# Guernsey Quarterly Population, Employment and Earnings Bulletin

30th June 2015 - 31st December 2015 Issue date 4th May 2016

The Guernsey Quarterly Population, Employment and Earnings Bulletin provides headline information on the population of Guernsey (including the islands of Guernsey, Herm, Jethou and Lihou) using data collated by the Rolling Electronic Census IT System.



## 1.1 Introduction

This quarterly bulletin provides headline information on the population of Guernsey (including the islands of Guernsey, Herm, Jethou and Lihou, but excluding Alderney, Sark and Breqhou). Further quarterly updates will be published in July and October of 2016. A fuller report is published annually each January and is available from www.gov.gg/population.

The first section of the report covers population headlines; births, deaths, immigration and emigration and the population by age group. The next section gives numbers of people employed and self-employed, along with information by economic sector (previously published in the quarterly Labour Market Bulletin). The final section shows median earnings of employees (previously published in the annual Median Earnings Bulletin).

All are compiled using data collated by the Rolling Electronic Census IT System and the methodological differences between this information compared to previous publications are explained in each section.

#### 1.2 Headlines

- Guernsey's population increased by 0.22% (140 people) over the year ending 30th June 2015. This is the fourth successive quarter to show a year on year increase in the population following nine quarters of annual decreases.
- The increase resulted from a natural increase of 77 people and net migration of 63 people.
- There was a decrease of 0.2% (87 people) in the 16 to 64 age group during the year ending 30th June 2015, compared to -1.0% and -1.1% during the years ending 30th June 2014 and 2013 respectively. There were increases in the 65 and over groups.
- In December 2015, 32,404 people were employed or self-employed in Guernsey.
- 4,841 people were self-employed and 27,563 worked for an employer (14.9% and 85.1% respectively).
- There were 2,239 employing organisations in Guernsey in December 2015.
- The Finance sector accounted for 19.5% of total employment in December 2015, employing 6,823 people.
- Median earnings as at 31st December 2015 were £30,953, which, compared with a year earlier, was 1.8% higher in nominal terms and 0.7% higher in real terms.

#### 2.1 Population - Annual changes

The following pages contain population and demographic information sourced from the Rolling Electronic Census system.

As a result of the additional information incorporated by the Rolling Electronic Census system each quarter, some previously published figures have been restated. The figures have been restated to enable population changes that have been identified retrospectively to be incorporated into the correct year.

As can be seen in **Table 2.1.1** and **Figure 2.1.1**, the total population increased by 140 (0.22%) over the year ending 30th June 2015. This is the fourth consecutive quarter with a positive annual change following nine consecutive quarters of annual decreases.

Page 4 shows natural increase and net migration. Natural increase in population is defined as the number of births minus the number of deaths during a particular time period. Net migration is the difference between immigration (people moving to the island) and emigration (people moving off the island). The natural increase for the year ending 30th June 2015 was 77 and the net migration was 63.

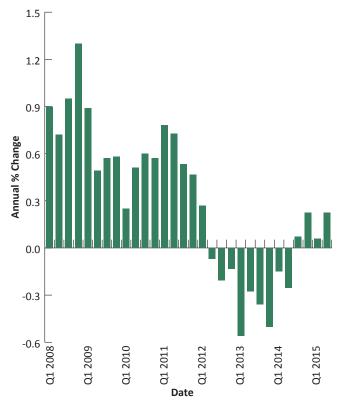
Annual population changes by age groups are given on page 5.

During the year ending 30th June 2015 there were small negative changes in the age groups 0 to 15 and 16 to 64 (0.1% and 0.2% respectively). The age group 65 to 84 showed the largest annual increase (2.2%) whilst the number of people aged 85 and over increased by 1.1%.

Table 2.1.1 Annual changes in total population

	Annual change due to net migration and natural increase	Annual % change due to net migration and natural increase
Q2 2012	-44	-0.07
Q3 2012	-130	-0.21
Q4 2012	-84	-0.13
Q1 2013	-353	-0.56
Q2 2013	-174	-0.28
Q3 2013	-226	-0.36
Q4 2013	-314	-0.5
Q1 2014	-96	-0.15
Q2 2014	-160	-0.25
Q3 2014	43	0.07
Q4 2014	139	0.22
Q1 2015	37	0.06
Q2 2015	140	0.22

Figure 2.1.1 Annual percentage change in total population



# **2.1** Population - Annual changes

Table 2.1.2 Annual changes in total population by type of change

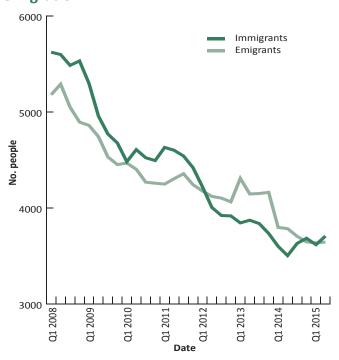
	Births	Deaths	Natural increase	Immigration	Emigration	Net migration	Natural increase and net migration	Net admin changes	Total population at end of quarter
Q2 2012	637	565	72	4,005	4,121	-116	-44	0	63,267
Q3 2012	646	595	51	3,922	4,103	-181	-130	0	63,068
Q4 2012	652	590	62	3,918	4,064	-146	-84	0	62,659
Q1 2013	667	556	111	3,845	4,309	-464	-353	0	62,732
Q2 2013	675	576	99	3,873	4,146	-273	-174	0	63,093
Q3 2013	631	544	87	3,838	4,151	-313	-226	0	62,842
Q4 2013	636	522	114	3,735	4,163	-428	-314	0	62,345
Q1 2014	627	526	101	3,601	3,798	-197	-96	-74	62,562
Q2 2014	626	505	121	3,504	3,785	-281	-160	-74	62,859
Q3 2014	630	512	118	3,631	3,706	-75	43	-74	62,811
Q4 2014	634	533	101	3,685	3,647	38	139	-74	62,410
Q1 2015	619	563	56	3,618	3,637	-19	37	0	62,599
Q2 2015	634	557	77	3,708	3,645	63	140	0	62,999

Please note that the figures shown in the table above and the graphs below are totals over the four quarters ending in the quarter shown.

Figure 2.1.2 Annual births and deaths

800 Births Deaths 700 No. people 600 500 400 Q1 2010 Q1 2013 Q1 2008 Q1 2009 Q1 2015 Q1 2011 Q1 2014 Q1 2012

Figure 2.1.3 Annual immigration and emigration



# 2.2 Demography - Annual changes

Table 2.2.1 Annual percentage change in total population by age group

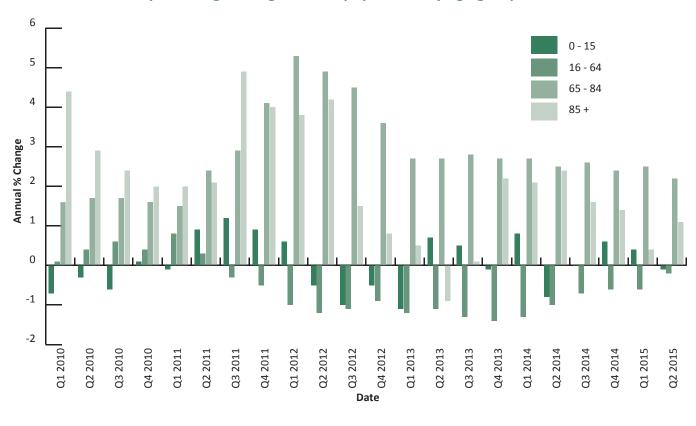


Figure 2.2.1 Annual population changes

	0 - 15	Annual % change	16 - 64	Annual % change	65 - 84	Annual % change	85 +	Annual % change
Q2 2012	10,184	-0.5	42,031	-1.2	9,459	4.9	1,593	4.2
Q3 2012	10,147	-1.0	41,812	-1.1	9,510	4.5	1,599	1.5
Q4 2012	10,167	-0.5	41,371	-0.9	9,543	3.6	1,578	0.8
Q1 2013	10,097	-1.1	41,460	-1.2	9,595	2.7	1,580	0.5
Q2 2013	10,251	0.7	41,550	-1.1	9,714	2.7	1,578	-0.9
Q3 2013	10,194	0.5	41,273	-1.3	9,775	2.8	1,600	0.1
Q4 2013	10,156	-0.1	40,777	-1.4	9,800	2.7	1,612	2.2
Q1 2014	10,178	0.8	40,913	-1.3	9,858	2.7	1,613	2.1
Q2 2014	10,170	-0.8	41,119	-1.0	9,954	2.5	1,616	2.4
Q3 2014	10,192	-0.0	40,964	-0.7	10,030	2.6	1,625	1.6
Q4 2014	10,218	0.6	40,522	-0.6	10,036	2.4	1,634	1.4
Q1 2015	10,214	0.4	40,661	-0.6	10,104	2.5	1,620	0.4
Q2 2015	10,158	-0.1	41,032	-0.2	10,176	2.2	1,633	1.1

#### 2.3 Population in employment or full-time education

Table 2.3.1 Percentage of population in employment or full-time education

	% of total population in employment or
	education
Q1 2014	66.8
Q2 2014	66.8
Q3 2014	67.0
Q4 2014	67.4
Q1 2015	67.0
Q2 2015	66.9

Table 2.3.2 Percentage of population in employment or full-time education by age at 30th June 2015

	Female	Male	Total
14 and under	62.6	63.6	63.1
15 to 19	88.1	89.5	88.8
20 to 24	83.5	86.6	85.1
25 to 29	82.7	89.0	85.9
30 to 34	78.7	90.2	84.7
35 to 39	78.3	90.9	84.6
40 to 44	78.7	90.7	84.6
45 to 49	79.0	91.1	84.8
50 to 54	76.8	88.8	82.7
55 to 59	70.1	86.0	78.0
60 to 64	50.8	71.8	61.4
65 to 69	17.6	42.2	29.5
70 to 74	8.6	25.8	17.2
75 to 79	2.9	13.1	7.7
80 to 84	1.9	17.0	8.1
85 and over	0.5	10.9	4.0
Total	60.7	73.3	66.9

More information on those in full-time education, employment with an employer and self-employment has become available since the implementation of the Rolling Electronic Census system.

At 30th June 2015, 66.9% of the population were in full-time education or in employment.

The figures differ to those previously published in the Labour Market Bulletin due to data being extracted later and therefore being more complete. Additionally, categorisation of employees and the self-employed is based on whether they were paid by an employer in the snapshot week or whether they had self-employment earnings. Previously, categorisations had been based on the person's contribution class liability, which resulted in people aged 65 and over being excluded from the figures, since their contribution class is changed to non-employed on or near their 65th birthday, regardless of whether they are employed or self-employed in practice.

People are catergorised as being in full-time education if they are at school, university or on other full-time education or training courses. Some of those in full-time education were also employed or self-employed on the snapshot date (but they are still categorised as being in full-time education).

People "in employment" were either employed by an employer (i.e. received wages for paid work) or were self-employed during the snapshot week. If a person was both employed by an employer and self-employed, they are categorised as employed in this bulletin.

Information on the profile of people in employment is available up to the end of December 2015 (see page 7 onwards).

As at 31st December 2015, 2% of employees had more than one employer, 4% of employees were also self-employed. 6% of self-employed people were self-employed in more than one business.

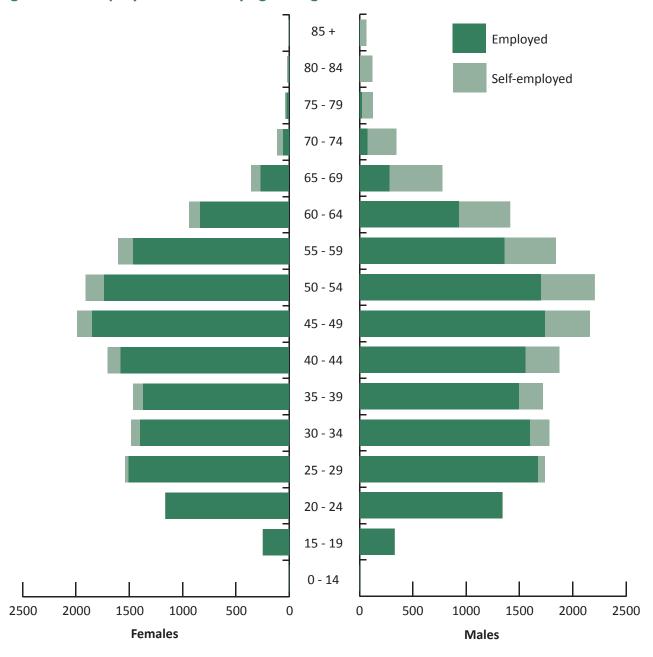
## 3.1 Employment by age and gender

At 31st December 2015, there were 32,404 people were either employed or self-employed in Guernsey, of whom 1,893 people (5.8%) were aged between 65 and 84 years. This age bracket accounted for 2.6% (721) of employed people and 24.2% (1,172) of self-employed people. There were two employed people and 68 self-employed people aged over 85 years, accounting for 0.2% of total employment.

Table 3.1.1 Employment status by age group at 31st December 2015

	Employed	Self-	Total in
		employed	employment
16 to 64	26,840	3,601	30,441
65 to 84	721	1,172	1,893
85 and over	2	68	70
Total	27,563	4,841	32,404

Figure 3.1.1 Employment status by age and gender at 31st December 2015



# 3.2 Employees by age and gender

Table 3.2.1 Employees by age and gender at 31st December 2015

	Female	Male	Total
14 and under	-	-	-
15 to 19	245	327	572
20 to 24	1,157	1,332	2,489
25 to 29	1,506	1,671	3,177
30 to 34	1,399	1,597	2,996
35 to 39	1,371	1,495	2,866
40 to 44	1,580	1,553	3,133
45 to 49	1,849	1,738	3,587
50 to 54	1,735	1,701	3,436
55 to 59	1,464	1,357	2,821
60 to 64	834	929	1,763
65 to 69	267	278	545
70 to 74	58	72	130
75 to 79	23	19	42
80 to 84	*	*	4
85 and over	*	*	2
Total	13,491	14,072	27,563

As shown in Table 3.2.1, of the 27,563 employed people at the end of December 2015, 13,491 (48.9%) were female and 14,072 (51.1%) were male. The proportion of employed females aged between 15 and 64 years was 49.0% (0.1 percentage points higher than the overall proportion), compared to 48.5% of those aged between 65 and 84 years (0.4 percentage points lower than the overall proportion).

The difference in the proportion of males to females was more pronounced amongst self-employed people than employed people at the end of December 2015 (see Table 3.2.2). Of the 4,841 self-employed people, 3,766 people (77.8%) were male compared to 1,075 (22.2%) females. The difference in the ratio of self-employed males to females aged between 65 and 84 years was greater still, with 995 males compared with 177 females (84.9% and 15.1% respectively).

Table 3.2.2 Self-employed by age and gender at 31st December 2015

	Female	Male	Total
14 and under	-	-	-
15 to 19	*	*	4
20 to 24	9	12	21
25 to 29	31	68	99
30 to 34	82	186	268
35 to 39	91	225	316
40 to 44	121	319	440
45 to 49	139	420	559
50 to 54	173	506	679
55 to 59	140	483	623
60 to 64	107	485	592
65 to 69	90	499	589
70 to 74	53	272	325
75 to 79	16	106	122
80 to 84	18	118	136
85 and over	*	*	68
Total	1,075	3,766	4,841

<sup>\*</sup> In instances where there are fewer than five people in any one age category, only the total number of employees or self-employed people is presented.

#### 3.3 Employment by economic sector

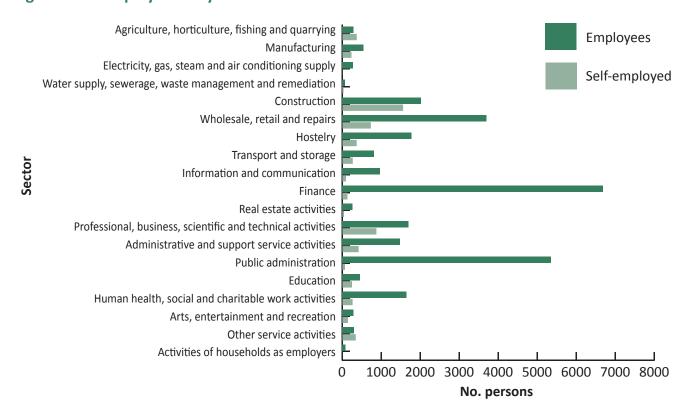


Figure 3.3.1 Employment by economic sector at December 2015

Employers, employees and self-employed businesses can be analysed by economic sector for a more detailed picture of the types of economic activity in which they are involved. A breakdown of the activities included in each of the economic sector codes used in this bulletin can be found on our website, www.gov.gg/ecodes.

Please note that the 'Education' and 'Human health, social and charitable work' sectors exclude people employed by the States of Guernsey (e.g. those employed at States-run schools or medical facilities). Those who are employed by the States of Guernsey, including medical and teaching staff, are captured in the 'Public administration' category.

The figures presented in Figure 3.3.1 and Table 3.3.1 show all employees and self-employed businesses for each sector, including where people had more than one type of employment. They are sourced from the Rolling Electronic Census and differ from those presented in the December 2015 Labour Market Bulletin. The former Labour Market Bulletin reported Social Security figures based on primary employment. The numbers presented in this report, however, account for all employment, including second, third and fourth jobs that individuals may undertake. Some individuals, in addition to working for an employer, are also self-employed.

As shown in Figure 3.3.1 and Table 3.3.1, the Finance sector was the largest employer in December 2015, accounting for 19.5% of total employment, employing 6,823 people.

The Construction sector had the largest number of self-employed people in December 2015 (1,565 people), representing 43.7% of the sector and 24.8% of self-employed people overall.

## **3.3** Employment by economic sector

Table 3.3.1 Employment by economic sector at December 2015

	No. employees	No. self-employed	Total no. in employment	% of total for all sectors
Agriculture, horticulture, fishing and quarrying	284	377	661	1.9
Manufacturing	543	242	785	2.2
Electricity, gas, steam and air conditioning supply	272	9	281	0.8
Water supply, sewerage, waste management and remediation activities	76	35	111	0.3
Construction	2,016	1,565	3,581	10.2
Wholesale, retail and repairs	3,699	738	4,437	12.7
Hostelry	1,780	375	2,155	6.2
Transport and storage	808	274	1,082	3.1
Information and communication	969	103	1,072	3.1
Finance	6,688	135	6,823	19.5
Real estate activities	263	46	309	0.9
Professional, business, scientific and technical activities	1,704	881	2,585	7.4
Administrative and support service activities	1,478	425	1,903	5.4
Public administration	5,355	72	5,427	15.5
Education	459	255	714	2.0
Human health, social and charitable work activities	1,641	270	1,911	5.5
Arts, entertainment and recreation	283	147	430	1.2
Other service activities	306	351	657	1.9
Activities of households as employers	*	*	88	0.3
Total for all sectors	28,710	6,302	35,012	100.0

Table 3.3.2 Employment within the Finance sector at December 2015

	Total no. in employment	% of total for all sectors
Banking	1,864	27.3
Fiduciary	1,739	25.5
Funds	1,936	28.4
Insurance	794	11.6
Holding companies	311	4.6
Other	179	2.6
Total	6,823	100.0

Of the 6,823 people employed within the Finance sector, 1,936 people (28.4%) worked in subsectors relating to Funds, 1,864 people (27.3%) worked in Banking and 1,739 people (25.5%) were employed by Fiduciaries at the end of December 2015.

Due to the small numbers of self-employed people within each sub-sector, only total employment figures have been presented.

<sup>\*</sup> In instances where there are fewer than five people in any category, only the total number in employment is presented.

## 3.4 Employers by economic sector and size

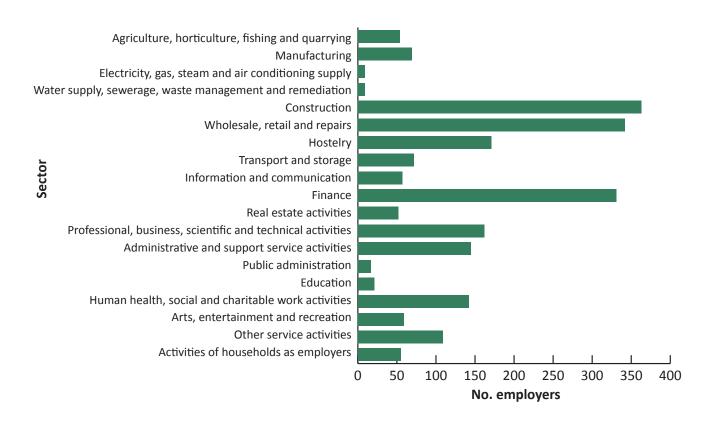
Table 3.4.1 Employers by economic sector and size at December 2015

	No. em	ployers b	y size (nu	mber of	employee	es)			
	1	2 to 5	6 to 10	11 to 25	26 to 50	51 to 100	101 to 250	Over 250	Total
Agriculture, horticulture, fishing and quarrying	19	24	5	5	0	1	0	0	54
Manufacturing	19	22	16	9	1	1	1	0	69
Electricity, gas, steam and air conditioning supply	3	3	1	0	0	1	1	0	9
Water supply, sewerage, waste management and remediation activities	3	4	0	1	1	0	0	0	9
Construction	110	156	50	37	6	2	2	0	363
Wholesale, retail and repairs	62	148	64	36	20	7	4	1	342
Hostelry	27	69	34	27	3	10	1	0	171
Transport and storage	25	21	10	9	4	2	1	0	72
Information and communication	15	19	6	9	4	2	2	0	57
Finance	71	86	51	54	36	19	12	2	331
Real estate activities	12	25	6	8	1	0	0	0	52
Professional, business, scientific and technical activities	48	57	24	19	6	5	3	0	162
Administrative and support service activities	41	58	14	19	7	4	2	0	145
Public administration	5	7	1	2	0	0	1	1	17
Education	5	6	1	4	1	3	1	0	21
Human health, social and charitable work activities	30	46	28	20	10	6	2	0	142
Arts, entertainment and recreation	22	24	4	8	1	0	0	0	59
Other service activities	59	38	10	1	1	0	0	0	109
Activities of households as employers	38	16	1	0	0	0	0	0	55
Total	614	829	326	268	102	63	33	4	2,239

Table 3.4.1 and Figure 3.4.1 show the number of employers broken down by economic sector and by the number of employees as at 31st December 2015. They are sourced from the Rolling Electronic Census and, as explained on **page 9**, they differ from those presented in the December 2015 Labour Market Bulletin because they account for all employment, including second, third and fourth jobs that individuals may undertake.

#### 3.4 Employers by economic sector and size

Figure 3.4.1 Employers by economic sector at December 2015



The Construction sector had the highest number of employing organisations (363) and also the highest number of employers with fewer than six employees.

The Finance sector had the highest number of employing organisations with more than 50 employees (33 employers).

There were four organisations employing more than 250 people at the end of December 2015.

#### 4.1 Earnings (nominal)

Table 4.1.1 Nominal median earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q4 2014	30,395	-
Q1 2015	30,485	-
Q2 2015	30,606	-
Q3 2015	30,740	-
Q4 2015	30,953	1.8

Table 4.1.2 Nominal lower quartile earnings (all employees)

Date	Four quarter average	Annual % change
	earnings (£)	
Q4 2014	20,855	-
Q1 2015	20,946	-
Q2 2015	20,994	-
Q3 2015	21,089	-
Q4 2015	21,203	1.7

Table 4.1.3 Nominal upper quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q4 2014	44,974	-
Q1 2015	45,015	-
Q2 2015	45,070	-
Q3 2015	45,259	-
Q4 2015	45,506	1.2

Earnings data is recorded by the Social Security Department each quarter and is used to calculate median earnings of employees. The median is the middle value when data are sorted into numerical order. It is a measure of earnings from primary employment, unadjusted for the number of hours worked i.e. the level can be impacted both by changes in the number of hours worked and rates of pay. The measure does not include earnings which employees may also gain from self-employment or income from any other sources.

It differs from figures previously published in the 2015 Annual Earnings Bulletin as it reflects Guernsey only and excludes Alderney and is based on data collected from the Rolling Electronic Census IT system. The Bailiwick of Guernsey median earnings, based on Social Security data, is not re-stated and remains at 1.3%.

As shown in **Table 4.1.1**, nominal median earnings increased by 1.8% between December 2014 and December 2015, from £30,395 to £30,953.

The lower and upper quartile earnings for the quarter ending 31st December 2015 and the previous four quarters are presented in **Tables 4.1.2** and **4.1.3**. Using four quarter averages, the lower quartile earnings increased by 1.7% over the year ending 31st December 2015, whilst the upper quartile earnings increased by 1.2%.

Real earnings, which show trends after the effects of inflation have been removed, are shown on page 14.

#### 4.2 Earnings (real)

Real earnings are presented to show trends after the effects of inflation have been removed. All real figures shown in this report have been adjusted to 2015 prices.

Median annual earnings, in real terms, were 0.7% higher in at the end of December 2015 than at the end of December 2014 (see **Table 4.2.1**).

Lower quartile earnings increased by 0.6% in real terms in the year ending December 2015, compared with an increase of 0.1% in the upper quartile earnings over the same period (see **Tables 4.2.2** and **4.2.3** respectively).

Table 4.2.1 Real median earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q4 2014	30,730	-
Q1 2015	30,420	-
Q2 2015	30,303	-
Q3 2015	30,627	-
Q4 2015	30,953	0.7

Table 4.2.2 Real lower quartile earnings (all employees)

Date	Four quarter average	Annual % change
	earnings (£)	
Q4 2014	21,085	-
Q1 2015	20,901	-
Q2 2015	20,786	-
Q3 2015	21,012	-
Q4 2015	21,203	0.6

Table 4.2.3 Real upper quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q4 2014	45,470	-
Q1 2015	44,918	-
Q2 2015	44,623	-
Q3 2015	45,093	-
Q4 2015	45,506	0.1

#### **4.3** Earnings by economic sector

Table 4.3.1 Four quarter average earnings as at 31st December 2015

	Median earnings (£)	Lower quartile earnings (£)	Upper quartile earnings (£)
Agriculture, horticulture, fishing and quarrying	24,907	19,337	33,894
Manufacturing	26,678	18,690	35,429
Electricity, gas, steam and air conditioning supply	35,528	31,870	50,567
Water supply, sewerage, waste management and remediation activities	30,913	24,488	37,177
Construction	30,933	23,726	38,856
Wholesale, retail and repairs	21,602	15,658	30,344
Hostelry	17,819	14,777	22,752
Transport and storage	26,224	20,213	35,219
Information and communication	35,129	27,403	49,755
Finance	43,080	30,002	67,481
Real estate activities	32,664	22,276	50,566
Professional, business, scientific and technical activities	38,982	27,002	58,517
Administrative and support service activities	24,670	17,755	35,155
Public administration	33,436	22,994	46,419
Education	25,458	17,277	45,003
Human health, social and charitable work activities	22,046	15,536	31,122
Arts, entertainment and recreation	21,709	14,041	30,722
Other service activities	18,363	14,401	23,456
Activities of households as employers	18,069	12,000	27,045

Median, lower quartile and upper quartile earnings by sector are shown in **Table 4.3.1**.

People employed within the Finance sector had the highest four quarter average median earnings (£43,080) at the end of December 2015. This was 39.2% higher than the overall median. The upper quartile earnings in the Finance sector were 48.3% higher than the overall upper quartile earnings during the same period.

The Hostelry sector had the lowest four quarter average median earnings (£17,819) at the end of December 2015, which was 42.4% lower than the overall median.

#### **5.1** Methodology and further information

#### Administrative changes

The types of population changes that are referred to as "Administrative Changes" are those which cannot be attributed to actual migration or natural increase. In the context of the transition over to the Rolling Electronic system in 2014, this resulted in the inclusion of some people who had not previously been included in Social Security headcounts, such as: people living in Guernsey that had previously been thought to be living in Alderney, people below school age who were not in receipt of family allowance and people who are not liable for Social Security contributions. It also resulted in the exclusion of some people who had previously been included in Social Security headcounts, such as people who had provided other Departments with an off-Island address and showed no other evidence of being on Island and a very small number of people who had been double counted due to being known by different names to the Education and Social Security Departments.

Other administrative changes include the removal of duplicates via the ongoing cross checking process and as more information becomes available. Any changes due to migration or natural increase, which came to light during the year ending March 2015 but occurred earlier, have been attributed to the relevant year and, as such, previously published figures have been restated. These updates are low in number (at most 40 or 0.06% in any one year) and as such, do not impact on the overall picture or trends.

#### **Economic Status**

The most significant difference between the economic status information published in this report and that published in previous Labour Market Bulletins is that it is based on earnings or benefits actually received, rather than classifications used for Social Security contribution purposes. As such, the number of self-employed people is substantially higher for example, since these people would have previously been classed as non-employed once they reached 65.

There are also timing differences, since the Rolling Electronic Census data is collected slightly later each quarter than the Labour Market Bulletin data, so the information is more complete. Additionally, information from the Education Department is included to help determine which people are in full-time education (some of these people may also be employed or self-employed).

Both sets of figures will continue to be produced until a full transition can be made to the more complete information sourced through the Electronic Census.

#### 5.2 Contact details

You may also be interested in other publications from States of Guernsey Data and Analysis Services, which are all available online at www.gov.gg/data. Please contact us for further information.

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