	\$17,008	\$10,455	\$19,465
CRAFT AND RELATED TRADE WORKERS	40	40	-	\$14	\$14	-	\$575	\$575	-	\$29,900	\$29,900	-
ELEMENTARY OCCUPATIONS	29	28	30	\$8	\$7	\$8	\$242	\$244	\$240	\$12,609	\$12,714	\$12,457

TABLE 2.25

**EMPLOYEES IN THE ARTS, ENTERTAINMENT, RECREATION AND OTHER SERVICE ACTIVITIES INDUSTRY BY OCCUPATIONAL GROUP, SEX,
AVERAGE NORMAL HOURS WORKED PER WEEK, AVERAGE WAGE (HOURLY, WEEKLY AND ANNUAL): NEW PROVIDENCE, 2011**

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE			AVERAGE ANNUAL WAGE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	39	37	40	\$13	\$13	\$12	\$414	\$343	\$453	\$21,526	\$17,844	\$23,533
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	42	40	45	\$13	\$14	\$13	\$576	\$604	\$551	\$29,974	\$31,424	\$28,650
PROFESSIONALS, SCIENCE AND ENGINEERING PROFESSIONALS	41	42	40	\$24	\$20	\$27	\$985	\$820	\$1,096	\$51,218	\$42,640	\$56,981
TECHNICIANS AND ASSOCIATE PROFESSIONALS	40	41	40	\$12	\$9	\$13	\$472	\$357	\$522	\$24,538	\$18,589	\$27,133
CLERICAL AND SUPPORT WORKERS	37	-	37	\$10	-	\$10	\$346	-	\$346	\$17,984	-	\$17,984
SERVICE AND SALES WORKERS	39	30	41	\$17	\$29	\$13	\$418	\$255	\$469	\$21,736	\$13,269	\$24,389
CRAFT AND RELATED TRADE WORKERS	40	40	-	\$5	\$5	-	\$185	\$185	-	\$9,620	\$9,620	-
ELEMENTARY OCCUPATIONS	37	35	39	\$7	\$7	\$6	\$261	\$270	\$246	\$13,576	\$14,036	\$12,813

3. GRAND BAHAMA

GRAND BAHAMA CHARTS

CHART III
AVERAGE ANNUAL WAGE OF EMPLOYED PERSONS BY OCCUPATIONAL GROUP AND SEX:
GRAND BAHAMA, 2011

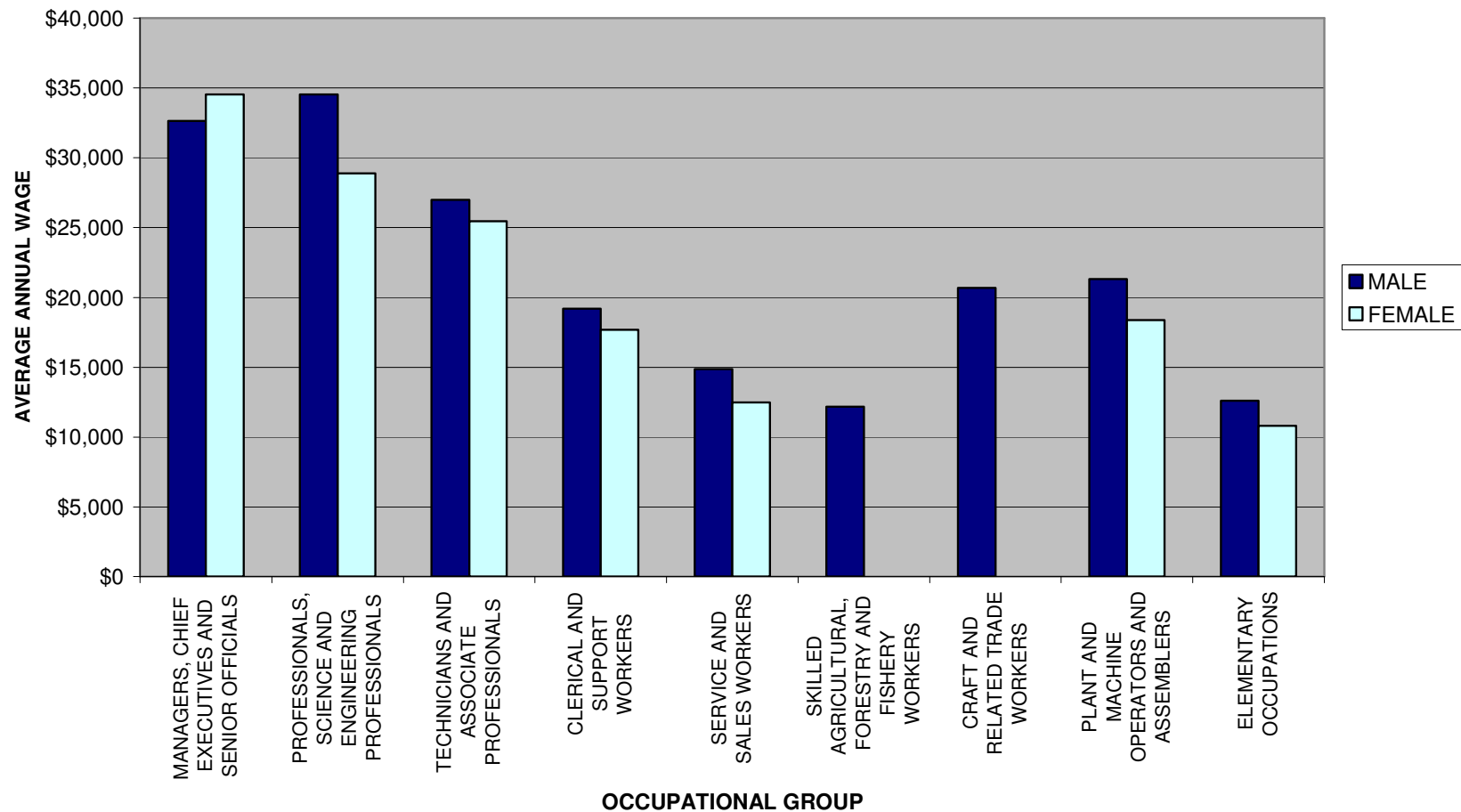
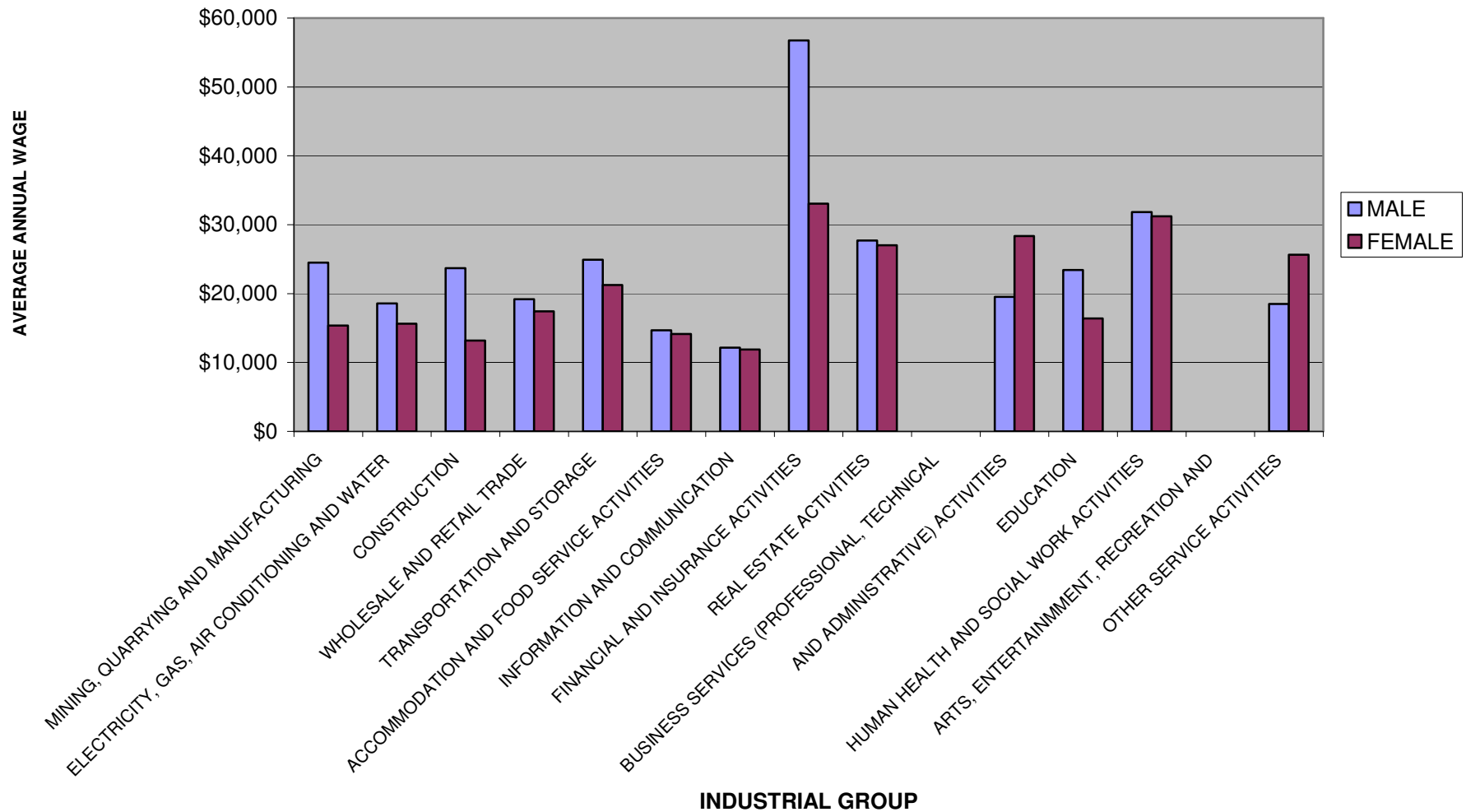


CHART IV
AVERAGE ANNUAL WAGE OF EMPLOYED PERSONS BY INDUSTRIAL GROUP AND SEX:
GRAND BAHAMA, 2011



GRAND BAHAMA TABLES

TABLE 3.1

**EMPLOYEES BY OCCUPATIONAL GROUP, SEX, AVERAGE NORMAL HOURS WORKED PER WEEK, AVERAGE AND MEDIAN, HOURLY, WEEKLY AND ANNUAL WAGE: GRAND
BAHAMA, 2011**

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE			MEDIAN WEEKLY WAGE			AVERAGE ANNUAL WAGE			MEDIAN ANNUAL WAGE		
	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
TOTAL	41	41	41	\$10	\$10	\$9	\$374	\$400	\$347	\$308	\$361	\$288	\$19,459	\$20,775	\$18,069	\$16,016	\$18,772	\$14,976
MANAGERS CHIEF EXECUTIVES SENIOR OFFICIALS	43	43	43	\$16	\$16	\$16	\$634	\$614	\$660	\$550	\$550	\$515	\$32,993	\$31,913	\$34,301	\$28,600	\$28,600	\$26,780
PROFESSIONALS, SCIENCE AND ENGINEERING PROFESSIONALS	39	40	39	\$16	\$18	\$15	\$583	\$652	\$554	\$500	\$522	\$454	\$30,325	\$33,894	\$28,827	\$26,000	\$27,144	\$23,608
TECHNICIANS AND ASSOCIATE PROFESSIONALS	42	43	41	\$13	\$13	\$12	\$505	\$519	\$485	\$462	\$469	\$462	\$26,253	\$26,973	\$25,227	\$24,024	\$24,388	\$24,024
CLERICAL AND SUPPORT WORKERS	39	40	39	\$9	\$9	\$9	\$343	\$368	\$330	\$350	\$363	\$316	\$17,852	\$19,161	\$17,160	\$18,200	\$18,876	\$16,432
SERVICE AND SALES WORKERS	43	47	42	\$7	\$7	\$6	\$250	\$285	\$239	\$246	\$273	\$205	\$13,008	\$14,816	\$12,418	\$12,792	\$14,196	\$10,660
SKILLED AGRICULTURAL, FORESTRY AND FISHERY WORKERS	40	40	-	\$6	\$6	-	\$234	\$234	-	\$250	\$250	-	\$12,162	\$12,162	-	\$13,000	\$13,000	-
CRAFT AND RELATED TRADE WORKERS	40	40		\$10	\$10	-	\$398	\$398	-	\$400	\$400	-	\$20,688	\$20,688	-	\$20,800	\$20,800	-
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	40	40	39	\$10	\$10	\$9	\$400	\$409	\$355	\$374	\$374	\$361	\$20,795	\$21,243	\$18,484	\$19,448	\$19,448	\$18,772
ELEMENTARY OCCUPATIONS	38	38	38	\$6	\$7	\$6	\$232	\$242	\$205	\$222	\$225	\$200	\$12,051	\$12,570	\$10,679	\$11,544	\$11,700	\$10,400

T - Total

M – Male

F - Female

TABLE 3.2

EMPLOYEES BY OCCUPATIONAL GROUP, NATIONALITY, AVERAGE NORMAL HOURS WORKED PER WEEK, AVERAGE AND /MEDIAN, HOURLY, WEEKLY AND ANNUAL WAGE: GRAND BAHAMA, 2011

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE		
	TOTAL	BAHAMIAN	NON-BAHAMIAN	TOTAL	BAHAMIAN	NON-BAHAMIAN	TOTAL	BAHAMIAN	NON-BAHAMIAN
TOTAL	41	41	43	\$10	\$10	\$9	\$374	\$374	\$391
MANAGERS, CHIEF EXECUTIVES, SENIOR OFFICIALS AND LEGISLATORS	43	42	62	\$16	\$15	\$19	\$634	\$608	\$1,101
PROFESSIONALS, SCIENCE AND ENGINEERING PROFESSIONALS	39	39	37	\$16	\$16	\$13	\$583	\$595	\$450
TECHNICIANS AND ASSOCIATE PROFESSIONALS	42	42	63	\$13	\$13	\$10	\$505	\$503	\$617
CLERICAL AND SUPPORT WORKERS	39	39	40	9	\$9	\$7	\$343	\$344	\$289
SERVICE AND SALES WORKERS	43	43	41	\$7	\$6	\$6	\$250	\$251	\$230
SKILLED AGRICULTURAL, FORESTRY AND FISHERY WORKERS	40	40	40	\$6	\$6	\$6	\$234	\$250	224
CRAFT AND RELATED TRADE WORKERS	40	40	41	\$10	\$10	\$11	\$398	\$396	442
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	40	40	-	\$10	\$10	-	\$400	\$400	-
ELEMENTARY OCCUPATIONS	38	38	38	\$6	\$6	\$6	\$232	\$235	\$214

TABLE 3.2 (CONT'D)

**EMPLOYEES BY OCCUPATIONAL GROUP, NATIONALITY, AVERAGE NORMAL HOURS WORKED PER WEEK, AVERAGE AND MEDIAN, HOURLY, WEEKLY
AND ANNUAL WAGE: GRAND BAHAMA, 2011**

OCCUPATIONAL GROUP	MEDIAN WEEKLY WAGE			AVERAGE ANNUAL WAGE			MEDIAN ANNUAL WAGE		
	TOTAL	BAHAMIAN	NON-BAHAMIAN	TOTAL	BAHAMIAN	NON-BAHAMIAN	TOTAL	BAHAMIAN	NON-BAHAMIAN
TOTAL	\$308	\$316	\$260	\$19,459	\$19,434	\$20,323	\$16,016	\$16,432	\$13,520
MANAGERS, CHIEF EXECUTIVES, SENIOR OFFICIALS AND LEGISLATORS	\$550	\$540	\$1,417	\$32,993	\$31,628	\$57,258	\$28,600	\$28,080	\$73,684
PROFESSIONALS, SCIENCE AND ENGINEERING PROFESSIONALS	\$500	\$500	\$500	\$30,325	\$30,946	\$23,421	\$26,000	\$26,000	\$26,000
TECHNICIANS AND ASSOCIATE PROFESSIONALS	\$462	\$462	\$600	\$26,253	\$26,152	\$32,097	\$24,024	\$24,024	\$31,200
CLERICAL AND SUPPORT WORKERS	\$350	\$344	\$350	\$17,852	\$17,872	\$15,006	\$18,200	\$17,888	\$18,200
SERVICE AND SALES WORKERS	\$246	\$246	\$180	\$13,008	\$13,054	\$11,980	\$12,792	\$12,792	\$9,360
SKILLED AGRICULTURAL, FORESTRY AND FISHERY WORKERS	\$250	\$250	\$200	\$12,162	\$13,000	\$11,648	\$13,000	\$13,000	\$10,400
CRAFT AND RELATED TRADE WORKERS	\$400	\$400	\$330	\$20,688	\$20,582	\$22,962	\$20,800	\$20,800	\$17,160
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	\$374	\$374	-	\$20,795	\$20,795	-	\$19,448	\$19,448	-
ELEMENTARY OCCUPATIONS	\$222	\$222	\$210	\$12,051	\$12,212	\$11,146	\$11,544	\$11,544	\$10,920

TABLE 3.3

**EMPLOYEES BY INDUSTRIAL GROUP, SEX, AVERAGE NORMAL HOURS WORKED PER WEEK, AVERAGE (MEAN/MEDIAN), HOURLY, WEEKLY AND ANNUAL WAGE:
GRAND BAHAMA, 2011**

INDUSTRY	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
TOTAL	41	41	41	\$10	\$10	\$9	\$374	\$400	\$347
MINING, QUARRYING AND MANUFACTURING	41	41	40	\$11	\$12	\$7	\$441	\$471	\$295
ELECTRICITY, GAS, AIR CONDITIONING AND WATER	40	40	39	\$9	\$9	\$8	\$357	\$358	\$305
CONSTRUCTION	40	40	39	\$9	\$11	\$7	\$372	\$456	\$253
WHOLESALE AND RETAIL TRADE	41	41	41	\$9	\$10	\$9	\$350	\$369	\$335
TRANSPORTATION AND STORAGE	40	40	40	\$12	\$12	\$10	\$462	\$479	\$409
ACCOMMODATION AND FOOD SERVICE ACTIVITIES	43	45	42	\$7	\$7	\$7	\$276	\$282	\$272
Information & Communication	27	26	29	\$11	\$11	\$11	\$234	\$239	\$229
FINANCIAL AND INSURANCE ACTIVITIES	40	40	40	\$18	\$27	\$16	\$732	\$1,092	\$636
REAL ESTATE ACTIVITIES	48	48	48	\$12	\$13	\$11	\$526	\$533	\$520
BUSINESS SERVICES (PROFESSIONAL, TECHNICAL AND ADMINISTRATIVE) ACTIVITIES	40	40	40	\$12	\$9	\$14	\$469	\$375	\$545
EDUCATION	38	37	38	\$9	\$12	\$8	\$336	\$450	\$315
HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	38	36	39	\$23	\$33	\$19	\$604	\$612	\$601
ARTS, ENTERTAINMENT, RECREATION AND OTHER SERVICE ACTIVITIES	46	45	48	\$9	\$8	\$9	\$414	\$356	\$493

TABLE 3.3 CONT'D

**EMPLOYEES BY INDUSTRIAL GROUP, SEX, AVERAGE NORMAL HOURS WORKED PER WEEK, AVERAGE (MEAN/MEDIAN), HOURLY, WEEKLY AND ANNUAL
WAGE: GRAND BAHAMA, 2011**

INDUSTRY	MEDIAN WEEKLY WAGE			AVERAGE ANNUAL WAGE			MEDIAN ANNUAL WAGE		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
TOTAL	\$308	\$361	\$288	\$19,459	\$20,775	\$18,069	\$16,016	\$18,772	\$14,976
MINING, QUARRYING AND MANUFACTURING	\$400	\$408	\$288	\$22,930	\$24,483	\$15,354	\$20,800	\$21,216	\$14,976
ELECTRICITY, GAS, AIR CONDITIONING AND WATER	\$366	\$366	\$295	\$18,557	\$18,623	\$15,871	\$19,032	\$19,032	\$15,340
CONSTRUCTION	\$281	\$360	\$200	\$19,357	\$23,691	\$13,169	\$14,612	\$18,720	\$10,400
WHOLESALE AND RETAIL TRADE	\$265	\$276	\$250	\$18,186	\$19,168	\$17,413	\$13,780	\$14,352	\$13,000
TRANSPORTATION AND STORAGE	\$404	\$444	\$350	\$24,006	\$24,916	\$21,266	\$21,008	\$23,088	\$18,200
ACCOMMODATION AND FOOD SERVICE ACTIVITIES	\$250	\$250	\$250	\$14,336	\$14,674	\$14,149	\$13,000	\$13,000	\$13,000
INFORMATION & COMMUNICATION	\$225	\$188	\$250	\$12,168	\$12,415	\$11,886	\$11,700	\$9,750	\$13,000
FINANCIAL AND INSURANCE ACTIVITIES	\$500	\$1,000	\$500	\$38,080	\$56,765	\$33,048	\$26,000	\$52,000	\$26,000
REAL ESTATE ACTIVITIES	\$450	\$450	\$438	\$27,342	\$27,716	\$27,029	\$23,400	\$23,400	\$22,750
BUSINESS SERVICES (PROFESSIONAL, TECHNICAL AND ADMINISTRATIVE) ACTIVITIES	\$300	\$288	\$421	\$24,364	\$19,522	\$28,349	\$15,600	\$14,976	\$21,892
EDUCATION	\$275	\$416	\$256	\$17,452	\$23,420	\$16,389	\$14,300	\$21,632	\$13,312
HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	\$503	\$500	\$525	\$31,401	\$31,849	\$31,237	\$26,156	\$26,000	\$27,300
ARTS, ENTERTAINMENT, RECREATION AND OTHER SERVICE ACTIVITIES	\$308	\$308	\$350	\$21,506	\$18,498	\$25,655	\$16,016	\$16,016	\$18,200

TABLE 3.4

**EMPLOYEES BY INDUSTRIAL GROUP, NATIONALITY, AVERAGE NORMAL HOURS WORKED PER WEEK, AVERAGE AND MEDIAN, HOURLY, WEEKLY
AND ANNUAL WAGE: GRAND BAHAMA, 2011**

INDUSTRY	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE		
	TOTAL	BAHAMIAN	NON- BAHAMIAN	TOTAL	BAHAMIAN	NON- BAHAMIAN	TOTAL	BAHAMIAN	NON- BAHAMIAN
TOTAL	41	41	43	\$10	\$10	\$9	\$374	\$374	\$391
MINING, QUARRYING AND MANUFACTURING	41	41	40	\$11	\$11	\$8	\$441	\$442	\$330
ELECTRICITY, GAS, AIR CONDITIONING AND WATER	40	40	40	\$9	\$10	\$7	\$357	\$378	\$266
CONSTRUCTION	40	40	37	\$9	\$10	\$6	\$372	\$399	\$214
WHOLESALE AND RETAIL TRADE	41	41	40	\$9	\$9	\$8	\$350	\$352	\$319
TRANSPORTATION AND STORAGE	40	40	40	\$12	\$12	\$19	\$462	\$460	\$775
ACCOMMODATION AND FOOD SERVICE ACTIVITIES	43	43	42	\$7	\$7	\$7	\$276	\$275	\$303
INFORMATION AND COMMUNICATION	27	27		\$11	\$11		\$234	\$234	
FINANCIAL AND INSURANCE ACTIVITIES	40	40	40	\$18	\$16	\$50	\$732	\$653	\$2,000
REAL ESTATE ACTIVITIES	48	45	62	\$12	\$12	\$9	\$526	\$518	\$566
BUSINESS SERVICES (PROFESSIONAL, TECHNICAL AND ADMINISTRATIVE) ACTIVITIES	40	40		\$12	\$12		\$469	\$469	
EDUCATION	38	38	38	\$9	\$9	\$11	\$336	\$324	\$394
HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	38	38	33	\$23	\$22	\$25	\$604	\$604	\$599
ARTS, ENTERTAINMENT, RECREATION AND OTHER SERVICE ACTIVITIES	46	44	83	\$9	\$8	\$17	\$414	\$340	\$1,417

TABLE 3.4 (CONT'D)

**EMPLOYEES BY INDUSTRIAL GROUP, NATIONALITY, AVERAGE NORMAL HOURS WORKED PER WEEK, AVERAGE AND MEDIAN, HOURLY, WEEKLY AND ANNUAL
WAGE: GRAND BAHAMA, 2011**

INDUSTRY	MEDIAN WEEKLY WAGE			AVERAGE ANNUAL WAGE			MEDIAN ANNUAL WAGE		
	TOTAL	BAHAMIAN	NON-BAHAMIAN	TOTAL	BAHAMIAN	NON-BAHAMIAN	TOTAL	BAHAMIAN	NON-BAHAMIAN
TOTAL	\$308	\$316	\$260	\$19,459	\$19,434	\$20,323	\$16,016	\$16,432	\$13,520
MINING, QUARRYING AND MANUFACTURING	\$400	\$400	\$330	\$22,930	\$23,008	\$17,160	\$20,800	\$20,800	\$17,160
ELECTRICITY, GAS, AIR CONDITIONING AND WATER	\$366	\$366	\$266	\$18,557	\$19,654	\$13,821	\$19,032	\$19,032	\$13,821
CONSTRUCTION	\$281	\$320	\$180	\$19,357	\$20,769	\$11,124	\$14,612	\$16,640	\$9,360
WHOLESALE AND RETAIL TRADE	\$265	\$275	\$220	\$18,186	\$18,279	\$16,606	\$13,780	\$14,300	\$11,440
TRANSPORTATION AND STORAGE	\$404	\$400	\$775	\$24,006	\$23,934	\$40,300	\$21,008	\$20,800	\$40,300
ACCOMMODATION AND FOOD SERVICE ACTIVITIES	\$250	\$250	\$210	\$14,336	\$14,289	\$15,750	\$13,000	\$13,000	\$10,920
INFORMATION AND COMMUNICATION	\$225	\$225	-	\$12,168	\$12,168	-	\$11,700	\$11,700	-
FINANCIAL AND INSURANCE ACTIVITIES	\$500	\$500	\$2,000	\$38,080	\$33,982	\$104,000	\$26,000	\$26,000	\$104,000
REAL ESTATE ACTIVITIES	\$450	\$450	\$350	\$27,342	\$26,958	\$29,432	\$23,400	\$23,400	\$18,200
BUSINESS SERVICES (PROFESSIONAL, TECHNICAL AND ADMINISTRATIVE) ACTIVITIES	\$300	\$300	-	\$24,364	\$24,364	-	\$15,600	\$15,600	-
EDUCATION	\$275	\$260	\$394	\$17,452	\$16,832	\$20,500	\$14,300	\$13,520	\$20,488
HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	\$503	\$514	\$500	\$31,401	\$31,422	\$31,140	\$26,156	\$26,728	\$26,000
ARTS, ENTERTAINMENT, RECREATION AND OTHER SERVICE ACTIVITIES	\$308	\$308	\$1,417	\$21,506	\$17,658	\$73,684	\$16,016	\$16,016	\$73,684

TABLE 3.5

EMPLOYEES BY AGE GROUP, SEX, AVERAGE AND MEDIAN, HOURLY, WEEKLY AND ANNUAL WAGE: GRAND BAHAMA

AGE GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE			MEDIAN WEEKLY WAGE			AVERAGE ANNUAL WAGE		
	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
TOTAL	41	41	41	\$10	\$10	\$9	\$374	\$400	\$347	\$308	\$361	\$288	\$19,459	\$20,775	\$18,069
15 – 19	40	41	38	\$6	\$7	\$4	\$251	\$295	\$170	\$240	\$288	\$175	\$13,027	\$15,340	\$8,836
20 – 24	41	40	43	\$7	\$7	\$6	\$268	\$284	\$238	\$250	\$251	\$220	\$13,954	\$14,763	\$12,373
25 – 34	42	42	41	\$9	\$9	\$8	\$348	\$371	\$327	\$300	\$308	\$260	\$18,076	\$19,267	\$16,989
35 – 44	42	42	41	\$10	\$11	\$10	\$406	\$431	\$386	\$350	\$395	\$300	\$21,093	\$22,393	\$20,051
45 – 54	40	39	41	\$10	\$12	\$9	\$399	\$433	\$369	\$350	\$365	\$300	\$20,767	\$22,528	\$19,198
55 – 64	41	42	38	\$11	\$11	\$11	\$441	\$466	\$390	\$366	\$400	\$300	\$22,929	\$24,218	\$20,264
65 & OVER	43	51	34	\$13	\$14	\$12	\$421	\$509	\$334	\$400	\$350	\$400	\$21,886	\$26,483	\$17,389

T - TOTAL

M - MALE

F - FEMALE

TABLE 3.6

EMPLOYEES BY WORKER CATEGORY, SEX, AVERAGE AND MEDIAN, WEEKLY AND ANNUAL WAGE: GRAND BAHAMA, 2011

WORKER CATEGORY	AVERAGE WEEKLY WAGE			MEDIAN WEEKLY WAGE			AVERAGE ANNUAL WAGE			MEDIAN ANNUAL WAGE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	\$374	\$400	\$347	\$308	\$361	\$288	\$19,459	\$20,775	\$18,069	\$16,016	\$18,772	\$14,976
Managerial/Supervisory	\$598	\$587	\$609	\$551	\$540	\$562	\$31,103	\$30,542	\$31,654	\$26,497	\$27,453	\$25,720
High skill level	\$349	\$418	\$301	\$505	\$507	\$505	\$18,076	\$21,592	\$15,650	\$16,219	\$19,603	\$14,246
Basic skill level	\$310	\$347	\$261	\$502	\$501	\$504	\$16,101	\$18,031	\$13,593	\$15,004	\$1778	\$12,841
Other	\$316	\$290	\$360	\$508	\$501	\$521	\$16,422	\$15,096	\$18,723	\$14,943	\$14,701	\$15,514

TABLE 3.7
PERCENTAGE DISTRIBUTION OF VACANCIES WITHIN INDUSTRY GROUP AND WORKER CATEGORY: GRAND BAHAMA,
2011

INDUSTRY	VACANCIES				
	MANAGERIAL SUPERVISORY	HIGH SKILL LEVEL	BASIC SKILL LEVEL	OTHER	TOTAL
TOTAL	5	32	50	13	100%
MINING, QUARRYING AND MANUFACTURING	0	100	0	0	100%
ELECTRICITY, GAS, AIR CONDITIONING AND WATER	0	0	100	0	100%
CONSTRUCTION	0	30	70	0	100%
WHOLESALE AND RETAIL TRADE	3	44	53	0	100%
TRANSPORTATION AND STORAGE	12	76	12	0	100%
ACCOMMODATION AND FOOD SERVICE ACTIVITIES	10	21	41	28	100%
INFORMATION AND COMMUNICATION	0	0	100	0	100%
FINANCIAL AND INSURANCE ACTIVITIES	0	0	100	0	100%
BUSINESS SERVICES (PROFESSIONAL, TECHNICAL AND ADMINISTRATIVE) ACTIVITIES	0	0	50	50	100%
HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	14	64	22	0	100%
ARTS, ENTERTAINMENT, RECREATION AND OTHER SERVICE ACTIVITIES	0	0	100	0	100%

TABLE 3.8

**PERCENTAGE OF EMPLOYEES WITHIN OCCUPATIONAL GROUP THAT MET THE MINIMUM EDUCATION REQUIREMENT
BY SEX AND NATIONALITY: GRAND BAHAMA, 2011**

OCCUPATIONAL GROUP	TOTAL			BAHAMIAN			NON-BAHAMIAN		
	TOTAL %	MALE %	FEMALE %	TOTAL %	MALE %	FEMALE %	TOTAL %	MALE %	FEMALE %
TOTAL	91	91	91	91	90	91	89	94	78
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	86	81	91	85	80	90	100	100	100
PROFESSIONALS, SCIENCE AND ENGINEERING PROFESSIONALS	93	93	93	93	92	94	88	100	81
TECHNICIANS AND ASSOCIATE PROFESSIONALS	90	92	87	89	91	87	100	100	100
CLERICAL AND SUPPORT WORKERS	89	97	84	89	97	84	100	100	100
SERVICE AND SALES WORKERS	93	88	94	93	88	95	90	86	92
SKILLED AGRICULTURAL, FORESTRY AND FISHERY WORKERS	100	-	100	100	-	100	100	-	100
CRAFT AND RELATED TRADE WORKERS	85	-	85	86	86	-	56	-	56
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	97	100	86	100	86	97	100	-	100
ELEMENTARY OCCUPATIONS	91	90	94	92	88	99	88	98	29

TABLE 3.9

**PERCENTAGE DISTRIBUTION OF EMPLOYEES BY EDUCATIONAL LEVEL OF EMPLOYEE, SEX AND
NATIONALITY: GRAND BAHAMA, 2011**

EDUCATIONAL LEVEL OF EMPLOYEE	TOTAL			NATIONALITY					
				BAHAMIAN			NON-BAHAMIAN		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
None	0	0	0	0	0	0	1	1	0
Incomplete Primary School	0	0	0	0	0	0	0	0	0
Complete Primary School	1	1	1	0	0	0	17	20	9
Incomplete Secondary School	3	3	2	3	3	2	5	4	6
Complete Secondary School	68	72	65	68	73	67	43	50	35
1-2 Years of Undergraduate University	9	6	11	9	6	11	3	0	8
3+ Years of Undergraduate University	7	5	10	7	4	9	23	17	34
Post-graduate	1	0	1	1	0	1	0	0	0
Specialised (Vocational/Technical)	10	12	9	11	12	9	6	5	8
Not Stated	1	1	1	1	1	1	2	3	0

TABLE 3.10

**EMPLOYEES BY OCCUPATIONAL GROUP, AVERAGE NORMAL HOURS WORKED PER WEEK,
AVERAGE HOURLY, MEDIAN WEEKLY AND ANNUAL WAGE: GRAND BAHAMA, 2011**

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK	AVERAGE HOURLY WAGE	MEDIAN WEEKLY WAGE	MEDIAN ANNUAL WAGE
TOTAL	41	\$10	\$308	\$16,016
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	43	\$16	\$550	\$28,600
Chief Executives, Senior Officials	32	\$14	\$350	\$18,200
Administrative and Commercial Managers	40	\$18	\$540	\$28,080
Production and Specialized Services Managers	42	\$16	\$585	\$30,420
Hospitality, Retail and Other Services Managers	49	\$14	\$550	\$28,600
PROFESSIONALS, SCIENCE AND ENGINEERING PROFESSIONALS	39	\$16	\$500	\$26,000
Science and Engineering Professionals	40	\$18	\$663	\$34,476
Health Professionals	31	\$35	\$600	\$31,200
Teaching Professionals	38	\$10	\$338	\$17,576
Business and Administration Professional	40	\$13	\$500	\$26,000
Information and Communications Technology Professionals	40	\$13	\$522	\$27,144
Legal, Social and Cultural Professionals	44	\$28	\$750	\$39,000
TECHNICIANS AND ASSOCIATE PROFESSIONALS	42	\$13	\$462	\$24,024
Science and Engineering Associate Professionals	41	\$14	\$500	\$26,000
Health Associate Professionals	38	\$18	\$600	\$31,200
Business and Administration Associate Professionals	42	\$12	\$450	\$23,400
Legal, Social, Cultural Professionals	49	\$9	\$391	\$20,332
Information and Communications Technicians	36	\$12	\$500	\$26,000

TABLE 3.10(Cont'd)

**EMPLOYEES BY OCCUPATIONAL GROUP, AVERAGE NORMAL HOURS WORKED PER WEEK,
AVERAGE HOURLY, MEDIAN WEEKLY AND ANNUAL WAGE: GRAND BAHAMA, 2011**

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK	AVERAGE HOURLY WAGE	MEDIAN WEEKLY WAGE	MEDIAN ANNUAL WAGE
CLERICAL SUPPORT WORKERS	39	\$9	\$350	\$18,200
General and Keyboard Clerks	39	\$8	\$300	\$15,600
Customer Services Clerks	38	\$9	\$361	\$18,772
Numerical and Material Recording Clerks	40	\$10	\$365	\$18,980
Other Clerical Support Workers	40	\$7	\$220	\$11,440
SERVICE AND SALES WORKERS	43	\$7	\$246	\$12,792
Personal Service Workers	45	\$6	\$200	\$10,400
Sales Workers	43	\$7	\$240	\$12,480
Personal Care Workers	39	\$6	\$200	\$10,400
Protective Services Workers	38	\$8	\$273	\$14,196
SKILLED AGRICULTURAL, FORESTRY AND FISHERY WORKERS	40	\$6	\$250	\$13,000
Market-Oriented Skilled Agricultural Workers	40	\$9	\$250	\$13,000
CRAFT AND RELATED TRADES WORKERS	40	\$10	\$400	\$20,800
Building and Related Trades workers, excluding Electricians	39	\$10	\$400	\$20,800
Metal Machinery and Related Trades Workers	40	\$11	\$400	\$20,800
Electrical and Electronic Trades Workers	41	\$7	\$250	\$13,000
Food Processing, Wood Working, Garment and Other Craft and Related Trades Workers	40	\$8	\$350	\$18,200
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	40	\$10	\$374	\$19,448
Stationary Plant and Machine Operators	38	\$9	\$361	\$18,772
Drivers and Mobile Plant Operators	40	\$10	\$374	\$19,448

TABLE 3.10(Cont'd)

**EMPLOYEES BY OCCUPATIONAL GROUP, AVERAGE NORMAL HOURS WORKED PER WEEK,
AVERAGE HOURLY, MEDIAN WEEKLY AND ANNUAL WAGE: GRAND BAHAMA, 2011**

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK	AVERAGE HOURLY WAGE	MEDIAN WEEKLY WAGE	MEDIAN ANNUAL WAGE
ELEMENTARY OCCUPATIONS	38	\$6	\$222	\$11,544
Cleaners and Helpers	37	\$6	\$222	\$11,544
Agricultural Forestry and Fishery Labourers	39	\$7	\$280	\$14,560
Labourers in Mining, Construction, Manufacturing and Transport	38	\$6	\$210	\$10,920
Food Preparation Assistants	38	\$5	\$179	\$9,308
Refuse Workers and Other Elementary Workers	39	\$6	\$225	\$11,700
Apprentices	40	\$9	\$383	\$19,916

TABLE 3.11

**EMPLOYEES (MALES) BY OCCUPATIONAL GROUP, AVERAGE NORMAL HOURS WORKED PER WEEK,
AVERAGE HOURLY, WEEKLY AND MEDIAN ANNUAL WAGE: GRAND BAHAMA, 2011**

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK	AVERAGE HOURLY WAGE	MEDIAN WEEKLY WAGE	MEDIAN ANNUAL WAGE
TOTAL	41	\$10	\$361	\$18,772
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	43	\$16	\$550	\$28,600
Chief Executives, Senior Officials	33	\$13	\$250	\$13,000
Administrative and Commercial Managers	39	\$13	\$400	\$20,800
Production and Specialized Services Managers	42	\$18	\$585	\$30,420
Hospitality, Retail and Other Services Managers	52	\$17	\$600	\$31,200
PROFESSIONALS, SCIENCE AND ENGINEERING PROFESSIONALS	40	\$18	\$522	\$27,144
Science and Engineering Professionals	40	\$18	\$663	\$34,476
Health Professionals	36	\$35	\$500	\$26,000
Teaching Professionals	34	\$13	\$436	\$22,672
Business and Administration Professionals	40	\$12	\$407	\$21,164
Information and Communications Technology Professionals	40	\$13	\$522	\$27,144
Legal, Social and Cultural Professionals	47	\$23	\$750	\$39,000
TECHNICIANS AND ASSOCIATE PROFESSIONALS	43	\$13	\$469	\$24,388
Science and Engineering Associate Professionals	41	\$14	\$500	\$26,000
Health Associate Professionals	35	\$30	\$625	\$32,500
Business and Administration Associate Professionals	44	\$13	\$450	\$23,400
Legal, Social, Cultural and Related Associate Professionals	55	\$8	\$391	\$20,332
Information and Communications Technicians	6	\$13	\$80	\$4,160
CLERICAL SUPPORT WORKERS	40	\$9	\$363	\$18,876
General and Keyboard Clerks	40	\$6	\$200	\$10,400
Customer Services Clerks	38	\$10	\$382	\$19,864
Numerical and Material Recording Clerks	40	\$9	\$350	\$18,200

TABLE 3.11 (Cont'd)

**EMPLOYEES (MALES) BY OCCUPATIONAL GROUP, AVERAGE NORMAL HOURS WORKED PER WEEK,
AVERAGE HOURLY, WEEKLY AND MEDIAN ANNUAL WAGE: GRAND BAHAMA, 2011**

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK	AVERAGE HOURLY WAGE	MEDIAN WEEKLY WAGE	MEDIAN ANNUAL WAGE
SERVICE AND SALES WORKERS	47	\$7	\$273	\$14,196
Personal Service Workers	52	\$6	\$192	\$9,984
Sales Workers	60	\$8	\$350	\$18,200
Protective Services Workers	39	\$8	\$273	\$14,196
SKILLED AGRICULTURAL, FORESTRY AND FISHERY WORKERS	40	\$6	\$250	\$13,000
Market-Oriented Skilled Agricultural Workers	40	\$6	\$250	\$13,000
CRAFT AND RELATED TRADES WORKERS	40	\$10	\$400	\$20,800
Building and Related Trades workers, excluding Electricians	39	\$10	\$400	\$20,800
Metal Machinery and Related Trades Workers	40	\$11	\$400	\$20,800
Electrical and Electronic Trades Workers	41	\$7	\$250	\$13,000
Food Processing, Wood Working, Garment and other Craft and Related Trades Workers	40	\$8	\$350	\$18,200
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	40	\$10	\$374	\$19,448
Stationary Plant and Machine Operators	38	\$11	\$361	\$18,772
Drivers and Mobile Plant Operators	40	\$10	\$374	\$19,448
ELEMENTAERY OCCUPATIONS	38	\$7	\$225	\$11,700
Cleaners and Helpers	38	\$6	\$225	\$11,700
Agricultural Forestry and Fishery Labors	39	\$7	\$280	\$14,560
Labourers in Mining, Construction, Manufacturing and Transport	38	\$7	\$220	\$11,440
Food Preparation Assistants	38	\$5	\$190	\$9,880
Refuse Workers and Other Elementary Workers	39	\$6	\$225	\$11,700
Apprentices	40	\$9	\$383	\$19,916

TABLE 3.12

**EMPLOYEES (FEMALES) BY OCCUPATIONAL GROUP, AVERAGE NORMAL HOURS WORKED PER WEEK,
AVERAGE HOURLY, WEEKLY AND MEDIAN ANNUAL WAGE: GRAND BAHAMA, 2011**

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK	AVERAGE HOURLY WAGE	MEDIAN WEEKLY WAGE	MEDIAN ANNUAL WAGE
TOTAL	41	\$9	\$288	\$14,976
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	43	\$16	\$515	\$26,780
Chief Executives, Senior Officials	29	\$22	\$400	\$20,800
Administrative and Commercial Managers	40	\$21	\$800	\$41,600
Production and Specialized Services Managers	42	\$11	\$353	\$18,356
Hospitality, Retail and Other Services Managers	47	\$12	\$500	\$26,000
PROFESSIONALS, SCIENCE AND ENGINEERING PROFESSIONALS	39	\$15	\$454	\$23,608
Science and Engineering Professionals	39	\$34	\$550	\$28,600
Health Professionals	27	\$35	\$600	\$31,200
Teaching Professionals	38	\$9	\$315	\$16,380
Business and Administration Professionals	40	\$14	\$640	\$33,280
Legal, Social and Cultural Professionals	42	\$31	\$1,145	\$59,540
Science and Engineering Associate Professionals	40	\$14	\$558	\$29,016
Health Associate Professionals	39	\$16	\$450	\$23,400
Business and Administration Associate Professionals	42	\$12	\$442	\$22,984
Legal, Social, Cultural and Related Associate Professionals	41	\$10	\$400	\$20,800
TECHNICIANS AND ASSOCIATE PROFESSIONALS	41	\$12	\$462	\$24,024
Information and Communications Technicians	39	\$12	\$500	\$26,000
CLERICAL SUPPORT WORKERS	39	\$9	\$316	\$16,432
General and Keyboard Clerks	39	\$8	\$300	\$15,600
Customer Services Clerks	39	\$9	\$331	\$17,212
Numerical and Material Recording Clerks	38	\$11	\$394	\$20,488
Other Clerical Support Workers	40	\$7	\$220	\$11,440

TABLE 3.12 (Cont'd)

**EMPLOYEES (FEMALES) BY OCCUPATIONAL GROUP, AVERAGE NORMAL HOURS WORKED PER WEEK,
AVERAGE HOURLY, WEEKLY AND MEDIAN ANNUAL WAGE: GRAND BAHAMA, 2011**

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK	AVERAGE HOURLY WAGE	MEDIAN WEEKLY WAGE	MEDIAN ANNUAL WAGE
SERVICE AND SALES WORKERS	42	\$6	\$205	\$10,660
Personal Service Workers	44	\$6	\$200	\$10,400
Sales Workers	41	\$7	\$225	\$11,700
Personal Care Workers	39	\$6	\$200	\$10,400
Protective Services Workers	36	\$6	\$181	\$9,412
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	39	\$9	\$361	\$18,772
Stationary Plant and Machine Operators	38	\$9	\$316	\$16,432
Drivers and Mobile Plant Operators	39	\$10	\$395	\$20,540
ELEMENTARY OCCUPATIONS	38	\$6	\$200	\$10,400
Cleaners and Helpers	37	\$6	\$200	\$10,400
Labourers in Mining, Construction, Manufacturing and Transport	40	\$6	\$210	\$10,920
Food Preparation Assistants	38	\$5	\$159	\$8,268
Refuse Workers and Other Elementary Workers	40	\$6	\$223	\$11,570

TABLE 3.13

EMPLOYEES IN THE MINING, QUARRYING AND MANUFACTURING INDUSTRY BY OCCUPATIONAL GROUP, SEX, AVERAGE NORMAL HOURS WORKED PER WEEK, AVERAGE WAGE (HOURLY, WEEKLY AND ANNUAL): GRAND BAHAMA, 2011

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE			AVERAGE ANNUAL WAGE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	41	41	40	\$11	\$12	\$7	\$441	\$471	\$295	\$22,930	\$24,483	\$15,354
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	45	45	43	\$11	\$12	\$9	\$497	\$539	\$369	\$25,820	\$28,008	\$19,206
PROFESSIONALS SCIENCE AND ENGINEERING PROFESSIONALS	40	40	40	\$11	\$13	\$9	\$440	\$522	\$357	\$22,854	\$27,144	\$18,564
TECHNICIANS AND ASSOCIATE PROFESSIONALS	41	42	40	\$13	\$13	\$9	\$514	\$529	\$357	\$26,710	\$27,518	\$18,540
CLERICAL AND SUPPORT WORKERS	40	40	40	\$8	\$9	\$6	\$308	\$344	\$234	\$15,990	\$17,888	\$12,152
SERVICE AND SALES WORKERS	40	40	-	\$7	\$7	-	\$294	\$294	-	\$15,288	\$15,288	-
CRAFT AND RELATED TRADE WORKERS	40	40	-	\$11	\$11	-	\$442	\$442	-	\$22,963	\$22,963	-
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	40	40	-	\$18	\$18	-	\$712	\$712	-	\$37,024	\$37,024	-
ELEMENTARY OCCUPATIONS	40	40	40	\$7	\$9	\$6	\$292	\$363	\$234	\$15,190	\$18,851	\$12,189

TABLE 3.14

**EMPLOYEES IN THE ELECTRICITY, GAS, AIR CONDITIONING AND WATER INDUSTRY BY OCCUPATIONAL GROUP, SEX, AVERAGE
NORMAL HOURS WORKED PER WEEK, AVERAGE WAGE (HOURLY, WEEKLY AND ANNUAL): GRAND BAHAMA, 2011**

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE			AVERAGE ANNUAL WAGE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	40	40	39	\$9	\$9	\$8	\$357	\$358	\$305	\$18,557	\$18,623	\$15,871
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	40	40	40	\$21	\$28	\$11	\$851	\$1,120	\$448	\$44,262	\$58,249	\$23,283
PROFESSIONALS SCIENCE AND ENGINEERING PROFESSIONALS	40	40	40	\$19	\$34	\$11	\$734	\$1,352	\$425	\$38,168	\$70,304	\$22,100
TECHNICIANS AND ASSOCIATE PROFESSIONALS	40	40	40	\$12	\$11	\$19	\$473	\$471	\$731	\$24,606	\$24,517	\$38,012
CLERICAL AND SUPPORT WORKERS	41	41	40	\$7	\$5	\$7	\$275	\$216	\$300	\$14,279	\$11,232	\$15,585
SERVICE AND SALES WORKERS	37	36	39	\$5	\$5	\$6	\$195	\$166	\$231	\$10,159	\$8,630	\$12,036
CRAFT AND RELATED TRADE WORKERS	40	40	-	\$10	\$10	-	\$397	\$397	-	\$20,618	\$20,618	-
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	40	40	-	\$9	\$9	-	\$333	\$333	-	\$17,339	\$17,339	-
ELEMENTARY OCCUPATIONS	40	40	-	\$8	\$8	-	\$323	\$323	-	\$16,819	\$16,819	-

TABLE 3.15

**EMPLOYEES IN THE CONSTRUCTION INDUSTRY BY OCCUPATIONAL GROUP, SEX, AVERAGE NORMAL HOURS WORKED PER WEEK,
AVERAGE WAGE (HOURLY, WEEKLY AND ANNUAL): GRAND BAHAMA, 2011**

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE			AVERAGE ANNUAL WAGE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	40	40	39	\$9	\$11	\$7	\$372	\$456	\$253	\$19,357	\$23,691	\$13,169
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	41	42	37	\$21	\$24	\$13	\$848	\$991	\$442	\$44,102	\$51,527	\$22,991
PROFESSIONALS SCIENCE AND ENGINEERING PROFESSIONALS	44	48	40	\$8	\$6	\$10	\$344	\$287	\$400	\$17,862	\$14,924	\$20,800
TECHNICIANS AND ASSOCIATE PROFESSIONALS	39	40	33	\$15	\$16	\$10	\$581	\$627	\$317	\$30,219	\$32,607	\$16,467
CLERICAL AND SUPPORT WORKERS	35	40	34	\$9	\$5	\$9	\$292	\$200	\$297	\$15,197	\$10,400	\$15,456
SERVICE AND SALES WORKERS	41	44	41	\$5	\$6	\$5	\$223	\$273	\$214	\$11,586	\$14,170	\$11,125
CRAFT AND RELATED TRADE WORKERS	40	40	-	\$10	\$10	-	\$388	\$388	-	\$20,191	\$20,191	-
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	40	40	40	\$12	\$12	\$9	\$477	\$493	\$350	\$24,804	\$25,629	\$18,200
ELEMENTARY OCCUPATIONS	38	38	40	\$6	\$6	\$4	\$231	\$236	\$165	\$11,992	\$12,270	\$8,557

TABLE 3.16

**EMPLOYEES IN THE WHOLESALE AND RETAIL TRADE INDUSTRY BY OCCUPATIONAL GROUP, SEX, AVERAGE NORMAL HOURS
WORKED PER WEEK, AVERAGE WAGE (HOURLY, WEEKLY AND ANNUAL): GRAND BAHAMA, 2011**

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE			AVERAGE ANNUAL WAGE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	41	41	41	\$9	\$10	\$9	\$350	\$369	\$335	\$18,186	\$19,168	\$17,413
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	39	37	41	\$16	\$17	\$16	\$636	\$642	\$629	\$33,059	\$33,400	\$32,707
PROFESSIONALS SCIENCE AND ENGINEERING PROFESSIONALS	32	40	30	\$16	\$10	\$17	\$415	\$400	\$418	\$21,555	\$20,800	\$21,733
TECHNICIANS AND ASSOCIATE PROFESSIONALS	40	40	40	\$10	\$16	\$9	\$405	\$650	\$365	\$21,079	\$33,800	\$18,974
CLERICAL AND SUPPORT WORKERS	41	41	39	\$8	\$8	\$8	\$321	\$319	\$324	\$16,688	\$16,605	\$16,828
SERVICE AND SALES WORKERS	44	56	42	\$7	\$8	\$6	\$259	\$304	\$251	\$13,459	\$15,828	\$13,049
CRAFT AND RELATED TRADE WORKERS	40	40	-	\$7	\$7	-	\$303	\$303	-	\$15,733	\$15,733	-
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	40	40	-	\$8	\$8	-	\$294	\$294	-	\$15,303	\$15,303	-
ELEMENTARY OCCUPATIONS	37	36	37	\$6	\$6	\$6	\$199	\$198	\$203	\$10,343	\$10,285	\$10,550

TABLE 3.17

EMPLOYEES IN THE TRANSPORTATION AND STORAGE INDUSTRY BY OCCUPATIONAL GROUP, SEX, AVERAGE NORMAL HOURS WORKED PER WEEK, AVERAGE WAGE (HOURLY, WEEKLY AND ANNUAL): GRAND BAHAMA, 2011

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE			AVERAGE ANNUAL WAGE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	40	40	40	\$12	\$12	\$10	\$462	\$479	\$409	\$24,006	\$24,916	\$21,266
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	40	40	40	\$20	\$11	\$24	\$768	\$425	\$950	\$39,936	\$22,100	\$49,410
PROFESSIONALS SCIENCE AND ENGINEERING PROFESSIONALS	40	40	40	\$15	\$16	\$13	\$605	\$639	\$500	\$31,434	\$33,245	\$26,000
TECHNICIANS AND ASSOCIATE PROFESSIONALS	40	40	40	\$15	\$15	\$11	\$579	\$611	\$440	\$30,109	\$31,764	\$22,893
CLERICAL AND SUPPORT WORKERS	40	40	40	\$8	\$10	\$8	\$318	\$404	\$299	\$16,521	\$21,008	\$15,531
SERVICE AND SALES WORKERS	40	40	40	\$10	\$12	\$9	\$401	\$470	\$356	\$20,859	\$24,440	\$18,537
CRAFT AND RELATED TRADE WORKERS	40	40	-	\$12	\$12	-	\$480	\$480	-	\$24,950	\$24,950	-
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	40	40	40	\$10	\$11	\$9	\$420	\$430	\$374	\$21,831	\$22,346	\$19,430
ELEMENTARY OCCUPATIONS	40	40	-	\$8	\$8	-	\$330	\$330	-	\$17,181	\$17,181	-

TABLE 3.18

**EMPLOYEES IN THE ACCOMMODATION AND FOOD SERVICE ACTIVITIES INDUSTRY BY OCCUPATIONAL GROUP, SEX, AVERAGE
NORMAL HOURS WORKED PER WEEK, AVERAGE WAGE (HOURLY, WEEKLY AND ANNUAL): GRAND BAHAMA, 2011**

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE			AVERAGE ANNUAL WAGE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	43	45	42	\$7	\$7	\$7	\$276	\$282	\$272	\$14,336	\$14,674	\$14,149
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	53	62	41	\$7	\$6	\$9	\$333	\$306	\$365	\$17,291	\$15,916	\$18,972
PROFESSIONALS SCIENCE AND ENGINEERING PROFESSIONALS	40	-	40	\$15	-	\$15	\$586	-	\$586	\$30,459	-	\$30,459
TECHNICIANS AND ASSOCIATE PROFESSIONALS	52	81	38	\$10	\$6	\$12	\$445	\$440	\$447	\$23,118	\$22,870	\$23,237
CLERICAL AND SUPPORT WORKERS	38	38	39	\$11	\$11	\$11	\$424	\$430	\$419	\$22,043	\$22,381	\$21,798
SERVICE AND SALES WORKERS	45	51	43	\$6	\$6	\$6	\$240	\$266	\$234	\$12,484	\$13,823	\$12,150
CRAFT AND RELATED TRADE WORKERS	38	38	-	\$10	\$10	-	\$385	\$385	-	\$20,020	\$20,020	-
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	38	38	38	\$9	\$9	\$9	\$324	\$336	\$316	\$16,823	\$17,494	\$16,432
ELEMENTARY OCCUPATIONS	38	38	38	\$5	\$6	\$5	\$206	\$210	\$198	\$10,689	\$10,938	\$10,287

TABLE 3.19

EMPLOYEES IN THE INFORMATION AND COMMUNICATION INDUSTRY BY OCCUPATIONAL GROUP, SEX, AVERAGE NORMAL HOURS WORKED PER WEEK, AVERAGE WAGE (HOURLY, WEEKLY AND ANNUAL): GRAND BAHAMA, 2011

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE			AVERAGE ANNUAL WAGE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	27	26	29	\$11	\$11	\$11	\$234	\$239	\$229	\$12,168	\$12,415	\$11,886
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	50	55	40	\$9	\$9	\$9	\$442	\$475	\$375	\$22,967	\$24,700	\$19,500
PROFESSIONALS SCIENCE AND ENGINEERING PROFESSIONALS	26	22	29	\$10	\$11	\$9	\$216	\$200	\$231	\$11,213	\$10,400	\$12,025
TECHNICIANS AND ASSOCIATE PROFESSIONALS	6	6	-	\$13	\$13	-	\$80	\$80	-	\$4,160	\$4,160	-
CLERICAL AND SUPPORT WORKERS	22	-	22	\$15	-	\$15	\$150	-	\$150	\$7,800	-	\$7,800

TABLE 3.20

EMPLOYEES IN THE FINANCIAL AND INSURANCE INDUSTRY BY OCCUPATIONAL GROUP, SEX, AVERAGE NORMAL HOURS WORKED PER WEEK, AVERAGE WAGE (HOURLY, WEEKLY AND ANNUAL): GRAND BAHAMA, 2011

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE			AVERAGE ANNUAL WAGE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	40	40	40	\$18	\$27	\$16	\$732	\$1,092	\$636	\$38,080	\$56,765	\$33,048
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	40	40	40	\$31	\$38	\$25	\$1,232	\$1,500	\$1,014	\$64,072	\$78,000	\$52,740
PROFESSIONALS SCIENCE AND ENGINEERING PROFESSIONALS	40	40	-	\$30	\$30	-	\$1,188	\$1,188	-	\$61,750	\$61,750	-
TECHNICIANS AND ASSOCIATE PROFESSIONALS	40	40	39	\$15	-	\$15	\$598	-	\$598	\$31,103	-	\$31,103
CLERICAL AND SUPPORT WORKERS	40	40	40	\$14	\$21	\$13	\$538	\$837	\$529	\$27,951	\$43,524	\$27,521
SERVICE AND SALES WORKERS	40	40	40	\$7	\$7	-	\$288	\$288	-	\$14,976	\$14,976	-

TABLE 3.21

EMPLOYEES IN THE REAL ESTATE ACTIVITIES INDUSTRY BY OCCUPATIONAL GROUP, SEX, AVERAGE NORMAL HOURS WORKED PER WEEK, AVERAGE WAGE (HOURLY, WEEKLY AND ANNUAL): GRAND BAHAMA, 2011

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE			AVERAGE ANNUAL WAGE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	48	48	48	\$12	\$13	\$11	\$526	\$533	\$520	\$27,342	\$27,716	\$27,029
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	40	40	-	\$19	\$19	-	\$770	\$770	-	\$40,023	\$40,023	-
PROFESSIONALS SCIENCE AND ENGINEERING PROFESSIONALS	40	-	40	\$10	-	\$10	\$400	-	\$400	\$20,800	-	\$20,800
TECHNICIANS AND ASSOCIATE PROFESSIONALS	57	59	56	\$14	\$14	\$15	\$704	\$631	\$755	\$36,615	\$32,826	\$39,281
CLERICAL AND SUPPORT WORKERS	40	-	40	\$9	-	\$9	\$366	-	\$366	\$19,045	-	\$19,045
SERVICE AND SALES WORKERS	40	40	40	\$7	\$13	\$5	\$272	\$510	\$192	\$14,118	\$26,520	\$9,984
SKILLED AGRICULTURAL, FORESTRY AND FISHERY WORKERS	40	40	-	\$6	\$6	-	\$225	\$225	-	\$11,700	\$11,700	-
CRAFT AND RELATED TRADE WORKERS	40	40	-	\$10	\$10	-	\$400	\$400		\$20,800	\$20,800	-
ELEMENTARY OCCUPATIONS	40	40	40	\$7	\$7	\$5	\$251	\$290	\$180	\$13,037	\$15,080	\$9,360

TABLE 3.22

**EMPLOYEES IN THE BUSINESS SERVICES (PROFESSIONAL, TECHNICAL AND ADMINISTRATIVE) ACTIVITIES INDUSTRY BY
OCCUPATIONAL GROUP, SEX, AVERAGE NORMAL HOURS WORKED PER WEEK, AVERAGE WAGE (HOURLY, WEEKLY AND
ANNUAL): GRAND BAHAMA, 2011**

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE			AVERAGE ANNUAL WAGE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	40	40	40	\$12	\$9	\$14	\$469	\$375	\$545	\$24,364	\$19,522	\$28,349
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	38	36	40	\$14	\$8	\$19	\$554	\$277	\$762	\$28,793	\$14,391	\$39,612
PROFESSIONALS SCIENCE AND ENGINEERING PROFESSIONALS	44	50	43	\$23	\$21	\$24	\$1,026	\$1,128	\$991	\$53,335	\$58,660	\$51,516
TECHNICIANS AND ASSOCIATE PROFESSIONALS	40	40	40	\$13	\$9	\$14	\$501	\$343	\$540	\$26,052	\$17,853	\$28,083
CLERICAL AND SUPPORT WORKERS	40	-	40	\$7	-	\$7	\$279	-	\$279	\$14,491	-	\$14,491
SERVICE AND SALES WORKERS	38	39	34	\$7	\$8	\$5	\$250	\$271	\$181	\$12,982	\$14,116	\$9,412
CRAFT AND RELATED TRADE WORKERS	40	40	-	\$8	\$8	-	\$322	\$322	-	\$16,738	\$16,738	-
ELEMENTARY OCCUPATIONS	40	-	40	\$6	-	\$6	\$223	-	\$223	\$11,570	-	\$11,570

TABLE 3.23

**EMPLOYEES IN THE EDUCATION INDUSTRY BY OCCUPATIONAL GROUP, SEX, AVERAGE NORMAL HOURS WORKED PER WEEK,
AVERAGE WAGE (HOURLY, WEEKLY AND ANNUAL): GRAND BAHAMA, 2011**

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE			AVERAGE ANNUAL WAGE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	38	37	38	\$9	\$12	\$8	\$336	\$450	\$315	\$17,452	\$23,420	\$16,389
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	40	40	40	\$14	\$18	\$11	\$542	\$722	\$419	\$28,175	\$37,565	\$21,810
PROFESSIONALS SCIENCE AND ENGINEERING PROFESSIONALS	38	34	38	\$10	\$13	\$9	\$363	\$443	\$353	\$18,886	\$23,021	\$18,348
TECHNICIANS AND ASSOCIATE PROFESSIONALS	40	40	40	\$11	\$14	\$9	\$450	\$550	\$375	\$23,393	\$28,617	\$19,474
CLERICAL AND SUPPORT WORKERS	39	40	39	\$8	\$9	\$8	\$315	\$363	\$306	\$16,358	\$18,876	\$15,896
SERVICE AND SALES WORKERS	39	39	39	\$6	\$7	\$6	\$222	\$269	\$216	\$11,569	\$13,966	\$11,222
ELEMENTARY OCCUPATIONS	40	40	40	\$5	\$6	\$5	\$212	\$258	\$180	\$11,010	\$13,416	\$9,360

TABLE 3.24

EMPLOYEES IN THE HUMAN HEALTH AND SOCIAL WORK ACTIVITIES INDUSTRY BY OCCUPATIONAL GROUP, SEX, AVERAGE NORMAL HOURS WORKED PER WEEK, AVERAGE WAGE (HOURLY, WEEKLY AND ANNUAL): GRAND BAHAMA, 2011

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE			AVERAGE ANNUAL WAGE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	38	36	39	\$23	\$33	\$19	\$604	\$612	\$601	\$31,401	\$31,849	\$31,237
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	38	29	40	\$23	\$41	\$20	\$764	\$625	\$789	\$39,735	\$32,500	\$41,027
PROFESSIONALS SCIENCE AND ENGINEERING PROFESSIONALS	35	36	33	\$41	\$37	\$49	\$656	\$596	\$776	\$34,115	\$31,004	\$40,358
TECHNICIANS AND ASSOCIATE PROFESSIONALS	39	35	39	\$18	\$30	\$16	\$618	\$748	\$596	\$32,123	\$38,912	\$30,969
CLERICAL AND SUPPORT WORKERS	40	-	40	\$9	-	\$9	\$371	-	\$371	\$19,280	-	\$19,280
SERVICE AND SALES WORKERS	39	-	39	\$9	-	\$9	\$363	-	\$363	\$18,888	-	\$18,888
SKILLED AGRICULTURAL, FORESTRY AND FISHERY WORKERS	40	40	-	\$7	\$7	-	\$262	\$262	-	\$13,624	\$13,624	--
ELEMENTARY OCCUPATIONS	40	40	40	\$10	\$8	\$13	\$419	\$343	\$525	\$21,779	\$17,830	\$27,300

TABLE 3.25

EMPLOYEES IN THE ARTS, ENTERTAINMENT, RECREATION AND OTHER SERVICE ACTIVITIES INDUSTRY BY OCCUPATIONAL GROUP, SEX, AVERAGE NORMAL HOURS WORKED PER WEEK, AVERAGE WAGE (HOURLY, WEEKLY AND ANNUAL): GRAND BAHAMA, 2011

OCCUPATIONAL GROUP	AVERAGE NORMAL HOURS WORKED PER WEEK			AVERAGE HOURLY WAGE			AVERAGE WEEKLY WAGE			AVERAGE ANNUAL WAGE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	46	45	48	\$9	\$8	\$9	\$414	\$356	\$493	\$21,506	\$18,498	\$25,655
MANAGERS, CHIEF EXECUTIVES AND SENIOR OFFICIALS	68	60	83	\$13	\$10	\$17	\$851	\$541	\$1,417	\$44,249	\$28,126	\$73,684
TECHNICIANS AND ASSOCIATE PROFESSIONALS	44	42	45	\$8	\$8	\$9	\$355	\$325	\$396	\$18,449	\$16,896	\$20,616
CLERICAL AND SUPPORT WORKERS	40	-	40	\$6	-	\$6	\$241	-	\$241	\$12,517	-	\$12,517
SERVICE AND SALES WORKERS	36	-	36	\$7	-	\$7	\$234	-	\$234	\$12,168	-	\$12,168
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	40	40	-	\$8	\$8	-	\$300	\$300	-	\$15,600	\$15,600	-
ELEMENTARY OCCUPATIONS	40	40	-	\$7	\$7	-	\$281	\$281	-	\$14,591	\$14,591	-

APPENDICES

APPENDIX I

SURVEY NOTES

Notes:

In 2007 the Agricultural Sector, Hotels and Government were not surveyed.

In 2011 the Agricultural Sector and Government were not surveyed.

Selection of employees/occupation in establishments with 50+ employees in 2007

At the second stage a representative sample of the employees was drawn from the payroll records of each selected reporting unit using a systematic sampling method. This procedure ensured that each employee had an equal probability of selection.

A random start for the first selected employee and a skip for other selections were provided to each selected establishment. Employers with 49 or less employees were required to complete the information for all employees. The occupations recorded were those actually performed by the selected employees. The reported data were then used to produce estimates of earnings, actual and normal hours worked and methods of pay.

The selection procedure was designed to produce a representative sample of employees in The Bahamas. It was not designed to produce a representative sample of employees within each responding unit.

Selection of employees /occupation in establishments with 50+ employees in 2011**Sample Selection 50+**

For each industry group, the allocation of establishments with 50 and more employees was sampled with certainty using proportional allocation from the business register.

A representative sample of the employees was drawn from the payroll records of each selected establishment using a systematic sampling method. This procedure ensured that each employee had an equal probability of selection.

A random start and an interval were provided to each selected establishment for selection of employees to be included in the survey. When the number of employees selected was less than two, the numbers were rounded up to 5 employees.

APPENDIX II

CONCEPTS AND DEFINITIONS

DEFINITIONS

Occupation

A set of jobs for which the main tasks and duties are characterized by a high degree of similarities (e.g. filing clerk, accountant).

Time-period

Full-time or part-time employees paid on the basis of a time unit of work such as an hour, a day, a week, a fortnight or a month.

Employee

A person who works for a public or private employer and receives remuneration in wages, salary, commission, tips, or piece rates. This definition covers both wage earners and salaried employees. Thus working proprietors, unpaid family workers and managerial staff remunerated predominantly by a share of the profits are **excluded** from the definition of employee.

Basic pay/wage rate

Includes basic wages, cost of living allowances and other guaranteed and regularly paid allowances, but **exclude** overtime payments, bonuses and gratuities, family allowances, and other National Insurance payments made by employers. *Ex gratia (as a favour, not compelled by legal right, e.g. Workers in Hotels and Restaurants may receive meals and accommodation free of charge as part of their wages) payments supplementary to normal wage rates are also excluded.*

Commission (a fee or percentage allowed to a salesperson or agent for his/her services) should be **included** as a part of basic pay/wage rate.

Earnings

Remuneration in cash paid to employees, as a rule at regular intervals, for time or work done together with remuneration for time not worked, such as annual vacation, other paid leave or holidays. Earnings **exclude** employers' contribution in respect of their employees paid to National Insurance and pension schemes and also the benefits received by employees under these schemes. Earnings also **exclude** severance and termination pay.

Sex

Employee either male or female.

Age

The age of the employee on or before November 30th 2011.

Status

Employee employed either full-time or part-time.

Nationality

The legal nationality or citizenship of the employee. It is not necessarily related to place of birth.

Education

The entry level educational qualifications required for the occupation held by the employee. For example, advertisements for various jobs/occupation would indicate what educational qualifications are required for that particular occupation.

No. of normal hours worked per week

Hours of work fixed by or in pursuance of laws or regulations, collective agreements or arbitral awards. Where not so fixed, “normal” hours of work should be taken as meaning the number of hours per day, or week, in excess of which any time worked is remunerated (**to pay an employee for services rendered**) at overtime rates or forms an exception to the rules or customs of the establishment relating to the classes of workers concerned.

Hours actually worked per week

Includes:

- Hours actually worked during normal periods of work;
- Time worked in addition to hours worked during normal periods of work and generally paid at higher rates than normal rates (overtime);
- time spent at the place of work on work such as the preparation of the workplace, repairs and maintenance, preparation and cleaning of tools, and the preparation of receipts, time sheets and reports;
- time spent at the place of work waiting or standing by for such reasons as lack of supply of work, breakdown of machinery or accidents, or time spent at the place of work during which no work is done but for which payment is made under a guaranteed employment contract;
- Time corresponding to short rest periods at the workplace, including tea and coffee breaks. Hours actually work should **EXCLUDE**:
 - Hours paid for but not worked, such as paid annual leave, paid public holidays, paid sick leave;
 - Meal breaks and
 - Time spent on travel from home to workplace and vice versa.

Vacancy

One or more vacancies exist when:

- (a) An employer has made an effort at least four (4) weeks prior to and during the reference period (pay period ending September 30, 2007) to find one or more persons to provide labour-services;
- (b) The employer would have engaged one or more suitable candidates to work during the reference period if they had been available, and would have not fired anyone as a consequence.

- © Vacancies also exist if only (b) is satisfied and the employer either is in the process of selecting someone from among the suitable candidates or is waiting for such a candidate to accept a job or to start working.

Worker Category

The classification of staff according to their functions within the hierarchical organizational structure and establishment, taking into consideration factors such as decision-making, planning, monitoring, policy control, personal control and enforcement in accordance with instructions:

Managerial and Supervisory positions: The managers are responsible for tasks related to executive decisions, direction, strategic planning and organizational policies. They are in charge of specific areas of the company. The supervisors are responsible for directly supervising workers in the execution of their tasks.

Skilled workers (Qualified/Skilled/Specialized workers in production or services): These are workers with high level of skills, specialization and/or experience in their tasks, and who work directly in the main activity of the company. (i.e., production, retail or services processes).

Unskilled workers (engaged in production or services): These are workers who have less preparation and education for performing their tasks working in the production or service processes. In general they are assistants to the skilled workers, and may need to be supervised in their operations.

Other workers (Other support workers): Workers in this category have tasks that are not directly related to the main activity of the establishment. This can include administrative workers (secretaries), lawyers, accountants, etc., and all type of workers who are in charge of secondary activities, not related to the main economic activity of the establishment. For instance, an accountant for a restaurant does not work in the provision of restaurant services, but in the accounting of the restaurant.

Occupations and number of employees that will be required by the establishment in the next one, three and five years.

This part of the questionnaire is designed to obtain information on manpower planning. The occupations and number of employees projected to be hired in the next, one, three and five years.

Certification of respondent

This information is necessary in the event questions arise concerning the data given to the interviewer by the establishment. If so, the Department of Statistics would have a contact person to assist with the queries.

The information to be given to the interviewer is:

- The employee's name
- The employee's position in the establishment
- The establishment's fax number
- The establishment's telephone number
- The establishment e-mail address (where available) and
- The date the questionnaire was completed

The employer could also give the interviewer constructive comments on the data given to the Department of Statistics. Comments such as the length of time it took to complete the questionnaire and the ease in using the questionnaire.

The interviewer should also record any suggestions that the establishment may have on improving the design and contents of the questionnaire.

APPENDIX III

THE QUESTIONNAIRE

CONFIDENTIAL
Your completed form remains confidential to the Department of Statistics and will be integrated with similar establishments and disseminated in aggregate statistical tables and analyses only.

Commonwealth of The Bahamas
Department of Statistics
Ministry of Finance

Part A. 1. Establishment ID (start number from right hand side)					

2011 Wages and Productivity Survey
Reference Period: 30th November, 2011

This survey is being taken in exercise of the powers conferred by section 9, subsection (1) of the Statistics Act 1973: "Any person required to furnish information, estimates, or returns, or to supply particulars under this Act who fails so to do shall be guilty of an offence."

Purpose of the survey: To provide data regarding occupational wages, productivity levels, training practices, and gaps in employee skill levels.

Part A. 2. To be completed by interviewer before interview	
a. Name of establishment	
b. Island: 1=New Providence 2=Grand Bahama	
c. District:	
d. Address of establishment:	
e. P. O. Box	
f. Sector 1=Public 2=Private	
g. Industry type (see codes below)	

Part A. 3. To be completed by enumerator after the interview	
a. Number of respondents interviewed for this survey	
b. Name of primary respondent:	
c. E-mail:	
d. Phone Number:	e. Fax Number:
f. Date of first visit to establishment	i. Day: ii. Month: iii. Year:
g. Date of last visit	i. Day: ii. Month: iii. Year:
h. Number of visits made to Establishment	
i. Enumerator's name:	j. Enumerator's Id:
k. Enumerator's signature:	

Part A. 4. To be completed by enumerator after the interview	
Part A.4.a. Total Employees	(i) Male: (ii) Female: (iii) Total:
Part A.4.b. Total Employees Surveyed	(i) Male: (ii) Female: (iii) Total:

Part A.5. To be completed by supervisor after checking completed questionnaire thoroughly	
a.i. Supervisor's name:	ii. ID:
b. Date checked by supervisor	c. Supervisor's signature

Part A.6. a. Reception	
(i) ID:	i. Day: ii. Month: iii. Year:
Part A.6. b. Preparation	
(i) ID:	i. Day: ii. Month: iii. Year:
Part A.6. c. Data Entry	
(i) ID:	i. Day: ii. Month: iii. Year:

Industry Type:
 1= Mining & Quarrying & Manufacturing
 2= Electricity, Gas, Air Conditioning & Water
 3= Construction
 4= Wholesale & Retail Trade
 5= Transportation & Storage
 6= Accommodation and food service activities
 7= Information & Communication
 8= Financial and Insurance Activities
 9= Real Estate Activities
 10= Business Services (professional, technical, & administrative activities)
 11= Education
 12= Human Health and Social Work Activities
 13= Arts, entertainment, recreation and other service activities

Establishment ID _____

PART B: General Information on Company	
Reference: Payroll Period that includes November 30th, 2011	
B	1a. What is the main economic activity of your establishment? Please specify your major products/goods or services.
	Main Economic Activity: _____
B	1b. Code: (will be filled in at office)

B	1c. Major Products/Goods or Services:

B	1d. Code: (will be filled in at office)

	<p>Main economic activity- the activity that contributes the biggest or major portion of the gross income or revenue of the establishment.</p> <p>Major products, goods or services - the specific products/goods produced or services provided by the establishment, e.g. ice cream, electricity, fast-food, shipping, banking, security agencies, tertiary education, or hospital.</p> <p>Establishment - an economic unit engaged in one or predominantly one kind of economic activity under a single ownership or control at a single fixed location, e.g. store, bank, restaurant, etc.</p> <p>Coverage: Only include data for the address of the establishment in the address box on the front of the questionnaire.</p>
B	2 What is the legal organization of this establishment?
	1=Sole Proprietor 3=Corporation 5=State (owned) 7= Other: _____ 2=Partnership 4=Cooperative 6=Government Ministry
B	3 Is this establishment majority Bahamian or foreign owned?
	1=Bahamian 2=Foreign
B	4 What is the National Insurance Employer Number of this establishment?
	Enumerator - this should be 9 numbers long. _____
B	4 In what year did this establishment begin operations within this industry?

B	5 Give the respondent Card T-1 and ask:
	a. _____ b. _____ What are the two most important factors that have been identified as obstacles to improving productivity in this establishment? 1=None 6=Infrastructure problems (includes transport and communications) 2=High cost of machinery and / or affordability of technology 7=Lack of policies to promote / encourage investment 3=Limitations of management skills within the establishment 8=Higher costs related to import duties 4=The general educational level of the staff 9=Other _____ 5=Limited access to credit
B	6 Complete if the address on the front Cover is not the current address of the establishment. If it is the same, skip to question >>> C.1
	Please record changes (if any) in the establishment's name and address:
	a Name of Establishment: _____
	b Street/Building, Floor: _____
	c P. O. Box: _____
	d ISLAND: _____

Establishment ID _____

PART C: General Information on Primary Respondent			
C. 1	What is your name?	a. First	b. Last
C. 2	What is your email address at this establishment?		
C. 3	Gender of respondent		
	Enumerator - you may not need to ask this question.		
	1=Male 2=Female		
C. 4	What is your year of birth?		
C. 5	What is your position at this establishment?		
	1=Sole owner 3=General Manager 5=Other: _____		
	2=Partner (____% share) 4=Human Resources Manager		
C. 6	In what year did you begin working at this establishment?		
C. 7	What is your highest level of education?		
	1= None 5=Complete secondary school 9=Specialised (vocational / technical)		
	2=Incomplete primary school 6=1-2 years of undergraduate university 10=Not stated		
	3=Complete primary school 7=3+ years of undergraduate university		
	4=Incomplete secondary school 8=Post-graduate		

Establishment ID _____

PART D: Sales and Costs			
Sales			
D. 1 What was the total value of this establishment's sales for 2010 and 2011. <i>Numbers should be rounded to the nearest thousand (e.g., \$57,000).</i>			
a. 2010:	\$	b. 2011:	\$
D. 2 Are projected total sales for 2012 higher, lower or the same as in 2011?			
1=Higher 2=Same 3=Lower			
D. 3 According to those sales projections, do you expect the establishment will change staffing numbers?			
1=Yes, hire more staff 2=No, no change to staffing numbers 3=Yes, reduce staffing numbers			
Costs			
D. 4 What was the total value of this establishment's costs for 2010 and 2011? <i>Numbers should be rounded to the nearest thousand (e.g., \$35,000).</i>			
a. 2010:	\$	b. 2011:	\$
D. 5 Of those 2011 total costs, please indicate the values that are due to <<cost item>>: Write with numbers the dollar values of each category of costs.			
			\$ value
a	Wages & salaries		\$
b	Purchase and maintenance of machinery and equipment		\$
c	Research and development		\$
d	Training Costs		\$
e	Marketing and Public Relations		\$
f	Utilities and Rent / Mortgage		\$
g	Others not Related to previous		\$
h	Total: please ensure this summed total equals the amount in D.4b.		\$
Assets & Liabilities			
D. 6 What was the total value of this establishment's assets and liabilities at 31st December 2010 and 31st December 2011? <i>Numbers should be rounded to the nearest thousand (e.g., \$7,000).</i>			
		(i) Assets:	(ii) Liabilities:
a	2010	\$	\$
b	2011	\$	\$
Financing			
D. 7 Give the respondent Card T-2 and ask:			
		a.	b.
What are the two main sources of financing for this establishment?			
1= Commercial Bank	4=Credit unions	7=Insurance Company	10=Other: _____
2=Development Bank	5=Credit from clients	8=Private lenders	_____
3=Government Program	6=Credit Providers	9=Own resources	_____

PART E: Employee Details Cover Sheet	
<p>Enumerator: As you begin Section E you may like to say to the respondent,</p> <p><i>"Thank you for the information you have provided so far. I would now like to ask you some specific questions about your employees. For these questions, certain types of workers are NOT included. Specifically, please exclude any employees you have which fit into these categories:</i></p> <p><i>"Unpaid contributing family workers</i></p> <p><i>"Workers on long term layoff (6 months or more)</i></p> <p><i>"Consultants</i></p> <p><i>"Workers on indefinite leave</i></p> <p><i>"Members of the board of directors paid solely for attendance at meetings</i></p> <p><i>"Silent or inactive partners</i></p> <p><i>"Directorate and managerial staff remunerated predominantly by share of the profits"</i></p>	
<p>E0. How many total employees does this establishment have?</p>	
<p>When you ask the respondent for information on the employees' worker category, please use the following definitions:</p> <p>"Managerial/Supervisory" <i>The managers are responsible for tasks related to executive decisions, direction, strategic planning and organizational policies. They are in charge of specific areas of the company. The supervisors are responsible for directly supervising workers in the execution of their tasks.</i></p> <p>"High skill level" <i>These are workers with high level of skills, specialization and/ or experience in their tasks, and who work directly in the main activity of the company. (i.e., production, retail or services processes).</i></p> <p>"Basic skill level" <i>These are workers who have less preparation and education for performing their tasks working in the production or service processes. In general they are assistants to the skilled workers, and may need to be supervised in their operations.</i></p> <p>"Other workers" <i>Workers in this category have tasks that are not directly related to the main activity of the establishment. This can include administrative workers (secretaries), lawyers, accountants, etc., and all type of workers who are in charge of secondary activities, not related to the main economic activity of the establishment. For instance, an accountant for a restaurant does not work in the provision of restaurant services, but in the accounting of the restaurant.</i></p>	
<p>When you ask the respondent for information on the employees' status with regards to full-time or part-worker, please note the following: Full-time workers are contracted to work 35 hours or more / week, while part-time workers are contracted to work less than 35 hours per week.</p>	
<p>When you ask the respondent for information on the employees' basic pay / wage rate, please provide them with the following definition: <i>Includes basic wages, cost of living allowances, and other guaranteed regularly paid allowances, but excludes overtime payments, bonuses and gratuities, family allowances, and National Insurance payments made by employers. Ex gratia (as a favour, not compelled by legal right, e.g. workers in Hotels and restaurants may receive meals and accommodations free of charge as a part of their wages) payments in kind supplementary to normal wage rates are also excluded.</i></p>	
<p>When you ask the respondent for information on the employees' earnings, please provide them with the following definition: <i>Remuneration in cash paid to employees, as a rule at regular intervals, for time or work done together with remuneration for time not worked, such as annual vacation, other paid leave or holidays. Earnings also include commissions paid to employees. Earnings exclude employers' contribution in respect of their employees paid to National Insurance and pension schemes and also the benefits received by employees under these schemes. Earnings also exclude severance and termination pay.</i></p>	
<p>When you ask the respondent for information on the employees' "normal" hours worked, please provide them with the following definition: <i>Normal hours of work are the hours of work fixed by or in pursuance of laws and regulations, collective agreements or arbitral awards. Where not fixed by or in pursuance of laws and regulations, collective agreements or arbitral awards, normal hours of work should be taken as meaning the number of hours per day or week in excess of which any time worked is remunerated at overtime rates or forms an exception to the rules or custom of the establishment relating to the classes of workers concerned. For example in The Bahamas, this will generally be 40 hours / week for weekly-paid workers.</i></p>	
<p>When you ask the respondent for information on the employees' "actual" hours worked, please provide them with the following definition: Hours actually worked should INCLUDE: <i>(a) hours actually worked during normal periods of work;</i> <i>(b) time worked in addition to hours worked during normal periods of work, and generally paid at higher rates than normal rates (overtime);</i> <i>(c) time spent at the place of work on work such as the preparation of the workplace, repairs and maintenance, preparation and cleaning of tools, and the preparation of receipts, time sheets and reports;</i> <i>(d) time spent at the place of work waiting or standing by for such reasons as lack of supply of work, breakdown of machinery, or accidents, or time spent at the place of work during which no work is done but for which payment is made under a guaranteed employment contract;</i> <i>(e) time corresponding to short rest periods at the workplace, including tea and coffee breaks.</i></p> <p>Statistics of hours actually worked should EXCLUDE: <i>(a) hours paid for but not worked, such as paid annual leave, paid public holidays, paid sick leave;</i> <i>(b) meal breaks;</i> <i>(c) time spent on travel from home to work and vice versa.</i></p> <p><i>For example, for most weekly office workers, their "actual" hours worked are 35 (40 contracted hours less 1 hour each day for lunch).</i></p>	

Part E: Employee Details

For establishments with <50 employees, please enter information for every employee. Start with the employee #1, and ask questions 2-14, then proceed to employee #2, ask questions 2-14, proceed to employee #3 etc. This is for the reference pay period November 30th, 2011.

Establishment ID _____

Employee Number	1. OCCUPATION (Give a brief description of the main tasks)	2. Code (Enter in Office)	3. Worker Category	4. Minimum Education Level for Occupation*	5. Sex	6. Age	7. Nationality	8. Education Level of Employee*	9. Job Status	10. Date of Hire (MM/YY)	11. Pay Period	12. Basic Pay/ Wage Rate (\$)	13. Earnings (\$)	14. No of Hours Worked / Week a. Normal Hours Worked / Week b. Actual Hours Worked / Week
Employee 01														
Employee 02														
Employee 03														
Employee 04														
Employee 05														
Employee 06														
Employee 07														
Employee 08														
Employee 09														
Employee 10														
Employee 11														
Employee 12														
Employee 13														
Employee 14														
Employee 15														
Employee 16														
Employee 17														
Employee 18														
Employee 19														
Employee 20														

- Education Levels:**
- 1= None
 - 2=Incomplete primary school
 - 3=Complete primary school
 - 4=Incomplete secondary school
 - 5=Complete secondary school
- Category:**
- 1=Managerial/Supervisory
 - 2=High skill level
 - 3=Basic skill level
 - 4=Other
- Sex:**
- 1=Male
 - 2=Female
- Nationality:**
- 1=Bahamian Citizen
 - 2=Non-Bahamian
- Job Status:**
- 1=Full-Time
 - 2=Part-Time
 - 3=Trainee
- Pay Period:**
- 1=Hour
 - 2=Day
 - 3=Week
 - 4=Fortnight
 - 5=Month

Part E Employee Details 6

PART F: Human CapitalThe following questions relate only to staff within the establishment: it **excludes subcontractors**.

- F. 1 For establishments with <50 employees, fill in this section using the data from Section E.
For establishments with ≥50 employees, ask the respondent:

How many <<workers>> were employed by your establishment as of as of 30th November 2011?

a. Full-Time Workers

b. Part-Time Workers

c. Trainees, Apprentices and Learners

d. Total

If Total Workers is LESS THAN 50 ==> F.6

Full Time Workers are those who are contracted for a 35 hours or more per week.

Part-Time Workers are those who are contracted for less than 35 hours per week.

Trainees are those learning a skill or trade while working under the direct supervision of a skilled or more experienced individual.

INCLUDE

* Salaried directors, managers and executives

* Regular, probationary, contractual, seasonal, and piece-rate workers

* Paid apprentices, learners and trainees

* Persons on paid vacation, sick, maternity and other leave

* Persons working away from the establishment but paid by and under its control

* Workers on strike

EXCLUDE

* Directorate and managerial staff remunerated predominantly by share of the profits

* Silent or inactive partners

* Members of the board of directors paid solely for attendance at meetings

* Workers on indefinite leave

* Workers on long term layoff (6 months or more)

* Consultants

* Unpaid contributing family workers

- F. 2 For establishments with over 50 employees only:

Please indicate the number of staff by occupational category and sex that this establishment had as of 30th November 2011.

If there are no staff in that category, enter zero (0).

	(i) Males:	(ii) Females:	(iii) Total:
a Managerial / Supervisory employees			
b Highly skilled employees			
c Basic skill level employees			
d Other employees			
e All employees			

- F. 3 For establishments with over 50 employees only:

Please indicate the number of staff by occupational category and age that this establishment had as of 30th November 2011.

If there are no staff in that category, enter zero (0). Enumerator should sum the columns.

The total column is simply there for the enumerators benefit - i.e., total will not be asked multiple times of the respondent.

	(i) 15-29	(ii) 30-49	(iii) ≥50	Total
a Managerial / Supervisory employees				
b Highly skilled employees				
c Basic skill level employees				
d Other employees				
e Total employees				

- F. 4 For establishments with over 50 employees only:

Please indicate the number of staff, by their years of employment at this establishment, as of 30th November 2011.

	(i) < 1 year	(ii) 1-5 years	(iii) ≥6 years	Total
All employees				

<p>F. 5 For establishments with over 50 employees only:</p> <p>Please indicate the number of staff by educational level, at this establishment as of 30th November 2011.</p> <p>If there are no staff at that educational level, write "0".</p>				
				Total
(i) Level 1: None				
(ii) Level 2: Incomplete primary school				
(iii) Level 3: Complete primary school				
(iv) Level 4: Incomplete secondary school				
(v) Level 5: Complete secondary school				
(vi) Level 6: 1-2 years of undergraduate university				
(vii) Level 7: 3+ years of undergraduate university				
(viii) Level 8: Post-graduate				
(ix) Level 9: Specialised (vocational technical)				
(x) Not Stated				

<p>F. 6 Please indicate the number of staff by <<contract type>>, as of 30th November 2011.</p> <p>ENUMERATOR: Please read the definitions to the respondent if they are not sure.</p> <p><i>An indefinite or permanent contract is for full-time or part-time work for an indeterminate period.</i> <i>A fixed term contract is a contract of employment that ends when a specific time period expires, or when a specific task that has a time estimate attached is completed.</i> <i>A temporary contract of employment is of limited duration and terminated by a specific event, including the end of a project or work phase, return of replaced personnel, etc.</i></p>				
	(i) Indefinite or Permanent Contracts	(ii) Fixed term or Temporary	(iii) Other	Total
All employees				

Unions

<p>F. 7 Is this establishment covered by a Collective Bargaining Industrial Agreement (Union)?</p>			
1=Yes	2=No	F.9	

<p>F. 8 What percentage of the establishment's employees are members of a union?</p>		%
---	--	---

Selection and Recruitment

<p>F. 9 Does this establishment have a human resources unit / department?</p>		
1=Yes	2=No	99=Not stated

<p>F. 10 Please indicate the number of new staff, by gender, that this establishment hired in the two years from January 1st, 2010 to December 31st, 2011.</p> <p>If no staff were hired in those 24 months, skip to question =>> F.19</p>			
	(i) Males	(ii) Females	(iii) Total
Total			

<p>F. 11 Were any members of the staff recruited during 2010 or 2011 hired for a probationary period?</p>	
1=Yes	2=No =>> F.13

<p>F. 12 Is a probationary period always applied when hiring staff?</p>	
1=Yes, all new hires have a probation period 2=No, varies according to occupational category	

Establishment ID _____

F. 13 Give the respondent Card T-3 and ask:		a.	b.
Recently, what have been the two most important ways of finding staff for this establishment?			
1= Service provided by Ministry of Labour	6=Private employment agencies or human resources consultants		
2= Through Labour Unions	7=Databases / own records		
3=Newspaper, radio or TV Ads	8= Informal networks (friends, colleagues, etc)		
4=Employment boards of CoB or other organisations	9=Other _____		
5= Online / Internet-based listings or websites			
F. 14 Give the respondent Card T-4 and ask:			
What were the two most important criteria that were considered by this establishment for the selection of personnel from January 1st, 2010 - December 31st 2011?			
1=Physical Appearance	7=Gender		
2=Knowledge and skills specific to occupation/position	8=Age		
3=Skills in reading, writing, math and reasoning	9=Fitness level		
4=Responsibility and commitment	10=Religion		
5=Level of formal education	11=References / Letters of Recommendation		
6=Prior work experience	12=Other _____		
F. 15 Give the respondent Card T-5 and ask:			
Please indicate the main agent responsible for hiring new employees from January 1st 2010 - December 31st 2011?			
1=Establishment's human resources staff	4=Hired a placement agency or human resources consultant		
2=The owner or manager of the establishment	5=Other _____		
3=Not up to this facility; the parent company selects staff			
F. 16 Give the respondent Card T-6 and ask for each group of skills:			
At which stage of the selection process were <<Type of skill>> identified?			
a Knowledge skills			_____
b Behavioural skills			_____
1= The point of contact with the applicant (CV, cover letter, references, etc)	4=During the probationary period, internship, etc		
2=In the personal interview	5= Other _____		
3 = In tests during the selection stage	6 = Not identified / not relevant		
F. 17 Give the respondent Card T-7 and ask:			
What were two main difficulties that you found in recruiting staff from January 1st, 2010 - December 31st 2011?			
1=The compensation offered was insufficient	6=Lack of reliable information on qualifications and experience		
2=Under-qualified applicants	7= Incompatibility of hours		
3=Over-qualified applicants	8=The establishment has no expertise in recruitment and selection		
4=Applicants have a lack of soft skills	9= Other _____		
5=Applicants' lack of experience	10=None		
F. 18 Give the respondent Card T-8 and ask the respondent to indicate for each occupational group that you read:			
Which of the situations applied more to this establishment in hiring <<occupational category>> in the period from January 1st, 2010 - December 31st 2011?			
a Managerial / Supervisory employees			_____
b Highly skilled employees			_____
c Basic skill level employees			_____
d Other employees			_____
1= Hired, not immediately trained	2=Hired, and yes, immediately trained	3=No staff hired in that category	

Vacancies	
<p>F. 19 Please list the number of vacancies in this establishment available at least four weeks prior to and during the pay period ending 30th November, 2011.</p> <p>Vacancy - one or more vacancies exists when:</p> <p>(a) An employer has made an effort at least four (4) weeks prior to and during the reference period (ending 30th November, 2011) to find one or more persons to provide labour-services;</p> <p>(b) The employer would have engaged one or more suitable candidates to work during the reference period if they had been available, and would have not fired anyone as a consequence;</p> <p>(c) Vacancies also exist if only (b) is satisfied and the employer either is in the process of selecting someone among possibly suitable candidates or is waiting for such a candidate to accept a job or to start working.</p> <p>If no vacancies exist for a particular occupational category, write "0".</p>	
a Managerial / Supervisory employees	
b Highly skilled employees	
c Basic skill level employees	
d Other employees	
e Total vacancies	
Projected manpower needs	
<p>F. 20 Please list this establishment's estimated manpower needs (the number of employees to be hired) for <<occupational category>> in the next year:</p>	
a Managerial / Supervisory employees	
b Highly skilled employees	
c Basic skill level employees	
d Other employees	
e Total projected manpower needs	
Subcontracting	
<p>F. 21 In 2011, were there any outsourced staff in the establishment?</p> <p>Examples of outsourced staff include janitorial services like Frank Hanna and Co, security services, etc</p> <p>1=Yes 2=No ==> F.23</p>	
<p>F. 22 Indicate up to three (3) main categories of positions where outsourcing was used:</p> <p>a _____</p> <p>b _____</p> <p>c _____</p>	
Productivity, Dismissals and Resignations	
<p>F. 23 Thinking about last week, please list the percentage of your staff who, on average, arrived at work:</p>	
a On time	
b Between 1-15 minutes late	
c More than 15 minutes late	
Total	100%
<p>F. 24 Thinking about last week, please list the percentage of your staff who, on average:</p>	
a Took more than their allotted time for lunch break	
b Took an additional break not covered in their contract	
<p>F. 25 Please indicate the number of staff that (i) resigned from or (ii) were dismissed from the establishment in 2010 and 2011.</p> <p>If no staff left in that time period, skip to question ==> G.1</p>	
	(i) Staff Resigned
	(ii) Staff Dismissed
	(iii) Total staff left
All employees	
	If = 0, ==> G.1
<p>F. 26 Give the respondent Card T-9 and ask:</p> <p>a. #1 _____ b. #2 _____</p> <p>What were the two most common reasons for dismissal in the period from 1st January 2010 to 31st December 2011.</p>	
1=Low productivity	5=Absenteeism
2=Low technical skills / capacity	6= Other _____
3=Problems with behaviour / conduct in the workplace	7= Not applicable (only one reason)
4=For economic reasons of the establishment	

Establishment ID _____

PART G: Human Capital Compensation											
The following questions relate only to staff on contract with the establishment: it excludes subcontractors. It asks questions about total spending on employees.											
<p>G. 1 Of the total compensation paid out for employees in November 2011, please indicate the percentage they represent by:</p> <p><i>Definition of compensation: Compensation includes total labour costs: the wages paid to employees and, where applicable, the contributions to the National Insurance Board (N.I.B.) and benefits such as private health and / or life insurance.</i></p> <table border="1"> <tr> <td>a. Wages;</td> <td>%</td> </tr> <tr> <td>b. Employer contributions to NIB;</td> <td>%</td> </tr> <tr> <td>c. Employer contributions paid to health insurance, life insurance or other benefits.</td> <td>%</td> </tr> <tr> <td>d. Bonuses</td> <td>%</td> </tr> <tr> <td></td> <td>100%</td> </tr> </table>		a. Wages;	%	b. Employer contributions to NIB;	%	c. Employer contributions paid to health insurance, life insurance or other benefits.	%	d. Bonuses	%		100%
a. Wages;	%										
b. Employer contributions to NIB;	%										
c. Employer contributions paid to health insurance, life insurance or other benefits.	%										
d. Bonuses	%										
	100%										
<p>G. 2 For establishments with over 50 employees only:</p> <p>Please indicate the total value of the wages paid in the month of November 2011 to staff of the firm by occupational category.</p> <p>> Write in figures the total pay for each occupational category</p> <p>> Then, sum the columns.</p> <table border="1"> <tr> <td>a. Managerial / Supervisory employees</td> <td>\$</td> </tr> <tr> <td>b. Highly skilled employees</td> <td>\$</td> </tr> <tr> <td>c. Basic skill level employees</td> <td>\$</td> </tr> <tr> <td>d. Other employees</td> <td>\$</td> </tr> <tr> <td>e. All employees</td> <td>\$</td> </tr> </table>		a. Managerial / Supervisory employees	\$	b. Highly skilled employees	\$	c. Basic skill level employees	\$	d. Other employees	\$	e. All employees	\$
a. Managerial / Supervisory employees	\$										
b. Highly skilled employees	\$										
c. Basic skill level employees	\$										
d. Other employees	\$										
e. All employees	\$										

PART H: Training (Human Capital Formulation)			
H.	1	Who in this establishment primarily identifies training requirements?	
		1= Human resources Department	4=Other workers and employees
		2= Managers (non-HR)	5=External department
		3= Supervisors (non-HR)	6=Other: _____
H.	2	Give the respondent Card T-10 and ask: When does this establishment identify training requirements for <<occupational category>>? <i>If there are no staff in that category, enter NA.</i>	
		a Managerial / Supervisory employees	<input style="width: 50px; height: 20px;" type="text"/>
		b Highly skilled employees	<input style="width: 50px; height: 20px;" type="text"/>
		c Basic skill level employees	<input style="width: 50px; height: 20px;" type="text"/>
		d Other employees	<input style="width: 50px; height: 20px;" type="text"/>
		1=Assess the training requirements on a regular basis in a predefined time interval 2=Training requirements are not evaluated regularly, but are detected in task performance 3=Both: are decided regularly and in task performance 4=Identified when new products, machinery or equipment are added 5=Training has not been identified for those employees 6=Other: _____	
H.	3	Give the respondent Card T-11 and ask: What are the two main areas where you feel the establishment's <<occupational category>> staff require training? <i>If there are no staff in that category, enter NA.</i>	
		(i) #1 Area	#2 Area
		a Managerial / Supervisory employees	<input style="width: 50px; height: 20px;" type="text"/>
		b Highly skilled employees	<input style="width: 50px; height: 20px;" type="text"/>
		c Basic skill level employees	<input style="width: 50px; height: 20px;" type="text"/>
		d Other employees	<input style="width: 50px; height: 20px;" type="text"/>
		1=Improving Production	7=Administrative, accounting and / or tax
		2=Legal Advice	8=Human Resources
		3=Sales / marketing	9=Health and Safety
		4=Computing and information technology	10=Quality Control
		5=Handling or repair of materials, tools, equipment or machinery	11=Other: _____
		6=Motivation and teamwork	
H.	4	Do any members of your staff have work permits?	
		1= Yes	2=No >>> H.6
H.	5	Do any of your staff with work permits train Bahamian staff members?	
		1= Yes	2=No
H.	6	During the two year period 2010 and 2011, did this establishment train any members of its current staff?	
		1= Yes	2=No >>> H.19
H.	7	For <<occupational category>> please indicate the number of Bahamian and non-Bahamian current employees that were trained during the two years of 2010 and 2011. <i>If there are no staff in that category, enter NA. If no staff were trained, enter 0.</i>	
		(i) Bahamian Citizens	(ii) Non-Bahamian Citizens
		a Managerial / Supervisory employees	<input style="width: 50px; height: 20px;" type="text"/>
		b Highly skilled employees	<input style="width: 50px; height: 20px;" type="text"/>
		c Basic skill level employees	<input style="width: 50px; height: 20px;" type="text"/>
		d Other employees	<input style="width: 50px; height: 20px;" type="text"/>

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<p>H. 8 Give the respondent Card T-12 and ask: For <<occupational category>> please indicate all funding sources for their training in the two year period 2010 - 2011. Enter a "1" in the relevant answer boxes.</p>					
	(i) Public subsidy	(ii) Establishment funds	(iii) Employee personal funds	(iv) Other funds	(v) No staff
a	Managerial / Supervisory positions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b	Highly skilled employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c	Basic skill level employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d	Other employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<p>H. 9 For <<occupational category>> please indicate the type of training agent used in the two year period of 2010 -2011. If there are no staff in that category, enter NA</p>		
a	Managerial / Supervisory employees	<input type="checkbox"/>
b	Highly skilled employees	<input type="checkbox"/>
c	Basic skill level employees	<input type="checkbox"/>
d	Other employees	<input type="checkbox"/>
<p>1=Internal Agent 2=External Agent 3=Both 4=No training provided</p>		

<p>H. 10 DO NOT ASK THIS QUESTION: IT IS FOR YOUR USE AS AN ENUMERATOR ONLY. Fill in based on previous answers. What type of training agents did this establishment use during that two year time period?</p>		
<p>1= Only internal agents of the establishment Ask H11, then SKIP to =>> H.14 2 = Only external agents ==>> H.12 3= Both</p>		

<p>H. 11 Who was the main internal training agent that the establishment used in that two year time period?</p>		
<p>1=Internal instructor 2=Co-worker 3=Other</p>		

<p>H. 12 What was the main reason that this establishment used external training agents in 2010 and 2011?</p>		
<p>1= Because no internal staff were suitable to lead training 4=To be more up-to-date with new developments 2=Because it was cheaper 5=Other: _____ 3=Because it was more efficient</p>		

<p>H. 13 Give the respondent card T-13 then ask: Please name up to the main five external training agents used by this establishment in 2010 and 2011, and categorise them based on the answer responses on Answer Card T-13.</p>		
a	#1 Name (i)	(ii) <input type="checkbox"/>
b	#2 Name (i)	(ii) <input type="checkbox"/>
c	#3 Name (i)	(ii) <input type="checkbox"/>
d	#4 Name (i)	(ii) <input type="checkbox"/>
e	#5: Name (i)	(ii) <input type="checkbox"/>
<p>1=Training program for public work or government program 4=Chamber of Commerce or local Business Association 2=Bahamian public institution (e.g., BTVI, COB) 5=Foreign-based enterprise or institution 3=Bahamian private enterprise or institution 6=Other</p>		

<p>H. 14 Please indicate for <<occupational category>> if training is normally carried out within the establishment, or outside the establishment. If there are no staff in that category, enter NA.</p>		
a	Managerial / Supervisory employees	<input type="checkbox"/>
b	Highly skilled employees	<input type="checkbox"/>
c	Basic skill level employees	<input type="checkbox"/>
d	Other employees	<input type="checkbox"/>
<p>1=Within the establishment 2=Outside the establishment 3=Staff were not trained</p>		

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H. 15 i. Was the training for <<occupational category>> based on a formal program? If there are no staff in that category, enter NA.	ii. Were materials purchased to impart the training?
(i)	(ii)
a Managerial / Supervisory employees	
b Highly skilled employees	
c Basic skill level employees	
d Other employees	
1=Yes 2=No 3=Staff were not trained	
H. 16 Give the respondent Answer Card T-14 and ask: Which of the situations applied more to <<occupational category>> during the two years 2010 and 2011? If there are no staff in that category, enter NA.	
a Managerial / Supervisory employees	
b Highly skilled employees	
c Basic skill level employees	
d Other employees	
1=Training was prioritized in the occupation-specific skills (management of specific equipment, knowledge and development of the task, etc.) 2=Training is prioritized in knowledge skills (reading, writing, math, reasoning and critical thinking) 3=Training is prioritized in behavioural skills (responsibility, commitment, attention) 4=Training in all skills are prioritized equally 5=No training provided	
H. 17 Give the respondent Answer Card T-15 and ask: What were the two main areas of training received by <<occupational category>> in 2010 and 2011? If there are no staff in that category, enter NA.	
(i) #1 Area	(ii) #2 Area
a Managerial / Supervisory employees	
b Highly skilled employees	
c Basic skill level employees	
d Other employees	
1=Improving Production 2=Legal Advice 3=Sales / marketing 4=Computing and information technology 5=Handling or repair of materials, tools, equipment or machinery 6=Motivation and teamwork	7=Administrative, accounting and / or tax 8=Human Resources 9=Health and Safety 10=Quality Control 11=No training provided 12=Other: _____
H. 18 Did the establishment measure the training's impact in productivity? If the respondent answers "yes", ask them how they measured productivity; if "no", ask them why they did not measure the productivity.	
1=Yes. Method: _____ 2=No: Because the establishment has no records related to productivity. 3=No: Because the establishment does not have the capacity for productivity measurement 4=No: other reasons => I.1 after asking this question.	
H. 19 Give the respondent Answer Card T-16 and ask:	
a.	b.
What were the two main reasons that this establishment did not train staff during the two years 2010 and 2011?	
1=Employees are already sufficiently trained 2=Training is expensive 3=Could not find the type of training the staff needs 4=Training is a waste of time 5=Do not know institutions that provide training	6=Provided training for some time and it was not helpful 7=If trained it is very probable that the staff would leave the establishment after acquiring new skills 8=Cannot measure the benefit of training 9=Other: _____

PART I: Technology	
Machinery & Equipment	
I. 1 How long ago did this establishment make the last purchase of machinery and equipment?	
Number of months (If less than one month, write "<1" If more than 24 months => I.3	
I. 2 Please provide a rough estimate, in terms of percentages, of the countries from which the establishment purchased machinery and equipment during 1st January 2010 - 31st December 2011? For example 20% from United States and 80% from The Bahamas.	
a The Bahamas	%
b United States of America	%
c Latin America and the Caribbean	%
d Europe	%
e Asia	%
f Other: Specify _____	%
g Total	100%
Communication Technologies	
I. 3 Are computers used at this establishment?	
1= Yes 2= No	
I. 4 Does this establishment access the internet?	
1= Yes 2=No => J.1	
I. 5 How many staff members use an internet connected computer or smartphone in their daily work?	
I. 6 Does this establishment sell goods or services over the internet?	
1= Yes 2=No	
I. 7 Does this establishment make purchases over the internet?	
1= Yes 2=No	
I. 8 Does this establishment have a webpage?	
1= Yes 2=No => J.1	
I. 9 What is the URL for the website?	
http:// _____	
I. 10 Please indicate if your website <<website possibilities>>	
a Allows for questions to be asked and / or provides contact to the establishment	
b Allows for online selling	
c Allows you to pay online	
d Allows you to obtain account or billing information	
e Provides an overview of the activities of the establishment	
f Provides other services: _____	
1= Yes 2=No	

Establishment ID _____

PART J: Research, Design and Innovation	
J. 1	Does this establishment have a research and development unit, department or laboratory?
1= Yes 2= No	
J. 2	Do any quality control processes exist in this establishment?
1= Yes 2=No =>> J.4	
J. 3	Does this establishment have any quality control certification, or is it on track to get it?
1=No certification, nor in the process of being certified	
2=Yes, it already has certification. Specify: _____	
3=Yes, in the process of obtaining certification. Specify: _____	
J. 4	Give the respondent card T-17 and ask: Please name the two main innovations introduced by this establishment in 2010 and 2011, and categorise them based on the answer responses on Answer Card T-17.
a (i)	_____ (ii) _____
b (i)	_____ (ii) _____
1= Products 5=Marketing (packaging, design, methods of distribution)	
2= Services 6=Other	
3= Processes 7=None =>> J.6	
4 =Organisational management	
J. 5	Give the respondent Card T-18 and ask: a. _____ b. _____
What were the two main sources of financing (in terms of total dollars allocated) for development of the innovations introduced over the last two years?	
1= Commercial Bank 4=Credit unions 7=Private lenders	
2=Development Bank 5=Credit from clients 8 =Own resources	
3=Government Program 6=Credit Providers 9=Other _____	
J. 6	Do you know of any program in The Bahamas which promotes the development of technology in establishments?
This refers to either public or private programs.	
1= Yes 2=No =>> J.9	
J. 7	Has the establishment used one of those programs?
1= Yes =>> J.9 2=No 3=Don't Know =>> J.9	
J. 8	Why has the establishment not used any of the programs?
Reason: _____	
J. 9	Give the respondent Card T-19 and ask: a. _____ b. _____
What are the two most important factors you perceive as a barrier or disincentive to innovation in this establishment?	
1=None 6=Lack of information on technologies or markets	
2= High technical risk 7=Few opportunities for cooperation with other establishments	
3 = Difficulty in accessing adequate financing 8=Innovation is too easy to imitate	
4 = The staff of the establishment are resistant to change 9=Other _____	
5=Lack of qualification and / or experience of establishment's staff	

PART K	
<i>Feedback from RESPONDENT</i>	
COMMENTS:	A. On data provided for this survey:
	B. On improvements to the design/contents of the questionnaire:
THANK YOU FOR YOUR COOPERATION	

APPENDIX IV

ACRONYMS AND ABBREVIATIONS

CSPro	Census and Survey Processing System
DOS	Department of Statistics
ES	Employers' Survey
IDB	Inter-American Development Bank
ISCO	International Standard Classification of Occupation
ISIC	International Standard Industrial Classification
OWS	Occupational Wage Survey