

Guernsey Quarterly Population, Employment and Earnings Bulletin

Population at 30th June 2021

Employment and Earnings at 31st December 2021

Unemployment at 2nd April 2022

Issue date 29th April 2022

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



States of Guernsey
Data and Analysis

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1.1 Introduction

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

This report covers population headlines; births, deaths, immigration and emigration and the population by age group as well as information on economic status, employment by economic sector and median earnings of employees. All are compiled using data collated by the Rolling Electronic Census IT System. More information on the Rolling Electronic Census is available in [Section 8.1](#).

Additional information on unemployment up to the start of April 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, is also included to help give a fuller picture of employment earnings trends.

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).

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.

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

Contact details are included in [Section 9.1](#) if you would like further information.

1.2 Headlines

- Guernsey's total population increased by 0.8% (513 people) over the year ending 30th June 2021. Over the years ending 30th June 2018, 2019 and 2020, the annual changes were 0.5%, 0.6% and <0.1% respectively.
- There was a natural decrease of 35 people and net migration of 548 people over the year ending 30th June 2021.
- During the year ending 30th June 2021 there was an annual increase of 0.6% in the 16 to 64 age group (226 people). The 65 to 84 and 85 and over age groups showed increases of 2.0% (226 people) and 4.1% (72 people) respectively. The number of people in the 0 to 15 age category decreased by 0.1% (11 people) over the year ending 30th June 2021.
- In December 2021, 31,273 people were employed or self-employed in Guernsey (28,182 people worked for an employer and 3,091 people were self-employed), 1.2% more than at the end of December 2020 but 0.3% fewer than at the same time in 2019.
- During the week ending 2nd April 2022, 1.0% of the workforce (295 people) were wholly unemployed, the lowest number of people since 2018.
- There were 2,201 employers in December 2021, 1.9% more than in December 2020 and 2.0% more than in December 2019.
- Between December 2020 and December 2021, the following sectors decreased in terms of numbers of employment roles: Electricity, gas, steam and air conditioning supply, Wholesale, retail and repairs, Transport and storage, Information and communication, Finance and Arts, entertainment and recreation. All other sectors increased numbers of roles between December 2020 and December 2021 (to higher than December 2019 levels, with the exception of Hospitality and Administrative and support service activities).
- Median earnings as at the year ending 31st December 2021 were £36,732 which, compared with a year earlier, was 4.9% higher in nominal terms and 0.5% higher in real terms.
- There was an increase of 5.6% in nominal terms (2.7% in real terms) in the sum of wages paid to employees and pensions paid to past employees and others between the year ending 31st December 2020 and the year ending 31st December 2021.

2.1 Population - Annual changes

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

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

As can be seen in **Table 2.1.1** and **Figure 2.1.1**, the total population increased by 513 people (0.8%) over the year ending 30th June 2021, the largest annual increase since 2009.

Page 6 shows natural increase and net migration. Natural increase in population is defined as the number of births minus the number of deaths during a particular time period. Net migration is the difference between immigration (people moving to the Island) and emigration (people moving off the Island). The natural decrease for the year ending 30th June 2021 was 35 and the net migration was 548.

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.

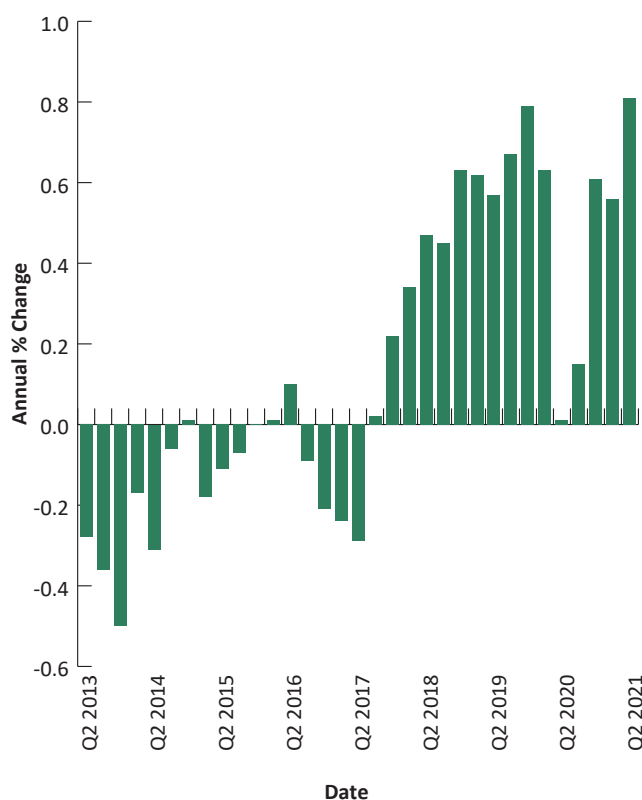
There were 498 births during the year ending 30th June 2021 (see **Table 2.1.2** on **page 6**) and 533 deaths. The number of deaths involving coronavirus (COVID-19) has been made available by Public Health Services (see www.covid19.gov.gg/test-results for more information).

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

Table 2.1.1 Annual changes in total population

	Annual change due to net migration and natural increase	Annual % change due to net migration and natural increase
Q2 2018	291	0.5
Q3 2018	281	0.5
Q4 2018	391	0.6
Q1 2019	384	0.6
Q2 2019	358	0.6
Q3 2019	418	0.7
Q4 2019	495	0.8
Q1 2020	397	0.6
Q2 2020	5	<0.1
Q3 2020	93	0.1
Q4 2020	383	0.6
Q1 2021	351	0.6
Q2 2021	513	0.8

Figure 2.1.1 Annual percentage change in total population



2.1 Population - Annual changes

Table 2.1.2 Annual changes in total population by type of change

	Births	Deaths	Natural increase	Immigration	Emigration	Net migration	Natural increase and net migration	Net admin changes	Total population at end of quarter
Q2 2018	519	584	-65	3,703	3,347	356	291	-8	62,713
Q3 2018	494	556	-62	3,712	3,369	343	281	36	62,739
Q4 2018	495	542	-47	3,684	3,246	438	391	23	62,472
Q1 2019	497	535	-38	3,697	3,275	422	384	7	62,681
Q2 2019	511	517	-6	3,638	3,274	364	358	0	63,071
Q3 2019	522	527	-5	3,623	3,200	423	418	-25	63,132
Q4 2019	511	519	-8	3,753	3,250	503	495	-14	62,953
Q1 2020	515	512	3	3,698	3,304	394	397	-1	63,077
Q2 2020	505	548	-43	3,031	2,983	48	5	1	63,077
Q3 2020	508	549	-41	2,912	2,778	134	93	1	63,226
Q4 2020	489	536	-47	2,790	2,360	430	383	1	63,337
Q1 2021	488	552	-64	2,400	1,985	415	351	1	63,429
Q2 2021	498	533	-35	2,631	2,083	548	513	0	63,590

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 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 8.1](#) for more information on administrative changes. With administrative changes included, the population was 63,590 on 30th June 2021 (see [Table 2.1.2](#)).

Figure 2.1.2 Annual births and deaths

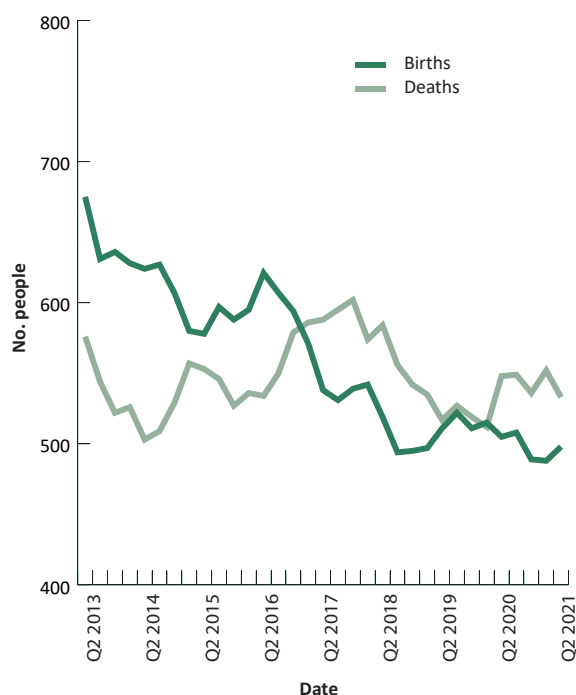
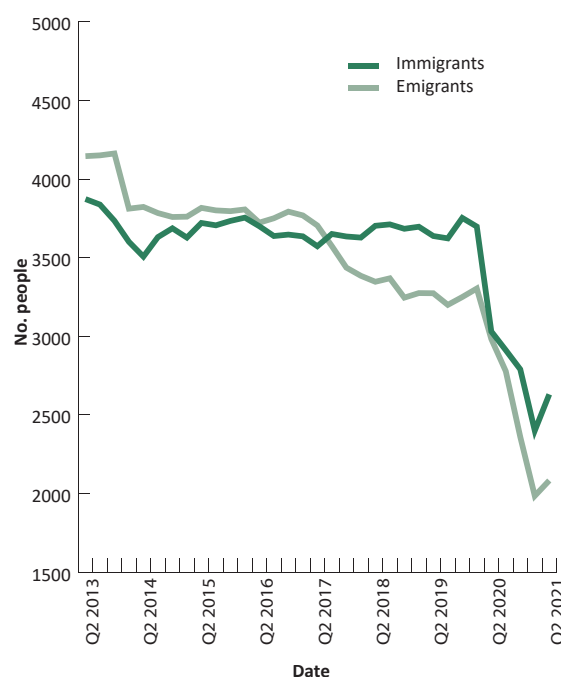


Figure 2.1.3 Annual immigration and emigration



2.2 Demography - Annual changes

Figure 2.2.1 Annual percentage change in total population by age group

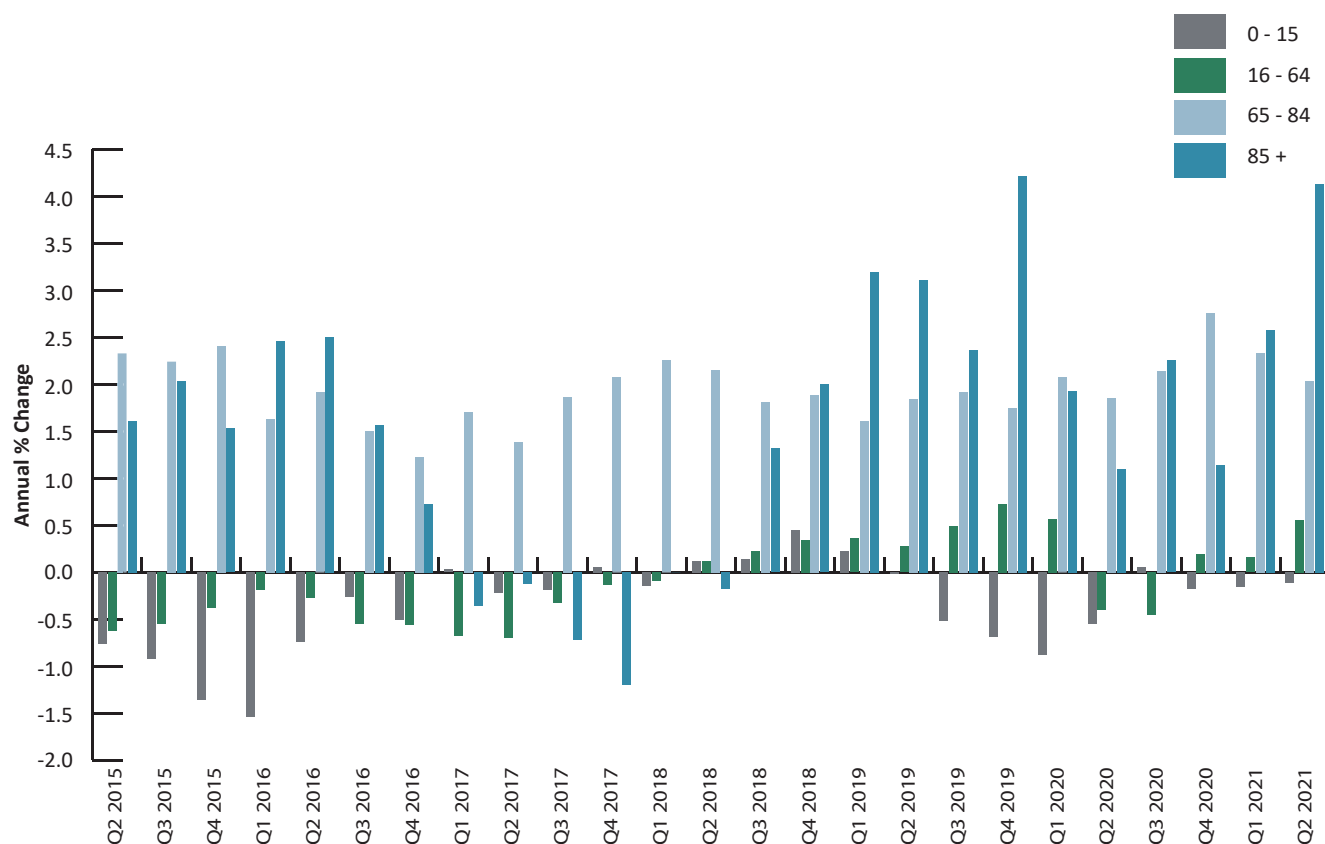


Table 2.2.1 Annual population changes

	0 - 15	Annual % change	16 - 64	Annual % change	65 - 84	Annual % change	85 +	Annual % change
Q2 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	9,992	0.0	40,453	0.3	10,902	1.8	1,724	3.1
Q3 2019	9,998	-0.5	40,450	0.5	10,954	1.9	1,730	2.4
Q4 2019	9,963	-0.7	40,270	0.7	10,966	1.7	1,754	4.2
Q1 2020	9,922	-0.9	40,376	0.6	11,036	2.1	1,743	1.9
Q2 2020	9,937	-0.6	40,293	-0.4	11,104	1.9	1,743	1.1
Q3 2020	10,004	0.1	40,265	-0.5	11,188	2.1	1,769	2.3
Q4 2020	9,946	-0.2	40,348	0.2	11,269	2.8	1,774	1.1
Q1 2021	9,907	-0.2	40,440	0.2	11,294	2.3	1,788	2.6
Q2 2021	9,926	-0.1	40,519	0.6	11,330	2.0	1,815	4.1

Table 2.2.1 and Figure 2.2.1 show that during the year ending 30th June 2021 there was an annual increase of 0.6% in the 16 to 64 age group (226 people). The 65 to 84 and 85 and over age groups showed increases of 2.0% (226 people) and 4.1% (72 people) respectively, taking the number of people aged between 65 and 84 up to 11,330 and the number aged 85 and over up to 1,815. 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% (11 people) to a total of 9,926 over the year ending 30th June 2021.

2.3 Population in employment or full-time education

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

	% of total population in employment or education
Q2 2018	65.7
Q3 2018	65.7
Q4 2018	66.0
Q1 2019	65.7
Q2 2019	65.6
Q3 2019	65.5
Q4 2019	65.8
Q1 2020	65.1
Q2 2020	63.7
Q3 2020	64.6
Q4 2020	65.2
Q1 2021	64.4
Q2 2021	65.1

Table 2.3.2 Percentage of population in employment or full-time education by age at 30th June 2021

	Female	Male	Total
14 and under	70.2	70.6	70.4
15 to 19	92.0	92.4	92.2
20 to 24	85.7	88.1	86.9
25 to 29	82.5	89.5	86.1
30 to 34	79.5	89.3	84.5
35 to 39	80.5	88.1	84.4
40 to 44	81.0	89.7	85.3
45 to 49	80.9	88.8	84.8
50 to 54	78.5	87.3	82.7
55 to 59	70.5	84.2	77.3
60 to 64	55.6	72.1	63.7
65 to 69	19.3	22.7	21.0
70 to 74	4.8	5.6	5.2
75 to 79	1.6	2.2	1.9
80 to 84	0.6	0.5	0.5
85 and over	0.0	0.3	0.1
Total	61.1	69.1	65.1

At 30th June 2021, 65.1% of the population were in full-time education or in employment, an increase of 1.4 percentage points since June 2020 and a fall of 0.5 percentage points when compared to June 2019. These changes are likely due to the measures put in place during 2020 and 2021 to help slow the spread of Covid-19.

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

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

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

Information on the profile of people in employment is available up to the end of December 2021 (see [page 11](#) onwards). Information on unemployment is available up to the start of April 2022 (see [pages 23 to 28](#)).

2.3 Population in employment or full-time education

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

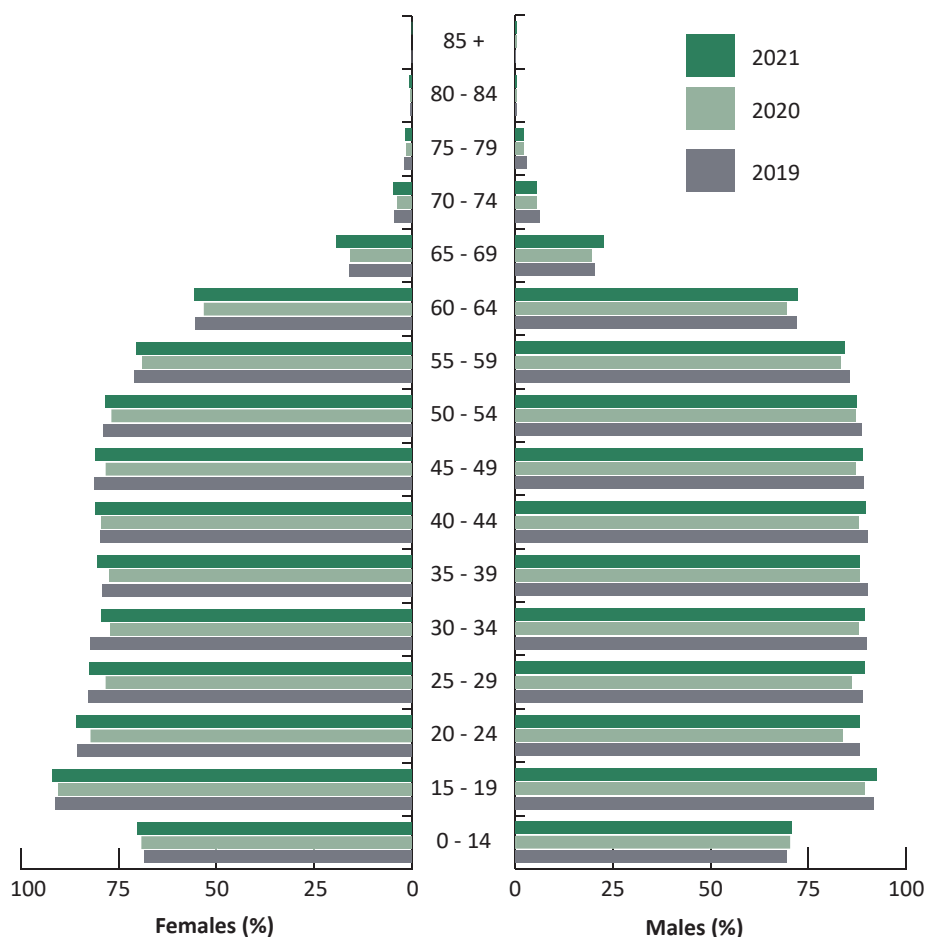


Figure 2.3.1 shows how the proportion of the population in either employment or full-time education has changed over the last two years. It can be seen that the proportion of people in either employment or full-time education increased or remained the same across all age groups between June 2020 and June 2021.

For females, the largest increase was seen in the 25 to 29 age group (78.3% of women were in employment or full-time education at the end of June 2020, compared to 82.5% at the end of June 2021). When compared to 2019, there was a slight fall in the number of women in employment or full-time education in 2021 (82.7% in June 2019).

For males, the 20 to 24 age group saw the largest increase in the proportion of those in employment or full-time education (from 83.7% at the end of June 2020 to 88.1% at the end of June 2021). This compares to 88.0% at the end of June 2019.

Information on the profile of people in employment is available up to the end of December 2021 (see [page 11](#) onwards). Information on unemployment is available up to the start of April 2022 (see [pages 23 to 28](#)).

2.3 Population in employment or full-time education

Figure 2.3.2 Population by economic status and age (at 30th June 2021)

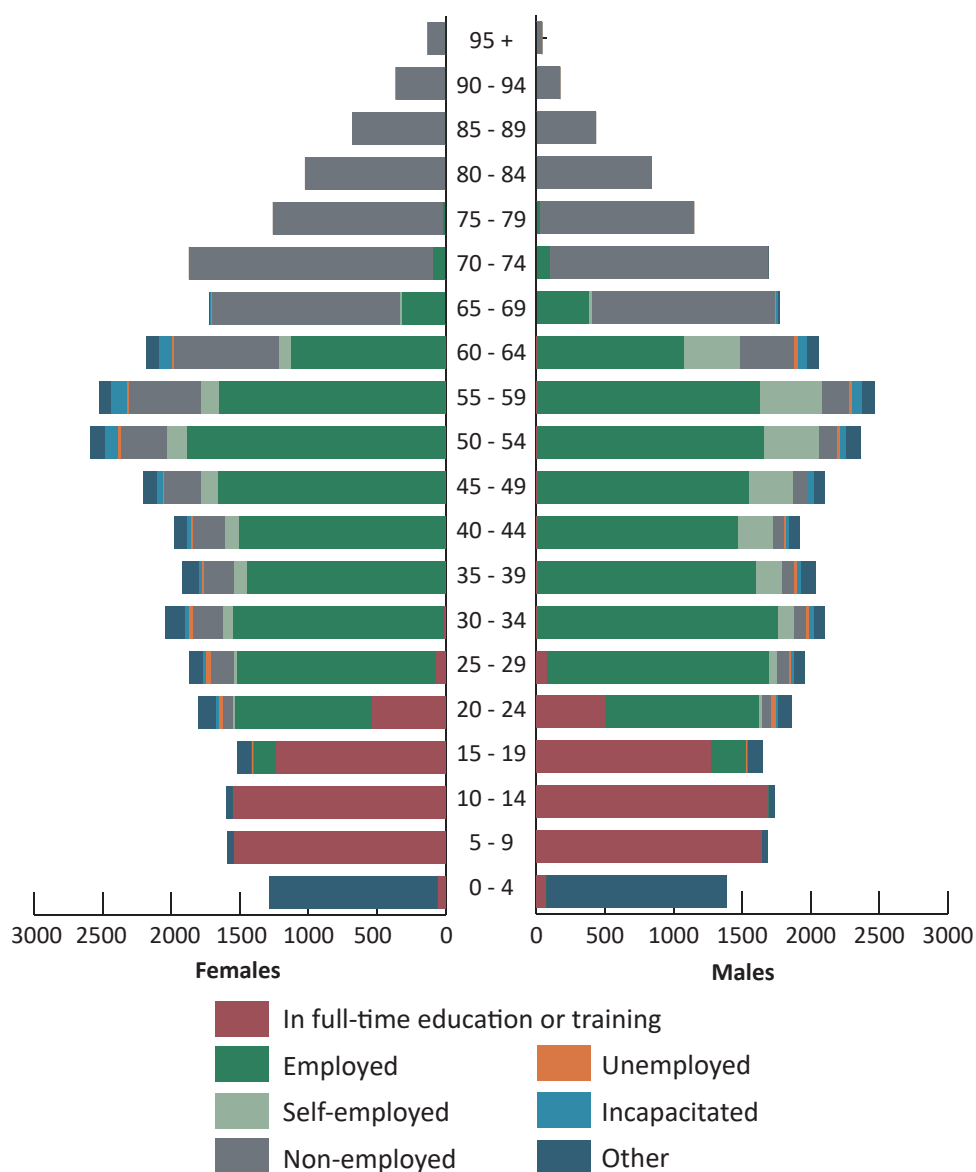


Figure 2.3.2 shows how economic status varies by age group and gender. Overall, 82.1% of the working population (aged 16 to 64 years old) were either in full-time education, employed or self-employed at the end of June 2021. This compares to 79.9% at the same time the previous year and 82.6% in June 2019. Of those aged between 65 and 74, 13.0% (917 people) were in employment.

People in full-time education are concentrated in the 5 to 24 age categories. They are apparent in very low numbers up to and including the 65 to 69 age group.

Whilst the number of employed females peaks in the 50 to 54 years age group (1,878 people), the 25 to 29 age group has the largest proportion of females in employment (77.6%). For males, the 30 to 34 age group has both the highest proportion of the population in employment (83.0%) and the highest number of people employed (1,743 people).

Self-employment was more apparent in males and non-employment was more apparent in females on 30th June 2021. Of those categorised as unemployed, 42 were taking part in training schemes. Information on unemployment is available up to the start of April 2022 and can be found on [pages 23 to 28](#).

3.1 Employment trends

There was an overall increase of 1.2% (see [Figure 3.1.1](#) and [Table 3.1.1](#)) in the number of people either employed or self-employed at the end of December 2021 compared to the end of December 2020. There were, however, 0.3% fewer people in employment at the end of December 2021 when compared to the same time in 2019.

The number of employed people as at 31st December 2021 increased by 1.2% when compared to 31st December 2020 but showed a decrease of 0.6% compared to December 2019. The number of self-employed people in December 2021 also increased by 1.2% when compared to December 2020 and showed a 2.6% increase when compared to December 2019. Unemployment information is available more quickly than employment information and is included on [pages 23 to 28](#).

The Bailiwick of Guernsey has entered two lockdowns in order to help slow the spread of COVID-19. The first lockdown took place between 25th March 2020 and 20th June 2020 and the second took place between 23rd January 2021 and 22nd March 2021. Restrictions on all but essential business activities were imposed and all non-essential shops and community spaces were closed. People were required to stay at home except for limited purposes and all gatherings of more than two people in public were prohibited. In both lockdowns restrictions were lifted in phases.

Between 19th March 2020 and 30th June 2021, people travelling into the Bailiwick of Guernsey were subject to testing and/or self-isolation requirements unless they had a variation for medical, compassionate or critical work reasons. Travel restrictions have been lifted in stages since 1st July 2021. As the number of people in the labour market is seasonal and typically increases from March to a peak in August, it is likely that the travel restrictions and self-isolation requirements had a large impact on employment throughout 2020 and 2021, for example seasonal workers to support hostelry and other tourist-based activities.

Figure 3.1.1 Annual percentage change in total employment

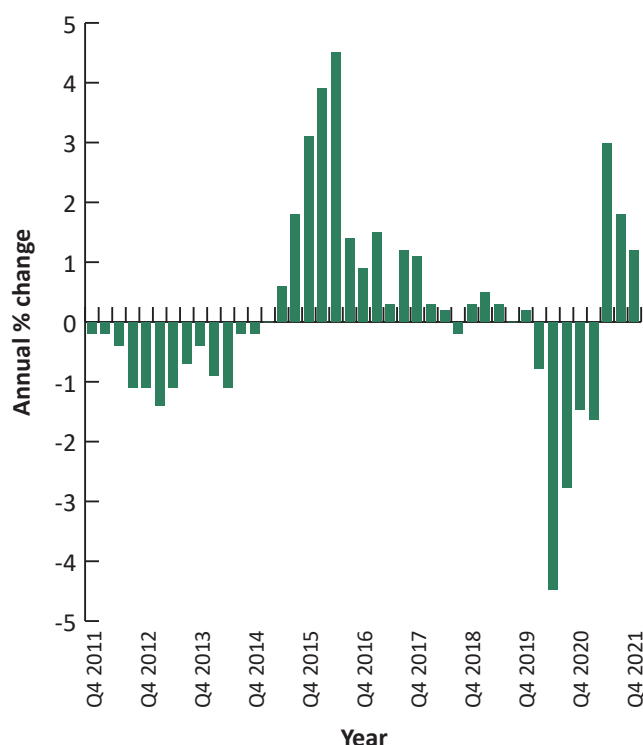


Table 3.1.1 Annual percentage change in total employment, employees and self-employed

	Employed	Self-employed	Total employment
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
Q4 2021	1.2	1.2	1.2

3.2 Employment by age and gender

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

	Employed			Self-employed			Total in employment
	Female	Male	Total	Female	Male	Total	
14 and under	*	*	*	*	*	*	*
15 to 19	172	305	477	*	*	*	478
20 to 24	985	1,081	2,066	6	24	30	2,096
25 to 29	1,423	1,529	2,952	31	62	93	3,045
30 to 34	1,556	1,768	3,324	67	126	193	3,517
35 to 39	1,465	1,633	3,098	102	202	304	3,402
40 to 44	1,499	1,491	2,990	106	270	376	3,366
45 to 49	1,635	1,533	3,168	125	305	430	3,598
50 to 54	1,882	1,665	3,547	150	382	532	4,079
55 to 59	1,669	1,605	3,274	133	449	582	3,856
60 to 64	1,156	1,104	2,260	96	418	514	2,774
65 to 69	353	400	753	5	31	36	789
70 to 74	100	111	211	*	*	*	211
75 and over	25	36	61	*	*	*	61
16 to 64	13,442	13,714	27,156	816	2,239	3,055	30,211
65 +	478	547	1,025	5	31	36	1,061
Total	13,920	14,262	28,182	821	2,270	3,091	31,273

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

At 31st December 2021, 31,273 people were either employed or self-employed in Guernsey, of whom 1,061 people (3.4%) were aged 65 or over (see [Table 3.2.1](#)). This age bracket accounted for 3.6% of employed people and 1.2% of self-employed people.

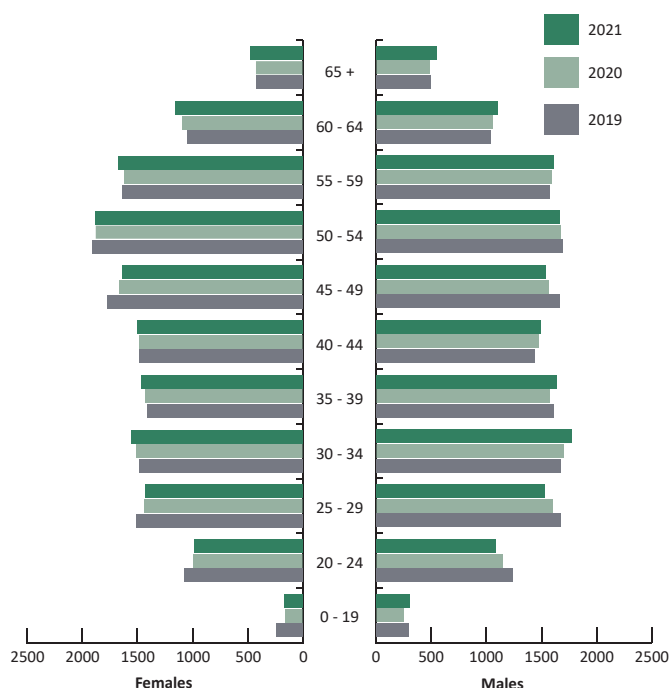
Of the 27,156 employed people aged 16 to 64 at the end of December 2021, 13,442 (49.5%) were female and 13,714 (50.5%) were male. This compares to 816 self-employed females and 2,239 males, which equates to 26.7% and 73.3% of the 3,055 total for that age group.

Page 13 shows the number of people employed and self-employed by age group at the end of December 2021 compared to the end of December 2020 and December 2019.

Findings from the Community Surveys, undertaken in 2020 and 2021 are available at www.gov.gg/covid19data and provide more detailed information on how lockdown impacted on working, incomes and wellbeing.

3.2 Employment by age and gender

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

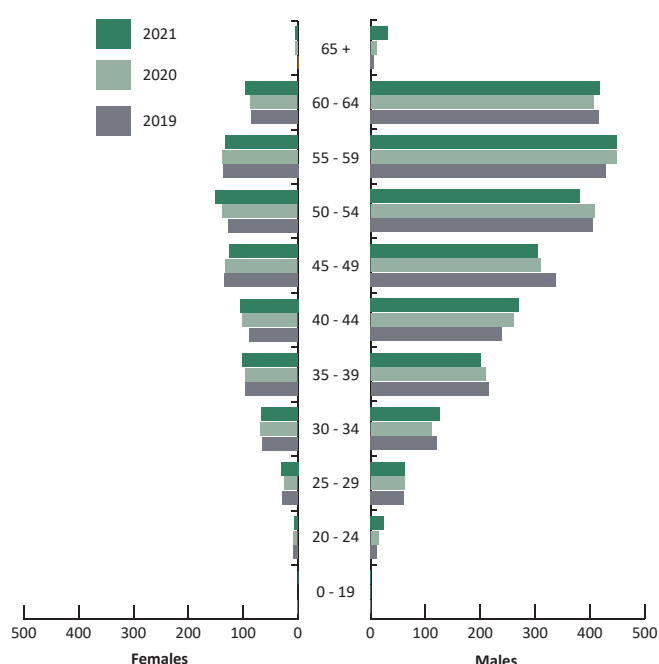


The difference in the number of employed and self-employed people between December 2019, 2020 and 2021 are shown in [Figures 3.2.1](#) and [3.2.2](#) respectively.

[Figure 3.2.1](#) shows that between December 2020 and December 2021 the number of people employed in every age group increased, with the exception of the 20 to 29 and 45 to 49 age groups for both males and females. The number of employed people in the 50 to 54 age group also decreased for men. The 60 to 64 age group showed the largest increase for females (an increase of 60 people), whereas for males the largest increase was seen in the 30 to 34 age group (an increase of 69 people between December 2020 and December 2021).

The number of employed females aged 45 to 49 decreased by 132 people and the number of employed males of the same age decreased by 131 people when compared to the same time in 2019. The 20 to 24 and 25 to 29 age groups also saw significant decreases in the number of employed people, particularly males, between December 2019 and December 2021, (decreases of 157 and 144 people respectively). The 30 to 34 age group saw the largest increase in the number of employed males (95 people), whereas the 60 to 64 group saw the largest increase in the number of employed females (114 people) between December 2019 and December 2021 (see [Figure 3.2.1](#)).

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



As can be seen in [Figure 3.2.2](#), self-employment is more apparent in males than in females. Over the last two years, however, the total number of self-employed males has increased by 1% (from 2,244 in December 2019 to 2,270 in December 2021), whereas the total number of self-employed women has increased by 7% (from 770 to 821). The number of self-employed males in the 45 to 49 age category showed the largest decline between December 2019 and December 2021 and the 50 to 54 age group showed the largest increase for women.

3.3 Employment by residence status

Section 3.3 provides information on employment and residence status. The principal means of determining an individual's right to live and work in Guernsey is through the administration of the Population Management (Guernsey) Law 2016 which came into force on 3rd April 2017. This superceded the Housing (Control of Occupation) (Guernsey) Law, 1994. However, licences and other documents issued under the Housing Law could continue to be live. Data presented here is based on a mixture of permits, certificates, licences and other documents issued since 1994.

As can be seen in **Figure 3.3.1**, the majority (73%) of those who were employed at the end of December 2021, 2020 and 2019 were classified as Permanent Residents* (20,729 at the end of December 2019 falling to 20,418 at the end of December 2020 and increasing to 20,545 at the end of December 2021). In contrast, the number of self-employed Permanent Residents* increased between December 2019 and December 2021 (2,372 to 2,460 people, see **Figure 3.3.2**).

10% of the total number of people employed at the end of December 2021, 2020 and 2019 were employed on the basis of an employment related licence*. The number of people in this category showed an increase between December 2019 and December 2021 (from 2,688 to 2,783, see **Figure 3.3.1**). **Figure 3.3.2** shows that the number of self-employed people on an employment related licence* increased (from 85 people at the end of December 2019 to 94 people at the end of December 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 15](#).

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

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

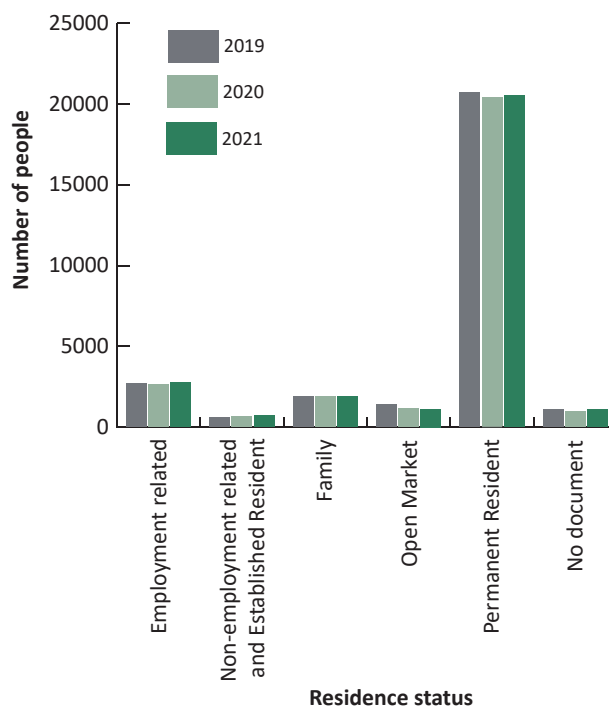
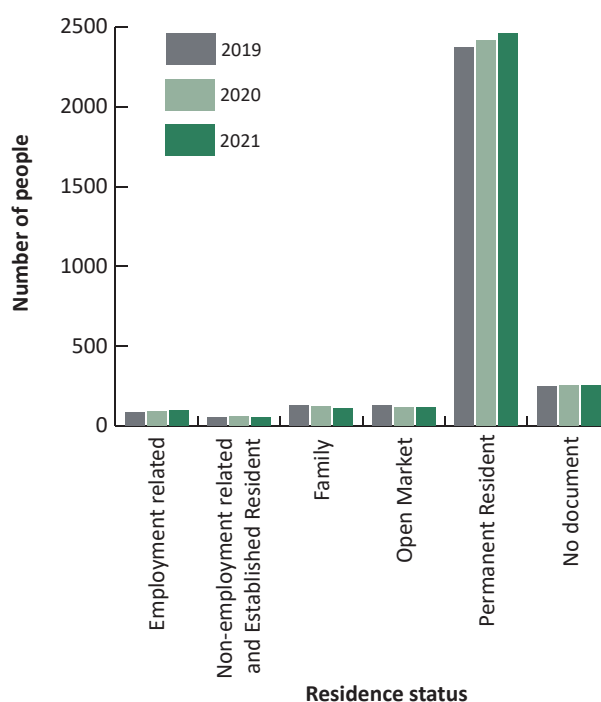


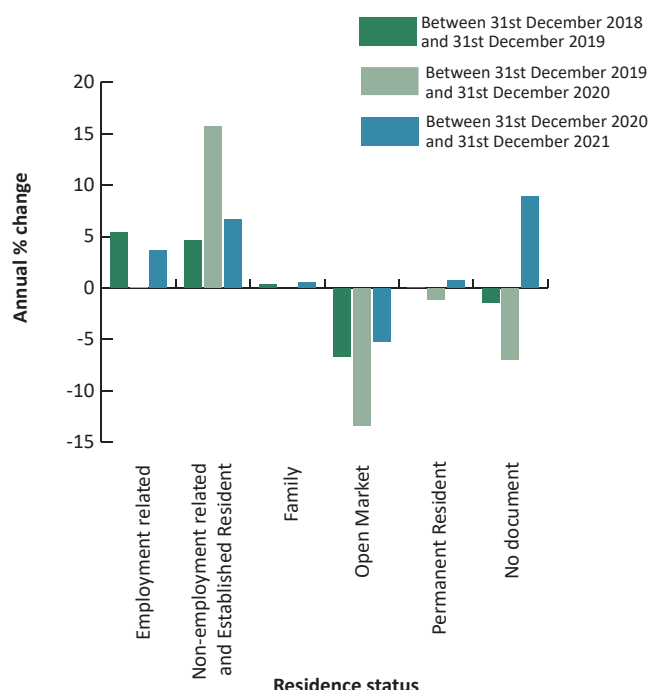
Figure 3.3.2: Number of people self-employed by residence status (at 31st December)



*See [page 15](#) for definitions of the different types of residence status shown in **Figure 3.3.1** and **3.3.2**

3.3 Employment by residence status

Figure 3.3.3: Annual % change in employment by residence status



* See below for definitions of the residence status categories found in **Figure 3.3.3** and **Figures 3.3.1** and **3.3.2** on **page 14**.

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 December 2020 and December 2021, the only decrease in the number of people in employment was seen in the Open Market* category (a decrease of 5%, see **Figure 3.3.3**). This compares to a decrease of 13% between December 2019 and December 2020 and 7% between December 2018 and December 2019.

As shown in **Figure 3.3.3**, the number of people in employment with no document saw the largest increase between December 2020 and December 2021 (an increase of 9%), however this partially offsets the 7% decrease seen between December 2019 and December 2020 and restores the number of people with no document to levels seen in 2019.

The number of people employed on the basis of an employment related licence (either long-term, medium-term or short-term) increased by 4% between December 2020 and December 2021, compared to 0% between December 2019 and December 2020 and 5% between December 2018 and December 2019 (see **Figure 3.3.3**).

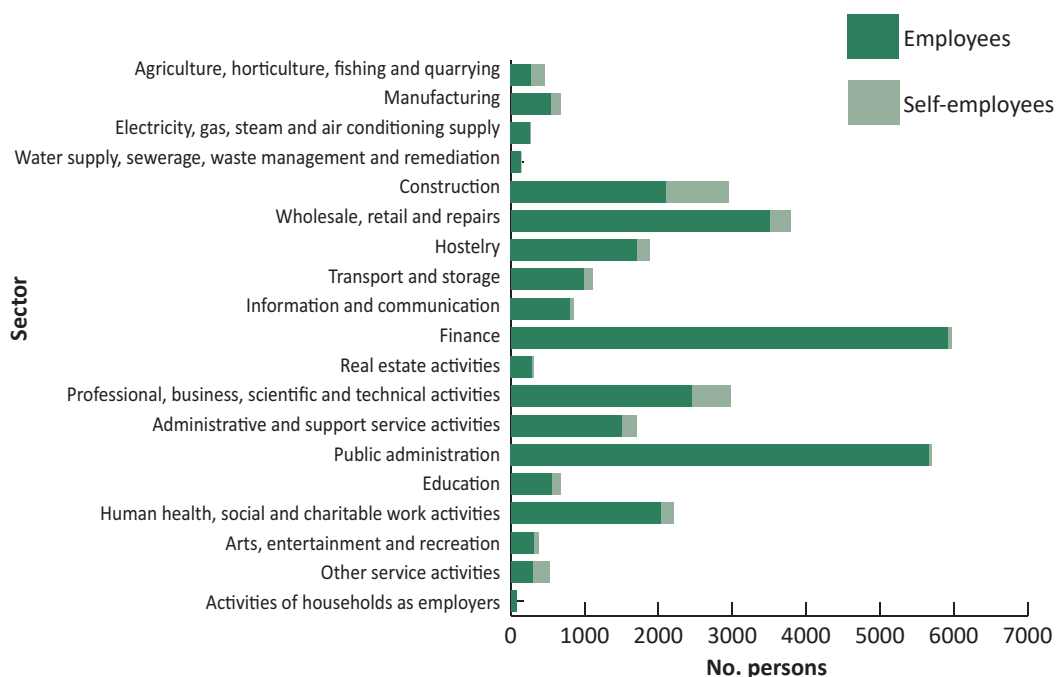
The number of people on short-term employment permits decreased by 3% between December 2020 and December 2021, whereas the number of people employed on either medium-term or long-term employment permits increased by 10% and 4% respectively.

The "Non-employment related or Established Resident"* category saw the only increase in the number of people employed between December 2019 and December 2020 (an increase of 16%). 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 previous editions of this Bulletin and information for September 2021 is included within the **Annual Electronic Census Report 2021**, both available from www.gov.gg/population.

3.4 Employment by economic sector

Figure 3.4.1 Employment by economic sector at 31st December 2021



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

Please note that the Education and Human health, social and charitable work sectors exclude people employed by the States of Guernsey (e.g. those employed at States-run schools or medical facilities). Those who are employed by the States of Guernsey, including medical and teaching staff, are captured in the Public administration category.

The figures presented in **Figure 3.4.1** and **Table 3.4.1** on **page 17** show all employees and self-employees for each sector. They are sourced from the Rolling Electronic Census and account for all employment, including second, third and fourth jobs that individuals may undertake. Some individuals, in addition to working for an employer, are also self-employed.

As shown in **Figure 3.4.1** and **Table 3.4.1**, the Finance sector was the largest employer in December 2021, accounting for 18.3% of total employment (5,971 people), 5,911 of whom were employed and 60 of whom were self-employed. The Construction sector had the largest number of self-employed people in December 2021 (846 people), representing 28.7% of the sector and 25.5% of self-employed people overall.

The annual change in the number of people employed and self-employed within each sector can be found on **pages 18 and 19**.

The number of positions advertised at the Job Centre and the skills reported by Unemployment Benefit claimants up to the start of April 2022, are presented by sector on **pages 27 and 28**.

3.4 Employment by economic sector

Table 3.4.1 Employment by economic sector at 31st December 2021

	Employees			Self-employees			Total no. in employment	% of total for all sectors
	Female	Male	Total	Female	Male	Total		
Agriculture, horticulture, fishing and quarrying	83	189	272	37	146	183	455	1.4
Manufacturing	176	362	538	33	104	137	675	2.1
Electricity, gas, steam and air conditioning supply	50	210	260	-	6	6	266	0.8
Water supply, sewerage, waste management and remediation activities	15	113	128	*	*	19	147	0.4
Construction	143	1,957	2,100	16	830	846	2,946	9.0
Wholesale, retail and repairs	1,579	1,926	3,505	77	208	285	3,790	11.6
Hostelry	685	1,025	1,710	59	112	171	1,881	5.8
Transport and storage	241	740	981	16	113	129	1,110	3.4
Information and communication	201	599	800	15	40	55	855	2.6
Finance	3,168	2,743	5,911	8	52	60	5,971	18.3
Real estate activities	143	143	286	5	18	23	309	0.9
Professional, business, scientific and technical activities	1,329	1,118	2,447	159	378	537	2,984	9.1
Administrative and support service activities	685	816	1,501	27	181	208	1,709	5.2
Public administration	3,557	2,108	5,665	10	21	31	5,696	17.4
Education	416	135	551	91	33	124	675	2.1
Human health, social and charitable work activities	1,634	392	2,026	90	89	179	2,205	6.7
Arts, entertainment and recreation	155	149	304	35	46	81	385	1.2
Other service activities	241	53	294	181	58	239	533	1.6
Activities of households as employers	52	24	76	*	*	2	78	0.2
Total for all sectors	14,553	14,802	29,355	862	2,453	3,315	32,670	100.0

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

	Total no. in employment	% of total Finance sector
Banking	1,514	25.4
Fiduciary	1,650	27.6
Funds	1,444	24.2
Insurance	776	13.0
Other	587	9.8
Total	5,971	100.0

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

Of the 5,971 people employed and self-employed within the Finance sector, 1,650 people (27.6%) were involved in Fiduciary activities, 1,514 people (25.4%) worked in banking and 1,444 people worked in sub-sectors relating to Funds at the end of December 2021.

The annual change in the number of people employed and self-employed within each sector can be found on [pages 18 and 19](#).

3.5 Employment by sector trends

Table 3.5.1 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	2021 Q4
Agriculture, horticulture, fishing and quarrying	-6.6	4.1	6.8	9.0	13.4	3.2	0.9	-0.7	1.1
Manufacturing	1.2	-1.8	0.9	0.6	-0.2	1.8	1.4	2.0	1.8
Electricity, gas, steam and air conditioning supply	-3.1	-0.3	-1.4	-7.2	-3.5	-5.9	-3.2	1.1	-2.6
Water supply, sewerage, waste management and remediation activities	13.7	13.2	5.0	-0.8	-6.0	-4.7	0.0	25.0	17.6
Construction	3.5	0.1	1.4	2.9	2.4	3.2	5.1	3.1	1.4
Wholesale, retail and repairs	-1.4	-2.7	-5.7	-4.0	-3.7	-1.9	2.3	1.4	-0.2
Hostelry	0.9	-4.7	-24.2	-17.7	-11.1	-9.8	12.4	4.4	7.5
Transport and storage	1.6	0.4	-8.0	-8.4	-3.1	-10.5	0.0	-1.0	-2.5
Information and communication	8.0	9.9	8.9	7.2	0.5	-2.7	-0.9	-1.2	-1.9
Finance	-2.9	-4.4	-4.9	-2.4	-1.8	-1.0	-0.2	-0.4	-0.5
Real estate activities	12.3	10.4	8.2	5.6	2.4	-1.0	1.4	2.3	3.3
Professional, business, scientific and technical activities	2.2	3.3	-0.6	-1.4	-1.6	-2.0	2.8	5.8	4.9
Administrative and support service activities	0.4	0.6	-8.7	-6.7	-7.0	-6.2	7.9	4.9	2.5
Public administration	2.5	0.4	-1.9	-1.3	0.6	1.8	6.3	2.7	0.6
Education	-0.3	-1.9	-2.0	0.6	2.5	2.5	6.9	3.1	3.8
Human health, social and charitable work activities	2.8	3.5	-2.5	1.5	2.7	1.4	8.1	5.0	3.8
Arts, entertainment and recreation	0.8	-1.4	-14.4	0.5	8.0	7.7	16.5	6.4	-2.0
Other service activities	-2.2	-3.2	-6.8	-2.0	0.4	0.8	8.8	7.5	8.8
Activities of households as employers	2.5	0.0	-2.5	-11.2	0.0	0.0	1.3	-6.3	-6.0

Table 3.5.1 shows that the Water supply, sewerage, waste management and remediation activities sector showed the largest annual increase in the number of employment roles between 31st December 2020 and 31st December 2021, at 17.6%.

The Activities of households as employers sector showed the largest decrease (6.0%) during the same time period. Care must be taken when interpreting the annual percentage change 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 annual percentage changes in the number of employment roles for all the other sectors are presented graphically on [page 19](#).

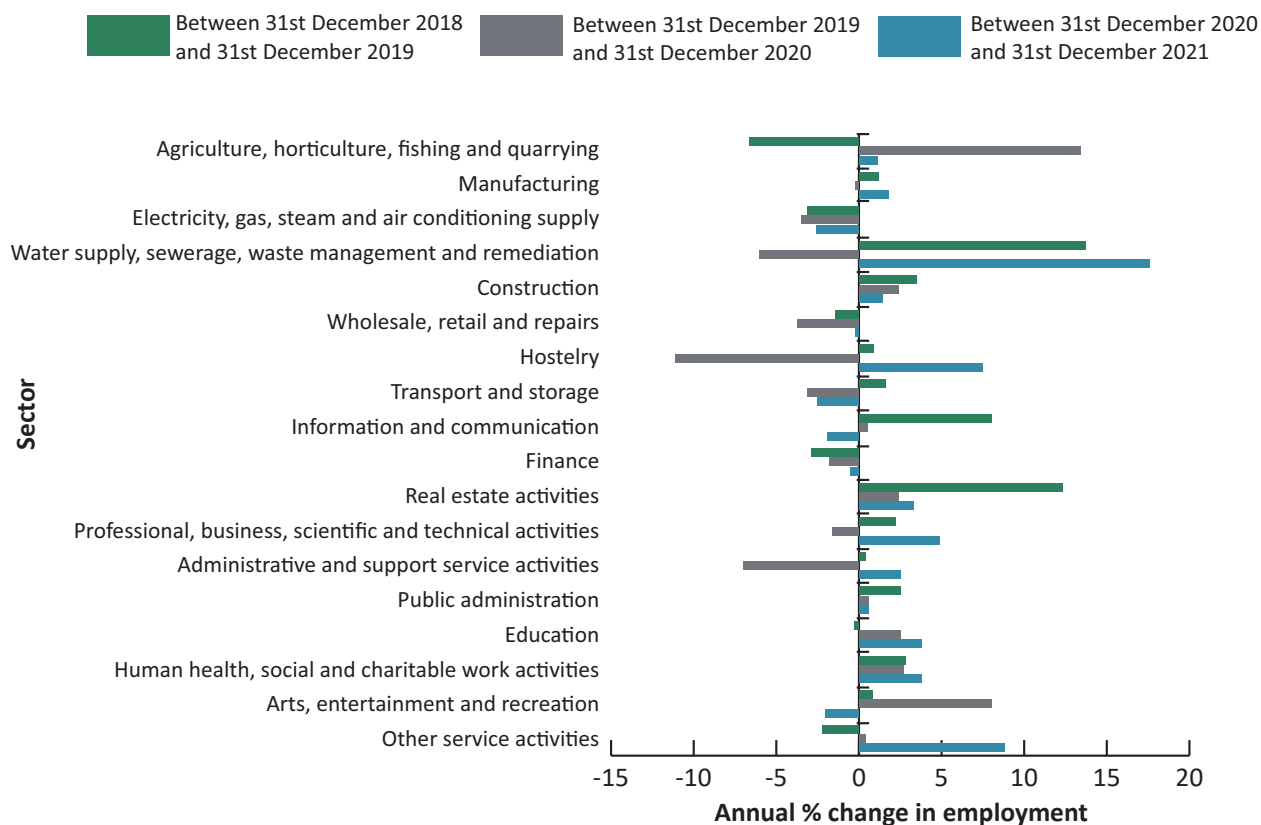
Please note that some sectors have a small number of people in employment (see [Table 3.4.1](#) on [page 17](#)).

The number of positions advertised at the Job Centre and the skills reported by Unemployment Benefit claimants up to the start of April 2022, are presented by sector on [pages 27](#) and [28](#).

Findings from the Community Surveys, undertaken in 2020 and 2021 are available at www.gov.gg/covid19data and provide more detailed information on how lockdown impacted on working, incomes and wellbeing.

3.5 Employment by sector trends

Figure 3.5.1 Annual percentage change in total employment by sector



Twelve of the eighteen economic sectors displayed in **Figure 3.5.1** showed an increase in employment roles between 31st December 2020 and 31st December 2021. This compares to nine between 31st December 2019 and 31st December 2020 and twelve between 31st December 2018 and 31st December 2019.

Between December 2020 and December 2021, the following sectors decreased in terms of numbers of employment roles: Electricity, gas, steam and air conditioning supply, Wholesale, retail and repairs, Transport and storage, Information and communication, Finance and Arts, entertainment and recreation. All other sectors increased numbers of roles between December 2020 and December 2021 (to higher than December 2019 levels, with the exception of Hostelry and Administrative and support service activities).

Please note that some sectors have a small number of people in employment (see **Table 3.4.1** on **page 17**).

Findings from the Community Surveys, undertaken in 2020 and 2021 are available at www.gov.gg/covid19data and provide more detailed information on how lockdown impacted on working, incomes and wellbeing.

4.1 Employer trends

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

There were 2,201 employers at the end of December 2021 (see **Table 4.2.1** on **page 21**). This was an increase of 1.9% between 31st December 2020 and 31st December 2021, as shown in **Figure 4.1.1**. When comparing December 2019 and December 2021, there was a 2.0% increase in the number of employers.

Figure 4.1.1 Annual percentage change in total number of employers

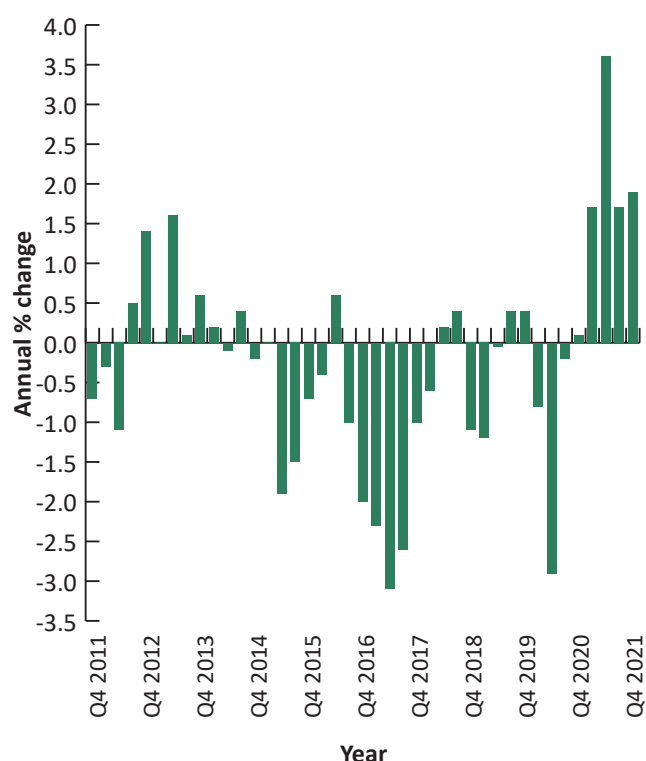


Table 4.1.1 Annual percentage change in total number of employers

	Annual % change
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
Q4 2021	1.9

Figures rounded to 1 decimal place

4.2 Employers by economic sector and size

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

	No. employers by size (number of employees)								Total
	1	2 to 5	6 to 10	11 to 25	26 to 50	51 to 100	101 to 250	Over 250	
Agriculture, horticulture, fishing and quarrying	10	30	6	1	1	1	0	0	49
Manufacturing	11	25	14	6	2	1	1	0	60
Electricity, gas, steam and air conditioning supply	3	4	2	0	1	0	1	0	11
Water supply, sewerage, waste management and remediation activities	4	3	2	0	0	1	0	0	10
Construction	106	129	61	29	8	3	1	0	337
Wholesale, retail and repairs	66	141	60	29	20	8	4	1	329
Hostelry	29	61	44	28	6	6	1	0	175
Transport and storage	16	23	4	11	2	2	1	1	60
Information and communication	26	24	7	7	7	2	1	0	74
Finance	75	98	32	52	36	20	9	1	323
Real estate activities	16	19	1	8	3	0	0	0	47
Professional, business, scientific and technical activities	59	58	31	20	6	8	3	1	186
Administrative and support service activities	48	48	19	16	13	1	2	0	147
Public administration	5	9	1	1	0	0	1	1	18
Education	6	3	5	5	0	3	2	0	24
Human health, social and charitable work activities	51	49	28	19	12	9	3	0	171
Arts, entertainment and recreation	20	21	5	7	3	0	0	0	56
Other service activities	41	43	10	1	1	0	0	0	96
Activities of households as employers	16	8	4	0	0	0	0	0	28
Total	608	796	336	240	121	65	30	5	2,201

Table 4.2.1 and **Figure 4.2.1** on **page 22** show the number of employers broken down by economic sector and by the number of employees as at 31st December 2021. They are sourced from the Rolling Electronic Census.

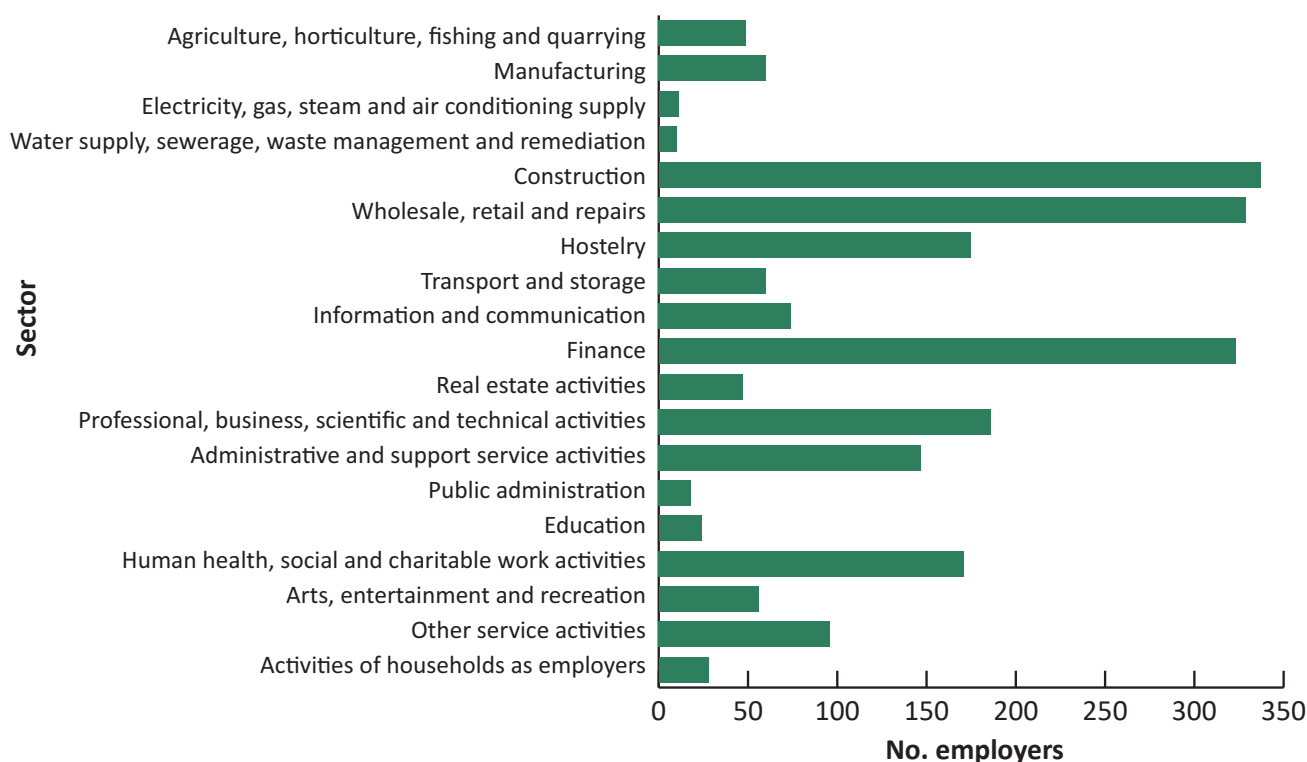
It can be seen that the Construction sector had the highest number of employing organisations (337) at the end of December 2021. The Finance sector had 323 employing organisations and had the highest number of employing organisations with more than 50 employees (30 employers).

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

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

4.2 Employers by economic sector and size

Figure 4.2.1 Employers by economic sector at 31st December 2021



As shown above in **Figure 4.2.1**, the Construction, Wholesale, retail and repairs and Finance sectors had the largest numbers of employers. Employers in both the Construction and Wholesale, retail and repairs sectors tended to employ fewer people than those in the Finance sector (see **Table 4.2.1** on **page 21**).

5.1 Unemployment - weekly snapshots

Figure 5.1.1 Number of people registered unemployed at weekly snapshots

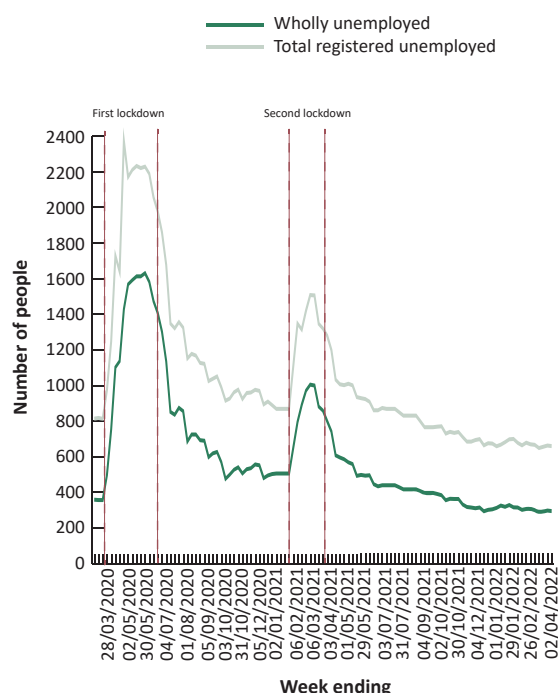


Table 5.1.1 Percentage of workforce registered as unemployed at weekly snapshots

	Wholly unemployed*	% of workforce	Total registered unemployed*	% of workforce
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
29/01/2022	316	1.0	700	2.3
26/02/2022	307	1.0	670	2.2
02/04/2022	295	1.0	660	2.2

The figures presented in **Table 5.1.1** 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 5 provides information on unemployment using data sourced from the Committee for Employment & Social Security.

The Bailiwick of Guernsey has entered two lockdowns in order to help slow the spread of COVID-19. The first lockdown took place between 25th March 2020 and 20th June 2020 and the second took place between 23rd January 2021 and 22nd March 2021. Restrictions on all but essential business activities were imposed and all non-essential shops and community spaces were closed. People were required to stay at home except for limited purposes and all gatherings of more than two people in public were prohibited. In both lockdowns restrictions were lifted in phases.

Figure 5.1.1 shows the number of people registered as unemployed at the end of each week between March 2020 and the start of April 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 5.1.1**) and peaked at 1,005 people during the week ending 27th February 2021. Since then, there has been a reduction of 710 people wholly unemployed*.

During the week ending 2nd April 2022, 1.0% of the workforce (295 people) were wholly unemployed*. This compares to 2.5% at the same time the previous year and 5.4% at the end of May 2020, which saw the highest number of people wholly unemployed* (1,631 people, see **Table 5.1.1**).

Information on the number of people unemployed broken down by age and gender can be found on **page 24**.

*See **page 25** for more information on the difference between the "total registered unemployed" and "wholly unemployed".

5.2 Unemployment by age and gender

Section 5.2 shows the number of people wholly unemployed* during the snapshot week at the end of March 2019, 2020, 2021 and 2022 broken down by age and gender.

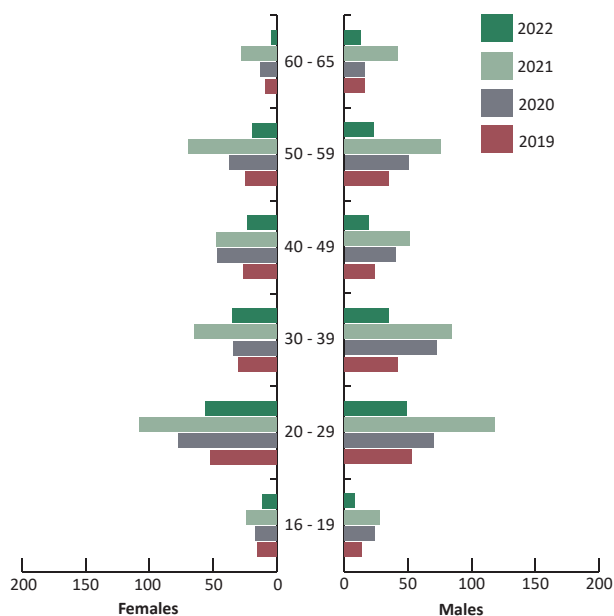
Figure 5.2.1 shows a decrease in the number of wholly unemployed* people, for both males and females across all age groups, during the snapshot week at the end of March 2022 compared to the end of March 2021.

There was a 57% decrease in the number of unemployed women between March 2021 and March 2022 (195 people) and a 63% decrease in the number of unemployed men (252 people). The number of people wholly unemployed* at the end of March 2022 was lower than at the end of March 2019; there was an overall decrease of nine unemployed women and a decrease of 37 men when comparing March 2019 and March 2022.

Proportionally, the 60 to 65 age group saw the largest decrease in unemployment for females (86%) and the 16 to 19 age group showed the largest decrease for males (71%) between March 2021 and March 2022.

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 58% (69 people) between March 2021 and March 2022 and the number of unemployed women decreased by 48% (52 people).

Figure 5.2.1 Unemployment by age and gender at 31st March



*See [page 25](#) for more information on "wholly unemployed".

5.3 Unemployment trends

Table 5.3.1 Percentage of workforce registered as unemployed at end of Q1

	Wholly unemployed	% of workforce	Total registered unemployed*	% of workforce
31/03/1966			101	
31/03/1967			55	
31/03/1968			44	
31/03/1969			53	
31/03/1970			79	
31/03/1971			144	
31/03/1972			298	
31/03/1973			93	
31/03/1974			66	
31/03/1975			82	
31/03/1976			165	
31/03/1977			406	
31/03/1978			340	
31/03/1979			255	
31/03/1980			311	
31/03/1981			960	
31/03/1982			905	
31/03/1983			1014	
31/03/1984			925	
31/03/1985			647	
31/03/1986			544	
31/03/1987			240	
31/03/1988			106	
31/03/1989			93	
31/03/1990			123	
31/03/1991			299	
31/03/1992			516	
31/03/1993			670	
31/03/1994			439	1.5
31/03/1995			334	1.1
31/03/1996			284	0.9
31/03/1997			234	0.8
31/03/1998			157	0.5
31/03/1999			133	0.4
31/03/2000			153	0.5
31/03/2001			91	0.3
31/03/2002			88	0.3
31/03/2003			96	0.3
31/03/2004			118	0.4
31/03/2005			181	0.6
31/03/2006			202	0.6
31/03/2007	214	0.8	269	0.9
31/03/2008	183	0.6	267	1.0
31/03/2009	335	1.2	447	1.6
31/03/2010	339	1.2	498	1.8
31/03/2011	301	1.0	468	1.6
31/03/2012	416	1.4	616	2.1
31/03/2013	427	1.5	638	2.2
31/03/2014	441	1.6	735	2.6
31/03/2015	399	1.4	670	2.3
31/03/2016	434	1.4	710	2.4
31/03/2017	380	1.2	686	2.2
31/03/2018	292	1.0	624	2.0
31/03/2019	341	1.1	819	2.7
31/03/2020	497	1.6	974	3.2
31/03/2021	742	2.5	1199	4.0
31/03/2022	295	1.0	660	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.

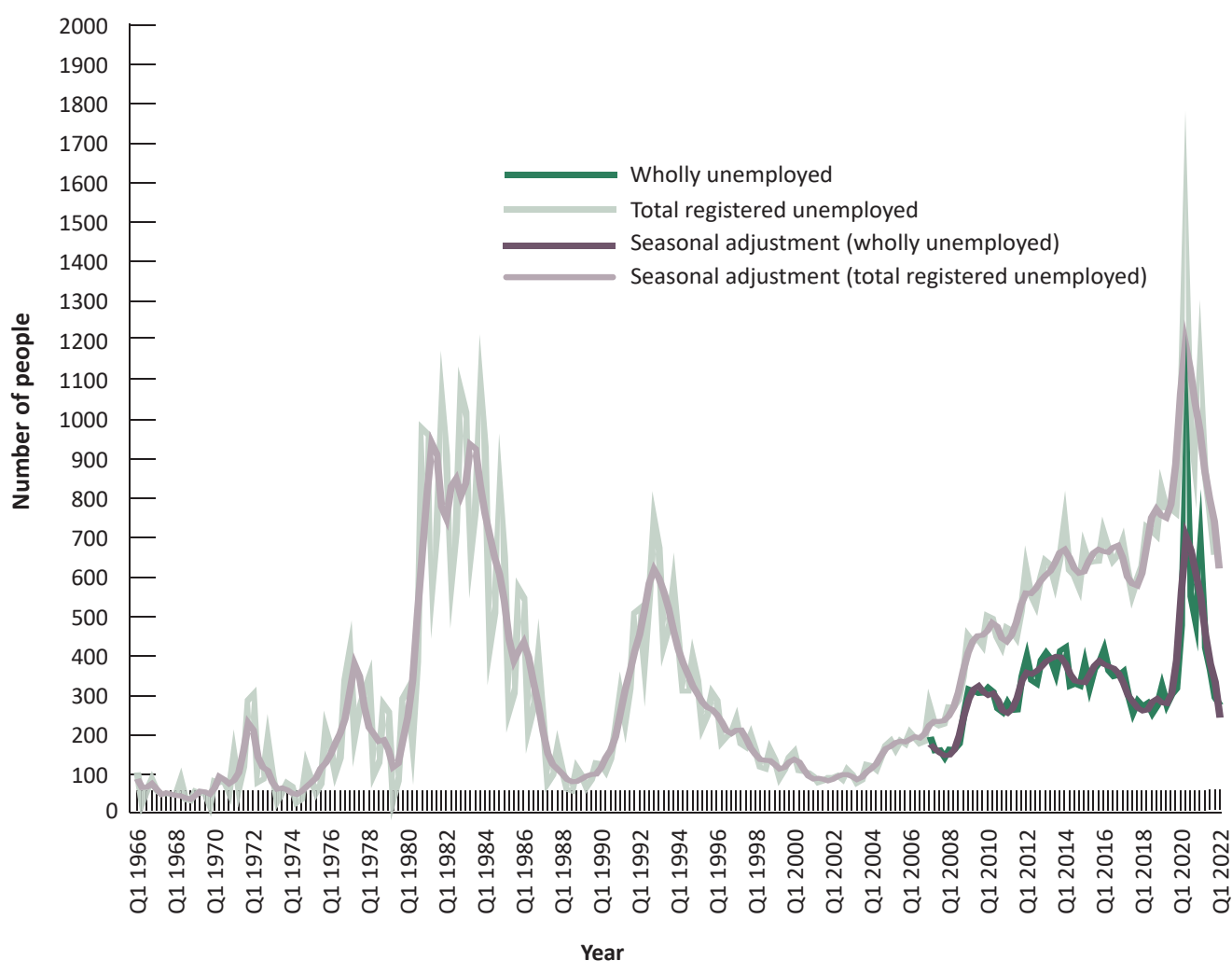
Table 5.3.1 displays historic unemployment figures for Quarter 1, from Q1 1966 to Q1 2022. The number of people unemployed peaked at the end of May 2020 and weekly unemployment figures between March 2020 and the beginning of April 2022 can be found on [page 23](#).

As shown in **Table 5.3.1**, there were 295 people registered as "wholly unemployed" at the end of Q1 2022, 447 fewer than at the end of Q1 2021 and 202 fewer than at the end of Q1 2020. 1.0% of the workforce were registered as wholly unemployed at the end of Q1 2022. This compares to 2.5% at the end of Q1 2021 and 1.6% at the end of Q1 2020. The number of "total registered unemployed"* accounted for 2.2% of the workforce at the end of Q1 2022, 1.8 percentage points lower than at the same time the previous year and the lowest proportion in Q1 since 2018.

*The definition of what comprises "total registered unemployed" has gradually expanded over time to include those on government training schemes for the unemployed, anybody in part-time or casual employment who is available to work additional hours and still eligible to claim job seekers' benefit to supplement their income, and those who are fully employed and eligible for Income Support (previously Supplementary Benefit) on top of their low earnings. Additionally, the introduction of the Income Support scheme in 2018 included a work requirement for all claimants of working age. These factors may partly account for the increasing trend in unemployment seen in **Table 5.3.1**.

5.3 Unemployment trends

Figure 5.3.1 Number of people registered as unemployed



As historic unemployment figures are not available on a monthly basis, unemployment as at the end of each quarter is displayed in **Figure 5.3.1**. The number of people unemployed peaked at the end of May 2020 and weekly unemployment figures between March 2020 and the start of April 2022 can be found on [page 23](#).

Data on the "total registered unemployed"* has been available since 1966. As shown in **Figure 5.3.1** and **Table 5.3.1** on [page 25](#), there was a total of 660 people registered as unemployed* at the end of Q1 2022, the lowest Q1 figure since 2018. This figure is 61% lower than the 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 5.3.1**.

*The definition of what comprises "total registered unemployed" has gradually expanded over time to include those on government training schemes for the unemployed, anybody in part-time or casual employment who is available to work additional hours and still eligible to claim job seekers' benefit to supplement their income, and those who are fully employed and eligible for Income Support (previously Supplementary Benefit) on top of their low earnings. Additionally, the introduction of the Income Support scheme in 2018 included a work requirement for all claimants of working age. These factors may partly account for the increasing trend in unemployment seen in **Figure 5.3.1**.

5.4 Job vacancies - monthly snapshots

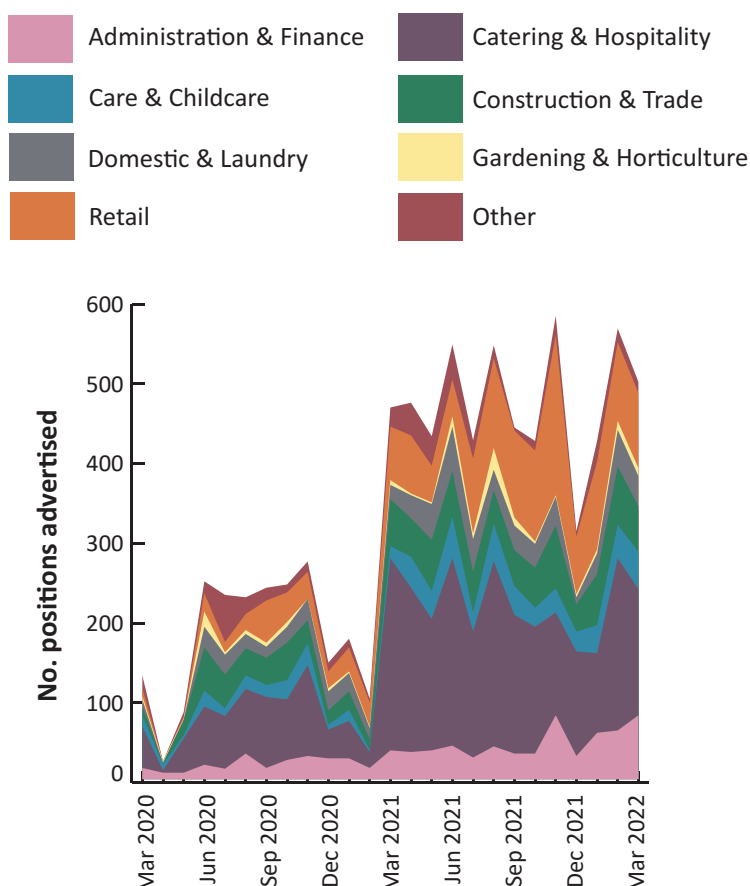
Figure 5.4.1 shows the number of positions advertised with the Job Centre by sector at the end of each month between March 2020 and March 2022. It can be seen that there was a decrease in the number of positions advertised across all sectors between March and April 2020 and January and February 2021, during the Bailiwick's two lockdowns.

As shown in **Figure 5.4.1**, there was a large increase in the number of positions advertised between February 2021 and March 2021, when the Bailiwick came out of its second lockdown. Increases were seen across all sectors but the Catering and Hospitality sector saw the largest increase (an increase of 221 positions).

The total number of positions advertised with the Job Centre peaked in November 2021 (581 positions) and there were 498 positions advertised during March 2022. This compares to 466 positions in March 2021 and 130 in March 2020. 158 of the 498 positions were in Catering and Hospitality.

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

Figure 5.4.1 Number of positions advertised with the Job Centre at the end of each month between March 2020 and March 2022 by sector



5.5 Job Centre function

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

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

5.6 Job vacancy trends

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

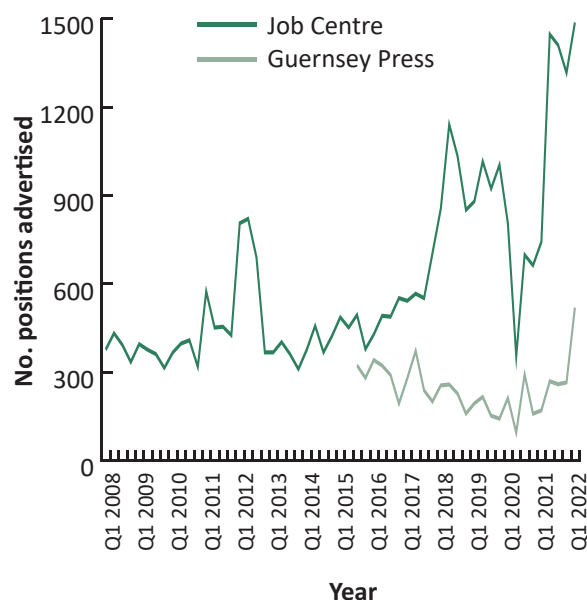


Figure 5.6.1 shows the number of positions advertised with the Guernsey Job Centre and, from September 2015, the Guernsey Press each quarter. Although this is not a complete representation of the total number of vacancies in the Island, it does provide an indication of the strength of the employment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

There were 1,487 positions advertised with the Job Centre during Q1 2022. This compares to 1,316 positions during Q4 2021 and 743 during Q1 2021. The number of vacancies advertised in the Guernsey Press (paper only, excluding online advertising) during Q1 2022 totalled 520, the highest on record. This was 254 more than the previous quarter and 349 more than at the same time the previous year.

There were 424, 565 and 498 positions advertised at the Job Centre in January, February and March 2022 respectively. Of these, 32% were in Catering and Hospitality, 20% in Retail, 13% in Construction and Trade and 13% in Administration and Finance (see Figure 5.6.2).

Figure 5.6.2 Type of positions advertised with the Job Centre during Q1

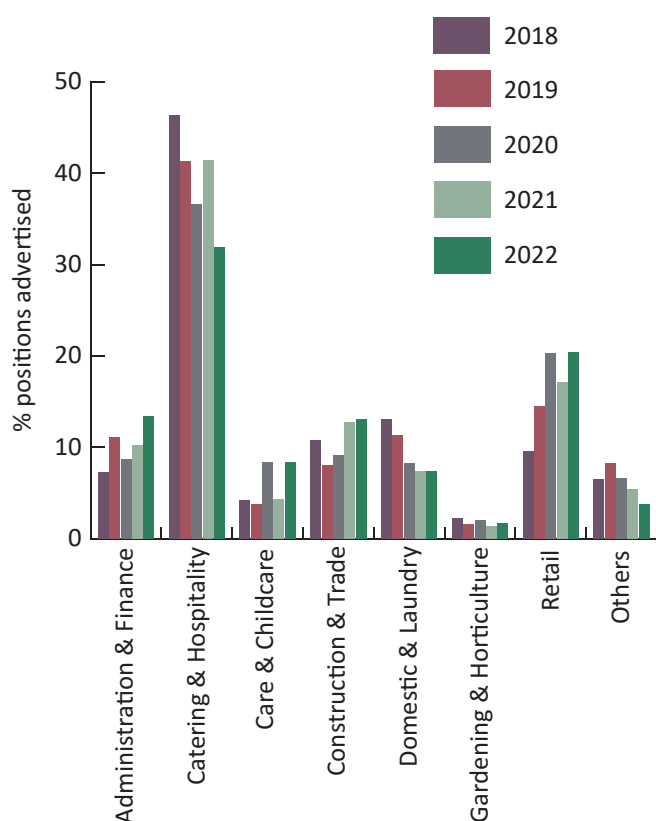


Figure 5.6.2 shows the type of positions advertised with the Job Centre during Q1 between 2018 and 2022. Catering and Hospitality saw the largest decrease in advertised positions between Q1 2022 and previous years. The "other" category includes roles within driving/delivery, engineering, mechanical, IT and beauty therapy.

See [page 27](#) for more information on the function of the Job Centre.

As at the start of April 2022, 19% of people claiming Unemployment Benefit had experience in Retail, 19% had skills relating to Administration and Finance, 14% in Construction and Trade and 9% reported having skills in Catering and Hospitality.

6.1 Earnings (nominal)

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

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

Nominal median earnings increased by 4.9% between the year ending December 2020 and the year ending December 2021, from £35,006 to £36,732 (see [Table 6.1.1](#)).

The lower and upper quartile earnings for the quarter ending 31st December 2021 and the previous eight quarters are presented in [Tables 6.1.2](#) and [6.1.3](#). Using four quarter averages, lower quartile earnings increased by 4.8% between the years ending 31st December 2020 and 31st December 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 on [page 36](#).

Real earnings, which show trends after the effects of inflation have been removed, are shown on [page 31](#). Information on income and expenditure by household groups is available from www.gov.gg/household.

Table 6.1.1 Nominal median earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
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
Q4 2021	36,732	4.9

Table 6.1.2 Nominal lower quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
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
Q4 2021	25,505	4.8

Table 6.1.3 Nominal upper quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
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
Q4 2021	53,692	4.5

6.1 Earnings (nominal)

Figure 6.1.1 Nominal median earnings by distribution at 31st December

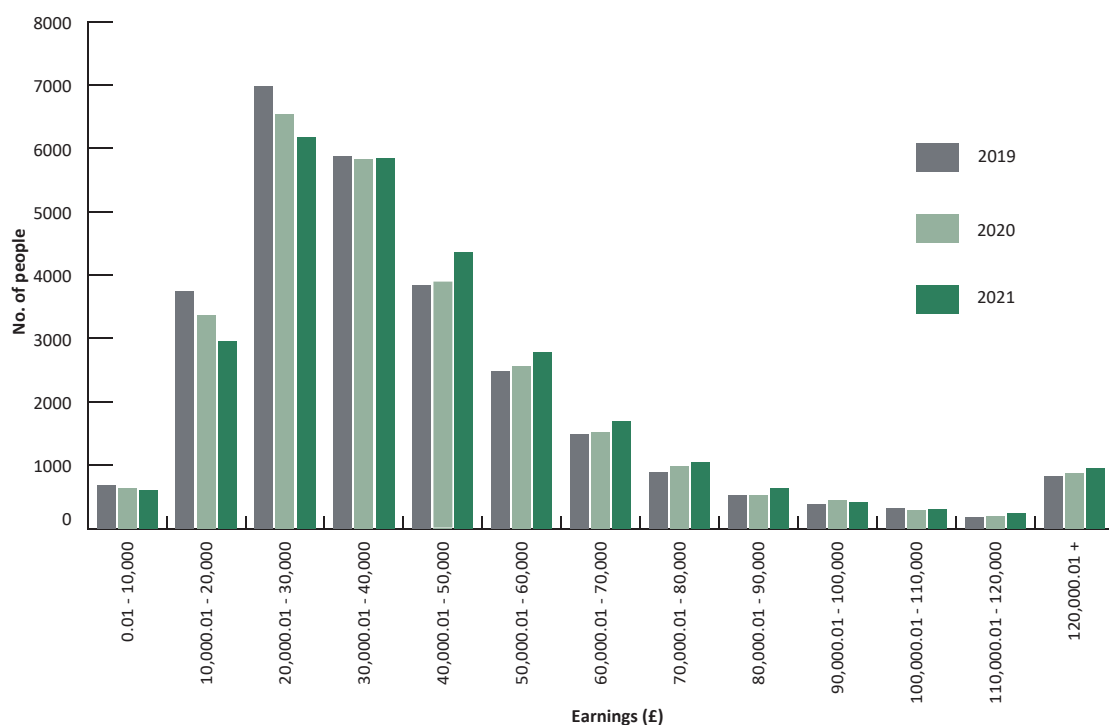


Figure 6.1.1 shows the number of employees in each earnings band at the end of December 2021 compared to the end of December 2020 and December 2019. It should be noted that the figures in **Figure 6.1.1** are December snapshots, rather than four quarter averages, unlike other earnings information presented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

The distributions of earnings at the end of December 2019, 2020 and 2021 show a peak in the £20,000.01 to £30,000 category, however there were 803 fewer people within this earnings band at the end of December 2021 when compared to the end of December 2019. The number of people in the £10,000.01 to £20,000 earnings band also showed a significant decrease between December 2019 and 2020 and December 2021. Conversely, the number of people in every earnings band above £30,000 increased (with the exception of the £90,000.01 to £100,000 band) between December 2020 and December 2021.

The total number of people included in the analysis for **Figure 6.1.1** increased by 1.2% between December 2020 and December 2021 but decreased by 0.6% between December 2019 and December 2021.

Figure 6.1.1 shows a combination of people moving from lower earnings bands up to higher earnings bands and people leaving lower paid roles in 2020 and 2021 and not returning to them nor moving up to higher paid roles (particularly those aged 60 or more). Information on remuneration has been added to this bulletin to help give a fuller picture of employment earnings trends (see [pages 35 to 38](#)).

As explained on [page 29](#), earnings data is a measure of earnings from all employment and is unadjusted for the number of hours worked i.e. the level can be impacted both by changes in the number of hours worked and rates of pay.

Findings from the Community Surveys, undertaken in 2020 and 2021 are available at www.gov.gg/covid19data and provide more detailed information on how lockdown impacted on working, incomes and wellbeing.

6.2 Earnings (real)

Table 6.2.1 Real median earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q4 2019	36,023	0.4
Q1 2020	35,931	0.6
Q2 2020	35,727	0.7
Q3 2020	36,168	1.1
Q4 2020	36,533	1.4
Q1 2021	36,506	1.6
Q2 2021	36,515	2.2
Q3 2021	36,641	1.3
Q4 2021	36,732	0.5

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

Median annual earnings, in real terms, were 0.5% higher over the year ending December 2021 than over the year ending December 2020 (see [Table 6.2.1](#)).

Lower quartile earnings increased by 0.4% in real terms between the years ending December 2020 and December 2021, compared with an increase of 0.1% in the upper quartile earnings over the same period (see [Tables 6.2.2](#) and [6.2.3](#) respectively).

Table 6.2.2 Real lower quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q4 2019	25,048	0.9
Q1 2020	24,959	1.0
Q2 2020	24,833	1.1
Q3 2020	25,155	1.3
Q4 2020	25,399	1.4
Q1 2021	25,286	1.3
Q2 2021	25,307	1.9
Q3 2021	25,445	1.2
Q4 2021	25,505	0.4

Table 6.2.3 Real upper quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q4 2019	52,986	0.3
Q1 2020	52,796	0.5
Q2 2020	52,399	0.6
Q3 2020	53,100	1.0
Q4 2020	53,618	1.2
Q1 2021	53,818	1.9
Q2 2021	53,732	2.5
Q3 2021	53,761	1.2
Q4 2021	53,692	0.1

6.3 Earnings by gender

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

As explained on [page 29](#), earnings data is a measure of earnings from all employment and is unadjusted for the number of hours worked i.e. the level can be impacted both by changes in the number of hours worked and rates of pay.

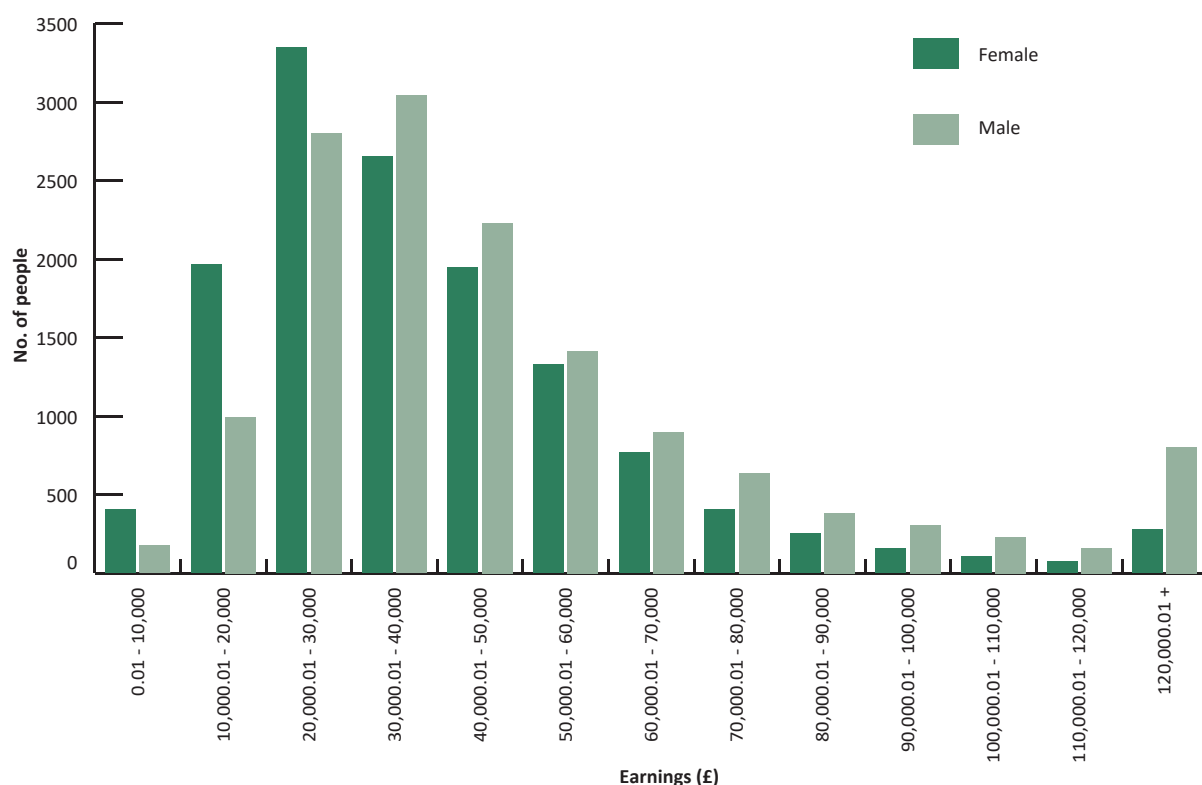
At the end of December 2021, the four quarter median average earnings for females was £33,613 (5.5% higher than a year earlier) and for males was £39,795 (4.7% higher than a year earlier and the highest annual increase since 2008).

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

Table 6.3.1 Nominal median earnings by gender

Date	Four quarter average earnings (£)		Annual % change	
	Female	Male	Female	Male
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
Q4 2021	33,613	39,795	5.5	4.7

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



6.4 Earnings by economic sector

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

	Median earnings (£)	Lower quartile earnings (£)	Upper quartile earnings (£)
Agriculture, horticulture, fishing and quarrying	32,913	22,628	43,134
Manufacturing	31,049	22,274	39,913
Electricity, gas, steam and air conditioning supply	38,555	31,297	52,967
Water supply, sewerage, waste management and remediation activities	31,884	25,980	39,667
Construction	35,640	27,054	43,603
Wholesale, retail and repairs	24,936	17,761	34,674
Hostelry	22,571	17,944	28,440
Transport and storage	32,758	23,987	44,854
Information and communication	43,404	29,274	62,727
Finance	49,682	34,072	74,807
Real estate activities	37,112	26,351	51,415
Professional, business, scientific and technical activities	45,294	30,657	71,297
Administrative and support service activities	31,537	21,821	44,841
Public administration	40,980	28,535	54,460
Education	30,658	20,419	50,366
Human health, social and charitable work activities	27,061	19,452	38,014
Arts, entertainment and recreation	26,077	17,452	36,383
Other service activities	21,309	15,439	28,678
Activities of households as employers	26,101	15,223	33,408

Median, lower quartile and upper quartile earnings by sector are shown in **Table 6.4.1**.

People employed within the Finance sector had the highest four quarter average median earnings (£49,682) at the end of December 2021. This was 35.3% higher than the overall median. The upper quartile earnings in the Finance sector were 39.3% higher than the overall upper quartile earnings during the same period.

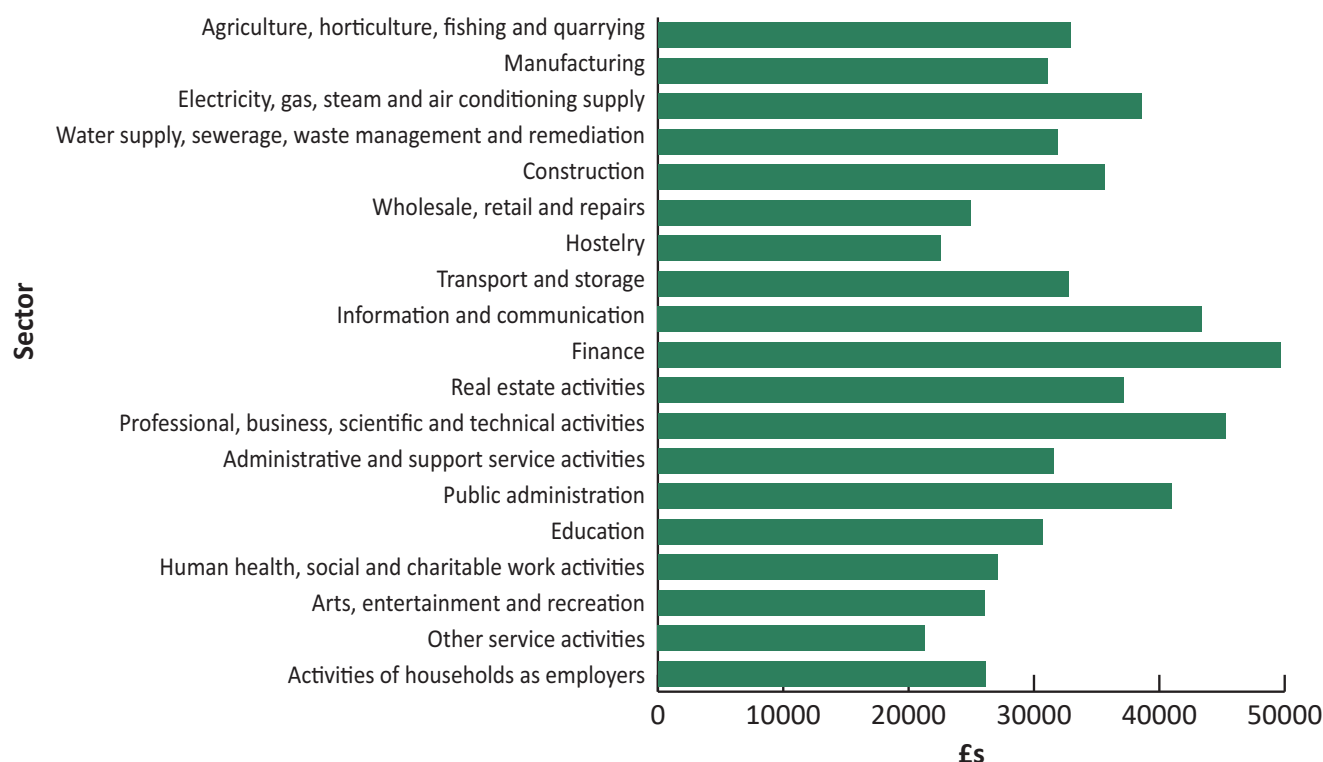
The Other service activities sector had the lowest four quarter average median earnings (£21,309) at the end of December 2021, which was 42.0% lower than the overall median. The Other service activities sector relates to personal service activities such as; beauty and hair salons, laundry services, funeral 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 **pages 37 and 38**).

Findings from the Community Surveys, undertaken in 2020 and 2021 are available at www.gov.gg/covid19data and provide more detailed information on how lockdown impacted on working, incomes and wellbeing.

6.4 Earnings by economic sector

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



Median earnings by sector (as per [Table 6.4.1](#)) are shown graphically in [Figure 6.4.1](#). It can be seen that the (highest) Finance sector median is more than double the (lowest) Other service activities median. 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 29](#), earnings data is a measure of earnings from all employment and is unadjusted for the number of hours worked i.e. the level can be impacted both by changes in the number of hours worked and rates of pay.

Information on remuneration by sector has been added to this bulletin to help give a fuller picture of employment earnings trends (see [pages 37 and 38](#)).

Findings from the Community Surveys, undertaken in 2020 and 2021 are available at www.gov.gg/covid19data and provide more detailed information on how lockdown impacted on working, incomes and wellbeing.

7.1 Remuneration - rolling four quarter total

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

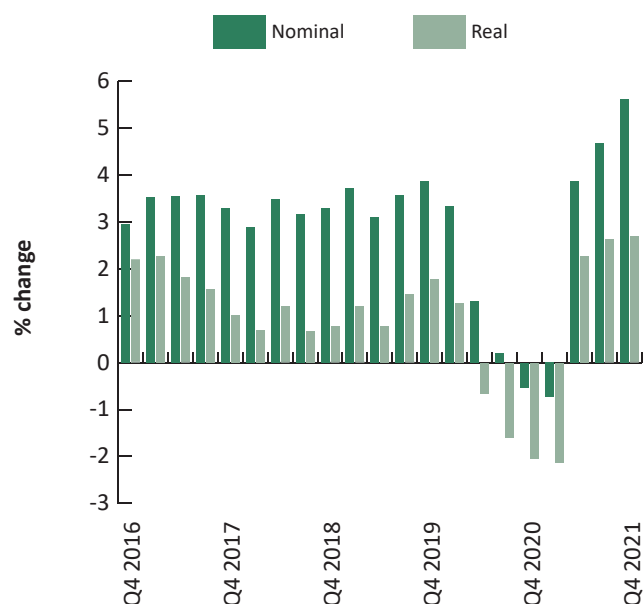


Table 7.1.1 Annual percentage change in remuneration (rolling four quarter total)

	% change (nominal)	% change (real)
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	-0.7	-2.1
Q2 2021	3.9	2.3
Q3 2021	4.7	2.6
Q4 2021	5.6	2.7

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

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

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

It can be seen in **Figure 7.1.1** and **Table 7.1.1** that there was an increase of 5.6% in nominal terms (2.7% in real terms) in remuneration between the year ending 31st December 2020 and the year ending 31st December 2021.

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

7.2 Remuneration - quarter total by source

Figure 7.2.1 Total quarterly remuneration by source (nominal)



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

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

It can be seen that total remuneration decreased from £366 million during the quarter ending 31st March 2020 to £334 million during the quarter ending 30th June 2020. Of the total £334 million during Q2 2020, at least £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 7.2.1** shows that as restrictions were eased after both the first and second lockdown, co-funded remuneration decreased as fewer sectors were eligible for payroll support.

During the second quarter of 2021, the sum of remuneration funded by employers exceeded any previous quarters at £378 million and the co-funded sum was approximately £2 million. During the fourth quarter of 2021, approximately £385 million was employer 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 37 and 38**.

7.3 Remuneration - four quarter total by sector

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

	(£ millions)			% change		
	Q4 2019	Q4 2020	Q4 2021	Q4 2019	Q4 2020	Q4 2021
Agriculture, horticulture, fishing and quarrying	6.9	7.2	7.8	-4.7	5.3	8.0
Manufacturing	20.5	20.3	22.0	2.1	-0.8	8.4
Electricity, gas, steam and air conditioning supply	13.0	12.6	12.2	-0.6	-3.1	-3.6
Water supply, sewerage, waste management and remediation activities	3.9	3.5	4.1	4.9	-9.6	16.5
Construction	80.1	78.7	87.6	7.4	-1.7	11.3
Wholesale, retail and repairs	116.5	113.8	120.8	1.7	-2.4	6.2
Hostelry	43.4	35.8	38.2	6.0	-17.5	6.7
Transport and storage	37.9	36.2	37.9	5.1	-4.5	4.8
Information and communication	39.2	40.1	41.8	5.6	2.3	4.3
Finance	432.0	422.9	431.8	3.9	-2.1	2.1
Real estate activities	13.1	13.6	15.1	6.4	3.8	10.8
Professional, business, scientific and technical activities	145.1	147.1	154.7	3.5	1.4	5.2
Administrative and support service activities	77.2	72.9	78.6	2.0	-5.6	7.8
Public administration	279.7	292.8	310.5	3.7	4.7	6.0
Education	14.3	14.4	15.2	6.3	0.3	5.8
Human health, social and charitable work activities	50.3	51.8	58.2	3.3	2.9	12.4
Arts, entertainment and recreation	9.6	8.9	10.2	14.9	-7.8	14.7
Other service activities	9.6	9.3	10.2	2.6	-3.0	9.3
Activities of households as employers	0.5	0.7	1.5	51.7	51.1	117.0
Uncoded	35.8	38.3	42.3	4.8	7.0	10.5

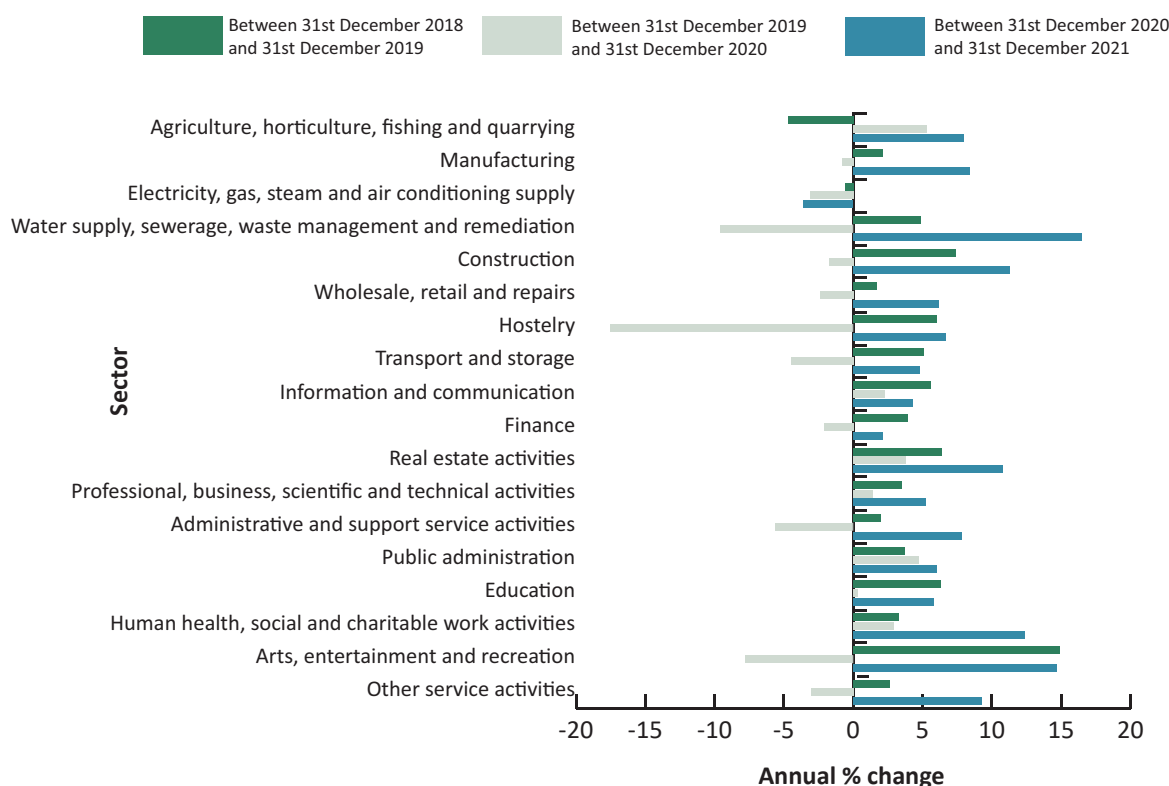
The information presented in **Table 7.3.1** shows the sum of remuneration during the year ending 31st December 2019, the year ending 31st December 2020 and the year ending 31st December 2021 by sector in nominal terms. It should be noted that while occupational pensions paid to past employees by the States of Guernsey are included within the Public administration sector, others may be included within the Finance sector regardless of the sector the person had worked in. The figures presented in **Table 7.3.1** include co-funded remuneration.

Table 7.3.1 shows that the Finance sector contributed the most remuneration for the year ending 31st December 2021, at £431.8 million. The Public administration sector had the second highest total remuneration at £310.5 million for the year ending 31st December 2021. These two sectors employ the largest number of employees (see **pages 16 and 17**) and pay the largest pensions payments.

The Activities of households as employers sector had the lowest total remuneration for the years ending 31st December 2019, 2020 and 2021 (£0.5 million, £0.7 million and £1.5 million respectively, see **Table 7.3.1**.) Care must be taken when interpreting the annual percentage change in remuneration for this sector. It includes the activities of households as employers of domestic personnel such as cooks, gardeners, housekeepers, babysitters and private tutors, for example. The percentage changes in remuneration for all the other sectors are presented graphically on **page 38**.

7.3 Remuneration - four quarter total by sector

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



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

Seventeen of the eighteen economic sectors presented in **Figure 7.3.1** showed an increase in remuneration between the year ending 31st December 2020 and the year ending 31st December 2021. Notable increases were seen in Water supply, sewerage, waste management and remediation activities, Arts, entertainment and recreation, Human health, social and charitable work activities and the Construction sector (increases of 16.5%, 14.7%, 12.4% and 11.3% respectively).

Finance sector remuneration, which consistently makes the largest contribution to total remuneration, showed the smallest annual increase over the year ending 31st December 2021 (an increase of 2.1%). Remuneration in this sector had decreased by 2.1% for the year ending 31st December 2020.

Hostelry sector remuneration increased by 6.7% over the year ending 31st December 2021 after seeing the largest annual decline in remuneration for the year ending 31st December 2020 (a decrease of 17.5%). This sector saw an increase of 6.0% in remuneration for the year ending 31st December 2019.

Remuneration in the Wholesale, retail and repairs, Transport and storage and Administrative and support service activities sectors decreased over the year ending 31st December 2020 (annual decreases of 2.4%, 4.5% and 5.6% respectively) but saw increases of 6.2%, 4.8% and 7.8% respectively over the year ending 31st December 2021.

8.1 Methodology and further information

Administrative Census

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

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

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

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

Administrative changes

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

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

Population Projections

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

8.1 Methodology and further information

The Economic Statistics (Guernsey and Alderney) Law, 2019

On 4th September 2019, the Economic Statistics (Guernsey and Alderney) Law was approved by the States of Guernsey (see www.gov.gg/article/172311/The-Economic-Statistics-Guernsey-and-Alderney-Law-2019). The new legislation will allow controlled sharing of some of the data collected for Income Tax purposes with the Data & Analysis service and will also enable the Data & Analysis service to ask employers to provide some additional data, which will enable improvements to be made to statistics, including the median earnings figures included in this bulletin. The additional information sought is as follows:

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

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

9.1 Contact details

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

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