Guernsey Quarterly Population, Employment and Earnings Bulletin

Population at 30th September 2018
Employment and Earnings at 31st March 2019

Issue date 25th July 2019

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 Breqhou). It is published each April, July and October. A fuller report is published annually each January and is available from **www.gov.gg/population**.

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

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

1.2 Headlines

- Guernsey's total population increased by 0.6% (371 people) over the year ending 30th September 2018; the largest increase seen since 2011. Over the years ending 30th September 2015, 2016 and 2017, the annual changes were -0.1%, -0.1% and 0.0% respectively.

- There was a natural decrease of 64 people and net migration of 435 people over the year ending 30th September 2018.

- 65.7% of the total population were in full time education or were employed or self employed, at least part time.

- There was an increase of 0.3% in the number of people in the 16 to 64 age group during the year ending 30th September 2018, this is the largest annual increase in this age group since June 2011. There were increases of 0.5% and 1.8% in the number of people in the 0 to 15 and 65 to 84 age groups respectively during the year ending 30th September 2018. The number of people aged 85 or over increased by 1.1%, the first increase in this age group since December 2016.

- In March 2019, 31,230 people were employed or self-employed in Guernsey. 3,023 people were self-employed and 28,207 people worked for an employer (9.7% and 90.3% respectively). This compares to 27,983 employed and 3,079 self-employed people in March 2018.

- There were 2,130 employing organisations in Guernsey in March 2019, 1.2% fewer than in March 2018.

- The Finance sector provided 6,307 employment roles (from zero hours to full time contracts) in March 2019 (19.6% of the total).

- Median earnings as at 31st March 2019 were £33,530 which, compared with a year earlier, was 3.8% higher in nominal terms and 1.7% higher in real terms.

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 are restated in each edition of this bulletin. This enables retrospectively identified population changes that occurred within the past two years to be incorporated into the correct year and quarter (whereas prior to 2014, these could only be included within the changes for the most recent quarter).

As can be seen in **Table 2.1.1** and **Figure 2.1.1**, the total population increased by 371 people (0.6%) over the year ending 30th September 2018.

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 decrease for the year ending 30th September 2018 was 64 and the net migration was 435.
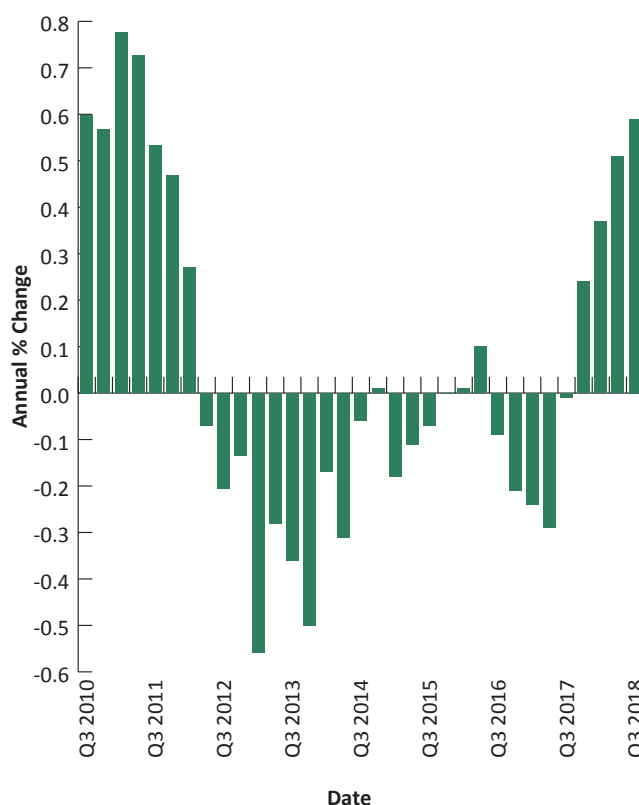
Annual population changes by age groups are given on **page 5**.

During the year ending 30th September 2018 there was an increase of 0.5% in the 0 to 15 age group. There was a 0.3% increase in the number of people aged 16 to 64, this is the largest annual increase in this age group since 2011. The age group 65 to 84 showed the largest annual increase (1.8%) whilst the number of people aged 85 and over showed an increase of 1.1%.

Table 2.1.1 Annual changes in total population

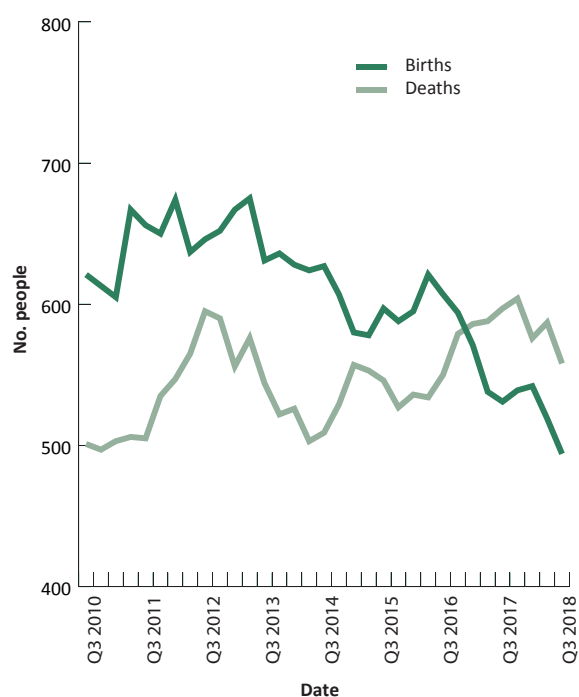|	Annual change due to net migration and natural increase	Annual % change due to net migration and natural increase
Q3 2015	-44	-0.1
Q4 2015	-1	0.0
Q1 2016	7	0.0
Q2 2016	64	0.1
Q3 2016	-56	-0.1
Q4 2016	-131	-0.2
Q1 2017	-149	-0.2
Q2 2017	-181	-0.3
Q3 2017	-9	0.0
Q4 2017	147	0.2
Q1 2018	230	0.4
Q2 2018	318	0.5
Q3 2018	371	0.6

Figure 2.1.1 Annual percentage change in total population

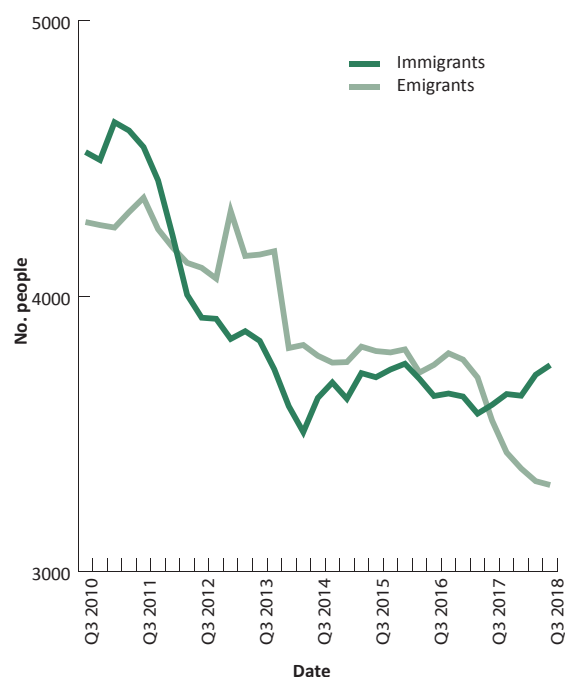**Table 2.1.2 Annual changes in total population by type of change**

	Births	Deaths	Natural increase	Immigration	Emigration	Net migration	Natural increase and net migration	Net admin changes	Total population at end of quarter
Q3 2015	597	546	51	3,706	3,801	-95	-44	-18	62,463
Q4 2015	588	527	61	3,734	3,796	-62	-1	-22	62,046
Q1 2016	595	536	59	3,755	3,807	-52	7	-33	62,208
Q2 2016	621	534	87	3,700	3,723	-23	64	-14	62,593
Q3 2016	607	550	57	3,638	3,751	-113	-56	-15	62,392
Q4 2016	594	579	15	3,647	3,793	-146	-131	-11	61,904
Q1 2017	571	586	-15	3,636	3,770	-134	-149	-3	62,056
Q2 2017	538	588	-50	3,574	3,705	-131	-181	-17	62,395
Q3 2017	531	597	-66	3,606	3,549	57	-9	0	62,383
Q4 2017	539	604	-65	3,645	3,433	212	147	0	62,051
Q1 2018	542	576	-34	3,639	3,375	264	230	0	62,286
Q2 2018	519	587	-68	3,715	3,329	386	318	0	62,713
Q3 2018	494	558	-64	3,750	3,315	435	371	0	62,754

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 2015	10,081	-0.9	40,517	-0.6	10,211	2.2	1,654	2.0
Q4 2015	10,032	-1.4	40,118	-0.4	10,238	2.4	1,658	1.5
Q1 2016	9,998	-1.5	40,315	-0.2	10,232	1.6	1,663	2.5
Q2 2016	10,004	-0.7	40,576	-0.3	10,336	1.9	1,677	2.5
Q3 2016	10,055	-0.3	40,293	-0.6	10,364	1.5	1,680	1.6
Q4 2016	9,980	-0.5	39,891	-0.6	10,362	1.2	1,671	0.8
Q1 2017	9,950	-0.5	40,044	-0.7	10,402	1.7	1,660	-0.2
Q2 2017	9,944	-0.6	40,301	-0.7	10,474	1.3	1,676	-0.1
Q3 2017	9,968	-0.9	40,180	-0.3	10,563	1.9	1,672	-0.5
Q4 2017	9,954	-0.3	39,862	-0.1	10,582	2.1	1,653	-1.1
Q1 2018	9,958	0.1	40,029	0.0	10,639	2.3	1,660	0.0
Q2 2018	9,974	0.3	40,363	0.2	10,703	2.2	1,673	-0.2
Q3 2018	10,022	0.5	40,292	0.3	10,749	1.8	1,691	1.1

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

	% of total population in employment or education
Q2 2017	65.3
Q3 2017	64.6
Q4 2017	65.9
Q1 2018	65.5
Q2 2018	65.7
Q3 2018	65.7

Table 2.3.2 Percentage of population in employment or full-time education by age at 30th September 2018

	Female	Male	Total
14 and under	73.1	73.9	73.5
15 to 19	88.6	88.0	88.3
20 to 24	85.9	87.7	86.8
25 to 29	81.2	88.1	84.8
30 to 34	81.4	89.1	85.3
35 to 39	78.9	91.0	85.1
40 to 44	77.5	89.6	83.4
45 to 49	80.1	89.9	84.9
50 to 54	77.8	88.2	82.8
55 to 59	70.8	86.1	78.3
60 to 64	51.9	69.6	60.8
65 to 69	14.3	19.3	16.8
70 to 74	4.8	5.4	5.1
75 to 79	1.7	3.1	2.4
80 to 84	0.3	0.4	0.3
85 and over	0.0	0.0	0.0
Total	61.2	70.3	65.7

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 2018, 65.7% of the population were in full-time education or in employment.

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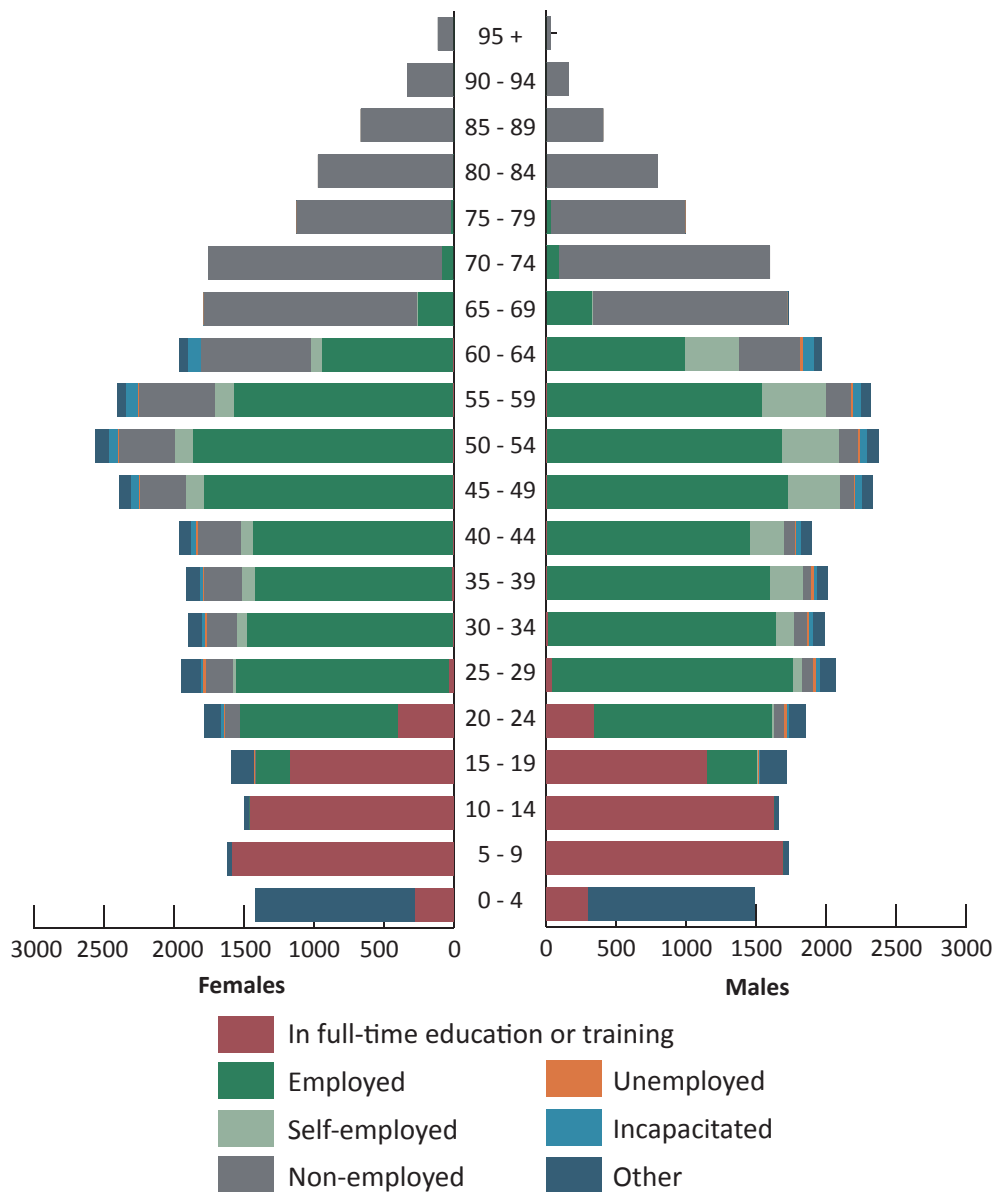
People are categorised as being in full-time education if they are at school, university or on other full-time education or training courses. Some of those in full-time education were also employed or self-employed on the snapshot date (but they are still categorised as being in full-time education).

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 2019 (see **page 9** onwards).

Figure 2.3.1 Population by economic status and age (at 30th September 2018)

Figure 2.3.1 shows how economic status varies by age group and gender. Overall, 81.7% 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 2018. Of those aged between 65 to 74, 11.1% (762 people) were in employment.

People in full-time education are concentrated in the 5 to 24 years old age categories, with a further 72 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 (1,863 people), the 25 to 29 age group has the largest proportion of females in employment (78.2%). For males, the proportion of the population in employment also peaks in the 25 to 29 years age group (83.0%) whilst the number of people employed is highest in the 45 to 49 age category (1,721 people).
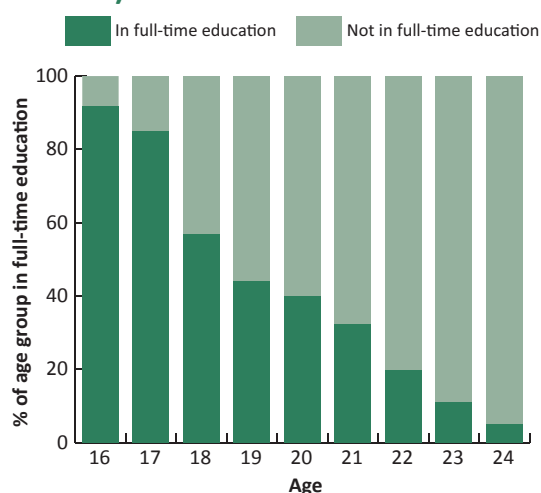
Self-employment is more apparent in males than in females, as is unemployment.

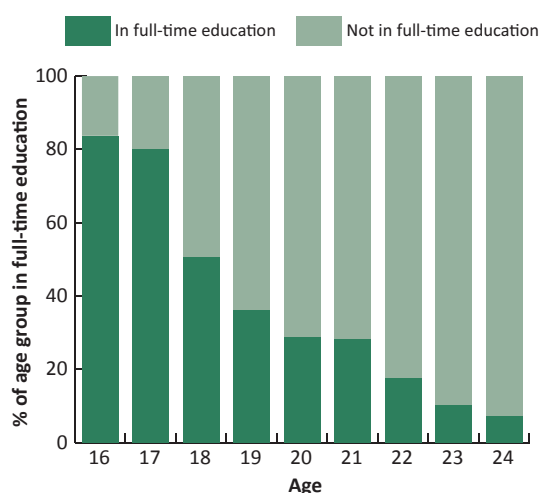# 3.1 Participation in full-time education by age and gender

Table 3.1.1 Percentage of population in full-time education at 30th September 2018 (ages 16-24)

Age at September 2018	Female	Male	Total
16	91.8	83.7	87.7
17	85.0	80.1	82.5
18	56.8	50.7	53.6
19	44.1	36.2	39.8
20	40.1	28.9	34.5
21	32.2	28.3	30.3
22	19.9	17.6	18.7
23	11.1	10.3	10.7
24	5.0	7.1	6.1

Figure 3.1.1 Percentage of females in full-time education at 30th September 2018 (ages 16-24)

Figure 3.1.2 Percentage of males in full-time education at 30th September 2018 (ages 16-24)

As at September 2018 87.7% of all 16 year olds and 6.1% of all 24 year olds were in full-time education.

The percentage of females in full-time education was greater than that of males for each of the ages apart from age 24.

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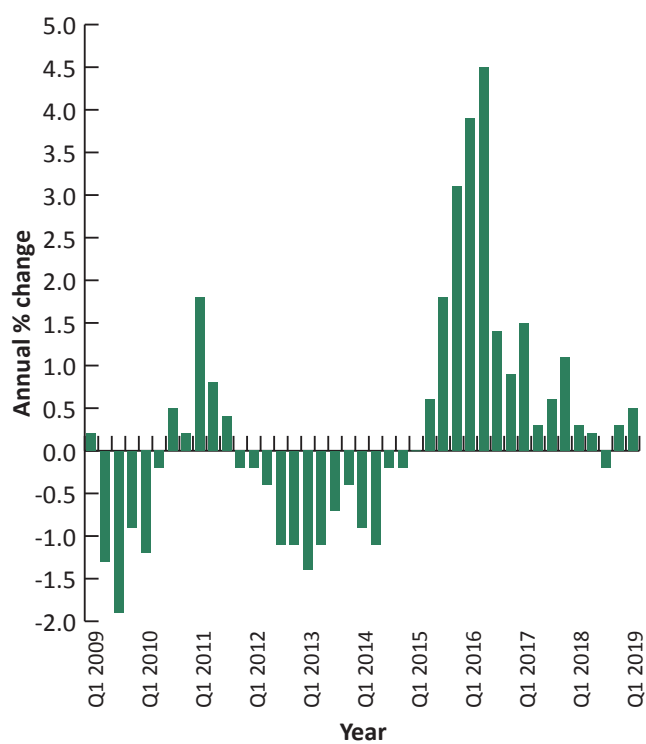
4.1 Employment trends

There was an overall increase of 0.5% (**Figure 4.1.1** and **Table 4.1.1**) in the number of people either employed or self-employed for the year ending 31st March 2019. The number of employed people increased by 0.8% and the number of self-employed decreased by 1.8%.

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 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	1.5	-1.2	1.2
Q4 2017	1.3	-0.1	1.1
Q1 2018	0.4	-0.6	0.3
Q2 2018	0.3	-0.9	0.2
Q3 2018	-0.1	-1.1	-0.2
Q4 2018	0.6	-2.0	0.3
Q1 2019	0.8	-1.8	0.5

Table 4.2.1 Employment status by age group at 31st March 2019

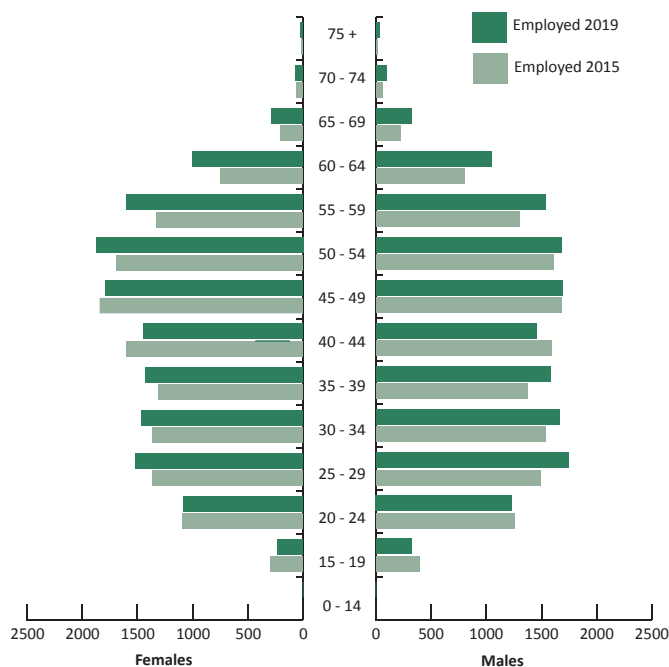|	Employed			Self-employed			Total in employment
	Female	Male	Total	Female	Male	Total	
14 and under	-	-	-	-	-	-	-
15 to 19	228	319	547	*	*	*	548
20 to 24	1,083	1,232	2,315	6	11	17	2,332
25 to 29	1,515	1,743	3,258	27	64	91	3,349
30 to 34	1,466	1,661	3,127	64	130	194	3,321
35 to 39	1,426	1,581	3,007	97	210	307	3,314
40 to 44	1,446	1,457	2,903	81	238	319	3,222
45 to 49	1,792	1,693	3,485	139	359	498	3,983
50 to 54	1,875	1,680	3,555	122	413	535	4,090
55 to 59	1,601	1,538	3,139	125	452	577	3,716
60 to 64	1,001	1,045	2,046	87	397	484	2,530
65 to 69	283	319	602	-	-	-	602
70 to 74	71	99	170	-	-	-	170
75 and over	23	30	53	-	-	-	53
16 to 64	13,433	13,949	27,382	748	2,275	3,023	30,405
65 to 84	377	447	824	-	-	-	824
85 and over	*	*	*	-	-	-	*
Total	13,810	14,397	28,207	748	2,275	3,023	31,230

* 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 2019, 31,230 people were either employed or self-employed in Guernsey, of whom 824 people (2.6%) were aged between 65 and 84 years (see **Table 4.2.1**). This age bracket accounted for 2.9% of employed people and 0.0% of self-employed people.

Of the 27,382 employed people aged 16 to 64 at the end of March 2019, 13,433 (49.1%) were female and 13,949 (50.9%) were male. This compares to 748 self-employed females and 2,275 males, which equates to 24.7% and 75.3% of the 3,023 total for that age group.

4.2 Employment by age and gender

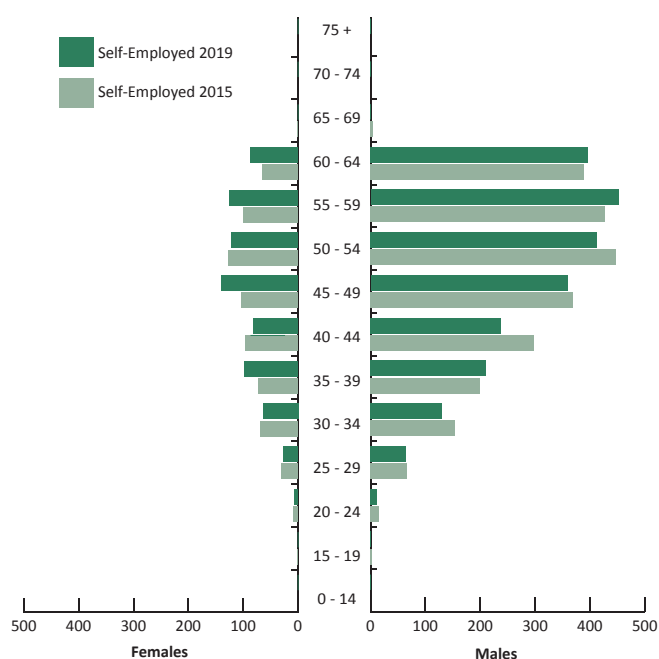## Figure 4.2.1 Employment by age and gender at March

The difference in the proportions of employed and self-employed people between March 2015 and March 2019 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 2019 than in March 2015 across all age groups other than ages 15 to 24 and 40 to 44. There was an increase in the number of females employed in March 2019 across all age groups except for ages 15 to 24 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.

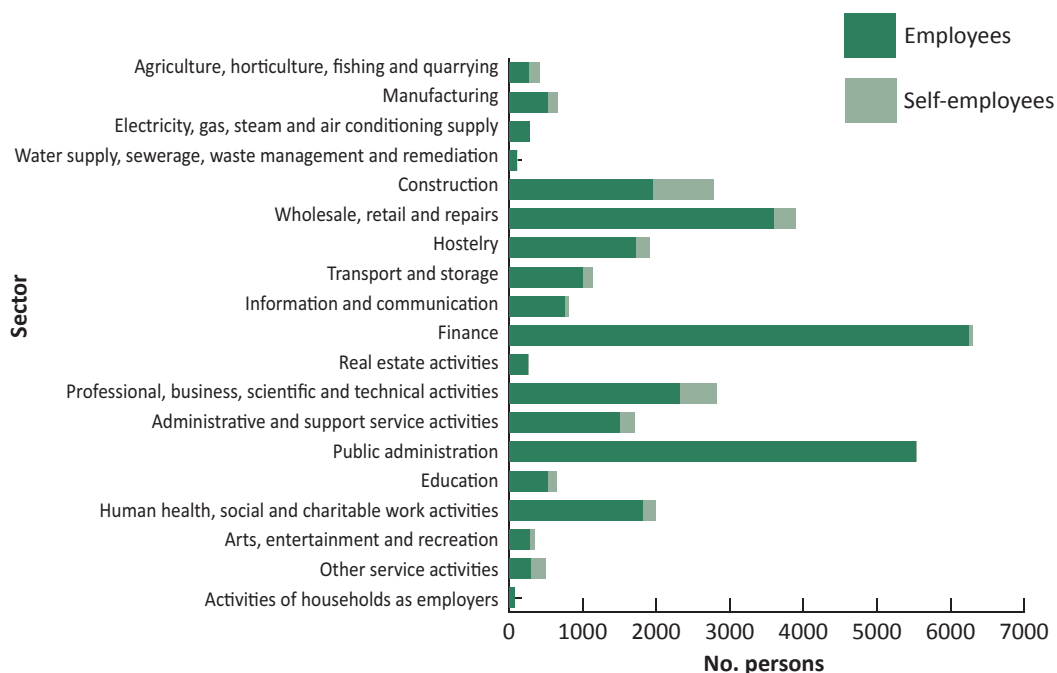As can be seen in **Figure 4.2.2**, self-employment is more apparent in males than in females. The largest increase in self-employment was in the 45 to 49 age category for females and the 55 to 59 age category for males. The 40 to 44 age category saw the largest decrease in self-employment between March 2015 and March 2019 for both males and females.

Figure 4.2.2 Self-employment by age and gender at March

Figure 4.3.1 Employment by economic sector at 31st March 2019

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.

As shown in **Figure 4.3.1** and **Table 4.3.1**, the Finance sector was the largest employer in March 2019, accounting for 19.6% of total employment, or 6,307 people, 6,241 of whom were employed and 66 of whom were self-employed. The Construction sector had the largest number of self-employed people in March 2019 (838 people), representing 30.1% of the sector and 25.8% of self-employed people overall.

4.3 Employment by economic sector

Table 4.3.1 Employment by economic sector at 31st March 2019

	Employees			Self-employees			Total no. in employment	% of total for all sectors
	Female	Male	Total	Female	Male	Total		
Agriculture, horticulture, fishing and quarrying	93	173	266	21	131	152	418	1.3
Manufacturing	160	359	519	38	106	144	663	2.1
Electricity, gas, steam and air conditioning supply	49	229	278	-	9	9	287	0.9
Water supply, sewerage, waste management and remediation activities	11	87	98	-	16	16	114	0.4
Construction	125	1,822	1,947	16	822	838	2,785	8.6
Wholesale, retail and repairs	1,638	1,953	3,591	78	229	307	3,898	12.1
Hostelry	659	1,065	1,724	62	123	185	1,909	5.9
Transport and storage	231	772	1,003	14	126	140	1,143	3.5
Information and communication	196	562	758	11	37	48	806	2.5
Finance	3,360	2,881	6,241	10	56	66	6,307	19.6
Real estate activities	140	108	248	*	*	20	268	0.8
Professional, business, scientific and technical activities	1,238	1,082	2,320	143	364	507	2,827	8.8
Administrative and support service activities	662	836	1,498	24	185	209	1,707	5.3
Public administration	3,400	2,123	5,523	10	16	26	5,549	17.2
Education	391	130	521	93	31	124	645	2.0
Human health, social and charitable work activities	1,481	335	1,816	84	94	178	1,994	6.2
Arts, entertainment and recreation	133	147	280	29	45	74	354	1.1
Other service activities	227	59	286	152	56	208	494	1.5
Activities of households as employers	51	26	77	*	*	*	79	0.2
Total for all sectors	14,245	14,749	28,994	789	2,464	3,253	32,247	100.0

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

Table 4.3.2 Employment within the Finance sector at 31st March 2019

	Total no. in employment	% of total Finance sector
Banking	1,877	29.8
Fiduciary	1,774	28.1
Funds	1,354	21.5
Insurance	750	11.9
Other	552	8.8
Total	6,307	100.0

Of the 6,307 people employed within the Finance sector, 1,877 people (29.8%) worked in banking, 1,774 people (28.1%) were employed by Fiduciaries and 1,354 people worked in sub-sectors relating to Funds at the end of March 2019.

4.4 Employment by sector trends

Figure 4.4.1 Annual percentage change in total employment by sector

	Annual % change							
	2017 Q2	2017 Q3	2017 Q4	2018 Q1	2018 Q2	2018 Q3	2018 Q4	2019 Q1
Agriculture, horticulture, fishing and quarrying	0.7	-2.2	2.4	1.2	2.2	2.5	0.5	-2.8
Manufacturing	0.3	1.5	1.5	-0.5	-0.9	-1.2	-1.8	1.1
Electricity, gas, steam and air conditioning supply	0.7	-3.0	-1.7	3.8	3.1	0.7	1.4	-4.7
Water supply, sewerage, waste management and remediation activities	14.9	16.5	0.9	-2.6	-0.9	-4.2	1.7	2.7
Construction	-1.2	-1.2	0.4	1.1	0.5	-0.7	-1.5	0.7
Wholesale, retail and repairs	-1.3	-0.7	-1.3	-1.9	0.2	0.4	0.6	-0.3
Hostelry	-0.7	-5.1	-0.7	-0.7	-3.0	1.7	-0.2	-0.9
Transport and storage	-3.7	0.2	3.4	1.2	1.1	-1.0	-3.2	-2.3
Information and communication	-0.4	-2.9	-4.8	-1.0	0.5	2.2	5.5	4.0
Finance	-0.1	-1.9	-1.6	0.5	-1.1	0.9	1.5	0.9
Real estate activities	-2.9	-5.1	-8.2	-3.0	-1.5	-0.8	0.4	1.9
Professional, business, scientific and technical activities	1.2	1.6	1.9	1.6	1.0	1.9	0.5	0.1
Administrative and support service activities	5.9	2.3	1.4	2.8	1.9	6.0	4.1	-1.8
Public administration	0.3	2.4	1.0	-0.1	0.4	0.2	0.3	1.6
Education	3.5	5.0	1.6	-0.7	0.0	0.7	2.9	6.4
Human health, social and charitable work activities	8.7	11.1	9.5	1.8	0.9	-0.4	1.0	2.0
Arts, entertainment and recreation	8.7	3.7	1.4	-3.2	-8.8	-7.9	-0.3	-1.7
Other service activities	1.0	0.4	2.9	1.6	0.6	-0.2	-5.5	-3.7
Activities of households as employers	-7.9	-8.1	12.0	-14.6	-8.5	-2.5	-3.6	12.9

Figure 4.4.1 shows that the Electricity, gas, steam and air conditioning supply sector had the largest decrease in employment for the year ending March 2019 (4.7%). The Activities of households as employers sector showed the largest annual increase (12.9%).
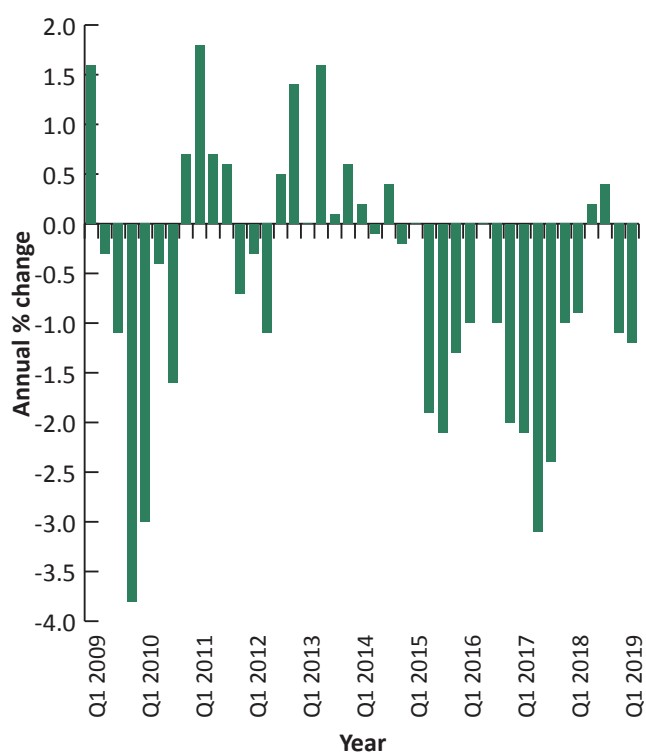
The figures presented in **Figure 5.1.1** and **Table 5.1.1** are calculated using Electronic Census data, where Social Security data had been used before. Figures prior to 2015 are still based on data from Social Security, as published in the (now discontinued) Labour Market Bulletin. Social Security 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 an decrease of 1.2% in the number of employing organisations for the year ending 31st March 2019.

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 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	-2.3
Q2 2017	-3.1
Q3 2017	-2.6
Q4 2017	-1.0
Q1 2018	-0.6
Q2 2018	0.2
Q3 2018	0.4
Q4 2018	-1.1
Q1 2019	-1.2

5.2 Employers by economic sector and size

Table 5.2.1 Employers by economic sector and size at 31st March 2019

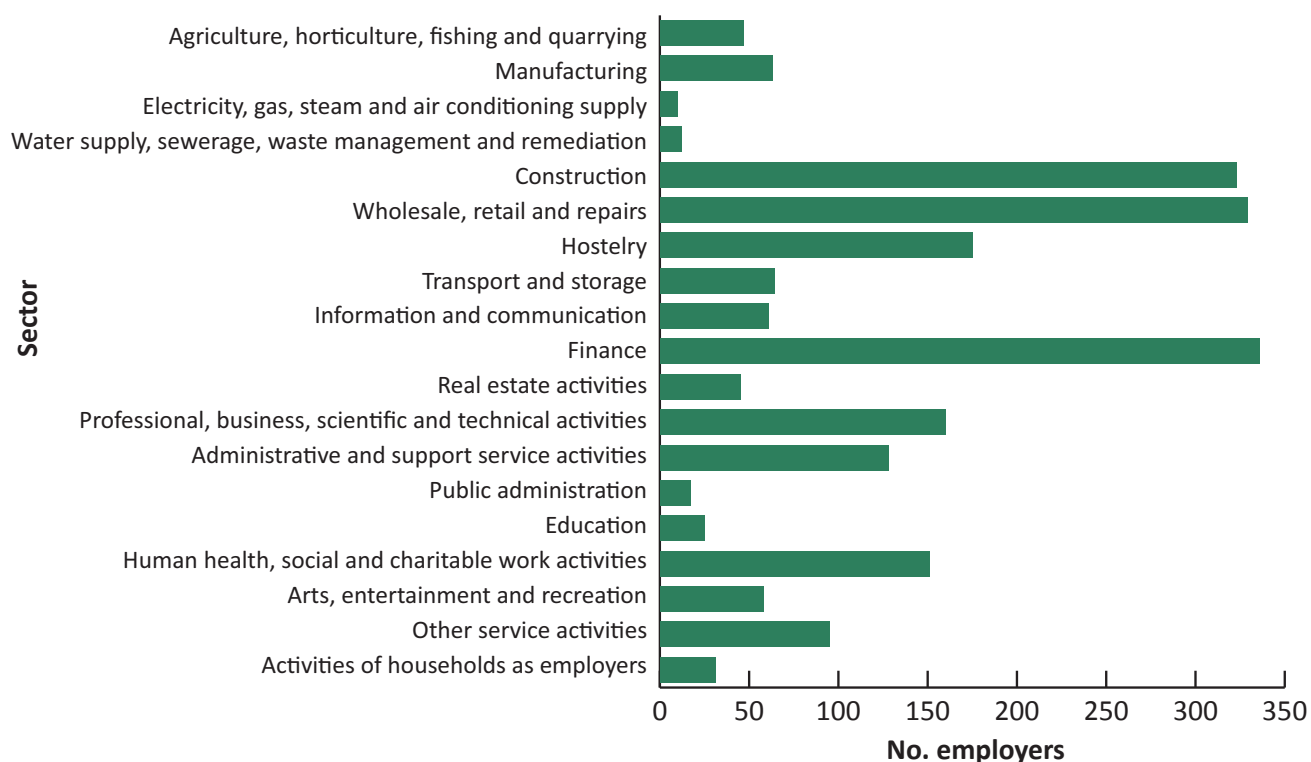|	No. employers by size (number of employees)								
	1	2 to 5	6 to 10	11 to 25	26 to 50	51 to 100	101 to 250	Over 250	Total
Agriculture, horticulture, fishing and quarrying	14	23	7	1	1	1	0	0	47
Manufacturing	18	22	10	9	2	1	1	0	63
Electricity, gas, steam and air conditioning supply	4	2	2	0	0	1	1	0	10
Water supply, sewerage, waste management and remediation activities	5	4	1	1	0	1	0	0	12
Construction	106	122	51	34	7	1	2	0	323
Wholesale, retail and repairs	63	146	66	19	22	8	4	1	329
Hostelry	31	70	36	22	7	9	0	0	175
Transport and storage	23	18	6	11	2	2	2	0	64
Information and communication	16	24	7	5	7	1	1	0	61
Finance	71	101	44	57	33	16	13	1	336
Real estate activities	13	20	3	8	1	0	0	0	45
Professional, business, scientific and technical activities	48	54	24	19	3	7	4	1	160
Administrative and support service activities	39	42	13	17	13	2	2	0	128
Public administration	4	8	1	2	0	0	1	1	17
Education	5	9	1	5	1	2	2	0	25
Human health, social and charitable work activities	36	49	29	16	11	8	2	0	151
Arts, entertainment and recreation	22	21	3	11	1	0	0	0	58
Other service activities	46	38	10	0	1	0	0	0	95
Activities of households as employers	18	9	4	0	0	0	0	0	31
Total	582	782	318	237	112	60	35	4	2,130

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 2019. They are sourced from the Rolling Electronic Census.

The Construction sector had the highest number of employing organisations (228) 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 March 2019.
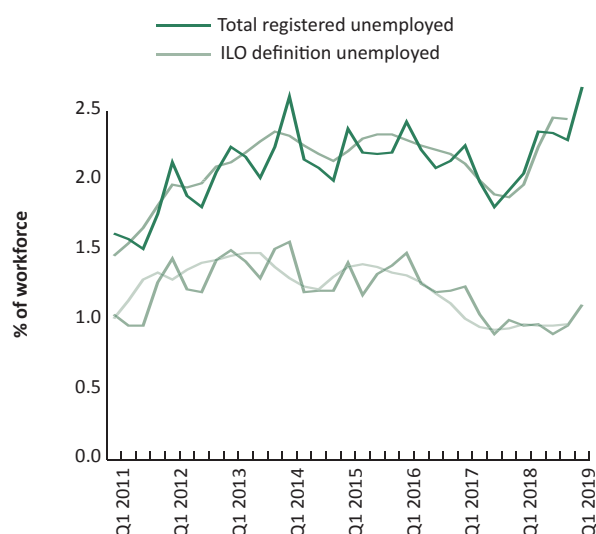
5.2 Employers by economic sector and size

Figure 5.2.1 Employers by economic sector at 31st March 2019

As shown above in **Figure 5.2.1**, the Construction, Wholesale, retail and repairs and Finance sectors had the largest numbers of employers (323, 329 and 336 respectively). Employers in both the Construction and Wholesale, retail and repairs sectors tended to employ fewer people than those in the Finance sector.

Figure 6.1.1 Percentage of workforce registered as unemployed

Legend: Total registered unemployed / ILO definition 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 341 people registered as unemployed using the International Labour Office (ILO) definition of unemployment[1] in March 2019, 49 more people than in March 2018.

The registered unemployment rate using the ILO definition was 1.1% at the end of March 2019, 0.1 percentage point higher than at the same time 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 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
Q2 2018	300	1.0	723	2.4
Q3 2018	274	0.9	714	2.3
Q4 2018	293	1.0	702	2.3
Q1 2019	341	1.1	819	2.7

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.
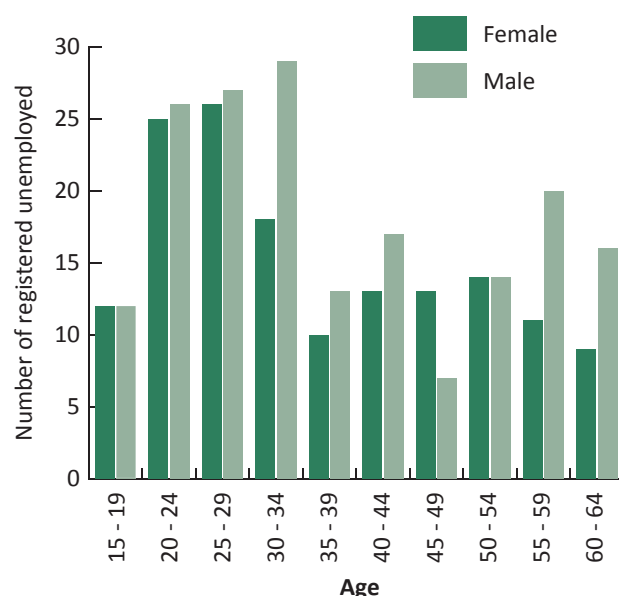
The number of men unemployed (by ILO definitions) in March 2019 was greater than the number of women registered unemployed across all age bands except the 15 to 19 and 45 to 54 age categories (see **Figure 6.1.2**). Of the people registered unemployed, using the ILO definitions, 45.5% were women, compared to 30.6% 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 27 unemployed males and 26 females in this group in March 2019. The 25 to 29 age group accounted for the highest portion (17.2%) of unemployed women. The 30 to 34 age group accounted for the highest portion of unemployed men (16.0%).
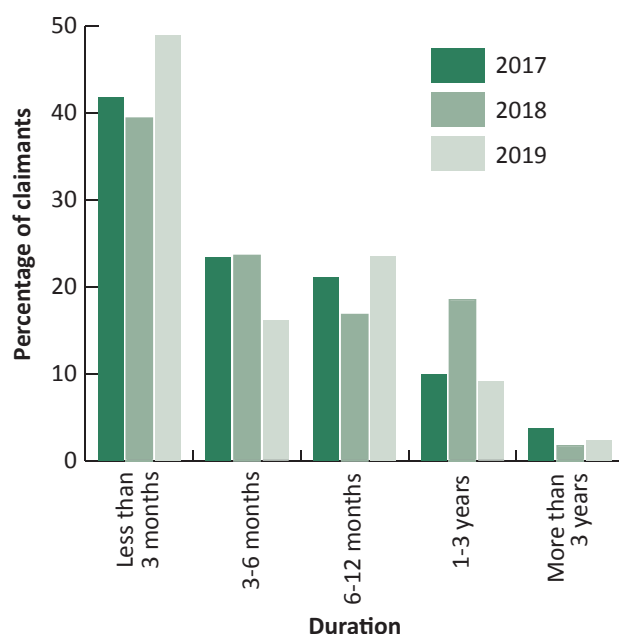
The Youth Unemployment rate is a measure of the number of young people who are unemployed, expressed as a percentage of the youth labour force, which is monitored by jurisdictions worldwide. The Youth Unemployment rate in Guernsey (defined as young people aged 16-24 years) in March 2019 was 1.2% overall. The rate for both females and males was also 1.2%. This is the first time the male youth unemployment rate has not exceeded the female youth unemployment rate since records began in 2015.

Of the registered unemployed people who called into Social Security in the snapshot week at the end of March 2019, 16.1% had been registered unemployed for between three and six months at that time (see **Figure 6.1.3**). 11.4% of claimants had been registered unemployed for more than a year compared with 20.2% the previous year and 13.7% in 2017.

Figure 6.1.2 Unemployment by age and gender at 31st March 2019

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

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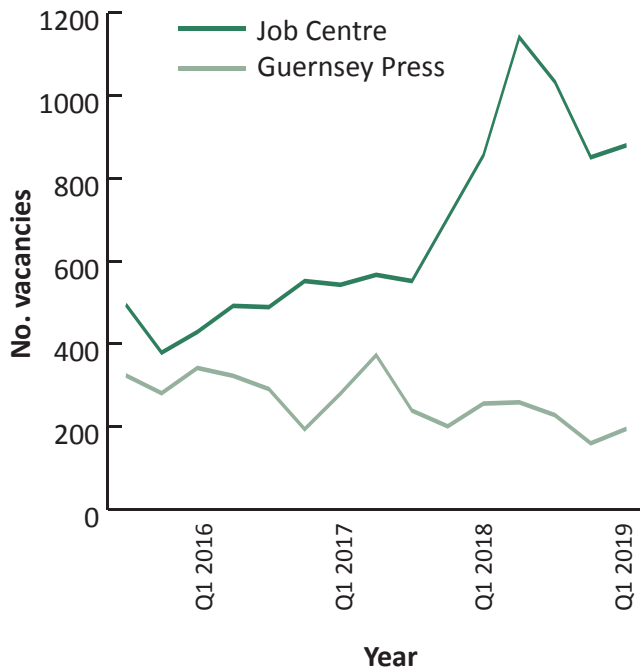

Figure 6.2.1 shows the number of vacancies placed with the Guernsey Job Centre and the Guernsey Press (paper only, excluding online advertising) each month. Although this is not a complete representation of the total number of vacancies in the island, it does provide an indication of the strength of the employment market up until 31st March 2019.

It can be seen that there was a sharp increase in the number of adverts at the Job Centre from September 2017 to June 2018.

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 3.8% between the year ending March 2018 and the year ending March 2019, from £32,305 to £33,530.

The lower and upper quartile earnings for the quarter ending 31st March 2019 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 4.0% between the years ending 31st March 2018 and 31st March 2019, whilst the upper quartile earnings increased by 3.4%.

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 2017	32,059	1.7
Q4 2017	32,200	1.7
Q1 2018	32,305	1.7
Q2 2018	32,722	2.6
Q3 2018	32,995	2.9
Q4 2018	33,263	3.3
Q1 2019	33,530	3.8

Table 7.1.2 Nominal lower quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q3 2017	22,080	1.7
Q4 2017	22,190	1.6
Q1 2018	22,306	1.8
Q2 2018	22,580	2.6
Q3 2018	22,807	3.3
Q4 2018	23,004	3.7
Q1 2019	23,188	4.0

Table 7.1.3 Nominal upper quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q3 2017	47,125	1.6
Q4 2017	47,359	1.6
Q1 2018	47,666	2.1
Q2 2018	48,264	3.0
Q3 2018	48,582	3.1
Q4 2018	48,952	3.4
Q1 2019	49,298	3.4

Table 7.2.1 Real median earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q3 2017	33,314	-0.3
Q4 2017	33,378	-0.6
Q1 2018	32,975	-0.3
Q2 2018	32,996	0.0
Q3 2018	33,307	0.0
Q4 2018	33,669	0.9
Q1 2019	33,530	1.7

Table 7.2.2 Real lower quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q3 2017	22,944	-0.4
Q4 2017	23,002	-0.8
Q1 2018	22,768	-0.2
Q2 2018	22,769	0.0
Q3 2018	23,022	0.3
Q4 2018	23,285	1.2
Q1 2019	23,188	1.8

Table 7.2.3 Real upper quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q3 2017	48,970	-0.5
Q4 2017	49,092	-0.8
Q1 2018	48,654	0.1
Q2 2018	48,669	0.5
Q3 2018	49,041	0.1
Q4 2018	49,550	0.9
Q1 2019	49,298	1.3

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 2019 prices.

Median annual earnings, in real terms, were 1.7% higher over the year ending March 2019 than over the year ending March 2018 (see **Table 7.2.1**).

Lower quartile earnings increased by 1.8% in real terms between the years ending March 2018 and March 2019, compared with an increase of 1.3% in the upper quartile earnings over the same period (see **Tables 7.2.2** and **7.2.3** respectively).

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.
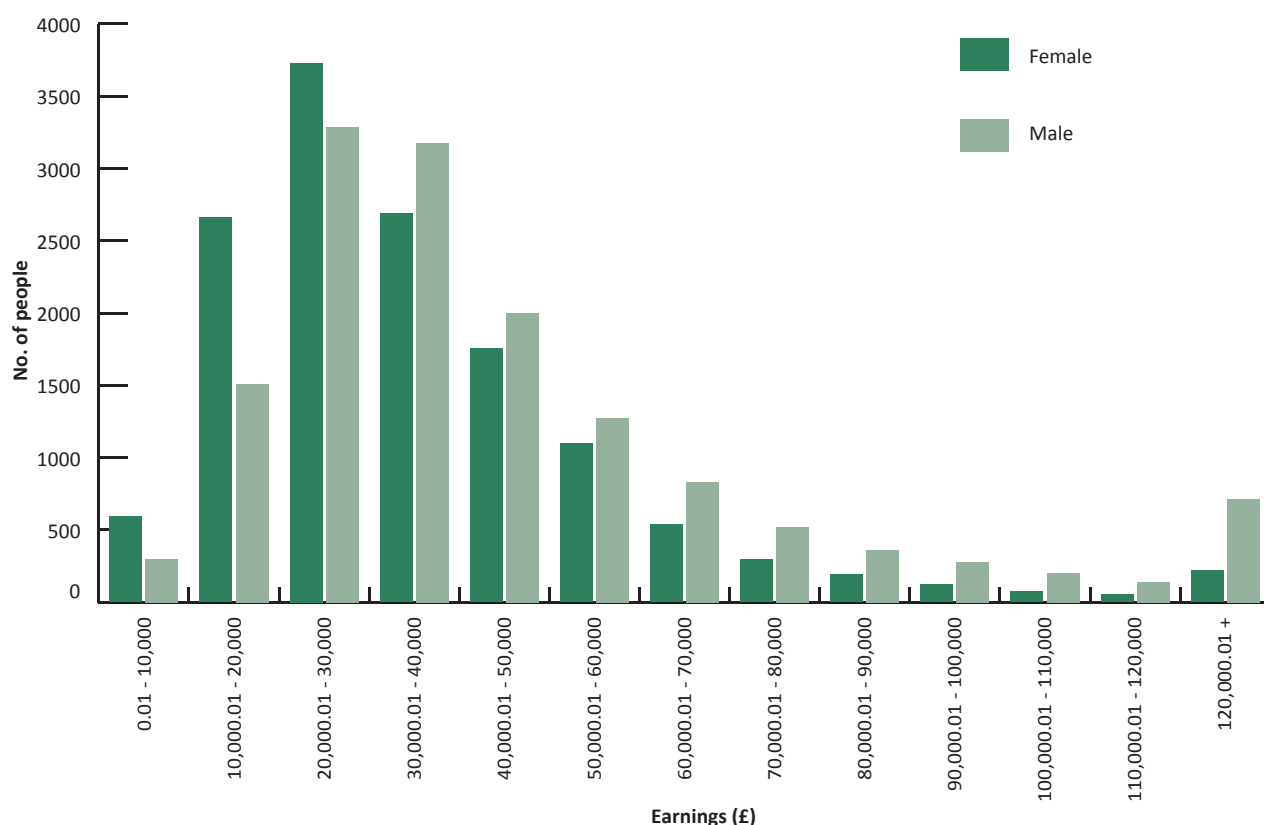
At the end of March 2019, the four quarter median average earnings for females was £30,251 (4.3% higher than a year earlier) and for males was £36,650 (3.0% higher than a year earlier).

Figure 7.3.1 shows the number of employees in each earning band, averaged from March 2018 to March 2019. 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.

Table 7.3.1 Nominal median earnings by gender

Date	Four quarter average earnings (£)		Annual % change	
	Female	Male	Female	Male
Q3 2017	28,706	35,327	1.8	1.3
Q4 2017	28,860	35,465	1.8	1.2
Q1 2018	28,991	35,593	1.9	1.3
Q2 2018	29,413	35,932	3.0	1.9
Q3 2018	29,726	36,117	3.6	2.2
Q4 2018	30,052	36,368	4.1	2.5
Q1 2019	30,251	36,650	4.3	3.0

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 2019

	Median earnings (£)	Lower quartile earnings (£)	Upper quartile earnings (£)
Agriculture, horticulture, fishing and quarrying	28,438	20,430	39,131
Manufacturing	27,983	20,174	36,120
Electricity, gas, steam and air conditioning supply	38,242	30,702	52,987
Water supply, sewerage, waste management and remediation activities	32,254	25,671	38,883
Construction	33,429	25,645	41,144
Wholesale, retail and repairs	23,413	16,852	32,691
Hostelry	20,506	17,099	25,596
Transport and storage	31,220	22,282	40,564
Information and communication	38,995	26,633	59,444
Finance	46,141	31,141	69,965
Real estate activities	36,045	24,682	57,885
Professional, business, scientific and technical activities	42,947	29,275	66,564
Administrative and support service activities	29,658	20,175	41,603
Public administration	36,718	25,573	49,780
Education	27,368	19,298	47,514
Human health, social and charitable work activities	24,388	17,389	34,322
Arts, entertainment and recreation	24,210	17,186	36,088
Other service activities	19,662	15,102	26,880
Activities of households as employers	21,137	13,959	27,842

Median, lower quartile and upper quartile earnings by sector are shown in **Table 7.4.1**.
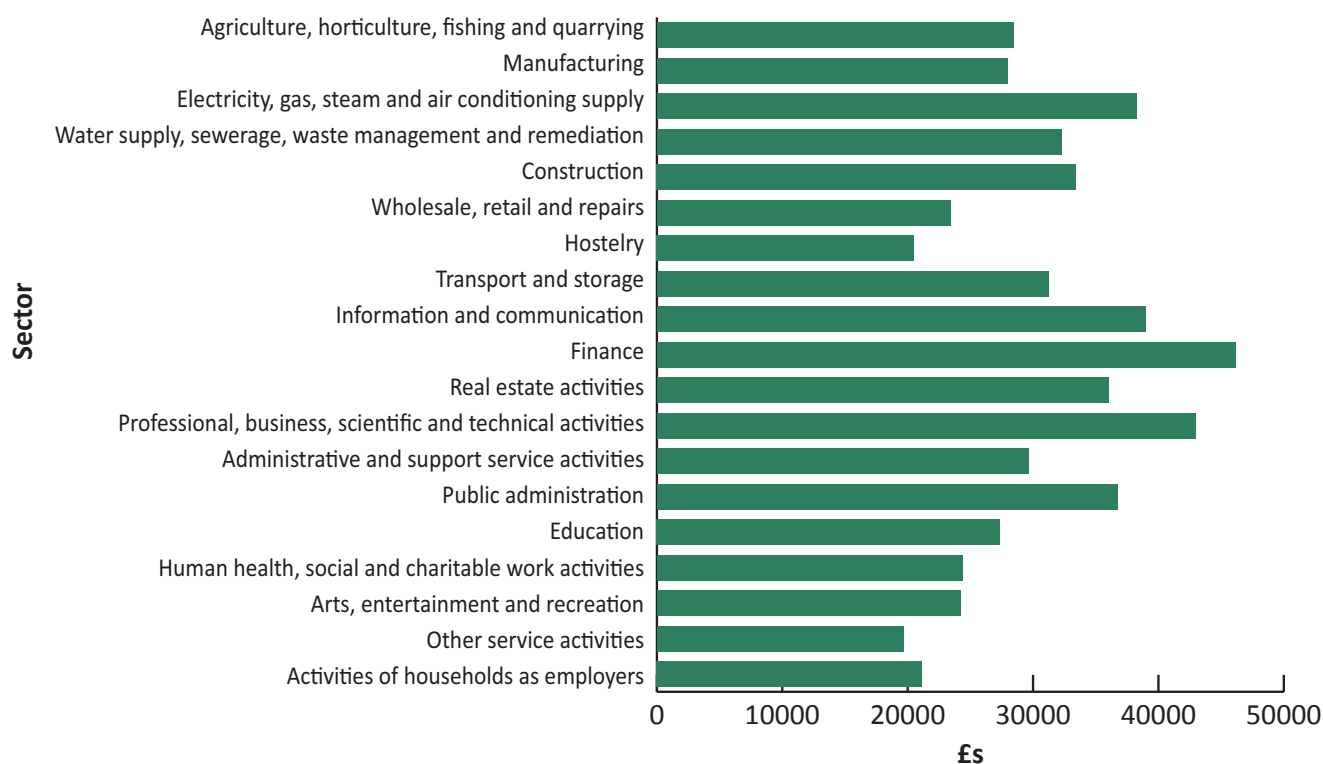
People employed within the Finance sector had the highest four quarter average median earnings (£46,141) at the end of March 2019. This was 37.6% higher than the overall median. The upper quartile earnings in the Finance sector were 41.9% higher than the overall upper quartile earnings during the same period.

The Other service activities sector had the lowest four quarter average median earnings (£19,662) at the end of March 2019, which was 41.4% lower than the overall median.

7.4 Earnings by economic sector

Figure 7.4.1 Four quarter average earnings as at 31st March 2019

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) Other service activities 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.

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**