

# Guernsey Quarterly Population, Employment and Earnings Bulletin

31st December 2015 - 30th June 2016

Issue date 28th October 2016

The Guernsey Quarterly Population, Employment and Earnings Bulletin provides headline information on the population of Guernsey (including the islands of Guernsey, Herm, Jethou and Lihou) using data collated by the Rolling Electronic Census IT System.



States of Guernsey  
Data and Analysis

## 1.1 Introduction

This quarterly bulletin provides headline information on the population of Guernsey (including the islands of Guernsey, Herm, Jethou and Lihou, but excluding Alderney, Sark and Breghou). It is published each April, July and October. A fuller report is published annually each January and is available from [www.gov.gg/population](http://www.gov.gg/population).

The first section of the report covers population headlines; births, deaths, immigration and emigration and the population by age group. The next section gives numbers of people employed and self-employed, along with information by economic sector (previously published in the quarterly Labour Market Bulletin). The final section shows median earnings of employees (previously published in the annual Median Earnings Bulletin).

All are compiled using data collated by the Rolling Electronic Census IT System and the methodological differences between this information compared to previous publications are explained in each section.

## 1.2 Headlines

- Guernsey's population increased by 0.36% (222 people) over the year ending 31st December 2015. This is the largest annual increase since 2011.
- The increase resulted from a natural increase of 115 people and net migration of 107 people.
- There was a decrease of 0.1% (339 people) in the 16 to 64 age group during the year ending 31st December 2015, compared with -0.8% and -1.4% during the years ending 31st December 2014 and 2013 respectively. There were increases in the 65 and over groups.
- In June 2016, 33,017 people were employed or self-employed in Guernsey. 4,870 people were self-employed and 28,147 people worked for an employer (14.7% and 85.3% respectively) in June 2016.
- There were 2,455 employing organisations in Guernsey in June 2016.
- The Finance sector accounted for 19.5% of total employment in June 2016, employing 6,895 people.
- Median earnings as at 30th June 2016 were £31,406 which, compared with a year earlier, was 2.6% higher in nominal terms and 2.2% higher in real terms.

## 2.1 Population - Annual changes

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

As a result of the additional information incorporated by the Rolling Electronic Census system each quarter, some previously published figures have been restated. The figures have been restated to enable population changes that have been identified retrospectively to be incorporated into the correct year.

As can be seen in **Table 2.1.1** and **Figure 2.1.1**, the total population increased by 222 (0.36%) over the year ending 31st December 2015. This is the third consecutive quarter with a positive annual change.

**Page 4** shows natural increase and net migration. Natural increase in population is defined as the number of births minus the number of deaths during a particular time period. Net migration is the difference between immigration (people moving to the island) and emigration (people moving off the island). The natural increase for the year ending 31st December 2015 was 115 and the net migration was 107.

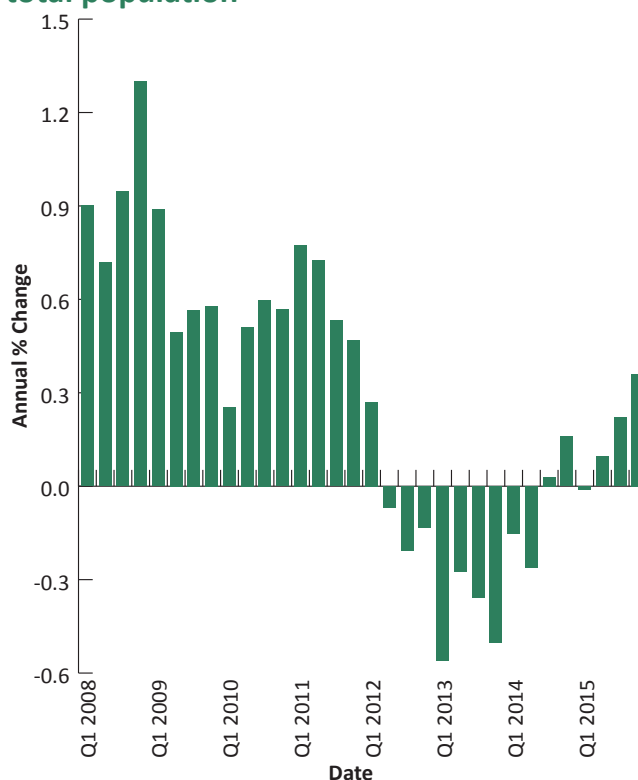
Annual population changes by age groups are given on **page 5**.

During the year ending 31st December 2015 there was a decrease in the age group 0 to 15 (-0.6%), and a small decrease of 0.1% in the age group 16 to 64. The age group 65 to 84 showed the largest annual increase (2.4%) whilst the number of people aged 85 and over increased by 1.1%.

**Table 2.1.1 Annual changes in total population**

	Annual change due to net migration and natural increase	Annual % change due to net migration and natural increase
<b>Q3 2012</b>	-130	-0.21
<b>Q4 2012</b>	-84	-0.13
<b>Q1 2013</b>	-353	-0.56
<b>Q2 2013</b>	-174	-0.28
<b>Q3 2013</b>	-226	-0.36
<b>Q4 2013</b>	-314	-0.50
<b>Q1 2014</b>	-96	-0.15
<b>Q2 2014</b>	-166	-0.26
<b>Q3 2014</b>	19	0.03
<b>Q4 2014</b>	99	0.16
<b>Q1 2015</b>	-8	-0.01
<b>Q2 2015</b>	60	0.10
<b>Q3 2015</b>	138	0.22
<b>Q4 2015</b>	222	0.36

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



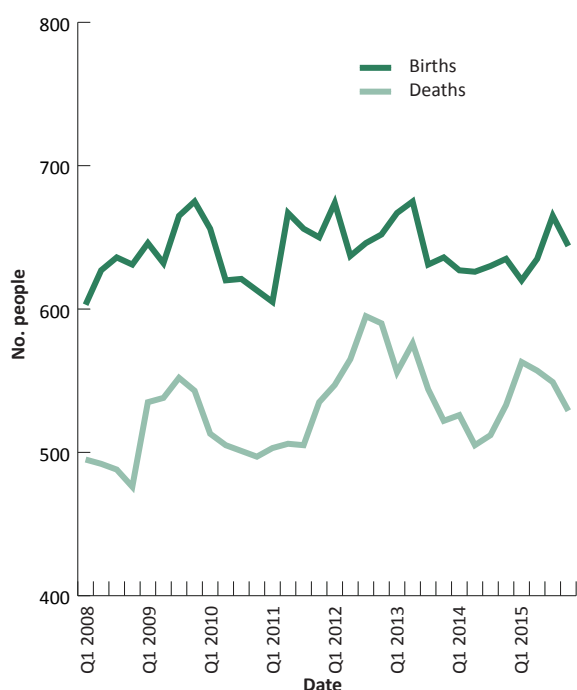
## 2.1 Population - Annual changes

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

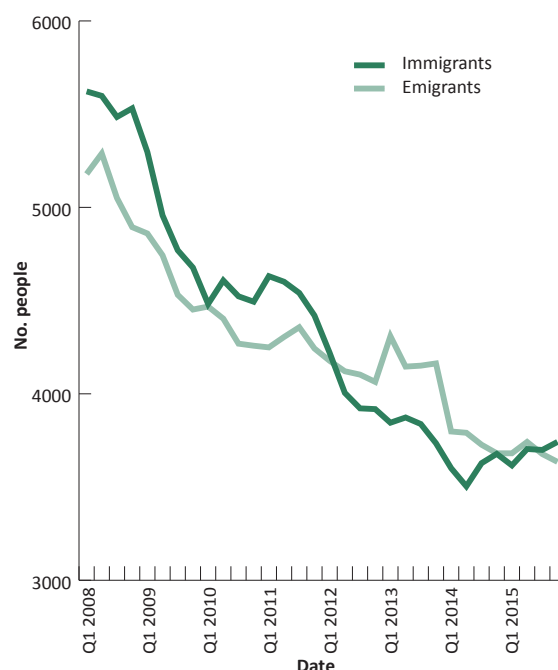
	Births	Deaths	Natural increase	Immigration	Emigration	Net migration	Natural increase and net migration	Net admin changes	Total population at end of quarter
<b>Q3 2012</b>	646	595	51	3,922	4,103	-181	-130	0	63,068
<b>Q4 2012</b>	652	590	62	3,918	4,064	-146	-84	0	62,659
<b>Q1 2013</b>	667	556	111	3,845	4,309	-464	-353	0	62,732
<b>Q2 2013</b>	675	576	99	3,873	4,146	-273	-174	0	63,093
<b>Q3 2013</b>	631	544	87	3,838	4,151	-313	-226	0	62,842
<b>Q4 2013</b>	636	522	114	3,735	4,163	-428	-314	0	62,345
<b>Q1 2014</b>	627	526	101	3,601	3,798	-197	-96	-104	62,532
<b>Q2 2014</b>	626	505	121	3,504	3,791	-287	-166	-104	62,823
<b>Q3 2014</b>	630	512	118	3,628	3,727	-99	19	-104	62,757
<b>Q4 2014</b>	635	533	102	3,678	3,681	-3	99	-104	62,340
<b>Q1 2015</b>	620	563	57	3,616	3,681	-65	-8	0	62,524
<b>Q2 2015</b>	635	557	78	3,704	3,722	-18	60	0	62,883
<b>Q3 2015</b>	665	549	116	3,699	3,677	22	138	0	62,895
<b>Q4 2015</b>	644	529	115	3,742	3,635	107	222	0	62,562

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.

**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

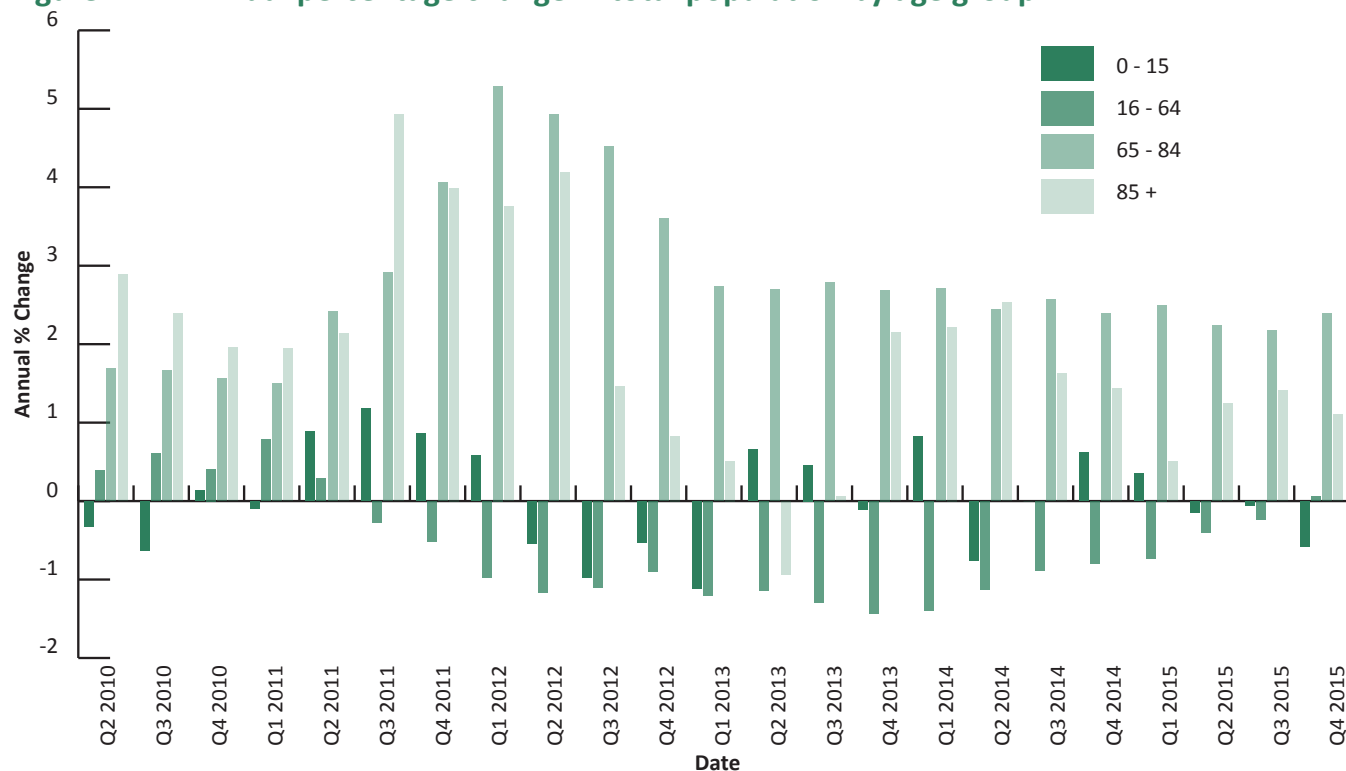


Table 2.2.1 Annual population changes

	0 - 15	Annual % change	16 - 64	Annual % change	65 - 84	Annual % change	85 +	Annual % change
Q3 2012	10,147	-1.0	41,812	-1.1	9,510	4.5	1,599	1.5
Q4 2012	10,167	-0.5	41,371	-0.9	9,543	3.6	1,578	0.8
Q1 2013	10,097	-1.1	41,460	-1.2	9,595	2.7	1,580	0.5
Q2 2013	10,251	0.7	41,550	-1.1	9,714	2.7	1,578	-0.9
Q3 2013	10,194	0.5	41,273	-1.3	9,775	2.8	1,600	0.1
Q4 2013	10,156	-0.1	40,777	-1.4	9,800	2.7	1,612	2.2
Q1 2014	10,180	0.8	40,882	-1.4	9,855	2.7	1,615	2.2
Q2 2014	10,173	-0.8	41,081	-1.1	9,951	2.4	1,618	2.5
Q3 2014	10,194	0.0	40,911	-0.9	10,026	2.6	1,626	1.6
Q4 2014	10,219	0.6	40,452	-0.8	10,034	2.4	1,635	1.4
Q1 2015	10,216	0.4	40,585	-0.7	10,101	2.5	1,623	0.5
Q2 2015	10,158	-0.1	40,917	-0.4	10,174	2.2	1,638	1.2
Q3 2015	10,188	-0.1	40,814	-0.2	10,244	2.2	1,649	1.4
Q4 2015	10,160	-0.6	40,475	-0.1	10,274	2.4	1,653	1.1

## 2.3 Population in employment or full-time education

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

	% of total population in employment or education
Q2 2014	62.3
Q3 2014	63.7
Q4 2014	64.3
Q1 2015	64.4
Q2 2015	64.5
Q3 2015	65.0
Q4 2015	65.4

**Table 2.3.2 Percentage of population in employment or full-time education by age at 31st December 2015**

	Female	Male	Total
14 and under	58.8	60.0	59.5
15 to 19	91.7	92.0	91.8
20 to 24	83.6	86.0	84.9
25 to 29	79.4	85.1	82.3
30 to 34	77.7	87.3	82.7
35 to 39	78.4	88.4	83.4
40 to 44	78.8	91.0	84.8
45 to 49	78.2	89.5	83.7
50 to 54	75.9	87.7	81.8
55 to 59	68.7	84.7	76.5
60 to 64	48.2	70.8	59.7
65 to 69	16.5	40.3	28.1
70 to 74	7.4	27.3	17.1
75 to 79	2.7	11.6	6.9
80 to 84	2.1	17.9	8.6
85 and over	0.5	11.9	4.3
Total	59.3	71.6	65.4

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

At 31st December 2015, 65.4% of the population were in full-time education or in employment.

The figures differ to those previously published in the Labour Market Bulletin due to data being extracted later and therefore being more complete. Additionally, 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.

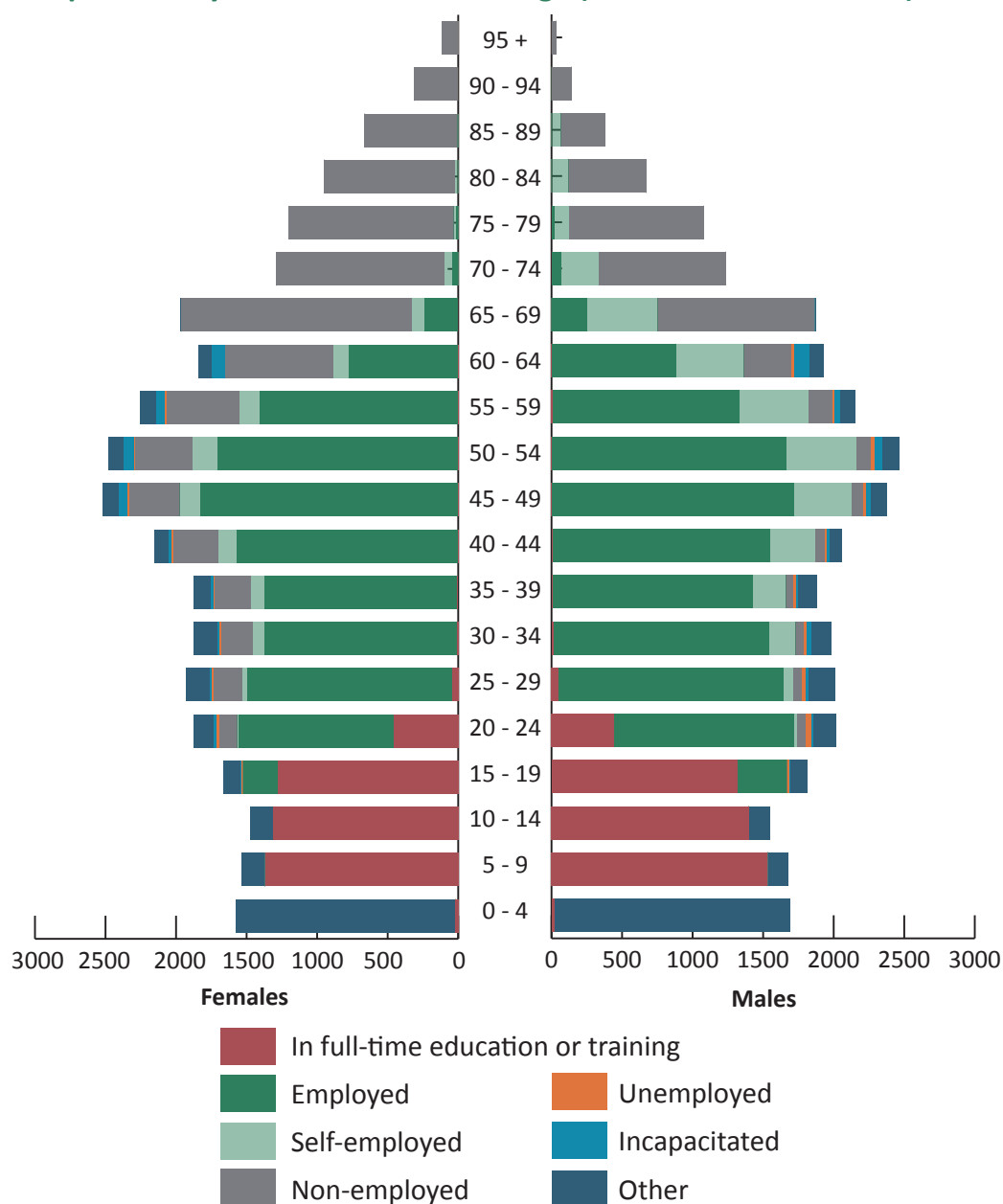
People are categorised as being in full-time education if they are at school, university or on other full-time education or training courses. Some of those in full-time education were also employed or self-employed on the snapshot date (but they are still categorised as being in full-time education).

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 2016 (see [page 9](#) onwards).

## 2.3 Population in employment or full-time education

**Figure 2.3.1 Population by economic status and age (at 31st December 2015)**



**Figure 2.3.1** shows how economic status varies by age group and gender. Overall, 81.0% of the working population (aged 16 to 64 years old) were either in full-time education, employed or self-employed at the end of September 2015.

People in full-time education are concentrated in the 5 to 24 years old age categories, with a further 94 people aged 25 to 29 years. They are apparent in low numbers up to the age group 60 to 65 years.

The proportion of the population in employment peaks in the 40 to 44 years age group for both males and females, at 91.0% and 78.8% respectively.

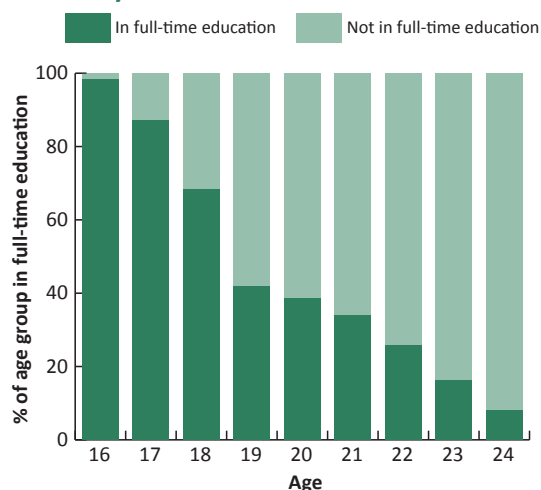
Self-employment is more apparent in males than in females, as is unemployment. However, there were more non-employed females than males at the end of December 2015.

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

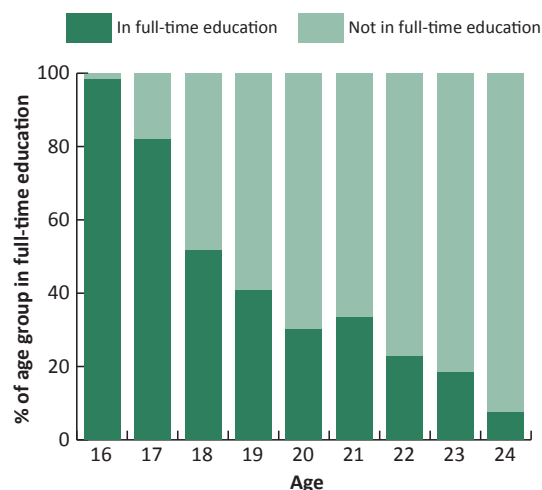
**Table 3.1.1 Percentage of population in full-time education at December 2015 (ages 16-24)**

Age at September 2015	Female	Male	Total
16	98.2	98.3	98.3
17	87.2	82.0	84.3
18	68.2	51.8	59.8
19	41.9	40.7	41.3
20	38.6	30.1	34.4
21	33.9	33.4	33.6
22	25.8	22.8	24.2
23	16.2	18.5	17.4
24	8.0	7.5	7.8

**Figure 3.1.1 Percentage of females in full-time education at December 2015 (ages 16-24)**



**Figure 3.1.2 Percentage of males in full-time education at December 2015 (ages 16-24)**



As at December 2015 98.3% of all 16 year olds and 7.8% of all 24 year olds were in full-time education.

The percentage of females in full-time education was greater than that of males for each of the ages from 17 to 22. 18.5% of males and 16.2% females aged 23 were in full time education.

It can be seen that the percentage of people in education decreases as age increases; 8.0% of females and 7.5% of males aged 24 were in full-time education as at the end of December 2015.

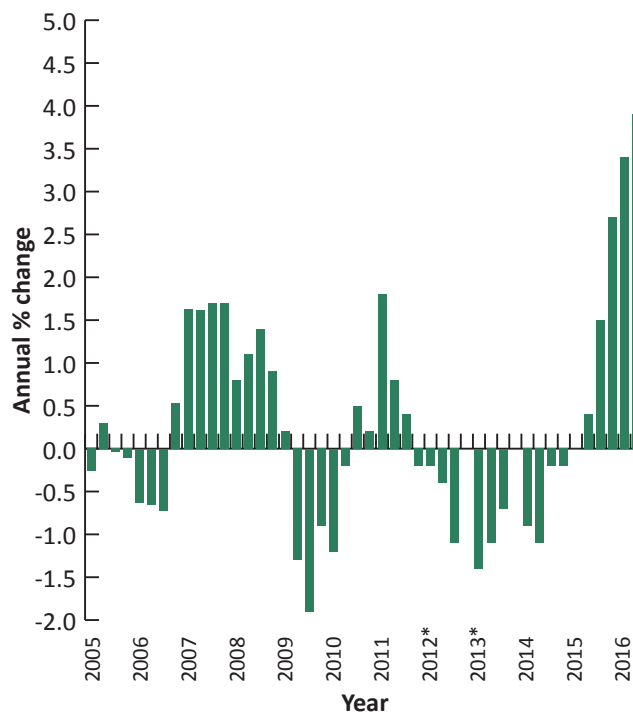


## 4.1 Employment trends

There was an overall increase of 3.9% (**Figure 4.1.1** and **Table 4.1.1**) in the number of people either employed or self-employed for the year ending 30th June 2016. The number of employed people increased by 4.7% and the number of self-employed fell by 0.6%.

The figures presented for 2015 and onward have been restated since the last edition of this bulletin. They are now calculated using Electronic Census data, where Social Security data had been used before. Figures prior to 2015 are still based on data from Social Security, as published in the (now discontinued) Labour Market Bulletin. Social Security data is used to show the historic trend, since Electronic Census has only been available since 2015.

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



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

	Employed	Self-employed	Total employment
Q3 2012	-1.2	-0.6	-1.1
Q4 2012	-1.0	*	*
Q1 2013	-1.4	-2.1	-1.4
Q2 2013	-1.2	-0.7	-1.1
Q3 2013	-0.9	0.6	-0.7
Q4 2013	-0.6	*	*
Q1 2014	-0.8	-1.8	-0.9
Q2 2014	-1.0	-1.8	-1.1
Q3 2014	-0.2	-0.2	-0.2
Q4 2014	-0.3	0.8	-0.2
Q1 2015	-0.1	0.5	0.0
Q2 2015	0.7	-0.6	0.4
Q3 2015	2.3	-3.3	1.5
Q4 2015	3.6	-2.9	2.7
Q1 2016	4.2	-0.8	3.4
Q2 2016	4.7	-0.6	3.9

## 4.2 Employment by age and gender

**Table 4.2.1 Employment status by age group at 30th June 2016**

	Employed			Self-employed			Total in employment
	Female	Male	Total	Female	Male	Total	
<b>14 and under</b>	-	-	-	-	-	-	-
<b>15 to 19</b>	265	377	642	*	*	5	647
<b>20 to 24</b>	1,249	1,409	2,658	10	14	24	2,682
<b>25 to 29</b>	1,564	1,788	3,352	34	63	97	3,449
<b>30 to 34</b>	1,439	1,619	3,058	82	177	259	3,317
<b>35 to 39</b>	1,386	1,482	2,868	100	218	318	3,186
<b>40 to 44</b>	1,550	1,563	3,113	117	321	438	3,551
<b>45 to 49</b>	1,869	1,740	3,609	149	407	556	4,165
<b>50 to 54</b>	1,765	1,729	3,494	176	500	676	4,170
<b>55 to 59</b>	1,468	1,363	2,831	140	493	633	3,464
<b>60 to 64</b>	830	964	1,794	119	469	588	2,382
<b>65 to 69</b>	276	281	557	95	507	602	1,159
<b>70 to 74</b>	50	77	127	57	289	346	473
<b>75 to 79</b>	17	20	37	15	106	121	158
<b>80 to 84</b>	*	*	5	19	112	131	136
<b>85 and over</b>	*	*	2	6	70	76	78
<b>16 to 64</b>	13,385	14,034	27,419	928	2,666	3,594	31,013
<b>65 to 84</b>	345	381	726	186	1,014	1,200	1,926
<b>85 and over</b>	*	*	2	6	70	76	78
<b>Total</b>	13,731	14,416	28,147	1,120	3,750	4,870	33,017

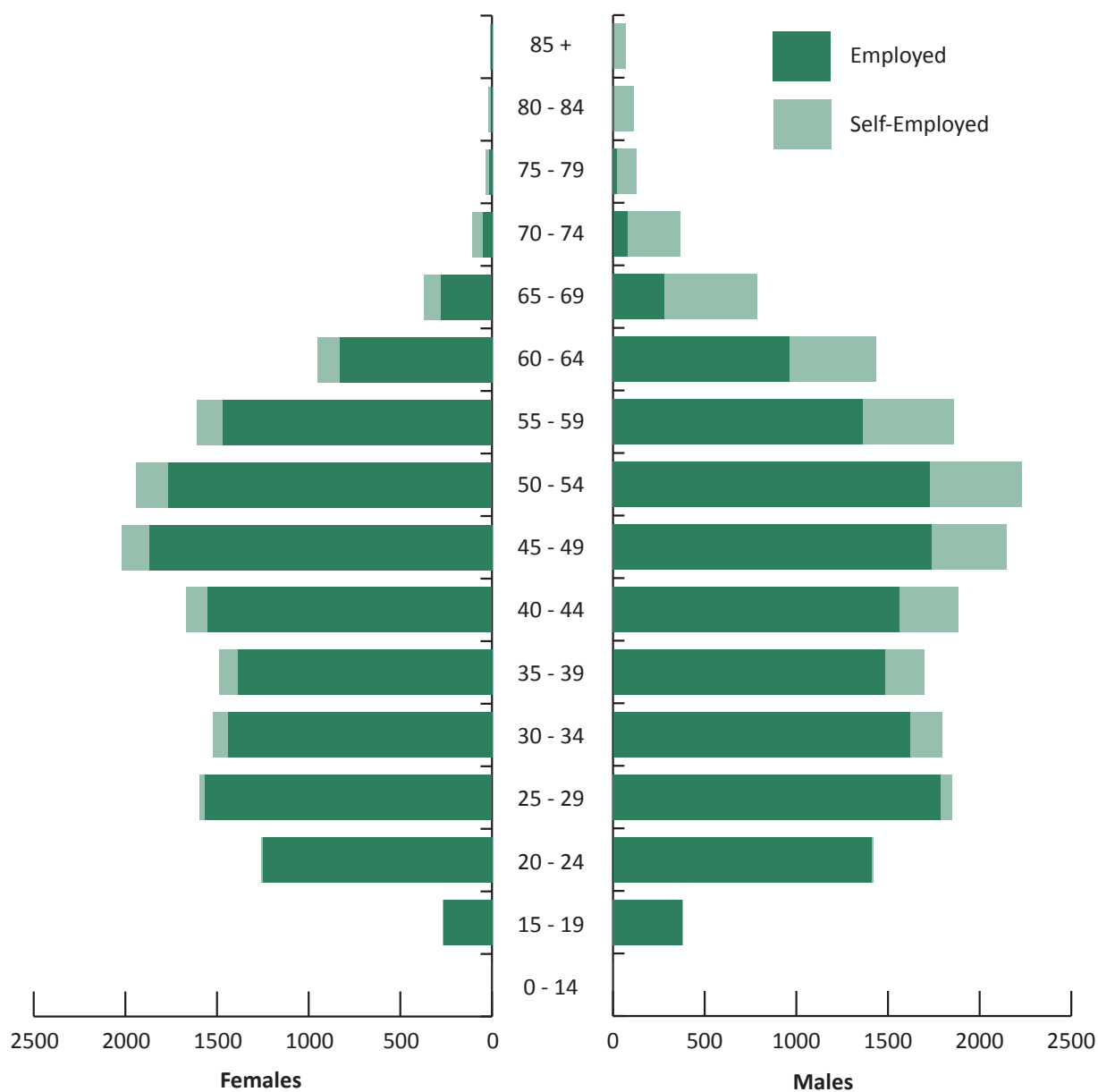
\* In instances where there are fewer than five people in any one age category, only the total number of employed or self-employed people is presented.

At 30th June 2016, 33,017 people were either employed or self-employed in Guernsey, of whom 1,926 people (5.8%) were aged between 65 and 84 years (see [Table 4.2.1](#)). This age bracket accounted for 2.6% of employed people and 24.6% of self-employed people (726 people and 1,200 people respectively). There were two employed people and 76 self-employed people aged over 85 years, accounting for 0.2% of total employment.

Of the 27,419 employed people aged 16 to 64 at the end of June 2016, 13,385 (48.8%) were female and 14,034 (51.2%) were male. This compares to 928 self-employed females and 2,666 males, which equates to 25.8% and 74.2% of the 3,594 total.

## 4.2 Employment by age and gender

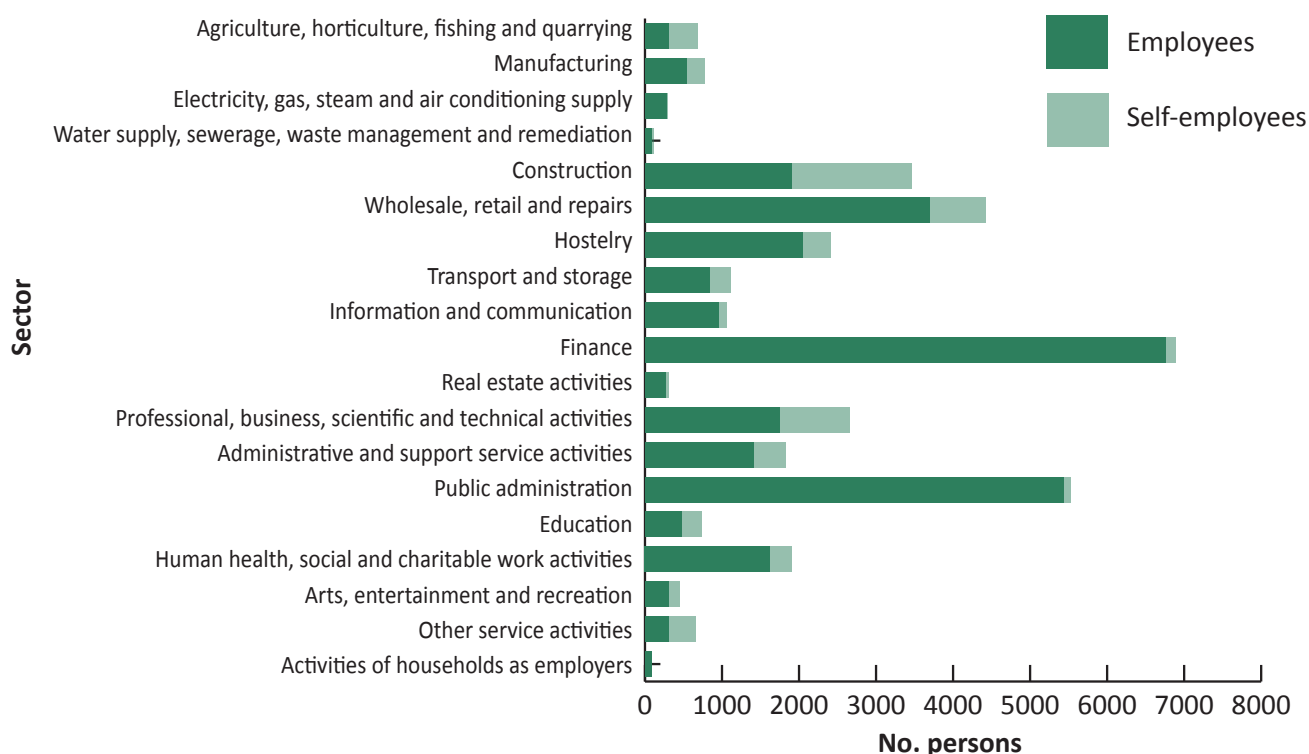
Figure 4.2.1 Employment status by age and gender at 30th June 2016



The difference in the proportions of employed and self-employed males and females can be seen in [Figure 4.2.1](#).

## 4.3 Employment by economic sector

**Figure 4.3.1 Employment by economic sector at June 2016**



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

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

The figures presented in **Figure 4.3.1** and **Table 4.3.1** show all employees and self-employees for each sector. They are sourced from the Rolling Electronic Census and account for all employment, including second, third and fourth jobs that individuals may undertake. Some individuals, in addition to working for an employer, are also self-employed. This differs from data published in the former Labour Market Bulletin which reported Social Security figures based on primary employment only.

As shown in **Figure 4.3.1** and **Table 4.3.1**, the Finance sector was the largest employer in June 2016, accounting for 19.5% of total employment, or 6,895 people, 6,763 of whom were employed and 132 of whom were self-employed.

The Construction sector had the largest number of self-employed people in June 2016 (1,569 people), representing 45.2% of the sector and 24.6% of self-employed people overall.

## 4.3 Employment by economic sector

**Table 4.3.1 Employment by economic sector at June 2016**

	Employees			Self-employees			Total no. in employment	% of total for all sectors
	Female	Male	Total	Female	Male	Total		
Agriculture, horticulture, fishing and quarrying	108	199	307	35	343	378	685	1.9
Manufacturing	151	385	536	59	182	241	777	2.2
Electricity, gas, steam and air conditioning supply	43	240	283	-	9	9	292	0.8
Water supply, sewerage, waste management and remediation activities	10	72	82	-	32	32	114	0.3
Construction	107	1,793	1,900	38	1,531	1,569	3,469	9.8
Wholesale, retail and repairs	1,667	2,029	3,696	198	536	734	4,430	12.5
Hostelry	827	1,214	2,041	131	245	376	2,417	6.8
Transport and storage	178	662	840	22	253	275	1,115	3.1
Information and communication	246	714	960	23	81	104	1,064	3.0
Finance	3,707	3,056	6,763	16	116	132	6,895	19.5
Real estate activities	143	118	261	12	34	46	307	0.9
Professional, business, scientific and technical activities	933	812	1,745	230	679	909	2,654	7.5
Administrative and support service activities	593	815	1,408	59	369	428	1,836	5.2
Public administration	3,330	2,108	5,438	17	66	83	5,521	15.6
Education	364	107	471	194	72	266	737	2.1
Human health, social and charitable work activities	1,330	293	1,623	140	134	274	1,897	5.4
Arts, entertainment and recreation	146	156	302	56	95	151	453	1.3
Other service activities	246	57	303	256	104	360	663	1.9
Activities of households as employers	59	27	86	2	-	2	88	0.2
<b>Total for all sectors</b>	<b>14,188</b>	<b>14,857</b>	<b>29,045</b>	<b>1,488</b>	<b>4,881</b>	<b>6,369</b>	<b>35,414</b>	<b>100.0</b>

**Table 4.3.2 Employment within the Finance sector at June 2016**

	Total no. in employment	% of total Finance sector
Banking	1,795	26.0
Fiduciary	1,869	27.1
Funds	1,940	28.1
Insurance	777	11.3
Other	514	7.5
<b>Total</b>	<b>6,895</b>	<b>100.0</b>

\* In instances where there are fewer than five people in any category, only the total number in employment is presented.

Of the 6,895 people employed within the Finance sector, 1,940 people (28.1%) worked in sub-sectors relating to Funds, 1,795 people (26.0%) worked in Banking and 1,869 people (27.1%) were employed by Fiduciaries at the end of June 2016.

Due to the small numbers of self-employed people within each sub-sector, only total employment figures have been presented.

## 4.4 Employment by sector trends

**Figure 4.4.1 Annual percentage change in total employment by sector**

	Annual % change							
	2014 Q3	2014 Q4	2015 Q1	2015 Q2	2015 Q3	2015 Q4	2016 Q1	2016 Q2
<b>Agriculture, horticulture, fishing and quarrying</b>	-12.4	-2.0	1.3	-5.2	-40.1	-41.3	0.3	-1.7
<b>Manufacturing</b>	1.6	2.4	2.3	-1.4	-3.0	-4.0	-1.6	-4.1
<b>Electricity, gas, steam and air conditioning supply</b>	-2.6	-3.9	-2.6	-3.3	-6.0	-4.7	-2.7	0.7
<b>Water supply, sewerage, waste management and remediation activities</b>	9.1	3.3	-13.9	-6.8	-3.1	1.7	10.9	8.6
<b>Construction</b>	2.6	1.7	-0.2	-3.8	-3.3	-3.8	-3.0	-3.7
<b>Wholesale, retail and repairs</b>	-0.6	1.3	-1.7	-1.5	-0.8	-2.3	-0.2	0.7
<b>Hostelry</b>	7.0	9.5	9.5	1.7	-1.8	-1.9	0.6	-1.1
<b>Transport and storage</b>	-0.1	-0.6	3.2	4.0	2.1	4.9	11.7	2.5
<b>Information and communication</b>	1.0	-1.5	0.3	-3.2	-3.2	-1.1	-0.9	3.7
<b>Finance</b>	-0.9	-0.9	-1.1	0.4	0.3	0.5	0.7	1.2
<b>Real estate activities</b>	-2.1	-0.7	-5.4	0.3	-0.6	-0.7	-2.3	-1.3
<b>Professional, business, scientific and technical activities</b>	6.4	7.9	9.4	2.7	2.4	3.9	5.5	6.3
<b>Administrative and support service activities</b>	-17.2	-18.1	-15.5	2.4	0.6	1.4	-1.9	-1.7
<b>Public administration</b>	0.1	-0.8	0.4	0.2	-1.5	0.2	0.8	1.5
<b>Education</b>	4.6	1.1	0.4	1.5	2.1	2.4	5.8	4.8
<b>Human health, social and charitable work activities</b>	2.7	1.7	2.1	0.7	0.2	2.5	1.8	1.3
<b>Arts, entertainment and recreation</b>	-13.1	-14.0	-2.2	-0.9	2.0	9.4	3.5	3.4
<b>Other service activities</b>	-1.6	-2.6	4.9	8.0	-1.5	-1.8	-1.2	0.0
<b>Activities of households as employers</b>	8.3	1.1	-3.3	0.0	1.1	-1.1	3.4	-4.3

The figures presented for Q2 2015 and onward have been restated since the last edition of this bulletin. They are now calculated using Electronic Census data, where Social Security data had been used before. Figures prior to Q2 2015 are still based on data from Social Security, as published in the (now discontinued) Labour Market Bulletin. Social Security data is used to show the historic trend, since Electronic Census has only been available since 2015.

During the second quarter of 2014, an exercise was undertaken to ensure alignment of the economic sector classifications used by the Guernsey Registry, the Social Security Department and Income Tax and to ensure the accuracy of the codes applied across the board. As a result, some employers were reclassified and so their employees appeared in a different sector at the end of the second quarter of 2014 compared with the first quarter of 2014. Annual percentage changes in total employment by sector, with the reclassification effects removed, have been estimated for the second, third and fourth quarters of 2014 and the first quarter of 2015.

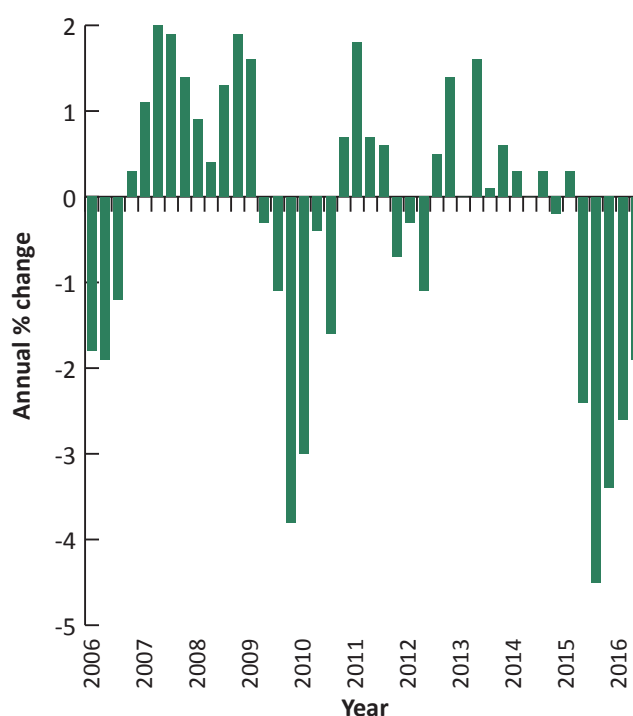
## 5.1 Employer trends

The figures presented for 2015 and onward in **Figure 5.1.1** and **Table 5.1.1** have been restated since the last edition of this bulletin. They are now calculated using Electronic Census data, where Social Security data had been used before. Figures prior to 2015 are still based on data from Social Security, as published in the (now discontinued) Labour Market Bulletin. Social Security data is used to show the historic trend, since Electronic Census has only been available since 2015.

The figures used for the time series shown in **Figure 5.1.1** and **Table 5.1.1** have been sourced from Social Security and are as published in the (now discontinued) Labour Market Bulletin. Social Security data is used to show the trend, since there is not yet sufficient time-series data from the Electronic Census.

As shown in **Figure 5.1.1** and **Table 5.1.1**, there was a decrease of 1.9% in the number of employing organisations for the year ending 30th June 2016. Growth in the numbers of employers was last seen in the first quarter of 2015.

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



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

	Annual % change
Q3 2012	0.5
Q4 2012	1.4
Q1 2013	0.0
Q2 2013	1.6
Q3 2013	0.1
Q4 2013	0.6
Q1 2014	0.3
Q2 2014	0.0
Q3 2014	0.3
Q4 2014	-0.2
Q1 2015	0.3
Q2 2015	-2.4
Q3 2015	-4.5
Q4 2015	-3.4
Q1 2016	-2.6
Q2 2016	-1.9

## 5.2 Employers by economic sector and size

**Table 5.2.1 Employers by economic sector and size at June 2016**

	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	19	32	3	3	1	1	0	0	59
Manufacturing	14	23	16	9	1	2	0	0	65
Electricity, gas, steam and air conditioning supply	5	2	2	0	0	1	1	0	11
Water supply, sewerage, waste management and remediation activities	7	4	0	1	1	0	0	0	13
Construction	137	146	44	36	5	3	1	0	372
Wholesale, retail and repairs	83	153	65	33	22	5	4	1	366
Hostelry	56	85	26	31	6	10	1	0	215
Transport and storage	30	29	9	9	5	2	1	0	85
Information and communication	17	22	5	9	4	2	2	0	61
Finance	96	99	49	57	37	19	11	2	370
Real estate activities	17	21	5	10	0	0	0	0	53
Professional, business, scientific and technical activities	63	54	22	21	6	4	4	0	174
Administrative and support service activities	54	62	16	15	13	0	2	0	162
Public administration	8	5	2	2	0	0	2	1	20
Education	7	10	1	4	1	3	1	0	27
Human health, social and charitable work activities	48	65	24	19	8	7	1	0	172
Arts, entertainment and recreation	30	27	5	8	1	0	0	0	71
Other service activities	50	41	10	0	1	0	0	0	102
Activities of households as employers	42	14	1	0	0	0	0	0	57
<b>Total</b>	<b>783</b>	<b>894</b>	<b>305</b>	<b>267</b>	<b>112</b>	<b>59</b>	<b>31</b>	<b>4</b>	<b>2,455</b>

**Table 5.2.1** and **Figure 5.2.1** show the number of employers broken down by economic sector and by the number of employees as at 30th June 2016. They are sourced from the Rolling Electronic Census. Due to timing differences with data sourced from Social Security, figures presented here are not directly comparable with those previously published in earlier Labour Market Bulletins.

The Construction sector had the highest number of employing organisations (372) and also the highest number of employers with fewer than six employees.

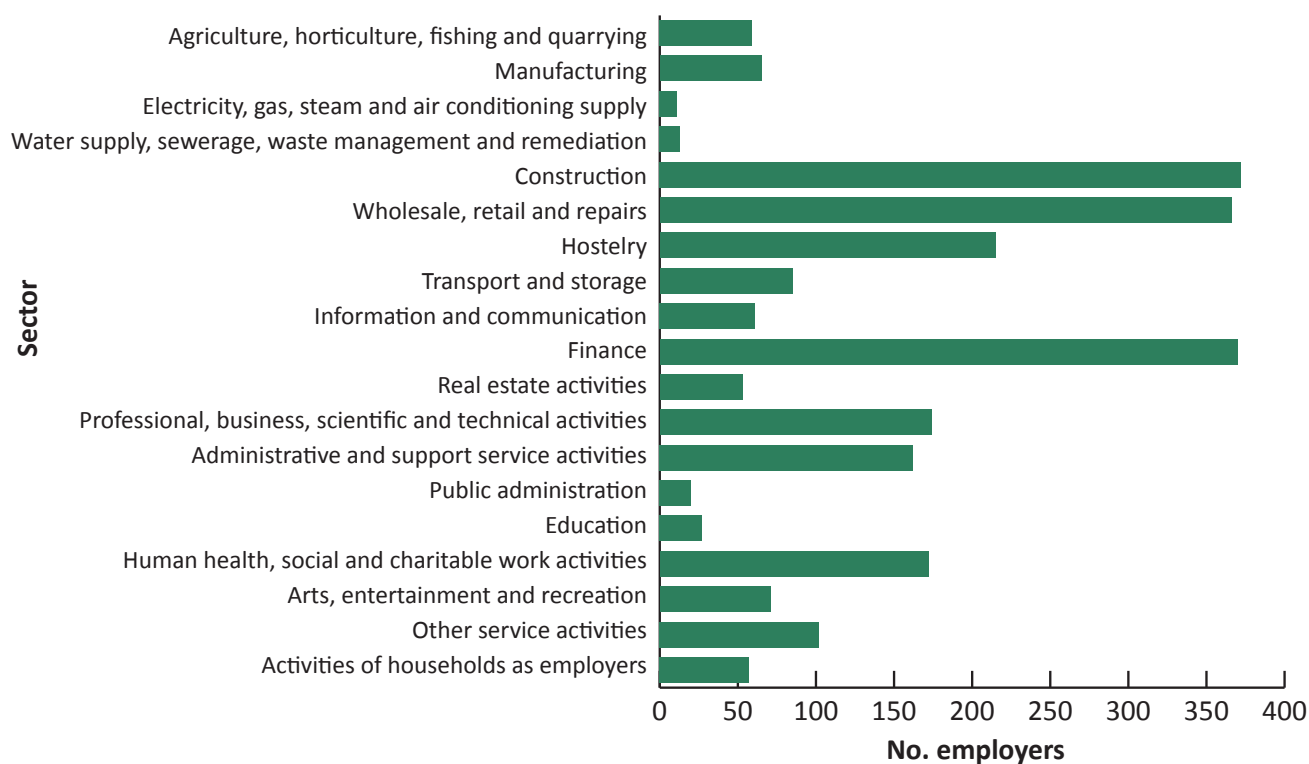
The Finance sector had the highest number of employing organisations with more than 50 employees (32 employers).

There were four organisations employing more than 250 people at the end of June 2016.



## 5.2 Employers by economic sector and size

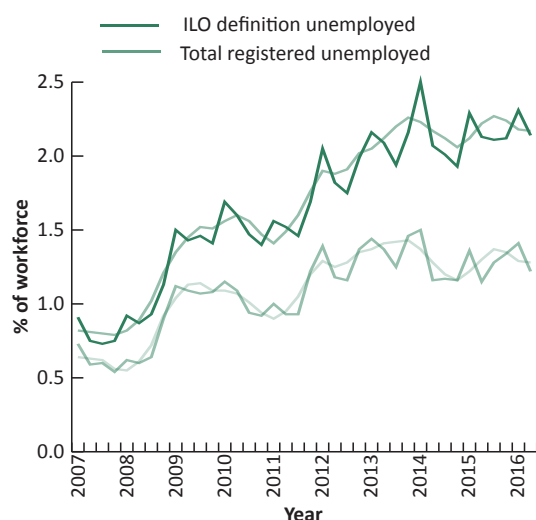
Figure 5.2.1 Employers by economic sector at June 2016



As shown above in **Figure 5.2.1** shows that the Construction, Wholesale, Retail and Repairs and Finance sectors had the largest numbers of employers. Employers in the construction sector tended to employ fewer people than those in the finance sector.

## 6.1 Unemployment trends

**Figure 6.1.1 Percentage of workforce registered as unemployed**



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

As shown in **Table 6.1.1**, there were 381 people registered as unemployed using the International Labour Office (ILO) definition of unemployment<sup>1</sup> in June 2016, 41 more people than in June 2015.

The registered unemployment rate using the ILO definition was 1.2% at the end of June 2016, which was 0.1 percentage points higher than the same period the previous year (see **Figure 6.1.1**)<sup>2</sup>.

**Table 6.1.1 Percentage of workforce registered as unemployed**

	ILO definition unemployed	% of workforce	Total registered unemployed	% of workforce
<b>Q4 2012</b>	409	1.4	592	2.0
<b>Q1 2013</b>	427	1.4	638	2.2
<b>Q2 2013</b>	411	1.4	628	2.1
<b>Q3 2013</b>	375	1.3	581	1.9
<b>Q4 2013</b>	433	1.5	641	2.2
<b>Q1 2014</b>	441	1.5	735	2.5
<b>Q2 2014</b>	343	1.2	613	2.1
<b>Q3 2014</b>	348	1.2	600	2.0
<b>Q4 2014</b>	343	1.2	570	1.9
<b>Q1 2015</b>	399	1.4	670	2.3
<b>Q2 2015</b>	340	1.1	632	2.1
<b>Q3 2015</b>	386	1.3	635	2.1
<b>Q4 2015</b>	402	1.3	636	2.1
<b>Q1 2016</b>	434	1.4	710	2.3
<b>Q2 2016</b>	381	1.2	670	2.1

The “total registered unemployed” measure (which was the previous headline measure and includes those on government training schemes for the unemployed, 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) is included for the continuity of the time series.

<sup>1</sup> See <http://www.ons.gov.uk/ons/rel/lms/labour-market-guidance/guide-to-labour-market-statistics//guide-to-unemployment.html>

<sup>2</sup> 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 Social Security.

## 6.1 Unemployment trends

The number of men unemployed (by ILO definitions) in June 2016 was greater than the number of women registered unemployed across all age bands except the 40-49 category (see **Figure 6.1.2**). Of the people registered unemployed, using the ILO definitions, 38.4% were women, which is 1.9 percentage points higher than at the same time the previous year.

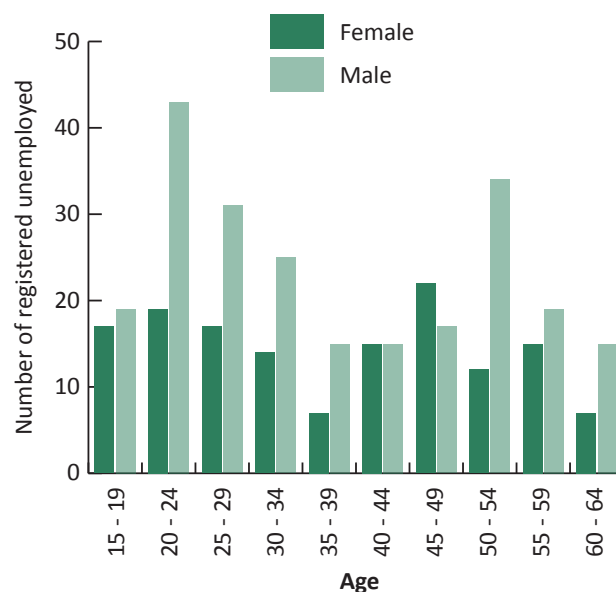
The age group with the highest number of registered unemployed people was the 20-24 category. There were 43 unemployed men in this group in June 2016, accounting for the highest portion (18.5%) of unemployed men.

The 40-49 age group accounted for the highest proportion of unemployed women (7.5%) in June 2016, with 22 unemployed women in that age category at that time.

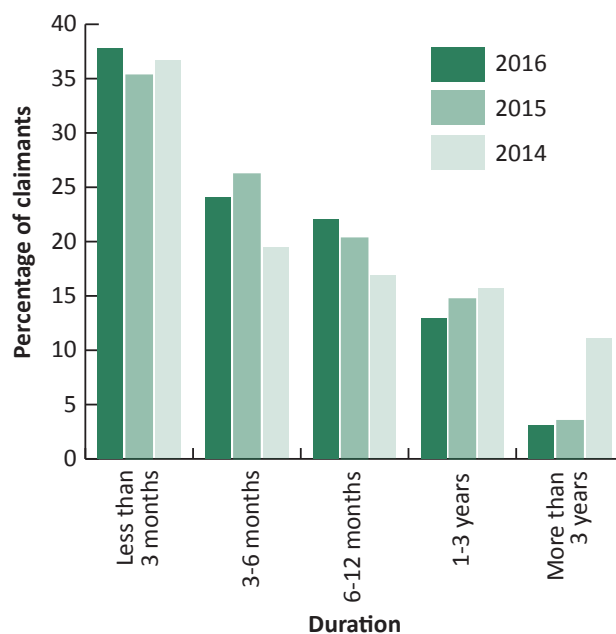
The Youth Unemployment rate is a measure of the number of young people who are unemployed, expressed as a percentage of the youth labour force, which is monitored by jurisdictions worldwide. The Youth Unemployment rate in Guernsey (defined as young people aged 16-24 years) in March 2016 was 1.4% overall. The rate was slightly lower for females than for males (at 1.1% and 1.7% respectively).

Of the registered unemployed people who called into Social Security in the snapshot week at the end of June 2016, 24.1% had been registered unemployed for between three and six months at that time (see **Figure 6.1.3**). 16.0% of claimants had been registered unemployed for more than a year compared with 18.2% the previous year and 26.8% the year before that.

**Figure 6.1.2 Unemployment by age and gender in June 2016**

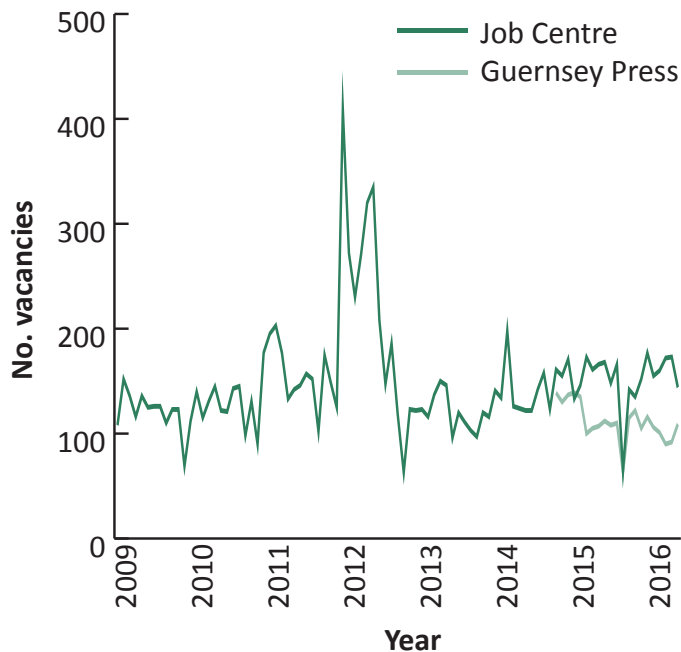


**Figure 6.1.3 Duration of unemployment of claimants calling in a snapshot week in June 2016 (total registered unemployed)**



## 6.2 Job vacancies

**Figure 6.2.1 Number of vacancies placed with the Job Centre and in the Guernsey Press each month**



**Figure 6.2.1** shows the number of vacancies placed with the Guernsey Job Centre and, from 2015 onwards, in the Guernsey Press (paper only, excluding online advertising) 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.

It can be seen that there was a dip in the number of adverts in December 2015, after which volumes returned to similar levels to earlier in 2015.

## 7.1 Earnings (nominal)

Earnings data is recorded by Social Security each quarter and is used to calculate median earnings of employees. The median is the middle value when data are sorted into numerical order. It is a measure of earnings from all employment, unadjusted for the number of hours worked i.e. the level can be impacted both by changes in the number of hours worked and rates of pay. The measure does not include earnings which employees may also gain from self-employment or income from any other sources.

It differs from figures previously published in the 2015 Annual Earnings Bulletin as it reflects Guernsey only and excludes Alderney, based on data collected from the Rolling Electronic Census IT system. The figure for each quarter represents the average over the four preceding quarters.

As shown in **Table 7.1.1**, nominal median earnings increased by 2.6% between the year ending June 2015 and the year ending June 2016, from £30,606 to £31,406.

The lower and upper quartile earnings for the quarter ending 30th June 2016 and the previous four quarters are presented in **Tables 7.1.2** and **7.1.3**. Using four quarter averages, the lower quartile earnings increased by 2.8% between the years ending 30th June 2015 and 30th June 2016, whilst the upper quartile earnings increased by 2.7%.

Real earnings, which show trends after the effects of inflation have been removed, are shown on **page 22**.

Information on income and expenditure by household groups is available from [www.gov.gg/household](http://www.gov.gg/household).

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

Date	Four quarter average earnings (£)	Annual % change
Q4 2014	30,395	-
Q1 2015	30,485	-
Q2 2015	30,606	-
Q3 2015	30,740	-
Q4 2015	30,953	1.8
Q1 2016	31,215	2.4
Q2 2016	31,406	2.6

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

Date	Four quarter average earnings (£)	Annual % change
Q4 2014	20,855	-
Q1 2015	20,946	-
Q2 2015	20,994	-
Q3 2015	21,089	-
Q4 2015	21,203	1.7
Q1 2016	21,399	2.2
Q2 2016	21,583	2.8

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

Date	Four quarter average earnings (£)	Annual % change
Q4 2014	44,974	-
Q1 2015	45,015	-
Q2 2015	45,070	-
Q3 2015	45,259	-
Q4 2015	45,506	1.2
Q1 2016	45,959	2.1
Q2 2016	46,284	2.7

## 7.2 Earnings (real)

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

Date	Four quarter average earnings (£)	Annual % change
Q4 2014	31,176	-
Q1 2015	30,861	-
Q2 2015	30,742	-
Q3 2015	31,071	-
Q4 2015	31,402	0.7
Q1 2016	31,457	1.9
Q2 2016	31,406	2.2

**Table 7.2.2 Real lower quartile earnings (all employees)**

Date	Four quarter average earnings (£)	Annual % change
Q4 2014	21,391	-
Q1 2015	21,205	-
Q2 2015	21,087	-
Q3 2015	21,316	-
Q4 2015	21,510	0.6
Q1 2016	21,566	1.7
Q2 2016	21,583	2.3

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

Date	Four quarter average earnings (£)	Annual % change
Q4 2014	46,130	-
Q1 2015	45,570	-
Q2 2015	45,271	-
Q3 2015	45,747	-
Q4 2015	46,167	0.1
Q1 2016	46,316	1.6
Q2 2016	46,284	2.2

Real earnings are presented to show trends after the effects of inflation have been removed. All real figures shown in this report have been adjusted to June 2016 prices.

Median annual earnings, in real terms, were 2.2% higher over the year ending June 2016 than over the year ending June 2015 (see [Table 7.2.1](#)).

Lower quartile earnings increased by 2.3% in real terms between the years ending June 2015 and June 2016, compared with an increase of 2.2% in the upper quartile earnings over the same period (see [Tables 7.2.2](#) and [7.2.3](#) respectively).

## 7.3 Earnings by gender

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

As explained on [page 21](#), 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.

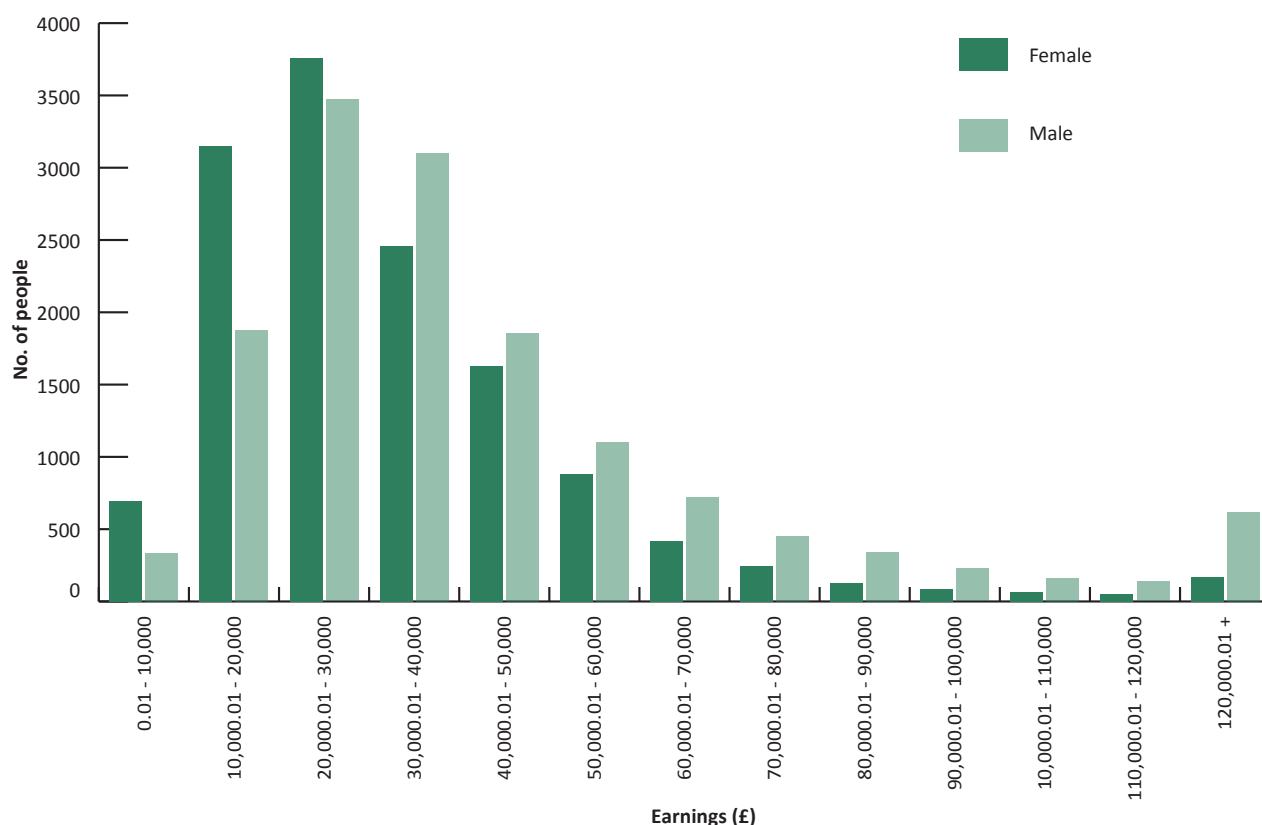
At the end of June 2016, the four quarter median average earnings for females was £28,024 (2.9% higher than a year earlier) and for males was £34,349 (1.4% higher than a year earlier).

**Table 7.3.1 Nominal median earnings by gender**

Date	Four quarter average earnings (£)		Annual % change	
	Female	Male	Female	Male
<b>Q4 2014</b>	27,033	33,631	-	-
<b>Q1 2015</b>	27,123	33,760	-	-
<b>Q2 2015</b>	27,234	33,890	-	-
<b>Q3 2015</b>	27,342	34,006	-	-
<b>Q4 2015</b>	27,518	34,215	1.8	1.7
<b>Q1 2016</b>	27,773	34,183	2.4	1.3
<b>Q2 2016</b>	28,024	34,349	2.9	1.4

**Figure 7.3.1** shows the number of employees in each earning band, averaged from June 2015 to June 2016. The distribution of both male and female earnings shows a peak in the £20,000.01 - £30,000 category, with a slightly greater number of females than males in this earning band. There are a greater number of males than females in all other earning bands except £0.01-£20,000.

**Fig. 7.3.1 Nominal median earnings by gender distribution**



## 7.4 Earnings by economic sector

**Table 7.4.1 Four quarter average earnings as at 30th June 2016**

	Median earnings (£)	Lower quartile earnings (£)	Upper quartile earnings (£)
Agriculture, horticulture, fishing and quarrying	25,435	18,264	36,294
Manufacturing	26,874	18,901	35,722
Electricity, gas, steam and air conditioning supply	36,647	29,080	47,921
Water supply, sewerage, waste management and remediation activities	31,076	24,384	37,059
Construction	31,046	23,696	38,238
Wholesale, retail and repairs	21,917	15,733	30,631
Hostelry	18,154	15,007	23,156
Transport and storage	26,467	20,297	35,612
Information and communication	36,511	27,157	53,810
Finance	43,560	29,840	65,887
Real estate activities	33,777	22,851	51,904
Professional, business, scientific and technical activities	39,647	27,236	59,974
Administrative and support service activities	25,124	17,695	35,683
Public administration	34,258	23,641	47,035
Education	25,738	17,626	45,447
Human health, social and charitable work activities	22,761	15,833	31,600
Arts, entertainment and recreation	21,760	14,293	31,411
Other service activities	18,759	13,849	24,425
Activities of households as employers	17,804	11,260	26,156

Median, lower quartile and upper quartile earnings by sector are shown in **Table 7.4.1**.

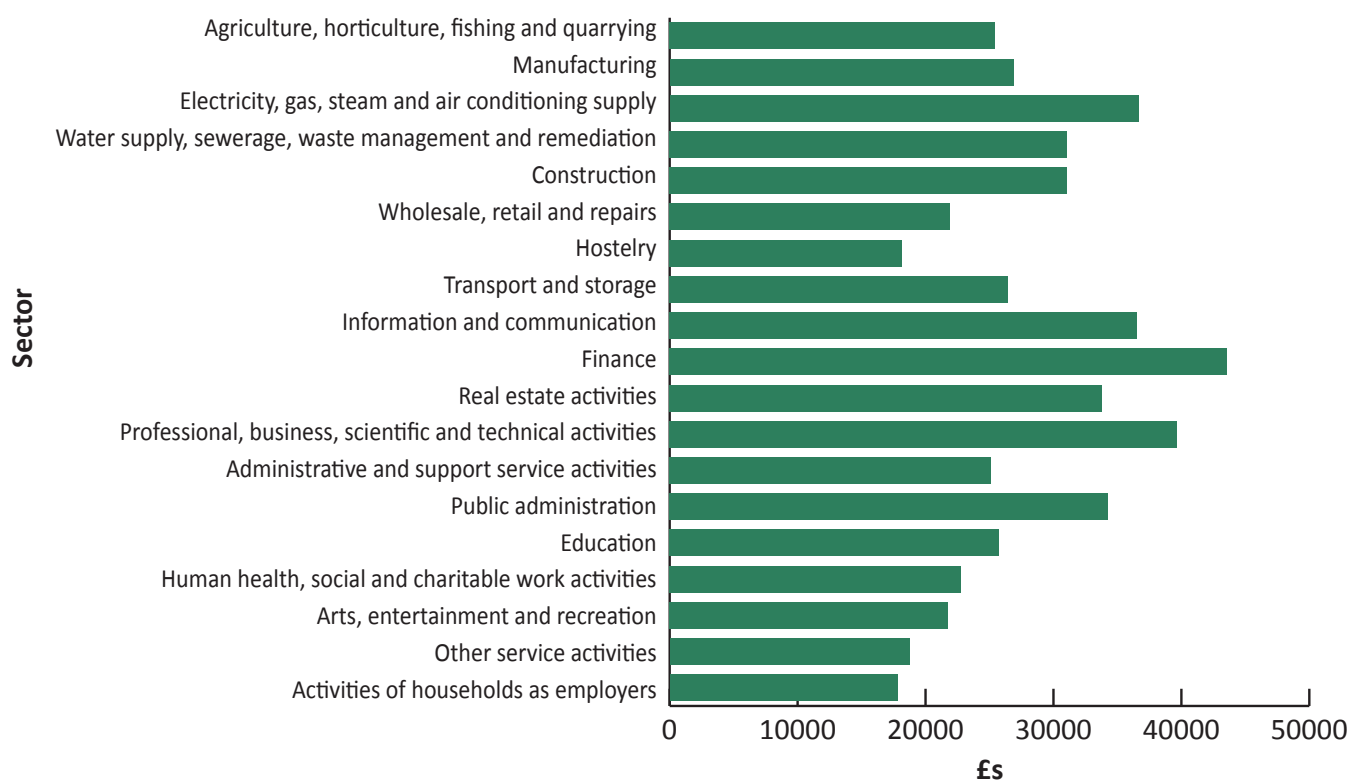
People employed within the Finance sector had the highest four quarter average median earnings (£43,560) at the end of June 2016. This was 38.7% higher than the overall median. The upper quartile earnings in the Finance sector were 42.4% higher than the overall upper quartile earnings during the same period.

The Hostelry sector had the lowest four quarter average median earnings (£18,154) at the end of June 2016, which was 15.9% lower than the overall median.



## 7.4 Earnings by economic sector

**Figure 7.4.1 Four quarter average earnings as at 30th June 2016**



Median earnings by sector (as per [Table 7.4.1](#)) are shown graphically in [Figure 7.4.1](#). It can be seen that the (highest) Finance sector median is more than double the (lowest) Hostelry median.

It should continue to be noted that, as explained on [page 21](#), earnings data is a measure of earnings from all employment and is unadjusted for the number of hours worked i.e. the level can be impacted both by changes in the number of hours worked and rates of pay.

## 8.1 Methodology and further information

### Administrative 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. Any changes due to migration or natural increase, which came to light during the year ending March 2015 but occurred earlier, have been attributed to the relevant year and, as such, previously published figures have been restated. These updates are low in number (at most 40 or 0.06% in any one year) and as such, do not impact on the overall picture or trends.

### Economic Status

The most significant difference between the economic status information published in this report and that published in previous Labour Market Bulletins is that it is based on earnings or benefits actually received, rather than classifications used for Social Security contribution purposes. As such, the number of self-employed people is substantially higher for example, since these people would have previously been classed as non-employed once they reached 65.

There are also timing differences, since the Rolling Electronic Census data is collected slightly later each quarter than the Labour Market Bulletin data, so the information is more complete. Additionally, information from the Education Department is included to help determine which people are in full-time education (some of these people may also be employed or self-employed).

Both sets of figures will continue to be produced until a full transition can be made to the more complete information sourced through the Electronic Census.

## 8.2 Contact details

You may also be interested in other publications from States of Guernsey Data and Analysis Services, which are all available online at [www.gov.gg/data](http://www.gov.gg/data). Please contact us for further information.

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