

Guernsey Quarterly Population, Employment and Earnings Bulletin

Population at 30th September 2017
Employment and Earnings at 31st March 2018

Issue date 26th July 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.

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

- On 30th September 2017, Guernsey's total population remained at a similar level to September 2016 and September 2015.
- There was a natural increase of -75 people and net migration of 81 people over the year ending 30th September 2017.
- 64.6% of the total population were in full time education or were employed or self employed, at least part time.
- There was a decrease of 0.2% (68 people) in the 16 to 64 age group during the year ending 30th September 2017, compared to a decrease of 0.5% at the same time the previous year. There were also decreases of 0.9% and 0.5% in the 0 to 15 and 85+ age groups respectively during the year ending 30th September 2017. The 65 to 84 age group increased by 1.7%.
- In March 2018, 31,062 people were employed or self-employed in Guernsey. 3,079 people were self-employed and 27,983 people worked for an employer (9.9% and 90.1% respectively) in March 2018.
- There were 2,155 employing organisations in Guernsey in March 2018, 0.9% less than in March 2017.
- The Finance sector provided 6,822 employment roles in March 2018 (21.3% of the total).
- Median earnings as at 31st March 2018 were £32,360 which, compared with a year earlier, was 1.8% higher in nominal terms and 0.2% 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 6 people (0.01%) over the year ending 30th September 2017.

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 2017 was -75 and the net migration was 81.

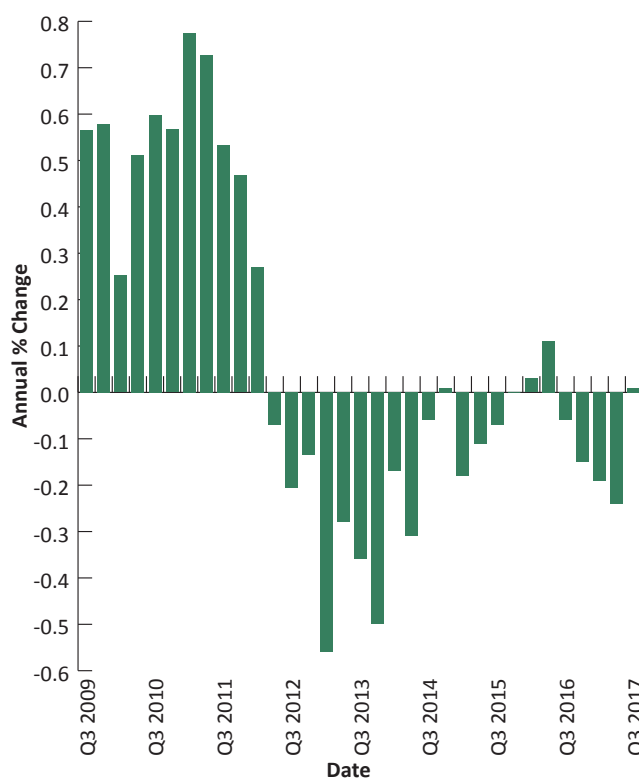
Annual population changes by age groups are given on **page 5**.

During the year ending 30th September 2017 there was a decrease of 0.9% and 0.2% in the 0 to 15 and 16 to 64 age groups respectively. The age group 65 to 84 showed the only annual increase (1.7%) whilst the number of people aged 85 and over decreased by 0.5%.

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 2014	-195	-0.31
Q3 2014	-35	-0.06
Q4 2014	6	0.01
Q1 2015	-110	-0.18
Q2 2015	-71	-0.11
Q3 2015	-44	-0.07
Q4 2015	0	0.00
Q1 2016	17	0.03
Q2 2016	71	0.11
Q3 2016	-37	-0.06
Q4 2016	-95	-0.15
Q1 2017	-121	-0.19
Q2 2017	-152	-0.24
Q3 2017	6	0.01

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 2014	624	503	121	3,507	3,823	-316	-195	-282	62,616
Q3 2014	627	509	118	3,631	3,784	-153	-35	-282	62,525
Q4 2014	607	529	78	3,687	3,759	-72	6	-282	62,069
Q1 2015	580	557	23	3,628	3,761	-133	-110	3	62,234
Q2 2015	578	553	25	3,721	3,817	-96	-71	-2	62,543
Q3 2015	597	546	51	3,706	3,801	-95	-44	-18	62,463
Q4 2015	588	527	61	3,734	3,795	-61	0	-18	62,051
Q1 2016	593	536	57	3,760	3,800	-40	17	-21	62,230
Q2 2016	617	534	83	3,704	3,716	-12	71	-16	62,598
Q3 2016	602	550	52	3,647	3,736	-89	-37	0	62,426
Q4 2016	589	580	9	3,657	3,761	-104	-95	0	61,956
Q1 2017	565	586	-21	3,635	3,735	-100	-121	0	62,109
Q2 2017	530	588	-58	3,568	3,662	-94	-152	0	62,446
Q3 2017	521	596	-75	3,582	3,501	81	6	0	62,432

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

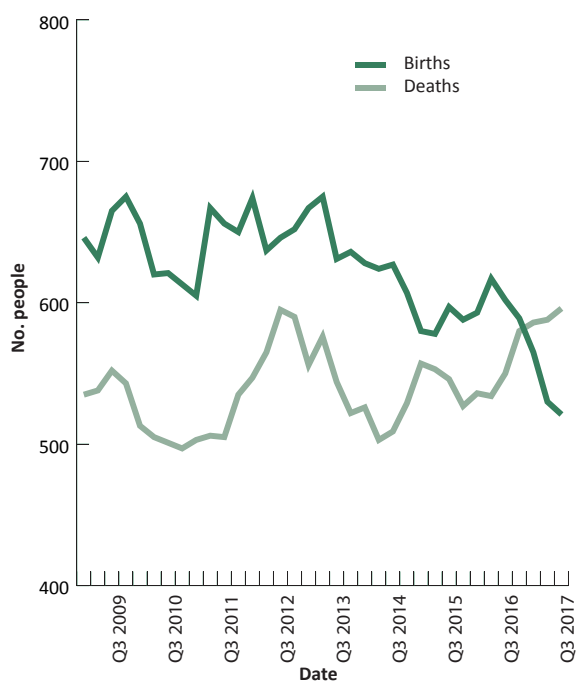
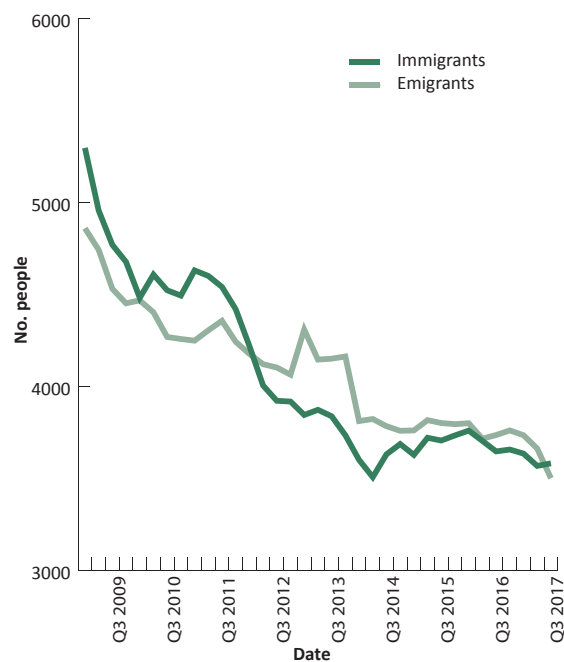


Figure 2.1.3 Annual immigration and emigration



2.2 Demography - Annual changes

Figure 2.2.1 Annual percentage change in total population by age group

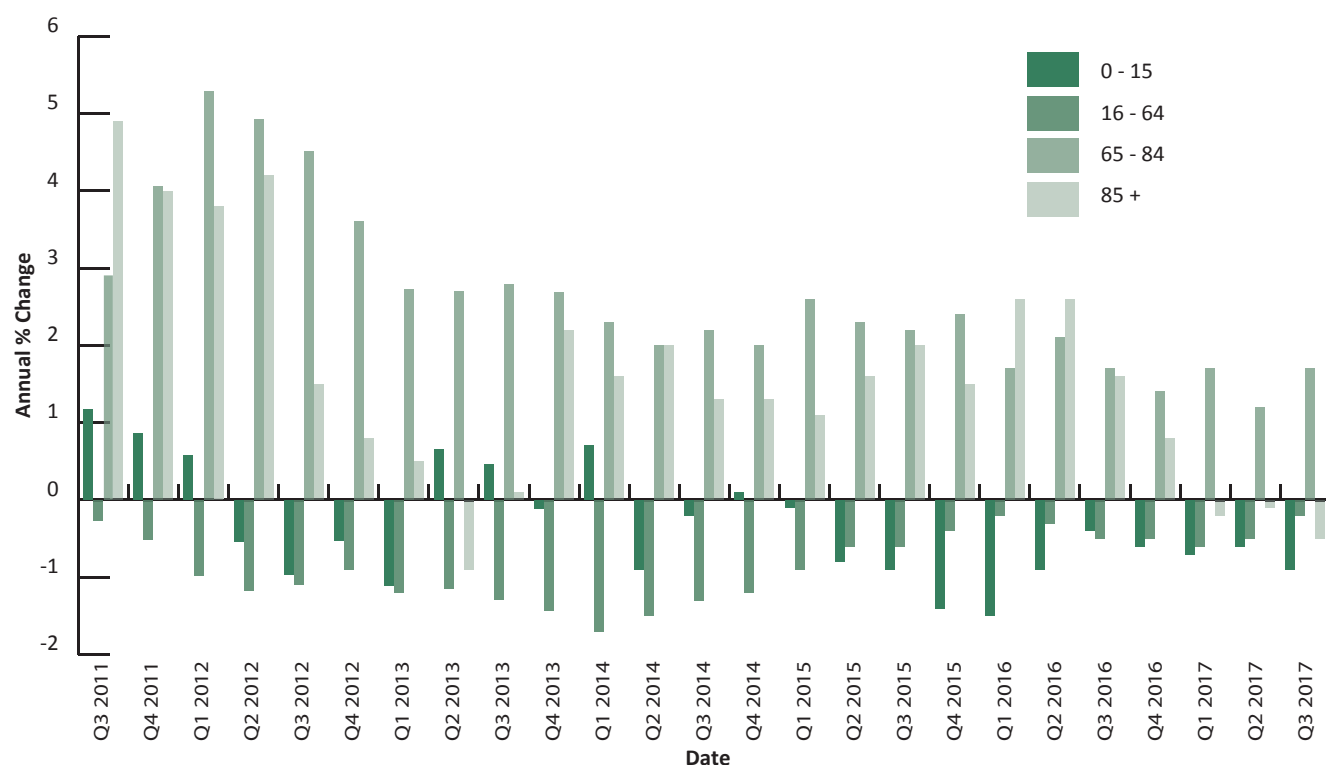


Table 2.2.1 Annual population changes

	0 - 15	Annual % change	16 - 64	Annual % change	65 - 84	Annual % change	85 +	Annual % change
Q2 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	10,081	-0.9	40,517	-0.6	10,211	2.2	1,654	2.0
Q4 2015	10,032	-1.4	40,121	-0.4	10,240	2.4	1,658	1.5
Q1 2016	10,004	-1.5	40,318	-0.2	10,242	1.7	1,666	2.6
Q2 2016	9,989	-0.9	40,579	-0.3	10,352	2.1	1,678	2.6
Q3 2016	10,043	-0.4	40,318	-0.5	10,384	1.7	1,681	1.6
Q4 2016	9,970	-0.6	39,931	-0.5	10,383	1.4	1,672	0.8
Q1 2017	9,938	-0.7	40,093	-0.6	10,416	1.7	1,662	-0.2
Q2 2017	9,930	-0.6	40,359	-0.5	10,480	1.2	1,677	-0.1
Q3 2017	9,950	-0.9	40,250	-0.2	10,560	1.7	1,672	-0.5

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 2016	61.2
Q3 2016	63.9
Q4 2016	64.3
Q1 2017	65.5
Q2 2017	65.3
Q3 2017	64.6

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

	Female	Male	Total
14 and under	64.5	63.8	64.1
15 to 19	93.9	91.0	92.4
20 to 24	84.6	87.0	85.9
25 to 29	82.5	89.0	85.8
30 to 34	80.7	89.4	85.2
35 to 39	79.6	91.4	85.6
40 to 44	77.5	91.0	84.1
45 to 49	80.0	90.3	85.0
50 to 54	76.8	88.2	82.3
55 to 59	70.1	84.4	77.2
60 to 64	50.5	69.6	60.3
65 to 69	14.5	17.4	15.9
70 to 74	4.5	5.7	5.1
75 to 79	1.2	2.7	1.9
80 to 84	0.3	0.4	0.4
85 and over	0.1	0.0	0.1
Total	60.3	69.1	64.6

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 2017, 64.6% 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 2018 (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 2017)

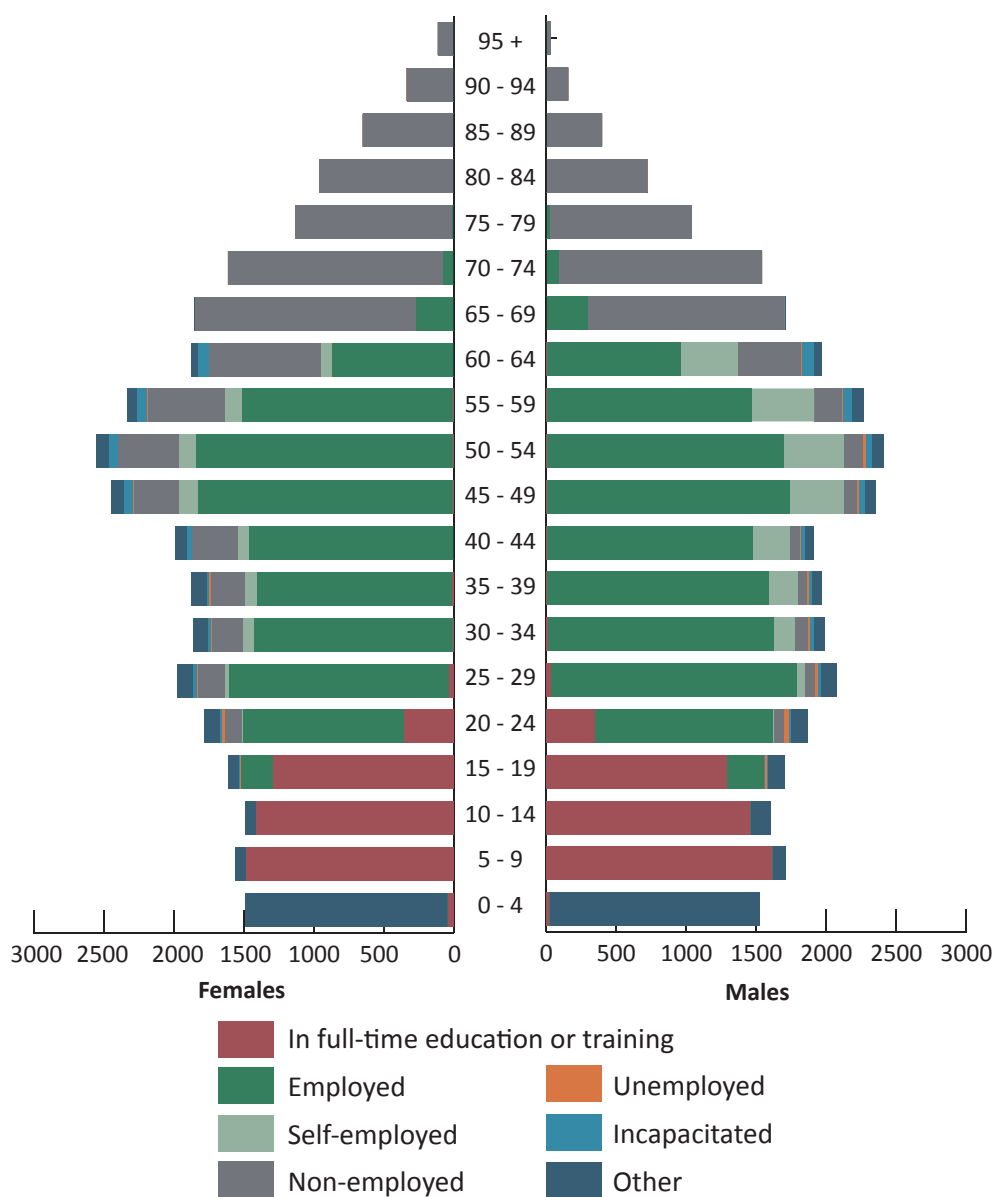


Figure 2.3.1 shows how economic status varies by age group and gender. Overall, 82.0% of the working population (aged 16 to 64 years old) were either in full-time education, employed or self-employed at the end of September 2017. 11.5% (775 people) of those aged 65 to 74 were in employment.

People in full-time education are concentrated in the 5 to 24 years old age categories, with a further 65 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 (1,840 people), the 25 to 29 age group has the largest proportion of females in employment (79.5%). For males, the proportion of the population in employment also peaks in the 25 to 29 years age group (84.7%) and the number of people employed is also highest in this age category (1,753 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 September 2017 (ages 16-24)

Age at September 2017	Female	Male	Total
16	98.4	97.7	98.1
17	87.7	85.1	86.4
18	77.1	68.0	72.2
19	46.4	39.5	42.9
20	37.2	34.6	35.9
21	26.3	27.3	26.8
22	20.8	18.4	19.5
23	7.7	9.3	8.5
24	5.0	4.1	4.5

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

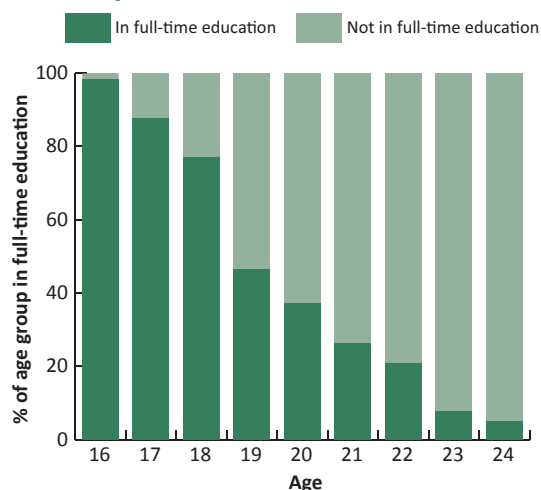
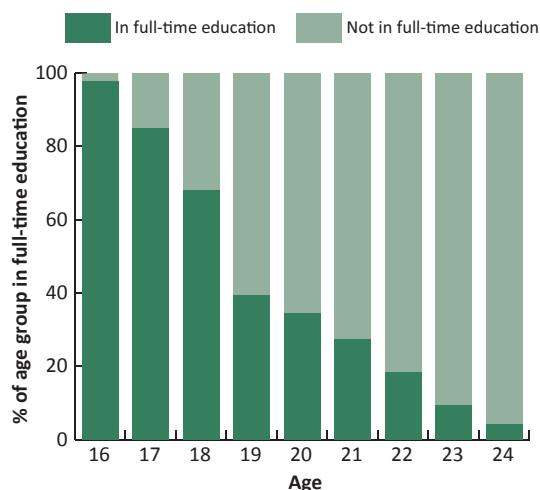


Figure 3.1.2 Percentage of males in full-time education at 30th September 2017 (ages 16-24)



As at September 2017 98.1% of all 16 year olds and 4.5% 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 21, where 27.3% of males and 26.3% of females were in full time education and age 23 with 9.3% of males in full time education compared to 7.7% 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 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 31st March 2018. The number of employed people increased by 0.4% and the number of self-employed decreased by 0.6%.

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

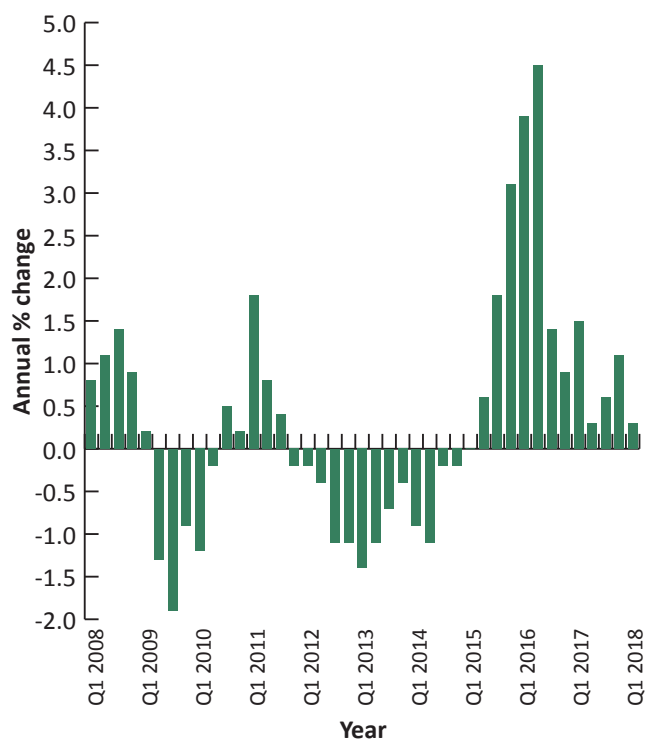


Table 4.1.1 Annual percentage change in total employment, employees and self-employed

	Employed	Self-employed	Total employment
Q2 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
Q1 2018	0.4	-0.6	0.3

4.2 Employment by age and gender

Table 4.2.1 Employment status by age group at 31st March 2018

	Employed			Self-employed			Total in employment
	Female	Male	Total	Female	Male	Total	
14 and under	-	-	-	-	-	-	-
15 to 19	236	337	573	*	*	*	575
20 to 24	1,137	1,271	2,408	*	14	18	2,426
25 to 29	1,522	1,708	3,230	27	63	90	3,320
30 to 34	1,432	1,595	3,027	66	148	214	3,241
35 to 39	1,399	1,590	2,989	88	222	310	3,299
40 to 44	1,472	1,441	2,913	85	248	333	3,246
45 to 49	1,823	1,747	3,570	130	377	507	4,077
50 to 54	1,874	1,661	3,535	125	432	557	4,092
55 to 59	1,558	1,518	3,076	128	449	577	3,653
60 to 64	913	984	1,897	77	391	468	2,365
65 to 69	268	297	565	-	*	*	568
70 to 74	65	87	152	-	-	-	152
75 and over	18	30	48	-	-	-	48
16 to 64	13,366	13,852	27,218	731	2,345	3,076	30,294
65 to 84	351	414	765	-	*	*	768
85 and over	-	-	-	-	-	-	-
Total	13,717	14,266	27,983	731	2,348	3,079	31,062

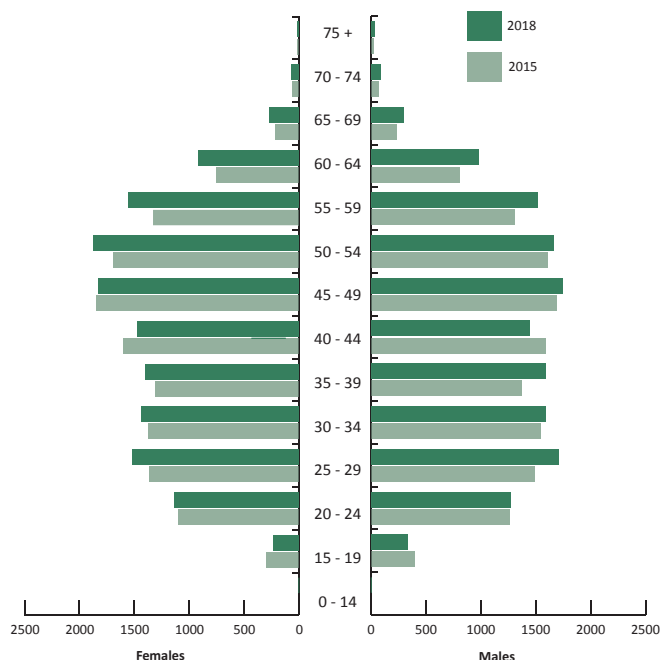
* In instances where there are fewer than five people in any one age category, only the total number of employed or self-employed people is presented.

At 31st March 2018, 31,062 people were either employed or self-employed in Guernsey, of whom 768 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 0.1% of self-employed people.

Of the 27,218 employed people aged 16 to 64 at the end of March 2018, 13,366 (49.1%) were female and 13,852 (50.9%) were male. This compares to 731 self-employed females and 2,345 males, which equates to 23.8% and 76.2% of the 3,076 total for that age group.

4.2 Employment by age and gender

Figure 4.2.1 Employment by age and gender at March

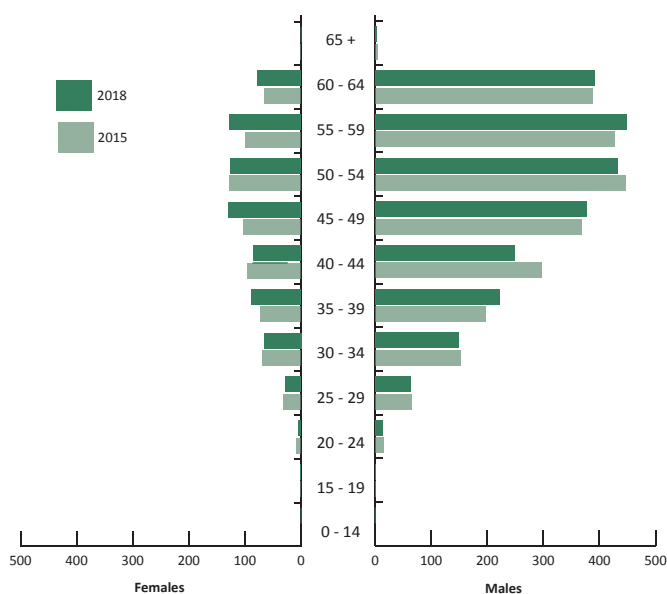


The difference in the proportions of employed and self-employed people between March 2015 and March 2018 can be seen in **Figures 4.2.1 and 4.2.2** respectively.

Figure 4.2.1 shows that there were more males employed in March 2018 than in March 2015 across all age groups other than ages 15 to 19 and 40 to 44. There was an increase in the number of females employed in March 2018 across all age groups except for ages 15 to 19 and 40 to 49 where a higher number were employed in March 2015. The 55 to 59 age category and the 25 to 29 age category saw the largest increase in employment for females and males respectively.

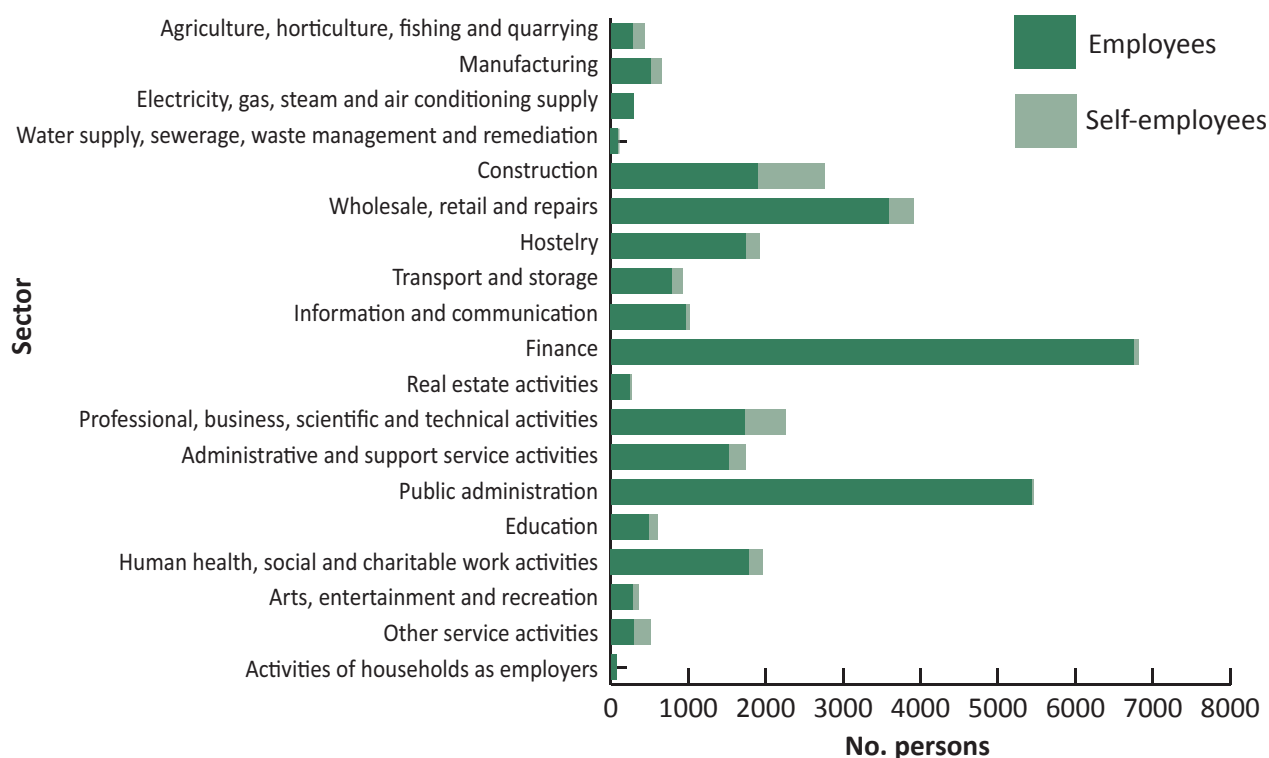
As can be seen in **Figure 4.2.2**, self-employment is more apparent in males than in females. For males, the largest increase in self-employment was in the 35 to 39 age category whereas the largest increase for females was in the 55 to 59 age group. The 40 to 44 age category saw the largest decrease in self-employment between March 2015 and March 2018 for both males and females.

Figure 4.2.2 Self-employment by age and gender at March



4.3 Employment by economic sector

Figure 4.3.1 Employment by economic sector at 31st March 2018



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 December 2017, accounting for 21.3% of total employment, or 6,822 people, 6,753 of whom were employed and 69 of whom were self-employed.

The Construction sector had the largest number of self-employed people in March 2018 (875 people), representing 31.6% of the sector and 26.2% of self-employed people overall.

4.3 Employment by economic sector

Table 4.3.1 Employment by economic sector at 31st March 2018

	Employees			Self-employees			Total no. in employment	% of total for all sectors
	Female	Male	Total	Female	Male	Total		
Agriculture, horticulture, fishing and quarrying	98	176	274	14	142	156	430	1.3
Manufacturing	148	366	514	34	108	142	656	2.0
Electricity, gas, steam and air conditioning supply	56	239	295	0	6	6	301	0.9
Water supply, sewerage, waste management and remediation activities	11	81	92	0	19	19	111	0.3
Construction	116	1,775	1,891	16	859	875	2,766	8.6
Wholesale, retail and repairs	1,636	1,954	3,590	78	243	321	3,911	12.2
Hostelry	664	1,075	1,739	65	123	188	1,927	6.0
Transport and storage	167	614	781	13	131	144	925	2.9
Information and communication	254	716	970	10	40	50	1,020	3.2
Finance	3,645	3,108	6,753	11	58	69	6,822	21.3
Real estate activities	143	102	245	*	15	18	263	0.8
Professional, business, scientific and technical activities	933	798	1,731	141	379	520	2,251	7.0
Administrative and support service activities	673	849	1,522	24	192	216	1,738	5.4
Public administration	3,334	2,104	5,438	9	17	26	5,464	17.0
Education	374	112	486	88	32	120	606	1.9
Human health, social and charitable work activities	1,459	324	1,783	80	91	171	1,954	6.1
Arts, entertainment and recreation	134	148	282	26	52	78	360	1.1
Other service activities	231	65	296	158	59	217	513	1.6
Activities of households as employers	45	23	68	*	0	*	70	0.2
Total for all sectors	14,121	14,629	28,750	772	2,566	3,338	32,088	100.0

Table 4.3.2 Employment within the Finance sector at 31st March 2018

	Total no. in employment	% of total Finance sector
Banking	1,853	27.2
Fiduciary	1,849	27.1
Funds	1,838	26.9
Insurance	790	11.6
Other	492	7.2
Total	6,822	100.0

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

Of the 6,822 people employed within the Finance sector, 1,838 people (26.9%) worked in sub-sectors relating to Funds, 1,853 people (27.2%) worked in Banking and 1,849 people (27.1%) were employed by Fiduciaries at the end of March 2018.

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 Q2	2016 Q3	2016 Q4	2017 Q1	2017 Q2	2017 Q3	2017 Q4	2018 Q1
Agriculture, horticulture, fishing and quarrying	-4.2	-3.2	-4.4	-3.2	0.7	-0.4	2.4	1.2
Manufacturing	-3.9	-3.6	-1.6	-2.4	0.3	1.8	1.5	-0.5
Electricity, gas, steam and air conditioning supply	0.7	5.7	5.8	2.8	0.7	-3.0	-1.7	3.8
Water supply, sewerage, waste management and remediation activities	12.2	10.8	17.5	16.3	14.9	17.5	0.9	-2.6
Construction	-5.1	-5.3	-4.0	-2.9	-1.2	-0.9	0.4	1.1
Wholesale, retail and repairs	0.8	0.4	-0.7	-2.0	-1.3	-0.3	-1.3	-1.9
Hostelry	-1.1	0.0	0.6	-0.5	-0.7	-1.4	-0.7	-0.7
Transport and storage	2.5	1.4	-4.0	-10.7	-4.8	0.2	3.0	1.2
Information and communication	4.0	4.8	1.9	1.9	-0.1	-1.8	-2.5	-0.5
Finance	1.2	0.6	1.1	-0.2	0.1	-1.3	-1.1	1.1
Real estate activities	-3.8	-2.1	0.7	0.0	-2.9	-4.0	-8.2	-3.0
Professional, business, scientific and technical activities	6.2	5.1	3.7	2.3	1.0	0.5	1.1	0.0
Administrative and support service activities	-2.2	-3.0	-0.1	5.1	6.0	2.9	1.4	2.8
Public administration	1.4	1.2	0.8	0.6	0.3	2.5	1.0	-0.1
Education	5.3	3.6	7.8	5.5	3.5	5.0	1.6	-0.7
Human health, social and charitable work activities	1.1	1.4	0.7	7.1	8.7	11.3	9.5	1.8
Arts, entertainment and recreation	4.0	7.7	3.8	3.6	8.7	2.9	1.4	-3.2
Other service activities	-0.8	-2.3	0.4	2.9	1.0	0.8	2.9	1.6
Activities of households as employers	-4.3	-6.5	-13.8	-10.9	-6.8	-8.1	12.0	-14.6

Figure 4.4.1 shows that the Activities of households as employers sector had the largest decrease in employment for the year ending March 2018 (14.6%). It should be noted that this sector employs the fewest number of people and therefore annual changes are likely to be more pronounced. The Electricity, gas, steam and air conditioning supply sector showed the largest annual increase (3.8%).

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 0.9% in the number of employing organisations for the year ending 31st March 2018. 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

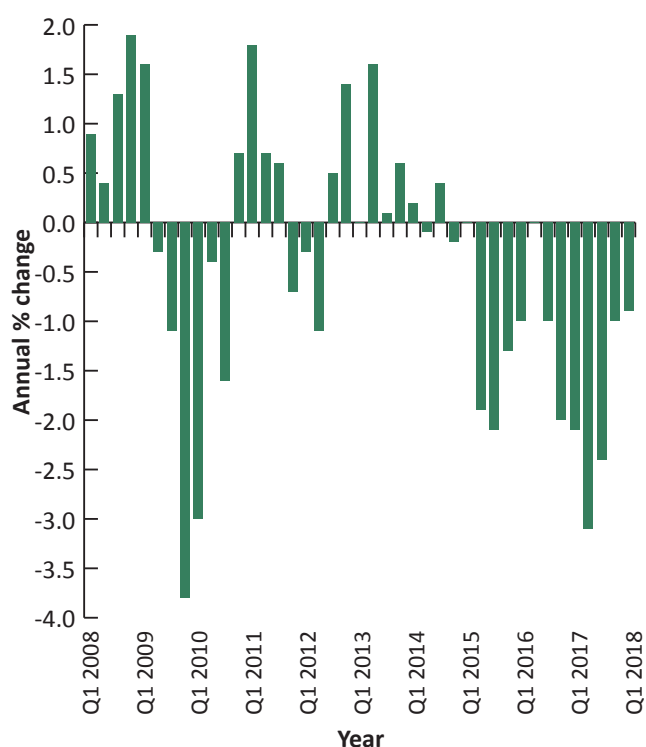


Table 5.1.1 Annual percentage change in total number of employers

	Annual % change
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
Q1 2018	-0.9

5.2 Employers by economic sector and size

Table 5.2.1 Employers by economic sector and size at 31st March 2018

	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	13	23	7	3	1	1	0	0	48
Manufacturing	15	26	12	8	2	2	0	0	65
Electricity, gas, steam and air conditioning supply	2	3	2	0	0	1	1	0	9
Water supply, sewerage, waste management and remediation activities	4	5	0	1	0	1	0	0	11
Construction	115	128	46	37	5	1	2	0	334
Wholesale, retail and repairs	68	139	68	26	20	7	4	1	333
Hostelry	36	64	33	24	9	8	0	0	174
Transport and storage	21	23	10	9	2	2	1	0	68
Information and communication	18	18	8	6	6	1	2	0	59
Finance	68	96	47	55	32	16	15	1	330
Real estate activities	13	19	4	7	1	0	0	0	44
Professional, business, scientific and technical activities	42	57	27	17	4	6	4	0	157
Administrative and support service activities	38	48	19	15	15	2	2	0	139
Public administration	3	9	1	2	0	0	1	1	17
Education	5	9	1	4	1	3	1	0	24
Human health, social and charitable work activities	34	51	27	16	10	8	2	0	148
Arts, entertainment and recreation	21	26	5	8	1	0	0	0	61
Other service activities	49	39	12	0	1	0	0	0	101
Activities of households as employers	20	11	2	0	0	0	0	0	33
Total	585	794	331	238	110	59	35	3	2,155

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 2018. 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.

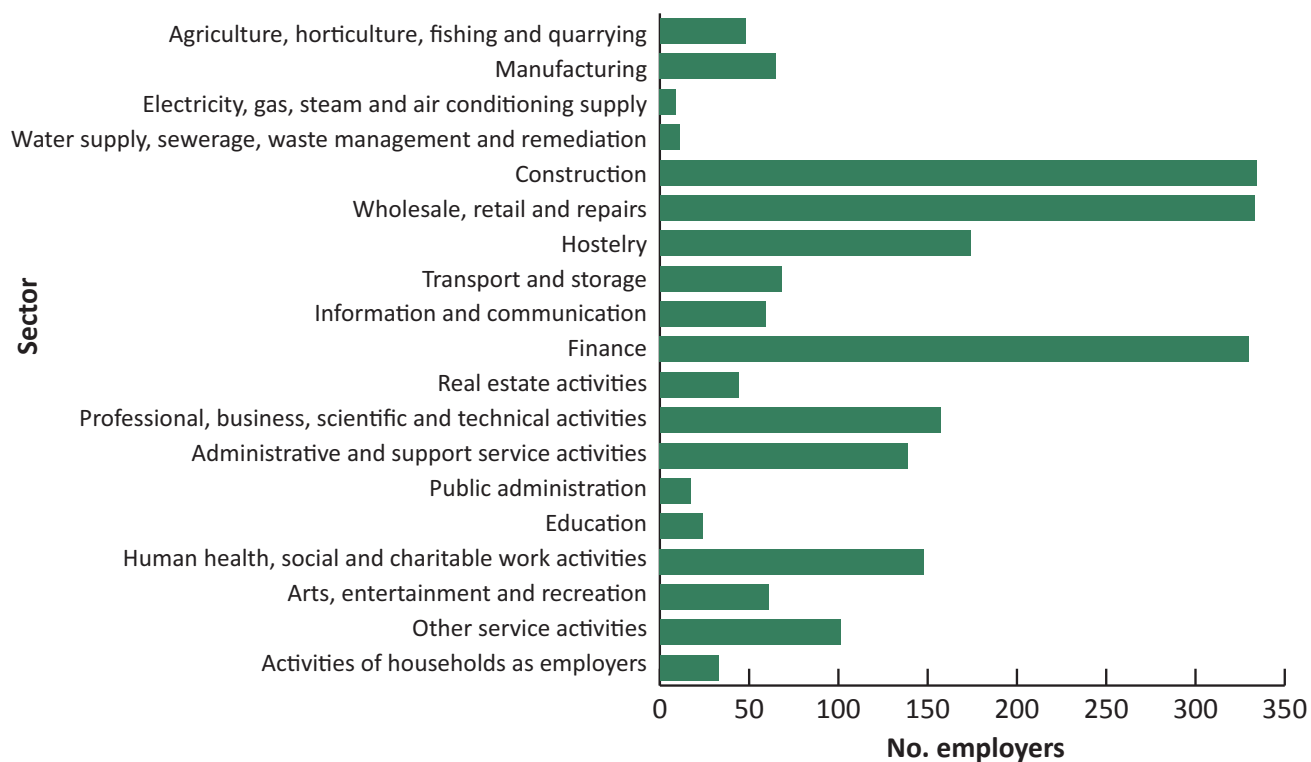
The Construction sector had the highest number of employing organisations (243) with fewer than six employees.

The Finance sector had the highest number of employing organisations with more than 50 employees (32 employers).

There were three organisations employing more than 250 people at the end of March 2018.

5.2 Employers by economic sector and size

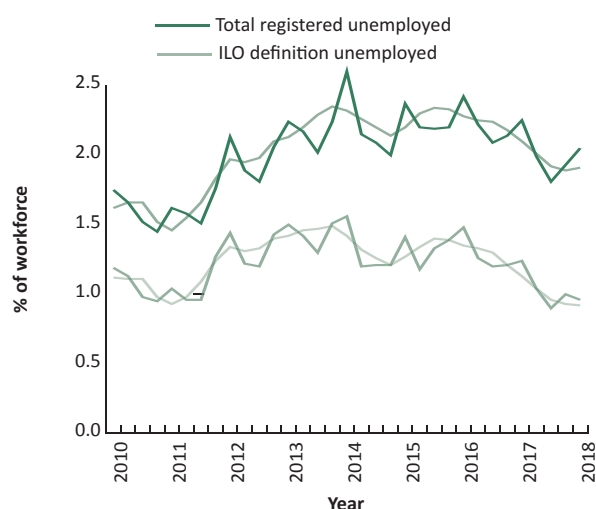
Figure 5.2.1 Employers by economic sector at 31st March 2018



As shown above in **Figure 5.2.1**, 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 292 people registered as unemployed using the International Labour Office (ILO) definition of unemployment¹ in March 2018, 88 fewer people than in March 2017.

The registered unemployment rate using the ILO definition was 1.0% at the end of March 2018, which was 0.2 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 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
Q1 2018	292	1.0	624	2.1

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 2018 was greater than the number of women registered unemployed across all age bands except the 40-44 category (see **Figure 6.1.2**). Of the people registered unemployed, using the ILO definitions, 30.6% were women, compared to 30.1% 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 33 unemployed men in this group in March 2018, accounting for the highest portion (16.8%) of unemployed men, and 16 women in this category, accounting for 18.4% 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 2018 was 1.1% overall. The rate was lower for females than for males (at 0.6% and 1.5% respectively).

Of the registered unemployed people who called into Social Security in the snapshot week at the end of March. In 2018, 23.6% had been registered unemployed for between three and six months at that time (see **Figure 6.1.3**). 20.2% of claimants had been registered unemployed for more than a year compared with 13.7% the previous year and 13.6% in 2016.

Figure 6.1.2 Unemployment by age and gender at 31st March 2018

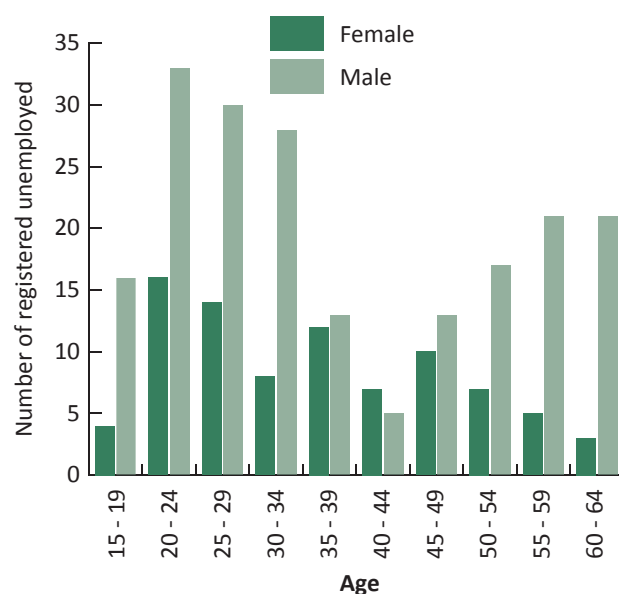
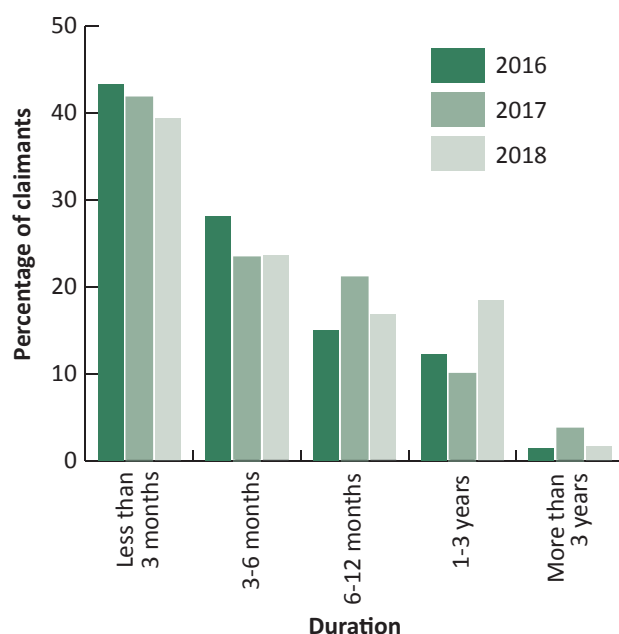


Figure 6.1.3 Duration of unemployment of claimants calling in a snapshot week in March (total registered unemployed)



6.2 Job vacancies

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

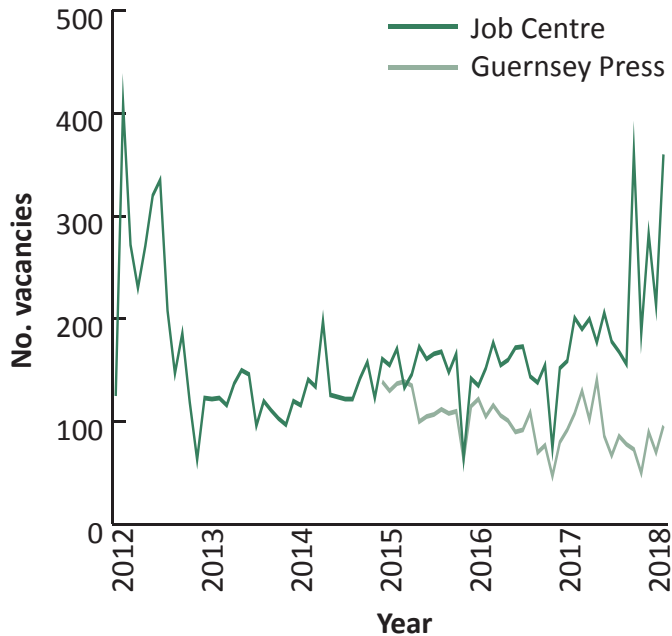


Figure 6.2.1 shows the number of vacancies placed with the Guernsey Job Centre and, from 2015 onwards, in the Guernsey Press (paper only, excluding online advertising) each month. Although this is not a complete representation of the total number of vacancies in the island, it does provide an indication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

It can be seen that there was a sharp increase in the number of adverts at the Job Centre in March 2018. The number of vacancies placed in the Guernsey Press has seen an increase since December 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 1.8% between the year ending March 2017 and the year ending March 2018, from £31,773 to £32,360.

The lower and upper quartile earnings for the quarter ending 31st March 2018 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 2.1% between the years ending 31st March 2017 and 31st March 2018, whilst the upper quartile earnings increased by 2.2%.

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.

Table 7.1.1 Nominal median earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
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
Q1 2018	32,360	1.8

Table 7.1.2 Nominal lower quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
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
Q1 2018	22,367	2.1

Table 7.1.3 Nominal upper quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
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
Q1 2018	47,715	2.2

7.2 Earnings (real)

Table 7.2.1 Real median earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q3 2016	32,729	1.6
Q4 2016	32,911	1.1
Q1 2017	32,414	-0.6
Q2 2017	32,333	-0.7
Q3 2017	32,693	-0.1
Q4 2017	32,756	-0.5
Q1 2018	32,360	-0.2

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 2018 prices.

Median annual earnings, in real terms, were 0.2% lower over the year ending March 2018 than over the year ending March 2017 (see [Table 7.2.1](#)).

Lower quartile earnings increased by 0.1% in real terms between the years ending March 2017 and March 2018, compared with an increase of 0.2% in the upper quartile earnings over the same period (see [Tables 7.2.2](#) and [7.2.3](#) respectively).

Table 7.2.2 Real lower quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q3 2016	22,560	2.1
Q4 2016	22,713	1.9
Q1 2017	22,347	0.0
Q2 2017	22,311	-0.3
Q3 2017	22,540	-0.1
Q4 2017	22,597	-0.5
Q1 2018	22,367	0.1

Table 7.2.3 Real upper quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q3 2016	48,199	1.6
Q4 2016	48,463	1.3
Q1 2017	47,631	-0.8
Q2 2017	47,465	-1.1
Q3 2017	48,025	-0.4
Q4 2017	48,144	-0.7
Q1 2018	47,715	0.2

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.

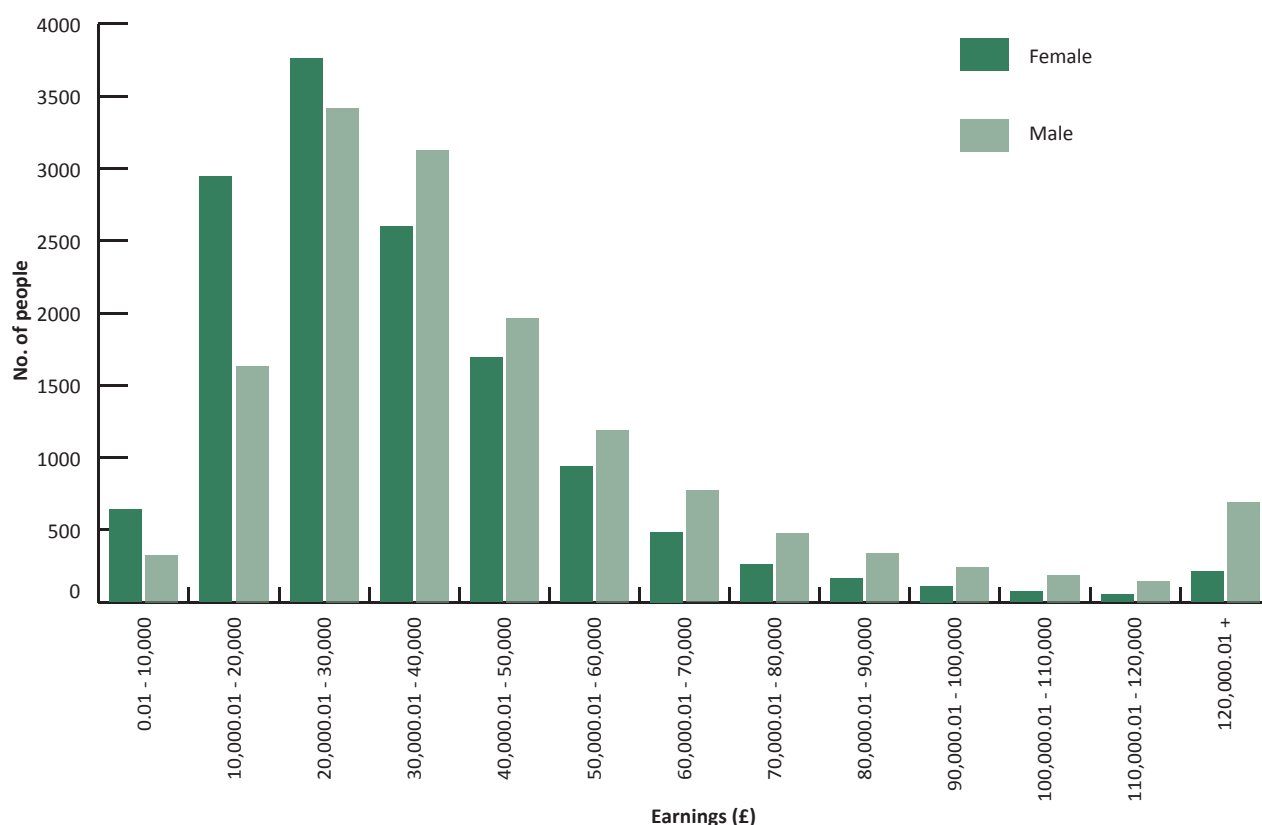
At the end of March 2018, the four quarter median average earnings for females was £29,031 (2.0% higher than a year earlier) and for males was £35,638 (1.4% higher than a year earlier).

Table 7.3.1 Nominal median earnings by gender

Date	Four quarter average earnings (£)		Annual % change	
	Female	Male	Female	Male
Q3 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
Q1 2018	29,031	35,638	2.0	1.4

Figure 7.3.1 shows the number of employees in each earning band, averaged from March 2017 to March 2018. The distribution of both male and female earnings shows a peak in the £20,000.01 to £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.

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 2018

	Median earnings (£)	Lower quartile earnings (£)	Upper quartile earnings (£)
Agriculture, horticulture, fishing and quarrying	27,786	20,282	37,500
Manufacturing	28,829	20,414	36,592
Electricity, gas, steam and air conditioning supply	37,033	30,070	51,075
Water supply, sewerage, waste management and remediation activities	30,354	23,113	38,432
Construction	32,788	25,208	40,319
Wholesale, retail and repairs	22,997	16,866	32,116
Hostelry	19,837	16,387	24,855
Transport and storage	28,025	21,575	37,185
Information and communication	36,739	27,171	54,483
Finance	45,703	31,054	69,854
Real estate activities	34,406	23,637	52,107
Professional, business, scientific and technical activities	40,798	27,571	61,560
Administrative and support service activities	28,259	20,448	39,593
Public administration	35,303	24,511	47,886
Education	27,065	19,242	46,880
Human health, social and charitable work activities	24,086	17,038	34,222
Arts, entertainment and recreation	24,019	16,728	35,765
Other service activities	19,912	14,167	26,295
Activities of households as employers	21,282	13,901	28,370

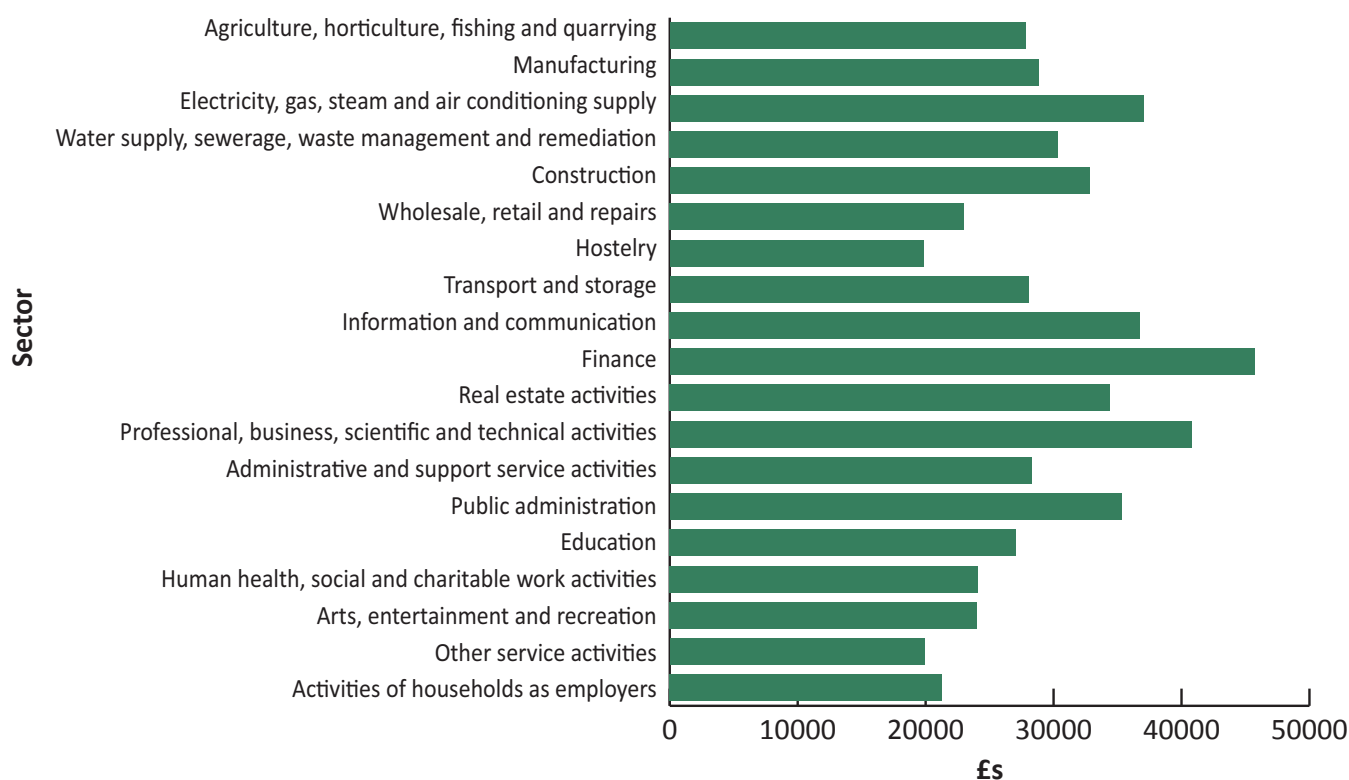
Median, lower quartile and upper quartile earnings by sector are shown in **Table 7.4.1**.

People employed within the Finance sector had the highest four quarter average median earnings (£45,703) at the end of March 2018. This was 41.2% higher than the overall median. The upper quartile earnings in the Finance sector were 46.4% higher than the overall upper quartile earnings during the same period.

The Hostelry sector had the lowest four quarter average median earnings (£19,837) at the end of March 2018, which was 38.7% lower than the overall median.

7.4 Earnings by economic sector

Figure 7.4.1 Four quarter average earnings as at 31st March 2018



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

The latest Annual Population Projection Bulletin is available to download from our website, www.gov.gg/population.

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.

E-mail: 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