



Gross Economic Contribution of the Financial Sector in The Bahamas (2016)

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GROSS ECONOMIC CONTRIBUTION OF THE FINANCIAL SECTOR IN THE BAHAMAS (2016)

INTRODUCTION

The financial sector, which is the second largest contributor to the economy—accounting for an estimated 15% of GDP—impacts income and expenditure patterns across other sectors of the economy, such as construction, tourism and professional services. The sector is dominated by the banking industry, which consists of a significant domestic segment, providing a variety of financial services to the public, while the smaller “offshore” or international sector, comprises a number of highly-skilled firms, focussed on specific wealth management products.

The Central Bank of The Bahamas assesses the economic contribution annually, through its survey of major industry participants, including the banking and insurance sectors, credit unions and investment funds. An analysis of expenditure by firms, showed that the contribution of the sector expanded further during 2016, although more incrementally, with ongoing restructuring and consolidation of operations continuing to constrain employment. For banks and trust companies’, spending on general operations stabilised, but employment contracted further, as firms sustained their efforts to increase efficiencies and streamline operations. Meanwhile, activity within the insurance and securities industry sectors moderated, while credit unions provided expanded contributions.

THE BANKING SECTOR

In terms of employment and balance sheet size, the banking sector dominates the financial landscape; however, over the last decade, this segment has continued to face challenges on both the domestic and international fronts. On the domestic side, institutions continued with their attempts to address the significant non-performing loan (NPL) overhang, which has plagued the sector for almost a decade, and to seek out efficiency gains in operations at a regional level. On a balance sheet basis, banks remained focused on credit restructuring, either in house or in concert with the Government’s revised Mortgage Relief Programme (MRP). Significant near-term reductions in arrears have also occurred from the sale of a sizable portion of delinquent loans. Other challenges to the sector included concerns over threats such as information and cybersecurity risk and market pressures from rapidly developing financial technology solutions (FinTech). On the efficiency front, banks continued to engage in outsourcing arrangements and staff rationalisation to centralise certain operational functions, such as customer due diligence systems and technology support—against the backdrop of compressed earnings and rising regulatory compliance costs. For domestic banks, the reduction in branch networks has also been evident, with increasing reliance on the delivery of services electronically.

Threats from declining access to correspondent banking relationships (CBRs) or “de-risking” also remained a key feature of the financial landscape in 2016, impacting both domestic and international banks. Indeed, a second sampling of these entities conducted by the Central Bank in November 2016, revealed that the total number of licenses, which had been affected to some extent by de-risking, had risen, with potentially up to one-quarter of stand-alone entities under some form of either tightened or reduced arrangements. While all entities maintained access to such services, the level of due diligence to which they have been subjected in order to preserve the relationship has increased significantly in scope and frequency.

In an effort to protect The Bahamas' position as a well-regulated financial jurisdiction, supervisory oversight and engagement with licensees continued to focus on ensuring their compliance with established prudential norms, and the adequacy of internal systems to comply with The Bahamas' tax transparency obligations.

In terms of the statistics, the number of banks and trust companies licensed to operate in The Bahamas fell by 1 to 248, after decreasing by 5 in 2015. Notably, the number of public licensees rose by 2 to 97, but restricted and non-active licensees contracted by 3, to 151. At end-December, public licensees consisted of 64 Bahamian incorporated entities, 17 euro-currency divisions of foreign banks and trust companies, 8 authorised agents, and 8 authorised dealers—of which 7 were clearing banks.

Buoyed by growth in banks' non-interest bearing deposits with the Central Bank, total assets of the domestic banking sector grew by 1.6% to \$10.0 billion in 2016, a slight slowdown from the 1.8% gain in the prior period. In contrast, due mainly to capital repatriation activities, the consolidated assets of the international banking sector contracted further by 2.7% to \$175.7 billion, after a 6.4% falloff in 2015.

EMPLOYMENT

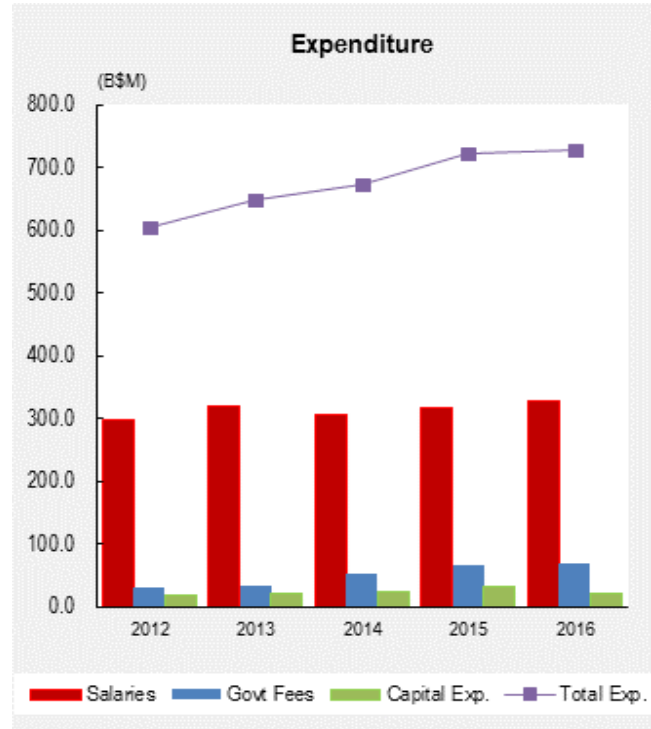
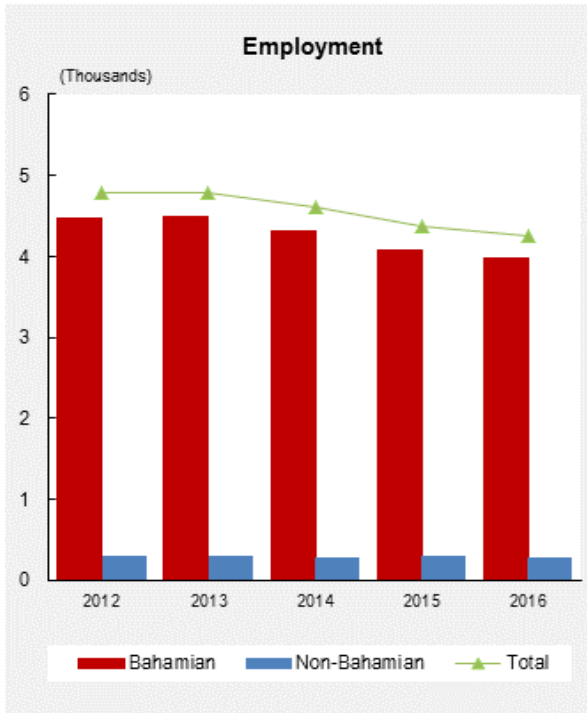
Preliminary data on banks and trust companies showed that total employment within the sector contracted by 2.5% (110) to 4,256 at end-2016, following a decline of 5.1% in the prior year. This outturn was largely due to the consolidation of operations, which resulted in redundancies—one large trust operation was also closed. As a result, the number of both Bahamian and non-Bahamian employees fell by 2.4% (97) and 4.5% (13) to 3,979 and 277, respectively; leading to a slight shift in the proportion of Bahamian to non-Bahamian employees to 93.5% and 6.5% from 93.4% and 6.6% a year earlier.

A breakdown by activity showed that 65.7% of Bahamian employees were engaged in local banking activities, while the remaining 34.3% were employed in a combination of offshore banking, trust administration and other banking-related services.

EXPENDITURES

During 2016, total expenditure in the banking sector firmed marginally by 0.7% (\$4.7 million) to \$729.7 million, a sharp slowdown from the 7.5% rise registered in the previous year, when license fee rates were raised and a number of entities either acquired new properties or undertook renovations to their premises. Operational outlays—which comprised 97.0% of total spending—grew by 2.2% to \$708.0 million, vis-à-vis a 6.6% gain in 2015. Underlying this outturn was a 3.3% rise in salaries, which included bonuses and severance payments, extending the prior year's 3.1% growth. Payment of Government fees rose by 5.5% to \$69.0 million, a slowdown from the sharp 26.4% expansion recorded in 2015, when VAT was introduced. In addition, other administrative costs firmed by a mere 0.1% (\$0.3 million), after advancing by 6.9% in the preceding year.

In contrast, capital expenditure—which comprised mainly outflows for construction, renovations and "other" fixed assets—fell by 32.5% (\$10.4 million) to \$21.7 million, a reversal from a rise of one-third in 2015, when a few institutions upgraded and expanded their premises.



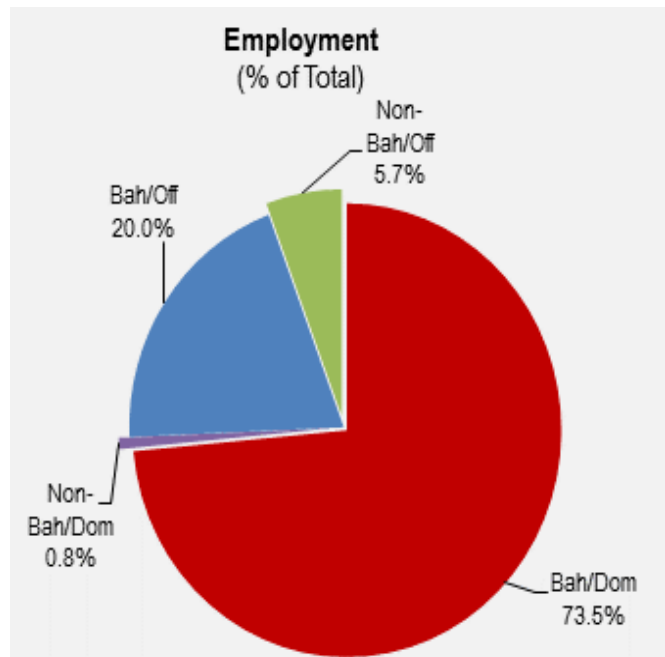
DOMESTIC VERSUS INTERNATIONAL BANKING

A breakdown of domestic and international banking operations is provided in the remaining analysis, given the focus on the more retail oriented and staff intensive services of the domestic sector, versus the wealth management related activities of the offshore sector. Even with this distinction, it should be noted that some domestic banks also provide a variety of international services.

EMPLOYMENT

Reflecting institutions' efforts to streamline and outsource significant sections of their operations, the number of employees in the domestic banking sector declined by 2.8% (90) to 3,163 persons, although tempering from the 7.2% (254) reduction in the previous year. Similarly, the number of persons employed within the international sector fell by 1.8% (20) to 1,093, reversing the 1.9% (21) increase recorded in 2015.

A breakdown of the components showed that total Bahamian employment decreased by 2.9% to 3,129 persons, although below the 7.0% decline last year. In contrast, the number of non-Bahamian workers firmed by 5 to 34, a turnaround from a decrease of 10 persons in 2015. As a result

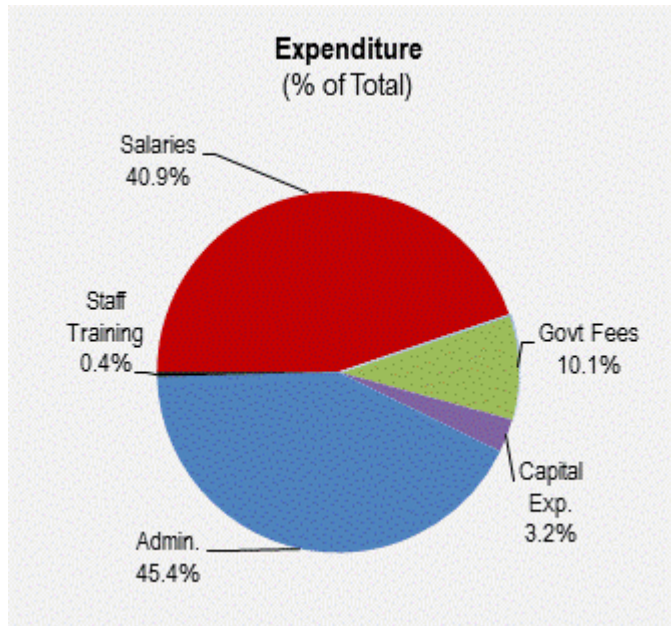


of these developments, the ratio of Bahamian to non-Bahamian employees narrowed to approximately 92.0:1 from 111.2:1 last year.

In terms of the international sector, the total number of Bahamian employees fell marginally by 0.2% (2) to 850 persons, following an increase of equal magnitude in the prior year. Notably the non-Bahamian component decreased by 6.9% (18) to 243 persons, reversing the 7.9% gain a year earlier. Consequently, the ratio of Bahamian to non-Bahamian workers moved higher to approximately 3.5:1 from 3.3:1 in 2015.

EXPENDITURES

Total expenditure for domestic banks and trusts companies grew by 1.2% to \$458.7 million, after an expansion of 6.9% in the prior year. Underpinning this development, total operational costs—accounting for 96.9% of the total—firmed by 2.4% (\$10.2 million), a slowdown from the 7.4% rise in the previous year. The outcome was led by a 64.9% (\$0.8 million) gain in staff training expenses to \$2.0 million, which surpassed the 6.3% rise in the previous year. Further, Government fees expanded by 9.5% to \$57.7 million, related to a 56.6% increase in spending on other Government fees—inclusive of VAT—which overshadowed a 2.3% turnover-related decrease in license fee payments. In addition, salary outlays grew by 1.6% (\$2.8 million) to \$178.8 million, a reversal from the 1.3% falloff in 2015, owing in large measure to the payment of severance packages. Moreover, gains in “other” miscellaneous expenses and management fees for outsourced work, contributed to a marginal rise in other administrative costs by 0.8% (\$1.7 million) to \$205.9 million, significantly lower than the 10.9% gain in 2015. Conversely, capital expenditure contracted by 25.1% (\$4.8 million) to \$14.4 million, extending the prior year’s 2.2% reduction.



Total expenditure for the international sector steadied at \$271.0 million in 2016, compared to an 8.2% rise in the previous year. In terms of the major categories, operational expenses grew further by 2.3% (\$5.9 million) to \$263.7 million, after a 4.9% increase in the preceding year. The payout of severance packages, coupled with allowances—inclusive of housing, transport, utilities, and other related expenses—were largely responsible for the 5.5% rise in salaries to \$148.2 million, following a 9.2% expansion a year earlier. In addition, staff training costs advanced by 2.6%, a turnaround from a 35.9% contraction in 2015; however, Government fees decreased by 11.0%, reversing the 15.0% growth in the prior year, attributed mainly to an increase in outlays for license and other Government fees. Further, other administrative costs decreased by 0.5% (\$0.5 million), following a 1.0% softening last year, as a decline in miscellaneous costs outweighed gains in information technology-related expenditures and higher costs associated with the purchase of a new vendor system by one bank.

OTHER FINANCIAL SECTOR ACTIVITIES

INSURANCE SECTOR

Despite the losses suffered by non-life firms following the passage of Hurricane Mathew, indications are that conditions within the local insurance sector remained relatively stable over the review year. The most recent data from the Insurance Commission of The Bahamas, revealed that the number of licensed operators decreased by 7 to 142 in 2016. Of this total, local insurance agents & brokers fell by 5 to 81; foreign-owned insurers, by 2 to 18; and external insurers, by 2 to 21. Preliminary data revealed that the total assets of domestic insurers moved lower by \$4.4 million to \$2,305.4 million in 2016, as the dominant life insurance component—at 59.2% of the total—grew by 4.1% to \$1,365.4 million, while the non-life component increased more than two-fold to \$940.0 million, benefitting from short-term re-insurance inflows following the passage of the hurricane. With regard to employment, the Bank’s annual survey of insurance companies showed that the number of persons working within the sector increased by an estimated 8 persons (0.6%) to 1,391, largely attributed to gains for the Bahamian component by 9 to 1,363, while the number of non-Bahamian staff fell by 1 to 28.

Total expenditures by insurance companies decreased slightly by an estimated 0.2% (\$0.2 million) to \$142.4 million. A breakdown of the various segments showed that reported capital spending was more than halved to \$4.1 million, as office equipment and furniture costs contracted by 42.9% (\$2.4 million) to \$3.2 million while investment in new premises was virtually nil, compared to \$2.1 million in the previous year. In contrast, total operational outlays grew by 3.0% (\$4.1 million) to \$138.3 million, as Government-levied fees advanced by 17.6% to \$23.1 million, owing mainly to an equivalent rise in gross premium tax receipts to \$8.9 million. Similarly, reflecting the slight uptick in employment, total salaries rose by 2.1% (\$0.98 million) to \$48.4 million, while bonuses fell by 3.1% to \$13.3 million. Further, administrative expenses—inclusive of rent, professional charges and advertising costs—public utility fees, charitable donations, and training costs, remained relatively stable at \$47.2 million, \$4.6 million, \$0.9 million and \$0.7 million, respectively.

CREDIT UNIONS

Indications are that the credit union sector continued to expand over the review year. Specifically, the number of institutions—inclusive of the Credit Union League—increased by 1 to 10 in 2016, while growth in the sector’s total assets steadied at 6.7% to \$395.5 million. This outturn was supported by a 21.5% gain in liquid assets—mainly cash and deposits—to \$156.0 million, which surpassed a 12.9% rise in the prior period. Providing some offset, loans to members contracted by 3.1% (\$7.4 million) to \$227.9 million, vis-à-vis a 1.9% gain in 2015. Consumer credit comprised most of the outstanding total (74.3%), followed by mortgages (23.2%), and a residual share in revolving lines of credit, education and miscellaneous loan types. Further, members’ deposits rose by 7.6% to \$339.9 million; although lower than the prior year’s growth of 8.3%. The majority of deposits represented members’ savings (52.9%) and term deposits (40.7%).

The sector’s total expenses grew by 6.6% to \$11.2 million, resulting from a 6.7% expansion in operational expenditures to \$10.4 million, as administrative expenses firmed by 10.4% to \$4.7 million. Employment within the sector was approximately stable at 155, while salaries firmed by 5.3%, to \$4.6 million. Further, capital expenditure remained relatively stable at approximately \$0.8 million.

SECURITIES INDUSTRY

Provisional information from the Securities Commission of The Bahamas indicated that the total number of investment fund administrators—which provide the majority of the employment within the sector—contracted by 2 to 64. In addition, the number of funds under management fell by 112 to 746, reflecting a 115 falloff in the number of unrestricted administrators, to 632. Further, the number of active mutual funds under management, decreased by 16 to 869, amid a reduction in recognised foreign funds, professional funds and standard funds by 9, 8, and 1 to 35, 226 and 35, respectively. In contrast, SMART funds moved higher in number by 2 to 573. As the Inspector of Financial and Corporate Service Providers, The Commission registered 97 new funds during the review year and liquidated approximately 74 non-Bahamas based funds.

OTHER FINANCIAL SECTOR DEVELOPMENTS

Efforts were sustained to strengthen The Bahamas' financial sector regulatory regime, to address ongoing convergence to international norms, ongoing international cooperation and domestic policy priorities. In particular, the Government worked on strengthening consumer financial protection through the advancement of the Homeowners Protection Bill, which was subsequently enacted in 2017. The framework provides for stronger legal recourse for mortgagors during sales of foreclosed owner/family occupied homes, including greater leniency on reaching credit restructuring arrangements through the court. In relation with the framework, as the responsible regulator, the Securities Commission also drafted disclosure and pricing rules for non-bank providers' credit (money lenders) under the Financial and Corporate Services Providers Act, 2000. The Central Bank meanwhile, concluded the public consultation process for the credit bureau legislation, with the draft bill subsequently forwarded to the Government for enactment.

The jurisdiction also remained engaged in international cooperation initiatives to strengthen tax transparency and counter the abuse of the financial system for money laundering and terrorist financing. Notably, The Bahamas enacted legislation to facilitate the implementation of a bilateral approach to the Common Reporting Standards (CRS) of the OECD's Global Forum on Transparency and Exchange of Information for Tax Purposes (the Global Forum). Since then, the Government has signalled that the jurisdiction will instead sign onto the Global Forum's Multilateral Competent Authority framework. The CRS will impose obligations on financial institutions to provide client-level information in a similar format to those designated Global Forum participating countries, as is currently provided to the United States under the Foreign Account Tax Compliance Act (FATCA).

Separately, The Bahamas also advanced the mutual peer-evaluation on the effectiveness of its anti-money laundering/anti-terrorist financing (AML/CFT) regime through the Caribbean Financial Action Task Force (CFATF). In this regard, a draft National Risk Assessment (NRA) Report remained under development. The NRA will form the strategic basis for further strengthening of the jurisdiction's AML/CFT systems. It is particularly relevant in the context of reducing at-risk correspondent banking relationships, that place significant reliance on both the assessed and perceived AML/CFT risks of impacted jurisdictions, such as The Bahamas.

For Central Bank licensees' focus was also substantially sustained on the rollout of the risk-based regulatory framework. This included emphasis on the capital component of the Basel II framework, geared towards creating adequate buffers within the banking sector against liquidity and capital adequacy risks. Revisions were also made to the Central Bank's "Ladder of Supervisory Intervention", with training sessions being

held to introduce new forms to licensees and to enhance reporting standards. In addition, the second round of the Quantitative Impact Study (QIS 2) occurred during the first quarter of the year to further assess the impact of the new requirements on licensees' capital and to ensure proper calibration of the reporting requirements. The Bank also released revised versions of its Guidelines on the Management of Capital and the Calculation of Capital Adequacy; the Guidelines for the Management of Interest Rate Risk in the Banking Book; and the final versions of the Guidelines on the Internal Capital Adequacy Assessment Process (ICAAP) and the Minimum Disclosure Guidelines.

CONCLUSION AND OUTLOOK

The 2016 survey of financial sector activities showed that despite a contraction in employment within the banking sector, and the claims shock to the domestic insurance industry, the overall financial sector remained relatively stable, with incremental gains in expenditures in the local economy. Adjustments in the sector are expected to continue in the near to medium-term as institutions adapt to both more demanding prudential and tax transparency standards. It is expected that international operations will continue to shift emphasis towards new geographic regions for business growth and focus on leaner operations, which are reliant on either outsourced or centralised functions. In the domestic sector, new impetus is also being created for regulated non-providers of credit and payments services. This has the potential to introduce additional competition, greater financial inclusion and potentially a further round of adjustments in the operations and services delivery platforms of incumbent licensees. The Bank, meanwhile, anticipates that the establishment of a domestic Credit Bureau, will have positive consequences on both the pricing and availability of credit. This development, along with increasing emphasis on financial literacy in the country, will accelerate the modernisation of the domestic financial landscape.

Table A: Government Revenue from Financial Sector Activities (B\$ Millions)

Period	2012p	2013p	2014p	2015p	2016p
A. Stamp Taxes on Transactions	60.4	69.6	51.3	n/a	n/a
Gross Insurance Premium Tax ^{1/}	21.0	23.1	22.1	n/a	n/a
Mortgages	14.3	8.4	8.5	9.0	15.5
Other Banking Transactions	41.9	60.5	37.1	66.7	51.0
Instruments & Bonds	0.1	0.1	0.1	0.3	0.2
B. Licence & Registration Fees	n/a	n/a	n/a	n/a	n/a
International Business Companies (IBCs)	17.1	17.2	16.3	16.7	14.4
Banks and Trust Companies	5.7	5.6	23.4	15.7	16.4
Insurance Companies, Brokers & Agents	0.3	0.3	0.3	0.4	n/a
Financial & Corp. Svcs. Providers	n/a	n/a	n/a	n/a	n/a
Investment Funds ^{2/}	n/a	n/a	n/a	n/a	n/a
C. Total Revenues	n/a	n/a	n/a	n/a	n/a

Sources: Bahamas Government's Treasury Department, Securities Commission of The Bahamas.

Notes: ^{1/} Premium Tax collected from Insurance Companies

^{2/} Amounts collected by the Securities Commission.

TABLE B. GROSS ECONOMIC CONTRIBUTION OF BANKS AND TRUST COMPANIES IN THE BAHAMAS

Period	2011	2012	2013	2014p	2015p	2016p
A. TOTAL EMPLOYMENT	4,808	4,779	4,785	4,599	4,366	4,256
1. Non-Bahamians	294	304	291	281	290	277
2. Bahamians (of which)	4,514	4,475	4,494	4,318	4,076	3,979
i) Local Banking	3,184	3,132	3,121	2,948	2,700	2,614
ii) Offshore Banking	625	637	664	642	557	552
iii) Trust Administration	504	523	514	526	474	450
iv) Other	201	183	195	202	345	363
	(B\$ Millions)					
B. TOTAL OPERATIONAL COSTS (1+2+3+4)	574.4	585.8	628.4	650.1	692.8	708.0
1. Salaries ¹	290.3	296.9	319.9	307.0	316.5	327.0
i) Base Salaries	255.3	262.5	276.9	264.2	270.7	278.5
ii) Bonuses	35.1	34.4	43.0	42.7	45.8	48.5
2. Government Fees	29.3	30.5	33.0	51.7	65.4	69.0
i) Licence	20.8	20.9	21.8	37.9	49.0	47.7
ii) Company Registration	1.4	1.7	1.6	1.2	1.0	0.4
iii) Work Permits	3.5	3.8	4.9	8.0	2.3	2.7
iv) Other Government Fees	3.6	4.1	4.8	4.7	13.0	18.2
3. Staff Training	2.4	2.3	2.4	2.6	2.1	2.9
4. Other Administrative Costs	252.4	256.1	273.1	288.9	308.8	309.1
C. CAPITAL EXPENDITURE²	22.6	18.5	20.0	24.2	32.1	21.7
D. TOTAL EXPENDITURE (B+C)	597.0	604.3	648.4	674.3	725.0	729.7
E. AVERAGE SALARY (B\$'000)³	53,099	54,921	57,868	57,457.5	61,995.0	65,445.3

Source: The Central Bank of The Bahamas

¹ Includes bonuses

² Includes construction, renovation expenses and other fixed assets.

³ Excludes bonuses

TABLE C. GROSS ECONOMIC CONTRIBUTION OF BANKS AND TRUST COMPANIES

Period	2011	2012	2013	2014p	2015p	2016p	2011	2012	2013	2014p	2015p	2016p
	DOMESTIC						OFFSHORE					
A. TOTAL EMPLOYMENT	3,673	3,639	3,667	3,507	3,253	3,163	1,135	1,140	1,118	1,092	1,113	1,093
1. Non-Bahamians	50	57	43	39	29	34	244	247	248	242	261	243
2. Bahamians (of which)	3,623	3,582	3,624	3,468	3,224	3,129	891	893	870	850	852	850
i) Local Banking	3,184	3,132	3,121	2,948	2,700	2,610	--	--	--	--	--	--
ii) Offshore Banking	28	13	48	57	13	15	597	624	616	585	544	541
iii) Trust Administration	278	317	320	336	277	263	226	206	190	190	197	187
iv) Other	133	120	135	127	234	241	68	63	64	75	111	122
	(B\$ Millions)											
B. TOTAL OPERATIONAL COSTS (1+2+3+4)	338.4	353.3	394.8	404.3	434.1	444.3	236.0	232.5	233.6	245.9	257.8	263.7
1. Salaries ¹	169.2	172.8	191.7	178.3	176.0	178.8	121.2	124.1	128.2	128.6	140.5	148.2
i) Base Salaries	154.1	160.3	174.5	163.3	159.9	162.2	101.2	102.1	102.4	101.0	110.8	116.3
ii) Bonuses	15.1	12.5	17.2	15.1	16.2	16.6	20.0	21.9	25.8	27.6	29.7	31.9
2. Government Fees	20.0	20.7	22.6	40.8	52.7	57.7	9.2	9.7	10.4	11.0	12.7	11.3
i) Licence	16.5	16.6	17.4	31.9	41.7	40.7	4.3	4.3	4.3	6.1	7.3	6.9
ii) Company Registration	0.5	0.3	0.3	0.0	0.1	0.0	0.9	1.4	1.2	1.2	1.0	0.3
iii) Work Permits	0.7	1.2	2.2	5.8	0.5	0.5	2.8	2.6	2.6	2.2	1.9	2.2
iv) Other Government Fees	2.3	2.6	2.6	3.1	10.5	16.4	1.3	1.5	2.2	1.6	2.6	1.8
3. Staff Training	1.4	1.3	1.2	1.1	1.2	2.0	1.0	1.0	1.2	1.5	0.9	1.0
4. Other Administrative Costs	147.8	158.5	179.4	184.1	204.2	205.9	104.5	97.7	93.8	104.8	103.7	103.2
C. CAPITAL EXPENDITURE²	15.6	15.1	15.9	19.6	19.2	14.4	7.0	3.4	4.1	4.6	13.1	7.3
D. TOTAL EXPENDITURE (B+C)	354.0	368.4	410.7	423.9	453.2	458.7	242.9	235.9	237.7	250.4	271.0	271.0
E. AVERAGE SALARY (B\$'000)³	41,950	44,057	47,577	46,558	49,144	51,291	89,178	89,600	91,623	92,461	99,562	106,405

Source: The Central Bank of The Bahamas

¹ Includes bonuses

² Includes construction, renovation expenses and other fixed assets.

³ Excludes bonuses

Table D: Other Selected Financial Sector Statistics

	Unit	2012	2013r	2014p	2015p	2016p
Investment Funds Administrations						
Licensed Investment Funds	Number	652	753	841	885	920*
Licensed Administrators	Number	63	62	62	66	64*
Asset Under Management	<i>B\$ Billions</i>	<i>112.2</i>	<i>127.9</i>	<i>134.6</i>	<i>n/a</i>	<i>n/a</i>
Insurance Companies and Agents						
Domestic Companies and Agents	Number	139	147	143	149	142
Total Domestic Assets	<i>B\$ Millions</i>	<i>1,506.4</i>	<i>1,563.7</i>	<i>1,669.5</i>	<i>1,768.1</i>	<i>2,305.0</i>
Average Annual Salaries	<i>B\$</i>	<i>42,619</i>	<i>44,187</i>	<i>49,327</i>	<i>44,250</i>	<i>44,390</i>
Operating Costs / Total Expenditures	<i>%</i>	<i>92.4</i>	<i>88.5</i>	<i>94.3</i>	<i>94.2</i>	<i>97.1</i>
External Insurers & Intermediaries	Number	15	19	21	24	22
Credit Unions (Active)						
Number of Unions	Number	13	7	7	9	10
Total Assets	<i>B\$ Million</i>	<i>280.9</i>	<i>327.6</i>	<i>347.7</i>	<i>370.6</i>	<i>395.5</i>
Employment	<i>Number</i>	<i>139</i>	<i>141</i>	<i>144</i>	<i>154</i>	<i>155</i>
Average Annual Salaries	<i>B\$</i>	<i>29,605</i>	<i>30,090</i>	<i>30,085</i>	<i>29,091</i>	<i>30,404</i>
Total Expenditures	<i>B\$ Million</i>	<i>10.20</i>	<i>11.06</i>	<i>10.38</i>	<i>10.51</i>	<i>11.20</i>
Operating Costs / Total Expenditures	<i>%</i>	<i>89.5</i>	<i>82.8</i>	<i>88.6</i>	<i>92.8</i>	<i>92.8</i>
Bahamas International Securities Exchange (BISX)						
Securities Listed	Number	27	27	29	32	52
Shares Traded	<i>Thousands</i>	<i>4,080</i>	<i>4,084</i>	<i>3,979</i>	<i>3,223</i>	<i>5,553</i>
Market Capitalization	<i>B\$ Billion</i>	<i>2.87</i>	<i>3.00</i>	<i>3.54</i>	<i>3.68</i>	<i>4.44</i>

Sources:

The Central Bank of The Bahamas, Bahamas International Securities Exchange (BISX),
The Securities Commission of The Bahamas and The Registrar of Insurance Companies.

* As of November 2016