

Guernsey Quarterly Labour Market Bulletin

Quarter 4 2013 - Issue date 19th March 2014



POLICY COUNCIL
THE STATES OF GUERNSEY

1.1 Introduction

The Labour Market Bulletin provides a quarterly snapshot of the Guernsey labour market using claimant and contribution data provided by the States of Guernsey Social Security Department.

1.2 Headlines

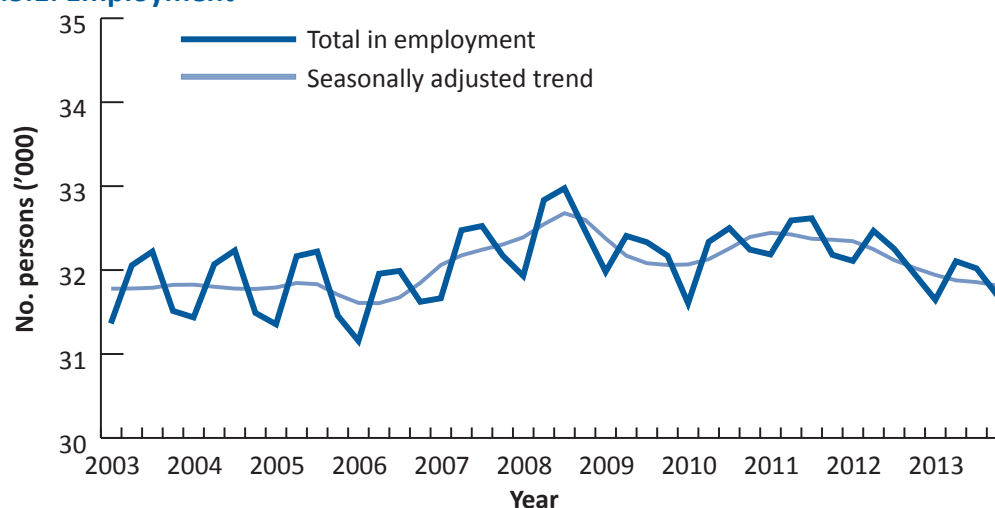
- In December 2013, 31,701 people were employed or self-employed in Guernsey. The annual change in total employment cannot be reported this quarter as there is no total employment figure for December 2012 for comparison, as detailed data regarding self-employed people was unavailable at that time.
- 2,975 people were self-employed and 28,726 worked for an employer (9.4% and 90.6% respectively). The annual change in the number of people working for an employer was a decrease of 0.6%.
- The number of people registered unemployed (using the International Labour Office (ILO) definition of unemployment) at the end of December 2013 was 433, representing 1.3% of the workforce, which is 0.1 percentage points higher than the previous quarter but the same as in December 2012.
- There were 2,308 employing organisations in Guernsey in December 2013, which is 13 more than at the same time the previous year.
- The Finance sector accounted for 20.7% of total employment in December 2013, employing 6,559 people, 59 (0.9%) fewer than the previous quarter.

1.3 Headline data

Table 1.3.1: Employment, unemployment and employers

	Q4 2011	Q1 2012	Q2 2012	Q3 2012	Q4 2012	Q1 2013	Q2 2013	Q3 2013	Q4 2013
Total in employment	32,182	32,109	32,467	32,253	*	31,646	32,105	32,020	31,701
No. unemployed (ILO)	367	416	357	349	409	427	411	375	433
No. employers	2,263	2,272	2,284	2,316	2,295	2,271	2,321	2,319	2,308

Figure 1.3.1: Employment



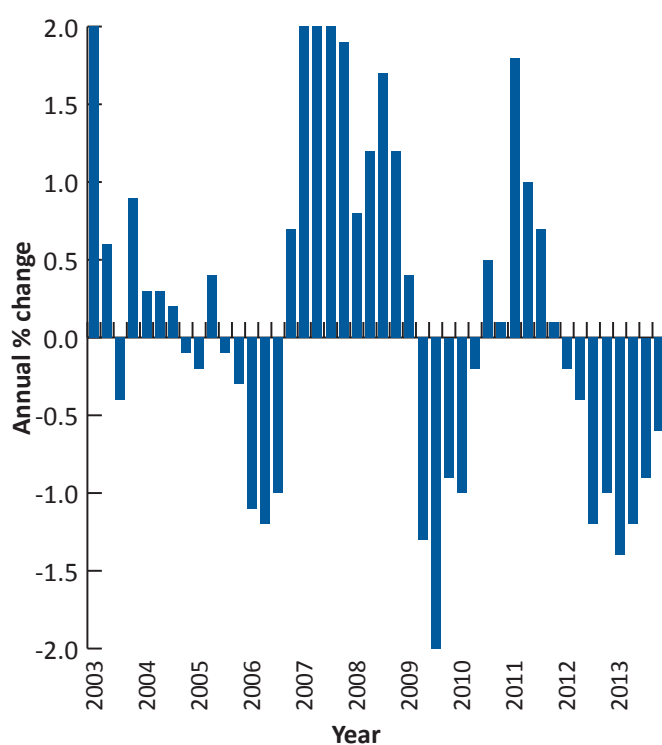
* The number of self-employed people in Guernsey was not available for the quarter ending December 2012, therefore the total number of people in employment at that time cannot be reported. For the continuity of the time series in the graph above, the average of 2012 Q3 and 2013 Q1 has been used for the 2012 Q4 data point.

2.1 Employment

Table 2.1.1: Total in employment

Date		No. persons	Annual % change
2010	Q4	32,244	0.2
2011	Q1	32,186	1.8
2011	Q2	32,591	0.8
2011	Q3	32,617	0.4
2011	Q4	32,182	-0.2
2012	Q1	32,109	-0.2
2012	Q2	32,467	-0.4
2012	Q3	32,253	-1.1
2012	Q4	*	*
2013	Q1	31,646	-1.4
2013	Q2	32,105	-1.1
2013	Q3	32,020	-0.7
2013	Q4	31,701	*

Figure 2.1.1: Annual percentage change in the number of employees



Employed people are classified by the Social Security Department (SSD) as those who work for wages or a salary under a contract of service. Self-employed people are those who are in business for themselves, not under the control of an employer.

Total employment is calculated by adding the number of employed and self-employed people.

There were 31,701 people either employed or self-employed in Guernsey in December 2013 (see [Table 2.1.1](#)).

The total number of people in employment in Guernsey shows seasonal variations as certain sectors (e.g. hostelry and horticulture) employ more people during the summer than in the winter. As a result, total employment in Guernsey is typically higher in the second and third quarters (ending June and September) than in the first and fourth quarters (ending March and December).

The seasonally adjusted trend shown graphically in [Figure 1.3.1](#) estimates the underlying movement in the data by removing seasonal and irregular movements. The trend is calculated using the Census X-12 method, which was developed by the US Census Bureau.

Since the annual percentage change in total employment is not available this quarter, [Figure 2.1.1](#) shows the annual change in the number of employed people.

* The number of self-employed people in Guernsey was not available for the quarter ending December 2012, therefore the total number of people in employment at that time cannot be reported. As such, the annual change in the total number of people in employment for the quarters ending December 2012 and December 2013 cannot be reported either.

3.1 Employees, self-employed and employment by gender

Table 3.1.1: Employees, self-employed and employment by gender

		No. persons		Annual % change		No. persons		Annual % change	
		Employees	Self-employed	Employees	Self-employed	Female	Male	Female	Male
2010	Q4	29,142	3,102	0.1	1.4	14,771	17,473	-0.5	0.8
2011	Q1	29,119	3,067	1.8	1.8	14,726	17,460	1.9	1.8
2011	Q2	29,535	3,056	1.0	-0.7	14,982	17,609	0.7	0.9
2011	Q3	29,571	3,046	0.7	-2.5	14,961	17,656	1.0	-0.2
2011	Q4	29,181	3,001	0.1	-3.3	14,820	17,362	0.3	-0.6
2012	Q1	29,057	3,052	-0.2	-0.5	14,834	17,275	0.7	-1.1
2012	Q2	29,427	3,040	-0.4	-0.5	14,988	17,479	0.0	-0.7
2012	Q3	29,226	3,027	-1.2	-0.6	14,796	17,457	-1.1	-1.1
2012	Q4	28,895	*	-1.0	*	*	*	*	*
2013	Q1	28,657	2,989	-1.4	-2.1	14,508	17,138	-2.2	-0.8
2013	Q2	29,086	3,019	-1.2	-0.7	14,757	17,348	-1.5	-0.7
2013	Q3	28,976	3,044	-0.9	0.6	14,670	17,350	-0.9	-0.6
2013	Q4	28,726	2,975	-0.6	*	14,618	17,083	*	*

The number of employees (i.e. working for an employer) is subject to the seasonal variations described on the previous page. The number of self-employed people does not show regular seasonal increases and decreases to the same extent as the number of employees.

The number of employees in Guernsey decreased by 0.6% between December 2012 and December 2013 to 28,726 (see [Table 3.1.1](#) and [Figure 3.1.1](#)). There were 2,975 self-employed people in Guernsey in December 2013. A comparison with December 2012 cannot be reported as the number of self-employed people was not available at that time.

There were 14,618 women in employment (i.e. either employed or self-employed) in December 2013, comprising 46.1% of the total number of people in employment (see [Table 3.1.1](#)).

As the annual percentage change in total employment is not available this quarter, [Figure 3.1.2](#) shows the annual change in the number of employees by gender.

More information is available on employment rates by age and gender in the annually published States Strategic Monitoring Report (see www.gov.gg/kpi).

Figure 3.1.1: Annual percentage change in employees and self-employed

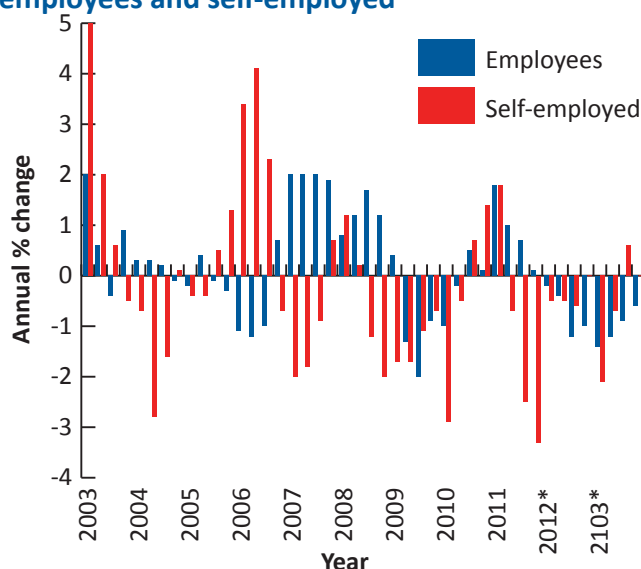
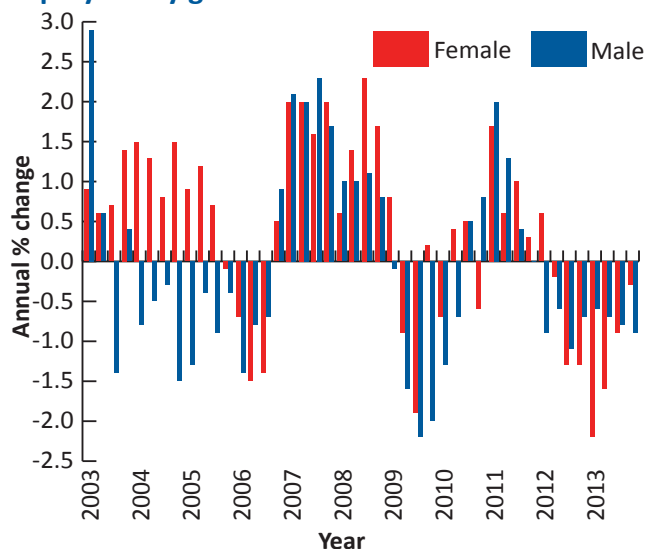
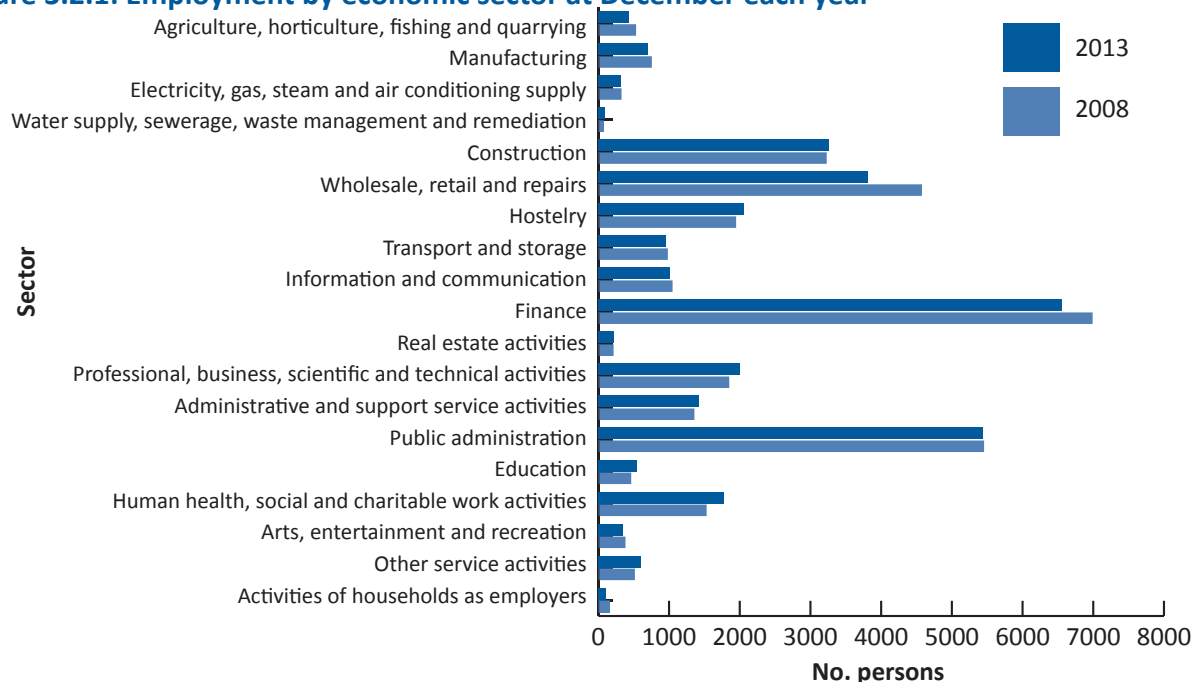


Figure 3.1.2: Annual percentage change in employees by gender



3.2 Employment by economic sector

Figure 3.2.1: Employment by economic sector at December each year



Employers and 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 those 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.

Figure 3.2.1 shows a 5 year comparison of total employment for each economic sector. **Table 3.2.1** shows employment by sector at December 2013 and **Figure 3.2.2** shows the percentage change in the number of employees only*.

The Finance sector remained the largest employer, employing 6,559 people in December 2013 (either employed or self-employed), 432 fewer people than at the same time in 2008. The number of employees* in this sector decreased by 2.1% (138 people) between December 2012 and December 2013.

Over the 5 years ending in December 2013, Human health, social and charitable work activities saw the greatest increase in the number of people employed in any one sector, employing 244 more people (15.9%) in December 2013 than in December 2008. The largest percentage increase in employment (18.3%) in the 5 years ending December 2013 was in Education, equating to an increase of 85 people.

Activities of households as employers experienced the largest percentage decrease in employment (-35.0%) over the 5 years ending in December 2013. However, this is one of the smallest sectors in terms of the number of people employed within it (102 people in December 2013), so this equates to a decrease of just 55 people when compared to December 2008.

The Construction sector had the largest number of self-employed people in December 2013 (815 people), representing 25.0% of the sector and 27.4% of self-employed people overall (the highest proportion of self-employment).

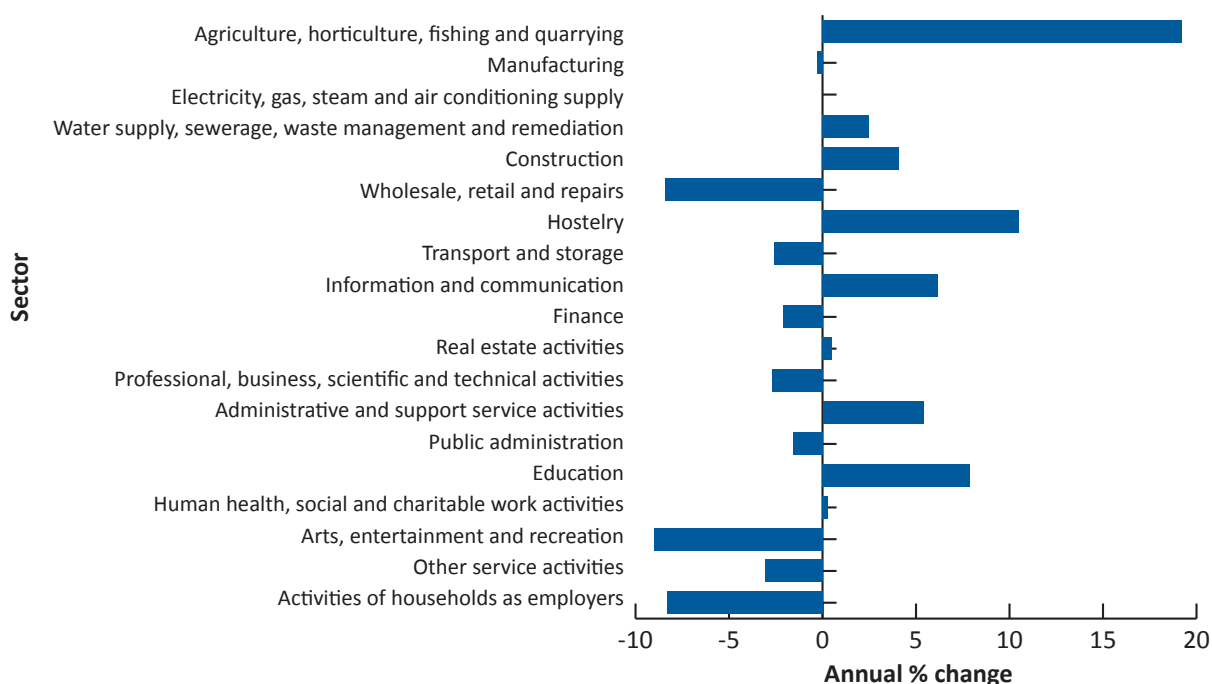
* The number of self-employed people in Guernsey was not available for the quarter ending December 2012, so the annual change in the total number of people in employment and the annual change in the number of self-employed people for the quarter ending December 2013 cannot be reported.

3.2 Employment by economic sector

Table 3.2.1: Employment by economic sector at December 2013

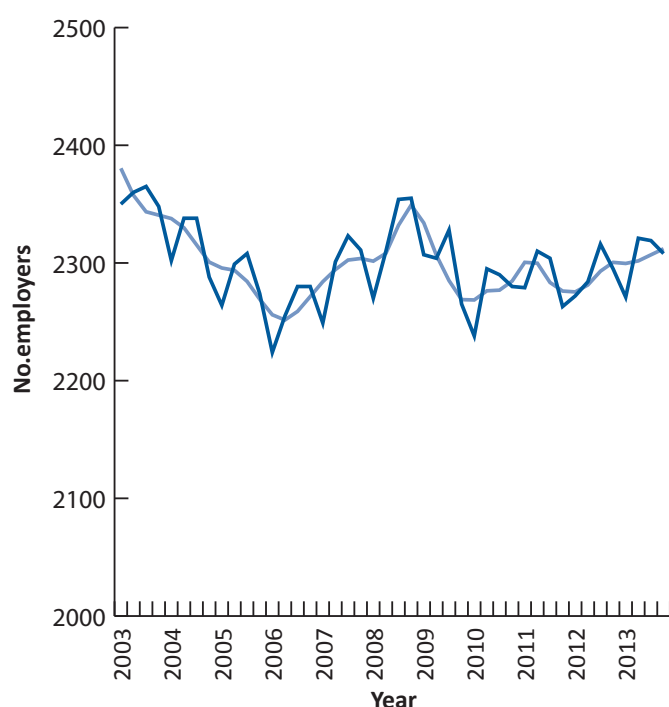
	No. employees				No. self-employed*				Total no. in employment	% of total for all sectors
	Female	Male	Total	Annual % change	Female	Male	Total	Annual % change		
Agriculture, horticulture, fishing and quarrying	103	213	316	19.2	7	110	117	*	433	1.4
Manufacturing	179	409	588	-0.3	26	87	113	*	701	2.2
Electricity, gas, steam and air conditioning supply	54	249	303	-	-	9	9	*	312	1.0
Water supply, sewerage, waste management and remediation activities	11	71	82	2.5	-	13	13	*	95	0.3
Construction	189	2,260	2,449	4.1	16	799	815	*	3,264	10.3
Wholesale, retail and repairs	1,554	1,933	3,487	-8.4	79	245	324	*	3,811	12.0
Hostelry	778	1,113	1,891	10.5	61	106	167	*	2,058	6.5
Transport and storage	169	669	838	-2.6	9	109	118	*	956	3.0
Information and communication	259	703	962	6.2	12	32	44	*	1,006	3.2
Finance	3,546	2,947	6,493	-2.1	10	56	66	*	6,559	20.7
Real estate activities	115	93	208	0.5	3	15	18	*	226	0.7
Professional, business, scientific and technical activities	936	651	1,587	-2.7	91	322	413	*	2,000	6.3
Administrative and support service activities	525	696	1,221	5.4	31	176	207	*	1,428	4.5
Public administration	3,324	2,087	5,411	-1.6	4	21	25	*	5,436	17.1
Education	341	109	450	7.9	73	27	100	*	550	1.7
Human health, social and charitable work activities	1,321	282	1,603	0.3	79	94	173	*	1,776	5.6
Arts, entertainment and recreation	140	154	294	-9.0	23	36	59	*	353	1.1
Other service activities	328	77	405	-3.1	140	52	192	*	597	1.9
Activities of households as employers	66	34	100	-8.3	2	-	2	*	102	0.3
Other	14	24	38	40.7	-	-	-	*	38	0.1
Total for all sectors	13,952	14,774	28,726	0.6	666	2,309	2,975	*	31,701	100.0

Figure 3.2.2: Annual percentage change in employees by economic sector at December 2013



4.1 Employers by size

Figure 4.1.1: Total employers



In December 2013 there were 2,308 employers in Guernsey, which is 13 more than in December 2012. There were 44 organisations employing more than 100 people in December 2013, four more than in December 2012. Of these, 5 organisations employed over 250 people in December 2013, one less than in December 2012 (see [Figure 4.1.1](#) and [Table 4.1.1](#)).

The Finance sector continued to have the most organisations employing more than 50 people (see [Table 4.2.1](#)) and the Construction sector again had the most organisations employing five people or fewer.

Please note that some of the percentage changes are based on small numbers and can, therefore, seem large relative to the actual change in numbers.

Table 4.1.1: Employers by size (number of employees)

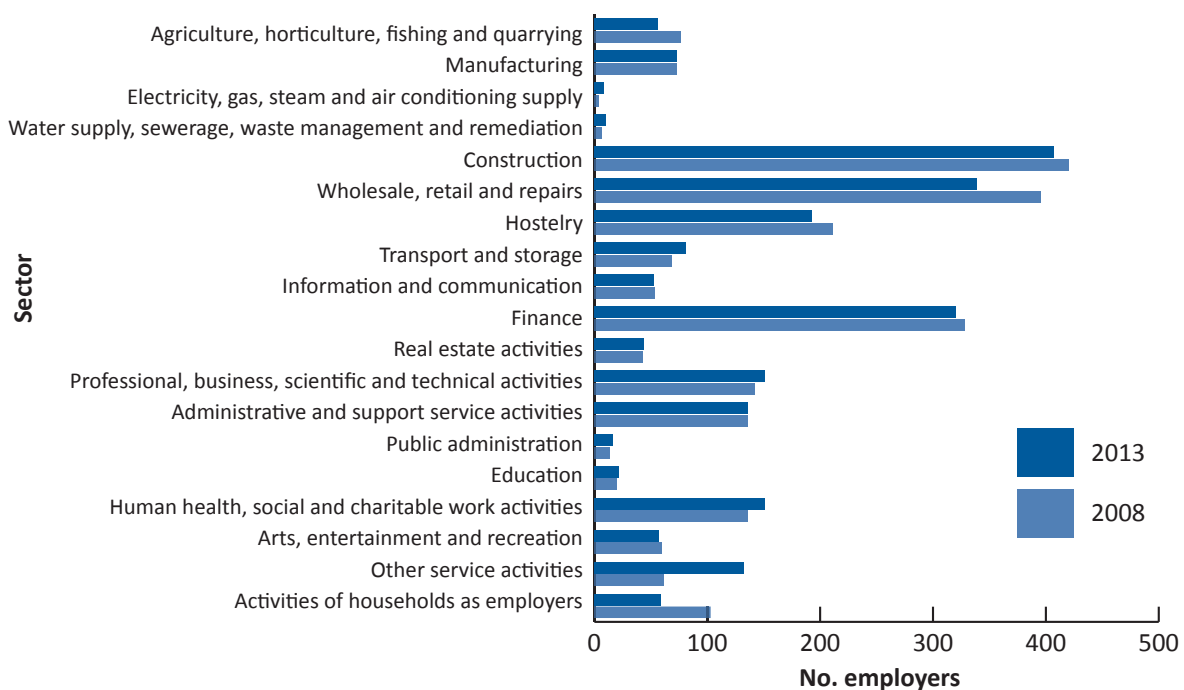
		No. employers by size (number of employees)								Total no. employers	Annual % change
		1	2 to 5	6 to 10	11 to 25	26 to 50	51 to 100	101 to 250	250+		
2010	Q4	599	816	359	273	121	70	36	6	2,280	0.7
2011	Q1	595	831	354	273	109	74	37	6	2,279	1.8
2011	Q2	612	817	367	280	117	72	38	7	2,310	0.7
2011	Q3	588	816	362	303	116	73	39	7	2,304	0.6
2011	Q4	582	794	372	289	109	73	37	7	2,263	-0.7
2012	Q1	593	811	377	265	117	69	31	9	2,272	-0.3
2012	Q2	587	819	362	293	112	68	37	6	2,284	-1.1
2012	Q3	608	801	373	296	133	65	33	7	2,316	0.5
2012	Q4	599	817	365	295	113	66	34	6	2,295	1.4
2013	Q1	600	818	355	294	103	61	34	6	2,271	0.0
2013	Q2	604	841	353	305	110	66	36	6	2,321	1.6
2013	Q3	596	822	382	295	114	66	37	7	2,319	0.1
2013	Q4	606	830	359	296	114	59	39	5	2,308	0.6

4.2 Employers by economic sector and size

Figure 4.2.1: Employers by economic sector and size (number of employees) at December 2013

	No. employers by size (number of employees)					% of total for all sectors	Annual % change
	1 to 5	6 to 25	26 to 50	51 or more	Total		
Agriculture, horticulture, fishing and quarrying	37	16	2	1	56	2.4	-16.4
Manufacturing	42	27	1	3	73	3.2	-2.7
Electricity, gas, steam and air conditioning supply	3	3	0	2	8	0.3	60.0
Water supply, sewerage, waste management and remediation activities	7	2	0	1	10	0.4	11.1
Construction	291	106	4	6	407	17.6	2.5
Wholesale, retail and repairs	200	109	18	12	339	14.7	-2.0
Hostelry	97	75	9	12	193	8.4	-2.5
Transport and storage	46	26	5	4	81	3.5	-1.2
Information and communication	30	16	3	4	53	2.3	1.9
Finance	143	110	40	27	320	13.9	1.3
Real estate activities	32	10	2	0	44	1.9	2.3
Professional, business, scientific and technical activities	94	44	5	8	151	6.5	-1.3
Administrative and support service activities	92	30	6	8	136	5.9	-4.2
Public administration	11	2	0	3	16	0.7	0.0
Education	10	7	2	3	22	1.0	-4.3
Human health, social and charitable work activities	91	39	13	8	151	6.5	-1.3
Arts, entertainment and recreation	39	15	3	0	57	2.5	5.6
Other service activities	116	14	1	1	132	5.7	16.8
Activities of households as employers	55	4	0	0	59	2.6	-18.1
Other	0	0	0	0	0	0.0	-
Total for all sectors	1,436	655	114	103	2,308	100.0	-0.3

Figure 4.2.1: Employers by economic sector at December each year



5.1 Unemployment

Table 5.1.1: Number and percentage of workforce registered as unemployed

		No. persons		% of workforce	
		ILO definition unemployed	Total registered unemployed	ILO definition unemployed	Total registered unemployed
2010	Q4	276	420	0.8	1.3
2011	Q1	301	468	0.9	1.4
2011	Q2	281	461	0.9	1.4
2011	Q3	282	443	0.9	1.3
2011	Q4	367	509	1.1	1.6
2012	Q1	416	616	1.3	1.9
2012	Q2	357	552	1.1	1.7
2012	Q3	349	526	1.1	1.6
2012	Q4	409	592	1.3	1.8
2013	Q1	427	638	1.3	2.0
2013	Q2	411	628	1.3	1.9
2013	Q3	375	581	1.2	1.8
2013	Q4	433	641	1.3	2.0

Figure 5.1.1: Percentage of workforce registered as unemployed

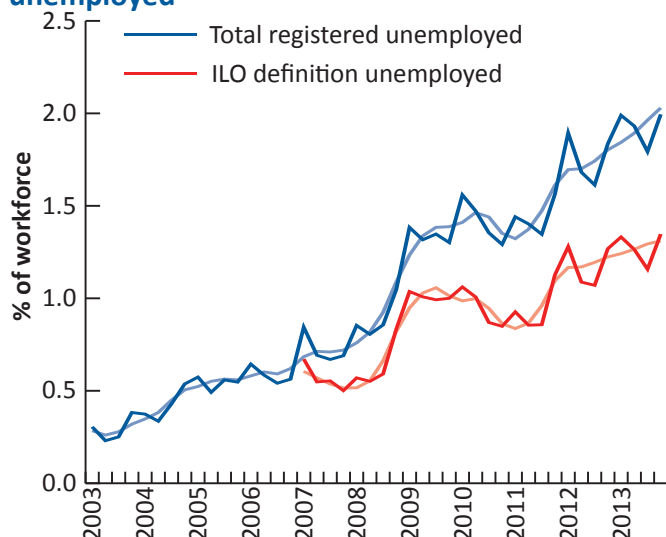
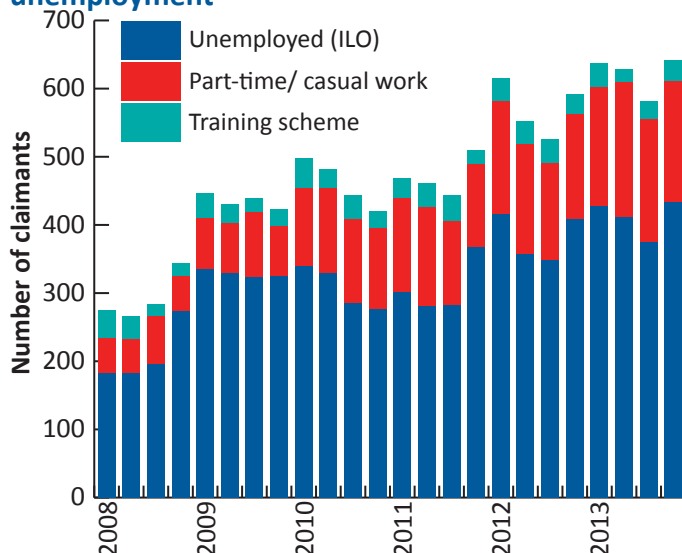


Figure 5.1.2: Composition of total registered unemployment



Unemployment in Guernsey shows a degree of seasonal variation and is typically highest in the first quarter of each year.

As shown in [Table 5.1.1](#), there were 433 people registered as unemployed using the International Labour Office definition of unemployment¹ in December 2013, 24 people more than in December 2012.

The registered unemployment rate using the ILO definition was 1.3% at the end of December 2013, which is the same as the same period the previous year (see [Figure 5.1.1](#))².

The “total registered unemployed” measure (which was the previous headline measure) includes those on government training schemes for the unemployed (such as the Community and Environmental Projects Scheme) or anybody in part-time or casual employment who is available to work additional hours and still eligible to claim job seekers benefit to supplement their income.

The rate of unemployment using the total registered unemployed measure was 2.0% at the end of December 2013, 0.2 percentage points higher than in December 2012.

[Figure 5.1.2](#) shows the composition of total registered unemployment (i.e ILO unemployment plus claimants in part-time or casual employment or participating in a training scheme but still eligible for job seekers benefits).

At the end of December 2013 there were 178 claimants participating in part-time or casual work, 24 more than in December 2012. There were 30 claimants participating in government training schemes in December 2013 which was one more than at the same time the previous year.

¹ See <http://www.statistics.gov.uk/statbase/Product.asp?vlnk=2054>

² The unemployment rate is the number of unemployed people expressed as a percentage of the total workforce. The total workforce for December 2012 includes an estimate of the number of self employed people because that information was not available from the Social Security Department.

5.2 Unemployment in detail

The number of men unemployed (by ILO definitions) in December 2013 was greater than the number of women registered unemployed in all age categories (see [Figure 5.2.1](#)) except those aged 30-39 years, of whom the number of unemployed men and unemployed women was the same. Of the people registered unemployed using the ILO definitions, 36.3% were women, which is 1.5 percentage points more than at the same time the previous year.

Typically, the age distribution of registered unemployment among women is more even than among men. The higher level of unemployment in the younger age categories in particular is more pronounced in men than in women.

The age group with the highest number of registered unemployed men was the 20-29 category, accounting for 31.5% of unemployed men and 20.1% of the total number of unemployed people (by ILO definitions).

The age group with the highest number of registered unemployed women was the 40-49 category, with 39 unemployed women in December 2013, accounting for 24.8% of unemployed women and 9.0% of the total number of unemployed people (by ILO definitions). There were 35 unemployed women in the 30-39 age group and 34 in the 20-29 age group.

Of the registered unemployed people who called into SSD in the snapshot week at the end of December 2013, 34.2% had been registered unemployed for between three and six months at that time. 25.6% of claimants had been registered unemployed for more than a year (see [Table 5.2.1](#) and [Figure 5.2.2](#)).

Figure 5.2.1: Unemployment by age and gender in December 2013

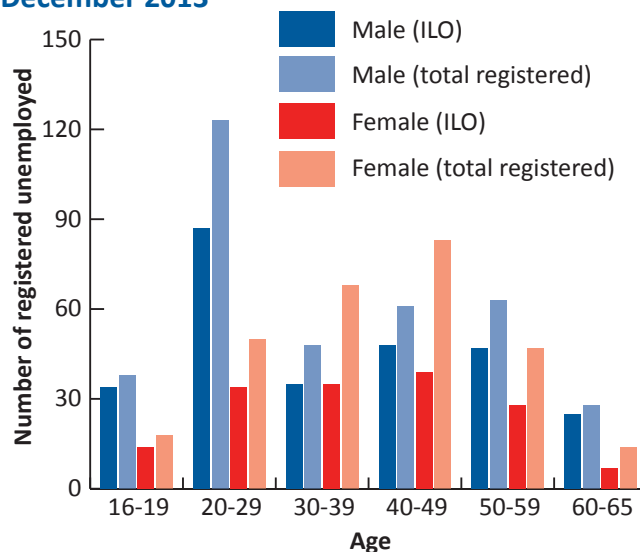
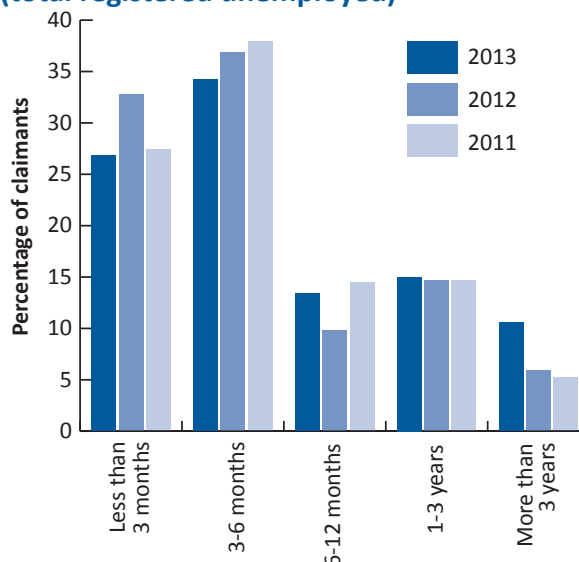


Table 5.2.1: Duration of unemployment of claimants calling in snapshot week¹ December 2013 (total registered unemployed)

Length of Claim	Age						Total	%
	16-19	20-29	30-39	40-49	50-59	60-65		
0 - 2 weeks	0	4	1	2	6	1	14	3.2
3 - 4 weeks	2	8	7	6	8	1	32	7.4
5 - 8 weeks	14	18	7	12	13	6	70	16.2
9 - 13 weeks	13	16	9	13	8	2	61	14.1
14 - 26 weeks	11	32	10	13	15	6	87	20.1
27 weeks - 1 year	4	17	9	14	8	6	58	13.4
1 year - 3 years	4	17	11	13	10	10	65	15.0
More than 3 years	0	8	16	15	7	0	46	10.6
Total	48	120	70	88	75	32	433	100.0

Figure 5.2.2: Duration of unemployment of claimants calling in snapshot week¹ in December (total registered unemployed)



¹ These statistics capture only claimants calling at the Social Security Department in the snapshot week and as a result may not be equal to the total number of registered unemployed.

5.2 Unemployment in detail

Figure 5.2.3: Number of vacancies placed with the job centre each month

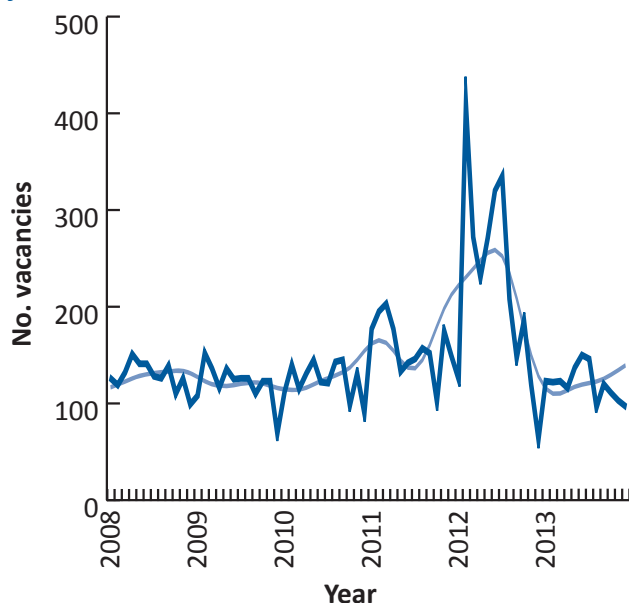


Figure 5.2.3 shows the number of vacancies placed with the Guernsey job centre each month. Although this is not a complete representation of the total number of vacancies in the Island, it does provide an indication of the strength of the employment market.

6.1 Contact details and further information

A summary of the business activities which make up each of the nineteen economic sectors used throughout this bulletin is available online at: www.gov.gg/ecodes.

You may also be interested in other publications from the Policy and Research Unit, which are all available online at www.gov.gg/pru.

Please contact Emily Field (Research Officer) for further information.

Policy and Research Unit
Sir Charles Frossard House
La Charroterie
St Peter Port
Guernsey
GY1 1FH

Tel: (01481) 717292

Fax: (01481) 713787

e-mail: policy.research@gov.gg

web: www.gov.gg/pru