

Guernsey Quarterly Population, Employment and Earnings Bulletin

Population at 30th September 2016
Employment and Earnings at 31st March 2017

Issue date 4th August 2017

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.



States of Guernsey
Data and Analysis

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 Breghou). It is published each April, July and October. 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 0.17% (105 people) over the year ending 30th September 2016, compared to 0.34% over the year ending 30th June 2016.
- The increase resulted from a natural increase of 112 people and net migration of -7 people.
- 63.9% of the total population were in full time education or were employed or self employed, at least part time.
- There was a decrease of 0.4% (144 people) in the 16 to 64 age group during the year ending 30th September 2016, the same as at the same time the previous year. There were increases of 1.7% and 1.2% in the 65 to 84 and 85+ groups respectively during the year ending 30th September 2016. The 0 to 15 age group increased by 0.5%.
- In March 2017, 30,977 people were employed or self-employed in Guernsey. 3,098 people were self-employed and 27,879 people worked for an employer (10.0% and 90.0% respectively) in March 2017.
- There were 2,420 employing organisations in Guernsey in March 2017, 1.3% less than in March 2016.
- The Finance sector provided 6,747 employment roles in March 2017 (21.1% of the total).
- Median earnings as at 31st March 2017 were £31,773 which, compared with a year earlier, was 1.8% higher in nominal terms and 0.6% lower 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 105 (0.17%) over the year ending 30th September 2016. This is the smallest annual increase since September 2015.

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 September 2016 was 112 and the net migration was -7.

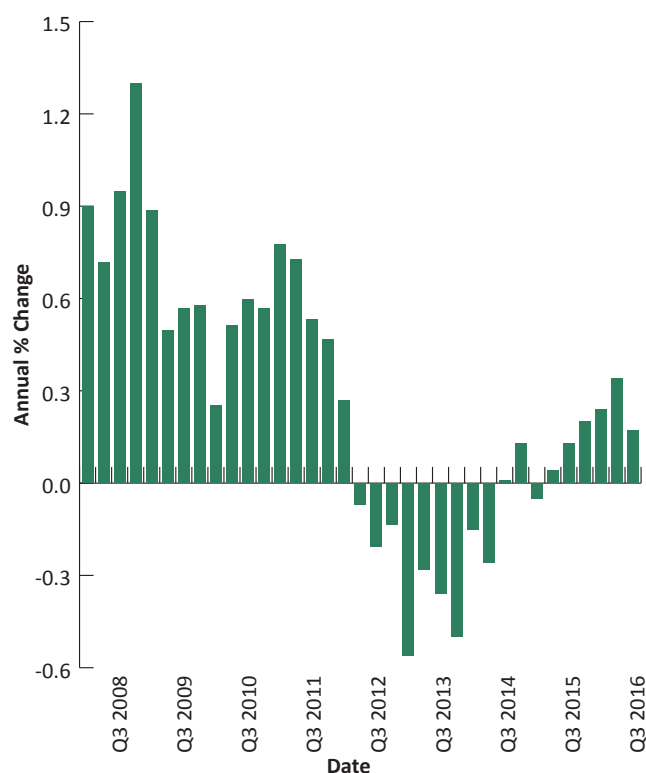
Annual population changes by age groups are given on **page 5**.

During the year ending 30th September 2016 there was a slight increase in the age group 0 to 15 (0.5%), and a 0.4% decrease in the age group 16 to 64. The age group 65 to 84 showed the largest annual increase (1.7%) whilst the number of people aged 85 increased by 1.2%.

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 2013	-174	-0.28
Q3 2013	-226	-0.36
Q4 2013	-314	-0.50
Q1 2014	-96	-0.15
Q2 2014	-166	-0.26
Q3 2014	7	0.01
Q4 2014	84	0.13
Q1 2015	-29	-0.05
Q2 2015	26	0.04
Q3 2015	84	0.13
Q4 2015	123	0.20
Q1 2016	152	0.24
Q2 2016	215	0.34
Q3 2016	105	0.17

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 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	-146	62,490
Q2 2014	626	503	123	3,508	3,797	-289	-166	-206	62,721
Q3 2014	630	510	120	3,635	3,748	-113	7	-217	62,632
Q4 2014	634	531	103	3,692	3,711	-19	84	-217	62,212
Q1 2015	617	560	57	3,637	3,723	-86	-29	-71	62,390
Q2 2015	632	556	76	3,729	3,779	-50	26	-11	62,736
Q3 2015	662	548	114	3,724	3,754	-30	84	0	62,716
Q4 2015	642	528	114	3,758	3,749	9	123	0	62,335
Q1 2016	653	536	117	3,783	3,748	35	152	0	62,542
Q2 2016	679	534	145	3,739	3,669	70	215	0	62,951
Q3 2016	663	551	112	3,669	3,676	-7	105	0	62,821

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

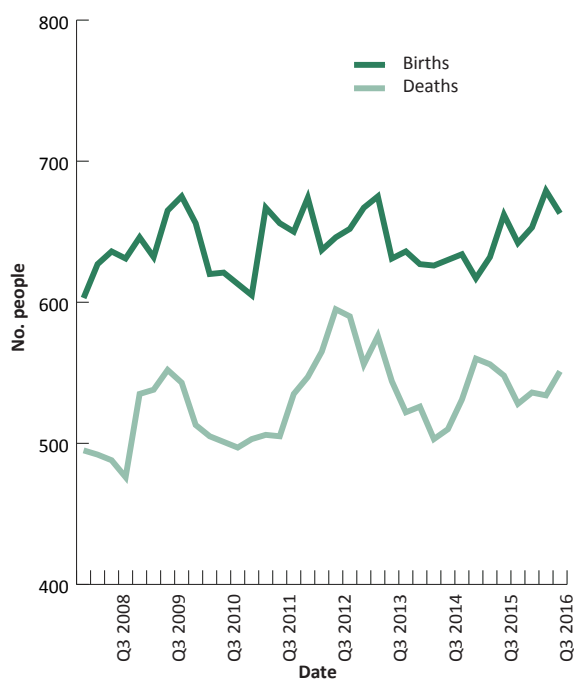
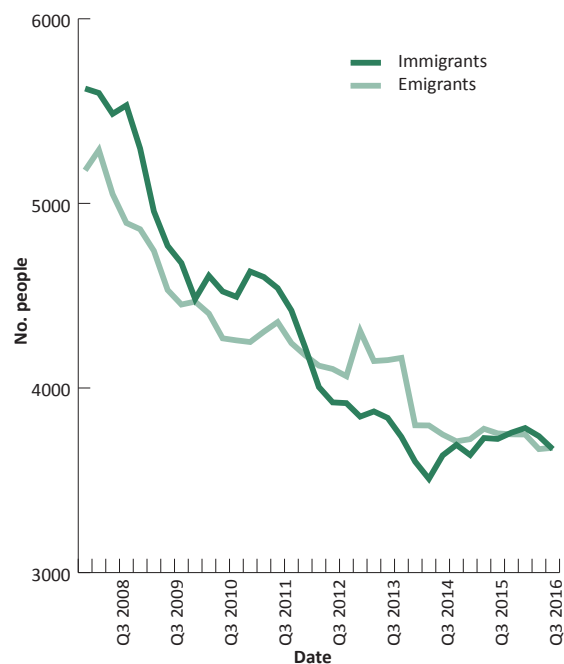


Figure 2.1.3 Annual immigration and emigration



2.2 Demography - Annual changes

Figure 2.2.1 Annual percentage change in total population by age group

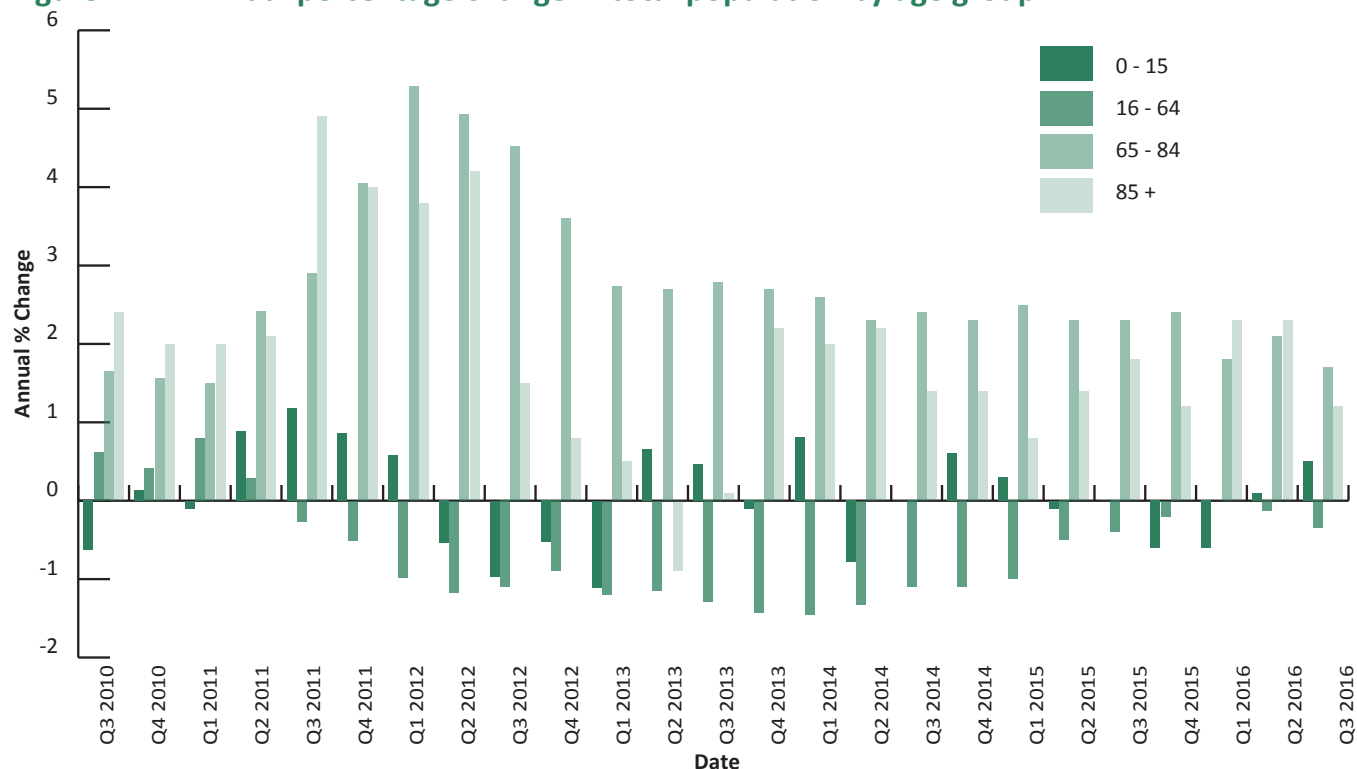


Table 2.2.1 Annual population changes

	0 - 15	Annual % change	16 - 64	Annual % change	65 - 84	Annual % change	85 +	Annual % change
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	10,179	0.8	40,856	-1.5	9,844	2.6	1,611	2.0
Q2 2014	10,171	-0.8	40,999	-1.3	9,938	2.3	1,613	2.2
Q3 2014	10,193	0.0	40,805	-1.1	10,011	2.4	1,623	1.4
Q4 2014	10,216	0.6	40,339	-1.1	10,022	2.3	1,635	1.4
Q1 2015	10,211	0.3	40,466	-1.0	10,089	2.5	1,624	0.8
Q2 2015	10,156	-0.1	40,778	-0.5	10,166	2.3	1,636	1.4
Q3 2015	10,189	0.0	40,636	-0.4	10,238	2.3	1,653	1.8
Q4 2015	10,158	-0.6	40,259	-0.2	10,263	2.4	1,655	1.2
Q1 2016	10,152	-0.6	40,461	0.0	10,267	1.8	1,662	2.3
Q2 2016	10,167	0.1	40,727	-0.1	10,376	2.1	1,673	2.3
Q3 2016	10,242	0.5	40,492	-0.4	10,414	1.7	1,673	1.2

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
Q2 2015	63.5
Q3 2015	61.4
Q4 2015	61.7
Q1 2016	62.0
Q2 2016	61.2
Q3 2016	63.9

Table 2.3.2 Percentage of population in employment or full-time education by age at 30th September 2016

	Female	Male	Total
14 and under	70.5	70.3	70.4
15 to 19	90.0	87.5	88.7
20 to 24	81.2	82.6	82.0
25 to 29	77.0	82.1	79.6
30 to 34	78.2	86.5	82.4
35 to 39	78.2	88.1	83.2
40 to 44	76.6	89.8	83.0
45 to 49	78.8	88.2	83.3
50 to 54	75.4	87.7	81.5
55 to 59	68.0	82.8	75.3
60 to 64	47.3	66.6	57.3
65 to 69	12.1	14.5	13.3
70 to 74	3.4	4.8	4.1
75 to 79	1.0	1.7	1.3
80 to 84	0.1	0.4	0.2
85 and over	0.1	0.2	0.1
Total	59.7	68.3	63.9

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 September 2016, 63.9% 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 categorised 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 March 2017 (see [page 9](#) onwards).

2.3 Population in employment or full-time education

Figure 2.3.1 Population by economic status and age (at 30th September 2016)

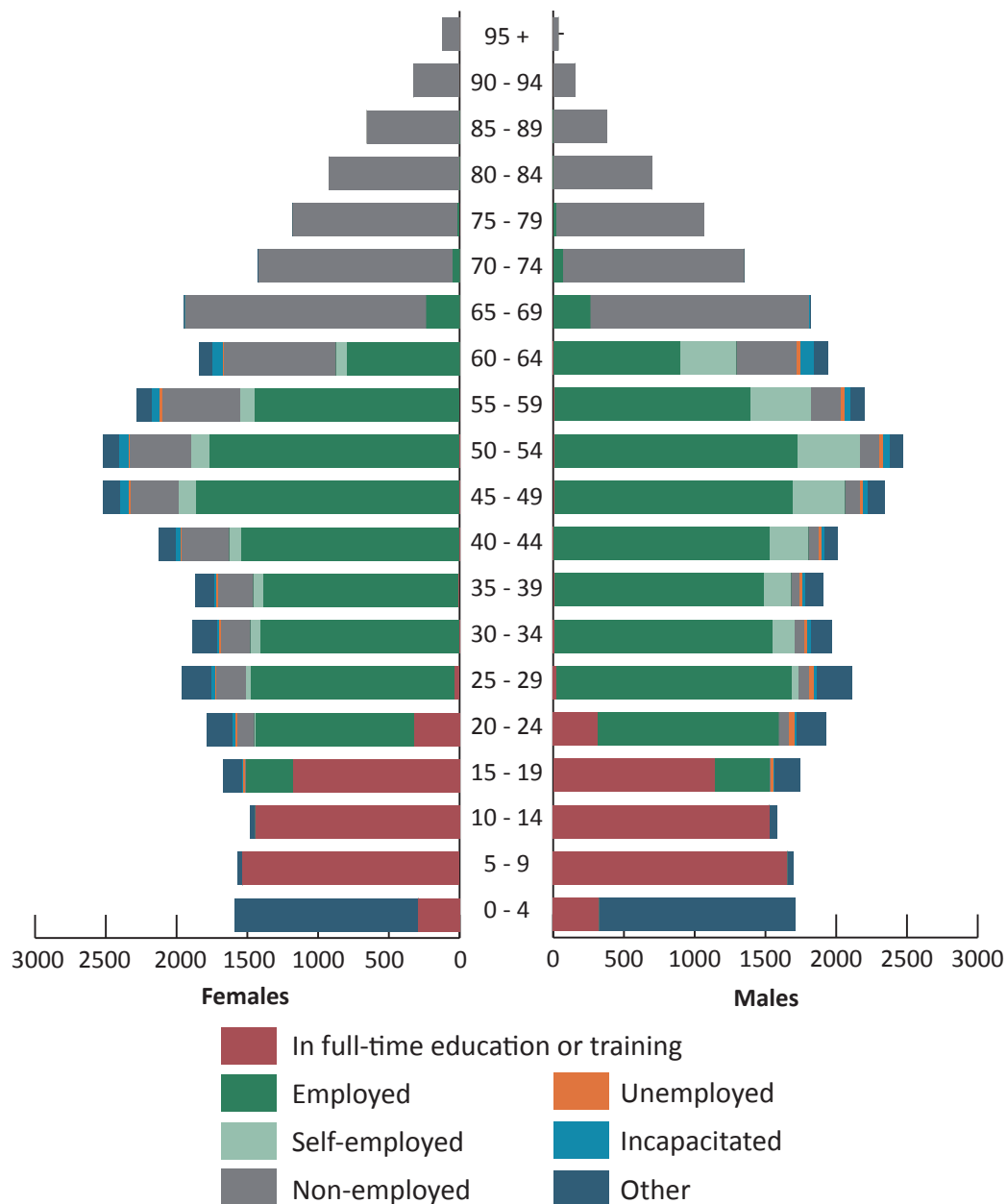


Figure 2.3.1 shows how economic status varies by age group and gender. Overall, 79.4% of the working population (aged 16 to 64 years old) were either in full-time education, employed or self-employed at the end of September 2016.

People in full-time education are concentrated in the 5 to 24 years old age categories, with a further 56 people aged 25 to 29 years. They are apparent in low numbers up to the age group 60 to 64 years.

The proportion of the population in employment peaks in the 45 to 49 years age group for females (73.9%). For males, the proportion of the population in employment peaks in the 50-54 years age group (69.4%).

Self-employment is more apparent in males than in females, as is unemployment.

3.1 Participation in full-time education by age and gender

Table 3.1.1 Percentage of population in full-time education at September 2016 (ages 16-24)

Age at September 2016	Female	Male	Total
16	95.1	90.1	92.6
17	85.1	83.1	84.0
18	62.6	55.5	58.7
19	42.4	29.9	36.3
20	33.9	34.2	34.1
21	32.6	32.1	32.4
22	23.2	22.4	22.7
23	10.3	10.7	10.5
24	7.3	5.0	6.1

Figure 3.1.1 Percentage of females in full-time education at September 2016 (ages 16-24)

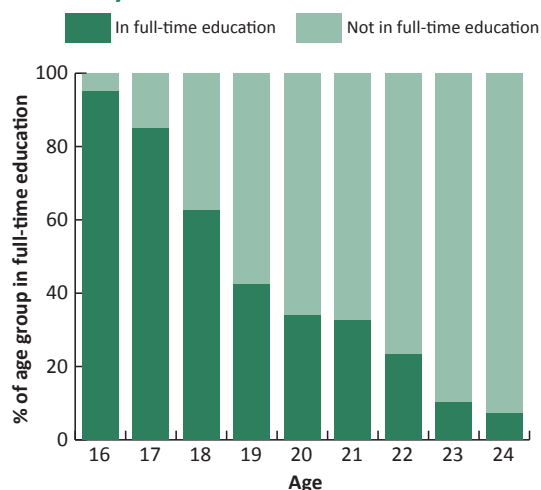
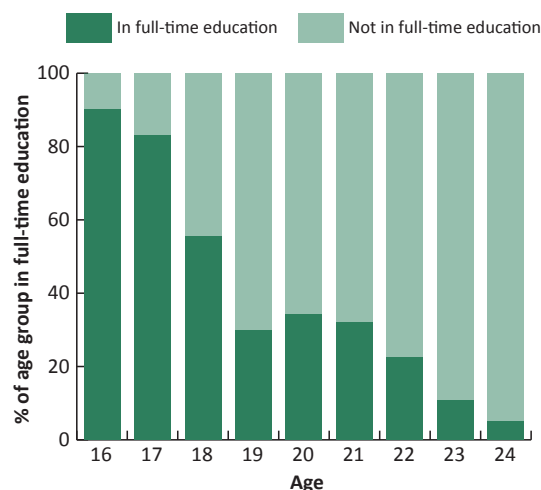


Figure 3.1.2 Percentage of males in full-time education at September 2016 (ages 16-24)



As at September 2016 92.6% of all 16 year olds and 6.1% of all 24 year olds were in full-time education.

The percentage of females in full-time education was greater than that of males for each of the ages apart from ages 20, where 34.2% of males and 33.9% of females were in full time education, and age 23 with 10.7% of males and 10.3% of females in full time education.

It can be seen that the percentage of people in education decreases as age increases.

4.1 Employment trends

There was an overall increase of 1.5% (**Figure 4.1.1** and **Table 4.1.1**) in the number of people either employed or self-employed for the year ending 31st March 2017. The number of employed people increased by 1.6% and the number of self-employed increased by 0.4%.

The figures are now calculated using Electronic Census data, where Social Security data had been used before. Figures prior to 2015 are still based on data from Social Security, as published in the (now discontinued) Labour Market Bulletin. Social Security data is used to show the historic trend, since Electronic Census has only been available since 2015.

Figure 4.1.1 Annual percentage change in total employment

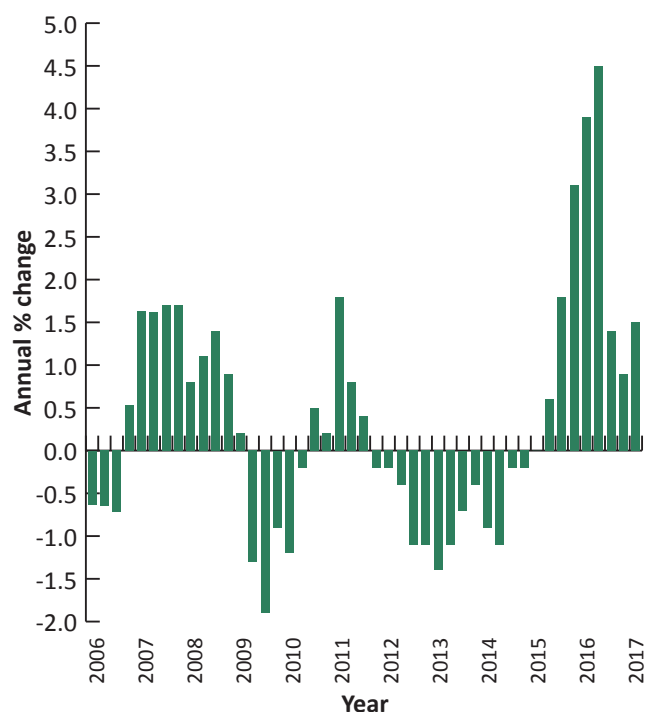


Table 4.1.1 Annual percentage change in total employment, employees and self-employed

	Employed	Self-employed	Total employment
Q2 2013	-1.2	-0.7	-1.1
Q3 2013	-0.9	0.6	-0.7
Q4 2013	-0.6	1.2	-0.4
Q1 2014	-0.8	-1.8	-0.9
Q2 2014	-1.0	-1.8	-1.1
Q3 2014	-0.2	-0.2	-0.2
Q4 2014	-0.3	0.8	-0.2
Q1 2015	-0.1	0.5	0.0
Q2 2015	0.7	-0.1	0.6
Q3 2015	2.3	-2.4	1.8
Q4 2015	3.6	-1.2	3.1
Q1 2016	4.2	1.3	3.9
Q2 2016	4.7	2.3	4.5
Q3 2016	1.3	2.2	1.4
Q4 2016	0.9	1.1	0.9
Q1 2017	1.6	0.4	1.5

4.2 Employment by age and gender

Table 4.2.1 Employment status by age group at 31st March 2017

	Employed			Self-employed			Total in employment
	Female	Male	Total	Female	Male	Total	
14 and under	-	-	-	-	-	-	-
15 to 19	268	325	593	*	*	*	594
20 to 24	1,121	1,274	2,395	6	7	13	2,408
25 to 29	1,543	1,758	3,301	31	52	83	3,384
30 to 34	1,424	1,601	3,025	71	159	230	3,255
35 to 39	1,422	1,541	2,963	79	207	286	3,249
40 to 44	1,494	1,492	2,986	91	277	368	3,354
45 to 49	1,860	1,700	3,560	131	385	516	4,076
50 to 54	1,828	1,756	3,584	124	442	566	4,150
55 to 59	1,507	1,404	2,911	113	448	561	3,472
60 to 64	857	975	1,832	78	392	470	2,302
65 to 69	265	285	550	*	*	*	554
70 to 74	61	75	136	-	-	-	136
75 and over	17	26	43	-	-	-	43
16 to 64	13,324	13,826	27,150	724	2,370	3,094	30,244
65 to 84	343	386	729	*	*	*	733
85 and over	*	*	*	-	-	-	*
Total	13,667	14,212	27,879	725	2,373	3,098	30,977

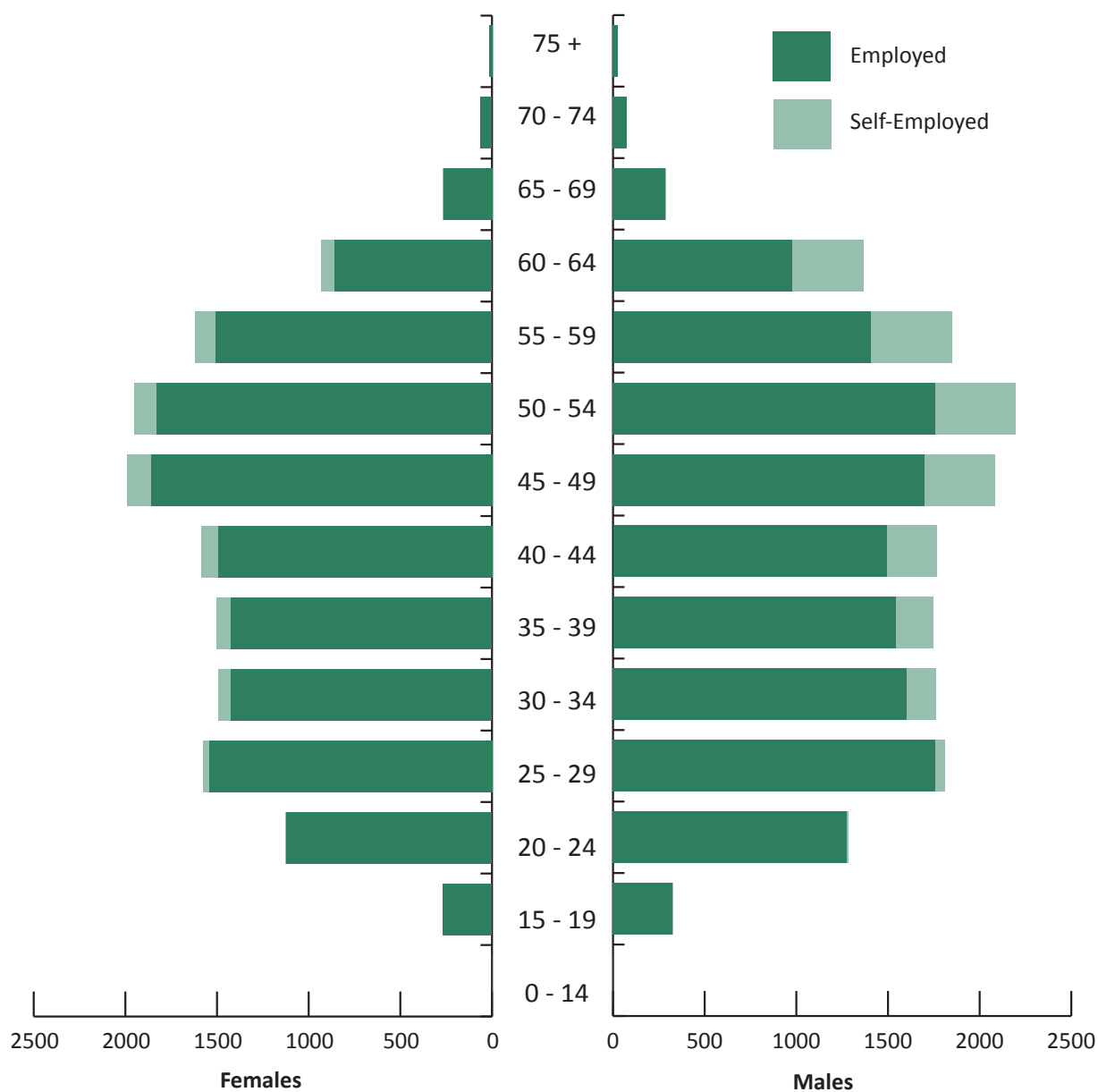
* In instances where there are fewer than five people in any one age category, only the total number of employed or self-employed people is presented.

At 31st March 2017, 30,977 people were either employed or self-employed in Guernsey, of whom 733 people (2.4%) were aged between 65 and 84 years (see [Table 4.2.1](#)). This age bracket accounted for 2.6% of employed people and 0.1% of self-employed people (729 people and 4 people respectively).

Of the 27,150 employed people aged 16 to 64 at the end of March 2017, 13,324 (49.1%) were female and 13,826 (50.9%) were male. This compares to 724 self-employed females and 2,370 males, which equates to 23.4% and 76.6% of the 3,094 total for that age group.

4.2 Employment by age and gender

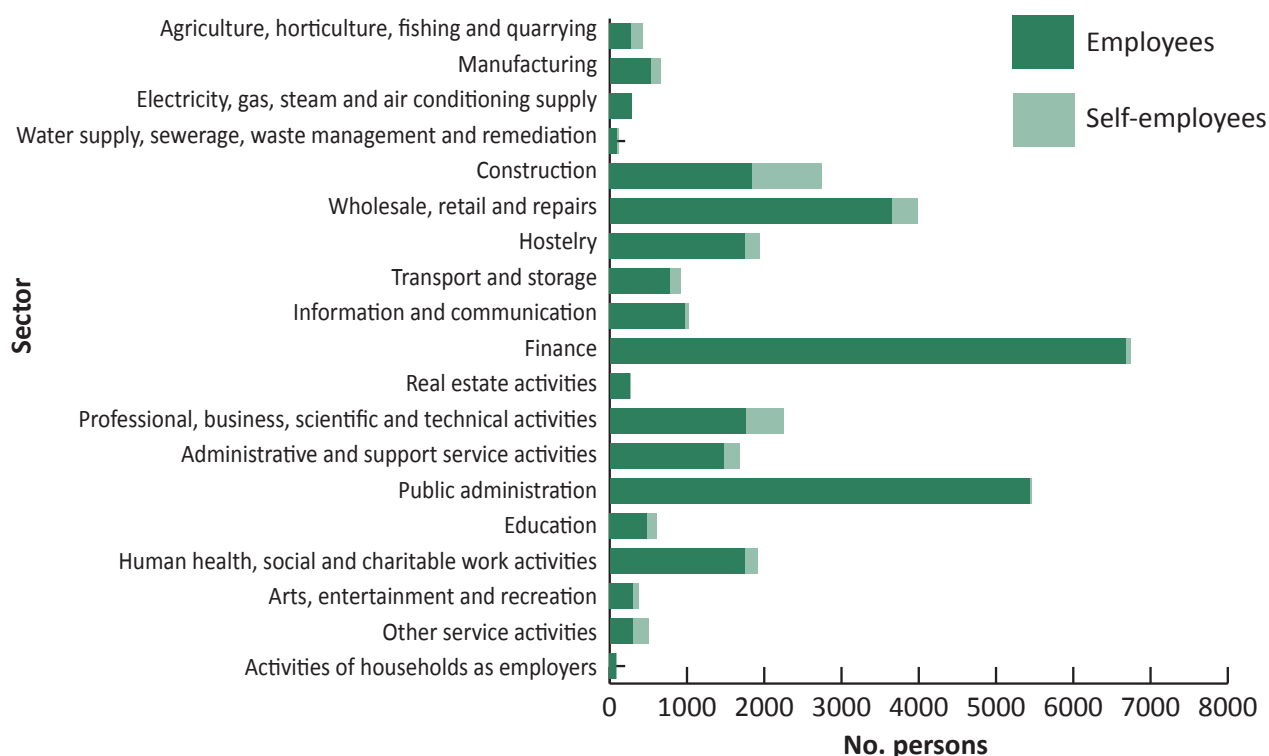
Figure 4.2.1 Employment status by age and gender at 31st March 2017



The difference in the proportions of employed and self-employed males and females can be seen in [Figure 4.2.1](#).

4.3 Employment by economic sector

Figure 4.3.1 Employment by economic sector at March 2017



Employers, employees and self-employees 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 4.3.1** and **Table 4.3.1** show all employees and self-employees for each sector. They are sourced from the Rolling Electronic Census and 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. This differs from data published in the former Labour Market Bulletin which reported Social Security figures based on primary employment only.

As shown in **Figure 4.3.1** and **Table 4.3.1**, the Finance sector was the largest employer in March 2017, accounting for 21.1% of total employment, or 6,747 people, 6,677 of whom were employed and 70 of whom were self-employed.

The Construction sector had the largest number of self-employed people in March 2017 (895 people), representing 32.7% of the sector and 26.9% of self-employed people overall.

4.3 Employment by economic sector

Table 4.3.1 Employment by economic sector at March 2017

	Employees			Self-employees			Total no. in employment	% of total for all sectors
	Female	Male	Total	Female	Male	Total		
Agriculture, horticulture, fishing and quarrying	97	181	278	11	136	147	425	1.3
Manufacturing	147	381	528	32	99	131	659	2.1
Electricity, gas, steam and air conditioning supply	49	236	285	-	5	5	290	0.9
Water supply, sewerage, waste management and remediation activities	10	85	95	-	19	19	114	0.4
Construction	106	1,736	1,842	18	877	895	2,737	8.6
Wholesale, retail and repairs	1,665	1,984	3,649	83	256	339	3,988	12.5
Hostelry	682	1,072	1,754	60	126	186	1,940	6.1
Transport and storage	161	616	777	15	122	137	914	2.9
Information and communication	251	722	973	10	42	52	1,025	3.2
Finance	3,643	3,034	6,677	10	60	70	6,747	21.1
Real estate activities	135	119	254	2	15	17	271	0.8
Professional, business, scientific and technical activities	922	837	1,759	131	361	492	2,251	7.0
Administrative and support service activities	653	818	1,471	30	190	220	1,691	5.3
Public administration	3,365	2,071	5,436	10	23	33	5,469	17.1
Education	368	116	484	91	35	126	610	1.9
Human health, social and charitable work activities	1,426	319	1,745	80	95	175	1,920	6.0
Arts, entertainment and recreation	154	146	300	26	46	72	372	1.2
Other service activities	232	61	293	151	61	212	505	1.6
Activities of households as employers	52	28	80	*	*	2	82	0.3
Total for all sectors	14,118	14,562	28,680	762	2,568	3,330	32,010	100.0

Table 4.3.2 Employment within the Finance sector at March 2017

	Total no. in employment	% of total Finance sector
Banking	1,895	28.1
Fiduciary	1,824	27.0
Funds	1,787	26.5
Insurance	765	11.3
Other	476	7.1
Total	6,747	100.0

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

Of the 6,747 people employed within the Finance sector, 1,787 people (26.5%) worked in sub-sectors relating to Funds, 1,895 people (28.1%) worked in Banking and 1,824 people (27.0%) were employed by Fiduciaries at the end of March 2017.

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

4.4 Employment by sector trends

Figure 4.4.1 Annual percentage change in total employment by sector

	Annual % change							
	2015 Q2	2015 Q3	2015 Q4	2016 Q1	2016 Q2	2016 Q3	2016 Q4	2017 Q1
Agriculture, horticulture, fishing and quarrying	-3.4	-1.4	-2.4	-1.6	-4.2	-3.2	-4.4	-3.2
Manufacturing	-1.7	-3.0	-4.5	-1.5	-3.9	-3.6	-1.6	-2.4
Electricity, gas, steam and air conditioning supply	-3.3	-6.0	-5.1	-3.1	0.7	5.7	5.8	2.8
Water supply, sewerage, waste management and remediation activities	-8.3	-4.2	2.0	11.4	12.2	10.8	17.5	16.3
Construction	-4.4	-4.1	-5.3	-5.1	-5.1	-5.3	-4.0	-2.9
Wholesale, retail and repairs	-1.8	-1.1	-2.5	-0.3	0.8	0.4	-0.7	-2.0
Hostelry	2.7	-1.1	-2.6	0.4	-1.1	0.0	0.6	-0.5
Transport and storage	5.1	2.6	5.3	13.0	2.5	1.4	-4.0	-10.7
Information and communication	-3.5	-3.6	-1.2	-1.0	4.0	4.8	1.9	1.9
Finance	0.4	0.3	0.4	0.6	1.2	0.6	1.1	-0.2
Real estate activities	0.3	-1.4	-2.8	-4.9	-3.8	-2.1	0.7	0.0
Professional, business, scientific and technical activities	2.5	1.7	3.2	5.2	6.2	5.1	3.7	2.3
Administrative and support service activities	2.5	0.6	1.3	-2.5	-2.2	-3.0	-0.1	5.1
Public administration	0.2	-1.6	0.2	0.7	1.4	1.2	0.8	0.6
Education	1.2	0.9	0.9	4.9	5.3	3.6	7.8	5.5
Human health, social and charitable work activities	0.9	0.2	2.5	2.0	1.1	1.4	0.7	7.1
Arts, entertainment and recreation	-0.3	2.7	9.0	4.7	4.0	7.7	3.8	3.6
Other service activities	9.2	0.2	-0.1	-1.4	-0.8	-2.3	0.4	2.9
Activities of households as employers	0.0	1.1	-1.1	3.4	-4.3	-6.5	-13.8	-10.9

The figures presented for Q2 2015 and onward have been restated since the last edition of this bulletin. They are now calculated using Electronic Census data, where Social Security data had been used before. Figures prior to Q2 2015 are still based on data from Social Security, as published in the (now discontinued) Labour Market Bulletin. Social Security data is used to show the historic trend, since Electronic Census has only been available since 2015.

During the second quarter of 2014, an exercise was undertaken to ensure alignment of the economic sector classifications used by the Guernsey Registry, the Social Security Department and Income Tax and to ensure the accuracy of the codes applied across the board. As a result, some employers were reclassified and so their employees appeared in a different sector at the end of the second quarter of 2014 compared with the first quarter of 2014. Annual percentage changes in total employment by sector, with the reclassification effects removed, have been estimated for the second, third and fourth quarters of 2014 and the first quarter of 2015.

5.1 Employer trends

The figures presented for 2015 and onward in **Figure 5.1.1** and **Table 5.1.1** have been restated since the last edition of this bulletin. They are now calculated using Electronic Census data, where Social Security data had been used before. Figures prior to 2015 are still based on data from Social Security, as published in the (now discontinued) Labour Market Bulletin. Social Security data is used to show the historic trend, since Electronic Census has only been available since 2015.

The figures used for the time series shown in **Figure 5.1.1** and **Table 5.1.1** have been sourced from Social Security and are as published in the (now discontinued) Labour Market Bulletin. Social Security data is used to show the trend, since there is not yet sufficient time-series data from the Electronic Census.

As shown in **Figure 5.1.1** and **Table 5.1.1**, there was a decrease of 1.3% in the number of employing organisations for the year ending 31st March 2017. Growth in the numbers of employers was last seen in the first quarter of 2015.

Figure 5.1.1 Annual percentage change in total number of employers

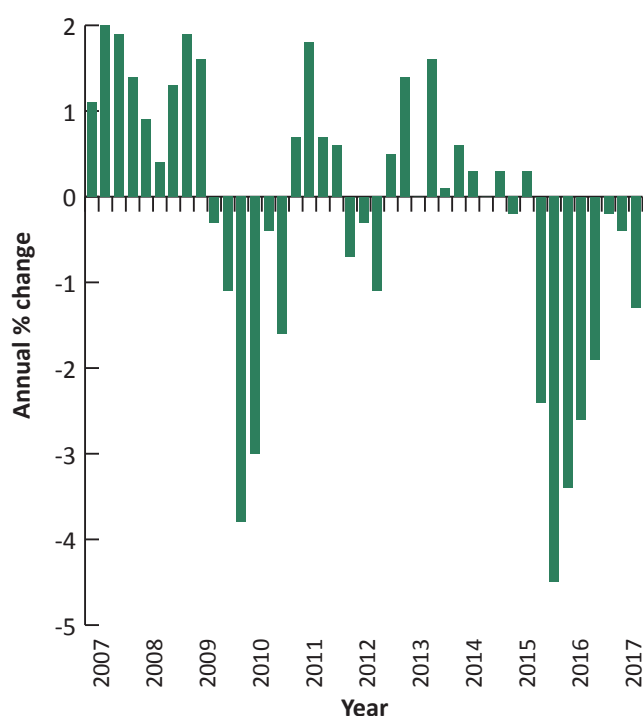


Table 5.1.1 Annual percentage change in total number of employers

	Annual % change
Q2 2013	1.6
Q3 2013	0.1
Q4 2013	0.6
Q1 2014	0.3
Q2 2014	0.0
Q3 2014	0.3
Q4 2014	-0.2
Q1 2015	0.3
Q2 2015	-2.4
Q3 2015	-4.5
Q4 2015	-3.4
Q1 2016	-2.6
Q2 2016	-1.9
Q3 2016	-0.2
Q4 2016	-0.4
Q1 2017	-1.3

5.2 Employers by economic sector and size

Table 5.2.1 Employers by economic sector and size at March 2017

	No. employers by size (number of employees)								Total
	1	2 to 5	6 to 10	11 to 25	26 to 50	51 to 100	101 to 250	Over 250	
Agriculture, horticulture, fishing and quarrying	20	29	7	1	1	1	0	0	59
Manufacturing	19	26	9	12	1	2	0	0	69
Electricity, gas, steam and air conditioning supply	4	2	2	0	0	1	1	0	10
Water supply, sewerage, waste management and remediation activities	5	6	0	1	0	1	0	0	13
Construction	123	141	43	34	5	1	2	0	349
Wholesale, retail and repairs	96	147	65	33	20	7	4	1	373
Hostelry	66	70	31	22	5	11	0	0	205
Transport and storage	27	20	10	7	4	2	1	0	71
Information and communication	20	19	6	8	4	2	2	0	61
Finance	102	98	51	59	34	14	13	2	373
Real estate activities	19	16	5	8	1	0	0	0	49
Professional, business, scientific and technical activities	57	52	23	21	5	4	5	0	167
Administrative and support service activities	57	59	18	14	15	0	2	0	165
Public administration	7	7	1	2	0	0	2	1	20
Education	10	9	1	4	1	3	1	0	29
Human health, social and charitable work activities	49	62	33	15	10	8	1	0	178
Arts, entertainment and recreation	29	29	7	7	1	0	0	0	73
Other service activities	61	37	11	0	1	0	0	0	110
Activities of households as employers	31	13	2	0	0	0	0	0	46
Total	802	842	325	248	108	57	34	4	2,420

Table 5.2.1 and **Figure 5.2.1** show the number of employers broken down by economic sector and by the number of employees as at 31st March 2017. They are sourced from the Rolling Electronic Census. Due to timing differences with data sourced from Social Security, figures presented here are not directly comparable with those previously published in earlier Labour Market Bulletins.

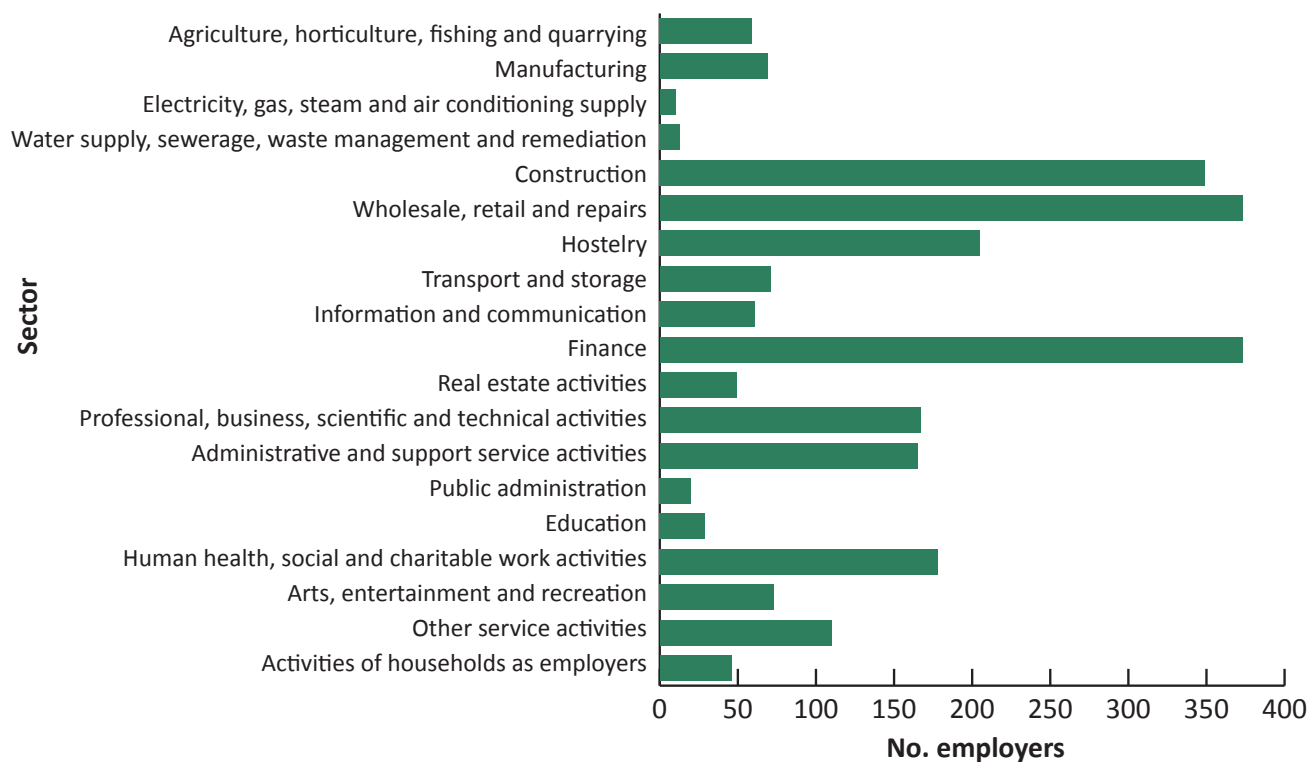
The Construction sector had the highest number of employing organisations (264) with fewer than six employees.

The Finance sector had the highest number of employing organisations with more than 50 employees (29 employers).

There were four organisations employing more than 250 people at the end of March 2017.

5.2 Employers by economic sector and size

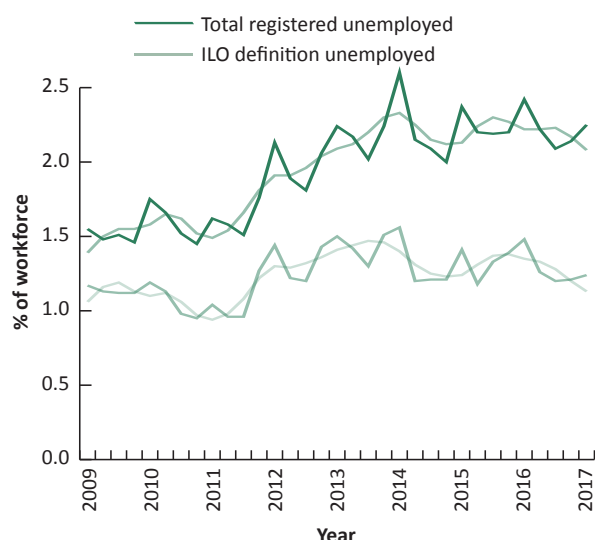
Figure 5.2.1 Employers by economic sector at March 2017



As shown above in **Figure 5.2.1** shows that the Construction, Wholesale, Retail and Repairs and Finance sectors had the largest numbers of employers. Employers in both the Construction and Wholesale, Retail and Repairs sectors tended to employ fewer people than those in the Finance sector.

6.1 Unemployment trends

Figure 6.1.1 Percentage of workforce registered as unemployed



Unemployment in Guernsey shows a degree of seasonal variation and is typically highest in the first quarter of each year.

As shown in **Table 6.1.1**, there were 380 people registered as unemployed using the International Labour Office (ILO) definition of unemployment¹ in March 2017, 54 fewer people than in March 2016.

The registered unemployment rate using the ILO definition was 1.2% at the end of March 2017, which was 0.3 percentage points lower than the same period the previous year (see **Figure 6.1.1**)².

Table 6.1.1 Percentage of workforce registered as unemployed

	ILO definition unemployed	% of workforce	Total registered unemployed	% of workforce
Q3 2013	375	1.3	581	2.0
Q4 2013	433	1.5	641	2.2
Q1 2014	441	1.6	735	2.6
Q2 2014	343	1.2	613	2.2
Q3 2014	348	1.2	600	2.2
Q4 2014	343	1.2	570	2.0
Q1 2015	399	1.4	670	2.4
Q2 2015	340	1.2	632	2.2
Q3 2015	386	1.3	635	2.2
Q4 2015	402	1.4	636	2.2
Q1 2016	434	1.5	710	2.4
Q2 2016	381	1.3	670	2.2
Q3 2016	367	1.2	637	2.1
Q4 2016	370	1.2	651	2.1
Q1 2017	380	1.2	686	2.3

The “total registered unemployed” measure (which was the previous headline measure and includes those on government training schemes for the unemployed, or anybody in part-time or casual employment who is available to work additional hours and still eligible to claim job seekers’ benefit to supplement their income) is included for the continuity of the time series.

¹ See <http://www.ons.gov.uk/ons/rel/lms/labour-market-guidance/guide-to-labour-market-statistics//guide-to-unemployment.html>

² The unemployment rate is the number of unemployed people expressed as a percentage of the total workforce.

6.1 Unemployment trends

The number of men unemployed (by ILO definitions) in March 2017 was greater than the number of women registered unemployed across all age bands (see **Figure 6.1.2**). Of the people registered unemployed, using the ILO definitions, 30.1% were women, compared to 36.0% at the same time the previous year.

The age group with the highest number of registered unemployed people was the 20-24 category. There were 50 unemployed men in this group in March 2017, accounting for the highest portion (19.0%) of unemployed men, and 19 women in this category, accounting for 16.8% of unemployed women.

The Youth Unemployment rate is a measure of the number of young people who are unemployed, expressed as a percentage of the youth labour force, which is monitored by jurisdictions worldwide. The Youth Unemployment rate in Guernsey (defined as young people aged 16-24 years) in March 2017 was 1.5% overall. The rate was slightly lower for females than for males (at 0.9% and 2.1% respectively).

Of the registered unemployed people who called into Social Security in the snapshot week at the end of March. In 2017, 23.4% had been registered unemployed for between three and six months at that time (see **Figure 6.1.3**). 13.7% of claimants had been registered unemployed for more than a year compared with 13.6% the previous year and 11.8% in 2015.

Figure 6.1.2 Unemployment by age and gender in March 2017

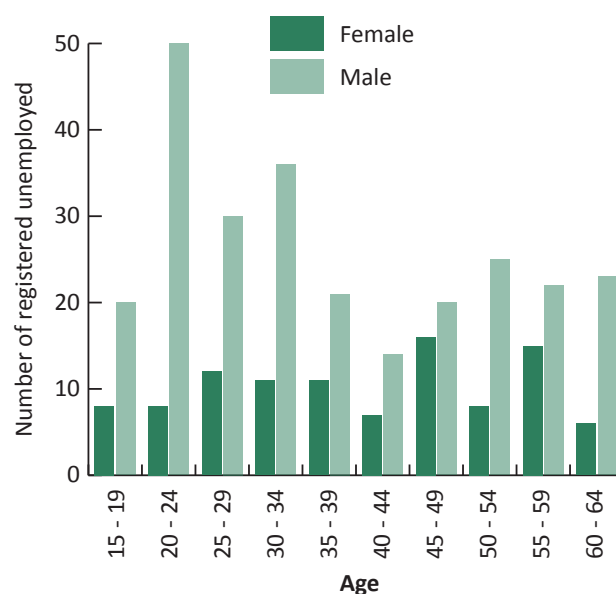
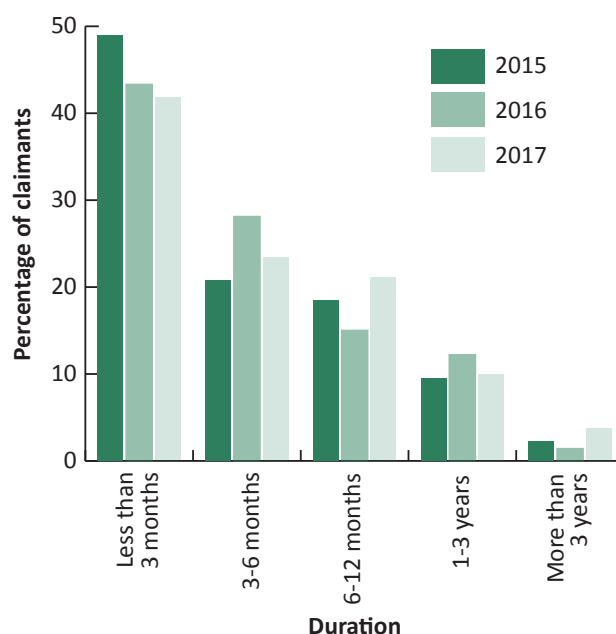


Figure 6.1.3 Duration of unemployment of claimants calling in a snapshot week in March (total registered unemployed)



6.2 Job vacancies

Figure 6.2.1 Number of vacancies placed with the Job Centre and in the Guernsey Press each month

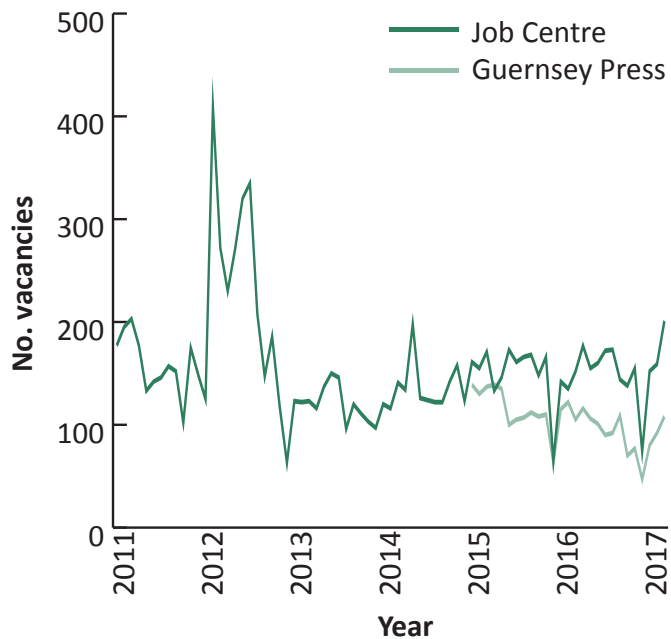


Figure 6.2.1 shows the number of vacancies placed with the Guernsey Job Centre and, from 2015 onwards, in the Guernsey Press (paper only, excluding online advertising) each month. Although this is not a complete representation of the total number of vacancies in the island, it does provide an indication of the strength of the employment market.

It can be seen that there was a dip in the number of adverts in December 2016 (74 at the Guernsey Job Centre and 47 in the Guernsey Press) before increasing to 201 and 108 adverts respectively in March 2017. A similar pattern occurred in the previous year.

7.1 Earnings (nominal)

Earnings data is recorded by Social Security 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 all 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, based on data collected from the Rolling Electronic Census IT system. The figure for each quarter represents the average over the four preceding quarters.

As shown in **Table 7.1.1**, nominal median earnings increased by 1.8% between the year ending March 2016 and the year ending March 2017, from £31,215 to £31,773.

The lower and upper quartile earnings for the quarter ending 31st March 2017 and the previous four quarters are presented in **Tables 7.1.2** and **7.1.3**. Using four quarter averages, the lower quartile earnings increased by 2.4% between the years ending 31st March 2016 and 31st March 2017, whilst the upper quartile earnings increased by 1.6%.

Real earnings, which show trends after the effects of inflation have been removed, are shown on **page 22**.

Information on income and expenditure by household groups is available from www.gov.gg/household.

Table 7.1.1 Nominal median earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q3 2015	30,740	-
Q4 2015	30,953	1.8
Q1 2016	31,215	2.4
Q2 2016	31,406	2.6
Q3 2016	31,509	2.5
Q4 2016	31,656	2.3
Q1 2017	31,773	1.8

Table 7.1.2 Nominal lower quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q3 2015	21,089	-
Q4 2015	21,203	1.7
Q1 2016	21,399	2.2
Q2 2016	21,583	2.8
Q3 2016	21,719	3.0
Q4 2016	21,848	3.0
Q1 2017	21,905	2.4

Table 7.1.3 Nominal upper quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q3 2015	45,259	-
Q4 2015	45,506	1.2
Q1 2016	45,959	2.1
Q2 2016	46,284	2.7
Q3 2016	46,403	2.5
Q4 2016	46,616	2.4
Q1 2017	46,688	1.6

7.2 Earnings (real)

Table 7.2.1 Real median earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q3 2015	31,573	-
Q4 2015	31,909	0.7
Q1 2016	31,965	1.9
Q2 2016	31,913	2.2
Q3 2016	32,081	1.6
Q4 2016	32,259	1.1
Q1 2017	31,773	-0.6

Table 7.2.2 Real lower quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q3 2015	21,660	-
Q4 2015	21,857	0.6
Q1 2016	21,914	1.7
Q2 2016	21,931	2.3
Q3 2016	22,113	2.1
Q4 2016	22,264	1.9
Q1 2017	21,905	0.0

Table 7.2.3 Real upper quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q3 2015	46,485	-
Q4 2015	46,911	0.1
Q1 2016	47,064	1.6
Q2 2016	47,031	2.2
Q3 2016	47,245	1.6
Q4 2016	47,504	1.3
Q1 2017	46,688	-0.8

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 March 2017 prices.

Median annual earnings, in real terms, were 0.6% lower over the year ending March 2017 than over the year ending March 2016 (see [Table 7.2.1](#)).

Lower quartile earnings decreased by less than 0.1% in real terms between the years ending March 2016 and March 2017, compared with a decrease of 0.8% in the upper quartile earnings over the same period (see [Tables 7.2.2](#) and [7.2.3](#) respectively).

7.3 Earnings by gender

Table 7.3.1 shows the four quarter average median earnings for females and males.

As explained on [page 21](#), earnings data is a measure of earnings from all employment and is 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.

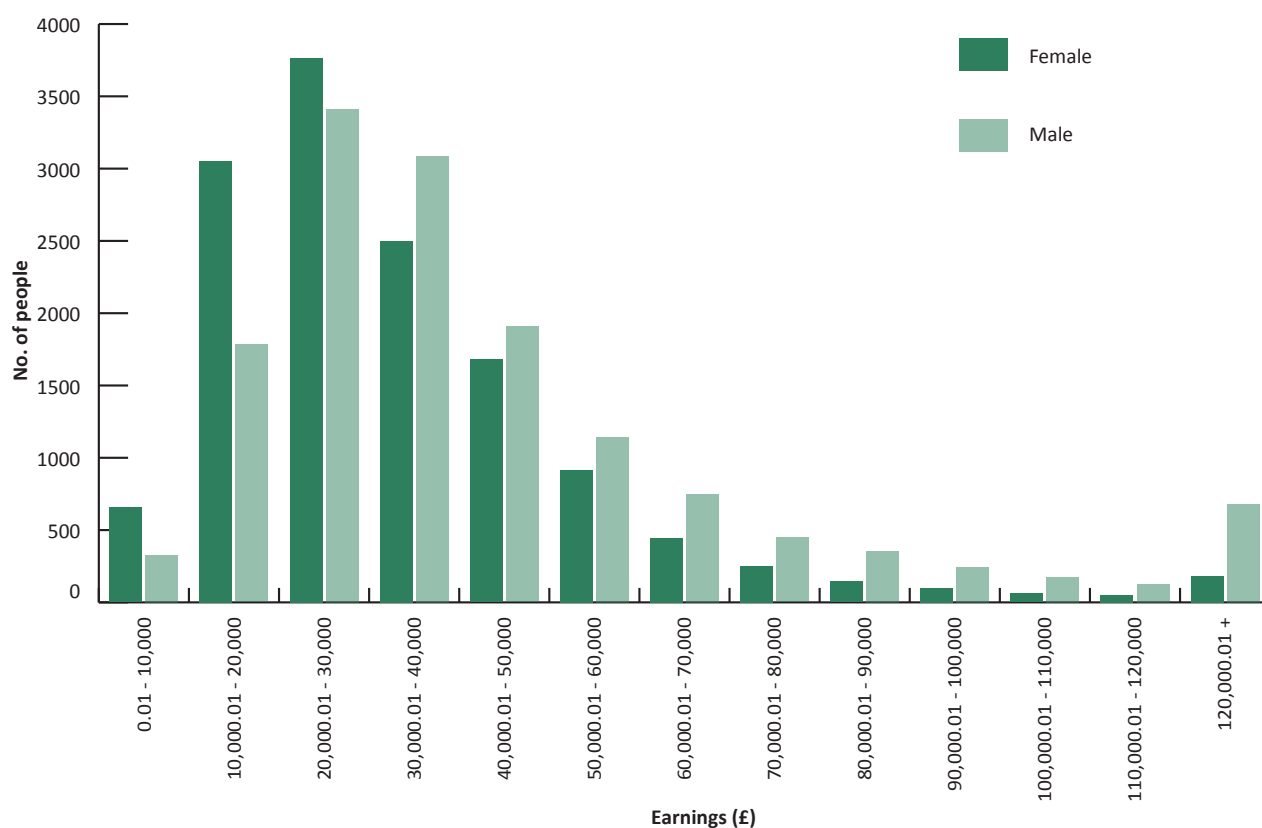
At the end of March 2017, the four quarter median average earnings for females was £28,459 (2.5% higher than a year earlier) and for males was £35,133 (2.8% higher than a year earlier).

Table 7.3.1 Nominal median earnings by gender

Date	Four quarter average earnings (£)		Annual % change	
	Female	Male	Female	Male
Q3 2015	27,342	34,006	-	-
Q4 2015	27,518	34,215	1.8	1.7
Q1 2016	27,773	34,183	2.4	1.3
Q2 2016	28,024	34,349	2.9	1.4
Q3 2016	28,198	34,590	3.1	1.7
Q4 2016	28,339	34,776	3.0	1.6
Q1 2017	28,459	35,133	2.5	2.8

Figure 7.3.1 shows the number of employees in each earning band, averaged from March 2016 to March 2017. The distribution of both male and female earnings shows a peak in the £20,000.01 - £30,000 category, with a greater number of females than males in this earning band. There are a greater number of males than females in all other earning bands except £0.01-£20,000.

Fig. 7.3.1 Nominal median earnings by gender distribution



7.4 Earnings by economic sector

Table 7.4.1 Four quarter average earnings as at 31st March 2017

	Median earnings (£)	Lower quartile earnings (£)	Upper quartile earnings (£)
Agriculture, horticulture, fishing and quarrying	26,860	19,068	36,557
Manufacturing	27,805	19,064	36,055
Electricity, gas, steam and air conditioning supply	37,537	29,657	48,791
Water supply, sewerage, waste management and remediation activities	31,208	23,028	38,406
Construction	31,662	24,388	39,092
Wholesale, retail and repairs	22,415	16,196	31,334
Hostelry	18,614	15,459	23,692
Transport and storage	26,762	20,551	36,132
Information and communication	36,465	26,639	54,672
Finance	44,142	30,028	66,725
Real estate activities	32,455	22,033	50,504
Professional, business, scientific and technical activities	40,003	27,590	59,679
Administrative and support service activities	25,826	18,242	36,782
Public administration	34,454	23,899	47,265
Education	26,082	17,979	45,598
Human health, social and charitable work activities	23,191	16,511	32,310
Arts, entertainment and recreation	21,613	14,479	30,734
Other service activities	19,038	13,774	25,327
Activities of households as employers	18,792	11,663	26,349

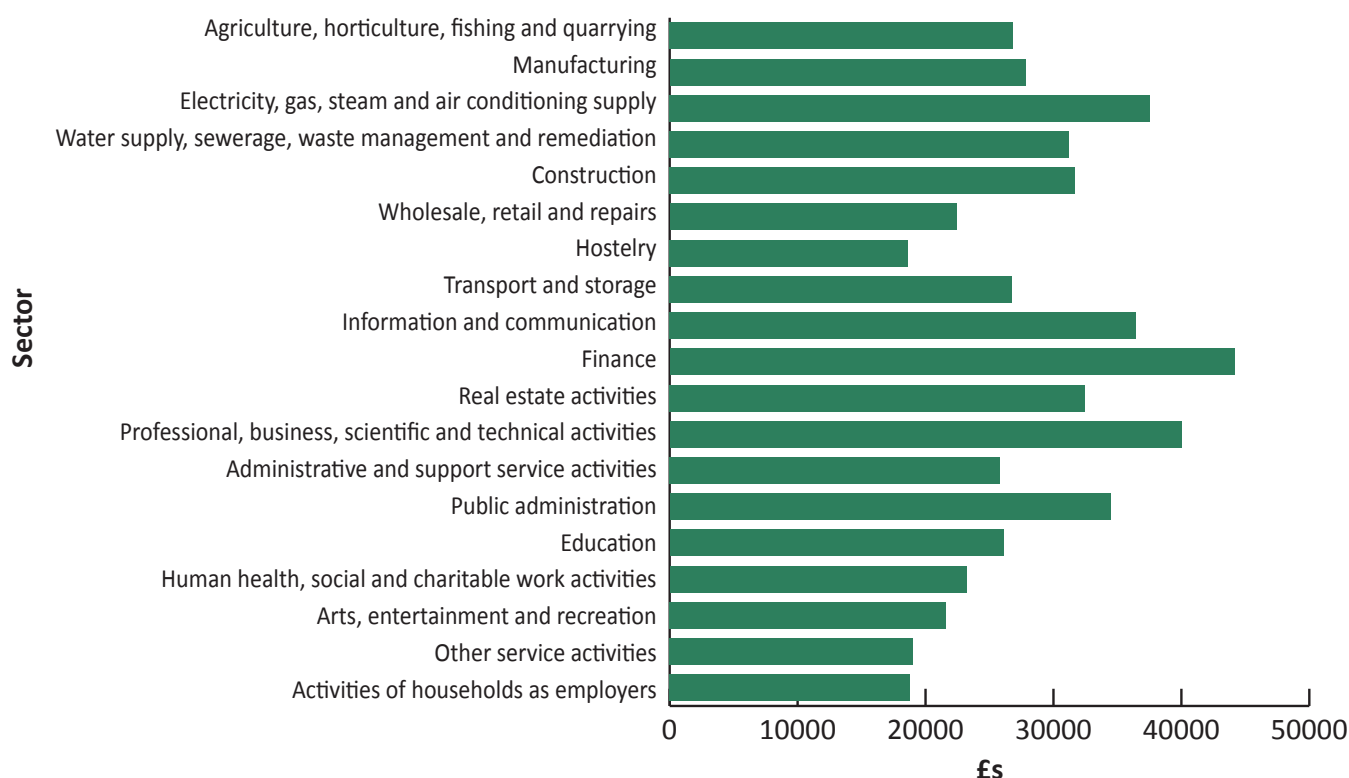
Median, lower quartile and upper quartile earnings by sector are shown in **Table 7.4.1**.

People employed within the Finance sector had the highest four quarter average median earnings (£44,142) at the end of March 2017. This was 38.9% higher than the overall median. The upper quartile earnings in the Finance sector were 42.9% higher than the overall upper quartile earnings during the same period.

The Hostelry sector had the lowest four quarter average median earnings (£18,614) at the end of March 2017, which was 41.4% lower than the overall median.

7.4 Earnings by economic sector

Figure 7.4.1 Four quarter average earnings as at 31st March 2017



Median earnings by sector (as per [Table 7.4.1](#)) are shown graphically in [Figure 7.4.1](#). It can be seen that the (highest) Finance sector median is more than double the (lowest) Hostelry sector median.

It should continue to be noted that, as explained on [page 21](#), earnings data is a measure of earnings from all employment and is 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.

8.1 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.

8.2 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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