

# Guernsey Quarterly Population, Employment and Earnings Bulletin

Population at 30th June 2016

Employment and Earnings at 31st December 2016

Issue date 28th April 2017

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 0.41% (258 people) over the year ending 30th June 2016. This is the largest annual increase since 2011.
- The increase resulted from a natural increase of 145 people and net migration of 113 people.
- There was a very small increase of 0.01% (net plus five) in the 16 to 64 age group during the year ending 30th June 2016, compared with -0.5% and -1.3% during the years ending 30th June 2015 and 2014 respectively. There were increases of 2.0% and 2.3% in the 65 to 84 and 85+ groups respectively during the year ending 30th June 2016.
- In December 2016, 30,851 people were employed or self-employed in Guernsey. 3,095 people were self-employed and 27,756 people worked for an employer (10.0% and 90.0% respectively) in December 2016.
- There were 2,450 employing organisations in Guernsey in December 2016.
- The Finance sector accounted for 21.3% of total employment in December 2016, employing 6,828 people.
- Median earnings as at 31st December 2016 were £31,656 which, compared with a year earlier, was 2.3% higher in nominal terms and 1.1% 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 258 (0.41%) over the year ending 30th June 2016. This is the largest annual increase since 2011.

**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 30th June 2016 was 145 and the net migration was 113.

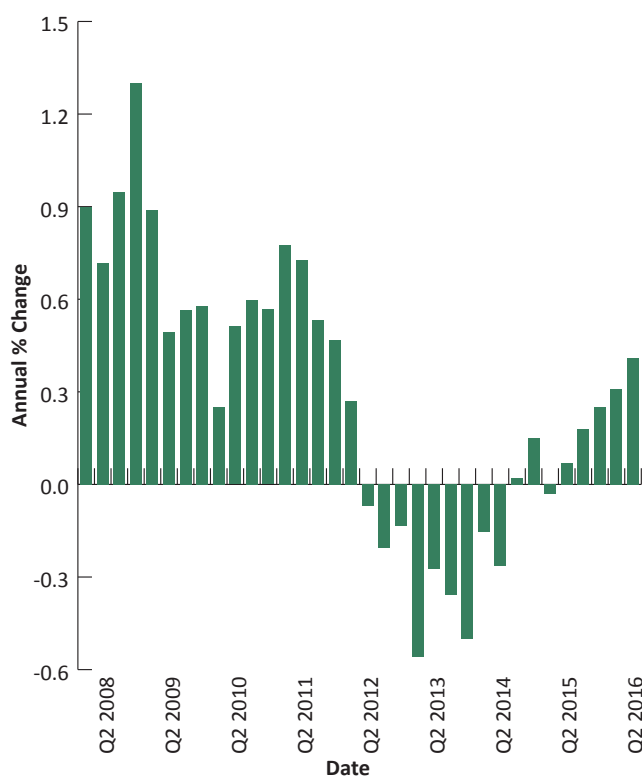
Annual population changes by age groups are given on **page 5**.

During the year ending 30th June 2016 there was a slight increase in the age group 0 to 15 (0.1%), and no change in the age group 16 to 64. The age group 65 to 84 showed an annual increase (2.0%) whilst the number of people aged 85 and over saw the largest increase 2.3%.

**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>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>	12	0.02
<b>Q4 2014</b>	95	0.15
<b>Q1 2015</b>	-17	-0.03
<b>Q2 2015</b>	47	0.07
<b>Q3 2015</b>	110	0.18
<b>Q4 2015</b>	156	0.25
<b>Q1 2016</b>	193	0.31
<b>Q2 2016</b>	258	0.41

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



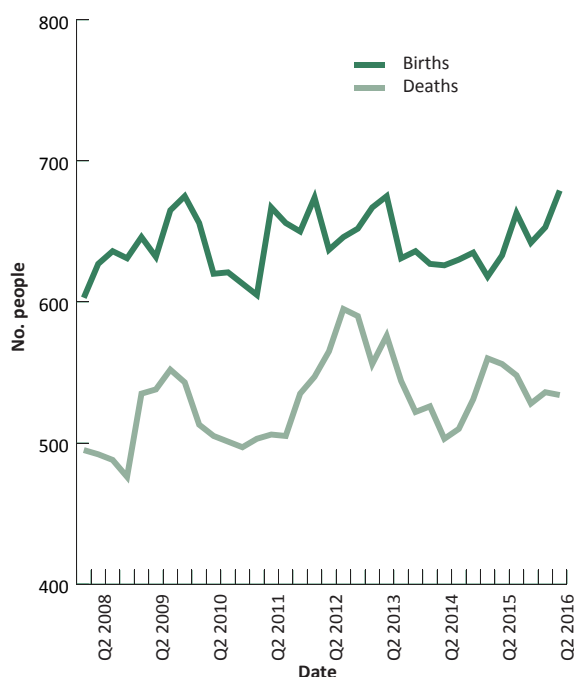
## 2.1 Population - Annual changes

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

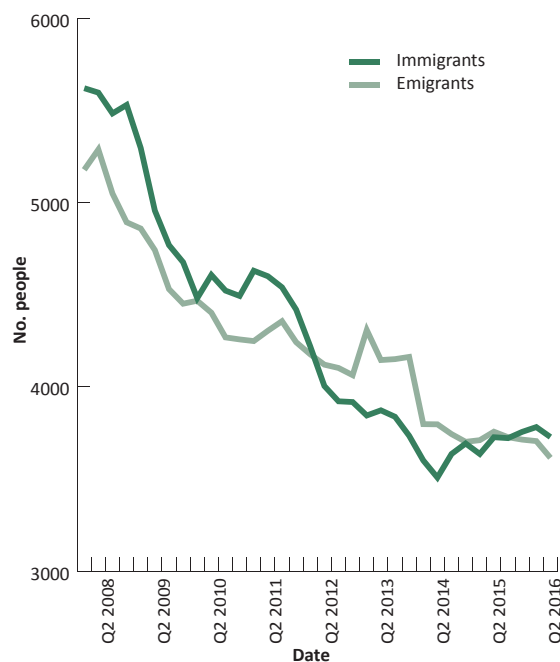
	Births	Deaths	Natural increase	Immigration	Emigration	Net migration	Natural increase and net migration	Net admin changes	Total population at end of quarter
<b>Q1 2013</b>	667	556	111	3,845	4,309	-464	-353	0	62,732
<b>Q2 2013</b>	675	576	99	3,873	4,146	-273	-174	0	63,093
<b>Q3 2013</b>	631	544	87	3,838	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	-146	62,490
<b>Q2 2014</b>	626	503	123	3,508	3,797	-289	-166	-206	62,721
<b>Q3 2014</b>	630	510	120	3,636	3,744	-108	12	-206	62,648
<b>Q4 2014</b>	635	531	104	3,693	3,702	-9	95	-206	62,234
<b>Q1 2015</b>	618	560	58	3,636	3,711	-75	-17	-60	62,413
<b>Q2 2015</b>	633	556	77	3,727	3,757	-30	47	0	62,768
<b>Q3 2015</b>	663	548	115	3,722	3,727	-5	110	0	62,758
<b>Q4 2015</b>	642	528	114	3,756	3,714	42	156	0	62,390
<b>Q1 2016</b>	653	536	117	3,782	3,706	76	193	0	62,606
<b>Q2 2016</b>	679	534	145	3,728	3,615	113	258	0	63,026

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

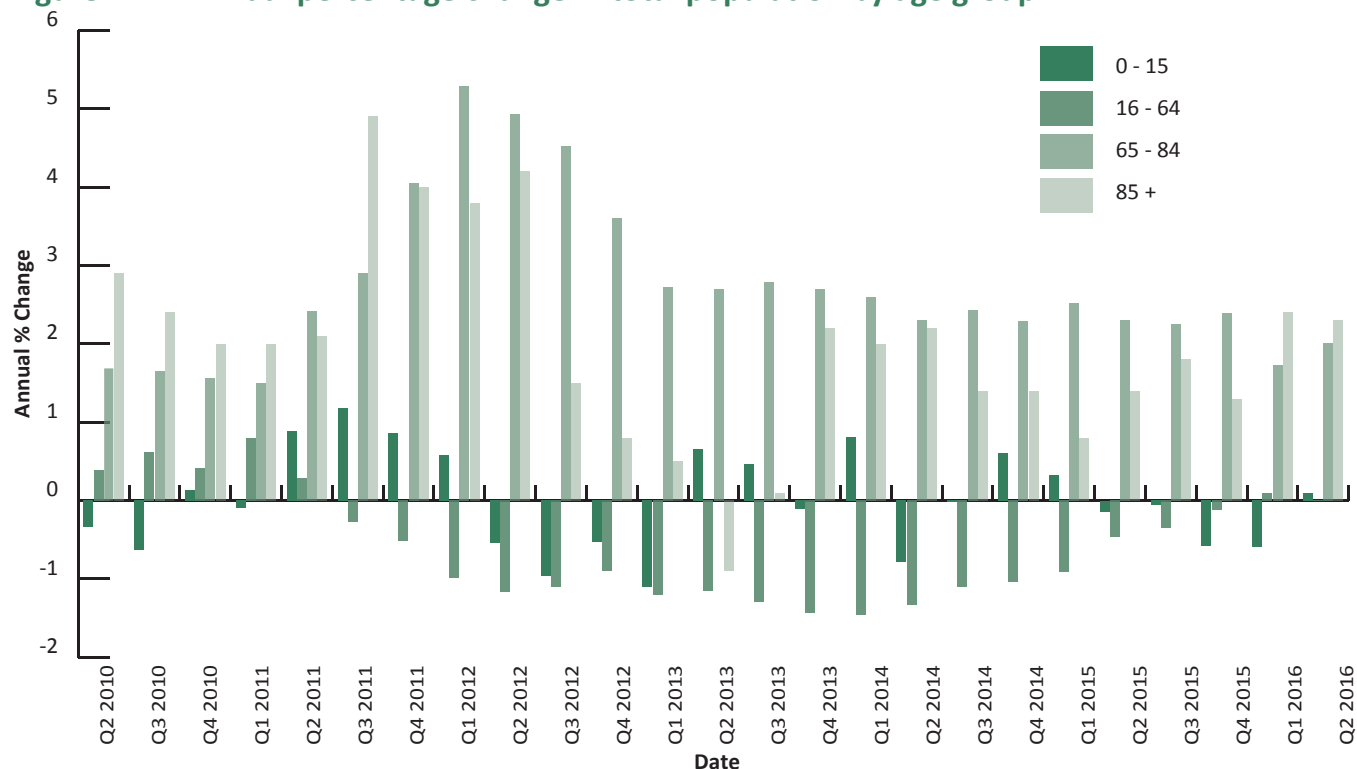


Table 2.2.1 Annual population changes

	0 - 15	Annual % change	16 - 64	Annual % change	65 - 84	Annual % change	85 +	Annual % change
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	10,179	0.8	40,856	-1.5	9,844	2.6	1,611	2.0
Q2 2014	10,171	-0.8	40,999	-1.3	9,938	2.3	1,613	2.2
Q3 2014	10,192	0.0	40,820	-1.1	10,013	2.4	1,623	1.4
Q4 2014	10,217	0.6	40,357	-1.0	10,025	2.3	1,635	1.4
Q1 2015	10,212	0.3	40,485	-0.9	10,092	2.5	1,624	0.8
Q2 2015	10,157	-0.1	40,808	-0.5	10,167	2.3	1,636	1.4
Q3 2015	10,186	-0.1	40,681	-0.3	10,238	2.2	1,653	1.8
Q4 2015	10,158	-0.6	40,311	-0.1	10,265	2.4	1,656	1.3
Q1 2016	10,152	-0.6	40,524	0.1	10,267	1.7	1,663	2.4
Q2 2016	10,167	0.1	40,813	0.0	10,372	2.0	1,674	2.3

## 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
Q1 2015	60.9
Q2 2015	63.5
Q3 2015	61.4
Q4 2015	61.7
Q1 2016	62.0
Q2 2016	61.2

**Table 2.3.2 Percentage of population in employment or full-time education by age at 30th June 2016**

	Female	Male	Total
14 and under	52.9	55.3	54.2
15 to 19	83.7	84.6	84.2
20 to 24	78.5	82.0	80.3
25 to 29	76.6	83.1	80.0
30 to 34	77.9	86.5	82.3
35 to 39	77.8	88.2	83.0
40 to 44	75.6	90.0	82.6
45 to 49	78.5	88.2	83.2
50 to 54	74.1	86.7	80.4
55 to 59	67.9	82.8	75.2
60 to 64	46.7	66.9	57.1
65 to 69	12.8	14.1	13.4
70 to 74	3.5	5.1	4.3
75 to 79	1.4	1.4	1.4
80 to 84	0.1	0.6	0.3
85 and over	0.1	0.0	0.1
Total	56.5	65.9	61.2

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

At 30th June 2016, 61.2% 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.

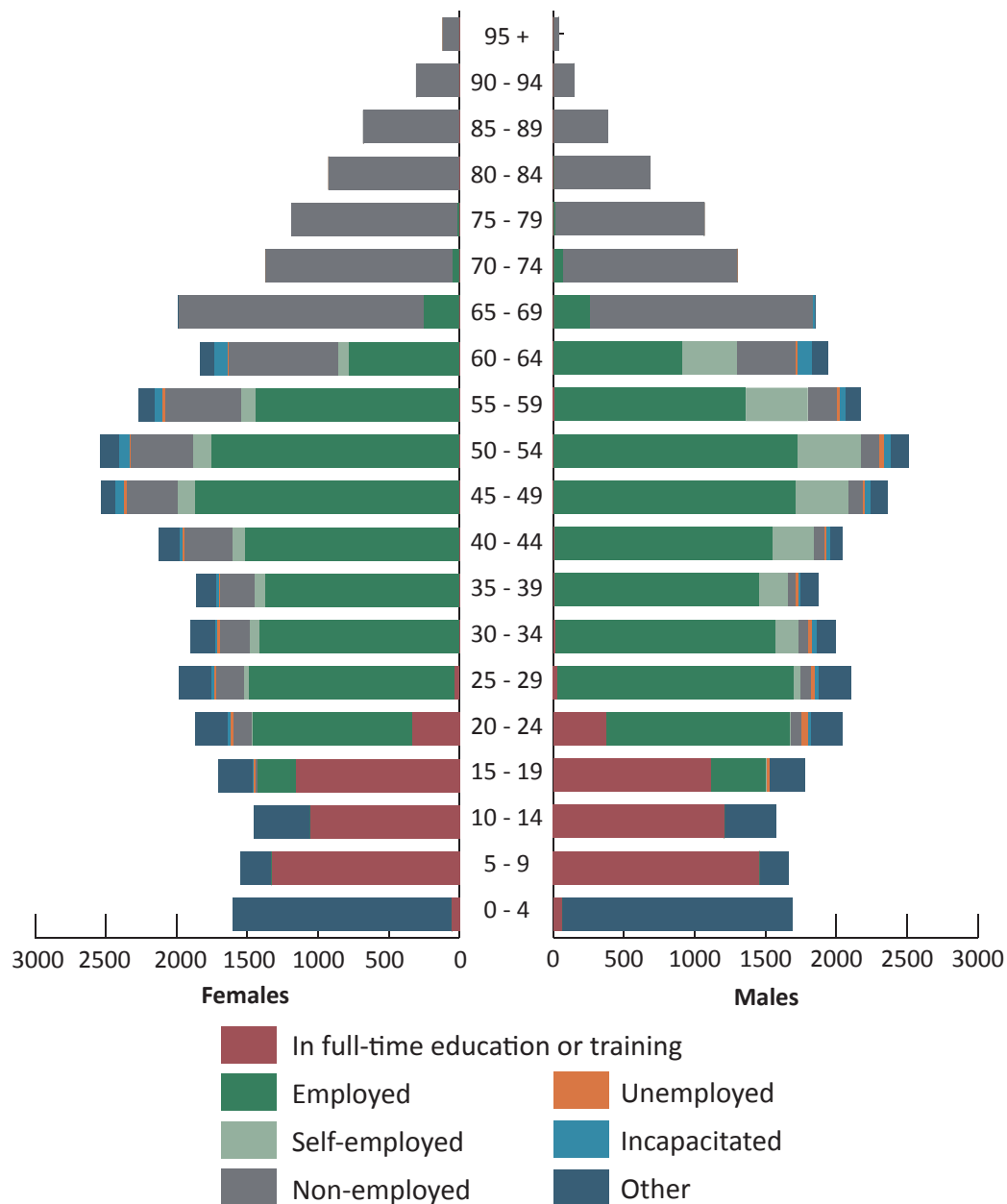
People are categorised as being in full-time education if they are at school, university or on other full-time education or training courses. Some of those in full-time education were also employed or self-employed on the snapshot date (but they are still categorised as being in full-time education).

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 December 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 30th June 2016)**



**Figure 2.3.1** shows how economic status varies by age group and gender. Overall, 79.0% of the working population (aged 16 to 64 years old) were either in full-time education, employed or self-employed at the end of June 2016.

People in full-time education are concentrated in the 5 to 24 years old age categories, with a further 61 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 45 to 49 years age group for females (73.6%). For males, the proportion of the population in employment peaks in the 50-54 years age group (72.9%).

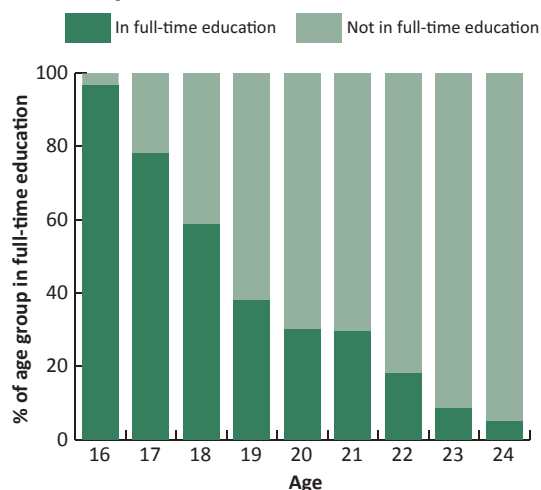
Self-employment is more apparent in males than in females, as is unemployment.

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

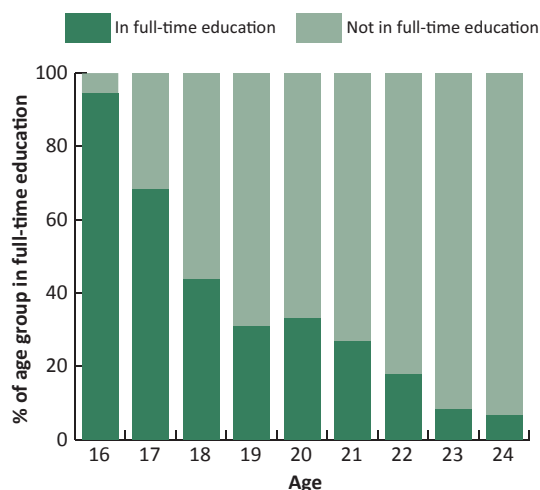
**Table 3.1.1 Percentage of population in full-time education at June 2016 (ages 16-24)**

Age at June 2016	Female	Male	Total
16	96.7	94.4	95.5
17	78.2	68.3	73.0
18	58.7	43.7	51.0
19	38.0	30.9	34.5
20	30.1	33.2	31.7
21	29.6	27.0	28.2
22	18.1	18.0	18.0
23	8.5	8.3	8.4
24	5.1	6.8	6.0

**Figure 3.1.1 Percentage of females in full-time education at June 2016 (ages 16-24)**



**Figure 3.1.2 Percentage of males in full-time education at June 2016 (ages 16-24)**



As at June 2016 95.5% of all 16 year olds and 6.0% 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 apart from age 20, where 33.2% of males and 30.1% of females were in full time education, and age 24 with 6.8% of males and 5.1% of females in full time education.

It can be seen that the percentage of people in education decreases as age increases.

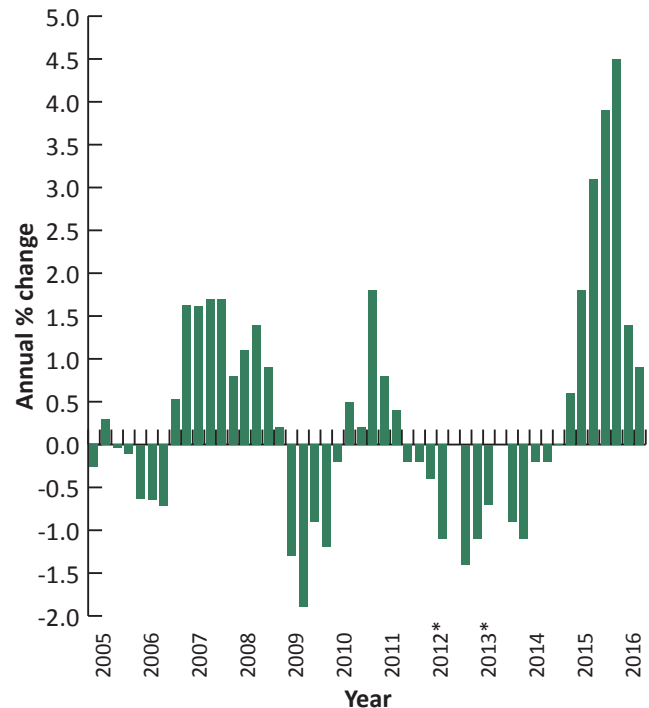


## 4.1 Employment trends

There was an overall increase of 0.9% (**Figure 4.1.1** and **Table 4.1.1**) in the number of people either employed or self-employed for the year ending 31st December 2016. The number of employed people increased by 0.9% and the number of self-employed increased by 1.1%.

The figures 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
Q1 2013	-	-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	-0.1	0.6
Q3 2015	2.3	-2.4	1.8
Q4 2015	3.6	-1.2	3.1
Q1 2016	4.2	1.3	3.9
Q2 2016	4.7	2.3	4.5
Q3 2016	1.3	2.2	1.4
Q4 2016	0.9	1.1	0.9

## 4.2 Employment by age and gender

**Table 4.2.1 Employment status by age group at 31st December 2016**

	Employed			Self-employed			Total in employment
	Female	Male	Total	Female	Male	Total	
<b>14 and under</b>	-	-	-	-	-	-	-
<b>15 to 19</b>	216	323	539	-	*	*	541
<b>20 to 24</b>	1,155	1,290	2,445	7	8	15	2,460
<b>25 to 29</b>	1,508	1,752	3,260	31	56	87	3,347
<b>30 to 34</b>	1,435	1,605	3,040	70	151	221	3,261
<b>35 to 39</b>	1,384	1,506	2,890	76	200	276	3,166
<b>40 to 44</b>	1,515	1,500	3,015	89	297	386	3,401
<b>45 to 49</b>	1,891	1,716	3,607	130	375	505	4,112
<b>50 to 54</b>	1,786	1,730	3,516	129	443	572	4,088
<b>55 to 59</b>	1,492	1,395	2,887	109	443	552	3,439
<b>60 to 64</b>	852	967	1,819	76	396	472	2,291
<b>65 to 69</b>	270	288	558	-	7	7	565
<b>70 to 74</b>	59	73	132	-	-	-	132
<b>75 and over</b>	23	25	48	-	-	-	48
<b>16 to 64</b>	13,234	13,784	27,018	717	2,371	3,088	30,106
<b>65 to 84</b>	351	386	737	-	7	7	744
<b>85 and over</b>	*	*	*	-	-	-	*
<b>Total</b>	13,586	14,170	27,756	717	2,378	3,095	30,851

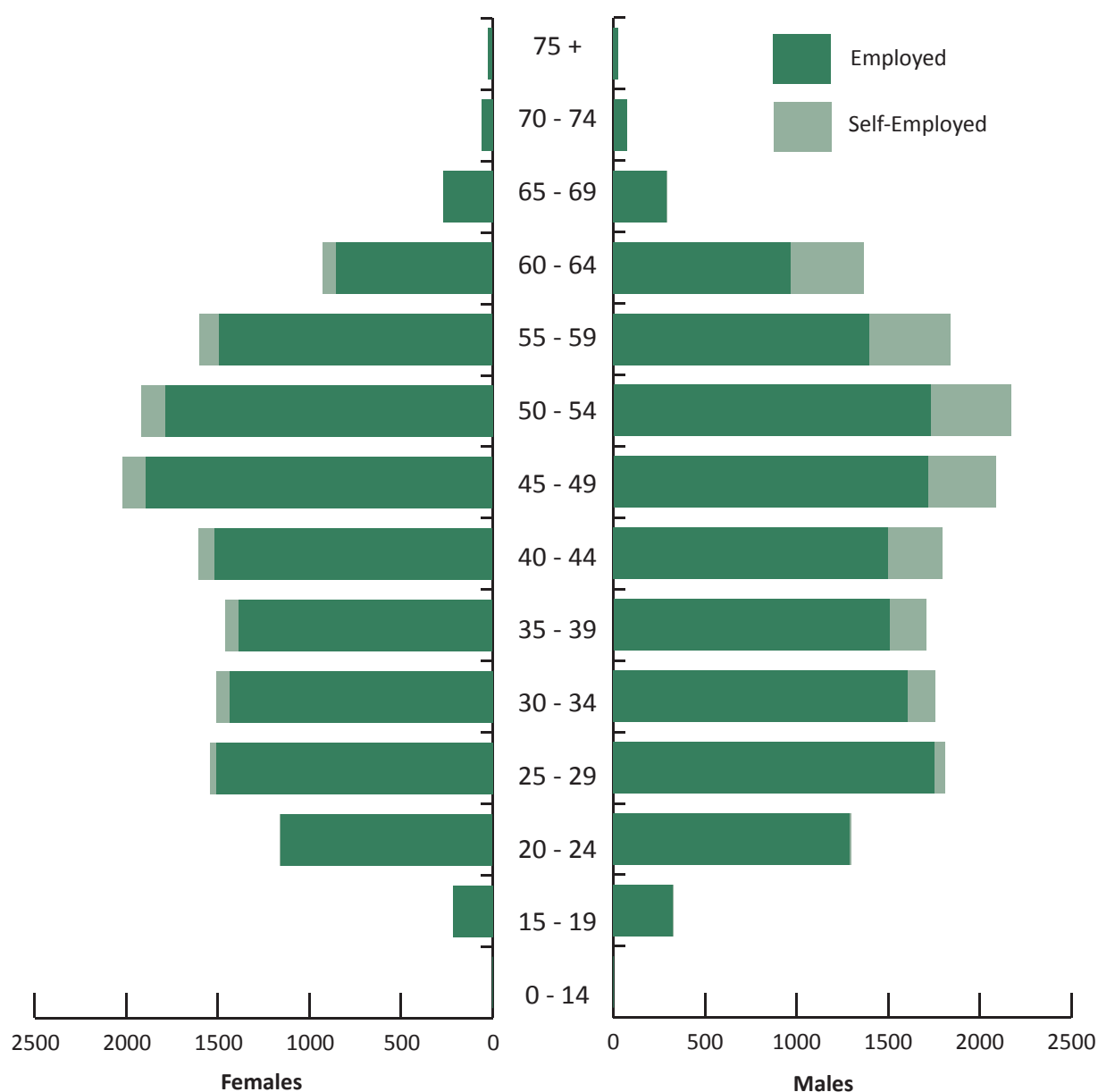
\* In instances where there are fewer than five people in any one age category, only the total number of employed or self-employed people is presented.

At 31st December 2016, 30,851 people were either employed or self-employed in Guernsey, of whom 744 people (2.4%) were aged between 65 and 84 years (see [Table 4.2.1](#)). This age bracket accounted for 2.7% of employed people and 0.2% of self-employed people (737 people and 7 people respectively).

Of the 27,018 employed people aged 16 to 64 at the end of December 2016, 13,234 (49.0%) were female and 13,784 (51.0%) were male. This compares to 717 self-employed females and 2,371 males, which equates to 23.2% and 76.8% of the 3,088 total.

## 4.2 Employment by age and gender

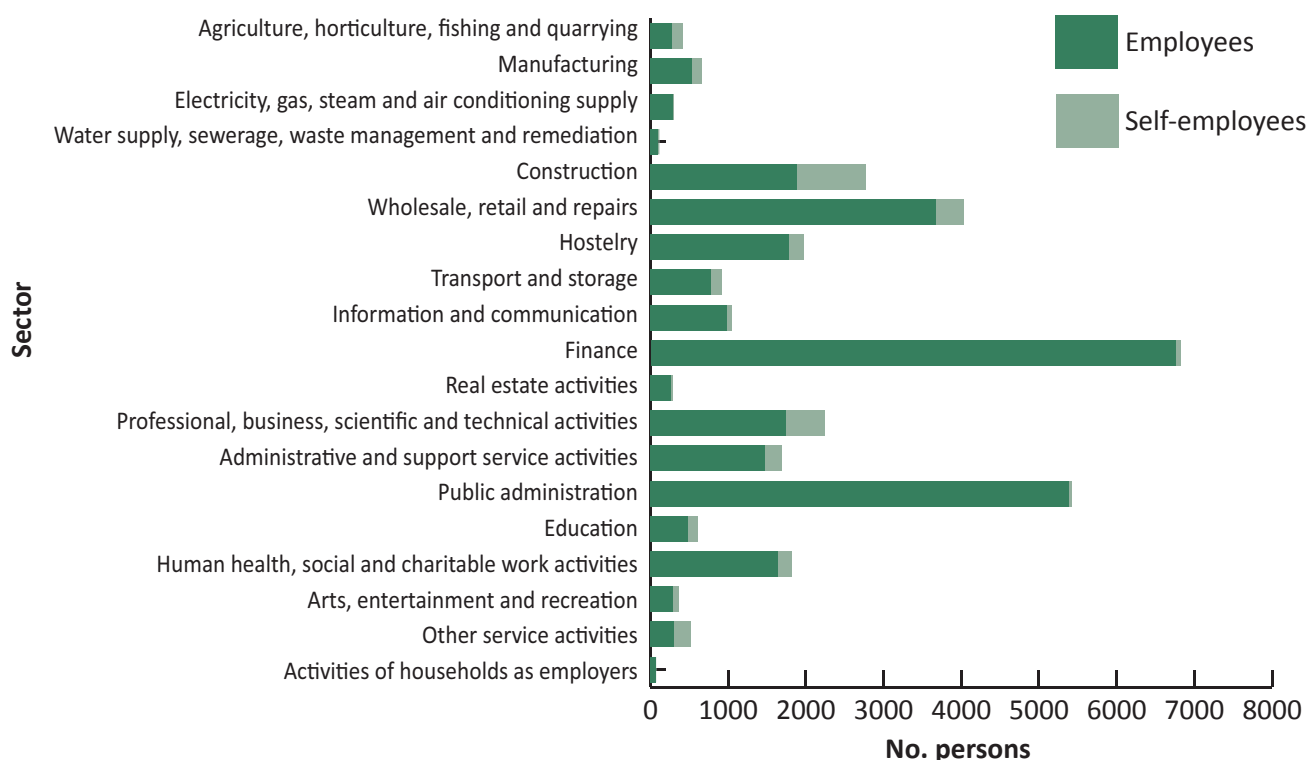
Figure 4.2.1 Employment status by age and gender at 31st December 2016



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 December 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 December 2016, accounting for 21.3% of total employment, or 6,828 people, 6,758 of whom were employed and 70 of whom were self-employed.

The Construction sector had the largest number of self-employed people in December 2016 (885 people), representing 31.9% of the sector and 26.6% of self-employed people overall.

## 4.3 Employment by economic sector

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

	Employees			Self-employees			Total no. in employment	% of total for all sectors
	Female	Male	Total	Female	Male	Total		
Agriculture, horticulture, fishing and quarrying	90	181	271	9	133	142	413	1.3
Manufacturing	150	380	530	31	97	128	658	2.1
Electricity, gas, steam and air conditioning supply	49	238	287	-	6	6	293	0.9
Water supply, sewerage, waste management and remediation activities	10	86	96	-	18	18	114	0.4
Construction	112	1,774	1,886	17	868	885	2,771	8.7
Wholesale, retail and repairs	1,672	2,002	3,674	88	262	350	4,024	12.6
Hostelry	719	1,061	1,780	60	128	188	1,968	6.1
Transport and storage	165	609	774	14	126	140	914	2.9
Information and communication	256	731	987	11	44	55	1,042	3.3
Finance	3,690	3,068	6,758	10	60	70	6,828	21.3
Real estate activities	145	122	267	1	14	15	282	0.9
Professional, business, scientific and technical activities	907	836	1,743	128	367	495	2,238	7.0
Administrative and support service activities	626	843	1,469	30	193	223	1,692	5.3
Public administration	3,323	2,062	5,385	10	22	32	5,417	16.9
Education	367	116	483	89	36	125	608	1.9
Human health, social and charitable work activities	1,347	297	1,644	80	96	176	1,820	5.7
Arts, entertainment and recreation	145	144	289	24	44	68	357	1.1
Other service activities	247	57	304	149	60	209	513	1.6
Activities of households as employers	51	22	73	2	-	2	75	0.2
<b>Total for all sectors</b>	<b>14,071</b>	<b>14,629</b>	<b>28,700</b>	<b>753</b>	<b>2,574</b>	<b>3,327</b>	<b>32,027</b>	<b>100.0</b>

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

	Total no. in employment	% of total Finance sector
Banking	1,776	26.0
Fiduciary	1,891	27.7
Funds	1,922	28.1
Insurance	753	11.0
Other	486	7.1
<b>Total</b>	<b>6,828</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 6,828 people employed within the Finance sector, 1,922 people (28.1%) worked in sub-sectors relating to Funds, 1,776 people (26.0%) worked in Banking and 1,891 people (27.7%) were employed by Fiduciaries at the end of December 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							
	2015 Q1	2015 Q2	2015 Q3	2015 Q4	2016 Q1	2016 Q2	2016 Q3	2016 Q4
<b>Agriculture, horticulture, fishing and quarrying</b>	1.3	-3.4	-1.4	-2.4	-1.6	-4.2	-3.2	-4.4
<b>Manufacturing</b>	2.3	-1.7	-3.0	-4.5	-1.5	-3.9	-3.6	-1.6
<b>Electricity, gas, steam and air conditioning supply</b>	-2.6	-3.3	-6.0	-5.1	-3.1	0.7	5.7	5.8
<b>Water supply, sewerage, waste management and remediation activities</b>	-13.9	-8.3	-4.2	2.0	11.4	12.2	10.8	17.5
<b>Construction</b>	-0.2	-4.4	-4.1	-5.3	-5.1	-5.1	-5.3	-4.0
<b>Wholesale, retail and repairs</b>	-1.7	-1.8	-1.1	-2.5	-0.3	0.8	0.4	-0.7
<b>Hostelry</b>	9.5	2.7	-1.1	-2.6	0.4	-1.1	0.0	0.6
<b>Transport and storage</b>	3.2	5.1	2.6	5.3	13.0	2.5	1.4	-4.0
<b>Information and communication</b>	0.3	-3.5	-3.6	-1.2	-1.0	4.0	4.8	1.9
<b>Finance</b>	-1.1	0.4	0.3	0.4	0.6	1.2	0.6	1.1
<b>Real estate activities</b>	-5.4	0.3	-1.4	-2.8	-4.9	-3.8	-2.1	0.7
<b>Professional, business, scientific and technical activities</b>	9.4	2.5	1.7	3.2	5.2	6.2	5.1	3.7
<b>Administrative and support service activities</b>	-15.5	2.5	0.6	1.3	-2.5	-2.2	-3.0	-0.1
<b>Public administration</b>	0.4	0.2	-1.6	0.2	0.7	1.4	1.2	0.8
<b>Education</b>	0.4	1.2	0.9	0.9	4.9	5.3	3.6	7.8
<b>Human health, social and charitable work activities</b>	2.1	0.9	0.2	2.5	2.0	1.1	1.4	0.7
<b>Arts, entertainment and recreation</b>	-2.2	-0.3	2.7	9.0	4.7	4.0	7.7	3.8
<b>Other service activities</b>	4.9	9.2	0.2	-0.1	-1.4	-0.8	-2.3	0.4
<b>Activities of households as employers</b>	-3.3	0.0	1.1	-1.1	3.4	-4.3	-6.5	-13.8

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.

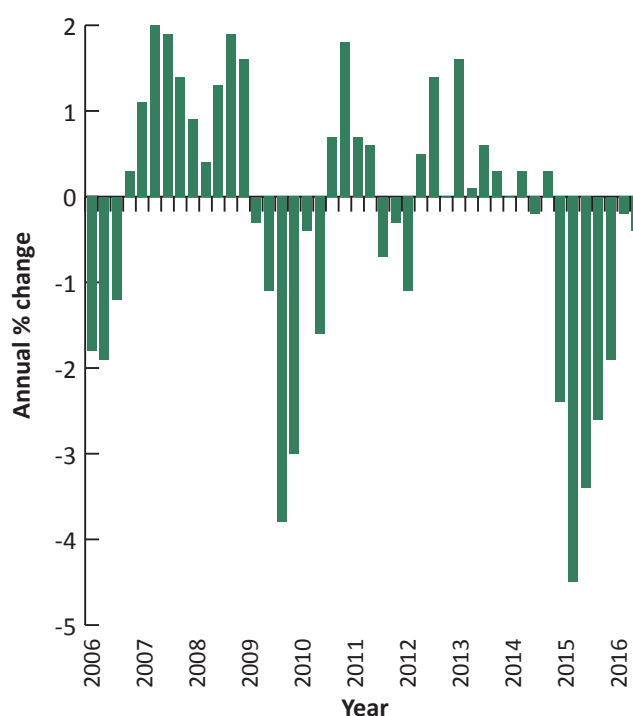
## 5.1 Employer trends

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 0.4% in the number of employing organisations for the year ending 31st December 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
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
Q3 2016	-0.2
Q4 2016	-0.4

## 5.2 Employers by economic sector and size

**Table 5.2.1 Employers by economic sector and size at December 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	23	27	6	3	0	1	0	0	60
Manufacturing	20	25	12	10	1	2	0	0	70
Electricity, gas, steam and air conditioning supply	4	2	2	0	0	1	1	0	10
Water supply, sewerage, waste management and remediation activities	8	6	0	1	0	1	0	0	16
Construction	134	148	45	32	7	1	2	0	369
Wholesale, retail and repairs	94	151	67	33	21	5	5	1	377
Hostelry	59	72	30	24	6	9	0	0	200
Transport and storage	26	21	13	6	4	2	1	0	73
Information and communication	15	20	6	9	4	2	2	0	58
Finance	95	101	53	58	35	18	12	2	374
Real estate activities	20	19	7	8	1	0	0	0	55
Professional, business, scientific and technical activities	60	53	24	20	5	4	5	0	171
Administrative and support service activities	54	57	19	17	12	0	2	0	161
Public administration	6	8	1	2	0	0	2	1	20
Education	9	9	0	5	1	4	0	0	28
Human health, social and charitable work activities	57	64	26	16	10	6	2	0	181
Arts, entertainment and recreation	34	24	6	7	1	0	0	0	72
Other service activities	57	38	11	0	1	0	0	0	107
Activities of households as employers	35	13	0	0	0	0	0	0	48
<b>Total</b>	<b>810</b>	<b>858</b>	<b>328</b>	<b>251</b>	<b>109</b>	<b>56</b>	<b>34</b>	<b>4</b>	<b>2,450</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 31st December 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 (282) with fewer than six employees.

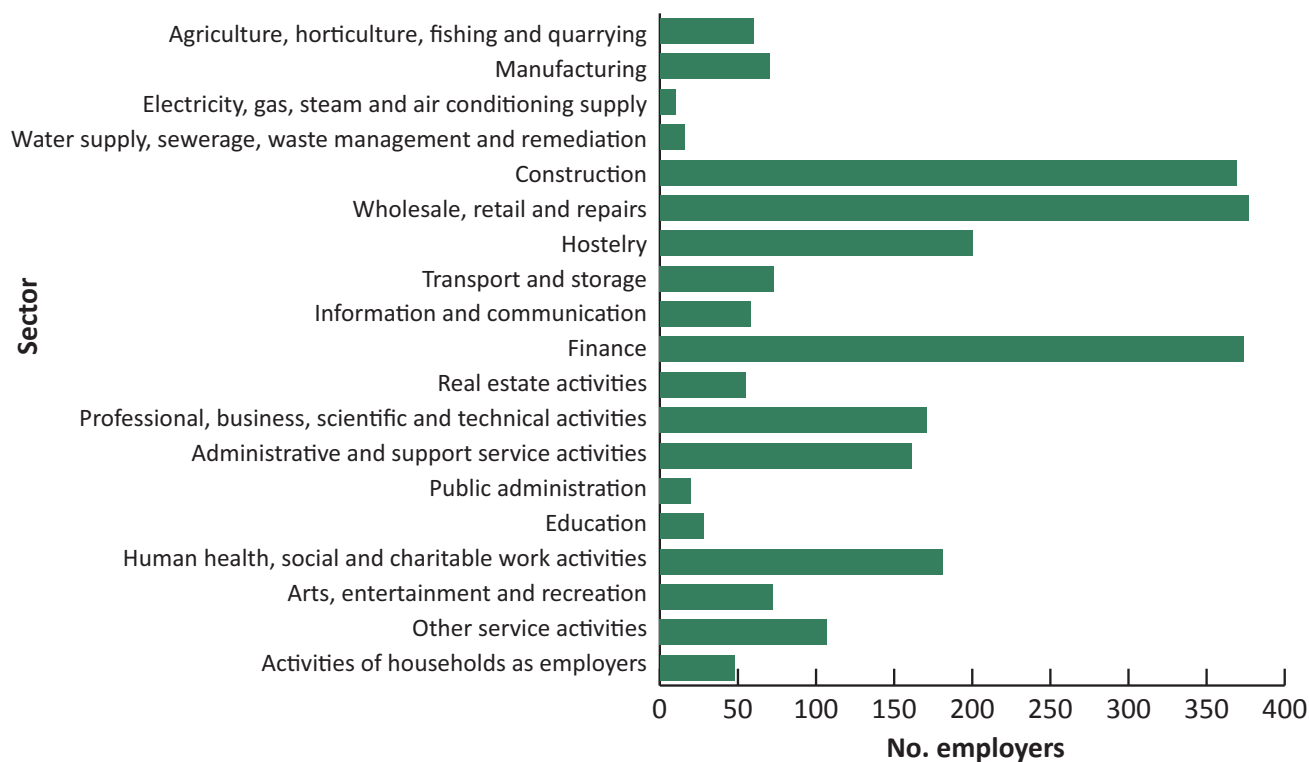
The Finance sector had the highest number of employing organisations with more than 50 employees (32 employers).

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



## 5.2 Employers by economic sector and size

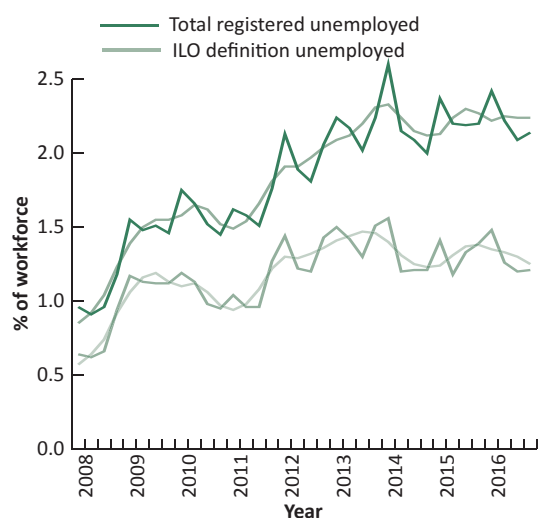
Figure 5.2.1 Employers by economic sector at December 2016



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 370 people registered as unemployed using the International Labour Office (ILO) definition of unemployment<sup>1</sup> in December 2016, 32 less people than in December 2015.

The registered unemployment rate using the ILO definition was 1.2% at the end of December 2016, which was 0.2 percentage points lower 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
Q2 2013	411	1.4	628	2.2
Q3 2013	375	1.3	581	2.0
Q4 2013	433	1.5	641	2.2
Q1 2014	441	1.6	735	2.6
Q2 2014	343	1.2	613	2.2
Q3 2014	348	1.2	600	2.2
Q4 2014	343	1.2	570	2.0
Q1 2015	399	1.4	670	2.4
Q2 2015	340	1.2	632	2.2
Q3 2015	386	1.3	635	2.2
Q4 2015	402	1.4	636	2.2
Q1 2016	434	1.5	710	2.4
Q2 2016	381	1.3	670	2.2
Q3 2016	367	1.2	637	2.1
Q4 2016	370	1.2	651	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

<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

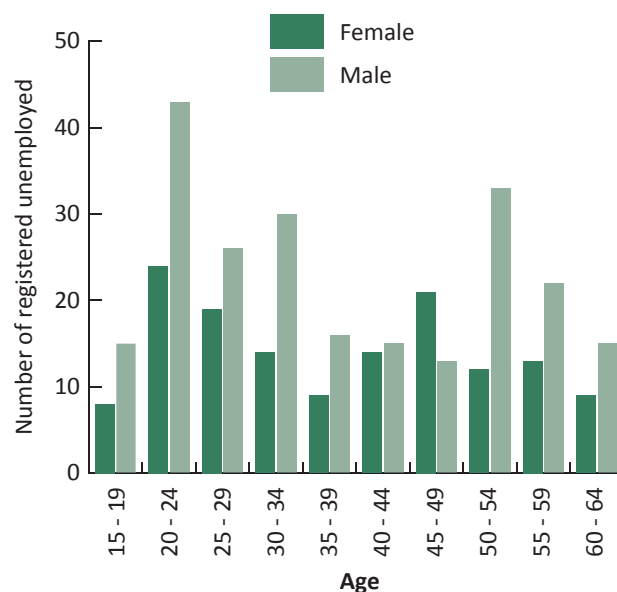
The number of men unemployed (by ILO definitions) in December 2016 was greater than the number of women registered unemployed across all age bands except the 45-49 category (see **Figure 6.1.2**). Of the people registered unemployed, using the ILO definitions, 38.4% were women, which is 1.8 percentage 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 December 2016, accounting for the highest portion (18.8%) of unemployed men, and 24 women in this category, accounting for 16.8% of unemployed women.

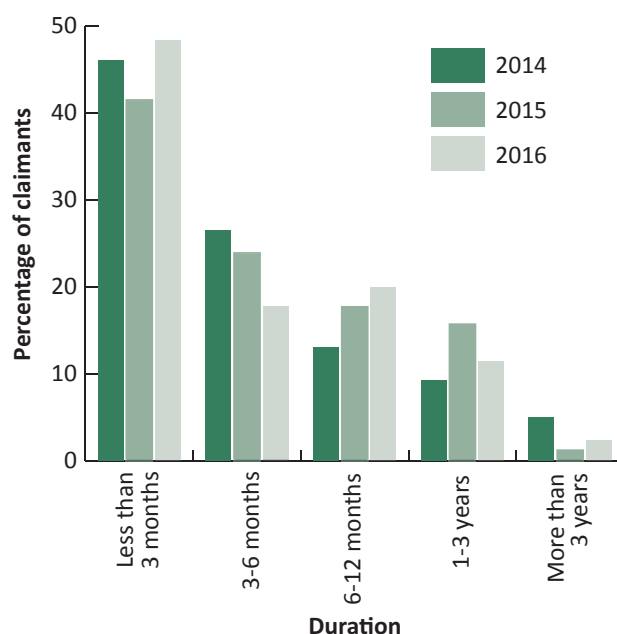
The Youth Unemployment rate is a measure of the number of young people who are unemployed, expressed as a percentage of the youth labour force, which is monitored by jurisdictions worldwide. The Youth Unemployment rate in Guernsey (defined as young people aged 16-24 years) in December 2016 was 1.4% overall. The rate was slightly lower for females than for males (at 1.0% and 1.7% respectively).

Of the registered unemployed people who called into Social Security in the snapshot week at the end of December 2016, 17.8% had been registered unemployed for between three and six months at that time (see **Figure 6.1.3**). 13.8% of claimants had been registered unemployed for more than a year compared with 16.9% the previous year and 14.3% the year before that.

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



**Figure 6.1.3 Duration of unemployment of claimants calling in a snapshot week in December 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**

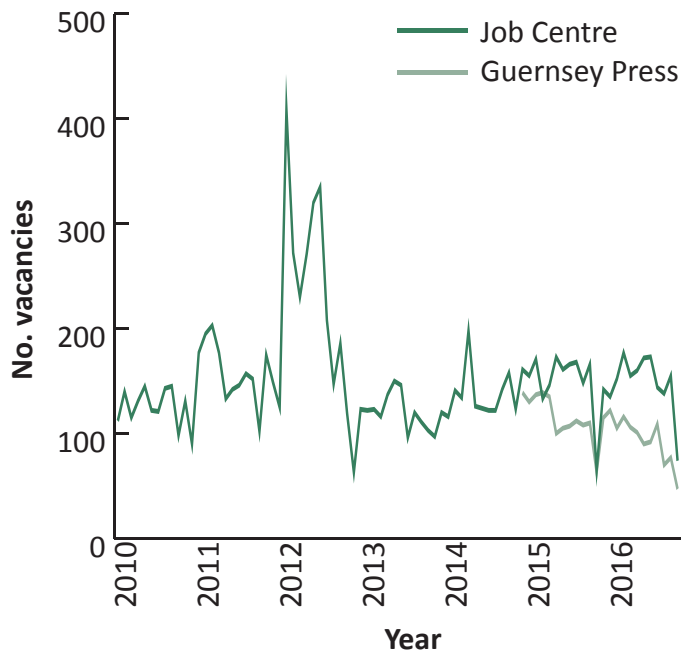


Figure 6.2.1 shows the number of vacancies placed with the Guernsey Job Centre and, from 2015 onwards, in the Guernsey Press (paper only, excluding online advertising) each month. Although this is not a complete representation of the total number of vacancies in the island, it does provide an indication of the strength of the employment market.

It can be seen that there was a dip in the number of adverts in December 2016. A similar decrease occurred in December 2015 before returning to similar levels recorded 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 2.3% between the year ending December 2015 and the year ending December 2016, from £30,953 to £31,656.

The lower and upper quartile earnings for the quarter ending 31st December 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 3.0% between the years ending 31st December 2015 and 31st December 2016, whilst the upper quartile earnings increased by 2.4%.

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
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
Q3 2016	31,509	2.5
Q4 2016	31,656	2.3

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

Date	Four quarter average earnings (£)	Annual % change
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
Q3 2016	21,719	3.0
Q4 2016	21,848	3.0

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

Date	Four quarter average earnings (£)	Annual % change
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
Q3 2016	46,403	2.5
Q4 2016	46,616	2.4

## 7.2 Earnings (real)

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

Date	Four quarter average earnings (£)	Annual % change
Q2 2015	30,654	-
Q3 2015	30,982	-
Q4 2015	31,312	0.7
Q1 2016	31,367	1.9
Q2 2016	31,316	2.2
Q3 2016	31,481	1.6
Q4 2016	31,656	1.1

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

Date	Four quarter average earnings (£)	Annual % change
Q2 2015	21,027	-
Q3 2015	21,255	-
Q4 2015	21,449	0.6
Q1 2016	21,504	1.7
Q2 2016	21,521	2.3
Q3 2016	21,700	2.1
Q4 2016	21,848	1.9

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

Date	Four quarter average earnings (£)	Annual % change
Q2 2015	45,141	-
Q3 2015	45,616	-
Q4 2015	46,034	0.1
Q1 2016	46,184	1.6
Q2 2016	46,152	2.2
Q3 2016	46,361	1.6
Q4 2016	46,616	1.3

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

Median annual earnings, in real terms, were 1.1% higher over the year ending December 2016 than over the year ending December 2015 (see [Table 7.2.1](#)).

Lower quartile earnings increased by 1.9% in real terms between the years ending December 2015 and December 2016, compared with an increase of 1.3% 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.

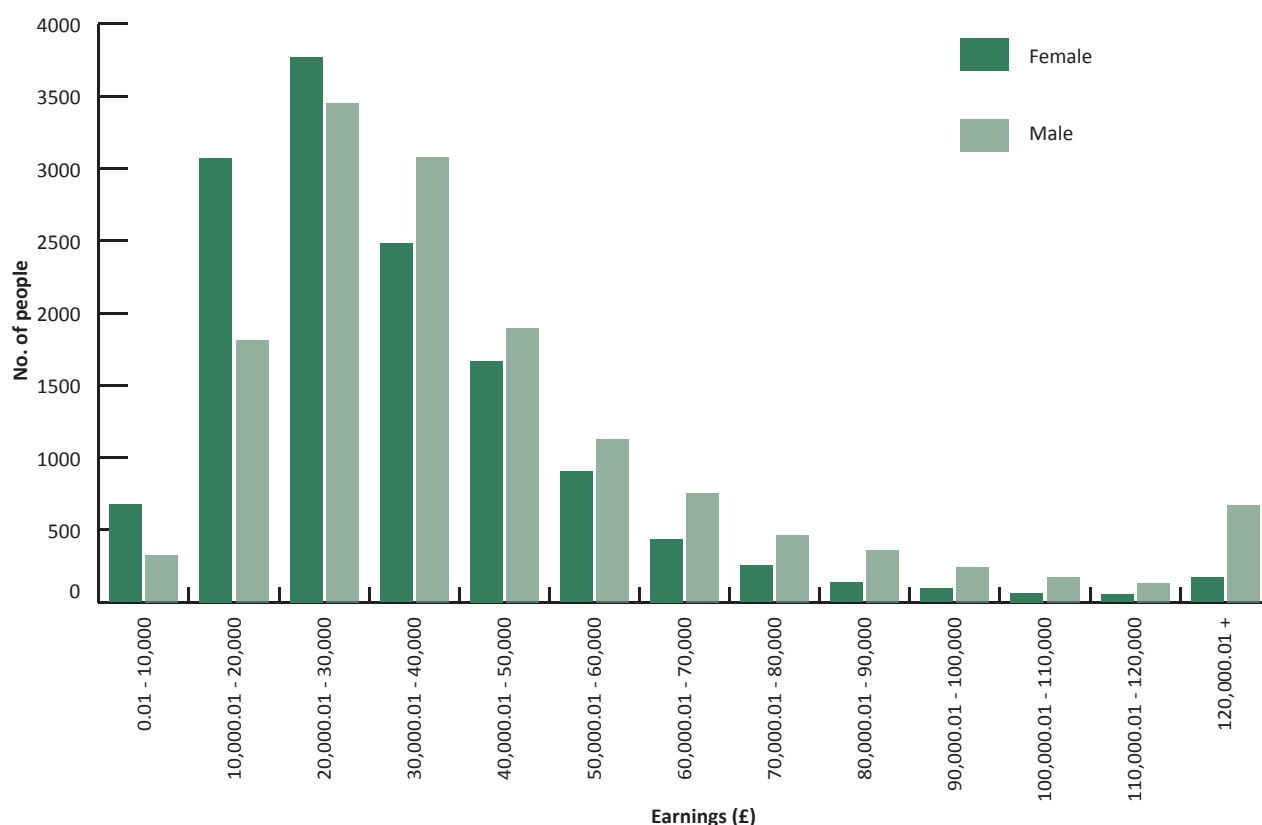
At the end of December 2016, the four quarter median average earnings for females was £28,339 (3.0% higher than a year earlier) and for males was £34,476 (1.6% higher than a year earlier).

**Table 7.3.1 Nominal median earnings by gender**

Date	Four quarter average earnings (£)		Annual % change	
	Female	Male	Female	Male
<b>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
<b>Q3 2016</b>	28,198	34,590	3.1	1.7
<b>Q4 2016</b>	28,339	34,476	3.0	1.6

**Figure 7.3.1** shows the number of employees in each earning band, averaged from December 2015 to December 2016. The distribution of both male and female earnings shows a peak in the £20,000.01 - £30,000 category, with a 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 31st December 2016**

	Median earnings (£)	Lower quartile earnings (£)	Upper quartile earnings (£)
Agriculture, horticulture, fishing and quarrying	26,464	18,672	36,599
Manufacturing	27,477	19,032	36,100
Electricity, gas, steam and air conditioning supply	37,137	29,428	48,746
Water supply, sewerage, waste management and remediation activities	31,332	23,314	38,089
Construction	31,279	24,128	38,720
Wholesale, retail and repairs	22,166	15,925	30,966
Hostelry	18,548	15,381	23,593
Transport and storage	26,503	20,422	35,884
Information and communication	36,516	26,869	54,315
Finance	44,017	30,027	66,511
Real estate activities	33,285	22,533	51,764
Professional, business, scientific and technical activities	39,928	27,515	60,004
Administrative and support service activities	25,470	18,171	36,296
Public administration	34,457	23,957	47,337
Education	26,092	18,107	45,317
Human health, social and charitable work activities	23,162	16,329	32,044
Arts, entertainment and recreation	21,722	14,608	30,781
Other service activities	19,135	14,027	25,078
Activities of households as employers	18,687	11,501	26,349

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

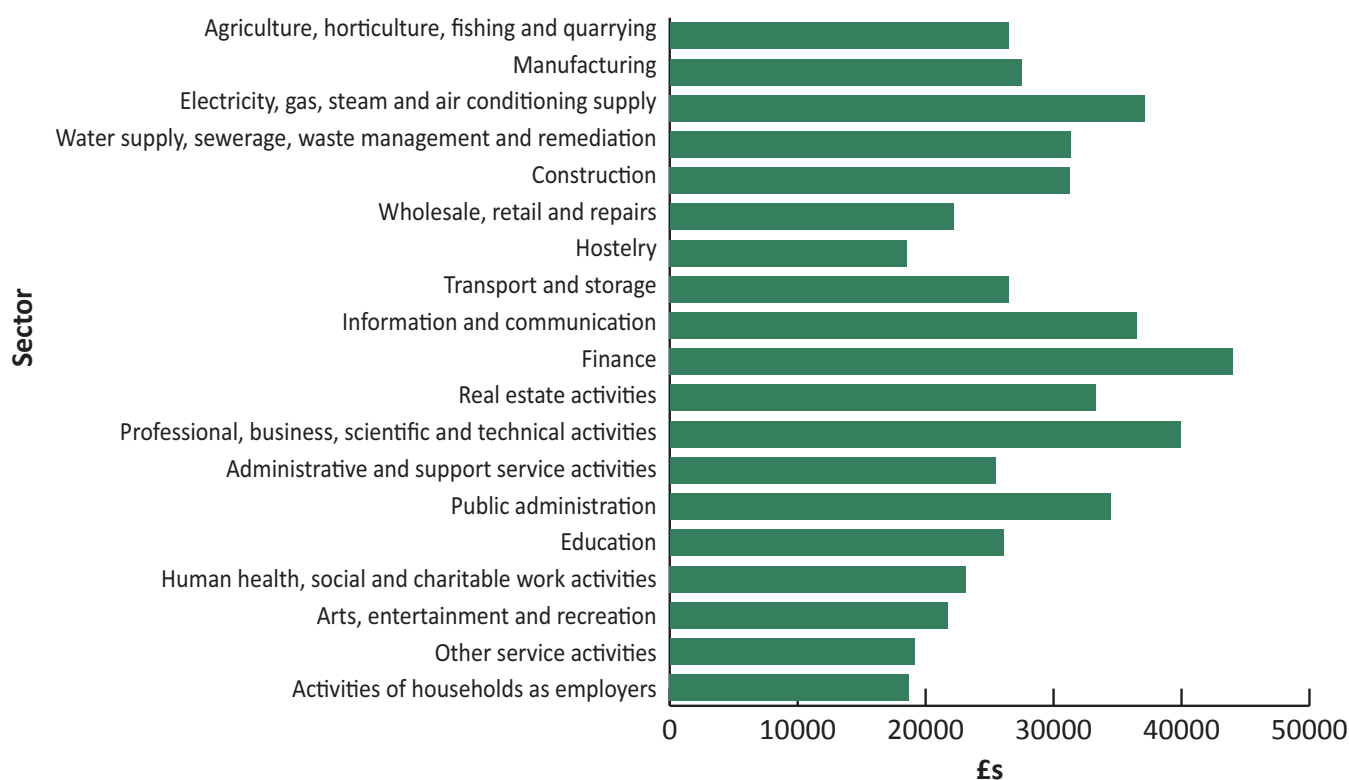
People employed within the Finance sector had the highest four quarter average median earnings (£44,017) at the end of December 2016. This was 28.1% higher than the overall median. The upper quartile earnings in the Finance sector were 29.9% higher than the overall upper quartile earnings during the same period.

The Hostelry sector had the lowest four quarter average median earnings (£18,548) at the end of December 2016, which was 70.7% lower than the overall median.



## 7.4 Earnings by economic sector

Figure 7.4.1 Four quarter average earnings as at 31st December 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 sector 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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