

Guernsey Quarterly Population, Employment and Earnings Bulletin

Population at 30th September 2020
Employment and Earnings at 31st March 2021
Unemployment at 3rd July 2021

Issue date 29th July 2021

The Guernsey Quarterly Population, Employment and Earnings Bulletin provides headline information on the population of Guernsey (including the islands of Guernsey, Herm, Jethou and Lihou) using data collated by the Rolling Electronic Census IT System.



States of Guernsey
Data and Analysis

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1.1 Introduction

This quarterly bulletin provides headline information on the population of Guernsey (including the islands of Guernsey, Herm, Jethou and Lihou, but excluding Alderney, Sark and Breghou). A fuller report is published annually each January and is available from www.gov.gg/population.

The first section of the report covers population headlines; births, deaths, immigration and emigration and the population by age group. The next section gives information on economic status and employment by economic sector. The final section shows median earnings of employees. All are compiled using data collated by the Rolling Electronic Census IT System. Additional information on unemployment up to the start of 3rd July 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.

The Bailiwick of Guernsey has had two strict lockdowns to help slow the spread of COVID-19. The first started on 25th March 2020 and restrictions were lifted in phases from 25th April to 20th June 2020 (87 days in total), when the only remaining restrictions related to travel outside the Bailiwick. This was known as the “Bailiwick Bubble”, which remained in place until the second strict lockdown, which started on 23rd January 2021. Restrictions began to be lifted again on 11th February 2021 and the Bailiwick Bubble was re-established on 22nd March 2021 (58 days after the start of the second strict lockdown). Throughout this bulletin, notes are included where there are coronavirus related impacts.

1.2 Headlines

- Guernsey’s total population increased by 0.2% (146 people) over the year ending 30th September 2020. Over the years ending 30th September 2017, 2018 and 2019, the annual changes were <0.1%, 0.5% and 0.7% respectively.
- There was a natural decrease of 40 people and net migration of 186 people over the year ending 30th September 2020.
- During the year ending 30th September 2020, there was a 0.3% decrease in the number of people aged between 16 and 64. The 65 to 84 and 85 and over age groups both increased by 2.2%, whilst the number of people aged between 0 and 15 increased by 0.1%.
- In March 2021, 30,482 people were employed or self-employed in Guernsey. 27,424 people worked for an employer and 3,058 people were self-employed (90.0% and 10.0% respectively). This compares to 27,971 employed and 3,016 self-employed people in March 2020, an annual decrease of 2.0% and increase of 1.4% respectively.
- During the week ending 3rd July 2021, 1.5% of the workforce (440 people) were wholly unemployed, the lowest proportion seen since before the first lockdown in March 2020.
- There were 2,150 employing organisations in March 2021, 1.7% more than in March 2020.
- The Finance sector provided 5,970 employment roles (from zero hours to full time contracts) in March 2021 (18.8% of the total). The Transport and storage sector showed the largest decrease in employment for the year ending 31st March 2021 (10.5%). This is the first time since the start of the COVID-19 pandemic (in Q1 2020) that the Hospitality sector did not show the largest annual decrease in employment (it showed a decrease of 9.8% for the year ending 31st March 2021).
- Median earnings as at 31st March 2021 were £35,497 which, compared with a year earlier, was 3.2% higher in nominal terms and 1.6% higher in real terms.

2.1 Population - Annual changes

The following pages contain population and demographic information sourced from the Rolling Electronic Census system.

As a result of the additional information incorporated by the Rolling Electronic Census system each quarter, some previously published figures are restated in each edition of this bulletin. This enables retrospectively identified population changes that occurred within the past two years to be incorporated into the correct year and quarter.

As can be seen in **Table 2.1.1** and **Figure 2.1.1**, the total population increased by 146 people (0.2%) over the year ending 30th September 2020.

Page 5 shows natural increase and net migration. Natural increase in population is defined as the number of births minus the number of deaths during a particular time period. Net migration is the difference between immigration (people moving to the Island) and emigration (people moving off the Island). The natural decrease for the year ending 30th September 2020 was 40 and the net migration was 186.

Since 19th March 2020, people travelling into the Bailiwick of Guernsey have been subject to testing and/or self-isolation requirements unless they have had a variation for medical, compassionate or critical work reasons, for example. It is likely that the travel restrictions in place during 2020 had a large impact on migration, for example of seasonal workers to support hostelry and other tourist-based activities.

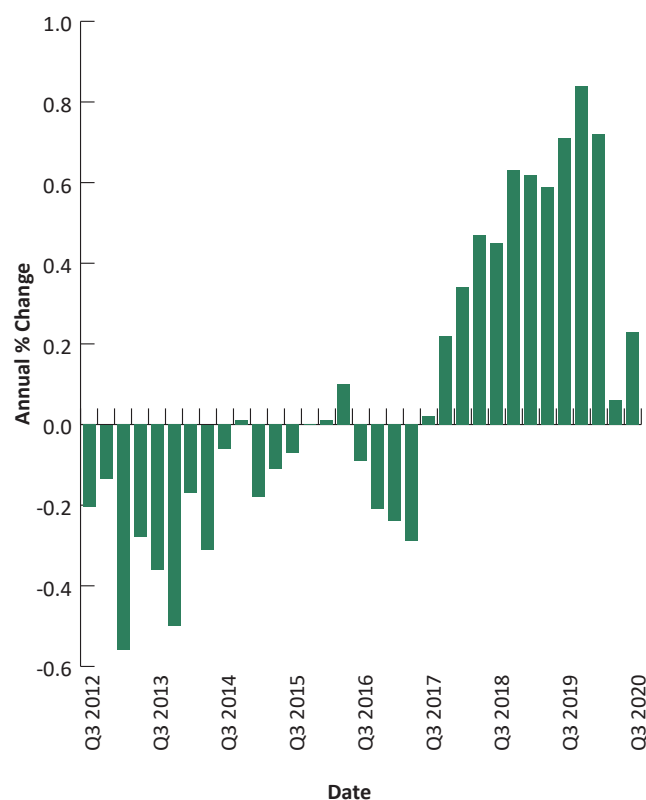
There were 508 births during the year ending 30th September 2020 (see **Table 2.1.2** on **page 5**) and 548 deaths. Further detail on the number of deaths during 2020, including deaths involving the coronavirus (COVID-19), has been made available by Public Health Services (see covid19.gov.gg/test-results for more information).

Annual population changes by age groups are given on **page 6**.

Table 2.1.1 Annual changes in total population

	Annual change due to net migration and natural increase	Annual % change due to net migration and natural increase
Q3 2017	13	<0.1
Q4 2017	135	0.2
Q1 2018	211	0.3
Q2 2018	291	0.5
Q3 2018	281	0.5
Q4 2018	393	0.6
Q1 2019	384	0.6
Q2 2019	369	0.6
Q3 2019	444	0.7
Q4 2019	527	0.8
Q1 2020	450	0.7
Q2 2020	39	<0.1
Q3 2020	146	0.2

Figure 2.1.1 Annual percentage change in total population



2.1 Population - Annual changes

Table 2.1.2 Annual changes in total population by type of change

	Births	Deaths	Natural increase	Immigration	Emigration	Net migration	Natural increase and net migration	Net admin changes	Total population at end of quarter
Q3 2017	531	595	-64	3,651	3,574	77	13	17	62,422
Q4 2017	539	602	-63	3,635	3,437	198	135	15	62,058
Q1 2018	542	574	-32	3,628	3,385	243	211	-27	62,290
Q2 2018	519	584	-65	3,703	3,347	356	291	-8	62,713
Q3 2018	494	556	-62	3,712	3,369	343	281	36	62,739
Q4 2018	495	542	-47	3,684	3,244	440	393	34	62,485
Q1 2019	497	535	-38	3,695	3,273	422	384	31	62,705
Q2 2019	511	518	-7	3,638	3,262	376	369	25	63,107
Q3 2019	522	529	-7	3,612	3,161	451	444	0	63,183
Q4 2019	511	521	-10	3,742	3,205	537	527	0	63,012
Q1 2020	515	514	1	3,674	3,225	449	450	0	63,155
Q2 2020	505	549	-44	2,997	2,914	83	39	0	63,146
Q3 2020	508	548	-40	2,868	2,682	186	146	0	63,329

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 2.1.2 Annual births and deaths

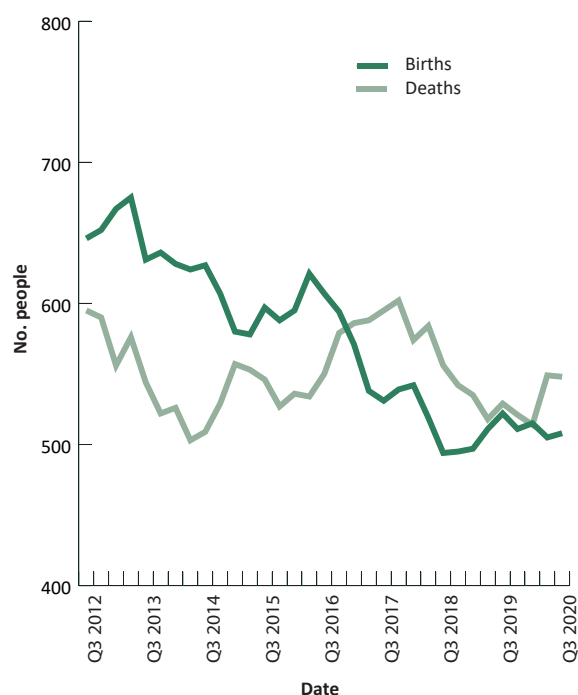
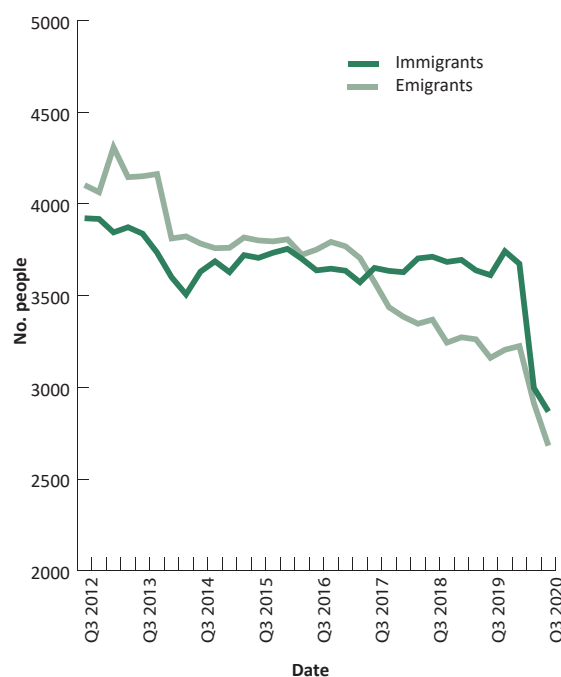


Figure 2.1.3 Annual immigration and emigration



2.2 Demography - Annual changes

Figure 2.2.1 Annual percentage change in total population by age group

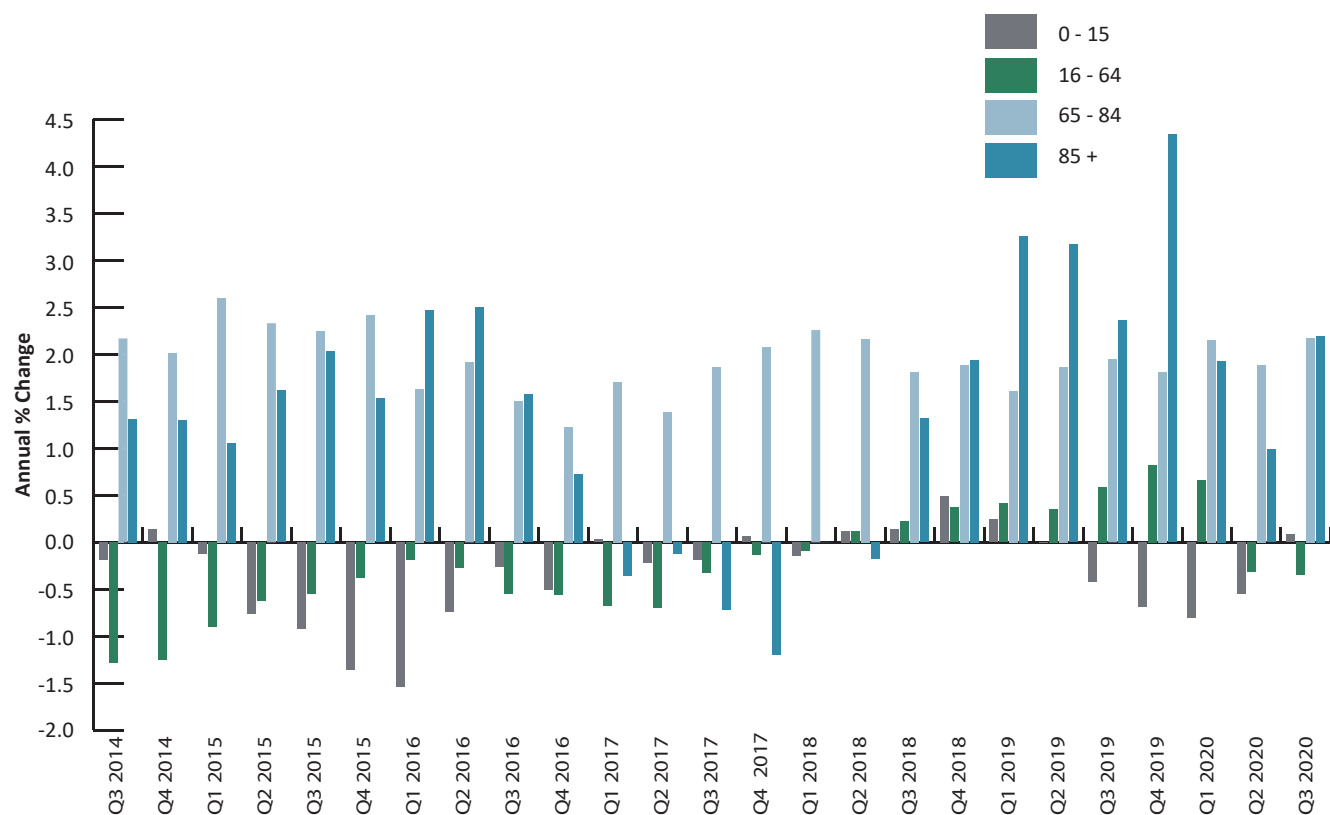


Table 2.2.1 Annual population changes

	0 - 15	Annual % change	16 - 64	Annual % change	65 - 84	Annual % change	85 +	Annual % change
Q3 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	40,342	0.1	10,705	2.2	1,672	-0.2
Q3 2018	10,050	0.1	40,251	0.2	10,748	1.8	1,690	1.3
Q4 2018	10,036	0.5	39,990	0.4	10,777	1.9	1,682	1.9
Q1 2019	10,011	0.2	40,171	0.4	10,812	1.6	1,711	3.3
Q2 2019	9,993	0.0	40,485	0.4	10,904	1.9	1,725	3.2
Q3 2019	10,008	-0.4	40,488	0.6	10,957	1.9	1,730	2.4
Q4 2019	9,967	-0.7	40,318	0.8	10,972	1.8	1,755	4.3
Q1 2020	9,931	-0.8	40,436	0.7	11,044	2.1	1,744	1.9
Q2 2020	9,938	-0.6	40,357	-0.3	11,109	1.9	1,742	1.0
Q3 2020	10,016	0.1	40,350	-0.3	11,195	2.2	1,768	2.2

During the year ending 30th September 2020 there was an annual decrease of 0.3% in the number of people aged between 16 and 64. The 65 to 84 and 85 and over age groups both increased by 2.2%, whilst the number of people aged between 0 and 15 increased by 0.1%.

2.3 Population in employment or full-time education

Table 2.3.1 Percentage of population in employment or full-time education

	% of total population in employment or education
Q3 2017	64.6
Q4 2017	65.9
Q1 2018	65.5
Q2 2018	65.7
Q3 2018	65.7
Q4 2018	66.0
Q1 2019	65.7
Q2 2019	65.6
Q3 2019	65.5
Q4 2019	65.8
Q1 2020	65.1
Q2 2020	63.7
Q3 2020	64.6

Table 2.3.2 Percentage of population in employment or full-time education by age at 30th September 2020

	Female	Male	Total
14 and under	74.6	75.1	74.9
15 to 19	88.5	87.1	87.8
20 to 24	83.2	85.2	84.2
25 to 29	80.0	86.3	83.2
30 to 34	78.1	88.6	83.4
35 to 39	78.1	88.3	83.4
40 to 44	79.3	88.4	83.8
45 to 49	78.9	87.4	83.0
50 to 54	77.1	87.1	81.9
55 to 59	70.1	82.8	76.4
60 to 64	53.3	70.8	61.8
65 to 69	15.7	20.3	18.0
70 to 74	4.4	5.6	5.0
75 to 79	1.6	1.7	1.6
80 to 84	0.4	0.6	0.5
85 and over	0.0	0.3	0.1
Total	60.4	68.8	64.6

More information on those in full-time education, employment with an employer and self-employment has become available since the implementation of the Rolling Electronic Census system.

At 30th September 2020, 64.6% of the population were in full-time education or in employment.

Categorisation of employees and the self-employed is based on whether they were paid by an employer in the snapshot week or whether they had self-employment earnings. Previously, categorisations had been based on the person's contribution class liability, which resulted in people aged 65 and over being excluded from the figures, since their contribution class is changed to non-employed on or near their 65th birthday, regardless of whether they are employed or self-employed in practice.

People are categorised as being in full-time education if they are at school, university or on other full-time education or training courses. Some of those in full-time education were also employed or self-employed on the snapshot date (but they are still categorised as being in full-time education).

People "in employment" were either employed by an employer (i.e. received wages for paid work) or were self-employed during the snapshot week. If a person was both employed by an employer and self-employed, they are categorised as employed in this bulletin.

Information on the profile of people in employment is available up to the end of March 2021 (see [page 10](#) onwards). Information on unemployment is available up to the start of July 2021 (see [pages 22 to 27](#)).

2.3 Population in employment or full-time education

Figure 2.3.1 Percentage of population in employment or full-time education by age (at 30th September)

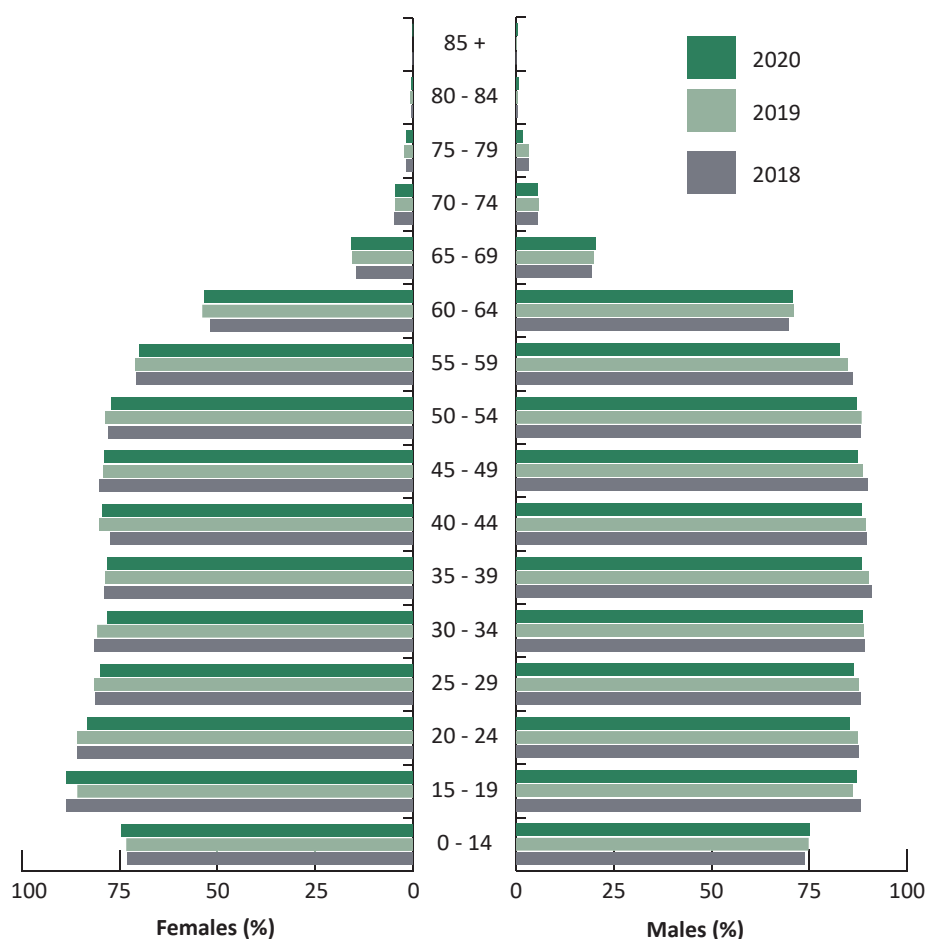


Figure 2.3.1 shows how the proportion of the population in either employment or full-time education has changed over the last two years. It can be seen that the proportion of people in either employment or full-time education decreased across all age groups (apart from the 0 to 19, 65 to 69 and 85+ age groups for men and women and the 80 to 84 age group for men) between September 2019 and September 2020.

For females, the largest decrease was seen in the 30 to 34 age group (80.8% of women were in employment or full-time education at the end of September 2019, compared to 78.1% at the end of September 2020). For males, the 20 to 24 age group saw the largest decrease in the proportion of those in employment or full-time education (from 87.4% at the end of September 2019 to 85.2% at the end of September 2020).

Information on the profile of people in employment is available up to the end of March 2021 (see [page 10](#) onwards). Information on unemployment is available up to the start of July 2021 (see [pages 22 to 27](#)).

2.3 Population in employment or full-time education

Figure 2.3.2 Population by economic status and age (at 30th September 2020)

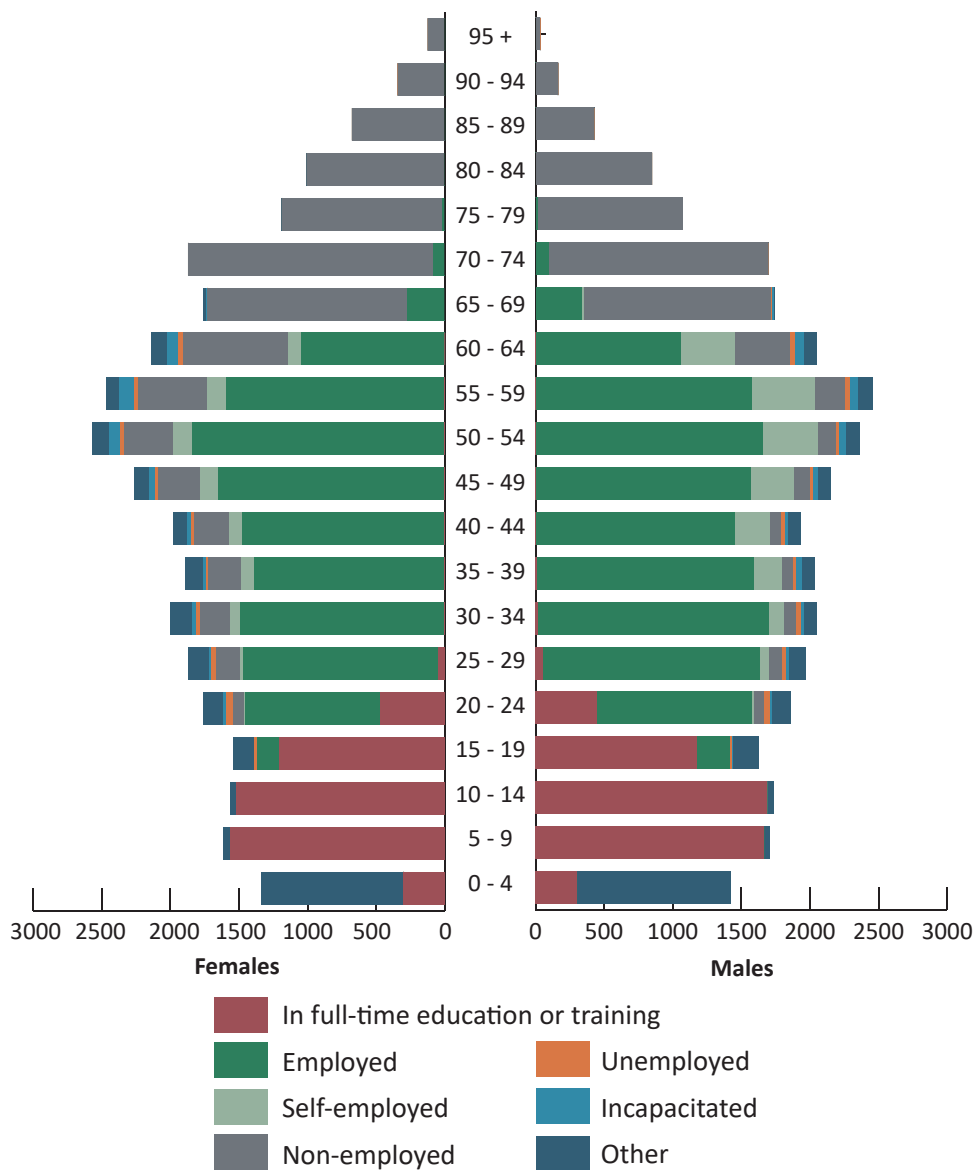


Figure 2.3.2 shows how economic status varies by age group and gender. Overall, 80.3% of the working population (aged 16 to 64 years old) were either in full-time education, employed or self-employed at the end of September 2020. This compares to 81.4% at the end of September 2019. Of those aged between 65 and 74, 11.4% (806 people) were in employment.

People in full-time education are concentrated in the 5 to 24 age categories. 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 (1,840 people), the 25 to 29 age group has the largest proportion of females in employment (75.9%). For males, the 30 to 34 age group has both the highest proportion of the population in employment (82.1%) and the highest number of people employed (1,682 people).

Self-employment was more apparent in males and non-employment was more apparent in females on 30th September 2020. Of those categorised as unemployed, 44 were taking part in training schemes. Information on unemployment is available up to the start of July 2021 and can be found on [pages 22 to 27](#).

3.1 Employment trends

There was an overall decrease of 1.6% (see [Figure 3.1.1](#) and [Table 3.1.1](#)) in the number of people either employed or self-employed for the year ending 31st March 2021. This compares to a 1.5% decrease for the year ending 31st December 2020 and a 2.8% decrease for the year ending 30th September 2020.

The number of employed people decreased by 2.0% and the number of self-employed increased by 1.4% for the year ending 31st March 2021. Unemployment information is available more quickly than employment information and is included on [pages 22 to 27](#).

The Bailiwick of Guernsey has entered two lockdowns in order to help slow the spread of COVID-19. The first lockdown took place between 25th March 2020 and 20th June 2020 and the second took place between 23rd January 2021 and 22nd March 2021. 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. In both lockdowns restrictions were lifted in phases.

Since 19th March 2020, people travelling into the Bailiwick of Guernsey have been subject to testing and/or self-isolation requirements unless they have had a variation for medical, compassionate or critical work reasons. From 1st July 2021, fully vaccinated travellers from the Common Travel Area were not subject to testing or self-isolation requirements on arrival into the Bailiwick. 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 had a large impact on employment, for example seasonal workers to support hostelry and other tourist-based activities.

Figure 3.1.1 Annual percentage change in total employment

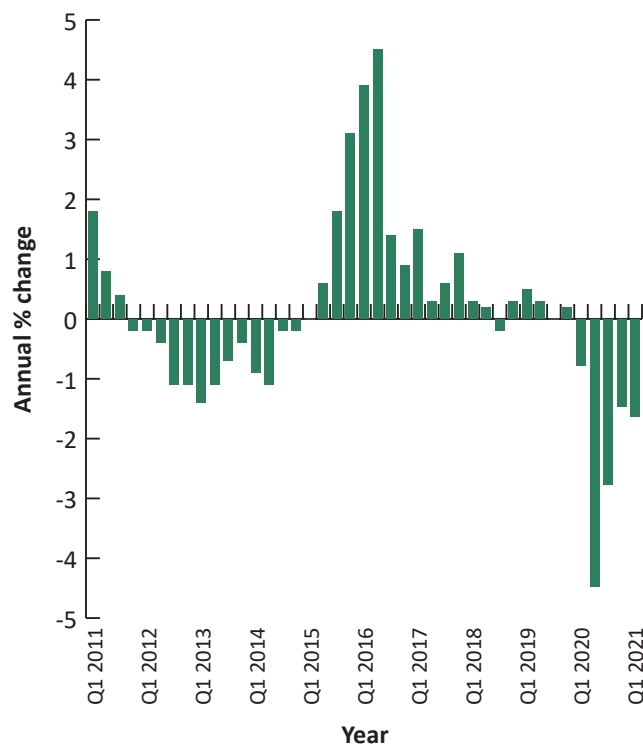


Table 3.1.1 Annual percentage change in total employment, employees and self-employed

	Employed	Self-employed	Total employment
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
Q4 2020	-1.8	1.3	-1.5
Q1 2021	-2.0	1.4	-1.6

3.2 Employment by age and gender

Table 3.2.1 Employment status by age group at 31st March 2021

	Employed			Self-employed			Total in employment
	Female	Male	Total	Female	Male	Total	
14 and under	-	-	-	-	-	-	-
15 to 19	139	226	365	-	-	-	365
20 to 24	958	1,092	2,050	11	17	28	2,078
25 to 29	1,435	1,584	3,019	24	64	88	3,107
30 to 34	1,543	1,722	3,265	74	111	185	3,450
35 to 39	1,397	1,573	2,970	95	207	302	3,272
40 to 44	1,481	1,433	2,914	102	258	360	3,274
45 to 49	1,631	1,529	3,160	127	308	435	3,595
50 to 54	1,862	1,650	3,512	146	406	552	4,064
55 to 59	1,599	1,599	3,198	135	442	577	3,775
60 to 64	1,090	1,048	2,138	89	413	502	2,640
65 to 69	293	331	624	7	22	29	653
70 to 74	75	90	165	-	-	-	165
75 and over	20	24	44	-	-	-	44
16 to 64	13,135	13,456	26,591	803	2,226	3,029	29,620
65 to 84	388	445	833	7	22	29	862
Total	13,523	13,901	27,424	810	2,248	3,058	30,482

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

At 31st March 2021, 30,482 people were either employed or self-employed in Guernsey, of whom 862 people (2.8%) were aged 65 or over (see [Table 3.2.1](#)). This age bracket accounted for 3.0% of employed people and 0.9% of self-employed people.

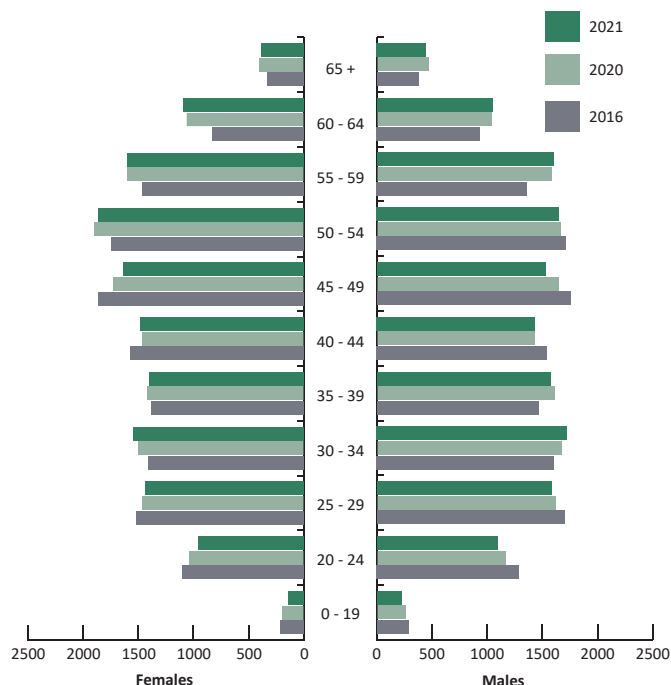
Of the 26,591 employed people aged 16 to 64 at the end of March 2021, 13,135 (49.4%) were female and 13,456 (50.6%) were male. This compares to 803 self-employed females and 2,226 males, which equates to 26.5% and 73.5% of the 3,029 total for that age group.

[Page 12](#) shows the number of people employed and self-employed by age group at the end of March 2021 compared to the end of March 2020 and March 2016.

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

3.2 Employment by age and gender

Figure 3.2.1 Number of people employed by age and gender at 31st March

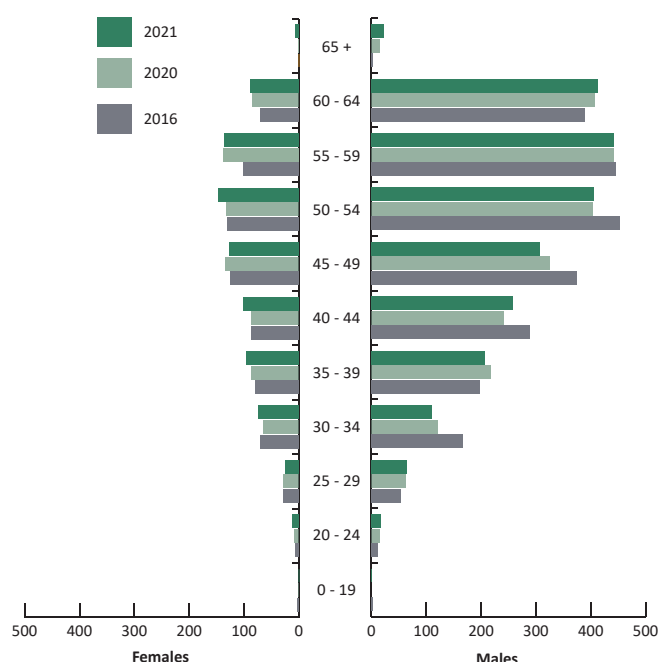


The difference in the number of employed and self-employed people between March 2016, 2020 and 2021 are shown in **Figures 3.2.1** and **3.2.2** respectively.

Figure 3.2.1 shows that between March 2020 and March 2021 the number of people employed decreased for every age group, with the exception of the 30 to 34, 40 to 44 and 60 to 64 age categories for females and the 30 to 34, 40 to 44 and 55 to 64 age categories for males. For both males and females, the 45 to 49 age group showed the largest decrease in employed people between March 2020 and March 2021 (a decrease of 123 and 100 people respectively). The second largest decline in the number of employed men and women was seen in the 20 to 24 age category.

Between March 2016 and March 2021, the largest decrease in the number of people employed was seen in the 45 to 49 age category for both males and females (a decrease of 226 people for each). The 55 to 59 age group saw the largest increase in the number of employed males (239 people), whereas the 60 to 64 group saw the largest increase in the number of employed females (258 people) between March 2016 and March 2021 (see **Figure 3.2.1**).

Figure 3.2.2 Number of people self-employed by age and gender at 31st March



As can be seen in **Figure 3.2.2**, 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 137 people (from 2,385 in March 2016 to 2,248 in March 2021), whereas the total number of self-employed women has increased by 109 people (from 701 to 810). The number of self-employed males in the 30 to 34 and 45 to 49 age categories showed the largest decline between March 2016 and March 2021.

The 40 to 44 age group saw the largest increase in self-employed males and females between March 2020 and March 2021 (increases of 18 and 15 people respectively).

3.3 Employment by residence status

Section 3.3 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 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.

As can be seen in **Figure 3.3.1**, the majority (73%) of those who were employed at the end of March 2021 and March 2020 were classified as Permanent Residents* (20,419 at the end of March 2020 falling to 20,030 at the end of March 2021). In contrast, the number of self-employed Permanent Residents* increased between March 2020 and March 2021 (2,381 to 2,422 people, see **Figure 3.3.2**).

10% of the total number of people employed at the end of March 2020 and March 2021 were employed on the basis of an employment related licence*. The number of people in this category showed a small increase between March 2020 and March 2021 (from 2,706 to 2,753, see **Figure 3.3.1**). **Figure 3.3.2** shows that the number of self-employed people on an employment related licence* also increased slightly (from 86 people at the end of March 2020 to 88 people at the end of March 2021). 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 14](#).

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

Figure 3.3.1: Number of people employed by residence status (at 31st March)

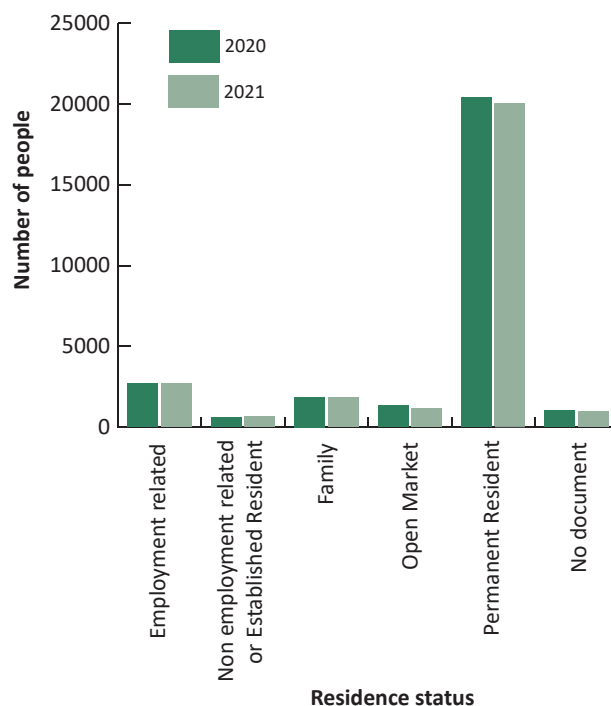
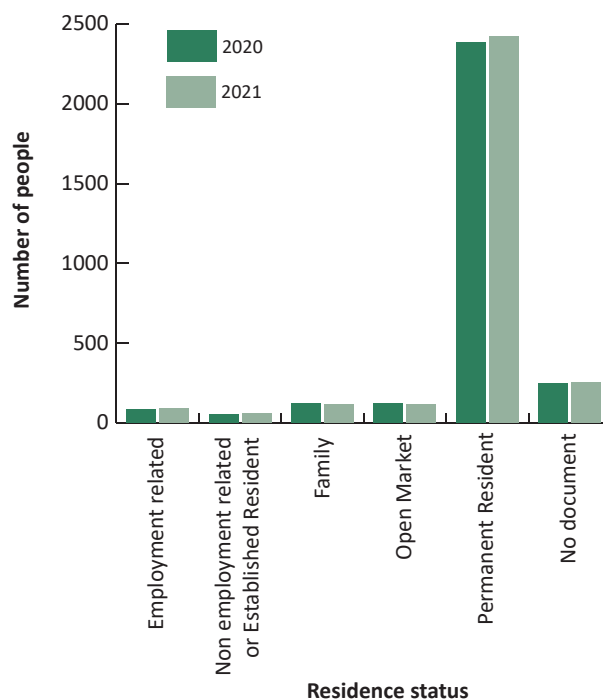


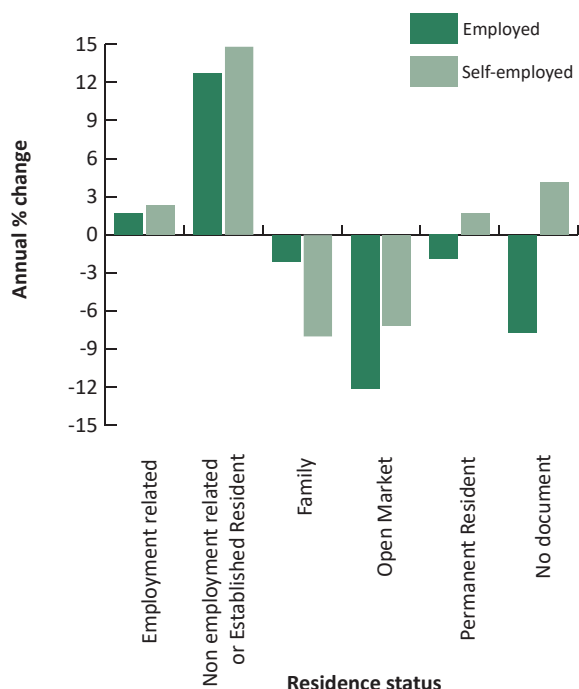
Figure 3.3.2: Number of people self-employed by residence status (at 31st March)



*See [page 14](#) for definitions of the different types of residence status shown in **Figure 3.3.1** and **3.3.2**

3.3 Employment by residence status

Figure 3.3.3: Annual % change in employment (between March 2020 and March 2021)



* See below for definitions of the residence status categories found in **Figure 3.3.3** and **Figures 3.3.1** and **3.3.2** on **page 13**.

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 March 2020 and March 2021, the largest decrease in the number of employed individuals was seen in the Open Market* category (a decrease of 12%, see **Figure 3.3.3**). The number of people resident on the basis of a family member's residence status saw the largest decline for the self-employed between March 2020 and March 2021 (8%).

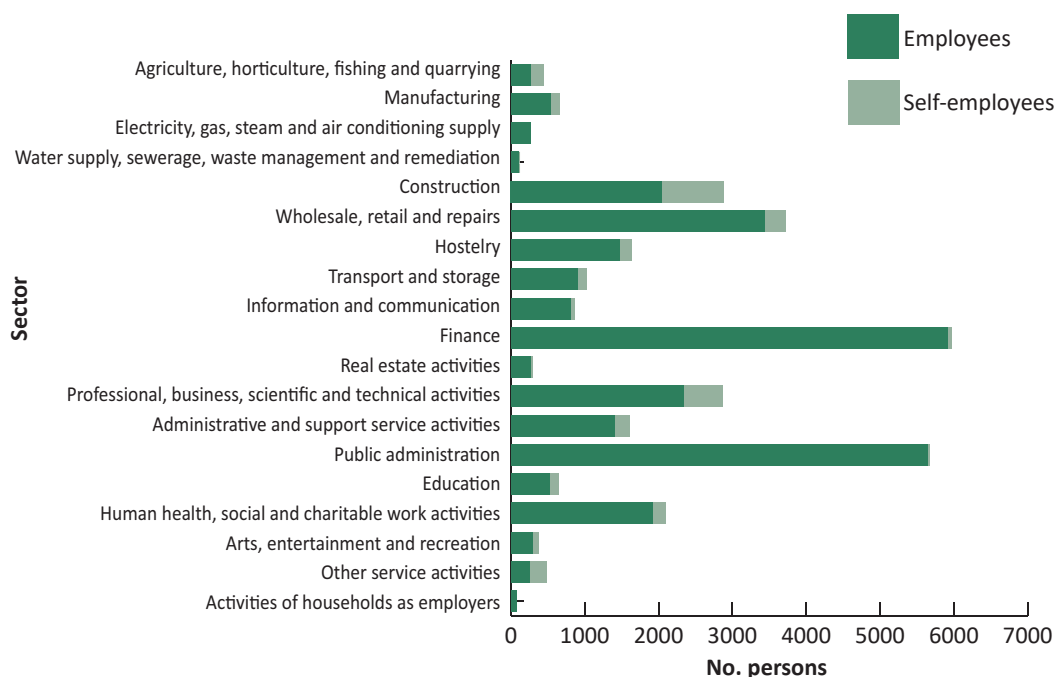
The number of people employed on the basis of an employment related licence (either long-term, medium-term or short-term) increased by 2% between March 2020 and March 2021. The number of people on short-term employment permits decreased by 15%, whereas the number of people employed on either medium-term or long-term employment permits increased by 9% and 7% respectively between March 2020 and March 2021. The number of self-employed people who had an employment related licence also increased by 2% 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 March 2020 and March 2021 (an increase of 13% in the number of employed people and a 15% 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 and December 2020 can be found in previous editions of this Bulletin and information for September 2020 is included within the **Annual Electronic Census Report 2020**, both available from www.gov.gg/population.

3.4 Employment by economic sector

Figure 3.4.1 Employment by economic sector at 31st March 2021



Employers, employees and self-employees can be analysed by economic sector for a more detailed picture of the types of economic activity in which they are involved. A breakdown of the activities included in each of the economic sector codes used in this bulletin can be found on our website, www.gov.gg/ecodes.

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 3.4.1** and **Table 3.4.1** on **page 16** 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 3.4.1** and **Table 3.4.1**, the Finance sector was the largest employer in March 2021, accounting for 18.8% of total employment (5,970 people), 5,909 of whom were employed and 61 of whom were self-employed. The Construction sector had the largest number of self-employed people in March 2021 (830 people), representing 28.9% 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 17 and 18**.

The number of positions advertised at the Job Centre and the skills reported by Unemployment Benefit claimants up to the start of July 2021, are presented by sector on **pages 26 and 27**.

3.4 Employment by economic sector

Table 3.4.1 Employment by economic sector at 31st March 2021

	Employees			Self-employees			Total no. in employment	% of total for all sectors
	Female	Male	Total	Female	Male	Total		
Agriculture, horticulture, fishing and quarrying	85	177	262	38	149	187	449	1.4
Manufacturing	167	364	531	31	101	132	663	2.1
Electricity, gas, steam and air conditioning supply	53	210	263	*	*	6	269	0.8
Water supply, sewerage, waste management and remediation activities	13	92	105	*	*	18	123	0.4
Construction	139	1,907	2,046	18	812	830	2,876	9.1
Wholesale, retail and repairs	1,528	1,904	3,432	78	208	286	3,718	11.7
Hostelry	566	903	1,469	59	113	172	1,641	5.2
Transport and storage	214	683	897	16	115	131	1,028	3.2
Information and communication	195	614	809	13	40	53	862	2.7
Finance	3,180	2,729	5,909	7	54	61	5,970	18.8
Real estate activities	136	133	269	5	19	24	293	0.9
Professional, business, scientific and technical activities	1,288	1,047	2,335	153	376	529	2,864	9.0
Administrative and support service activities	629	775	1,404	29	179	208	1,612	5.1
Public administration	3,513	2,129	5,642	11	20	31	5,673	17.9
Education	397	128	525	92	32	124	649	2.0
Human health, social and charitable work activities	1,529	386	1,915	89	88	177	2,092	6.6
Arts, entertainment and recreation	150	144	294	33	49	82	376	1.2
Other service activities	207	49	256	174	52	226	482	1.5
Activities of households as employers	56	21	77	*	*	2	79	0.2
Total for all sectors	14,045	14,395	28,440	849	2,430	3,279	31,719	100.0

Table 3.4.2 Employment within the Finance sector at 31st March 2021

	Total no. in employment	% of total Finance sector
Banking	1,593	26.7
Fiduciary	1,708	28.6
Funds	1,353	22.7
Insurance	766	12.8
Other	550	9.2
Total	5,970	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.

Of the 5,970 people employed and self-employed within the Finance sector, 1,593 people (26.7%) worked in banking, 1,708 people (28.6%) were involved in Fiduciary activities and 1,353 people worked in sub-sectors relating to Funds at the end of March 2021.

The annual change in the number of people employed and self-employed within each sector can be found on [pages 17 and 18](#).

3.5 Employment by sector trends

Table 3.5.1 Annual percentage change in total employment by sector

	Annual % change								
	2019 Q1	2019 Q2	2019 Q3	2019 Q4	2020 Q1	2020 Q2	2020 Q3	2020 Q4	2021 Q1
Agriculture, horticulture, fishing and quarrying	-2.8	-9.6	-7.5	-6.6	4.1	6.8	9.0	13.4	3.2
Manufacturing	1.1	0.2	-1.7	1.2	-1.8	0.9	0.6	-0.2	1.8
Electricity, gas, steam and air conditioning supply	-4.7	-5.7	1.0	-3.1	-0.3	-1.4	-7.2	-3.5	-5.9
Water supply, sewerage, waste management and remediation activities	2.7	4.3	5.2	13.7	13.2	5.0	-0.8	-6.0	-4.7
Construction	0.7	-1.0	1.1	3.5	0.1	1.4	2.9	2.4	3.2
Wholesale, retail and repairs	-0.3	-0.9	-2.9	-1.4	-2.7	-5.7	-4.0	-3.7	-1.9
Hostelry	-0.9	0.7	3.2	0.9	-4.7	-24.2	-17.7	-11.1	-9.8
Transport and storage	-2.3	0.4	1.8	1.6	0.4	-8.0	-8.4	-3.1	-10.5
Information and communication	4.0	2.1	2.8	8.0	9.9	8.9	7.2	0.5	-2.7
Finance	0.9	1.2	-1.4	-2.9	-4.4	-4.9	-2.4	-1.8	-1.0
Real estate activities	1.9	0.8	11.2	12.3	10.4	8.2	5.6	2.4	-1.0
Professional, business, scientific and technical activities	0.1	0.6	1.0	2.2	3.3	-0.6	-1.4	-1.6	-2.0
Administrative and support service activities	-1.8	-2.0	-0.3	0.4	0.6	-8.7	-6.7	-7.0	-6.2
Public administration	1.6	0.7	1.3	2.5	0.4	-1.9	-1.3	0.6	1.8
Education	6.4	3.6	3.6	-0.3	-1.9	-2.0	0.6	2.5	2.5
Human health, social and charitable work activities	2.0	3.6	3.5	2.8	3.5	-2.5	1.5	2.7	1.4
Arts, entertainment and recreation	-1.7	8.5	8.3	0.8	-1.4	-14.4	0.5	8.0	7.7
Other service activities	-3.7	-3.5	-3.9	-2.2	-3.2	-6.8	-2.0	0.4	0.8
Activities of households as employers	12.9	5.3	15.6	2.5	0.0	-2.5	-11.2	0.0	0.0

Table 3.5.1 shows that the Transport and storage sector had the largest decrease in employment for the year ending 31st March 2021 (10.5%). This is the first time since the start of the COVID-19 pandemic (in Q1 2020) that the Hostelry sector did not show the largest annual decrease. Please note that some sectors have a small number of people in employment (see **Table 3.4.1** on **page 16**).

The annual percentage change in employment by sector between March 2020 and March 2021 is shown graphically on **page 18**.

The number of positions advertised at the Job Centre and the skills reported by Unemployment Benefit claimants up to the start of July 2021, are presented by sector on **pages 26** and **27**.

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

3.5 Employment by sector trends

Figure 3.5.1 Annual percentage change in total employment by sector

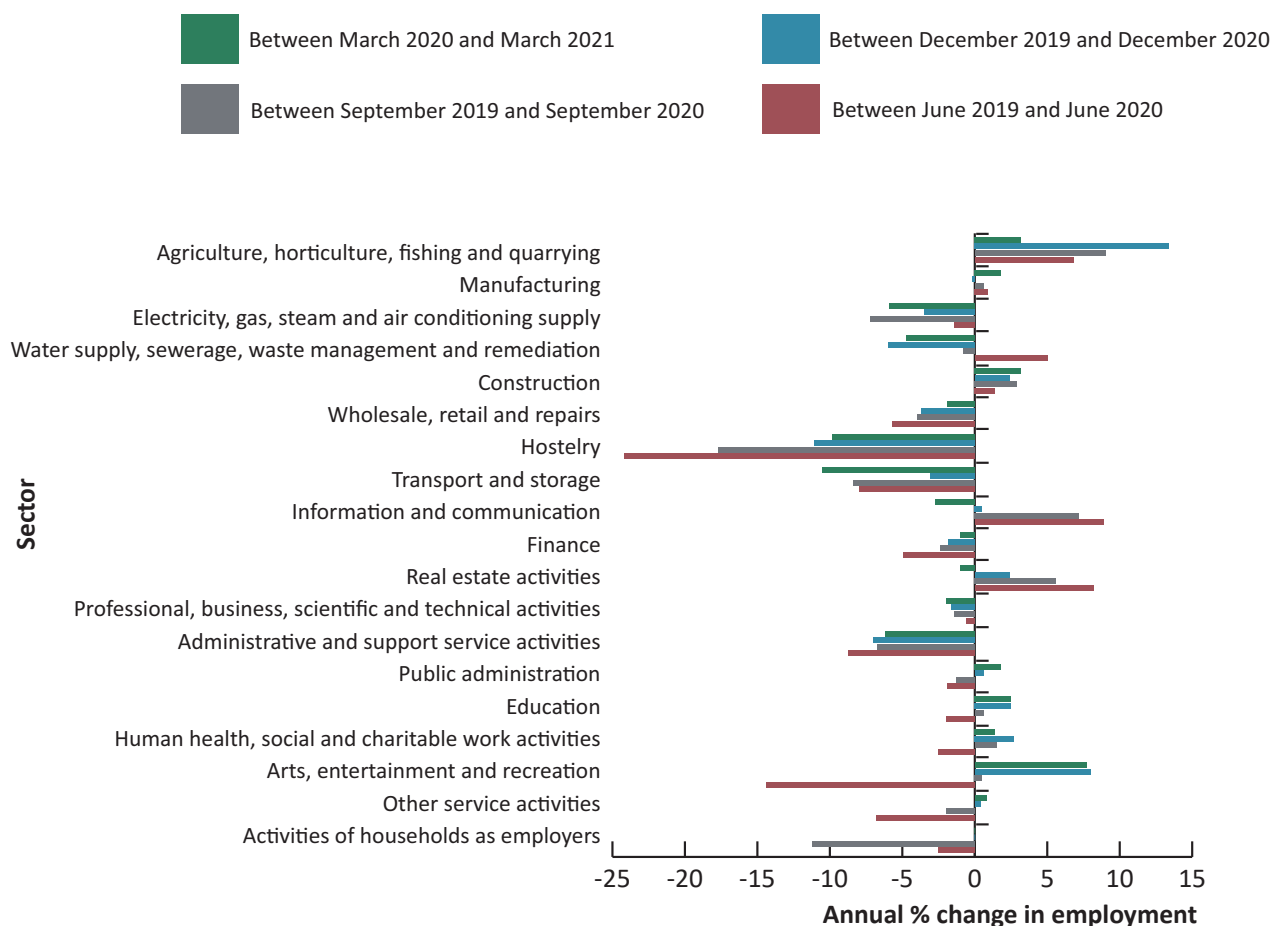


Figure 3.5.1 shows that 10 of the 19 economic sectors showed a decrease in employment for the year ending 31st March 2021, compared to 9 for the year ending 30th December 2020, 11 for the year ending 30th September 2020 and 13 for the year ending 30th June 2020.

The Transport and storage sector showed the largest decrease in employment for the year ending 31st March 2021 (10.5%). This is the first time since the start of the COVID-19 pandemic (in Q1 2020) that the Hostelry sector did not show the largest annual decrease (it showed a decrease of 9.8% for the year ending 31st March 2021).

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 and increased by 8.0% and 7.7% for the years ending 31st December 2020 and 31st March 2021 respectively.

Please note that some sectors have a small number of people in employment (see [Table 3.4.1](#) on [page 16](#)).

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

4.1 Employer trends

The figures presented in **Figure 4.1.1** and **Table 4.1.1** are calculated using Electronic Census data, where Social Security data had been used prior to 2015.

There were 2,150 employing organisations at the end of March 2021 (see **Table 4.2.1** on **page 20**). This was an increase of 1.7% for the year ending 31st March 2021, as shown in **Figure 4.1.1**. This is the largest annual increase in employers since March 2011.

Figure 4.1.1 Annual percentage change in total number of employers

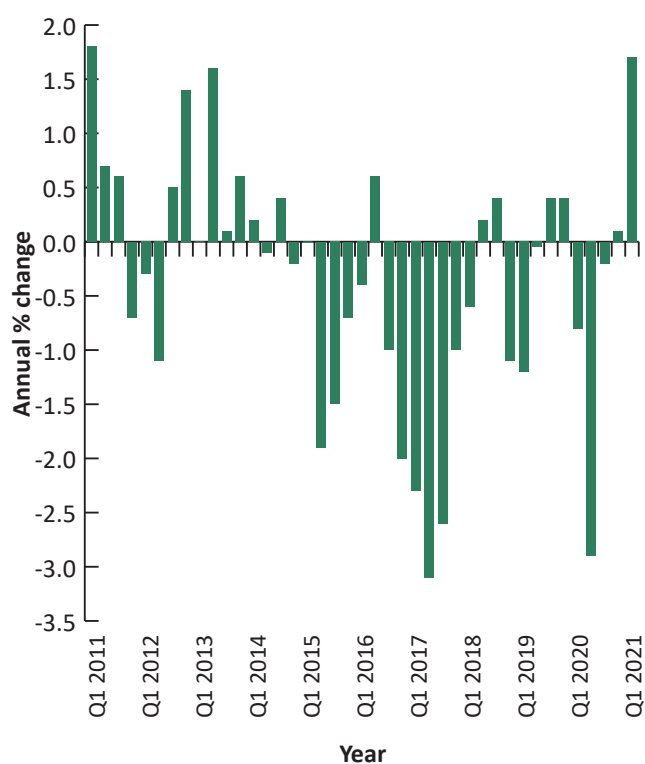


Table 4.1.1 Annual percentage change in total number of employers

	Annual % change
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
Q4 2020	0.1
Q1 2021	1.7

Figures rounded to 1 decimal place

4.2 Employers by economic sector and size

Table 4.2.1 Employers by economic sector and size at 31st March 2021

	No. employers by size (number of employees)								Total
	1	2 to 5	6 to 10	11 to 25	26 to 50	51 to 100	101 to 250	Over 250	
Agriculture, horticulture, fishing and quarrying	15	27	8	0	1	1	0	0	52
Manufacturing	15	26	13	6	2	1	1	0	64
Electricity, gas, steam and air conditioning supply	1	4	2	0	1	0	1	0	9
Water supply, sewerage, waste management and remediation activities	6	3	2	1	0	1	0	0	13
Construction	96	133	60	32	7	2	2	0	332
Wholesale, retail and repairs	73	140	62	19	20	8	4	1	327
Hostelry	26	75	40	19	7	5	0	0	172
Transport and storage	15	24	8	9	2	1	1	1	61
Information and communication	18	25	8	6	9	1	1	0	68
Finance	70	95	38	48	37	18	11	1	318
Real estate activities	16	22	1	9	2	0	0	0	50
Professional, business, scientific and technical activities	54	51	30	19	4	8	3	1	170
Administrative and support service activities	49	46	22	16	11	1	2	0	147
Public administration	3	8	1	1	0	0	1	1	15
Education	9	2	3	5	0	3	2	0	24
Human health, social and charitable work activities	34	55	27	19	10	8	3	0	156
Arts, entertainment and recreation	21	21	6	7	2	0	0	0	57
Other service activities	36	40	7	1	1	0	0	0	85
Activities of households as employers	17	9	3	1	0	0	0	0	30
Total	574	806	341	218	116	58	32	5	2,150

Table 4.2.1 and **Figure 4.2.1** on **page 21** show the number of employers broken down by economic sector and by the number of employees as at 31st March 2021. They are sourced from the Rolling Electronic Census.

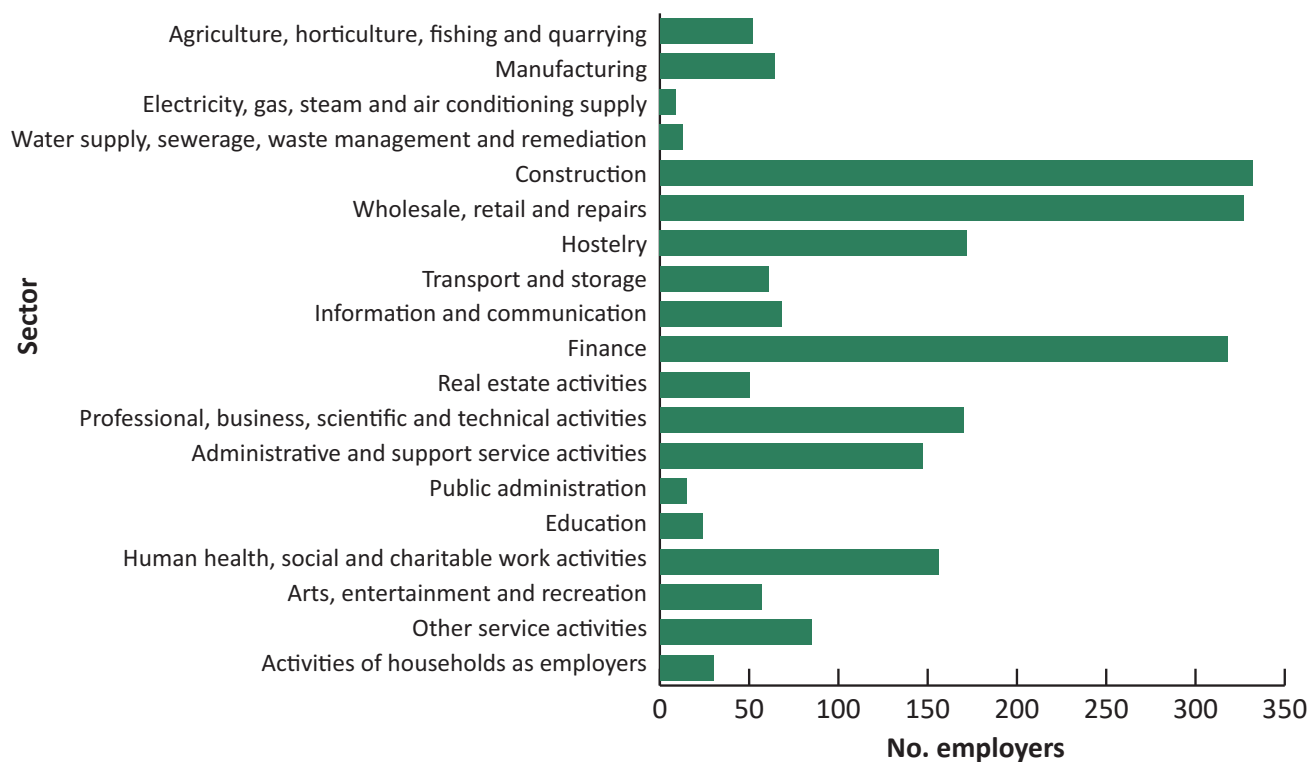
It can be seen that the Construction sector had the highest number of employing organisations (332) at the end of March 2021. The Finance sector had 318 employing organisations and had the highest number of employing organisations with more than 50 employees (30 employers).

The Construction sector had the highest number of employers with fewer than six employees (229).

There were five organisations employing more than 250 people at the end of March 2021.

4.2 Employers by economic sector and size

Figure 4.2.1 Employers by economic sector at 31st March 2021



As shown above in **Figure 4.2.1**, the Construction, Wholesale, retail and repairs and Finance sectors had the largest numbers of employers. Employers in both the Construction and Wholesale, retail and repairs sectors tended to employ fewer people than those in the Finance sector (see **Table 4.2.1** on **page 20**).

5.1 Unemployment - weekly snapshots

Figure 5.1.1 Number of people registered unemployed at weekly snapshots

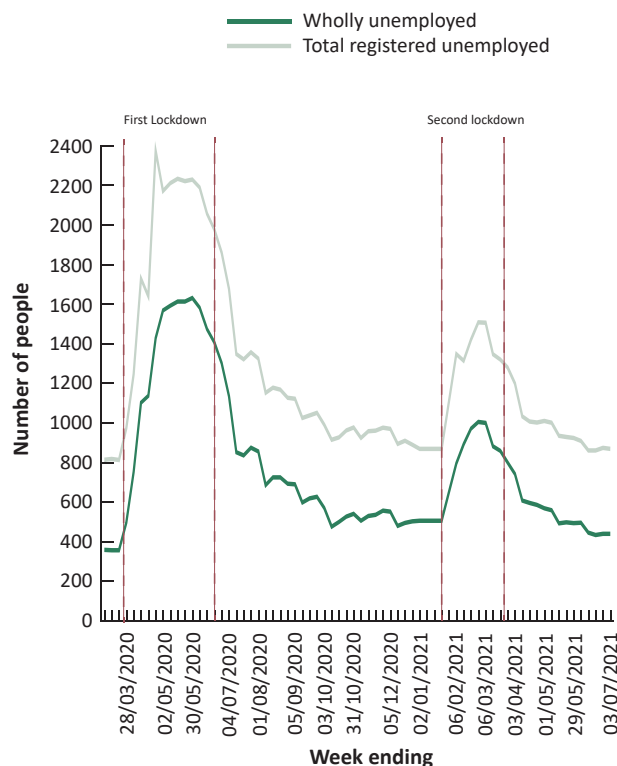


Table 5.1.1 Percentage of workforce registered as unemployed at weekly snapshots

	Wholly unemployed*	% of workforce	Total registered unemployed*	% of workforce
28/03/2020	497	1.6	974	3.2
02/05/2020	1,568	5.1	2,171	7.1
30/05/2020	1,631	5.4	2,229	7.3
04/07/2020	1,135	3.8	1,677	5.5
01/08/2020	856	2.8	1,325	4.4
05/09/2020	690	2.3	1,122	3.7
03/10/2020	570	1.8	990	3.3
31/10/2020	541	1.8	977	3.3
05/12/2020	552	1.8	970	3.2
02/01/2021	506	1.7	869	2.9
06/02/2021	795	2.6	1,348	4.4
06/03/2021	1,000	3.3	1,506	5.0
03/04/2021	742	2.5	1,199	4.0
01/05/2021	569	1.9	1,010	3.3
29/05/2021	494	1.6	924	3.1
03/07/2021	440	1.5	869	2.9

Note: workforce figures have been updated since the previous edition of this bulletin

Section 5 provides information on unemployment using data sourced from the Committee for Employment & Social Security.

The Bailiwick of Guernsey has entered two lockdowns in order to help slow the spread of COVID-19. The first lockdown took place between 25th March 2020 and 20th June 2020 and the second took place between 23rd January 2021 and 22nd March 2021. 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. In both lockdowns restrictions were lifted in phases.

Figure 5.1.1 shows the number of people registered as unemployed at the end of each week between March 2020 and the start of July 2021. It can be seen that the number of people unemployed rose sharply between the week ending 21st March 2020 and the week ending 25th April 2020 before stabilising in May and then steadily decreasing during June and July 2020, when more businesses were allowed to re-open.

The number of people wholly unemployed* increased sharply again at the start of the second lockdown (see **Figure 5.1.1**) and peaked at 1,005 people during the week ending 27th February 2021. Since then, there has been a reduction of 565 people.

During the week ending 3rd July 2021, 1.5% of the workforce (440 people) were wholly unemployed*, the lowest proportion seen since before the first lockdown in March 2020. This compares to 3.3% during the week ending 6th March 2021 and 5.4% at the end of May 2020, which saw the highest number of people wholly unemployed* (1,631 people, see **Table 5.1.1**).

Information on the number of people unemployed broken down by age and gender can be found on **page 23**.

*See **page 24** for more information on the difference between the "total registered unemployed" and "wholly unemployed".

5.2 Unemployment by age and gender

Section 5.2 shows the number of people wholly unemployed* during the snapshot week at the end of June 2019, 2020 and 2021 broken down by age and gender.

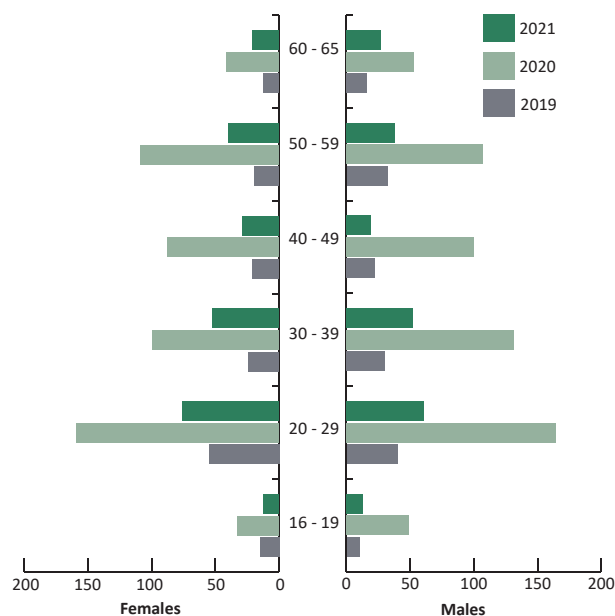
Figure 5.2.1 shows a decrease in the number of wholly unemployed* people, for both males and females across all age groups, during the snapshot week at the end of June 2021 compared to the end of June 2020.

There was a 57% decrease in the number of unemployed women between June 2020 and June 2021 (301 people) and a 65% decrease in the number of unemployed men (394 people).

Proportionally, the 40 to 49 age group saw the largest decrease in unemployment for both males and females between June 2020 and June 2021.

The 20 to 29 age group has consistently seen the highest number of unemployed men and women when compared to the other age categories, however the number of unemployed males in this age group decreased by 63% (103 people) between June 2020 and June 2021 and the number of unemployed women decreased by 52% (83 people).

Figure 5.2.1 Unemployment by age and gender at 30th June



*See [page 24](#) for more information on "wholly unemployed".

5.3 Unemployment trends

Table 5.3.1 Percentage of workforce registered as unemployed at end of Q2

	Wholly unemployed	% of workforce	Total registered unemployed*	% of workforce
Q2 1966			25	
Q2 1967			45	
Q2 1968			81	
Q2 1969			48	
Q2 1970			75	
Q2 1971			61	
Q2 1972			76	
Q2 1973			29	
Q2 1974			24	
Q2 1975			50	
Q2 1976			100	
Q2 1977			193	
Q2 1978			98	
Q2 1979			35	
Q2 1980			169	
Q2 1981			540	
Q2 1982			566	
Q2 1983			642	
Q2 1984			422	
Q2 1985			259	
Q2 1986			214	
Q2 1987			75	
Q2 1988			58	
Q2 1989			64	
Q2 1990			104	
Q2 1991			231	
Q2 1992			367	
Q2 1993			424	
Q2 1994			307	1.0
Q2 1995			217	0.7
Q2 1996			178	0.6
Q2 1997			173	0.6
Q2 1998			114	0.4
Q2 1999			88	0.3
Q2 2000			105	0.3
Q2 2001			75	0.2
Q2 2002			93	0.3
Q2 2003			74	0.2
Q2 2004			108	0.3
Q2 2005			159	0.5
Q2 2006			188	0.6
Q2 2007	179	0.6	226	0.8
Q2 2008	182	0.6	266	0.9
Q2 2009	330	1.1	431	1.5
Q2 2010	329	1.1	492	1.7
Q2 2011	281	1.0	461	1.6
Q2 2012	357	1.2	552	1.9
Q2 2013	411	1.4	628	2.2
Q2 2014	343	1.2	613	2.1
Q2 2015	340	1.2	632	2.1
Q2 2016	381	1.2	670	2.2
Q2 2017	321	1.0	615	2.0
Q2 2018	300	1.0	723	2.3
Q2 2019	296	1.0	771	2.5
Q2 2020	1,135	3.8	1,677	5.5
Q2 2021	440	1.5	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.

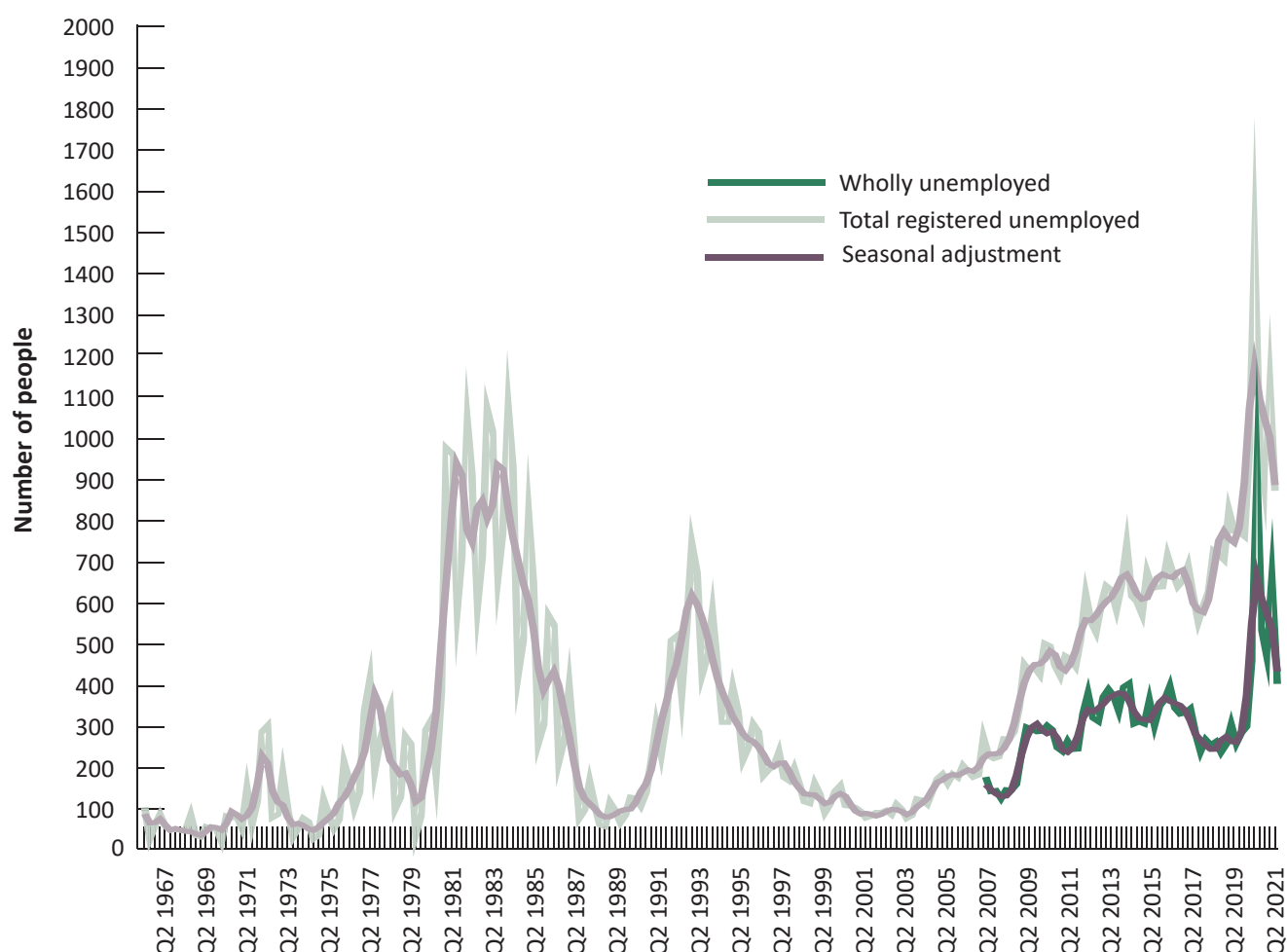
Table 5.3.1 displays historic unemployment figures for Quarter 2, from Q2 1966 to Q2 2021. The number of people unemployed peaked at the end of May 2020 and weekly unemployment figures between March 2020 and the beginning of July 2021 can be found on [page 22](#).

As shown in **Table 5.3.1**, there were 440 people registered as "wholly unemployed" at the end of Q2 2021, 695 fewer than at the end of Q2 2020. 1.5% of the workforce were registered as wholly unemployed at the end of Q2 2021. This compares to 3.8% at the end of Q2 2020 and 1.0% at the end of Q2 2019. The number of "total registered unemployed"* accounted for 2.9% of the workforce at the end of Q2 2021, 2.7 percentage points lower 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 5.3.1**

5.3 Unemployment trends

Figure 5.3.1 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 5.3.1**. The number of people unemployed peaked at the end of May 2020 and weekly unemployment figures between March 2020 and the start of July 2021 can be found on [page 22](#).

Figure 5.3.1 shows that there was a decrease in the number of people registered as wholly unemployed between the end of Q1 2021 and the end of Q2 2021. This figure includes only those that were registered as unemployed and did not do any work in the snapshot week. There were 440 people wholly unemployed at the end of Q2 2021, a decrease of 41% (302 people) since the end of Q1 2021.

Data on the "total registered unemployed"* has been available since 1966. As shown in **Figure 5.3.1** and **Table 5.3.1** on [page 24](#), there was a total of 869 people registered as unemployed* at the end of Q2 2021. This figure is 48% lower than the peak in total registered unemployed*, recorded in Q2 2020 and 22% higher 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 5.3.1**.

*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 5.3.1**.

5.4 Job vacancies - monthly snapshots

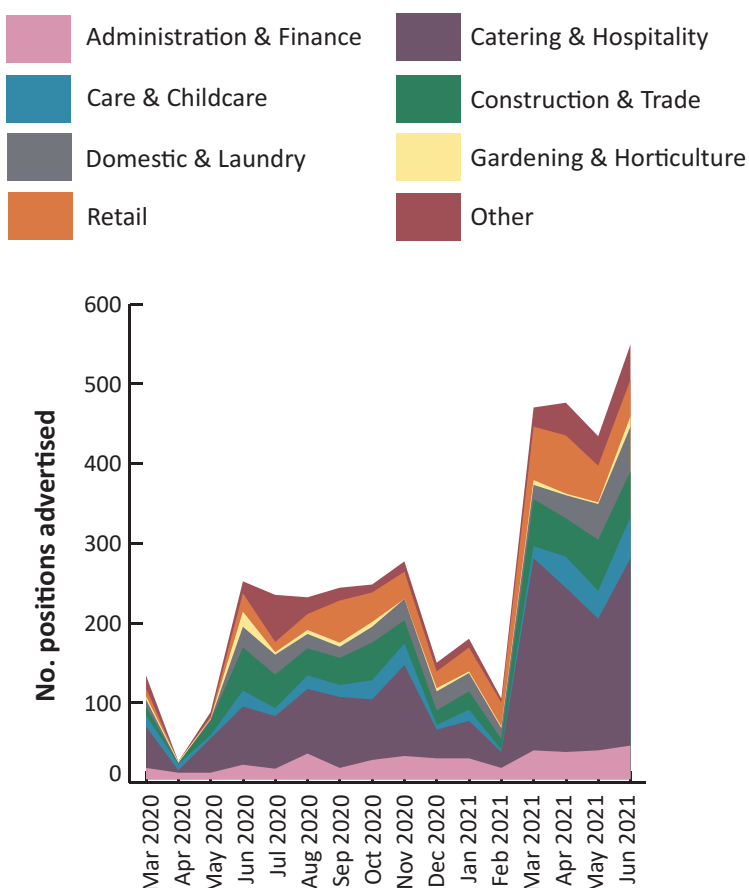
Figure 5.4.1 shows the number of positions advertised with the Job Centre by sector at the end of each month between March 2020 and June 2021. It can be seen that there was a decrease in the number of positions advertised across all sectors between March 2020 and April 2020, during the Bailiwick's first lockdown.

Between April and June 2020, all sectors saw an increase in the number of positions advertised, largely returning to the levels seen before the first lockdown. The total number of vacancies remained relatively consistent between June and November before decreasing in December. As shown in **Figure 5.4.1**, there was a large increase in the number of positions advertised between February 2021 and March 2021, when the Bailiwick came out of its second lockdown. Increases were seen across all sectors but the Catering and Hospitality sector saw the largest increase (an increase of 221 positions).

There was a total of 545 positions advertised with the Job Centre during June 2021, the highest number of jobs ever advertised in one month. 235 of these positions were in Catering and Hospitality.

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

Figure 5.4.1 Number of positions advertised with the Job Centre at the end of each month between March 2020 and June 2021 by sector



5.5 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.

5.6 Job vacancy trends

Figure 5.6.1 Number of positions advertised with the Job Centre and in the Guernsey Press each quarter

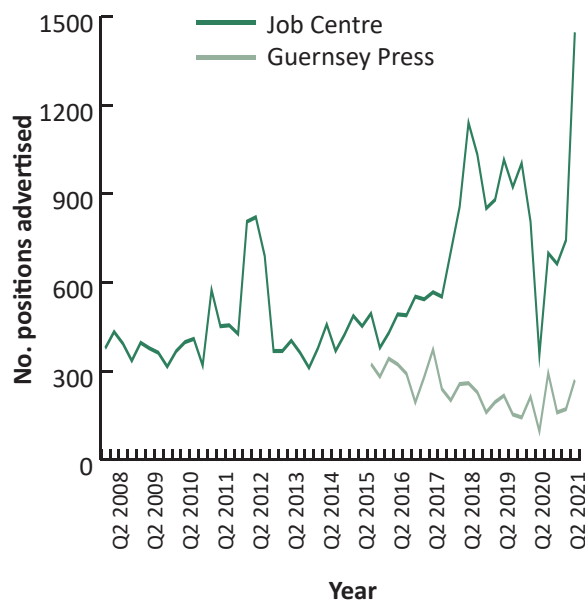
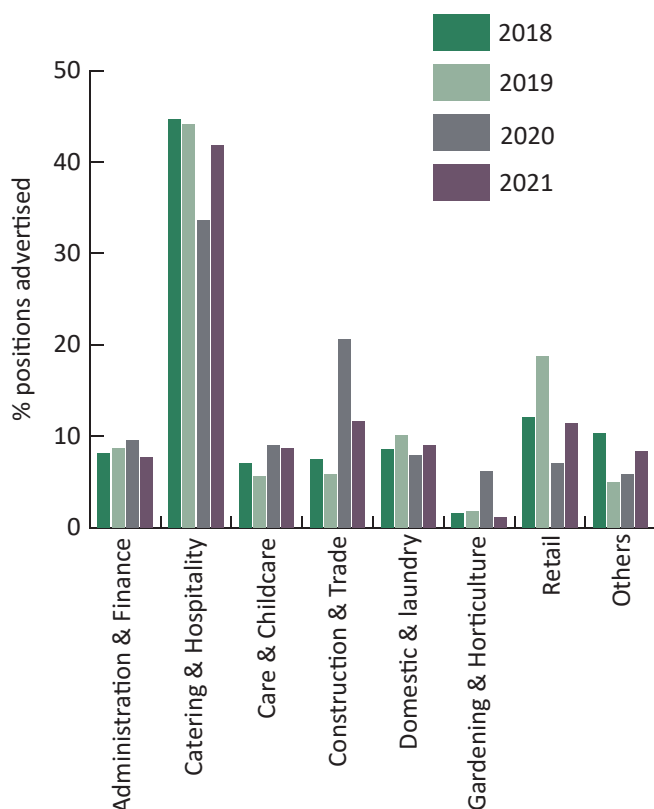


Figure 5.6.1 shows the number of positions advertised with the Guernsey Job Centre and, from September 2015, the Guernsey Press each quarter. Although this is not a complete representation of the total number of vacancies in the Island, it does provide an indication of the strength of the employment market.

There were 1,447 positions advertised with the Job Centre during Q2 2021, the highest since records began in 2008. This compares to 743 positions during Q1 2021 and 354 during Q2 2020. The number of vacancies advertised in the Guernsey Press (paper only, excluding online advertising) during Q2 2021 totalled 270, 99 more than the previous quarter and 174 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 5.6.2 Type of positions advertised with the Job Centre during Q2



There were 472, 430 and 545 positions advertised at the Job Centre in April, May and June 2021 respectively. Of these, 42% were in Catering and Hospitality, 12% in Construction and Trade, 11% in Retail, and 9% in Domestic and Laundry (see **Figure 5.6.2**).

Figure 5.6.2 shows the type of positions advertised with the Job Centre during Q2 in 2018, 2019, 2020 and 2021. Catering & Hospitality saw the largest rise in advertised positions when compared to 2020 but this was still a lower proportion than in 2019 and 2018. Construction & Trade saw the largest decrease in advertised positions between Q2 2020 and Q2 2021.

See [page 26](#) for more information on the function of the Job Centre.

As at the start of July 2021, 19% of people claiming Unemployment Benefit had skills relating to Administration and Finance, 18% had experience in Retail, 13% Construction and Trade and 12% reported having skills in Catering & Hospitality.

6.1 Earnings (nominal)

Earnings data is recorded by Social Security each quarter and is used to calculate median earnings of employees. The median is the middle value when data are sorted into numerical order. It is a measure of earnings from all employment, unadjusted for the number of hours worked i.e. the level can be impacted 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.

Nominal median earnings increased by 3.2% between the year ending March 2020 and the year ending March 2021, from £34,409 to £35,497 (see **Table 6.1.1**).

The lower and upper quartile earnings for the quarter ending 31st March 2021 and the previous eight quarters are presented in **Tables 6.1.2** and **6.1.3**. Using four quarter averages, lower quartile earnings increased by 2.9% between the years ending 31st March 2020 and 31st March 2021, whilst upper quartile earnings increased by 3.5%.

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 and 2021. 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 30](#). Information on income and expenditure by household groups is available from www.gov.gg/household.

Table 6.1.1 Nominal median earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
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
Q4 2020	35,006	2.5
Q1 2021	35,497	3.2

Table 6.1.2 Nominal lower quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
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
Q4 2020	24,337	2.5
Q1 2021	24,587	2.9

Table 6.1.3 Nominal upper quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
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
Q4 2020	51,378	2.3
Q1 2021	52,331	3.5

6.1 Earnings (nominal)

Figure 6.1.1 Nominal median earnings by distribution at 31st March

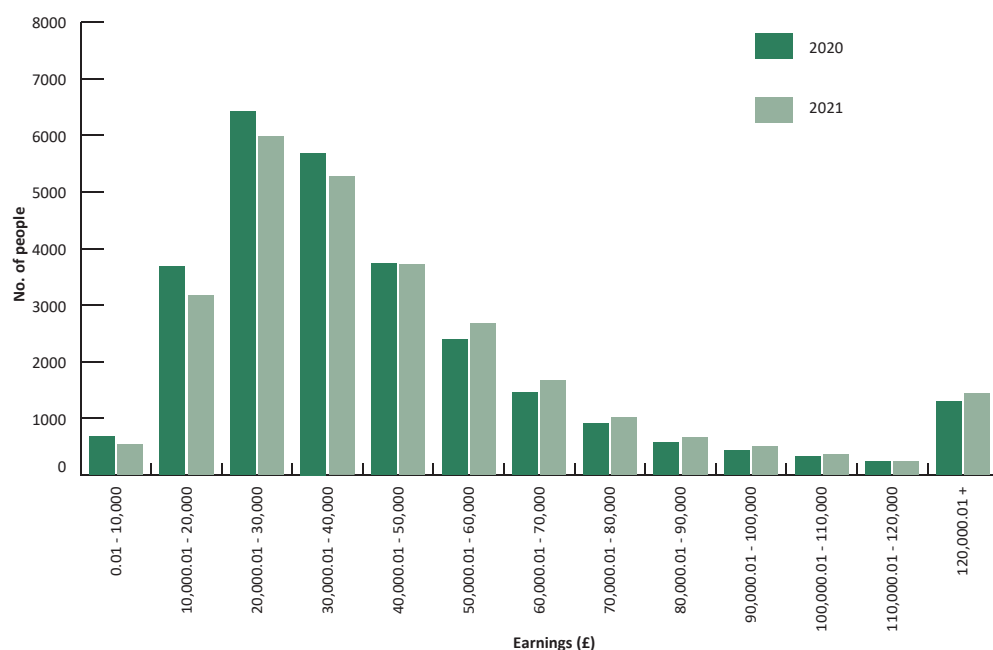


Figure 6.1.1 shows the number of employees in each earning band at the end of March 2020 compared to the end of March 2021. It should be noted that the figures in **Figure 6.1.1** are March snapshots, rather than four quarter averages, unlike other earnings information presented in this report.

The distributions of earnings at the end of March 2019 and March 2020 show a peak in the £20,000.01 to £30,000 category. The number of people in earning bands below £50,000 decreased between March 2020 and March 2021. Conversely, the number of people in every earning band above £50,000 increased between March 2020 and March 2021.

Proportionally, the number of employees in the £0.01 to £10,000 earning band showed the biggest decrease, with 20% fewer people at the end of March 2021 compared to March 2020 (a decrease of 139 people). The largest numerical decrease was seen in the £10,000.01 to £20,000 earning band (a fall of 522 people, 14%). The total number of people included in the analysis for **Figure 6.1.1** decreased by 1.9% between March 2020 and March 2021 (from 27,837 people to 27,297).

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 and December 2020 can be found in previous editions of this Bulletin and information for September 2020 is included within the **Annual Electronic Census Report 2020**, both available from www.gov.gg/population. Future editions of this bulletin will include additional information to better show the impact of the pandemic on the population's income from earnings.

As explained on [page 28](#), 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 www.gov.gg/covid19data and provide more detailed information on how the first lockdown impacted on working, incomes and wellbeing.

6.2 Earnings (real)

Table 6.2.1 Real median earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q1 2019	34,744	1.7
Q2 2019	34,485	0.9
Q3 2019	34,791	0.8
Q4 2019	35,028	0.4
Q1 2020	34,938	0.6
Q2 2020	34,740	0.7
Q3 2020	35,168	1.1
Q4 2020	35,523	1.4
Q1 2021	35,497	1.6

Real earnings are presented to show trends after the effects of inflation have been removed. All real figures shown in this report have been adjusted to March 2021 prices.

Median annual earnings, in real terms, were 1.6% higher over the year ending March 2021 than over the year ending March 2020 (see [Table 6.2.1](#)).

Lower quartile earnings increased by 1.3% in real terms between the years ending March 2020 and March 2021, compared with an increase of 1.9% in the upper quartile earnings over the same period (see [Tables 6.2.2](#) and [6.2.3](#) respectively).

Table 6.2.2 Real lower quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q1 2019	24,028	1.8
Q2 2019	23,877	1.2
Q3 2019	24,144	1.2
Q4 2019	24,356	0.9
Q1 2020	24,269	1.0
Q2 2020	24,146	1.1
Q3 2020	24,460	1.3
Q4 2020	24,697	1.4
Q1 2021	24,587	1.3

Table 6.2.3 Real upper quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q1 2019	51,084	1.3
Q2 2019	50,649	0.4
Q3 2019	51,134	0.6
Q4 2019	51,522	0.3
Q1 2020	51,337	0.5
Q2 2020	50,950	0.6
Q3 2020	51,632	1.0
Q4 2020	52,136	1.2
Q1 2021	52,331	1.9

6.3 Earnings by gender

Table 6.3.1 shows the four quarter average median earnings for females and males.

As explained on [page 28](#), 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 March 2021, the four quarter median average earnings for females was £32,474 (4.6% higher than a year earlier and the largest increase since 2009) and for males was £38,348 (2.0% higher than a year earlier).

Figure 6.3.1 shows the number of employees in each earning band, averaged from March 2020 to March 2021. The distribution of female earnings shows a peak in the £20,000.01 to £30,000 category, whereas male earnings show a peak in the £30,000.01 to £40,000 category. There are a greater number of males than females in all earning bands greater than £30,000.

Figure 6.3.1 Four quarter average nominal median earnings by gender distribution at 31st March 2021

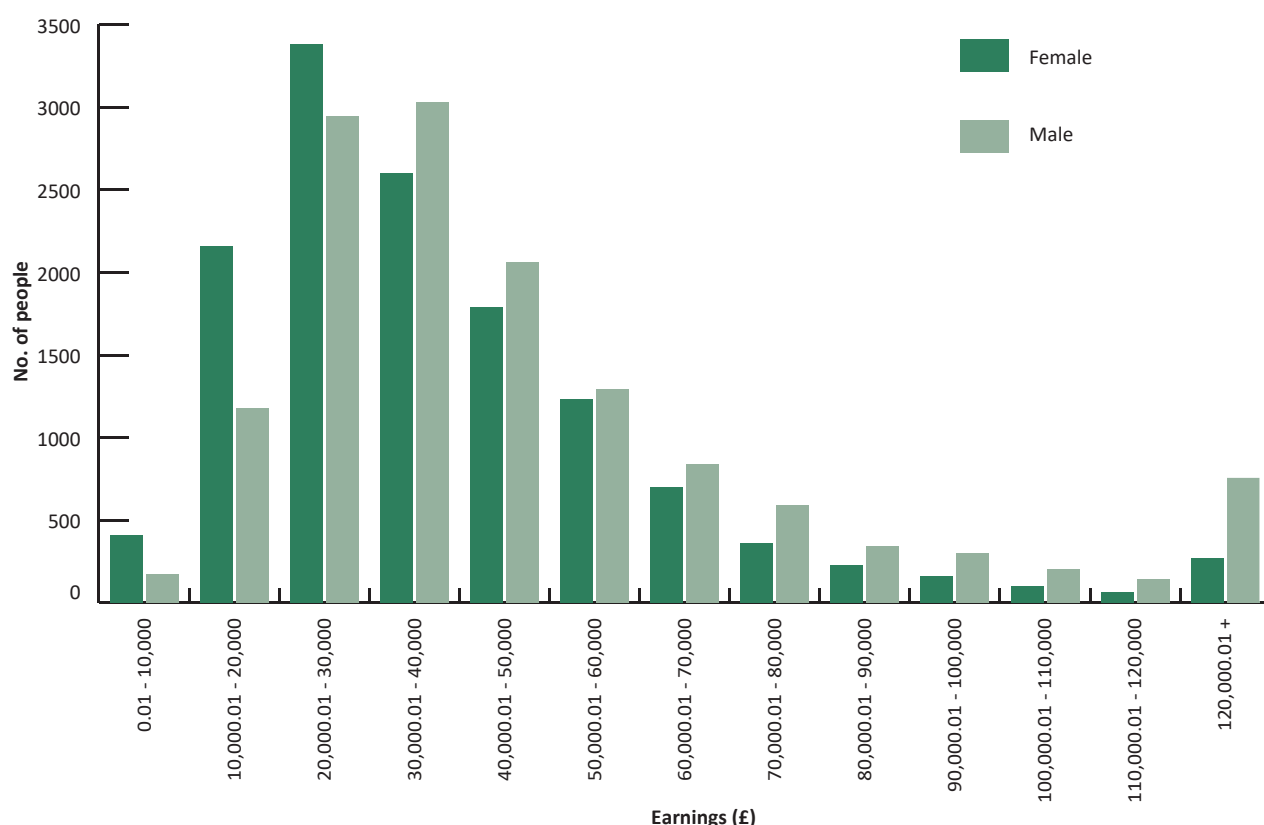


Table 6.3.1 Nominal median earnings by gender

Date	Four quarter average earnings (£)		Annual % change	
	Female	Male	Female	Male
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
Q4 2020	31,857	37,996	3.6	1.7
Q1 2021	32,474	38,348	4.6	2.0

6.4 Earnings by economic sector

Table 6.4.1 Four quarter average earnings as at 31st March 2021

	Median earnings (£)	Lower quartile earnings (£)	Upper quartile earnings (£)
Agriculture, horticulture, fishing and quarrying	31,538	22,055	41,317
Manufacturing	28,739	20,305	37,005
Electricity, gas, steam and air conditioning supply	36,685	30,322	50,455
Water supply, sewerage, waste management and remediation activities	30,582	25,938	39,737
Construction	34,644	26,698	42,106
Wholesale, retail and repairs	23,968	17,120	33,382
Hostelry	20,769	17,150	25,890
Transport and storage	30,820	22,086	42,252
Information and communication	41,918	28,764	61,380
Finance	49,132	33,715	74,220
Real estate activities	35,030	24,339	49,389
Professional, business, scientific and technical activities	43,696	29,499	68,762
Administrative and support service activities	29,674	21,209	42,353
Public administration	39,654	27,844	53,564
Education	30,241	21,021	50,066
Human health, social and charitable work activities	26,597	18,871	36,792
Arts, entertainment and recreation	26,123	17,554	36,853
Other service activities	20,473	15,798	28,372
Activities of households as employers	24,361	15,243	30,898

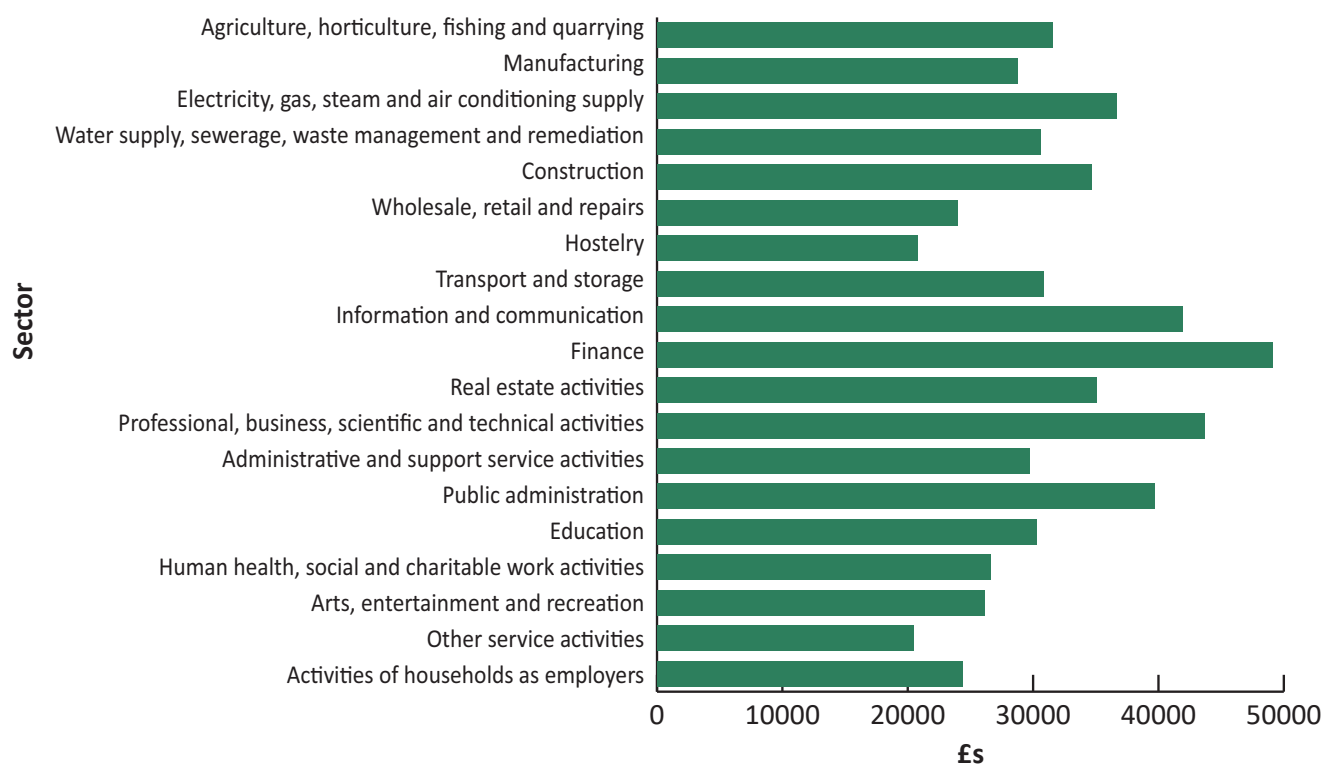
Median, lower quartile and upper quartile earnings by sector are shown in [Table 6.4.1](#).

People employed within the Finance sector had the highest four quarter average median earnings (£49,132) at the end of March 2021. This was 38.4% higher than the overall median. The upper quartile earnings in the Finance sector were 41.8% higher than the overall upper quartile earnings during the same period.

The Other service activities sector had the lowest four quarter average median earnings (£20,473) at the end of March 2021, which was 42.3% lower than the overall median.

6.4 Earnings by economic sector

Figure 6.4.1 Four quarter average earnings as at 31st March 2021



Median earnings by sector (as per [Table 6.4.1](#)) are shown graphically in [Figure 6.4.1](#). 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 28](#), 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 www.gov.gg/covid19data and provide more detailed information on how the first lockdown impacted on working, incomes and wellbeing.

7.1 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.

7.1 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 ask employers to provide some additional data, which will enable improvements to be made to statistics, including the median earnings figures included in this bulletin. The additional information sought is as follows:

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

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

8.1 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.

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