

Guernsey Annual Electronic Census Report

Population at 31st March 2020

Employment and Earnings at 30th September 2020

Unemployment at 2nd January 2021

Issue date 28th January 2021

The Guernsey Annual Electronic Census Report 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

Contents

1.1	Introduction	1
1.2	Headlines	1
2.1	Total population trends	2
2.2	Population changes	3
2.3	Immigration and emigration - details	4
3.1	Gender trends	6
4.1	Age group trends	7
4.2	Dependency ratio trends	8
4.3	Participation rate	9
4.4	Gender and age trends	10
5.1	Length of stay on island to date	11
5.2	Country of birth	12
5.3	Residence status	13
5.4	Household composition	16
6.1	Population by parish	17
6.2	Pre-school and school age population by Primary School catchment area	18
7.1	Population by housing market	19
7.2	Population by tenure	20
7.3	Population by housing market and tenure	21
8.1	Population in employment or full-time education	22
8.2	Participation in full-time education by age and gender	24
9.1	Employment trends	25
9.2	Employment by age and gender	26
9.3	Employment by residence status	28
9.4	Employment by economic sector	30
9.5	Employment by sector trends	32
10.1	Employer trends	34
10.2	Employers by economic sector and size	35
11.1	Unemployment - weekly snapshots	37
11.2	Unemployment by age and gender	38
11.3	Unemployment trends	39
11.4	Job vacancies - monthly snapshots	41
11.5	Job Centre function	41
11.6	Job vacancy trends	42
12.1	Earnings (nominal)	43
12.2	Earnings (real)	45
12.3	Earnings by gender	46
12.4	Earnings by economic sector	47
13.1	Methodology	49
13.2	Contact details	50

1.1 Introduction

This seventh Guernsey Annual Electronic Census Report, published in January 2021, provides information on the population of Guernsey (including the islands of Guernsey, Herm, Lihou and Jethou). It includes a detailed snapshot of the demographics, spatial distribution and housing situation of the population on 31st March 2020, as well as information regarding employment and earnings at 30th September 2020. All are compiled using data collated by the Rolling Electronic Census IT System. More information on the Rolling Electronic Census is available in [Section 13.1](#). Additional information on unemployment up to the start of January 2021 has also been included, using data from the Committee for Employment & Social Security, to provide comprehensive and up to date information on unemployment trends.

Census Reports were historically published every five or ten years, but this Report is published annually with updates in between in the [Quarterly Population, Employment and Earnings Bulletin](#).

The Bailiwick of Guernsey went into strict lockdown at the end of March 2020 to slow the spread of the coronavirus. Restrictions put in place were lifted in phases during April, May and June. Between 20th June 2020 and 23rd January 2021 the only remaining restrictions related to off-Island travel. As shown on [page 37](#), unemployment peaked at the end of May 2020. Employment figures contained in this report provide a snapshot at the end of September 2020. The next edition will show more of the impact of the coronavirus (and measures introduced to slow its spread) on natural increase and net migration during the second quarter of 2020. Throughout this bulletin, notes are included where there are coronavirus related impacts.

As far as possible, international age groupings and classifications have been used to assist comparability with other jurisdictions.

1.2 Headlines

- At the end of March 2020, Guernsey's population was 63,155. There was a natural decrease of 2 people and a net migration of 472 people over the year ending March 2020, giving a total increase of 470 people (0.7%).
- 30.4% of the population lived in St. Peter Port at the end of March 2020; the most highly and densely populated parish.
- 91.2% of the population lived in Local Market housing units and 7.9% lived in Open Market units (the precise address was unknown for the remaining small portion of the population).
- In September 2020, 30,337 people were employed or self-employed in Guernsey. 27,290 people worked for an employer and 3,047 people were self-employed (90.0% and 10.0% respectively). This compares to 28,182 employed and 3,020 self-employed people in September 2019, an annual decrease of 3.2% and increase of 0.9% respectively.
- During the week ending 2nd January 2021, 1.7% of the workforce were wholly unemployed (506 people) compared to a peak of 5.2% (1,631 people) seen at the end of May 2020.
- The Finance sector provided 6,017 employment roles (from zero hours to full time contracts) in September 2020 (18.9% of the total). The Hostelry sector showed the largest decrease in employment between September 2019 and September 2020 (17.7%).
- Median earnings as at 30th September 2020 were £34,752 which, compared with a year earlier, was 2.5% higher in nominal terms and 1.1% higher in real terms.

2.1 Total population trends

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 470 people (0.7%) over the year ending 31st March 2020.

Page 3 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 March 2020 was 2 and the net migration was 472.

Changes to the population headcount due to methodological differences and not due to natural increase or net migration (such as the removal of duplicate records) are referred to as “net administrative changes” throughout this report. See **section 13.1** for more information on administrative changes.

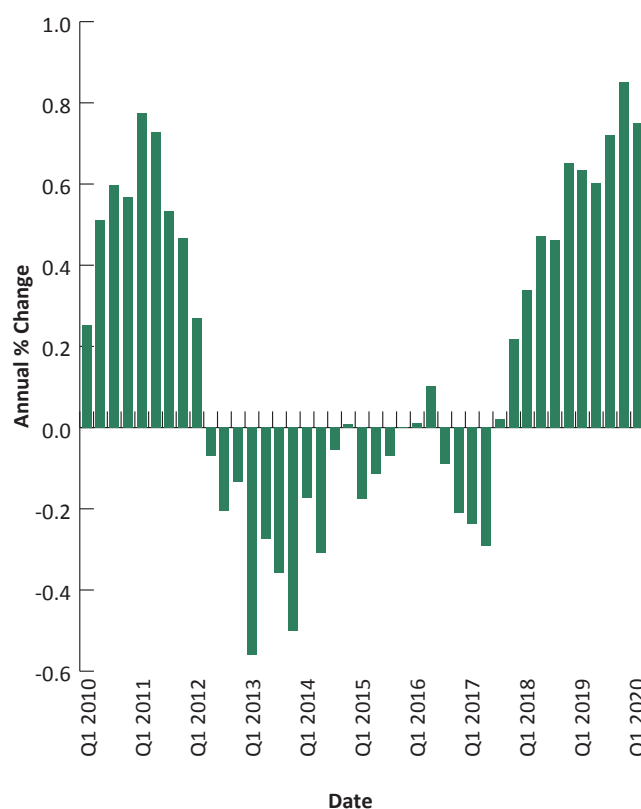
With administrative changes included, the population was 63,155 on 31st March 2020 (see **Table 2.2.1** on **page 3**).

Annual population changes by age groups are given on **page 7**.

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
Q1 2010	157	0.3
Q1 2011	484	0.8
Q1 2012	170	0.3
Q1 2013	-353	-0.6
Q1 2014	-109	-0.2
Q1 2015	-110	-0.2
Q1 2016	7	0.0
Q1 2017	-148	-0.2
Q1 2018	211	0.3
Q1 2019	395	0.6
Q1 2020	470	0.7

Figure 2.1.1 Annual population change due to net migration and natural increase



2.2 Population changes

Table 2.2.1 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
Q1 2010	656	513	143	4,482	4,468	14	157	0	62,431
Q1 2011	605	503	102	4,631	4,249	382	484	0	62,915
Q1 2012	674	547	127	4,220	4,177	43	170	0	63,085
Q1 2013	667	556	111	3,845	4,309	-464	-353	0	62,732
Q1 2014	628	526	102	3,601	3,812	-211	-109	-282	62,341
Q1 2015	580	557	23	3,628	3,761	-133	-110	3	62,234
Q1 2016	595	536	59	3,755	3,807	-52	7	-33	62,208
Q1 2017	571	586	-15	3,636	3,769	-133	-148	46	62,106
Q1 2018	542	574	-32	3,628	3,385	243	211	-27	62,290
Q1 2019	498	537	-39	3,691	3,257	434	395	0	62,685
Q1 2020	515	517	-2	3,651	3,179	472	470	0	63,155

See [section 13.1](#) for more information on administrative changes. 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.

Further detail on the number of deaths during 2020, including deaths involving the coronavirus (COVID-19), has been made available by Public Health Services (see covid19.gov.gg/test-results for more information).

Figure 2.2.1 Annual births and deaths

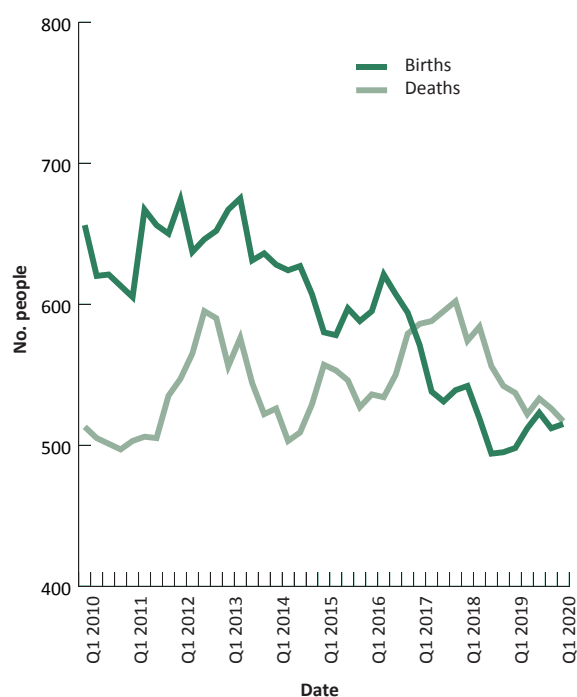
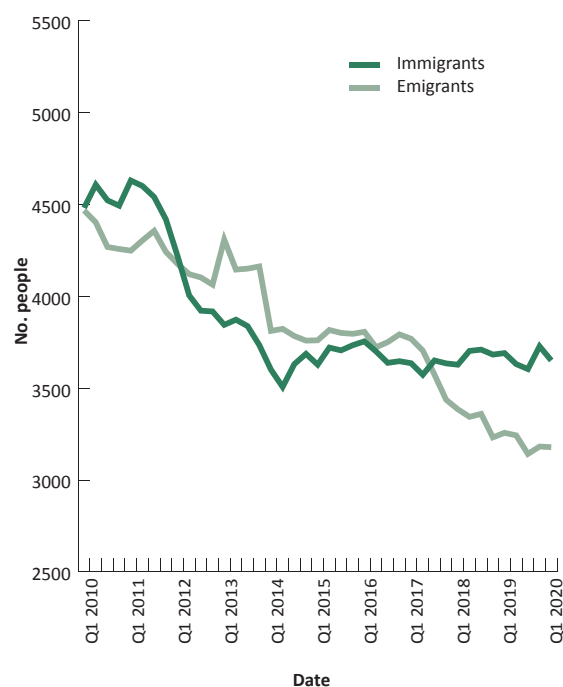


Figure 2.2.2 Annual immigration and emigration



2.3 Immigration and emigration - details

The next two pages provide a more detailed breakdown as to the profile of immigrants and emigrants during the year ending March 2020. Electronic Census data is used for the analysis. Approximately one third of the total were people that immigrated and then emigrated within the year or vice versa.

As can be seen in **Figure 2.3.1**, the majority of both immigrants and emigrants during the year ending March 2020 (88.6% and 88.0% respectively) were of working age i.e. between 16 and 64 years of age (inclusive).

Tables 2.3.1 and **2.3.2** show immigrants to and emigrants from the island broken down by age group and gender. The ratio of females to males is similar for both immigrants and emigrants. Of the immigrants during the year ending March 2020, 48.5% were female compared with 46.9% of emigrants.

Figure 2.3.1: Immigration and emigration by age (during the year ending 31st March 2020)

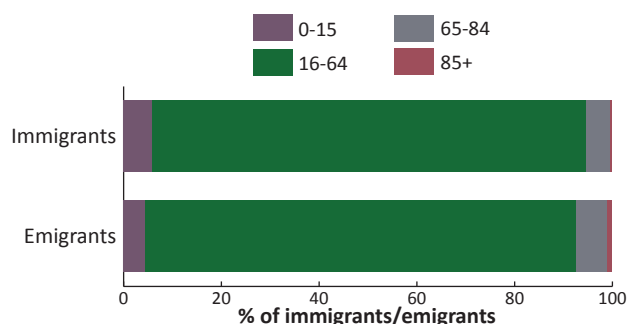


Table 2.3.1: Immigration by age and gender (during the year ending 31st March 2020)

	% of immigrants		
	Female	Male	Total
0-15	3.0	2.8	5.8
16-64	42.7	45.9	88.6
65-84	2.4	2.7	5.0
85+	0.5	0.2	0.6
Total	48.5	51.5	100.0

Table 2.3.2: Emigration by age and gender (during the year ending 31st March 2020)

	% of emigrants		
	Female	Male	Total
0-15	2.1	2.3	4.4
16-64	41.1	46.9	88.0
65-84	2.9	3.5	6.4
85+	0.8	0.4	1.2
Total	46.9	53.1	100.0

2.3 Immigration and emigration - details

Table 2.3.3: Migration by length of stay (during the year ending 31st March 2020)

	% of immigrants	% of emigrants
New to the island	63.2	-
Less than 1 year	6.5	32.8
1 to less than 5 years	8.5	30.5
5 to less than 10 years	4.4	8.9
10 to less than 15 years	2.5	4.7
15 to less than 20 years	2.7	3.6
Over 20 years	12.2	19.5

Figure 2.3.2: Migration by length of stay (during the year ending 31st March 2020)

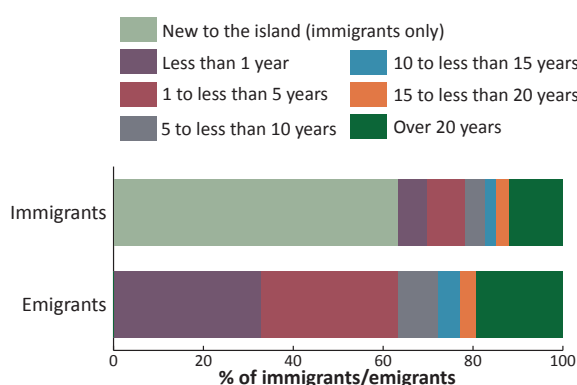
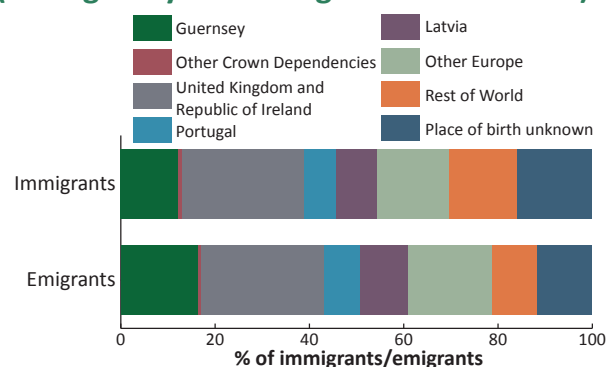


Table 2.3.4: Migration by country of birth (during the year ending 31st March 2020)

	% of immigrants	% of emigrants
Guernsey	12.1	16.3
Other Crown Dependencies	0.7	0.7
United Kingdom and Republic of Ireland	26.0	25.9
Portugal	6.7	7.7
Latvia	8.8	10.2
Other Europe	15.3	17.9
Rest of World	14.4	9.5
Place of birth unknown	15.9	11.7

Figure 2.3.3: Migration by country of birth (during the year ending 31st March 2020)



The length of time a person has been resident in the island can be calculated using the Rolling Electronic Census system. **Table 2.3.3** and **Figure 2.3.2** show immigrants to and emigrants from the island broken down by their length of stay, as at the start of the quarter during which they left (emigrated) or as at the end of the quarter during which they arrived (immigrated).

The length of stay could be from one continuous stay or more than one separate stay. These figures should be viewed as minimum lengths of stay, since historic information is only available from 1992 onwards (so any stays prior to 1992 would not be included).

The majority (63.2%) of immigrants who arrived during the year ending March 2020 were new to the island. 12.2% had previously been resident for more than twenty years.

32.8% of emigrants had been in Guernsey for less than one year. 19.5% of people emigrating had been resident for twenty years or more in Guernsey prior to leaving during the year ending March 2020.

There is 84% coverage for country of birth information for immigrants and 88% for emigrants. The information is sourced from Population Management, Health & Social Care and Environment & Infrastructure. The coverage of this information is evenly distributed across the population, so the percentages presented here are considered reliable for the whole population. See [page 12](#) for more information about country of birth.

Table 2.3.4 and **Figure 2.3.3** show information about the country of birth for people who have either immigrated to Guernsey or emigrated from the island. The highest percentage of both immigrants (26.0%) and emigrants (25.9%) were born in the United Kingdom or Republic of Ireland.

3.1 Gender trends

Population headcount by gender has been calculated by Social Security since March 2006. It is calculated using the Rolling Electronic Census system for March 2014 onwards.

The female population has consistently been higher than the male population ranging between 50.8% and 50.4% of the total population. In March 2020, females constituted 50.5% of the population and males constituted 49.5%.

As shown in **Table 3.1.1** and **Figure 3.1.1**, the female population saw an increase of 0.8% in the year ending March 2020, the largest increase since 2010. The male population increased by 0.7% between March 2019 and March 2020. Since March 2010, the male population has grown by 552 people (1.8%) and the female population increased by 172 people (0.5%).

There are typically more baby boys born than girls, but the average life-span for females is longer than for males. These effects, combined with population changes due to migration, all impact on the gender make-up of the population.

Comparing the median age of the male and female populations gives an indication of the differences in the two demographic profiles. In March 2020, the median age (i.e. the age of the person in the middle if everyone was to be ranked in age order) was 43 for males and 45 for females. This compares to 42 for males and 45 for females at the same time the previous year.

More information on the age profiles of the male and female populations is provided on [page 10](#).

Table 3.1.1: Total population by gender (at 31st March)

	Females	Males	Annual % change in female population	Annual % change in male population
2010	31,736	30,695	0.8	-0.3
2011	31,890	31,025	0.5	1.1
2012	31,938	31,147	0.2	0.4
2013	31,651	31,081	-0.9	-0.2
2014	31,537	30,804	-0.4	-0.9
2015	31,415	30,819	-0.4	0.0
2016	31,384	30,824	-0.1	0.0
2017	31,351	30,755	-0.1	-0.2
2018	31,427	30,863	0.2	0.4
2019	31,652	31,033	0.7	0.6
2020	31,908	31,247	0.8	0.7

Figure 3.1.1: Total population by gender (at 31st March)

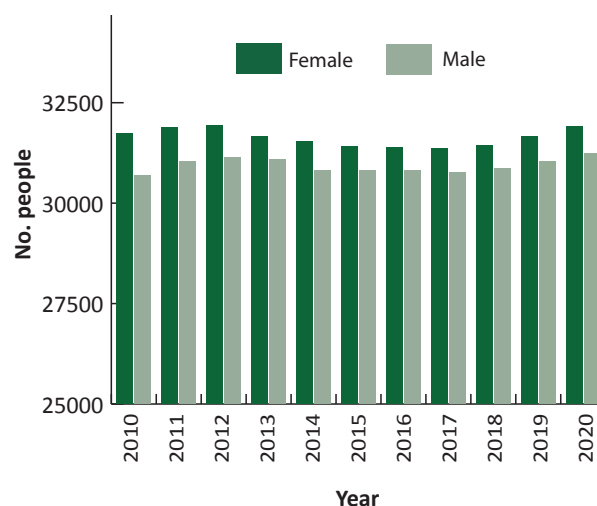
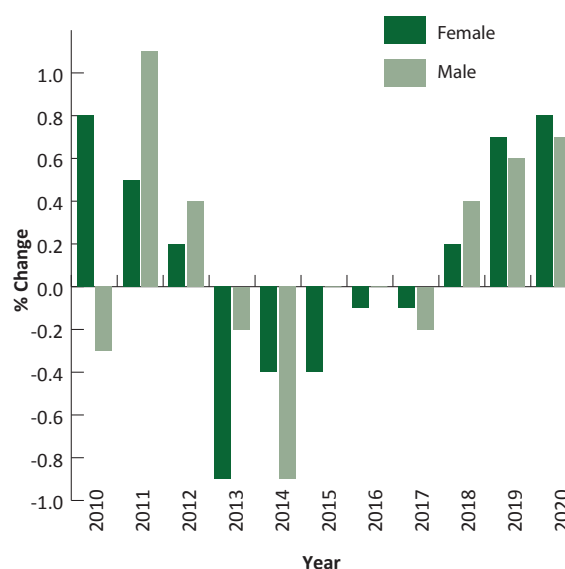


Figure 3.1.2: Total population change by gender (over years ending 31st March)



4.1 Age group trends

Figure 4.1.1 Annual percentage change in total population by age group

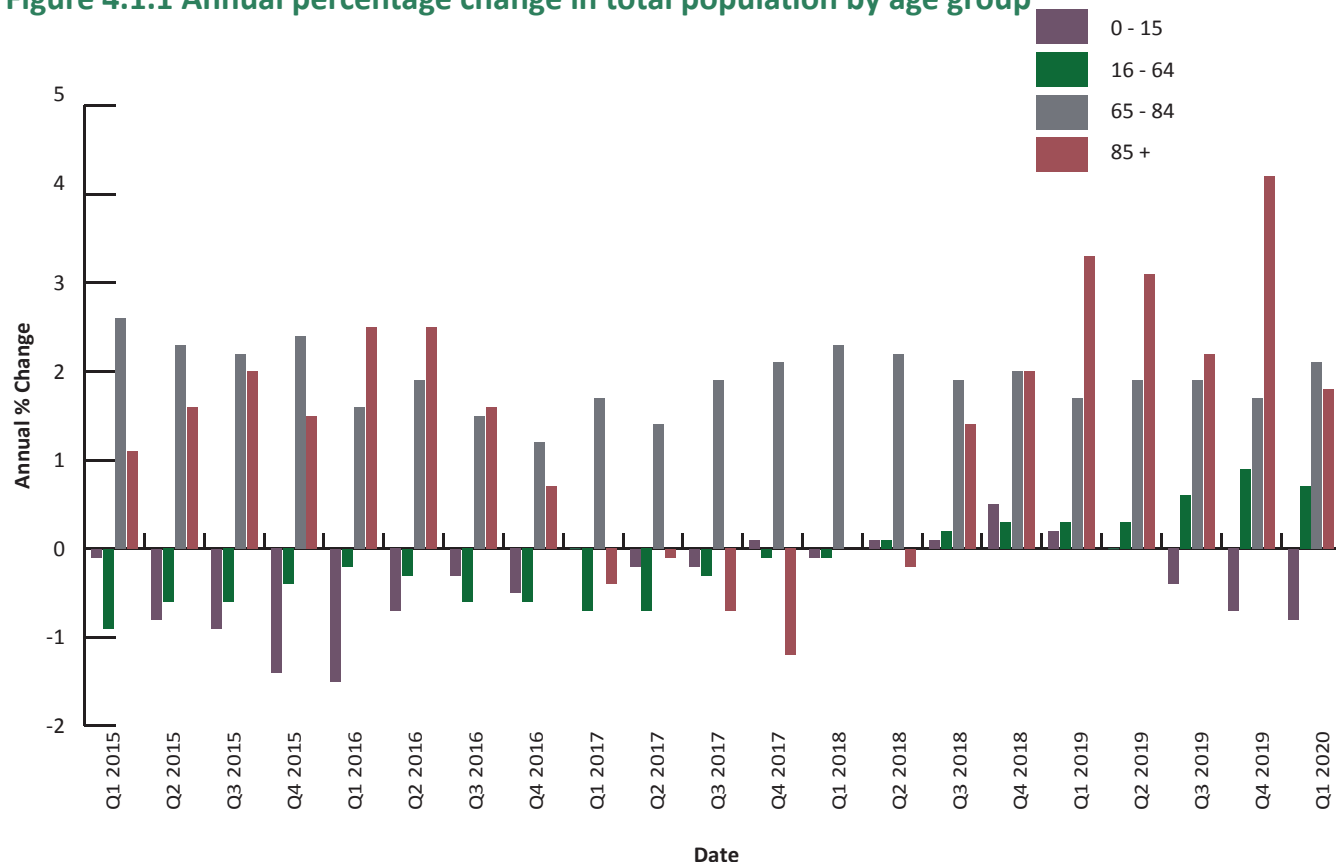


Table 4.1.1 Annual population changes

	0 - 15	Annual % change	16 - 64	Annual % change	65 - 84	Annual % change	85 +	Annual % change
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	10,036	-0.2	40,161	-0.3	10,557	1.9	1,668	-0.7
Q4 2017	9,987	0.1	39,843	-0.1	10,578	2.1	1,650	-1.2
Q1 2018	9,987	-0.1	40,005	-0.1	10,641	2.3	1,657	0.0
Q2 2018	9,994	0.1	40,338	0.1	10,706	2.2	1,672	-0.2
Q3 2018	10,047	0.1	40,222	0.2	10,755	1.9	1,691	1.4
Q4 2018	10,035	0.5	39,960	0.3	10,787	2.0	1,683	2.0
Q1 2019	10,011	0.2	40,143	0.3	10,820	1.7	1,711	3.3
Q2 2019	9,992	0.0	40,466	0.3	10,906	1.9	1,724	3.1
Q3 2019	10,008	-0.4	40,470	0.6	10,960	1.9	1,729	2.2
Q4 2019	9,967	-0.7	40,302	0.9	10,975	1.7	1,753	4.2
Q1 2020	9,930	-0.8	40,438	0.7	11,045	2.1	1,742	1.8

During the year ending 31st March 2020 there was an increase of 0.7% in the 16 to 64 age group (295 people). The 65 to 84 and 85 and over age groups showed an increase of 225 people (2.1%) and 31 people (1.8%) respectively, taking the number of people aged between 65 and 84 up to 11,045 and the number aged 85 and over up to 1,742. The number of people in the 0 to 15 age category decreased by 0.8% (81 people) over the year ending 31st March 2020.

4.2 Dependency ratio trends

Dependency ratios are used to indicate the proportion of a population which is potentially economically dependent i.e. those who are eligible for retirement (over 65 years of age) and those who are still in compulsory full-time education (children aged 15 years and under).

The ratios (see [Table 4.2.1](#)) are calculated by dividing the number of individuals in the dependent age categories by the number of people in the working age category.

Trends in dependency ratios over time (and projected into the future) are used to assess, for example, the social insurance contribution rates required from the economically active in order to support the economically dependent.

In 2020, the overall dependency ratio was 0.56, which means that for every 100 people of working age (between the ages of 16 and 64) there were 56 people of dependent age, the same as in 2019 and 8 more than in 2010.

Prior to 2012, the ratio had remained at 0.48 for the four years from 2008 to 2011. However, as more and more of the “baby boom” generation (babies born after the second World War until the 1960s) move from the working age category into the retirement age category, this proportion can be seen to increase. A more detailed picture of the baby boom and its impact on the island’s demographic profile can be seen on [page 10](#).

Information on the proportion of the total population in employment can be found on [page 9](#) and the proportion of people aged 65 and over in employment is available on [page 22](#).

Table 4.2.1: Dependency ratio (at 31st March)

	Dependency ratio
2010	0.48
2011	0.48
2012	0.50
2013	0.51
2014	0.53
2015	0.54
2016	0.54
2017	0.55
2018	0.56
2019	0.56
2020	0.56

Figure 4.2.1: Dependency ratio (at 31st March 2010)

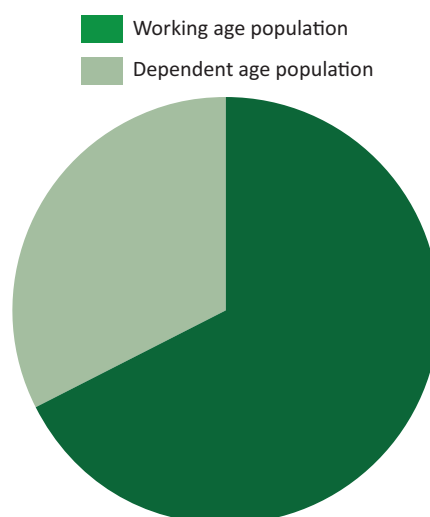
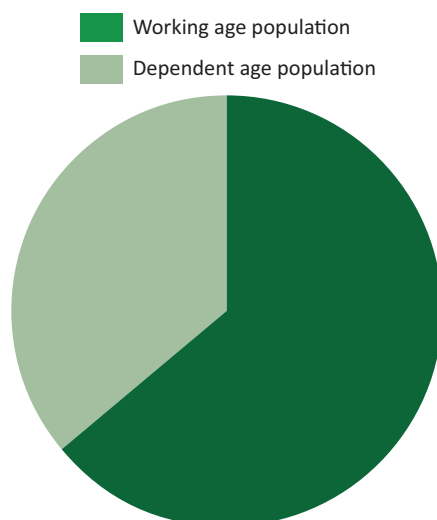


Figure 4.2.2: Dependency ratio (at 31st March 2020)



4.3 Participation rates

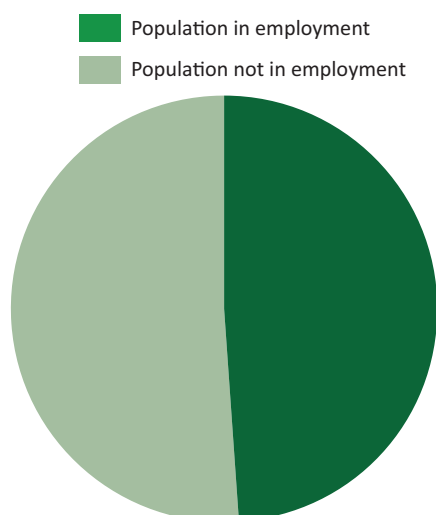
Table 4.3.1: Participation rate (at 31st March)

	% of total population in employment
2014	47.1
2015	47.2
2016	49.0
2017	49.9
2018	49.9
2019	49.8
2020	49.1

Participation rates are used to indicate the proportion of the total population in employment.

At the end of March 2020, 49.1% of the total population were either employed or self-employed, 0.7 percentage points lower than the previous year and 2 percentage points higher than at the end of March 2014 (see [Table 4.3.1](#) and [Figure 4.3.2](#)).

Figure 4.3.2: Participation rate (at 31st March 2020)



4.4 Gender and age trends

Age and gender distribution pyramids can be used to track changes in the population demographic over time. **Figure 4.4.1** provides a comparison of the distribution in 2020 compared with five years earlier in 2015 and ten years earlier in 2010.

Changes in the overall population demographic tend to develop over relatively long periods of time. The pyramid shows the effects of the “baby boom” (after the second World War until the 1960s), with the bulge moving up out of the 40 to 49 age categories in 2010 to the 50 to 59 and 60 to 74 age groups in 2020. This bulge will move progressively further up the pyramid as the baby boom generation gets older.

The decline in the 40 to 44 age group, for both males and females, between March 2010 and March 2020 and the growth in the 55 to 59 and 70 to 74 groups is quite pronounced in **Figure 4.4.1**.

In March 2020, the male population was higher than the female population in all age categories up to the age of 40 as a result of there typically being slightly more baby boys born than girls (see **Table 4.4.1**). In all subsequent age categories the female population is higher than the male population, due to the average life-span being longer for females than males.

A table of the population by individual age is available in a spreadsheet format from gov.gg/population.

Figure 4.4.1: Age and gender distribution (at 31st March)

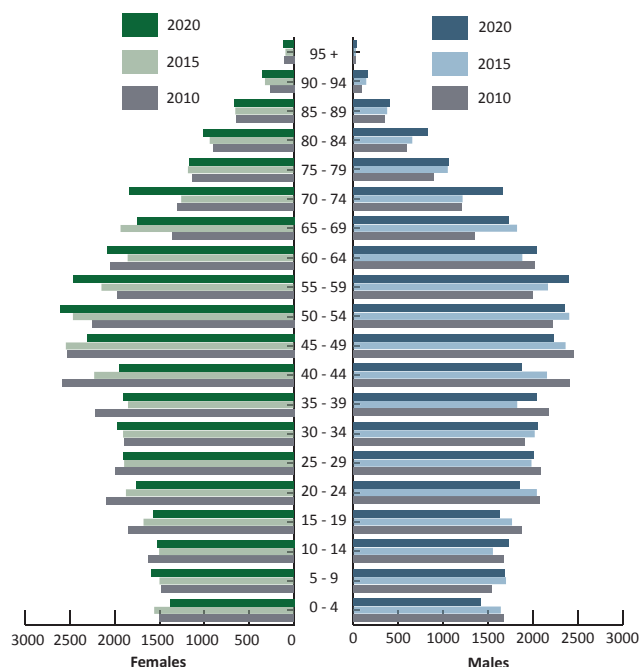


Table 4.4.1: Age and gender distribution (at 31st March)

	2015			2020		
	Female	Male	Total	Female	Male	Total
0 - 4	1,560	1,643	3,203	1,383	1,425	2,808
5 - 9	1,501	1,701	3,202	1,590	1,684	3,274
10 - 14	1,505	1,555	3,060	1,530	1,731	3,261
15 - 19	1,679	1,768	3,447	1,570	1,629	3,199
20 - 24	1,875	2,045	3,920	1,759	1,856	3,615
25 - 29	1,895	1,985	3,880	1,904	2,008	3,912
30 - 34	1,907	2,021	3,928	1,971	2,053	4,024
35 - 39	1,852	1,826	3,678	1,906	2,044	3,950
40 - 44	2,229	2,158	4,387	1,946	1,882	3,828
45 - 49	2,545	2,365	4,910	2,308	2,239	4,547
50 - 54	2,466	2,406	4,872	2,602	2,362	4,964
55 - 59	2,148	2,169	4,317	2,460	2,397	4,857
60 - 64	1,856	1,883	3,739	2,078	2,051	4,129
65 - 69	1,935	1,824	3,759	1,752	1,728	3,480
70 - 74	1,259	1,217	2,476	1,836	1,662	3,498
75 - 79	1,184	1,052	2,236	1,164	1,060	2,224
80 - 84	941	656	1,597	1,011	832	1,843
85 - 89	656	376	1,032	667	409	1,076
90 - 94	325	143	468	350	160	510
95 +	97	26	123	121	35	156
Total	31,415	30,819	62,234	31,908	31,247	63,155

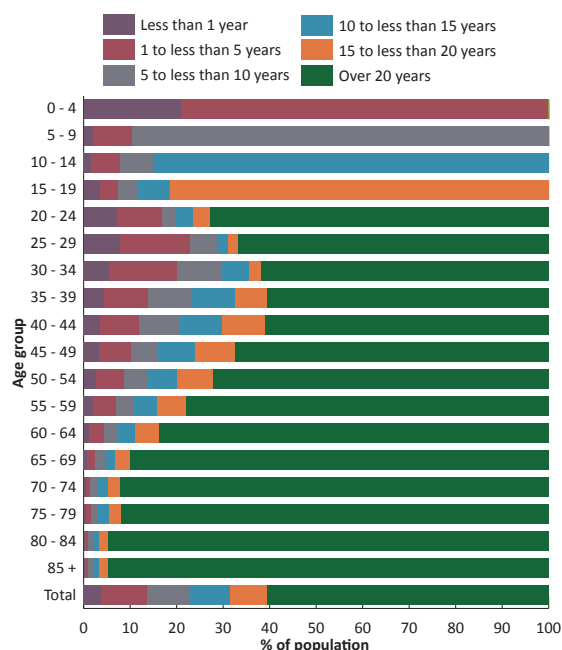
5.1 Length of stay on the island to date

Table 5.1.1: Length of stay by age (at 31st March 2020)

	Less than 1 year	1 to less than 5 years	5 to less than 10 years	10 to less than 15 years	15 to less than 20 years	Over 20 years	Total
0 - 4	584	2,224	-	-	-	-	2,808
5 - 9	62	277	2,935	-	-	-	3,274
10 - 14	50	200	237	2,774	-	-	3,261
15 - 19	109	128	136	219	2,607	-	3,199
20 - 24	256	350	113	127	138	2,631	3,615
25 - 29	301	594	223	96	83	2,615	3,912
30 - 34	217	592	374	249	102	2,490	4,024
35 - 39	169	374	375	368	264	2,400	3,950
40 - 44	132	324	328	355	348	2,341	3,828
45 - 49	152	306	271	358	386	3,074	4,547
50 - 54	126	304	253	317	378	3,586	4,964
55 - 59	101	240	181	243	303	3,789	4,857
60 - 64	42	142	111	160	209	3,465	4,129
65 - 69	23	61	71	78	113	3,134	3,480
70 - 74	*	32	60	76	86	3,230	3,498
75 - 79	*	28	29	53	58	2,047	2,224
80 - 84	*	*	*	25	33	1,749	1,843
85 - 89	*	*	*	*	*	1,031	1,076
90 - 94	*	*	*	*	*	474	510
95 +	-	*	-	-	*	148	156
Total	2,353	6,203	5,737	5,517	5,141	38,204	63,155

* is used in instances where there are fewer than 20 people in any one category.

Figure 5.1.1: Length of stay by age as a percentage of population by age group (at 31st March 2020)



The length of time a person has been resident in the island can be calculated using the Rolling Electronic Census system. The length of stay could be from one continuous stay or more than one separate stay. These figures should be viewed as minimum lengths of stay, since historic information is only available from 1992 onwards (so any stays prior to 1992 would not be included).

It can be seen in **Figure 5.1.1** and **Table 5.1.1** that, at the end of March 2020, 60.5% of the population had been resident for over twenty years.

The maximum length of time a person can have been resident for is restricted by their age. However, persons in age categories of 20 upwards could achieve a 20-year stay. Of these categories, the 35 to 39 age category contains the lowest proportion of people that have been resident for over 20 years, at 60.8%.

The 25 to 29 age category saw the highest proportion of people that had been resident for less than one year (7.7%), with the exception of the 0 to 4 age group.

A person's length of stay may also be influenced by their residence status. Information on length of stay by residence status is provided in **Section 5.3**.

5.2 Country of birth

Information on country of birth is available for 88% of the population and is sourced from Population Management, Health & Social Care and Environment & Infrastructure. This is an increase of 7% since 2014 due to enhancements made to the Rolling Electronic Census system. The coverage of this information is evenly distributed across the population, so the figures presented as percentages of people with known country of birth (rather than percentages of the total population) in **Table 5.2.1** and **Figure 5.2.1** are considered reliable for the whole population.

People born in Guernsey made up the largest proportion of the population at the end of March 2020 (60.0%). Those born in the United Kingdom or the Republic of Ireland made up the next highest proportion, at 26.9%.

Table 5.2.2 shows that people born in Guernsey or other Crown Dependencies were most likely to have been resident on the Island for over 20 years. Those born in Latvia were least likely to have been resident for over 20 years.

The countries and groups of countries shown in **Tables 5.2.1** and **5.2.2** and **Figure 5.2.1** are those which make up the highest proportions of the population, except the “Other Crown Dependencies” group. Information on the population by the full list of countries of birth is available in spreadsheet format from gov.gg/population.

Table 5.2.1: Country of birth (at 31st March 2020)

	No. people	% of total population	% of people with known country of birth
Guernsey	33,530	53.1	60.0
Other Crown Dependencies	428	0.7	0.8
United Kingdom and Republic of Ireland	15,050	23.8	26.9
Portugal	1,386	2.2	2.5
Latvia	961	1.5	1.7
Other Europe	1,792	2.8	3.2
Rest of world	2,726	4.3	4.9
Place of birth unknown	7,282	11.5	-
Total	63,155	100	100

Figure 5.2.1: Country of birth as a percentage of people with known country of birth (at 31st March 2020)

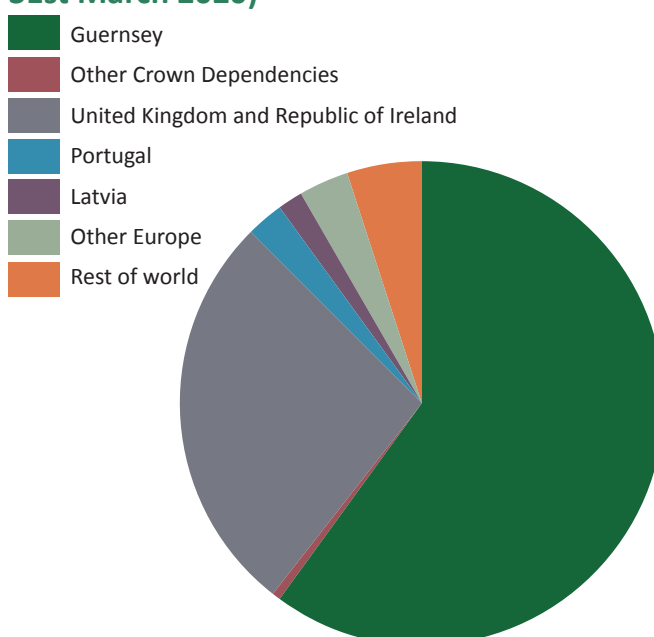


Table 5.2.2: Length of stay by country of birth (at 31st March 2020)

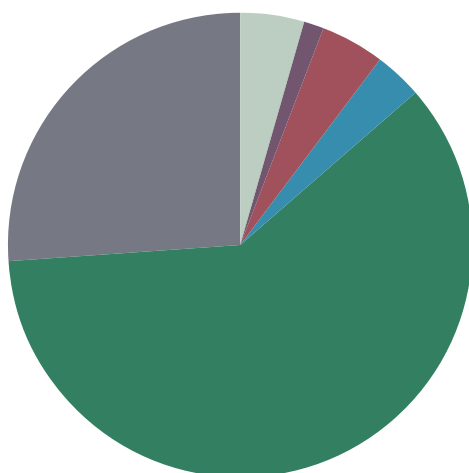
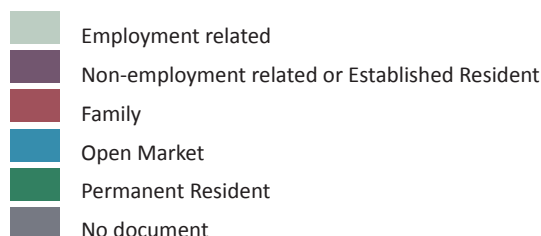
	Less than 1 year	1 to less than 5 years	5 to less than 10 years	10 to less than 15 years	15 to less than 20 years	Over 20 years	Total
Guernsey	399	1,349	165	2,286	2,773	26,558	33,530
Other Crown Dependencies	11	26	19	27	28	317	428
United Kingdom and Republic of Ireland	561	1,471	1,275	1,464	1,517	8,762	15,050
Portugal	122	313	213	185	139	414	1,386
Latvia	119	225	225	227	144	21	961
Other Europe	251	441	276	229	122	473	1,792
Rest of world	373	791	389	342	263	568	2,726
Place of birth unknown	517	1,587	3,175	757	155	1,091	7,282
Total	2,353	6,203	5,737	5,517	5,141	38,204	63,155

5.3 Residence status

Table 5.3.1: Population by residence status (at 31st March 2020)

	No. people	% of total population
Employment related	2,969	4.7
Non-employment related or Established Resident	890	1.4
Family	2,741	4.3
Open Market	2,035	3.2
Permanent Resident	38,032	60.2
No document	16,488	26.1
Total	63,155	100.0

Figure 5.3.1: Population by residence status (at 31st March 2020)



The principal means of managing population in Guernsey is through the administration of the Population Management (Guernsey) Law 2016 which came into force on 3rd April 2017. This superseded the Housing (Control of Occupation) (Guernsey) Law, 1994. However, licences and other documents issued under the Housing Law could continue to be live. Data presented here is based on a mixture of permits, certificates, licences and other documents issued since 1994.

At the end of March 2020, as shown in **Table 5.3.1**, Permanent Residents made up 60.2% of the population. 4.7% of people had a residence status dependent on their employment. People whose residence was dependent on living in Open Market accommodation constituted 3.2% of the population. The "Family" category consists of people who live in the Local Market and whose ability to remain in the Island is dependent on a family member's residence status. 1.4% of the population were permitted to reside in Guernsey for reasons not dependent on employment, accommodation or family. This includes Established Residents who have been resident on the Island for 8 consecutive years or more but do not yet have Permanent Resident status.

The remaining portion of the population had no document (see **Figure 5.3.1**). People may legitimately be resident and have no document if they are under 16 years old and are not in employment, been resident since before 1994 (when the Housing Law was enacted) and have not changed employer since then or if they have not worked since 1994 and so have not needed to prove their "right to work" to an employer via a housing document.

Information on residence status and employment as at the end of September 2020 can be found on **pages 28 and 29**.

For more information on residence status, please see gov.gg/populationmanagement.

5.3 Residence status

Residence status can also be broken down by age, economic status and length of stay (see [page 15](#)). At the end of March 2020, 20% of Permanent Residents (7,583 people) were aged 50 to 59, the highest proportion for that residence status (see [Table 5.3.2](#)). 51% of people whose residence status was dependent on their employment were aged between 20 and 39 (1,515 people).

62% of people with no document were aged 19 or under (10,241 people). People under 16 years of age do not need to have an official residence status unless they are employed.

As shown in [Figure 5.3.2](#), the 30 to 34 age group had the highest proportion of people with a residence status dependent on their employment (12%).

12% of 35 to 39 year olds and 11% of 30 to 34 year olds were dependent on a family member's residence status to reside in Guernsey (see [Figure 5.3.2](#)).

The proportion of people with Permanent Resident status was highest in every age group other than ages 0 to 14 and 85 and over where the highest proportion of people had no document (see [Figure 5.3.2](#)).

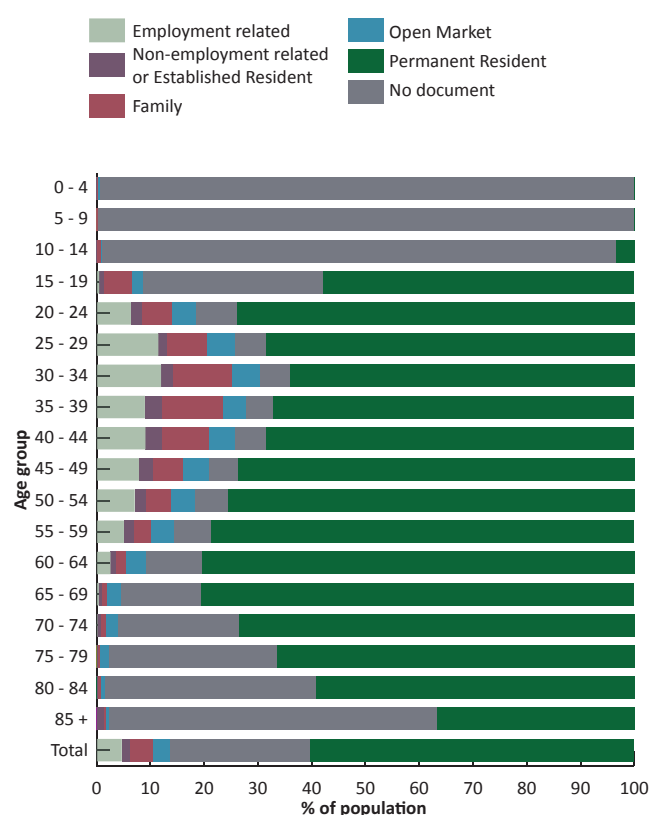
Information on residence status and employment as at the end of September 2020 can be found on [pages 28 and 29](#).

Table 5.3.2: Residence status by age (at 31st March 2020)

	Employment related	Non-employment related or Established Resident	Family	Open Market	Permanent Resident	No document
Under 10	0	0	*	*	*	6,045
10 to 19	*	29	187	67	1,964	4,196
20 to 29	679	125	494	371	5,359	499
30 to 39	836	203	901	372	5,228	434
40 to 49	711	234	584	401	5,969	476
50 to 59	598	186	395	428	7,583	631
60 to 69	121	59	116	245	6,126	942
70 to 79	*	26	36	116	4,055	1,482
80 to 89	0	*	*	20	1,549	1,326
90 and over	0	*	*	*	187	457
Total	2,969	890	2,741	2,035	38,032	16,488

* is used in instances where there are fewer than 20 people in any one category

Figure 5.3.2: Residence status by age (at 31st March 2020)



5.3 Residence status

Table 5.3.3: Residence status by economic status (at 31st March 2020)

	Employment related	Non-employment related or Established Resident	Family	Open Market	Permanent Resident	No document
Employed	2,683	602	1,881	1,314	20,436	1,013
Full-time education	*	30	216	68	2,279	7,555
Incapacitated	*	*	*	*	692	28
Non-employed	*	126	345	371	10,757	4,339
Self-employed	86	53	125	123	2,379	244
Unemployed	26	*	*	31	379	*
Other	155	52	148	121	1,110	3,297
Total	2,969	890	2,741	2,035	38,032	16,488

* is used in instances where there are fewer than 20 people in any one category

Figure 5.3.3: Residence status by economic status (at 31st March 2020)

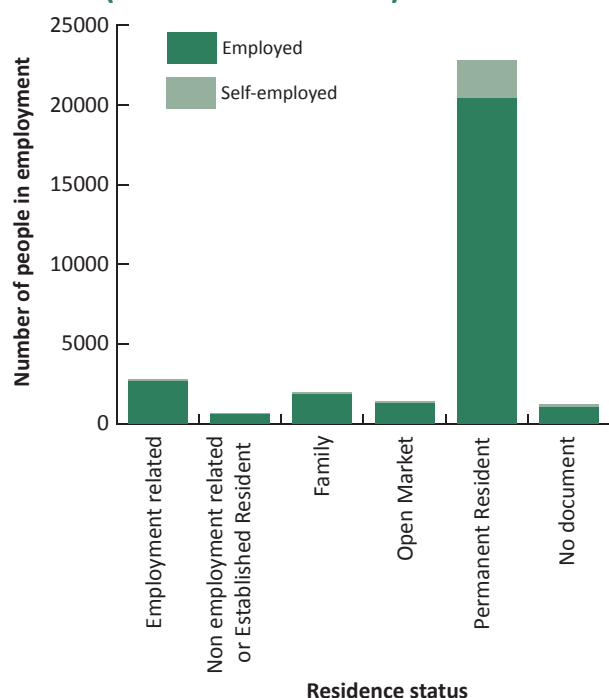


Table 5.3.3 shows residence status by economic status. At the end of March 2020, 69% of people whose residence was dependent on a family member were employed (1,881 people) and 8% were in full time education (216 people). 65% of people whose residence was dependent on living in Open Market accommodation and 68% who were resident for non-employment related reasons were employed at the end of March 2020 (1,314 and 602 people respectively).

Permanent Residents accounted for 74% of all employed and self-employed people (see **Figure 5.3.3**) on 31st March 2020.

Table 5.3.4 shows that 1,328 people (45%) with an employment related residence status had been resident on the Island for 1 to less than 5 years. 742 people (25%) had been resident for less than 1 year.

88% of Permanent Residents had been resident on the Island for over 20 years (33,462 people), compared to 14% (285 people), 4% (98 people) and 2% (51 people) of those whose residence was dependent on Open Market accommodation, a family member or employment respectively.

Information on residence status and employment as at the end of September 2020 can be found on **pages 28 and 29**.

Table 5.3.4: Residence status by length of stay (at 31st March 2020)

	Employment related	Non-employment related or Established Resident	Family	Open Market	Permanent Resident	No document
Less than 1 year	742	25	249	211	*	1,117
1 to less than 5 years	1,328	65	847	541	73	3,349
5 to less than 10 years	530	172	872	395	157	3,611
10 to less than 15 years	246	341	527	378	852	3,173
15 to less than 20 years	72	102	148	225	3,479	1,115
Over 20 years	51	185	98	285	33,462	4,123
Total	2,969	890	2,741	2,035	38,032	16,488

5.4 Household composition

People can be grouped up into households by address, to indicate the number and characteristics of people living at each self-contained residential property unit. The data presented here is a snapshot of the composition of all households as at 31st March.

People for whom a precise address was not known on the snapshot date (as described on [page 19](#)) cannot be grouped into households. However, the number of them has been relatively stable since 2015, so should not have a significant impact on the trend shown in [Table 5.4.1](#).

This information differs to information presented in the [Guernsey Household Income Report](#) (available at gov.gg/household), which excludes households with more than 10 occupiers (such as households living in staff accommodation, guest houses, lodging houses, hotels and residential or nursing homes). The [Guernsey Household Income Report](#) provides an analysis of the incomes of households that have not changed in composition over a calendar year, and so the figures presented in [Table 5.4.1](#) are higher than those stated in the Household Income Report.

There were approximately 24,809 households living in Guernsey on 31st March 2020, 1.1% more than the previous year (see [Table 5.4.1](#)).

The categories presented in [Table 5.4.2](#) are the same as those used in the [Guernsey Household Income Report](#). The eight most common household types describe 84.6% of all households as at March 2020. 27.3% were one adult households without child(ren) and 30.8% were two adult households without child(ren).

Table 5.4.1: Number of households (at 31st March)

	Number of households	Average number of people per household
2015	23,888	2.6
2016	24,221	2.6
2017	24,295	2.5
2018	24,379	2.5
2019	24,548	2.5
2020	24,809	2.5

Table 5.4.2: Household composition type (at 31st March 2020)

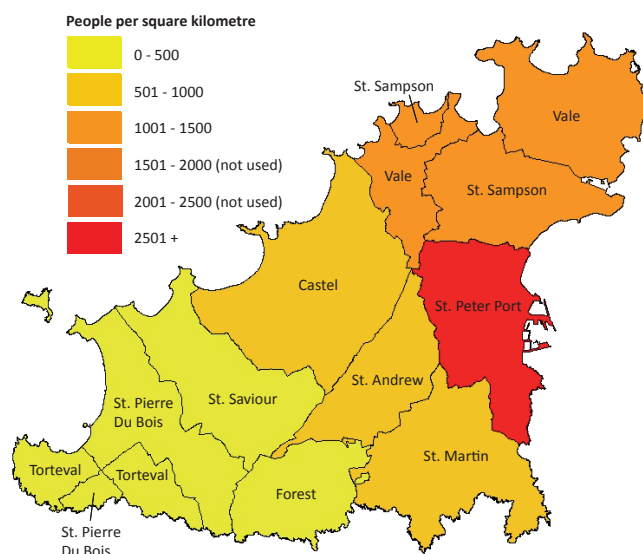
Composition Type	No. people	No. households	% of total households
One adult (16-64)	3,804	3,804	15.3
One adult (65 and over)	2,970	2,970	12.0
One adult (16-64) with child(ren)	2,577	994	4.0
Two adults (16-64)	7,426	3,713	15.0
Two adults (65 and over)	5,342	2,671	10.8
Two adults (16-64) with child(ren)	11,266	2,986	12.0
Two adults (one 16-64, one 65 and over)	2,522	1,261	5.1
Three and four adults (16-64)	8,718	2,600	10.5
Other	17,991	3,810	15.4
Address unknown	539	N/A	N/A
Total	63,155	24,809	100.0

6.1 Population by parish

Table 6.1.1: Population and population density by parish (at 31st March 2020)

	No. people	% of total population	Population density (people per square kilometre)
Castel	8,775	13.9	860
Forest	1,553	2.5	379
St. Andrew	2,324	3.7	516
St. Martin	6,595	10.4	903
St. Peter Port	19,203	30.4	3,000
St. Pierre Du Bois	2,060	3.3	332
St. Sampson	9,006	14.3	1,430
St. Saviour	2,765	4.4	432
Torteval	1,032	1.6	333
Vale	9,581	15.2	1,077
Herm and Jethou	71	0.1	62
Address unknown	190	0.3	-
Total	63,155	100.0	993

Figure 6.1.1: Population density map (at 31st March 2020)



The spatial population analysis presented on [pages 17 to 21](#) is based on people's residential address, collated from all information sources linked into the Rolling Electronic Census system. There is an automated process to determine which address is the most up-to-date and reliable one to use for each person. The coverage has been increased from 99.5% in March 2015 to 99.7% in March 2020 due to enhancements to the Rolling Electronic Census system. The 0.3% of the population for which the address was unknown includes those for whom only a business address was held or an address with insufficient detail to determine a specific location on the island.

As shown in [Table 6.1.1](#), St. Peter Port had the highest population and the highest population density at 19,203 people (30.4% of the population) and 3,000 people per square kilometre at the end of March 2020. The population density of St. Peter Port is more than double that of St. Sampson, which has the next highest density.

The parish with the lowest population is Torteval and is the smallest parish by area. St. Pierre du Bois and Torteval had the lowest population density at the end of March 2020 (with 332 and 333 people per square kilometre respectively), nine times lower than St. Peter Port.

Population densities are mapped in [Figure 6.1.1](#).

Population by parish is available in a map format on request. Population by other spatial areas may also be available. All requests should be submitted via gov.gg/population.

Table 6.1.2: Percentage of population by age group and parish (at 31st March 2020)

	Castel	Forest	St. Andrew	St. Martin	St. Peter Port	St. Pierre Du Bois	St. Sampson	St. Saviour	Torteval	Vale	Herm and Jethou
0 - 15	17.7	14.6	17.3	17.7	14.5	14.5	15.4	16.0	15.3	15.6	25.4
16 - 64	58.1	62.0	60.2	60.6	71.0	60.2	63.2	61.0	58.0	61.7	71.8
65 - 84	20.2	20.9	20.2	18.1	12.7	22.5	18.8	20.4	22.4	19.7	2.8
85 +	4.0	2.6	2.3	3.6	1.9	2.9	2.7	2.6	4.3	3.0	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0%	100.0%	100.0%	100.0%	100.0%

NB - Categories may not sum to overall total due to rounding

6.2 Pre-school and school age population by school catchment area

Table 6.2.1: Population by primary school catchment area and age (at 31st March 2020)

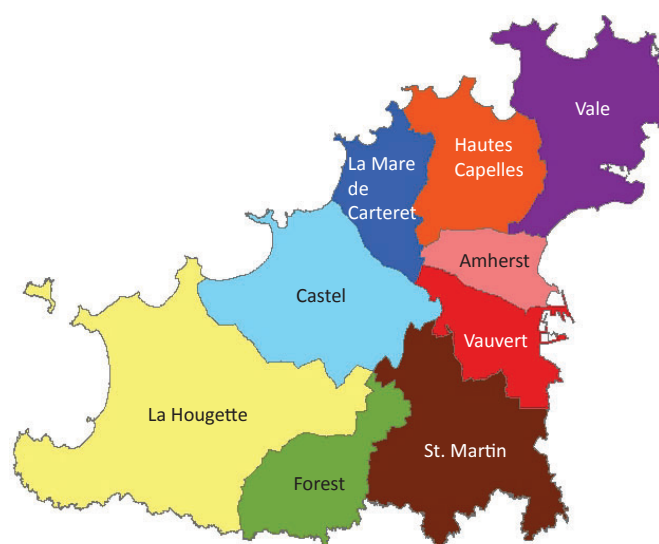
	0	1	2	3	4	5	6	7	8	9	10	11
Amherst Primary	81	84	104	91	79	91	85	91	80	74	77	72
Castel Primary	39	37	48	58	69	61	69	82	82	74	70	69
Forest Primary	12	14	13	14	15	12	24	16	21	26	24	26
Hautes Capelles Primary	62	34	64	75	55	64	80	66	72	62	64	72
La Houquette Primary	41	25	45	39	53	49	66	61	80	67	69	75
La Mare de Carteret Primary	46	44	47	57	50	68	54	65	61	64	65	77
St Martins Primary	73	78	62	79	92	66	98	86	104	71	97	81
Vale Primary	76	89	96	86	89	92	87	100	99	98	108	103
Vauvert Primary	93	97	92	90	119	90	97	114	103	101	103	97
Address Unknown	0	0	1	0	1	0	0	1	0	0	0	0
Total	523	502	572	589	622	593	660	682	702	637	677	672

Primary Schools in Guernsey accept children from a specific area of the Island known as the school's catchment area. Each child will normally attend the school in the catchment area where they live. This page shows which school catchment area people of pre-school and primary school age lived in on 31st March 2020.

It should be noted that a person's school year is determined by their age on 1st September rather than 31st March. It should also be noted that there are three private independent primary schools along with special school Le Rondin which all admit children living in any catchment area. There are also two 'voluntary' Catholic primary schools which admit children from an island-wide catchment. Certain criteria will apply for entry to all of these schools.

In September 2019, a 'Partner School' system was implemented for Year 7 Secondary admissions, instead of allocation by catchment area. The Partner School model means children from groups of Primary Schools are placed at their Primary School's Partner Secondary School site, even if they no longer live within the catchment area of the Primary School that they currently attend. As a result, information regarding population by High School catchment is no longer included in this report. More information on the Partner School system is available at gov.gg/partnerschools.

Figure 6.2.1: School catchment area map



See gov.gg/catchmentareas for catchment area maps in more detail.

7.1 Population by housing market

Table 7.1.1: Population by Housing Market (at 31st March 2020)

	No. people	% of total population
Local Market	57,597	91.2
Open Market part A	3,194	5.1
Open Market part B	409	0.6
Open Market part C	198	0.3
Open Market part D	1,218	1.9
Address unknown	539	0.9
Total	63,155	100.0

Figure 7.1.1: Population by Housing Market (at 31st March 2020)

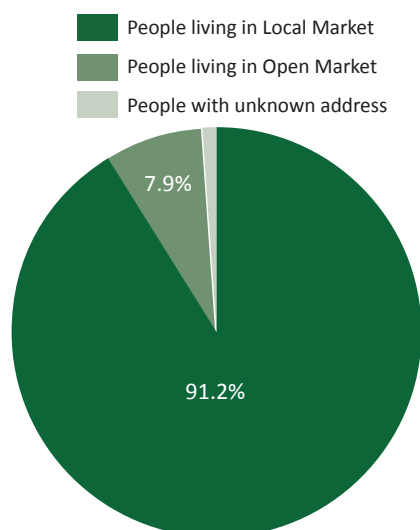
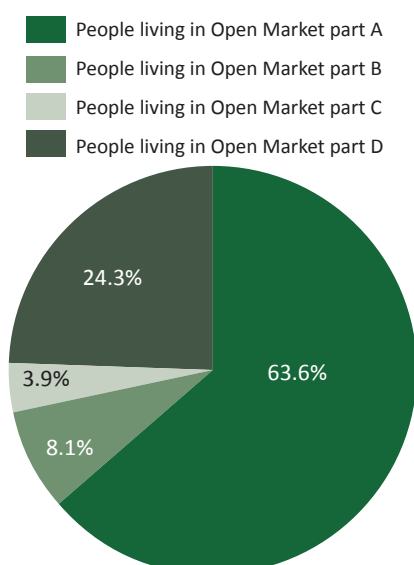


Figure 7.1.2: Population by Open Market part (at 31st March 2020)



Details relating to the specific property a person lives in (e.g. the housing market and tenure), are also based on the person's residential address. The number of unknown addresses is higher at this level of detail (and over the next pages), since the specific apartment or flat number or name is needed (compared to the earlier sections, where the building name is sufficient to identify the area in which a person lives).

It should be noted that as a result of this, the number of people in apartment blocks or similar accommodation are more likely to be classified as "address unknown". This may result in the numbers of people reported to be living in Open Market Part B and D in particular, which includes hotels, lodging houses and shared staff accommodation, being under-stated.

The island's housing stock is split into two categories: Open Market and Local Market. The Population Management Law currently governs which units are Open Market.

Open Market housing is divided into four parts (A, B, C and D), which relate to the use type (see gov.gg/pmopenmarket for more information).

As shown in **Table 7.1.1** and **Figure 7.1.1**, 91.2% of the population lived in Local Market property units at the end of March 2020.

7.9% of the population lived in Open Market property units. The majority of that portion (63.6%) lived in Open Market part A units (see **Figure 7.1.2**).

More information on the island's housing stock is available via gov.gg/property.

7.2 Population by tenure

The housing tenure categories presented here are the same as those used in the 2018 and 2019 editions of the **Residential Property Stock Bulletin** but differ to those presented in the Annual Housing Stock Bulletin prior to 2017.

In this Report, the “Other” tenure category includes: hotels, the hospital, the prison, lodging houses, staff and self-catering accommodation. The **Residential Property Stock Bulletin** only includes information on domestic housing units which does not include some of the above, but does include vacant units, which do not feature here.

Table 7.2.1 and **Figure 7.2.1** include both Local and Open Market residents (further breakdown by Market is included on [page 21](#)). It can be seen that 63.4% of the population lived in private owner occupied accommodation at the end of March 2020 compared with 22.2% in private rental accommodation. 9.3% lived in affordable social housing whilst 0.8% lived in affordable intermediate (partial ownership) properties.

Specialised housing includes units which involve some element of care. Residential and nursing homes as well as any extra care accommodation are categorised as specialised. **Table 7.2.2** shows that at the end of March 2020, 1.1% of the population lived in specialised housing (0.8% in the private market and 0.3% in the affordable market). 28% of all people living in specialised housing were in the affordable market.

Of the 63,155 total, 0.7% of the population (435 people) lived in accommodation that specifically catered for those aged over 55 at the end of March 2020. Of this 0.7%, 19% lived in specialised housing.

Table 7.2.1: Population by housing tenure (at 31st March 2020)

		No. people	% of total population
Private market	Owner occupied	40,009	63.4
	Rented	14,039	22.2
Affordable market	Social	5,884	9.3
	Intermediate	496	0.8
Other		2,188	3.5
Address unknown		539	0.9
Total		63,155	100

Figure 7.2.1: Population by housing tenure (at 31st March 2020)

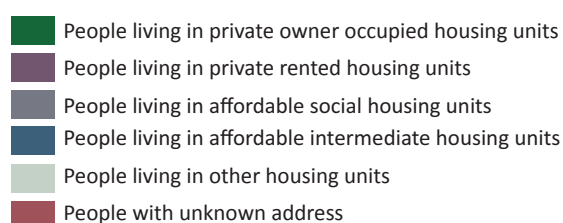


Table 7.2.2: Population by Specialised housing (at 31st March 2020)

		No. people	% of total population
Specialised	Private market	488	0.8
	Affordable market	192	0.3
Non-specialised	Private market	53,560	84.8
	Affordable market	6,188	9.8
Other		2,188	3.5
Address unknown		539	0.9
Total		63,155	100

7.3 Population by housing market and tenure

Table 7.3.1: Population by housing tenure (at 31st March 2020)

		% of people in Local Market	% of people in Open Market
Private market	Owner Occupied	65.4	47.0
	Rented	21.1	37.4
Affordable market	Social	10.2	0.0
	Intermediate	0.9	0.0
	Other	2.4	15.6
	Total	100.0	100.0

Figure 7.3.1: Housing tenure of people living in Local Market (at 31st March 2020)

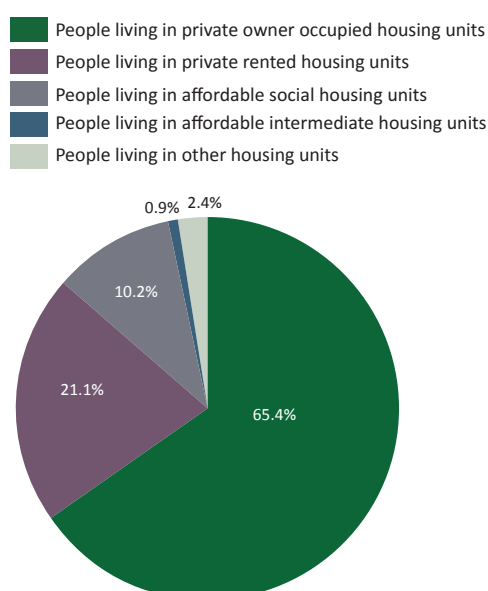
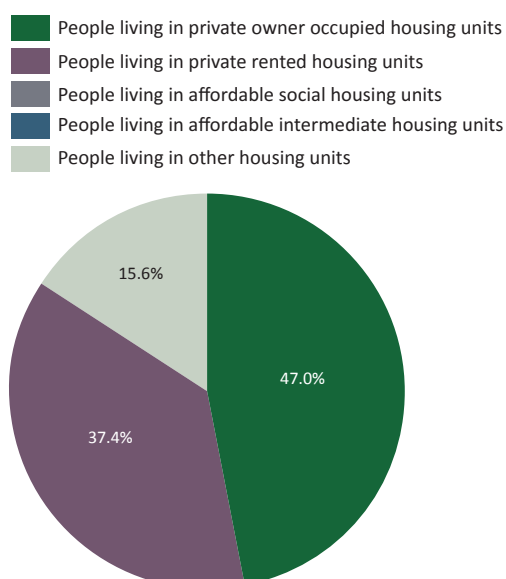


Figure 7.3.2: Housing tenure of people living in Open Market (at 31st March 2020)



As highlighted by **Figures 7.3.1** and **7.3.2**, the tenure profile of Open Market housing units is quite different to that of Local Market units. All the affordable housing units are in the Local Market, so people living in Open Market units cannot have this tenure type. 11.1% of the people living in Local Market units lived in affordable housing. The information presented here relates to the 99.1% of the population with a known address.

Table 7.3.1 shows that 65.4% of the population living in the Local Market were living in private owner occupied units at the end of March 2020, compared with 47.0% in the Open Market. This formed the highest proportion for both the Local and Open Market. People living in private rental accommodation formed the second highest proportion for both Markets (21.1% in the Local Market and 37.4% in the Open Market).

15.6% of people living in Open Market units had other tenure types, which included people living in Open Market hotels and lodging houses. A lower proportion of those living in Local Market units had other tenure types. This category included the hospital and the prison as well as self-catering units and the majority of staff accommodation.

Table 7.3.2 shows that 0.8% of the population living in the Local Market lived in specialised housing at the end of March 2020. Of those living in Open Market properties, 3.9% lived in specialised housing.

Table 7.3.2: Population by Specialised housing (at 31st March 2020)

		% of people in Local Market	% of people in Open Market
Specialised	Private market	0.5	3.9
	Affordable market	0.3	0.0
Non-specialised	Private market	86.0	80.5
	Affordable market	10.7	0.0
	Other	2.4	15.6
	Total	100.0	100.0

8.1 Population in employment or full-time education

At 31st March 2020, 65.1% of the population were in full-time education or in employment, a drop of 0.6 percentage points since March 2019. This decrease is likely due to the measures put in place during March 2020 to help slow the spread of COVID-19.

Information on the profile of people in employment is available up to the end of September 2020 (see [page 25](#) onwards). Information on unemployment is available up to the start of January 2021 (see [pages 37 to 42](#)).

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 classed as self-employed by Social Security during the snapshot week. If a person was both employed by an employer and self-employed, they are categorised as employed in this report.

Table 8.1.1 Percentage of population in employment or full-time education

	% of total population in employment or education
Q1 2015	60.9
Q1 2016	62.0
Q1 2017	65.5
Q1 2018	65.5
Q1 2019	65.7
Q1 2020	65.1

Table 8.1.2 Percentage of population in employment or full-time education by age at 31st March 2020

	Female	Male	Total
14 and under	70.6	72.0	71.3
15 to 19	91.7	90.7	91.2
20 to 24	85.4	87.0	86.2
25 to 29	80.1	85.7	83.0
30 to 34	79.7	88.2	84.0
35 to 39	79.3	89.6	84.6
40 to 44	80.0	88.8	84.3
45 to 49	80.8	88.1	84.4
50 to 54	78.0	87.5	82.5
55 to 59	70.7	84.7	77.6
60 to 64	55.2	70.5	62.8
65 to 69	16.8	20.7	18.8
70 to 74	4.6	6.2	5.4
75 to 79	2.1	2.2	2.2
80 to 84	0.4	0.2	0.3
85 and over	0.1	0.2	0.1
Total	61.0	69.2	65.1

8.1 Population in employment or full-time education

Figure 8.1.1 Population by economic status and age (at 31st March 2020)

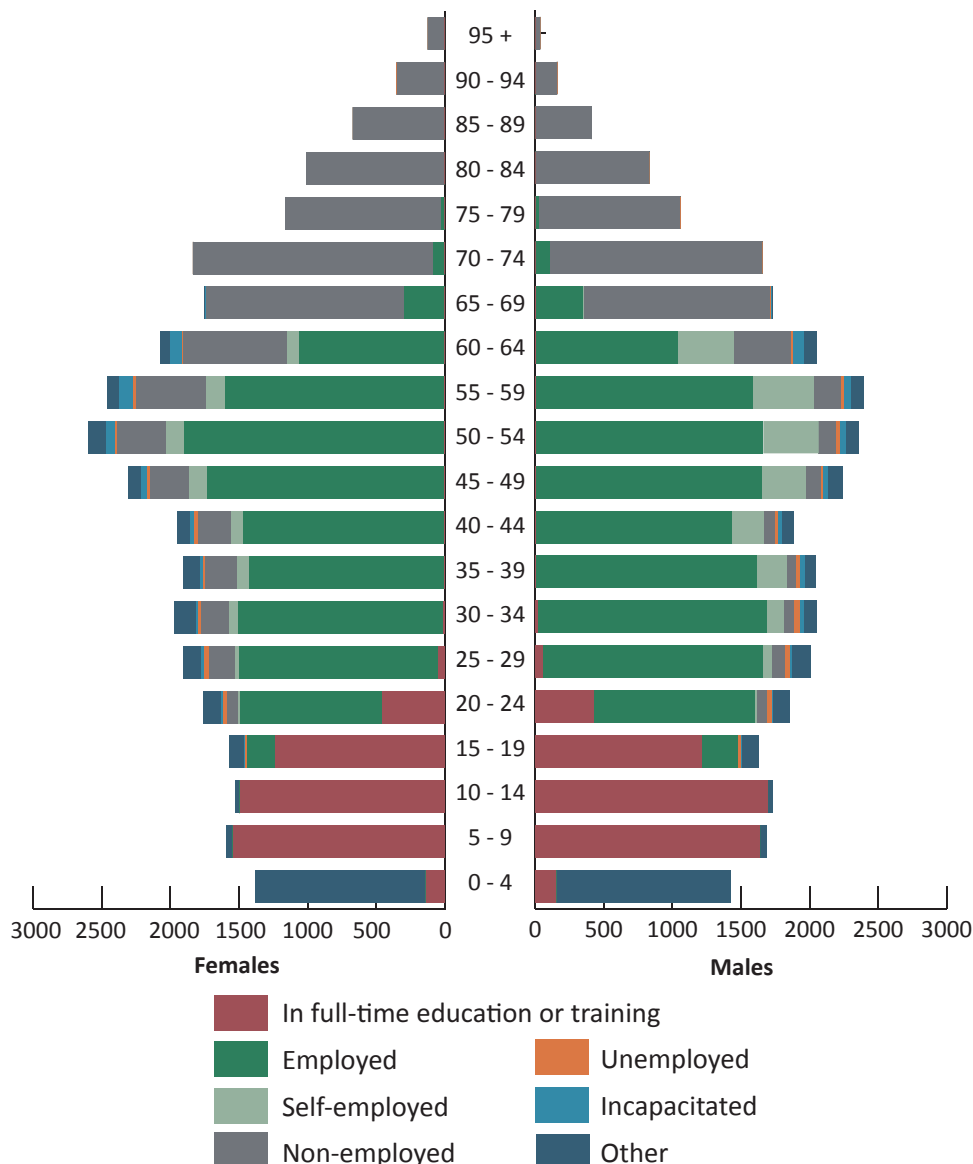


Figure 8.1.1 shows how economic status varies by age group and gender. Overall, 81.5% of the population aged 16 to 64 years old were either in full-time education, employed or self-employed at the end of March 2020. Of those aged between 65 and 74, 12.0% (840 people) were in employment.

People in full-time education or training are concentrated in the 5 to 24 years old age categories, with a further 99 people aged 25 to 29. 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 (1,895 people), the 25 to 29 age group had the largest proportion of employed females (76.3%). For males, the proportion of the population in employment peaks in the 30 to 34 years age group (81.5%). The number of males employed is also highest in this age category (1,673 people).

Self-employment was more apparent in males and non-employment was more apparent in females at the end of March 2020. Unemployment was slightly more apparent in males. Information on unemployment is available up to the start of January 2021 and can be found on [pages 37 to 42](#).

8.2 Participation in full-time education by age and gender

Table 8.2.1 Percentage of population in full-time education at 31st March 2020 (ages 16-24)

Age at March 2020	Female	Male	Total
16	93.7	86.5	90.0
17	84.8	78.4	81.5
18	69.2	65.8	67.5
19	53.4	46.7	50.1
20	39.1	38.7	38.9
21	36.0	26.9	31.0
22	29.1	19.2	24.2
23	14.7	16.3	15.6
24	10.1	11.3	10.7

Figure 8.2.1 Percentage of females in full-time education at March 2020 (ages 16-24)

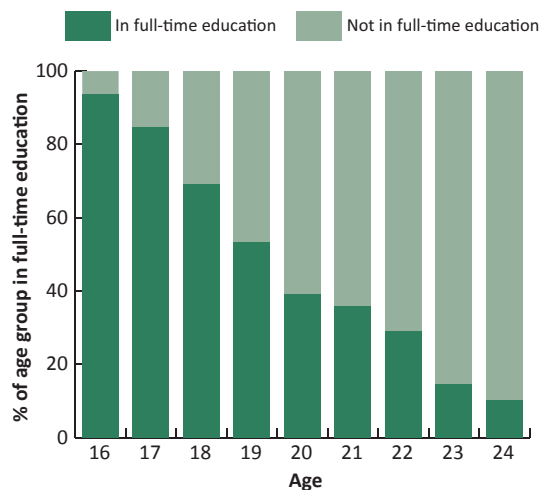
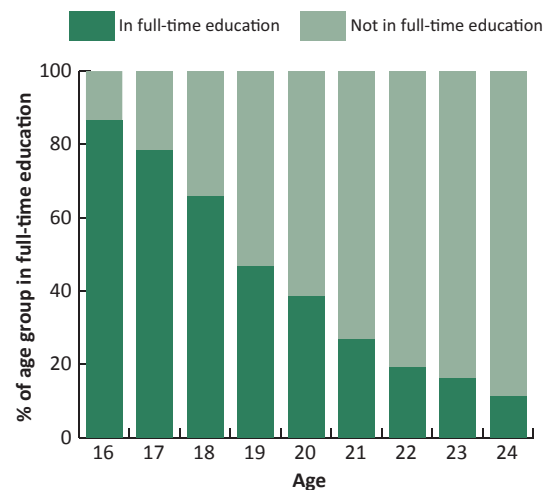


Figure 8.2.2 Percentage of males in full-time education at March 2020 (ages 16-24)



As at March 2020, 90.0% of all 16 year olds and 10.7% 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 every age other than at ages 23 and 24 where the percentage of males in full-time education were higher.

Figures 3.1.1 and 3.1.2 show that the percentage of people in education decreases as age increases.

9.1 Employment trends

Figure 9.1.1 Annual percentage change in total employment at 30th September 2020

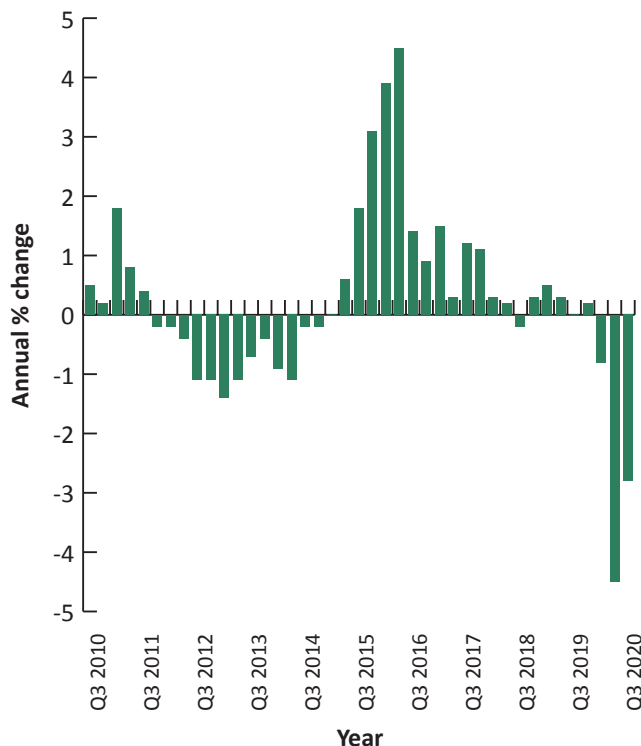


Table 9.1.1 Annual percentage change in total employment, employees and self-employed

	Employed	Self-employed	Total employment
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
Q1 2020	-0.8	-0.2	-0.8
Q2 2020	-4.9	-0.1	-4.5
Q3 2020	-3.2	0.9	-2.8

Figures rounded to one decimal place

There was an overall decrease of 2.8% (see [Figure 9.1.1](#) and [Table 9.1.1](#)) in the number of people either employed or self-employed for the year ending 30th September 2020. This compares to a 4.5% decrease for the year ending 30th June 2020.

The number of employed people decreased by 3.2% and the number of self-employed increased by 0.9% for the year ending 30th September 2020. There were corresponding increases in the number of wholly unemployed which can be seen to begin in the last week of March 2020 and rising to a peak at the end of May, before reducing. Unemployment information is available more quickly than employment information and is included on [pages 37 to 42](#).

The Bailiwick of Guernsey went into strict lockdown on 25th March 2020 in order to help slow the spread of COVID-19. Restrictions on all but essential business activities were imposed and all non-essential shops and community spaces were closed. People were required to stay at home except for limited purposes and all gatherings of more than two people in public were prohibited. Restrictions were lifted in phases during April, May and June. Between 20th June 2020 and 23rd January 2021 the only remaining restrictions related to off-Island travel.

On 12th March 2020, the Director of Public Health advised all Guernsey residents to consider avoiding all non-essential travel to and from the Bailiwick. Between 19th March and 17th August, anyone travelling into the Bailiwick of Guernsey was required to self-isolate for 14 days regardless of any symptoms or port of origin. This self-isolation requirement changed to 7 days on 17th August 2020, depending on port of origin. On 28th October 2020 testing for COVID-19 on arrival was introduced and self-isolation requirements altered to reflect the varying prevalence rates of COVID-19 in different countries and regions.

As the number of people in the labour market is seasonal and typically increases from March to a peak in August, it is likely that the travel restrictions and self-isolation requirements that were in place at the end of September 2020 had a large impact on the decline in employment.

9.2 Employment by age and gender

Table 9.2.1 Employment status by age group at 30th September 2020

	Employed			Self-employed			Total in employment
	Female	Male	Total	Female	Male	Total	
14 and under	-	-	-	-	-	-	-
15 to 19	133	187	320	-	-	-	320
20 to 24	968	1,120	2,088	10	14	24	2,112
25 to 29	1,420	1,580	3,000	26	67	93	3,093
30 to 34	1,488	1,685	3,173	72	117	189	3,362
35 to 39	1,385	1,580	2,965	90	207	297	3,262
40 to 44	1,471	1,455	2,926	97	261	358	3,284
45 to 49	1,646	1,570	3,216	138	312	450	3,666
50 to 54	1,842	1,651	3,493	138	405	543	4,036
55 to 59	1,598	1,576	3,174	133	457	590	3,764
60 to 64	1,047	1,053	2,100	90	394	484	2,584
65 to 69	276	334	610	-	19	19	629
70 to 74	82	95	177	-	-	-	177
75 and over	23	25	48	-	-	-	48
16 to 64	12,998	13,457	26,455	794	2,234	3,028	29,483
65 and over	381	454	835	-	19	19	854
Total	13,379	13,911	27,290	794	2,253	3,047	30,337

* 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 September 2020, 30,337 people were either employed or self-employed in Guernsey, of whom 854 people (2.8%) were aged over 65 years (see [Table 9.2.1](#)). This age bracket accounted for 3.1% of employed people and 0.6% of self-employed people. Of the total number of people in employment, 34.2% were aged between 50 and 64.

Of the 26,455 employed people aged 16 to 64 at the end of September 2020, 12,998 (49.1%) were female and 13,457 (50.9%) were male. This compares to 794 self-employed females and 2,234 males, which equates to 26.2% and 73.8% of the 3,028 total.

[Page 27](#) shows the number of people employed and self-employed by age group at the end of September 2020 compared to the end of September 2019 and September 2015.

Findings from the Community Survey, undertaken between 22nd June and 30th July 2020, have been made available at gov.gg/covid19data and provide more detailed information on how lockdown impacted on working, incomes and wellbeing.

9.2 Employment by age and gender

Figure 9.2.1 Employment by age and gender at 30th September

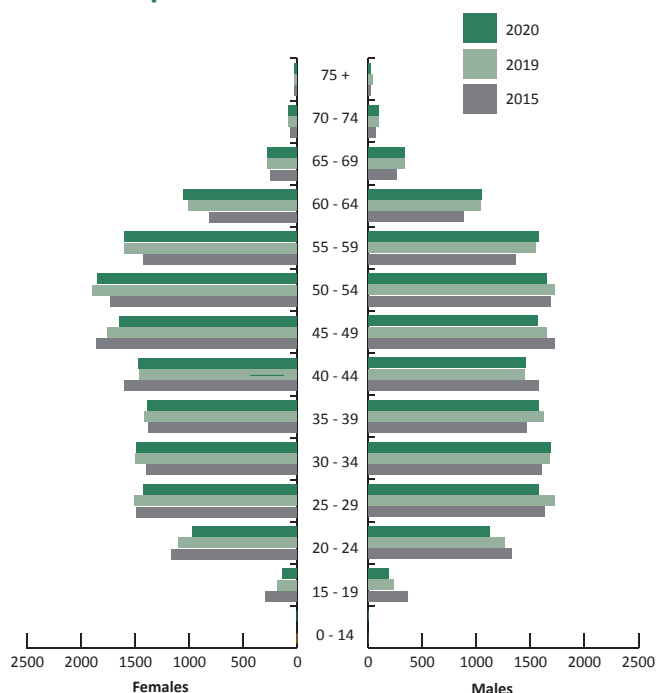
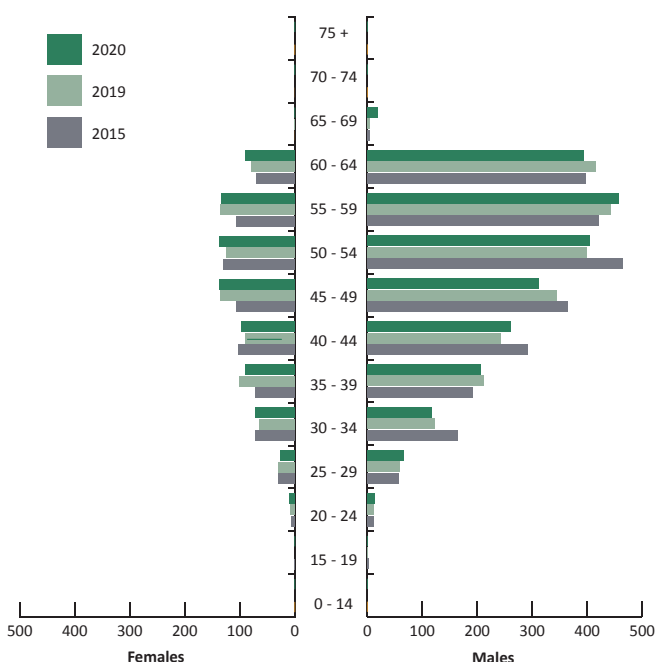


Figure 9.2.2 Self-employment by age and gender at 30th September



The difference in the proportions of employed and self-employed people between September 2015, 2019 and 2020 are shown in [Figures 9.2.1 and 9.2.2](#) respectively.

Figure 9.2.1 shows that between September 2019 and September 2020 the number of people employed decreased for every age group, with the exception of the 60 to 74 age category for females and the 55 to 64, 40 to 44 and 30 to 34 age categories for males. The 20 to 24 age group showed the largest decrease in employed females between September 2019 and September 2020 (128 people). For men, the largest annual decrease was seen in the 20 to 24 and 25 to 29 age groups (both saw a decrease of 144 people). There was also a large decline in the number of employed men and women aged between 45 and 49.

Between September 2015 and September 2020, the largest decrease in the number of people employed was seen in the 45 to 49 age category for females (a decrease of 208 people) and the 20 to 24 age category for males (210 people). The 55 to 59 age group saw the largest increase in the number of employed males (208 people), whereas the 60 to 64 group saw the largest increase in the number of employed females (233 people) between September 2015 and September 2020 (see [Figure 9.2.1](#)).

As can be seen in [Figure 9.2.2](#), self-employment is more apparent in males than in females. Over the last five years, however, the total number of self-employed males has fallen by 115 people (from 2,368 in September 2015 to 2,253 in September 2020), whereas the total number of self-employed women has increased by 99 people (from 695 to 794). The number of self-employed males in the 40 to 54 and 30 to 34 age categories showed the largest decline between September 2015 and September 2020.

The number of self-employed females remained relatively stable between September 2019 and September 2020. The 45 to 49 age group saw the largest decrease in self-employed males (32 people) during the same time period.

9.3 Employment by residence status

Section 9.3 provides information on employment and residence status. The principal means of determining an individual's right to live and work in Guernsey is through the administration of the Population Management (Guernsey) Law 2016 which came into force on 3rd April 2017. This superceded the Housing (Control of Occupation) (Guernsey) Law, 1994. However, licences and other documents issued under the Housing Law could continue to be live. Data presented here is based on a mixture of permits, certificates, licences and other documents issued since 1994.

As can be seen in **Figure 9.3.1**, the majority (73%) of those who were employed at the end of September 2020 and September 2019 were classified as Permanent Residents* (20,466 at the end of September 2019 falling to 19,950 at the end of September 2020). In contrast, the number of self-employed Permanent Residents* increased between September 2019 and September 2020 (2,370 to 2,417 people, see **Figure 9.3.2**).

Just under 10% of the total number of people employed at the end of September 2020 and September 2019 were employed on the basis of an employment related licence*. The number of people in this category decreased from 2,673 to 2,621 between September 2019 and September 2020 (see **Figure 9.3.1**). Conversely, **Figure 9.3.2** shows that the number of self-employed people on an employment related licence* increased from 85 people at the end of September 2019 to 87 people at the end of September 2020. Those on an employment related licence accounted for just 3% of the total self-employed.

The annual percentage change in the number of people employed or self-employed by residence status can be found on [page 29](#).

For more information on residence status, please see www.gov.gg/populationmanagement.

Figure 9.3.1: Employment by residence status (at 30th September)

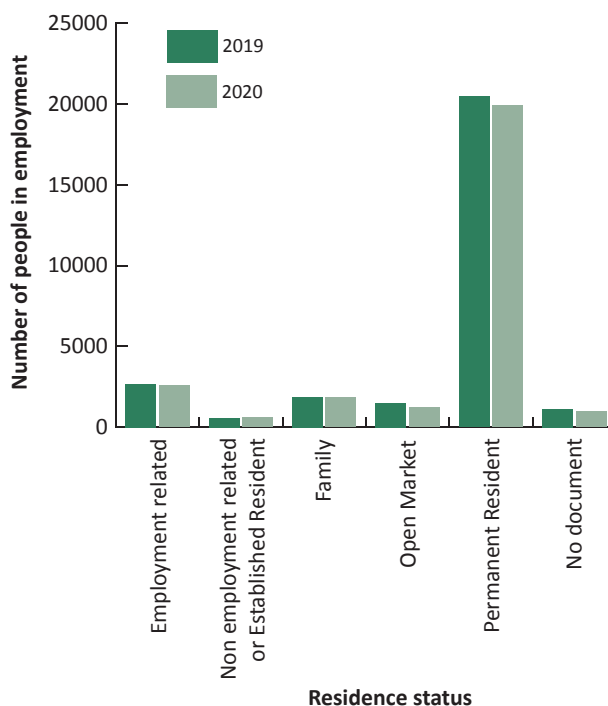
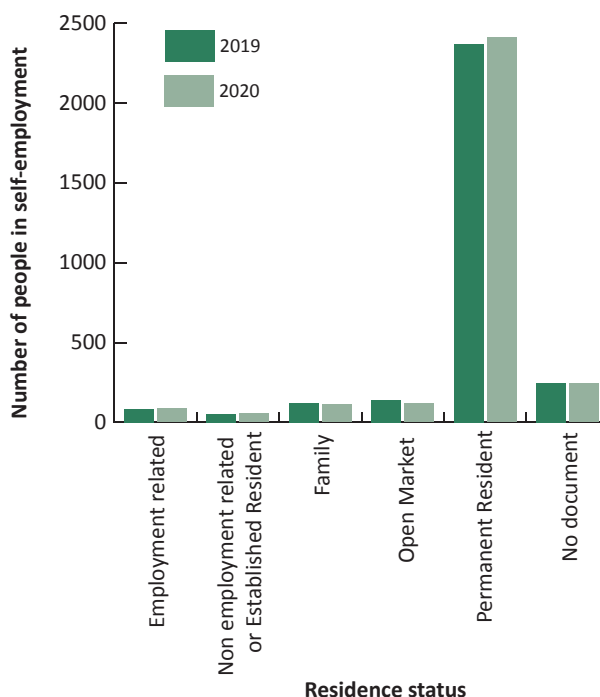


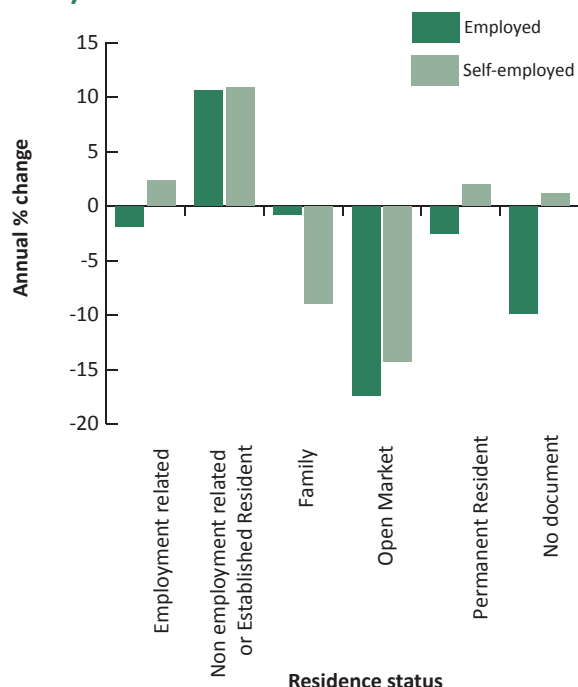
Figure 9.3.2: Self-employment by residence status (at 30th September)



*See [page 29](#) for definitions of the different types of residence status shown in **Figure 9.3.1** and **9.3.2**

9.3 Employment by residence status

Figure 9.3.3: Annual % change in employment (between September 2019 and September 2020)



* See below for definitions of the residence status categories found in **Figure 9.3.3** and **Figures 9.3.1** and **9.3.2** on **page 28**.

A "Permanent Resident" is defined as a person, meeting certain criteria relating to their period(s) of residence and/or ancestral connections to the Island, who has an enduring right to be a Local Market householder (if aged 16+) and to undertake employment in Guernsey.

"Employment related" refers to individuals whose ability to live in the Island is based on working for a specific employer in a specific job (includes long-term, medium-term and short-term permits).

"Family" consists of people who live in the Local Market and whose ability to remain in the Island is dependent on a family member's residence status.

"Open Market" refers to individuals whose ability to live and work in Guernsey is dependent on living in Open Market accommodation. They are not permitted to occupy a Local Market dwelling.

"Non-employment and Established Resident" refers to those in employment who are permitted to reside and work in Guernsey for reasons not dependent on employment, accommodation or family. This includes Established Residents who have been resident on the Island for 8 consecutive years or more but do not yet have Permanent Resident status.

"No document": People may legitimately be in employment and have no document if they have been resident since before 1994 (when the Housing Law was enacted) and have not changed employer since then.

Between September 2019 and September 2020, the largest decrease in the number of both the employed and self-employed, was seen in the Open Market*category (decreases of 17.4% and 14.3% respectively, see **Figure 9.3.3**). The number of employed individuals with no document* also decreased between September 2019 and September 2020 (9.9%).

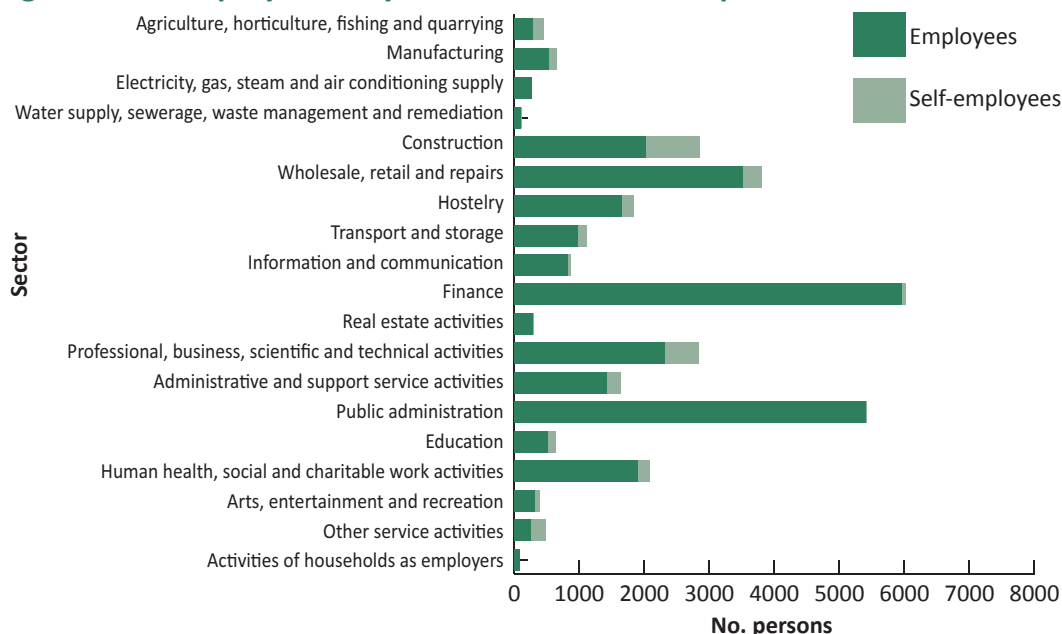
The number of people employed on the basis of an employment related licence (either long-term, medium-term or short-term) decreased by 1.9% between September 2019 and September 2020. This decrease is due to a 24% decrease in the number of people on short-term employment permits. The number of people employed on either medium-term or long-term employment permits increased by 11% and 5% respectively between September 2019 and September 2020. The number of self-employed people who had an employment related licence increased by 2.4% during the same time period.

The "Non employment related or Established Resident"* category saw the largest increase in the number of people employed and self-employed between September 2019 and September 2020 (an increase of 10.6% in the number of employed people and a 10.9% increase in the self-employed). This category includes discretionary permits (i.e a set of permits outlining different scenarios where someone who isn't a Permanent Resident can no longer hold their current Certificate/Permit due to a change in circumstances).

This information for June 2020 can be found in the **Quarterly Population, Employment and Earnings Bulletin** available from gov.gg/population.

9.4 Employment by economic sector

Figure 9.4.1 Employment by economic sector at September 2020



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, 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 9.4.1** and **Table 9.4.1** on **page 31** 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 9.4.1** and **Table 9.4.1**, the Finance sector was the largest employer in September 2020, accounting for 18.9% of total employment, or 6,017 people, 5,958 of whom were employed and 59 of whom were self-employed. The Construction sector had the largest number of self-employed people in September 2020 (828 people), representing 29.1% of the sector and 25.3% of self-employed people overall.

The annual change in the number of people employed and self-employed within each sector can be found on **pages 32 and 33**.

The number of positions advertised at the Job Centre and the skills reported by Unemployment Benefit claimants up to the start of January 2021, are presented by sector on **pages 41 and 42**.

9.4 Employment by economic sector

Table 9.4.1 Employment by economic sector at September 2020

	Employees			Self-employees			Total no. in employment	% of total for all sectors
	Female	Male	Total	Female	Male	Total		
Agriculture, horticulture, fishing and quarrying	90	190	280	32	146	178	458	1.4
Manufacturing	155	371	526	32	101	133	659	2.1
Electricity, gas, steam and air conditioning supply	47	218	265	-	7	7	272	0.9
Water supply, sewerage, waste management and remediation activities	11	89	100	*	*	20	120	0.4
Construction	130	1,891	2,021	16	812	828	2,849	8.9
Wholesale, retail and repairs	1,573	1,948	3,521	77	211	288	3,809	11.9
Hostelry	675	982	1,657	60	117	177	1,834	5.8
Transport and storage	228	756	984	13	120	133	1,117	3.5
Information and communication	199	619	818	12	38	50	868	2.7
Finance	3,240	2,718	5,958	7	52	59	6,017	18.9
Real estate activities	144	134	278	5	20	25	303	1.0
Professional, business, scientific and technical activities	1,271	1,038	2,309	149	374	523	2,832	8.9
Administrative and support service activities	641	789	1,430	28	179	207	1,637	5.1
Public administration	3,345	2,057	5,402	12	17	29	5,431	17.0
Education	385	129	514	93	34	127	641	2.0
Human health, social and charitable work activities	1,525	380	1,905	88	90	178	2,083	6.5
Arts, entertainment and recreation	160	155	315	31	47	78	393	1.2
Other service activities	199	55	254	176	52	228	482	1.5
Activities of households as employers	57	20	77	*	*	*	79	0.2
Total for all sectors	14,075	14,539	28,614	834	2,436	3,270	31,884	100.0

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

Table 9.4.2 Employment within the Finance sector at September 2020

	Total no. in employment	% of total Finance sector
Banking	1,678	27.9
Fiduciary	1,713	28.5
Funds	1,330	22.1
Insurance	768	12.8
Other	528	8.8
Total	6,017	100.0

Of the 6,017 people employed within the Finance sector, 1,678 people (27.9%) worked in Banking, 1,713 people (28.5%) were employed by Fiduciaries and 1,330 worked in sub-sectors relating to Funds (22.1%) at the end of September 2020.

The annual change in the number of people employed and self-employed within each sector can be found on [pages 32 and 33](#).

Findings from the Community Survey, undertaken between 22nd June and 30th July 2020, have been made available at gov.gg/covid19data and provide more detailed information on how lockdown impacted on working, incomes and wellbeing.

9.5 Employment by sector trends

Table 9.5.1 Annual percentage change in total employment by sector

	Annual % change							
	2018 Q4	2019 Q1	2019 Q2	2019 Q3	2019 Q4	2020 Q1	2020 Q2	2020 Q3
Agriculture, horticulture, fishing and quarrying	0.5	-2.8	-9.6	-7.5	-6.6	4.1	6.8	9.0
Manufacturing	-1.8	1.1	0.2	-1.7	1.2	-1.8	0.9	0.6
Electricity, gas, steam and air conditioning supply	1.4	-4.7	-5.7	1.0	-3.1	-0.3	-1.4	-7.2
Water supply, sewerage, waste management and remediation activities	1.7	2.7	4.3	5.2	13.7	13.2	5.0	-0.8
Construction	-1.5	0.7	-1.0	1.1	3.5	0.1	1.4	2.9
Wholesale, retail and repairs	0.6	-0.3	-0.9	-2.9	-1.4	-2.7	-5.7	-4.0
Hostelry	-0.2	-0.9	0.7	3.2	0.9	-4.7	-24.2	-17.7
Transport and storage	-3.2	-2.3	0.4	1.8	1.6	0.4	-8.0	-8.4
Information and communication	5.5	4.0	2.1	2.8	8.0	9.9	8.9	7.2
Finance	1.5	0.9	1.2	-1.4	-2.9	-4.4	-4.9	-2.4
Real estate activities	0.4	1.9	0.8	11.2	12.3	10.4	8.2	5.6
Professional, business, scientific and technical activities	0.5	0.1	0.6	1.0	2.2	3.3	-0.6	-1.4
Administrative and support service activities	4.1	-1.8	-2.0	-0.3	0.4	0.6	-8.7	-6.7
Public administration	0.3	1.6	0.7	1.3	2.5	0.4	-1.9	-1.3
Education	2.9	6.4	3.6	3.6	-0.3	-1.9	-2.0	0.6
Human health, social and charitable work activities	1.0	2.0	3.6	3.5	2.8	3.5	-2.5	1.5
Arts, entertainment and recreation	-0.3	-1.7	8.5	8.3	0.8	-1.4	-14.4	0.5
Other service activities	-5.5	-3.7	-3.5	-3.9	-2.2	-3.2	-6.8	-2.0
Activities of households as employers	-3.6	12.9	5.3	15.6	2.5	0.0	-2.5	-11.2

Table 9.5.1 shows that the Hostelry sector had the largest decrease in employment for the year ending 30th September 2020 (17.7%). Please note that some sectors have a small number of people in employment (see [page 31](#)).

The annual percentage change in employment by sector between September 2019 and September 2020 is shown graphically on [page 33](#).

The number of positions advertised at the Job Centre and the skills reported by Unemployment Benefit claimants up to the start of January 2021, are presented by sector on [pages 41](#) and [42](#).

Findings from the Community Survey, undertaken between 22nd June and 30th July 2020, have been made available at gov.gg/covid19data and provide more detailed information on how lockdown impacted on working, incomes and wellbeing.

9.5 Employment by sector trends

Figure 9.5.1 Annual percentage change in total employment by sector

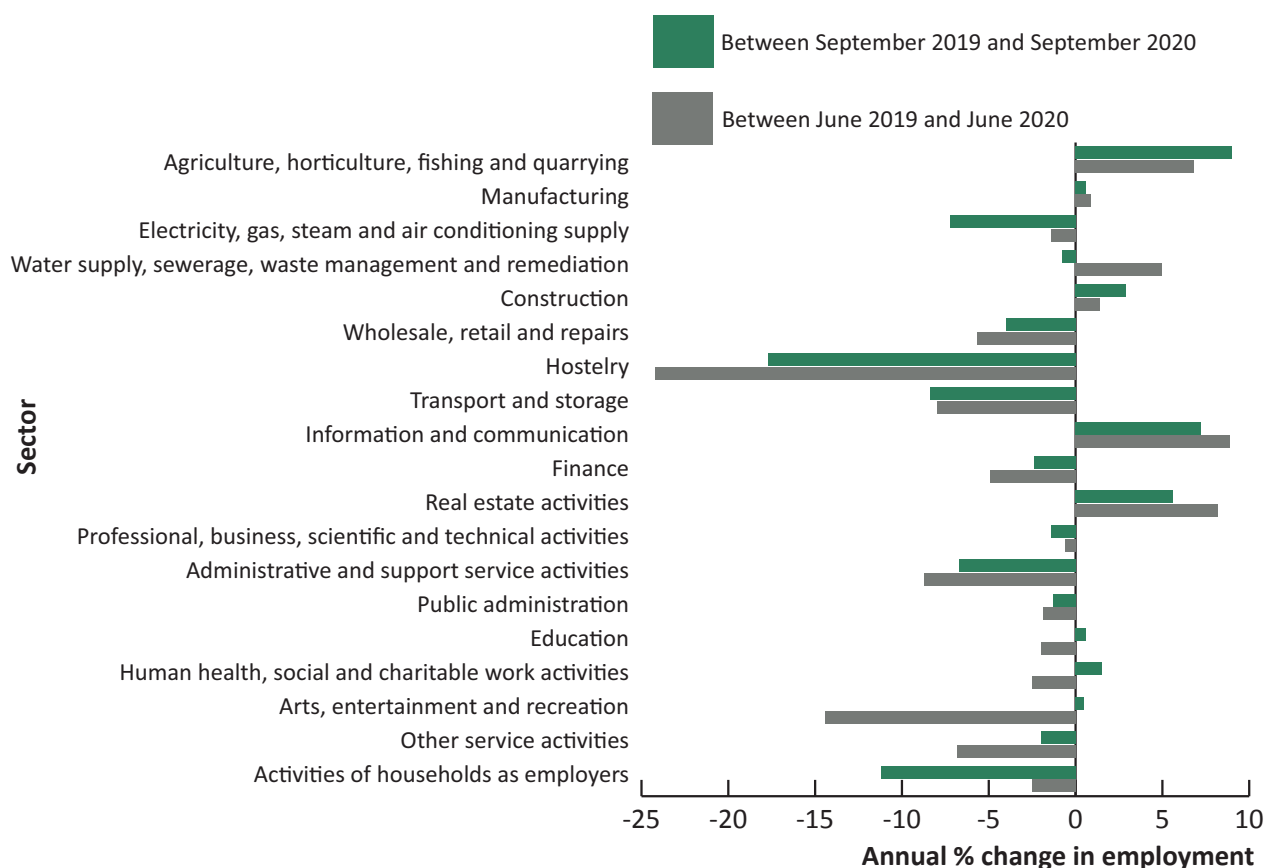


Figure 9.5.1 shows that 11 of the 19 economic sectors showed a decrease in employment for the year ending 30th September 2020, compared to 13 for the year ending 30th June 2020.

The Hostelry sector showed the largest decrease in employment for the year ending 30th September (17.7%), however this was a smaller decrease than for the year ending 30th June 2020 (24.2%). The Activities of households as employers sector also saw a significant decline in employment between September 2019 and September 2020 (a decrease of 11.2%, please note the relatively small amount of people employed within this sector, see [Table 9.4.1](#) on [page 31](#)).

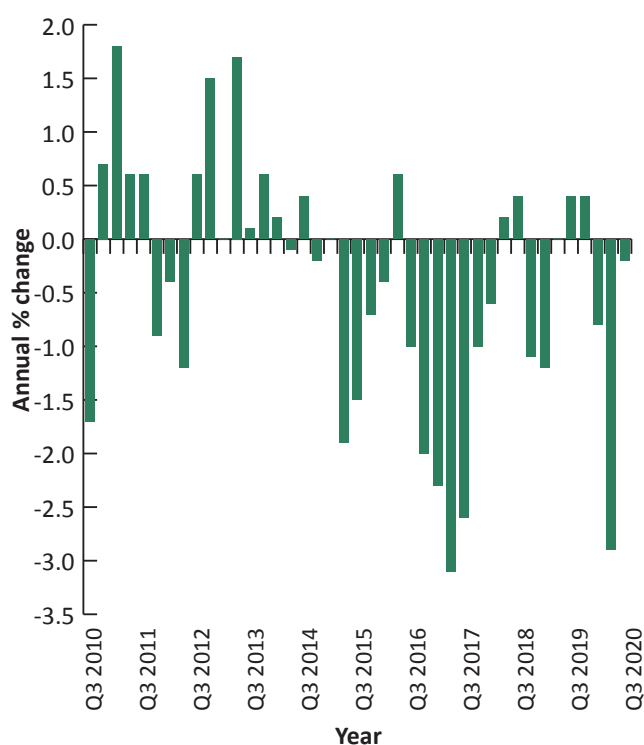
The number of those employed or self-employed in the Arts, entertainment and recreation sector saw a 14.4% decrease between June 2019 and June 2020 but increased by 0.5% for the year ending 30th September 2020.

The Agriculture, horticulture, fishing and quarrying sector showed the largest annual increase (9.0%) for the year ending 30th September 2020 followed by the Information and communication sector (7.2%) and Real estate activities which increased by 5.6%.

Findings from the Community Survey, undertaken between 22nd June and 30th July 2020, have been made available at gov.gg/covid19data and provide more detailed information on how lockdown impacted on working, incomes and wellbeing.

10.1 Employer trends

Figure 10.1.1 Annual percentage change in total number of employers



The figures presented in **Figure 10.1.1** and **Table 10.1.1** are calculated using Electronic Census data, where Social Security data had been used prior to 2015.

There were 2,176 employing organisations at the end of September 2020 (see **Table 10.2.1** on **page 35**). This was an decrease of 0.2% for the year ending 30th September 2020, as shown in **Figure 10.1.1**.

Table 10.1.1 Annual percentage change in total number of employers

	Annual % change
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
Q1 2020	-0.8
Q2 2020	-2.9
Q3 2020	-0.2

10.2 Employers by economic sector and size

Table 10.2.1 Employers by economic sector and size at September 2020

	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	12	31	7	1	1	1	0	0	53
Manufacturing	18	23	13	6	2	1	1	0	64
Electricity, gas, steam and air conditioning supply	2	3	2	0	1	0	1	0	9
Water supply, sewerage, waste management and remediation activities	4	2	2	1	0	1	0	0	10
Construction	96	139	49	34	7	1	2	0	328
Wholesale, retail and repairs	74	146	58	24	20	7	5	1	335
Hostelry	38	68	44	28	6	5	1	0	190
Transport and storage	16	25	6	10	3	2	2	0	64
Information and communication	20	21	13	4	9	1	1	0	69
Finance	70	91	39	55	29	15	14	1	314
Real estate activities	18	19	2	10	1	0	0	0	50
Professional, business, scientific and technical activities	46	54	25	21	4	8	3	1	162
Administrative and support service activities	47	49	21	17	12	1	2	0	149
Public administration	3	8	2	1	0	0	1	1	16
Education	9	4	2	5	0	3	2	0	25
Human health, social and charitable work activities	37	55	26	19	13	7	3	0	160
Arts, entertainment and recreation	26	17	5	9	2	0	0	0	59
Other service activities	41	37	7	0	1	0	0	0	86
Activities of households as employers	20	9	4	0	0	0	0	0	33
Total	597	801	327	245	111	53	38	4	2,176

Table 10.2.1 and **Figure 10.2.1** on **page 36** show the number of employers broken down by economic sector and by the number of employees as at 30th September 2020. They are sourced from the Rolling Electronic Census.

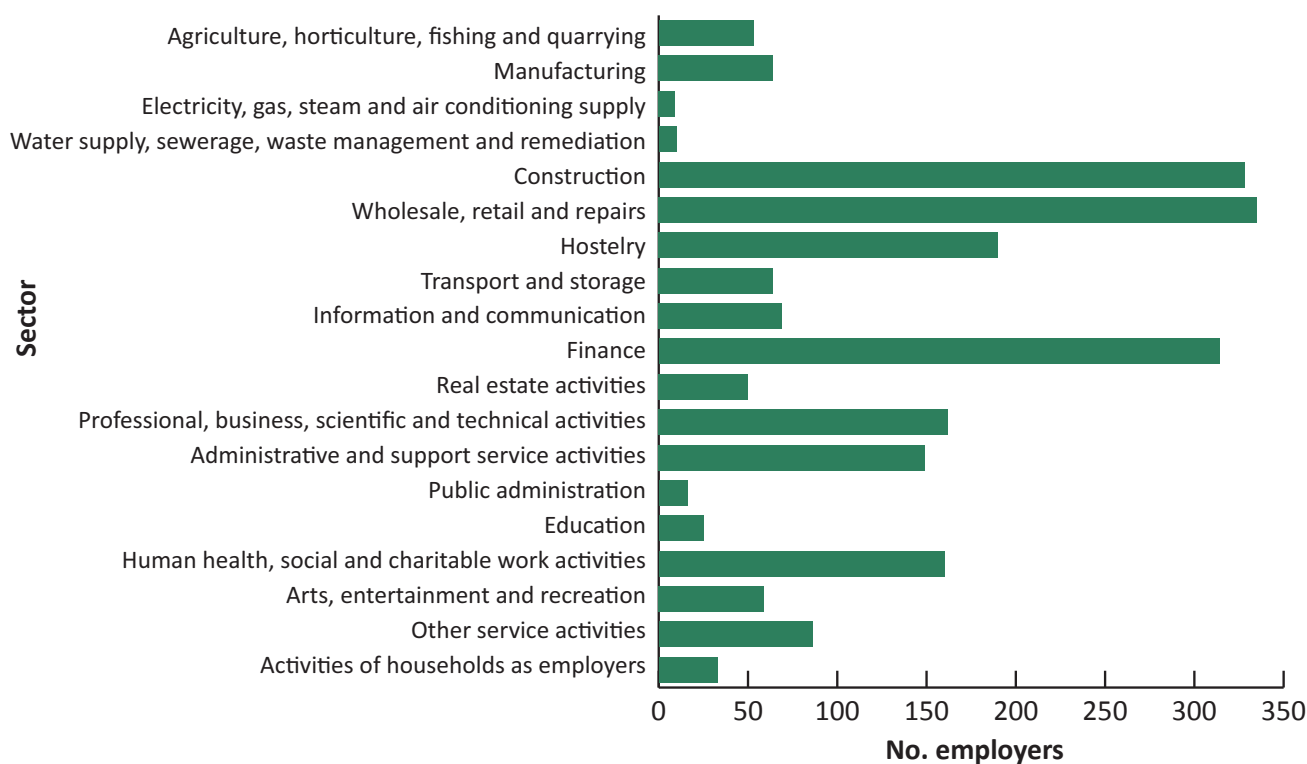
It can be seen that the Wholesale Retail and Repairs sector had the highest number of employing organisations (335). The Finance sector had 314 employing organisations at the end of September 2020 and had the highest number of employing organisations with more than 50 employees (30 employers).

The Construction sector had the highest number of employers with fewer than six employees (235).

There were four organisations employing more than 250 people at the end of September 2020.

10.2 Employers by economic sector and size

Figure 10.2.1 Employers by economic sector at September 2020



As shown above in **Figure 10.2.1**, the Wholesale, Retail and Repairs, Construction and Finance sectors had the largest numbers of employers. Employers in the Wholesale, Retail and Repairs and Construction sectors tended to employ fewer people than those in the Finance sector (see **Table 10.2.1** on **page 35**).

11.1 Unemployment - weekly snapshots

Figure 11.1.1 Number of people registered unemployed at weekly snapshots

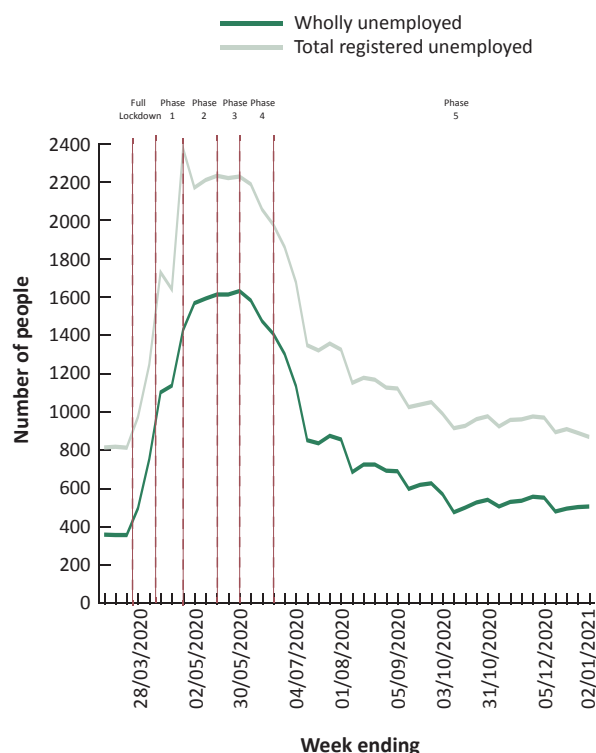


Table 11.1.1 Percentage of workforce registered as unemployed at monthly snapshots

	Wholly unemployed*	% of workforce	Total registered unemployed*	% of workforce
28/03/2020	497	1.6	974	3.1
02/05/2020	1,568	5.0	2,171	6.9
30/05/2020	1,631	5.2	2,229	7.1
04/07/2020	1,135	3.6	1,677	5.3
01/08/2020	856	2.7	1,325	4.2
05/09/2020	690	2.3	1,122	3.7
03/10/2020	570	1.8	990	3.2
31/10/2020	541	1.8	977	3.2
05/12/2020	552	1.8	970	3.2
02/01/2021	506	1.7	869	2.9

The figures presented in **Table 11.1.1** show the number of people registered unemployed and the percentage of the workforce registered as unemployed. They are snapshots taken at the end of the last week of each month.

Section 11 provides information on unemployment using data sourced from the Committee for Employment & Social Security.

The Bailiwick of Guernsey went into its first lockdown on 25th March 2020 in order to help slow the spread of COVID-19. Restrictions on all but essential business activities were imposed and all non-essential shops and community spaces were closed. People were required to stay at home except for limited purposes and all gatherings of more than two people in public were prohibited. Restrictions were lifted in phases during April, May and June.

Figure 11.1.1 shows the number of people registered as unemployed at the end of each week between March 2020 and the start of January 2021. It can be seen that the number of people unemployed rose sharply between the week ending 21st March and the week ending 25th April before stabilising in May and then steadily decreasing during phase 4 and 5 of the exit from lockdown, when more businesses were allowed to re-open. The week ending 11th July saw the largest weekly decrease in the number of people wholly unemployed*, with 283 fewer people registered as unemployed compared to the end of the previous week. The week ending 8th August saw the second largest weekly decrease (170 people). The number of people unemployed continued to decrease gradually throughout August and September and levels of unemployment have remained relatively stable since October, although higher than pre-lockdown.

During the week ending 2nd January 2021, 1.7% of the workforce (506 people) were wholly unemployed* compared to 1.8% during the week ending 5th December and 5.2% at the end of May which saw the peak in the number of people wholly unemployed (1,631 people, see **Table 11.1.1**). Since then, there has been a reduction of 1,125 people.

Information on the number of people unemployed broken down by age and gender can be found on **page 38**.

*See **page 39** for more information on the difference between the "total registered unemployed" and "wholly unemployed".

11.2 Unemployment by age and gender

Section 11.2 shows the number of people wholly unemployed* during the snapshot week at the end of February (before the Bailiwick's first lockdown), the end of May (the peak in unemployment) and the end of December 2020, compared to the same time in 2019, broken down by age and gender.

Figure 11.2.1 shows a significant decrease in the number of wholly unemployed* people, for both males and females across all age groups, during the snapshot week at the end of December 2020 compared to the peak seen at the end of May 2020. For all age groups, the number of people wholly unemployed* in December 2020 was only slightly higher than in February 2020.

The number of unemployed men is falling at a faster rate than the number of unemployed women. Since May 2020, there has been a 73% reduction in unemployed men (666 people) and a 64% reduction in unemployed women (459 people).

Proportionally, the 30 to 39 and 40 to 49 age groups saw the largest decline for females (both saw a decrease of 70% since May 2020). For males, the 40 to 49 age group saw the largest decline in unemployment between May 2020 and December 2020 (a decrease of 80%).

The 20 to 29 age group has consistently seen the highest number of unemployed men and women when compared to the other age categories. The number of unemployed males in this age group reduced by 75% (185 people) between May 2020 and December 2020, compared to a decrease of 59% (121 people) in the number of unemployed women aged between 20 and 29.

The number of people wholly unemployed* at the end of December 2020 was only slightly higher than the levels seen at the same time in 2019 (see **Figure 11.2.2**).

*See [page 39](#) for more information on "wholly unemployed".

Figure 11.2.1 Unemployment by age and gender at the end of February, May and December 2020

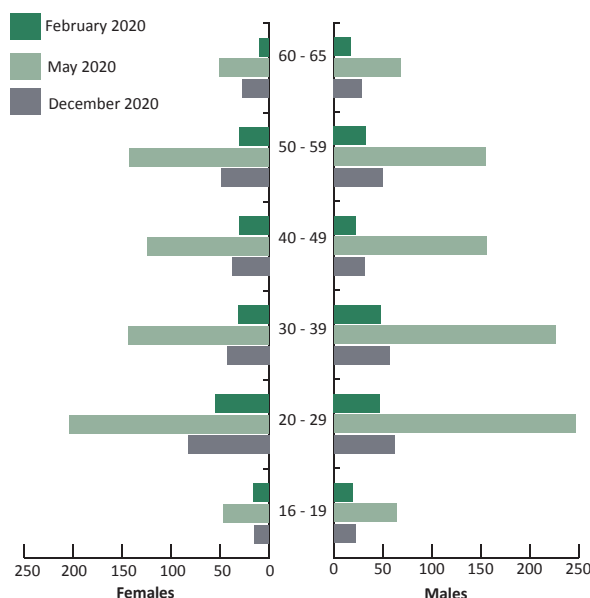
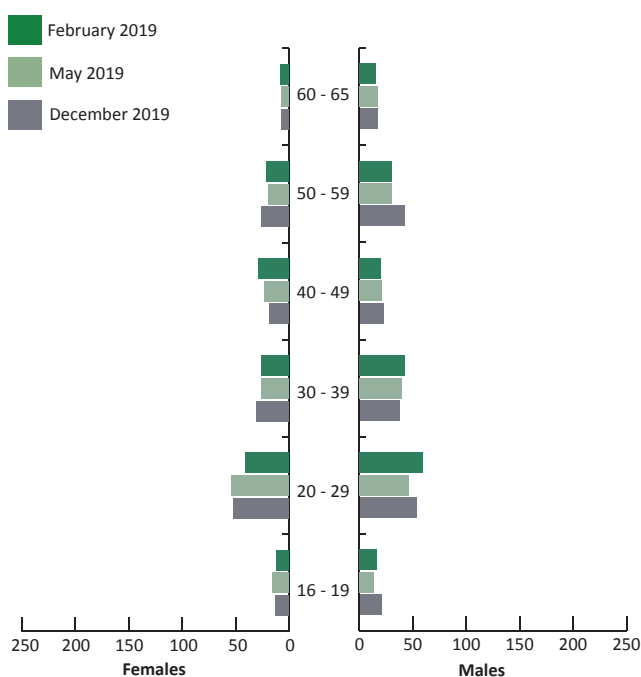


Figure 11.2.2 Unemployment by age and gender at the end of February, May and December 2019



11.3 Unemployment trends

Table 11.3.1 Percentage of workforce registered as unemployed at end of Q4

	Wholly unemployed	% of workforce	Total registered unemployed*	% of workforce
Q4 1966			83	
Q4 1967			45	
Q4 1968			29	
Q4 1969			19	
Q4 1970			51	
Q4 1971			285	
Q4 1972			180	
Q4 1973			74	
Q4 1974			118	
Q4 1975			208	
Q4 1976			335	
Q4 1977			304	
Q4 1978			272	
Q4 1979			289	
Q4 1980			972	
Q4 1981			1,070	
Q4 1982			1,064	
Q4 1983			1,111	
Q4 1984			860	
Q4 1985			565	
Q4 1986			391	
Q4 1987			162	
Q4 1988			112	
Q4 1989			125	
Q4 1990			210	
Q4 1991			506	
Q4 1992			738	
Q4 1993			571	
Q4 1994			390	1.3
Q4 1995			302	1.0
Q4 1996			200	0.7
Q4 1997			195	0.6
Q4 1998			158	0.5
Q4 1999			140	0.4
Q4 2000			100	0.3
Q4 2001			88	0.3
Q4 2002			108	0.3
Q4 2003			121	0.4
Q4 2004			170	0.5
Q4 2005			173	0.5
Q4 2006			179	0.6
Q4 2007	162	0.6	223	0.8
Q4 2008	273	0.9	343	1.2
Q4 2009	325	1.1	423	1.5
Q4 2010	276	1.0	420	1.5
Q4 2011	367	1.3	509	1.8
Q4 2012	409	1.4	592	2.1
Q4 2013	433	1.5	641	2.2
Q4 2014	343	1.2	570	2.0
Q4 2015	402	1.3	636	2.1
Q4 2016	370	1.2	651	2.1
Q4 2017	305	1.0	590	1.9
Q4 2018	293	1.0	702	2.3
Q4 2019	336	1.1	759	2.5
Q4 2020	506	1.7	869	2.9

The total number of people registered as unemployed has been available since 1966*. This was the headline measure for unemployment until 2007 when a new measure, aligning with the definition used by the International Labour Organisation (ILO), was introduced. This figure, of “wholly unemployed”, includes only those that were registered as unemployed and did not do any work in the snapshot week and anyone who has either found work/ returned to work, but yet to receive a wage. It should be noted that the ILO measure is based on survey data (i.e. a sample of the population, who are asked to self-classify their employment status), whereas the information in this bulletin is based on administrative data relating to Unemployment Benefit and Income Support claimants across the whole population.

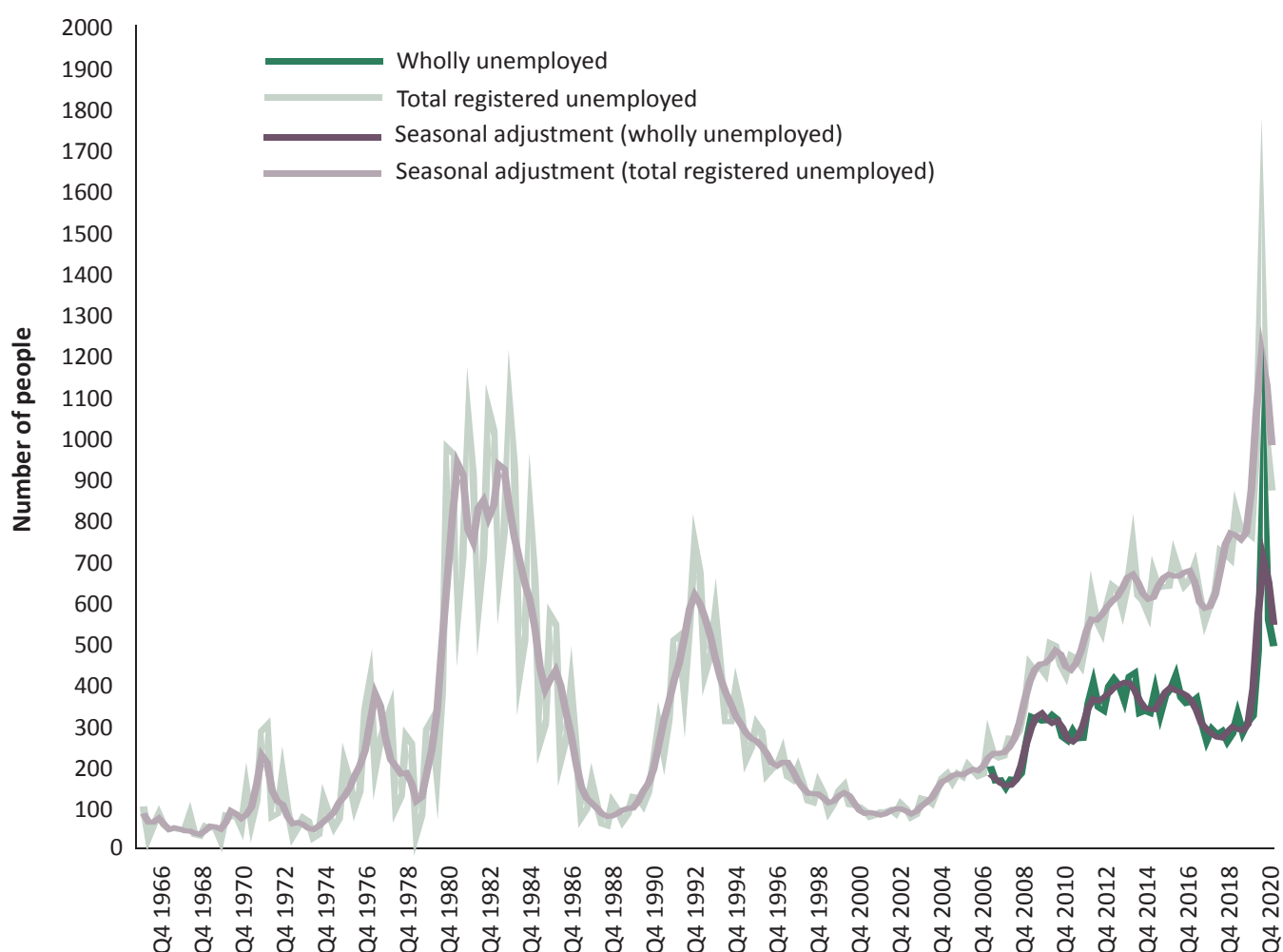
Table 11.3.1 displays historic unemployment figures for Quarter 4, from Q4 1966 to Q4 2020. The number of people unemployed peaked at the end of May 2020 and weekly unemployment figures between March 2020 and the beginning of January 2021 can be found on [page 37](#).

As shown in **Table 11.3.1**, there were 506 people registered as "wholly unemployed" at the end of Q4 2020, 170 more than at the same time a year earlier but 64 fewer than at the end of Q3 2020 (see **Figure 11.3.1** on [page 40](#)). 1.7% of the workforce were registered as wholly unemployed at the end of Q4 2020. This compares to 1.1% at the end of Q4 2019. The number of "total registered unemployed"* accounted for 2.9% of the workforce at the end of Q4 2020, 0.4 percentage points higher than at the same time the previous year.

*The definition of what comprises "total registered unemployed" has gradually expanded over time to include those on government training schemes for the unemployed, 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, and those who are fully employed and eligible for Income Support (previously Supplementary Benefit) on top of their low earnings. Additionally, the introduction of the Income Support scheme in 2018 included a work requirement for all claimants of working age. These factors may partly account for the increasing trend in unemployment seen in **Table 11.3.1**

11.3 Unemployment trends

Figure 11.3.1 Number of people registered as unemployed



As historic unemployment figures are not available on a monthly basis, unemployment as at the end of each quarter is displayed in **Figure 11.3.1**. The number of people unemployed peaked at the end of May 2020 and weekly unemployment figures between March 2020 and the start of January 2021 can be found on [page 37](#).

Figure 11.3.1 shows that there was a dramatic decrease in the number of people registered as wholly unemployed between the end of Q2 2020 and the end of Q4 2020. This includes only those that were registered as unemployed and did not do any work in the snapshot week. There were 506 people wholly unemployed at the end of Q4 2020, a fall of 55% (629 people) since the peak at the end of Q2 2020.

Data on the "total registered unemployed"* has been available since 1966. As shown in **Figure 11.3.1** and **Table 11.3.1** on [page 39](#), there was a total of 869 people registered as unemployed* at the end of Q4 2020. This figure is 48% lower than the peak in total registered unemployed*, recorded in Q2 2020 and 22% lower than the previous peak in unemployment seen at the end of Q4 1983. The trend in unemployment when adjusted to account for seasonal variation is also shown in **Figure 11.3.1**.

*The definition of what comprises "total registered unemployed" has gradually expanded over time to include those on government training schemes for the unemployed, 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, and those who are fully employed and eligible for Income Support (previously Supplementary Benefit) on top of their low earnings. Additionally, the introduction of the Income Support scheme in 2018 included a work requirement for all claimants of working age. These factors may partly account for the increasing trend in unemployment seen in **Figure 11.3.1**.

11.4 Job vacancies - monthly snapshots

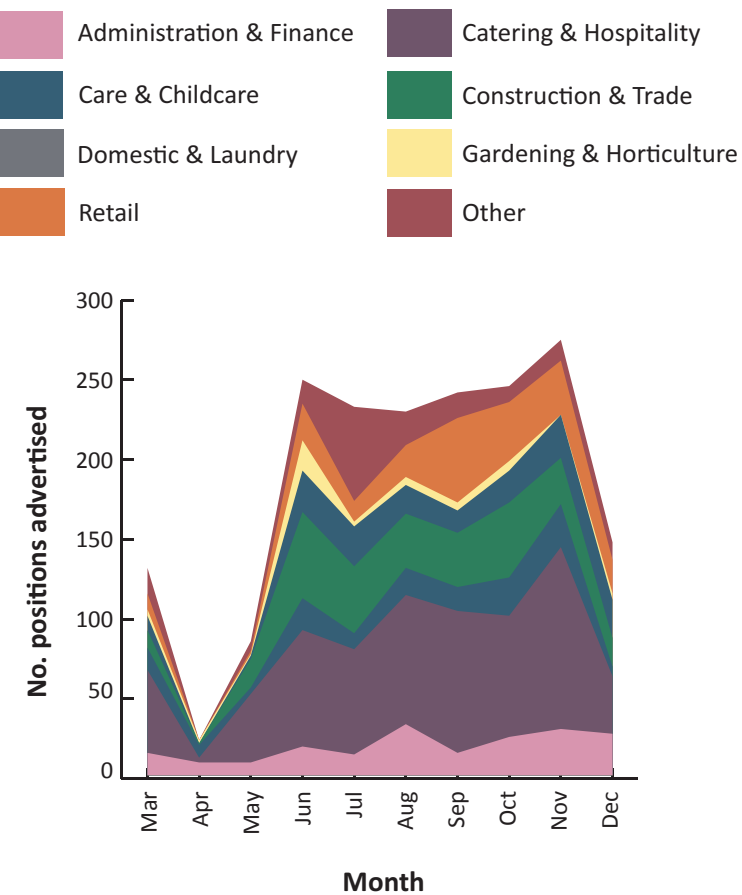
Figure 11.4.1 shows the number of positions advertised with the Job Centre by sector at the end of each month between March and December 2020. It can be seen that there was a sharp decrease in the number of positions advertised across all sectors between March and April.

Between April and June, all sectors saw an increase in the number of positions advertised, largely returning to the levels seen before the first lockdown. The Catering & Hospitality sector saw the largest increase in positions between April and June (an increase of 70) followed by Construction & Trade (increase of 53 positions).

The total number of vacancies remained relatively consistent between June and November before decreasing in December. There was a decrease in the number of positions advertised between November and December across all sectors, with the exception of the Gardening and Horticulture sector which saw an increase of 4 positions.

The "other" category includes roles within driving/delivery, engineering, mechanical, IT and beauty therapy.

Figure 11.4.1 Number of positions advertised with the Job Centre at the end of each month between March and December 2020 by sector



11.5 Job Centre function

The Job Centre offers support for working age people; to help them improve their chances of starting work or increasing their hours of work. Job Centre clients are either supported by an Employment Advisor, Work Rehabilitation Officer or Case Worker (if with other agencies). Job Centre Advisors assist people in returning to mainstream employment by helping them prepare CVs, cover letters and to develop an action plan. Support is also available to people who have been away from the work place for some time.

The Job Centre continually seeks new training and work rehabilitation initiatives in order to meet the ever increasingly diverse requirements of both the job market and its customers. There are a range of schemes available to help individuals develop their skills and experience to help them find work. These include placement opportunities such as the Kickstart and Work2Benefit schemes and a range of free training courses designed to teach skills that are valuable to local employers. The Job Centre also offers a free vacancy and job matching service to local employers and hosts regular Job Fairs to give job seekers and employers the opportunity to connect.

11.6 Job vacancy trends

Figure 11.6.1 Number of positions advertised with the Job Centre and in the Guernsey Press each quarter

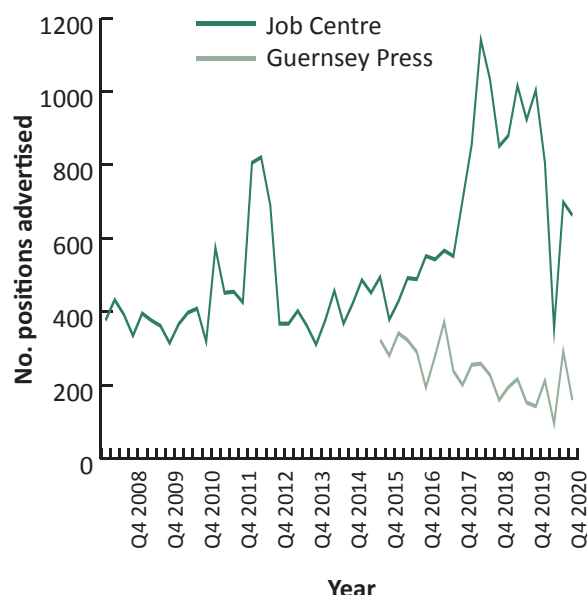
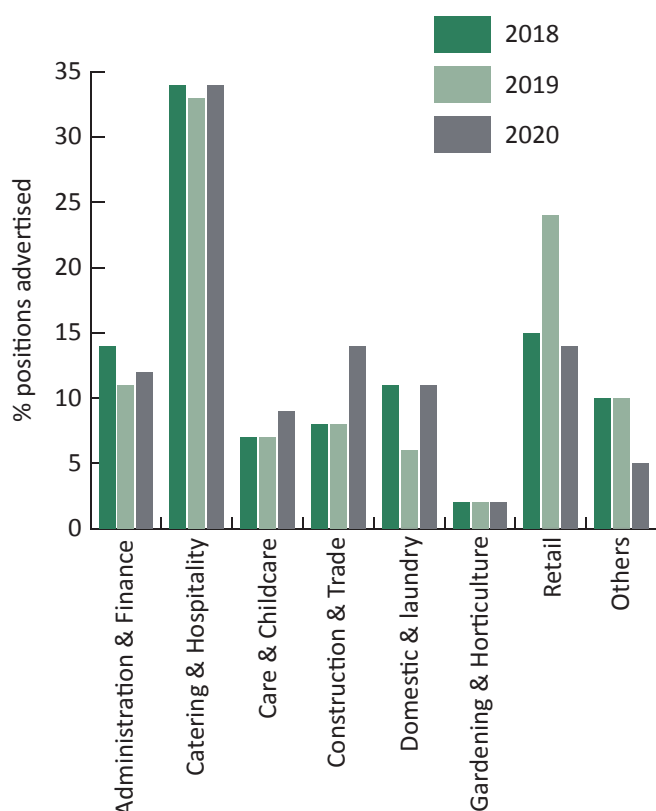


Figure 11.6.1 shows the number of positions advertised with the Guernsey Job Centre and, from September 2015, the Guernsey Press each quarter. Although this is not a complete representation of the total number of vacancies in the Island, it does provide an indication of the strength of the employment market.

There were 663 positions advertised with the Job Centre during Q4 2020, compared to 699 during Q3 2020, 354 in Q2 2020 and 1,004 during Q4 2019. The number of vacancies advertised in the Guernsey Press (paper only, excluding online advertising) during Q4 2020 totalled 160, 133 fewer than the previous quarter and 17 more than at the same time the previous year. It should be noted that the Guernsey Press ran a special offer on advertisements during July and August 2020.

Figure 11.6.2 Type of positions advertised with the Job Centre during Q4



There were 244, 273 and 146 positions advertised at the Job Centre in October, November and December 2020 respectively. Of these, 34% were in Catering and Hospitality, 14% in Construction and Trade, 14% in Retail and 12% in Administration and Finance (see Figure 11.6.2).

Figure 11.6.2 shows the type of positions advertised with the Job Centre during Q4 in 2018, 2019 and 2020. Construction & Trade saw the largest rise in advertised positions when compared to 2018 and 2019, whilst the Retail sector saw the largest decrease when compared to 2019 but a similar proportion to 2018.

See [page 41](#) for more information on the function of the Job Centre.

As at the end of December 2020, 21% of people claiming Unemployment Benefit had skills relating to Administration and Finance, 16% had experience in Construction & Trade, 15% Retail and 13% reported having skills in Catering & Hospitality.

12.1 Earnings (nominal)

Table 12.1.1 Nominal median earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
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
Q1 2020	34,409	2.6
Q2 2020	34,479	2.5
Q3 2020	34,752	2.5

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 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.

The figures reflect Guernsey only and exclude 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.

Table 12.1.2 Nominal lower quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
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
Q1 2020	23,902	3.1
Q2 2020	23,966	2.9
Q3 2020	24,171	2.7

Nominal median earnings increased by 2.5% between the year ending September 2019 and the year ending September 2020, from £33,916 to £34,752 (see [Table 12.1.1](#)).

The lower and upper quartile earnings for the quarter ending 30th September 2020 and the previous eight quarters are presented in [Tables 12.1.2](#) and [12.1.3](#). Using four quarter averages, lower quartile earnings increased by 2.7% between the years ending 30th September 2019 and 30th September 2020, whilst upper quartile earnings increased by 2.4%.

Table 12.1.3 Nominal upper quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
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
Q1 2020	50,560	2.6
Q2 2020	50,569	2.4
Q3 2020	51,022	2.4

On 24th March 2020, a Payroll Co-Sharing Scheme was introduced to provide financial support to businesses and self-employed workers in Guernsey. The first payments were made at the start of April 2020 and the most impacted sectors and businesses were supported in this way throughout 2020. Employers could claim for payroll co-sharing after paying their employees, so any co-shared element is included within the figures presented in this section of the report.

Real earnings, which show trends after the effects of inflation have been removed, are shown on [page 45](#). Information on income and expenditure by household groups is available from gov.gg/household.

12.1 Earnings (nominal)

Figure 12.1.1 Nominal median earnings by distribution at 30th September

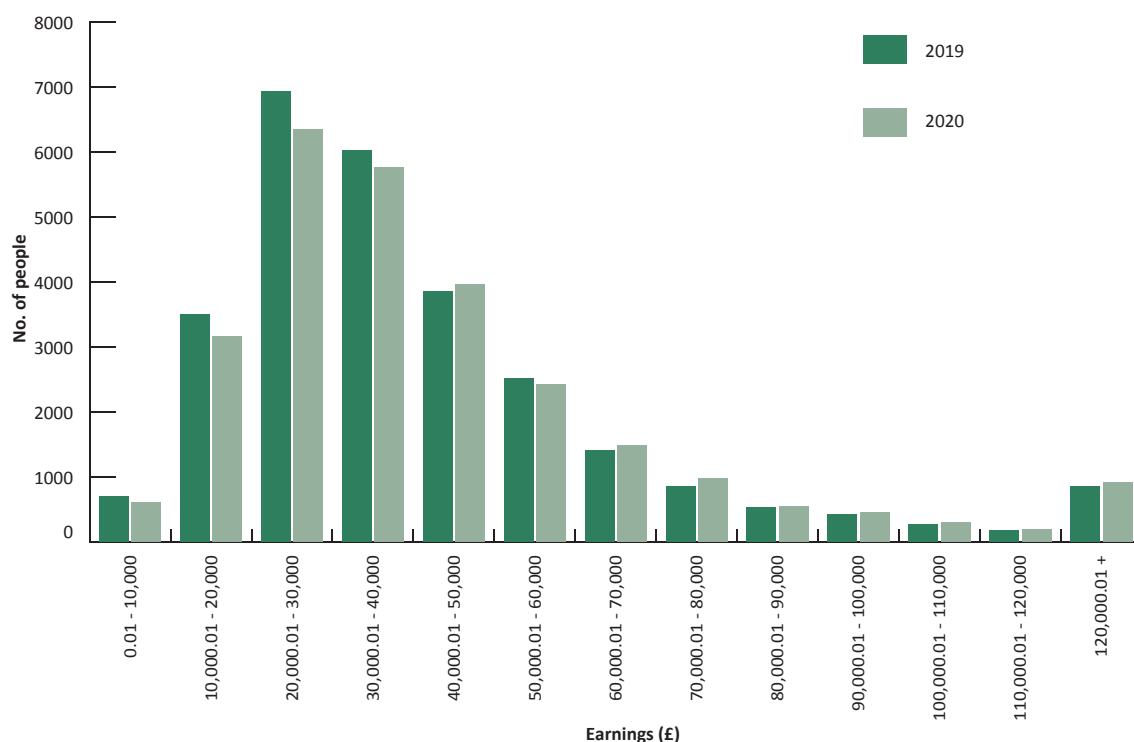


Figure 12.1.1 shows the number of employees in each earning band at the end of September 2019 compared to the end of September 2020. It should be noted that the figures in **Figure 12.1.1** are September snapshots, rather than four quarter averages, unlike other earnings information presented in this report.

The distributions of earnings at the end of September 2019 and September 2020 show a peak in the £20,000.01 to £30,000 category. The number of people in earning bands below £40,000 decreased between September 2019 and September 2020. Conversely, the number of people in every earning band above £60,000 increased between September 2019 and September 2020.

Proportionally, the number of employees in the lowest earning band showed the biggest decrease, with 14% fewer people in the 0.01 to £10,000 category at the end of September 2020 compared to September 2019 (a decrease of 102 people). The largest numerical decrease was seen in the £20,000.01 to £30,000 earning band (a fall of 579 people, 8%). The total number of people included in the analysis for **Figure 12.1.1** decreased by 3.2% between September 2019 and September 2020 (from 28,058 people to 27,162).

The overall impact of having larger decreases in the numbers of employees in the lower earning brackets than in the upper earnings brackets is a higher median. This information for June 2020 can be found in the **Quarterly Population, Employment and Earnings Bulletin** available from gov.gg/population.

As explained on [page 43](#), 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.

Findings from the Community Survey, undertaken between 22nd June and 30th July 2020, have been made available at gov.gg/covid19data and provide more detailed information on how lockdown impacted on working, incomes and wellbeing.

12.2 Earnings (real)

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 September 2020 prices.

Median annual earnings, in real terms, increased by 1.1% over the year ending September 2020 (see [Table 12.2.1](#)).

Lower quartile earnings increased by 1.3% in real terms between the years ending September 2019 and September 2020. Upper quartile earnings also saw an increase in real terms of 1.0% over the same period (see [Tables 12.2.2](#) and [12.2.3](#) respectively).

Table 12.2.1 Real median earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q3 2018	34,105	0.0
Q4 2018	34,477	0.9
Q1 2019	34,333	1.7
Q2 2019	34,078	0.9
Q3 2019	34,380	0.8
Q4 2019	34,614	0.4
Q1 2020	34,525	0.6
Q2 2020	34,329	0.7
Q3 2020	34,752	1.1

Table 12.2.2 Real lower quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q3 2018	23,574	0.3
Q4 2018	23,843	1.2
Q1 2019	23,744	1.8
Q2 2019	23,595	1.2
Q3 2019	23,859	1.2
Q4 2019	24,068	0.9
Q1 2020	23,982	1.0
Q2 2020	23,861	1.1
Q3 2020	24,171	1.3

Table 12.2.3 Real upper quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q3 2018	50,216	0.1
Q4 2018	50,738	0.9
Q1 2019	50,480	1.3
Q2 2019	50,050	0.4
Q3 2019	50,530	0.6
Q4 2019	50,913	0.3
Q1 2020	50,730	0.5
Q2 2020	50,348	0.6
Q3 2020	51,022	1.0

12.3 Earnings by gender

Table 12.3.1 Nominal median earnings by gender

Date	Four quarter average earnings (£)		Annual % change	
	Female	Male	Female	Male
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
Q1 2020	31,034	37,591	2.6	2.6
Q2 2020	31,231	37,590	3.0	2.2
Q3 2020	31,583	37,789	3.3	1.8

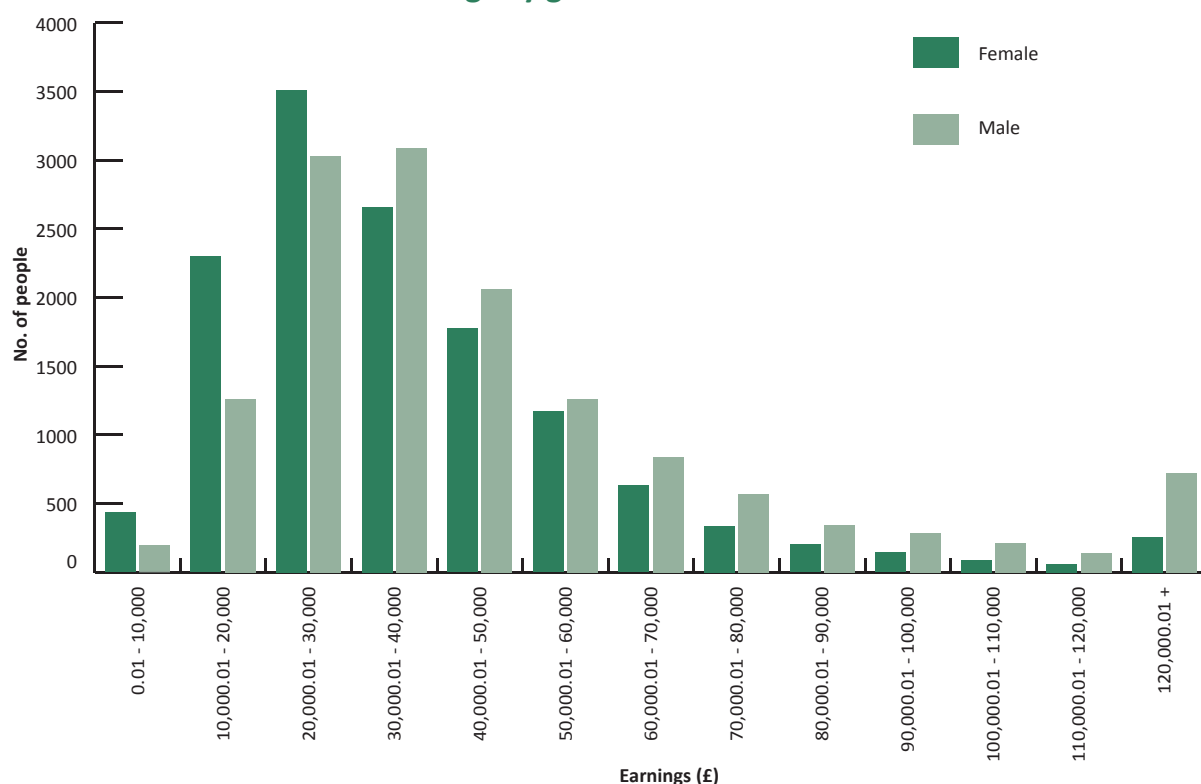
Table 12.3.1 shows the four quarter average median earnings for females and males.

As explained on [page 43](#), 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 September 2020, the four quarter median average earnings for females was £31,583 (3.3% higher than a year earlier) and for males was £37,789 (1.8% higher than a year earlier).

Figure 12.3.1 shows the number of employees in each earning band, averaged from September 2019 to September 2020. The distribution of female earnings shows a peak in the £20,000.01 - £30,000 category (3,512 people), whereas male earnings peaks in the £30,000.01 - £40,000 band (3,085 people). There are a greater number of males than females in all earning bands greater than £30,000.

Figure 12.3.1 Nominal median earnings by gender distribution



12.4 Earnings by economic sector

Table 12.4.1 Four quarter average earnings as at 30th September 2020

	Median earnings (£)	Lower quartile earnings (£)	Upper quartile earnings (£)
Agriculture, horticulture, fishing and quarrying	30,810	20,287	40,795
Manufacturing	28,408	20,171	36,494
Electricity, gas, steam and air conditioning supply	36,412	29,846	49,986
Water supply, sewerage, waste management and remediation activities	30,717	23,234	39,465
Construction	34,093	26,417	41,576
Wholesale, retail and repairs	23,919	16,985	33,431
Hostelry	20,918	17,155	25,955
Transport and storage	30,845	22,379	42,211
Information and communication	40,977	27,949	59,966
Finance	48,608	33,359	73,687
Real estate activities	34,923	23,635	49,844
Professional, business, scientific and technical activities	42,797	29,025	65,776
Administrative and support service activities	29,181	20,505	41,559
Public administration	37,594	26,627	51,109
Education	29,718	20,471	49,362
Human health, social and charitable work activities	26,302	18,626	36,514
Arts, entertainment and recreation	26,047	17,401	36,915
Other service activities	20,190	15,454	27,712
Activities of households as employers	23,268	14,988	31,308

Median, lower quartile and upper quartile earnings by sector are shown in **Table 12.4.1**.

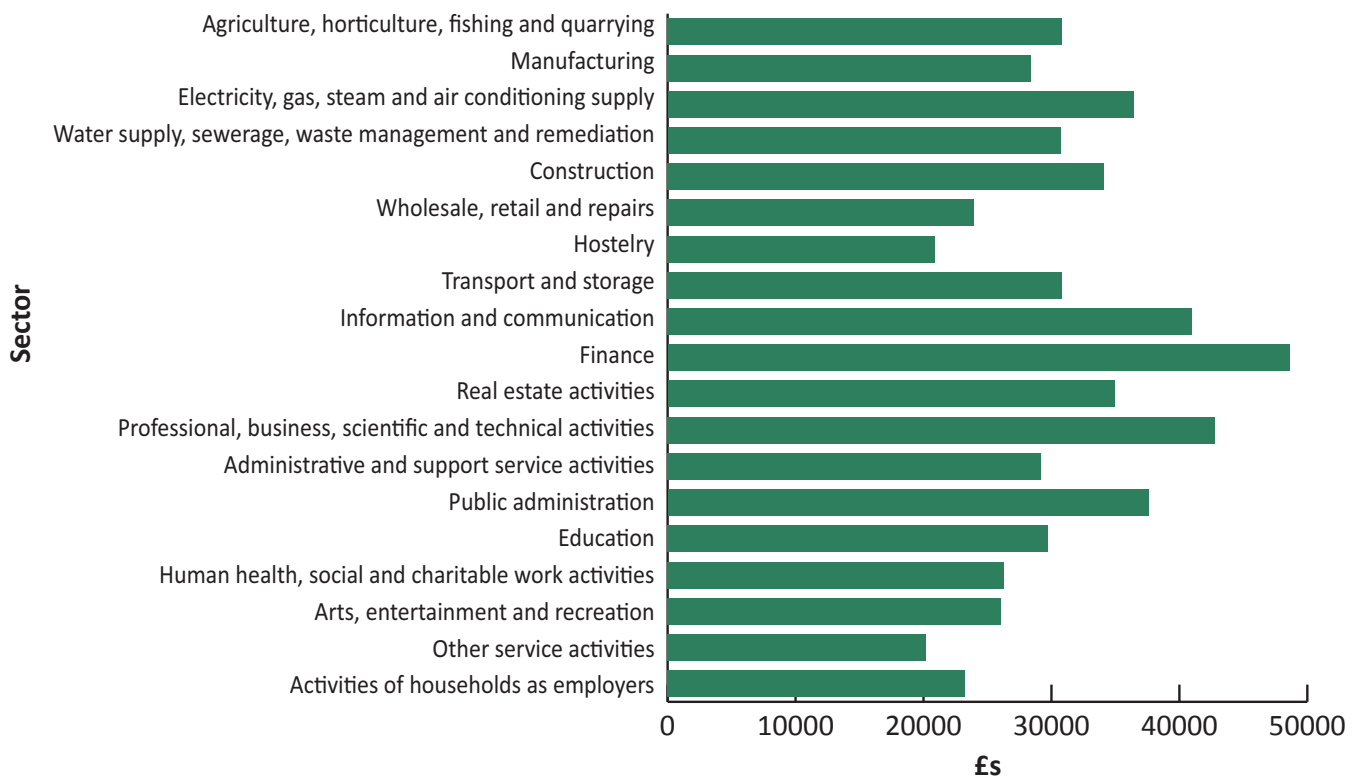
People employed within the Finance sector had the highest four quarter average median earnings (£48,608) at the end of September 2020. This was 39.9% higher than the overall median. The upper quartile earnings in the Finance sector were 44.4% higher than the overall upper quartile earnings during the same period.

The Other service activities sector had the lowest four quarter average median earnings (£20,190) at the end of September 2020, which was 41.9% lower than the overall median.

Findings from the Community Survey, undertaken between 22nd June and 30th July 2020, have been made available at gov.gg/covid19data and provide more detailed information on how lockdown impacted on working, incomes and wellbeing.

12.4 Earnings by economic sector

Figure 12.4.1 Four quarter average earnings as at 30th September 2020



Median earnings by sector (as per [Table 12.4.1](#)) are shown graphically in [Figure 12.4.1](#). 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 43](#), 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.

13.1 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 for more information and directions to the latest version.

13.1 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 report and other Data & Analysis publications when it becomes available.

13.2 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. Please contact us for further information.

E-mail: dataandanalysis@gov.gg

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

Phone: 01481 223437



For more information
go to gov.gg/data