

# Guernsey Quarterly Population, Employment and Earnings Bulletin

Population at 30th June 2019

Employment and Earnings at 31st December 2019

Issue date 30th April 2020

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 information on economic status and employment by economic sector. The final section shows median earnings of employees. All are compiled using data collated by the Rolling Electronic Census IT System. As the system is almost entirely automated and Data & Analysis staff are able to work from home, production of this report has not been impacted by the measures currently in place to slow the spread of coronavirus.

The figures contained in this report relate to 2019 and earlier, but future editions will show the impacts of the coronavirus (and measures introduced in March 2020 to slow its spread) on the Island's population, employment and earnings.

## 1.2 Headlines

- Guernsey's total population increased by 0.7% (469 people) over the year ending 30th June 2019. Over the years ending 30th June 2016, 2017 and 2018, the annual changes were 0.1%, -0.3% and 0.5% respectively.
- There was a natural decrease of 10 people and net migration of 479 people over the year ending 30th June 2019.
- There was an increase of 0.5% in the number of people in the 16 to 64 age group during the year ending 30th June 2019, this is the largest annual increase in this age group since March 2011. There were increases of 2.0% and 3.0% in the number of people in the 65 to 84 and 85 and over age groups respectively during the year ending 30th June 2019. The number of people aged 0 to 15 decreased by 0.1%.
- 65.6% of the total population were in full time education or were employed or self employed, at least part time in June 2019.
- In December 2019, 31,360 people were employed or self-employed in Guernsey. 3,014 people were self-employed and 28,346 people worked for an employer (9.6% and 90.4% respectively). This compares to 28,274 employed and 3,030 self-employed people in December 2018.
- There were 2,158 employing organisations in Guernsey in December 2019, 0.4% more than in December 2018.
- The Finance sector provided 6,111 employment roles (from zero hours to full time contracts) in December 2019 (18.7% of the total).
- Median earnings as at 31st December 2019 were £34,160 which, compared with a year earlier, was 2.7% higher in nominal terms and 0.4% 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 469 people (0.7%) over the year ending 30th June 2019.

**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 2019 was 10 and the net migration was 479.

There were 512 births during the year ending 30th June 2019 (see **Table 2.1.2** on **page 4**). This is the lowest annual figure for years ending in June since records began in 2008.

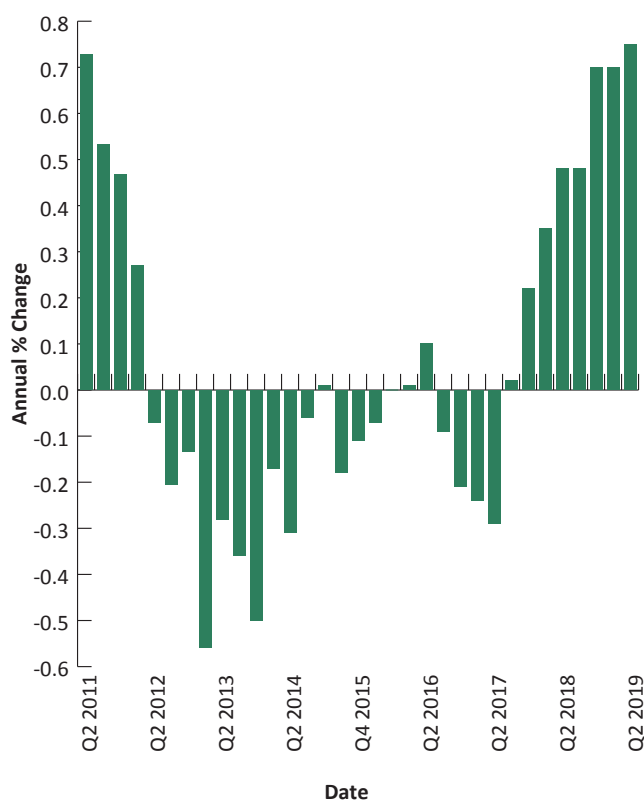
Annual population changes by age groups are given on **page 5**.

During the year ending 30th June 2019 there was a decrease of 0.1% in the 0 to 15 age group. There was a 0.5% 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 increased by 2.0% whilst the number of people aged 85 and over showed the largest annual increase (3.0%).

**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 2016	64	0.1
Q3 2016	-56	-0.1
Q4 2016	-131	-0.2
Q1 2017	-148	-0.2
Q2 2017	-182	-0.3
Q3 2017	15	0.0
Q4 2017	135	0.2
Q1 2018	217	0.3
Q2 2018	297	0.5
Q3 2018	297	0.5
Q4 2018	434	0.7
Q1 2019	435	0.7
Q2 2019	469	0.7

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



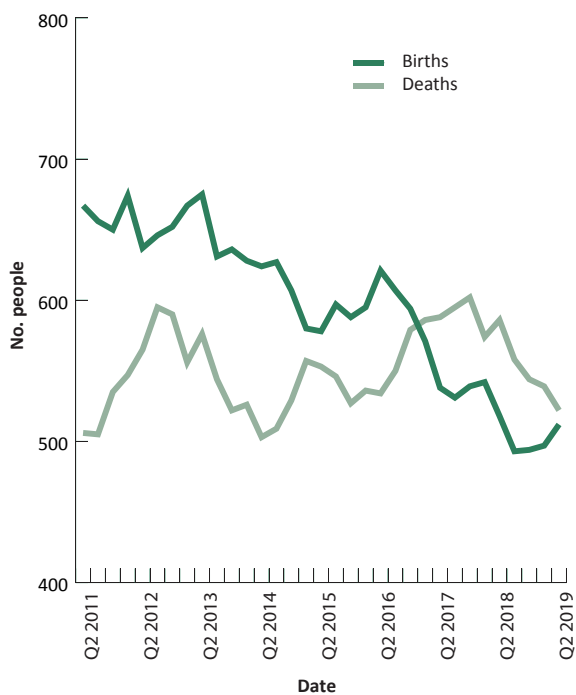
## 2.1 Population - Annual changes

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

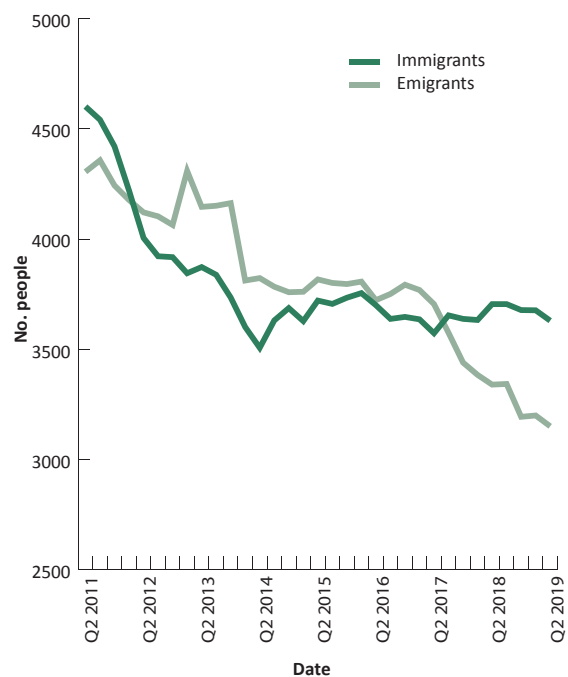
	Births	Deaths	Natural increase	Immigration	Emigration	Net migration	Natural increase and net migration	Net admin changes	Total population at end of quarter
<b>Q2 2016</b>	621	534	87	3,700	3,723	-23	64	-14	62,593
<b>Q3 2016</b>	607	550	57	3,638	3,751	-113	-56	-15	62,392
<b>Q4 2016</b>	594	579	15	3,647	3,793	-146	-131	-7	61,908
<b>Q1 2017</b>	571	586	-15	3,636	3,769	-133	-148	46	62,106
<b>Q2 2017</b>	538	588	-50	3,573	3,705	-132	-182	19	62,430
<b>Q3 2017</b>	531	595	-64	3,654	3,575	79	15	36	62,443
<b>Q4 2017</b>	539	602	-63	3,638	3,440	198	135	32	62,075
<b>Q1 2018</b>	542	574	-32	3,633	3,384	249	217	-13	62,310
<b>Q2 2018</b>	518	586	-68	3,705	3,340	365	297	0	62,727
<b>Q3 2018</b>	493	558	-65	3,705	3,343	362	297	0	62,740
<b>Q4 2018</b>	494	544	-50	3,678	3,194	484	434	0	62,509
<b>Q1 2019</b>	497	539	-42	3,677	3,200	477	435	0	62,745
<b>Q2 2019</b>	512	522	-10	3,630	3,151	479	469	0	63,196

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

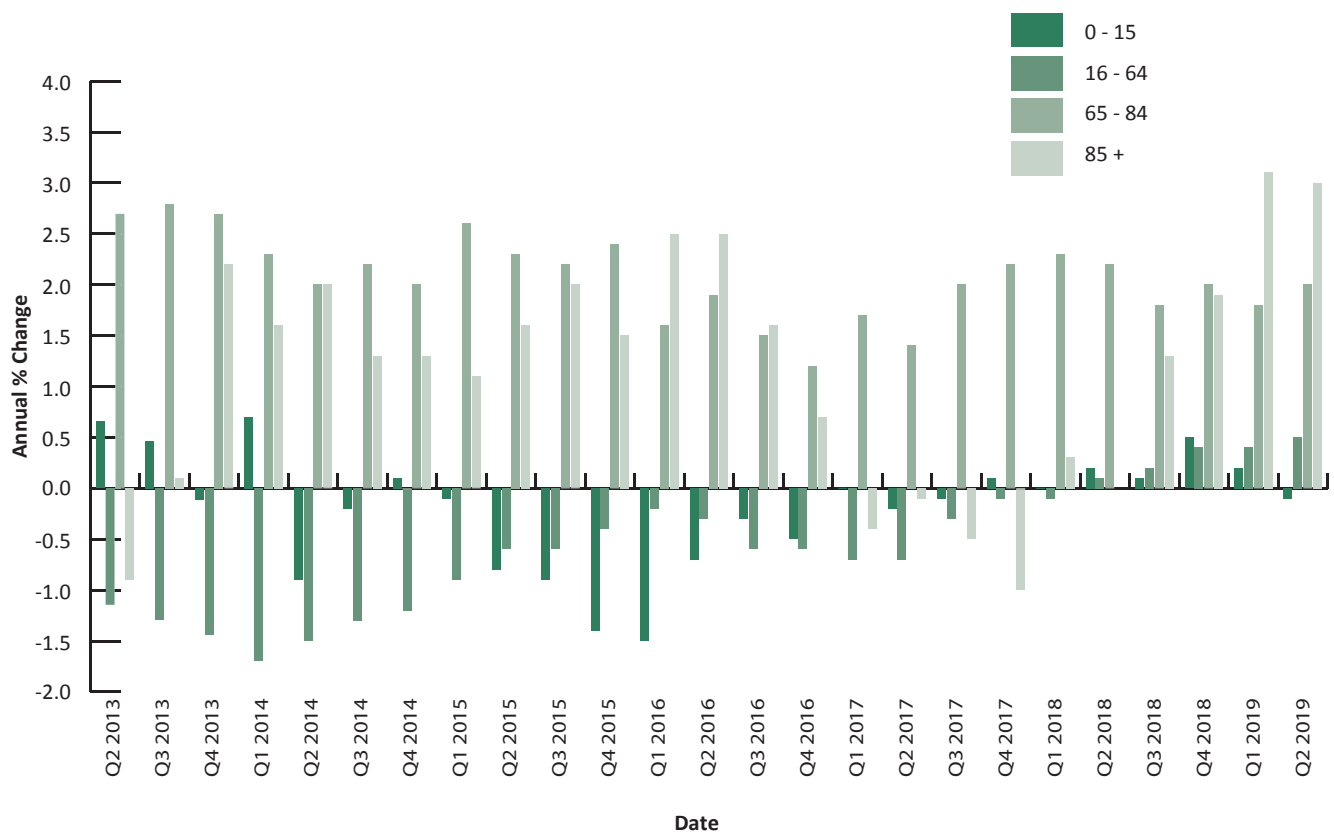


Table 2.2.1 Annual population changes

	0 - 15	Annual % change	16 - 64	Annual % change	65 - 84	Annual % change	85 +	Annual % change
Q2 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	10,001	0.0	40,042	-0.7	10,406	1.7	1,657	-0.4
Q2 2017	9,982	-0.2	40,294	-0.7	10,479	1.4	1,675	-0.1
Q3 2017	10,045	-0.1	40,158	-0.3	10,568	2.0	1,672	-0.5
Q4 2017	9,995	0.1	39,837	-0.1	10,589	2.2	1,654	-1.0
Q1 2018	9,999	0.0	40,001	-0.1	10,648	2.3	1,662	0.3
Q2 2018	10,006	0.2	40,333	0.1	10,713	2.2	1,675	0.0
Q3 2018	10,056	0.1	40,229	0.2	10,761	1.8	1,694	1.3
Q4 2018	10,042	0.5	39,981	0.4	10,801	2.0	1,685	1.9
Q1 2019	10,016	0.2	40,179	0.4	10,837	1.8	1,713	3.1
Q2 2019	9,995	-0.1	40,553	0.5	10,922	2.0	1,726	3.0

## 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
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
Q1 2019	65.7
Q2 2019	65.6

**Table 2.3.2 Percentage of population in employment or full-time education by age at 30th June 2019**

	Female	Male	Total
14 and under	68.4	69.5	69.0
15 to 19	91.2	91.7	91.4
20 to 24	85.5	88.0	86.8
25 to 29	82.7	88.9	85.9
30 to 34	82.2	89.8	86.1
35 to 39	79.3	90.2	84.8
40 to 44	79.5	90.2	84.8
45 to 49	81.2	89.2	85.1
50 to 54	78.9	88.7	83.6
55 to 59	71.1	85.4	78.1
60 to 64	55.4	71.9	63.8
65 to 69	15.9	20.3	18.0
70 to 74	4.5	6.2	5.3
75 to 79	1.9	2.8	2.3
80 to 84	0.5	0.5	0.5
85 and over	0.0	0.2	0.1
<b>Total</b>	61.3	69.9	65.6

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 2019, 65.6% 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 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 30th June 2019)

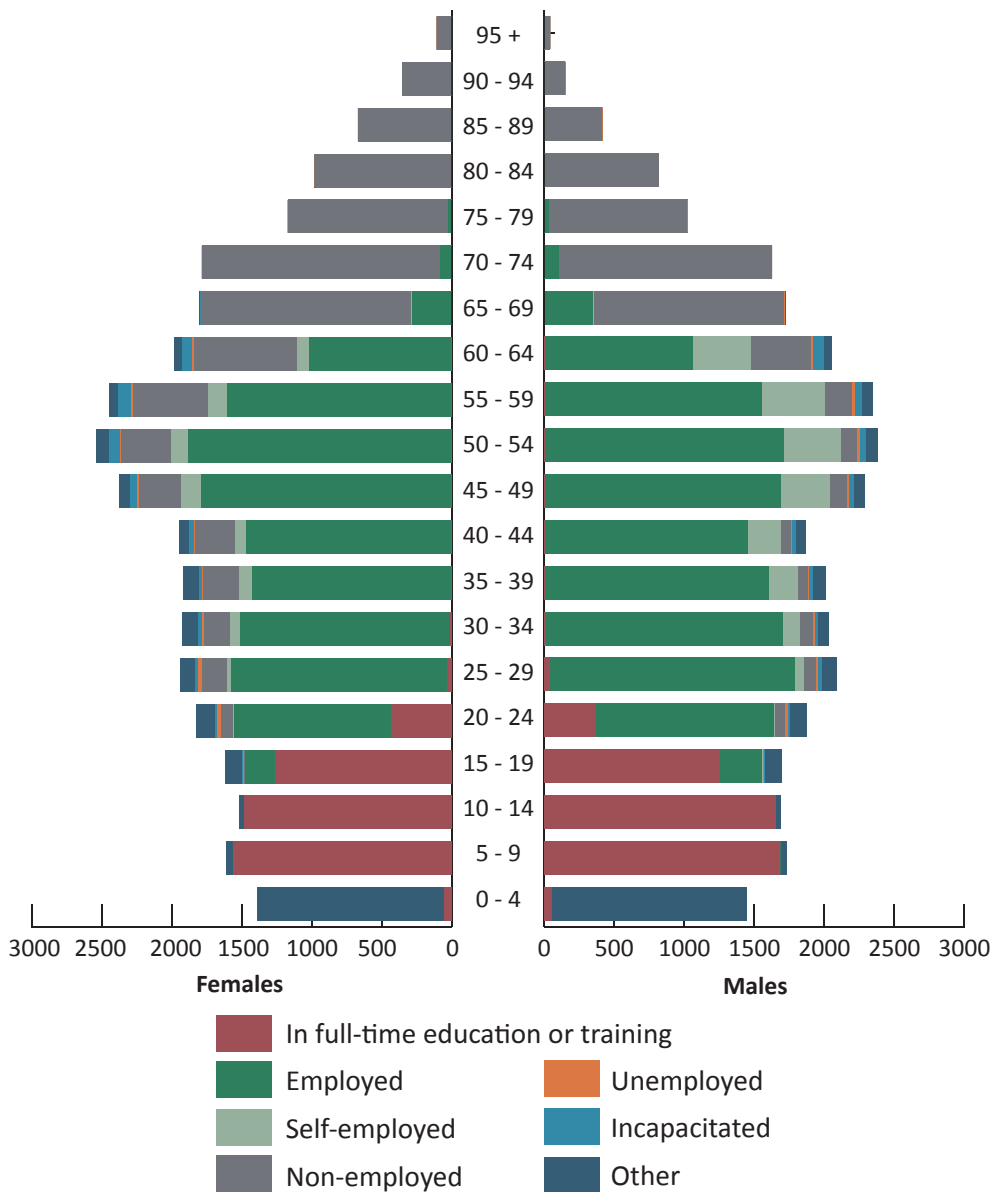


Figure 2.3.1 shows how economic status varies by age group and gender. Overall, 82.6% of the working population (aged 16 to 64 years old) were either in full-time education, employed or self-employed at the end of June 2019. Of those aged between 65 to 74, 11.8% (817 people) were in employment.

People in full-time education are concentrated in the 5 to 24 age categories, with a further 74 people aged 25 to 29 years. They are apparent in low numbers up to and including the 65 to 69 age group.

Whilst the number of employed females peaks in the 50 to 54 years age group (1,881 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 (83.8%) and the number of people employed is also highest in this age category (1,748 people).

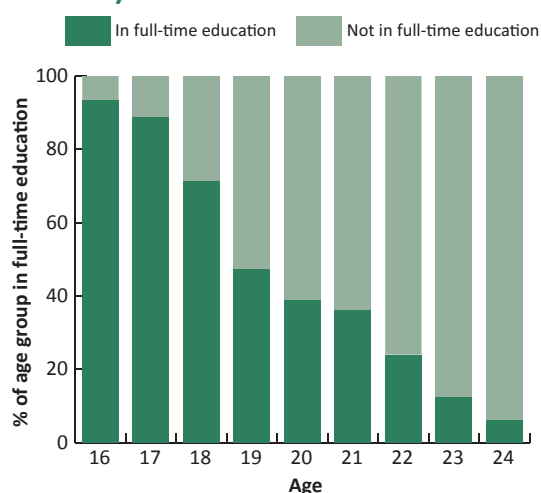
Self-employment was more apparent in males and non-employment was more apparent in females at the end of June 2019. There was little difference between the number of unemployed males and the number of unemployed females.

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

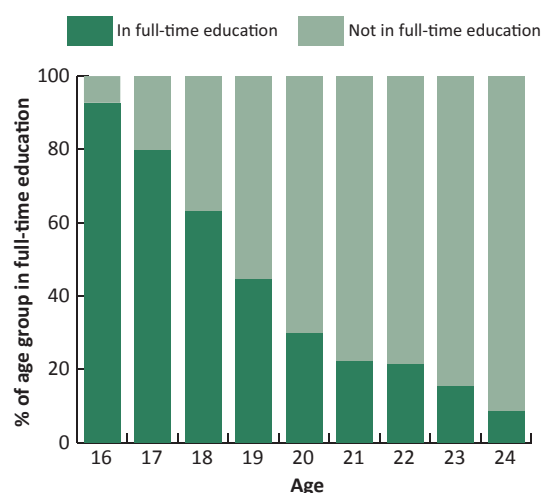
**Table 3.1.1 Percentage of population in full-time education at 30th June 2019 (ages 16-24)**

Age at June 2019	Female	Male	Total
16	93.4	92.7	93.0
17	88.9	79.7	84.2
18	71.4	63.1	67.3
19	47.4	44.6	46.0
20	38.8	29.8	34.0
21	36.2	22.3	29.2
22	24.0	21.3	22.7
23	12.5	15.4	13.9
24	6.1	8.5	7.3

**Figure 3.1.1 Percentage of females in full-time education at 30th June 2019 (ages 16-24)**



**Figure 3.1.2 Percentage of males in full-time education at 30th June 2019 (ages 16-24)**



As at June 2019, 93.0% of all 16 year olds and 7.3% of all 24 year olds were in full-time education.

The percentage of females in full-time education was greater than that of males at each age apart from ages 23 and 24 (see [Table 3.1.1](#)).

[Figures 3.1.1](#) and [3.1.2](#) show that the percentage of people in education decreases as age increases.

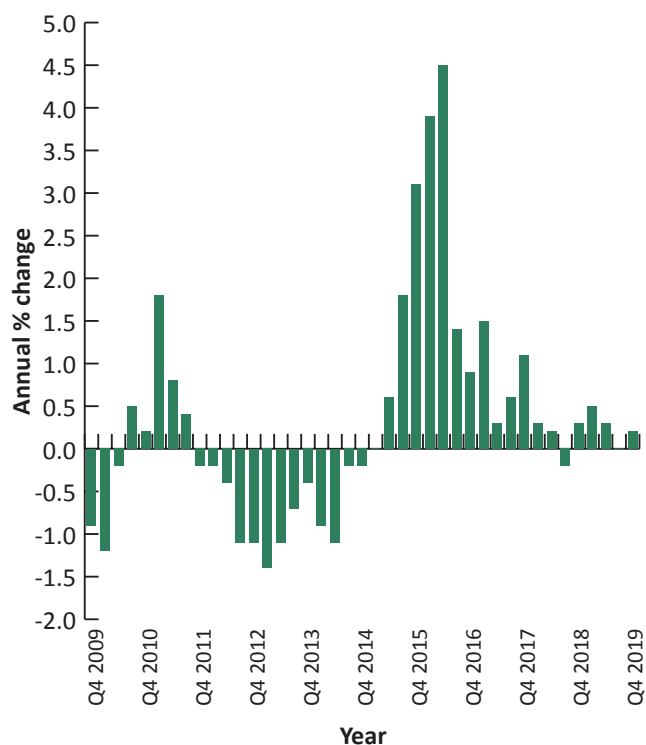


## 4.1 Employment trends

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 31st December 2019. The number of employed people increased by 0.3% and the number of self-employed decreased by 0.5%.

These figures 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.

**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 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
Q3 2019	0.1	-1.2	0.0
Q4 2019	0.3	-0.5	0.2

## 4.2 Employment by age and gender

**Table 4.2.1 Employment status by age group at 31st December 2019**

	Employed			Self-employed			Total in employment
	Female	Male	Total	Female	Male	Total	
<b>14 and under</b>	-	-	-	-	-	-	-
<b>15 to 19</b>	237	298	535	*	*	*	536
<b>20 to 24</b>	1,077	1,238	2,315	8	12	20	2,335
<b>25 to 29</b>	1,507	1,673	3,180	28	61	89	3,269
<b>30 to 34</b>	1,485	1,673	3,158	65	121	186	3,344
<b>35 to 39</b>	1,406	1,606	3,012	96	215	311	3,323
<b>40 to 44</b>	1,477	1,437	2,914	89	240	329	3,243
<b>45 to 49</b>	1,767	1,664	3,431	134	338	472	3,903
<b>50 to 54</b>	1,909	1,691	3,600	127	406	533	4,133
<b>55 to 59</b>	1,631	1,574	3,205	137	429	566	3,771
<b>60 to 64</b>	1,042	1,037	2,079	85	416	501	2,580
<b>65 to 69</b>	301	355	656	-	6	6	662
<b>70 to 74</b>	95	104	199	-	-	-	199
<b>75 and over</b>	28	34	62	-	-	-	62
<b>16 to 64</b>	13,538	13,891	27,429	770	2,238	3,008	30,437
<b>65 to 84</b>	424	493	917	-	6	6	923
<b>85 and over</b>	-	-	-	-	-	-	-
<b>Total</b>	13,962	14,384	28,346	770	2,244	3,014	31,360

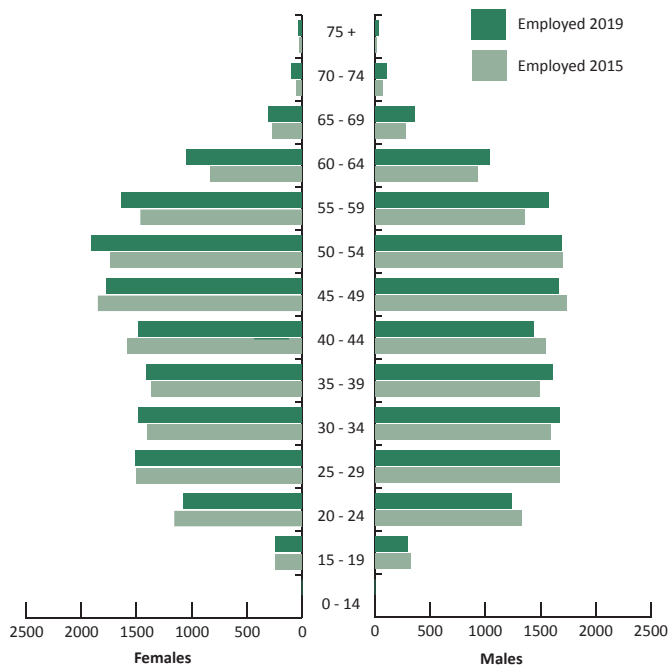
\* In instances where there are fewer than five people in any one age category, only the total number of employed or self-employed people is presented.

At 31st December 2019, 31,360 people were either employed or self-employed in Guernsey, of whom 923 people (2.9%) were aged between 65 and 84 years (see [Table 4.2.1](#)). This age bracket accounted for 3.2% of employed people and 0.2% of self-employed people.

Of the 27,429 employed people aged 16 to 64 at the end of December 2019, 13,538 (49.4%) were female and 13,891 (50.6%) were male. This compares to 770 self-employed females and 2,238 males, which equates to 25.6% and 74.4% of the 3,008 total for that age group.

## 4.2 Employment by age and gender

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

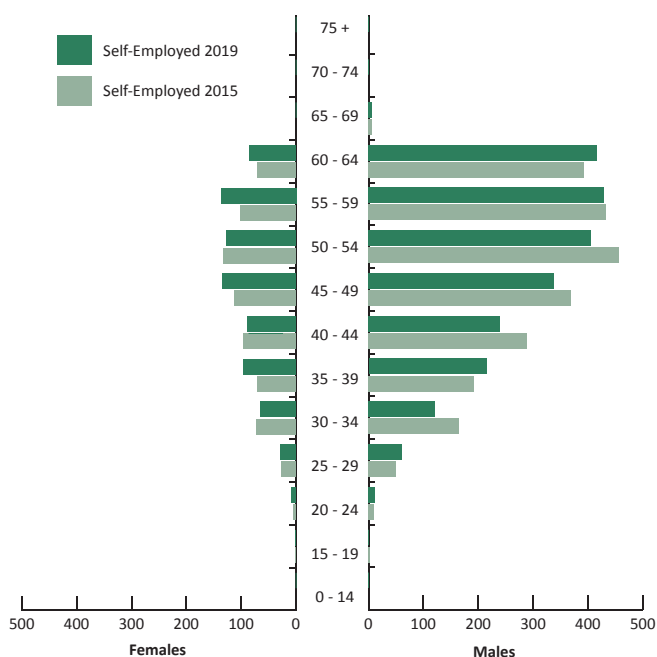


The difference in the proportions of employed and self-employed people between December 2015 and December 2019 can be seen in **Figures 4.2.1 and 4.2.2** respectively.

**Figure 4.2.1** shows that there were more males employed in December 2019 than in December 2015 across all age groups other than ages 15 to 24 and 40 to 54. There was an increase in the number of females employed in December 2019 across all age groups except for ages 15 to 24 and 40 to 49, where a higher number were employed in December 2015. The 55 to 59 age category saw the largest increase in employment for males and the 60 to 64 age group for females.

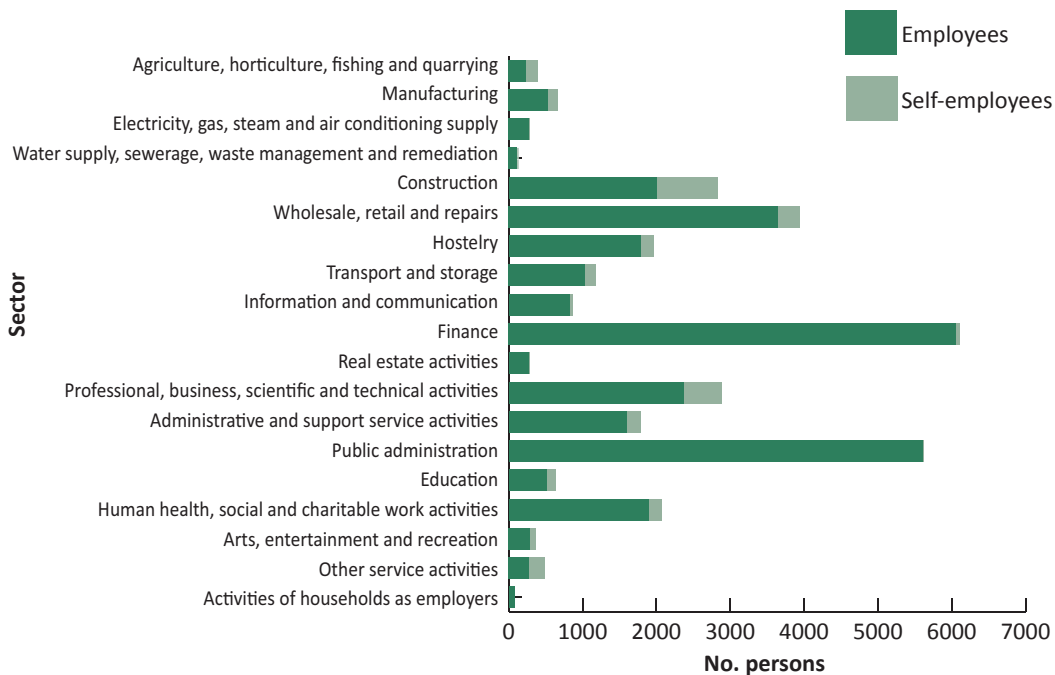
As can be seen in **Figure 4.2.2**, self-employment is more apparent in males than in females. The largest increase in self-employment was in the 55 to 59 age category for females and the 60 to 64 and 35 to 39 age categories for males. The 50 to 54 age category saw the largest decrease in self-employment between December 2015 and December 2019 for males.

**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 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 December 2019, accounting for 18.7% of total employment, or 6,111 people, 6,059 of whom were employed and 52 of whom were self-employed. The Construction sector had the largest number of self-employed people in December 2019 (836 people), representing 29.5% 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 2019**

	Employees			Self-employees			Total no. in employment	% of total for all sectors
	Female	Male	Total	Female	Male	Total		
Agriculture, horticulture, fishing and quarrying	70	167	237	25	135	160	397	1.2
Manufacturing	149	381	530	34	100	134	664	2.0
Electricity, gas, steam and air conditioning supply	51	224	275	0	8	8	283	0.9
Water supply, sewerage, waste management and remediation activities	14	101	115	0	18	18	133	0.4
Construction	123	1,877	2,000	19	817	836	2,836	8.7
Wholesale, retail and repairs	1,669	1,978	3,647	76	221	297	3,944	12.1
Hostelry	695	1,090	1,785	60	122	182	1,967	6.0
Transport and storage	243	791	1,034	13	128	141	1,175	3.6
Information and communication	199	625	824	10	34	44	868	2.7
Finance	3,299	2,760	6,059	6	46	52	6,111	18.7
Real estate activities	144	125	269	*	*	23	292	0.9
Professional, business, scientific and technical activities	1,288	1,077	2,365	151	375	526	2,891	8.9
Administrative and support service activities	734	861	1,595	24	175	199	1,794	5.5
Public administration	3,481	2,121	5,602	10	16	26	5,628	17.3
Education	382	128	510	93	31	124	634	1.9
Human health, social and charitable work activities	1,514	377	1,891	86	92	178	2,069	6.3
Arts, entertainment and recreation	149	139	288	33	43	76	364	1.1
Other service activities	218	57	275	160	53	213	488	1.5
Activities of households as employers	63	18	81	*	*	2	83	0.3
<b>Total for all sectors</b>	<b>14,485</b>	<b>14,897</b>	<b>29,382</b>	<b>806</b>	<b>2,433</b>	<b>3,239</b>	<b>32,621</b>	<b>100.0</b>

**Table 4.3.2 Employment within the Finance sector at 31st December 2019**

	Total no. in employment	% of total Finance sector
Banking	1,753	28.7
Fiduciary	1,763	28.8
Funds	1,306	21.4
Insurance	748	12.2
Other	541	8.9
<b>Total</b>	<b>6,111</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 6,111 people employed within the Finance sector, 1,753 people (28.7%) worked in banking, 1,763 people (28.8%) were employed by Fiduciaries and 1,306 people worked in sub-sectors relating to Funds at the end of December 2019.

## 4.4 Employment by sector trends

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

	Annual % change								
	2017 Q4	2018 Q1	2018 Q2	2018 Q3	2018 Q4	2019 Q1	2019 Q2	2019 Q3	2019 Q4
<b>Agriculture, horticulture, fishing and quarrying</b>	2.4	1.2	2.2	2.5	0.5	-2.8	-9.6	-7.5	-6.6
<b>Manufacturing</b>	1.5	-0.5	-0.9	-1.2	-1.8	1.1	0.2	-1.7	1.2
<b>Electricity, gas, steam and air conditioning supply</b>	-1.7	3.8	3.1	0.7	1.4	-4.7	-5.7	1.0	-3.1
<b>Water supply, sewerage, waste management and remediation activities</b>	0.9	-2.6	-0.9	-4.2	1.7	2.7	4.3	5.2	13.7
<b>Construction</b>	0.4	1.1	0.5	-0.7	-1.5	0.7	-1.0	1.1	3.5
<b>Wholesale, retail and repairs</b>	-1.3	-1.9	0.2	0.4	0.6	-0.3	-0.9	-2.9	-1.4
<b>Hostelry</b>	-0.7	-0.7	-3.0	1.7	-0.2	-0.9	0.7	3.2	0.9
<b>Transport and storage</b>	3.4	1.2	1.1	-1.0	-3.2	-2.3	0.4	1.8	1.6
<b>Information and communication</b>	-4.8	-1.0	0.5	2.2	5.5	4.0	2.1	2.8	8.0
<b>Finance</b>	-1.6	0.5	-1.1	0.9	1.5	0.9	1.2	-1.4	-2.9
<b>Real estate activities</b>	-8.2	-3.0	-1.5	-0.8	0.4	1.9	0.8	11.2	12.3
<b>Professional, business, scientific and technical activities</b>	1.9	1.6	1.0	1.9	0.5	0.1	0.6	1.0	2.2
<b>Administrative and support service activities</b>	1.4	2.8	1.9	6.0	4.1	-1.8	-2.0	-0.3	0.4
<b>Public administration</b>	1.0	-0.1	0.4	0.2	0.3	1.6	0.7	1.3	2.5
<b>Education</b>	1.6	-0.7	0.0	0.7	2.9	6.4	3.6	3.6	-0.3
<b>Human health, social and charitable work activities</b>	9.5	1.8	0.9	-0.4	1.0	2.0	3.6	3.5	2.8
<b>Arts, entertainment and recreation</b>	1.4	-3.2	-8.8	-7.9	-0.3	-1.7	8.5	8.3	0.8
<b>Other service activities</b>	2.9	1.6	0.6	-0.2	-5.5	-3.7	-3.5	-3.9	-2.2
<b>Activities of households as employers</b>	12.0	-14.6	-8.5	-2.5	-3.6	12.9	5.3	15.6	2.5

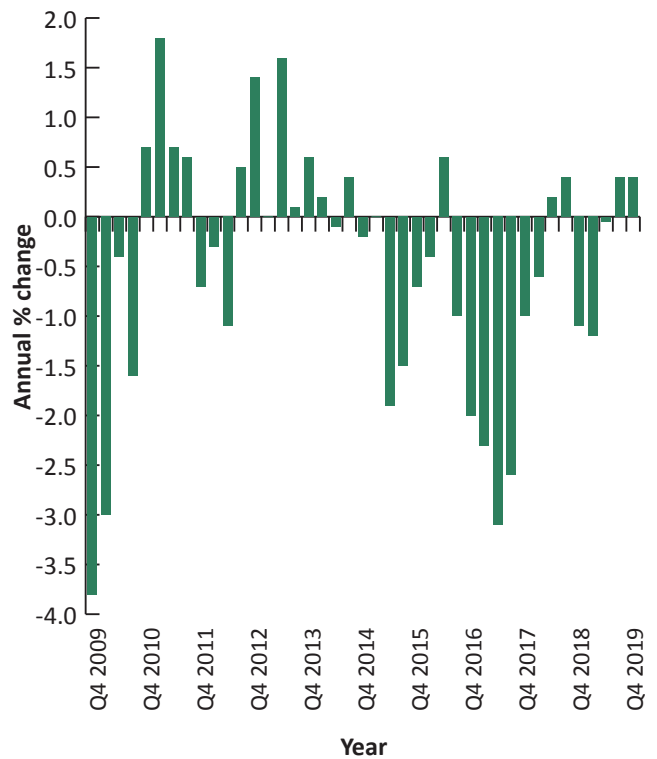
**Figure 4.4.1** shows that the Agriculture, horticulture, fishing and quarrying sector had the largest decrease in employment for the year ending December 2019 (6.6%). The Water supply, sewerage, waste management and remediation activities sector showed the largest annual increase (13.7%) followed by the Real estate activities sector which increased by 12.3%.

## 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.

There were 2,158 employing organisations at the end of December 2019 (see **Table 5.2.1** on **page 16**). This was an increase of 0.4% for the year ending 31st December 2019, as shown in **Figure 5.1.1**.

**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 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
Q3 2019	0.4
Q4 2019	0.4

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 31st December 2019**

	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	14	24	7	1	0	1	0	0	47
Manufacturing	15	19	14	9	2	2	0	0	61
Electricity, gas, steam and air conditioning supply	3	3	2	0	1	0	1	0	10
Water supply, sewerage, waste management and remediation activities	4	4	3	1	0	1	0	0	13
Construction	108	126	44	40	6	1	2	0	327
Wholesale, retail and repairs	72	138	74	21	19	11	3	1	339
Hostelry	28	74	27	29	6	10	0	0	174
Transport and storage	22	21	6	12	2	3	2	0	68
Information and communication	21	20	9	5	8	2	1	0	66
Finance	76	90	42	61	30	16	14	0	329
Real estate activities	13	18	5	8	2	0	0	0	46
Professional, business, scientific and technical activities	48	49	27	19	4	8	3	1	159
Administrative and support service activities	36	50	15	17	15	2	2	0	137
Public administration	5	7	1	2	0	0	1	1	17
Education	8	7	2	5	1	2	2	0	27
Human health, social and charitable work activities	35	47	31	20	11	7	3	0	154
Arts, entertainment and recreation	22	21	6	8	1	0	0	0	58
Other service activities	45	34	11	0	1	0	0	0	91
Activities of households as employers	21	10	4	0	0	0	0	0	35
<b>Total</b>	<b>596</b>	<b>762</b>	<b>330</b>	<b>258</b>	<b>109</b>	<b>66</b>	<b>34</b>	<b>3</b>	<b>2,158</b>

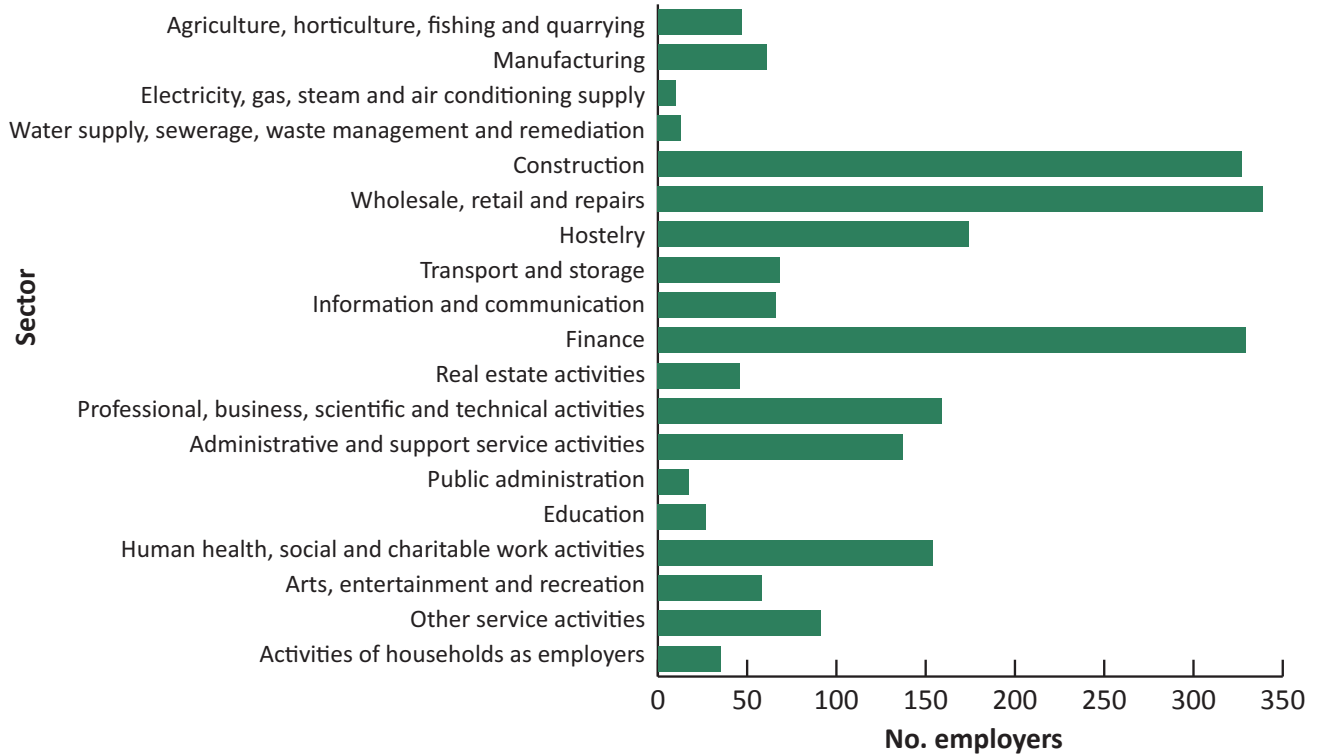
**Table 5.2.1** and **Figure 5.2.1** show the number of employers broken down by economic sector and by the number of employees as at 31st December 2019. They are sourced from the Rolling Electronic Census.

The Construction sector had the highest number of employing organisations (234) with fewer than six employees. The Finance sector had the highest number of employing organisations with more than 50 employees (30 employers). There were three organisations employing more than 250 people at the end of December 2019.



## 5.2 Employers by economic sector and size

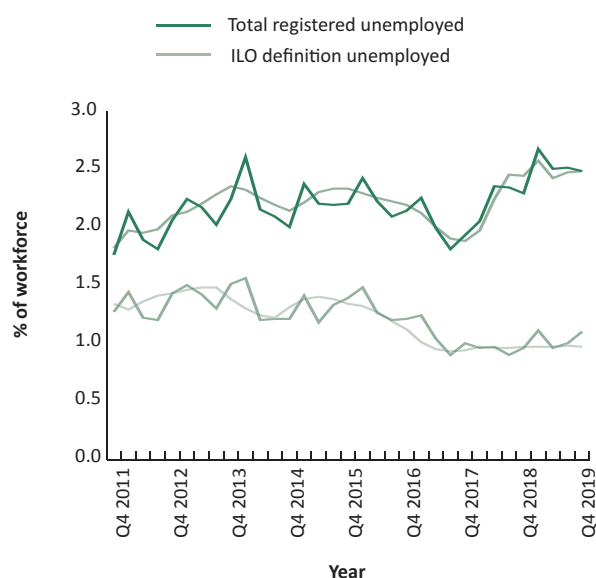
Figure 5.2.1 Employers by economic sector at 31st December 2019



As shown above in **Figure 5.2.1**, the Construction, Wholesale, retail and repairs and Finance sectors had the largest numbers of employers (327, 339 and 329 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 336 people registered as unemployed using the International Labour Office (ILO) definition of unemployment<sup>1</sup> in December 2019, 43 more people than in December 2018.

The registered unemployment rate using the ILO definition was 1.1% at the end of December 2019, 1 percentage point higher than 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
Q3 2019	321	1.0	769	2.5
Q4 2019	336	1.1	759	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.

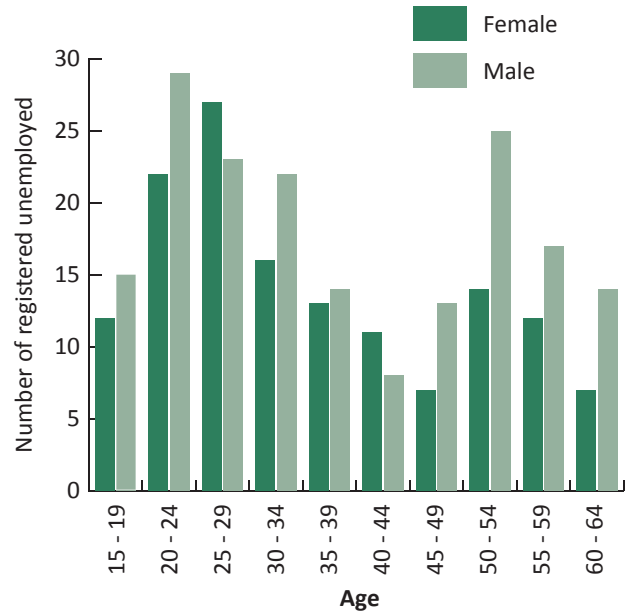
## 6.1 Unemployment trends

The number of men unemployed (by ILO definitions) in December 2019 was greater than the number of women registered unemployed across all age categories with the exception of the 25 to 29 and 40 to 44 age group (see [Figure 6.1.2](#)). Of the people registered unemployed, using the ILO definitions, 43.8% were women. This compares to 38.8% in December 2018.

The age group with the highest number of registered unemployed people was the 20-24 category. There were 29 unemployed males and 22 females in this group in December 2019. The 25 to 29 age group accounted for the highest portion (19.1%) of unemployed women. The 20 to 24 age group accounted for the highest portion of unemployed men (16.0%).

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 2019 was 1.2% overall. The rate for females was 1.1% and for males was 1.3%.

**Figure 6.1.2 Unemployment by age and gender at 31st December 2019**



## 6.2 Job vacancies

**Figure 6.2.1 Number of vacancies placed with the Job Centre and in the Guernsey Press each quarter**

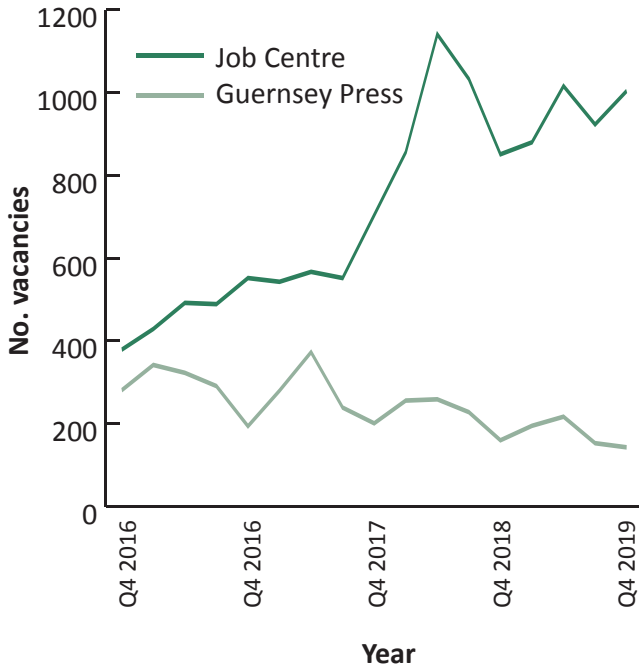


Figure 6.2.1 shows the number of vacancies placed with the Guernsey Job Centre and the Guernsey Press (paper only, excluding online advertising) each quarter. Although this is not a complete representation of the total number of vacancies in the Island, it does provide an indication of the strength of the employment market up until 31st December 2019.

It can be seen that the number of vacancies advertised with the Job Centre increased between Q3 2019 and Q4 2019 although not reaching the peak seen 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 2.7% between the year ending December 2018 and the year ending December 2019, from £33,263 to £34,160.

The lower and upper quartile earnings for the quarter ending 31st December 2019 and the previous eight quarters are presented in **Tables 7.1.2** and **7.1.3**. Using four quarter averages, the lower quartile earnings increased by 3.3% between the years ending 31st December 2018 and 31st December 2019, whilst the upper quartile earnings increased by 2.6%.

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
Q3 2019	33,916	2.8
Q4 2019	34,160	2.7

**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
Q3 2019	23,537	3.2
Q4 2019	23,752	3.3

**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
Q3 2019	49,848	2.6
Q4 2019	50,245	2.6

## 7.2 Earnings (real)

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

Date	Four quarter average earnings (£)	Annual % change
Q4 2017	33,729	-0.6
Q1 2018	33,322	-0.3
Q2 2018	33,344	0.0
Q3 2018	33,658	0.0
Q4 2018	34,025	0.9
Q1 2019	33,883	1.7
Q2 2019	33,631	0.9
Q3 2019	33,929	0.8
Q4 2019	34,160	0.4

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

Date	Four quarter average earnings (£)	Annual % change
Q4 2017	23,244	-0.8
Q1 2018	23,007	-0.2
Q2 2018	23,009	0.0
Q3 2018	23,265	0.3
Q4 2018	23,531	1.2
Q1 2019	23,433	1.8
Q2 2019	23,286	1.2
Q3 2019	23,546	1.2
Q4 2019	23,752	0.9

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

Date	Four quarter average earnings (£)	Annual % change
Q4 2017	49,608	-0.8
Q1 2018	49,165	0.1
Q2 2018	49,183	0.5
Q3 2018	49,558	0.1
Q4 2018	50,072	0.9
Q1 2019	49,818	1.3
Q2 2019	49,394	0.4
Q3 2019	49,867	0.6
Q4 2019	50,245	0.3

Real earnings are presented to show trends after the effects of inflation have been removed. All real figures shown in this report have been adjusted to December 2019 prices.

Median annual earnings, in real terms, were 0.4% higher over the year ending December 2019 than over the year ending December 2018 (see [Table 7.2.1](#)).

Lower quartile earnings increased by 0.9% in real terms between the years ending December 2018 and December 2019, compared with an increase of 0.3% in the upper quartile earnings over the same period (see [Tables 7.2.2](#) and [7.2.3](#) respectively).

## 7.3 Earnings by gender

**Table 7.3.1** shows the four quarter average median earnings for females and males.

As explained on [page 21](#), earnings data is a measure of earnings from all employment and is unadjusted for the number of hours worked i.e. the level can be impacted both by changes in the number of hours worked and rates of pay.

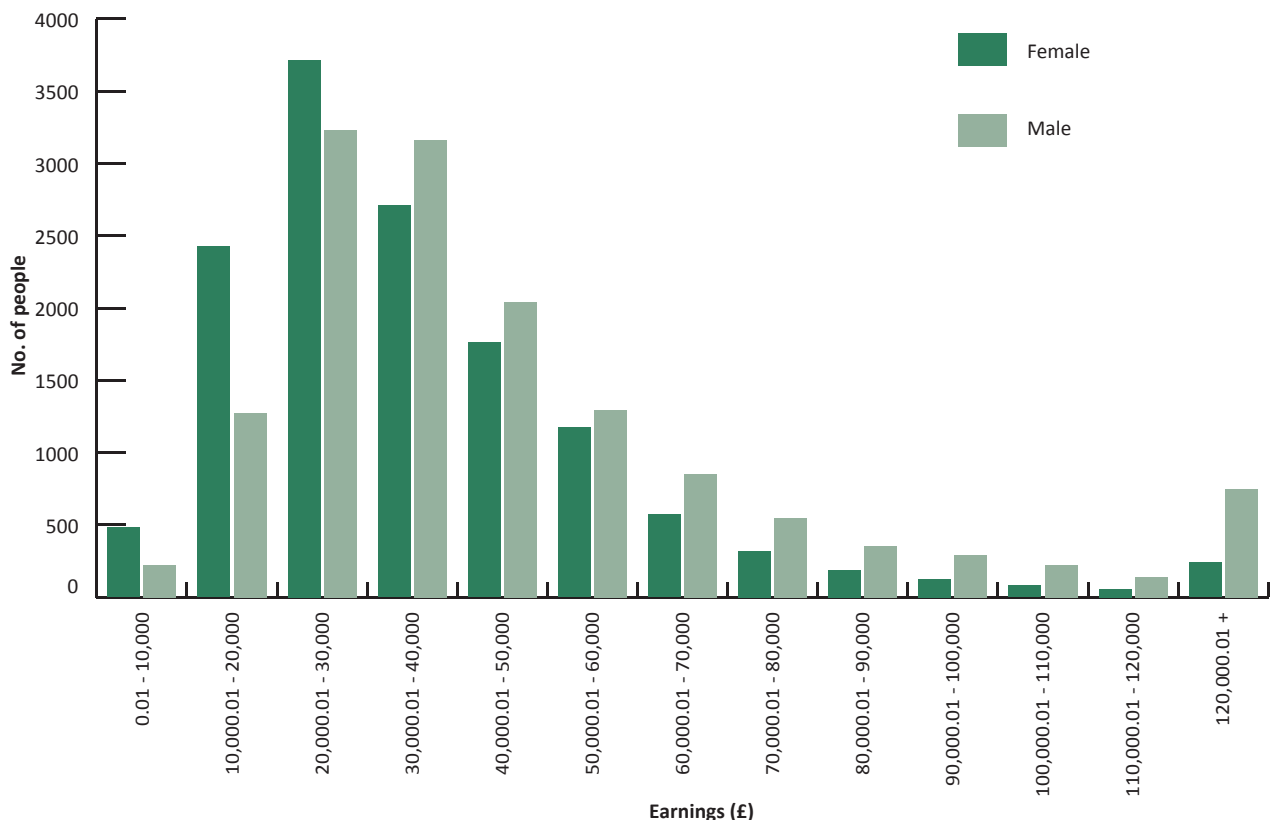
At the end of December 2019, the four quarter median average earnings for females was £30,752 (2.3% higher than a year earlier) and for males was £37,372 (2.8% higher than a year earlier).

**Figure 7.3.1** shows the number of employees in each earning band, averaged from December 2018 to December 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
Q3 2019	30,578	37,124	2.9	2.8
Q4 2019	30,752	37,372	2.3	2.8

**Fig. 7.3.1 Nominal median earnings by gender distribution at December 2019**



## 7.4 Earnings by economic sector

**Table 7.4.1 Four quarter average earnings as at 31st December 2019**

	Median earnings (£)	Lower quartile earnings (£)	Upper quartile earnings (£)
Agriculture, horticulture, fishing and quarrying	30,338	20,690	40,692
Manufacturing	28,398	20,495	36,115
Electricity, gas, steam and air conditioning supply	38,579	31,283	53,748
Water supply, sewerage, waste management and remediation activities	32,936	24,740	41,181
Construction	34,004	26,066	41,631
Wholesale, retail and repairs	23,757	16,899	33,018
Hostelry	21,418	17,705	26,480
Transport and storage	31,164	22,806	41,767
Information and communication	39,757	26,896	60,711
Finance	47,015	32,041	71,475
Real estate activities	36,167	24,251	54,952
Professional, business, scientific and technical activities	43,654	29,570	67,614
Administrative and support service activities	30,294	20,517	42,272
Public administration	36,539	25,648	50,006
Education	28,590	19,585	48,757
Human health, social and charitable work activities	25,220	17,838	35,149
Arts, entertainment and recreation	25,574	17,876	37,340
Other service activities	20,701	14,913	27,822
Activities of households as employers	22,793	15,418	29,955

Median, lower quartile and upper quartile earnings by sector are shown in [Table 7.4.1](#).

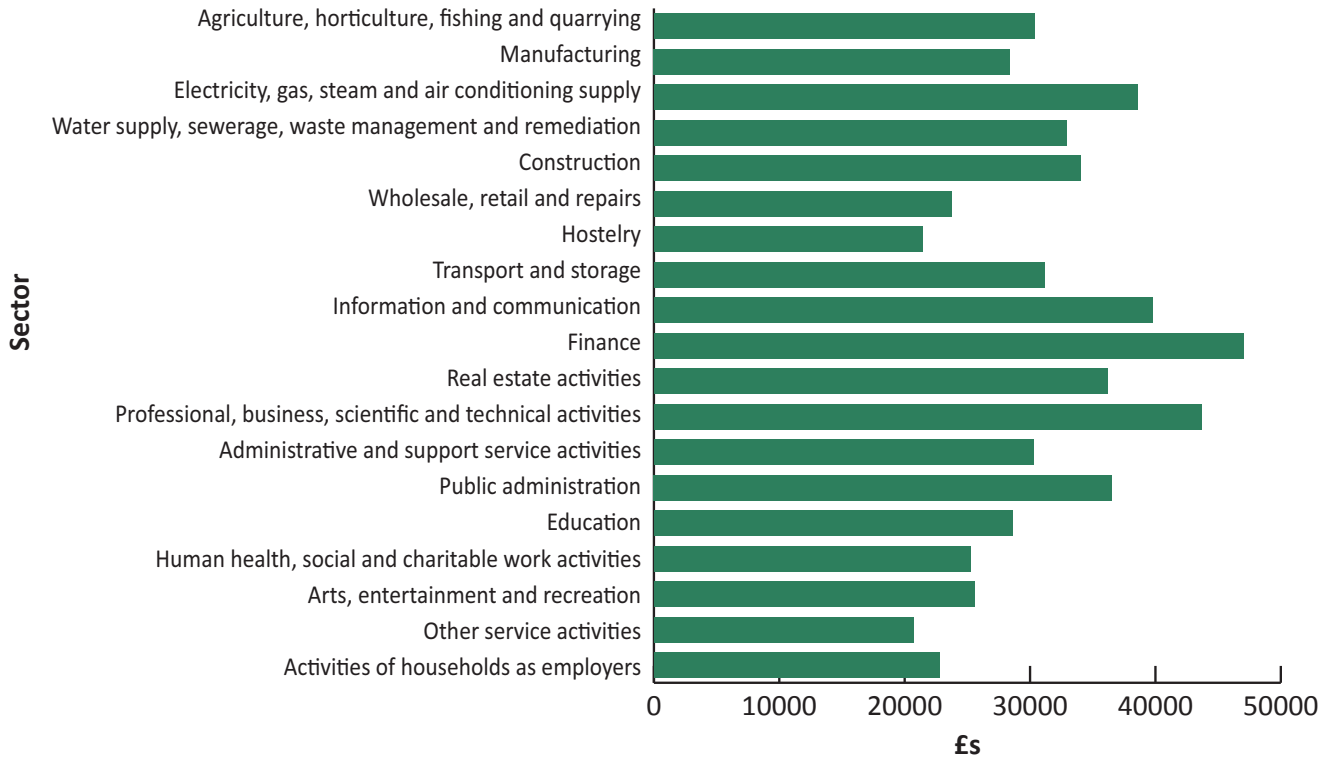
People employed within the Finance sector had the highest four quarter average median earnings (£47,015) at the end of December 2019. This was 38.3% higher than the overall median. The upper quartile earnings in the Finance sector were 43.0% higher than the overall upper quartile earnings during the same period.

The Other service activities sector had the lowest four quarter average median earnings (£20,701) at the end of December 2019, which was 38.7% lower than the overall median.



## 7.4 Earnings by economic sector

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

The data presented in this report is compiled using an administrative census method using data on individuals sourced from the following:

- Greffe birth and death records
- Income Tax
- Social Security contributions
- Social Security benefits
- Social Housing
- Population Management
- Health
- Driving Licenses and Vehicle Registrations
- Schools
- University grants
- The Electoral Roll

The Rolling Electronic Census also incorporates data from the Corporate Housing Programme Monitoring System which adds information based on the residential properties individuals live in.

In cases where two or more of the above databases hold more than one copy of the information presented in this report, there is a process to decide which version to use. For dates of birth and gender for example, the most commonly used is the one taken to be correct for that individual. For other information such as addresses, or whether a person is normally resident at the time of the census snapshot, there's a more complex process to determine the correct information for that individual, which takes into account how the data is processed by each source.

### 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

See [www.gov.gg/population](http://www.gov.gg/population) for more information and directions to the latest version

## 8.1 Methodology and further information

### 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 and will also enable the Data & Analysis service to run a regular business census to fill 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
- Numbers of hours worked by 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.

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

Write: 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)