

# Guernsey Quarterly Population, Employment and Earnings Bulletin

Population at 31st December 2018  
Employment and Earnings at 30th June 2019

Issue date 24th October 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 any methodological differences between this information compared to previous publications are explained in each section.

## 1.2 Headlines

- Guernsey's total population increased by 0.7% (460 people) over the year ending 31st December 2018; the largest increase seen since 2011. Over the years ending 31st December 2015, 2016 and 2017, the annual changes were 0.0%, -0.2% and 0.2% respectively.
- There was a natural decrease of 48 people and net migration of 508 people over the year ending 31st December 2018.
- 66.0% of the total population were in full time education or were employed or self employed, at least part time.
- There was an increase of 0.4% in the number of people in the 16 to 64 age group during the year ending 31st December 2018, this is the largest annual increase in this age group since March 2011. There were increases of 0.6%, 1.9% and 1.8% in the number of people in the 0 to 15, 65 to 84 and 85 and over age groups respectively during the year ending 31st December 2018.
- In June 2019, 31,544 people were employed or self-employed in Guernsey. 3,021 people were self-employed and 28,523 people worked for an employer (9.6% and 90.4% respectively). This compares to 28,371 employed and 3,071 self-employed people in June 2018.
- There were 2,178 employing organisations in Guernsey in June 2019, 0.05% fewer than in June 2018.
- The Finance sector provided 6,297 employment roles (from zero hours to full time contracts) in June 2019 (19.2% of the total).
- Median earnings as at 30th June 2019 were £33,622 which, compared with a year earlier, was 2.8% 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 are restated in each edition of this bulletin. This enables retrospectively identified population changes that occurred within the past two years to be incorporated into the correct year and quarter (whereas prior to 2014, these could only be included within the changes for the most recent quarter).

As can be seen in **Table 2.1.1** and **Figure 2.1.1**, the total population increased by 460 people (0.7%) over the year ending 31st December 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 31st December 2018 was 48 and the net migration was 508.

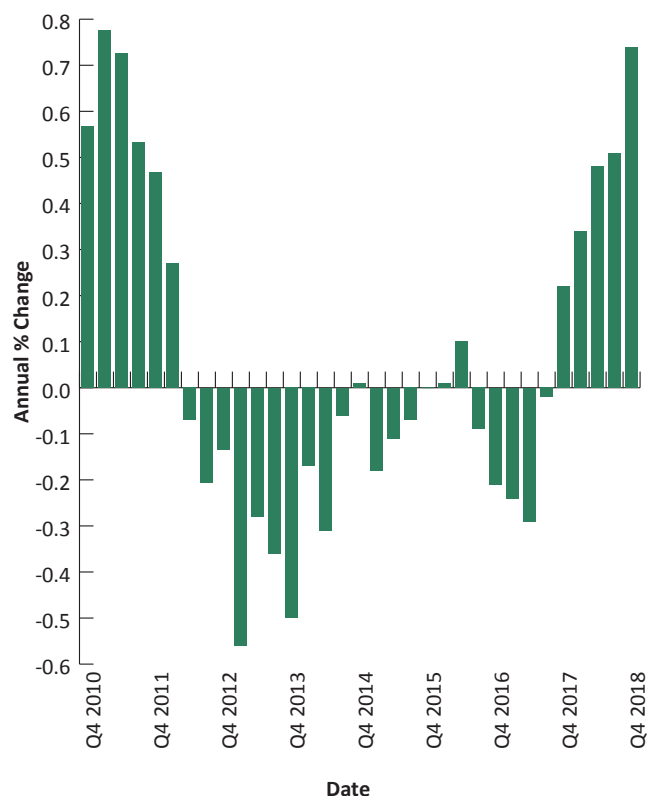
Annual population changes by age groups are given on **page 5**.

During the year ending 31st December 2018 there was an increase of 0.6% in the 0 to 15 age group. There was a 0.4% increase in the number of people aged 16 to 64, this is the largest annual increase in this age group since 2011. The age group 65 to 84 showed the largest annual increase (1.9%) whilst the number of people aged 85 and over showed an increase of 1.8%.

**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>Q4 2015</b>	-1	0.0
<b>Q1 2016</b>	7	0.0
<b>Q2 2016</b>	64	0.1
<b>Q3 2016</b>	-56	-0.1
<b>Q4 2016</b>	-131	-0.2
<b>Q1 2017</b>	-147	-0.2
<b>Q2 2017</b>	-179	-0.3
<b>Q3 2017</b>	-11	0.0
<b>Q4 2017</b>	138	0.2
<b>Q1 2018</b>	213	0.3
<b>Q2 2018</b>	297	0.5
<b>Q3 2018</b>	319	0.5
<b>Q4 2018</b>	460	0.7

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



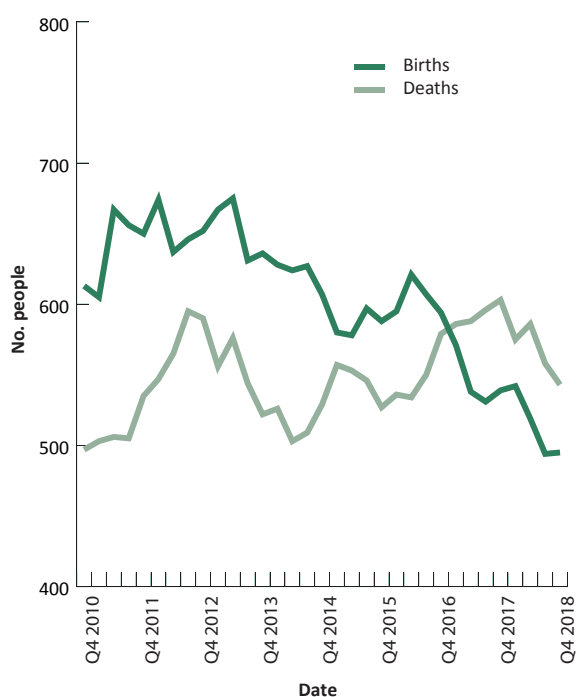
## 2.1 Population - Annual changes

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

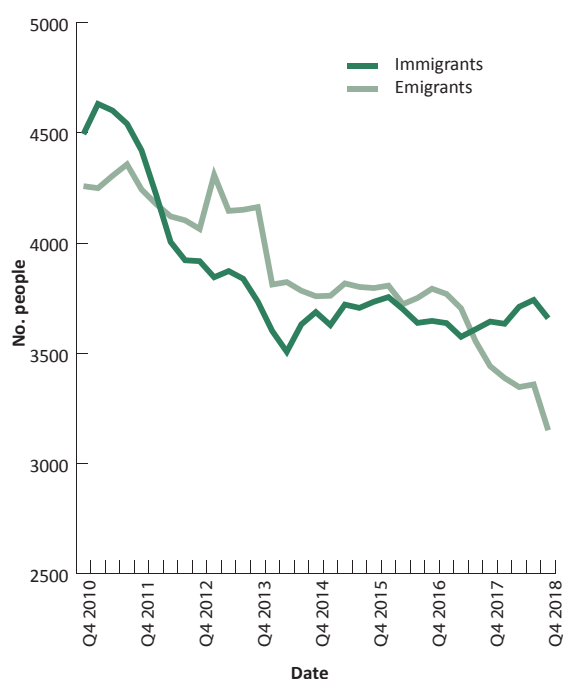
	Births	Deaths	Natural increase	Immigration	Emigration	Net migration	Natural increase and net migration	Net admin changes	Total population at end of quarter
<b>Q4 2015</b>	588	527	61	3,734	3,796	-62	-1	-22	62,046
<b>Q1 2016</b>	595	536	59	3,755	3,807	-52	7	-33	62,208
<b>Q2 2016</b>	621	534	87	3,700	3,723	-23	64	-14	62,593
<b>Q3 2016</b>	607	550	57	3,638	3,751	-113	-56	-15	62,392
<b>Q4 2016</b>	594	579	15	3,647	3,793	-146	-131	-7	61,908
<b>Q1 2017</b>	571	586	-15	3,637	3,769	-132	-147	1	62,062
<b>Q2 2017</b>	538	588	-50	3,575	3,704	-129	-179	-13	62,401
<b>Q3 2017</b>	531	596	-65	3,609	3,555	54	-11	4	62,385
<b>Q4 2017</b>	539	603	-64	3,644	3,442	202	138	0	62,046
<b>Q1 2018</b>	542	575	-33	3,634	3,388	246	213	0	62,275
<b>Q2 2018</b>	519	586	-67	3,711	3,347	364	297	0	62,698
<b>Q3 2018</b>	494	558	-64	3,742	3,359	383	319	0	62,704
<b>Q4 2018</b>	495	543	-48	3,659	3,151	508	460	0	62,506

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

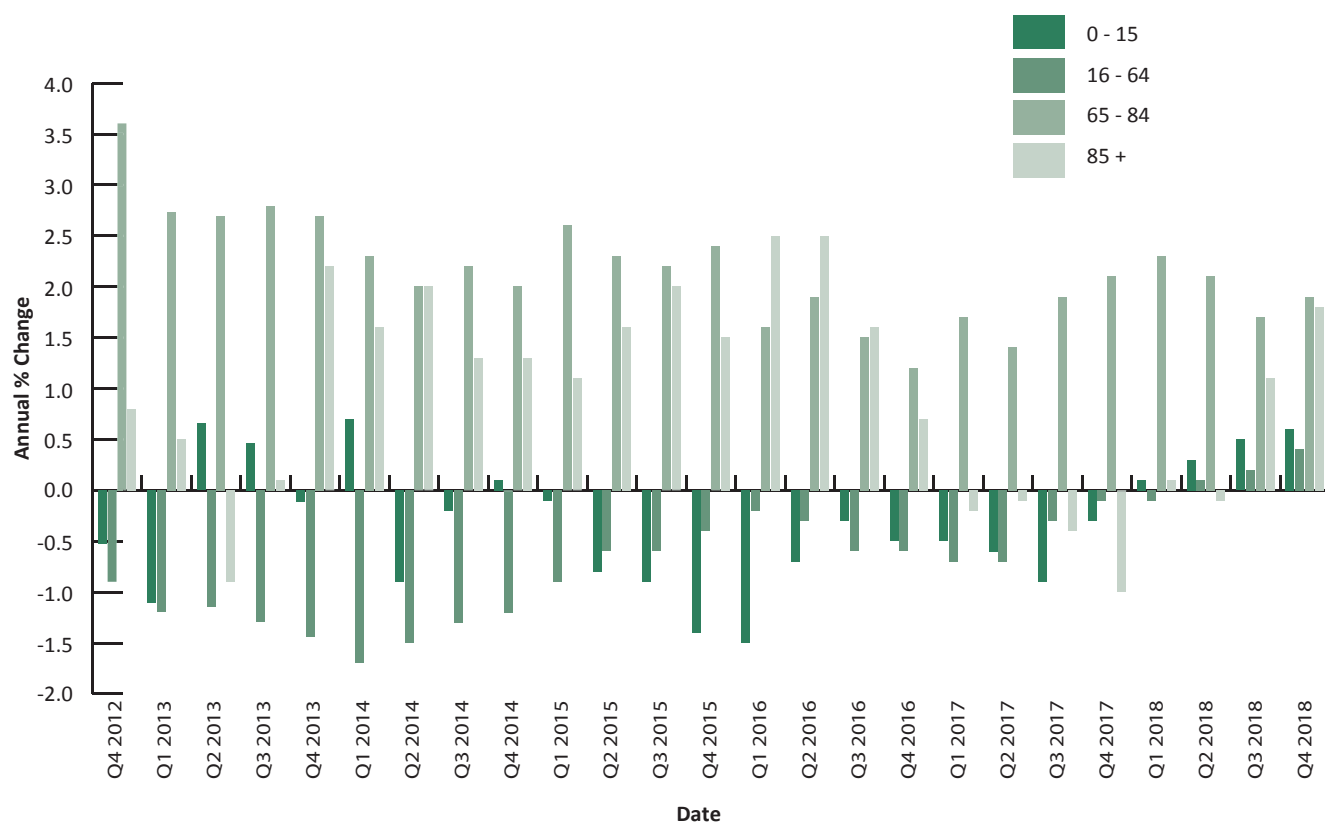


Table 2.2.1 Annual population changes

	0 - 15	Annual % change	16 - 64	Annual % change	65 - 84	Annual % change	85 +	Annual % change
Q3 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	40,293	-0.6	10,364	1.5	1,680	1.6
Q4 2016	9,981	-0.5	39,894	-0.6	10,363	1.2	1,670	0.7
Q1 2017	9,951	-0.5	40,049	-0.7	10,403	1.7	1,659	-0.2
Q2 2017	9,945	-0.6	40,304	-0.7	10,476	1.4	1,676	-0.1
Q3 2017	9,969	-0.9	40,179	-0.3	10,564	1.9	1,673	-0.4
Q4 2017	9,955	-0.3	39,855	-0.1	10,582	2.1	1,654	-1.0
Q1 2018	9,959	0.1	40,017	-0.1	10,638	2.3	1,661	0.1
Q2 2018	9,975	0.3	40,348	0.1	10,701	2.1	1,674	-0.1
Q3 2018	10,022	0.5	40,242	0.2	10,748	1.7	1,692	1.1
Q4 2018	10,016	0.6	40,019	0.4	10,788	1.9	1,683	1.8

## 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
Q4 2016	64.3
Q1 2017	65.5
Q2 2017	65.3
Q3 2017	64.6
Q4 2017	65.9
Q1 2018	65.5
Q2 2018	65.7
Q3 2018	65.7
Q4 2018	66.0

**Table 2.3.2 Percentage of population in employment or full-time education by age at 31st December 2018**

	Female	Male	Total
14 and under	71.4	72.6	72.0
15 to 19	92.6	91.6	92.1
20 to 24	86.3	88.0	87.2
25 to 29	82.5	88.6	85.7
30 to 34	80.4	88.7	84.6
35 to 39	79.6	91.0	85.4
40 to 44	78.9	90.0	84.3
45 to 49	81.3	90.4	85.8
50 to 54	79.5	88.4	83.7
55 to 59	71.5	85.6	78.4
60 to 64	54.5	71.2	63.0
65 to 69	16.4	18.8	17.6
70 to 74	4.4	6.5	5.4
75 to 79	1.7	2.5	2.1
80 to 84	0.3	0.5	0.4
85 and over	0.0	0.0	0.0
<b>Total</b>	61.8	70.4	66.0

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 2018, 66.0% 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 June 2019 (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 2018)

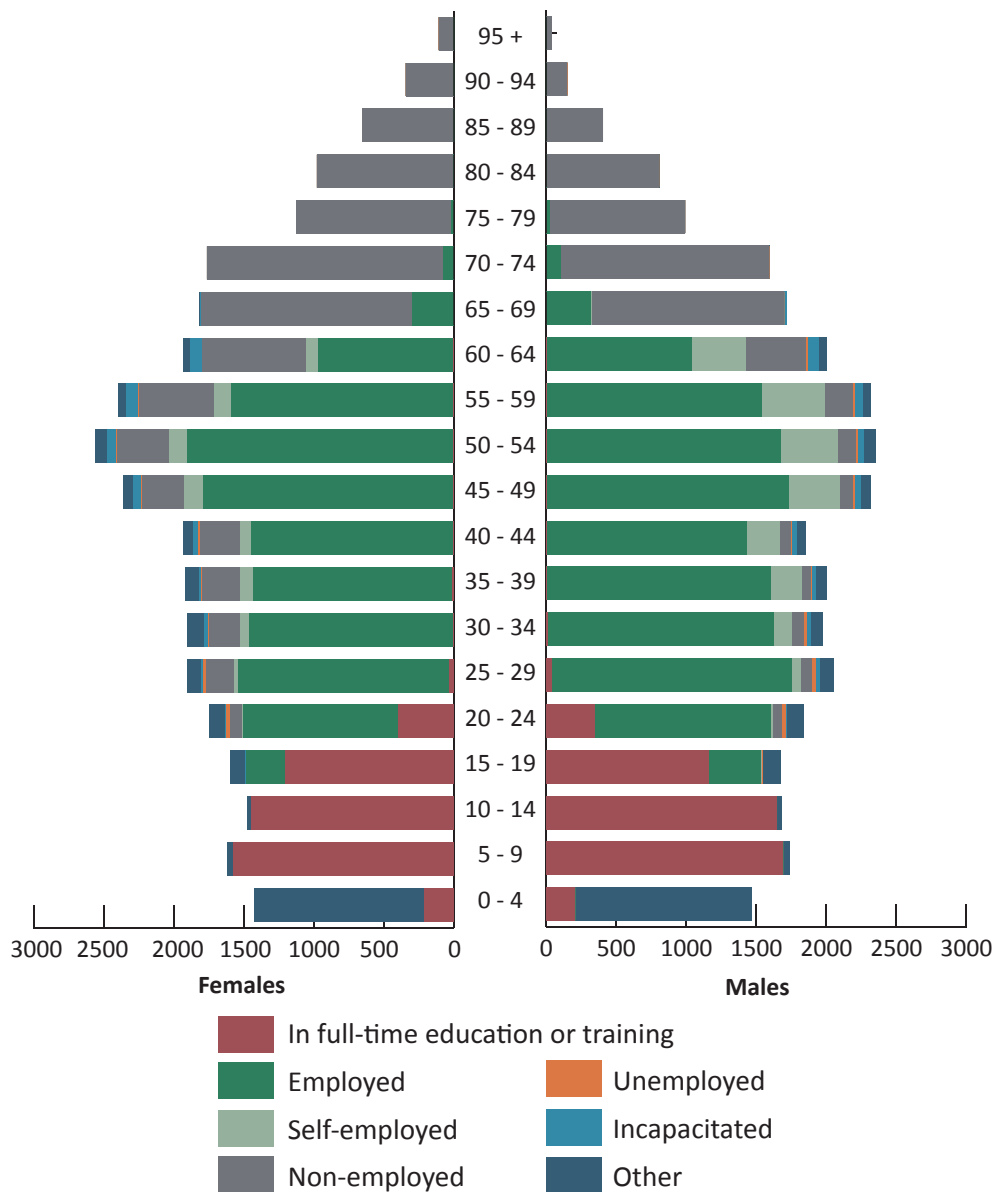


Figure 2.3.1 shows how economic status varies by age group and gender. Overall, 82.6% of the working population (aged 16 to 64 years old) were either in full-time education, employed or self-employed at the end of December 2018. Of those aged between 65 to 74, 11.6% (803 people) were in employment.

People in full-time education are concentrated in the 5 to 24 years old age categories, with a further 70 people aged 25 to 29 years. They are apparent in low numbers up to the age group 60 to 64 years.

Whilst the number of employed females peaks in the 50 to 54 years age group (1,904 people), the 25 to 29 age group has the largest proportion of females in employment (79.5%). For males, the proportion of the population in employment also peaks in the 25 to 29 years age group (83.6%) whilst the number of people employed is highest in the 45 to 49 age category (1,724 people).

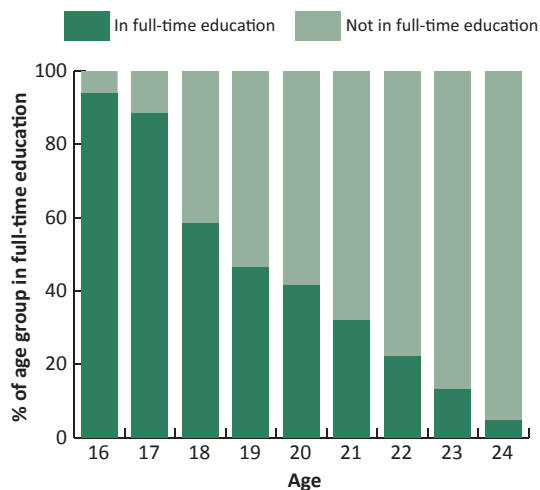
Self-employment is more apparent in males than in females, as is unemployment.

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

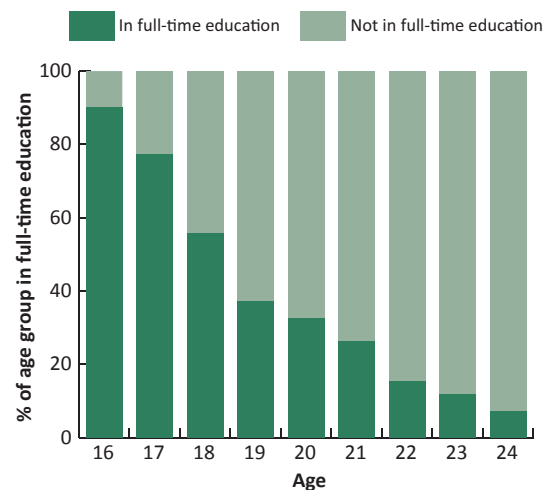
**Table 3.1.1 Percentage of population in full-time education at 31st December 2018 (ages 16-24)**

Age at December 2018	Female	Male	Total
16	93.9	90.2	92.0
17	88.5	77.4	83.1
18	58.5	55.7	57.0
19	46.6	37.3	41.8
20	41.5	32.5	36.6
21	32.1	26.4	29.3
22	22.3	15.5	18.8
23	13.3	12.0	12.7
24	4.7	7.3	6.0

**Figure 3.1.1 Percentage of females in full-time education at 31st December 2018 (ages 16-24)**



**Figure 3.1.2 Percentage of males in full-time education at 31st December 2018 (ages 16-24)**



As at December 2018 92.0% 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 24.

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

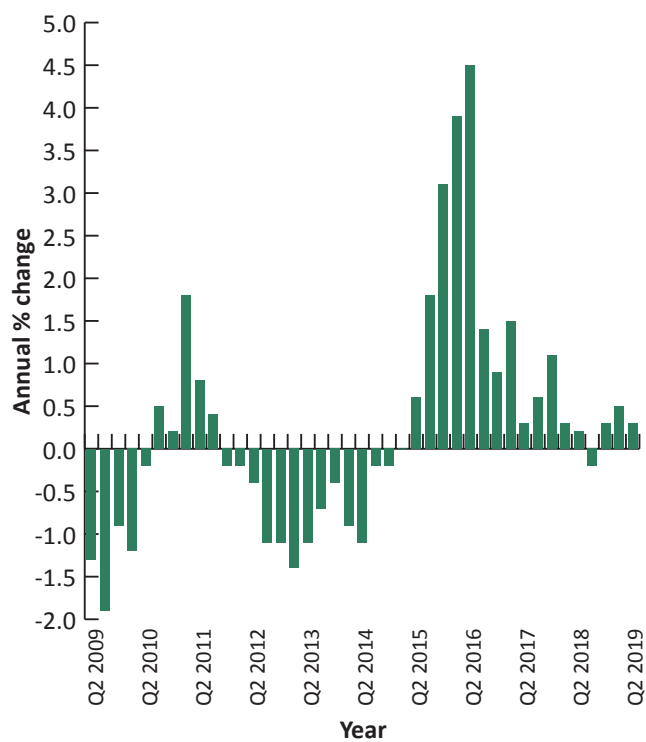


## 4.1 Employment trends

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 30th June 2019. The number of employed people increased by 0.5% and the number of self-employed decreased by 1.6%.

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
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
Q1 2019	0.8	-1.8	0.5
Q2 2019	0.5	-1.6	0.3

## 4.2 Employment by age and gender

**Table 4.2.1 Employment status by age group at 30th June 2019**

	Employed			Self-employed			Total in employment
	Female	Male	Total	Female	Male	Total	
<b>14 and under</b>	-	-	-	-	-	-	-
<b>15 to 19</b>	207	298	505	*	*	*	506
<b>20 to 24</b>	1,128	1,272	2,400	5	11	16	2,416
<b>25 to 29</b>	1,543	1,756	3,299	30	64	94	3,393
<b>30 to 34</b>	1,508	1,693	3,201	66	122	188	3,389
<b>35 to 39</b>	1,419	1,596	3,015	96	211	307	3,322
<b>40 to 44</b>	1,463	1,450	2,913	85	235	320	3,233
<b>45 to 49</b>	1,793	1,683	3,476	138	357	495	3,971
<b>50 to 54</b>	1,883	1,711	3,594	122	405	527	4,121
<b>55 to 59</b>	1,608	1,557	3,165	130	444	574	3,739
<b>60 to 64</b>	1,020	1,060	2,080	79	417	496	2,576
<b>65 to 69</b>	285	346	631	*	*	*	634
<b>70 to 74</b>	81	101	182	-	-	-	182
<b>75 and over</b>	27	35	62	-	-	-	62
<b>16 to 64</b>	13,572	14,076	27,648	751	2,267	3,018	30,666
<b>65 to 84</b>	393	481	874	*	*	*	877
<b>85 and over</b>	*	*	*	-	-	-	*
<b>Total</b>	13,965	14,558	28,523	751	2,270	3,021	31,544

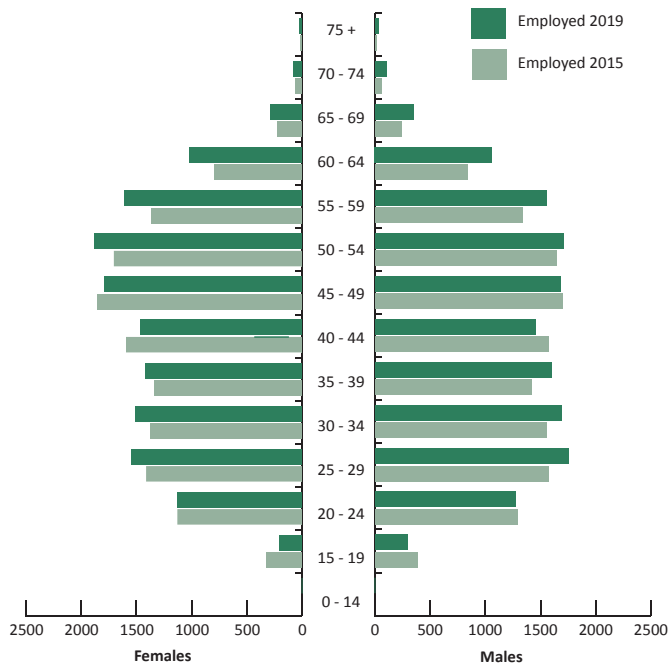
\* In instances where there are fewer than five people in any one age category, only the total number of employed or self-employed people is presented.

At 30th June 2019, 31,544 people were either employed or self-employed in Guernsey, of whom 877 people (2.8%) were aged between 65 and 84 years (see [Table 4.2.1](#)). This age bracket accounted for 3.1% of employed people and 0.1% of self-employed people.

Of the 27,648 employed people aged 16 to 64 at the end of June 2019, 13,572 (49.1%) were female and 14,076 (50.9%) were male. This compares to 751 self-employed females and 2,267 males, which equates to 24.9% and 75.1% of the 3,018 total for that age group.

## 4.2 Employment by age and gender

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

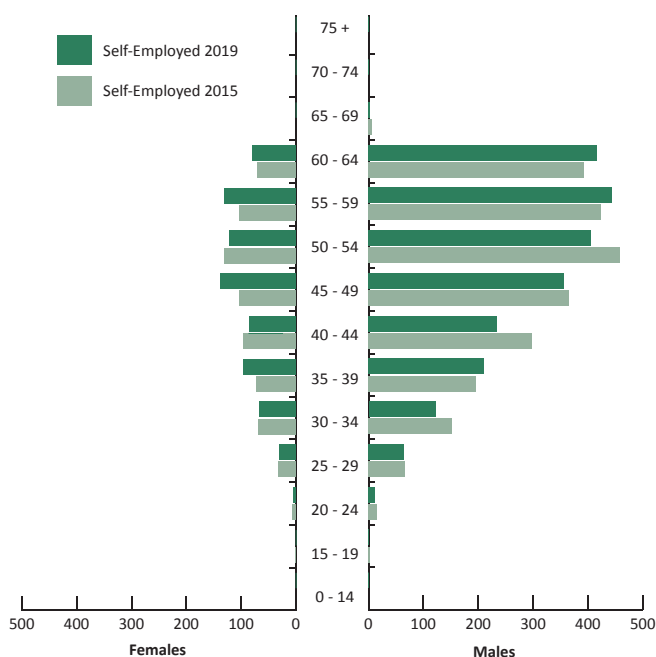


The difference in the proportions of employed and self-employed people between June 2015 and June 2019 can be seen in **Figures 4.2.1 and 4.2.2** respectively.

**Figure 4.2.1** shows that there were more males employed in June 2019 than in June 2015 across all age groups other than ages 15 to 24 and 40 to 49. There was also an increase in the number of females employed in June 2019 across all age groups except for ages 15 to 24 and 40 to 49 where a higher number were employed in June 2015. The 55 to 59 age category saw the largest increase in employment for both females and males.

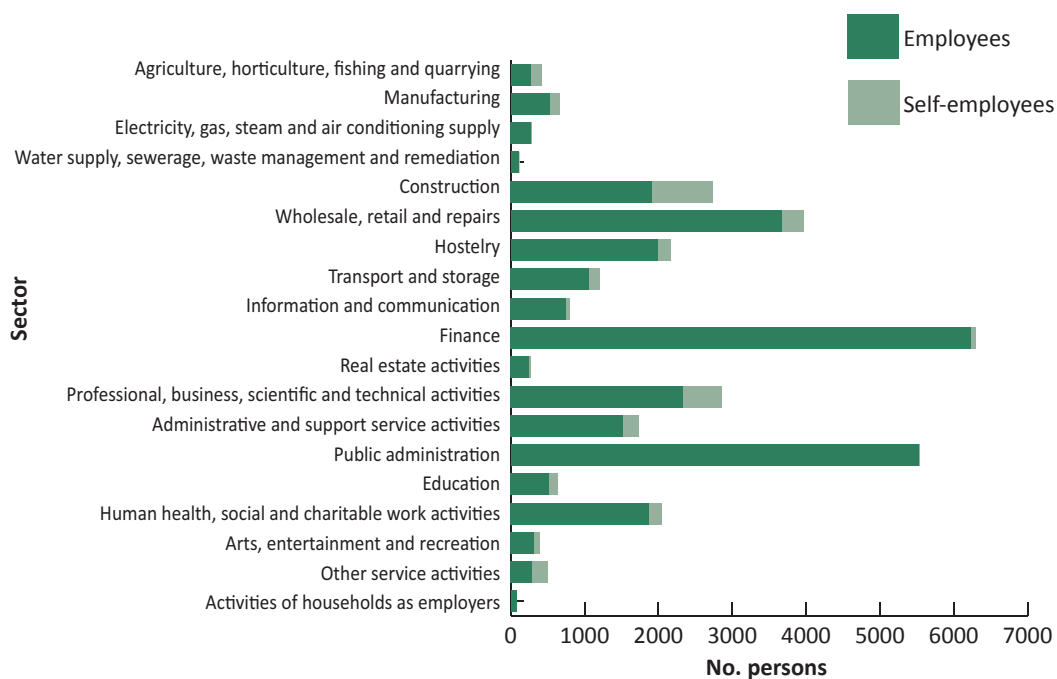
As can be seen in **Figure 4.2.2**, self-employment is more apparent in males than in females. The largest increase in self-employment was in the 45 to 49 age category for females and the 60 to 64 age category for males. The 40 to 44 age category saw the largest decrease in self-employment between June 2015 and June 2019 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 2019**



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.

As shown in **Figure 4.3.1** and **Table 4.3.1**, the Finance sector was the largest employer in June 2019, accounting for 19.2% of total employment, or 6,297 people, 6,235 of whom were employed and 62 of whom were self-employed. The Construction sector had the largest number of self-employed people in June 2019 (826 people), representing 30.1% of the sector and 25.4% of self-employed people overall.

## 4.3 Employment by economic sector

**Table 4.3.1 Employment by economic sector at 30th June 2019**

	Employees			Self-employees			Total no. in employment	% of total for all sectors
	Female	Male	Total	Female	Male	Total		
Agriculture, horticulture, fishing and quarrying	89	178	267	24	135	159	426	1.3
Manufacturing	155	368	523	33	104	137	660	2.0
Electricity, gas, steam and air conditioning supply	49	226	275	-	8	8	283	0.9
Water supply, sewerage, waste management and remediation activities	13	91	104	-	16	16	120	0.4
Construction	123	1,793	1,916	16	810	826	2,742	8.4
Wholesale, retail and repairs	1,661	2,009	3,670	74	231	305	3,975	12.1
Hostelry	809	1,178	1,987	65	122	187	2,174	6.6
Transport and storage	254	805	1,059	12	126	138	1,197	3.7
Information and communication	193	555	748	11	36	47	795	2.4
Finance	3,366	2,869	6,235	9	53	62	6,297	19.2
Real estate activities	138	108	246	*	*	21	267	0.8
Professional, business, scientific and technical activities	1,254	1,079	2,333	148	370	518	2,851	8.7
Administrative and support service activities	662	858	1,520	25	183	208	1,728	5.3
Public administration	3,403	2,119	5,522	10	16	26	5,548	17.0
Education	382	134	516	90	31	121	637	1.9
Human health, social and charitable work activities	1,503	369	1,872	82	93	175	2,047	6.3
Arts, entertainment and recreation	156	161	317	31	48	79	396	1.2
Other service activities	230	60	290	155	56	211	501	1.5
Activities of households as employers	50	27	77	*	*	*	79	0.2
<b>Total for all sectors</b>	<b>14,490</b>	<b>14,987</b>	<b>29,477</b>	<b>790</b>	<b>2,456</b>	<b>3,246</b>	<b>32,723</b>	<b>100.0</b>

**Table 4.3.2 Employment within the Finance sector at 30th June 2019**

	Total no. in employment	% of total Finance sector
Banking	1,853	29.4
Fiduciary	1,784	28.3
Funds	1,330	21.1
Insurance	783	12.4
Other	547	8.7
<b>Total</b>	<b>6,297</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 6,297 people employed within the Finance sector, 1,853 people (29.4%) worked in banking, 1,784 people (28.3%) were employed by Fiduciaries and 1,330 people worked in sub-sectors relating to Funds at the end of June 2019.

## 4.4 Employment by sector trends

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

	Annual % change								
	2017 Q2	2017 Q3	2017 Q4	2018 Q1	2018 Q2	2018 Q3	2018 Q4	2019 Q1	2019 Q2
Agriculture, horticulture, fishing and quarrying	0.7	-2.2	2.4	1.2	2.2	2.5	0.5	-2.8	-9.6
Manufacturing	0.3	1.5	1.5	-0.5	-0.9	-1.2	-1.8	1.1	0.2
Electricity, gas, steam and air conditioning supply	0.7	-3.0	-1.7	3.8	3.1	0.7	1.4	-4.7	-5.7
Water supply, sewerage, waste management and remediation activities	14.9	16.5	0.9	-2.6	-0.9	-4.2	1.7	2.7	4.3
Construction	-1.2	-1.2	0.4	1.1	0.5	-0.7	-1.5	0.7	-1.0
Wholesale, retail and repairs	-1.3	-0.7	-1.3	-1.9	0.2	0.4	0.6	-0.3	-0.9
Hostelry	-0.7	-5.1	-0.7	-0.7	-3.0	1.7	-0.2	-0.9	0.7
Transport and storage	-3.7	0.2	3.4	1.2	1.1	-1.0	-3.2	-2.3	0.4
Information and communication	-0.4	-2.9	-4.8	-1.0	0.5	2.2	5.5	4.0	2.1
Finance	-0.1	-1.9	-1.6	0.5	-1.1	0.9	1.5	0.9	1.2
Real estate activities	-2.9	-5.1	-8.2	-3.0	-1.5	-0.8	0.4	1.9	0.8
Professional, business, scientific and technical activities	1.2	1.6	1.9	1.6	1.0	1.9	0.5	0.1	0.6
Administrative and support service activities	5.9	2.3	1.4	2.8	1.9	6.0	4.1	-1.8	-2.0
Public administration	0.3	2.4	1.0	-0.1	0.4	0.2	0.3	1.6	0.7
Education	3.5	5.0	1.6	-0.7	0.0	0.7	2.9	6.4	3.6
Human health, social and charitable work activities	8.7	11.1	9.5	1.8	0.9	-0.4	1.0	2.0	3.6
Arts, entertainment and recreation	8.7	3.7	1.4	-3.2	-8.8	-7.9	-0.3	-1.7	8.5
Other service activities	1.0	0.4	2.9	1.6	0.6	-0.2	-5.5	-3.7	-3.5
Activities of households as employers	-7.9	-8.1	12.0	-14.6	-8.5	-2.5	-3.6	12.9	5.3

Figure 4.4.1 shows that the Agriculture, horticulture, fishing and quarrying sector had the largest decrease in employment for the year ending June 2019 (9.6%). The Arts, entertainment and recreation sector showed the largest annual increase (8.5%).

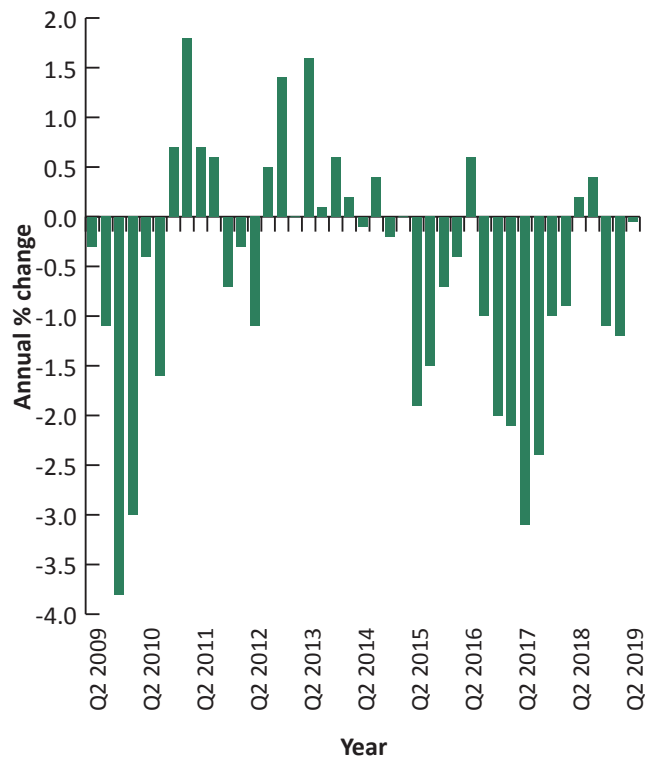
## 5.1 Employer trends

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** 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**, there was a decrease of 0.05% in the number of employing organisations for the year ending 30th June 2019.

**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
Q2 2015	-1.9
Q3 2015	-1.5
Q4 2015	-0.7
Q1 2016	-0.4
Q2 2016	0.6
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
Q1 2019	-1.2
Q2 2019	0.0

Figures rounded to 1 decimal place

## 5.2 Employers by economic sector and size

**Table 5.2.1 Employers by economic sector and size at 30th June 2019**

	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	15	23	7	2	1	1	0	0	49
Manufacturing	20	18	14	8	2	1	1	0	64
Electricity, gas, steam and air conditioning supply	2	3	2	0	0	1	1	0	9
Water supply, sewerage, waste management and remediation activities	6	5	1	1	0	1	0	0	14
Construction	111	120	53	33	6	1	2	0	326
Wholesale, retail and repairs	66	136	75	23	17	11	4	1	333
Hostelry	28	73	34	30	5	11	0	0	181
Transport and storage	23	21	7	10	4	2	2	0	69
Information and communication	17	21	10	4	7	1	1	0	61
Finance	72	104	41	59	30	17	13	2	338
Real estate activities	13	20	4	7	1	0	0	0	45
Professional, business, scientific and technical activities	50	52	24	20	3	7	4	1	161
Administrative and support service activities	43	44	16	19	13	1	2	0	138
Public administration	5	8	1	2	0	0	1	1	18
Education	6	8	2	5	1	2	2	0	26
Human health, social and charitable work activities	38	48	31	16	12	7	3	0	155
Arts, entertainment and recreation	23	19	8	10	1	0	0	0	61
Other service activities	50	34	11	1	1	0	0	0	97
Activities of households as employers	18	11	4	0	0	0	0	0	33
<b>Total</b>	<b>606</b>	<b>768</b>	<b>345</b>	<b>250</b>	<b>104</b>	<b>64</b>	<b>36</b>	<b>5</b>	<b>2,178</b>

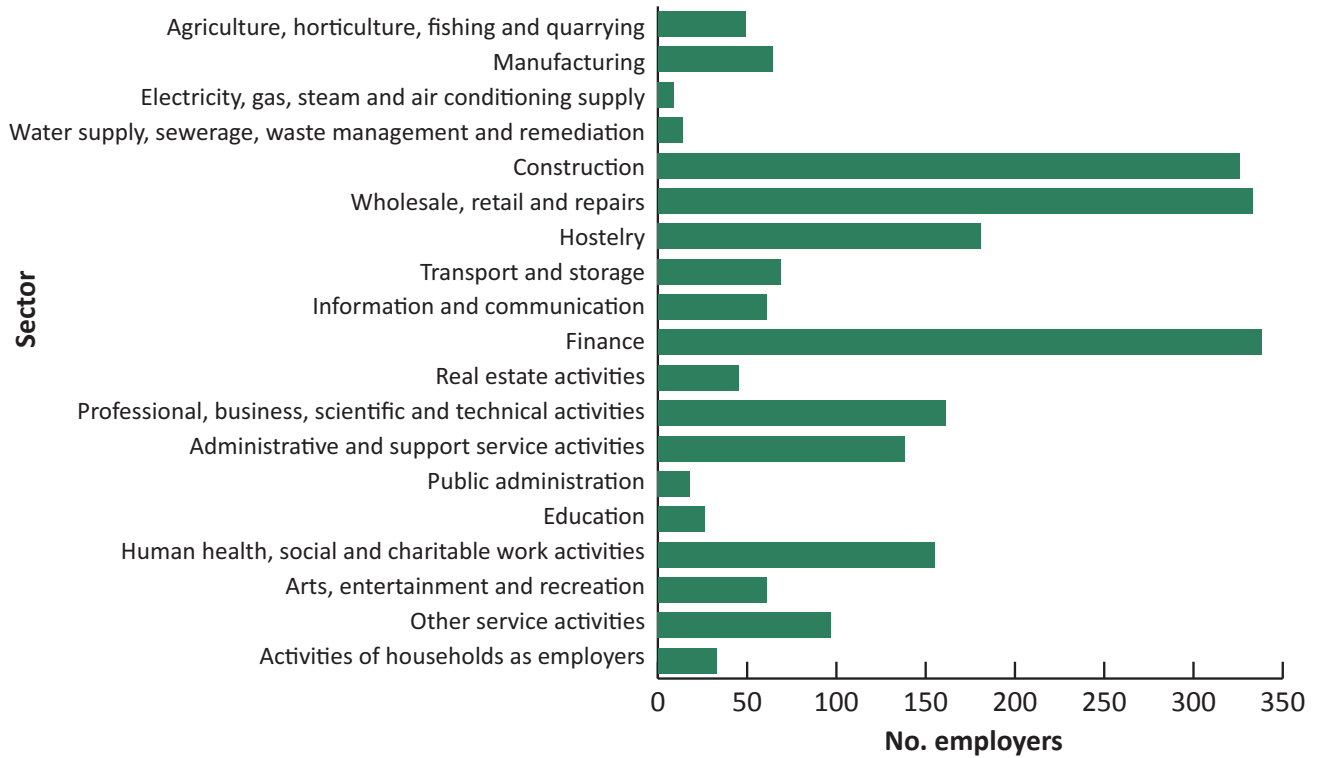
**Table 5.2.1** and **Figure 5.2.1** show the number of employers broken down by economic sector and by the number of employees as at 30th June 2019. They are sourced from the Rolling Electronic Census.

The Construction sector had the highest number of employing organisations (231) with fewer than six employees. The Finance sector had the highest number of employing organisations with more than 50 employees (32 employers). There were five organisations employing more than 250 people at the end of June 2019.



## 5.2 Employers by economic sector and size

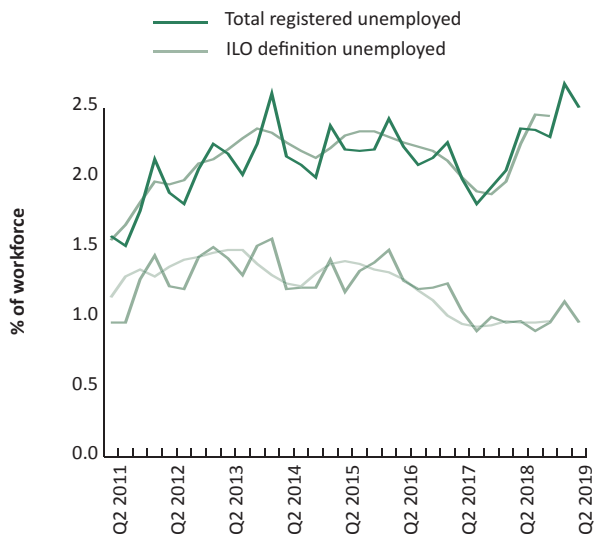
Figure 5.2.1 Employers by economic sector at 30th June 2019



As shown above in **Figure 5.2.1**, the Construction, Wholesale, retail and repairs and Finance sectors had the largest numbers of employers (326, 333 and 338 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 296 people registered as unemployed using the International Labour Office (ILO) definition of unemployment<sup>1</sup> in June 2019, 4 less people than in June 2018.

The registered unemployment rate using the ILO definition was 1.0% at the end of June 2019, the same as at the same time 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 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
Q1 2019	341	1.1	819	2.7
Q2 2019	296	1.0	771	2.5

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

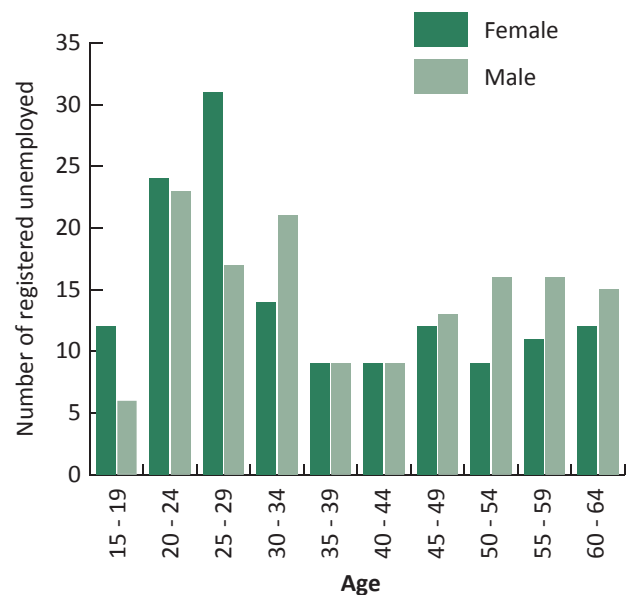
The number of men unemployed (by ILO definitions) in June 2019 was greater than the number of women registered unemployed across the 30 to 34 and 45 to 64 age categories (see **Figure 6.1.2**). There were more females unemployed than males in age bands 15 to 29. Of the people registered unemployed, using the ILO definitions, 49.5% were women. This is the highest proportion of women since records began in 2015.

The age group with the highest number of registered unemployed people was the 25-29 category. There were 31 unemployed females and 17 males in this group in June 2019. The 25 to 29 age group accounted for the highest portion (21.7%) of unemployed women. The 20 to 24 age group accounted for the highest portion of unemployed men (15.8%).

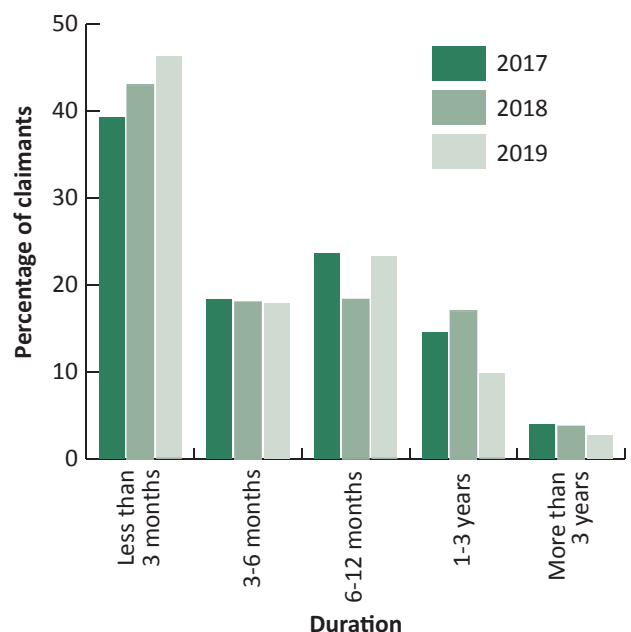
The Youth Unemployment rate is a measure of the number of young people who are unemployed, expressed as a percentage of the youth labour force, which is monitored by jurisdictions worldwide. The Youth Unemployment rate in Guernsey (defined as young people aged 16-24 years) in June 2019 was 1.0% overall. The rate for females was 1.2% and for males was 0.9%. This is the first time the female youth unemployment rate has exceeded the male youth unemployment rate since records began in 2015.

Of the registered unemployed people who called into Social Security in the snapshot week at the end of June 2019, 17.9% had been registered unemployed for between three and six months at that time (see **Figure 6.1.3**). 12.5% of claimants had been registered unemployed for more than a year compared with 20.7% the previous year and 18.7% in 2017.

**Figure 6.1.2 Unemployment by age and gender at 30th June 2019**



**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 quarter**

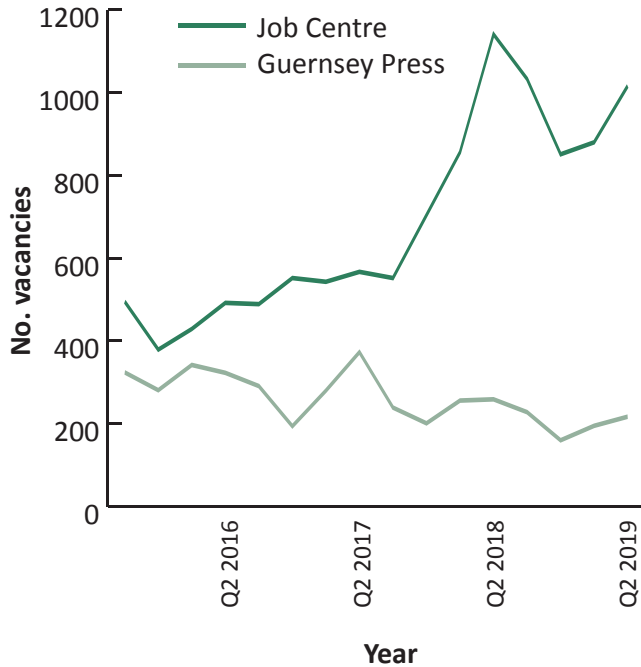


Figure 6.2.1 shows the number of vacancies placed with the Guernsey Job Centre and the Guernsey Press (paper only, excluding online advertising) each quarter. Although this is not a complete representation of the total number of vacancies in the island, it does provide an indication of the strength of the employment market up until 30th June 2019.

It can be seen that the number of vacancies advertised with the Job Centre and the Guernsey Press increased between Q1 2019 and Q2 2019 although not reaching the peak seen at the Job Centre in Q2 2018.

## 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 2.8% between the year ending June 2018 and the year ending June 2019, from £32,722 to £33,622.

The lower and upper quartile earnings for the quarter ending 30th June 2019 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 3.1% between the years ending 30th June 2018 and 30th June 2019, whilst the upper quartile earnings increased by 2.3%.

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 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
Q1 2019	33,530	3.8
Q2 2019	33,622	2.8

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

Date	Four quarter average earnings (£)	Annual % change
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
Q1 2019	23,188	4.0
Q2 2019	23,280	3.1

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

Date	Four quarter average earnings (£)	Annual % change
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
Q1 2019	49,298	3.4
Q2 2019	49,381	2.3

## 7.2 Earnings (real)

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

Date	Four quarter average earnings (£)	Annual % change
Q4 2017	33,720	-0.6
Q1 2018	33,313	-0.3
Q2 2018	33,335	0.0
Q3 2018	33,649	0.0
Q4 2018	34,016	0.9
Q1 2019	33,874	1.7
Q2 2019	33,622	0.9

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

Date	Four quarter average earnings (£)	Annual % change
Q4 2017	23,238	-0.8
Q1 2018	23,001	-0.2
Q2 2018	23,003	0.0
Q3 2018	23,258	0.3
Q4 2018	23,525	1.2
Q1 2019	23,427	1.8
Q2 2019	23,280	1.2

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

Date	Four quarter average earnings (£)	Annual % change
Q4 2017	49,595	-0.8
Q1 2018	49,152	0.1
Q2 2018	49,170	0.5
Q3 2018	49,545	0.1
Q4 2018	50,059	0.9
Q1 2019	49,805	1.3
Q2 2019	49,381	0.4

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 2019 prices.

Median annual earnings, in real terms, were 0.9% higher over the year ending June 2019 than over the year ending June 2018 (see [Table 7.2.1](#)).

Lower quartile earnings increased by 1.2% in real terms between the years ending June 2018 and June 2019, compared with an increase of 0.4% 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.

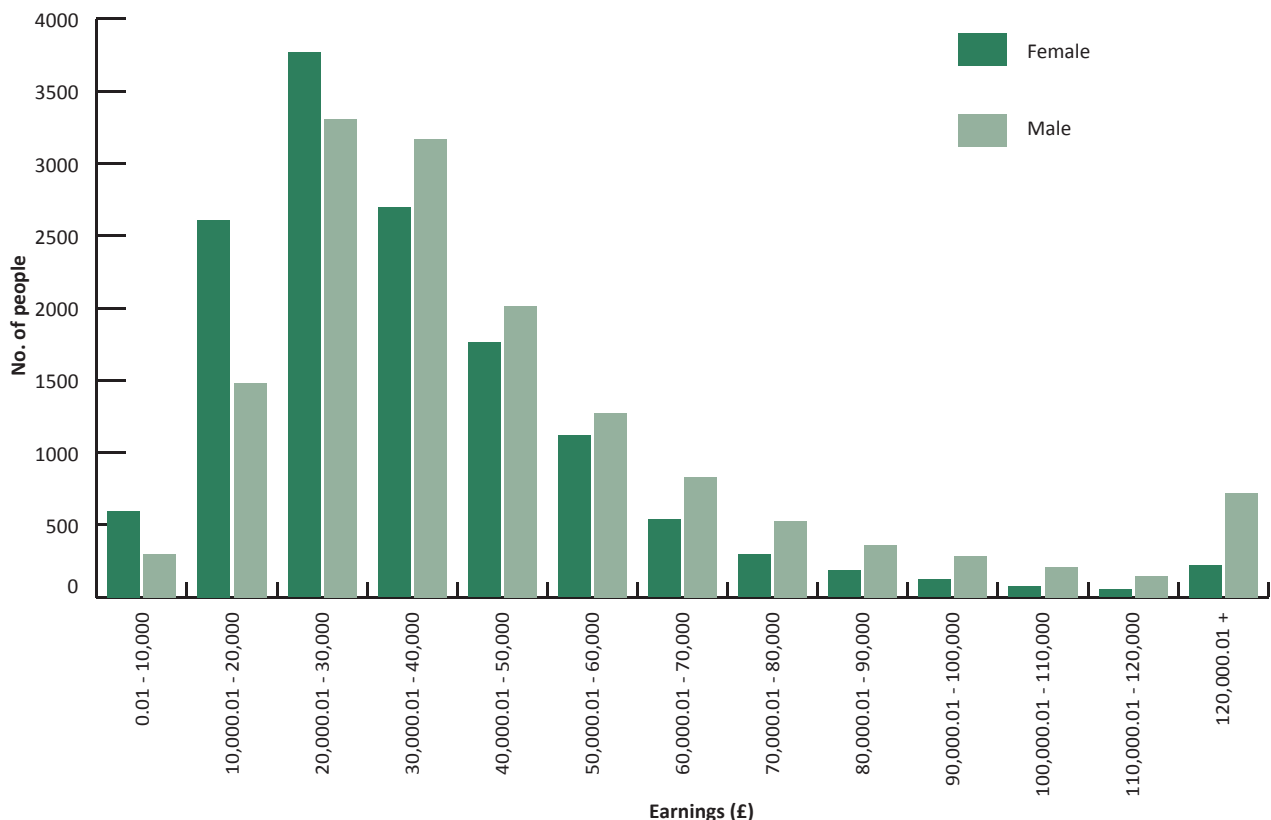
At the end of June 2019, the four quarter median average earnings for females was £30,330 (3.1% higher than a year earlier) and for males was £36,780 (2.4% higher than a year earlier).

**Figure 7.3.1** shows the number of employees in each earning band, averaged from June 2018 to June 2019. 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
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
Q1 2019	30,251	36,650	4.3	3.0
Q2 2019	30,330	36,780	3.1	2.4

**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 2019**

	Median earnings (£)	Lower quartile earnings (£)	Upper quartile earnings (£)
Agriculture, horticulture, fishing and quarrying	28,966	20,508	39,219
Manufacturing	27,874	20,132	36,129
Electricity, gas, steam and air conditioning supply	38,795	31,209	54,234
Water supply, sewerage, waste management and remediation activities	32,502	25,801	39,492
Construction	33,642	25,734	41,278
Wholesale, retail and repairs	23,344	16,711	32,405
Hostelry	20,774	17,261	25,921
Transport and storage	31,220	22,443	41,118
Information and communication	39,220	26,792	60,074
Finance	46,427	31,358	70,465
Real estate activities	36,083	24,416	56,481
Professional, business, scientific and technical activities	43,103	29,367	66,755
Administrative and support service activities	30,023	20,321	41,743
Public administration	36,229	25,397	49,525
Education	27,468	19,421	47,919
Human health, social and charitable work activities	24,724	17,509	34,589
Arts, entertainment and recreation	24,502	17,664	35,793
Other service activities	20,049	15,033	27,270
Activities of households as employers	21,753	14,930	28,754

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

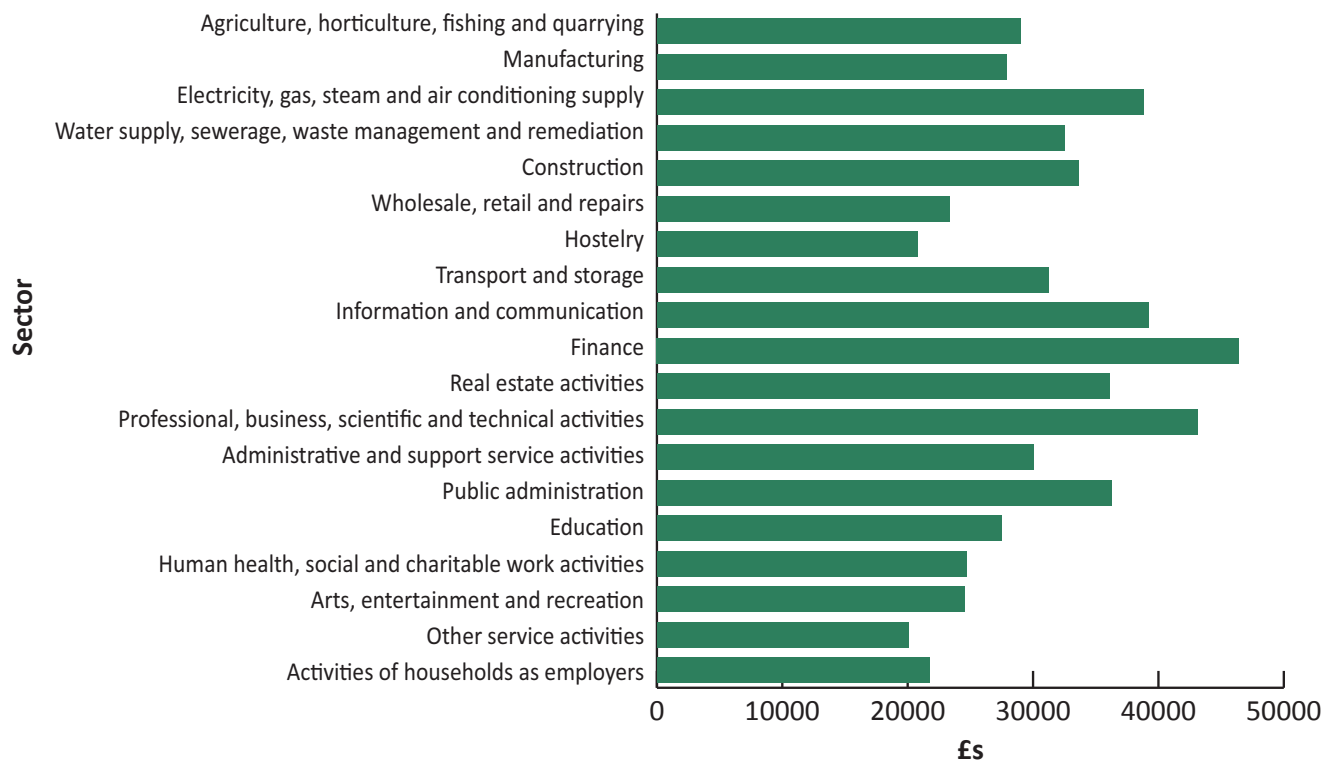
People employed within the Finance sector had the highest four quarter average median earnings (£46,427) at the end of June 2019. This was 38.1% higher than the overall median. The upper quartile earnings in the Finance sector were 42.7% higher than the overall upper quartile earnings during the same period.

The Other service activities sector had the lowest four quarter average median earnings (£20,049) at the end of June 2019, which was 40.4% lower than the overall median.



## 7.4 Earnings by economic sector

Figure 7.4.1 Four quarter average earnings as at 30th June 2019



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).

### The Economic Statistics (Guernsey and Alderney) Law, 2019

On 4th September 2019, the Economic Statistics (Guernsey and Alderney) Law was approved by the States of Guernsey (see <https://www.gov.gg/article/172311/The-Economic-Statistics-Guernsey-and-Alderney-Law-2019>). The new legislation will allow controlled sharing of some of the data collected for Income Tax purposes with the Data & Analysis service, so companies do not need to provide the same information twice. The new legislation will also enable the Data & Analysis service to run a regular business census to fill the remaining data gaps. This is expected to begin in 2021 at the earliest. The additional information sought is as follows:

- Separation of information from employers on wages paid to current employees from pensions paid to past employees
- Value of employer contributions to occupational / secondary pension schemes

This should enable calculation of the median wage for full time employees, the number of people paid the minimum wage and the number of households with adults all working full time that are still below the relative income poverty threshold. Additional information will be included in this bulletin and other Data & Analysis publications when it becomes available.

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