

Guernsey Quarterly Population, Employment and Earnings Bulletin

Population at 31st December 2020
Employment and Earnings at 30th June 2021
Unemployment at 2nd October 2021

Issue date 4th November 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 Brequhou). A fuller report is published annually each January and is available from www.gov.gg/population.

This report covers population headlines; births, deaths, immigration and emigration and the population by age group as well as information on economic status, employment by economic sector and median earnings of employees. All are compiled using data collated by the Rolling Electronic Census IT System. Information on unemployment up to the start of 2nd October 2021 is also included, using data from the Committee for Employment & Social Security, to provide comprehensive and up to date information on unemployment trends. Remuneration data, sourced from the Revenue Service, has also been added to help give a fuller picture of employment earnings 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 remained in place until the second strict lockdown, which started on 23rd January 2021. Restrictions have been lifted in stages since 11th February 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 0.6% (404 people) over the year ending 31st December 2020. Over the years ending 31st December 2017, 2018 and 2019, the annual changes were 0.2%, 0.7% and 0.8% respectively.
- There was a natural decrease of 45 people and net migration of 449 people over the year ending 31st December 2020.
- During the year ending 31st December 2020 there was an annual decrease of 0.1% in the number of people aged between 0 and 15. The 16 to 64, 65 to 84 and 85 and over age groups increased by 0.2%, 2.8% and 1.1% respectively.
- In June 2021, 31,032 people were employed or self-employed in Guernsey (27,954 people worked for an employer and 3,078 people were self-employed), 3.0% more than at the end of June 2020 but 1.6% fewer than at the same time in 2019.
- During the week ending 2nd October 2021, 1.3% of the workforce (384 people) were wholly unemployed, the lowest proportion seen since before the first lockdown in March 2020.
- There were 2,191 employing organisations in June 2021, 3.6% more than in June 2020 and 0.6% more than in June 2019.
- The Finance sector provided 5,977 employment roles (from zero hours to full time contracts) in June 2021 (18.3% of the total). The Hostelry sector showed an increase of 12.4% in employment between June 2020 and June 2021 however, there were 14.8% fewer people employed or self-employed in the Hostelry sector at the end of June 2021 when compared to June 2019.
- Median earnings as at 30th June 2021 were £36,018 which, compared with a year earlier, was 4.5% higher in nominal terms and 2.2% higher in real terms.
- There was an increase of 3.5% in nominal terms (1.9% in real terms) in the sum of wages paid to employees and pensions paid to past employees and others between the year ending 30th June 2020 and the year ending 30th June 2021.

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 404 people (0.6%) over the year ending 31st December 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 31st December 2020 was 45 and the net migration was 449.

Between 19th March 2020 and 30th June 2021, people travelling into the Bailiwick of Guernsey were subject to testing and/or self-isolation requirements unless they 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. Travel restrictions have been lifted in stages since 1st July 2021.

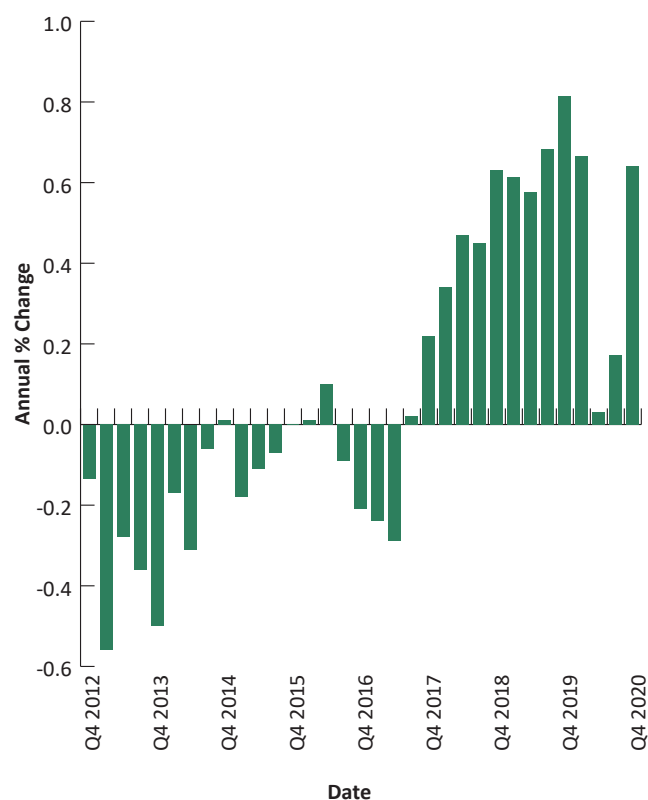
There were 490 births during the year ending 31st December 2020 (see **Table 2.1.2** on **page 5**) and 535 deaths. The number of deaths involving the coronavirus (COVID-19) has been made available by Public Health Services (see www.covid19.gov.gg/test-results for more information).

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
Q4 2017	135	0.2
Q1 2018	211	0.3
Q2 2018	291	0.5
Q3 2018	281	0.5
Q4 2018	391	0.6
Q1 2019	382	0.6
Q2 2019	362	0.6
Q3 2019	428	0.7
Q4 2019	509	0.8
Q1 2020	418	0.7
Q2 2020	19	<0.1
Q3 2020	109	0.2
Q4 2020	404	0.6

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
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	3,246	438	391	23	62,472
Q1 2019	497	535	-38	3,696	3,276	420	382	20	62,692
Q2 2019	511	517	-6	3,637	3,269	368	362	14	63,089
Q3 2019	522	527	-5	3,621	3,188	433	428	-11	63,156
Q4 2019	511	519	-8	3,748	3,231	517	509	0	62,981
Q1 2020	515	512	3	3,687	3,272	415	418	0	63,110
Q2 2020	506	548	-42	3,010	2,949	61	19	0	63,108
Q3 2020	509	548	-39	2,885	2,737	148	109	0	63,265
Q4 2020	490	535	-45	2,752	2,303	449	404	0	63,385

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.

The number of deaths involving the coronavirus (COVID-19) has been made available by Public Health Services (see www.covid19.gov.gg/test-results for more information).

Figure 2.1.2 Annual births and deaths

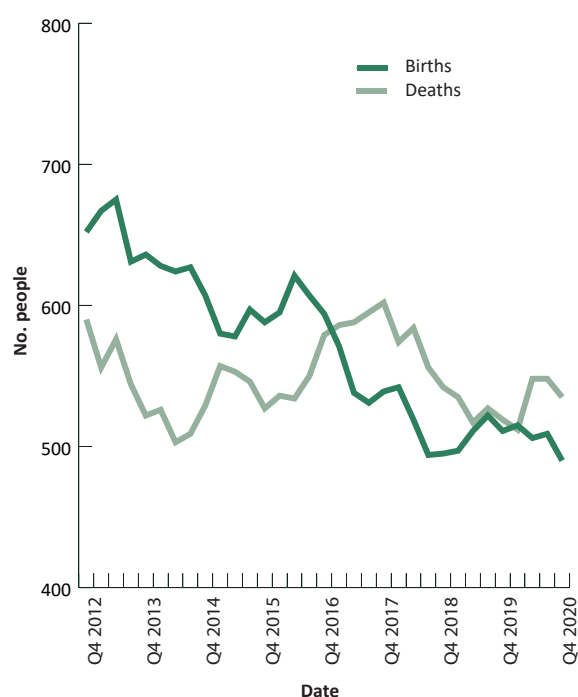
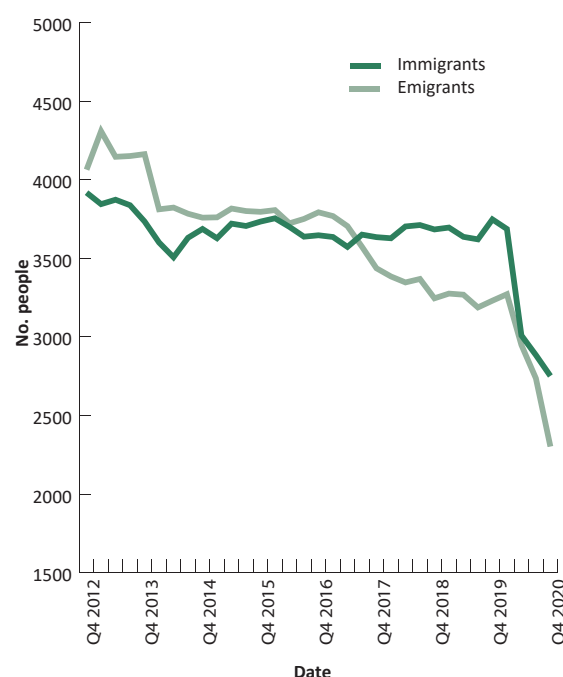


Figure 2.1.3 Annual immigration and emigration



2.2 Demography - Annual changes

Figure 2.2.1 Annual percentage change in total population by age group

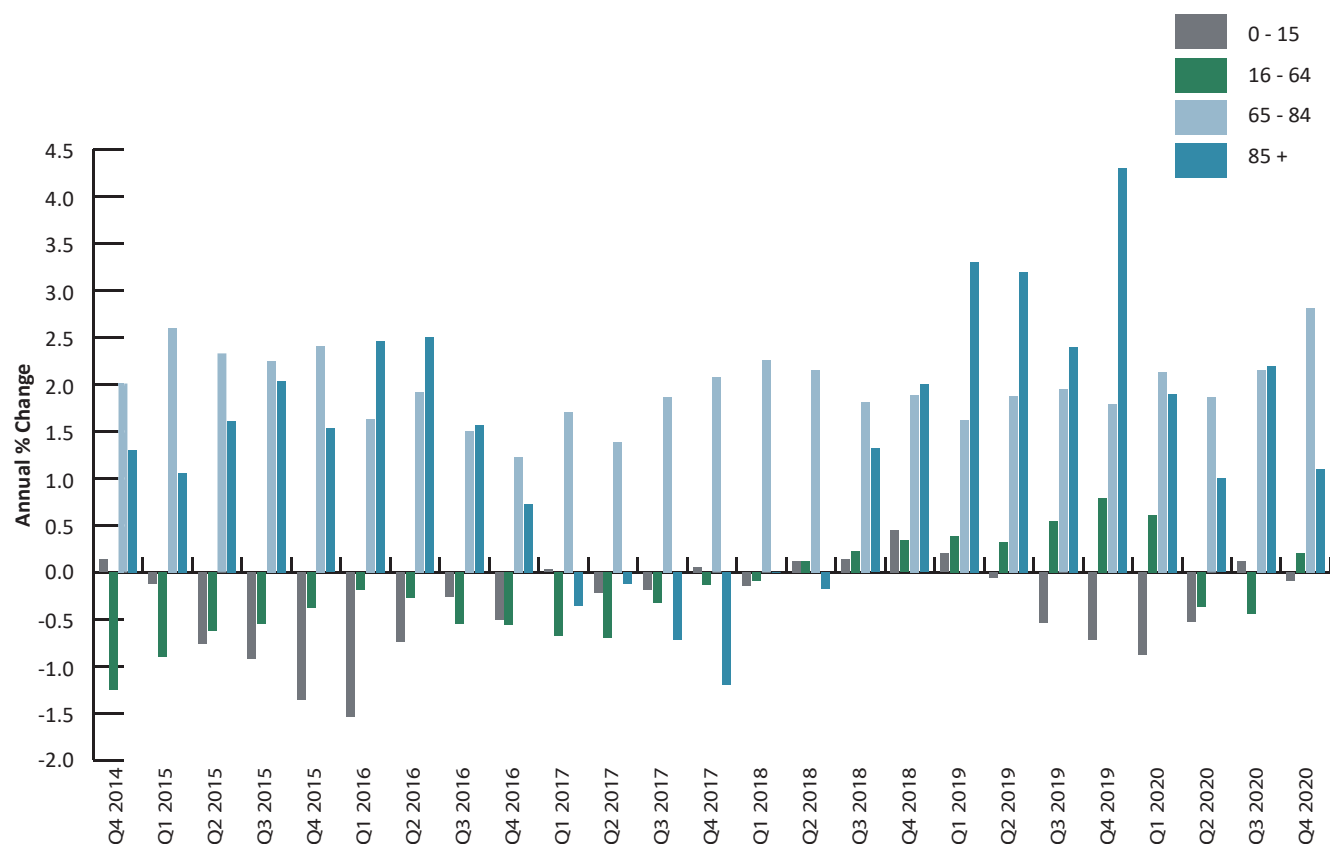


Table 2.2.1 Annual population changes

	0 - 15	Annual % change	16 - 64	Annual % change	65 - 84	Annual % change	85 +	Annual % change
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	10,032	0.5	39,979	0.3	10,778	1.9	1,683	2.0
Q1 2019	10,007	0.2	40,161	0.4	10,813	1.6	1,711	3.3
Q2 2019	9,988	-0.1	40,471	0.3	10,905	1.9	1,725	3.2
Q3 2019	9,996	-0.5	40,471	0.5	10,958	2.0	1,731	2.4
Q4 2019	9,960	-0.7	40,295	0.8	10,971	1.8	1,755	4.3
Q1 2020	9,919	-0.9	40,404	0.6	11,043	2.1	1,744	1.9
Q2 2020	9,935	-0.5	40,322	-0.4	11,108	1.9	1,743	1.0
Q3 2020	10,008	0.1	40,294	-0.4	11,194	2.2	1,769	2.2
Q4 2020	9,951	-0.1	40,381	0.2	11,279	2.8	1,774	1.1

During the year ending 31st December 2020 there was an annual decrease of 0.1% in the number of people aged between 0 and 15. The 16 to 64, 65 to 84 and 85 and over age groups increased by 0.2%, 2.8% and 1.1% respectively.

2.3 Population in employment or full-time education

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

	% of total population in employment or education
Q4 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
Q4 2020	65.2

Table 2.3.2 Percentage of population in employment or full-time education by age at 31st December 2020

	Female	Male	Total
14 and under	73.7	73.8	73.8
15 to 19	90.9	90.4	90.7
20 to 24	85.3	86.7	86.1
25 to 29	80.7	87.1	83.9
30 to 34	78.6	88.0	83.4
35 to 39	80.0	89.0	84.6
40 to 44	79.8	88.6	84.2
45 to 49	80.4	88.4	84.3
50 to 54	78.5	87.7	82.9
55 to 59	71.3	83.6	77.4
60 to 64	54.9	72.0	63.3
65 to 69	18.1	21.1	19.6
70 to 74	4.9	5.8	5.3
75 to 79	1.7	2.0	1.8
80 to 84	0.4	0.6	0.5
85 and over	0.0	0.2	0.1
Total	61.3	69.1	65.2

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

At 31st December 2020, 65.2% of the population were in full-time education or in employment.

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

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

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

Information on the profile of people in employment is available up to the end of June 2021 (see [page 10](#) onwards). Information on unemployment is available up to the start of October 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 31st December)

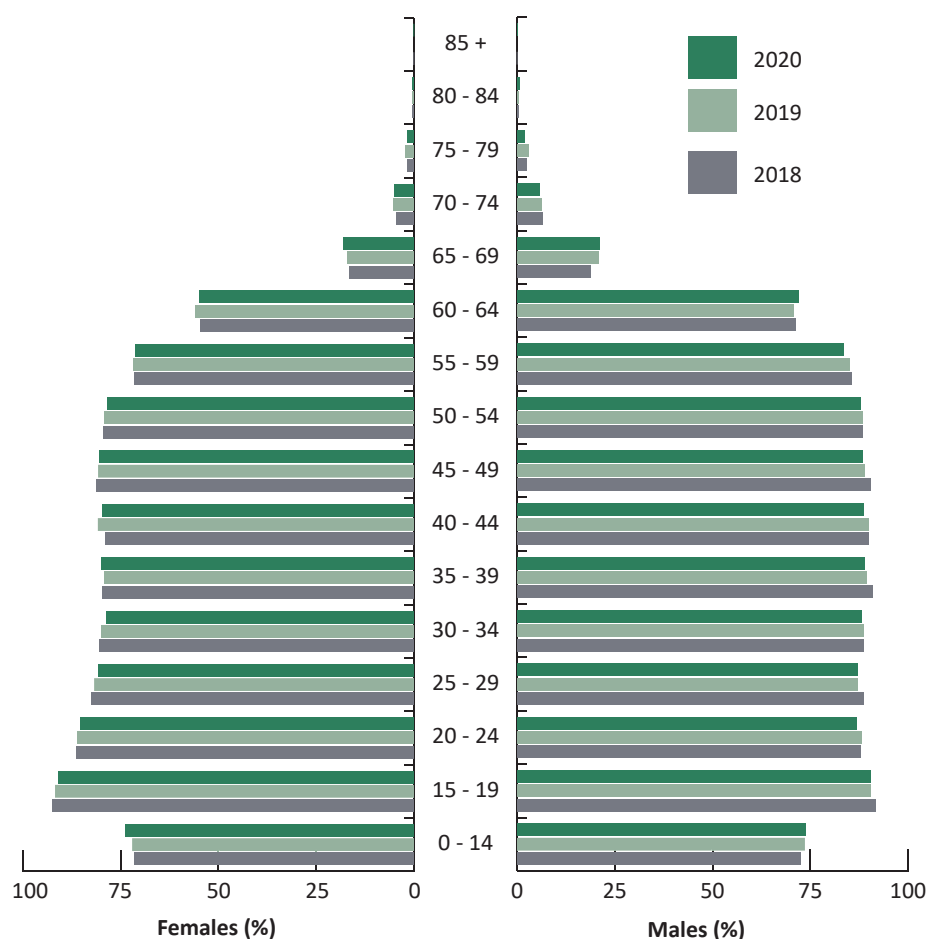


Figure 2.3.1 shows how the proportion of the population in either employment or full-time education has changed over the last two years. It can be seen that the proportion of people in either employment or full-time education decreased across all age groups (apart from the 0 to 19, 60 to 69 and 80+ age groups for men and the 0 to 14, 35 to 39 and 65 to 69 age groups for women) between December 2019 and December 2020.

For females, the largest decrease was seen in the 30 to 34 age group (80.0% of women were in employment or full-time education at the end of December 2019, compared to 78.6% at the end of December 2020). For males, the 55 to 59 age group saw the largest decrease in the proportion of those in employment or full-time education (from 85.1% at the end of December 2019 to 83.6% at the end of December 2020).

Information on the profile of people in employment is available up to the end of June 2021 (see [page 10](#) onwards). Information on unemployment is available up to the start of October 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 31st December 2020)

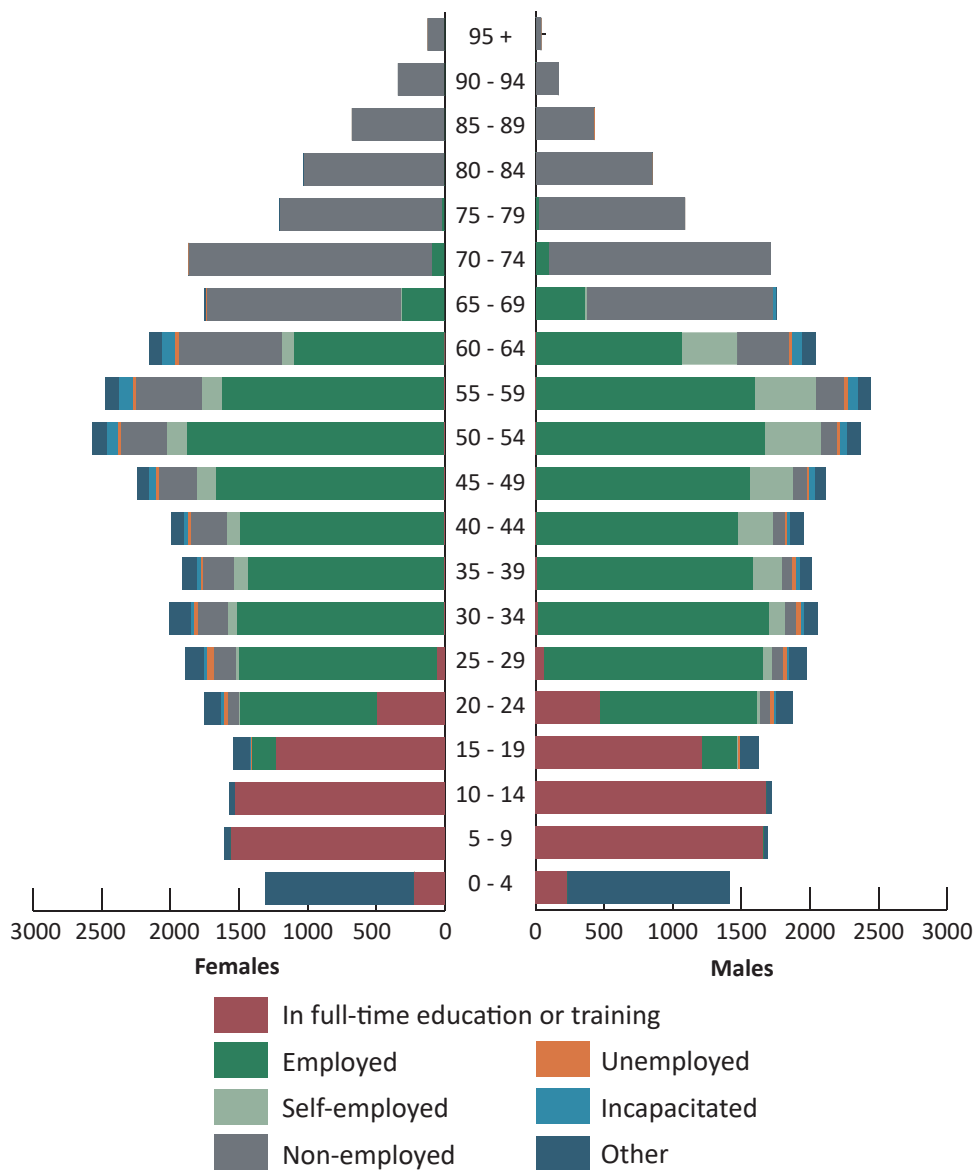


Figure 2.3.2 shows how economic status varies by age group and gender. Overall, 81.5% of the working population (aged 16 to 64 years old) were either in full-time education, employed or self-employed at the end of December 2020. This compares to 82.1% at the end of December 2019. Of those aged between 65 and 74, 12.3% (877 people) were in employment, compared to 12.4% (862 people) at the same time the previous year.

People in full-time education are concentrated in the 5 to 24 age categories. They are apparent in very 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 (1,875 people), the 25 to 29 age group has the largest proportion of females in employment (76.2%). For males, the 30 to 34 age group has both the highest proportion of the population in employment (81.8%) and the highest number of people employed (1,684 people).

Self-employment was more apparent in males and non-employment was more apparent in females on 31st December 2020. Of those categorised as unemployed, 3 were taking part in training schemes. Information on unemployment is available up to the start of October 2021 and can be found on [pages 22 to 27](#).

3.1 Employment trends

There was an overall increase of 3.0% (see [Figure 3.1.1](#) and [Table 3.1.1](#)) in the number of people either employed or self-employed at the end of June 2021 compared to the end of June 2020. There were, however, 1.6% fewer people in employment at the end of June 2021 when compared to the same time in 2019.

The number of employed people as at 30th June 2021 increased by 3.1% when compared to 30th June 2020 but showed a decrease of 2.0% compared to June 2019. The number of self-employed people in June 2021 increased by 2.0% when compared to June 2020 and showed a 1.9% increase when compared to June 2019. 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.

Between 19th March 2020 and 30th June 2021, people travelling into the Bailiwick of Guernsey were subject to testing and/or self-isolation requirements unless they had a variation for medical, compassionate or critical work reasons. Travel restrictions have been lifted in stages since 1st July 2021. 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 throughout 2020 and 2021, for example seasonal workers to support hostelry and other tourist-based activities.

Figure 3.1.1 Annual percentage change in total employment

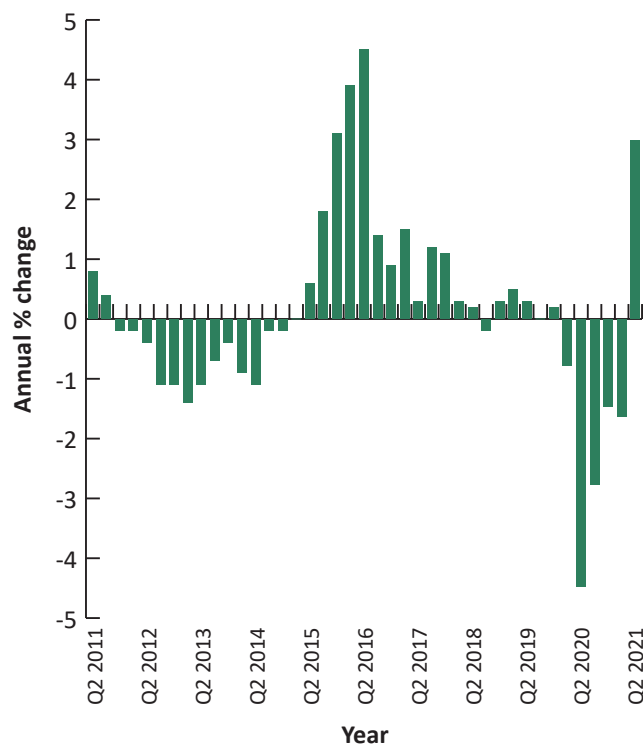


Table 3.1.1 Annual percentage change in total employment, employees and self-employed

	Employed	Self-employed	Total employment
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
Q2 2021	3.1	2.0	3.0

3.2 Employment by age and gender

Table 3.2.1 Employment status by age group at 30th June 2021

	Employed			Self-employed			Total in employment
	Female	Male	Total	Female	Male	Total	
14 and under	-	-	-	-	-	-	-
15 to 19	138	231	369	*	*	1	370
20 to 24	987	1,112	2,099	10	20	30	2,129
25 to 29	1,446	1,613	3,059	23	63	86	3,145
30 to 34	1,536	1,747	3,283	76	119	195	3,478
35 to 39	1,440	1,588	3,028	100	195	295	3,323
40 to 44	1,494	1,461	2,955	104	259	363	3,318
45 to 49	1,655	1,549	3,204	127	316	443	3,647
50 to 54	1,879	1,660	3,539	147	401	548	4,087
55 to 59	1,648	1,631	3,279	134	449	583	3,862
60 to 64	1,126	1,071	2,197	86	414	500	2,697
65 to 69	321	380	701	13	21	34	735
70 to 74	89	95	184	-	-	-	184
75 and over	26	31	57	-	-	-	57
16 to 64	13,349	13,663	27,012	808	2,236	3,044	30,056
65 +	436	506	942	13	21	34	976
Total	13,785	14,169	27,954	821	2,257	3,078	31,032

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

At 30th June 2021, 31,032 people were either employed or self-employed in Guernsey, of whom 976 people (3.1%) were aged 65 or over (see [Table 3.2.1](#)). This age bracket accounted for 3.4% of employed people and 1.1% of self-employed people.

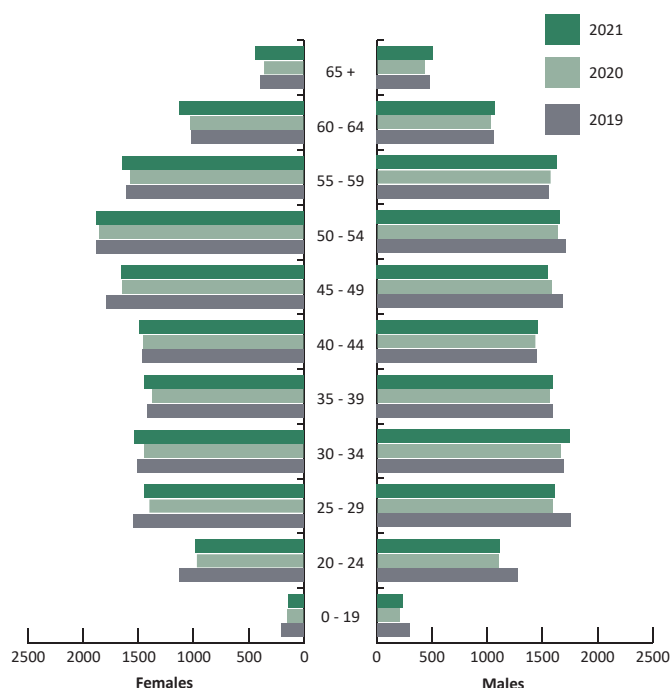
Of the 27,012 employed people aged 16 to 64 at the end of June 2021, 13,349 (49.4%) were female and 13,663 (50.6%) were male. This compares to 808 self-employed females and 2,236 males, which equates to 26.5% and 73.5% of the 3,044 total for that age group.

[Page 12](#) shows the number of people employed and self-employed by age group at the end of June 2021 compared to the end of June 2020 and June 2019.

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 30th June

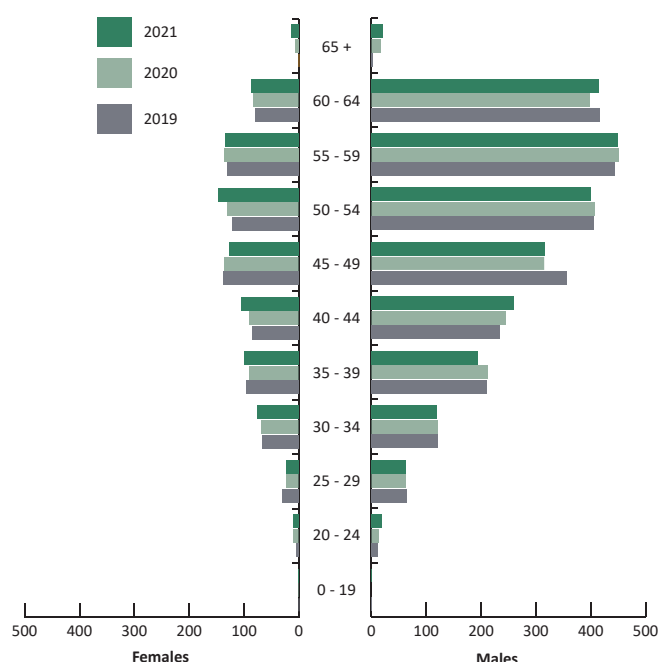


The difference in the number of employed and self-employed people between June 2019, 2020 and 2021 are shown in [Figures 3.2.1](#) and [3.2.2](#) respectively.

[Figure 3.2.1](#) shows that between June 2020 and June 2021 the number of people employed in every age group increased, with the exception of the 0 to 19 age group for females and the 45 to 49 age group for males. The 60 to 64 age group showed the largest increase for females (an increase of 93 people), whereas for males the largest increase was seen in the 30 to 34 age group (an increase of 81 people between June 2020 and June 2021).

The number of employed females aged 20 to 24 decreased by 141 people and the number of employed males of the same age decreased by 160 people when compared to the same time in 2019. The 55 to 59 age group saw the largest increase in the number of employed males (74 people), whereas the 60 to 64 group saw the largest increase in the number of employed females (106 people) between June 2019 and June 2021 (see [Figure 3.2.1](#)).

Figure 3.2.2 Number of people self-employed by age and gender at 30th June



As can be seen in [Figure 3.2.2](#), self-employment is more apparent in males than in females. Over the last two years, however, the total number of self-employed males has fallen by 13 people (from 2,270 in June 2019 to 2,257 in June 2021), whereas the total number of self-employed women has increased by 70 people (from 751 to 821). The number of self-employed males in the 45 to 49 age category showed the largest decline between June 2019 and June 2021 and the 50 to 54 age group showed the largest increase for women.

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 June 2021, 2020 and 2019 were classified as Permanent Residents* (20,704 at the end of June 2019 falling to 19,817 at the end of June 2020 and increasing to 20,422 at the end of June 2021). In contrast, the number of self-employed Permanent Residents* increased between June 2019 and June 2021 (2,365 to 2,445 people, see **Figure 3.3.2**).

10% of the total number of people employed at the end of June 2021, 2020 and 2019 were employed on the basis of an employment related licence*. The number of people in this category showed an increase between June 2020 and June 2021 (from 2,598 to 2,666, see **Figure 3.3.1**) but showed a decrease when compared to 2019 (2,696 people). **Figure 3.3.2** shows that the number of self-employed people on an employment related licence* increased (from 77 people at the end of June 2019 to 87 people at the end of June 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 30th June)

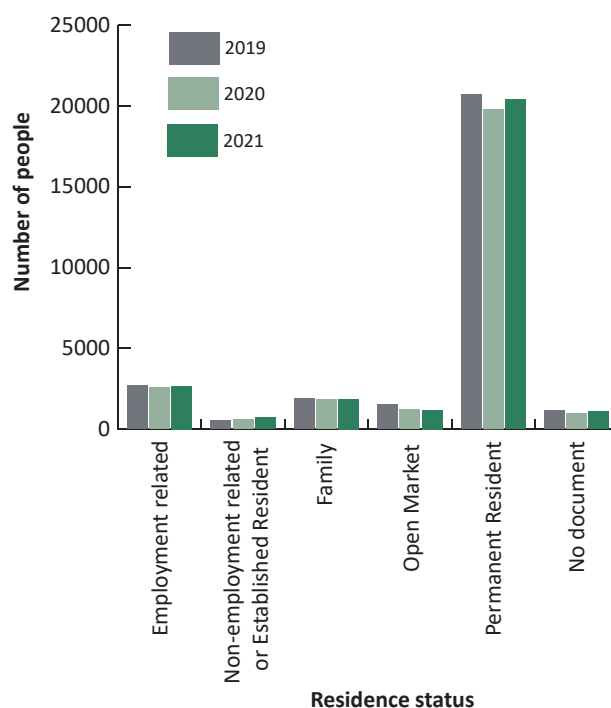
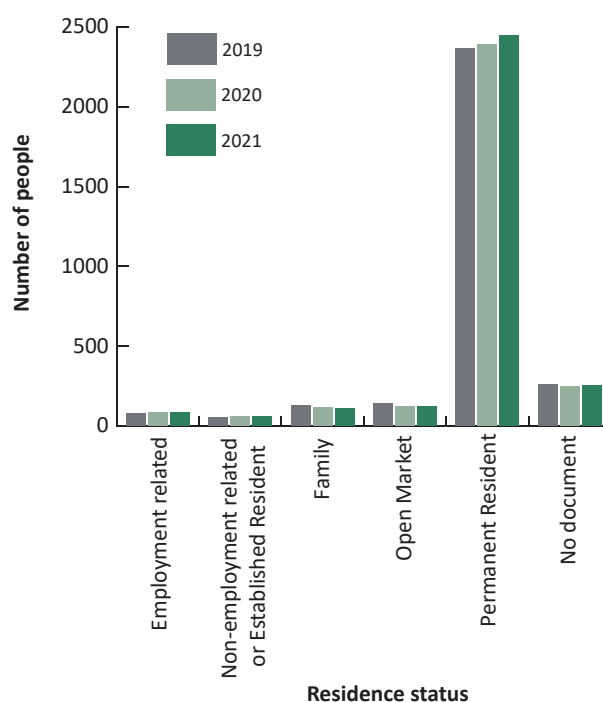


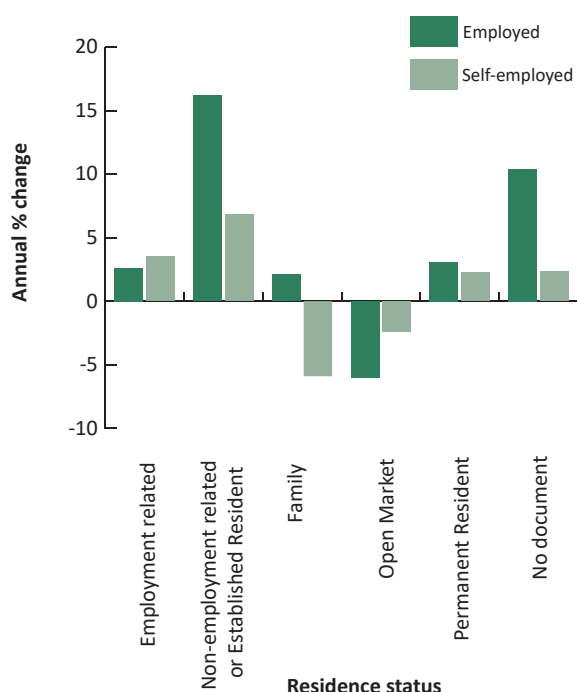
Figure 3.3.2: Number of people self-employed by residence status (at 30th June)



*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 June 2020 and June 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 June 2020 and June 2021, the only decrease in the number of employed individuals was seen in the Open Market* category (a decrease of 6%, 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 June 2020 and June 2021 (6%).

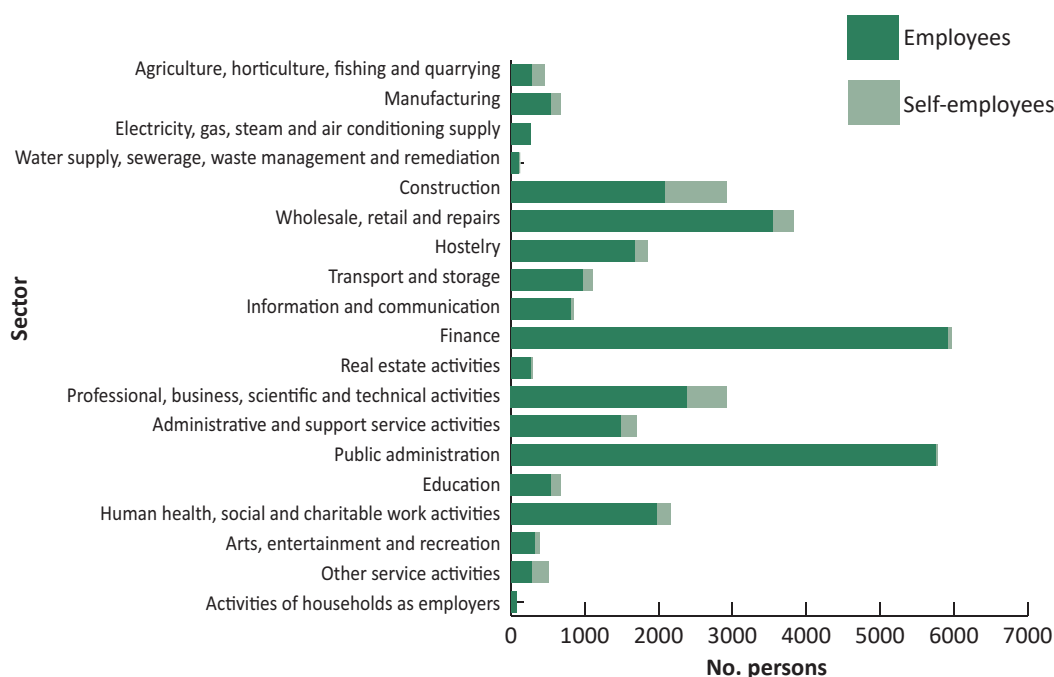
The number of people employed on the basis of an employment related licence (either long-term, medium-term or short-term) increased by 3% between June 2020 and June 2021. The number of people on short-term employment permits decreased by 6%, whereas the number of people employed on either medium-term or long-term employment permits increased by 7% and 4% respectively between June 2020 and June 2021. The number of self-employed people who had an employment related licence increased by 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 June 2020 and June 2021 (an increase of 16% in the number of employed people and a 7% 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 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 30th June 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 June 2021, accounting for 18.3% of total employment (5,977 people), 5,914 of whom were employed and 63 of whom were self-employed. The Construction sector had the largest number of self-employed people in June 2021 (838 people), representing 28.7% of the sector and 25.4% 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 October 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 30th June 2021

	Employees			Self-employees			Total no. in employment	% of total for all sectors
	Female	Male	Total	Female	Male	Total		
Agriculture, horticulture, fishing and quarrying	92	184	276	39	144	183	459	1.4
Manufacturing	173	365	538	33	104	137	675	2.1
Electricity, gas, steam and air conditioning supply	52	212	264	-	6	6	270	0.8
Water supply, sewerage, waste management and remediation activities	14	94	108	*	*	18	126	0.4
Construction	139	1,946	2,085	18	820	838	2,923	9.0
Wholesale, retail and repairs	1,570	1,978	3,548	78	209	287	3,835	11.8
Hostelry	680	999	1,679	60	114	174	1,853	5.7
Transport and storage	230	743	973	16	112	128	1,101	3.4
Information and communication	194	610	804	14	40	54	858	2.6
Finance	3,188	2,726	5,914	8	55	63	5,977	18.3
Real estate activities	135	135	270	5	18	23	293	0.9
Professional, business, scientific and technical activities	1,316	1,069	2,385	150	380	530	2,915	8.9
Administrative and support service activities	668	823	1,491	32	178	210	1,701	5.2
Public administration	3,609	2,146	5,755	11	21	32	5,787	17.8
Education	411	131	542	92	33	125	667	2.0
Human health, social and charitable work activities	1,576	401	1,977	91	89	180	2,157	6.6
Arts, entertainment and recreation	161	153	314	33	48	81	395	1.2
Other service activities	217	59	276	179	53	232	508	1.6
Activities of households as employers	51	25	76	*	*	2	78	0.2
Total for all sectors	14,476	14,799	29,275	862	2,441	3,303	32,578	100.0

Table 3.4.2 Employment within the Finance sector at 30th June 2021

	Total no. in employment	% of total Finance sector
Banking	1,561	26.1
Fiduciary	1,689	28.3
Funds	1,390	23.3
Insurance	790	13.2
Other	547	9.2
Total	5,977	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 5,977 people employed and self-employed within the Finance sector, 1,561 people (26.1%) worked in banking, 1,689 people (28.3%) were involved in Fiduciary activities and 1,390 people worked in sub-sectors relating to Funds at the end of June 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 Q2	2019 Q3	2019 Q4	2020 Q1	2020 Q2	2020 Q3	2020 Q4	2021 Q1	2021 Q2
Agriculture, horticulture, fishing and quarrying	-9.6	-7.5	-6.6	4.1	6.8	9.0	13.4	3.2	0.9
Manufacturing	0.2	-1.7	1.2	-1.8	0.9	0.6	-0.2	1.8	1.4
Electricity, gas, steam and air conditioning supply	-5.7	1.0	-3.1	-0.3	-1.4	-7.2	-3.5	-5.9	-3.2
Water supply, sewerage, waste management and remediation activities	4.3	5.2	13.7	13.2	5.0	-0.8	-6.0	-4.7	0.0
Construction	-1.0	1.1	3.5	0.1	1.4	2.9	2.4	3.2	5.1
Wholesale, retail and repairs	-0.9	-2.9	-1.4	-2.7	-5.7	-4.0	-3.7	-1.9	2.3
Hostelry	0.7	3.2	0.9	-4.7	-24.2	-17.7	-11.1	-9.8	12.4
Transport and storage	0.4	1.8	1.6	0.4	-8.0	-8.4	-3.1	-10.5	0.0
Information and communication	2.1	2.8	8.0	9.9	8.9	7.2	0.5	-2.7	-0.9
Finance	1.2	-1.4	-2.9	-4.4	-4.9	-2.4	-1.8	-1.0	-0.2
Real estate activities	0.8	11.2	12.3	10.4	8.2	5.6	2.4	-1.0	1.4
Professional, business, scientific and technical activities	0.6	1.0	2.2	3.3	-0.6	-1.4	-1.6	-2.0	2.8
Administrative and support service activities	-2.0	-0.3	0.4	0.6	-8.7	-6.7	-7.0	-6.2	7.9
Public administration	0.7	1.3	2.5	0.4	-1.9	-1.3	0.6	1.8	6.3
Education	3.6	3.6	-0.3	-1.9	-2.0	0.6	2.5	2.5	6.9
Human health, social and charitable work activities	3.6	3.5	2.8	3.5	-2.5	1.5	2.7	1.4	8.1
Arts, entertainment and recreation	8.5	8.3	0.8	-1.4	-14.4	0.5	8.0	7.7	16.5
Other service activities	-3.5	-3.9	-2.2	-3.2	-6.8	-2.0	0.4	0.8	8.8
Activities of households as employers	5.3	15.6	2.5	0.0	-2.5	-11.2	0.0	0.0	1.3

Table 3.5.1 shows that the Electricity, gas, steam and air conditioning supply sector had the largest decrease in employment for the year ending 30th June 2021 (3.2%). The Arts, entertainment and recreation sector and the Hostelry sector showed the largest annual increases, at 16.5% and 12.4% respectively. 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 June 2020 and June 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 October 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

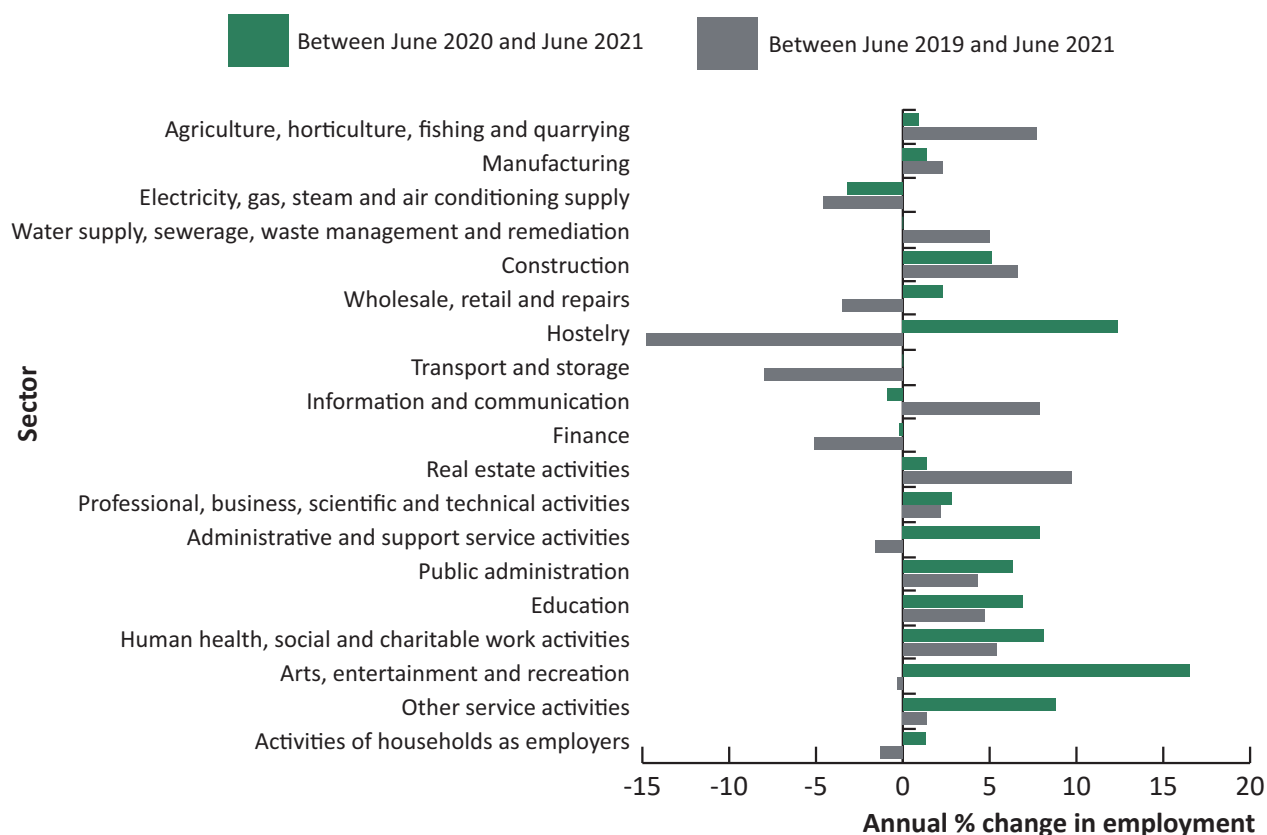


Figure 3.5.1 shows that 16 of the 19 economic sectors showed an increase in employment for the year ending 30th June 2021. The Arts, entertainment and recreation sector showed the largest annual increase, at 16.5%. The Hostelry sector showed an increase of 12.4% between June 2020 and June 2021 however, there were 14.8% fewer people employed or self-employed in the Hostelry sector at the end of June 2021 when compared to June 2019.

The number of people employed or self-employed in the Transport and storage sector decreased by 8.0% between June 2019 and June 2021 and the number of people in the Finance sector decreased by 5.1% during the same time period.

The Real estate activities and Information and communication sectors saw the largest increase in the number of people employed or self-employed at the end of June 2021 when compared to June 2019 (increases of 9.7% and 7.9% 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 2,191 employing organisations at the end of June 2021 (see **Table 4.2.1** on **page 20**). This was an increase of 3.6% between 30th June 2020 and 30th June 2021, as shown in **Figure 4.1.1**. There were 2,114 employers at the end of June 2020, the lowest June figure since records began in 2009. This compares to 2,178 employers in June 2019. When comparing June 2019 and June 2021, there was a 0.6% increase in the number of employers.

Figure 4.1.1 Annual percentage change in total number of employers

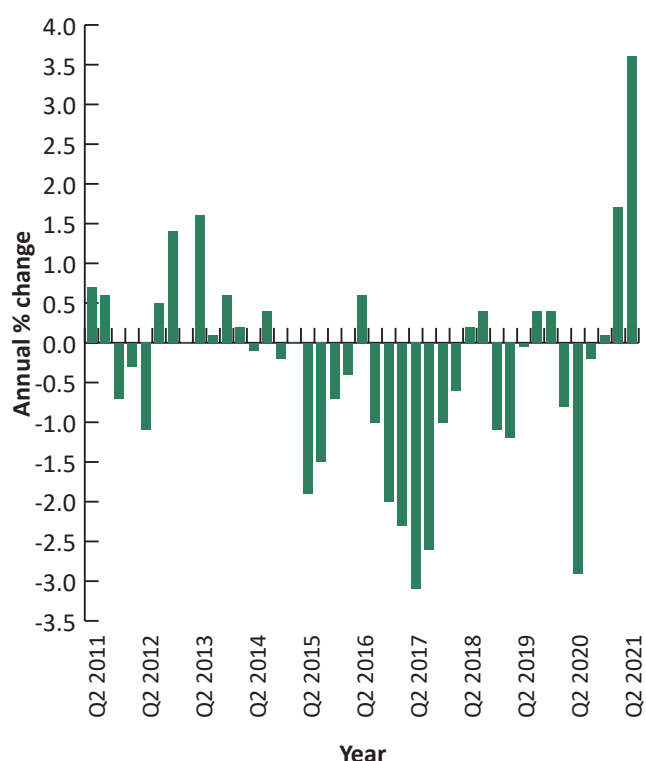


Table 4.1.1 Annual percentage change in total number of employers

	Annual % change
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
Q2 2021	3.6

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 30th June 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	12	26	9	1	1	1	0	0	50
Manufacturing	15	25	13	6	2	1	1	0	63
Electricity, gas, steam and air conditioning supply	2	4	2	0	1	0	1	0	10
Water supply, sewerage, waste management and remediation activities	6	3	2	1	0	1	0	0	13
Construction	101	135	53	36	6	2	2	0	335
Wholesale, retail and repairs	73	141	65	21	21	6	5	1	333
Hostelry	25	67	45	27	6	8	0	0	178
Transport and storage	17	25	5	11	2	2	1	1	64
Information and communication	20	25	10	6	8	1	1	0	71
Finance	72	91	36	52	31	24	9	1	316
Real estate activities	17	18	3	9	2	0	0	0	49
Professional, business, scientific and technical activities	59	52	33	19	4	8	3	1	179
Administrative and support service activities	46	52	20	14	14	1	2	0	149
Public administration	4	6	2	2	0	0	1	1	16
Education	9	3	4	5	0	3	2	0	26
Human health, social and charitable work activities	38	56	27	19	10	9	3	0	162
Arts, entertainment and recreation	19	21	8	7	2	0	0	0	57
Other service activities	38	44	7	0	1	0	0	0	90
Activities of households as employers	17	9	3	1	0	0	0	0	30
Total	590	803	347	237	111	67	31	5	2,191

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 30th June 2021. They are sourced from the Rolling Electronic Census.

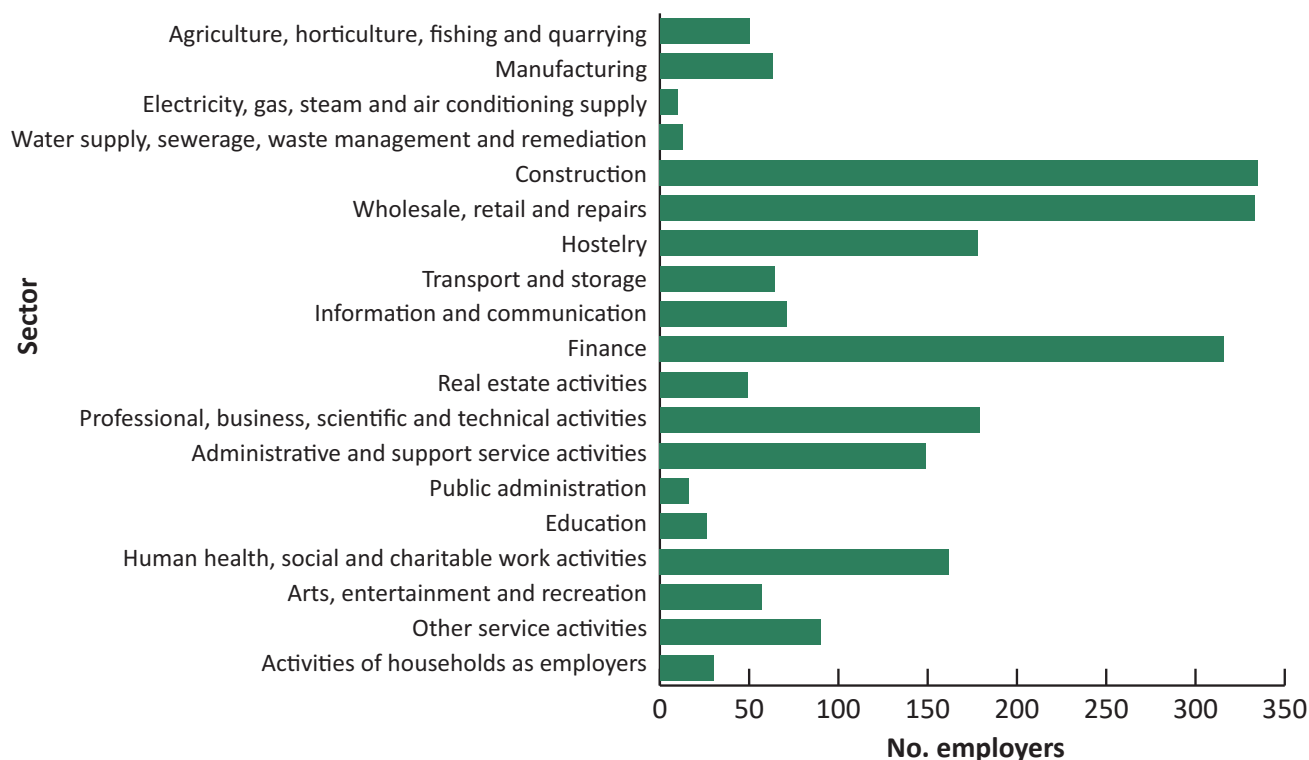
It can be seen that the Construction sector had the highest number of employing organisations (335) at the end of June 2021. The Finance sector had 316 employing organisations and had the highest number of employing organisations with more than 50 employees (34 employers).

The Construction sector had the highest number of employers with fewer than six employees (236).

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

4.2 Employers by economic sector and size

Figure 4.2.1 Employers by economic sector at 30th June 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

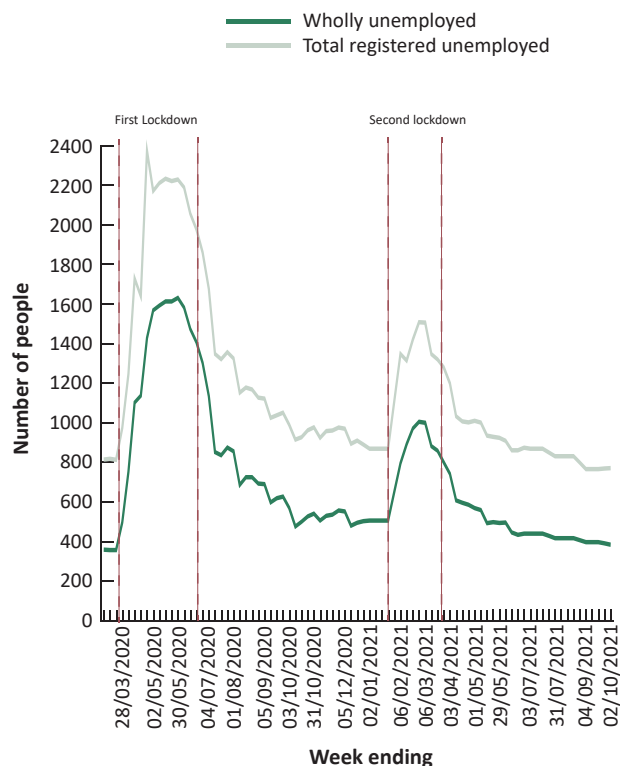


Table 5.1.1 Percentage of workforce registered as unemployed at weekly snapshots

	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	1.4	869	2.9
31/07/2021	417	1.4	831	2.7
04/09/2021	397	1.3	766	2.5
02/10/2021	384	1.3	771	2.5

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 October 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 621 people.

During the week ending 2nd October 2021, 1.3% of the workforce (384 people) were wholly unemployed*, the lowest proportion seen since before the first lockdown in March 2020. This compares to 1.8% during the week ending 3rd October 2020 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 September 2019, 2020 and 2021 broken down by age and gender.

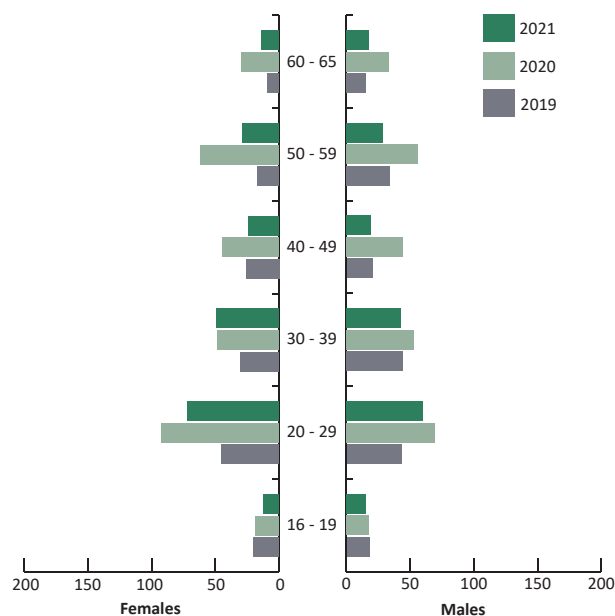
Figure 5.2.1 shows a decrease in the number of wholly unemployed* people, for both males and females across all age groups, during the snapshot week at the end of September 2021 compared to the end of September 2020 (with the exception of the 30 to 39 age group for females which remained the same).

There was a 33% decrease in the number of unemployed women between September 2020 and September 2021 (98 people) and a 32% decrease in the number of unemployed men (88 people). When compared to September 2019 however, there was an overall increase of 53 unemployed women and an increase of 10 men at the end of September 2021.

Proportionally, the 50 to 65 age groups saw the largest decrease in unemployment for females (53%) and the 40 to 49 age group showed the largest decrease for males (57%) between September 2020 and September 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 13% (9 people) between September 2020 and September 2021 and the number of unemployed women decreased by 23% (21 people).

Figure 5.2.1 Unemployment by age and gender at 30th September



*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 Q3

	Wholly unemployed	% of workforce	Total registered unemployed*	% of workforce
Q3 1966			56	
Q3 1967			47	
Q3 1968			32	
Q3 1969			49	
Q3 1970			79	
Q3 1971			115	
Q3 1972			83	
Q3 1973			50	
Q3 1974			32	
Q3 1975			71	
Q3 1976			137	
Q3 1977			262	
Q3 1978			125	
Q3 1979			79	
Q3 1980			380	
Q3 1981			710	
Q3 1982			710	
Q3 1983			767	
Q3 1984			505	
Q3 1985			301	
Q3 1986			264	
Q3 1987			94	
Q3 1988			54	
Q3 1989			82	
Q3 1990			135	
Q3 1991			313	
Q3 1992			544	
Q3 1993			467	
Q3 1994			307	1.0
Q3 1995			245	0.8
Q3 1996			192	0.6
Q3 1997			165	0.5
Q3 1998			110	0.3
Q3 1999			108	0.3
Q3 2000			103	0.3
Q3 2001			79	0.3
Q3 2002			83	0.3
Q3 2003			81	0.3
Q3 2004			139	0.4
Q3 2005			181	0.6
Q3 2006			174	0.5
Q3 2007	181	0.6	219	0.8
Q3 2008	196	0.7	284	1.0
Q3 2009	324	1.1	440	1.5
Q3 2010	285	1.0	444	1.5
Q3 2011	282	1.0	443	1.5
Q3 2012	349	1.2	526	1.8
Q3 2013	375	1.3	581	2.0
Q3 2014	348	1.2	600	2.1
Q3 2015	386	1.3	635	2.1
Q3 2016	367	1.2	637	2.1
Q3 2017	276	0.9	552	1.8
Q3 2018	274	0.9	714	2.3
Q3 2019	321	1.0	769	2.5
Q3 2020	570	1.9	990	3.3
Q3 2021	384	1.3	771	2.5

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.

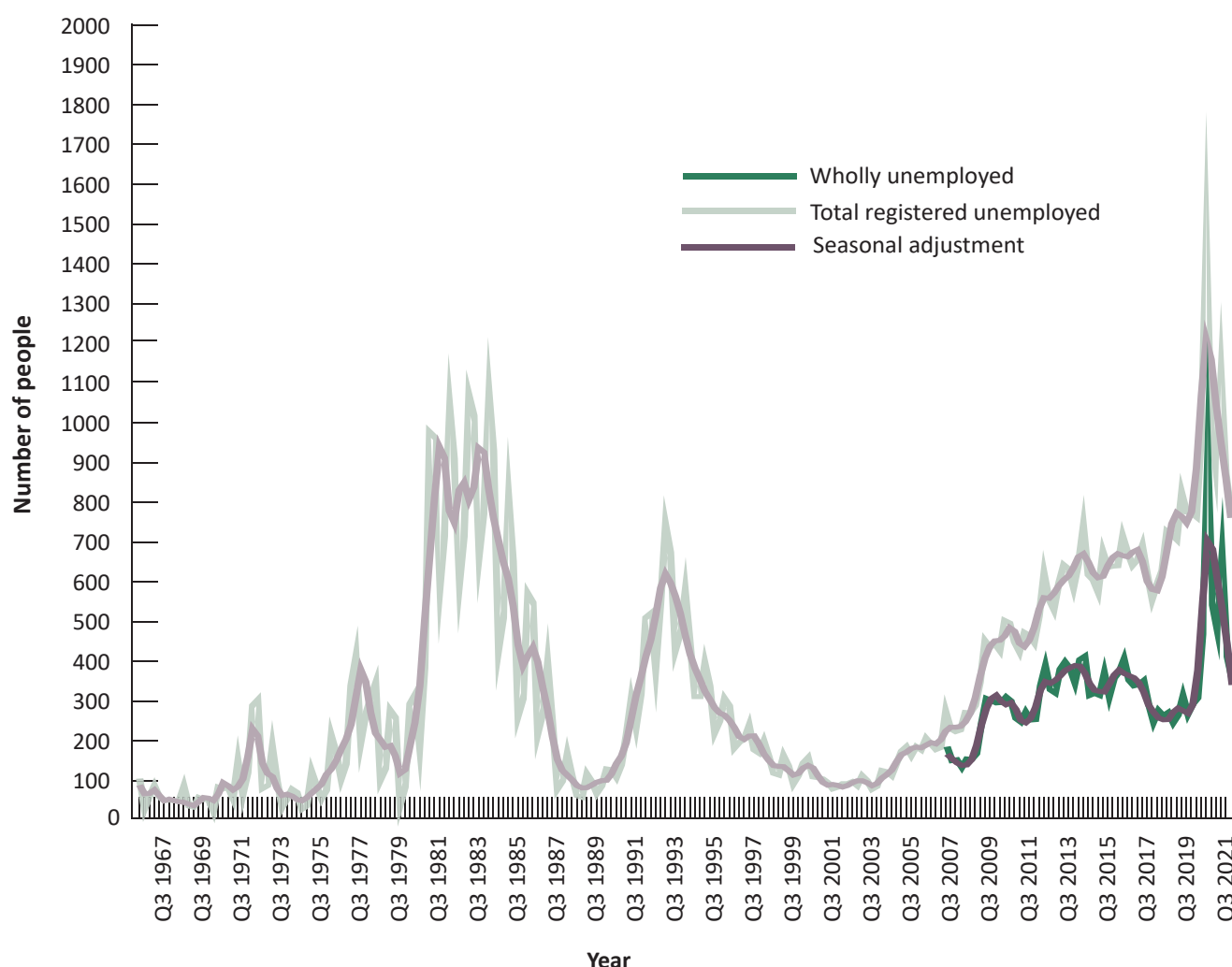
Table 5.3.1 displays historic unemployment figures for Quarter 3, from Q3 1966 to Q3 2021. The number of people unemployed peaked at the end of May 2020 and weekly unemployment figures between March 2020 and the beginning of October 2021 can be found on [page 22](#).

As shown in **Table 5.3.1**, there were 384 people registered as "wholly unemployed" at the end of Q3 2021, 186 fewer than at the end of Q3 2020 and 63 more than at the end of Q3 2019. 1.3% of the workforce were registered as wholly unemployed at the end of Q3 2021. This compares to 1.9% at the end of Q3 2020 and 1.0% at the end of Q3 2019. The number of "total registered unemployed"* accounted for 2.5% of the workforce at the end of Q3 2021, 0.8 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 October 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 Q2 2021 and the end of Q3 2021. This figure includes only those that were registered as unemployed and did not do any work in the snapshot week. There were 384 people wholly unemployed at the end of Q3 2021, a decrease of 13% (56 people) since the end of Q2 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 771 people registered as unemployed* at the end of Q3 2021. This figure is 54% lower than the peak in total registered unemployed*, recorded in Q2 2020 and 31% 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 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

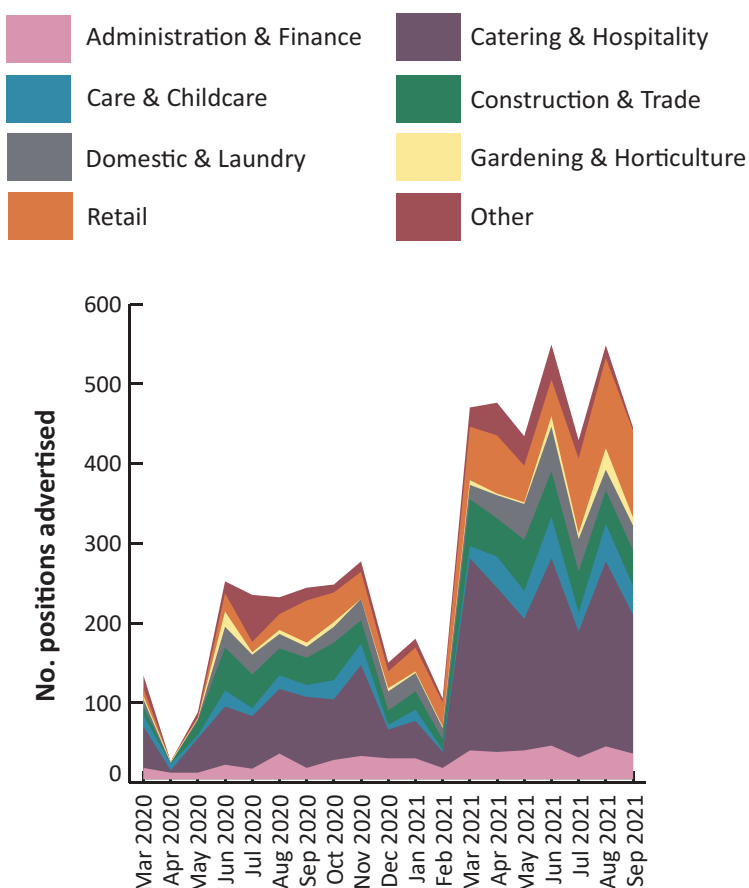
Figure 5.4.1 shows the number of positions advertised with the Job Centre by sector at the end of each month between March 2020 and September 2021. It can be seen that there was a decrease in the number of positions advertised across all sectors between March 2020 and April 2020, during the Bailiwick's 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 441 positions advertised with the Job Centre during September 2021, compared to 240 during September 2020. 174 of the 441 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 September 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

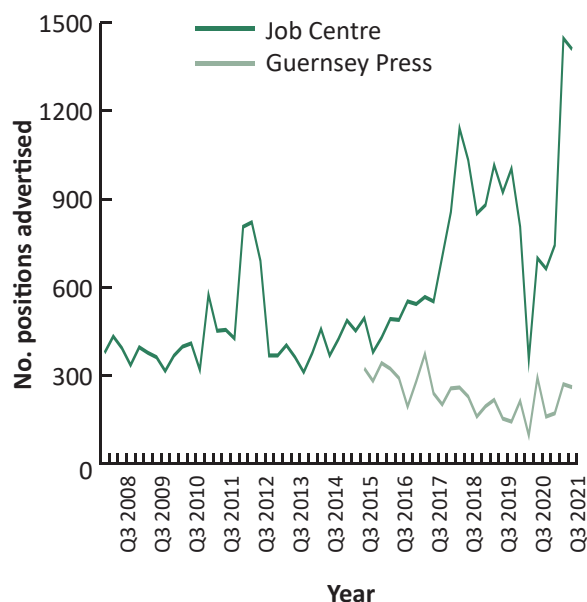


Figure 5.6.1 shows the number of positions advertised with the Guernsey Job Centre and, from September 2015, the Guernsey Press each quarter. Although this is not a complete representation of the total number of vacancies in the Island, it does provide an indication of the strength of the employment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

There were 1,410 positions advertised with the Job Centre during Q3 2021. This compares to 1,447 positions during Q2 2021 and 699 during Q3 2020. The number of vacancies advertised in the Guernsey Press (paper only, excluding online advertising) during Q3 2021 totalled 260, 10 fewer than the previous quarter and 33 fewer 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.

There were 425, 544 and 441 positions advertised at the Job Centre in July, August and September 2021 respectively. Of these, 40% were in Catering and Hospitality, 25% in Retail, 10% in Construction and Trade and 8% in Care and Childcare (see **Figure 5.6.2**).

Figure 5.6.2 Type of positions advertised with the Job Centre during Q3

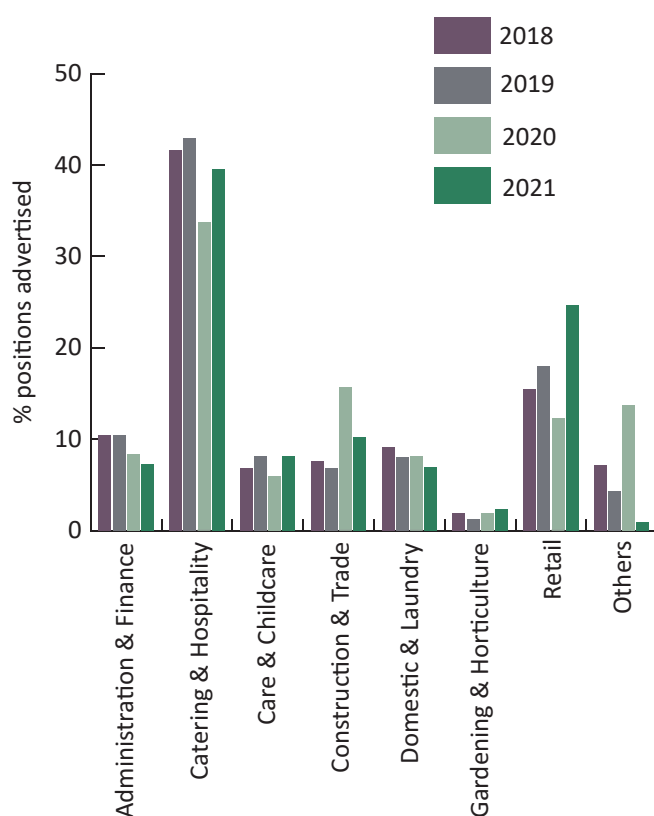


Figure 5.6.2 shows the type of positions advertised with the Job Centre during Q3 in 2018, 2019, 2020 and 2021. Retail saw the largest rise in advertised positions when compared to 2020, 2019 and 2018. Construction and Trade and the Other category saw the largest decrease in advertised positions between Q3 2020 and Q3 2021. The "other" category includes roles within driving/delivery, engineering, mechanical, IT and beauty therapy.

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

As at the start of October 2021, 20% of people claiming Unemployment Benefit had experience in Retail, 19% had skills relating to Administration and Finance, 13% had experience in Construction and Trade and 10% reported having skills in Catering and 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 4.5% between the year ending June 2020 and the year ending June 2021, from £34,479 to £36,018 (see [Table 6.1.1](#)).

The lower and upper quartile earnings for the quarter ending 30th June 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 4.2% between the years ending 30th June 2020 and 30th June 2021, whilst upper quartile earnings increased by 4.8%.

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
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
Q2 2021	36,018	4.5

Table 6.1.2 Nominal lower quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
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
Q2 2021	24,963	4.2

Table 6.1.3 Nominal upper quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
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
Q2 2021	53,001	4.8

6.1 Earnings (nominal)

Figure 6.1.1 Nominal median earnings by distribution at 30th June

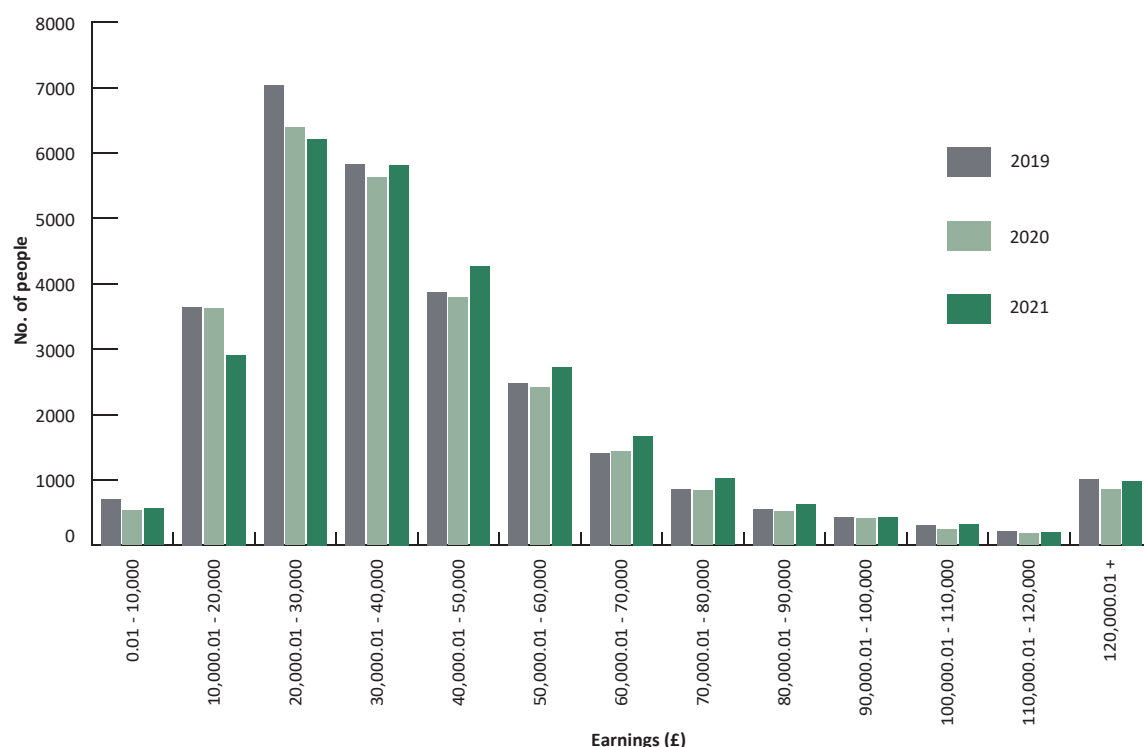


Figure 6.1.1 shows the number of employees in each earning band at the end of June 2021 compared to the end of June 2020 and June 2019. It should be noted that the figures in **Figure 6.1.1** are June snapshots, rather than four quarter averages, unlike other earnings information presented in this report.

The distributions of earnings at the end of June 2019, 2020 and 2021 show a peak in the £20,000.01 to £30,000 category, however there were 821 fewer people within this earning band at the end of June 2021 when compared to the end of June 2019. The number of people in the £10,000.01 to £20,000 earning band also showed a significant decrease between June 2019 and 2020 and June 2021. Conversely, the number of people in every earning band above £30,000 increased between June 2020 and June 2021.

The total number of people included in the analysis for **Figure 6.1.1** increased by 3.2% between June 2020 and June 2021 (from 26,966 people to 27,833) but decreased by 2.0% when compared to June 2019 (28,401 people).

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. Information on remuneration has been added to this bulletin to help give a fuller picture of employment earnings trends (see [pages 34 to 37](#)).

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
Q2 2019	34,984	0.9
Q3 2019	35,294	0.8
Q4 2019	35,534	0.4
Q1 2020	35,442	0.6
Q2 2020	35,241	0.7
Q3 2020	35,676	1.1
Q4 2020	36,036	1.4
Q1 2021	36,010	1.6
Q2 2021	36,018	2.2

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

Median annual earnings, in real terms, were 2.2% higher over the year ending June 2021 than over the year ending June 2020 (see [Table 6.2.1](#)).

Lower quartile earnings increased by 1.9% in real terms between the years ending June 2020 and June 2021, compared with an increase of 2.5% 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
Q2 2019	24,222	1.2
Q3 2019	24,493	1.2
Q4 2019	24,707	0.9
Q1 2020	24,620	1.0
Q2 2020	24,495	1.1
Q3 2020	24,813	1.3
Q4 2020	25,053	1.4
Q1 2021	24,943	1.3
Q2 2021	24,963	1.9

Table 6.2.3 Real upper quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q2 2019	51,380	0.4
Q3 2019	51,873	0.6
Q4 2019	52,266	0.3
Q1 2020	52,078	0.5
Q2 2020	51,686	0.6
Q3 2020	52,378	1.0
Q4 2020	52,889	1.2
Q1 2021	53,086	1.9
Q2 2021	53,001	2.5

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.

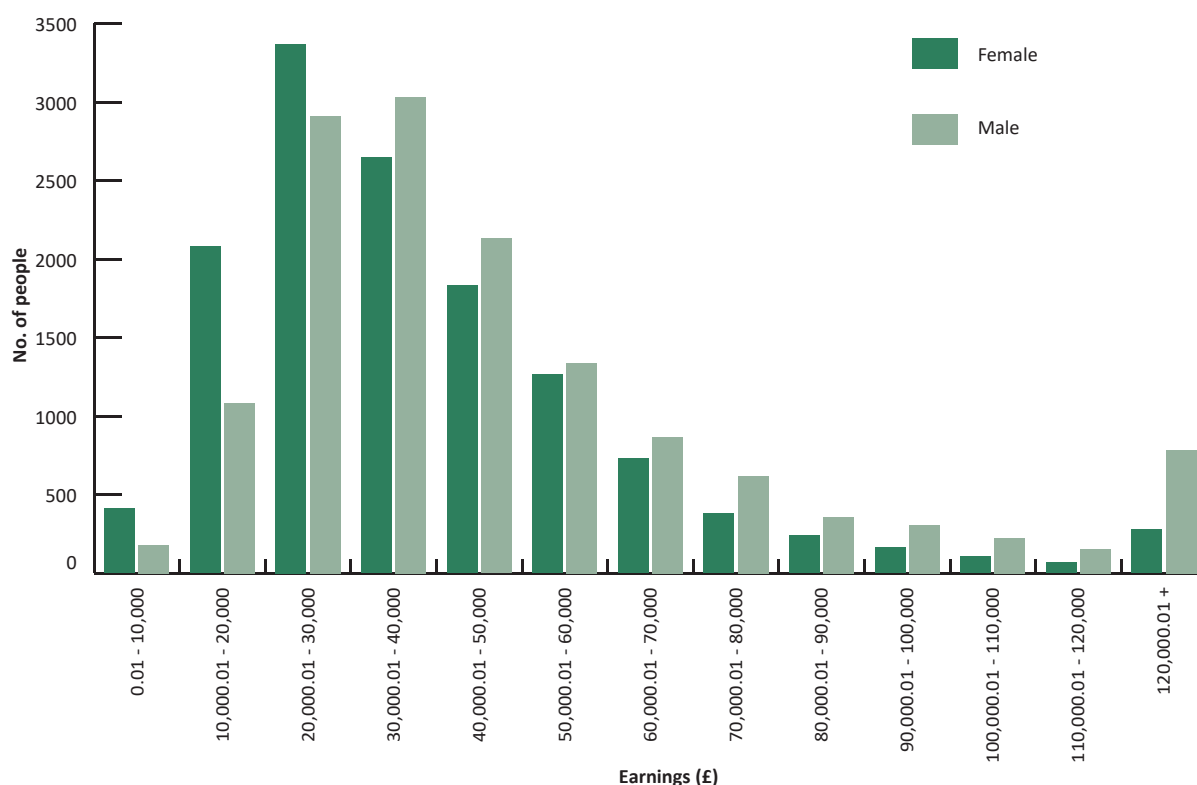
At the end of June 2021, the four quarter median average earnings for females was £32,942 (5.5% higher than a year earlier and the largest annual increase since 2008) and for males was £38,980 (3.7% higher than a year earlier and the highest annual increase since 2009).

Table 6.3.1 Nominal median earnings by gender

Date	Four quarter average earnings (£)		Annual % change	
	Female	Male	Female	Male
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
Q2 2021	32,942	38,980	5.5	3.7

Figure 6.3.1 shows the number of employees in each earning band, averaged from June 2020 to June 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 30th June 2021



6.4 Earnings by economic sector

Table 6.4.1 Four quarter average earnings as at 30th June 2021

	Median earnings (£)	Lower quartile earnings (£)	Upper quartile earnings (£)
Agriculture, horticulture, fishing and quarrying	32,098	22,338	42,587
Manufacturing	29,106	20,781	37,594
Electricity, gas, steam and air conditioning supply	37,715	31,104	52,215
Water supply, sewerage, waste management and remediation activities	32,235	26,836	40,924
Construction	34,948	26,724	42,602
Wholesale, retail and repairs	24,382	17,322	33,824
Hostelry	21,470	17,390	26,953
Transport and storage	31,663	22,914	43,689
Information and communication	42,418	28,704	61,959
Finance	49,344	33,843	74,720
Real estate activities	36,363	25,064	50,701
Professional, business, scientific and technical activities	45,072	30,402	71,334
Administrative and support service activities	30,535	21,454	43,078
Public administration	40,177	28,049	53,986
Education	30,243	20,723	50,166
Human health, social and charitable work activities	26,655	19,082	37,002
Arts, entertainment and recreation	26,187	17,574	36,587
Other service activities	20,834	15,737	28,611
Activities of households as employers	25,082	15,370	31,362

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

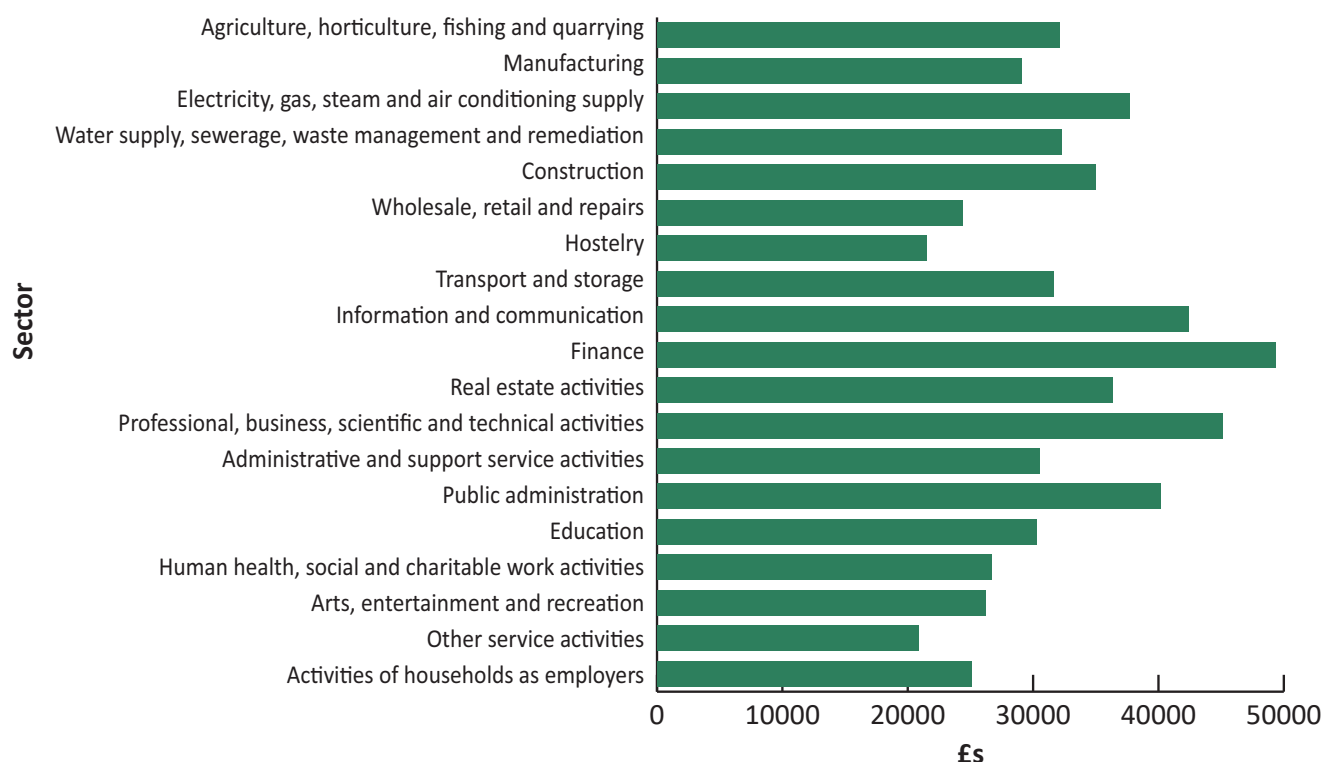
People employed within the Finance sector had the highest four quarter average median earnings (£49,344) at the end of June 2021. This was 37.0% higher than the overall median. The upper quartile earnings in the Finance sector were 41.0% higher than the overall upper quartile earnings during the same period.

The Other service activities sector had the lowest four quarter average median earnings (£20,834) at the end of June 2021, which was 42.2% lower than the overall median.

Information on remuneration by sector has been added to this bulletin to help give a fuller picture of employment earnings trends (see [pages 36 and 37](#)).

6.4 Earnings by economic sector

Figure 6.4.1 Four quarter average earnings as at 30th June 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.

Information on remuneration by sector has been added to this bulletin to help give a fuller picture of employment earnings trends (see [pages 36 and 37](#)).

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 Remuneration - rolling four quarter total

Figure 7.1.1 Annual percentage change in remuneration (rolling four quarter total)

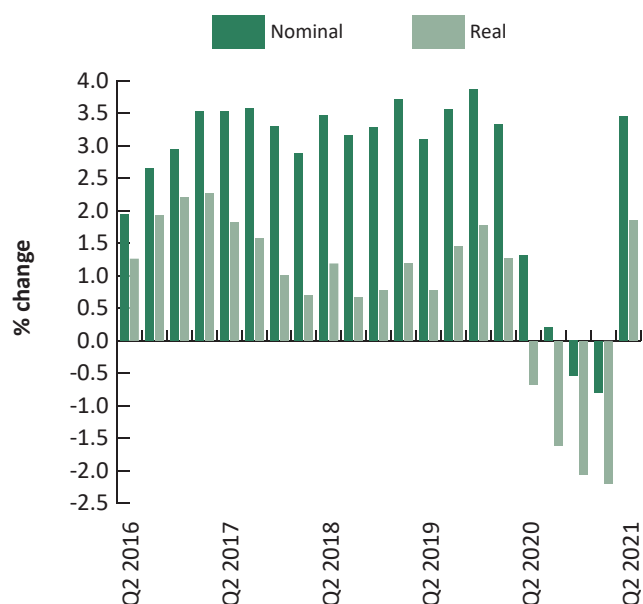


Table 7.1.1 Annual percentage change in remuneration (rolling four quarter total)

	% change (nominal)	% change (real)
Q2 2016	2.0	1.3
Q3 2016	2.7	1.9
Q4 2016	3.0	2.2
Q1 2017	3.5	2.3
Q2 2017	3.5	1.8
Q3 2017	3.6	1.6
Q4 2017	3.3	1.0
Q1 2018	2.9	0.7
Q2 2018	3.5	1.2
Q3 2018	3.2	0.7
Q4 2018	3.3	0.8
Q1 2019	3.7	1.2
Q2 2019	3.1	0.8
Q3 2019	3.6	1.5
Q4 2019	3.9	1.8
Q1 2020	3.3	1.3
Q2 2020	1.3	-0.7
Q3 2020	0.2	-1.6
Q4 2020	-0.5	-2.1
Q1 2021	-0.8	-2.2
Q2 2021	3.5	1.9

Remuneration refers to the sum of wages paid to employees, occupational pensions paid to past employees and other pensions paid from Retirement Annuity Trust Schemes, for example. The data is sourced from the Revenue Service. It has been added to this bulletin to help give a fuller picture of employment earnings trends.

The information presented in **Figure 7.1.1** and **Table 7.1.1** shows the change in the sum of remuneration for the four quarters ending in the quarter shown. Rolling four quarter sums are used to remove the seasonality in the figures and to present them on a comparable basis with earnings figures, which are presented as annual sums.

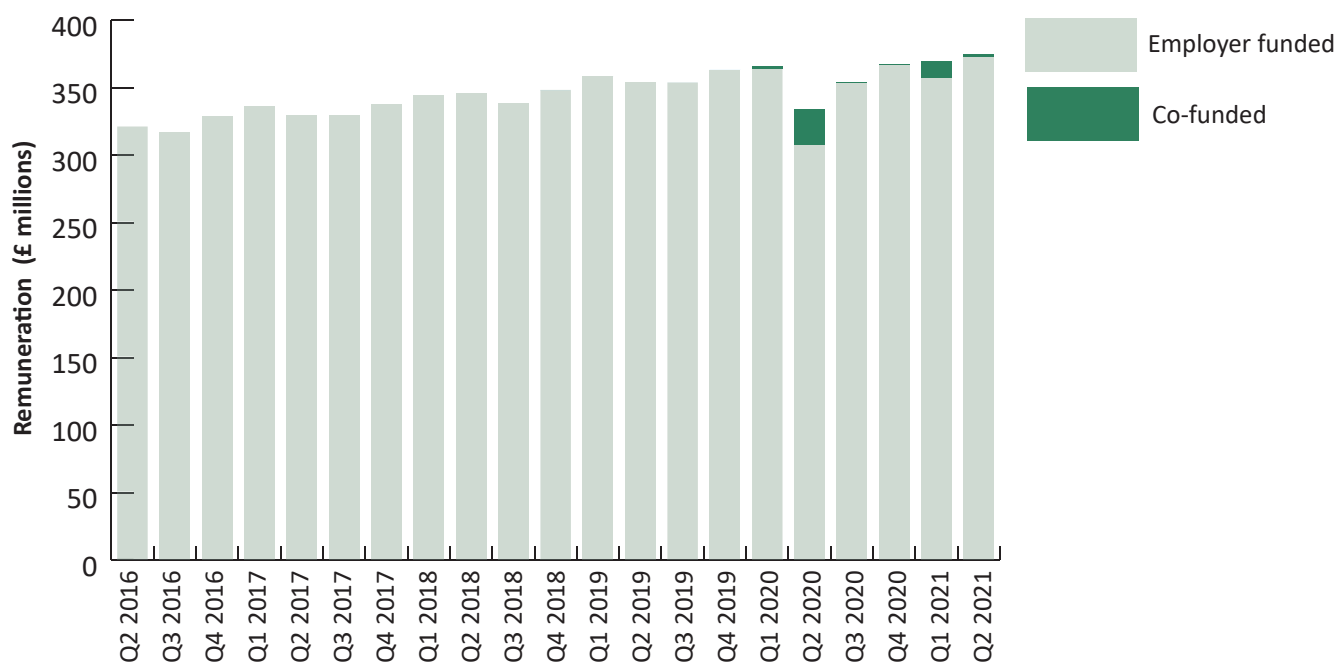
Real figures are presented alongside nominal to show trends before and after the effects of inflation have been removed. All real figures shown in this section of the report have been adjusted to June 2021 prices.

It can be seen in **Figure 7.1.1** and **Table 7.1.1** that there was an increase of 3.5% in nominal terms (1.9% in real terms) in remuneration between the year ending 30th June 2020 and the year ending 30th June 2021.

Section 7.2 on the next page shows total remuneration for individual quarters.

7.2 Remuneration - quarter total by source

Figure 7.2.1 Total quarterly remuneration by source (nominal)



The information presented in **Figure 7.2.1** shows the total remuneration during each quarter by source.

On 24th March 2020, a Payroll Co-Sharing Scheme was introduced to provide financial support to businesses and self-employed workers in Guernsey who were negatively impacted as a result of the measures put in place to help slow the spread of COVID-19. The first payments were made at the end of March 2020 and payments were backdated to 16th March 2020. Employers and the self-employed were supported in this way throughout 2020 and 2021. Some sectors, largely relating to tourism, have been supported for longer periods than other sectors.

It can be seen that total remuneration decreased from £366 million during the quarter ending 31st March 2020 to £334 million during the quarter ending 30th June 2020. Of the total £334 million during Q2 2020, at least £307 million was funded by employers and approximately £27 million (8%) was co-funded. These figures are described as approximations, since it is not possible to separate the portion received by employers to remunerate employees from the portion received by the self-employed, whose business incomes are not included within remuneration figures.

During the first quarter of 2021, approximately £13 million (3% of total remuneration) was co-funded, when the Bailiwick of Guernsey entered its second lockdown. **Figure 7.2.1** shows that as restrictions were eased after both the first and second lockdown, co-funded remuneration decreased as fewer sectors were eligible for payroll support.

During the second quarter of 2021, the sum of remuneration funded by employers exceeded any previous quarters at £372 million and the co-funded sum was approximately £2 million.

Analysis by sector is shown on **pages 36 and 37**.

7.3 Remuneration - four quarter total by sector

Table 7.3.1 Remuneration by sector (rolling four quarter total) and annual percentage change (nominal)

	(£ millions)			% change		
	Q2 2019	Q2 2020	Q2 2021	Q2 2019	Q2 2020	Q2 2021
Agriculture, horticulture, fishing and quarrying	7.2	6.7	7.7	-0.8	-6.7	14.8
Manufacturing	20.5	19.9	20.9	2.2	-2.9	5.0
Electricity, gas, steam and air conditioning supply	13.0	12.4	12.5	0.6	-4.9	0.7
Water supply, sewerage, waste management and remediation activities	3.6	3.6	3.6	-5.2	1.1	-0.5
Construction	77.5	76.5	82.4	5.2	-1.2	7.8
Wholesale, retail and repairs	115.4	114.0	116.7	1.7	-1.2	2.4
Hostelry	42.0	38.9	36.3	3.7	-7.4	-6.7
Transport and storage	36.7	37.2	36.8	1.2	1.4	-1.2
Information and communication	37.8	39.2	41.7	3.9	3.8	6.4
Finance	424.0	425.6	428.6	2.8	0.4	0.7
Real estate activities	12.7	12.7	14.4	-0.9	0.4	12.9
Professional, business, scientific and technical activities	142.4	143.8	156.9	3.7	1.0	9.1
Administrative and support service activities	76.0	75.4	75.1	5.8	-0.8	-0.4
Public administration	272.6	289.5	301.4	3.1	6.2	4.1
Education	14.0	14.4	14.8	6.2	2.5	3.0
Human health, social and charitable work activities	48.9	50.6	55.2	0.4	3.5	9.0
Arts, entertainment and recreation	8.9	9.1	9.5	9.3	1.3	4.7
Other service activities	9.4	9.2	9.7	3.6	-2.1	5.8
Activities of households as employers	0.4	0.6	0.9	26.3	60.6	46.3
Uncoded	35.0	37.2	40.3	5.8	6.2	8.4

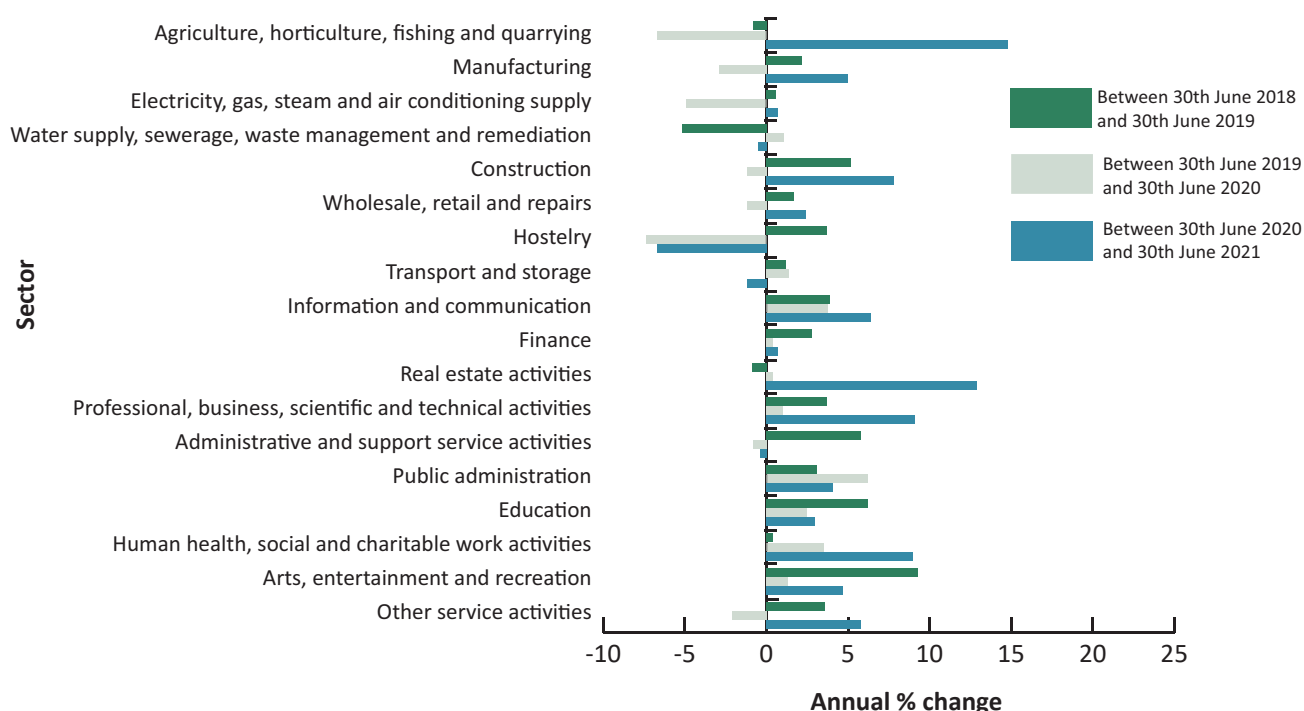
The information presented in **Table 7.3.1** shows the sum of remuneration during the year ending 30th June 2019, the year ending 30th June 2020 and the year ending 30th June 2021 by sector in nominal terms. It should be noted that while occupational pensions paid to past employees by the States of Guernsey are included within the Public administration sector, others may be included within the Finance sector regardless of the sector the person had worked in. The figures presented in **Table 7.3.1** include co-funded remuneration.

Table 7.3.1 shows that the Finance sector contributed the most remuneration for the year ending 30th June 2021, at £428.6 million. The Public administration sector had the second highest total remuneration at £301.4 million for the year ending 30th June 2021. These two sectors employ the largest number of employees (see **pages 15 and 16**) and pay the largest pensions payments.

The Activities of households as employers sector had the lowest total remuneration for the years ending 30th June 2019, 2020 and 2021 (£0.4 million, £0.6 million and £0.9 million respectively, see **Table 7.3.1**.) Care must be taken when interpreting the annual percentage change in remuneration for this sector. It includes the activities of households as employers of domestic personnel such as cooks, gardeners, housekeepers, babysitters and private tutors, for example. The percentage changes in remuneration for all the other sectors are presented graphically on **page 37**.

7.3 Remuneration - four quarter total by sector

Figure 7.3.1 Annual percentage change in remuneration (rolling four quarter total) by sector (nominal)



The information presented here shows the annual change in the four quarter sum of remuneration by sector. The figures include co-funded remuneration.

Fourteen of the eighteen economic sectors presented in **Figure 7.3.1** showed an increase in remuneration between the year ending 30th June 2020 and the year ending 30th June 2021. Notable increases were seen in the Agriculture, horticulture, fishing and quarrying sector, Real estate activities, Professional, business, scientific and technical activities and Human health, social and charitable work activities (increases of 14.8%, 12.9% 9.1% and 9.0% respectively).

Hostelry sector remuneration increased by 3.7% over the year ending 30th June 2019 but saw the largest annual decline in remuneration for the years ending 30th June 2020 and 30th June 2021 (decreases of 7.4% and 6.7% respectively).

Remuneration in the Construction and Wholesale, retail and repairs sectors decreased over the year ending 30th June 2020 (both saw an annual decrease of 1.2%) but saw increases of 7.8% and 2.4% respectively over the year ending 30th June 2021.

Transport and storage sector remuneration increased by 1.2% and 1.4% over the years ending 30th June 2019 and 30th June 2020 respectively. Remuneration in this sector then decreased by 1.2% for the year ending 30th June 2021.

8.1 Methodology and further information

Administrative Census

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

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

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

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

Administrative changes

The types of population changes that are referred to as “Administrative Changes” are those which cannot be attributed to actual migration or natural increase. In the context of the transition over to the Rolling Electronic system in 2014, this resulted in the inclusion of some people who had not previously been included in Social Security headcounts, such as: people living in Guernsey that had previously been thought to be living in Alderney, people below school age who were not in receipt of family allowance and people who are not liable for Social Security contributions. It also resulted in the exclusion of some people who had previously been included in Social Security headcounts, such as people who had provided other Departments with an off-Island address and showed no other evidence of being on Island and a very small number of people who had been double counted due to being known by different names to the Education and Social Security Departments.

Other administrative changes include the removal of duplicates via the ongoing cross checking process and as more information becomes available. Some additional cross checks undertaken in 2018 led to the identification of duplicates born in 2014, 2015, 2016 and 2017. These have been removed and the process refined, so that the cause has been corrected. Figures for births have been restated back to 2014 to ensure an accurate picture of the trend is available.

Population Projections

See www.gov.gg/population for more information and directions to the latest version.

8.1 Methodology and further information

The Economic Statistics (Guernsey and Alderney) Law, 2019

On 4th September 2019, the Economic Statistics (Guernsey and Alderney) Law was approved by the States of Guernsey (see <https://www.gov.gg/article/172311/The-Economic-Statistics-Guernsey-and-Alderney-Law-2019>). The new legislation will allow controlled sharing of some of the data collected for Income Tax purposes with the Data & Analysis service and will also enable the Data & Analysis service to 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.

9.1 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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