



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

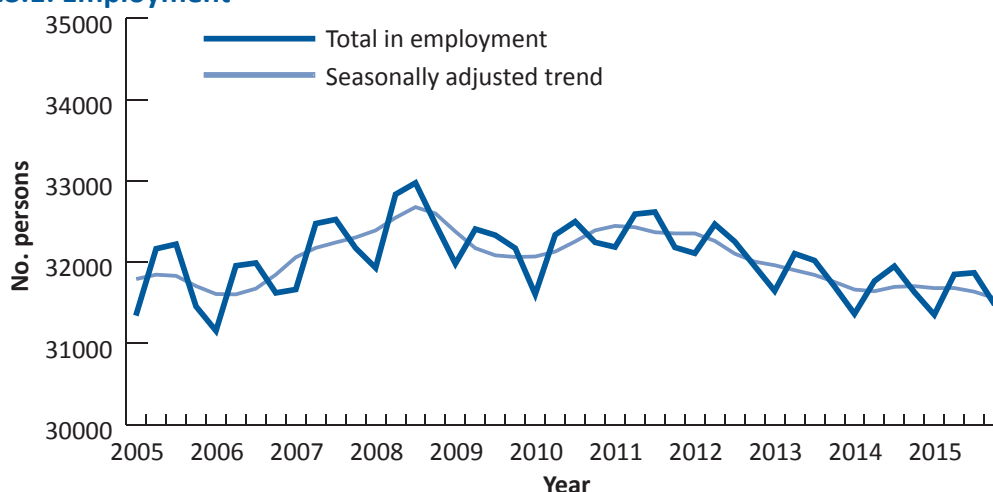
- In December 2015, 31,487 people were employed or self-employed in Guernsey. This was an annual change of -0.5% (145 fewer people) compared with December 2014.
- 2,916 people were self-employed and 28,571 worked for an employer (9.3% and 90.7% respectively). There was an annual decrease of 84 self-employed people (2.8%). There were 61 fewer employed people (0.2%) in December 2015 than in December 2014.
- There were 2,303 employing organisations in Guernsey in December 2015, which is the same as in December 2014.
- The number of people registered unemployed (using the International Labour Office (ILO) definition of unemployment) at the end of December 2015 was 402, representing 1.3% of the workforce, which is 0.2 percentage points higher than at the end of December 2014.
- The Finance sector accounted for 21.5% of total employment in December 2015, employing 6,759 people.

1.3 Headline data

Table 1.3.1: Employment, unemployment and employers

	Q4 2013	Q1 2014	Q2 2014	Q3 2014	Q4 2014	Q1 2015	Q2 2015	Q3 2015	Q4 2015
Total in employment	31,701	31,364	31,767	31,950	31,632	31,353	31,849	31,869	31,487
No. unemployed (ILO)	433	441	343	348	343	399	340	386	402
No. employers	2,308	2,277	2,320	2,327	2,303	2,275	2,302	2,311	2,303

Figure 1.3.1: Employment

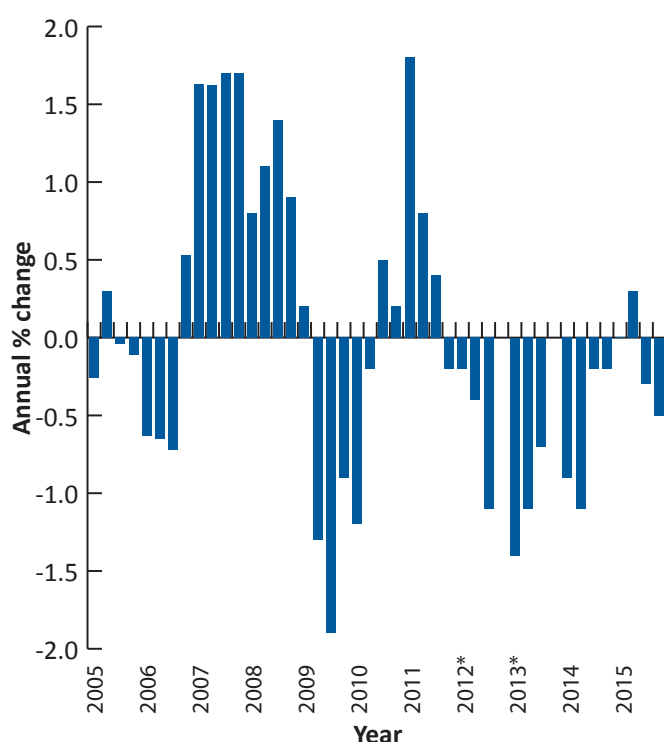


2.1 Employment

Table 2.1.1: Total in employment

Date		No. persons	Annual % change
2012	Q4	*	*
2013	Q1	31,646	-1.4
2013	Q2	32,105	-1.1
2013	Q3	32,020	-0.7
2013	Q4	31,701	*
2014	Q1	31,364	-0.9
2014	Q2	31,767	-1.1
2014	Q3	31,950	-0.2
2014	Q4	31,632	-0.2
2015	Q1	31,353	0.0
2015	Q2	31,849	0.3
2015	Q3	31,869	-0.3
2015	Q4	31,487	-0.5

Figure 2.1.1: Annual percentage change in total employment



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 together the number of employed and self-employed people.

There were 31,487 people either employed or self-employed in Guernsey in December 2015, 145 people (0.5%) fewer than in December 2014 (see [Table 2.1.1](#) and [Figure 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.

* 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
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	*	*
2014	Q1	28,430	2,934	-0.8	-1.8	14,453	16,911	-0.4	-1.3
2014	Q2	28,801	2,966	-1.0	-1.8	14,661	17,106	-0.7	-1.4
2014	Q3	28,912	3,038	-0.2	-0.2	14,718	17,232	0.3	-0.7
2014	Q4	28,632	3,000	-0.3	0.8	14,620	17,012	0.0	-0.4
2015	Q1	28,404	2,949	-0.1	0.5	14,531	16,822	0.5	-0.5
2015	Q2	28,888	2,961	0.3	-0.2	14,721	17,128	0.4	0.1
2015	Q3	28,903	2,966	0.0	-2.4	14,698	17,171	-0.1	-0.4
2015	Q4	28,571	2,916	-0.2	-2.8	14,585	16,902	-0.2	-0.6

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.

There were 28,571 employees in Guernsey in December 2015, 61 (0.2%) fewer than in December 2014 (see [Table 3.1.1](#) and [Figure 3.1.1](#)).

There were 2,916 self-employed people in Guernsey in December 2015, which was 2.8% fewer than a year earlier.

Women comprised 46.3% of the total number of people in employment in December 2015, compared with 46.2% in December 2014. There were 14,585 women in employment (i.e. either employed or self-employed) in December 2015, 35 fewer than in December 2014 (see [Table 3.1.1](#) and [Figure 3.1.2](#)).

The number of men in employment decreased by 0.6% to 16,902 in the year ending December 2015, 110 fewer than in December 2014.

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

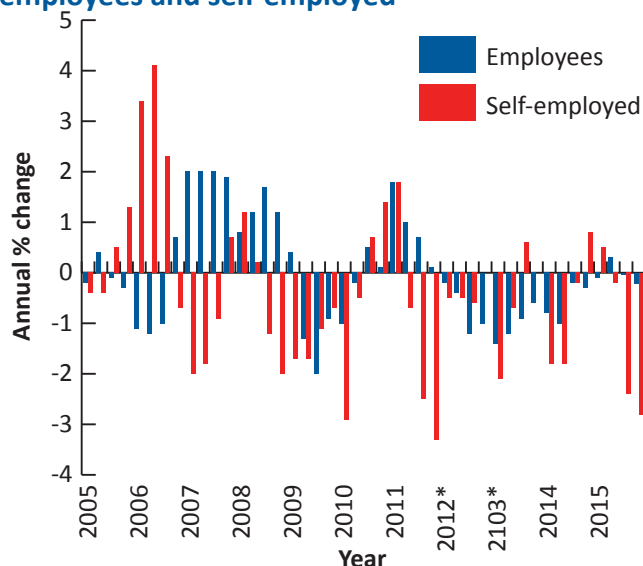
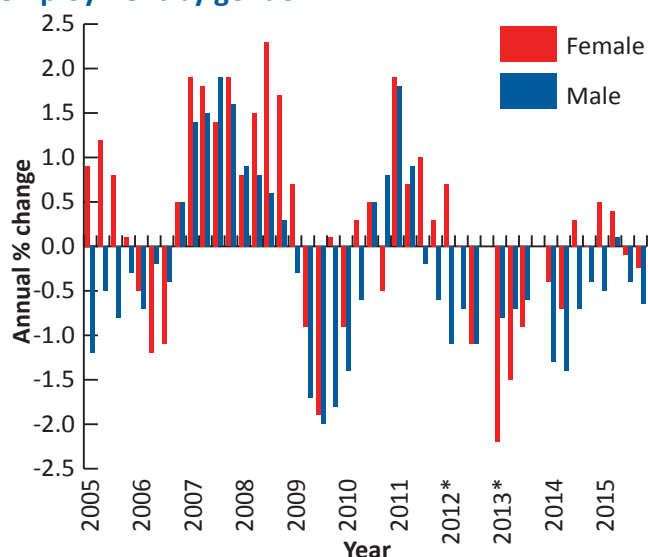
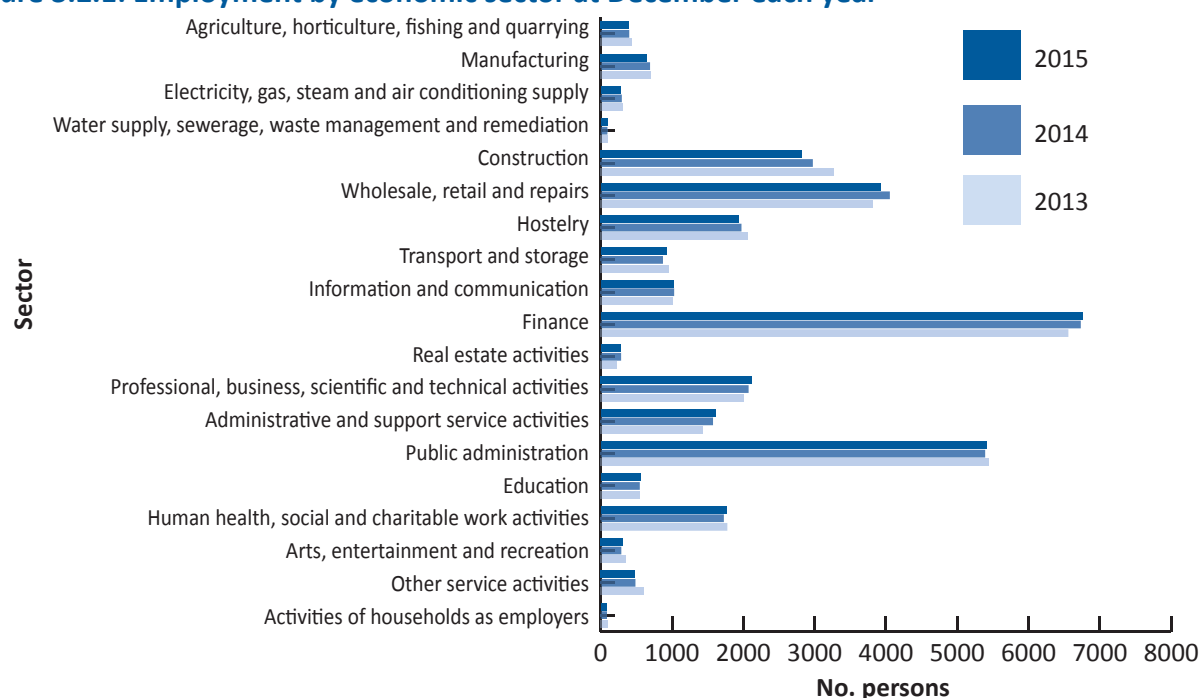


Figure 3.1.2: Annual percentage change in employment by gender



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 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.

As shown in [Figure 3.2.1](#) and [Table 3.2.1](#), the Finance sector remained the largest employer in December 2015, accounting for 21.5% of total employment, employing 6,759 people. This is 0.4% more than twelve months earlier (see [Figure 3.2.2](#)).

Over the twelve months ending in December 2015, 'Professional, business, scientific and technical activities' saw the greatest increase in the number of people (51 people) employed in any one sector and 'Arts, entertainment and recreation' saw the largest percentage increase (9.3%) in any one sector.

The largest decrease in the number of people employed in any one sector over the year ending December 2015 was in Construction, with 149 (5.0%) fewer people employed in this sector than a year earlier. Manufacturing saw the largest percentage decrease (6.4%).

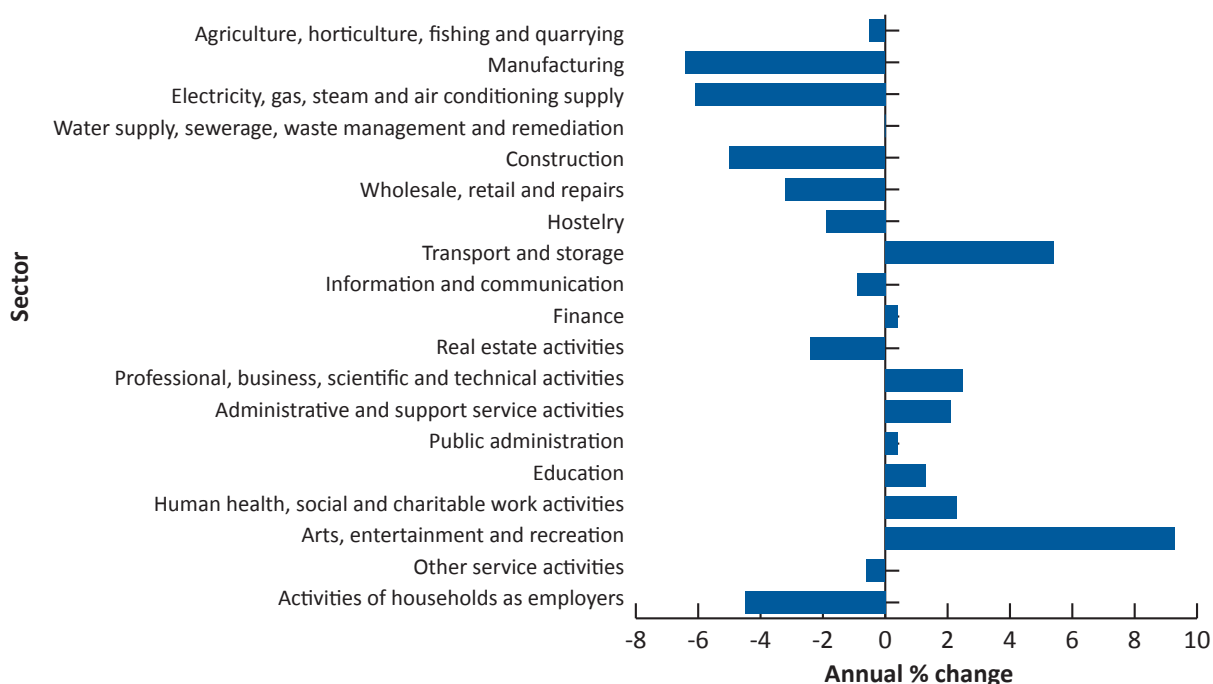
The Construction sector had the largest number of self-employed people in December 2015 (809 people), representing 28.6% of the sector and 27.7% of self-employed people overall.

3.2 Employment by economic sector

Table 3.2.1: Employment by economic sector at December 2015

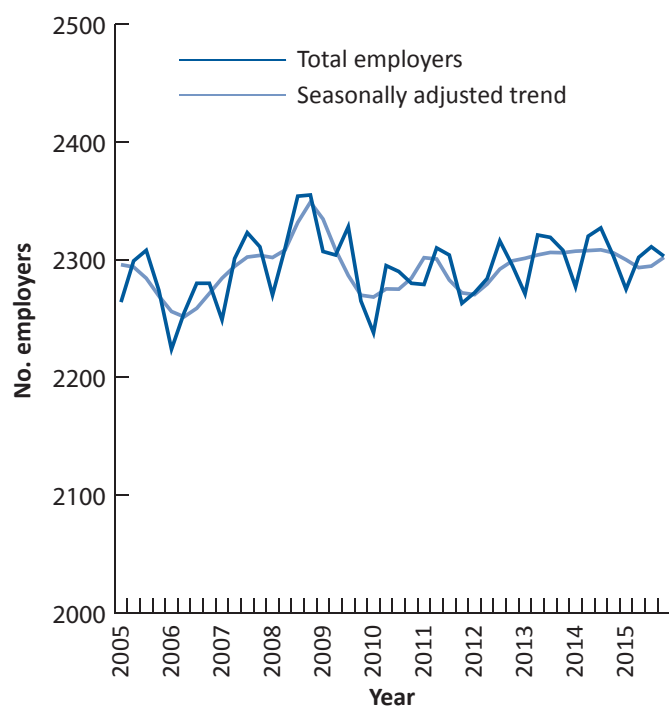
	No. employees				No. self-employed				Total no. in employment	% of total for all sectors
	Female	Male	Total	Annual % change	Female	Male	Total	Annual % change		
Agriculture, horticulture, fishing and quarrying	105	188	293	2.1	6	99	105	-7.1	398	1.3
Manufacturing	150	389	539	-5.4	22	87	109	-10.7	648	2.1
Electricity, gas, steam and air conditioning supply	41	231	272	-5.9	0	6	6	-14.3	278	0.9
Water supply, sewerage, waste management and remediation activities	11	69	80	2.6	0	14	14	-12.5	94	0.3
Construction	108	1,909	2,017	-6.3	20	789	809	-1.6	2,826	9.0
Wholesale, retail and repairs	1,625	1,987	3,612	-3.5	86	228	314	0.3	3,926	12.5
Hostelry	689	1,079	1,768	-1.8	57	111	168	-2.9	1,936	6.1
Transport and storage	164	630	794	6.0	12	114	126	1.6	920	2.9
Information and communication	253	720	973	-1.2	11	37	48	6.7	1,021	3.2
Finance	3,677	3,017	6,694	0.4	10	55	65	-3.0	6,759	21.5
Real estate activities	146	119	265	0.0	3	11	14	-33.3	279	0.9
Professional, business, scientific and technical activities	916	795	1,711	4.2	98	316	414	-4.2	2,125	6.7
Administrative and support service activities	614	793	1,407	2.9	31	170	201	-3.4	1,608	5.1
Public administration	3,303	2,088	5,391	0.4	4	17	21	-8.7	5,412	17.2
Education	353	103	456	2.5	72	27	99	-3.9	555	1.8
Human health, social and charitable work activities	1,319	279	1,598	2.7	75	93	168	-1.8	1,766	5.6
Arts, entertainment and recreation	128	139	267	12.2	17	32	49	-3.9	316	1.0
Other service activities	248	52	300	0.0	129	55	184	-1.6	484	1.5
Activities of households as employers	56	26	82	-4.7	2	0	2	0.0	84	0.3
Other	24	28	52						52	0.2
Total for all sectors	13,930	14,641	28,571	-0.2	655	2,261	2,916	-2.8	31,487	100.0

Figure 3.2.2: Annual percentage change in employment by economic sector at December 2015



4.1 Employers by size

Figure 4.1.1: Total employers



In December 2015 there were 2,303 employers in Guernsey, which is the same as in December 2014. There were 44 organisations employing more than 100 people in December 2015, two more than in December 2014. Of these, five organisations employed over 250 people in December 2015, one fewer than in December 2014 (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)

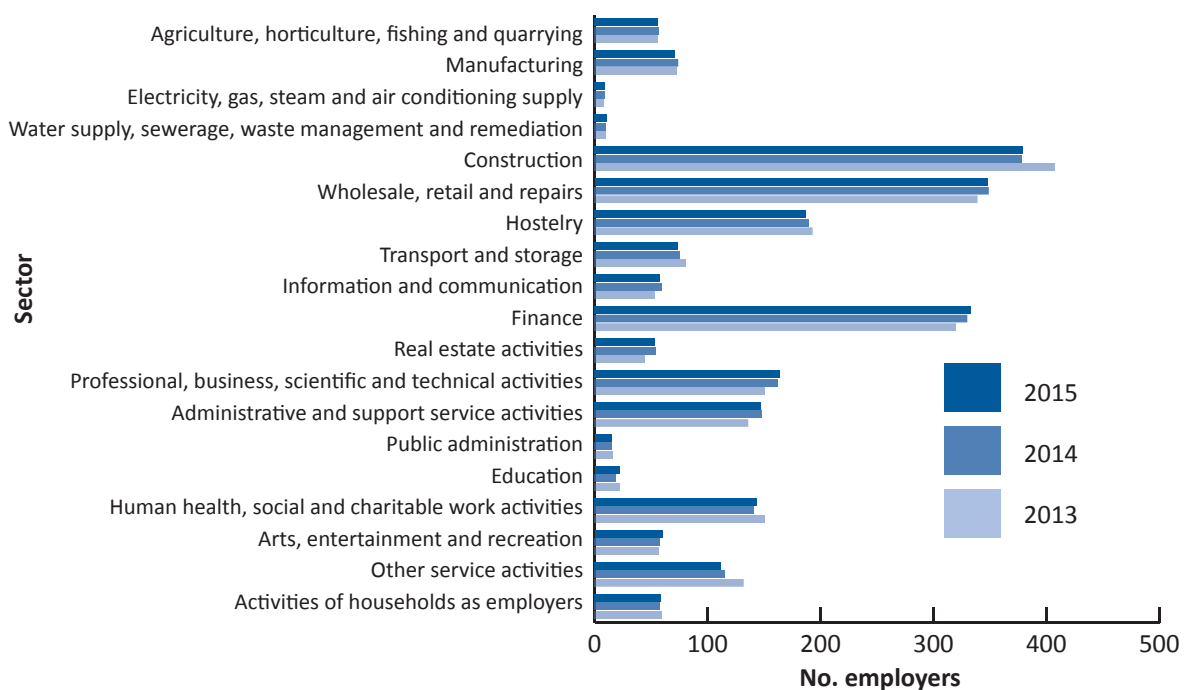
		No. employers by size (number of employees)								Total no. employers	Annual % change
		1	2 to 5	6 to 10	11 to 25	26 to 50	51 to 100	101 to 250	250+		
2012	Q4	599	817	365	295	113	66	34	6	2,295	1.4
2013	Q1	600	818	355	294	103	61	34	6	2,271	0.0
2013	Q2	604	841	353	305	110	66	36	6	2,321	1.6
2013	Q3	596	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
2014	Q1	574	850	348	289	116	59	34	7	2,277	0.3
2014	Q2	601	840	357	301	119	60	36	6	2,320	0.0
2014	Q3	602	837	358	300	125	60	38	7	2,327	0.3
2014	Q4	604	835	349	299	111	63	36	6	2,303	-0.2
2015	Q1	594	836	352	277	113	62	33	8	2,275	-0.1
2015	Q2	587	837	368	288	118	61	39	4	2,302	-0.8
2015	Q3	585	830	362	304	119	65	41	5	2,311	-0.7
2015	Q4	600	846	346	290	112	65	39	5	2,303	0.0

4.2 Employers by economic sector and size

Table 4.2.1: Employers by economic sector and size (number of employees) at December 2015

	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	42	12	1	1	56	2.4	-1.8
Manufacturing	41	27	1	2	71	3.1	-4.1
Electricity, gas, steam and air conditioning supply	5	2	0	2	9	0.4	0.0
Water supply, sewerage, waste management and remediation activities	9	1	0	1	11	0.5	10.0
Construction	269	97	9	4	379	16.5	0.3
Wholesale, retail and repairs	202	111	20	15	348	15.1	-0.3
Hostelry	100	69	7	11	187	8.1	-1.6
Transport and storage	47	19	5	3	74	3.2	-1.3
Information and communication	35	15	4	4	58	2.5	-1.7
Finance	157	105	38	33	333	14.5	0.9
Real estate activities	38	14	1	0	53	2.3	-1.9
Professional, business, scientific and technical activities	104	45	7	8	164	7.1	0.6
Administrative and support service activities	94	39	4	10	147	6.4	-0.7
Public administration	10	2	1	2	15	0.7	0.0
Education	12	5	1	4	22	1.0	15.8
Human health, social and charitable work activities	78	46	12	8	144	6.3	2.1
Arts, entertainment and recreation	46	13	1	0	60	2.6	3.4
Other service activities	98	13	0	1	112	4.9	-2.6
Activities of households as employers	58	1	0	0	59	2.6	1.7
Other	1	0	0	0	1	0.0	
Total for all sectors	1,446	636	112	109	2,303	100.0	0

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
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
2014	Q1	441	735	1.4	2.3
2014	Q2	343	613	1.1	1.9
2014	Q3	348	600	1.1	1.9
2014	Q4	343	570	1.1	1.8
2015	Q1	399	670	1.3	2.1
2015	Q2	340	632	1.1	2.0
2015	Q3	386	635	1.2	2.0
2015	Q4	402	636	1.3	2.0

Figure 5.1.1: Percentage of workforce registered as unemployed

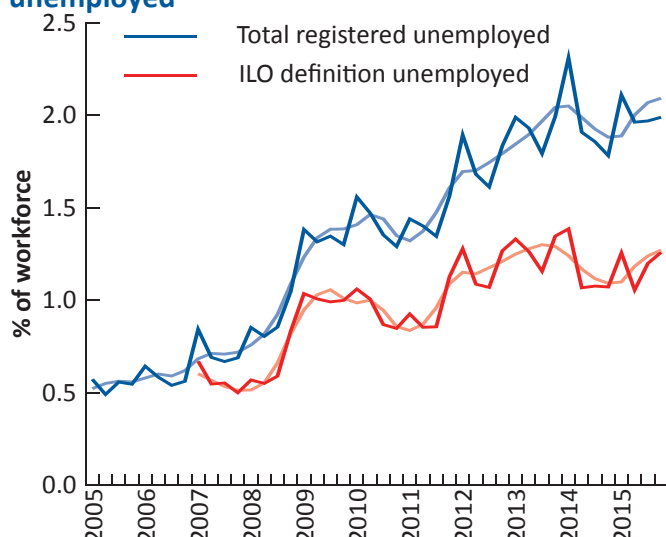
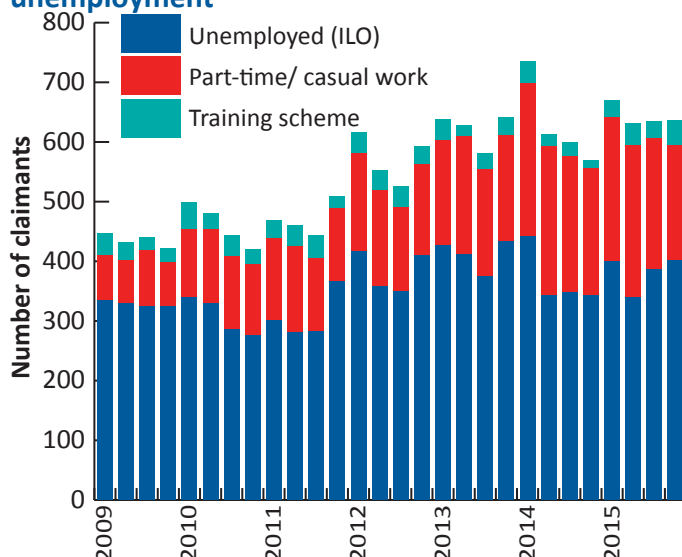


Figure 5.1.2: Composition of total registered unemployment



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 402 people registered as unemployed using the International Labour Office definition of unemployment¹ in December 2015, 59 more people than in December 2014.

The registered unemployment rate using the ILO definition was 1.3% at the end of December 2015, which was 0.2 percentage points higher than 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 2015, 0.2 percentage points higher than a year earlier.

[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 2015, there were 192 claimants participating in part-time or casual work, 21 fewer than in December 2014. There were 42 claimants participating in government training schemes in December 2015, which was 28 more than at the same time the previous year.

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

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 2015 was greater than the number of women registered unemployed across all age bands except the 40-49 band (see [Figure 5.2.1](#)). Of the people registered unemployed, using the ILO definitions, 37.3% were women, which is 0.3 percentage points higher 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 people was the 20-29 category. There were 94 unemployed men in this group in December 2015, accounting for 37.3% of unemployed men, and 32 unemployed women, accounting for 21.3% of unemployed women. This category accounted for 31.3% of the total number of unemployed people (by ILO definitions).

There were 44 unemployed women in the 40-49 age group in December 2015, accounting for 29.3% of unemployed women and 10.9% of the total number of unemployed people (by ILO definitions).

Of the registered unemployed people who called into SSD in the snapshot week at the end of December 2015, 39.1% had been registered unemployed for between three and six months at that time. 16.9% of claimants had been registered unemployed for more than a year (see [Table 5.2.1](#) and [Figure 5.2.2](#)) compared with 14.3% the previous year and 21.8% the previous quarter.

Figure 5.2.1: Unemployment by age and gender in December 2015

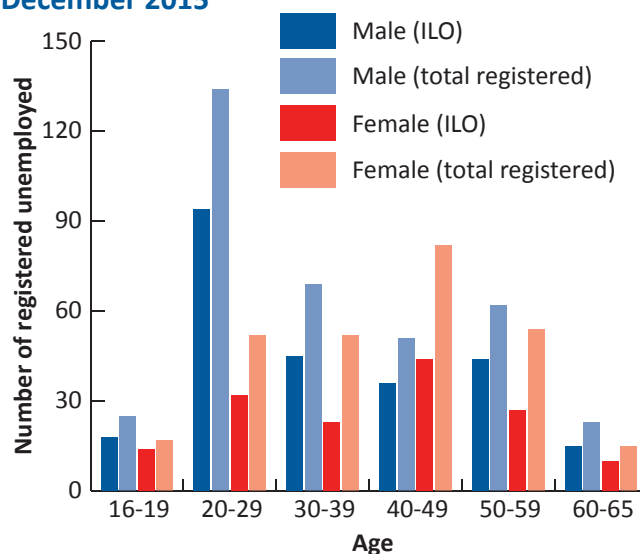
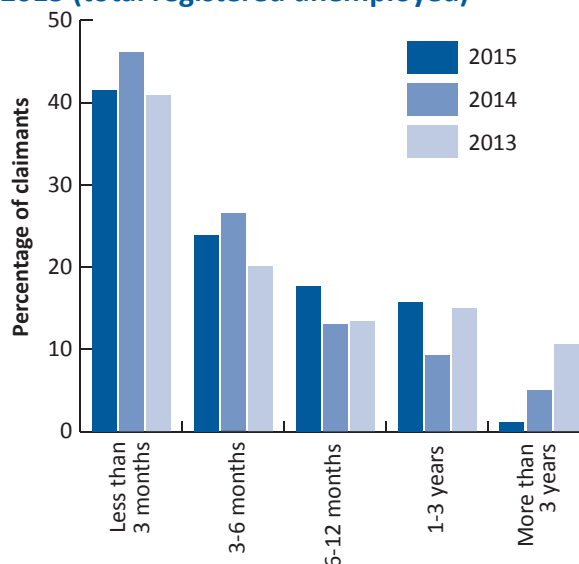


Table 5.2.1: Duration of unemployment of claimants calling in snapshot week¹ December 2015 (total registered unemployed)

Length of Claim	Age						Total	%
	16-19	20-29	30-39	40-49	50-59	60-65		
0 - 2 weeks	1	1	4	1	1	0	8	2.0
3 - 4 weeks	0	12	6	5	3	1	27	6.7
5 - 8 weeks	8	33	4	11	7	8	71	17.7
9 - 13 weeks	10	14	12	9	14	2	61	15.2
14 - 26 weeks	8	21	17	23	20	7	96	23.9
27 weeks - 1 year	8	24	14	9	11	5	71	17.7
1 year - 3 years	0	22	12	15	10	4	63	15.7
More than 3 years	0	1	1	1	2	0	5	1.2
Total	35	128	70	74	68	27	402	100.0

Figure 5.2.2: Duration of unemployment of claimants calling in snapshot week¹ in December 2015 (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 register unemployed.

5.2 Unemployment in detail

Figure 5.2.3: Number of vacancies placed with the Job Centre each month

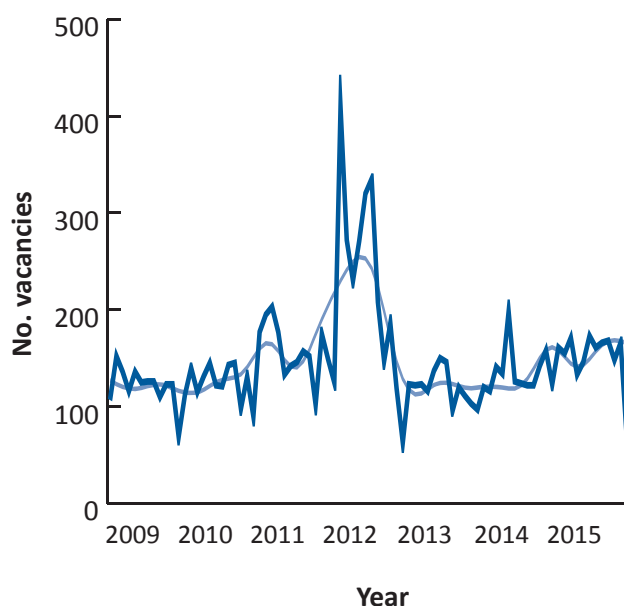


Figure 5.2.3 shows the number of vacancies placed with the Guernsey Job Centre each month. Although this is not a complete representation of the total number of vacancies in the island, it does provide an indication of the strength of the employment market.

6.1 Contact details and further information

This information differs to the information included in the Annual Electronic Census Report (available from www.gov.gg/population) due to being collated at a different time and using a different method.

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.

This bulletin will be replaced by a Population, Employment and Earnings bulletin (first edition due at the end of April 2016).

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