

Guernsey Quarterly Population, Employment and Earnings Bulletin

Population at 31st December 2021
Employment and Earnings at 30th June 2022
Unemployment at 1st October 2022

Issue date 27th October 2022

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.

This report covers population headlines; births, deaths, immigration and emigration and the population by age group as well as information on economic status, employment by economic sector and median earnings of employees. All are compiled using data collated by the Rolling Electronic Census IT System. More information on the Rolling Electronic Census is available in [Section 8.1](#).

Additional information on unemployment up to the start of October 2022 has also been included, using data from the Committee for Employment & Social Security, to provide comprehensive and up to date information on unemployment trends. Remuneration data, sourced from the Revenue Service, is also included to help give a fuller picture of employment earnings trends.

Information on the history of the census in Guernsey and historic statistics are available from www.gov.gg/census, which includes long term historic trend data and information for anyone wanting to access past census records (including the recently released 1921 records).

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 remained in place until the second strict lockdown, which started on 23rd January 2021. Restrictions were lifted in stages from 11th February 2021 (58 days after the start of the second strict lockdown) until 17th February 2022, when all legal restrictions were removed. Throughout this bulletin, notes are included where there are coronavirus related impacts.

As far as possible, international age groupings and classifications have been used to assist comparability with other jurisdictions.

Contact details are included in [Section 9.1](#) if you would like further information.

1.2 Headlines

- Guernsey's total population increased by 0.9% (539 people) over the year ending 31st December 2021. Over the years ending 31st December 2018, 2019 and 2020, the annual changes were 0.6%, 0.8% and 0.6% respectively.
- There was a natural decrease of 46 people and net migration of 585 people over the year ending 31st December 2021.
- During the year ending 31st December 2021 there was an annual increase of 0.6% in the 16 to 64 age group (224 people). The 65 to 84 and 85 and over age groups showed increases of 1.6% (179 people) and 4.6% (81 people) respectively. The number of people in the 0 to 15 age category increased by 0.6% (55 people).
- In June 2022, 31,245 people were employed or self-employed in Guernsey (28,144 people worked for an employer and 3,101 people were self-employed), 0.7% more than at the end of June 2021 but 0.9% fewer than at the same time in 2019.
- During the week ending 1st October 2022, 0.8% of the workforce (242 people) were wholly unemployed.
- There were 2,219 employers in June 2022, 1.3% more than in June 2021.
- Between June 2021 and June 2022, the following sectors decreased in terms of numbers of employment roles: Manufacturing, Wholesale, retail and repairs, Information and communication, Finance, Public administration, Human health, social and charitable work activities and Other service activities. All other sectors increased numbers of roles between June 2021 and June 2022 (to higher than June 2019 levels, with the exception of Electricity, gas, steam and air conditioning supply, Hostelry and Transport and storage).
- Median earnings as at the year ending 30th June 2022 were £37,387 which, compared with a year earlier, was 3.8% higher in nominal terms and 2.8% lower in real terms.
- There was an increase of 3.8% in nominal terms (decrease of 1.1% in real terms) in the sum of wages paid to employees and pensions paid to past employees and others between the year ending 30th June 2021 and the year ending 30th June 2022.

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 539 people (0.9%) over the year ending 31st December 2021.

Page 6 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 2021 was 46 and the net migration was 585.

Between 19th March 2020 and 30th June 2021, people travelling into the Bailiwick of Guernsey were subject to testing and/or self-isolation requirements unless they had a variation for medical, compassionate or critical work reasons, for example. It is likely that the travel restrictions in place during 2020 had a large impact on migration, for example of seasonal workers to support hostelry and other tourist-based activities. Travel restrictions were lifted in stages from 1st July 2021 until 17th February 2022, when the conditions for travelling into the Island were returned to how they had been pre-pandemic.

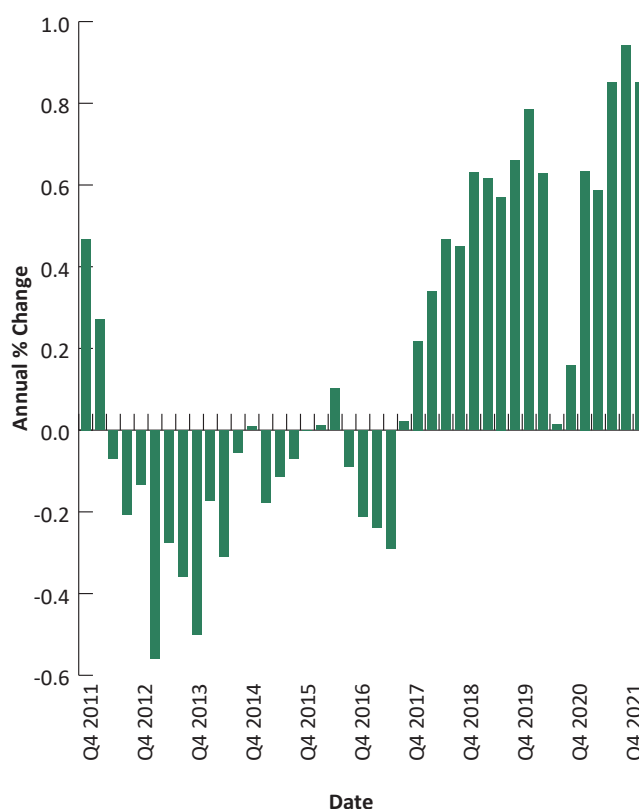
There were 521 births during the year ending 31st December 2021 (see **Table 2.1.2** on **page 6**) and 567 deaths.

Annual population changes by age groups are given on **page 7**.

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
Q4 2018	391	0.6
Q1 2019	384	0.6
Q2 2019	358	0.6
Q3 2019	414	0.7
Q4 2019	490	0.8
Q1 2020	394	0.6
Q2 2020	9	<0.1
Q3 2020	100	0.2
Q4 2020	399	0.6
Q1 2021	370	0.6
Q2 2021	536	0.9
Q3 2021	595	0.9
Q4 2021	539	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
Q4 2018	495	542	-47	3,684	3,246	438	391	23	62,472
Q1 2019	497	535	-38	3,697	3,275	422	384	7	62,681
Q2 2019	511	517	-6	3,638	3,274	364	358	0	63,071
Q3 2019	522	527	-5	3,623	3,204	419	414	-43	63,110
Q4 2019	511	519	-8	3,758	3,260	498	490	-77	62,885
Q1 2020	515	511	4	3,711	3,321	390	394	-64	63,011
Q2 2020	505	546	-41	3,049	2,999	50	9	-63	63,017
Q3 2020	508	547	-39	2,929	2,790	139	100	-45	63,165
Q4 2020	489	534	-45	2,809	2,365	444	399	0	63,284
Q1 2021	488	551	-63	2,419	1,986	433	370	0	63,381
Q2 2021	498	533	-35	2,655	2,084	571	536	0	63,553
Q3 2021	520	532	-12	2,648	2,041	607	595	0	63,760
Q4 2021	521	567	-46	2,672	2,087	585	539	0	63,823

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.

The number of deaths involving coronavirus (COVID-19) has been made available by Public Health Services (see covid19.gov.gg/test-results for more information).

Changes to the population headcount due to methodological differences and not due to natural increase or net migration (such as the removal of duplicate records) are referred to as “net administrative changes” throughout this report. See [Section 8.1](#) for more information on administrative changes. With administrative changes included, the population was 63,823 on 31st December 2021 (see [Table 2.1.2](#)).

Figure 2.1.2 Annual births and deaths

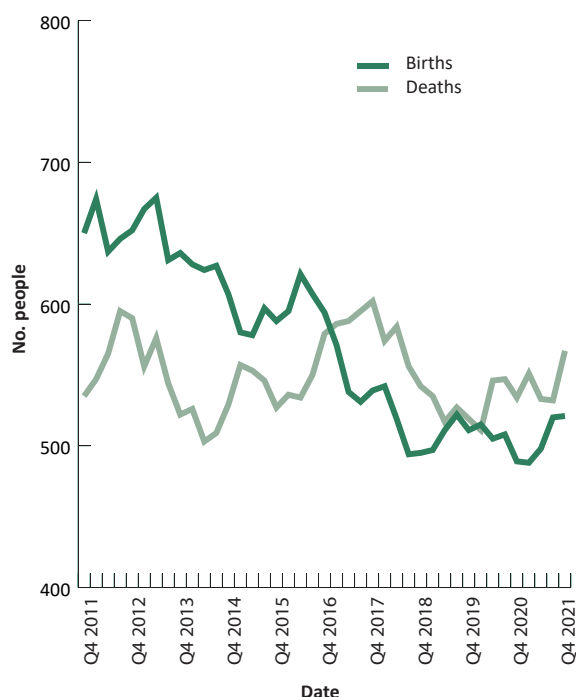
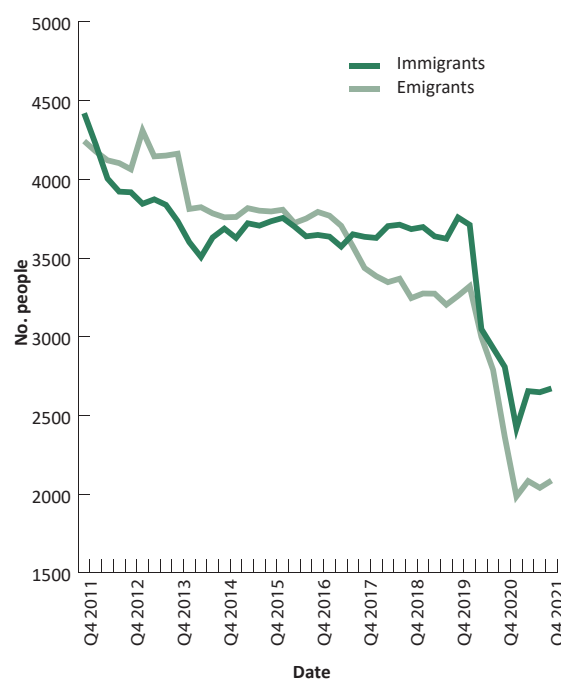


Figure 2.1.3 Annual immigration and emigration



2.2 Demography - Annual changes

Figure 2.2.1 Annual percentage change in total population by age group

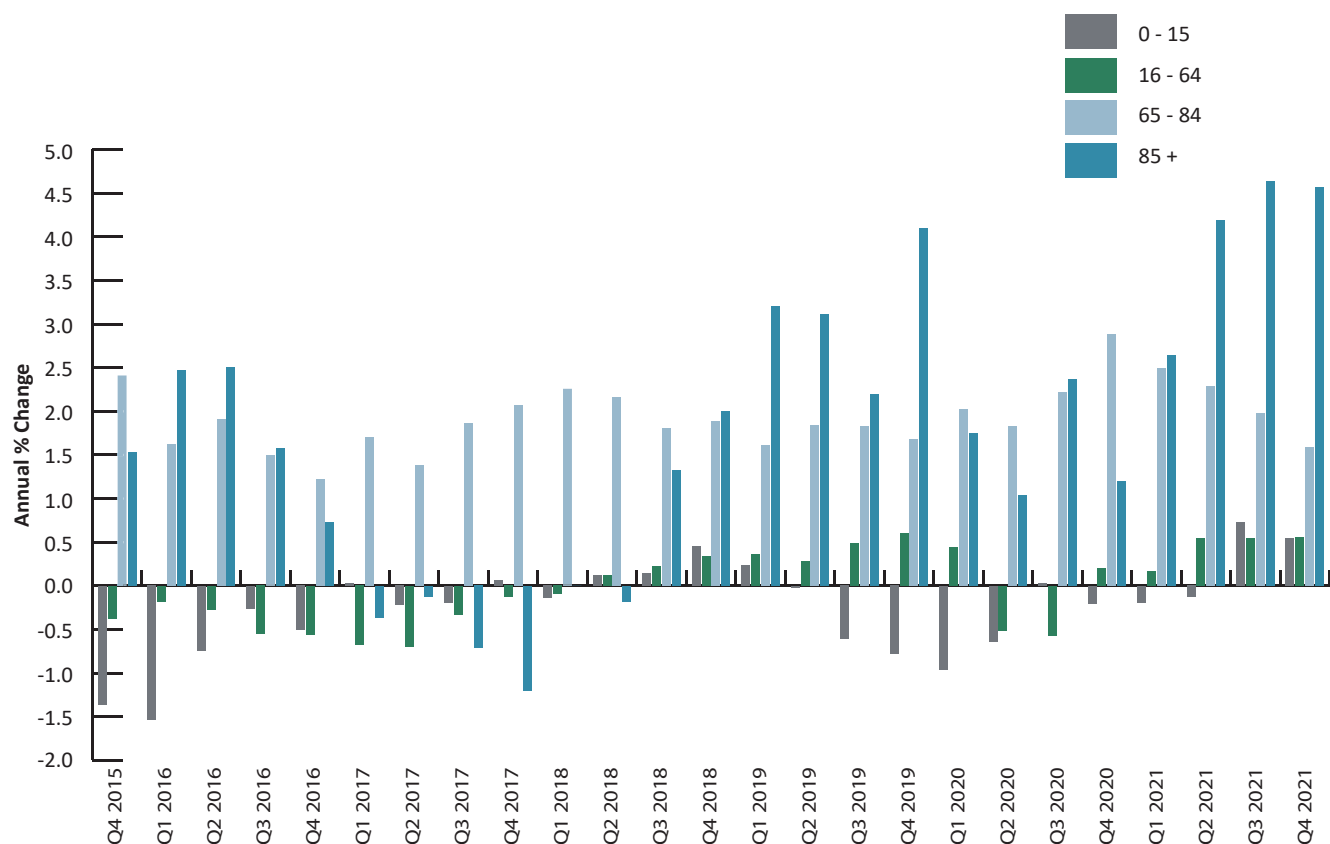


Table 2.2.1 Annual population changes

	0 - 15	Annual % change	16 - 64	Annual % change	65 - 84	Annual % change	85 +	Annual % change
Q4 2018	10,032	0.5	39,979	0.3	10,778	1.9	1,683	2.0
Q1 2019	10,010	0.2	40,149	0.4	10,812	1.6	1,710	3.2
Q2 2019	9,992	0.0	40,453	0.3	10,902	1.8	1,724	3.1
Q3 2019	9,989	-0.6	40,449	0.5	10,945	1.8	1,727	2.2
Q4 2019	9,954	-0.8	40,220	0.6	10,959	1.7	1,752	4.1
Q1 2020	9,914	-1.0	40,325	0.4	11,032	2.0	1,740	1.8
Q2 2020	9,928	-0.6	40,246	-0.5	11,101	1.8	1,742	1.0
Q3 2020	9,992	0.0	40,217	-0.6	11,188	2.2	1,768	2.4
Q4 2020	9,934	-0.2	40,302	0.2	11,275	2.9	1,773	1.2
Q1 2021	9,895	-0.2	40,393	0.2	11,307	2.5	1,786	2.6
Q2 2021	9,915	-0.1	40,468	0.6	11,355	2.3	1,815	4.2
Q3 2021	10,065	0.7	40,435	0.5	11,410	2.0	1,850	4.6
Q4 2021	9,989	0.6	40,526	0.6	11,454	1.6	1,854	4.6

Table 2.2.1 and Figure 2.2.1 show that during the year ending 31st December 2021 there was an annual increase of 0.6% in the 16 to 64 age group (224 people). The 65 to 84 and 85 and over age groups showed increases of 1.6% (179 people) and 4.6% (81 people) respectively, taking the number of people aged between 65 and 84 up to 11,454 and the number aged 85 and over up to 1,854. This is the highest number of people aged 65 to 84 and 85 and over since recent records began in 2008. The number of people in the 0 to 15 age category increased by 0.6% (55 people) to a total of 9,989 over the year ending December 2021.

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 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
Q3 2020	64.6
Q4 2020	65.2
Q1 2021	64.4
Q2 2021	65.1
Q3 2021	65.1
Q4 2021	65.6

Table 2.3.2 Percentage of population in employment or full-time education by age at 31st December 2021

	Female	Male	Total
14 and under	74.0	74.0	74.0
15 to 19	91.0	91.8	91.4
20 to 24	87.8	87.7	87.8
25 to 29	81.7	86.9	84.3
30 to 34	79.9	89.3	84.7
35 to 39	80.0	88.7	84.4
40 to 44	81.4	88.5	84.9
45 to 49	80.6	88.9	84.6
50 to 54	79.4	87.1	83.1
55 to 59	71.3	83.8	77.5
60 to 64	56.9	72.8	64.6
65 to 69	20.3	24.4	22.3
70 to 74	5.6	6.7	6.2
75 to 79	1.5	2.3	1.8
80 to 84	0.5	0.7	0.6
85 and over	0.0	0.4	0.2
Total	61.8	69.4	65.6

At 31st December 2021, 65.6% of the population were in full-time education or in employment, an increase of 0.4 percentage points since December 2020 and a fall of 0.2 percentage points when compared to December 2019. These changes are likely due to the measures put in place during 2020 and 2021 to help slow the spread of Covid-19.

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 2022 (see [page 11](#) onwards). Information on unemployment is available up to the start of October 2022 (see [pages 23 to 26](#)).

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 31st December)

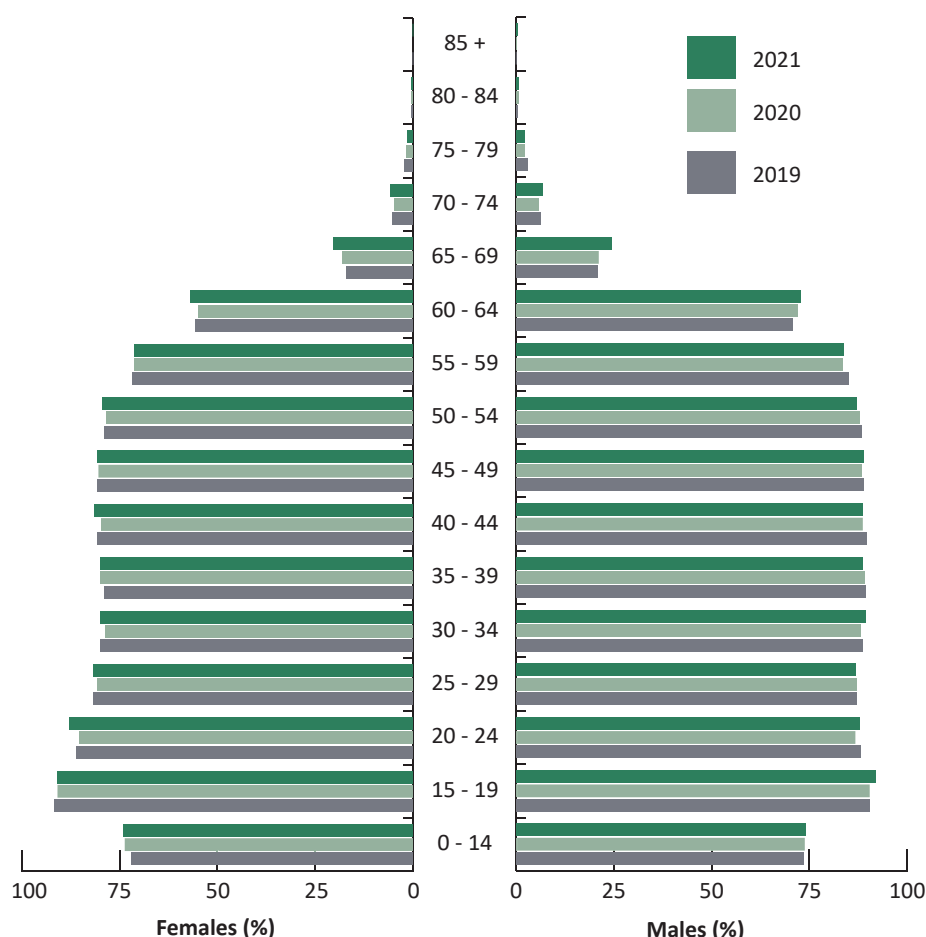


Figure 2.3.1 shows how the proportion of the population in either employment or full-time education has changed over the last two years. It can be seen that the proportion of people in either employment or full-time education increased or remained the same for the majority of age groups between December 2020 and December 2021.

For females, the largest increase was seen in the 20 to 24 age group (85.3% were in employment or full-time education at the end of December 2020, compared to 87.8% at the end of December 2021). The next largest increase was seen in the 65 to 69 age group (18.1% of women were in employment in December 2020 compared to 20.3% in December 2021). This compares to 17.0% at the end of December 2019.

For males, the 65 to 69 age group saw the largest increase in the proportion of those in employment or full-time education (from 21.1% at the end of December 2020 to 24.4% at the end of December 2021). This compares to 20.9% at the end of December 2019. Males aged between 50 and 54 years saw the largest decrease in the proportion in employment or full-time education between December 2020 and December 2021 (from 87.7% to 87.1%). The proportion was also lower than 2019, when it was 88.3%.

Information on the profile of people in employment is available up to the end of June 2022 (see [page 11](#) onwards). Information on unemployment is available up to the start of October 2022 (see [pages 23 to 26](#)).

2.3 Population in employment or full-time education

Figure 2.3.2 Population by economic status and age (at 31st December 2021)

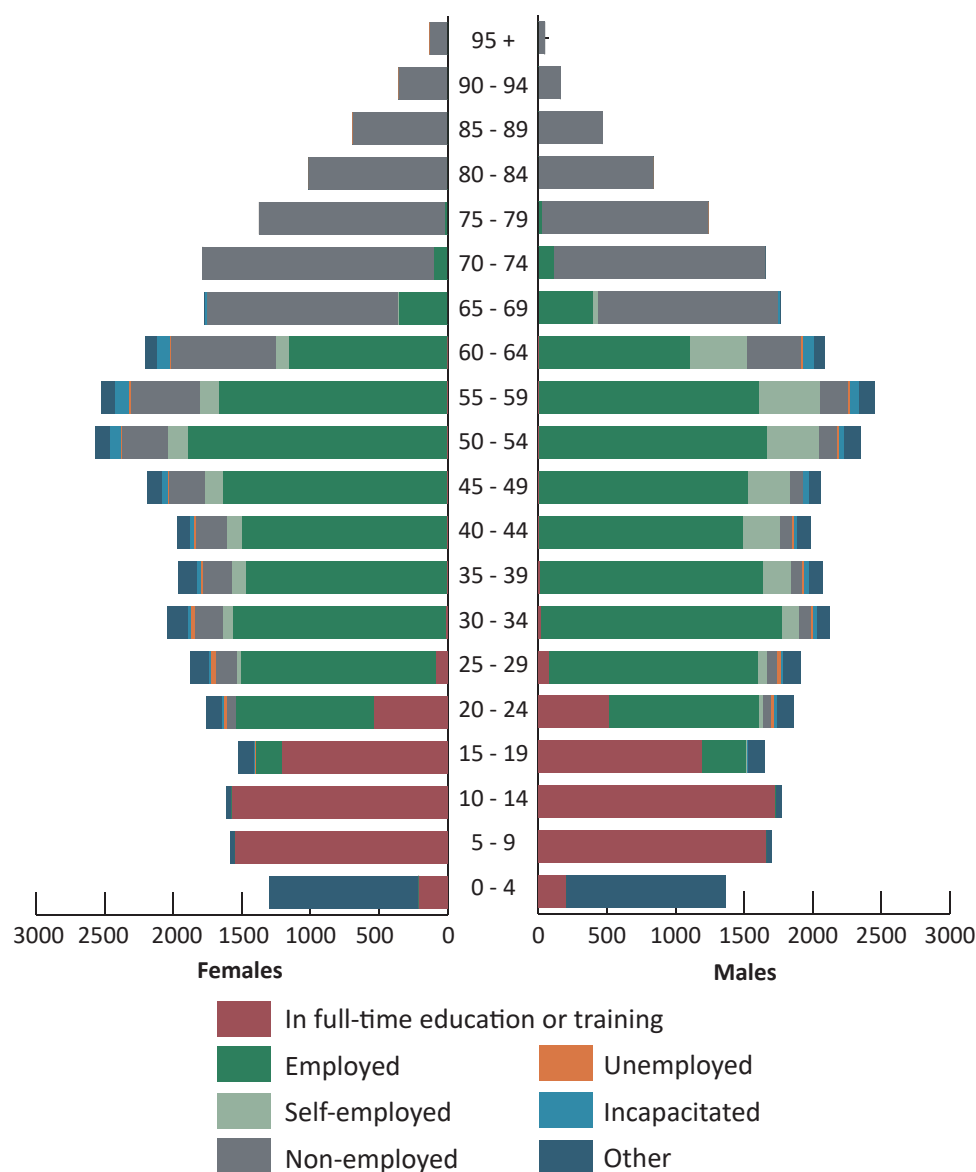


Figure 2.3.2 shows how economic status varies by age group and gender. Overall, 82.0% of the working population (aged 16 to 64 years old) were either in full-time education, employed or self-employed at the end of December 2021. This compares to 81.5% at the same time the previous year and 82.1% in December 2019. Of those aged 65 and over, 8.0% (1,064 people) were employed or self-employed. This compares to 7.1% in December 2020 and 7.3% in December 2019.

People in full-time education are concentrated in the 5 to 24 age categories. They are apparent in very 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 (1,882 people), the 30 to 34 age group has the largest proportion (76.1%). For males, the 30 to 34 age group has both the highest proportion of the population (82.7%) and the highest number of people employed (1,758 people).

Self-employment was more apparent in males and non-employment was more apparent in females on 31st December 2021. Of those categorised as unemployed, 21 were taking part in training schemes. Information on unemployment is available up to the start of October 2022 and can be found on [pages 23 to 26](#).

3.1 Employment trends

There was an overall increase of 0.7% (see [Figure 3.1.1](#) and [Table 3.1.1](#)) in the number of people either employed or self-employed at the end of June 2022 compared to the end of June 2021. There were, however, 0.9% fewer people in employment at the end of June 2022 than before the COVID-19 pandemic, in June 2019.

The number of employed people as at 30th June 2022 increased by 0.7% when compared to 30th June 2021 but showed a decrease of 1.3% compared to June 2019. The number of self-employed people in June 2022 increased by 0.7% since June 2021 and showed a 2.6% increase when compared to June 2019. Unemployment information is available more quickly than employment information and is included on [pages 23 to 26](#).

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.

Between 19th March 2020 and 30th June 2021, people travelling into the Bailiwick of Guernsey were subject to testing and/or self-isolation requirements unless they had a variation for medical, compassionate or critical work reasons. Travel restrictions were lifted in stages from 1st July 2021 until 17th February 2022, when the conditions for travelling into the Island were returned to how they had been pre-pandemic. 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 had a large impact on employment throughout 2020 and 2021, for example seasonal workers to support hospitality and other tourist-based activities.

Figure 3.1.1 Annual percentage change in total employment

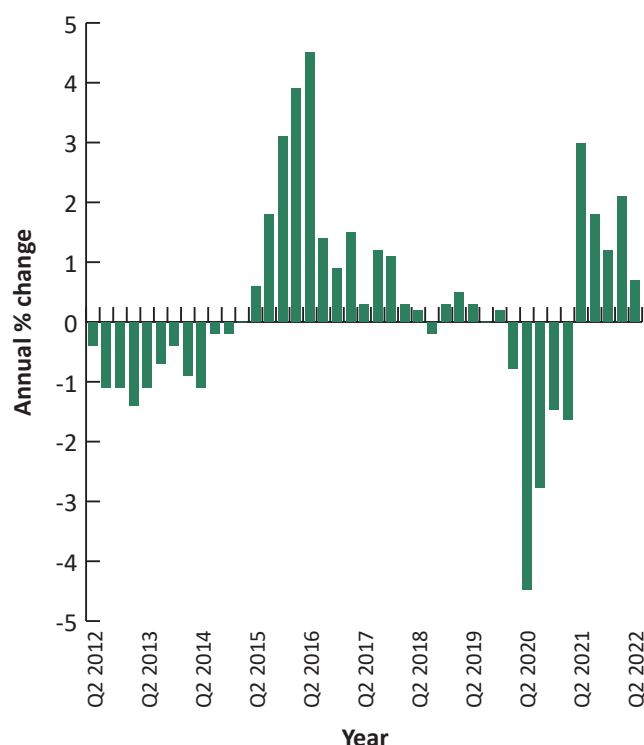


Table 3.1.1 Annual percentage change in total employment, employees and self-employed

	Employed	Self-employed	Total employment
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
Q1 2021	-2.0	1.4	-1.6
Q2 2021	3.1	2.0	3.0
Q3 2021	1.8	1.5	1.8
Q4 2021	1.2	1.2	1.2
Q1 2022	2.2	1.5	2.1
Q2 2022	0.7	0.7	0.7

3.2 Employment by age and gender

Table 3.2.1 Number in employment at 30th June

	Employed	Self-employed	Total
2016	28,147	3,130	31,277
2017	28,286	3,100	31,386
2018	28,371	3,071	31,442
2019	28,523	3,021	31,544
2020	27,116	3,019	30,135
2021	27,954	3,078	31,032
2022	28,144	3,101	31,245

The trend in the number of people in employment is presented in **Table 3.2.1**. It can be seen that the number of people in employment at the end of June 2022 was higher than in June 2021 but lower than June 2019, 2018, 2017 and 2016, before the COVID-19 pandemic.

The number of employed and self-employed people at the end of June 2022, one year earlier in 2021 and five years earlier in 2017 is broken down by age and gender and shown in **Figures 3.2.1** and **3.2.2**.

Figure 3.2.1 Number of people employed by age and gender at 30th June

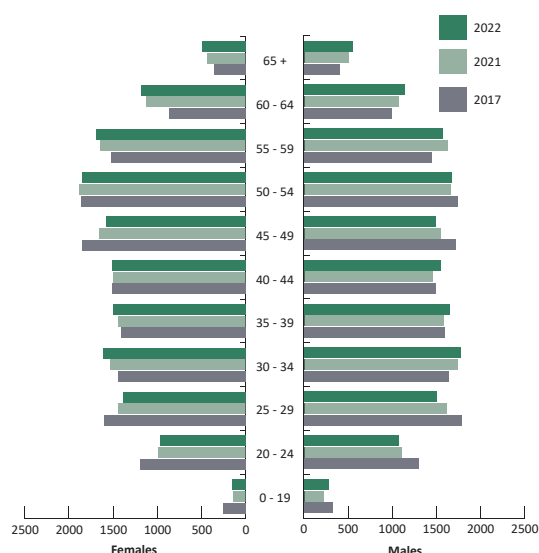
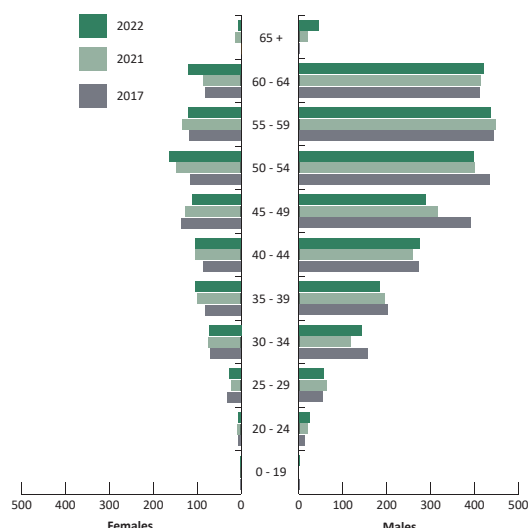


Figure 3.2.1 shows that between June 2021 and June 2022 the number of employed women showed the largest increase in the 30 to 34 age group (an increase of 73 people), whereas for males the largest increase was seen in the 40 to 44 age group (an increase of 81 people between June 2021 and June 2022).

When compared to the same time in 2017, the number of employed females aged 45 to 49 decreased by 268 people and the number of employed males of the same age decreased by 226 people. The 20 to 24 and 25 to 29 age groups also saw significant decreases in the number of employed people, particularly males, between June 2017 and June 2022, (decreases of 220 and 286 people respectively). The 60 to 64 and 65 and over age groups saw the largest increase in the number of employed males (144 and 149 people respectively). For women, the 60 to 64 group increased by 311 people between June 2017 and June 2022 (see **Figure 3.2.1**).

Figure 3.2.2 Number of people self-employed by age and gender at 30th June



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 decreased by 5% (from 2,377 in June 2017 to 2,268 in June 2022), whereas the total number of self-employed women has increased by 15% (from 723 to 833). The number of self-employed males in the 45 to 49 age category showed the largest decline between June 2017 and June 2022 and the 50 to 54 age group showed the largest increase for women.

3.2 Employment by age and gender

Table 3.2.2 Employment status by age group at 30th June 2022

	Employed			Self-employed			Total in employment
	Female	Male	Total	Female	Male	Total	
14 and under	-	-	-	-	-	-	-
15 to 19	158	273	431	*	*	2	433
20 to 24	968	1,075	2,043	6	24	30	2,073
25 to 29	1,382	1,497	2,879	26	56	82	2,961
30 to 34	1,609	1,770	3,379	73	142	215	3,594
35 to 39	1,501	1,648	3,149	104	183	287	3,436
40 to 44	1,513	1,542	3,055	103	275	378	3,433
45 to 49	1,583	1,489	3,072	111	288	399	3,471
50 to 54	1,846	1,671	3,517	164	398	562	4,079
55 to 59	1,689	1,572	3,261	119	436	555	3,816
60 to 64	1,179	1,136	2,315	120	421	541	2,856
65 to 69	347	396	743	6	44	50	793
70 to 74	114	114	228	-	-	-	228
75 and over	28	44	72	-	-	-	72
Under 65	13,428	13,673	27,101	827	2,224	3,051	30,152
65 +	489	554	1,043	6	44	50	1,093
Total	13,917	14,227	28,144	833	2,268	3,101	31,245

* 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 2022, 31,245 people were either employed or self-employed in Guernsey, of whom 1,093 people (3.5%) were aged 65 or over (see [Table 3.2.2](#)). This age bracket accounted for 3.7% of employed people and 1.6% of self-employed people.

Of the 27,101 employed people aged under 65 at the end of June 2022, 13,428 (49.5%) were female and 13,673 (50.5%) were male. This compares to 827 self-employed females and 2,224 males, which equates to 27.1% and 72.9% of the 3,051 total for that age group.

[Page 12](#) shows the number of people employed and self-employed by age group at the end of June 2022 compared to the previous year and compared to 5 years earlier, in June 2017.

Findings from the Community Surveys, undertaken in 2020 and 2021 are available at www.gov.gg/covid19data and provide more detailed information on how lockdown impacted on working, incomes and wellbeing.

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 (72%) of those who were employed at the end of June were classified as Permanent Residents* (20,378 people at the end of June 2022).

The number of self-employed Permanent Residents* increased between June 2019 and June 2022 (2,365 to 2,462 people, see **Figure 3.3.2**).

10% of the total number of people employed at the end of June 2022 were employed on the basis of an employment related licence*. The number of people in this category showed an increase between June 2019 and June 2022 (from 2,696 to 2,950 people, see **Figure 3.3.1**). **Figure 3.3.2** shows that the number of self-employed people on an employment related licence* increased (from 77 people at the end of June 2019 to 93 people at the end of June 2022). 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.

Figure 3.3.1: Number of people employed by residence status (at 30th June)

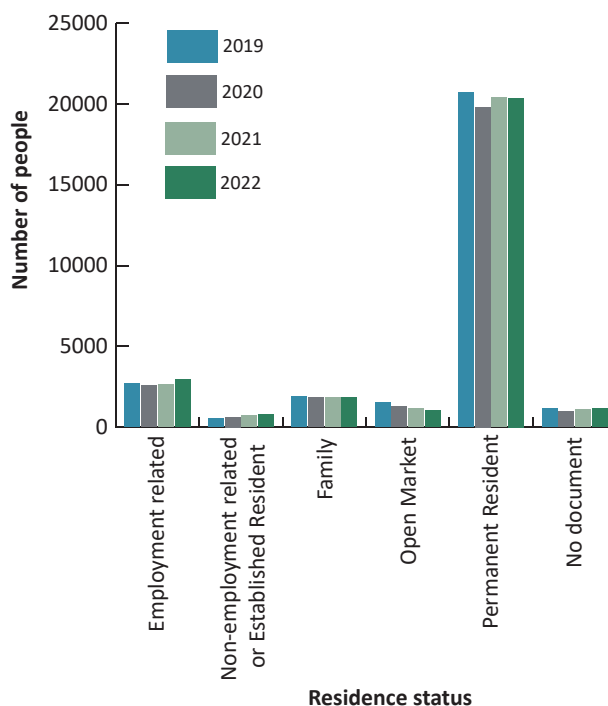
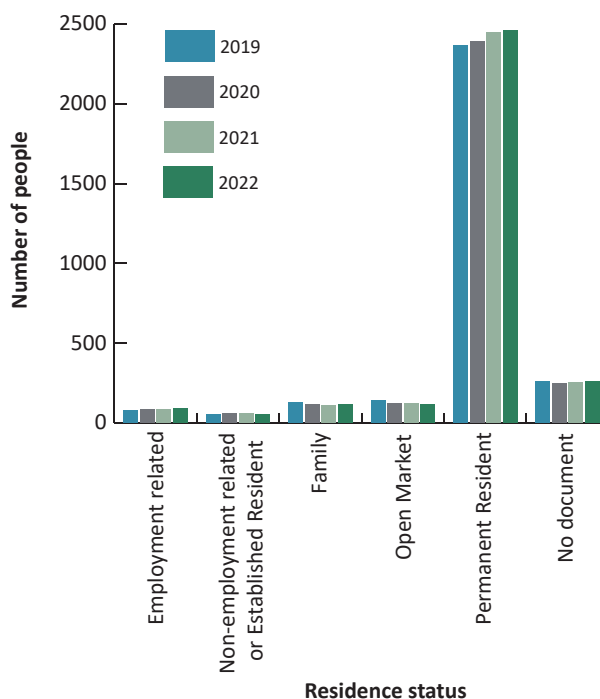


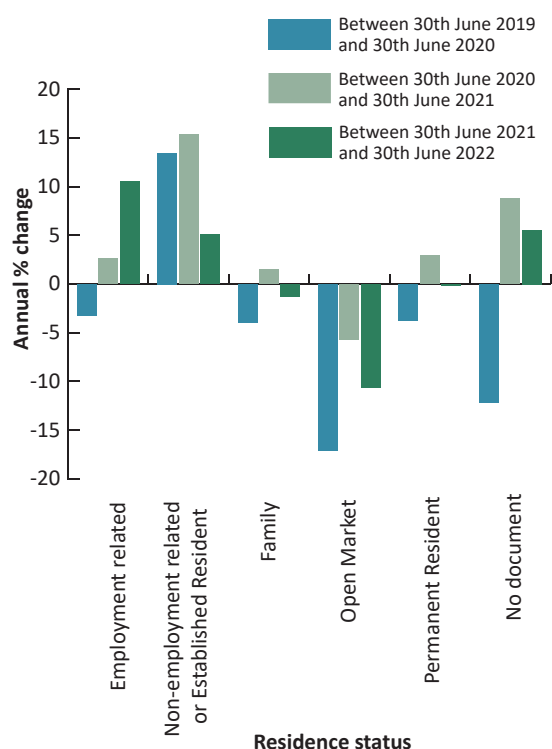
Figure 3.3.2: Number of people self-employed by residence status (at 30th June)



*See [page 15](#) 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 by residence status



* 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 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 2021 and June 2022, the largest decrease in the number of people in employment was seen in the Open Market* category (a decrease of 11%, see **Figure 3.3.3**). This compares to a decrease of 6% between June 2020 and June 2021 and 17% between June 2019 and June 2020.

The number of people employed on the basis of an employment related licence (either long-term, medium-term or short-term) saw the largest increase between June 2021 and June 2022 (an increase of 11%). This compares to an increase of 3% between June 2020 and June 2021 and a 3% decrease between June 2019 and June 2020 (see **Figure 3.3.3**).

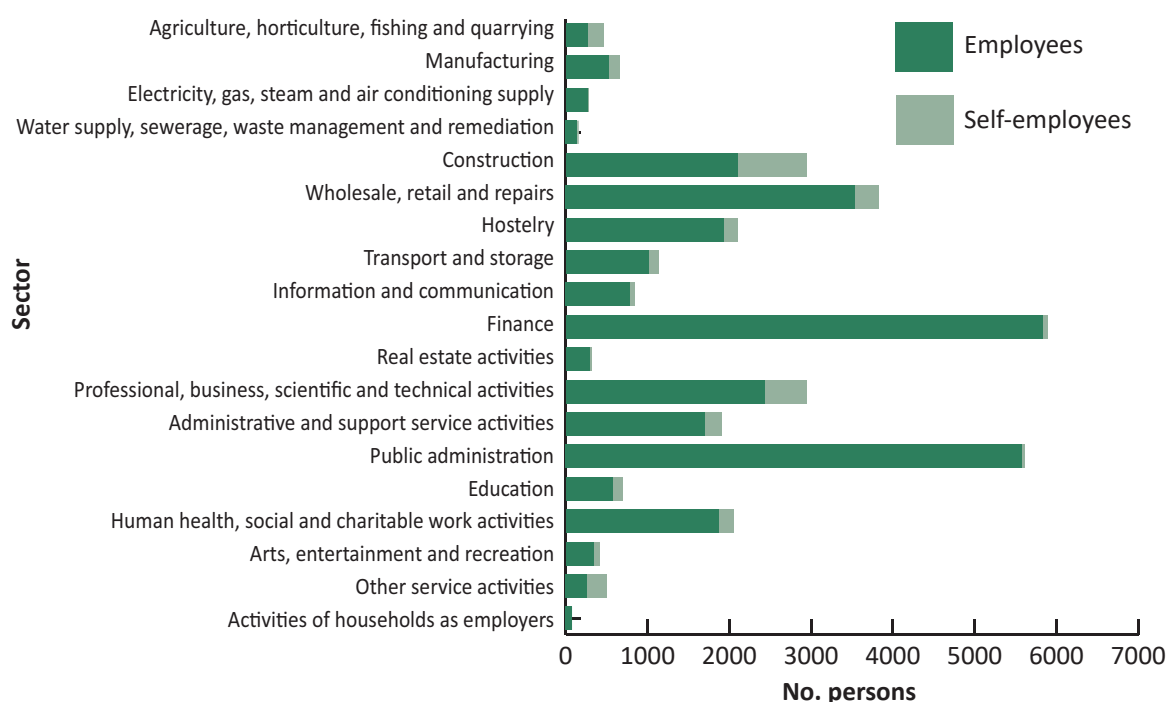
The number of people on short-term employment permits increased by 43% between June 2021 and June 2022. The number of people on medium-term employment permits and long-term employment permits increased by 7% and less than 1% respectively during the same time period.

The number of people in employment with no document saw the second largest increase between June 2021 and June 2022 (an increase of 6%).

The "Non-employment related or Established Resident"* category increased by 5% between June 2021 and June 2022, compared to increases of 15% and 13% in previous years (see **Figure 3.3.3**). 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).

3.4 Employment by economic sector

Figure 3.4.1 Employment by economic sector at 30th June 2022



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

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

The figures presented in **Figure 3.4.1** and **Table 3.4.1** on **page 17** 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.

As shown in **Figure 3.4.1** and **Table 3.4.1**, the Finance sector was the largest employer in June 2022, accounting for 18.0% of total employment (5,894 people), 5,832 of whom were employed and 62 of whom were self-employed. The Construction sector had the largest number of self-employed people in June 2022 (854 people), representing 28.9% of the sector and 25.7% 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 2022, are presented by sector on **pages 25 and 26**.

3.4 Employment by economic sector

Table 3.4.1 Employment by economic sector at 30th June 2022

	Employees			Self-employees			Total no. in employment	% of total for all sectors
	Female	Male	Total	Female	Male	Total		
Agriculture, horticulture, fishing and quarrying	88	181	269	42	155	197	466	1.4
Manufacturing	168	352	520	32	103	135	655	2.0
Electricity, gas, steam and air conditioning supply	58	210	268	*	*	6	274	0.8
Water supply, sewerage, waste management and remediation activities	14	124	138	*	*	19	157	0.5
Construction	138	1,959	2,097	18	836	854	2,951	9.0
Wholesale, retail and repairs	1,591	1,946	3,537	78	207	285	3,822	11.6
Hostelry	786	1,139	1,925	60	113	173	2,098	6.4
Transport and storage	264	748	1,012	15	114	129	1,141	3.5
Information and communication	197	588	785	14	37	51	836	2.5
Finance	3,153	2,679	5,832	9	53	62	5,894	18.0
Real estate activities	139	147	286	6	19	25	311	0.9
Professional, business, scientific and technical activities	1,333	1,095	2,428	156	368	524	2,952	9.0
Administrative and support service activities	785	912	1,697	28	183	211	1,908	5.8
Public administration	3,493	2,084	5,577	11	19	30	5,607	17.1
Education	430	143	573	88	34	122	695	2.1
Human health, social and charitable work activities	1,546	324	1,870	95	86	181	2,051	6.3
Arts, entertainment and recreation	176	161	337	36	45	81	418	1.3
Other service activities	210	50	260	182	57	239	499	1.5
Activities of households as employers	49	25	74	*	*	2	76	0.2
Total for all sectors	14,618	14,867	29,485	873	2,453	3,326	32,811	100.0

Table 3.4.2 Employment within the Finance sector at 30th June 2022

	Total no. in employment	% of total Finance sector
Banking	1,437	24.4
Fiduciary	1,550	26.3
Funds	1,569	26.6
Insurance	734	12.5
Other	604	10.2
Total	5,894	100.0

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

Of the 5,894 people employed and self-employed within the Finance sector, 1,569 worked in sub-sectors relating to Funds (26.6%). 1,550 people (26.3%) were involved in Fiduciary activities and 1,437 people (24.4%) worked in banking at the end of June 2022.

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

3.5 Employment by sector trends

Table 3.5.1 Annual percentage change in total employment by sector

	Annual % change								
	2020 Q2	2020 Q3	2020 Q4	2021 Q1	2021 Q2	2021 Q3	2021 Q4	2022 Q1	2022 Q2
Agriculture, horticulture, fishing and quarrying	6.8	9.0	13.4	3.2	0.9	-0.7	1.1	2.4	1.5
Manufacturing	0.9	0.6	-0.2	1.8	1.4	2.0	1.8	0.3	-3.0
Electricity, gas, steam and air conditioning supply	-1.4	-7.2	-3.5	-5.9	-3.2	1.1	-2.6	-1.9	1.5
Water supply, sewerage, waste management and remediation activities	5.0	-0.8	-6.0	-4.7	0.0	25.0	17.6	17.9	24.6
Construction	1.4	2.9	2.4	3.2	5.1	3.1	1.4	1.7	1.0
Wholesale, retail and repairs	-5.7	-4.0	-3.7	-1.9	2.3	1.4	-0.2	1.6	-0.3
Hostelry	-24.2	-17.7	-11.1	-9.8	12.4	4.4	7.5	12.5	13.2
Transport and storage	-8.0	-8.4	-3.1	-10.5	0.0	-1.0	-2.5	8.3	3.6
Information and communication	8.9	7.2	0.5	-2.7	-0.9	-1.2	-1.9	-1.4	-2.6
Finance	-4.9	-2.4	-1.8	-1.0	-0.2	-0.4	-0.5	-0.2	-1.4
Real estate activities	8.2	5.6	2.4	-1.0	1.4	2.3	3.3	3.8	6.1
Professional, business, scientific and technical activities	-0.6	-1.4	-1.6	-2.0	2.8	5.8	4.9	5.1	1.3
Administrative and support service activities	-8.7	-6.7	-7.0	-6.2	7.9	4.9	2.5	3.8	12.2
Public administration	-1.9	-1.3	0.6	1.8	6.3	2.7	0.6	-0.2	-3.1
Education	-2.0	0.6	2.5	2.5	6.9	3.1	3.8	3.7	4.2
Human health, social and charitable work activities	-2.5	1.5	2.7	1.4	8.1	5.0	3.8	4.0	-4.9
Arts, entertainment and recreation	-14.4	0.5	8.0	7.7	16.5	6.4	-2.0	3.7	5.8
Other service activities	-6.8	-2.0	0.4	0.8	8.8	7.5	8.8	5.4	-1.8
Activities of households as employers	-2.5	-11.2	0.0	0.0	1.3	-6.3	-6.0	-3.8	-2.6

Table 3.5.1 shows that the Water supply, sewerage, waste management and remediation activities sector showed the largest annual increase in the number of employment roles between 30th June 2021 and 30th June 2022, at 24.6%. The Human health, social and charitable work activities sector showed the largest decrease (4.9%), the largest annual decrease for this sector since recent records began in 2009.

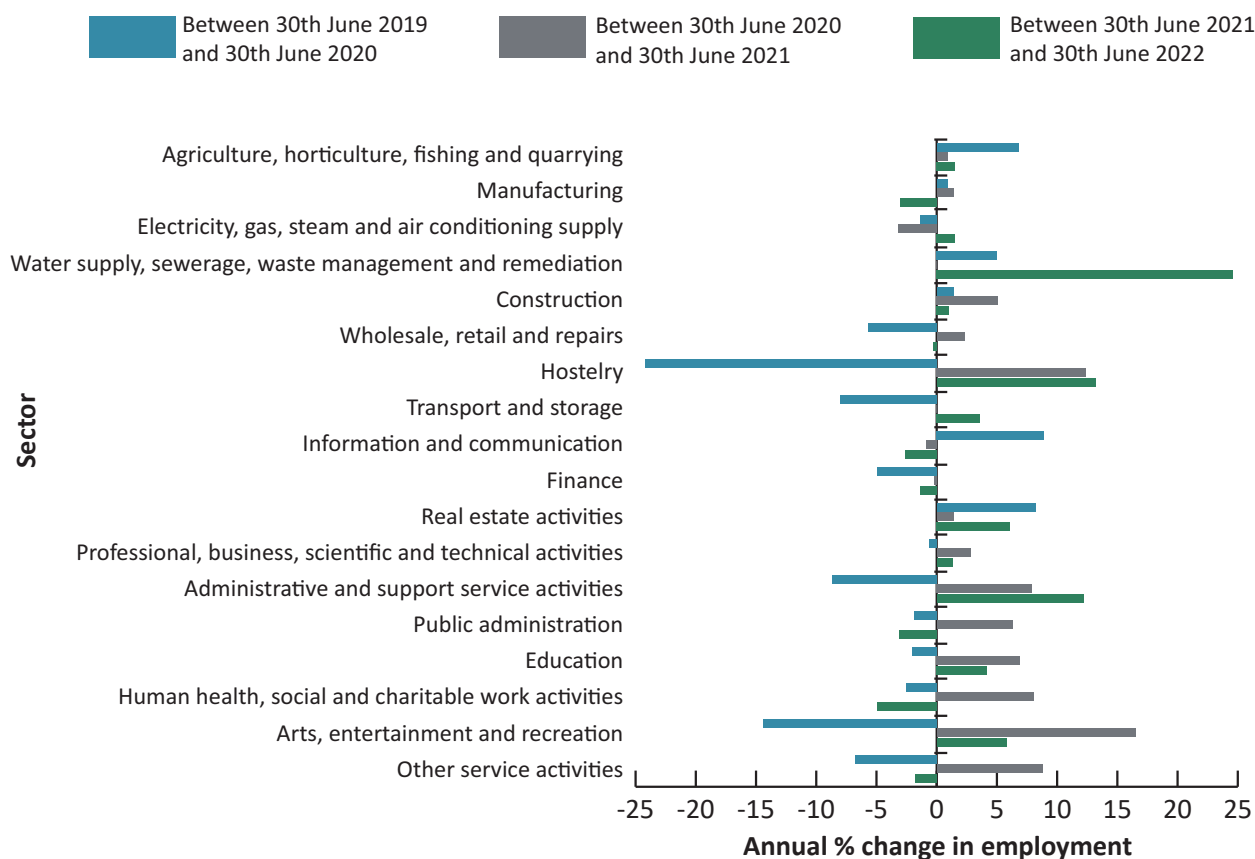
Please note that some sectors have a small number of people in employment (see **Table 3.4.1** on **page 17**). Care must be taken when interpreting the annual percentage change for the Activities of households as employers sector. It includes the activities of households as employers of domestic personnel such as cooks, gardeners, housekeepers, babysitters and private tutors, for example. The annual percentage changes in the number of employment roles for all the other sectors are presented 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 July 2022, are presented by sector on **pages 25** and **26**.

Findings from the Community Surveys, undertaken in 2020 and 2021 are available at www.gov.gg/covid19data and provide more detailed information on how 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



Eleven of the eighteen economic sectors displayed in **Figure 3.5.1** showed an increase in employment roles between 30th June 2021 and 30th June 2022. This compares to thirteen between 30th June 2020 and 30th June 2021 and six between 30th June 2019 and 30th June 2020.

Between June 2021 and June 2022, the following sectors decreased in terms of numbers of employment roles: Manufacturing, Wholesale, retail and repairs, Information and communication, Finance, Public administration, Human health, social and charitable work activities and Other service activities. All other sectors increased numbers of roles between June 2021 and June 2022 (to higher than June 2019 levels, with the exception of Electricity, gas, steam and air conditioning supply, Hostelry and Transport and storage).

Between June 2021 and June 2022, Human health, social and charitable work activities and Public administration both saw the largest annual decreases for those sectors since recent records began in 2009 (decreases of 4.9% and 3.1% respectively). Hostelry saw the largest annual increase for that sector since recent records began, at 13.2%

Please note that some sectors have a small number of people in employment (see **Table 3.4.1** on **page 17**).

Findings from the Community Surveys, undertaken in 2020 and 2021 are available at www.gov.gg/covid19data and provide more detailed information on how 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 2,219 employers at the end of June 2022 (see **Table 4.2.1** on **page 21**). This was an annual increase of 1.3%, as shown in **Figure 4.1.1**.

Figure 4.1.1 Annual percentage change in total number of employers

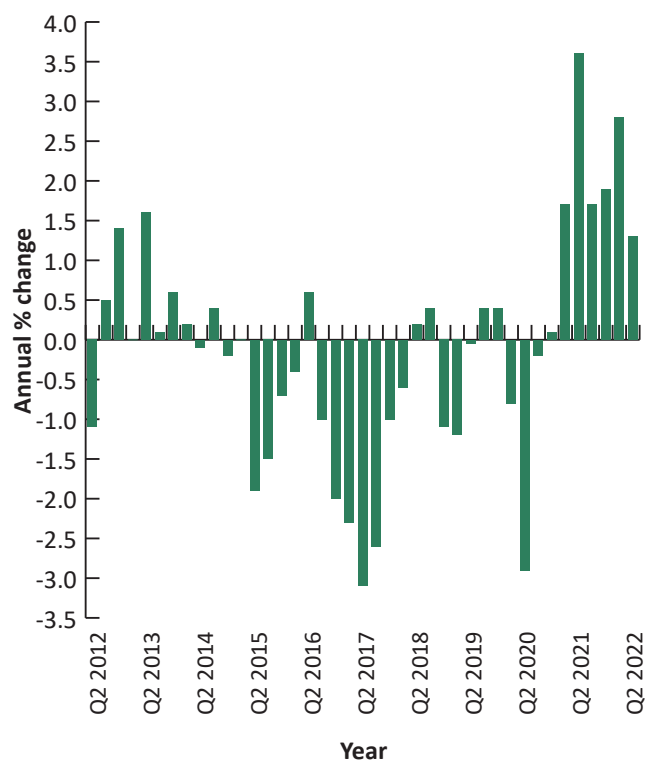


Table 4.1.1 Annual percentage change in total number of employers

	Annual % change
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
Q1 2021	1.7
Q2 2021	3.6
Q3 2021	1.7
Q4 2021	1.9
Q1 2022	2.8
Q2 2022	1.3

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 30th June 2022

	No. employers by size (number of employees)								Total
	1	2 to 5	6 to 10	11 to 25	26 to 50	51 to 100	101 to 250	Over 250	
Agriculture, horticulture, fishing and quarrying	13	31	5	1	1	1	0	0	52
Manufacturing	11	23	13	10	1	2	0	0	60
Electricity, gas, steam and air conditioning supply	4	2	2	0	1	0	1	0	10
Water supply, sewerage, waste management and remediation activities	4	4	1	1	0	1	0	0	11
Construction	103	126	59	32	7	4	1	0	332
Wholesale, retail and repairs	71	140	54	27	20	9	4	1	326
Hostelry	30	71	37	30	8	7	1	0	184
Transport and storage	15	28	6	10	2	1	2	1	65
Information and communication	29	26	8	7	6	2	1	0	79
Finance	77	90	34	55	34	21	9	1	321
Real estate activities	15	20	4	6	3	0	0	0	48
Professional, business, scientific and technical activities	61	60	31	22	3	8	3	1	189
Administrative and support service activities	46	46	23	15	14	2	3	0	149
Public administration	4	7	4	1	0	0	1	1	18
Education	5	8	3	6	0	3	2	0	27
Human health, social and charitable work activities	41	53	30	16	14	9	1	0	164
Arts, entertainment and recreation	23	22	6	7	3	0	0	0	61
Other service activities	48	39	5	1	1	0	0	0	94
Activities of households as employers	17	8	2	2	0	0	0	0	29
Total	617	804	327	249	118	70	29	5	2,219

Table 4.2.1 and **Figure 4.2.1** on **page 22** show the number of employers broken down by economic sector and by the number of employees as at 30th June 2022. They are sourced from the Rolling Electronic Census.

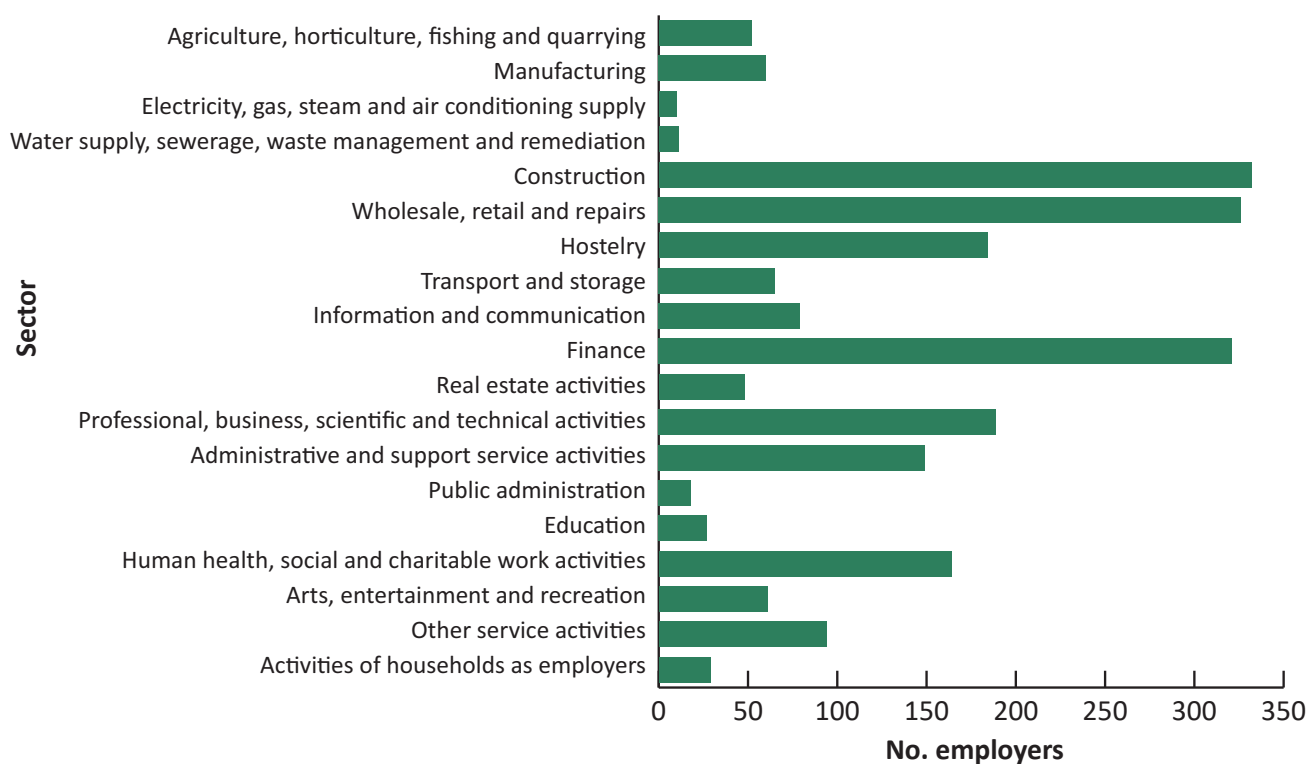
It can be seen that the Construction sector had the highest number of employing organisations (332) at the end of June 2022. The Finance sector had 321 employing organisations and had the highest number of employing organisations with more than 50 employees (31 employers).

The Construction sector had the highest number of employers with fewer than six employees (229).

There were five organisations employing more than 250 people at the end of June 2022.

4.2 Employers by economic sector and size

Figure 4.2.1 Employers by economic sector at 30th June 2022



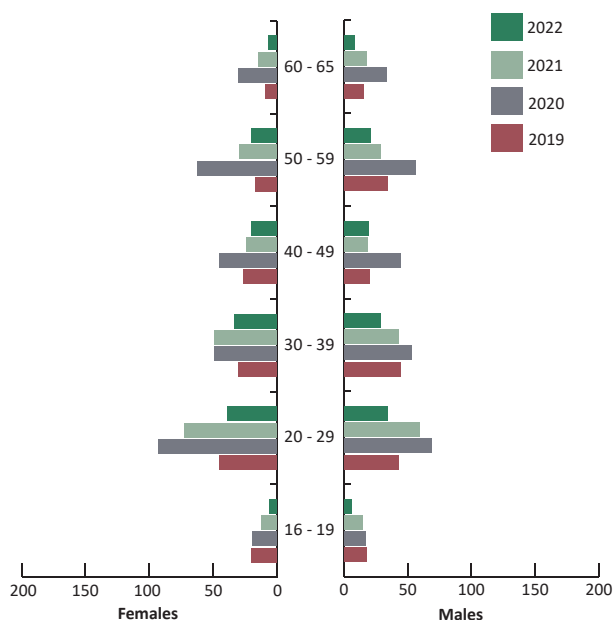
As shown above in **Figure 4.2.1**, the Construction, Wholesale, retail and repairs and Finance sectors had the largest numbers of employers. Employers in both the Construction and Wholesale, retail and repairs sectors tended to employ fewer people than those in the Finance sector (see **Table 4.2.1** on **page 21**).

5.1 Unemployment

Table 5.1.1 Percentage of workforce registered as unemployed during the last week of September

	Wholly unemployed	% of workforce	Total registered unemployed*	% of workforce
30/09/2012	349	1.2	526	1.8
30/09/2013	375	1.3	581	2.0
30/09/2014	348	1.2	600	2.1
30/09/2015	386	1.3	635	2.1
30/09/2016	367	1.2	637	2.1
30/09/2017	276	0.9	552	1.8
30/09/2018	274	0.9	714	2.3
30/09/2019	321	1.0	769	2.5
30/09/2020	570	1.9	990	3.3
30/09/2021	384	1.3	771	2.6
30/09/2022	242	0.8	580	1.9

Figure 5.1.1 Unemployment by age and gender during the last week of September



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

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.

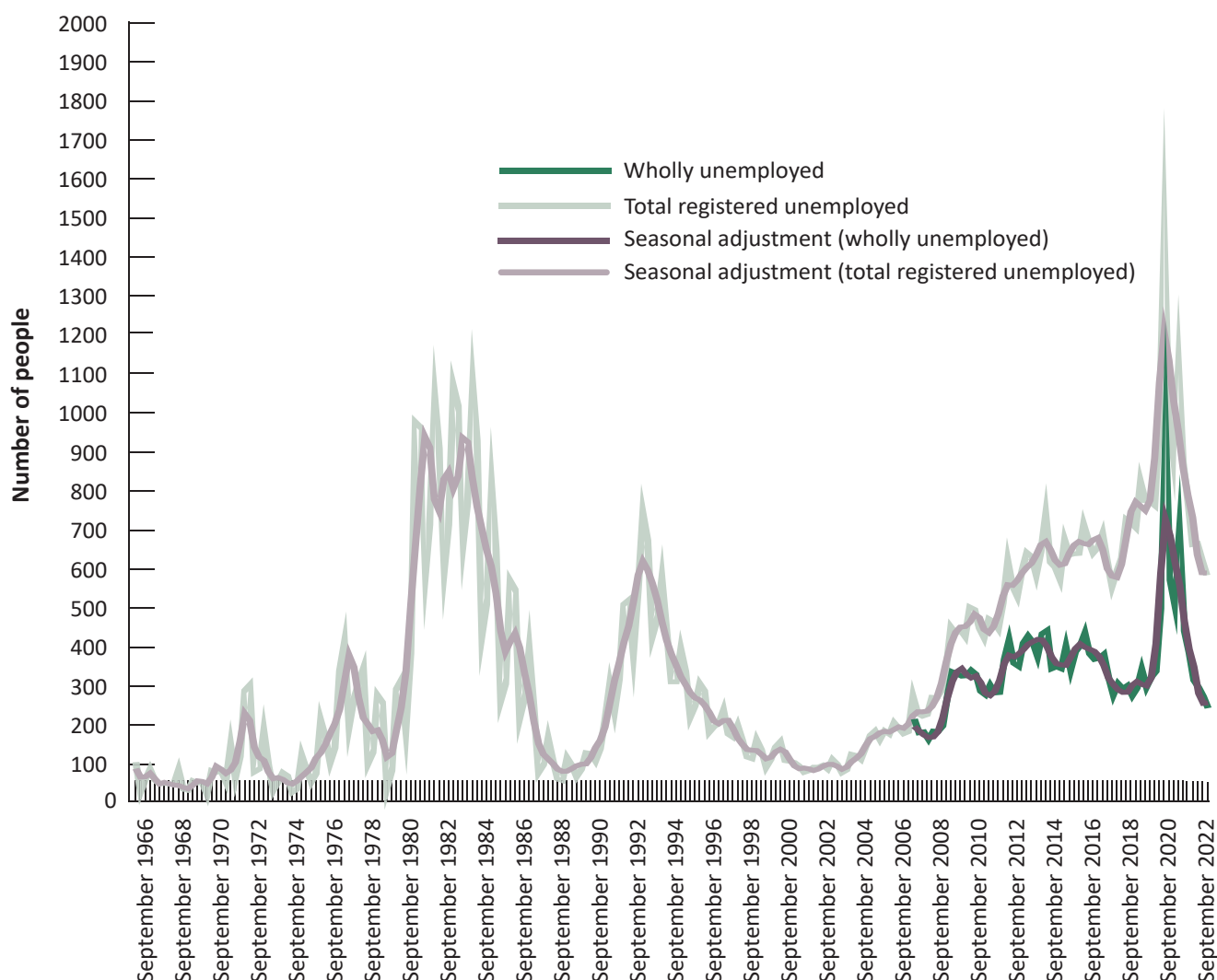
As shown in **Table 5.1.1**, there were 242 people registered as "wholly unemployed" at the end of September 2022, 142 fewer than at the end of September 2021 and 328 fewer than at the end of September 2020. 0.8% of the workforce were registered as wholly unemployed at the end of September 2022. This compares to 1.3% at the end of September 2021 and 1.9% at the end of September 2020. The number of "total registered unemployed"* accounted for 1.9% of the workforce at the end of September 2022, 0.8 percentage points lower than at the same time the previous year and the lowest proportion in September since 2017.

The number of people unemployed broken down by age and gender is shown in **Figure 5.1.1**.

*The definition of what comprises "total registered unemployed" has gradually expanded over time to include those on government training schemes for the unemployed, anybody in part-time or casual employment who is available to work additional hours and still eligible to claim job seekers' benefit to supplement their income, and those who are fully employed and eligible for Income Support (previously Supplementary Benefit) on top of their low earnings. Additionally, the introduction of the Income Support scheme in 2018 included a work requirement for all claimants of working age.

5.1 Unemployment

Figure 5.1.2 Number of people registered as unemployed



Unemployment as at the end of each quarter is displayed in [Figure 5.1.2](#). The number of people unemployed peaked during Q2 2020, during the first lockdown. 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.

Data on the "total registered unemployed"* has been available since 1966. As shown in [Table 5.1.1](#) on [page 23](#), there was a total of 580 people registered as unemployed* at the end of September 2022, the lowest September figure since 2017. This figure is 65% lower than the peak in total registered unemployed*, recorded in June 2020, 21% lower than the peak in unemployment seen at the end of December 1992 and 48% lower than the peak seen at the end of December 1983, during recessions in the early 1980s and 1990s.

The trend in unemployment when adjusted to account for seasonal variation is also shown in [Figure 5.1.2](#).

*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 5.1.2](#).

5.2 Job vacancies - monthly snapshots

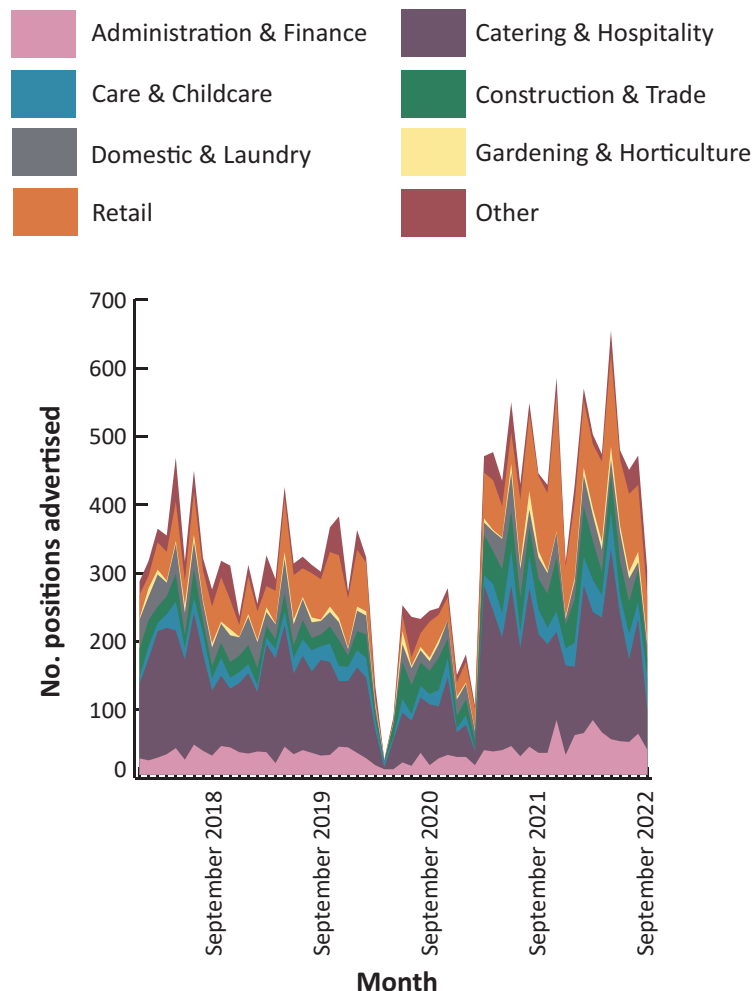
Figure 5.2.1 shows the number of positions advertised with the Job Centre by sector at the end of each month between January 2018 and September 2022. It can be seen that there was a sharp decrease in the number of positions advertised across all sectors in March and April 2020 and January and February 2021, during the Bailiwick's two lockdowns.

As shown in **Figure 5.2.1**, there was a large 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).

The total number of positions advertised with the Job Centre peaked in May 2022 (650 positions), falling to 299 positions in September 2022. This compares to 441 positions in September 2021 and 240 in September 2020. 65 of the 299 positions in September 2022 were in Retail and 57 were in Catering and Hospitality.

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

Figure 5.2.1 Number of positions advertised with the Job Centre at the end of each month by sector



5.3 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 many 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.

5.4 Job vacancy trends

Figure 5.4.1 Number of positions advertised with the Job Centre and in the Guernsey Press each month

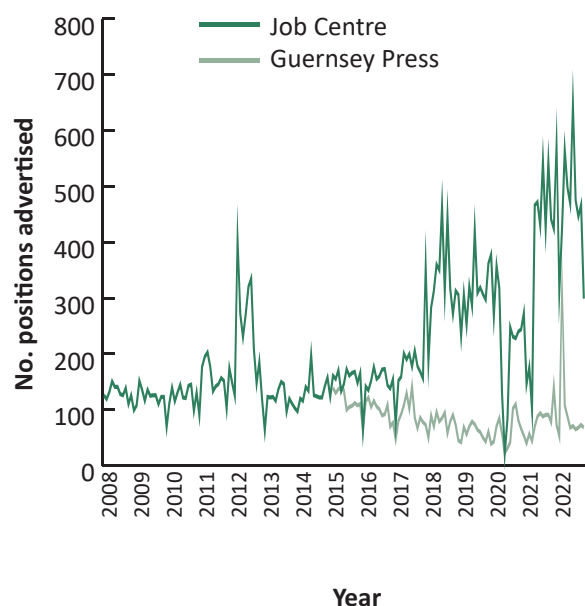


Figure 5.4.1 shows the number of positions advertised with the Guernsey Job Centre and, from September 2015, the Guernsey Press each month. Although this is not a complete representation of the total number of vacancies in the Island, it does provide an indication of the strength of the employment market.

There were 299 positions advertised with the Job Centre during September 2022. This compares to 441 positions during September 2021 and 240 during September 2020. The number of vacancies advertised in the Guernsey Press (paper only, excluding online advertising) during September 2022 totalled 68. This was 10 fewer than September 2021 and 13 fewer than September 2020.

There were 446, 467 and 299 positions advertised at the Job Centre in July, August and September 2022 respectively.

Figure 5.4.2 Type of positions advertised with the Job Centre during September

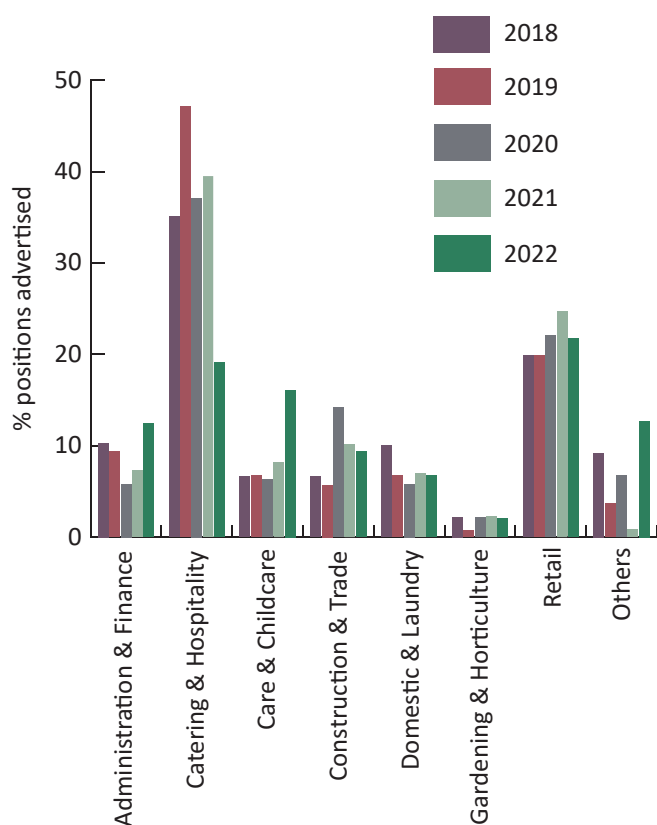


Figure 5.4.2 shows the type of positions advertised with the Job Centre during September between 2018 and 2022. Of the positions advertised in September 2022, 22% were in Retail, 19% were in Catering and Hospitality (the lowest proportion in September for that sector in more than four years) and 16% were in Care and Childcare (the highest proportion in September for that sector in more than four years). The "other" category includes roles within driving/delivery, engineering, mechanical, IT and beauty therapy.

See [page 25](#) for more information on the function of the Job Centre.

As at the start of October 2022, 29% of the skills reported by people claiming Unemployment Benefit related to Administration and Finance, 15% in Retail, 14% in Construction and Trade and 13% were skills in Catering and 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 3.8% between the year ending June 2021 and the year ending June 2022, from £36,018 to £37,387 (see [Table 6.1.1](#)).

The lower and upper quartile earnings for the quarter ending 30th June 2022 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 4.7% between the years ending 30th June 2021 and 30th June 2022, whilst upper quartile earnings increased by 2.6%.

On 24th March 2020, a Payroll Co-Funding 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 and 2021. Employers could claim for payroll co-funding after paying their employees, so any co-funded element is included within the figures presented in this section of the report. More information on payroll co-funding can be found on [page 34](#).

Real earnings, which show trends after the effects of inflation have been removed, are shown on [page 29](#). Information on income and expenditure by household groups is available from www.gov.gg/household.

Table 6.1.1 Nominal median earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q2 2020	34,479	2.5
Q3 2020	34,752	2.5
Q4 2020	35,006	2.5
Q1 2021	35,497	3.2
Q2 2021	36,018	4.5
Q3 2021	36,326	4.5
Q4 2021	36,732	4.9
Q1 2022	36,982	4.2
Q2 2022	37,387	3.8

Table 6.1.2 Nominal lower quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q2 2020	23,966	2.9
Q3 2020	24,171	2.7
Q4 2020	24,337	2.5
Q1 2021	24,587	2.9
Q2 2021	24,963	4.2
Q3 2021	25,226	4.4
Q4 2021	25,505	4.8
Q1 2022	25,757	4.8
Q2 2022	26,132	4.7

Table 6.1.3 Nominal upper quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q2 2020	50,569	2.4
Q3 2020	51,022	2.4
Q4 2020	51,378	2.3
Q1 2021	52,331	3.5
Q2 2021	53,001	4.8
Q3 2021	53,299	4.5
Q4 2021	53,692	4.5
Q1 2022	53,787	2.8
Q2 2022	54,377	2.6

6.1 Earnings (nominal)

Figure 6.1.1 Nominal median earnings by distribution at 30th June

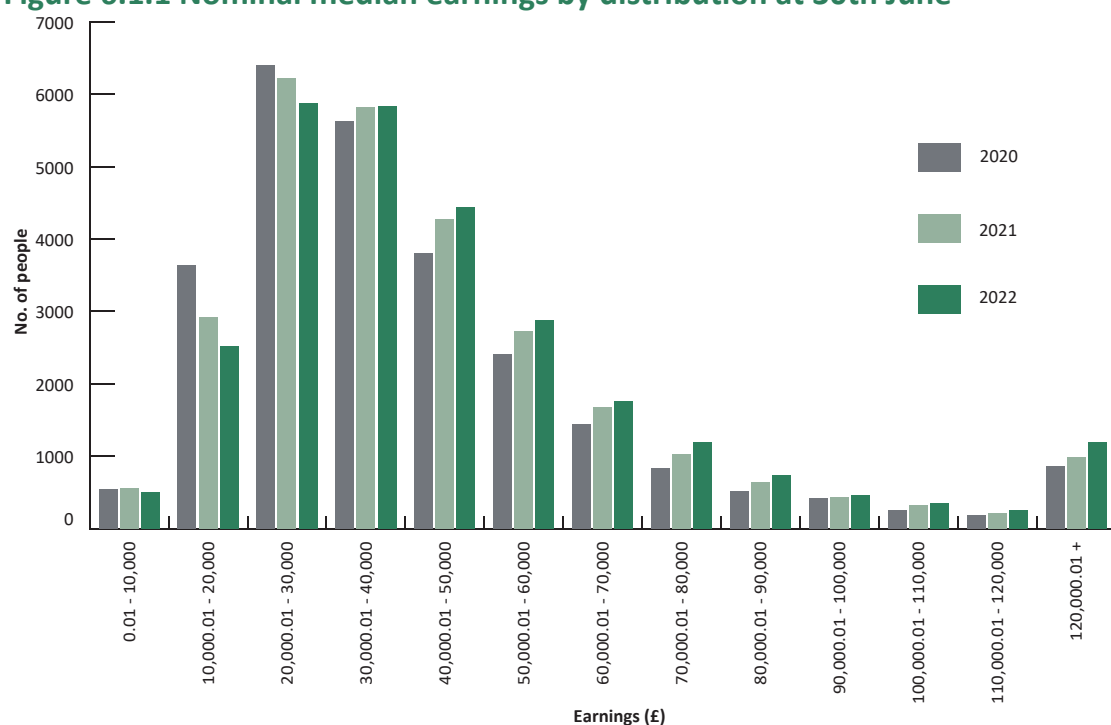


Figure 6.1.1 shows the number of employees in each earnings band at the end of June 2022 compared to the end of June 2021 and June 2020. It should be noted that the figures in **Figure 6.1.1** are June snapshots, rather than four quarter averages, unlike other earnings information presented in this report.

The distributions of earnings at the end of June 2020, 2021 and 2022 show a peak in the £20,000.01 to £30,000 category, however there were 528 fewer people within this earnings band at the end of June 2022 when compared to the end of June 2020. The number of people in the £10,000.01 to £20,000 earnings band also showed a significant decrease between June 2020 and June 2022. Conversely, the number of people in every earnings band above £30,000 increased between June 2020 and June 2022.

The total number of people included in the analysis for **Figure 6.1.1** increased by 0.7% between June 2021 and June 2022 and increased by 3.9% between June 2020 and June 2022.

Figure 6.1.1 shows a combination of people moving from lower earnings bands up to higher earnings bands and people leaving lower paid roles in 2020 and 2021 and not returning to them nor moving up to higher paid roles (particularly those aged 60 or more). Information on remuneration is included in this bulletin to help give a fuller picture of employment earnings trends (see [pages 33 to 36](#)).

As explained on [page 27](#), 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 Surveys, undertaken in 2020 and 2021 are available at www.gov.gg/covid19data and provide more detailed information on how 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
Q2 2020	37,640	0.7
Q3 2020	38,104	1.1
Q4 2020	38,488	1.4
Q1 2021	38,461	1.6
Q2 2021	38,470	2.2
Q3 2021	38,603	1.3
Q4 2021	38,699	0.5
Q1 2022	37,933	-1.4
Q2 2022	37,387	-2.8

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 2022 prices.

Median annual earnings, in real terms, were 2.8% lower over the year ending June 2022 than over the year ending June 2021 (see [Table 6.2.1](#)).

Lower quartile earnings decreased by 2.0% in real terms between the years ending June 2021 and June 2022, compared with a decrease of 3.9% in the upper quartile earnings over the same period (see [Tables 6.2.2](#) and [6.2.3](#) respectively).

Table 6.2.2 Real lower quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q2 2020	26,162	1.1
Q3 2020	26,502	1.3
Q4 2020	26,758	1.4
Q1 2021	26,640	1.3
Q2 2021	26,662	1.9
Q3 2021	26,808	1.2
Q4 2021	26,870	0.4
Q1 2022	26,419	-0.8
Q2 2022	26,132	-2.0

Table 6.2.3 Real upper quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q2 2020	55,204	0.6
Q3 2020	55,943	1.0
Q4 2020	56,489	1.2
Q1 2021	56,700	1.9
Q2 2021	56,609	2.5
Q3 2021	56,640	1.2
Q4 2021	56,567	0.1
Q1 2022	55,171	-2.7
Q2 2022	54,377	-3.9

6.3 Earnings by gender

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

As explained on [page 27](#), 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.

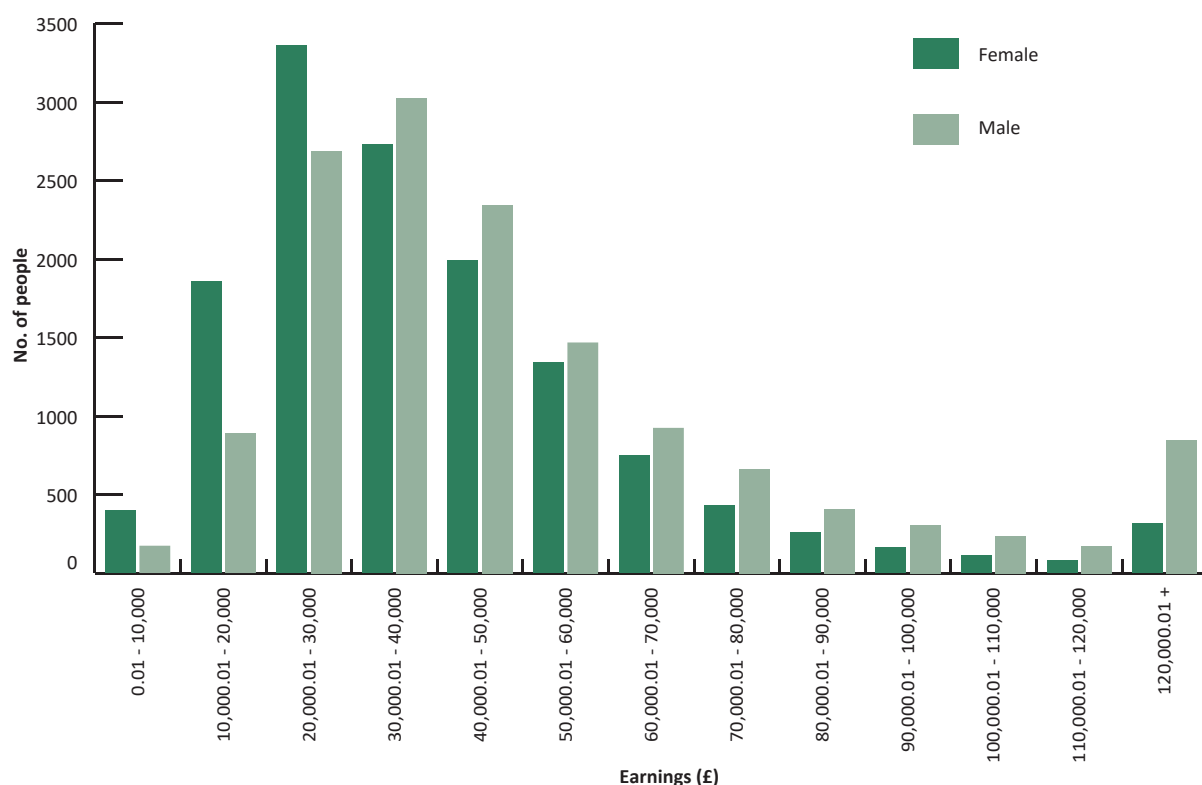
At the end of June 2022, the four quarter median average earnings for females was £34,068 (3.4% higher than a year earlier) and for males was £40,636 (4.2% higher than a year earlier).

Figure 6.3.1 shows the number of employees in each earnings band, averaged from June 2021 to June 2022. 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 earnings 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
Q2 2020	31,231	37,590	3.0	2.2
Q3 2020	31,583	37,789	3.3	1.8
Q4 2020	31,857	37,996	3.6	1.7
Q1 2021	32,474	38,348	4.6	2.0
Q2 2021	32,942	38,980	5.5	3.7
Q3 2021	33,211	39,354	5.2	4.1
Q4 2021	33,613	39,795	5.5	4.7
Q1 2022	33,764	40,228	4.0	4.9
Q2 2022	34,068	40,636	3.4	4.2

Figure 6.3.1 Four quarter average nominal median earnings by gender distribution at 30th June 2022



6.4 Earnings by economic sector

Table 6.4.1 Four quarter average earnings as at 30th June 2022

	Median earnings (£)	Lower quartile earnings (£)	Upper quartile earnings (£)
Agriculture, horticulture, fishing and quarrying	34,125	23,086	43,199
Manufacturing	31,578	22,611	41,312
Electricity, gas, steam and air conditioning supply	39,390	31,153	52,457
Water supply, sewerage, waste management and remediation activities	31,832	25,446	39,850
Construction	36,651	27,640	45,485
Wholesale, retail and repairs	25,930	18,316	35,891
Hostelry	24,244	19,203	30,459
Transport and storage	33,733	25,018	46,145
Information and communication	44,129	29,984	64,451
Finance	51,056	35,017	77,318
Real estate activities	38,619	27,204	54,002
Professional, business, scientific and technical activities	46,065	31,378	73,269
Administrative and support service activities	33,249	22,667	47,180
Public administration	40,192	28,099	53,707
Education	30,839	21,430	50,366
Human health, social and charitable work activities	27,634	19,436	39,125
Arts, entertainment and recreation	25,938	18,001	35,369
Other service activities	22,530	15,717	29,669
Activities of households as employers	27,116	15,097	36,077

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 (£51,056) at the end of June 2022. This was 36.6% higher than the overall median. The upper quartile earnings in the Finance sector were 42.2% higher than the overall upper quartile earnings during the same period.

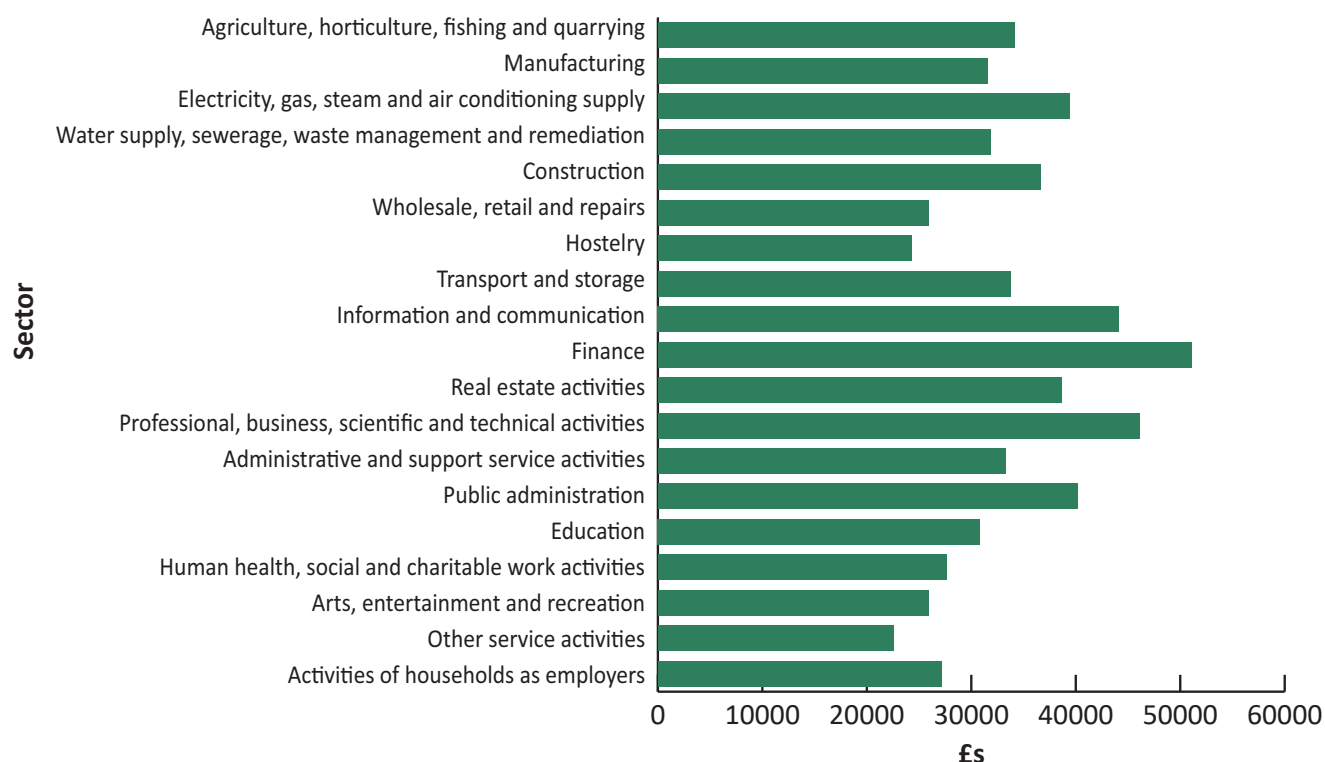
The Other service activities sector had the lowest four quarter average median earnings (£22,530) at the end of June 2022, which was 39.7% lower than the overall median. The Other service activities sector relates to personal service activities such as; beauty and hair salons, laundry services, funeral services and repair of computers and personal and/or household goods. It also includes membership organisations and trade unions.

Information on remuneration by sector is included in this bulletin to help give a fuller picture of employment earnings trends (see **pages 35 and 36**).

Findings from the Community Surveys, undertaken in 2020 and 2021 are available at www.gov.gg/covid19data and provide more detailed information on how lockdown impacted on working, incomes and wellbeing.

6.4 Earnings by economic sector

Figure 6.4.1 Four quarter average earnings as at 30th June 2022



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. The Other service activities sector relates to personal service activities such as; beauty and hair salons, laundry services, funeral services and repair of computers and personal and/or household goods. It also includes membership organisations and trade unions.

It should continue to be noted that, as explained on [page 27](#), 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.

Information on remuneration by sector has been added to this bulletin to help give a fuller picture of employment earnings trends (see [pages 35 and 36](#)).

Findings from the Community Surveys, undertaken in 2020 and 2021 are available at www.gov.gg/covid19data and provide more detailed information on how lockdown impacted on working, incomes and wellbeing.

7.1 Remuneration - rolling four quarter total

Figure 7.1.1 Annual percentage change in remuneration (rolling four quarter total)

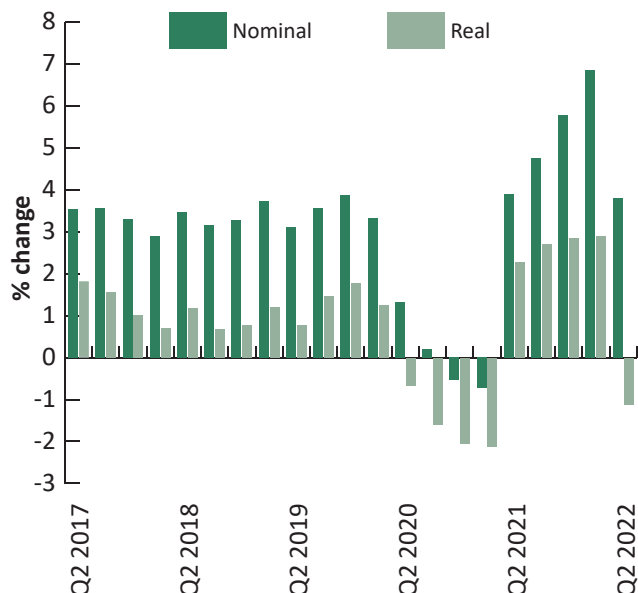


Table 7.1.1 Annual percentage change in remuneration (rolling four quarter total)

	% change (nominal)	% change (real)
Q2 2017	3.5	1.8
Q3 2017	3.6	1.6
Q4 2017	3.3	1.0
Q1 2018	2.9	0.7
Q2 2018	3.5	1.2
Q3 2018	3.2	0.7
Q4 2018	3.3	0.8
Q1 2019	3.7	1.2
Q2 2019	3.1	0.8
Q3 2019	3.6	1.5
Q4 2019	3.9	1.8
Q1 2020	3.3	1.3
Q2 2020	1.3	-0.7
Q3 2020	0.2	-1.6
Q4 2020	-0.5	-2.1
Q1 2021	-0.7	-2.1
Q2 2021	3.9	2.3
Q3 2021	4.8	2.7
Q4 2021	5.8	2.9
Q1 2022	6.8	2.9
Q2 2022	3.8	-1.1

Remuneration refers to the sum of wages paid to employees, occupational pensions paid to past employees and other pensions paid from Retirement Annuity Trust Schemes, for example. The data is sourced from the Revenue Service. It is included in this bulletin to help give a fuller picture of employment earnings trends.

The information presented in **Figure 7.1.1** and **Table 7.1.1** shows the change in the sum of remuneration for the four quarters ending in the quarter shown. Rolling four quarter sums are used to remove the seasonality in the figures and to present them on a comparable basis with earnings figures, which are presented as annual sums.

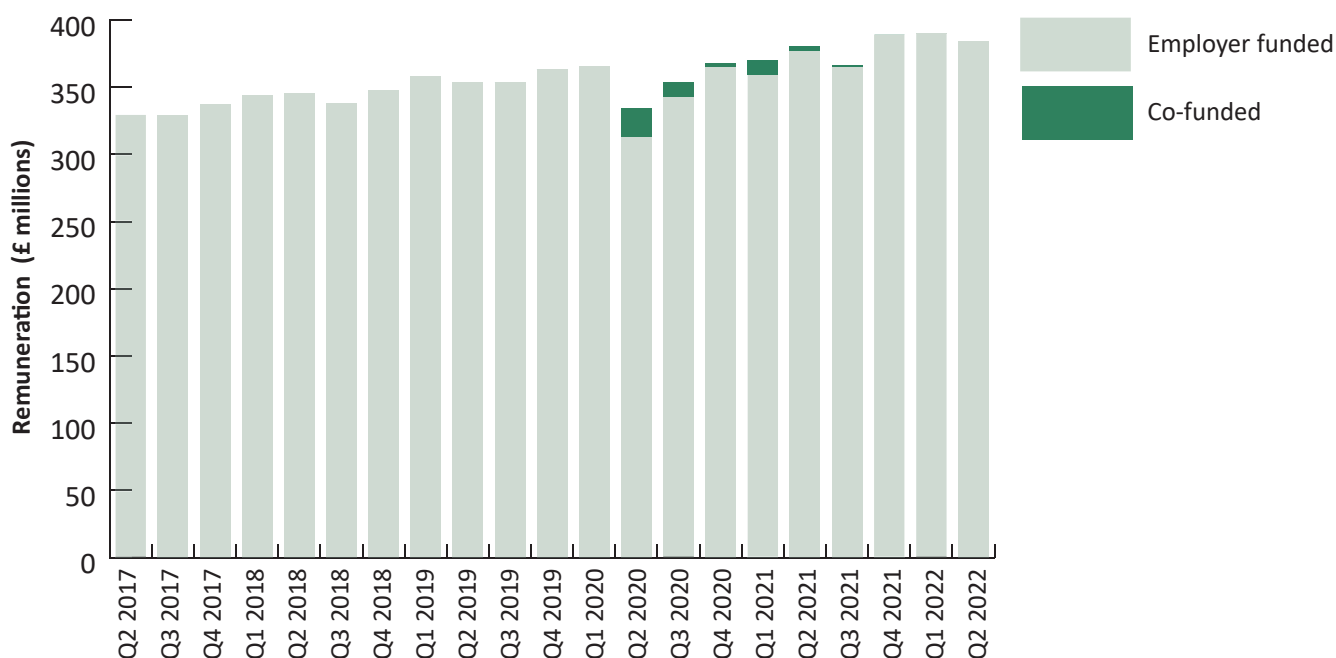
Real figures are presented alongside nominal to show trends before and after the effects of inflation have been removed. All real figures shown in this section of the report have been adjusted to June 2022 prices.

It can be seen in **Figure 7.1.1** and **Table 7.1.1** that there was an increase of 3.8% in nominal terms and a decrease of 1.1% in real terms in remuneration between the year ending 30th June 2021 and the year ending 30th June 2022.

Section 7.2 on the next page shows total remuneration for individual quarters.

7.2 Remuneration - quarter total by source

Figure 7.2.1 Total quarterly remuneration by source (nominal)



The information presented in **Figure 7.2.1** shows the total remuneration during each quarter by source.

On 24th March 2020, a Payroll Co-Sharing Scheme was introduced to provide financial support to businesses and self-employed workers in Guernsey who were negatively impacted as a result of the measures put in place to help slow the spread of COVID-19. Employers and the self-employed were supported in this way throughout 2020 and 2021. Some sectors, largely relating to tourism, have been supported for longer periods than other sectors.

It can be seen that total remuneration decreased from £366 million during the quarter ending 31st March 2020 to £334 million during the quarter ending 30th June 2020. Of the total £334 million during Q2 2020, at least £313 million was funded by employers and approximately £21 million (6%) was co-funded. These figures are described as approximations, since it is not possible to separate the portion received by employers to remunerate employees from the portion received by the self-employed, whose business incomes are not included within remuneration figures.

During the first quarter of 2021, approximately £11 million (3% of total remuneration) was co-funded, when the Bailiwick of Guernsey entered its second lockdown. **Figure 7.2.1** shows that as restrictions were eased after both the first and second lockdown, co-funded remuneration decreased as fewer sectors were eligible for payroll support.

During the second quarter of 2021, the sum of remuneration funded by employers was £377 million and the co-funded sum was approximately £3 million. During the fourth quarter of 2021, approximately £389 million was employer funded. It should be noted that some businesses refunded the support they received to the States of Guernsey.

Analysis by sector is shown on [pages 35 and 36](#).

7.3 Remuneration - four quarter total by sector

Table 7.3.1 Remuneration by sector (rolling four quarter total) and annual percentage change (nominal)

	(£ millions)				% change		
	Q2 2020	Q2 2021	Q2 2022		Q2 2020	Q2 2021	Q2 2022
Agriculture, horticulture, fishing and quarrying	6.7	7.8	8.4		-6.7	16.5	7.1
Manufacturing	19.9	21.2	22.3		-2.9	6.4	5.4
Electricity, gas, steam and air conditioning supply	12.4	12.5	12.4		-4.9	0.7	-0.9
Water supply, sewerage, waste management and remediation activities	3.6	3.6	4.6		1.1	-0.5	26.1
Construction	76.5	83.5	96.2		-1.2	9.1	15.3
Wholesale, retail and repairs	114.0	117.0	122.5		-1.2	2.6	4.7
Hostelry	38.9	37.2	46.4		-7.4	-4.6	25.0
Transport and storage	37.2	37.0	38.0		1.4	-0.7	2.9
Information and communication	39.2	42.3	44.7		3.8	7.8	5.6
Finance	425.6	427.2	415.5		0.4	0.4	-2.7
Real estate activities	12.7	14.4	15.4		0.4	13.0	6.9
Professional, business, scientific and technical activities	143.8	157.9	161.8		1.0	9.8	2.4
Administrative and support service activities	75.4	78.8	93.5		-0.8	4.5	18.7
Public administration	289.5	301.3	307.1		6.2	4.1	1.9
Education	14.4	14.8	15.6		2.5	3.3	5.3
Human health, social and charitable work activities	50.6	55.0	58.8		3.5	8.7	6.8
Arts, entertainment and recreation	9.1	9.6	11.2		1.3	5.7	17.0
Other service activities	9.2	9.8	10.6		-2.1	6.0	8.8
Activities of households as employers	0.6	1.0	1.8		60.6	76.4	78.6
Uncoded	37.2	39.8	40.7		6.2	7.0	2.3

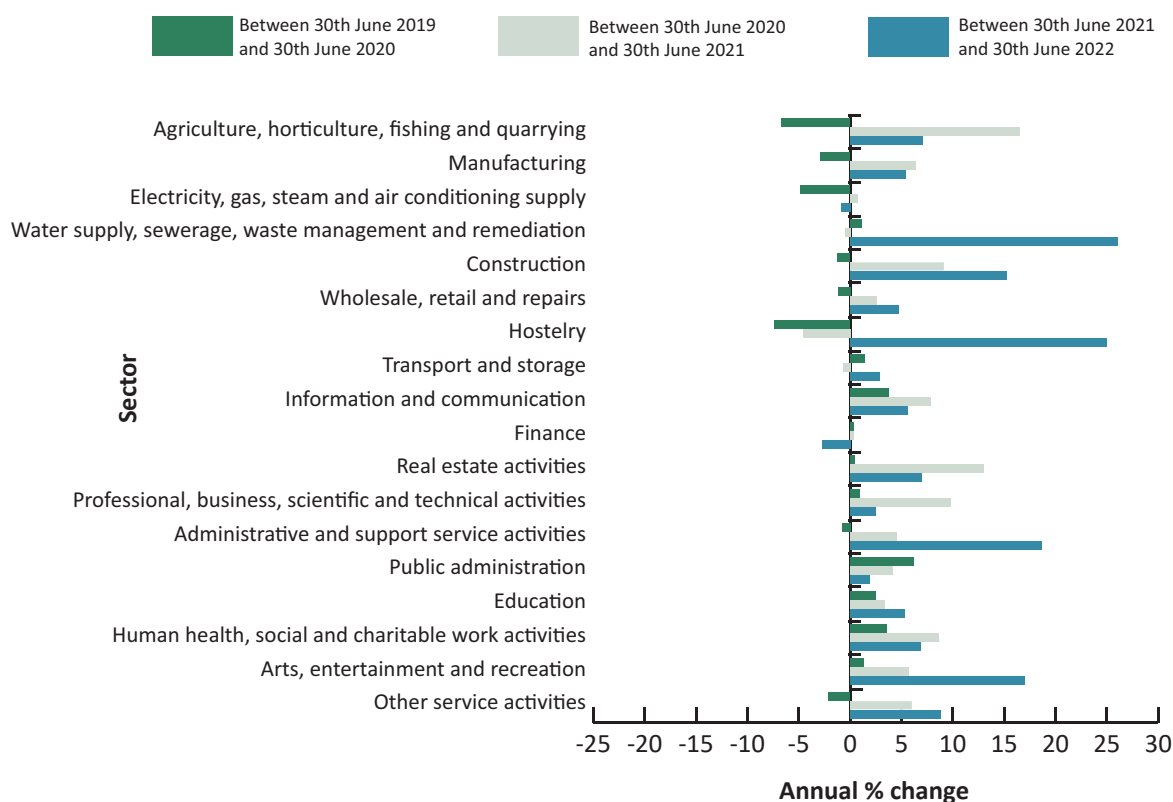
The information presented in **Table 7.3.1** shows the sum of remuneration during the year ending 30th June 2020, the year ending 30th June 2021 and the year ending 30th June 2022 by sector in nominal terms. It should be noted that while occupational pensions paid to past employees by the States of Guernsey are included within the Public administration sector, others may be included within the Finance sector regardless of the sector the person had worked in. The figures presented in **Table 7.3.1** include co-funded remuneration.

Table 7.3.1 shows that the Finance sector contributed the most remuneration for the year ending 30th June 2022, at £415.5 million. The Public administration sector had the second highest total remuneration at £307.1 million for the year ending 30th June 2022. These two sectors employ the largest number of employees (see **pages 16 and 17**) and pay the largest pensions payments.

The Activities of households as employers sector had the lowest total remuneration for the years ending 30th June 2020, 2021 and 2022 (£0.6 million, £1.0 million and £1.8 million respectively, see **Table 7.3.1**.) Care must be taken when interpreting the annual percentage change in remuneration for this sector. It includes the activities of households as employers of domestic personnel such as cooks, gardeners, housekeepers, babysitters and private tutors, for example. The percentage changes in remuneration for all the other sectors are presented graphically on **page 36**.

7.3 Remuneration - four quarter total by sector

Figure 7.3.1 Annual percentage change in remuneration (rolling four quarter total) by sector (nominal)



The information presented here shows the annual change in the four quarter sum of remuneration by sector. The figures include co-funded remuneration.

Sixteen of the eighteen economic sectors presented in **Figure 7.3.1** showed an increase in remuneration between the year ending 30th June 2021 and the year ending 30th June 2022. Notable increases were seen in Water supply, sewerage, waste management and remediation activities, Hostelry, Administrative and support service activities and Arts, entertainment and recreation (increases of 26.1%, 25.0%, 18.7% and 17.0% respectively).

The increase in Hostelry remuneration over the year ending 30th June 2022 follows annual decreases in remuneration for this sector over the year ending 30th June 2021 and 30th June 2020 (decreases of 4.6% and 7.4% respectively).

Finance sector remuneration, which consistently makes the largest contribution to total remuneration, showed an annual decrease of 2.7% over the year ending 30th June 2022.

Finance and Electricity, gas, steam and air conditioning supply were the only sectors to show a decrease in remuneration between 30th June 2021 and 30th June 2022 (2.7% and 0.9% respectively).

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
- Driving Licenses and Vehicle Registrations
- Schools
- University grants
- The Electoral Roll

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

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

Administrative changes

The types of population changes that are referred to as “Administrative Changes” are those which cannot be attributed to actual migration or natural increase. In the context of the transition over to the Rolling Electronic system in 2014, this resulted in the inclusion of some people who had not previously been included in Social Security headcounts, such as: people living in Guernsey that had previously been thought to be living in Alderney, people below school age who were not in receipt of family allowance and people who are not liable for Social Security contributions. It also resulted in the exclusion of some people who had previously been included in Social Security headcounts, such as people who had provided other Departments with an off-Island address and showed no other evidence of being on Island and a very small number of people who had been double counted due to being known by different names to the Education and Social Security Departments.

Other administrative changes include the removal of duplicates via the ongoing cross checking process and as more information becomes available. Some additional cross checks undertaken in 2018 led to the identification of duplicates born in 2014, 2015, 2016 and 2017. These have been removed and the process refined, so that the cause has been corrected. Figures for births have been restated back to 2014 to ensure an accurate picture of the trend is available.

Population Projections

See www.gov.gg/population for more information and directions to the latest version.

8.1 Methodology and further information

The Economic Statistics (Guernsey and Alderney) Law, 2019

On 4th September 2019, the Economic Statistics (Guernsey and Alderney) Law was approved by the States of Guernsey (see 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 ask employers to provide some additional data, which will enable improvements to be made to statistics, including the median earnings figures included in this bulletin. 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.

9.1 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. Please contact us for further information.

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For more information
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