



THE CAYMAN ISLANDS' OCCUPATIONAL WAGE SURVEY 2017: OVERVIEW



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Background



Cabinet Action

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



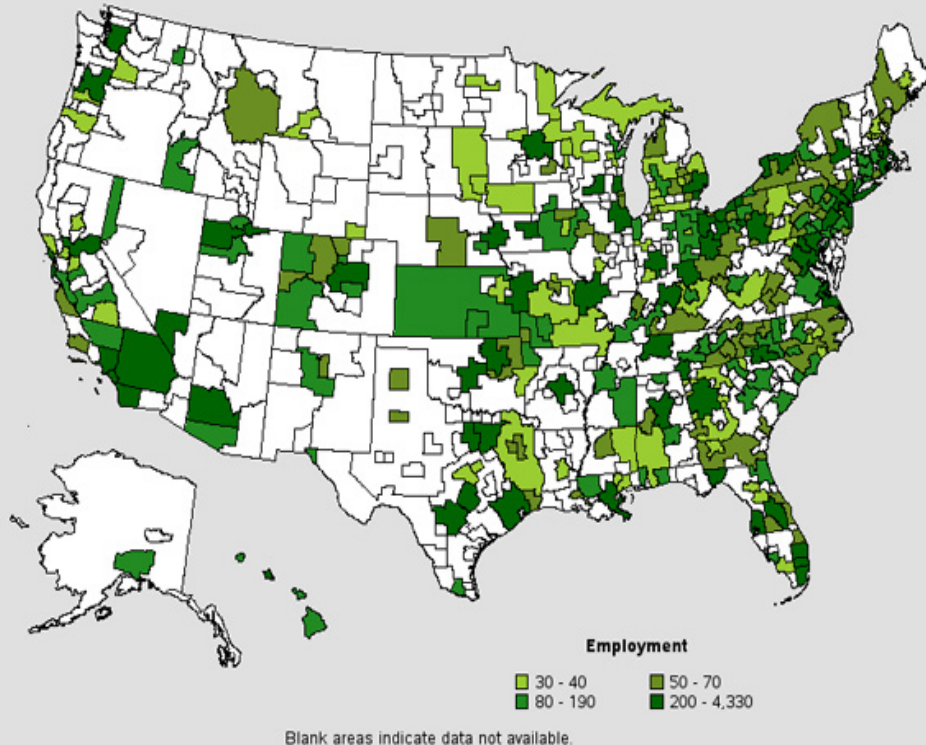
MWAC Report

- Recommendation : *“new wage data collection methods should be introduced.”*
- *“best collected in establishment surveys because establishments can draw upon business records when reporting.”*



Background - OWS in Other Countries

Employment of photographers, by area, May 2012



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

<http://www.dvafoto.com/2014/01/average-wage-for-us-photographers-36330-plus-other-data-from-the-us-bureau-of-labor-statistics/>



Background - OWS in Other Countries

The screenshot shows a web browser window displaying the 'Benchmarking Tools' page on the Ministry of Manpower website. The page features a navigation menu, a main heading 'Benchmarking Tools', and a sidebar with a list of categories including 'Explore Statistics & Publications', 'Benchmarking Tools', 'Understanding Statistics', 'Future Releases', and 'Ongoing Surveys'. The main content area includes a descriptive text about the tool, a video player titled 'USING UNEMPLOYMENT DATA', and a section for 'WAGES' with three sub-sections: 'Occupational Wage Search', 'Wage Change & Bonuses', and 'Wage Flexibility'. The bottom of the browser window shows the Windows taskbar with various application icons and the system clock.

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



Background

- Most countries follow the recommended methodology by the **International Labor Organization (ILO)**.

ILO



- The Cayman Islands OWS for private sector establishments was conducted in **2005** by then **Department of Employment Relations**.

OWS
2005



- **Cabinet** approval for conduct of OWS by **ESO** granted in September 2017

Statistics Law
(2016
Revision)





Main Purpose and Key Uses of the Survey

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

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



Survey Coverage



**Central
government
and other
public sector
agencies**



**Private sector
– all
industries**



**Households
& self-
employed
with
employees**





Survey Administration



Manual

- Fill up paper forms
- Based on User Guides



Electronic

- Download Forms
- Email to ESO



Interview

- Interview by appointment
- ESO officer fills up forms



Survey Administration

- Establishments will be asked to provide data for **all persons employed by the establishment** as of the Survey reference month (September 2017).
- Employee names will not be requested in the forms.**
- The responding establishment will be asked to use a simple self-administered **anonymous ID system for each employee** (e.g. 1,2,3).



Survey Questionnaire Overview

The preparation of the questionnaire was guided by:

- The ***Cayman Islands' Occupational Wage Survey 2005***;
- The ***ILO Recommended Manual of Instruction and Questionnaire*** as used in other countries (Trinidad and Tobago, Barbados, etc);
- Review by the ILO Caribbean Office; and
- Consultation with then Ministry of Employment, and recently with the Ministry of Human Resources.



Survey Questionnaire Overview

Form A: Summary Information

- **Count of Employees**
- **Check-listing of Allowances & Benefits**

Form B: Employee Information

- **Employee Characteristics**
- **Contract & Work Hours**
- **Compensation**
- **Contributions & Allowances**



Survey Questionnaire: Form A

Number of Employees by Sex

- Male
- Female

Number of Employees by Immigration Status

- Caymanian
- Non-Caymanian Married to Caymanians/ Holders of Employment & Residency Certificates
- Permanent Residents
- Non-Caymanians

Number of Employees by Type of Compensation

- Salaried
- Wage earners
- Commission
- Mixed

Number of Employees by Terms of Contract

- Open-ended
- Fixed-term
- Temporary



Survey Questionnaire

FORM A

B. Summary of Allowances and Benefits Provided

1. Check-listing of Allowances

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



Survey Questionnaire

2. Check-listing of Benefits

- ✓ Bonus
- ✓ Commission
- ✓ Gratuities
- ✓ Pension/retirement
- ✓ Life insurance
- ✓ Health insurance
- ✓ Disability insurance
- ✓ Other insurance
- ✓ Vacation leave
- ✓ Sick leave
- ✓ Maternity leave
- ✓ Paternity leave
- ✓ Bereavement leave
- ✓ Compassionate leave
- ✓ Study leave
- ✓ Other leave (to be specified)
- ✓ Other type of benefits (to be specified)
- ✓ Does employee/s receive tips?



Survey Questionnaire

FORM B:

Employee Characteristics

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



Survey Questionnaire

FORM B: Contract and Work Hours

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



Survey Questionnaire

FORM B: Compensation and Leaves

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



Survey Questionnaire

FORM B: Contributions and Allowances

- Contribution/premiums paid by the employer and employee for the month (CI\$)
 - Pension / Retirement
 - Health Insurance
 - Life Insurance
 - Disability Insurance
 - Other
- Allowances paid to employees for the month (CI\$)
 - Housing
 - Local transportation
 - Vacation/Repatriation transportation
 - Training/education
 - Clothing
 - Other



Confidentiality

Names of employers and employees will NOT be required

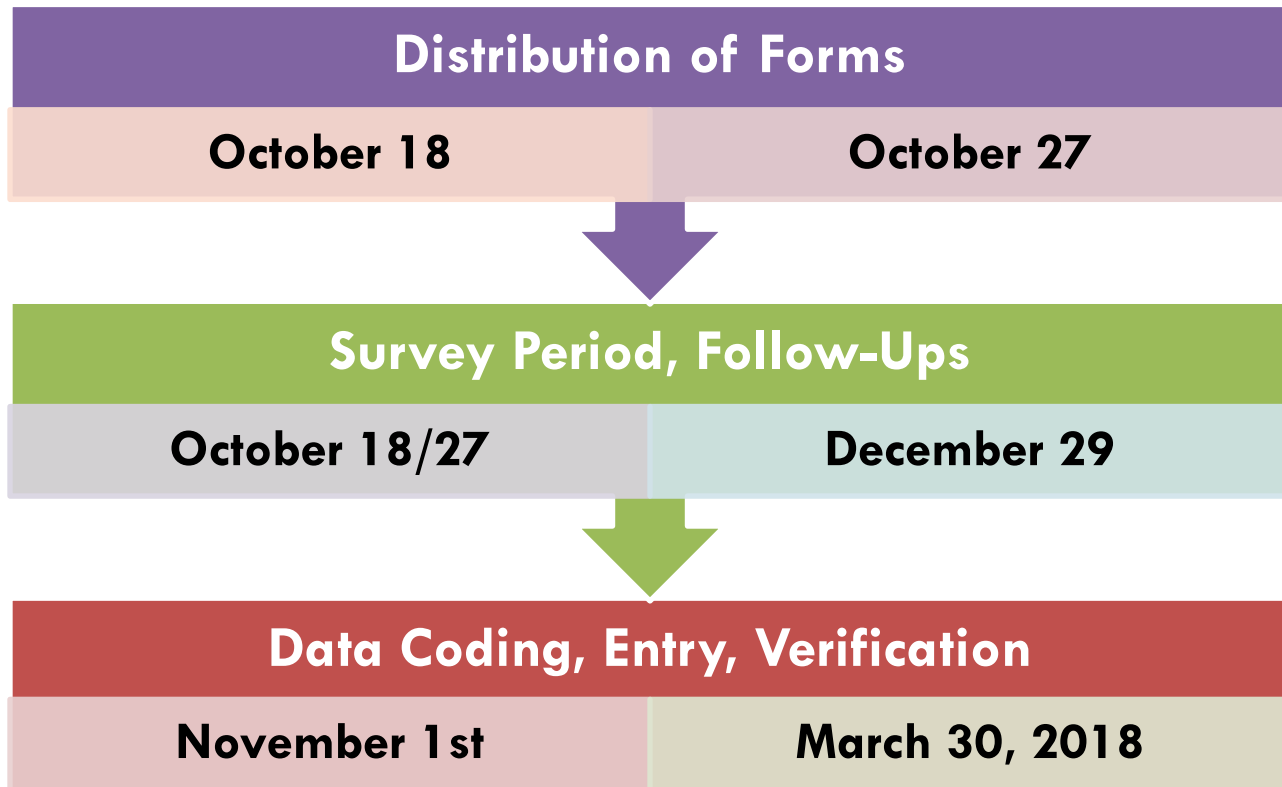
Parties outside of ESO will not have access to individual data per Statistics Law

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

ESO survey data are exempt from FOI Law

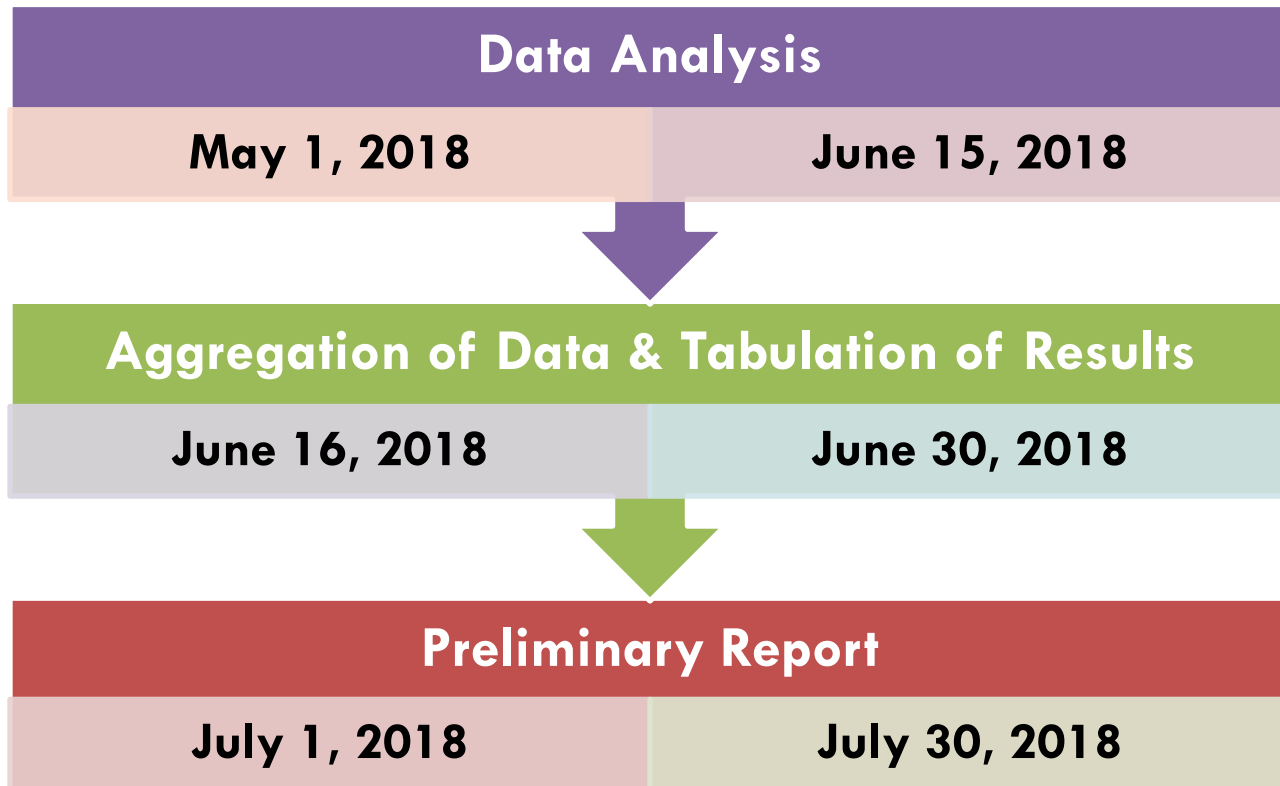


Timelines





Timelines





**THANK
YOU**