

Guernsey Annual Electronic Census Report

Population at 31st March 2021

Employment and Earnings at 30th September 2021

Unemployment at 1st January 2022

Issue date 27th January 2022

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



States of Guernsey
Data and Analysis

Contents

1.1	Introduction	1
1.2	Headlines	2
2.1	Total population trends	3
2.2	Population changes	4
2.3	Immigration and emigration - details	5
2.4	Immigration and emigration - longitudinal analysis	8
3.1	Gender trends	10
4.1	Age group trends	11
4.2	Dependency ratio trends	12
4.3	Participation rate	13
4.4	Gender and age trends	14
5.1	Length of stay on island to date	15
5.2	Country of birth	16
5.3	Residence status	17
5.4	Household composition	20
6.1	Population by parish	22
6.2	Pre-school and school age population by Primary School catchment area	23
7.1	Population by housing market	24
7.2	Population by tenure	25
7.3	Population by housing market and tenure	27
8.1	Population in employment or full-time education	28
8.2	Participation in full-time education by age and gender	29
9.1	Employment trends	30
9.2	Employment by age and gender	31
9.3	Employment by residence status	33
9.4	Employment by economic sector	35
9.5	Employment by sector trends	37
10.1	Employer trends	39
10.2	Employers by economic sector and size	40
11.1	Unemployment - weekly snapshots	42
11.2	Unemployment by age and gender	43
11.3	Unemployment trends	44
11.4	Job vacancies - monthly snapshots	46
11.5	Job Centre function	46
11.6	Job vacancy trends	47
12.1	Earnings (nominal)	48
12.2	Earnings (real)	50
12.3	Earnings by gender	51
12.4	Earnings by economic sector	52
13.1	Remuneration - rolling four quarter total	54
13.2	Remuneration - quarter total by source	55
13.3	Remuneration - four quarter total by sector	56
14.1	Methodology	58
14.2	Contact details	59

1.1 Introduction

This eighth Guernsey Annual Electronic Census Report, published in January 2022, provides information on the population of Guernsey (including the islands of Guernsey, Herm, Lihou and Jethou). It includes a detailed snapshot of the demographics, spatial distribution and housing situation of the population on 31st March 2021, as well as information regarding employment and earnings at 30th September 2021. It also contains information on immigration, emigration, births and deaths over the past five years and a longitudinal analysis of people that immigrated here five years ago. All are compiled using data collated by the Rolling Electronic Census IT System. More information on the Rolling Electronic Census is available in [Section 14.1](#).

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

Information on the history of the census in Guernsey and historic statistics are available from www.gov.gg/census, which includes long term historic trend data and information for anyone wanting to access past census records (including the recently released 1921 records). This edition of the Report includes a count of the population on 21st March 2021 (the official census date in Jersey and the UK) as well as the full statistics for 31st March.

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.

Additional information on unemployment up to the start of January 2022 has also been 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.

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

Contact details are included in [Section 14.2](#) if you would like further information.

1.2 Headlines

- At the end of March 2021, Guernsey's population was 63,448.
- There was a natural decrease of 63 people and a net migration of 428 people over the year ending 31st March 2021, giving a total increase of 365 people (0.6%) since 31st March 2020.
- During the year ending 31st March 2021 there was an annual increase of 0.2% in the 16 to 64 age group (74 people). The 65 to 84 and 85 and over age groups showed increases of 259 people (2.3%) and 45 people (2.6%) respectively. The number of people in the 0 to 15 age category decreased by 0.1% (13 people) over the year ending 31st March 2021.
- The UK and Jersey conducted a traditional census in 2021, with an official date of 21st March 2021. The population of Guernsey on that date was 63,463 (32,077 females and 31,386 males).
- 40% of people that immigrated to Guernsey during the year ending 31st March 2016 were ordinarily resident on 31st March 2021. Of these, 75% were in full time education or were employed or self-employed on 31st March 2021.
- There were approximately 24,955 households living in Guernsey on 31st March 2021, 3% more than in 2016. The proportion of one adult households saw the largest increase between 2016 and 2021.
- 30.4% of the population lived in St. Peter Port at the end of March 2021; the most highly and densely populated parish.
- 91.2% of the population lived in Local Market housing units and 7.9% lived in Open Market units at the end of March 2021 (the precise address was unknown for the remaining small portion of the population).
- In September 2021, 30,883 people were employed or self-employed in Guernsey (27,790 people worked for an employer and 3,093 people were self-employed), 1.8% more than at the end of September 2020 but 1.0% fewer than at the same time in 2019.
- During the week ending 1st January 2022, 1.0% of the workforce (313 people) were wholly unemployed, the lowest proportion seen since before the first lockdown in March 2020.
- The Finance sector provided 5,992 employment roles (from zero hours to full time contracts) in September 2021 (18.3% of the total).
- The number of people employed or self-employed in the Hospitality sector showed an increase of 4.4% between September 2020 and September 2021 however, there were 14.0% fewer people at the end of September 2021 when compared to September 2019.
- Median earnings as at 30th September 2021 were £36,326 which, compared with a year earlier, was 4.5% higher in nominal terms and 1.3% higher in real terms.

2.1 Total population trends

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

As a result of the additional information incorporated by the Rolling Electronic Census system each quarter, some previously published figures have been restated. The figures have been restated to enable population changes that have been identified retrospectively to be incorporated into the correct year.

As can be seen in **Table 2.1.1** and **Figure 2.1.1**, the total population increased by 365 people (0.6%) over the year ending 31st March 2021.

Page 4 shows natural increase and net migration. Natural increase in population is defined as the number of births minus the number of deaths during a particular time period. Net migration is the difference between immigration (people moving to the island) and emigration (people moving off the island). The natural decrease for the year ending 31st March 2021 was 63 and the net migration was 428.

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.

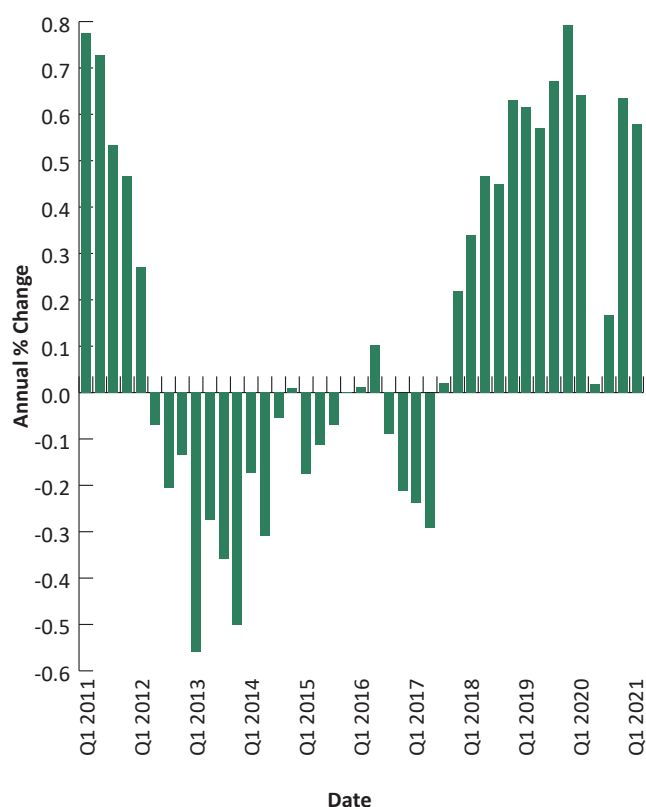
There were 488 births during the year ending 31st March 2021 (see **Table 2.2.1** on **page 4**) and 551 deaths. This is the lowest number of births since recent records began in 2008. The number of deaths involving the coronavirus (COVID-19) has been made available by Public Health Services (see covid19.gov.gg/test-results for more information).

Annual population changes by age groups are given on **page 11**.

Table 2.1.1 Annual changes in total population

	Annual change due to net migration and natural increase	Annual % change due to net migration and natural increase
Q1 2011	484	0.8
Q1 2012	170	0.3
Q1 2013	-353	-0.6
Q1 2014	-109	-0.2
Q1 2015	-110	-0.2
Q1 2016	7	0.0
Q1 2017	-148	-0.2
Q1 2018	211	0.3
Q1 2019	384	0.6
Q1 2020	402	0.6
Q1 2021	365	0.6

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



2.2 Population changes

Table 2.2.1 Annual changes in total population by type of change

	Births	Deaths	Natural increase	Immigration	Emigration	Net migration	Natural increase and net migration	Net admin changes	Total population at quarter end
Q1 2011	605	503	102	4,631	4,249	382	484	0	62,915
Q1 2012	674	547	127	4,220	4,177	43	170	0	63,085
Q1 2013	667	556	111	3,845	4,309	-464	-353	0	62,732
Q1 2014	628	526	102	3,601	3,812	-211	-109	-282	62,341
Q1 2015	580	557	23	3,628	3,761	-133	-110	3	62,234
Q1 2016	595	536	59	3,755	3,807	-52	7	-33	62,208
Q1 2017	571	586	-15	3,636	3,769	-133	-148	46	62,106
Q1 2018	542	574	-32	3,628	3,385	243	211	-27	62,290
Q1 2019	497	535	-38	3,697	3,275	422	384	7	62,681
Q1 2020	515	512	3	3,694	3,295	399	402	0	63,083
Q1 2021	488	551	-63	2,390	1,962	428	365	0	63,448

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 covid19.gov.gg/test-results for more information).

Changes to the population headcount due to methodological differences and not due to natural increase or net migration (such as the removal of duplicate records) are referred to as “net administrative changes” throughout this report. See [Section 14.1](#) for more information on administrative changes.

With administrative changes included, the population was 63,448 on 31st March 2021 (see [Table 2.2.1](#)).

Figure 2.2.1 Annual births and deaths

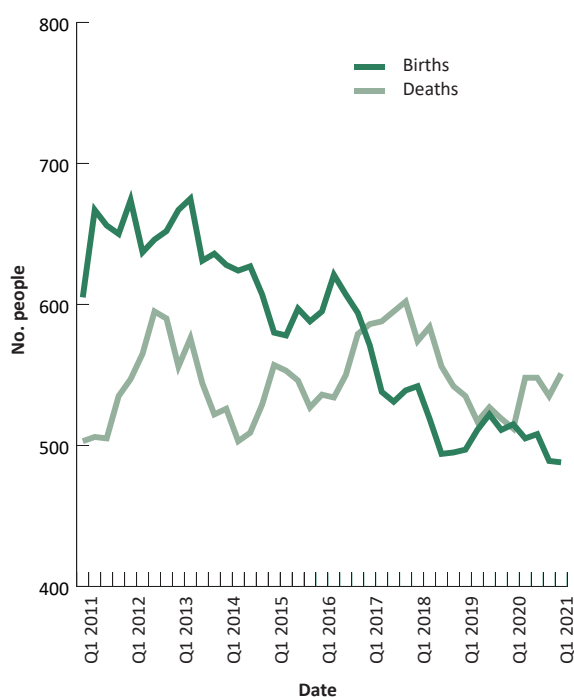
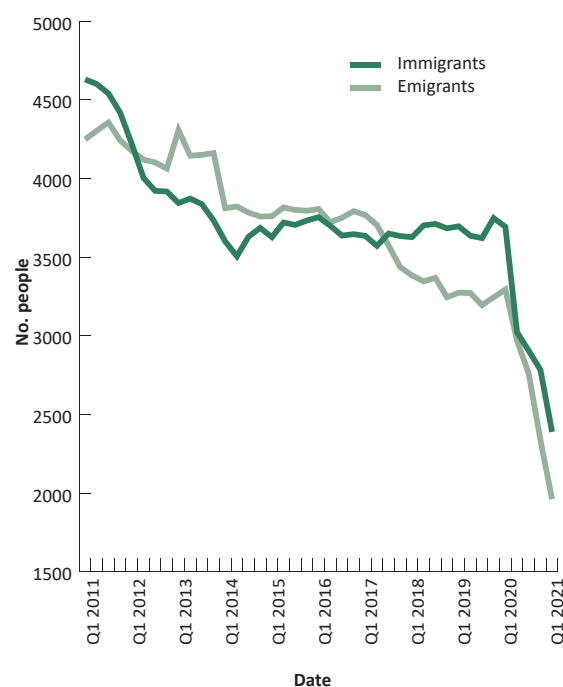


Figure 2.2.2 Annual immigration and emigration



2.3 Immigration and emigration - details

Section 2.3 provides a more detailed breakdown as to the profile of immigrants and emigrants over a five year period for the years ending 31st March. Electronic Census data is used for the analysis. Approximately 20% of the total were people that immigrated and then emigrated within the year or vice versa. This compares to one third of the total in previous years.

As can be seen in **Figure 2.3.1** and **Table 2.3.1**, the majority of immigrants during the year ending 31st March 2021 were aged between 16 and 64 (83.3%). This compares to 89.3% for the year ending March 2016.

Figure 2.3.2 and **Table 2.3.2** show emigrants from the island over the past five years, broken down by age group. The majority of emigrants during the year ending 31st March 2021 were aged between 16 to 64 (85.4%). This compares to 87.0% for the year ending 31st March 2016.

It is likely that the travel restrictions in place during 2020 and early 2021 had a large impact on migration, for example of seasonal workers to support hostelry and other tourist-based activities. This may account for the decrease in the proportion of immigrants and emigrants aged 16 to 64 for the year ending 31st March 2021.

Please note that the total number of immigrants and emigrants was significantly lower during the year ending 31st March 2021 than other years, again likely due to the travel restrictions in place during 2020 and early 2021 .

Figure 2.3.1: Immigration by age (during the years ending 31st March)

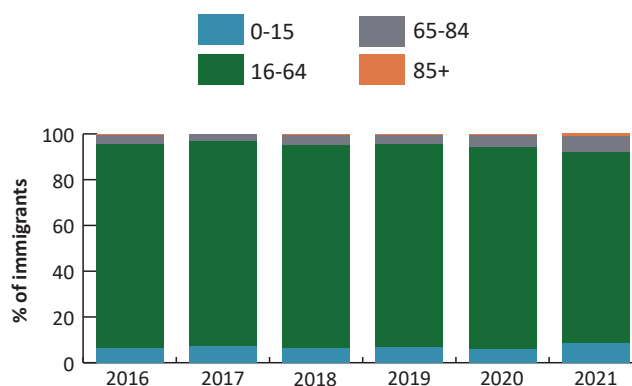


Table 2.3.1: Immigration by age (during the years ending 31st March)

	% of immigrants			
	0 - 15	16 - 64	65 - 84	85+
2016	6.2	89.3	4.0	0.6
2017	7.3	89.2	3.3	0.2
2018	6.5	88.3	4.6	0.6
2019	6.9	88.5	4.1	0.5
2020	5.8	88.6	5.0	0.6
2021	8.7	83.3	7.0	0.9

Figure 2.3.2: Emigration by age (during the years ending 31st March)

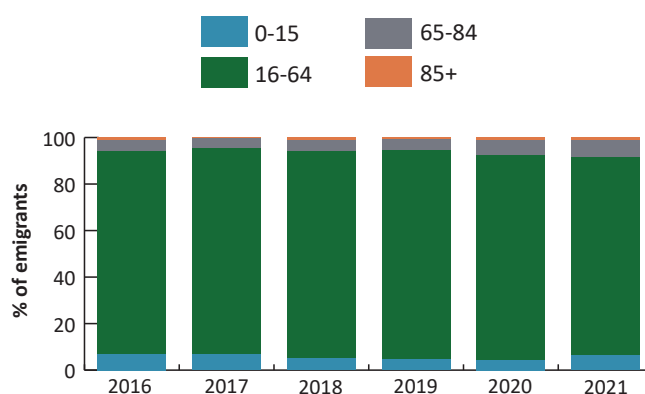


Table 2.3.2: Emigration by age (during the years ending 31st March)

	% of emigrants			
	0 - 15	16 - 64	65 - 84	85+
2016	6.9	87.0	5.1	1.0
2017	6.8	88.5	4.3	0.4
2018	5.0	89.1	4.9	1.1
2019	4.5	89.9	4.9	0.8
2020	4.4	88.0	6.4	1.2
2021	6.2	85.4	7.1	1.3

2.3 Immigration and emigration - details

Figure 2.3.3: Immigration by length of stay (during the years ending 31st March)

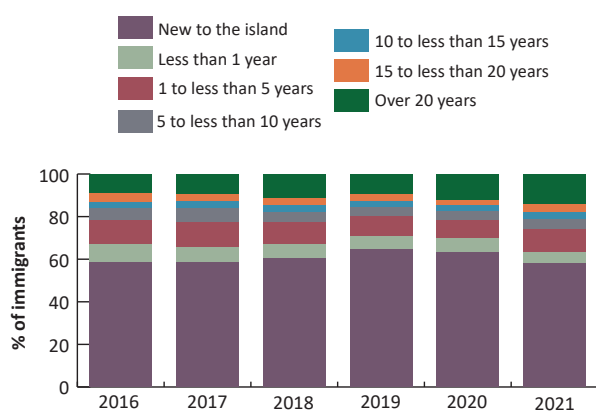


Table 2.3.3: Immigration by length of stay (during the years ending 31st March)

	New to Island	Less than 1 year	1 to less than 5 years	5 to less than 10 years	10 to less than 15 years	15 to less than 20 years	Over 20 years
2016	58.5	8.7	11.2	5.6	2.9	4.0	9.1
2017	58.5	7.3	11.7	6.5	3.2	3.7	9.3
2018	60.1	7.0	10.0	5.0	3.1	3.7	11.1
2019	64.5	6.4	9.1	4.6	2.8	3.0	9.7
2020	63.2	6.5	8.5	4.4	2.5	2.7	12.2
2021	58.0	5.2	11.0	4.6	3.3	3.6	14.3

Figure 2.3.4: Emigration by length of stay (during the years ending 31st March)

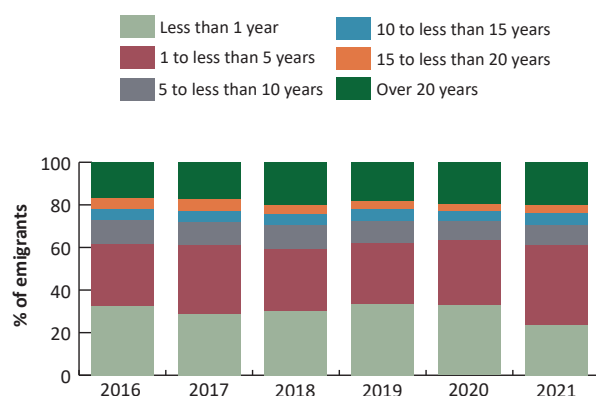


Table 2.3.4: Emigration by length of stay (during the years ending 31st March)

	Less than 1 year	1 to less than 5 years	5 to less than 10 years	10 to less than 15 years	15 to less than 20 years	Over 20 years
2016	32.5	28.8	11.7	5.1	4.7	17.1
2017	28.9	32.0	11.0	5.3	5.5	17.4
2018	30.2	29.1	11.0	5.2	4.2	20.3
2019	33.5	28.6	10.0	5.7	3.9	18.3
2020	32.8	30.5	8.9	4.7	3.6	19.5
2021	23.5	37.3	9.4	5.9	3.6	20.2

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

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

Figure 2.3.3 and **Table 2.3.3** show that the majority (58.0%) of immigrants who arrived during the year ending 31st March 2021 were new to the island, a similar proportion to the year ending 31st March 2016 (58.5%) but lower than the year ending 31st March 2020 (63.2%). It is likely that the travel restrictions in place during 2020 and early 2021 had a large impact on migration, for example of seasonal workers to support hostelry and other tourist-based activities. This may account for the decrease in the proportion of immigrants who were new to the Island during the year ending 31st March 2021.

14.3% of those who immigrated to the Island during the year ending 31st March 2021 had previously been resident for more than twenty years, compared to 12.2% for the year ending 31st March 2020 and 9.1% for the year ending 31st March 2016 (see **Table 2.3.3**).

Figure 2.3.4 and **Table 2.3.4** show that the majority of emigrants during the year ending 31st March 2021 had been in Guernsey for one to less than five years (37.3%). This differs to most previous years where the majority had been in Guernsey for less than one year. 20.2% of people emigrating had been resident in Guernsey for twenty years or more prior to leaving during the year ending 31st March 2021. This compares to 17.1% during the year ending 31st March 2016.

2.3 Immigration and emigration - details

There is 81% coverage for country of birth information for immigrants and 88% for emigrants. The information is sourced from Population Management, Health & Social Care and Environment & Infrastructure. See [page 16](#) for more information about country of birth.

Figure 2.3.5 and **Table 2.3.5** show information about the country of birth for people who have immigrated to Guernsey each year, over a five year period. Those born in the United Kingdom or Republic of Ireland made up the largest proportion of immigrants for the year ending 31st March 2021 (30.5%) and the year ending 31st March 2016 (26.5%). Since 2016, there has been a generally increasing trend in the proportion of immigrants born in countries not in Europe (10.8% during the year ending 31st March 2016, compared to 14.7% during the year ending 31st March 2021). It can also be seen that there were lower proportions of people immigrating to the Island born in either Portugal, Latvia or "Other Europe" during the year ending 31st March 2021, when compared to previous years.

As can be seen in **Figure 2.3.6** and **Table 2.3.6**, 26.7% of people who emigrated from Guernsey during the year ending 31st March 2021 were born in the United Kingdom or Republic of Ireland. The proportion of people leaving Guernsey and born in Portugal has seen a steady increase each year since 2016.

Figure 2.3.5: Immigration by country of birth (during the years ending 31st March)

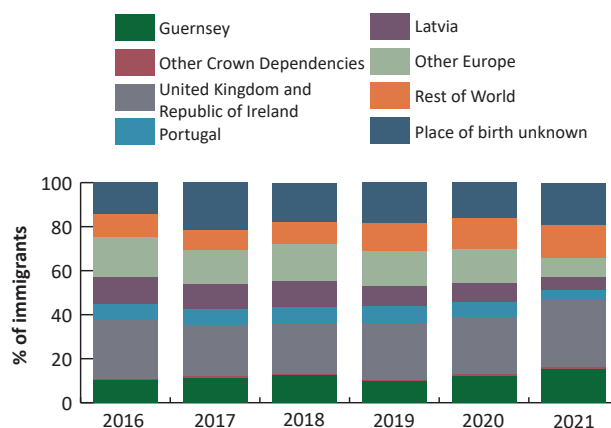


Table 2.3.5: Immigration by country of birth (during the years ending 31st March)

	Guernsey	Other Crown Dependencies	UK & ROI	Portugal	Latvia	Other Europe	Rest of World
2016	10.2	0.5	26.5	7.6	12.2	17.8	10.8
2017	11.3	0.7	23.3	7.0	11.5	15.6	9.0
2018	12.4	0.6	23.2	7.1	11.9	16.7	10.0
2019	9.9	0.3	25.8	7.7	9.4	15.7	12.5
2020	12.1	0.7	26.0	6.7	8.8	15.3	14.4
2021	15.2	0.9	30.5	4.5	5.7	9.0	14.7

Figure 2.3.6: Emigration by country of birth (during the years ending 31st March)

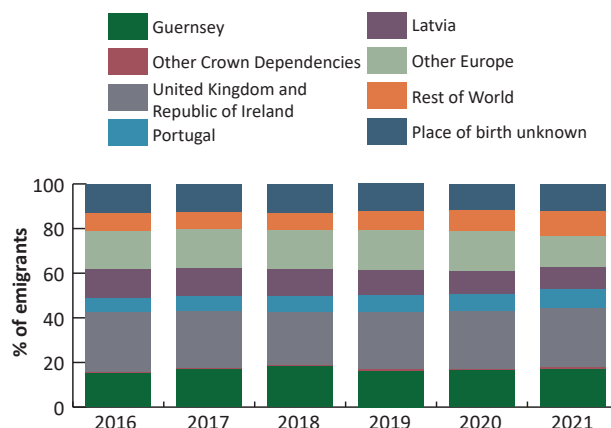


Table 2.3.6: Emigration by country of birth (during the years ending 31st March)

	Guernsey	Other Crown Dependencies	UK & ROI	Portugal	Latvia	Other Europe	Rest of World
2016	15.2	0.5	26.7	6.3	13.0	16.9	8.5
2017	16.9	0.5	25.4	6.8	12.6	17.4	7.7
2018	18.0	0.5	24.2	7.1	11.9	17.8	7.3
2019	16.2	0.7	25.7	7.5	11.5	17.8	8.6
2020	16.3	0.7	25.9	7.7	10.2	17.9	9.5
2021	17.0	0.7	26.7	8.3	10.0	13.7	11.2

2.4 Immigration and emigration - longitudinal analysis

The following pages contain an analysis of the 3,730 people that immigrated into Guernsey during the year ending March 2016; five years before the latest population snapshot. This is the first time a longitudinal analysis has been undertaken using rolling electronic census data.

As can be seen in **Table 2.4.1** and **Figure 2.4.1**, 20% of those that immigrated during the year ending 31st March 2016 were no longer ordinarily resident in Guernsey on 31st March 2021. Further analysis showed that 25% of those people subsequently returned to live in the Island for one or more spell between 31st March 2016 and 31st March 2021.

39% were ordinarily resident in Guernsey on 31st March 2016 but were no longer ordinarily resident on 31st March 2021.

1% were ordinarily resident in Guernsey on 31st March 2016 but had died before 31st March 2021.

40% of those that immigrated during the year ending 31st March 2016 were ordinarily resident on 31st March 2021. A breakdown of the economic status of those people as at 31st March 2021 is provided on the next page.

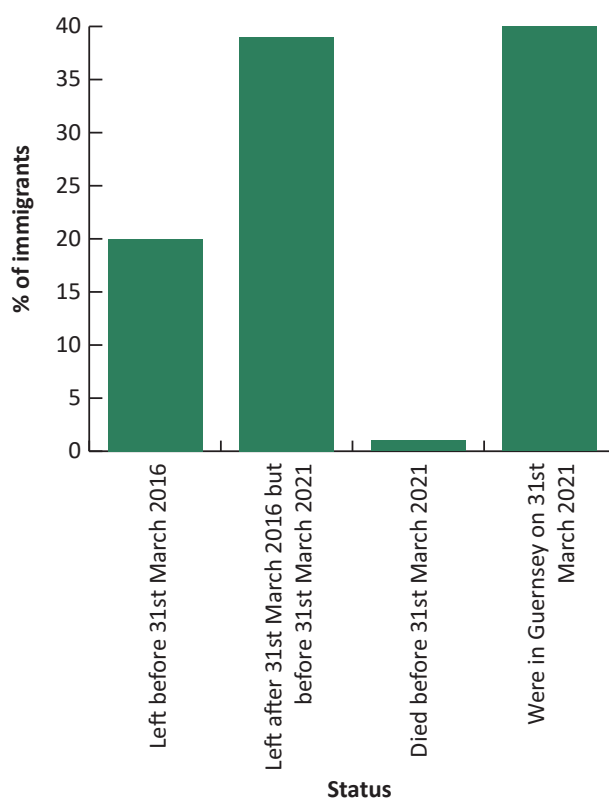
Of those that were ordinarily resident on 31st March 2016:

- 47% were female and 53% were male
- 87% were aged between 16 and 64 (inclusive), 7% were aged 15 or under and 6% were aged 65 or over
- 63% (of all ages or 72% of those aged 16 to 64) were in full time education or were employed or self-employed on 31st March 2016
- Of the employed, 29% were employed in hostelry, 11% in finance and 11% in public administration. Please note that those who are employed by the States of Guernsey, including medical and teaching staff, are captured within public administration.

Table 2.4.1 Status of those that immigrated into Guernsey during the year ending 31st March 2016

	Count	% of total
Left before 31st March 2016	750	20%
Left after 31st March 2016 but before 31st March 2021	1,469	39%
Died before 31st March 2021	36	1%
Were in Guernsey on 31st March 2021	1,475	40%

Figure 2.4.1: Status of those that immigrated into Guernsey during the year ending 31st March 2016



2.4 Immigration and emigration - longitudinal analysis

Figure 2.4.2: Economic status by gender and age (at 31st March 2021) of those that immigrated into Guernsey during the year ending 31st March 2016 and were ordinarily resident on 31st March 2021

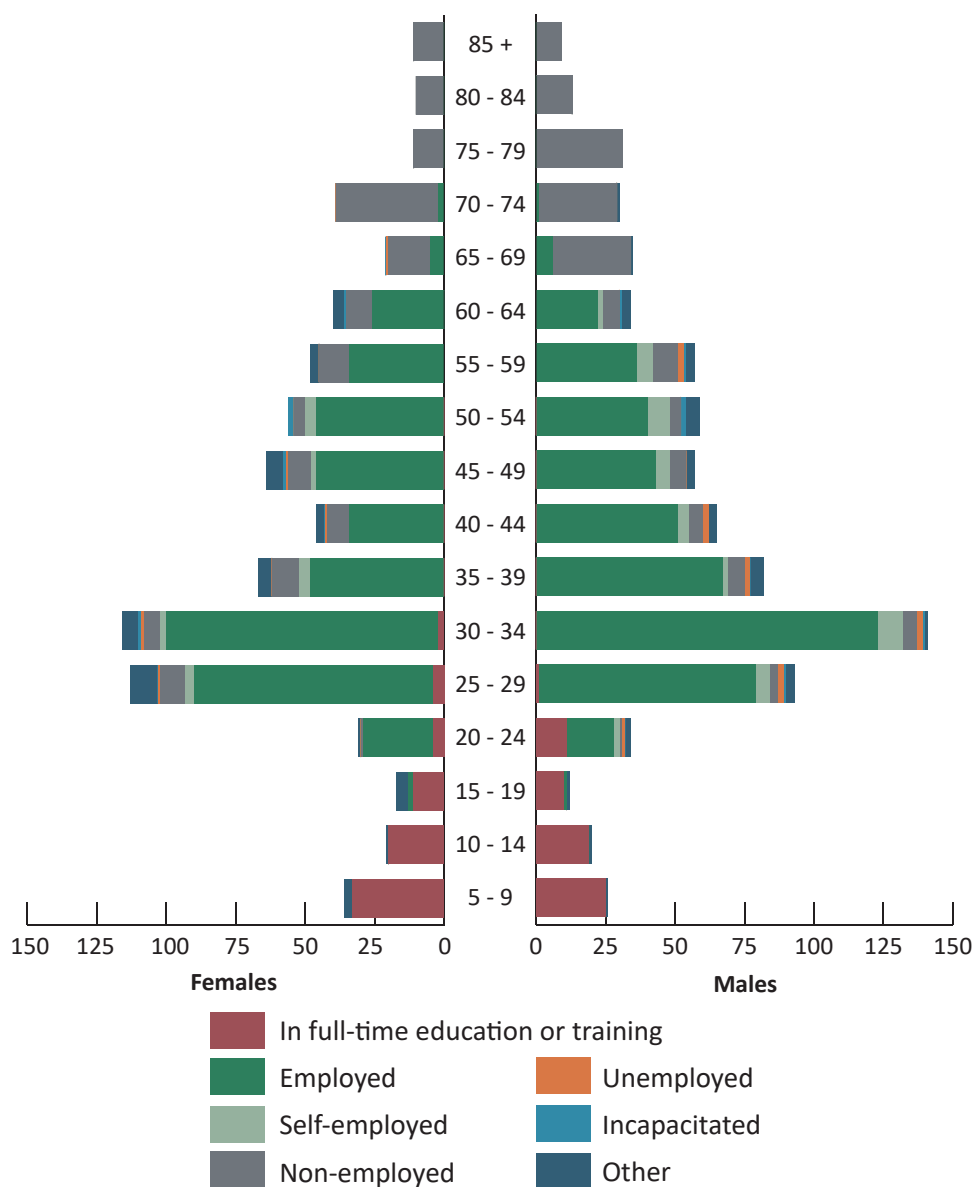


Figure 2.4.2 shows the economic status by age and gender of those that immigrated during the year ending 31st March 2016 and were still ordinarily resident in Guernsey on 31st March 2021. The equivalent information regarding the whole population is provided in [Section 8.2](#).

75% (of all ages and 83% of those aged 16 to 64) were in full time education or were employed or self-employed on 31st March 2021. Of the employed, 18% were employed in public administration, 16% in finance and 14% in hostelry. Please note that those who are employed by the States of Guernsey, including medical and teaching staff, are captured within public administration.

On 31st March 2021, 3% of the total workforce (968 people) were people that had immigrated during the year ending 31st March 2016.

3.1 Gender trends

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

The female population has consistently been higher than the male population ranging between 50.8% and 50.4% of the total population. In March 2021, females constituted 50.5% of the population and males constituted 49.5%.

As shown in **Table 3.1.1** and **Figure 3.1.2**, the female population saw an increase of 0.6% in the year ending 31st March 2021. The male population also increased by 0.6% between 31st March 2020 and 31st March 2021. Since 31st March 2011, the male population has grown by 356 people (1.1%) and the female population has increased by 177 people (0.6%).

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

Comparing the median age of the male and female populations gives an indication of the differences in the two demographic profiles. In March 2021, the median age (i.e. the age of the person in the middle if everyone was to be ranked in age order) was 43 for males and 46 for females. This compares to 42 for males and 44 for females five years earlier, in March 2016.

More information on the age profiles of the male and female populations is provided on [page 14](#).

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

	Females	Males	Annual % change in female population	Annual % change in male population
2011	31,890	31,025	0.5	1.1
2012	31,938	31,147	0.2	0.4
2013	31,651	31,081	-0.9	-0.2
2014	31,537	30,804	-0.4	-0.9
2015	31,415	30,819	-0.4	0.0
2016	31,384	30,824	-0.1	0.0
2017	31,351	30,755	-0.1	-0.2
2018	31,427	30,863	0.2	0.4
2019	31,646	31,035	0.7	0.6
2020	31,875	31,208	0.7	0.6
2021	32,067	31,381	0.6	0.6

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

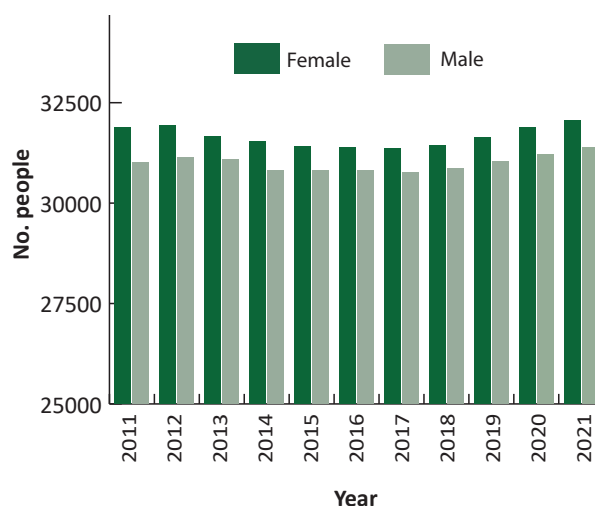
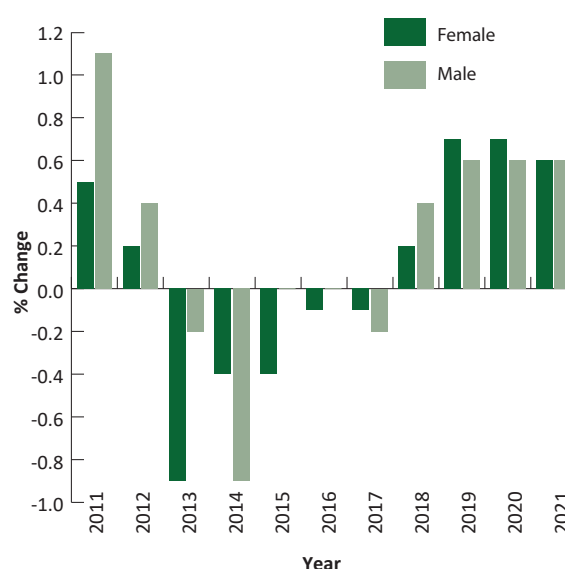


Figure 3.1.2: Total population change by gender (over years ending 31st March)



4.1 Age group trends

Figure 4.1.1 Annual percentage change in total population by age group

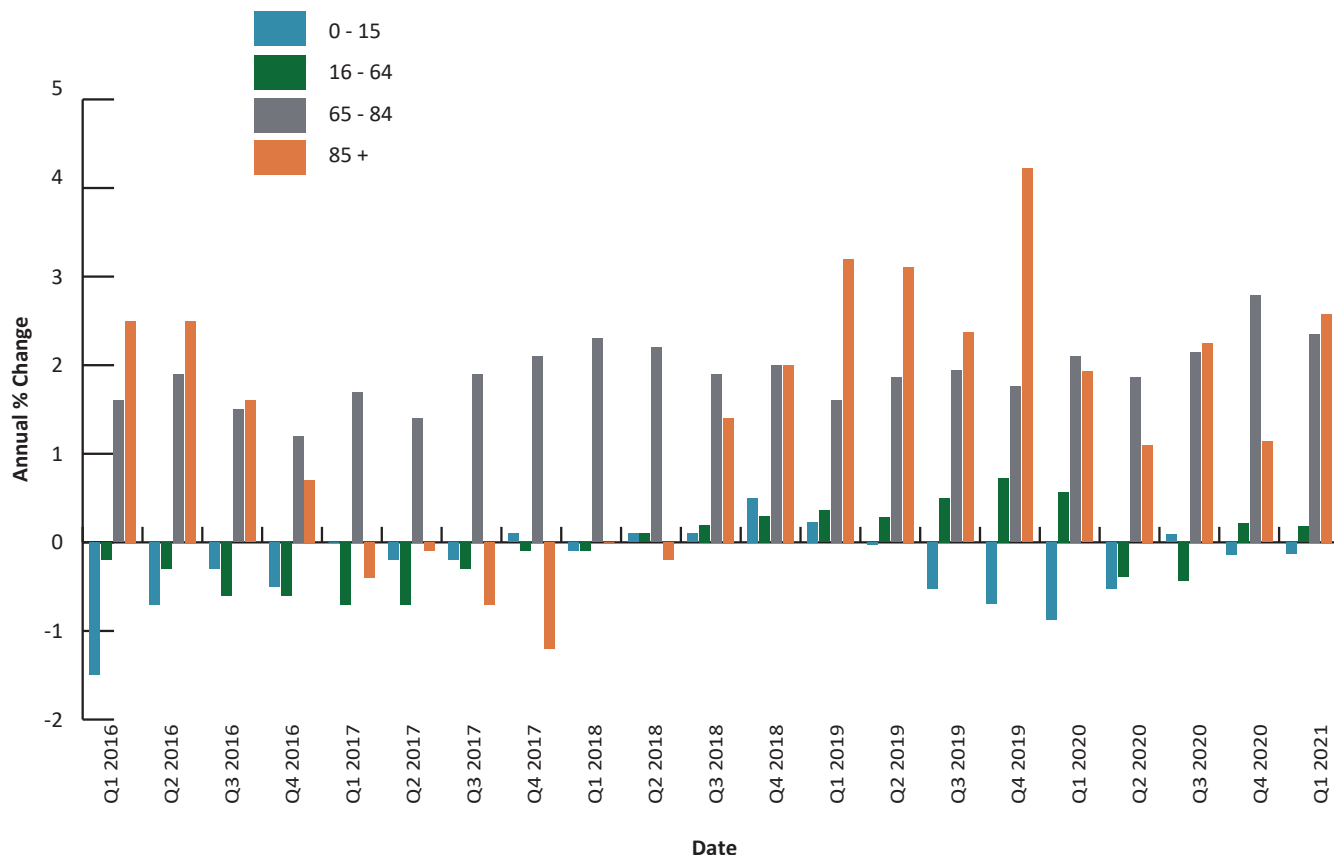


Table 4.1.1 Annual population changes

	0 - 15	Annual % change	16 - 64	Annual % change	65 - 84	Annual % change	85 +	Annual % change
Q1 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	10,010	0.2	40,149	0.4	10,812	1.6	1,710	3.2
Q2 2019	9,991	0.0	40,453	0.3	10,904	1.9	1,724	3.1
Q3 2019	9,998	-0.5	40,452	0.5	10,956	1.9	1,730	2.4
Q4 2019	9,963	-0.7	40,269	0.7	10,968	1.8	1,754	4.2
Q1 2020	9,923	-0.9	40,378	0.6	11,039	2.1	1,743	1.9
Q2 2020	9,938	-0.5	40,295	-0.4	11,107	1.9	1,743	1.1
Q3 2020	10,007	0.1	40,273	-0.4	11,192	2.2	1,769	2.3
Q4 2020	9,949	-0.1	40,357	0.2	11,274	2.8	1,774	1.1
Q1 2021	9,910	-0.1	40,452	0.2	11,298	2.3	1,788	2.6

Table 4.1.1 and **Figure 4.1.1** show that during the year ending 31st March 2021 there was an annual increase of 0.2% in the 16 to 64 age group (74 people). The 65 to 84 and 85 and over age groups showed increases of 259 people (2.3%) and 45 people (2.6%) respectively, taking the number of people aged between 65 and 84 up to 11,298 and the number aged 85 and over up to 1,788. This is the highest number of people aged 65 to 84 and 85 and over since recent records began in 2008. The number of people in the 0 to 15 age category decreased by 0.1% (13 people) to a total of 9,910 over the year ending 31st March 2021. This is the lowest total number of 0 to 15 year olds since recent records began in 2008.

4.2 Dependency ratio trends

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

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

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

In 2021, the overall dependency ratio was 0.57, which means that for every 100 people of working age (between the ages of 16 and 64) there were 57 people of dependent age (see [Figure 4.2.2](#)), one more than in 2020 and nine more than in 2011 (see [Figure 4.2.1](#)).

Prior to 2012, the ratio had remained at 0.48 for the four years from 2008 to 2011. However, as more and more of the “baby boom” generation (babies born after the second World War until the 1960s) move from the working age category into the retirement age category, this proportion can be seen to increase. A more detailed picture of the baby boom and its impact on the island’s demographic profile can be seen on [page 14](#).

Information on the proportion of the total population in employment can be found in [Section 4.3](#) on the next page and the proportion of people aged 65 and over in employment is available in [Section 8.1](#).

Table 4.2.1: Dependency ratio (at 31st March)

	Dependency ratio
2011	0.48
2012	0.50
2013	0.51
2014	0.53
2015	0.54
2016	0.54
2017	0.55
2018	0.56
2019	0.56
2020	0.56
2021	0.57

Figure 4.2.1: Dependency ratio (at 31st March 2011)

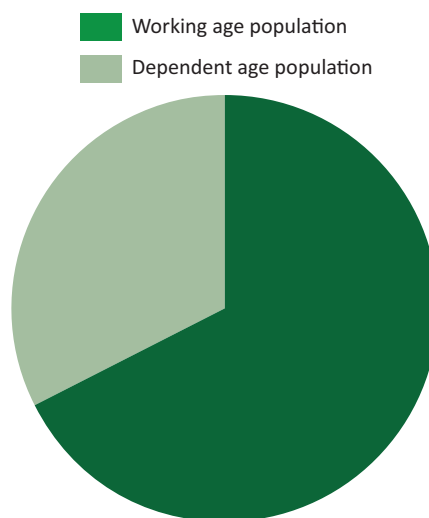
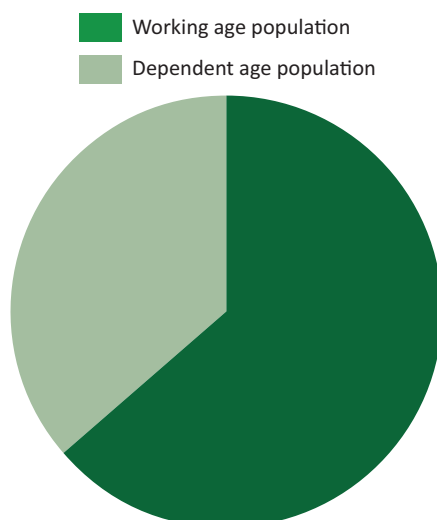


Figure 4.2.2: Dependency ratio (at 31st March 2021)



4.3 Participation rates

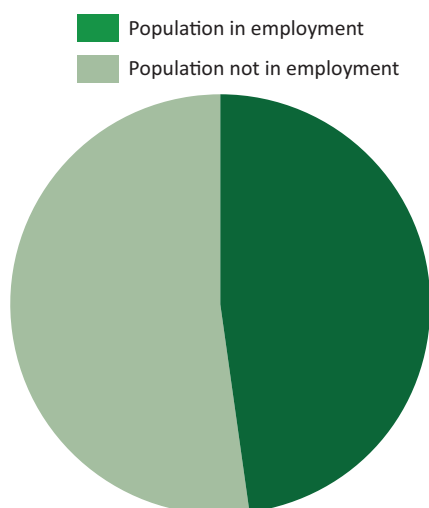
Table 4.3.1: Participation rate (at 31st March)

	% of total population in employment
2014	47.1
2015	47.2
2016	49.0
2017	49.9
2018	49.9
2019	49.8
2020	49.1
2021	48.0

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

At the end of March 2021, 48.0% of the total population were either employed or self-employed, 1.1 percentage points lower than the previous year and 0.9 percentage points higher than at the end of March 2014 (see [Table 4.3.1](#) and [Figure 4.3.2](#)).

Figure 4.3.2: Participation rate (at 31st March 2021)



4.4 Gender and age trends

Age and gender distribution pyramids can be used to track changes in the population demographic over time. **Figure 4.4.1** provides a comparison of the distribution in 2021 compared with five years earlier in 2016 and ten years earlier in 2011.

Changes in the overall population demographic tend to develop over relatively long periods of time. The pyramid shows the effects of the “baby boom” (after the second World War until the 1960s), with the bulge moving up out of the 40 to 54 age categories in 2011 to the 50 to 64 and 70 to 74 age groups in 2021. This bulge will move progressively further up the pyramid as the baby boom generation gets older.

The decline in the 40 to 44 age group, for both males and females, between March 2011 and March 2021 and the growth in the 55 to 59 and 70 to 74 groups is quite pronounced in **Figure 4.4.1**.

In March 2021, the male population was higher than the female population in all age categories up to the age of 40 as a result of there typically being slightly more baby boys born than girls (see **Table 4.4.1**). In all subsequent age categories the female population is higher than the male population, with the exception of the 65 to 69 age group, due to the average life-span being longer for females than males.

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

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

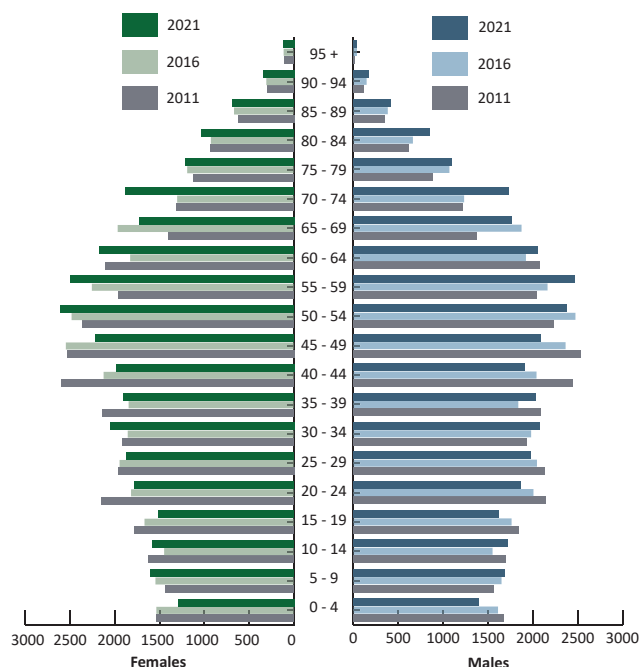


Table 4.4.1: Age and gender distribution (at 31st March)

	2016			2021		
	Female	Male	Total	Female	Male	Total
0 - 4	1,536	1,612	3,148	1,295	1,403	2,698
5 - 9	1,546	1,651	3,197	1,602	1,692	3,294
10 - 14	1,449	1,551	3,000	1,581	1,723	3,304
15 - 19	1,668	1,763	3,431	1,512	1,620	3,132
20 - 24	1,818	2,007	3,825	1,778	1,866	3,644
25 - 29	1,946	2,046	3,992	1,869	1,976	3,845
30 - 34	1,855	1,981	3,836	2,052	2,080	4,132
35 - 39	1,845	1,838	3,683	1,902	2,033	3,935
40 - 44	2,124	2,041	4,165	1,987	1,913	3,900
45 - 49	2,545	2,365	4,910	2,212	2,095	4,307
50 - 54	2,481	2,475	4,956	2,601	2,378	4,979
55 - 59	2,255	2,164	4,419	2,494	2,467	4,961
60 - 64	1,828	1,923	3,751	2,172	2,059	4,231
65 - 69	1,967	1,874	3,841	1,729	1,763	3,492
70 - 74	1,304	1,234	2,538	1,882	1,730	3,612
75 - 79	1,192	1,070	2,262	1,211	1,095	2,306
80 - 84	928	663	1,591	1,030	858	1,888
85 - 89	670	383	1,053	687	419	1,106
90 - 94	310	147	457	347	172	519
95 +	117	36	153	124	39	163
Total	31,384	30,824	62,208	32,067	31,381	63,448

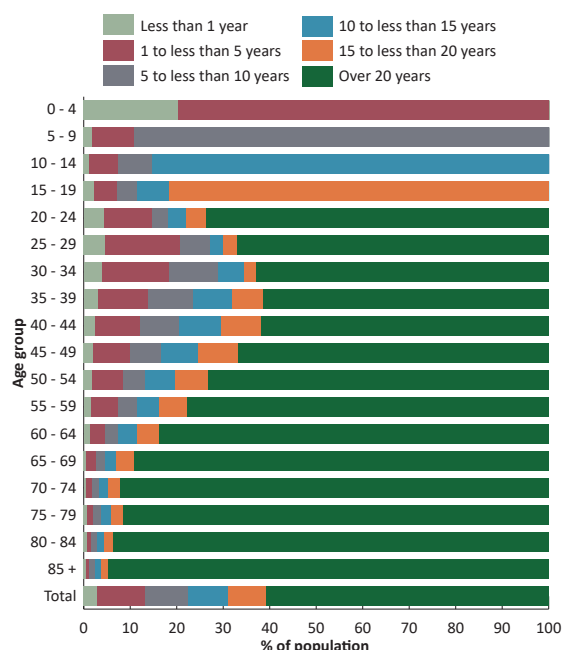
5.1 Length of stay on the island to date

Table 5.1.1: Length of stay by age (at 31st March 2021)

	Less than 1 year	1 to less than 5 years	5 to less than 10 years	10 to less than 15 years	15 to less than 20 years	Over 20 years	Total
0 - 4	548	2,150	-	-	-	-	2,698
5 - 9	60	296	2,936	-	-	-	3,292
10 - 14	36	203	242	2,823	-	-	3,304
15 - 19	68	154	135	215	2,562	-	3,134
20 - 24	155	380	125	137	164	2,683	3,644
25 - 29	175	619	246	112	112	2,581	3,845
30 - 34	159	599	429	238	98	2,609	4,132
35 - 39	116	426	382	327	262	2,422	3,935
40 - 44	92	378	328	351	340	2,411	3,900
45 - 49	85	343	289	337	375	2,878	4,307
50 - 54	88	327	240	318	355	3,651	4,979
55 - 59	72	294	198	233	307	3,857	4,961
60 - 64	54	138	118	174	196	3,551	4,231
65 - 69	*	71	66	88	132	3,116	3,492
70 - 74	*	52	54	67	97	3,329	3,612
75 - 79	*	29	39	50	55	2,116	2,306
80 - 84	*	*	26	27	36	1,771	1,888
85 - 89	*	*	*	*	*	1,055	1,106
90 - 94	*	*	*	*	*	486	519
95 +	-	*	*	*	*	155	163
Total	1,779	6,484	5,876	5,521	5,117	38,671	63,448

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

Figure 5.1.1: Length of stay by age as a percentage of population by age group (at 31st March 2021)



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

It can be seen in **Figure 5.1.1** and **Table 5.1.1** that, at the end of March 2021, 60.9% of the population had been resident for over twenty years.

The maximum length of time a person can have been resident for is restricted by their age. However, persons in age categories of 20 upwards could achieve a 20-year stay. Of these categories, the 35 to 39 age category contains the lowest proportion of people that have been resident for over 20 years, at 61.6%.

The 25 to 29 age category saw the highest proportion of people that had been resident for less than one year (4.6%), with the exception of the 0 to 4 age group. The total number of people that had been resident for less than one year decreased by 574 people (24%) between 31st March 2020 and 31st March 2021 (from 2,353 to 1,779 people). It is likely that the travel restrictions in place during 2020 and early 2021 had a large impact on migration, for example of seasonal workers to support hostelry and other tourist-based activities.

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

5.2 Country of birth

Information on country of birth is available for 89% of the population and is sourced from Population Management, Health & Social Care and Environment & Infrastructure. This is an increase of 7% since 2014 due to enhancements made to the Rolling Electronic Census system. The coverage of this information is evenly distributed across the population, so the figures presented as percentages of people with known country of birth (rather than percentages of the total population) in **Table 5.2.1** and **Figure 5.2.1** are considered reliable for the whole population.

People born in Guernsey made up the largest proportion of the population at the end of March 2021 (60.1%). Those born in the United Kingdom or the Republic of Ireland made up the next highest proportion, at 27.0%.

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

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

Table 5.2.1: Country of birth (at 31st March 2021)

	No. people	% of total population	% of people with known country of birth
Guernsey	33,944	53.5	60.1
Other Crown Dependencies	435	0.7	0.8
United Kingdom and Republic of Ireland	15,232	24.0	27.0
Portugal	1,330	2.1	2.4
Latvia	890	1.4	1.6
Other Europe	1,746	2.8	3.1
Rest of world	2,889	4.6	5.1
Place of birth unknown	6,982	11.0	-
Total	63,448	100	100

Figure 5.2.1: Country of birth as a percentage of people with known country of birth (at 31st March 2021)

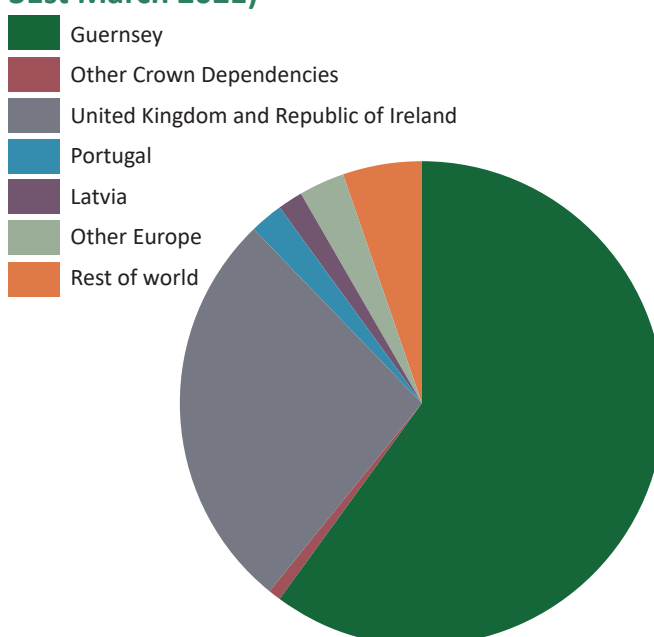


Table 5.2.2: Length of stay by country of birth (at 31st March 2021)

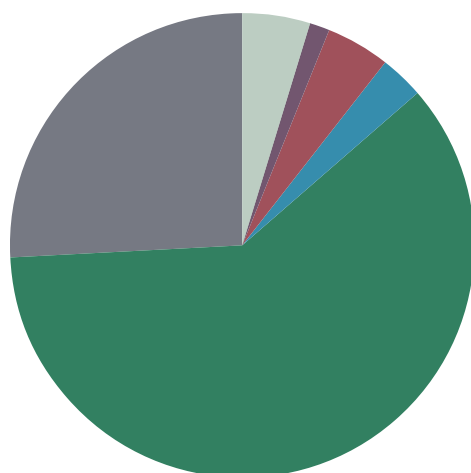
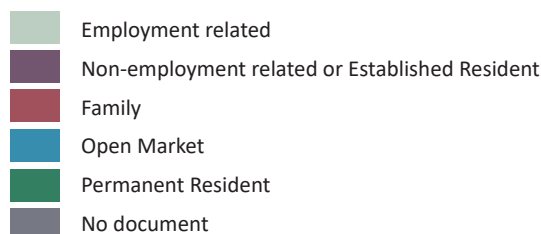
	Less than 1 year	1 to less than 5 years	5 to less than 10 years	10 to less than 15 years	15 to less than 20 years	Over 20 years	Total
Guernsey	372	1,818	164	1,908	2,705	26,977	33,944
Other Crown Dependencies	12	29	21	28	29	316	435
United Kingdom and Republic of Ireland	459	1,608	1,328	1,434	1,502	8,901	15,232
Portugal	49	286	250	174	134	437	1,330
Latvia	36	225	201	218	177	33	890
Other Europe	118	474	299	238	131	486	1,746
Rest of world	285	924	426	356	278	620	2,889
Place of birth unknown	448	1,120	3,187	1,165	161	901	6,982
Total	1,779	6,484	5,876	5,521	5,117	38,671	63,448

5.3 Residence status

Table 5.3.1: Population by residence status (at 31st March 2021)

	No. people	% of total population
Employment related	3,019	4.8
Non-employment related or Established Resident	986	1.6
Family	2,782	4.4
Open Market	1,877	3.0
Permanent Resident	38,416	60.5
No document	16,368	25.8
Total	63,448	100.0

Figure 5.3.1: Population by residence status (at 31st March 2021)



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

At the end of March 2021, as shown in **Table 5.3.1**, Permanent Residents made up 60.5% of the population. 4.8% of people had a residence status dependent on their employment. People whose residence was dependent on living in Open Market accommodation constituted 3.0% of the population. The "Family" category consists of people who live in the Local Market and whose ability to remain in the Island is dependent on a family member's residence status, this related to 4.4% of the population. 1.6% of the population were permitted to reside in Guernsey for reasons not dependent on employment, accommodation or family. This includes Established Residents who have been resident on the Island for 8 consecutive years or more but do not yet have Permanent Resident status.

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

Information on residence status and employment as at the end of September 2021 can be found in **Section 9.3**.

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

5.3 Residence status

Residence status can also be broken down by age, economic status and length of stay (see [page 19](#)). At the end of March 2021, 20% of Permanent Residents (7,719 people) were aged 50 to 59, the highest proportion for that residence status (see [Table 5.3.2](#)). 50% of people whose residence status was dependent on their employment were aged between 20 and 39 (1,522 people).

63% of people with no document were aged 19 or under (10,338 people). People under 16 years of age do not need to have an official residence status unless they are employed.

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

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

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

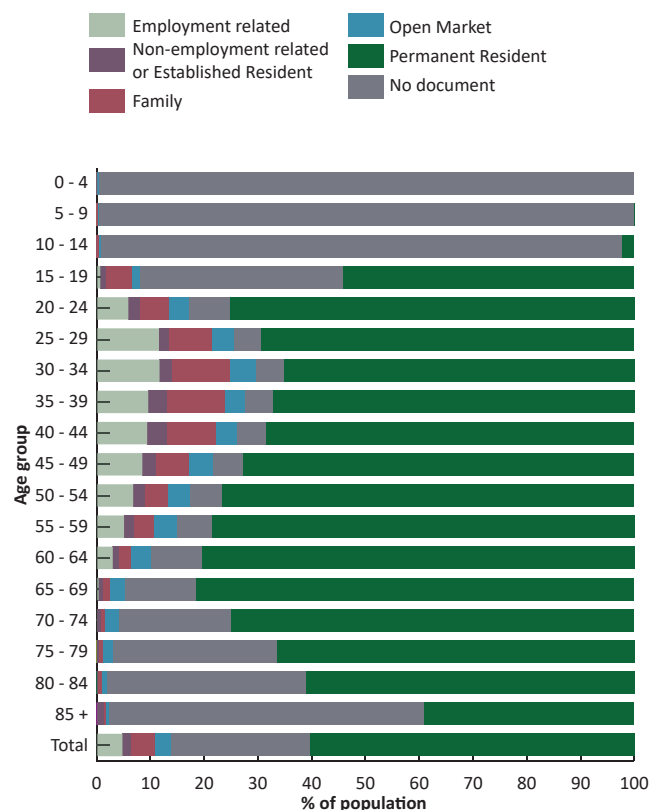
Information on residence status and employment as at the end of September 2021 can be found in [Section 9.3](#).

Table 5.3.2: Residence status by age (at 31st March 2021)

	Employment related	Non-employment related or Established Resident	Family	Open Market	Permanent Resident	No document
Under 10	0	0	*	*	*	5,958
10 to 19	21	35	159	61	1,780	4,380
20 to 29	662	142	512	287	5,414	472
30 to 39	860	228	876	337	5,341	425
40 to 49	736	254	623	338	5,806	450
50 to 59	591	193	399	417	7,719	621
60 to 69	143	78	132	261	6,251	858
70 to 79	*	28	49	136	4,239	1,460
80 to 89	0	*	*	23	1,646	1,291
90 and over	0	*	*	*	210	453
Total	3,019	986	2,782	1,877	38,416	16,368

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

Figure 5.3.2: Residence status by age (at 31st March 2021)



5.3 Residence status

Table 5.3.3: Residence status by economic status (at 31st March 2021)

	Employment related	Non-employment related or Established Resident	Family	Open Market	Permanent Resident	No document
Employed	2,770	673	1,840	1,165	20,069	928
Full-time education	*	37	193	78	2,271	7,799
Incapacitated	*	*	*	*	801	26
Non-employed	*	126	376	408	11,096	4,201
Self-employed	89	61	115	115	2,422	254
Unemployed	*	*	25	*	601	20
Other	130	58	216	90	1,156	3,140
Total	3,019	986	2,782	1,877	38,416	16,368

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

Figure 5.3.3: Residence status by economic status (at 31st March 2021)

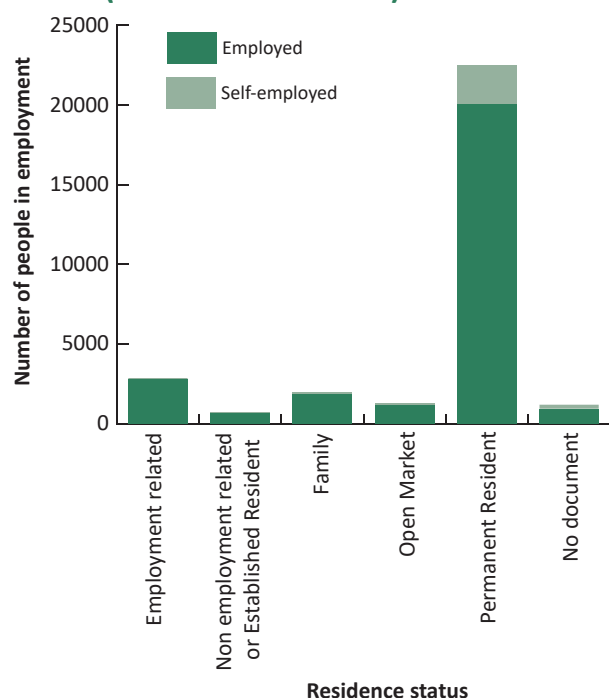


Table 5.3.3 shows residence status by economic status. At the end of March 2021, 66% of people whose residence was dependent on a family member were employed (1,840 people) and 7% were in full time education (193 people). 62% of people whose residence was dependent on living in Open Market accommodation and 68% who were resident for non-employment related reasons were employed at the end of March 2021 (1,165 and 673 people respectively).

Permanent Residents accounted for 74% of all employed and self-employed people (see **Figure 5.3.3**) on 31st March 2021.

Table 5.3.4 shows that 1,504 people (50%) with an employment related residence status had been resident on the Island for 1 to less than 5 years. 482 people (16%) had been resident for less than 1 year.

89% of Permanent Residents had been resident on the Island for over 20 years (34,043 people), compared to 17% (312 people), 4% (104 people) and 2% (63 people) of those whose residence was dependent on Open Market accommodation, a family member or employment respectively.

Information on residence status and employment as at the end of September 2021 can be found in **Section 9.3**.

Table 5.3.4: Residence status by length of stay (at 31st March 2021)

	Employment related	Non-employment related or Established Resident	Family	Open Market	Permanent Resident	No document
Less than 1 year	482	17	255	103	7	915
1 to less than 5 years	1,504	59	942	556	61	3,362
5 to less than 10 years	638	235	865	319	143	3,676
10 to less than 15 years	248	356	470	367	826	3,254
15 to less than 20 years	84	117	146	220	3,336	1,214
Over 20 years	63	202	104	312	34,043	3,947
Total	3,019	986	2,782	1,877	38,416	16,368

5.4 Household composition

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

People for whom a precise address was not known on the snapshot date (as described on [page 22](#)) cannot be grouped into households. However, the number of them has been relatively stable since 2015, so should not have a significant impact on the trend shown in [Table 5.4.1](#).

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

There were approximately 24,955 households living in Guernsey on 31st March 2021, 0.6% more than the previous year (see [Table 5.4.1](#)). The average number of people per household has decreased from 2.6 in 2016 to 2.5 in 2021.

The categories presented in [Table 5.4.2](#) are the same as those used in the [Guernsey Household Income Report](#) but differ to those used in the previous edition of this Report. The ten most common household types describe 93.8% of all households as at March 2021. 27.5% were one adult households without child(ren) and 30.3% were two adult households without child(ren).

[Page 21](#) shows the trend in household composition since 2016.

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

	Number of households	Average number of people per household
2015	23,888	2.6
2016	24,221	2.6
2017	24,295	2.5
2018	24,379	2.5
2019	24,548	2.5
2020	24,809	2.5
2021	24,955	2.5

Table 5.4.2: Household composition type (at 31st March 2021)

Composition Type	No. people	No. households	% of total households
One adult aged 16 to 64	3,864	3,864	15.5
One adult aged 65 or over	2,988	2,988	12.0
One adult aged 16 to 64 and one or more child aged 15 or under	2,726	1,053	4.2
Two adults both aged 16 to 64	7,232	3,616	14.5
Two adults, one aged 16 to 64 and one aged 65 or over	2,574	1,287	5.2
Two adults both aged 65 or over	5,322	2,661	10.7
Two adults both aged 16 to 64 and one or more child aged 15 or under	10,503	2,780	11.1
Three or four adults all aged 16 to 64	8,651	2,576	10.3
Three or four adults aged 16 to 64 or 65 or over	4,388	1,344	5.4
Three or four adults all aged 16 to 64 and one or more child aged 15 or under	5,913	1,242	5.0
Other	8,758	1,544	6.2
Address unknown	529	-	-
Total	63,448	24,955	100.0

5.4 Household composition

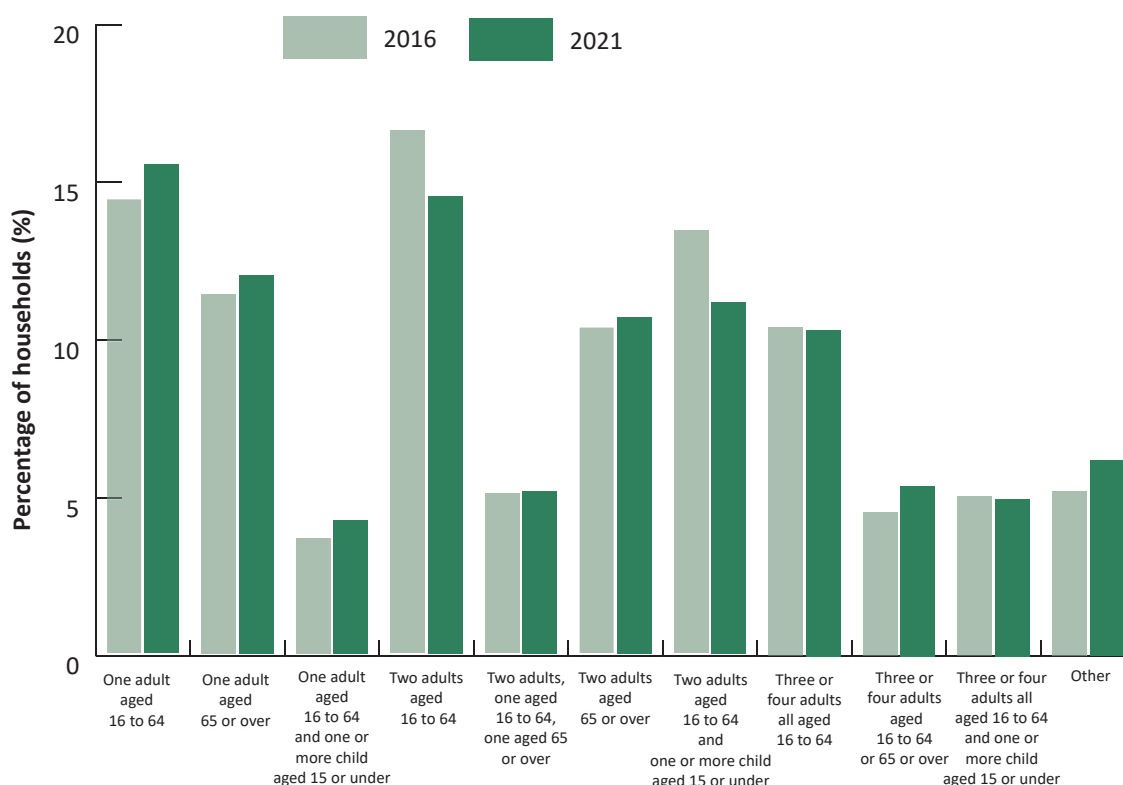
Table 5.4.3 and **Figure 5.4.1** show the change in household composition over time. It can be seen that the proportion of all one adult households increased between 2016 and 2021, the largest increase seen in One adult aged 16 to 64 households (from 14.4% in 2016 to 15.5% in 2021, see **Figure 5.4.1**). The proportion of all households with at least one person aged 65 or more saw an increase between 2016 and 2021. In contrast, households containing two or more adults aged 16 to 64 decreased between the same time period.

One adult aged 16 to 64 households saw the largest increase in the number of households between 2016 and 2021 (an increase of 385 households, see **Table 5.4.3**), whilst the largest decrease was seen in the number of Two adults both aged 16 to 64 and one or more child aged 15 or under households (a decrease of 462 households).

Table 5.4.3: Number of households by household composition type (at 31st March)

Composition Type	2016	2017	2018	2019	2020	2021
One adult aged 16 to 64	3,479	3,558	3,635	3,639	3,804	3,864
One adult aged 65 or over	2,760	2,806	2,842	2,887	2,970	2,988
One adult aged 16 to 64 and one or more child aged 15 or under	887	825	880	914	994	1,053
Two adults both aged 16 to 64	4,011	3,973	3,857	3,880	3,713	3,616
Two adults, one aged 16 to 64 and one aged 65 or over	1,227	1,229	1,250	1,266	1,261	1,287
Two adults both aged 65 or over	2,496	2,554	2,602	2,638	2,671	2,661
Two adults both aged 16 to 64 and one or more child aged 15 or under	3,242	3,302	3,215	3,105	2,986	2,780
Three or four adults all aged 16 to 64	2,522	2,492	2,484	2,516	2,600	2,576
Three or four adults aged 16 to 64 or 65 or over	1,107	1,086	1,122	1,187	1,212	1,344
Three or four adults all aged 16 to 64 and one or more child aged 15 or under	1,224	1,213	1,177	1,185	1,202	1,242
Other	1,266	1,257	1,315	1,331	1,396	1,544
Total	24,221	24,295	24,379	24,548	24,809	24,955

Figure 5.4.1: Proportion of households by household composition type (at 31st March)

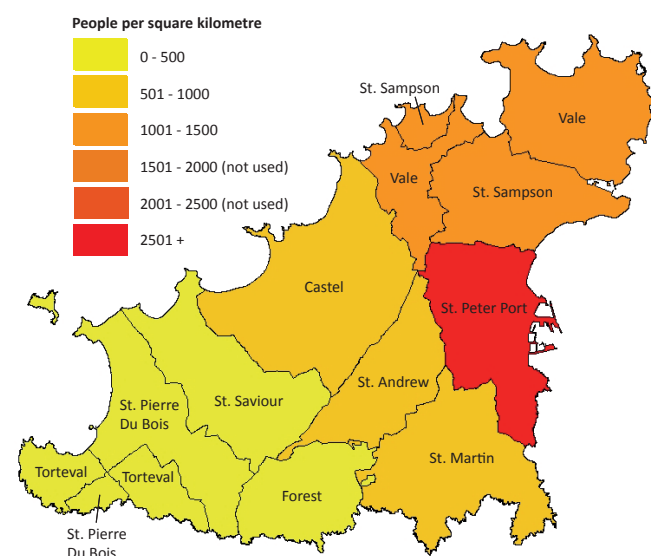


6.1 Population by parish

Table 6.1.1: Population and population density by parish (at 31st March 2021)

	No. people	% of total population	Population density (people per square kilometre)
Castel	8,827	13.9	865
Forest	1,563	2.5	381
St. Andrew	2,346	3.7	521
St. Martin	6,626	10.4	908
St. Peter Port	19,295	30.4	3,015
St. Pierre Du Bois	2,076	3.3	335
St. Sampson	9,033	14.2	1,434
St. Saviour	2,828	4.5	442
Torteval	1,030	1.6	332
Vale	9,559	15.1	1,074
Herm and Jethou	87	0.1	76
Address unknown	178	0.3	-
Total	63,448	100	998

Figure 6.1.1: Population density map (at 31st March 2021)



The spatial population analysis presented in **Sections 6 and 7** is based on people's residential address, collated from all information sources linked into the Rolling Electronic Census system. There is an automated process to determine which address is the most up-to-date and reliable one to use for each person. The coverage has been increased from 99.5% in March 2015 to 99.7% in March 2021 due to enhancements to the Rolling Electronic Census system. The 0.3% of the population for which the address was unknown includes those for whom only a business address was held or an address with insufficient detail to determine a specific location on the island.

As shown in **Table 6.1.1**, St. Peter Port had the highest population and the highest population density at 19,295 people (30.4% of the population) and 3,015 people per square kilometre at the end of March 2021. The population density of St. Peter Port is more than double that of St. Sampson, which has the next highest density.

The parish with the lowest population is Torteval and is the smallest parish by area. St. Pierre du Bois and Torteval had the lowest population density at the end of March 2021 (with 335 and 332 people per square kilometre respectively), nine times lower than St. Peter Port.

Population densities are mapped in **Figure 6.1.1**.

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

Table 6.1.2: Percentage of population by age group and parish (at 31st March 2021)

	Castel	Forest	St. Andrew	St. Martin	St. Peter Port	St. Pierre Du Bois	St. Sampson	St. Saviour	Torteval	Vale	Herm and Jethou
0 - 15	17.6	14.6	17.5	17.3	14.7	13.6	15.0	16.3	13.5	15.5	17.2
16 - 64	58.0	61.0	60.4	60.7	70.4	61.0	63.0	60.5	58.6	61.0	80.5
65 - 84	20.5	21.8	19.8	18.2	13.0	22.5	19.4	20.2	23.9	20.2	2.3
85 +	3.9	2.6	2.4	3.8	1.9	2.9	2.5	3.0	4.0	3.3	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

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

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

Table 6.2.1: Population by primary school catchment area and age (at 31st March 2021)

	0	1	2	3	4	5	6	7	8	9	10	11
Amherst Primary	97	80	76	105	89	80	90	86	94	76	74	79
Castel Primary	33	45	36	50	57	66	63	71	80	82	73	70
Forest Primary	8	10	13	13	15	14	14	23	17	21	25	26
Hautes Capelles Primary	57	62	44	66	75	53	61	81	61	71	66	67
La Houquette Primary	35	38	28	44	45	61	48	70	75	83	69	69
La Mare de Carteret Primary	32	46	49	49	59	57	71	55	70	70	66	72
St Martins Primary	54	71	78	68	87	94	72	94	89	107	68	95
Vale Primary	83	72	91	94	90	88	93	85	96	96	101	104
Vauvert Primary	91	92	94	93	82	120	88	94	111	102	98	97
Address Unknown	1	0	0	0	0	0	0	0	1	0	0	0
Total	491	516	509	582	599	633	600	659	694	708	640	679

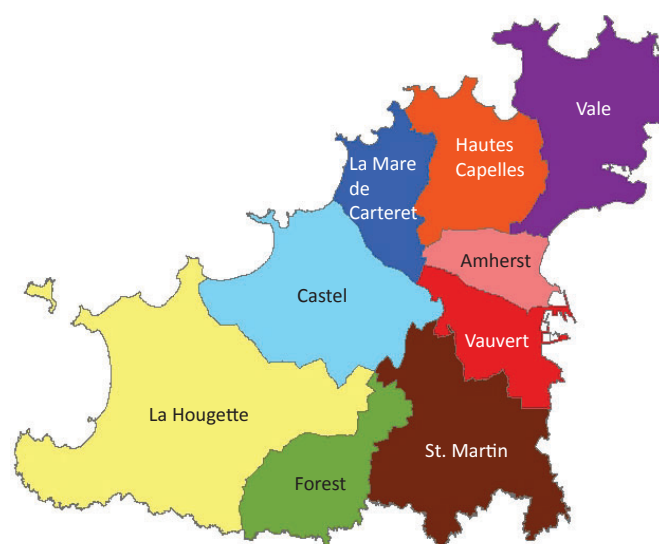
Primary Schools in Guernsey accept children from a specific area of the Island known as the school's catchment area. Each child will normally attend the school in the catchment area where they live.

This page shows which school catchment area people of pre-school and primary school age lived in on 31st March 2021.

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

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

Figure 6.2.1: School catchment area map



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

7.1 Population by housing market

Table 7.1.1: Population by Housing Market (at 31st March 2021)

	No. people	% of total population
Local Market	57,878	91.2
Open Market part A	3,340	5.3
Open Market part B	385	0.6
Open Market part C	199	0.3
Open Market part D	1,117	1.8
Address unknown	529	0.8
Total	63,488	100.0

Figure 7.1.1: Population by Housing Market (at 31st March 2021)

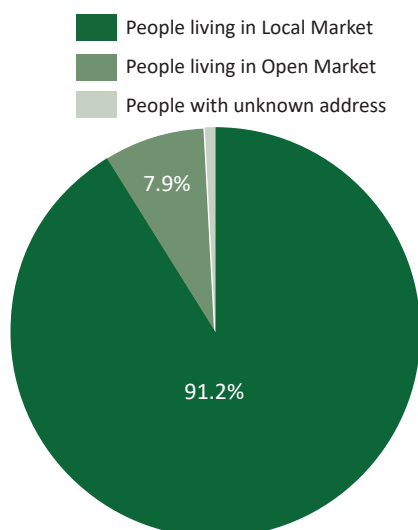
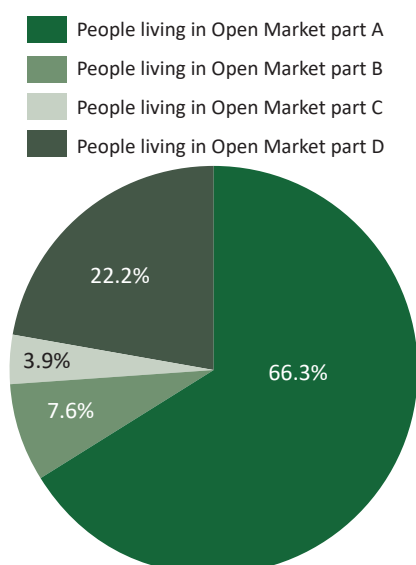


Figure 7.1.2: Population by Open Market part (at 31st March 2021)



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

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

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

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

As shown in **Table 7.1.1** and **Figure 7.1.1**, 91.2% of the population lived in Local Market property units at the end of March 2021.

7.9% of the population lived in Open Market property units. The majority of that portion (66.3%) lived in Open Market part A units (see **Figure 7.1.2**).

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

7.2 Population by tenure

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

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

Table 7.2.1 and **Figure 7.2.1** include both Local and Open Market residents (further breakdown by Market is included on [page 27](#)). It can be seen that 63.5% of the population lived in private owner occupied accommodation at the end of March 2021 compared with 22.0% in private rental accommodation. 9.4% lived in affordable social housing whilst 0.9% lived in affordable intermediate (partial ownership) properties.

Specialised housing includes units which involve some element of care. Residential and nursing homes as well as any extra care accommodation are categorised as specialised. **Table 7.2.2** shows that at the end of March 2021, 1.1% of the population lived in specialised housing (0.8% in the private market and 0.3% in the affordable market). 27% of all people living in specialised housing were in the affordable market.

Of the 63,448 total, 1.1% of the population (723 people) lived in accommodation that specifically catered for those aged over 55 at the end of March 2021. Of this 1.1%, 12% lived in specialised housing.

Table 7.2.1: Population by housing tenure (at 31st March 2021)

		No. people	% of total population
Private market	Owner occupied	40,299	63.5
	Rented	13,972	22.0
Affordable market	Social	5,991	9.4
	Intermediate	544	0.9
Other		2,113	3.3
Address unknown		529	0.8
Total		63,448	100

Figure 7.2.1: Population by housing tenure (at 31st March 2021)

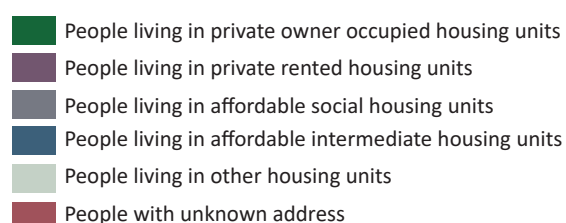


Table 7.2.2: Population by Specialised housing (at 31st March 2021)

		No. people	% of total population
Specialised	Private market	505	0.8
	Affordable market	187	0.3
Non-specialised	Private market	53,766	84.7
	Affordable market	6,348	10.0
Other		2,113	3.3
Address unknown		529	0.8
Total		63,448	100

7.2 Population by tenure

Table 7.2.3: Population by housing tenure (at 31st March)

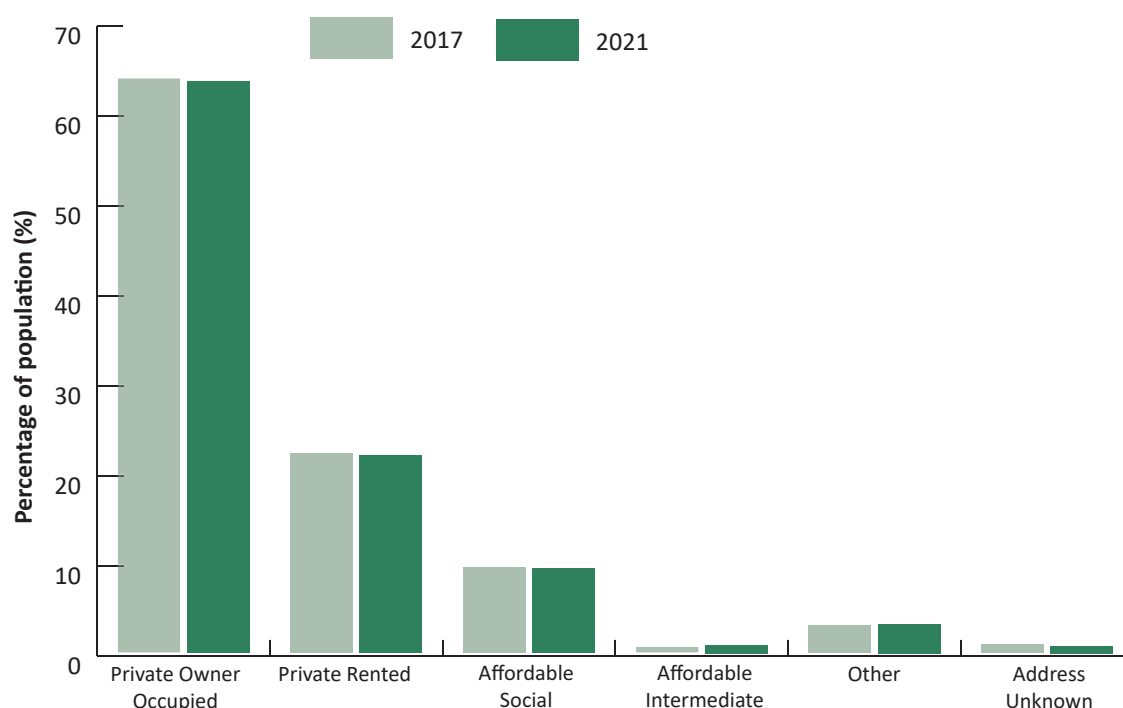
		2017	2018	2019	2020	2021
Private market	Owner occupied	39,679	39,878	39,819	40,009	40,299
	Rented	13,809	13,571	13,859	14,039	13,972
Affordable market	Social	5,890	5,934	5,908	5,884	5,991
	Intermediate	373	400	435	496	544
	Other	1,902	1,906	2,170	2,188	2,113
	Address unknown	540	618	601	539	529
	Total	62,193	62,307	62,792	63,155	63,448

Note: these figures are first estimates and are not changed retrospectively unlike total population figures and those broken down by age

Table 7.2.3 and **Figure 7.2.2** show the change in the number of people living in each tenure over time. It can be seen that there has been little change in the number of people living in each tenure over the last four years.

The proportion of people living in owner occupied properties decreased by 0.3 percentage points between March 2017 and March 2021. The proportion of people living in private rental accommodation also decreased (by 0.2 percentage points). In contrast, the proportion of those living in affordable intermediate housing increased by 0.3 percentage points between 2017 and 2021, whilst the proportion in affordable social housing remained the same.

Figure 7.2.2: Proportion of population by housing tenure (at 31st March)



7.3 Population by housing market and tenure

Table 7.3.1: Population by housing tenure (at 31st March 2021)

		% of people in Local Market	% of people in Open Market
Private market	Owner Occupied	65.3	49.5
	Rented	21.0	36.4
Affordable market	Social	10.4	0.0
	Intermediate	0.9	0.0
	Other	2.4	14.1
	Total	100.0	100.0

Figure 7.3.1: Housing tenure of people living in Local Market (at 31st March 2021)

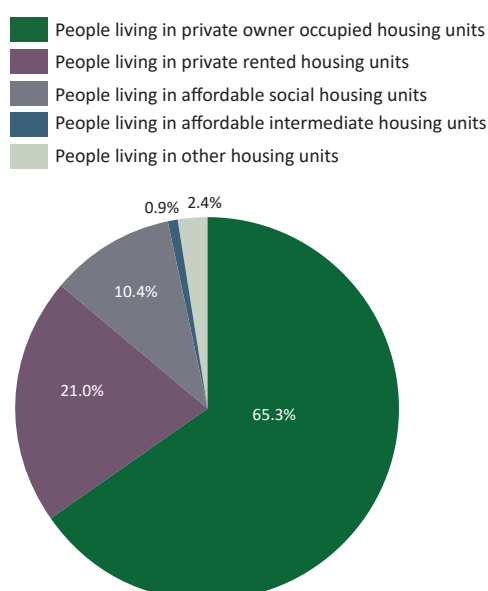
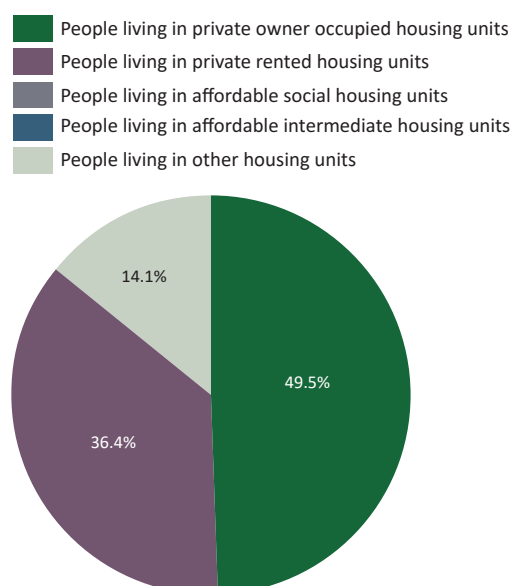


Figure 7.3.2: Housing tenure of people living in Open Market (at 31st March 2021)



As highlighted by **Figures 7.3.1** and **7.3.2**, the tenure profile of Open Market housing units is quite different to that of Local Market units. All the affordable housing units are in the Local Market, so people living in Open Market units cannot have this tenure type. 11.3% of the people living in Local Market units lived in affordable housing. The information presented here relates to the 99.2% of the population with a known address.

Table 7.3.1 shows that 65.3% of the population living in the Local Market were living in private owner occupied units at the end of March 2021, compared with 49.5% in the Open Market. This formed the highest proportion for both the Local and Open Market. People living in private rental accommodation formed the second highest proportion for both Markets (21.0% in the Local Market and 36.4% in the Open Market).

14.1% of people living in Open Market units had other tenure types, which included people living in Open Market hotels and lodging houses. A lower proportion of those living in Local Market units had other tenure types. This category included the hospital and the prison as well as self-catering units and the majority of staff accommodation.

Table 7.3.2 shows that 0.8% of the population living in the Local Market lived in specialised housing at the end of March 2021. Of those living in Open Market properties, 3.9% lived in specialised housing. Specialised housing includes units which involve some element of care. Residential and nursing homes as well as any extra care accommodation are categorised as specialised.

Table 7.3.2: Population by Specialised housing (at 31st March 2021)

		% of people in Local Market	% of people in Open Market
Specialised	Private market	0.5	3.9
	Affordable market	0.3	0.0
Non-specialised	Private market	85.8	81.9
	Affordable market	11.0	0.0
	Other	2.4	14.1
	Total	100.0	100.0

8.1 Population in employment or full-time education

At 31st March 2021, 64.4% of the population were in full-time education or in employment, a drop of 0.6 percentage points since March 2020 and a fall of 1.2 percentage points when compared to March 2019. These decreases are likely due to the measures put in place during 2020 and 2021 to help slow the spread of Covid-19.

Information on the profile of people in employment is available up to the end of September 2021 (see [Sections 9 and 10](#)). Information on unemployment is available up to the start of January 2022 (see [Section 11](#)).

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

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

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

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

	% of total population in employment or education
Q1 2015	60.9
Q1 2016	62.0
Q1 2017	65.5
Q1 2018	65.5
Q1 2019	65.7
Q1 2020	65.1
Q1 2021	64.4

Table 8.1.2 Percentage of population in employment or full-time education by age at 31st March 2021

	Female	Male	Total
14 and under	72.2	72.5	72.3
15 to 19	90.4	90.4	90.4
20 to 24	84.8	86.3	85.6
25 to 29	81.4	86.8	84.2
30 to 34	79.2	88.7	84.0
35 to 39	78.6	87.8	83.4
40 to 44	79.8	88.6	84.1
45 to 49	79.6	87.8	83.6
50 to 54	77.4	86.5	81.7
55 to 59	69.4	82.9	76.1
60 to 64	54.2	71.0	62.4
65 to 69	17.4	20.1	18.7
70 to 74	4.0	5.2	4.6
75 to 79	1.2	1.7	1.4
80 to 84	0.6	0.3	0.5
85 and over	0.0	0.3	0.1
Total	60.5	68.4	64.4

8.1 Population in employment or full-time education

Figure 8.1.1 Population by economic status and age (at 31st March 2021)

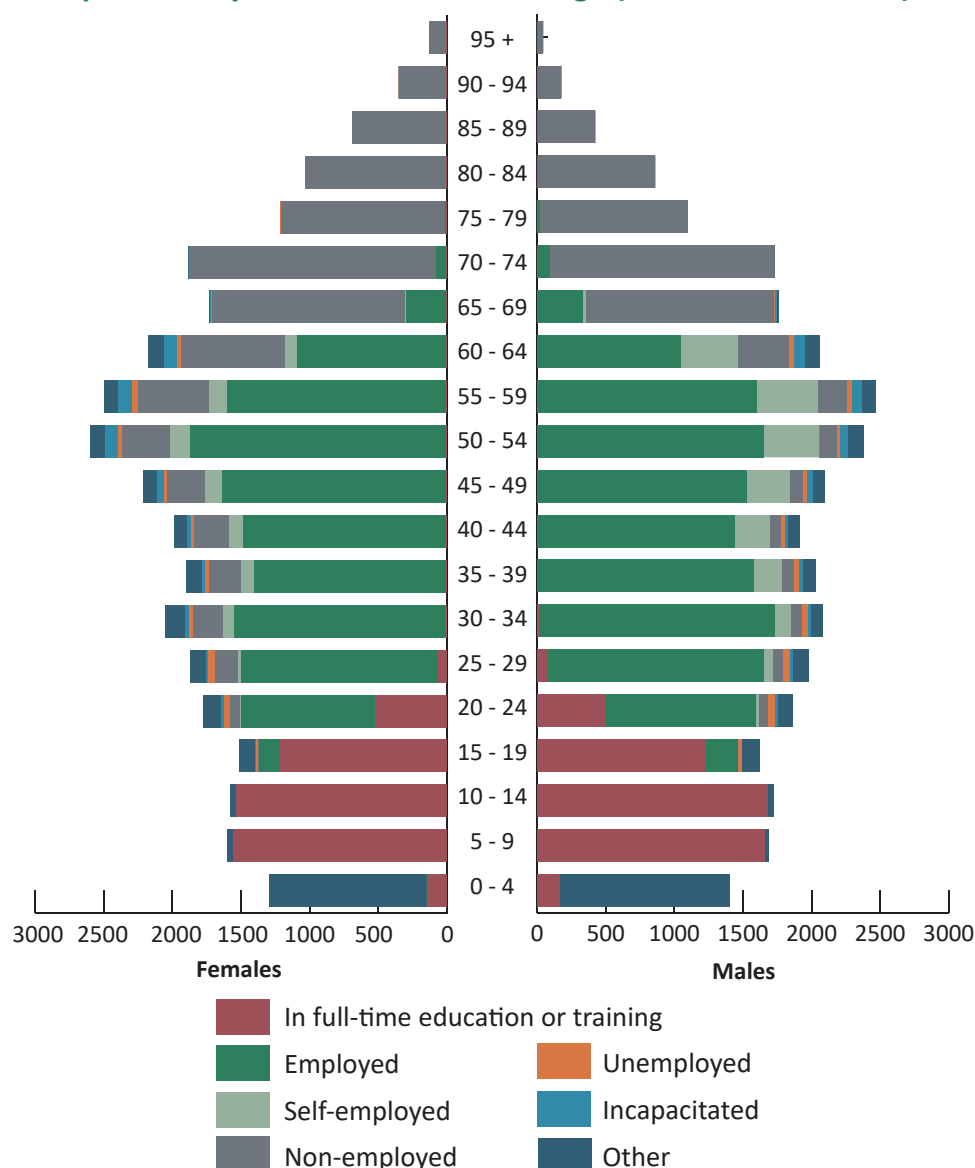


Figure 8.1.1 shows how economic status varies by age group and gender. Overall, 80.9% of the population aged 16 to 64 years old were either in full-time education, employed or self-employed at the end of March 2021. Of those aged between 65 and 74, 11.5% (818 people) were in employment.

People in full-time education or training 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 (1,862 people), the 25 to 29 age group had the largest proportion of employed females (76.6%). For males, the proportion of the population in employment peaks in the 30 to 34 years age group (82.3%). The number of males employed is also highest in this age category (1,717 people).

Self-employment was more apparent in males and non-employment was more apparent in females at the end of March 2021. Unemployment was slightly more apparent in males. Information on unemployment is available up to the start of January 2022 and can be found in [Section 11](#).

9.1 Employment trends

Figure 9.1.1 Annual percentage change in total employment at 30th September 2021

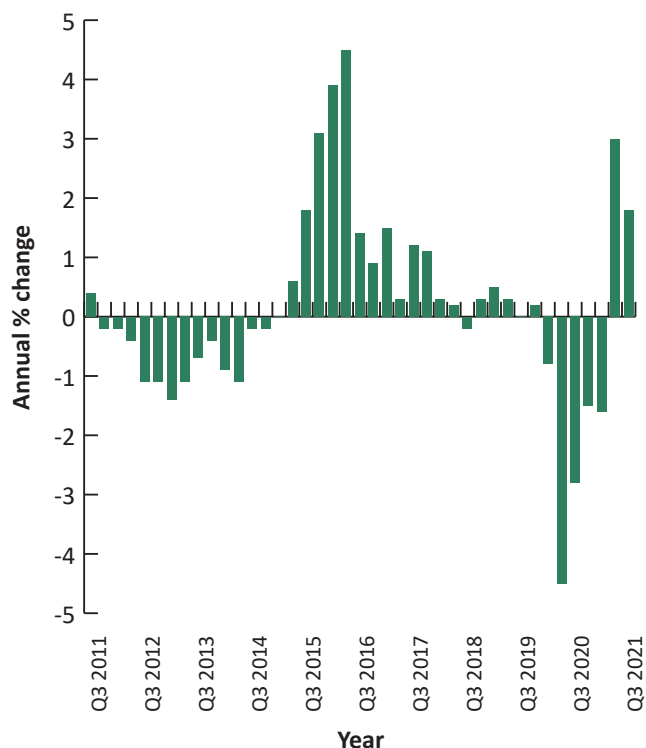


Table 9.1.1 Annual percentage change in total employment, employees and self-employed

	Employed	Self-employed	Total employment
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
Q3 2021	1.8	1.5	1.8

Figures rounded to one decimal place

There was an overall increase of 1.8% (see [Figure 9.1.1](#) and [Table 9.1.1](#)) in the number of people either employed or self-employed at the end of September 2021 compared to the end of September 2020. There were, however, 1.0% fewer people in employment at the end of September 2021 when compared to the same time in 2019.

The number of employed people as at 30th September 2021 increased by 1.8% when compared to 30th September 2020 but showed a decrease of 1.4% compared to September 2019. The number of self-employed people in September 2021 increased by 1.5% when compared to September 2020 and showed a 2.4% increase when compared to September 2019. Unemployment information is available more quickly than employment information and is included in [Section 11](#).

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.

9.2 Employment by age and gender

Table 9.2.1 Employment status by age group at 30th September 2021

	Employed			Self-employed			Total in employment
	Female	Male	Total	Female	Male	Total	
14 and under	*	*	*	*	*	*	*
15 to 19	158	284	442	*	*	*	444
20 to 24	978	1,074	2,052	8	20	28	2,080
25 to 29	1,403	1,552	2,955	26	65	91	3,046
30 to 34	1,541	1,760	3,301	70	120	190	3,491
35 to 39	1,429	1,618	3,047	104	206	310	3,357
40 to 44	1,470	1,473	2,943	106	258	364	3,307
45 to 49	1,620	1,529	3,149	126	304	430	3,579
50 to 54	1,849	1,665	3,514	151	396	547	4,061
55 to 59	1,641	1,607	3,248	134	458	592	3,840
60 to 64	1,108	1,100	2,208	92	410	502	2,710
65 to 69	320	368	688	7	30	37	725
70 to 74	90	97	187	*	*	*	187
75 and over	24	31	55	*	*	*	55
16 to 64	13,197	13,662	26,859	818	2,238	3,056	29,915
65 and over	434	496	930	7	30	37	967
Total	13,631	14,159	27,790	825	2,268	3,093	30,883

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

At 30th September 2021, 30,883 people were either employed or self-employed in Guernsey, of whom 967 people (3.1%) were aged over 65 years (see [Table 9.2.1](#)). This age bracket accounted for 3.3% of employed people and 1.2% of self-employed people. Of the total number of people in employment, 34.4% were aged between 50 and 64.

Of the 26,859 employed people aged 16 to 64 at the end of September 2021, 13,197 (49.1%) were female and 13,662 (50.9%) were male. This compares to 818 self-employed females and 2,238 males, which equates to 26.8% and 73.2% of the 3,056 total.

Page 32 shows the number of people employed and self-employed by age group at the end of September 2021 compared to the end of September 2020 and September 2019.

Findings from two Community Surveys, one undertaken between 22nd June and 30th July 2020 and the other between 3rd September and 14th October 2021, have been made available at www.gov.gg/covid19data and provide more detailed information on how the Covid-19 pandemic impacted working, incomes and well-being.

9.2 Employment by age and gender

Figure 9.2.1 Employment by age and gender at 30th September

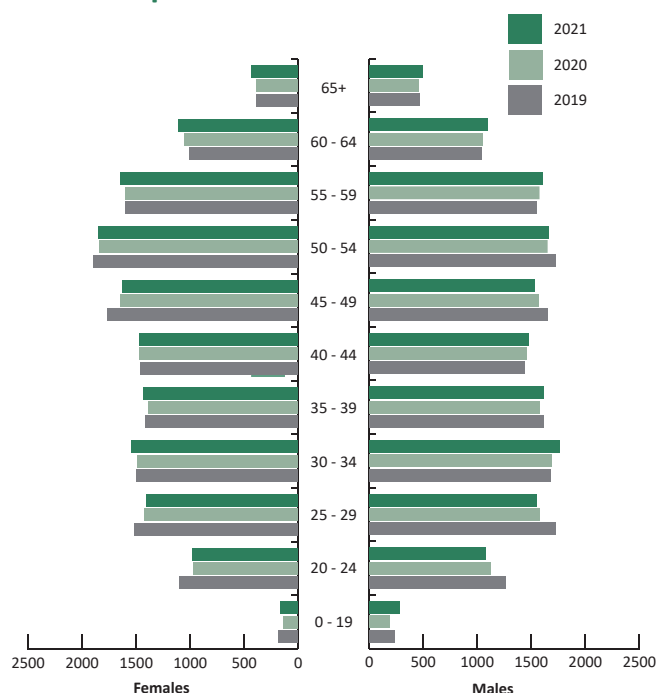
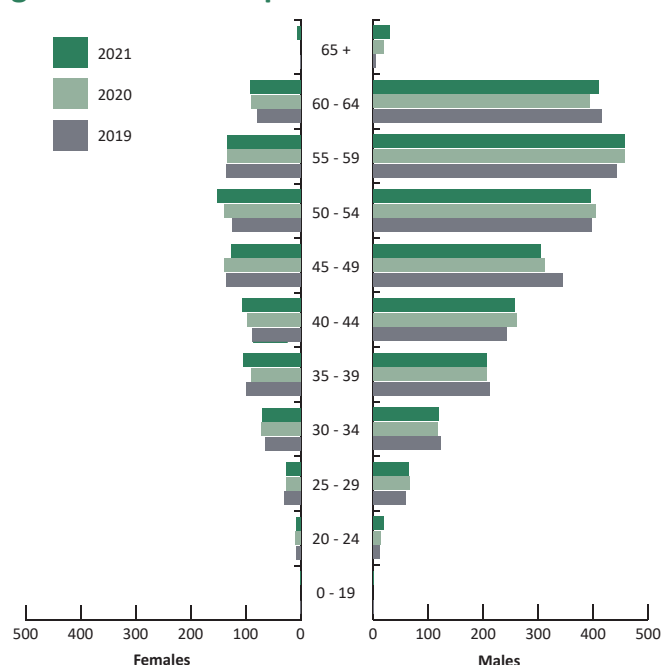


Figure 9.2.2 Self-employment by age and gender at 30th September



The difference in the number of employed and self-employed people between September 2019, 2020 and 2021 are shown in **Figures 9.2.1** and **9.2.2** respectively.

Figure 9.2.1 shows that between September 2020 and September 2021 the number of employed people in every age group increased, with the exception of the 25 to 29 and 40 to 49 age groups for females and the 20 to 29 and 45 to 49 age group for males. The 60 to 64 age group showed the largest increase for females (an increase of 61 people), whereas for males the largest increase was seen in the 0 to 19 age group (an increase of 98 people between September 2020 and September 2021).

The number of employed females and males aged 20 to 29 decreased by 226 and 362 people respectively, when compared to the same time in 2019. The 45 to 49 age group also saw a large fall in the number of people employed between September 2019 and September 2021 (a decrease of 141 women and 123 men). The 60 to 64 age group saw the largest increase in the number of employed females (103 people), whereas the 30 to 34 group saw the largest increase in the number of employed males (83 people) between September 2019 and September 2021 (see **Figure 9.2.1**).

As can be seen in **Figure 9.2.2**, self-employment is more apparent in males than in females. Over the last two years, however, the total number of self-employed males has risen by 16 people (from 2,252 in September 2019 to 2,268 in September 2021), whereas the total number of self-employed women has increased by 57 people (from 768 to 825). The number of self-employed males in the 45 to 49 age category showed the largest decline between September 2019 and September 2021 and the 50 to 54 age group showed the largest increase for women.

9.3 Employment by residence status

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

As can be seen in **Figure 9.3.1**, the majority (73%) of those who were employed at the end of September 2021, 2020 and 2019 were classified as Permanent Residents* (20,466 at the end of September 2019 falling to 19,950 at the end of September 2020 and increasing to 20,282 at the end of September 2021). In contrast, the number of self-employed Permanent Residents* increased between September 2019 and September 2021 (from 2,370 to 2,461 people, see **Figure 9.3.2**).

Just under 10% of the total number of people employed at the end of September 2021, 2020 and 2019 were employed on the basis of an employment related licence*. The number of people in this category at the end of September 2021 was higher than at the end of September 2019 (2,709 and 2,673 people respectively, see **Figure 9.3.1**). **Figure 9.3.2** shows that the number of self-employed people on an employment related licence* increased from 85 people at the end of September 2019 to 90 people at the end of September 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 34](#).

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

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

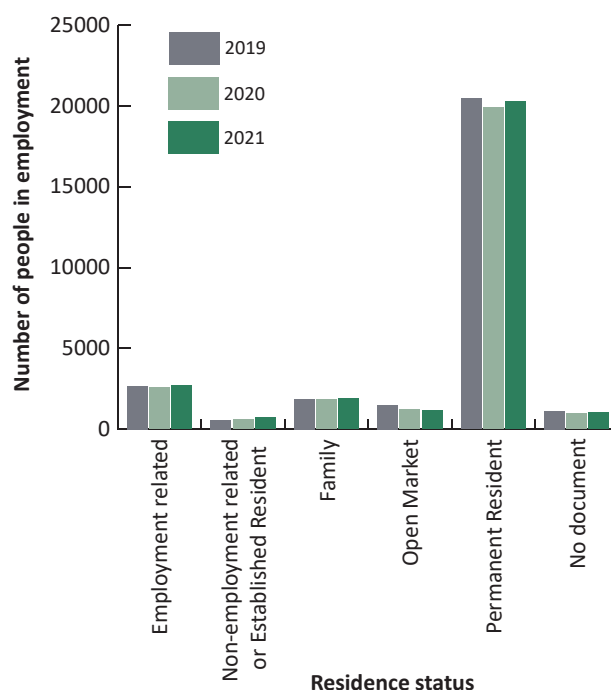
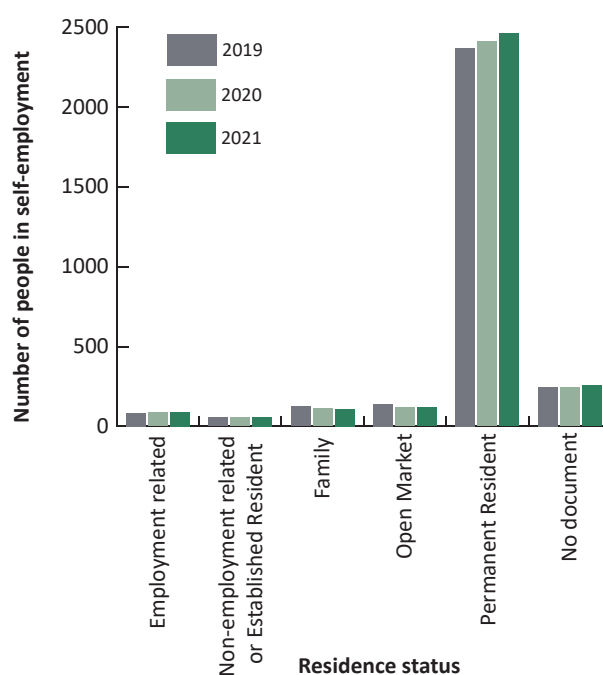


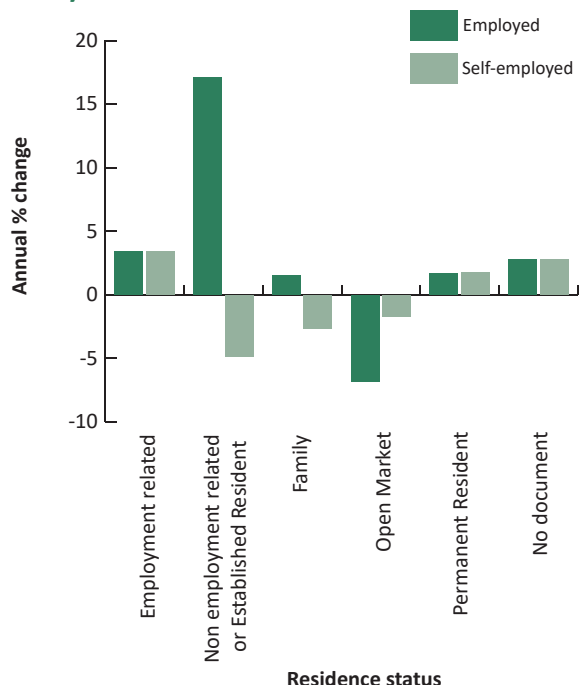
Figure 9.3.2: Self-employment by residence status (at 30th September)



*See [page 34](#) for definitions of the different types of residence status shown in **Figure 9.3.1** and **9.3.2**

9.3 Employment by residence status

Figure 9.3.3: Annual % change in employment (between September 2020 and September 2021)



* See below for definitions of the residence status categories found in [Figure 9.3.3](#) and [Figures 9.3.1](#) and [9.3.2](#) on [page 33](#).

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

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

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

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

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

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

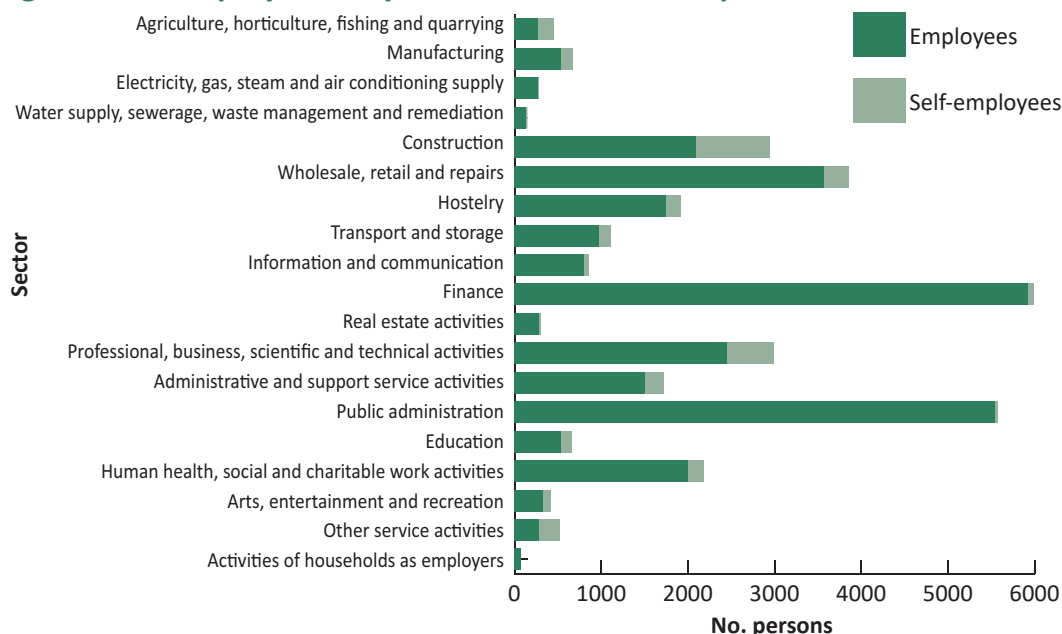
Between September 2020 and September 2021, the only decrease in the number of employed individuals was seen in the Open Market* category (a decrease of 7%, see [Figure 9.3.3](#)). The number of Established Residents or those with a non-employment related licence saw the largest decline for the self-employed between September 2020 and September 2021 (5%).

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 September 2020 and September 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 10% and 4% respectively between September 2020 and September 2021. The number of self-employed people who had an employment related licence increased by 3% during the same time period.

The "Non-employment related or Established Resident"* category saw the largest increase in the number of people employed between September 2020 and September 2021 (an increase of 17%). 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 2021 can be found in the latest [Quarterly Population, Employment and Earnings Bulletin](#), available from gov.gg/population.

9.4 Employment by economic sector

Figure 9.4.1 Employment by economic sector at September 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 9.4.1** and **Table 9.4.1** on **page 36** show all employees and self-employees for each sector. They are sourced from the Rolling Electronic Census and account for all employment, including second, third and fourth jobs that individuals may undertake. Some individuals, in addition to working for an employer, are also self-employed.

As shown in **Figure 9.4.1** and **Table 9.4.1**, the Finance sector was the largest employer in September 2021, accounting for 18.3% of total employment, or 5,992 people, 5,930 of whom were employed and 62 of whom were self-employed. The Construction sector had the largest number of self-employed people in September 2021 (843 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 in **Section 9.5**.

The number of positions advertised at the Job Centre and the skills reported by Unemployment Benefit claimants up to the start of January 2022, are presented by sector on **pages 46** and **47**.

9.4 Employment by economic sector

Table 9.4.1 Employment by economic sector at September 2021

	Employees			Self-employees			Total no. in employment	% of total for all sectors
	Female	Male	Total	Female	Male	Total		
Agriculture, horticulture, fishing and quarrying	84	186	270	39	146	185	455	1.4
Manufacturing	164	370	534	34	104	138	672	2.1
Electricity, gas, steam and air conditioning supply	54	215	269	*	*	6	275	0.8
Water supply, sewerage, waste management and remediation activities	14	118	132	*	*	18	150	0.5
Construction	137	1,958	2,095	18	825	843	2,938	9.0
Wholesale, retail and repairs	1,595	1,980	3,575	79	207	286	3,861	11.8
Hostelry	727	1,018	1,745	58	112	170	1,915	5.9
Transport and storage	234	743	977	16	113	129	1,106	3.4
Information and communication	195	609	804	14	40	54	858	2.6
Finance	3,191	2,739	5,930	8	54	62	5,992	18.3
Real estate activities	145	142	287	5	18	23	310	0.9
Professional, business, scientific and technical activities	1,346	1,111	2,457	159	380	539	2,996	9.2
Administrative and support service activities	686	823	1,509	28	180	208	1,717	5.3
Public administration	3,434	2,111	5,545	10	21	31	5,576	17.1
Education	406	129	535	94	32	126	661	2.0
Human health, social and charitable work activities	1,609	398	2,007	89	89	178	2,185	6.7
Arts, entertainment and recreation	168	166	334	35	48	83	417	1.3
Other service activities	225	54	279	180	58	238	517	1.6
Activities of households as employers	47	24	71	*	*	2	73	0.2
Total for all sectors	14,461	14,894	29,335	869	2,450	3,319	32,674	100.0

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

Table 9.4.2 Employment within the Finance sector at September 2021

	Total no. in employment	% of total Finance sector
Banking	1,537	25.7
Fiduciary	1,700	28.4
Funds	1,426	23.8
Insurance	771	12.9
Other	558	9.3
Total	5,992	100.0

Of the 5,992 people employed within the Finance sector, 1,537 people (25.7%) worked in Banking, 1,700 people (28.4%) were employed or self-employed in Fiduciaries and 1,426 worked in sub-sectors relating to Funds (23.8%) at the end of September 2021.

The annual change in the number of people employed and self-employed within each sector can be found in [Section 9.5](#).

Findings from two Community Surveys, one undertaken between 22nd June and 30th July 2020 and the other between 3rd September and 14th October 2021, have been made available at www.gov.gg/covid19data and provide more detailed information on how the Covid-19 pandemic impacted working, incomes and well-being.

9.5 Employment by sector trends

Table 9.5.1 Annual percentage change in total employment by sector

	Annual % change							
	2019 Q4	2020 Q1	2020 Q2	2020 Q3	2020 Q4	2021 Q1	2021 Q2	2021 Q3
Agriculture, horticulture, fishing and quarrying	-6.6	4.1	6.8	9.0	13.4	3.2	0.9	-0.7
Manufacturing	1.2	-1.8	0.9	0.6	-0.2	1.8	1.4	2.0
Electricity, gas, steam and air conditioning supply	-3.1	-0.3	-1.4	-7.2	-3.5	-5.9	-3.2	1.1
Water supply, sewerage, waste management and remediation activities	13.7	13.2	5.0	-0.8	-6.0	-4.7	0.0	25.0
Construction	3.5	0.1	1.4	2.9	2.4	3.2	5.1	3.1
Wholesale, retail and repairs	-1.4	-2.7	-5.7	-4.0	-3.7	-1.9	2.3	1.4
Hostelry	0.9	-4.7	-24.2	-17.7	-11.1	-9.8	12.4	4.4
Transport and storage	1.6	0.4	-8.0	-8.4	-3.1	-10.5	0.0	-1.0
Information and communication	8.0	9.9	8.9	7.2	0.5	-2.7	-0.9	-1.2
Finance	-2.9	-4.4	-4.9	-2.4	-1.8	-1.0	-0.2	-0.4
Real estate activities	12.3	10.4	8.2	5.6	2.4	-1.0	1.4	2.3
Professional, business, scientific and technical activities	2.2	3.3	-0.6	-1.4	-1.6	-2.0	2.8	5.8
Administrative and support service activities	0.4	0.6	-8.7	-6.7	-7.0	-6.2	7.9	4.9
Public administration	2.5	0.4	-1.9	-1.3	0.6	1.8	6.3	2.7
Education	-0.3	-1.9	-2.0	0.6	2.5	2.5	6.9	3.1
Human health, social and charitable work activities	2.8	3.5	-2.5	1.5	2.7	1.4	8.1	4.9
Arts, entertainment and recreation	0.8	-1.4	-14.4	0.5	8.0	7.7	16.5	6.1
Other service activities	-2.2	-3.2	-6.8	-2.0	0.4	0.8	8.8	7.3
Activities of households as employers	2.5	0.0	-2.5	-11.2	0.0	0.0	1.3	-7.6

Table 9.5.1 shows that the Water supply, sewerage, waste management and remediation activities sector had the largest increase in employment for the year ending 30th September 2021 (25.0%). Please note that some sectors have a small number of people in employment (see **Table 9.4.1** on **page 36**).

The annual percentage change in employment by sector between September 2020 and September 2021 is shown graphically on **page 38**.

The number of positions advertised at the Job Centre and the skills reported by Unemployment Benefit claimants up to the start of January 2022, are presented by sector on **pages 46** and **47**.

Findings from two Community Surveys, one undertaken between 22nd June and 30th July 2020 and the other between 3rd September and 14th October 2021, have been made available at www.gov.gg/covid19data and provide more detailed information on how the Covid-19 pandemic impacted working, incomes and well-being.

9.5 Employment by sector trends

Figure 9.5.1 Percentage change in total employment by sector

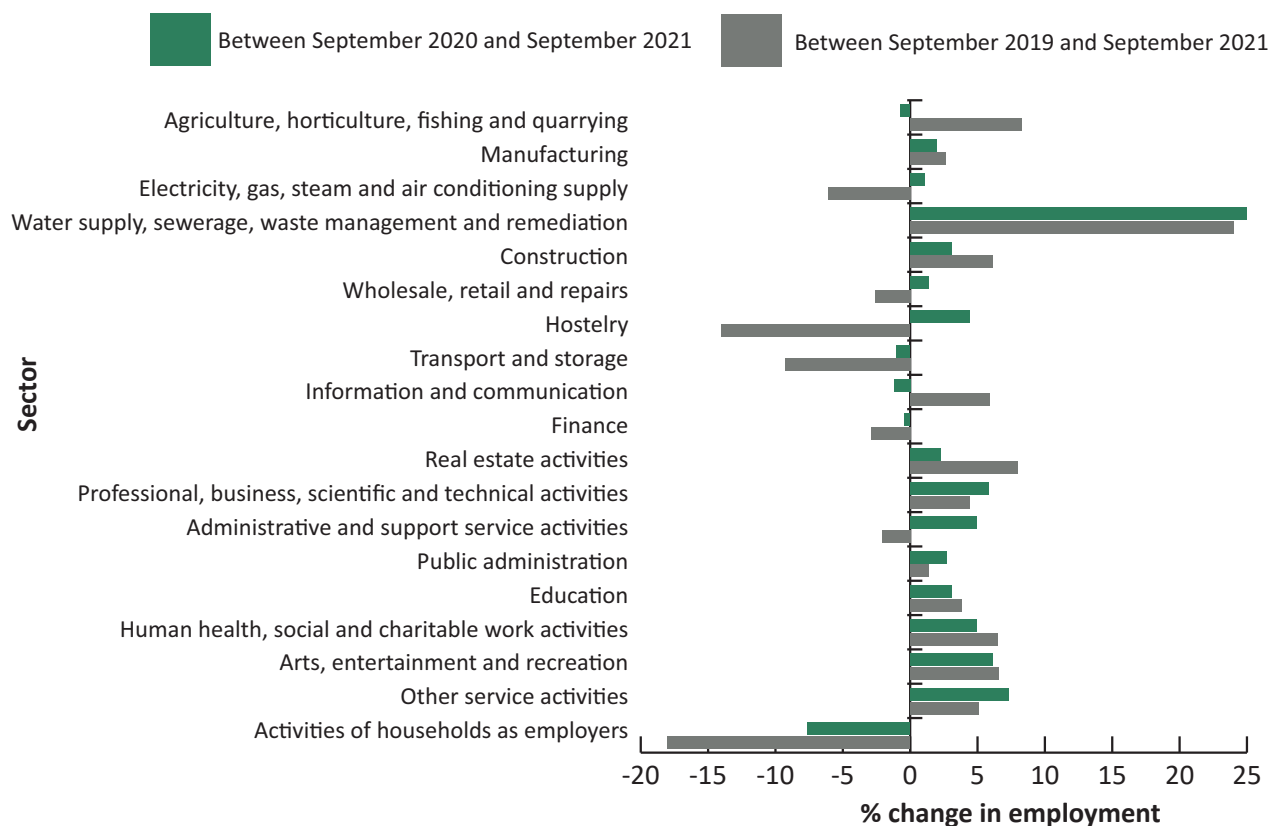


Figure 9.5.1 shows that 14 of the 19 economic sectors showed an increase in employment for the year ending 30th September 2021. The Water supply, sewerage, waste management and remediation sector showed the largest annual increase, at 25.0%. The Hostelry sector showed an increase of 4.4% between September 2020 and September 2021 however, there were 14.0% fewer people employed or self-employed in the Hostelry sector at the end of September 2021 when compared to September 2019.

The number of people employed or self-employed in the Transport and storage sector decreased by 9.3% between September 2019 and September 2021 and the number of people in the Activities of households as employers sector decreased by 18.0% during the same time period.

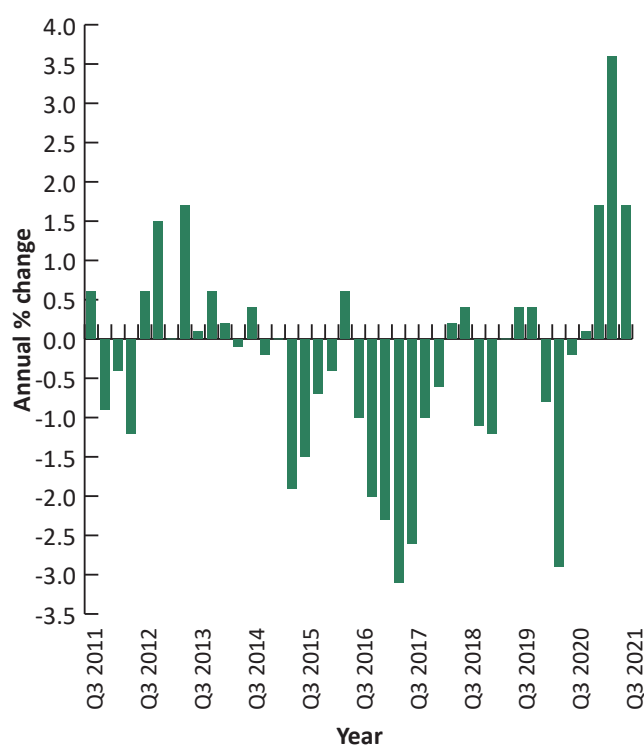
The Water supply, sewerage, waste management and remediation and Agriculture, horticulture, fishing and quarrying sectors saw the largest increases in the number of people employed or self-employed at the end of September 2021 when compared to September 2019 (increases of 24.0% and 8.3% respectively).

Please note that some sectors have a small number of people in employment (see [Table 9.4.1](#) on [page 36](#)).

Findings from two Community Surveys, one undertaken between 22nd June and 30th July 2020 and the other between 3rd September and 14th October 2021, have been made available at www.gov.gg/covid19data and provide more detailed information on how the Covid-19 pandemic impacted working, incomes and well-being.

10.1 Employer trends

Figure 10.1.1 Annual percentage change in total number of employers



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

There were 2,212 employing organisations at the end of September 2021 (see **Table 10.2.1** on **page 40**). This was an increase of 1.7% between 30th September 2020 and 30th September 2021, as shown in **Figure 10.1.1**. When comparing September 2019 and September 2021, there was a 1.5% increase in the number of employers.

Table 10.1.1 Annual percentage change in total number of employers

	Annual % change
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
Q3 2021	1.7

10.2 Employers by economic sector and size

Table 10.2.1 Employers by economic sector and size at September 2021

	No. employers by size (number of employees)								
	1	2 to 5	6 to 10	11 to 25	26 to 50	51 to 100	101 to 250	Over 250	Total
Agriculture, horticulture, fishing and quarrying	12	27	9	0	1	1	0	0	50
Manufacturing	13	24	13	6	2	1	1	0	60
Electricity, gas, steam and air conditioning supply	1	3	3	0	1	0	1	0	9
Water supply, sewerage, waste management and remediation activities	5	3	2	0	0	0	1	0	11
Construction	106	132	51	39	7	2	2	0	339
Wholesale, retail and repairs	69	140	58	31	19	9	4	1	331
Hostelry	24	67	42	28	7	5	2	0	175
Transport and storage	19	22	4	12	2	2	1	1	63
Information and communication	25	24	8	6	9	1	1	0	74
Finance	84	93	33	49	39	18	10	1	327
Real estate activities	15	22	1	7	3	0	0	0	48
Professional, business, scientific and technical activities	58	54	33	20	6	8	3	1	183
Administrative and support service activities	46	57	16	15	13	2	2	0	151
Public administration	4	9	2	1	0	0	1	1	18
Education	9	1	5	5	0	3	2	0	25
Human health, social and charitable work activities	44	55	27	18	13	8	3	0	168
Arts, entertainment and recreation	19	23	5	8	3	0	0	0	58
Other service activities	42	44	6	1	1	0	0	0	94
Activities of households as employers	17	7	3	1	0	0	0	0	28
Total	612	807	321	247	126	60	34	5	2,212

Table 10.2.1 and **Figure 10.2.1** on **page 41** show the number of employers broken down by economic sector and by the number of employees as at 30th September 2021. They are sourced from the Rolling Electronic Census.

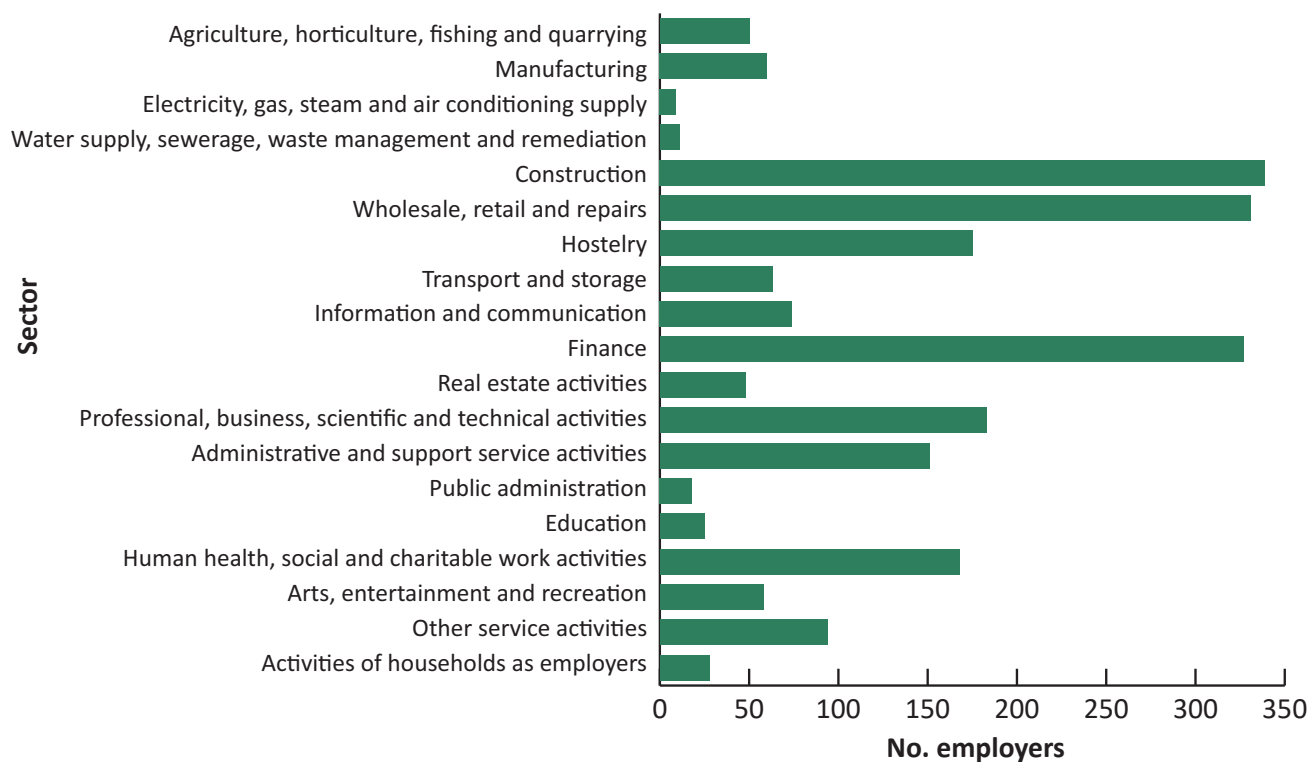
It can be seen that the Construction sector had the highest number of employing organisations (339). The Finance sector had 327 employing organisations at the end of September 2021 and had the highest number of employing organisations with more than 50 employees (29 employers).

The Construction sector had the highest number of employers with fewer than six employees (238).

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

10.2 Employers by economic sector and size

Figure 10.2.1 Employers by economic sector at September 2021



As shown above in **Figure 10.2.1**, the Construction, Wholesale, retail and repairs and Finance sectors had the largest numbers of employers. Employers in the Wholesale, retail and repairs and Construction sectors tended to employ fewer people than those in the Finance sector (see **Table 10.2.1** on **page 40**).

11.1 Unemployment - weekly snapshots

Figure 11.1.1 Number of people registered unemployed at weekly snapshots

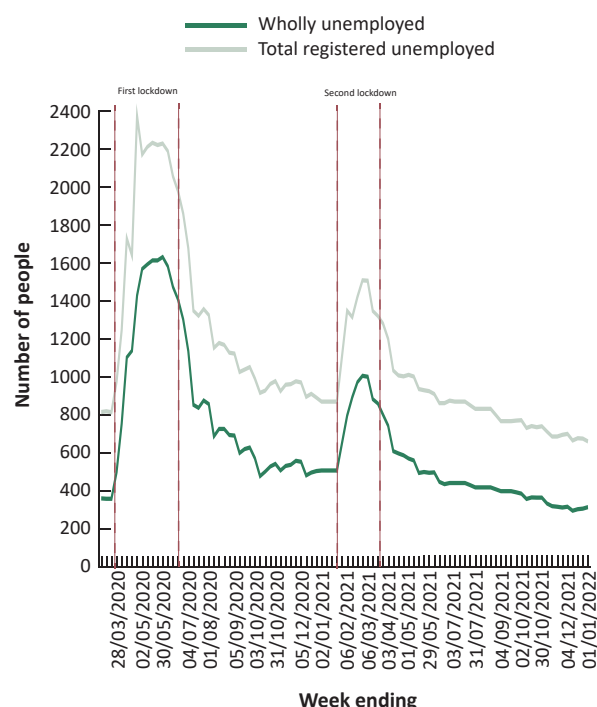


Table 11.1.1 Percentage of workforce registered as unemployed at monthly snapshots

	Wholly unemployed*	% of workforce	Total registered unemployed*	% of workforce
29/02/2020	358	1.2	817	2.7
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	1.9	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	2.6
30/10/2021	363	1.2	739	2.5
04/12/2021	315	1.0	699	2.3
01/01/2022	313	1.0	659	2.2

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

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

The Bailiwick of Guernsey 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 11.1.1 shows the number of people registered as unemployed at the end of each week between March 2020 and the start of January 2022. 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, during the first lockdown, 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 11.1.1**) and peaked at 1,005 people during the week ending 27th February 2021. Since then, there has been a reduction of 692 people.

During the week ending 1st January 2022, 1.0% of the workforce (313 people) were wholly unemployed*, the lowest proportion seen since before the first lockdown in March 2020. This compares to 1.7% during the week ending 2nd January 2021 and 5.4% at the end of May 2020, which saw the highest number of people wholly unemployed* (1,631 people, see **Table 11.1.1**).

Information on the number of people unemployed broken down by age and gender can be found on **page 43**.

*See **page 44** for more information on the difference between the "total registered unemployed" and "wholly unemployed".

11.2 Unemployment by age and gender

Section 11.2 shows the number of people wholly unemployed* during the snapshot week at the end of December 2019, 2020 and 2021 broken down by age and gender.

Figure 11.2.1 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 December 2021 compared to the end of December 2020 (with the exception of the 30 to 39 age group for females which increased by 1 person).

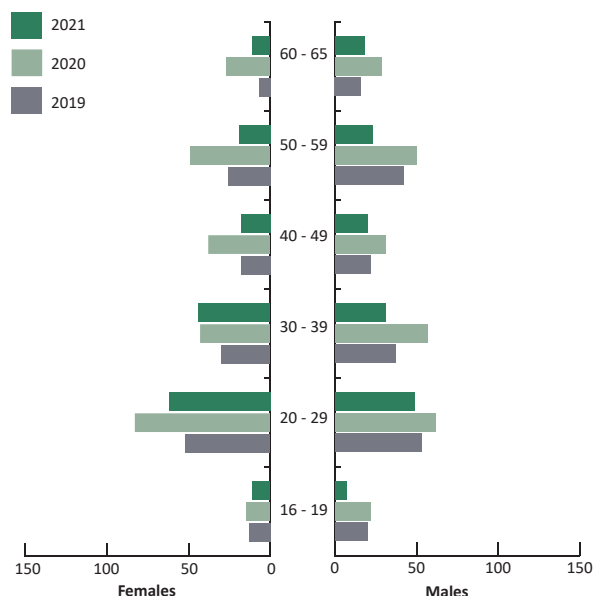
There was a 35% decrease in the number of unemployed women between December 2020 and December 2021 (90 people) and a 41% decrease in the number of unemployed men (103 people). Overall, there were 42 fewer unemployed men at the end of December 2021 than before the pandemic in December 2019. In contrast, there was an overall increase of 19 unemployed women in December 2021 when compared to December 2019.

Proportionally, the 50 to 59 age group saw the largest decrease in unemployment for females (61%) and the 16 to 19 age group showed the largest decrease for males (68%) between December 2020 and December 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 21% (13 people) between December 2020 and December 2021 and the number of unemployed women decreased by 25% (21 people).

*See [page 44](#) for more information on "wholly unemployed".

Figure 11.2.1 Unemployment by age and gender at 31st December



11.3 Unemployment trends

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

	Wholly unemployed	% of workforce	Total registered unemployed*	% of workforce
Q4 1966			83	
Q4 1967			45	
Q4 1968			29	
Q4 1969			19	
Q4 1970			51	
Q4 1971			285	
Q4 1972			180	
Q4 1973			74	
Q4 1974			118	
Q4 1975			208	
Q4 1976			335	
Q4 1977			304	
Q4 1978			272	
Q4 1979			289	
Q4 1980			972	
Q4 1981			1,070	
Q4 1982			1,064	
Q4 1983			1,111	
Q4 1984			860	
Q4 1985			565	
Q4 1986			391	
Q4 1987			162	
Q4 1988			112	
Q4 1989			125	
Q4 1990			210	
Q4 1991			506	
Q4 1992			738	
Q4 1993			571	
Q4 1994			390	1.3
Q4 1995			302	1.0
Q4 1996			200	0.7
Q4 1997			195	0.6
Q4 1998			158	0.5
Q4 1999			140	0.4
Q4 2000			100	0.3
Q4 2001			88	0.3
Q4 2002			108	0.3
Q4 2003			121	0.4
Q4 2004			170	0.5
Q4 2005			173	0.5
Q4 2006			179	0.6
Q4 2007	162	0.6	223	0.8
Q4 2008	273	0.9	343	1.2
Q4 2009	325	1.1	423	1.5
Q4 2010	276	1.0	420	1.5
Q4 2011	367	1.3	509	1.8
Q4 2012	409	1.4	592	2.1
Q4 2013	433	1.5	641	2.2
Q4 2014	343	1.2	570	2.0
Q4 2015	402	1.3	636	2.1
Q4 2016	370	1.2	651	2.1
Q4 2017	305	1.0	590	1.9
Q4 2018	293	1.0	702	2.3
Q4 2019	336	1.1	759	2.5
Q4 2020	506	1.7	869	2.9
Q4 2021	313	1.0	659	2.2

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

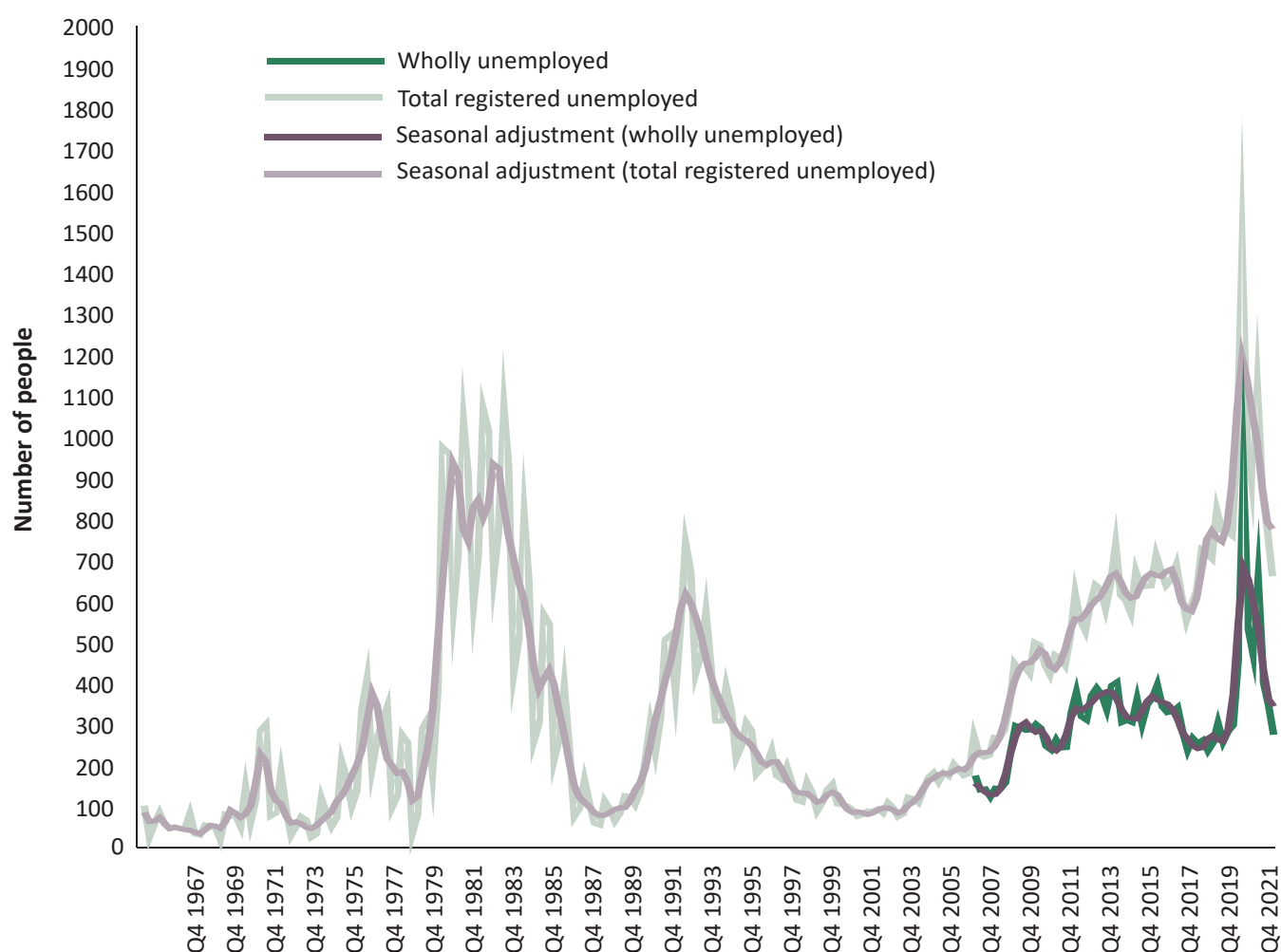
Table 11.3.1 displays historic unemployment figures for Quarter 4, from Q4 1966 to Q4 2021. The number of people unemployed peaked at the end of May 2020 and weekly unemployment figures between March 2020 and the beginning of January 2022 can be found on [page 42](#).

As shown in **Table 11.3.1**, there were 313 people registered as "wholly unemployed" at the end of Q4 2021, 193 fewer than at the same time a year earlier and 23 fewer than at the end of Q4 2019. 1.0% of the workforce were registered as wholly unemployed at the end of Q4 2021. This compares to 1.7% at the end of Q4 2020 and 1.1% at the end of Q4 2019. The number of "total registered unemployed"* accounted for 2.2% of the workforce at the end of Q4 2021, 0.7 percentage points lower than at the same time the previous year and the lowest proportion since Q4 2017.

*The definition of what comprises "total registered unemployed" has gradually expanded over time to include those on government training schemes for the unemployed, anybody in part-time or casual employment who is available to work additional hours and still eligible to claim job seekers' benefit to supplement their income, and those who are fully employed and eligible for Income Support (previously Supplementary Benefit) on top of their low earnings. Additionally, the introduction of the Income Support scheme in 2018 included a work requirement for all claimants of working age. These factors may partly account for the increasing trend in unemployment seen in **Table 11.3.1**

11.3 Unemployment trends

Figure 11.3.1 Number of people registered as unemployed



As historic unemployment figures are not available on a monthly basis, unemployment as at the end of each quarter is displayed in **Figure 11.3.1**. The number of people unemployed peaked at the end of May 2020 and weekly unemployment figures between March 2020 and the start of January 2022 can be found on [page 42](#).

Data on the "total registered unemployed"* has been available since 1966. As shown in **Figure 11.3.1** and **Table 11.3.1** on [page 44](#), there was a total of 659 people registered as unemployed* at the end of Q4 2021. This figure is 61% lower than the highest peak in total registered unemployed*, recorded in Q2 2020, 11% lower than the peak in unemployment seen at the end of Q4 1992 and 41% lower than the peak seen at the end of Q4 1983, during recessions in the early 1980s and 1990s.

The trend in unemployment when adjusted to account for seasonal variation is also shown in **Figure 11.3.1**.

*The definition of what comprises "total registered unemployed" has gradually expanded over time to include those on government training schemes for the unemployed, anybody in part-time or casual employment who is available to work additional hours and still eligible to claim job seekers' benefit to supplement their income, and those who are fully employed and eligible for Income Support (previously Supplementary Benefit) on top of their low earnings. Additionally, the introduction of the Income Support scheme in 2018 included a work requirement for all claimants of working age. These factors may partly account for the increasing trend in unemployment seen in **Figure 11.3.1**.

11.4 Job vacancies - monthly snapshots

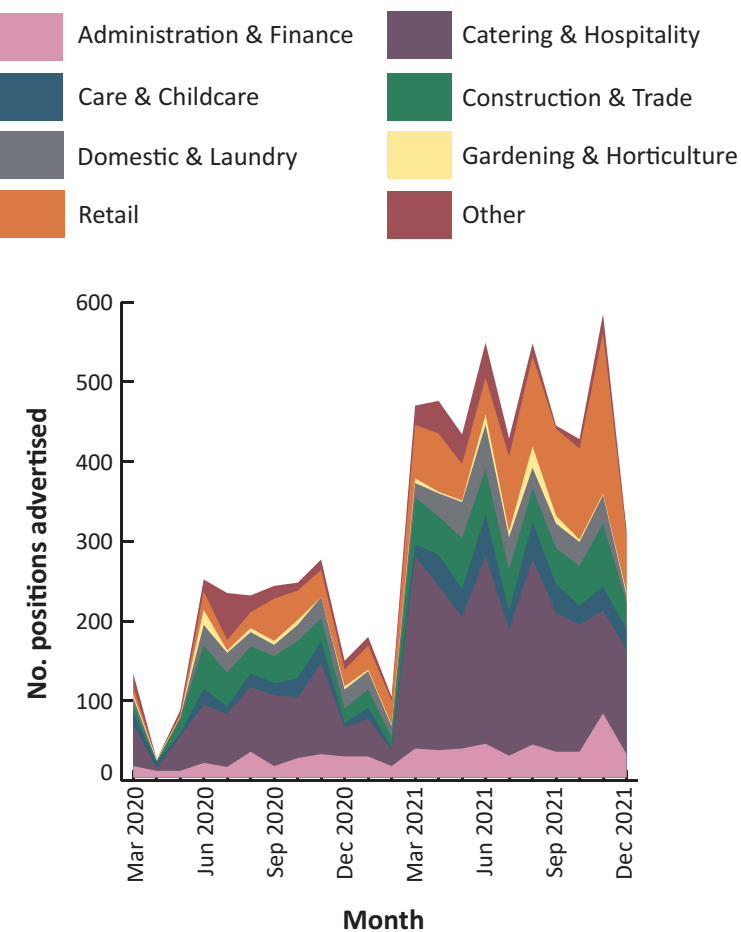
Figure 11.4.1 shows the number of positions advertised with the Job Centre by sector at the end of each month between March 2020 and December 2021. It can be seen that there was a decrease in the number of positions advertised across all sectors between March and April 2020 and January and February 2021, during the Bailiwick's two lockdowns.

As shown in Figure 11.4.1, 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).

The total number of positions advertised with the Job Centre peaked in November 2021 (581 positions) and subsequently fell to 311 positions in December 2021. This compares to 146 during December 2020. 131 of the 311 positions were in Catering and Hospitality and 72 were in Retail.

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

Figure 11.4.1 Number of positions advertised with the Job Centre at the end of each month between March 2020 and December 2021 by sector



11.5 Job Centre function

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

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

11.6 Job vacancy trends

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

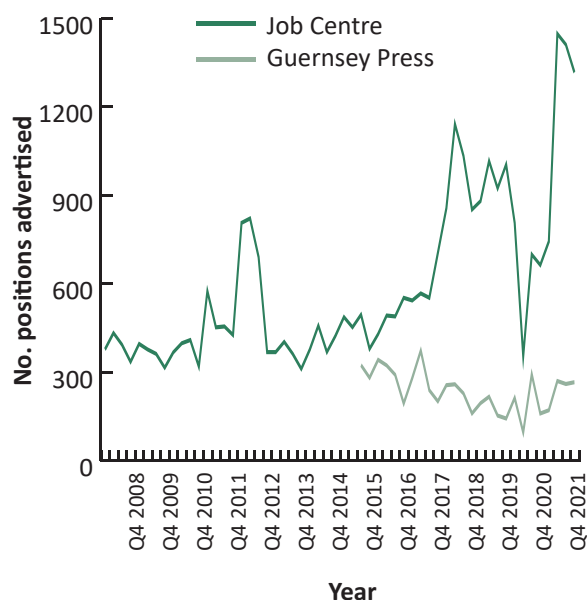


Figure 11.6.1 shows the number of positions advertised with the Guernsey Job Centre and, from September 2015, the Guernsey Press each quarter. Although this is not a complete representation of the total number of vacancies in the Island, it does provide an indication of the strength of the employment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

There were 1,316 positions advertised with the Job Centre during Q4 2021. This compares to 1,410 positions during Q3 2021 and 663 during Q4 2020. The number of vacancies advertised in the Guernsey Press (paper only, excluding online advertising) during Q4 2021 totalled 266, six more than the previous quarter and 106 more than at the same time the previous year.

There were 424, 581 and 311 positions advertised at the Job Centre in October, November and December 2021 respectively. Of these, 32% were in Catering and Hospitality, 29% in Retail and 12% in Construction and Trade (see Figure 11.6.2).

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

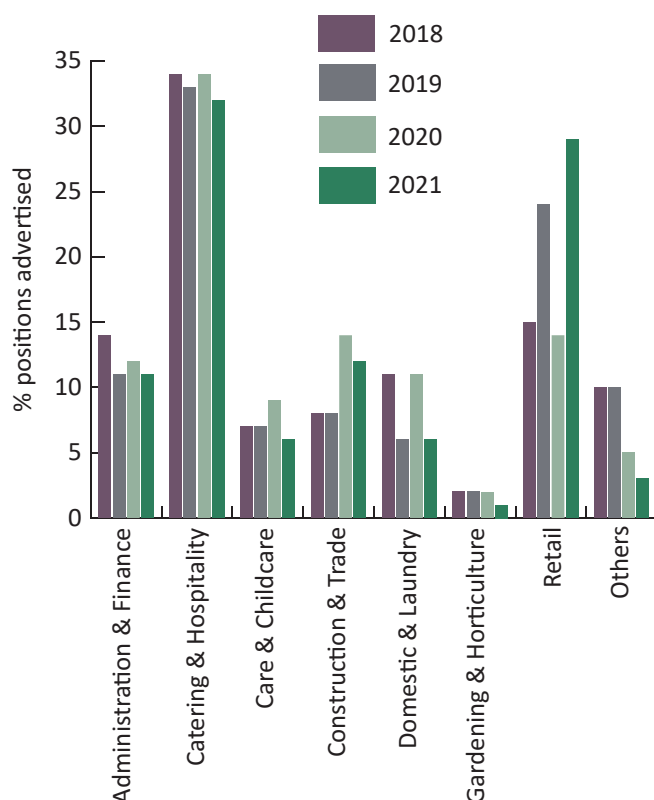


Figure 11.6.2 shows the type of positions advertised with the Job Centre during Q4 in 2018, 2019, 2020 and 2021. Retail saw the largest rise in advertised positions when compared to 2020, 2019 and 2018. Domestic and Laundry saw the largest decrease in advertised positions between Q4 2020 and Q4 2021. The "other" category includes roles within driving/delivery, engineering, mechanical, IT and beauty therapy.

See [page 46](#) for more information on the function of the Job Centre.

As at the start of January 2022, 20% of the skills reported by people claiming Unemployment Benefit related to Retail, 18% related to Administration and Finance, 14% in Construction and Trade and 12% in Catering and Hospitality.

12.1 Earnings (nominal)

Table 12.1.1 Nominal median earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
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
Q3 2021	36,326	4.5

Table 12.1.2 Nominal lower quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
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
Q3 2021	25,226	4.4

Table 12.1.3 Nominal upper quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
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
Q3 2021	53,299	4.5

Earnings data is recorded by Social Security each quarter and is used to calculate median earnings of employees. The median is the middle value when data are sorted into numerical order. It is a measure of earnings from all employment, unadjusted for the number of hours worked i.e. the level can be impacted by changes in the number of hours worked and rates of pay. The measure does not include earnings which employees may also gain from self-employment or income from any other sources.

The figures reflect Guernsey only and exclude Alderney, based on data collected from the Rolling Electronic Census IT system. The figure for each quarter represents the average over the four preceding quarters.

Nominal median earnings increased by 4.5% between the year ending September 2020 and the year ending September 2021, from £34,752 to £36,326 (see [Table 12.1.1](#)).

The lower and upper quartile earnings for the quarter ending 30th September 2021 and the previous eight quarters are presented in [Tables 12.1.2](#) and [12.1.3](#). Using four quarter averages, lower quartile earnings increased by 4.4% between the years ending 30th September 2020 and 30th September 2021, whilst upper quartile earnings increased by 4.5%.

On 24th March 2020, a Payroll Co-Funding 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-funding after paying their employees, so any co-funded element is included within the figures presented in this section of the report. More information on payroll co-funding can be found in [Section 13.2](#).

Real earnings, which show trends after the effects of inflation have been removed, are shown in [Section 12.2](#). Information on income and expenditure by household groups is available from www.gov.gg/household.

12.1 Earnings (nominal)

Figure 12.1.1 Nominal median earnings by distribution at 30th September

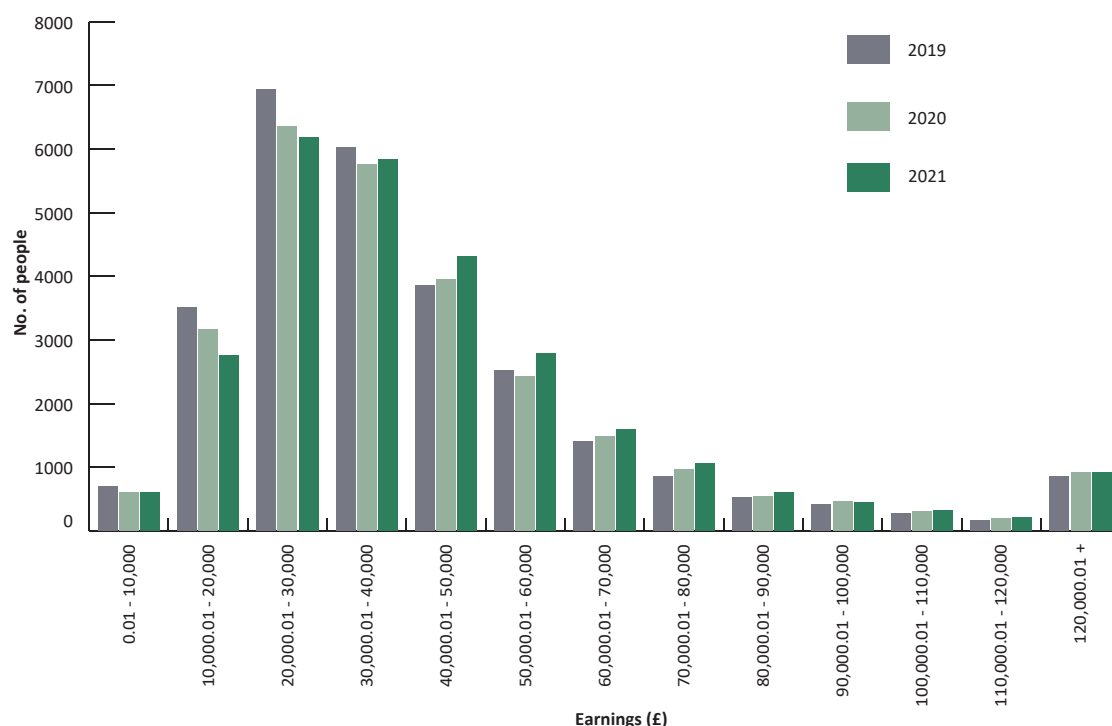


Figure 12.1.1 shows the number of employees in each earning band at the end of September 2021 compared to the end of September 2020 and September 2019. It should be noted that the figures in **Figure 12.1.1** are September snapshots, rather than four quarter averages, unlike other earnings information presented in this report.

The distributions of earnings at the end of September 2019, 2020 and 2021 show a peak in the £20,000.01 to £30,000 category, however there were 754 fewer people within this earning band at the end of September 2021 when compared to the end of September 2019. The number of people in the £10,000.01 to £20,000 earning band also showed a significant decrease between September 2019 and 2020 and September 2021. Conversely, the number of people in every earning band above £30,000 increased between September 2020 and September 2021, with the exception of the £90,000.01 to £100,000 category.

The total number of people included in the analysis for **Figure 12.1.1** increased by 1.8% between September 2020 and September 2021 but decreased by 1.4% when compared to September 2019.

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 **Section 13**).

As explained on **page 48**, 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 two Community Surveys, one undertaken between 22nd June and 30th July 2020 and the other between 3rd September and 14th October 2021, have been made available at www.gov.gg/covid19data and provide more detailed information on how the Covid-19 pandemic impacted working, incomes and well-being.

12.2 Earnings (real)

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

Median annual earnings, in real terms, increased by 1.3% over the year ending 30th September 2021 (see [Table 12.2.1](#)).

Lower quartile earnings increased by 1.2% in real terms between the years ending 30th September 2020 and 30th September 2021. Upper quartile earnings also saw an increase in real terms of 1.2% over the same period (see [Tables 12.2.2](#) and [12.2.3](#) respectively).

Table 12.2.1 Real median earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q3 2019	35,472	0.8
Q4 2019	35,713	0.4
Q1 2020	35,621	0.6
Q2 2020	35,420	0.7
Q3 2020	35,856	1.1
Q4 2020	36,218	1.4
Q1 2021	36,192	1.6
Q2 2021	36,201	2.2
Q3 2021	36,326	1.3

Table 12.2.2 Real lower quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q3 2019	24,617	1.2
Q4 2019	24,832	0.9
Q1 2020	24,744	1.0
Q2 2020	24,619	1.1
Q3 2020	24,939	1.3
Q4 2020	25,180	1.4
Q1 2021	25,069	1.3
Q2 2021	25,089	1.9
Q3 2021	25,226	1.2

Table 12.2.3 Real upper quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q3 2019	52,135	0.6
Q4 2019	52,530	0.3
Q1 2020	52,342	0.5
Q2 2020	51,948	0.6
Q3 2020	52,643	1.0
Q4 2020	53,157	1.2
Q1 2021	53,355	1.9
Q2 2021	53,270	2.5
Q3 2021	53,299	1.2

12.3 Earnings by gender

Table 12.3.1 Nominal median earnings by gender

Date	Four quarter average earnings (£)		Annual % change	
	Female	Male	Female	Male
Q3 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
Q3 2021	33,211	39,354	5.2	4.1

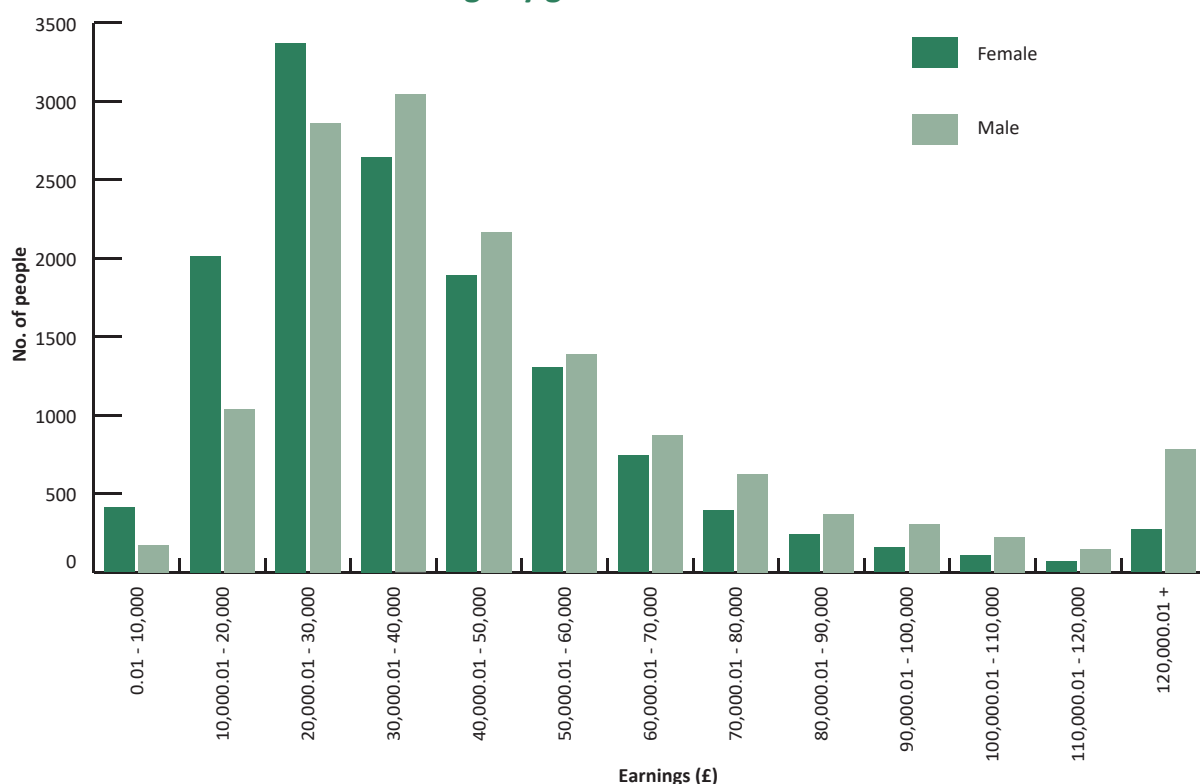
Table 12.3.1 shows the four quarter average median earnings for females and males.

As explained on [page 48](#), earnings data is a measure of earnings from all employment and is unadjusted for the number of hours worked i.e. the level can be impacted both by changes in the number of hours worked and rates of pay.

At the end of September 2021, the four quarter median average earnings for females was £33,211 (5.2% higher than a year earlier) and for males was £39,354 (4.1% higher than a year earlier).

Figure 12.3.1 shows the number of employees in each earning band, averaged from September 2020 to September 2021. The distribution of female earnings shows a peak in the £20,000.01 to £30,000 category (3,373 people), whereas male earnings peak in the £30,000.01 to £40,000 band (3,043 people). There are a greater number of males than females in all earning bands greater than £30,000.

Figure 12.3.1 Nominal median earnings by gender distribution



12.4 Earnings by economic sector

Table 12.4.1 Four quarter average earnings as at 30th September 2021

	Median earnings (£)	Lower quartile earnings (£)	Upper quartile earnings (£)
Agriculture, horticulture, fishing and quarrying	32,470	22,568	43,287
Manufacturing	29,470	21,218	37,958
Electricity, gas, steam and air conditioning supply	38,281	31,125	52,850
Water supply, sewerage, waste management and remediation activities	31,957	26,425	40,586
Construction	35,306	26,815	43,105
Wholesale, retail and repairs	24,642	17,463	34,126
Hostelry	22,025	17,656	27,742
Transport and storage	32,247	23,295	44,143
Information and communication	43,004	29,076	62,334
Finance	49,382	33,876	74,547
Real estate activities	36,947	25,813	51,274
Professional, business, scientific and technical activities	44,907	30,282	70,622
Administrative and support service activities	30,991	21,386	43,915
Public administration	40,578	28,236	54,247
Education	30,568	20,608	50,266
Human health, social and charitable work activities	26,905	19,342	37,538
Arts, entertainment and recreation	25,965	17,016	36,463
Other service activities	21,291	15,705	28,849
Activities of households as employers	25,476	15,285	32,050

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

People employed within the Finance sector had the highest four quarter average median earnings (£49,382) at the end of September 2021. This was 35.9% higher than the overall median. The upper quartile earnings in the Finance sector were 39.9% higher than the overall upper quartile earnings during the same period.

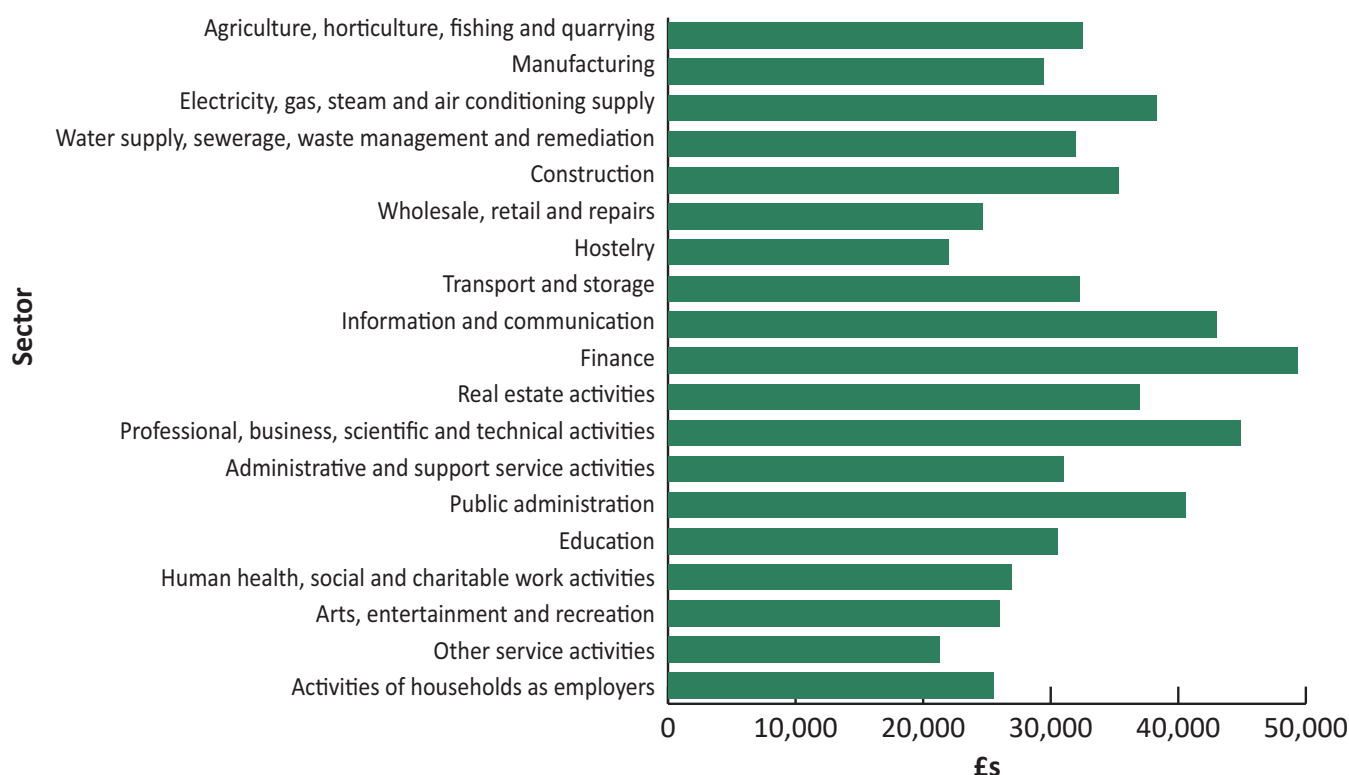
The Other service activities sector had the lowest four quarter average median earnings (£21,291) at the end of September 2021, which was 41.4% lower than the overall median. The Other service activities sector relates to personal service activities such as; beauty and hair salons, laundry services, funeral services and repair of computers and personal and/or household goods. It also includes membership organisations and trade unions.

Information on remuneration by sector has been added to this bulletin to help give a fuller picture of employment earnings trends (see **Section 13**).

Findings from two Community Surveys, one undertaken between 22nd June and 30th July 2020 and the other between 3rd September and 14th October 2021, have been made available at www.gov.gg/covid19data and provide more detailed information on how the Covid-19 pandemic impacted working, incomes and well-being.

12.4 Earnings by economic sector

Figure 12.4.1 Four quarter average earnings as at 30th September 2021



Median earnings by sector (as per [Table 12.4.1](#) on [page 52](#)) are shown graphically in [Figure 12.4.1](#). It can be seen that the (highest) Finance sector median is more than double the (lowest) Other service activities median. The Other service activities sector relates to personal service activities such as; beauty and hair salons, laundry services, funeral services and repair of computers and personal and/or household goods. It also includes membership organisations and trade unions.

It should continue to be noted that, as explained on [page 48](#), 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 [Section 13](#)).

13.1 Remuneration - rolling four quarter total

Figure 13.1.1 Annual percentage change in remuneration (rolling four quarter total)

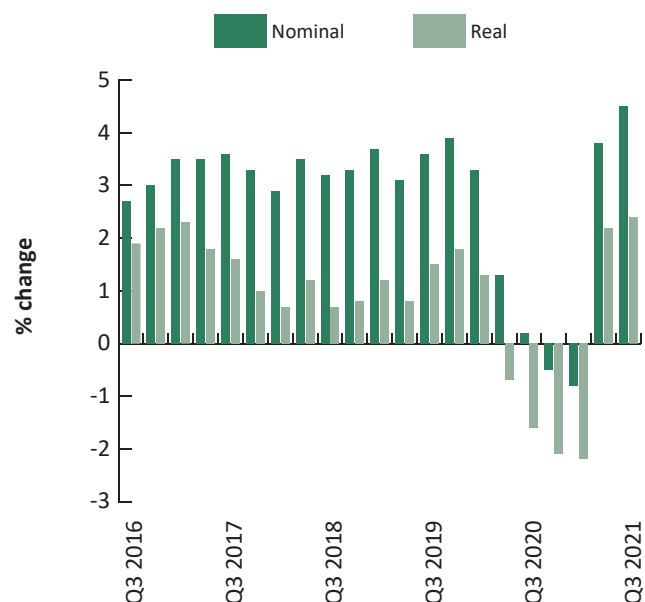


Table 13.1.1 Annual percentage change in remuneration (rolling four quarter total)

	% change (nominal)	% change (real)
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	3.8	2.2
Q3 2021	4.5	2.4

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 13.1.1** and **Table 13.1.1** 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.

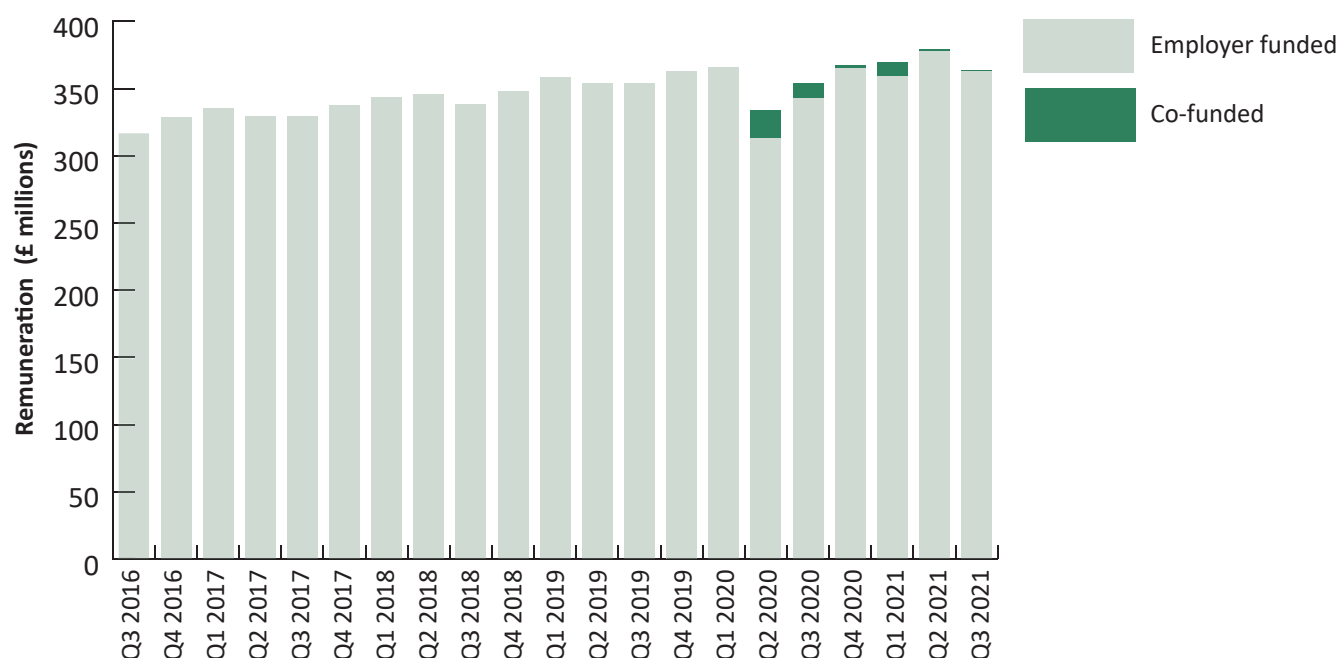
Real figures are presented alongside nominal to show trends before and after the effects of inflation have been removed. All real figures shown in this section of the report have been adjusted to September 2021 prices.

It can be seen in **Figure 13.1.1** and **Table 13.1.1** that there was an increase of 4.5% in nominal terms (2.4% in real terms) in remuneration between the year ending 30th September 2020 and the year ending 30th September 2021.

Section 13.2 on the next page shows total remuneration for individual quarters.

13.2 Remuneration - quarter total by source

Figure 13.2.1 Total quarterly remuneration by source (nominal)



The information presented in **Figure 13.2.1** shows the total remuneration during each quarter by source. This information has been revised since it was last presented in the **Quarterly Population, Employment and Earnings Bulletin**.

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. 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 £313 million was funded by employers and approximately £21 million (6%) 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 £10 million (3% of total remuneration) was co-funded, when the Bailiwick of Guernsey entered its second lockdown. **Figure 13.2.1** 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 Q3 2021, approximately £0.3 million was co-funded.

It should be noted that some businesses refunded the support they received to the States of Guernsey.

Analysis by sector is shown on **pages 56 and 57**.

13.3 Remuneration - four quarter total by sector

Table 13.3.1 Remuneration by sector (rolling four quarter total) and annual percentage change (nominal)

	(£ millions)			% change		
	Q3 2019	Q3 2020	Q3 2021	Q3 2019	Q3 2020	Q3 2021
Agriculture, horticulture, fishing and quarrying	7.0	6.9	7.7	-3.1	-1.6	11.5
Manufacturing	20.5	19.9	21.6	2.4	-2.8	8.4
Electricity, gas, steam and air conditioning supply	13.0	12.1	12.6	0.5	-7.4	4.2
Water supply, sewerage, waste management and remediation activities	3.8	3.5	3.9	5.2	-7.6	11.4
Construction	78.5	77.6	85.1	6.1	-1.2	9.7
Wholesale, retail and repairs	116.2	113.0	118.0	1.4	-2.8	4.5
Hostelry	42.8	36.6	37.9	5.0	-14.4	3.6
Transport and storage	37.3	36.5	37.0	2.7	-2.1	1.3
Information and communication	38.3	39.9	41.5	4.4	4.2	4.0
Finance	430.1	421.7	430.4	4.2	-2.0	2.1
Real estate activities	12.9	12.9	15.0	0.0	0.3	16.3
Professional, business, scientific and technical activities	143.6	147.2	152.8	3.5	2.5	3.8
Administrative and support service activities	76.6	74.1	76.5	3.4	-3.3	3.3
Public administration	274.9	292.2	306.3	3.1	6.3	4.8
Education	14.2	14.4	15.0	6.3	1.5	4.4
Human health, social and charitable work activities	49.6	51.2	56.6	1.8	3.1	10.6
Arts, entertainment and recreation	9.3	8.9	10.0	13.7	-4.0	11.4
Other service activities	9.5	9.2	9.8	3.1	-2.8	5.9
Activities of households as employers	0.4	0.7	1.1	28.7	67.7	72.5
Uncoded	35.0	38.1	41.2	3.7	8.8	8.3

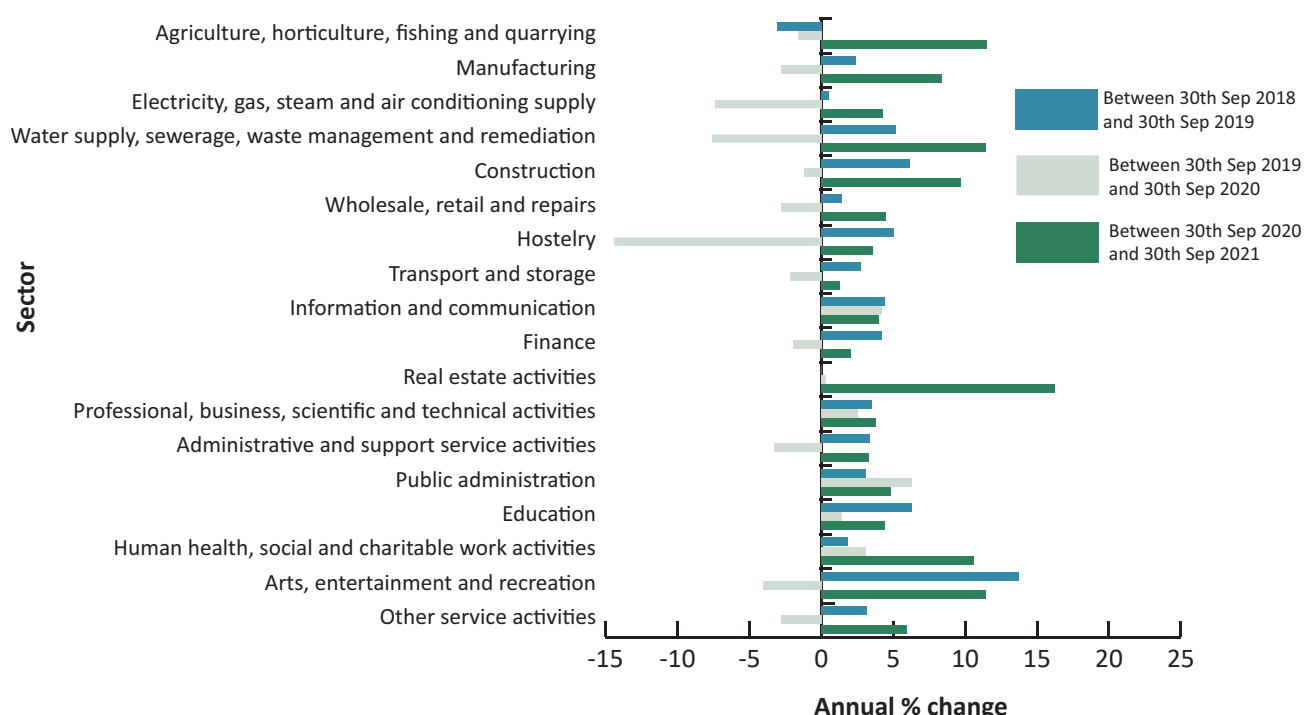
The information presented in **Table 13.3.1** shows the sum of remuneration during the year ending 30th September 2019, the year ending 30th September 2020 and the year ending 30th September 2021 by sector in nominal terms. It should be noted that while occupational pensions paid to past employees by 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 13.3.1** include co-funded remuneration.

Table 13.3.1 shows that the Finance sector contributed the most remuneration for the year ending 30th September 2021, at £430.4 million. The Public administration sector had the second highest total remuneration at £306.3 million for the year ending 30th September 2021. These two sectors employ the largest number of employees (see **Section 9.4**) and pay the largest pensions payments.

The Activities of households as employers sector had the lowest total remuneration for the years ending 30th September 2019, 2020 and 2021 (£0.4 million, £0.7 million and £1.1 million respectively, see **Table 13.3.1**.) 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 57**.

13.3 Remuneration - four quarter total by sector

Figure 13.3.1 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.

All of the eighteen economic sectors presented in **Figure 13.3.1** showed an increase in remuneration between the year ending 30th September 2020 and the year ending 30th September 2021. Notable increases were seen in the Real estate activities sector, Agriculture, horticulture, fishing and quarrying, Arts, entertainment and recreation and Water supply, sewerage, waste management and remediation activities (increases of 16.3%, 11.5%, 11.4% and 11.4% respectively).

Transport and storage sector remuneration showed the smallest annual increase over the year ending 30th September 2021 (an increase of 1.3%). Remuneration in this sector had decreased by 2.2% for the year ending 30th September 2020.

Hostelry sector remuneration increased by 5.0% over the year ending 30th September 2019 but saw the largest annual decline in remuneration for the year ending 30th September 2020 (a decrease of 14.4%). This sector saw an increase of 3.6% in remuneration for the year ending 30th September 2021.

Remuneration in the Construction and Wholesale, retail and repairs sectors decreased over the year ending 30th September 2020 (annual decreases of 1.2% and 2.8% respectively) but saw increases of 9.7% and 4.5% respectively over the year ending 30th September 2021.

Finance sector remuneration, which consistently makes the largest contribution to total remuneration, increased by 2.1% for the year ending September 2021 after seeing a decrease of 2.0% for the year ending September 2020.

14.1 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.

14.1 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 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.

14.2 Contact details

You may also be interested in other publications from States of Guernsey Data and Analysis Services, which are all available online at www.gov.gg/data. Please contact us for further information.

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