

# Guernsey Quarterly Population, Employment and Earnings Bulletin

Population at 31st December 2017  
Employment and Earnings at 30th June 2018

Issue date 25th October 2018

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 total population increased by 0.21% (128 people) over the year ending 31st December 2017, compared to a decrease of 0.18% over the year ending 31st December 2016.
- There was a natural decrease of 82 people and net migration of 210 people over the year ending 31st December 2017.
- 65.9% of the total population were in full time education or were employed or self employed, at least part time.
- There was no change in the number of people in the 16 to 64 age group during the year ending 31st December 2017, compared to a decrease of 0.5% the previous year. There were decreases of 0.4% and 1.2% in the number of people in the 0 to 15 and 85+ age groups respectively during the year ending 31st December 2017. The number of people in the 65 to 84 age group increased by 1.9%.
- In June 2018, 31,442 people were employed or self-employed in Guernsey. 3,071 people were self-employed and 28,371 people worked for an employer (9.8% and 90.2% respectively). This compares to 28,286 employed and 3,100 self-employed people in June 2017.
- There were 2,179 employing organisations in Guernsey in June 2018, 0.2% more than in June 2017.
- The Finance sector provided 6,801 employment roles (from zero hours to full time contracts) in June 2018 (20.9% of the total).
- Median earnings as at 30th June 2018 were £32,777 which, compared with a year earlier, was 2.7% higher in nominal terms and 0.1% 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 128 people (0.21%) over the year ending 31st December 2017.

**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 decrease for the year ending 31st December 2017 was 82 and the net migration was 210.

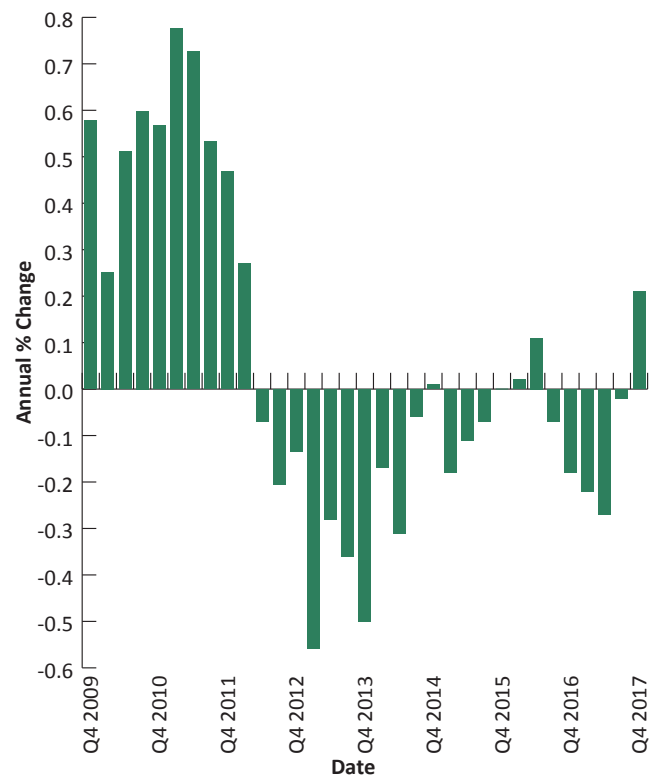
Annual population changes by age groups are given on **page 5**.

During the year ending 31st December 2017 there was a decrease of 0.4% in the 0 to 15 age group. There was no change in the number of people aged 16 to 64. The age group 65 to 84 showed the only annual increase (1.9%) whilst the number of people aged 85 and over showed the largest decrease (1.2%).

**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
Q3 2014	-35	-0.06
Q4 2014	6	0.01
Q1 2015	-110	-0.18
Q2 2015	-71	-0.11
Q3 2015	-44	-0.07
Q4 2015	-1	0.00
Q1 2016	12	0.02
Q2 2016	66	0.11
Q3 2016	-43	-0.07
Q4 2016	-111	-0.18
Q1 2017	-137	-0.22
Q2 2017	-171	-0.27
Q3 2017	-15	-0.02
Q4 2017	128	0.21

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



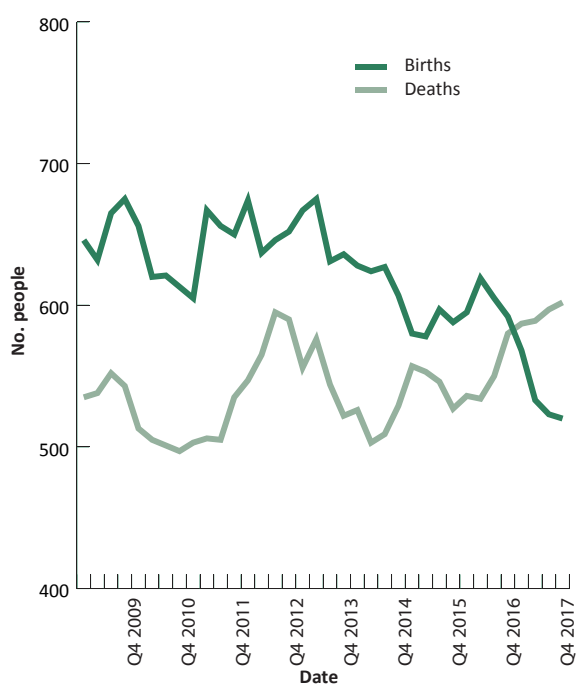
## 2.1 Population - Annual changes

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

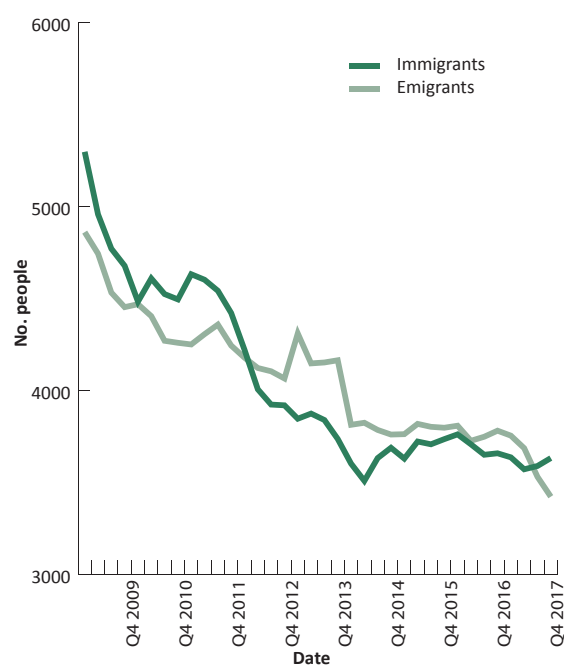
	Births	Deaths	Natural increase	Immigration	Emigration	Net migration	Natural increase and net migration	Net admin changes	Total population at end of quarter
<b>Q3 2014</b>	627	509	118	3,631	3,784	-153	-35	-282	62,525
<b>Q4 2014</b>	607	529	78	3,687	3,759	-72	6	-282	62,069
<b>Q1 2015</b>	580	557	23	3,628	3,761	-133	-110	3	62,234
<b>Q2 2015</b>	578	553	25	3,721	3,817	-96	-71	-2	62,543
<b>Q3 2015</b>	597	546	51	3,706	3,801	-95	-44	-18	62,463
<b>Q4 2015</b>	588	527	61	3,734	3,796	-62	-1	-22	62,046
<b>Q1 2016</b>	595	536	59	3,760	3,807	-47	12	-25	62,221
<b>Q2 2016</b>	619	534	85	3,706	3,725	-19	66	-20	62,589
<b>Q3 2016</b>	605	550	55	3,649	3,747	-98	-43	-4	62,416
<b>Q4 2016</b>	592	580	12	3,657	3,780	-123	-111	0	61,935
<b>Q1 2017</b>	568	587	-19	3,635	3,753	-118	-137	0	62,084
<b>Q2 2017</b>	533	589	-56	3,570	3,685	-115	-171	0	62,418
<b>Q3 2017</b>	523	597	-74	3,588	3,529	59	-15	0	62,401
<b>Q4 2017</b>	520	602	-82	3,631	3,421	210	128	0	62,063

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

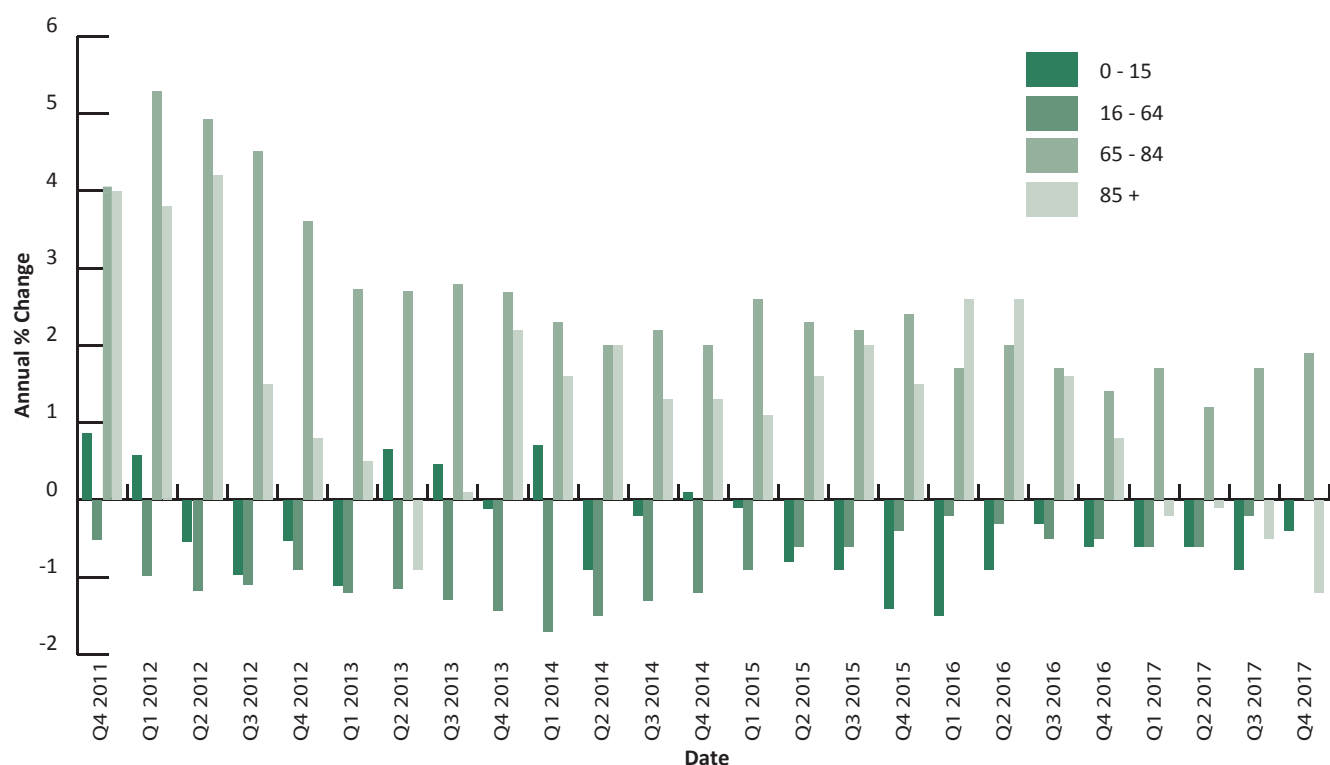


Table 2.2.1 Annual population changes

	0 - 15	Annual % change	16 - 64	Annual % change	65 - 84	Annual % change	85 +	Annual % change
Q3 2014	10,175	-0.2	40,742	-1.3	9,987	2.2	1,621	1.3
Q4 2014	10,170	0.1	40,269	-1.2	9,997	2.0	1,633	1.3
Q1 2015	10,154	-0.1	40,389	-0.9	10,068	2.6	1,623	1.1
Q2 2015	10,079	-0.8	40,686	-0.6	10,142	2.3	1,636	1.6
Q3 2015	10,081	-0.9	40,517	-0.6	10,211	2.2	1,654	2.0
Q4 2015	10,032	-1.4	40,118	-0.4	10,238	2.4	1,658	1.5
Q1 2016	10,006	-1.5	40,309	-0.2	10,240	1.7	1,666	2.6
Q2 2016	9,993	-0.9	40,569	-0.3	10,349	2.0	1,678	2.6
Q3 2016	10,049	-0.3	40,304	-0.5	10,382	1.7	1,681	1.6
Q4 2016	9,976	-0.6	39,906	-0.5	10,381	1.4	1,672	0.8
Q1 2017	9,946	-0.6	40,064	-0.6	10,412	1.7	1,662	-0.2
Q2 2017	9,938	-0.6	40,327	-0.6	10,476	1.2	1,677	-0.1
Q3 2017	9,956	-0.9	40,213	-0.2	10,559	1.7	1,673	-0.5
Q4 2017	9,934	-0.4	39,901	0.0	10,576	1.9	1,652	-1.2

## 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
Q3 2016	63.9
Q4 2016	64.3
Q1 2017	65.5
Q2 2017	65.3
Q3 2017	64.6
Q4 2017	65.9

**Table 2.3.2 Percentage of population in employment or full-time education by age at 31st December 2017**

	Female	Male	Total
14 and under	70.9	71.9	71.4
15 to 19	91.8	90.0	90.9
20 to 24	86.0	88.4	87.2
25 to 29	81.9	88.2	85.1
30 to 34	80.9	89.7	85.4
35 to 39	80.3	91.0	85.8
40 to 44	78.7	91.1	84.8
45 to 49	80.6	90.8	85.6
50 to 54	78.5	88.3	83.2
55 to 59	71.1	84.7	77.9
60 to 64	51.9	70.6	61.4
65 to 69	14.3	17.9	16.0
70 to 74	4.6	5.6	5.1
75 to 79	1.7	2.6	2.1
80 to 84	0.3	0.4	0.4
85 and over	0.0	0.0	0.0
<b>Total</b>	<b>61.5</b>	<b>70.4</b>	<b>65.9</b>

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 2017, 65.9% of the population were in full-time education or in employment.

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 March 2018 (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 2017)

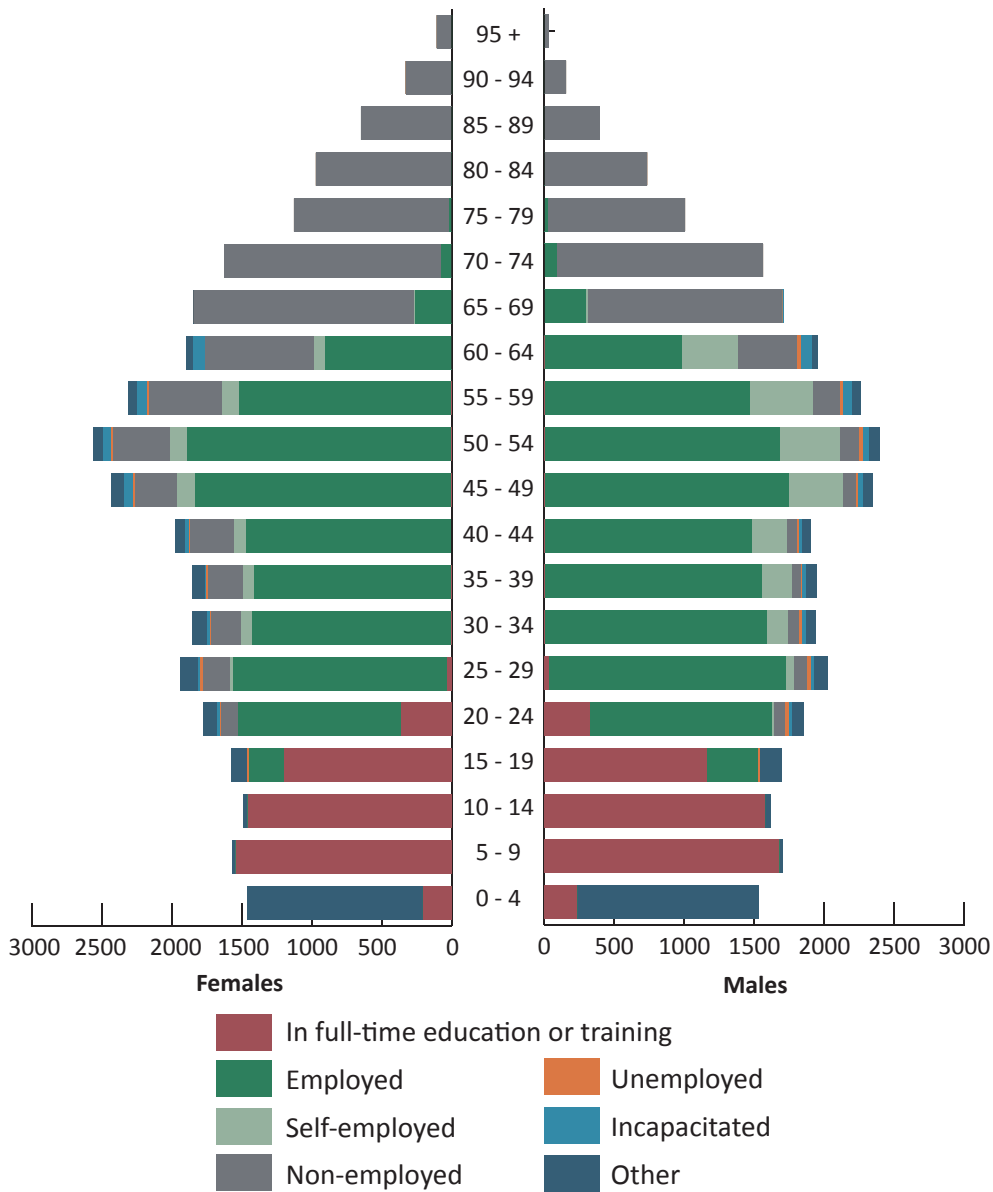


Figure 2.3.1 shows how economic status varies by age group and gender. Overall, 82.4% of the working population (aged 16 to 64 years old) were either in full-time education, employed or self-employed at the end of December 2017. 10.9% (733 people) of those aged 65 to 74 were in employment.

People in full-time education are concentrated in the 5 to 24 years old age categories, with a further 67 people aged 25 to 29 years. They are apparent in low numbers up to the age group 55 to 59 years.

Whilst the number of employed females peaks in the 50 to 54 years age group (1,885 people), the 25 to 29 age group has the largest proportion of females in employment (78.7%). For males, the proportion of the population in employment also peaks in the 25 to 29 years age group (83.7%) whilst the number of people employed is highest in the 45 to 49 age category (1,743 people).

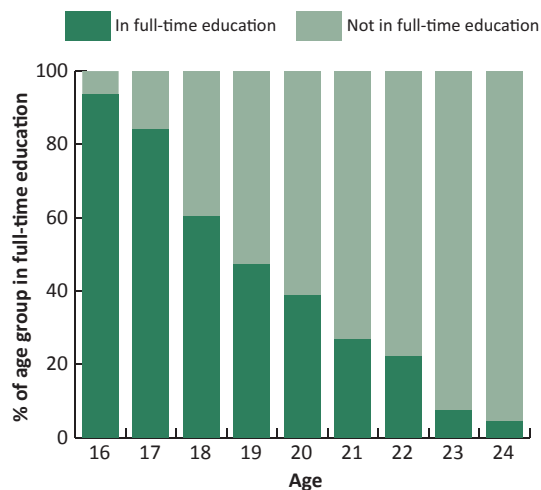
Self-employment is more apparent in males than in females, as is unemployment.

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

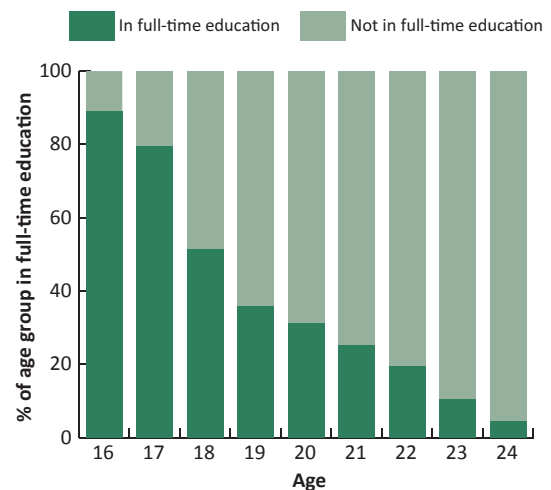
**Table 3.1.1 Percentage of population in full-time education at 31st December 2017 (ages 16-24)**

Age at December 2017	Female	Male	Total
16	93.7	89.1	91.5
17	84.2	79.6	81.8
18	60.4	51.5	55.8
19	47.3	35.8	41.1
20	39.0	31.2	35.1
21	26.8	25.1	26.0
22	22.3	19.6	20.9
23	7.4	10.5	9.0
24	4.5	4.4	4.4

**Figure 3.1.1 Percentage of females in full-time education at 31st December 2017 (ages 16-24)**



**Figure 3.1.2 Percentage of males in full-time education at 31st December 2017 (ages 16-24)**



As at December 2017 91.5% of all 16 year olds and 4.4% 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 23, where 10.5% of males and 7.4% of females were in full time education.

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

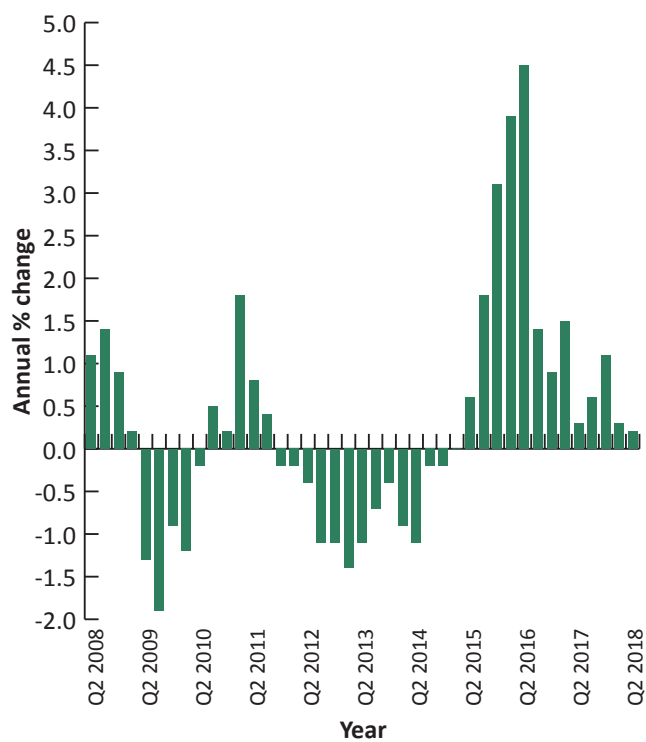


## 4.1 Employment trends

There was an overall increase of 0.2% (**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 2018. The number of employed people increased by 0.3% and the number of self-employed decreased by 0.9%.

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
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
Q1 2017	1.6	0.4	1.5
Q2 2017	0.5	-1.0	0.3
Q3 2017	0.8	-1.1	0.6
Q4 2017	1.3	-0.1	1.1
Q1 2018	0.4	-0.6	0.3
Q2 2018	0.3	-0.9	0.2

## 4.2 Employment by age and gender

**Table 4.2.1 Employment status by age group at 30th June 2018**

	Employed			Self-employed			Total in employment
	Female	Male	Total	Female	Male	Total	
14 and under	-	-	-	-	-	-	-
15 to 19	228	328	556	*	*	*	559
20 to 24	1,159	1,282	2,441	*	9	13	2,454
25 to 29	1,562	1,738	3,300	27	68	95	3,395
30 to 34	1,461	1,637	3,098	65	137	202	3,300
35 to 39	1,433	1,608	3,041	96	223	319	3,360
40 to 44	1,469	1,463	2,932	81	248	329	3,261
45 to 49	1,829	1,744	3,573	130	371	501	4,074
50 to 54	1,890	1,663	3,553	129	430	559	4,112
55 to 59	1,576	1,515	3,091	132	447	579	3,670
60 to 64	945	1,020	1,965	82	384	466	2,431
65 to 69	273	316	589	*	*	5	594
70 to 74	78	95	173	-	-	-	173
75 and over	21	38	59	-	-	-	59
16 to 64	13,552	13,998	27,550	747	2,319	3,066	30,616
65 to 84	372	449	821	*	*	5	826
85 and over	-	-	-	-	-	-	-
<b>Total</b>	<b>13,924</b>	<b>14,447</b>	<b>28,371</b>	<b>748</b>	<b>2,323</b>	<b>3,071</b>	<b>31,442</b>

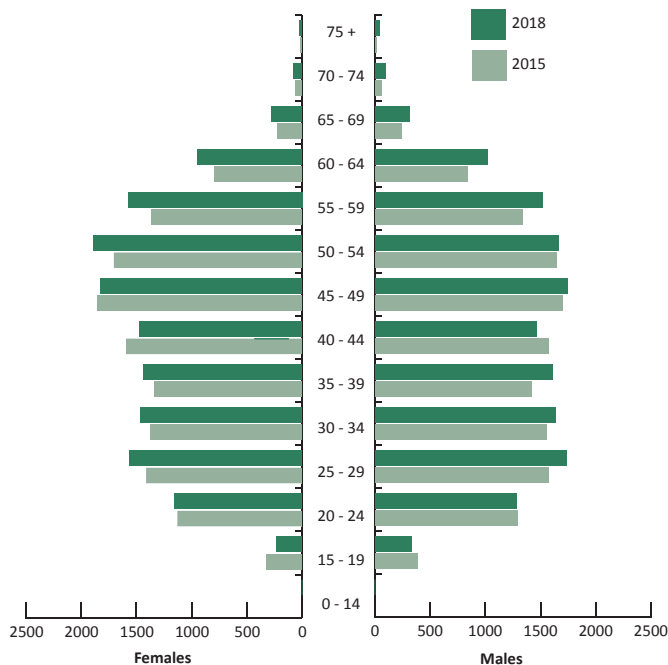
\* In instances where there are fewer than five people in any one age category, only the total number of employed or self-employed people is presented.

At 30th June 2018, 31,442 people were either employed or self-employed in Guernsey, of whom 826 people (2.6%) were aged between 65 and 84 years (see [Table 4.2.1](#)). This age bracket accounted for 2.9% of employed people and 0.2% of self-employed people.

Of the 27,550 employed people aged 16 to 64 at the end of June 2018, 13,552 (49.2%) were female and 13,998 (50.8%) were male. This compares to 747 self-employed females and 2,319 males, which equates to 24.4% and 75.6% of the 3,066 total for that age group.

## 4.2 Employment by age and gender

**Figure 4.2.1 Employment by age and gender at June**

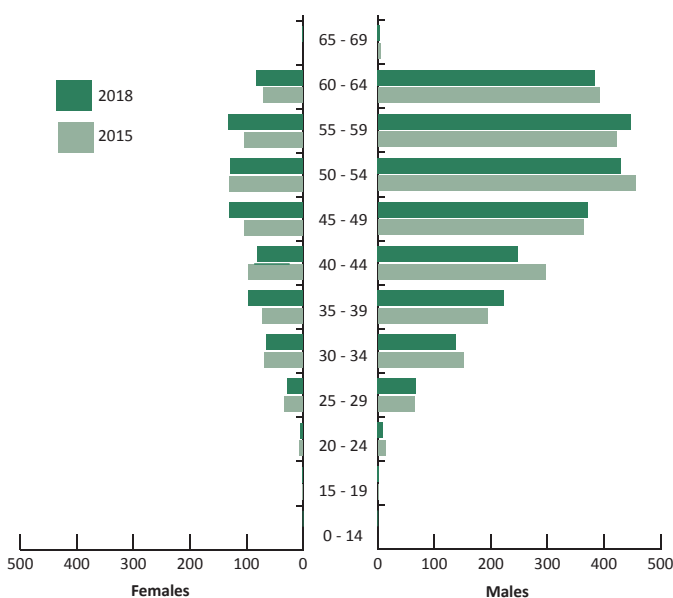


The difference in the proportions of employed and self-employed people between June 2015 and June 2018 can be seen in **Figures 4.2.1 and 4.2.2** respectively.

**Figure 4.2.1** shows that there were more males employed in June 2018 than in June 2015 across all age groups other than ages 15 to 24 and 40 to 44. There was an increase in the number of females employed in June 2018 across all age groups except for ages 15 to 19 and 40 to 49 where a higher number were employed in June 2015. The 55 to 59 age category and the 35 to 39 age category saw the largest increase in employment for females and males respectively.

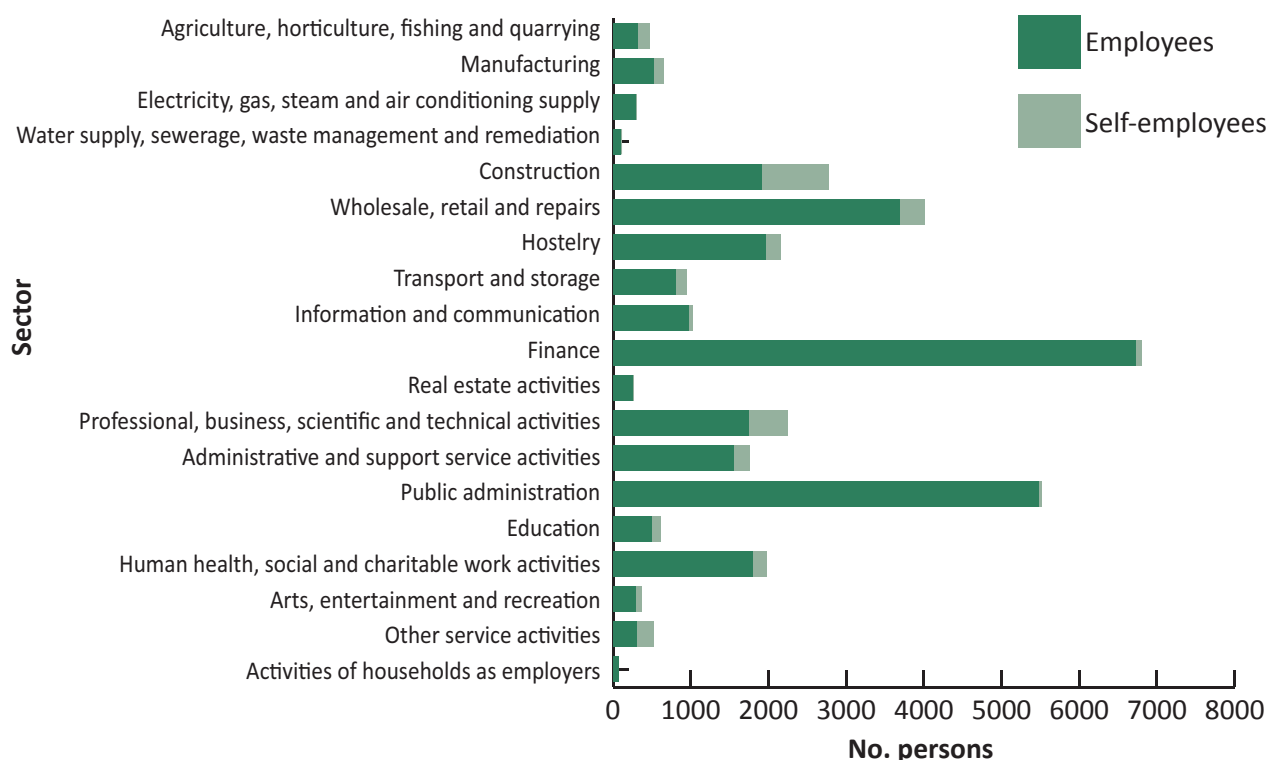
As can be seen in **Figure 4.2.2**, self-employment is more apparent in males than in females. For males, the largest increase in self-employment was in the 35 to 39 age category whereas the largest increase for females was in the 55 to 59 age group. The 40 to 44 age category saw the largest decrease in self-employment between June 2015 and June 2018 for both males and females.

**Figure 4.2.2 Self-employment by age and gender at June**



## 4.3 Employment by economic sector

**Figure 4.3.1 Employment by economic sector at 30th June 2018**



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 2018, accounting for 20.9% of total employment, or 6,801 people, 6,731 of whom were employed and 70 of whom were self-employed.

The Construction sector had the largest number of self-employed people in June 2018 (853 people), representing 30.8% of the sector and 25.7% of self-employed people overall.

## 4.3 Employment by economic sector

**Table 4.3.1 Employment by economic sector at 30th June 2018**

	Employees			Self-employees			Total no. in employment	% of total for all sectors
	Female	Male	Total	Female	Male	Total		
Agriculture, horticulture, fishing and quarrying	115	198	313	19	139	158	471	1.4
Manufacturing	156	363	519	36	104	140	659	2.0
Electricity, gas, steam and air conditioning supply	54	239	293	-	7	7	300	0.9
Water supply, sewerage, waste management and remediation activities	14	82	96	-	19	19	115	0.4
Construction	115	1,802	1,917	16	837	853	2,770	8.5
Wholesale, retail and repairs	1,701	1,989	3,690	81	241	322	4,012	12.3
Hostelry	792	1,177	1,969	66	124	190	2,159	6.6
Transport and storage	176	632	808	13	127	140	948	2.9
Information and communication	252	723	975	11	37	48	1,023	3.1
Finance	3,648	3,083	6,731	12	58	70	6,801	20.9
Real estate activities	140	106	246	*	16	19	265	0.8
Professional, business, scientific and technical activities	929	811	1,740	142	371	513	2,253	6.9
Administrative and support service activities	658	887	1,545	22	196	218	1,763	5.4
Public administration	3,377	2,107	5,484	9	17	26	5,510	16.9
Education	381	117	498	87	30	117	615	1.9
Human health, social and charitable work activities	1,474	322	1,796	83	97	180	1,976	6.1
Arts, entertainment and recreation	133	152	285	29	51	80	365	1.1
Other service activities	239	64	303	158	58	216	519	1.6
Activities of households as employers	47	26	73	*	-	*	75	0.2
<b>Total for all sectors</b>	<b>14,401</b>	<b>14,880</b>	<b>29,281</b>	<b>789</b>	<b>2,529</b>	<b>3,318</b>	<b>32,599</b>	<b>100.0</b>

**Table 4.3.2 Employment within the Finance sector at 30th June 2018**

	Total no. in employment	% of total Finance sector
Banking	1,865	27.4
Fiduciary	1,792	26.3
Funds	1,863	27.4
Insurance	777	11.4
Other	504	7.4
<b>Total</b>	<b>6,801</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 6,801 people employed within the Finance sector, 1,863 people (27.4%) worked in sub-sectors relating to Funds, 1,865 people (27.4%) worked in Banking and 1,792 people (26.3%) were employed by Fiduciaries at the end of June 2018.

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							
	2016 Q3	2016 Q4	2017 Q1	2017 Q2	2017 Q3	2017 Q4	2018 Q1	2018 Q2
Agriculture, horticulture, fishing and quarrying	-3.2	-4.4	-3.2	0.7	-0.4	2.4	1.2	2.2
Manufacturing	-3.6	-1.6	-2.4	0.3	1.8	1.5	-0.5	-0.9
Electricity, gas, steam and air conditioning supply	5.7	5.8	2.8	0.7	-3.0	-1.7	3.8	3.1
Water supply, sewerage, waste management and remediation activities	10.8	17.5	16.3	14.9	17.5	0.9	-2.6	-0.9
Construction	-5.3	-4.0	-2.9	-1.2	-0.9	0.4	1.1	0.5
Wholesale, retail and repairs	0.4	-0.7	-2.0	-1.3	-0.3	-1.3	-1.9	0.2
Hostelry	0.0	0.6	-0.5	-0.7	-1.4	-0.7	-0.7	-3.0
Transport and storage	1.4	-4.0	-10.7	-4.8	0.2	3.0	1.2	0.9
Information and communication	4.8	1.9	1.9	-0.1	-1.8	-2.5	-0.5	0.9
Finance	0.6	1.1	-0.2	0.1	-1.3	-1.1	1.1	-0.6
Real estate activities	-2.1	0.7	0.0	-2.9	-4.0	-8.2	-3.0	-1.5
Professional, business, scientific and technical activities	5.1	3.7	2.3	1.0	0.5	1.1	0.0	0.0
Administrative and support service activities	-3.0	-0.1	5.1	6.0	2.9	1.4	2.8	1.9
Public administration	1.2	0.8	0.6	0.3	2.5	1.0	-0.1	0.4
Education	3.6	7.8	5.5	3.5	5.0	1.6	-0.7	0.0
Human health, social and charitable work activities	1.4	0.7	7.1	8.7	11.3	9.5	1.8	0.9
Arts, entertainment and recreation	7.7	3.8	3.6	8.7	2.9	1.4	-3.2	-8.8
Other service activities	-2.3	0.4	2.9	1.0	0.8	2.9	1.6	0.6
Activities of households as employers	-6.5	-13.8	-10.9	-6.8	-8.1	12.0	-14.6	-8.5

Figure 4.4.1 shows that the Arts, entertainment and recreation sector had the largest decrease in employment for the year ending June 2018 (8.8%). The Electricity, gas, steam and air conditioning supply sector showed the largest annual increase (3.1%).

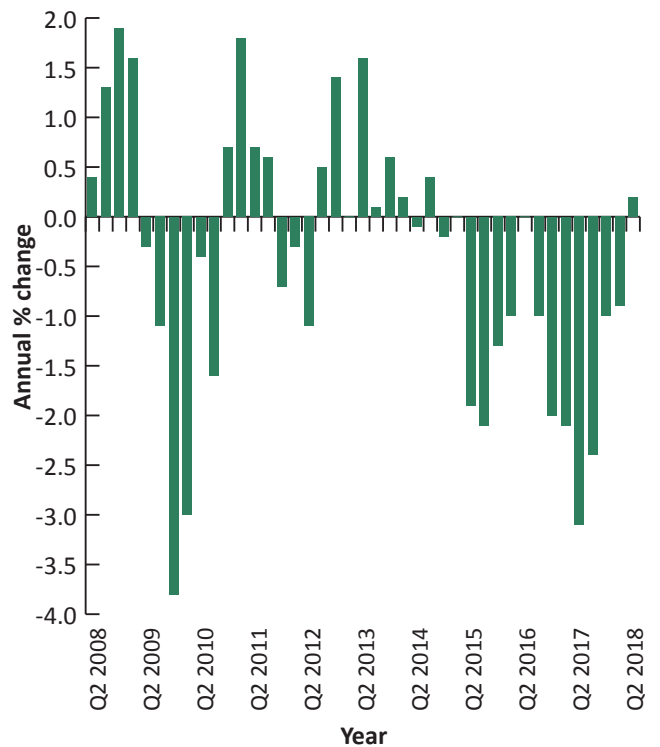
## 5.1 Employer trends

The figures presented in **Figure 5.1.1** and **Table 5.1.1** are 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 prior to 2015 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 an increase of 0.2% in the number of employing organisations for the year ending 30th June 2018. This is the first increase in the number of employers since 2014.

**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 2014	0.4
Q4 2014	-0.2
Q1 2015	0.0
Q2 2015	-1.9
Q3 2015	-2.1
Q4 2015	-1.3
Q1 2016	-1.0
Q2 2016	0.0
Q3 2016	-1.0
Q4 2016	-2.0
Q1 2017	-2.3
Q2 2017	-3.1
Q3 2017	-2.4
Q4 2017	-1.0
Q1 2018	-0.6
Q2 2018	0.2

## 5.2 Employers by economic sector and size

**Table 5.2.1 Employers by economic sector and size at 30th June 2018**

	No. employers by size (number of employees)								
	1	2 to 5	6 to 10	11 to 25	26 to 50	51 to 100	101 to 250	Over 250	Total
Agriculture, horticulture, fishing and quarrying	14	21	11	2	1	1	0	0	50
Manufacturing	19	23	12	8	2	1	1	0	66
Electricity, gas, steam and air conditioning supply	3	3	2	0	0	1	1	0	10
Water supply, sewerage, waste management and remediation activities	6	5	0	1	0	1	0	0	13
Construction	107	125	56	32	6	1	2	0	329
Wholesale, retail and repairs	65	133	74	26	22	7	4	1	332
Hostelry	31	76	25	31	6	11	0	0	180
Transport and storage	21	27	5	12	3	2	1	0	71
Information and communication	17	20	8	6	6	1	2	0	60
Finance	72	92	47	56	34	15	12	3	331
Real estate activities	14	18	4	7	1	0	0	0	44
Professional, business, scientific and technical activities	44	57	25	17	6	6	4	0	159
Administrative and support service activities	47	48	13	18	16	0	2	0	144
Public administration	4	8	1	2	0	0	1	1	17
Education	5	9	1	4	0	3	2	0	24
Human health, social and charitable work activities	38	49	29	19	9	8	2	0	154
Arts, entertainment and recreation	21	24	8	7	1	0	0	0	61
Other service activities	45	43	11	0	0	1	0	0	100
Activities of households as employers	21	10	3	0	0	0	0	0	34
<b>Total</b>	<b>594</b>	<b>791</b>	<b>335</b>	<b>248</b>	<b>113</b>	<b>59</b>	<b>34</b>	<b>5</b>	<b>2,179</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 2018. 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 (232) with fewer than six employees.

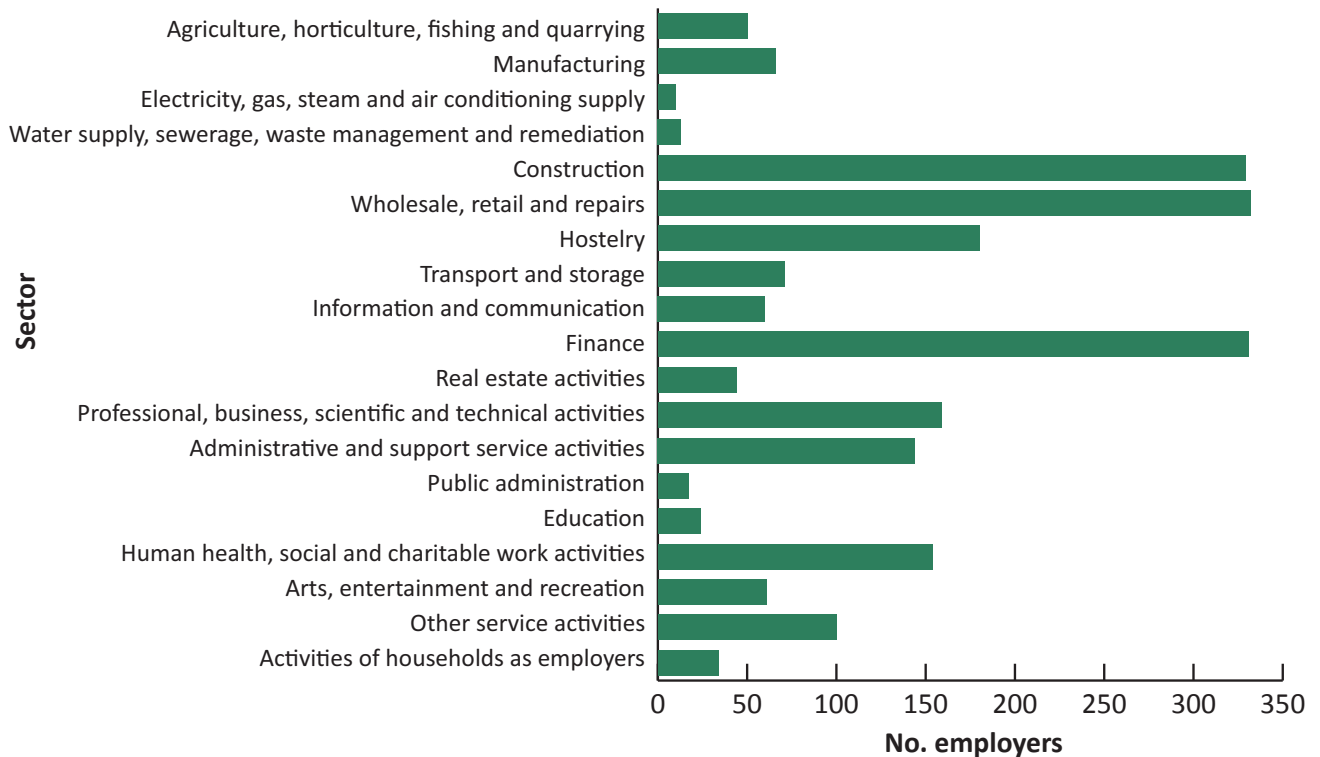
The Finance sector had the highest number of employing organisations with more than 50 employees (30 employers).

There were five organisations employing more than 250 people at the end of June 2018.



## 5.2 Employers by economic sector and size

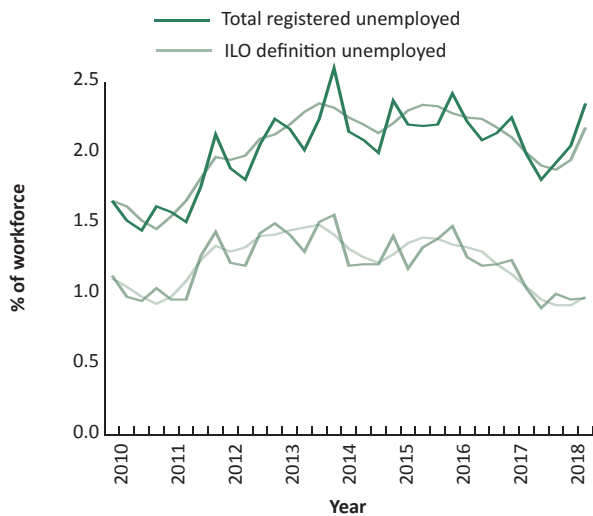
Figure 5.2.1 Employers by economic sector at 30th June 2018



As shown above in **Figure 5.2.1**, the Construction, Wholesale, retail and repairs and Finance sectors had the largest numbers of employers (329, 332 and 331 respectively). Employers in both the Construction and Wholesale, retail and repairs sectors 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 300 people registered as unemployed using the International Labour Office (ILO) definition of unemployment<sup>1</sup> in June 2018, 21 fewer people than in June 2017.

The registered unemployment rate using the ILO definition was 1.0% at the end of June 2018, which was the same as June 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
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
Q1 2017	380	1.2	686	2.3
Q2 2017	321	1.0	615	2.0
Q3 2017	276	0.9	552	1.8
Q4 2017	305	1.0	590	1.9
Q1 2018	292	1.0	624	2.1
Q2 2018	300	1.0	723	2.4

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.

## 6.1 Unemployment trends

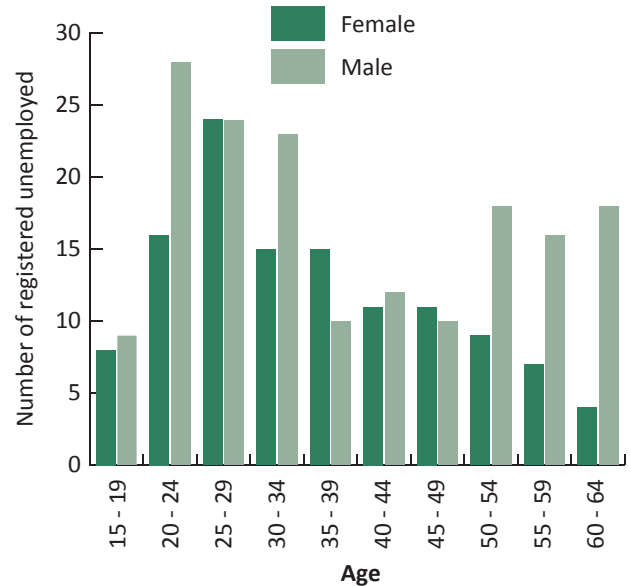
The number of men unemployed (by ILO definitions) in June 2018 was greater than the number of women registered unemployed across all age bands except the 25 to 29, 35 to 39 and 45 to 49 age categories (see **Figure 6.1.2**). Of the people registered unemployed, using the ILO definitions, 41.5% were women, compared to 30.4% at the same time the previous year.

The age group with the highest number of registered unemployed people was the 25-29 category. There were 24 unemployed males and 24 females in this group in June 2018. This group accounted for the highest portion (20.0%) of unemployed women. The 20 to 24 age group accounted for the highest portion of unemployed men (16.6%).

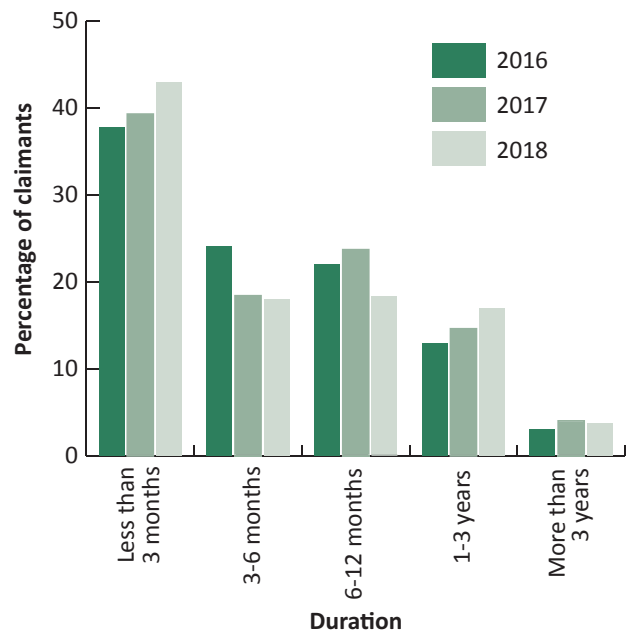
The Youth Unemployment rate is a measure of the number of young people who are unemployed, expressed as a percentage of the youth labour force, which is monitored by jurisdictions worldwide. The Youth Unemployment rate in Guernsey (defined as young people aged 16-24 years) in June 2018 was 0.9% overall. The rate was lower for females than for males (at 0.8% and 1.1% respectively).

Of the registered unemployed people who called into Social Security in the snapshot week at the end of June 2018, 18.0% had been registered unemployed for between three and six months at that time (see **Figure 6.1.3**). 20.7% of claimants had been registered unemployed for more than a year compared with 18.7% the previous year and 16.0% in 2016.

**Figure 6.1.2 Unemployment by age and gender at 30th June 2018**



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

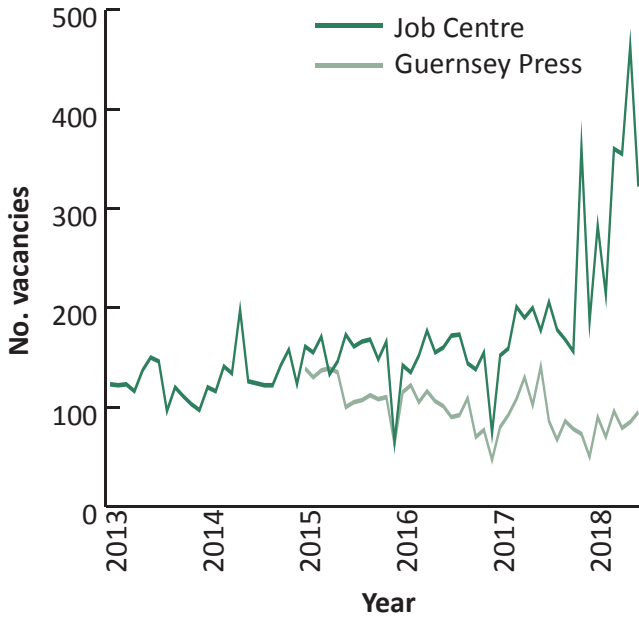


Figure 6.2.1 shows the number of vacancies placed with the Guernsey Job Centre and, from 2015 onwards, in the Guernsey Press (paper only, excluding online advertising) each month. Although this is not a complete representation of the total number of vacancies in the island, it does provide an indication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

It can be seen that there was a sharp increase in the number of adverts at the Job Centre between January and May 2018. The number of vacancies placed in the Guernsey Press has seen an increase since December 2017.

## 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 2.7% between the year ending June 2017 and the year ending June 2018, from £31,906 to £32,777.

The lower and upper quartile earnings for the quarter ending 30th June 2018 and the previous six 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 2017 and 30th June 2018, whilst the upper quartile earnings increased by 3.1%.

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 2016	31,656	2.3
Q1 2017	31,773	1.8
Q2 2017	31,906	1.6
Q3 2017	32,114	1.9
Q4 2017	32,255	1.9
Q1 2018	32,360	1.8
Q2 2018	32,777	2.7

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

Date	Four quarter average earnings (£)	Annual % change
Q4 2016	21,848	3.0
Q1 2017	21,905	2.4
Q2 2017	22,016	2.0
Q3 2017	22,141	1.9
Q4 2017	22,251	1.8
Q1 2018	22,367	2.1
Q2 2018	22,641	2.8

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

Date	Four quarter average earnings (£)	Annual % change
Q4 2016	46,616	2.4
Q1 2017	46,688	1.6
Q2 2017	46,838	1.2
Q3 2017	47,174	1.7
Q4 2017	47,408	1.7
Q1 2018	47,715	2.2
Q2 2018	48,313	3.1

## 7.2 Earnings (real)

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

Date	Four quarter average earnings (£)	Annual % change
Q4 2016	33,312	1.1
Q1 2017	32,810	-0.6
Q2 2017	32,728	-0.7
Q3 2017	33,092	-0.1
Q4 2017	33,156	-0.5
Q1 2018	32,755	-0.2
Q2 2018	32,777	0.1

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

Date	Four quarter average earnings (£)	Annual % change
Q4 2016	22,991	1.9
Q1 2017	22,620	0.0
Q2 2017	22,583	-0.3
Q3 2017	22,815	-0.1
Q4 2017	22,873	-0.5
Q1 2018	22,640	0.1
Q2 2018	22,641	0.3

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

Date	Four quarter average earnings (£)	Annual % change
Q4 2016	49,055	1.3
Q1 2017	48,212	-0.8
Q2 2017	48,045	-1.1
Q3 2017	48,611	-0.4
Q4 2017	48,731	-0.7
Q1 2018	48,297	0.2
Q2 2018	48,313	0.6

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 2018 prices.

Median annual earnings, in real terms, were 0.1% higher over the year ending June 2018 than over the year ending June 2017 (see [Table 7.2.1](#)).

Lower quartile earnings increased by 0.3% in real terms between the years ending June 2017 and June 2018, compared with an increase of 0.6% 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.

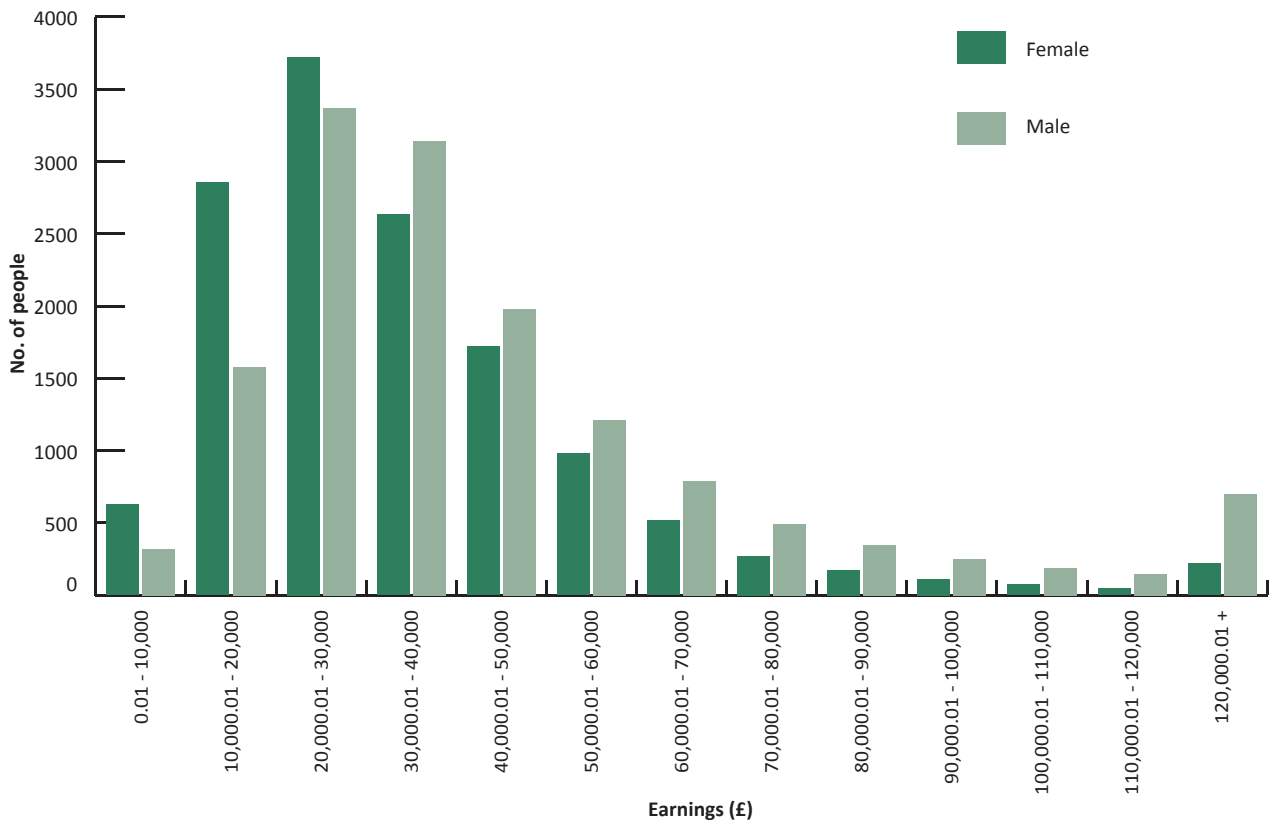
At the end of June 2018, the four quarter median average earnings for females was £29,452 (3.1% higher than a year earlier) and for males was £35,977 (2.0% higher than a year earlier).

**Figure 7.3.1** shows the number of employees in each earning band, averaged from June 2017 to June 2018. The distribution of both male and female earnings shows a peak in the £20,000.01 to £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 earning bands greater than £30,000.

**Table 7.3.1 Nominal median earnings by gender**

Date	Four quarter average earnings (£)		Annual % change	
	Female	Male	Female	Male
<b>Q4 2016</b>	28,339	35,053	3.0	2.4
<b>Q1 2017</b>	28,459	35,133	2.5	2.0
<b>Q2 2017</b>	28,555	35,256	1.9	1.8
<b>Q3 2017</b>	28,746	35,372	1.9	1.4
<b>Q4 2017</b>	28,900	35,510	2.0	1.3
<b>Q1 2018</b>	29,031	35,638	2.0	1.4
<b>Q2 2018</b>	29,452	35,977	3.1	2.0

**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 2018**

	Median earnings (£)	Lower quartile earnings (£)	Upper quartile earnings (£)
Agriculture, horticulture, fishing and quarrying	27,904	20,487	38,493
Manufacturing	28,930	20,517	36,476
Electricity, gas, steam and air conditioning supply	37,141	30,133	51,632
Water supply, sewerage, waste management and remediation activities	30,727	23,260	38,863
Construction	32,977	25,486	40,659
Wholesale, retail and repairs	23,527	17,268	33,021
Hostelry	20,290	16,883	25,512
Transport and storage	28,587	21,769	38,105
Information and communication	37,086	27,494	54,599
Finance	45,978	31,304	70,253
Real estate activities	35,211	24,426	54,214
Professional, business, scientific and technical activities	41,009	27,705	62,115
Administrative and support service activities	29,200	21,340	40,894
Public administration	36,360	25,198	48,931
Education	27,616	19,824	47,178
Human health, social and charitable work activities	24,458	17,430	34,673
Arts, entertainment and recreation	24,653	17,707	37,019
Other service activities	20,190	14,789	26,803
Activities of households as employers	21,750	14,808	28,743

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

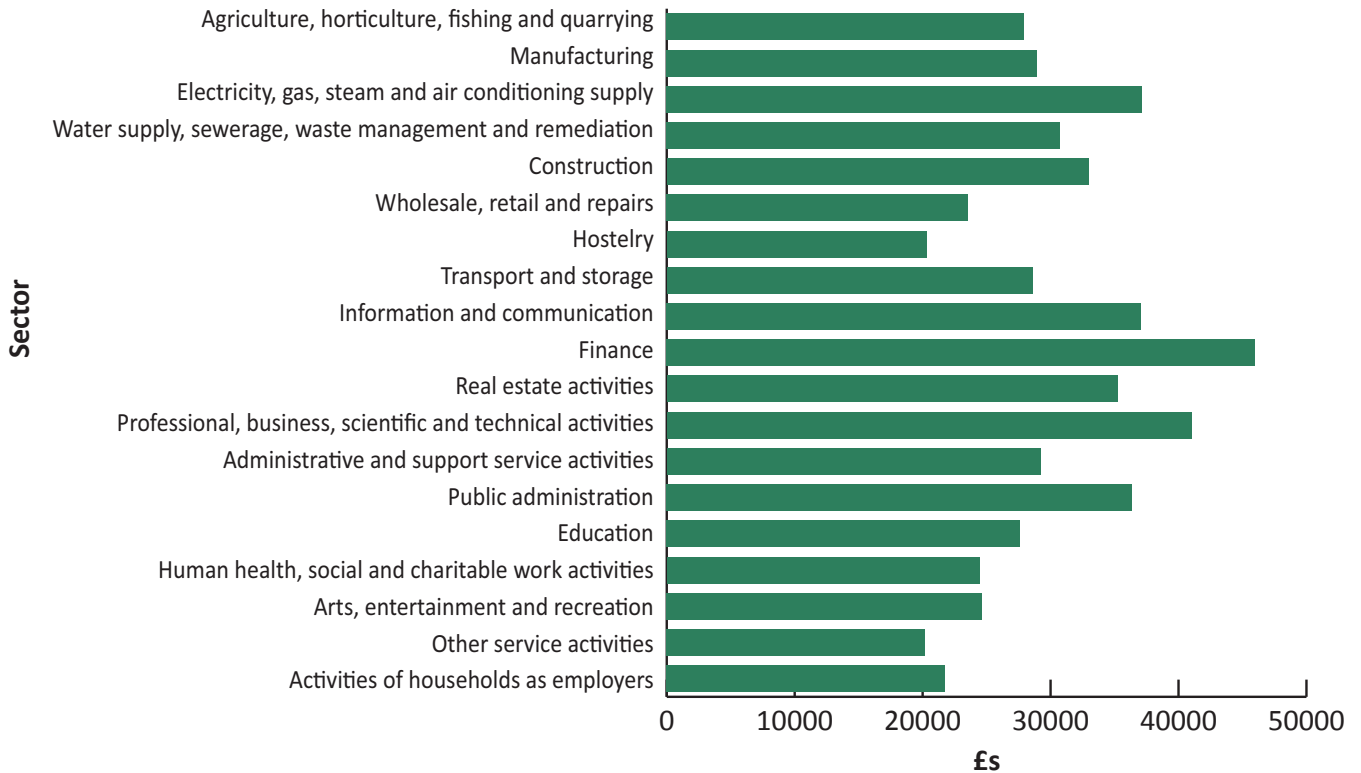
People employed within the Finance sector had the highest four quarter average median earnings (£45,978) at the end of June 2018. This was 40.3% higher than the overall median. The upper quartile earnings in the Finance sector were 45.4% higher than the overall upper quartile earnings during the same period.

The Other service activities sector had the lowest four quarter average median earnings (£20,190) at the end of June 2018, which was 38.4% lower than the overall median.



## 7.4 Earnings by economic sector

Figure 7.4.1 Four quarter average earnings as at 30th June 2018



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) Other service activities 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. Some additional cross checks undertaken in 2018 led to the identification of duplicates born in 2014, 2015, 2016 and 2017. These have been removed and the process refined, so that the cause has been corrected. Figures for births have been restated back to 2014 to ensure an accurate picture of the trend is available.

### Population Projections

The latest Annual Population Projection Bulletin is available to download from our website, [www.gov.gg/population](http://www.gov.gg/population).

## 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.

E-mail: [dataandanalysis@gov.gg](mailto:dataandanalysis@gov.gg)

Telephone: (01481) 717103

Write / visit: Data and Analysis  
Sir Charles Frossard House  
La Charroterie  
St Peter Port  
Guernsey  
GY1 1FH



For more information  
go to [gov.gg/data](http://gov.gg/data)