

# Guernsey Quarterly Population, Employment and Earnings Bulletin

Population at 30th June 2020

Employment and Earnings at 31st December 2020

Unemployment at 3rd April 2021

Issue date 29th April 2021

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 Breghou). 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 April 2021 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 Bailiwick of Guernsey has had two strict lockdowns to help slow the spread of COVID-19. The first started on 25th March 2020 and restrictions were lifted in phases from 25th April to 20th June 2020 (87 days in total), when the only remaining restrictions related to travel outside the Bailiwick. This was known as the “Bailiwick Bubble”, which remained in place until the second strict lockdown, which started on 23rd January 2021. Restrictions began to be lifted again on 11th February 2021 and the Bailiwick Bubble was re-established on 22nd March 2021 (58 days after the start of the second strict lockdown). Throughout this bulletin, notes are included where there are coronavirus related impacts.

## 1.2 Headlines

- Guernsey’s total population increased by <0.1% (42 people) over the year ending 30th June 2020. Over the years ending 30th June 2017, 2018 and 2019, the annual changes were -0.3%, 0.5% and 0.6% respectively.
- There was a natural decrease of 44 people and net migration of 86 people over the year ending 30th June 2020.
- There was a decrease of 0.3% in the number of people in the 16 to 64 age group during the year ending 30th June 2020. There were increases of 1.8% and 0.9% in the number of people in the 65 to 84 and 85 and over age groups respectively during the year ending 30th June 2020. The number of people aged 0 to 15 decreased by 0.5%.
- In December 2020, 30,901 people were employed or self-employed in Guernsey. 27,847 people worked for an employer and 3,054 people were self-employed (90.1% and 9.9% respectively). This compares to 28,346 employed and 3,014 self-employed people in December 2019, an annual decrease of 1.8% and increase of 1.3% respectively.
- During the week ending 3rd April 2021, 2.5% of the workforce were wholly unemployed (742 people) compared to 3.3% during the week ending 6th March 2021 and 2.6% during the week ending 6th February 2021.
- There were 2,160 employing organisations in December 2020, 0.1% more than in December 2019.
- The Finance sector provided 6,004 employment roles (from zero hours to full time contracts) in December 2020 (18.7% of the total). The Hospitality sector showed the largest decrease in employment between December 2019 and December 2020 (11.1%).
- Median earnings as at 31st December 2020 were £35,006 which, compared with a year earlier, was 2.5% higher in nominal terms and 1.4% 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.

As can be seen in **Table 2.1.1** and **Figure 2.1.1**, the total population increased by 42 people (<0.1%) over the year ending 30th June 2020.

**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 30th June 2020 was 44 and the net migration was 86.

Since 19th March 2020, people travelling into the Bailiwick of Guernsey have been subject to testing and/or self-isolation requirements unless they have had a variation for medical, compassionate or critical work reasons, for example. It is likely that the travel restrictions had a large impact on migration, for example of seasonal workers to support hostelry and other tourist-based activities.

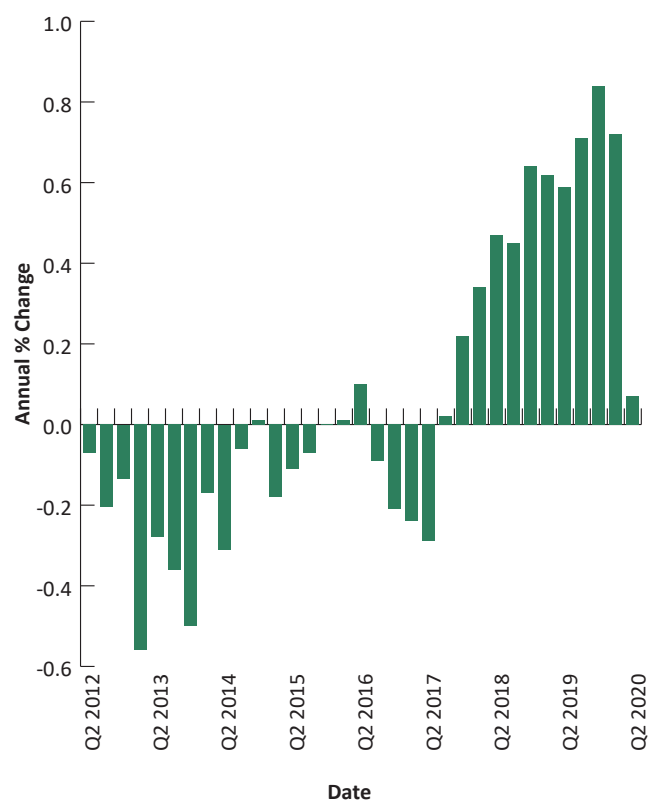
There were 506 births during the year ending 30th June 2020 (see **Table 2.1.2** on **page 5**) and 550 deaths. Further detail on the number of deaths during 2020, including deaths involving the coronavirus (COVID-19), has been made available by Public Health Services (see [covid19.gov.gg/test-results](https://covid19.gov.gg/test-results) for more information).

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

**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>Q2 2017</b>	-182	-0.3
<b>Q3 2017</b>	13	<0.1
<b>Q4 2017</b>	135	0.2
<b>Q1 2018</b>	211	0.3
<b>Q2 2018</b>	291	0.5
<b>Q3 2018</b>	281	0.5
<b>Q4 2018</b>	396	0.6
<b>Q1 2019</b>	386	0.6
<b>Q2 2019</b>	369	0.6
<b>Q3 2019</b>	445	0.7
<b>Q4 2019</b>	526	0.8
<b>Q1 2020</b>	453	0.7
<b>Q2 2020</b>	42	<0.1

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



## 2.1 Population - Annual changes

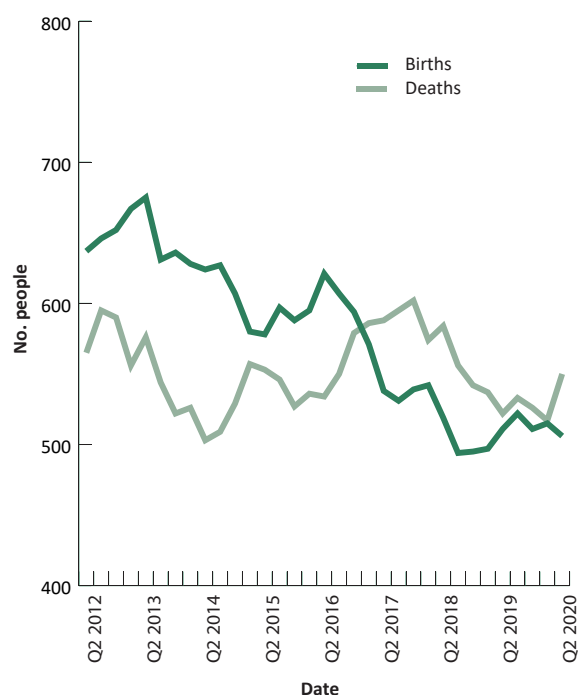
**Table 2.1.2 Annual changes in total population by type of change**

	Births	Deaths	Natural increase	Immigration	Emigration	Net migration	Natural increase and net migration	Net admin changes	Total population at end of quarter
<b>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	3,628	3,385	243	211	-27	62,290
<b>Q2 2018</b>	519	584	-65	3,703	3,347	356	291	-8	62,713
<b>Q3 2018</b>	494	556	-62	3,711	3,368	343	281	11	62,714
<b>Q4 2018</b>	495	542	-47	3,684	3,241	443	396	9	62,463
<b>Q1 2019</b>	497	537	-40	3,694	3,268	426	386	6	62,682
<b>Q2 2019</b>	511	522	-11	3,634	3,254	380	369	0	63,082
<b>Q3 2019</b>	522	533	-11	3,608	3,152	456	445	0	63,159
<b>Q4 2019</b>	511	526	-15	3,734	3,193	541	526	0	62,989
<b>Q1 2020</b>	515	517	-2	3,659	3,204	455	453	0	63,135
<b>Q2 2020</b>	506	550	-44	2,980	2,894	86	42	0	63,124

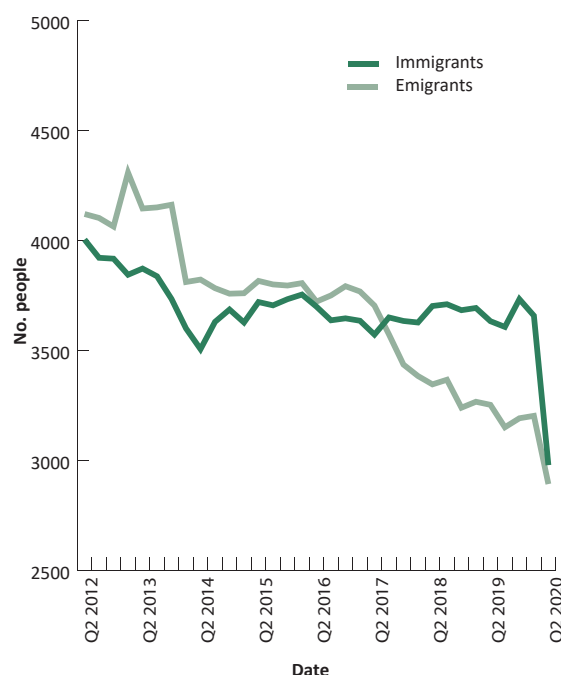
Please note that the figures shown in the table above and the graphs below are totals over the four quarters ending in the quarter shown.

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

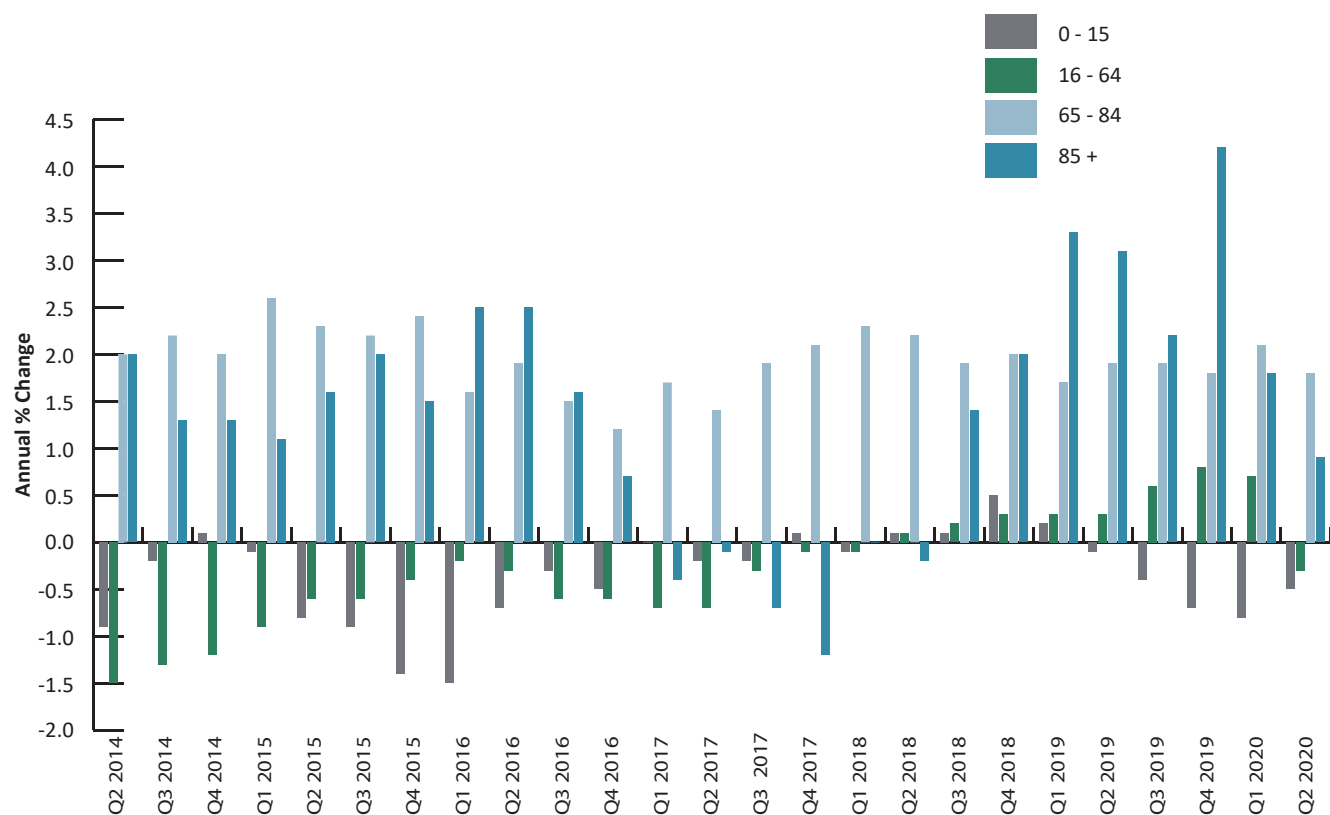


Table 2.2.1 Annual population changes

	0 - 15	Annual % change	16 - 64	Annual % change	65 - 84	Annual % change	85 +	Annual % change
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	9,987	-0.1	40,005	-0.1	10,641	2.3	1,657	0.0
Q2 2018	9,994	0.1	40,342	0.1	10,705	2.2	1,672	-0.2
Q3 2018	10,047	0.1	40,222	0.2	10,754	1.9	1,691	1.4
Q4 2018	10,034	0.5	39,960	0.3	10,786	2.0	1,683	2.0
Q1 2019	10,008	0.2	40,143	0.3	10,820	1.7	1,711	3.3
Q2 2019	9,989	-0.1	40,462	0.3	10,907	1.9	1,724	3.1
Q3 2019	10,006	-0.4	40,464	0.6	10,960	1.9	1,729	2.2
Q4 2019	9,965	-0.7	40,295	0.8	10,976	1.8	1,753	4.2
Q1 2020	9,929	-0.8	40,421	0.7	11,043	2.1	1,742	1.8
Q2 2020	9,937	-0.5	40,340	-0.3	11,107	1.8	1,740	0.9

During the year ending 30th June 2020 there were decreases in the number of people aged between 0 and 15 and 16 and 64 (annual decreases of 0.5% and 0.3% respectively). The 65 to 84 age group increased by 1.8% whilst the number of people aged 85 and over increased by 0.9%.

## 2.3 Population in employment or full-time education

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

	% of total population in employment or education
Q2 2017	65.3
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
Q4 2019	65.8
Q1 2020	65.1
Q2 2020	63.7

**Table 2.3.2 Percentage of population in employment or full-time education by age at 30th June 2020**

	Female	Male	Total
14 and under	69.2	70.3	69.8
15 to 19	90.3	89.5	89.9
20 to 24	82.2	83.7	83.0
25 to 29	78.3	86.0	82.3
30 to 34	77.1	87.7	82.5
35 to 39	77.4	88.0	82.9
40 to 44	79.4	87.9	83.6
45 to 49	78.3	87.0	82.6
50 to 54	76.9	87.1	81.8
55 to 59	69.0	83.3	76.1
60 to 64	53.2	69.3	61.2
65 to 69	15.8	19.6	17.6
70 to 74	3.8	5.4	4.5
75 to 79	1.5	2.1	1.8
80 to 84	0.4	0.4	0.4
85 and over	0.0	0.3	0.1
Total	59.4	68.0	63.7

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

At 30th June 2020, 63.7% of the population were in full-time education or in employment.

Categorisation of employees and the self-employed is based on whether they were paid by an employer in the snapshot week or whether they had self-employment earnings. Previously, categorisations had been based on the person's contribution class liability, which resulted in people aged 65 and over being excluded from the figures, since their contribution class is changed to non-employed on or near their 65th birthday, regardless of whether they are employed or self-employed in practice.

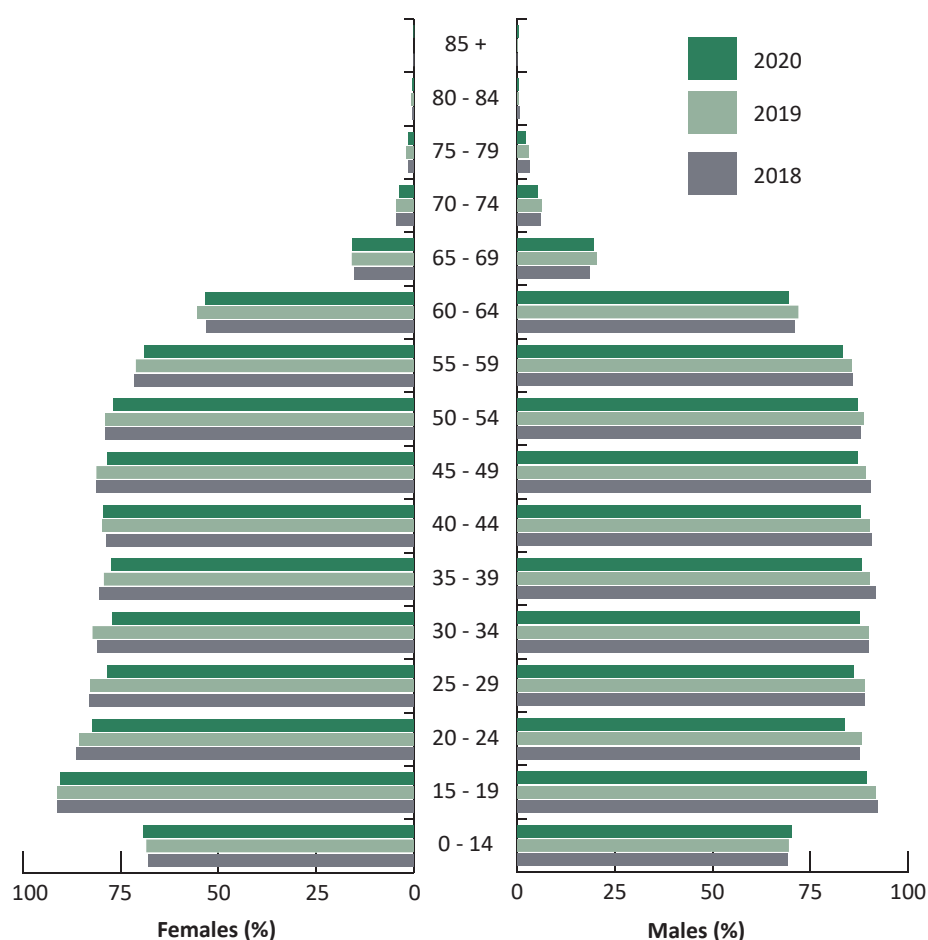
People are categorised as being in full-time education if they are at school, university or on other full-time education or training courses. Some of those in full-time education were also employed or self-employed on the snapshot date (but they are still categorised as being in full-time education).

People "in employment" were either employed by an employer (i.e. received wages for paid work) or were self-employed during the snapshot week. If a person was both employed by an employer and self-employed, they are categorised as employed in this bulletin.

Information on the profile of people in employment is available up to the end of December 2020 (see [page 10](#) onwards). Information on unemployment is available up to the start of April 2021 (see [pages 22 to 27](#)).

## 2.3 Population in employment or full-time education

**Figure 2.3.1 Percentage of population in employment or full-time education by age (at 30th June)**



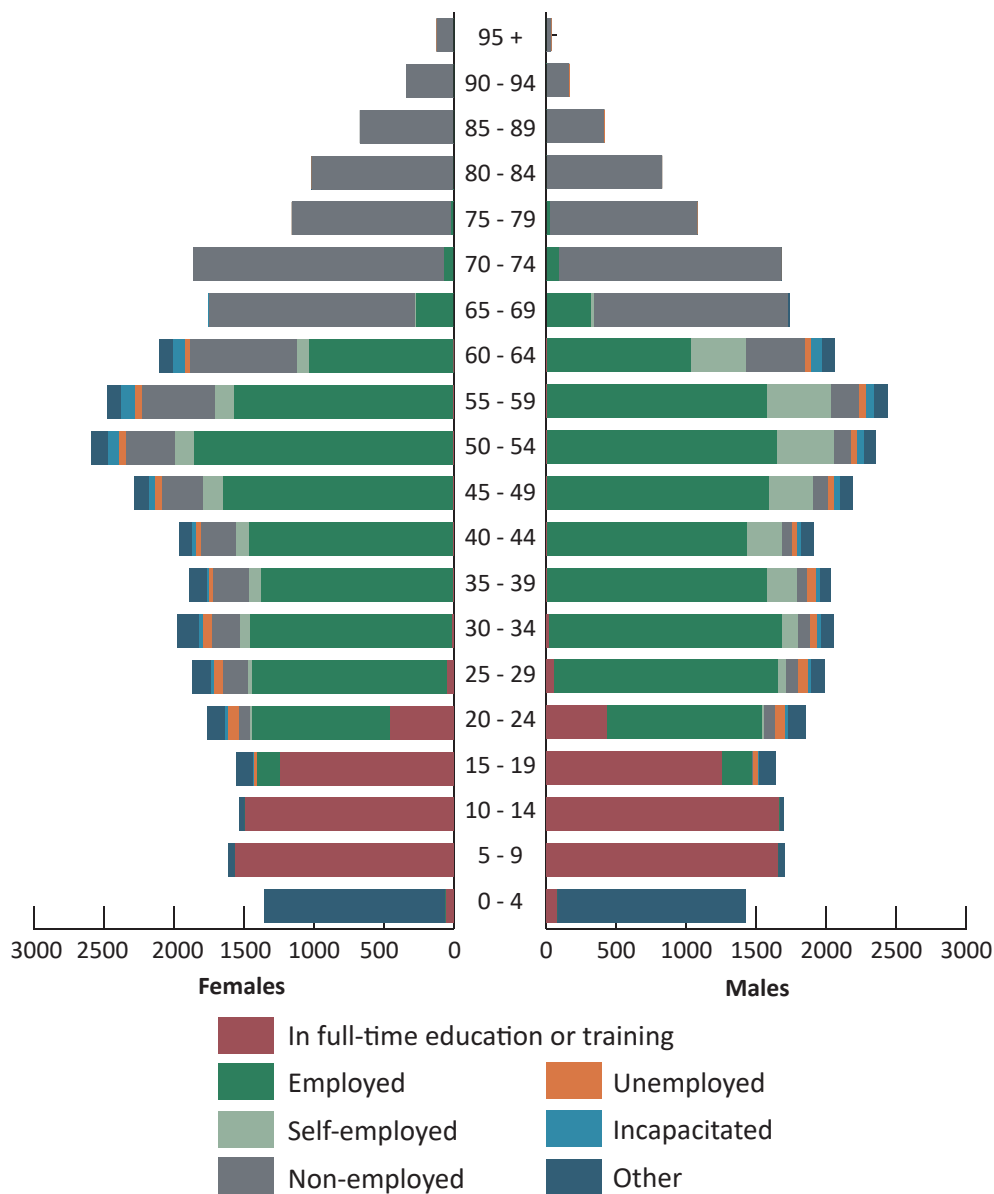
**Figure 2.3.1** shows how the proportion of the population in either employment or full-time education has changed over the last two years. It can be seen that the proportion of people in either employment or full-time education decreased across all age groups (apart from the 0 to 14 and 85+ age groups), for both men and women, between June 2019 and June 2020.

For females, the largest decrease was seen in the 30 to 34 age group (82.2% were in employment or full-time education at the end of June 2019, compared to 77.1% at the end of June 2020). For males, the 20 to 24 age group saw the largest decrease in the proportion of those in employment or full-time education (from 88.0% at the end of June 2019 to 83.7% at the end of June 2020).

Information on the profile of people in employment is available up to the end of December 2020 (see [page 10](#) onwards). Information on unemployment is available up to the start of April 2021 (see [pages 22 to 27](#)).

## 2.3 Population in employment or full-time education

**Figure 2.3.2 Population by economic status and age (at 30th June 2020)**



**Figure 2.3.2** shows how economic status varies by age group and gender. Overall, 79.9% of the working population (aged 16 to 64 years old) were either in full-time education, employed or self-employed at the end of June 2020. This compares to 82.6% at the end of June 2019. Of those aged between 65 to 74, 11.0% (776 people) were in employment.

People in full-time education are concentrated in the 5 to 24 age categories, with a further 98 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 (1,854 people), the 25 to 29 age group has the largest proportion of females in employment (74.7). For males, the 30 to 34 age group has both the highest proportion of the population in employment (81.1%) and the highest number of people employed (1,662 people).

Self-employment was more apparent in males and non-employment was more apparent in females at the end of June 2020. Information on unemployment is available up to the start of April 2021 and can be found on [pages 22 to 27](#).

## 3.1 Employment trends

There was an overall decrease of 1.5% (see [Figure 3.1.1](#) and [Table 3.1.1](#)) in the number of people either employed or self-employed for the year ending 31st December 2020. This compares to a 2.8% decrease for the year ending 30th September 2020 and a 4.5% decrease for the year ending 30th June 2020.

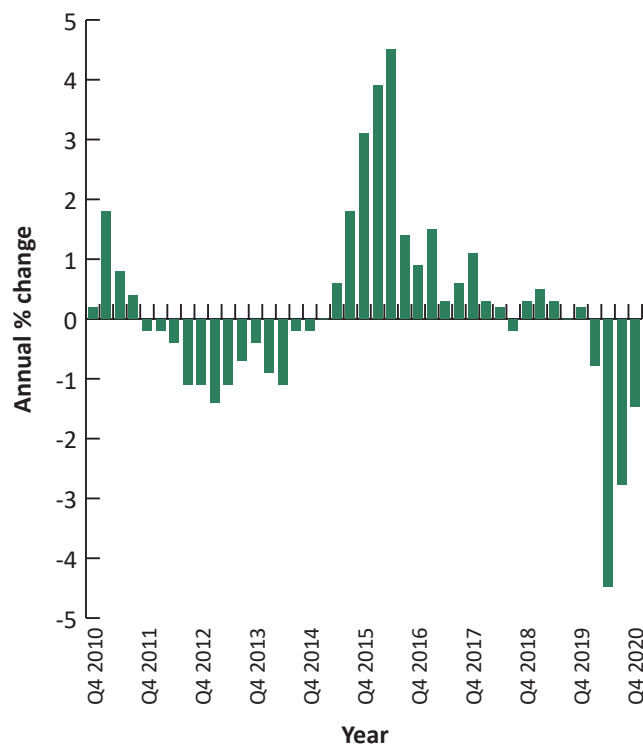
The number of employed people decreased by 1.8% and the number of self-employed increased by 1.3% for the year ending 31st December 2020. Unemployment information is available more quickly than employment information and is included on [pages 22 to 27](#).

The Bailiwick of Guernsey went into strict 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. Restrictions were lifted in phases during April, May and June. Between 20th June 2020 and 23rd January 2021 the only remaining restrictions related to off -Island travel.

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 December 2020 had a large impact on the decline in employment.

**Figure 3.1.1 Annual percentage change in total employment**



**Table 3.1.1 Annual percentage change in total employment, employees and self-employed**

	Employed	Self-employed	Total employment
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
Q3 2020	-3.2	0.9	-2.8
Q4 2020	-1.8	1.3	-1.5

## 3.2 Employment by age and gender

**Table 3.2.1 Employment status by age group at 31st December 2020**

	Employed			Self-employed			Total in employment
	Female	Male	Total	Female	Male	Total	
<b>14 and under</b>	-	-	-	-	-	-	-
<b>15 to 19</b>	159	250	409	*	*	*	410
<b>20 to 24</b>	995	1,147	2,142	9	15	24	2,166
<b>25 to 29</b>	1,442	1,603	3,045	26	63	89	3,134
<b>30 to 34</b>	1,509	1,699	3,208	69	111	180	3,388
<b>35 to 39</b>	1,432	1,580	3,012	97	210	307	3,319
<b>40 to 44</b>	1,486	1,477	2,963	102	261	363	3,326
<b>45 to 49</b>	1,669	1,563	3,232	133	310	443	3,675
<b>50 to 54</b>	1,877	1,672	3,549	139	409	548	4,097
<b>55 to 59</b>	1,624	1,593	3,217	139	448	587	3,804
<b>60 to 64</b>	1,096	1,062	2,158	88	407	495	2,653
<b>65 to 69</b>	311	360	671	5	12	17	688
<b>70 to 74</b>	91	99	190	-	-	-	190
<b>75 and over</b>	24	27	51	-	-	-	51
<b>16 to 64</b>	13,289	13,646	26,935	802	2,235	3,037	29,972
<b>65 to 84</b>	426	486	912	5	12	17	929
<b>Total</b>	13,715	14,132	27,847	807	2,247	3,054	30,901

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

At 31st December 2020, 30,901 people were either employed or self-employed in Guernsey, of whom 929 people (3.0%) were aged 65 or over (see [Table 3.2.1](#)). This age bracket accounted for 3.3% of employed people and 0.6% of self-employed people.

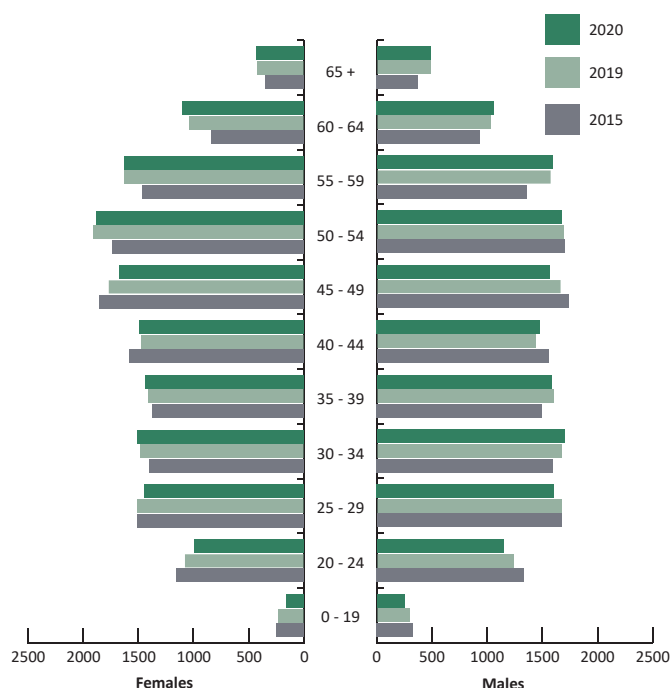
Of the 26,935 employed people aged 16 to 64 at the end of December 2020, 13,289 (49.3%) were female and 13,646 (50.7%) were male. This compares to 802 self-employed females and 2,235 males, which equates to 26.4% and 73.6% of the 3,037 total for that age group.

[Page 12](#) shows the number of people employed and self-employed by age group at the end of December 2020 compared to the end of December 2019 and December 2015.

Findings from the Community Survey, undertaken between 22nd June and 30th July 2020, have been made available at [www.gov.gg/covid19data](http://www.gov.gg/covid19data) and provide more detailed information on how the first lockdown impacted on working, incomes and wellbeing.

## 3.2 Employment by age and gender

**Figure 3.2.1 Number of people employed by age and gender at December**

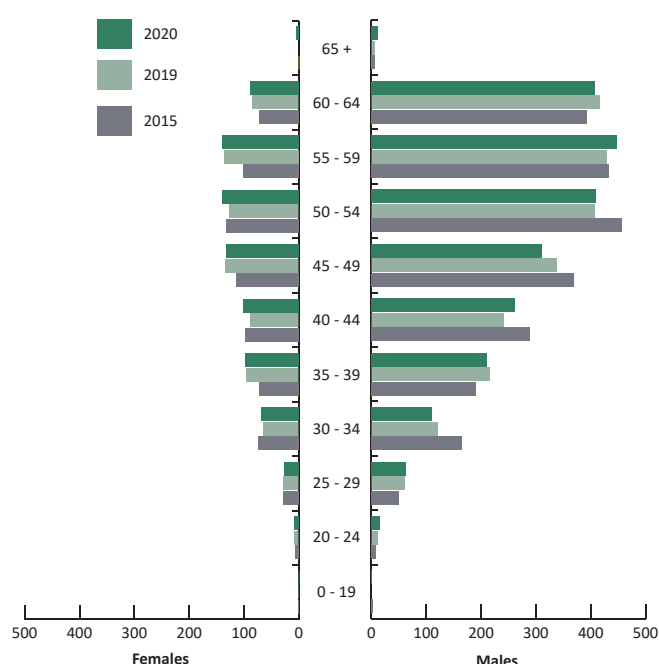


The difference in the number of employed and self-employed people between December 2015, 2019 and 2020 are shown in **Figures 3.2.1** and **3.2.2** respectively.

**Figure 3.2.1** shows that between December 2019 and December 2020 the number of people employed decreased for every age group, with the exception of the 30 to 44 and 60 to 64 age categories for females and the 55 to 64, 40 to 44 and 30 to 34 age categories for males. For both males and females, the 45 to 49 age group showed the largest decrease in employed people between December 2019 and December 2020 (a decrease of 101 and 98 people respectively). There was also a large decline in the number of employed men and women aged between 20 and 24.

Between December 2015 and December 2020, the largest decrease in the number of people employed was seen in the 45 to 49 age category for females (a decrease of 180 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 (236 people), whereas the 60 to 64 group saw the largest increase in the number of employed females (262 people) between December 2015 and December 2020 (see **Figure 3.2.1**).

**Figure 3.2.2 Number of people self-employed by age and gender at December**



As can be seen in **Figure 3.2.2**, self-employment is more apparent in males than in females. Over the last five years, however, the total number of self-employed males has fallen by 115 people (from 2,362 in December 2015 to 2,247 in December 2020), whereas the total number of self-employed women has increased by 109 people (from 698 to 807). The number of self-employed males in the 45 to 49 and 30 to 34 age categories showed the largest decline between December 2015 and December 2020.

The number of self-employed females remained relatively stable between December 2019 and December 2020. The 45 to 49 age group saw the largest decrease in self-employed males (28 people) during the same time period.

### 3.3 Employment by residence status

**Section 3.3** 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.

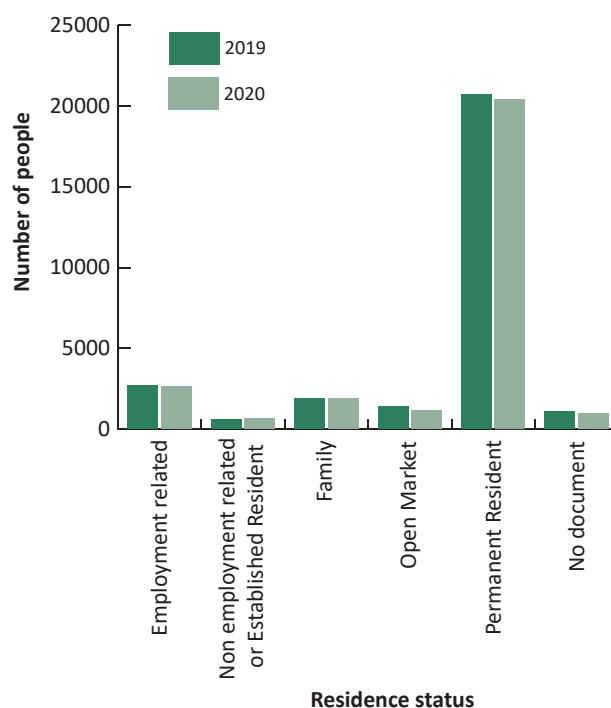
As can be seen in **Figure 3.3.1**, the majority (73%) of those who were employed at the end of December 2020 and December 2019 were classified as Permanent Residents\* (20,729 at the end of December 2019 falling to 20,418 at the end of December 2020). In contrast, the number of self-employed Permanent Residents\* increased between December 2019 and December 2020 (2,372 to 2,417 people, see **Figure 3.3.2**).

Just under 10% of the total number of people employed at the end of December 2020 and December 2019 were employed on the basis of an employment related licence\*. The number of people in this category showed a small decrease between December 2019 and December 2020 (from 2,688 to 2,685, see **Figure 3.3.1**). Conversely, **Figure 3.3.2** shows that the number of self-employed people on an employment related licence\* increased from 85 people at the end of December 2019 to 91 people at the end of December 2020. Those on an employment related licence accounted for just 3% of the total self-employed.

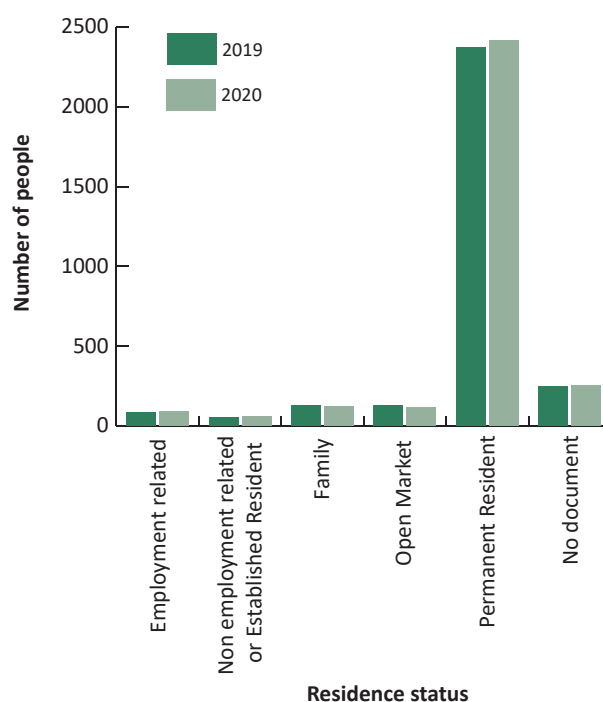
The annual percentage change in the number of people employed or self-employed by residence status can be found on **page 14**.

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

**Figure 3.3.1: Number of people employed by residence status (at 31st December)**



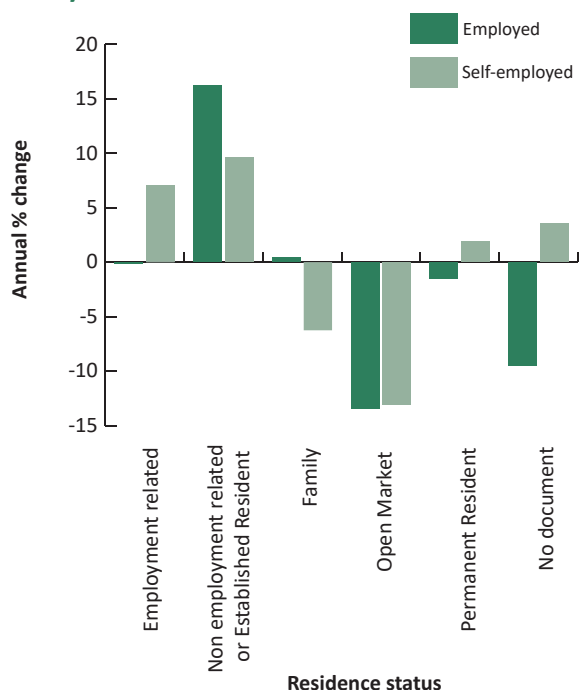
**Figure 3.3.2: Number of people self-employed by residence status (at 31st December)**



\*See **page 14** for definitions of the different types of residence status shown in **Figure 3.3.1** and **3.3.2**

### 3.3 Employment by residence status

**Figure 3.3.3: Annual % change in employment (between December 2019 and December 2020)**



\* See below for definitions of the residence status categories found in **Figure 3.3.3** and **Figures 3.3.1** and **3.3.2** on **page 13**.

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 December 2019 and December 2020, the largest decrease in the number of both the employed and self-employed, was seen in the Open Market\* category (decreases of 13.4% and 13.1% respectively, see **Figure 3.3.3**). The number of employed individuals with no document\* also decreased between December 2019 and December 2020 (9.5%).

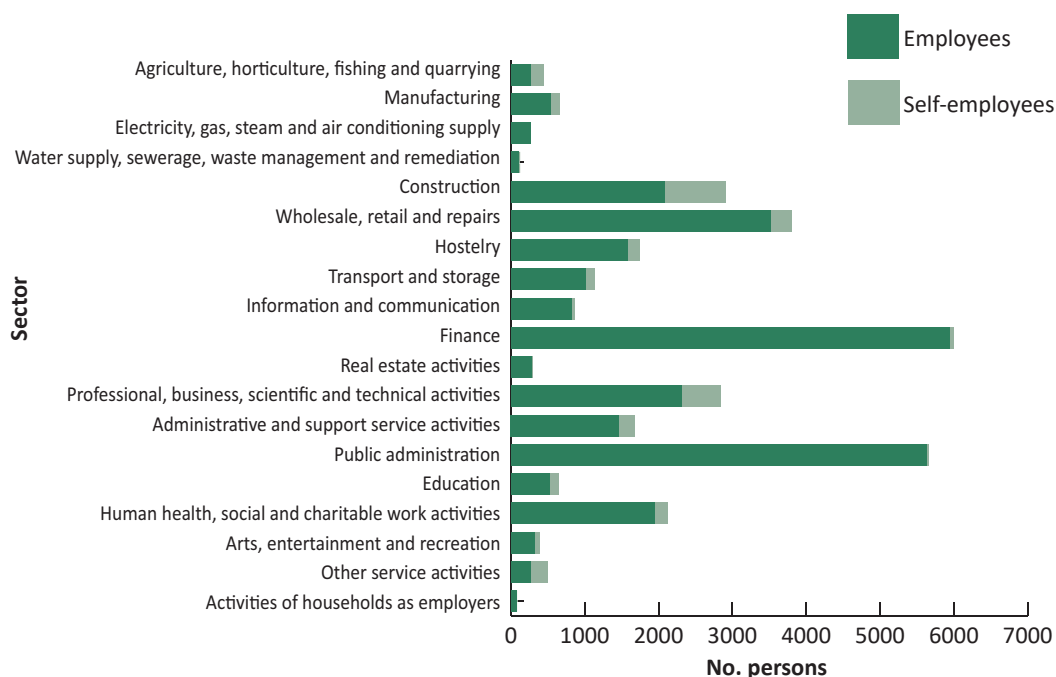
The number of people employed on the basis of an employment related licence (either long-term, medium-term or short-term) decreased by 0.1% between December 2019 and December 2020. The number of people on short-term employment permits decreased by 16%, whereas the number of people employed on either medium-term or long-term employment permits increased by 9% and 5% respectively between December 2019 and December 2020. The number of self-employed people who had an employment related licence increased by 7.1% 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 December 2019 and December 2020 (an increase of 16.2% in the number of employed people and a 9.6% 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).

This information for June 2020 can be found in the previous edition of this Bulletin and information for September 2020 is included within the **Annual Electronic Census Report 2020**, both available from [www.gov.gg/population](http://www.gov.gg/population).

## 3.4 Employment by economic sector

**Figure 3.4.1 Employment by economic sector at 31st December 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 3.4.1** and **Table 3.4.1** on **page 16** 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 3.4.1** and **Table 3.4.1**, the Finance sector was the largest employer in December 2020, accounting for 18.7% of total employment, or 6,004 people, 5,944 of whom were employed and 60 of whom were self-employed. The Construction sector had the largest number of self-employed people in December 2020 (828 people), representing 28.5% of the sector and 25.2% 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 17 and 18**.

The number of positions advertised at the Job Centre and the skills reported by Unemployment Benefit claimants up to the start of April 2021, are presented by sector on **pages 26 and 27**.

## 3.4 Employment by economic sector

**Table 3.4.1 Employment by economic sector at 31st December 2020**

	Employees			Self-employees			Total no. in employment	% of total for all sectors
	Female	Male	Total	Female	Male	Total		
Agriculture, horticulture, fishing and quarrying	83	186	269	34	147	181	450	1.4
Manufacturing	167	364	531	32	100	132	663	2.1
Electricity, gas, steam and air conditioning supply	52	214	266	-	7	7	273	0.8
Water supply, sewerage, waste management and remediation activities	13	93	106	*	*	19	125	0.4
Construction	136	1,941	2,077	17	811	828	2,905	9.0
Wholesale, retail and repairs	1,594	1,920	3,514	77	208	285	3,799	11.8
Hostelry	605	969	1,574	61	114	175	1,749	5.4
Transport and storage	224	781	1,005	15	118	133	1,138	3.5
Information and communication	199	622	821	13	38	51	872	2.7
Finance	3,226	2,718	5,944	7	53	60	6,004	18.7
Real estate activities	141	133	274	5	20	25	299	0.9
Professional, business, scientific and technical activities	1,283	1,031	2,314	153	377	530	2,844	8.8
Administrative and support service activities	674	790	1,464	28	176	204	1,668	5.2
Public administration	3,507	2,123	5,630	11	21	32	5,662	17.6
Education	394	131	525	92	33	125	650	2.0
Human health, social and charitable work activities	1,552	392	1,944	91	90	181	2,125	6.6
Arts, entertainment and recreation	165	148	313	31	49	80	393	1.2
Other service activities	211	48	259	178	53	231	490	1.5
Activities of households as employers	61	20	81	*	*	*	83	0.3
<b>Total for all sectors</b>	<b>14,287</b>	<b>14,624</b>	<b>28,911</b>	<b>848</b>	<b>2,433</b>	<b>3,281</b>	<b>32,192</b>	<b>100.0</b>

**Table 3.4.2 Employment within the Finance sector at 31st December 2020**

	Total no. in employment	% of total Finance sector
Banking	1,644	27.4
Fiduciary	1,722	28.7
Funds	1,339	22.3
Insurance	763	12.7
Other	536	8.9
<b>Total</b>	<b>6,004</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 6,004 people employed within the Finance sector, 1,644 people (27.4%) worked in banking, 1,722 people (28.7%) were employed by Fiduciaries and 1,339 people worked in sub-sectors relating to Funds at the end of December 2020.

The annual change in the number of people employed and self-employed within each sector can be found on [pages 17 and 18](#).

## 3.5 Employment by sector trends

**Table 3.5.1 Annual percentage change in total employment by sector**

	Annual % change								
	2018 Q4	2019 Q1	2019 Q2	2019 Q3	2019 Q4	2020 Q1	2020 Q2	2020 Q3	2020 Q4
Agriculture, horticulture, fishing and quarrying	0.5	-2.8	-9.6	-7.5	-6.6	4.1	6.8	9.0	13.4
Manufacturing	-1.8	1.1	0.2	-1.7	1.2	-1.8	0.9	0.6	-0.2
Electricity, gas, steam and air conditioning supply	1.4	-4.7	-5.7	1.0	-3.1	-0.3	-1.4	-7.2	-3.5
Water supply, sewerage, waste management and remediation activities	1.7	2.7	4.3	5.2	13.7	13.2	5.0	-0.8	-6.0
Construction	-1.5	0.7	-1.0	1.1	3.5	0.1	1.4	2.9	2.4
Wholesale, retail and repairs	0.6	-0.3	-0.9	-2.9	-1.4	-2.7	-5.7	-4.0	-3.7
Hostelry	-0.2	-0.9	0.7	3.2	0.9	-4.7	-24.2	-17.7	-11.1
Transport and storage	-3.2	-2.3	0.4	1.8	1.6	0.4	-8.0	-8.4	-3.1
Information and communication	5.5	4.0	2.1	2.8	8.0	9.9	8.9	7.2	0.5
Finance	1.5	0.9	1.2	-1.4	-2.9	-4.4	-4.9	-2.4	-1.8
Real estate activities	0.4	1.9	0.8	11.2	12.3	10.4	8.2	5.6	2.4
Professional, business, scientific and technical activities	0.5	0.1	0.6	1.0	2.2	3.3	-0.6	-1.4	-1.6
Administrative and support service activities	4.1	-1.8	-2.0	-0.3	0.4	0.6	-8.7	-6.7	-7.0
Public administration	0.3	1.6	0.7	1.3	2.5	0.4	-1.9	-1.3	0.6
Education	2.9	6.4	3.6	3.6	-0.3	-1.9	-2.0	0.6	2.5
Human health, social and charitable work activities	1.0	2.0	3.6	3.5	2.8	3.5	-2.5	1.5	2.7
Arts, entertainment and recreation	-0.3	-1.7	8.5	8.3	0.8	-1.4	-14.4	0.5	8.0
Other service activities	-5.5	-3.7	-3.5	-3.9	-2.2	-3.2	-6.8	-2.0	0.4
Activities of households as employers	-3.6	12.9	5.3	15.6	2.5	0.0	-2.5	-11.2	0.0

**Table 3.5.1** shows that the Hostelry sector had the largest decrease in employment for the year ending 31st December 2020 (11.1%). Please note that some sectors have a small number of people in employment (see **Table 3.4.1** on **page 16**).

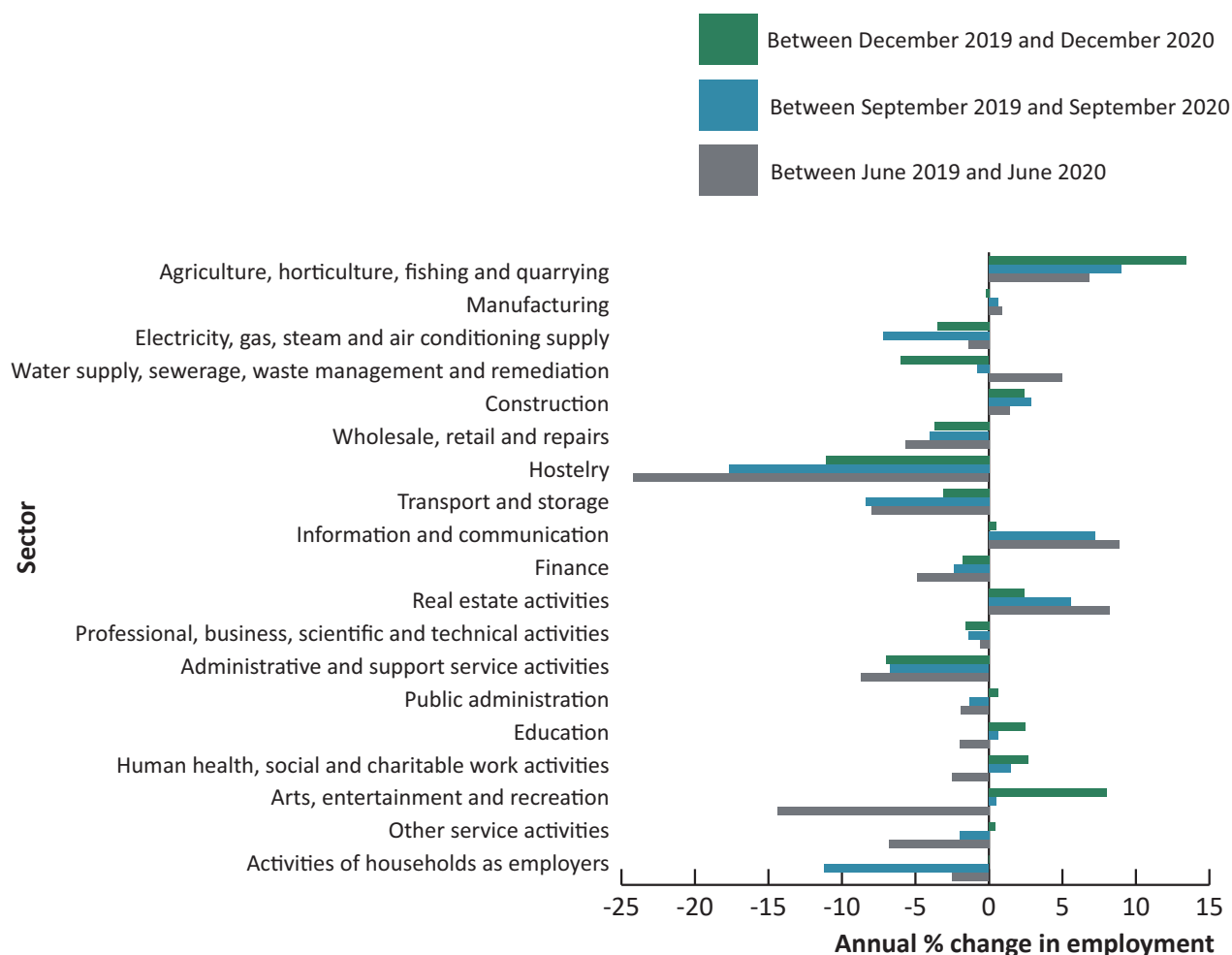
The annual percentage change in employment by sector between December 2019 and December 2020 is shown graphically on **page 18**.

The number of positions advertised at the Job Centre and the skills reported by Unemployment Benefit claimants up to the start of April 2021, are presented by sector on **pages 26** and **27**.

Findings from the Community Survey, undertaken between 22nd June and 30th July 2020, have been made available at [www.gov.gg/covid19data](http://www.gov.gg/covid19data) and provide more detailed information on how the first lockdown impacted on working, incomes and wellbeing.

## 3.5 Employment by sector trends

**Figure 3.5.1 Annual percentage change in total employment by sector**



**Figure 3.5.1** shows that 9 of the 19 economic sectors showed a decrease in employment for the year ending 31st December 2020, compared to 11 for the year ending 30th September 2020 and 13 for the year ending 30th June 2020.

The Hostelry sector showed the largest decrease in employment for the year ending 31st December (11.1%), however this was a smaller decrease than for the year ending 30th September (17.7%) and June 2020 (24.2%). The Administrative and support service activities sector saw the next largest decline in employment between December 2019 and December 2020 (a decrease of 7.0%).

The number of those employed or self-employed in the Arts, entertainment and recreation sector saw a 14.4% decrease between June 2019 and June 2020 but increased by 0.5% for the year ending 30th September 2020 and 8.0% for the year ending 31st December.

The Agriculture, horticulture, fishing and quarrying sector showed the largest annual increase (13.4%) for the year ending 31st December 2020.

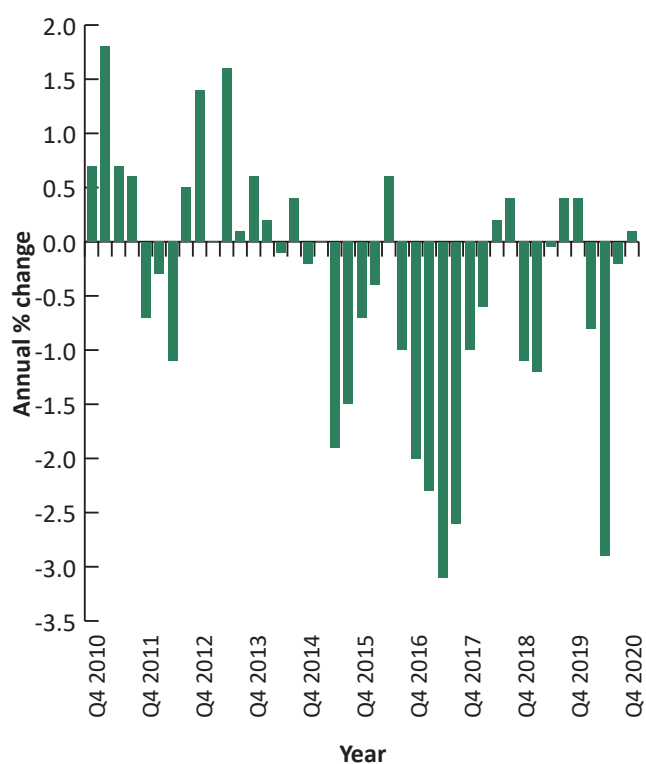
Findings from the Community Survey, undertaken between 22nd June and 30th July 2020, have been made available at [www.gov.gg/covid19data](http://www.gov.gg/covid19data) and provide more detailed information on how the first lockdown impacted on working, incomes and wellbeing.

## 4.1 Employer trends

The figures presented in **Figure 4.1.1** and **Table 4.1.1** are calculated using Electronic Census data, where Social Security data had been used prior to 2015.

There were 2,160 employing organisations at the end of December 2020 (see **Table 4.2.1** on **page 20**). This was an increase of 0.1% for the year ending 31st December 2020, as shown in **Figure 4.1.1**.

**Figure 4.1.1 Annual percentage change in total number of employers**



**Table 4.1.1 Annual percentage change in total number of employers**

	Annual % change
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
Q3 2020	-0.2
Q4 2020	0.1

Figures rounded to 1 decimal place

## 4.2 Employers by economic sector and size

**Table 4.2.1 Employers by economic sector and size at 31st December 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	11	28	9	1	1	1	0	0	51
Manufacturing	16	23	13	7	2	1	1	0	63
Electricity, gas, steam and air conditioning supply	1	3	2	0	1	0	1	0	8
Water supply, sewerage, waste management and remediation activities	7	2	2	1	0	1	0	0	13
Construction	92	134	59	35	6	2	2	0	330
Wholesale, retail and repairs	67	142	69	22	21	7	4	1	333
Hostelry	28	68	44	25	7	5	0	0	177
Transport and storage	19	20	7	11	2	2	1	1	63
Information and communication	20	25	11	4	9	1	1	0	71
Finance	71	90	37	55	33	14	14	1	315
Real estate activities	17	19	3	9	2	0	0	0	50
Professional, business, scientific and technical activities	49	52	30	19	4	8	3	1	166
Administrative and support service activities	43	49	21	14	14	1	2	0	144
Public administration	3	8	1	2	0	0	1	1	16
Education	9	4	3	5	0	3	2	0	26
Human health, social and charitable work activities	35	54	27	20	11	9	3	0	159
Arts, entertainment and recreation	21	20	5	10	2	0	0	0	58
Other service activities	40	36	7	1	1	0	0	0	85
Activities of households as employers	18	10	3	1	0	0	0	0	32
<b>Total</b>	<b>567</b>	<b>787</b>	<b>353</b>	<b>242</b>	<b>116</b>	<b>55</b>	<b>35</b>	<b>5</b>	<b>2,160</b>

**Table 4.2.1** and **Figure 4.2.1** on **page 21** show the number of employers broken down by economic sector and by the number of employees as at 31st December 2020. They are sourced from the Rolling Electronic Census.

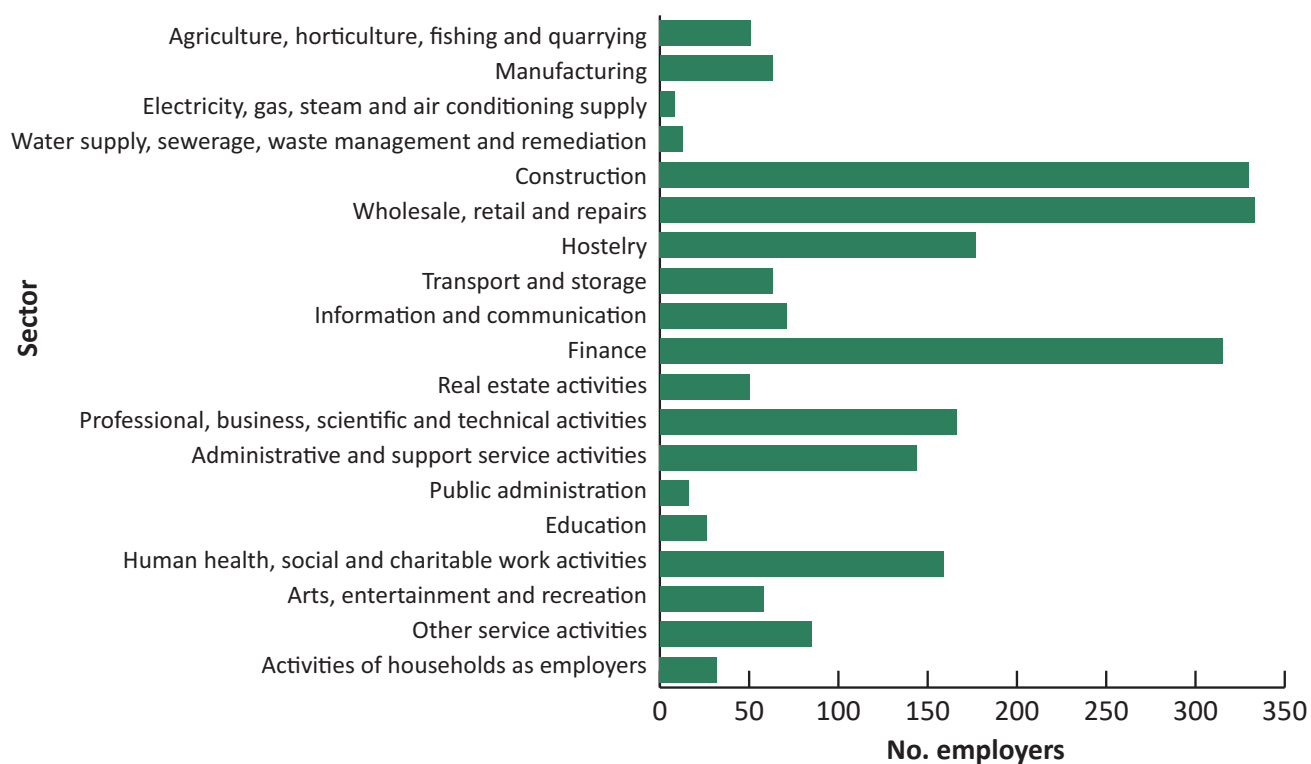
It can be seen that the Wholesale, retail and repairs sector had the highest number of employing organisations (333). The Finance sector had 315 employing organisations at the end of December 2020 and had the highest number of employing organisations with more than 50 employees (29 employers).

The Construction sector had the highest number of employers with fewer than six employees (226).

There were five organisations employing more than 250 people at the end of December 2020.

## 4.2 Employers by economic sector and size

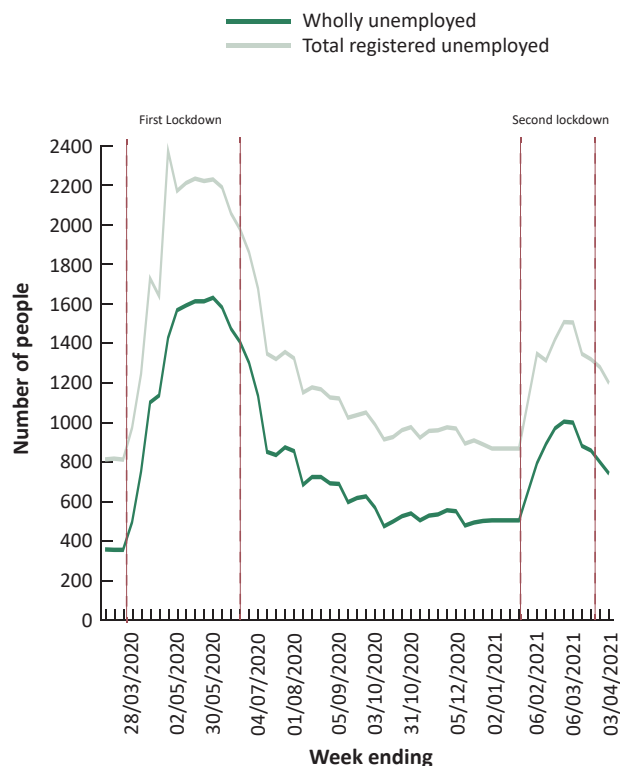
Figure 4.2.1 Employers by economic sector at 31st December 2020



As shown above in **Figure 4.2.1**, the Wholesale, retail and repairs, Construction and Finance sectors had the largest numbers of employers. Employers in both the Construction and Wholesale, retail and repairs sectors tended to employ fewer people than those in the Finance sector (see **Table 4.2.1** on **page 20**).

## 5.1 Unemployment - weekly snapshots

**Figure 5.1.1 Number of people registered unemployed at weekly snapshots**



**Table 5.1.1 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
02/05/2020	1,568	5.0	2,171	6.9
30/05/2020	1,631	5.2	2,229	7.1
04/07/2020	1,135	3.6	1,677	5.3
01/08/2020	856	2.7	1,325	4.2
05/09/2020	690	2.3	1,122	3.7
03/10/2020	570	1.8	990	3.2
31/10/2020	541	1.8	977	3.2
05/12/2020	552	1.8	970	3.2
02/01/2021	506	1.7	869	2.9
06/02/2021	795	2.6	1,348	4.5
06/03/2021	1,000	3.3	1,506	5.0
03/04/2021	742	2.5	1,199	4.0

**Section 5** provides information on unemployment using data sourced from the Committee for Employment & Social Security.

The Bailiwick of Guernsey has entered two lockdowns in order to help slow the spread of COVID-19. The first lockdown took place between 25th March 2020 and 20th June 2020 and the second took place between 23rd January 2021 and 22nd March 2021. 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. In both lockdowns restrictions were lifted in phases.

**Figure 5.1.1** shows the number of people registered as unemployed at the end of each week between March 2020 and the start of April 2021. It can be seen that the number of people unemployed rose sharply between the week ending 21st March 2020 and the week ending 25th April 2020 before stabilising in May and then steadily decreasing during June and July 2020, when more businesses were allowed to re-open.

The number of people wholly unemployed\* increased sharply again at the start of the second lockdown (see **Figure 5.1.1**) and peaked at 1,005 people during the week ending 27th February 2021. Since then, there has been a reduction of 263 people.

During the week ending 3rd April 2021, 2.5% of the workforce (742 people) were wholly unemployed\* compared to 3.3% during the week ending 6th March 2021 and 5.2% at the end of May 2020, which saw the highest number of people wholly unemployed\* (1,631 people, see **Table 5.1.1**).

Information on the number of people unemployed broken down by age and gender can be found on **page 23**.

\*See **page 24** for more information on the difference between the "total registered unemployed" and "wholly unemployed".

## 5.2 Unemployment by age and gender

**Section 5.2** shows the number of people wholly unemployed\* during the snapshot week at the end of March 2019, 2020 and 2021 broken down by age and gender.

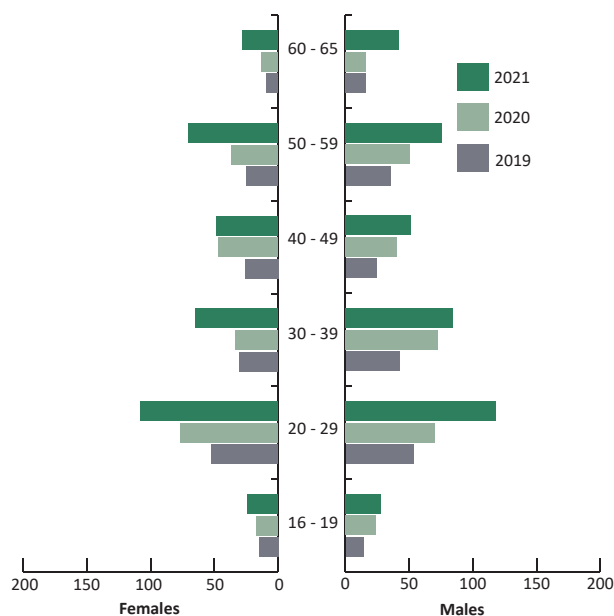
**Figure 5.2.1** shows an increase in the number of wholly unemployed\* people, for both males and females across all age groups, during the snapshot week at the end of March 2021 compared to the end of March 2020 and the end of March 2019.

There was a 52% increase in the number of unemployed women between March 2020 and March 2021 (118 people) and a 47% increase in the number of unemployed men (127 people).

Proportionally, the 60 to 65 and 50 to 59 age groups saw the largest increase in unemployment for both males and females between March 2020 and March 2021.

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 increased by 69% (48 people) between March 2020 and March 2021, compared to an increase of 40% (31 people) in the number of unemployed women aged between 20 and 29.

**Figure 5.2.1 Unemployment by age and gender at 31st March**



\*See [page 24](#) for more information on "wholly unemployed".

## 5.3 Unemployment trends

**Table 5.3.1 Percentage of workforce registered as unemployed at end of Q1**

	Wholly unemployed	% of workforce	Total registered unemployed*	% of workforce
Q1 1966			101	
Q1 1967			55	
Q1 1968			44	
Q1 1969			53	
Q1 1970			79	
Q1 1971			144	
Q1 1972			298	
Q1 1973			93	
Q1 1974			66	
Q1 1975			82	
Q1 1976			165	
Q1 1977			406	
Q1 1978			340	
Q1 1979			255	
Q1 1980			311	
Q1 1981			960	
Q1 1982			905	
Q1 1983			1014	
Q1 1984			925	
Q1 1985			647	
Q1 1986			544	
Q1 1987			240	
Q1 1988			106	
Q1 1989			93	
Q1 1990			123	
Q1 1991			299	
Q1 1992			516	
Q1 1993			670	
Q1 1994			439	1.5
Q1 1995			334	1.1
Q1 1996			284	0.9
Q1 1997			234	0.8
Q1 1998			157	0.5
Q1 1999			133	0.4
Q1 2000			153	0.5
Q1 2001			91	0.3
Q1 2002			88	0.3
Q1 2003			96	0.3
Q1 2004			118	0.4
Q1 2005			181	0.6
Q1 2006			202	0.6
Q1 2007	214	0.8	269	0.9
Q1 2008	183	0.6	267	1.0
Q1 2009	335	1.2	447	1.6
Q1 2010	339	1.2	498	1.8
Q1 2011	301	1.0	468	1.6
Q1 2012	416	1.4	616	2.1
Q1 2013	427	1.5	638	2.2
Q1 2014	441	1.6	735	2.6
Q1 2015	399	1.4	670	2.3
Q1 2016	434	1.4	710	2.4
Q1 2017	380	1.2	686	2.2
Q1 2018	292	1.0	624	2.0
Q1 2019	341	1.1	819	2.7
Q1 2020	497	1.6	974	3.1
Q1 2021	742	2.5	1,199	4.0

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.

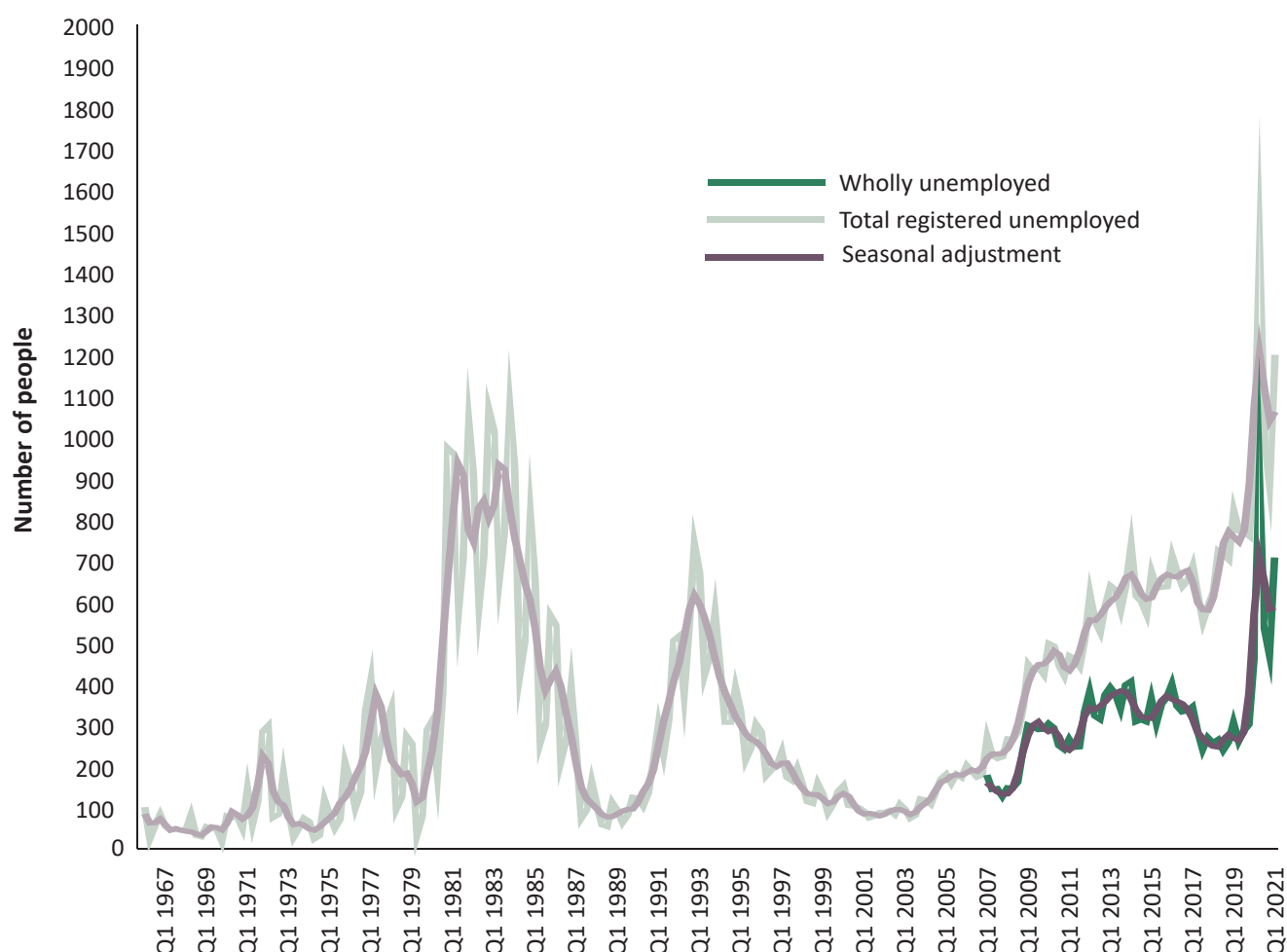
**Table 5.3.1** displays historic unemployment figures for Quarter 1, from Q1 1966 to Q1 2021. The number of people unemployed peaked at the end of May 2020 and weekly unemployment figures between March 2020 and the beginning of April 2021 can be found on [page 22](#).

As shown in **Table 5.3.1**, there were 742 people registered as "wholly unemployed" at the end of Q1 2021, 245 more than at the same time a year earlier but 393 fewer than the peak seen at the end of Q2 2020 (see **Figure 5.3.1** on [page 25](#)). 2.5% of the workforce were registered as wholly unemployed at the end of Q1 2021. This compares to 1.6% at the end of Q1 2020 and 1.1% at the end of Q1 2019. The number of "total registered unemployed"\* accounted for 4.0% of the workforce at the end of Q1 2021, 0.9 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 5.3.1**

## 5.3 Unemployment trends

**Figure 5.3.1 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 5.3.1**. The number of people unemployed peaked at the end of May 2020 and weekly unemployment figures between March 2020 and the start of April 2021 can be found on [page 22](#).

**Figure 5.3.1** shows that there was an increase in the number of people registered as wholly unemployed between the end of Q4 2020 and the end of Q1 2021. This figure includes only those that were registered as unemployed and did not do any work in the snapshot week. There were 742 people wholly unemployed at the end of Q1 2021, an increase of 47% (236 people) since the end of Q4 2020.

Data on the "total registered unemployed"\* has been available since 1966. As shown in **Figure 5.3.1** and **Table 5.3.1** on [page 24](#), there was a total of 1,199 people registered as unemployed\* at the end of Q1 2021. This figure is 29% lower than the peak in total registered unemployed\*, recorded in Q2 2020 but 8% higher 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 5.3.1**.

\*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 5.3.1**.

## 5.4 Job vacancies - monthly snapshots

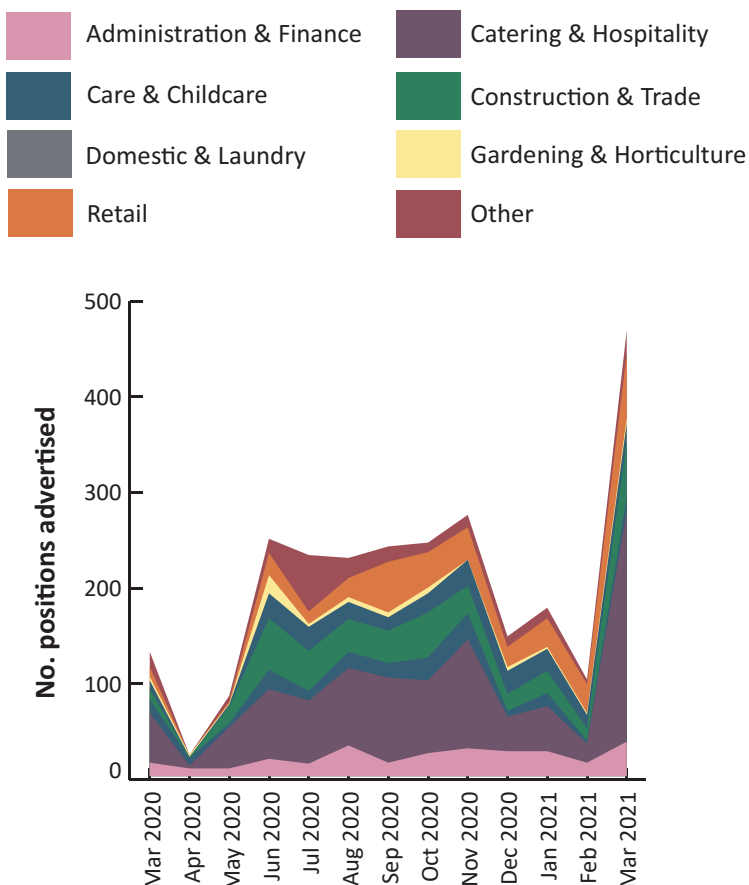
**Figure 5.4.1** shows the number of positions advertised with the Job Centre by sector at the end of each month between March 2020 and March 2021. It can be seen that there was a decrease in the number of positions advertised across all sectors between March 2020 and April 2020, during the Bailiwick's first lockdown.

Between April and June 2020, all sectors saw an increase in the number of positions advertised, largely returning to the levels seen before the first lockdown. The total number of vacancies remained relatively consistent between June and November before decreasing in December. As shown in **Figure 5.4.1**, there was a sharp increase in the number of positions advertised between February 2021 and March 2021, when the Bailiwick came out of its second lockdown. Increases were seen across all sectors but the Catering and Hospitality sector saw the largest increase (an increase of 221 positions).

There was a total of 466 positions advertised with the Job Centre during March 2021, the highest number of jobs ever advertised in one month.

The "other" category includes roles within driving/delivery, engineering, mechanical, IT and beauty therapy.

**Figure 5.4.1 Number of positions advertised with the Job Centre at the end of each month between March 2020 and March 2021 by sector**



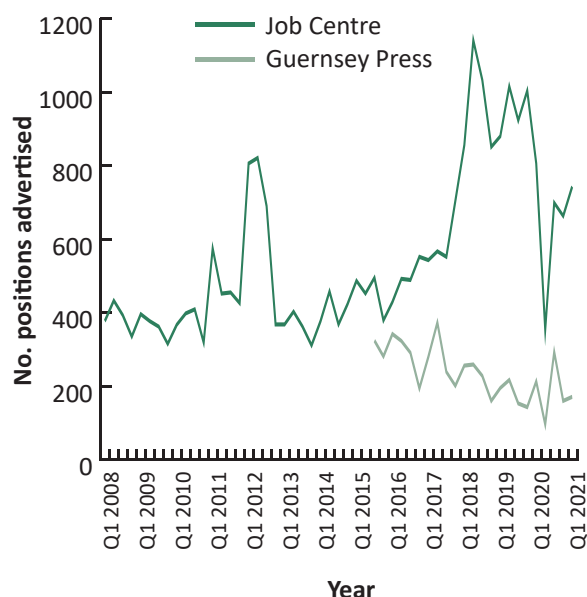
## 5.5 Job Centre function

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.

## 5.6 Job vacancy trends

**Figure 5.6.1 Number of positions advertised with the Job Centre and in the Guernsey Press each quarter**

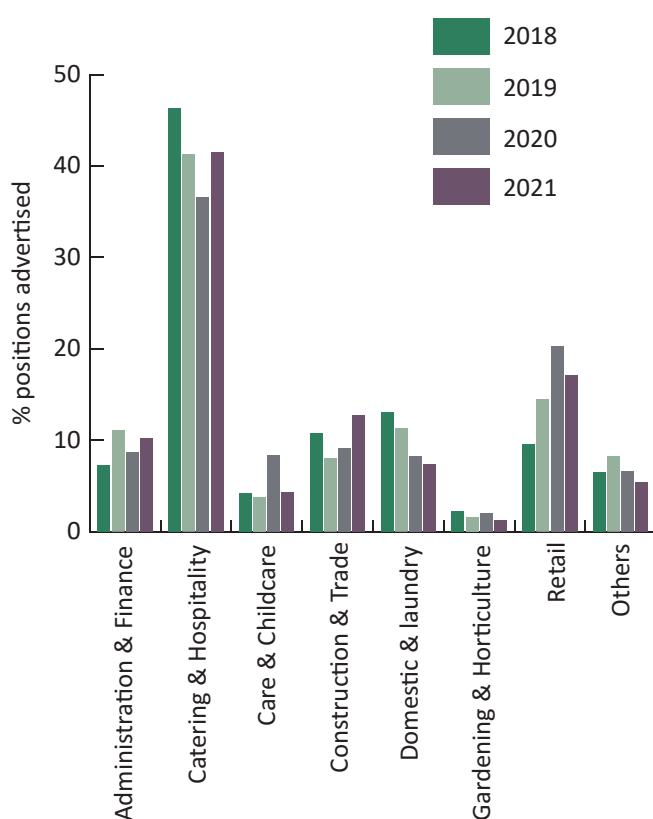


**Figure 5.6.1** shows the number of positions advertised with the Guernsey Job Centre and, from September 2015, the Guernsey Press each quarter. Although this is not a complete representation of the total number of vacancies in the Island, it does provide an indication of the strength of the employment market.

There were 743 positions advertised with the Job Centre during Q1 2021, compared to 663 during Q4 2020 and 806 during Q1 2020. The number of vacancies advertised in the Guernsey Press (paper only, excluding online advertising) during Q1 2021 totalled 171, 11 more than the previous quarter and 42 fewer 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.

There were 176, 101 and 466 positions advertised at the Job Centre in January, February and March 2021 respectively. Of these, 41% were in Catering and Hospitality, 17% in Retail, 13% in Construction and Trade and 10% in Administration and Finance (see **Figure 5.6.2**).

**Figure 5.6.2 Type of positions advertised with the Job Centre during Q1**



**Figure 5.6.2** shows the type of positions advertised with the Job Centre during Q1 in 2018, 2019, 2020 and 2021. Catering & Hospitality saw the largest rise in advertised positions when compared to 2020 but this was still a lower proportion than in 2018.

See [page 26](#) for more information on the function of the Job Centre.

As at the start of April 2021, 19% of people claiming Unemployment Benefit had skills relating to Administration and Finance, 16% had experience in Retail, 14% Construction and Trade and 12% reported having skills in Catering & Hospitality.

## 6.1 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 December 2019 and the year ending December 2020, from £34,160 to £35,006 (see **Table 6.1.1**).

The lower and upper quartile earnings for the quarter ending 31st December 2020 and the previous eight quarters are presented in **Tables 6.1.2** and **6.1.3**. Using four quarter averages, lower quartile earnings increased by 2.5% between the years ending 31st December 2019 and 31st December 2020, whilst upper quartile earnings increased by 2.3%.

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 were supported in this way throughout 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 30**. Information on income and expenditure by household groups is available from [www.gov.gg/household](http://www.gov.gg/household).

**Table 6.1.1 Nominal median earnings (all employees)**

Date	Four quarter average earnings (£)	Annual % change
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
Q3 2020	34,752	2.5
Q4 2020	35,006	2.5

**Table 6.1.2 Nominal lower quartile earnings (all employees)**

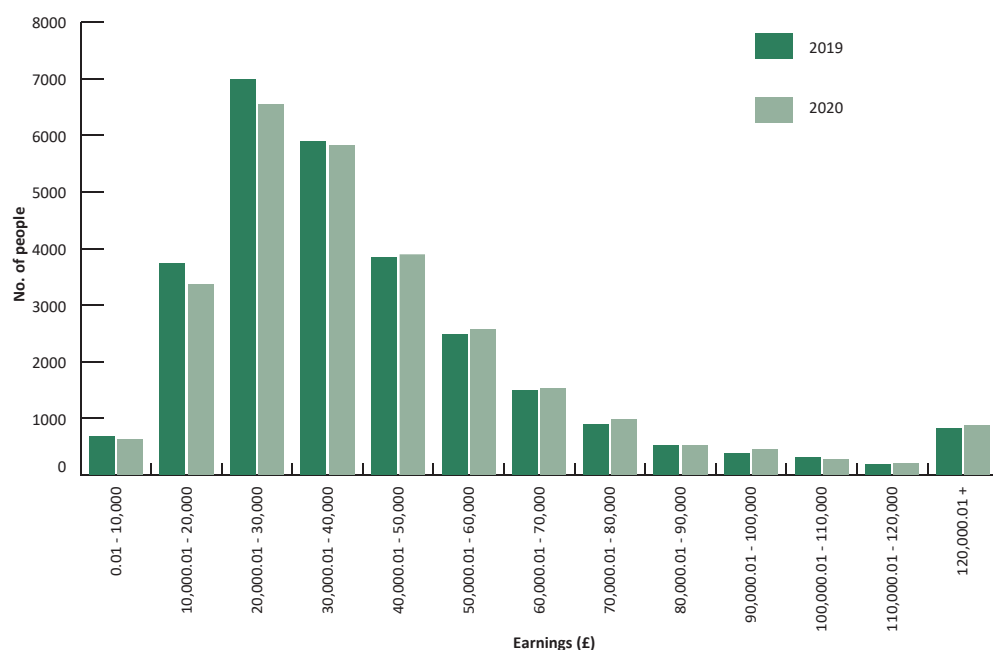
Date	Four quarter average earnings (£)	Annual % change
Q4 2018	23,004	3.7
Q1 2019	23,188	4.0
Q2 2019	23,280	3.1
Q3 2019	23,537	3.2
Q4 2019	23,752	3.3
Q1 2020	23,902	3.1
Q2 2020	23,966	2.9
Q3 2020	24,171	2.7
Q4 2020	24,337	2.5

**Table 6.1.3 Nominal upper quartile earnings (all employees)**

Date	Four quarter average earnings (£)	Annual % change
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
Q3 2020	51,022	2.4
Q4 2020	51,378	2.3

## 6.1 Earnings (nominal)

**Figure 6.1.1 Nominal median earnings by distribution at 31st December**



**Figure 6.1.1** shows the number of employees in each earning band at the end of December 2019 compared to the end of December 2020. It should be noted that the figures in **Figure 6.1.1** are December snapshots, rather than four quarter averages, unlike other earnings information presented in this report.

The distributions of earnings at the end of December 2019 and December 2020 show a peak in the £20,000.01 to £30,000 category. The number of people in earning bands below £40,000 decreased between December 2019 and December 2020. Conversely, the number of people in every earning band above £40,000, with the exception of the £100,000.01 to £110,000, band increased between December 2019 and December 2020.

Proportionally, the number of employees in the £10,000.01 to £20,000 and £100,000.01 to £110,000 earning bands showed the biggest decrease, both with 10% fewer people at the end of December 2020 compared to December 2019 (decreases of 366 and 32 people respectively). The largest numerical decrease was seen in the £20,000.01 to £30,000 earning band (a fall of 435 people, 6%). The total number of people included in the analysis for **Figure 6.1.1** decreased by 1.8% between December 2019 and December 2020 (from 28,225 people to 27,706).

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. This information for June 2020 can be found in the previous edition of this Bulletin and information for September 2020 is included within the **Annual Electronic Census Report 2020**, both available from [www.gov.gg/population](http://www.gov.gg/population).

As explained on [page 28](#), 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.

Findings from the Community Survey, undertaken between 22nd June and 30th July 2020, have been made available at [www.gov.gg/covid19data](http://www.gov.gg/covid19data) and provide more detailed information on how the first lockdown impacted on working, incomes and wellbeing.

## 6.2 Earnings (real)

**Table 6.2.1 Real median earnings (all employees)**

Date	Four quarter average earnings (£)	Annual % change
Q4 2018	34,382	0.9
Q1 2019	34,239	1.7
Q2 2019	33,984	0.9
Q3 2019	34,285	0.8
Q4 2019	34,518	0.4
Q1 2020	34,430	0.6
Q2 2020	34,234	0.7
Q3 2020	34,656	1.1
Q4 2020	35,006	1.4

**Table 6.2.2 Real lower quartile earnings (all employees)**

Date	Four quarter average earnings (£)	Annual % change
Q4 2018	23,778	1.2
Q1 2019	23,679	1.8
Q2 2019	23,530	1.2
Q3 2019	23,793	1.2
Q4 2019	24,002	0.9
Q1 2020	23,916	1.0
Q2 2020	23,795	1.1
Q3 2020	24,104	1.3
Q4 2020	24,337	1.4

**Table 6.2.3 Real upper quartile earnings (all employees)**

Date	Four quarter average earnings (£)	Annual % change
Q4 2018	50,598	0.9
Q1 2019	50,341	1.3
Q2 2019	49,912	0.4
Q3 2019	50,391	0.6
Q4 2019	50,772	0.3
Q1 2020	50,590	0.5
Q2 2020	50,210	0.6
Q3 2020	50,881	1.0
Q4 2020	51,378	1.2

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

Median annual earnings, in real terms, were 1.4% higher over the year ending December 2020 than over the year ending December 2019 (see [Table 6.2.1](#)).

Lower quartile earnings increased by 1.4% in real terms between the years ending December 2019 and December 2020, compared with an increase of 1.2% in the upper quartile earnings over the same period (see [Tables 6.2.2](#) and [6.2.3](#) respectively).

## 6.3 Earnings by gender

**Table 6.3.1** shows the four quarter average median earnings for females and males.

As explained on [page 28](#), earnings data is a measure of earnings from all employment and is unadjusted for the number of hours worked i.e. the level can be impacted both by changes in the number of hours worked and rates of pay.

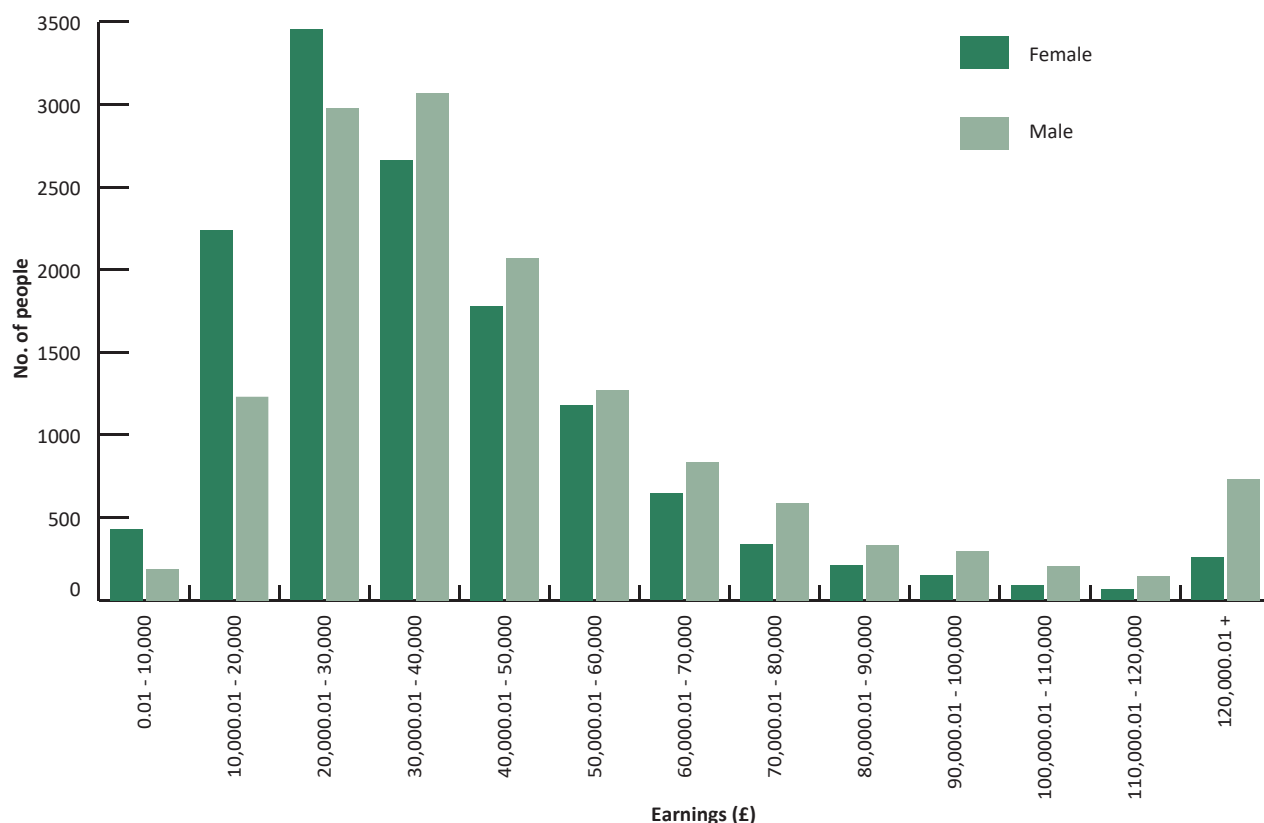
At the end of December 2020, the four quarter median average earnings for females was £31,857 (3.6% higher than a year earlier) and for males was £37,996 (1.7% higher than a year earlier).

**Figure 6.3.1** shows the number of employees in each earning band, averaged from December 2019 to December 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 6.3.1 Nominal median earnings by gender**

Date	Four quarter average earnings (£)		Annual % change	
	Female	Male	Female	Male
<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
<b>Q3 2020</b>	31,583	37,789	3.3	1.8
<b>Q4 2020</b>	31,857	37,996	3.6	1.7

**Figure 6.3.1 Nominal median earnings by gender distribution at 31st December 2020**



## 6.4 Earnings by economic sector

**Table 6.4.1 Four quarter average earnings as at 31st December 2020**

	Median earnings (£)	Lower quartile earnings (£)	Upper quartile earnings (£)
Agriculture, horticulture, fishing and quarrying	30,952	20,804	40,662
Manufacturing	28,557	20,183	36,962
Electricity, gas, steam and air conditioning supply	36,633	30,077	50,214
Water supply, sewerage, waste management and remediation activities	30,540	24,469	39,636
Construction	34,317	26,425	41,784
Wholesale, retail and repairs	24,001	17,077	33,506
Hostelry	20,925	16,968	26,085
Transport and storage	30,885	22,081	42,297
Information and communication	41,473	28,318	60,278
Finance	49,108	33,663	74,427
Real estate activities	34,923	23,698	49,469
Professional, business, scientific and technical activities	42,940	29,025	66,106
Administrative and support service activities	29,231	20,670	41,354
Public administration	38,151	26,967	51,644
Education	29,879	20,860	49,673
Human health, social and charitable work activities	26,577	18,842	36,706
Arts, entertainment and recreation	26,123	17,320	36,343
Other service activities	20,338	15,585	27,929
Activities of households as employers	23,143	15,029	31,052

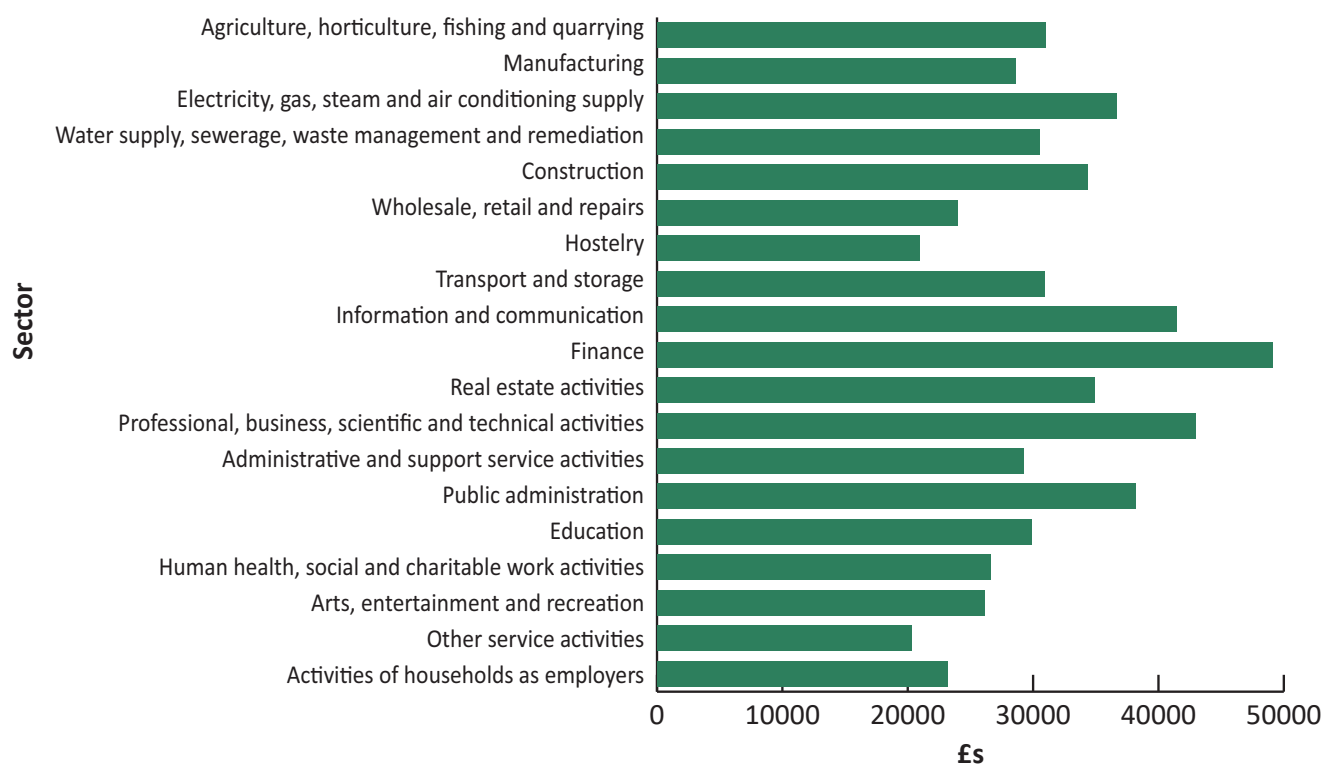
Median, lower quartile and upper quartile earnings by sector are shown in [Table 6.4.1](#).

People employed within the Finance sector had the highest four quarter average median earnings (£49,108) at the end of December 2020. This was 40.3% higher than the overall median. The upper quartile earnings in the Finance sector were 44.9% higher than the overall upper quartile earnings during the same period.

The Other service activities sector had the lowest four quarter average median earnings (£20,338) at the end of December 2020, which was 41.9% lower than the overall median.

## 6.4 Earnings by economic sector

**Figure 6.4.1 Four quarter average earnings as at 31st December 2020**



Median earnings by sector (as per [Table 6.4.1](#)) are shown graphically in [Figure 6.4.1](#). 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 28](#), 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.

Findings from the Community Survey, undertaken between 22nd June and 30th July 2020, have been made available at [www.gov.gg/covid19data](http://www.gov.gg/covid19data) and provide more detailed information on how the first lockdown impacted on working, incomes and wellbeing.

## 7.1 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
- 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](http://www.gov.gg/population) for more information and directions to the latest version.

## 7.1 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.

## 8.1 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.

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