Guernsey Quarterly Population, Employment and Earnings Bulletin

Population at 30th September 2019
Employment and Earnings at 31st March 2020
Unemployment at 1st August 2020

Issue date 14th August 2020

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). 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 information on economic status and employment by economic sector. The final section shows median earnings of employees. All are compiled using data collated by the Rolling Electronic Census IT System.

The figures contained in this report relate to March 2020 and earlier; at the start of or before the Island went into strict lockdown. The next edition will show more of the impact of the coronavirus (and measures introduced to slow its spread) on the Island's population, employment and earnings. Throughout this bulletin, notes are included where there are coronavirus related impacts. Additional information on unemployment up to the end of July 2020 has also been included, using data from the Committee for Employment & Social Security, to provide comprehensive and up to date information on unemployment trends.

1.2 Headlines

- Guernsey's total population increased by 0.9% (561 people) over the year ending 30th September 2019. Over the years ending 30th September 2016, 2017 and 2018, the annual changes were -0.1%, 0.0% and 0.5% respectively.

- There was a natural decrease of 10 people and net migration of 571 people over the year ending 30th September 2019.

- There was an increase of 0.9% in the number of people in the 16 to 64 age group during the year ending 30th September 2019; this is the largest annual increase in this age group since March 2008. There were increases of 2.0% and 2.2% in the number of people in the 65 to 84 and 85 and over age groups respectively during the year ending 30th September 2019. The number of people aged 0 to 15 decreased by 0.4%.

- In March 2020, 30,987 people were employed or self-employed in Guernsey. 3,016 people were self-employed and 27,971 people worked for an employer (9.7% and 90.3% respectively). This compares to 28,207 employed and 3,023 self-employed people in March 2019, annual decreases of 0.8% and 0.2% respectively.

- At the end of March 2020, 1.6% of the workforce were wholly unemployed. During the week ending 1st August 2020, 2.7% of the workforce (856 people) were wholly unemployed compared to a peak of 5.2% (1,631 people) seen at the end of May 2020.

- There were 2,114 employing organisations in Guernsey in March 2020, 0.8% fewer than in March 2019.

- The Finance sector provided 6,031 employment roles (from zero hours to full time contracts) in March 2020 (18.8% of the total). This is 4.4% less than in March 2019.

- Median earnings as at 31st March 2020 were £34,409 which, compared with a year earlier, was 2.6% higher in nominal terms and 0.6% 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 561 people (0.9%) over the year ending 30th September 2019.

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 2019 was 10 and the net migration was 571.

There were 523 births during the year ending 30th September 2019 (see **Table 2.1.2** on **page 4**) and 533 deaths. Further detail on the number of deaths during 2020, including deaths involving the coronavirus (COVID-19), has been made available by Public Health Services (see **covid19.gov.gg/test-results** for more information).
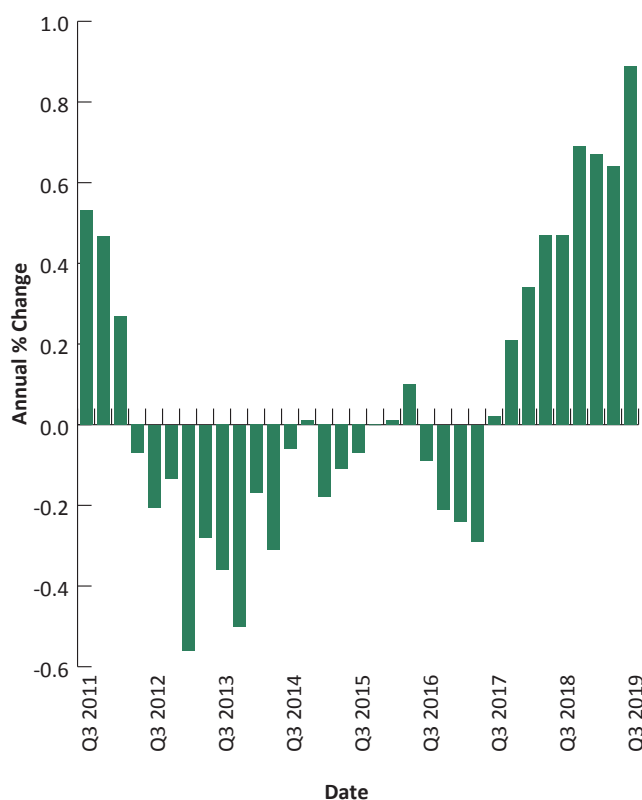
Annual population changes by age groups are given on **page 5**.

During the year ending 30th September 2019 there was a decrease of 0.4% in the 0 to 15 age group. There was a 0.9% increase in the number of people aged 16 to 64, this is the largest annual increase in this age group since 2008. The age group 65 to 84 increased by 2.0% whilst the number of people aged 85 and over showed the largest annual increase (2.2%).

Table 2.1.1 Annual changes in total population

	Annual change due to net migration and natural increase	Annual % change due to net migration and natural increase
Q3 2016	-56	-0.1
Q4 2016	-131	-0.2
Q1 2017	-148	-0.2
Q2 2017	-182	-0.3
Q3 2017	13	<0.1
Q4 2017	131	0.2
Q1 2018	212	0.3
Q2 2018	294	0.5
Q3 2018	293	0.5
Q4 2018	426	0.7
Q1 2019	420	0.7
Q2 2019	403	0.6
Q3 2019	561	0.9

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 2016	607	550	57	3,638	3,751	-113	-56	-15	62,392
Q4 2016	594	579	15	3,647	3,793	-146	-131	-7	61,908
Q1 2017	571	586	-15	3,636	3,769	-133	-148	46	62,106
Q2 2017	538	588	-50	3,573	3,705	-132	-182	19	62,430
Q3 2017	531	595	-64	3,651	3,574	77	13	17	62,422
Q4 2017	539	602	-63	3,635	3,441	194	131	13	62,052
Q1 2018	542	574	-32	3,630	3,386	244	212	-32	62,286
Q2 2018	518	584	-66	3,702	3,342	360	294	-19	62,705
Q3 2018	493	556	-63	3,707	3,351	356	293	0	62,715
Q4 2018	494	542	-48	3,682	3,208	474	426	0	62,478
Q1 2019	497	537	-40	3,684	3,224	460	420	0	62,706
Q2 2019	512	522	-10	3,623	3,210	413	403	0	63,108
Q3 2019	523	533	-10	3,607	3,036	571	561	0	63,276

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.

Further detail on the number of deaths during 2020, including deaths involving the coronavirus (COVID-19), has been made available by Public Health Services (see **covid19.gov.gg/test-results** for more information).
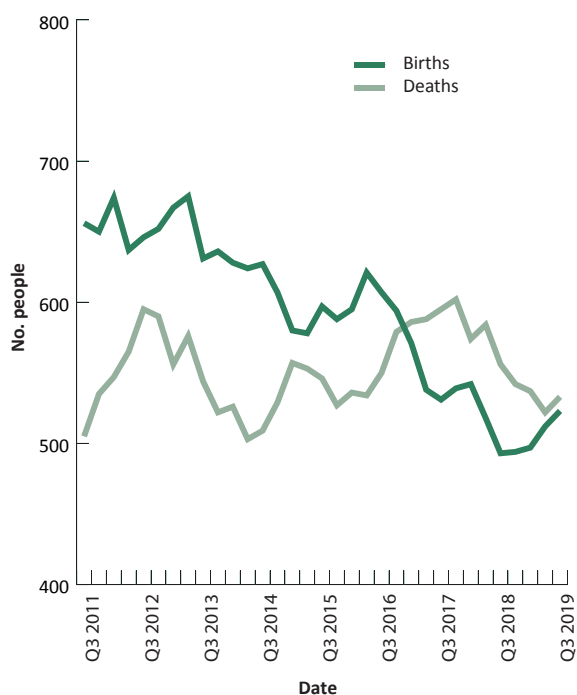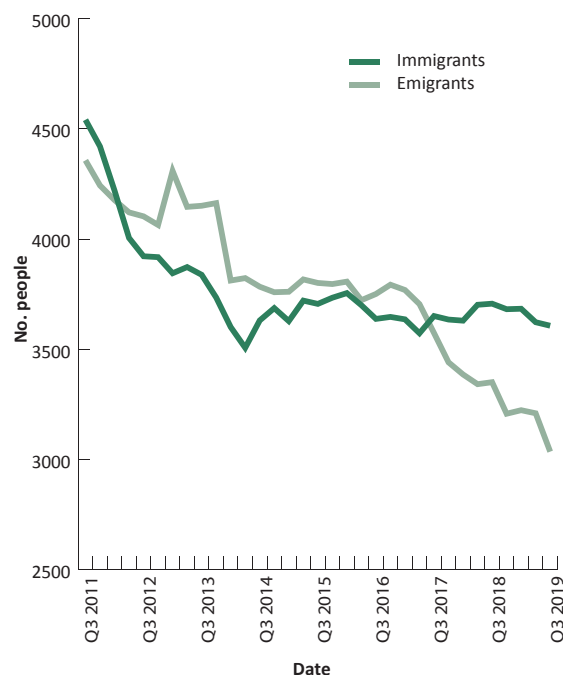
Figure 2.1.2 Annual births and deaths

Figure 2.1.3 Annual immigration and emigration

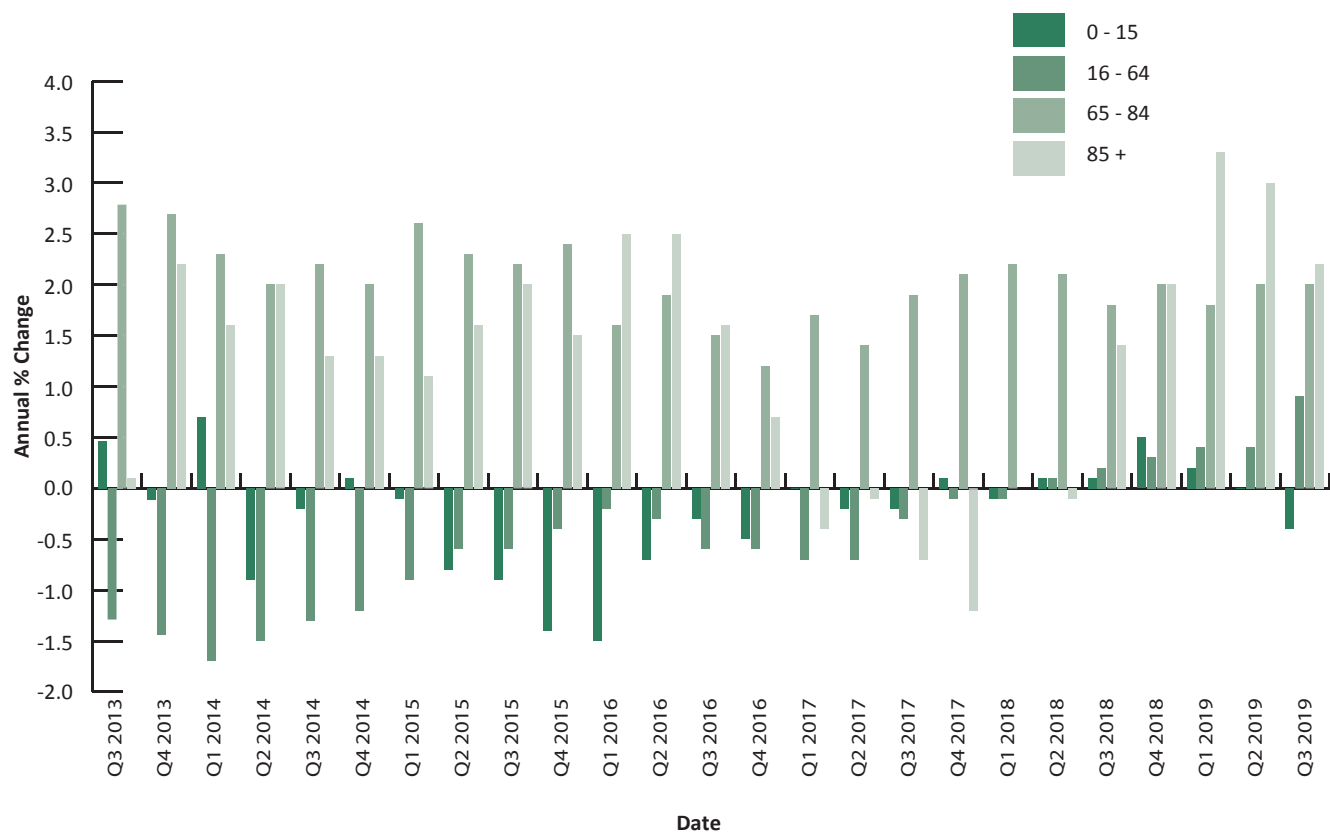**Figure 2.2.1 Annual percentage change in total population by age group**

Table 2.2.1 Annual population changes

	0 - 15	Annual % change	16 - 64	Annual % change	65 - 84	Annual % change	85 +	Annual % change
Q3 2016	10,055	-0.3	40,293	-0.6	10,364	1.5	1,680	1.6
Q4 2016	9,981	-0.5	39,894	-0.6	10,363	1.2	1,670	0.7
Q1 2017	10,001	0.0	40,042	-0.7	10,406	1.7	1,657	-0.4
Q2 2017	9,982	-0.2	40,294	-0.7	10,479	1.4	1,675	-0.1
Q3 2017	10,036	-0.2	40,161	-0.3	10,557	1.9	1,668	-0.7
Q4 2017	9,986	0.1	39,839	-0.1	10,577	2.1	1,650	-1.2
Q1 2018	9,990	-0.1	40,002	-0.1	10,637	2.2	1,657	0.0
Q2 2018	9,996	0.1	40,334	0.1	10,702	2.1	1,673	-0.1
Q3 2018	10,048	0.1	40,223	0.2	10,752	1.8	1,692	1.4
Q4 2018	10,036	0.5	39,971	0.3	10,788	2.0	1,683	2.0
Q1 2019	10,012	0.2	40,157	0.4	10,826	1.8	1,711	3.3
Q2 2019	9,993	0.0	40,479	0.4	10,912	2.0	1,724	3.0
Q3 2019	10,008	-0.4	40,573	0.9	10,966	2.0	1,729	2.2

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

	% of total population in employment or education
Q3 2017	64.6
Q4 2017	65.9
Q1 2018	65.5
Q2 2018	65.7
Q3 2018	65.7
Q4 2018	66.0
Q1 2019	65.7
Q2 2019	65.6
Q3 2019	65.5

Table 2.3.2 Percentage of population in employment or full-time education by age at 30th September 2019

	Female	Male	Total
14 and under	73.3	74.8	74.1
15 to 19	85.8	86.0	85.9
20 to 24	85.8	87.4	86.6
25 to 29	81.5	87.7	84.7
30 to 34	80.8	88.9	84.9
35 to 39	78.7	90.2	84.6
40 to 44	80.1	89.5	84.7
45 to 49	79.0	88.5	83.6
50 to 54	78.5	88.4	83.3
55 to 59	70.9	84.7	77.7
60 to 64	53.9	70.9	62.4
65 to 69	15.4	19.7	17.5
70 to 74	4.5	5.7	5.1
75 to 79	2.0	3.3	2.6
80 to 84	0.6	0.4	0.5
85 and over	0.0	0.2	0.1
Total	61.2	69.9	65.5

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 2019, 65.5% 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.

Figure 2.3.1 Population by economic status and age (at 30th September 2019)
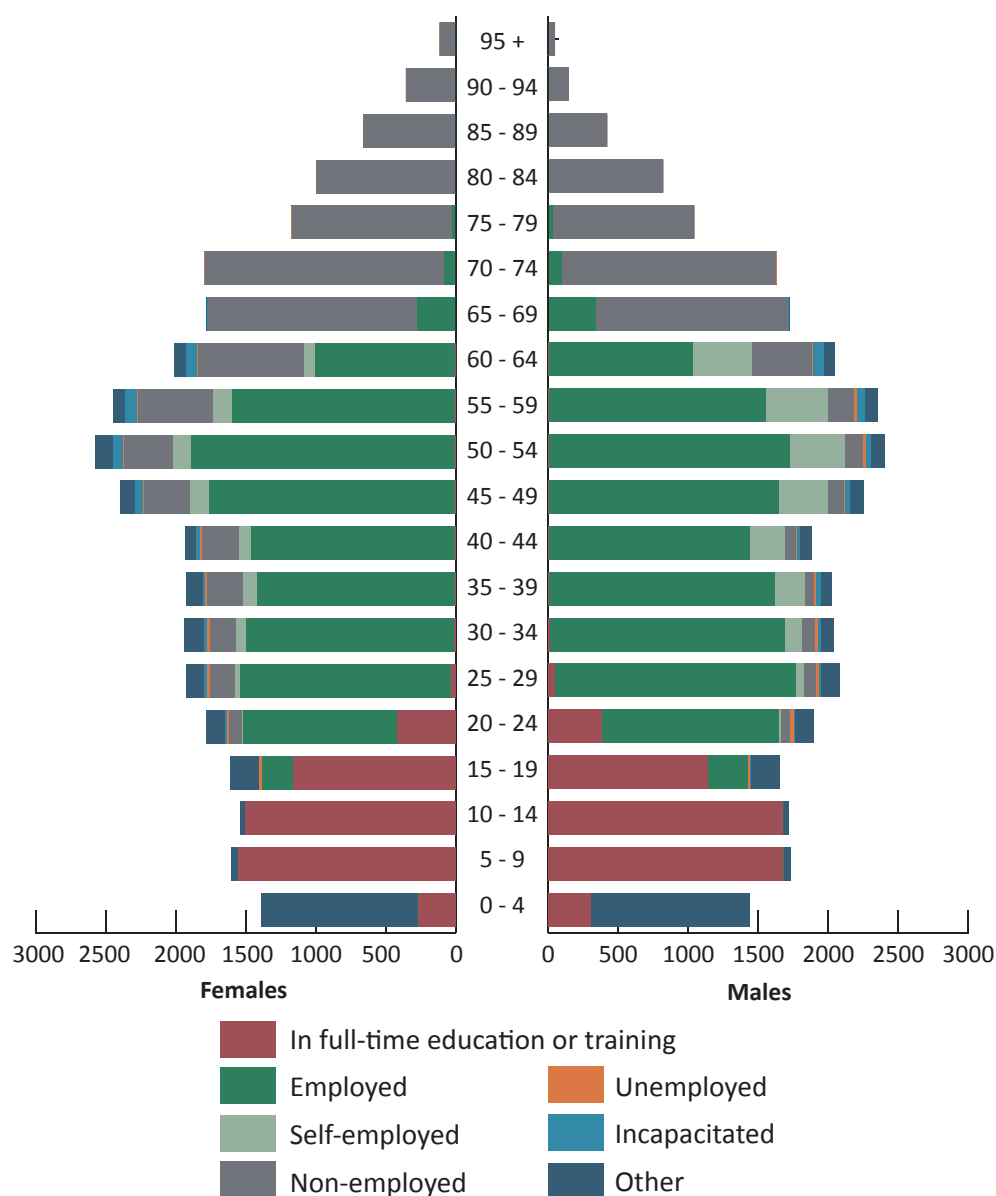

Figure 2.3.1 shows how economic status varies by age group and gender. Overall, 81.4% of the working population (aged 16 to 64 years old) were either in full-time education, employed or self-employed at the end of September 2019. Of those aged between 65 to 74, 11.4% (789 people) were in employment.

People in full-time education are concentrated in the 5 to 24 age categories, with a further 81 people aged 25 to 29 years. They are apparent in low numbers up to and including the 65 to 69 age group.

Whilst the number of employed females peaks in the 50 to 54 years age group (1,890 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 (82.6%) and the number of people employed is highest in the 50 to 54 age category (1,720 people).

Self-employment was more apparent in males and non-employment was more apparent in females at the end of September 2019. Unemployment was more apparent in males. Information on unemployment is available up to the end of July 2020 and can be found on **pages 18** to **23.**

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 2019 (ages 16-24)

Age at September 2019	Female	Male	Total
16	89.2	78.1	83.5
17	82.1	76.7	79.3
18	61.7	57.2	59.5
19	40.3	40.9	40.6
20	38.8	32.3	35.2
21	32.4	22.4	27.2
22	24.2	21.4	22.8
23	13.2	13.9	13.5
24	9.2	8.2	8.7

Figure 3.1.1 Percentage of females in full-time education at 30th September 2019 (ages 16-24)
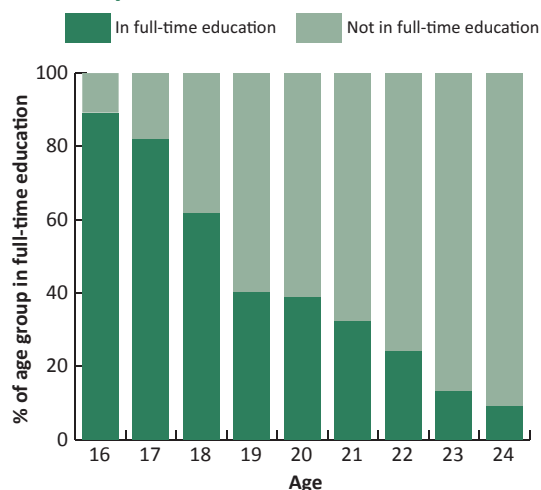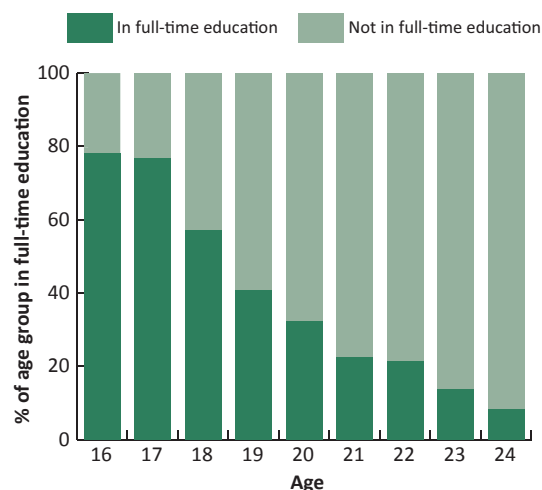

Figure 3.1.2 Percentage of males in full-time education at 30th September 2019 (ages 16-24)

As at September 2019, 83.5% of all 16 year olds and 8.7% of all 24 year olds were in full-time education.

The percentage of females in full-time education was greater than that of males at each age apart from ages 19 and 23 (see **Table 3.1.1**).

Figures 3.1.1 and **3.1.2** show that the percentage of people in education decreases as age increases.

4.1 Employment trends

There was an overall decrease of 0.8% (**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 2020. This is the largest annual decrease in the number of people in employment since June 2014 (see **Figure 4.1.1**). The number of employed people decreased by 0.8% and the number of self-employed decreased by 0.2%. There were corresponding increases in the number of wholly unemployed which can be seen to begin in the last week of March 2020. Unemployment information is available more quickly than employment information and it shows levels of unemployment rising to a peak in May, before beginning to reduce again. This information is included on **pages 18** to **23**.

The Bailiwick of Guernsey went into lockdown on 25th March 2020 in order to help slow the spread of COVID-19. Restrictions on all but essential business activities were imposed and all non-essential shops and community spaces were closed. People were required to stay at home except for limited purposes and all gatherings of more than two people in public were prohibited.

On 12th March 2020, the Director of Public Health advised all Guernsey residents to consider avoiding all non-essential travel to and from the Bailiwick. Since 19th March, anyone travelling into the Bailiwick of Guernsey has been required to self-isolate for 14 days regardless of any symptoms or port of origin. This self-isolation requirement is due to change to 7 days from 17th August 2020.

As the employment figures in this bulletin are presented as a snapshot at the end of March 2020, it is likely that the travel restrictions and self-isolation requirements upon arrival into the Bailiwick had a lesser impact than the local lockdown. The number of people in the labour market is seasonal and typically increases from March to a peak in August. We would therefore expect to see a greater impact on employment figures in the next edition of this bulletin, when information as at the end of June 2020 is released.

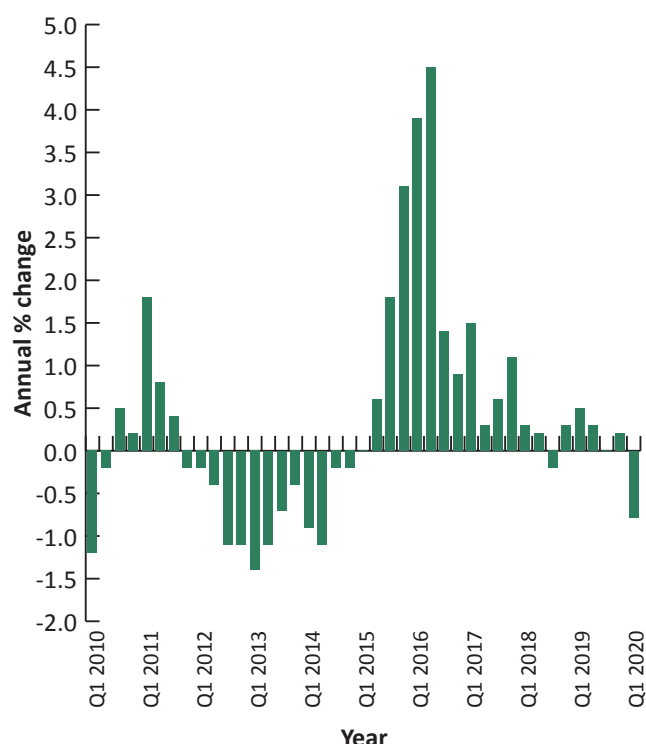**Figure 4.1.1 Annual percentage change in total employment**

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

	Employed	Self-employed	Total employment
Q1 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
Q2 2019	0.5	-1.6	0.3
Q3 2019	0.1	-1.2	0.0
Q4 2019	0.3	-0.5	0.2
Q1 2020	-0.8	-0.2	-0.8

4.2 Employment by age and gender

Table 4.2.1 Employment status by age group at 31st March 2020

|	Employed			Self-employed			Total in employment
	Female	Male	Total	Female	Male	Total	
14 and under	-	-	-	-	-	-	-
15 to 19	193	260	453	*	*	*	454
20 to 24	1,035	1,173	2,208	8	14	22	2,230
25 to 29	1,464	1,618	3,082	28	62	90	3,172
30 to 34	1,499	1,675	3,174	66	120	186	3,360
35 to 39	1,421	1,617	3,038	88	218	306	3,344
40 to 44	1,468	1,432	2,900	87	240	327	3,227
45 to 49	1,731	1,652	3,383	135	325	460	3,843
50 to 54	1,899	1,663	3,562	133	403	536	4,098
55 to 59	1,601	1,588	3,189	138	442	580	3,769
60 to 64	1,061	1,039	2,100	86	407	493	2,593
65 to 69	294	344	638	*	*	15	653
70 to 74	84	103	187	-	-	-	187
75 and over	30	27	57	-	-	-	57
16 to 64	13,372	13,717	27,089	770	2,231	3,001	30,090
65 to 84	407	473	880	*	*	15	895
85 and over	*	*	*	*	*	*	2
Total	13,780	14,191	27,971	771	2,245	3,016	30,987

* 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 2020, 30,987 people were either employed or self-employed in Guernsey, of whom 897 people (2.9%) were aged 65 or over (see **Table 4.2.1**). This age bracket accounted for 3.2% of employed people and 0.5% of self-employed people.

Of the 27,089 employed people aged 16 to 64 at the end of March 2020, 13,372 (49.4%) were female and 13,717 (50.6%) were male. This compares to 770 self-employed females and 2,231 males, which equates to 25.7% and 74.3% of the 3,001 total for that age group.

## Figure 4.2.1 Employment by age and gender at March
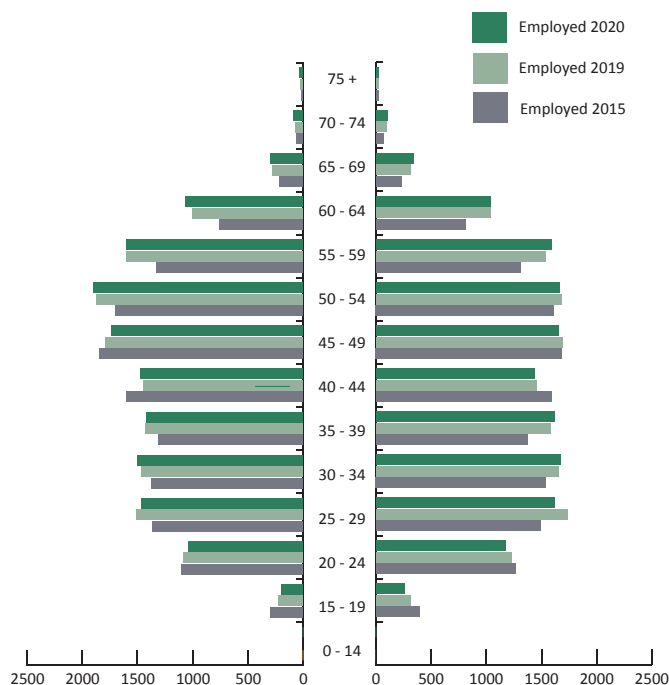
The difference in the proportions of employed and self-employed people between March 2015, 2019 and 2020 are shown in **Figures 4.2.1 and 4.2.2** respectively.

Figure 4.2.1 shows that the 25 to 29 age group showed the largest decrease in employed males between March 2019 and March 2020 (125 people). There was also a decline in the number of employed males aged between 15 and 24 during the same time period. The number of employed females aged between 15 and 29 also dropped between March 2019 and March 2020, although the largest decrease was seen in the 45 to 49 age group (61 people).

Between March 2015 and March 2020, the largest decrease in the number of people employed, for both males and females, was seen in the 40 to 44 age category. The 55 to 59 age group saw the largest increase in the number of employed males, whereas the 60 to 64 group saw the largest increase in the number of employed females (see **Figure 4.2.1**).

Figure 4.2.2 Self-employment by age and gender at March
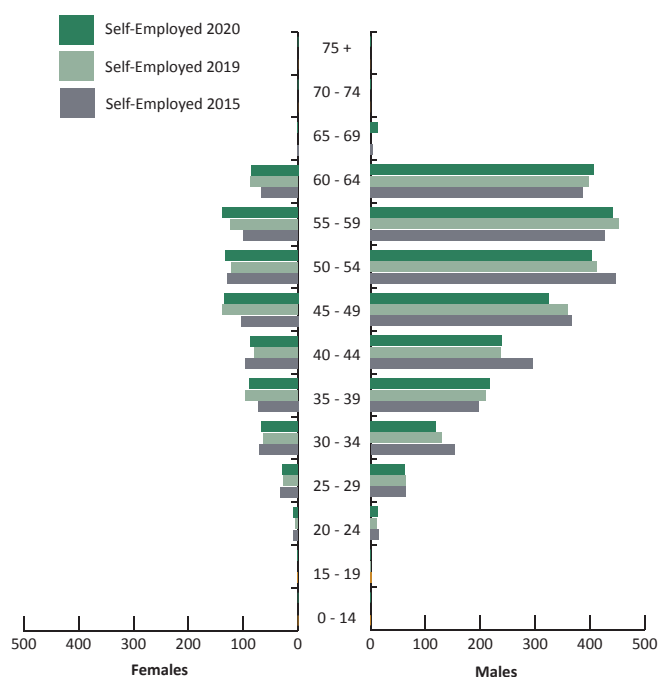

As can be seen in **Figure 4.2.2**, self-employment is more apparent in males than in females. The number of self-employed females remained stable between March 2019 and March 2020. The 45 to 44 age group saw the largest decrease in self-employed males (34 people). The number of self-employed males in the 40 to 54 age categories declined between March 2015 and March 2020.

Figure 4.3.1 Employment by economic sector at 31st March 2020
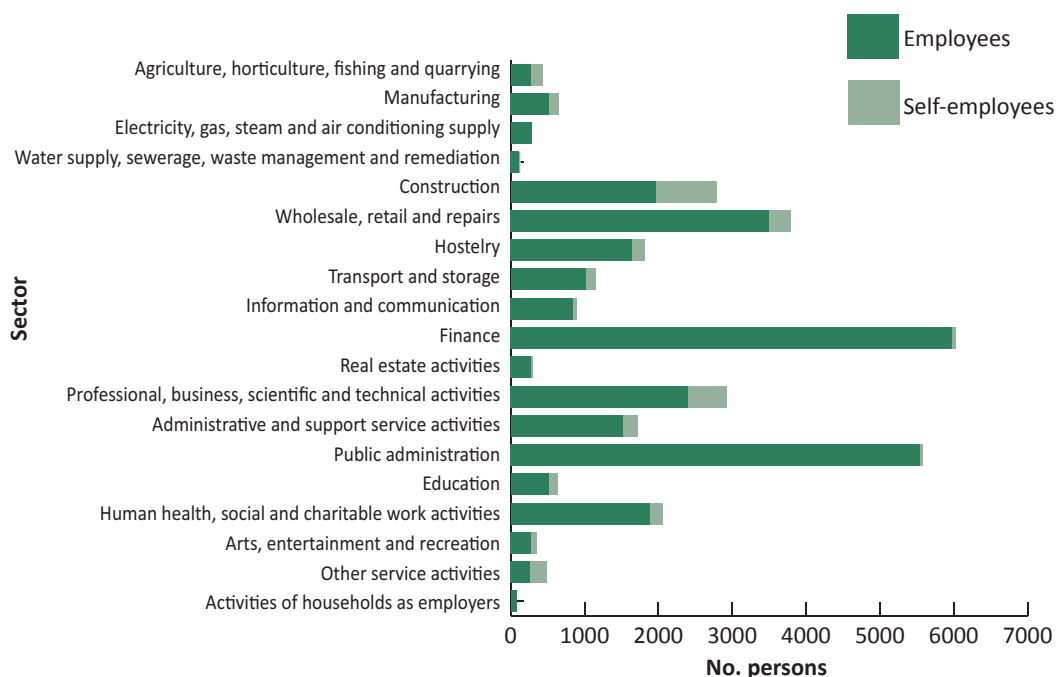
Employers, employees and self-employees can be analysed by economic sector for a more detailed picture of the types of economic activity in which they are involved. A breakdown of the activities included in each of the economic sector codes used in this bulletin can be found on our website, **www. gov.gg/ecodes**.

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 2020, accounting for 18.8% of total employment, or 6,031 people, 5,980 of whom were employed and 51 of whom were self-employed. The Construction sector had the largest number of self-employed people in March 2020 (826 people), representing 29.6% of the sector and 25.6% of self-employed people overall.

The number of positions advertised at the Job Centre and the skills reported by Unemployment Benefit claimants up to the end of July 2020, are presented by sector on **pages 22** and **23**.

4.3 Employment by economic sector

Table 4.3.1 Employment by economic sector at 31st March 2020

	Employees			Self-employees			Total no. in employment	% of total for all sectors
	Female	Male	Total	Female	Male	Total		
Agriculture, horticulture, fishing and quarrying	86	183	269	27	139	166	435	1.4
Manufacturing	155	361	516	35	100	135	651	2.0
Electricity, gas, steam and air conditioning supply	52	226	278	-	8	8	286	0.9
Water supply, sewerage, waste management and remediation activities	12	99	111	-	18	18	129	0.4
Construction	123	1,838	1,961	17	809	826	2,787	8.7
Wholesale, retail and repairs	1,567	1,932	3,499	75	217	292	3,791	11.8
Hostelry	646	993	1,639	62	118	180	1,819	5.7
Transport and storage	236	776	1,012	13	123	136	1,148	3.6
Information and communication	213	629	842	10	34	44	886	2.8
Finance	3,244	2,736	5,980	*	*	51	6,031	18.8
Real estate activities	146	126	272	*	*	24	296	0.9
Professional, business, scientific and technical activities	1,327	1,073	2,400	147	374	521	2,921	9.1
Administrative and support service activities	695	820	1,515	27	176	203	1,718	5.4
Public administration	3,441	2,104	5,545	11	17	28	5,573	17.4
Education	381	130	511	91	31	122	633	2.0
Human health, social and charitable work activities	1,502	379	1,881	88	94	182	2,063	6.4
Arts, entertainment and recreation	140	133	273	31	45	76	349	1.1
Other service activities	203	58	261	165	52	217	478	1.5
Activities of households as employers	60	17	77	*	*	*	79	0.2
Total for all sectors	14,229	14,613	28,842	809	2,422	3,231	32,073	100.0

Table 4.3.2 Employment within the Finance sector at 31st March 2020

	Total no. in employment	% of total Finance sector
Banking	1,702	28.2
Fiduciary	1,748	29.0
Funds	1,303	21.6
Insurance	760	12.6
Other	518	8.6
Total	6,031	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.

Of the 6,031 people employed within the Finance sector, 1,702 people (28.2%) worked in banking, 1,748 people (29.0%) were employed by Fiduciaries and 1,303 people worked in sub-sectors relating to Funds at the end of March 2020.

4.4 Employment by sector trends

Figure 4.4.1 Annual percentage change in total employment by sector

	Annual % change								
	2018 Q1	2018 Q2	2018 Q3	2018 Q4	2019 Q1	2019 Q2	2019 Q3	2019 Q4	2020 Q1
Agriculture, horticulture, fishing and quarrying	1.2	2.2	2.5	0.5	-2.8	-9.6	-7.5	-6.6	4.1
Manufacturing	-0.5	-0.9	-1.2	-1.8	1.1	0.2	-1.7	1.2	-1.8
Electricity, gas, steam and air conditioning supply	3.8	3.1	0.7	1.4	-4.7	-5.7	1.0	-3.1	-0.3
Water supply, sewerage, waste management and remediation activities	-2.6	-0.9	-4.2	1.7	2.7	4.3	5.2	13.7	13.2
Construction	1.1	0.5	-0.7	-1.5	0.7	-1.0	1.1	3.5	0.1
Wholesale, retail and repairs	-1.9	0.2	0.4	0.6	-0.3	-0.9	-2.9	-1.4	-2.7
Hostelry	-0.7	-3.0	1.7	-0.2	-0.9	0.7	3.2	0.9	-4.7
Transport and storage	1.2	1.1	-1.0	-3.2	-2.3	0.4	1.8	1.6	0.4
Information and communication	-1.0	0.5	2.2	5.5	4.0	2.1	2.8	8.0	9.9
Finance	0.5	-1.1	0.9	1.5	0.9	1.2	-1.4	-2.9	-4.4
Real estate activities	-3.0	-1.5	-0.8	0.4	1.9	0.8	11.2	12.3	10.4
Professional, business, scientific and technical activities	1.6	1.0	1.9	0.5	0.1	0.6	1.0	2.2	3.3
Administrative and support service activities	2.8	1.9	6.0	4.1	-1.8	-2.0	-0.3	0.4	0.6
Public administration	-0.1	0.4	0.2	0.3	1.6	0.7	1.3	2.5	0.4
Education	-0.7	0.0	0.7	2.9	6.4	3.6	3.6	-0.3	-1.9
Human health, social and charitable work activities	1.8	0.9	-0.4	1.0	2.0	3.6	3.5	2.8	3.5
Arts, entertainment and recreation	-3.2	-8.8	-7.9	-0.3	-1.7	8.5	8.3	0.8	-1.4
Other service activities	1.6	0.6	-0.2	-5.5	-3.7	-3.5	-3.9	-2.2	-3.2
Activities of households as employers	-14.6	-8.5	-2.5	-3.6	12.9	5.3	15.6	2.5	0.0

Figure 4.4.1 shows that the Hostelry sector had the largest decrease in employment for the year ending March 2020 (4.7%). The Water supply, sewerage, waste management and remediation activities sector showed the largest annual increase (13.2%) followed by the Real estate activities sector which increased by 10.4% (please note the relatively small amount of people employed within these sectors, see **Table 4.3.1** on **page 13**).

The number of positions advertised at the Job Centre and the skills reported by Unemployment Benefit claimants up to the end of July 2020, are presented by sector on **pages 22** and **23**.

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 prior to 2015.

There were 2,114 employing organisations at the end of March 2020 (see **Table 5.2.1** on **page 16**). This was an decrease of 0.8% for the year ending 31st March 2020, as shown in **Figure 5.1.1**.

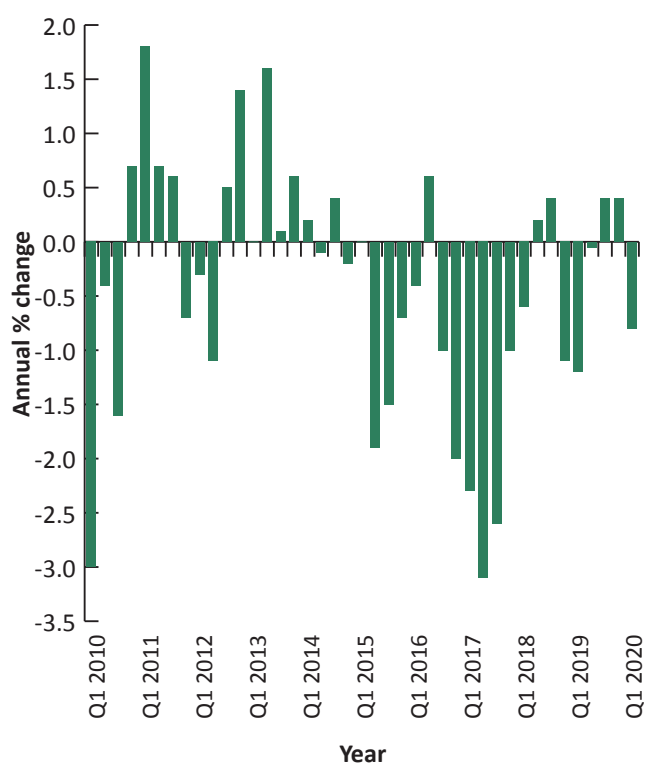**Figure 5.1.1 Annual percentage change in total number of employers**

Table 5.1.1 Annual percentage change in total number of employers

	Annual % change
Q1 2016	-0.4
Q2 2016	0.6
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
Q2 2019	0.0
Q3 2019	0.4
Q4 2019	0.4
Q1 2020	-0.8

Figures rounded to 1 decimal place

5.2 Employers by economic sector and size

### Table 5.2.1 Employers by economic sector and size at 31st March 2020

	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	16	26	6	1	1	1	0	0	51
Manufacturing	13	25	14	6	2	1	1	0	62
Electricity, gas, steam and air conditioning supply	3	3	2	0	1	0	1	0	10
Water supply, sewerage, waste management and remediation activities	6	4	2	1	0	1	0	0	14
Construction	98	127	51	35	7	0	2	0	320
Wholesale, retail and repairs	69	136	72	22	20	8	3	1	331
Hostelry	31	71	30	27	4	9	0	0	172
Transport and storage	17	23	5	11	2	3	2	0	63
Information and communication	20	21	11	4	8	2	1	0	67
Finance	69	94	35	55	29	17	13	1	313
Real estate activities	15	16	5	8	2	0	0	0	46
Professional, business, scientific and technical activities	47	50	24	20	5	8	3	1	158
Administrative and support service activities	40	48	17	18	14	1	2	0	140
Public administration	4	7	1	2	0	0	1	1	16
Education	9	6	1	5	0	3	2	0	26
Human health, social and charitable work activities	33	54	27	21	10	7	3	0	155
Arts, entertainment and recreation	18	22	6	8	1	0	0	0	55
Other service activities	39	34	9	0	1	0	0	0	83
Activities of households as employers	19	8	5	0	0	0	0	0	32
Total	566	775	323	244	107	61	34	4	2,114

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 2020. They are sourced from the Rolling Electronic Census.

The Construction sector had the highest number of employing organisations (225) with fewer than six employees. The Finance sector had the highest number of employing organisations with more than 50 employees (31 employers). There were four organisations employing more than 250 people at the end of March 2020.

5.2 Employers by economic sector and size

Figure 5.2.1 Employers by economic sector at 31st March 2020
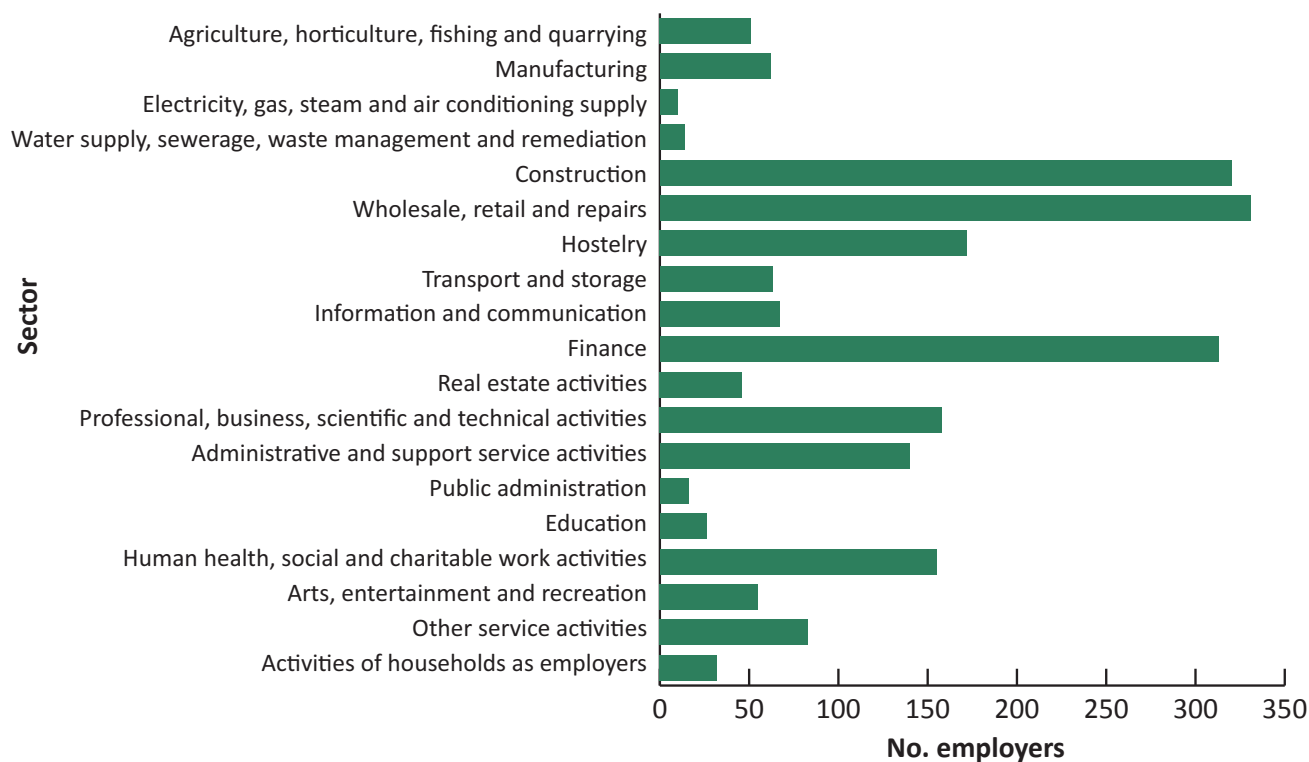
As shown above in **Figure 5.2.1**, the Construction, Wholesale, retail and repairs and Finance sectors had the largest numbers of employers (320, 331 and 313 respectively). Employers in both the Construction and Wholesale, retail and repairs sectors tended to employ fewer people than those in the Finance sector.

Table 6.1.1 Percentage of workforce registered as unemployed at end of June

	Wholly unemployed	% of workforce	Total registered unemployed*	% of workforce
Q2 1966			25	
Q2 1967			45	
Q2 1968			81	
Q2 1969			48	
Q2 1970			75	
Q2 1971			61	
Q2 1972			76	
Q2 1973			29	
Q2 1974			24	
Q2 1975			50	
Q2 1976			100	
Q2 1977			193	
Q2 1978			98	
Q2 1979			35	
Q2 1980			169	
Q2 1981			540	
Q2 1982			566	
Q2 1983			642	
Q2 1984			422	
Q2 1985			259	
Q2 1986			214	
Q2 1987			75	
Q2 1988			58	
Q2 1989			64	
Q2 1990			104	
Q1 1991			231	
Q2 1992			367	
Q2 1993			424	
Q2 1994			307	1.0
Q2 1995			217	0.7
Q2 1996			178	0.6
Q2 1997			173	0.6
Q2 1998			114	0.4
Q2 1999			88	0.3
Q2 2000			105	0.3
Q2 2001			75	0.2
Q2 2002			93	0.3
Q2 2003			74	0.2
Q2 2004			108	0.3
Q2 2005			159	0.5
Q2 2006			188	0.6
Q2 2007	179	0.6	226	0.8
Q2 2008	182	0.6	266	0.9
Q2 2009	330	1.1	431	1.5
Q2 2010	329	1.1	492	1.7
Q2 2011	281	1.0	461	1.6
Q2 2012	357	1.2	552	1.9
Q2 2013	411	1.4	628	2.2
Q2 2014	343	1.2	613	2.1
Q2 2015	340	1.2	632	2.1
Q2 2016	381	1.2	670	2.2
Q2 2017	321	1.0	615	2.0
Q2 2018	300	1.0	723	2.3
Q2 2019	296	1.0	771	2.5
Q2 2020	1,135	3.6	1,677	5.3

The total number of people registered as unemployed has been available since 1966*. This was the headline measure for unemployment until 2007 when a new measure, aligning with the definition used by the International Labour Organisation (ILO), was introduced. This figure, of "wholly unemployed", includes only those that were registered as unemployed and did not do any work in the snapshot week, anyone 'furloughed' as a result of the crisis (people technically still employed but without pay), anyone claiming a Hardship Benefit (the hardship fund was set up to provide emergency financial help for people who may not otherwise qualify for Unemployment Benefit, Sickness Benefit or Income Support) and anyone who has either found work/returned to work, but yet to receive a wage. It should be noted that the ILO measure is based on survey data (i.e. a sample of the population, who are asked to self-classify their employment status), whereas the information in this bulletin is based on administrative data relating to Unemployment Benefit and Income Support claimants across the whole population.

As shown in **Table 6.1.1**, there were 1,135 people registered as "wholly unemployed" at the end of June 2020, 839 more than at the same time a year earlier. 3.6% of the workforce were registered as wholly unemployed at the end of June 2020. This compares to 1.0% at the end of June 2019. The number of "total registered unemployed"* people accounted for 5.3% of the workforce at the end of June 2020, 2.8 percentage points higher than at the same time the previous year and the highest since records began in 1994 (see **Table 6.1.1**).

*The definition of what comprises "total registered unemployed" has gradually expanded over time to include those on government training schemes for the unemployed, 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, and those who are fully employed and eligible for Income Support (previously Supplementary Benefit) on top of their low earnings. Additionally, the introduction of the Income Support scheme in 2018 included a work requirement for all claimants of working age. These factors may partly account for the increasing trend in unemployment seen in **Table 6.1.1**

6.1 Unemployment trends

Figure 6.1.1 Number of people registered as unemployed
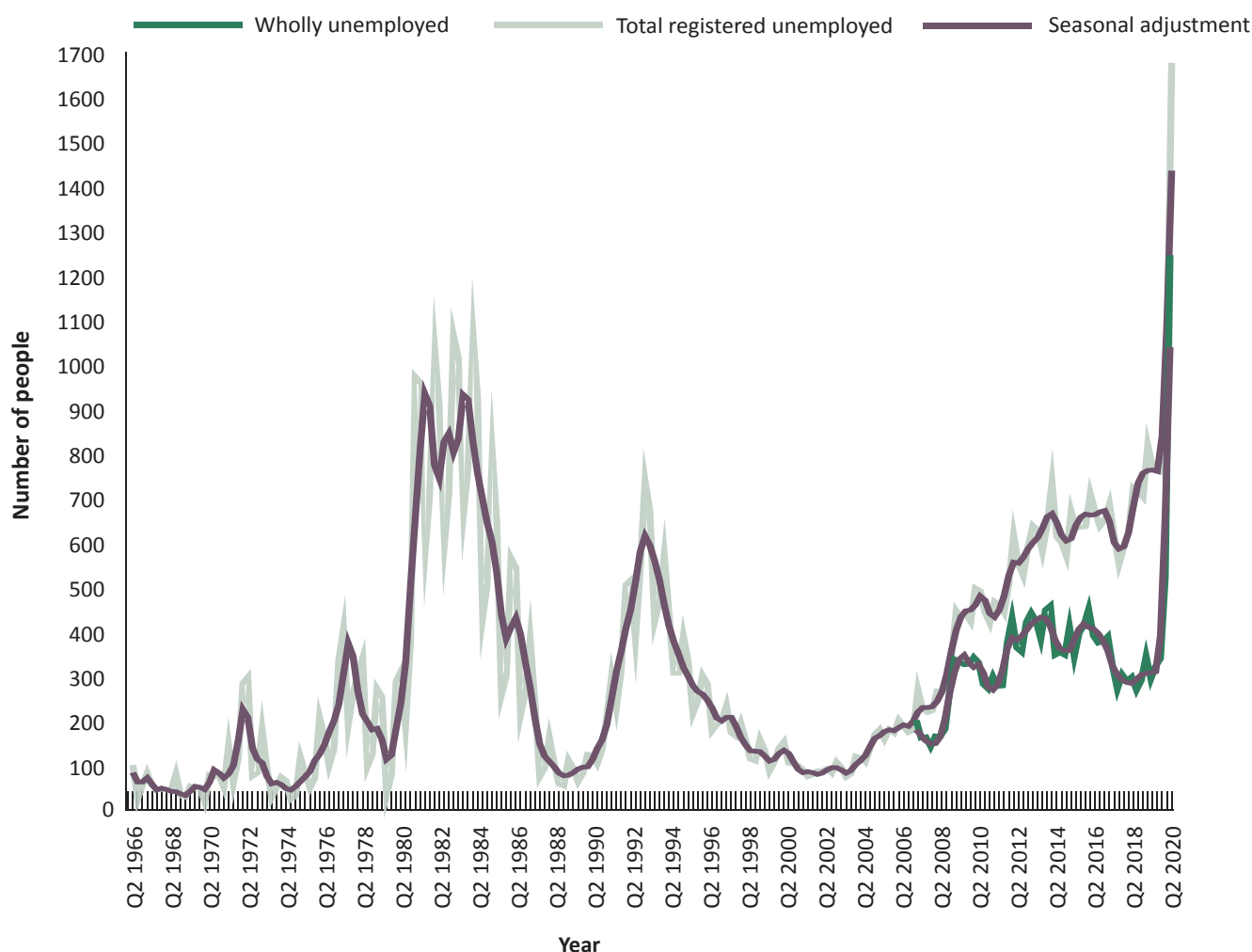

Figure 6.1.1 shows that there was a dramatic increase in the number of people registered as wholly unemployed between the end of March 2020 and the end of June 2020. This figure includes only those that were registered as unemployed and did not do any work in the snapshot week. The number of people wholly unemployed at the end of June 2020 (1,135 people) was nearly triple the next highest June wholly unemployed figure (411 people in June 2013).

Data on the "total registered unemployed"* has been available since 1966. As shown in **Figure 6.1.1** and **Table 6.1.1** on **page 18**, there was a total of 1,677 people registered as unemployed* at the end of June 2020. This figure is over 50% higher than the previous peak in total registered unemployed*, recorded in December 1983. The trend in unemployment when adjusted to account for seasonal variation is also shown in **Figure 6.1.1**.

Page 20 provides information on the number of people unemployed between March 2020 and July 2020.

*The definition of what comprises "total registered unemployed" has gradually expanded over time to include those on government training schemes for the unemployed, 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, and those who are fully employed and eligible for Income Support (previously Supplementary Benefit) on top of their low earnings. Additionally, the introduction of the Income Support scheme in 2018 included a work requirement for all claimants of working age. These factors may partly account for the increasing trend in unemployment seen in **Figure 6.1.1.**

Table 6.2.1 Percentage of workforce registered as unemployed at weekly snapshots (between March 2020 and July 2020)

	Wholly unemployed*	% of workforce	Total registered unemployed*	% of workforce
07/03/2020	359	1.1	814	2.6
14/03/2020	357	1.1	818	2.6
21/03/2020	357	1.1	813	2.6
28/03/2020	497	1.6	974	3.1
04/04/2020	753	2.4	1,247	4.0
11/04/2020	1,102	3.5	1,729	5.5
18/04/2020	1,137	3.6	1,640	5.2
25/04/2020	1,428	4.5	2,374	7.5
02/05/2020	1,568	5.0	2,171	6.9
09/05/2020	1,592	5.1	2,211	7.0
16/05/2020	1,613	5.1	2,233	7.1
23/05/2020	1,613	5.1	2,221	7.1
30/05/2020	1,631	5.2	2,229	7.1
06/06/2020	1,582	5.0	2,189	7.0
13/06/2020	1,474	4.7	2,057	6.5
20/06/2020	1,407	4.5	1,977	6.3
27/06/2020	1,302	4.1	1,860	5.9
04/07/2020	1,135	3.6	1,677	5.3
11/07/2020	852	2.7	1,348	4.3
18/07/2020	836	2.7	1,321	4.2
25/07/2020	875	2.8	1,357	4.3
01/08/2020	856	2.7	1,325	4.2

Figure 6.2.1 Number of people registered unemployed at weekly snapshots (between March 2020 and July 2020)
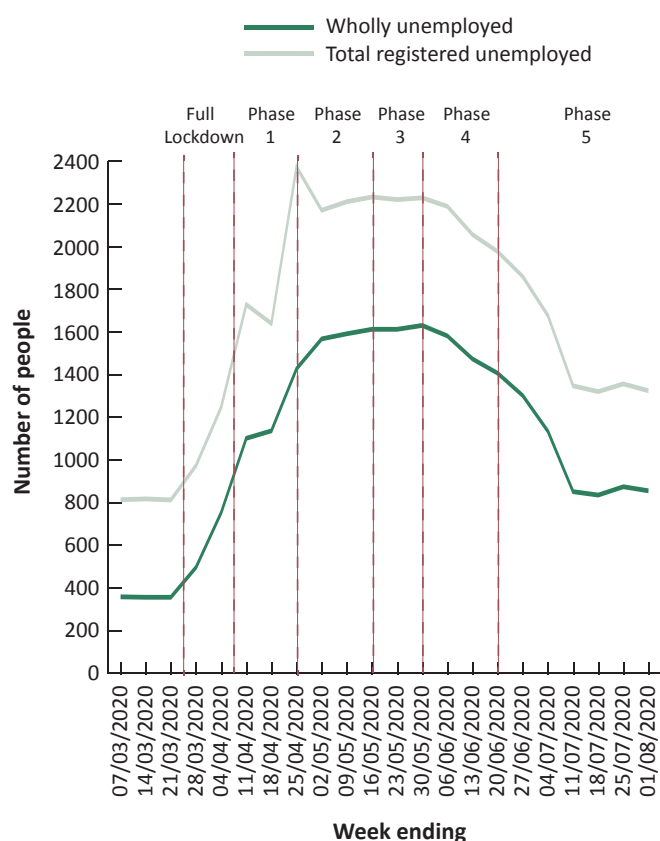
The Bailiwick of Guernsey went into lockdown on 25th March 2020 in order to help slow the spread of COVID-19. Restrictions on all but essential business activities were imposed and all non-essential shops and community spaces were told to close. People were required to stay at home except for limited purposes and all gatherings of more than two people in public were prohibited.

Table 6.2.1 and Figure 6.2.1 show the number of people registered as unemployed at the end of each week during March, April, May, June and July 2020. It can be seen that the number of people unemployed rose sharply between the week ending 21st March and the week ending 25th April before stabilising during May and then steadily decreasing during phase 4 and 5 of the exit from lockdown, when more businesses were allowed to reopen. **Figure 6.2.1** shows that the number of people unemployed has remained steady during July, although higher than pre-lockdown.

During the week ending 1st August, 2.7% of the workforce (856 people) were wholly unemployed* compared to 3.6% during the last week of June, 5.2% during the last week of May, 5.0% at the end of April and 1.6% at the end of March (see **Table 6.2.1**).

A peak was seen in the number of wholly unemployed* at the end of May 2020 (1,631 people, 5.2% of the workforce). Since then, there has been a reduction of 775 people. The week ending 11th July saw the largest weekly decrease in the number of people wholly unemployed*, with 283 fewer people registered as unemployed compared to the end of the previous week.

Information on the number of people unemployed broken down by age and gender can be found on **page 21**.

*See **pages 18 and 19** for more information on the difference between the "total registered unemployed" and "wholly unemployed".

Section 6.3 shows the number of people wholly unemployed during the snapshot week at the end of March, April, May, June and July 2020, compared to the same time in 2019, broken down by age and gender.

The number of wholly unemployed people during the snapshot week at the end of July 2020 was fewer across all age groups, for both men and women, than at the end of June 2020 (see **Figure 6.3.1**).

The overall drop in unemployment between June 2020 and July 2020 was greater for males than for females. The total number of unemployed men fell by 159 people (a decrease of 26%) compared to a reduction of 120 unemployed women (a 23% decrease).

For both males and females, the fall in unemployment between June and July was relatively consistent across all age groups with the largest change seen in the 50 to 59 age group for men (a 31% decrease since June 2020) and in the 30 to 39 and 40 to 49 age groups for women (a decrease of 28%).

The level of unemployment during the same months in 2019 is shown in **Figure 6.3.2**. There were significantly fewer people unemployed at the end of March, April, May, June and July in 2019 compared to the same months in 2020 (see **Figure 6.3.1**). In total, March 2019 saw the largest number of wholly unemployed people compared to April, May, June and July, however levels of unemployment were relatively stable across all four months in 2019, for all age groups.

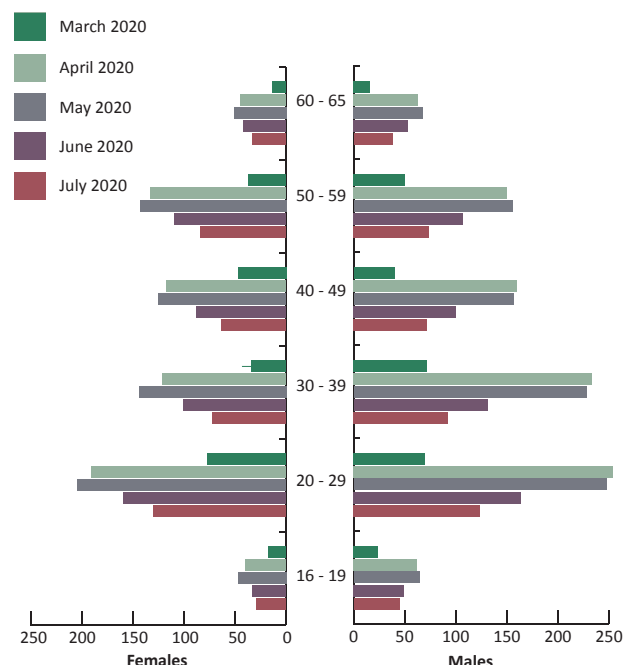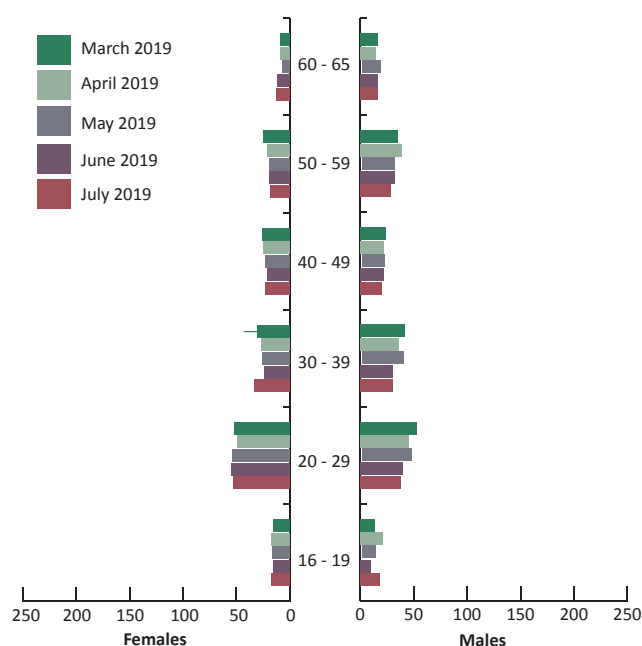**Figure 6.3.1 Unemployment by age and gender during last week of March, April, May, June and July 2020**

Figure 6.3.2 Unemployment by age and gender during last week of March, April, May, June and July 2019

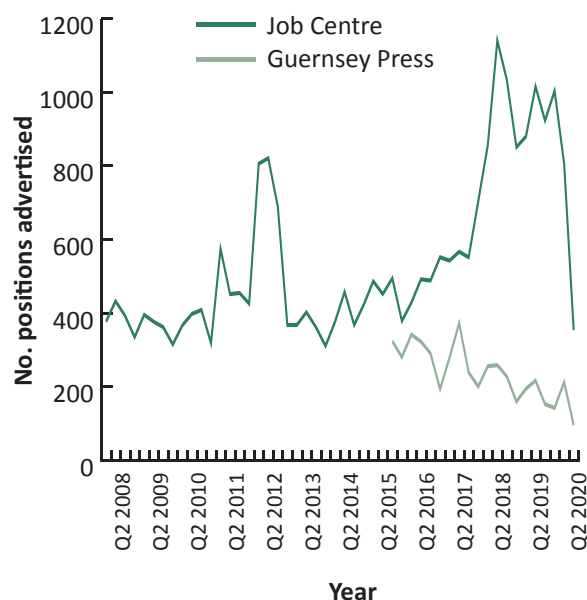**Figure 6.4.1 Number of positions advertised with the Job Centre and in the Guernsey Press each quarter**
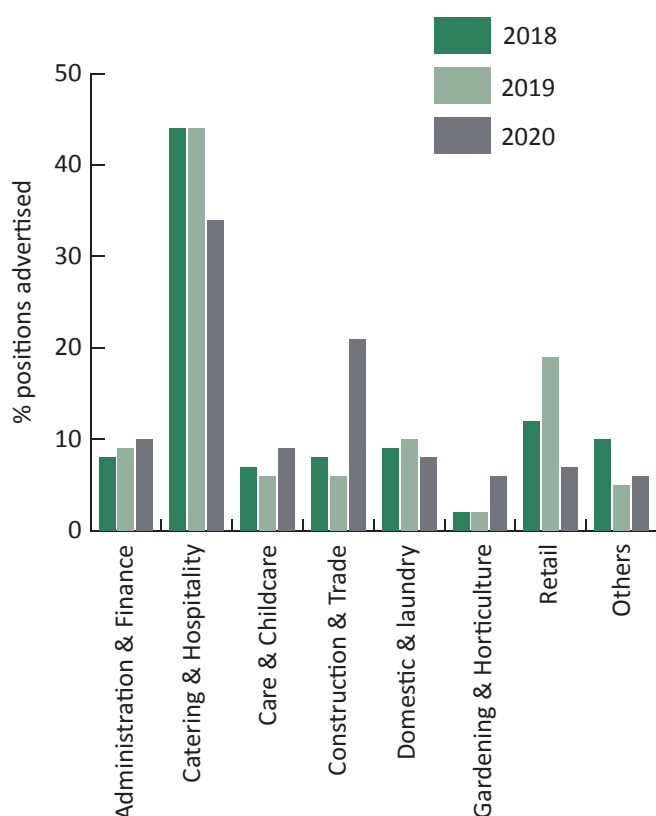

Figure 6.4.1 shows the number of positions advertised with the Guernsey Job Centre and, from September 2015, the Guernsey Press each quarter. Although this is not a complete representation of the total number of vacancies in the Island, it does provide an indication of the strength of the employment market.

There were 354 positions advertised with the Job Centre during Q2 2020, compared to 806 during Q1 2020 and 1,016 during Q2 2019. The number of vacancies advertised in the Guernsey Press (paper only, excluding online advertising) during Q2 2020 totalled 96, 117 fewer than the previous quarter and 121 fewer than at the same time the previous year.

There were 22, 84 and 248 positions advertised at the Job Centre in April, May and June 2020 respectively. Of these, 34% were in catering and hospitality and 21% in construction and trade (see **Figure 6.4.2**). Conversely, during Q1 2020, only 9% of positions advertised were in construction and trade and 20% were retail positions. Retail accounted for just 7% of positions in Q2 2020.

Figure 6.4.2 Type of positions advertised with the Job Centre during Q2

Figure 6.4.2 shows the type of positions advertised with the Job Centre during Q2 in 2018, 2019 and 2020. Construction and trade has seen the largest rise in advertised positions when compared to 2018 and 2019, whilst the catering & hospitality and retail sectors have seen the largest decrease.

See for more information on the function of the Job Centre and a further breakdown in the number of positions advertised there each month during lockdown.

As at 1st August, 29% of people claiming Unemployment Benefit had skills relating to administration and finance, 16% had experience in construction and trade, 14% in retail and 10% reported having skills in catering and hospitality.

6.4 Job vacancies

Figure 6.4.3 shows the number of positions advertised with the Job Centre by sector during March, April, May, June and July 2020. It can be seen that there was a sharp decrease in the number of positions advertised across all sectors between March and April.

Between April and June, all sectors saw an increase in the number of positions advertised, largely returning to the levels seen before lockdown. The catering & hospitality sector saw the largest increase in positions between April and June (an increase of 70) followed by construction & trade, domestic & laundry and retail (increases of 53, 26 and 23 positions respectively between April and June). The number of construction & trade positions advertised in June (54 positions) was greater than before lockdown, when there were 28 and 34 positions advertised in January and February respectively.

There was a decrease in the number of positions advertised between June and July across all sectors, with the exception of the "other" category, due to the high number of people who secured work during that time. The "other" category includes roles within driving/delivery, engineering, mechanical, IT and beauty therapy.

Figure 6.4.3 Number of positions advertised with the Job Centre during March, April, May, June and July 2020 by sector
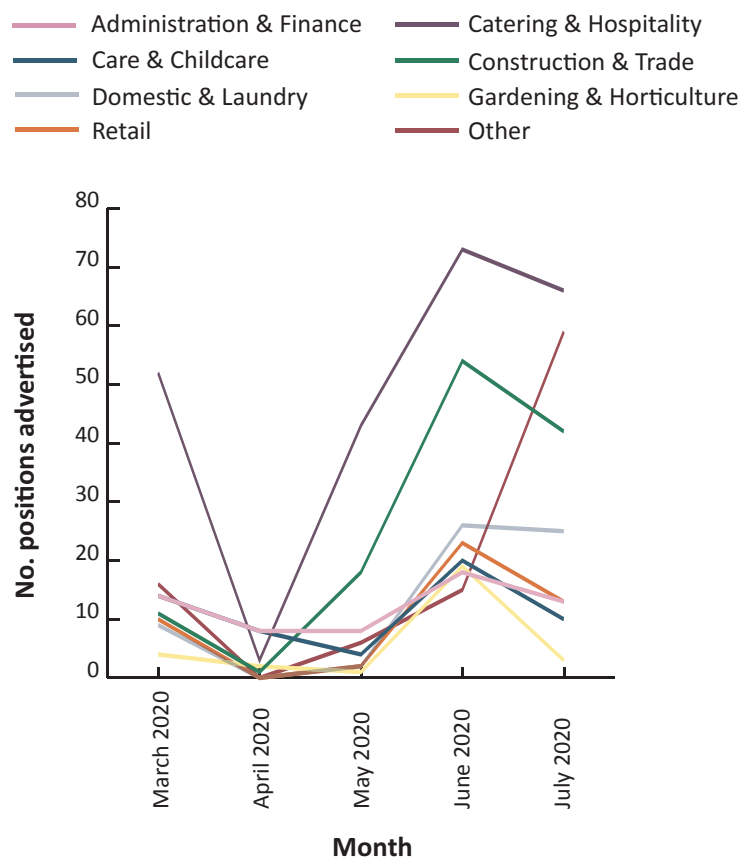
6.5 Job Centre function

The Job Centre offers support for working age people; to help them improve their chances of starting work or increasing their hours of work. Job Centre clients are either supported by an Employment Advisor, Work Rehabilitation Officer or Case Worker (if with other agencies). Job Centre Advisors assist people in returning to mainstream employment by helping them prepare CVs, cover letters and to develop an action plan. Support is also available to people who have been away from the work place for some time.

The Job Centre continually seeks new training and work rehabilitation initiatives in order to meet the ever increasingly diverse requirements of both the job market and its customers. There are a range of schemes available to help individuals develop their skills and experience to help them find work. These include placement opportunities such as the Kickstart and Work2Benefit schemes and a range of free training courses designed to teach skills that are valuable to local employers. The Job Centre also offers a free vacancy and job matching service to local employers and hosts regular Job Fairs to give job seekers and employers the opportunity to connect.

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.

The figures reflect Guernsey only and exclude 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 2.6% between the year ending March 2019 and the year ending March 2020, from £33,530 to £34,409.

The lower and upper quartile earnings for the quarter ending 31st March 2020 and the previous eight quarters are presented in **Tables 7.1.2** and **7.1.3**. Using four quarter averages, the lower quartile earnings increased by 3.1% between the years ending 31st March 2019 and 31st March 2020, whilst the upper quartile earnings increased by 2.6%.

On 24th March 2020, the Payroll Co-Sharing Scheme was introduced to provide financial support to businesses and self-employed workers in Guernsey. The first payments were made at the start of April and therefore more information will be included in the next edition of this bulletin, when earnings figures as at the end of June 2020 will be published.

Real earnings, which show trends after the effects of inflation have been removed, are shown on **page 25**. Information on income and expenditure by household groups is available from **gov.gg/household**.

Table 7.1.1 Nominal median earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
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
Q2 2019	33,622	2.8
Q3 2019	33,916	2.8
Q4 2019	34,160	2.7
Q1 2020	34,409	2.6

Table 7.1.2 Nominal lower quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
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
Q2 2019	23,280	3.1
Q3 2019	23,537	3.2
Q4 2019	23,752	3.3
Q1 2020	23,902	3.1

Table 7.1.3 Nominal upper quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
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
Q2 2019	49,381	2.3
Q3 2019	49,848	2.6
Q4 2019	50,245	2.6
Q1 2020	50,560	2.6

Table 7.2.1 Real median earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q1 2018	33,652	-0.3
Q2 2018	33,674	0.0
Q3 2018	33,991	0.0
Q4 2018	34,362	0.9
Q1 2019	34,219	1.7
Q2 2019	33,964	0.9
Q3 2019	34,265	0.8
Q4 2019	34,498	0.4
Q1 2020	34,409	0.6

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 2020 prices.

Median annual earnings, in real terms, were 0.6% higher over the year ending March 2020 than over the year ending March 2019 (see **Table 7.2.1**).

Lower quartile earnings increased by 1.0% in real terms between the years ending March 2019 and March 2020, compared with an increase of 0.5% 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
Q1 2018	23,235	-0.2
Q2 2018	23,237	0.0
Q3 2018	23,495	0.3
Q4 2018	23,764	1.2
Q1 2019	23,665	1.8
Q2 2019	23,516	1.2
Q3 2019	23,779	1.2
Q4 2019	23,987	0.9
Q1 2020	23,902	1.0

Table 7.2.3 Real upper quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q1 2018	49,652	0.1
Q2 2018	49,670	0.5
Q3 2018	50,049	0.1
Q4 2018	50,568	0.9
Q1 2019	50,312	1.3
Q2 2019	49,883	0.4
Q3 2019	50,361	0.6
Q4 2019	50,743	0.3
Q1 2020	50,560	0.5

7.3 Earnings by gender

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

As explained on **page 24**, 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 2020, the four quarter median average earnings for females was £31,034 (2.6% higher than a year earlier) and for males was £37,591 (2.6% higher than a year earlier).

Figure 7.3.1 shows the number of employees in each earning band, averaged from March 2019 to March 2020. 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
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
Q2 2019	30,330	36,780	3.1	2.4
Q3 2019	30,578	37,124	2.9	2.8
Q4 2019	30,752	37,372	2.3	2.8
Q1 2020	31,034	37,591	2.6	2.6

Fig. 7.3.1 Nominal median earnings by gender distribution at March 2020
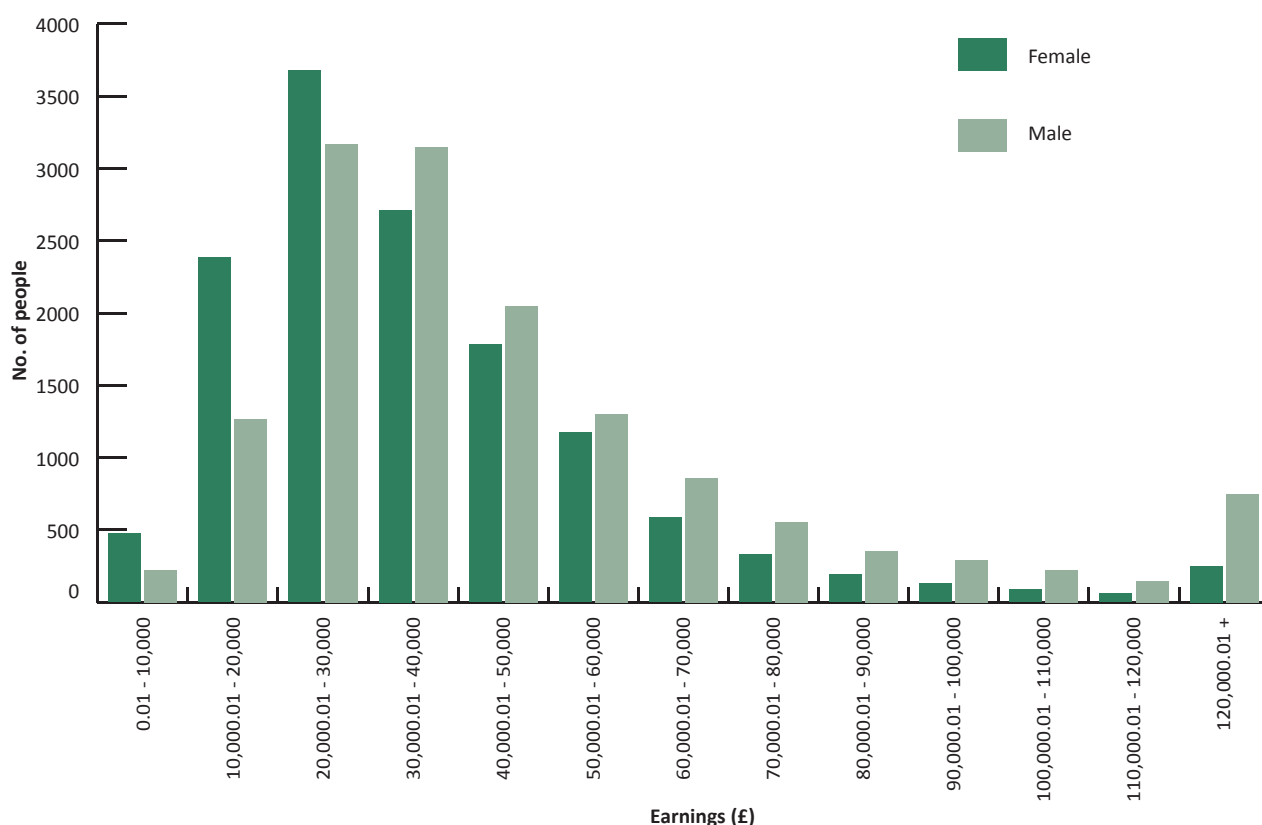
7.4 Earnings by economic sector

Table 7.4.1 Four quarter average earnings as at 31st March 2020

|	Median earnings (£)	Lower quartile earnings (£)	Upper quartile earnings (£)
Agriculture, horticulture, fishing and quarrying	30,631	20,358	40,805
Manufacturing	28,629	20,608	36,553
Electricity, gas, steam and air conditioning supply	38,775	31,142	54,067
Water supply, sewerage, waste management and remediation activities	32,508	23,584	40,868
Construction	33,890	25,986	41,490
Wholesale, retail and repairs	23,849	16,901	33,250
Hostelry	21,512	17,510	26,680
Transport and storage	31,328	22,879	42,592
Information and communication	40,070	27,276	59,614
Finance	47,515	32,580	72,587
Real estate activities	36,205	24,082	52,816
Professional, business, scientific and technical activities	43,849	29,597	67,939
Administrative and support service activities	29,802	20,296	41,772
Public administration	36,824	25,891	50,262
Education	29,131	19,688	48,757
Human health, social and charitable work activities	25,703	18,191	35,750
Arts, entertainment and recreation	25,824	17,696	37,334
Other service activities	20,753	15,033	27,585
Activities of households as employers	22,447	15,074	30,159

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 (£47,515) at the end of March 2020. This was 38.1% higher than the overall median. The upper quartile earnings in the Finance sector were 43.6% higher than the overall upper quartile earnings during the same period.

The Other service activities sector had the lowest four quarter average median earnings (£20,753) at the end of March 2020, 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 March 2020
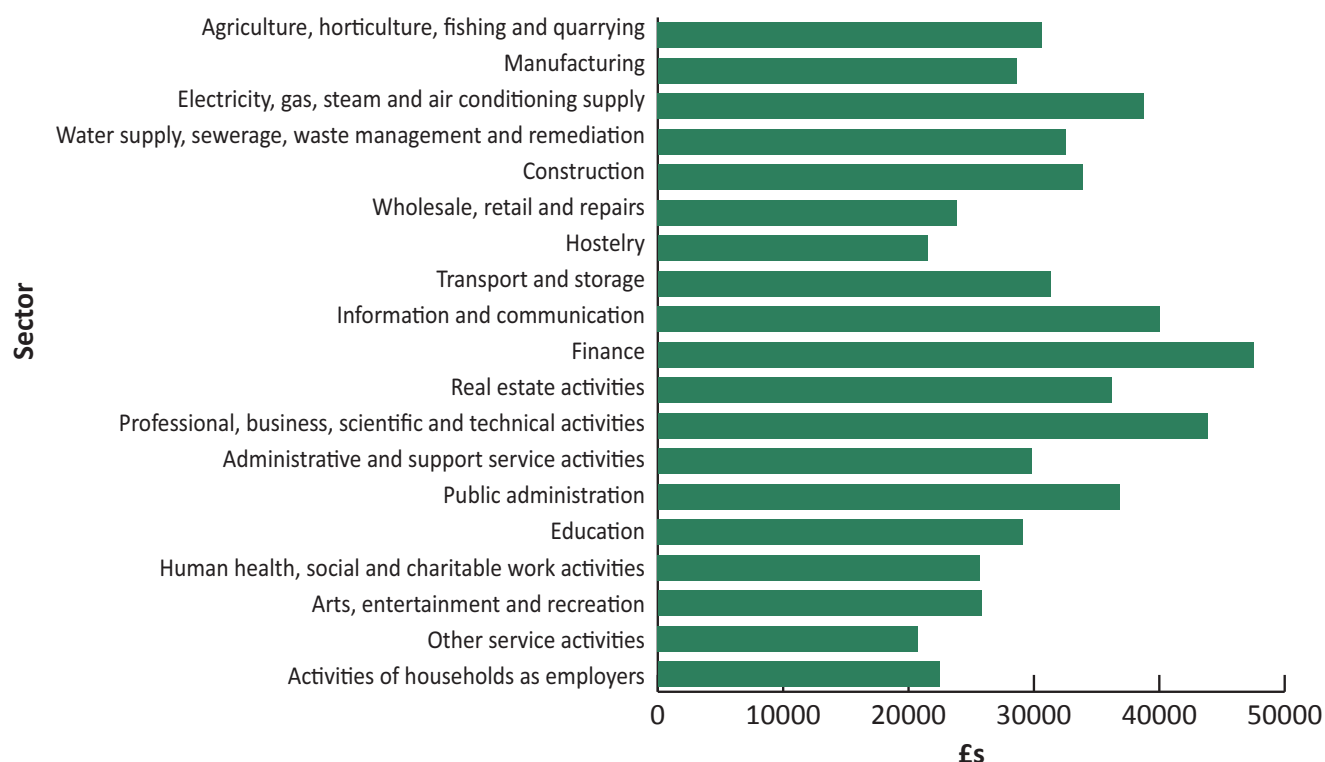
Median earnings by sector (as per **Table 7.4.1**) are shown graphically in **Figure 7.4.1**. It can be seen that the (highest) Finance sector median is more than double the (lowest) Other service activities median.

It should continue to be noted that, as explained on **page 24**, 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 Census

The data presented in this report is compiled using an administrative census method using data on individuals sourced from the following:

• Greffe birth and death records
• Income Tax
• Social Security contributions
• Social Security benefits
• Social Housing
• Population Management
• Health
• Driving Licenses and Vehicle Registrations
• Schools
• University grants
• The Electoral Roll

The Rolling Electronic Census also incorporates data from the Corporate Housing Programme Monitoring System which adds information based on the residential properties individuals live in.

In cases where two or more of the above databases hold more than one copy of the information presented in this report, there is a process to decide which version to use. For dates of birth and gender for example, the most commonly used is the one taken to be correct for that individual. For other information such as addresses, or whether a person is normally resident at the time of the census snapshot, there's a more complex process to determine the correct information for that individual, which takes into account how the data is processed by each source.

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** for more information and directions to the latest version.

8.1 Methodology and further information

The Economic Statistics (Guernsey and Alderney) Law, 2019

On 4th September 2019, the Economic Statistics (Guernsey and Alderney) Law was approved by the States of Guernsey (see **https://www.gov.gg/article/172311/The-Economic-Statistics-Guernsey-and-Alderney-Law-2019**). The new legislation will allow controlled sharing of some of the data collected for Income Tax purposes with the Data & Analysis service and will also enable the Data & Analysis service to run a regular business census to fill data gaps. This is expected to begin in 2021 at the earliest. The additional information sought is as follows:

• Separation of information from employers on wages paid to current employees from pensions paid to past employees
• Numbers of hours worked by employees
• Value of employer contributions to occupational / secondary pension schemes

This should enable calculation of the median wage for full time employees, the number of people paid the minimum wage and the number of households with adults all working full time that are still below the relative income poverty threshold. Additional information will be included in this bulletin and other Data & Analysis publications when it becomes available.

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**

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For more information
go to **gov.gg/data**