



GOVERNMENT OF BERMUDA
The Cabinet Office

Department of Statistics

An aerial photograph of Bermuda's airport and coastal area. The airport tarmac is visible with several aircraft, including a large blue and white jet. The airport is situated on a peninsula with a rocky coastline and clear blue water. In the foreground, there are several buildings, including a large white terminal building and smaller orange buildings. The text 'Benefits and Challenges of Collecting International Migration Statistics: The Case of Bermuda' is overlaid on the image.

Benefits and Challenges
of Collecting
International Migration Statistics:
The Case of Bermuda

*Presented at
First Regional Statistical Research Seminar
31 October 2008
Christ Church, Barbados*

Prepared by Melinda Williams
Social Statistician
Social Division
Department of Statistics
9 October 2008

Table of Contents

Abstract.....	1
Introduction.....	2
Definitions.....	2
Overview of Bermuda’s International Migration Patterns.....	3
The Benefits of Collecting Migration Statistics.....	5
Migration Rates.....	5
Global Sources of International Migration	7
Census.....	7
Population Registers.....	7
Border Control.....	8
Other Sources.....	8
Sources of International Migration Data in Bermuda.....	9
2003 Adult Literacy and Life Skills (ALLS) Survey	9
Department of Immigration (DOI).....	9
Decennial Census.....	11
Challenges for Measuring International Migration in Bermuda.....	11
Alternative Strategies for Measuring International Migration.....	12
UN Recommendations for Data Collection.....	13
Recommended Tabulations on the Foreign and Foreign-Born Population.....	13
Conclusion.....	13
Appendix.....	15
Appendix A1 Core and Optional Information on Incoming International Migrants.....	16
Appendix A2 Core and Optional Information on Departing International Migrants.....	24
Appendix B.....	28
References.....	31

Table

Table 1 Estimated Number of Work Permits Issued for Private Sector Employees.....	10
---	----

Figure

Figure 1 Historical Origin of Bermuda's Chief Peoples.....	3
Figure 2 Current Origins of Bermuda's People, 2000.....	4
Figure 3 Example of Bermuda's Passenger Arrival Form.....	10

Abstract

The world is becoming a global village as more persons are migrating than ever before. Despite the magnitude of migration worldwide, it remains the most difficult demographic variable to measure. Estimates are therefore used often to approximate migratory stocks and flows. Resolving this dilemma will have broad implications. This case-study paper defines types of migration and provides an overview of migration to Bermuda as well as the contribution of migrants to the Island's diverse tapestry and their societal impacts. The benefits of collecting migration statistics and calculating rates are outlined and the sources of international migration statistics are discussed. In addition, the paper examines three sources of these statistics for Bermuda and highlights the challenges of collecting the data for the production of population projections. Alternative strategies and the United Nations' recommendations for collecting and disseminating immigration and emigration statistics are also explored, which would reduce the future need for estimating these for Bermuda and throughout the Caribbean Community. The implication of adopting some of these strategies would be significant movement towards working with other jurisdictions to improve migration statistics in the twenty-first century and beyond.

Introduction

Annually, beginning the 18th of December, 1999 the United Nations (UN) has been recognizing International Migrants Day. For the occasion countries are invited "... to observe the day through the dissemination of information on the human rights and fundamental freedoms of migrants, and through the sharing of experiences and the design of actions to ensure their protection."¹

On the 8th anniversary of International Migrants Day in 2007, UN Secretary-General Ban Ki-moon's observance message stated that this is:

...an occasion that grows more meaningful with each passing year. Globalization and the growing disparities in living conditions within and among States are combining to increase the scale of cross-border migration worldwide. Currently, there are more people living outside their countries of birth than ever before, an estimated 200 million in 2007.²

Migration is the act or process of people moving from one geographical location to another. There are two types of migration – internal migration and international migration. Internal migration is the movement of people within a country, while international migration is the change from the country of usual residence (where a person normally spends the daily period of rest), to reside in another. It is important to refine these distinctions between types of 'migration' as the time element plays a crucial role in determining whether persons who travel internally and internationally are visitors or residents. Migration excludes temporary (less than 12 months) travel for visiting, vacation, or business purposes. In an effort to distinguish between commuters who cross international borders, the UN developed the concept of long-and short-term migrant (box below).

Definitions	
<i>Long-term migrant</i>	A person who moves to a country other than that of his or her usual residence for a period of at least a year (12 months), so that the country of destination effectively becomes his or her new country of usual residence. From the perspective of the country of departure, the person will be a long-term emigrant and from that of the country of arrival, the person will be a long-term immigrant.
<i>Short-term migrant</i>	A person who moves to a country other than that of his or her usual residence for a period of at least 3 months but less than a year (12 months), except in cases where the movement to that country is for purposes of recreation, holiday, visits to friends and relatives, business, medical treatment, or religious pilgrimage. For purposes of international migration statistics, the country of usual residence of short-term migrants is considered to be the country of destination during the period they spend in it. ³

¹ <http://www.un.org/depts/dhl/events/migrants/>

² <http://www.un.org/apps/sg/sgstats.asp?nid=2922>

³ http://unstats.un.org/unsd/publication/SeriesM/SeriesM_58rev1E.pdf

Overview of Bermuda's International Migration Patterns

Bermuda, a British Dependent Territory, is an archipelago of 260 mainly uninhabitable small islands and islets in the Atlantic Ocean located 644 miles south east of North Carolina, its closest continental destination. The population mainly reside on 8 larger islands linked by bridges. These islands are one of the few places in the world that did not have a known indigenous population at the time of Spanish discovery. As a result, Bermuda has a long history of immigration that dates back to 1609 with the arrival of the first English settlers. Below, are two maps in succession; one shows the historical origin of Bermuda's chief peoples and the other shows the origins of Bermuda's people as of 2000. Historically, the main sources of Bermuda's population were from Africa, Europe, the United States of America, and the Caribbean (*Figure 1*).

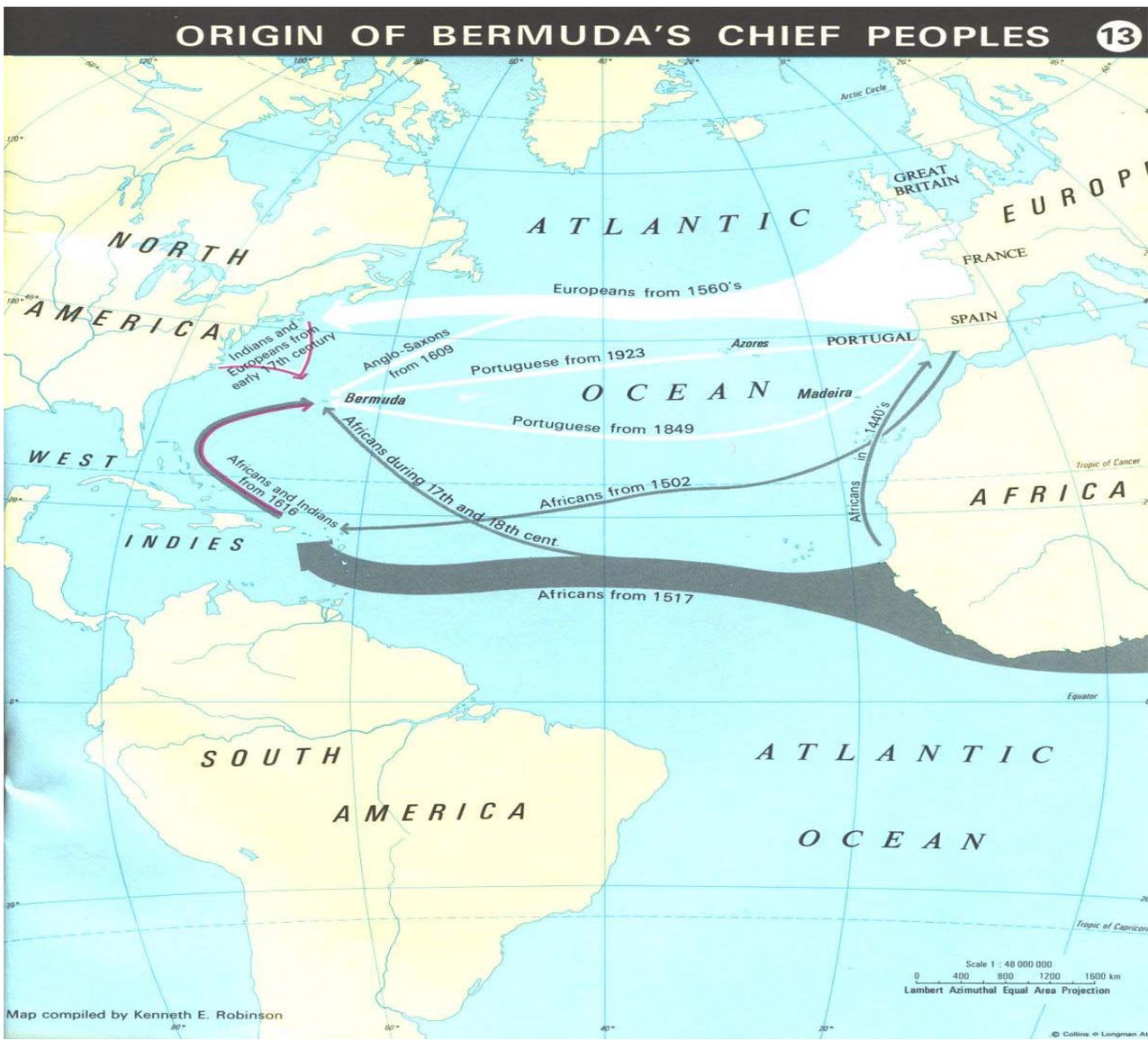


Figure 1. Historical origin of Bermuda's chief peoples.⁴

⁴ Robinson, Kenneth. (1972). *Atlas for Bermuda*. Scotland: Longman Atlases. p. 13.

Subsequently, the source of Bermuda's immigrants expanded to include Canada, the Azores or Portugal, the Philippines, Central and South America, other Asia, and other countries (*Figure 2*).

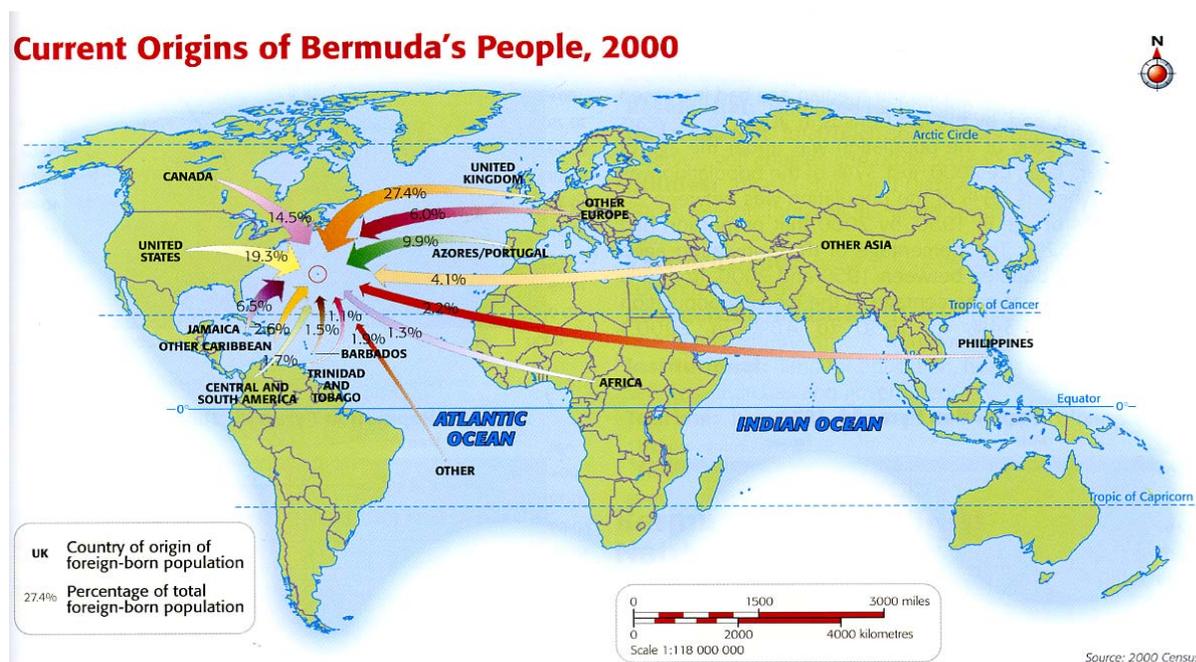


Figure 2. Current origins of Bermuda's peoples, 2000.⁵

In 2000, 28% (17,675) of Bermuda's population was foreign-born, which is higher than in many Organization for Economic Cooperation and Development (OECD) countries.⁶ The major countries of origin of Bermuda's foreign-born population were as follows: United Kingdom (27%), United States of America (19%), Canada (14%), Caribbean (12%), and the Azores or Portugal (10%). Together, persons from these countries comprised 83% of the foreign-born population.

Over the centuries, the racial diversity of Bermuda's immigrants varied, with each population bringing its knowledge, skills, ideas and culture, which contributed collectively to Bermuda's rich tapestry. At the time of the 2000 Population and Housing Census, the foreign-born population comprised 72% whites and other races, 21% blacks, and 6% Asian.

Today, Bermuda continues to attract immigrants; most of whom are seeking employment opportunities. According to the *Employment Survey Tabulation Set 2007*⁷, almost a third of the workforce comprised non-Bermudians, which indicates Bermuda's reliance on imported labour. Four out of ten non-Bermudian workers held jobs as professionals or technicians, administrators or managers or service workers. One-quarter of these workers were not Permanent Residents or spouses of Bermudians. These demographics present a number of challenges to Bermuda's socio-

⁵ Faiella, Graham. (2007). *The Bermuda Atlas*. Thailand: Macmillan Publishers Limited. p. 29.

⁶ http://books.google.com/books?id=TZ5rpZqob5sC&pg=PA60&lpg=PA60&dq=Proportion+of+migrants+for+OECD+countries&source=web&ots=SrlpuKoQRd&sig=0MMCSvacGAAWO8y5xqrXnOWsMmQ&hl=en&sa=X&oi=book_result&resnum=10&ct=result#PPA50,M1

⁷ Department of Statistics (2008). *Employment Survey Tabulation Set 2007*. p. 6.

economic fabric in terms of race and ethnic relations, the demand for affordable housing, private-school placements, and traffic congestion.

The Benefits of Collecting Migration Statistics

Migration determines the growth of populations and modifies the size and demographic characteristics of the countries of origin and destination. The inflow of migrants can have a positive contribution to the population while the outflow of migrants can have the reverse effect. Internationally, issues related to migration such as brain drain, brain gain and brain circulation, remittances, transnational communities, asylums, trafficking, and unauthorized movements, have generated concerns nationally regarding low fertility, population ageing, unemployment, poverty, human rights, social integration, xenophobia, and national security. These concerns have led to a re-examination of migration policies and heighten the importance of migration statistics.

Data on migration is essential to plan and develop policies and programmes. Knowing the demographic profile of the population will equip decision makers with the necessary information to address infrastructure needs, sustainable development, and social integration.

Demographically, data on migration can provide the following:

- annual stock of migrants – the number of persons counted as residing or employed in a country at a particular point in time;
- annual flow of migrants – the number of persons counted as moving or being authorized to move, to or from a country, to access employment or to settle over a defined period of time, usually a 12 month period; and
- profile of migrants – immigrants and emigrants:
 1. Immigrants – Someone who comes to a country for the purposes of permanent residence:
 - a) country of birth
 - b) purpose of immigration
 - c) occupation
 - d) remittance flows
 2. Emigrants – Someone who leaves one country to settle in another:
 - a) country of destination
 - b) purpose of emigration
 - c) occupation
 - d) remittance flows

Migration Rates

The availability of migration data allows countries to calculate migration rates, which are used to express the relative magnitude of immigration, emigration, and or net migration. These rates are

not used much in the study of migration as the necessary data is seldom available. According to Shyrock & Siegel (2004), "... no particular set of rates has yet become standard."⁸

Nevertheless, like fertility and mortality, crude rates can be calculated for migration. These rates represent the number of immigrants, emigrants, net migrants or gross migrants per 1,000 population (box below). Similarly, specific rates can be calculated by age, sex, race, or other characteristics of migrants.

Migration Rates

$$\text{Crude immigration rate} = \frac{I}{P} \times 1,000$$

I = Immigrants

E = Emigrants

P = Population

$$\text{Crude emigration rate} = \frac{E}{P} \times 1,000$$

$$\text{Crude net migration rate} = \frac{I - E}{P} \times 1,000$$

$$\text{Crude gross migration rate} = \frac{I + E}{P} \times 1,000$$

Gross immigration: The movement into a country.

Gross emigration: The movement out of a country.

Gross migration: The sum of immigration and emigration, while net migration is the difference between the two.

$$\text{Gross migration} = \text{Immigration} + \text{Emigration}$$

$$\text{Net migration} = \text{Immigration} - \text{Emigration}$$

Gross or total out-migration: Represents all people who leave a particular region during a given time period (usually a year). The gross rate of out-migration relates these people to the total mid-year population in the region and then multiply by 1,000

$$\text{Gross rate of out-migration} = \frac{\text{Total out-migrants}}{\text{Total mid-year population}} \times 1,000$$

Gross rate of in-migration: is the ratio of all people who moved into the region during a given time period to the total mid-year population in that region

$$\text{Gross rate of in-migration} = \frac{\text{Total in-migrants}}{\text{Total mid-year population}} \times 1,000$$

⁸ Jacob Siegel & David Swanson (Eds.). (2004). *The Methods and Materials of Demography*. California: Elsevier Academic Press. p. 485.

Crude net migration rate (CNMR): The net number of migrants in a year per 1,000 population.

$$\text{CNMR} = \frac{\text{Total in-migrants} - \text{Total out-migration}}{\text{Total mid-year population}} \times 1,000$$

Total migration rate: is the volume of migration

$$\text{Total migration rate} = \frac{\text{Total in-migrants} + \text{Total out-migrants}}{\text{Total mid-year population}} \times 1,000$$

Migration turnover rate: The ratio of the total migration rate to the crude net migration rate.

$$\text{Migration turnover rate} = \frac{\text{Total migration rate}}{\text{Crude net migration rate}} \times 1,000$$

Migration effectiveness = $\frac{\text{Crude net migration rate}}{\text{Total migration rate}} \times 100$

Migration ratio = $\frac{\text{Net number of migrants}}{\text{Number of births} - \text{number of deaths}} \times 1,000$

Global Sources of International Migration

Throughout the world, countries have difficulty determining the stock and flow of migrants, and migrant rates because few countries have accurate migration. The most common sources of data on migration statistics are censuses, population registers, periodic national population surveys, and administrative records.

Census

Generally, censuses collect limited information on the stock and flow of immigrants. Census questions on nativity, prior residence and year of arrival with other demographic variables can provide a profile of the socio-economic characteristics of the population. Combined with other sources, immigration statistics from the census serve as a basis for estimating net migration during intercensal periods. One shortcoming of a census is that it does not account for changes between censuses.

Population Registers

A population register is an administrative record system that requires residents to register their place of residence. Separately, this register provides limited information but when it is linked with other administrative data it can provide a range of demographic variables. It can be built from a base inventory of the resident population and its characteristics may be updated continuously by data on births, deaths, changes of occupations and places of residence, adoptions, marriages, and divorces, etc., where available, as in the case of some countries. It is evident that a population register can not only provide information on the size and composition

of the population but also on migration flows. Well developed population registers employ a system of unique personal identification numbers for each record and a unified coding system. In some countries, population registers are completed at a single date, while other countries, such as Singapore, update their records continually.

The mechanism of regularly updating information about the resident population provides current vital and migration statistics. This information may be used to support policies and decisions, for instance on budget allocations for education, pensions, and health care.

A population register is an uncommon source of migration statistics. Mainly western and northern European countries (for example, Austria, Belgium, Denmark, Finland, Germany, Norway, and Sweden) have a system of continuous registration. This process is mandatory by law and requires persons to update the population register. As an incentive to register, benefits are often linked to completing the registration process. For instance, if a person fails to register, he or she may lose his/her eligibility for unemployment insurance, child birth benefits, or the right to vote. A few European nations have a fairly accurate account of internal and international migration through the use of population registers. Challenges may be encountered, however, in encouraging persons who are leaving the country to de-register if there are no immediate benefits.

Countries without population registers sometimes find it difficult to obtain data on migration. As a result, many of these countries have limited or no information on migration and have to rely on estimation techniques.

Border Control

Border control data is the most common source of migration statistics. Sometimes this system distinguishes between land border control statistics (movement across land) and port control statistics (movement into and out of a country via the airports and seaports). The collection of information at land borders is more difficult than at ports because of the heavier flows. Many of these persons at land borders are not migrants but daily commuters. Furthermore, sometimes declaration forms are not used at land borders and hence it is difficult to distinguish between travellers.

Other Sources

A *register of foreign nationals* can also provide valuable migration information. It is identical to the population register, except that it captures information on foreign nationals only.

Other sources of immigration data include special surveys, such as the United States' Annual Current Population Survey. This survey seeks information on person's nativity, previous residence, and citizenship. Some countries may also undertake a survey of the country's citizens who are living abroad or obtain a list of citizens who have registered at embassies and or consulates.

Another potential source of migration data, albeit limited, is *professional registers*. Many professionals are required, by law, to register in order to practice their occupation. Obtaining

statistics regarding the composition of those registered can provide an indication of stock and flow of migrants for particular occupations.

Sources of International Migration Statistics in Bermuda

Currently, Bermuda has three (3) sources of migration statistics which are:

1. 2003 Adult Literacy and Life Skills (ALLS) survey
2. Department of Immigration (DOI)
3. decennial census

1. Adult Literacy and Life Skills (ALLS) Survey

In 2003, the Department of Statistics (DOS) conducted an ALLS survey. This survey gathered the following migration characteristics:

- born in Bermuda or abroad,
- year first immigrated – foreign born, and
- citizenship by birth – foreign born.

The country of birth was not collected. A subsequent question captured citizenship but the data was not computerized. Therefore, further analysis is not possible without extracting the files from the Bermuda Archives. Information, however, was collected on the year first immigrated for the foreign-born population.

2. Department of Immigration (DOI)

Bermuda has only one border control card, a passenger arrival form, that air and yacht visitors are required to complete (*Figure 3*). Cruise ship passengers who arrive and leave via cruise ships and Bermudians are not required to complete this form. Air passenger arrival forms and all air travellers' (residents and visitors) passports are scanned upon arrival. Electronic manifests from the airlines are processed by the Border Management System (BMS) which interfaces with the data warehouse (Client Relationship Management (CRM)). Anything that is processed by the DOI is in the data warehouse.

The DOI does not use the arrival form for statistical purposes but for business intelligence. Presently, the DOI provides the DOS with annual estimates of the number of work permits issued for private sector employees by type of work permit (*Table 1*).

Table 1

Estimated Number of Work Permits Issued for Private Sector Employees, 1997 - 2006

Type of Work Permit ¹	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Total	8,603	8,668	9,084	9,272	10,686	11,113	11,585	15,652	16,716	17,706
3 Months	1,696	1,405	1,672	2,021	3,254	3,748	4,463	6,185	6,851	7,092
Up to a Year ²	5,768	5,970	5,983	5,661	5,677	5,361	4,961	4,918	4,816	4,931
2 - 5 Years	1,139	1,293	1,429	1,590	1,755	2,004	2,161	4,549	5,049	5,683

¹ These are work permits issued to Non-Bermudians not married to Bermudians.

² The majority are one-year renewal permits.

 **GOVERNMENT OF BERMUDA**
Department of Immigration
Passenger Arrival Form

PLEASE PRINT IN BLACK OR BLUE INK:

PASSENGER
LAST NAME / FAMILY NAME _____

FIRST NAME _____ MIDDLE INITIAL _____ SEX M F

COUNTRY OF CITIZENSHIP / NATIONALITY _____ BIRTH DATE MM DD YY _____

BERMUDIAN Y N PASSPORT NUMBER _____ EXPIRY DATE MM DD YY _____

HOME ADDRESS (VISITORS)
STREET NUMBER / STREET ADDRESS / UNIT _____

CITY _____ STATE / PROV _____ ZIP / POSTAL CODE _____

OTHER COUNTRY _____
U.S. CAN U.K.

BERMUDA ADDRESS
HOTEL / GUEST HOUSE / APARTMENT / HOUSE NAME or HOST NAME _____

STREET NAME / STREET ADDRESS / UNIT _____

CITY / PARISH _____ POSTAL CODE _____

PASSENGER'S EMAIL ADDRESS _____ OPTIONAL

TRAVEL DATA

<input type="checkbox"/> BY AIR	FLIGHT NUMBER / VESSEL _____	INTENDED STAY (NIGHTS) _____
<input type="checkbox"/> BY CRUISE SHIP	_____	_____
<input type="checkbox"/> BY OTHER VESSEL	_____	_____

TO VISIT: Vacation Visiting Friends/Relatives To Study Convention/Conference
 Business and Professional Name of company you are doing business with: _____

TO WORK / RESIDE _____
 Intended stay less than 1 year Intended stay 1 year or more

PLEASE SIGN BELOW _____

X
SIGNATURE

88586797



Figure 3. Example of Bermuda's passenger arrival form.

The arrival forms capture a range of data and statistical reports can be produced by a separate Government Passenger Information System Generation Library, which is managed by the Department of Information Technology Office. Details of the aircraft's arrival information are obtained from the electronic manifests and the following variables are keyed from the forms:

- date of birth
- sex
- type of accommodation
- purpose of stay
- zip code or country of origin
- length of stay

Eventually, information that is not included from BMS will be input manually from the arrival form.

Information pertaining to yacht and cruise ship arrivals is collected by Her Majesty Customs Bermuda. The visitor air and sea arrivals are provided to the Department of Tourism for monitoring tourists' travel.

In 2007, the DOI launched its data warehouse. This warehouse is comprised of six databases which will be a valuable resource for improving the estimation of migrants. This system is more rigorous than the older system because more data is collected. Presently, a number of vendors are working on different aspects of the system which should be fully operational with historical data by 2010. The first year's data will be available by March 2009.

This system will enable the DOI to fulfill requests on demand, and eventually provide departments with the capability to generate statistical tables and graphs independently based on pre-approved negotiated access.

With the exception of race, most of the data that is required for measuring migration will be available through the data warehouse. Currently, the DOI has no intention of adding race to the department's application forms unless it is directed by Cabinet. There is reluctance to add this variable as it may increase the rate of incomplete forms and thereby delay the processing of applications.

4. Decennial Census

Bermuda's decennial census provides data on the stock, arrival patterns, and socio-economic characteristics of international migrants. The 2000 Population and Housing Census questionnaire collected information on the following migration variables:

- country of birth – all persons,
- year last came to Bermuda – foreign born,
- ever lived abroad for 1 year or more continuously – Bermuda born, and
- year last returned to live – Bermuda born.

Challenges of Collecting International Migration Statistics in Bermuda

The difficulty of collecting migration statistics throughout the world is well documented and Bermuda is no exception. Migration flows pose particular challenges to the collection and production of reliable and comparable statistics. In most countries, there are more difficulties measuring emigration than immigration. This is primarily due to the fact that international migrants are difficult to count in their country of origin on account of their absence.

Each time the population projections are prepared in Bermuda, the availability of migration statistics presents a challenge to Officers at DOS. Since 1991, the Department requires migration statistics by age, sex, Bermudian status, and race, in order to produce detailed population projections. Disaggregating the population is important given that Bermuda's sub-populations have different age structure and demographic (fertility, mortality, and migration) levels and patterns, which could result in significant improvements in the accuracy of the projections.

In 1991 and 2000, there was a lack of reliable migration statistics to provide information on the net flow of migrants. The estimated number of work permits issued for private sector employees, provided by the DOI, were inadequate for the purposes of producing population projections as the data was not readily available by five-year age group, race, and sex. In addition, that data excluded public sector work permit holders. Furthermore, there were no statistics on Bermudian residents, non-Bermudian spouses of Bermudians, and Permanent Resident Certificate holders as they are not required to inform any authority if they immigrate or emigrate.

The DOI's Bermudian Status Register contains over 40,000 persons. This list is not comprehensive as persons need to apply to be included in this register. As of 23 January 2007, however, the number of Bermudians on the register increased significantly due to a change in the United States' policy that requires all travellers to the United States, from Bermuda, to travel with their passports.⁹ This policy change has led to Bermudians acquiring passports and having them stamped by the DOI to indicate that the holder is either:

- registered as a Bermudian,
- possesses Bermudian status, or
- deemed to possess Bermudian status.

This list, however, is limited for estimating the stock and flow of Bermudians as it includes persons who may or may not be residing on the Island.

Alternative Strategies for Collecting International Migration Statistics

Due to these data deficiencies, estimation was necessary because migration is one of the key demographic variables for producing population projections. The *Intercensal Cohort-Component Method* was used to estimate international migration in Bermuda between the 1991 and 2000 censuses. This methodology applies life table survival rates to live births and two census populations to determine the average net migration. One disadvantage of this methodology is that the census provides a snap shot – usually every decade.

As a result of this challenge, it is recommended that steps be taken to establish an international migration database so that the net flow of Bermudians and non-Bermudians, by race, sex, and five-year age group, can be tracked annually.

In the interim, the DOS has the potential to have better migration statistics because the *Statistics Act 2002*, Section 5 (1) states: “A census of the population of Bermuda shall be taken in the year 2010 and every fifth year thereafter.”¹⁰ This legislative authority makes it possible for the DOS to collect migration statistics quinquennially which can serve as a cross check against the DOI's data warehouse.

Another solution to this obstacle is to obtain detailed census tables of the Bermuda-born population residing overseas from the major countries of Bermudian emigration. Developing a

⁹ http://hamilton.usconsulate.gov/released_september_15/06_-_electronic_visa_application_form_evaf.html

¹⁰ <http://www.laws.gov.bm/>

protocol whereby countries can exchange census information on the foreign-born population is a methodology that will enhance the estimation of emigration and is endorsed by the UN.

This data source, however, has some limitations for Bermuda as all Bermuda-born persons are not Bermudians. If countries of emigration collect data on country of citizenship, however, this will assist the DOS in obtaining an indication of the number of Bermudians residing overseas. Another limitation of this source is that some Bermudians may report that they are British (because Bermuda is a British Dependent Territory) or some other nationality for persons with multiple citizenships instead of reporting Bermudian. Regardless of these shortcomings, access to this data will provide the DOS with an estimate of Bermudians emigrating. As Bermuda approaches the 2010 census, negotiations should begin with other statistical agencies to establish protocols to facilitate this data exchange. Similar exchanges exist already among the OECD countries through the creation of an OECD foreign-born population database.¹¹

In addition, the DOS should explore the feasibility of asking questions on emigration in the 2010 Round of Population and Housing Censuses. Tunisia tested this process in its 2004 Population Census and lessons could be learnt from that country.¹²

In concluding the discussion on data sources, it is important to emphasize the key role of censuses. According to the UN, today censuses provide the most comprehensive source of data on the types of population stock for the study of migration. In countries that are major receivers of migrants, census information provides the basis of in-depth analysis of the economic and social aspects of international migration. Furthermore, the coverage of a census is an asset for countries with few immigrants.

UN Recommendations for Data Collection

The UN has produced a list of core and optional information for the collection of immigration and emigration statistics. In preparing for the 2010 census, Bermuda and the Caribbean Community (CARICOM) should extend its migration questions to include the UN core topics as outlined in *Appendix A1 and A2*. For ease of presentation, the items in this appendix, display separately inflows and outflows. There is also mention of the availability of these data items as it relates to Bermuda and Bermuda's recommended position for the 2010 census.

Recommended Tabulations on the Foreign and Foreign-Born Populations

The recommendations outlined by the UN assume that the socio-economic characteristics are captured. The UN recommends that all tables include age group which should be distributed by five-year age groups with an open-ended interval of 85 years of age and over. The use of other age groupings is not advised as it reduces the usefulness of the data.

To facilitate the use of data, countries are encouraged to produce census samples in machine readable form that allow the comparison of foreigners and the foreign born with citizens and natives, respectively (*Appendix B*).

¹¹ http://www.oecd.org/document/51/0,3343,en_2649_33729_40644339_1_1_1_1,00.html

¹² <http://www.unece.org/stats/documents/ece/ces/ge.10/2006/wp.6.e.ppt>

Conclusion

Globally, migration is the most challenging demographic variable for statistical agencies to measure because of the transient nature of people and the limited and non-existent systems in many jurisdictions to monitor their movement. Despite the volume and the difficulty of measuring long-term migration, it is imperative that countries use direct or indirect methods to assess their impact on other countries' population characteristics and social dynamics. Equipped with data, nations will be able to more accurately determine profiles of migrants and their stock and flow and to calculate relevant rates to plan policies and programmes.

In the past, Bermuda had difficulty collecting statistics on international migrants and had to resort to estimates. The development of the DOI's data warehouse, legislative authority to conduct a census every five years, tapping into other countries' foreign-born population databases, investigating Tunisia's method of collecting emigration statistics, and considering the UN's recommendations for collecting and disseminating immigration and emigration statistics, makes the future of obtaining these statistics less daunting.

The implications of this work are far reaching as some of the strategies can be implemented in CARICOM to enhance understanding of international migration. Through collaboration, the region can develop a foreign-born population database, similar to the OECD database, which would facilitate improving migration statistics in the twenty-first century and beyond.

APPENDIX

APPENDIX A1

Core and Optional Information on Incoming International Migrants

Note: The core topics are typed in turquoise and the optional topics are typed in black.

UN Topics	UN Purpose	Inflows				Department
		Returning Citizens		International Migrant Foreigners		
		All Categories	Who Worked Abroad	All Categories	Allowed to Work in the Receiving Country	
Country of citizenship	Distinction between citizens and foreigners is essential to the understanding of the dynamics of international migration	The Census and Adult Literacy Life-Skills (ALLS) survey collected information on persons with Bermudian status. Multiple citizenship is not captured.	N/A (Not Available)	The Census gathered information on foreign-born non-Bermudians but is unable to specify citizenship. The ALLS survey collected information on foreign-born non-Bermudians but the survey is unable to specify citizenship of non-Bermudians because the information was not entered into the computer.	The census collected information on foreign-born non-Bermudians but it is unable to specify citizenship. The ALLS survey obtained information on foreign-born non-Bermudians but the survey is unable to specify citizenship of non-Bermudians because the information was not entered into the computer. Furthermore, these sources do not give us a count of the number of persons who have permission to seek employment who are not working.	Statistics
		Citizenship data is obtained for all air arrivals when passports are scanned. The airlines and cruise ships provide also this information via electronic manifests.	N/A	Citizenship data is obtained for all air arrivals when passports are scanned. The airlines and cruise ships provide also this information via electronic manifests. Nationality is also keyed as part of the work permit log-in system.	Nationality is not always collected and computerised in the current work permit system. After the data warehouse is fully operational the data will be complete.	Immigration
Bermuda's Recommendations for 2010 Census	Historically, Bermuda's census captures only data on Bermudians and non-Bermudians residents. Adopt UN position and collect country of citizenship for all residents.					Statistics

Core and Optional Information on Incoming International Migrants

Note: The core topics are typed in turquoise and the optional topics are typed in black.

UN Topics	UN Purpose	Inflows				Department
		Returning Citizens		International Migrant Foreigners		
		All Categories	Who Worked Abroad	All Categories	Allowed to Work in the Receiving Country	
Sex	Collect sex of migrants and do not collect it from other sources, such as name.	Information about sex of citizens is available in the ALLS survey and Census databases	N/A	Information about sex of citizens is available in the ALLS survey and Census databases	Census and ALLS survey gathered information on sex of foreign-born workers. It does not give us a count of the number of persons who have permission to seek employment who are not working.	Statistics
		Sex is obtained for all air arrivals when passports are scanned. This information is provided also via electronic manifests from the airlines and cruise ships.	N/A	Sex is obtained for all air arrivals when passports are scanned. This information is provided also via electronic manifests from the airlines and cruise ships.	Sex for all work permit holders is computerised. Department of Immigration has information on the sex of non-Bermudian spouses of Bermudians if they have a spousal letter.	Immigration
Bermuda's Recommendations for 2010 Census	The census will continue to collect sex for all residents.					Statistics
Date of birth	Allows identification of birth cohorts and facilitates data on migrant flows.	The census and ALLS survey collected the date of birth but only the age was entered into the computer.	N/A	The census and ALLS survey collected the date of birth but only the age was entered into the computer.	The census and ALLS survey collected the date of birth but the age is the only information that was computerised. They do not provide a count of the number of persons who have permission to seek employment who are not working.	Statistics
		Date of birth is obtained for all air arrivals when passports are scanned. This information is obtained also via electronic manifests from the airlines and cruise ships.	N/A	Date of birth is obtained for all air arrivals when passports are scanned. This information is collected via electronic manifests from the airlines and cruise ships.	Date of birth for the majority of work permit holders is computerised.	Immigration
Bermuda's Recommendations for 2010 Census	The Census will continue to collect date of birth for all residents.					Statistics

Core and Optional Information on Incoming International Migrants

Note: The core topics are typed in turquoise and the optional topics are typed in black.

UN Topics	UN Purpose	Inflows				Department
		Returning Citizens		International Migrant Foreigners		
		All Categories	Who Worked Abroad	All Categories	Allowed to Work in the Receiving Country	
Date of arrival	Crucial to record date so that it refers to events of the migrant inflow	Census and ALLS survey collected only the year of arrival.	N/A	Census and ALLS survey collected only the year of arrival.	Census and ALLS survey collected information on year of arrival of foreigners. It does not give us a count of the number of persons who have permission to seek employment who are not working.	Statistics
		Date of arrival is provided via electronic manifests from the airlines and cruise ships.	N/A	Date of arrival is provided via electronic manifests from the airlines and cruise ships.	Date of arrival is provided via electronic manifests from the airlines and cruise ships.	Immigration
Bermuda's Recommendations for 2010 Census	The Census will continue to collect year of arrival.					Statistics
Intended duration of stay	Necessary to identify long-term immigrants	N/A	N/A	Boarder Management Sysytem captures this information when persons are interviewed upon arrival at the airport.	Work permit system is used to capture duration of stay. The system is 85% complete because it excludes persons who are not working whose paper work is processed manually.	Immigration
Bermuda's Recommendations for 2010 Census	A decision has not been made by the Census Planning Team (CPT).					Statistics
Previous country of usual residence	Useful in determining where the person lived during the year prior to arrival.	N/A	N/A	Paper files exists.	Paper files exists.	Immigration
Bermuda's Recommendations for 2010 Census	A decision has not been made by the CPT.					Statistics

Core and Optional Information on Incoming International Migrants

Note: The core topics are typed in turquoise and the optional topics are typed in black.

UN Topics	UN Purpose	Inflows				Department
		Returning Citizens		International Migrant Foreigners		
		All Categories	Who Worked Abroad	All Categories	Allowed to Work in the Receiving Country	
Country of birth	Useful in identifying the population of life-time migrants and in defining a measure of migrant stock	Census database collects information on 16 countries and regions	N/A	Census database collects information on 16 countries and regions	The census gathered information on 16 countries of birth. It does not give us a count of the number of persons who have permission to seek employment who are not working.	Statistics
		N/A	N/A	Paper files and computerization of data is under development.	Paper files and computerization of data is under development for persons who are applying for work permits.	Immigration
Bermuda's Recommendations for 2010 Census	Adopt UN position and collect specific country of birth instead of using regions. It is vital to expand the list of countries due to the growing diversity of Bermuda's foreign-born population. In 2000, 15% of the foreign-born population were from regions (e.g. Other Europe, Other Caribbean) up from 12% in 1991.					Statistics
Marital status	Gathered from migrants aged 15 years or over by never married, married, separated or divorced and widowed	Census collected marital status for residents 15 years and older	N/A	Census collects marital status information on foreign-born persons 15 years and older	Census gathered information on marital status of foreign-born workers. It does not give us a count of the number of persons who have permission to seek employment who are not working.	Statistics
		N/A	N/A	Paper files and computerization of data is under development	Paper files and computerization of data is under development	Immigration
Bermuda's Recommendations for 2010 Census	The census will continue to gather marital status for persons 15 years and over by the recommended categories.					Statistics

Core and Optional Information on Incoming International Migrants

Note: The core topics are typed in turquoise and the optional topics are typed in black.

UN Topics	UN Purpose	Inflows				Department
		Returning Citizens		International Migrant Foreigners		
		All Categories	Who Worked Abroad	All Categories	Allowed to Work in the Receiving Country	
Expected location of place of usual residence in receiving country	Useful in determining the geographical distribution of international migrants in the receiving country	Census collected actual place of usual residence	N/A	Census collected actual place of usual residence	Census collected location of usual residence of foreign-born workers. It does not give us a count of the number of persons who have permission to seek employment who are not working.	Statistics
		N/A	N/A	Does not track permanent address only tracks temporary address.	Does not track permanent address only tracks temporary address.	Immigration
Bermuda's Recommendations for 2010 Census	Census collects place of usual residence as at Census Day.					Statistics
Educational attainment (number of years completed schooling)	Important to ascertain human capital	Census and ALLS survey collected highest level of schooling and academic attainment	N/A	Census and ALLS survey collected highest level of schooling and academic attainment	Census gathered information on the highest level of schooling and educational attainment of foreign-born workers. It does not give us a count of the number of persons who have permission to seek employment who are not working.	Statistics
		N/A	N/A	Paper files exists.	Paper files exists.	Immigration
Bermuda's Recommendations for 2010 Census	A decision has not been made by the CPT.					Statistics

Core and Optional Information on Incoming International Migrants

Note: The core topics are typed in turquoise and the optional topics are typed in black.

UN Topics	UN Purpose	Inflows				Department
		Returning Citizens		International Migrant Foreigners		
		All Categories	Who Worked Abroad	All Categories	Allowed to Work in the Receiving Country	
Duration of stay in previous country of usual residence	Identifies whether persons are short-term or long-term migrants	Collected information on Bermuda-born persons who resided overseas for one year or more.	N/A			Statistics
Bermuda's Recommendations for 2010 Census		A decision has not been made by the CPT.				Statistics
Purpose of stay abroad	Establishes reasons for travel and identifies short-term migrants.	N/A	N/A			N/A
Bermuda's Recommendations for 2010 Census		A decision has not been made by the CPT.				Statistics
Type of visas or permit	Determines the migrant category to which the foreigner belongs			Paper files exists and data is computerized for work permit dependents	This data is 100% computerized for work permit holders and work permit dependents.	Immigration
Bermuda's Recommendations for 2010 Census				A decision has not been made by the CPT.		Statistics
Duration of validity of current permit	Determines the likely length of stay of a foreigner in the receiving State			Paper files exists and data is computerized for work permit dependents	This data is 100% computerized for work permit holders and work permit dependents.	Immigration
Bermuda's Recommendations for 2010 Census				A decision has not been made by the CPT.		Statistics

Core and Optional Information on Incoming International Migrants

Note: The core topics are typed in turquoise and the optional topics are typed in black.

UN Topics	UN Purpose	Inflows				Department
		Returning Citizens		International Migrant Foreigners		
		All Categories	Who Worked Abroad	All Categories	Allowed to Work in the Receiving Country	
Occupation in previous country of usual residence	Assesses impact of migration on economy of country		N/A		This data is computerised for persons who complete their application online.	Immigration
Bermuda's Recommendations for 2010 Census					A decision has not been made by the CPT.	Statistics
Industry of employer in previous country of usual residence	Ascertains industry in which they have worked or will work		N/A		N/A	Immigration
Bermuda's Recommendations for 2010 Census					A decision has not been made by the CPT.	Statistics
Status in employment in previous country of usual residence	Assesses impact of migration on economy of country		N/A		This data is computerised for persons who complete their applications online.	Immigration
Bermuda's Recommendations for 2010 Census					A decision has not been made by the CPT.	Statistics

Core and Optional Information on Incoming International Migrants

Note: The core topics are typed in turquoise and the optional topics are typed in black.

UN Topics	UN Purpose	Inflows				Department
		Returning Citizens		International Migrant Foreigners		
		All Categories	Who Worked Abroad	All Categories	Allowed to Work in the Receiving Country	
Occupation in receiving country	Assesses impact of migration on economy of country		N/A		This is 100% complete and 50% accurate. Department of Immigration (DOI) will start using the new Bermuda Standard of Occupation Classification codes in October 2008.	Immigration
Bermuda's Recommendations for 2010 Census					The census will continue to collect occupation from main job.	Statistics
Industry of employer in receiving country	Ascertain the industry in which they have worked or will work by getting information about future employers.		N/A		This is 100% complete and 50% accurate. DOI will start using the new Bermuda Economic Activity Classification codes in October 2008.	Immigration
Bermuda's Recommendations for 2010 Census					The census will continue to collect industry for main job.	Statistics
Status in employment in receiving country	Distinguishes between type of visa or permit		N/A		This is 100% computerised for work permit holders	Immigration
Bermuda's Recommendations for 2010 Census					A decision has not been made by CPT	Statistics

APPENDIX A2

Core and optional information on departing international migrants

Note: The core topics are typed in turquoise and the optional topics are typed in black.

Outflows						
Item	UN Recommendations	Emigrating citizens		Departing international migrant foreigners		Department
		All categories	Intend to work abroad	All categories	Allowed to work in the receiving country	
Country of citizenship	Necessary to measure the impact of international migration into a country.	Since June 2008, the departure card has been disbanded and the airlines and cruise ships electronic manifests have been integrated into the Boarder Management System (BMS) and data warehouse. In addition, airlines scan passports and the information gathered (name, date of birth, sex, nationality and issuing country for passport) is integrated into the BMS and data warehouse.	N/A (Not Available)	Since June 2008, the departure card has been disbanded and the airlines and cruise ships electronic manifests have been integrated into the BMS and data warehouse. In addition, airlines scan passports and the information gathered (name, date of birth, sex, nationality and issuing country for passport) is integrated into the BMS and data warehouse.	N/A	Immigration
Bermuda's Recommendation for 2010 Census	Bermuda will explore Tunisia's experience capturing emigrating data on its 2004 Population and Housing Census to determine whether it is feasible to collect this information in Bermuda's 2010 census. Alternatively, Bermuda will establish protocols with receiving countries to receive data about Bermudians and or persons born in Bermuda residing abroad.					Statistics
Sex	Always collect sex of migrants and do not collect it from other sources such as name.	Since June 2008, the departure card has been disbanded and the airlines and cruise ships electronic manifests have been integrated into the BMS and data warehouse. In addition, airlines scan passports and the information gathered (name, date of birth, sex, nationality and issuing country for passport) is integrated into the BMS and data warehouse.	N/A	Since June 2008, the departure card has been disbanded and the airlines and cruise ships electronic manifests have been integrated into the BMS and data warehouse. In addition, airlines scan passports and the information gathered (name, date of birth, sex, nationality and issuing country for passport) is integrated into the BMS and data warehouse.	N/A	Immigration
Bermuda's Recommendation for 2010 Census	Bermuda will continue to collect sex for residents in its census.					Statistics

Core and optional information on departing international migrants

Note: The core topics are typed in turquoise and the optional topics are typed in black.

Outflows						
Item	Emigrating citizens			Departing international migrant foreigners		Department
	UN Recommendations	All categories	Intend to work abroad	All categories	Allowed to work in the receiving country	
Date of birth	Allows identification of birth cohorts and facilitates data on migrant flows.	Since June 2008, the departure card has been disbanded and the airlines and cruise ships electronic manifests have been integrated into the BMS and data warehouse. In addition, airlines scan passports and the information gathered (name, date of birth, sex, nationality and issuing country for passport) is integrated into the BMS and data warehouse.	N/A	Since June 2008, the departure card has been disbanded and the airlines and cruise ships electronic manifests have been integrated into the BMS and data warehouse. In addition, airlines scan passports and the information gathered (name, date of birth, sex, nationality and issuing country for passport) is integrated into the BMS and data warehouse.	N/A	Immigration
Bermuda's Recommendation for 2010 Census	Bermuda will explore Tunisia's experience capturing emigrating data on its 2004 Population and Housing Census to determine whether it is feasible to collect this information in Bermuda's 2010 census. Alternatively, Bermuda will establish protocols with receiving countries to receive data about Bermudians and or persons born in Bermuda residing abroad.					Statistics
Date of departure	Date of arrival and departure are used to calculate duration.	Since June 2008, the departure card has been disbanded and the airlines and cruise ships electronic manifests have been integrated into the Boarder Management and data warehouse. The manifests provide information on the date of departure.	Date of departure is available form electronic manifests but do not know purpose of visit	Since June 2008, the departure card has been disbanded and the airlines and cruise ships electronic manifests have been integrated into the Boarder Management and data warehouse. The manifests provide information on the date of departure.	Date of departure is available form electronic manifests but do not know purpose of visit	Immigration
Bermuda's Recommendation for 2010 Census	Bermuda will explore Tunisia's experience capturing emigrating data on its 2004 Population and Housing Census to determine whether it is feasible to collect this information in Bermuda's 2010 census. Alternatively, Bermuda will establish protocols with receiving countries to receive data about Bermudians and or persons born in Bermuda residing abroad.					Statistics

Core and optional information on departing international migrants

Note: The core topics are typed in turquoise and the optional topics are typed in black.

Outflows						
Item	UN Recommendations	Emigrating citizens		Departing international migrant foreigners		Department
		All categories	Intend to work abroad	All categories	Allowed to work in the receiving country	
Future country of usual residence	Provides information on where the migrant plans to live	N/A	N/A			Immigration
Bermuda's Recommendation for 2010 Census	Bermuda will explore Tunisia's experience capturing emigrating data on its 2004 Population and Housing Census to determine whether it is feasible to collect this information in Bermuda's 2010 census. Alternatively, Bermuda will establish protocols with receiving countries to receive data about Bermudians and or persons born in Bermuda residing abroad.			N/A		Statistics
Country of birth ¹	Helpful in determining life-time migrants and to measure migrant stock	N/A	N/A	N/A	N/A	Immigration
Marital status ¹	Gathered from all migrants aged 15 years or over	N/A	N/A	N/A	N/A	Immigration
Location of place of usual residence in country of departure ¹	Obtain place of usual residence during the year before his or her departure.	N/A	N/A	N/A	N/A	Immigration
Educational Attainment (number of years completed schooling) ¹	Important to ascertain human capital	N/A	N/A	N/A	N/A	Immigration
Purpose of stay ¹	Establishes reasons for travel and identifies short-term migrants.	N/A	N/A			Immigration

Core and optional information on departing international migrants

Note: The core topics are typed in turquoise and the optional topics are typed in black.

Outflows						
Item	UN Recommendations	Emigrating citizens		Departing international migrant foreigners		Department
		All categories	Intend to work abroad	All categories	Allowed to work in the receiving country	
Type of permit ¹	Determines the migrant category to which the foreigner belongs			N/A	N/A	Immigration
Duration of validity of current permit ¹	Determines the likely length of stay of a foreigner in the receiving State			N/A	N/A	Immigration
Occupation in previous country of usual residence ¹	Provides indications of occupational skills		N/A		N/A	Immigration
Industry of employer in previous country of usual residence ¹	Provides information on the industry of former employment		N/A		N/A	Immigration

¹Bermuda will explore Tunisia's methodology to determine what is practical to obtain for person who emigrate.

APPENDIX B

Recommended Tabulations on the Foreign and Foreign-Born Populations

The tables with the highest priority, according to the United Nations are typed in bold.¹³

I. Recommended tabulations using both place of birth and citizenship

1. **Population by sex, age group, country of birth and citizenship (citizens by birth, citizens by naturalization, foreigners)**
2. **Population by sex, country of birth and country of citizenship**
3. **Population by sex, place of birth (in country of enumeration versus abroad) and citizenship (citizens by birth, citizens by naturalization, foreigners)**

II. Recommended tabulations using information on place of birth

1. **Population by sex and country of birth**
2. **Population by sex, age group and country of birth**
3. Population by sex, marital status and country of birth
4. Population by sex, educational attainment and country of birth
5. Population by sex, age group, marital status and place of birth (native versus foreign)
6. Population by sex, age group, educational attainment status and place of birth (native versus foreign)
7. **Foreign-born population by sex and single year of age**
8. **Foreign-born population by sex and state or province of usual residence in the country**
9. Foreign-born population by sex, country of birth and period of arrival
10. Foreign-born population by sex, age group and period of arrival
11. Foreign-born population by sex, age group country of birth and period of arrival
12. Foreign-born population by sex age group and previous country of usual residence in the country
13. Foreign-born population by sex, age group, country of birth and ability to speak the official language(s) of the country of usual residence
14. Foreign-born population by sex, age group country of birth and usual language
15. **Economically active foreign-born population by sex, age group and occupation**
16. **Economically active foreign-born population by sex, age group and industry**
17. **Economically active foreign-born population by sex, age group and status in employment**
18. **Economically active foreign-born population by sex, occupation and country of birth**
19. Economically active foreign-born population by sex, industry and country of birth
20. Economically active foreign-born population by sex, age group and occupation and period of arrival

¹³ http://unstats.un.org/unsd/publication/SeriesM/SeriesM_58rev1E.pdf

21. Economically active foreign-born population by sex, industry and period of arrival
22. Economically active foreign-born population by sex, and status in employment and industry
23. Economically active foreign-born population by sex, employment and occupation
24. Economically active foreign-born population by sex, industry and occupation
25. Economically active foreign-born population by sex, age group, occupation and educational attainment
26. Economically active foreign-born population by sex, age group, industry and educational attainment

III. Recommended tabulations using information on citizenship

- 1. Population by sex, age group, and country of citizenship**
- 2. Population by sex, age group and country of citizenship**
3. Population by sex, marital status and country of citizenship
- 4. Population by sex, educational attainment and country of citizenship**
- 5. Population by sex, age group and citizenship (citizens of birth, citizens by birth, naturalization and foreigners)**
- 6. Population by sex, age group, marital status and citizenship (citizens of birth, citizens by birth, naturalization and foreigners)**
7. Population by sex, age group, educational attainment and citizenship (citizens of birth, citizens by birth, naturalization and foreigners)
- 8. Foreign population by sex and single year of age**
- 9. Foreign population by sex and state or province of usual residence in the country**
- 10. Foreign population by sex, country of citizenship and migrant category (type of permit)**
- 11. Foreign population by sex, country of citizenship and period of arrival**
- 12. Foreign population by sex, age group and period of arrival**
13. Foreign population by sex, age group, country of citizenship and period of arrival
14. Foreign population by sex, age group and previous country of usual residence
15. Foreign population by sex, age group, country of citizenship and ability to speak the official language(s) of the country of usual residence
16. Foreign population by sex, age group and country of citizenship and usual residence
- 17. Economically active foreign population by sex, age group and occupation**
- 18. Economically active foreign population by sex, age group and industry**
- 19. Economically active foreign population by sex, age group and status in employment**
- 20. Economically active foreign population by sex, occupation and country of citizenship**
21. Economically active foreign population by sex, industry and country of citizenship
22. Economically active foreign population by sex, occupation and period of arrival
23. Economically active foreign population by sex, industry and period of arrival
24. Economically active foreign population by sex, status in employment and industry
25. Economically active foreign population by sex, status in employment and occupation
26. Economically active foreign population by sex, industry and occupation
27. Economically active foreign population by sex, age group, occupation and educational attainment

28. Economically active foreign population by sex, age group, industry and educational attainment

REFERENCES

- Azhar, M. Rozy. Assistant Chief Immigration Officer, Interview on 16 March 2007 and 5 September 2008 at the Department of Immigration.
- Faiella, Graham. (2007). *The Bermuda Atlas*. Thailand: Macmillan Publishers Limited.
- OECD. (2005). Database on Immigrants and Expatriates. Retrieved 5 April 2008, from http://www.oecd.org/document/51/0,2340,en_2649_33931_34063091_1_1_1_1,00.html
- OECD (2003) *Trends in International Migration*. Retrieved April 10, 2007. Retrieved from, http://books.google.com/books?id=TZ5rpZqob5sC&pg=PA60&lpg=PA60&dq=Proportion+of+migrants+for+OECD+countries&source=web&ots=SrlpuKoQRd&sig=0MMCSvacGAAWO8y5xqrXnOWsMmQ&hl=en&sa=X&oi=book_result&resnum=10&ct=result#PPA50,M1
- Robinson, Kenneth (ed. advisor). (1972). *Atlas for Bermuda*. Scotland: Longman Atlases.
- Siegel, J. & Swanson, D. (Eds.). (2004). *The Methods and Materials of Demography*. California: Elsevier Academic Press.
- Statistics Act 2002*. Retrieved 10 September 2008, from <http://www.laws.gov.bm/>
- United Nations. (2006). *Measuring Emigration through a Census Emigration Module*. Retrieved April 8, 2007, from <http://www.un.org/apps/sg/sgstats.asp?nid=2922>
- International Migrants Day 18 December*. Retrieved 26 August 2008, from <http://www.un.org/depts/dhl/events/migrants/>
- United Nations. (1998). *Recommendations on Statistics of International Migration Revision*. New York: United Nations.
- United Nations Economic Commission for Europe. (2006). *Conference of European Statisticians Recommendations for the 2010 Censuses of Population and Housing Advanced Copy* Geneva: United Nations.
- Visas to the United States*. Retrieved April 10, 2007, from http://hamilton.usconsulate.gov/released_september_15/06_-_electronic_visa_application_form_evaf.html



GOVERNMENT OF BERMUDA

Cabinet Office
Department of Statistics

Picture on the cover is courtesy of the Department of Tourism