

# Guernsey Quarterly Population, Employment and Earnings Bulletin

Population at 31st December 2016  
Employment and Earnings at 30th June 2017

Issue date 26th October 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](http://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 0.06% (39 people) over the year ending 31st December 2016, compared to 0.11% over the year ending 30th September 2016.
- The increase resulted from a natural increase of 62 people and net migration of -23 people.
- 64.3% of the total population were in full time education or were employed or self employed, at least part time.
- There was a decrease of 0.3% (128 people) in the 16 to 64 age group during the year ending 31st December 2016, the same as at the same time the previous year. There were increases of 1.5% and 0.7% in the 65 to 84 and 85+ groups respectively during the year ending 31st December 2016. The 0 to 15 age group saw a very small increase (0.04%).
- In June 2017, 31,386 people were employed or self-employed in Guernsey. 3,100 people were self-employed and 28,286 people worked for an employer (9.9% and 90.1% respectively) in June 2017.
- There were 2,467 employing organisations in Guernsey in June 2017, 0.5% more than in June 2016.
- The Finance sector provided 6,843 employment roles in June 2017 (21.0% of the total).
- Median earnings as at 30th June 2017 were £31,906 which, compared with a year earlier, was 1.6% higher in nominal terms and 0.7% 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 39 (0.06%) over the year ending 31st December 2016. This is the smallest annual increase since June 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 31st December 2016 was 62 and the net migration was -23.

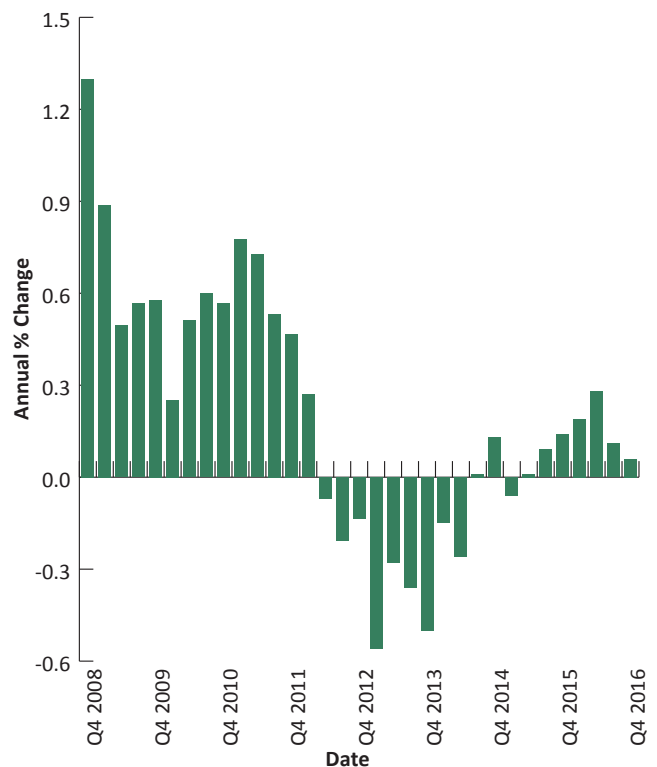
Annual population changes by age groups are given on **page 5**.

During the year ending 31st December 2016 there was a slight increase in the age group 0 to 15 (0.04%), and a 0.3% decrease in the age group 16 to 64. The age group 65 to 84 showed the largest annual increase (1.5%) whilst the number of people aged 85 increased by 0.7%.

**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
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	79	0.13
Q1 2015	-38	-0.06
Q2 2015	9	0.01
Q3 2015	59	0.09
Q4 2015	85	0.14
Q1 2016	116	0.19
Q2 2016	178	0.28
Q3 2016	68	0.11
Q4 2016	39	0.06

**Figure 2.1.1 Annual percentage change in total population**



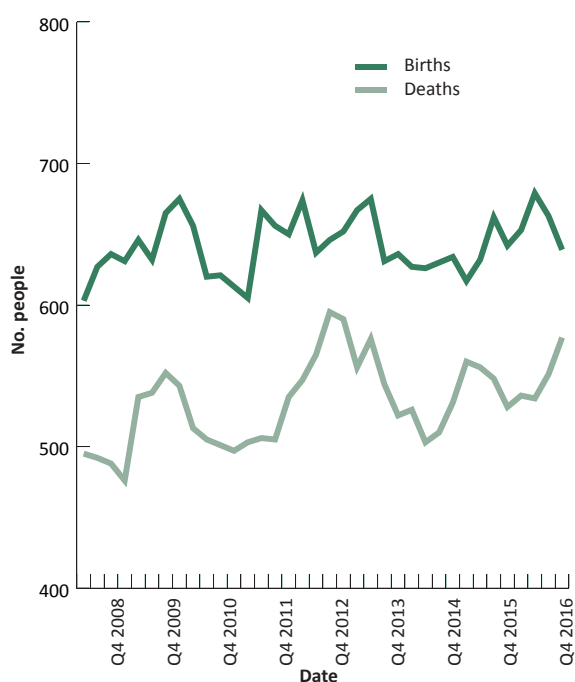
## 2.1 Population - Annual changes

**Table 2.1.2 Annual changes in total population by type of change**

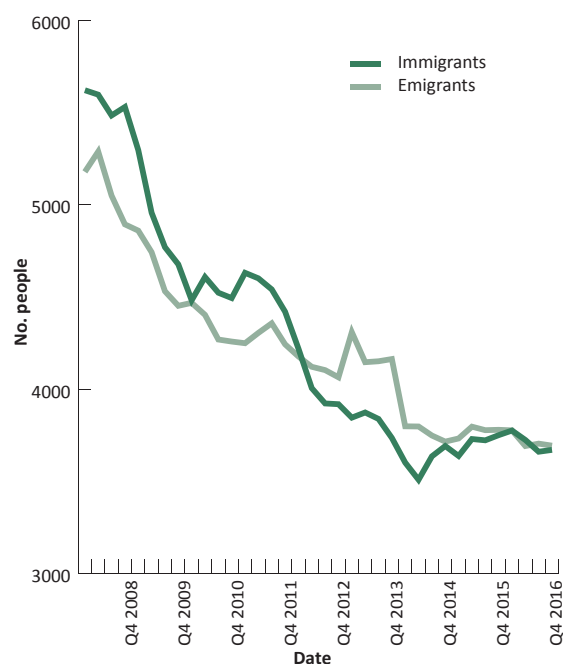
	Births	Deaths	Natural increase	Immigration	Emigration	Net migration	Natural increase and net migration	Net admin changes	Total population at end of quarter
<b>Q3 2013</b>	631	544	87	3,838	4,151	-313	-226	0	62,842
<b>Q4 2013</b>	636	522	114	3,735	4,163	-428	-314	0	62,345
<b>Q1 2014</b>	627	526	101	3,601	3,798	-197	-96	-146	62,490
<b>Q2 2014</b>	626	503	123	3,508	3,797	-289	-166	-206	62,721
<b>Q3 2014</b>	630	510	120	3,635	3,748	-113	7	-217	62,632
<b>Q4 2014</b>	634	531	103	3,691	3,715	-24	79	-249	62,175
<b>Q1 2015</b>	617	560	57	3,637	3,732	-95	-38	-103	62,349
<b>Q2 2015</b>	632	556	76	3,729	3,796	-67	9	-43	62,687
<b>Q3 2015</b>	662	548	114	3,722	3,777	-55	59	-32	62,659
<b>Q4 2015</b>	642	528	114	3,750	3,779	-29	85	0	62,260
<b>Q1 2016</b>	653	536	117	3,775	3,776	-1	116	0	62,465
<b>Q2 2016</b>	679	534	145	3,724	3,691	33	178	0	62,865
<b>Q3 2016</b>	663	551	112	3,660	3,704	-44	68	0	62,727
<b>Q4 2016</b>	639	577	62	3,670	3,693	-23	39	0	62,299

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

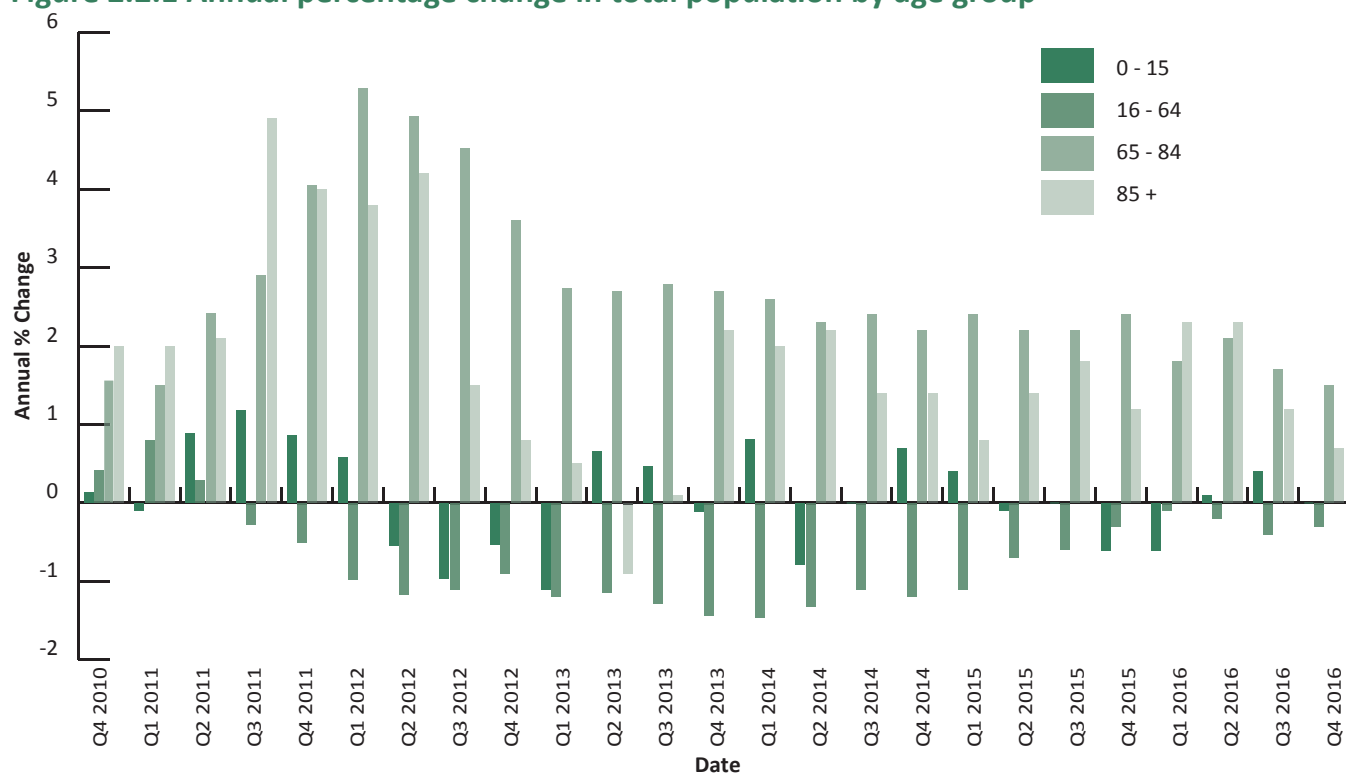


Table 2.2.1 Annual population changes

	0 - 15	Annual % change	16 - 64	Annual % change	65 - 84	Annual % change	85 +	Annual % change
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	10,225	0.7	40,299	-1.2	10,016	2.2	1,635	1.4
Q1 2015	10,220	0.4	40,421	-1.1	10,084	2.4	1,624	0.8
Q2 2015	10,165	-0.1	40,725	-0.7	10,161	2.2	1,636	1.4
Q3 2015	10,198	0.0	40,575	-0.6	10,233	2.2	1,653	1.8
Q4 2015	10,166	-0.6	40,181	-0.3	10,258	2.4	1,655	1.2
Q1 2016	10,159	-0.6	40,382	-0.1	10,262	1.8	1,662	2.3
Q2 2016	10,172	0.1	40,648	-0.2	10,372	2.1	1,673	2.3
Q3 2016	10,241	0.4	40,403	-0.4	10,410	1.7	1,673	1.2
Q4 2016	10,170	0.0	40,053	-0.3	10,409	1.5	1,667	0.7

## 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
Q3 2015	61.4
Q4 2015	61.7
Q1 2016	62.0
Q2 2016	61.2
Q3 2016	63.9
Q4 2016	64.3

**Table 2.3.2 Percentage of population in employment or full-time education by age at 31st December 2016**

	Female	Male	Total
14 and under	69.2	69.2	69.2
15 to 19	92.1	89.7	90.9
20 to 24	82.3	84.2	83.2
25 to 29	79.0	83.6	81.4
30 to 34	79.9	87.5	83.8
35 to 39	78.5	89.9	84.3
40 to 44	78.3	91.0	84.4
45 to 49	79.5	88.7	83.9
50 to 54	75.9	87.7	81.7
55 to 59	68.8	83.5	75.9
60 to 64	46.8	67.5	57.4
65 to 69	12.5	14.6	13.5
70 to 74	3.7	5.2	4.5
75 to 79	1.2	2.3	1.7
80 to 84	0.2	0.6	0.4
85 and over	0.1	0.0	0.1
<b>Total</b>	<b>60.0</b>	<b>68.7</b>	<b>64.3</b>

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 31st December 2016, 64.3% 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.

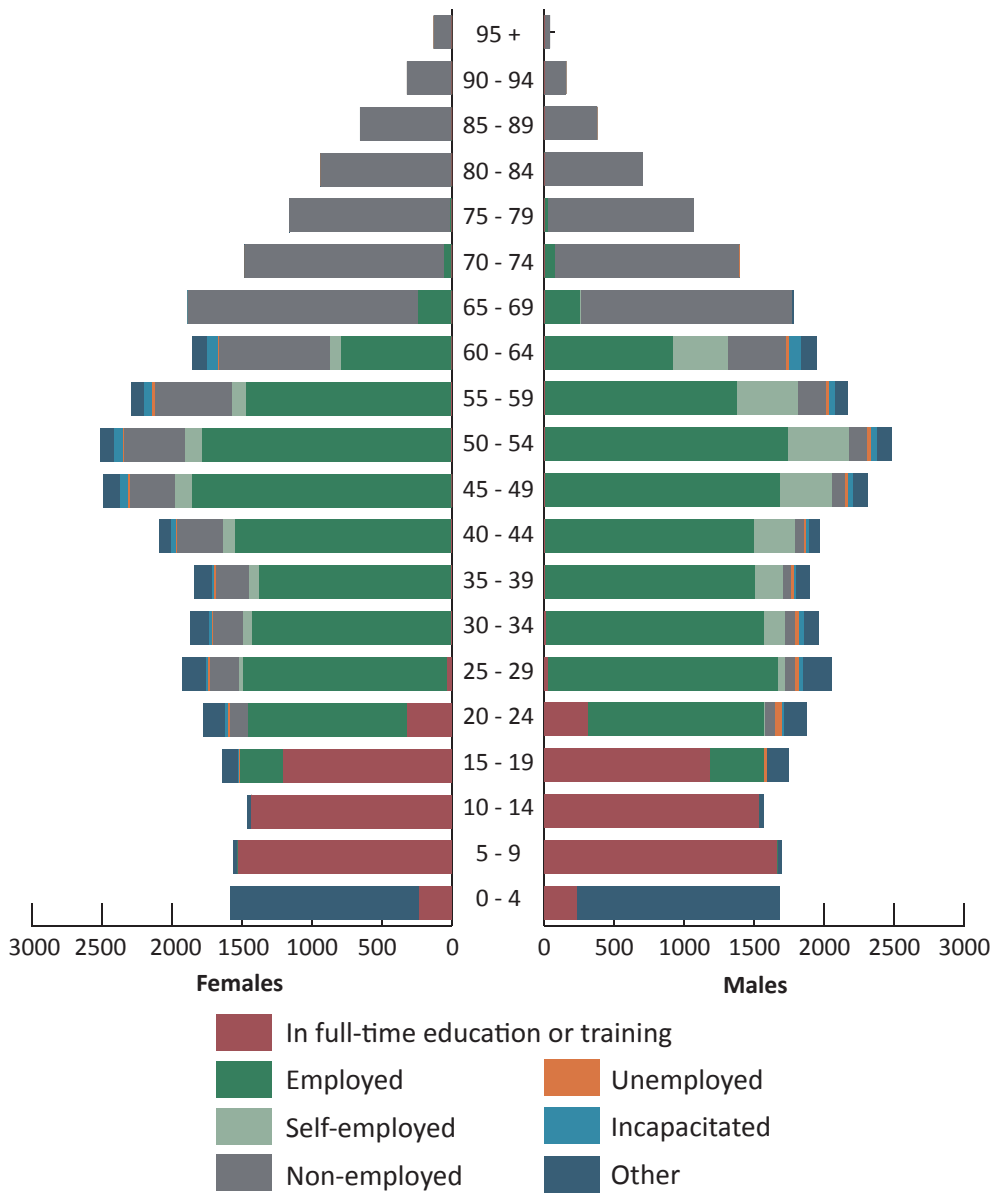
People are categorised as being in full-time education if they are at school, university or on other full-time education or training courses. Some of those in full-time education were also employed or self-employed on the snapshot date (but they are still categorised as being in full-time education).

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 June 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 31st December 2016)**



**Figure 2.3.1** shows how economic status varies by age group and gender. Overall, 80.4% of the working population (aged 16 to 64 years old) were either in full-time education, employed or self-employed at the end of December 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.

Whilst the number of employed females peaks in the 45 to 49 years age group (1,850 people), the 30 to 34 age group has the largest proportion of females in employment (75.8%). For males, the proportion of the population in employment peaks in the 25 to 29 years age group (79.8%) whilst the number of people employed is highest in the 50 to 54 years category (1,735 people).

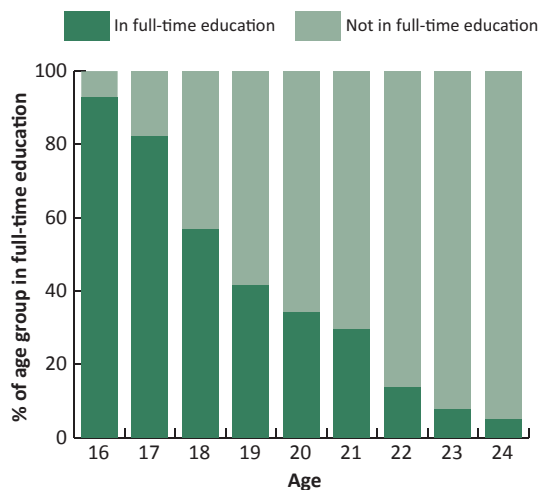
Self-employment is more apparent in males than in females, as is unemployment.

## 3.1 Participation in full-time education by age and gender

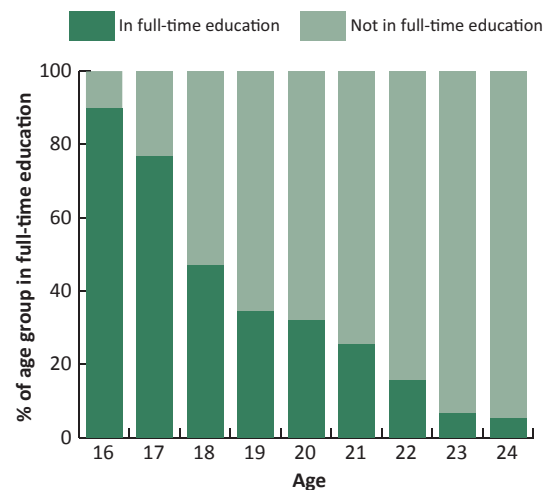
**Table 3.1.1 Percentage of population in full-time education at December 2016 (ages 16-24)**

Age at December 2016	Female	Male	Total
16	92.9	89.9	91.3
17	82.3	76.9	79.5
18	56.8	47.1	51.5
19	41.7	34.6	38.2
20	34.1	32.1	33.1
21	29.6	25.5	27.5
22	13.7	15.6	14.7
23	7.9	6.7	7.3
24	5.1	5.3	5.2

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



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



As at December 2016 91.3% of all 16 year olds and 5.2% 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 22, where 15.6% of males and 13.7% of females were in full time education, and age 24 with 5.3% of males and 5.1% of females in full time education.

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

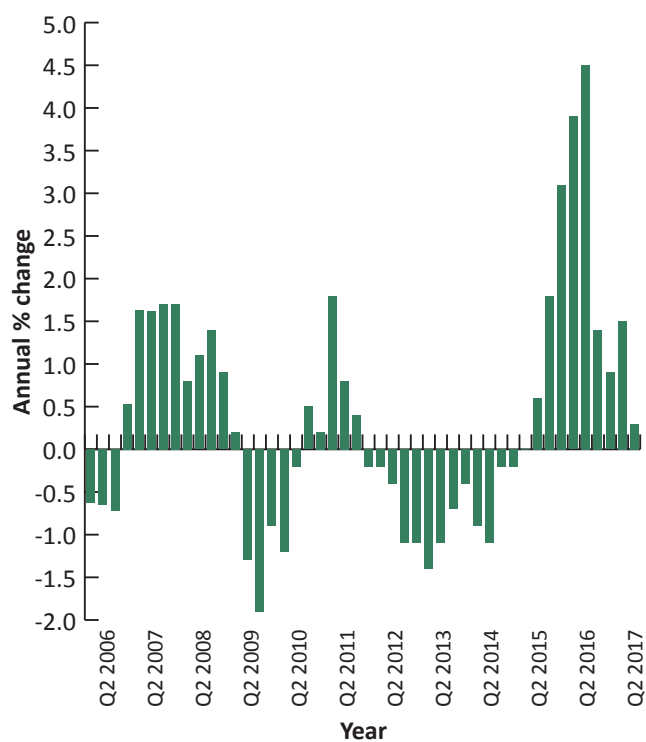


## 4.1 Employment trends

There was an overall increase of 0.3% (**Figure 4.1.1** and **Table 4.1.1**) in the number of people either employed or self-employed for the year ending 30th June 2017. The number of employed people increased by 0.5% and the number of self-employed decreased by 0.1%.

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
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
Q2 2017	0.5	-0.1	0.3

## 4.2 Employment by age and gender

**Table 4.2.1 Employment status by age group at 30th June 2017**

	Employed			Self-employed			Total in employment
	Female	Male	Total	Female	Male	Total	
<b>14 and under</b>	-	-	-	-	-	-	-
<b>15 to 19</b>	258	321	579	*	*	*	582
<b>20 to 24</b>	1,193	1,295	2,488	5	13	18	2,506
<b>25 to 29</b>	1,602	1,783	3,385	30	53	83	3,468
<b>30 to 34</b>	1,445	1,638	3,083	70	157	227	3,310
<b>35 to 39</b>	1,404	1,590	2,994	82	202	284	3,278
<b>40 to 44</b>	1,512	1,486	2,998	85	272	357	3,355
<b>45 to 49</b>	1,851	1,715	3,566	136	390	526	4,092
<b>50 to 54</b>	1,862	1,743	3,605	115	433	548	4,153
<b>55 to 59</b>	1,524	1,438	2,962	117	443	560	3,522
<b>60 to 64</b>	868	992	1,860	81	411	492	2,352
<b>65 to 69</b>	272	284	556	-	*	*	558
<b>70 to 74</b>	72	87	159	-	-	-	159
<b>75 and over</b>	17	34	51	-	-	-	51
<b>16 to 64</b>	13,519	14,001	27,520	723	2,375	3,098	30,618
<b>65 to 84</b>	360	405	765	-	*	*	767
<b>85 and over</b>	*	-	*	-	-	-	*
<b>Total</b>	13,880	14,406	28,286	723	2,377	3,100	31,386

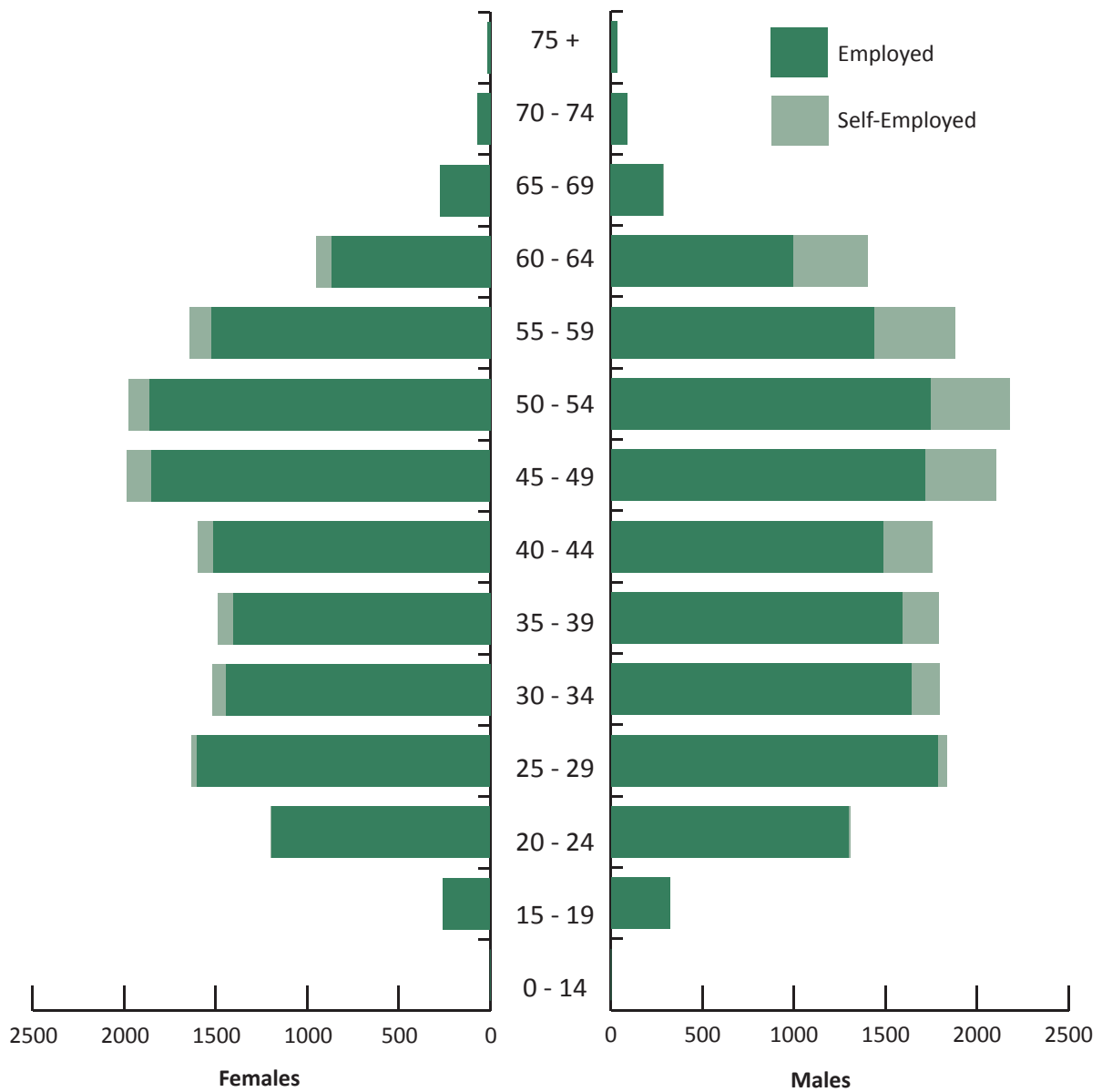
\* In instances where there are fewer than five people in any one age category, only the total number of employed or self-employed people is presented.

At 30th June 2017, 31,386 people were either employed or self-employed in Guernsey, of whom 767 people (2.4%) were aged between 65 and 84 years (see [Table 4.2.1](#)). This age bracket accounted for 2.7% of employed people and 0.1% of self-employed people.

Of the 27,520 employed people aged 16 to 64 at the end of June 2017, 13,519 (49.1%) were female and 14,001 (50.9%) were male. This compares to 723 self-employed females and 2,375 males, which equates to 23.3% and 76.7% of the 3,098 total for that age group.

## 4.2 Employment by age and gender

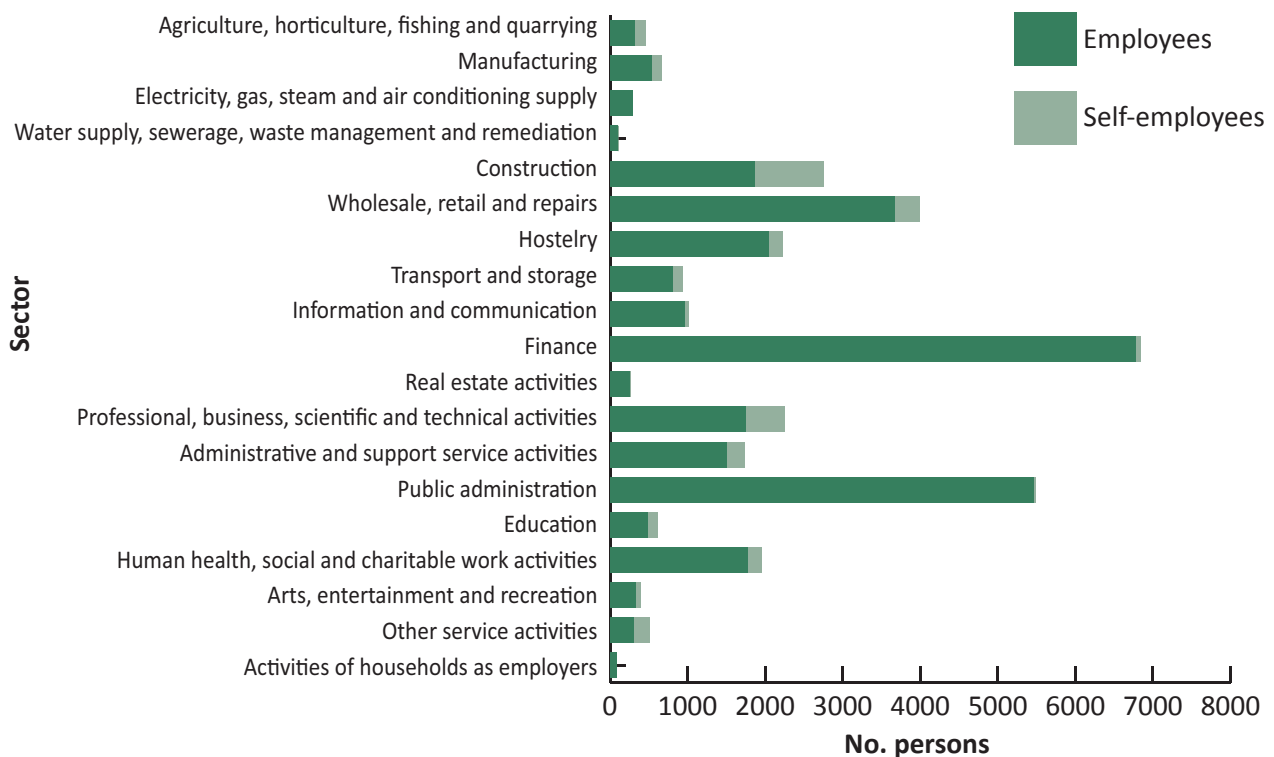
Figure 4.2.1 Employment status by age and gender at 30th June 2017



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 June 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](http://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 June 2017, accounting for 21.0% of total employment, or 6,843 people, 6,772 of whom were employed and 71 of whom were self-employed.

The Construction sector had the largest number of self-employed people in June 2017 (890 people), representing 32.3% of the sector and 26.7% of self-employed people overall.

## 4.3 Employment by economic sector

**Table 4.3.1 Employment by economic sector at June 2017**

	Employees			Self-employees			Total no. in employment	% of total for all sectors
	Female	Male	Total	Female	Male	Total		
Agriculture, horticulture, fishing and quarrying	112	200	312	13	136	149	461	1.4
Manufacturing	144	389	533	33	99	132	665	2.0
Electricity, gas, steam and air conditioning supply	52	233	285	-	6	6	291	0.9
Water supply, sewerage, waste management and remediation activities	11	87	98	-	18	18	116	0.4
Construction	109	1,756	1,865	16	874	890	2,755	8.4
Wholesale, retail and repairs	1,674	1,995	3,669	78	256	334	4,003	12.3
Hostelry	835	1,205	2,040	59	126	185	2,225	6.8
Transport and storage	173	634	807	13	120	133	940	2.9
Information and communication	248	712	960	12	42	54	1,014	3.1
Finance	3,673	3,099	6,772	9	62	71	6,843	21.0
Real estate activities	137	116	253	*	14	16	269	0.8
Professional, business, scientific and technical activities	923	829	1,752	133	367	500	2,252	6.9
Administrative and support service activities	654	854	1,508	30	192	222	1,730	5.3
Public administration	3,370	2,088	5,458	10	20	30	5,488	16.8
Education	373	117	490	91	34	125	615	1.9
Human health, social and charitable work activities	1,467	311	1,778	83	97	180	1,958	6.0
Arts, entertainment and recreation	161	166	327	26	47	73	400	1.2
Other service activities	238	67	305	148	63	211	516	1.6
Activities of households as employers	52	28	80	*	-	*	82	0.3
<b>Total for all sectors</b>	<b>14,406</b>	<b>14,886</b>	<b>29,292</b>	<b>758</b>	<b>2,573</b>	<b>3,331</b>	<b>32,623</b>	<b>100.0</b>

**Table 4.3.2 Employment within the Finance sector at June 2017**

	Total no. in employment	% of total Finance sector
Banking	1,880	27.5
Fiduciary	1,908	27.9
Funds	1,815	26.5
Insurance	767	11.2
Other	473	6.9
<b>Total</b>	<b>6,843</b>	<b>100.0</b>

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

Of the 6,843 people employed within the Finance sector, 1,815 people (26.5%) worked in sub-sectors relating to Funds, 1,880 people (27.5%) worked in Banking and 1,908 people (27.9%) were employed by Fiduciaries at the end of June 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 Q3	2015 Q4	2016 Q1	2016 Q2	2016 Q3	2016 Q4	2017 Q1	2017 Q2
Agriculture, horticulture, fishing and quarrying	-1.4	-2.4	-1.6	-4.2	-3.2	-4.4	-3.2	0.7
Manufacturing	-3.0	-4.5	-1.5	-3.9	-3.6	-1.6	-2.4	0.3
Electricity, gas, steam and air conditioning supply	-6.0	-5.1	-3.1	0.7	5.7	5.8	2.8	0.7
Water supply, sewerage, waste management and remediation activities	-4.2	2.0	11.4	12.2	10.8	17.5	16.3	14.9
Construction	-4.1	-5.3	-5.1	-5.1	-5.3	-4.0	-2.9	-1.2
Wholesale, retail and repairs	-1.1	-2.5	-0.3	0.8	0.4	-0.7	-2.0	-1.3
Hostelry	-1.1	-2.6	0.4	-1.1	0.0	0.6	-0.5	-0.7
Transport and storage	2.6	5.3	13.0	2.5	1.4	-4.0	-10.7	-4.8
Information and communication	-3.6	-1.2	-1.0	4.0	4.8	1.9	1.9	-0.1
Finance	0.3	0.4	0.6	1.2	0.6	1.1	-0.2	0.1
Real estate activities	-1.4	-2.8	-4.9	-3.8	-2.1	0.7	0.0	-2.9
Professional, business, scientific and technical activities	1.7	3.2	5.2	6.2	5.1	3.7	2.3	1.0
Administrative and support service activities	0.6	1.3	-2.5	-2.2	-3.0	-0.1	5.1	6.0
Public administration	-1.6	0.2	0.7	1.4	1.2	0.8	0.6	0.3
Education	0.9	0.9	4.9	5.3	3.6	7.8	5.5	3.5
Human health, social and charitable work activities	0.2	2.5	2.0	1.1	1.4	0.7	7.1	8.7
Arts, entertainment and recreation	2.7	9.0	4.7	4.0	7.7	3.8	3.6	8.7
Other service activities	0.2	-0.1	-1.4	-0.8	-2.3	0.4	2.9	1.0
Activities of households as employers	1.1	-1.1	3.4	-4.3	-6.5	-13.8	-10.9	-6.8

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.

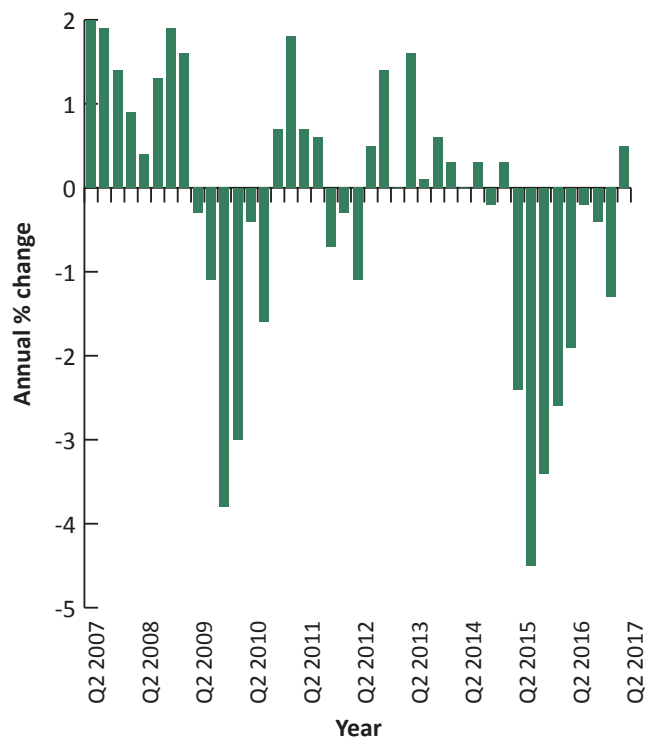
## 5.1 Employer trends

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 an increase of 0.5% in the number of employing organisations for the year ending 30th June 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
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
Q2 2017	0.5

## 5.2 Employers by economic sector and size

**Table 5.2.1 Employers by economic sector and size at June 2017**

	No. employers by size (number of employees)								
	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	17	31	6	3	1	1	0	0	59
Manufacturing	24	23	12	12	1	2	0	0	74
Electricity, gas, steam and air conditioning supply	3	2	2	0	0	1	1	0	9
Water supply, sewerage, waste management and remediation activities	4	6	0	1	0	1	0	0	12
Construction	115	136	44	38	4	2	1	0	340
Wholesale, retail and repairs	103	153	67	33	19	7	5	1	388
Hostelry	62	82	30	35	6	10	0	0	225
Transport and storage	25	30	5	12	3	2	1	0	78
Information and communication	17	18	7	7	5	2	2	0	58
Finance	81	109	44	59	35	14	14	2	358
Real estate activities	21	16	4	8	1	0	0	0	50
Professional, business, scientific and technical activities	62	53	25	20	4	5	5	0	174
Administrative and support service activities	54	58	23	15	13	1	2	0	166
Public administration	8	7	1	3	0	0	1	1	21
Education	13	11	1	4	1	4	0	0	34
Human health, social and charitable work activities	58	68	30	17	12	8	1	0	194
Arts, entertainment and recreation	23	29	10	7	1	0	0	0	70
Other service activities	55	44	11	0	1	0	0	0	111
Activities of households as employers	32	11	3	0	0	0	0	0	46
<b>Total</b>	<b>777</b>	<b>887</b>	<b>325</b>	<b>274</b>	<b>107</b>	<b>60</b>	<b>33</b>	<b>4</b>	<b>2,467</b>

**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 30th June 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 Wholesale, retail and repairs sector had the highest number of employing organisations (256) with fewer than six employees.

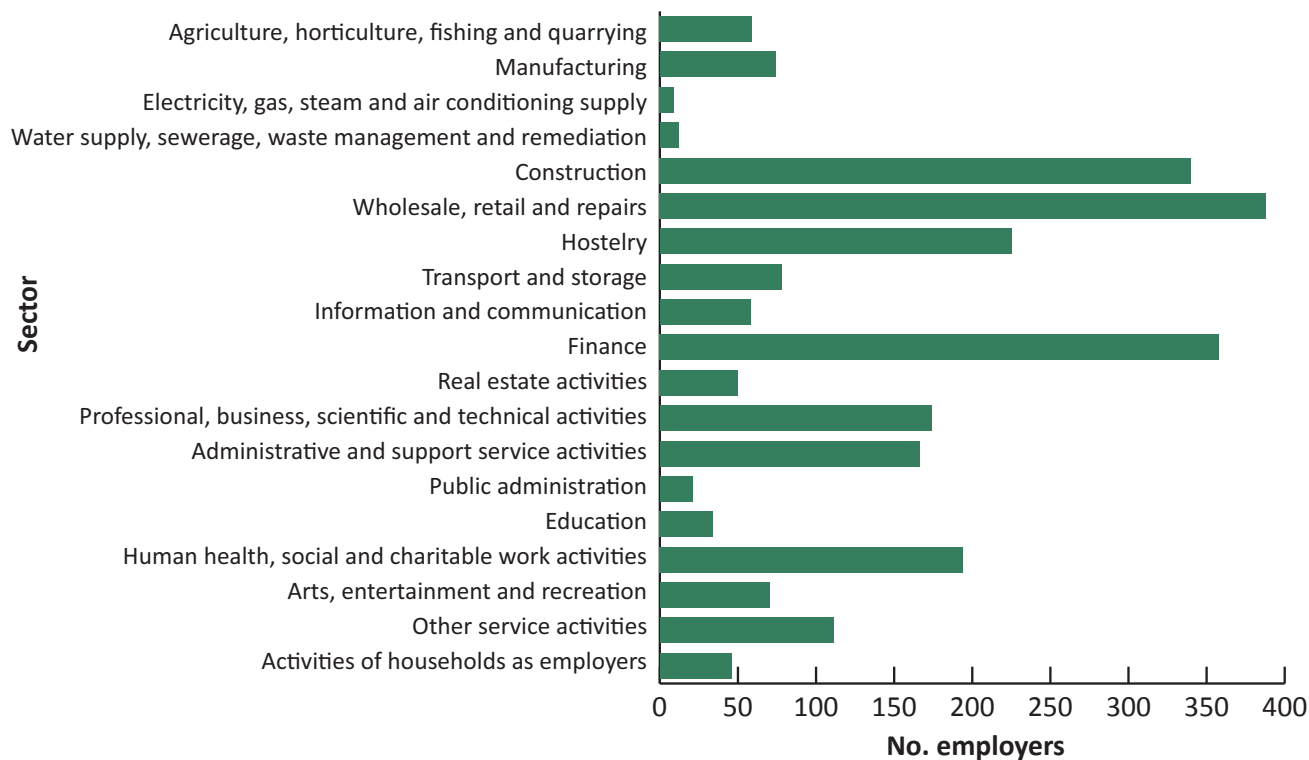
The Finance sector had the highest number of employing organisations with more than 50 employees (30 employers).

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



## 5.2 Employers by economic sector and size

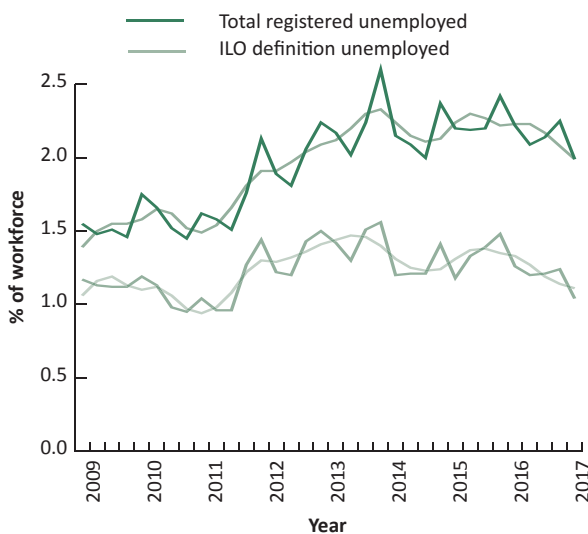
Figure 5.2.1 Employers by economic sector at June 2017



As shown above in **Figure 5.2.1**, the Wholesale, retail and repairs, Finance and Construction 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 321 people registered as unemployed using the International Labour Office (ILO) definition of unemployment<sup>1</sup> in June 2017, 60 fewer people than in June 2016.

The registered unemployment rate using the ILO definition was 1.0% at the end of June 2017, which was 0.3 percentage points lower than the same period the previous year (see **Figure 6.1.1**)<sup>2</sup>.

**Table 6.1.1 Percentage of workforce registered as unemployed**

	ILO definition unemployed	% of workforce	Total registered unemployed	% of workforce
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
Q2 2017	321	1.0	615	2.0

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.

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

<sup>2</sup> 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 June 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, 30.4% were women, compared to 38.4% at the same time the previous year.

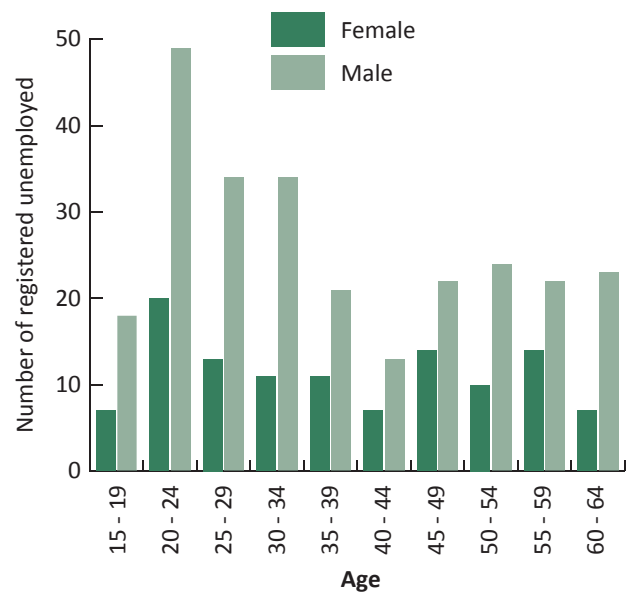
The age group with the highest number of registered unemployed people was the 20-24 category. There were 49 unemployed men in this group in June 2017, accounting for the highest portion (18.8%) of unemployed men, and 20 women in this category, accounting for 17.5% of unemployed women.

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 June 2017 was 1.4% overall. The rate was lower for females than for males (at 0.8% and 2.0% respectively).

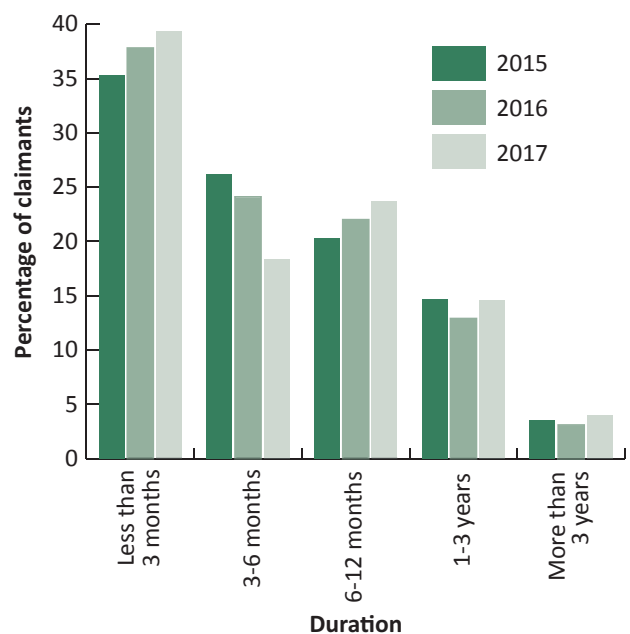
Of the registered unemployed people who called into Social Security in the snapshot week at the end of June. In 2017, 18.4% had been registered unemployed for between three and six months at that time (see **Figure 6.1.3**).

18.7% of claimants had been registered unemployed for more than a year compared with 16.0% the previous year and 18.2% in 2015.

**Figure 6.1.2 Unemployment by age and gender in June 2017**



**Figure 6.1.3 Duration of unemployment of claimants calling in a snapshot week in June (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**

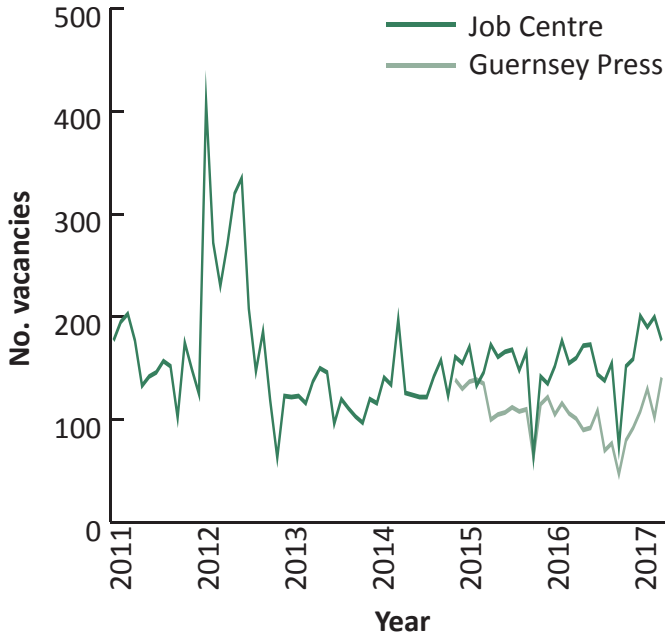


Figure 6.2.1 shows the number of vacancies placed with the Guernsey Job Centre and, from 2015 onwards, in the Guernsey Press (paper only, excluding online advertising) each month. Although this is not a complete representation of the total number of vacancies in the island, it does provide an indication 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 177 and 141 adverts respectively in June 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 1.6% between the year ending June 2016 and the year ending June 2017, from £31,406 to £31,906.

The lower and upper quartile earnings for the quarter ending 30th June 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 2.0% between the years ending 30th June 2016 and 30th June 2017, 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 22**.

Information on income and expenditure by household groups is available from [www.gov.gg/household](http://www.gov.gg/household).

**Table 7.1.1 Nominal median earnings (all employees)**

Date	Four quarter average earnings (£)	Annual % change
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
Q2 2017	31,906	1.6

**Table 7.1.2 Nominal lower quartile earnings (all employees)**

Date	Four quarter average earnings (£)	Annual % change
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
Q2 2017	22,016	2.0

**Table 7.1.3 Nominal upper quartile earnings (all employees)**

Date	Four quarter average earnings (£)	Annual % change
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
Q2 2017	46,838	1.2

## 7.2 Earnings (real)

**Table 7.2.1 Real median earnings (all employees)**

Date	Four quarter average earnings (£)	Annual % change
Q4 2015	32,123	0.7
Q1 2016	32,179	1.9
Q2 2016	32,127	2.2
Q3 2016	32,296	1.6
Q4 2016	32,476	1.1
Q1 2017	31,986	-0.6
Q2 2017	31,906	-0.7

**Table 7.2.2 Real lower quartile earnings (all employees)**

Date	Four quarter average earnings (£)	Annual % change
Q4 2015	22,004	0.6
Q1 2016	22,061	1.7
Q2 2016	22,078	2.3
Q3 2016	22,262	2.1
Q4 2016	22,413	1.9
Q1 2017	22,052	0.0
Q2 2017	22,016	-0.3

**Table 7.2.3 Real upper quartile earnings (all employees)**

Date	Four quarter average earnings (£)	Annual % change
Q4 2015	47,226	0.1
Q1 2016	47,380	1.6
Q2 2016	47,347	2.2
Q3 2016	47,562	1.6
Q4 2016	47,823	1.3
Q1 2017	47,002	-0.8
Q2 2017	46,838	-1.1

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 June 2017 prices.

Median annual earnings, in real terms, were 0.7% lower over the year ending June 2017 than over the year ending June 2016 (see [Table 7.2.1](#)).

Lower quartile earnings decreased by 0.3% in real terms between the years ending June 2016 and June 2017, compared with a decrease of 1.1% 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.

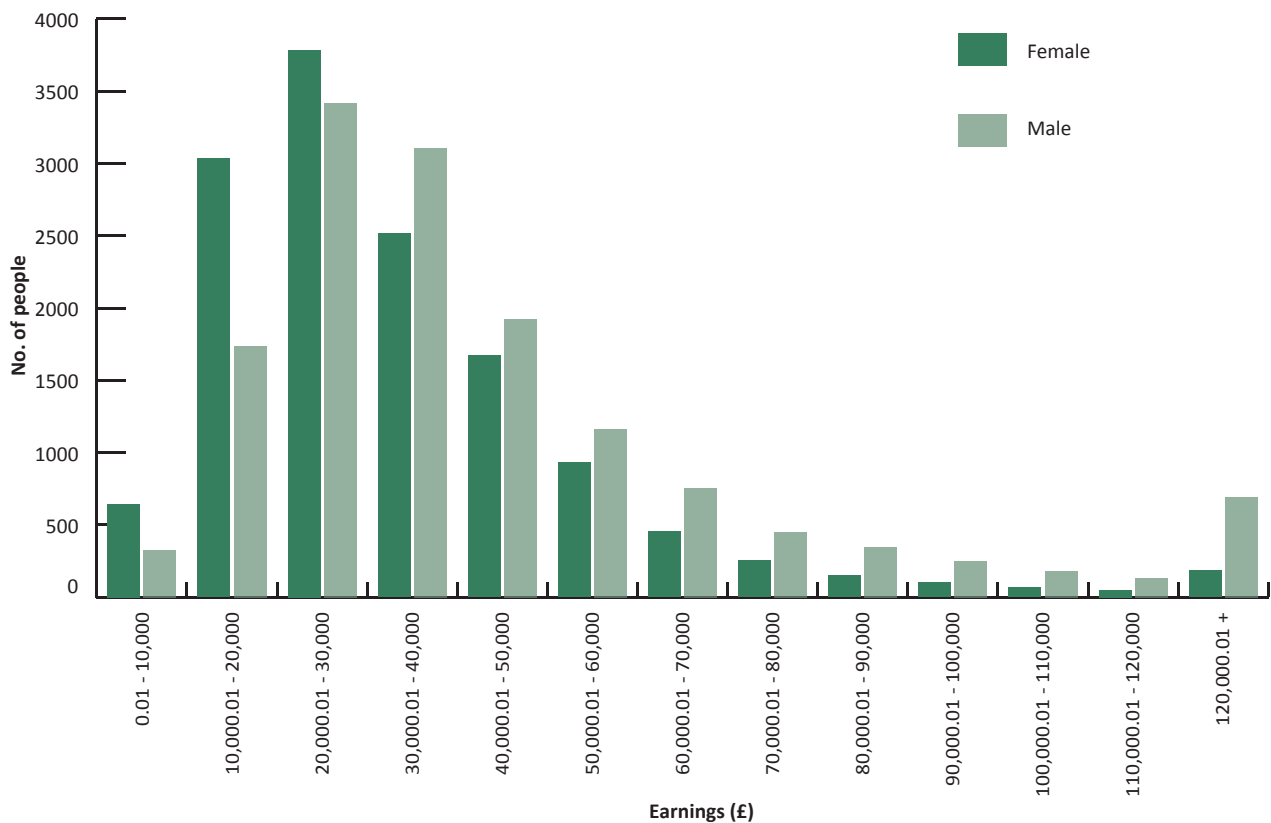
At the end of June 2017, the four quarter median average earnings for females was £28,555 (1.9% higher than a year earlier) and for males was £35,256 (1.8% higher than a year earlier).

**Figure 7.3.1** shows the number of employees in each earning band, averaged from June 2016 to June 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.

**Table 7.3.1 Nominal median earnings by gender**

Date	Four quarter average earnings (£)		Annual % change	
	Female	Male	Female	Male
Q4 2015	27,518	34,215	1.8	1.7
Q1 2016	27,773	34,460	2.4	2.1
Q2 2016	28,024	34,626	2.9	2.2
Q3 2016	28,198	34,867	3.1	2.5
Q4 2016	28,339	35,053	3.0	2.4
Q1 2017	28,459	35,133	2.5	2.0
Q2 2017	28,555	35,256	1.9	1.8

**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 30th June 2017**

	Median earnings (£)	Lower quartile earnings (£)	Upper quartile earnings (£)
Agriculture, horticulture, fishing and quarrying	27,048	19,404	36,691
Manufacturing	28,113	19,469	36,116
Electricity, gas, steam and air conditioning supply	37,557	29,780	49,736
Water supply, sewerage, waste management and remediation activities	30,936	22,924	38,962
Construction	31,976	24,668	39,342
Wholesale, retail and repairs	22,517	16,307	31,421
Hostelry	18,799	15,599	23,761
Transport and storage	26,944	20,915	36,118
Information and communication	35,777	26,371	52,418
Finance	44,438	30,272	67,370
Real estate activities	32,205	21,893	50,300
Professional, business, scientific and technical activities	40,048	27,544	59,612
Administrative and support service activities	26,211	18,490	37,278
Public administration	34,309	23,872	47,138
Education	26,041	18,029	45,878
Human health, social and charitable work activities	23,272	16,583	32,596
Arts, entertainment and recreation	21,876	14,414	31,697
Other service activities	19,384	13,782	25,696
Activities of households as employers	18,782	11,502	26,326

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

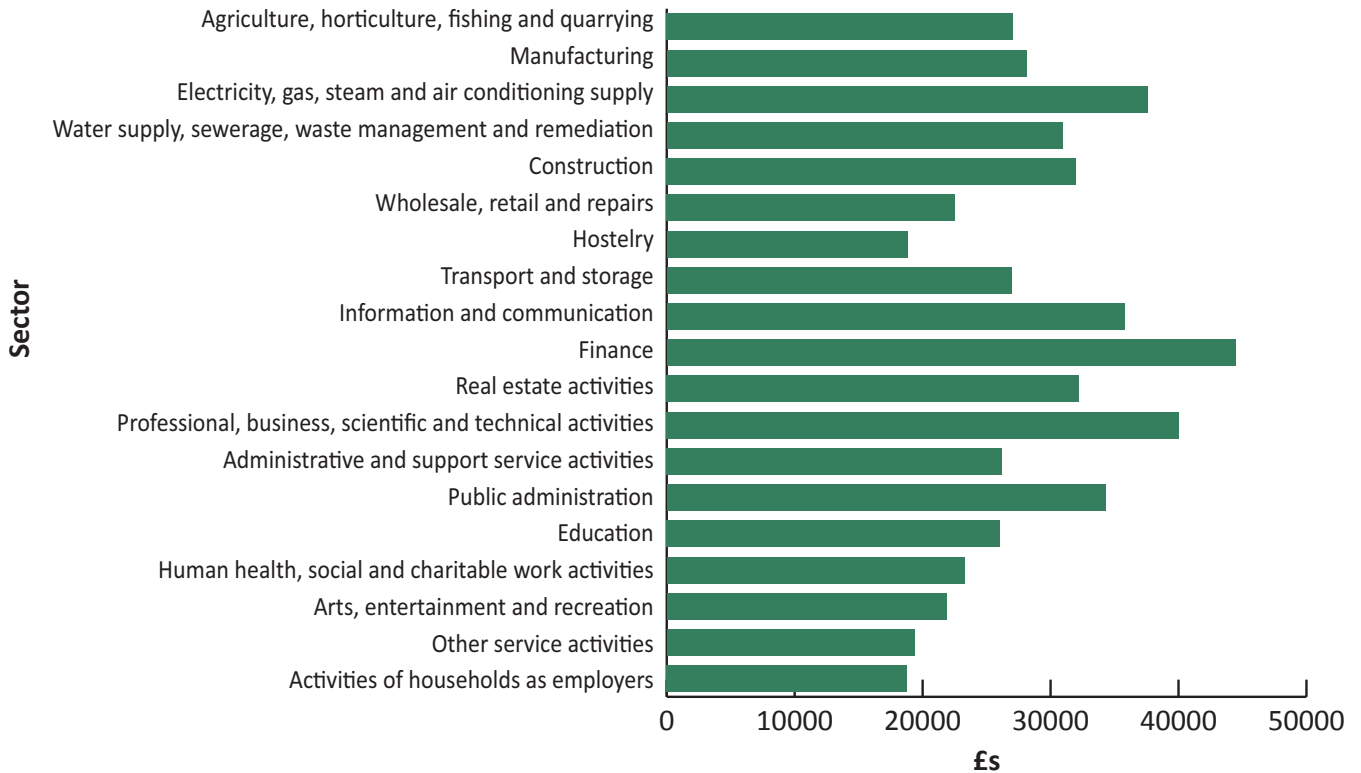
People employed within the Finance sector had the highest four quarter average median earnings (£44,438) at the end of June 2017. This was 39.3% higher than the overall median. The upper quartile earnings in the Finance sector were 43.8% higher than the overall upper quartile earnings during the same period.

The Activities of households as employers sector had the lowest four quarter average median earnings (£18,782) at the end of June 2017, which was 41.1% lower than the overall median.



## 7.4 Earnings by economic sector

Figure 7.4.1 Four quarter average earnings as at 30th June 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) Activities of households as employers 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 within the two years ending Q4 2016. 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.

### 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](http://www.gov.gg/data). Please contact us for further information.

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