

# Guernsey Quarterly Population, Employment and Earnings Bulletin

Population at 30th June 2017

Employment and Earnings at 31st December 2017

Issue date 26th April 2018

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 decreased by 0.17% (107 people) over the year ending 30th June 2017, compared to an increase of 0.13% over the year ending 30th June 2016.
- The decrease resulted from a natural increase of -48 people and net migration of -59 people.
- 65.3% of the total population were in full time education or were employed or self employed, at least part time.
- There was a decrease of 0.5% (185 people) in the 16 to 64 age group during the year ending 30th June 2017, compared to a decrease of 0.2% at the same time the previous year. There were also decreases of 0.5% and 0.1% in the 0 to 15 and 85+ age groups respectively during the year ending 30th June 2017. The 65 to 84 age group increased by 1.3%.
- In December 2017, 31,195 people were employed or self-employed in Guernsey. 3,091 people were self-employed and 28,104 people worked for an employer (9.9% and 90.1% respectively) in December 2017.
- There were 2,172 employing organisations in Guernsey in December 2017, 1.0% less than in December 2016.
- The Finance sector provided 6,755 employment roles in December 2017 (21.0% of the total).
- Median earnings as at 31st December 2017 were £32,255 which, compared with a year earlier, was 1.9% higher in nominal terms and 0.5% 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 decreased by 107 (0.17%) over the year ending 30th June 2017. This is the largest annual decrease since March 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 June 2017 was -48 and the net migration was -59.

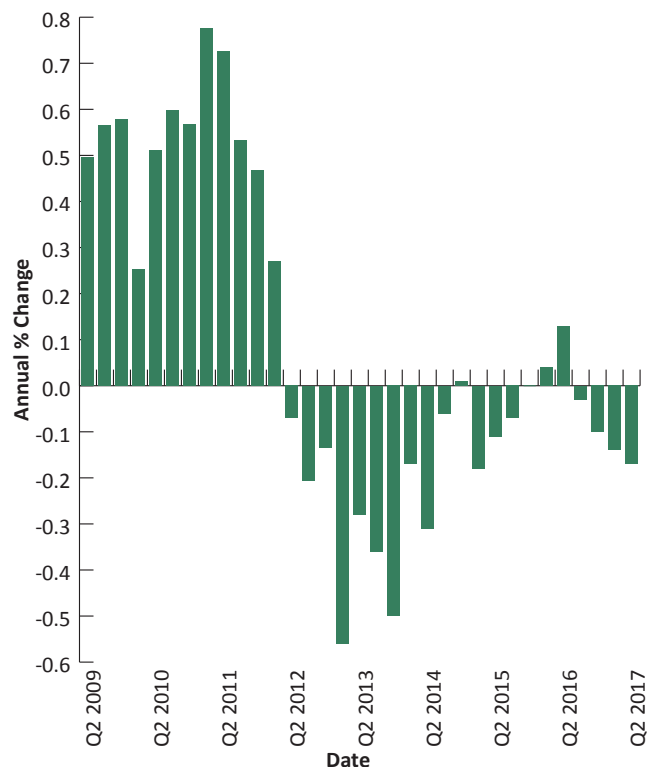
Annual population changes by age groups are given on **page 5**.

During the year ending 30th June 2017 there was a decrease of 0.5% in both the 0 to 15 and 16 to 64 age groups. The age group 65 to 84 showed the largest annual increase (1.3%) whilst the number of people aged 85 and over decreased by 0.1%.

**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
<b>Q1 2014</b>	-109	-0.17
<b>Q2 2014</b>	-195	-0.31
<b>Q3 2014</b>	-35	-0.06
<b>Q4 2014</b>	6	0.01
<b>Q1 2015</b>	-110	-0.18
<b>Q2 2015</b>	-71	-0.11
<b>Q3 2015</b>	-41	-0.07
<b>Q4 2015</b>	0	0.00
<b>Q1 2016</b>	22	0.04
<b>Q2 2016</b>	80	0.13
<b>Q3 2016</b>	-21	-0.03
<b>Q4 2016</b>	-61	-0.10
<b>Q1 2017</b>	-88	-0.14
<b>Q2 2017</b>	-107	-0.17

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



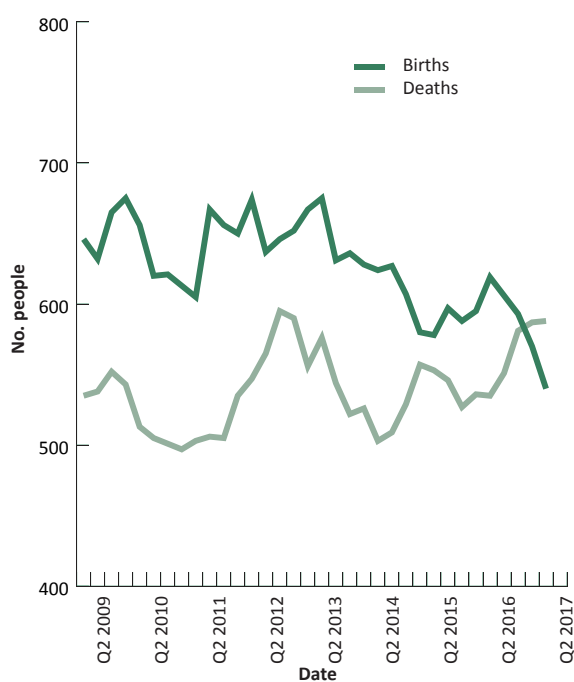
## 2.1 Population - Annual changes

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

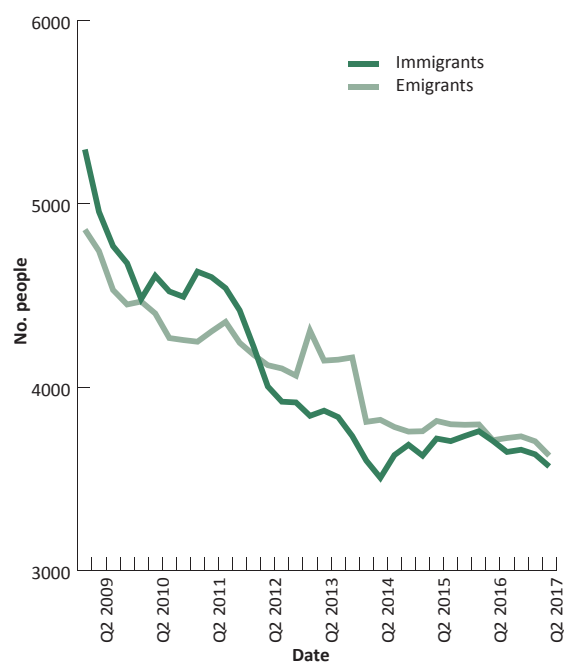
	Births	Deaths	Natural increase	Immigration	Emigration	Net migration	Natural increase and net migration	Net admin changes	Total population at end of quarter
<b>Q1 2014</b>	628	526	102	3,601	3,812	-211	-109	-282	62,341
<b>Q2 2014</b>	624	503	121	3,507	3,823	-316	-195	-282	62,616
<b>Q3 2014</b>	627	509	118	3,631	3,784	-153	-35	-282	62,525
<b>Q4 2014</b>	607	529	78	3,687	3,759	-72	6	-282	62,069
<b>Q1 2015</b>	580	557	23	3,628	3,761	-133	-110	3	62,234
<b>Q2 2015</b>	578	553	25	3,721	3,817	-96	-71	-2	62,543
<b>Q3 2015</b>	597	546	51	3,707	3,799	-92	-41	-2	62,482
<b>Q4 2015</b>	588	527	61	3,735	3,796	-61	0	-2	62,067
<b>Q1 2016</b>	595	536	59	3,761	3,798	-37	22	-5	62,251
<b>Q2 2016</b>	619	535	84	3,708	3,712	-4	80	0	62,623
<b>Q3 2016</b>	606	551	55	3,648	3,724	-76	-21	0	62,461
<b>Q4 2016</b>	593	581	12	3,660	3,733	-73	-61	0	62,006
<b>Q1 2017</b>	570	587	-17	3,635	3,706	-71	-88	0	62,163
<b>Q2 2017</b>	540	588	-48	3,569	3,628	-59	-107	-2	62,514

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

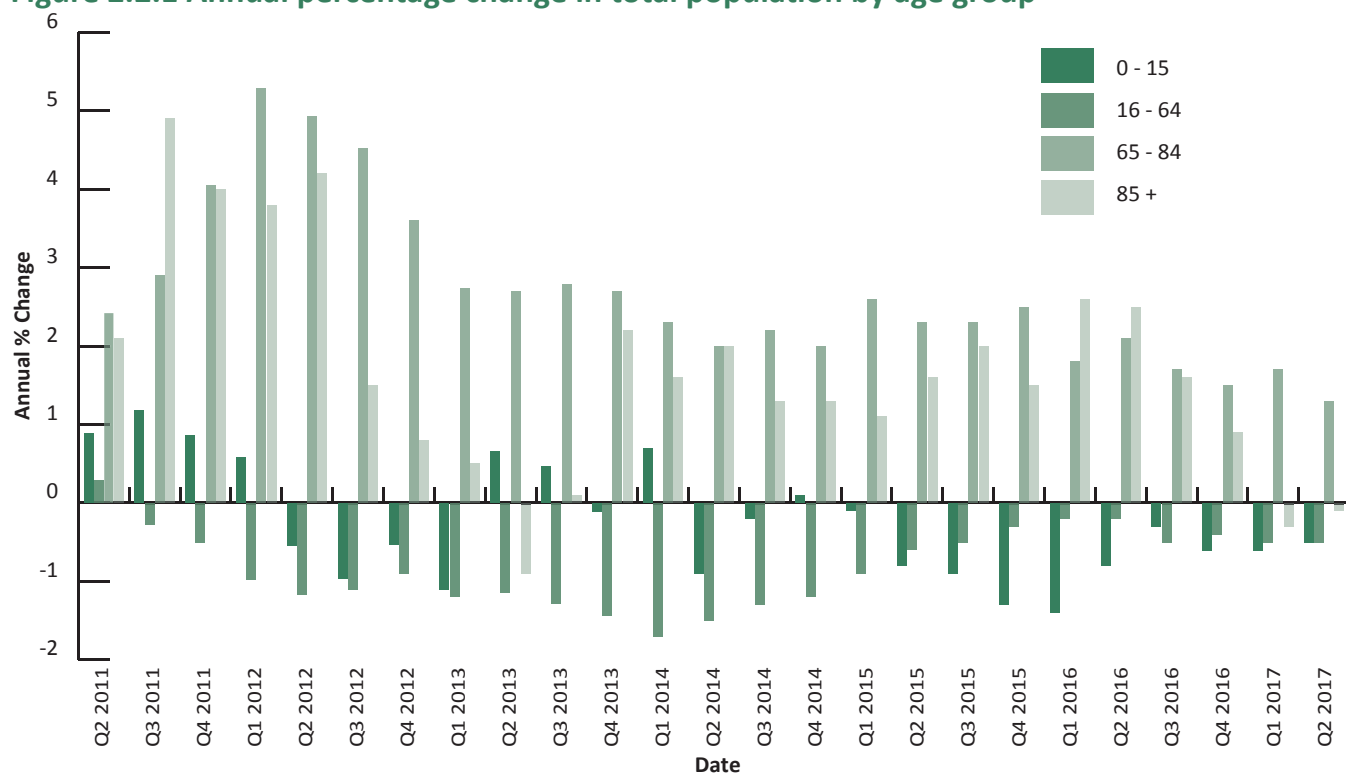


Table 2.2.1 Annual population changes

	0 - 15	Annual % change	16 - 64	Annual % change	65 - 84	Annual % change	85 +	Annual % change
Q1 2014	10,166	0.7	40,756	-1.7	9,813	2.3	1,606	1.6
Q2 2014	10,156	-0.9	40,939	-1.5	9,911	2.0	1,610	2.0
Q3 2014	10,175	-0.2	40,742	-1.3	9,987	2.2	1,621	1.3
Q4 2014	10,170	0.1	40,269	-1.2	9,997	2.0	1,633	1.3
Q1 2015	10,154	-0.1	40,389	-0.9	10,068	2.6	1,623	1.1
Q2 2015	10,079	-0.8	40,686	-0.6	10,142	2.3	1,636	1.6
Q3 2015	10,084	-0.9	40,530	-0.5	10,215	2.3	1,653	2.0
Q4 2015	10,037	-1.3	40,131	-0.3	10,242	2.5	1,657	1.5
Q1 2016	10,012	-1.4	40,327	-0.2	10,246	1.8	1,666	2.6
Q2 2016	9,997	-0.8	40,591	-0.2	10,358	2.1	1,677	2.5
Q3 2016	10,051	-0.3	40,337	-0.5	10,393	1.7	1,680	1.6
Q4 2016	9,977	-0.6	39,966	-0.4	10,391	1.5	1,672	0.9
Q1 2017	9,948	-0.6	40,131	-0.5	10,423	1.7	1,661	-0.3
Q2 2017	9,944	-0.5	40,406	-0.5	10,488	1.3	1,676	-0.1

## 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 2016	62.0
Q2 2016	61.2
Q3 2016	63.9
Q4 2016	64.3
Q1 2017	65.5
Q2 2017	65.3

**Table 2.3.2 Percentage of population in employment or full-time education by age at 30th June 2017**

	Female	Male	Total
14 and under	66.3	65.4	65.8
15 to 19	90.5	90.7	90.6
20 to 24	85.2	87.3	86.2
25 to 29	82.8	89.3	86.2
30 to 34	81.6	90.8	86.4
35 to 39	80.0	91.4	85.8
40 to 44	79.7	91.9	85.6
45 to 49	80.5	90.5	85.4
50 to 54	77.9	89.2	83.4
55 to 59	70.2	85.0	77.4
60 to 64	50.8	71.2	61.3
65 to 69	14.7	16.8	15.7
70 to 74	4.6	5.8	5.2
75 to 79	1.1	2.9	2.0
80 to 84	0.3	0.6	0.4
85 and over	0.1	0.0	0.1
<b>Total</b>	60.9	69.9	65.3

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 2017, 65.3% 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 December 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 June 2017)



Figure 2.3.1 shows how economic status varies by age group and gender. Overall, 82.5% of the working population (aged 16 to 64 years old) were either in full-time education, employed or self-employed at the end of June 2017. 10.8% (717 people) of those aged 65 to 74 were in employment.

People in full-time education are concentrated in the 5 to 24 years old age categories, with a further 57 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 50 to 54 years age group (1,862 people), the 25 to 29 age group has the largest proportion of females in employment (79.8%). For males, the proportion of the population in employment also peaks in the 25 to 29 years age group (85.5%) and the number of people employed is also highest in this age category (1,789 people).

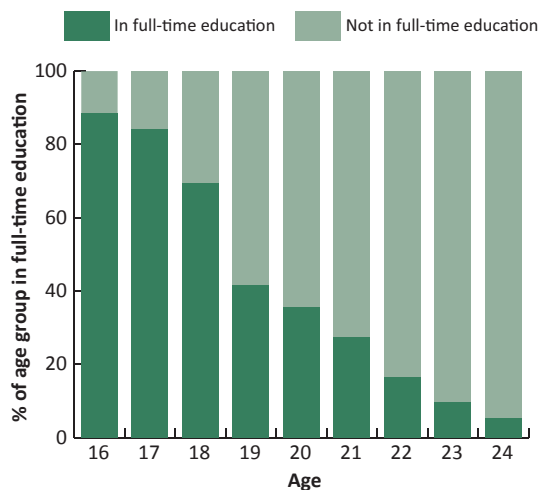
Self-employment is more apparent in males than in females, as is unemployment.

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

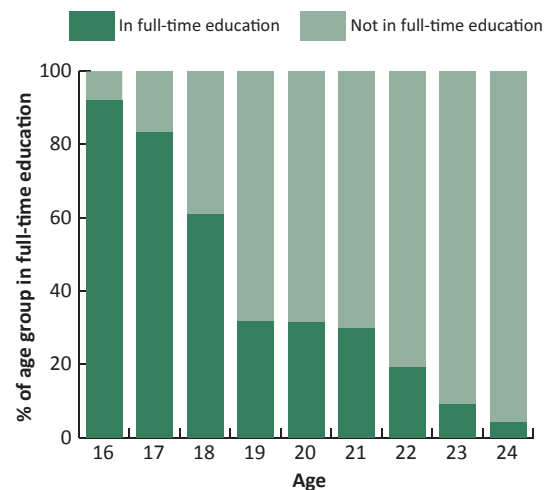
**Table 3.1.1 Percentage of population in full-time education at 30th June 2017 (ages 16-24)**

Age at June 2017	Female	Male	Total
16	88.4	92.0	90.2
17	84.2	83.3	83.7
18	69.3	60.9	64.9
19	41.5	31.7	36.7
20	35.5	31.6	33.6
21	27.3	29.9	28.6
22	16.6	19.1	17.9
23	9.7	9.1	9.4
24	5.2	4.3	4.7

**Figure 3.1.1 Percentage of females in full-time education at 30th June 2017 (ages 16-24)**



**Figure 3.1.2 Percentage of males in full-time education at 30th June 2017 (ages 16-24)**



As at June 2017 90.2% of all 16 year olds and 4.7% 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 16, where 92.0% of males and 88.4% of females were in full time education, age 21 with 29.9% of males and 27.3% of females in full time education and age 22 with 19.1% of males in full time education compared to 16.6% of females.

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

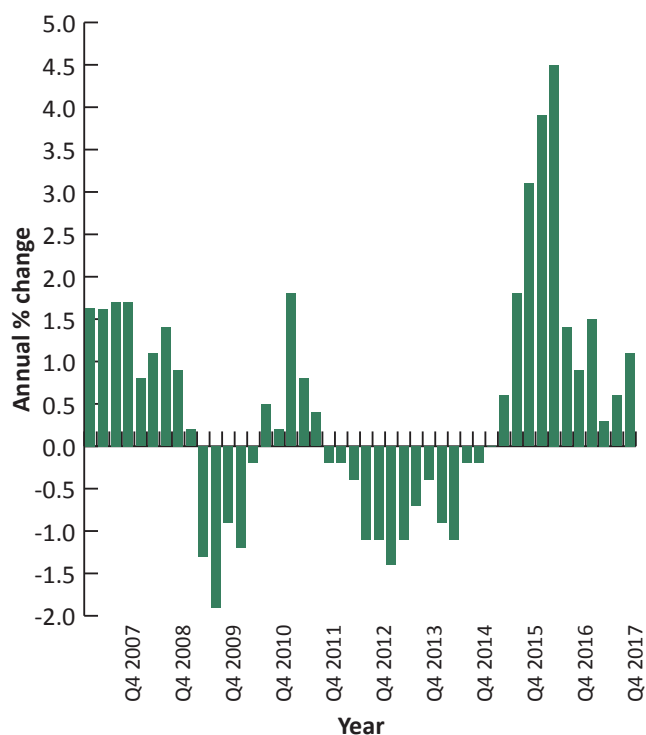


## 4.1 Employment trends

There was an overall increase of 1.1% (**Figure 4.1.1** and **Table 4.1.1**) in the number of people either employed or self-employed for the year ending 31st December 2017. The number of employed people increased by 1.3% 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
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	-1.0	0.3
Q3 2017	0.8	-1.1	0.6
Q4 2017	1.3	-0.1	1.1

## 4.2 Employment by age and gender

**Table 4.2.1 Employment status by age group at 31st December 2017**

	Employed			Self-employed			Total in employment
	Female	Male	Total	Female	Male	Total	
<b>14 and under</b>	-	-	-	-	-	-	-
<b>15 to 19</b>	248	358	606	*	*	*	608
<b>20 to 24</b>	1,174	1,310	2,484	*	13	16	2,500
<b>25 to 29</b>	1,540	1,716	3,256	28	59	87	3,343
<b>30 to 34</b>	1,435	1,603	3,038	73	147	220	3,258
<b>35 to 39</b>	1,403	1,560	2,963	79	217	296	3,259
<b>40 to 44</b>	1,473	1,479	2,952	85	258	343	3,295
<b>45 to 49</b>	1,833	1,750	3,583	127	384	511	4,094
<b>50 to 54</b>	1,894	1,678	3,572	122	438	560	4,132
<b>55 to 59</b>	1,520	1,472	2,992	122	446	568	3,560
<b>60 to 64</b>	904	982	1,886	81	396	477	2,363
<b>65 to 69</b>	264	295	559	*	9	10	569
<b>70 to 74</b>	75	87	162	-	*	*	163
<b>75 and over</b>	22	29	51	-	-	-	51
<b>16 to 64</b>	13,424	13,908	27,332	721	2,359	3,080	30,412
<b>65 to 84</b>	361	411	772	*	10	11	783
<b>85 and over</b>	-	-	-	-	-	-	-
<b>Total</b>	13,785	14,319	28,104	722	2,369	3,091	31,195

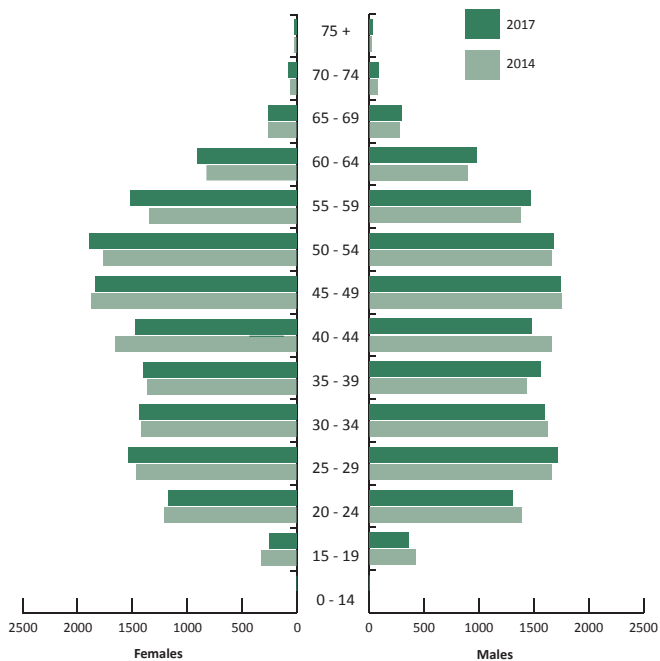
\* In instances where there are fewer than five people in any one age category, only the total number of employed or self-employed people is presented.

At 31st December 2017, 31,195 people were either employed or self-employed in Guernsey, of whom 783 people (2.5%) were aged between 65 and 84 years (see [Table 4.2.1](#)). This age bracket accounted for 2.7% of employed people and 0.4% of self-employed people.

Of the 27,332 employed people aged 16 to 64 at the end of December 2017, 13,424 (49.1%) were female and 13,908 (50.9%) were male. This compares to 721 self-employed females and 2,359 males, which equates to 23.4% and 76.6% of the 3,080 total for that age group.

## 4.2 Employment by age and gender

**Figure 4.2.1 Employment by age and gender at December**



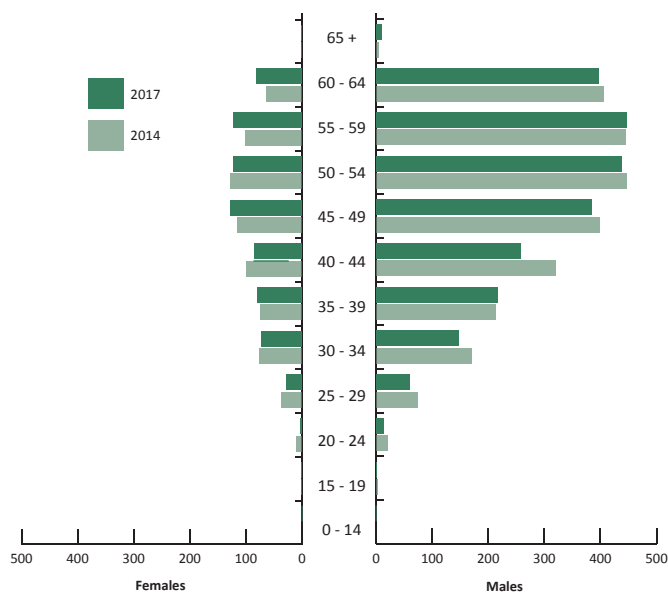
The difference in the proportions of employed and self-employed people between December 2014 and December 2017 can be seen in **Figures 4.2.1 and 4.2.2** respectively.

**Figure 4.2.1** shows that there were more males employed in December 2017 than in December 2014 across all age groups other than ages 15 to 24, 30 to 34 and 40 to 44.

There was an increase in the number of females employed in December 2017 across all age groups except for ages 15 to 24 and 40 to 49 where a higher number were employed in December 2014. The increase is most pronounced in the 50 to 64 age categories.

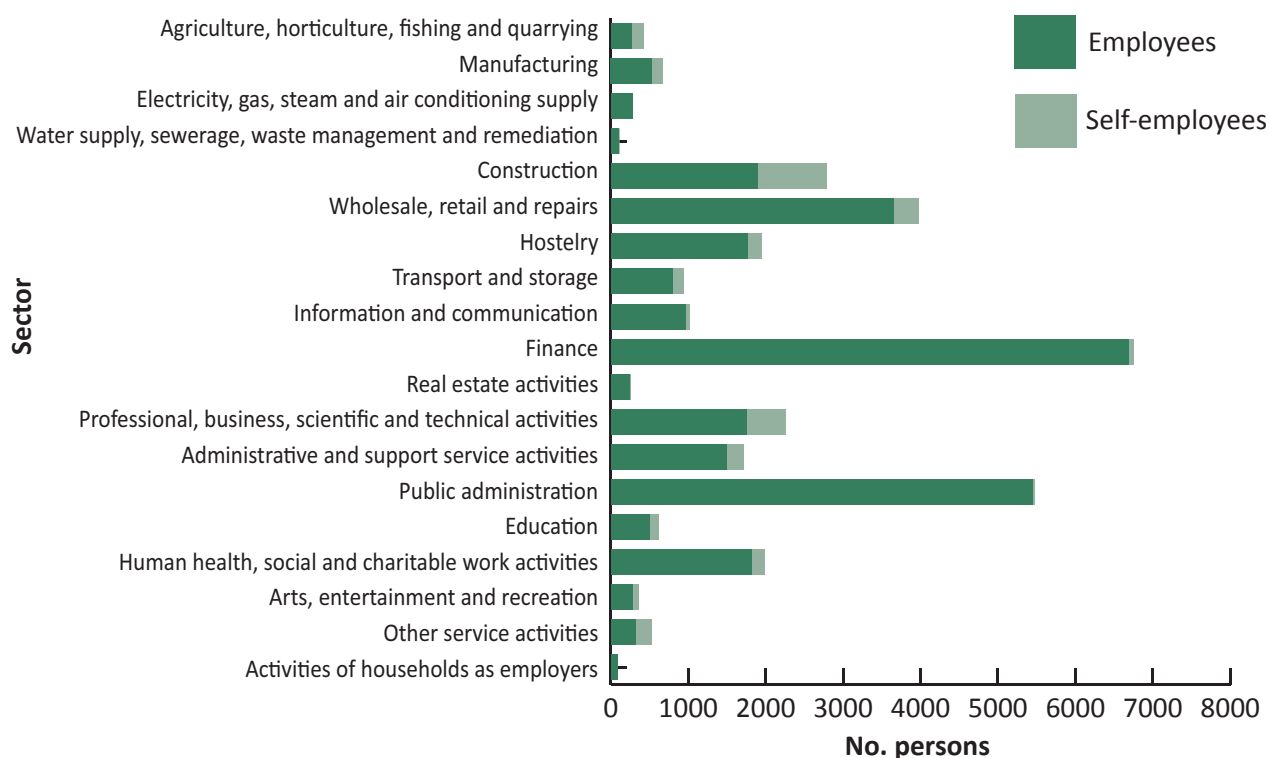
As can be seen in **Figure 4.2.2**, self-employment is more apparent in males than in females. For males, more people were self-employed in December 2014 compared to December 2017 across most age groups.

**Figure 4.2.2 Self-employment by age and gender at December**



## 4.3 Employment by economic sector

**Figure 4.3.1 Employment by economic sector at 31st December 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 December 2017, accounting for 21.0% of total employment, or 6,755 people, 6,683 of whom were employed and 72 of whom were self-employed.

The Construction sector had the largest number of self-employed people in December 2017 (892 people), representing 32.1% 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 31st December 2017**

	Employees			Self-employees			Total no. in employment	% of total for all sectors
	Female	Male	Total	Female	Male	Total		
Agriculture, horticulture, fishing and quarrying	87	183	270	13	140	153	423	1.3
Manufacturing	147	383	530	33	105	138	668	2.1
Electricity, gas, steam and air conditioning supply	51	231	282	0	6	6	288	0.9
Water supply, sewerage, waste management and remediation activities	12	85	97	0	18	18	115	0.4
Construction	107	1783	1,890	15	877	892	2,782	8.6
Wholesale, retail and repairs	1666	1981	3,647	78	248	326	3,973	12.3
Hostelry	691	1073	1,764	62	125	187	1,951	6.1
Transport and storage	161	639	800	14	127	141	941	2.9
Information and communication	246	720	966	10	40	50	1,016	3.2
Finance	3610	3073	6,683	10	62	72	6,755	21.0
Real estate activities	135	108	243	1	15	16	259	0.8
Professional, business, scientific and technical activities	931	825	1,756	136	370	506	2,262	7.0
Administrative and support service activities	648	848	1,496	27	193	220	1,716	5.3
Public administration	3364	2081	5,445	10	18	28	5,473	17.0
Education	379	118	497	90	31	121	618	1.9
Human health, social and charitable work activities	1501	315	1,816	80	97	177	1,993	6.2
Arts, entertainment and recreation	135	148	283	28	51	79	362	1.1
Other service activities	252	62	314	152	62	214	528	1.6
Activities of households as employers	52	30	82	2	0	2	84	0.3
<b>Total for all sectors</b>	<b>14,175</b>	<b>14,686</b>	<b>28,861</b>	<b>761</b>	<b>2,585</b>	<b>3,346</b>	<b>32,207</b>	<b>100.0</b>

**Table 4.3.2 Employment within the Finance sector at 31st December 2017**

	Total no. in employment	% of total Finance sector
Banking	1,857	27.5
Fiduciary	1,834	27.2
Funds	1,800	26.6
Insurance	793	11.7
Other	471	7.0
<b>Total</b>	<b>6,755</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 6,755 people employed within the Finance sector, 1,800 people (26.6%) worked in sub-sectors relating to Funds, 1,857 people (27.5%) worked in Banking and 1,834 people (27.2%) were employed by Fiduciaries at the end of December 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							
	2016 Q1	2016 Q2	2016 Q3	2016 Q4	2017 Q1	2017 Q2	2017 Q3	2017 Q4
Agriculture, horticulture, fishing and quarrying	-1.6	-4.2	-3.2	-4.4	-3.2	0.7	-0.4	2.4
Manufacturing	-1.5	-3.9	-3.6	-1.6	-2.4	0.3	1.8	1.5
Electricity, gas, steam and air conditioning supply	-3.1	0.7	5.7	5.8	2.8	0.7	-3.0	-1.7
Water supply, sewerage, waste management and remediation activities	11.4	12.2	10.8	17.5	16.3	14.9	17.5	0.9
Construction	-5.1	-5.1	-5.3	-4.0	-2.9	-1.2	-0.9	0.4
Wholesale, retail and repairs	-0.3	0.8	0.4	-0.7	-2.0	-1.3	-0.3	-1.3
Hostelry	0.4	-1.1	0.0	0.6	-0.5	-0.7	-1.4	-0.9
Transport and storage	13.0	2.5	1.4	-4.0	-10.7	-4.8	0.2	3.0
Information and communication	-1.0	4.0	4.8	1.9	1.9	-0.1	-1.8	-2.5
Finance	0.6	1.2	0.6	1.1	-0.2	0.1	-1.3	-1.1
Real estate activities	-4.9	-3.8	-2.1	0.7	0.0	-2.9	-4.0	-8.2
Professional, business, scientific and technical activities	5.2	6.2	5.1	3.7	2.3	1.0	0.5	1.1
Administrative and support service activities	-2.5	-2.2	-3.0	-0.1	5.1	6.0	2.9	1.4
Public administration	0.7	1.4	1.2	0.8	0.6	0.3	2.5	1.0
Education	4.9	5.3	3.6	7.8	5.5	3.5	5.0	1.6
Human health, social and charitable work activities	2.0	1.1	1.4	0.7	7.1	8.7	11.3	9.5
Arts, entertainment and recreation	4.7	4.0	7.7	3.8	3.6	8.7	2.9	1.4
Other service activities	-1.4	-0.8	-2.3	0.4	2.9	1.0	0.8	2.9
Activities of households as employers	3.4	-4.3	-6.5	-13.8	-10.9	-6.8	-8.1	12.0

Figure 4.4.1 shows that the Activities of households as employers sector had the largest increase in employment for the year ending December 2017 (12%). The Real estate activities sector showed the largest annual decrease (8.2%).

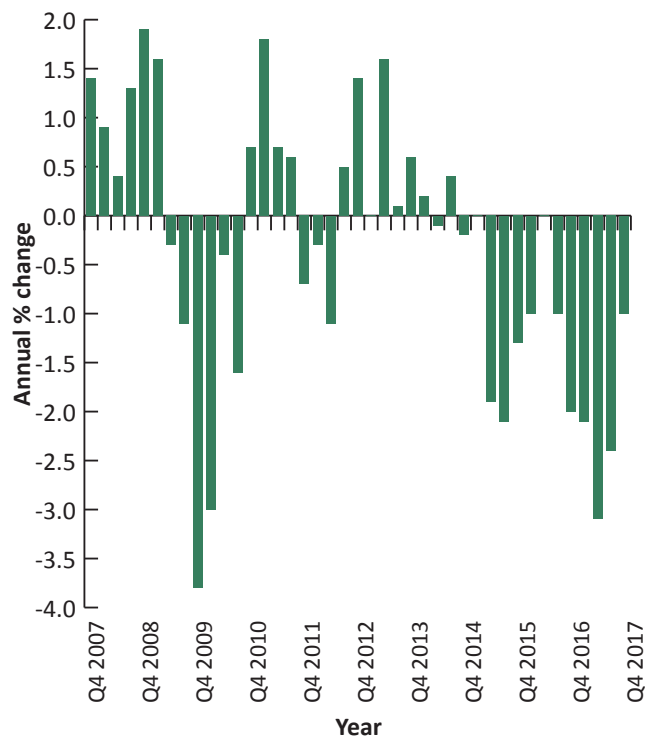
## 5.1 Employer trends

The figures presented in **Figure 5.1.1** and **Table 5.1.1** are 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 prior to 2015 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 1.0% in the number of employing organisations for the year ending 31st December 2017. Growth in the numbers of employers was last seen in the third quarter of 2014.

**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
Q1 2014	0.2
Q2 2014	-0.1
Q3 2014	0.4
Q4 2014	-0.2
Q1 2015	0.0
Q2 2015	-1.9
Q3 2015	-2.1
Q4 2015	-1.3
Q1 2016	-1.0
Q2 2016	0.0
Q3 2016	-1.0
Q4 2016	-2.0
Q1 2017	-2.1
Q2 2017	-3.1
Q3 2017	-2.4
Q4 2017	-1.0

## 5.2 Employers by economic sector and size

**Table 5.2.1 Employers by economic sector and size at 31st December 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	11	24	7	4	0	1	0	0	47
Manufacturing	18	24	11	11	1	2	0	0	67
Electricity, gas, steam and air conditioning supply	2	2	2	0	0	1	1	0	8
Water supply, sewerage, waste management and remediation activities	6	4	0	1	0	1	0	0	12
Construction	105	130	44	38	5	1	2	0	325
Wholesale, retail and repairs	72	137	68	28	21	7	4	1	338
Hostelry	32	69	32	23	6	10	0	0	172
Transport and storage	23	23	8	9	4	2	1	0	70
Information and communication	16	18	8	6	6	1	1	1	57
Finance	68	94	48	56	34	15	13	2	330
Real estate activities	18	16	5	7	1	0	0	0	47
Professional, business, scientific and technical activities	50	53	28	15	5	6	4	0	161
Administrative and support service activities	47	45	21	13	13	2	2	0	143
Public administration	6	8	1	2	0	0	1	1	19
Education	6	8	0	5	0	4	1	0	24
Human health, social and charitable work activities	31	53	27	18	11	7	2	0	149
Arts, entertainment and recreation	19	26	5	8	1	0	0	0	59
Other service activities	49	42	12	0	1	0	0	0	104
Activities of households as employers	24	13	3	0	0	0	0	0	40
<b>Total</b>	<b>603</b>	<b>789</b>	<b>330</b>	<b>244</b>	<b>109</b>	<b>60</b>	<b>32</b>	<b>5</b>	<b>2,172</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 31st December 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 (235) with fewer than six employees.

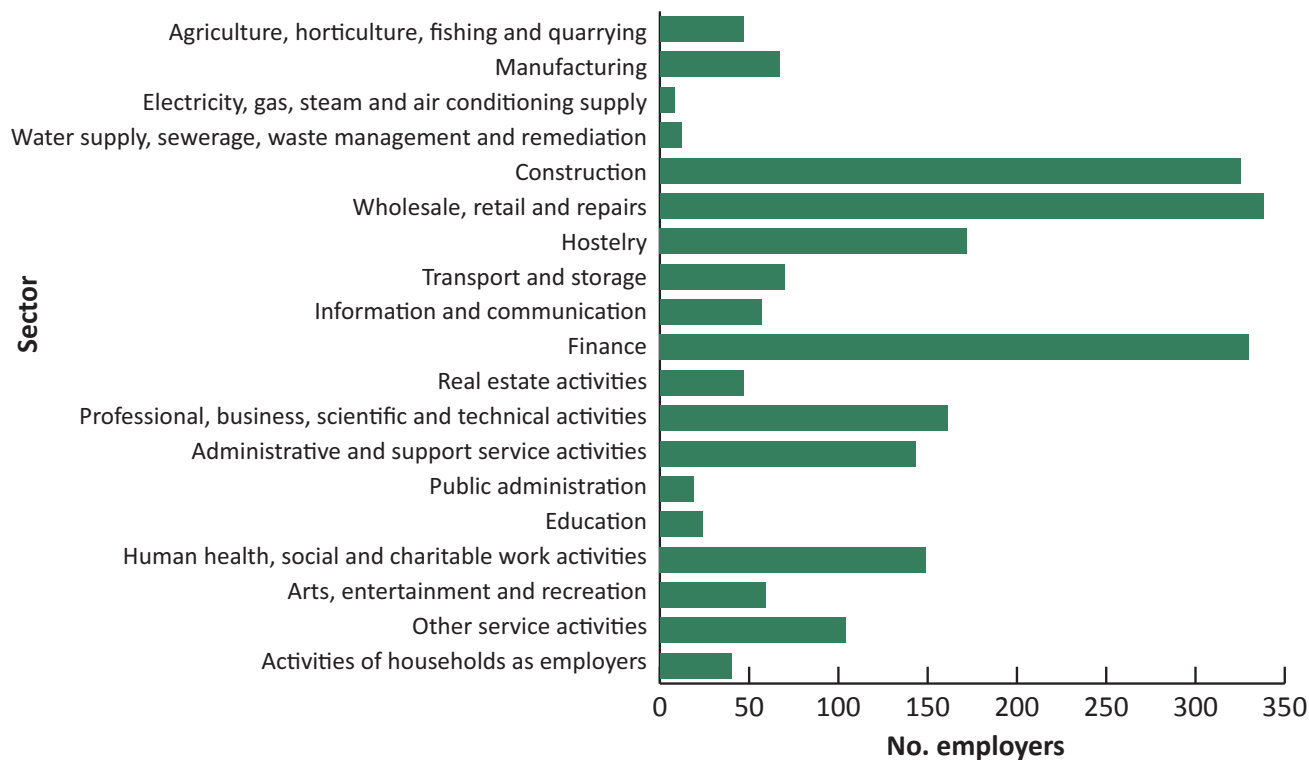
The Finance sector had the highest number of employing organisations with more than 50 employees (30 employers).

There were five organisations employing more than 250 people at the end of December 2017.



## 5.2 Employers by economic sector and size

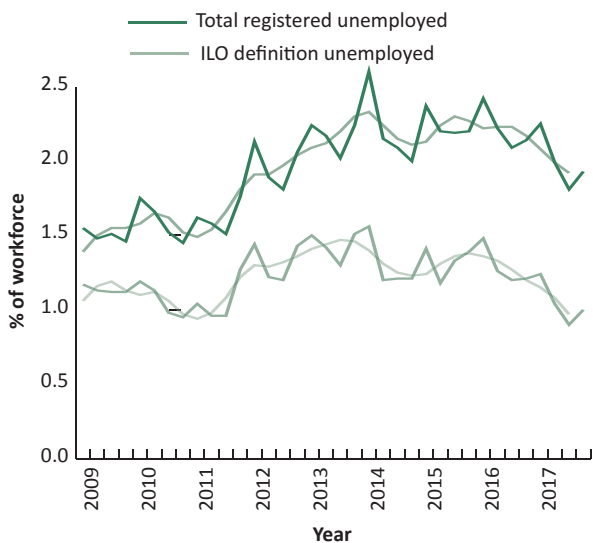
Figure 5.2.1 Employers by economic sector at 31st December 2017



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 305 people registered as unemployed using the International Labour Office (ILO) definition of unemployment<sup>1</sup> in December 2017, 65 fewer people than in December 2016.

The registered unemployment rate using the ILO definition was 1.0% at the end of December 2017, which was 0.2 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
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
Q3 2017	276	0.9	552	1.8
Q4 2017	305	1.0	590	1.9

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

<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

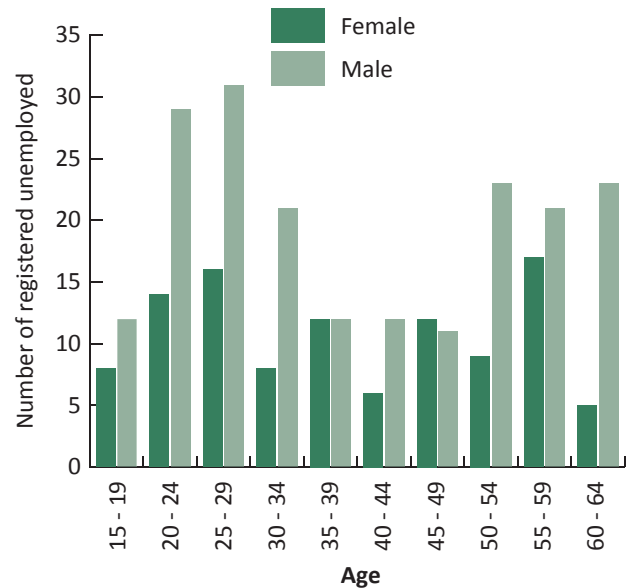
The number of men unemployed (by ILO definitions) in December 2017 was greater than the number of women registered unemployed across all age bands except the 35-39 and 45-49 category (see **Figure 6.1.2**). Of the people registered unemployed, using the ILO definitions, 35.4% were women, compared to 38.4% at the same time the previous year.

The age group with the highest number of registered unemployed people was the 25-29 category. There were 31 unemployed men in this group in December 2017, accounting for the highest portion (15.9%) of unemployed men, and 16 women in this category, accounting for 15.0% of unemployed women.

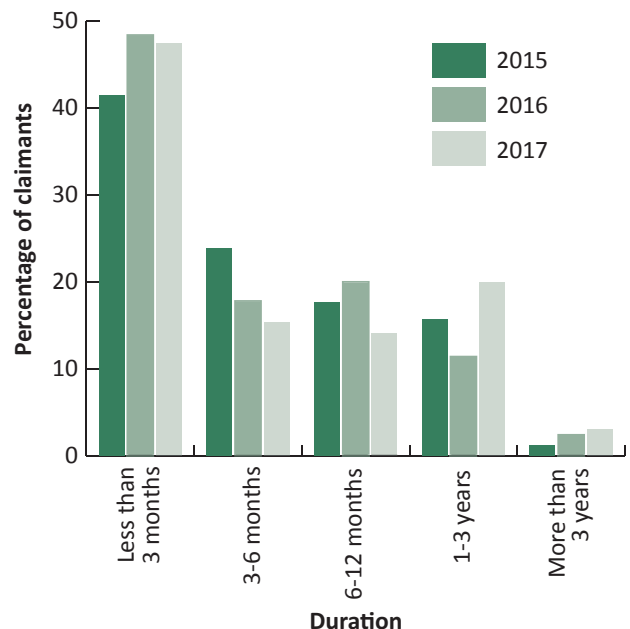
The Youth Unemployment rate is a measure of the number of young people who are unemployed, expressed as a percentage of the youth labour force, which is monitored by jurisdictions worldwide. The Youth Unemployment rate in Guernsey (defined as young people aged 16-24 years) in December 2017 was 1.0% overall. The rate was lower for females than for males (at 0.7% and 1.2% respectively).

Of the registered unemployed people who called into Social Security in the snapshot week at the end of December. In 2017, 15.4% had been registered unemployed for between three and six months at that time (see **Figure 6.1.3**). 23.0% of claimants had been registered unemployed for more than a year compared with 13.8% the previous year and 16.9% in 2015.

**Figure 6.1.2 Unemployment by age and gender at 31st December 2017**



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

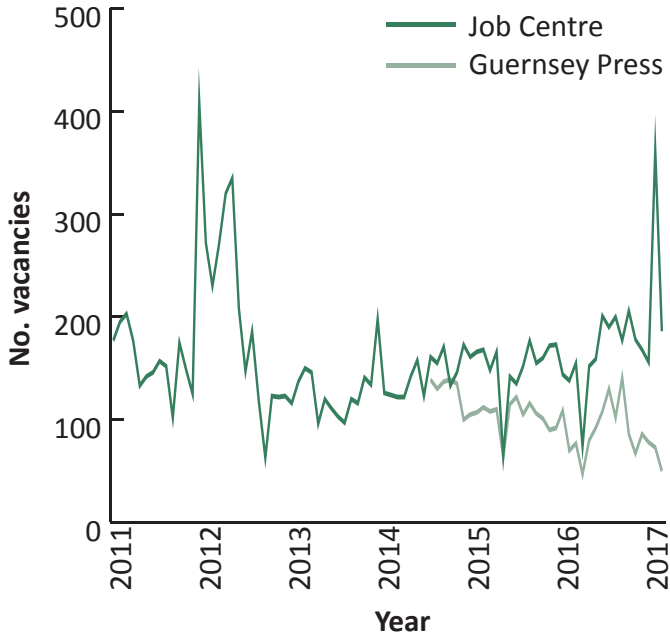


Figure 6.2.1 shows the number of vacancies placed with the Guernsey Job Centre and, from 2015 onwards, in the Guernsey Press (paper only, excluding online advertising) each month. Although this is not a complete representation of the total number of vacancies in the island, it does provide an indication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

It can be seen that there was a sharp increase in the number of adverts at the Job Centre in November 2017. The number of vacancies placed in the Guernsey Press have been decreasing since June 2017.

## 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 1.9% between the year ending December 2016 and the year ending December 2017, from £31,656 to £32,255.

The lower and upper quartile earnings for the quarter ending 31st December 2017 and the previous six quarters are presented in **Tables 7.1.2** and **7.1.3**. Using four quarter averages, the lower quartile earnings increased by 1.8% between the years ending 31st December 2016 and 31st December 2017, whilst the upper quartile earnings increased by 1.7%.

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
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
Q3 2017	32,114	1.9
Q4 2017	32,255	1.9

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

Date	Four quarter average earnings (£)	Annual % change
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
Q3 2017	22,141	1.9
Q4 2017	22,251	1.8

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

Date	Four quarter average earnings (£)	Annual % change
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
Q3 2017	47,174	1.7
Q4 2017	47,408	1.7

## 7.2 Earnings (real)

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

Date	Four quarter average earnings (£)	Annual % change
Q2 2016	32,060	2.2
Q3 2016	32,228	1.6
Q4 2016	32,407	1.1
Q1 2017	31,919	-0.6
Q2 2017	31,839	-0.7
Q3 2017	32,193	-0.1
Q4 2017	32,255	-0.5

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

Date	Four quarter average earnings (£)	Annual % change
Q2 2016	22,032	2.3
Q3 2016	22,215	2.1
Q4 2016	22,366	1.9
Q1 2017	22,006	0.0
Q2 2017	22,970	-0.3
Q3 2017	22,196	-0.1
Q4 2017	22,251	-0.5

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

Date	Four quarter average earnings (£)	Annual % change
Q2 2016	47,247	2.2
Q3 2016	47,462	1.6
Q4 2016	47,722	1.3
Q1 2017	46,903	-0.8
Q2 2017	46,740	-1.1
Q3 2017	47,291	-0.4
Q4 2017	47,408	-0.7

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 December 2017 prices.

Median annual earnings, in real terms, were 0.5% lower over the year ending December 2017 than over the year ending December 2016 (see [Table 7.2.1](#)).

Lower quartile earnings decreased by 0.5% in real terms between the years ending December 2016 and December 2017, compared with a decrease of 0.7% 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.

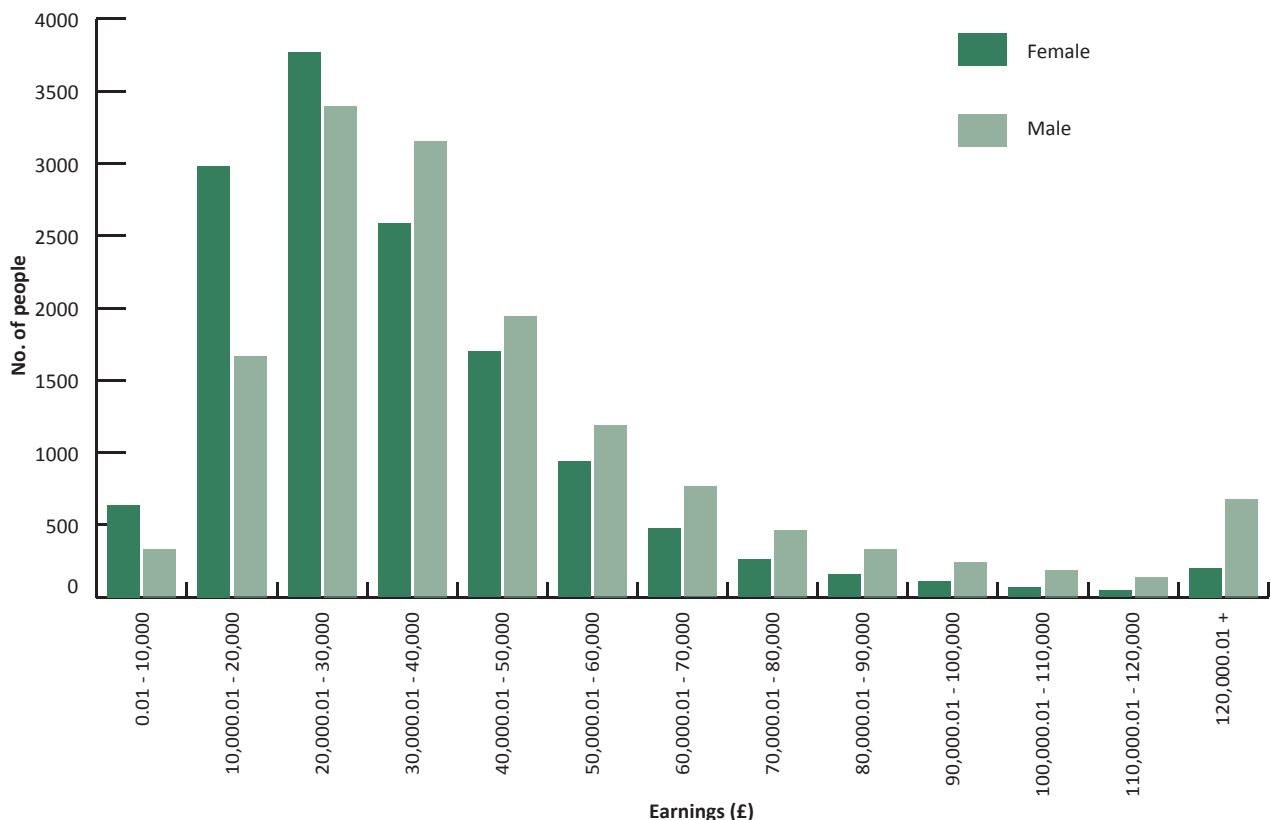
At the end of December 2017, the four quarter median average earnings for females was £28,900 (2.0% higher than a year earlier) and for males was £35,510 (1.3% higher than a year earlier).

**Figure 7.3.1** shows the number of employees in each earning band, averaged from December 2016 to December 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 earning bands greater than £30,000.

**Table 7.3.1 Nominal median earnings by gender**

Date	Four quarter average earnings (£)		Annual % change	
	Female	Male	Female	Male
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
Q3 2017	28,746	35,372	1.9	1.4
Q4 2017	28,900	35,510	2.0	1.3

**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 December 2017**

	Median earnings (£)	Lower quartile earnings (£)	Upper quartile earnings (£)
Agriculture, horticulture, fishing and quarrying	27,555	19,977	37,120
Manufacturing	28,637	20,003	36,401
Electricity, gas, steam and air conditioning supply	37,027	29,894	50,440
Water supply, sewerage, waste management and remediation activities	30,864	23,356	39,336
Construction	32,620	24,959	39,998
Wholesale, retail and repairs	22,978	16,761	32,147
Hostelry	19,439	16,075	24,454
Transport and storage	27,626	21,357	36,842
Information and communication	36,549	26,885	53,995
Finance	45,078	30,751	68,494
Real estate activities	33,649	23,038	51,606
Professional, business, scientific and technical activities	40,548	27,445	60,687
Administrative and support service activities	27,467	19,496	38,668
Public administration	34,928	24,195	47,697
Education	26,491	18,477	46,583
Human health, social and charitable work activities	23,598	16,774	33,678
Arts, entertainment and recreation	23,163	15,398	34,253
Other service activities	19,664	13,727	25,963
Activities of households as employers	19,798	12,763	27,162

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

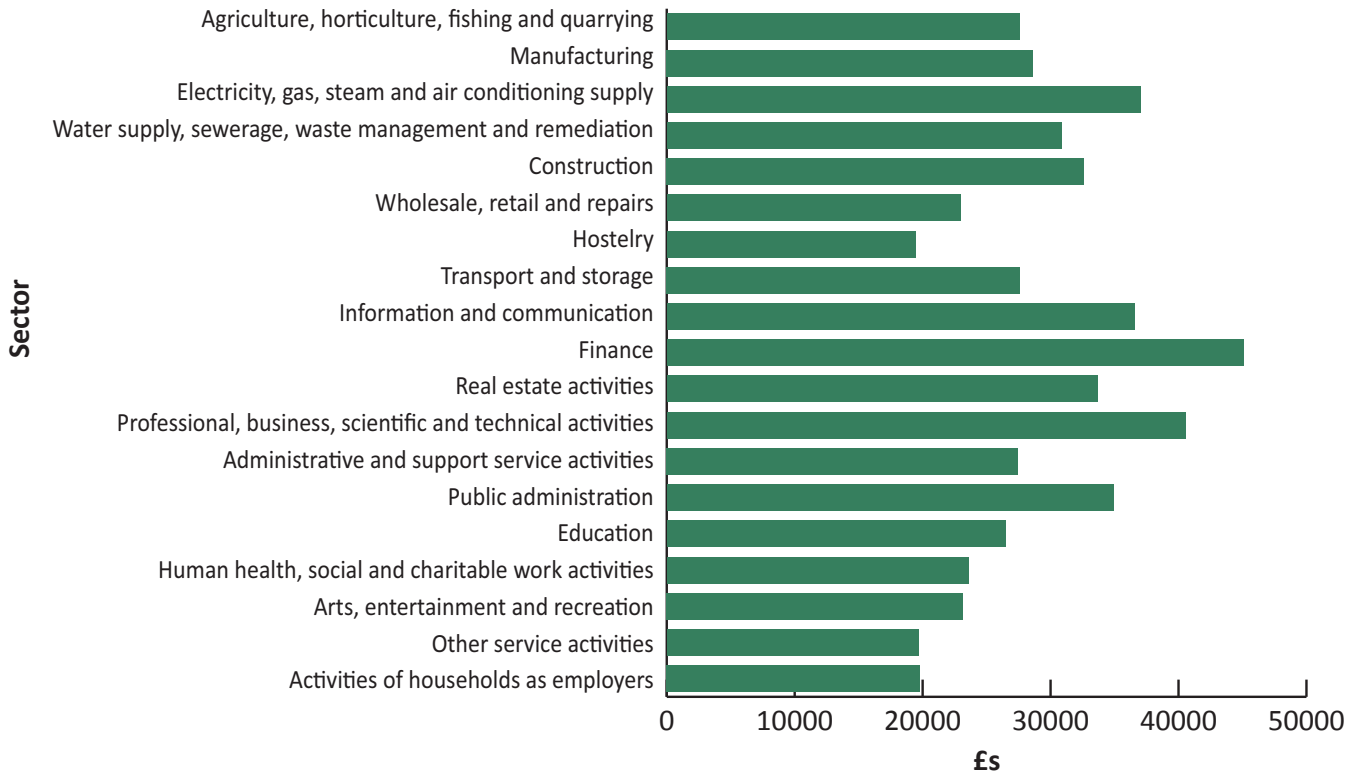
People employed within the Finance sector had the highest four quarter average median earnings (£45,078) at the end of December 2017. This was 39.8% higher than the overall median. The upper quartile earnings in the Finance sector were 44.5% higher than the overall upper quartile earnings during the same period.

The Hostelry sector had the lowest four quarter average median earnings (£19,439) at the end of December 2017, which was 39.7% lower than the overall median.



## 7.4 Earnings by economic sector

Figure 7.4.1 Four quarter average earnings as at 31st December 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 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. Some additional cross checks undertaken in 2018 led to the identification of duplicates born in 2014, 2015, 2016 and 2017. These have been removed and the process refined, so that the cause has been corrected. Figures for births have been restated back to 2014 to ensure an accurate picture of the trend is available.

### Population Projections

See [www.gov.gg/population](http://www.gov.gg/population) for directions to the latest version.

## 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.

E-mail: [dataandanalysis@gov.gg](mailto:dataandanalysis@gov.gg)

Telephone: (01481) 717103

Write / visit: Data and Analysis  
Sir Charles Frossard House  
La Charroterie  
St Peter Port  
Guernsey  
GY1 1FH



For more information  
go to [gov.gg/data](http://gov.gg/data)