

# Guernsey Quarterly Population, Employment and Earnings Bulletin

Population at 31st December 2019  
Employment and Earnings at 30th June 2020  
Unemployment at 3rd October 2020

Issue date 29th October 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

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## 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 Brehou). A fuller report is published annually each January and is available from [www.gov.gg/population](http://www.gov.gg/population).

The first section of the report covers population headlines; births, deaths, immigration and emigration and the population by age group. The next section gives 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. Additional information on unemployment up to the start of October 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.

The Island went into strict lockdown at the end of March 2020 to slow the spread of the coronavirus. Restrictions put in place were lifted in phases during April, May and June. From 20th June onwards the only remaining restrictions related to off-Island travel. As shown on [page 23](#), unemployment peaked at the end of May 2020. Employment figures contained in this report provide a snapshot at the end of June 2020. The next edition will show the impact of the coronavirus (and measures introduced to slow its spread) on natural increase and net migration during the first quarter of 2020. Throughout this bulletin, notes are included where there are coronavirus related impacts.

## 1.2 Headlines

- Guernsey's total population increased by 0.9% (550 people) over the year ending 31st December 2019. Over the years ending 31st December 2016, 2017 and 2018, the annual changes were -0.2%, 0.2% and 0.7% respectively.
- There was a natural decrease of 13 people and net migration of 563 people over the year ending 31st December 2019.
- There was an increase of 0.9% in the number of people in the 16 to 64 age group during the year ending 31st December 2019. There were increases of 1.7% and 4.2% in the number of people in the 65 to 84 and 85 and over age groups respectively during the year ending 31st December 2019. The number of people aged 0 to 15 decreased by 0.7%.
- In June 2020, 30,135 people were employed or self-employed in Guernsey. 3,019 people were self-employed and 27,116 people worked for an employer (10.0% and 90.0% respectively). This compares to 28,523 employed and 3,021 self-employed people in June 2019, annual decreases of 4.9% and 0.1% respectively. This is the largest annual decrease in the number of employed people since quarterly figures began being recorded in 1995.
- During the week ending 3rd October 2020, 1.8% of the workforce were wholly unemployed (570 people) 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 June 2020, 2.9% fewer than in June 2019.
- The Finance sector provided 5,987 employment roles (from zero hours to full time contracts) in June 2020 (19.1% of the total). The Hospitality sector showed the largest decrease in employment between June 2019 and June 2020 (24.2%).
- Median earnings as at 30th June 2020 were £34,479 which, compared with a year earlier, was 2.5% higher in nominal terms and 0.7% higher in real terms.

## 2.1 Population - Annual changes

The following pages contain population and demographic information sourced from the Rolling Electronic Census system.

As a result of the additional information incorporated by the Rolling Electronic Census system each quarter, some previously published figures 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 550 people (0.9%) over the year ending 31st December 2019.

**Page 5** 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 31st December 2019 was 13 and the net migration was 563.

There were 513 births during the year ending 31st December 2019 (see **Table 2.1.2** on **page 5**) and 526 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](https://covid19.gov.gg/test-results) for more information).

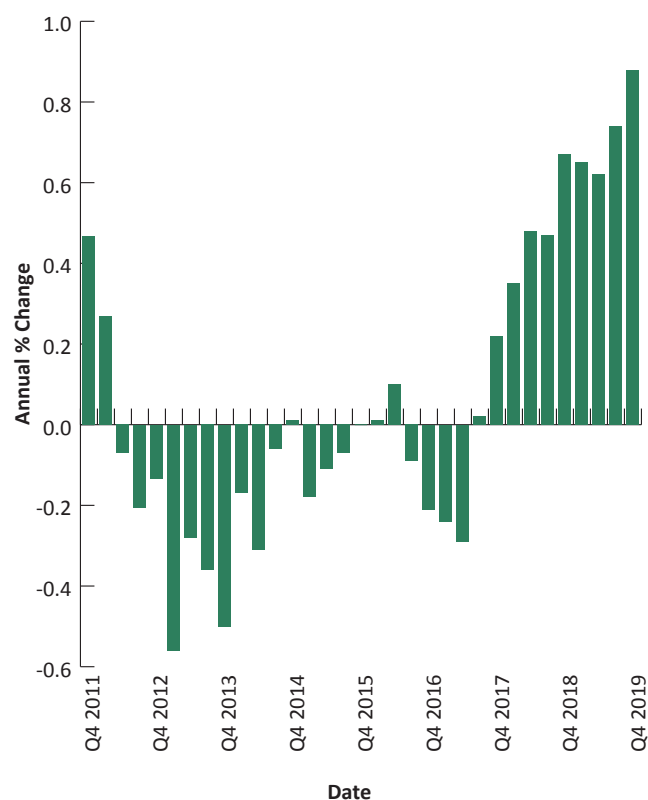
Annual population changes by age groups are given on **page 6**.

During the year ending 31st December 2019 there was a decrease of 0.7% in the 0 to 15 age group and a 0.9% increase in the number of people aged 16 to 64. The age group 65 to 84 increased by 1.7% whilst the number of people aged 85 and over showed the largest annual increase (4.2%, the largest annual increase in this age group since 2012).

**Table 2.1.1 Annual changes in total population**

	Annual change due to net migration and natural increase	Annual % change due to net migration and natural increase
<b>Q4 2016</b>	-131	-0.2
<b>Q1 2017</b>	-148	-0.2
<b>Q2 2017</b>	-182	-0.3
<b>Q3 2017</b>	13	<0.1
<b>Q4 2017</b>	135	0.2
<b>Q1 2018</b>	215	0.3
<b>Q2 2018</b>	298	0.5
<b>Q3 2018</b>	291	0.5
<b>Q4 2018</b>	413	0.7
<b>Q1 2019</b>	405	0.7
<b>Q2 2019</b>	386	0.6
<b>Q3 2019</b>	463	0.7
<b>Q4 2019</b>	550	0.9

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



## 2.1 Population - Annual changes

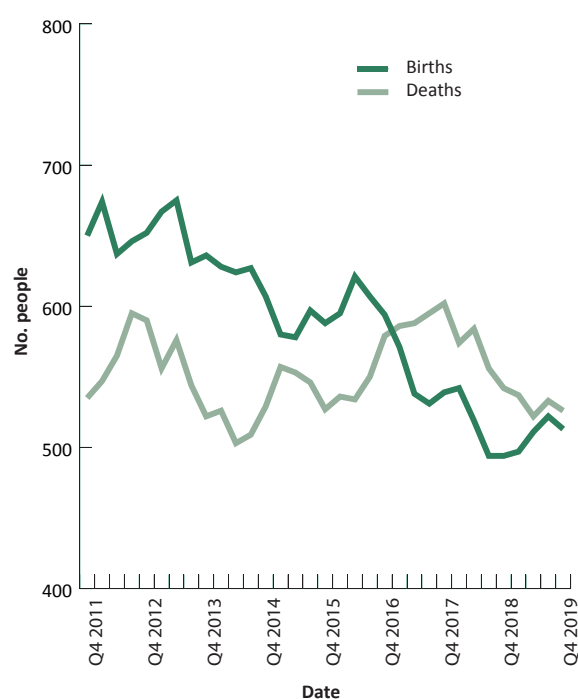
**Table 2.1.2 Annual changes in total population by type of change**

	Births	Deaths	Natural increase	Immigration	Emigration	Net migration	Natural increase and net migration	Net admin changes	Total population at end of quarter
<b>Q4 2016</b>	594	579	15	3,647	3,793	-146	-131	-7	61,908
<b>Q1 2017</b>	571	586	-15	3,636	3,769	-133	-148	46	62,106
<b>Q2 2017</b>	538	588	-50	3,573	3,705	-132	-182	19	62,430
<b>Q3 2017</b>	531	595	-64	3,651	3,574	77	13	17	62,422
<b>Q4 2017</b>	539	602	-63	3,635	3,437	198	135	15	62,058
<b>Q1 2018</b>	542	574	-32	3,630	3,383	247	215	-30	62,291
<b>Q2 2018</b>	519	584	-65	3,704	3,341	363	298	-17	62,711
<b>Q3 2018</b>	494	556	-62	3,709	3,356	353	291	2	62,715
<b>Q4 2018</b>	494	542	-48	3,682	3,221	461	413	0	62,471
<b>Q1 2019</b>	497	537	-40	3,687	3,242	445	405	0	62,696
<b>Q2 2019</b>	511	522	-11	3,625	3,228	397	386	0	63,097
<b>Q3 2019</b>	522	533	-11	3,596	3,122	474	463	0	63,178
<b>Q4 2019</b>	513	526	-13	3,723	3,160	563	550	0	63,021

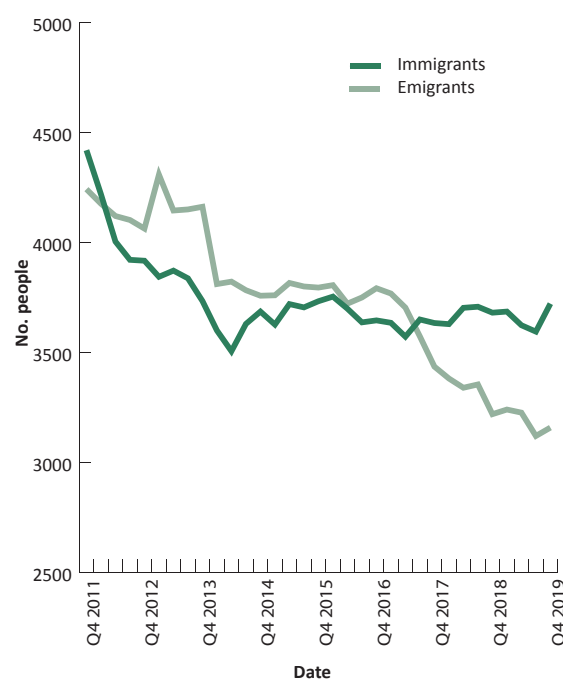
Please note that the figures shown in the table above and the graphs below are totals over the four quarters ending in the quarter shown.

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](https://covid19.gov.gg/test-results) for more information).

**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

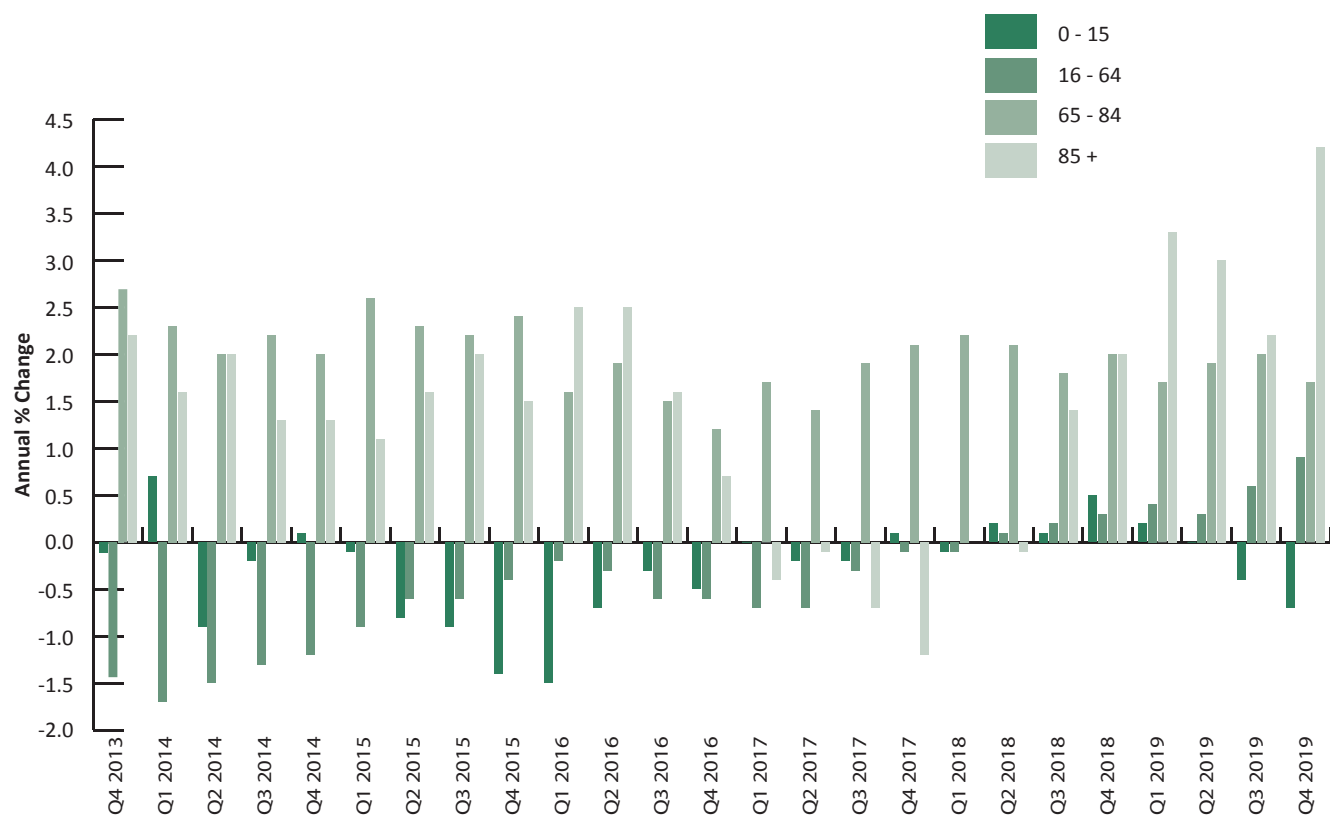


Table 2.2.1 Annual population changes

	0 - 15	Annual % change	16 - 64	Annual % change	65 - 84	Annual % change	85 +	Annual % change
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	9,987	0.1	39,843	-0.1	10,578	2.1	1,650	-1.2
Q1 2018	9,991	-0.1	40,005	-0.1	10,638	2.2	1,657	0.0
Q2 2018	9,997	0.2	40,338	0.1	10,703	2.1	1,673	-0.1
Q3 2018	10,049	0.1	40,223	0.2	10,751	1.8	1,692	1.4
Q4 2018	10,036	0.5	39,964	0.3	10,788	2.0	1,683	2.0
Q1 2019	10,012	0.2	40,149	0.4	10,824	1.7	1,711	3.3
Q2 2019	9,993	0.0	40,469	0.3	10,911	1.9	1,724	3.0
Q3 2019	10,008	-0.4	40,480	0.6	10,961	2.0	1,729	2.2
Q4 2019	9,968	-0.7	40,325	0.9	10,975	1.7	1,753	4.2

## 2.3 Population in employment or full-time education

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

	% of total population in employment or education
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
Q4 2019	65.8

**Table 2.3.2 Percentage of population in employment or full-time education by age at 31st December 2019**

	Female	Male	Total
14 and under	72.0	73.6	72.9
15 to 19	91.8	90.4	91.1
20 to 24	86.0	88.1	87.1
25 to 29	81.8	87.1	84.5
30 to 34	80.0	88.7	84.4
35 to 39	79.0	89.4	84.4
40 to 44	80.8	89.8	85.2
45 to 49	80.7	89.0	84.8
50 to 54	79.0	88.3	83.4
55 to 59	71.7	85.1	78.3
60 to 64	55.7	70.8	63.3
65 to 69	17.0	20.9	18.9
70 to 74	5.2	6.3	5.8
75 to 79	2.1	3.0	2.5
80 to 84	0.4	0.4	0.4
85 and over	0.0	0.0	0.0
Total	61.7	69.9	65.8

More information on those in full-time education, employment with an employer and self-employment has become available since the implementation of the Rolling Electronic Census system.

At 31st December 2019, 65.8% 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.

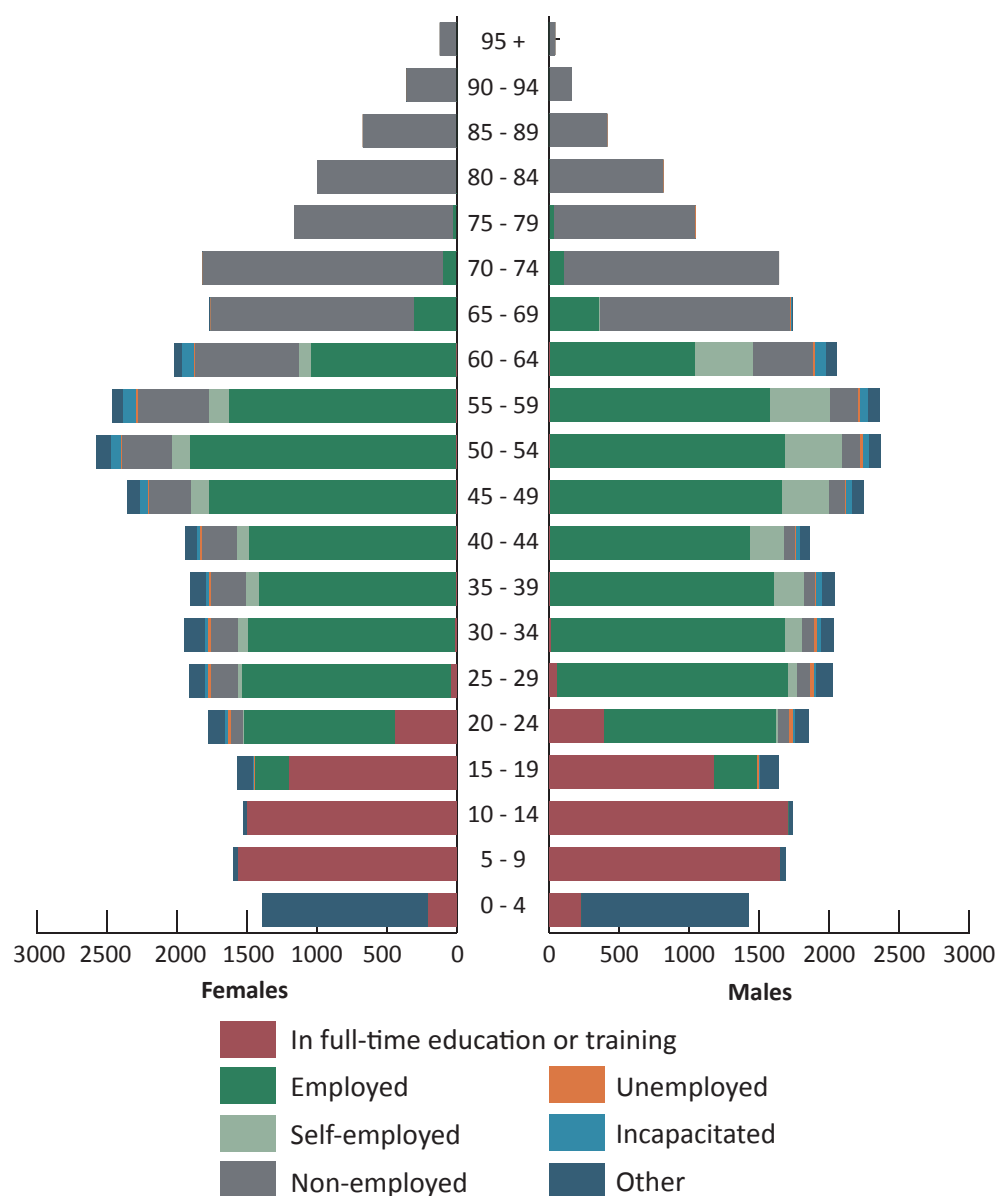
People are categorised as being in full-time education if they are at school, university or on other full-time education or training courses. Some of those in full-time education were also employed or self-employed on the snapshot date (but they are still categorised as being in full-time education).

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 June 2020 (see [page 11](#) onwards). Information on unemployment is available up to the start of October 2020 (see [pages 23 to 28](#)).

## 2.3 Population in employment or full-time education

**Figure 2.3.1 Population by economic status and age (at 31st December 2019)**



**Figure 2.3.1** shows how economic status varies by age group and gender. Overall, 82.1% of the working population (aged 16 to 64 years old) were either in full-time education, employed or self-employed at the end of December 2019. Of those aged between 65 to 74, 12.4% (862 people) were in employment.

People in full-time education are concentrated in the 5 to 24 age categories, with a further 90 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 (1,905 people), the 25 to 29 age group has the largest proportion of females in employment (78.4%). For males, the proportion of the population in employment peaks in the 30 to 34 age group (82.0%) and the number of people employed is highest in the 50 to 54 age category (1,682 people).

Self-employment was more apparent in males and non-employment was more apparent in females at the end of December 2019. Unemployment was more apparent in males. Information on unemployment is available up to the start of October 2020 and can be found on [pages 23 to 28](#).



## 2.4 Population eligible to vote and on electoral roll

The information presented in [Section 2.4](#) shows the proportion of the population who were eligible to vote at the end of December 2019 and the proportion on the electoral roll at the end of September 2020 as a percentage of those eligible at the end of December 2019, broken down by parish and age. It differs to information presented in earlier editions of the [Annual Electronic Census Report](#), where the figures were presented by seven voting districts. Island-wide voting was introduced in October 2018 and the first Island-wide election took place in October 2020.

[Table 2.4.1](#) shows the total population by parish and [Table 2.4.2](#) shows the total population by age. Both also show estimates of how many in the population were eligible to vote as at 31st December 2019. Voting eligibility is based on meeting the following criteria: aged 16 or over (although people may register on the Electoral Roll from the age of 15), having been resident in Guernsey for two years continuously or two years in total during the preceding five years, ordinarily resident in Guernsey and not subject to a legal disability. The estimates presented in [Table 2.4.1](#) and [Table 2.4.2](#) show people aged 16 or over on 31st December 2019, who were ordinarily resident and had been resident in Guernsey for two years continuously or in total.

It can be seen that St. Peter Port contains the highest portion of the population (19,219 people) and the highest number of people that are eligible to vote (14,646), but the lowest proportion of people eligible to vote (76%). St Pierre du Bois had the highest portion of people eligible to vote on the electoral roll, at 84%.

It can also be seen that the portion of people eligible to vote increases with age, but that the proportion of eligible people that are on the roll peaks in the 65 to 84 year ages at 82%.

Additionally, 72% of eligible females were on the roll compared with 69% of eligible males.

**Table 2.4.1: Population eligible to vote and on electoral roll by parish (at 31st December 2019)**

	No. people in total	No. people eligible to vote (estimate)	% of total eligible to vote (estimate)	% of eligible people on electoral roll (estimate)
Castel	8,759	6,880	79	75
Forest	1,544	1,225	79	74
St Andrew	2,295	1,819	79	79
St Martin	6,607	5,093	77	73
St Peter Port	19,219	14,646	76	61
St Pierre du Bois	2,042	1,667	82	84
St Sampson	9,016	7,468	83	71
St Saviour	2,753	2,221	81	78
Torteval	1,028	843	82	83
Vale	9,595	7,862	82	75
Address unknown	163	83	51	17
Total	63,021	49,807	79	71

**Figure 2.4.2: Population eligible to vote and on electoral roll by age (at 31st December 2019)**

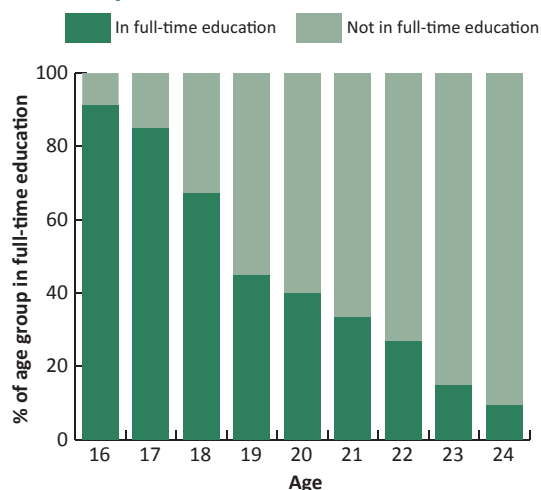
	No. people in total	No. people eligible to vote (estimate)	% of total eligible to vote (estimate)	% of eligible people on electoral roll (estimate)
0 to 14	9,374	0	-	-
15 to 24	6,831	5,632	82	68
25 to 34	7,915	6,880	87	55
35 to 44	7,743	7,128	92	65
45 to 54	9,540	8,978	94	71
55 to 64	8,890	8,600	97	74
65 to 74	6,963	6,877	99	82
75 to 84	4,012	3,972	99	82
85 and over	1,753	1,740	99	70
Total	63,021	49,807	79	71

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

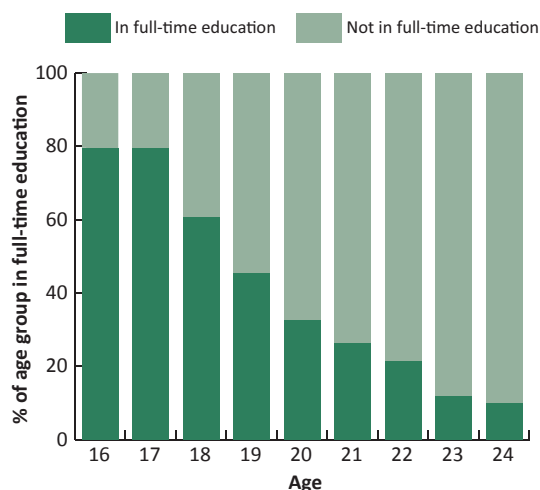
**Table 3.1.1 Percentage of population in full-time education at 31st December 2019 (ages 16-24)**

Age at December 2019	Female	Male	Total
16	91.3	79.5	85.3
17	84.9	79.4	82.1
18	67.2	60.7	64.0
19	44.9	45.5	45.2
20	40.0	32.6	36.1
21	33.5	26.4	29.6
22	26.9	21.4	24.2
23	14.9	11.8	13.4
24	9.5	9.9	9.7

**Figure 3.1.1 Percentage of females in full-time education at 31st December 2019 (ages 16-24)**



**Figure 3.1.2 Percentage of males in full-time education at 31st December 2019 (ages 16-24)**



As at 31st December 2019, 85.3% of all 16 year olds and 9.7% 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 24 (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

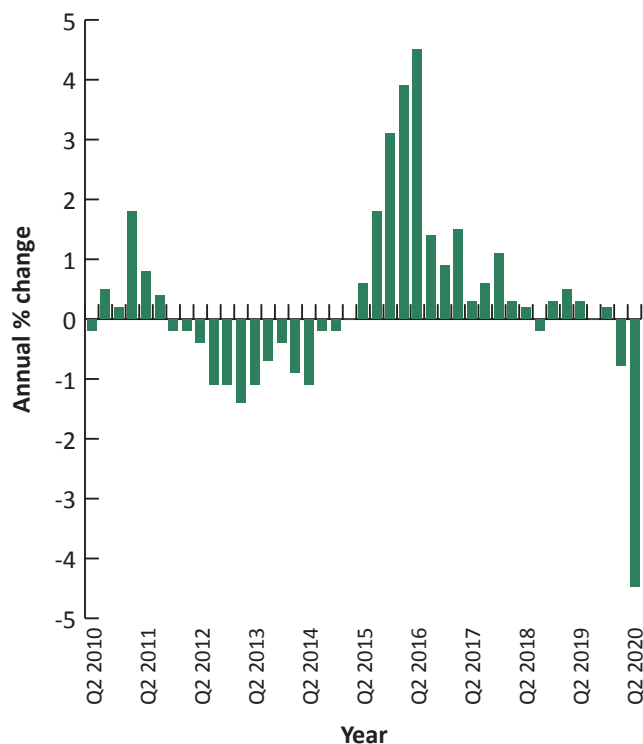
There was an overall decrease of 4.5% (see **Figure 4.1.1** and **Table 4.1.1**) in the number of people either employed or self-employed for the year ending 30th June 2020. This is the largest annual decrease in the number of people in employment since records began in 1995. The number of employed people decreased by 4.9% and the number of self-employed decreased by 0.1%. There were corresponding increases in the number of wholly unemployed which can be seen to begin in the last week of March 2020 and rising to a peak at the end of May, before reducing. Unemployment information is available more quickly than employment information and is included on **pages 23 to 28**.

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. Between 19th March and 17th August, anyone travelling into the Bailiwick of Guernsey was required to self-isolate for 14 days regardless of any symptoms or port of origin. This self-isolation requirement changed to 7 days on 17th August 2020, depending on port of origin. On 28th October 2020 testing for COVID-19 on arrival was introduced and self-isolation requirements altered to reflect the varying prevalence rates of COVID-19 in different countries and regions.

As the number of people in the labour market is seasonal and typically increases from March to a peak in August, it is likely that the travel restrictions and self-isolation requirements that were in place at the end of June 2020 had a large impact on the decline in employment.

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



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

	Employed	Self-employed	Total employment
Q2 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
Q2 2020	-4.9	-0.1	-4.5

## 4.2 Employment by age and gender

**Table 4.2.1 Employment status by age group at 30th June 2020**

	Employed			Self-employed			Total in employment
	Female	Male	Total	Female	Male	Total	
<b>14 and under</b>	-	-	-	-	-	-	-
<b>15 to 19</b>	151	208	359	*	*	*	360
<b>20 to 24</b>	969	1,107	2,076	10	13	23	2,099
<b>25 to 29</b>	1,399	1,594	2,993	24	62	86	3,079
<b>30 to 34</b>	1,449	1,666	3,115	69	121	190	3,305
<b>35 to 39</b>	1,370	1,572	2,942	90	212	302	3,244
<b>40 to 44</b>	1,458	1,436	2,894	91	244	335	3,229
<b>45 to 49</b>	1,648	1,585	3,233	137	315	452	3,685
<b>50 to 54</b>	1,856	1,643	3,499	131	407	538	4,037
<b>55 to 59</b>	1,569	1,574	3,143	136	451	587	3,730
<b>60 to 64</b>	1,033	1,029	2,062	84	398	482	2,544
<b>65 to 69</b>	270	321	591	7	16	23	614
<b>70 to 74</b>	70	90	160	-	-	-	160
<b>75 and over</b>	21	28	49	-	-	-	49
<b>16 to 64</b>	12,902	13,414	26,316	773	2,223	2,996	29,312
<b>65 to 84</b>	361	437	798	7	16	23	821
<b>85 and over</b>	*	*	*	*	*	*	2
<b>Total</b>	13,263	13,853	27,116	780	2,239	3,019	30,135

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

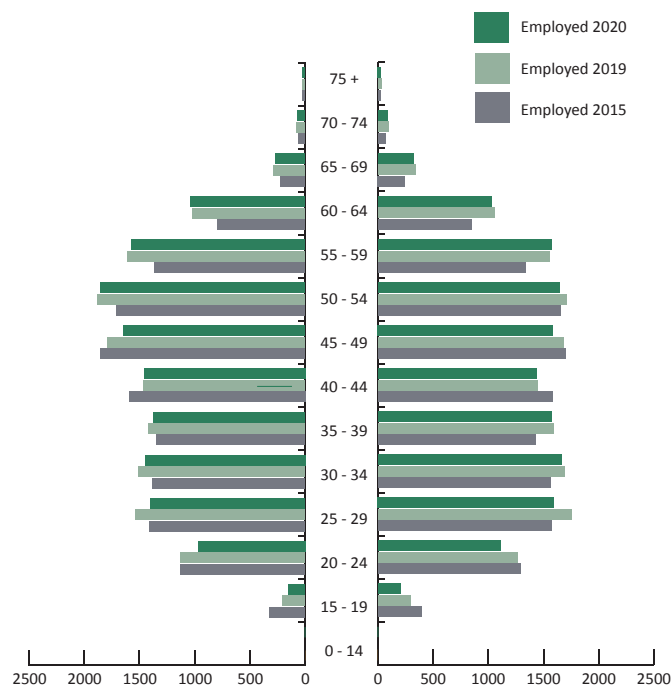
At 30th June 2020, 30,135 people were either employed or self-employed in Guernsey, of whom 823 people (2.7%) were aged 65 or over (see [Table 4.2.1](#)). This age bracket accounted for 3.0% of employed people and 0.8% of self-employed people.

Of the 26,316 employed people aged 16 to 64 at the end of June 2020, 12,902 (49.0%) were female and 13,414 (51.0%) were male. This compares to 773 self-employed females and 2,223 males, which equates to 25.8% and 74.2% of the 2,996 total for that age group.

[Page 13](#) shows the number of people employed and self-employed by age group at the end of June 2020 compared to the end of June 2019 and June 2015.

## 4.2 Employment by age and gender

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

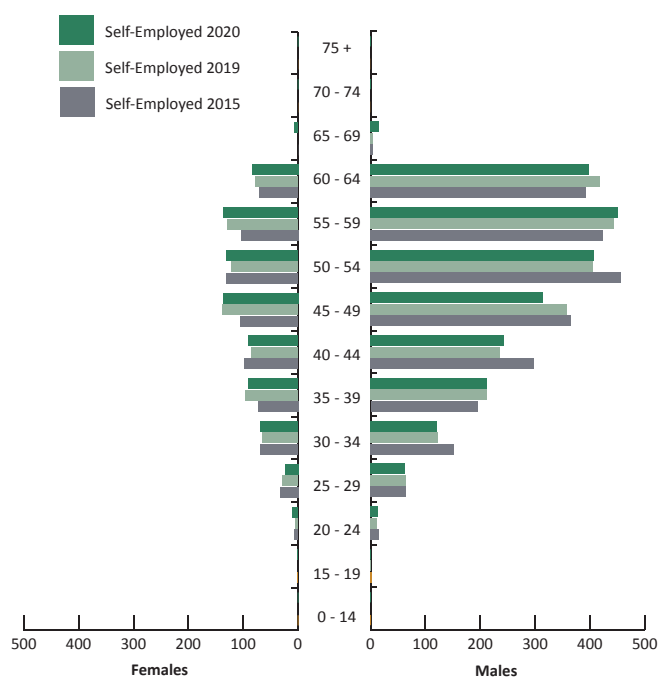


The difference in the proportions of employed and self-employed people between June 2015, 2019 and 2020 are shown in **Figures 4.2.1 and 4.2.2** respectively.

**Figure 4.2.1** shows that between June 2019 and June 2020 the number of people employed decreased for every age group and for both males and females, with the exception of the 60 to 64 age category for females and the 55 to 59 age category for males. The 20 to 24 age group showed the largest decrease in employed males and females between June 2019 and June 2020 (decreases of 165 and 159 people respectively). There was also a large decline in the number of employed men and women aged between 20 and 24 and the number of employed women aged between 45 and 49.

Between June 2015 and June 2020, the largest decrease in the number of people employed was seen in the 45 to 49 age category for females (a decrease of 205 people) and the 20 to 24 age category for males (185 people). The 55 to 59 age group saw the largest increase in the number of employed males (238 people), whereas the 60 to 64 group saw the largest increase in the number of employed females (241 people) between June 2015 and June 2020 (see **Figure 4.2.1**).

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



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 relatively stable between June 2019 and June 2020. The 45 to 49 age group saw the largest decrease in self-employed males (42 people). The number of self-employed males in the 40 to 54 age categories showed the largest decline between June 2015 and June 2020.

## 4.3 Employment by residence status

**Section 4.3** provides information on employment and residence status. The principal means of determining an individual's right to live and work in Guernsey is through the administration of the Population Management (Guernsey) Law 2016 which came into force on 3rd April 2017. This superceded the Housing (Control of Occupation) (Guernsey) Law, 1994. However, licences and other documents issued under the Housing Law could continue to be live. Data presented here is based on a mixture of permits, certificates, licences and other documents issued since 1994.

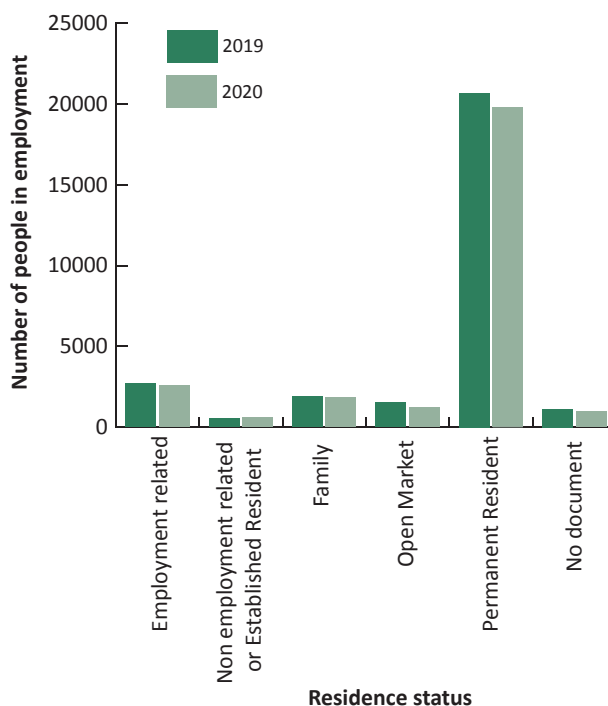
As can be seen in **Figure 4.3.1**, the majority (73%) of those who were employed at the end of June 2020 and June 2019 were classified as Permanent Residents\* (20,704 at the end of June 2019 falling to 19,817 at the end of June 2020). In contrast, the number of self-employed Permanent Residents\* increased between June 2019 and June 2020 (2,365 to 2,389 people, see **Figure 4.3.2**).

Just under 10% of the total number of people employed at the end of June 2020 and June 2019 were employed on the basis of an employment related licence\*. The number of people in this category decreased from 2,696 to 2,598 between June 2019 and June 2020 (see **Figure 4.3.1**). Conversely, **Figure 4.3.2** shows that the number of self-employed people on an employment related licence\* increased from 77 people at the end of June 2019 to 84 people at the end of June 2020. Those on an employment related licence accounted for just 3% of the total self-employed.

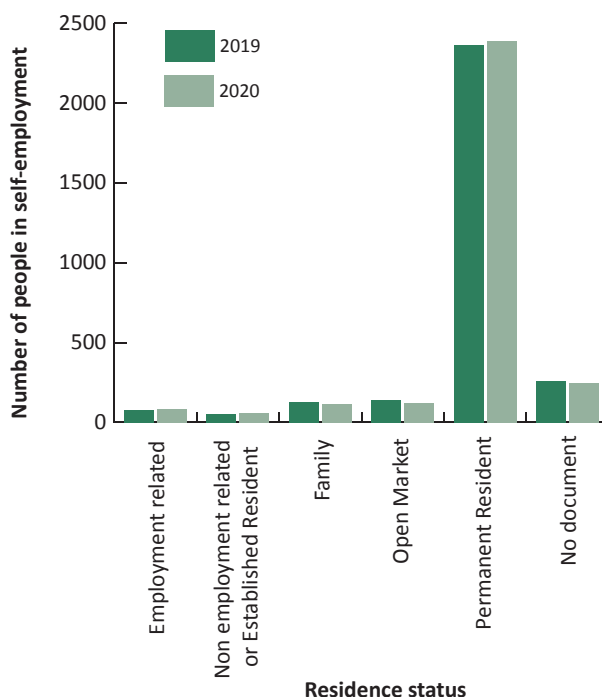
The annual percentage change in the number of people employed or self-employed by residence status can be found on [page 15](#).

For more information on residence status, please see [www.gov.gg/populationmanagement](http://www.gov.gg/populationmanagement).

**Figure 4.3.1: Employment by residence status (at 30th June)**



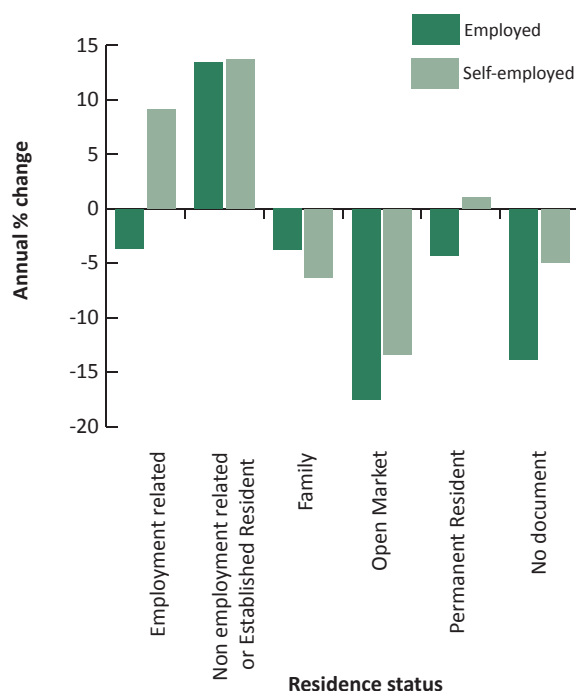
**Figure 4.3.2: Self-employment by residence status (at 30th June)**



\*See [page 15](#) for definitions of the different types of residence status shown in **Figure 4.3.1** and **4.3.2**

## 4.3 Employment by residence status

**Figure 4.3.3: Annual % change in employment (between June 2019 and June 2020)**



\* See below for definitions of the residence status categories found in **Figure 4.3.3** and **Figures 4.3.1** and **4.3.2** on **page 14**.

A "Permanent Resident" is defined as a person, meeting certain criteria relating to their period(s) of residence and/or ancestral connections to the Island, who has an enduring right to be a Local Market householder (if aged 16+) and to undertake employment in Guernsey.

"Employment related" refers to individuals whose ability to live in the Island is based on working for a specific employer in a specific job (includes long-term, medium-term and short-term permits).

"Family" consists of people who live in the Local Market and whose ability to remain in the Island is dependent on a family member's residence status.

"Open Market" refers to individuals whose ability to live and work in Guernsey is dependent on living in Open Market accommodation. They are not permitted to occupy a Local Market dwelling.

"Non-employment and Established Resident" refers to those in employment who are permitted to reside and work in Guernsey for reasons not dependent on employment, accommodation or family. This includes Established Residents who have been resident on the Island for 8 consecutive years or more but do not yet have Permanent Resident status.

"No document": People may legitimately be in employment and have no document if they have been resident since before 1994 (when the Housing Law was enacted) and have not changed employer since then.

Between June 2019 and June 2020, the largest decrease in the number of both the employed and self-employed, was seen in the Open Market\*category (decreases of 17.5% and 13.4% respectively, see **Figure 4.3.3**). The number of employed and self-employed individuals with no document\* also decreased between June 2019 and June 2020 (-13.8% and -5.0% respectively).

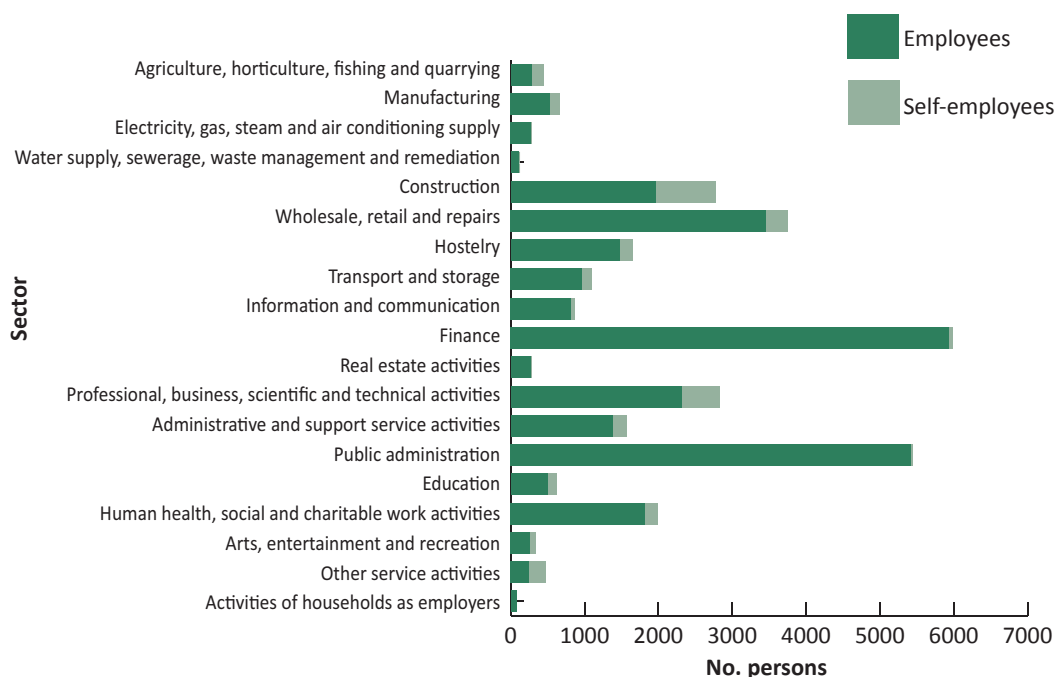
The number of people employed on the basis of an employment related licence (either long-term, medium-term or short-term) decreased by 3.6% between June 2019 and June 2020. This decrease is due to a 30% decrease in the number of people on short-term employment permits. The number of people employed on either medium-term or long-term employment permits increased by 12% and 7% respectively between June 2019 and June 2020. The number of self-employed people who had an employment related licence increased by 9.1% during the same time period.

The "Non employment related or Established Resident"\* category saw the largest increase in the number of people employed and self-employed between June 2019 and June 2020 (an increase of 13.4% in the number of employed people and a 13.7% increase in the self-employed). This category includes discretionary permits (i.e a set of permits outlining different scenarios where someone who isn't a Permanent Resident can no longer hold their current Certificate/Permit due to a change in circumstances).



## 4.4 Employment by economic sector

**Figure 4.4.1 Employment by economic sector at 30th June 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](http://www.gov.gg/ecodes).

Please note that the 'Education' and 'Human health, social and charitable work' sectors exclude people employed by the States of Guernsey (e.g. those employed at States-run schools or medical facilities). Those who are employed by the States of Guernsey, including medical and teaching staff, are captured in the 'Public administration' category.

The figures presented in **Figure 4.4.1** and **Table 4.4.1** 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 4.4.1** and **Table 4.4.1**, the Finance sector was the largest employer in June 2020, accounting for 19.1% of total employment, or 5,934 people, 5,934 of whom were employed and 53 of whom were self-employed. The Construction sector had the largest number of self-employed people in June 2020 (821 people), representing 29.5% of the sector and 25.3% of self-employed people overall.

The annual change in the number of people employed and self-employed within each sector can be found on **pages 18 and 19**.

The number of positions advertised at the Job Centre and the skills reported by Unemployment Benefit claimants up to the start of October 2020, are presented by sector on **pages 27 and 28**.



## 4.4 Employment by economic sector

**Table 4.4.1 Employment by economic sector at 30th June 2020**

	Employees			Self-employees			Total no. in employment	% of total for all sectors
	Female	Male	Total	Female	Male	Total		
Agriculture, horticulture, fishing and quarrying	84	195	279	32	144	176	455	1.5
Manufacturing	165	365	530	33	103	136	666	2.1
Electricity, gas, steam and air conditioning supply	49	223	272	-	7	7	279	0.9
Water supply, sewerage, waste management and remediation activities	13	94	107	-	19	19	126	0.4
Construction	125	1,834	1,959	16	805	821	2,780	8.9
Wholesale, retail and repairs	1,533	1,925	3,458	76	216	292	3,750	12.0
Hostelry	560	910	1,470	63	115	178	1,648	5.3
Transport and storage	235	731	966	13	122	135	1,101	3.5
Information and communication	202	616	818	12	36	48	866	2.8
Finance	3,232	2,702	5,934	6	47	53	5,987	19.1
Real estate activities	133	132	265	5	19	24	289	0.9
Professional, business, scientific and technical activities	1,277	1,034	2,311	147	377	524	2,835	9.1
Administrative and support service activities	609	768	1,377	28	172	200	1,577	5.0
Public administration	3,351	2,067	5,418	11	16	27	5,445	17.4
Education	379	122	501	91	32	123	624	2.0
Human health, social and charitable work activities	1,439	376	1,815	88	93	181	1,996	6.4
Arts, entertainment and recreation	132	132	264	31	44	75	339	1.1
Other service activities	191	57	248	166	53	219	467	1.5
Activities of households as employers	56	19	75	*	*	*	77	0.2
<b>Total for all sectors</b>	<b>13,765</b>	<b>14,302</b>	<b>28,067</b>	<b>820</b>	<b>2,420</b>	<b>3,240</b>	<b>31,307</b>	<b>100.0</b>

**Table 4.4.2 Employment within the Finance sector at 30th June 2020**

	Total no. in employment	% of total Finance sector
Banking	1,683	28.1
Fiduciary	1,718	28.7
Funds	1,295	21.6
Insurance	772	12.9
Other	519	8.7
<b>Total</b>	<b>5,987</b>	<b>100.0</b>

\* 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 5,987 people employed within the Finance sector, 1,683 people (28.1%) worked in banking, 1,718 people (28.7%) were employed by Fiduciaries and 1,295 people worked in sub-sectors relating to Funds at the end of June 2020.

The annual change in the number of people employed and self-employed within each sector can be found on [pages 18 and 19](#).

## 4.5 Employment by sector trends

**Table 4.5.1 Annual percentage change in total employment by sector**

	Annual % change								
	2018 Q2	2018 Q3	2018 Q4	2019 Q1	2019 Q2	2019 Q3	2019 Q4	2020 Q1	2020 Q2
Agriculture, horticulture, fishing and quarrying	2.2	2.5	0.5	-2.8	-9.6	-7.5	-6.6	4.1	6.8
Manufacturing	-0.9	-1.2	-1.8	1.1	0.2	-1.7	1.2	-1.8	0.9
Electricity, gas, steam and air conditioning supply	3.1	0.7	1.4	-4.7	-5.7	1.0	-3.1	-0.3	-1.4
Water supply, sewerage, waste management and remediation activities	-0.9	-4.2	1.7	2.7	4.3	5.2	13.7	13.2	5.0
Construction	0.5	-0.7	-1.5	0.7	-1.0	1.1	3.5	0.1	1.4
Wholesale, retail and repairs	0.2	0.4	0.6	-0.3	-0.9	-2.9	-1.4	-2.7	-5.7
Hostelry	-3.0	1.7	-0.2	-0.9	0.7	3.2	0.9	-4.7	-24.2
Transport and storage	1.1	-1.0	-3.2	-2.3	0.4	1.8	1.6	0.4	-8.0
Information and communication	0.5	2.2	5.5	4.0	2.1	2.8	8.0	9.9	8.9
Finance	-1.1	0.9	1.5	0.9	1.2	-1.4	-2.9	-4.4	-4.9
Real estate activities	-1.5	-0.8	0.4	1.9	0.8	11.2	12.3	10.4	8.2
Professional, business, scientific and technical activities	1.0	1.9	0.5	0.1	0.6	1.0	2.2	3.3	-0.6
Administrative and support service activities	1.9	6.0	4.1	-1.8	-2.0	-0.3	0.4	0.6	-8.7
Public administration	0.4	0.2	0.3	1.6	0.7	1.3	2.5	0.4	-1.9
Education	0.0	0.7	2.9	6.4	3.6	3.6	-0.3	-1.9	-2.0
Human health, social and charitable work activities	0.9	-0.4	1.0	2.0	3.6	3.5	2.8	3.5	-2.5
Arts, entertainment and recreation	-8.8	-7.9	-0.3	-1.7	8.5	8.3	0.8	-1.4	-14.4
Other service activities	0.6	-0.2	-5.5	-3.7	-3.5	-3.9	-2.2	-3.2	-6.8
Activities of households as employers	-8.5	-2.5	-3.6	12.9	5.3	15.6	2.5	0.0	-2.5

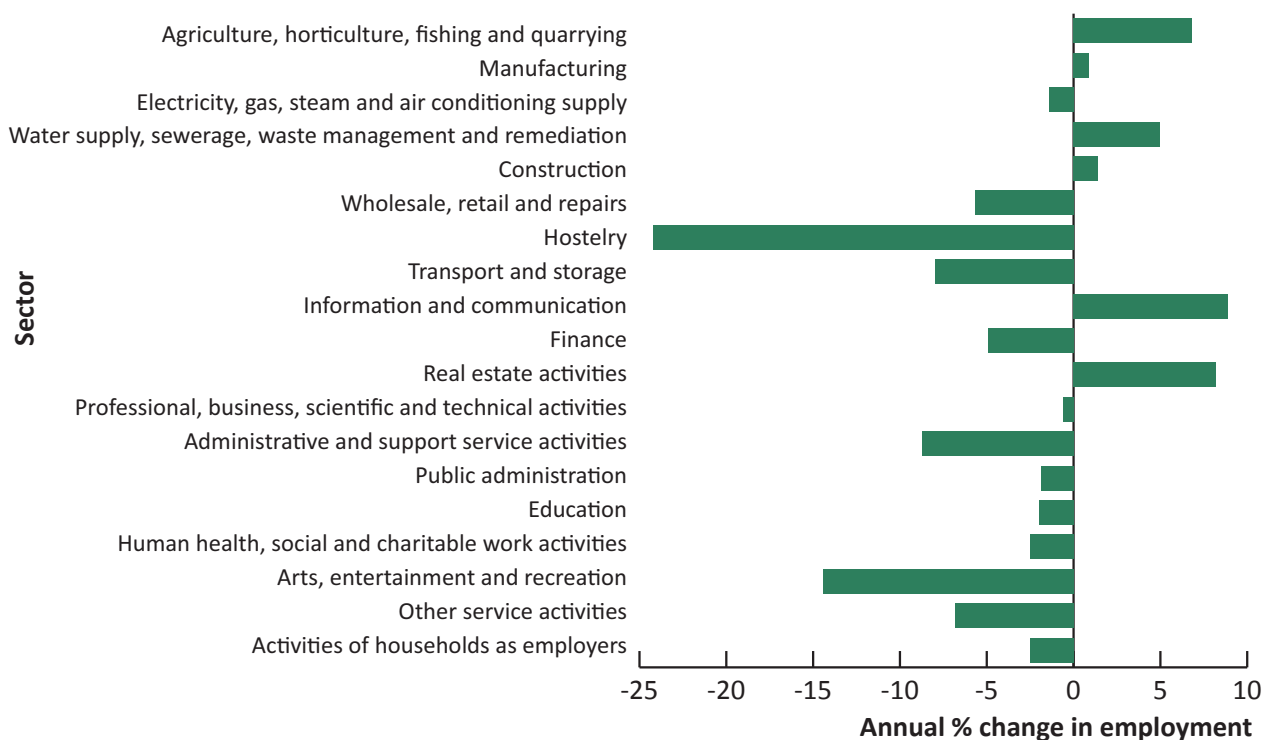
**Table 4.5.1** shows that the Hostelry sector had the largest decrease in employment for the year ending June 2020 (24.2% and the largest annual decline in that sector since records began in 2009). The Arts, entertainment and recreation sector also saw a significant decline in employment between June 2019 and June 2020 (a decrease of 14.4%). The Information and communication sector showed the largest annual increase (8.9%) followed by the Real estate activities sector which increased by 8.2% (please note the relatively small amount of people employed within this sector, see **Table 4.4.1** on **page 17**).

The annual percentage change in employment by sector between June 2019 and June 2020 is shown graphically on **page 19**.

The number of positions advertised at the Job Centre and the skills reported by Unemployment Benefit claimants up to the start of October 2020, are presented by sector on **pages 27** and **28**.

## 4.5 Employment by sector trends

**Figure 4.5.1 Annual percentage change in total employment by sector (between 30th June 2019 and 30th June 2020)**



**Figure 4.5.1** shows that 13 of the 19 economic sectors showed a decrease in employment for the year ending 30th June 2020. The Hostelry sector showed the largest decrease in employment (24.2% and the largest annual decline in that sector since records began in 2009). The Arts, entertainment and recreation sector also saw a significant decline in employment between June 2019 and June 2020 (a decrease of 14.4%).

The number of those employed or self-employed in the Administrative and support service activities and Transport and storage sectors fell by 8.7% and 8.0% respectively whilst the number of people employed or self-employed in the Other service activities sector decreased by 6.8%. The number of people employed or self-employed within the Wholesale, retail and repairs sector decreased by 5.7% between June 2019 and June 2020.

Despite not showing the largest annual decrease in employment when compared to other economic sectors, the Human health, social and charitable work activities sector saw the largest decrease in employment in that sector since records began in 2009 (a 2.5% decrease) as did the Public administration and Finance sectors (annual decreases of 1.9% and 4.9% respectively).

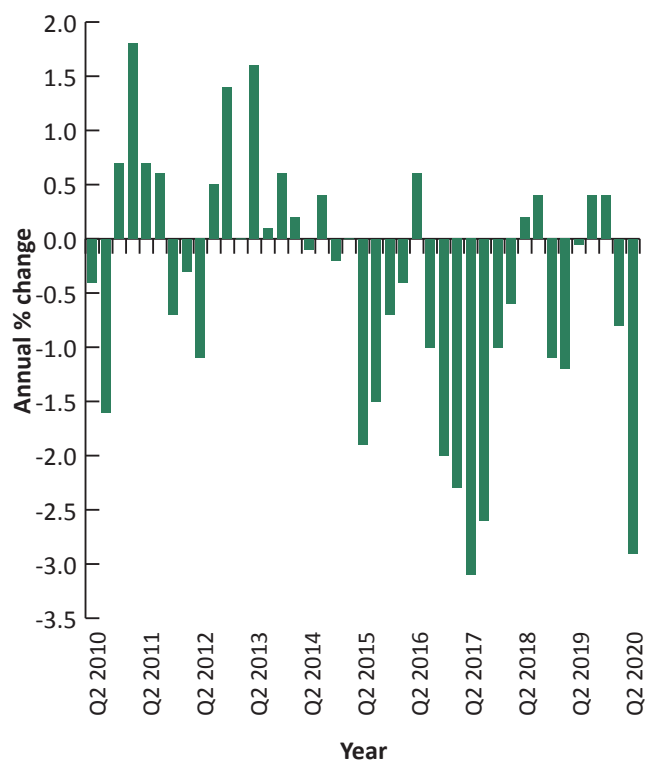
The Information and communication sector showed the largest annual increase (8.9%) for the year ending 30th June 2020 followed by Real estate activities (8.2%, please note the relatively small amount of people employed within this sector, see **Table 4.4.1** on **page 17**) and Agriculture, horticulture, fishing and quarrying which increased by 6.8%.

## 5.1 Employer trends

The figures presented in **Figure 5.1.1** and **Table 5.1.1** are calculated using Electronic Census data, where Social Security data had been used prior to 2015.

There were 2,114 employing organisations at the end of June 2020 (see **Table 5.2.1** on **page 21**). This was an decrease of 2.9% for the year ending 30th June 2020, as shown in **Figure 5.1.1**, the largest decrease since June 2017.

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



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

	Annual % change
Q2 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
Q2 2020	-2.9

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 30th June 2020**

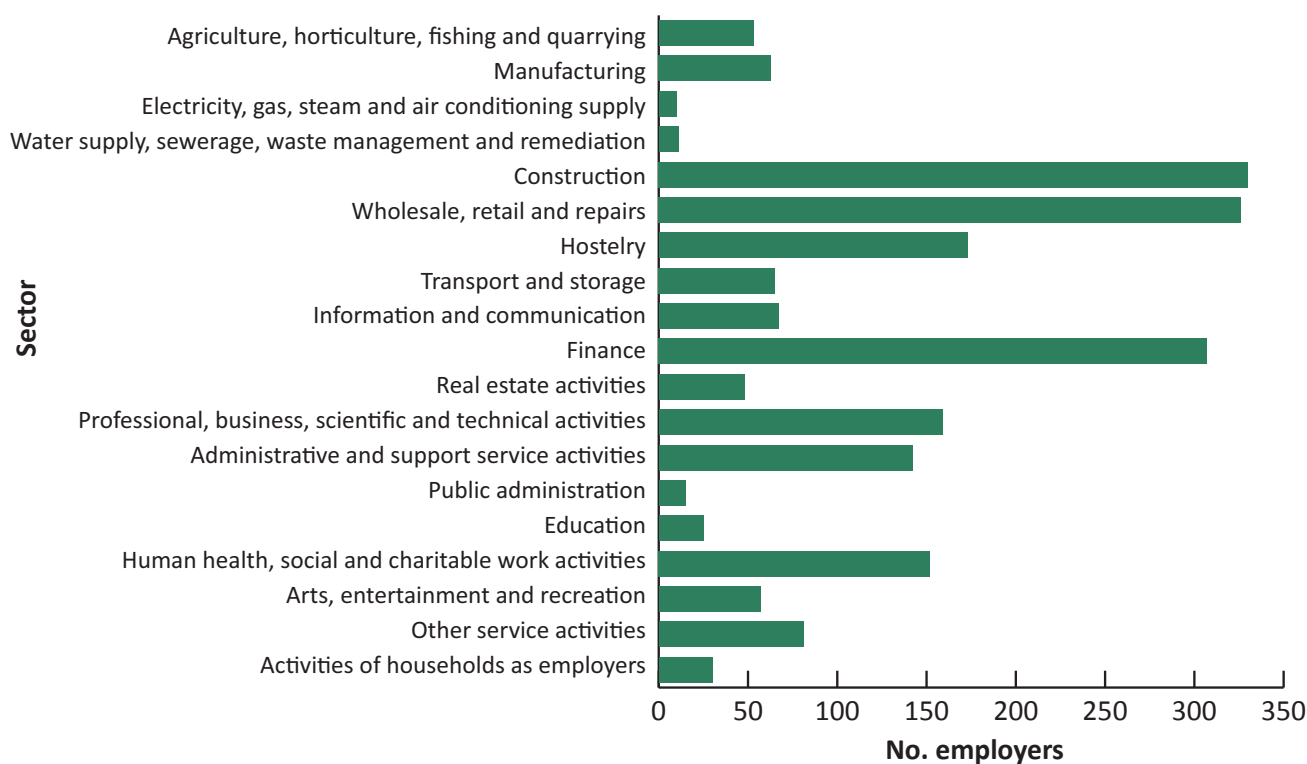
	No. employers by size (number of employees)								Total
	1	2 to 5	6 to 10	11 to 25	26 to 50	51 to 100	101 to 250	Over 250	
Agriculture, horticulture, fishing and quarrying	17	25	8	1	1	1	0	0	53
Manufacturing	14	27	13	5	2	1	1	0	63
Electricity, gas, steam and air conditioning supply	3	3	2	0	1	0	1	0	10
Water supply, sewerage, waste management and remediation activities	3	4	2	1	0	1	0	0	11
Construction	105	134	46	35	7	1	2	0	330
Wholesale, retail and repairs	67	141	64	22	20	8	3	1	326
Hostelry	29	71	37	22	10	4	0	0	173
Transport and storage	20	25	6	7	3	2	2	0	65
Information and communication	19	22	12	3	8	2	1	0	67
Finance	67	87	39	55	28	17	13	1	307
Real estate activities	17	16	4	9	2	0	0	0	48
Professional, business, scientific and technical activities	49	49	24	21	4	8	3	1	159
Administrative and support service activities	44	47	21	16	12	0	2	0	142
Public administration	4	7	1	1	0	0	1	1	15
Education	8	6	2	4	0	3	2	0	25
Human health, social and charitable work activities	33	52	27	21	9	7	3	0	152
Arts, entertainment and recreation	24	20	4	8	1	0	0	0	57
Other service activities	37	34	9	0	1	0	0	0	81
Activities of households as employers	18	7	5	0	0	0	0	0	30
<b>Total</b>	<b>578</b>	<b>777</b>	<b>326</b>	<b>231</b>	<b>109</b>	<b>55</b>	<b>34</b>	<b>4</b>	<b>2,114</b>

**Table 5.2.1** and **Figure 5.2.1** show the number of employers broken down by economic sector and by the number of employees as at 30th June 2020. They are sourced from the Rolling Electronic Census.

The Construction sector had the highest number of employing organisations (239) 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 June 2020.

## 5.2 Employers by economic sector and size

Figure 5.2.1 Employers by economic sector at 30th June 2020



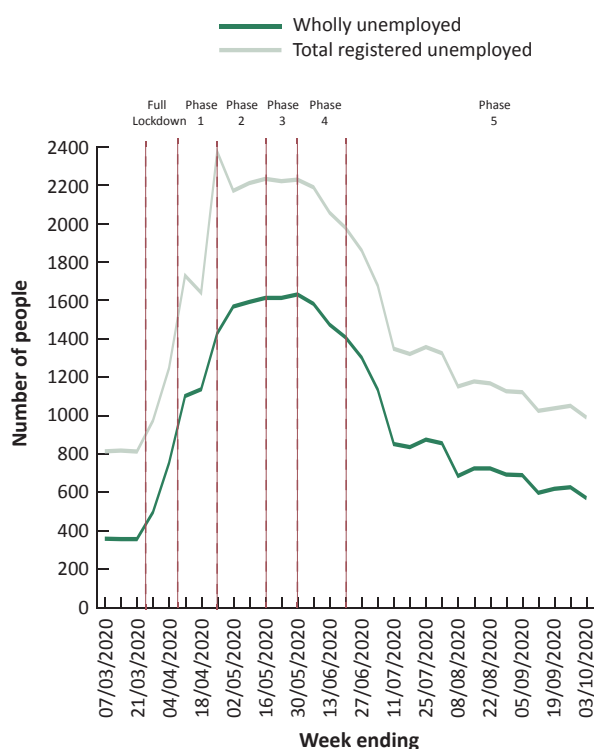
As shown above in **Figure 5.2.1**, the Construction and Wholesale, retail and repairs and Finance sectors had the largest numbers of employers (330, 326 and 307 respectively). Employers in both the Construction and Wholesale, retail and repairs sectors tended to employ fewer people than those in the Finance sector.

## 6.1 Unemployment - weekly snapshots

**Table 6.1.1 Percentage of workforce registered as unemployed at weekly snapshots**

	Wholly unemployed*	% of workforce	Total registered unemployed*	% of workforce
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
08/08/2020	686	2.3	1,152	3.8
15/08/2020	725	2.4	1,178	3.9
22/08/2020	725	2.4	1,168	3.8
29/08/2020	693	2.3	1,127	3.7
05/09/2020	690	2.3	1,122	3.7
12/09/2020	598	1.9	1,025	3.3
19/09/2020	619	2.0	1,038	3.4
26/09/2020	627	2.0	1,051	3.4
03/10/2020	570	1.8	990	3.2

**Figure 6.1.1 Number of people registered unemployed at weekly snapshots**



**Section 6** provides information on unemployment using data sourced from the Committee for Employment & Social Security.

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.

**Table 6.1.1** and **Figure 6.1.1** show the number of people registered as unemployed at the end of each week between March and the first week of October 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 in May and then steadily decreasing during phase 4 and 5 of the exit from lockdown, when more businesses were allowed to re-open. **Figure 6.1.1** shows that the number of people unemployed has continued to decrease gradually throughout August and September, although levels remain higher than pre-lockdown.

During the week ending 3rd October, 1.8% of the workforce (570 people) were wholly unemployed\* compared to 2.3% during the week ending 5th September and 5.2% at the end of May (see **Table 6.1.1**).

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 1,061 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. The week ending 8th August saw the second largest weekly decrease (170 people).

Information on the number of people unemployed broken down by age and gender can be found on **page 24**.

\*See **page 25** for more information on the difference between the "total registered unemployed" and "wholly unemployed".

## 6.2 Unemployment by age and gender

**Section 6.2** shows the number of people wholly unemployed\* during the snapshot week at the end of each month between March and September 2020, compared to the same time in 2019, broken down by age and gender.

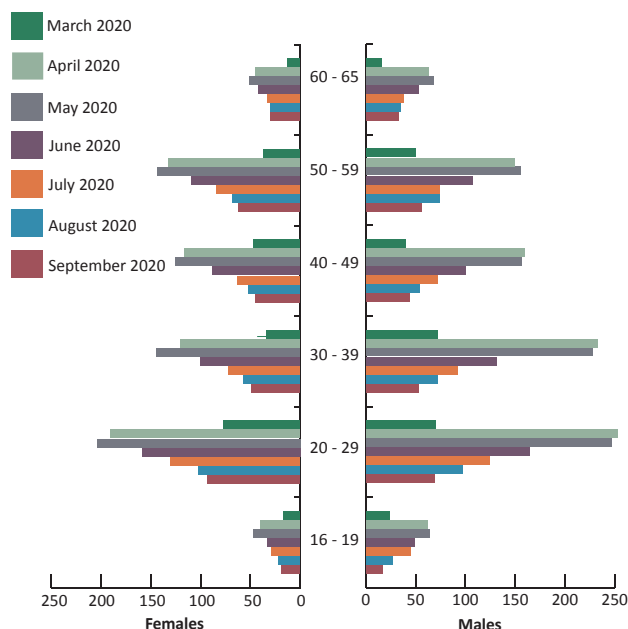
The number of wholly unemployed\* people during the snapshot week at the end of September 2020 was fewer across all age groups, for both men and women, than at the end of August with the exception of the number of unemployed females aged 60 to 65 which remained the same (see **Figure 6.2.1**). There were fewer unemployed men in the 16 to 19, 20 to 29 and 30 to 39 age categories at the end of September 2020 than at the end of March 2020, the lowest levels seen since lockdown. By contrast, the only age group with fewer unemployed women at the end of September 2020 than at the end of March 2020 was the 40 to 49 category.

The number of unemployed men is falling at a faster rate than the number of unemployed women. Since May 2020, there has been a 70% reduction in unemployed men (645 people) and a 58% reduction in unemployed women (416 people).

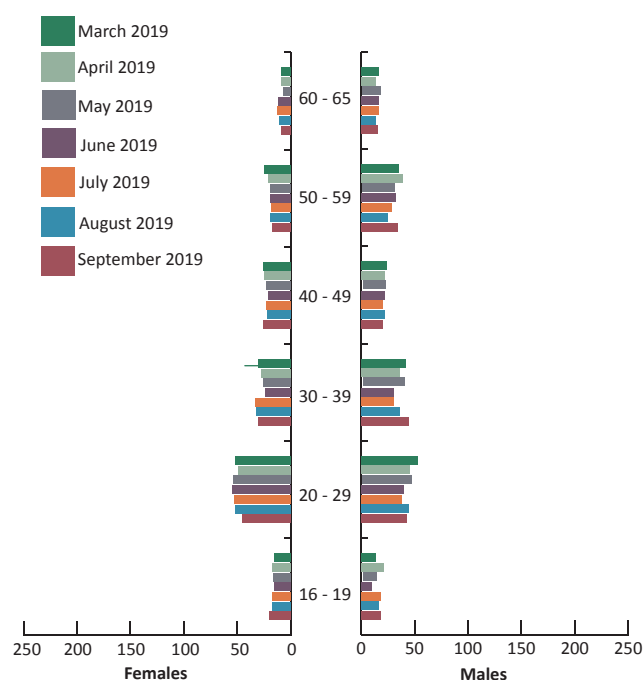
Proportionally, the 30 to 39 age group saw the largest decline in unemployment between May 2020 and September 2020 for both males and females (a decrease of 77% and 66% respectively). The 20 to 29 age group has consistently seen the highest number of unemployed men and women when compared to the other age categories. The number of unemployed males in this age group reduced by 72% (178 people) between May 2020 and September 2020, compared to a decrease of 54% (111 people) in the number of unemployed women aged between 20 and 29.

There were significantly fewer people unemployed at the end of each month between March and September in 2019 compared to the same time in 2020 (see **Figure 6.2.2**). Levels of unemployment were relatively stable across all seven months in 2019, for all age groups.

**Figure 6.2.1 Unemployment by age and gender at the end of each month between March and September 2020**



**Figure 6.2.2 Unemployment by age and gender at the end of each month between March and September 2019**



\*See [page 25](#) for more information on "wholly unemployed".



## 6.3 Unemployment trends

**Table 6.3.1 Percentage of workforce registered as unemployed at end of Q3**

	Wholly unemployed	% of workforce	Total registered unemployed*	% of workforce
Q3 1966			56	
Q3 1967			47	
Q3 1968			32	
Q3 1969			49	
Q3 1970			79	
Q3 1971			115	
Q3 1972			83	
Q3 1973			50	
Q3 1974			32	
Q3 1975			71	
Q3 1976			137	
Q3 1977			262	
Q3 1978			125	
Q3 1979			79	
Q3 1980			380	
Q3 1981			710	
Q3 1982			710	
Q3 1983			767	
Q3 1984			505	
Q3 1985			301	
Q3 1986			264	
Q3 1987			94	
Q3 1988			54	
Q3 1989			82	
Q3 1990			135	
Q3 1991			313	
Q3 1992			544	
Q3 1993			467	
Q3 1994			307	1.0
Q3 1995			245	0.8
Q3 1996			192	0.6
Q3 1997			165	0.5
Q3 1998			110	0.3
Q3 1999			108	0.3
Q3 2000			103	0.3
Q3 2001			79	0.3
Q3 2002			83	0.3
Q3 2003			81	0.3
Q3 2004			139	0.4
Q3 2005			181	0.6
Q3 2006			174	0.5
Q3 2007	181	0.6	219	0.8
Q3 2008	196	0.7	284	1.0
Q3 2009	324	1.1	440	1.5
Q3 2010	285	1.0	444	1.5
Q3 2011	282	1.0	443	1.5
Q3 2012	349	1.2	526	1.8
Q3 2013	375	1.3	581	2.0
Q3 2014	348	1.2	600	2.1
Q3 2015	386	1.3	635	2.1
Q3 2016	367	1.2	637	2.1
Q3 2017	276	0.9	552	1.8
Q3 2018	274	0.9	714	2.3
Q3 2019	321	1.0	769	2.5
Q3 2020	570	1.8	990	3.2

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 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.

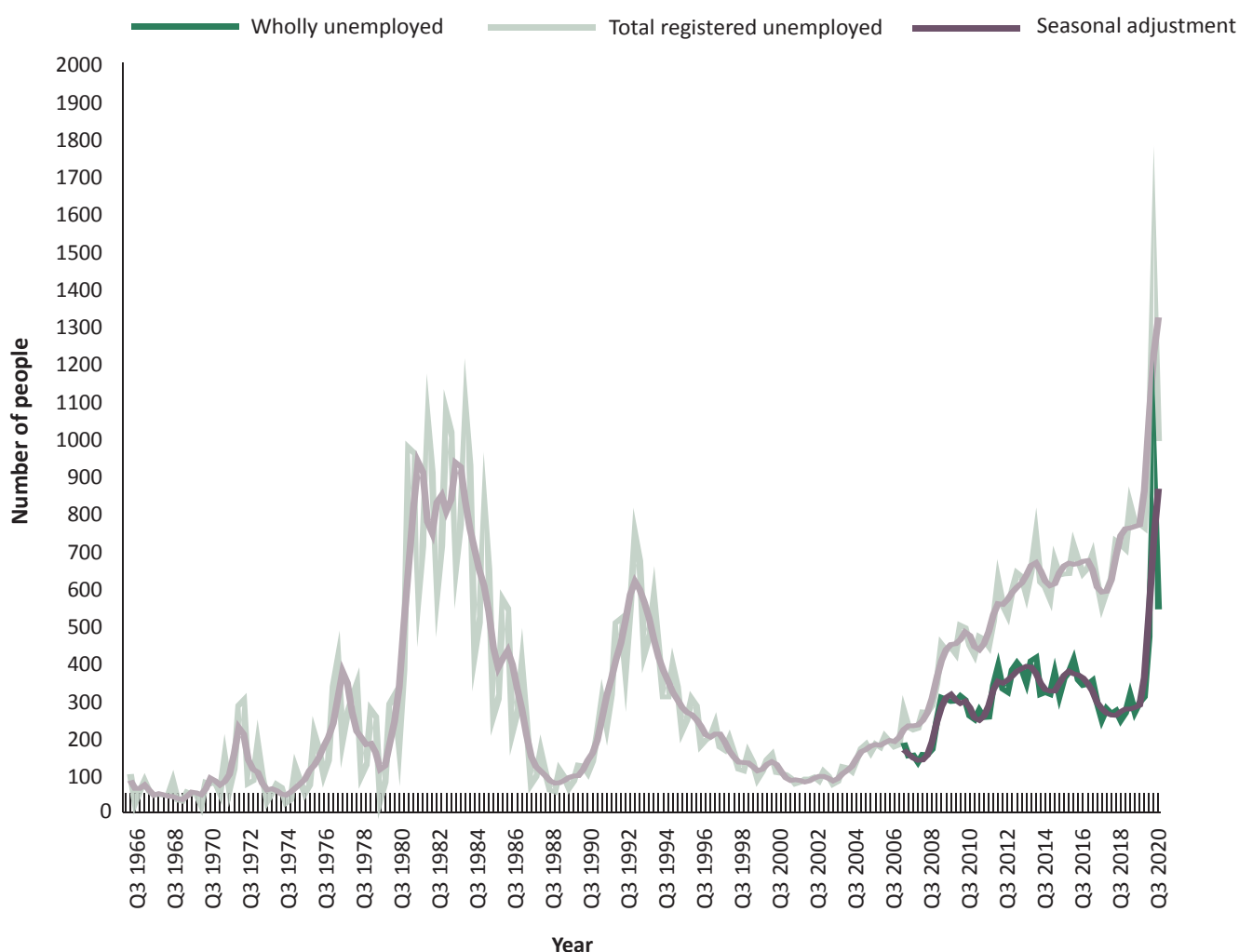
**Table 6.3.1** displays historic unemployment figures for Quarter 3, from Q3 1966 to Q3 2020. The number of people unemployed peaked at the end of May 2020 and weekly unemployment figures between March 2020 and the beginning of October 2020 can be found on [page 23](#).

As shown in **Table 6.3.1**, there were 570 people registered as "wholly unemployed" at the end of Q3 2020, 249 more than at the same time a year earlier but 565 fewer than at the end of Q2 2020 (see **Figure 6.3.1** on [page 26](#)). 1.8% of the workforce were registered as wholly unemployed at the end of Q3 2020. This compares to 1.0% at the end of Q3 2019. The number of "total registered unemployed"\* accounted for 3.2% of the workforce at the end of Q3 2020, 0.7 percentage points higher than at the same time the previous year.

\*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 6.3.1**

## 6.3 Unemployment trends

**Figure 6.3.1 Number of people registered as unemployed**



As historic unemployment figures are not available on a monthly basis, unemployment as at the end of each quarter is displayed in **Figure 6.3.1**. The number of people unemployed peaked at the end of May 2020 and weekly unemployment figures between March 2020 and the start of October 2020 can be found on [page 23](#).

**Figure 6.3.1** shows that there was a dramatic decrease in the number of people registered as wholly unemployed between the end of Q2 2020 and the end of Q3 2020. This figure includes only those that were registered as unemployed and did not do any work in the snapshot week. There were 570 people wholly unemployed at the end of Q3 2020, a fall of nearly 50% (565 people) since the end of Q2 2020.

Data on the "total registered unemployed"\* has been available since 1966. As shown in **Figure 6.3.1** and **Table 6.3.1** on [page 25](#), there was a total of 990 people registered as unemployed\* at the end of Q3 2020. This figure is 41% lower than the peak in total registered unemployed\*, recorded in Q2 2020 and 11% lower than the previous peak in unemployment seen at the end of Q4 1983. The trend in unemployment when adjusted to account for seasonal variation is also shown in **Figure 6.3.1**.

\*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 **Figure 6.3.1**.

## 6.4 Job vacancies - monthly snapshots

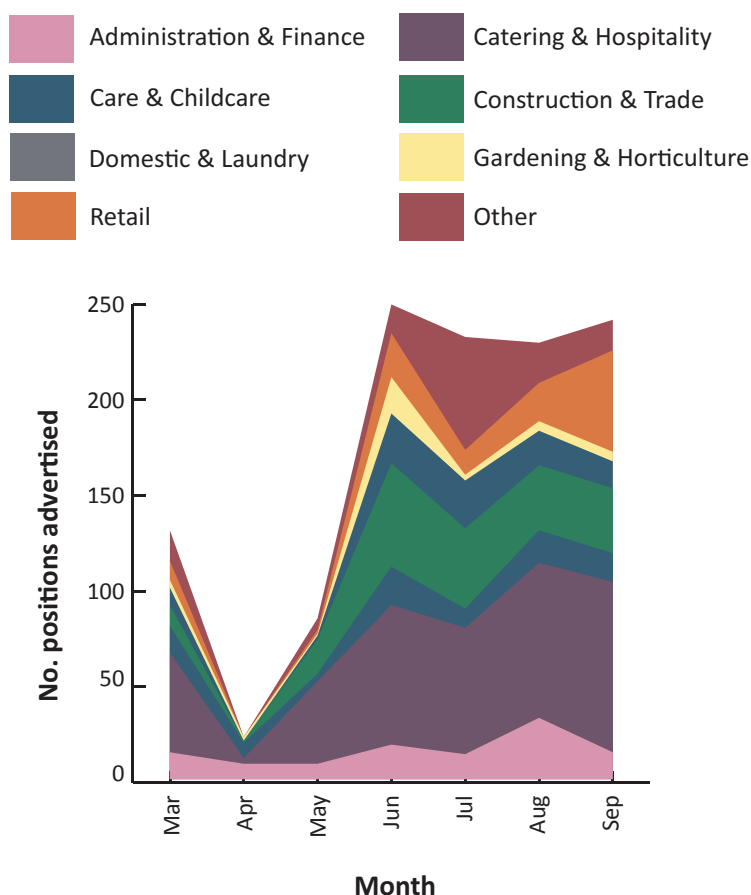
**Figure 6.4.1** shows the number of positions advertised with the Job Centre by sector at the end of each month between March and September 2020. It can be seen that there was a sharp decrease in the number of positions advertised across all sectors between March and April.

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 (increase of 53 positions).

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.

There was little change in the number of positions advertised across all sectors between August and September, with the exception of the retail sector (an increase of 33 positions) and the administration and finance sector (a decrease of 18 positions).

**Figure 6.4.1 Number of positions advertised with the Job Centre at the end of each month between March and September 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.

## 6.6 Job vacancy trends

**Figure 6.6.1 Number of positions advertised with the Job Centre and in the Guernsey Press each quarter**

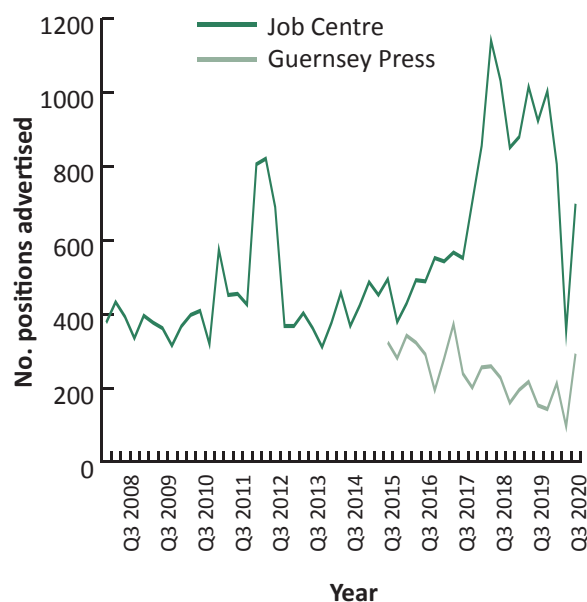
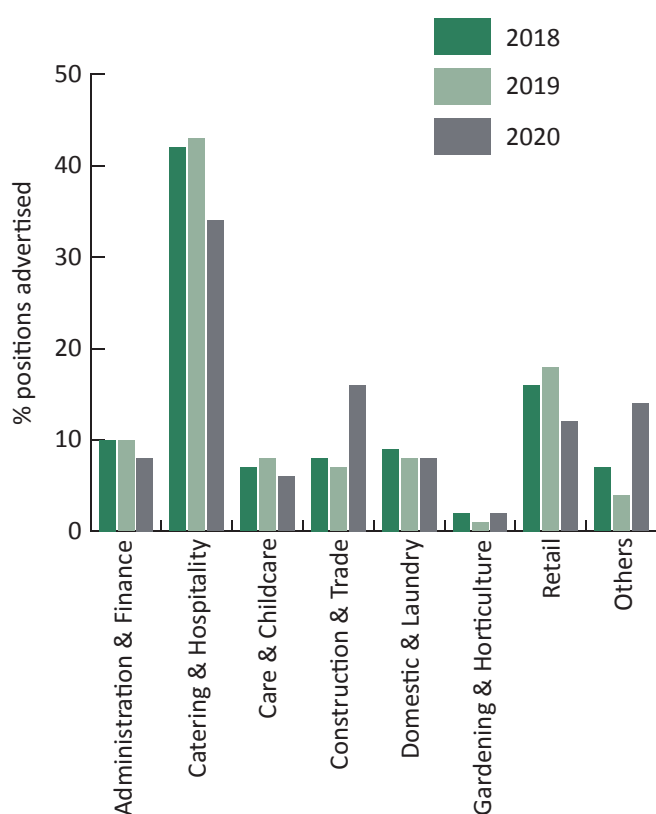


Figure 6.6.1 shows the number of positions advertised with the Guernsey Job Centre and, from September 2015, the Guernsey Press each quarter. Although this is not a complete representation of the total number of vacancies in the Island, it does provide an indication of the strength of the employment market.

There were 699 positions advertised with the Job Centre during Q3 2020, compared to 354 during Q2 2020 and 923 during Q3 2019. The number of vacancies advertised in the Guernsey Press (paper only, excluding online advertising) during Q3 2020 totalled 293, 197 more than the previous quarter and 140 more than at the same time the previous year. It should be noted that the Guernsey Press ran a special offer on advertisements during July and August 2020.

**Figure 6.6.2 Type of positions advertised with the Job Centre during Q3**



There were 231, 228 and 240 positions advertised at the Job Centre in July, August and September 2020 respectively. Of these, 34% were in catering and hospitality, 16% in construction and trade, 14% in other sectors (which includes roles within driving/delivery, engineering, mechanical, IT and beauty therapy) and 12% in retail (see Figure 6.6.2).

Figure 6.6.2 shows the type of positions advertised with the Job Centre during Q3 in 2018, 2019 and 2020. Construction & trade and the "other" category saw 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 page 27 for more information on the function of the Job Centre.

As at 3rd October, 25% of people claiming Unemployment Benefit had skills relating to administration and finance, 14% had experience in retail, 14% construction & trade and 11% reported having skills in catering & hospitality.

## 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 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.

Nominal median earnings increased by 2.5% between the year ending June 2019 and the year ending June 2020, from £33,622 to £34,479 (see **Table 7.1.1**).

The lower and upper quartile earnings for the quarter ending 30th June 2020 and the previous eight quarters are presented in **Tables 7.1.2** and **7.1.3**. Using four quarter averages, lower quartile earnings increased by 2.9% between the years ending 30th June 2019 and 30th June 2020, whilst upper quartile earnings increased by 2.4%.

On 24th March 2020, a 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 2020 and the most impacted sectors and businesses will continue to be supported in this way until the end of 2020. Employers could claim for payroll co-sharing after paying their employees, so any co-shared element is included within the figures presented in this section of the report.

Real earnings, which show trends after the effects of inflation have been removed, are shown on **page 31**. Information on income and expenditure by household groups is available from [gov.gg/household](https://gov.gg/household).

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

Date	Four quarter average earnings (£)	Annual % change
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
Q2 2020	34,479	2.5

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

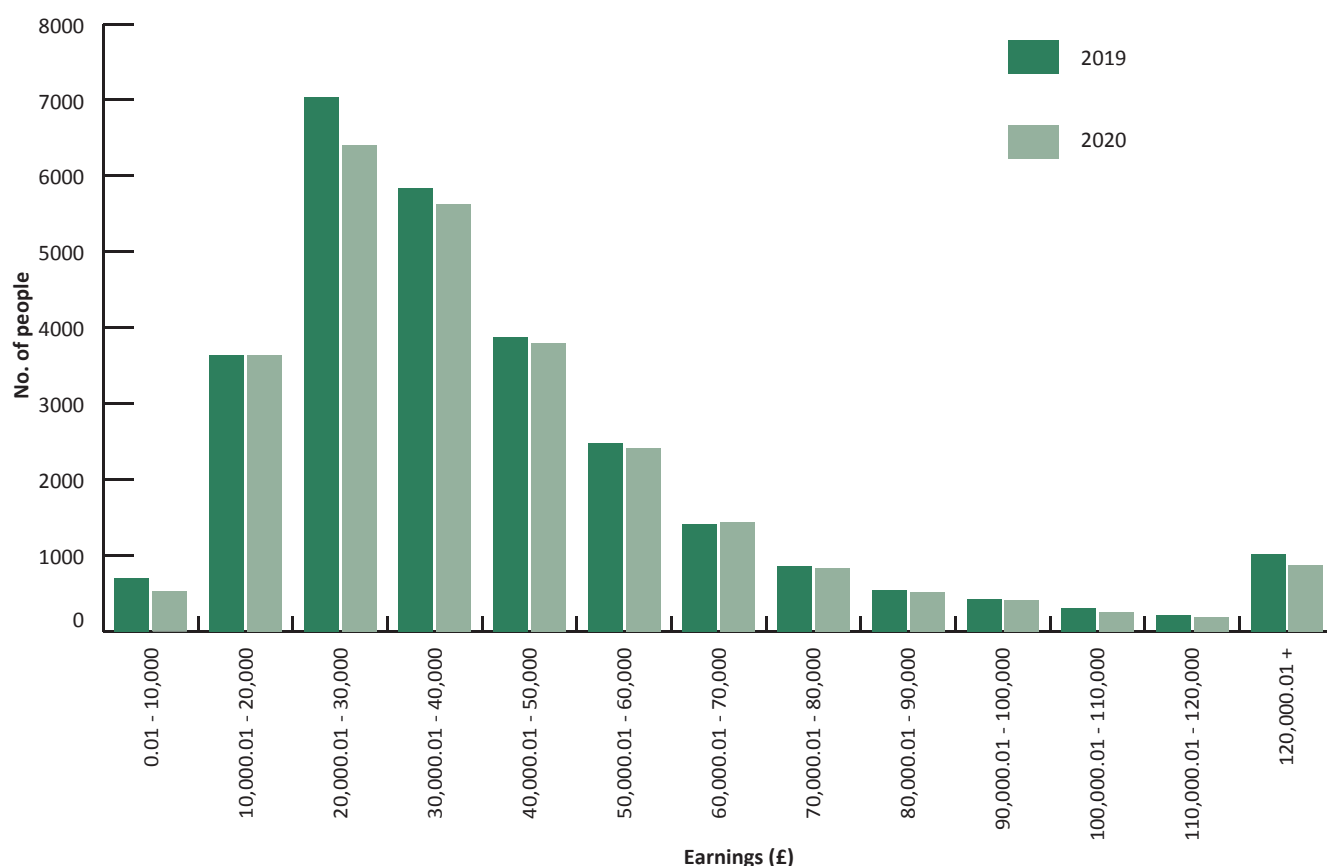
Date	Four quarter average earnings (£)	Annual % change
Q2 2018	22,580	2.6
Q3 2018	22,807	3.3
Q4 2018	23,004	3.7
Q1 2019	23,188	4.0
Q2 2019	23,280	3.1
Q3 2019	23,537	3.2
Q4 2019	23,752	3.3
Q1 2020	23,902	3.1
Q2 2020	23,966	2.9

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

Date	Four quarter average earnings (£)	Annual % change
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
Q2 2020	50,569	2.4

## 7.1 Earnings (nominal)

**Figure 7.1.1 Nominal median earnings by distribution at 30th June**



**Figure 7.1.1** shows the number of employees in each earning band at the end of June 2019 compared to the end of June 2020. It should be noted that the figures in **Figure 7.1.1** are June snapshots, rather than four quarter averages, unlike other earnings information presented in this report.

The distributions of earnings at the end of June 2019 and June 2020 show a peak in the £20,000.01 to £30,000 category. The number of people in every earning band decreased between June 2019 and June 2020, with the exception of the £60,000.01 to £70,000 category which increased by 24 people (2%).

Proportionally, the number of employees in the lowest earning band showed the biggest decrease, with 24% fewer people in the 0.01 to £10,000 category at the end of June 2020 compared to June 2019 (a decrease of 171 people). The largest numerical decrease was seen in the £20,000.01 to £30,000 earning band (a fall of 640 people, 9%).

The overall impact of having larger decreases in the numbers of employees in the lower earning brackets than in the upper earnings brackets is a higher median. Of the 24,675 employees that were employed in Guernsey in both June 2019 and June 2020, 55% of their nominal earnings increased, 12% stayed the same and 32% decreased between June 2019 and June 2020.

As explained on [page 29](#), 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.



## 7.2 Earnings (real)

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

Date	Four quarter average earnings (£)	Annual % change
Q2 2018	33,935	0.0
Q3 2018	34,255	0.0
Q4 2018	34,628	0.9
Q1 2019	34,484	1.7
Q2 2019	34,227	0.9
Q3 2019	34,531	0.8
Q4 2019	34,765	0.4
Q1 2020	34,676	0.6
Q2 2020	34,479	0.7

Real earnings are presented to show trends after the effects of inflation have been removed. All real figures shown in this report have been adjusted to June 2020 prices.

Median annual earnings, in real terms, were 0.7% higher over the year ending June 2020 than over the year ending June 2019 (see [Table 7.2.1](#)).

Lower quartile earnings increased by 1.1% in real terms between the years ending June 2019 and June 2020, compared with an increase of 0.6% 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
Q2 2018	23,417	0.0
Q3 2018	23,677	0.3
Q4 2018	23,948	1.2
Q1 2019	23,848	1.8
Q2 2019	23,699	1.2
Q3 2019	23,964	1.2
Q4 2019	24,173	0.9
Q1 2020	24,087	1.0
Q2 2020	23,966	1.1

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

Date	Four quarter average earnings (£)	Annual % change
Q2 2018	50,054	0.5
Q3 2018	50,436	0.1
Q4 2018	50,960	0.9
Q1 2019	50,702	1.3
Q2 2019	50,269	0.4
Q3 2019	50,751	0.6
Q4 2019	51,136	0.3
Q1 2020	50,952	0.5
Q2 2020	50,569	0.6

## 7.3 Earnings by gender

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

As explained on [page 29](#), earnings data is a measure of earnings from all employment and is unadjusted for the number of hours worked i.e. the level can be impacted both by changes in the number of hours worked and rates of pay.

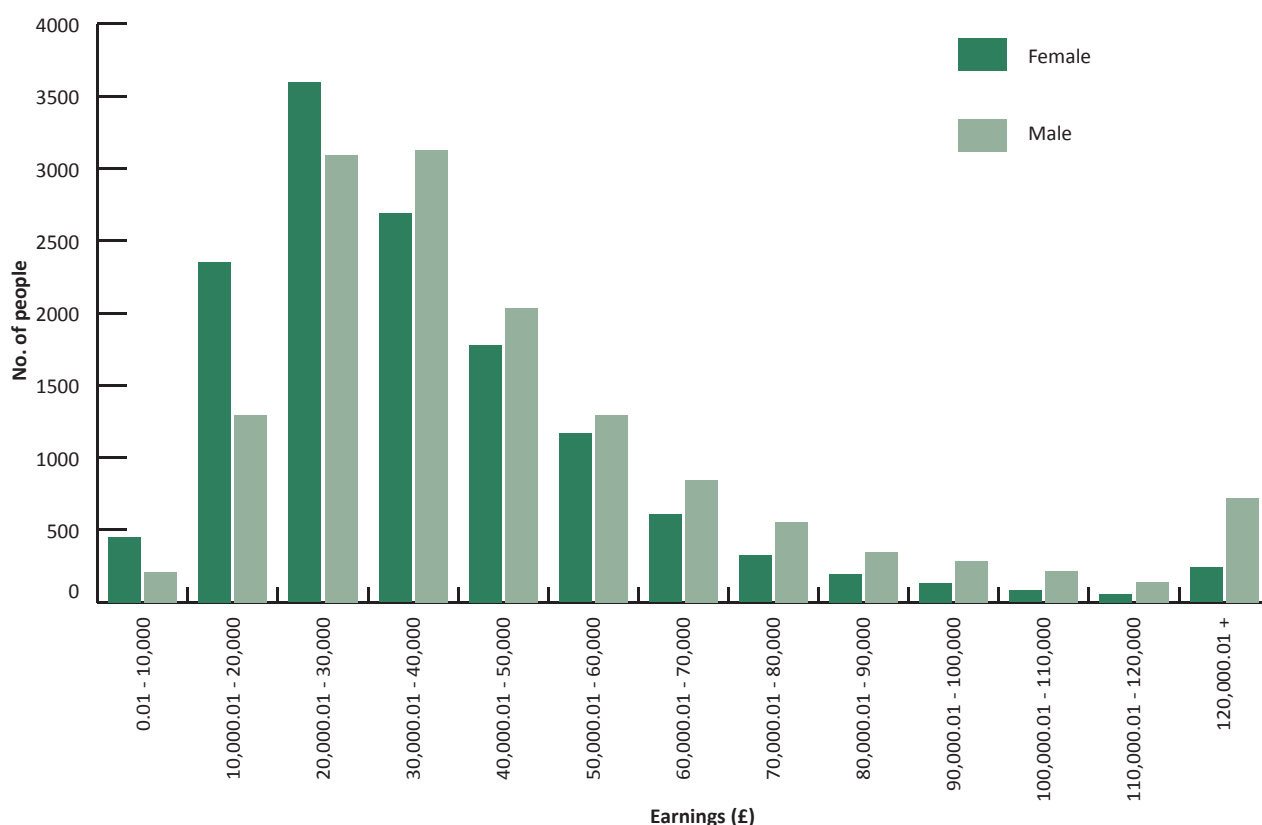
At the end of June 2020, the four quarter median average earnings for females was £31,231 (3.0% higher than a year earlier) and for males was £37,590 (2.2% higher than a year earlier).

**Figure 7.3.1** shows the number of employees in each earning band, averaged from June 2019 to June 2020. The distribution of female earnings shows a peak in the £20,000.01 to £30,000 category, whereas male earnings show a peak in the £30,000.01 to £40,000 category. 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
<b>Q2 2018</b>	29,413	35,932	3.0	1.9
<b>Q3 2018</b>	29,726	36,117	3.6	2.2
<b>Q4 2018</b>	30,052	36,368	4.1	2.5
<b>Q1 2019</b>	30,251	36,650	4.3	3.0
<b>Q2 2019</b>	30,330	36,780	3.1	2.4
<b>Q3 2019</b>	30,578	37,124	2.9	2.8
<b>Q4 2019</b>	30,752	37,372	2.3	2.8
<b>Q1 2020</b>	31,034	37,591	2.6	2.6
<b>Q2 2020</b>	31,231	37,590	3.0	2.2

**Figure 7.3.1 Nominal median earnings by gender distribution at June 2020**





## 7.4 Earnings by economic sector

**Table 7.4.1 Four quarter average earnings as at 30th June 2020**

	Median earnings (£)	Lower quartile earnings (£)	Upper quartile earnings (£)
Agriculture, horticulture, fishing and quarrying	30,765	20,647	40,803
Manufacturing	28,552	20,424	36,469
Electricity, gas, steam and air conditioning supply	36,185	29,492	49,255
Water supply, sewerage, waste management and remediation activities	30,762	22,761	39,061
Construction	33,976	26,157	41,456
Wholesale, retail and repairs	23,770	16,917	33,271
Hostelry	21,080	17,371	26,010
Transport and storage	30,833	22,357	41,971
Information and communication	40,469	27,749	59,656
Finance	47,954	33,022	72,837
Real estate activities	35,244	23,677	50,900
Professional, business, scientific and technical activities	42,467	28,722	64,400
Administrative and support service activities	29,235	20,286	41,474
Public administration	37,327	26,359	50,697
Education	29,608	20,093	49,050
Human health, social and charitable work activities	26,030	18,444	36,113
Arts, entertainment and recreation	26,074	17,649	37,641
Other service activities	20,486	15,159	27,672
Activities of households as employers	22,827	14,850	30,597

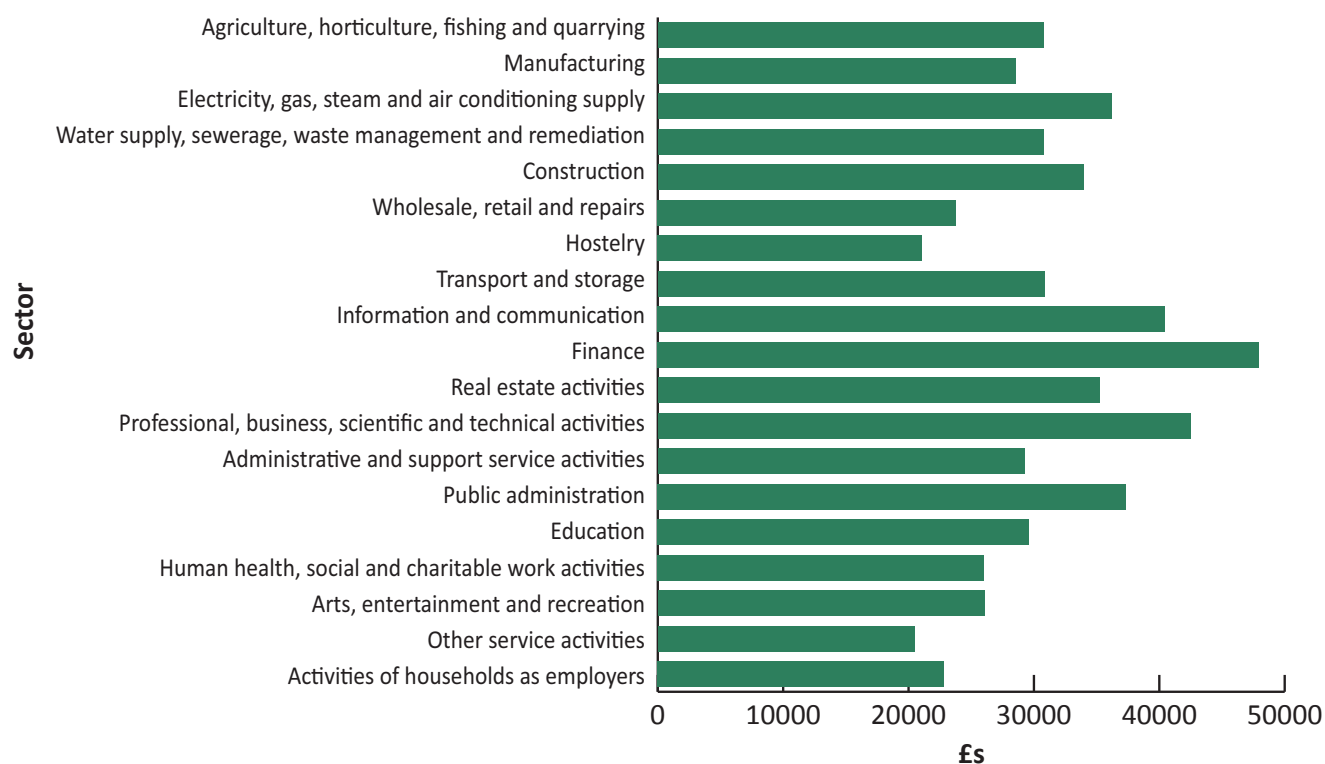
Median, lower quartile and upper quartile earnings by sector are shown in [Table 7.4.1](#).

People employed within the Finance sector had the highest four quarter average median earnings (£47,954) at the end of June 2020. This was 39.1% higher than the overall median. The upper quartile earnings in the Finance sector were 44.0% higher than the overall upper quartile earnings during the same period.

The Other service activities sector had the lowest four quarter average median earnings (£20,486) at the end of June 2020, which was 40.6% lower than the overall median.

## 7.4 Earnings by economic sector

**Figure 7.4.1 Four quarter average earnings as at 30th June 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 29](#), earnings data is a measure of earnings from all employment and is unadjusted for the number of hours worked i.e. the level can be impacted both by changes in the number of hours worked and rates of pay.

## 8.1 Methodology and further information

### Administrative 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
- Driver and Vehicle Licensing
- 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](http://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](http://www.gov.gg/data). Please contact us for further information.

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

Write: Data and Analysis  
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For more information  
go to [gov.gg/data](https://gov.gg/data)