

# Guernsey Quarterly Population, Employment and Earnings Bulletin

Population at 30th June 2018

Employment and Earnings at 31st December 2018

Issue date 30th April 2019

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 0.52% (325 people) over the year ending 30th June 2018, compared to a decrease of 0.29% over the year ending 30th June 2017.
- There was a natural decrease of 65 people and net migration of 390 people over the year ending 30th June 2018.
- 65.7% of the total population were in full time education or were employed or self employed, at least part time.
- There was an increase of 0.2% in the number of people in the 16 to 64 age group during the year ending 30th June 2018, this is the first annual increase in this age group since June 2011. There were increases of 0.3% and 2.1% in the number of people in the 0 to 15 and 65 to 84 age groups respectively during the year ending 30th June 2018. The number of people aged 85 or over decreased by 0.2%.
- In December 2018, 31,304 people were employed or self-employed in Guernsey. 3,030 people were self-employed and 28,274 people worked for an employer (9.7% and 90.3% respectively). This compares to 28,104 employed and 3,091 self-employed people in December 2017.
- There were 2,149 employing organisations in Guernsey in December 2018, 1.1% fewer than in December 2017.
- The Finance sector provided 6,296 employment roles (from zero hours to full time contracts) in December 2018 (19.4% of the total). The number of employees included in the Finance sector has been revised since the last edition of this bulletin (see [pages 12 and 13](#) for further information).
- Median earnings as at 31st December 2018 were £33,263 which, compared with a year earlier, was 3.3% higher in nominal terms and 0.9% 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 325 people (0.52%) over the year ending 30th June 2018.

**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 30th June 2018 was 65 and the net migration was 390.

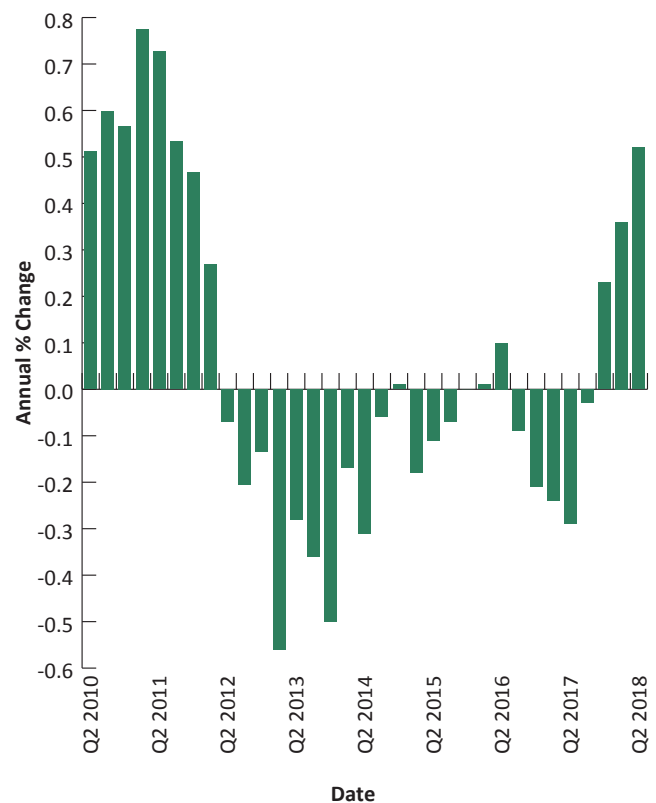
Annual population changes by age groups are given on **page 5**.

During the year ending 30th June 2018 there was an increase of 0.3% in the 0 to 15 age group. There was a 0.2% increase in the number of people aged 16 to 64, this is the first annual increase in this age group since 2011. The age group 65 to 84 showed the largest annual increase (2.1%) whilst the number of people aged 85 and over showed the only decrease (0.2%).

**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
Q2 2015	-71	-0.11
Q3 2015	-44	-0.07
Q4 2015	-1	0.00
Q1 2016	7	0.01
Q2 2016	64	0.10
Q3 2016	-56	-0.09
Q4 2016	-131	-0.21
Q1 2017	-149	-0.24
Q2 2017	-184	-0.29
Q3 2017	-16	-0.03
Q4 2017	142	0.23
Q1 2018	224	0.36
Q2 2018	325	0.52

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



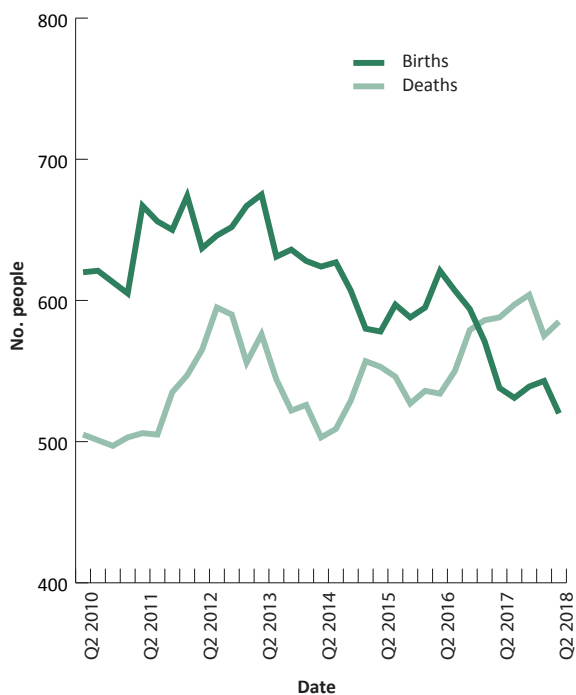
## 2.1 Population - Annual changes

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

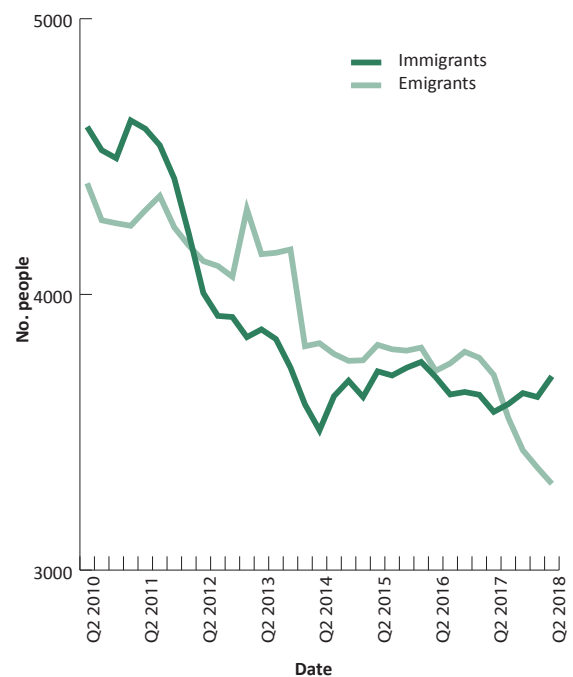
	Births	Deaths	Natural increase	Immigration	Emigration	Net migration	Natural increase and net migration	Net admin changes	Total population at end of quarter
<b>Q2 2015</b>	578	553	25	3,721	3,817	-96	-71	-2	62,543
<b>Q3 2015</b>	597	546	51	3,706	3,801	-95	-44	-18	62,463
<b>Q4 2015</b>	588	527	61	3,734	3,796	-62	-1	-22	62,046
<b>Q1 2016</b>	595	536	59	3,755	3,807	-52	7	-33	62,208
<b>Q2 2016</b>	621	534	87	3,700	3,723	-23	64	-14	62,593
<b>Q3 2016</b>	607	550	57	3,637	3,750	-113	-56	2	62,409
<b>Q4 2016</b>	594	579	15	3,646	3,792	-146	-131	6	61,921
<b>Q1 2017</b>	571	586	-15	3,636	3,770	-134	-149	14	62,073
<b>Q2 2017</b>	538	588	-50	3,574	3,708	-134	-184	0	62,409
<b>Q3 2017</b>	531	597	-66	3,602	3,552	50	-16	0	62,393
<b>Q4 2017</b>	539	604	-65	3,642	3,435	207	142	0	62,063
<b>Q1 2018</b>	543	575	-32	3,628	3,372	256	224	0	62,297
<b>Q2 2018</b>	520	585	-65	3,703	3,313	390	325	0	62,734

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
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	9,998	-1.5	40,315	-0.2	10,232	1.6	1,663	2.5
Q2 2016	10,004	-0.7	40,576	-0.3	10,336	1.9	1,677	2.5
Q3 2016	10,055	-0.3	40,305	-0.5	10,369	1.5	1,680	1.6
Q4 2016	9,980	-0.5	39,904	-0.5	10,366	1.3	1,671	0.8
Q1 2017	9,950	-0.5	40,058	-0.6	10,405	1.7	1,660	-0.2
Q2 2017	9,944	-0.6	40,316	-0.6	10,475	1.3	1,674	-0.2
Q3 2017	9,968	-0.9	40,195	-0.3	10,561	1.9	1,669	-0.7
Q4 2017	9,954	-0.3	39,880	-0.1	10,579	2.1	1,650	-1.3
Q1 2018	9,959	0.1	40,046	0.0	10,635	2.2	1,657	-0.2
Q2 2018	9,975	0.3	40,389	0.2	10,699	2.1	1,671	-0.2

## 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
Q1 2017	65.5
Q2 2017	65.3
Q3 2017	64.6
Q4 2017	65.9
Q1 2018	65.5
Q2 2018	65.7

**Table 2.3.2 Percentage of population in employment or full-time education by age at 30th June 2018**

	Female	Male	Total
14 and under	68.0	69.1	68.5
15 to 19	91.3	92.3	91.9
20 to 24	86.4	87.5	87.0
25 to 29	83.0	88.8	86.0
30 to 34	81.0	89.8	85.5
35 to 39	80.5	91.7	86.2
40 to 44	78.7	90.7	84.6
45 to 49	81.3	90.3	85.8
50 to 54	79.0	87.8	83.3
55 to 59	71.5	85.7	78.5
60 to 64	53.0	71.0	62.1
65 to 69	15.2	18.5	16.8
70 to 74	4.5	5.9	5.2
75 to 79	1.5	3.2	2.3
80 to 84	0.4	0.6	0.5
85 and over	0.0	0.0	0.0
<b>Total</b>	61.4	70.1	65.7

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 2018, 65.7% 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 December 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 30th June 2018)**



**Figure 2.3.1** shows how economic status varies by age group and gender. Overall, 82.7% 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 2018. Of those aged between 65 to 74, 11.2% (767 people) were in employment.

People in full-time education are concentrated in the 5 to 24 years old age categories, with a further 68 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 (1,888 people), the 25 to 29 age group has the largest proportion of females in employment (79.9%). For males, the proportion of the population in employment also peaks in the 25 to 29 years age group (83.8%) whilst the number of people employed is highest in the 45 to 49 age category (1,742 people).

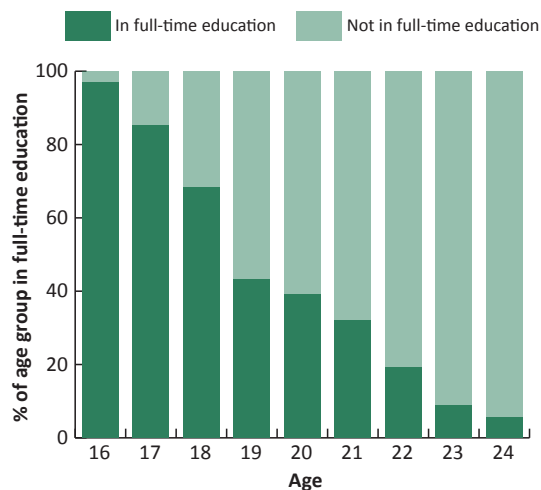
Self-employment is more apparent in males than in females, as is unemployment.

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

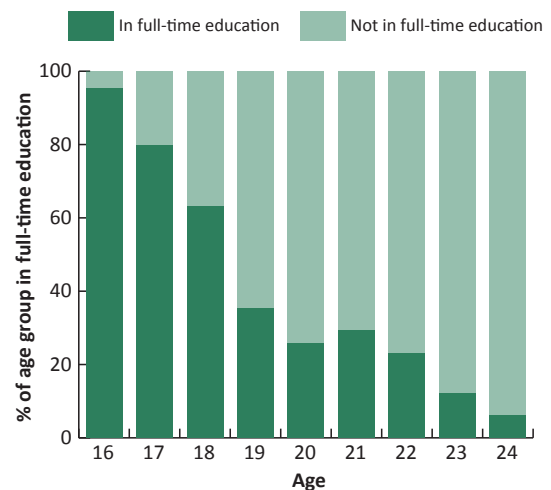
**Table 3.1.1 Percentage of population in full-time education at 30th June 2018 (ages 16-24)**

Age at June 2018	Female	Male	Total
16	96.9	95.3	96.1
17	85.3	79.8	82.6
18	68.2	63.2	65.6
19	43.1	35.4	39.1
20	39.2	25.8	32.5
21	32.1	29.4	30.8
22	19.2	23.0	21.1
23	9.0	12.1	10.6
24	5.5	6.2	5.9

**Figure 3.1.1 Percentage of females in full-time education at 30th June 2018 (ages 16-24)**



**Figure 3.1.2 Percentage of males in full-time education at 30th June 2018 (ages 16-24)**



As at June 2018 96.1% of all 16 year olds and 5.9% 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 ages 22, 23 and 24.

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

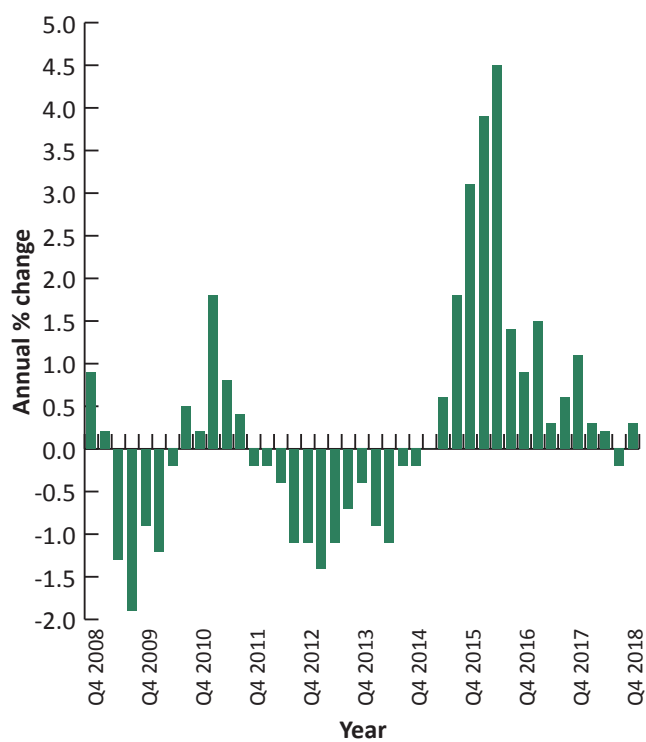


## 4.1 Employment trends

There was an overall increase of 0.3% (**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 2018. The number of employed people increased by 0.6% and the number of self-employed decreased by 2.0%.

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
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	1.5	-1.2	1.2
Q4 2017	1.3	-0.1	1.1
Q1 2018	0.4	-0.6	0.3
Q2 2018	0.3	-0.9	0.2
Q3 2018	-0.1	-1.1	-0.2
Q4 2018	0.6	-2.0	0.3

## 4.2 Employment by age and gender

**Table 4.2.1 Employment status by age group at 31st December 2018**

	Employed			Self-employed			Total in employment
	Female	Male	Total	Female	Male	Total	
<b>14 and under</b>	-	-	-	-	-	-	-
<b>15 to 19</b>	251	347	598	*	*	*	600
<b>20 to 24</b>	1,104	1,253	2,357	7	11	18	2,375
<b>25 to 29</b>	1,518	1,729	3,247	26	63	89	3,336
<b>30 to 34</b>	1,455	1,623	3,078	69	129	198	3,276
<b>35 to 39</b>	1,427	1,599	3,026	95	223	318	3,344
<b>40 to 44</b>	1,446	1,434	2,880	77	238	315	3,195
<b>45 to 49</b>	1,789	1,733	3,522	131	368	499	4,021
<b>50 to 54</b>	1,912	1,678	3,590	130	407	537	4,127
<b>55 to 59</b>	1,588	1,535	3,123	122	453	575	3,698
<b>60 to 64</b>	971	1,036	2,007	83	388	471	2,478
<b>65 to 69</b>	297	318	615	*	*	8	623
<b>70 to 74</b>	77	102	179	-	-	-	179
<b>75 and over</b>	22	30	52	-	-	-	52
<b>16 to 64</b>	13,461	13,967	27,428	740	2,282	3,022	30,450
<b>65 to 84</b>	396	450	846	*	*	8	854
<b>85 and over</b>	-	-	-	-	-	-	-
<b>Total</b>	13,857	14,417	28,274	742	2,288	3,030	31,304

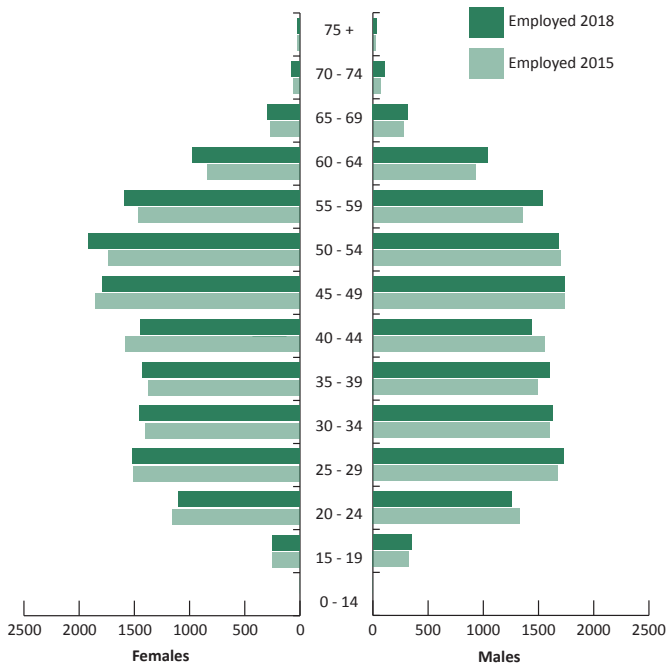
\* In instances where there are fewer than five people in any one age category, only the total number of employed or self-employed people is presented.

At 31st December 2018, 31,304 people were either employed or self-employed in Guernsey, of whom 854 people (2.7%) were aged between 65 and 84 years (see [Table 4.2.1](#)). This age bracket accounted for 3.0% of employed people and 0.3% of self-employed people.

Of the 27,428 employed people aged 16 to 64 at the end of December 2018, 13,461 (49.1%) were female and 13,967 (50.9%) were male. This compares to 740 self-employed females and 2,282 males, which equates to 24.5% and 75.5% of the 3,022 total for that age group.

## 4.2 Employment by age and gender

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

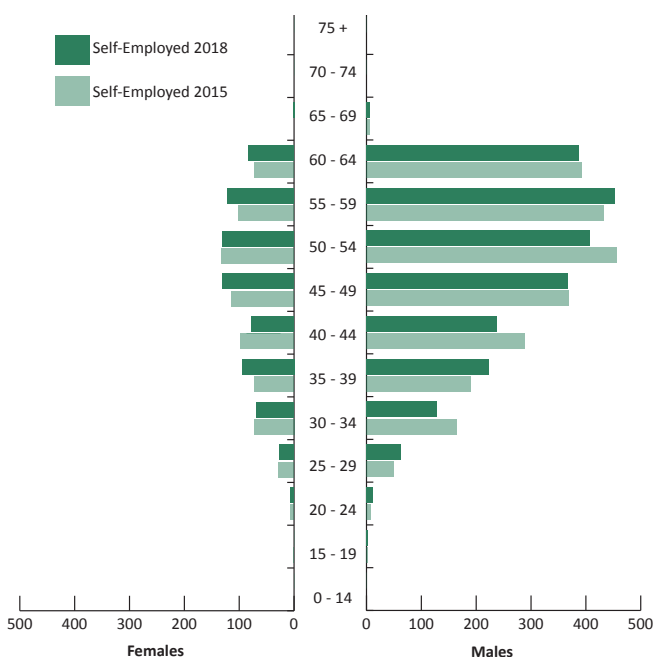


The difference in the proportions of employed and self-employed people between December 2015 and December 2018 can be seen in **Figures 4.2.1 and 4.2.2** respectively.

**Figure 4.2.1** shows that there were more males employed in December 2018 than in December 2015 across all age groups other than ages 20 to 24 and 40 to 54. There was an increase in the number of females employed in December 2018 across all age groups except for ages 20 to 24, 40 to 49 and over 75 where a higher number were employed in December 2015. The 50 to 54 age category and the 55 to 59 age category saw the largest increase in employment for females and males respectively.

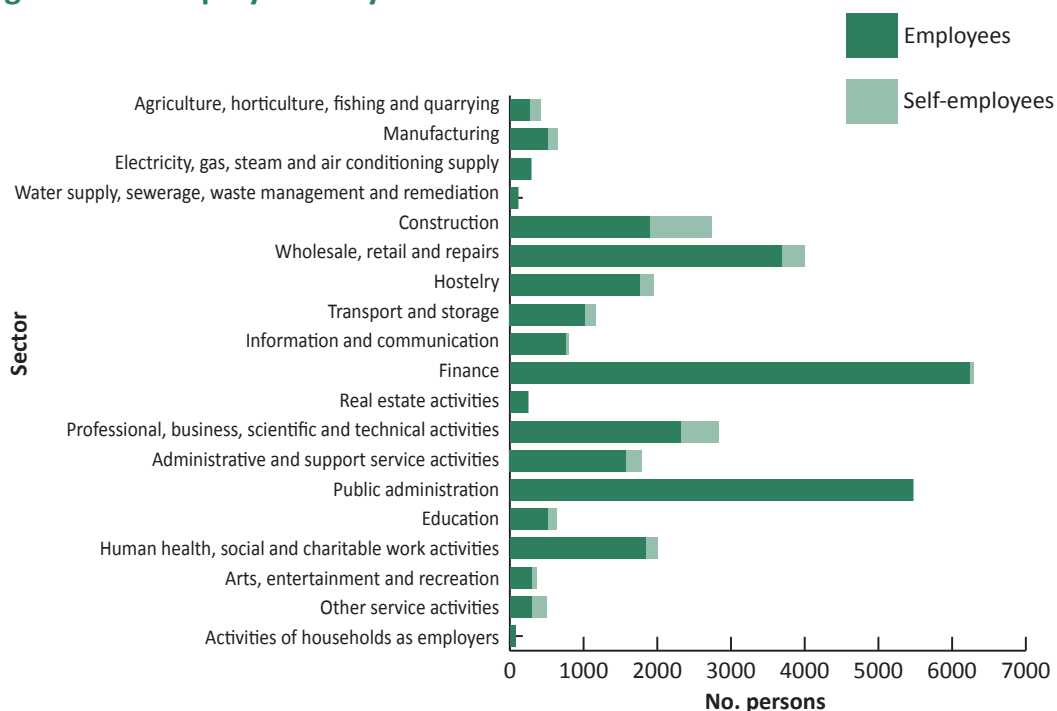
As can be seen in **Figure 4.2.2**, self-employment is more apparent in males than in females. The largest increase in self-employment was in the 35 to 39 age category for both males and females. The 40 to 44 age category saw the largest decrease in self-employment between December 2015 and December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

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



## 4.3 Employment by economic sector

**Figure 4.3.1 Employment by economic sector at 31st December 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.

The number of employees included in the transport and storage, information and communication, finance and professional, business, scientific and technical activities sectors have been revised since the last edition of this bulletin due to a change in the economic sector classification codes applied to two large employers. Corrections have been applied to the whole of the time series to maintain continuity and comparability of data going forward. However, it should be noted that the figures contained within this bulletin are not comparable with those presented in previous editions.

As shown in **Figure 4.3.1** and **Table 4.3.1**, the Finance sector was the largest employer in December 2018, accounting for 19.4% of total employment, or 6,296 people, 6,231 of whom were employed and 65 of whom were self-employed. The Construction sector had the largest number of self-employed people in December 2018 (843 people), representing 30.8% of the sector and 25.8% of self-employed people overall.

## 4.3 Employment by economic sector

**Table 4.3.1 Employment by economic sector at 31st December 2018**

	Employees			Self-employees			Total no. in employment	% of total for all sectors
	Female	Male	Total	Female	Male	Total		
Agriculture, horticulture, fishing and quarrying	86	182	268	22	135	157	425	1.3
Manufacturing	156	356	512	39	105	144	656	2.0
Electricity, gas, steam and air conditioning supply	49	235	284	-	8	8	292	0.9
Water supply, sewerage, waste management and remediation activities	11	89	100	-	17	17	117	0.4
Construction	122	1,776	1,898	16	827	843	2,741	8.5
Wholesale, retail and repairs	1,685	2,000	3,685	78	235	313	3,998	12.3
Hostelry	681	1,081	1,762	63	125	188	1,950	6.0
Transport and storage	239	781	1,020	14	123	137	1,157	3.6
Information and communication	195	562	757	11	36	47	804	2.5
Finance	3,357	2,874	6,231	11	54	65	6,296	19.4
Real estate activities	139	101	240	*	*	20	260	0.8
Professional, business, scientific and technical activities	1,229	1,089	2,318	142	370	512	2,830	8.7
Administrative and support service activities	685	891	1,576	23	188	211	1,787	5.5
Public administration	3,361	2,101	5,462	10	17	27	5,489	16.9
Education	389	126	515	91	30	121	636	2.0
Human health, social and charitable work activities	1,505	335	1,840	80	93	173	2,013	6.2
Arts, entertainment and recreation	138	151	289	28	44	72	361	1.1
Other service activities	236	57	293	149	57	206	499	1.5
Activities of households as employers	54	25	79	*	*	*	81	0.3
<b>Total for all sectors</b>	<b>14,317</b>	<b>14,812</b>	<b>29,129</b>	<b>782</b>	<b>2,481</b>	<b>3,263</b>	<b>32,392</b>	<b>100.0</b>

**Table 4.3.2 Employment within the Finance sector at 31st December 2018**

	Total no. in employment	% of total Finance sector
Banking	1,852	29.4
Fiduciary	1,813	28.8
Funds	1,328	21.1
Insurance	763	12.1
Other	540	8.6
<b>Total</b>	<b>6,296</b>	<b>100.0</b>

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

Of the 6,296 people employed within the Finance sector, 1,852 people (29.4%) worked in banking, 1,813 people (28.8%) were employed by Fiduciaries and 1,328 people worked in sub-sectors relating to Funds at the end of December 2018.

The number of people employed in the Finance sector has been revised since the last edition of this bulletin (see [page 12](#)).

## 4.4 Employment by sector trends

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

	Annual % change							
	2017 Q1	2017 Q2	2017 Q3	2017 Q4	2018 Q1	2018 Q2	2018 Q3	2018 Q4
Agriculture, horticulture, fishing and quarrying	-3.2	0.7	-2.2	2.4	1.2	2.2	2.5	0.5
Manufacturing	-2.4	0.3	1.5	1.5	-0.5	-0.9	-1.2	-1.8
Electricity, gas, steam and air conditioning supply	2.8	0.7	-3.0	-1.7	3.8	3.1	0.7	1.4
Water supply, sewerage, waste management and remediation activities	16.3	14.9	16.5	0.9	-2.6	-0.9	-4.2	1.7
Construction	-2.9	-1.2	-1.2	0.4	1.1	0.5	-0.7	-1.5
Wholesale, retail and repairs	-2.0	-1.3	-0.7	-1.3	-1.9	0.2	0.4	0.6
Hostelry	-0.5	-0.7	-5.1	-0.7	-0.7	-3.0	1.7	-0.2
Transport and storage	-8.2	-3.7	0.2	3.4	1.2	1.1	-1.0	-3.2
Information and communication	1.7	-0.4	-2.9	-4.8	-1.0	0.5	2.2	5.5
Finance	-0.4	-0.1	-1.9	-1.6	0.5	-1.1	0.9	1.5
Real estate activities	0.0	-2.9	-5.1	-8.2	-3.0	-1.5	-0.8	0.4
Professional, business, scientific and technical activities	2.1	1.2	1.6	1.9	1.6	1.0	1.9	0.5
Administrative and support service activities	5.1	5.9	2.3	1.4	2.8	1.9	6.0	4.1
Public administration	0.6	0.3	2.4	1.0	-0.1	0.4	0.2	0.3
Education	5.5	3.5	5.0	1.6	-0.7	0.0	0.7	2.9
Human health, social and charitable work activities	7.1	8.7	11.1	9.5	1.8	0.9	-0.4	1.0
Arts, entertainment and recreation	3.6	8.7	3.7	1.4	-3.2	-8.8	-7.9	-0.3
Other service activities	2.9	1.0	0.4	2.9	1.6	0.6	-0.2	-5.5
Activities of households as employers	-10.9	-7.9	-8.1	12.0	-14.6	-8.5	-2.5	-3.6

Figure 4.4.1 shows that the other service activities sector had the largest decrease in employment for the year ending December 2018 (5.5%). The Information and communication sector showed the largest annual increase (5.5%).

The number of employees included in the transport and storage, information and communication, finance and professional, business, scientific and technical activities sectors have been revised since the last edition of this bulletin due to a change in the economic sector classification codes applied to two large employers. Corrections have been applied to the whole of the time series to maintain continuity and comparability of data going forward. However, it should be noted that the figures contained within this bulletin are not comparable with those presented in previous editions.

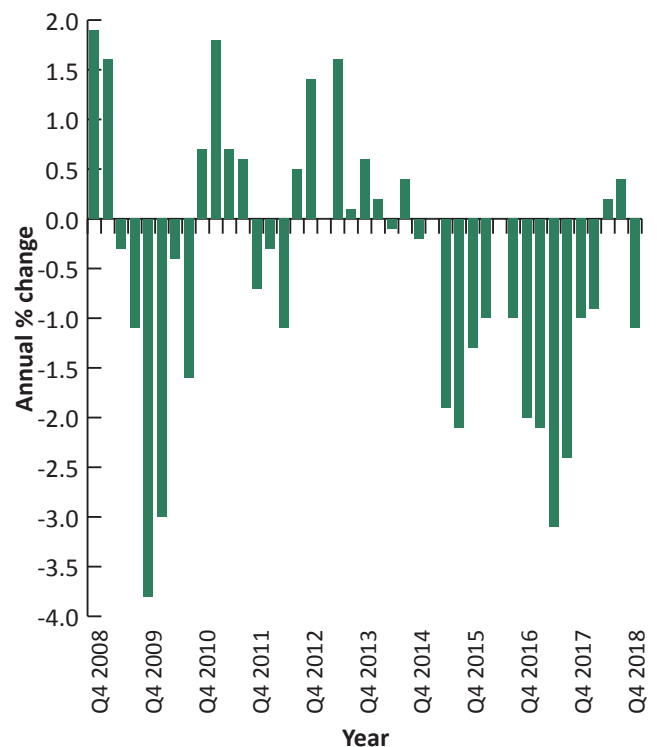
## 5.1 Employer trends

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 decrease of 1.1% in the number of employing organisations for the year ending 31st December 2018.

**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
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	-2.6
Q4 2017	-1.0
Q1 2018	-0.6
Q2 2018	0.2
Q3 2018	0.4
Q4 2018	-1.1

## 5.2 Employers by economic sector and size

**Table 5.2.1 Employers by economic sector and size at 31st December 2018**

	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	13	20	8	4	0	1	0	0	46
Manufacturing	17	24	10	8	2	1	1	0	63
Electricity, gas, steam and air conditioning supply	4	2	2	0	0	1	1	0	10
Water supply, sewerage, waste management and remediation activities	5	4	1	1	0	1	0	0	12
Construction	104	125	56	31	6	1	2	0	325
Wholesale, retail and repairs	66	135	79	23	21	8	4	1	337
Hostelry	27	68	27	29	8	9	0	0	168
Transport and storage	22	21	9	9	2	2	1	1	67
Information and communication	21	19	9	5	6	2	1	0	63
Finance	67	95	51	56	34	15	13	1	332
Real estate activities	12	20	2	8	1	0	0	0	43
Professional, business, scientific and technical activities	47	54	25	20	4	6	4	1	161
Administrative and support service activities	38	47	13	18	16	1	2	0	135
Public administration	4	7	1	2	0	0	1	1	16
Education	7	7	2	5	0	3	2	0	26
Human health, social and charitable work activities	36	47	34	18	10	8	2	0	155
Arts, entertainment and recreation	22	24	5	9	1	0	0	0	61
Other service activities	45	37	13	0	1	0	0	0	96
Activities of households as employers	20	9	4	0	0	0	0	0	33
<b>Total</b>	<b>577</b>	<b>765</b>	<b>351</b>	<b>246</b>	<b>112</b>	<b>59</b>	<b>34</b>	<b>5</b>	<b>2,149</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 2018. They are sourced from the Rolling Electronic Census.

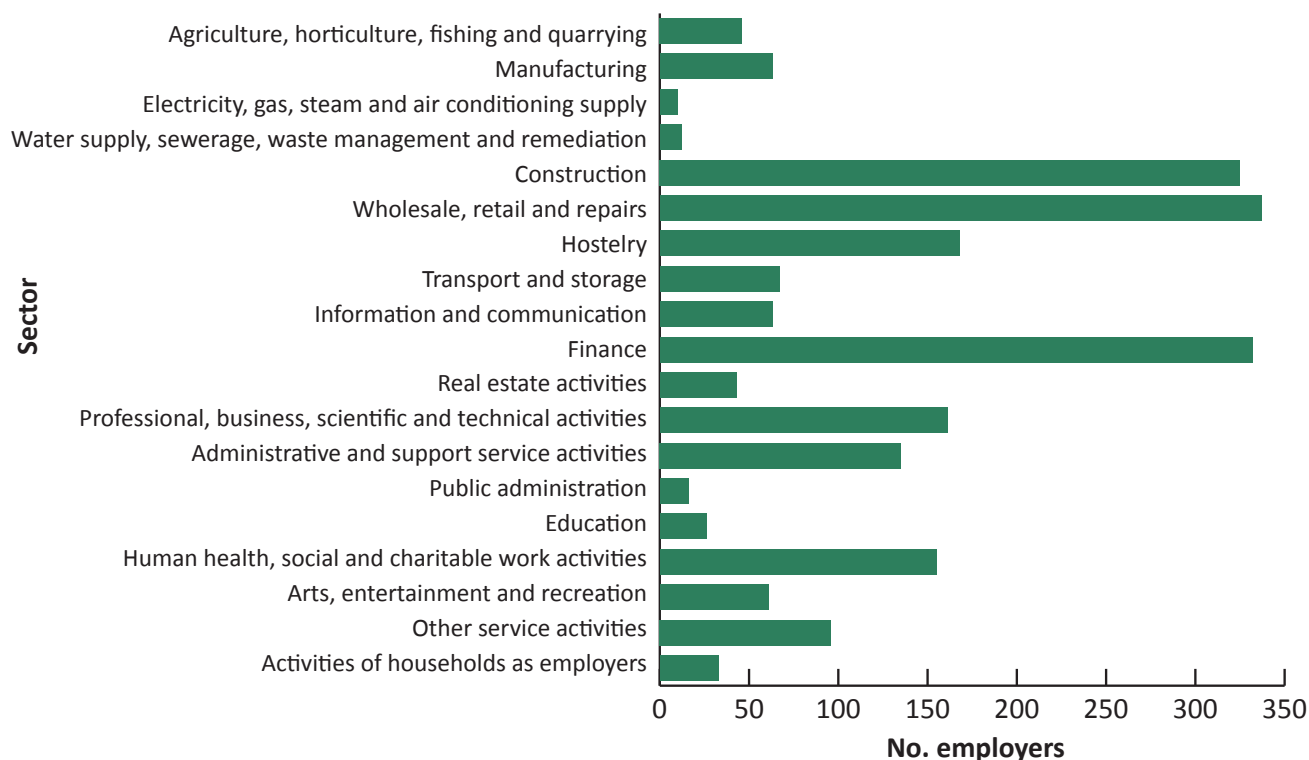
The Construction sector had the highest number of employing organisations (229) with fewer than six employees. The Finance sector had the highest number of employing organisations with more than 50 employees (29 employers). There were five organisations employing more than 250 people at the end of December 2018.

The number of employers within the transport and storage, information and communication, finance and professional, business, scientific and technical activities sectors have been revised since the last edition of this bulletin (see [page 17](#)).



## 5.2 Employers by economic sector and size

Figure 5.2.1 Employers by economic sector at 31st December 2018

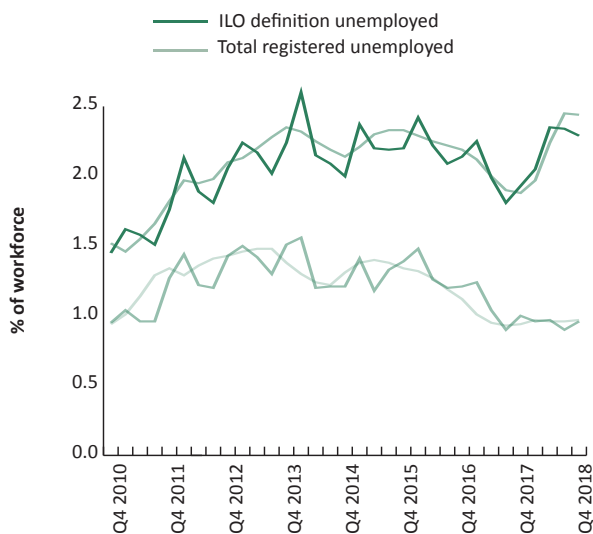


As shown above in **Figure 5.2.1**, the Construction, Wholesale, retail and repairs and Finance sectors had the largest numbers of employers (325, 337 and 332 respectively). Employers in both the Construction and Wholesale, retail and repairs sectors tended to employ fewer people than those in the Finance sector.

The number of employers included in the transport and storage, information and communication, finance and professional, business, scientific and technical activities sectors have been revised since the last edition of this bulletin due to a change in the economic sector classification codes applied to two large employers. Corrections have been applied to the whole of the time series to maintain continuity and comparability of data going forward. However, it should be noted that the figures contained within this bulletin are not comparable with those presented in previous editions.

## 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 293 people registered as unemployed using the International Labour Office (ILO) definition of unemployment<sup>1</sup> in December 2018, 12 fewer people than in December 2017.

The registered unemployment rate using the ILO definition was 1.0% at the end of December 2018, which was the same as December 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 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
Q3 2018	274	0.9	714	2.3
Q4 2018	293	1.0	702	2.3

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

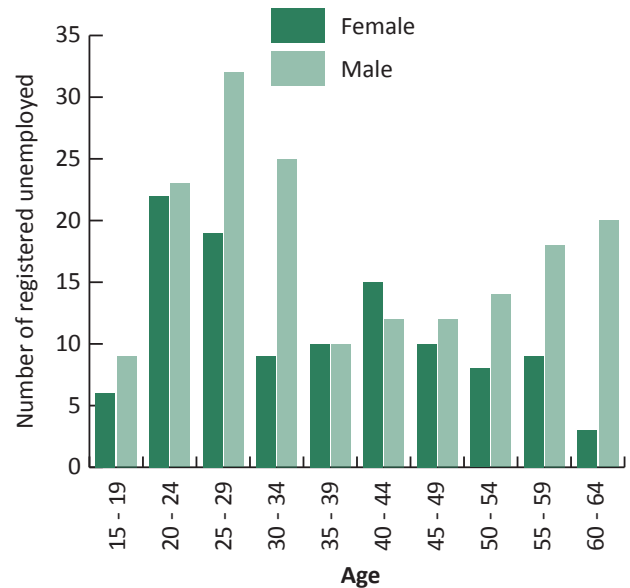
The number of men unemployed (by ILO definitions) in December 2018 was greater than the number of women registered unemployed across all age bands except the 35 to 39 and 40 to 44 age categories (see **Figure 6.1.2**). Of the people registered unemployed, using the ILO definitions, 38.8% were women, compared to 35.4% 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 32 unemployed males and 19 females in this group in December 2018. The 20 to 24 age group accounted for the highest portion (19.8%) of unemployed women. The 25 to 29 age group accounted for the highest portion of unemployed men (18.3%).

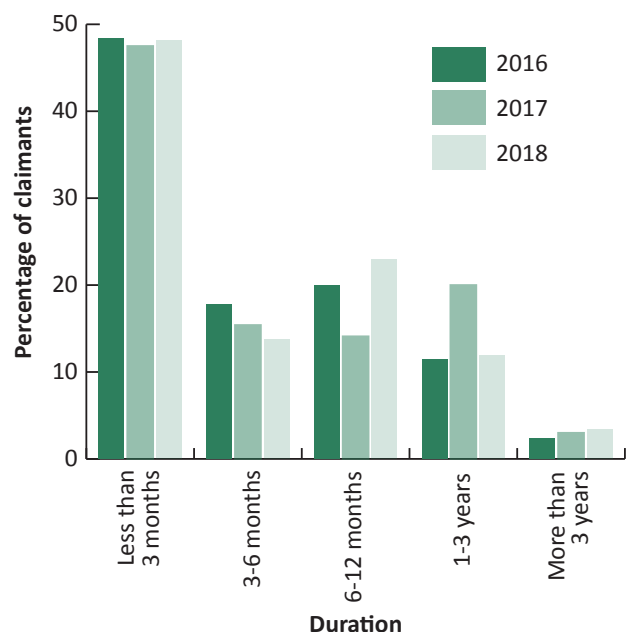
The Youth Unemployment rate is a measure of the number of young people who are unemployed, expressed as a percentage of the youth labour force, which is monitored by jurisdictions worldwide. The Youth Unemployment rate in Guernsey (defined as young people aged 16-24 years) in December 2018 was 0.9% overall. The rate was lower for females than for males (at 0.9% and 1.0% respectively).

Of the registered unemployed people who called into Social Security in the snapshot week at the end of December 2018, 13.7% had been registered unemployed for between three and six months at that time (see **Figure 6.1.3**). 15.4% of claimants had been registered unemployed for more than a year compared with 23.0% the previous year and 13.8% in 2016.

**Figure 6.1.2 Unemployment by age and gender at 31st December 2018**



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

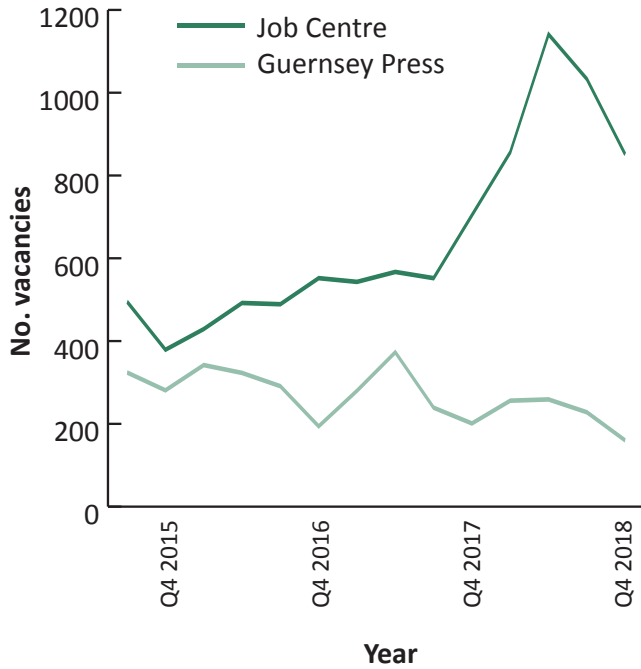


Figure 6.2.1 shows the number of vacancies placed with the Guernsey Job Centre and the Guernsey Press (paper only, excluding online advertising) each month. Although this is not a complete representation of the total number of vacancies in the island, it does provide an indication of the strength of the employment market up until 31st December 2018.

It can be seen that there was a sharp increase in the number of adverts at the Job Centre in 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 3.3% between the year ending December 2017 and the year ending December 2018, from £32,200 to £33,263.

The lower and upper quartile earnings for the quarter ending 31st December 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 3.7% between the years ending 31st December 2017 and 31st December 2018, whilst the upper quartile earnings increased by 3.4%.

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 2017	31,906	1.6
Q3 2017	32,059	1.7
Q4 2017	32,200	1.7
Q1 2018	32,305	1.7
Q2 2018	32,722	2.6
Q3 2018	32,995	2.9
Q4 2018	33,263	3.3

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

Date	Four quarter average earnings (£)	Annual % change
Q2 2017	22,016	2.0
Q3 2017	22,080	1.7
Q4 2017	22,190	1.6
Q1 2018	22,306	1.8
Q2 2018	22,580	2.6
Q3 2018	22,807	3.3
Q4 2018	23,004	3.7

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

Date	Four quarter average earnings (£)	Annual % change
Q2 2017	46,838	1.2
Q3 2017	47,125	1.6
Q4 2017	47,359	1.6
Q1 2018	47,666	2.1
Q2 2018	48,264	3.0
Q3 2018	48,582	3.1
Q4 2018	48,952	3.4

## 7.2 Earnings (real)

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

Date	Four quarter average earnings (£)	Annual % change
Q2 2017	32,606	-0.7
Q3 2017	32,912	-0.3
Q4 2017	32,976	-0.6
Q1 2018	32,578	-0.3
Q2 2018	32,598	0.0
Q3 2018	32,905	0.0
Q4 2018	33,263	0.9

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

Date	Four quarter average earnings (£)	Annual % change
Q2 2017	22,499	-0.3
Q3 2017	22,667	-0.4
Q4 2017	22,724	-0.8
Q1 2018	22,494	-0.2
Q2 2018	22,495	0.0
Q3 2018	22,744	0.3
Q4 2018	23,004	1.2

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

Date	Four quarter average earnings (£)	Annual % change
Q2 2017	47,866	-1.1
Q3 2017	48,380	-0.5
Q4 2017	48,499	-0.8
Q1 2018	48,067	0.1
Q2 2018	48,082	0.5
Q3 2018	48,449	0.1
Q4 2018	48,952	0.9

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 2018 prices.

Median annual earnings, in real terms, were 0.9% higher over the year ending December 2018 than over the year ending December 2017 (see [Table 7.2.1](#)).

Lower quartile earnings increased by 1.2% in real terms between the years ending December 2017 and December 2018, compared with an increase of 0.9% 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.

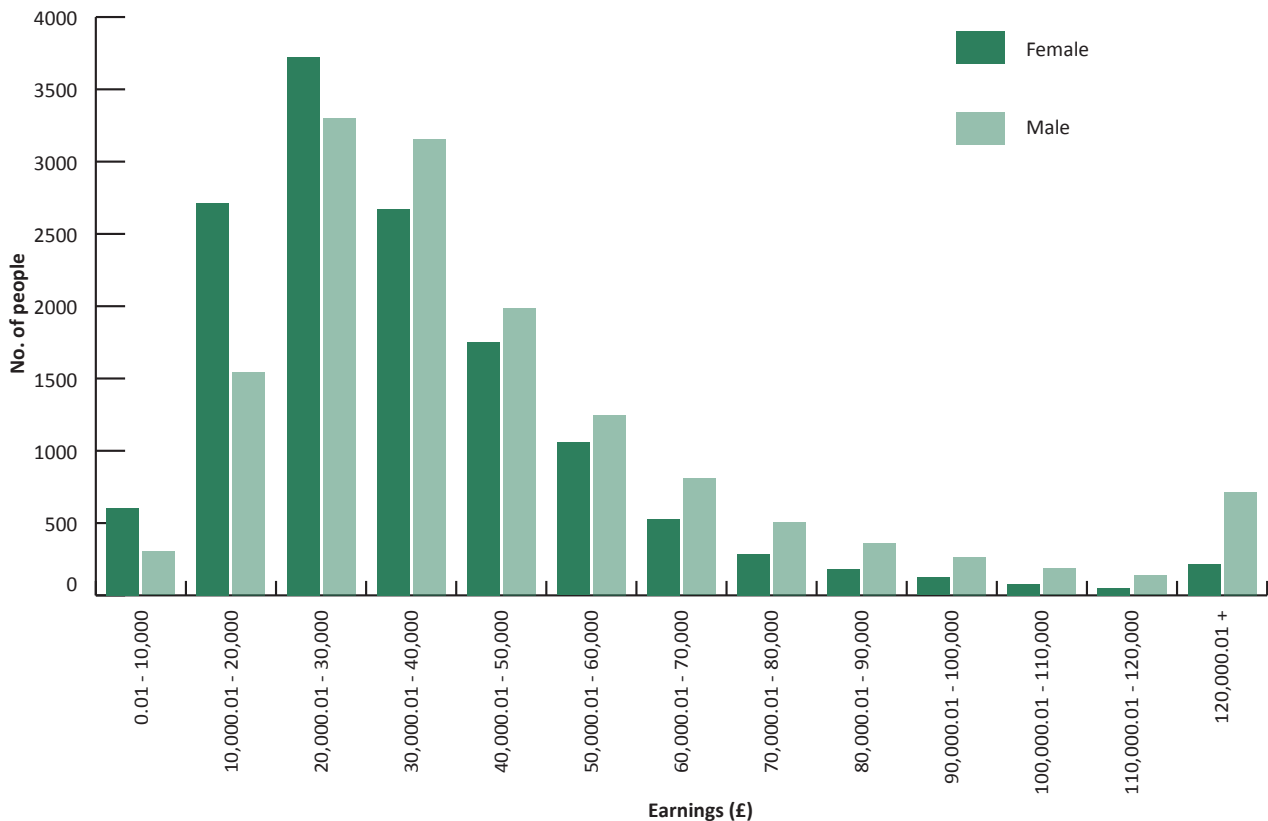
At the end of December 2018, the four quarter median average earnings for females was £30,052 (4.1% higher than a year earlier) and for males was £36,368 (2.5% higher than a year earlier).

**Figure 7.3.1** shows the number of employees in each earning band, averaged from December 2017 to December 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
Q2 2017	28,555	35,256	1.9	1.8
Q3 2017	28,706	35,327	1.8	1.3
Q4 2017	28,860	35,465	1.8	1.2
Q1 2018	28,991	35,593	1.9	1.3
Q2 2018	29,413	35,932	3.0	1.9
Q3 2018	29,726	36,117	3.6	2.2
Q4 2018	30,052	36,368	4.1	2.5

**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 2018**

	Median earnings (£)	Lower quartile earnings (£)	Upper quartile earnings (£)
Agriculture, horticulture, fishing and quarrying	28,102	20,449	38,544
Manufacturing	28,113	20,241	36,211
Electricity, gas, steam and air conditioning supply	37,895	30,310	52,385
Water supply, sewerage, waste management and remediation activities	31,279	24,625	37,581
Construction	33,055	25,415	40,762
Wholesale, retail and repairs	23,271	16,851	32,571
Hostelry	20,291	16,809	25,407
Transport and storage	30,851	22,093	40,038
Information and communication	39,144	26,569	60,227
Finance	46,045	31,059	70,079
Real estate activities	35,757	24,529	55,294
Professional, business, scientific and technical activities	42,506	29,074	66,057
Administrative and support service activities	29,261	20,072	41,103
Public administration	36,564	25,332	49,329
Education	27,319	19,356	47,110
Human health, social and charitable work activities	24,251	17,272	34,106
Arts, entertainment and recreation	23,960	16,493	35,143
Other service activities	19,688	15,103	26,866
Activities of households as employers	21,245	13,613	27,465

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 (£46,045) at the end of December 2018. This was 38.4% higher than the overall median. The upper quartile earnings in the Finance sector were 43.2% higher than the overall upper quartile earnings during the same period.

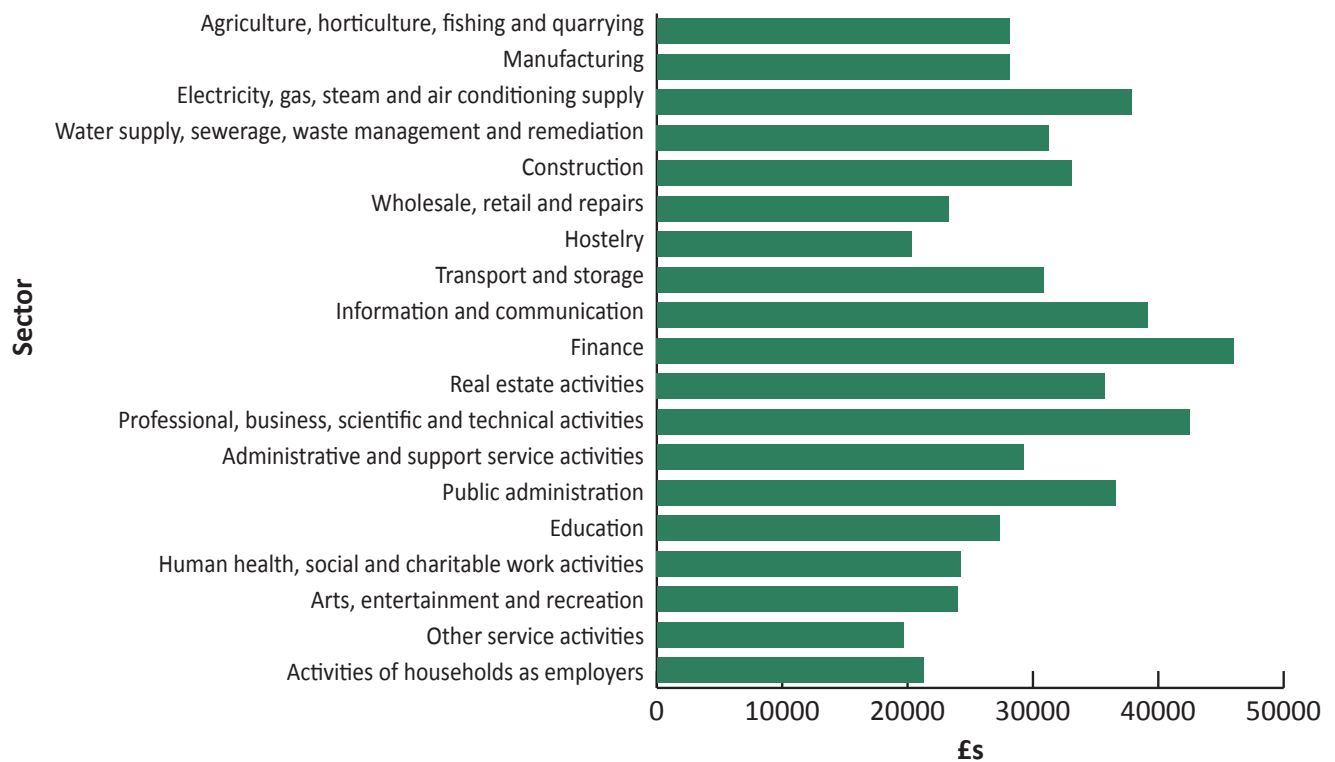
The Other service activities sector had the lowest four quarter average median earnings (£19,688) at the end of December 2018, which was 40.8% lower than the overall median.

Median earnings figures for the transport and storage, information and communication, finance and professional, business, scientific and technical activities sectors have been revised since the last edition of this bulletin due to a change in the economic sector classification codes applied to two large employers. Corrections have been applied to the whole of the time series to maintain continuity and comparability of data going forward. However, it should be noted that the figures contained within this bulletin are not comparable with those presented in previous editions.



## 7.4 Earnings by economic sector

**Figure 7.4.1 Four quarter average earnings as at 31st December 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.

Median earnings figures for the transport and storage, information and communication, finance and professional, business, scientific and technical activities sectors have been revised since the last edition of this bulletin due to a change in the economic sector classification codes applied to two large employers. Corrections have been applied to the whole of the time series to maintain continuity and comparability of data going forward. However, it should be noted that the figures contained within this bulletin are not comparable with those presented in previous editions.

## 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.

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